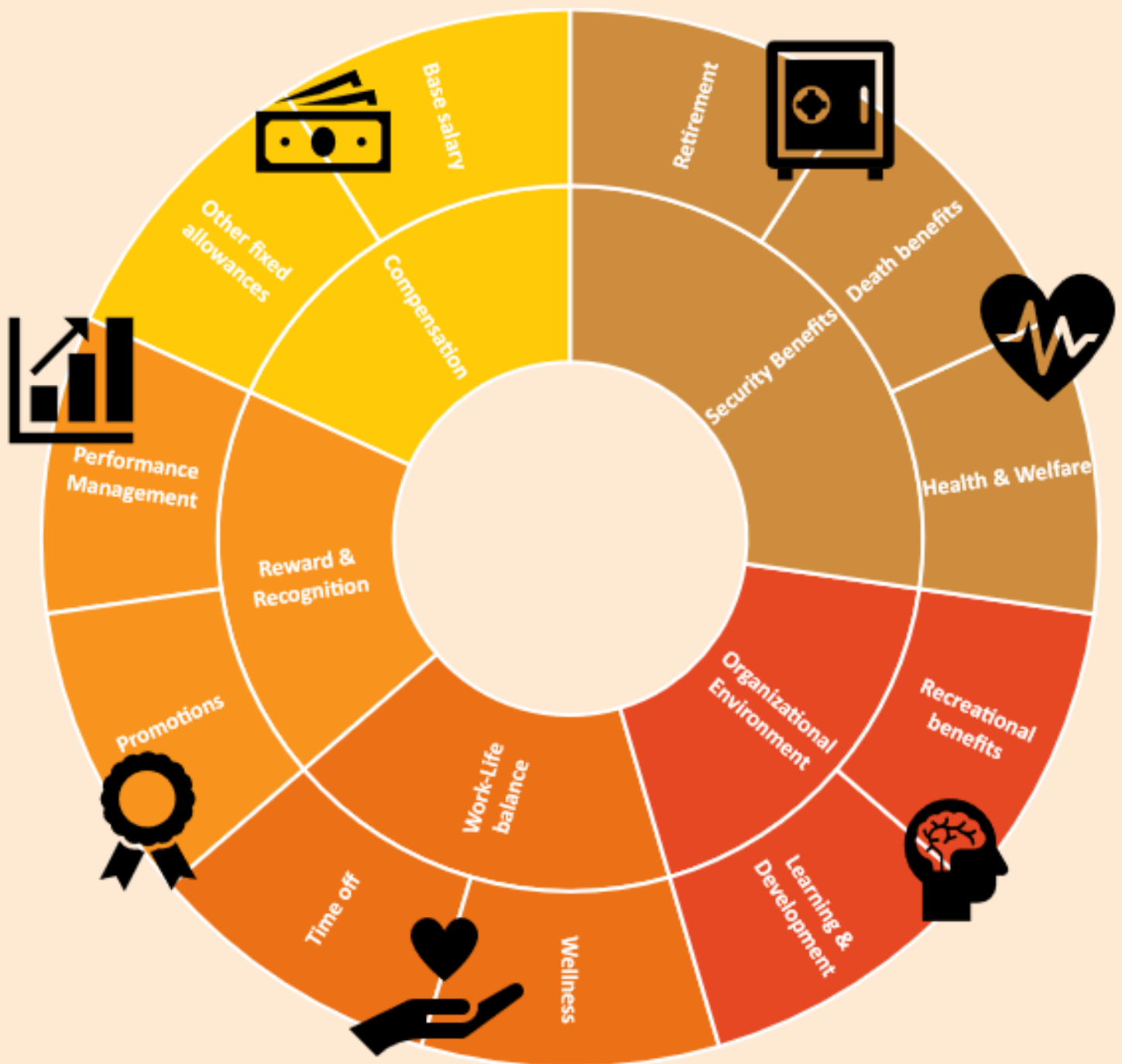


Staff Benefits Summary Switzerland

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
- **Participation in Health**

insurance costs: CHF 4,800 /Yr



Insurances

- **Pension scheme (LPP):** GAIN contributes 2/3 - you contribute 1/3. Buy back pension years options exist.
- **Death benefit:** 3x annual salary
- **Occupational and private accidents + complementary insurance:** you are covered in private division, worldwide
- **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 9 public holidays, 25 days of annual leave and 3 end of year closure days
- **Enhanced Maternity Leave provision**, up to 4 months at full pay + 2 additional months at 55% pay
- 20 days of **Paternity Leave**
- **Family-related emergency leave**, up to 10 days
- **Sick Leave at full pay** from day 1 and up to 6 months

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 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 cross-regional project work**
- **Secondment opportunities**

