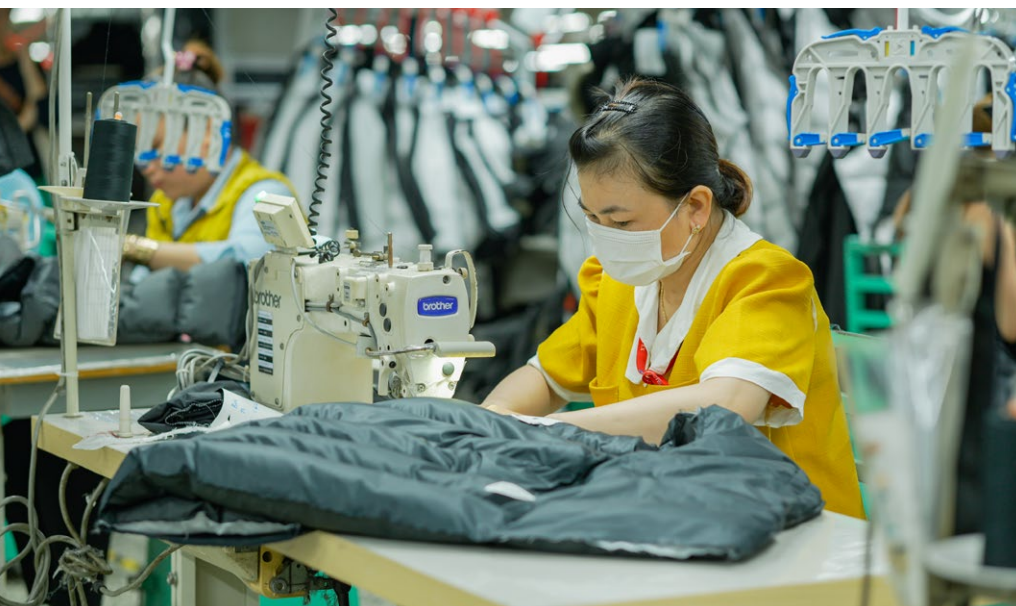


# NEWSLETTER

Quarterly | January 2025 | Issue 21



Dear Readers,

Happy New Year! As we step into a new year, we're thrilled to bring you the latest updates from the Life and Building Safety (LABS) Initiative. At LABS, our mission remains steadfast: fostering safer working environments across the apparel, footwear, accessories, and home-textile sectors through robust safety systems and collaborative partnerships.

The final quarter (Q4) of 2024 was marked by significant milestones, including the signing of a Memo of Understanding (MoU) with the National Safety Council (NSC) at the SUTRA 2024 event, reinforcing our commitment to enhancing safety culture through knowledge sharing and capacity building. We conducted comprehensive on-site safety assessments and engaged stakeholders to drive impactful changes at both policy and operational levels.

As always, we aim to inspire action and collaboration among stakeholders to achieve a shared vision of safety and sustainability.

Thank you for being part of our journey. Together, we look forward to making 2025 a year of transformative progress in building safer and more resilient workplaces.

## PROGRESS SO FAR

► **596**

Factories onboarded

India: **168**

Vietnam: **255**

Cambodia: **115**

Indonesia: **58**

► **585**

Assessments conducted

India: **164**

Vietnam: **251**

Cambodia: **112**

Indonesia: **58**

► **1,207**

Safety training conducted

India: **318**

Vietnam: **620**

Cambodia: **187**

Indonesia: **82**

► **11,66,689**

Workers reached

India: **214,081**

Vietnam: **548,769**

Cambodia: **233,686**

Indonesia: **170,153**

**168** Factories graduated

India: **50** | Vietnam: **116**  
Cambodia: **02**

# Improving field level impact

## Assessments

17



Factories were assessed across India, Vietnam, Cambodia and Indonesia during the 4<sup>th</sup> quarter (Q4) of 2024.

