

NEWSLETTER

Quarterly | July 2024 | Issue 19



Dear Readers,

This edition of our newsletter highlights LABS' progress during the second quarter (Q2) of 2024 and our efforts towards stakeholder outreach. With effective stakeholder engagement at the heart of our mission to foster safer working environments, we are fostering open dialogue within the sector to build a consensus-driven approach prioritizing safety first. Additionally, we are striving for operational excellence by paying attention to detail and working collaboratively to establish benchmarks to ensure safer working conditions across the sector.

PROGRESS SO FAR

▶ **558**

Factories onboarded

India: **160**

Vietnam: **244**

Cambodia: **103**

Indonesia: **51**

▶ **533**

Assessments conducted

India: **158**

Vietnam: **235**

Cambodia: **91**

Indonesia: **49**

▶ **1,002**

Safety training conducted

India: **276**

Vietnam: **553**

Cambodia: **129**

Indonesia: **44**

▶ **1,062,724**

Workers reached

India: **199,179**

Vietnam: **541,632**

Cambodia: **216,526**

Indonesia: **105,387**

138 Factories graduated

India: **32** | Vietnam: **106**

Improving field level impact

Assessments



Factories were assessed across India, Vietnam, Cambodia and Indonesia during the 2nd quarter (Q2) of 2024.

	Assessments	QA Assessments	Total
India	7	0	7
Vietnam	14	0	14
Cambodia	2	1	3
Indonesia	9	0	9

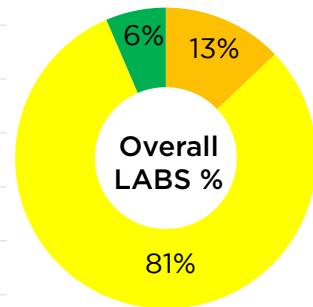
Common assessment findings



Structural Safety

- Uneven floor-load distribution on suspended floors
- Exposed reinforcement on roof slab
- Cracks on structural and non-structural members (e.g., concrete beams, columns, and walls)
- Absence of documentation (e.g., structural diagrams, geo-technical reports, floor-load plans, and soil reports)

Assessment	India	Vietnam	Cambodia	Indonesia
Red/Amber	0	0	0	0
Amber	0	0	0	4
Yellow	5	14	2	4
Green	1	0	0	1
Total	6	14	2	9



“ With the support and guidance of the LABS Initiative in Indonesia, we aim to enhance the effectiveness of our Safety Management System. The implementation of this system will benefit us not only from a business perspective, ensuring that brands continue to place orders with our factory, but it will also bolster our factory’s reputation. ”

Agus Gunawan - Electrical Engineer, PT Sun Suka Abadi - Indonesia

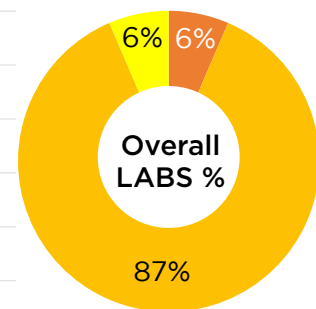




Fire Safety

- Rolling shutters on exit doors
- Insufficient emergency lights on escape paths
- Fire-rated doors and fire-rated enclosures lacking
- Overhead signages missing on escape paths
- Centralized fire-alarm system unavailable

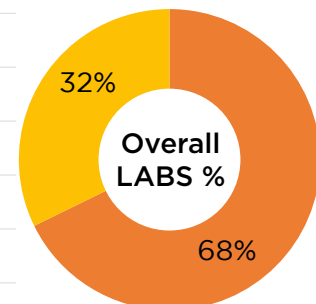
Assessment	India	Vietnam	Cambodia	Indonesia
Red/Amber	0	0	0	2
Amber	6	12	2	7
Yellow	0	2	0	0
Green	0	0	0	0
Total	6	14	2	9



Electrical Safety

- Flammable coating inside distribution panels
- Heavy lint and dust inside switchboards/distribution boards (DBs)
- Earthing to DBs, MS roof truss, transformer fencing, and battery bank racks not provided
- Lightning protection system not supplied
- Numerous hotspots with high temperatures ranging from 73°C to 120°C

Assessment	India	Vietnam	Cambodia	Indonesia
Red/Amber	6	8	1	6
Amber	0	6	1	3
Yellow	0	0	0	0
Green	0	0	0	0
Total	6	14	2	9



Remediations

India

Data comprises 102 factories where 347 follow-up visits were conducted

Fire Safety:

