



Wellbeing: SFMI Leaders Forum

26th February 2026

AGENDA

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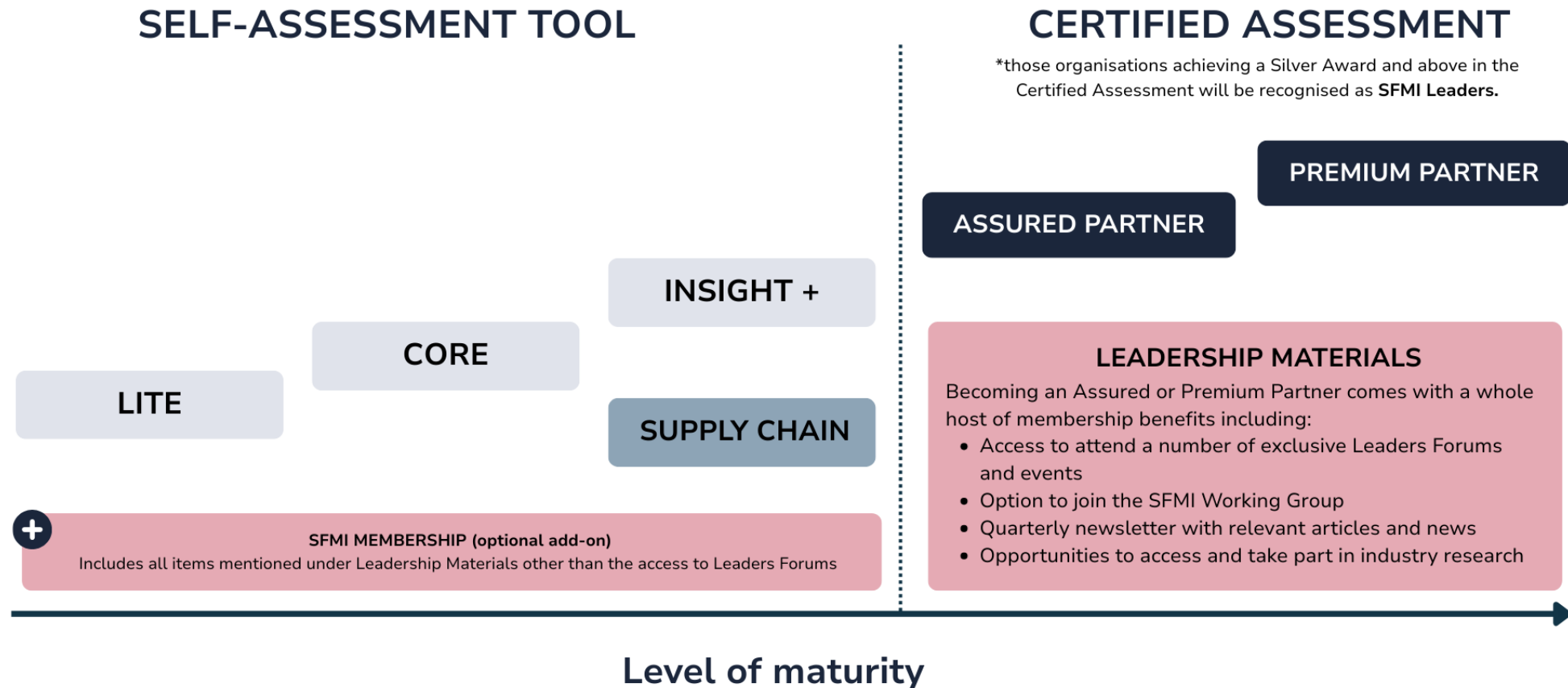
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SFMI 2026 PROGRAMME OVERVIEW

SFMI SERVICES

The SFMI's assessment framework is designed as a progression, starting with a practical self-assessment for organisations building ESG capability, and scaling up to a full, in-depth ESG assessment as maturity increases.



CERTIFIED ASSESSMENT: 2026 TIMELINE

Initial Partner Meetings – Feb/March

- *We are meeting with all certified partners over the next two weeks to complete initial audit discussions and understand priorities for this cycle.*

Official Programme Kick-Off - May 6th

- *Formal launch of the 2026 Certified Assessment programme, including expectations, support, and timeline for the year.*

New Criteria Guidance - June/July

- *We will share the updated assessment criteria and our approach to the changes in early summer.*
- *This will give partners time to review updates and prepare ahead of the audit window.*

Assessment Window – September/October

- *Certified assessments will take place in early autumn, allowing time to embed any changes and gather evidence.*

Official Launch: 5th March

SELF-ASSESSMENT TOOL

Sustainability is now a prerequisite across facilities management. Organisations are expected to show measurable ESG performance to stakeholders, clients, and internal teams. Yet many facilities management teams struggle to turn ESG ambitions into a clear, actionable plan—often due to **limited resources, skills, or in-house expertise**.

