

NEWSLETTER

Quarterly | January 2023 | Issue 13



PROGRESS SO FAR

▶ **406**

Factories onboarded

India: 127

Vietnam: 213

Cambodia: 66

▶ **395**

Assessments conducted

India: 126

Vietnam: 212

Cambodia: 57

▶ **581**

Safety training conducted

India: 161

Vietnam: 379

Cambodia: 41

▶ **842,695**

Workers reached

India: 162,783

Vietnam: 525,312

Cambodia: 154,600

Dear Readers,

We wish you all a very Happy New Year, hope you had a restful break and agree with us that 2022 closed strongly for the program. We are focusing on 2023 to increase our impact and promote safe workplaces in the apparel sector.

The final quarter of 2022 saw many activities and events which enabled the team to close the year on a high note. India and Vietnam conducted their second National Stakeholder meetings with fruitful discussions and recommendations from the members to strengthen the program. In Cambodia, we created a platform for Gender Equality in Apparel and Footwear to drive discussions and joint actions on gender equality. Operational excellence took center stage within the program by formulating Standard Operating Procedures and allying documentation for effective follow-up visits. Operationally, LABS surpassed the 400 factories' mark and is going strong as we work towards the addition of a new country (Indonesia) and a new area of home textile.

We thank you for your support during 2022 and we look forward to continuing to work with you in 2023!

Assessments



Factories were assessed across India, Vietnam, and Cambodia, during the fourth quarter (Q4) of 2022.

	Assessments	QA Assessments	Total
India	09	01	10
Vietnam	10	01	11
Cambodia	24	02	26

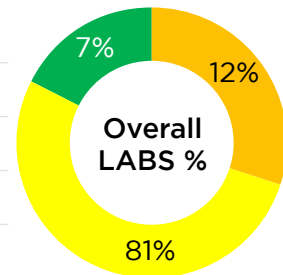
Common assessment findings



Structural Safety

- Uneven floor-load distribution on suspended floors
- Missing documentation (e.g., structural diagrams, geo-technical reports, floor-load plans, and soil reports)
- Unavailable Allowable Loading Plans
- Cracks on the bottom surfaces of floor slabs.

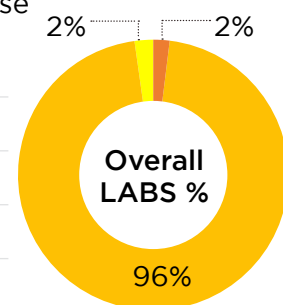
Assessment Ratings	India	Vietnam	Cambodia
Amber	0	1	4
Yellow	7	9	19
Green	1	1	1
Total	8	11	24



Fire Safety

- Rolling shutters on exit doors
- Fire hose not connected to a water source
- Fire-rated doors and fire-rated enclosures absent at staircases
- Locking devices/mechanisms found on exit doors
- Handrails not provided on both sides of the staircase

Assessment Ratings	India	Vietnam	Cambodia
Red/Amber	0	1	0
Amber	7	10	24
Yellow	1	0	0
Total	8	11	24

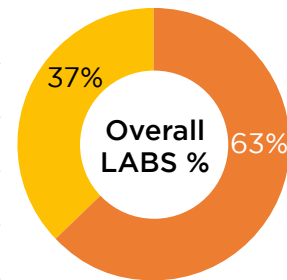




Electrical Safety

- Inadequate emergency lighting backup
- 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
- Lightning protection system not provided
- Numerous hotspots with high temperatures

Assessment Ratings	India	Vietnam	Cambodia
Red/Amber	4	5	18
Amber	4	6	6
Yellow	0	0	0
Total	8	11	24



Remediations

Fire

India

Data below represents 84 factories where 198 follow-up visits were conducted

- **97%** of the factories installed emergency lights
- **96%** of the factories removed temporary obstacles on evacuation pathways
- **97%** of the factories installed illuminated exit signages
- **95%** of the factories removed locking mechanisms from exit doors.

Vietnam

Data below represents 167 factories where 397 follow-up visits were conducted

- **100%** of the factories removed temporary obstacles on evacuation pathways
- **88%** of the factories provided additional emergency lighting
- **88%** of the factories added fire alarms
- **80%** of the factories installed additional fire detectors
- **91%** of the factories removed locking mechanisms from exit doors.

