

NEWSLETTER

Quarterly | January 2026 | Issue 25



Dear Readers,

As we step into 2026, we would like to sincerely thank our partners, participating factories, and collaborators for their continued commitment to strengthening life and building safety across the sector. The progress achieved over the past year was possible because of sustained collaboration and shared ownership of safety outcomes.

Over the last quarter, LABS continued to deepen its engagement across India, Vietnam, Cambodia, and Indonesia – supporting factories through assessments, trainings, and follow-up visits and reaching over 1.3-million workers with practical safety awareness and capacity-building efforts. An important milestone this year was the graduation of 200 factories, reflecting growing maturity in factory-led safety-management systems.

Alongside factory-level interventions, LABS continued to advance its sector-level safety mandate. In India, we closed 2025 by partnering with the Tiruppur Exporters' Association to convene an industry workshop focused on strengthening the collective understanding of life and building-safety risks and reinforcing the role of industry leadership in sustaining safety improvements beyond individual factories.

As we look ahead, LABS will focus on strengthening post-graduation engagement, supporting alignment with national safety frameworks, and deepening industry partnerships to embed safety as a shared responsibility across supply chains. We look forward to continued collaboration in the year ahead as we work together to build safer, more resilient workplaces.

PROGRESS SO FAR

▶ **674**

Factories onboarded

India: **195**

Vietnam: **273**

Cambodia: **131**

Indonesia: **75**

▶ **665**

Assessments conducted

India: **192**

Vietnam: **269**

Cambodia: **129**

Indonesia: **75**

▶ **1,493**

Safety training conducted

India: **365**

Vietnam: **710**

Cambodia: **263**

Indonesia: **155**

▶ **1,309,476**

Workers reached

India: **242,318**

Vietnam: **581,488**

Cambodia: **254,123**

Indonesia: **231,547**

▶ **212**

Factories graduated

India: **62**

Vietnam: **126**

Cambodia: **14**

Indonesia: **10**

Improving field level impact

Assessments



Factories were assessed across India, Vietnam, Cambodia and Indonesia during the 4th quarter (Q4) of 2025.

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

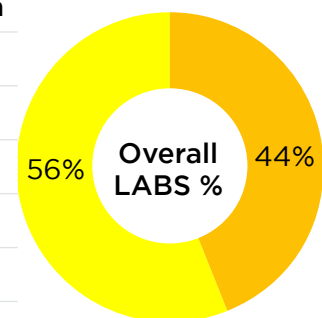
Common assessment findings



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	-	1	-	3
Yellow	-	4	-	2
Green	-	-	-	-
Total	-	5	-	5



“ The program significantly improved my awareness of emergency alarms, exit signages, fire doors, and assembly points which I did not fully understand before attending. Additionally, the practical explanation of the emergency equipment during the factory visit has increased my confidence to act safely if a fire occurs.”

Anju, Operator, Shahi Exports PVT LTD

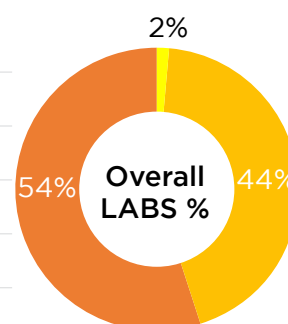




Fire Safety

- 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

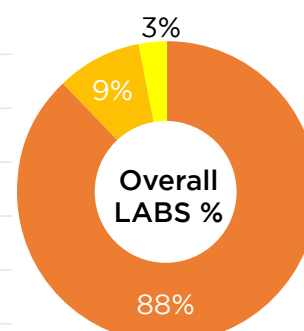
Assessment	India	Vietnam	Cambodia	Indonesia
Red/Amber	-	-	-	3
Amber	-	4	-	2
Yellow	-	1	-	-
Green	-	-	-	-
Total	-	5	-	5



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	-	1	-	5
Amber	-	3	-	-
Yellow	-	1	-	-
Green	-	-	-	-
Total	-	5	-	5



