

# NEWSLETTER

Quarterly | July 2025 | Issue 23



Dear Readers,

Welcome to 2025's second quarterly edition of the Life and Building Safety (LABS) Initiative newsletter. This quarter marked significant progress in our collective journey to create safer working conditions across the apparel, footwear, and accessories sectors in India, Vietnam, Cambodia, and Indonesia.

During quarter two (Q2), LABS intensified its engagement with industry platforms, government bodies, and ecosystem actors to build alignment around risk mitigation and safety governance, reinforcing our commitment to systems change – supporting an industry-wide movement that embeds safety as a core business value, not just a compliance requirement.

Dive in to explore key updates, milestones, and the stories behind our shared mission to make workplaces safer and more resilient.

## PROGRESS SO FAR

▶ **663**

**Factories onboarded**

India: **195**

Vietnam: **271**

Cambodia: **130**

Indonesia: **67**

▶ **623**

**Assessments conducted**

India: **179**

Vietnam: **258**

Cambodia: **122**

Indonesia: **64**

▶ **1,323**

**Safety training conducted**

India: **350**

Vietnam: **655**

Cambodia: **217**

Indonesia: **101**

▶ **1,286,727**

**Workers reached**

India: **241,270**

Vietnam: **580,106**

Cambodia: **254,123**

Indonesia: **211,228**

▶ **185**

**Factories graduated**

India: **62**

Vietnam: **114**

Cambodia: **7**

Indonesia: **2**

# Improving field level impact

## Assessments



Factories were assessed across India, Vietnam, Cambodia and Indonesia during the 2<sup>nd</sup> quarter (Q2) of 2025.

	Assessments	QA Assessments	Total
India	12	0	12
Vietnam	9	0	9
Cambodia	9	0	9
Indonesia	5	1	6

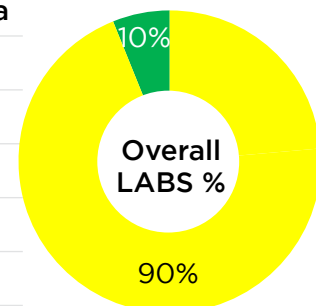
### Common assessment findings



#### 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	-	-	-	-
Amber	-	-	-	-
Yellow	7	7	9	5
Green	3	-	-	-
<b>Total</b>	<b>10</b>	<b>7</b>	<b>9</b>	<b>5</b>



“The LABS Program has been instrumental in helping our factory identify underlying risks in structural, electrical, and fire safety. The LABS team has been incredibly helpful, supportive, and always willing to share their knowledge and expertise with our team. Their clear communication and guidance enabled us to fully align with LABS Standards and successfully complete the necessary remediation within the designated timeline outlined in the LABS Methodology. We truly appreciate their professionalism and commitment to improving workplace safety.”

Irma - ESG Supervisor, PT Gunung Salak Sukabumi

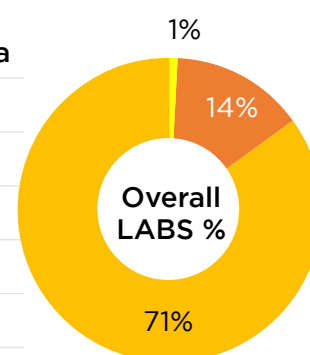




## Fire Safety

- 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

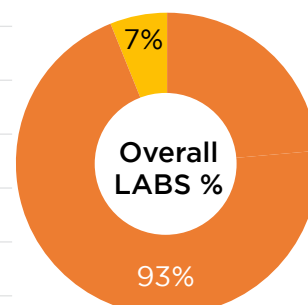
Assessment	India	Vietnam	Cambodia	Indonesia
Red/Amber	-	-	-	4
Amber	10	6	8	1
Yellow	-	1	1	-
Green	-	-	-	-
<b>Total</b>	<b>10</b>	<b>7</b>	<b>9</b>	<b>5</b>



## 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
- Lightning-protection system not supplied
- Numerous hotspots with high temperatures ranging from 73°C to 120°C

