

# Staff Benefits Summary The Netherlands

April 2023

## Your Total Rewards package at GAIN





*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 
- **Health Allowance** EUR 120 for you and EUR 60 for your spouse

## Insurances

- **Pension Scheme:** total pension contribution  averages 10% of pensionable salaries, with 2/3 contribution by GAIN and 1/3 by employee.
- **Global Life insurance** covering 3x your annual salary in case of death whilst in employment
- **Global Personal accident and disability insurance**
- **Business Travel insurance**

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## 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 8 public holidays, 25 days of annual leave and 4 end of year closure days
- **Enhanced Maternity Leave provision**, up to 4 months at full pay + 2 additional months at 55% pay
- 20 days of **Paternity Leave**
- **Family-related emergency leave**, up to 10 days
- **Sick Leave at full pay**, up to 30 days

## 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.

## 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 is available**
  - **Commute:** 2nd class public transport card for office commute >10km
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# 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**