Cambodia

Data below represents 8 factories where 8 follow-up visits were conducted

- **100%** of the factories installed emergency lights
- **100%** of the factories removed temporary obstacles on evacuation pathways
- **88%** of the factories installed illuminated exit signages
- **38%** of the factories removed locking mechanisms from exit doors.

Electrical

India

- **90%** of the factories eliminated lint and dust from electrical panels and DBs
- **97%** of the factories reduced the high temperatures in electrical panels and DBs
- **96%** of the factories provided earthing connections for electrical components

Vietnam

- **92%** of the factories eliminated lint and dust from electrical panels and DBs
- **98%** of the factories reduced the high temperatures in electrical panels and DBs
- **100%** of the factories remediated issues regarding the Supplies to Life Safety Systems
- **88%** of the factories provided PE connections

Cambodia

- **88%** of the factories eliminated lint and dust from electrical panels and DBs
- **63%** of the factories reduced the high temperatures in electrical panels and DBs
- **88%** of the factories provided earthing connections for electrical components

Structural

India

- **76%** of the factories fixed the cracks in beams and columns
- **82%** of the factories removed corrosion in non-engineered structures (such as MS Shed)
- **82%** of the factories eliminated wall dampness.

Vietnam

- **85%** of the factories repaired the missing/incomplete bracing in steel building
- **79%** of the factories fixed the visible distress in structural members (e.g., cracks on columns, beams, or slabs)
- **79%** of the factories provided the Allowable Loading Plans throughout the factory building.

Cambodia

- **88%** of the factories fixed the cracks in beams and columns
- **100%** of the factories removed corrosion in non-engineered structures
- **88%** of the factories eliminated wall dampness.



LABS program is helping us to improve the working environment by improving workplace safety. It will help us to better understand and analyze the risk of safety risks and be better prepared.

Mrs. Dany Seng

Compliance Officer, Sun Best Garment Co., Ltd.

Safety Training

137

Safety Training

sessions were conducted in Q4, 2022.

In these sessions with representatives from factory management, the OHS Committee, the HR and maintenance departments, and workers from the production area.

3,239


people trained

	People trained	Training
India	988	37
Vietnam	1289	61
Cambodia	962	39



LABS Helpline

VIETNAM: One LABS-related call was received to report a water pump on fire. The factory followed up on the case, but after checking all water pumps, no such incident was found.



India: Three non-related LABS calls were received (e.g., HR issues).

Vietnam: Five non-related LABS calls were received (HR issues and general enquiries).

Cambodia: One non-related LABS call (HR issue) was received.

Key Outreach and Events

India

National Stakeholder Committee Meeting (three attendees)

New Delhi, India | November 30, 2022



Key discussion points

1. Leveraging LABS Initiative to support and increase sector coordination and collaboration, enabling dialogue within key local stakeholders to promote worker safety in the apparel sector
2. Onboarding local brands to join the program
3. Establishing a 'Platform for Safety in Apparel and Footwear Industry in India' (PSAFI) to drive the sector governance in the apparel, footwear, and accessories industry towards worker safety. This platform will have representation of government, brands, factories, CSOs, and safety experts.

Vietnam

National Stakeholder Committee meeting

Vietnam | December 9, 2022

Key discussion points

1. Leveraging LABS to improve sector coordination and collaboration in promoting workplace safety and avoid duplication and high costs at factories
2. Strengthening cooperation between MOC, VITAS, LEFASO, VNPT, and other organizations (e.g., Fair Wear Foundation and Better Work Vietnam)
3. Developing guidelines for safety committees with a focus on gender equality to increase female-participation rates in safety committees and leadership boards
4. Increasing awareness and promoting safety in the industry. LABS will hold an annual National Safety Webinar, 'Safety within the Apparel and Footwear Industries'

Cambodia

Platform for Gender Equality in Apparel and Footwear in Cambodia launch and workshop

