



FRIENDS WITH BENEFITS





Inspiring  
People



Creating  
Experiences



Delivering  
Spaces



Welcome to the Amicus  
“Family of Friends”





# Team Values

At Amicus, our values shape how we work, collaborate, and succeed together. Through our TAP values, we create a vibrant culture that inspires genuine connections with teammates, partners, and clients.



## TEAMWORK

We believe great things happen when we join forces to achieve a shared goal. At Amicus, every team member plays a part in our collective success, and we celebrate the wins - big and small - together.



## ACCOUNTABILITY

We own our actions and deliver on our commitments. Whether we're celebrating achievements or addressing challenges, we step up to make it right and keep moving forward.



## POSITIVITY

We actively promote an environment of positivity, where enthusiasm and purpose thrive - and that energy resonates in every client interaction.







...when work feels like home.

STEVE COLLIS

HEAD OF WORKPLACE STRATEGY





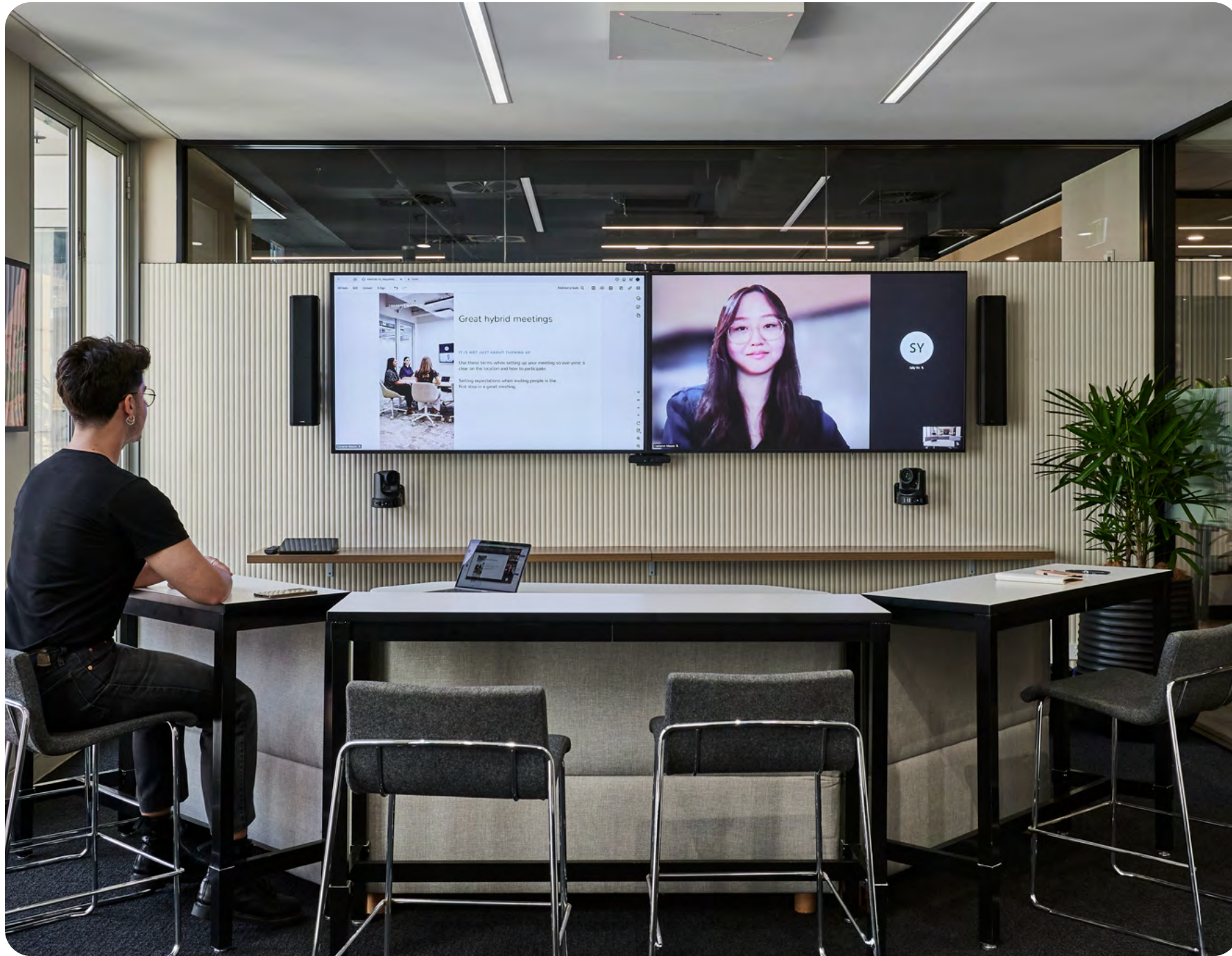
## BENEFIT 01

# U-Days

Our 9-day fortnights giving you every second Friday off to recharge (*that's another 26 days off each year...!*)







## BENEFIT 02

# Flexibility

With our hybrid work model, you get the balance of working from home and in the office - because life works better when work fits around you.



## BENEFIT 03

# Recognition

From quarterly and annual TAP Awards to EH Hero Points (redeemed for gift cards, products and services) and exclusive 3 & 5 Year Clubs, we celebrate your impact with meaningful rewards and perks that go the distance.







## BENEFIT 04

# Team Celebrations

Whether it's our quarterly socials, the iconic 3-day off-site Summit, or festive end-of-year dinners, we come together to relax, celebrate achievements and build lasting connections.





