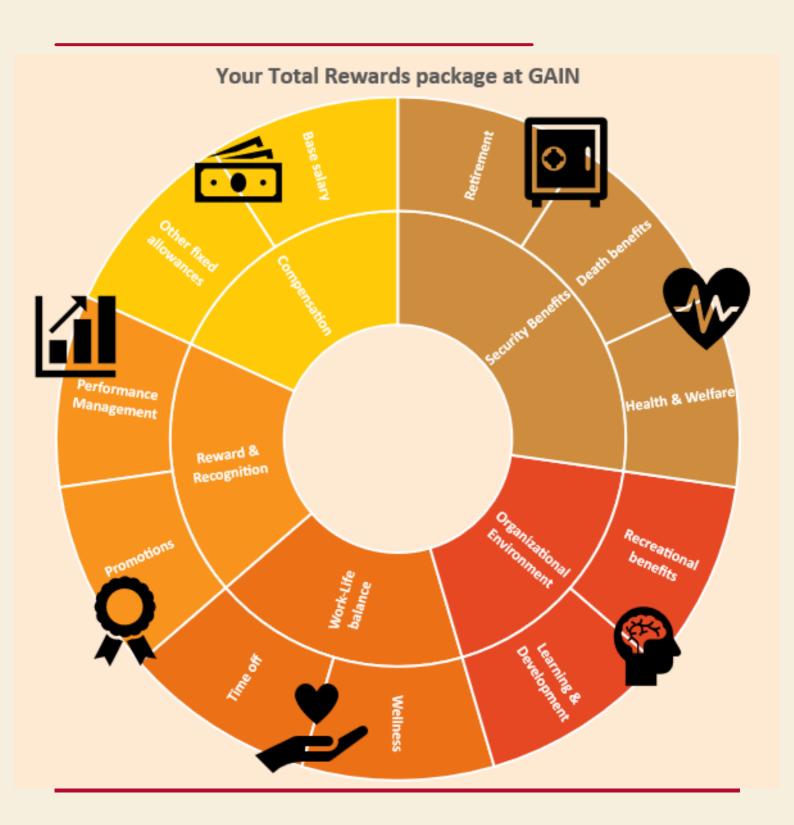


Staff Benefits Summary Mozambique

April 2023





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 annual performance review



13th month salary

Insurances

- Retirement savings (INSS): GAIN contributes 4% and you contribute 3%
- Global Life insurance covering 3x your annual salary in case of death whilst in employment
- Global Personal accident and disability insurance
- **Business Travel insurance**
- Comprehensive Health **insurance** also covering your spouse and children

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 3 months at full pay and 3 months unpaid leave
- 4 weeks of Paternity Leave
- family-related emergency leave, up to 10 days

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

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.

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





Health insurance information

- All employees are enrolled in the below plan with Cigna
- No advance payment for all inpatient treatment
- · No waiting period
- All disclosed pre-existing conditions covered upon approval from Cigna

Benefits schedule:

Hospitalization	Surgery	Outpatient/ General Medical	Prescription Medicines	Dental Care	Vision	Maternity
shared ceiling of \$ 35,500 per insured/Yr	shared ceiling of \$ 35,500 per insured/Yr	ceiling of \$ 2,500 per insured/Yr	_	reimbursed at 80% - ceiling of \$ 450 per insured/Yr	ceiling of \$ 100 per insured/Yr	ceiling of \$ 2,500 per insured/Yr