	Assessments	QA Assessments	Total
India	2	0	2
Vietnam	3	2	5
Cambodia	9	1	10
Indonesia	3	0	3

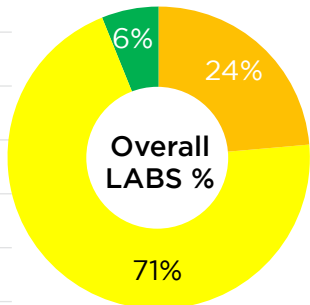
### Common assessment findings



#### 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	3	1
Yellow	1	3	6	2
Green	1	0	0	0
Total	2	3	9	3



“ Since participating in the LABS program, I have observed significant improvements in the areas of electrical safety, fire safety, and factory structure. The safer working environment fostered by LABS allows my colleagues and me to focus on production with greater peace of mind. As an electrician, working under the guidance of LABS experts has provided me with not only practical and relevant knowledge but also a deep understanding that directly benefits my daily work. I am grateful for the invaluable expertise I’ve gained, which has made a real difference in my professional growth. ”

TRAN DINH TY - Electrician

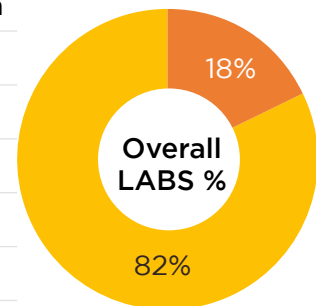




## Fire Safety

- 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

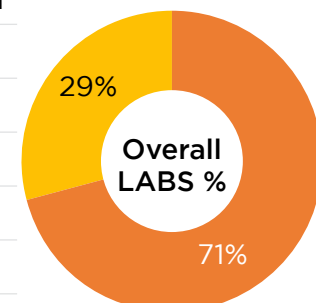
Assessment	India	Vietnam	Cambodia	Indonesia
Red/Amber	0	0	1	2
Amber	2	3	8	1
Yellow	0	0	0	0
Green	0	0	0	0
<b>Total</b>	<b>2</b>	<b>3</b>	<b>9</b>	<b>3</b>



## 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
- Lighting protection system not supplied
- Numerous hotspots with high temperatures ranging from 77°C to 101°C

Assessment	India	Vietnam	Cambodia	Indonesia
Red/Amber	2	2	6	2
Amber	0	1	3	1
Yellow	0	0	0	0
Green	0	0	0	0
<b>Total</b>	<b>2</b>	<b>3</b>	<b>9</b>	<b>3</b>



## Remediations

### India

Data comprises 113 factories where 461 follow-up visits were conducted

#### Fire Safety:

- **95%** of the factories installed emergency lights
- **99%** of the factories removed temporary obstacles on evacuation pathways
- **94%** of the factories installed illuminated exit signages
- **90%** of the factories removed locking mechanisms from exit doors

#### Electrical Safety:

- **92%** of the factories removed 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

#### Structural Safety:

- **82%** of the factories mended cracks in beams and columns
- **80%** of the factories removed the corrosion in non-engineered structures (such as MS Shed)
- **79%** of the factories eliminated the wall dampness

### Vietnam

Data comprises 239 factories where 854 follow-up visits were conducted

#### Fire Safety:

- **96%** of the factories installed emergency lights
- **100%** of the factories removed temporary obstacles on evacuation pathways
- **90%** of the factories installed illuminated exit signages
- **95%** of the factories removed locking mechanisms from exit doors

#### Electrical Safety:

- **93%** 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
- **92%** of the factories provided earthing connections for electrical components

#### Structural Safety:

- **83%** of the factories mended cracks in beams and columns
- **88%** of the factories removed the corrosion in non-engineered structures (such as MS Shed)
- **78%** of the factories eliminated the wall dampness

## Cambodia

Data comprises 69 factories where 258 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 44 factories where 134 follow-up visits were conducted

### Fire Safety:

- **79%** of the factories installed emergency lights
- **91%** of the factories removed temporary obstacles on evacuation pathways
- **85%** of the factories installed illuminated exit signages
- **34%** of the factories removed locking mechanisms from exit doors

### Electrical Safety:

- **43%** of the factories removed lint and dust from electrical panels and DBs
- **65%** of the factories reduced the high temperatures in electrical panels and DBs
- **36%** of the factories provided earthing connections for electrical components

### Structural Safety:

- **38%** of the factories mended cracks in beams and columns
- **52%** of the factories removed the corrosion in non-engineered structures



# Safety Training

103

**Safety Training**  
sessions were  
conducted in Q4, 2024.

2,455

**People Trained**

There were 103 Safety Trainings during Q4 with 2,455 representatives from factory management, the OHS Committee, HR and maintenance departments, and workers from the production area.

