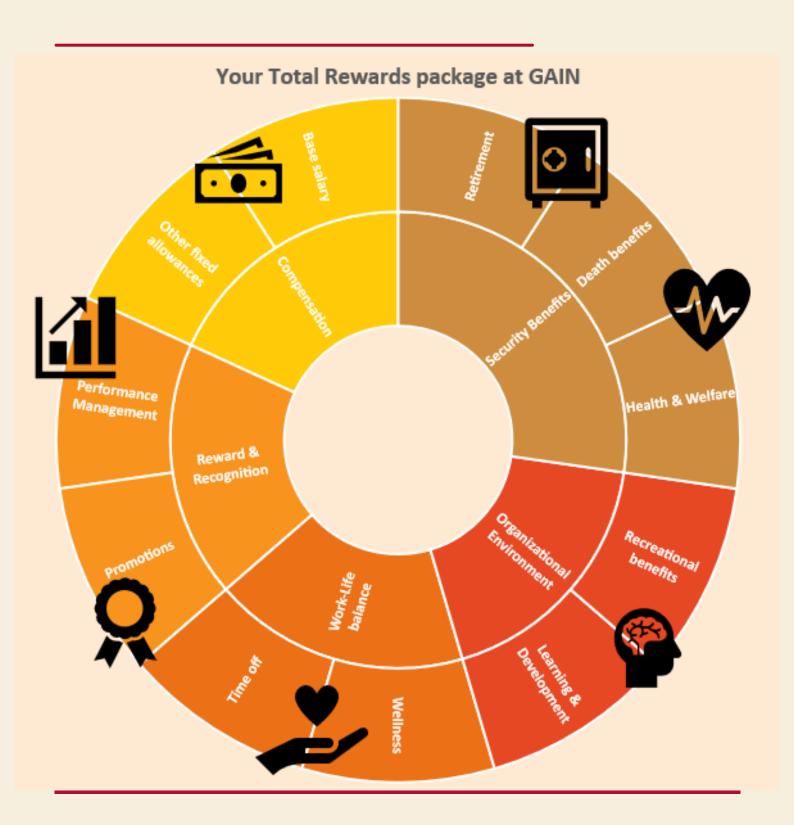


Staff Benefits Summary Switzerland

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



Participation in Health
 insurance costs: CHF 4,800 /Yr

Insurances

Pension scheme (LPP): GAIN
 contributes 2/3 – you
 contribute 1/3. Buy back
 pension years options exist.



- Death benefit: 3x annual salary
- Occupational and private
 accidents + complementary
 insurance: you are covered in
 private division, worldwide
- 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 9
 public holidays, 25 days of
 annual leave and 3 end of
 year closure days
- Enhanced Maternity Leave provision, up to 4 months at full pay + 2 additional months at 55% pay
- Family-related emergency leave, up to 10 days
- Sick Leave at full pay from day 1 and up to 6 months

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 tests

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 & 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