The SFMI Self-Assessment Tool gives teams a quick, credible view of their ESG maturity. Designed specifically for the FM sector, it highlights gaps, builds internal knowledge, and provides clear next steps for improvement—helping your organisation plan confidently, make informed decisions, and strengthen business cases for ESG initiatives.



INSTANT ESG INSIGHT

Get a quick, credible view of your organisation's ESG maturity across FM-specific Environment, Social, and Governance criteria.



MAKE CONFIDENT DECISIONS

Turn assessment results into structured plans that guide priorities and inform roadmaps.



FAST, PRACTICAL ACTION

Understand where to focus efforts next without the cost, complexity, or disruption of a full ESG audit.



BUILD INTERNAL UNDERSTANDING

Strengthen your team's knowledge of ESG maturity and build the confidence to take informed action.

SFMI CRITERIA – SELF-ASSESSMENT TOOL

E

GHG EMISSIONS &
RESOURCE USE
CIRCULAR ECONOMY

S

EMPLOYMENT
EMPLOYEE DEVELOPMENT &
WELLBEING
HEALTH & SAFETY
RESPONSIBLE SUPPLY CHAIN
SOCIAL VALUE

G

RISK MANAGEMENT
BOARD COMMITMENT & OVERSIGHT
EQUALITY, DIVERSITY & INCLUSION
FM-SPECIFIC SUSTAINABILITY
FINANCE
REGULATORY COMPLIANCE & CONTRACTS

SAMPLE ANALYSIS

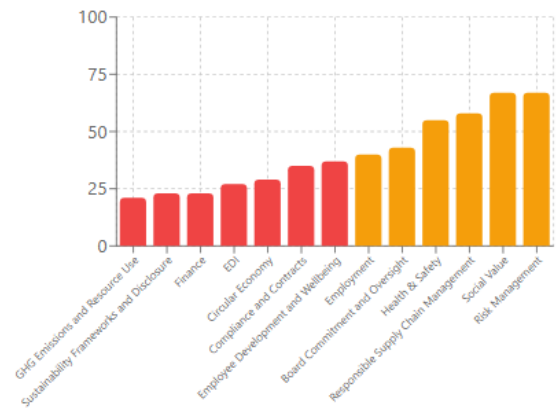
Executive Summary

Overall ESG performance and key insights



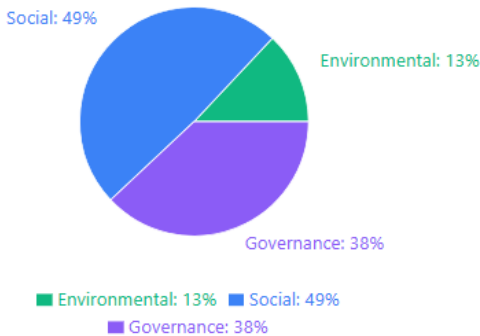
Performance by Criteria

Visual comparison of scores across all ESG criteria



ESG Category Breakdown

Distribution of scores across Environmental, Social, and Governance pillars



Analysis of Gaps and Lost Points

Areas where the most points were lost and improvement opportunities

GHG Emissions and Resource Use

Environmental

37.0

points lost

Points Achieved

21% of potential

10.0 achieved

47.0 potential

Summary:

Your environmental practices require immediate strategic development to establish fundamental GHG management and resource optimization capabilities. Building systematic monitoring, reduction strategies, and efficiency programs is essential for regulatory compliance, cost management, and stakeholder confidence in your environmental stewardship.

Key Recommendations:

- Develop environmental policy
- Start basic emissions tracking
- Establish energy efficiency program

▼ See More Detailed Guidance

WELLBEING AT THE SFMI

HOW SFMI ASSESSES WELLBEING MATURITY

Why Wellbeing Matters in Facilities Management

FM doesn't just manage buildings it shapes:

- Employee energy, focus and performance
- Absenteeism and presenteeism
- Retention and recruitment
- Workplace experience and client satisfaction
- Operational disruption risk

Wellbeing should be positioned as a productivity driver.

What we score on:

- **Well-being Programme , Data and Monitoring, Workspace assessments (clients and own operations)**
 - Strategic intent & Leadership commitment
 - Breadth of coverage (physical, mental, financial etc)
 - Performance & Management
 - Continuous improvement
 - Workplace environment integration – do findings inform FM delivery and work place delivery.
 - Can clients be guided strategically.

FINDINGS FROM 2025 ASSESSMENTS

From the 2025 findings, we can summarise the FM wellbeing landscape as:

- **1. Wellbeing is no longer “soft”**

It is increasingly data-led and operationally embedded.

- **2. Technology is the differentiator**

Digital tools are driving both safety and productivity improvements.

