LABS
Life And Building Safety

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FACTORY GRADUATION · CASE STORY

CG Glory (Cambodia) Manufacturing Company Limited

Phum Trear, Sangkat Steung Mean Chey, Khan Mean Chey, Phnom Penh, Cambodia

GRADUATED
Apr 9, 2026

INITIAL RATING
RED AMBER

BUILDING	WORKERS	BUILDING AGE	ONBOARDED	BRAND PARTNER
Single-story, steel and RC	865	25 years	May 29, 2024	Walmart

ABOUT THE FACTORY

CG Glory (Cambodia) Manufacturing Company Limited is a garment factory in Phnom Penh, where **865 workers** produce kidswear and sleepwear for international brands and buyers including Walmart and Carter's.

When CG Glory joined LABS in May 2024, its assessment rated the building Red/Amber, with gaps in electrical protection, fire safety, and structural safety. The factory closed all corrective actions in December 2025 and graduated in April 2026 after a final verification visit.

THE GRADUATION JOURNEY

Onboarding	Assessment	CAP signed off	Remediation	CAP closure	Graduation
01	02	03	04	05	06
May 2024	Aug 2024	Oct 2024	20 months	Dec 2025	Apr 2026

THE ASSESSMENT

The first LABS assessment, in August 2024, rated the factory Red/Amber and recorded **35 issues**: 13 electrical, 13 fire safety, and 9 structural. All were verified as closed, with no new observations. These key findings shaped the corrective action plan (CAP):

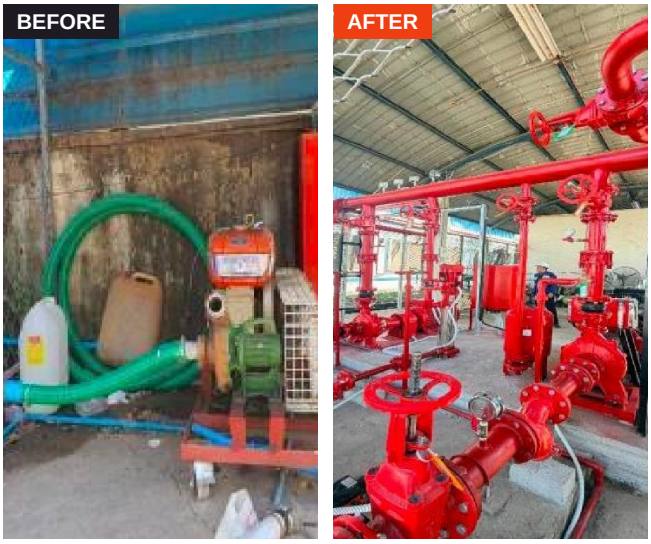
- Insufficient grounding and electrical maintenance records
- Electrical hotspots and deficient cable connections
- Inadequate fire separation and detector coverage
- Missing hydrants and inadequate firefighting water and pumps

THE REMEDIATION

Before → After

A selection of key issues, from the 35 the factory resolved before graduation.

Issue 1 Firefighting water storage



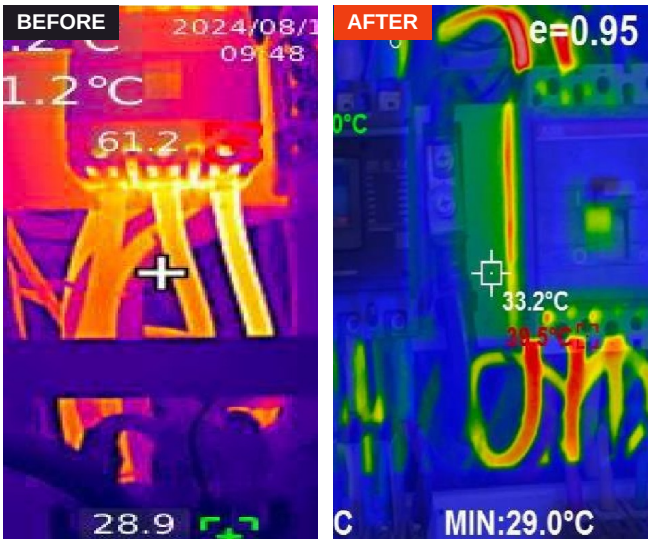
Only a 3 m^3 tank was available for firefighting water. A water storage pond with a capacity of 144.42 m^3 was built for firefighting.

Issue 2 Fire alarm and detection



Detectors in production and storage areas were spaced too far apart and mounted too far below the roof. A fire detection and alarm system with beam, heat, and smoke detectors was installed to the approved design.

Issue 3 Equipment grounding



Pumps, the generator, and electrical panels lacked adequate grounding. Protective ground cables were connected to the electrical equipment.

Issue 4 Evacuation routes



Escape routes in the sewing and final quality control areas were too narrow. The routes were widened to more than one meter.

SAFETY TRAININGS

3 Training sessions held

55 Workers trained as trainers (ToT)

8 Safety topics covered

TRAINING LOG	PROVIDER	DATE
LABS Basic Training	Bureau Veritas	Dec 21, 2024
LABS Level 1 Training	Bureau Veritas	Sep 6, 2025
LABS Level 2 Training	Cambodia Safe Inspect Co.	Apr 10, 2026

Topics covered: fire safety, electrical safety, structural safety, safety management systems, emergency preparedness, hazard identification, corrective actions, and worker safety awareness.

> *"LABS helped us strengthen our safety systems, address identified risks, and build greater awareness and responsibility for workplace safety across the factory.*

Mr. Lewis Lij, General Manager
CG Glory (Cambodia) Manufacturing Company Limited



IN THEIR WORDS



"The walkways are wider now. We have more space to leave the building in an emergency."

Chres Chomreoun
Ironing



"There is more water ready for firefighting now. It makes me feel safer at the factory."

Han Sopheap
Sewing