

Together further

## Corporate Benefits

This is what you'll receive as an employee

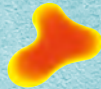




## Well-being

We attach great importance to the well-being of our employees, which is why our formula for success is: **motivation + satisfaction = health**. Benefit from a wide range of options and training in the areas of health, stress prevention and occupational safety, as well as employee advice.

- ✓ **Internal B-Vital team for workplace health promotion**, which organises campaigns and implements local measures
- ✓ A **health team** with RELIEF accreditation by Scheelen, a tool for measuring stressors, sources of stress, stress triggers and a burnout index
- ✓ Regular employee surveys to improve the working atmosphere, workload and work-life balance
- ✓ **External 24/7 employee advice** (preventive and acute)
- ✓ **Free online exercise options** with a live timetable or on demand, as well as webinars on various topics such as ergonomics, healthy nutrition, positive affirmations, etc.



Gesundheitsförderung Schweiz  
Promotion Santé Suisse  
Promozione Salute Svizzera





## Outstanding retirement and insurance benefits

**Insurance benefits:** We are passionate about looking after our employees, which is why we offer benefits that go beyond the legal requirements in the case of maternity, illness or accident and pensions (e.g. full continued pay in the event of illness/accident and discounted offers from insurance partners).

**Savings and risk contributions to pension funds:** When you work for us, you can choose between three different savings plans: Standard, Plus and Top. That means you can pay higher employee contributions into your pension fund. In addition, as your employer, we take on all of the risk contributions.

**Death benefit insurance:** Family members of employees in Switzerland receive a minimum of 18 months' salary in the event of the death of the employee – regardless of their position. There has never been a similar level of insurance of this scope in Switzerland.



## Training and further development

We support your development with internal and external training and education courses. The BYES Academy is our **internal training programme** to expand your professional and personal skills. There are also Group support programmes that help specialists develop at an international level, as well as the Young Talents programme that encourages young professionals to take on responsibility.



## Employee perks

Benefit from numerous discounts from our partners (e.g. phone contracts for you and your family or fuel discounts), special employee promotions and exclusive and limited brand offers that change every week. We also offer attractive fleet discounts for various car manufacturers and the option of using a company vehicle privately.

Exclusive partner offers\*:



BRANDS FOR  
EMPLOYEES



\*List not final



## Occupational safety

We believe that the health of our employees is the most important commodity. Every prevented accident is a gift for employees, their superiors and the company.

That's why we work hard every day to ensure that you can always work in a safe environment. Our primary goal is to establish and continuously develop a safety culture with the following measures:

- ✓ A wide range of internal and external **training courses** to raise awareness and support the personal development of our employees in the area of occupational safety
- ✓ Certification according to **ISO 45001** and fundamental rules on the subject of occupational health and safety which largely exceed legal requirements
- ✓ High-quality and comfortable **personal protective equipment (PPE)** and safety glasses
- ✓ **Prevention** through consistent accident investigations and targeted campaigns



## **Diverse opportunities for variety and advancement**

The Bouygues Group actively supports role changes across departments, companies and countries, and offers a wide variety of jobs across numerous divisions.



## **WeLink women's network**

WeLink is a place of discussion, community and solidarity for female employees of the Bouygues Group. The aim is to encourage women in the company to develop and share experiences, help them achieve greater visibility and support their progression within the Group.



## **Modern working models**

Opportunity to work from home - if the role allows it.

# ALL OF YOUR BENEFITS AT A GLANCE - BECAUSE YOU'RE IMPORTANT TO US.



**Well-being**



**Retirement  
benefits**



**Training and  
further  
development**



**Employee  
perks**



**Occupational  
safety**



**Opportunities for  
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**Modern  
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**Find out more about Bouygues  
Energies & Services as an employer:**

[bouygues-es.ch/en/jobs-career/](https://bouygues-es.ch/en/jobs-career/)

