

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 Spain 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



Private medical insurance

This benefit is offered via our third-party partner, DKV. Core coverage is given by the company to all permanent employees after two years of service. The company offers a 50% discount on the cost of adding dependent children to the Private Medical Insurance (those with disabilities are covered for free by the company). Employees can purchase health insurance from day one for themselves and dependents or flex up beyond the company provision from year two. Coverage is set at the start of the benefit year and fixed with the exception of leavers and eligible life events, such as the birth of a child.



Accident insurance

All employees are covered by accident insurance which provides the benefit of a lump sum payment for death or permanent disablement if an accident occurs at work.



Life assurance

You are automatically enrolled in the company-paid life assurance scheme, and in the event of death, the company will pay 2x salary with a minimum coverage of €60,000.



Pension plan

Once you have completed six years of service with AECOM, the company will pay €300 per year into a pension. You can contribute more through the MyFlexi benefits portal, up to €1500 tax-free per annum, in employee contributions.



Dining card

Permanent employees can select a dining card through our MyFlexi benefits portal. You can join, stop or make changes to this benefit at any point.



Public transport

Permanent employees can select a flexible travel card for the metro / bus travel.



Childcare vouchers

Visit our benefits portal, MyFlexi, to select Childcare Vouchers to help you pay for childcare whilst making a tax saving.



Car scheme

AECOM offers a hybrid and electric vehicle car leasing scheme for permanent employees, called 'Bipi'. You select this through the My Flexiportal and choose a lease duration of 12 to 36 months.



Car sharing options

Car sharing options are available through the MyFlexi benefits portal. Employees can select vouchers in multiples of €20 or €50 vouchers which equate to minutes using the cars through the car sharing app.



New hire buddy program

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



Gifts to employees

AECOM provides congratulatory gifts or gifts to honor important life events, such as a new baby.



Nutritionist at the office

Employees have access to nutritionist consultations to improve your health, with healthy initiatives throughout the year.



Physiotherapist at the Madrid office

Employees can book an appointment and enjoy a half hour massage at the Madrid office for a discounted price.



SIO

Completely free information and guidance service that offers multidisciplinary support to employees and family member with disabilities.



Freedom to grow

Freedom to Grow is our global framework, designed to support you in finding the balance and flexibility you need to be at your best and deliver your best.



Training

This product allows you to optimize the cost of training courses related to your activity and functions in AECOM.



Additional benefits

- Bonus referral
- Free fruit in the offices
- Free coffee in the offices
- AECOM Sports
- Social & Environmental Corporate Volunteering Options
- Holidays and free days
- Mental Health Allies
- Working parents champion

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

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.

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