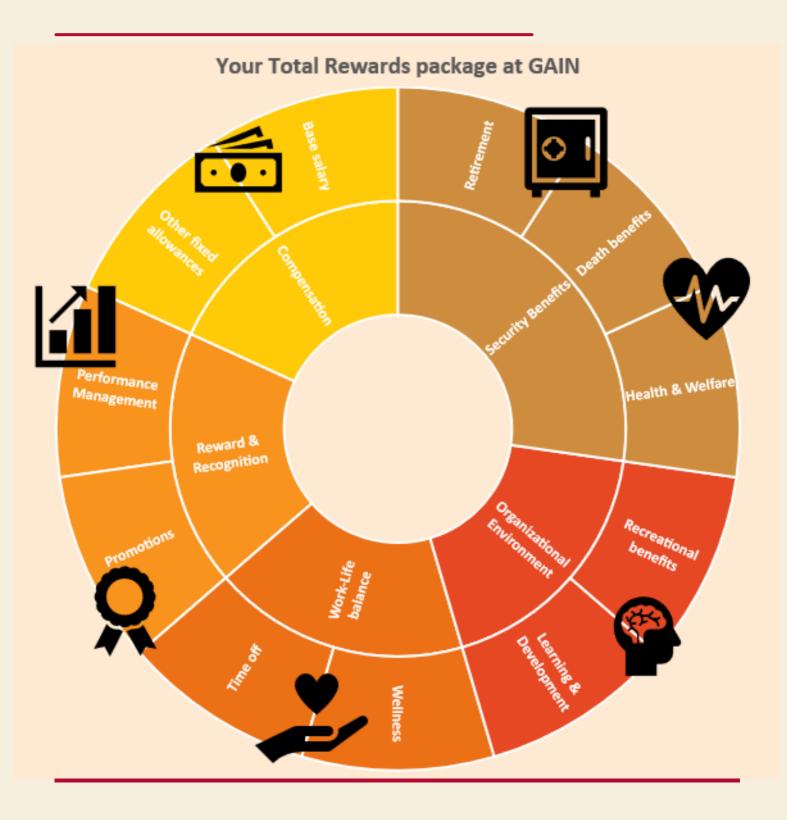


Staff Benefits Summary Nigeria

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

surances

- **Retirement savings:** GAIN contributes 10%, you contribute 8% of 92% of your salary
 - Group Life insurance covering 3x your annual salary in case of
- death whilst in employment **Group Personal Accident**

insurance covering permanent disability, temporary disablement

- and burial expenses Workman compensation
- Comprehensive Health

insurance covering your spouse and children

Business Travel insurance







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
 12 public holidays and 25
 days of annual leave
- Enhanced Maternity Leave provision, up to 3 months at full pay + 1 additional month at 50% pay and 3 months unpaid leave
- 20 days of Paternity Leave
- Family-related emergency leave, up to 10 days
- Sick Leave at full pay, up to 15 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
- Comprehensive Covid-19 policy with free vaccination is available

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 & Parallel 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 Venus Medicare
- Employee and adult dependents receive an Insurance card
- Outside of network, reimbursement of claims is made within 10 days
- Disclosed pre-existing conditions covered upon approval from Venus Medicare
- Medical Check up for the employee, the spouse and children

Hospitalization	Surgery	Outpatient/ General Medical	Prescription Medicines	Dental Care	Vision	Maternity
covered	covered	covered	covered	covered	Ceiling for annual optical glasses of N15,000 and of N40,000 (Super Health Plus)	covered