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Poland



EMEA Benefits

Our online resource for EMEA Benefits can be found here:

www.laitrambenefits.com/emea-benefits



Meet Modbot, your appendix guide



Vacation

Statutory Vacation Days

Polish legal entitlement is 20 days per holiday year for employees with less than 10 years of work experience, and 26 days for employees with more than 10 years work experience.

Provisional Vacation Days

At Intralox, all employees are entitled to 26 vacation days per holiday year, regardless of years of work experience.

Holiday Year

January 1–December 31

Public Holidays

- New Year's Day
- Epiphany
- Easter Sunday
- Easter Monday
- State Holiday
- Constitution Day
- Pentecost/Whit Sunday
- Corpus Christi Day
- Assumption Day
- All Saints' Day
- Independence Day
- Christmas Day
- Second Day of Christmas

Pension

State Pension

The mandatory pension system contribution rate amounts to compulsory percentages of employee's gross salary and the premium is financed equally by Intralox and the employee. The first pillar of the pension system is mandatory and managed by the national Social Insurance Institution (ZUS).

Supplementary Employer pension scheme

Intralox introduces the Employee Capital Plan (PPK) with PKO TFI as provider to the employee. The PPK is a common and voluntary long-term saving system for employees, which is co-financed by Intralox and the state. Pension savings from PPK may supplement the pension – due to the accumulated capital on the PPK employee account. For each employee deciding to join the PPK, Intralox contributes 1.5% of the employee's gross total income, whilst the employee contributes 2% and up to an additional 2% voluntarily.



Health Insurance

State health insurance

The employee is eligible for health insurance under the National Health Fund (NFZ) based on contributions to the Social Insurance Institution (ZUS). Each insured person has the right to free benefits from all doctor's surgeries and institutions which have a signed contract with the NFZ that includes general practitioners, specialist doctors, hospitals, private surgeries and dentist.

Supplementary private health insurance

Intralox contributes to the employee's supplementary private health insurance of personal choice to the maximum amount of 275 PLN 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



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APPENDIX