



REPORT

Savills Research

# What workers want?

POLAND



# Statistical description of the survey sample in Poland



## Females vs. males

57% vs. 43%.



## Age

Young people (25-34 years) are the most common age bracket (44%), followed by 35-44 year olds (26%) and 45-54 year olds (15%).



## Marital status

Over a half of the surveyed individuals are married (53%), with another 30% in civil partnership, whilst 10% are single.



## Seniority of position

Majority of the surveyed hold managerial positions (60%) and 21% are staff level employees.



## Self-employment

95% of the sample are employees, whereas the rest are self-employed.



## Sector breakdown

16% of the surveyed individuals work in the manufacturing sectors, followed by financial services (10%), technology (10%), public services/government (9%) and consultancy/accountancy (9%).



## Size of company

Most of the respondents (45%) work in small companies (up to 50 employees), 32% in medium (50-249 employees) and 22% in large ones (250 employees and above).



## Gross household income

Almost half of the interviewees are in the range between PLN 50,000 and PLN 100,000 (48%), 21% have income between PLN 100,000 and PLN 150,000, whereas 17% report income below PLN 50,000.



## Geographical distribution

Half of the respondents live in the Mazowieckie voivodeship, of which 75% in Warsaw, followed by Wielkopolskie (7%) and Śląskie voivodeships (7%).



## Length of employment with current employer

35% of individuals have been working with their current employers for between 2 and 5 years, followed by 23% employed for more than 10 years. 22% have been working with the current employers between 5 and 10 years, whilst those working with the current employers for less than 2 years represented 20% of respondents.



## Full-time vs. part-time

99% of the participants are full-time workers.



## Social media usage

Facebook is the most popular social medium with 89% of the surveyed individuals using it, followed by Instagram (56%) and Twitter (33%). LinkedIn is the 4<sup>th</sup> most popular (29%).

# About the survey



**Jarosław Pilch**

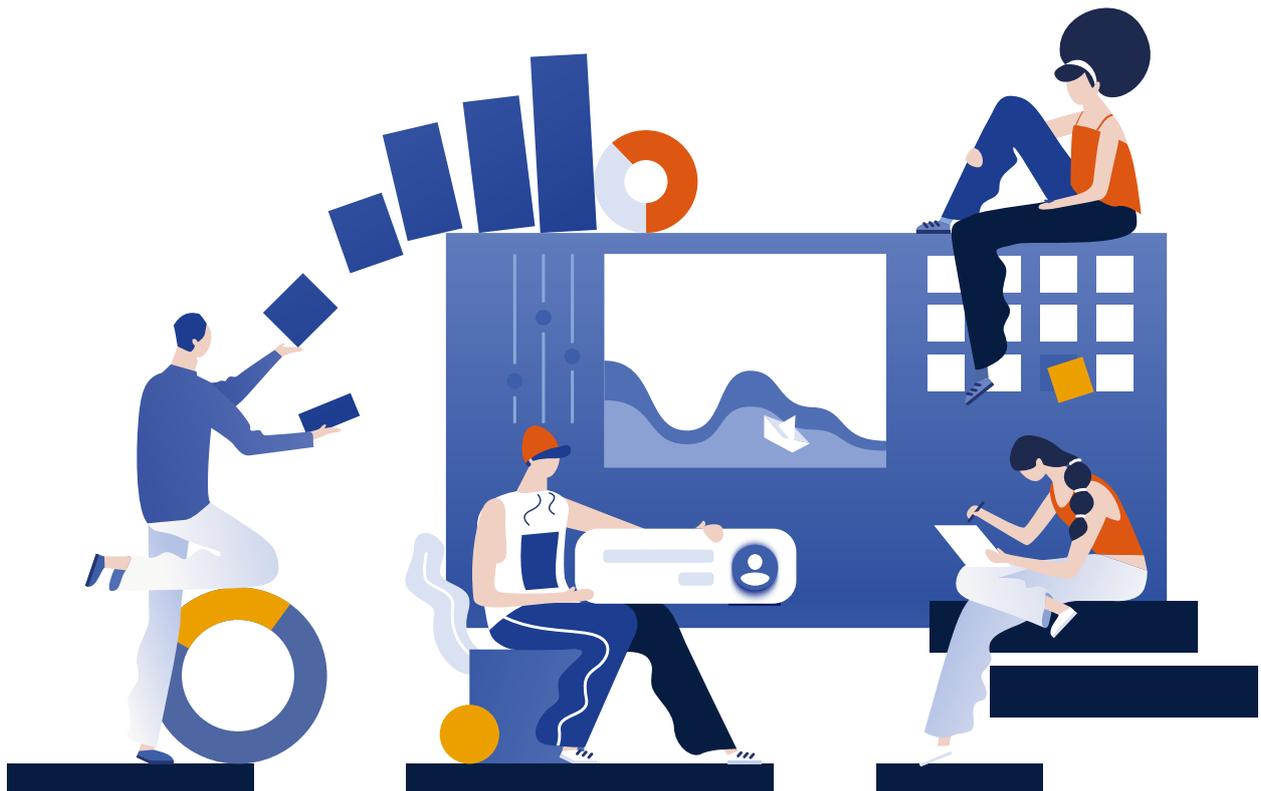
Head of Tenant Representation,  
Office Agency, Savills

Savills What Workers Want survey investigates the wants and needs from the workplace of over 11,000 European office workers covering 11 of Savills European office markets: France, Germany, Ireland, Italy, Netherlands, Norway, Poland, Portugal, Spain, Sweden and the UK.

The survey was carried out online by YouGov on behalf of Savills. The sample size in Poland

was 1,006 office workers and the survey was undertaken between 21<sup>st</sup> March and 4<sup>th</sup> April 2019. This report focuses on the results and conclusions based on the survey conducted in Poland. The comparison between countries is presented in *“What Workers Want: Europe”* available at [www.savills.co.uk](http://www.savills.co.uk).

Enjoy the reading!



# What do workers want?

Basic workplace requirements are the most important. Cleanliness and comfort of work area are the two most important factors for workers. As much as 91% of respondents pointed out each of those factors as important or very important for them.

As open space offices are rather common it is crucial to provide some quiet space for focused work. 89% of participants stated this factor to be important.

Other important factors also represent rather basic employee needs: sufficient lighting, acceptable noise level, comfortable temperature, sense of security, good air quality, acceptable length of commute to work and good quality of Wi-Fi technology.

As an office worker nowadays tends to spend a bulk of time looking at LCD monitors sufficient lighting is a must. Access to

natural light and efficient artificial lighting greatly influence the wellbeing of employees. Participants who were not satisfied with lighting in their workplace reported negative impact on their mental health over four times more often than those with sufficient lighting (30% and 7% respectively).

One issue with open space office is noise level as it tends to be higher than in private office. However, technology and proper fit-out may help limit noise level. And it seems that landlords and companies are able to provide open space fit-out with an acceptable noise level as only slightly more interviewees who

work in open plan offices stated that they are not satisfied with the noise level (17%) than those using private office (14%).

