

The Right Fit: Healthy Work Environment – Large Business Policy Examples

Making improvements to your work environment for larger firms (defined as 250 employees or more) can be difficult if your employees are dispersed across many small regional offices, or if the majority of your workforce is already remote. If you work for a large company (250+ employees), in an office with 50 or more occupants, consider these policy options to improve your physical work environment and work-life balance.

- 1. Invest in revamping your ergonomics policy.** Video or in-person consultations can be arranged for a very nominal cost to your company. Even minor equipment adjustments (such as purchasing equipment for detachable sliding keyboard drawers) can make a tremendous difference for your workers.
- 2. Renovate your office** to target the WELL Building Standard, particularly for Air, Movement and Active Furnishings.
 - a. Consider how to incorporate more active furnishings into any office renovation. Many standing desk workstations are designed to be easily configured into existing systems furniture. Standing meetings or standing work can be performed in common areas or kitchens, where counter-height furniture may already be included in the design.
 - b. Remember to model the behavior you seek. Encourage large-scale adoption of physical activity initiatives with leadership by encouraging them to conduct standing or walking meetings.
 - c. WELL Features linked to improving Air Quality can include fitting existing HVAC equipment with additional levels of filtration - for example, moving from a MERV 8 to a MERV 13 rated filter.
- 3. Create shared active furnishing workstations.** If a full-scale office renovation isn't economically feasible, consider preparing a budget proposal for your leadership team to create shared active furnishing workstations. on the cost of supplying several standing desk environments and active furnishing environments (either a treadmill desk or a pedal workstation). Offices may consider implementing 1-2 of these stations, which could be shared by occupants and signed up for in time increments daily.
- 4. Consider an information campaign to accompany the initiatives above.** Work with your Human Resources and Marketing teams to create an internal campaign about new initiatives relating to ergonomics, physical activity and indoor air quality. Posters in your office common areas and messaging on your Company Intranet can help reinforce your policies that you're committed to improving the employee experience and their overall health. Reinforce messaging linking the benefits of physical activity to employee health by conducting regular employee wellness events, pedometer competitions or an office 5K.