



Care for what matters most.

We believe that when you feel supported in every part of your life, you can thrive — at work and beyond.

At AECOM, your wellbeing is a shared priority. Our benefits and wellbeing programs are more than a set of resources. It's a partnership to encourage a healthier, more fulfilled, and more resilient you, for you and your family. We're focused on four essential pillars: Physical, Financial, Emotional, and Career.

Whether you're facing challenges or pursuing big goals, the program evolves with you. It's flexible, accessible, and built with real life in mind — so you can take what's most useful, when the time is right.

Explore our benefits offered to eligible employees in France.

AECOM France benefits for your wellbeing



Health insurance

The company offers health insurance to employees with the option to add dependents (partner and kids).



Public transport

50% of the subscription is paid by AECOM.



Disability insurance

Employees receive coverage for long-term sickness and death.



Seniority leave

Additional leave is given based on length of service — one extra day every five years with a limit of four days.



Pension

An extra pension is provided by AECOM — employees pay a social contribution through their pay slips.



Bereavement leave

- The death of the employee's spouse or civil partner authorizes the employee to take three days of leave.
- The death of the employee's father or mother entitles the employee to three days of leave.
- The death of a brother or sister authorizes the employee to take three days of leave.
- The death of the employee's father-in-law or mother-in-law authorizes the employee to take three days of leave.



Meal vouchers

The company pays 50% of the cost of meal vouchers.



Bicycle allowance

The company reimburses the kilometers cycled in a year up to 200€ per year.



Marriage leave

Employees are entitled to four paid days off.

As an important part of the AECOM global community, you also have access to a variety of benefits that promote wellbeing 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 Care 360 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 Crisis24 and Business Travel Accident Insurance.

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.

To learn more about our benefits and wellbeing programs, visit benefits.aecom.com

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