

MEDIA RELEASE

SMALL STEPS LEAD TO BIG CHANGES IN GREEN WORKPLACES

- *New BCA-HPB Green Mark for Healthier Workplaces scheme to spur healthier green offices*
- *Six companies take first steps to change work culture and behaviour to achieve energy savings*

Singapore, 7 September 2018 – The Building and Construction Authority (BCA), together with the Health Promotion Board (HPB), developed a new Green Mark scheme focusing on the health and well-being of building occupants in green offices. The scheme is a culmination of extensive industry consultations and pilot testing on projects involving more than 150 industry stakeholders, including building owners, landlords, facility managers, interior design firms, industry associations and other government agencies.

2 In line with the focus of the 3rd Green Building Masterplan on occupant's well-being and the growing emphasis of green workplaces around the world, the new **BCA-HPB Green Mark for Healthier Workplaces** scheme will guide companies through the thought process of space selection and office design, operation and maintenance, as well as occupant engagement and empowerment. Taking into account both the "hardware" and the "software", offices will be assessed on their sustainable design and management, energy and resource management, office environment as well as the provision of health-related policies and programmes for their employees, among others.

3 With its greater integration and emphasis on the health and well-being component, the new scheme will bring about a strong business case for companies to incorporate designs, policies and programmes that promote office sustainability with occupant health, well-being and comfort. It also aims to encourage ground-up initiatives and motivate employees to take charge of their personal health and well-being, in addition to participation in the sustainability efforts in the offices. Examples of such employee engagement initiatives could include conducting regular post occupancy evaluation surveys to monitor the impact on sustainability and health behaviour, as well as organising health promotion activities by staff-led green and health committees.

4 A total of ten companies have piloted the BCA-HPB Green Mark for Healthier Workplaces scheme, with six companies completing the certification. One of them is an interior fit out specialist firm, Facility Link Pte Ltd. The small and medium enterprise (SME) has incorporated green features such as energy efficient LED lighting integrated with daylight sensors and timer controls, salvaging and recycling leftover materials and reusing it in their office renovation. It also ensured its employees' satisfaction with the indoor environment through an indoor air quality audit and post occupancy evaluation that was conducted with its employees. Besides the sustainability efforts, there was also strong support from the management to transit the company into a healthier workplace. For example, it encouraged its employees to use internal staircases and put in place structured physical activity programmes and incentives to promote healthier behaviour among the employees. The company also introduced "No Smoking Fridays" to create a supportive tobacco-free environment. These initiatives enabled Facility Link to attain the Green Mark Platinum status under the new scheme.

5 BCA Chief Executive Officer, Mr Hugh Lim said, "We recognise that employees are a company's greatest asset. A research study by the National University of Singapore and supported by BCA, has found that Green Mark buildings have better Indoor Environment Quality and its occupants were less likely to experience sick building syndrome symptoms. With these findings, there is greater impetus for companies to provide healthier and greener workplaces for the well-being of

employees. We urge more companies and individuals to take the first step to make a change in their day to day activities, both at home and at the workplace. With the commitment from the management and support from employees, small changes can be achieved, which can accumulatively lead to greater energy savings.”

6 Mr Zee Yoong Kang, CEO of HPB said, “With employees spending about 60% of their day at work, the workplace is a key touchpoint to support and remind employees to stay healthy. The scheme in collaboration with BCA, is part of HPB’s move upstream to address the systemic support required of companies to create such an environment. Having 10 companies come forward for the certification is a good start and we hope to see more companies put employees’ health on their agenda, whether it is by way of infusing health promoting concepts into their office design and facilities, or by implementing health policies and structured programmes.”

Making a difference by taking steps to change user behaviour and workplace culture

7 In Singapore, the building sector contributes to more than 30% of the nation’s electricity consumption with nearly half consumed by building users. Recognising that building occupants are a key factor in greening buildings and offices, BCA and the Singapore Green Building Council (SGBC) collaborated on a first-of-its-kind BCA-SGBC Behavioural Change Pilot Programme to help companies reach out to their employees in 2017.

