

# How Ethos Achieved 1st in the World WELL Performance Rating



At Ethos Engineering, we are very proud to achieve World First in the WELL Performance Rating for our Dublin Headquarter Office.

The WELL Performance Rating was launched in April 2022, it is an industry-leading benchmark from the International WELL Building Institute (IWBI) which is designed to help organisations leverage building performance data and occupant experience insights to shift business decisions and drive health and well-being outcomes.

The rating serves as a roadmap to implement best practices for continuous monitoring and performance across over 33 measurable, performance-based strategies for indoor environmental quality (IEQ) metrics encompassing seven themes.

## SEVEN THEMES

Indoor Air Quality

Water Quality Management

Lighting Measurement

Thermal Conditions

Acoustic Performance

Environmental Monitoring

Occupant Experience



*Achieving the WELL Performance Rating has led to some amazing recognition, putting Ethos on the map of excellent places to work. Recently, Ethos won the Workplace Innovation award, which is a brand new category at the KPMG Property Industry Excellence Awards 2022.*

The WELL Performance Rating strategies are verified through one or more of the following pathways:

- On-site, short-term test results conducted by a WELL Performance Testing Agent or other qualified professional
- Data collected from permanently installed continuous monitors
- Insights drawn from occupant experience reported through surveys and other methods

Current market trends all point to ESG reporting, returning to the office safely, hybrid working, smart buildings and providing a healthy and attractive workplace. These were the key considerations when we setup our Living Lab within our Dublin headquarter office – using our own office as a testing environment of new technologies.

## THE LIVING LAB

Our Living Lab consists of an IoT platform, mobile tenant engagement application and an on-prem sensor layer consisting of 13 environmental quality sensors, 110 desk sensors, 6 people counting, and 1 noise and light sensor. This data is captured, stored, and transformed within our IoT platform – this data made our WELL Performance Rating achievement possible.

The noted market trends above are changing the priorities when it comes to the development of office buildings. As we move towards a world where the digital and physical are merging, these technologies present an opportunity to reimagine workplaces and how we become more sustainable.



With the built environment now reacting in real time to various data, we can design dynamic spaces rather than merely install static technical systems. With this ability we set the goals of the **Living Lab phase1** as:

- **WELLNESS:** Healthier Environment
- **SAFETY:** Controlled Access / Distance
- **ENGAGEMENT:** Self-Service Workplace Management
- **REPORTING:** Data To Support Our Esg Reporting
- **MANAGEMENT:** Knowledge Of Usage For Adaptation
- **LEARNINGS:** How Data Can Influence Mep Design

**Aligning our Goals** with technologies that could be rapidly deployed in both new and retrofit projects, having little to no impact on standard designs, established the combination of the following technical solutions:

Environmental  
Monitoring  
- Wellness

Space  
Utilisation  
- Management / Safety

Tenant  
Mobile Apps  
- Engagement

Data  
Visualisation  
- Reporting

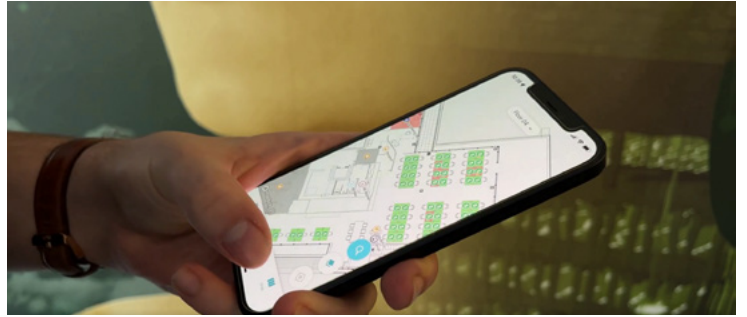
Data  
Analysis  
- Learnings

These solutions are emerging in the new paradigm that enables communication between devices and sensors and the Internet – Internet of Things (IoT).



## Gathering the data is one thing and understanding it is another.

This was a great learning opportunity for all of us at Ethos considering our diverse team, from engineers to consultants.



The early results from the Living Lab have been quite remarkable. Our understanding of air quality, in particular, TVOC's and how they quickly increase in spaces and spotting trends and how to reduce spikes. We even recognised the possibility of using this measurement as an indicator of present. The location of sensors within the "breathing zone" has been without doubt proven given the differential in measurements. The healthier environment we can now provide and demonstrate to our colleagues, not only through the captured data but also having our results validated by WELL, has greatly assured them causing an increase in office usage.

This reality has changed the thinking from several of our clients in assigning the priority of digital – for example - to avoid stranded assets by lack of digital capability or data, to maintain competitive advantage, achieve ESG compliance through continuous monitoring and attract and retain staff with connected and healthy workspaces.

The lessons learned during this first phase have been hard won, from sensor locations and integration, data aggregation and visualisation through to software and hardware changes. We see it as our responsibility to define and deliver sustainable & healthy design solutions that exemplify the level of innovation expected from our clients.



**"As the names suggest – The Living Lab – will continue to expand as we believe smart technologies with domain knowledge in both sustainability and WELL is one of the key answers for tackling today's problems and will prepare our buildings for the future."**

B R I A N C O O G A N



Brian Coogan  
Director, Digital  
briancoogan@ethoseng.ie



Müge Karasahin  
Director, Sustainability  
mugekarasahin@ethoseng.ie

Ethos can help you on your digital transformation and in achieving the WELL Performance Rating

Get in touch with us!