



GV LAW CHAMBER
LLP

Haryana Industrial Compliance

A Practitioner Checklist · 2026 Edition

A CLIENT DELIVERABLE

Licensing & setup, occupational safety, and hazardous operations



— HOW TO USE THIS CHECKLIST

A working framework for *setting up and operating* a unit in Haryana.

This document is a practitioner’s checklist for industrial compliance in Haryana — covering the principal licensing approvals required to lawfully establish and operate a manufacturing unit, and the occupational safety and hazardous-operations obligations that continue throughout operations. Read in conjunction with our Haryana Labour Compliance Checklist and Haryana Environmental Compliance Checklist, this completes the regulatory picture for an industrial unit in the state.

Industrial compliance in India is a network of overlapping authorities. The Chief Inspector of Factories administers the Factories Act. The Department of Urban Local Bodies issues fire NOCs through the State Fire Service. The Chief Electrical Inspector certifies electrical safety. The Chief Inspector of Boilers oversees the Boilers Act. PESO (Petroleum and Explosives Safety Organisation) licenses petroleum and explosives. HSIIDC allots industrial plots and oversees compliance with allotment conditions. The Ministry of MSME maintains Udyam registration. Each authority has its own filing window, its own forms, and its own inspection regime.

— PILLAR 1

Pre-Establishment Approvals

Before any construction or operation can lawfully begin, a sequence of pre-establishment approvals must be in place. The exact list depends on the size of the unit, its location (HSI IDC industrial estate vs private land), the manufacturing process, and the inputs used. For a typical mid-sized manufacturing unit in an HSI IDC area:

(1) HSI IDC plot allotment letter and HSI IDC building plan approval **(2)** Urban Local Body or DTCP building permit (where applicable) **(3)** Environmental clearance from MoEFCC/SEIAA (for projects in EIA Schedule) **(4)** HSPCB Consent to Establish (water + air) **(5)** Approval of factory site and building plan under Factories Act (Form 1) **(6)** Fire Fighting Scheme approval and provisional Fire NOC from State Fire Service **(7)** Electrical sanction from DHBVN/UHBVN and approval of electrical installation by Chief Electrical Inspector **(8)** PESO licence for handling petroleum/explosives (where applicable) **(9)** Boiler registration with Chief Inspector of Boilers (where steam-generating equipment is installed)

— PILLAR 2

Operational Registrations

Once the unit is established and operating, a parallel set of registrations and licences must be obtained and maintained. These are not "approvals" in the pre-establishment sense — they are operational permissions:

(1) Factory licence in Form 3 (after Form 2 application) **(2)** Final Fire NOC and Fire Safety Certificate **(3)** HSPCB Consent to Operate (water + air) **(4)** Hazardous Waste authorisation (where applicable) **(5)** GST registration (CGST/SGST) **(6)** Professional Tax registration (Haryana State Tax on Profession) **(7)** Trade licence from local municipal corporation or panchayat **(8)** Udyam registration (MSME, where applicable) **(9)** Shops & Establishments registration (for office portions / non-factory areas) **(10)** Public Liability Insurance (for hazardous handling)

— PILLAR 3

Fire Safety — Haryana Fire and Emergency Services Act, 2022

The Haryana Fire and Emergency Services Act, 2022 (which repealed the Haryana Fire Service Act, 2009) governs fire safety in the state. Administered by the Department of Urban Local Bodies, the Act imposes a three-stage compliance regime: **Fire Fighting Scheme approval** before construction, **Fire NOC** after construction and installation of fire-safety systems, and **Fire Safety Certificate** for continued operation.

Buildings requiring Fire NOC

The 2022 Act applies to buildings with: **any non-residential use** with floor area exceeding **500 sq m** on any one floor; **residential** buildings with height exceeding **15 metres**; **educational** buildings of height 9 metres or more; **industrial** and **storage** occupancies based on hazard classification; buildings with two or more basements, or with one basement exceeding 500 sq m.

Industrial hazard classification

Industrial buildings under the National Building Code are classified by hazard level: **Low Hazard** (light engineering, packaging), **Moderate Hazard** (most metal fabrication, food processing), **High Hazard** (paint, solvents, plastics, rubber). The fire-fighting requirements escalate with hazard level — hydrant points, sprinklers, fire pumps, emergency lighting, fire alarms, refuge areas, and escape stairways are all specified by hazard class.

— PILLAR 4

Electrical Safety

Electrical installations in industrial premises in Haryana are governed by the Central Electricity Authority (Measures relating to Safety and Electric Supply) Regulations, 2010, administered through the Chief Electrical Inspector to Government of Haryana. Two principal approvals are required: **(1) Sanction of electrical load** from the distribution company (DHBVN/UHBVN), and **(2) Approval of electrical installation** from the Chief Electrical Inspector.

Periodic inspection by the Electrical Inspector is mandated for industrial installations above prescribed capacity thresholds. The inspection covers earthing systems, isolation arrangements, protective relays, transformer installations, panel rooms, and emergency shutdown systems.

— PILLAR 5

Boilers and Pressure Vessels

Units operating steam boilers with capacity exceeding 25 litres of water are subject to the Indian Boilers Act, 1923 and the Indian Boiler Regulations, 1950. Administered by the Chief Inspector of Boilers, Haryana (Faridabad office). Registration of every boiler is mandatory; periodic certification by the Boiler Inspector is annual or biennial depending on type.

Boiler operators must hold a valid Boiler Operation Engineer certificate. The boiler pressure-test certificate must be renewed before expiry, and any major repair must be cleared by the Inspector before resumption of operations.

