LABS
Life And Building Safety

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FACTORY GRADUATION · CASE STORY

Orient International Enterprise (Cambodia) Garment Co., Ltd.

Phum Chamkaroth, Khum Vorsor, Sruk Somrong Tong, Kampong Speu Province, Cambodia

GRADUATED
Apr 10, 2026

INITIAL RATING
RED AMBER

BUILDING	WORKERS	BUILDING AGE	ONBOARDED	BRAND PARTNER
Single-story, steel and RC	1,593	12 years	May 30, 2024	Walmart

ABOUT THE FACTORY

Orient International Enterprise (Cambodia) Garment Co., Ltd. operates in Kampong Speu Province, where **1,593 workers** produce T-shirts, jackets, pants, skirts, dresses, shorts, and other woven and knit apparel for buyers including Walmart, Target, Lidl, and Tractor Supply Company.

When Orient 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 January 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
May 2024	Aug 2024	Dec 2024	16 months	Jan 2026	Apr 2026

THE ASSESSMENT

The first LABS assessment, in August 2024, rated the factory Red/Amber and recorded **36 issues**: 14 electrical, 12 fire safety, and 10 structural. All were closed before graduation. These key findings shaped the corrective action plan (CAP):

- Missing electrical drawings and maintenance records
- Deficient roof bracing and structural connections
- Inadequate detection, fire pumps, and water storage
- Missing structural drawings and load calculations

THE REMEDIATION

Before → After

A selection of key issues, from the 36 the factory resolved before graduation.

Issue 1 Firefighting pumps





Fire pump capacity was insufficient, and there was no backup pump. A 45 kW electric pump and a 45 kW diesel pump were installed, adding capacity and backup.

Issue 2 Fire alarm and detection

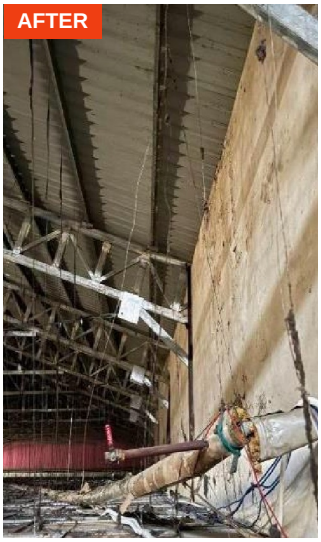




Detectors in several areas were incorrectly spaced and mounted too far below the roof. A new fire alarm and detection system was installed to the approved design.

Issue 3 Roof truss connections

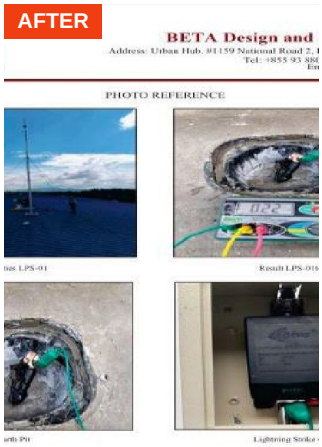




Roof trusses were not properly connected to their supports. Additional strengthening elements were installed according to the approved drawings.

Issue 4 Lightning protection





There were no testing or maintenance records for the lightning protection system (LPS). The factory installed a new LPS, with its coverage layout, calculations, and ground resistance tests available for review.

SAFETY TRAININGS

3 Training sessions held

65 Workers trained as trainers (ToT)

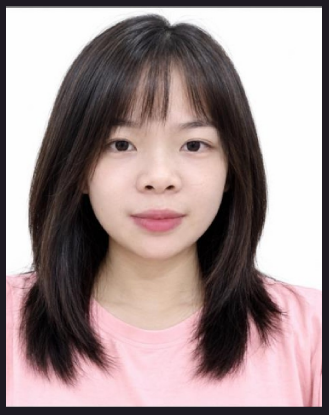
12 Safety topics covered

TRAINING LOG	PROVIDER	DATE
LABS Basic Training	Cambodia Safe Inspect Co.	Sep 18, 2024
LABS Level 1 Training	Cambodia Safe Inspect Co.	Jul 17, 2025
LABS Level 2 Training	Cambodia Safe Inspect Co.	Apr 22, 2026

Topics covered: fire prevention and emergency response, electrical safety, structural and building safety, hazard identification and risk assessment, evacuation and exit safety, firefighting and alarm systems, lockout/tagout (LOTO), incident reporting, safety committee responsibilities, worker awareness, emergency drills, and safety management systems.

> *"LABS helped us identify important safety gaps and guided us to improve our fire, electrical, and structural safety systems.*

Liu Wenjing, Assistant to the General Manager
Orient International Enterprise (Cambodia) Garment Co., Ltd.



IN THEIR WORDS



"The exit doors have push bars now. We can open them easily when we need to leave."

Phon Vanny
Compliance Officer



"The fire alarm system has been improved. It is good to know we can get a warning if there is a fire."

Chhay Putrea
Warehouse Leader