



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's why we offer benefits programs, resources and perks to support our employees, their spouses/domestic partners and eligible dependent children. Our benefits program provides basic support and choices that let each employee craft the program that suits them best. Most benefits are available on day one.



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

We take a holistic approach to well-being



Private medical insurance

This benefit provides you and any family members added to your policy with access to medical support in addition to what's available through the NHS; it can cover diagnosis procedures, such as MRI scans, as well as in-patient treatments, including operations and hospital consultants. Included in the private medical scheme are dedicated Cancer Diagnosis and Mental Health Care pathways, which enable members to self-refer and get access to diagnoses and treatment more quickly. Also included is the Nuffield Rapid Access Physio service and treatment for Gender Dysphoria as recognized by the NHS on an in-patient, out-patient or day-patient basis. All employees can add family members to their policy and/or increase their level of cover through salary deductions.



Life assurance

Employees receive company paid basic life assurance of 4x salary* with the option to increase at a cost to the employee.



Retirement and financial benefits

AECOM's core provision for pension is 4% employee and 6% employer contribution. Employees have the option to reduce this to 3% employee and 5% employer contributions at any time during the year and have the flexibility of adding or changing Additional Voluntary Contributions (AVCs) at any point.



Income protection

This benefit provides you with financial support if you are unable to work due to serious ill health or injury. Check your employment contract to see if you are eligible for this benefit, which has a 12-month waiting period subject to Career Level.



Time off

All employees are entitled to 25 days of core annual leave in addition to the recognised bank holidays (pro-rata for part timers) with the option to buy and sell annual leave via our flexible benefits platform.

MyFlex

Our UK&I flexible benefits scheme, MyFlex, is designed to help you look after your health and well-being and enjoy your time outside of work. We've brought together a fantastic selection of benefits at preferential rates as well as a wide array of discount and cashback options through our 3rd party lifestyle savings page. Explore the MyFlex site to see your company funded benefits and what else is on offer.

Via MyFlex, employees have access to:

- Critical illness — employee and partner
- Partner life assurance
- Personal accident insurance
- Will writing and power of attorney
- Cycle To Work
- Drive electric car leasing
- Gym membership
- Travel insurance
- Cancer screening
- Health cash plan
- Food intolerance and allergy insight
- Health screening
- Dental insurance
- Gadget insurance
- Restaurant discount card
- Retail card
- Workplace giving
- Save As You Earn**
- Flu vaccination programme**
- Season ticket loans
- Eyecare voucher benefit
- Social value policy
- Kudos service award and recognition programme

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.

**Excluding railways contracts.*

***Subject to annual approval process.*

Your well-being is a priority.

AECOM is committed to the well-being of our employees and their families worldwide. We have developed a well-being culture that we continually advance using our benefits, tools and resources. We believe that when our employees feel their best, they bring their best to work.

Among the many programs that encourage well-being at AECOM is the Employee Assistance Program (EAP), which provides confidential counselling and professional assistance on a wide range of issues to employees and their families. Our benefits exemplify AECOM's commitment to well-being by providing support, protection and security to help our employees live better.