

## 9. Impact inside the EBRD



### The new EBRD Headquarters

This year the EBRD moved its London headquarters from Exchange Square in the City of London to Canary Wharf. More than 2,900 of its London-based staff have now relocated to Five Bank Street, occupying the top section of a 26-storey building.

The EBRD [announced the planned move in May 2019](#). The new headquarters is one of the most environmentally advanced offices in the United Kingdom, with the shell and core building achieving BREEAM Outstanding certification in 2020. The EBRD is also on target to achieve BREEAM Outstanding certification for the fit-out, design and construction, which have been guided by a desire to reduce waste and reflect the Bank's green values and sustainability credentials.

The EBRD's project vision was to co-create a working environment that fosters collaboration and staff well-being. As a result, the EBRD applied for and is on target to achieve [WELL Building Standard Platinum accreditation](#) in 2023, with re-accreditation every three years. The WELL standards go beyond the 10 pre-condition concepts and include innovations introduced in the design, such as 26 sensitive rooms, which have a wider range of thermal and lighting controls. These can be used, for example, by female staff going through the menopause. Much reflection and thoughtful design has resulted in an inclusive environment for people, be they staff or visitors, coming to the building, including a reduced number of doors, the introduction of access ramps where required and an open-plan working environment. The design allows for future flexibility that will not unduly impact staff.

The design of the fit-out also supports new ways of hybrid working that emerged during the Covid-19 pandemic, enabling staff to easily connect to virtual meeting platforms, collaborate and work flexibly around the building. Work spaces have been co-created with the participation of departments, considering the ways in which individuals and teams work and what kinds of settings are needed to support their working styles. This means that one department may have a different work setting to its neighbour.

The design scheme and landscaping of the site brings in natural elements, including sustainable wood products, interior planting and natural, free-flowing geometric forms. Staff's right to light and views have been considered, with the best views accessible to all users of the building.

In addition, the fit-out construction was guided by a desire to reduce waste. Single-use plastic was minimised by providing refillable bottles; temporary walls made of recycled plastic were utilised rather than plasterboard, which ends up in landfill; engineered veneers reduced offcut waste by 80 per cent. Collaboration across the supply chain on waste-reduction strategies, through to the choice of low volatile organic compound (VOC) materials and minimising unnecessary fixtures and finishes, resulted in 99 per cent of the waste on the project being recycled, equating to 1,300 tonnes diverted from landfill.

### Diversity and inclusion

The EBRD strives to build an inclusive culture where every individual is treated with respect and dignity, where the contributions of each person are recognised and valued, and where equality of opportunity is offered to all. The Bank, as a workplace, is characterised by its richness of nationalities, cultures, backgrounds and opinions, and the EBRD aims to sustain and build on the strength that diversity brings.

In 2022, the Board approved an updated Diversity and Inclusion Policy, which provides a framework for making the Bank a more inclusive and open organisation that values and leverages the diversity of its staff. The updated policy states that the Bank will put in place a series of three-year Diversity and Inclusion Action Plans that incorporate strategies, ambitions and objectives in relation to its principles and are owned, supported and implemented by the EBRD Executive Committee.

The inclusion of a new commitment to an Action Plan is a step forward in enabling the EBRD to share its ambitions and progress in a more transparent way. The proposed plan for 2022-25 details the vision and goals for diversity, inclusion and staff well-being at the Bank, including measurable objectives, required actions and associated timeframes for the planned changes to take effect.

