

Staff Benefits Summary

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 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

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

Wellness

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

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**

