

Quarterly Newsletter



Issue 12

October 2022



Dear All,

We hope this newsletter finds you safe and well.

With the COVID-19 situation improving in most regions, LABS is progressing forward with onboarding factories and supporting remediations. LABS achieved yet another landmark of onboarding over 350 factories globally. LABS India completed its first Factory Graduation.

Our steering committee met in person after a long hiatus and discussed program progress, challenges, and the best ways forward. LABS Standards for India was reviewed; the updated version is now live on LABS website. Over the quarter, apart from general operations, focus was centered on improving operational excellence and moving towards systems change. We hope you enjoy reading our overview of activities during the third quarter of 2022.



378

Factories onboarded

India: 124
Vietnam: 207
Cambodia: 47



353

Assessments conducted

India: 120
Vietnam: 201
Cambodia: 32



444

Safety training conducted

India: 124
Vietnam: 318
Cambodia: 2



771,310

Workers reached

India: 158,219
Vietnam: 489,981
Cambodia: 123,110

IN THIS ISSUE

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Operations Quarterly Update



INDIA

Two factories successfully graduated from the LABS program this quarter!

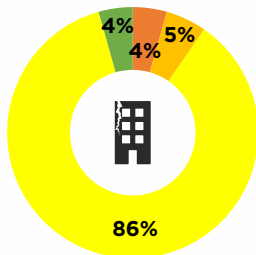
- 1 Jay Jay Mills India Pvt., Ltd.
- 2 Arvind Limited (Mysore Road)

1. Assessments

Thirteen assessments were conducted at the following factories this quarter.

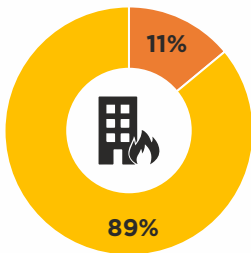
- 1 Shahi Exports Private Limited - Unit 23
- 2 Shahi Exports Private Limited - Unit 01
- 3 Nisha Designs Hindupur
- 4 Matrix Clothing Private Limited - Unit 04
- 5 C. S. India (A Unit of Texport Overseas Pvt., Ltd.)
- 6 Orient Fashions Exports (India) Pvt., Ltd. - Unit B4
- 7 Matrix Clothing Private Limited - Unit 01
- 8 Infiiloom India Private Limited
- 9 JAK Group Pvt., Ltd.
- 10 Radnik Exports E2 Pvt., Ltd.
- 11 Radnik Exports D2/01 Pvt., Ltd.
- 12 KPR Mill Limited
- 13 Chemico Processing

Key findings:



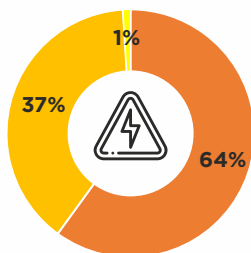
Structural

- Exposed reinforcement in roof slab
- Uneven floor-load distribution on suspended floors
- Dampness inside the main building
- Missing documentation, such as structural diagrams, geo-technical reports, floor-load plans, and soil-test reports



Fire

- Rolling shutters on exit doors
- Fire-rated separation not provided for elevator shafts
- Fire-rated doors and fire-rated enclosures absent at staircases
- Missing handrails on both sides of staircases



Electrical

- Inadequate emergency lighting backup
- Lightning protection system not installed
- Heavy lint and dust inside switchboards and distribution boards (DBs)
- Protective earthing (PE) to DBs, MS roof truss, transformer fencing, and battery bank racks not provided
- Numerous hotspots with temperatures varying from 52°C to 98.6°C

2. Remediations

The following data represents 79 factories where 163 follow-up visits were conducted.



Fire Safety:

- 97% of the factories installed emergency lights
- 96% of the factories removed temporary obstacles on the evacuation pathways
- 99% of the factories installed illuminated exit signages
- 79% of the factories eliminated locking mechanisms from exit doors



Electrical Safety:

- 90% of the factories eliminated the lint and dust from electrical panels and DBs
- 97% of the factories reduced the high temperatures in electrical panels and DBs
- 93% of the factories provided PE connections for electrical components



Structural Safety:

- 70% of the factories fixed the cracks in beams and columns
- 81% of the factories removed corrosion in non-engineered structures, such as MS Shed
- 75% of the factories eliminated the wall dampness

3. Safety Trainings

This quarter, 16 Safety Training sessions were conducted.