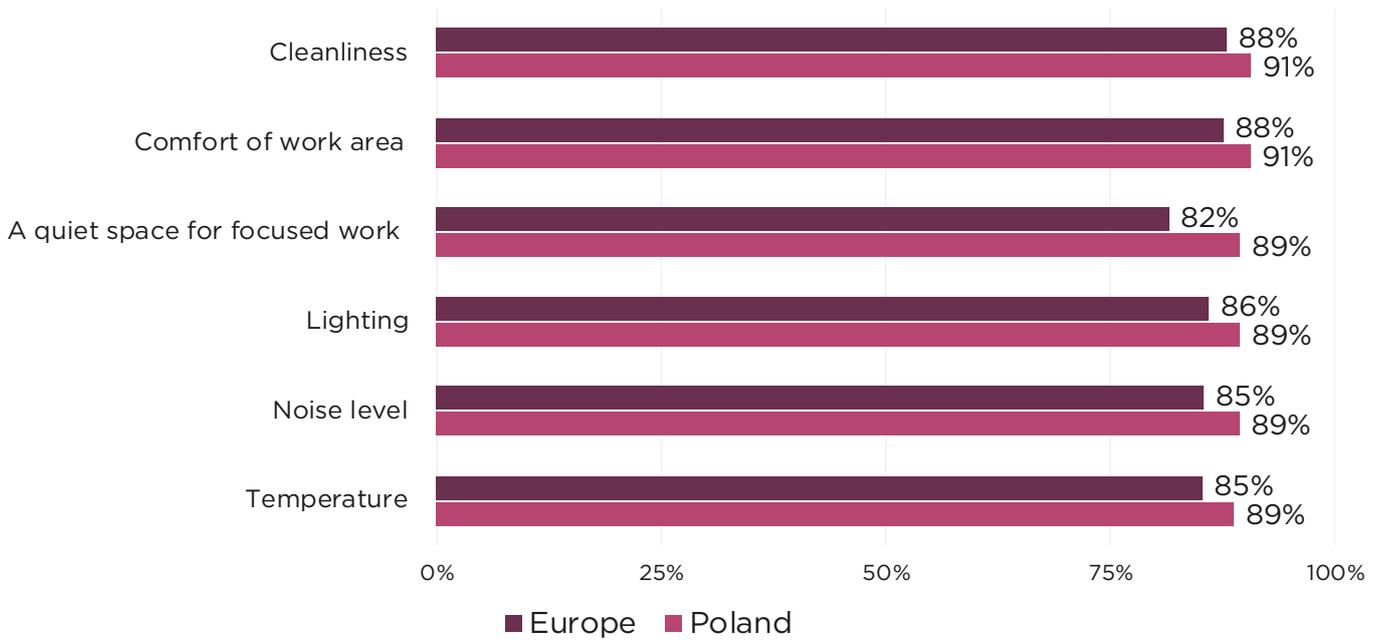
Providing comfortable temperature in the office may strongly influence employee absences. Individuals who were not satisfied with temperature in an office reported a negative impact on their physical health (17%) over four times more often than those satisfied with temperature (4%).

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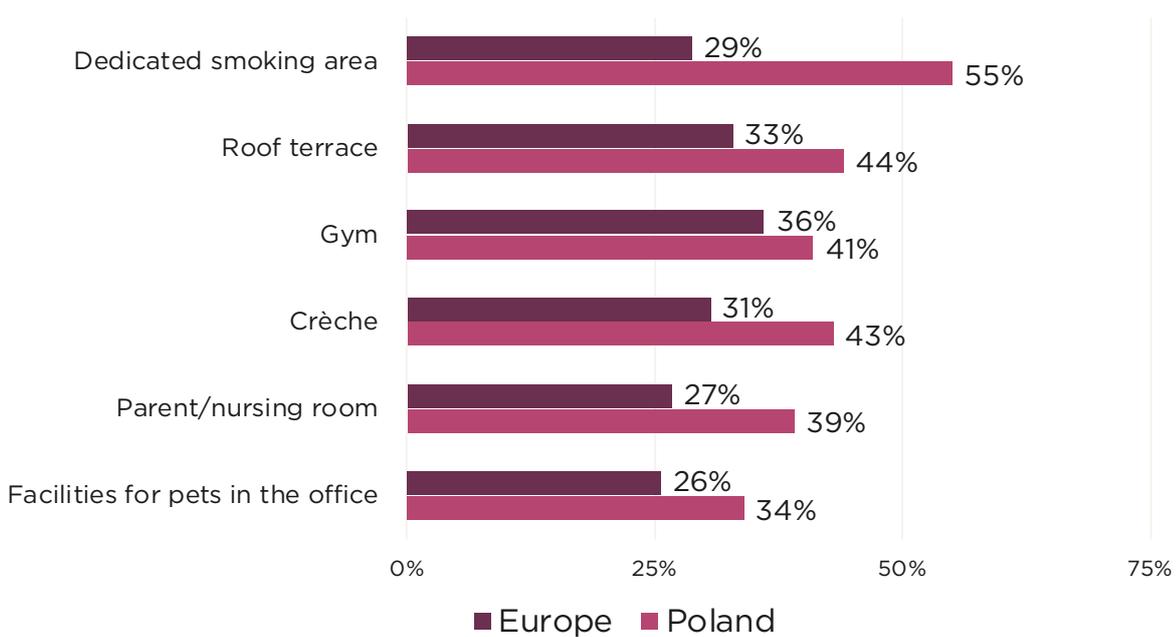
“ Basic workplace requirements are the most important. Cleanliness and comfort of work area are the two most important factors for workers. ”



### The most important factors for ideal office



### The least important factors for ideal office



# Are workers satisfied?

We analysed the satisfaction levels according to 49 factors in workers' current offices. In general, workers were satisfied with their current office as, on average, 55% of them were very satisfied or satisfied with all the factors, whilst only 20% were not at all satisfied or not satisfied. Individuals with managerial positions were more satisfied than average, whereas interviewees without management responsibilities were more often unsatisfied than average.

Factors rated as satisfying were security (80%), cleanliness (76%), lighting (74%), mobile signal (e.g. 4G; 73%) and comfort of working area (72%). On the other hand, respondents were unsatisfied with roof terrace (47% of dissatisfied and very dissatisfied), free snack/food (46%), gym (44%), facilities for pets (43%) and nursery (43%). But at the same time these factors are not very important for office workers.

When asked about important factors for an ideal office interviewees pointed out four out of five factors ranked as at least satisfying in the top ten, meaning needs of workers are rather fulfilled. Cleanliness, which was the most important factor, comfort of work area, the second most important, and lighting, the third one, were well satisfied. Some improvement of air quality is needed as it was pointed out among top ten most important factor, whereas net satisfaction of this factor was below average.

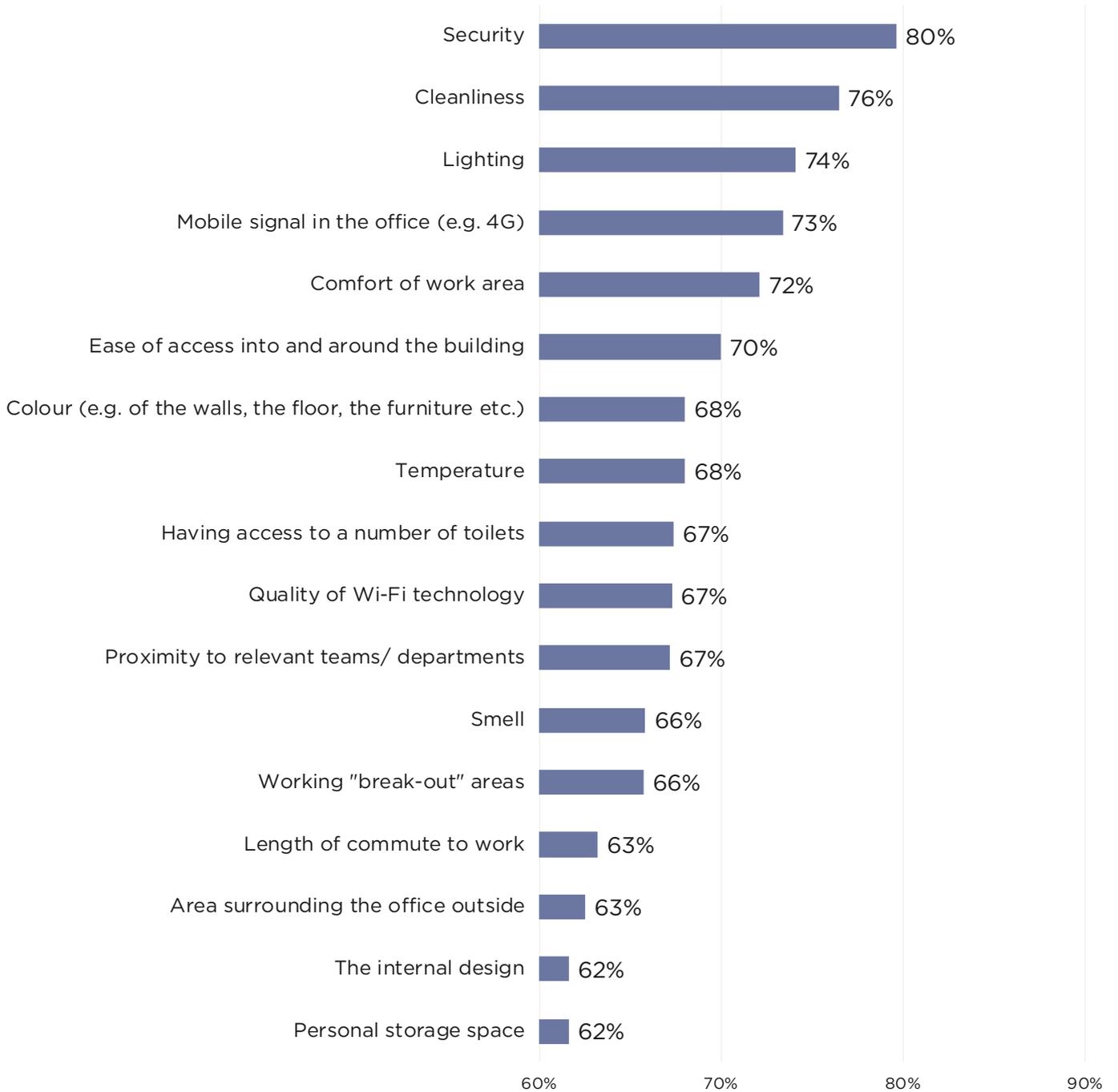
“ Focusing on true needs of employees may help limit costs of unnecessary facilities with less or no impact on their satisfaction. ”



