



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 Poland.

AECOM Poland benefits for your wellbeing



Pension

AECOM provides a pension scheme via Allianz.



Life Insurance

Provided by Uniqa. Employees have the option to upgrade their coverage and/or purchase coverage for family members. The employee is responsible for covering the full cost of any additional coverage.



Critical Illness and Accidental Disability Insurance

Provided by Uniqa, these benefits offer financial support in the event of illness or disability.



Private medical care

Provided by Medcover. Employees have the option to upgrade their coverage and/or purchase coverage for family members. The employee is responsible for covering the full cost of any additional coverage.



Sport card

Provided by Multisport. Partially funded by AECOM (above 50%), this pass provides access to a wide range of sports and recreational facilities without additional fees. Employees also have the option to purchase a pass for family members, with the employee covering the associated costs.



Referral bonus

The AECOM Employee Referral Program is intended to encourage current eligible employees to recommend external candidates for employment opportunities. The bonus amounts are available in the policy documentation [here](#).



Language Learning

Support in learning languages is available via the e-tutor platform.

You also have access to a variety of benefits offered globally to all employees, designed to support your wellbeing and help you be your best:

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.

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.

Reward and recognition

Use Kudos to share your appreciation for your colleagues and recognize service milestones.

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

For additional questions, please open a case through the [Employee Center](#).

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