There were 424 participants in these sessions with representatives from factory management, the OHS Committee, the HR and maintenance departments, and workers from the production area.

Level 1:

- Nisha Designs Hindupur
- C. S. India Pvt., Ltd.
- Nisha Designs Peenya
- Orient Fashions Exports Pvt., Ltd. – Unit B4

Level 2:

- Jeans Knit Pvt., Ltd. – Unit 07
- Nahar Spinning Mills Limited – Unit 373
- Nahar Spinning Mills Limited – Unit 376
- Arvind Limited Woven Shirts
- Indian Designs Exports Private Limited – Unit 09
- Pee Empro Exports Private Limited – Unit 13
- Indian Designs Exports Private Limited – Unit 04
- AHP Garments Private Limited – Unit 45
- Shahi Exports Private Limited – Unit 32
- Shahi Exports Private Limited – Unit 23
- Shahi Exports Private Limited – Bhubaneswar
- Shahi Exports Private Limited – Unit 01

VIETNAM



1. Assessments

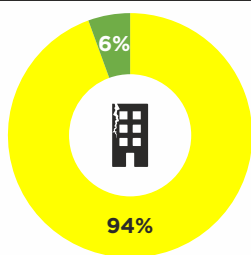
Twenty-three Assessments and one QA assessment were conducted at the following factories during the third quarter.

- 1 Leading Star Vietnam Garment Joint Stock Company
- 2 Halotexco Garment Joint Stock Company
- 3 GOWELL Garments Company Limited
- 4 Garment 10 Joint Stock Company - Hanoi
- 5 Sarah Co., Ltd.
- 6 Binh Minh - ATC Garment Company Limited
- 7 Hung Yen Garment Corporation - Joint Stock Company
- 8 Thao Uyen Garment Manufacturing and Trading Co., Ltd.
- 9 Thien Son Hung Yen Co., Ltd.
- 10 NY Hoa Viet Co., Ltd.
- 11 Tuyen Quang LGG Garment Corporation
- 12 TNG Investment and Trading JSC - Dai Tu Branch
- 13 Win Vina Co., Ltd.
- 14 Celebrity Fashion Vina Co., Ltd.
- 15 Thien An Phat Textile Garment Investment Joint Stock Company
- 16 Conntek Corp. (Vietnam)
- 17 Bao Hung Joint Stock Company
- 18 GG Hai Duong Co., Ltd.
- 19 Jasan Textile & Dyeing (Vietnam) Co., Ltd.
- 20 Exported Footwear Manufacturer
- 21 TNG Investment and Trading JSC - Phu Binh 3 Garment Branch
- 22 Vinh Thinh Trading General Joint Stock Company
- 23 Viet Tri Thai Binh Garment Joint Stock Company

QA assessments

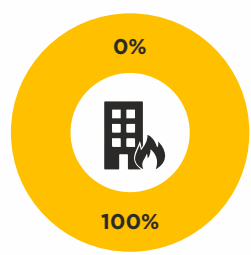
- 1 Alena Vietnam Footwear Limited

Key findings



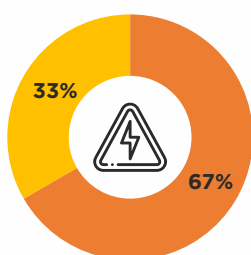
Structural Safety

- Lack of allowable loading plans on the multi-story rack and mezzanine floor
- Missing roof bracings in steel buildings
- Severe corrosion on steel columns
- Cracks on structural members, such as beams and slabs



Fire Safety

- Locking mechanisms on exit doors
- Temporary obstacles in escape paths
- Lack of fire-rated construction for high-risk areas
- Overhead signages non-existent on escape paths



Electrical Safety

- High temperature points inside panels
- Inadequate PE connections
- Improper protection coordination between cables and protection devices
- Outdated single-line diagram drawing

2. Remediations

The following data represents 155 factories where 347 follow-up visits were conducted.



