



Holistic Wellness @ Work

CII Green Building Congress 2022

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Godrej & Boyce Mfg. Co. Ltd.

**The workplace has evolved,
some trends have emerged.**

Trend

1

Employees increasingly seek **higher autonomy** [1]

In terms of **where** they work, and **when** they work



@Home



@Office



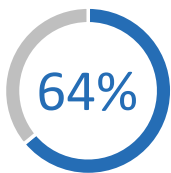
@Third Place



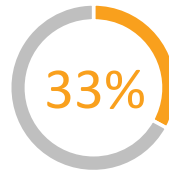
@Office

[1] Godrej Interio's Research Paper: [Metamorphosis Of The Indian Workspace](#)

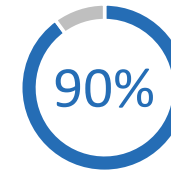
Leading to different styles of working, and some common problems



Of employees spend 9 hours a day seated ^[2]



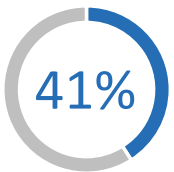
People working from home do not have a formal work set up ^[3]



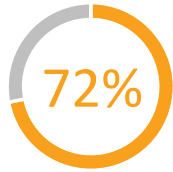
Aren't aware of the right postures to be assumed ^[2]

[2] Godrej Interio's Research Paper: *Keep Moving*

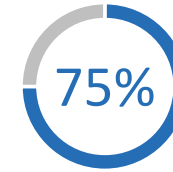
[3] Godrej Interio's Research Paper: [The Good and the Evil of "Work From Home" – An Indian Perspective](#)



Of employees aren't supplied with adequate infrastructure ^[4]



Of employees are not aware how to use the infrastructure supplied, apart from seat height adjustment^[4]

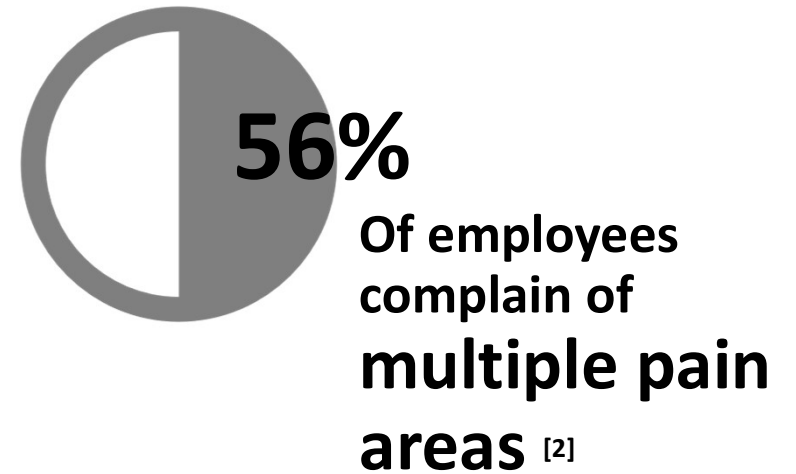
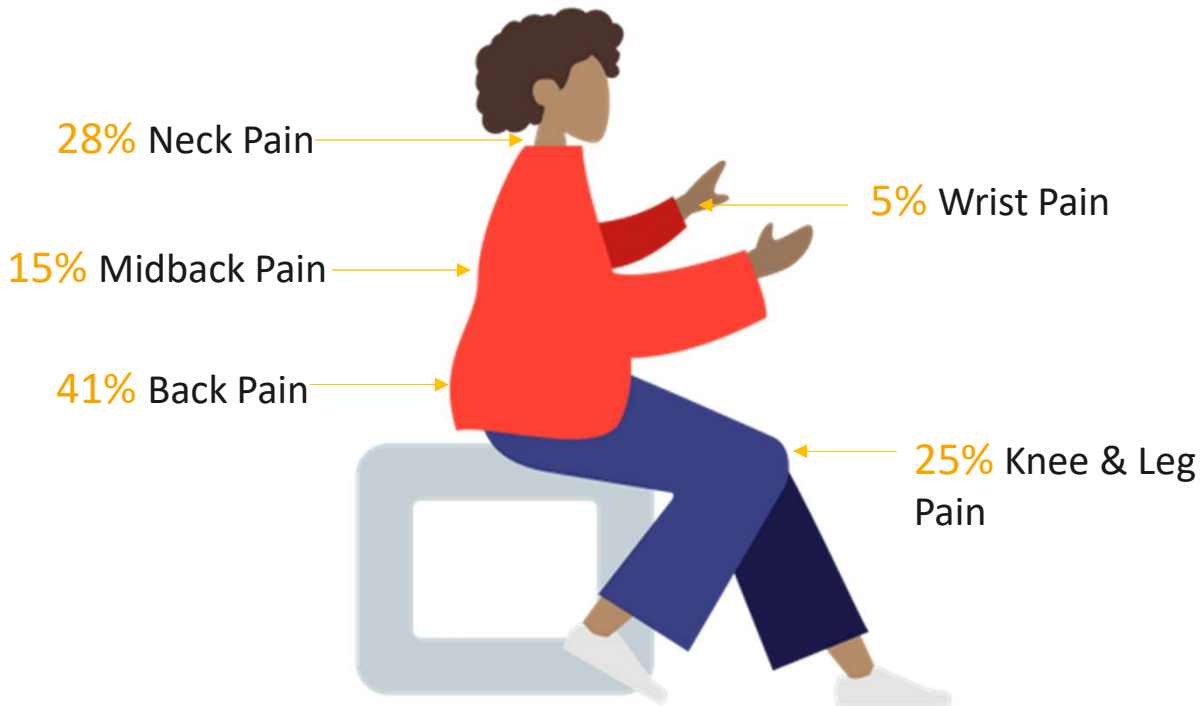


Of employees take insufficient breaks at work ^[4]

[4] Godrej Interio Workspace and Ergonomic Research Cell's Audit Reports

Resulting In Musculoskeletal Disorders^[2]

Common Pain Complaints



[2] Godrej Interio's Research Paper: Keep Moving

Trend

2

Technology will take organisations' places [1]



[1] Godrej Interio's Research Paper: [Metamorphosis Of The Indian Workspace](#)

Repercussions - virtual fatigue^[5] ■

60% people attend
>15 calls per day



Result: >50% are suffering
from strained eyes & headaches

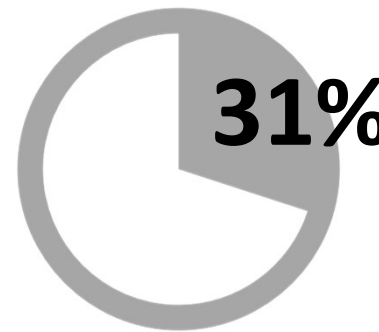


[5] Godrej Interio's Research Paper : [The Real World Repercussions of Virtual Fatigue](#)

Trend

3

Holistic employee wellbeing will be at the centre of the evolution ^[1]

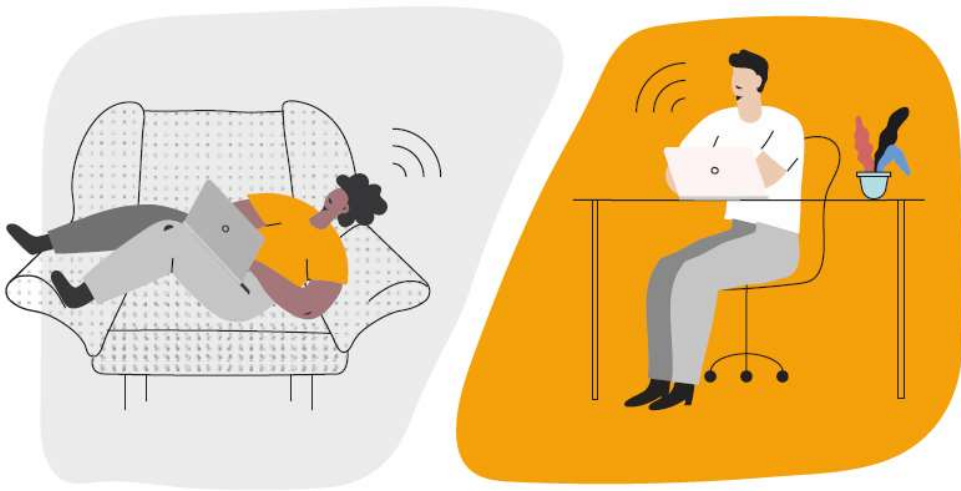


Of employees expect that employers should be interested in their **physical and mental wellbeing** ^[6]

[1] Godrej Interio's Research Paper: [Metamorphosis Of The Indian Workspace](#)

[6] Godrej Interio's Research Paper: [Home, Office, and Beyond](#)

And yet,



We work for **long hours** on an **incorrect setup**, straining our **bodies**, leading to **physical pain**, harming our **overall wellbeing** leading to loss in **productivity**.

