



WELL FEATURE GUIDE



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OVERVIEW



The WELL strategy for this project has been included in the WELL Strategy and Specification and WELL Score Card Schedule.

Table 1 below shows the final planned scorecard indicating the overall allocation of points towards the target rating. The total targeted tally sits at 91 points overall which exceeds the required Platinum Core threshold of 80 points.

TABLE 1 EXTRACT FROM SCORECARD REV 11.3

	POINTS AVAILABLE	POINTS TARGETED
Non-Innovation	100	79
Innovation	10	10
Total	110	89
Points Required		80
Sufficient points		Yes

Note this feature guide is intended to outline how 80 Ann achieves the WELL Platinum shell and core rating. There are offerings throughout the guide which are for Direct Building Staff (ie employees of Mirvac) which are not relevant for the broader building community. We recommend if in doubt you reach out to your employer to understand what additional benefits your organisation may offer you.

WELL POINT SUMMARY BY CONCEPT

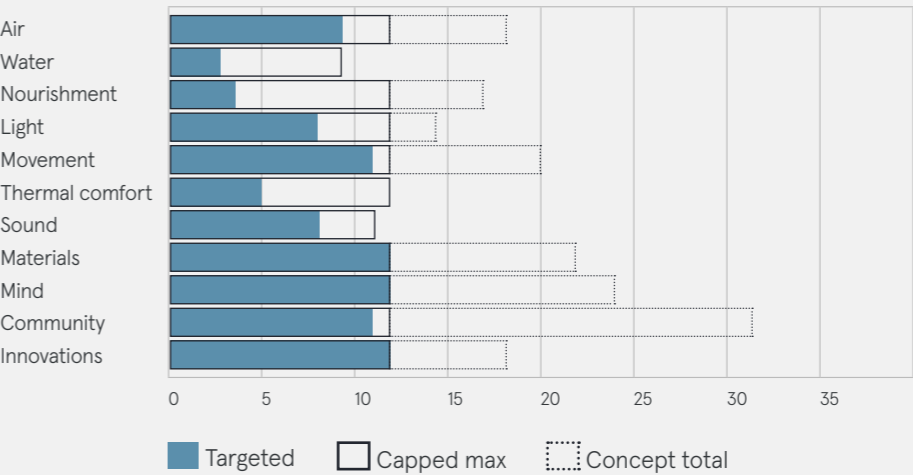


Figure 1 illustrates below the current allocation of points to each of the respective categories in WELL. The black outlined bars indicate the maximum number of points that can be claimed for each category, with the dashed lines indicating the total quantity of points within the Concepts.

A high-level overview of the targeted Features is presented below with further detail and requirements outlined in the WELL Strategy and Specification.



AIR

The intent of the “Air” Concept is to ensure high levels of indoor air quality by implementing strategies that include source elimination or reduction, active and passive building design, and operational strategies and human behavior interventions. The built environment has been proven to impact on occupant health. Poor air quality can negatively impact on productivity and health and wellbeing.

The current strategy includes Features which target the following:

Maximum thresholds for indoor air pollutants (not only acceptable air quality levels as determined by public health authorities, but enhanced air quality levels that go above current guidelines and have been linked to improved human health and performance) along with ongoing monitoring to ensure these are maintained;

- » Smoking ban indoors and outdoors;
- » High levels of outdoor air ventilation with HVAC system commissioned to ensure sufficient flow rates;
- » Construction pollution management strategies;
- » Ongoing measurement of contaminant data to educate and empower occupants about their environmental quality;
- » Management of indoor pollutant sources through appropriate exhaust and limits to combustion-reliant appliances and equipment; and
- » Strategies to prevent and manage indoor condensation and mould.

A01.5 MONITOR FUNDAMENTAL AIR PARAMETERS

The following pollutants, as listed in WELL v2 Feature A01, are monitored at intervals no longer than once per year.

- A. PM2.5 less than 15 µg/m³ for all spaces except commercial kitchen spaces.
- B. PM10 less than 50 µg/m³ for all spaces except commercial kitchen spaces.
- C. PM2.5 less than 35 µg/m³ for commercial kitchen spaces – Not Applicable to 80 Ann Street as there are no commercial kitchen spaces that are considered non leased spaces.
- D. Formaldehyde less than 27 ppb for all spaces except commercial kitchen spaces.
- E. Individual component VOCs less than or equal to the limits listed in the table below, for all spaces except commercial kitchen spaces:

Compound Name	CAS No.	Allowable Concentration (µg/m ³)
Benzene	71-43-2	30
Carbon disulfide	75-15-0	400
Carbon tetrachloride	56-23-5	20
Chlorobenzene	108-90-7	500
Chloroform	67-66-3	150
Dichlorobenzene (1,4-)	106-46-7	400
Dichloroethylene (1,1)	75-35-4	35
Ethylbenzene	100-41-4	1000
Hexane (n-)	110-54-3	3500
Isopropyl alcohol	67-63-0	3500
Methyl chloroform	71-55-6	500
Methylene chloride	75-09-2	200
Methyl tert-butyl ether	1634-04-4	4000
Styrene	100-42-5	450
Tetrachloroethene	127-18-4	17.5
Toluene	108-88-3	150
Trichloroethylene	79-01-6	300
Vinyl acetate	108-05-4	100
Xylene (m, o, p combined)	108-38-3 + 95-47-6 + 106-42-3, 179601-23-1 + 95-47-6, or 1330-20-7	350



- F. Formaldehyde less than 81 ppb for commercial kitchen spaces – Not Applicable to 80 Ann Street as there are no commercial kitchen spaces that are considered non leased spaces.
- G. Carbon monoxide less than 9 ppm for all spaces except commercial kitchen spaces.
- H. Ozone less than 51 ppb for all spaces except commercial kitchen spaces.
- I. Carbon monoxide levels less than 30 ppm for commercial kitchen spaces – Not Applicable to 80 Ann Street as there are no commercial kitchen spaces that are considered non leased spaces.

The results of on-going monitoring are to be logged by a Senior Facilities Manager and uploaded to our WELL Online account each year in January.

The number and location of sampling points for on-going monitoring complies with the requirements outlined in the WELL Performance Verification Guidebook:

The number of sample points equates to 10 is based on project area of 74,604m² and number of floors 36.



A02.1.1 MIRVAC LEASE BUILDING RULES

SCHEDULE 3 – BUILDING RULES

The objective of the Building Rules is to ensure that all tenants obtain the maximum benefit from the shared services provided in the Building and their occupancy within the Building.

These Building Rules are managed on behalf of the Lessor by the Building Manager. Words commencing with capital letters have the same meaning as in the Lease.

These Rules form part of the Lease and may change from time to time. The terms of the Lease prevail to the extent there is any inconsistency between these Rules and the Lease.

1. Contact point and employee details

The Lessee must tell the Building Manager in writing the Lessee's representative's name, contact address, email address and telephone number for all emergencies and keep the Lessor up to date with any changes.

2. SECURITY OF PREMISES

- 2.1 The Lessee must keep the Premises safe and secure, and protect itself against theft.
- 2.2 The security of the Premises and the Lessee's Property is the Lessee's responsibility.
- 2.3 The Lessee must make sure all doors and openings are locked or shut securely whenever the Premises are unoccupied.
- 2.4 The Building Manager and the security contractor engaged to manage security of the Building on behalf of the Lessor from time to time (Building Security) may, subject to the Lessee's lease, enter the Premises for any purpose concerning security of the Premises.

3. KEYS TO PREMISES

- 3.1 If the Lessee misplaces or damages a key or access device, the Building Manager may replace or repair that device at the Lessee's cost.
- 3.2 Any extra set of keys or access cards, must be requested from the Building Manager. The Lessee must pay for the cost of each extra key or access devices.
- 3.3 Any key, access device or security code given by the Building Manager to the Lessee must be kept in the Lessee's possession. The Lessee must not give keys, access devices or security codes to any person. In particular, the Lessee must not give keys, access devices or security codes accessing the Building to any person who does not have their own key, access device or security code.

- 3.4 The Lessee must make sure no unauthorised copies of keys or access devices are made.
- 3.5 The keys may be changed by the Building Manager on request by the Lessee. The Lessee must pay the costs of any change in keys requested.
- 3.6 When the Lessee's Lease ends, the Lessee must immediately return all keys and access devices to the Building Manager.

4. SECURITY OF BUILDING

- 4.1 The Lessee must comply with all of the Lessor's, Building Manager's and the Building Security's security arrangements for the Building.
- 4.2 The Building has a proximity card access control system installed on all lifts and nominated doorways, Loading Dock and Carpark levels. Cards can be scheduled and limited to operate only at specific times, on specific floors or on specific doors.
- 4.3 The Lessee will only be granted access to doors necessary for the Lessee to access their Premises, and movement of goods and waste to and from the loading dock to the Premises.
- 4.4 The initial issue of the card and programming of the card is free of charge. Subsequent changes or reprogramming of cards is chargeable to Lessees. Lost, damaged or replacement cards are chargeable to the Lessees. All cards must be returned prior to any cardholder vacating the property. Cards not returned are also chargeable to the Lessee's account. Cards will only be issued upon the written request of the Lessee on that Lessee's letterhead, confirming the name, address and date of birth of each cardholder.
- 4.5 Lessee's contractor's will only be issued with keys and access cards by Building Security on a daily basis after receipt of written instructions from Lessee's on their company letterhead. The instruction must specify the floor, hours and dates for access, employee names or any Lessee's contractor, names of employees to be granted access etc and be received by Building Security 24 hours prior to the effective date. Service technicians responding to emergency call-out requests will be admitted at short notice with the authority of the Lessee's after hours contact person only. Keys, cards and passes shall be returned prior to leaving the Building each day. The Lessee is responsible to ensure its contractors wear security passes in a prominent position at all times. The Lessee will be responsible for cost or keys or passes not returned to Building Security by the Lessees contractors.
- 4.6 The Lessee must not interfere with the operation of fire stair doors and the door alarm system for the Building. Interference with the operation of fire stair doors and the door alarm system endangers the safety of all Lessees and workers in the Building.

- 4.7 Contract and maintenance personnel permanently located at the Building will be issued with identification passes which must be prominently displayed and presented upon request by the Lessee.
- 4.8 Tenancy keys may be held by Building Security for use in emergency situations only.
- 4.9 After hours access for tenants without cards and visitors can be arranged by written request from tenants to the Building Manager. For large groups of visitors or when additional Building Security staff may be required 24 hours' notice is required. Single visitors can also be authorised by telephoning the security desk and being picked up by the Lessee and escorted to their Premises. Under no circumstances can Building Security staff leave the security desk to escort visitors to tenancies. Where large groups of visitors are to attend an out of hours function the Lessee shall provide a responsible employee to meet the visitors and escort them to the Premises.

5. CLEANING & WASTE

- 5.1 The Lessee must immediately clean any spillage in the Premises, or on the Common Areas caused by the Lessee or by a customer, contractor, agent, employee or invitee of the Lessee.
- 5.2 The Lessee must store and keep all waste and rubbish in proper receptacles as directed by the Building Manager, and make sure the rubbish is removed regularly.
- 5.3 The Lessee must only remove rubbish from the Premises during time periods and in the manner approved by the Building Manager.
- 5.4 The Lessee must not use any compactor without the Lessor's consent and until trained by the Lessor in the use of the compactor.
- 5.5 Under no circumstances may a compactor be used for the disposal of shop fittings or rubbish generated from fit-out, refurbishment or other works to the Premises.
- 5.6 The Lessee must participate in any recycling or waste minimisation program adopted by the Lessor for the Building.
- 5.7 The Lessee must ensure that any take away packaging or containers given to customers is recyclable.
- 5.8 The Lessee must not keep rubbish or waste outside designated areas at any time. The Building Manager has the right to immediately remove any such waste and the Lessees cost. Any receptacles in the Premises at any time containing rubbish or waste must be clean and have lids securely fitted to them.
- 5.9 The Lessee must not burn any rubbish or any other material in the Premises or any part of the Building or external areas.

6. HOUSE KEEPING

- 6.1 The Lessee must ensure at all times that the following items are not visible from the floor space of the Premises or any internal or external areas of the Building, visible to the public or Lessees:
- (a) stored items;
 - (b) garbage; and
 - (c) items to be delivered.

7. PREMISES

- 7.1 On no occasion is the Lessee to display or stand anything outside their Premises. The exception is when a licence is in place, and or written approval received in advance from the Building Manager (on such terms and conditions as required by the Lessor or the Building Manager).
- 7.2 The Lessee must not display goods outside their Premises. Any goods placed outside their Premises by any Lessee will be removed by the Building Management at the Lessee's expense.

8. SIGNS

- 8.1 The Lessee must obtain Building Manager consent before:
- (a) placing anything on the outside or inside of the Premises or the shopfront of the Premises (for example: a sign, advertisement);
 - (b) using or displaying any name or logo in the Premises or visible in or near the Premises from any other part of the Building; or
 - (c) using any picture likeness of the Building or the Premises for an advertisement (except as the Lessee's address or place of business).
- 8.2 The Lessee must not place any posters or decals on windows or shop fronts of the Premises.

9. SCREENS

The Lessee must have prior written approval of the Building Manager to have a television or visual screen in the Premises that can be seen from any internal or external areas of the Building.



10. NOISE & ODOUR

- 10.1 The Lessee must not permit noise from the Premises or from people who have been patrons of the Premises to disturb other people in the Building.
- 10.2 Any music or any sound from sound equipment originating from the Premises must not be heard outside the Premises.
- 10.3 The Lessee must not create, permit or allow any odours to occur in or escape from the Premises unless due to planned works outside Operating Hours.
- 10.4 The Lessee must not have any electronic games, vending machines, automatic teller machines or similar equipment in the Premises without the prior written approval of the Building Manager.

11. RESTRICTIONS ON FOOD

- 11.1 The Lessee may only prepare or re-heat food in areas installed for that purpose.
- 11.2 Unless the Lease expressly states otherwise, the Lessee must not cook or prepare food in the Premises.
- 11.3 If food is prepared or cooked on the Premises, the Lessee must:
- (a) clean all filters, and canopies at least once every month and exhaust ducts over the premises at least once every 12 months;
 - (b) in meeting its obligation under 11.3(a) the Lessee must use a specialist filter cleaning company approved by the Lessor; and
 - (c) undertake calibration testing of thermostatic controllers on deep fat fryers at least annually, or such shorter period of time as required by law. The Lessee must provide to the Lessor evidence of compliance with this Rule within 7 days of each particular compliance and from time to time when requested by the Lessor.



12. USE OF FACILITIES

- (a) The Lessee must only use facilities (toilets, sinks, basins, drains, and plumbing) for their proper purpose.
- (b) The Lessee must not deposit any rubbish or foreign material in any such facility.

