

# Compliance Requirements for New Enterprises

**EMPOWERING COIMBATORE MSME  
IN THE GLOBAL MARKET  
HOSTED BY  
CODISSIA**

## Legal Compliance Requirements

**Companies Act**

**Labour Laws**

**Environmental Laws**

# Compliance under The Companies Act, 2013

- **Registered Office – Name Board**
- **Appointment of Directors and Auditor**
- **Maintenance of Registers and Records**
- **Board Meetings and Annual General Meeting**
- **Filing of Annual Returns and other returns / forms**

# Compliance under The Labour Laws

- **Factories Act, 1948**
  - ✓ Occupier / Manager
  - ✓ Working hours - 48 hours a week, 9 hours a day / Over Time
  - ✓ Annual leaves and compensatory holidays
  - ✓ No child labour
  - ✓ Facilities for drinking water, toilets and restrooms
  - ✓ Safety precautions: First-aid appliances / Safety officer

# Compliance under The Labour Laws (cont'd)

- **Payment of Wages Act, 1936**
  - Wages paid before the 7<sup>th</sup> day of the wage period.
- **Payment of Bonus Act, 1965**
  - Minimum bonus – 8.33%.
- **Employees' Provident Funds and Miscellaneous Provisions (EPF) Act, 1952**
- **Payment of Gratuity Act, 1965**

# Compliance under The Labour Laws (cont'd)

- **Maternity Benefit Act, 1961**
  - 26 weeks of maximum maternity benefit
  - Work from home; Creche facility
- **Contract Labour (Regulation and Abolition) Act, 1970**
- **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act)**

# Compliance under The Environmental Laws

- **Pollution Control Norms**
  - The Water (Prevention and Control of Pollution) Act, 1974
  - The Air (Prevention and Control of Pollution) Act, 1981
- **The Environment Protection Act, 1986**
  - Environment Impact Assessment (EIA)
- **The Hazardous and Other Wastes (Management and Transboundary Movement)**

# Compliance under Other Laws

- **GST**
- **Income Tax**
- **FEMA**
- **Legal Metrology**
- **Immigration**
- **Drugs & Food Safety Regulations**





**OPEN TO QUESTIONS**

**SURANA & SURANA**

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