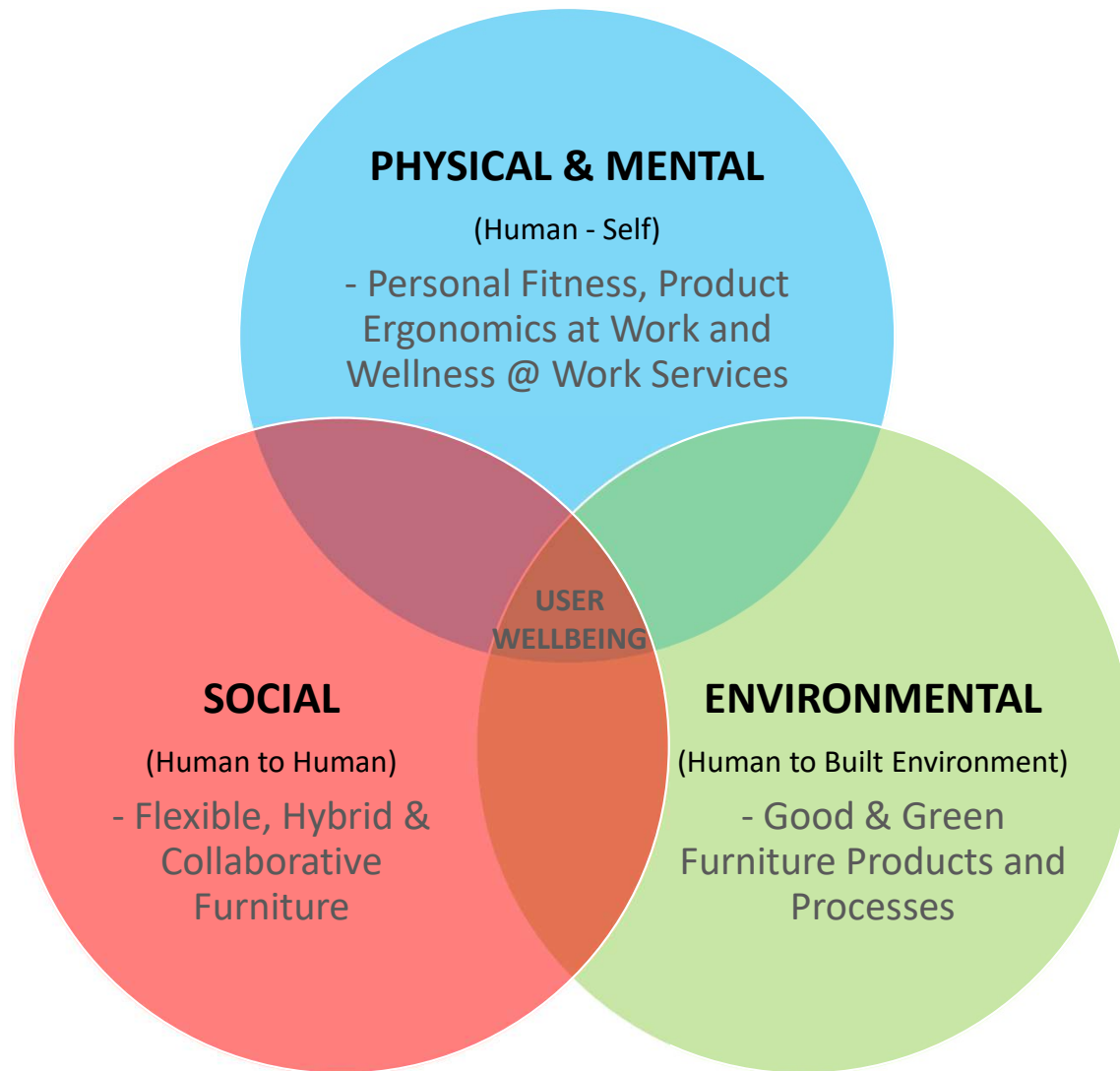
**PRODUCTIVE WORKSPACES
NEED
HAPPY, HEALTHY EMPLOYEES
(...wellbeing of its occupants)**



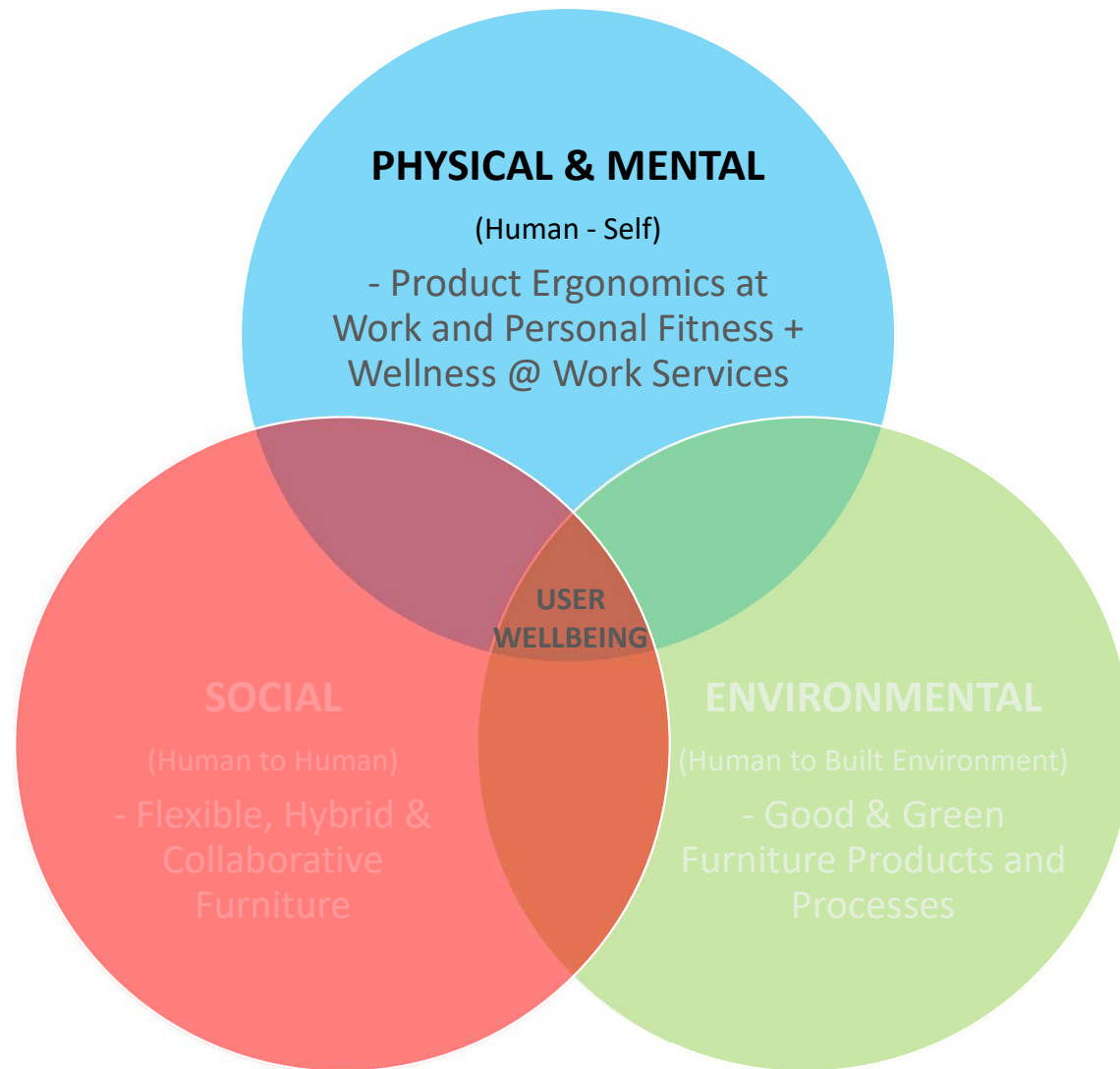
ASPECTS OF WELLBEING AT WORK

as defined by
'Great Place To Work'





...our approach on how we help build Productive & Healthy Workspaces



...our approach on how we help build Productive & Healthy Workspaces

MOTION Chair

ERGONOMICS STUDY

The modern workplace with increased use of network connectivity is reducing the need for people to move around in office for communication purpose. The intensely competitive nature of today's work culture has made tight deadlines and targets an innate part of long working schedule for most users, forcing them to remain seated for long hours.

Ergonomic field studies indicate that static postures are associated with increasing number of health concerns. Static posture induces prolonged pressure on muscles which leads to restricted blood flow and muscle fatigue causing poor spine health and loss of productivity.

Furniture that would encourage frequent change in posture or help the users to be more active can prevent these risks associated with static positions adopted at work.

The result will lead to healthier and more productive solution for employees and the making of an efficient organization.



Stiffness of joints



Pressure on spine



Swelling in the ankles

PROBLEMS associated with static postures

SOLUTION... Posture adaptive workchair



Motion chair's innovative **EASY FLEX** system that enables the user to adopt dynamic body postures while long duration sitting.

Flexibility combined with an adjustable counter pressure ensures optimal support over varied range of postures ,and encouraging users to be playfully active.

The unique flexing and spring-back motion is a result of an evolved design construction and high tech compounded engineering plastics.The Cantilevered seat and back of the chair are firmly connected to the base frame at the front edge allowing the multi-directional movement , with a simple lean on sides or back , without need for complex manual adjustment.

