



CAMBREW LTD

Part of the Carlsberg Group



Cambrew's Inseparable Relationship Between Colleagues and Progress



Great results have been shown in the 2023 half year business update. Being a part of the firm's aim to create and maintain inclusiveness, our achievement guarantees the inseparable relationship between our colleagues and the progress of Cambrew. The result, reviewed at the end of August, shows the fruits of our mission for this year.

The business update has covered the focus areas including Our People, DE&I, Health & Safety, H1 2023 Financial Update and 9-Grid Updates.

All of us working behind the scenes make Cambrew one of the best brewery companies. We are determined to face challenges as well as create a working culture of unity and sharing.

You Are Safe at Cambrew



To ensure and to promote a safe and respectable working environment among all colleagues, Cambrew has conducted training for our sales teams for enhanced protection against sexual harassment.

In meetings organized on August 24 at Cambrew's headquarters in Phnom Penh, colleagues are equipped with knowledge and advice important for proper behaviour as well as the ability to spot sexual actions which are deemed unethical. Part of our policy is to understand consent.

As part of Carlsberg group, Cambrew believes in our colleagues' ability to make their working environment safer and more respected through the culture of equal values and zero discrimination.

Healthy Community: Cambrew's Clean Drinking Water to School



Clean water is essential for a healthy community. Sensing the need for clean drinking water as well as having the priority to execute the ambition of “ZERO Water Waste”, Cambrew installed water dispenser for students at the Prey Tor Teung primary school, Kampong Cham province, on August 25.

As part of social responsibility, Cambrew collaborates with our partners to return the amount of water in which we have used back into the community.

This is the first water dispenser installation project in the school which benefits 1,206 students and 36 teachers. Within 2023, there will be 5 more projects ready to provide water dispensers to another 5 schools that lack clean drinking water.

Although water is life, a healthy life depends on clean water. ZERO Water Waste is one of Cambrew's top priorities for 2030.



Responsibility and Transparency for our Beverage Production



Working responsibly and transparently, Cambrew welcomed representative officials from the General Department of Taxation to our brewery in Sihanoukville province to equip monitoring cameras as well as tools to measure aspects of the beverage contents.

This effort testifies to our commitment and performance through ethics and responsibility as well as to be an example of ideals and compliance.

Historical Moment for Cambrew: The Highest Score from AIB Audit



An unexpected audit has proven our firm's ability to comply with food safety. Cambrew has routinely gone through auditing conducted by the third-party audit agency without advanced notice to look for discrepancies in the supply chain. The latest audit was in late August.

For three days, our factories were checked, and our documents were monitored. With immense proactiveness from our colleagues, AIB international certified our firm with a score of 850 out of 1,000. This is a record for our company.

Let us keep our spirits up to break even more records.



Beyond Expectation: Cambrew Awarded for its ZERO Water Waste Ambition

OUR VISION

TO BE WORLD CLASS BEVERAGE SUPPLY CHAIN IN THE KINGDOM



Water management has crucially been at the forefront for Cambrew for a sustainable world.

With only 1.58 hl/hl, an abbreviation for hectoliter of water per hectoliter of beer, Cambrew has achieved the most effective use of water for its production line in Asia followed by a nomination for our outstanding efforts.

What makes us even prouder is that we have done far better than expected comparing to our group target of 1.9 hl/hl by 2024 and 1.7hl/hl in 2030.

Working hand-in-hand with the global effort in sustaining the use of water, Cambrew, with our valuable colleagues, is determined to meet our goal of ZERO Water Waste by 2030.

Carlsberg EXCELLENCE AWARD 2023: Cambrew's Outstanding Sustainable Development



Cambrew is delighted to share with all of our colleagues that we received the Most Sustainable Excellence Foundations Improvement award at the ISC Asia Conference 2023 on August 16 and 17 in Kuala Lumpur, Malaysia.

Cambrew, as the latest company in Asia journeying with CARLSBERG EXCELLENCE, sees this opportunity as our new benchmark in improving our responsibility, sustainability, and the further implementation of our core values.

CARLSBERG EXCELLENCE has created great progress for our ISC which also promotes success for our prioritized strategy of SAIL'27.

This effort shows our courage and commitment in brewing a better today and tomorrow.

Cambrew's Determination for Inclusive Leaders



45 LinkedIn Learners from Cambrew were invited for lunch and learn to discuss on how inclusive leadership could be important in making their working environment much more inclusive. In addition, our best and most profound LinkedIn Learners were also handed certificates certifying their successful training by Cambrew.

A Progressive Cambrew is the Product of the Right Employees



Manned by the right captain, officers and crews, a ship can be voyaged anywhere. Cambrew has no difference.

Recruiting the right person for the job is not an easy task. However, if it's done correctly, a good human resource does contribute immensely to the firm.

Following our ambition in the pursuit of improvement, in August at our head-quarter in Phnom Penh, L3 and L4 leaders from the supporting and marketing functions were trained on how to conduct a sound interview.

During the training, trainers included the essential steps such as the sequences of the interview, the ability to effectively evaluate and understand each applicant's flexibility, accountability and background experience for working in different contexts.

Cambrew seeks individuals who are capable, flexible, talented, committed, and persistent in their duty so that we together can brew a better today and tomorrow.

Cambrew's New Joiners Tour the Brewery



Our 45 new recruits were invited on a tour to get a better understanding of the production line in Cambrew Brewery and Beverages Plant in Sihanoukville in mid-August.

Our warm welcome with an educational aspect, ensures that our new colleagues understand the importance of human resources and the endless endeavor in the pursuit of perfection.

These important aspects include the art of brewing, innovation, production line as well as the history behind our beer production which is probably the best beer in the world.

As the biggest brewery and beverages plant in Cambodia, Cambrew, part of Carlsberg Group, is recognized by our distribution of international brands including a variety of beers, beverages and drinking water suitable for a multitude of lifestyles and ages.

Movie? Pepsi!



A good movie can become even better with a chilled Pepsi.

With this in mind, Cambrew has announced a five-year partnership to offer movie enthusiasts a Pepsi experience in every Prime Cineplex branch in Cambodia.

The partnership was established during an event at Samai Square in Toul Kork district, Phnom Penh, in early August, joined by representatives from both sides, Nico, a pop artist and brand ambassador of Pepsi along with many respective guests.

Cambrew's sales director, Manoj Dubey, mentioned that Pepsi had been a drink of choice for the Cambodian market since its debut in 2005. Produced by Cambrew, Pepsi, under license from PepsiCo, Inc. in New York city, has proudly served its customers in the kingdom for nearly 20 years.

Manoj believes that this cooperation will bring more joy to the cinematic world in Cambodia through the unforgettable Pepsi.

Yim Linhof, managing director of Prime Cineplex, expressed delight and enthusiasm in cooperating with Cambrew, one of the leading beverage companies in the nation.



Celebrating the First Anniversary of Sting and Major Cineplex



It has been a pleasant year in which Sting has brought a variety of spectacular activities and uncompromising taste for families and friends at every Major Cineplex in Cambodia.

To celebrate and commemorate our one-year partnership anniversary, Sting and Major Cineplex, at the end of August, gathered at AEON Mall MeanChey to strengthen our cooperation.

As a leading energy drink, Sting is ready to offer movie enthusiasts at Prime Cineplex the best taste.



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