Simplifying Compliance Management for Chemical Industry in India

TeamLease™
RegTech
Helping India Comply

Table of Contents

1. Introduction

The chemical industry in India comprises more than 80,000 products, with a contribution of 7% to India's GDP.The industry is broadly divided into agrochemicals, bulk chemicals, fertilisers, petrochemicals, polymers, and specialty chemicals and has been projected to reach $300 billion by 2025. (Invest India, n.d). In terms of employment, the industry provides jobs to over 2 million people in India, with projected investment expected to reach $107 billion by 2025 (IBEF, 2021).

Despite the evident promise shown by the chemical industry, the ease of doing business in terms of regulatory compliance remains a challenge for manufacturers. Given that chemical production is also associated with the production of hazardous wastes, the industry has to not only deal with the domestic regulations but also be mindful of the applicable international conventions and high environmental standards in the West.

Additionally, there are regulatory bodies within India to govern hazardous substances and pollutants, which many of these enterprises must answer to. The public outrage often resulting from large-scale environmental harm along with strict liability puts tremendous pressure on the compliance officers and key managerial personnel in companies. Ultimately, the multiplicity of compliances increased the risk of lapses and high penalties, thereby generating bottlenecks for the conduct of business in the chemical industry.

Arguably, the heavy burden of compliance has hindered India's progress in the chemical sector. It has been emphasised that difficult and time-consuming approvals are a major challenge faced by the industry (Standing Committee on Chemicals and Fertilisers, 2020). While the chemical sector in India has registered a compounded annual growth rate (CAGR) of 9%, it is estimated that in order to achieve its target of US$ 300 billion by 2025, the chemical industry needs to grow at a CAGR of 11% (PwC, 2021). To a great extent, a more enabling business environment for the chemical industry can help achieve this target, thereby underscoring the urgent need for facilitating ease of doing business in the sector.

The purpose of this report is to provide a brief insight on the state of regulatory compliance for the chemical industry, discuss some of the problems encountered by it and propose actionable recommendations to reduce its compliance burden.

2. Types of Chemical Companies in India

According to the Department of Chemicals and Petrochemicals, India's chemical industry accounts for 3% of the world's chemical market. The Department classifies the chemical industry in the country into following segments:

- Organic chemicals,
- Specialty chemicals,
- Chlor alkali,
- Pesticides,
- Colorants,
- Alcohol-based chemicals,
- dyestuffs (with its forward and backward linkages to various other sectors such as textiles, leather, paper, plastics, printing inks and foodstuffs).

Overview of Compliances

The chemical industry in India is subject to two kinds of compliances: one-time and ongoing. A single company operating in a single state is required to comply with over 60 one-time registrations and approvals. These typically include incorporation of the entity; land allotment; project-related approvals; construction-related approvals; labour-related approvals; safety and health approvals; tax-related registrations; industry-specific approvals, etc.

Besides these one-time compliances, chemical companies are subject to a variety of ongoing compliances at the central, state and local levels, given the decentralisation of power that characterises the Indian polity.

For instance, labour laws fall in the concurrent list, wherein both the Centre and States are entitled to legislate. Similarly, taxation and tax-related regulations are split between the Centre and States. Land is a state subject but transfer of property (including registration of deeds and documents) falls in the concurrent list. Electricity is again a subject on the concurrent list with laws at both the central and state level. Additionally, companies must ensure compliance with local/municipal laws.

