LABS
Life And Building Safety

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FACTORY GRADUATION · CASE STORY

SEES Global (Cambodia) Co., Ltd.

7NG Zone, Prey Chas Village, Vihearsou Commune, Khsach Kandal District, Kandal Province, Cambodia

GRADUATED
Mar 31, 2026

INITIAL RATING
AMBER

BUILDING	WORKERS	BUILDING AGE	ONBOARDED	BRAND PARTNER
Single-story, steel and RC	801	14 years	Jun 29, 2022	VF

ABOUT THE FACTORY

SEES Global (Cambodia) Co., Ltd. runs a single-story facility in Kandal Province, where **801 workers** manufacture gloves for global brands including VF, The North Face, Columbia, Mont-bell, Magpul, Oakley, Mechanix Wear, Outdoor Research, Blackhawk, Kolon Sport, and Eider.

When SEES Global joined LABS in June 2022, its assessment rated the building Amber, with gaps in electrical protection, fire safety, and structural safety. The factory closed all corrective actions in January 2026 and graduated in March 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 2022	Jan 2022 Reassessed Jan 2024	Mar 2024	4 years, 2 months	Jan 2026	Mar 2026

THE ASSESSMENT

The LABS assessment rated the factory Amber and recorded **35 issues**: 16 electrical, 12 fire safety, and 7 structural. All were closed before graduation. These key findings shaped the corrective action plan (CAP):

- Inadequate grounding and electrical protection
- Incorrect detector spacing and storage arrangements
- Insufficient firefighting water, pumps, and hose coverage
- Corroded columns and deficient anchorage or bracing

THE REMEDIATION

Before → After

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

Issue 1 Firefighting water storage



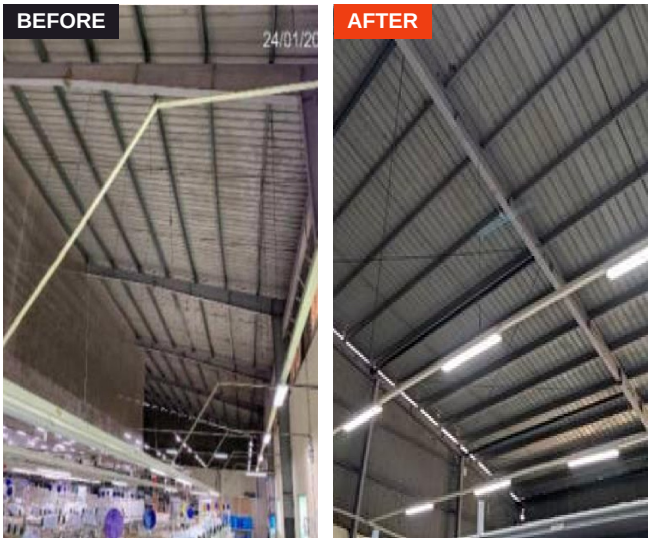
Only 20 m^3 of water was available for firefighting. Storage was increased to 120 m^3.

Issue 2 Fire detection coverage



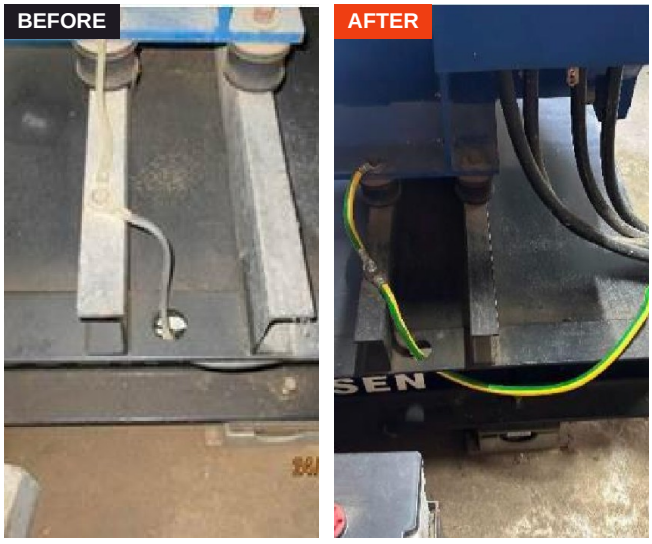
Detectors were spaced too far apart, mounted too far below the ceiling, and missing from the fabric inspection room. The system was modified to the approved design, including new beam detectors.

Issue 3 Lateral bracing



Building 1 had no adequate column and roof bracing system. Additional columns and roof bracing were installed to improve the building's structural stability.

Issue 4 Generator grounding



The 687 kVA generator in Substation 1 had no protective earth (PE) bonding conductor. A proper bonding conductor was installed to ensure effective grounding and electrical safety.

SAFETY TRAININGS

4 Training sessions held

65 Workers trained as trainers (ToT)

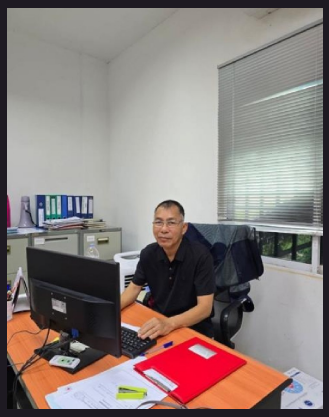
12 Safety topics covered

TRAINING LOG	PROVIDER	DATE
LABS Basic Training	Cambodia Safe Inspect Co.	Jan 12, 2023
LABS Level 1 Training	Bureau Veritas	Oct 21, 2023
LABS Level 2 Training	Cambodia Safe Inspect Co.	Nov 18, 2024
LABS Refresher Training	Cambodia Safe Inspect Co.	Jul 26, 2025

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

> *"LABS helped us identify key safety gaps, improve our fire, electrical, and structural safety systems, and strengthen our overall safety management practices.*

Mr. Bun Nareth, General Manager
SEES Global (Cambodia) Co., Ltd.



IN THEIR WORDS



"There are more exit doors near the storage areas now. We do not have to walk as far to get out."

Ms. Phy Ratana
Ironer, Finishing Section



"The factory has more water for firefighting and has improved the fire detectors. I feel safer at work."

Ms. Vy Yanna
QA Department