LABS
Life And Building Safety

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FACTORY GRADUATION · CASE STORY

# Eclat Textile (Cambodia) Co., Ltd.

Street Wat Ang Trokeat, Phum Ang Trokeat, Sangkat Kantouk, Khan Kamboul, Phnom Penh, Cambodia

**GRADUATED**
**Apr 29, 2026**

**INITIAL RATING**
RED AMBER

| BUILDING | WORKERS | BUILDING AGE | ONBOARDED | BRAND PARTNER |
|---|---|---|---|---|
| Two-story RC and single-story steel | 1,664 | 13 years | Jun 7, 2023 | Gap |

## ABOUT THE FACTORY

Eclat Textile (Cambodia) Co., Ltd. is a garment factory in Phnom Penh, where **1,664 workers** produce functional knitwear, sportswear, activewear, and athleisure. Trade records link the factory with brands and buyers including Under Armour, Walmart, Athleta, Gap, FILA, Lole, and Hanesbrands.

When Eclat joined LABS in June 2023, its assessment rated the building Red/Amber, with gaps in electrical protection, fire safety, and structural safety. The factory closed all corrective actions in February 2026 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 |
| Jun 2023 | Aug 2023 | Sep 2023 | 2 years, 6 months | Feb 2026 | Apr 2026 |

## THE ASSESSMENT

The first LABS assessment, in August 2023, rated the factory Red/Amber and recorded **45 issues**: 19 electrical, 16 fire safety, and 10 structural. All were closed before graduation. These key findings shaped the corrective action plan (CAP):

- Deficient electrical grounding and maintenance
- Insufficient fire detection and alarm coverage
- Obstructed paths and unsuitable emergency exits
- No backup pump for the firefighting system

## THE REMEDIATION

Before → After

A selection of key issues, from the 45 the factory resolved before graduation.

### Issue 1 Backup fire pump



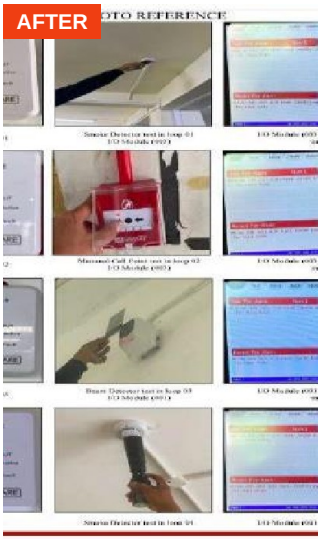




There was only one electric fire pump and no backup pump set. A backup pump set was installed, and the existing electric pump was checked and confirmed to be working.

### Issue 2 Fire detection




A beam detector in the production building failed to activate during testing. The beam detectors were modified and worked correctly during closure testing.

### Issue 3 Corridor rafter connections







Bolts and nuts were missing at the corridor rafter connections. They have now been installed to secure the rafters.

### Issue 4 Equipment bonding







The electrical cable rack was not properly connected to the grounding system. It is now bonded to the system to ensure effective grounding and electrical safety.

## SAFETY TRAININGS

**3** Training sessions held

**65** Workers trained as trainers (ToT)

**8** Safety topics covered

| TRAINING LOG | PROVIDER | DATE |
|---|---|---|
| LABS Basic Training | Cambodia Safe Inspect Co. | Aug 26, 2023 |
| LABS Level 1 Training | Cambodia Safe Inspect Co. | Jul 13, 2024 |
| LABS Level 2 Training | Bureau Veritas | Aug 8, 2025 |

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

> *LABS supported us in strengthening our safety systems, closing critical gaps, and building a stronger safety culture across the factory.*

**Mr. Phan Ravuth, Compliance Manager**
Eclat Textile (Cambodia) Co., Ltd.



## IN THEIR WORDS



"The exit doors open by pushing now. It is easier for us to get out quickly."

**Ms. Khun Bopha**
Sewing Worker, Sample Department



"The fire detectors have been fixed and tested. I feel better knowing they are working."

**Ms. Yao Saren**
Sewing Worker, Production