LABS

Life And Building Safety

LABS - GOOD PRACTICES SHARING

29th Dec 2025

AGENDA

Time	Contents	PIC
02:00PM - 02:20PM	LABS Introduction & Updates – 20’	LABS/Brands
02:20PM - 03:00PM	Good Practices Sharing – 40’	LABS
03:00PM - 03:10PM	Q&A – 10’	Factories
03:10 PM – 03:40 PM	LABS Graduation – 30’	LABS
03:40 PM – 03:50PM	Update on LABS website & LABS helpline-10’	LABS
03:50PM - 04:00PM	Closing – 10’	LABS

WELCOME & INTRODUCTION

Life and Building Safety Initiative (LABS)

Promoting a safe and secure working environment in the apparel and footwear industry

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The **Life and Building Safety (LABS) Initiative** is an industry-driven program, in which multiple brands and retailers are joining forces with public organizations to operate a scalable program to eliminate preventable **structural, fire and electrical safety risks** in key apparel and footwear producing countries in a targeted way.

Life and Building Safety Initiative (LABS)

LABS organizes activities around identifying and solving risks related to:

- Fire safety
- Electrical safety
- Structural safety

Powered By idh transforming markets

Gap Inc.

Walmart

amazon

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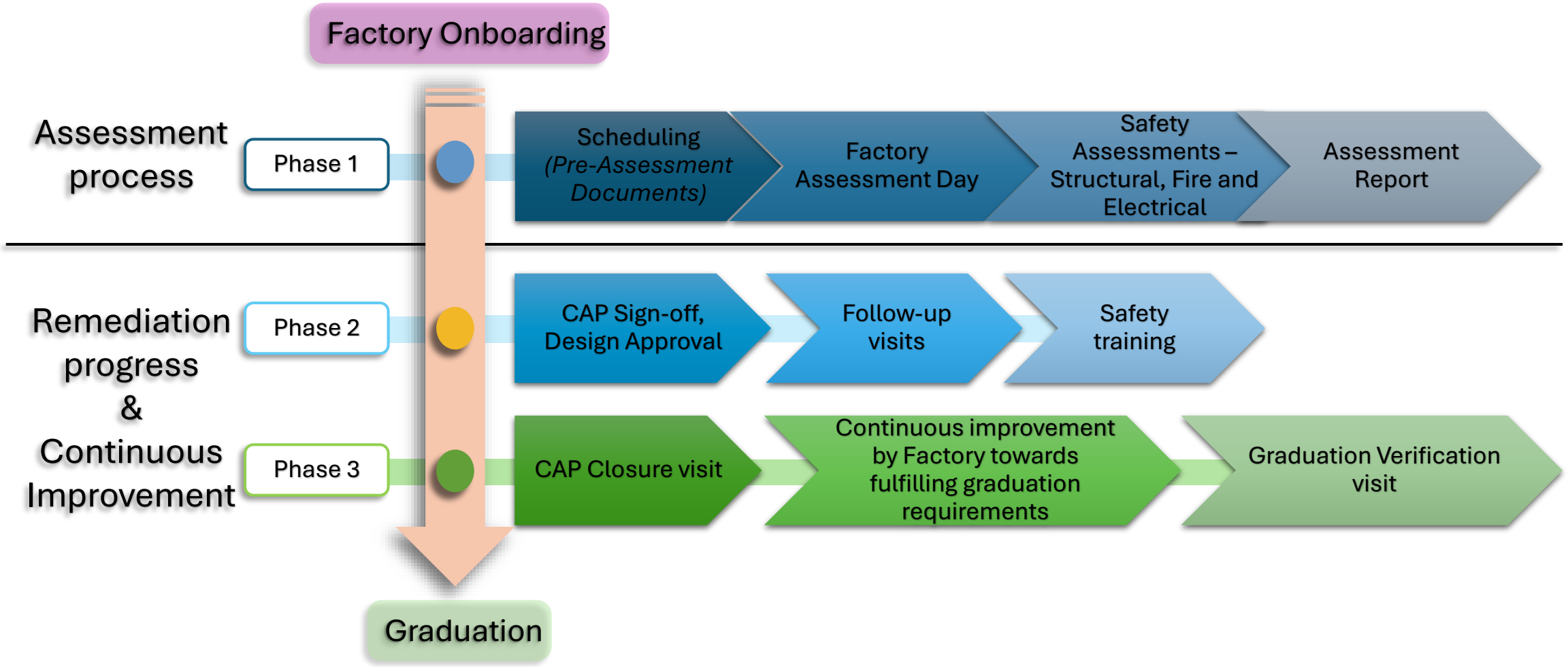
Assessment & Remediation Phases



Phase 4

Graduated factories will be required to undergo **self-assessment twice a year** by filing the self-assessment checklist. LABS team will review the checklist and in case of any deviations identified, the information will be communicated to the respective brand participants along with the recommendations for factory to enrol back into the LABS Program.

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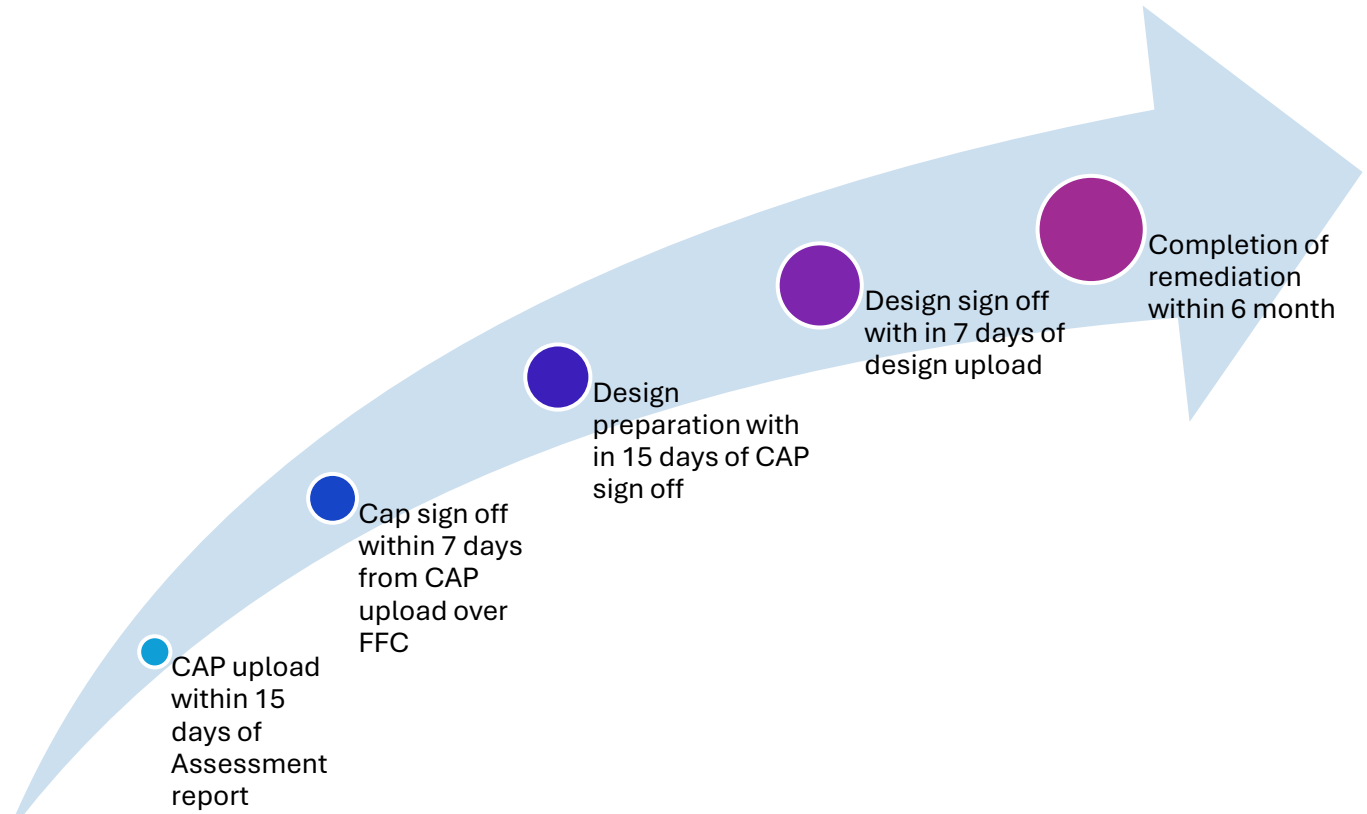
Previous Remediation Phase Timeline



CAP Closure by Inspection firm

Remediation Completed by factory team in lines with agreed Design of CAP

Design sign off between IF and Factory Team

Factory started Remediation as per agreed CAP and starts preparing Design

CAP sign off Between IF and Factory team to review course of action for remediation of issues Identified

Factory starts reviewing issues and preparing corrective actions respectively

Factory are suggested to start working on graduation preparation parallelly with remediation for implementation of Safety management system

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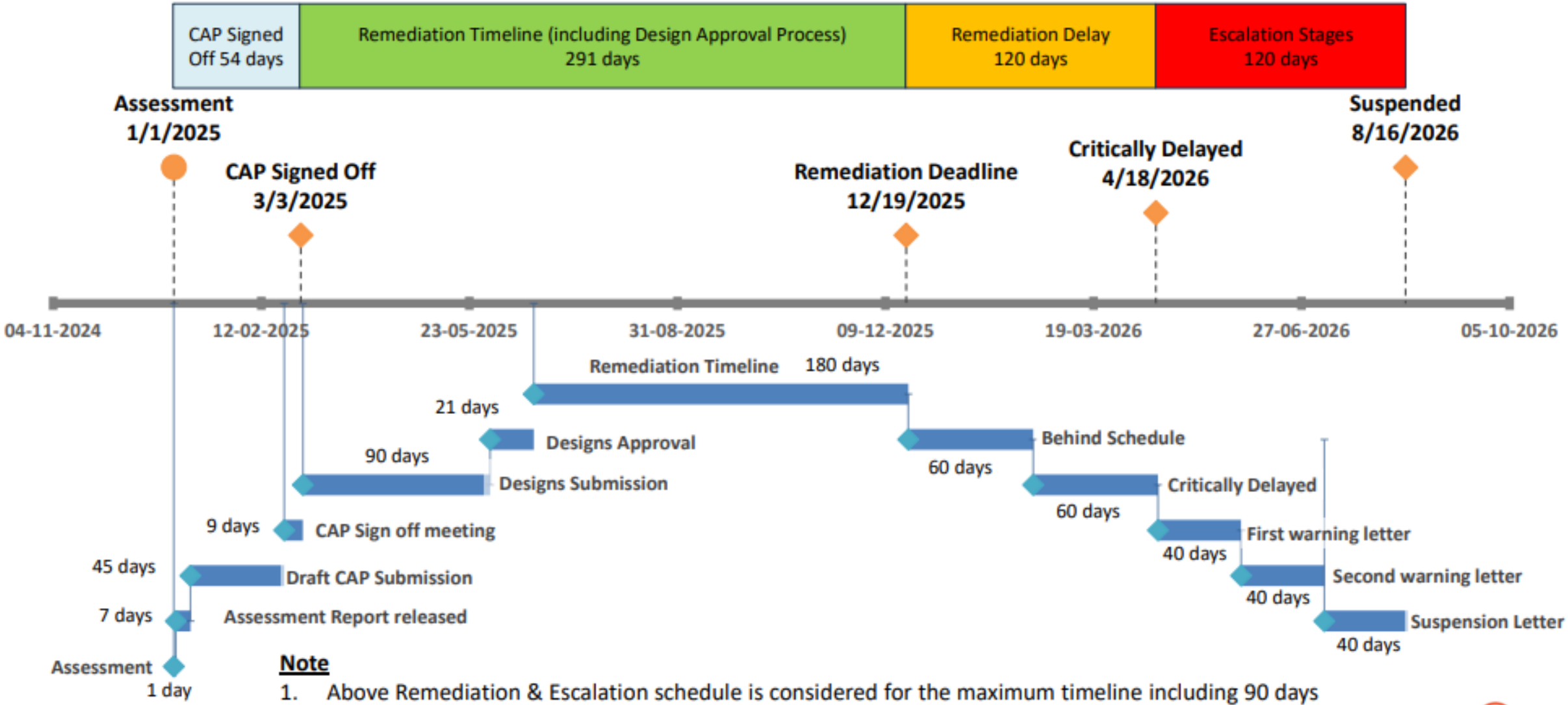
Factory Escalation Policy

Appendix 2: Sample of Remediation & Escalation Schedule



Note

1. Above Remediation & Escalation schedule is considered for the maximum timeline including 90 days for Design Submission and 180 days for Remediation Processes.

Factory Escalation Policy

On Track

The CAP is being implemented, and all stipulated timelines are being met with in 291 Days After Cap signed off

Behind Schedule

If the factories fall behind their time and action calendars beyond 60 days of remediation timeline

Critically Delayed

The CAP has not been implemented or is “severely” behind the time >120 days of remediation timeline

Suspended

The factory has fallen significantly behind the time and action calendar >240 Days
against the agreed-to CAP

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Scenario leading to Reassessment

Structural related issues

- Horizontal or vertical expansion in the building structure with or without legal approval
- Significant demolition in any part of the building structure
- Addition and/or extension of any new floors in the building structure
- Alteration in any part of the building structure
- Any Renovation/ Retrofitting work within the factory premises which is not part of the approved factory plans and for which the factory does not have any prior approved plans, drawings or authorizations from the local government body

Electrical related issues

- Any installation of new machinery or change in use of building floor requiring modification in floor loads
- Any change in use of machinery or other arrangement exceeding the safe load limit of floors/circuits
- Any issue requiring re-wiring and re-circuiting for the electrical panels and/or electrical components
- Construction of any new building within the factory compound or premises that impacts the existing electrical load of the factory

Fire related issues

- Horizontal or vertical expansion in the building structure also involving access to exits and means of egress
- Alteration in any part of the building structure which includes removal/addition of external fire exits or impacts existing fire exit plans
- Any Renovation/ Retrofitting work within the factory premises which is not part of approved factory plans and for which the factory does not have any prior approved plans, drawings or authorizations from the local government body

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Role of LABS Associated Firms

Inspection Firm (IF)

- IF's conduct the Structural, Fire and Electrical Safety assessments, submits the report on FFC Platform and works with factory on CAP remediation process as per the LABS Standards & Methodology.