	Training	People trained
India	28	601
Vietnam	25	598
Cambodia	32	776
Indonesia	18	480



“ I have been working in Pee Empro Exports for five years as a packer. I have attended LABS training three times and learnt multiple things related to safety at [the] workplace like how can I contribute to protect our organization from dangerous incidents and help to implement safety processes. Moreover, how can I protect myself during emergency and got awareness about health risk, electrical/fire and structural safety. ”

VIMAL KISHOR - Packer, Pee Empro Exports PVT LTD - Unit 13



## REPORTING PLATFORM UPDATES

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.

### LABS Reported Cases reported this quarter

- **Cambodia** one reported case related to electrical safety  
The case was shared with the factory and the Brand. The factory stated that circuit rectification of the electrical boxes was performed recently, which could have caused misunderstandings among workers. No electrical hazards were found.

### Non-LABS Reported Cases

- **India:** one case concerned a supervisor's behavior
- **Vietnam:** two cases were reported, specifically:
  - unpaid overtime for managers
  - pushing bikes up a slope
- **Cambodia:** three cases were reported:
  - Retaliation against representatives after union dissolution
  - Cancellation of monthly reward program (five chats received)
  - Transportation for overtime workers.



“ The safety training we received from LABS was really eye-opening and practical. Before, we didn't think much about fire risks, electrical issues, or even the stability of the building. But now, we know how to spot hazards, like overloaded circuits or cracks in the structure, and what steps to take to fix them. It's given us the confidence to act quickly and prevent accidents, which could save lives in the future. I feel much safer coming to work now, knowing we're all better prepared. ”

REMBOKO AINUN NAZAR – Mechanical (Electrical and Mechanical)  
PT Shinsung Grand Indonesia



## Key Outreach and Events

### India

#### Platform for Safety in Apparel and Footwear Industry (PSAFI) – 2nd Edition

October 4, 2024

The event in Bangalore was attended by 140 participants including statutory authorities, Brands, factories, and industry experts. The event was inaugurated by Dr. Lalit Gabhane, Director General, National Safety Council (NSC); Mr. Navneeth Mohan, Joint Director of Factories, Government of Karnataka was the chief guest. Mr. Navneeth emphasized the importance of leadership for effective safety-culture development in alignment with statutory requirements.

Panel discussions on effective leadership, the accountability-driving safety culture, as well as proactive safety management were held. The event concluded with workshops on the “Role of Safety Officer and Safety Manager” presented by the NSC and “Safety Management System” presented by the LABS team.



#### LABS at SUTRA 2024

October 17, 2024

Representatives from various stakeholders of the industry including factory, government, Apparel Export Promotion Council (AEPC) and the international organization United Nations Development Program (UNDP) attended the panel discussion “Driving better jobs by developing safe working conditions” to encourage collective efforts and emphasize safe working conditions.

Additionally, LABS signed an MoU with the NSC during the event to leverage the strengths through SME knowledge of NSC and LABS to collectively drive worker safety in the apparel, textile, and footwear industry.





## Good Practices Session for factories

November 25, 2024

Factories in India were informed of the good practices implemented by factories throughout the country. Additional agenda topics included the ideal process and timeline to achieve graduation, along with the implementation of Safety Management Systems (SMS). There were 88 participants, including factory members (both current and graduated) and LABS Brand participants.

## NSC Meeting

December 3, 2024

Five NSC members attended this meeting at Gurgaon. Topics of discussion included the PSAFI outcome, a working group to drive the safety culture in the industry, the Safety Officer Certification program “Feasibility, Collaboration and Implementation”, and India’s Export Target “Positioning Safe Working Conditions as a Differentiator”.



## “Responsible Business Practices” Workshop

December 6, 2024

The workshop, conducted in partnership with UNDP stressed how improved working conditions and safety can drive the effort. A discussion followed on how ESG requirements can be driven through best safety practices.



## Vietnam

### NSC Meeting

November 7, 2024

The LABS program was introduced to Mr. Bui Duc Nhuong, Deputy Director of the Ministry of Labor's Health and Safety Department, to explore collaborations in promoting safety.

