



Life And Building
Safety Initiative
**Annual Report
2024**



From Management Board

As we reflect on another year of progress, I am proud to see the Life and Building Safety (LABS) Initiative continue to lead the charge in transforming working conditions in the global textile and apparel industry. Through collective action, we've made strides in advancing worker safety.

In 2024, the program strengthened its impact by deepening collaboration across all levels of the value chain, from factories to brands, governments and civil society. Through a mix of technical assistance, data-driven insights and public reporting, LABS is not just encouraging safer practices but embedding them within the culture of the industry.

The focus on accountability and business ownership has never been more crucial. This year, we have seen an increase in active participation with businesses stepping up to take responsibility for ensuring the safety and security of their workers. Through these efforts, we are laying the foundation for systemic change that will be both sustainable and scalable.

Looking ahead, the journey is far from complete. While we celebrate the tangible changes already achieved, we are mindful that the most challenging obstacles remain. The future of worker safety in the industry hinges on continued collaboration, innovation and unwavering commitment. I am confident that with the support of our partners, we will continue to drive a meaningful, lasting impact.

I want to extend my deepest gratitude to all those who have contributed to LABS' progress. The work we are doing together is making a real difference and I am excited for the opportunities ahead as we continue to build on this momentum.

Together we are shaping a safer and more sustainable future for the textile industry.

Daan Wensing

CEO - IDH

Executive Board Representative - LABS



“ This year, we have seen an increase in active participation with businesses stepping up to take responsibility for ensuring the safety and security of their workers. Through these efforts, we are laying the foundation for systemic change that will be both sustainable and scalable. ”

Message from the Global Director



“In 2024, LABS expanded its reach and deepened its impact, particularly through its initiatives to strengthen partnerships and foster greater accountability.”

Dear Stakeholders,

As we close another impactful year, I am delighted to share the LABS Annual Report for 2024. This year was transformative in furthering our mission to create safer working environments across the textile and apparel industry.

In 2024, LABS expanded its reach and deepened its impact, particularly through its initiatives to strengthen partnerships and foster greater accountability. We prioritized capacity building, equipping factories and brands with the technical tools and knowledge to address safety challenges. These efforts have reinforced the program's commitment to delivering lasting, systemic improvements.

A key highlight was our focus on scaling collaborative action. By convening stakeholders through multi-level dialogues, training sessions and knowledge-sharing platforms, LABS enabled cross-sector partnerships that prioritize worker safety as a shared responsibility. We made considerable progress in advancing gender inclusivity within the program; this shift represents an important step

towards creating equitable workplaces that champion both safety and empowerment.

As we reflect on these achievements, I am grateful for the unwavering commitment of our stakeholders whose contributions have been instrumental in driving LABS forward and ensuring its relevance and impact in the sector.

Looking towards the future, we remain steadfast in our resolve to mitigate safety risks, foster collaboration and drive transformative change. With continued engagement and support of our stakeholders, I am confident that LABS will further its mission of shaping a safer, more inclusive and resilient textile and apparel industry.

Warm regards,

Pramit Chanda
Global Director
Textile & Manufacturing, IDH

Table of Contents

Executive Summary	6
The Year That Was	8
Highlights 2024	8
Key Overall Data	10
Key Events	12
Improved Field-Level Impact – Promoting Safer Working Conditions for Factory Workers	15
Assessments	16
Remediations	19
Safety Training	25
Quality Assurance – Measures and Uptake	27
LABS Helpline	28
Improved Sector Governance Driving Change through Collaborations	29
Leveraging NSCs to Create Sector-Level Change	30
Working with Brands and Retailers to Strengthen the Program	34
Working with Associated Firms to Achieve Operational Excellence	35
Changing Business Practice	36
Factory Graduations	37
Our Evidence	40
Stakeholder Outreach	41
In-Country Discussions	42
Collaborative Work with ILO (Better Factories and Better Work)	50
Additional Updates	51
LABS Outcome Evaluation Study	51
The Road Ahead	52

Executive Summary

The Life and Building Safety (LABS) Initiative is an industry-driven program where multiple brands and retailers join forces with public organizations to mitigate preventable fire, electrical and structural safety risks in apparel, footwear, accessories and home-textile producing countries.

LABS Initiative helps organizations identify key structural, fire and electrical safety risks and provides sustainable solutions and improvements to address those risks and improve overall working conditions.

Impact on the ground....

The program strives for a coordinated approach, addressing systemic life and building-safety issues in the apparel, footwear, accessories and textile value chain in key-producing countries including India, Vietnam, Cambodia and Indonesia.

By 2024, we collaborated with approximately 600 factories in these countries to address pressing safety issues, driving positive impact for over a million workers. By the end of the year, we had successfully remediated approximately 72% overall issues identified during assessments and 81% high-priority issues that were potentially life-threatening.



and at sector level....

At the strategic level, LABS continues to convene brands, retailers, factories, organizations and local and national stakeholders. In all countries of operation, LABS deepened engagement with National Stakeholder Committees, industry associations, civil society organizations (CSOs), government agencies and international institutions (such as ILO's Better Work and Better Factories Program). Safety and the creation of long-term local and national ownership remain core sector objectives.

The National Stakeholder Committees (NSC) serve as the industry voice, representing workers and companies while advocating for the country's interests within the LABS Initiative. It provides strategic advice, recommendations, and country-specific insights to guide LABS' plans and activities. Additionally, the NSC offers feedback on initiatives requiring a broader or localized perspective, evaluates standards and legal developments, and engages with stakeholders to ensure program alignment with industry needs. In 2024, we shared insights and learnings through knowledge-sharing workshops, good-practice sharing seminars and public-private platforms to lead to new and/or improved policies, standards and enforcement.

- **In Indonesia**, multiple engagements were conducted with ministries including the Ministry of State Secretariat, Ministry of Public Works and Housing, DKI Jakarta Regional Disaster Management Agency and Ministry of Manpower to explore potential collaborations and accelerate incorporating LABS Standards in local and national safety

guidelines. As a result, an MOU was signed with DKI Jakarta Regional Disaster Management Agency to assist in developing and enhancing the building-assessment module via relevant sections of LABS Standards. LABS Standards and Methodology were added to DKI Jakarta Regional Disaster Management Agency's website and a representative from Factory Group "Makalot Taiwan" was added to the NSC.

- **In Cambodia**, LABS collaborated with the Ministry of Land Management, Urban Planning and Construction (MLMUPC) to propose adopting the LABS Cambodia Standards and Methodology as a guideline for the apparel, footwear and accessories sector. In response, Cambodia's Deputy Prime Minister and MLMUPC established a technical sub-committee to review LABS Standards for potential alignment with the upcoming National Building Code. Furthermore, the NSC was strengthened with the addition of an eighth member from the Department of Industry, Ministry of Industry, Science, Technology and Innovation.

Building on previous years' discussions on gender empowerment in the apparel sector, LABS collaborated with GIZ to organize the third annual Gender Workshop in Cambodia in December.

- **In Vietnam**, several joint knowledge-sharing sessions and field visits were conducted with representatives from Better Work Vietnam to enhance industry-wide collaboration and promote adopting LABS Standards. LABS engaged with the Ministry of Construction (MOC), sharing key insights and best

practices with various stakeholders (including industry, government and public and private organizations) throughout the sessions. The MOC sought guidance from the LABS team on implementing the National Technical Regulation on Fire Safety of Buildings and Constructions for diverse stakeholders. LABS Standards were published on the Vietnam Leather, Footwear and Handbag Association (LEFASO) website and the technical guidance on fire-safety assessments and tools was furnished on the official websites of both LEFASO and the Vietnam Textile and Garment Association (VITAS). In 2024, LABS team in Vietnam welcomed a new member from Bac Giang LGG Garment Corporation to the NSC.

- **In India**, a key program milestone was hosting the second workshop on the 'Platform for Safety in the Apparel and Footwear Industry in India' (PSAFI) to advance sector governance and prioritize worker safety across the apparel, footwear, accessories and home-textile industry. The program also signed an MOU with the National Safety Council to foster a collective effort promoting knowledge sharing and leveraging the strengths of both organizations to enhance the safety culture through targeted interventions.

LABS also engaged with the Head of Technical Committee, National Building Code to become a technical expert for building technical standards for the apparel and textile industry. The NSC was further strengthened by the addition of two new members from the Confederation of Indian Textile Industry (CITI) and the Apparel Export Promotion Council (AEPC).

The Year That Was

Highlights 2024

- LABS' Toolbox updated on VITAS and LEFASO websites
- Joint factory walkthrough conducted with Better Factories Cambodia (BFC)



- MOU signed with DKI Jakarta Disaster Management Authority (Indonesia) to support developing a building-assessment module for Jakarta
- Two joint-factory walkthroughs conducted with Better Factories Cambodia (BFC)



January

February



March

- LABS Standards and Methodology published on the DKI Jakarta Regional Disaster Management Agency's official website
- LABS joined the "Vision 2047" discussion organized by the Ministry of Textile, Government of India to explore the potential evolution of the apparel and textile industry

- LABS presented at Global Sourcing Fair Vietnam 2024 to advance the sustainable development of Vietnam's textile and garment sector



- **Amazon joined LABS Initiative**


- NSC meeting (Cambodia and Indonesia)

April

- NSC meeting (India and Vietnam)

May

- Building Resilience Assessment module prepared and finalized for DKI Jakarta with LABS' support



June



July

- Best practices shared by LABS team during a seminar hosted by LEFASO with over 200 participants
- Joint session with ILO Better Factories Cambodia – Building Bridges II program on implementing effective Safety Management Systems with 19 participants (representing associations, brands, factories, manufacturers and government)



October

- Platform for Safety in Apparel and Footwear Industry (PSAFI)
- MOU signed with National Safety Council, India to promote knowledge sharing and to leverage the strengths of both organizations to further enhance the safety culture in the apparel, footwear and textile industry
- Panel discussion hosted by LABS on Driving better Jobs by developing safe working conditions at SUTRA 2024 in India

- NSC meeting (India, Vietnam, Cambodia and Indonesia)

November



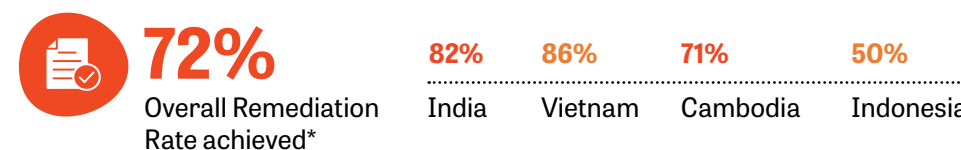
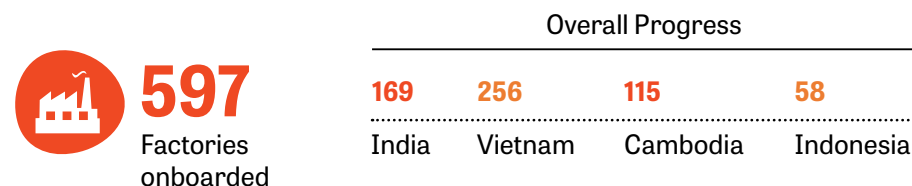
December

- Platform for Gender Equality in Apparel and Footwear in Cambodia

Summary - Overall Performance




Field-Level Impact Overview (Program launch until December 31, 2024)

India and Vietnam launched in 2019, Cambodia in 2022, and Indonesia in 2023.



