

NEWSLETTER

Quarterly | April 2025 | Issue 22



Dear Readers,

As we wrap up the first quarter of 2025, the Life and Building Safety (LABS) Initiative is happy to share the momentum of our key geographies. One of this quarter's highlights was the successful onboarding of several new factories – bringing more facilities under the umbrella of our safety standards and reaffirming the industry's growing commitment to safer working environments.

Our collaboration with industry stakeholders – brands, suppliers, and others – remains central to our mission. Together, we've continued to build strong foundations for sustainable safety systems with knowledge-sharing, technical support, and joint action.

Looking ahead, 2025 promises to be a year of deeper impact. We're excited to bring you field updates in this edition – and as always, we thank you for your continued partnership in building a culture of prevention and safety across the sector.

PROGRESS SO FAR

▶ **603**

Factories onboarded

India: **170**

Vietnam: **256**

Cambodia: **117**

Indonesia: **60**

▶ **594**

Assessments conducted

India: **170**

Vietnam: **252**

Cambodia: **113**

Indonesia: **59**

▶ **1,256**

Safety training conducted

India: **339**

Vietnam: **634**

Cambodia: **193**

Indonesia: **90**

▶ **1,200,704**

Workers reached

India: **222,383**

Vietnam: **556,601**

Cambodia: **236,165**

Indonesia: **185,555**

172 Factories graduated

India: **53** | Vietnam: **115**
Cambodia: **04**

Improving field level impact

Assessments



Factories were assessed across India, Vietnam, Cambodia and Indonesia during the 1st quarter (Q1) of 2025.

	Assessments	QA Assessments	Total
India	6	0	2
Vietnam	0	2	5
Cambodia	1	1	10
Indonesia	1	0	3

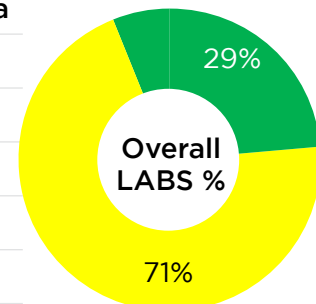
Common assessment findings



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	0	0
Yellow	4	0	1	0
Green	1	0	0	1
Total	5	0	1	1



“Workers working in the factory have gained valuable knowledge about safety. Since the factory joined the LABS program, I have seen changes – safety doors have been installed at all exits in the building. These doors can be used to evacuate quickly and easily in case of an emergency. Additional training on safety and how to use fire extinguishers were also provided.”

Ms. Khun Danae – Cutter – Pontus Footwear LTD

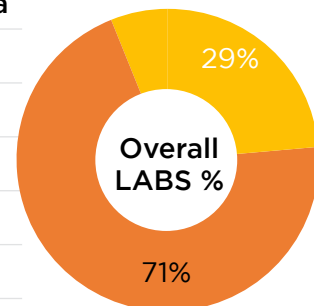




Fire Safety

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

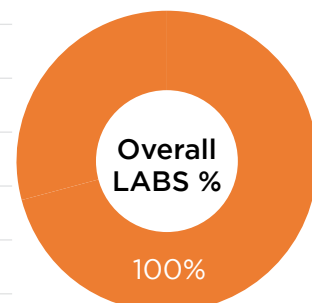
Assessment	India	Vietnam	Cambodia	Indonesia
Red/Amber	5	0	0	0
Amber	0	0	1	1
Yellow	0	0	0	0
Green	0	0	0	0
Total	5	0	1	1



Electrical Safety

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

Assessment	India	Vietnam	Cambodia	Indonesia
Red/Amber	5	0	1	1
Amber	0	0	0	0
Yellow	0	0	0	0
Green	0	0	0	0
Total	5	0	1	1



Remediations

India

Data comprises 117 factories where 501 follow-up visits were conducted

Fire Safety:

- **96%** of the factories installed emergency lights
- **97%** of the factories removed temporary obstacles on evacuation pathways
- **93%** of the factories installed illuminated exit signages
- **90%** of the factories removed locking mechanisms from exit doors

Electrical Safety:

- 94% of the factories removed lint and dust from electrical panels and DBs
- **96%** of the factories reduced the high temperatures in electrical panels and DBs
- **94%** of the factories provided earthing connections for electrical components

Structural Safety:

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

Vietnam

Data comprises 213 factories where 912 follow-up visits were conducted

Fire Safety:

- **83%** of the factories installed emergency lights
- 100% of the factories removed temporary obstacles on evacuation pathways
- **91%** of the factories installed illuminated exit signages
- 98% of the factories removed locking mechanisms from exit doors

Electrical Safety:

