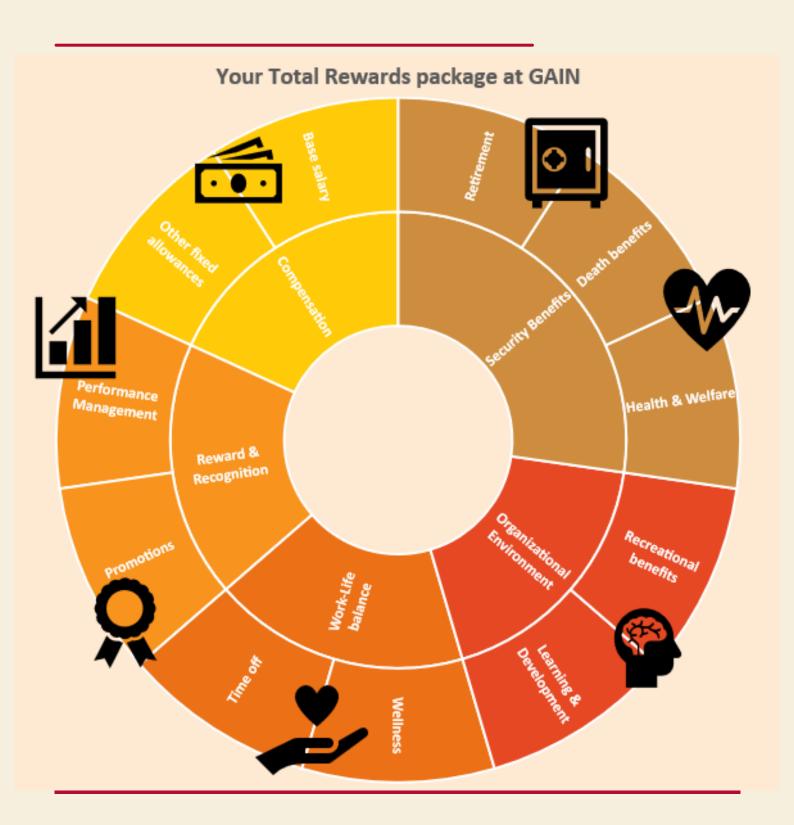


Staff Benefits Summary The Netherlands

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
- Health Allowance EUR 120 for you and EUR 60 for your spouse

Insurances

- pension Scheme: total pension contribution averages 10% of pensionable salaries, with 2/3 contribution by GAIN and 1/3 by employee.
- Global Life insurance
 covering 3x your annual
 salary in case of death whilst
 in employment
- Global Personal accident and disability 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 provision, up to 4 months at full pay + 2 additionalmonths at 55% pay
- 10 days of Paternity Leave
- Family-related emergency leave, up to 10 days
- Sick Leave at full pay, up to 30 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
- Comprehensive Covid-19 policy is available
- Commute: 2nd class public transport card for office commute >10km

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

