

Lesson Learnt Workshop

August 7th 2024



In the framework of GIZ

Advancing Closed-Loop Recycling - Textile Waste Improvement Programme for Circularity (WIP4C)



Implemented by



FABRIC Cambodia



Agenda of today's workshop

08.00 - 08:30	Arrival & registration
08:30 - 08:45	Opening remark
08:45 - 09:00	Introduction by Sevea
09:00-10:15	Sharing experiences from: <ul style="list-style-type: none">• Factories• Brands• and recyclers
10:15 - 10:45	Coffee break
10:45 - 11:30	<ul style="list-style-type: none">• Q&A - 15min• Feedback collection & Recommendations
11:30 – 11:45	Project perspectives and next steps
11:45 – 11:55	Certificate of Appreciation to be received by all factories
11:55 - 12:00	Group Picture

Opening remark

**Albert Tan, Deputy Chairman,
TAFTAC**

1. Introduction

Sevea Team



LUCAS GAUTHIER

Project Manager
Sevea



RA TEN

**Garment &
Sustainability Expert**
Sevea



SREYLEAK SAN

Junior Consultant
Sevea

GIZ Fabric Cambodia Team



HASSO ANWER

Project Manager
GIZ Fabric Cambodia



SOKCHEA LAY

**Sustainable Supply
Chain Advisor**
GIZ Fabric Cambodia

Objective of today

- Share the **key findings** of the final visits
- Share **best practices from 3 factories** on specific progress achieved
- Listen to the **testimonials from 2 brands** about their engagement and role in this Program
- Listen to the **testimony from Shun Wei** recycler about the outcome of this Program from its perspective
- Raise the **remaining challenges** and **collect your feedback** to prepare for a scale-up phase

Today's golden rules

- Be here and present. We are all here together to **learn and share** !
- **Listen and be active:** we want everyone to benefit from this session
- **Ask questions:** we need your inputs and opinions !



Overall Pilot Project Achievements



Overall Pilot Project Achievements

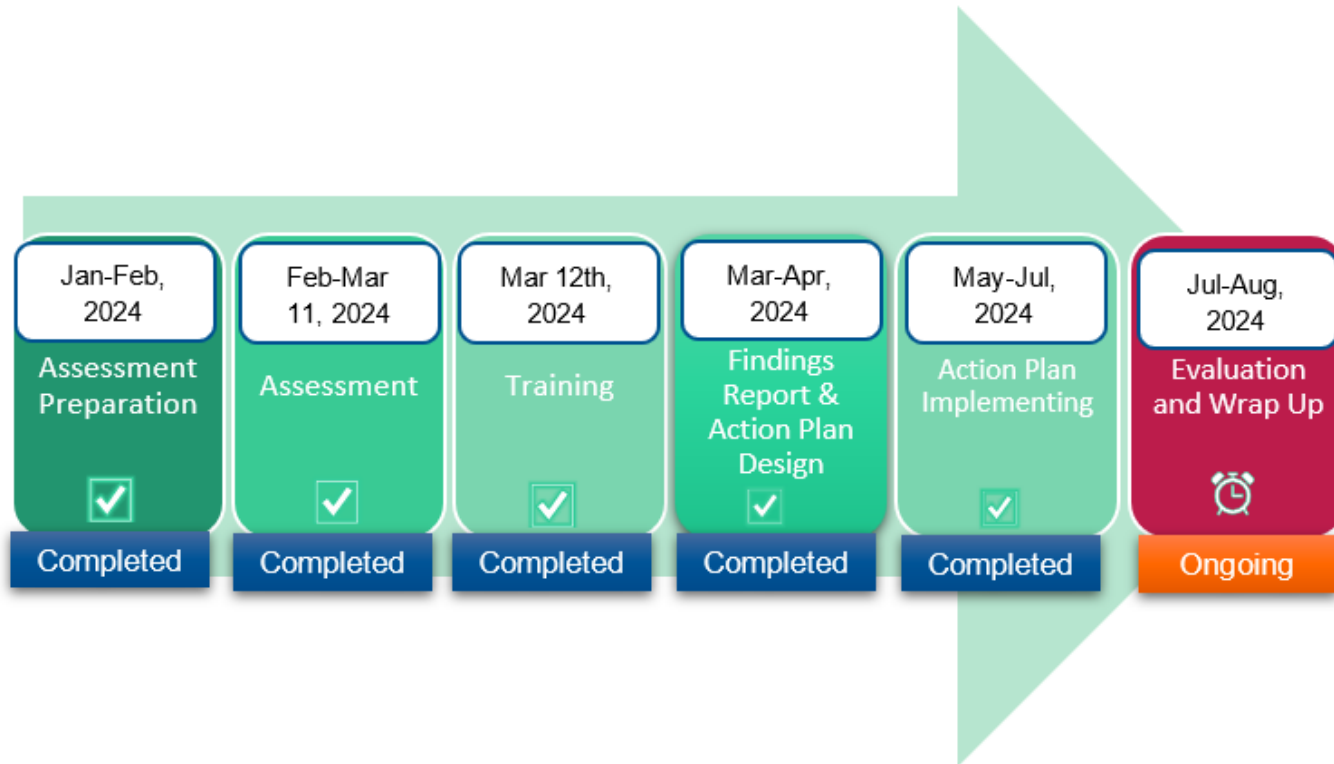


Figure on Key Project Project Milestones

Overall Pilot Project Achievements

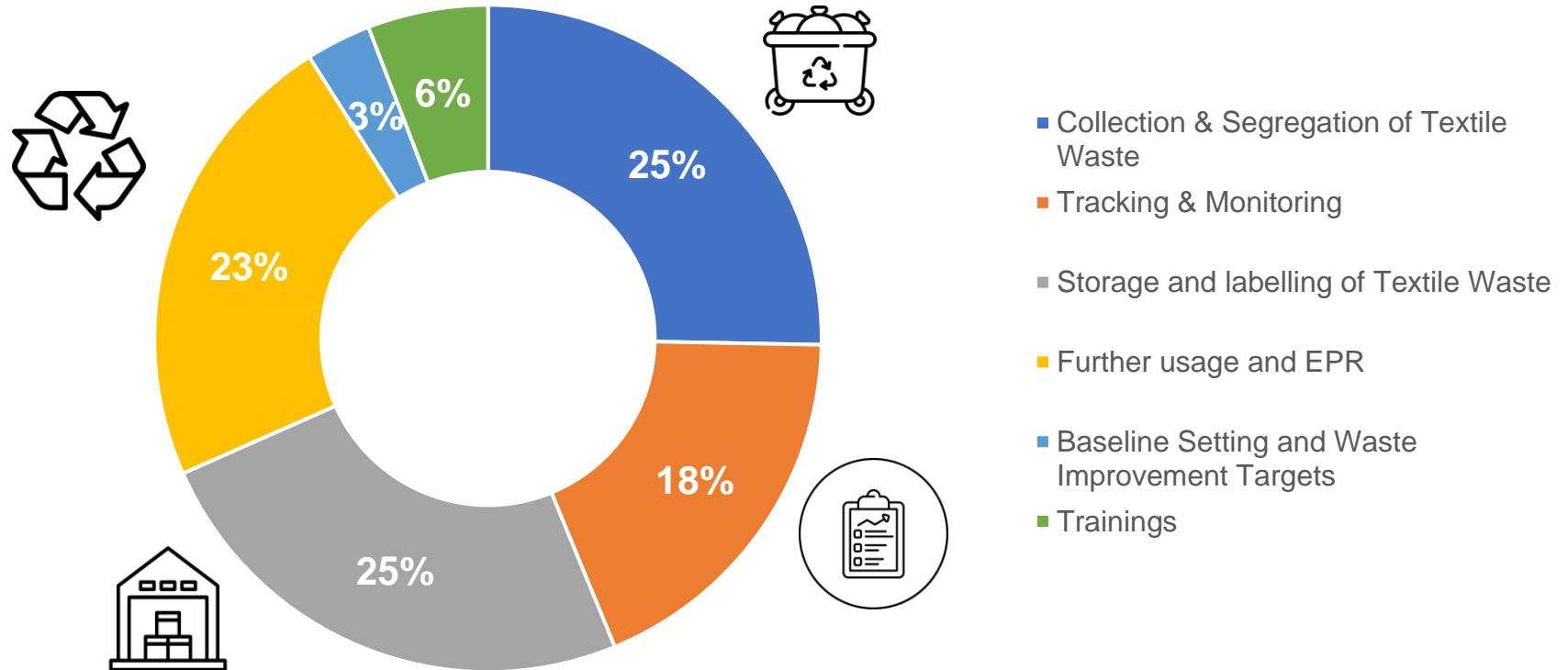
Impact Area	Specific Achievements	Long-Term Benefits
Knowledge & Awareness	<p>Increased factory understanding of textile waste management & recycling</p> <p>Training for 60 participants from 21 factories</p>	<p>Improved decision-making on waste management practices</p> <p>Increased industry buy-in for circularity</p>
Waste Management Practices	<p>Individual corrective action plans for factories</p> <p>Over 3,000 tons of waste diverted from landfills</p>	<p>Reduced environmental impact</p> <p>More efficient resource utilization</p> <p>Potential cost savings for factories</p>
Industry Collaboration	<p>Participation from 21 factories & 12 brands</p> <p>Established network of stakeholders (GIZ, consultants, recyclers)</p>	<p>Enhanced communication & knowledge sharing</p> <p>Fostered industry-wide commitment to textile waste reduction</p>