Central, State and Local Level Compliances

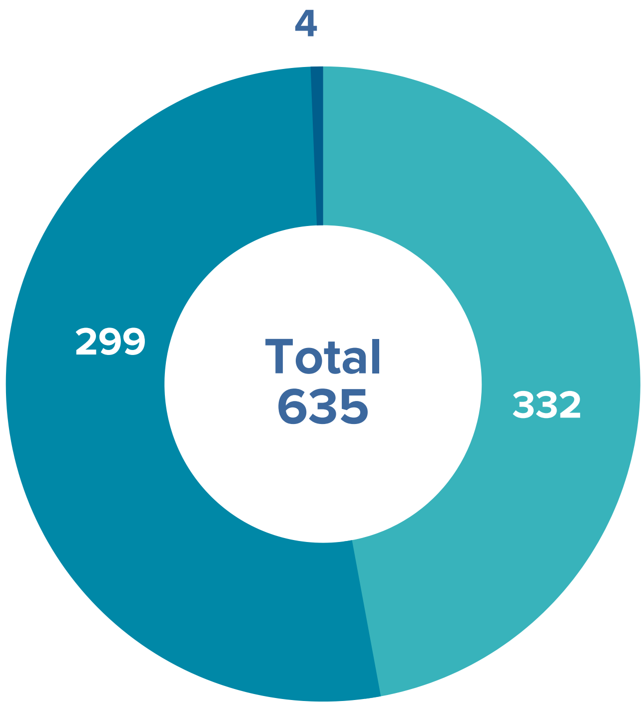

Fig 1

Source: Teamlease Regtech

Categories of Compliances

Labour

It includes 29 central laws (which have now been condensed into 4 labour codes). Being a concurrent subject, labour laws are further legislated upon by the States and each parent Act is accompanied by a host of state legislations, alongside the central and state rules.

Legislations under the labour category include the Apprentices Act, 1961 and Apprenticeship Rules, 1992; Contract Labour (Regulation and Abolition) Act, 1970; Employees Compensation Act, 1923; Equal Remuneration Act, 1976 and Equal Remuneration Rules, 1976; Factories Act, 1948; Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013; Payment of Wages Act, 1936; Maternity Benefit Act, 1961, etc.

EHS (Environment, Health & Safety)

It is predominantly constituted by the Environment Protection Act, 1986 and its related rules such as Environment (Protection) Rules, 1986, Manufacture, Storage and Import of Hazardous Chemicals Rules, 1989, Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016, Batteries (Management and Handling) Rules, 2001, Bio-Medical Waste Management Rules, 2016, E-Waste (Management) Rules, 2016, Plastic Waste Management Rules, 2016, etc. Other important legislations include the Air (Prevention and Control of Pollution) Act, 1981 and Water (Prevention and Control of Pollution) Act, 1974.

Commercial Laws

The commercial category includes the Electricity Act, 2003 and Central Electricity Authority (Measures relating to Safety and Electric Supply) Regulations, 2010; Petroleum Act, 1934 and Petroleum Rules, 2002; Boilers Act, 1923 and Boiler Regulations, 1950; Industries (Development and Regulation) Act, 1951 and Registration and Licensing of Industrial Undertakings Rules, 1952; Collection of Statistics Act, 2008 and Collection of Statistics (Central) Rules, 1959; Legal Metrology Act, 2009 and Legal Metrology (Packaged Commodities) Rules, 2011; Motor Vehicles Act, 1988 and Central Motor Vehicle Rules, 1989, etc.

Finance and Taxation Laws

This category includes the central Goods and Services Tax Act, 2017 and state-specific legislations on indirect taxation. It also includes the Income Tax Act, 1961 and Income Tax Rules, 1962, along with State Government taxes on professions and trades.