Assessment	India	Vietnam	Cambodia	Indonesia
Red/Amber	10	4	6	3
Amber	-	3	3	2
Yellow	-	-	-	-
Green	-	-	-	-
<b>Total</b>	<b>10</b>	<b>7</b>	<b>9</b>	<b>5</b>



## Remediations

### India

Data comprises 117 factories where 534 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 the 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 253 factories where 971 follow-up visits were conducted

#### Fire Safety:

- **95%** of the factories installed emergency lights
- **100%** of the factories removed temporary obstacles on evacuation pathways
- **94%** of the factories installed illuminated exit signages
- **98%** of the factories removed locking mechanisms from exit doors

#### Electrical Safety:

- **94%** of the factories removed lint and dust from electrical panels and DBs
- **99%** of the factories reduced the high temperatures in electrical panels and DBs
- **94%** of the factories provided earthing connections for the electrical components

#### Structural Safety:

- **89%** 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 81 factories where 339 follow-up visits were conducted

### Fire Safety:

- **82%** of the factories installed emergency lights
- **96%** of the factories removed temporary obstacles on evacuation pathways
- **75%** of the factories installed illuminated exit signages
- **81%** of the factories removed locking mechanisms from exit doors

### Electrical Safety:

- **92%** of the factories removed lint and dust from electrical panels and DBs
- **89%** of the factories reduced the high temperatures in electrical panels and DBs
- **87%** of the factories provided earthing connections for the electrical components

### Structural Safety:

- **94%** of the factories mended cracks in beams and columns
- **98%** of the factories removed the corrosion in non-engineered structures
- **94%** of the factories eliminated the wall dampness

## Indonesia

Data comprises 53 factories where 177 follow-up visits were conducted

### Fire Safety:

- **56%** of the factories installed emergency lights
- **90%** of the factories removed temporary obstacles on evacuation pathways
- **75%** of the factories installed illuminated exit signages
- **37%** of the factories removed locking mechanisms from exit doors

### Electrical Safety:

- **64%** of the factories removed lint and dust from electrical panels and DBs
- 64% of the factories reduced the high temperatures in electrical panels and DBs
- **46%** of the factories provided earthing connections for the electrical components

### Structural Safety:

- **46%** of the factories mended cracks in beams and columns
- **67%** of the factories removed the corrosion in non-engineered structures
- **100%** of the factories eliminated the wall dampness



## Safety Training

# 68

### Safety Training

sessions were conducted in Q2, 2025.

There were 68 Safety Trainings conducted during Q2 with 1,963 representatives from factory management, the OHS Committee, HR and maintenance departments, and workers from the production area.

# 1,963

### People Trained

	Training	People trained
India	<b>12</b>	<b>592</b>
Vietnam	<b>21</b>	<b>499</b>
Cambodia	<b>24</b>	<b>617</b>
Indonesia	<b>11</b>	<b>255</b>



## 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.

### Non-LABS Reported Cases

- India: One case was related to a supervisor's behavior
- Vietnam: Five cases were reported
  - Three cases were related to overtime work
  - One case was related to resigning from work
  - One case was related to the leave policy



“ I attended training on LABS Standards and safety protocols. The training significantly improved my awareness and understanding of the proper handling of safe equipment usage and emergency procedures. I believe this will help me in identifying safety hazards and has also improved my confidence in handling sensitive processes and responding to incidents appropriately. ”

Uma Shankar – Operator, Radnik Exports PVT LTD – Unit E2



## Key Outreach and Events

### India

#### LABS National Stakeholder Committee Meeting

May 21, 2025

The meeting was held in New Delhi and was attended by four members. Key discussion points included: safety preparedness (considering regular country-wide fire incidents in apparel factories); organization ownership regarding workers' safety; and the uptake of Safety Management Systems (SMSs) in factories.



### Vietnam

#### 35<sup>th</sup> Saigon Textile & Garment Industry – Fabric & Garment Accessories Expo (SaigonTex – Saigonfabric 2025)

April 11, 2025

LABS participated in the event, which is the largest and most influential exhibition in Vietnam's textile and garment industry. The event brought together nearly 1,100 suppliers from 25 countries and territories. Saigontex – Saigonfabric serves as a vital platform to connect producers, suppliers, and buyers.



