



CBRE at MNP Tower, Vancouver

Use: Office building

Size: 28,327 square feet within a 270,000-square-foot tower

Certifications: WELL Gold, LEED Gold

Key health and wellness features: Daylight/circadian lighting, ventilation/air quality, collaborative space, active staircase, sit/stand desks, ANSI-BIFMA furniture, filtered water, RISE Café

Cost: WELL—5 percent increase in capital costs

Value added: Overall employee satisfaction, employee recruitment/retention, enhanced landlord/tenant partnerships

CBRE Toronto and Vancouver Offices

CBRE has made a significant investment in healthy buildings, with six WELL-certified offices in its portfolio—including its Los Angeles headquarters, offices in Madrid and Vancouver, and three offices in the greater Toronto area. Three additional projects are registered for certification.

CBRE, the world's largest commercial real estate professional services firm, has committed to pursuing WELL certification for at least 100 buildings, sites, or offices managed by or associated with the company worldwide. It has also pledged to accredit at least 50 CBRE employees under the WELL Accredited Professional program.

Why Healthy Buildings?

Employee productivity and satisfaction were high on CBRE's list of reasons to build with a focus on health.

"The investment in human capital is top of mind for all employers," says Ashley O'Neill, vice president of corporate strategy and leader of CBRE Canada's healthy workplace initiative. "When employee salaries typically represent 60 to 70 percent of a company's overhead, small investments to create engaging workplaces can significantly impact talent retention and recruitment—and ultimately the bottom line." Today, the competition for talent is fierce, she says. "When millennials are choosing a company, they want to know whether a company is

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Between 2014 and 2018, CBRE Canada developed four new offices to meet the WELL building standard, first in Vancouver and then in Toronto, in three different classes of building. The company is responsible for four of the first ten projects in Canada to register for WELL certification and was the first Canadian firm to embrace the new standard across multiple locations.

Health and Wellness Design Features: MNP Tower, Vancouver

In Vancouver, CBRE's pursued WELL certification for its workspace during construction of a new office building. Developer Oxford Properties Group collaborated with CBRE to earn WELL core and shell certification for the entire 35-story, 270,000-square-foot MNP Tower, located at Oxford Place in downtown Vancouver. CBRE's 28,327-square-foot interior space spans four floors of the MNP Tower. This marked the first time in Canada that a landlord and tenant

partnered to achieve two types of WELL certification simultaneously—core and shell, and interior.

Designed by architects Kohn Pedersen Fox, the MNP Tower has won multiple design awards. The building's extensive glazing offers abundant daylight and sweeping views of the North Shore Mountains, expanding the perception of indoor space. CBRE's four-floor layout was designed to promote movement and collaboration.



The healthy building features of CBRE's Vancouver office include universal access to natural light, ergonomic sit/stand desks, and a central café.

To receive WELL certification, CBRE's Vancouver office was assessed, monitored, and tested across seven categories—air, water, nourishment, light, fitness, comfort, and mind. The office space incorporates more than 100 wellness measures, such as:

- A heating, ventilation, and air-conditioning (HVAC) system with air-quality testing in the top 1 percent of offices globally, which is better than in most homes
- Universal access to natural light, with all employees sitting within 25 feet of windows with views
- Ergonomic sit/stand desks to reduce sedentary behavior and alleviate lower back pain
- An internal active staircase connecting four floors to encourage employees to climb and collaborate (an internal elevator is available for movement-limited employees and clients)
- White-noise diodes installed throughout the office to dampen background noise

- Carbon-filtered water provided near workstations to encourage better hydration
- A central lunchroom, the RISE Café, where staff can take a break and eat together
- Regular fruit delivery in the Café and reduced-sized plates to promote healthy eating habits.

The MNP Tower's Oxford Playground includes a bouldering wall, a table tennis table, and an exercise room for yoga and group training classes. The tower shares health facilities with two other buildings in the Oxford Place complex. These include a 5,400-square-foot fitness center with state-of-the-art exercise equipment, men's and women's infrared saunas, and lockers. A bike facility offers private rentable bicycle lockers and storage rooms with a bike stand and tools available for repairs.

Health and Wellness Design Features: 145 King Street West, Toronto

In the greater Toronto area, CBRE renovated three office spaces in collaboration with building owners, earning a WELL Silver-certified workspace interiors distinction for each. Because of the age of the buildings, CBRE faced challenges in outfitting all three offices regarding acoustics, the HVAC system, and lighting.

CBRE's downtown Toronto office, built in the 1980s, is located on two floors of a 35-story, 400,000-square-foot office tower situated over a transit station in the heart of the financial district. In 2009, a whole-building renovation earned LEED Gold certification (renewed in 2014) for the operation and maintenance of an existing building. In 2015, CBRE approached the building manager, the QuadReal Property Group, with a proposal for a healthy fit-out for the firm's space.

QuadReal saw that healthy building certification was gaining awareness in the marketplace and wanted to work with CBRE "to create a market-leading example of WELL certification," says Jamie Gray-Donald, QuadReal's vice president of sustainability. CBRE is a highly influential tenant with significant presence in the Toronto commercial market, he says, and partnership with QuadReal enabled CBRE to promote certification to clients and facility managers in Toronto, as it had already done in Los Angeles after renovating its headquarters to the WELL standard.

"We also wanted to show that an older building can support tenants with advanced goals around health and well-being," says Gray-Donald. One risk with commercial assets, he notes, is that older buildings can become obsolete, so managers and the owners they represent are always looking for features that attract top-tier tenants.