LABS
Life And Building Safety

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FACTORY GRADUATION · CASE STORY

Starlight Apparel Manufacturing Co., Ltd.

Vihea Sour Choeung Village, Vihea Sour Commune, Khsach Kandal District, Kandal Province, Cambodia

GRADUATED
Feb 10, 2026

BUILDING	WORKERS	BUILDING AGE	ONBOARDED	BRAND PARTNERS
Single-story, RC frame	5,018	8 and 10 years	Sep 5, 2022	VF · UA · PUMA + 3 more

ABOUT THE FACTORY

Starlight Apparel Manufacturing Co., Ltd. runs a single-story, reinforced concrete facility with steel rafters and roofing in Kandal Province, where **5,018 workers** produce apparel for brands including VF, Under Armour, PUMA, lululemon, American Eagle Outfitters, and UNIQLO.

When Starlight joined LABS in September 2022, an assessment of its two production areas, eight and ten 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 February 2026.

THE GRADUATION JOURNEY

Onboarding	Assessment	CAP issued	Remediation	CAP closure	Graduation
01	02	03	04	05	06
Sep 2022	Nov 2022	Mar 2023	2023–2025	Oct 2025	Feb 2026

THE ASSESSMENT

The initial LABS assessment identified critical gaps, including inadequate backup power for emergency lighting, electrical panels running above 70°C, and locking mechanisms on exit doors. These key findings shaped the corrective action plan (CAP):

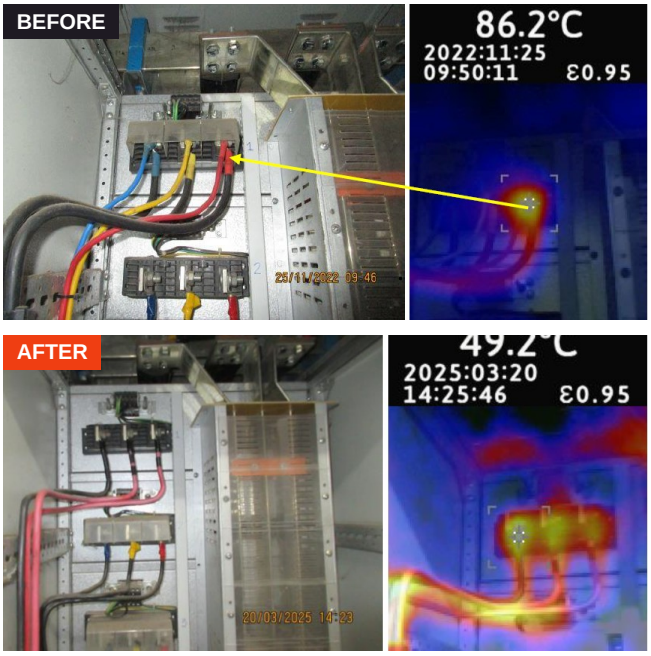
- Insufficient battery backup for emergency lighting
- Electrical panel temperatures above 70°C
- Locking mechanisms on exit doors
- No fire separation between storage and production areas
- Damage to the top of a masonry wall
- Corrosion on water tower frames

THE REMEDIATION

Before → After

A selection of key issues the factory resolved before graduation.

Issue 1 Electrical panel overheating



Electrical panels were running above 70°C. After each cable was given its own molded case circuit breaker (MCCB), no high temperatures were observed.

Issue 2 Fire separation



There was no fire separation between the storage and production areas. A fire-rated separation wall and self-closing fire-rated doors were installed after the design drawings and material specifications were reviewed and approved.

SAFETY TRAININGS

20 Training sessions held

5,018 Workers reached

5 Safety topics covered

TRAINING LOG	PARTICIPANTS	DATE
LABS ToT, Basic	24	Feb 15, 2023
LABS ToT, Advanced Level 1	30	Aug 16, 2024
LABS ToT, Advanced Level 2	27	Jun 20, 2025
Fire drill training	5,018	Aug 2, 2025
OSH training	25	Dec 24, 2025

SAFETY MANAGEMENT SYSTEM

The factory strengthened management ownership of workplace safety and introduced regular inspections of building, structural, electrical, and fire safety conditions, preventive maintenance schedules for critical equipment, and periodic internal audits against LABS requirements.

Maintained after graduation through a LABS self-assessment every six months, continued use of the LABS checklist, a regular inspection schedule, preventive maintenance, and ongoing worker awareness.

LABS HELPLINE

LABS Helpline posters are displayed at every point where workers enter and move through the factory, and the Helpline is also covered in training courses.



> *"The LABS program has strengthened our factory's safety management system, increased employee safety awareness, improved risk identification and prevention, and enhanced emergency preparedness. Most importantly, LABS has helped us build a stronger safety culture and a sustainable foundation for continuously improving workplace safety.*
>
> **Yin Poly, Sustainability Assistant Manager**
> Starlight Apparel Manufacturing Co., Ltd.



IN THEIR WORDS

"Since graduation, I can see it is safer than before. The fire aisles are wider and the exit doors are clearer."

Kong Thearith
Production Worker

"The factory has strengthened its safety management system, improved hazard identification and emergency preparedness, and raised safety awareness through fire and electrical safety training."

Thu Panha
Production Worker