**Wioleta Wojtczak**  
Associate Director,  
Head of Research  
Savills

Focusing on true needs of employees may help limit costs of unnecessary facilities with less or no impact on their satisfaction. For example participants were strongly unsatisfied with current facilities for pets, however when asked about importance of this factor 41% pointed this out as not at all important or not important. In general, four out of five facilities ranked as dissatisfying were also voted as the least important ones.

### Satisfaction of factors in current office



# How do workers work?

Dedicated desk for each employee still dominates workplace options, 67% of participants pointed it out as an available work option. Communal space (e.g. kitchen, break room etc.) was also very popular (66%). 29% of respondents were allowed to use standing desks, 24% could use a free public space (e.g. a coffee shop), 19% could work from a client office, whereas 18% were allowed to use hot desking and only 17% could work from home. Perhaps, employers should consider to empower workers more to use home office, particularly nowadays on a highly competitive labour market.

According to our survey individuals whose workplace permits to work from home were happier than average.

More young people (25-34 years) were permitted to use hot desking and work from home (21% and 20% of them respectively), whereas the oldest (55+ years) were less likely to be permitted to use any other options than dedicated desk.

Junior managers, team leaders and supervisors were allowed to use dedicated desk more than on average (76%). For staff

level employees working from a free public space (11%) or from a client office (9%) was not an option, whereas for senior managers it was very often accepted to use both options (36% and 31% respectively). Senior managers used hot desking more than staff level employees (24% vs 12%).

Dedicated desk as a permitted work option was particularly popular in accountancy/consultancy (79%) and the financial services sector (75%). Working from home was a possibility in the technology sector (26%), whereas in the

Workers who are allowed to work from home would also like to have an opportunity to work at a dedicated desk



manufacturing sector (10%) and in the public/government sector (3%) this was rarely available.

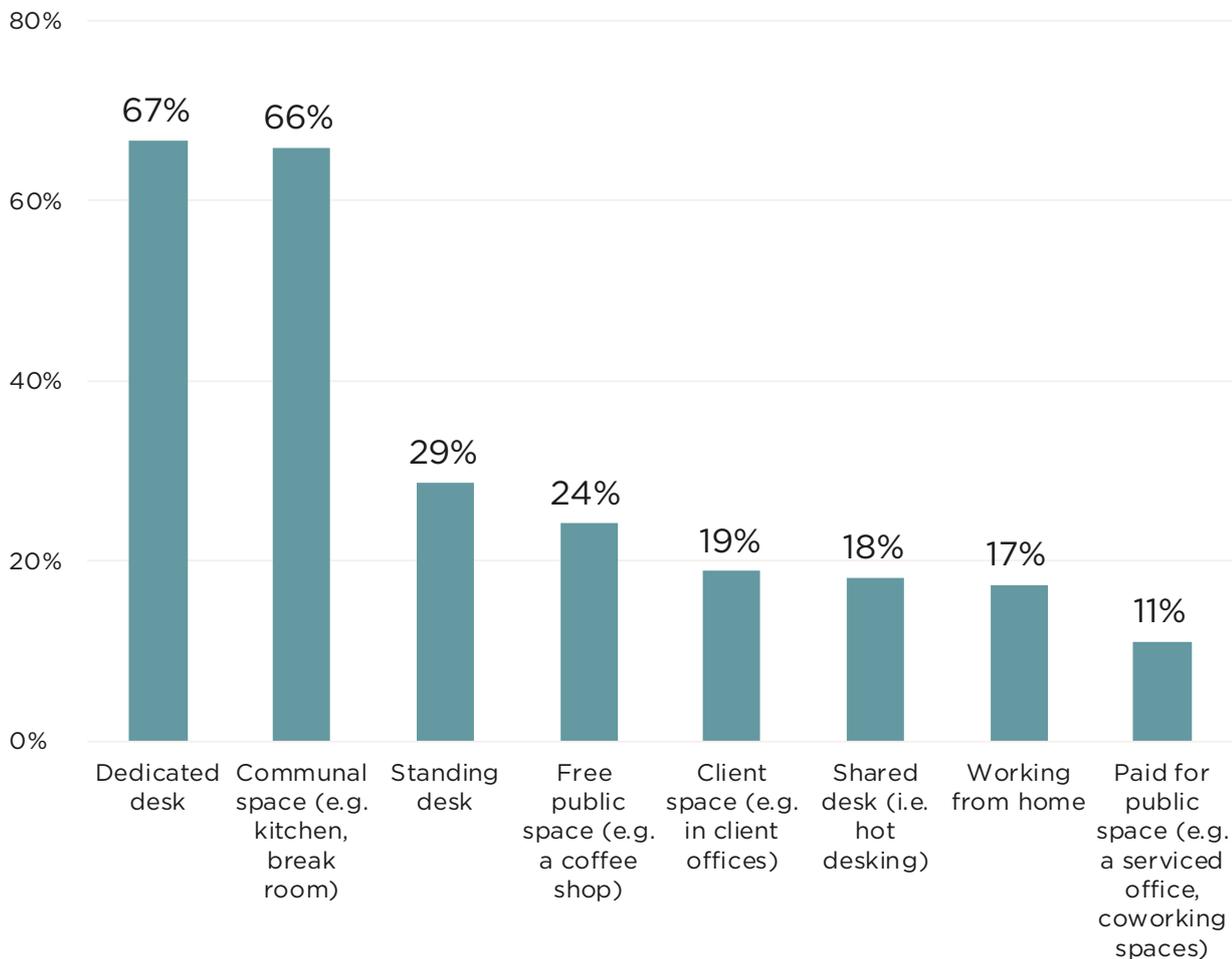
Communal spaces and working from home were more often used by employees working in an open plan office than in a private one. Employees who had the possibility to work from a client office (78%) and from home (75%) were the most happy.

In general, employees are satisfied with their working options. When asked about desired workplace option, the majority

of respondents pointed out the currently available arrangement (only individuals working in a communal space and free public space indicated other type of an office than currently used). Users of dedicated desks were reluctant to use any other workplace option with the exception of a free public space and working from home. Participants using a standing desk were unlikely to use a dedicated desk. Employees working in a communal space would like to work at a dedicated desk, whereas respondents working from clients offices were not in favour of working from

home or at a dedicated desk. Workers who are allowed to work from home would also like to have an opportunity to work at a dedicated desk, however they were reluctant towards working at a standing desk and in a communal space.

**Allowed work options**



# How do workers commute?

Despite the increasing ecological awareness and traffic jams driving a car is still the most popular option of commuting. 64% of respondents used their own car and another 7% were commuting by taxi (or Uber). This means that a car park in a building or in the direct vicinity is a crucial factor. Location and sufficient public communication is also important as 34% of interviewees commuted by bus, 25% took train, tram or underground and another 25% walked. Facilities for cyclists in the building are also of significant importance as 19% of people surveyed cycled to work using their own bike and another 7% used hired bikes.

Employees aged 35-44 years were the most likely to drive to work (69%), the youngest (18-24 years) usually took train, tram or metro (35%), whilst these of age between 25 and 34 years preferred cycling on their own bike (22%).

