BEML WELFARE MEASURES

Caring for employees and their families — within and beyond the workplace

BEML Limited | Miniratna Category-I, Schedule 'A' Defence PSU, Ministry of Defence

Introduction

BEML recognizes the importance of its manpower in meeting the objectives set for the Company. Beyond training and continuous upskilling, the Company places great importance on welfare measures for employees and their dependent family members — within and outside the establishment.

In meeting statutory requirements, the Company provides safety, hygiene and other necessary measures. Its efforts extend further — to basic amenities like transport, housing, medical care and other infrastructure that improve living conditions for employees and their families.

The Company also addresses the non-availability of education and cultural facilities in and around its establishments, creating these facilities for the wider community.

Scope of Welfare

- Statutory safety & hygiene
- Transport, housing & medical care
- Education for employees' children
- Cultural & community facilities
- Support for dependent family members

Welfare Committees

Statutory bodies ensuring proper working conditions and support in contingencies

Works Committee

A joint forum of Management and elected employee representatives to promote harmony and address matters of common interest at the workplace.

Labour Welfare Fund

Constituted to assist employees in meeting contingencies and to fund welfare activities beyond routine service benefits.

Canteen Managing Committee

Oversees the functioning, hygiene and quality of canteen services provided across BEML's establishments.

Composition: All three committees include periodically elected employee representatives alongside Management — ensuring a collaborative approach to welfare administration. Detailed functions of each committee are documented separately for reference.

Cultural & Community Engagement

Encouraging co-operative efforts and cultural / fine arts activities

Time-off for attending cultural events like Sahitya Sammelanas, drama competitions, etc.

Distribution of sweets on occasions like Karnataka Rajyotsava, BEML Foundation Day, etc.

Functions to commemorate Independence Day, Republic Day and State Formation Day, with snacks / sweets distributed to children and participants

Aiding construction and maintenance of community halls as a welfare measure

Canteen & Transport

Meeting statutory obligations while easing employees' daily commute

Canteen

Full-fledged canteen facilities providing clean, hygienic food operate at all manufacturing divisions — KGF, Bangalore, Mysore and Palakkad.

For employees at Corporate Office, Regional / District Offices, etc., where a subsidized canteen is not provided, a lunch subsidy is paid instead.

Transport

Although under no statutory obligation, the Company has arranged with the State Transport Organization to provide transport facilities for employees at its KGF, Bangalore and Mysore factories.

For employees at Corporate Office, Regional / District Offices, etc., a transport allowance is paid — in full for full attendance, and proportionately otherwise.

Education

Enabling proper education for employees' children and the surrounding community

School Fee Reimbursement

A scheme for reimbursement of school fees incurred by the employee for the education of their children, subject to prescribed limits and rules.

Company-Run / Encouraged Schools

BEML has established its own schools — and encourages the running of others — in its townships, benefiting employees' children and the surrounding population. These schools follow the Government's education policy and maintain a high standard, enabling students to pursue higher studies without difficulty.

Housing Facilities

A prudent, decades-long policy to meet employees' accommodation needs

Company Townships

Purpose-built townships at KGF, Bangalore and Mysore, developed alongside manufacturing infrastructure, offer standard living facilities for employees.

Regional Housing

The Company owns houses and flats at locations of its Regional / District Offices, ensuring accommodation for personnel working in difficult circumstances.

Hostel & Transit Accommodation

Hostel facilities and transit house accommodation help employees tide over difficulties in obtaining proper housing.

Housing Loan (Interest Subsidy)

An interest subsidy scheme on housing loans enables employees to work towards owning their own home.

Uniforms, Footwear & Safety

Protecting employees at the workplace, in every climate

Uniforms & Footwear

Uniforms: Provided to all employees; entitlements and stitching charges for direct workmen, other employees and female employees are notified from time to time.

Footwear: Safety shoes for direct workmen, normal shoes for other (indirect) employees, and chappals for female employees.

Winter Uniforms: Issued for employees working in specified places with adverse climatic conditions. Wearing uniform and footwear is compulsory on Company premises.

Safety / Protective Appliances

To ensure safety of employees at the workplace, the Company provides safety appliances in accordance with statutory provisions — covering the specific hazards of each work environment across its manufacturing divisions.

Sports & Occupational Health Support

Building fitness, team spirit and safeguarding health-sensitive roles

Sports Activities

Consistent with national objectives, the Company encourages sports through time-off for tournament participation, meeting deputation expenses, and building sports infrastructure. Teams are developed in sports like Football and Cricket, with kits, grants and facilities provided. Sports and Cultural Associations also receive grants to conduct events for employees and their families.