Fire Safety:

- 100% of the factories removed temporary obstacles on evacuation pathways
- 87% of the factories added extra emergency lighting
- 87% of the factories installed additional fire alarms
- 75% of the factories installed additional fire detectors
- 79% of the factories remedied issues at the exit doors



Electrical Safety:

- 97% of the factories removed the lint and dust from electrical panels and Dbs
- 97% of the factories corrected the high temperatures in electrical panels and Dbs
- 100% of the factories remediated issues regarding the Supplies to Life Safety Systems
- 79% of the factories installed PE connections



Structural Safety:

- 78% of the factories repaired the missing/incomplete bracing in steel building
- 73% of the factories fixed the visible distress in structural members, such as cracks on columns, beams, or slabs
- 76% of the factories provided the Allowable Loading Plans throughout the factory building

3. Safety Trainings

This quarter, 53 Safety Training sessions were conducted.

There were 1,028 participants in these sessions with representatives from factory management, the OHS Committee, the HR and maintenance departments, and workers from the production area.

Level 1:

- Binh Minh – Atc Garment Co., Ltd.
- GOWELL Garments Co., Ltd.

Level 2:

- Kim Binh Garment Co., Ltd.
- Oasis Garment Co., Ltd. (Vietnam)
- Crystal Sweater Vietnam Limited
- Fortune Art Industries Co., Ltd.
- Unitedtex Garment (Vietnam) Co., Ltd.
- Jasan Socks Vietnam Co., Ltd.
- TANDE 9
- Haiantex Joint Stock Company
- Daehan Global Thanh Hoa Co., Ltd.
- Vietnam Harvest Garment Co., Ltd.
- Emperor (Vietnam) Co., Ltd.
- Colltex Garment Mfy Co., Ltd.
- Thao Uyen Garment Manufacturing and Trading Co., Ltd.
- Sarah Co., Ltd.
- Garment 10 Joint Stock Company – Hanoi
- Leading Star Vietnam Garment Joint Stock Company
- Hung Yen Garment Corporation – Joint Stock Company
- HABAC Export Garment Joint Stock Company
- Araviet Company Limited
- Win Vina Co., Ltd.
- Vietnam Style Fashion Accessories Co., Ltd.

Level 2:

- Viet Tri Garment Joint Stock Company
- Eins Vina Co., Ltd.
- Phu Thinh Export Garment Joint Stock Company
- Duc Thanh 2 Garment Import Export Co., Ltd.
- Viet Thanh Garment and Trading Co., Ltd. (Gia Binh Factory)
- High Rock Recreation Products Co., Ltd.
- Crystal Martin (Vietnam) Co., Ltd.
- P.I.T. Vina Co., Ltd.
- Viet Thuan Co., Ltd.
- Nam Ha Garment Joint Stock Company
- Nam Ha Garment Joint Stock Company – Workshop 2
- Triple Garment (Vietnam) Co., Ltd.
- K+K Fashion Co., Ltd.
- Din Sen Vietnam Enterprise Co., Ltd. – Long An Branch
- Son Ha Duy Xuyen Limited Company
- Regent Garment Factory Ltd.
- Langham Garment Co., Ltd.
- FTN Vietnam Co., Ltd.
- First Team (Vietnam) Garment Ltd.
- FWKK Vietnam Co., Ltd.
- Sun World Garment Co., Ltd.
- Green Shoes Vietnam Enterprise Ltd.
- Seyang Corporation Vietnam
- Golden Star Co., Ltd. – Tien Lang Footwear Factory
- Pro Sports Giao Thuy Joint Stock Company
- Pro Sports Giao Thuy JSC – Hong Thuan Factory
- Unisoll Vina Co., Ltd.
- Weitai Ha Long Garment Textile Company Limited
- South Asia Garments Ltd.



CAMBODIA



The first National Stakeholder Committee Meeting was held on September 12, 2022. H.E. Dr. Chhann Sorphal was selected as the chair for the committee. During the meeting, there were consultations to review and possibly utilize (as a guideline) or implement LABS Standards and Methodology into the National Building Code for the garment and manufacturing sector in the country.

1. Assessments

There were 13 assessments and two QA assessments conducted this quarter.