I feel encouraged and inspired to  
achieve my personal goals in a  
supportive environment.

LOUISE NOTT

CORPORATE SERVICES MANAGER





## BENEFIT 05

# Career Development

At Amicus, we're committed to helping you grow and thrive in your career. Our tailored Coaching Program gives you structured support to build your skills and confidence.

Plus, we back your growth with opportunities to attend external conferences and seminars and support for professional memberships, so you can stay connected, inspired and ahead in your field.







## BENEFIT 06

# Leave

Enjoy extra time off with birthday leave, and an additional day of leave each full year of service, up to five additional days.



## BENEFIT 07

# Well-Being



Your well-being is more than a checkbox - it's a priority. We offer a range of benefits to support your physical, mental, and emotional health, all under one holistic well-being umbrella.

From gym subsidies and annual flu shots to the Calm app membership and health checks after 5 years of service, we're here to help you stay healthy and energised.

Need extra support? Our partnership with PeopleSense EAP gives you access to free, confidential counselling whenever you need.








I'm proud to support our  
corporate and brand image  
by dressing for success.

ERIC SOONG

NATIONAL ESTIMATING MANAGER







## BENEFIT 08

# Looking the Part

We make sure our team not only feels great – but looks the part too. From branded hard hats and high-vis gear to shirts, Macpac puffers and a work boots subsidy, we've got your workday wardrobe covered. Safety, style, and team pride – all in one package.



## BENEFIT 09

# Well Fed

Fuelled teams are happy teams. With a fully stocked kitchen (yes, we take requests) and a delicious weekly lunch that caters to all tastes and dietary needs, we make sure no one goes hungry – or thirsty!