Category-Wise Compliances

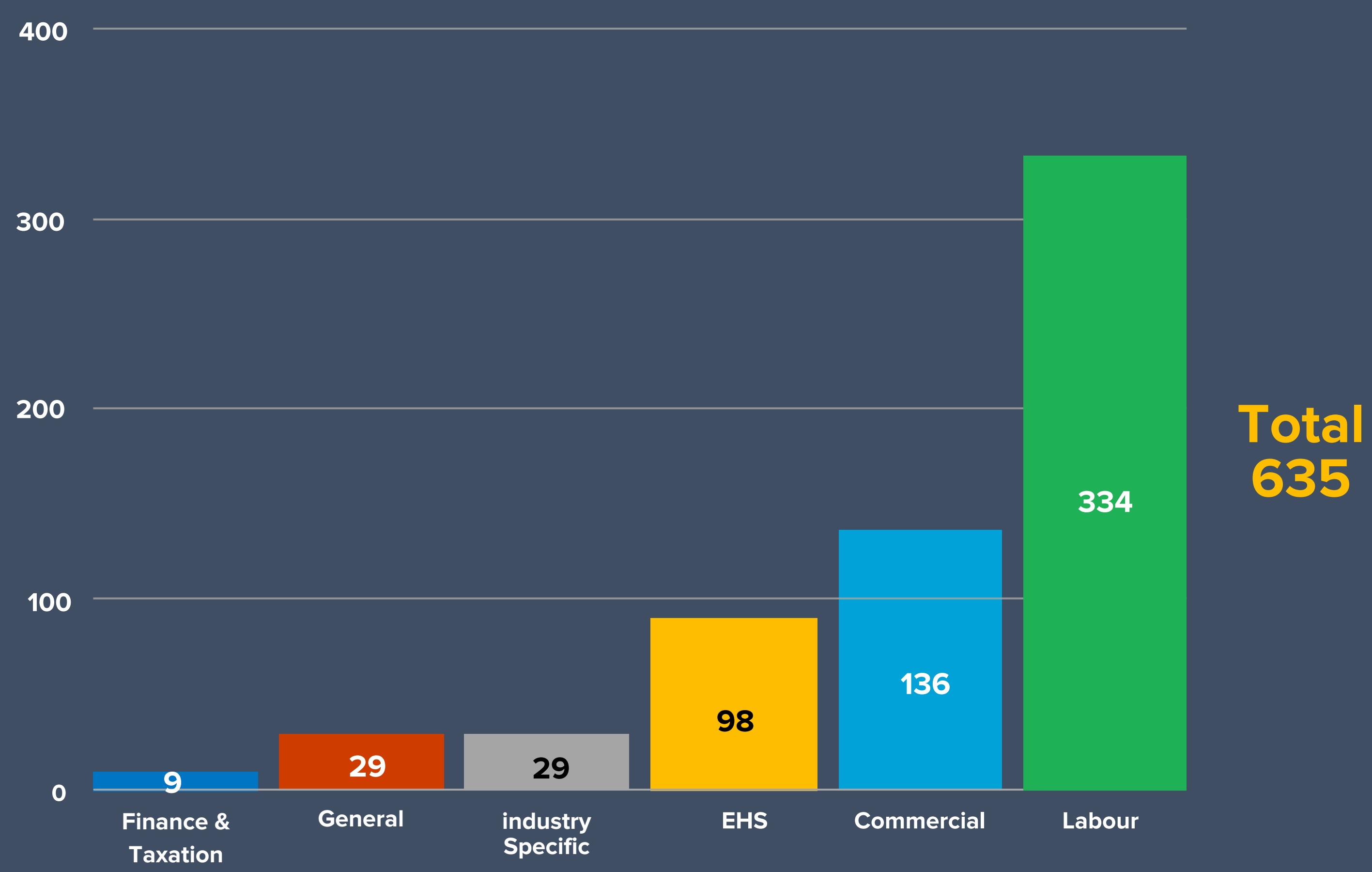

Fig 2 Source: Teamlease Regtech

Types of Compliances

Having looked at the different categories of compliances, this section will look at the broad types in which such compliances are typically classified.

Audit and Accounts

Different auditing requirements are required for chemical companies under different laws. For example, under the Environment (Protection) Act, 1986 and Manufacture, Storage and Import of Hazardous Chemicals Rules, 1989, if a company is producing hazardous chemicals, it must carry out an annual update of the safety audit report.

As per the Information Technology Act, 2000, a company is required to conduct an audit of the documents and records maintained in the electronic form. Under labour laws, such as the Factories Act 1948, factory owners must conduct annual auditing of accounts pertaining to canteens.

