

Away Days provide space for employees to **take time off, or get work done without the distraction** of non-essential meetings, pings, and email.

- 1 Away Days provide time for employees to **rest and recharge**
- 2 Affirmers **may need to work to meet key deadlines** or **provide support to the business on an Away Day**
- 3 We provide a generous number of Away Days to **offset times** when you may choose to, or be required to work



### **Essential** meeting examples

- Month-end or quarter-end book close deliveries
- Urgent operational issues
- Time-sensitive client calls
- Key account QBRs
- Incident response



### **Non-essential** meeting examples

- 1-1s or recurring syncs with no urgent topics
- Team bonding events
- Professional and career development conversations
- Incident reviews



# Away Days 2026



### US 2026 Away Days

  Away Day

#### JANUARY

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

#### FEBRUARY

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

#### MARCH

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1	2	3	4	5	6	7
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

#### APRIL

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#### MAY

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24	25	26	27	28	29	30
31						

#### JUNE

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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

#### JULY

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#### AUGUST

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#### SEPTEMBER

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#### OCTOBER

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18	19	20	21	22	23	24
25	26	27	28	29	30	31

#### NOVEMBER

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22	23	24	25	26	27	28
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#### DECEMBER

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6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

### List View

- Thursday, **January 1**
- Friday, **January 2**
- Monday, **January 19**
- Monday, **February 16**
- Friday, **March 6**
- Friday, **April 3**
- Monday, **April 6**
- Friday, **May 22**
- Monday, **May 25**
- Friday, **June 19**

- Friday, **July 3**
- Monday, **August 3**
- Friday, **September 4**
- Monday, **September 7**
- Monday, **October 12**
- Wednesday, **November 11**
- Thursday, **November 26**
- Thursday, **December 24**
- Friday, **December 25**
- Thursday, **December 31**

### Canada 2026 Away Days

  Away Day

  Quebec Only

#### JANUARY

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18	19	20	21	22	23	24
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#### FEBRUARY

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#### MARCH

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#### APRIL

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#### MAY

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#### JUNE

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28	29	30				

#### JULY

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#### AUGUST

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#### SEPTEMBER

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#### OCTOBER

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#### NOVEMBER

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#### DECEMBER

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13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

### List View

Thursday, **January 1**  
 Friday, **January 2**  
 Monday, **February 16**  
 Friday, **March 6**  
 Friday, **April 3**  
 Monday, **April 6**  
 Friday, **May 15**  
 Monday, **May 18**  
 Wednesday, **June 24 (Quebec)**  
 Wednesday, **July 1**  
 Monday, **August 3**

Tuesday, **August 4**  
 Monday, **August 31**  
 Monday, **September 7**  
 Wednesday, **September 30**  
 Monday, **October 12**  
 Wednesday, **November 11**  
 Thursday, **December 24**  
 Friday, **December 25**  
 Monday, **December 28**  
 Thursday, **December 31**



# Spain Away Days

## 2026

### Spain 2026 Away Days

  Away Day

#### JANUARY

S	M	T	W	T	F	S
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4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

#### FEBRUARY

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

#### MARCH

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1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
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#### APRIL

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26	27	28	29	30		

#### MAY

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24	25	26	27	28	29	30
31						

#### JUNE

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28	29	30				

#### JULY

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19	20	21	22	23	24	25
26	27	28	29	30	31	

#### AUGUST

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23	24	25	26	27	28	29
30	31					

#### SEPTEMBER

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20	21	22	23	24	25	26
27	28	29	30			

#### OCTOBER

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18	19	20	21	22	23	24
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#### NOVEMBER

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#### DECEMBER

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13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

### List View

Thursday, **January 1**  
 Friday, **January 2**  
 Tuesday, **January 6**  
 Thursday, **April 2**  
 Friday, **April 3**  
 Friday, **May 1**  
 Friday, **May 15**  
 Monday, **August 17**

Monday, **October 12**  
 Monday, **November 2**  
 Monday, **November 9**  
 Monday, **December 7**  
 Tuesday, **December 8**  
 Thursday, **December 24**  
 Friday, **December 25**  
 Thursday, **December 31**



### Poland 2026 Away Days

Away Day

#### JANUARY

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11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