13. SERVICES

- 13.1 The Lessee must obey the Building Managers requirements concerning services supplied by the Lessor (for example: air-conditioning or the lifts). The Lessee must not do anything to alter or interfere with the operation of the building services without the written consent of the Lessor.
- 13.2 If the Lessee activates any of the services to the Premises (eg. smoke detectors or fire alarms) the Lessee is responsible for any charges that arise from such activation.
- 13.3 The Lessee will be responsible for maintaining fire protection and detection systems within its Premises.

14. NO DANGEROUS BEHAVIOUR

- 14.1 The Lessee must not do anything in the Premises or the Building that is likely to be dangerous to anyone.
- 14.2 The Lessee must promptly inform the Building Manager about any accident to or problem with any service or facilities that needs repair especially if it is aware, or ought reasonably to be aware, that this may be a danger or risk to the Premises, the Building or any person in the Building.

15. USE OF COMMON AREAS FOR BUSINESS

- 15.1 Unless the Lessee's lease expressly states otherwise, the Lessee must get the written consent of the Building Manager before it uses or allow any part of the Common Area to be used for:
 - (a) any business or commercial purposes;
 - (b) display or advertising; or
 - (c) distribution of marketing or promotional materials.

16. DELIVERIES & LOADING DOCK

- 16.1 The loading dock is controlled by Building Security from 7.00am to 6.30 pm Monday to Friday. Access to the loading dock outside these hours may be arranged by giving 24 hours' notice, in writing, to Building Security. Access to the loading dock should always be notified to Building Security in advance.
- 16.2 All deliveries must be made via the loading dock and goods lifts. No deliveries will be accepted without prior bookings from the Tenancy Representative.
- 16.3 No deliveries of any kind are to be made through the Common Areas without the approval of the Building Manager.
- 16.4 Upon entry to the loading dock all vehicles must park as directed by Building Security. The speed limit throughout the loading dock and the Car Park levels is 5 kph.
- 16.5 It is a condition of entry that all delivery vehicle keys must be left with Building Security. Authorised persons are entitled to move any vehicle if required. Vehicles and any materials associated with deliveries are parked in the area at the owner's risk.
- 16.6 Unloading or loading of goods must not proceed without Building Security's authority.
- 16.7 If the loading dock area is full, drivers will be directed to "circle the block" until the congestion is cleared.

- 16.8 The maximum loading or unloading parking time is 30 minutes. Large deliveries or collection of goods must be scheduled at least 24 hours in advance with the time and procedure approved by Building Security.
- 16.9 The Lessee must not use the loading area to park vehicles (other than when delivering or receiving goods) or for the storage or holding of trade waste cartons tins boxes cases bags or any other articles. The Lessor reserves the right to remove any of those articles without notice to, but at the cost of, the Lessee.
- 16.10 The loading dock area, Common Areas and goods lifts must be kept in a clean and tidy condition and all rubbish removed and placed in the receptacles provided for that purpose. Contractors must cover the floor of the goods lift during the delivery or removal of dust creating materials such as gyprock and other building waste. The clean up of Common Areas, loading dock and goods lifts after movement of building materials or waste is the responsibility of the Lessee contractor. If cleaning staff are required to clean up after contractors this will be done at the Lessee's expense.
- 16.11 Deliveries of goods, materials or rubbish are not to be left in the loading dock or Common Areas except for loading or unloading. If goods or rubbish are left in these areas without approval, they will be removed from the Building at the Lessee's expense.

- 16.12

Building Security, the Lessor, their employees and contractors will not accept delivery of goods on behalf of any Lessee.
- 16.13

Should after hours deliveries be attempted without prior notification, Building Security will attempt to contact the Lessee by telephone. The Lessee will be requested to travel to the appropriate entrance point to accept delivery of goods. Under no circumstances will an after hours delivery person or courier be allowed to travel to a floor unescorted.
- 16.14

Building Security shall be notified in writing with 24 hours minimum notice of any outward passage of goods (other than handheld items) from the Building. Removal of large or expensive items without prior notification may attract questioning by Building Security personnel.
- 16.15

Building Security, Lessor and their employees and contractors will not hold goods for collection by couriers or others without prior authorisation. Such authorised holding of goods shall be at the risk of the Lessee.
- 16.16

Lessees are responsible for the movement of their own goods, deliveries or general items and equipment will not be provided by Lessor for movement of such items.
- 16.17

The Lessee must ensure that any trolley used for carrying goods has rubber wheels and does not mark or damage the floor of the Building and makes minimal noise. The Lessee must pay the Lessor the cost of any damage caused by the use of its trolleys.
- 16.18

Large or two wheel trolleys are not permitted in passenger lifts.
- 16.19

No Shopping trolleys may be used in the building or Premises under any circumstances.

17. MAIL

- 17.1

The Lessee must comply with the Building Manager directions regarding mail as advised.
- 17.2

The Lessee must ensure for the appropriate redirection of Australia Post mail addressed to the Premises upon vacating the Premises.

18. GOODS LIFT

- 18.1

The Lessee must only move goods and equipment between the Loading Dock and the Premises, and the retail Levels in the goods lift. Transporting of trolleys/goods through the Common area is strictly prohibited.
- 18.2

The goods lift is available for shared use during the Operating Hours with prior written consent of the Building Manager. If the Lessee requires use of the goods lift outside of the Operating Hours, then particular prior written consent must be obtained from the Building Manager.
- 18.3

The goods lift access path from the loading dock to the goods lift is available for shared use and must be kept clear of all goods and waste.

19. HEAVY ARTICLES

- 19.1

No heavy items may be placed or stored on any of the floors in the Building without the prior consent in writing of the Lessor.
- 19.2

The Lessee must strictly comply with Building Management directions in relation to floor loadings, the maximum permissible weight for any such item and the positioning of any such item on the floor of the Premises.
- 19.3

The cost of rectifying any damage caused by the Lessee to the Building during the course of the installation, removal or storage of any such item in the Building must be paid by the Lessee on demand.

20. NO AUCTIONS

The Lessee must not conduct any auction, liquidation, or fire sale on the Premises.

21. PUBLIC ADDRESS SYSTEM

Lessor may provide a public address system in the Common Area.

22. LIGHTING OF COMMON AREAS

Lessor must make sure the Common Area has adequate lighting and may also provide any lighting that it considers advantageous to the Building.

23. ANIMALS & RODENTS

- 23.1

No animals or birds may be brought into or kept in the Building without the prior consent of the Lessor (which must not be unreasonably withheld) except for guide dogs or registered assistance dogs.
- 23.2

The Lessee must keep the Premises free of rodents, vermin, and insects and must, if required by the Lessor, take part in and pay for the cost of any pest control treatment the Lessor arranges for the Premises.

24. KEEPING COMMON AREA CLEAR

The Lessee must keep the Common Area clear. In particular the Lessee must not block or obstruct the fire doors or escape doors. The Lessee must not cover or obstruct any service duct, any fire prevention devices, lights, skylights, windows or thing that allows light into or ventilation of the Building.

25. OBEY FIRE REGULATIONS

The Lessee must obey all laws concerning fire requirements, including any insurance, sprinkler or fire regulations. The Lessee must pay for any costs incurred in obeying these.

26. FIRE OR EMERGENCY DRILLS

- 26.1

The Lessee must observe, participate in and obey all fire and emergency drills. The Building Management will endeavour to provide at least 5 days’ notice of these drills.
- 26.2

The Lessee must make sure that all its employees, agents and contractors are fully aware of and comply with all safety and emergency procedures.

27. DANGER OR RISK TO BUILDING

- 27.1

If the Lessee is aware of a risk or a danger (for example a bomb threat or a fire) in any part of the Premises or the Building, it must tell the Building Security immediately.
- 27.2

If there is, or may be, any thing that is a risk or a danger (for example a bomb threat or a riot) the Lessee must immediately obey any instructions given by Building Security, including leaving the Premises.
- 27.3

The Lessee must obey the instructions of the police or the fire brigade or other emergency authority. The Lessee must not re-enter the Premises or the Building unless Building Security or the police or fire brigade or other appropriate authority advises that it is safe to do so.

28. ENVIRONMENT, HEALTH & SAFETY

- 28.1

The Lessee must comply with all occupational health, safety and welfare regulations that apply to the Premises and the Lessee’s business. The Lessee must, within 24 hours of receipt of any notice (including but not limited to notices with respect to food handling and hygiene) advising of a breach or potential breach of the regulations, provide a copy of that notice to the Building Manager. To avoid unwanted publicity for the Building, the Lessee agrees that the Lessor may liaise with the relevant authority to assess the extent of the problem and determine the course of action that should be adopted to rectify the problem. The Lessee must cooperate with the Lessor’s requests in this regard.
- 28.2

Under no circumstances are products containing chlorine or ammonia to be used within the Premises or Common Areas without explicit written permission from the Building Manager.

29. STORAGE AREAS

- 29.1

The Lessee must ensure any storage areas in which food will be stored are fitted out to comply with any relevant legislation and regulations.
- 29.2

The Lessee must not install any electrical equipment within storage areas without the written consent of the Lessor.
- 29.3

The Lessee must not store any hazardous materials, gas bottles or chemicals without the Lessor’s written consent.

30. NO SMOKING POLICY

- 30.1

All enclosed and non-enclosed areas of the Building and all the areas immediately adjacent to all entrances are smoke free.
- 30.2

Tenants must comply with all laws relating to smoking.
- 30.3

Tenants are not permitted to sell cigarettes.

31. OTHER ORGANISATIONS

The Lessee must not give or imply permission to members of any organisation to hold any function or to solicit donations in the Building without the Lessor’s approval.

32. BREACH OF RULE

If the breach of any Rule by the Lessee results in the Lessor incurring a cost, expense, fine, penalty or charge then the Lessee must pay or reimburse the Lessor on demand for the amount of that cost, expense, fine, penalty or charge.

A02.2 SMOKE FREE ENVIRONMENT

80 ANN STREET WILL ENSURE:

Smoking is prohibited within 7.5 m [25 ft] (or the maximum extent allowable by local codes) of all entrances, operable windows and building air intakes. Signage is present to clearly communicate the ban. We have incorporated a no smoking messaging at the base of the messaging panels on all precinct directional wayfinding totems in the form of small text and the no smoking pictogram.

Smoking is prohibited on all decks, patios, balconies, rooftops and outdoor galleries. Signage is present to clearly communicate the ban. We will incorporate no smoking pictograms to the glazing to the entry to each of these outdoor spaces.

Refer to the Mirvac Smokefree Policy available on our website, no smoking is permitted on any Mirvac sites for employees, workers and visitors. This includes the 80 Ann Street Building Community.

A08.1 IMPLEMENT INDOOR AIR MONITORS

The following requirements are met:

- A. Monitors measure at least four of the following within a regularly occupied or common space in the building:
 - 1. PM2.5 or PM10 (accuracy 2 µg/m³ or finer).
 - 2. Carbon dioxide (accuracy 25 ppm or finer).
 - 3. Carbon monoxide (accuracy 1 ppm or finer).
 - 4. Ozone (accuracy 5 ppb or finer).
 - 5. Nitrogen dioxide (accuracy 5 ppb or finer).
 - 6. Total VOCs (accuracy 10 µg/m³ or finer).
 - 7. Formaldehyde (accuracy 5 ppb or finer).
- B. Measurements are taken at intervals of no longer than 10 minutes for particulate matter and carbon dioxide and no longer than one hour for other pollutants.

The results of on-going monitoring for regularly occupied hours (e.g., median, mean, 75th, 95th percentile) are to be logged by a Senior Facilities Manager and uploaded to our WELL Online account each year in January.

Monitors are to be recalibrated or replaced annually, with documentation attesting to their calibration or replacement submitted by a Senior Facilities Manager and uploaded to our WELL Online account each year in January.

The number and location of monitors for on-going monitoring complies with the requirements outlined in the WELL Performance Verification Guidebook:

- A. Monitor density is <<SELECT ONE>> minimum one per floor or one every 325 m2 [3,500 ft2], whichever is more stringent
- B. Monitors are located at <<INSERT LOCATIONS>>.

A08.2 PROMOTE AIR QUALITY AWARENESS

Real-time display of air pollutants measured in A08 Part 1: Implement Indoor Air Monitors is made available to occupants via a website (80 Ann Tenant Portal). One visible sign is positioned per 930 m² of regularly occupied non-leased space indicating the website where the data may be accessed. This sign is combined with the sign required for T06 Part 1: Monitor Thermal Environment.

In addition, item (a) and (b) of the following requirements are met:

- a. A digital or physical library is provided to occupants that includes at least two resources outlining the impact of indoor air quality on human health as part of the resource library required through Feature C01: Health and Wellness Awareness. Refer below for more information in relation to the digital and/or physical library solution at 80 Ann.
 - Carbon monoxide shown as red, with information such as “Carbon monoxide is an odorless, colourless and toxic gas. The effects of CO exposure can vary greatly from person to person depending on age, overall health and the concentration and length of exposure. Health effects associated with Carbon Monoxide can include fatigue in healthy people, chest pain in people with heart disease, angina, impaired vision, reduced brain function and other more serious effects if at higher concentrations.” (United States Environmental Protection Agency, 2020)
- b. A labelling system (e.g., colours or symbols) is clearly displayed on the website adjacent the real-time display of air pollutants measured. Information about health effects is shown in relation to a range of concentrations of air pollutants monitored in Part 1: Implement Indoor Air Monitors. An explanation of the labelling system is provided. As an example;
 - Formaldehyde shown as blue, with information such as “Formaldehyde is a colorless, flammable gas at room temperature and has a strong odor. It is used widely by industry to manufacture building materials, such as insulation, resins in composite wood products, fertilizers and pesticides, as well as household products. It is also a by-product of combustion and certain other natural processes. Thus, it may be present in substantial concentrations both indoors and outdoors. Formaldehyde can cause irritation of the skin, eyes, nose and throat. High levels of exposure may cause some types of cancers.” (United States Environmental Protection Agency, 2020)

- c. Paper or digital communication that highlights the importance of indoor air quality for human health, including practical tips for how to improve indoor air quality, is issued at least every quarter.
- d. Educational training led by an air quality expert is held at least once per year and covers aspects of health and wellness covered in the WELL Air concept, including interpretation of data collected and practical tips for how to improve indoor air quality.

80 Ann has created an online Wellness library, available via the project website for all occupants of the building to use for their benefit. Examples of relevant educational video’s, podcasts and articles that would be made available in a digital library include:

- C. Title: 3M Science of Safety – Episode 48: Indoor Air Quality Topics Covered: Impact of IAQ on health, comfort and well-being of building occupants.
- D. Title: Built for Health: Air Quality Topics Covered: impact of indoor air quality on our health, looking at the influence of ventilation, moisture and the off-gassing of building materials.

A10.1 MANAGE COMBUSTION

For All Spaces except Commercial Kitchen Spaces the following is met:

Appliance and heater combustion ban:

The following requirement is met:

- a. Combustion-based fireplaces, stoves, space heaters, ranges and ovens are not used in regularly occupied spaces.

