

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 New Zealand.

AECOM New Zealand benefits for your well-being

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:



Freedom to grow

Our flexible work arrangements give you more freedom in where and how you work, supporting your desired work-life balance. Alternative start/finish times, hybrid work where staff balance work from home and office time.



Career development and learning

- Bring your unique talents, background and expertise to your work here and you'll get to explore and pursue rewarding career opportunities in Technical Excellence, Growth and Client Management, Project & Program Management, and Business Area Leadership.
- Our AECOM University platform features personalised learning experiences for critical skill-building. We also offer courses via LinkedIn Learning.
- Advance your skills and learn from internal experts with our Technical Practice Network.
- Attend AECOM networking events to expand your network.
- Leadership At All Levels, a suite of programs to invest in developing leadership talent at all career stages.



Professional membership subscription

To support your professional growth, AECOM covers the fees to one role-related professional body membership per calendar year.



Employee well-being

- Flu vaccinations
- Private health insurance discounts
- Executive health assessments
- Study assistance
- **AECOM Voices:** Our employee resources groups ensure that diverse voices are represented and heard and provide opportunities for networking, career development and community outreach.
- **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.
- **Active Commuting Benefit:** Discounted access to bicycles e-bikes, and scooters to encourage active and more environmentally sustainable modes of commuting between home and office.



Wellness benefit

AECOM values the emotional and physical well-being of our team members. To help our team members achieve this, AECOM provides staff the ability to claim a \$200 annual wellness subsidy to be used to offset costs associated with fitness and wellness memberships and activities.



New hire buddy program

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



Insurance

- Salary continuance Insurance
- Life insurance
- Personal Travel Insurance



Leave entitlements

- Annual Leave
- Additional Annual Leave Purchase Program (up to 6 weeks)
- Paid Parental and Partner Leave
- Volunteer Leave
- Flex Public Holidays initiative



Reward and recognition

- Service Milestone rewards
- **Encore:** In-house recognition program
- **Kudos:** Share your appreciation for your colleagues and recognise service milestones



Benefits / discounts

- Corporate Health Cover Rates
- **AECOM Everyday:** Savings and cashback on hundreds of retailers
- Employee referral scheme up to \$2000
- **Business Travel:** Receive protection and support on your international business travels with Crisis24 and Business Travel Accident Insurance.
- **Employee Stock Purchase Plan (ESPP):** You can purchase discount AECOM Stock through the Employee Stock Purchase Plan ESPP.

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.