Key findings from Final Visits



CAP - Key Working Areas

Type of CA - All Factories



CAP – Assessment tool

Not started - 0 % - means this action was not a priority and too difficult to complete;

Marginal progress - 25 % - means some efforts were dedicated to this action but with limited results

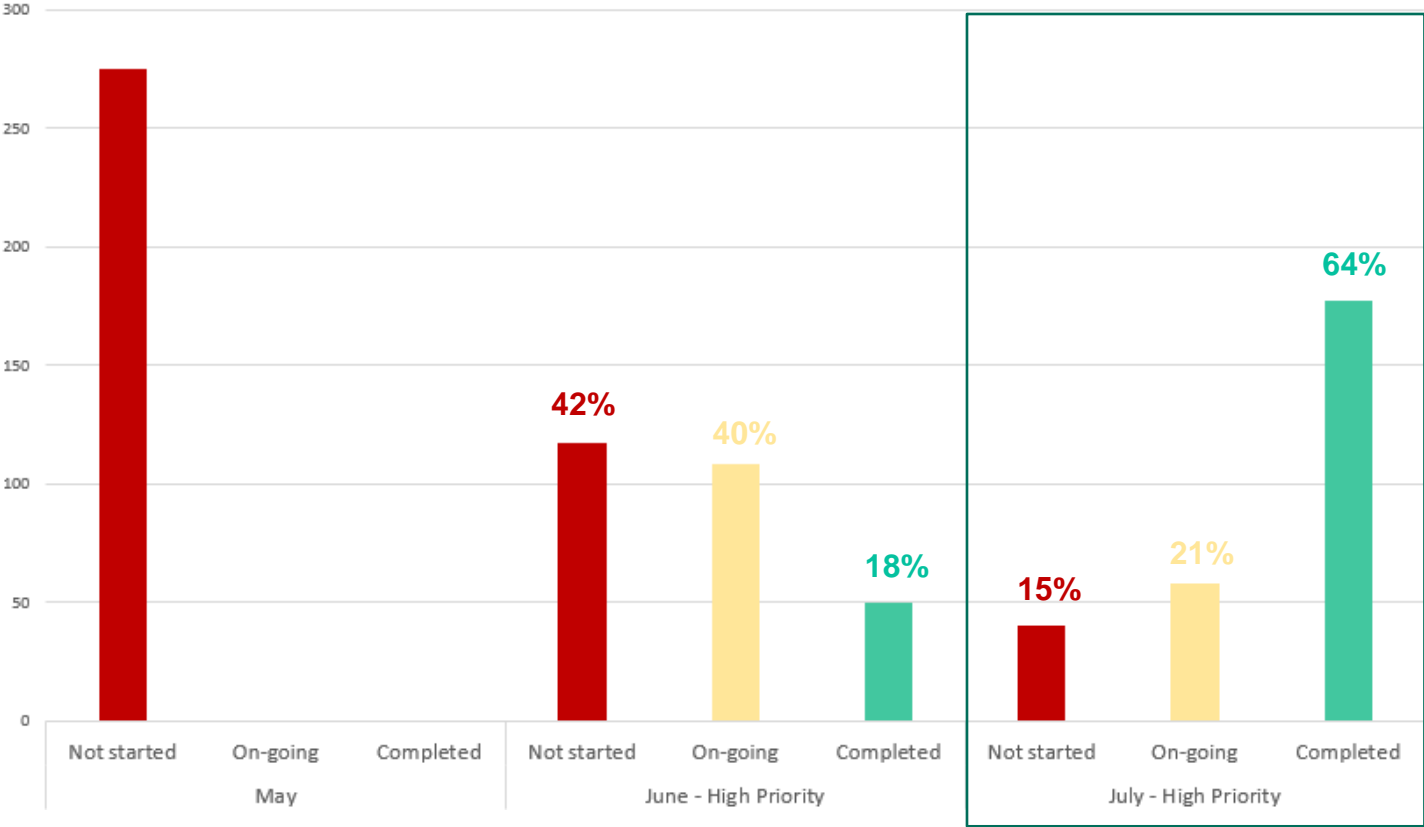
Moderate progress - 50% - means some efforts were dedicated to this action but still uncertain if the factory will complete this action or not

On track - 75% - Factory is nearly done with this action but need additional time to fully complete it.

On-going

Completed - 100%

Progress on Corrective Action Plans



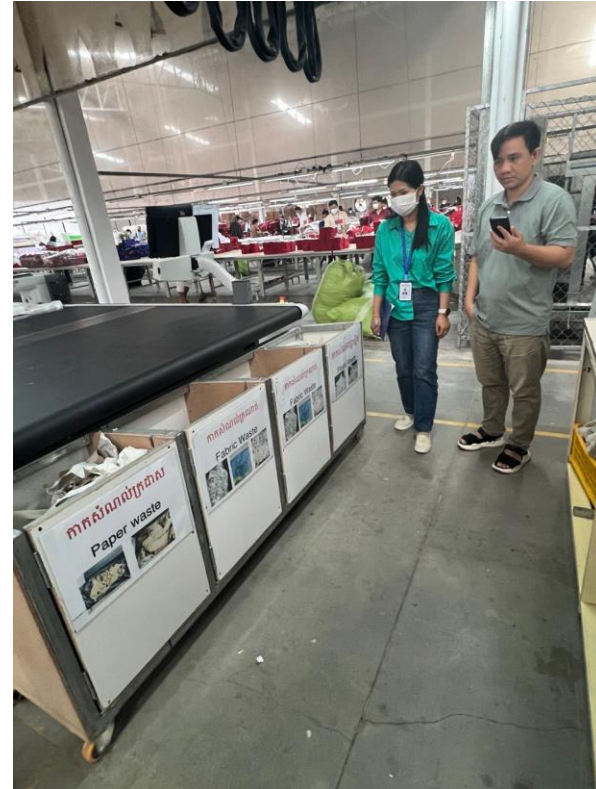
Sorting



Fabric

Different bags and type of bins for different waste flows

Paper



One large bins with 4 sections: 2 for fabric waste and 2 for paper waste.