Having sufficient number of parking spaces is especially important in manufacturing, real estate and construction companies as

their employees were the most likely to use their own cars (74% and 81% respectively), on the other hand in firms from the legal sector cars were used rather seldom (39%) as typically legal workers are based in central locations. Infrastructure for cyclists in the building is the most important in case of technology companies as their employees used bikes significantly more often than on an average (29%).

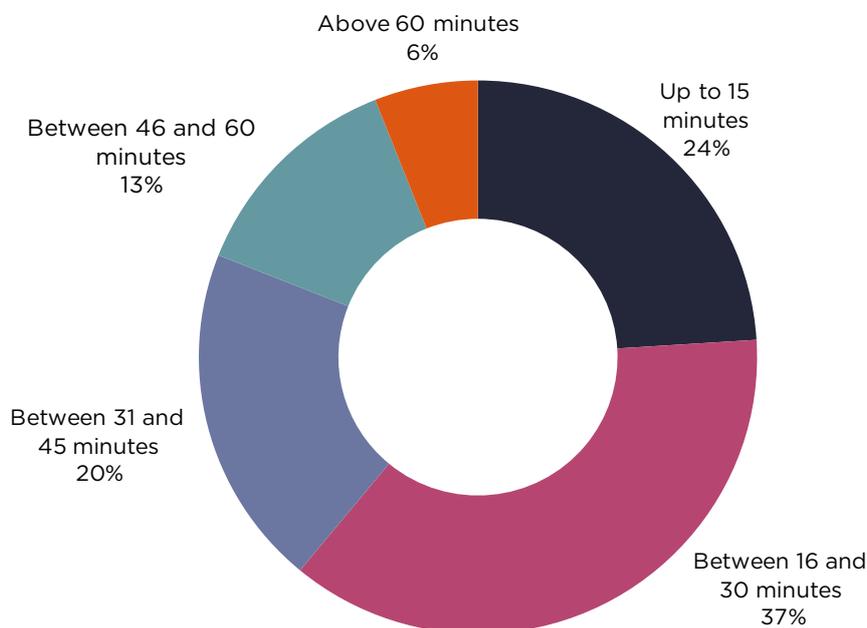
81% of participants commute less than 45 minutes (one way), 61% of them no more than half an hour, whereas 24% – 15 minutes.

Short commutes are crucial in retaining employees as the share of individuals expected to stay with the current employer more than 10 years among respondents whose commute lasts up to 15 minutes was over two times higher (36%) than among those commuting between half an hour up to 45 minutes (14%). HR departments will be paying attention to commuting patterns when choosing which office locations to expand into.

Respondents were rather keen to lengthen their commute for working in an ideal office, only 9% of them was not prepared to add any time and there were usually those who commuted more than 45 minutes. 45% were willing to drive or walk even an additional half hour traded for ideal office, whereas 72% was ready to add 15 minutes.

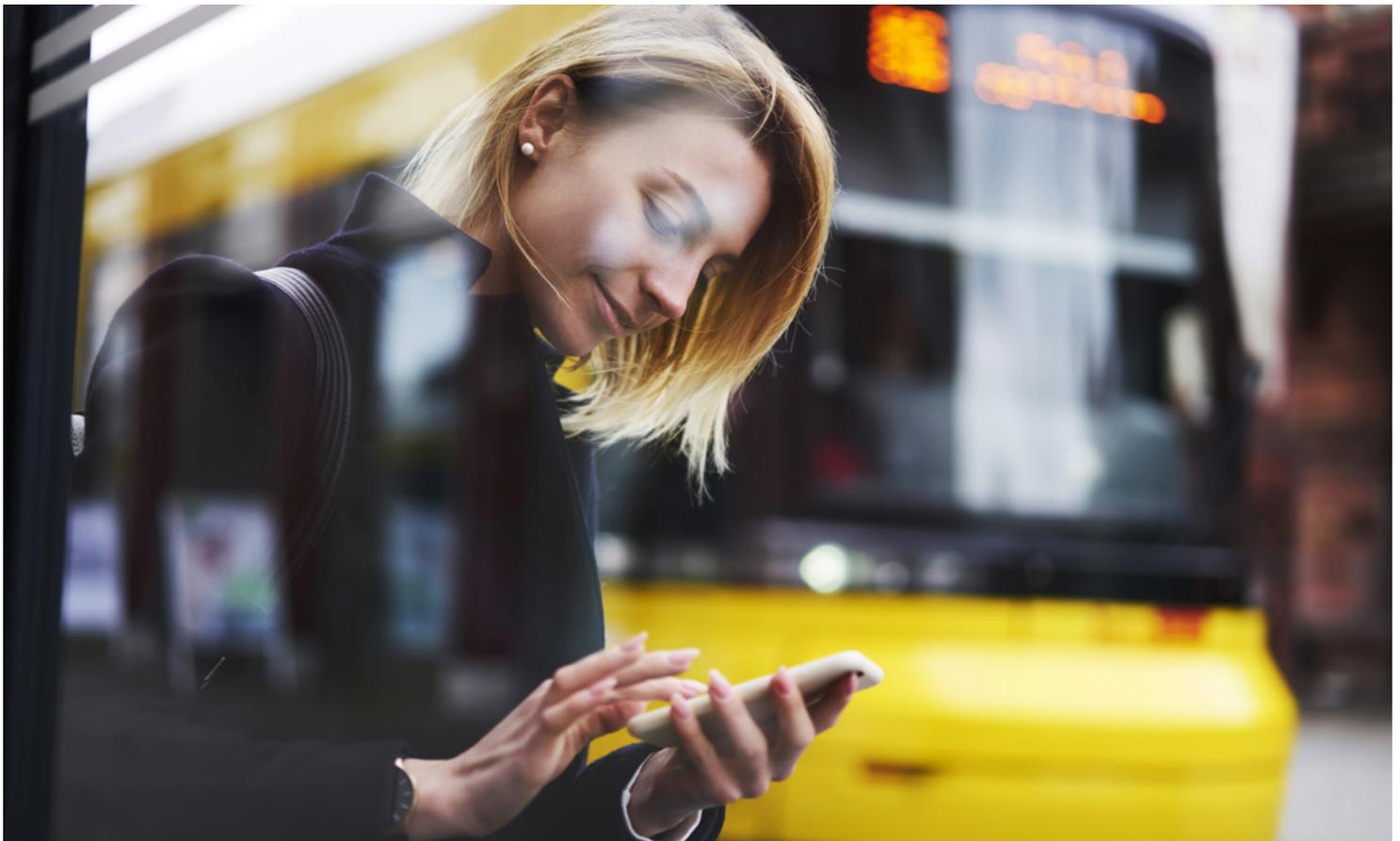
“Despite the increasing ecological awareness and traffic jams driving a car is still the most popular option of commuting.”

Commute, average time taken (one way)



“ Short commutes are crucial in retaining employees as the share of individuals expected to stay with the current employer more than 10 years among respondents whose commute lasts up to 15 minutes was over two times higher (36%) than among those commuting between half an hour up to 45 minutes (14%). ”

## The most popular option of commuting



# Where do workers eat?

## Most popular lunch locations

**36%**  
office kitchen

**33%**  
at a desk

**17%**  
canteen/restaurant  
in an office building

**10%**  
outside an office building



A well-designed kitchen in an office is a must as for over 1/3 of respondents it was a major lunch location. Females used it more often than males (41% vs 30%) and younger people (25-34 years) were more likely to be found in the office kitchen during their lunch break than their older colleagues (45-54 years; 39% vs 27%). A kitchen was especially needed in conventional offices, whereas in coworking spaces it was used relatively seldom. Employees in open plan offices ate more often in the office kitchen (44%).

Another 1/3 of respondents ate lunch at their desk, particularly older employees (55+

years) and/or employees without children. On the other hand users of Instagram and Snapchat were unlikely to eat at their desk. As smell is one of the most important factors in an office, eating at a desk may be problematic particularly in open plan offices where the smell may affect more people. Indeed this way of eating lunch was less popular in open plan offices (27%) than in private ones (35%).

