

F-HR-58

Asta India Pvt. Ltd.

Sr. No	Human Rights Parameter	UOM	Report/Results of 2022	Report/Results of 2023	Report/Results of 2024	Report/Results of 2025 (Jan to June)
1	Statutory Compliance according to applicable acts and Laws	Compliance/Non Deviations percentage	100%	100%	100%	100%
2	Slavery/Human Trafficking	No. of Cases Detected/Reported	0	0	0	0
3	Sexual Harassment Cases	No. of Cases Detected/Reported	0	0	0	0
4	Child Labour/Forced Labour	No. of cases Detected/Reported	0	0	0	0
5	Employees Skill Development	Training hours per person	29 Hours (Per person)	28 Hours (Per Person)	25 Hours (Per person)	09 Hours (Per person) * six months only
6	Welfare/Benefits (EPFO, ESIC, Bonus etc.)	Compliance/Non Deviations	100%	100%	100%	100%
7	Accident/Incidents (Major)	LTIR Days/ Number of Incidents	0	0	14 days (01 Incident)	0
8	Women in leadership roles	Percentage	10%	10%	10%	10%
9	Percentage of Women employed in relation to whole organisation	Percentage	3.30%	3.25%	4.20%	4%
10	Employees receiving Health care.	Percentage	100%	100%	100%	100%
11	Freedom of Association in ASTA India	Compliance/ Non compliance	Compliance	Compliance	Compliance	Compliance
12	Ratio of Annual total compensation for highest paid to Median Annual compensation for all employees	Ratio	11.55 : 01	11.47 : 01	11.31: 01	10.77: 01