

Employee Benefits Summary

Human Resources Team





All employees enjoy the following benefits:

Finances

Competitive salaries and pension plan - we know just how important these are to you and your family.

- Pension plan/Gratuity
- Annual salary review based on cost of living
- Salary increase based on annual performance review

Family

Family comes first. We have a range of family friendly benefits aimed at helping our staff to manage their commitments at home alongside their employment with us.

- Flexible Working opportunities
 - Enhanced Maternity Leave provision
 - Breastfeeding support policy
 - Paternity Leave
 - Family related emergency leave
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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

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
- **Paternity Leave**
- **Family-related leave**
- **Sick Leave**

Health & Wellbeing

Your health and wellbeing are of great importance to us. We offer a comprehensive health package and initiatives to support your wellbeing.

- Comprehensive Health insurance catered to the context in which you work
- Life insurance
- Travel insurance
- Sick pay
- Flexible working – hybrid working
- Mental health initiatives
- Workout sessions (e.g. yoga)
- Breastfeeding support
- Workplace healthy nutrition

