**Moderna’s WELL Platinum-certified office sets a benchmark for employee health and wellbeing**

**Moderna’s Warsaw office, located at Warsaw Unit, has been awarded WELL v2 Platinum certification – the highest possible rating in one of the most rigorous office space assessment systems focusing on the health and wellbeing of occupants. This achievement reflects an ambitious and holistic approach to workplace design and operation that puts employees’ physical, mental and social health centre stage. The office interior was designed by Massive Design. The certification process was managed by Cushman & Wakefield, which acted as a WELL adviser to Moderna. The certification was assessed by WSP experts. Cushman & Wakefield also served as project and cost manager for Moderna’s office fit-out.**

WELL certification is one of the most prestigious and rigorous systems for assessing office space quality, focusing on how buildings impact the health and wellbeing of their occupants. It takes a holistic approach, evaluating aspects of building performance such as air, water, nourishment, light, movement, thermal comfort, sound, materials, mind, community and innovation. The Platinum rating – the highest possible distinction within this system – is an outstanding achievement and a testament to a space that meets the most demanding standards, placing employee wellbeing at the forefront. Today, as companies adopt increasingly informed strategies around staff wellbeing, WELL certification is gaining importance as a hallmark of a modern and responsible approach to the work environment.

**From concept to delivery: Designing an office around employee needs**

Work on the concept of the user-friendly office began long before construction started.

*“This project owes its success to the incorporation of WELL guidelines from a very early stage of the design process. We pursued certification in parallel with design, which was crucial to achieving such an ambitious goal. The high rating is the result of numerous well-thought-out elements and solutions – a couple of ‘wow’ features alone wouldn’t have been enough",* says **Mariola Bitner, Head of Workplace Strategy Poland & CEE, Leasing Agency – Office, Cushman & Wakefield, WELL Project Manager**. *“As early as in November 2021, intensive and creative workshops were held with all stakeholders – including the architect, HR leaders and the client’s office managers – allowing WELL standards to be embedded as an integral part of the space concept.”*

*“For us, the construction of Moderna’s office was not only a great responsibility, but also a significant challenge. We are pleased to have had the opportunity to co-lead one of the most thoughtfully designed office projects in Warsaw – completed on time, within budget and in full compliance with the highest WELL certification standards,”* comments **Bogumiła Kompowska, Head of Design & Build Poland, Project & Development Services, Cushman & Wakefield.**

**An office designed with wellbeing in mind**

Moderna’s office at Warsaw Unit, spanning three floors, was designed to enhance employee health and comfort. The WELL certification process covered several areas, including:

* **Air quality**: High-grade filters, UV lamps and an air quality monitoring system.
* **Access to high-quality drinking water** and hygiene support.
* **Nourishment**: Healthy snack options, food allergen labelling and sugar intake reduction.
* **Light:** Maximized natural light exposure and lighting control options.
* **Movement and ergonomics**: Height adjustable desks, an internal staircase and sports facilities.
* **Sound and thermal comfort**: Zoning, noise testing and designated rest areas.
* **Materials and cleaning**: Use of certified green cleaning products, live indoor plants, natural materials, patterns and colours.

**More than a certificate: Programmes, values and daily practices that shape the organisational culture**

Moderna has gone beyond the technical matters. Employees benefit from a comprehensive mental health programme, private healthcare, a flexible work model and family support schemes.

Additional employee amenities include dedicated relaxation areas such as a Chillout Room, a Nap Room, as well as facilities for physical activity such as a gym and a yoga room.

*“People are at the heart of Moderna’s success, which is why we made no compromises when planning our move to the new office. Achieving WELL Platinum certification reflects our commitment to creating a work environment that enhances both productivity and quality of life,"* comments **Łukasz Wielochowski, Head of Moderna Enterprise Solution Hub Warsaw, Moderna Poland.**

**Konrad Dowejko, Business Development Director, Massive Design**, says: *“Our intention was to create a premium workplace for top-tier professionals. We were aiming at WELL Platinum from the very beginning – and we aligned the entire design process with that goal.”*

The comprehensive integration of employee wellbeing objectives into the design process delivered outstanding results.

*“One of the most rewarding aspects of working as a WELL AP is the opportunity to collaborate with a team passionate about merging ambitious WELL certification goals with a mission to create spaces that enhance employee comfort and productivity. Achieving WELL v2 Platinum with a score of 90 points is a remarkable distinction. Especially noteworthy are solutions that promote physical activity such as the internal staircase connecting the three floors of the office, which supports inclusivity and encourages being active,”* explains **Małgorzata Mirota-Karp, Deputy Chief Sustainability, WSP**.

**Towards a better standard in commercial real estate**

The WELL journey does not end with the certification process. Moderna has confirmed that WELL principles will be shared with new employees during onboarding, including an optional guided office tour to help them understand the features that support wellbeing. This demonstrates that the certification system – through its guidelines – truly helps companies implement specific, consistent measures. As a result, employees can fully benefit from the potential of a modern workplace and enjoy an enhanced work experience.

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**About Cushman & Wakefield**

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