

Inspire change

Transform the
everyday with us

SIEMENS



Benefits and Perks

Siemens Industry Software sp. z o.o.

We're thrilled you have decided to explore your career with us. At Siemens, we believe that your success is our success, and that's why we're committed to creating an environment where you can thrive both personally and professionally. Your job satisfaction is incredibly important to us. As part of our commitment to you, we offer a comprehensive range of employee benefits and additional perks. These aren't just a list of offerings, they're designed to empower you to live your best life, support your well-being, and fuel your growth. They are also consistent with our organisational values and goals, reflecting our dedication to innovation, sustainability, and making a real impact.

For more information, please explore our detailed benefits options and see how Siemens can support your journey.

Medical Care

Your well-being is a top priority at Siemens, and we're proud to offer comprehensive private medical and dental care through LUX MED. We fully cover this valuable benefit for you, your partner, and your children up to age 26, ensuring peace of mind for your family.

You also have the flexibility to extend specialised care packages to other family members at an additional cost, allowing you to tailor your health benefits to suit your family's unique needs perfectly.

Group Life Insurance

To further support you and your family's security, we provide group life insurance through Unum. The life and health insurance package for you is fully sponsored by Siemens. For an additional cost, you can also enrol your partner and children, or add additional packages to customise coverage according to your specific needs.

Language Courses

We believe that acquiring new language skills is vital not only for your professional development but also for your personal growth. You can sign up for language classes after completing your probation period and obtaining your manager's approval.

Our language school provides classes in the following European languages: English, German, Spanish, Italian, Dutch, and Polish. The lessons are held online, in groups.

Tuition and training reimbursement

At Siemens, your growth is our priority. We're deeply invested in your continuous learning and professional development.

That's why we actively support you in acquiring new skills through job-related studies, courses, training, and workshops. Depending on the activity and business need, Siemens may reimburse part or all of the cost, making it easier for you to advance your career and contribute to our shared success.

MyBenefit platform (incl. MultiSport)

We believe in empowering you to choose your own benefits that truly enhance your lifestyle. The MyBenefit Cafeteria is a flexible platform offering an extensive, continually expanding array of options from over 2,000 partners.

Each month, we credit your account with 105.57 zł in points, which is sufficient to cover the monthly cost of a MultiSport Plus card fully. You can also purchase MultiSport cards for family members and friends at an additional fee.

Should you prefer alternative benefits, you may allocate your points towards online holiday bookings, a diverse cultural offer, numerous leisure and sports activities, thousands of shops, and excellent food offerings.

Lunch card

With the Edenred lunch card, you can easily enjoy daily lunches tailored to your dietary needs. Each month, you receive a 200 zł top-up, and any unused funds conveniently roll over to the next month. The card is accepted at a wide range of food outlets and grocery shops across Poland, so you have unparalleled flexibility in choosing your meals.

Employee Assistance Program

Employee Assistance Program offered by ICAS provides free, confidential counselling for you and your close ones regarding psychological, legal, and financial issues in both professional and personal life. The EAP provides individual consultations with specialists, as well as access to knowledge and training resources. It's designed to help you navigate life's complexities with confidence, ensuring you always have a trusted resource for immediate and expert advice whenever you need it most.

Creative work

If your role involves creative work and meets the necessary criteria, you can benefit from 50% increase in the cost of income (podwyższone koszty uzyskania przychodu).

Employee Pension Plan (Pracowniczy Program Emerytalny)

Investing in your future is important, and we're committed to helping you build long-term financial security. That's why we offer a robust Employee Pension Plan (PPE) in cooperation with Goldman Sachs TFI.

PPE is an employer-sponsored retirement savings programme, alongside the statutory pension system. Each month, Siemens contributes a fixed percentage of your gross salary amount directly to your individual PPE account. This contribution is fully funded by the employer and does not reduce your net salary.

The funds accumulated in the PPE are private and belong to you. They can be inherited, transferred when you change jobs, and withdrawn once you reach retirement age, in line with applicable regulations. The program also offers favourable tax treatment and access to professionally managed investment funds.

The percentage of salary contributed to your PPE is determined by the employer. Participation in the program is voluntary, and you may also choose to make additional voluntary contributions to boost your savings further.

Social Fund (Zakładowy Fundusz Świadczeń Socjalnych)

Each year, you can select one of two available benefits:

- Vacation co-financing (so-called "wczasy pod gruszą") – you may claim this benefit after taking a leave of absence for a consecutive period of 14 days.
- Gift voucher – should you choose not to utilise the holiday allowance, you may opt to receive an Edenred gift card of equivalent monetary value.

The financial value of this benefit ranges from 1,200 to 1,500 zł, depending on your household income.

Furthermore, our social fund provides crucial support during challenging times, demonstrating our commitment to your security:

- Non-refundable cash ex gratia benefit – available in cases of unforeseen circumstances (e.g. fire, flood, serious illness).
- Non-refundable cash social assistance – provided to those facing difficult social circumstances.

Extra days off

We understand the importance of rest and rejuvenation, so all employees are given additional days off beyond the standard holidays. These additional days off are often strategically placed around bank holidays, allowing you to enjoy longer, well-deserved breaks and truly enhance your work-life balance. The specific dates vary each year, but our commitment to giving you more time to recharge remains the same.

Employee share plan

We believe in shared success and empowering our employees to be owners in our collective future. The Siemens Share Matching Program allows you to purchase Siemens shares through monthly contributions or, for employees in the Senior Manager classification (as defined by Siemens AG), by using a portion of your bonus. Both offer you the opportunity to receive matching shares after an investment period and potentially benefit from our shared success.

Eyeglasses or contact lenses reimbursement

If your professional duties require the use of corrective eyeglasses or contact lenses, you are entitled to reimbursement of up to 500 PLN every two years.

Working from abroad

With manager approval, you can work from abroad for up to two weeks, giving you more freedom to plan your time in a way that suits your personal needs while staying connected to work.

Recognition program

Our DI SW STAR platform is the perfect way to reward employees who solve our business challenges while demonstrating Siemens' core values. It is a program that makes it easy for you to be recognised and rewarded for your contributions to our company. We know that feeling valued and making others feel valued makes everyone happier at work. All employees can use the DI SW STAR online tool to recognise their colleagues' contributions and nominate them for a point-based reward.

Employee referral program

Much of our success in attracting top talent stems from our own employees, who recommend outstanding candidates for specific job openings. Consequently, we have implemented a modern, competitive referral platform and policy that recognises your initiative in matching network contacts with our specific business needs.

BSH e-shop with discounts

You'll gain access to our exclusive online employee store. There, you can explore special discounts on a wide range of high-quality Bosch and Siemens household appliances.

Ready to create your own journey?

For further information, please do not hesitate to contact the People & Organization team or your manager.

Please note that for benefits that are considered employee income, you are required to pay the income tax and social security contribution (ZUS) monthly based on the benefits' value.