Example 1: manual cutting

Example 2: auto cutting

Segregation Levels



19

Factories segregating textile waste **from incompatible materials**

Level 1

10

Factories segregating waste **by color**

Level 2

7

Factories segregating waste **by color & composition**

Level 3



Segregation key persons



10

*Factories where segregation
done by **cutting operators only***

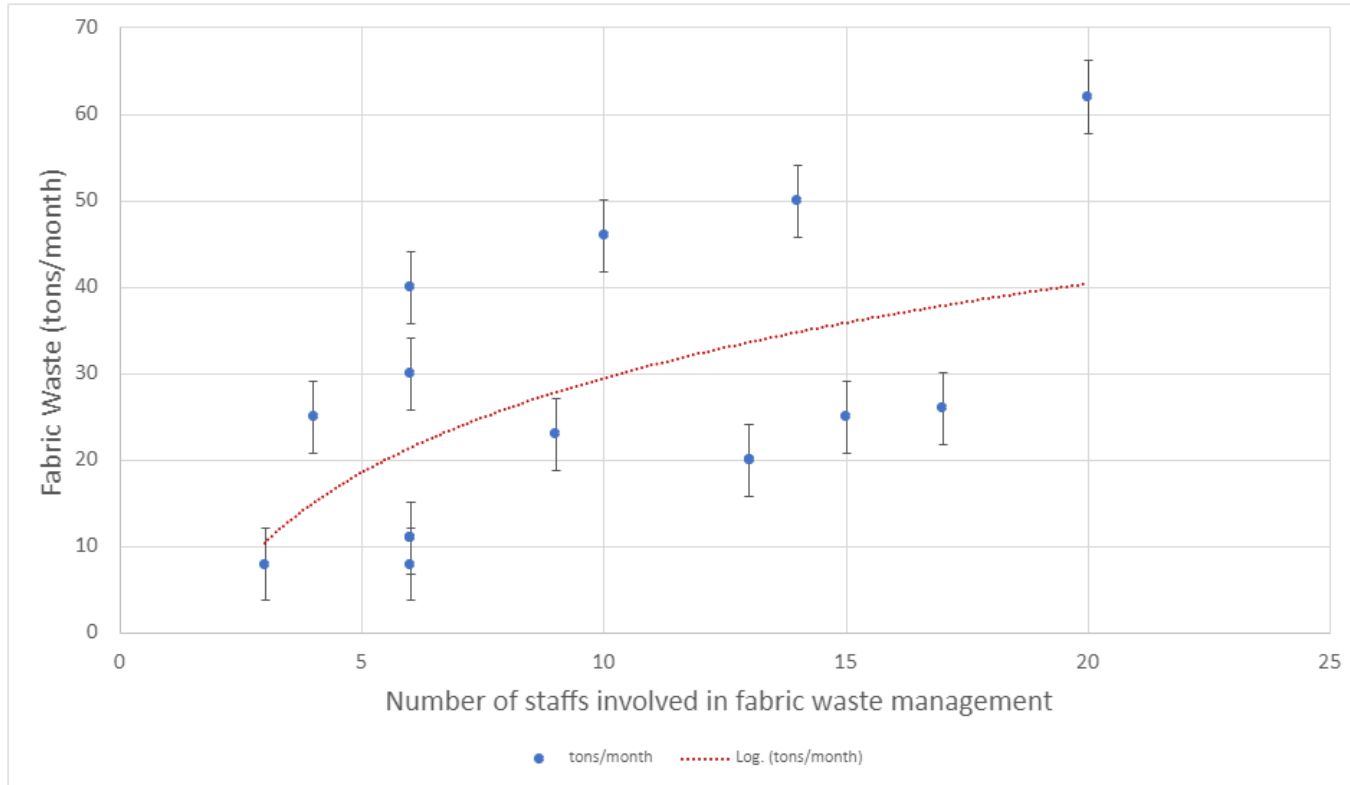
0

*Factories where segregation
done by **cleaners only***

9

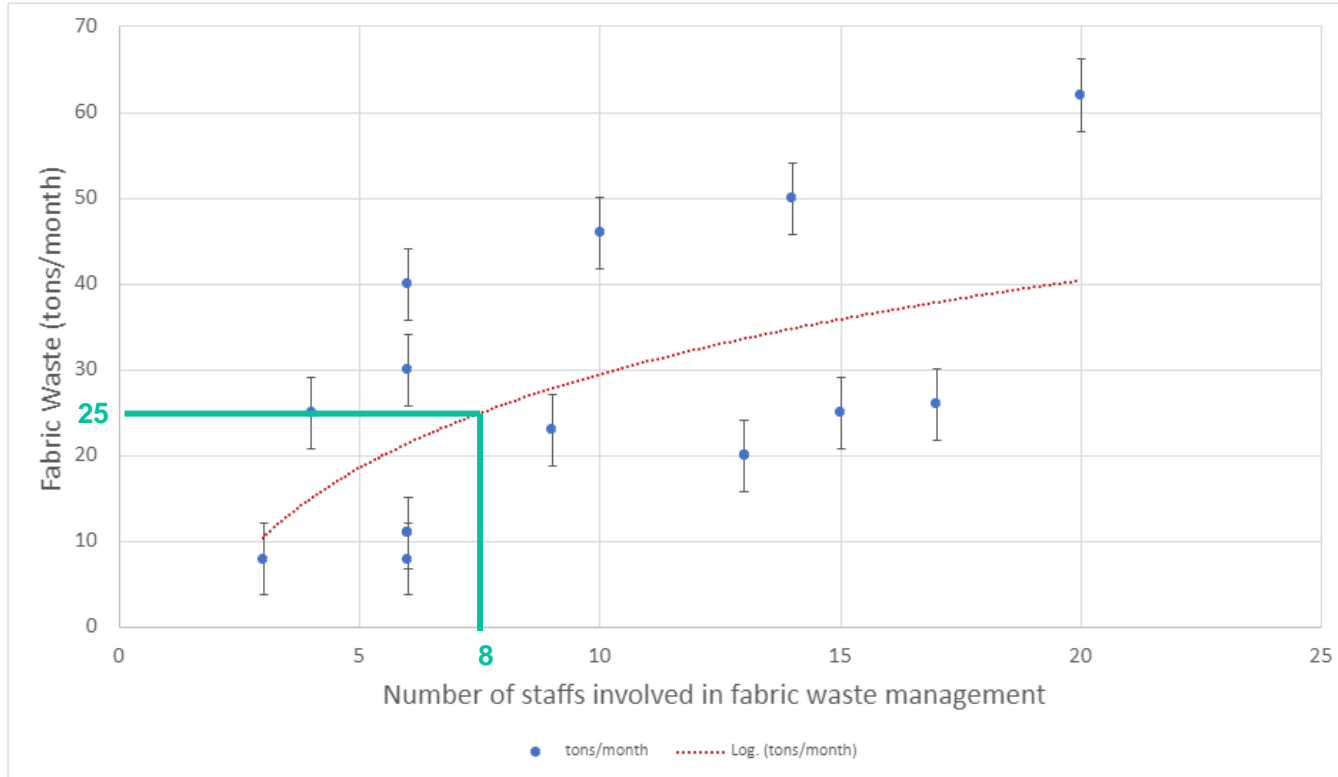
*Factories where segregation done
by **both cutters & cleaners***

Segregation efficiency



**Staffs involved comprise compliance team, cutting supervisors, cleaners*

Example



Example: 25 tons/month – 8 staffs



***2 Compliance
Team members***



***2 Cutting
supervisors***

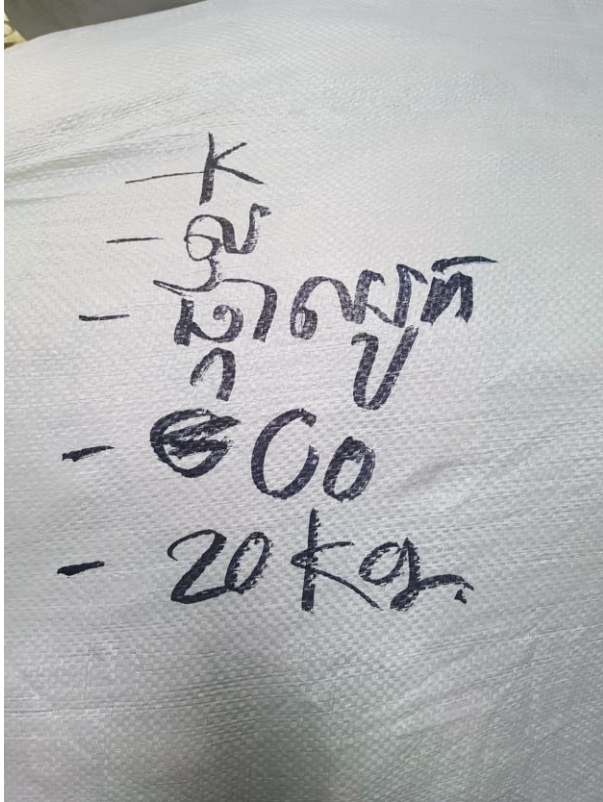


4 Cleaners

Total: 8 staffs

***Cutting waste: 25 tons
per month***

Labelling



Type

Color

Composition

Weight

Example 1



Pattern



Black



Light blue

Example 2

Digital tools



Example 1: QR code at cutting table for fabric identification

Key findings from Final Visit

BEST PRACTICES

- Good progress on **segregation** (level 1 and 2)
- Good practices on **labeling waste bags**
- Improvement on **monitoring** with tools in place
- Good progress on **storage** areas and conditions