Display Requirements

As per the Environment (Protection) Act, 1986 and Manufacture, Storage and Import of Hazardous Chemicals Rules, 1989, any manufacturing facility involved in handling hazardous chemicals must display notice containing information thereof outside the main factory premises.

Similar safety-related display requirements are also present in the Electricity Act, 2003 and Petroleum Act, 2003. Under various labour laws such as the Factories Act, 1948, Maternity Benefits Act, 1961, Employees Compensation Act, 1923, etc., companies are required to display the abstracts of the respective legislations in a conspicuous place within their premises.

Inspection-related Compliances

Under labour laws such as the Minimum Wages Act, 1948 and Employees State Insurance Act, 1948, every employer is required to maintain an inspection book. According to the Factories Act, 1948, the occupier/manager of a factory must obtain the certificate of examination and testing of lifting machines, chains and tackles.

Under EHS-related compliances such as the Bureau of Indian Standards Act, 2016 read with Indian Standard - Selection, Installation and Maintenance of First-Aid Fire Extinguishers - Code of Practice, a company is required to paste inspection cards on the body of fire extinguishers and maintain records of inspection and testing of the fire extinguishers.

Employee Safety & Welfare

Labour laws contain extensive regulations for employee welfare. As per the Maternity Benefits Act, 1961 every establishment is required to intimate female employees of benefits available to them.

Under general laws such as Electricity Act, 2003 and Central Electricity Authority (Measures Relating To Safety and Electric Supply) Regulations, 2010, a company has to test installations of voltage equals to or below 11 kv every 5 years. The company must also maintain safety clearances for electrical apparatus as per Bureau of Indian Standards specifications.

Examination and Testing

There are extensive requirements related to examination and testing under labour laws, particularly within the Factories Act, 1948, related to the apparatus used for manufacturing. These include both internal and external examinations.

Other legislations such as the Boilers Act 1923, Legal Metrology Act, 2009, Petroleum Act, 1934 and Petroleum Rules, 2002, etc. also contain a plethora of provisions for testing of equipment used in chemical industries. Similar requirements are observed within the industry-specific compliances, which will be discussed in the section below.

Register and Records

Obligations related to maintenance of registers and records are predominantly found within labour laws. For instance, under Factories Act, 1948, a company must maintain a register in Form 11 for recording examination details of lifting machines, chains etc. It must also maintain a register of the adult workers within the factory. Other labour legislations such as Contract Labour (Regulation & Abolition) Act, 1970 and Employees State Insurance Act, 1948 also contain such compliances.

Under the Environment (Protection) Act, 1986 and Bio-Medical Waste Management Rules, 2016, every occupier is required to maintain and update on a day-to-day basis the bio-medical waste management register. Under Environment (Protection) Act, 1986 and Manufacture, Storage and Import of Hazardous Chemicals Rules, 1989, where applicable, a company must maintain records of hazardous chemicals imported.

Return filing and Disclosures

Companies have to furnish a number of returns under different laws. For example, under commercial laws like Collection of Statistics Act, 2008 and Collection of Statistics (Central) Rules, 1959, the owner of a factory or industrial concern has to furnish returns to the Statistics Authority. As per the Industries (Development and Regulation) Act, 1951 and Registration and Licensing of Industrial Undertakings Rules, 1952, chemical industries have to furnish half-yearly returns.

Under labour laws such as Contract Labour (Regulation and Abolition) Act, 1970, the principal employer has to submit an annual return to the registering officer. In terms of disclosures, where a company is engaged in hazardous processes, it is required to disclose the relevant information to its workers as well as the Chief Inspector under the Factories Act, 1948.