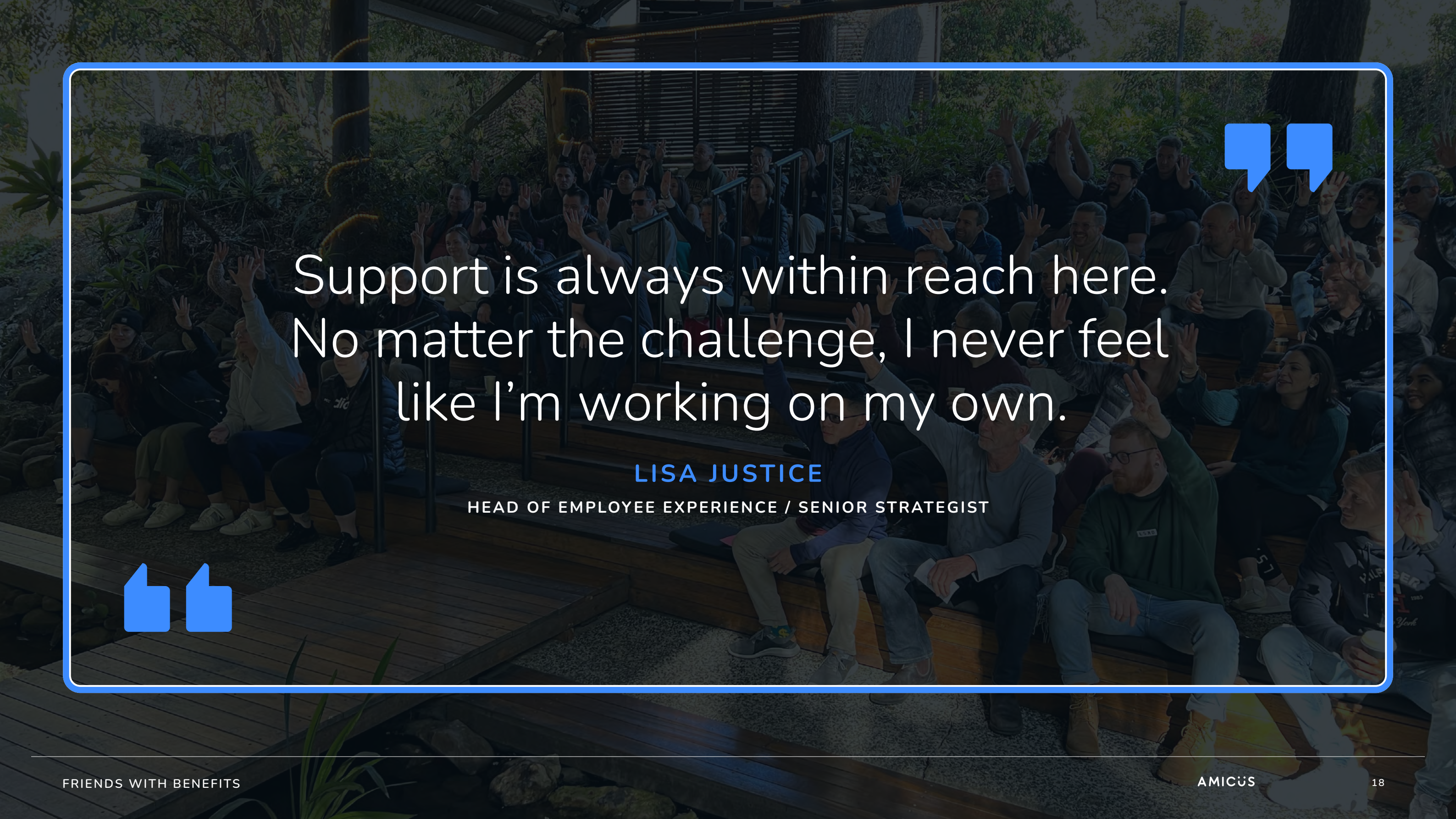


## BENEFIT 10

# Employee Referral Scheme

Know someone great? Refer a friend or acquaintance to join the team and score \$1,000 when they're hired – plus another \$1,000 when they pass probation. Great people know great people, and we believe in rewarding that.





Support is always within reach here.  
No matter the challenge, I never feel  
like I'm working on my own.

LISA JUSTICE

HEAD OF EMPLOYEE EXPERIENCE / SENIOR STRATEGIST





## BENEFIT 11

# Giving Back

We believe in making a difference beyond the workplace. Every team member gets one paid day a year to volunteer with a charity of their choice. Whether it's a personal passion or one of our partners – Elizabeth Morgan House or Two Good Co. – we support you in giving back to the community.







## BENEFIT 12

# Amicus Sharing

At Amicus, our success is your success. Through our 'Sharing Amicus' scheme, you may be eligible for employee shares based on your role and tenure. Because when the business grows, so do you.



## BENEFIT 13

# Novated Leasing

We're about making life easier – even when it comes to your car. With novated leasing, you can drive the car you want while saving on tax, GST, and running costs. It's a smart, seamless benefit that puts more back in your pocket – just another way we support your life, on and off the clock.







## BENEFIT 14

# Paid Parental Leave

We go beyond the basics to support our people through one of life's biggest milestones. Our Paid Parental Leave policy is designed to give primary and secondary caregivers the time they need to bond, rest, and return to work feeling supported and ready.





I was welcomed back from parental leave with coffee and kindness. Small gesture, big impact.

LARA MCDONALD

SENIOR PROJECT MANAGER / CONSTRUCTION LEADER – VIC



# Get In Touch

[amicus.com.au](http://amicus.com.au)

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