

## CASE STUDY



# Consulting

**Your RegTech Partner**

**Improving Vendor  
Compliance scores and  
inculcating Labour  
Compliance DNA in  
the organization**

# Pan India Vendor Compliance

## Problem Statement

A prominent IT Staffing Company had been providing Pan India manpower to a leading ITES company for the past few years. During the Vendor audits the Staffing Company was not meeting their labour compliance scores since Oct 2022. They were also unable to procure CLRA License for the past 6 months as their previous consultant did not have Pan India knowledge and presence. The ITES company had given an ultimatum to meet targets or their contract would be cancelled.

## Issues Identified

An initial Process and Labour Compliance reviews were conducted by SEAS. Inferences found during the reviews:

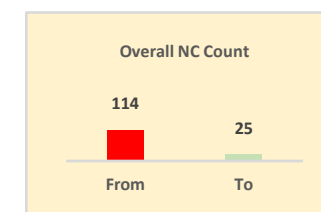
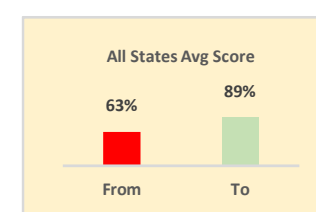
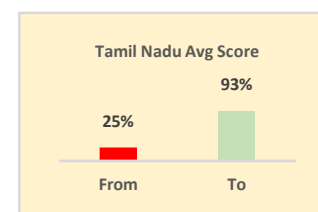
- *State level Minimum Wages were not followed*
- *Salary structure and Payroll Compliances were incorrect*
- *Few Returns were not correctly filed or were omitted*
- *Was operating without a CLRA license in states where they did not have a physical office*

## Solutions Provided

- ✓ State level Registers were implemented with Salary restructuring and all Payroll Compliances
- ✓ Introduced an automated compliance calendar (strict adherence) and filed all pending Returns with Compliance <https://www.linkedin.com/feed/update/urn:li:activity:7135614872876163072>
- ✓ Obtained CLRA licenses through our Karnataka and Telangana liaison staff post mitigating labour compliance penalty

## Benefits Realized

- Score for all sites improved within a single audit cycle***
- EU Sat scores increased and Contract was saved from cancellation***
- Revenue of the Staffing Company increased in the preceding quarter with increased staffing count***



NC = Non Compliance