#### Cascale Forum 2025

May 15, 2025

LABS joined the panel discussion on “Building Trust and Collaboration in the Workplace”, together with Better Work Vietnam and CNV International. The session explored practical approaches to enhancing worker engagement and workplace dialogue that support business resilience and sustainable growth. The Cascale Forum joins manufacturers, brands, NGOs, and policymakers to tackle the industry's most critical challenges and drive actionable solutions that propel the consumer-goods industry toward its shared sustainability goals.



## National Stakeholder Committee (NSC), Vietnam

May 27, 2025

Seven NSC members attended the meeting.

Key discussions included

- Integrating LABS Standards into the National Framework on Electrical and Structural Safety, specifically adding solar panels to existing industrial buildings
- Strengthening industry-wide compliance through stakeholder engagement (e.g., VITAS, LEFASO, VCCI, Better Work Vietnam, and Fair Wear Foundation)
- Enhancing and scaling Safety Management Systems

### LABS' key inputs

- Providing MOC and IBST data regarding safety risks, especially solar-panel installations
- Facilitating regular knowledge-sharing forums with VITAS, LEFASO, and VCCI
- Encouraging factories to strengthen internal compliance teams
- Offering tailored guidance on SMS implementation and continuous improvement

## Indonesia

### NSC Meeting

Q2, 2025

Key discussion points included:

- Integration of LABS Standards into national frameworks
- Collaboration with the Ministry of Manpower and BPBD DKI
- Formal recognition of LABS Standards and development of certified training programs
- Gender inclusion in safety programs, with proposals for regulatory mandates
- Community-level safety promotion, fire-safety certification for high-rise buildings, and publication of verified training materials



### Meeting with Ministry of Manpower

June 19, 2025

LABS' country manager met Drs. Muhamad Idham, M.K.K.K., from the Directorate General of Manpower and Occupational Safety and Health to share updates on its progress in Indonesia and highlight its impact on worker safety. The discussion explored potential collaboration opportunities, including the publication of LABS Standards and Methodology, LABS Safety Training Module, and LABS Knowledge Sharing Module on the Ministry's official website.





# Incidents in Apparel Sector

## India

- **May 18, 2025:** At approximately 3:45 am, fire broke out at Central Textile Mills in Solapur, Maharashtra.

Source: <https://www.thehindu.com/news/national/maharashtra/maharashtras-solapur-factory-fire-death/article69590937.ece>



- **May 25, 2025:** Fire erupted at approximately 7:15 pm at a Vikrant Knitwear unit in Ludhiana, Punjab.  
<https://www.tribuneindia.com/news/ludhiana/huge-quantity-of-yarn-fabric-gutted-in-fire/>



- **June 8, 2025:** A fire erupted at a garment factory in Burhanpur, Madhya Pradesh.

Source: <https://www.aninews.in/news/national/general-news/mp-fire-erupts-at-garment-factory-in-burhanpur-firefighting-operations-underway20250608224423/>

- **June 17, 2025:** Fire broke out at a garment factory in Noida, Uttar Pradesh.

Source: <https://timesofindia.indiatimes.com/city/noida/fire-breaks-out-in-noida-factory-after-washing-machine-snag/articleshow/121892418.cms>



## Indonesia

- **May 21, 2025:** A massive fire erupted at approximately 3:30 am at PT Mataram Tunggal Garment in Sleman, Yogyakarta.

Source: <https://patraindonesia.com/kebakaran-hebat-landa-pabrik-garment-di-sleman-dini-hari/>



## Vietnam

- **April 2, 2025:** Fire erupted at Quang Viet – Tien Giang Co Ltd (South Vietnam).

Source: <https://www.vietnam.vn/en/dap-tat-dam-chay-lon-tai-khu-cong-nghiep-tan-huong>



- **April 19, 2025:** A major fire at Doanh Dieu Shoes Company Limited in Can Duoc District, Long An (South Vietnam), spread rapidly due to many flammable materials and hot weather.