Industry-Specific Compliances

Apart from the several different types of general compliances, chemical companies must also manage a variety of industry-specific compliances. As indicated earlier, chemical companies are often involved in hazardous processes and therefore, the risk stemming from non-compliance is concomitantly high. Many of the compliances that compliance officers are required to manage find their roots in international conventions. This subsection will elaborate on the applicable industry-specific compliances:

Chemical Weapons Convention Act, 2000 and Chemical Weapons Convention Rules, 2016

A chemical company is prohibited from developing, producing, acquiring, retaining or using any chemical weapons. The re-transfer of any toxic chemicals or precursors to any third State is also prohibited. Every entity engaged in the production, processing, acquisition, consumption, transfer, import, export or use of any toxic chemicals or precursors listed in any of the Schedules 1 to 3 in the Annex on Chemicals to the Convention or engaged in the production of any discrete organic chemicals shall obtain registration from the registration authority. An entity to whom a certificate of registration is granted is required to periodically submit to the Central Government any information, declaration or return as may be prescribed.

Essential Commodities Act, 1955

Under this Act, along with the Solvent, Raffinate and Slop (Acquisition, Sale, Storage and Prevention of Use in Automobiles) Order, 2000, a company is required to submit a quarterly filing of end-use certificates for the use of solvents, raffinates, slops or their equivalent for the purpose of manufacturing any petrochemicals. Such a company is also required to obtain a licence to acquire, store or sell such chemicals from the state government, district magistrate or any other officer authorised by the central or state government. Upon expiry of the licence, its renewal must also be sought from the same authorities.

Electricity Act, 2003 and Electricity Rules, 1956

Various compliances include periodic inspection and testing of consumers installation; provision of safety gears to workers working on electric supply line or apparatus; restriction to work on live electric supply line without due authorisation; providing and maintaining first aid boxes; display of sign board indicating danger; affixing instructions for restoration of persons suffering from electric shock; testing of earthing systems on any dry day during the dry season at least every 2 years; maintaining details of Chief Electrical Inspector, district magistrate, police station, fire brigade, etc. at the office of in-charge/owner of Medium Voltage (MV) / High Voltage (HV) / Extra High Voltage (EHV) installations.

Insecticides Act, 1968 and Insecticides Rules, 1971

These compliances are particularly significant for the agrochemical industry. Any entity with a licence to undertake pest control operations (with the use of aluminium phosphide, methyl bromide, ethylene dibromide or as notified) must apply for its renewal before its expiry for a further period of 5 years with an application fee of Rs.1,000/-, to licensing officer. It must also conduct annual medical examination of persons handling, dealing or coming in contact with insecticides. For the safety of the workers, the entity must ensure that workers use respirators or gas masks to prevent inhalation of toxic dusts, vapours or gases. In all cases involving poisoning, first-aid treatment must be provided before the physician is called.

There are also several conditions for storage of insecticides such as storing the packages containing insecticides in separate rooms or premises, away from the rooms or premises used for storing other articles; keeping the packages containing insecticides in separate almirah under lock and keys (depending upon the quantity and nature of the insecticides); and ensuring that the rooms or premises for storing insecticides are well-built, dry, well-lit, ventilated and of sufficient dimensions.

3. Compliance Challenges for Chemical Companies

Between the Chemical Weapons Convention Act, 2000 and the Boilers Act, 1923, compliance officers of chemical companies have to comply with several hundred acts and thousands of rules depending on the size of the business. Depending on the type of chemical manufactured by the company, there is also an additional pressure of keeping up with the rules of the chemical committee set up by the Ministry of Environment, Forest and Climate Change (MoEF&CC) and the export regulations by the Basic Chemicals, Cosmetics and Dyes Export Promotion Council (CHEMEXCIL).

Given below are some of the major compliance challenges faced by the chemical sector. Many of these are in congruence with a larger survey of clients conducted by TeamLease RegTech on regulatory complexity and the Ease of Doing Business in India (forthcoming in the India Compliance Report, 2022).

Lack of an Accurate List of Applicable Compliances

A small chemical manufacturing company operating in a single state in India deals with at least 635 compliances in a year. As the company grows its geographical footprint, the number of compliances multiply. These compliances are at three levels - centre, state and local. In addition, they are spread across seven compliance categories - labour, environment, health and safety (EHS), finance and taxation, commercial, secretarial, industry specific and general. Identification of the applicable compliances for a chemical company requires deep expertise.

