



Italy



Vacation	
Statutory vacation days	26 days per holiday year. <ul style="list-style-type: none"><li>• All days are carried over to the following year</li></ul>
Above-statutory vacation days	7 days per holiday year <ul style="list-style-type: none"><li>• All days are carried over to the following year</li></ul>
Holiday year	January 1 - December 31.
Bank Holidays	New Year's Day, Epiphany, Easter Sunday, Easter Monday, Liberation Day, Labour Day, Republic Day / National Day, Assumption Day, All Saints' Day, Immaculate Conception Day, Christmas Day, St Stephen's Day.
State Pension	Istituto Nazionale della Previdenza Sociale (INPS)
Employee and Employer contribution	The state pension falls under the umbrella of the National Institute for Social Security (Istituto Nazionale della Previdenza Sociale (INPS)). All employees who are Italian residents pay social security contributions, which are deducted from gross salary through payroll. Intralox pays approximately two-thirds of pension contributions, while the remaining third is paid by employee. The amount is fixed by law and based on percentage basis relative to gross income. The employee pays approximately the remaining one-third of pension contributions.
National Health Service	Servizio Sanitario Nazionale (SSN)
Employee and Employer contribution	The healthcare system is a regionally based national health service known as Servizio Sanitario Nazionale (SSN). It is funded directly by the government via the IRAP (Imposta Regionale Sulle Attività Produttive) tax, which is paid by Intralox on behalf of employees. The SSN provides hospital accommodation and other health care related costs such as treatments (including tests, surgery and medication during hospitalisation), visits to general practitioners etc.
Accident Insurance	AXA Assicurazione
Statutory	Covers permanent inability and death in case of accidents occurred, in any circumstances, to Intralox staff. The insured amounts vary from a maximum of € 500,000 for executives to a minimum € 40,000 for employees. Insurance is compulsory for executive staff.
Business Travel	GeoBlue
Free benefit	The benefit covers costs for medical treatment and hospital services due to injuries for Intralox employees who travel for business purposes outside their country of residence or permanent assignment.
Life Insurance	Global Life Insurance with MetLife
Free benefit	The MetLife Insurance provides peace of mind and a lump sum for an employee's loved ones in the event of an untimely death whilst employed at Intralox. The benefit is 2 x employee's annual earnings with a minimum benefit of \$50,000 and maximum of \$300,000. Benefit levels are reduced by 35% at age 65 and an additional 15% at age 70.
Employee Assistance Program	Health Assured
Free benefit	The Employee Assistance Program (EAP) is a voluntary and completely confidential service provided to all Intralox's employees and their eligible family members to help meet the challenges of life. An EAP is a valuable resource that can help identify and resolve many workplace, family, social, economic, and mental health concerns.
Other perks	
<ul style="list-style-type: none"><li>• Company car - (Field Sales/ Aftersales)</li><li>• Flexible work arrangement</li><li>• Years of Service Award : 5 yrs = € 50 / 10 yrs = € 120 / 15 yrs = € 200 / 20 yrs = € 300 / 25 yrs = € 500</li></ul>	