8 To date, six companies have come on board the pilot programme, which targets organisations with large business portfolio and potential for greater energy savings. The programme aims to achieve a cumulative effect by engaging and educating employees on environmentally-friendly behaviour and actions that they can replicate at work and at home. A customised behavioural change campaign was developed for each company to run for at least 6 to 12 months, and led by dedicated staff within the company. The experience gained by the building and facility managers and/or sustainability champions who lead the campaigns, would help them be equipped with capabilities to run and sustain other similar campaigns based on the needs of the organisations or premises.

9 Swissôtel Merchant Court, Singapore was one of the companies that had participated in the pilot programme. The management and employees had demonstrated their commitment in achieving energy savings by collectively undertaking more than 30 behavioural changes at their workplace. For example, employees from the laundry department would now operate the washing machines at the full load instead of the usual half load. Its General Manager, Mr Rainer Tenius, is one of the drivers of the behavioural change campaign within the hotel. He encouraged his colleagues to take the first step, such as by getting them to take the stairs instead of lifts, which interestingly led to greater interaction among colleagues who meet each other at the stairways. With operations throughout the year, Swissotel Merchant Court managed to achieve 4% energy savings by making small changes to their day to day activities.

10 Mr Tenius said, “The behavioural change campaign has helped raise awareness on environmental sustainability among team members and colleagues. There was some inertia at first when we rolled out the campaign as our colleagues were used to a certain way of doing things. But after they got through the first step, everyone now understands how they can each contribute to our greater aim of achieving energy savings, without affecting our day to day operations.”

11 Following the completion of the pilot programme, BCA and SGBC will combine the learnings from the local pilot programmes and overseas case studies to develop standardised toolkits targeting organisations that wish to take the first step in shaping the culture of environmental sustainability with a focus on energy saving actions. The guides and best practices will be developed for offices, hotels and supermarkets.

Issued by the Building and Construction Authority on 7 September 2018

Enclosed:

Annex A: Factsheet on BCA-HPB Green Mark for Healthier Workplaces Scheme

Annex B: Factsheet on BCA-SGBC Behavioural Change Pilot Programme

About BCA

The Building and Construction Authority (BCA) of Singapore champions the development of an excellent built environment for Singapore. BCA's mission is to shape a safe, high quality, sustainable and friendly built environment, as these are four key elements where BCA has significant influence. In doing so, it aims to differentiate Singapore's built environment from those of other cities and contribute to a better quality of life for everyone in Singapore. Hence, its vision is to have "a future-ready built environment for Singapore". Together with its education arm, the BCA Academy, BCA works closely with its industry partners to develop skills and expertise that help shape a future-ready built environment for Singapore. For more information, visit www.bca.gov.sg.

Annex A: Factsheet on BCA-HPB Green Mark for Healthier Workplaces Scheme

Background

The health and well-being of building occupants is increasingly becoming a major value proposition for the adoption of green buildings and interior spaces. This awareness is echoed by business leaders and companies that place growing emphasis on employee health and well-being to differentiate themselves as the employer of choice. In line with global trend and increasing demand for green and healthy buildings, the ***BCA Green Mark has been placing greater emphasis on the quality of indoor environments as well as the health, comfort and well-being of the users and occupants.***

To strengthen the business case for energy-efficient, resource efficient and healthier interior spaces ***BCA collaborated with Health Promotion Board (HPB) to develop the new BCA-HPB Green Mark for Healthier Workplaces scheme (GM HW: 2018).***

Rationale

With international studies¹ indicating that 90% of the business operating costs are related to human capital costs, staff's productivity would be of paramount interest and concern to any company. The new GM HW would appeal to companies that place emphasis on both health and well-being in addition to environmental sustainability in the office. GM HW aims to provide a clearer and stronger business case for office sustainability by placing occupants' health, well-being and comfort at the forefront of office design and daily operations. It also seeks to create a supportive environment through the establishment of workplace health structures, policies and programmes. With the inclusion of criteria that also looks at the health and well-being, we hope that this will make the value proposition for green interior more compelling and personal from the user's angle.

