LABOUR LAW COMPLIANCE AUDIT

comply360™
TRUSTED COMPLIANCE PARTNER

146 Vendors. 21 Days. Zero Blind Spots.

A leading infrastructure company needed enterprise-wide visibility into its compliance with the new Labour Codes, across its own operations and contractor ecosystem. We conducted comprehensive on-ground audits providing an actionable view of compliance risks and gaps in just three weeks.

16	2	14	200+	8,000+	3 Weeks
LOCATIONS	AIRPORTS	CONSTRUCTION SITES	VENDORS	CHECKS	END-TO-END

The Challenge

Project Complexity
16 locations and two airports and compliance requirements across 5 key environmental laws.

Large Vendor Ecosystem
146 vendors with differing documentation, processes, and compliance maturity.

4 Labour Codes
Assessment of new Labour Code requirements and ensuring consistent interpretation across diverse operations.

Challenging Site Conditions
Construction sites, labour camps, remote locations, and restricted areas made on-site verification challenging.

The 360° Solution

01

Standardised framework
One audit methodology and checklist across sites and vendors.

02

Rapid mobilisation
Teams aligned on scope, Labour Code rules and reporting standards

03

On-ground verification
Physical audits across every site type, including 5 key environmental laws.

04

Evidence-led reporting
Risk-tagged findings with clear corrective recommendations.

The Results

Evidence-backed observations
Every finding documented on the ground, nothing assumed.

Penalty exposure quantified
Financial risk attached to every gap.

Compliance score per site
One benchmark to compare and track sites.

Corrective action roadmap
Prioritised fixes, inside 3 weeks.

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What Our Compliance Audit Report Delivers

Risk Category-Wise Compliance Summary

Risk Level	Applicable Tasks	Non-Compliance	Compliance %
Critical	326	15	95%
High / Major	609	98	84%
Medium	393	63	84%
Low	0	0	—
Total	**1328**	**176**	**88%**

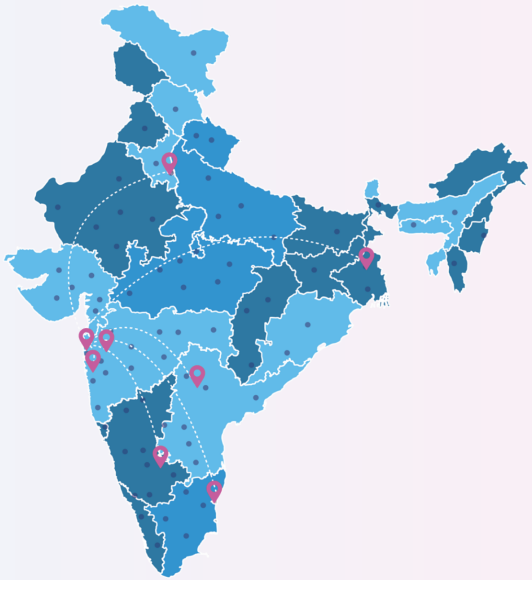
Key Compliance Areas : Complied vs Non-Complied

Compliance Category	Complied	Non-Complied	Compliance %
Employee Payment	186	23	89%
Statutory Roles / Facilities	46	3	94%
Registers / Documents	922	123	88%
Registration / License / Certificate	96	15	86%
Returns	34	7	83%
Statutory Payment	44	5	90%
Total	**1328**	**176**	**88%**

Pan-India Audit Reach

The same audit framework, delivered on the ground wherever your sites and vendors operate.

28 States & **5** UTs
Compliance Capability



Strengthen Your Vendor Compliance Today!

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