

Staff Benefits Summary Mozambique

August 2021



Your Total Rewards package at GAIN





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 
- **13th month salary**

Insurances

- **Retirement savings (INSS):**
GAIN contributes 4% and you contribute 3% 
- **Global Life insurance**
covering 3x your annual salary in case of death whilst in employment
- **Global Personal accident and disability insurance**
- **Business Travel insurance**
- **Comprehensive Health insurance** 
also covering your spouse and children

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 3 months at full pay and 3 months unpaid leave
- 2 weeks of **Paternity Leave**
- **family-related emergency leave**, up to 10 days

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.

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**
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Learning & 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 cross-regional project work**
- **Secondment opportunities**





Health insurance information

- All employees are enrolled in the below plan with **Cigna**
- No advance payment for all inpatient treatment
- No waiting period
- All disclosed pre-existing conditions covered upon approval from **Cigna**

Benefits schedule:

| Hospitalization | Surgery | Outpatient/ General Medical | Prescription Medicines | Dental Care | Vision | Maternity |
|--|--|------------------------------------|----------------------------------|--|----------------------------------|------------------------------------|
| shared ceiling of \$ 35,500 per insured/Yr | shared ceiling of \$ 35,500 per insured/Yr | ceiling of \$ 2,500 per insured/Yr | ceiling of \$ 620 per insured/Yr | reimbursed at 80% - ceiling of \$ 450 per insured/Yr | ceiling of \$ 100 per insured/Yr | ceiling of \$ 2,500 per insured/Yr |