Enhancements and Key Highlights of GM HW: 2018

To align with the latest Green Mark Schemes, key elements from BCA Green Mark for Office Interiors (GM-OI) has been similarly restructured for consistency and to facilitate easier understanding of the sustainability and health outcomes by the stakeholders. The 5 key sections of GM HW: 2018 will better guide companies through the thought process of space selection and office design, operation and maintenance, as well as occupant engagement and empowerment: ***(i) Sustainable Design and Management, (ii) Energy and Resource Management, (iii) Office Environment, (iv) Workplace Health and Well-Being, and (v) Advanced Green and Health Features.***

¹ Source: World Green Building Council's reports on "Building the Business Case: Health, Wellbeing and Productivity in Offices" (Oct 2016) and "Health, Wellbeing and Productivity in Offices: The Next Chapter for Green Buildings" (Sep 2014)



Incentives and Grants

For early movers, a comprehensive suite of incentives and programmes are made available by BCA and HPB to help companies. These include the Green Mark Incentive Scheme for Existing Building and Premises (GMIS-EBP), HPB's SME Health+ that supports health and fitness initiatives for SMEs and Workplace Alliance for Health (WAH) Scheme for medium to large private corporations. More details can be found on the BCA and HPB websites.

Pilot Projects

Six companies have participated in the pilot of the new scheme. They are:

GM Platinum rating

- 1) ARUP Singapore Pte Ltd
- 2) City Developments Limited
- 3) Facility Link Pte Ltd
- 4) Hongkong Land (Singapore) Pte Ltd
- 5) Keppel Land

Green Mark Gold^{PLUS} rating

- 1) Camfil Singapore Pte Ltd

Ongoing projects

- 1) C&W Services (S) Pte Ltd
- 2) DBS Bank Ltd
- 3) Lendlease Retail Pte Ltd
- 4) Raffles Quay Asset Management Pte Ltd (RQAM)

Annex B: Factsheet on BCA-SGBC Behavioural Change Pilot Programme

Background

In Singapore, the building sector contributes more than 30% of the nation's electricity consumption with nearly half consumed by building users. Therefore, the building sector plays a vital role in helping to reduce energy consumption. Under the Sustainable Singapore Blueprint (SSB), Singapore has targeted to improve energy intensity by 35% from 2005 levels. Hence, beyond focusing on the building infrastructure, user behaviour is key in maximising energy savings.

Objective

To reiterate the importance of driving positive energy consumption behaviour among building users (i.e. occupants and tenants), the Building and Construction Authority (BCA) and Singapore Green Building Council (SGBC) introduced a first-of-its-kind behavioural change programme - the **BCA-SGBC Behavioural Change Pilot Programme**. This programme aims to drive behavioural change in building occupants and end-users and encourage them to adopt sustainable behaviours and reduce the overall environmental impact in their organisations. The Pilot targets to engage organisations with business portfolio where there could be greater potential for energy savings.

Programme Status

BCA and SGBC have successfully engaged six organisations for the pilot programme and increased their staff engagement. Majority of the organisations are in the final stages of their campaigns.

Organisation	Premises/ Building Types
DBS	Office (Banking)
GIC	Office (Investment Firm)
Jurong Health Campus (Ng Teng Fong Hospital)	Healthcare
Peoples' Association	Community Club
Sheng Siong	Supermarket
Swissotel Merchant Court, Singapore	Hotel

These organisations had dedicated ambassadors who implemented the behavioural change approach under the guidance of an overseas expert and BCA and SGBC staff. The behavioural change approach includes:

- Understand the behaviour
- Identify group of people or target audience
- Identify the barriers and motivators
- Design a campaign that is easy, expected and attractive
- Measure and celebrate results

Standardised Toolkits

To share the knowledge gleaned from the behavioural change campaigns of the respective organisations, BCA and SGBC will be developing industry specific standardised toolkits targeting organisations that wish to take the first step in shaping the culture of at their workplaces, with the focus on energy saving actions. These toolkits and guides would be developed for offices, hotels and supermarkets based on overseas case studies and complemented with the learnings from the local organisations that have participated in the pilot programme.