A canteen/restaurant in an office building is an important facility as ca. 17% of individuals usually ate lunch there. 10% usually went outside for lunch, with higher share among men, (13%) the youngest people

(18-24 years; 17%) and Twitter users (14%). A canteen and/or restaurant were visited more often than on average in coworking spaces. Generally flexible office workers were more likely to go out for lunch.

In the public/government sector employees mostly ate lunch at their desk and rarely used an office kitchen or went outside. Canteens and/or restaurants were the most popular in the technology and manufacturing sectors, whereas employees from telecommunications, accountancy, consultancy and real estate and construction sectors were more likely to go outside.

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“A well-designed kitchen in an office is a must, as for over 1/3 of respondents it was a major lunch location.”



# Are private offices dead?

Open plan offices have been popular for decades now, however private offices still constitute the majority of the sample (52%), whereas only 38% of respondents used open plan offices (the rest of participants pointed out “neither of these” or “don’t know”).

Young people (25-34 years) more often worked in open plan offices (44%), whilst only 25% of the oldest respondents (55+) were using them. Employees using social media were working in open plan offices more often than average.

Open plan offices were the most common in the telecommunications sector (61%), while on the other hand public services and

government sectors rarely used them (22%). It is not a surprise as the telecommunications sector is usually associated with large scale customer-dedicated call centres and open plan offices are used to optimise costs. The public sector, on the other hand, is mostly located in older buildings which are historically of private office layout.

Productivity is declared to be higher in private offices. As many as 59% of the respondents working in a private office assessed their current office layout to have a positive impact on their productivity, whilst in the case of an open plan office it was only 41%. On the other hand only 9% of private office users saw negative influence of

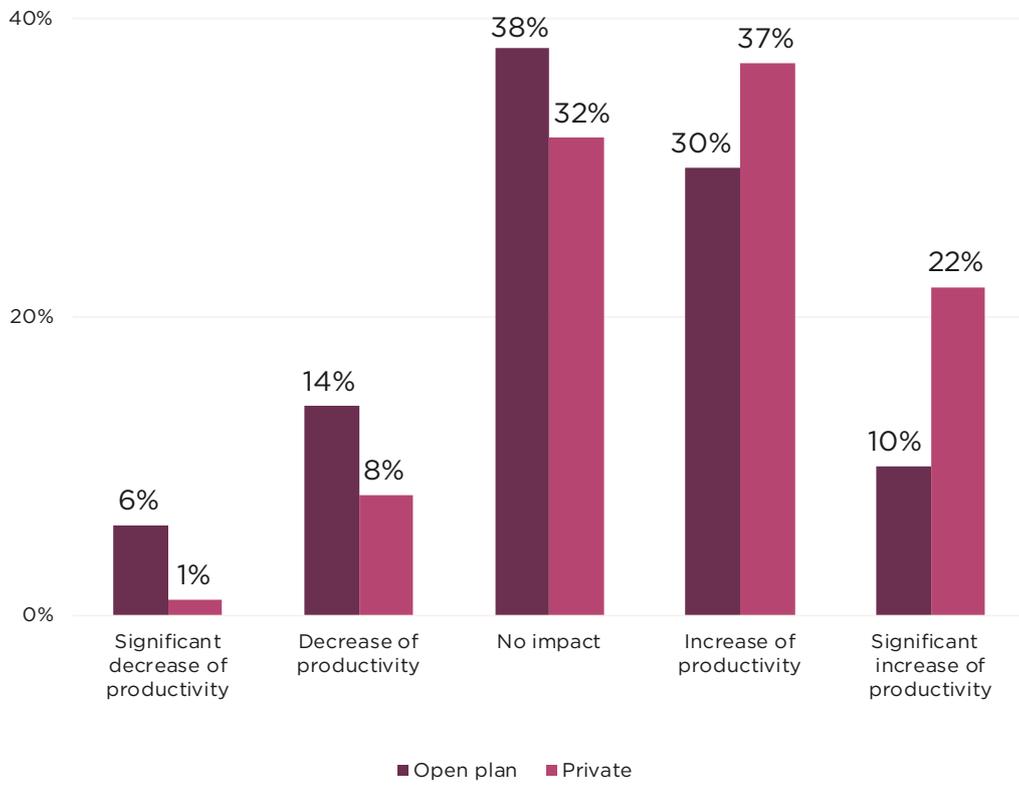
the layout on productivity, whereas as many as 21% of the individuals working in open plan offices stated negative impact of their office on productivity.

Respondents in private offices observed positive impact of the current office on both physical and mental wellbeing (64% and 63%) more often than open plan office users (57% and 60%).

🗨️ **Workers using private offices reported better impact of office layout on their productivity than their colleagues from open plan offices.** 🗨️



Current office layout impact on productivity



# Flexibility

Flexible offices (serviced offices and coworking spaces) have been on the rise for the last few years. However, a conventional office space (owned or rented by a company) is still by far the most popular office type. 73% of participants worked in a conventional office, whereas 22% worked in serviced offices or in coworking spaces (11% each). 5% of the respondents pointed out innovations centres and incubator spaces as their office type.

Use of flexible offices increases with management level. Junior managers, team leaders, supervisors and staff level employees used conventional offices more often than average (80%), whilst proprietors used coworking spaces significantly more often than average (28%).

The use of flexible offices is in line with the use of social media. In general, employees in flexible offices used social media more often. Particularly Twitter, Pinterest and

🗨️ **Coworking spaces were the most popular in the manufacturing sector (15%), on the other hand the legal sector did not use this type of office at all.** 🗨️

Tumblr users worked in coworking spaces more often than average, whereas Snapchat was very popular in serviced offices, reflecting the demographic make up of different office types.

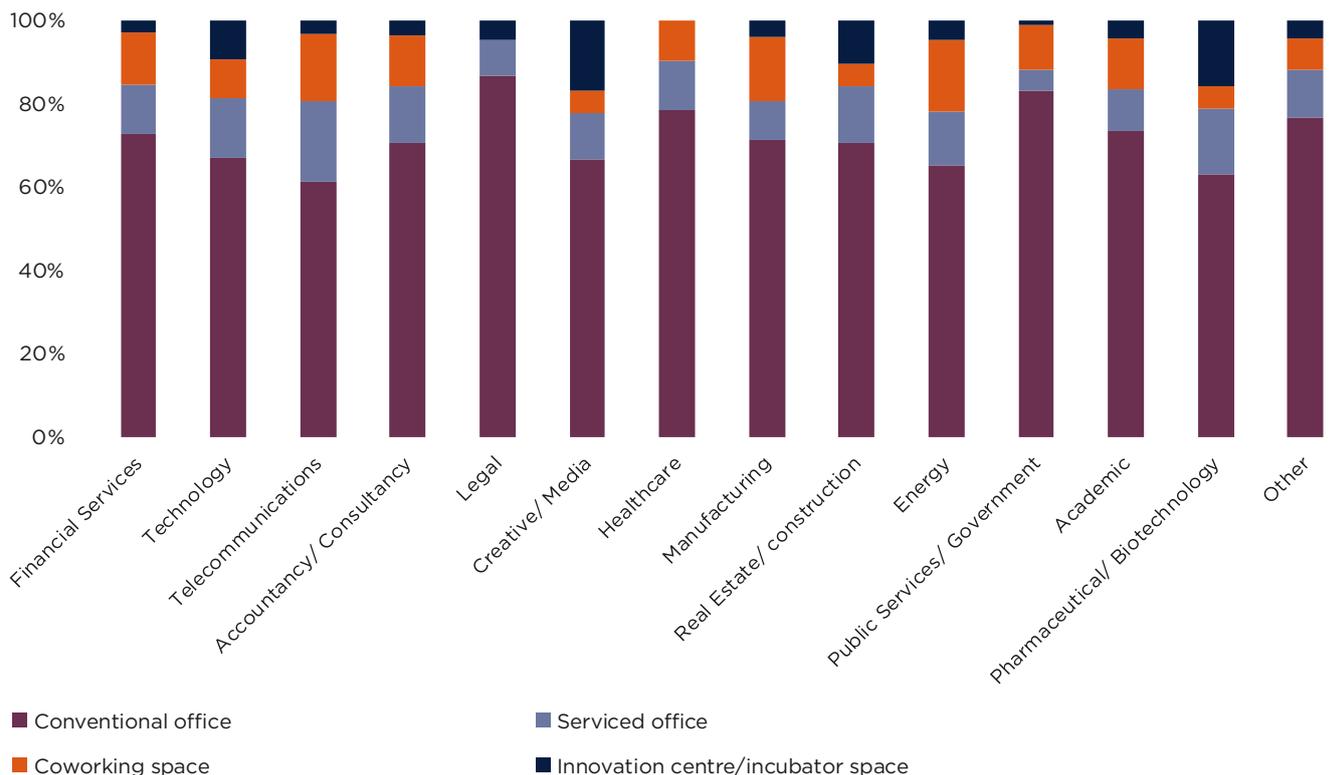
Coworking spaces were the most popular in the manufacturing sector (15%), on the other hand the legal sector did not use this type of office at all.

