### SPACE UTILIZATION & METRICS

#### “Job Families” data set to drive new utilization metrics by group

- **WFH conditions are conductive but perceptions act as a barrier** - Employer supports / incentivizes WFH when necessary
- **Workplace Priority** - WFH is included as viable option – employer must strive to support

#### Ability to Work From Home vs Willingness to Work From Home

- **Categorized workforce**
- Understand who is expected to spend time in the workplace vs home based on role, function & culture
- May not be ‘either/or’
- Workplace is prioritized for collaboration

#### HS&E Operating Environment

- **High Risk**
  - BCP / BCM deployed
- **Medium Risk**
  - Restricted workplace access
- **New Normal**
  - Workplace

#### Four Groups of the New Normal Metrics

- **Rebalanced Portfolio**
  - Include ‘home’
  - - $/sq ft assumption inc. home within portfolio
  - Multiple smaller sites / cost management
  - Neighborhood, not workstation

- **Density Focus**
  - Overall utilization - new thresholds
  - Meeting room capacity
  - Team / People interaction and avoidance (groups on site at any one time)

- **HS&E**
  - Hygiene measures in workplace
  - Home HS&E considerations
  - Wellness standards

- **Management Effectiveness**
  - Tech dashboards for managers
  - #online & #off line time tracked
  - Goal orientated output nuanced to roles

- **Workplace standards will adjust to support fast interchanging environment**
- Greater emphasis on a sliding scale of OHS measures to accommodate future bio security or seasonal risks to employees e.g. winter flu
- Flexibility to re-purpse and manage use of space