



United Arab Emirates

Choosing to work at Boston Scientific is personal. Together, we partner to transform lives and improve health. Boston Scientific understands that each individual is unique.

That's why our benefits package provides resources and programs to help you be your best self — at home, at work, or at play.

We do this through three pillars, **My Health**, **My Wealth** and **My Life**.

We want to help you maintain a healthy integration of work and personal sphere, develop a culture of holistic well-being, and provide you with financial literacy, income protection and to share in BSC's success.

HealthCare



Life Insurance



Global Employee Stock Ownership Plan (GESOP)

Business Travel Insurance

Vacations & Leave of absence

Home Leave

WorkFlex

Employee Assistance Program

Child Education



My Health

My Wealth

My Life



My Health

HEALTHCARE

- Upon commencement of employment, you will be automatically enrolled into the medical plan together with your immediate family.
- You will be able to enjoy cashless experience for the following benefit if you visit a doctor within the network :
 - *Hospitalization*
 - *General Practitioner*
 - *Maternity*
 - *Health Check Up*
 - *Vaccinations*
 - *Psychiatric Treatment*
- To learn more about the detailed policy/level of coverage, please refer to the insurance deck.
- In case of question, you can also contact to our Client Coordinator, Sylvette Goron by email (sylvette@iibcare.com) or mobile (+9714 2944399 ext 258).



My Wealth

GESOP

Contribute up to 10% of your pay, on an after-tax basis, to an account that is used to purchase Boston Scientific stock at a **15% discount off the market price**. There are two six-month offering periods each year, which begin in January and July. Open enrollment takes place from November 15 – December 15 or from May 15 – June 15 for the following offering period. Once you have enrolled to the GESOP plan, you will remain enrolled for future offering periods unless you decide to withdraw from the plan.

- [View highlights of the GESOP](#)
- [Start participating in the GESOP](#) (open enrollment is offered twice a year)
- [Activate my E*TRADE account online](#)
- [Manage my investment account:](#)
 - View my account information
 - Change my contribution (during open enrollment) or withdraw from GESOP (at any time)
- [Learn about the tax regulations related to GESOP in my country](#)

Related Links

- [E*TRADE \(00-800-3338-7233\)](#)
- [Account Transfer Form](#)
- [GESOP Overview](#)
- [GESOP Video](#)

LIFE INSURANCE

Boston Scientific offers a **Group Life Assurance scheme** that covers risks of death & long term disability through MetLife.

BUSINESS TRAVEL INSURANCE

Employees based in UAE are automatically covered for **Business Travel** by MetLife.

- It covers different level of risks such as: *death benefits, medical expense, evacuation, travel assistance services.*
- In case of issue or question, please reach out to your [local HR](#).

In addition, please note that you are also covered by CIGNA, a global provider. To learn more, just click [here](#).



My Life

EMPLOYEE ASSISTANCE PROGRAM

Boston Scientific offers a free **Employee Assistance Program** (EAP) provided by **ICAS** which is a confidential support service for employees and their immediate family members.

Available 24/7/365, this service provides you :

- Counselling for emotional and psychological support
- Practical guidance and support on legal, financial, family and work matters
- Online Health and wellbeing guidance

To find the phone line contact details, please click [here](#).

Do not hesitate to watch the short presentation video available [here](#).

VACATIONS & LEAVE OF ABSENCE

You are entitled to a maximum of **25 days off** per year depending on seniority.

For employees who are required to work on weekends, a 1 day replacement leave will be made available to them.

Please contact your local HR for more information.

Learn about your [Sabbatical Leave Policy](#) & [Form](#).

NEW Parental Leave Policy

Parental Leave Policy

Starting January 1st, 2020, all new parents working at locations within the EMEA Region will be eligible for a minimum of 18 weeks fully paid leave, to be taken during the first year of the child's birth or adoption. This policy provides a minimum leave guaranteed by Boston Scientific and does not limit any greater or additional benefits that may be provided under local law or existing policy. If your local country offers a paid leave in excess of this period, you will remain eligible to this legal benefit. Local specifics for UAE will be posted here soon.

Please reach out to local HR for more information.

The EMEA Paid Parental Leave Policy is available [HERE](#)



My Life

WORKFLEX

Employees are able to choose their working hours based on their lifestyle. During Ramadan and summer periods, employees are allowed to have a shorter work day.

HOME LEAVE

Boston Scientific's Home Leave program provides all non-UAE nationals who have completed 12 months of employment in BSC entity with an allowance to purchase air tickets for a home visit.

CHILD EDUCATION

Boston Scientific's Child Education program provides an annual reimbursement for all regular employees, for up to a maximum of 3 children, to claim for their schooling expense up to high school.

You will need to submit the invoices to your Finance team.