- **3. Internal capability > External advisory**

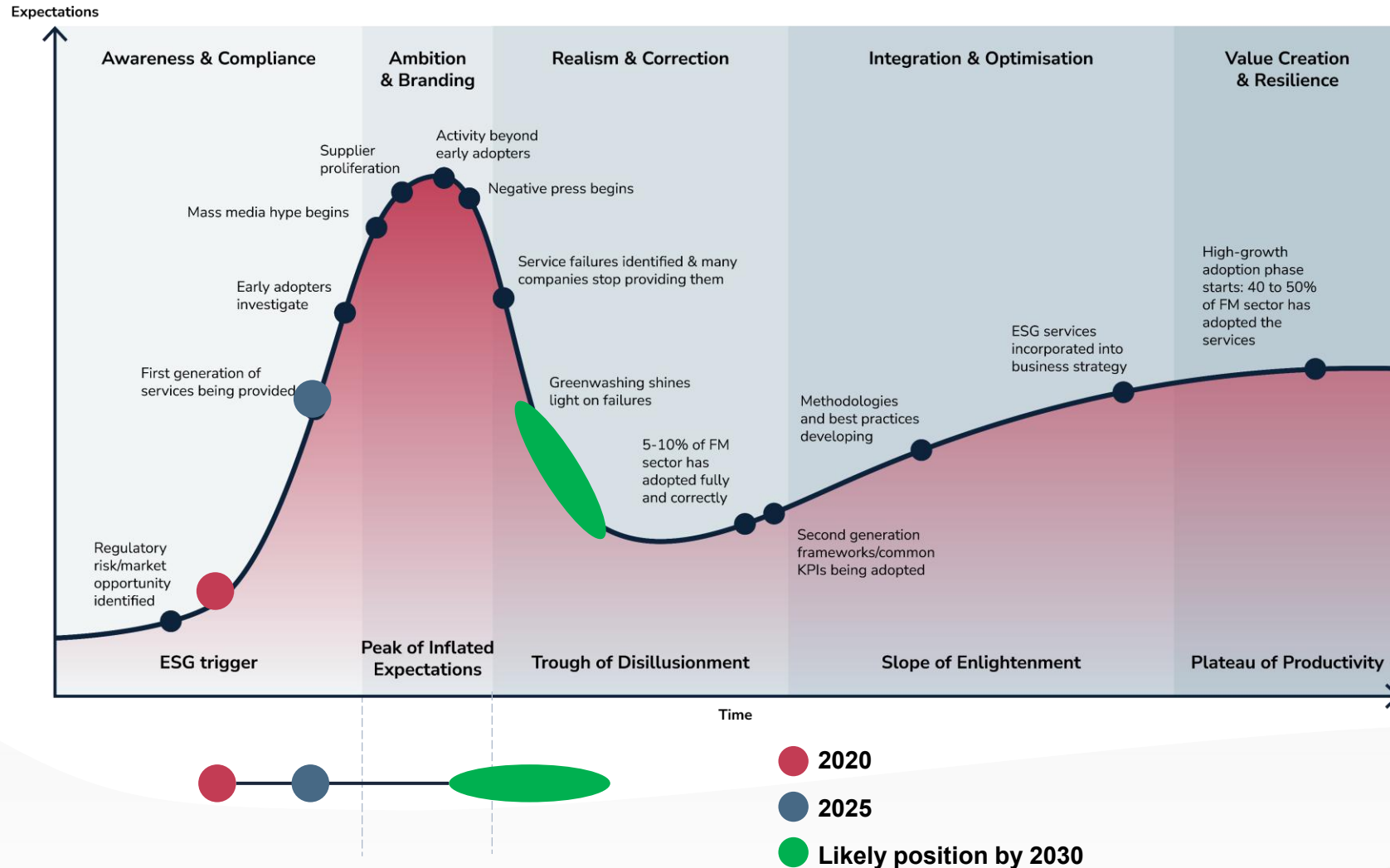
FMs are ahead in managing their own staff wellbeing but behind in influencing client workplace design and productivity.

- **4. Major untapped opportunity**

There is a commercial gap in:

- Linking space utilisation + indoor environment + user feedback
- To productivity, retention and health outcomes
- And positioning FM as a strategic workplace partner

FROM INITIATIVE TO PERFORMANCE LEVER



Changes in last 5 years:

- FM providers have made strides in understanding what most affects their own staff – feedback, data and digital tools.
- Efforts to extend this to clients are still in the early stages
- New frameworks and certifications emerged to assess and improve wellbeing in workplaces

Where the sector will be in 2030:

- There is still a way to go to fully unlock the complexities of workplaces and wellbeing/productivity but there is clear forward momentum
- KPIs will become standardised for wellbeing with a shift towards mental health outcomes
- There'll be ever greater use of technology to monitor and provide real time responses in workplaces

WELLBEING IN THE WORKPLACE

Dr Nigel Oseland

ALIGNING ON VALUE: KEY OUTPUTS AND NEXT STEPS

Agreeing a shared definition of value and identifying the key actions that will guide our next steps



SUBSCRIBE TO OUR ***MONTHLY NEWSLETTER***

Sign up to our newsletter to receive the latest FM sustainability updates, including our monthly ESG policy and regulations tracker.

[SIGN UP](#)

ANY QUESTIONS?

GET IN TOUCH



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