Quality Assurance (QA)

- QA Firms conduct re-assessments at 10% of factories initially assessed to ensure overall quality and consistency of the assessments and reporting by the Inspection Firms.

Safety Training Firm(STF)

- STF trains factory staff members and key safety personnel to build up their skills around flagging safety issues, evacuation, and create additional awareness around structural, electrical, and fire safety proficiency.

Remediation Firm(RF)

- RF are independent engineering firms engaged and contracted directly by factories to provide support with the corrective action plan (CAP) generated after the assessments conducted by Inspection Firms

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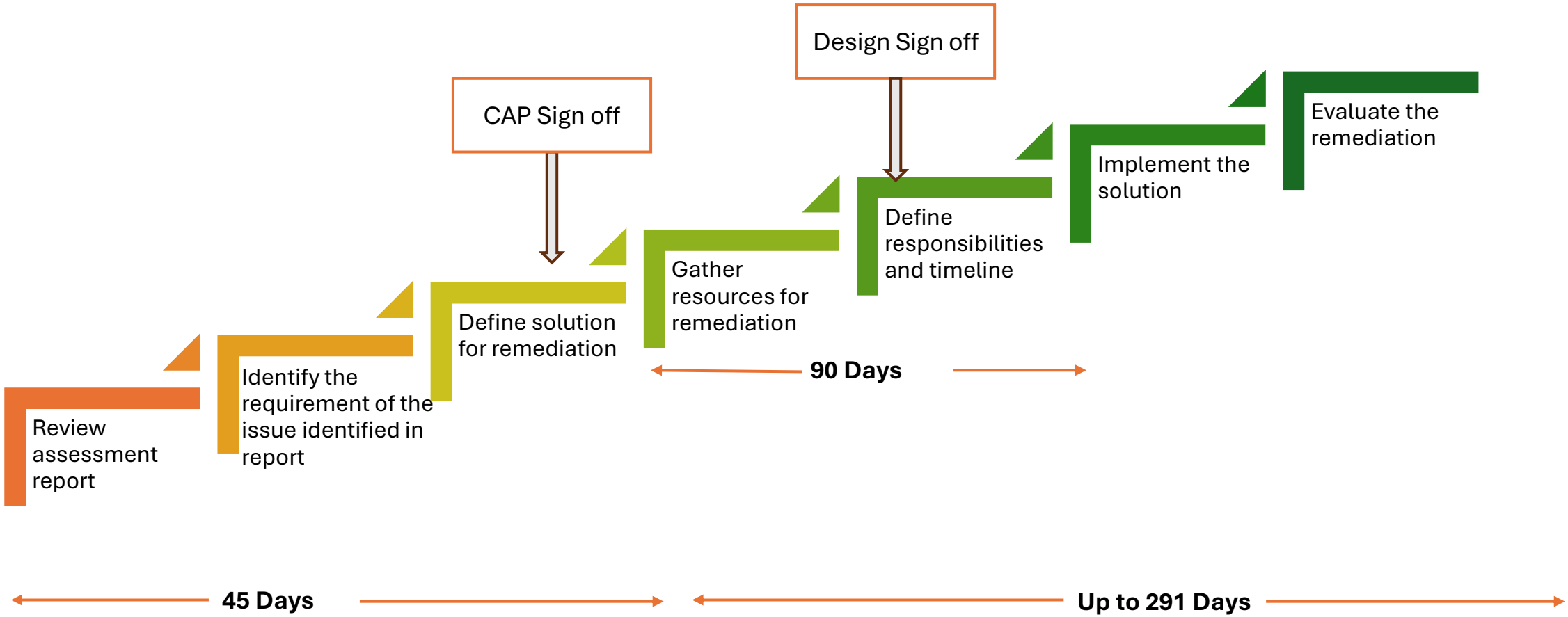
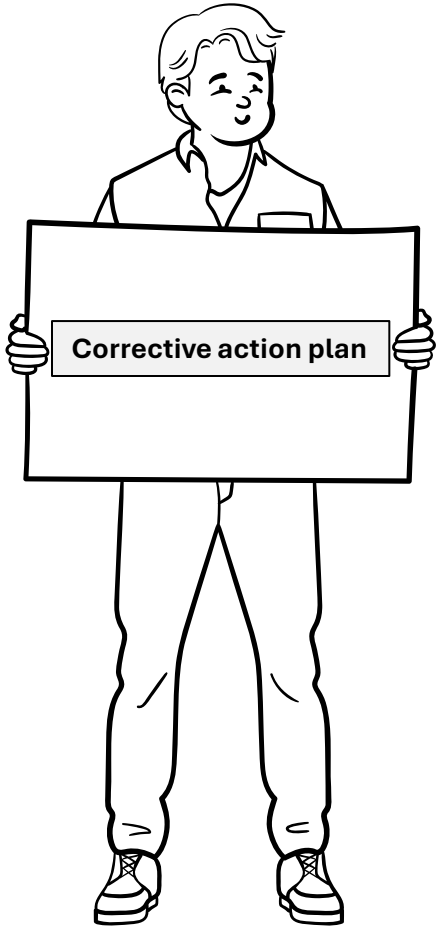
Some fire accident

What factory should do for effective and faster remediation



Expectation During LABS Remediation



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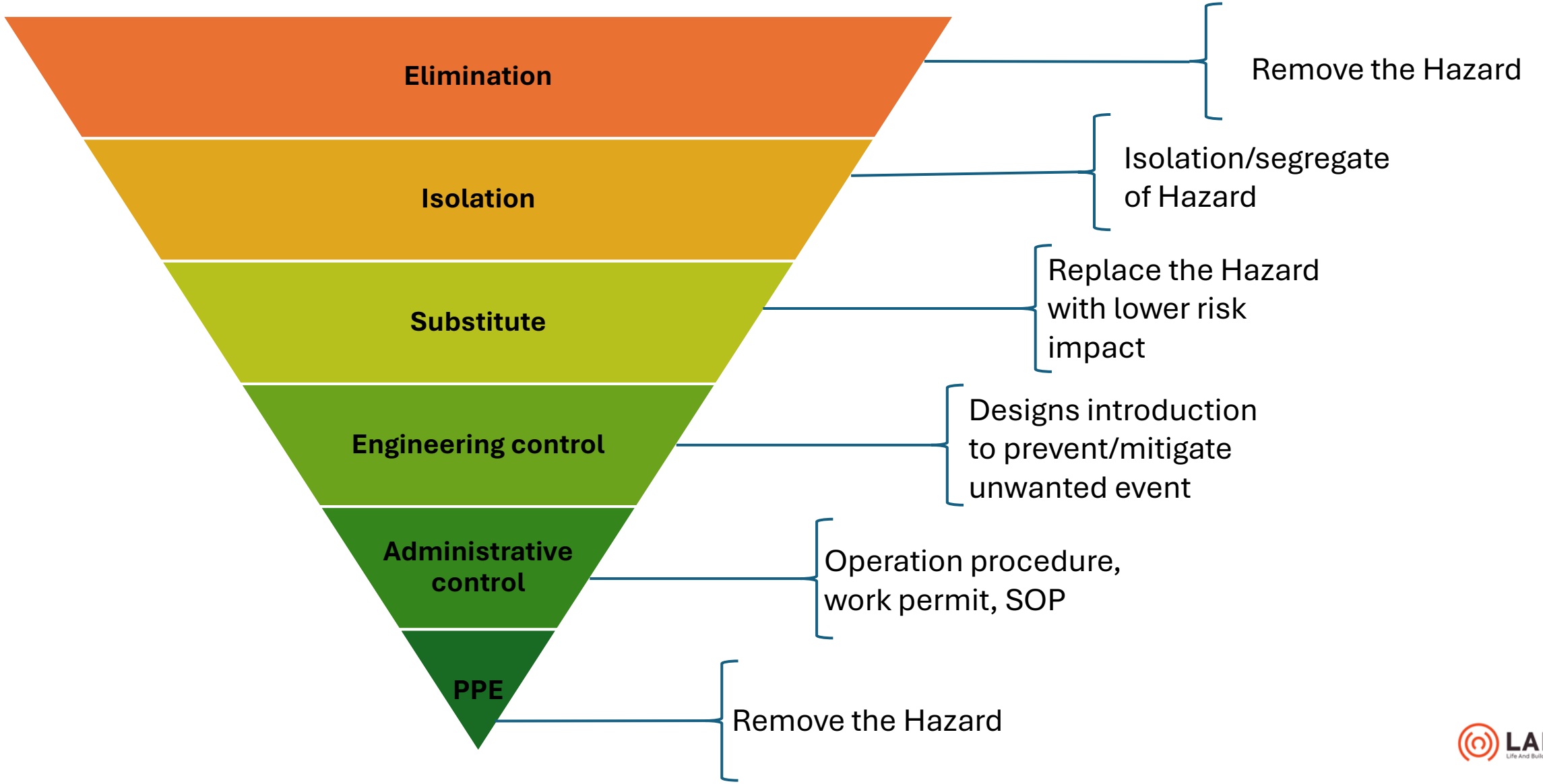
Hierarchy of Risk Control



What causes delay in Remediation

- Lack of understanding of LABS program
- Lack of technical expertise
- Improper planning and execution
- Delay in budget allocation
- Improper Responsibility and resource allocation

Remediation Example

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Fire compartmentation

- Lack of enclosure of Stairs connecting more than 2 floors.
- Unsealed penetrations in stair enclosures

- Absence of fire-rated doors in the main exit at the production building.
- Fire-rated self-closing doors are not provided at protected staircases.
- Factory Building has more than two floors and the FR self-closing doors are not found provided on the stairs.

- Boilers installed on 2nd floor with washing without enclosure.
- Designated storage areas not separated by FR construction.
- Transformer room at Building 2 without FR-rated construction.

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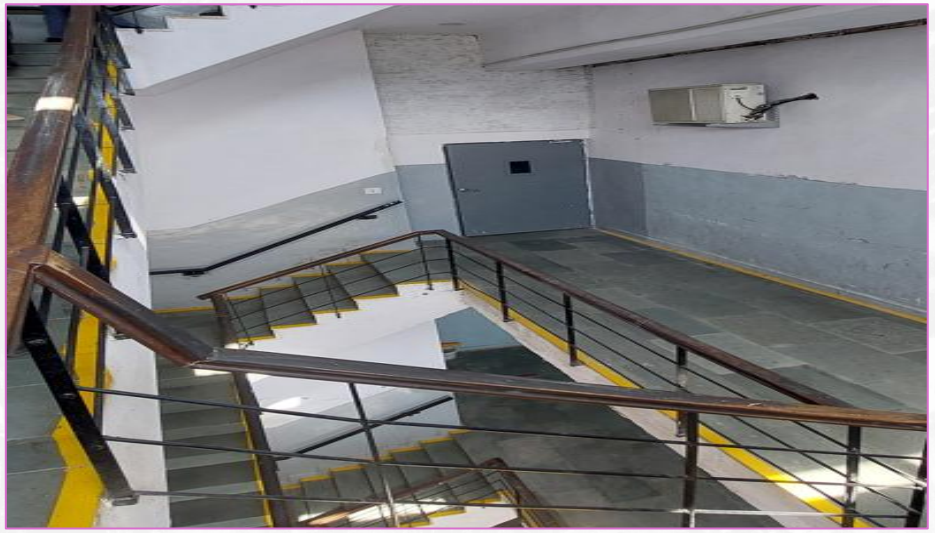
Observation - Factory Building has more than two floors and the enclosure for stairs is not found provided.

CAP- Provide an enclosure in staircase that conceals all openings with fire-rated material to ensure the safety.

Design sign-off required – Yes, Approval has been granted to the Factory for the fire door design. Additionally, the process of sealing window openings in the staircase has been approved.

Staircase compartmentation with Fire doors



Staircase compartmentation with Fire doors & Brick work

Remediation- The factory has replaced the normal doors with self-closing, fire-rated doors and sealed openings with brick walls

LABS standard reference-: Refer Part 4 fire protection construction(Pg 23)

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Observation- The boiler is installed on the terrace in a tin shed enclosure with no Fire Rated Separation with canteen on the same floor.

CAP- Provide separate enclosure with fire-rated material of up to 120 min resistance to ensure if any incident occurs in boiler it can be contained.

Design sign-off required – Yes, Approval has been granted to the Factory for the fire enclosure

Boiler enclosure by Fire rated material and fire door

Panel room enclosure by fire door

Remediation- The factory has replaced the normal doors with self-closing, fire-rated doors and sealed openings with brick walls/fire rated material

LABS standard reference-: : Refer 3.13 & 3.14 Use and Occupancy (Pg 14**)**

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Observation- Fire-rated self-closing doors are not provided in any of the exits leading to staircase

CAP- Emergency exit to be provided with self-closing fire-rated door as per IS 3614

Design sign-off required – Yes, Approval has been granted to the Factory for the Self closing fire doors

Self-closing Fire door

Self-closing Fire door

Remediation- The factory has replaced the normal doors with self-closing, fire-rated doors.