Low-emission combustion sources:

The following equipment used in the project for heating, cooling, water heating, process heating or power generation (whether primary or back-up) meet California’s South Coast Air Quality Management District rules, or approved equivalent, for pollution:

- a. Internal combustion engines.
- b. Furnaces.
- c. Boilers, steam generators and process heaters.
- d. Water heaters.

Engine exhaust reduction:

The following requirement is met:

- a. Vehicle engine idling for more than 30 seconds is prohibited in all pick-up, drop-off and parking areas. “No idling” signage is present at these locations indicating this rule.

A14.2 MANAGE CONDENSATION AND MOULD

The following requirements will be met:

- A. Annual inspections for signs of water damage or pooling, discoloration and mould on ceilings, walls and floors are performed by a professional demonstrated not to have a conflict of interest.
- B. All cooling coils are inspected on a quarterly basis for mould growth and cleaned if necessary. Cooling coils are located as per the attached Cooling Coil List (refer Attachment A).

The results of on-going inspections are to be undertaken and logged by a Contractor deemed to be independent and not affiliated with the project. This data will be uploaded to our WELL Online account for IWBI review each year in January to meet compliance for Part A.

For Part B, the results of on-going inspections including dated photos demonstrating adherence are to be logged by a Senior Facilities Manager and uploaded to our WELL Online account each quarter in January, April, July and October.

The 80 Ann Street Tenant Request System will provide tenants with the ability to notify building management about mould or water damage and for building management to address raised concerns.



WATER



Features targeted within the “Water” Concept control the quality and distribution of water in a building by implementing strategies including the following:

- » Thresholds for water contaminants and pollutants, including ‘nuisance chemicals’, with ongoing monitoring to ensure these are maintained;
- » Legionella management; and
- » Strategies to prevent bacteria and growth from water infiltration and condensation.

W01.3 MONITOR FUNDAMENTAL WATER PARAMETERS

The following water contaminants, as listed in WELL v2 Feature W01, are monitored at intervals of no less than once per year:

- A. Turbidity less than or equal to 1.0 NTU, for all spaces.
- B. Contains 0 CFU / 100 mL total coliforms (including E. coli), for all spaces.

The results of on-going monitoring are to be logged by a Senior Facilities Manager and uploaded to our WELL Online account each year in January.

The number and location of sampling points for on-going monitoring complies with the requirements outlined in the WELL Performance Verification Guidebook;

- A. For each configuration of in-building water treatment, the total number of fixtures for drinking water, handwashing, showers/baths and for cooking purposes are:
 - a. Cleaners sink = 31
 - b. Sink = 2
 - c. Basin = 63
 - d. Wash-plane = 260
 - e. Showers = 71
- B. Of these, 5% (rounded up) i.e. a total of 22 will be tested, with a maximum of three per configuration. Samples to be taken at sink as per below table. Note, 80 Ann has only one configuration.
- C. The most distal (furthest from the main supply) outlet is included in the tests and is located on Level 31.

Date	Location	Contaminant Tested	Recorded Value	Sampler	Sampler Role
1/9/2021	B1 Loading Dock Office	Turbidity	.5 NTU	John Smith	Role
	B1 Loading Dock Office	Total Coliforms	0 CFU / 100 mL total coliforms		
	B1 Management Staff Amenities	Turbidity	.3 NTU	John Smith	Role
	B1 Management Staff Amenities	Total Coliforms	0 CFU / 100 mL total coliforms		
	B1 Male Change – Basin	Turbidity	.3 NTU	John Smith	Role
	B1 Male Change – Basin	Total Coliforms	0 CFU / 100 mL total coliforms		
	LG Accessible WC / Shower – Basin	Turbidity	.3 NTU	John Smith	Role
	LG Accessible WC / Shower – Basin	Total Coliforms	0 CFU / 100 mL total coliforms		
	LG Male EOT Facility – Basin	Turbidity	.3 NTU	John Smith	Role
	LG Male EOT Facility – Basin	Total Coliforms	0 CFU / 100 mL total coliforms		
	GL Accessible WC – Basin	Turbidity	.3 NTU	John Smith	Role
	GL Accessible WC – Basin	Total Coliforms	0 CFU / 100 mL total coliforms		
	GL Cleaners Cupboard	Turbidity	.3 NTU	John Smith	Role
	GL Cleaners Cupboard	Total Coliforms	0 CFU / 100 mL total coliforms		
	L1 Cleaners Room	Turbidity	.3 NTU	John Smith	Role
	L1 Cleaners Room	Total Coliforms	0 CFU / 100 mL total coliforms		
	L1 Female EOT Facility – Basin	Turbidity	.3 NTU	John Smith	Role
	L1 Female EOT Facility – Basin	Total Coliforms	0 CFU / 100 mL total coliforms		
	L8 Male Amenities – Washplane	Turbidity	.3 NTU	John Smith	Role
	L8 Male Amenities – Washplane	Total Coliforms	0 CFU / 100 mL total coliforms		
	L8 Cleaners Room	Turbidity	.3 NTU	John Smith	Role
	L8 Cleaners Room	Total Coliforms	0 CFU / 100 mL total coliforms		
	L9 Male Amenities – Washplane	Turbidity	.3 NTU	John Smith	Role
	L9 Male Amenities – Washplane	Total Coliforms	0 CFU / 100 mL total coliforms		
	L9 Cleaners Room	Turbidity	.3 NTU	John Smith	Role
	L9 Cleaners Room	Total Coliforms	0 CFU / 100 mL total coliforms		
	L10 Male Amenities – Washplane	Turbidity	.3 NTU	John Smith	Role
	L10 Male Amenities – Washplane	Total Coliforms	0 CFU / 100 mL total coliforms		
	L10 Cleaners Room	Turbidity	.3 NTU	John Smith	Role
	L10 Cleaners Room	Total Coliforms	0 CFU / 100 mL total coliforms		
	L11 Male Amenities – Washplane	Turbidity	.3 NTU	John Smith	Role
	L11 Male Amenities – Washplane	Total Coliforms	0 CFU / 100 mL total coliforms		
	L11 Cleaners Room	Turbidity	.3 NTU	John Smith	Role
	L11 Cleaners Room	Total Coliforms	0 CFU / 100 mL total coliforms		
	L12 Male Amenities – Washplane	Turbidity	.3 NTU	John Smith	Role
	L12 Male Amenities – Washplane	Total Coliforms	0 CFU / 100 mL total coliforms		
	L12 Cleaners Room	Turbidity	.3 NTU	John Smith	Role
	L12 Cleaners Room	Total Coliforms	0 CFU / 100 mL total coliforms		
	L13 Male Amenities – Washplane	Turbidity	.3 NTU	John Smith	Role
	L13 Male Amenities – Washplane	Total Coliforms	0 CFU / 100 mL total coliforms		
	L13 Cleaners Room	Turbidity	.3 NTU	John Smith	Role
	L13 Cleaners Room	Total Coliforms	0 CFU / 100 mL total coliforms		
	L31 Cleaners Room	Turbidity	.5 NTU	John Smith	Role
	L31 Cleaners Room	Total Coliforms	0 CFU / 100 mL total coliforms		
1/9/2022	as above...				

W02.7 MONITOR WATER CONTAMINANT PARAMETERS

The following water contaminants, as listed in WELL Feature W02 Water Contaminants (dissolved metals, organic pollutants, disinfectant by products, herbicides and pesticides, fertilizers and public water additives), are monitored at intervals of no less than once per year.

Date	Location	Contaminant Tested	Recorded Value	LOD	Units	Sampler	Sampler Role
insert D/M/YY	A. B1 Management Staff Amenities	Lead			ug/Lb	insert name of person undertaking sampling	insert role of person undertaking sampling
		Arsenic			mg/L		
		Antimony			mg/L		
		Mercury			mg/L		
		Nickel			mg/L		
		Copper			mg/L		
		Cadmium			mg/L		
		Chromium (total)			mg/L		
		Styrene			mg/L		
		Benzene			mg/L		
		Ethylbenzene			mg/L		
		Vinyl			mg/L		
		Toluene			mg/L		
		Xylenes			mg/L		
		Tetrachloroethylene			mg/L		
		TTHMd			mg/L		
		HAA5e			mg/L		
		Atrazine			mg/L		
		Simazine			mg/L		
		2,4-Df			mg/L		
		Nitrate			mg/L		
		Fluoride			mg/L		
		Chlorine			mg/L		
		Chloramine			mg/L		

ABBREVIATIONS COMMONLY USED IN THE FIELD:

- a. Limit of Detection, as reported by the lab analyzing the sample
- b. ug/L: micrograms per litre (1000 ug/L = 1 mgL). Laboratory reports often come in this format
- c. ND: Not Detected
- d. TTHM: Total trihalomethanes
- e. HAA5: Total haloacetic acids
- f. 2,4-D: 2,4-Dichlorophenoxyacetic acid

The results of on-going monitoring are to be logged by a Senior Facilities Manager and uploaded to our WELL Online account each year in January.

The sampling points will be taken at the below locations, which comply with the number and location requirements outlined in the WELL Performance Verification Guidebook:

- A. B1 Management Staff Amenities

At all sink locations in non-leased spaces, the following are provided:

- A. Fragrance-free hand soap placed in dispensers with disposable and sealed soap cartridges.
- B. Paper towels for hand drying.

Sink locations include:

- » Office floor amenities from Level 2 to Level 31 (Male, Female, Accessible)
- » End of Trip Amenities on Lower Ground and Level 1 (Male, Female, Accessible)
- » Ground Floor Amenities (Male, Female, Accessible)
- » Level 1 Amenities (Male, Female, Accessible, Staff)
- » Building Management Staff Amenities in Basement 1 (Male, Female, Accessible, Kitchen)





Note these 4 items are only for Direct Building Staff.

N01.1 ENSURE FRUIT AND VEGETABLE AVAILABILITY

If 80 Ann Street sells or provides packaged foods or foods prepared on-site on a daily basis within the project boundary in non-leased spaces (i.e. within the lobby, in building management areas such as the Building Management Amenities room, Security Room, Loading Dock Office etc.), the selection will include a variety of fruits and vegetables as specified below per food offering. At this time, there are no foods intended to be sold or provided in these spaces.

- Packaged foods: at least two varieties of fruits and at least two varieties of vegetables.
- Foods prepared on-site: at least four varieties of fruits and at least four varieties of vegetables.

Note: Fruits and vegetables may be fresh, frozen, cooked, canned or dried/dehydrated. 100% fruit juices, 100% vegetable juices, fruits with added sugars, fried vegetables, nuts and seeds and starchy vegetables (e.g., potatoes, corn) do not count toward meeting the requirements.

NO1.2 PROMOTE FRUIT AND VEGETABLE VISIBILITY

If 80 Ann Street sells or provides foods on a daily basis within the project boundary in non-leased spaces (i.e. within the lobby, in building management areas such as the Building Management Amenities room, Security Room, Loading Dock Office etc.), fruits and vegetables will be placed at eye level or just below eye level. For example, fruits and vegetables would be placed on top of the kitchen counter in the Building Management Amenities room. At this time, there are no foods intended to be sold or provided in these spaces.

N02.1 PROVIDE NUTRITIONAL INFORMATION FOR ALL SPACES

If 80 Ann Street sells or provides packaged foods and beverages on a daily basis within the project boundary in non-leased spaces (i.e. within the lobby, in building management areas such as the Building Management Amenities room, Security Room, Loading Dock Office etc.), the following nutritional information will be clearly displayed (per meal or item) at point-of-decision on packaging, menus or signage.

- c. Total calories.
- d. Macronutrient content (total protein, total fat and total carbohydrate) in weight and as a percent of the estimated daily requirements (daily values).
- e. Total sugar content.

Note raw (fresh) fruits and vegetables, coffee and tea are exempt from nutritional labeling (N02 Part 1).

At this time, only milk, coffee and tea are intended to be provided in these spaces. The milk packaging is compliant with the above requirements (a), (b) and (c). An example is provided below:

N02.2 IMPLEMENT INGREDIENT LABELLING



If 80 Ann Street sells or provides non-packaged foods and beverages or foods prepared on-site on a daily basis within the project boundary in non-leased spaces (i.e. within the lobby, in building management areas such as the Building Management Amenities room, Security Room, Loading Dock Office etc.), the following requirements are met.

- a. A list of ingredients is clearly displayed (per meal or item) at point-of-decision on packaging, menus or signage. If information is displayed on a digital resource, signage is present at point-of-decision to direct individuals to the digital resource.
- b. Common food allergens, as mandated by federal regulation, are clearly labelled at point-of-decision on packaging, menus or signage.

Note raw (fresh) fruits and vegetables, coffee and tea are exempt from ingredient labelling (N02 Part 2). However, milk and dairy products must still comply with the ingredient and food allergen labelling requirements of Part 2.

At this time, only milk, coffee and tea are intended to be provided in these spaces. The milk packaging is compliant with the above requirements (a) and (b); refer example given above in N02.1.

N08.1 INCLUDE DESIGNATED EATING SPACE

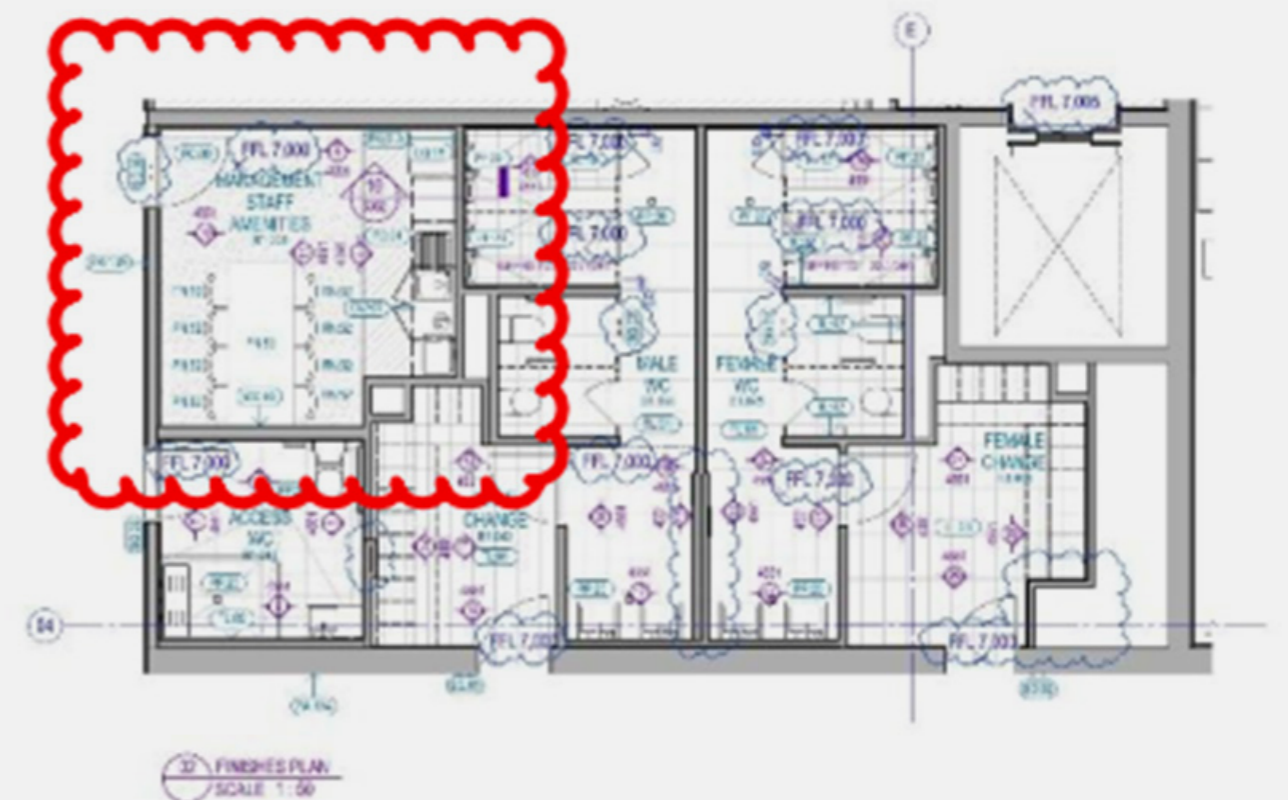
- a. The following amenity is available to 80 Ann Street building management staff located on Basement 01. This space must remain designated eating space, unless you provide space elsewhere for building management staff.