- **91%** of the factories removed lint and dust from electrical panels and DBs
- **95%** of the factories reduced the high temperatures in electrical panels and DBs
- **87%** of the factories provided earthing connections for electrical components

Structural Safety:

- **84%** of the factories mended cracks in beams and columns
- **87%** of the factories removed the corrosion in non-engineered structures (such as MS Shed)
- **82%** of the factories eliminated the wall dampness

Cambodia

Data comprises 69 factories where 301 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 54 factories where 161 follow-up visits were conducted

Fire Safety:

- **59%** of the factories installed emergency lights
- **90%** of the factories removed temporary obstacles on evacuation pathways
- **75%** of the factories installed illuminated exit signages
- **35%** of the factories removed locking mechanisms from exit doors

Electrical Safety:

- **51%** of the factories removed lint and dust from electrical panels and DBs
- **57%** of the factories reduced the high temperatures in electrical panels and DBs
- **43%** of the factories provided earthing connections for electrical components

Structural Safety:

- **45%** of the factories mended cracks in beams and columns
- **50%** of the factories removed the corrosion in non-engineered structures
- **100%** of the factories eliminated the wall dampness

Safety Training

47

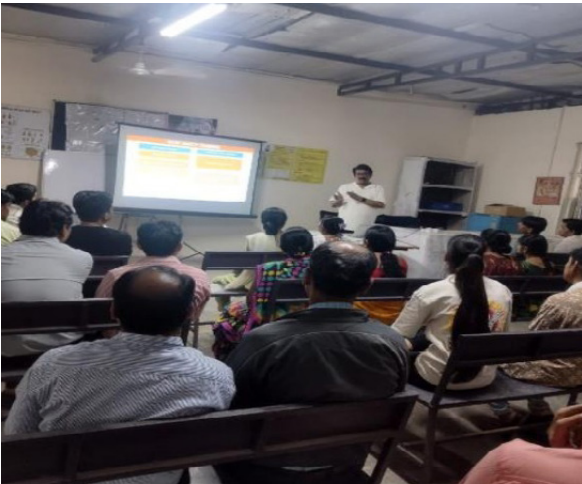
Safety Training
sessions were
conducted in Q1, 2025.

1,209

People Trained

There were 47 Safety Trainings conducted during Q1 with 1,209 representatives from factory management, the OHS Committee, HR and maintenance departments, and workers from the production area.

	Training	People trained
India	20	592
Vietnam	14	294
Cambodia	05	109
Indonesia	08	214



“ The LABS program facilitates compliance with international safety standards, making factories more attractive to global brands and retailers who prioritize ethical manufacturing practices. This not only boosts a factory’s reputation but also opens up new business opportunities and long-term partnerships.

Additionally, by reducing the risk of accidents and operational disruptions, the LABS program helps factories maintain consistent production levels, thus improving overall productivity. Safety improvements also lead to long-term cost savings by minimizing the financial impact of accidents, lawsuits, and insurance claims.

The program also contributes to better employee morale and retention. When workers feel safe in their environment, they are more likely to be engaged, productive, and committed to their employer, which directly impacts factory performance. ”



Ms. Nguyen Thi Thu Phuong – Compliance Officer – South Asia Garments Limited

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

- Vietnam: two cases were reported
 - Carts were blocking fire extinguishers
 - Technical staff were being forced to handle electrical tasks

Non-LABS Reported Cases

- **India:** four cases were reported
 - Two cases related to salary
 - One general program enquiry
 - One water-supply concern
- **Vietnam:** two cases were reported
 - One embezzlement case of workers' wages
 - Overtime work



Key Outreach and Events

India

34th Meeting of the Committee of National Building Code (NBC) of Bureau of Indian Standards (BIS), Government of India

March 11, 2025

The National Building Code Committee is responsible for supporting BIS with technical support on updates to standards. LABS was invited to present at the meeting along with technical experts from the government, the private sector, and other institutes who are directly involved in the use of standards. LABS Standards and Methodology will be used as a reference for standards in the future.

LABS justified developing guidelines for fire-safety prevention and mitigating for apparel factories. Additionally, LABS became a Committee member and a working-group leader.

Vietnam

Fair Wear Vietnam Meeting

January 24, 2025

This meeting was conducted to share experiences, discuss upcoming plans, and explore the possibility of a safety handbook for the apparel and footwear sector.

Meeting with Viet Anh (Fair Wear Foundation Vietnam) and VITAS

February 28, 2025

The meeting focused on planning a workshop on safety, sustainability, and stakeholder collaboration in Vietnam's garment industry. The initiative involving MOIT, WRAP, and Better Work aspires to support factories, build capacity, and enhance supply-chain transparency.

