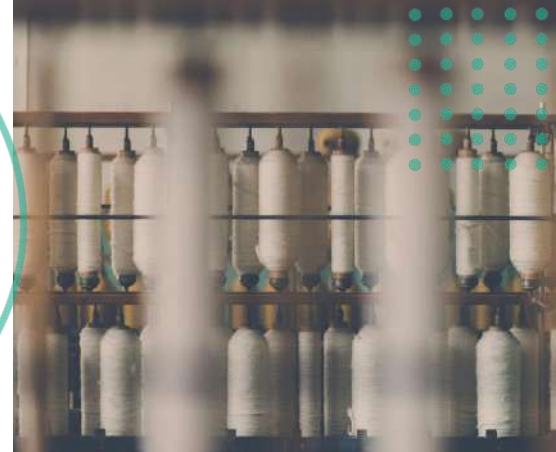


# Lesson Learnt Workshop

August 7th 2024



**In the framework of GIZ**

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



Implemented by



## 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"><li>• Factories</li><li>• Brands</li><li>• and recyclers</li></ul>
10:15 - 10:45	Coffee break
10:45 - 11:30	<ul style="list-style-type: none"><li>• Q&amp;A - 15min</li><li>• Feedback collection &amp; Recommendations</li></ul>
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

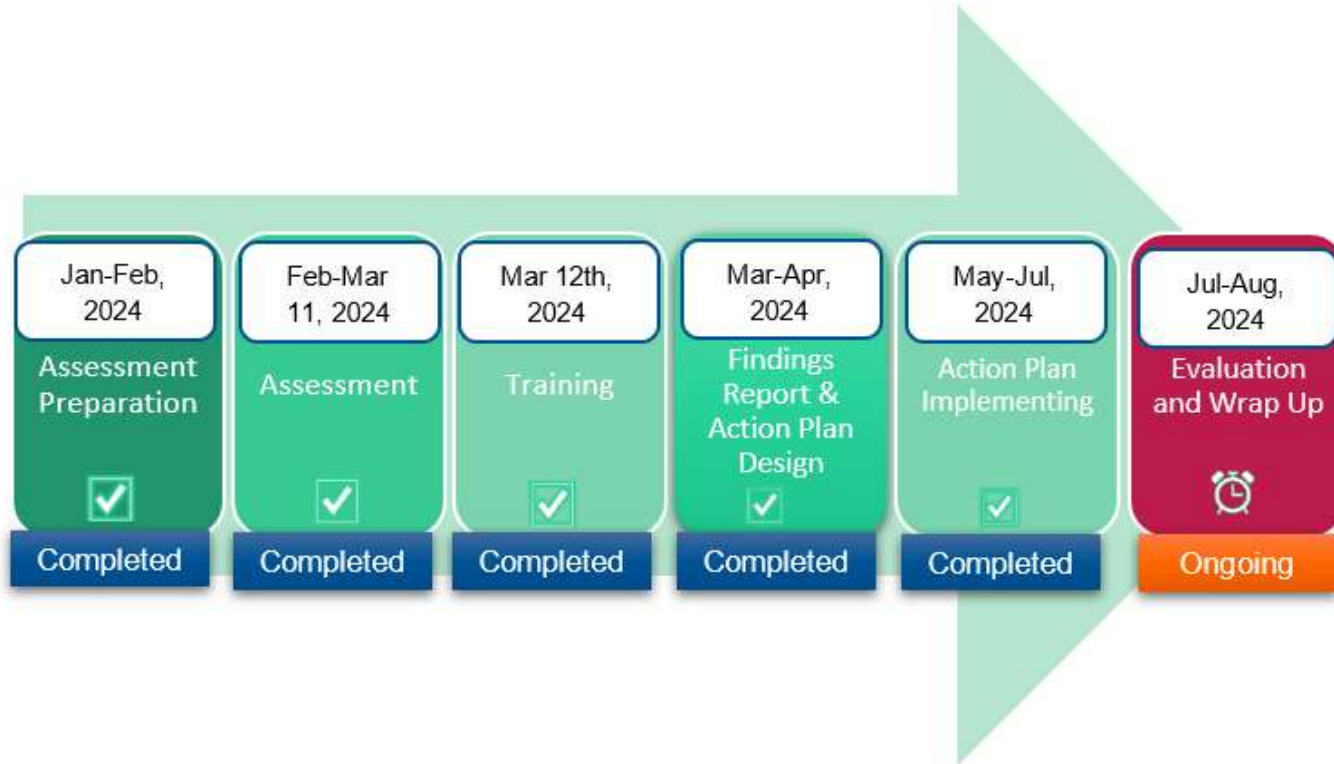


Figure on Key Project Project Milestones

# Overall Pilot Project Achievements

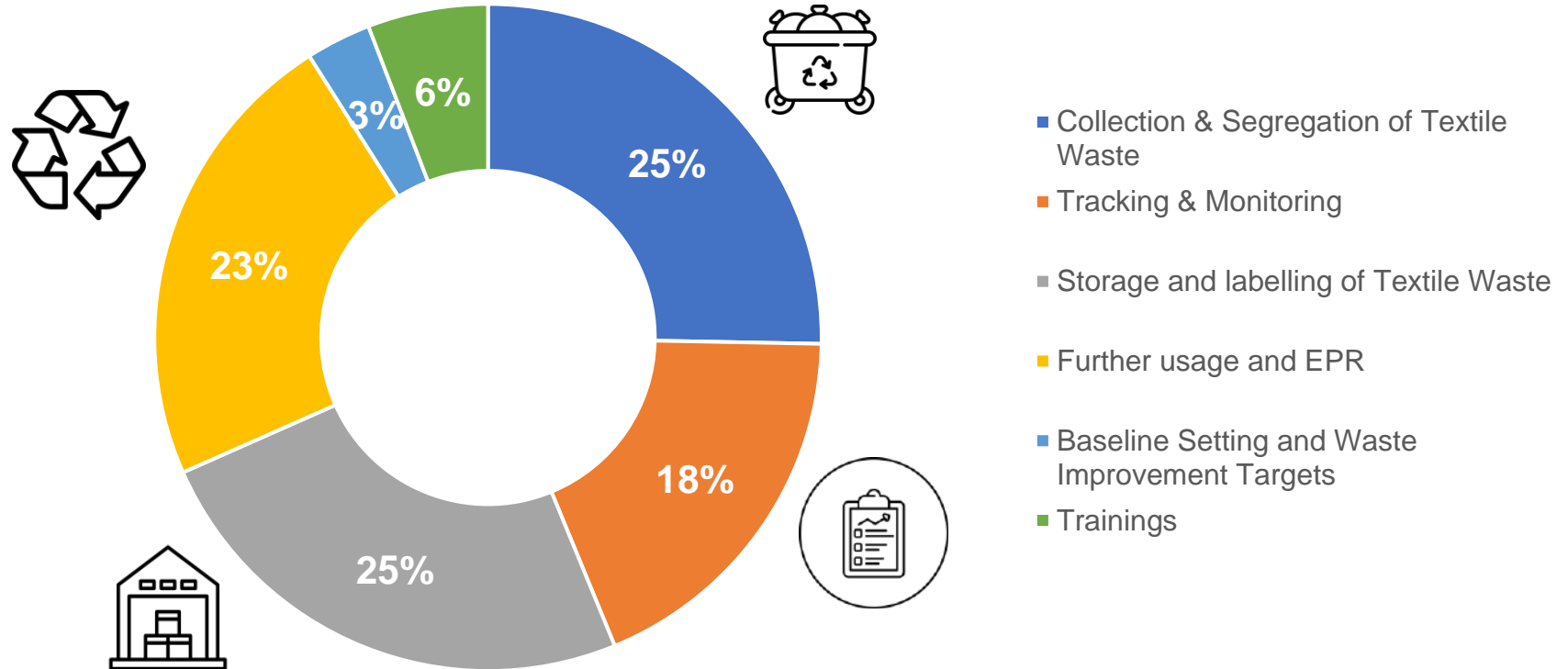
Impact Area	Specific Achievements	Long-Term Benefits
<b>Knowledge &amp; Awareness</b>	<p>Increased factory <b>understanding</b> of textile waste management &amp; recycling</p> <p><b>Training</b> for 60 participants from 21 factories</p>	<p>Improved decision-making on waste management practices</p> <p>Increased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

