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Carlsberg Malaysia Advances Human and Labour Rights Accountability Across Its Supply Chain

Supplier Day calls to strengthen ethical, people-centered standards from policy to practice, and from compliance to culture

SHAH ALAM, 9 December 2025 – Carlsberg Malaysia today convened its second Supplier Day, bringing together its network of upstream and manpower suppliers to reaffirm the brewer's commitment to ethical, people-centric supply chain practices. This year's edition focused on Human & Labour Rights — underlining the Company's evolving ambition to move beyond policy and compliance, towards company culture and best-in-class practices.

Held in conjunction with International Human Rights Day, the supplier engagement event underscored Carlsberg Malaysia's alignment with the newly launched Malaysia National Action Plan on Business & Human Rights (NAPBHR) 2025–2030, alongside the Company's own refreshed Human Rights Global Policy. It focuses on a people-first approach across the Company's value chain — highlighting the importance of ethical labour practices, transparency and accountability in sustaining responsible business growth.

More than just an event, the engagement also marks a significant milestone in living out Carlsberg Malaysia's sustainability ambition of "Together Towards ZERO & Beyond" — embedding human dignity, fair labour practices and shared accountability as non-negotiable standards in every business relationship.

"We are advancing from "what we do" to "how we do it," placing people at the heart of our business," said Stefano Clini, Managing Director of Carlsberg Malaysia. "Our ambition is clear and deeply meaningful: to build a value chain that is sustainable, inclusive, and people centric. One where every individual, regardless of their role, is treated with dignity, fairness, respect, and compassion."

To translate policy into practical action, the Company introduced its Human & Labour Rights Starter Kit and Self-Assessment Framework to over 60 suppliers in attendance, equipping them with practical tools to identify, assess and address key risks, strengthen governance and close gaps in labour and human rights management. Designed as enablers rather than enforcement mechanisms, the tools aim to foster continuous improvement through shared learning and mutual accountability.

Industry insights were further strengthened through thought-leadership sharing led by Carlsberg Malaysia's senior management, alongside expert perspectives from the United Nations Development Programme (UNDP) and KPMG Malaysia. These discussions explored how businesses can move beyond compliance and embed Human & Labour Rights into everyday decision-making — from procurement practices to value chain oversight.

"Integrating human rights governance into risk management and operational processes is increasingly recognised as a global best practice. Malaysian companies should begin assessing their exposure to human rights risks as part of strengthening competitiveness and meeting stakeholder expectations," said Koh Ree Nie, Head of ESG Reporting and Assurance from KPMG in Malaysia.

The engagement also provided a platform for open dialogue with suppliers, reinforcing the shared responsibility required to uphold ethical standards. Suppliers in attendance expressed their commitment to elevating labour practices, improve transparency, and align operations with Carlsberg's Human & Labour Rights expectations.

"Events like Supplier Day create space for open dialogues and collective learning," said Roisin Quinn, Managing Director of One Complete Solution Sdn. Bhd., a member of SEDEX (Supplier Ethical Data Exchange), when receiving a token of recognition at the event. "It reflects Carlsberg Malaysia's commitment to true collaboration – working with us beyond setting expectations. It also strengthens trust and gives us clearer, actionable guidance on aligning human and labour practices."

In today's global business climate, stakeholders — from regulators to communities — are increasingly demanding transparency, accountability and respect for human and labour rights throughout the value chain. Through two consecutive years of supplier engagement, Carlsberg Malaysia is reaffirming its commitment, not only in brewing excellence but in people-first, sustainable and ethical business practices.

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About Carlsberg Malaysia Group

Carlsberg Brewery Malaysia Berhad was incorporated in December 1969. We are a dynamic brewer with operations in Malaysia and Singapore, with stakes in a brewery in Sri Lanka, and regional presence via exports.

Our international portfolio of brands features Probably the Best Beer in the World – Carlsberg Danish Pilsner, Carlsberg Smooth Draught and Carlsberg Special Brew as well as Carlsberg Alcohol Free Pilsner and Wheat. Our international premium brews including France's premium beers 1664 Brut, 1664 Blanc and 1664 Rosé, as well as iconic first beer of Japan, Sapporo Premium Beer, European cider Somersby, British-inspired Connor's Stout Porter and US award-winning craft beer Brooklyn Brewery as well as Tuborg Strong. Our local brands include SKOL, Royal Stout and Nutrimalt. Our products are for non-Muslim consumers aged 21 and above in Malaysia or aged 18 and above in Singapore. Please **#CELEBRATERESPONSIBLY** – if you drink, don't drive!