Interviewees using flexible offices more often than users of conventional offices pointed out that the impact of their workplace on their physical/mental wellbeing was positive (70% vs 56% in the case of physical wellbeing and 68% vs 58% in the case of mental wellbeing).

Coworking spaces increase productivity. 57% of participants working in this type of office indicated that the current office layout impact on productivity is positive or very positive, whereas in conventional and serviced offices the share stood at 47% and 46% respectively. On the other hand, as many as 16% of employees in conventional offices assessed the impact as negative or very negative, whereas the share in serviced offices and coworking spaces was significantly lower at 11% and 8% respectively.

Smartphone apps are more useful for flexible office users. Both employees working in serviced offices and in coworking spaces pointed out that apps are useful more often

## Office type by sector



🗨️ **Conventional offices, despite the rise of flexible offices in the last few years, are still by far the most common office type.** 🗨️

than employees working in conventional offices (68% in serviced office, 63% in coworking space and 55% in conventional office).

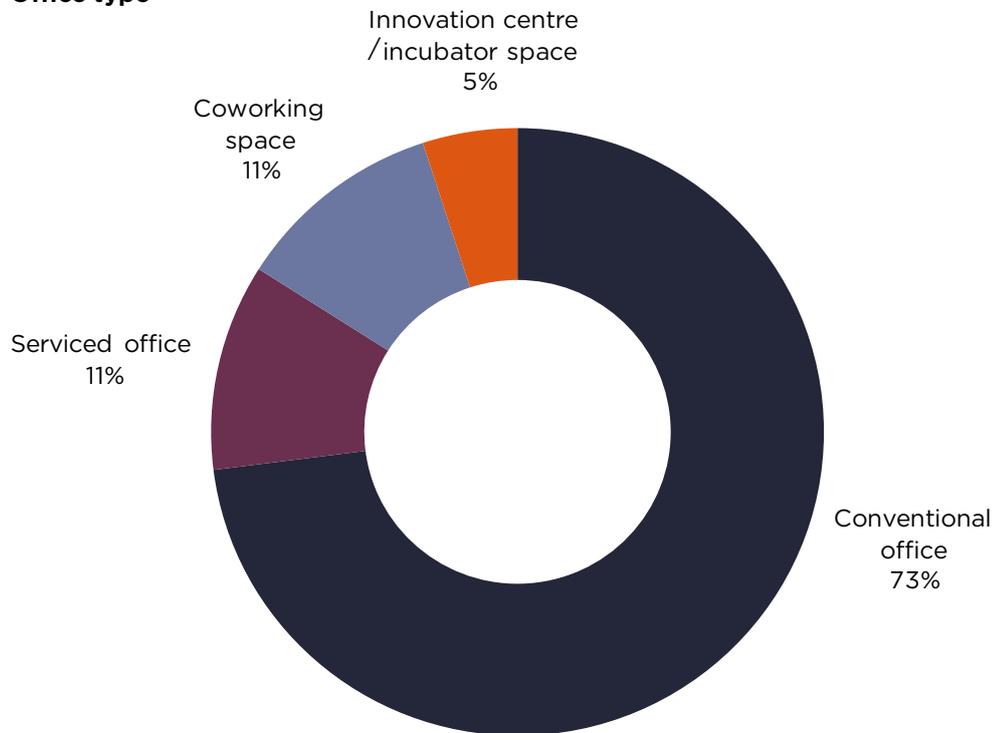
Not only working in flexible offices such as serviced offices and coworking spaces is gaining on importance, but also flexible working in general i.e. flexibility of working location and time. According to the survey 71% of respondents believed that their company provided a culture that encourages flexible work and 68% of them implemented relevant technology allowing to work more flexibly.

Young employees (18-34 years) more often than the older ones (45+ year) admitted that their employer provided them with means to work flexibly. Probably the low share of workers feeling that they have been provided with relevant technology to work flexibly among older people is caused by insufficient training rather than a lack of technology itself. Staff level employees relatively seldom felt empowered to work flexibly (57%) as well as individuals with adult children or no children at all.

Flexible working was most often allowed in the technology sector and in accountancy /consultancy, with the public/government sector on the other end of the spectrum. Companies employing from 100 up to 250 people were the most flexible working-friendly, whereas the largest companies of 1,000 employees and above were the least likely to support flexible working.

Employees working the longest with their current employer did not feel that their company supports flexible working. On the other hand, according to people employed from two to five years, their employer encouraged them to work more flexibly.

**Office type**



**Jarosław Pilch**  
Head of Tenant Representation,  
Office Agency, Savills

Providing flexibility in work helps retaining employees. In companies supporting flexible working, employees declared willingness to stay more than five

years, whereas in offices that did not support flexibility in work, employees were not willing to stay more than two years. At the same time employees who were permitted to work flexibly noticed positive impact of their current office layout on productivity and were happier with their current workplace.

In addition, respondents in a flexible work environment assessed the impact of their current workplace on both physical and mental well-being more positively.

# Productivity and design

Office internal design/layout has a significant influence on productivity. 64% of respondents pointed out that their current office internal design/layout had an impact on their productivity while 35% did not report any influence. 49% of surveyed individuals observed positive influence, whereas 15% assessed the impact negatively.

A particularly high positive impact was reported by young employees up to 34 years old (55%), whilst older employees often saw no impact (44%). Employees in the technology sector most often reported a positive influence (59%), whereas the share decreased to 32% in the telecommunication sector and 33% in healthcare.

High and middle level managers reported a positive impact of internal design/layout on productivity more often than others. 60% of managing directors, 61% of board level directors/managers and 58% of middle managers thought that the impact was positive. On the other hand only 30% of staff level employees reported a positive influence, whereas as much as 22% felt a negative impact. Thus, the productivity of most employees, is limited by an office layout.

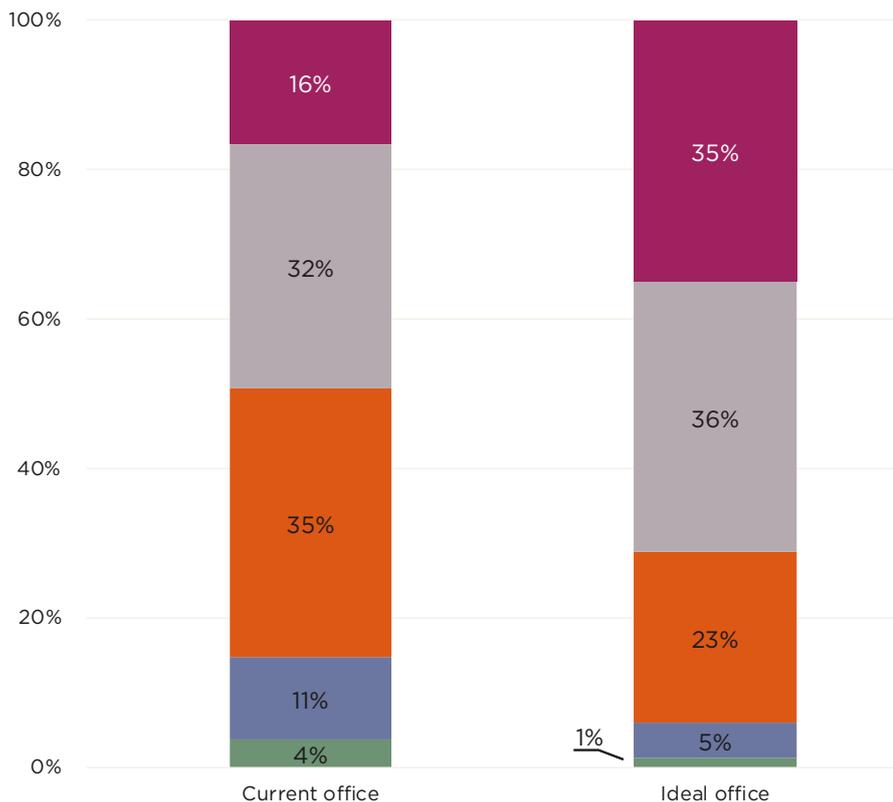
Providing an ideal workplace results in high gain on productivity. Employees in an ideal workplace in 71% of cases reported a positive impact of office design and layout on productivity (increase by 22 pp.). On the other hand the share of individuals reporting a negative influence decreased to 6% (by 9 pp.).