#### FEBRUARY

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15	16	17	18	19	20	21
22	23	24	25	26	27	28

#### MARCH

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22	23	24	25	26	27	28
29	30	31				

#### APRIL

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#### MAY

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24	25	26	27	28	29	30
31						

#### JUNE

S	M	T	W	T	F	S
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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

#### JULY

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12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

#### AUGUST

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9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

#### SEPTEMBER

S	M	T	W	T	F	S
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20	21	22	23	24	25	26
27	28	29	30			

#### OCTOBER

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4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

#### NOVEMBER

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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

#### DECEMBER

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

### List View

- Thursday, **January 1**
- Friday, **January 2**
- Tuesday, **January 6**
- Friday, **March 6**
- Friday, **April 3**
- Monday, **April 6**
- Friday, **May 1**
- Monday, **May 4**
- Thursday, **June 4**

- Friday, **August 14**
- Monday, **August 17**
- Friday, **September 4**
- Monday, **November 2**
- Wednesday, **November 11**
- Thursday, **December 24**
- Friday, **December 25**
- Monday, **December 28**
- Thursday, **December 31**

UK 2026 Away Days						
Away Day		Scotland Only				
JANUARY						
S	M	T	W	T	F	S
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4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
FEBRUARY						
S	M	T	W	T	F	S
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15	16	17	18	19	20	21
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MARCH						
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22	23	24	25	26	27	28
29	30	31				
APRIL						
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26	27	28	29	30		
MAY						
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24	25	26	27	28	29	30
31						
JUNE						
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21	22	23	24	25	26	27
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JULY						
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AUGUST						
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SEPTEMBER						
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OCTOBER						
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25	26	27	28	29	30	31
NOVEMBER						
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DECEMBER						
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6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

**List View**

- Thursday, **January 1**
- Friday, **January 2**
- Monday, **February 16**
- Friday, **March 6**
- Friday, **April 3**
- Monday, **April 6**
- Monday, **May 4**
- Monday, **May 25**

- Tuesday, **May 26**
- Friday, **August 3**
- Monday, **August 31**
- Tuesday, **September 1**
- Monday, **November 30 (Scotland)**
- Thursday, **December 24**
- Friday, **December 25**
- Monday, **December 28**
- Thursday, **December 31**



### Australia 2026 Away Days

**Away Day**

#### JANUARY

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#### FEBRUARY

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22	23	24	25	26	27	28

#### MARCH

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22	23	24	25	26	27	28
29	30	31				

#### APRIL

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19	20	21	22	23	24	25
26	27	28	29	30		

#### MAY

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17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

#### JUNE

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21	22	23	24	25	26	27
28	29	30				

#### JULY

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#### AUGUST

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30	31					

#### SEPTEMBER

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#### OCTOBER

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18	19	20	21	22	23	24
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#### NOVEMBER

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#### DECEMBER

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13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

### List View

- Thursday, **January 1**
- Friday, **January 2**
- Monday, **January 26**
- Friday, **March 6**
- Monday, **March 9**
- Friday, **April 3**
- Monday, **April 6**
- Monday, **April 27**
- Friday, **May 22**
- Monday, **May 25**

- Monday, **June 8**
- Monday, **August 3**
- Friday, **September 25**
- Friday, **October 2**
- Monday, **October 5**
- Tuesday, **November 3**
- Thursday, **December 24**
- Friday, **December 25**
- Monday, **December 28**
- Thursday, **December 31**

### Netherlands 2026 Away Days

Away Day

#### JANUARY

S	M	T	W	T	F	S
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4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

#### FEBRUARY

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1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

#### MARCH

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8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

#### APRIL

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19	20	21	22	23	24	25
26	27	28	29	30		

#### MAY

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					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

#### JUNE

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

#### JULY

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

#### AUGUST

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

#### SEPTEMBER

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

#### OCTOBER

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

#### NOVEMBER

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

#### DECEMBER

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

### List View

- Thursday, **January 1**
- Friday, **January 2**
- Monday, **February 16**
- Friday, **April 3**
- Monday, **April 6**
- Monday, **April 27**
- Tuesday, **May 5**
- Thursday, **May 14**

- Friday, **May 15**
- Monday, **May 25**
- Friday, **August 21**
- Monday, **August 31**
- Thursday, **December 24**
- Friday, **December 25**
- Monday, **December 28**
- Thursday, **December 31**



### Spain FAQs

#### What happens if another public holiday is announced that is not included in the Away Days Calendar you are sharing?

Spain has not yet published the official 2026 public holiday calendar. If the official dates differ from those in our Away Day calendar, we will follow the official calendar and update the Away Day calendar accordingly. As a result, some Away Days may be replaced with official weekday holidays. Please note that no additional days will be added once the official 2026 public holiday calendar is published.

