
 <p>PT. Len Industri (Persero) Jl. Soekarno Hatta No. 442 Bandung</p>	POLICY	Page	1/1
	PROHIBITION OF THE USE OF ILLEGAL DRUGS AND ALCOHOL	Date	February 25 th , 2025
		Revision	03
		Acting President Director  R. Helarius Agung Suryantoro	

- The company will act in accordance to the mandate in the Circular Letter from the President Director of PT Len Industri (Persero) No. 003/SE/DU/I/2025 regarding the Prevention of Drug Abuse at PT Len Industri (Persero).
- The use of alcohol and illegal drugs can increase the risk of workplace accidents. Therefore, the company strictly prohibits the use of alcohol and illegal drugs by all employees under any circumstances (except for medical purposes in accordance with a doctor's prescription).
- Employees are strictly prohibited to engage in any activities related to the consumption, possession, distribution, and trade of alcohol and illegal drugs.
- All employees of PT Len Railway Systems are strictly prohibited from being under the influence of alcohol or illegal drugs while working at PT Len Railway Systems work sites.
- Random drug and alcohol testing will be conducted as needed.
- All employees shall report any knowledge of the misuse and/or distribution of alcohol and illegal drugs.
- PT Len Railway Systems will conduct special tests and random tests to ensure compliance with this policy. Anyone who is found to be in violation of this policy will be subjected to disciplinary action in accordance with Company regulations.