MOTION chair

Innovation in material use + Clean elegance



MOTION is a chair designed to intuitively adapt to users' posture changes, encouraging users to be playfully active while sitting. Active seating means the body will remain alert thereby bringing focus at work and better productivity and reducing risks associated with long duration static postures.

MOTION available in **Full-Back, Mid-Back & Visitor Chair** option with **10 colour variants** will benefit users who seek optimal comfort, flexibility in use and robustness in performance within a small budget for any workspace zone or Home-Office.



MOTION chair is supported by GODREJ INTERIO'S 'WELLNESS @ WORK' Program offering Ergonomic Audits, Awareness and Training on aspects of user wellness.

★ **'Posture Adaptive' workchair**
Encourages frequent change in posture, preventing health risks

★ **'Delivered Comfort' and 'Unmatched Ergonomics'**
Easy flex system helps users to be active at work

★ **'Best value' and 'Performance Leader'**
Cost effective solution passing stringent BIFMA X5.1 standards

★ **'Enhanced functionality' and 'productivity'**
First in class - 3 position activity based tilt limiter

★ **'Wellness @ work' platform**
Product coupled with services for user wellness



GOOD DESIGN:

- MOTION is based on a unique concept where the product is responsive to the natural postural change needs and enables active sitting for user wellbeing
- MOTION's form makes it visually refreshing for creating a happy workplace

GREEN DESIGN:

- 20 % lesser material against conventional chairs by using recyclable engineered plastic
- 93 percent recyclable as per Life-Cycle Assessment Report (Version 2 to be 96%)
- Manufactured in-house with all Interio units ISO9001, 18001 and 14001 certified
- Manufacturing unit draws 32 % power from alternate greener energy sources
- Management unit works in a Net Zero Energy building

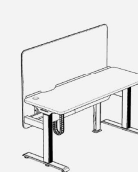


MOVE UP Workstations

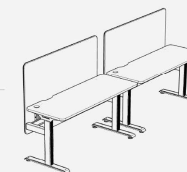
Tailor-made Ergonomics with Style

The Move Up Range of workstations offers apt ergonomics that are tailor-made to each user. The individuality is achieved by providing the users upto four preferred heights which can be stored within the desk. The posture can be changed with the push of a button.

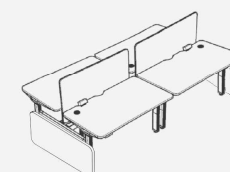
Usually in height adjustable desks, managing the cables in a single workstation is easier. But in office layouts where workstations multiply in numbers, Move Up is the first product to solve the power and data cable flow by providing a comprehensive wire management system to create a clutter free and strong network between the workstations.



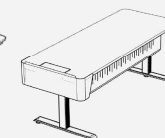
Single



Aisle



Back to Back



Manager

Registered for 2 Patents on Telescopic member and Wire management

Patent - 202221025252 (A coupling member for Height adjustable telescopic furniture)

Patent - 201921026898 (Grommet and Method of managing Cables)



Move Up

PRODUCT CERTIFICATIONS

1. GreenPro Certification
2. Indoor Advantage Gold – Furniture Indoor Air Quality
3. GRIHA Product catalogue listing
4. BIFMA Level Certification

Personalized & Intuitive Design

Move Up is well complemented with a whole bunch of thoughtfully designed accessories and screens to organise and enhance the work experience. All features are designed to make the user interaction as simple as possible in this new product type for India.

Move Up

Screen Privacy

Move Up comes with plenty of options for screen design that let you choose the preferred privacy levels. Shared screens gives interactive space, while worktop mounted screens gives privacy at all height levels.

Finishes & Types

Variety of finishes are offered like Marker glass, patterned fabrics, plain fabrics in numerous color options, end to end seamlessly connected screens and split screens.

Power sources

The provisions for powering the internal motor circuit are also planned within the understructure of the table. Additionally, user can plug in the permanent devices like CPU, Monitor in here. This feature of providing sockets at multiple places for users was based on our research and is unique to us.



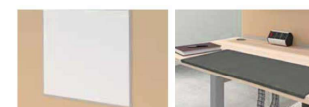
Personal drawer

Accessories



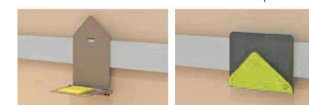
Mirror

Name Plate



Add-on White Board

Felt Deskpad



Post-it Stand

Mail Slot



Visiting Card Holder

Mouse Pad



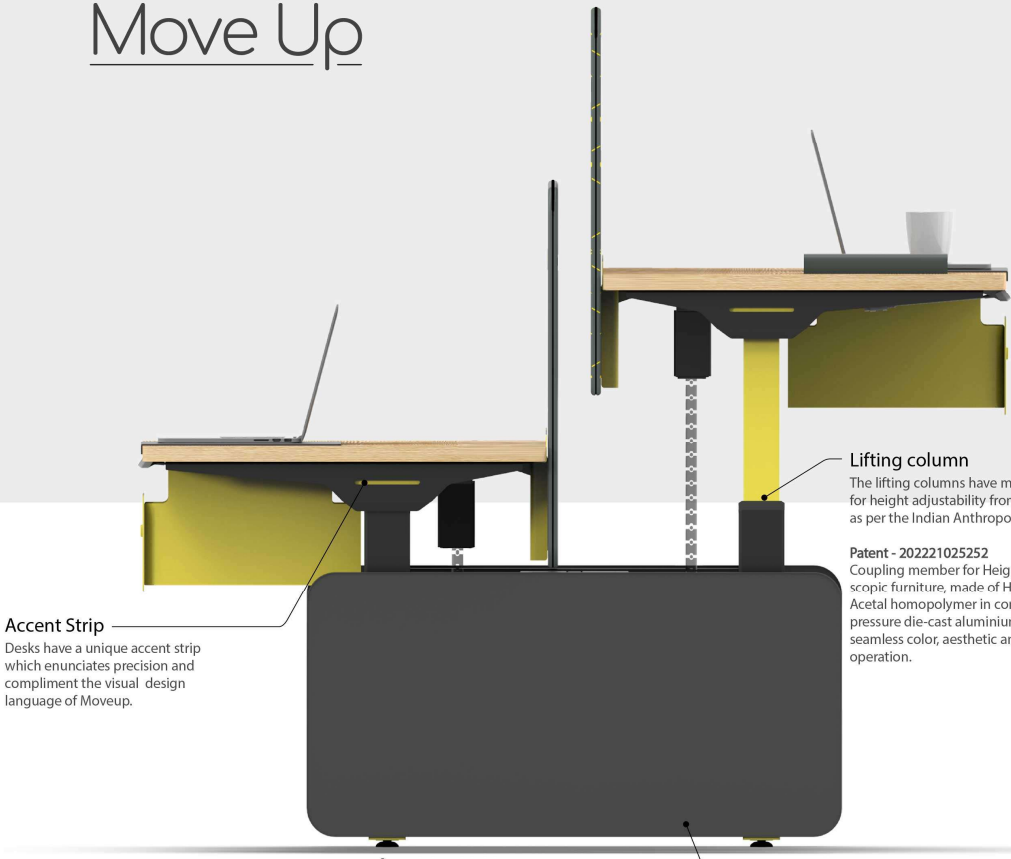
Paper Holder

Worktop Mounted Single Drawer

Best-in-Class Experience

Move Up is packed with intelligent features and quality components for a rich interactive user experience. These individual features work well with each other that gives the users an intuitive control and a holistic wellness@work experience.

Move Up



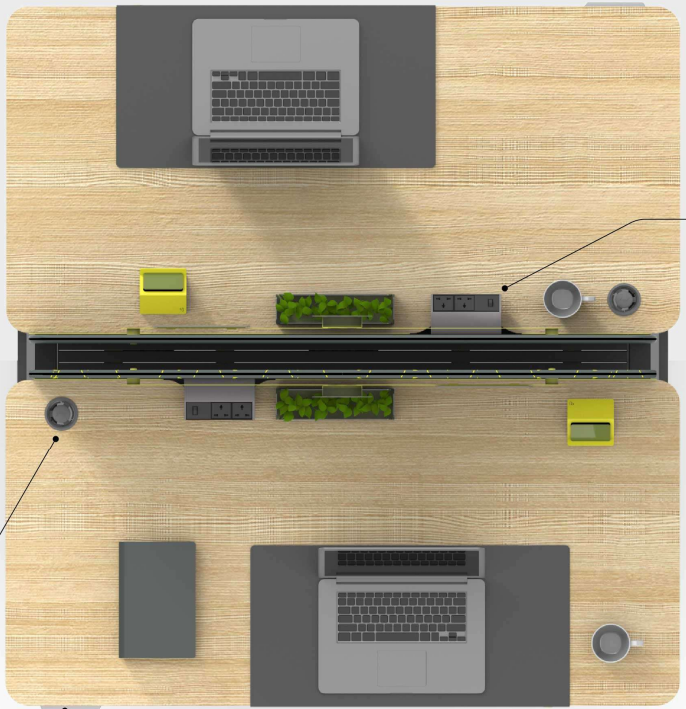
Accent Strip
Desks have a unique accent strip which enunciates precision and compliment the visual design language of Moveup.

