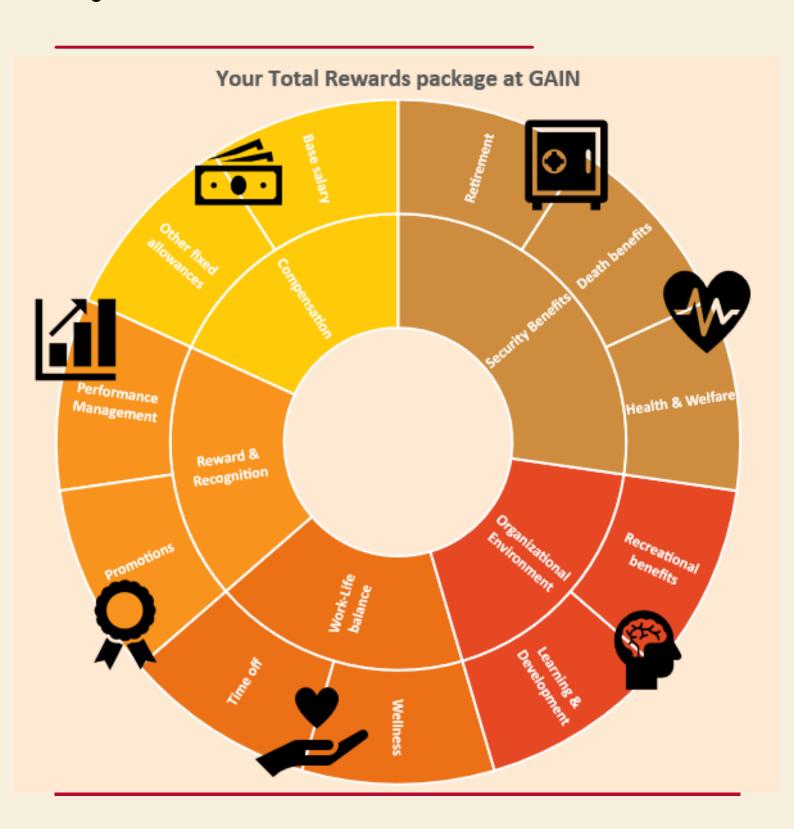


Staff Benefits Summary Mozambique

August 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 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
- 2 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 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

- 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:

Hospital	ization	Surgery	Outpatient/ General Medical	Prescription Medicines	Dental Care	Vision	Maternity
shared cei 35,500 per insured/Yi		shared ceiling of \$ 35,500 per insured/Yr	ceiling of \$ 2,500 per insured/Yr	ceiling of \$ 620 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