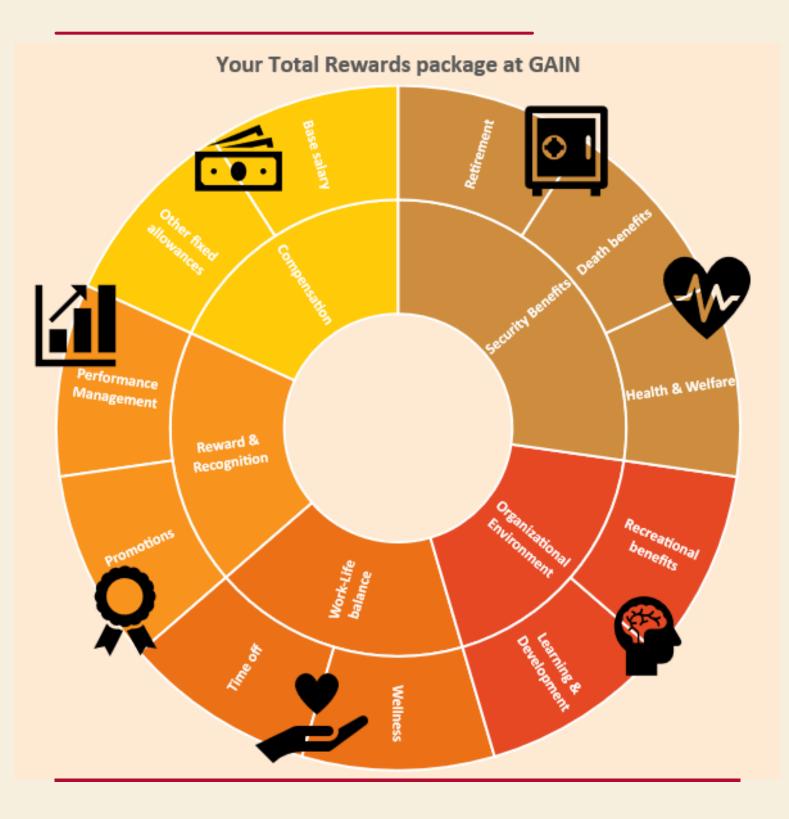


Staff Benefits Summary UK

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

Insurances

 Pension scheme: GAIN contributes 7% – you contribute at least 3%



- Life insurance covering
 - 3x your annual salary in case of death whilst in employment
- Personal accident

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 and Pay provision: 16 weeks at 90% of your average weekly earning, 8 weeks at 50% of your average weekly earning, 15 weeks at statutory maternity pay and 12 weeks unpaid leave
- 10 days of Paternity Leave
- Family-related emergency leave, up to 10 days
- Sick Leave at full pay, up to 6 weeks

Flexibility 🌽

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
- Ride to Work Scheme save 25

- 39% on a new commuter bike
 and accessories and spread the
 cost over 12 months

- Eye test/lenses: £50 every 2 years
- 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 & P 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