Levellers
The height adjustable columns are designed to accommodate levellers which helps in precise alignment and linearity on the entire floor.

Lifting column
The lifting columns have motors and spindles for height adjustability from 690mm to 1140mm as per the Indian Anthropometric data.

Patent - 202221025252
Coupling member for Height adjustable telescopic furniture, made of High-Performance Acetal homopolymer in combination with pressure die-cast aluminium, providing seamless color, aesthetic and smooth operation.

Side modesty
The side modesty adds up privacy to the users and gives the workspace clean look it deserves.



Power options
Two power options are available for flushed look or quick access, based on user preference.






360° Iris grommet
Cables flow from under the desk to the worktop through the grommet which is a patented design. it ensures secure vertical mounting of both inner and outer parts of the grommet.

Patent - 201921026898
Grommet and Method of managing Cables

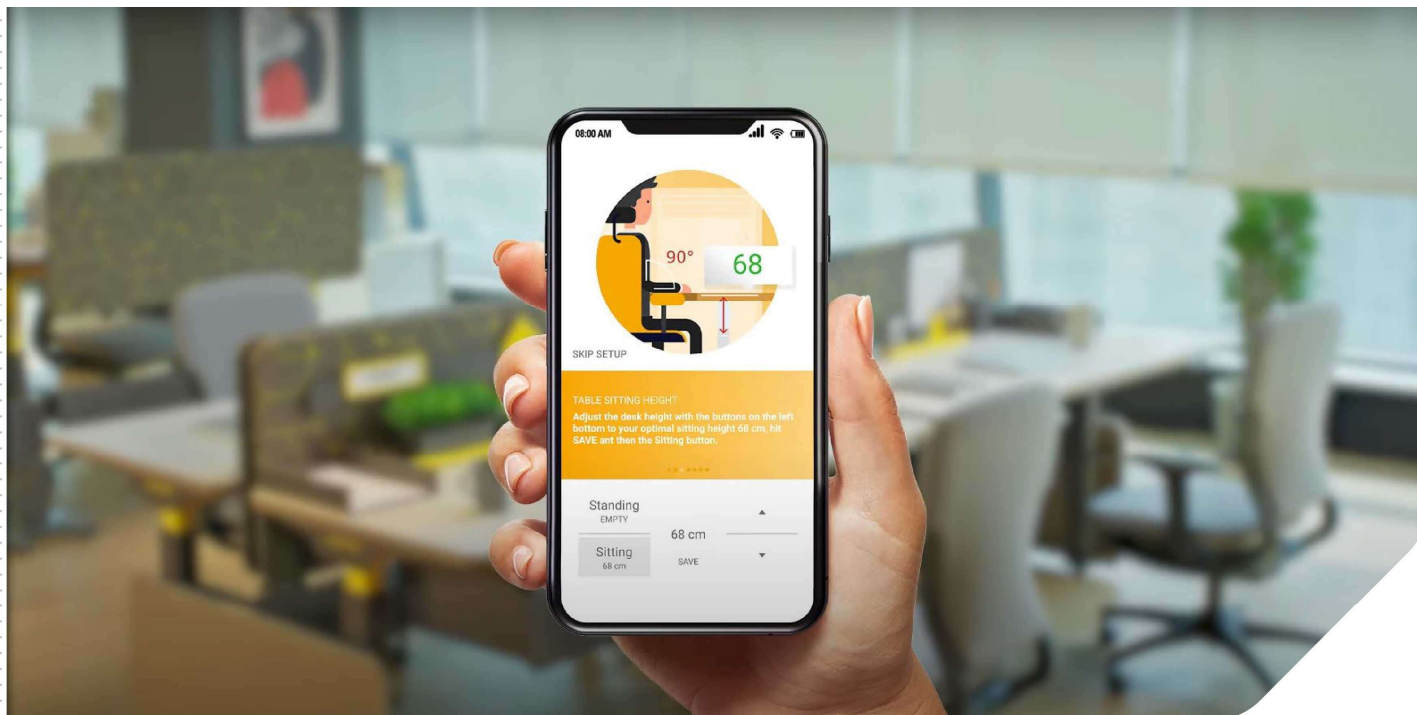
Individual Presets
The desks stores upto 4 individual height preferences for a quick one-touch ergonomic posture change.



-  Simple Up-Down controller
-  4 Pre-set memory controller with height display
-  Bluetooth enabled controller

Advanced Wellness Tracker

Other than physical controllers on the desk, Move Up also comes with an optional smart app 'Motion@Work'. Based on the time spent sitting or standing, the app provides an analysis of the users' well-being. It encourages change in posture through reminder prompts and interesting infographics. Additionally, it is a touchless feature that saves individual preferences.



D	W	M	Y
31 Jul 2019			
11:01	Standing	36 min	
11:38	Sitting	8 min	
11:46	Absent	1 min	
11:48	Sitting	76 min	
13:05	Absent	10 min	
13:15	Sitting	4 min	
13:20	Absent	4 min	

YOU ARE IN BALANCE

37m Standing / 2h 41m Sitting

MON 29, TUE 30, WED 31, THU 1, FRI 2

Small Changes in Posture Can Have Big Benefits. A monitor should be directly in front of you, with the top of the screen at or below the line of sight, 18 to 30 inches away from the eyes, and tiltable to avoid glare from overhead lighting and windows.

Standing: 111 cm

Sitting: 60 cm

TABLE SITTING HEIGHT!
Adjust the desk height with the buttons on the left bottom to your optimal sitting height 68 cm, hit **SAVE** and then the **Sitting** button.

Standing: 68 cm

Sitting: 68 cm

Settings

- Automatic Movement:
- Reminders: 1h
- Notifications:
- Measurement Unit: cm
- Working Week: 5 days
- Workplace setup: Start
- MOTION@Work: About



