Staff Benefits Summary
Kenya
April 2023

Your Total Rewards package at GAIN

- Base salary
- Retirement
- Security Benefits
- Health & Welfare
- Other fixed allowances
- Performance Management
- Reward & Recognition
- Promotions
- Work-Life balance
- Organization Environment
- Learning & Development
- Recreational benefits
- Time off
- Wellness
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

**Insurances**

- **Pension Scheme**: GAIN contributes 7% and you contribute minimum 3%
- **Global Life insurance** covering 3x your annual salary in case of death whilst in employment
- **Funeral grant**: KES 100,000 as part of the health insurance
- **Global Personal accident and disability insurance**
- **Business Travel insurance**
- **Comprehensive Health insurance** covering your spouse and children
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, 25 days of annual leave
- Enhanced Maternity Leave provision, up to 3 months at full pay + 1 additional month at 50% pay and 2 months unpaid leave
- 4 weeks of Paternity Leave
- Family-related emergency leave, up to 10 days
- Sick Leave at full pay, up to 30 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 cross-regional project work
- Secondment opportunities
All staff are enrolled in the below plan with **Old Mutual**

- No waiting period

- Medical Cards shall be issued to all members of the scheme.

- All disclosed pre-existing conditions covered up to 800,000 KES

### Benefits schedule:

<table>
<thead>
<tr>
<th>Hospitalization</th>
<th>Surgery</th>
<th>Outpatient/ General Medical</th>
<th>Prescription Medicines</th>
<th>Dental Care</th>
<th>Vision</th>
<th>Maternity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inpatient shared ceiling of 3,500,000 KES/family/Yr</td>
<td>Inpatient shared ceiling of 3,500,000 KES/family/Yr</td>
<td>Outpatient ceiling of 100,000 KES/person/Yr</td>
<td>Fully covered - shared ceiling with Inpatient of 80,000 KES/family/Yr</td>
<td>Fully covered - ceiling of 40,000 KES</td>
<td>Fully covered - ceiling of 40,000 KES</td>
<td>Fully covered - ceiling of 200,000 KES</td>
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