Hot desking seems to have a positive impact on productivity. 54% of the respondents who use hot desking reported its positive influence on productivity, whereas 20% saw a negative impact. However, in the case of staff level employees hot desking does not feel like a good idea as 42% of them reported its negative impact on their productivity with only 19% seeing a positive impact.

Flexible approach to working makes employees pleased. In companies that encouraged flexible work 75% of employees were happy, whilst only 36% were happy in companies that did not support flexible working. 75% of the individuals who were allowed to work from home and 74% of those who could work from a free public space were happy.

“ Office internal design/layout has a significant influence on productivity. ”

Office internal design/fit out impact on productivity



- Significant increase of productivity
- Increase of productivity
- Neutral
- Decrease of productivity
- Significant decrease of productivity

Only 46% of the interviewees who spent more than 90% of their time working at their desks were happy. Spending some time in meeting rooms (between 11% up to 20% of work time) increases happiness as 78% of such employees were content.

Making quiet areas available can also make employees happier. 70% of the individuals who spent up to 20% of their time in such areas were happy. Providing some outside space such as access to roof, terrace or garden for up to 10% of working time also makes employees happier (71%).

## Office design



**Jakub Jędrzyś**

Associate Director,  
Head of Building & Project Consultancy  
Savills

Positive impact of an office layout on productivity is more often reported by more happy employees. 61% of happy respondents saw positive impact, whilst only 17% of unhappy individuals reported positive influence of office design on productivity (with an average of 49%).

Simple asking about an office environment is a good first step to make employees happy. 77% of the respondents who were contacted by their employers about office environment were happy, compared with only 53% who were not contacted. Giving control over office design to employees is a key factor towards their satisfaction. As much as 92% of individuals who felt they have control over office design were happy, whereas only 57% of those who did not feel in control were happy.

In order to raise employee satisfaction and productivity, it is important to focus on their comfort at work. Raising the standard of conference rooms finishings may help. Solutions include for example movable walls, that ensure privacy thanks to high sound insulation or which make cooperation easier; panels on which employees can present their ideas; centralised control system in each conference room which connects TV set with video conference system and blinds and lighting with e.g. DALI control system. With these solutions employees will not waste their time on adjusting surrounding conditions to their needs.

A centrally coordinated conference room reservation system makes cooperation easier. Cooperation may be also improved by connecting conference zones with chill-out zones which helps the creativity flow. Moreover, things we cannot see also make a huge impact on the comfort of work and, consequently, the effectiveness of employees. Efficient ventilation system and lighting are one of these factors. Companies looking for new locations more and more often pay attention to these parameters. This is usually caused by negative experiences with offices located in older buildings, which were usually designed with a minimum standard of ventilation system (i.e. 30 m<sup>3</sup> per hour/person exchange of air for open space).

When it comes to new projects, offered standard increasingly becomes 40 m<sup>3</sup> per hour/person or even more, which is due to the aforementioned demands of tenants and the building owners' ambition to obtain green certificates (e.g. BREEAM or LEED). Obviously, these factors increase the investment costs, however it will be undoubtedly a huge added value in the commercialisation process. Another problem very often articulated by tenants is thermal discomfort reported by their employees.

The most common negative observations regarding the office space are the overcomplicated building air conditioning control system or, in the case of extreme temperatures (nowadays occurring more and more often) increased circulation of cold air. There are buildings where the ventilation systems used eliminate these problems - e.g. chilled beams, which are characterised by low air flow values and at the same time even air distribution. Apart from the above, special attention should be paid to HVAC design and solutions. More and more often we also meet integrated and advanced solutions based on smart-phone applications which give the users a greater sense of control.

### What makes workers happy:



Working in a town/city centre



Asking them about their office environment



Giving control over office design



Flexible approach to working



Location with amenities

Factors  
for leaving  
current job

**42%**  
location

**40%**  
the team

**38%**  
working culture

**36%**  
ethical nature  
of employer

**17%**  
local amenities

**17%**  
internal design  
/fitout

**11%**  
I would not  
leave my  
current job

**10%**  
external design  
of a building

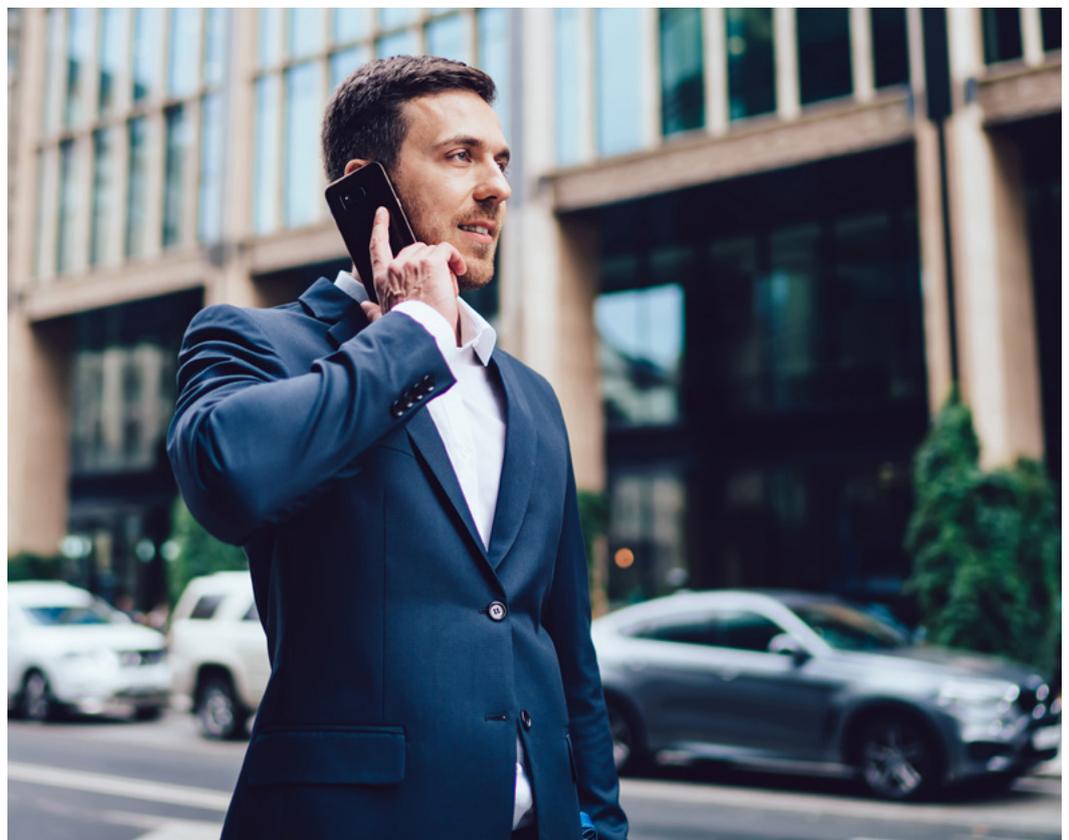
# Ideal office - attracting and retaining professionals

Employing new talent is more expensive than retaining professionals in a company. Thoughtfully designed office space may be a crucial factor in avoiding loss of employees in a highly competitive labour market.

Almost a half (45%) of respondents expected to leave their current employer within the next five years and 19% were not even committed to staying longer than two years. There is a clear dependence on age. The youngest employees (18-34 years) planned to stay the shortest time, up to two years (51%), whilst older people (35-54 years) were less likely to leave (21%).