LABS standard reference-: Refer standard 4.5(Page no -25) for more details about fire doors.

Fire detection system

- Inadequate Fire Detector coverage.
- The provided smoke detection system is insufficient to cover the entire area of the factory.

- Audible alarms with less commute observed in the basement and ground floor.
- Fire Alarm System were not installed in few locations.

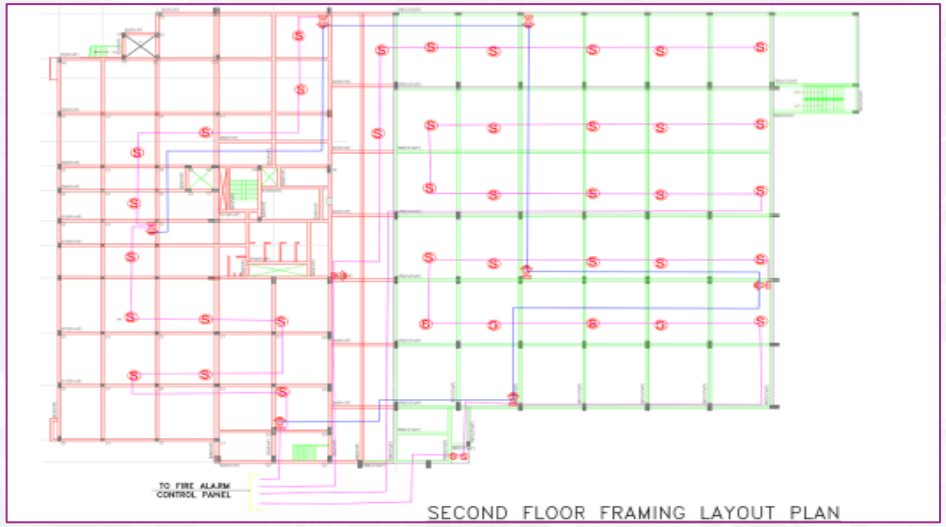
- Detectors are installed at low level from the true ceiling.
- Incorrect fire detector positioning was found at some places.

Observation - Factory basement section, Nort-East does not have any coverage of smoke detector .

CAP- Smoke detection coverage would be provided in every location.

Design sign-off required – Yes, Approval as per smoke detector specification and drawing specifying installation points in floor layout would be provided.

Smoke detector installed



Smoke detector layout Plan

Remediation- The factory has installed a smoke detector synchronized with fire alarm panel.

LABS standard reference-: Refer Part 5.10 Automatic Fire Detection and Alarm System (Pg 33)

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Observation – Fire alarm was feeble or not audible in basement.

CAP- To improve the audibility of the fire alarm, an additional fire alarm will be installed.

Design sign-off required – No, Approval is not required for installation of fire alarms

Extra hooters are added near exits

Visual hooters are added in utility area

Extra hooters are added in floor

Remediation- The factory has installed extra hooters to enhance the audibility of alarm system.

LABS standard reference-: Refer Part 5.10 Automatic Fire Detection and Alarm System (Pg 33)

Observation – Smoke detector positioning was inadequate and found installed below ceiling level.

CAP- Smoke detector would be installed over the highest and flat part of ceiling .

Design sign-off required – No, if required Approval as per smoke detector specification and drawing specifying installation points in floor layout would be provided.

Beam type smoke detector installed for high roof

Smoke detector positioning before and after

Remediation- The factory has installed beam type smoke detector over ceiling more than 20 feet and replaced smoke detector to the highest point of the ceiling in 14 ft ceiling.

LABS standard reference-: Refer Part 5.10 Automatic Fire Detection and Alarm System (Pg 33)

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Fire Suppression System

- Absence of fire pumps in the installed fire water line at the premises.
- Pump-set back-up not provided
- Only single fire pump installed for fire-fighting purpose.
- Diesel backup fire pump not provided.

- Insufficient water storage on premises for firefighting systems.
- Only 10 KL dedicated water available for fire fighting.

- A Non-Sprinklered storage area exists with excessive storage and is not effectively separated by FR separation with production areas.
- No fire-rated compartmentation is provided between the non-sprinklered storage area.

Observation – Only single fire pump installed for fire-fighting purpose. .

CAP- Ensure adequate fire pumps with electric and non-electric backup for firefighting.

Design sign-off required – Yes, Design specification of pumps and their efficiency is reviewed during design sign off.

All 3 Fire pumps are installed

Backup Fire pumps are installed

Remediation- The factory has installed 3 fire pump jockey pump, main pump and diesel powered pump in the premises.

LABS standard reference-: Refer Part 5.8.2 installation of fire pumps as per IS 15301(Pg 32)

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Observation – Insufficient water storage on premises for firefighting systems.

CAP- Will ensure that the factory has a water capacity of 1.5 lakh litres specifically for fire-fighting purposes.

Design sign-off required – Yes, the Design specification of tanks its installation needs to be reviewed by structural and fire accessors.

Additional water tanks installed by factory

Underground water tank constructed

Remediation- The factory has installed additional water tanks, either overhead or underground, to address the issue of water shortage.

LABS standard reference-: Refer Part 5.8 water supply (Pg 32)

Observation – A Non-Sprinklered storage area exists with excessive storage and is not effectively separated by FR separation with production areas.

CAP- Provide sprinkler system in storages areas .

Design sign-off required – Yes, the Design specification of the sprinkler need to be reviewed by fire accessor.

Additional water tanks installed by factory

Sprinklers installed in material store

Remediation- The factory has installed sprinklers in storage areas.

LABS standard reference-: Refer to Part 3.15.4 water supply (Pg 22)

Exit doors

- Exit doors in the factory have locking devices /have rolling shutters with the locking mechanism.
- Exit doors not side hung to swing correctly in the direction of escape.
- Lockable device installed over exit door from outside.

Observation – The factory exit door is equipped with a locking mechanism and a rolling shutter.

CAP- All rolling shutters will be removed with outward opening doors for safe evacuation.

Design sign-off required – No Design sign is not required for this issue.

Rolling shutter has been removed

Fire door has been installed

Remediation- The factory has installed Fire rated door at the final door with push bar in place of shutter or have removed shutter.

LABS standard reference-: Refer Part 6.9 Automatic Fire Detection and Alarm System (Pg 43)

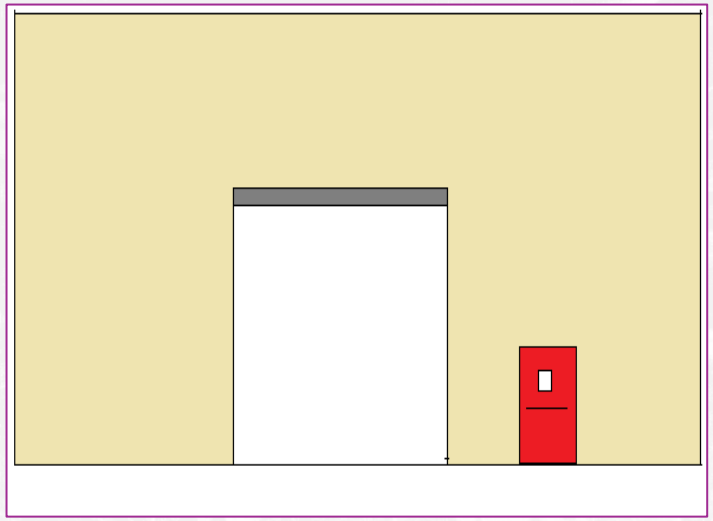
Observation – The factory exit door is equipped with a locking mechanism and a rolling shutter.

CAP- All rolling shutters will be removed with outward opening doors for safe evacuation.

Design sign-off required – No Design sign is not required for this issue.

Remediation- The factory have removed shutter and kept exit open.

Remediation- The factory has installed Fire rated door at the final door with push bar in place of shutter



Remediation- The factory has provided outward opening door near to shutter as Emergency Exit

LABS standard reference-: Refer Part 6.9 Automatic Fire Detection and Alarm System (Pg 43)

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Observation – Lockable device installed on all exit doors from outside/inside .

CAP- Lockable device would be removed and locking arrangement would be revised.

Design sign-off required – No Design sign is not required for this issue.

Push bar has been install over doors

Rotating latch mechanism installed to bypass lock

Remediation- The factory has installed a fire-rated door with a push bar or mechanism that allows for bypassing the outside lock from the inside.

LABS standard reference-: Refer Part 6.9 Automatic Fire Detection and Alarm System (Pg 43)

Earthing and bonding

- Gate at the transformer yard is not looped with the fence for continuity of earthing
- Equipotential bonding (body earthing) to dissipate static charge not provided to Diesel day tank.

- Proper body earthing not evident in various distribution boards.
- Single body earthing provided to DG set.
- Earthing not provided to MS roof truss.

- Earth pits were found not maintained properly.
- Detail & layout plan of earth pit not available with the factory.

Observation – Bonding not provided over transformer gate/diesel tank .

CAP- Bonding will be provided over to dissipate charge safety from advised system.

Design sign-off required – No Design sign is not required for this issue.

Bonding provided over transformer gate

Bonding provided over LPG gas pipeline

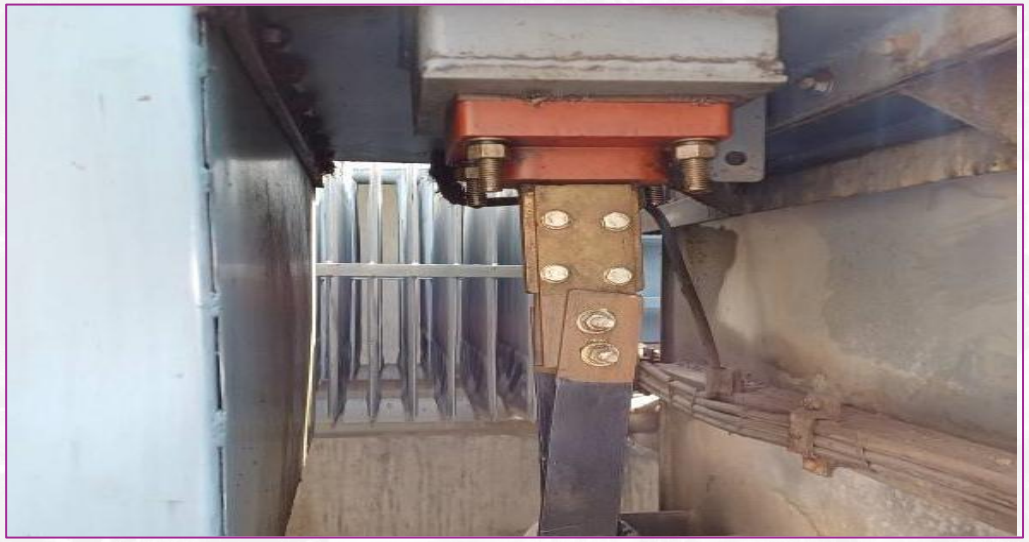
Remediation- The factory has provided bonding to dissipate the static charge and to keep all conductors at the same potential.

LABS standard reference-: Refer Part 10.24 Earthing(Pg 84)

Observation – Body earthing not evident in distribution boards/Ms roof truss

CAP- Factory will identify missing earthing in panels and provide earthing as per electrical standards.

Design sign-off required – No Design sign is not required for this issue. Factory can request for design sign-off if they are designing new earthing grid for the factory.



double Earthing provided to transformer

Eearthing provided to MS truss

Remediation- The factory has installed copper strips for earthing in specific locations as a remedial measure.

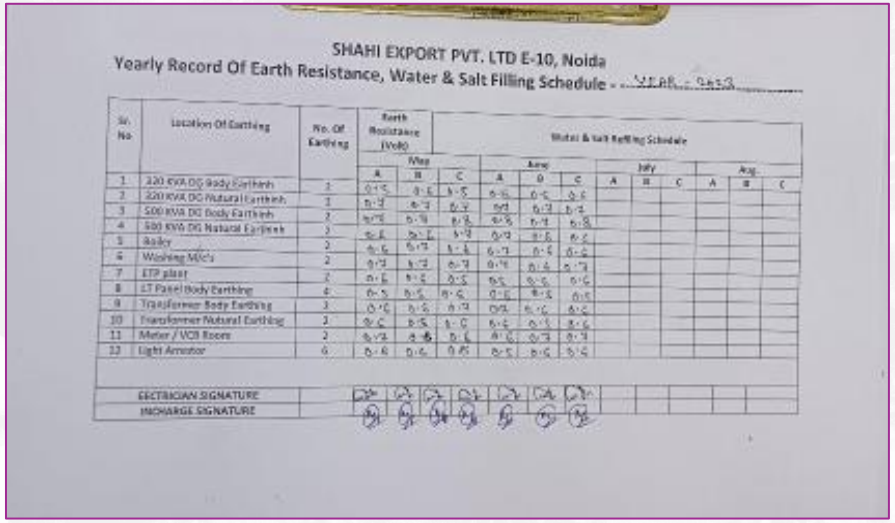
LABS standard reference-: Refer Part 10.25 Earthing(Pg 84)

Observation – Earth pit were found poorly maintained/Earthing were found disconnected with earth strips

CAP- All earth pits will be maintained as per standard continuity check and resistance check will be carried out on same.

Design sign-off required – No Design sign is not required for this issue. Factory can request for design sign-off if they are installing new earthing pit .

