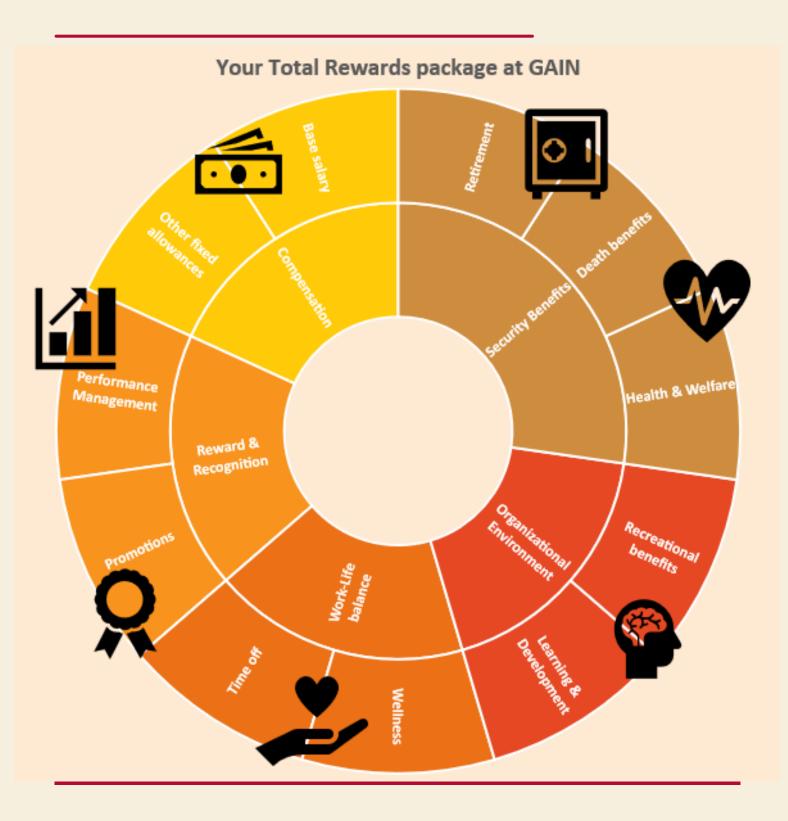


Staff Benefits Summary

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
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 - 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

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- 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