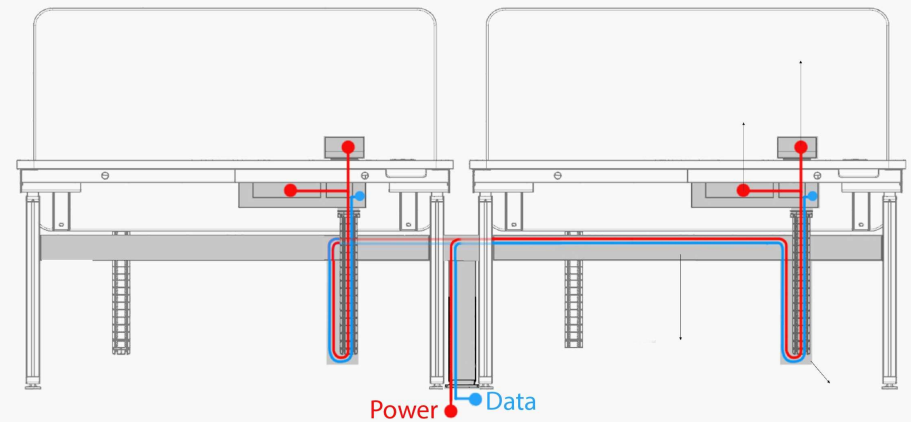
Motion @ Work



Unique and Thoughtful Design

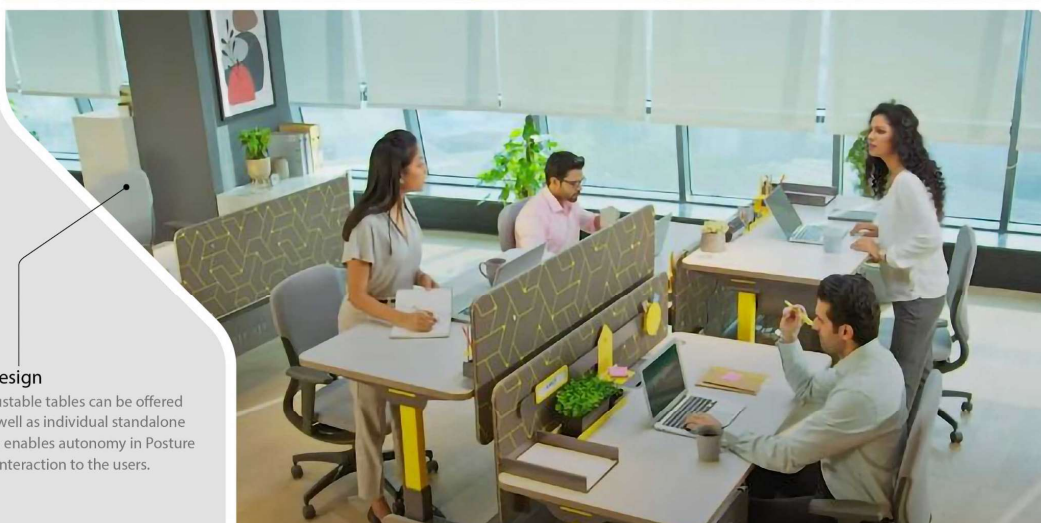
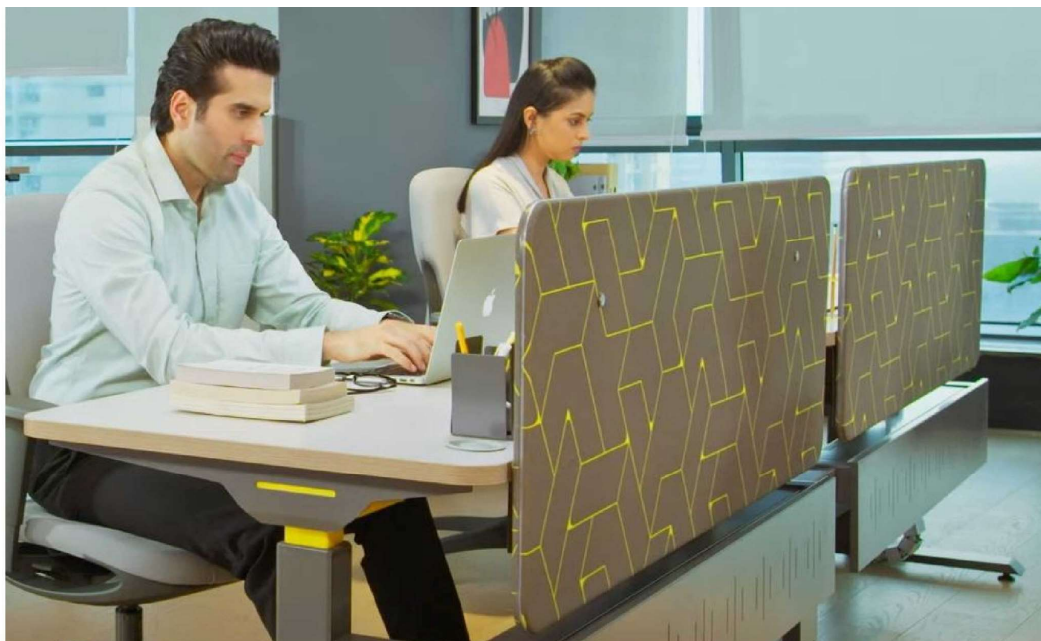
Godrej **interio**

Move Up has one of the most comprehensive wire management solution in the market. Wires flow from the ground up, to the work surface with well thought out logic for devices like CPU or laptop, along with extra charging points at top and bottom of work surface for ease of access based on frequency of usage.



The design language and footprint of Move Up seamlessly blends with Upbeat work desks (our fixed height desking range) that gives the freedom to use a combination of both product types in an office layout. This is one of the most important aspects clients are looking for, viz. to manage visual harmony and budgets for workspaces.

Purpose-based Offering



Team Habitat

Move Up configuration for Team lead spaces emulates an anchor point for active team interactions required for agile decision makers.

Humane Environment

Move Up elements supports change of postures across office spaces. For instance, small sit-stand pod enables more people to connect & Socialize at breakout spaces

Activity Based Design

Move Up height adjustable tables can be offered in bench clusters as well as individual standalone modules. Our design enables autonomy in Posture change and ease of Interaction to the users.

GOOD DESIGN:

- MOVE UP is a novel design that meticulously solves many issues of a height adjustable desk with a patented feature of the lifting column design
- Fits easily into architects' typical layouts with exceptionally neat cable management, safe sensor based moving worksurfaces, wide color spectrum.
- The desks operate at very low noise level of <math>< 55\text{ dB}</math>, catering to office acoustic standards.

GREEN DESIGN:

- GreenPro certification, SCS Indoor Advantage Gold, BIFMA LEVEL 2 and is listed on the GRIHA Product Catalogue website.
- WECYCLE- The used furniture recycling program to ensure efficient and responsible end of life disposal of the product.



Interio Wellness@Work Services



We Help Build Productive Workspaces!



ABOUT WELLNESS@WORK

An initiative of Godrej Interio's Workplace and Ergonomics Research Cell, our Wellness@Work programme has been a key knowledge advocate in the space of workplace trends and ergonomics.

Our team comprises of Workspace professionals, Occupational Therapists and Ergonomists with research and advisory experience spanning across corporate organizations, government organizations and healthcare organizations. The team's work with these organizations focuses on maintaining a continuous understanding of changes in work patterns and office spaces, issues arising thereof and helping them ***improve their Ergonomic & Wellness Quotient.***



OUR OBJECTIVE



To spread awareness about changing office trends, correct ergonomic postures to be adopted at the workplace, techniques to improve efficiency in offices and office yoga / wellness tips.



ASSESSMENT

Evaluating the ergonomic quotient of office – Identifying hazards through Ergonomic Audit



CORRECTION

Removal of ergonomic hazards – Improving integration of Furniture elements / Ergonomic Awareness Workshops



PREVENTION

Constant Communication on preventive steps – Wellness Tips, Research Papers, etc.

3 EASY STEPS TO A **HEALTHY OFFICE**

1 ASSESSMENT


2 CORRECTION

3 PREVENTION

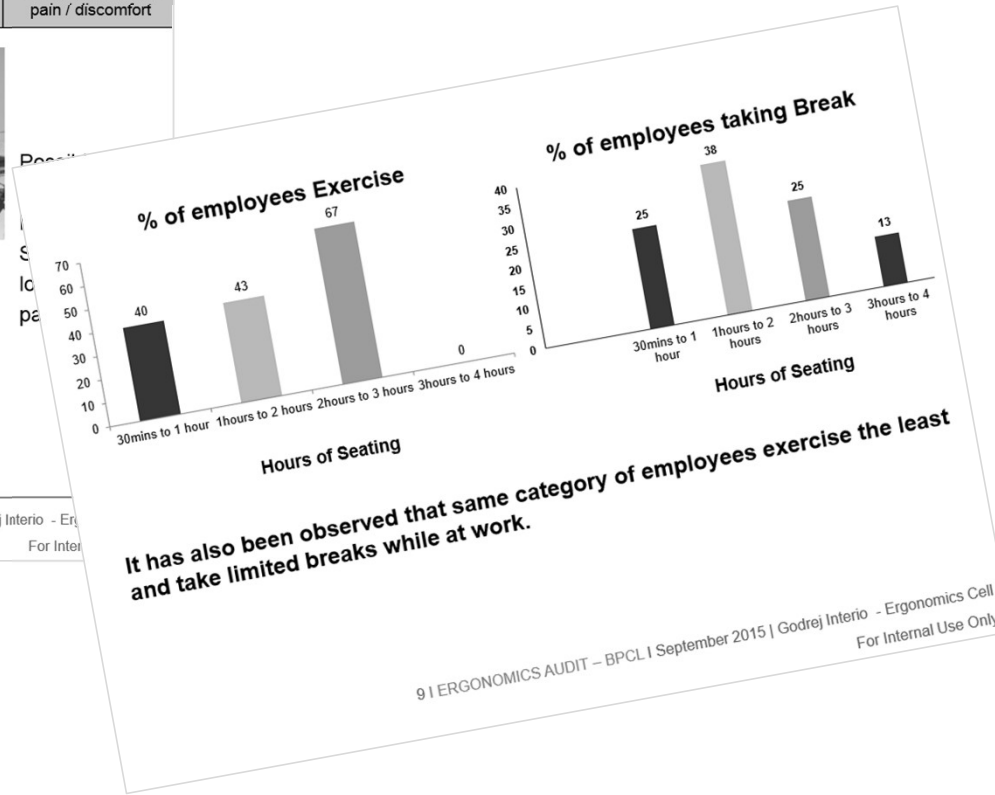


ASSESSMENT

Evaluating the ergonomic quotient of office – Identifying hazards through Ergonomic Audit

Observations	Site Photographs	Probable cause of pain / discomfort
Neck bent forward while Working, and monitor screen height improper		

23 | ERGONOMICS AUDIT – BPCL | September 2015 | Godrej Interio - Ergonomics Cell
For Internal Use Only



AUDIT : Includes Office space Assessment, User Work Profile Study followed by a detailed analysis of Pain areas and identification of best solution to the Ergonomic and Workspace problems

3 EASY STEPS TO A HEALTHY OFFICE



ASSESSMENT

Evaluating the ergonomic quotient of office –
Identifying hazards through Ergonomic Audit

Workspace Audits :

1. Hazard Identification
2. Employee posture assessment
3. Thermal Environment Assessment with Scientific Equipment like Lux Meters, Db Meters
4. Recommend Posture Corrections, Ergonomic Furniture Selection, Improvement in Thermal environment

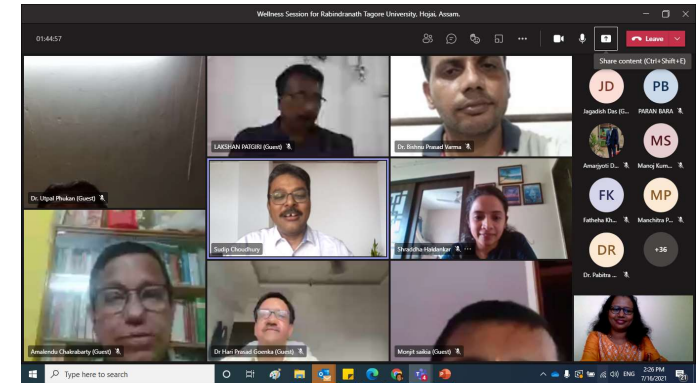
Organizations associated for workplace audits

