

# Narcotics, Drugs & Alcohol Policy

2025 Edition



**NARCOTICS, DRUGS, AND ALCOHOL POLICY**  
**PT RADIANT UTAMA INTERINSCO Tbk**  
**NO. SKD/002/RUI/II/2025**

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PT Radiant Utama Interinsco Tbk shall apply sanctions in accordance with applicable laws or regulations on workers who:

1. Wait, possess, distribute, buy/sell, or be under the influence of controlled narcotics/prohibited drugs or alcohol in the working environment, during working hours.
2. Use of controlling drugs/forbidden drugs or alcohol that causes or contributes to unacceptable work performance or aberrant work behavior (under the influence of drugs/alcohol) in the workplace.
3. Employees who received a positive result after completing a test on regulated or illegal drugs.
4. Employee refuses or fails to conduct a test for controlled substances, illegal drugs, or alcohol.
5. Smoking is not permitted in the workplace, regardless of the time or location.

Company is entitled to:

1. Conduct proper searches of employees of personal belongings and vehicles when entering the work environment. These searches can be carried out at any time without prior/sudden notification.
2. Conduct or have employees properly tested for controlled/illicit drugs and alcohol upon entering or while in the work environment. This test can be done at any time and without prior/sudden notice.

Reference: Quality, safety, health and environmental policy.

Jakarta, 28 February 2025

**Aby Abdullah Ganis**  
President Director

**Bibin Busono**  
Director

**Soeharto Nurcahyono**  
Director