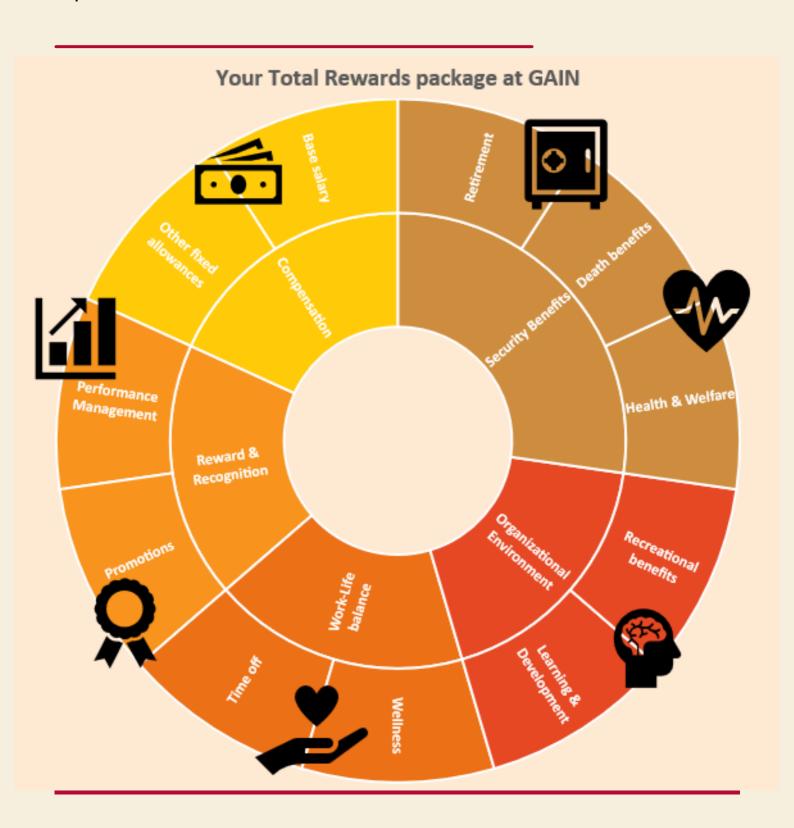


Staff Benefits Summary Bangladesh

April 2023





Competitive salaries and financial security - we know how important these are to you and your family.

Compensation

Salaries that match the local market



- Annual salary review based on cost of living in your location
- Annual Salary increase based on annual performance review
- Festival bonus: 1 month of basic salary per year
- Connectivity allowance: BDT
 2,500 per month

Insurances

- Retirement savings: Gratuity
- Global Life insurance covering 3x your annual salary in case of death whilst in employment
- Global Personal accident and disability insurance
- Business Travel insurance
- Comprehensive Health insurance covering up to 4 dependents

Paid Leave

We recognize you have priorities outside of work. Our flexible paid time off package gives you the flexibility you need.

- 37 Paid Holidays including
 17 public holidays, 20 days of annual leave
- Enhanced Maternity Leave provision, up to 4 months at full pay and 1 additional month at 50% pay
- 20 days of Paternity Leave
- Family-related emergency leave, up to 10 days

Wellness



We care about your health and wellbeing. We offer a comprehensive health package and initiatives to support your wellbeing.

- Mental health initiatives
- Counselling service
- Breastfeeding support
- Workplace healthy nutrition
- Global pause and Wellbeing Wednesday
- Covid-19: free vaccination and PCR tests

Flexibility 🕹

- Hybrid working: Combination of working from home and working from the office. Most jobs have an entitlement to work remotely 2 days per week.
- Flexible working: When possible, adjusted working hours and/or reduced working hours.

Learning & Development

GAIN is committed to developing and supporting staff through continuous learning that fosters the technical, managerial and leadership skills needed to help us realise our vision of a world without malnutrition.

- Professional development
 programme and support with
 part-funding for a relevant
 qualification
- Study leave
- Training and coaching modules
- Cross-organisational or crossregional project work
- Secondment opportunities





Health insurance information

- All employees are enrolled in the below plan with MetLife for inpatient benefits.
- Cashless Hospitalization benefits available in hospitals within network.
 Outside of network, reimbursement of claims only.

• Helpline: 16344

- Pre-approval is required for Non-Emergency Hospitalization
- GAIN reimburses outpatient costs up to the ceiling of 27,400 BDT per employee and 54,800 BDT per family.

Hospitalization	Surgery	Outpatient/ General Medical	Prescription Medicines	Maternity
Shared ceiling 150,000 BDT	Shared ceiling 150,000 BDT	Reimbursement ceiling 27,400 BDT per employee and 54,800 BDT per family.	_	Ceiling 45,000 BDT