#### Why are all regional or local holidays not observed?

For Spain, we use the Madrid calendar as our standard since our business entity is based there. Therefore, we're unable to observe every regional or local holiday.

#### What if I am based outside Madrid and want to observe my regional or local holidays instead?

If there is a regional or local holiday where you reside that is not listed on the Spain Away Days calendar and you would like to observe it:

1. Get approval from your manager on your swap request
2. Submit a [Workday ticket](#) (Ticket Type: Benefits-International) **at least 7 days** in advance.
3. If you swap, your local/regional holiday becomes your day off, and the Spain Away Day becomes a regular workday and you will *not* receive any extra pay for working on this day.

#### Can I observe both my local/regional holidays and Spain Away Days?

**No**, you will need to choose. If you observe your local/regional holiday, you will work and log hours on the Spain Away Day you forgo. This ensures all employees in Spain have the same number of Away Days.

#### Can I exchange a Madrid Away Day for a vacation day?

**No**, Away Days **cannot** be exchanged for additional vacation days.

#### Do I need to track a swap in Workday?

Currently, there's no way to track the swap or replacement of your Away Day in Workday. To make sure everything is recorded:

1. **Let your** manager know about your local/regional holiday swap.
2. **Submit a [Workday ticket](#)** (Ticket Type: Benefits - International) **at least 7 days** before the regional/local holiday and the Spain Away Day to notify the Benefits team.
3. **Set up an out-of-office** for your swap days and update your calendar accordingly so your team can plan.

If you don't notify your manager and/or the Benefits team in advance, you may need to use vacation days. If you have no vacation days available, the day will count as an unpaid absence.



# Away Days Guide

## Pay Premium Program

2026 Away Days

### United States

January 1	<b>Core Away Day</b>	July 3	<b>Core Away Day</b>
January 2	<i>Non-Core Away Day</i>	August 3	<i>Non-Core Away Day</i>
January 19	<b>Core Away Day</b>	September 4	<i>Non-Core Away Day</i>
February 16	<b>Core Away Day</b>	September 7	<b>Core Away Day</b>
March 6	<i>Non-Core Away Day</i>	October 12	<b>Core Away Day</b>
April 3	<i>Non-Core Away Day</i>	November 11	<b>Core Away Day</b>
April 6	<i>Non-Core Away Day</i>	November 26	<b>Core Away Day</b>
May 22	<i>Non-Core Away Day</i>	December 24	<i>Non-Core Away Day</i>
May 25	<b>Core Away Day</b>	December 25	<b>Core Away Day</b>
June 19	<b>Core Away Day</b>	December 31	<i>Non-Core Away Day</i>

### Canada

January 1	<b>Core Away Day</b>	August 4	<i>Non-Core Away Day</i>
January 2	<i>Non-Core Away Day</i>	August 31	<i>Non-Core Away Day</i>
February 16	<b>Core Away Day</b>	September 7	<b>Core Away Day</b>
March 6	<i>Non-Core Away Day</i>	September 30	<b>Core Away Day</b>
April 3	<b>Core Away Day</b>	October 12	<b>Core Away Day</b>
April 6	<b>Core Away Day</b>	November 11	<b>Core Away Day</b>
May 15	<i>Non-Core Away Day</i>	December 24	<i>Non-Core Away Day</i>
May 18	<b>Core Away Day</b>	December 25	<b>Core Away Day</b>
June 24	<b>Core Away Day</b>	December 28	<b>Core Away Day</b>
July 1	<b>Core Away Day</b>	December 31	<i>Non-Core Away Day</i>
August 3	<b>Core Away Day</b>		