* Overall Remediation Rate percentage is directly proportional to the Follow-up visits conducted at factories by LABS' Factory Coordinator.

In 2024:

Progress Jan – Dec 2024				
 94 Factories onboarded	18	27	28	21
	India	Vietnam	Cambodia	Indonesia
 95 Assessments conducted	18	26	30	21
	India	Vietnam	Cambodia	Indonesia
 326 Safety Trainings conducted	77	105	88	56
	India	Vietnam	Cambodia	Indonesia
 142,965 Workers reached	18,422	28,142	43,664	52,737
	India	Vietnam	Cambodia	Indonesia
 43 Factories Graduated	24	17	02	
	India	Vietnam	Cambodia	

* Overall Remediation Rate percentage is directly proportional to the Follow-up visits conducted at factories by LABS' Factory Coordinator.



Key Events

Platform for Safety in Apparel and Footwear Industry (PSAFI)

On October 4, 2024, LABS hosted the second edition of the Platform for Safety in Apparel and Footwear Industry (PSAFI) in Bangalore, India. The initiative fosters safety and sustainability in the apparel, textile, footwear, and accessories sectors by promoting collaboration and a preventative safety culture.

The event brought together brands, factories, and experts. Dr. Lalit Gabhane, Director General of the National Safety Council, stressed collective responsibility in safety, while Chief Guest Mr. Navneet K. Mohan, Joint Director of Factories, Karnataka, emphasized leadership's role in driving a safety-first mindset.

Major manufacturers and global brands like Amazon, Target, Nike and Walmart

(composed of 140 members across 35 organizations) participated in the event. Stakeholders agreed to form a working group to enhance the safety culture, compliance and risk mitigation.

The role of AI in real-time safety monitoring and the need for dedicated safety managers was underscored. Factory representatives urged statutory bodies to streamline compliance while recognizing successful safety initiatives like LABS. A workshop by the National Safety Council reinforced the importance of skilled safety professionals. PSAFI continues to encourage industry stakeholders to drive safety improvements across the sector.

Read the event white paper here:

<https://labsinitiative.com/wp-content/uploads/2024/12/PSAFI-Event-report.pdf>



Gender Workshop

Platform for Gender Equality in Apparel and Footwear in Cambodia

LABS endeavors to achieve gender empowerment by fostering inclusive workplaces that empower women within the industry. We integrate gender equality and related issues into our work and promote dialogue and joint action towards gender empowerment in the sector.

Over 85 percent of workers in the apparel and footwear sector in Cambodia are women. In 2022, we launched the Platform for Gender Equality in Apparel and Footwear in Cambodia, which provides an opportunity for like-minded partners to discuss and address key issues such as pay gaps, leadership opportunities for women in the sector and working conditions related to gender in Cambodia.

On December 20, 2024, LABS hosted its third annual Gender Workshop in Cambodia in partnership with GIZ and FABRIC Cambodia. The workshop was attended by 63 members, with representatives from Ministry of Women's Affairs, Ministry of Labour and Vocational Training (MLVT), the U.S. Embassy, Better Factories Cambodia, TAFTAC, European Chamber of Commerce, Amazon, Primark, H&M, CGTI, CARE, GADC, FABRIC Cambodia, WE House, Solidarity Centre, and other key stakeholders including factories, non-LABS brands, NGOs, CSOs and government and private sectors.

Key discussions centered on preventing gender-based violence and harassment (GBVH) and the crucial role of engaging men to foster gender equality and workplace safety.

The Gender Workshop will be held annually in Cambodia with private, government and civil society organizations to continue dialogue over gender-equality issues.





A woman wearing a blue surgical mask and a yellow safety vest with 'AG' on it is working at a Brother sewing machine in a factory. She is wearing black gloves and is focused on her work. In the background, other workers are visible at their stations, and the factory is well-lit with overhead lights. A large red circle is overlaid on the right side of the image, containing the text.

Improved Field-Level Impact

Promoting Safer
Working Conditions
for Factory Workers

Assessments

Based on LABS Standards and Methodology, Inspection Firms conduct assessments at the factories to provide insight into safety issues.



585

Assessments conducted
(since program launch)

164
India

251
Vietnam

112
Cambodia

58
Indonesia



95

Assessments
conducted (in 2024)

18
India

26
Vietnam

30
Cambodia

21
Indonesia



Assessment Ratings and Most Common Findings (in 2024)

Structural Safety

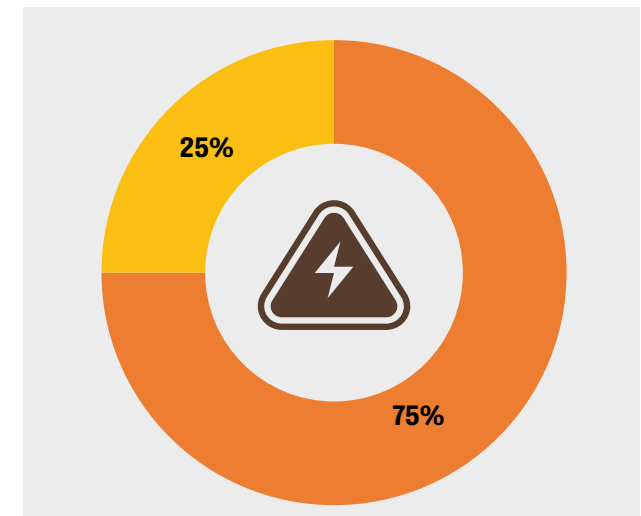
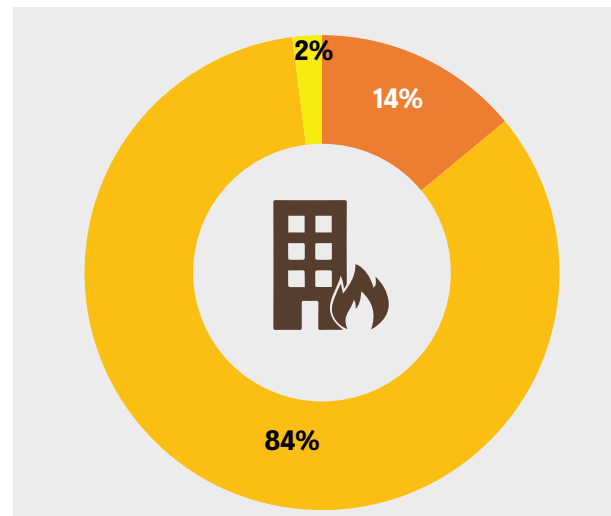
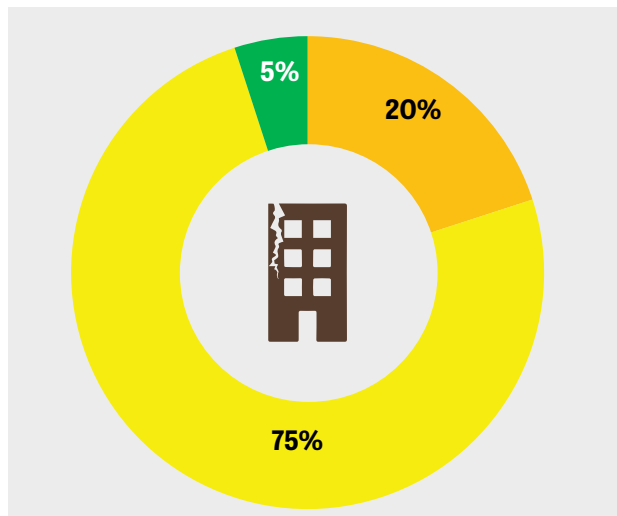
- Uneven floor-load distribution on suspended floors without load plans
- Severe corrosion on steel structures
- Exposed reinforcement on floor slabs, beams and columns
- Cracks at structural and non-structural members (e.g., concrete beams, columns and walls)
- Missing documentation (e.g., structural diagrams, geotechnical report and floor-load plans)

Fire Safety

- Rolling shutters at exit doors
- Fire-rated doors and fire-rated enclosures not provided
- Combustible goods stacked near electrical sources
- Lockable devices/mechanisms on exit doors
- Fire hoses lacking a water-source connection
- Insufficient emergency lights and overhead signages on escape pathways
- Centralized fire-alarm system unavailable

Electrical Safety

- Inadequate backup for emergency lights
- Heavy lint and dust inside switchboards/distribution boards
- Earthing to distribution boards, MS roof truss, transformer fencing and battery bank racks not provided
- Lightning protection system not installed
- Insulated rubber mats not provided for electrical panels and distribution boards
- Multiple hotspots with temperatures between 71°C and 222°C