N02.3 IMPLEMENT REFINED INGREDIENT LABELLING

If 80 Ann Street sells or provides foods or beverages on a daily basis within the project boundary in non-leased spaces (i.e. within the lobby, in building management areas such as the Building Management Amenities room, Security Room, Loading Dock Office etc.), the below conditions are prominently labelled at point-of-decision to indicate high sugar content or partially hydrogenated oils.

- Beverages that contain more than 25 g of sugar per container.
- Non-beverage food items (except whole fruits) that contain more than 25 g of sugar per serving.
- Foods and beverages that contain partially hydrogenated oils.

At this time, only milk, coffee and tea are intended to be provided in these spaces. These foods and beverages are compliant with the above requirements i.e. do not contain more than 25g sugar or partially hydrogenated oils. Refer example of milk packaging provided above in N02.1.





N08.2 PROVIDE DAILY MEAL BREAKS

80 Ann Street provides daily meal breaks to direct staff in accordance with the Australian Government Fair Work Ombudsman with the opportunity to eat away from their workstation.

Entitlements listed below:

Hours Worked	Breaks
More than 3 but not more than 8 ordinary hours	One 10 minute paid rest break (to be taken at a time determined by the employer)
More than 8 ordinary hours	Two 10 minute paid rest breaks (to be taken at a time determined by the employer)
More than 4 hours overtime on a Saturday morning	One 10 minute paid rest break

Source: Australian Government website

N10.1 PROVIDE MEAL SUPPORT

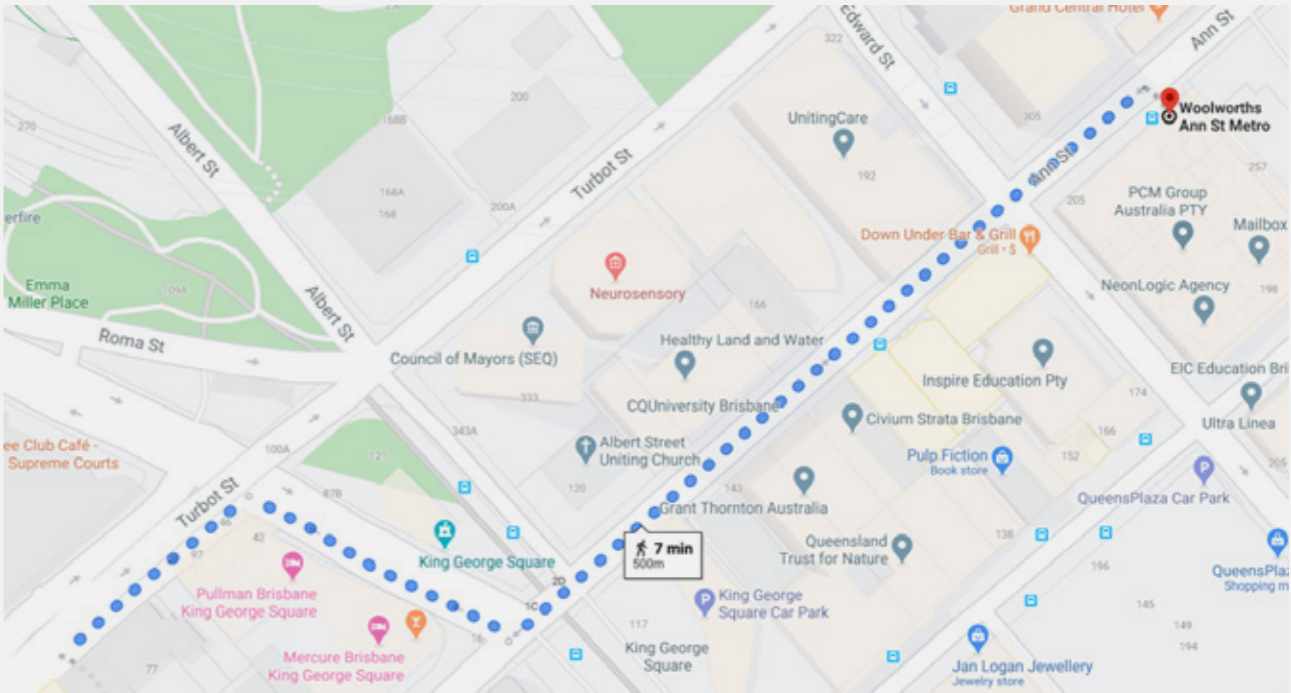
Employee dining areas:

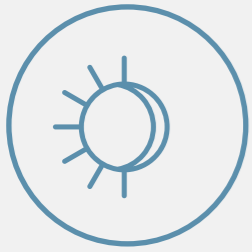
At least one dining space contains the following supportive amenities that meet employee demand:

- Cold storage.
- Countertop surface.
- Sink and amenities for dish and hand washing.
- Device for reheating food (e.g., microwave, toaster oven).⁵⁰
- Dedicated cabinets or storage units available for employee use.
- Reusable eating utensils, including spoons, forks, knives and microwave-safe plates and cups.

N13.1 ENSURE FOOD ACCESS

Requirement (a) is met through the project being located within 800 m walk distance of a supermarket (Woolworths Metro) or grocery store with a produce section





LIGHT

The “Light” Concept aims to provide users with lighting environments that are optimal for visual, mental and biological health.

Features targeted include:

- » Exposure to large amounts of natural daylight or circadian electric lighting for occupants, and education to occupants about the importance of light for health;
- » Management of glare, luminance, flicker, and colour in working environments to ensure visual comfort; and
- » Provision of a connection to outdoor spaces through view windows (transparent glazing).

L01.2 PROMOTE LIGHTING EDUCATION

80 Ann Street provides educational resources on circadian rhythm, sleep hygiene, age-related increases in light requirements and/or importance of daylight exposure on circadian and mental health. These materials take the form of educational signage and digital/physical resources in a Wellness library.

- A. Educational signage has been placed at high traffic points around the space, including in the level 1 lobby. 80 Ann will be utilizing signage similar to the Welcome to WELL toolkit, adapted to apply to WELL v2 features. 80 Ann has a number of permanent 4”x 6” concept signs in the End of Trip Facility as well as the Welcome poster and seven concept posters in the Building Security Office. Additional digital signage may be provided on Level 1 or as part of the lift media. Any temporary or permanent signage will be installed according to the following conditions:

1. Temporary signage

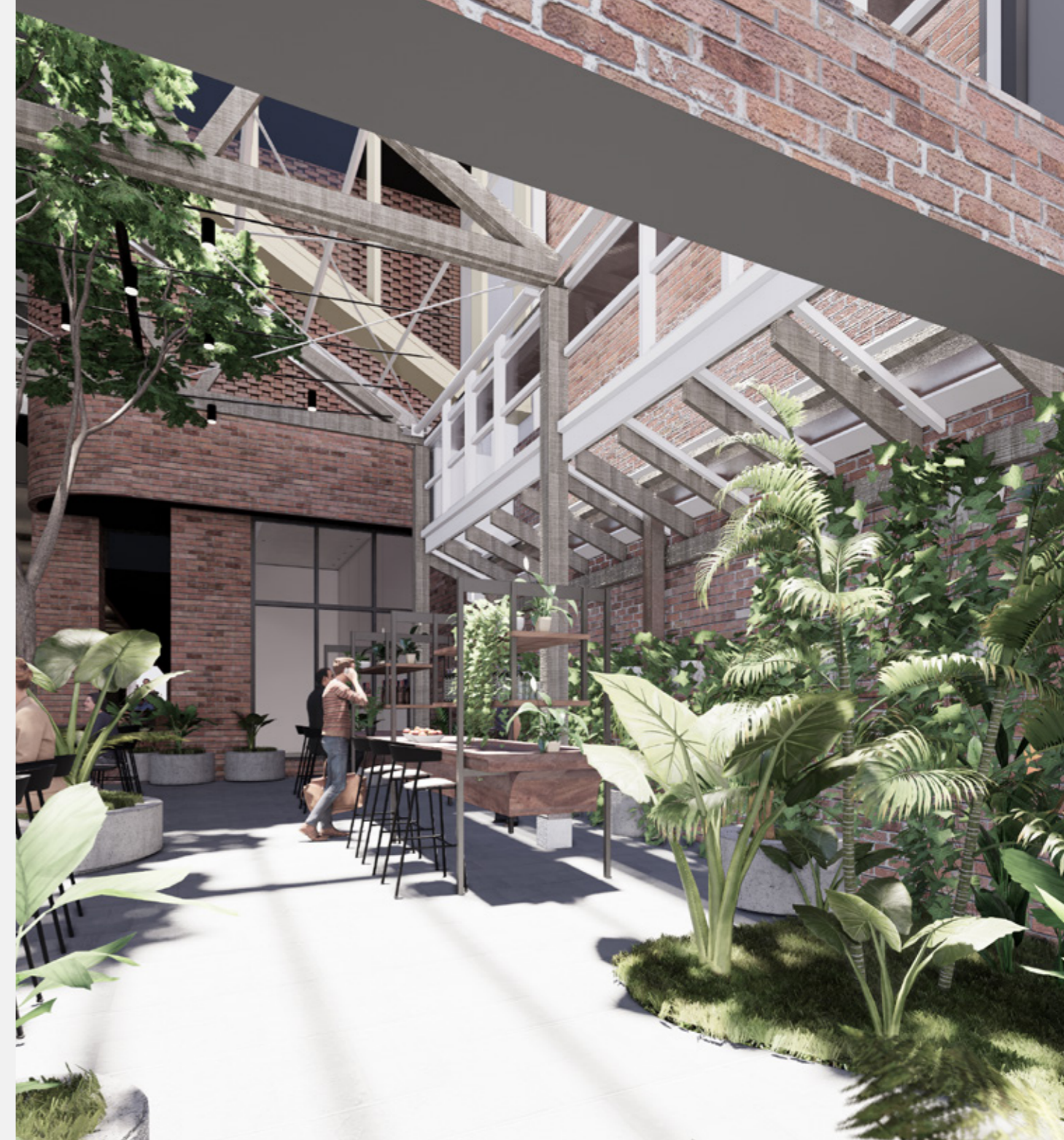
- a. Print specs: Print and mount on foam board, 0.25” (+) thickness
- b. Display options: Used with standing easel, Adhered to the wall with double-sided tape or Velcro

2. Permanent signage

- a. Print specs: Reverse printing on acrylic – the image is printed on the backside of the acrylic material to preserve its smooth glassy texture on the front, Acrylic face mounting on acrylic – print graphics and adhere to the backside of the acrylic material to preserve its smooth glassy texture on the front, 0.25” (+) thickness
- b. Display options: Used with standing easel, installed to the wall with brushed silver floating wall, stand-off mounts, Small signage can be adhered to the wall with double-sided tape
- c. Resources in the digital and/or physical library of health and wellness educational materials (as specified in Part 2: Promote Health and Wellness Education of Feature C01: Health and Wellness Awareness) include information on circadian rhythm, sleep hygiene, age-related increase in light requirements and/or importance of daylight exposure to circadian and mental health.

80 Ann has created an online Wellness library to be made available to all occupants of the building. This library may be located on the 80 Ann website or may be integrated with a building mobile app. Examples of relevant educational videos/podcasts that would be made available in a digital library include:

- » Title: Focus Shifts from Sleep to True Circadian Health Topics Covered: Biology, circadian and sleep misconceptions, circadian travel, circadian lighting, thermal wellness, the circadian diet.
- » Title: Sleep, Sunlight and the Circadian Rhythm Topics Covered: living with technology and at the same time maintaining optimal health – how to dial in sleep and light exposure in a 24/7 world.
- » Title: 353: Dr. Satchin Panda – Time-Restricted Eating (TRE) & Managing Your Light Exposure Topics Covered: how circadian clocks regulate behaviour, physiology, and metabolism.



L04.1 CONTROL SOLAR GLARE

80 Ann Street provides a Building Guide to building users communicating that the occupant-controlled base building sunshade roller blinds are raised or retracted at least twice per week, and this is done automatically via the Building Management System.



MOVEMENT

Healthy active lifestyles are promoted in the project through the following targeted Features:

- » Provision of ergonomic features at workstations
- » End-of-trip facilities to encourage active modes of transport;
- » Site location in an area local to physical activity spaces and accessible by a range of transit modes such as public transport, cycling, and walking to suit occupant preference and convenience;
- » Promotion of physical activity through incentive schemes and flexible scheduling

Note these 4 items are only for Direct Building Staff.

V02.1 SUPPORT VISUAL ERGONOMICS

Note: Projects may fulfill requirements upon employee request, rather than providing all ergonomic design elements at one time, so long as all employees have an opportunity to request such ergonomic design elements and requests are fulfilled within eight weeks. Delays beyond the eight-week period should be communicated to the employee.

In non-leased areas, ie building management office or security rooms, all computer monitors at workstations, including laptops, can be adjusted by height and horizontal distance from the user through one or more of the following:

- a. Monitors with built-in height adjustment.
- b. Height-adjustable stands.
- c. Mounted, adjustable arms that hold primary or additional screens.