TO BE IMPROVED

- Segregation **by composition** (level 3)
- **Storage area**: dedicate enough space and maintain good conditions
- **Environmental strategy & reporting** (annual priorities, reduction targets, CO2 emissions, ...)
- **Digital traceability**

Update & Reminders





The Training on “Sustainable Textiles: basics around its circularity and waste management”

by GIZ FABRIC created April 25, 2024

https://asiagarmenthub.net/resources/2024/wip4c_giz_wp3_training_twm-ce-epr_compressed-1.pdf/view



> You can choose the digital tracking tool that you prefer to improve your traceability!

2. Factories testimonies

Factory experience sharing #1



Wan He Da Manufacturing Co. Ltd. (Formerly known as JIT Textiles)

Apparel



National Road No. 4, Phum Ang, Sangkat Chom Chao Khan
Porsenchey, Phnom Penh, Cambodia

Factory Profile



22,000 m²
Built-up



52
Production lines



2,200
Work force



1,000,000 pcs
Monthly capacity

Project Progress



Textile Waste Management Project Performance

Factory established:

- Fabric waste committee
- Job description
- Appointment letter for responsible person who comply with the project requirement
- Waste Mapping
- Waste Recycler contract
- Waste Collection, Sorting and Scale
- Waste Data Tracking in System



Textile Waste Management Mapping									
No.	Waste Generation	Waste Classification	Collection & Segregation	Storage	Future Usage				
Department	Process	Material Input	Material Output	Waste Collect/Segregation	Temporary Storage	Final Storage	Waste Disposal/Reuse Vendor		
1	Fabric Warehouse	Reeled fabric inspection	Fabric roll	Ironing/moist ? 5 tons		Waiting area	Final Storage	Sample	
					Sybrand	Keep storing in fabric storage warehouse		Volter helmet	
2	Cutting	Manual cutting	Cut pieces	Waste from cutting	Separate out textile plastic 5 paper	Cutting waste manually segregated in textile paper and plastic separate from each other	Temporary	Final Storage	Reeled Spool method-recycle
		Auto-cutting	Cut pieces		Separate out textile plastic 5 paper	Cutting waste from automatic table separately segregated in three components			Sun Yee Fong

Textile Waste Management Committee's Job Description
(Updated 01 April 2024)

No.	Full Name	Job Title	Topic	Job Descriptions
1	Daniel Pua Han Boon	General Manager	Textile Waste Management	1. Overall responsible on decision making in regards to Planning, Projects, Goals and objective setting. 2. Attend meeting in Management Review 3. Approve on budget plan of Waste
2	Tah Han Long	Assistant GM	Textile Waste Management	1. Overall responsible on decision making in regards to Planning, Projects, Goals and objective setting. 2. Attend meeting in Management Review
3	Cheng Ong	Compliance Manager (TWM Representative)	Textile Waste Management	1. Responsible on Waste Management System & Sustainability strategy development/formulate planning, project, goals, and objective setting 2. Implementation analysis, review and COA 3. Ensure full compliance with local statutory and Bureau' requirements 4. Create proper function of the team, safety & production enhancement and waste effectiveness
4	Kin Thay	Compliance Supervisor	Textile Waste Management	1. Data collection and records of Waste 2. To responsible assigned for Compliance Manager
5	Kim Suanwek	Assistant Production Manager	Textile Waste Management	1. Control textile using in production and waste generate from machine such as open lock machine, cover stitching machine, Trimming, wear drawing string and open lock goods products 2. Control for waste separation in production line 3. Control for all kinds of waste from production

Wan He Da Manufacturing Company Limited
Appointment Letter for Textile Waste Management Representative

Mr. Kin Thay, Compliance Manager, is appointed as the Textile Waste Management representative to discuss and coordinate any commitment to comply with the Textile Waste Management with addressing the concerned Textile Waste Handling for a Cleaner Supply Chain in Cambodia as below:

Textile Waste Management Requirements to be performed:

- Implementing on waste reduction and mitigation against impact of environmental impact.
- Developing Waste Management System, feasibility of waste flow and temporary data reporting.
- Having a procedure to allocate proper resources to the brand claim, improving performance of TSMC FDKM 4.0, COA.
- Having role of waste include which covered from handling and other related waste collection.
- Having role of waste disposal to waste collection company.

This appointment letter valid for one year, effective 01/04/2024.

Approved by:

Fabric Waste Collecting and Sorting from Cutting Section



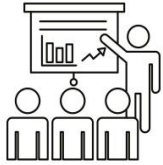
- Segregation by type (fabric, plastic and paper)
- Segregation by composition
- Segregation by color
- Weight process
- Label on waste bag
- Keep in proper storage between GRS and Non GRS storage



Full Process of Fabric Waste Collecting and Sorting



Training Methodology



There are 4 kinds of training methods provide to workers about Waste Management topic as below:

1. Orientation Training
2. Annual Training
3. Onsite Training
4. Peer to Peer Training



PIC and Training Topic



➤ PIC of fabric waste control from department:

1. Cutting Section
2. Production line
3. Cleaner



➤ Training Topic:

- Waste Segregation
- Waste Collection
- Waste loading



THANK YOU !

Funday Garment Co.,Ltd

- ផលិតកម្មមាន ១២ ជួរ
- បុគ្គលិកសរុប៖ 769



ការចែករំលែកបទពិសោធន៍

ស្ថានភាពមុនគម្រោង៖

- គ្មានការបែងចែក
- មិនដឹងពីអត្ថប្រយោជន៍

ស្ថានភាពបច្ចុប្បន្ន៖

- យល់ដឹងពីផលប្រយោជន៍នៃសំរាម
- បានបែងចែកសំរាមកំទេចក្រណាត់ និងបានលក់ឲ្យអ្នកកែច្នៃ

អត្ថប្រយោជន៍ពិតគម្រោង៖

- ថែរក្សាបរិស្ថាន
- បានកម្រៃបន្ថែមពីសំរាម

ផែនការសកម្មភាពទាំងអស់ដែលសម្រេចបាន

1. បច្ចុប្បន្នភាពគោលនយោបាយការគ្រប់គ្រងកាកសំណល់
2. ការបែងចែកសំរាមកំទេចក្រណាត់ពីផ្លាស្ទិក និងក្រដាស
3. ការបែងចែកសំរាមកំទេចក្រណាត់តាមពណ៌ និងប្រភេទក្រណាត់
4. ការបែកចែកសំរាមធ្វើឡើងទាំងផ្នែកកាត់ក្រណាត់ និងផ្នែកដេរ
5. ការដាក់ស្លាកសញ្ញា
6. ការដាក់ស្លាកលើបារសំរាមកំទេចក្រណាត់ ដោយមានទាំងគីឡូ ពណ៌ និងប្រភេទក្រណាត់
7. ការចុះកុងត្រាជាមួយ អ្នកកែច្នៃសំរាមកំទេចក្រណាត់ (Shun Wei)
8. ការធ្វើរបាយការណ៍កំទេចក្រណាត់ប្រចាំខែ
9. ការប្រើប្រាស់ប្រព័ន្ធខីដីថល (Shun Wei) ដើម្បីផ្សព្វផ្សាយរបាយការណ៍កំទេចក្រណាត់ប្រចាំខែ ជាមួយនិងសំរាមដែលបានលក់ចេញ
10. ការវាយតម្លៃអ្នកដែលបានចូលរួមវគ្គបណ្តុះបណ្តាលពីការគ្រប់គ្រងសំរាម

