

Brewing For A Better Today & Tomorrow



បទពិសោធន៍ឆ្នាំចាស់ កំណត់គោលដៅឆ្នាំថ្មី
NEW YEAR RESOLUTION
 with CAMBREW EMPLOYEES

<p>សម្រេចគោលដៅ និងបង្កើនសក្តានុពលក្រុមការងារ។</p> <p>គឹម ណីណា <small>គណនេយ្យ</small></p>	<p>រៀនជំនាញទាក់ទងនឹងការដឹកជញ្ជូនបន្ថែម ដើម្បីអភិវឌ្ឍផ្នែកទឹកជញ្ជូន។</p> <p>ស៊ិន សាយណូ <small>ប្រតិបត្តិ</small></p>	<p>ការផ្លាស់ប្តូរជាវិជ្ជមាន ធ្វើឱ្យការងារកាន់តែប្រសើរ មានភាពលឿនឆ្លាត និងទទួលបានការទទួលស្គាល់។</p> <p>ថូ សុភក្រី <small>ម្ចាស់ហាងភ្នំពេញ</small></p>
	<p>ប្រែប្រួលការងារ ត្រូវតែស្របគ្នាជាមួយផែនការផ្នែកសម្រាប់ឆ្នាំថ្មី និង ការលក់។</p> <p>ទូច អ៊ុន <small>ប្រតិបត្តិ</small></p>	



Progress in ESG programme, Together Towards ZERO and Beyond

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សមិទ្ធផលយើង
OUR ACHIEVEMENT

39%

កាត់បន្ថយការប្រើប្រាស់ថាមពលអគ្គិសនី
REDUCTION OF ELECTRICITY CONSUMPTION

Cambrew, part of the Carlsberg Group, is proud that the new ESG programme, Together Towards ZERO and Beyond (TTZAB), has made great progress since its inception in 2022. To achieve “ZERO Carbon Footprint” in our supply chain and operations, we have been using our electricity effectively with a high rate of power-saving.

In 2022, Cambrew cut the power used in our supply chain and operations by 39% with a carbon footprint reduction of 49% compared with 2019.

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សមិទ្ធផលយើង
OUR ACHIEVEMENT

49%

កាត់បន្ថយការបំភាយឧស្ម័នកាបូនិច
REDUCTION OF CO₂ EMISSION

We have also paid great attention to how water is managed. With our sustainable ambition of “ZERO water waste”, effective use of water has cut the amount we use by up to 59% in 2019.

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សមិទ្ធផលយើង
OUR ACHIEVEMENT

59%

ការប្រើប្រាស់ទឹកដោយសម្បូរស៊ីម និងស៊ីស្តិម
USING WATER WITH EFFICIENCY

As a leading brewery in Cambodia, Cambrew will proceed with Carlsberg Group’s new global Environmental, Social, and Governance programme, Together Towards ZERO and Beyond. We also continue our responsibility to run our business with great attention to social development.



175 years of pioneering, curiosity and thirst for progress



The richness of our history at Carlsberg is based on a long tradition of innovation and a relentless will to develop the art of brewing. In these 175 years of history, we have overcome many obstacles as we aim to make our beer an industry leader.

To celebrate our 175th anniversary, a series of exclusive experimental brews has been developed in the Carlsberg Research Laboratory.

To celebrate the year end and welcome 2023, Carlsberg, probably the best beer in the world, has engaged our people, customers, business partners, and stakeholders with Carlsberg Brut Beer.

It's a special and limited-edition package, specially brewed with Montrahet yeast and with notes of yuzu, grapefruit zest and rose water.

We hope Carlsberg Brut will accompany you and your successes in the warmth of family and friends. Let's toast to our appreciation of Carlsberg and wish for its continuous success!

Market trip puts support staff on front line



All Cambrew's support staff based in head office took part in a full-day market visit in Central Region (PP) to reinforce the message that we all have a common role and responsibility, maintaining being a leading company throughout – to sell or help to sell.



The trip, on January 16 and 17, having 83 small groups, gave staff a chance to get experience in field sales and performing in the market, as well as getting a better understanding of sales performance and their key challenges in performing their roles and responsibilities, let them observe the market and the performance of competitors. Those taking part could see key business challenges in this competitive market.

Participants were able to make suggestions and recommendations to improve the business and sales performance.





We navigated the storm, let's build on our success



Cambrew Annual Staff Party was organized to celebrate and appreciate all employees for their contributions and dedications to the company growth in 2022.



Cambrew Managing Director Vladimir has thanked the staff for their efforts and resilience last year and said they had brought stability to the business, urging colleagues to make growth a habit. "Together let's look forward to a fantastic year of 2023 with excellent results."



