



CAMBREW LTD

Part of the Carlsberg Group



Cambrew Towards ZERO Irresponsible Drinking



Cambrew has teamed up with national and capital hall authorities to launch a responsible drinking campaign.

The “Don’t Drink and Drive” campaign aims to raise public awareness and educate people on consuming alcohol responsibly and moderately.

The General Department of Consumer Protection, Competition and Anti-Fraud (CCF), Ministry of Education, Youth and Sport, and Phnom Penh Capital Hall joined the campaign which also seeks to change consumers’ mindsets and behavior and discourage drunk driving.





The launch was presided over by H.E. Phan Oun, representative of the Royal Government of Cambodia in charge of the CCF; H.E. Som Ratana, MoEYS Undersecretary of State; H.E. Nuon Pharath, Deputy Governor of Phnom Penh Capital Hall; and Vladimir Vava, Managing Director of Cambrew Ltd.

Over 100 participants representing public and private sectors ranging from NGOs, brewers, transport companies, youth and tuk tuk drivers participated in this event.

The event is evidence of the campaign to amplify the message about responsible drinking. It is a fresh start for Cambrew to open an approach for more partners to join this journey since each of us has a key role in bringing positive changes to our society.



After the launch, the awareness messages and a series of responsible-drinking videos were due to be uploaded on Cambrew’s social media as well as shared on media partners’ pages.

ZERO Irresponsible Drinking agenda has been incorporated into the corporate strategy with concrete targets and actions.

This initiative was part of Cambrew’s purpose of “Brewing for a Better Today & Tomorrow.” We believe that, with the collaboration and efforts of the government, customers, consumers, and the crucial involvement of partners across the industry, this will help lead consumers to make positive drinking choices.



Cambrew Contributes to Environmental Protection and Culture of Helping Others



Cambrew is pleased to be a part of the environmental protection and educational activities of children by supporting the “Tree Planting and Fundraising Event for Out-Of-School Children” organized by Youth Star at the end of May.

The program is organized under the theme “Youth Camp for Promoting Inclusive Education and Environmental Responsibility” at Sangkum primary school, in Sangkum village, Sandann commune, Sambo district in Kratie province, with many activities including community cleanup, tree planting, school painting and distribution of study materials to about 200 students.



In line with the purpose of brewing for a better today and tomorrow, Cambrew has been a corporate leader with high responsibility and care for the environment, education, well-being, Diversity Equity & Inclusion at the workplace and in society, as well as contributing to our community.

As the largest brewery in Cambodia, we believe that the social activities we have been involved in will keep Cambrew at the forefront of social work and as role models in cultivating a culture and spirit of helping each other.



Cambrew Contributes to Human Resources Development for a Better Society



In line with the sustainable goals of brewing for a better today & tomorrow, Cambrew is honored to support the Ministry of Environment in organizing the “2023 Environmental Youth Debate”.

This forum aims to promote the youth to love the environment, increase research, in-depth discussion about the environment, and share knowledge on the environment with the public which is in line with the vision of Cambrew in contributing to the development of human resources for a better society.

We work together for environmental sustainability and sustainable living. With the new sustainable goals on environment, society and governance “Together Towards Zero and Beyond – TTZAB”, our ambition will lead us towards achieving a vision of a better future for all.

We Share Love with People and Build a Better Future Together



Children are an important driving force and the most valuable resource of the community that will contribute to the betterment of their community in the future. We want to see every child receive inclusive education and grow up with love, social attention and a culture of sharing.

That is why Cambrew is celebrating International Children's Day with partner organizations at Kiri Andet and Prey Veng primary schools in Taing Kork district, Kampong Thom province.

Our contribution is a testament to Cambrew's commitment as a subsidiary of the Carlsberg Group to promote the rights, freedoms and well-being of children in the communities in which we are operating. Cambrew is committed to building human resources that are full of smiles, love and sharing for a better future together.



Cambrew Continues to Support and Develop People

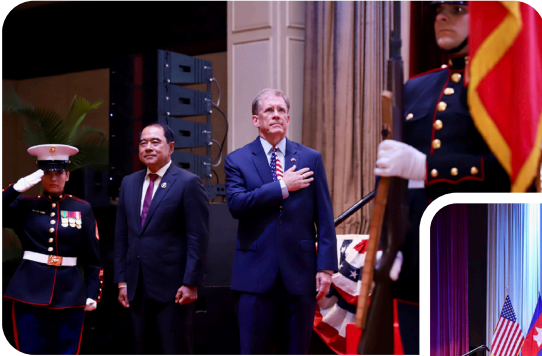


Cambrew was pleased to donate 150 cases of Angkor Puro Water to the General Secretariat of the National Council for Children to support the celebration of the 74th Anniversary of International Children’s Day on June 1 and the 22nd Anniversary of the World Day Against Child Labor on June 12.

Cambrew continues to engage in activities related to supporting and developing people. We are also strongly committed to conducting business responsibly for society, environment and governance with a willingness to contribute to our purpose “Brewing for a better today & tomorrow”.