- **99%** of the factories installed emergency lights
- **96%** of the factories removed the temporary obstacles observed on the evacuation pathways
- **97%** of the factories installed illuminated exit signages
- **89%** of the factories removed locking mechanisms from exit doors

Electrical Safety:

- **90%** of the factories removed lint and dust from electrical panels and DBs
- **98%** of the factories reduced the high temperatures in electrical panels and DBs
- **96%** of the factories provided earthing connections for electrical components

Structural Safety:

- **78%** of the factories mended cracks in beams and columns
- **79%** of the factories removed the corrosion in non-engineered structures (such as MS Shed)
- **82%** of the factories eliminated the wall dampness

Vietnam

Data comprises 244 factories where 716 follow-up visits were conducted

Fire Safety:

- **95%** of the factories installed emergency lights
- **100%** of the factories removed temporary obstacles on evacuation pathways
- **91%** of the factories installed illuminated exit signages
- **97%** of the factories removed locking mechanisms from exit doors

Electrical Safety:

- **95%** of the factories removed lint and dust from electrical panels and DBs
- **99%** of the factories reduced the high temperatures in electrical panels and DBs
- **92%** of the factories provided earthing connections for electrical components

Structural Safety:

- **80%** of the factories mended cracks in beams and columns
- **85%** of the factories removed the corrosion in non-engineered structures (such as MS Shed)
- **84%** of the factories eliminated the wall dampness

Cambodia

Data comprises 61 factories where 178 follow-up visits were conducted

Fire Safety:

- **97%** of the factories installed emergency lights
- **100%** of the factories removed temporary obstacles on evacuation pathways
- **77%** of the factories installed illuminated exit signages
- **83%** of the factories removed locking mechanisms from exit doors

Electrical Safety:

- **93%** of the factories removed lint and dust from electrical panels and DBs
- **88%** of the factories reduced the high temperatures in electrical panels and DBs
- **89%** of the factories provided earthing connections for electrical components

Structural Safety:

- **93%** of the factories mended cracks in beams and columns
- **97%** of the factories removed the corrosion in non-engineered structures
- **92%** of the factories eliminated the wall dampness

Indonesia

Data comprises 28 factories where 59 follow-up visits were conducted

Fire Safety:

- **52%** of the factories have installed emergency lights
- **87%** of the factories have removed the temporary obstacles observed on the evacuation pathways
- **33%** of the factories have installed illuminated exit signage
- **23%** of the factories have removed the locking mechanism from the exit doors

Electrical Safety:

- **44%** of the factories have removed the lint and dust from electrical panels and distribution boards
- **69%** of the factories have taken needful corrective actions to reduce the high temperatures observed in electrical panels and distribution boards
- **33%** of the factories have provided earthing connections for the electrical components

Structural Safety:

- **36%** of the factories have remediated the issues related to cracks observed in beams and columns
- **25%** of the factories have remediated the corrosion observed in non-engineered structures

Safety Training

52

Safety Training

sessions were conducted in Q2, 2024.

There were 52 Safety Trainings during Q2 with 1,253 representatives from factory management, the OHS Committee, HR and maintenance departments, and workers from the production area.

1,253

People Trained

	Training	People trained
India	16	440
Vietnam	25	559
Cambodia	06	118
Indonesia	05	136



LABS Chat Platform

LABS has a toll-free Helpline (in Vietnam, India, and Cambodia) and a LABS Chat platform (in Vietnam, India, Cambodia, and Indonesia) to enable workers to raise their concerns of unsafe working conditions. The Helpline's IVR was updated to include the Tamil language for greater reach.

India

- One non-LABS case was reported regarding a factory worker seeking an exit form to officially resign

Vietnam

- Four non-LABS cases were reported; an unpleasant workplace interaction, excessive overtime, unfair fines, and tough management



Quality Assurance Measures & Updates

- The LABS team and associated firms conducted quality assurance visits across Vietnam and Cambodia to evaluate the robustness of operations and process execution. Subsequently, quality assurance plans were developed, and calibration sessions were held to implement necessary corrective measures.\
- A follow-up visit report template was created, and training was provided to the LABS team on detailed report writing requirements.
- Refresher training on Safety Management Systems was conducted for inspection firms in the respective countries.
- Internal policies and procedures were reviewed and updated to support the implementation of best practices.

“ I work as a tailor in your factory. I recently attended the LABS Training. During the training, I learned about the dangers of electrical loose wires. Coincidentally, I found a loose wire at home and was able to fix it thanks to the information I gained in the training. This experience made me realize the seriousness of electrical hazards. I am grateful to the management for providing such a valuable training program.”



