

Monitored Party Lao Apparel Co., Ltd.	amfori ID 418-000001-000	Address Km.30, Road no.10, Ban Phonhaikham, Xaythany , Viangchan (Vientiane), Lao People's Democratic Republic
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Intertek
Monitoring Start Date 22/07/2026	Closing Meeting Finished Date 24/07/2026	Submission Date 06/08/2026
Expiration Date 06/08/2028	Announcement Type Semi Announced	
Site Lao Apparel Co., Ltd.	Site amfori ID 418-000001-002	

This is an extract of the online Monitoring Result, generated on 10/08/2026, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the [amfori Sustainability Platform](#) - The English version is the legally binding one.

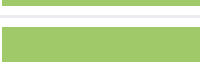
amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent. © amfori, 2021

OVERALL RATING



SECTION RATING

PA1: Social Management System	A	
PA 2: Workers Involvement and Protection	A	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	A	
PA 5: Fair Remuneration	A	
PA 6: Decent Working Hours	A	

PA 7: Occupational Health and Safety	A	
PA 8: No Child Labour	A	
PA 9: Special Protection for Young Workers	A	
PA 10: No Precarious Employment	A	
PA 11: No Bonded, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: Supasri Boonprasert - CSCA21700325 / Name of team auditor: Rattaya Songdee - ASCA21701549 / Name of translator: None, employees can speak Thai. / Monitoring partner name: Intertek Testing Services (Thailand) Ltd. Audit schedule details: The full audit is scheduled for two auditors in two days on July 22-23, 2026. A total of 4 man-days was utilized for this audit, comprising 3.5 man-days onsite, 0.5 man-days for another site, including 0.5 man-days for reporting. Time in-out (day 1 & day 2): 8:30am - 5:00pm.

Announcement Type: Semi-announced

Business partner information: Lao Apparel Co., Ltd. is located in Lao P.D.R. The audit covered two sites: Site 1, located at Km. 30, Road No. 10, Ban Phonhaikham, Xaythany District, Vientiane Capital, Lao P.D.R., and Site 2, located at Ban Nason, Naxaythong District, Vientiane Capital, Lao P.D.R. Both sites are operated under the same management. Site 2 is approximately 27 kilometers from Site 1, with a one-way travel time of approximately 60 minutes by car. The total land area of Site 1 is 19,769 square meters, comprising 7,200 square meters of production area, 1,800 square meters for the Lao employees' dormitory, and 762 square meters for the Thai staff dormitory. The total land area of Site 2 is 5,000 square meters, comprising 1,390 square meters of production area and 120 square meters for the Thai staff dormitory.

The facility commenced operations in June 2012. The facility obtained Business License No. 0678/JTW (Company Registration No. 01-00018472) on May 21, 2020. The facility holds Factory Permit No. 00-01-06-2012-000114 for Site 1, valid from August 21, 2024 to September 11, 2027, and Factory Permit No. 01-01-05-2020-00218 for Site 2, valid from March 30, 2026, to March 30, 2029. The facility's main products are shirts and blouses. The main production processes performed by the facility include receiving raw materials, cutting, fusing, embroidery, sewing, quality control, ironing, packing, metal detection, storage in the finished goods warehouse, and delivery. Site 2 only performs sewing and fusing processes to support Site 1.

Audited location information: The building is rented. Facility layout: Site 1 comprises one 1-storey building used for office, medical room, and production activities (raw material warehouse, washing, drying, cutting, sewing, fusing, embroidery, ironing, quality control, packing, and finished goods warehouse), one 1-storey building used for Lao employees' dormitory, kitchen and dining area and one 1-storey building used for Thai staff dormitory, kitchen and dining area. Site 2 comprises one 1-storey building used for office and production activities (sewing and fusing) and one 1-storey building used for Thai staff dormitory, kitchen and dining area. Both sites have supporting facilities, such as maintenance areas, chemical storage areas, fire pumps, and reserved water tanks, while wastewater treatment facilities are available only at Site 1.