Earth pit maintained and monitored


SHAHI EXPORT PVT. LTD E-10, Noida

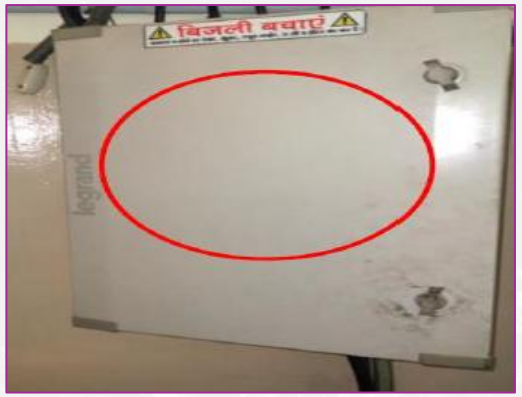
Yearly Record Of Earth Resistance, Water & Salt Filling Schedule

Eearthing continuity carried out by factory

Remediation- The factory maintained earth pit , the earth pit layout is developed & regular monitoring and testing records are actively maintained.

LABS standard reference-: Refer Part 10.25 Earthing(Pg 84)

Electrical distribution



- Proper identification markings were not provided on distribution boards.
- Cable current carrying capacity chart provided on distribution boards.

- Lint & Dust observed inside electrical panels.

- Cables were not terminated with proper lugs and glands
- Glands were missing inside the electrical panel, allowing access for insects.

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Observation – Proper identification markings were not provided on distribution boards, and current carrying capacity not calaculated.

CAP- Distribution board identification and current carrying capacity will be prepared .

Design sign-off required – No Design sign is not required for this issue.

Current carrying capacity calculated and posted over DB

Proper identification provided over panel

Remediation- The factory has provided proper identification over panel.

LABS standard reference-: Refer Part 10.8.14 Switchboard(Pg 76)

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Observation – Lint & dust were observed inside the electrical panel.

CAP- Lint and dust would be cleaned and a monitoring plan would be set up.

Design sign-off required – No Design sign is not required for this issue.

Electrical panel has bee cleaned

Electrical panel has bee cleaned

Remediation- The factory has cleaned electrical panel and implemented a weekly checklist to prevent lint accumulation in panel.

LABS standard reference-: Refer Part 12.6 Housekeeping(Pg 90)

Observation – Cables were not terminated with proper lugs and glands.

CAP- Lugs and glands will be provided for electrical fitting.

Design sign-off required – No Design sign is not required for this issue.

Lugs provided for electrical panel

Glands provided over electrical panel

Remediation- The factory has provided lugs and glands in electrical panel.use of lugs and glands incorporated in SOP

LABS standard reference-: Refer Part 10.8.9 & 10.8.15 wiring in distribution board (Pg 77)

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Substation and Generator

- Adequate warning/danger, voltage level signage were not posted over transformer, substation.

- Hazardous installations such as compressors, PNG skid, DG etc are found installed adjacent to the production floor or in exit route.

- Testing Report, Service record/maintenance record for Transformer and MV VCB MV/LV Switchgears were not available..

Observation – No proper danger or warning signage near HT meter room and transformer area.

CAP- Proper signage would be provided over electrical installation .

Design sign-off required – No Design sign is not required for this issue.

Sign age provided over substation


Warning signage provided

Remediation- The factory has provided warning signage over hazardous electrical installation.

LABS standard reference-: Refer Part 10.5.4.6 Layout of substation(Pg 73)

Observation – Hazardous installation installed adjacent to production with glass window towards production.

CAP- Separation need to be provided between production and high risk installation.

Design sign-off required – Yes Design is required is compartmentation is being provided.

Window opening towards compressors has been closed

Wall separation provided between transformer & evacuation route

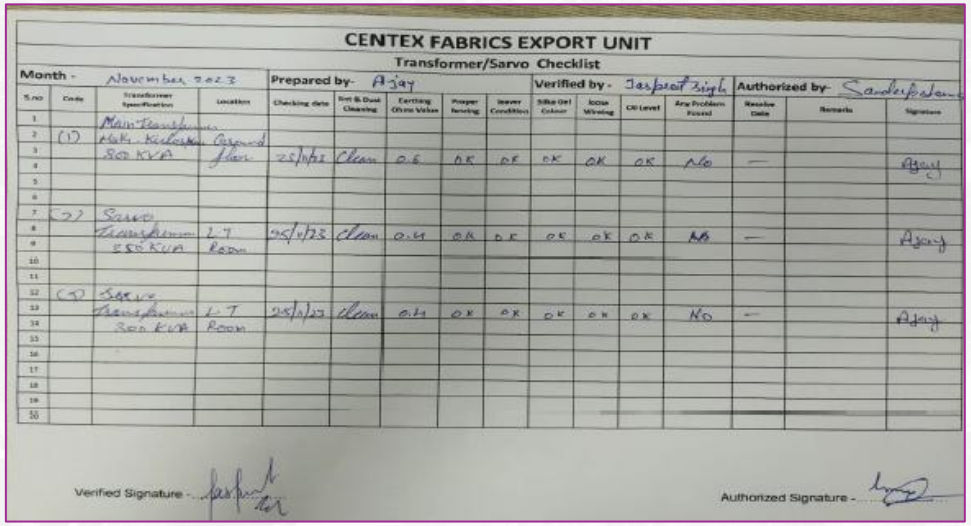
Remediation- The factory has provided separation between hazardous installation and production.

LABS standard reference-: Refer Part 3.14.6,7 Seperation of occupancies (Pg 17)

Observation – Testing Report, Service record/maintenance record for Transformer and MV VCB MV/LV Switchgears were not available.

CAP- Will provided 3rd part testing record and maintain maintenance record of machines and installation .

Design sign-off required – No Design sign is not required for this issue.



CENTEX FABRICS EXPORT UNIT

Transformer/Sarvo Checklist

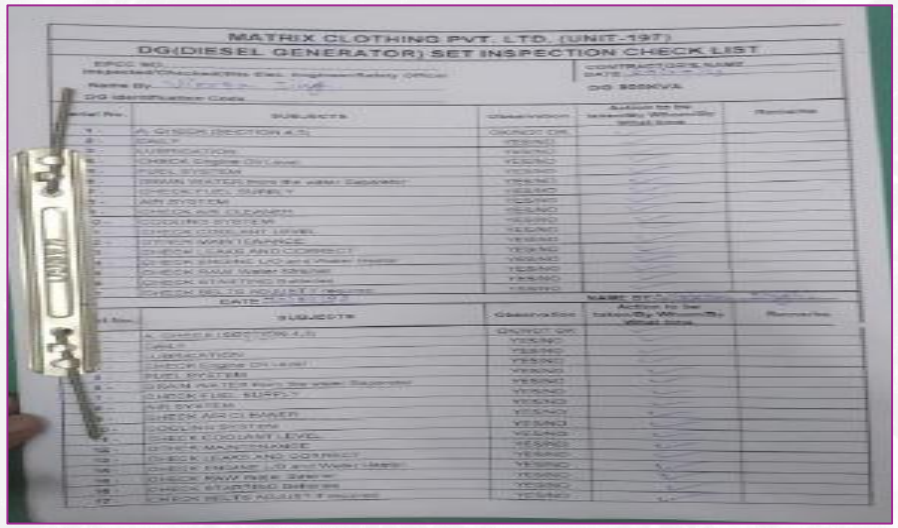
Month - November 2023 | Prepared by- Ajay | Verified by - Jaspreet Singh | Authorized by- Sandeep Verma

S.no	Code	Transformer Specification	Location	Checking date	Dirt & Dust Cleaning	Earthing Ohms Value	Proper Fencing	Inner Condition	Silica Gel Colour	Loose Wiring	Oil Level	Any Problem Found	Resolve Date	Remarks	Signature
1		Main Transformer													
2	(1)	Make: Kirloskar	Ground												
3		500 KVA	floor	25/10/23	Clean	0.5	OK	OK	OK	OK	OK	No	—		Ajay
4															
5															
6															
7	(2)	Servo													
8		Transformer	L.T												
9		250 KVA	Room	25/10/23	Clean	0.4	OK	OK	OK	OK	OK	No	—		Ajay
10															
11															
12	(3)	Servo													
13		Transformer	L.T												
14		300 KVA	Room	25/10/23	Clean	0.4	OK	OK	OK	OK	OK	No	—		Ajay
15															
16															
17															
18															
19															
20															

Verified Signature - Jaspreet Singh

Authorized Signature - Sandeep Verma

Sign age provided over substation



MATRIX CLOTHING PVT. LTD. (UNIT-197)

DG(DIESEL GENERATOR) SET INSPECTION CHECK LIST

Warning signage provided

Remediation- The factory has maintained service record and checklist to monitor electrical installation.

LABS standard reference-: Refer Part 12.10 electrical maintenance(Pg 91)

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Structure maintenance

- Significant corrosion making the structural element (beams, columns, truss) etc ineffective that may lead further structural damage.

- Dampness observed over Floor Roof and walls.

- Cracking observed over back side of building
- Cracks were observed over columns/beams

Observation – The structure element was found corroded.

CAP- Will review the corroded structure and repair it.

Design sign-off required – No Design sign is not required for this issue if factory wants they they get repair meathod review by structural accessor .

Corroded structure repaired and covered

Corroded bars were repaired from column

Remediation- The factory has repaired corroded structure members .

LABS standard reference-: Refer Part 8.25 maintenance(Pg 63)

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Observation – wall cladding/backside wall observed for dampness

CAP- Factory will review structure with NDT test for impact of dampness over structure and repair dampness.

Design sign-off required – No Design sign is not required for this issue.

Dampness has been addressed

Dampness Repairs work has been done

Remediation- The factory has repaired dampness and removed leakages causing dampness.

LABS standard reference-: Refer Part 8.25 maintenance(Pg 63)

Observation – Cracks were observed on external wall/internal wall.

CAP- Will review cracks and get them repaired as per structural review.

Design sign-off required – No Design sign is not required for this issue.

Non structural cracks were repaired

SWATI STRUCTURE SOLUTIONS PVT. LTD.

Structural, Topography & Geotechnical Survey Consultants, Engineers & Project Management Consultant
H.O. : 503, Sachdeva Corporate Tower, Plot No. 8, Community Centre, Sector-8, Rohini, Delhi-110085
Ph. : 011-47528888, Mob. : 9811016049
E-mail : swaticonsultant@gmail.com, Website : http//www.swatistructuresolutions.com
GSTIN : 07AAKCS1882K1ZV, **PAN No. :** AAKCS1882K

TO WHOMSOEVER IT MAY CONCERN

The factory situated at Khasra no. 15/19&22, Village Begumpur, Khatola, Gurugram, Harayana was visited by our engineer on 04-03-2024. The said brick wall is a non-structural filler wall. The cracks visible are due to the poor construction methodology and workmanship, along with the wear and tear. The said cracks are repaired by introducing reinforcement to stitch the cracks and finish the area with Murga jaali, mortar and plaster.

Cracks survey report

Remediation- The factory has repaired cracks and initiated a structure audit to prevent reoccurrence of cracks

LABS standard reference-: Refer Part 8.25 maintenance(Pg 63)

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Distress in structure

- Intermediate column stress check as jacketing work with steel angle section visible over column

- Seismic bracings are not provided for added MS structures as lateral support structural system.

- Goods Lift Side walls & 2nd floor External walls at North, West Side found to be inadequate to resist later forces

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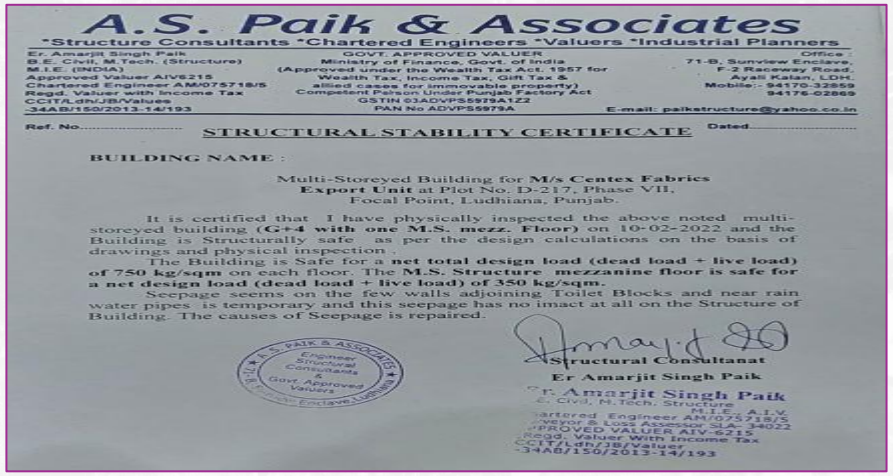
Observation – Intermediate column were observed stress due to overloading.

CAP- Factory has appointed the Structural Consultant and the consultant has provided the stability certificate for first floor and below the floor level. .

Design sign-off required – Yes Design sign is required for this issue.

Jacketing provided for column level below



A.S. Paik & Associates

*Structure Consultants *Chartered Engineers *Valuers *Industrial Planners

Er. Amarjit Singh Paik
B.E. Civil, M.Tech. (Structure)
M.I.E. (INDIA)
Approved Valuer AIV/6215
Chartered Engineer AM/075718/5
Regd. Valuer with Income Tax
CCIT/L.dh/JB/Values
-34AB/150/2013-14/193

GOVT. APPROVED VALUER
Ministry of Finance, Govt. of India
(Approved under the Wealth Tax Act, 1957 for Wealth Tax, Income Tax, Gift Tax & allied cases for immovable property)
Competent Person Under Punjab Factory Act
GSTIN 03ADVPS5979A1Z2
PAN No ADVPS5979A

Office :
71-B, Sunview Enclave,
F.2 Raceway Road,
Ayali Kalan, LDH.
Mobile:- 94170-32859
94176-02869
E-mail: paikstructure@yahoo.co.in

Ref. No.....

STRUCTURAL STABILITY CERTIFICATE

Dated.....

BUILDING NAME :

Multi-Storeyed Building for **M/s Centex Fabrics Export Unit** at Plot No. D-217, Phase VII, Focal Point, Ludhiana, Punjab.

