

FOR IMMEDIATE RELEASE

Press Statement 22/2021

11 October 2021

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Carlsberg Malaysia Sets New Record of 1,000 Days Without Lost-Time Accidents

Brewer's milestone marks culminative year-on-year improvement of putting its people's health and safety first

SHAH ALAM, 11 October 2021 – Carlsberg Malaysia has set a new company health and safety record of 1,000 consecutive days without lost-time accidents across its operations nationwide, beating the brewer's previous record of 415 days in 2018.

The achievement highlights the company's continuous improvements for employee wellbeing and workplace safety to drive a ZERO Accidents Culture, one of four pillars of the Carlsberg Group's global sustainability strategy named Together Towards ZERO.

Under the ZERO Accidents Culture, the Carlsberg Group aims to achieve year-on-year reductions in accident rates by 2022 with zero lost-time accidents across the Group by 2030. Carlsberg Malaysia's milestone places it among more than 30 Carlsberg production facilities globally that have achieved 1,000 days without lost-time accidents by 2021, reaffirming the brewer's commitment towards its zero-accident ambition.

Stefano Clini, Managing Director of Carlsberg Malaysia, commented, "As a company, 1,000 days of zero lost-time accidents is a testament to all our people who have made health and safety the foremost priority not just for themselves, but also for their colleagues and the business partners and contractors we work with. This landmark achievement is but a small reflection of the effort of many people over three years to continually improve on workplace safety and we are aware that it's just the beginning towards our next milestone of 2,000 days in 2024."

The brewer defines a lost-time accident as an incident or injury that results in time taken off work for treatment or recovery. Previously, the company's zero lost-time accident targets were tracked against its supply chain operations only, covering brewing and logistics workplaces where serious accidents were most likely to occur with Carlsberg Malaysia on track to achieve its 1,000-day milestone last year.

In 2020, the brewer went the extra mile to include zero lost-time accidents as a target for employees across all functions and localities including field-based employees in sales and marketing, with the resulting milestone achieved by all Carlsberg Malaysia employees this month. The Group's Singapore operations, comprising direct employees as well as logistics and warehousing partners, have also recorded zero lost-time accidents within the period.

Peter Wachenschwanz, Supply Chain Director of Carlsberg Malaysia, said, “Our focus on safety begins from our people actively identifying, reporting and acting on near-misses and safety concerns to prevent risks escalating to the point of lost-time accidents or worse, fatalities. Last year alone, we saw 95% of employees submitting more than 3,400 safety concerns in total. We are now on the next phase of our journey to not just identify safety risks, but also to reward positive behaviours through our Best Safety-based Observation system that has had a significant impact on employees’ mindsets and helped us achieve our new 1,000-day record.”

To address road safety among its sales and marketing field staff, Carlsberg Malaysia champions traffic rules and responsible driving by providing high-visibility vests for motorcyclists and hands-free phone holders for employees. The company also installed mandatory dual-camera dash cams in all company vehicles, providing a video record in the event of a traffic accident. The dash cams also serve as a deterrent to irresponsible driving behaviour and drink-driving as drivers must record readings from company-supplied breathalysers via the internal camera each time before operating their vehicles.

As a result, the brewer saw a gradual decline in traffic accidents involving field-based employees to 10 cases in the first nine months of this year, compared to 15 in 2020 and 28 in 2019.

With the advent of the COVID-19 pandemic, health and safety priorities have expanded to include active measures to prevent infections among employees since national lockdowns began in March 2020, including social distancing at work, alternate teams arrangements, flexible working hours, controlled people movements and restricted shift handovers on site, as well as bi-weekly COVID-19 swab tests with more than 7,000 tests carried out to date.

The brewer also fully sponsored vaccinations for 600 employees and third-party vendors under the Selangor Vaccine Programme (SelVax) with 100% of its brewery workforce fully vaccinated in July.

Clini concluded, “Health and safety have always been our top priorities and we have robust processes in place to not only safeguard product and workplace integrity, but also uphold the wellbeing of our people. We are proud to share that our commitment to lead with care by placing our employees’ welfare first without compromising on productivity has resulted in zero infection clusters at our brewery since the pandemic began in March 2020.”

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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. We also have a regional presence via exports to Thailand, Taiwan, Hong Kong and Laos.

Our international portfolio of brands features Probably The Best Beer In The World – Carlsberg, Probably The Smoothest Beer In The World – Carlsberg Smooth Draught and Probably The Best Strong Beer – Carlsberg Special Brew. This Carlsberg trio is complemented by international premium brews including France's premium wheat beer 1664 Blanc, Japan's No.1 premium beer Asahi Super Dry, European cider Somersby, British-inspired Connor's Stout Porter draught, US award-winning craft beer Brooklyn Brewery as well as Corona Extra, the imported premium Mexican beer brand. Our local brands include SKOL, Royal Stout, Jolly Shandy and Nutrimalt.

