LABS
Life And Building Safety

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FACTORY GRADUATION · CASE STORY

T.F.G (Cambodia) Garment Co., Ltd.

National Road No. 5, Phum Anglong Thnaot, Khum Long Vek, Srok Kompong Trolach, Kampong Chhnang Province, Cambodia

GRADUATED
Jun 3, 2026

INITIAL RATING
RED AMBER

BUILDING	WORKERS	BUILDING AGE	ONBOARDED	BRAND PARTNER
Single-story, steel and RC	3,692	18 years	May 11, 2022	Walmart

ABOUT THE FACTORY

T.F.G (Cambodia) Garment Co., Ltd. operates in Kampong Chhnang Province, where **3,692 workers** mainly produce children's apparel for international buyers including Carter's, Walmart, Walt Disney, Costco, Eddie Bauer, Hurley, and Komar.

When T.F.G joined LABS in May 2022, its assessment rated the building Red/Amber, with gaps in electrical protection, fire safety, and structural safety. After a reassessment in 2023, the factory closed all corrective actions in April 2026 and graduated in June 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 2022	Jun 2022 Reassessed Jun 2023	Oct 2023	4 years	Apr 2026	Jun 2026

THE ASSESSMENT

The LABS assessments, in June 2022 and June 2023, rated the factory Red/Amber and recorded **68 issues** across the two visits. All were closed before graduation. These key findings shaped the corrective action plan (CAP):

- Deficient emergency power and electrical grounding
- Lockable and sliding emergency exits
- Corroded structural supports at the Tak Fook site
- Inadequate cable protection and electrical maintenance
- Inadequate fire detection and fire separation
- Bent roof members and deficient truss anchorage

THE REMEDIATION

Before → After

A selection of key issues, from the 68 the factory resolved before graduation.

Issue 1 Firefighting hose coverage





Hose coverage was inadequate, with only one 20-meter hose in the cabinet. Two hoses are now provided in each hydrant box, extending coverage from each connection to 40 meters.

Issue 2 Fire alarm and detection

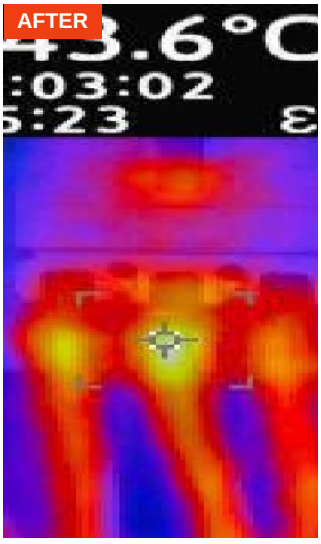




Heat detectors failed testing, and manual alarm call points had unresolved faults. Both were retested and confirmed working at the second closure visit.

Issue 3 Electrical panel overheating





Electrical panel connections were overheating, creating a fire risk. The connections were corrected, and a follow-up thermal scan recorded about 43.6°C, confirming the problem was controlled.

Issue 4 Wall cracking





A long horizontal crack ran across a wall surface. The affected wall was repaired.

SAFETY TRAININGS

4 Training sessions held

75 Workers trained as trainers (ToT)

7 Safety topics covered

TRAINING LOG	PROVIDER	DATE
LABS Basic Training	Cambodia Safe Inspect Co.	Nov 21, 2022
LABS Level 1 Training	Bureau Veritas	Feb 2, 2024
LABS Level 2 Training	Cambodia Safe Inspect Co.	Mar 27, 2025
LABS Refresher Training	Cambodia Safe Inspect Co.	Oct 27, 2025

Topics covered: fire safety, electrical safety, structural safety, emergency preparedness, hazard identification, safe work practices, and safety management systems. Through the Training of Trainers approach, trained factory representatives pass this knowledge on to other workers.

> *"The LABS program helped us identify safety gaps and make practical improvements across the factory.*

Lida Chea, Compliance Officer
T.F.G (Cambodia) Garment Co., Ltd.

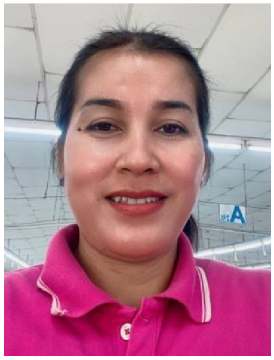


IN THEIR WORDS



"The fire alarms have been checked and are working. That makes me feel safer at work."

Mr. Long Sok Rous
QC Manager



"There are more fire hoses now. It is good to have them ready if there is a fire."

Mrs. Mom Srey Nak
QA Supervisor