“



The LABS initiative has significantly enhanced safety across our factories by providing expert guidance on structural and fire safety assessments. Through their support, we've implemented robust safety measures, reducing risks and ensuring safer environments for our workers. Also, their training programs have empowered our teams to maintain high safety standards. LABS has been a valuable partner in building safer, more resilient workplaces

Ms. Grace Lee
Director - CSR & Sustainability
Yakjin Trading Corporation



'Through the LABS assessment, we identified areas that needed improvement in electrical, fire, and structural safety. After completing the necessary remediation work, we eliminated potential risks that we had previously overlooked. This assessment has provided valuable insights that we can apply to our internal evaluations, enabling us to detect hazards early and implement measures to minimize and prevent risks'

Le Trang Bich An
HSE Officer
World Top Co., Ltd

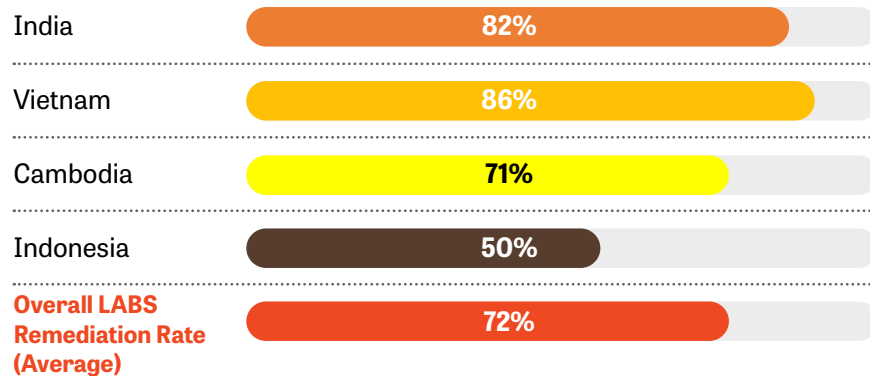
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Remediations

After identifying issues, the factories worked towards a corrective action plan (CAP) and remediated the issues in line with LABS Standards. In 2024, LABS worked towards increasing the remediation rate at factories in operational countries.

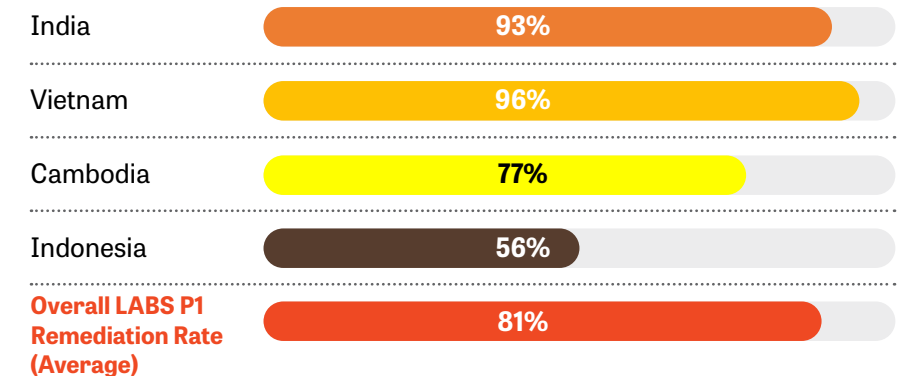
Overall Remediation Rate

(Program launch until December 31, 2024)



Overall Priority 1 (P1) Remediation Rate percentage achieved

(Program launch until December 31, 2024)



Overall issues identified and remediated (Program launch until December 31, 2024):



Fire Safety

Total Issues Identified	5,763
Issues Remediated	4,514
Issues Remaining	1,249



Electrical Safety

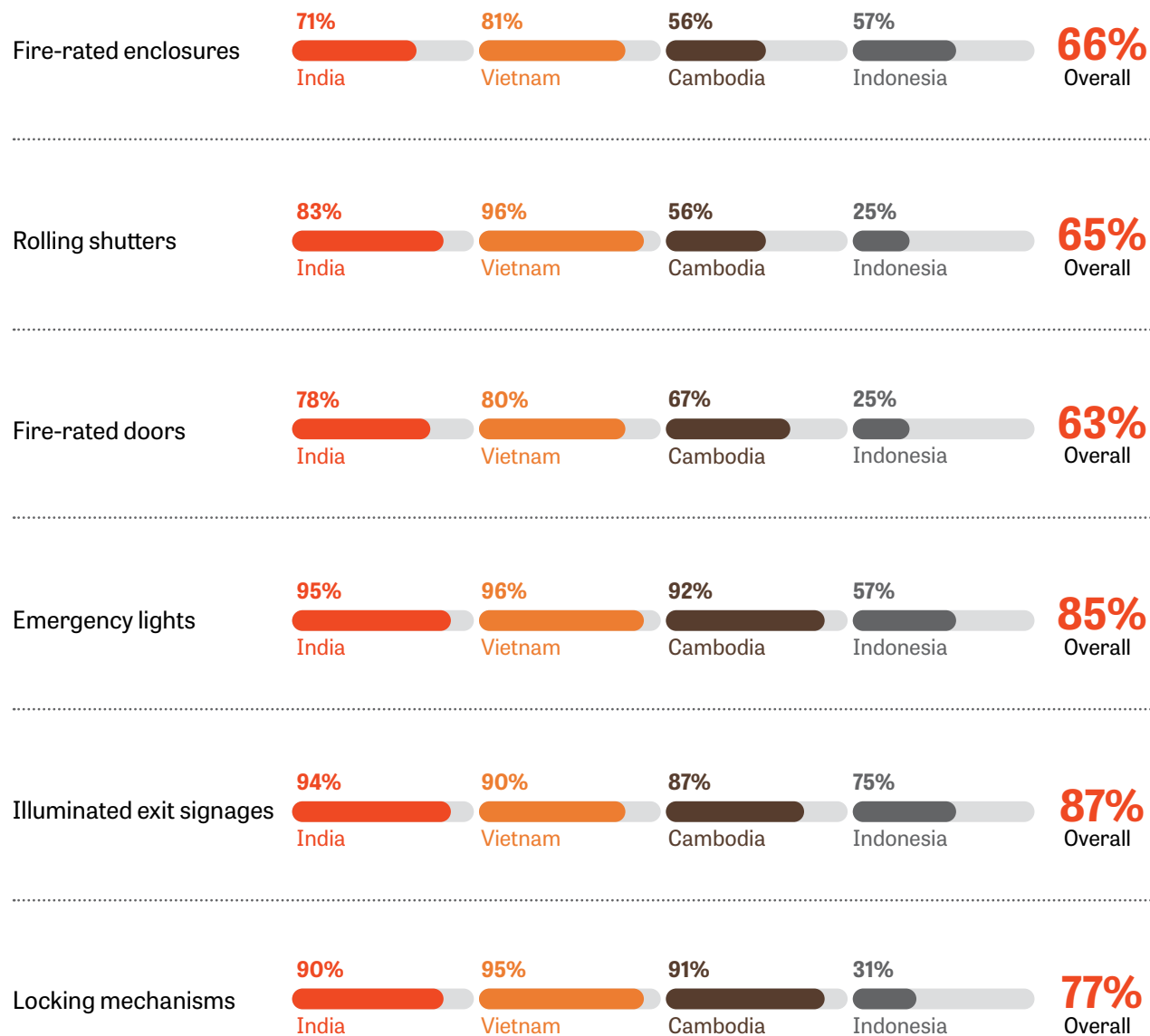
Total Issues Identified	6,760
Issues Remediated	5,314
Issues Remaining	1,446



Structural Safety

Total Issues Identified	3,679
Issues Remediated	2,878
Issues Remaining	801

Remediation of key issues achieved (Program launch until December 31, 2024):



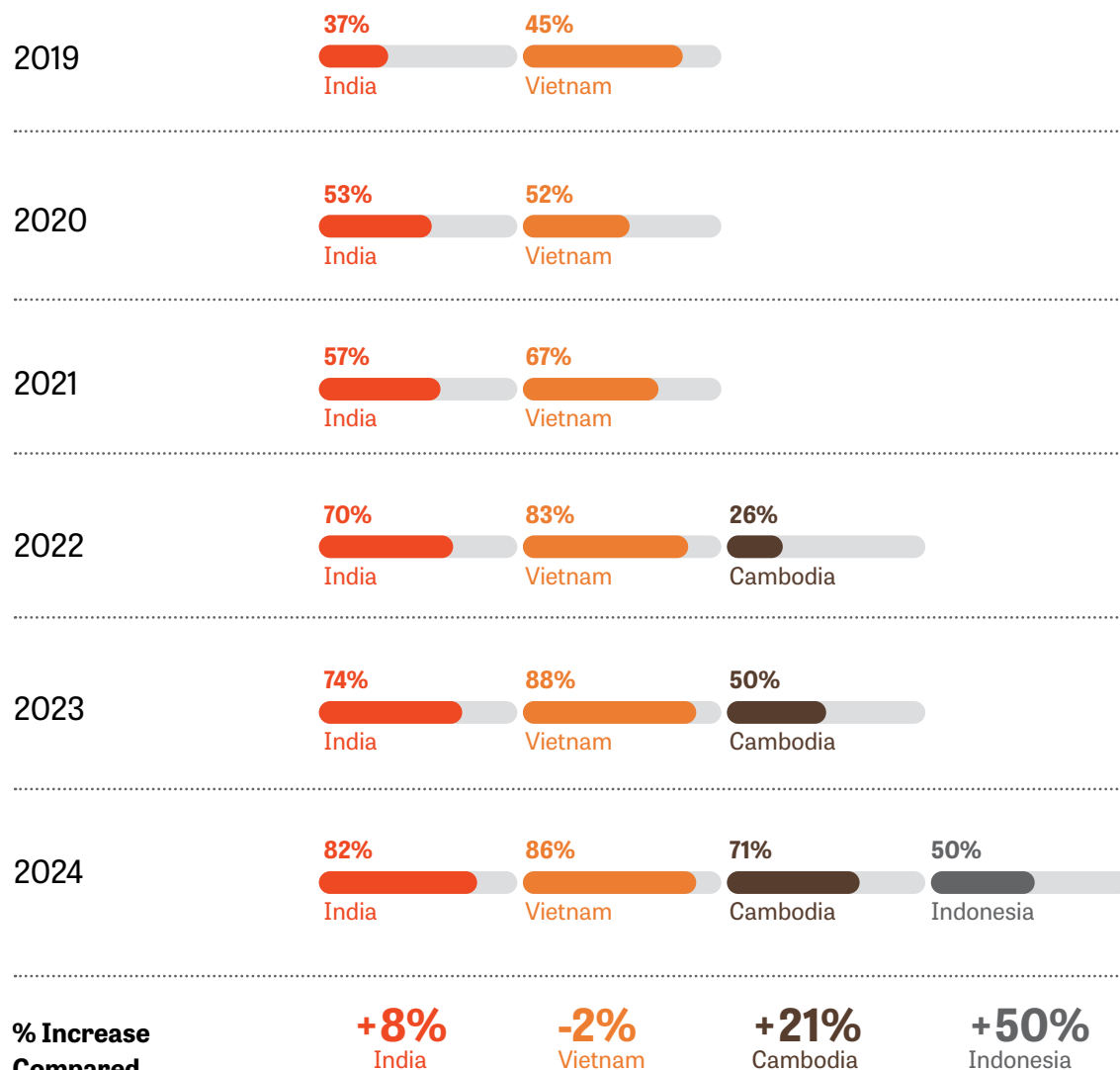
“ LABS remediation work helps the factory comply with regulations and standards, reduces risks and accidents and can lead to a safer working environment, while also increasing productivity, positively affecting the overall success of the factory. Since the factory joined the LABS Program, I have seen many changes: the storage of production equipment in my workplace is stored according to the specified kilo weight, which has changed the workplace to be more organized and safer; cracks have been repaired; and safety signs have been installed, such as exit signs and direction arrows.

