

Date: 13th April 2023

To,
Regional Provident Fund Commissioner-II
Employees' Provident Fund Organisation
Regional Office, Kandivali – East,
Sector – 5, Charkop, Kandivali (West),
Mumbai – 400 067,

Sub.: Permission Certificate in lieu of Para 26 (6) of the EPF Scheme 1952, Establishment Code: KDMAL/496

Dear Sir,

This certificate is being issued to the employees complying with the requirement mandated by EPFO circular no. Pension/2022/56259/16541 dated 20th February 2023 for online submission of Joint Option Form provided on EPFO website for Pension on Higher Wages. As per clause 6 (vii) of the circular, employees are required to submit the proof of remittance of employers share in Provident Fund on higher wages exceeding the prevalent wage ceiling of Rs. 5000/Rs. 6500 and proof of Joint Option under para 26(6) of EPF Scheme, 1952 duly verified by the employer.

Mahindra & Mahindra Limited is an exempted establishment u/s 17(l)(a) of the EPF & MP Act, 1952. The Provident Fund rules of the exempted trust (Mahindra & Mahindra Limited, Staff Provident Fund) had been approved by the EPFO authority for grant of exemption to the establishment vide relaxation order dated 8th Oct 1965.

Mahindra & Mahindra Limited has following sub codes for compliance of Pension activities at various locations, same may be considered for the purpose of Joint declaration Option under para 26(6), as PF is being contributed to Mahindra & Mahindra Limited Staff Provident Fund:

Sr. No.	EPS Sub Codes	Location
1	KDMAL7878	Tractor Division, Kandivali
2	KDNSK51099	Igatpuri
3	KDNSK5110	Nashik
4	NGNAG13804	Nagpur
5	MHBAN127101	Mahindra Intertrade Ltd.
6	UKHLD33003	Rudrapur
7	TBTAM62609	Chennai
8	UKDDN33540	Haridwar

Pursuant to the rules of the "M&M Ltd. Staff Provident Fund", we would like to submit that the rule 7 and 8 A] i) deals with the employers' contribution and member contribution. As per the M&M PF rules, employer and employee have been contributing to PF on actual wages and the extract of the Trust rules is as given below:

Rule 7 – Members Contribution:

Every Member shall subscribe to the Fund 12% of his Salary/Wages. The subscription of each Member shall be deducted from his Salary/Wages on the last day of each month by the Company and paid over to the Committee of the Fund by credit to their Banking Account. The Company shall contribute an amount equal to the amount subscribed by the Members each month and such contribution shall be paid to the Committee's banking account on or before 15th of the following month.

[Handwritten Signature]



Rule 8 A] 1) Employers contribution:

The Employer shall make a monthly contribution to the account of each Member, which shall be equal to the Member's contribution wherever applicable at prescribed rate.

The Establishment has been Complying with the Rule 7 & 8 Of the Trust and Provident Fund Contribution of the members have been deducted on actual wages from their Salaries and credited to the member's Individual PF account. Further the Employer's contribution on actual wages /salaries have also been credited to the PF account along with members' contribution under Rule 7 & 8 of the Trust, by which we have been complying with the Rule 26(6) of The Provident Fund Scheme, 1952.

As per the said provident fund rule 12 of the trust, the permission has already been granted by EPFO through letter dated 8th Oct 1965. It is also evident that our establishment (Employer) is also contributing on full wages/salaries.

In line with the above Trust Rules of "M&M Ltd. Employees Provident Fund", the employer and the employee have been contributing to the Provident fund at such rates specified under the Act and notified from time to time on actual wages paid to the employees. Whenever actual salary was lower than the limit as per EPFO, the PF contribution payable was on actual salary and even when such salary was more than the limit as per EPFO, the PF was paid on the higher salary exceeding Rs. 5000/6500/15000. Further, the administrative and Inspection charges have been deposited with EPFO Authorities on actual wages/salaries and since then the Trust Accounts are being audited by the EPFO authority from time to time.

We hereby confirm that the employees/ ex-employees of M&M limited are the members of exempted M&M employees PF Trust approved by EPFO.

In view of above, this certificate may be accepted in lieu of proof of Joint Option Form under para 26(6) of EPF Scheme and Provisions of para 26(6) of the EPF & MP Act 1952 and complied with by the Establishment

For Mahindra & Mahindra Ltd Staff Provident Fund



**Sunil Rane
Trustee**



Wt:10gms
Amt:41.30(Cash)Tax:
<Track on www.indiapost.gov.in>
<Dial 18002666668> <Wear Masks, Stay Safe>
EM161828969IN IVR:6977161828969
SP KANDIVALI EAST SD <400101>
Counter No:1,25/04/2023,08:10
To:DHRI DHAIKESH,ASSISTANT OF COMIS
PIN:400067, Kandivali West SD
From:MAHINDRA AN,AKURLI RD
Wt:10gms
Amt:17.70(Cash)Tax:
<Track

