



 *insight* 
by mountpark 

THIRD EDITION.
WELFARE IN THE
WORKPLACE

MAY 2019

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CAPITAL

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INTRODUCTION

THE AVAILABILITY OF LABOUR IS A CRITICAL COMPONENT OF LOGISTICS SUPPLY CHAINS.

The last edition of our Insight report looked at the labour requirements facing many of our customers and the importance of securing access to a pipeline of talent.

In this issue, we focus on the well-being of employees inside warehouses, given that labour is central to the functioning of our customers business.

The welfare of those employed and working within our developments is a major influence on the way in which we design, develop and deliver our buildings.

For any employee to flourish they need to be in comfortable and vibrant surroundings – our buildings are where we look to provide facilities to help individuals enjoy and work to their maximum potential.



WHY FOCUS ON PEOPLE?

THE DEMAND FOR BUILDINGS THAT PROMOTE THE WELL-BEING OF PEOPLE WITHIN THEM IS BECOMING MUCH MORE FIRMLY EMBEDDED.

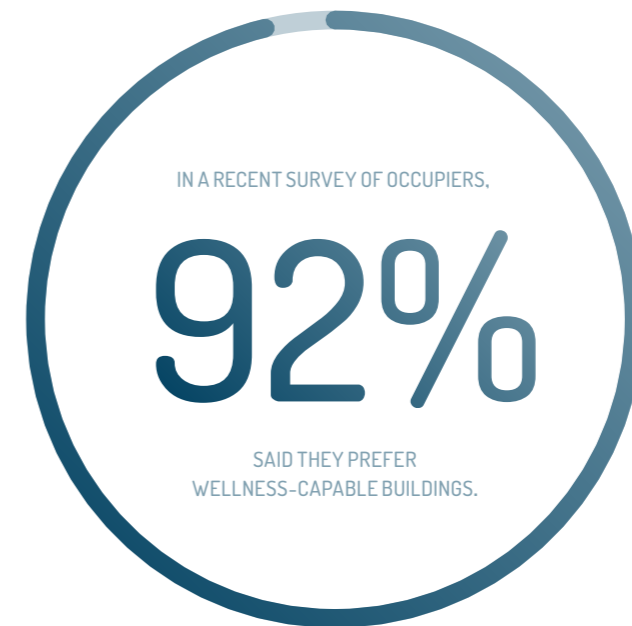
In a recent survey of occupiers, 92% said they prefer wellness-capable buildings. The impact of buildings on the people that occupy them has long been understood, particularly within the office environment, but increasingly wider audiences are cultivating the benefits.

One of the key challenges facing companies within the logistics sector is the availability of labour. In recent years, several surveys have warned of the skills shortage across logistics chains. Although, this is nothing new, the fact remains that attracting employees is not always easy and losing people can be expensive. This is leading to an extra focus on employees and their well-being.

Factors that may appear to have a modest improvement in employee well-being can have significant financial implications for employers.

A Gallup study suggests businesses with highly satisfied, engaged employees are rewarded with 41% lower absenteeism, 20% higher productivity and 10% higher customer satisfaction than those without.

But it's not just about financial targets. A focus on staff welfare, sends a clear message that companies care about their employees as people, not just workers. We understand this can be a key differentiator in securing sufficient labour capacity for our customers.



A GALLUP STUDY SUGGESTS BUSINESSES WITH HIGHLY SATISFIED, ENGAGED EMPLOYEES ARE REWARDED WITH...



HOW TO ENGAGE EMPLOYEES?

The logistics business sector is one of the biggest industries in Europe and must actively promote staff engagement to ensure it attracts and retains the best people. The logistics building itself is a key mechanism here, although it traditionally may not be seen as the happiest of work environments. However, logistics buildings cannot, and should not be viewed as lower class in the world of real estate.

The logistics sector generates revenue of more than €900 billion annually and employs more than 7 million people. Why should logistics buildings not be exceptional in their field?

€900
BILLION ANNUAL REVENUE

AND

7 MILLION
EMPLOYEES



Putting people at the heart of the workplace is becoming more firmly entrenched within the logistics sector but enhancing the attractiveness of logistics buildings does not necessarily require dramatic or costly interventions. New standards and certifications are driving some progress in the field of wellness.

However, creating engaging and attractive spaces does not require any formal certifications. Considerations such as how employees get to and from the workplace should not be overlooked. Solutions may be as simple as maximising public transport provision, supporting cycling to work and shared drive to work schemes.

Best design practices to maximise the development should also look to recognise and acquire a building to engender and deliver employee satisfaction.



FEATURES THAT MOUNTPARK LOOK TO ENCOMPASS INCLUDE:



ACTIVE DESIGN

Encouraging stair use over the lift is a guaranteed route to improve health through exercise.