It is certified that I have physically inspected the above noted multi-storeyed building **(G+4 with one M.S. mezz. Floor)** on 10-02-2022 and the Building is Structurally safe as per the design calculations on the basis of drawings and physical inspection.

The Building is Safe for a **net total design load (dead load + live load) of 750 kg/sqm** on each floor. The **M.S. Structure mezzanine floor is safe for a net design load (dead load + live load) of 350 kg/sqm.**

Seepage seems on the few walls adjoining Toilet Blocks and near rain water pipes is temporary and this seepage has no imact at all on the Structure of Building. The causes of Seepage is repaired.

Structural Consultanat
Er Amarjit Singh Paik

Er. Amarjit Singh Paik
B.E. Civil, M.Tech. Structure
M.I.E., A.I.V.
Chartered Engineer AM/075718/5
Govt. APPROVED VALUER AIV-6215
Regd. Valuer With Income Tax
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-34AB/150/2013-14/193

Stability certificate t

Remediation- The factory has assessed all column in building and provided jacketing of below column, verified through the structural engineer

LABS standard reference-: Refer Part 8.6 detail structural analysis(Pg 53)

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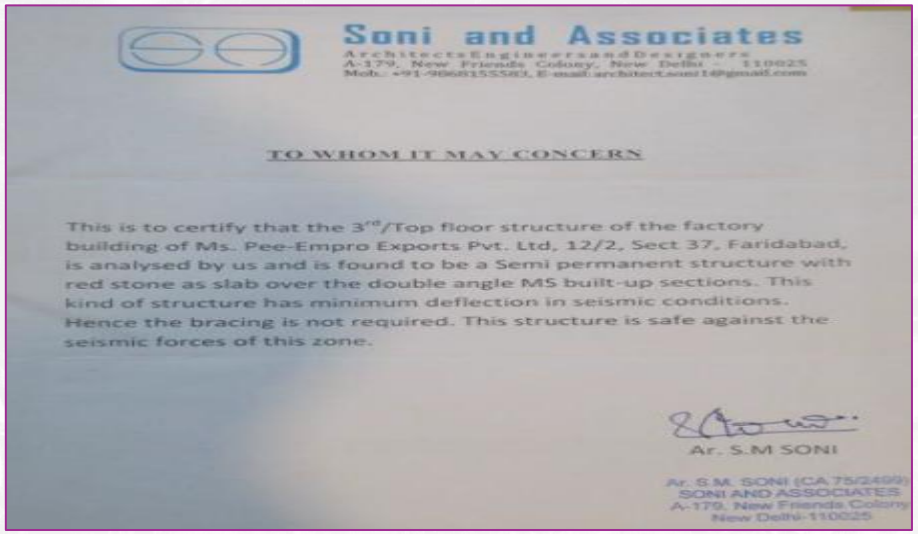
Observation – Seismic bracings are not provided for added MS structures as lateral support structural system.

CAP- Factory to appoint a Structural Engineer to review the extent

Design sign-off required – Yes Design sign is required for this issue.

Bracing to MS structure



Soni and Associates

Architects Engineers and Designers

TO WHOM IT MAY CONCERN

This is to certify that the 3rd/Top floor structure of the factory building of Ms. Pee-Empro Exports Pvt. Ltd, 12/2, Sect 37, Faridabad, is analysed by us and is found to be a Semi permanent structure with red stone as slab over the double angle MS built-up sections. This kind of structure has minimum deflection in seismic conditions. Hence the bracing is not required. This structure is safe against the seismic forces of this zone.

Ar. S.M SONI

Survey report

Remediation- The factory has appointed structural consultant and provided bracing along with survey report

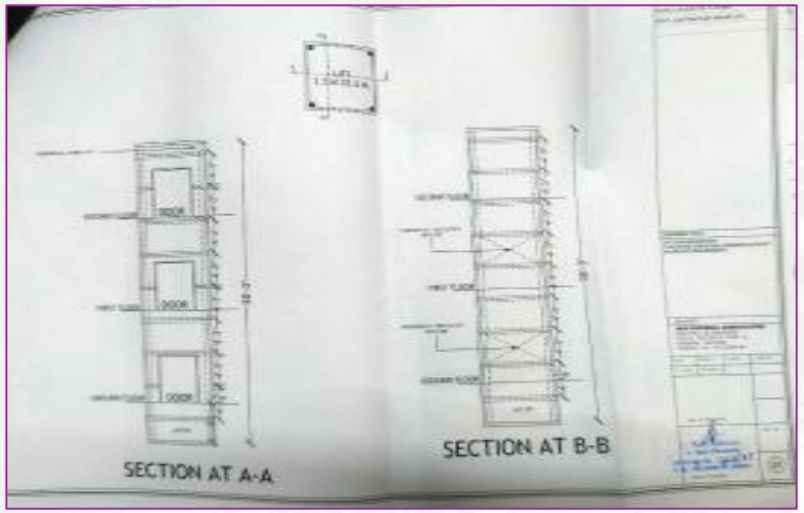
LABS standard reference-: Refer Part 8.17 Seismic bracing of key elements (Pg 58)

Observation – Goods Lift Side walls & 2nd floor External walls at North, West Side found to be inadequate to resist later forces.

CAP- Factory to appoint a Structural Engineer to review the extent

Design sign-off required – Yes Design sign is required for this issue.

Structural member has been reinforced



structural drawing of the Goods lift

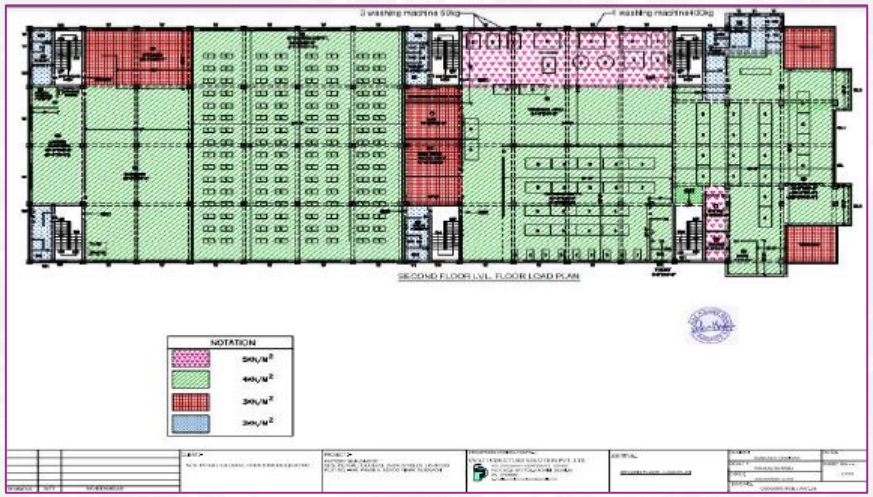
Remediation- The factory has appointed structural consultant and provided support member in lift

LABS standard reference-: Refer Part 8.25 Application of NBC(Pg 51)

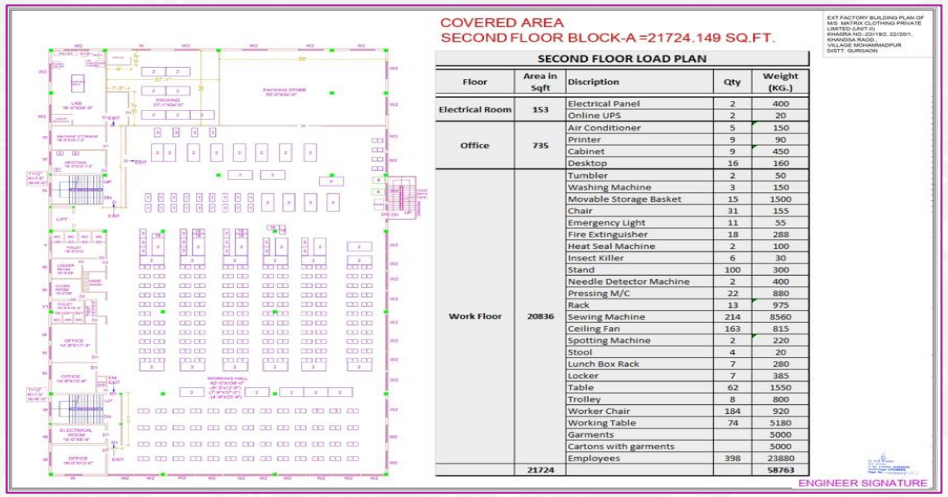
Observation – Finished Product -Fabric of height 2.13Mt Placed at SW corner of Factory at 2nd Floor without allowable load plans.

CAP- Factory to appoint a Structural Engineer to get load plans as per their structure

Design sign-off required – Yes Design sign is required for this issue.



Load plan



Floor	Area in Sqft	Discription	Qty	Weight (KG.)
Electrical Room	153	Electrical Panel	2	400
		Online UPS	2	20
Office	735	Air Conditioner	5	150
		Printer	9	90
		Cabinet	9	450
		Desktop	16	160
Work Floor	20836	Tumbler	2	50
		Washing Machine	3	150
		Movable Storage Basket	15	1500
		Chair	31	155
		Emergency Light	11	55
		Fire Extinguisher	18	288
		Heat Seal Machine	2	100
		Insect Killer	6	30
		Stand	100	300
		Needle Detector Machine	2	400
		Pressing M/C	22	880
		Rack	13	975
		Sewing Machine	214	8560
		Ceiling Fan	163	815
		Spotting Machine	2	220
		Stool	4	20
		Lunch Box Rack	7	280
		Locker	7	385
		Table	62	1550
		Trolley	8	800
		Worker Chair	184	920
		Working Table	74	5180
		Garments		5000
		Cartons with garments		5000
		Employees	398	23880
	21724			58763

Load plan

Remediation- The factory has appointed structural for load plans and load is reviewed in every six months as per load plans

LABS standard reference-: Refer Part 8.9.3 Floor loading plans(Pg 55)

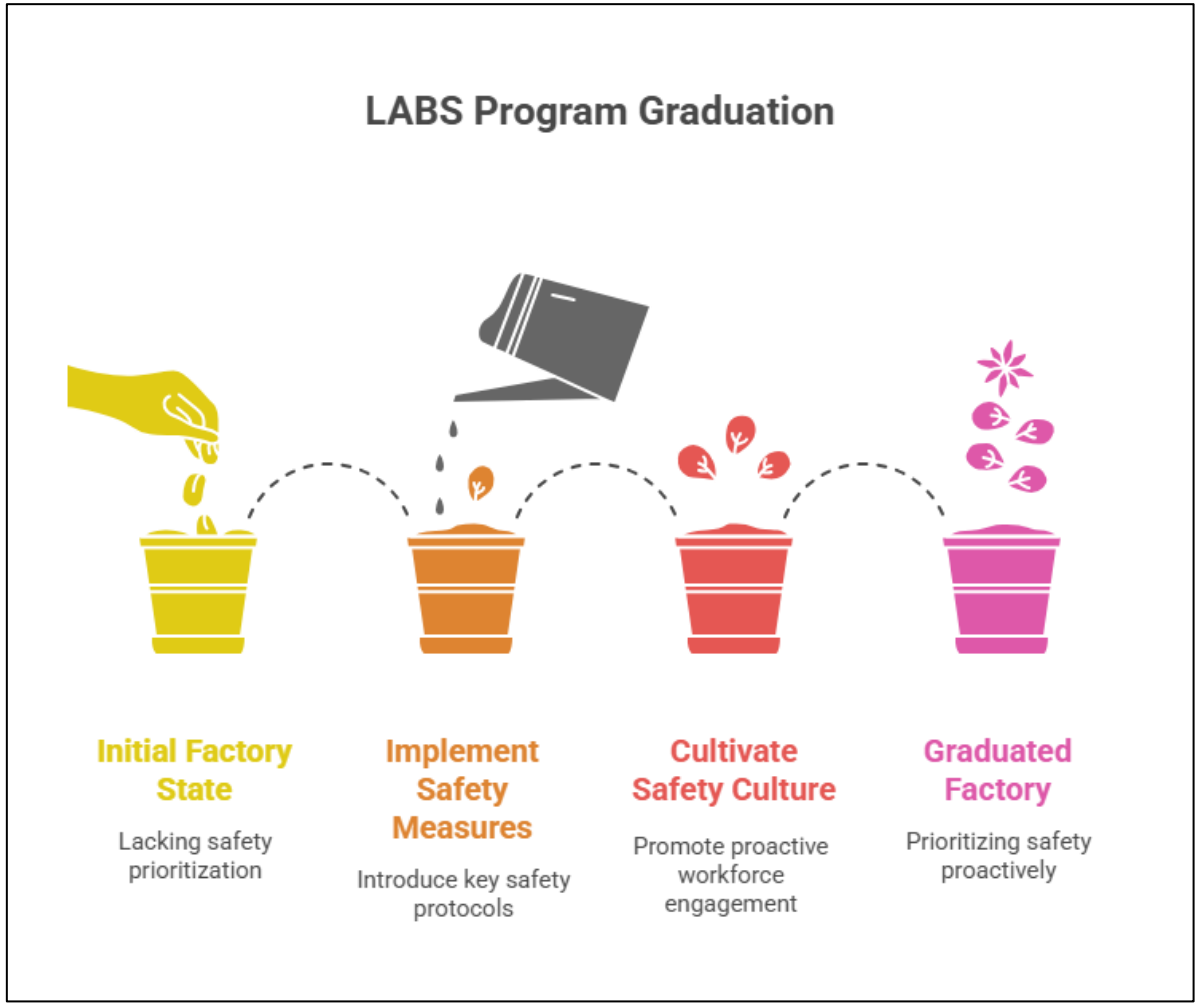
LABS
Life And Building Safety

Q & A

LABS Graduation

LABS Graduation

- Purpose of graduation process in LABS program is to help factories in developing mechanism to self sustaining safety in their premises and to make difference in mindset of those working in these factory towards safety.
- If all the elements highlighted in graduation checklist have been fulfilled and confirmed by the Inspection Firm, the factory will graduate from the LABS Program
- Graduation checklist consist of 28 points that a factory need to fulfil to get graduate from LABS process, Implementation of these minimum requirement need to start along with remediation phase.
- To implement any mechanism an organization require management commitment, education and discipline ,for education part LABS training by training firm, Assessment and CAP sign off meeting by inspection firm and follow up visit by LABS team guide factory to plan, implement , monitor and sustain safe environment in their premises.