Vladimir said 2023 was looming as another challenging year for all of us, with high inflation, increased commodity prices and geo-political warfare. However, nothing can stop us building our progress. “You are stronger than you think. You have survived all of your challenges to this point and you will survive whatever is coming,” he said.



“Every one of you deserves a big round of applause for your unconditional dedication. I hope that we can celebrate the party every year but we rely on you.”

Let’s start 2023 strong and finish even stronger together!



Who are our company's 5S Champions of This Year?





Cambrew is delighted to congratulate the working teams who have won the Brewery Annual 5S (Sort, Set in Order, Shine, Standardise & Sustain) Competition. This activity is to promote and engage people in maintaining good workplace organisation (5S) and reward the best organised area. This year 6 areas were nominated, and evaluation was conducted on December 27 and 28 by representatives from the Health & Safety department, Human Resources Business Partner department and Excellence department.

Best



Kaizen

**Coach
Soun Sreynuch**

**Best Kaizen
Executor**



Kong Kea



Sambath Dyna



Through careful and complex analysis by the committee, we have found the winners for this year.

The results are:

First place: Main maintenance workshop.

Second place: B&P loading areas.

Third place: ABC CIP station.

Cambrew would like to compliment the hard work of our colleagues. We should take care to implement the 5S further to make our work more effective, productive and safe through our sustainable ambition of “ZERO Accidents Culture”.

**Kaizen
Champion**



Kheng Sambatmaryde



Chan Na

Kaizen Special Prize



Tim Pisey



Men Rotana



Keut Dorn



Um Veasna



New year, new commitment, new success

New year, new start, new goal, new commitment. These are the roots of new ideas and new stories.

Our colleagues have shared their new year resolutions. So, what were their experiences and what are they determined to achieve in 2023?

Kim Lina, an assistant to the Head of Research, was awarded as an outstanding employee in May 2022. She has learnt a handful of lessons and experiences, especially on how to form a functional team which can reach a goal.

In 2023, Lina is determined to continue learning and developing new capacities, travel to different places to gather experience and to motivate her colleagues to build up their personal capacities.

Sin Sayon, a warehouse manager, remembered his happy family trip to Sihanoukville province. He is determined to reinforce his soft and hard skills with a sense of cooperation and collective development. Chou Sopheak from trade marketing operations promised to improve his work, building a team whose members can understand one another with a common commitment to achieving the ambitions of Carlsberg.

Sales promotion coordinator Touch Varman gained knowledge and good experience working here last year. He is looking forward to gaining more soft and hard skills through overseas travel this year. We would like to greatly thank all of our colleagues for their contribution to our development. We will be waiting to see the results and successes, brought forward by colleagues with energy and potential in the new year.

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NEW YEAR RESOLUTION
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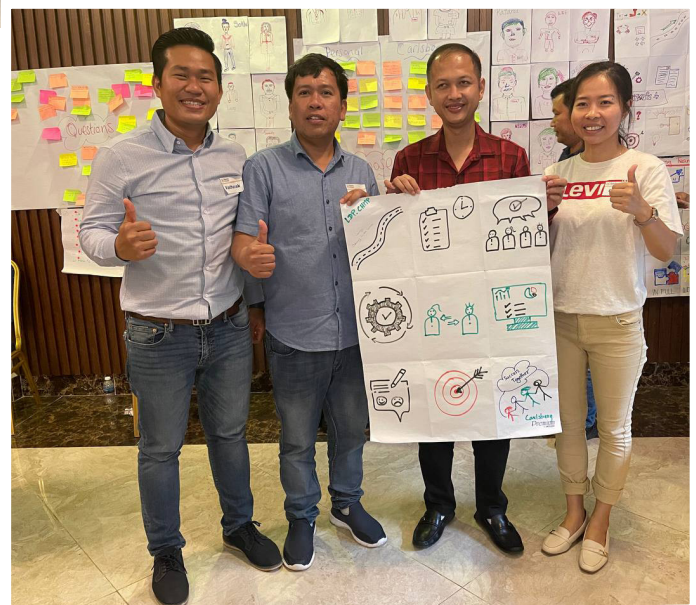
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Qualified leaders lead to better development



At Carlsberg group, our employees are our greatest asset and we are committed to improving our colleagues' qualifications as leaders who can be role models for the Triple A (Alignment, Accountability & Action) as per the Carlsberg Leadership Expectations. Expanding the influential fields of our leaders is an important catalyst in the endless phase of development. Throughout the Leadership Development Program, more than 40 colleagues from the Extended Leadership Team and potential level 4 were given learning support. This aims to affect performance, be work-based and use action learned in the workplace to add value.