Ms. Chan Sreynich

Warehouse worker, Pontus Footwear LTD
Cambodia

Note: Data is based on Follow-up visits conducted until December 31, 2024.

Remediation of key issues achieved (Program launch until December 31, 2024):



The percentage represents an average that combines both old and new facilities. This average reflects the assessment and process of facilities join Labs at the end of 2024, which are at beginning their remediation processes. Hence the percentage reported for 2024 for Vietnam is lower than that of 2023.

Note: Data is based on Follow-up visits conducted until December 31, 2024.



“We have completed remediation work under the LABS program, this is significantly improving the safety of the factory. By addressing critical issues such as electrical, fire, and structural safety, we reduced risk and created a safe work environment where employees could confidently focus on their tasks.”

Ms. Nguyen Thi Hieu
A First Vina Co., Ltd
Compliance team

Successful remediation efforts



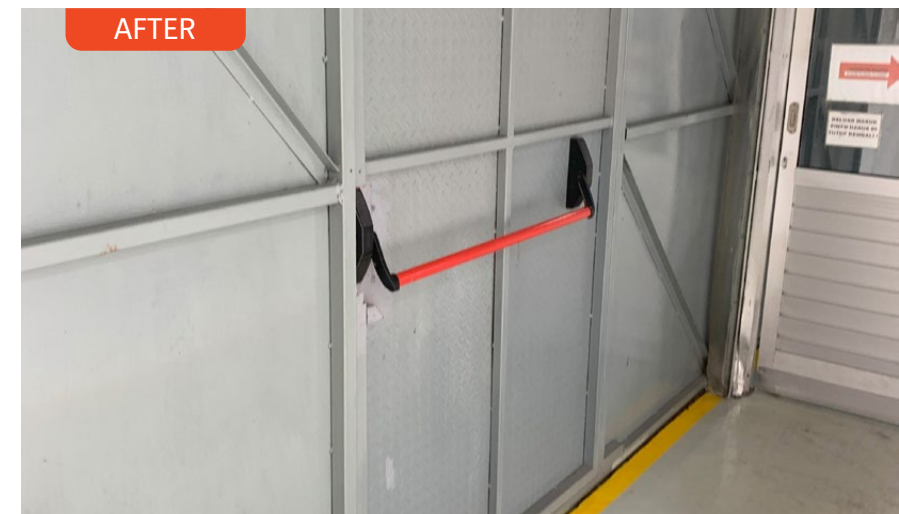
Obstructed Emergency Exit



Emergency Pathway Cleared



Locking Mechanism in Emergency Exit



Locking Mechanism in Emergency Exit Door Removed with Pushbar Installed

Support Provided by LABS Team

The LABS team supports brands and retailers, factories and workers actively in their journey throughout all phases of the LABS Program.

Phase 1: Factory's Induction and Onboarding

- Provide a detailed orientation on LABS Program and associated processes
- Onboard the factory into the program, including coordination and FFC training

Phase 2: Assessment – Remediation Process

- Furnish assessment-report clarification and share technical resources for engagement
- Support on writing the corrective action plan (CAP) and moderating CAP sign-off meeting

Phase 3: Follow-up visit – CAP Closure

- Monitor remediation progress with two to three factory follow-up visits by LABS Factory Coordinator
- Clarify any challenges in remediation implementation and share good practices, Toolbox and repertoire available on LABS Website
- Guide factory on fulfilling graduation requirements and building robust Safety Management Systems

Phase 4: Graduation support

- Pre-graduation – review documents, policies and procedures
- Post-graduation – continue resource sharing to update the factory on international practices, local legislations, accidents in industry, LABS newsletters, etc.



Additional documents developed to further support and guide factories in their journey with LABS Program:

1. A guidance document, "**Preventive safety measures for Summer**", was developed for factories in India. Considering the increased number of fire incidents due to unprecedented high temperatures in summer, the document highlights good practices for the factories to reference and prioritize electrical and fire safety at their premises to ensure safer working conditions. Read the document [here](#).
2. **Safety Management Systems (SMS)** Training Deck was updated and shared with factories to provide greater clarity on the key parameters/requirements of establishing effective SMSs. Read the document [here](#).
3. **Alternate Remedial Solutions Toolkit** for key issues developed for factories when facing challenges in remediation due to space constraints, structural challenges, unplanned initial construction, rented premises and financial difficulties. Read the document [here](#).



Safety Training

LABS facilitates safety training to factories to enhance the abilities of OHS committees, staff members and factory safety personnel to indicate and raise awareness of structural, electrical and fire-safety issues. Through the associated Safety-Training Firms, four safety-training levels are available to the factory (Basic, Level 1, Level 2 and Refresher), based on the safety-proficiency check conducted at the factories after LABS assessment is completed.

LABS Safety Trainings are based on the Training of Trainer (ToT) approach. Factories incorporate these trainings into their own internal training modules and impart them as per the ToT model. Safety Trainings provide workers the ability to realize the importance of risk mitigation while ensuring gender-based inclusivity for all factory workers.

Process	India	Vietnam	Cambodia	Indonesia	Total
Safety Trainings conducted <i>Since program launch</i>	318	620	188	82	1,208
Safety Trainings conducted <i>in 2024</i>	77	105	88	56	326
Total people trained <i>Since program launch</i>	8,098 Men: 4,994 Women: 3,104	12,641 Men: 6,708 Women: 5,936	4,563 Men: 1,881 Women: 2,682	2,079 Men: 1,079 Women: 1,000	27,384 Men: 14,662 Women: 12,722
Total people trained <i>in 2024</i>	2,236 Men: 1,201 Women: 1,035	2,469 Men: 1,093 Women: 1,376	2,168 Men: 888 Women: 1,280	1,415 Men: 716 Women: 699	8,288 Men: 3,898 Women: 4,390



In 2024, 53% of the participants in Safety Trainings were women.



As a factory worker at Orient Fashion Exports (India) Pvt. Ltd., achieving LABS certification has made a big difference in our workplace. The new safety measures and standards have made us feel much safer at work. Since the LABS process began, we have seen many improvements in our factory. The upgraded safety equipment and regular training sessions have made us more aware of how to stay safe. We now have better fire protection systems, and emergency drills are conducted regularly, which helps us know what to do in case of an emergency. Working in a safer environment has made us feel more valued and respected. We appreciate the efforts of our management and the support from the LABS team in making these changes. It feels good to know that our company is committed to our safety and well-being. Thank you, LABS, for helping us create a safer workplace.”

Ms. Pooja

Worker, Orient Fashion Exports (India) Pvt. Ltd



The LABS program has provided significant benefits to workers, such as improving their knowledge and understanding of electrical, fire, and building safety through having a trainer come every year to train different workers and manager. Workers now better understand the risks that can cause fires, how to safely connect electricity, and how to report issues to LABS when facing problems without solutions. Our factory has also implemented several changes, including preparing and repairing the electrical system to ensure safety, installing a fire protection system that meets standards, conducting safety training for workers, and preparing a schedule for monitoring safety in building construction, fire prevention, and electrical systems.

Mr. Ech Hang

Quality Control Department
Starite (Cambodia) Co. Ltd.

Quality Assurance – Measures and Uptake

LABS' quality is upheld through a comprehensive approach encompassing operations, capacity building for associated firms and supervision by the LABS team to ensure compliance with established policies and standard operating procedures (SOPs). This commitment to continuous improvement in monitoring, evaluating and training ensures high-quality data, robust assessment standards and consistent adherence to LABS policies and standards. In 2024, LABS' quality was driven through the following parameters:

Program Governance:

- Quality assurance (QA) visits and QA plans developed across operational countries to assess the robustness of operations, execution of processes and reporting by LABS team and associated firms
- LABS country managers conducted monthly shadow visits with factory coordinators and associated firms to document progress, identify improvement areas and recommend corrective actions

Monitoring and Evaluation:

- Associated firms' performance monitored and evaluated bi-annually
- Continued implementation of the data-monitoring strategy to ensure quality and accuracy of data for internal and external platforms and stakeholders

Training and Development:

- Multiple internal training sessions conducted for LABS team to ensure alignment to SOPs for follow-up visits, SMSs, policies and procedures
- Regular training sessions for factories and associated firms to reinforce best practices and update SMS knowledge (efficacy of training constantly monitored through surveys)

Assessment and Remediation:

- Continued support to factories by developing guidelines to navigate assessment outcomes and complete remediation activities
- Calibration sessions for Remediation Firms conducted across countries to ensure adherence to LABS Standards and accelerate CAP-related activities in factories

A QA manual was developed and implemented internally to ensure consistent adherence to program requirements across all operational countries in alignment with established policies, procedures, standards and guidelines.