November 2, 2022



Key discussion points

1. LABS co-hosted the 44-participant event with TAFTAC (Textile, Apparel, Footwear & Travel Goods Association in Cambodia) and powered by IDH.
2. The Platform will provide an opportunity for like-minded partners to discuss and address key issues related to gender in the apparel and footwear sectors in Cambodia, including pay gaps, working conditions, and leadership opportunities for women in the sector.
3. The workshop had participants from organizations including Cambodia's Ministry of Women's Affairs, Ministry of Labour and Vocational Training, CARE Cambodia, American Chamber of Commerce, European Chamber of Commerce, Better Factories Cambodia, UNDP, Oxfam, and GIZ, as well as apparel brands including H&M, C&A, VF Corp., Target, Marks & Spencer, and Gap Inc. The stakeholders in the sector discussed gender-equality issues and created a roadmap for collaborative action to learn, integrate, and coordinate across initiatives being taken by the government, civil society organizations (CSOs), and private-sector organizations.
4. The workshop will be held annually with the sector stakeholders including private, government, and civil society organizations to continue dialogue over gender-equality issues.



LABS Safety Training sessions [have] helped us to strengthen our capacity for the Safety Management System. We have developed a safety training program for employees every month, which includes structural, electrical safety, and fire-prevention measures. This will help the workers to have better awareness of protecting the safety of themselves and those around them and enhance the safety culture among workers.

Ho Sy Hanh

HSE Department, Eclat Textile Co., Ltd.

Incidents in Apparel Sector

India

- November 17, 2022, New Delhi. A fire broke out at a shoe factory in Madipur, Delhi, in which one person was killed
- October 24, 2022, New Delhi. A fire in a garment factory in Raghubarpura in Delhi reported no casualties and four people rescued



Sources: *India Today*; *Times of India*

Cambodia

- October 30, 2022, Phnom Penh. A fire broke out in a garment factory due to electrical short circuit, igniting combustible materials. It caused minor damage to materials and inventory – no injuries were reported.

Annexures

Factory Details

India

Assessments

- | | |
|------------------------------|--|
| 1. Arvind Limited (Arsikere) | 6. Richa Global Exports Pvt., Ltd. |
| 2. 1947 Inc. | 7. Tritan Leather Works Pvt., Ltd. |
| 3. 1947 Inc. | 8. Gokaldas Exports Pvt., Ltd. - Unit 03 |
| 4. Shivalik Prints Ltd. | 9. Alpine Apparels Pvt., Ltd. |
| 5. Amicizia Creations LLP | |

Safety Trainings

- | | |
|--|---|
| 1. JD Clothing Company | 21. Shri Arul Textiles LLP |
| 2. Wear Craft Apparels | 22. Jega Garments LLP |
| 3. Indigo Blues | 23. Chemico Processing |
| 4. Global Garments - Unit 3 | 24. Nakulan Textiles LLP |
| 5. International Clothing Company | 25. JAK Group Pvt., Ltd. |
| 6. Gokaldas Exports Pvt., Ltd. - Unit 01 | 26. 1947 Inc. - Unit 01 |
| 7. Carnival Clothing Company | 27. 1947 Inc. - Unit 02 |
| 8. Atlantic Apparels Pvt., Ltd. | 28. Celebrity Fashions Limited MEPZ |
| 9. Global Garments - Unit II | 29. Celebrity Fashions Limited - Narayanapuram |
| 10. Wear Well - Unit I | 30. Infiloom India Pvt., Ltd. |
| 11. NJK Enterprises | 31. Royal Classic Mills Pvt., Ltd. - Unit 06 |
| 12. AHP Garments Pvt., Ltd. - Unit 54 | 32. Royal Classic Mills Pvt., Ltd. - Unit 05 |
| 13. Triangle Apparels - Unit 06 | 33. KPR Mill Limited |
| 14. Yellow Jerseys LLP | 34. Texport Industries Pvt., Ltd. - Unit 16 |
| 15. Elangovan Textiles LLP | 35. Shivalik Prints Ltd. |
| 16. Radnik Exports E2 | 36. Indian Designs Exports Pvt., Ltd. - Unit 05 |
| 17. Dhana Textiles LLP | 37. Arvind Limited (Arsikere) |
| 18. Radnik Exports D201 | |
| 19. Shri Ajay Knittex LLP | |
| 20. Anand Textiles LLP | |