The location of an office is a key to retaining employees. Almost half (47%) of respondents preferred in town or city centre location, followed by 26% opting for a suburban location. City buzz, transport,

networking, make city working more attractive. Only 13% wanted to work in a business centre, whilst 8% would like to have an office in a rural location. 42% of respondents pointed out workplace location as a factor for changing job when asked to imagine that they had been offered another job where they were provided with exactly the same financial package and the same career opportunities as they had currently. An office location is even more important than people at work, as only 40% of individuals pointed out a team which one would be working with. 38% of individuals indicated working culture. For 36% of interviewees ethical nature of employer could facilitate changing job. Local amenities and internal design/fit-out were also significant (17% each). Only 10% of individuals pointed out external design of building as impacting their decision' making.



“Employing new talent is more expensive than retaining professionals in a company. Thoughtfully designed office space may be a crucial factor in avoiding loss of employees in a highly competitive labour market.”

The location of an office was particularly important for young people (25-34 years) and staff level employees (46% and 49% respectively).

Employees wanted to change their personal workspace the most. 20% of respondents indicated personal space when asked what they would like to change in their current office, followed by changing a line manager (16%) and location (14%). A significant part of individuals also wanted to change internal design/ fit-out (12%) and length of commute (11%).

In general the employees were happy with their current workplace (64%) and only 6% of them were unhappy. However, the share

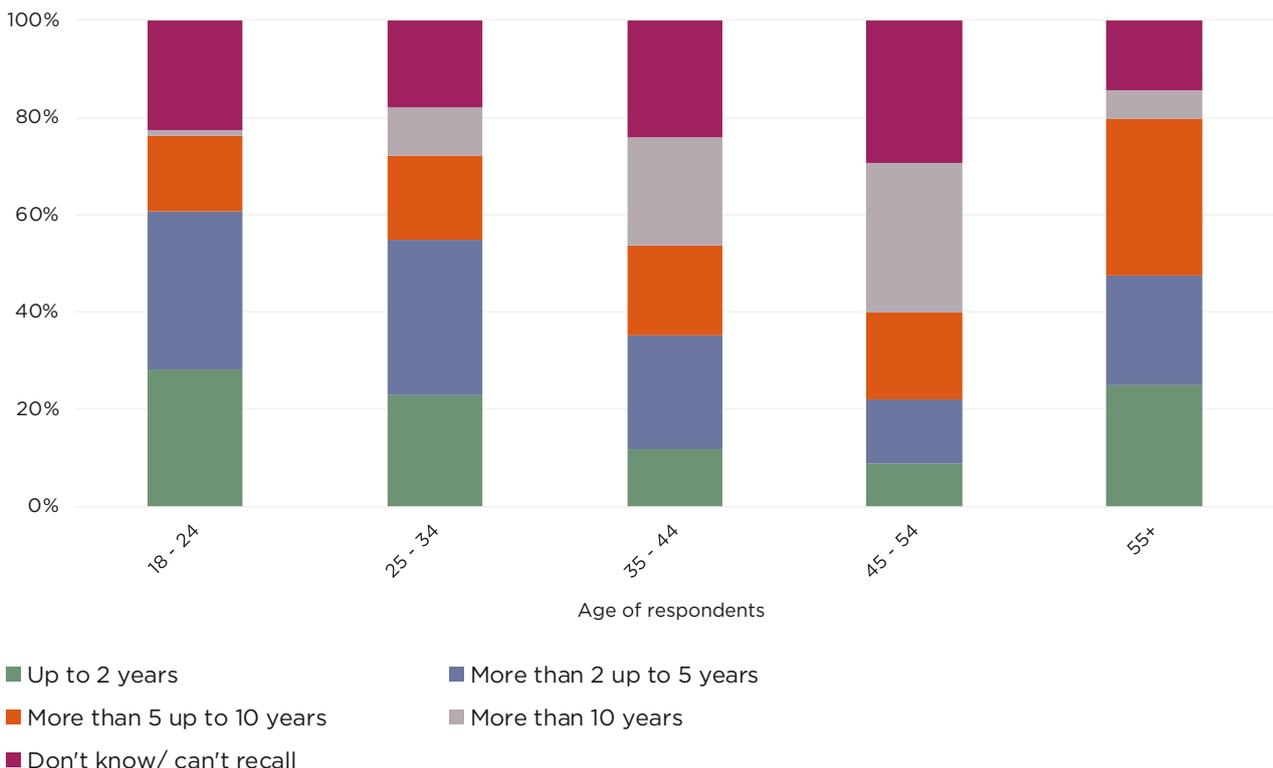
of unhappy people among employees who desire to change a line manager was more than two times higher, at 14%. The share was also elevated in case of employees wanting to change their personal space (8%) and internal design/fit-out (7%).

Giving control to employees over office design is crucial. 70% of individuals would like to have control over office design, whereas only 50% of them felt that they have it. On the other hand, only 5% did not wish to have control over office design, whilst in reality 17% did not have it. Respondents who expected to stay in their current job more than five years up to 10 years also believed they have more control over office design than those who

planned to stay up to two years (63% and 41% respectively).

Flexible working may encourage employees to stay longer at their current job. In general 19% of surveyed individuals planned to leave their current job within two years, however the share decreased to 15% if company provided flexible working culture. On the other hand, if company did not encourage flexible working the share spiked to 27%. On the other end of spectrum, the share of employees in flexible-friendly companies who planned to stay more than five up to 10 years stood at 21%, whereas in those which did not encourage flexible working the share decreased drastically to 12%.

Length of time expected with current employer



# What can we do for you?

## Tenant Representation, Office Agency

Our team offers a complex range of services such as finding new locations, negotiations or renegotiations of lease terms with the option of full technical support.

Our services are based on many years of experience and the knowledge of the local real estate market, which translates into many benefits for tenants:

- Strong negotiation position.
- Reducing the risks associated with renting.
- Market knowledge.
- Lower rent rates.
- Decision process optimisation.
- Increasing efficiency through outsourcing.

### Scope of services

- New space acquisition and relocations.
- Lease renegotiations / restructuring.
- Consolidation of multiple locations.
- Space disposal through sublease or assignment.
- Workplace strategy.



Source: Workplace Solutions



## About Savills

Savills is one of the leading global advisory companies operating on the real estate market. It was founded in 1855 in the United Kingdom. With a network of over 600 offices in the Americas, Europe, Africa, the Asia-Pacific region and the Middle East, it offers a wide range of professional consultancy, management and transaction services. Savills was established in Poland in 2004. We currently have offices in four locations in Poland – Warsaw, Wrocław, Poznań and Kraków.

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### Board

**Tomasz Buras**  
CEO, Head  
of Investment  
+48 22 222 4000  
tburas@savills.pl

**Kamil Kowa**  
Director, Head  
of Corporate Finance  
& Valuation  
+48 510 201 209  
kkowa@savills.pl

### Office Agency

**Jarosław Pilch**  
Associate Director, Head of  
Tenant Representation,  
Office Agency  
+48 694 497 800  
jpilch@savills.pl

**Daniel Czarnecki**  
Director, Head of  
Landlord Representation,  
Office Agency  
+48 519 033 717  
dczarnecki@savills.pl

### BPC

**Jakub Jędrys**  
Associate Director, Head  
of Building & Project  
Consultancy  
+48 602 566 086  
jakub.jedryst@savills.pl

---

### Property Management

**Bartłomiej Łepkowski**  
Director, Head of Property  
& Asset Management  
+48 602 566 076  
bartlomiej.lepkowski  
@savills.pl

### Business Development

**Adam Pustelnik**  
Associate Director,  
Business Development  
Manager  
+48 507 841 838  
adam.pustelnik@savills.pl

### Research

**Wioleta Wojtczak**  
Associate Director,  
Head of Research  
+48 600 422 216  
wwojtczak@savills.pl

**Dawid Samoń**  
Analyst,  
Research  
+48 666 363 260  
dsamon@savills.pl

### Media contact

**Jan Zaworski**  
Communication Manager,  
Marketing & PR  
+48 666 363 302  
jan.zaworski@savills.pl



Savills Sp. z o.o.  
22 Jana Pawła II Av.  
00-133 Warsaw  
+48 (0) 22 222 4000



[savills.pl](http://savills.pl)