Supplier Workshop for LABS Factories

Q1, 2025

A session was conducted to guide factories on the self-assessment checklist for graduated factories and the internal audit/graduation checklist for those that have completed 100% CAP closure.

Vietnam and ASEAN Footwear Summit

March 18, 2025

The LABS team attended the summit and participated in the panel discussion "Sustainability and Responsible Sourcing".

LEFASO Meeting

Q1, 2025

The meeting highlighted yearly collaborative activities and confirmed LABS' participation in an upcoming event to be hosted by LEFASO in July 2025.

Indonesia

Knowledge-Transfer Sessions

March 18 and 20, 2025

The LABS Indonesia team organized two knowledge-transfer sessions. The first session, a design-requirement workshop, addressed critical technical aspects such as single-line diagrams, lightning-protection systems, oil-soak pits, fire- detection systems, hydrant and sprinkler systems, and visible distress in structural members (loading maps).

The second session, a good-practice sharing initiative, focused on remediation strategies for P1-compliance issues, including exit door and pathway safety, housekeeping standards, battery backup for emergency lighting, earthing and grounding protocols, and thermographic scanning practices.

Both sessions enhanced technical expertise and operational adherence to safety and design standards.

Incidents in Apparel Sector

India

- January 4, 2025:** A major fire at a textile factory in Amritsar Punjab resulted in damaged goods worth approximately Rs 60 lakh INR. A short-circuit was suspected as the fire's cause.
 Source: <https://www.tribuneindia.com/news/amritsar/massive-fire-breaks-out-at-thread-factory/>
- January 25, 2025:** A fire broke out in a garment-manufacturing factory in Bhopal. There were no injuries, and the cause of the fire is under investigation.
 Source: <https://theprint.in/india/fire-destroys-garment-manufacturing-unit-in-bhopal/2463171/>
- February 14, 2025:** A fire in a textile warehouse in Gujarat Gandhidham was reported with no casualties.
 Source: <https://www.indiatvnews.com/gujarat/massive-fire-breaks-out-in-factory-in-gujarat-s-kutch-dousing-operations-underway-2025-02-14-976248>
- February 15, 2025:** A fire broke out at a blanket factory in Panipat as a result of a short-circuit; no casualties were reported.
 Source: <https://www.dainiktribuneonline.com/news/karnal/fire-broke-out-in-a-textile-factory-in-panipat-employees-saved-their-lives-by-running-away/>
- March 14, 2025:** A short-circuit in a distribution board was determined to be the cause of a massive fire at Platinum International Textile Mills.
 Source: <https://deshgujarat.com/2025/03/14/massive-fire-engulfs-textile-and-plastic-factories-in-hojiwala-industrial-estate-in-sachin/>
- March 16, 2025:** A fire was reported at a single-story garment factory in Sector 63, Noida.
 Source: <https://www.hindustantimes.com/cities/noida-news/fire-breaks-out-at-noida-garment-factory-no-casualty-101742151977367.html>
- March 31, 2025:** A massive fire erupted in a cooler-manufacturing unit in Noida. A short-circuit was suspected of being the cause.
 Source: <https://www.indiatvnews.com/uttar-pradesh/massive-fire-breaks-out-in-greater-noida-engulfing-three-factories-30-fire-tenders-on-spot-video-2025-03-31-983176>



Vietnam

- **January 13, 2025:** Fire broke out at a fabric storage collection area in Binh Tan District, Ho Chi Minh City ; there were no injuries.



Source: <https://plo.vn/chay-khu-tap-ket-vai-vun-o-binh-tan-can-hsat-phong-toa-mot-doan-quoc-lo-1-de-dap-lua-post829853.html>

- **January 28, 2025:** A fire was reported at the Venus Vietnam Shoe Company in Thanh Hoa province; the cause is under investigation



Source: <https://vietnamnet.vn/thanh-hoa-chay-lon-o-cong-ty-giay-da-venus-trong-dem-giao-thua-2367290.html?gidzl=x2L-TSP7KbViENrsmL5MLEapU7FPLr9Ly64ISem71GUgOY8cWm1OLQve97E405bN-61pT6CUK1uMm4rLMm>

- **February 14, 2025:** Fire engulfed the XQ Vietnam embroidery facility in Da Lat City, Lam Dong Province. No injuries were reported and the cause is under investigation.



Source: <https://dantri.com.vn/xa-hoi/co-so-tranh-theu-noi-tieng-o-da-lat-boc-chay-du-doi-20250214093904505.htm>

- **February 16, 2025:** A fire at a shoe-sole manufacturing company in Nam Dinh City was allegedly started in the factory's storage area.