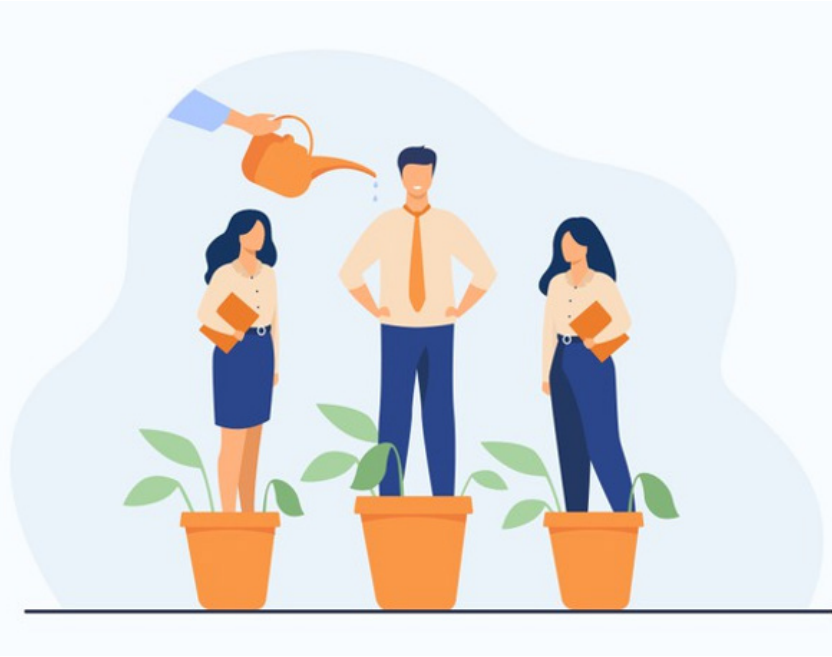


We are committed to the continuation of creating qualified leaders for being a leading and responsible beverages company recognized for our people, brands, performance and contribution to a better society.





Cambrew never loses sight of improving human resources



A well-trained and well-informed workforce is a priceless asset since it guarantees development, competitiveness and harmony in the working environment. To match the requirement needed to reach Carlsberg's strategy of SAIL'27, in 2022, Cambrew has organised LinkedIn Learning, an online learning platform which aims to build a high-performance organisation by investing in our people's development.

It is split into four learning phases across all four quarters, namely communication, leadership and management development as well as personal development. Cambrew has recruited 178 employees for this training program which will take them about 42 hours to complete. More recruits will take part in the following years.

To spice up the spirit of life-long learning, the 20 most active learners from this platform will be recognized with the top five for each quarter.

Cambrew believes endless learning is compatible with the goals and the vision of the company. We continue to count on our well-trained and well-informed colleagues as our company strives for sustainable business growth consistently.





Angkor Lager, golden sparkle with even fresher taste



In line with the purpose and marketing strategy of Angkor beer that always aims to provide a great experience for its customers related to their passion and creativity, Angkor Beer recently launched its new packaging design that embraces national pride by showcasing the Khmer kbach (Khmer art), with the slogan - Gold of Angkor “New Look, New Fresh Taste”.

It is part of our bold plan to solidify the brand’s reputation as vibrant and innovative to satisfy millions of our loyal Cambodians consumers, especially the new generation – who value quality and have become a bit more curious about the beer they are drinking.



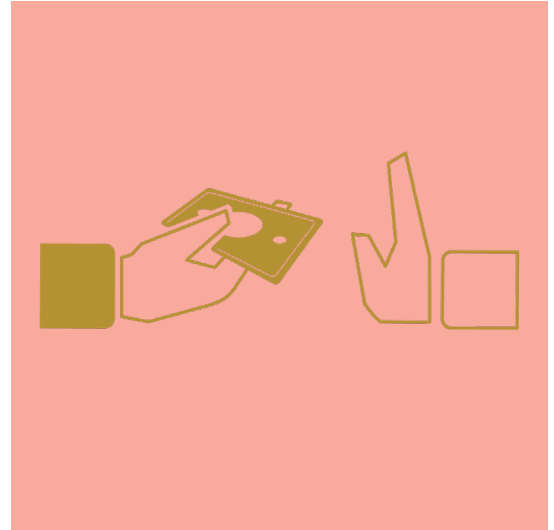
The new distinctive packaging and new fresh taste is a testament to our constant pursuit of brewing better beer and our unwavering passion to innovate and give consumers new and exciting experiences. Gold of Angkor “New Look, New Fresh Taste” emphasizes the brand reputation, proudly culturally connecting with the rich Khmer heritage, reinforcing our long history, with the beer’s premium quality and great craftsmanship and boosting sales growth.



