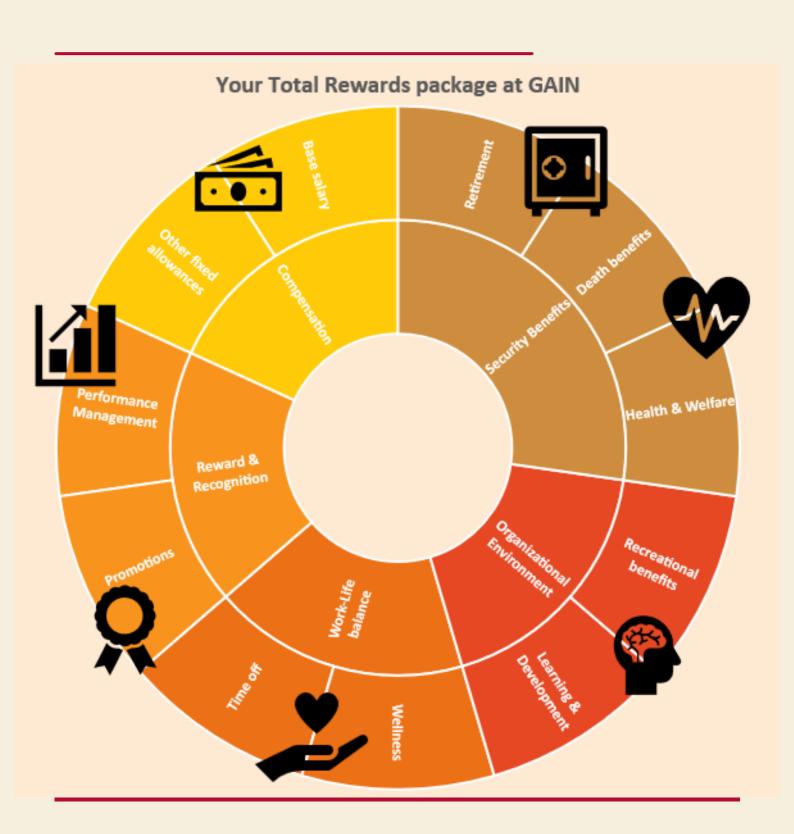


## Staff Benefits Summary

April 2023





Competitive salaries and financial security - we know how important these are to you and your family.

## Compensation

- Salaries that match the market
- Annual salary review based on cost of living in your location
- Annual Salary increase based on annual performance review

#### Insurances

- Pension scheme / Gratuity
- Life insurance
- Comprehensive Health insurance catered to the context in which you work
- Personal accident insurance
- 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 public holidays and annual leave
- Enhanced Maternity Leave provision and pay, up to 6 months
- Paternity leave, 20 days
- Family-related emergency
   leave, up to 10 days
- Sick Leave pay from day 1

#### Wellness 🕸

**S W** 

We care about your health and wellbeing. We offer a comprehensive health package and initiatives to support your wellbeing.

- Mental health initiatives
- Breastfeeding support
- Workplace healthy nutrition
- Global pause and Wellbeing Wednesday
- Covid-19: free vaccination and PCR tests where permitted by national provisions

## Flexibility 🚣

- Hybrid working: Combination of working from home and working from the office
- Flexible working: Adjusted working hours and/or reduced working hours and/or location of work

# 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

