



Spain



Vacation	
Statutory vacation days	22 days per holiday year. • All days are carried over to the following year. Contract may mention 10 days
Above-statutory vacation days	3 days per holiday year. • All days are carried over to the following year. Contract may mention 10 days
Holiday year	January 1 - December 31.
Bank Holidays	New Year's Day, Epiphany, Good Friday, Labour Day, Assumption, National Day, All Saints Day, Constitution Day, Immaculate Conception Day, Christmas Day.
Pension	Spanish social security system
Employee and Employer contribution	The Public Pension System is governed by a special law requiring all employers of employees between the age of 16 and 67 to contribute to the Public Pension System. It is financed with social security contributions paid by employees (6.35%) and Intralox (29.9% + a percentage to cover labor accidents and illness) paid every month.
Health Care	Spanish social security system
Employee and Employer contribution	The Spanish National Health Care covers medical protection as well as financial compensation (temporary disability subsidy) in case of sickness including work related accidents, occupational diseases, non-work related accidents and non-occupational diseases. It is financed with social security contributions paid by employees (6.35%) and Intralox (29.9% + a percentage to cover labor accidents and illness) paid every month.
Statutory Accident Insurance	Spanish social security system
Employee and Employer contribution	Provides financial compensation in the case of incapacity resulting from accidents at work or occupational disease. It is financed with social security contributions paid by employees (6.35%) and Intralox (29.9% + a percentage to cover labor accidents and illness) paid every month.
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	• Company car - (Field Sales/ Aftersales) • Flexible work arrangement • Years of Service Award : 5 yrs = € 50 / 10 yrs = € 120 / 15 yrs = € 200 / 20 yrs = € 300 / 25 yrs = € 500