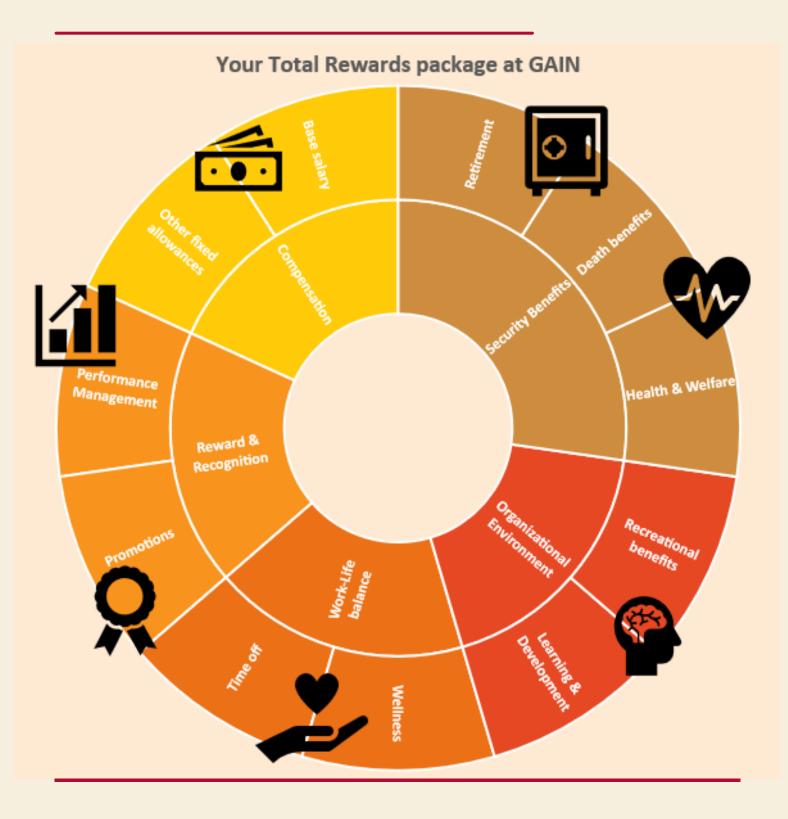


#### Staff Benefits Summary Kenya

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



4

- 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% and you contribute minimum 3%



- Global Life insurance covering 3x your annual salary in case of death whilst in employment
- Funeral grant: KES 100,000 as part of the health insurance
- Global Personal accident and disability insurance
- Business Travel insurance
- Comprehensive Health
  work
  insurance 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
  12 public holidays, 25 days
  of annual leave
- Enhanced Maternity Leave provision, up to 3 months at full pay + 1 additional month at 50% pay and 2 months unpaid leave
- 2 weeks of Paternity Leave
- Family-related emergency leave, up to 10 days
- Sick Leave at full pay, up

# 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

to 30 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.

# 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





- All employees are enrolled in the below plan with Heritage Insurance
- Employees receive a Smart Card No advance payment for all in-network treatment
- No waiting period
- All disclosed pre-existing conditions covered

#### **Benefits schedule:**

| Hospitalization | Surgery                             | Outpatient/<br>General Medical   | Prescription<br>Medicines | Dental Care            | Vision                 | Maternity               |
|-----------------|-------------------------------------|----------------------------------|---------------------------|------------------------|------------------------|-------------------------|
|                 | ceiling: 2,500,000<br>KES/family/Yr | ceiling: 80,000<br>KES/person/Yr | ceiling: 3,000,000<br>KES | ceiling: 40,000<br>KES | ceiling: 40,000<br>KES | ceiling: 150,000<br>KES |