— PILLAR 6

Manufacture, Storage and Import of Hazardous Chemicals (MSIHC) Rules

Units that manufacture, store, or import hazardous chemicals above threshold quantities listed in the MSIHC Rules, 1989 (issued under the Environment (Protection) Act) are subject to additional industrial safety obligations — over and above the Factories Act and Environmental clearances. The threshold quantities determine whether the unit is classified as a **Major Accident Hazard (MAH)** installation.

MAH-installation obligations

MAH units must prepare and submit an **On-Site Emergency Plan** to HSPCB, and the District Authority must prepare a corresponding **Off-Site Emergency Plan**. The on-site plan must be tested through mock drills at least once every six months. A **Safety Report** must be prepared and updated every five years, and a **Safety Audit** conducted annually by an external auditor.

Notification of major accident

Any major accident at an MSIHC unit must be notified to the State Pollution Control Board, the District Authority, and the MoEFCC within **48 hours** in Form V of the MSIHC Rules. Failure to notify or delayed notification is a serious compliance failure that compounds the underlying incident.

— PILLAR 7

Occupational Safety, Health and Working Conditions Code, 2020

The OSH Code consolidates 13 earlier labour laws — including the Factories Act, Contract Labour Act, Plantations Labour Act, Mines Act, Building & Other Construction Workers Act, and others — into a single occupational safety regime. Notified into force in 2025-26, the Code introduces significant new obligations for industrial units, particularly for hazardous-process and large-workforce establishments.

Key new obligations

Annual health examination for all workers in hazardous occupations **Safety Committee** mandatory for factories with 500+ workers **Welfare Officer** mandatory for factories with 250+ workers **Canteen** mandatory for factories with 100+ workers (raised from 250) **Letter of appointment** mandatory for every worker **Common minimum facilities** — first aid, drinking water, restrooms, washing — for every workplace regardless of size.



— THE ANNUAL CALENDAR

Industrial filing year, *at a glance.*

| Item | Filed With | Due By |
|--|------------------------------|-------------------|
| Factory licence renewal (Form 4) | Chief Inspector of Factories | Annual |
| Factory half-yearly return (Form 21) | Chief Inspector of Factories | 15 Jul & 15 Jan |
| Factory annual return (Form 22) | Chief Inspector of Factories | 31 January |
| Fire Safety Certificate renewal | State Fire Service | Annual |
| Boiler inspection certificate | Chief Inspector of Boilers | Annual / biennial |
| Electrical inspector periodic inspection | CEI Haryana | As notified |
| PESO licence renewal | PESO | Per category |
| Trade licence renewal | Local ULB/Panchayat | Annual |
| Professional Tax return | Haryana Excise & Taxation | Annual |
| GST returns (GSTR-1, 3B) | CBIC/SGST | Monthly |
| MSIHC Safety Audit (for MAH) | External auditor + HSPCB | Annual |
| MSIHC Mock Drill | HSPCB + District Authority | Half-yearly |
| MSIHC On-Site Emergency Plan update | HSPCB | 5-yearly |



— TEN COMMON PITFALLS

Where Haryana units *most often fall short.*

- 01. Factory licence renewed but capacity not updated.** Worker count or installed horsepower grows after initial registration, but the licence is renewed on the old declared figures. Discovered during a Factory inspection.
- 02. Fire NOC obtained for original layout only.** Internal layout changes (mezzanine added, partition walls moved, storage shifted) without obtaining revised Fire NOC. The original NOC becomes a description that no longer matches the reality.
- 03. Electrical inspector overdue.** Periodic electrical inspection due but not scheduled. Continues until an incident or insurance claim brings it to light.
- 04. Boiler operator certificate lapsed.** The Boiler Operation Engineer's certificate has expired but operation continues. The boiler is still operating, but uncertified.
- 05. MSIH On-Site Emergency Plan not tested.** Plan exists on paper but no mock drill conducted in the preceding 6 months — a recurring inspection finding.
- 06. Letter of appointment missing for workers.** Under OSH Code, every worker is entitled to a letter of appointment. Frequently missing for blue-collar workers hired through informal channels.
- 07. Safety Committee not constituted.** Factories with 500+ workers are required to constitute a Safety Committee but have not done so. Discovered during OSH inspection.
- 08. PESO petroleum licence lapsed.** Units storing petroleum products above the threshold operate on lapsed PESO licences — serious offence under the Petroleum Act.
- 09. Trade licence renewal missed.** Municipal trade licence not renewed annually; often overlooked because it is small in fee but its absence is a violation.
- 10. Multiple licences renewed independently.** Different licences renewed by different teams (HR, EHS, accounts), with no single calendar tracking all expiries.



— ENGAGE COUNSEL

Complex matters, *resolved precisely.*

GV Law Chamber LLP advises industrial and commercial enterprises across India on environmental clearances, regulatory permissions, statutory compliance, occupational safety, and the contentious matters that arise when any of these go wrong. We routinely prepare consent applications, EIA submissions, factory licence dossiers, hazardous-waste authorisations, and represent clients before the HSPCB, the State Environment Impact Assessment Authority, the NGT, and the regular courts.

If any form in this document raises a question for your unit, or if you are uncertain whether a particular filing applies to you, please reach out. The first consultation is confidential and without obligation.

Telephone +91 76009 01700

Correspondence Info@gvlawchamber.com

Chamber Office No. 112, 2nd Floor, SS Omnia Mall, Sector 86, Gurugram, Haryana 122004

Online gvlawchamber.com

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