LABS
Life And Building Safety

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FACTORY GRADUATION · CASE STORY

Camforever Co., Ltd.

Phum Russey, Sangkat Stoeung Meanchey, Khan Meanchey, Phnom Penh, Cambodia

GRADUATED
Feb 13, 2026

BUILDING	WORKERS	BUILDING AGE	ONBOARDED	BRAND PARTNERS
Single-story steel, RC mezzanine	683	11 years	Jun 7, 2022	Walmart · Target + 4 more

ABOUT THE FACTORY

Camforever Co., Ltd. runs a single-story, steel-frame facility with a reinforced concrete mezzanine in Phnom Penh, where **683 workers** produce apparel for brands including Walmart, Target, TYR, G-III, M&S, and Lands' End.

When Camforever joined LABS in June 2022, an assessment of its 11-year-old buildings surfaced critical gaps in electrical, fire, and structural safety. Over the next three and a half years, the factory closed them, and it graduated in February 2026.

THE GRADUATION JOURNEY

Onboarding	Assessment	CAP issued	Remediation	CAP closure	Graduation
01	02	03	04	05	06
Jun 2022	Feb 2022 Pilot phase	Nov 2022	2022–2025	Jul 2025	Feb 2026

THE ASSESSMENT

The initial LABS assessment, carried out during the pilot phase, identified critical gaps, including an improper lightning protection system, lint and dust inside electrical panels, and temporary obstacles on escape routes. These key findings shaped the corrective action plan (CAP):

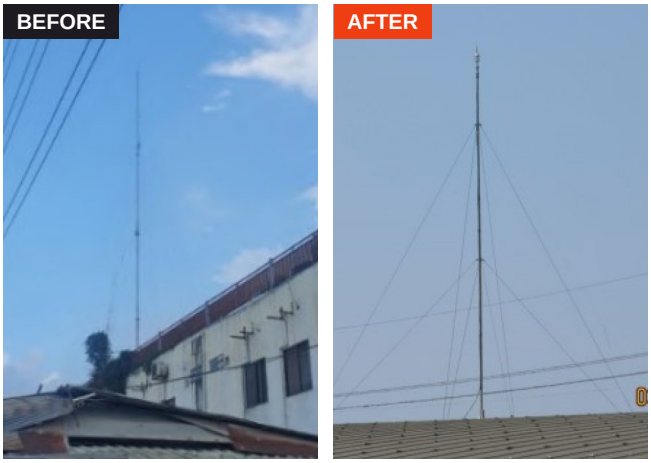
- Improper lightning protection system (LPS)
- Temporary obstacles on escape routes
- No allowable loading plan for multi-tier racks and the mezzanine floor
- Lint and dust inside electrical panels
- Sliding doors used as exit doors
- No as-built drawings for any building

THE REMEDIATION

Before → After

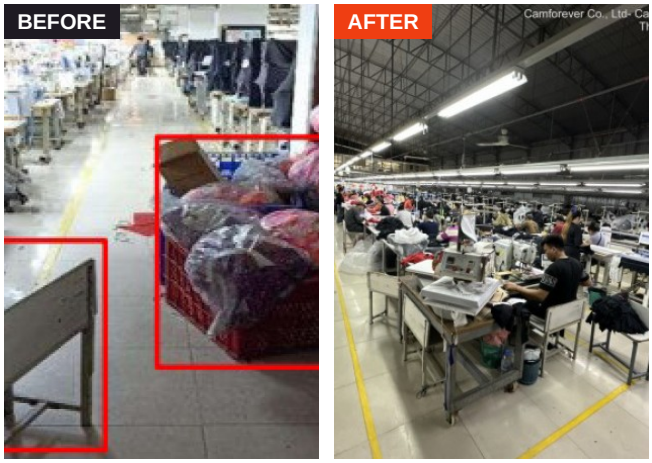
A selection of key issues the factory resolved before graduation.

Issue 1 Lightning protection system



The lightning protection system (LPS) was improperly installed. A new LPS was installed after the design drawings were reviewed and approved.

Issue 2 Escape routes



Temporary obstacles were blocking escape routes. Following internal training and audits, all escape routes are now kept clear.

SAFETY TRAININGS

15 Training sessions held

683 Workers reached

6 Safety topics covered

TRAINING LOG	PARTICIPANTS	DATE
LABS ToT, Basic	29	Nov 14, 2022
LABS ToT, Advanced Level 1	25	Mar 1, 2024
LABS ToT, Advanced Level 2	29	May 26, 2025
Fire drill training	683	Jul 31, 2025
LABS ToT, Refresher	25	Oct 25, 2025
OSH training	20	Dec 31, 2025

SAFETY MANAGEMENT SYSTEM

The factory set up a dedicated fire safety team, formalized documented emergency procedures, and introduced monthly safety inspections. Internal audits and standard risk assessments now help identify, report, and correct hazards across all departments.

Maintained after graduation through management ownership, refresher training twice a year, ongoing internal audits, equipment servicing schedules, and transparent reporting.

LABS HELPLINE

LABS Helpline posters are displayed on production floors, in the canteen and restrooms, and on notice boards. Orientation briefings and regular awareness sessions make sure every worker knows how to report safety concerns confidentially.



> *Fire safety isn't just a requirement for us; it's our daily commitment to protecting every worker. By appointing dedicated leads and keeping our equipment, drills, and training up to standard, we ensure a secure environment where everyone returns home safely.*

Jontilano Marielou, Admin Director
Camforever Co., Ltd.



IN THEIR WORDS

"The safety training gives me full confidence and peace of mind in my daily work."

Hay Savun
Sewer, Line 2

"We now clearly understand how to prevent fires and how to use the emergency exits safely."

Va Vuthy
Fabric Warehouse Worker