

Benefits that help you be your best

We're a global company with a purpose: to deliver a better world. Even though we think big, we never overlook the importance of the people who help us deliver our promise. We are committed to our employees' well-being and to the things that help you be your best, personally and professionally. That is why we offer benefits, programs and resources to support our employees and their families.

This summary provides an overview of the benefits generally offered to eligible India employees. Explore these benefits to discover the value these plans and programs bring to your life.

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

AECOM benefits for your well-being



Medical insurance

You are eligible for Group Medical Insurance Scheme from the first day of employment.

- For detailed benefit coverage, please refer to the Benefit Manual or contact the HR Department.
- For the claim procedures, please refer to the same Benefit Manual or contact the HR Department.



Life insurance

You are covered by the Group Life Insurance Scheme during your employment. The scheme will protect employees for the financial risks associated with death. For details, please check with the HR Department or refer to the Benefit Manual.



Group Personal Accident Policy

AECOM provides a Personal Accident insurance policy for all employees in India. This insurance offers compensation/payment up to a financial limit as assigned by the company, to the insured person or their nominated beneficiary, if the insured person suffers unfortunate death or disablement due to an accident. The cover is worldwide, but payment of claim can only be made in India and in Indian Rupees.



Health screenings

You can stay on top of your physical well-being with Annual Health Checkup as part of the Insurance benefit. The limit for annual health checkup of employees is INR 5000 within policy year. You can book a checkup on Visit Mobile App.



Time off

You are entitled to 18 annual leaves, 7 casual leaves and 7 sick leaves in one calendar year. Unutilized Annual Leaves are carried over up to max of 30 days while casual and sick leaves lapse at the end of year.

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:

Kudos

Share your appreciation for your colleagues and receive service awards for milestone work anniversaries.

Fitness

Get free access to ClassPass on-demand classes and discounted memberships.

Mental health

Use Koa Health Foundations 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. Reach out for referrals, financial and legal guidance and access to work-life resources.

Business travel

Receive protection and support on your international business travels with International SOS and Business Travel Accident Insurance.

Visit WellBeingAtAECOM.com for more information on Global Well-Being benefits and programs.