QA Assessment

1. Infiloom India Pvt., Ltd.

Vietnam

Assessments

- | | |
|---|---|
| 1. Phong Phu Long an Export Garment Factory | 6. Dung Quat Garment Factory (a branch of Vinatex Danang JSC) |
| 2. Tam Quan Garment Joint Stock Company | 7. Winfone Vietnam Manufacturing Co., Ltd. |
| 3. Song Hong Garment JSC - Number 7 | 8. Thai Binh Jinmao Crafts Limited Company |
| 4. Vinatex Bac Lieu Garment Factory | 9. Minh Anh Co., Ltd. |
| 5. Tien Hung Joint Stock Company (2043200) | 10. Minh Anh Kim Lien Garment Joint Stock Company |

Safety Trainings

- | | |
|---|---|
| 1. Hansoll Vina Co., Ltd. | 20. Nien Hsing (Ninh Binh) Garment Co Ltd |
| 2. Song Hong Garment JSC - Factory 7, 8, 9, 10 | 21. Hansae Vietnam Co Ltd |
| 3. Vmc Royal Co., Ltd. | 22. Nyan Kids Dong Nai Co Ltd (2057695) |
| 4. May Hai JSC - Tran Thanh Ngo | 23. Esprinta (Vietnam) Co., Ltd. |
| 5. Conntek Corp. (Vietnam) | 24. Phong Phu Long An Export Garment Factory |
| 6. Sangwoo Vietnam Co Ltd | 25. Eclat Textile Co Ltd (Vietnam) |
| 7. Makalot Garments (Vietnam) Co., Ltd. | 26. Bgg Lang Giang Garment Joint Stock Company |
| 8. Ny Hoa Viet Co., Ltd. | 27. Minh Anh Khoai Chau Garment Joint Stock Company |
| 9. Thien an Phat Textile Garment Investment Jsc - Factory 2 | 28. Seshin Vietnam Co Ltd |
| 10. Hung Way Co., Ltd. | 29. Texma Vina Co Ltd |
| 11. Regina Miracle International (Vietnam) Co Ltd - Factory A | 30. Nomura Thanh Hoa Garment Co., Ltd. |
| 12. Regina Miracle International (Vietnam) Co Ltd - Factory C | 31. Viet Tri Thai Binh Garment Joint Stock Company |
| 13. Thien Son Hung Yen Company Limited | 32. Kwang Viet Garment Co., Ltd. |
| 14. Tuyen Quang Lgg Garment Corporation | 33. S&H Vina Co., Ltd. |
| 15. Hung Long Garment and Service Joint Stock Company | 34. Sun Garment Textile Vietnam Co Ltd |
| 16. Branch of Poong In Vina Co Ltd | 35. Fulgent Sun Footwear Co., Ltd. |
| 17. Poong In Vina Co Ltd | 36. Jasan Textile & Dyeing (Vietnam) Co Ltd |
| 18. Gg Hai Duong Co., Ltd. | 37. Eversun Footwear Co Ltd |
| 19. Tng Investment and Trading JSC - Dai Tu Garment Branch | 38. Jia Hsin Co., Ltd. |

- | | |
|--|--|
| 39. Star Fashion Company Limited | 51. Leader Garment (Vietnam) Co Ltd |
| 40. Exported Footwear Manufacturer | 52. Peak Outdoor Co Ltd |
| 41. Ngoc Hung Footwear Company | 53. Greentech Headgear Company Limited |
| 42. Hansae Tg Co Ltd | 54. Youngone Hung Yen Co., Ltd. |
| 43. Youngone Nam Dinh Co., Ltd. | 55. Alena Vietnam Footwear Limited |
| 44. Tande 2 | 56. Winners Vina Co Ltd |
| 45. Manufacturing Sportwear Joint Stock Company - Thai Binh Branch | 57. Shinwon Ebenezer Ha Noi Co Ltd |
| 46. Tande 8 | 58. Sprinta (Vietnam) Co., Ltd. |
| 47. Viet Pan Pacific World Co Ltd | 59. Shinwon Ebenezer Vietnam Co Ltd |
| 48. Quang Viet (Long An) Co., Ltd. | 60. Nahal Vina Co Ltd |
| 49. Tande 3 | 61. Seshin Vn2 Co Ltd |
| 50. Tande 6 | |

