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## YOUR FUTURE BACKED BY HEB

### Long Service Recognition

We value your commitment. After 10, 15, and every 5 years, you'll receive a one-off long service payment.

### Vinci Castor Share Scheme

Join the Vinci Castor Share Scheme: invest in our success, buy shares, and earn bonus shares.

### Leadership Programmes


Grow your leadership at every level with programmes that build capability for today and tomorrow.

### KiwiSaver

We reward loyalty with increased KiwiSaver contributions starting after 2 years of service to help you save for the future.

**BENEFITS AT HEB**

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## YOUR IDEAS BACKED BY HEB

### Referral Programme

Know someone great? Refer them and get rewarded.

### Vinci Innovation Awards

Every two years, the Vinci Innovation Awards celebrate ideas and projects that drive transformation and inspire innovation.

### Global expertise - Vinci

Be part of a proud NZ company backed by global expertise. Through VINCI Construction, access world class knowledge, innovation, and career opportunities worldwide.

### Other Benefits

Birthday Leave | Free annual health checks | Free flu vaccination | Wellbeing programme | Employee Support Service | Company and retail discounts | Gym discounts

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## YOUR WELLBEING BACKED BY HEB

### Parental Leave

HEB supports families with 14 weeks of topped-up primary carer leave and 5 days paid partner leave.


### Medical Life Insurance

Enjoy peace of mind with fully funded medical and life insurance, plus discounted family cover.

### Clearhead

Clearhead makes mental wellbeing easy with therapy booking, workplace solutions, and 24/7 self-help tools, including an intelligent Wellbeing Assistant.

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## YOUR TEAM BACKED BY HEB

### Women Together@HEB

Women Together @ HEB empowers women to thrive, supporting attraction, retention, and development across our business.

### Value Awards

Our Values Awards celebrate team members who live HEB values. Nominate a colleague and share their story to recognise behaviours that make a difference.

### Recognition Awards

Our annual awards celebrate people, teams, and projects that make a difference. With six categories including Health & Safety and our Sustainable Outcomes Pillars these awards recognise excellence and embody our values.

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## YOUR LEGACY BACKED BY HEB

### Technical Qualifications

Earn while you learn with trade qualifications that combine hands-on training and NZQA certification.

### Project Delivery

Work on NZ's most complex civil projects, grow your skills and make an impact.

### Sustainable Outcomes

Create lasting impact with sustainable infrastructure. At HEB, we deliver projects that strengthen communities, partner with our supply chain, and apply global best practices for innovative, value-driven solutions.