#Don'tDrinkAndDrive!
#TogetherTowardsZEROIrresponsibleDrinking!



Keep bribery out of the brewery, corruption is disruption



We at Cambrew not only inspire our customers, suppliers, stakeholders and the communities in which we operate by providing the best-tasting and quality beer, but we also inspire them by our strong commitment to the highest standards of business - by conducting ourselves ethically and by doing the right things.

Navigating a complex world to bring probably the best beer in the world to our customers is not easy.

One of our day-to-day battles involves our commitment to oppose bribery and corruption. Spanning some of the least and most corrupt markets in the world, Carlsberg and Cambrew have stood as a beacon of ideals when it comes to trading in a transparent way.

To us, any bribery is dishonest, morally wrong and unacceptable.

Taking this concern into consideration in a sense of building precious human resources, our hard-working teams have created meticulous manuals to mitigate corruption among all employees, with general or specific training depending on the level of responsibility.



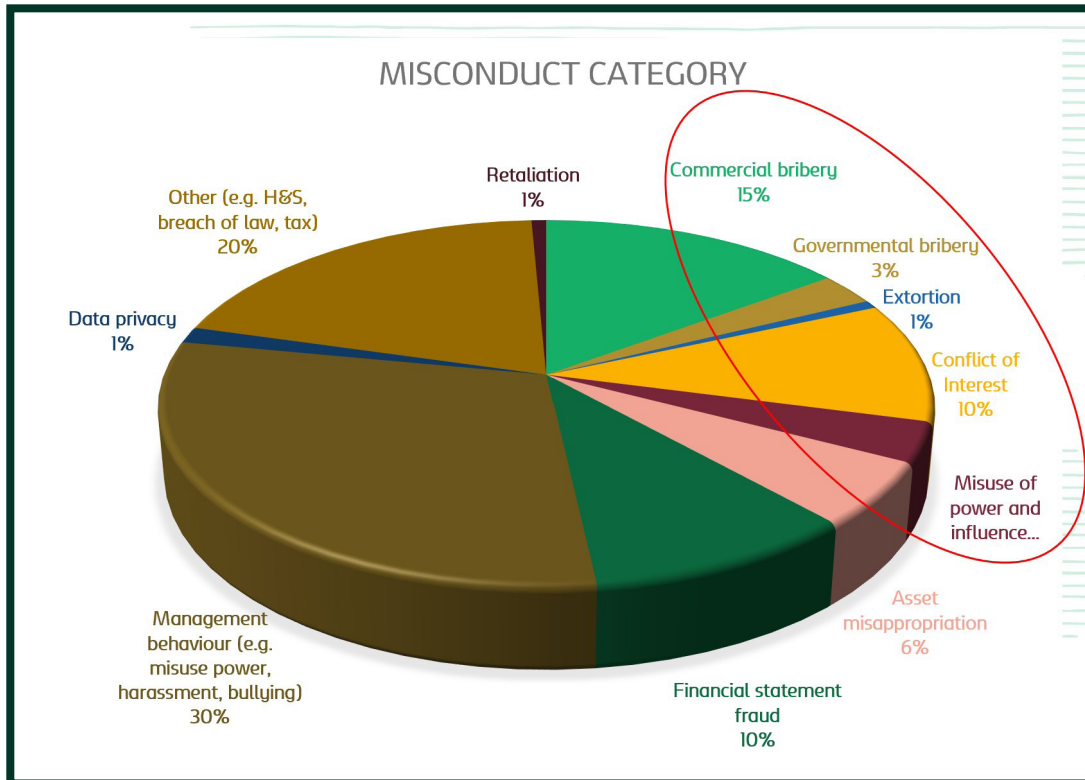


More than 80 people took part in Anti-Bribery and Corruption Refresher Training run by the Cambrew legal department to raise awareness and ensure that our employees comply while working with internal groups and external customers. By year end of 2022 report, 98% of enrollments had been completed.

With increasing demand for ethical behaviour around the world, failure to hold ourselves up as the best examples of the rule of law can harm our operational licensing, reputation and opportunities.

At Cambrew, we guarantee that each bottle is brewed not just with the best ingredients, processes and tradition, but also with the highest level of ethical conduct and trading.

We will brew for a better today and tomorrow by making bribery and corruption a thing of the past.





CAMBREW LTD

Part of the Carlsberg Group

Make Growth A Habit!



No. 1881, Russian Boulevard, Phum Ta gnoun,
Sangkat Kakab, Khan Posenchey, Phnom Penh,
Kingdom of Cambodia



+855 (0) 23 987 905



info.kh@carlsberg.asia



Cambrew Ltd



Cambrewltd



Cambrew Ltd



www.carlsberggroup.com/
www.cambrew.com.kh/