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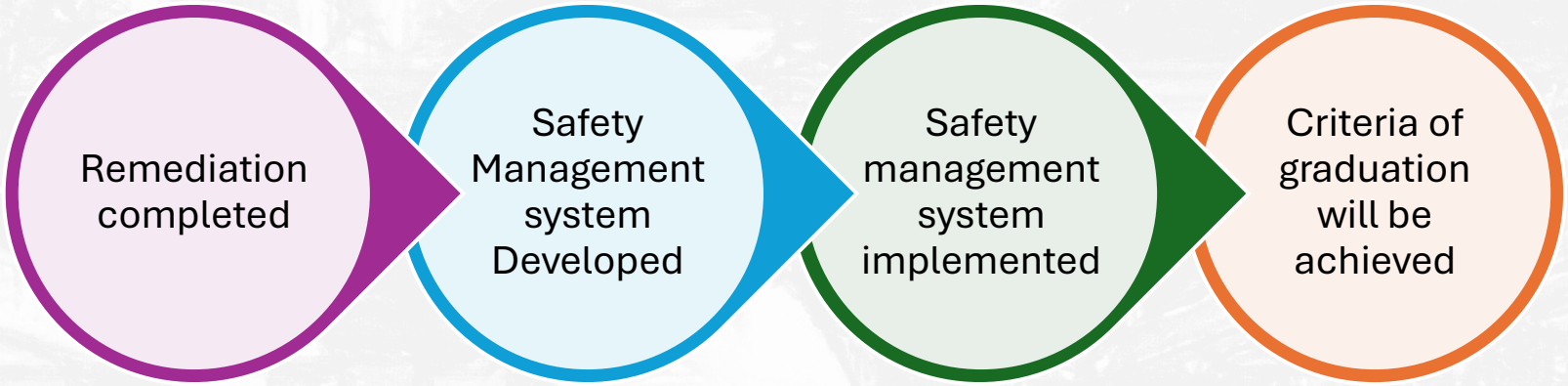
Graduation verification



By following the graduation checklist, you can ensure the successful implementation of sustainable safety system in your factory. This comprehensive checklist outlines the necessary steps that need to be taken to create a safe and secure work environment

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What causes delays in Graduation

- Lack of monitoring and accountability
- Lack of comprehensive Risk data base
- Insufficient training and awareness
- Lack of maintenance
- Cost cutting in safety
- Lack of interdepartmental coordination
- Lack of Standard protocol for monitoring & managing safety

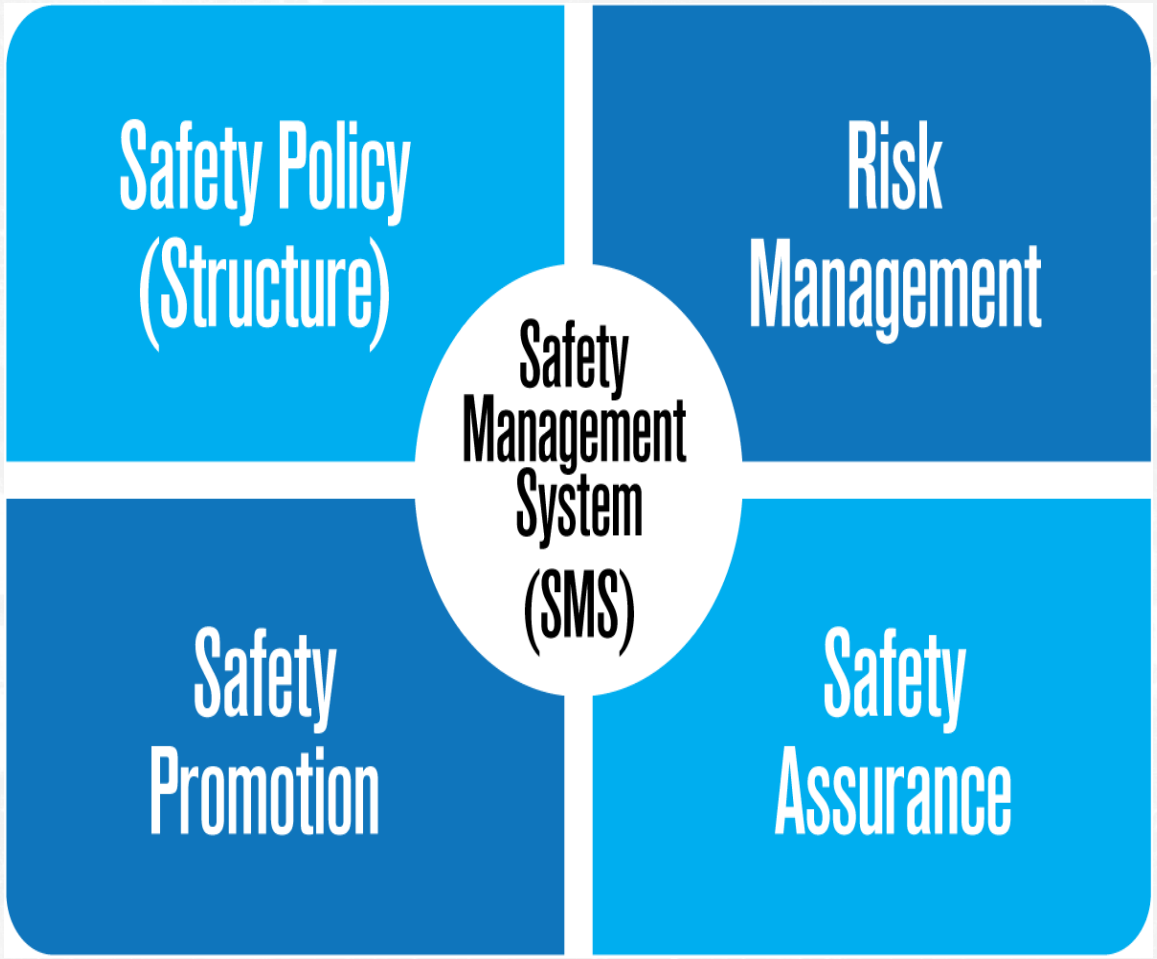
Expectation for Graduation

- To fulfill the graduation goals, it is the factory's responsibility to understand the requirements and develop a robust system to manage all aspects of the LABS graduation checklist based on their resources.
- To have a robust safety management system it is necessary to complete multiple PDCA cycle.
- Introducing the Safety procedure will not ensure effective management of safety unless and until its implementation has not been verified through several cycle.

SMS

Benefits of Safety Management System:

- Encourages safety culture
- Protects and enhances an organization's reputation and credibility
- Reflects business is socially responsible
- Maximize the performance and/or productivity of employees
- Increased employees' commitment to the team/organization
- More competent, happier and healthier workforce
- Reduces business costs and disruption
- Enables organizations to meet OHS expectations
- Workforce in general to stay longer in active life



SMS Checklist for Factories

SETTING UP

- Well defined policy exists
- Roles & responsibilities earmarked specifically
- Sufficient resources allocated
- Safety objectives are measurable
- Is there an effort to involve all employees and contractors

SAFETY RISK MANAGEMENT

- Methodology for risk identification and assessment
- Regular review of risk assessment
- Timely mitigation of identified gaps
- Risk register in place
- Frequency of review of risk controls is less at least six months

SAFETY ASSURANCE

- Well established mechanism for incident reporting
- Defined process for incident investigation and CAPA
- At least bi-annual internal safety audits
- Change management of policies and procedures
- Use of technology for assurance
- Score card for safety measurables
- Trend analysis used to prevent future incidents

SAFETY PROMOTION

- Safety training to all employees
- SME Training for personnel allocated responsibility of safety management
- Gratifying awareness and communication campaigns
- Safety is positive culture rather activity
- Training records maintained
- Level based safety drills and simulation

MONITORING & IMPROVEMENT

- Safety forum/committee established
- Evidence of regular meetings (preferred monthly) of safety forum
- SMS improved based on review of risks, risk control and incident trends
- Regular increase in safety scores (of measurable values)

idh

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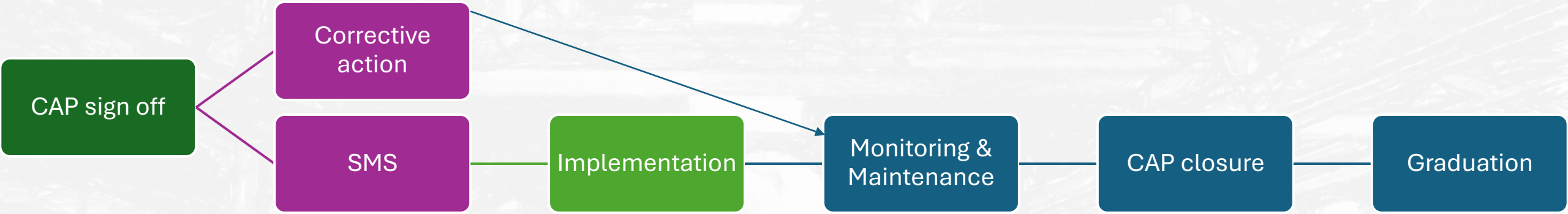
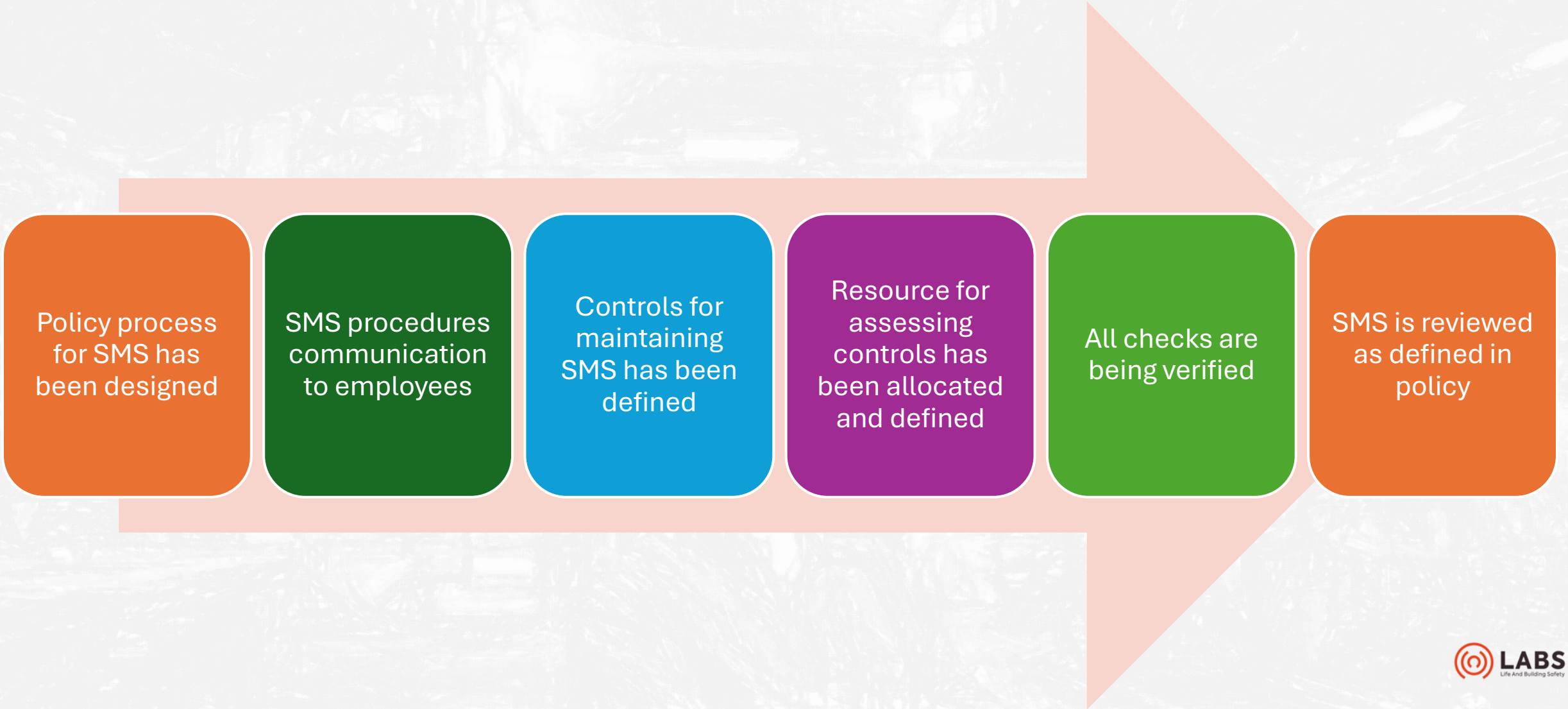
Ideal scenario in factory implementing SMS



Framework of Sustainable Safety Mechanism



Key Questionnaire - Ensuring to maintain defined safe load limit of floor and/or electrical circuits in case of any addition/removal of machinery, etc. as per design and drawings (such as single line diagram, as-built drawings etc.) approved by the competent authorities

Objective

To prevent hazards from current overflow and electrical short circuits, it is necessary to monitor and manage electrical loads according to approved guidelines and single line diagrams. To prevent hazards from current overflow and electrical short circuits, it is necessary to monitor and manage electrical loads according to approved guidelines and single line diagrams.