Source: <https://dantri.com.vn/xa-hoi/chay-cong-ty-san-xuat-de-giay-o-nam-dinh-20250216184458307.htm>

- **March 4, 2025:** The cause of a fire at a wool warehouse in Lam Dong Province remains under investigation.



Source: <https://tuoitre.vn/kho-chua-len-trong-khu-dan-cu-o-da-lat-boc-chay-20250304214110737.htm>

- **March 23, 2025:** No injuries were reported after a fire destroyed the assets of a backpack and handbag manufacturing company in Hoc Mon district, Ho Chi Minh City.

Source: <https://thanhnien.vn/chay-cong-ty-san-xuat-ba-lo-tui-xach-o-hoc-mon-185250323161846211.htm>



Indonesia

- January 31, 2025: Three textile factories in the Kampung Sadang Industrial Area, Bandung Regency, caught fire. The massive blaze took nearly 13 hours to extinguish.

Source: <https://www.kompas.com/jawa-barat/read/2025/01/31/132750388/kebakaran-3-pabrik-tekstil-di-bandung-butuh-13-jam-dan-12-mobil-untuk#:~:text=KOMPAS.com%20%E2%80%93%20Tiga%20pabrik%20tekstil%20di%20kawasan%20Industri,setelah%20hampir%2013%20jam%20upaya%20pemadaman%20oleh%20petugas.>

Annexures

Factory Details

India

Assessments

- | | |
|---|------------------------------------|
| 1. Vamani Overseas PVT LTD – Guntur Unit | 3. Vamani Overseas PVT LTD – C2-C3 |
| 2. A.V. Thomas Leather & Allied Products PVT LTD – Kancheepuram | 4. Vamani Overseas PVT LTD – D247 |
| | 5. Arvind LTD – Yeshwanthpur Unit |
| | 6. Parc Designs PVT LTD |

Safety Trainings

- | | |
|--|---|
| 1. Kitex Garments LTD | 12. Orient Fashions Exports PVT LTD – B4 |
| 2. Shivalik Prints LTD – Unit 22 | 13. Pearl Global Industries LTD – Peenya |
| 3. Radnik Auto Exports | 14. A.V. Thomas Leather & Allied Products PVT LTD |
| 4. FA Home and Apparel PVT LTD | 15. Parameshwari Exports PVT LTD |
| 5. Akai Garments | 16. Chelsea Mills LLP – Gurugram |
| 6. Vamani Overseas PVT LTD – Guntur Unit | 17. JAK Group PVT LTD – 729 |
| 7. Amicizia Creations LLP | 18. Vamani Overseas – C2-C3 |
| 8. Trident LTD – Bed Linen | 19. Vamani Overseas – D247 |
| 9. Trident LTD – Bath Linen | 20. Shivalik Prints LTD |
| 10. Alok Industries LTD | |
| 11. Chemico Processing | |

Vietnam

Safety Trainings

- | | |
|--|---|
| 1. Sun World Garment CO LTD | 8. Son Ha CO LTD – Thai Binh Branch |
| 2. SSV Export Garment Company | 9. Join Win Vietnam LTD CO |
| 3. Dong Tien Joint Stock Company | 10. Haivina Kim Lien CO LTD |
| 4. Jinquan Vietnam Travelling Goods CO LTD | 11. Hansae TN CO LTD |
| 5. Peak Outdoor CO LTD | 12. Hana Kovi INC |
| 6. SOTO CO LTD | 13. Yi Feng Footwear Joint Venture CO LTD |
| 7. Precious Garments (Vietnam) CO LTD | 14. Bao Hung Joint Stock Company |

Cambodia

Assessments

1. Suzen (Cambodia) Industrial CO LTD

Safety Trainings

- | | |
|---|---|
| 1. Hop Lok (Cambodia) CO LTD | 4. T.F.G (Cambodia) Garment CO LTD |
| 2. Wah Sun HK Factory (Cambodia) CO LTD | 5. Great New Talent Factory (Cambodia) CO LTD |
| 3. Nagapeace Corporation Limited | |

Indonesia

Assessments

1. PT. Hoga Reksa Garment

Safety Trainings

- | | |
|------------------------------|------------------------------------|
| 1. PT. Anggun Kreasi Garmen | 6. PT. Woo Shin Garment Indonesia |
| 2. PT. Sun Suka Abadi | 7. PT. CITRA UNGGUL PERKASA GARMEN |
| 3. PT. Young Tree Industries | 8. PT. Pungkook Indonesia |
| 4. PT. Rina Jaya Garment | |
| 5. PT. Pan Brothers Tbk | |



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