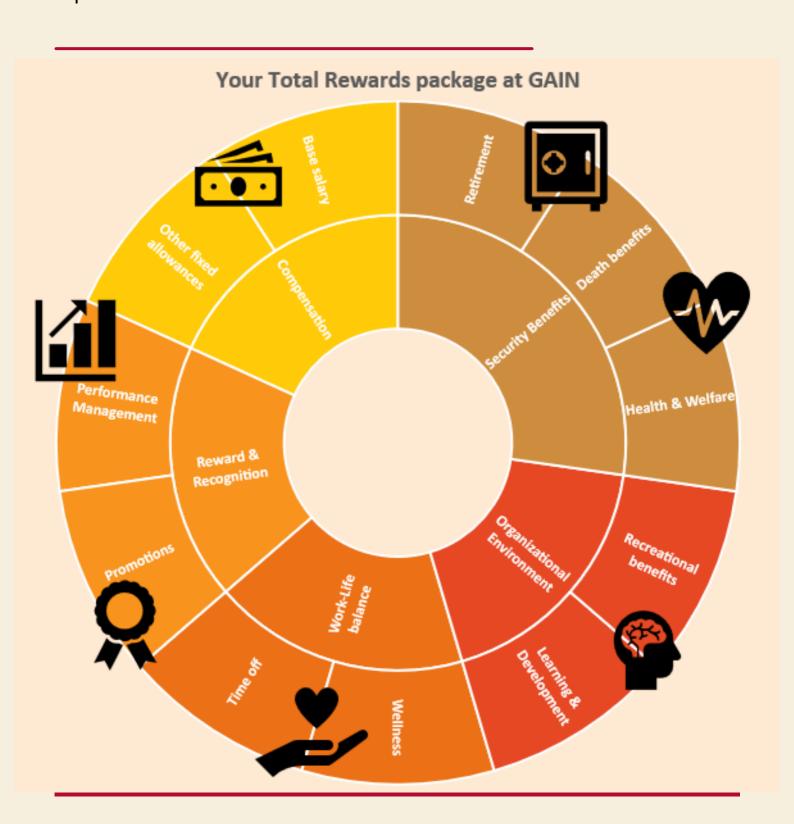


Staff Benefits Summary Kenya

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



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 crossregional project work
- Secondment opportunities





Health insurance information

- 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:

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