Remediations

India

Data comprises 127 factories where 570 follow-up visits were conducted

Fire Safety:

- **94%** of the factories installed emergency lights
- **98%** of the factories removed temporary obstacles on evacuation pathways
- **95%** of the factories installed illuminated exit signages
- **91%** of the factories removed locking mechanisms from exit doors

Electrical Safety:

- **95%** 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
- **93%** of the factories provided earthing connections for the electrical components

Structural Safety:

- **82%** of the factories mended cracks in beams and columns
- **82%** of the factories removed the corrosion in non-engineered structures (such as MS Shed)
- **78%** of the factories eliminated the wall dampness

Vietnam

Data comprises 253 factories where 1,046 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 93 factories where 434 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 65 factories where 271 follow-up visits were conducted

Fire Safety:

- **46%** of the factories installed emergency lights
- **94%** of the factories removed temporary obstacles on evacuation pathways
- **54%** of the factories installed illuminated exit signages
- **45%** of the factories removed locking mechanisms from exit doors

Electrical Safety:

- **71%** of the factories removed lint and dust from electrical panels and DBs
- **67%** of the factories reduced the high temperatures in electrical panels and DBs
- **52%** of the factories provided earthing connections for the electrical components

Structural Safety:

- **42%** of the factories mended cracks in beams and columns
- **73%** of the factories removed the corrosion in non-engineered structures
- **50%** of the factories eliminated the wall dampness

Safety Training

82

Safety Training

sessions were conducted in Q4, 2025.

There were 82 Safety Trainings conducted during Q4 with 2,126 representatives from factory management, the OHS Committee, HR and maintenance departments, and workers from the production area.

2,126

People Trained

	Training	People trained
India	16	404
Vietnam	21	513
Cambodia	25	573
Indonesia	20	636



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

- Vietnam: One case involved the structural safety at a non-LABS factory

Non-LABS Reported Cases

- Vietnam: Three cases of HR-related issues including overtime work and the uniform policy
- Cambodia: Three cases of workplace-related issues including work processors and unpleasant odors
- Indonesia: One case regarding a maintenance issue



Key Outreach and Events

India

National Stakeholder Committee (NSC) meeting (India)

December 16, 2025

Key discussion topics

- Leveraging the New Occupational Health and Safety Law (OHSWC 2020), to drive the uptake of safety
- Supporting Remediation Investment through Government Schemes to support factories to drive remediation
- Promoting PM MITRA (Mega Integrated Textile Region and Apparel)) – an initiative to streamline the entire process of manufacturing garments at one place



Safety Workshop 2025 in collaboration with Tiruppur Exporters' Association (TEA)

December 18, 2025

The workshop was attended by over 90 participants from over 60 textile factories and was preceded by the Assistant District Officer, Fire and Rescue Services, Tiruppur, along with TEA office bearers, and focused on key fire and building-safety risks in factories. Participants reviewed real-life case studies, explored different remediation approaches for specific safety issues, and learned practical, step-by-step measures to strengthen safety-management systems, improve compliance, and drive continuous safety improvements.



Vietnam

NSC meeting

December 23, 2025

Key discussion topics

- Strengthening occupational health and safety (OHS) systems in graduated factories
- Aligning LABS with national OHS frameworks
- Leveraging solar-safety regulations to enhance factory safety systems
- Committing to sustained safety improvements by senior management
- Scaling LABS' Safety Management System (SMS)
- Post-graduation (LABS) monitoring approach
- Capacity building is a priority – including practical tools and refresher trainings
- Needing stronger engagement with brands and national stakeholders



Working the Nordic Way conference

November 20, 2025

LABS Vietnam team joined the “Working the Nordic Way” conference hosted by NordCham (Nordic Chamber of Commerce Vietnam), gaining valuable insights from Nordic companies on how core values such as equality, inclusion, transparency, and people-centric leadership can be meaningfully integrated into Vietnam’s workplace.