The applicability of compliance also varies based on the location of manufacturing units (in industrial areas, export oriented units, gram panchayats, special economic zones, etc.), quantity and severity of chemicals manufactured and use of specific equipment (such as agitators, autoclaves, boilers, pressure vessels, weights and measures, evaporators, heat exchangers, fire extinguishers, centrifuges, etc.). In addition, there are challenges pertaining to the ever-changing threshold quantities and its notification to the concerned authority. Most chemical enterprises in India find it highly challenging to track compliance for such a broad spectrum of regulations.

Apart from these, chemical companies are also expected to adhere to the BIS and ISO Standards. On top of this, laws and rules constantly undergo amendments, leading to periodic change in applicability and compliance obligations.The lack of an accurate list of this diverse range of laws, rules and regulations can make compliance an extremely challenging task for chemical companies.

Fluid Regulatory Environment

India's regulatory environment is fluid, with over 3,500 regulatory updates annually, published on as many as 2,233 websites of central, state and local government via notifications, gazettes, circulars, ordinances, master circulars, press releases, among others. These changes typically lead to changes in forms, dates, timelines, frequencies, fines, interest rates calculations, applicability threshold values, among others. The changes are often applicable almost immediately and therefore, require time-sensitive interpretation and implementation.

Unfortunately, there is no centralised repository of regulatory updates that provides national, realtime, comprehensive and personalised information on all applicable regulatory changes that affects the compliance burden. As a result, the compliance officers are often expected to periodically visit literally hundreds of websites to ensure that they are not missing any critical updates.

Poor Tracking and Management of Applicable Licences

A typical chemical company in India deals with tens if not hundreds of licences. These include factory licences, shop and establishment registrations, certification and standardisation requirements by Petroleum and Explosives Safety Organization (PESO), petroleum licences, gas cylinder and boiler authorisations, consent to operate, fire safety NOCs, hazardous and biomedical waste authorisations, among many others.

Each licence has several parameters including:

- Issue Date
- Expiry Date
- Categorisation of Industry (Red, Orange, Green, White)
- Conditions of License (Client Specific)
- Days for application for next renewal

Licences, registrations, permissions, consent orders and NOCs need to be tracked meticulously to ensure that they are in good order, failing which, there are serious business consequences. Most organisations lack robust processes that provide adequate assurance for statutory licence management.

High Strict Liability Implications

Considering that the manufacture of chemicals often involves hazardous substances, there are many stringent compliance requirements that are applicable to chemical companies so as to ensure safety at all times and prevent any accidents.

These compliances include proper labelling of storage containers; site approvals for storage of hazardous chemicals; setting up of isolated storage facilities and its regular inspections by the authorities; emergency planning, preparedness and response to chemical accidents; frequent mock drills of the on-site emergency plan; frequent training of persons working on the site; identifying hazards

Considering the diverse range of these compliance requirements and the lack of any comprehensive checklist in this regard, chemical companies must always be alert as to their compliance with these requirements. In cases of poor compliance, strict liability can be imposed on the chemical companies by the relevant authorities, which can likely result in both criminal as well as financial penalties.

Poor Tracking of Event Based Compliances

There are many instances where the applicability of licences and compliances changes based on occurrence of specific business events. As a result, the compliance officer needs to keep his eyes peeled to identify such occurrences, be ready to interpret their impact on the organisation's compliance obligations and implement a quick and comprehensive response.

For instance, hazardous waste is constantly generated in chemical manufacturing units (such as spent oil, paints, solvents, lead, contaminated water, chromium compounds, etc.). The Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016, these need to be disposed off with a significant amount of paperwork and processes involved. Chemical companies have to deal with the immense challenge of tracking all these compliances in order to stay on the right side of the law.

