Staff Benefits Summary
The Netherlands
July 2021

Your Total Rewards package at GAIN

- Base salary
- Retirement
- Other fixed allowances
- Compensation
- Security benefits
- Death benefits
- Performance management
- Reward & recognition
- Health & welfare
- Organizational environment
- Learning & development
- Recreational benefits
- Work-life balance
- Wellness
- Time off

Global Alliance for Improved Nutrition
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**
**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
- 10 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**
- **Commut[e]**: 2nd class public transport card for office commute >10km
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