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South Africa



EMEA Benefits

Our online resource for EMEA Benefits can be found here:

www.laitrambenefits.com/emea-benefits



Meet Modbot, your appendix guide

Vacation

Vacation Days

21 days per holiday year. All days are carried over to the following year.

The employee receives holiday pay during taken days. This is the employee's standard base salary and the sum of commissions paid in the last 12 months divided by 12, and divided by 21.67 work days.

Holiday Year

January 1–December 31

Public Holidays

- New Year's Day
- Human Rights' Day
- Public Holiday
- Good Friday
- Family Day/Easter Monday
- Freedom Day
- Workers' Day
- Youth Day
- National Woman's Day
- Heritage Day
- Reconciliation Day
- Christmas Day
- Day of Goodwill
- Public Holiday

Pension

Public Pension

The South African pension system is a non-contributory means-tested Older Person's Grant managed by the South African Social Security Agency (SASSA). The Older Person's Grant and disability benefits are covered with the social assistance and survivor benefits are covered with social insurance.

Voluntary Private Pension Scheme

The employee may join any private pension scheme, on the terms set out in the rules of the relevant scheme. Intralox will contribute 5% of employee's gross salary as the monthly employer pension contribution directly to the employee.



Health Insurance

Public health insurance

Everyone can access public healthcare in South Africa, regardless of nationality or immigration status. Employees can access the subsidized public health care which is funded by the government through taxation.

Private health insurance

Intralox contributes to the employee's private health insurance of personal choice to the maximum amount of 2,400 ZAR per month. The contribution is paid to the employee.

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 and Accidental Death & Dismemberment (AD&D) (MetLife)

Free benefit

The MetLife Insurance provides peace of mind and a lump sum for an employee's loved ones in the event of loss of life, hands, feet or sight of eyes 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)
- Home Office set up budget: one-time expense budget of € 850 to purchase home office furniture such as a desk, chair, lighting or sit-stand desk converter
- Years of Service Award:
 - 5 yrs = € 50
 - 10 yrs = € 120
 - 15 yrs = € 200
 - 20 yrs = € 300
 - 25 yrs = € 500