Our approximately 600-strong workforce sell our products in a responsible manner within our sustainability-driven business. Our products are for non-Muslim consumers aged 21 and above. Please #CelebrateResponsibly – if you drink, don't drive!

Find out more at www.carlsbergmalaysia.com.my

供即时发布

新闻稿 22/2021
2021 年 10 月 11 日

1000 天无损失工时事故，马来西亚 Carlsberg 集团创新纪录

里程碑象征酒商把员工健康与安全放在第一位的逐年改善

莎亚南 11 日讯 - 马来西亚 Carlsberg 集团全国运营地点在健康与安全方面创下连续 1000 天无损失工时事故（Lost-time accidents）的新纪录，打破了该酒商之前在 2018 年所创下的 415 天纪录。

这项成就反映了该公司在推动零事故文化（ZERO Accidents Culture），即 Carlsberg 集团“共同迈向零目标”（Together Towards ZERO）全球可持续发展战略的四大支柱之一，而不断改善员工福祉和职场安全的努力。

在零意外文化下，Carlsberg 集团放眼在 2022 年前实现全集团事故率年同比下降，并在 2030 年前实现全集团零损失工时事故。这个里程碑使马来西亚 Carlsberg 集团排名于 Carlsberg 全球超过 30 间制造厂在 2021 年实现 1000 天无损失工时事故之一，再次肯定了该酒商对零事故目标的承诺

马来西亚 Carlsberg 集团董事经理葛利尼（Stefano Clini）表示：“作为一家公司，1000 天零损失工时事故证明我们所有员工不仅重视自己，也注重他们的同事以及与我们合作的生意伙伴和承包商的健康与安全。这一项具有里程碑意义的成就，反映了这三年来许多人为不断改善职场安全所付出的努力，也代表着我们下一个里程碑的开始，即在 2024 年实现 2000 天零损失工时事故。”

该酒商把损失工时事故定义为导致工作时间暂停以进行治疗或康复的事故或伤害，之前的零损失工时事故目标只追踪供应链运营，涵盖最有可能发生严重事故的酿酒与物流职场，而马来西亚 Carlsberg 集团在去年离 1000 天的里程碑也不远。

该酒商在 2020 年设定零损失工时事故为所有职能和地区员工的目标，包括销售和市场营销的外勤员工，而马来西亚 Carlsberg 集团所有员工在这个月实现了其里程碑。该集团的新加坡运营，包括直接员工及物流和仓储伙伴，也在同期内实现了零损失工时事故纪录。

马来西亚 Carlsberg 集团供应链总监彼得·华晨双（Peter Wachenschwanz）指出：“我们对安全的重视始于员工积极识别、报告及应对未遂事故与安全问题，以防止风险升级至损失工时事故或伤亡。光是去年，我们见证了 95% 的员工汇报共超过 3400 种安全问题。我们现已迈入下一个阶段，不仅要识别安全风险，也需要通过我们的最佳安全观察系统奖励积极行为，该系统对员工的心态产生了巨大影响，并帮助我们实现了 1000 天的新纪录。”

为了应对销售和市场营销外勤员工的道路安全问题，马来西亚 Carlsberg 集团为摩托车骑士提供高可见度背心、为员工提供免提手机支架，以倡导遵守交通规则与理性驾驶。该公司也强制所有公司车安装双摄像头行车记录仪，以便在发生交通事故时提供视频记录。行车记录仪也对不负责任驾驶行为和醉酒驾驶具有威慑作用，驾驶者必须在每次开车之前使用由公司所提供的酒精检测仪，并通过摄像头录制读数。

该酒商也因此见证了涉及外勤员工的交通事故逐渐减少，相比 2020 年的 15 宗以及 2019 年的 28 宗，今年首 9 个月下滑至 10 宗。

随着新冠疫情暴发，自 2020 年 3 月全国封锁以来，健康与安全的优先事项已扩大到包括预防员工感染的积极措施，其中包括职场社交距离、交替团队安排、弹性工作时间、人员流动管制、现场轮班交接限制，以及每两周进行一次新冠病毒筛检，迄今已进行了 7000 多次。

该酒商也通过雪兰莪疫苗接种计划（SelVax）为 600 位员工和第三方供应商全面赞助疫苗接种，并在 7 月实现了 100% 酒厂员工全剂量接种。

葛利尼补充：“我们始终视健康与安全为优先事项，并制定了健全的流程，不仅用于维护产品完整性与职场诚信，也保障员工福祉。我们很自豪地向大家说，自 2020 年 3 月疫情暴发以来，我们坚持谨慎引导的承诺，在不影响生产力的情况下把员工福祉放在第一位，让我们的酒厂成功实现零感染群。”

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