LABS Helpline

Central to LABS' mission is the empowerment of workers to voice their safety concerns. A toll-free workers helpline and chat option is provided for factories linked with the program in India, Vietnam, Cambodia and Indonesia. Workers can anonymously report safety issues, primarily related to structural, fire and electrical safety.

When safety issues are reported on the Helpline, the case is shared with the factory, which then returns to LABS with its remedial actions. LABS Factory Coordinators check the remediation action during upcoming visits. If the action is deemed sufficient, the issue is marked "Resolved" from LABS' side. Quite a few non-LABS calls (i.e., not related to safety issues) are also reported on the Helpline. These cases are shared with the factory or brand and marked "Closed" as per LABS procedure.

Cases received on Helpline (Program launch until December 31, 2024)

11 LABS related Cases

01	08	02
India	Vietnam	Indonesia

350 Non-LABS related Cases

64	262	22	02
India	Vietnam	Cambodia	Indonesia



"With the Helpline, we no longer have to hesitate to report problems like faulty wiring or fire hazards. The process is quick and we feel that our safety is truly prioritized with LABS keeping track of the progress."

Ria Wasiat

Compliance Department
PT. Sejin Global Indonesia

"The LABS Program Helpline has provided timely and effective support in addressing concerns related to occupational safety, significantly enhancing the safety of the work environment. LABS has demonstrated thoroughness and attentiveness in managing and monitoring these issues. I am highly satisfied with the service provided by the LABS Helpline."



Ms. Nguyen Ngoc Huyen

Sewing Worker
Minh Duc Branch Ha Bac Export Garment
Joint Stock Company, Vietnam

A woman with dark hair tied back, wearing a light green t-shirt, is focused on her work at a sewing machine in a factory. The background is filled with other workers and sewing machines, creating a sense of a busy industrial environment. A large red circle is overlaid on the right side of the image, containing white text.

Improved Sector Governance

Driving Change
through Collaborations

To build a global mechanism to mitigate life and building safety risks, consulting with brands and local stakeholders is essential. LABS Initiative actively engages with organizations to deepen involvement in operational countries. NSCs, industry associations, CSOs, government agencies and international institutions (such as ILO's Better Work, Better Factories Program) collaborate for a joint industry commitment towards safety.

Leveraging National Stakeholder Committees (NSC) to Create Sector-Level Change

LABS convenes sector stakeholders to share best practices and shift attitudes towards prioritizing worker safety. LABS established NSCs in each operational country to create sector-level change. The National Stakeholder Committees (NSC) serve as the industry voice, representing workers and companies while advocating for the country's interests within the LABS Initiative. It provides strategic advice, recommendations, and country-specific insights to guide LABS' plans and activities. Additionally, the NSC offers feedback on initiatives requiring a broader or localized perspective, evaluates standards and legal developments, and engages with stakeholders to ensure program alignment with industry needs. In 2024, eight NSC meetings (two in each country of operation) were conducted to strengthen policies and regulations as per program mandates.

Following are the NSC members engaged in LABS in India, Vietnam, Cambodia and Indonesia:

Cambodia	Vietnam
Director General, Dept. of Construction (DOC), Ministry of Land Management Urban Planning & Construction (MLMUPC)	Deputy Director, Institute of Building Structures, Vietnam Institute for Building Science and Technology (IBST)/Ministry of Construction
Director General, Dept. of Occupational Safety and Health (DOSH), Ministry of Labour and Vocational Training (MoLVT)	
Director General, Institute of Standards of Cambodia (ISC), Ministry of Industry, Science, Technology & Innovation (MISTI)	Vice-chairman of Vietnam Textile & Apparel Association (VITAS)
Center Director, Cambodian Garment Training , Institute (CGTI)	Deputy Director, Vietnam Leather, Footwear and Handbag Association (LEFASO)
Secretary General, Cambodia Footwear Association (CFA)	
Secretary General, Textile , Apparel, Footwear and Travel Goods Association in Cambodia (TAFTAC)	Head of Partnership, Vietnam Business Council for Sustainable Development (VBCSD), Vietnam Chamber of Commerce and Industry (VCCI)
Director General, Dept. Of Industries, Ministry of Industry, Science, Technology & Innovation	
Program Manager, ILO Better Factories Cambodia	Director Bac Giang LGG Garment Corporation

Indonesia

Director of Occupational Safety and Health Testing at the Ministry of Manpower, Republic of Indonesia

Director of Disaster Mitigation at the National Disaster Management Agency

Chair of the Indonesian Network of Occupational Safety and Health Professionals (INOSHPRO)

Secretary General of the Occupational Safety and Health Association of Indonesia

Chairman of the Indonesian Fire Safety Professional Society (MPK21)

ESG Director, Makalot Industrial CO LTD

India

Director General
National Safety Council of India

Secretary General
Apparel Export Promotion Council (AEPC)

Secretary General
Confederation of Indian Textile Industry (CITI)

Ex-Secretary, Ministry of Textiles
Government of India

Ex-Chief, Department of Delhi Fire Services,
Government of India and Chair Person of CED 36 -
Fire Safety Sectional Committee, Bureau of Indian
Standards (BIS)



“As the Chair of the Life and Building Safety National Stakeholders Committee Cambodia, LABS is committed to mitigating electrical, fire and structural safety risks. By aligning with the General Department of Construction under the Ministry of Land Management, Urban Planning & Construction, we strive to promote safety of factory buildings and warehouses and protect lives across the nation.”

Dr. CHNANN Sorphal

Director General
General Department of Construction,
Ministry of Land Management, Urban
Planning & Construction, Cambodia



“ LABS focuses on identification and remediation of structural, fire and electrical safety risks, which has an important bearing on workplace safety and assurance. The high level of success achieved by the program could only be achieved by engaging stakeholders at all levels, greater clarity on responsibilities at the shop floor, clear remediation plans, and leveraging the power of collective action. I hope the industry sees value in adopting it and scaling it up to bring in greater impact on the overall health and safety at the textile and footwear workplaces.

Ms Chandrima Chatterjee
Secretary General
Confederation of Indian Textile
Industry (CITI)



The LABS program has a positive impact on promoting production safety within the Vietnamese textile and garment industry. By participating in the LABS program, factories have the opportunity to engage with and learn from experts who possess in-depth professional knowledge on managing and preventing safety issues related to structural, electrical, and fire safety. Additionally, the LABS program plays a key role in promoting sustainable business development.

Mr. Luu Tien Chung
Director, Bac Giang LGG Garment Corporation
(NSC Member)



Key activities executed with NSCs' support:

India

LABS engaged with the Head of Technical Committee, National Building Code (NBC) to be added as a technical expert for building technical standards for the apparel and textile industry



Vietnam

LABS Standards were published on the Vietnam LEFASO website and the technical guidance on fire-safety assessments and tools was made available on the official websites of both LEFASO and VITAS

Cambodia

As a result of the ongoing engagement with MLMUPC, the Deputy Prime Minister and MLMUPC established a Technical Committee to review the LABS Standards for potential alignment with the upcoming National Building Code



“The NSC meetings serve as a critical platform for fostering collaboration among government bodies, industry leaders and safety experts. By aligning on shared goals, we ensure the adoption of robust safety practices that protect workers and drive long-term sustainability in the industry.”

Mr. Basuki Rahmat

Head of Subgroup for Community Empowerment and Institutional Affairs
Regional Disaster Management Agency,
DKI Jakarta, Indonesia

Working with Brands and Retailers to Strengthen the Program

LABS participants encompass a group of global brands and retailers convened by LABS Initiative who engage with local stakeholders (e.g., industry associations, members of CSOs, governments and institutes) to formulate enhanced safety policies and provisions.

Deepening partnerships with stakeholders – including brands and retailers – is crucial for transformations within global supply chains. Brands and retailers together with factory management and workers contribute to the success of LABS. This collaborative effort led to an increase in the remediation percentage of high-priority issues, timely execution of LABS processes at the factories and a total of 166 factories graduating from the program by the end of 2024 by adopting LABS Standards into their operational processes.

Brand participants: Amazon, Gap Inc., Nike, Target, VF Corporation and Walmart



Working with Associated Firms to Achieve Operational Excellence

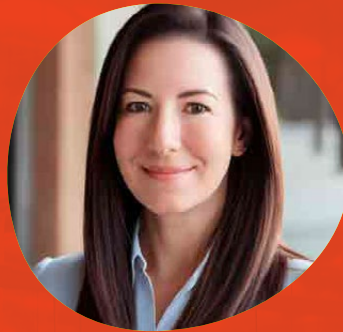
Bureau Veritas, Vietnam Institute for Building Science and Technology (ISBT), Intertek, Median, Phap Duyen Construction Design (PHD), QIMA, Safe Inspect, SGS, TÜV Rheinland, WSS - Viet Nam Work Safety Service Co., Ltd.





Our partnership with LABS has allowed us to enroll more than 200 factories in a program that identifies and remediates worker safety risks. The initiative's focus on fire, building and electrical safety management and emphasis on sectoral collaboration has helped us scale our efforts and meaningfully address an urgent need in many apparel factories across the world.

Kapil Mathur
Director, Supplier Sustainability
Gap Inc.



LABS provides VF's supplier partners with the knowledge to build and maintain safety management systems that enhance safety conditions in their facilities. Engaging directly with factory management and workers, LABS supports the creation of a culture of safety that enables the long-term sustainability of these improvements. These efforts are aligned with VF's commitment to protecting the well-being of every individual working in our supply chain.