- TRANSOCEON, Mumbai
- GAIL, Rajahmundry
- Johnsons & Johnson, Mumbai
- DNV, Mumbai
- Linfox, Mumbai
- Proctor & Gamble, Mumbai
- Great Eastern Shipping Corporation, Mumbai
- Merck, Mumbai
- CLP, Jhajjar
- BPCL, Noida
- Sandoz, Mumbai
- Thyssenkrupp, Mumbai
- IOCL, Delhi
- Brandscapes, Mumbai
- Climatic Policy Initiative Limited.
- Hindustan Power projects, Haryana
- HPCL, Delhi
- Akar Limited, Mumbai
- WABAG, Chennai
- Vishay, Mumbai
- Maruti Suzuki, Delhi
- NOP, Mumbai
- Sequent Scientific, Mumbai



CORRECTION

Removal of ergonomic hazards – Improving integration of Furniture elements / Ergonomic Awareness Workshops



TRAINING : In Room, At Desk or online (webinar) training on Office Ergonomics, Integration of the workstation with the other workspace elements, Office exercises and a lot more

WELLNESS@WORK :Onsite Ergonomic training sessions



Wellness@Work Ergonomic trainings at Armacell, Pune

Wellness@Work Ergonomics Training:

ERGONOMICS @ WORK

- Importance of Ergonomics in today's Workplace
- MSDs (Work related Musculoskeletal Disorders) & the symptoms
- Identifying risk areas and correction technique

POSTURE CORRECTION

- Workstation arrangements – Practical demonstration to enable the users to grasp & implement the principles of office Ergonomics and arrange their work desk
- Office Stretches

OFFICE YOGA MODULE

- Module designed on guidelines based on Progressive Fitness & ACE Council – American Council of Exercise

NUTRITIONAL GUIDELINES

- Based on NIN – National Institute of Nutrition



PREVENTION

Constant
Communication on
preventive steps –
Wellness Tips,
Research Papers, etc

Wellness Tips

WELLNESS TIPS!

ARE THE FILES UNDER YOUR TABLE GIVING YOU KNEE PAIN?

Healthy Ram

Clutter under the work table can force you to sit in awkward positions, causing aching legs and knees. Avoid these aches by:

- Organising your under-table clutter into boxes.
- Keep these storage boxes away from your legs.
- Maintain 90-90-90 posture while you work: keep your back straight, thighs parallel to ground, knees gently bent and feet flat on floor.

(X)

(✓)

"The reader should consult a physician in all matters relating to health, and particularly in respect of any symptoms which may require diagnosis or medical attention. The advice and information given in this mailer are believed to be accurate and true at the time of sharing with you and have been issued in good faith. Godrej & Boyce Mfg. Co.Ltd shall not accept any legal responsibility or liability for any errors and omissions that may have been made."

Research Papers

IT'S TIME TO SWITCH!

COMMUNICATE : Weekly communication of wellness tips, research reports to prevent the spread of MSDs.



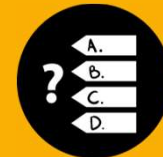
POST-SESSION EMPLOYEE ENGAGEMENT



Exercise Handout



6 months subscription to Wellness
Tips



90 day review post session to
measure reaction, learning,
behaviour inculcated and results

ORGANISATIONS PARTNERED

Conducted more than 1500+ Sessions across different sectors

GOVERNMENT / PSU



BANKING



IT / ITES

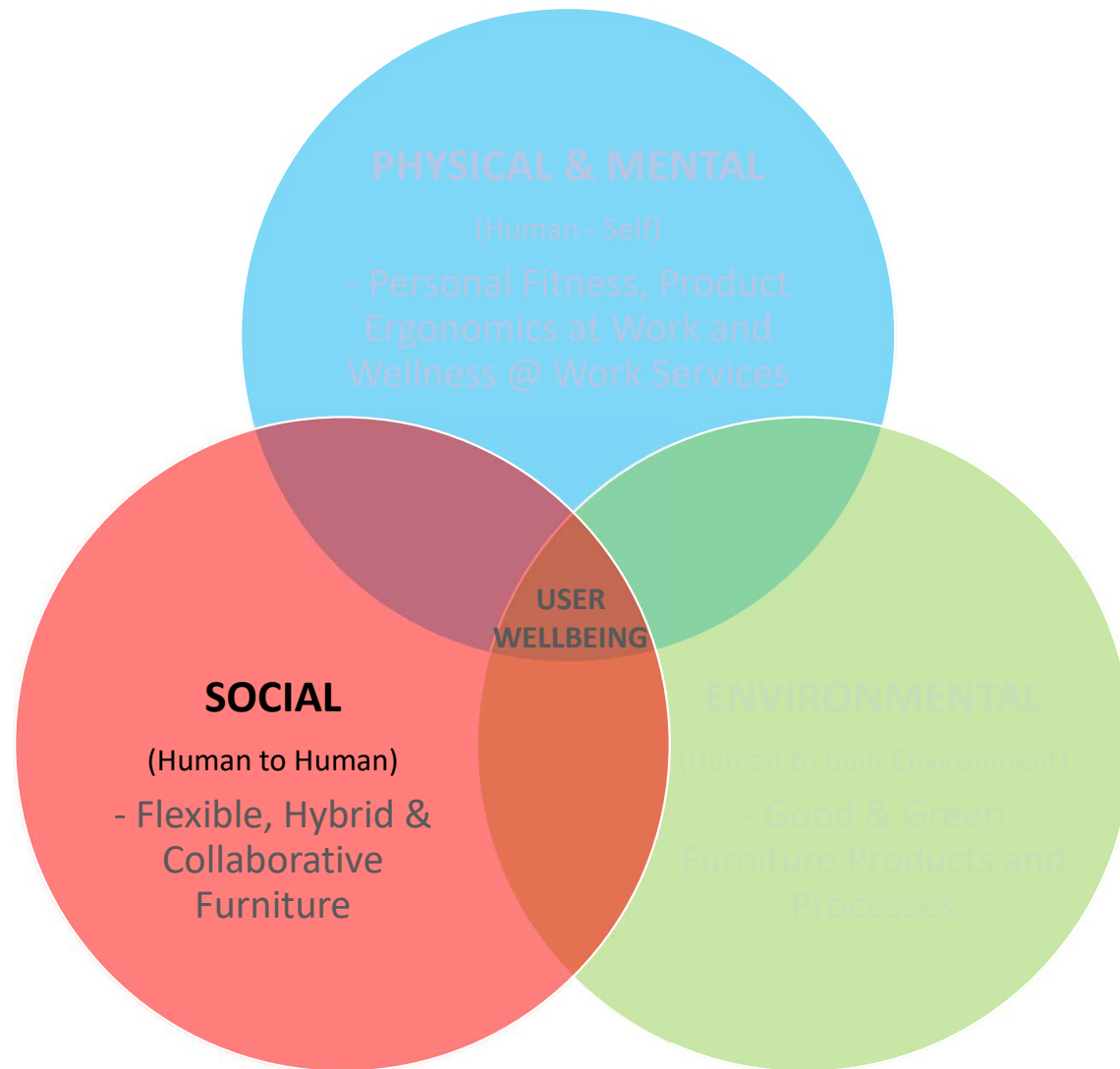


PHARMA



MNC & INDIAN CORPORATES





...our approach on how we help build Productive & Healthy Workspaces

MINGLE Hybrid Colab

Changing Expectations and the Upcoming Future of Work



- Continue the Screen - Focused Interaction with Hybrid Work Time / Zone
- Spirited office with In-Person Team Interactions
- Ergonomic Sit - Stand Sitting matching eye level of the on screen team
- Nurture an Inclusive feel regardless of Location with Large Screen interaction



VC COLAB STANDALONE MODULE FOR HYBRID INTERACTION (UPTO 5 PERSON)

Dual side access
Users can connect to power and AV-system from either side of the table.



49" Professional Display

'Meet-up' Video Conference System



Control Systems:
A touch panel with preconfigured settings, inputs a processor that can control HVAC, Ambient Lights, Display Auto On with Laptop Connection, & Audio System Control.



Cable Retractor Accessory
A Spring action pull-back cables organizer in the Mingle Desks ensures a clutter free desks when not in use.