Source: <https://news.laodong.vn/xa-hoi/chay-nha-xuong-trong-khu-cong-nghiep-o-long-an-1494234.laod>



- **April 27, 2025:** Fire broke out at a shoe factory in Duc Hoa district, Long An (South Vietnam).

Source: <https://danviet.vn/chay-lon-khoi-den-boc-cao-hang-chuc-met-o-phan-xuong-san-xuat-giay-tai-huyen-duc-hoa-long-an-d1327922.html>



- **May 19, 2025:** A large fire erupted at Nexus Foam Solution Company Limited in Vinh Phuc (North Vietnam), a manufacturer and producer of shoe soles.

Source: <https://www.vietnam.vn/en/chay-lon-tai-cong-ty-tnhh-nexus-foam-solution>



- **June 1, 2025:** A fire at Nam Chau Garment Joint Stock Company in Bac Giang (North Vietnam) spread rapidly due to countless materials and fire-prone clothes.

Source: <https://news.laodong.vn/cong-doan/ho-tro-nguoi-lao-dong-bi-anh-huong-do-hoa-hoan-tai-cong-ty-co-phan-may-nam-chau-1521314.laod>



# Annexures

## Factory Details

### India

#### Assessments

- |  |   |
|--|---|
| 1. BPS Accessories PVT LTD                     | 6. S.P. Apparels LTD                      |
| 2. RRK Cotton's India Private Limited - Unit 3 | 7. Young Brand Apparel PVT LTD            |
| 3. First Steps Baby Wear PVT LTD - Unit VI     | 8. Arvind Limited - Chitradurga           |
| 4. Brandix Apparel India PVT LTD - Unit 01     | 9. Best Tech Clothing PVT LTD             |
| 5. Peacock Apparels                            | 10. Aathava Garments India PVT LTD        |
|  | 11. Silver Spark Apparel Limited - Unit 2 |
|  | 12. Rama Overseas Limited                 |

#### Safety Trainings

- |  |   |
|--|---|
| 1. Radnik Exports PVT LTD - D201       | 7. Arvind Limited - Yeshwanthpur            |
| 2. Vamani Overseas                     | 8. RRK Cotton's India Private Limited       |
| 3. Shahi Exports Private Limited - IP1 | 9. Arvind Limited - Electronics City        |
| 4. Parc Design                         | 10. First Steps Baby Wear PVT LTD - Unit VI |
| 5. Silver Spark Apparel Limited        | 11. Faze Three Limited                      |
| 6. BPS Accessories PVT LTD             | 12. Pearl Global Industries Limited - BPK   |

#### Re-Assessment

1. BPS Accessories PVT LTD

### Vietnam

#### Assessments

- |   |   |
|---|---|
| 1. HUNG YEN GARMENT CORPORATION - JOINT STOCK COMPANY | 5. Thien Son Garment Co Ltd                         |
| 2. WAYNE VIETNAM Co Ltd - 102968                      | 6. JS VINA COMPANY LIMITED                          |
| 3. HUE TEXTILE GARMENT JSC                            | 7. CMC VINA Co Ltd                                  |
| 4. Delta Galil Vietnam Co Ltd                         | 8. VIN PT DAEHAN GLOBAL GARMENT JOINT STOCK COMPANY |
|   | 9. TIEN SON THANH HOA GROUP JOINT STOCK COMPANY     |

