LABS
Life And Building Safety

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FACTORY GRADUATION · CASE STORY

Sportex Industry Co., Ltd.

National Road No. 5, Sangkat Kilomet No. 6, Khan Russey Keo, Phnom Penh, Cambodia

GRADUATED
Mar 26, 2026

BUILDING	WORKERS	BUILDING AGE	ONBOARDED	BRAND PARTNERS
One- to four-story concrete frame	1,379	Up to 24 years	Sep 6, 2022	VF · Levi's

ABOUT THE FACTORY

Sportex Industry Co., Ltd. runs a facility of one- to four-story concrete-frame buildings in Phnom Penh, where **1,379 workers** produce apparel for brands including VF and Levi's.

When Sportex joined LABS in September 2022, an assessment of its buildings, most of them 24 years old, 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 March 2026.

THE GRADUATION JOURNEY

Onboarding	Assessment	CAP issued	Remediation	CAP closure	Graduation
01	02	03	04	05	06
Sep 2022	Dec 2022	Mar 2023	2023–2026	Mar 2026	Mar 2026

THE ASSESSMENT

The initial LABS assessment identified critical gaps, including electrical panels running above 70°C, no single-line diagram, and incorrect fire alarm and fire pump systems. These key findings shaped the corrective action plan (CAP):

- Electrical panel temperatures above 70°C
- Incorrect fire alarm system
- Main beam cut to make room for a staircase
- No single-line electrical diagram
- Incorrect fire pump system
- Bent rack column

THE REMEDIATION

Before → After

A selection of key issues the factory resolved before graduation.

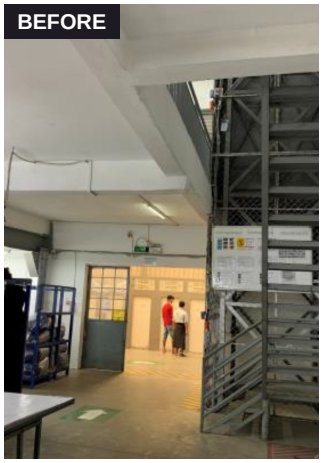
Issue 1 Fire pump system

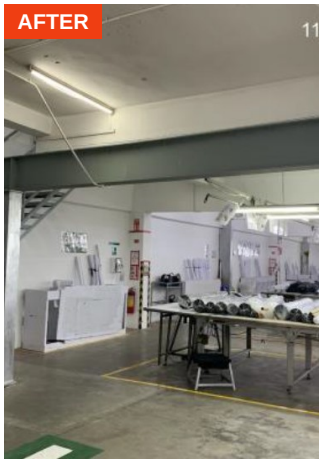




The fire pump system was incorrect. A new system was installed after the design drawings, shop drawings, and material specifications were reviewed and approved.

Issue 2 Cut main beam





A main beam had been cut to make room for a staircase. An additional column and beam were installed to support the cut beam and slab.

SAFETY TRAININGS

20 Training sessions held

1,379 Workers reached

6 Safety topics covered

TRAINING LOG	PARTICIPANTS	DATE
LABS ToT, Basic	22	Feb 21, 2023
LABS ToT, Advanced Level 1	30	Jan 19, 2024
LABS ToT, Advanced Level 2	28	Dec 14, 2024
Fire drill training	1,379	Aug 2, 2025
OSH training	25	Aug 18, 2025
LABS ToT, Refresher	43	Mar 12, 2026

SAFETY MANAGEMENT SYSTEM

Through LABS, the factory strengthened its safety committee, regular inspection and testing of safety equipment, emergency preparedness, documented procedures, and follow-up on corrective actions. Safety responsibilities are clearly assigned and monitored by management and relevant departments.

Maintained after graduation through regular safety inspections, internal and external equipment testing, emergency drills, refresher training, internal audits, and continuous improvement.

LABS HELPLINE

The LABS Helpline is promoted through worker orientation, refresher training, and posters. Workers know they can use the Helpline, speak to the factory's internal team, or use the internal grievance mechanism to raise safety concerns or seek support.



> *LABS has strengthened our safety culture and management system. As we graduate, we remain committed to sustaining these improvements, engaging our workers, and continuously improving safety performance.*

Chim Nin, Compliance Manager
Sportex Industry Co., Ltd.



IN THEIR WORDS

"Since the LABS program started, I feel safer and more comfortable at work. I worry less about electrical and fire safety because the factory keeps improving and regularly checks our workplace."

Chorn Sokhy
Sewer

"Through LABS, I have gained practical skills in electrical safety. As part of the maintenance team, I help maintain the improved electrical system and fire prevention equipment to keep all workers safe."

Mak Sovannara
Electrician