The meeting's highlights included:

- Strengthening partnerships with industry associations and factories through forums and workshops to address challenges and share best practices
- Establishing a platform for safety leaders to exchange insights and enhance LABS implementation
- Promoting LABS standards via websites and quarterly updates by VITAS and LEFASO
- Planning workshops to foster safety ownership and active worker participation using innovative methods like gamified learning and mentorship

### Good Practices Session for factories

November 28, 2024

The LABS Vietnam team conducted a Good Practices Sharing Session to promote safer working conditions in the apparel, footwear, and accessory industries. There were approximately 250 representatives from LABS, Brands, inspection firms, QA firms, safety-training firms, and the Ministry of Construction (MOC).

The session drew attention to establishing a platform for sharing good practices, lessons learned, and technical insights with LABS factories and partners as well as enhancing collaborations among LABS stakeholders.

## Cambodia

### NSC Meeting

November 11, 2024

An eighth member was added – the Director General of the Department of Industry from the Ministry of Industry, Science, Technology & Innovation.





## Platform for Gender Equality in Apparel & Footwear in Cambodia

December 20, 2024

The LABS Initiative, GIZ, and FABRIC Cambodia successfully hosted the Platform for Gender Equality in Apparel & Footwear in Cambodia workshop, bringing together government representatives, industry leaders, trade unions, and civil society organizations to address the pressing issue of gender-based violence and harassment (GBVH) in the garment and footwear sector. This marked the second year LABS organized the event to promote safer and more equitable workplaces.

The workshop shed light on the persistent challenges faced by Cambodia's garment sector, which remains a key driver of the nation's economy. GBVH continues to disproportionately affect female workers, compromising their well-being, reducing productivity, and incurring significant economic costs. Inadequate reporting mechanisms and a lack of coordination among stakeholders were highlighted as key barriers to addressing the issue.

Government representatives, including Her Excellency HOU Samith, Secretary of State, Ministry of Women's Affairs and Her Excellency NHEAN Sochetra, Director General of the Ministry of Women's Affairs, outlined the government's commitment to tackling GBVH through initiatives like the Neary Rattanak VI Strategy for gender equality. Industry leaders and civil-society experts, including representatives from ILO Better Factories Cambodia and the Cambodian Garment Training Institute, shared actionable insights and successful strategies for preventing and addressing GBVH in the workplace.



## Indonesia

### Design Requirement Workshop

October 28, 2024

There were 87 representatives from 32 factories and two inspection firms at the workshop, designed to ensure factories adhere to LABS standards across fire, electrical, and structural safety. Implementing designs for fire detection, electrical systems (Single Line Diagram), lightning protection, and structural integrity contributes to reducing the likelihood of accidents or equipment failures.

The two inspection firms, QIMA and SGS, were available to answer any technical questions from the factory team.

### Third NSC Meeting

November 25, 2024

A discussion regarding collaborating with industrial estate associations, State Electricity Company (PLN), contractor associations, and police forces to ensure implementation of LABS safety standard was held. Other topics included the business case of calculating the economic impact of safety implementation in industries as well as including local authorities in safety training to enhance grassroots-level awareness.





# Incidents in Apparel Sector

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## India

- **October 30, 2024:** One person died and seven were injured after a fire erupted at a chemical factory in West Bengal's North 24 Parganas district.
- **November 2, 2024:** At approximately 9:30pm, there was a blaze at a textile factory in the Alamganj area of Burhanpur district of Madhya Pradesh.
- **December 21, 2024:** A massive fire broke out at a garment factory in Tirupur; all workers were evacuated. A portion of the building had to be demolished to gain inside access, probably caused by an electrical short circuit.

## Cambodia

- **October 25, 2024:** A fire engulfed a textile and carton-box marker warehouse factory (Jin Yu Feng Parking Carton) in Phnom Penh.
- **November 4, 2024:** A fire broke out at Hong Cen Max Leather Products Co Ltd at 8:30am, a factory located in Bek Chan Commune, Ang Snoul District, Kandal Province. An investigation is ongoing.
- **November 4, 2024:** At 9:10pm, a fire erupted at the SDY Company Construction Interior Design, a furniture factory in Kraing Ang Village, Kraing Commune, Thnong, Khan Sen Sok, Phnom Penh. Approximately 50% of the factory's facilities were damaged.
- **November 10, 2024:** A fire, due to an electrical iron being left on, broke out at 5:10pm at Jade Sun Garment factory; no injuries were reported.