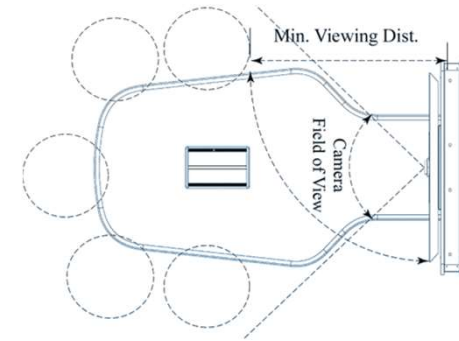


Hybrid Meets for the New way of Working

Mingle



Scientifically
Correct Design



Chamfered Soft Fillet
Edges for Wrist Comfort

Work Accessories





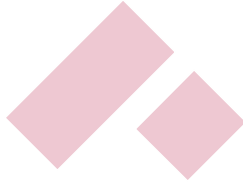
Modular Designs for Existing Work Setups



PODS



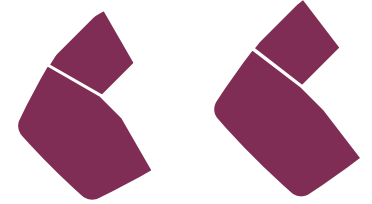
COLAB



LINEAR MODULES

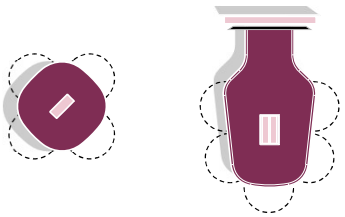


HEAD MODULES

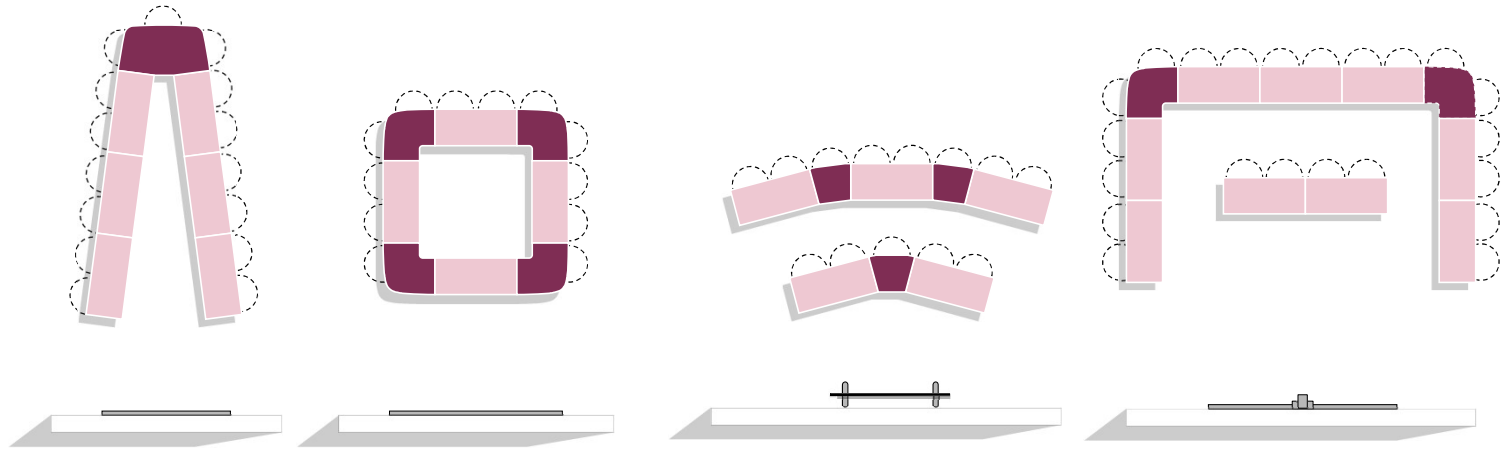


CORNER SETS

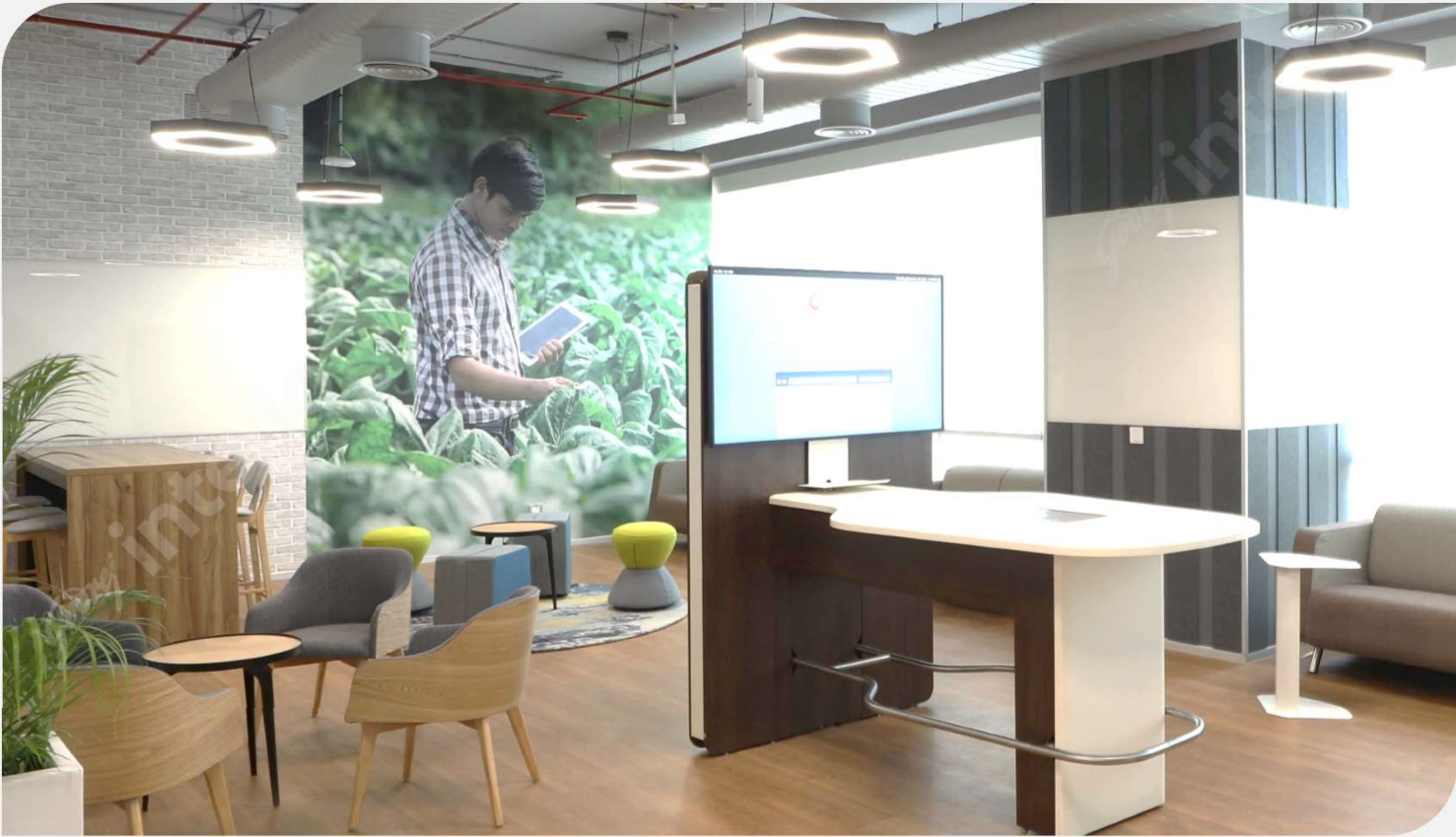
Compact Plug & Play Huddle Spaces



Layouts that Grow Proportionate to the Screen and Room Size



Mingle Hybrid Meets



Mingle



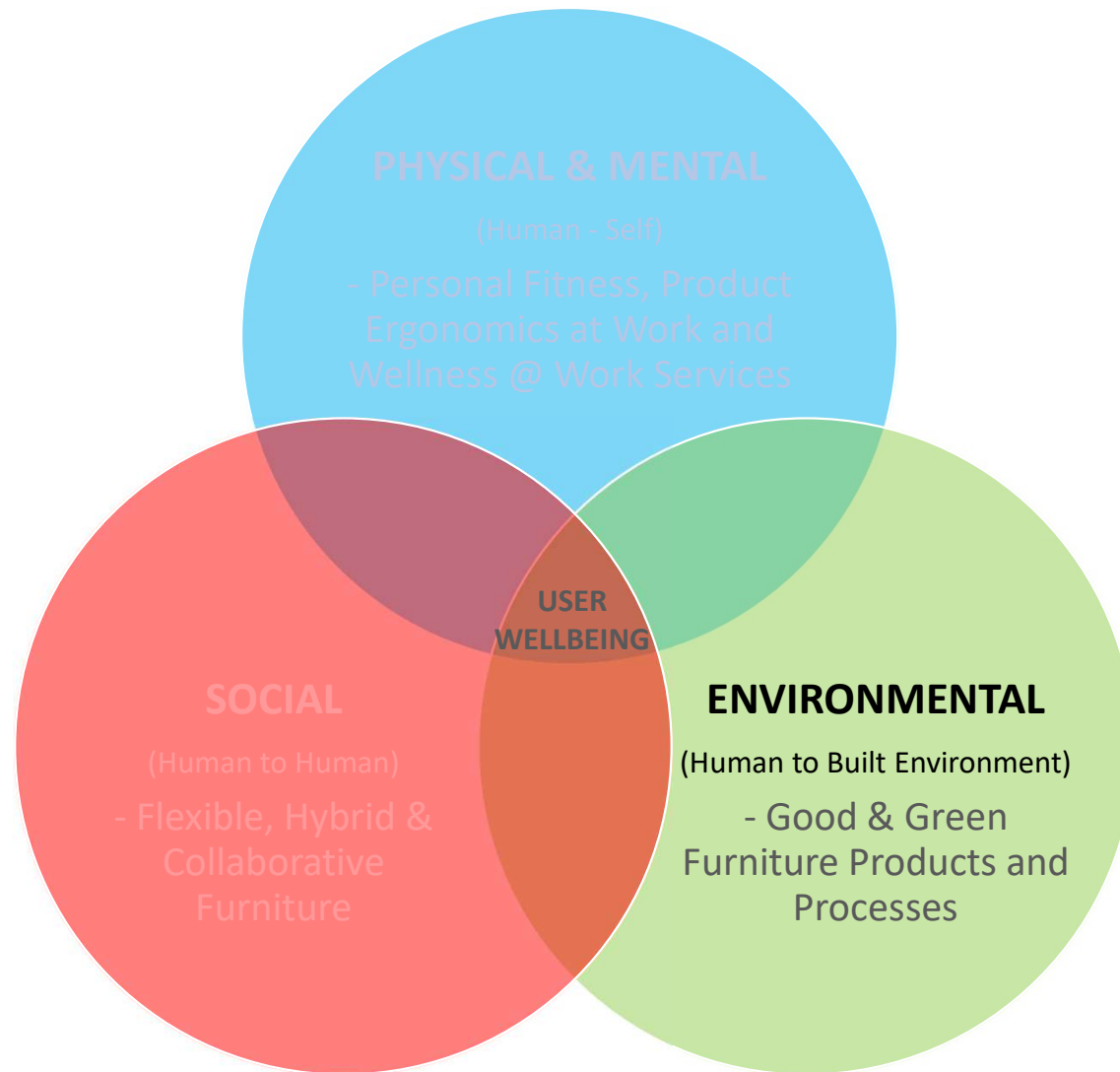
Drie aanzichten van de Boeing 717.
Technische tekening.



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Goorey interio

Goorey interio



...our approach on how we help build Productive & Healthy Workspaces

Goody interio

TALK GREEN
WALK GREEN



CREATING A GREENER INDIA

- 7.14 MW Roof Top Solar Power
- 4 MW RE Power Purchase Agreement
- Solar Water Heaters at Colony saving 398 MWh/ Annum electricity

CREATING A GREENER INDIA

Vikhroli Facility-



Zero Liquid Discharge Facility (1 ETP & 5 STP)



Dedicated Hazardous Waste Management Area



93% Potential Captured in Rain Water Harvesting



Wet Waste Composting System

CREATING A GREENER INDIA



- The only corporate house to maintain 1,750 acres of mangroves
- Largest Mangrove cover in Mumbai
- First privately managed Mangrove Park in India
- Acts as lungs of Mumbai
- A habitat conserved against highest urbanization pressures
- A habitat protected before any legislation passed in this country to protect it.
- 16 species of mangroves and mangroves associates are present here
