

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.

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. You can join, stop or make changes to this benefit at any point.



Childcare vouchers

Visit our benefits portal, MyFlexi to select Childcare Vouchers to help you pay for childcare whilst making a tax saving. This is a flexible scheme, open to permanent employees in which you can change, join or stop at any time.



Car scheme

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



Car sharing options

Car sharing option 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. Open to permanent employees you simply select vouchers as and when you need to use this city-center car sharing scheme.



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 office

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



SIO

Completely free information and guidance service that offers multidisciplinary support to employees and family member with disabilities. The objective is to improve the quality of life of AECOM workers and their families.



Extension of breastfeeding leave

Employees can enjoy four consecutive weeks of breastfeeding leave, extending the standard maternity leave period.



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.

Visit [WellBeingAtAECOM.com](https://www.aecom.com/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.

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

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