# Key findings from Final Visits



# CAP - Key Working Areas

## Type of CA - All Factories



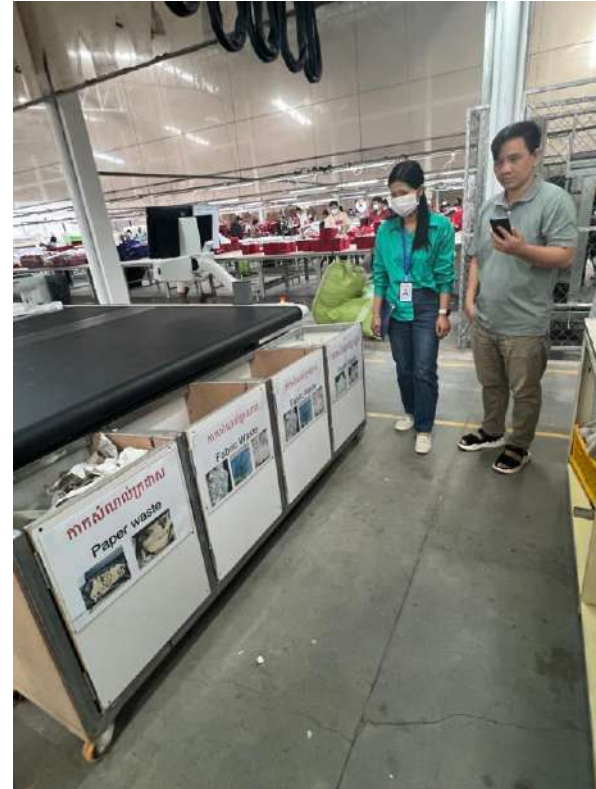
# Sorting



Fabric

Different bags and type of bins for different waste flows

Paper

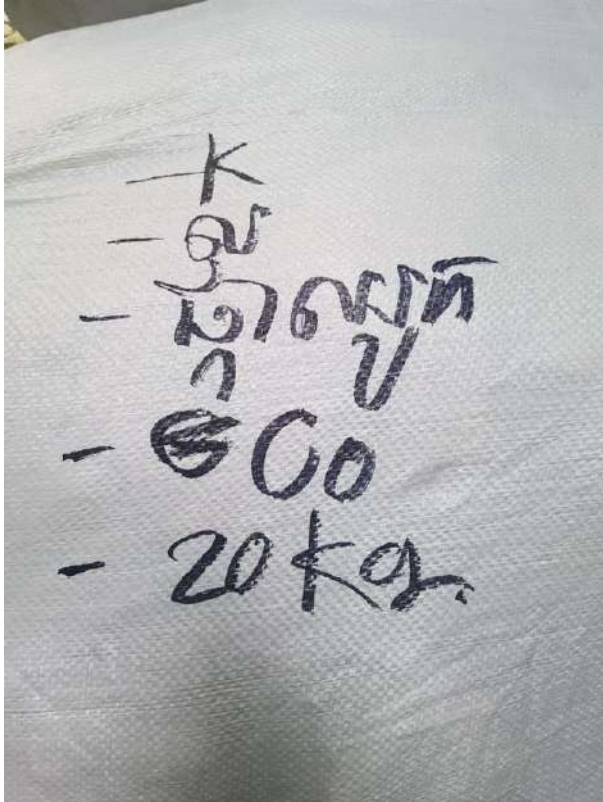


One large bins with 4 sections: 2 for fabric waste and 2 for paper waste.

