



Licenses & Legal Compliance

REGULATORY STRENGTH FOR INDUSTRIAL & COMMERCIAL OPERATIONS

We manage the complete statutory lifecycle — from business registration to factory approvals and labour law compliance — ensuring your operations remain legally sound at every stage of growth.

Consultancy & Advisory

Business Registrations

Factory & Industrial

Labour Law & Statutory

Inspections & Audits

01 — CONSULTANCY & ADVISORY SERVICES

Strategic Regulatory Intelligence

Tailored for Maharashtra's labour and industrial ecosystem — we translate complex law into clear, actionable compliance strategy.

Advisory under Shops & Establishments Act, Factories Act & CLRA

Jurisdiction-specific guidance on all applicable statutes, central and state amendments, and industry-specific obligations across Maharashtra.

Statutory Applicability Mapping

Identify which labour laws apply to your organisation based on headcount, sector, nature of work, and operational footprint.

Compliance Risk & Gap Assessments

Structured audits to surface non-compliance exposures before they attract penalties, notices, or enforcement action.

Inspection Representation Support

On-ground presence and documentation support during government inspections, show-cause proceedings, and departmental hearings.

Dispute Prevention Advisory

Early identification of workforce and contractor risks to prevent escalation into formal disputes or regulatory litigation.

Ongoing Compliance Oversight & Monitoring

Continuous tracking of regulatory changes, filing deadlines, and renewal calendars with proactive alerts and recommendations.

02 — BUSINESS REGISTRATION & REGULATORY APPROVALS

Legally Strong Business Foundations

End-to-end facilitation of all registrations and approvals — so your business starts right and stays compliant at every stage.

Partnership Firm Registration

Drafting of partnership deeds, regulatory filing, and certification under the Indian Partnership Act, 1932.

Shops & Establishment Registration

State-level registration under the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2017.

Professional Tax (PT) Registration

Registration for employers and employees under the Maharashtra State Tax on Professions Act, with ongoing PT return filing and compliance management.

EPF & ESIC Registration

End-to-end registration with EPFO and ESIC, including establishment code allotment, sub-code registration, and initial compliance setup.

Labour & Contract Labour Licensing

Procurement and renewal of licences under the Contract Labour (Regulation & Abolition) Act for both principal employers and contractors.

MSME (Udyam) Registration & Renewals

Registration on the Udyam portal, amendments to enterprise classification, LWF registration, and ongoing renewal and amendment management.

03 — FACTORY & INDUSTRIAL COMPLIANCE

Seamless Execution for Manufacturing Excellence

Full-spectrum factory licensing and regulatory management — from layout approvals to environmental clearances and inspection readiness.

- › **Factory License — DISH, Maharashtra**
Application preparation, liaison with the Directorate of Industrial Safety & Health, and end-to-end licence procurement for new and existing manufacturing units.
- › **Factory Plan & Layout Approvals**
Preparation and submission of factory plan drawings, structural certificates, and related documentation for DISH approval under the Factories Act, 1948.
- › **Compliance under the Factories Act, 1948**
Ongoing compliance management including health, safety, and welfare provisions, working hours, employment of women and young persons, and hazardous process obligations.
- › **MPCB – Consent to Establish (CTE)**
Filing and follow-up with the Maharashtra Pollution Control Board for environmental consent at the project planning stage, including documentation and site-specific data submission.
- › **MPCB – Consent to Operate (CTO)**
Obtaining and renewing operational environmental consent, including preparation of compliance reports, inspection coordination, and ongoing MPCB correspondence.
- › **Statutory Register Maintenance & Filings**
Maintenance of all mandatory registers under the Factories Act and timely submission of annual returns, half-yearly returns, and accident reports to the DISH authorities.
- › **Inspection Coordination & Readiness**
Preparation of factory premises, records, and personnel for scheduled and surprise inspections — ensuring zero-deficiency outcomes with every regulatory visit.

04 — LABOUR LAW & STATUTORY COMPLIANCE

Structured Compliance Systems. Zero Surprises.

Proactive management of all labour obligations — so your business is always inspection-ready and protected from statutory risk.

- › **EPF & ESIC Compliance Management**
Monthly contribution filing, ECR generation, challan management, claim processing support, and resolution of employee grievances with EPFO and ESIC authorities.
- › **Professional Tax Returns & Filings**
Accurate computation, payroll deduction, and timely filing of monthly and annual PT returns for all eligible employees across Maharashtra establishments.
- › **CLRA Documentation Management**
Maintenance of contractor registers, half-yearly returns, Form XIII notices, and full compliance records under the Contract Labour (Regulation & Abolition) Act.
- › **Labour License Renewals & Amendments**
Timely renewal of all labour licences with advance tracking, including amendments for changes in workforce size, location, nature of work, or operational scope.
- › **Compliance Audits & Risk Assessments**
Periodic structured audits to assess your overall compliance health, identify gaps across all applicable statutes, and implement corrective action before external reviews.
- › **Authority Representation & Notice Handling**
Expert representation before labour commissioners, drafting of replies to show-cause notices, attending departmental hearings, and managing ongoing authority correspondence.
- › **LWF Compliance & Contributions**
Management of Labour Welfare Fund deductions, employer contributions, and timely remittance to the Maharashtra Labour Welfare Board with supporting documentation.

360°

STATUTORY LIFECYCLE
COVERAGE

04

INTEGRATED SERVICE
VERTICALS

MH

MAHARASHTRA
SPECIALISTS

100%

INSPECTION-READY
AT ALL TIMES