Sara Stefanski
VP, Global Responsible Sourcing
VF Corporation



LABS has made tremendous progress in reaching over one-million workers through their ongoing support and commitment to promoting safe workplaces. This achievement is a testament to their dedication to ensure workers in our supply chain are treated with dignity and respect and have access to safe and healthy working conditions. Walmart is excited about the potential for future growth and expansion of the program.

Kristen Albertson
Vice President, Responsible Sourcing
Walmart

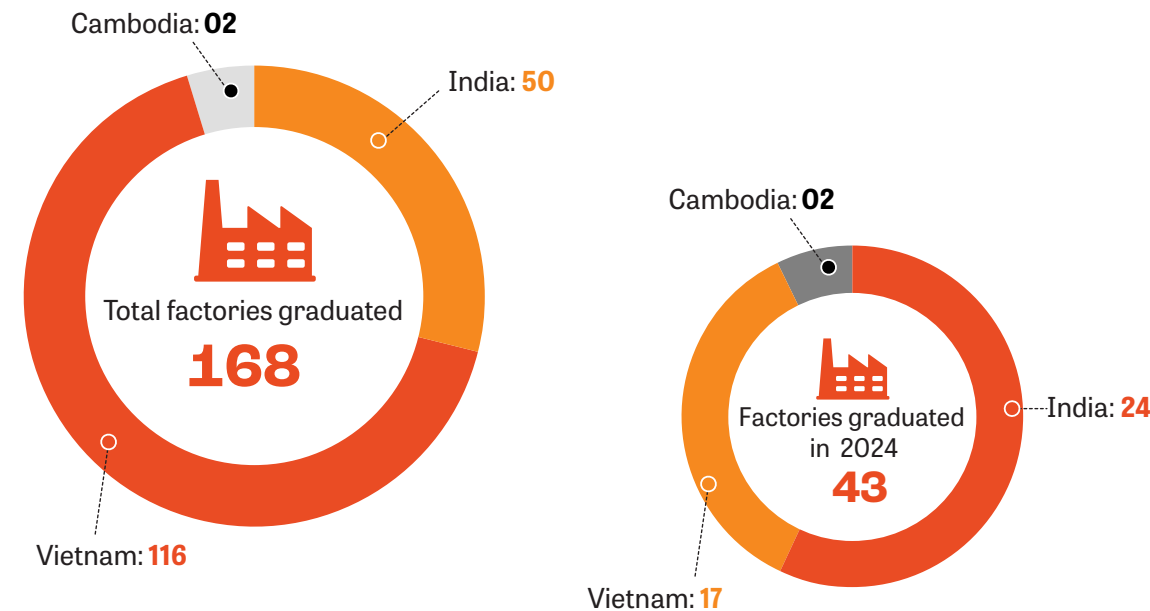
A photograph of a garment factory. In the foreground, a woman wearing a yellow vest with 'EAG' on it is focused on sewing a piece of dark fabric at a Brother industrial sewing machine. She is also wearing a light blue face mask. Behind her, another woman in a red and black vest is looking on, possibly supervising. The background shows rows of sewing machines and hanging garments in a well-lit industrial setting.

Changing Business Practice

Factory Graduations

A factory graduates from the program after successfully establishing a resilient SMS and fulfilling required LABS graduation criteria. This milestone signifies not only compliance but also commitment to continuous improvement and worker safety as per the LABS Standards.

Additionally, all graduated factories undergo self-assessment twice a year by completing a self-assessment checklist. LABS team reviews the checklist and in the event of deviations, the information is communicated to the respective brand participants along with recommendations on corrective actions or re-enrollment in the LABS Program.



Factory graduation progress by year:

	India	Vietnam	Cambodia
2020	0	1	0
2021	0	5	0
2022	7	37	0
2023	19	56	0
2024	24	17	2

Note: Data reflects the number of factories graduated from LABS in a particular year.

Factories that have successfully graduated India

Orient Fashion Exports Pvt Ltd

No. of workers: **1500**

Date of joining LABS program: **25 Nov 2019**

Assessment Date: **5 Feb 2020**

Summary of remediation journey: Orient Fashion Exports (India) Pvt. Ltd. achieved LABS graduation in September 2024, marking a significant milestone in its commitment to workplace safety and operational excellence.

Through the certification process, the company enhanced its operational standards, upgraded infrastructure, and implemented industry-leading safety measures. These improvements have strengthened its reputation as a manufacturer dedicated to the highest safety standards.

According to the company, achieving LABS certification has positively impacted its relationships with customers and stakeholders, reinforcing trust and confidence in its operations. Orient Fashion Exports emphasized that the certification is not just an achievement but a continuous commitment to safety and excellence.

Remediation efforts included:

- Removed all locking mechanisms on exit doors
- Provided fire separation and fire rated door
- Implemented the allowable loading plan for all building floors
- Safety training details: The factory has been provided all 2 LABS Safety Training Levels with 98 trainees.

Key issues identified in the assessment:

Fire

- Locking mechanism on the exit doors
- No fire rated self-closing doors to protected stairs
- Lack of fire rated compartmentation on stair case

Electrical

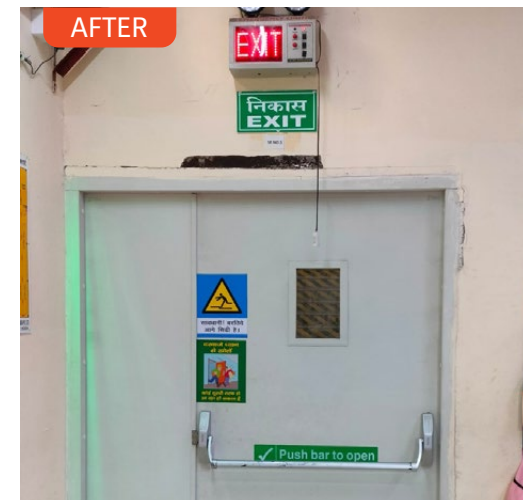
- Access to generator was found inadequate
- Lint and dust found inside switchboard / distribution boards.

Structural

- Uneven floor load distribution on different floor level and no floor load plan available
- Dampness & subsequent cracks making the structural element



Opening in staircase



Staircase compartmentation provided with fire door

Vietnam

Nobland Vietnam Co Ltd

No. of workers: **4400** | Date of joining LABS program: **15 Aug 2020** | Assessment Date: **14 Oct 2020**

Summary of remediation journey: Nobland Vietnam Co. Ltd. successfully completed its LABS remediation journey in November 2024, demonstrating a strong commitment to workplace safety and compliance. The process was a collaborative effort involving the Remediation Firm, LABS team, Brands, and the Inspection Firm, ensuring a structured and effective approach to addressing safety concerns.

The factory systematically resolved all safety issues identified in the LABS Assessment Reports, following a step-by-step process. Initial efforts focused on critical safety improvements, such as removing locking mechanisms from exit doors to ensure unobstructed emergency access. The remediation then progressed to major structural upgrades, including the installation of a Drencher system and the renovation of the Sprinkler System, reinforcing fire safety measures. By undertaking these comprehensive improvements, the factory has significantly enhanced its safety standards, demonstrating its dedication to creating a secure working environment.

Remediation efforts included:

- Removed all locking mechanism on exit doors
- Installed the Fire Separation (Drencher System) between the Storage and Production Areas
- Renovating the sprinkler system in the buildings to align with the LABS and Local Standard.
- Implementing the allowable loading plan for all building floors
- **Safety training details:** The factory has been provided all 3 LABS Safety Training Levels with 30 trainees. All 4400 factory workers have been further trained by Factory trainer based on LABS Safety Training Material.

Key issues identified in the assessment:

Fire

- Locking mechanism on the exit doors
- Exit doors were not side-hung type
- Lack of fire rated separation between the Storage and Production Areas
- The Sprinkler system has been installed far below the ceiling 3m which was not aligned with LABS and Local standard

Electrical

- Inadequate Protective Earthing connections of the electric equipment and panels

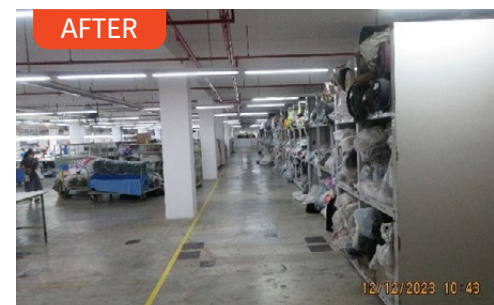
- The power supply of the fire pump station was not available all time
- Incorrect coordination of protection between cable, load, and protection devices

Structural

- Cracks on the top surface of the first floor at the storage area
- Missing and sagging column bracings in the 3rd floor steel structure in the main building
- No allowable load posted at place of any floor in the main building.



In-process storage at 1st floor was not arranged properly



Drencher system were installed to fabric storage and sample area- 1st floor main building



Our Evidence

Transparency is at the core of the Life and Building Safety Program. LABS ensures that workers, brands, retailers and other stakeholders are aware of the safety conditions at each LABS-supported factory. Therefore, maintaining a high level of transparency, LABS publicly shares information regarding LABS Standards, activities, progress and remediation status of factory partners.

- **Promoting better work environment:** LABS focuses on improving working conditions through assessments aligned with International Safety Standards, promoting safer working conditions by mitigating preventable fire, electrical and structural safety risks. LABS' public data disclosure enhances business transparency and accountability.
- **Remediation monitoring and transparent reporting:** LABS monitors assessments and remedial actions, which are performed by vetted experts. LABS shares factories' reports, assessments, training information and corrective action plans (CAPs) on the Fair Factories Clearinghouse's (FFC) online platform with participating brands. Summaries of assessment data are shared with wider stakeholders on the LABS website.
- **Comprehensive information source:** The website provides detailed information about policies and procedures, tool kit and LABS Standards and Methodologies used to ensure comprehensive safety and compliance in the factories.
- **Expanding our reach:** After successful initial Program launches in India and Vietnam (2019), LABS expanded to Cambodia (2022) and Indonesia (2023). LABS is dedicated to scaling our Program to new geographies as part of our strategic vision, targeting areas that need our interventions the most to create sector-level change.