QA Assessment

1. Minh Anh Co., Ltd

Cambodia

Assessments

- | | |
|---|---|
| 1. Makalot Garments (Cambodia) Co., Ltd. - Branch 3 | 12. Starlight Apparel Manufacturing Co., Ltd. |
| 2. Super Link Fashions (Cambodia) Co., Ltd. | 13. Top Centre Manufacturing Ltd. |
| 3. Makalot Garments (Cambodia) Co., Ltd. | 14. Hathor International (Cambodia) Co., Ltd. |
| 4. Wilson Leather (Cambodia) Co., Ltd. | 15. Fairdon (Cambodia) Limited |
| 5. Morning Glory Garment Enterprise Co., Ltd. | 16. Neo Meridian Industries Garments (Cambodia) Co., Ltd. |
| 6. Horizon Outdoor (Cambodia) Co., Ltd. | 17. Pontus Footwear Ltd. |
| 7. Sun World Garment Co., Ltd. | 18. Vicmark Fashions (Cambodia) Co., Ltd. |
| 8. Shoe Premier II (Cambodia) Co., Ltd. | 19. Ju Hui Footwear Co., Ltd. |
| 9. Bright Flushing Co., Ltd. | 20. 8 Star Sportswear Ltd. |
| 10. Branch of Shoe Premier II (Cambodia) Co., Ltd. | 21. Winning Dragon Leatherware (Cambodia) Co., Ltd. |
| 11. Jie Wei (Cambodia) Garment Factory Ltd. | 22. Sportex Industry Co., Ltd. |
| | 23. Goldfame Star Enterprises (Cambodia) Limited |
| | 24. Kaichi (Cambodia) Ware Ltd. |

Safety Trainings

1. Cambo Handsome Ltd.
2. Tae Young (Cambodia) Co., Ltd.
3. YTC Corporation
4. Y&W Garment Co., Ltd.
5. Grand Textiles (Cambodia) Co., Ltd.
6. New Wide (Cambodia) Garment Co., Ltd.
7. Yakjin (Cambodia) Inc.
8. Cam Forever Co., Ltd.
9. Wincam Corporation
10. Nagapeace Corporation Limited
11. Sabrina (Cambodia) Garment Manufacturing Corp.
12. Yi Da Manufacturer Co., Ltd.
13. Branch of Shoe Premier II (Cambodia) Co., Ltd.
14. T & K Garment Industry Co., Ltd.
15. Nyan Kids (Cambodia) Ltd. - 2
16. Tak Fook (Cambodia) Garment Ltd.
17. CPCG International Co., Ltd.
18. Super Link Fashions (Cambodia) Company Limited
19. Nyan Kids (Cambodia) Ltd. - 1
20. Taieasy International Co., Ltd.
21. Nyan Kids (Cambodia) Ltd.
22. Shoe Premier II (Cambodia)
23. Din Ling Garment Co., Ltd.
24. Horizon Outdoor (Cambodia) Co., Ltd.
25. Meng Tong Garment Manufactory Ltd.
26. Sun World Garment Co., Ltd.
27. Meng Yee Garment Manufactory Co., Ltd.
28. Dali Garment International (Cambodia) Limited
29. Morning Glory Garment Enterprise Co., Ltd.
30. Makalot Garments (Cambodia) Co., Ltd. - Branch 1 (MK2B)
31. Makalot Garments (Cambodia) Co., Ltd. - Branch 1 (MK2A)
32. Moha Garments Co., Ltd.
33. Makalot Garments (Cambodia) Co., Ltd. - Branch 3
34. Makalot Garments (Cambodia) Co., Ltd.
35. E Garment Co., Ltd.
36. Bright Flushing Co., Ltd.
37. Quint Major Industrial Co., Ltd.
38. Nex-T Apparel (Cambodia) Co., Ltd.
39. Pontus Footwear Ltd.

QA Assessments

1. Wilson Leather (Cambodia) Co., Ltd.
2. Din Ling Garment Co., Ltd.



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LABS is committed to transparency and, along with this newsletter will also publish results regularly on the Website: www.labsinitiative.com

For any questions or comments, please email at: info@labsinitiative.com