SHOWERING AND CHANGING FACILITIES

A healthy lifestyle can be encouraged by providing high quality facilities that support exercise and cycling to work.



CLEAR VIEWS OUT

Contact with the natural environment can sustain health and well-being.



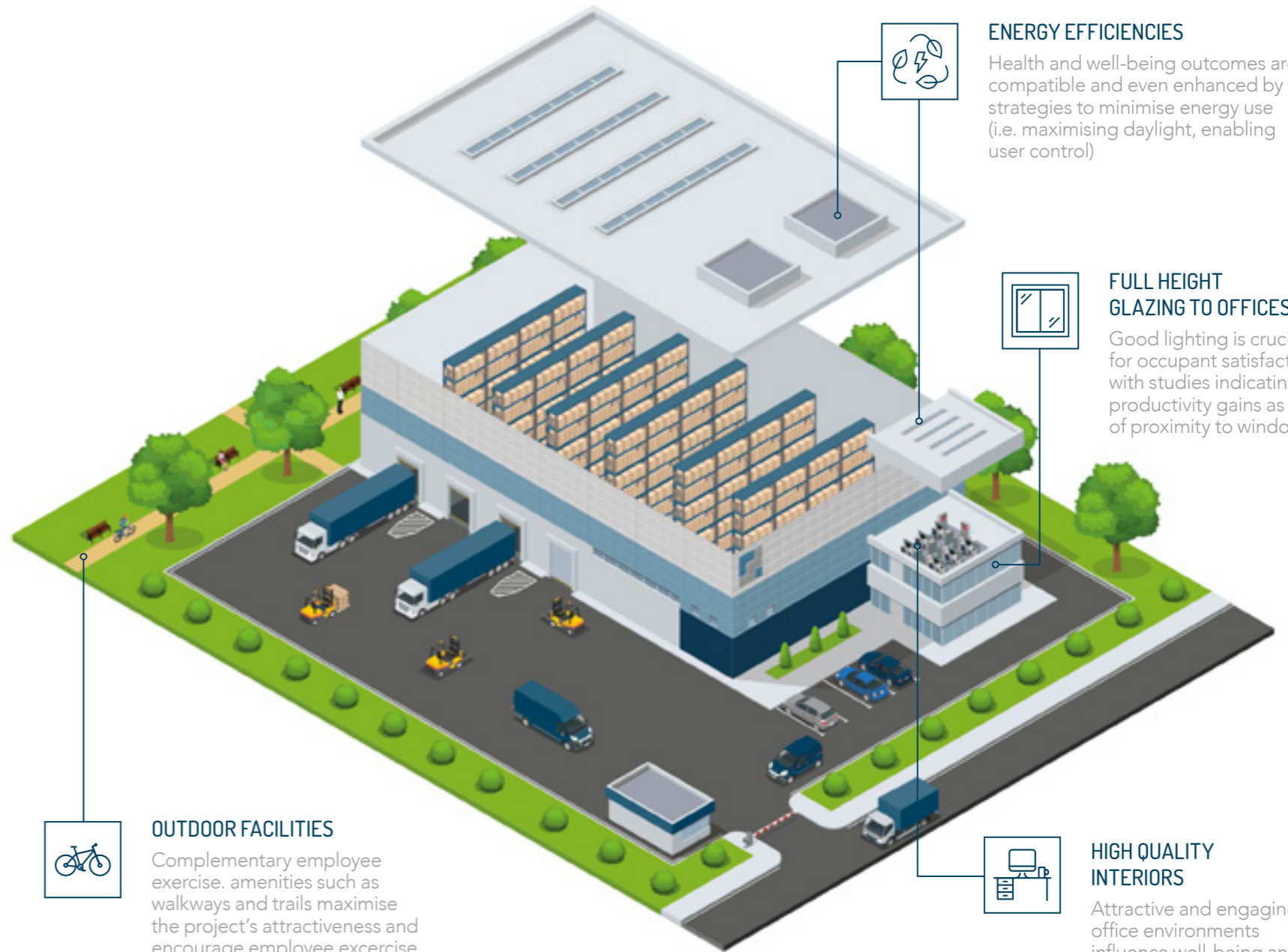
PEOPLE CENTRIC DESIGN

Open office spaces and informal meeting places support a creative and open work environment.



THERMAL COMFORT

Full comfort cooling with natural ventilation options works for both people and the planet.



OUTDOOR FACILITIES

Complementary employee exercise amenities such as walkways and trails maximise the project's attractiveness and encourage employee exercise.