Sharing Initiatives and Promoting Collaboration to Support the Sustainable Development of Vietnam’s Textile and Garment Industry meeting

November 21, 2025

LABS joined other programs and organizations including WWF, GIZ, Fair Wear Foundation, CNV, Better Work, SWP, VNCP, as well as representatives from VITAS, LEFASO, VCOSA, the Ministry of Industry and Trade (MOIT), and the Vietnam General Confederation of Labour, in the meeting which focused on aligning mechanisms for information sharing and setting directions for future collaborations.

Cambodia

3rd Cambodia-Europe Public-Private Sector Dialogue

October 22, 2025

LABS joined the 3rd Cambodia-Europe Public-Private Sector Dialogue at the Council for the Development of Cambodia (CDC), presided over by H.E. Deputy Prime Minister Sun Chanthol, and the Ambassadors of the European Union, Germany and the Czech Republic to discuss tariffs for the Green and Fair Trade (GFT) sector by the United States of America. The dialogue reaffirmed commitments to foster a transparent, competitive, and sustainable investment environment, essential for unlocking Cambodia’s economic potential.

NSC meeting

November 13, 2025

The meeting was conducted with participants from the Ministry of Land Management, Urban Planning and Construction (MLMUPC) General Department of Construction (DOC), TAFTAC, CGTI and ILO BFC.

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

October 23, 2025

LABS was introduced to the new Director of the DOSH, MLVT, along with his Deputy Director. He requested to join LABS' assessments and follow-up visits for capacity building of his inspectors. Furthermore, he requested LABS' assistance on providing OSH training to his department.

Meeting with iDE Cambodia's Program Director of Social, Health, and Environmental (SHE) Investments

October 9, 2025

The meeting with iDE Cambodia's Program Director of SHE Investments was organized to explore potential collaboration on LABS' gender initiatives in the country.

“ Participating in the LABS program made me realize the importance of adhering to safety standards in the workplace. The program provided practical knowledge on fire prevention, electrical safety, and building structure, while encouraging individuals to proactively identify and address risks. As a result, I have made several small but important improvements at work, such as organizing the warehouse more efficiently, conducting regular electrical checks, and raising safety awareness among colleagues. I feel more confident in contributing to a safer and more efficient working environment. ”



Mr. TRUONG ANH PHUOC, Electrical team leader
 Jinquan Vietnam Travelling Goods CO LTD

Vietnam

Indonesia

December 9, 2025

Key discussion topics

- Engaging factory leadership through targeted training and advocacy to secure owner-level commitment and resources
- Expanding the program's reach by extending LABS' activities to the Micro, Small, and Medium Enterprises' (MSME) sector, which comprises over 99% of businesses in Indonesia.



Meeting with AHKKI – Indonesian Association for Occupational Hygiene and Safety

December 16, 2025

Promoting safety as an economic driver and the establishment of a top-down safety culture was the highlight at the meeting. AHKKI requested a formal letter to publish LABS' materials on their website. As the next step, LABS will develop a safety "value proposition" brief and submit the formal request.



Meeting with IKN (Indonesia Capital) Authority

December 16, 2025

A collaboration on building-safety regulations for Indonesia's new capital city was explored. The IKN Authority welcomed the LABS Standard as a potential reference, recognizing the need for a unique, study-based approach tailored to IKN's specific context.

Meeting with BSN (the National Standardization Agency of Indonesia)

December 22, 2025

The formal process for adopting the LABS Standard into the Indonesian National Standard (SNI) was initiated. BSN outlined the required steps, including expert review and a gap analysis. LABS will submit a draft Cooperation Agreement and a National Interest Analysis document.

Meeting with BNPB – National Agency for Disaster Countermeasure

December 22, 2025

The proposal for national expansion of the LABS-developed building-assessment module, currently used in Jakarta, was re-engaged. BNPB responded positively and committed to holding an internal meeting to determine their next steps for supporting nationwide adoption.

