

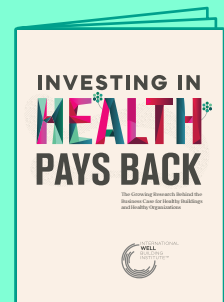
# Good for people, good for business.

How investing in health pays back.

A strategic investment in health and well-being is an imperative for organizations around the world. While the health benefits of people-first practices have long been established in public health and building science research, these investments also **enhance business performance** and **drive higher financial returns**.

By investing in health and well-being strategies and incorporating these values into your company culture, your organization can join other leaders who are benefiting from **improved productivity**, **reduced medical costs** and the **attraction and retention of top-tier talent**.

Here are some of the major findings from studies included in the International WELL Building Institute's (IWBI) in-depth research review, *Investing in Health Pays Back: The Growing Research Behind the Business Case for Healthy Buildings and Healthy Organizations*, which provides an overview of nearly **60 independent studies** from across the literature, featuring research led by Massachusetts Institute of Technology (MIT), Harvard's T.H. Chan School of Public Health, Wharton School of the University of Pennsylvania, Pacific Northwest National Laboratory, Rocky Mountain Institute (RMI), University of Colorado-Boulder and many more.



## Health strategies boost employee productivity.

**\$200b** ↗  
in productivity gains

Healthy building solutions could support \$200 billion in productivity gains among U.S. office workers, according to research by [Berkeley Lab](#).

**10pt jump** ↗  
in productivity scores

A study in *Building and Environment* found WELL Certified offices were connected to a 10-point jump in median occupant productivity scores.

**8% increase** ↗  
in worker performance

In a [peer-reviewed study](#), Harvard researchers found that higher ventilation rates improve the performance of workers by 8%, **equivalent to a \$6,500 increase in productivity per employee per year**.

### PROJECT HIGHLIGHT PROOF IS IN THE PRODUCTIVITY

[Landsec's London workplace](#), WELL Certified at the Silver level, found that **employee perceived productivity increased by 30% after occupying the certified office**.





## PROJECT HIGHLIGHT INVESTING IN AIR QUALITY PAYS BACK

Cundall's London office, WELL Certified at the Gold level, which implemented several features focused on improved indoor air quality, found a **reduction of four sick days per employee per year (a 58% reduction)** and a **27% reduction in staff turnover**. The case study concludes that these two outcomes provided **\$200k in savings per year**.



## Attract and retain top-tier talent.

**U.S. businesses lose \$1 trillion every year** due to voluntary turnover. According to the Society for Human Resource Management, replacing just one employee costs a company, on average, six to nine months of that person's salary.

**30% drop** ↓  
in employee turnover

The employee turnover rate fell by **almost a third** at CBRE's Toronto and Vancouver offices after achieving WELL Certification.



**28% increase** ↑  
in overall workplace satisfaction

WELL Certification drove a near 30% improvement in overall satisfaction with the workplace, **jumping from 42% to 70%**, according to research published in Building and Environment.



## Reduce medical and healthcare costs.

**\$225** ↓  
per employee cost reduction

Johnson & Johnson's Health and Wellness Program helped the company **reduce medical costs by approx. \$225 per participating employee per year**.

**300%** ↑  
return on wellness programs

**Every dollar spent on workplace wellness programs saved \$3.27** on medical costs, according to a meta-study by Harvard scholars.

Download the full research review at

**[WEAREWELL.COM/HEALTH-PAYS-BACK](https://www.wellbeing.com/health-pays-back)**

Copyright 2023. International WELL Building Institute PBC. All rights reserved.

By providing the information research materials above, IWBI is not rendering investment, legal or other professional advice or services and these materials are not a substitute for any such services; IWBI shall not be responsible for the use of or any action taken or inaction occurring in reliance on these materials.