Poor Tracking of Ongoing Compliances

A typical chemical company deals with a large number of compliances that are ongoing in nature. These include displays (licenses, registrations, abstracts of legislations, employee-related social security based displays, labelling, storage conditions, emergency planning, no smoking, fire exits, danger signs, GST Number, abstract for prohibition of employement of child labour, etc.) A chemical firm also deals with various kinds of audits such as safety audits, environmental audits, and fire drills. These on-going compliance when not adhered can result in high cost of poor compliance.

In addition, the company must maintain a variety of registers that must be current at all points of time. These include leave and attendance, fines and deductions, muster rolls, wage registers, temperature registers, records of disposal of waste, seven copies of manifest in Form 10, among at least 40 other unique registers in various formats.

Creating, maintaining, reviewing and certifying that these registers are in compliance with the law of the land is the responsibility of different people across the organisation. Unfortunately, there are no enterprise processes to track and maintain the digital copies of these registers and obtain periodic self certification from the relevant stakeholders.

Lack of Awareness at Management Level

Based on a recent survey conducted by TeamLease RegTech, it was discovered that the key managerial personnel (KMP) in Indian chemical companies have a poor understanding of compliance obligations in over 80% of the instances.

As a result, they are often unpleasantly surprised in instances of show cause notices, financial penalties, cancelled licences, revoked permissions and leaked revenue. Under the survey, most executives were found to have a very poor handle on the status of key compliances, dates, documentation and residual risk of non-compliance.

Manual, Paper Based and People Dependent Compliance

A typical mid-sized chemical manufacturing company deals with a few thousand compliances in a year. There are at least 50-100 people in different departments (human resources, finance and taxation, company secretarial, administration, environment, health and safety, warehouse, research and development, etc.) directly involved in day-to-day compliance functions.

Unfortunately, while compliance is a key binding constraint in an organisation's growth, a number of Indian organisations are yet to adopt technology platforms for transparent and accountable compliance programs. The compliance officers often use spreadsheets to track status manually. Resultantly, there can be many instances involving inadvertent misses, delays, lapses, defaults, expired licences and missed legal updates. Hence, it is not uncommon to see them firefighting and highly stressed during regulatory audits.

Anecdotal Compliance Certification

The Companies Act, 2013 mandates the issuance of compliance certificates to the Board. Since the organisation is lacking in technology-based tracking systems, the compliance officer has no choice but to prepare the statutory compliance certificates manually.

These certificates often miss key information such as the specific data on an instance of non-compliance, delayed filings and the residual risk of poor compliance. In such instances, the board is often flying blind as they do not have any framework to establish the level of compliance in the company.

4. Industry Perspective

Given below are some key findings of the recent survey conducted by TeamLease RegTech among compliance officers of major chemical companies.

- 85% agreed to have missed at least one critical compliance during the 12 month period.
- 90% agreed to pay fines and penalties in the 12 month period.
- 94% believed that they do not have the required visibility and control in their organisation's compliance program.
- 83% agreed that their compliance needs a serious rethink.
- 74% of compliance officers believe that third-party consultants have better liaisoning experience than they have internally.
- 69% agreed to have poor control on their compliance documents.
- The average cost of compliance consultants stood at about INR 1,00,000 per month, of which labour contributed approximately 35%.
- 52% believed that keeping track of regulatory updates is challenging

5. Rethinking Compliance Management

Conduct a Baseline Applicability Assessment

An accurate list of applicable compliances is the first, and perhaps, the most important step in streamlining any organisation's compliance management. Since the applicability of compliance changes with the use of specific equipments, input raw materials and end products, staying on top of all compliances and related updates is key. Engaging with a partner vendor to track and create a consolidated assessment of all applicable acts and compliances is critical to effective compliance management.

Companies must engage a partner who brings the depth and width of experience to assess and document the compliance obligations across central, state and local laws. In addition, the partner should help classify all compliance requirements in seven categories - labour, finance and taxation, environment, health and safety (EHS), secretarial, commercial and industry specific and general. The list should also be sub-classified by compliance type - licences, registrations, permissions, consent orders, returns, registers, challans, payments, displays, audits and examinations, committees, exemptions, among others.

