

# 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 South Africa 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

AECOM South Africa partners with Discovery Health for medical aid cover. Employees can choose from a range of plans that suit their personal circumstances, the cost of which forms part of the employee's cost to company package.



### Retirement and financial benefits

As part of their cost to company, employees can contribute between 10 – 27.5% of their pensionable salary towards their retirement savings.



### Life insurance and income protection

As part of their cost to company, employees receive basic life insurance ranging from 3x cover up to 5x cover. They also become eligible for income protection, which provides for a proportion of an employee's normal earnings to be continued if they are unable to work due to illness or incapacity.

Other benefits include funeral cover, education cover and spouse cover where applicable.



### Time off

All employees are entitled to paid statutory leave based on their level within the organization.

**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.

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