Our 640 performance-driven employees are guided by our Purpose of *Brewing for a Better Today and Tomorrow* and we are committed to delivering on our ESG programme of Together towards ZERO and Beyond in our quest to achieve net zero carbon emissions throughout our value chain by 2040. Find out more at www.carlsbergmalaysia.com.my

马来西亚 Carlsberg 集团推进供应链人权与劳工权利问责制

供应商日呼吁从政策到实践、从合规到文化，强化道德规范及以人为本的标准

（**莎亚南 2025 年 12 月 9 日讯**）马来西亚 Carlsberg 集团今日举办第二届供应商日（Supplier Day），汇聚上游供应商及人力资源合作伙伴，重申了集团坚守承诺，确保供应链实践符合道德规范并以人为本。今年活动以“人权及劳工权益”为主题，彰显了集团不断进取的雄心，致力于将政策与合规管理融入企业文化、迈向行业领域最佳实践。

这场供应商交流活动配合“国际人权日”举办，体现了该集团与新发布的《2025–2030 年马来西亚工商企业与人权国家行动计划》（NAPBHR）以及公司最新修订的《全球人权政策》保持一致。活动重申了集团价值链秉持“以人为本”理念，强调了道德劳工实践、透明度和问责制的重要性，以实现负责任的业绩增长。

这场供应商日不仅仅是一场活动，更进一步生动体现了马来西亚 Carlsberg 集团“共同迈向并超越零”（Together Towards ZERO & Beyond）的可持续发展雄心。公司在每一段商业关系中，始终将人性尊严、公平劳工规范、以及共同问责视为不可妥协的标准。

该集团董事经理葛利尼（Stefano Clini）表示，“公司整体步伐正在从‘我们从事什么’迈向‘我们要如何实行’，并始终把人放在首位。”他补充道，“我们的雄心明确且意义深远，那就是构建一个可持续、包容、以人为本的价值链，让每一位人员，无论其角色，都能获得尊重、公平对待和关怀。”

为将政策转化为实际行动，公司向在场的 60 多家供应商介绍了《人权与劳工权益入门工具包》及《自我评估框架》，借助这些实用工具帮助识别、评估和应对关键风险，强化治理，并弥补劳工和人权管理方面的差距。这些工具旨在作为助推器而非强制机制，目的意在于通过互相学习和相互问责，促进持续改进。

由马来西亚 Carlsberg 集团高层引领的思想领导力分享环节，连同联合国开发计划署（UNDP）和马来西亚毕马威（KPMG）的专业视角，让出席者的行业洞察进一步深化。这一环节探讨了商家在达到合规标准之余，也可将人权劳权规范融入采购实践、价值链监管等商业决策。

马来西亚毕马威（KPMG）ESG 报告及鉴证负责人许可妮（Koh Ree Nie）说道，“在风险管理和运营流程中纳入人权治理，日益被公认为全球最佳实践。马来西亚企业应开始评估自身在人权风险暴露度，以此增强竞争力，不负利益相关者的期望。”

此次交流也发挥了平台作用，同供应商开展公开对话，强化了秉持道德标准的共同责任。与会供应商纷纷表示，他们致力于提升劳工实践水平，提高透明度，并确保运营流程与 Carlsberg 集团人权与劳工权益方面的期望保持一致。

供应商道德数据交换中心（SEDEX）成员公司之一 —— One Complete Solution Sdn Bhd 董事经理罗伊辛（Roisin Quinn）指出，“供应商日此类活动，为公开对话和集体学习创造了空间。”她在活动上代表公司接受表彰时表示，“这体现了马来西亚 Carlsberg 集团坚持切实合作，与我们携手共进，而

非单单设定目标。同时，这也有助于增强诚信观念，并给予我们更清晰和可行的指导，以便在人权和劳工实践方面实现对接。”

当今全球商业环境下，监管机构、社区等利益相关者对价值链透明度、问责制以及人权和劳工权利的尊重提出了越来越高的要求。马来西亚 Carlsberg 集团连续两年与供应商开展接洽与交流，重申了公司不仅注重酿造卓越性，更坚持持以人为本、可持续和符合道德规范的商业实践。

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关于马来西亚 Carlsberg 集团

马来西亚 Carlsberg 集团 (Carlsberg Brewery Malaysia Berhad) 于 1969 年 12 月成立，是一家灵活酒商，业务遍布马来西亚和新加坡，并在斯里兰卡一家酒厂持有股份，也通过出口市场扩大区域范围。

本集团旗下国际品牌组合包括堪称全球最佳啤酒——Carlsberg Danish Pilsner、Carlsberg Smooth Draught、Carlsberg Special Brew 及 Carlsberg Alcohol Free Pilsner and Wheat，还有国际优质啤酒：法国优质啤酒 I664 BRUT、I664 Blanc 及 I664 Rosé、日本标志性首个啤酒 Sapporo Premium Beer、欧洲苹果酒 Somersby、英伦式 Connor's Stout Porter、美国屡获殊荣精酿啤酒 Brooklyn Brewery，以及 Tuborg Strong。本地品牌包括 SKOL、Royal Stout、Nutrimalt。本集团旗下产品仅供马来西亚年龄 21 岁以上、新加坡年龄 18 岁以上的非穆斯林消费者饮用。理性饮酒，你我有责，时时刻刻牢记住“酒后不开车，开车不喝酒”！**#CELEBRATERESPONSIBLY**

我们共有 640 名职员，皆以绩效为驱动力，并秉承“酿造更美好的今天和明天” (Brewing for a Better Today and Tomorrow) 宗旨，我们致力于实施“共同迈向并超越零目标” (Together towards ZERO and Beyond) ESG 计划，以实现到 2040 年全价值链净零碳排放目标。敬请浏览 www.carlsbergmalaysia.com.my 了解更多。