

EVORIS GLOBAL CONSULTING

India EHS Compliance Pack

An introduction to key Indian EHS legislation, regulatory obligations and compliance priorities for manufacturing, construction and infrastructure.

Factories Act 1948 · BOCW 1996 · ISO 45001 · EPA · DISH

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ABOUT THIS PACK

What's inside — and what's not

This pack provides a structured overview of the primary EHS legislation applicable to Indian workplaces, along with awareness-level checklists to help you identify gaps in your current compliance position. It is designed to orient safety officers, EHS managers and operations leaders — not to replace professional assessment.

Detailed gap analysis frameworks, bespoke compliance matrices, ISO 45001 implementation roadmaps and site-specific documentation are available as part of Evoris's advisory and training services. Contact us to discuss your requirements.

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The Acts that govern EHS in India

Unlike the UK's unified Health and Safety at Work Act 1974, India's EHS framework is distributed across multiple sector-specific statutes. Understanding which Acts apply to your operations is the first step to compliance.

Factories Act, 1948

The primary legislation for manufacturing premises. Sets out duties for factory occupiers regarding health, safety, welfare, working hours and employment of young persons. Applies to premises using power with 10+ workers, or 20+ without power.

Applies to: Manufacturing, pharma, chemical, FMCG

Building & Other Construction Workers (BOCW) Act, 1996

Governs safety, health and welfare of construction workers. Requires registration of establishments, appointment of safety officers, provision of amenities and maintenance of records. Enforced by state BOCW authorities.

Applies to: Construction, infrastructure, real estate

Mines Act, 1952

Regulates safety and welfare in mining operations. Requires appointment of managers, safety committees and regular inspections. Administered by DGMS (Directorate General of Mines Safety).

Applies to: Mining, quarrying, tunnelling

Environment Protection Act, 1986

Umbrella legislation for environmental protection. Covers discharge of effluents, noise, hazardous waste and environmental clearances. Enforced by CPCB at national level and SPCBs at state level.

Applies to: All industries with environmental impact

Hazardous Waste Management Rules, 2016

Sets obligations for generation, storage, transport and disposal of hazardous waste. Requires authorisation from State Pollution Control Board and maintenance of detailed records.

Applies to: Chemical, pharma, manufacturing

Who enforces what

India's EHS enforcement is split across central and state bodies. Knowing your enforcement authority is essential for inspections, registrations and incident reporting.

DISH	Directorate of Industrial Safety & Health State-level enforcement of Factories Act. Conducts factory inspections, investigates accidents and issues licences. Contact your state's Labour Department for your DISH office.
BOCW Authority	State Building & Other Construction Workers Authority Registers construction establishments and enforces BOCW Act provisions. Workers must be registered and cess paid. Registration is mandatory for projects over Rs. 10 lakh.
CPCB / SPCB	Central / State Pollution Control Boards Regulate environmental compliance under EPA 1986. Issue 'Consent to Establish' and 'Consent to Operate'. Non-compliance can result in closure orders.
DGMS	Directorate General of Mines Safety Enforces the Mines Act 1952. All mines must have a qualified mine manager and comply with DGMS circulars on safety standards.
PESO	Petroleum and Explosives Safety Organisation Regulates storage and handling of petroleum, explosives and compressed gases. Licences required for storage above threshold quantities.

Awareness checklist for factory occupiers

This awareness checklist highlights the key provisions of the Factories Act 1948. It is not a substitute for a full compliance audit — it is a starting point to identify areas that may require attention. Tick only where you have documentary evidence in place.

Registration & Licencing

- Factory is registered with the Chief Inspector of Factories
- Annual licence is current and displayed on premises
- Occupier has filed the prescribed notice before commencing operations
- Any changes to machinery or layout have been notified

** Full compliance requires documented evidence, not just implementation.*

Welfare Provisions (Sections 42–50)

- Adequate washing facilities are provided and maintained
- First aid boxes are available — one per 150 workers
- Canteen provided where 250+ workers are employed
- Creche provided where 30+ women workers are employed
- Welfare officer appointed where 500+ workers are employed

** Full compliance requires documented evidence, not just implementation.*

Safety — General (Sections 21–41)

- All prime movers, transmission machinery and dangerous parts are guarded
- Floors, steps, passages and gangways are of sound construction and free from obstruction
- Safe means of access to every workplace is maintained
- Precautions are in place against dangerous fumes and dust
- Hoists and lifts are of good mechanical construction and examined every 6 months

** Full compliance requires documented evidence, not just implementation.*

Health Provisions (Sections 11–20)

- Factory is kept clean — floors swept daily, washed weekly
- Effective drainage is provided
- Adequate ventilation and temperature control is maintained
- Lighting is sufficient in all work areas
- Drinking water supply is adequate and labelled

** Full compliance requires documented evidence, not just implementation.*

Hazardous Processes (Sections 41A–41H)

- Hazardous processes are identified and disclosed to workers
- Occupational health surveys are carried out where required
- Workers handling hazardous substances are medically examined
- Safety committee is constituted where 250+ workers are employed

** Full compliance requires documented evidence, not just implementation.*

Awareness checklist for construction establishments

The Building & Other Construction Workers Act applies to establishments employing 10 or more construction workers and costing Rs. 10 lakh or more. These are awareness prompts — your state authority will have specific forms and procedures.