V02.2 ENSURE DESK HEIGHT FLEXIBILITY

For at least 25% of seated-height workstations in non-leased areas, employees have the ability to alternate between sitting or standing through one of the following:

- a. Adjustable height sit-to-stand desks.
- b. Desktop height-adjustment stands

V02.3 ENSURE SEAT FLEXIBILITY

All seating at workstations for employees in non-leased areas meets the following adjustability requirements in compliance with the HFES 100-2007 standard or BIFMA G1-2013 guidelines:

- a. Chair height.
- b. Seat depth.
- c. One additional adjustability requirement:
 - 1. Seat angle.
 - 2. Backrest angle.
 - 3. Arm rest

V02.5 PROVIDE ERGONOMICS EDUCATION

80 Ann Street will provide the following educational material to Direct Staff and all tenants on the type of work and workstations in the space. Topics to include:

- a. Information on how to recognize risk factors for musculoskeletal disorders and ergonomic issues in the work environment relevant to the project.
- b. Information on how to recognize signs and symptoms of musculoskeletal disorders relevant to the type of work conducted in the project space.
- c. Information on the reporting processes for risk factors and musculoskeletal disorders.
- d. Information on how to adjust ergonomic furnishings (e.g., seating) and workstations (e.g., height adjustment stands) provided by the project team.
- e. Information on the process for employees to request ergonomic furnishings (as applicable).
- f. Information on proper posture and/or form (e.g., proper posture while seated, standing, lifting, bending).

(Refer to Building Management or 80 Ann' wellness library should you like more information on ergonomic support at 80 Ann).

V04.1 PROVIDE BICYCLE STORAGE

Option 1 – Bike Parking Infrastructure

- a. Short-term bicycle parking is located within 30m walk distance of the main building entrance and can accommodate at least 2.5% of peak visitors (Refer attached mark-up – total distance from Turbot Street entrance to visitor bike parking = approx. 25.76m)
- b. Long-term bicycle parking is located within 30m walk distance of the main building entrance and can accommodate at least 5% of regular building occupants (Refer attached mark-up – total distance from Turbot Street entrance to visitor bike parking = approx. 25.76m)

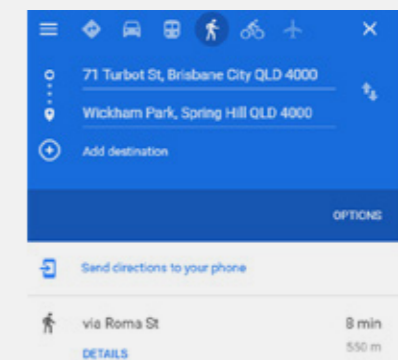
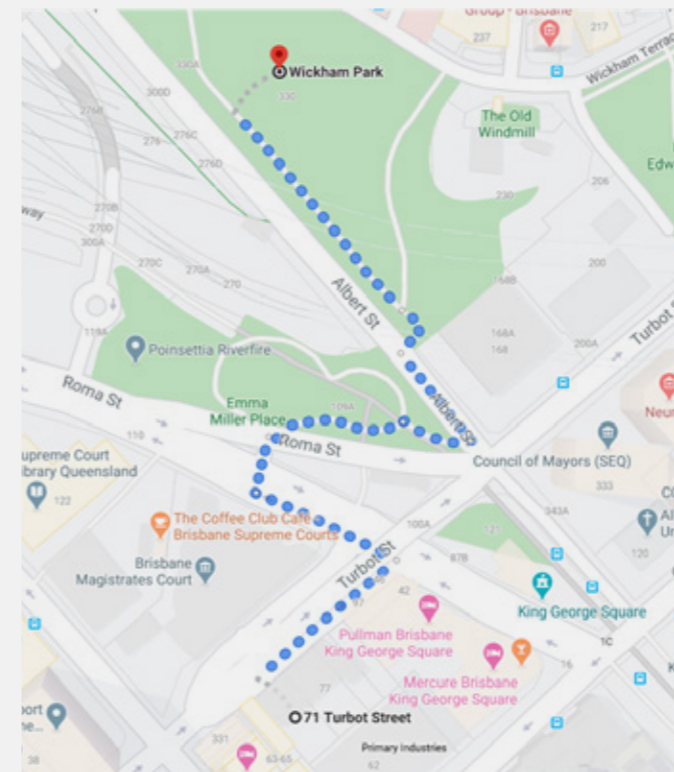
- c. Basic bicycle maintenance tools, including tire pumps, patch kits and hex keys, are provided on-site at 80 Ann Street.

V06.1 IMPLEMENT ACTIVITY PROGRAMS FOR EMPLOYEES

80 Ann Street building management staff are offered complimentary yoga sessions on a weekly basis which is led by a qualified yoga instructor.

V08.3 PROVIDE OFF-SITE ACTIVITY SPACES

Requirement is met through the project boundary being located within 800m walk of Wickham Park.



V11.1 PROMOTE PHYSICAL ACTIVITY

Employee programs:

80 Ann Street provides the following physical activity incentives for all direct staff:

- a. Financial rewards including direct payments or subsidies, gift cards or prizes.
- b. Flexible scheduling to accommodate physical activity that is not deducted from paid time off.



THERMAL COMFORT

Thermal comfort is the condition of mind that responds positively to the surrounding thermal environment and is assessed by subjective evaluation of an individual. Thermal comfort for users of 80 Ann has been considered in the building design and is achieved through the following Features:

- » Automatic HVAC system with modelled performance to demonstrate consistent user comfort, with ongoing monitoring to ensure performance is maintained; and
- » Policies to allow for a range in personal thermal comfort preferences including a flexible dress code, provision of blankets, and provision of personal thermal comfort devices upon user request.

T01.2 MONITOR THERMAL PARAMETERS FOR ALL SPACES

The following parameters, as listed in both WELL v2 Feature T01 and T06: dry-bulb temperature, relative humidity and mean radiant temperature, are monitored according to the T01 Part 2 and T06 Part 1 requirements as set out below.

- A. In regularly occupied spaces within the building at intervals no less than twice a year (once in winter and once in summer season), and results are annually submitted through WELL Online.
- B. The number and location of sampling points comply with the requirements outlined in the Performance Verification Guidebook as per T06.1 part (A) and (B) below.

T04.1 ENSURE PERSONAL THERMAL COMFORT

The following range of personal thermal comfort devices are proposed to be made available upon request:

- 1. Everlasting Comfort Memory Foam Seat Cushion/ Back Cushion Combo, Gel Infused & Ventilated, Orthopedic Design - feature a revised formula with gel infused memory foam and strategically placed holes to enhance comfort and cooling.

Refer https://www.amazon.com.au/dp/B07JQ2V33Q/ref=cbw_direct_from_1

- 2. Fellowes Heat and Soothe Back Support - has both a heating and cooling gel pack which will help ease muscle aches and pains.

Refer <https://www.officeworks.com.au/shop/officeworks/p/fellowes-heat-and-soothe-back-support-fe9190001#reviews>

- 3. ValueRays Chair Warmer - Seat warms using a small carbon fiber heating elements to produce infrared heat.

Refer <https://www.amazon.com.au/ValueRays-Warmer-Heated-Infrared-Office/dp/B0046KIJ12>

- 4. KUPX 24V UL DC Power Safe and Healthy Infrared Zero Radiation Multifunctional Carbon Fibre 30 Seconds Fast Heated Warm Office Chair Mat Back and Seat Cushion Pad Temperature Adjustable (Gray) - Using carbon fiber far infrared heating similar to the principle of car seat heating, 30 seconds of heat, much faster than other brands. Constant temperature adjustment, warm and free.

Refer https://www.amazon.com.au/KUPX-Radiation-Multifunctional-Temperature-Adjustable/dp/B07KYPB4JX/ref=pd_sbs_147_1/357-1320392-9106548?_encoding=UTF8&pd_rd_i=B07KYPB4JX&pd_rd_r=e6784661-0d5c-40a6-b598-cfb3b4aa4887&pd_rd_w=Bp2th&pd_rd_wg=SvjBz&pf_rd_p=ce91ff72-2aba-4da7-967d-ef67fc9dd16c&pf_rd_r=FW8SRHZVAQ5HKV4Z7A0V&psc=1&refRID=FW8SRHZVAQ5HKV4Z7A0V

- 5. Heller Mini USB Fan White - single speed setting, head is 360 degree adjustable, safety guard, plug into your computer's USB port.

Refer <https://www.officeworks.com.au/shop/officeworks/p/heller-mini-usb-fan-white-heumfwe#reviews>

- 6. Flea Market USB Desk Fan (Black/Gold) - 360° Adjustable Fan Cage, 2.25W Low Power Consumption, USB DC 5V Powered.

Refer <https://www.jbhifi.com.au/products/flea-market-usb-desk-fan-black-gold>

T04.2 FACILITATE THERMAL ADAPTATION

Direct staff are provided with the following, as listed in WELL v2 Feature T04:

- A. Access upon request to blankets. Used blankets are washed at minimum on a weekly basis.
- B. A flexible dress code policy allows for individual thermal preferences. A copy of Mirvac's Corporate Dress Etiquette is included in Annexure 5.

T06.1 THERMAL COMFORT MONITORING

- A. Measurements are taken in occupied zones at least 1 m away from walls, doors, direct sunlight, air supply/exhausts, mechanical fans, heaters or any other significant source of heat or cold.
- B. The sensor placement density is minimum one every 325 m2.
- C. Measurements are taken as per the tables below:

Dry-bulb temperature and Relative humidity are measured by installed sensors. Dry-bulb temperature and relative humidity sensors are recalibrated or replaced annually and certificates attesting their calibration or replacement are logged by a Senior Facilities Manager and uploaded to our WELL Online account each year in January.

Parameter	Sampling Interval	Sampling Height Above the Floor	Location
Dry-bulb temperature	10 minutes or less	1.1-1.7 m	Refer to attached plans
Relative humidity	10 minutes or less	1.1-1.7 m	Refer to attached plans

Mean radiant temperature is measured by samples being taken at the specified intervals by a third-party tester. Mean radiant temperature sensors used for quarterly measurements are calibrated as per manufacturer's specification.

Date	Location	Parameter	Sampling Interval	Sampling Height Above the Floor	Sampler	Sampler Role
1/9/2021	#insert based on Ellis plans	Mean radiant temperature	3 months or less	1.1-1.7 m	John Smith	Role

Air Speed is not applicable for this project per the Ellis Air mechanical specification.

The results of on-going monitoring for regularly occupied hours (e.g., median, mean, 75th and 95th percentile) are to be logged by a Senior Facilities Manager and uploaded to our WELL Online account each year in January.

Real-time display of dry-bulb temperature and relative humidity is made available to occupants via a website (80 Ann Tenant Portal). At least one visible sign is positioned per 930 m2 of regularly occupied space indicating the website where the data may be accessed.



SOUND

The following Features have been implemented to maximise acoustic comfort in occupied environments:

- » Separation of spaces with different use types;
- » Specifications for acoustic treatments of partitions, doors and ceilings; and
- » Mitigation of loud noise sources.





MATERIALS

This Concept aims to reduce human exposure to hazardous building materials by restricting or eliminating toxic compounds or products.

This is achieved though the following:

- » Limits to hazardous substances such as asbestos, mercury, lead and PCB in new constructions;
- » Assessment and remediation of hazardous substances in existing sites;
- » Operational waste management procedures to separate hazardous streams;
- » VOC and SVOC limits for building materials, components and finishes;
- » Specifications for acceptable cleaning protocols and restrictions on hazardous cleaning substances and pesticides; and
- » Disclosure of material ingredients.

X04.1 MANAGE HAZARDOUS WASTE

80 Ann Street addresses the management of hazardous waste for all spaces. Our Draft Waste Management plan for 80 Ann:

Addresses the management of the following hazardous wastes per in line with Mirvac’s ambition for zero waste to landfill and includes separating the following items specifically into separate waste streams:

- » Batteries.
- » Pesticides.
- » Mercury-containing equipment and lamps.

The waste stream plan, included in the Draft Waste Management Plan, includes the following:

- » Waste receptacle access.
- » Waste or source reduction (including prevention, minimization and reuse).
- » Source Separation Recycling, protocols for cleaning of hazardous waste and materials recovery (including batteries, pesticides, lamps and mercury-containing equipment).
- » Disposal of waste, no less than annually

80 Ann Street will manage each hazardous waste stream as follows:

Batteries:

(a) Universal waste batteries. A small quantity handler of universal waste will In relation to batteries ensure our waste management provider will collect the following types of batteries for 80 Ann Street and issue to a recycling partner that has ISO 14001 and government accreditation;

- » Lead Acid (Pb)
- » Nickel Cadmium (NiCad), sealed and vented.
- » Lithium Ion – Lithium Ion Polymer.
- » Lithium batteries.
- » Alkaline batteries.
- » Nickel Metal Hydride (Ni-MH)

Batteries that are issued to our recycling partner containing materials like cobalt, lithium, nickel are then intended to be recycled for reuse.

(b) If the electrolyte or other solid waste is not hazardous, the handler may manage the waste in any way that is in compliance with applicable federal, state or local solid waste regulations.

Pesticides:

(c) Universal waste pesticides. A small quantity handler of universal waste will manage universal waste pesticides in a way that prevents releases of any universal waste or component of a universal waste to the environment. The universal waste pesticides will be contained in one or more of the following:

- » A container that remains closed, structurally sound, compatible with the pesticide, and that lacks evidence of leakage, spillage, or damage that could cause leakage under reasonably foreseeable conditions.
- » Mercury containing Equipment

(d) Mercury-containing equipment. A small quantity handler of universal waste will manage universal waste mercury-containing equipment in a way that prevents releases of any universal waste or component of a universal waste to the environment, as follows:

80 Ann Street’s waste management provider can collect all types of mercury containing waste from items such as fluorescent and high-intensity discharge (HID) lamps, auto switches, float switches and ensure this is disposed of in accordance with local, state and federal rules and regulations.

If the mercury, residues, and/or other solid waste is not hazardous, the handler may manage the waste in any way that is in compliance with applicable federal, state or local solid waste regulations.

X07.1 MANAGE PESTICIDES

For 80 Ann Street, Mirvac commits to ensuring the following requirements are met for the whole building:

1. Hazards associated with pesticide use will be minimized through the following:
 - a. The creation of an Integrated Pest Management plan that incorporates elements detailed in Appendix X1.
 - b. Use of outdoor pesticides with a Hazard Tier ranking of 3 (least hazardous) based on the Pesticide Research Institute’s PestSmart tool or “Least Restricted” based on the Pesticide Product Evaluator tool, except in cases of emergency.

The following will be provided for planned and emergency application of pesticides:

2. Planned use:
 - a. Provision of paper or digital notification to all building occupants on the protocol for pesticide use notification.
 - b. Notify all building occupants via paper or digital means at least 24 hours prior to pesticide application.
 - c. Notification signage will be provided at the site of application 24 hours prior to application and leave in place for at least 24 hours.
 - d. Notification signs will include the pesticide name, registration number, treatment location and date of application.
3. Emergency use:
 - a. Provision of paper or digital notification to all building occupants on the protocol for pesticide use notification.
 - b. Notify all building occupants via paper or digital means within 24 hours of pesticide application.
 - c. Notification signage will be provided at the site of application within 24 hours and leave in place for at least 24 hours.
 - d. Notification signs will include the pesticide name, registration number, treatment location and date of application.
 - e. Provision of information on the type of emergency or reason for unplanned use.