Pepsi Wants to Celebrate the 4th of July with You



It has been an utmost honour for Pepsi to attend the 247th American Independence Day on the fourth of July.

Celebrating success with a chilled glass of Pepsi does more than just pop your taste buds. It also brings the unforgettable experience of friendship and love during the celebration.

Cambrew, a company which establishes itself on social responsibility, guarantees our loyal customers the best beverage suitable for every occasion without compromising the fun and excitement you deserve.

At Carlsberg, We “WELCOME YOU” All



Our differences are what keep us together. As a global company spanning across continents, Carlsberg truly depends on the combined forces of our human resources to keep ourselves on top of the line.

Which is why, at Carlsberg, we must ensure that every single employee feels included, heard, and above all, welcome to be themselves at work.

WELCOME YOU is a new approach built upon our carefully and meticulously crafted philosophy that aims to bring in the potential provided by the ideas of Diversity, Equity & Inclusion (DE&I) from which all of us can benefit.

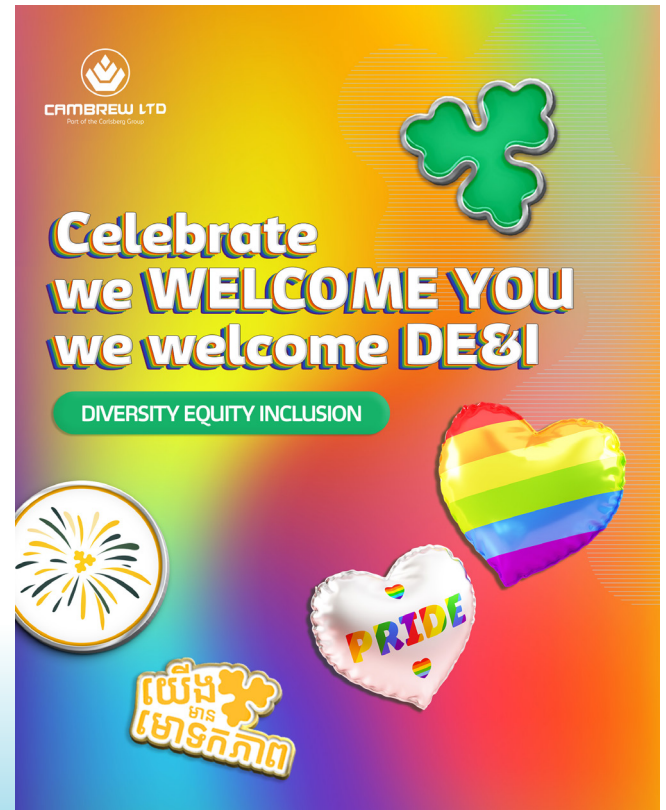


The flexibility of WELCOME YOU offers all colleagues the advantages of expressing themselves to the full while maintaining a sense of growth, cooperativeness, understanding and the ability to find and address loopholes as well as mistakes.

DE&I, alongside WELCOME YOU, see the potential power in everyone regardless of your gender, cultural orientation, nationality, social class or physical limitation. That is why Carlsberg tries hard to give the best of our attention to those who have what it takes to bring changes to the world around them.

Let us cherish our differences and work together toward the greater good.

Cambrew Celebrates Pride Month and Promotes DE&I Workplace



The Pride Month is held every June to celebrate the participation of LGBTQ + in the development of our society.

At Cambrew, we have incorporated Diversity, Equity & Inclusion (DE&I) into our core values. We all come from different places with backgrounds and we all have different characteristics including skills and perspectives, and this diversity is our identity and it is what makes us stand out.

Our success depends on DE&I which is a great force, and this is why Cambrew ensures that all of our colleagues feel included and fully recognized by us. In addition, we welcome all colleagues to be themselves.

Cambrew believes that our joint efforts will have a more positive impact on promoting DE&I at work with the purpose of brewing for a better today & tomorrow.

Cambrew Celebrates Father's Day by Sharing Heartfelt Words



- Father's Day celebrates every father who has worked tirelessly and diligently to nurture and guide his children to become potential human resources who can help develop a better society.
- Cambrew would like to commend all fathers for your generosity, dedication and love for your children, and wish you all the best in your future endeavors.



#អបអរនិវាណេកឌីពុក
#HAPPYFATHERSDAY

**អនុស្សាវរីយ៍
ដែលមិនអាច
បំភ្លេចបានជាមួយប៉ា**
UNFORGETTABLE MOMENTS WITH DAD

ប៉ាធ្វើជាសេះឲ្យកូនជិះ
HORSEBACK RIDING ON DADDY

ជិះលើស្មាប៉ា
SHOULDER RIDES

**ចូលរួមការងារ
សង្គមជាមួយប៉ា**
PARTICIPATE IN SOCIAL WORK TOGETHER

អាហារដែលប៉ាចម្អិន
DADDY'S COOKING

**ទៅមើលការប្រកួត
ល្បួកតោជាមួយប៉ា**
WATCH BOKATOR TOGETHER

ស្តាប់ប៉ាសូត្រកំណាព្យ
DADDY'S RECITATION OF POEMS

We have produced a short video, a true story of one of our colleagues, shared on Cambrew social media: Cambrew Ltd.