Milk & Health Substitutes

Milk coupons are provided to employees in exposure-sensitive roles: Welders / Flame Cutting Machine Operators, Blue Print Operators, Compressor Operators, Electroplaters, Batterymen, Heat Treatment Operators, Sand Blast Operators and Painters. Periodical medical check-ups ensure their continued health.

Medical & Emergency Support

Ambulance / hearse van, first aid and crèche facilities

Ambulance / Hearse Van

Provided wherever available for medical emergencies and in case of unfortunate death in the family. A nominal fee applies for ambulance use; hearse van service is free for an employee's death and nominally charged for others.

First Aid Facilities

Provided within factory premises at Bangalore, Mysore and KGF to meet emergency situations promptly.

Crèche Facilities

Provided in accordance with statutory provisions, available until the child is admitted to LKG.

Recognition & Financial Security

Mementos, gifts, retirement benefits and family planning incentives

Mementos, Gifts & Retirement Benefits

Long Service Recognition: Gift once every two years, and mementos for 10 / 15 / 25 years of service.

On Superannuation: An Appreciation Purse is presented in recognition of long service.

Death-cum-Retirement Benefit Fund: Extends benefits in the event of an employee's unfortunate death, alongside the appreciation purse for long service.

Family Planning Incentives

The Company has introduced incentives for family planning as per the scheme notified by the Government of India — extending national health priorities to the BEML workforce.

Insurance Schemes

Benefiting the families of employees who die while in service

A

Group Insurance Scheme

In lieu of the Employees Deposit Linked Insurance Scheme under the Provident Fund Act, the Company has arranged with LIC of India for payment of benefits to families of employees who die in service. An additional amount is paid for the families of officers.

B

Group Savings Linked Insurance Scheme

Based on employee contribution: 35% of the contribution is utilized for insurance coverage, and 65% is converted to savings with applicable interest, paid out upon cessation of service.

C

Employees / Officers Life Insurance Coverage Scheme

Provides benefits to dependent family members on account of death of an employee/officer while in service. 10% of the insurance premium is recovered from the employee/officer; the balance 90% is paid by the Company in one instalment per year.

Corporate Social Responsibility

Extending welfare beyond the workforce, into the community

BEML Limited, a Miniratna Category-I PSU under the Ministry of Defence, has served the core sectors of the economy for over 60 years through its Defence & Aerospace, Mining & Construction, and Rail & Metro verticals.

As per the Companies Act, 2013, the Company must spend at least 2% of average net profits (preceding three years) on CSR activities — and BEML has consistently spent more than this stipulated amount.

Beneficiaries are predominantly residents of under-developed villages around the Company's Manufacturing Complexes at Bengaluru, Kolar Gold Fields and Mysuru (Karnataka), and Palakkad (Kerala).

Focus Areas

- Education & Skill Development
- Healthcare & Nutrition
- Community Development & Sanitation
- Women Empowerment
- Rehabilitation of Specially Abled Persons
- Afforestation & Plastic-Free Zones
- Sustained Development toward Self-Reliance

JANANI – Motherhood Welfare Scheme

Care, support and workplace facilitation for women employees through pregnancy and the transition to motherhood

A supportive workplace plays a vital role in empowering employees through life's significant milestones. Janani offers practical support, emotional reassurance and a caring environment at every step of this journey — applicable to all Women Employees of BEML, including Executives & Non-Executives, FTEs, Trainees, ESMs and Apprentices engaged directly by the Company.

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Ergonomic Support

Provision of an ergonomic chair and paddle stools at the workstation to support comfort, posture and well-being during pregnancy.

Daily Nutritional Support

Fresh-cut fruits, dry fruits or sprouts, along with a glass of milk or tender coconut, provided daily during the prenatal stage to support maternal health.

Workspace Well-being

An indoor plant placed near the workstation to foster a refreshing ambience, reduce stress and enhance emotional well-being during pregnancy.

Structured Buddy System

Returning mothers are paired with a colleague or senior mentor to assist reintegration — covering policy, project and team changes — for up to one month from re-joining.



Committed to Social Welfare & Community Development

“To commit for enhanced value-creation for the Society, our Shareholders, other stakeholders and the communities by taking up activities and initiatives for sustainable growth for the Society, with environment concern.”

— BEML's CSR Vision

BEML operates its business economically, socially and environmentally sustainably — recognising the interests of all its stakeholders.