X09.1ENSURE ACCEPTABLE CLEANING INGREDIENTS

The following is provided in accordance with WELL v2 Feature X09:

1 – Low hazard cleaning products:

Cleaning products, soaps, shampoos, disinfection and sanitization products are not manufactured with ingredients classified under the Globally Harmonized System (GHS) for the following endpoints:

Carcinogenic, mutagenic or reprotoxic substances:

1. H340 (may cause genetic defects).
2. H350 (may cause cancer).
3. H360 (may damage fertility of the unborn child).

Systemic toxicity/organ effects:

1. H372 (causes damage to organs through prolonged or repeated exposure).

Skin and respiratory irritation:

1. H317 (may cause an allergic skin reaction).
2. H334 (may cause allergy or asthma symptoms or breathing difficulties if inhaled).

X09.2 IMPLEMENT ACCEPTABLE CLEANING PRACTICES

The following annual training program will be provided for facilities staff or providers that addresses the following requirements:

1. Sequencing of cleaning steps and use of personal protective equipment.
2. Use of cleaning products and materials and related equipment (e.g. cleaning chemical dispensing equipment).
3. Instruction for purchasing personnel in selection of low hazard cleaning materials.

The following program will be implemented, specifying the maintenance of a cleaning schedule per the following:

1. Extent and frequency of cleaning, including dated cleaning logs.
2. Protocol for disinfection is specified, including:
 - c. Identification and maintenance of a list of high-touch surfaces.
 - d. Limitation of disinfection to high-touch surfaces.

Cleaning product storage meets the following requirements:

1. Bleach and ammonia-based cleaning products are kept in separate bins.
2. Any bins and bottles of bleach and ammonia-based cleaning products are affixed with large, color-coded labels indicating they are not to be mixed.



MIND

“Mind” aims to promote mental health through policy, program and design strategies to influence cognitive and emotional wellbeing.

The project is targeting the following:

- » Promote mental health education throughout all levels of the organization for Direct Staff;
- » Access to mental health support services;
- » Direct and indirect access to natural elements and views within the building, in the working environment, and within walking distance of the project site;
- » Spaces for relaxation and contemplation.
- » Tobacco prevention; and
- » Substance use education and services

M01.1 COMMIT TO MENTAL HEALTH PROMOTION

80 Ann Street is committed to supporting occupant mental health and well-being and will offer the following to Direct Staff:

- a. Mental health screenings, a free subscription to headspace covering stress management and a healthy mindset and the My Simple Thing initiative which encourages employees to take time out of their work week to do something personal. (Contact Building Management for a copy of support documentation)
- b. Communication of these initiatives will be through email reminders.
- c. Mirvac undertake annual employee engagement surveys which are then reviewed by the People and Culture team. The results of this survey are then used to identify the needs of the Direct Staff.

M01.2 PROMOTE MENTAL HEALTH LITERACY

80 Ann Street will ensure all spaces are offered education and resources that address mental health literacy, including the following:

- a. Information about mental health and common mental health conditions, including, at minimum: causes, signs and symptoms of stress, depression, anxiety and substance abuse and addiction.
- b. Strategies for supporting personal mental health and well-being, covering, at minimum: regular self-care practices, positive coping skills, and behaviours that influence mental health and well-being (e.g., sleep, nutrition, physical activity).
- c. Connect with local mental health organizations, self-help groups and help and crisis lines (call, text and chat).

Please refer the Building Management and the Wellness Library available on the project website for more information.

M02.1 PROVIDE ACCESS TO NATURE

Supplementary narrative for M02.1(c)

80 Ann uses space layout design, addressing placement of natural elements along common circulation routes and shared seating areas to enhance occupant exposure to nature. One example of this is via Public Art on Ground Level within the public domain, which adds to the landscaping and water feature provided in the urban garden area.

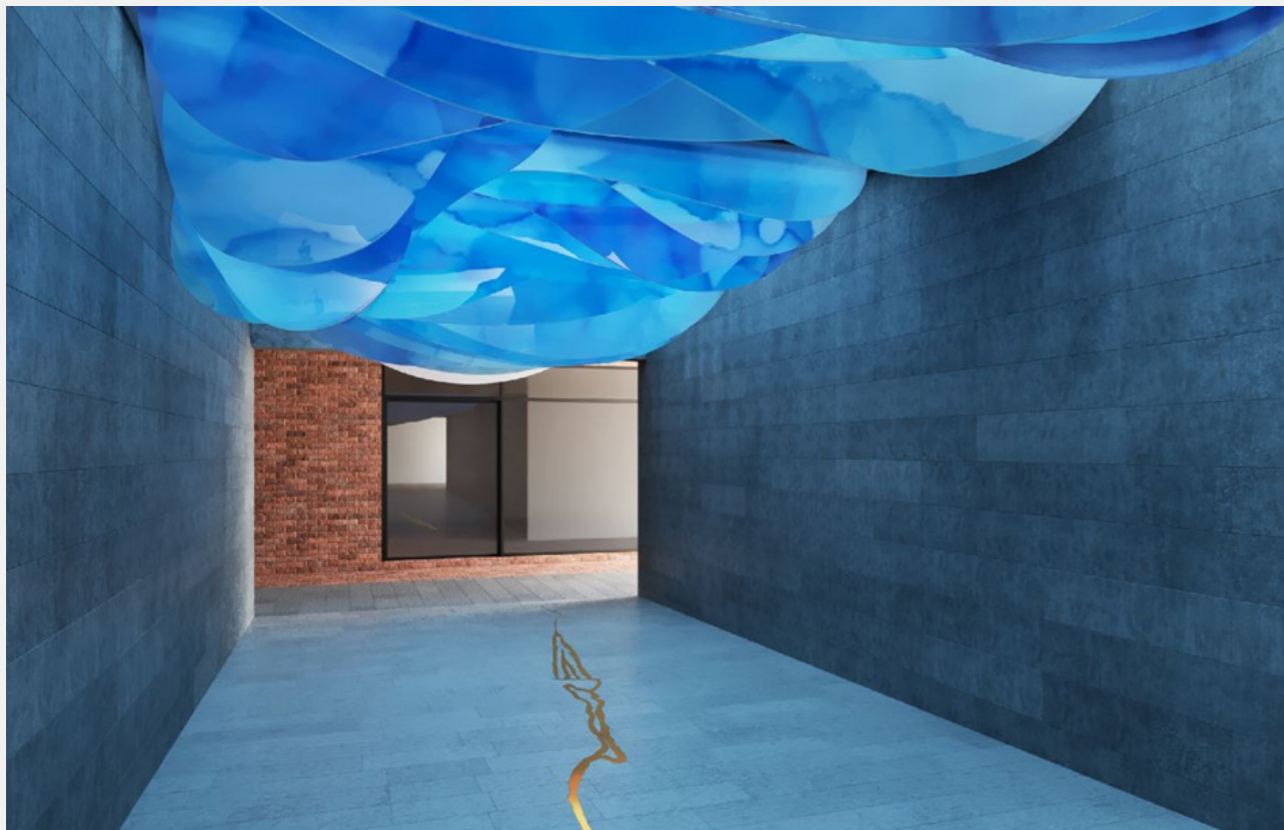
There are two significant sculptural artworks proposed for the Ground Level as per the locations marked in red on plan below



Megan Cope is a Quandamooka woman from the Moreton Bay/North Stradbroke Island region of SEQ.

Her artwork concept is called 'Waterways' and locates a history and outline of the creek which once ran overland and provided a reservoir for drinking water not far from 80 Ann St. This waterway is outlined in Bronze and directs the public's movement through the cross core link.

Affixed to the ceiling are hand painted watercolour sheets of back lit glass which include both Jandai and Yuggerapul words for fresh water. These remind us of the calming nature of water bodies in all their forms. The sculptural forms will spill out of the link way onto the exterior bulkhead—inviting the public into the laneway and onwards.



Hannah Quinlivan is an Australian artist from Canberra. Her artwork concept is based on the term 'Fluency' which references the nearby Brisbane River, a visual microphone that captures and amplifies city-life along the river's edge.

It comprises three suspended sculptural elements suggestive of ripples, currents, movements and interactions on the surface of water. These elements, combined with integrated lighting, will move with almost imperceptible

slowness on a 24hr cycle. Surrounding these will be a mass of suspended, thin vertical lines made from steel cable and referencing rain falling on the Brisbane River.

In addition to movement and lighting, the artwork will also provide auditory elements. As part of the opening evening to launch the artwork, a performance will be given by Brisbane-born and raised but internationally renowned opera singer Shikara Ringdahl. The voice of the art work will be the voice of Brisbane.



A further example of this is the building's commercial lobby, which has been elevated to Level 1. 80 Ann's lobby design draws inspiration from the quintessentially Queensland aesthetic, likened to the Queensland verandah, with an abundance of natural light and air permeating through an entirely operable façade and being surrounded by lush subtropical landscaping. The breathable façade will allow occupants to enjoy beautiful Brisbane weather for the majority of the year but can be closed and air-conditioned to comfortable temperatures if needed.

A lobby cafe is positioned to the right of the main Ann St entry and will allow occupants to enjoy an indoor-outdoor environment via both louvres and shugg windows, which will open up to landscaped planters on level 1 and will also encourage views to the urban garden below.

A "third space" or lobby lounge is provided in the rear corner of the lobby which will serve as a meeting place, retreat, or workzone for occupants, completely free of charge and again boasting an indoor-outdoor environment via both louvres and shugg windows, overlooking landscaping internal and external. Large planters will surround the relaxed zone with subtropical planting.



The material palette in the lobby is warm, tactile and pared back. The use of leather and timber are combined with natural stone to provide occupants with a premium, subtropical hotel lobby experience instead of the usual cold, hard commercial lobby design



M03.1 PROVIDE MENTAL HEALTH SCREENING

80 Ann Street provides the following mental health screening to direct staff through the following option:

- (b) Clinical screening for common mental health conditions addressing all problems via Mirvac’s Sonder partnership. This screening process is provided by Mirvac with no cost to the employee.

M03.3 PROVIDE WORKPLACE SUPPORT

A policy is in place allowing the following for all eligible employees:

- a. Use of sick or paid time and adjustment of work schedule for treatment, appointments or other mental health needs
- b. Individualized adjustment of the physical environment to support mental health needs (e.g., moving a workstation to a busier or a quieter area, providing a quiet space for breaks, providing earplugs or headphones, increasing personal space, providing the ability to work from home).
- c. Use of short- or long-term leave or disability for mental health needs, with option of:
 - 1. Phased return to work after returning from leave.
 - 2. Increased interpersonal support (e.g., manager support with prioritizing and managing workloads, increased frequency of one-on-one check-ins)

**A link to Mirvac’s Flexibility Policy is included in Annexure 5

M04.1 MENTAL HEALTH EDUCATION

80 Ann Street direct staff are provided with the following mental health education, as listed in WELL v2 Feature M04.

- D. Managing personal mental health and well-being, covering topics such as developing mentally healthy habits, fostering relationships, self-care and managing mental health at work.
- E. Education on common mental health conditions or concerns, covering, at minimum, depression, anxiety, stress and substance use.
- F. Signs and symptoms of mental health distress, including how to identify emotional distress and appropriately respond.

**Contact Building Management or refer to the 80 Ann wellness library for more information on Mental Health Education

M04.2 OFFER MENTAL HEALTH EDUCATION FOR MANAGERS

80 Ann Street direct staff managers will undergo mental health training annually. Trainings will be offered quarterly and address the following, as listed in WELL v2 Feature M04. Note – the final policy will be made available at completion of the project.

- B. Recognising common mental health conditions or concerns, covering, at minimum, stress and burnout, depression, anxiety and substance use.
- C. Supporting employees through strategies to prevent burnout, low motivation, fatigue, poor work-life balance and other work-related stress issues.
- D. Recognising employee mental health concerns or crises, including increasing awareness of workplace and community resources available to employees

M05.1 DEVELOP STRESS MANAGEMENT PLAN

80 Ann street will support Direct Staff employee stress management which is culturally and literacy level appropriate through the following:

- a. 80 Ann Street will conduct stress management training/education that covers stress management at work and work-life balance. 80 Ann Street commits to offering training/education quarterly and ensuring it is tailored to meet employee needs which will then be reviewed by a professional.

In addition to this training, 80 Ann Street employees will also have access to the “My Simple Thing” program which is an initiative designed to enable Mirvac staff to achieve more work-life balance. Refer to the attached Mirvac graphic illustrating the “My Simple Thing” program in more detail.

- b. 80 Ann Street will support stress management through the following examples of health and wellness offerings.

Examples of these include:

- » The provision of a Wellness Room where fitness opportunities will be available
- » Areas of respite in the Urban Garden
- » Access to Sonder
- » Health insurance programs

M05.2 SUPPORT STRESS MANAGEMENT PROGRAMS

80 Ann Street will complete the following for Direct Staff as required by WELL Feature M05.1:

- a. Mirvac currently evaluate items 1, 2, 5 and 6 from the below list on an organization-wide basis:
 - 1. Frequency of absenteeism.
 - 2. Use of paid time off, sick days and personal days.
 - 3. Frequency of leave due to disability or illness.
 - 4. Frequency of performance issues.
 - 5. Employee retention and turnover rates.
 - 6. Employee survey responses, via an annual Employee Engagement Survey.
- b. Based on the evaluation of the above organisation-wide metrics, a stress management plan will be developed on the completion of 80 Ann Street outlining opportunities to address employee stress through organizational policies and operations, with potential topics as follows:
 - 1. Opportunities for organisational change to address employee stress (e.g., work processes and environment, business travel policies, management of work demands, work-life balance).
 - 2. Opportunities for employee participation in organizational decisions regarding workplace issues that may affect job stress (e.g., work processes, environment, schedules).
 - 3. Plan for implementation, describing support from key management or leadership, who is leading the initiative, what is to be completed, where in the organization it will be occur, who will be impacted, and when and how it will be implemented.

Note this data is not shared with individual employees and is provided at an organisational level within Mirvac only.

M13.1 PROMOTE TOBACCO PREVENTION

- b. The sale of tobacco products and e-cigarettes on 80 Ann Street property is banned through the exclusion of this item as a permitted use – condition to be included in retail leases.
- c. Communication provided by Mirvac to regular building occupants through the 80 Ann Street website or the Mirvac app on the consequences of tobacco – communication examples include World No Tobacco Day on the 31st May.

Contact Building Management or refer to the 80 Ann wellness library for more information on tobacco and e-cigarette prevention.

M14.1 PROMOTE SUBSTANCE ABUSE PREVENTION AND EDUCATION

Project Policy:

A link to Mirvac’s Alcohol and Other Drugs Policy is included in Annexure 5

Substance use and addiction education:

Refer to 80 Ann’s online wellness library for Substance abuse prevention tips and education resources.



