

09/02/16

The below is a response to the allegations posted in various media in January & February 2016, related to beer promoters employed by Cambrew.

- Cambrew is an active partner in the Beer Selling Industry Cambodia (BSIC), and continue to implement the common standards outlined in the BSIC Code of Conduct (learn more at www.bsic.com.kh and in the below paragraph).
- Through this work, efforts are continuously made to improve the working conditions for all beer promotion assistants employed by the company.
- In terms of the recent standardization of contracts for beer promotion assistants employed by Cambrew, several talks between management, shop stewards and majority of unions in Cambodia were conducted prior to the standardization. The parties negotiated and reached an agreement regarding the change of working hours to 16:00-23:00 for all beer promotion assistants. The working hours were changed due to current market demand in Phnom Penh and by request from the company's customers, restaurant, bar and event owners.
- The employment contract for beer promotion assistants is a one-year fixed contract which is renewed upon mutual confirmation. 11 beer promotion assistants chose not to sign the new contract upon renewal.
- All conditions and payment regarding the changed working hours and duration of contracts comply with local labour law requirements.

About Beer Selling Industry Cambodia (BSIC)

- As a founding member of the BSIC, Cambrew works with the industry partners to address the occupational health and safety issues of beer promoters in Cambodia. Industry-wide initiatives include:
 - An improved wage structure, including a minimum wage that is not as reliant on commission.
 - Training programmes for sales promoters to enable them to learn techniques for dealing with customers.
 - The establishment of clear supervision structures and grievance procedures.
 - Transportation and driver policies
- Further annual monitoring of compliance and impact is conducted by an independent party.
- Learn more at www.bsic.com.kh