## Indonesia

- **October 14, 2024:** The smelter fire at PT Freeport Indonesia (PTFI) in the Java Integrated Industrial and Port Estate (JIPE) Special Economic Zone, located in Manyar District, Gresik, East Java, is being investigated.
- **November 20, 2024:** A massive fire engulfed a garment factory and a house on Jalan Air Jantung, Kampung Tanjung, Kawalu District, Tasikmalaya City. A building 8x12 meters burned down, causing moderate damage.
- **December 8, 2024:** A major fire burned the PT Anugerah Abadi Magelang garment factory, causing significant damage and halting operations.

# Annexures

## Factory Details

### India

#### Assessments

1. Radnik Auto Exports PVT LTD
2. Shivalik Prints LTD

#### Safety Trainings

1. Indian Designs Exports PVT LTD – Unit 05
2. Synthesis Home Textiles PVT LTD
3. Soundaraa Knit Wears
4. Parameshwari Exports PVT LTD
5. Global Garments – III
6. NJK Enterprises
7. International Clothing Company
8. Shahi Exports PVT LTD – Unit 26
9. JD Clothing Company
10. Indigo Blues
11. Global Garments – II
12. Wear Craft Apparels
13. Nahar Spinning Mills LTD – 427
14. Nahar Spinning Mills LTD – 373
15. Nahar Spinning Mills LTD – 376
16. Chelsea Mills LLP – Manesar
17. Shahi Exports PVT LTD – IP2
18. Shahi Exports PVT LTD – IP1
19. JAK Group PVT LTD – 704
20. Triangle Apparels – Unit VI
21. First Steps Baby Wear India PVT LTD
22. Shahi Exports PVT LTD – Unit 46
23. Kerafibretext International PVT LTD
24. Pee Empro Exports PVT LTD – Unit 13
25. Radnik Exports PVT LTD – E2
26. Orient Fashion Exports PVT LTD – 488
27. Orient Fashion Exports PVT LTD – B1
28. Pee Empro Exports PVT LTD – Unit 78

### Vietnam

#### Assessments

1. Thanh Phat Leather Shoes Export Company Limited (2065693)
2. Hoang Son Development And Investment Joint Stock Company
3. Thinh Phat Joint Stock Company

#### Safety Trainings

1. Son Ha Hue Limited Company
2. Thanh Phat Leather Shoes Export Company Limited
3. Hue Textile Garment JSC – Factory 4
4. Ha Bac Export Garment Joint Stock Company – Minh Duc Branch

- |   |  |
|---|--|
| 5. TNG Investment and Trading JSC – Dai Tu Branch               | 16. Hoang Son Development And Investment Joint Stock Company           |
| 6. Vinatex Bac Lieu Garment Factory                             | 17. Minh Anh Co Ltd  |
| 7. Jasan Socks Vietnam Co Ltd                                   | 18. Song Hong Garment JSC – Factory 3, 4, 5, 6                         |
| 8. Santerlon Travel Goods Limited Company                       | 19. Wayne Vietnam Co Ltd   |
| 9. Thinh Phat Joint Stock Company                               | 20. Song Hong Garment JSC – Nghia Hung Branch – Factory 15, 16, 17, 18 |
| 10. Song Hong Garment JSC – #7                                  | 21. Minh Anh – Khoai Chau Garment Joint Stock Company                  |
| 11. Thao Uyen Garment Manufacturing and Trading Co Ltd          | 22. Minh Anh – Kim Lien Garment Joint Stock Company                    |
| 12. Exported Footwear Manufacturer                              | 23. Primacy (Vietnam) Enterprise Company Limited                       |
| 13. Dung Quat Garment Factory – A Branch of Vinatex Da Nang JSC | 24. REGINA MIRACLE INTERNATIONAL VIETNAM Co Ltd – FACTORY A            |
| 14. Wingsburg Vietnam Co Ltd                                    | 25. Alena Vietnam Footwear Limited                                     |
| 15. Speed Motion Vietnam Company Limited                        |  |