In this video, she recounted her memories with her father and the words in her heart that she never said to him.

Employee Engagement and DE&I Culture Gets a Big Thumbs-up



CAMBREW employees have expressed strong satisfaction with the company's Diversity, Equity & Inclusion working culture.

The My Voice Survey 2023 showed a DE&I score of 78%, demonstrating the level of support.

Also, our Engagement results of 84%, up 5% from 2021, clearly show that our employees are more engaged and satisfied with the company.

Vladimir Vava, Cambrew Managing Director, said, "The first and most impressive result is that 96% of all Cambrew employees participated in providing feedback."



“This high level of participation demonstrates that our employees are committed to making our company the most successful, professional, and attractive workplace in Cambodia. We should all be proud of our result.”

However, he said there were still areas where we need to find ways to improve. “Our goal is to build an even better and more productive team as well as a more enjoyable work environment. In this regard, the management team will work closely together with the ELT to identify the priority areas and to build action plans as priority.

“Diversity, Equity & Inclusion is a business priority at Carlsberg Group. It will help us achieve our ambitions, drive our strategy, live our purpose as part of our leadership expectations, and ensure our business reflects our people, consumers and customers.”

The survey results would lead to meaningful conversations in teams across the company. “These conversations are transformed into actions and specific activities that will make a real difference in shaping our winning culture.”





Well Maintaining the Well-Refined



A smooth-running machine still needs regular maintenance and refurbishment to maximise performance and stay in tip-top condition. The same concept may apply to leaders whose responsibility determines output and quality.

Here at Cambrew, we pay attention to our leaders and the capacity they provide. Facilitated by Lisa Low, talent management director of Asia, the Leadership Expectation workshop is equipped with the necessary tools to enhance the understanding of what is expected of Carlsberg leaders as well as bringing them into common ground with the Carlsberg Leader Expectations.

The workshop at the brewery saw 14 participants from the supply chain sector on June 14.



No Lost-Time Accident Record Reaches Milestone



HEALTH & SAFETY

531 days
without LTA in Cambrew



Among other successes that our company has made over the years, having 531 days without Lost-Time Accident (LTA) as of June 30 is another significant milestone, proving our commitment to creating a safe working environment for all.

Lost time incidents are accidents that involve injuries that result in time off work or loss of productive work.

Managing Director Vladimir Vava said, “We are most delighted to mark 531 days ZERO LTA. It’s a testament of our mindset, action and commitment towards ZERO Accidents Culture and we strive to maintain ZERO LTA in the days, weeks and months ahead”.

The appreciation of our MD also underlines the proactiveness in maintaining good health and safety regulations as well as guidelines inside and outside the company.

“We are unable to work for a better tomorrow if we do not care about the wellbeing of our people today,” Vladimir said.

Let us all be mindful of our body and soul. A healthy you will result in a better brew.





Cambrew's Crisis Management Stands High



The health and safety of our colleagues remain our top priority regardless of their presence within or beyond the workspace. Cambrew received a high score on Crisis Management evaluated by NSF International, an independent, non-profit organisation specializing in world-leading standards and certification.

With an evaluated score of 95, which is considered high by industry standards, the result demonstrates Cambrew's untiring ambition to create a safe and healthy environment for our colleagues and that we have ticked every important guideline available. Unexpected or unforeseen incidents produce no good to our company's reputation.

By 2030, we are committed to make our ZERO Accident Culture a reality alongside our new Environmental, Social and Governance (ESG) program "Together Towards ZERO and Beyond (TTZAB).



Pursuing for Perfection and Safety Until the Last Sip



We at Cambrew pursue perfection. The ambition for quality never fails our commitment to outperform the rivals while never letting go of the trusted hands in which our loyal customers have been providing us. This is what drives our corporate trajectory into an area of growth.

To keep motivated and morale high, we organised the first Food Safety Day for our colleagues at Cambrew's canteen in Sihanoukville on June 29.

The objective was to make sure that our colleagues are well-informed about the food safety culture, create a zero-unsatisfactory mindset in the supply chain and most importantly help inspire action in preventing, detecting and managing foodborne risks.

Let us keep our pursuit of perfection at its peak by doing things right through the conscience of our mind.



New Record for Angkor Extra Stout with High Sensory Score



Another record has been achieved as Angkor and Angkor Extra Stout are ranked 6.4 and 6.6 respectively on a scale that defines the quality of aroma and taste. Anything above 6 stays within a green zone, an area that builds our company the reputation it deserves.

Conducted by a regional panel based in Chongqing, China, we celebrate the success owing to the hard work of the production line in Sihanoukville.

With cooperation and understanding, we can achieve more.



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BREWING FOR A BETTER TODAY & TOMORROW



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