Roopa BK - Tailor, Venkateshwara Clothing Company - India

Key Outreach and Events

India

National Stakeholder Committee (NSC) meeting – India

May 7, 2024

- Two new members were added to the committee from the leadership of Confederation of Indian Textile Industries (CITI) and Apparel Export Promotion Council (AEPC)
- A discussed was held on building the narration of safety's importance under the subject of ESG



- Policy building the industry-specific certification program for safety office in collaboration with National Safety Council on India (NSC) and CITI in alignment with Ministry of Textile was covered

Vietnam

Global Sourcing Fair Vietnam 2024

April 24, 2024

LABS Initiative was invited to share insights on the importance of safety in the apparel industry to establish a platform for sharing best practices, knowledge, learning, and technical perspectives while fostering partnerships for the sustainable development of Vietnam's textile and garment sector.



ILO's Better Work Vietnam (BWV) engagement

May 14, 2024

The key purpose of the engagement was to support and enable BWV to identify challenges and synchronize implementation strategies to foster safer and more secure workplaces.

NSC meeting – Vietnam

May 22, 2024

The NSC continues to support LABS Vietnam and recognizes the operations the LABS team performed in the field to guide factories on technical matters. We discussed and agreed to develop a comprehensive safety handbook to distribute across the apparel industry, serving both LABS and non-LABS factories – representatives from VITAS, LEFASO, and VCCI will ensure the handbook’s accessibility and practical application.

Cambodia

NSC meeting – Cambodia

April 1, 2024

At the meeting, the Chair and Director General of Dept. of Construction, Ministry of Land Management, Urban Planning and Construction stated he is recommending to his Deputy Prime Minister the adoption of LABS Standards for the manufacturing sector.



Meeting with Director General, Dept. of Occupational Safety & Health, Ministry of Labour & Vocational Training

April 2, 2024

Potential collaborations with training inspectors on LABS Assessment process, safety training, etc. was highlighted.



Secretary General of Cambodia Footwear Association (CFA) meeting

April 5, 2024

Adding LABS Standard to CFA's website and sharing with its 130 members was the main topic of discussion. The English and Khmer versions were shared with the Secretary General to translate LABS Standards into Chinese for their members.

LABS Initiative presentation meeting

May 2, 2024

The LABS Initiative was presented to the Minister, Ministry of Industry, Science, Technology & Innovation, followed by distribution of the LABS Standard.

Indonesia

NSC meeting - Indonesia

Q2, 2024

Indonesia's second NSC meeting was held with eight representatives from the following: Ministry of Manpower; National Disaster Management Agency; Jakarta Regional Disaster Management Agency; Jakarta Fire and Rescue Agency; Indonesian Textile Association; Indonesia Network of Occupational Safety and Health Professionals; Indonesian Health and Work Safety Association Organization; and Indonesian Fire Safety Professionals Society. NSCs discussed Indonesia's Export Target, ***"How safe working conditions [can] be a differentiator to drive the target"*** and discussed improving safety awareness.



Incidents in Apparel Sector

India

- **31st May 2024:**

A massive fire erupted at Numero Uno Clothing Limited in Manesar, Haryana. Over thirty fire engines were deployed. No injuries were reported, but the four-story factory was severely damaged.

Source: <https://timesofindia.indiatimes.com/city/gurgaon/massive-fire-at-manesar-cloth-factory-with-no-casualties/articleshow/110574481.cms>



- **June 14, 2024:**

Over eighty workers were evacuated after a fire broke out at a garment factory in NOIDA, which spread to the adjacent factory.



Source: <https://www.hindustantimes.com/cities/noida-news/noida-fire-breaks-out-in-two-companies-at-sector-67-fire-tenders-at-spot-101718441541483.html>

Vietnam

- **May 19, 2024:**

One person was severely burned after a fire at Xin Rong International Factory (shoe factory) in South Vietnam. The cause of the fire was attributed to the spillage of heating oil (chemicals and shoe material from plastic and rubber) into the pipeline by the company's mechanical staff

Annexures

Factory Details

India

Assessments

1. Tangerine Skies PVT LTD
2. Ampersand Design PVT LTD
3. BPS Accessories Private Limited
4. Global Leathers PVT LTD
5. Penguin Apparels PVT LTD – Unit 7
6. Indus Craft