### QA Assessments

1. Thinh Phat Joint Stock Company
2. Freetrend Industrial (Vietnam) Co Ltd – Bbd

### Re-Assessments

1. Bac Giang LNG Garment Corporation
2. Peak Outdoor Co Ltd

## Cambodia

### Assessments

- |  |                                 |
|--|---------------------------------|
| 1. Zhejiang Hengfeng Top Leisure (Cambodia) Co Ltd | 5. Elite Win (Cambodia) Co Ltd  |
| 2. Shun Xin Luggage Industry (Cambodia) Co Ltd     | 6. Canpak (Cambodia) Co Ltd     |
| 3. Silver Age Knitting Co Ltd                      | 7. G.W Greenways Textile Co Ltd |
| 4. Qi Heng Xin Factory Co Ltd                      | 8. Ying Yi Industry Co Ltd      |
|  | 9. TY Fashion (Cambodia) PLC    |

### Safety Trainings

- |   |  |
|---|--|
| 1. Makalot Garments (Cambodia) Co Ltd               | 16. Pontus Footwear LTD                        |
| 2. Makalot Garments (Cambodia) Co Ltd – Branch 3    | 17. Great Bestway Manufacturing Co Ltd         |
| 3. Morning Glory Garment Enterprise Co Ltd          | 18. Nex-T Apparel (Cambodia) Co Ltd            |
| 4. Lecrown Shoes Industry Co Ltd                    | 19. Yi Da Manufacturer Co Ltd                  |
| 5. In Kyung (Cambodia) Co Ltd                       | 20. Ealytex (Cambodia) Garment Co Ltd          |
| 6. Yong De Wei Garment PTY LTD                      | 21. CG Glory (Cambodia) Manufacturing Co Ltd   |
| 7. Silver Age Knitting Co Ltd                       | 22. Sportex Industry Co Ltd                    |
| 8. Liefeng Outdoors (Cambodia) Co Ltd               | 23. TY Fashion (Cambodia) PLC                  |
| 9. Moha Garments Co Ltd                             | 24. Shoe Premier II (Cambodia) Co Ltd – Branch |
| 10. Zhejiang Hengfeng Top Leisure (Cambodia) Co Ltd | 25. F.U.G Garment (Cambodia) Co Ltd            |
| 11. Branch of Wilson Leather (Cambodia) Co Ltd      | 26. Airsun Leather Goods (Cambodia) Co Ltd     |
| 12. KAICHI (Cambodia) Ware LTD                      | 27. New Wide (Cambodia) Garment Co Ltd         |
| 13. Taieasy International Co Ltd                    | 28. Wincam Corporation                         |
| 14. Sun Grace Sports (Cambodia) Co Ltd              | 29. Ying Yi Industry Co Ltd                    |
| 15. Sees Global (Cambodia) Co Ltd                   | 30. Tae Young (Cambodia) Co Ltd                |
|   | 31. Hung Hsing Garment (Cambodia) Co Ltd       |
|   | 32. Starite (Cambodia) Co Ltd                  |

### QA Assessment

1. TY Fashion (Cambodia) PLC

### Re-Assessment

1. Starite (Cambodia) Co Ltd

## Vietnam

### Assessments

- |                         |                             |
|-------------------------|-----------------------------|
| 1. PT Hansoll Indo Java | 3. PT Young Tree Industries |
| 2. PT L&B Indonesia     |                             |



## Safety Trainings

- |                                |  |
|--------------------------------|--|
| 1. PT Bintang Baru Sukses      | 11. PT Pungkook Indonesia One – Grobogan |
| 2. PT Shinsung Grand Indonesia | 12. PT Willbes Global                    |
| 3. PT Blue Rose Narado         | 13. PT Shinwon Indonesia                 |
| 4. PT Kanindo Makmur Jaya – 2  | 14. PT Kanaan Global Indonesia           |
| 5. PT Great Apparel Indonesia  | 15. PT Hansoll Indo Java                 |
| 6. PT Prima Sejati Sejahtera   | 16. PT Kahoiindah Citragarment           |
| 7. PT Liebra Permana           | 17. PT Eagle Nice Indonesia              |
| 8. PT Hop Lun Indonesia        | 18. PT L&B Indonesia                     |
| 9. PT Yakjin Jaya Indonesia    |  |
| 10. PT Bomin Permata Abadi     |  |



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