This checklist should serve as a baseline and should be periodically reviewed and refreshed based on business changes.

Create a Culture of Compliance

Compliance management becomes a breeze if all the stakeholders hold their end of the stick. While one compliance officer takes responsibility, many key folks within the organisation bring their shoulder to the load. Periodic reviews at department level, functional level and organisational level help make people accountable.

In addition, reviews help bubble up issues before they become urgent and important. You should work with your human resources team and add compliance goals as a part of goal setting, mid-term assessment and annual assessments. Good compliance behaviour should be rewarded.

Subscribe to National, Realtime and Personalised Regulatory Updates

It is arduous for a compliance office to browse a few hundred government websites periodically to discover the applicable compliance changes. It is recommended that the company subscribe to national, real time, personalised and comprehensive regulatory updates from a third-party vendor.

These updates should be available on a daily, weekly and monthly basis; categorised by Act, law, union / state, regulator, nature of change, date of change, applicability, among others. The update should have search, sort and filter capabilities for easy consumption. Mobile apps (iOS and Android) and email based updates are highly recommended.

There are industry leading players such as TeamLease RegTech (www.teamleaseregtech.com) that can provide personalised updates in daily / weekly / monthly newsletters and mobile apps.

Digitize Compliance Management

Technology is transforming key business processes. It is making them faster, easier and cheaper. It enables enhanced collaboration and improves human productivity. Data is the new oil and hence, compliance is a key business process that needs to go digital. Your preferred software solution should have the features given below:

- Smart Dashboards - Easy to use, real time, colour-coded with drill down capabilities
- Native Mobile Apps - IOS & Android based mobile apps
- Flexible Workflows- Configurable workflows which adapt to your business processes
- Integrated Comprehensive Compliance Database - Comprehensive and accurate compliance database covering the law of the land
- Strong Analytics and Reporting - Automated and on-demand analytics and reporting capabilities to flag non-compliance and risks
- Integration with your Office email - Legal updates / alerts / notifications / reminders / escalations / reports on your office email
- Integrated Document Management System - Manage all your compliance documents and working files with version management
- SAAS Based - Quick and Easy to on-board without any additional IT infrastructure and licenses
- Secure & Available-Best in class information security with availability when you need it

Ease of Use

Compliance cuts across your organisation. Employees at various levels of skill, experience and technology-savviness need to feel comfortable using it. You should ensure that your software vendor has a product which has a user-friendly interface for end user adoption.

Quick and Easy Deployment

It is important to ensure that end-to-end on-boarding happens in a few weeks as IT projects are notorious for time and budget overruns. If it takes more than a few weeks to go-live, chances are the project will lose momentum and will cause headaches. In addition, your vendor must have strong capabilities in business discovery, compliance applicability assessment, product configuration and end-user training. SaaS and cloud based products should be preferred as they do not require any on-premises technology infrastructure (virtual machines, network resources, storage, firewalls, load balancing among others)

Pay-as-you-go Pricing Option

IT budgets are often stretched. There is a constant tussle between CIO and CFO on additional capital allocation for digitisation projects. Perpetual licensing options can be extremely capital intensive. It is highly recommended that you evaluate and prefer 'pay-as-you-go' pricing, as budgetary allocation and approval might become a breeze. Such price options are typically cheaper than the salary of a junior compliance officer.

TeamLease RegTech
Helping India Comply

CONTACT US

TeamLease Regtech Pvt. Ltd.

Awfis Space Solutions Pvt Ltd, Opposite Commissioner Office,
1 Church road, Camp, Pune, Maharashtra 411001, India.

Bangalore, Mumbai, Kolkata, Hyderabad, Delhi, Chennai, Ahmedabad

1800 309 5809

sales@tlregtech.com

www.teamleaseregtech.com