



## Bharat Electronics Limited

### Permission under Para 26(6) of EPF Scheme, 1952

This certificate is being issued to the eligible employees / former employees of Bharat Electronics Limited (BEL) as per the requirement under the heading 'Joint Option and Contribution' of the format available on EPFO portal for submission of joint option by employees who did not exercise joint option as contemplated in the proviso to Paragraph 11(3) of the Pension scheme (as it was before the 2014 amendment) but have now been given an opportunity to submit joint option by the Hon'ble Supreme Court.

The certificate is being submitted as a proof of remittance of employer's share in Provident Fund on higher wages exceeding the prevalent wage ceiling and proof of joint option under Para 26(6) of Employees' Provident Fund Scheme, 1952.

Bharat Electronics Limited is an Exempted establishment u/s 17 of EPF & MP Act, 1952 since 1959 and currently has Two Trusts - One at Bangalore & one at Ghaziabad. Trust at Machilipatnam was merged with Bangalore Trust in the year 2014. All these Trusts have come into existence by adopting the schemes approved by the concerned EPFO authorities. Trust rules have been amended from time-to-time in accordance with the changes in statute which also have been approved by the concerned authorities.

We hereby confirm that the employees / former employees of BEL are members of Bharat Electronics Limited Provident Fund. As per the Trust rules, employer and employee have been contributing to PF on full / actual wages / salary ever since the employee becoming a member of the Fund.

Summarised extract of Trust Rules over a period of time is reproduced below:

**Contribution of members:** Every member shall subscribe to the Fund every month a sum equal to statutorily specified percentage of the total of his monthly Basic pay, D.A and retaining allowance, if any. The Contribution shall be calculated on the basis of Basic Pay / wages and dearness allowance actually drawn during the month.

**Employer's contribution to the Fund:** The Employer shall not later than the specified date of the succeeding month, in respect of each of the members of the fund, pay to the trustees as employers contribution to the Fund a sum equal to the total of the member's compulsory contribution.

As per this approved scheme every member from his/her date of joining the establishment is mandatorily subscribing to the Fund every month a sum equal to **10%/12%** (as applicable from time-to-time) of his/her total of monthly Basic pay & D.A. and an equal amount is being contributed by the Employer. Further, Employer is paying the monthly Inspection charges on this actual Basic Pay and D.A. Trust accounts are being audited by EPFO every year and no observation has been raised on this.

Hence, as such permission under Para 26(6) of EPF Scheme, 1952 has been deemed-to-be granted by the respective Commissioner through the said PF rules of the Trust for contributing on full / higher salary.

**Shri. Dibyendu Bidyanta**  
Officiating GM (HR/ Corporate Office)

**Smt. Rama S**  
Officiating GM (Fin/Corporate Office)