### Safety Trainings

- |   |  |
|---|--|
| 1. Hansae TG Co Ltd                                   | 11. Halotexco Garment Joint Stock Company            |
| 2. Bac Giang LNG Garment Corporation                  | 12. POU LI VIETNAM COMPANY LIMITED                   |
| 3. FTN Vietnam LTD CO                                 | 13. Eagle Nice Vietnam Co Ltd                        |
| 4. Hansae Vietnam Co Ltd                              | 14. Araviet Company Limited                          |
| 5. CMC VINA Co Ltd                                    | 15. Thien Son Ha Nam Co Ltd                          |
| 6. Delta Galil Vietnam Co Ltd                         | 16. New Wide Garment (Vietnam) Co Ltd                |
| 7. HUNG YEN GARMENT CORPORATION - JOINT STOCK COMPANY | 17. Leader Garment (Vietnam) Co Ltd                  |
| 8. MIDO VINA INTERNATIONAL COMPANY LIMITED            | 18. Thien Son Garment Co Ltd                         |
| 9. Thien Son Hung Yen Company Limited                 | 19. Regina Miracle International Vietnam - Factory C |
| 10. Din Sen Vietnam (Long An) Enterprise Co Ltd       | 20. Ha Thanh Fashion INC                             |
|   | 21. Tien Hung Joint Stock Company - 2043200          |

## Cambodia

### Assessments

- |  |  |
|--|--|
| 1. JSD Textile (Cambodia) Co Ltd               | 6. Fortress International Co Ltd                       |
| 2. Milanna Leatherware M F Y (Cambodia) Co Ltd | 7. Kunbo Style Apparel Co Ltd                          |
| 3. Quality Textiles Co Ltd                     | 8. Branch of Dali Garment International (Cambodia) LTD |
| 4. Sun Hsu Garment Co Ltd                      | 9. Capital Garment Co Ltd                              |
| 5. Supercan (Cambodia) Co Ltd                  |  |

### Safety Trainings

- |                                       |   |
|---------------------------------------|---|
| 1. Shoe Premier II (Cambodia) Co Ltd  | 9. New Wide (Cambodia) Garment Co Ltd     |
| 2. Elite Win (Cambodia) Co Ltd        | 10. J S D Textile (Cambodia) Co Ltd       |
| 3. Canpak (Cambodia) Co Ltd           | 11. Qi Heng Xin Factory Co Ltd            |
| 4. Nyan Kids (Cambodia) LTD - 2       | 12. Cam Forever Co Ltd                    |
| 5. Nyan Kids (Cambodia) LTD - 1       | 13. Vicmark Fashions (Cambodia) Co Ltd    |
| 6. Nyan Kids (Cambodia) LTD           | 14. Sun Hsu Garment Co Ltd                |
| 7. Horizon Outdoor (Cambodia) Co Ltd  | 15. Quality Textiles Co Ltd               |
| 8. Jade Sun Garment (Cambodia) Co Ltd | 16. Super Link Fashions (Cambodia) Co Ltd |



- |  |   |
|--|---|
| 17. Lin Wen Chih Sunbow Enterprises Co Ltd | 21. Foot Forward (Cambodia) Socks Co Ltd                |
| 18. Walt Technology (Cambodia) Co Ltd      | 22. Taieasy International Co Ltd                        |
| 19. Shining (Cambodia) Belt & Bag Co Ltd   | 23. Champtex (Cambodia) Co Ltd                          |
| 20. Starlight Apparel Manufacturing Co Ltd | 24. Branch of Dali Garment International (Cambodia) LTD |

### Re-Assessment

1. Super Link Fashions (Cambodia) CO LTD

## Indonesia

### Assessments

- |                      |                                   |
|----------------------|-----------------------------------|
| 1. PT Sadua Indo     | 4. PT Seyang Activewear – Cirebon |
| 2. PT Younghyun Star | 5. PT Dongcai Garment Indonesia   |
| 3. PT Leaders World  |                                   |

### Safety Trainings

- |  |                             |
|--|-----------------------------|
| 1. PT Hoga Reksa Garment               | 6. PT Handsome              |
| 2. PT Leetex Garment Indonesia         | 7. PT Gunung Salak Sukabumi |
| 3. PT TMNC Manufacturing International | 8. PT Gunung Salak Sukabumi |
| 4. PT Capglobal Industry International | 9. PT C Site Texpia         |
| 5. PT Star Fashion Ungaran             | 10. PT Sadua Indo           |
|  | 11. PT Younghyun Star       |

### QA Assessment

1. PT Younghyun Star