



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 South Africa.

AECOM South Africa benefits for your wellbeing



Medical insurance

AECOM South Africa partners with Discovery Health for medical aid cover. Employees can choose from a range of plans that suit their personal circumstances, the cost of which forms part of the employee's cost to company package.



Retirement and financial benefits

As part of their cost to company, employees can contribute between 10 – 27.5% of their pensionable salary towards their retirement savings.



Life insurance and income protection

As part of their cost to company, employees receive basic life insurance ranging from 3x cover up to 5x cover. They also become eligible for income protection, which provides for a proportion of an employee's normal earnings to be continued if they are unable to work due to illness or incapacity.

Other benefits include funeral cover, education cover and spouse cover where applicable.



Time off

All employees are entitled to paid statutory leave based on their level within the organization.

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.

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.