Operating shifts and hours: The facility operates from Monday to Saturday, with Sunday as the weekly day off. The normal working hours are from 8:00am to 5:00pm with a one-hour meal break from 12noon to 1:00pm.

Time recording system: A card scanning system is used for employee time recording.

Salary payment details: Twice a month (10th and 25th) via bank transfer.

Worker number information: A total of 681 employees, including 627 production employees (114 males and 513 females) and 54 non-production employees (3 management staff: 1 male / 2 females and 51 office staff: 11 males / 40 females). There are 12 vulnerable employees (pregnant employees). All employees are permanent and hired by the facility.

The minimum age found at the audited producer is 18 years 6 months. The highest net pay is LAK 6,721,000 per month and the average net pay is LAK 3,485,230 per month.

Good practices: The facility has provided benefits beyond the legal requirement such as transportation, uniform, diligent allowance, meal allowance, annual bonus, accommodation allowance, petrol gas allowance and cost of living allowance.

Worker organization details: The facility has a worker committee (Kamaban) and worker representatives elected by employees on June 14, 2025 (Site 1) and January 10, 2026 (Site 2).

Circumstances: There was no special circumstance during the audit.

Overview of the opening meeting, factory management responses: At 8:30am, auditors entered the facility and held an opening meeting according to amfori BSCI Program. Management and team were present at the meeting. 26 employees were interviewed including 11 Laos males and 15 Laos females. Attendance and payroll records are available from July 2025 to June 2026. 26 attendance and payroll records in each month of October 2025 (random month), January 2026 (peak month) and June 2026 (most recent month/non-peak month) were reviewed in this audit.

Attitude of employees: Employees are satisfied with working environment condition. No negative comment was reported.

Attitude of managers: The factory management showed a positive attitude to this audit during the whole process. All areas are granted to access by the management. At the end of the audit, closing meeting summary was discussed with the management.

Summary of findings: No non-compliance was found.

Living wage calculation: The calculated living wage is LAK 1,518,412.76 per month. The source of data is manual collected in order to calculate the living wage. The methodology has been gathered and calculated living costs into three categories: food, housing, and other essential needs. The announcement of Department of Labor and Welfare (effective on October 1, 2024): Legal minimum wage is LAK 2,500,000 per month had been used as public data source and reference.

Remark:

- There is no intern, apprentice, contractor, young, seasonal, temporary, disabled, home-based employee working.
- There is a difference in workforce between 'Day of Audit' (660 employees) and 'General' (681 employees) because some employees were absent or on leave on the audit day.
- The below documents are not attached: Contractor license, Agency labour contract, Fire-related licenses, CBA, Construction project fire safety, Kitchen's license, Young worker's health examination and registration record and Dispatched employee are not applicable.
- The below photo is not attached: Inconsistency between time and production record.

SITE DETAILS

Site

Lao Apparel Co., Ltd.

Site amfori ID

418-000001-002

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Textiles, Apparel & Luxury Goods

Sub Industry

Apparel, Accessories & Luxury Goods

amfori Process Classifications

Ironing

Sewing / Stitching

Washing

Embroidery (machine)

Cutting

GS1 Classifications

Segment

Clothing

Family

Clothing

Product Class

Upper Body Wear/Tops

NACE Classification

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	660	Workers
Legal minimum wage in local currency	2,500,000	Monthly
Lowest wage paid for regular work at the site	2,800,000	Monthly
Calculated living wage in local currency	1,518,412.76	Monthly
Total sample	26	Workers

Other Metrics

Male workers	120	Workers
Female workers	540	Workers
Non-binary workers	0	Workers
Permanent workers - Male	126	Workers
Permanent workers - Female	555	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	1	Workers
Management - Female	2	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	28	Workers
Workers on probation - Female	75	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	6	Workers

Foreign migrant workers - Female	15	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	126	Workers
Workers hired directly - Female	555	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	12	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	14	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	11	Workers
Sample - Female	15	Workers
Sample - Non-binary	0	Workers