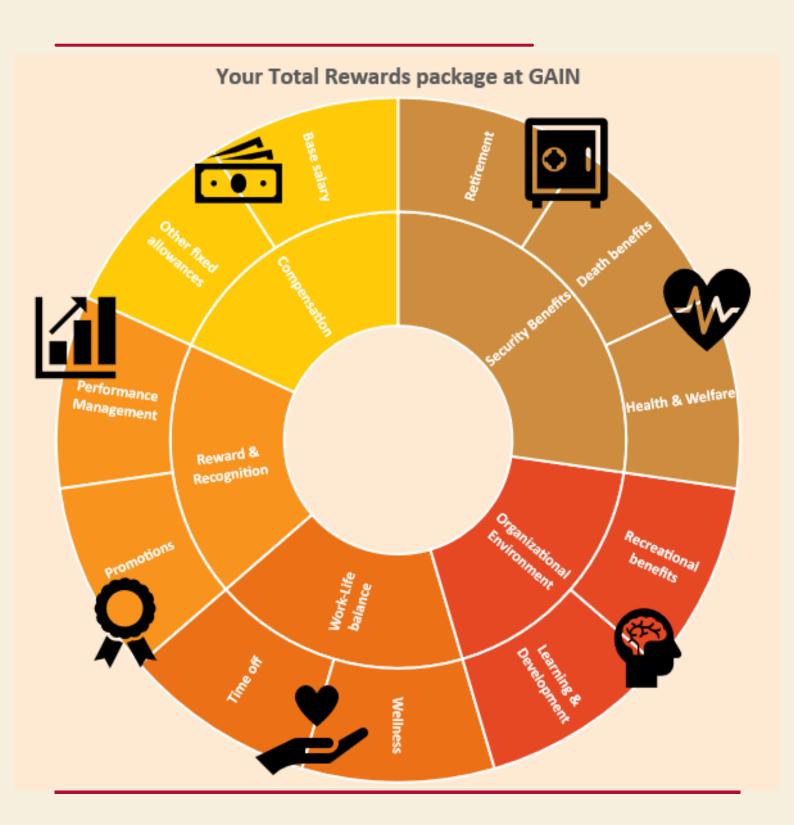


Staff Benefits Summary India

July 2021





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
- Diwali bonus equaling 1 month of basic salary per year
- Connectivity allowance: INR
 2,500 per month

Insurances

 10% retirement saving and Gratuity



- 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 covering your spouse and chidren





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
 14 public holidays, 20 days
 of annual leave and 3 end of
 year closure days
- 10 days 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 2

- 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 & Part 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

- Hospitalization/Surgery/prescription linked to hospitalisation are covered by HDFC ERGO
 Health.
- Cashless card for inpatient benefits
- GAIN provides an outpatient, dental and vision cover for GAIN staff and dependents and reimburses outpatient, dental, vision and maternity costs to a ceiling.

Hospitalization	Surgery	Prescription Medicines	Outpatient/ General Medical	Dental Care	Vision	Maternity
Ceiling of INR 500,000 per family	Ceiling of INR 500,000 per family	Only if linked to hospitalisation: ceiling of INR 500,000 per family	Reimbursement shared ceiling of INR 21,000 for single/ 35,000 INR with dependents		Ceiling of INR 50,000 per pregnancy.	