- 209 species of birds, 32 species of reptiles, 13 species of crabs, 7 species of prawns and 23 species of fishes have been identified till now.

Green certifications to Plants



SHIRWAL PLANT 1:
PLATINUM GREENCO CERTIFICATION (2016-19)
ISO 50001 :2018 EnMS
Zero Waste to Landfill Certified-platinum



PLANT 13 AND 14, VIKHROLI
GOLD GREENCO CERTIFICATION (2016-19)
ISO 50001 :2018 EnMS
Zero Waste to Landfill Certified-platinum



CHENNAI:
CHENNAI GREENCO SILVER RATING (2018-2021)
ISO 50001 :2018 EnMS



SHIRWAL 2 UNIT:
PLATINUM IGBC GREEN FACTORY RATING
ISO 50001 :2018 EnMS
Zero Waste to Landfill Certified-platinum



HARIDWAR:
ISO 50001:2018 EnMS
HARIDWAR SHED 7 – GREEN FACTORY RATING (under implementation)



Khalapur plant(K2&K2)
IGBC Green Factory Building
Provisionally Certified- Platinum Rating

GREEN BUILT ENVIRONMENT FOR PEOPLE & THE PLANET

CII-SOHRABJI
GODREJ
GREEN
BUSINESS
CENTRE



IGBC-
Schools
High School &
Primary
School-
Platinum



IGBC -
EB
PI-13 Annexe-
Platinum
BEE 5 Star



Indian Green Building Council



Godrej Bhavan, Fort Mumbai –
Gold (LEED EB)

Godrej Construction, Vikhroli -
Platinum (IGBC NC)

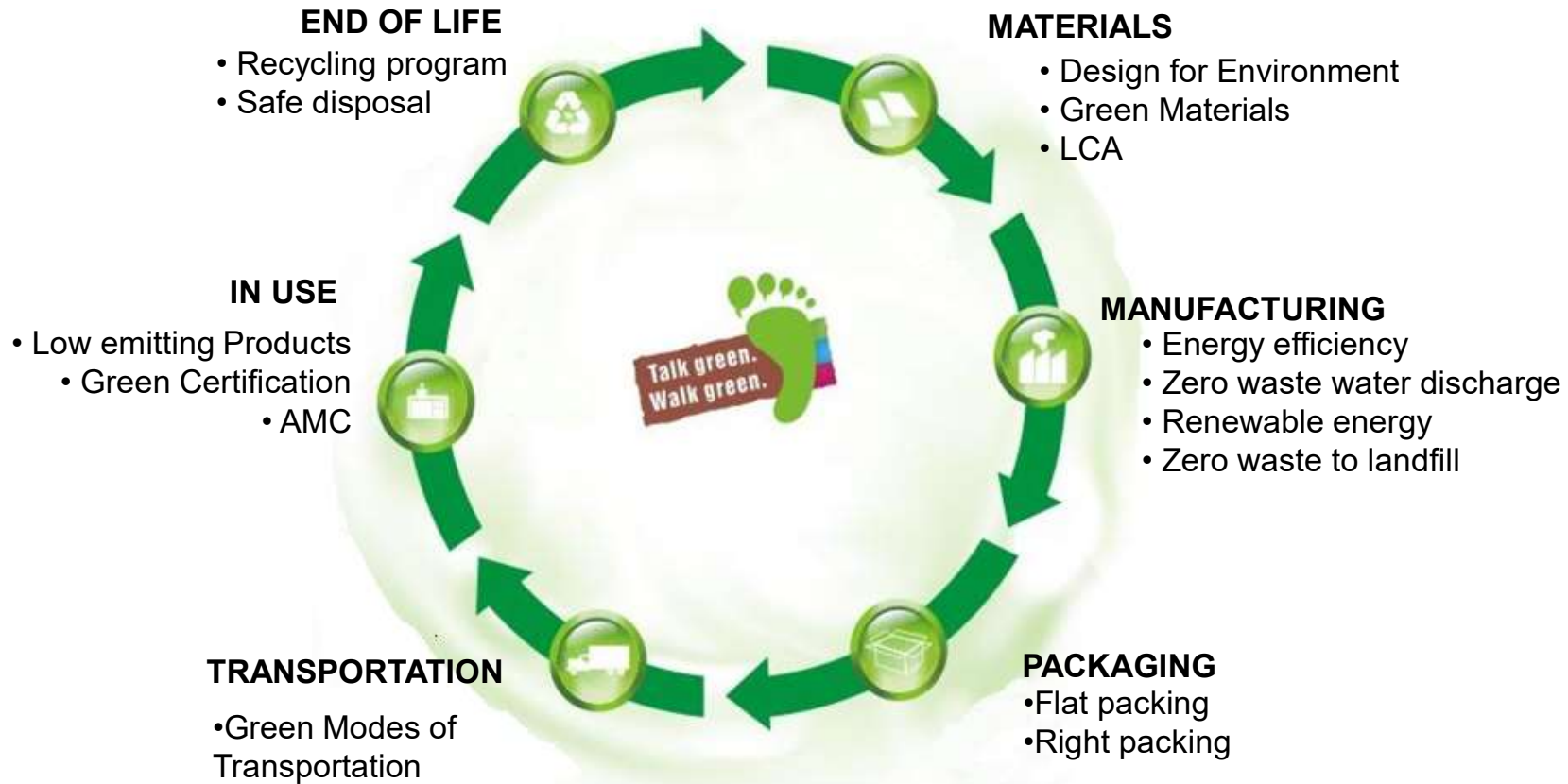
GBD02- Godrej IT Park, Vikhroli-
Platinum (IGBC CS)

Interio Showroom, Vikhroli- Platinum
(IGBC Existing)

10 GreenCo Rated Plants (2
Platinum Plus, 2 Platinum, 5 Gold, 1
Silver)

India's First certified Net Zero Energy Rated Building

WE ENSURE SUSTAINABILITY ACROSS THE VALUE CHAIN



**We stand committed in creating a
'Good & Green' planet**

Q & A



Godrej Interio - Design, 2nd Floor, Plant 13-Annexe,
Vikhroli East, Mumbai 400079



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