

# Staff Benefits Summary Indonesia

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 
- **Festival bonus:** 1 month of basic salary per year

## Insurances

- **Old Day Security:** GAIN contributes 3.7%, you contribute 2% + **Pension Security** 
- **Global Life insurance** covering 3x your annual salary in case of death whilst in employment
- **Funeral Grant:** IDR 11,000,000 as part of the health insurance
- **Global Personal accident and disability insurance**
- **Business Travel insurance**
- **Comprehensive Health insurance** covering up to 4 dependents 

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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 17 public holidays, 20 days of annual leave
- **Enhanced Maternity Leave provision**, up to 3 months at full pay + 1 additional months at 50% pay and 3 months of unpaid leave
- 20 days of **Paternity Leave**
- **Family-related emergency leave**, up to 10 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**
  - **Covid-19: free vaccination and PCR tests**
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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**





# Health insurance information

- GAIN reimburses the mandatory state health insurance contribution up to IDR 150,000/person/Yr, for the employee and 3 dependents.
- Reimbursement for private health insurance of the employee's choice up to 1,000,000 IDR/month.
- After 6 months of employment: the employee and immediate family enroll in GAIN Indonesia's group medical Insurance with **AstraLife**.

## Benefits schedule under the Group health insurance policy:

Hospitalization	Surgery	Outpatient/ General Medical	Prescription Medicines	Dental Care	Vision	Maternity
Ceiling: 2,000,000 per day	Ceiling of 50,000,000 IDR per operation	Ceiling: 18,000,000 IDR per person/Yr	Ceiling of 3,500,000 IDR per year	Ceiling of 9,000,000 IDR per year	Ceiling of 3,000,000 IDR per year	Reimbursement ceiling of 5,000,000 IDR per pregnancy