

FOR IMMEDIATE RELEASE

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Carlsberg Malaysia Clinches Gold for Exemplary Diversity, Equity & Inclusion Initiatives

Four-year diversity journey earns prestigious recognition at the 2025 SEEK People & Purpose Awards

SHAH ALAM, 12 June 2025 - Carlsberg Brewery Malaysia Berhad has secured esteemed honours at the 2025 Seek People & Purpose Awards, taking home the Gold Award for Best Diversity, Equity & Inclusion (DE&I) in recognition of its workplace transformation initiatives that have redefined corporate culture across the organisation.

The prestigious accolade demonstrates Carlsberg Malaysia's success in embedding DE&I as a strategic business priority over a four-year journey—positioning the company as a leader in fostering a workplace culture that not only champions diversity but also drives sustainable business and social impact, setting a benchmark for other organisations across the region.

Guided by the company's purpose of *Brewing for a Better Today and Tomorrow*, Carlsberg Malaysia has implemented a comprehensive framework focused on four key pillars: Business Priority, Diverse Representation, Equal Opportunities, and Inclusive Culture.

“We are incredibly proud to receive this recognition,” said Choy Yen Li, People & Culture Director at Carlsberg Malaysia. “This award is a testament to the collective efforts of our leadership and employees in fostering a workplace where everyone feels valued, respected, and empowered to thrive.”

“At Carlsberg Malaysia, we believe that diversity and inclusion are not just values—they are business imperatives. This award reflects our commitment to creating a culture where every voice is heard, every individual is respected, and everyone has the opportunity to grow. We are proud of how far we’ve come, and even more excited about the journey ahead as we continue to brew a better today and tomorrow for all,” said Stefano Clini, Managing Director of Carlsberg Malaysia.

Carlsberg Malaysia's DE&I initiatives span multiple areas of impact. The company achieved 63% female representation in the Leadership Team since 2022, while implementing enhanced flexible work arrangements, expanded parental leave, and improved facilities for employees with disabilities. Carlsberg Malaysia has also developed inclusive hiring practices, internal mobility programs, and partnerships with organisations like Enabling Academy to support neurodivergent individuals.

Cultural engagement remains a cornerstone of the company's approach, with celebrations of all major festivals and hosting of open dialogues such as “Jom! Breakfast with Leaders” to foster belonging and inclusion. These efforts extend beyond the workplace through collaborations with LeadWomen and pioneer member of the ASEAN Inclusivity Collective (AIC), to drive change across the broader business community.

Carlsberg Malaysia's DE&I efforts are deeply integrated into its ESG commitments, aligning with the United Nations Sustainable Development Goals (SDGs) on gender equality and reducing inequalities.

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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 凭卓越多元化、公平与共融(DE&I) 举措荣获金奖

公司以四年多元化发展历程 屡获 2025 年 SEEK 人员与宗旨奖殊荣

（**莎亚南 2025 年 6 月 12 日讯**）马来西亚 Carlsberg 集团（Carlsberg Brewery Malaysia Berhad）在 2025 年 SEEK 人员与宗旨奖（2025 SEEK People & Purpose Awards）颁奖典礼上屡获殊荣，获得了最佳多元、平等和包容（DE&I）金奖，肯定了其职场转型举措有力，让组织上下的企业文化得到重塑。

这一殊荣彰显马来西亚 Carlsberg 集团在过去四年，成功将多元、平等和包容理念纳入战略业务重点，定位了公司作为职场文化的引领促进者，不仅倡导多元性，还推动可持续业务发展和社会影响，为区域其他组织树立标杆。

在“酿造更美好的今天和明天”的企业宗旨下，马来西亚 Carlsberg 集团实施了一套综合框架，重点关注四大支柱：业务重点、多元代表、平等机会、包容性文化。

马来西亚 Carlsberg 集团人员与文化总监蔡燕丽（Choy Yen Li）表示，“能够获得这项殊荣，我们感到非常荣幸，这份奖项肯定了公司领导层和员工的共同努力，促成了每个人都受到重视、尊重、赋能的职场环境，以实现蓬勃发展。”

马来西亚 Carlsberg 集团董事经理葛利尼（Stefano Clini）说道，“马来西亚 Carlsberg 集团坚信，多元包容不仅是重要价值观，更是商业迫切任务。这份奖项体现了我们努力营造的职场文化，能够让每个人的声音都被倾听，每个人都受到尊重，每个人都有成长的机会。我们对一路走来的成就感到骄傲，并对未来路径充满期待，继续为所有人创造更美好的今天和明天。”

马来西亚 Carlsberg 集团的多元、平等和包容举措涵盖多个有力方面，自 2022 年以来，公司领导团队女性比例已达 63%，同时也实施了更优化的灵活工作安排、延长了育儿假期限，并升级了残障员工的设施。马来西亚 Carlsberg 集团也发起了包容性招聘实践、内部流动计划，并与 Enabling Academy 等组织合作助力神经多样性人士。

文化交流始终是公司在此方面的基石之一，除了欢庆各大节日庆典，也举办“Jom! Breakfast with Leaders 与领导吃早餐”等开放式对话活动，以促进员工归属感和包容性。这些努力还延伸到职场外，公司与 LeadWomen、东盟包容性集体（ASEAN Inclusivity Collective 简称 AIC）先锋成员展开合作，推动更广泛的商界改变。

马来西亚 Carlsberg 集团在多元、平等和包容方面的努力，与其对环境、社会和治理（ESG）的承诺深度融合，并与包括性别平等、减少不平等的联合国可持续发展目标（SDG）一致。

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若有任何疑问，请联络以下人员：

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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 1664 BRUT、1664 Blanc 及 1664 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，时时刻刻牢记记住“酒后不开车，开车不喝酒”！**#CELEBRATERESPONSIBLY**

我们共有 640 名员工，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。