Registration & Cess

- Establishment is registered with the state BOCW Authority
- BOCW cess (1% of construction cost) has been assessed and paid
- Cess payment receipts are maintained and available for inspection
- Annual return has been filed with the registering authority

Safety Officer & Committee

- A qualified Safety Officer is appointed (required where 500+ workers employed)
- Safety committee is constituted with worker and management representatives
- Safety committee meets at regular intervals and minutes are recorded
- Safety officer has the prescribed qualifications per BOCW Rules

Worker Welfare

- Workers are registered with the BOCW Welfare Board
- Adequate first aid facilities are provided on site
- Drinking water, latrines and washing facilities meet prescribed standards
- Temporary accommodation (where provided) meets Schedule requirements
- Canteen facilities are provided where 250+ workers are present

Site Safety

- Working at height operations comply with BOCW Rule requirements on scaffolding
- Excavation and earthwork operations have safety measures in place
- Demolition work has been planned and supervised by a competent person
- Confined space entry procedures are established and followed
- Crane and lifting equipment operators hold prescribed competency certificates
- PPE is provided to all workers at no cost

Gap awareness questions

ISO 45001 replaces IS 18001 as India's preferred occupational health and safety management standard. These questions are designed to prompt internal reflection — a structured gap analysis requires a trained auditor working against each clause.

Context & Leadership (Clauses 4–5)

- Has your organisation identified internal and external issues that affect OH&S;?
- Are worker needs and expectations documented and regularly reviewed?
- Does top management demonstrate visible leadership on OH&S; matters?
- Is there a documented OH&S; policy signed by senior leadership?
- Are OH&S; roles, responsibilities and authorities clearly assigned?

** A 'yes' answer requires documented evidence. If in doubt, treat as a gap.*

Planning (Clause 6)

- Are hazards identified systematically across all operations and activities?
- Are risks and opportunities assessed and documented?
- Are OH&S; objectives set, measured and reviewed at planned intervals?
- Is there a process for managing legal and other compliance obligations?

** A 'yes' answer requires documented evidence. If in doubt, treat as a gap.*

Support & Operation (Clauses 7–8)

- Is worker competence assessed and training provided where gaps exist?
- Are workers consulted on OH&S; matters that affect them?
- Are emergency preparedness and response procedures tested?
- Is contractor and supplier OH&S; performance included in procurement?
- Are change management processes in place for new equipment or processes?

** A 'yes' answer requires documented evidence. If in doubt, treat as a gap.*

Performance & Improvement (Clauses 9–10)

- Are incidents, near misses and nonconformities investigated and recorded?
- Are internal audits conducted against the OH&S; management system?
- Does management review the system at planned intervals?
- Are corrective actions tracked to completion and effectiveness verified?

** A 'yes' answer requires documented evidence. If in doubt, treat as a gap.*

National Building Code & fire safety awareness

India's National Building Code (NBC 2016) sets fire safety requirements for buildings. Unlike the UK's RRO 2005, fire safety in India is enforced at state level — requirements vary by state, occupancy type and building height. These are awareness prompts only.

Fire Prevention

- No-smoking zones are designated and enforced
- Flammable materials are stored in designated, ventilated areas
- Hot works (welding, cutting, grinding) are controlled by a permit to work
- Electrical installations are inspected regularly by a competent person
- Housekeeping standards prevent accumulation of combustible waste

Detection & Suppression

- Automatic fire detection or alarm system is installed and tested
- Fire extinguishers are of the correct type and within inspection dates
- Sprinkler or suppression systems (where required) are maintained
- Hydrant systems are operational and pressure-tested annually

Evacuation & Emergency Response

- Emergency assembly points are identified and communicated to all occupants
- Fire evacuation drill is conducted at least once every 6 months
- Emergency response plan is documented and accessible
- Fire wardens are appointed and trained
- Emergency contact numbers are posted at prominent locations

NOC & Compliance

- No Objection Certificate (NOC) from the state Fire Department is current
- Building occupancy certificate includes fire safety compliance sign-off
- Any changes to layout or occupancy have been assessed for fire risk impact

What bespoke support looks like

This pack is an awareness tool. If your checklist responses have surfaced gaps — or if you're unsure how to interpret your obligations — the next step is a structured assessment with a qualified EHS professional.

Compliance Gap Analysis

A structured, clause-by-clause assessment of your current position against the Factories Act, BOCW Act or ISO 45001 — with a prioritised action plan and implementation timeline.

Available for: Manufacturing, construction, pharma, chemical

ISO 45001 Implementation Support

End-to-end support from gap analysis through to certification readiness — including documentation, training, internal audit and management review preparation.

Delivered on-site or virtually across India

EHS Training Programmes

Bespoke training for safety officers, supervisors and workers — covering Factories Act duties, BOCW compliance, fire safety, HAZOP awareness and ISO 45001 internal auditing.

Available in English or regional languages

Bespoke Documentation

EHS management system documents, compliance matrices, inspection checklists, toolbox talk scripts and site induction packs prepared to your specification.

Delivered within agreed timescales

Book a free 30-minute consultation

Discuss your compliance position, training needs or ISO 45001 journey with an internationally qualified EHS consultant.

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