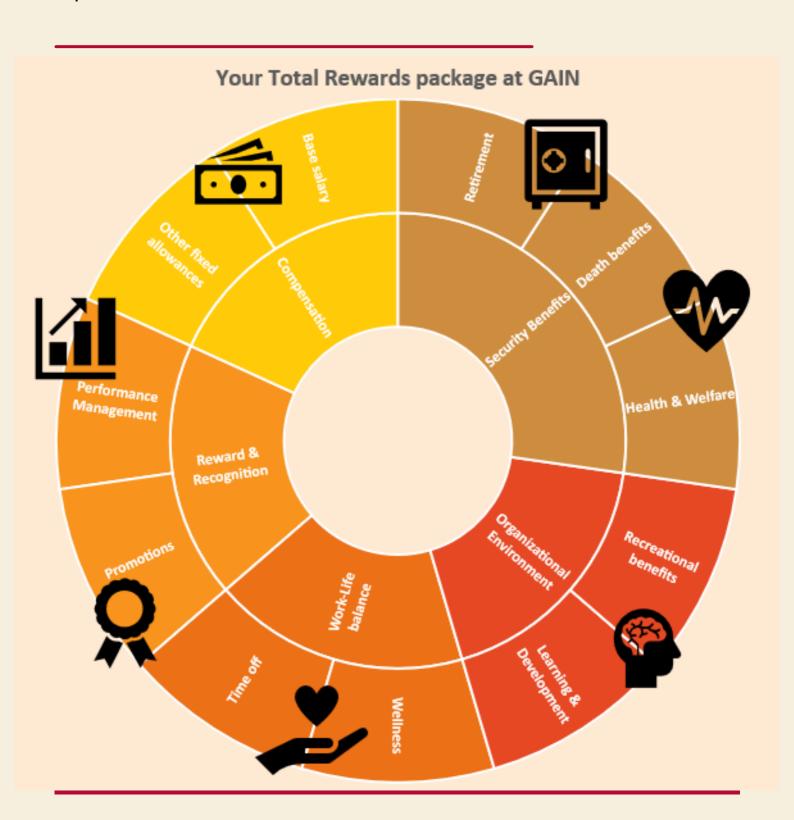


Staff Benefits Summary UK

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 on annual performance review



Insurances

Pension scheme: GAINcontributes 7% - youcontribute at least 3%



- Life insurance covering
 3x your annual salary in
 case of death whilst in
 employment
 - 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 8 public holidays, 25 days of annual leave and 4 end of year closure days
- Enhanced Maternity Leave and Pay provision: 16 weeks at 90% of your average weekly earning, 8 weeks at 50% of your average weekly earning, 15 weeks at statutory maternity pay and 12 weeks unpaid leave
- 20 days of Paternity Leave
- Family-related emergency leave, up to 10 days
- Sick Leave at full pay, up to 6 weeks

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
- Ride to Work Scheme save 25 - 39% on a new commuter bike and accessories and spread the cost over 12 months
- Eye test/lenses: £50 every 2 years

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

