

Benefits to Support Women at AECOM

Quick Health Facts:

Worldwide, women face unique health challenges due to the gender discrimination they experience and the primary caregiving responsibilities they take on for their children and parents. These challenges include:



Less access to health care and social services than men.



Higher rates of mental health conditions, such as stress, anxiety and depression.



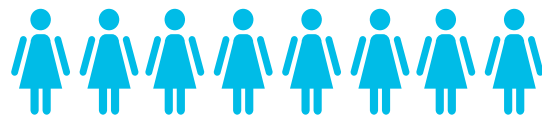
Lower levels of financial literacy and well-being than their male counterparts.



1 million women die from cervical or breast cancer each year.

8.6
MILLION

women die from cardiovascular diseases (e.g., heart disease or high blood pressure) each year, many of which go undiagnosed and untreated.



Helpful Benefits and Well-Being Resources:

AECOM is committed to supporting the health, safety and well-being of women, working parents and women of color. Here are some helpful tips and resources for improving your health and well-being.

Health Tips	For U.S. Employees	For Global Employees (all countries)
Make your mental health a priority	<ul style="list-style-type: none"> Explore mental health resources through Wellness at AECOM. 	<ul style="list-style-type: none"> Access global and local mental health resources at WellBeingAtAECOM.com.
Embrace a healthy lifestyle	<ul style="list-style-type: none"> Participate in Wellness at AECOM. 	<ul style="list-style-type: none"> Get your annual health checkup using this Guide and Checklist. Participate in Global Well-Being at AECOM and your local well-being program in Canada, Spain, Australia or New Zealand.
Improve your financial literacy and well-being	<ul style="list-style-type: none"> Access tools and resources to help you improve your finances and save for important life events. Explore options to refinance your loans with Gradifi. Save on everyday expenses with Smart Spend. 	<ul style="list-style-type: none"> Discover financial well-being resources at WellBeingAtAECOM.com. Learn about AECOM's Employee Purchasing Programs.
Remember that to care for others, you have to take care of yourself	<ul style="list-style-type: none"> Learn about AECOM's Paid Parental Leave benefits. Use your Care@Work benefits, which provide access to family care providers, subsidized backup care, senior care planning guidance and a caregiving Resource Center. Receive up to \$5,000 in Adoption Assistance per eligible adoption. 	<ul style="list-style-type: none"> Take care of yourself with this self-care resource. Learn about AECOM's local maternity, paternity and parental leave benefits in Australia, Canada, Hong Kong, Ireland, New Zealand, South East Asia and the U.K. by reviewing your local Employee Handbook. Review your local Employee Handbook to learn about AECOM's flexible work arrangement policies in Africa, Australia, Ireland, the Middle East, New Zealand, the Philippines, Singapore, the U.K. and the U.S. Discover local parent resources on guidanceresources.com (Organization Web ID: AECOM).
Build your social support network	<ul style="list-style-type: none"> Join AEMOMs or the Women's Employee Resource Group (ERG) in the Americas. Share the monthly U.S. e-Newsletter with your family. 	<ul style="list-style-type: none"> Participate in the Global Well-Being Community. Share the monthly Canada Benefits e-Newsletter with your family.