ការគ្រប់គ្រងកាកសំណល់

បច្ចុប្បន្នភាពគោលនយោបាយការគ្រប់គ្រងកាកសំណល់ផ្ទៃក្នុងមានធាតុសំខាន់ៗដូចជា៖

- លំហូរផែនការ
- ការពិពណ៌នាពីដំណើរការ
- ការហាមឃាត់ទៅលើការដុតកាកសំណល់ ការបោះចោលនៅកន្លែងដែលមិនបានកំណត់

នីតិវិធីគ្រប់គ្រងកាកសំណល់វិទ

WASTE MANAGEMENT PROCEDURE

១. គោលបំណង

I- Purpose

ដើម្បីធ្វើអោយផលប៉ះពាល់នៃបរិស្ថានមានកម្រិតទាប និងដើម្បីស្របទៅនឹងច្បាប់បរិស្ថានដែលទាក់ទងទៅនឹងក្រុមហ៊ុន។

To minimize the impact on the environmental and to meet the environmental legislation that relates to the company.

២- ទំហំ

II- Scope

ផ្នែកនេះគ្របដណ្តប់រាល់កាកសំណល់វិទដែលយកចេញពីសកម្មភាពរបស់រោងចក្រ។

This section covers all the solid waste generated from the factory activities.

៣- ទំនួលខុសត្រូវ

III- Responsibilities

ក- ប្រធាន និងបុគ្គលិកផ្នែករដ្ឋបាល

ខ- គ្រប់ប្រធានផ្នែកដែលពាក់ព័ន្ធ

A- Admin Executive and it staffs

B- All involved HODs

៤- ឯកសារយោង

IV- Reference

ក- ច្បាប់បរិស្ថានរបស់ប្រទេសកម្ពុជា

ខ- កំរិតនៃការគ្រប់គ្រងកាកសំណល់វិទ

A- Cambodia Environmental Law

B- Sub-Degree of Solid Waste Management

៥- និយមន័យ

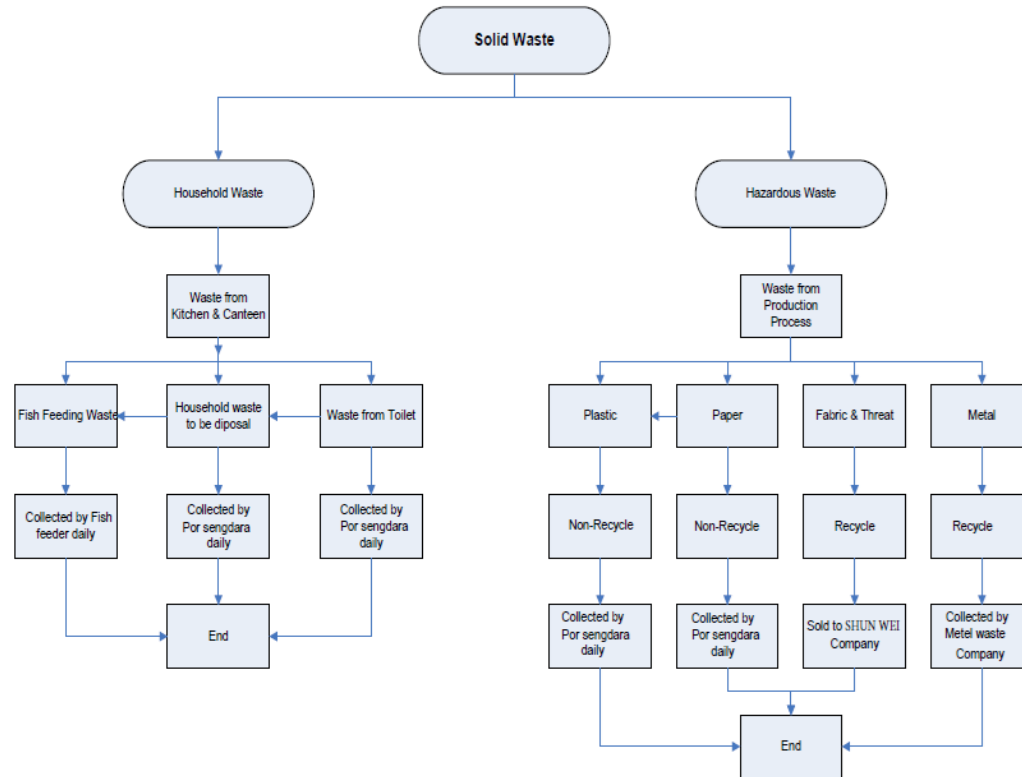
V- Definition

ក- កាកសំណល់វិទ៖ ផ្ដោតទៅលើវត្ថុដែលវិទសារធាតុវិទផលិតផលឬសំណល់បោះចោលណាមួយដែលឥតប្រយោជន៍បោះចោលឬត្រូវបានបម្រុងបោះចោលឬតម្រូវអោយបោះចោល។

A- Solid Waste: Refer to hard objects, hard substances, products or refuse which are useless, disposed of, are intended to be disposed of, or required to be disposed of;

ការគ្រប់គ្រងកាកសំណល់

លំហូរផែនការកាកសំណល់/ Waste flow/



ការប្រមូលនិងការបែងចែក (តុកាត់)

- អ្នកអនាម័យ និងអ្នកកាត់ទទួលបន្ទុកបែងចែកសំរាមកំទេចក្រណាត់
- ការដាក់ស្លាកនៅលើធុងសំរាម



3. Collection & sorting

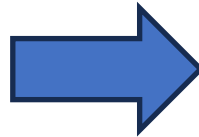


ការប្រមូលនិងការបែងចែក (តុដេរ)

- អ្នកអនាម័យយកសំរាមចាក់ចេញពីធុងតូច (សំរាមមិនទាន់បែងចែក) ចូលទៅធុងធំ (ធុងសម្រាប់ក្រដាស ផ្លាស្ទិក កំទេច ក្រណាត់) ២ដង/ថ្ងៃ មុនម៉ោង១១ព្រឹកម្តង និងមុនម៉ោង៦ល្ងាចម្តង



3. Collection & sorting



ការប្រមូលនិងការបែងចែក (តុដេរ)

- ការដាក់ស្លាកនៅលើធុងសំរាម



3. Collection & sorting



ធុងសំរាមនៅតុ



ធុងសំរាមនៅប្រកបចូលទីតាំង

ការរក្សាទុក

➔ ប្តូរចំងល់សម្រាប់ឈ្មោះ
ដានី



4. Storing

ការរក្សាទុក



ឃ្នាំងសំរាមធំ



ស្នូលអភិបាល



រោងចក្រកាត់ដេរសំលៀកបំពាក់ ហាំមិល អ៊ីតែរីល មេនូហ្វេកតឺរីង ឯ.ក HUMBLE APPAREL MANUFACTURING CO., LTD.



GENERAL INTRODUCTION

Founded	JANUARY 2021
Product Type	Knitted & Woven Apparel
Main Brand	PRIMARK
Business Type	CMT
Vendor	Jiangsu Guotai Huasheng Industrial Co., Ltd
Address	#GROUP2, DAMNAK THUM 3 VILLAGE, STUENG MEAN CHEY 3 COMMUNE, MEAN CHEY DISTRICT, PHNOM PENH, CAMBODIA
Compliance's Contact	Owen Su
Email	owensu7777@gmail.com
TEL	011 677 866

Training Waste Management Activity

* Provided waste management to leaders and supervisors level

01. Waste Management Policy and Procedures.
02. Segregation of Domestic waste and non- hazardous waste and hazardous waste.
03. Waste storage Area.
04. Waste recycling and collection method.
05. PPE
06. Waste Controller Organization.



