

Investa's New Workplace Puts People & Collaboration First.

Our Workplace Vision

The vision for Investa's new head office at 420 George Street was to create a contemporary workplace that continues to bring our people together behind a common purpose. It needed to be flexible and efficient and an exemplar of best practice workplace design, inspiring our people to achieve their best every day.

We believe the agile, open design, will help to stimulate our innovation capability, creative thinking and new ways of problem solving through closer collaboration and connection, both physically and via technology, and build on Investa's identity as a thought leader, who values relationships and is committed to protecting and growing our culture of respect, openness and approachability.

> "A key pillar of our strategy is the engagement of our people, enabling a high-performance culture and developing the capability of our teams. Our new workplace at 420 George Street supports this strategy by providing the physical spaces that will enable the business to work together to collaborate, create and achieve our collective goals, in the way our staff told us will work best for them and their teams."

Jonathan Callaghan, CEO

nvesta





Our Approach

A design team was established to work closely with Hassell, market leaders in workplace strategies and fit-out design.

Extensive research was conducted at the outset to understand how our people were currently working, and to identify what facilities, spaces, technologies and behaviours would support their best work in the future. Key insights included;

- More than half of the work our people do is very collaborative;
- Half of individual based work is highly focused;
- · Despite different teams working on different aspects of the business, there was a consistent range of working styles.

Given this, our key priority was to ensure our new workplace delivered a diversity of spaces where people could choose how they work, depending on the type of activity they were performing.

A change team comprised of representatives from across the business, led by an experienced change management consultant from Montlaur, ensured our people were fully engaged with on the project and ready to transition to the new way of working.

Piece of Mind Technology were our technology consultant, providing audio/visual construction and design consultancy and systems support. *Buildcorp* were appointed as the head contractor. responsible for the construction and delivery of our new fit-out.



"Our workplace has been designed by our people, with the diverse and unique needs of our team at the heart of the process."

Sally Franklin, Group Executive, **Real Estate Services & Business Operations**

Why 420 George Street?

420 George Street, Sydney is 75% owned by Investa Commercial Property Fund, Investa's flagship wholesale fund and Mercer Super Trust (25%).

The prominent A-grade building is located in the retail and transport hub of the CBD, adjacent to the new light rail and rejuvenated George Street precinct. The location offers extensive surrounding amenities for Investa staff, including prime retail, dining and entertainment venues, day-to-day services, indoor and outdoor health and fitness amenities and is walking distance to train, bus and ferry transport.

The Space

Incorporating more than 1,700m² over levels 31 and part level 30, the space is a contemporary reflection of Investa's renewed vision and brand. Providing expansive views over Darling Harbour and the CBD, it provides extensive natural light and a column free floorplate, with a variety of formal and informal meeting and collaboration areas on both floors.



Our Floorplates



level 31



It's About Choice

Investa's new, agile workplace is not only about being able to choose which workstation our people select each day, but also a choice of technology options, along with a wide range of quiet, social, collaborative, formal and informal spaces to meet and work in. In addition;

- Everyone belongs to a neighbourhood, which means team cohesion is maintained. while still being able to enjoy the varied and flexible workspace options available.
- We have invested in market leading technology to ensure diverse teams can connect and work together easily, including a state-of-the art, 84-inch Microsoft Surface Hub in our dedicated innovation and learning space *Think Tank*, on level 31, to support interactive workshops and brainstorming sessions. Every meeting room has video conferencing facilities.
- We have a number of team tables and booths throughout the space, to enable easy interaction, in addition to regular meeting spaces.
- A range of focused desks designed for quiet, uninterrupted work, together with quiet rooms away from the main work floor.
- Open low-profile work areas which provide equitable access to views and natural light, unobstructed by cables or cabinets.
- The best views in the house are available to everyone at any time in our staff social hub on level 31, which has a double height glass wall and expansive CBD views.
- To support the health and wellbeing of our people the fit-out encourages movement throughout the day, both through movement across the fit-out and use of the height adjustable sit-to-stand workstations that are readily available. A Wellness Room on level 31 is also available to all staff for prayer, medical needs or parental use.
- The meeting rooms on level 30 can be converted to provide for various function and training spaces.
- To enhance the experience for our customers and guests, we've introduced a food and beverage service on level 30, co-ordinated by our Workplace Services Team.

The Aesthetic

A Low Carbon Workplace

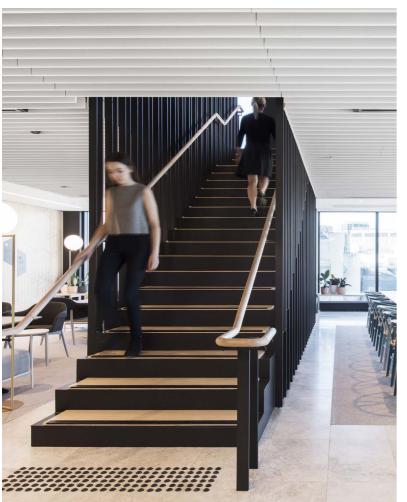
Warm, Accessible, Professional.

With extensive expertise in bringing contemporary, agile workplaces to life, Hassell were engaged to undertake the initial space planning and then the fit-out and interior design.

Following consultation with the Investa design team and a thorough exploration process, which considered brand, environment, working style, longevity and economics, *Hassell* developed a contemporary, tactile interiors scheme which captured the energy and culture of the business, while leveraging the advantages of the space – openness, natural light and views.

Key themes underpinning the finishes and furnishings are;

- Layering of materials
- Warm, natural timbers contrasted with raw concrete
- Refined black framing to glass walls and meeting rooms
- Pops of colour to soft furnishings and upholstery
- Exposed structural elements and fixings
- Floor and hanging plants
- Playful lighting

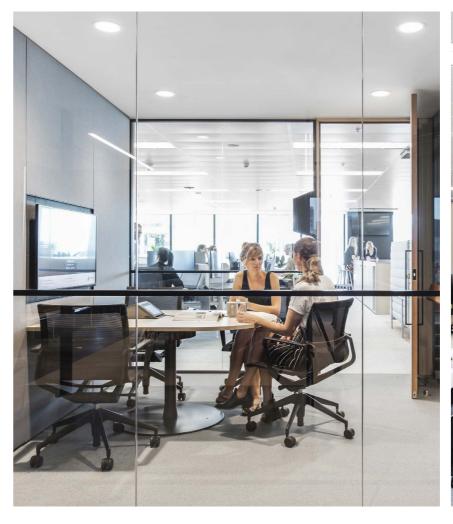






In 2016, Investa announced an ambitious target to achieve net zero carbon emissions across its portfolio and business operations by 2040. In line with this, Investa's new workplace has been designed with a clear focus on reducing Investa's environmental footprint.

Building on our expertise in reducing building carbon emissions, we set strong emission reduction targets for our new fit-out. By selecting materials which are easily



"Our new workplace better supports and reflects our open, transparent and collaborative culture. It is a beautifully designed, functional, light-filled space that we know our people will love coming to work in each day."

Amy Wild, General Manager, People & Culture

recycled and re-purposing furniture and mechanical elements, we were able to reduce the total carbon footprint by more than 12%.

This experience further enhances our ability to guide tenants through their own low carbon fit-out in the future.



New South Wales (Head office) Level 30 420 George Street Sydney NSW 2000

Victoria Level 4, Podium Building 120 Collins Street Melbourne VIC 3000

Queensland Level 12 259 Queen Street Brisbane QLD 4000

General enquiries T +61 2 8226 9300 F +61 2 9844 9300 enquiries@investa.com.au investa.com.au