# Away Days Guide

## Pay Premium Program

2026 Away Days

### Poland

January 1	<b>Core Away Day</b>	August 14	<b>Core Away Day</b>
January 2	<i>Non-Core Away Day</i>	August 17	<i>Non-Core Away Day</i>
January 6	<b>Core Away Day</b>	September 4	<i>Non-Core Away Day</i>
March 6	<i>Non-Core Away Day</i>	November 2	<b>Core Away Day</b>
April 3	<i>Non-Core Away Day</i>	November 11	<b>Core Away Day</b>
April 6	<b>Core Away Day</b>	December 24	<b>Core Away Day</b>
May 1	<b>Core Away Day</b>	December 25	<b>Core Away Day</b>
May 4	<i>Non-Core Away Day</i>	December 28	<b>Core Away Day</b>
June 4	<b>Core Away Day</b>	December 31	<i>Non-Core Away Day</i>

*Only Applicable for EU Eng On-Call Program*

### United Kingdom

January 1	<b>Core Away Day</b>	May 26	<i>Non-Core Away Day</i>
January 2	<i>Non-Core Away Day</i>	August 3	<i>Non-Core Away Day</i>
February 16	<i>Non-Core Away Day</i>	August 31	<b>Core Away Day</b>
March 6	<i>Non-Core Away Day</i>	September 1	<i>Non-Core Away Day</i>
April 3	<b>Core Away Day</b>	November 30	<b>Core Away Day</b>
April 6	<b>Core Away Day</b>	December 24	<i>Non-Core Away Day</i>
May 4	<b>Core Away Day</b>	December 25	<b>Core Away Day</b>
May 25	<b>Core Away Day</b>	December 28	<b>Core Away Day</b>
		December 31	<i>Non-Core Away Day</i>

*Only Applicable for EU Eng On-Call Program*

### Spain

*Subject to change depending on the national holiday announcement.*

January 1	<b>Core Away Day</b>	October 12	<b>Core Away Day</b>
January 2	<i>Non-Core Away Day</i>	November 2	<b>Core Away Day</b>
January 6	<b>Core Away Day</b>	November 9	<b>Core Away Day</b>
April 2	<b>Core Away Day</b>	December 7	<b>Core Away Day</b>
April 3	<b>Core Away Day</b>	December 8	<b>Core Away Day</b>
May 1	<b>Core Away Day</b>	December 24	<i>Non-Core Away Day</i>
May 15	<b>Core Away Day</b>	December 25	<b>Core Away Day</b>
August 17	<i>Non-Core Away Day</i>	December 31	<i>Non-Core Away Day</i>

*Only Applicable for EU Eng On-Call Program*



# Away Days Guide

## Pay Premium Program

2026 Away Days

### Australia

January 1	<b>Core Away Day</b>	June 8	<b>Core Away Day</b>
January 2	Non-Core Away Day	August 3	Non-Core Away Day
January 26	<b>Core Away Day</b>	September 25	Non-Core Away Day
March 6	Non-Core Away Day	October 2	Non-Core Away Day
March 9	<b>Core Away Day</b>	October 5	<b>Core Away Day</b>
April 3	<b>Core Away Day</b>	November 3	<b>Core Away Day</b>
April 6	<b>Core Away Day</b>	December 24	Non-Core Away Day
April 27	<b>Core Away Day</b>	December 25	<b>Core Away Day</b>
May 22	Non-Core Away Day	December 28	<b>Core Away Day</b>
May 25	Non-Core Away Day	December 31	Non-Core Away Day

*Only Applicable for EU Eng On-Call Program*

### Netherlands

January 1	<b>Core Away Day</b>	May 15	Non-Core Away Day
January 2	Non-Core Away Day	May 25	<b>Core Away Day</b>
February 16	Non-Core Away Day	August 21	Non-Core Away Day
April 3	<b>Core Away Day</b>	August 31	Non-Core Away Day
April 6	<b>Core Away Day</b>	December 24	Non-Core Away Day
April 27	<b>Core Away Day</b>	December 25	<b>Core Away Day</b>
May 5	<b>Core Away Day</b>	December 28	Non-Core Away Day
May 14	<b>Core Away Day</b>	December 31	Non-Core Away Day

*Only Applicable for EU Eng On-Call Program*