A woman with brown hair in a bun, wearing a light blue surgical mask and a white short-sleeved polo shirt, is inspecting a dark green puffer jacket with a fur-lined hood on a white workbench. She is wearing blue jeans and several gold bangles. In the background, there are more jackets hanging on a rack, industrial sewing machines, and a control panel with a small screen and buttons. A large red circle is overlaid on the right side of the image, containing the text "Stakeholder outreach".

Stakeholder outreach

Creating a sector-level impact requires effort from the entire industry. LABS strengthens the capacity of governments, factories and workers to fulfill its mandate of promoting safer working conditions. At the national level, we utilize data and evidence to influence the development of policies and standards.

LABS interacts with organizations such as the International Labor Organization (ILO), Better Factories Cambodia, Better Works Vietnam, VITAS and LEFASO to create a sector-level transformation through joint action.

In-Country Discussions

India

March 15, 2024

Safety Health & Environment Conclave 2024, India

LABS Program raised awareness of safety in the apparel and textile industry by presenting at the event, which was hosted by the National Safety Council of India.



March 21, 2024

Discussion with Ministry of Textile, Government of India

LABS was invited to participate in Vision 2047 by the Ministry of Textile, Government of India to help determine how the apparel and textile industry can grow in the country. LABS' Country Manager highlighted the importance of safety for the sustainable development and capacity-building efforts.



March 17, 2024

Meeting with National Building Code (NBC) Committee, India

LABS reached out to the Head of the Technical Committee, NBC India to be added as an expert on the NBC committee and discussed possible industry-specific safety guidelines for the apparel industry.



October 17, 2024

MoU with the National Safety Council, India

LABS Initiative signed an MoU with the National Safety Council (NSC) to leverage their strengths to collectively drive worker safety in the apparel, footwear, accessories and textile industry.

This collaborative effort, encompassing the strengths (e.g., knowledge sharing, training and development, and research and innovation) of both organizations, will enhance the safety culture in the industry through targeted interventions.



December 5, 2025

Workshop in collaboration with UNDP on Driving responsible business through safe working condition

The UNDP B+HR Academy hosted a two-day workshop in New Delhi on responsible business in the textile and apparel industry. Bringing together factories, brands, and civil society, the event explored workplace safety, ESG alignment, and industry best practices. The Life and Building Safety (LABS) Initiative showcased safety improvements, shared industry insights, and promoted collaboration to strengthen safety culture and advance human rights and sustainability goals.



Vietnam

March 4, 2024

Collaborative Meeting with VCCI-VBCSD and LEFASO, Vietnam

LABS participated in a collaborative meeting with the Vietnam Chamber of Commerce and Industry – Vietnam Business Council for Sustainable Development (VCCI-VBCSD) and LEFASO. Key discussion points included LABS offering training, sharing good practices, and supporting non-LABS members within the industry.



March 7, 2024

MOC-LABS Vietnam Program Update and Collaboration Discussion

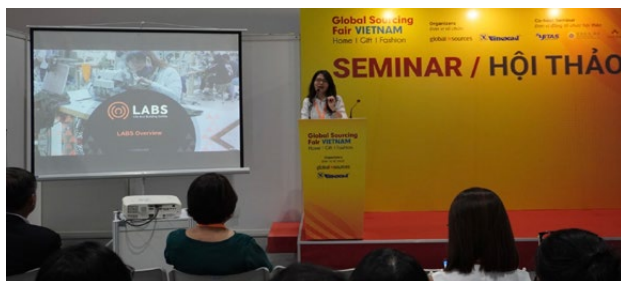
The Global Lead and LABS Vietnam Country Manager engaged in a productive meeting with Associate Professor Dr. Vu Ngoc Anh, Director of the Ministry of Construction (MOC), Vietnam. The objective was to synchronize the progress of the LABS Program and strategize collaboration activities slated for 2024 and 2025.



April 24, 2024

Global Sourcing Fair Vietnam 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.



May 14, 2024

Engagement with ILO Better Work Vietnam

The key purpose of the engagement was to support and enable Better Work Vietnam to identify challenges and synchronize implementation strategies for fostering safer and more secure workplaces.

June 28, 2024

Meeting with Ministry of Construction (MOC)

LABS' Vietnam team participated in a seminar by MOC to discuss implementing the National Technical Regulation on Fire Safety of Buildings and Constructions (QCVN06) for various stakeholders. LABS shared safety data, the remediation process and good practices with the MOC during the standard-review preparation process.

July 8, 2024

International Footwear Conference, Vietnam

The LABS team in Vietnam participated in the 41st International Footwear Conference (IFC) hosted by LEFASO and the Confederation of International Footwear Associations (CIFA). The event emphasized sustainability, innovation and collaboration for the industry's future. Participants included representatives from various government organizations, international organizations, associations and LEFASO members.



August 23, 2024

Annual Safety Seminar, Vietnam

The LABS team in Vietnam participated in the Annual Safety Seminar hosted by the MOC. The seminar, with over 150 participants, highlighted updates to the National Code for Fire Safety in buildings. During the session, the LABS team shared best practices to further promote safety in the apparel and footwear industry.

Cambodia

February 5 and February 7, 2024

Factory visits with Better Factories Cambodia (BFC)

There were two joint factory visits conducted with BFC to understand issues and ensure collaborative remediations at factories.



March 15, 2024

Annual Textile and Apparel Summit, Cambodia

LABS Country Manager attended as a speaker at the Summit, presenting LABS and mitigating safety risks in the textile supply chain.



April 2, 2024

Meeting with Department of Occupational Safety and Health, Ministry of Labour & Vocational Training (MLVT), Cambodia

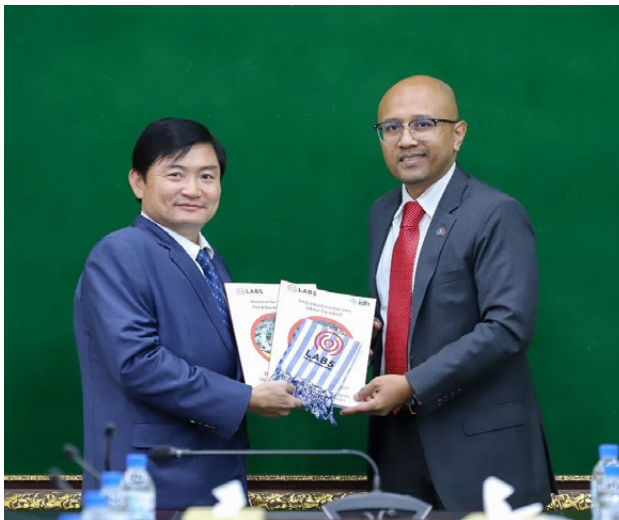
The meeting was conducted with the Director General of the Department to discuss potential collaborations with training inspectors on LABS' Assessment process and Safety Trainings.



May 2, 2024

Meeting with the Ministry of Industry, Science, Technology & Innovation (MISTI), Cambodia

The LABS Initiative was presented to the Minister and a copy of LABS Standards was shared with MISTI.



October 21, 2024

Meeting with Under Secretary of State CHHE Lidin, Ministry of Mines and Energy, Cambodia

LABS' Vietnam team participated in a seminar by MOC to discuss implementing the National Technical Regulation on Fire Safety of Buildings and Constructions (QCVN06) for various stakeholders. LABS shared safety data, the remediation process and good practices with the MOC during the standard-review preparation process.

October 31, 2024

Participation in Target's Responsible Sourcing and Sustainability Event, Cambodia

The LABS Initiative was presented to 120 participants representing 90 factories.



October 24, 2024

Meeting with Compliance Director Andrew Wallace, Cambodian Fairwind Enterprises (CFE) – Cambodia

CFE's role includes a 50-year contract with the General Commissariat of National Police, Ministry of Interior, covering fire certification, inspection compliance and fire investigation. This meeting centered on fire-code compliance.



Indonesia

January 19, 2024

Introductory Meeting with Indonesia's National Board for Disaster Management

LABS met with the Director of Risk Mitigation of Indonesia's National Board for Disaster Management (BNPB) to introduce LABS, share LABS progress in Indonesia and discuss a potential collaboration for capacity building of the National and Regional Disaster Management Agency.



February 16, 2024

Engagement with Indonesian Network of Occupational Safety and Health Professionals (INOSHPRO)

The key objective of this engagement was to introduce LABS Standards and discuss potential collaboration to increase safety awareness in the manufacturing industry as well as the apparel and footwear sector.



February 16, 2024

MoU with DKI Jakarta Disaster Management Agency, Indonesia

A cooperation agreement was signed with DKI Jakarta Disaster Management Agency to enhance the Regional Disaster Management Agency (BPBD) DKI Jakarta's Building Assessment Module by adopting LABS Standards and Methodology.



May, 2024

Collaboration with the DKI Jakarta Regional Disaster Management Agency

The collaboration marked the completion of the draft assessment module for fire, structural and electrical safety, where the Focus Group Discussion (FGD) reviewed the draft module. Participants included approximately 45 representatives from 12 organizations, including the National Board for Disaster Management, National Research and Innovation Agency and the Meteorology, Climatology and Geophysics Council (BKMKG). The LABS Country Manager provided an overview of the LABS Initiative, emphasizing the importance of safety awareness and the goals of a partnership. A consultant detailed the Assessment Methodology and the technical aspects of the checklist. A pilot assessment was conducted at the office building of East Jakarta's Mayor with the support of DKI Jakarta Disaster Management Agency.

October 9, 2024

Discussion Session with DKI Jakarta Disaster Management Agency, Indonesia

The session reviewed the progress of using the building-assessment module since the pilot assessment was conducted (see June 4, 2024's Multistakeholder meeting), explored expanding the assessment module to a national level with DKI Jakarta's support and delved into the coordination plans for ministry-level regulations to enhance disaster management.

