

HZL EMPLOYEE'S CONTRIBUTORY PROVIDENT FUND TRUST

Regd. Office: CRDL Building, Zinc Smelter Debari, Udaipur-313 024 (Rajasthan)

Establishment id: RJUDR0001272000 Phone: (0294)-2652648 & 2652166

Annexure-I

Date- 12th April, 2023

Certificate in lieu of Para 26(6) of the EPF Scheme

This certificate is being issued to the employees/ ex-employees of Hindustan Zinc Limited and members of HZL EMPLOYEE'S CONTRIBUTORY PROVIDENT FUND TRUST [HZL ECPF Trust] as per the requirement mandated vide EPFO letter No. Pension/2022/56259/16541 dated 20th February, 2023.

As per clause 6(vii) of this circular, employees are required to submit the 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 EPS Scheme.

HZL ECPF Trust is an exempted Provident Fund Trust granted exemption under Section 17 (1) (a) of the EPF & MP Act, 1952 effective from 31/07/1969 and the rules of HZL ECPF Trust is approved by the EPFO. The following /rules of the HZL ECPF Trust are reproduced as under.

Rule 4 (d) Membership of the Fund -

Notwithstanding anything contained in this rule, the Board of Trustees may, on the joint request in writing, of any employee of establishment and the employer, enroll such employee as a member or allow him to contribute on more than fifteen thousand rupees per month of his pay per month if he is already a member of the Fund and thereupon such employee shall be entitled to the benefits and shall be subject to the conditions of the fund.

Rule 9 Member's Contribution -

- (a) Every member shall subscribe to the Fund every month a sum equal to 12% of the total of his monthly basis pay, D. A. plus cash value of the food concessions if any, as defined under Rule 2(m).
- (b) Every member contributing to the Provident Fund under sub-rule (a) herein may, if so desires, contribute voluntarily to the Provident fund an amount exceeding 12% of his basic pay and D.A. without any limit of his total emoluments.

**For Hindustan Zinc Limited
Employee's Contributory Provident Fund**

Trustee & Secretary

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Rule 10 Employer's Contribution -

- (a) The Company's matching contribution for a member shall be at the rate of compulsory contribution of the member as laid down under rule 9. The Company's contribution for a member during the period of his leave shall be calculated on his leave salary or wages and no contribution shall be made by the Company for any period of leave or absence without pay.
- (b) The employer shall not later than the fifteenth day of the succeeding month, in respect of each of the members of the fund, pay to the trustees as employer's contribution to the fund a sum equal to the total of the member's compulsory contribution under Rule 9 hereinbefore.
- (c) From and out of the contribution payable by the employer each month under the rule, a part of contribution representing 8.33% of the Employees pay shall be remitted by the employer to the Employee's Pension Fund within 15 days of the close of every month by a separate bank draft or cheque on account of Employee's Pension Fund Contribution in such manner as may be specified in this behalf by the Regional Provident Fund Commissioner. The cost of the remittance, if any, shall be borne by the employer. Provided that where the pay of the member exceeds Rs 15,000/- per month the contribution payable by the employer be limited to the amount on his pay of Rs 15,000/- only. The balance of employer's contribution after the remittance of contribution to the Employee's Pension Fund shall be credited to the member's individual account. The Establishment shall not be liable to make any contribution in respect of the voluntary contribution, if any, made by the member to the Provident Fund under Rule 9.

Rule 24(A) Inspection Charges -

The employer shall within fifteen days of the close of every month pay the inspection charges at the rate of 0.18% of the basic wages D.A. cash value of food concession and retaining allowance, if any or at such rate as may be fixed by the Central Government.

We hereby confirm that all employees of Hindustan Zinc Limited are the members of the exempted HZL ECPF Trust. As per the approved Rule no 4 (d) of HZL ECPF Trust rules which is approved by EPFO, the concerned authority to approve the joint option submitted by the employees and employer, for contributing on actual wages under EPF scheme in excess of the wage ceiling limit (Rs. 5000/ 6500/ 15000) as applicable from time to time, is Board of Trustees of the Exempted Trust.

For Hindustan Zinc Limited
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Administrative charges have also been paid on actual wages, and the Trust accounts are being audited by EPFO from time to time.

Further as per rule 10 of the HZL ECPF Trust rules, it is mandatory for employee to contribute to the PF @12% of his basic pay and D.A. plus cash value of the food concessions if any.

Furthermore, as per rule 10 of the HZL ECPF Trust rules, employer has to mandatory contribute @ 12 % of employee's basic pay and D.A., out of which 8.33% of the salary ceiling limit is towards the Employer's contribution towards EPS -95 scheme. Over and above 8.33% on salary ceiling limit is contributed towards HZL ECPF Trust.

View above we hereby certify that for the purpose of Para 26 (6) under the EPF scheme of the EPF & MP Act, 1952 a member of HZL ECPF Trust is contributing on actual wages under the EPF scheme since the inception of the scheme, and this certificate may be accepted in lieu of proof of joint option under Para 26 (6) of the EPF & MP Act, 1952. The certificate has been validated by the Board of Trustees of the HZL EMPLOYEE'S CONTRIBUTORY PROVIDENT FUND TRUST as on 12th April, 2023 and can be used by all such beneficiaries who are or were a member of the HZL ECPF Trust for the purposes of Para 26 (6) of EPS Scheme or Rule 4(d) of the rules of HZL ECPF Trust.

For and on behalf of HZL ECPF Trust

For Hindustan Zinc Limited
Employee's Contributory Provident Fund

Rajendra Pandwal
Trustee & Secretary
Secretary