Incidents in Apparel Sector

India

- **December 9, 2025:** Investigations are underway due to a fire at a shoe factory in Narela, New Delhi, injuring three workers and damaging the building.

Source: <https://www.thehindu.com/news/cities/Delhi/three-injured-in-narela-shoe-factory-fire/article70377878.ece>



Vietnam

- **December 14, 2025:** A fire broke out at a production workshop of Oanh Van CO LTD, destroying the entire factory. Examinations of the scene to determine the cause of the fire are ongoing.

Source: <https://cand.com.vn/Xa-hoi/ngan-chan-tham-hoa-voi-cay-xang-va-khu-dan-cu-lien-ke-i791046>



Cambodia

- **November 20 and December 8, 2025:** Five fire incidents were reported between November 20 and December 8, 2025 via Phnom Penh Fire Police (118) and related Telegram group chats, involving garment factories and associated facilities.

Indonesia

- **October 18, 2025:** A fire broke out at the PT Sandang Tegal Intijaya textile factory in Tegal Regency, Central Java. An estimated 30-40% of the factory was destroyed. Textile Factory in Tegal Burned Badly, Lost Billions of Rupiah - SUARA INDONESIA
Source: <https://suaraindonesia.co.id/news/peristiwa/68f410ede745a/Pabrik-Tekstil-di-Tegal-Terbakar-Hebat-Kerugian-Miliaran-Rupiah>
- **November 25, 2025:** A fire severely damaged the PT TAK Textiles Indonesia factory in Cikarang Utara, Bekasi, West Java. Preliminary investigation suggests the fire was caused by an electrical short circuit in a textile-production warehouse. 3 Facts About the Textile Factory Fire in Jababeka, Allegedly Started from a Short Circuit
Source: <https://mediaindonesia.com/megapolitan/833754/3-fakta-kebakaran-pabrik-tekstil-di-jababeka-diduga-berawal-dari-korsletin>

Annexures

Factory Details

India

Safety Trainings

- | | |
|---|--|
| 1. FA Home and Apparel PVT LTD | 8. Best Tech Clothing PVT LTD |
| 2. Brandix Apparel India PVT LTD – UNIT 01 | 9. Asian Fabricx PVT LTD |
| 3. Pearl Global Industries LTD Peenya | 10. Ess Enn Exports |
| 4. Precise Seamless Apparels PVT LTD | 11. Shivalik Prints LTD |
| 5. Orient Fashions Exports (India) PVT LTD – B4 | 12. Radnik Exports – D 201 |
| 6. Orient Fashions Exports (India) PVT LTD – B1 | 13. Kerafibertex International PVT LTD |
| 7. Orient Fashions Exports (India) PVT LTD – Plot 488 | 14. Pan Overseas |
| | 15. Alagendira Exports |
| | 16. Penguin Apparels PVT LTD – Unit 7 |

Vietnam

Assessments

- | | |
|--|--|
| 1. DIN SEN VIETNAM (LONG AN) ENTERPRISE CO LTD | 2. Minh Anh Tho Xuan Garment Joint Stock Company |
|--|--|

Safety Trainings

- | | |
|--|---|
| 1. Dap Cau Garment Corporation Joint Stock Company | 12. GG Hai Duong CO LTD |
| 2. Kim Binh Garment CO LTD | 13. Hoa Tho Textile – Garment Joint Stock Company |
| 3. P.I.T Vina CO LTD | 14. ITAS MARS INTIMATES FASHION CO LTD |
| 4. WAYNE VIETNAM CO LTD | 15. Thanh Phat Leather Shoes Export CO LTD |
| 5. Ever Great International CO LTD | 16. Thinh Phat Garment JSC |
| 6. Speed Motion Vietnam CO LTD | 17. Eagle Nice Vietnam CO LTD |
| 7. Minh Anh CO LTD | 18. VINATEX BAC LIEU MANUFACTORY |
| 8. Minh Anh Tho Xuan JSC | 19. Tam Quan Garment Joint Stock Company |
| 9. Freetrend Industrial (Vietnam) CO LTD | 20. PRIMACY (Vietnam) Enterprise CO LTD |
| 10. Long Khai Join Stock Company – a Nang Branch | 21. Hoa Sen Phu Tho Garment CO LTD |
| 11. Thao Uyen Garment Manufacturing and Trading CO LTD | |