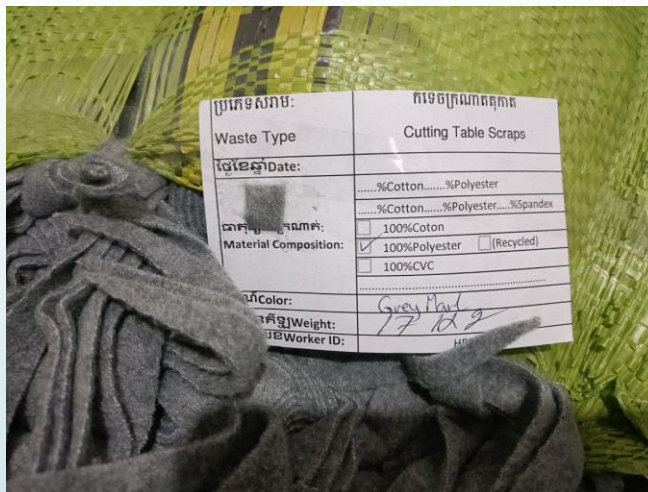
Training Waste Management Activity



- * Provided onsite training to all section workers to acknowledge how to segregate the waste.
- * Waste Controller teams / leaders and supervisors daily follow up.

*Improvement after peer-to-peer learning workshop

* Waste Labeling System.



ប្រភេទសំរាម: Waste Type	កំទេចក្រណាត់តុកាត់ Cutting Table Scraps
ថ្ងៃខែឆ្នាំDate:	
ធាតុផ្សំនៃក្រណាត់: Material Composition:%Cotton.....%Polyester%Cotton.....%Polyester.....%Spandex <input type="checkbox"/> 100%Coton <input checked="" type="checkbox"/> 100%Polyester <input type="checkbox"/> (Recycled) <input type="checkbox"/> 100%CVC
ពណ៌Color:	Grey/Black
មធ្យមទម្ងន់Weight:	77 kg
អត្តលេខWorker ID:	HB0034

- Successfully attached label on fabric waste containers which show on information such as: Type of waste/Material composition/color/Weight/waster collector ID.
- Workers known how to fill the information on label.

*Challenge

* Workers knowledge.

- Workers could not read or write the information from fabric label and waste label.
- Below was some clue from training material to workers who could not read English
- **NOTE: Must be patient to teach them...**

វិធីក្នុងការចំណាំធាតុផ្សំនៃប្រភេទក្រណាត់

១- អានថា "Polyester" ប៉ូយីយេសស្ទើរ។ យើងក៏អាចចំណាំបានដោយងាយៗ ដោយពាក្យនេះផ្ដើមដោយរាងអក្សរ **P** ពីមុខហើយមានខ្ទង់អក្សរចំនួន **9** ខ្ទង់។

២- អានថា "Cotton" កូរតុង។ យើងក៏អាចចំណាំបានដោយងាយៗ ដោយពាក្យនេះផ្ដើមដោយរាងអក្សរ **C** ពីមុខហើយមានខ្ទង់អក្សរចំនួន **6** ខ្ទង់។

៣- អានថា "Spandex" ស្ពែនឌិច។ យើងក៏អាចចំណាំបានដោយងាយៗ ដោយពាក្យនេះផ្ដើមដោយរាងអក្សរ **S** ពីមុខហើយមានខ្ទង់អក្សរចំនួន **7** ខ្ទង់។

៤- ពេលខ្លះប្រសិនបើយើងឃើញពាក្យ "TC" លើផ្លាកក្រណាត់គឺមានន័យថា "Polyester/Cotton" ប៉ូយីយេសស្ទើរ/កូរតុង។



ពេទ្យក្រកាត់ដេរសំលៀកបំពាក់ ហាំមិល អ៊ីតែរីល មេនូហ្វេកតឺរីង ឯ.ក
HUMBLE APPAREL MANUFACTURING CO., LTD.

THANKS FOR ATTENTION

3. Brands testimonies

Brand Testimonial #1

Why We Joined?

- Align with our Primark Cares strategy
- Demonstrate our commitment to sustainability and responsible production.
- Leverage textile-to-textile recycling for significant economic and environmental benefits.

PRIMARK®

Our Primark Cares strategy

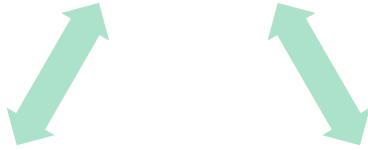
Giving clothes a longer life

We will become a circular and more sustainable business



Primark role and engagement

6 pilot factories



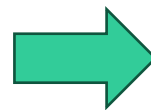
Consultants/GIZ

Primark

Our participation

- Onboard & coordinate with factories
- Onsite assessment
- Facilitating training sessions
- Recycler engagement & high level influence, recycler assessment
- CAP follow up & onsite progress verification

Primark expectations and results



Scale-up!

Expectations	Results up to date
Deeply analysis about current factory's waste management practices & identify key areas for improvements	Meet expectation
Enhance the factory's waste management system by improving collection and segregation, storage and labeling, tracking and monitoring, and disposal management	(CAP) has been implemented with significant improvements: <ul style="list-style-type: none">- Establishing waste management procedures and conducting training sessions for workers- Eliminating all non-compliance issues- Enhancing waste storage conditions and implementing a labeling system- Practicing daily segregation of waste and textile waste by type, color, and composition- Tracking and monitoring waste quantity, along with validating the final disposal site
Cooperate with pilot recycler for textile-to-textile recycling	6/6 factories are working with Shun Wei, with most of them receiving economic benefits
Support to advance the compliance of waste handlers & recyclers, strengthening local structure	On progress

Brand Testimonial #2

GIZ/GFA - Pilot Project on Advancing Post-Industrial Textile Waste Recycling in a Circular Supply Chain in Cambodia

Dec 2023 - Aug, 2024





SUSTAINABLE MATERIALS



All cotton used in products will be 100% more sustainably sourced



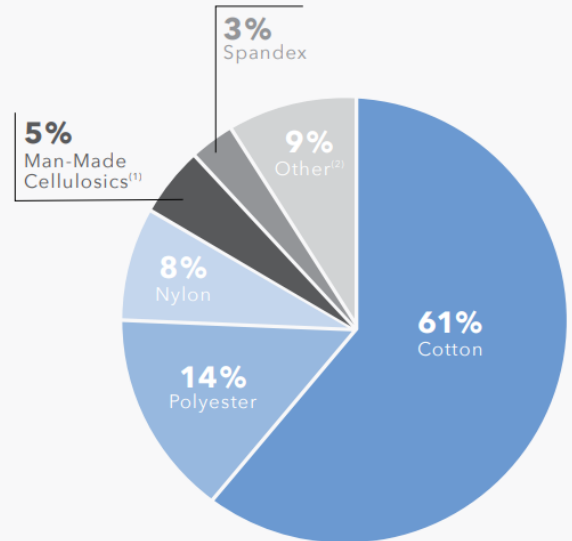
Ensure that 100% of viscose is from non-endangered forests and increase sourcing of sustainably produced viscose fibers



Use 50% more sustainable polyester

AEO

MATERIAL MIX
Based On 2022 Sourcing Seasons



Objective: Improve textile waste management system in AEO suppliers and explore the circular supply chain in Cambodia market

Suppliers in Pilot: Three AEO garment factories



Key roles of AEO in the Pilot

Kick-off meeting

Onsite assessment

CAP review meeting

Peer to Peer Learning

CAP verification meeting

- Nominate suppliers to join the Pilot
- **Engage with related stakeholders about AEO expectations about the Pilot**
- Ensure suppliers provides waste information during screening process

- Get consents from factories to be involved in the communication with GIZ and consultants

- Ensure suppliers provide regular progress CAP updates
- Invite suppliers to **visit the textile waste recyclers**
- Factory visit to follow up on CAP and collect feedback

- **Try to understand the cost before and after implementing the project**

- **Key learnings**

- Proper waste segregation, storage and management system are important for textile waste recycling
- Segregation - by fabrication and color
 - Always start with large orders
 - Sewing waste and overlock waste - removing paper and plastics only
- Ensure adequate waste storage area is available
- Compared to landfill / incineration, overall we don't see any additional cost by the factories to send waste to the recyclers. Based on the pilot, it is an **economically feasible** project.

