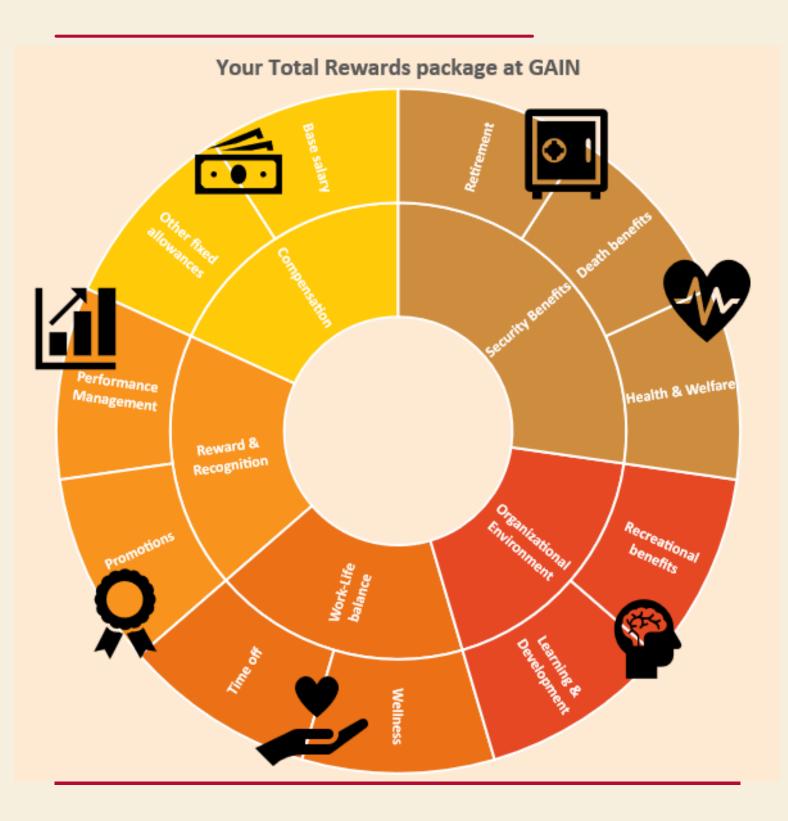


### **Staff Benefits Summary**

July 2021





Competitive salaries and financial security - we know how important these are to you and your family.

#### Insurances

- Pension scheme / Gratuitv
- 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



#### Comprehensive Health

Life insurance

insurance catered to the context in which you work

- $\cdot$
- Personal accident insurance
- Business Travel insurance



# Paid Leave よ

We recognize you have priorities outside of work. Our flexible paid time off package gives you the flexibility you need.

- 37 Paid Holidays including public holidays and annual leave
- Enhanced Maternity Leave provision and pay, up to 6 months
- 10 days of Paternity leave
- Family-related emergency leave, up to 10 days
- Sick Leave of 15 days as a minimum at full pay

# Wellness 差

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 🕹

- 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