QA Assessment

1. Branch of Vietnam Goodfaith Invest and Development CO LTD – Phu Tho

Re-Assessments

1. Ever Great International CO LTD
2. Delta Galil Vietnam CO LTD
3. Quang Viet (Tien Giang) CO LTD

Cambodia

Safety Trainings

- | | |
|--|--|
| 1. Shun Xin Luggage Industry (Cambodia) CO LTD | 12. GG Fashion (Cambodia) CO LTD |
| 2. Milanna Leatherware M F Y (Cambodia) CO LTD | 13. Kai Neng Leather Products (Cambodia) CO LTD |
| 3. Zhejiang Hengfeng Top Leisure (Cambodia) CO LTD | 14. New Wide Apparel CO LTD |
| 4. Foot Forward (Cambodia) Sock CO LTD | 15. Yong De Wei Garment PTY LTD |
| 5. AW Cashmere (Cambodia) CO LTD | 16. Ealytex (Cambodia) Garment CO LTD |
| 6. Best Beauty CO LTD | 17. HERMO (Cambodia) CO LTD |
| 7. Daeseung-Cambo CO LTD | 18. T.F.G (Cambodia) Garment CO LTD |
| 8. Hung Hsing Garment (Cambodia) CO LTD | 19. T & K Garment Industry CO LTD |
| 9. Cam Forever CO LTD | 20. Capital Garment CO LTD |
| 10. Wincam Corporation | 21. Heng Shun Harmony (Cambodia) Footwear CO LTD |
| 11. Hengwin (Cambodia) Garment CO LTD | 22. Prestige Garment CO LTD |
| | 23. 8 Star Sportswear LTD |
| | 24. CB Kingtop Fashion Garment CO LTD |
| | 25. Airsun Leather Goods (Cambodia) CO LTD |

Re-Assessments

1. Di Seta (Cambodia) CO LTD
2. GG Fashion (Cambodia) CO LTD

Indonesia

Assessments

- | | |
|-----------------------------------|-----------------------------------|
| 1. PT HJ BUSANA INDAH | 4. PT Global Busana Internasional |
| 2. PT Eclat Textile International | 5. PT TPINC Trading Jakarta |
| 3. PT Jinlin Luggage Indonesia | |

Safety Trainings

- | | |
|---------------------------------------|-------------------------------------|
| 1. PT Sunwoo Garment Indonesia | 11. PT TPINC Trading Jakarta |
| 2. PT Bintang Baru Sukses | 12. PT Eclat Textile International |
| 3. PT Kanindo Makmur Jaya (Factory 2) | 13. PT Jinlin Luggage Indonesia |
| 4. PT Starlight Garment Semarang | 14. PT Global Busana Internasional |
| 5. PT Fashion Stitch Joshua | 15. PT HJ BUSANA INDAH |
| 6. PT Sam Kyung Jaya Garments | 16. Kahoiindah Citragarment, PT |
| 7. PT Anggun Kreasi Garmen | 17. PT Hansoll Indo Java |
| 8. PT Busana Indah Global | 18. PT Young Tree Industries |
| 9. PT Hop Lun Indonesia | 19. PT Citra Unggul Perkasa Garment |
| 10. PT Muara Tunggal | 20. PT SUN SUKA ABADI |

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LABS is committed to transparency and, along with this newsletter will also publish results regularly on the Website: www.labsinitiative.com

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