

Alcohol & Drugs

Decorient recognizes that alcohol and drugs have a negative influence on an individual's judgement and reactions, leading to an increased risk of unsafe situations. The (mis)use of alcohol and drugs jeopardizes job safety and work performance, the wellbeing of employees and the public in general, the environment, and the company's reputation.

The aim of this policy is to create a safe work environment by banning the use and possession of alcohol and illegal drugs* on work premises and setting clear rules for all individuals under the control of Decorient.

Decorient's policy is that it is strictly forbidden to be in possession or under the influence of alcohol and illegal drugs* and to misuse prescribed or pharmacy drugs during work hours or at any other time at company premises. This includes driving or operating equipment and the use of tools. 'Equipment' includes all company vehicles, mobile plant and floating equipment regardless of whether their use is during or outside working hours.

This policy applies to all our employees and visitors as well as those of our subcontractors and suppliers. Breaches of this policy result in disciplinary action and could result in dismissal from the company. The following rules will therefore be strictly enforced. Employees, subcontractors, suppliers and visitors shall:

- Not report for duty when under the influence of alcohol or drugs (illegal* or not)
- Not be in possession of alcohol and illegal drugs* on work premises
- Not supply others with alcohol or illegal drugs* on work premises
- Not consume alcohol and illegal drugs* whilst at work

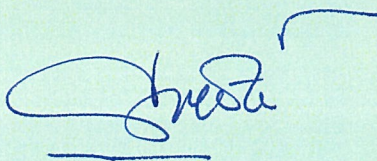
In addition, employees, subcontractors, suppliers and visitors must:

- Ensure they are aware of the side effects of any prescription or pharmacy drugs
- Inform his/her line manager if there is any possible side effect using prescribed drugs that may affect work performance such as drowsiness, dizziness, et cetera

When there is reason to believe that an individual is under the influence of alcohol or drugs on reporting for work or during work, they must be sent home immediately awaiting further investigation.

In addition, possession of or dealing in illegal drugs* on company premises will, without exception, be reported to the police.

President Director
PT Decorient Partaya Indonesia



Ir. Arjoto Wisanto, MSc.

October 5th, 2023