LABS
Life And Building Safety

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FACTORY GRADUATION · CASE STORY

Splendid Apparel Manufacturing Co., Ltd.

National Road No. 3, Phum Prey Sampor, Sangkat Krang Pong Ro, Khan Dangkor, Phnom Penh, Cambodia

GRADUATED
Feb 26, 2026

INITIAL RATING
AMBER

BUILDING	WORKERS	BUILDING AGE	ONBOARDED	BRAND PARTNER
Single-story, steel frame	1,968	8 years	May 14, 2024	Walmart

ABOUT THE FACTORY

Splendid Apparel Manufacturing Co., Ltd. operates a single-story, steel-roofed facility in Phnom Penh, where **1,968 workers** produce knitwear and sleepwear, including pajama sets, fleece tops and pants, for buyers such as Walmart, Gap, PUMA, Finetex Textile Group, and College Concepts.

When the factory joined LABS in May 2024, its first assessment rated the building Amber, with gaps in electrical protection, fire safety, and structural safety. Over the next 19 months, the factory completed every corrective action, and it graduated in February 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	Jul 2024	Sep 2024	19 months	Dec 2025	Feb 2026

THE ASSESSMENT

The first LABS assessment, in July 2024, rated the factory Amber and recorded **41 issues** across electrical, fire, and structural safety. All 41 were verified as closed. These key findings shaped the corrective action plan (CAP):

- Inadequate equipment grounding and missing electrical test records
- Electrical hotspots and insufficient cable protection
- Inadequate smoke detection, fire separation, and fire pump capacity
- Insufficient structural support at an altered mezzanine opening

THE REMEDIATION

Before → After

A selection of key issues, from the 41 the factory resolved before graduation.

Issue 1 Firefighting pumps





The 18.5 kW electric fire pump lacked sufficient capacity, and there was no backup pump. A 55 kW electric pump and a 45 kW diesel pump were installed according to the approved design.

Issue 2 Fire alarm and detection





In several buildings, smoke detectors were spaced too far apart and mounted too far below the ceiling. A fire detection and alarm system, with smoke and beam detectors, was installed according to the approved design.

Issue 3 Equipment grounding





The water pump, generator, and several electrical panels lacked adequate grounding. Grounding cable requirements were calculated, and the equipment is now connected to protective ground cables.

Issue 4 Generator electrical protection





The generator circuit breaker had no protective cover, and water was entering the generator room. A protective enclosure was installed, and the room's wall was repaired to keep water out.

SAFETY TRAININGS

3 Training sessions held

65 Workers trained as trainers (ToT)

10 Safety topics covered

TRAINING LOG	PROVIDER	DATE
LABS Basic Training	Bureau Veritas	Aug 1, 2024
LABS Level 1 Training	Cambodia Safe Inspect Co.	Jun 20, 2025
LABS Level 2 Training	Cambodia Safe Inspect Co.	Feb 27, 2026

Topics covered: fire safety, electrical safety, structural safety, emergency response, hazard identification, risk assessment, safety management systems, worker awareness, incident reporting, and safe workplace practices.

> *"LABS helped us identify key safety gaps, improve our fire, electrical, and structural safety systems, and strengthen our overall safety management practices to provide a safer workplace for all employees.*

Ms. Moon, Compliance Manager
Splendid Apparel Manufacturing Co., Ltd.



IN THEIR WORDS



"The factory has added a backup fire pump. I feel better knowing it is there if we need it."

Khut Tong Hem
Cutting Worker



"The fire detectors have been improved. That helps me feel safer while I work."

Kong Kunthea
Cutting Worker