COMMUNITY

“Community” aims to encourage policies which promote healthcare, a healthy work-life balance, community engagement with the project and each other, and accessibility.

Features targeted include:

- » Health and wellness education;
- » Consideration in the design and development process for the end user to enable health and wellness goals for the project on completion;
- » Incorporation of elements to address culture, place, art, and human delight;
- » Occupant engagement to evaluate satisfaction, health and wellbeing;
- » Policies to promote healthcare, manager support, civic engagement, organizational sustainability reporting transparency;
- » Accessible design of bathrooms; and
- » Development of emergency plans.

C01.2 PROMOTE HEALTH AND WELLNESS EDUCATION

80 Ann Street will ensure all occupants are offered a digital or physical health and wellness educational material that meets the following requirements (Part 2a-c).

Materials and communications are provided to allow occupants to familiarize themselves with and benefit from features that are achieved by the project, including:

- d. Covers ten unique evidence-based health topics.
- e. Topics are tailored to the health concerns of building occupants (based on available regional, local and building-level demographic and health-related data) and should focus on primary prevention. Topics can include any aspect of health and wellness covered in WELL in addition to any other health topic relevant to the occupant population.
- f. Online library to be provided. All educational material will be monitored annually to ensure information remains relevant



C02.1 FACILITATE STAKEHOLDER CHARRETTE

80 Ann Street engaged stakeholders in project planning, design and development, as per the requirements of WELL v2 Feature C02, and conducted the following activities:

- C. Our project identified all project stakeholder groups in the list below:
 - a. Co-Owner: Mirvac Commercial Sub SPV Pty Limited
 - b. Co-Owner: 80 Ann Street Pty Ltd
 - c. Building Manager: Mirvac Real Estate Pty Limited
 - d. Facilities Manager: Mirvac Real Estate Pty Limited
 - e. Developer: Mirvac Office Developments Pty Limited
 - f. Sustainability Consultant: AECOM
 - g. Architect: Woods Bagot
 - h. Landscape Architect: Aspect
 - i. Services Engineer (Mechanical): Arup
 - j. Services Engineer (Electrical, Fire, Hydraulic): Aurecon
 - k. Occupant: Suncorp
 - l. Human Resources: Mirvac
- D. Our project has performed the following action(s) in order to inform project goals and strategies to meet stakeholder expectations:
 - a. The project team hosted a meeting with the majority of stakeholders in attendance once the project decided to pursue WELL certification and was registered with the IWBI. Stakeholders were provided a list of wellness values present throughout the WELL features (for example: air quality, water quality, lighting quality etc.). Stakeholders were then asked to identify which wellness values were most crucial to include in the project goals. Once each stakeholder offered his/her insight, this information was used to select which features our project decided to pursue; this is reflected in our WELL scorecard. Those stakeholders who were not in attendance at the meeting were asked to review and comment on the scorecard, to ensure their views were also incorporated i.e. Suncorp.
- E. Our project has adopted the following procedure(s) to ensure the engagement of new stakeholders who will join the project after the initial meeting.
 - a. All new stakeholders are engaged and educated about the WELL process, strategy and values through induction and training. As detailed below, stakeholders meet regularly to discuss goals, strategy and compliance strategies during WELL meetings.
- F. Our project has conducted a number of past meetings and has set future meetings to stay focused on the project goals, to develop a plan of response to stakeholder feedback and to maintain a record of response.

- a. Monthly PCG meetings to discuss progress on project goals. Held with Co-Owners, Building Manager, Facilities Manager, Developer, and Occupant.
- b. WELL specific fortnightly (transitioning to monthly following the Design phase of the project) meetings between Sustainability Consultant, Developer, Contractor and Consultants, with meeting minutes provided to all stakeholders identifying the project team action items that are planned in order to service the previously identified project goals and wellness priorities.
- c. WELL specific ad-hoc meetings with identified stakeholders such as Building Manager, Facilities Manager, Human Resources, and Consultants to discuss their required actions or approvals.

All minutes are promulgated and distributed to all stakeholders to maintain a record of response.

C02.2 INTEGRATE BEAUTY & DESIGN PROFESSIONAL NARRATIVE

80 Ann Street has considered the integration of beauty and design into the project as demonstrated by the place activation strategy. On completion 80 Ann will address “celebration of place” and the “integrating public art” within the public domain to create experiences that enable “human delight”.

The “celebration of culture” will also be brought to life in the activation program for 80 Ann Street. An extract of this activation strategy is included with this Professional Narrative to assist in demonstrating how this may be achieved on completion of 80 Ann.

C02.3 PROMOTE HEALTH ORIENTATED MISSION

At 80 Ann street, our health orientated mission is aligned with Mirvac’s This Changes Everything strategy which includes the following key elements:

- A. Our mission statement outlines objectives for health promotion through:
 - a) Working with stakeholders and the building community to curate a list of health objectives that the building strives to promote. These objectives will then be posted in the building management office and included in the 80 Ann Street tenant portal under categories such as health and wellbeing.
 - b) Sending communications to the building community with “health bites” via the tenant portal that outline research and tips on relevant topics aligns to the project’s identified health objectives.
 - c) Sending reminders to stakeholders and the building community in advance of flu season and summer for preventative measures that can be taken to protect yourself from the flu and sun protection.
- B. Our organization’s objectives, This Changes Everything, supports and improves occupant health through the following:

- a) Our company’s existing bold This Changes Everything strategy includes a commitment to supporting and improving occupant health by creating spaces which encourage people to feel safe, happy and connected. Refer attached “Enriched Communities” extract from the This Changes Everything Strategy.
- b) The “Social Inclusion” portion of our strategy outlines our goal to invest \$100 million into the social sector by 2030. 80 Ann will contribute towards this Mirvac Group goal and will share our impact with the building community so they can understand directly how they are helping those less fortunate.
- c) 80 Ann Street will also communicate our health orientated mission through the tenant portal and/or digital rotating displays in areas such as the level 1 lobby.
- C. Our project accounted for building site selection and/or conditions that impact occupant health though:
 - a) We participated in a competitive RFP process with our anchor tenant Suncorp as part of securing them as the main tenant for 80 Ann Street. This involved a high level of detail being included in the transactional documentation around 80 Ann St’s minimum design standards (MBS) including operable sections of the façade, generous greenspace on both the ground plane and throughout the tower and open-air environments for tenants including a level 23 and level 31 terrace.
 - b) 80% of the floorplate has direct access to a natural light source within 12 metres of the façade. This was intentionally designed to enhance access to natural light for building occupants.
 - c) Ensuring the design considers a range of transportation options for users including bikes storage and bike maintenance stands which enables employees the opportunity of biking to work hassle free.
- D. Our mission statement incorporates the ten WELL concepts of Air, Water, Nourishment, Light, Movement, Thermal Comfort, Sound, Materials, Mind and Community through things such as:
 - a. The architecture of the project incorporates great the access to natural light and biophilic design
 - b. The design has built in the services infrastructure to enable activations for the asset post completion to occur seamlessly. These activations are intended to encourage community connections and improve the wellbeing of occupants.
- E. Our project integrates operations and maintenance plans for the building management and personnel relates to health and wellbeing by:
 - a. Including WELL obligations which flow onto contractors in part of their contractual obligations, i.e. cleaning scope.
 - b. Sharing the positive impact of our ESD targets aligned with the Mirvac This Changes Everything strategy with the building community and stakeholders through the tenant portal

C02.4 FACILITATE STAKEHOLDER ORIENTATION PROFESSIONAL NARRATIVE

The 80 Ann Street team will invite all stakeholders, including the owners, managers, facilities management team, architects, engineers, project consultants, occupants and the general public to participate in items A-C:

- A. Tour the building on completion to all interested occupants, with tours will include highlighting the unique offerings that have been designed into the project from a WELL perspective.
- B. Discuss how building operations, maintenance, programs and policy will support adherence to WELL and provide specific examples of how this has been implemented.
- C. Communicate with stakeholders (including building occupants) the planned or existing operations, maintenance and policies that support adherence to WELL:
 - i. Opportunity to attend a launch event on the project that offers a tour of the building. This tour will be open to all interested occupants, and it will include a brief discussion facilitated by Well Leads for the Project from Mirvac and Aecom outlining the programs and policies that the project will implement in order to adhere to the WELL Building Standard. The second half of the presentation will communicate to stakeholders and building occupants the steps with which the project has planned to uphold the existing operations, maintenance and policies that support the project’s adherence to WELL such as Cleaning Contractors, Operational Manuals, Activation Plans etc.
 - ii. Tour the building as a group and send an email to stakeholders and building occupants outlining the steps with which the project plans to uphold the existing operations, maintenance and policies that support the project’s adherence to WELL such as
 - iii. Offer three tours available to all interested occupants in the two weeks preceding, and two weeks following, occupancy in the space.

** See Annexure *4 for more induction information.

C03.1 SELECT PROJECT SURVEY

80 Ann Street will ensure for all spaces:

Third-party survey:

The following requirement is met for projects with ten or more eligible employees:

- a. A survey is administered annually (unless otherwise noted) by a survey provider approved by IWBI and listed on IWBI’s website (<https://v2.wellcertified.com/resources/preapproved-programs>).

C03.2 ADMINISTER SURVEY AND REPORT RESULTS

At 80 Ann Street surveys are administered and reported according to the following conditions:

- A. Surveys are administered annually during the first quarter of each year.
- B. Employees are invited to participate in the survey through a calendar invitation, blocking out 20 minutes within their schedule.
- C. All answers are confidential. There will be no linking of responses to individuals. We will include the following language on each survey: Please do not write your first or last name anywhere in the document. All data will only be reported in aggregate and anonymously, and any potentially identifying data will not be disclosed to any party other than BOSSA. The use and storage of this data follows all applicable regulations and standards including the Privacy Act 1988, Australian Privacy Principles and Mirvac’s Privacy Policy. Only BOSSA will have access to the raw data from the survey and this will not be passed or shown to any third party, including the owner of the building, or other institutions. Should researchers wish to use this data for further research they must follow all data use regulations and protocols, including obtaining explicit permission from the project and participants to use this data. The aggregated data will be used for improving Mirvac’s understanding of occupant experience and building performance purposes and to improve our understanding over occupant perception. Aggregated data will be sent to the International WELL Building Institute annually for benchmarking, research purposes and to help with the continual improvement of the WELL Building Standard and related offerings and programs. Participants will be given the name and contact information of someone to contact should they have any concerns or questions about the study.
- D. Analysis of responses is conducted by BOSSA.
- E. Aggregate results from the survey are are to be logged by a Senior Facilities Manager and uploaded to our WELL Online account each year in January.

C06.1 PROMOTE CULTURE OF HEALTH

Health promotion strategies:

80 Ann Street direct staff are provided with the following to promote a culture of health, as listed in WELL V2 Feature C06. 80 Ann Street is committed to continuing to provide these offerings.

- c. Incentive programs to increase participation in health promotion initiatives and programs. E.g. Mirvac Thrive incentive
- d. Competition programs combined with incentives to support engagement in health behaviours. E.g. Mirvac Step Challenge attached below.

Health promotion leaders:

80 Ann Street direct staff will implement the following to promote a culture of health, as listed in WELL V2 Feature C06. Note – the final policy will be made available at completion of the project.

- a. 80 Ann Street will implement a health promotion committee that meets quarterly and will plan/ implement health promotion programs that seeks to cultivate a culture of health in the project
- c. In the above mentioned 80 Ann Street health promotion committee there will be involvement of a member from the Mirvac HSE or People Connect team.

C07.1 PROMOTE SEASONAL FLU PREVENTION

Direct staff are provided with the following:

- a. 80 Ann Street provides the following vaccine programme for Direct Staff of the building. If you are not a Direct Staff member of 80 Ann we recommend you speak with your employer on what programmes are available in your workplace.
 - 1. A voucher for flu vaccination including paid time during the workday to receive immunisation for seasonal influenza.
- b. The vaccine program will be accompanied by a seasonal flu prevention campaign covering the following:
 - 1. Alerts eligible employees regarding the availability of on-site flu vaccine clinic and encourages or incentivises individuals to receive the vaccine.
 - 2. Provides education for eligible employees on the health reasons to receive the vaccine, good hand hygiene and cough etiquette.
 - 3. Encourages eligible employees and students (as applicable) with flu-like symptoms to stay home through communications from leadership and managers and provides teleworking options and/or designated sick leave time.

C08.1 OFFER NEW PARENT LEAVE

Eligible employees are available to new parent leave that meets the following requirements:

- a. At least 40 weeks of parental leave are offered during any 12-month period to use during pregnancy or within the first three years of a child’s life.
- b. At least some portion of the parental leave is paid per the table below. Paid parental leave is offered to all primary caregivers during any 12-month period during pregnancy, after birth, or for the adoption or fostering of a child, as shown in the table below. Paid leave must be separate from other types of leave (e.g., sick leave, annual leave, vacation time), paid at employee’s full salary or wages, and cover benefits, and may be used during pregnancy or within the first three years of a child’s life:

Weeks of Paid Leave	Points
18-29 weeks	2
30-52 weeks	3

**Link to Mirvac Parental Leave Policy included in Annexure 5

C08.2 PROMOTE WORKPLACE SUPPORT DRAFT POLICY

The following is available to 80 Ann Street Direct Staff to support employees returning from leave. Refer to link in Annexure 5 for Mirvac’s Flexibility Policy.

- a. Work from home flexibility.

In addition to the existing Mirvac Flexibility Policy the following services will be offered to 80 Ann Street Direct Staff to support employees returning from leave.
- b. Coaching program or resources to help employees transition when returning from leave.
- c. Training or resources for managers on how to work with employees to create a plan for leave and optimally support employees returning from leave.
- d. Program or plan for supporting staffing while employee is on leave, such as temporary staffing services or training for current employees to cover job functions of employee on leave.

C11.1 PROMOTE CIVIC ENGAGEMENT

Charitable activities:

For Direct Staff, Mirvac meet requirements (a) and (c) of WELL v2 Feature C11 Charitable activities, via:

- G. Volunteer Paid Time Off Leave – refer to Mirvac Leave Policy dated April 2019, section 9;
- H. At least eight hours of volunteer activities are organized by Mirvac for a registered charity or non-profit on Mirvac’s annual National Community Day – refer to Mirvac website snapshot titled Our Community, section 7;
- I. Mirvac’s Workplace Giving and Donation Matching programs – refer to Mirvac website snapshot titled Our Community, section 4 and 5.

Voting opportunity:

For Direct Staff, Mirvac Building Management will meet requirements (a), (b) and (c) of WELL v2 Feature C11 Voting opportunity, but (d) is not applicable:

- A. Mirvac Building Management for 80 Ann St have agreed to provide timely reminders to employees to register to vote for local and national elections, including instructions on how to register.
- B. Mirvac Building Management for 80 Ann St have agreed to provide timely reminders to employees to submit absentee ballots for local and national elections.
- C. Mirvac Building Management for 80 Ann St have agreed to provide timely reminders to employees to vote in local and national elections, including instructions on how to determine voting station.
- D. In Australia there is no need to provide leave for employees to vote in national and local elections because they are compulsory and are held on weekends.

