

Benefits that work for you.

At AECOM, we're a global organisation with a purpose; to deliver a better world. We never overlook the importance of our passionate people to help us deliver on our promise.

We're invested in your well-being, growth, and success. We're committed to providing you with the resources you need to be safe, included, healthy, and well – both at work and in your personal lives. Our global well-being program helps you take care of your emotional, financial, social, intellectual, and physical health and provides resources to support our planet. From flexible work options to learning and growth programs that advance your career, there's a world of opportunity here.

Benefits that work for you, so you can be at your best.

Explore our benefits offered to eligible Australian employees.

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We believe that when our employees feel their best, they bring their best to work.

AECOM Australia Benefits for your well-being

As an important part of the AECOM global community, you also have access to a variety of benefits that promote well-being and help you feel your best:



Freedom to Grow

- Our flexible work arrangements give you more freedom in where and how you work, supporting your desired work-life balance. Alternative start/finish times, hybrid work where staff balance work from home and office time.



Career Development and Learning

- Bring your unique talents, background and expertise to your work here and you'll get to explore and pursue rewarding career opportunities in Technical Excellence, Growth and Client Management, Project & Program Management, and Business Area Leadership.
- Our AECOM University platform features personalised learning experiences for critical skill-building. We also offer courses via LinkedIn Learning.
- Advance your skills and learn from internal experts with our Technical Practice Network.
- Attend AECOM networking events to expand your network.
- Leadership At All Levels, a suite of programs to invest in developing leadership talent at all career stages.



Employee Wellbeing

- Flu vaccinations
- Skin Checks
- Wellness Rebate (\$200)
- Private health insurance discounts
- Executive health assessments
- **AECOM Voices:** Our employee resources groups ensure that diverse voices are represented and heard and provide opportunities for networking, career development and community outreach.
- **Fitness:** Get free access to ClassPass on-demand classes and discounted memberships.
- **Mental Health:** Use myStrength to help build your resilience, manage your stress and improve your mood.
- **Employee Assistance:** Program (EAP) Get 24/7 confidential support for personal challenges and concerns.



Wellness Benefit

- AECOM values the emotional and physical wellbeing of our team members. To help our team members achieve this, AECOM provides staff the ability to claim a \$200 annual wellness subsidy to be used to offset costs associated with fitness and wellness memberships and activities.



New Hire buddy program

- When you are new at AECOM you will be partnered with a buddy who will help you acclimatise to AECOM culture, people processes and environment.



Professional Membership subscription

- To support your professional growth, AECOM covers the fees to one role-related professional body membership per calendar year.



Insurance

- Income Protection Insurance



Leave Entitlements

- Annual Leave
- Additional Annual Leave Purchase Program (up to 6 weeks)
- Long Service Leave
- Paid Parental and Partner Leave
- Volunteer Leave
- Flex Public Holiday initiative



Reward and Recognition

- Service Milestone rewards
- Encore: In-house recognition program
- **Kudos:** Share your appreciation for your colleagues and recognise service milestones



Benefits / Discounts

- Corporate Health Cover Rates
- AECOM Everyday: Savings and cashback on hundreds of retailers
- Employee referral scheme up to \$2000
- Professional search service for childcare and aged care facilities
- Salary Packaging – superannuation and novated leases
- **Business Travel:** Receive protection and support on your international business travels with International SOS and Business Travel Accident Insurance.
- **Employee Stock Purchase Plan (ESP):** You can purchase discount AECOM Stock through the Employee Stock Purchase Plan ESPP.

Visit [WellBeingAtAECOM.com](https://www.aecom.com/WellBeingAtAECOM.com) for more information on Global Well-Being benefits and programs.

AECOM benefits are governed under the rules provided in the applicable plan documents and summary plan descriptions.