Process

It is important to develop a clear procedure that specifies responsibilities, timelines, processes, risks, and verification methods to ensure that jobs are carried out according to the specified process.

Electrical load management procedure → Checklist implemented → Verification protocol implemented

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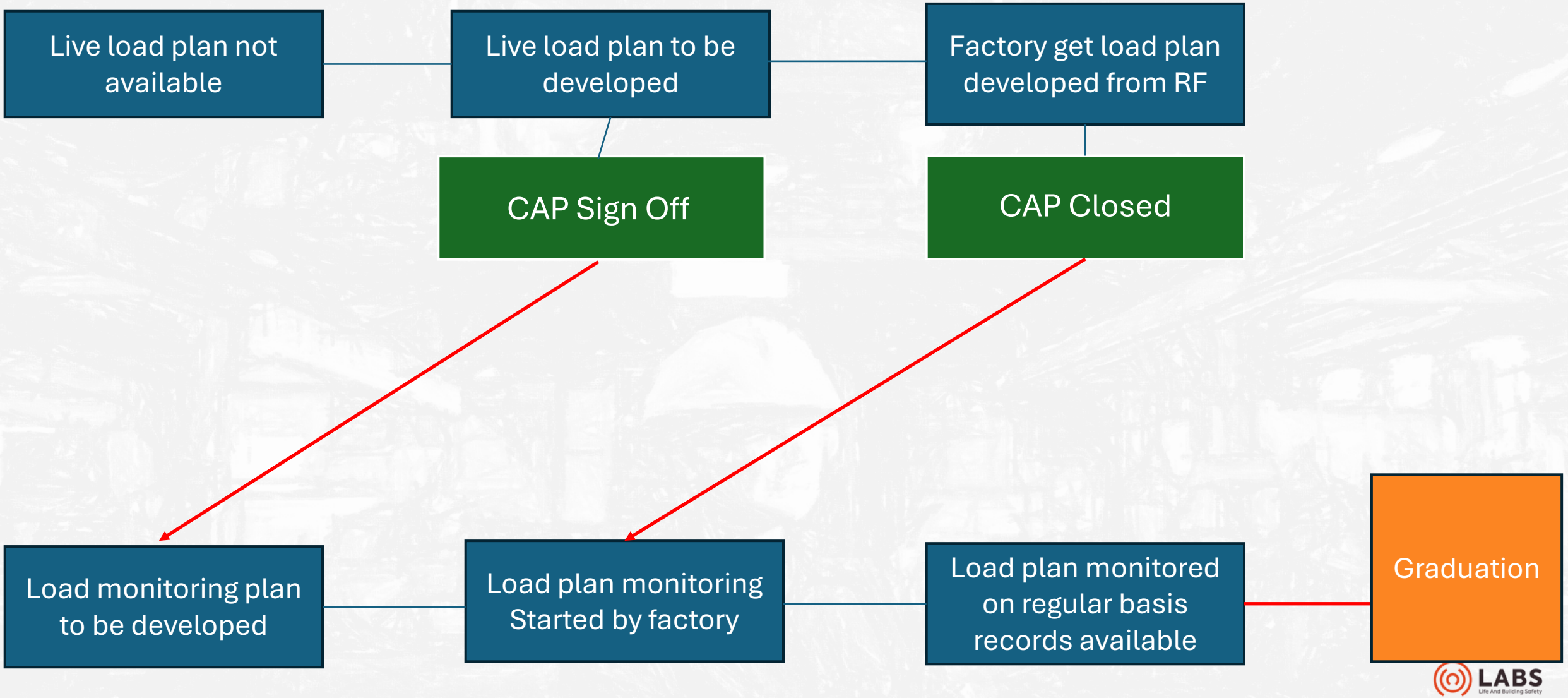
Example


Live load plan not available
Live load plan to be developed
Factory get load plan developed from RF
CAP Sign Off
CAP Closed
Load monitoring plan to be developed
Load plan monitoring Started by factory
Load plan monitored on regular basis records available
Graduation

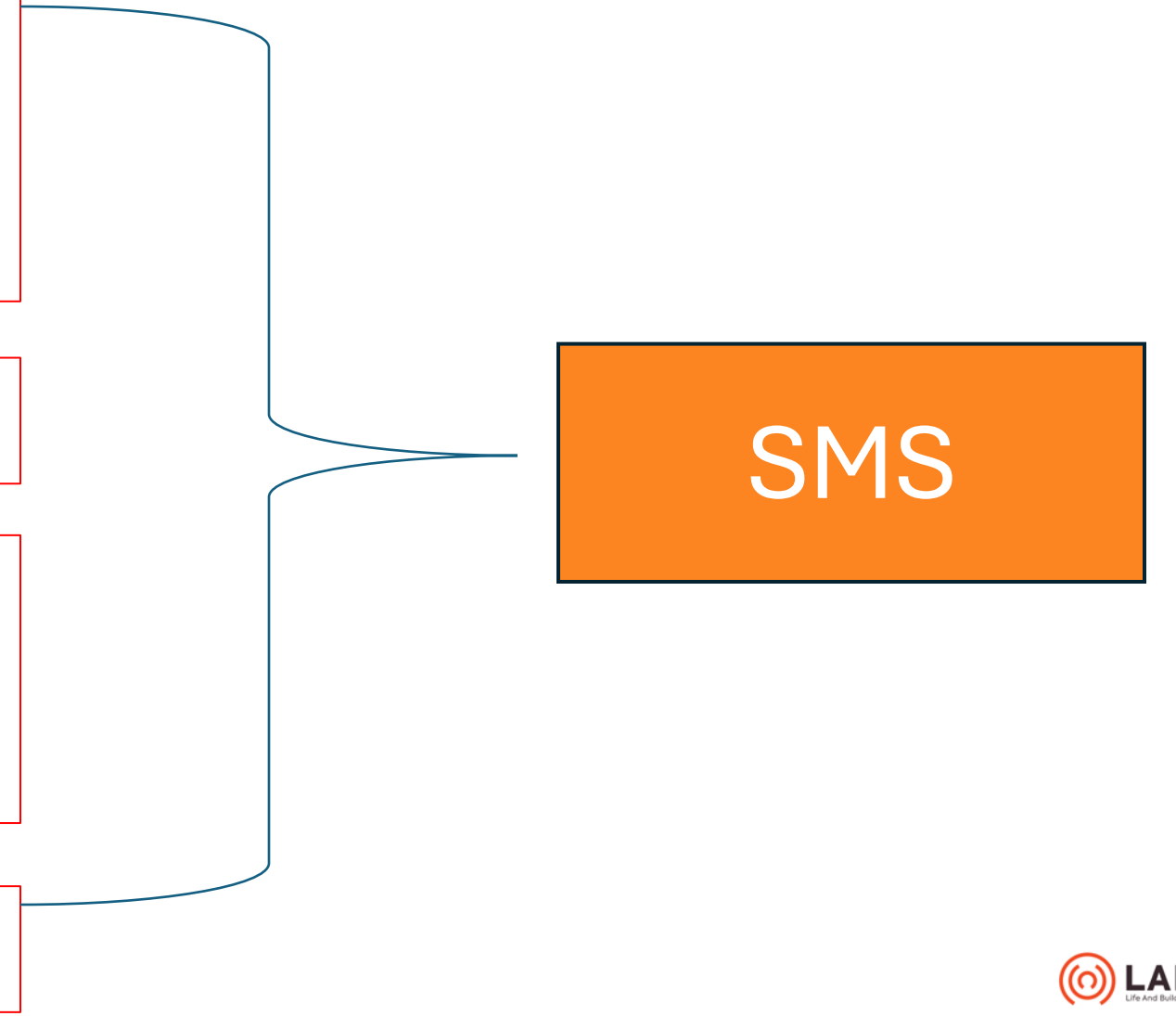
SMS Role in Factory Graduation

Ensuring to maintain defined safe load limit of floor and/or electrical circuits in case of any addition/removal of machinery, etc. as per design and drawings (such as single line diagram, as-built drawings etc.) approved by the competent authorities

Structural floor load limits being monitored within the factory

Thermo-graphic scans are carried out by qualified and trained personnel at least on a tri- annual basis and any high temperatures (where temperatures of components are >20°C the ambient temperature) are rectified at priority as per LABS Standards

Procedures in place to eliminate the hazards and control the risks



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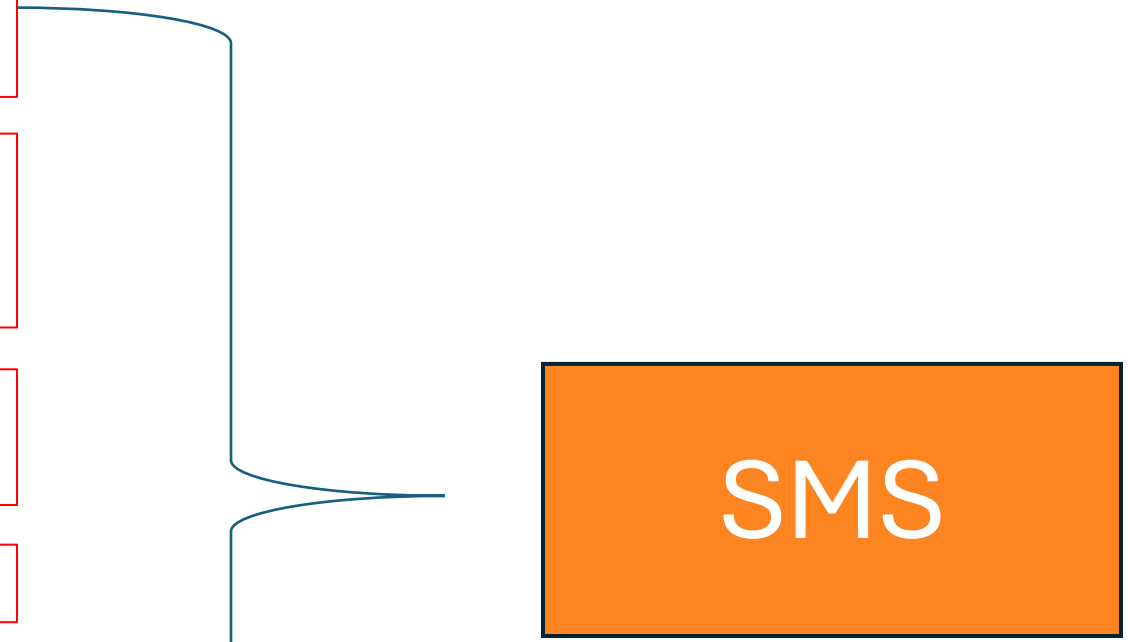
SMS Role in Factory Graduation

- Sufficient & well-maintained firefighting equipment present
- All electrical equipment being maintained periodically in accordance with the equipment manufacturer's guidelines
- Designated staff trained to use and maintain firefighting equipment
- Incident/accident report available?
- At least one factory joint walk through conducted per month to ensure structural, fire and electrical safety
- System to investigate cause of incidents, identify root causes and to prevent similar incidents from reoccurring in the future



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SMS Role in Factory Graduation

Timely completion of corrective actions after a workplace hazard is identified or an incident occurs

Timely completion of planned preventive maintenance activities

Process in place to periodically conduct employee meetings and record participation rates?

Safety Management Systems (SMS) are set up and effectively implemented by the leadership, management team and trained staff of the factory.

50% of the graduation requirement is directly Associated with SMS

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Impact of Safety Management System

- Single line diagram has been bypassed.
- Factory load distribution might be imbalanced.
- High risk of short circuit.

Load plan has been developed

Before

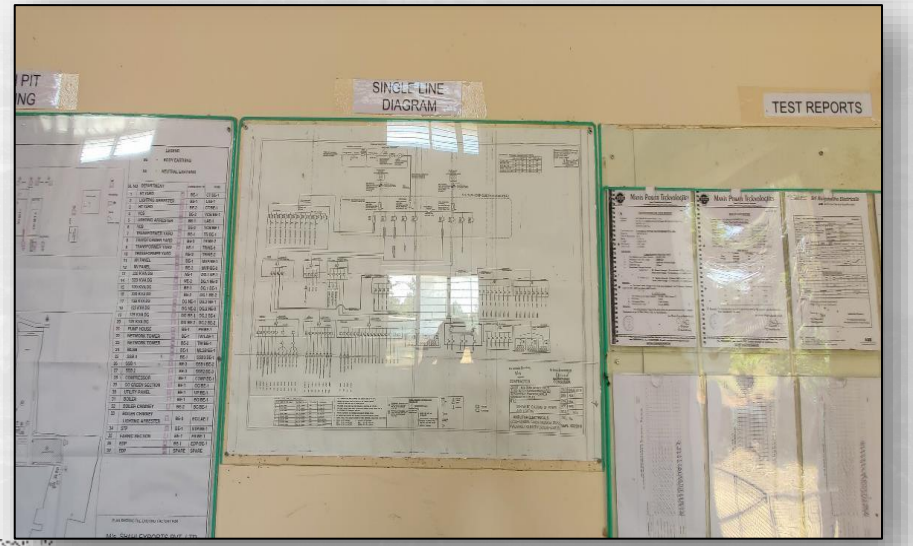
Load plan has been developed and reviewed as per defined procedure/policy by Load manager

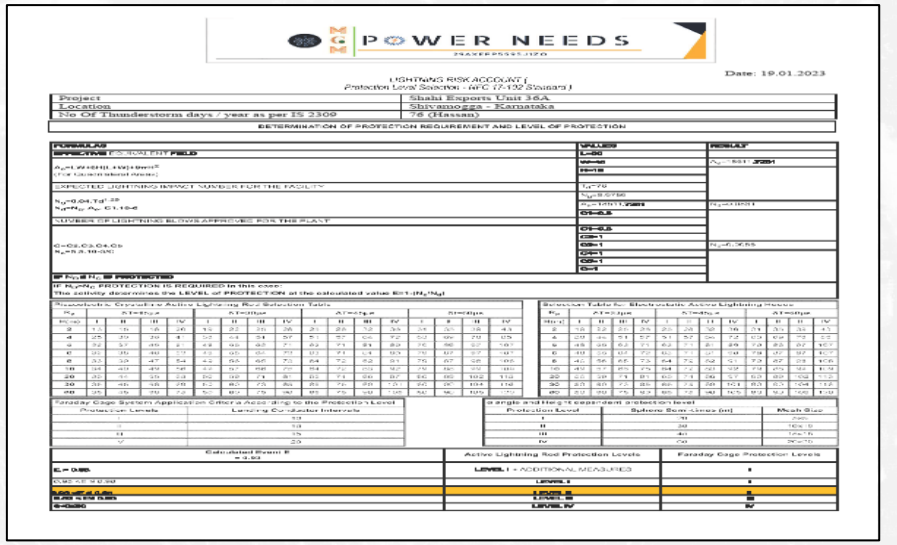
After

- Factory load is managed as per Approved design.
- No design change could be carried out without Load review.
- Life of electrical equipment increases.