June 4, 2024

Multistakeholder meeting to discuss pilot building assessments in Indonesia

DKI Jakarta Regional Disaster Management Agency convened a meeting to discuss the results and recommendations from pilot building assessments in Jakarta. LABS, along with over 15 organizations (including, but not limited to the National Board for Disaster Management, National Research and Innovation Agency, BKMKG, DKI Jakarta Provincial Fire and Rescue Service and the Asia Pacific Alliance for Disaster Management Indonesia), were invited to participate. These pilot assessments, held from May 8-15, 2024, evaluated the resilience of buildings and public areas to disasters at various locations, including the East Jakarta Mayor's Office, Pulogebang Flats, Tarakan Hospital, Kramat Jati Market and the Pacific Place Building in the Sudirman Central Business District (SCBD). The assessment module referenced LABS Standards and Methodologies and incorporated non-destructive tests like the Hammer Test. During the meeting, the LABS Country Manager shared insights on fire-safety findings (e.g., sprinkler systems, fire-rated doors, emergency exits and fire-separation walls).

October 21, 2024

Discussion with BSN on Embedding LABS Standards, Indonesia

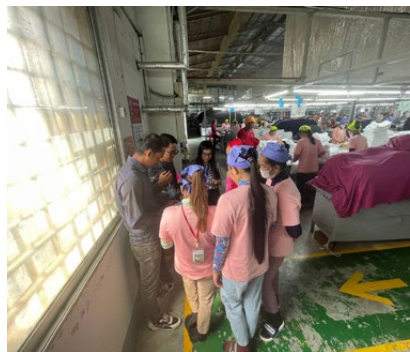
This discussion explored integrating LABS Standards into Indonesia's National Standard framework. Key stakeholders, including Banu Sirnamala (Accreditation Working Team Head) and other BSN officials requested additional time for internal review.

Collaborative Work with ILO

(Better Factories and Better Work)

In 2024, the LABS Secretariat strengthened collaboration with ILO's Better Work programs in Vietnam and Indonesia and Better Factories in Cambodia through knowledge-sharing sessions, workshops and joint factory visits. These efforts enhanced synergy and established a foundation for future cooperation.

- **In Vietnam**, engagements included knowledge-sharing sessions and joint factory visits, focusing on supporting factories with overlapping initiatives and promoting industry-wide collaboration.
- **In Cambodia**, joint factory visits facilitated collaborative remediation efforts, while the LABS team shared insights on SMSs with Better Work's team leaders and auditors during the second ILO Better Work Global "Learning Series", involving nine country teams.
- **In Indonesia**, meetings explored potential opportunities for collaboration with key ministries, paving the way for future engagements.



Additional Updates

LABS Outcome Evaluation Study

As part of our ongoing commitment to measure the impact of LABS, an Outcome Evaluation Study was conducted by Mekong Economics to comprehensively assess the effectiveness of LABS in driving positive social, environmental and economic outcomes within the apparel, footwear, accessories and home-textile industry.

Key Focus Areas:

- LABS Program's performance against the Organization for Economic Co-operation and Development's Development Assistance Committee (OECD DAC) Framework (i.e., to evaluate relevance, coherence, effectiveness, efficiency, impact and sustainability) and issue recommendations for corrective action
- Identify strengths and pitfalls in project design and implementation and document good practices and lessons learned in the program

The final report, published in February 2024, reflected the positive impact of LABS against the OECD DAC Framework and highlights the outcomes and key recommendations of the study executed in Vietnam, Cambodia and India. Read the document [here](#).

Aligned to the recommendations, the LABS team is developing a comprehensive strategy to address gaps and integrate the recommendations into the LABS multiyear plan (2026 – 2030) with detailed actions.



The Road Ahead

Driving Systemic Changes

In 2025, the LABS Initiative will further its mission of addressing systemic life and building safety challenges within the apparel, footwear, accessories and home-textile value chain across all operational countries. LABS will continue fostering global collaboration among brands, retailers and stakeholders to drive pre-competitive strategies on safety, aiming for commitments to adopt LABS' best practices in three interconnected spaces: sector governance; field level; and business practices.

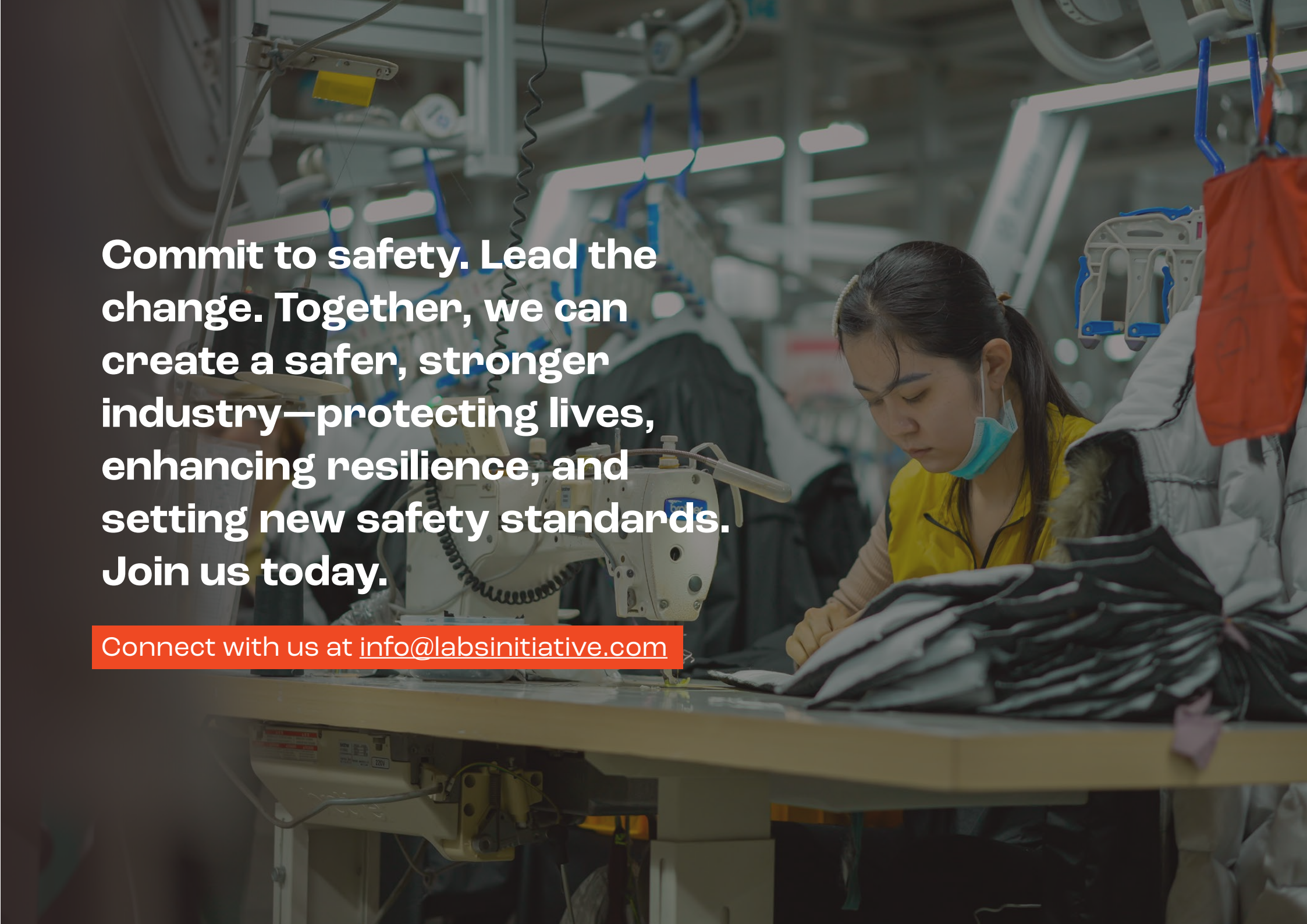
To strengthen sector governance, LABS will focus on enhancing coordination and collaboration, fostering dialogue among key local stakeholders and transitioning these discussions into actionable outcomes for better jobs. Achieving sector transformation requires strong governance and shared ownership by stakeholders. As part of this commitment, we are updating our strategic approach, which we will share in our next report or at upcoming events once finalized.

LABS promotes open collaboration, using evidence-based data to impart policies and standards. This year, we will deepen engagement with NSCs, industry associations, government bodies and international organizations (e.g., ILO's Better Work and Better Factories) to have a joint-industry commitment towards safety and establish long-term local and national ownership. To support these efforts, LABS will share insights and learnings through knowledge-sharing workshops, good-practice sharing seminars and PPP platforms, driving the development and enforcement of new or improved policies and standards.

Global brands, retailers and suppliers are increasingly aligning their business practices with LABS Standards and Methodology. We will work together with global apparel brands to steer and accelerate safer working conditions in their supply chain, thus increasing overall industry accountability and transparency.

At the field level, LABS will continue to provide a transparent platform for assessing, remediating and monitoring factories' safety conditions supported by Safety Trainings and a dedicated Helpline that empowers workers to raise concerns. Our goal is to enhance understanding risk mitigation and provide access to the LABS Helpline for voicing life-safety concerns. We aspire to achieve a **75% Remediation Rate** by conducting approximately **600 Follow-up visits** to factories, supporting remediation efforts and delivering Safety Trainings to over **300 factories**.

In 2025, we plan to onboard over 100 new factories across India, Vietnam, Cambodia and Indonesia, impacting the lives of approximately 120,000 workers – with 73% of them being women. In 2025, we will continue to foster discussions to promote gender equality by addressing specific needs in Safety Trainings and risks as well as intensifying efforts for inclusivity in decision-making.

A woman with dark hair tied back, wearing a yellow long-sleeved shirt and a light blue surgical mask, is focused on her work at a sewing machine. She is in a factory or garment manufacturing environment, with various pieces of clothing and machinery visible in the background. The lighting is bright, and the overall scene conveys a sense of industriousness and safety.

Commit to safety. Lead the change. Together, we can create a safer, stronger industry—protecting lives, enhancing resilience, and setting new safety standards. Join us today.

Connect with us at info@labsinitiative.com