- **Next Steps**

- Check with other cambodia garment factories and see how they are disposing their textile waste
- For other regions
 - Explore waste traceability solutions
 - Require our strategic suppliers to visit their subcontracted waste recyclers
- Consider to set up waste diversion target for supply chain



4. Shun Wei Fang - Update

Video introduction



Introduction

Shun Wei provides a solution to enable factories to recycle their waste in an environmentally friendly and economical way without introducing new environmental concern in the waste management process.

Current Status:

Shun Wei is a legally recognized entity for waste management and waste collection by Ministry of Environment . We are one out of three authorized collectors in Cambodia.

This pilot project is a key step in improving our waste management process and reaching our sustainability goals. Sorting out contamination and segregating by fabric composition is a key step to aid accurate reporting and promoting transparency and visibility.

Why is sorting and segregation important?

Proper separation ensures that the recycling process is efficient and effective. When fabrics are mixed with other materials like paper pattern or plastic, it increases the sorting time and lowers the profit margin.

By sorting fabric waste correctly, factories help us to recycle more efficiently and effectively. This increases the quality of the waste while lowering the manufacturing cost by putting less strain on utility such as electricity, labor and resources.

Why is sorting and segregation important?

By sorting fabric waste correctly, factories help us:

- **Reduce Environmental Impact:** This means lowering the negative effects on the environment. Proper recycling reduces waste in landfills and decreases pollution.
- **Contribute to a More Sustainable Future:** This means creating a healthier planet for future generations. Efficient recycling saves natural resources and energy, promoting long-term environmental health. By working together and following these practices, we can make a significant positive impact on the environment and move towards a more sustainable future.

Let's keep improving, because practice makes perfect. Together, we can make a big positive impact on the environment and at the same time meet our sustainability goals.

Recycler Testimonial

- How many clients before ? **7**
- How many clients now ? **17** (only 16 is collected , 1 will be started mid of Aug), the rest is on going discussion

Have you witnessed any changes in the waste you received today compared to 6 month ago ?

Quantity of waste collected: **2226 tons (Mar-Jul)**

Quality of segregation ?

Based on our observation result indicated that overall performance of 16 factories collected are **much better quality** then before, it turns to **(65%) overall quality rate** of sorting by color and composition).

Recycler Testimonial

Are you satisfied about the outcomes of this Pilot Project ?

We are **happy with the results**, and we believe the factories will continue working to fulfill the areas that need improvement. We appreciate all the efforts supported by the project team, brands, and factories that are committed to improving.

The summary result of factories performance

2 out of 16 waste collected factories are very good result(Above 80)

5 out of 16 waste collected factories are good (70-80)

5 out of 16 waste collected factories are midium(55-65) and 4 average(50-55)

Overall performance qaulity of sorting/segregating by categories

70% by colour

70% by composton

80% contemination free (no paper/plastic)

90% clearly seperated by sewing/overlock waste

17% on using labels

Please note: 4 are in progress of contract discussion and 1 is going to be collected and to be verified.

Update about our App

- When will it be ready ? **Ready to use starting mid-June.**
- What are the benefits for the factories ?
 1. Provide a full trace/traceability data on waste collection **digitally**
 2. **Strong data base** to present as evident of waste collection and recycle
 3. Benefit for factories to use as data analysis or any purpose (reuse-reduce-recycle) of environmental data
 4. Free of charge
 5. Confidentiality

Current capacity

What is the current capacity of your recycling facility and how much additional quantity you can collect and recycle ?

Current capacity=31%

Additional capacity=69%

To meet 100% capacity collect kg/day=45,000 (45 ton)

Actual 32% capacity collect kg/day = 14,000 (14 ton)

Q&A

Coffee Break (20min)



5. Feedback & Recommendations

Summary from Peer-to-peer Workshop

Top 4 biggest challenges

1. Difficult to make our workers change their behaviors
2. Our team is too small to manage this new topic
3. Our processes are not compatible with good waste management practices
4. We lack cooperation/ Our top management is not involved



Summary from Peer-to-peer Workshop

SHORT TERM NEEDS		LONG TERM NEEDS	
From workshop	Our recommendation	From workshop	Our recommendation
Trainings	<u>Yes. 100% !</u>	Resources. Budget	It is a <u>new compliance</u> that factories need to meet. Budget should be allocated.
Recruit more workers	From our experience, we can see that <u>most of the time no additional HR is needed.</u>	Incentives	Yes. <u>Internal incentives</u> can accelerate behavior change!
Communication and promotion activities	Yes. Factory should <u>communicate about the benefits</u> of waste management	Monitoring	<u>Yes. 100% !</u>
		Policy review	Integrate textile waste management in <u>code of conduct</u>
		Annual performance review	Again. Internal reward and incentives can help behavior change

Feedback collection

1. What **successful incentives** have you implemented to make your workers change their behaviors ?
2. What are your **suggestions** for Project Team (GIZ-Sevea) to improve next Program ?
3. Share **recycling options** that you would like GIZ to explore in the future ?
4. Share a **short testimony** of your experience during this Program?
5. Would you **recommend other factories to join** future similar Program ?





Instructions

Go to

www.menti.com

Enter the code

4991 2997



Or use QR code





Tell us how you feel today, having participated in this final Workshop?



1. What successful incentives have you implemented to make your workers change their behaviors ?

- Training, coaching
- Train to the head of the department to promote to the workers
- Education, awareness and benefits communication
- Conduct training - Orientation - Annually Communication
- keep Training
- Onside training and management support
- Training, courage, if it doesn't work then warning
- Extra on Training: Supervision, Encouragement, Recognition, and Reward KPIs.

- Still thinking how to change behaviour. Maybe issue warning letter if no change behaviour
- Communication
- Changed their mindsets
- Lead by good example and supports by team lead
- Segregation, sorting, label and storage
- Awareness and behavioural changes

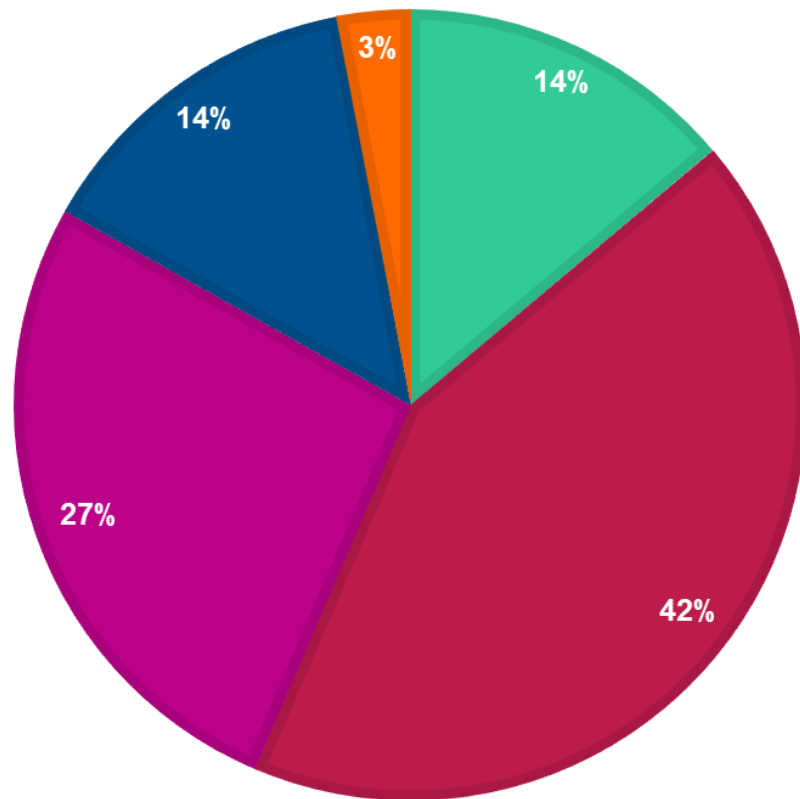
- flexible work arrangements
- Clear understand how to separate about Textile Waste property. TWM
- Brand requirement
- Tell them about the benefit of waste recycling and the impact of uncontrolling of waste
- Team building activities
- Incentive 🏆