**Link to Mirvac’s Leave Policy included in Annexure 5

C15.1 DEVELOP EMERGENCY PREPAREDNESS PLAN

80 Ann Street identifies the following are incorporated into the emergency management plan:

1. Roles and responsibilities of the emergency response team.

With reference to Emergency Preparedness Plan (Emergency Response Team – Primary Roles and Duties)

Primary Roles and Duties

Certain facilities due to the nature of the facility or operation conducted at the facility may at the discretion of the EPC require an emergency response team to be in place. The emergency response team will typically comprise members of staff that are specifically selected and trained to deal with specific emergencies in the facility according to emergency response procedures

Pre-emergency

The following actions are undertaken prior to an emergency occurring and should allow for the efficient management of emergencies:

- » Attend training and emergency exercises, as required by the EPC
- » Practise the use of specialized equipment (if available)
- » Maintain specialized equipment (e.g. spill kits and breathing apparatus) as per manufacturers specifications
- » Ensure that personal protective equipment is maintained and available
- » Ensure personal ERT identification is available
- » Conduct pre-emergency planning
- » Attend training and emergency exercises, as required by the EPC

Emergency

Members of the emergency response team shall carry out activities as set out in the emergency response procedures and the following:

- » Respond to the emergency as directed by the Chief Warden
- » Communicate the status of the situation to the Chief Warden
- » Hand over and brief Emergency Services on arrival.

Post-emergency

- » Compile a report of actions taken during the emergency for the debrief
- » Clean and service used specialized equipment
- » Replace specialized equipment as necessary

2. Potential hazards and emergency situations.

(MIRVAC input required, reference relevant section in the emergency preparedness plan if applicable)

Note: Below are what identified from the supplied Emergency Management Plan, and the topics have been categorised as per c15.1. a. Feel free to make changes if required, otherwise the content can be used as part of your response for this section.

Hazard	Emergency
Natural	Flooding Earthquake Severe Storms Cyclone Bushfire
Fire	Fire/Smoke
Health	Diseased Person Medical Emergency Discarded Syringes
Technological	Building Damage Car Park Carbon Monoxide Contamination Chemical, Flammable & Radiological Substance Emergency Communication System Failure Explosion Air Conditioning Contamination Lift Entrapment Power Failure Water Supply Interruption
Deliberate (human-caused threat)	Bomb Threat Assault Civil Disorder &Illegal Occupancy Personal Harm Terrorism Workplace Intrusion Active Shooter

3. The needs of vulnerable occupants or groups (e.g., older adults, people with disabilities, pregnant women, children).

(Refer to the Emergency Management Plan for more information on how this has been addressed).

4. Building response capabilities, including assessment of supplies, specialized personnel and physical structure.

5. Plans for policy implementation and communication to building occupants, including occupant training on the emergency management plan and practice drills.





INNOVATION

Innovation points to be claimed under WELL include:

- » WELL AP on the project team;
- » Achieve a Green Star – Design and As Built rating;
- » Provide contractor education on health and wellbeing; and
- » Achievement of credits that exceed maximum category caps.

IO3 WELL EDUCATION TOURS

Free tours of 80 Ann Street’s WELL Certified spaces will be offered 6 times per year (i.e. approximately every 2 months) and 80 Ann Street commits to having attendance of at least 50 people per year. Examples of how these may be conducted are included below, as per the requirements of WELL IO3 part (c):

- » Offered as part of awareness for Queensland Mental Health Week – this would be advertised on the 80 Ann tenant website and/or Mirvac App
- » Offered each time a new tenant moves in to 80 Ann – advertised via email
- » 80 Ann Street intends to apply to be a part of the annual “Brisbane Open House” program and would combine a WELL tour with the 80 Ann offering – this would be advertised via Brisbane Open House website as well as 80 Ann tenant website and/or Mirvac App

TOUR DESTINATIONS

The tour will commence with an online presentation which gives an overview of the building and a summary of 80 Ann’s WELL certification and concepts achieved. As part of the online presentation we will show attendees Mirvac’s digital Wellness Library which will be accessible via the 80 Ann tenant website and/or Mirvac App. This is in accordance with the requirements of WELL IO3 part (b).

The Wellness Library includes educational materials such as those listed below, and attendees will be given 1-2 examples of these in the presentation:

- » Air quality
- » Mental health education
- » Good sleep habits
- » Thermal comfort
- » Material ingredients

The attendees will then be shown around the following tour destinations.

LEVEL 1 LOBBY

80 Ann Street’s lobby design draws inspiration from the quintessentially Queensland aesthetic, likened to the Queensland verandah, with an abundance of natural light and air permeating through an entirely operable façade and being surrounded by lush subtropical landscaping. The breathable façade will allow occupants to enjoy beautiful Brisbane weather for the majority of the year, but can be closed and air-conditioned to comfortable temperatures if needed.

Multiple WELL features were targeted for this space, but the key ones include:

Air

The intent of the WELL “Air” Concept is to ensure high levels of indoor air quality by implementing strategies that include source elimination or reduction, active and passive building design, and operational strategies and human behavior interventions. The current strategy includes Features which target the following:

- » Meeting maximum thresholds for indoor air pollutants (not only acceptable air quality levels as determined by public health authorities, but enhanced air quality levels that go above current guidelines and have been linked to improved human health and performance) along with ongoing monitoring to ensure these are maintained;
- » Smoking ban indoors and outdoors;
- » High levels of outdoor air ventilation with HVAC system commissioned to ensure sufficient flow rates;

- » Construction pollution management strategies;
- » Ongoing measurement of contaminant data to educate and empower occupants about their environmental quality;
- » Management of indoor pollutant sources through appropriate exhaust and limits to combustion-reliant appliances and equipment; and
- » Strategies to prevent and manage indoor condensation and mould.

Thermal Comfort

Thermal comfort for occupants is achieved through the following:

- » Automatic HVAC system with modelled performance to demonstrate consistent user comfort, with ongoing monitoring to ensure performance is maintained; and
- » Policies to allow for a range in personal thermal comfort preferences including a flexible dress code, provision of blankets, and provision of personal thermal comfort devices upon user request.

Sound

- » The following Features have been implemented to maximise acoustic comfort in occupied environments:
- » Separation of spaces with different use types;
- » Specifications for acoustic treatments of partitions, doors and ceilings; and
- » Mitigation of loud noise sources.

Bicycle Store and End-of-trip facilities

Bicycle Store and Male EOT on Lower Ground and Female EOT on Level 1

80 Ann Street has provisioned to cater for a large number of end-of-trip users, and incorporates:

- » 500+ bicycle spaces – including separate staff and visitor bicycle spaces, 3x different types of bicycle racks plus bike maintenance stand/s
- » 66 showers split between Male, Female and Accessible
- » 1200+ lockers, plus ironing boards, hair dryers and straighteners, dry benches, and airing cupboards

The cycle entrance is off Turbot Street and is separate from both vehicle and pedestrian entrances to the building.

Permanent signage highlighting WELL features is also included in the end-of-trip facility as per the requirements of WELL IO3 part (b).

Some of the WELL features targeted for this space include:

Water

Features within the “Water” Concept aim to control the quality and distribution of water in a building by implementing strategies including the following:

- » Thresholds for water contaminants and pollutants, including ‘nuisance chemicals’, with ongoing monitoring to ensure these are maintained;
- » Legionella management; and
- » Strategies to prevent bacteria and growth from water infiltration and condensation.

Movement

Healthy active lifestyles are promoted in the project through the following targeted Features:

- » Provision of ergonomic features at workstations
- » End-of-trip facilities to encourage active modes of transport;
- » Site location in an area local to physical activity spaces and accessible by a range of transit modes such as public transport, cycling, and walking to suit occupant preference and convenience;
- » Promotion of physical activity through incentive schemes and flexible scheduling

Ground Plane

80 Ann’s ground plane design is porous and pedestrian focused, linking Ann Street and Turbot Street with green spaces and vistas, café’s and restaurants and activation spaces. By elevating the commercial lobby to Level One of the building, the entire ground floor is gifted to the public domain (approximately 1,900sqm). We have created a modern interpretation of the original 1906 Brisbane Fruit & Produce Exchange through an urban retail lane and marketplace that provides for employees and visitors to meet and connect over food. The historical relevance of the site has also been drawn into the architecture of the new building, with a glass veil that wraps around the podium levels. There is also a focus on enhancing biophilia at the precinct as it is heavily landscaped with 100 per cent native Australian flora.

To foster a sense of community at 80 Ann Street, Mirvac has also developed an activation strategy for the building which encompasses activations through a variety of programmed experiences, events and entertainment.

Some of the WELL features targeted for this space include:

Community

“Community” aims to encourage policies which promote healthcare, a healthy work-life balance, community engagement with the project and each other, and accessibility. Features targeted include:

- » Health and wellness education;
- » Consideration in the design and development process for the end user to enable health and wellness goals for the project on completion;
- » Incorporation of elements to address culture, place, art, and human delight;
- » Occupant engagement to evaluate satisfaction, health and wellbeing;
- » Policies to promote healthcare, manager support, civic engagement, organizational sustainability reporting transparency;
- » Accessible design of bathrooms; and
- » Development of emergency plans.

Mind

“Mind” aims to promote mental health through policy, program and design strategies to influence cognitive and emotional wellbeing. The project is targeting the following:

- » Promote mental health education throughout all levels of the organisation;
- » Access to mental health support services;
- » Direct and indirect access to natural elements and views within the building, in the working environment, and within walking distance of the project site;

- » Spaces for relaxation and contemplation.
- » Tobacco prevention; and
- » Substance use education and services

Basement 1

80 Ann Street is 50% owned by Mirvac and M&G Real Estate, and is managed by Mirvac as well. The Mirvac Asset Management team was involved in the design and development of 80 Ann Street to ensure that the operational side of the project was well thought through.

A number of facilities are provided within Basement 1 for the building management team and include:

- » Loading Dock office
- » Security office
- » Mail Room
- » Amenities (toilets, lockers, showers)
- » Building Management Staff kitchen
- » Cleaners store rooms
- » Building spares storage

Building Management Staff Kitchen

The Building Management Staff kitchen is where we meet the majority of requirements for the Nourishment WELL feature. The kitchen provides permanent signage highlighting these features as per the requirements of WELL I03 part (b).

Nourishment

The project achieves points through the “Nourishment” Concept through the following:

- » Promote consumption of fruits and vegetables by providing a sufficient variety in visible locations (where applicable);
- » Nutritional transparency through ingredient labelling, including allergen disclosure;
- » Provision of designated eating spaces with supportive amenities for food preparation and storage; and
- » Site location in an area with access to a variety of healthy food options.

Other WELL features targeted for this space, and the other regularly occupied building management spaces mentioned earlier, include:

Light

The “Light” Concept aims to provide users with lighting environments that are optimal for visual, mental and biological health. Features targeted include:

- » Exposure to large amounts of natural daylight or circadian electric lighting for occupants, and education to occupants about the importance of light for health;

- » Management of glare, luminance, flicker, and colour in working environments to ensure visual comfort; and
- » Provision of a connection to outdoor spaces through view windows (transparent glazing).

Materials

This Concept aims to reduce human exposure to hazardous building materials by restricting or eliminating toxic compounds or products. This is achieved though the following:

- » Limits to hazardous substances such as asbestos, mercury, lead and PCB in new constructions;
- » Assessment and remediation of hazardous substances in existing sites;
- » Operational waste management procedures to separate hazardous streams;
- » VOC and SVOC limits for building materials, components and finishes;
- » Specifications for acceptable cleaning protocols and restrictions on hazardous cleaning substances and pesticides; and
- » Disclosure of material ingredients.



ANNEXURES

ANNEXURE 1 – OPERATIONAL (TESTING) REQUIREMENTS

Quarterly / Biannual Monitoring Requirements

- T01.2 Thermal Parameters
- A14.2 Manage Condensation and Mould

Annual Monitoring Requirements

- A01.5 Monitor Fundamental Air Parameters
- A08.1 Implement Indoor Air Monitors
- A14.2 Manage Condensation and Mould
- W01.3 Monitor Fundamental Water Parameters
- W02.7 Monitor Water Contaminant Parameters
- T06.1 Thermal Comfort Monitoring

Annual Recalibration or Replacement Requirements

- A08.1 Implement Indoor Air Monitors

ANNEXURE 2 – TRAINING REQUIREMENTS

- X09.2 Implement Acceptable Cleaning Practices
- C06.1 Promote Culture of Health

ANNEXURE 3 – SIGNAGE REQUIREMENTS

- A02.2 Smoke Free Environment
- A10.1 Manage Combustion
- N02.1 Provide Nutritional Information for all Spaces
- N02.2 Implement Ingredient Labelling
- N02.3 Implement Refined Ingredient Labelling
- L01.2 Promote Lighting Education
- C01.1 Well Feature Guide Signage & Wayfinding Display

ANNEXURE 4 – WEBSITE / COMMS REQUIREMENTS

- M01.1 Commit to Mental Health Promotion
- M04.1 Mental Health Education
- M04.2 Offer Mental Health Education for Managers
- M13.1 Promote Tobacco Prevention
- M14.1 Promote Substance Abuse Prevention and Education
- X07.1 Manage Pesticides
- C01.1 Well Feature Guide Signage & Wayfinding Display
- C01.2 Promote Health and Wellness Education
- C02.3 Promote Orientated Mission
- C03.2 Administer Survey and Report Results
- C07.1 Promote Seasonal Flu Prevention

ANNEXURE 5 – MIRVAC POLICIES

- Corporate Dress Etiquette
- Flexibility Policy
- Alcohol and Other Drugs Policy
- Shared Care Parental Leave Policy

ANNEXURE 6 – ADDITIONAL ESD OBLIGATIONS

- Greenstar Services Agreement obligations
- Credit 15 “Connection to Nature”
- An ongoing maintenance plan must be established to ensure plant health is maintained. The contract must include:
 - » A 2-year contract with a plant maintenance contractor to enact the plan;
 - » A schedule of plants within the nominated space;
 - » Service intervals;
 - » Policy regarding the maintenance of soil moisture, PH and nutrients;
 - » Diseased plant replacement policy; and
 - » Cleaning requirements and commitments.

ANNEXURE 1

OPERATIONAL (TESTING) REQUIREMENTS

ANNEXURE 2

TRAINING REQUIREMENTS

ANNEXURE 3

SIGNAGE REQUIREMENTS

ANNEXURE 4

WEBSITE / COMMS REQUIREMENTS

ANNEXURE 5

MIRVAC POLICIES

ANNEXURE 6

ADDITIONAL ESD OBLIGATIONS





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