



Cex Internacional S.A.

CENTRO DE ESTUDIOS DEL LATEX
CENTER OF LATEX STUDIES
C/ CANIGÓ, 6 - LLERONA
08520 LES FRANQUESES DEL VALLÈS
BARCELONA (SPAIN)
TEL. (34).93.849.80.33 - FAX (34).93.849.82.67
e-mail: cex@cexint.com
www.cexint.com

CEX INTERNACIONAL, S.A. DECLARATION about LABOR LEGISLATION

The Labour Legislation in Cex Internacional, S.A. it is regulated by the **Estatuto de Los Trabajadores** (Workers' Statute); the Law that regulates the labour relations of employed workers in Spain.

Royal Legislative Decree 2/2015, of October 23, approving the revised text of the Law on the Workers'

This Statute regulates individual work relationships and establishes the framework for both workers and employers to regulate their relationships through collective models of interaction, including collective agreements between unions and employers or employer organizations and mechanisms for workers' participation in companies.

The regulations of individual employment relationships typically include the approval of legislative provisions governing the commencement and termination of relationships (this includes the formation, suspension and termination of employment contracts) and the rights and obligations arising from the different aspects of employment relationships. The relationship (such as minimum age, protection of young people, equality in labour relations, hours of work, paid holidays, payment of wages, safety and hygiene, protection of motherhood). They also include provisions on enforcement mechanisms and support institutions (for example, labour inspection and labour courts).

The regulation of the collective interaction of workers and employers typically includes guarantees of the rights of workers and employers to organize or participate in organizations, provisions on the right to collective bargaining and the right to strike, mechanisms for the participation of workers in the company and the institutions and methods of application of said procedures.

The work regulated by the Labour Law (employed by an employee) is characterized by:

- **Personal.** It must be done by the contracted one, not by another person.
- **Volunteer.** It cannot be compulsory or against the will and the employment relationship can be terminated at any time.
- **Remunerated.** Receive remuneration in exchange for work.
- **Loaned by another person.** It does not receive the fruit of the company but it belongs to the employer and the worker receives a salary.
- Subordinated to the power of organization and direction of the employer. Only in the field of the company.

Llerona, Les Franqueses del Vallès, January 2018