2. What are your suggestions for Project Team (GIZ-Sevea) to improve next Program ?

<ul style="list-style-type: none"> • More similar workshop seeing others do 	<ul style="list-style-type: none"> • More digitalization and traceability 	<ul style="list-style-type: none"> • Higg mortification
<ul style="list-style-type: none"> • Extend the program to the other Fty, more support from Giz to the implementation process. 	<ul style="list-style-type: none"> • Hazardous waste like (Chemical waste etc) 	<ul style="list-style-type: none"> • Follow up frequently and provide labels to raise awareness
<ul style="list-style-type: none"> • Training of waste type, share other country practice and share best practices of other countries in similar nature and best practice from other country 	<ul style="list-style-type: none"> • Want to see Chip Mong Ecocycle and Shun Wei do the collaboration. 	<ul style="list-style-type: none"> • Looking at more digitalization and formats which could help factory to meet the needed formats, reports.
<ul style="list-style-type: none"> • Provide more training on Technical support which related to procurement involving in Waste Digitalization and Other Best Practices. 	<ul style="list-style-type: none"> • Extend the program to more sectors 	<ul style="list-style-type: none"> • Progressive monitoring and coaching to support upskill from lv 1 to lv 2 and lv 2 to lv 3
<ul style="list-style-type: none"> • Full day training and in playing by Group 	<ul style="list-style-type: none"> • Build a business case out of this pilot project to show to other factories who haven't joined yet. 	<ul style="list-style-type: none"> • Unrecyclable material from manufacturing process Management.
<ul style="list-style-type: none"> • I would like to get more sharing experiences from factories participating in this workshop. 	<ul style="list-style-type: none"> • If applicable, support on finance or any gifts for ground floor operators 	<ul style="list-style-type: none"> • Traceability

3. Vote for sustainable options that you would like GIZ to explore in the future.

- Make existing waste collectors more compliant
- Learn more about how to reduce fabric waste
- Work with other recyclers in Cambodia
- Learn more about internal upcycling opportunities
- Work with other recyclers outside Cambodia



4. Share a short testimony of your experience during this Program

"Now I understand how to do the segregation"

"Waste could mean money when we know how to work with it "

" I got the good idea of waste segregation by using labeling and waste collecting flow"

"It was challenging to communicate with the production floor to implement the project successfully"

"Implementing waste management require time, but you can earn money back from selling recycled waste"

"What I learned was different from what I imagined when I went to visit Shun Wei facility"

"Good waste, good management, good environment"

4. Share a short testimony of your experience during this Program (cont')

"I want to see Cambodia get understand to gain advantage from waste and save environment."

"I am waiting to see more improvement and sharing from other factory achievements."

"Great to share and to get the sharing experiences both difficulties, challenges, and best practices from the implementation and on-site practices. There are always some learning of segregation."

" I am satisfied and want the project to continue forever"

5. Would you recommend other factories to join future similar Program ?

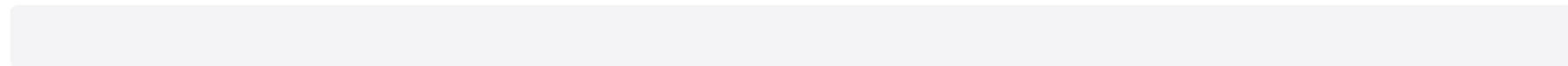
Yes

32 responses 100%



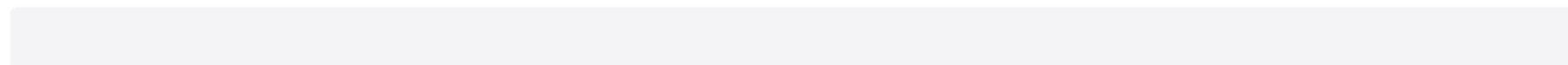
No

No response 0%



Not sure

No response 0%



Recommendations from Sevea

- ❑ Enhance collaboration with Ministries and TAFTAC to ensure long-term results
- ❑ Link textile waste management program with other existing sustainability focus program such as Model Green Factory Program
- ❑ Dedicate 2 training days (in Khmer) for factories to learn about Textile Waste Management System.
- ❑ Let factories could choose the Digital Platform they want to use.
- ❑ Part of the new project should be dedicated to follow-up with the 21 first factories.
- ❑ Allocate 4 to 6 months for implementation if starting with new factories.
- ❑ Provide several recyclers/collectors option for the factories to select the best for them

6. Project perspectives and next steps

Pilot Project Achievements in a nutshell

ASSESSMENT

No basic segregation
(removing incompatible
materials from fabric waste)

No Color/Composition
Segregation

Limited Recycling

Improved Traceability
Needed
(Labelling/Weighting/Waste
flow mapping)

TRAINING

Good Engagement &
Participation

Enhanced Knowledge

Recyclers matchmaking

IMPLEMENTATION

Corrective Action Plans

Progress Monitoring and
Support

Peer Learning and
Knowledge Sharing

Technical webinar to
increase knowledge about
certifications

Waste Diversion Success

Perspectives

- Factories need to **continue their efforts** to complete 100% of their Action Plans
- Factory management team **needs to support** and **reinforce** the implementation
- Brands need to **follow up** the rest of action remaining to achieve TWM & recycling
- **High potential** to scale-up > 800+ factories in Cambodia
- Remaining **areas of improvement**: digital reporting and traceability, segregation by composition

7. Closing

Apply now !

Organized by



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MANUFACTURING
COMMITTEE



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BUSINESS HUB
CAMBODIA
RBH NETWORK

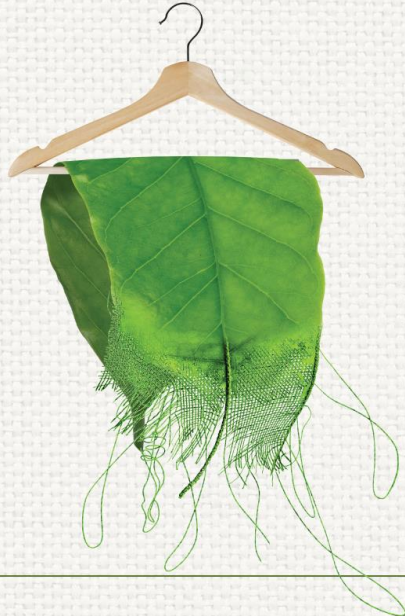


Textile, Apparel, Footwear And Travel Goods Association in Cambodia

Official Assessment Partner



CONTROLUNION



RESPONSIBLE BUSINESS GFT AWARDS 2024

Reserved for Garment, Accessories,
Footwear and Travel Goods

Friday 8th November 2024 | At 6Pm (Registration at 5:30pm) | Venue: To Be Confirmed

Coming Event !

Cambodia Circular Economy Forum

Organiser: GIZ Cambodia

Date: From 9th to 13th September

GIZ Fabric Event on September 10th 2024

Venue: to be confirmed

Objective: Sharing the lesson learning from our pilot

Expected participants:

- Govt bodies, TAFTAC,
- EUROCHAM,
- Brands,
- Manufacturers,
- Recyclers & Waste Collectors
- NGOs

Time for you to collect your certificate

CERTIFICATE

Of Appreciation

This Certificate is Proudly Presented To

All Manufacturers

In recognition of your exceptional contributions to advancing textile waste management and circularity within your operations, in the framework of **Textile Waste Improvement Program for Circularity - WIP4C**.

Your commitment to sustainability has set a remarkable example of a more sustainable Cambodian garment sector.

Ken Loo
Secretary General
TAFTAC

Lucas Gauthier
Project Manager
Sevea Consulting



Implemented by
giz German Development Cooperation

FABRIC Cambodia

TAFTAC
Textile, Apparel, Footwear And Street-Utensils Association in Cambodia



Lesson Learnt Workshop



In the framework of GIZ

Advancing Closed Loop and Textile Waste Improvement Program for Granularity (WIPG)