ENERGY EFFICIENCIES

Health and well-being outcomes are compatible and even enhanced by strategies to minimise energy use (i.e. maximising daylight, enabling user control)



FULL HEIGHT GLAZING TO OFFICES

Good lighting is crucial for occupant satisfaction, with studies indicating productivity gains as a result of proximity to windows



HIGH QUALITY INTERIORS

Attractive and engaging office environments influence well-being and mindset and this benefit can also be carried over to the warehouse.



OUR APPROACH TO WELL-BEING

WE UNDERSTAND THE IMPORTANCE OF LABOUR TO OUR CUSTOMERS AND RECOGNISE IT PLAYS A CRITICAL FACTOR IN DETERMINING THE FUTURE LOCATION OF FACILITIES.

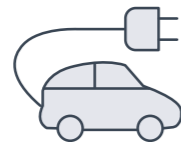
By creating a satisfying and healthy work environment for employees, we can add value to our customer's business given the critical importance of labour.

We work together with our customers to implement their own strategies. The key to this approach, is an engagement with the Corporate Social Responsibility (CSR) of our customers. This has two distinct advantages: the first is portrayal of the development's social and environmental credentials which supports our customers own CSR agenda; and the second, is the wider support of decision-makers within the Business and Management Team.



FEATURES THAT IMPACT HEALTH AND WELL-BEING

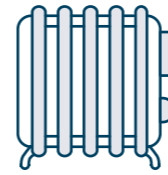
BY RECOGNISING OUR RESPONSIBILITY TO CUSTOMERS AND THE ENVIRONMENT, WE LOOK TO ALL ELEMENTS OF THE DEVELOPMENT TO ENGENDER WELL-BEING AND REDUCE NEGATIVE IMPACTS ON OUR PLANET. ABOVE ALL, WE SEEK TO INCORPORATE FLEXIBLE DESIGN TO ALLOW OUR CUSTOMERS' MAXIMUM DESIGN SOLUTIONS TO FIT-OUT REQUIREMENTS. BELOW ARE JUST SOME OF THE INITIATIVES WE HAVE INCORPORATED IN OUR DEVELOPMENTS.



Electric charging points



Low water usage fittings



Thermal dynamic hot water heating



Feature external lighting to office entrance



Oversized car parking spaces to encourage car sharing



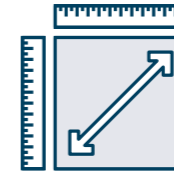
Occupier soft landings - working with occupiers to ensure their fit-out is met effectively and efficiently.



Carbon aware landscaping with attention paid to the existing environment as well as encouraging a new and vibrant ecology with water efficient discharge solutions



Office approach, cycle and pedestrian priority. Transportation solutions including public/private bus services and where possible proximity to train service



Internal space adjacencies - considering the building orientation and the best office to yard to access to warehouse arrangement



Season commissioning to ensure occupants are correctly and efficiently utilising buildings services



Solar photo-voltaics with battery storage



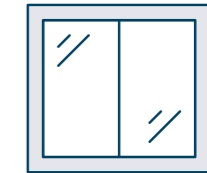
Service yard access, security, and manoeuvrability



IT flexibility where possible, diverse infrastructure and ducting for flexible security solutions



Public art and respect for the sites history



Internal viewing galleries onto the marshalling areas



CONCLUSION

A healthy workforce is a happy workforce, which in turn could translate into greater productivity and job satisfaction as well as higher rates of staff retention. A goal that all employers should be in pursuit of.

The workplace, or to be more precise the building, can itself be the driver of greater employee engagement and satisfaction.

TO DO SOMETHING FOR THE SAKE OF DOING IT, OR JUST TO 'TICK' BOXES FOR THE PURPOSES OF FASHIONABLE TRENDS IS NOT THE MOUNTPARK WAY. PROVIDING RESPONSIBLE BUILDINGS THAT RESPECT OUR OCCUPIER NEEDS AS WELL AS THE IMMEDIATE ENVIRONMENT, WE BELIEVE CREATES ROBUST SOLUTIONS. WE LOOK TO WORK WITH OUR CUSTOMERS AND PARTNERS TO CREATE DEVELOPMENTS THAT ARE TIMELESS AND ADD VALUE TO THE OCCUPANTS, COMMUNITIES AND BUSINESSES THAT WE SERVE.





insight

by mountpark



IS A THOUGHT LEADERSHIP INITIATIVE PRODUCED
BY MOUNTPARK LOGISTICS EU SARL.

We combine robust industry data with insights from leading international logistics occupiers to ensure we understand what our customers really want.

Mountpark Logistics EU Sarl is a Luxembourg domiciled joint venture between Mountpark Finco and Affinius Capital Europe Holdco B.V.

The venture was established to undertake logistics development across Europe, with particular emphasis on the UK, Western and Central European markets.

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