1	Moha Garments Co., Ltd.	7	Hung Hsing Garment (Cambodia) Co., Ltd.
2	Nex-T Apparel (Cambodia) Co., Ltd.	8	Meng Tong Garment Manufactory Ltd.
3	Makalot Garments (Cambodia) Co., Ltd. - Branch 1 (MK2B)	9	Meng Yee Garment Manufactory Co., Ltd.
4	TaiEasy International Co., Ltd.	10	Quint Major Industrial Co., Ltd.
5	E Garment Co., Ltd.	11	Nyan Kids (Cambodia) Ltd.
6	Sabrina (Cambodia) Garment Manufacturing Corp.	12	Nyan Kids (Cambodia) Ltd. - 1
		13	Din Ling Garment Co., Ltd.

Basic Level:

- Carlington (Cambodia) Co., Ltd.
- Sun Best Garment Co., Ltd.

Key Findings

Structural Safety

- Missing allowable load plan on the multi-story rack and mezzanine floor
- Deficient roof bracings in steel buildings
- Severe corrosion on steel columns
- Cracks on structural members, such as beams and slabs
- Documentation, such as as-built drawings and soil-test reports outdated/unavailable

Fire Safety

- Locking mechanisms and rolling shutters on exit doors and sliding doors
- Temporary obstacles on escape paths
- Inadequate back-up power and inoperable back-up lighting protection
- Lack of fire-rated construction for high-risk areas
- Overhead signages missing from escape paths

Electrical Safety

- High temperature points inside electrical panels, DBs, and fire pumps; numerous hotspots with temperatures varying from 70.2°C to 123.8 °C
- Inadequate PE connections
- Heavy lint and dust inside electrical panels, switchboards, and DBs
- Lighting protection system missing
- Single-line diagram drawings missing or outdated

Helpline Quarterly Updates

India

Five non-LABS calls received

1. One caller inquired about LABS standards
2. Two callers with inquiries
3. Two calls regarding to compensation and wages (unreceived payment, bonus, and the Provident Fund)

Training

1. A refresher training session, Guide to Upload Call Recording on Salesforce, was conducted for India's LABS Helpline
2. Two LABS tool-training sessions were conducted, with topics comprising: FFC and assessments; CAP Report; Custom Report; and Salesforce Process
3. Training sessions were conducted for two factories

Vietnam

Sixteen non-LABS calls received

1. One call of physical abuse. The caller reported a physical assault by another worker. The factory investigated and the accused worker was fired. The caller confirmed
2. Four calls related to labor-contract suspensions. Callers reported some workers received a notice of temporary suspension of labor contracts for three months. During the suspension, workers would not receive wages and the company would not pay their insurance. The issue was shared with factory management, GAP, and Target
3. Three calls about the working environment (smelly, smoky, and hot working areas)
4. Three calls concerning factories' general policies: unfair remuneration policy; insurance policy; and company's working policy
5. One call of a labor issue
6. One reported faulty sewing machines
7. One caller questioned compensation and wages
8. One insurance-related call
9. One complaint of a manager's attitude

Training

1. A refresher training session for Vietnam LABS Helpline was conducted

Cambodia

Four non-LABS calls received

1. One wage-related call
2. One caller reported a supervisor's bad attitude
3. Two inquiries, the fire-extinguisher standard and the number on a sewing machine

Training

2. A refresher training session for Cambodia LABS Helpline agents was conducted

What the workers are saying



“ First of all, we would like to thank LABS for providing the factory with the opportunity to access a comprehensive and systematic management program on issues of structural safety, electrical safety, and firefighting safety. When participating in the LABS program, the factory can evaluate the current safety levels, recognize the danger signs to plan timely remedial measures, and limit the risk of incidents, causing costly accidents, loss of property, and loss of safety to employees.

LABS helped the factory's management team to have more knowledge about structural safety, electrical safety, and fire safety. From there, the management team can further perfect the safety-management system in the factory, helping to better manage and control risks, investigate and find the root causes of incidents, and help limit and prevent future incidents.

In addition, through training in the knowledge of LABS program, employees also understand the risks of unsafety in the factory, especially issues of structural safety, electricity, and fire prevention. From there, employees have a better awareness of protecting the safety of themselves and those around them and coordinate with the factory leadership to promptly identify and overcome unsafe risks in the factory.

Thanks to LABS, the factory will take a step further towards the goal of creating the safest working environment for workers. ”

Nguyen Thi Thanh Thuy

- Compliance Manager

Duc Thanh Garment Import Export Co., Ltd.



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please email at: info@labsinitiative.com

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