Safety Trainings

1. IGT Exports Ltd
2. A V Thomas Leather & Allied Products Pvt Ltd
3. Trident Ltd – Bed Linen Division
4. Trident Ltd – Bath Linen Division
5. Orient Fashions Exports Pvt Ltd – B4
6. Tangerine Skies Pvt Ltd
7. Orient Fashions Exports Pvt Ltd – A1-4
8. Pratibha Syntex – Unit 2
9. Pratibha Syntex – Unit 6
10. Orient Fashions Exports Pvt Ltd – C17
11. Wear Craft
12. JD Clothing Company
13. Indigo Blues
14. Global Garments – II
15. Asian Fabrics
16. Faze Three Limited

Re-Assessments

1. White House

Vietnam

Assessments

1. Haivina Kim Lien Co., Ltd.
2. Pou Li Vietnam Co., Ltd.
3. Mido Vina Co Ltd
4. Ever Great International Co Ltd
5. Thien Son Ha Nam Co Ltd
6. Thuan Phuong Embroideries Garments Co Ltd
7. E-TOP (Vietnam) Co Ltd
8. Eagle Nice Vietnam Co., Ltd.
9. Hoai Son Garment Limited Company

Safety Trainings

- | | |
|---|--|
| 1. FTN Vietnam Co., Ltd. | 13. Thien Son Hung Yen Company Limited |
| 2. World Top Company Limited | 14. Poong In Vina Co Ltd |
| 3. Appareltech Vinh Loc Garment Export Co., Ltd. | 15. Araviet Company Limited |
| 4. Viet Pan-Pacific Nam Dinh Co Ltd | 16. Hansae Tg Co Ltd |
| 5. Bac Giang LNG Garment Corporation | 17. P.I.T Vina Co Ltd |
| 6. Eins Vina Co Ltd | 18. Triple Garment (Vietnam) Co Ltd |
| 7. Leader Garment (Vietnam) Co Ltd | 19. Hung Yen Garment Corporation – Joint Stock Company |
| 8. Peak Outdoor Co Ltd | 20. Haivina Kim Lien Co., Ltd. |
| 9. Scavi Hue Company | 21. Son Ha Co Ltd – Thai Binh Branch |
| 10. Hung Long Garment and Import-Export Service Joint Stock Company | 22. Song Hong Garment JSC – Factories 7, 8, 9, and 10 |
| 11. New Wide Garment (Vienam) Co., Ltd. | 23. Nobland Vietnam Co Ltd |
| 12. Hansae Vietnam Co Ltd | 24. Haiantex Joint Stock Company |
| | 25. Hansae Tn Co., Ltd. |

Re-Assessments

- | | |
|-------------------------------|---|
| 1. Jasan Socks Vietnam Co Ltd | 4. Wingsburg Vietnam Co Ltd |
| 2. Araviet Company Limited | 5. Din Sen Vietnam Enterprise Co Ltd – Long An Branch |
| 3. Scavi Hue Company | |

Cambodia

Assessments

- | | |
|--|---|
| 1. Airsun Leather Goods (Cambodia) Co., Ltd. | 2. CB Kingtop Fashion Garment Co., Ltd. |
|--|---|

Safety Trainings

- | | |
|--|--|
| 1. Goodmate (Cambodia) Headwears Co., Ltd. | 4. Cambodian Wuxi Jin Mao Garment Co Ltd |
| 2. Cambodian Socks and Underwear Co., Ltd. | 5. Walt Technology (Cambodia) Co., Ltd. |
| 3. Jade Sun Garment (Cambodia) Co., Ltd. | 6. Superlink Fashions (Cambodia) Co., Ltd. |

QA Assessments

1. Solamoda (Cambodia) Garments Co., Ltd.

Re-Assessments

1. Yi Da Manufacturer Co., Ltd.
2. Great Bestway Manufacturing Co., Ltd.
3. Nyan Kids (Cambodia) Ltd. – 2

Indonesia

Assessments

1. PT Leetex Garment Indonesia
2. PT Sam Kyung Jaya Garments
3. PT Glory Industrial Semarang II
4. PT Capglobal Industry International
5. PT C Site Texpia
6. PT Gunung Abadi
7. PT Tiga Kyung Seung Garment
8. PT Sunwoo Garment Indonesia
9. PT Gunung Salak Sukabumi

Safety Trainings

1. PT Leetex Garment Indonesia
2. PT Star Fashion Ungaran
3. PT Sam Kyung Jaya Garments
4. PT Glory Industrial Semarang II
5. PT Capglobal Industry International



LABS Secretariat

Arthur van Schendelstraat 500, 3511 MH Utrecht
P.O. Box 1241, 3500 BE Utrecht

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

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