SMS Factories Example

LABS FIRE SAFETY CHECK LIST				
1	FIRE EXTINGUISHER ABC	Daily	Weekly	Monthly
2	FIRE EXTINGUISHER CO2	Monthly once check weight		
3	Fire extinguisher 45Ltr water	Monthly once check weight cortridge		
4	FIRE EXTINGUISHER HISTORY CORD	TAG ALL CYLINDER		
5	Fire Alaram	Daily	Weekly	Monthly
6	Smoke detector	Weekly		Monthly
7	Fire Sprinkler	Daily		
8	Fire Hydrant & Hose reel	Daily	Weekly	Monthly
9	Walktrough check list	Monthly once		
10	Fire Hydrant	2months once		
11	Fire fighting training	2months once		
12	Mock drill-	2months once		
13	Open door policy	Attached file		
14	SMS Training(FM.ALL Managers)	3months once		
15	Safety officer Organization chart(Report GM)	Attached file		
16	LABS SAFETY TRAINING	YEARLY ONCE FULL FACTORY TRAINING		
17	Accident injuri Investigation	Attached file		
18	Near miss incident Report	Attached file		
19	OECP Emergency Plan	Attached file		
20	ERT TRAINING	6months once		
21	Risk assessment	6months once		
22	EHS POLICY	DISPLAYE .Notice board,canteen,sewing section		
23	Grievance Mechanism	DISPLAYE .Notice board,canteen,sewing section		
24	Visitors Instructions	attached file and handover security		
25	EHS&All COMMITTEE meetings	Monthly once		
26	Committee formation Procedure	Attached file		
27	EYE WASH Station& Sand Bucket checklist	Daily		
28	Secondary Container Capacity	Display All Secondary Containers		
29	Training Calender	Attached file		
30	PPE'S Inspection Check list	Monthly once		





Tools available – LABS public materials

https://labsinitiative.com/labs-resources/

LABS Decks

LABS Standards And Methodology

Helpline Communication Material

LABS Tool Box

https://labsinitiative.com/labs-resources/

LABS Helpline

LABS Helpline

LABS is introducing a mobile based chat platform along with helpline number where workers can reach out to LABS immediately and can report any safety related risk of their respective factories.

Kindly visit **labs-Chat.com** from the mobile browser and register your concern or scan QR code from LABS updated danglers and register your concern through LABS Chat


LABS
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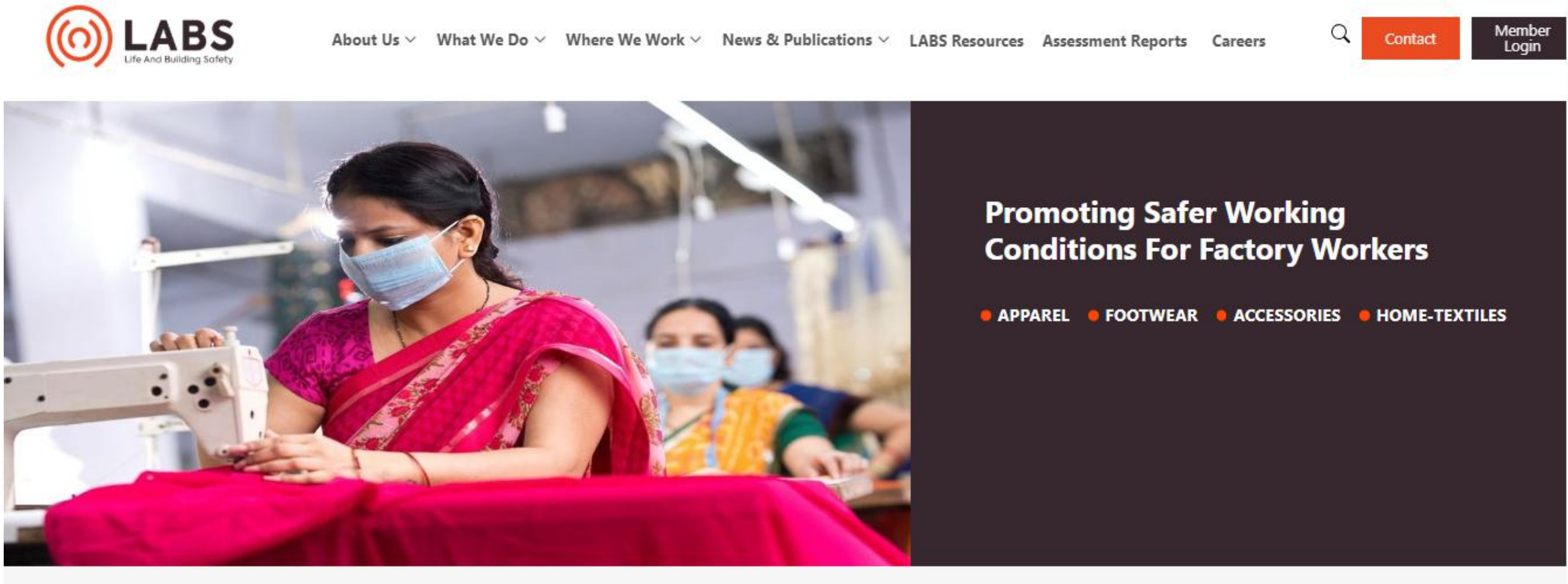
YOUR
SAFETY
IS IN YOUR HANDS!
Electrical issues can be life threatening. Be aware and report potential risks.
Multi looping of cables
Lint/dirt on electrical panel
Combustible material inside electrical panel
Reach LABS Chat for immediate support!
To register your concern please use this link
labs-chat.com
or
Scan the QR code
from mobile Camera
To reach Helpline, dial:
1800-212-5227
SCAN

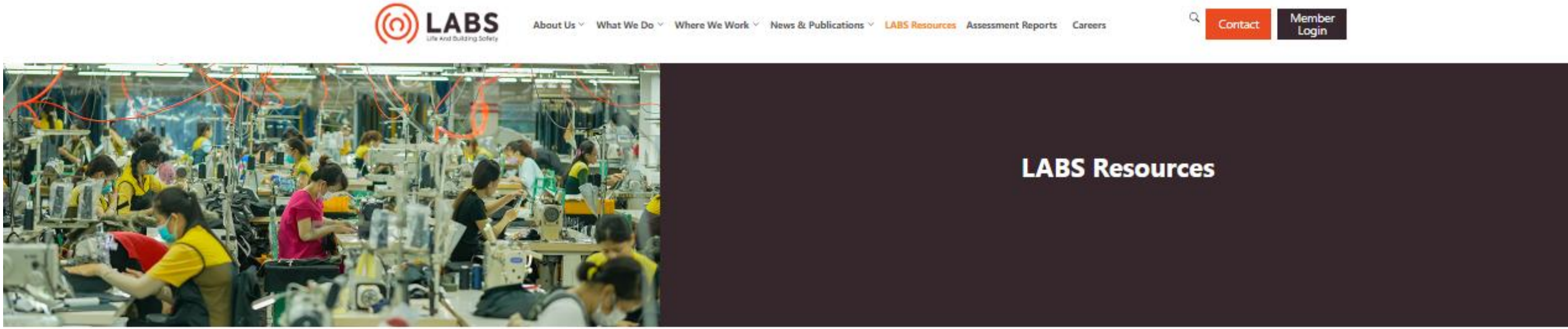

LABS
Life And Building Safety
YOUR
SAFETY
IS IN YOUR HANDS!
Fire issues can be life threatening. Be aware and report potential risks.
Blocked exit
illuminated exit sign not provided over exit
Exit passage blocked by vending counter
Reach LABS Chat for immediate support!
To register your concern please use this link
labs-chat.com
or
Scan the QR code
from mobile Camera
To reach Helpline, dial:
1800-212-5227
SCAN


LABS
Life And Building Safety
YOUR
SAFETY
IS IN YOUR HANDS!
Structural issues can be life threatening. Be aware and report potential risks.
Structural cracks
Unplanned/unsafe loading
Crack in the pillar
Reach LABS Chat for immediate support!
To register your concern please use this link
labs-chat.com
or
Scan the QR code
from mobile Camera
To reach Helpline, dial:
1800-212-5227
SCAN

LABS website



Resources



MOLISA (Vietnam) guidelines on COVID-19

LABS Brochure

Media Kit – LABS Initiative Public Launch

LABS Standards And Methodology

LABS resources

MOLISA (Vietnam) guidelines on COVID-19

LABS Brochure

Media Kit – LABS Initiative Public Launch

LABS Standards And Methodology

Helpline Communication Material

LABS Decks

LABS – Policies & SOP's

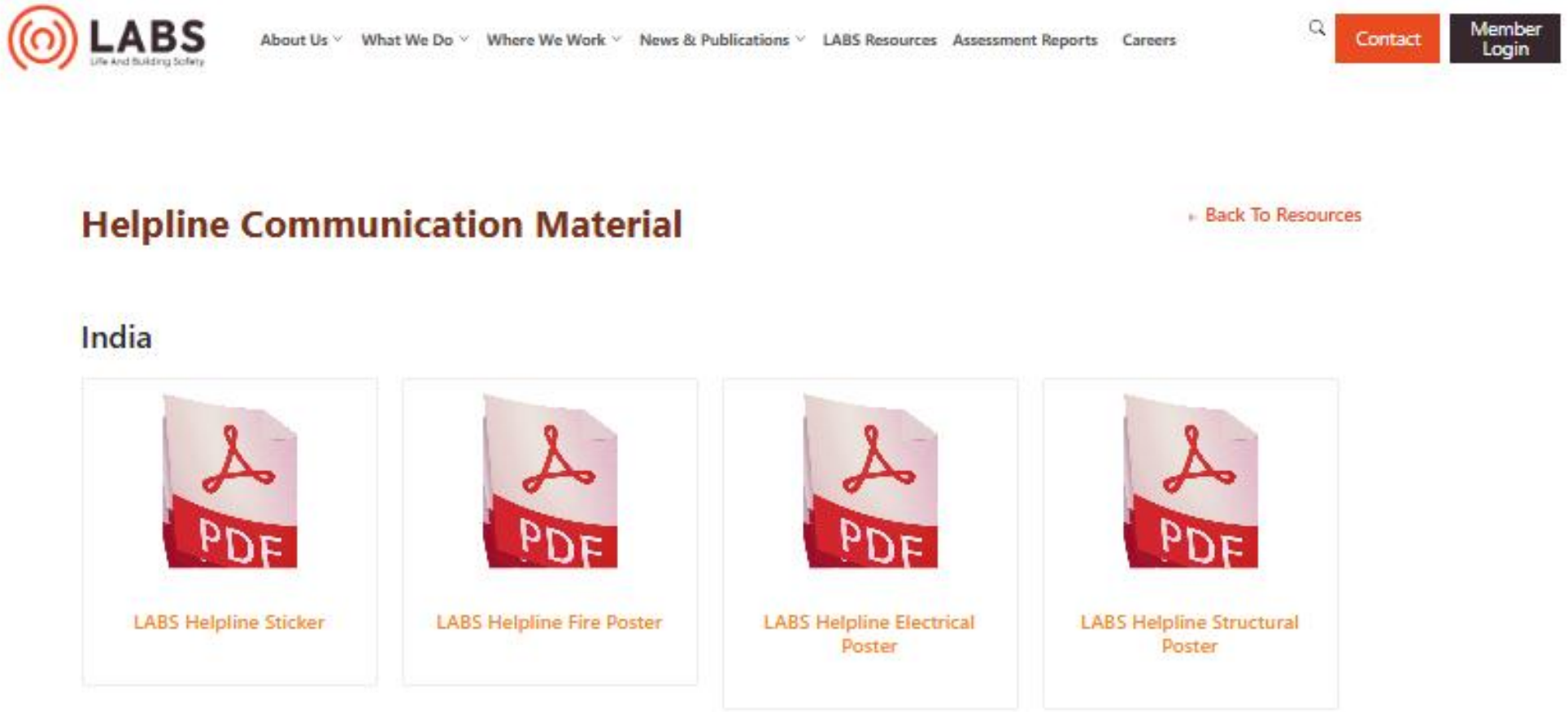
LABS Tool Box

Good Practices Sharing Webinars

Mainstreaming Gender Equality In

LABS resources

LABS resources



Q & A

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