Example 1: manual cutting

Example 2: auto cutting

# 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



## Digital Tracking

UPDATE



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

## **2. Factories testimonies**

# Fabric Waste Collecting and Sorting from Cutting Section



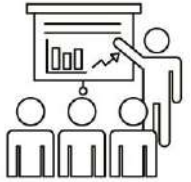
- Segregation by type (fabric, plastic and paper)
- Segregation by composition
- Segregation by color
- Weight process
- Label on waste bag
- Keep in proper storage between GRS and Non GRS storage



# Full Process of Fabric Waste Collecting and Sorting



# 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 !**

## **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	<b><u>Yes. 100% !</u></b>	Resources. Budget	It is a <b><u>new compliance</u></b> that factories need to meet. Budget should be allocated.
Recruit more workers	From our experience, we can see that <b><u>most of the time no additional HR is needed.</u></b>	Incentives	Yes. <b><u>Internal incentives</u></b> can accelerate behavior change!
Communication and promotion activities	Yes. Factory should <b><u>communicate about the benefits</u></b> of waste management	Monitoring	<b><u>Yes. 100% !</u></b>
		Policy review	Integrate textile waste management in <b><u>code of conduct</u></b>
		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 ?



# 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

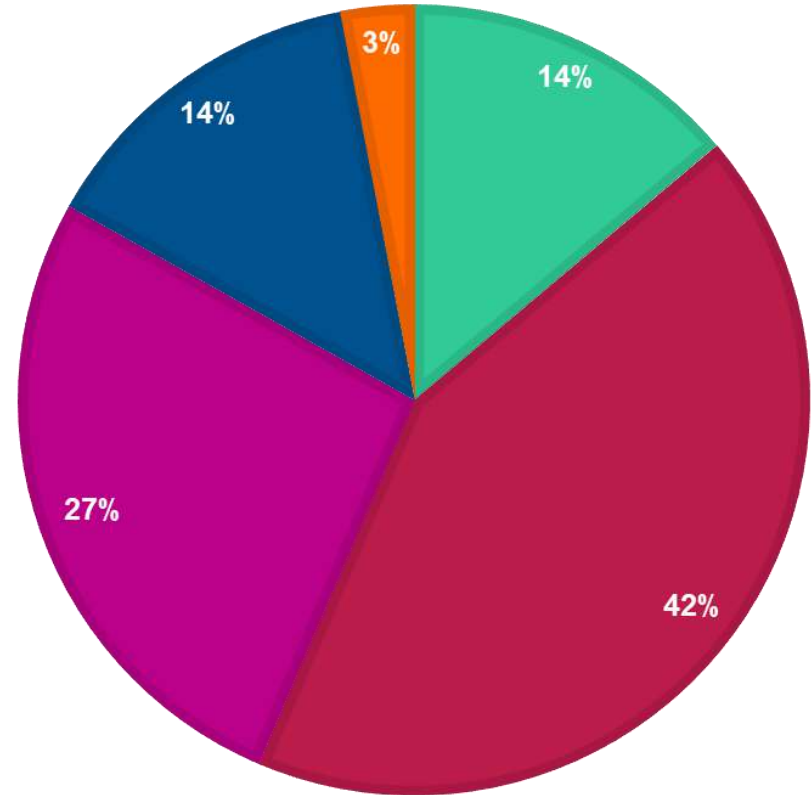
- flexible work arrangements
- Clear understand how to separate about Textile Waste property. TWM
- Brand requirement
- Tell them about the benefit of waste recycling and the impact of uncontrolling of waste
- Team building activities
- Incentive 🏆

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

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

### 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 !

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# RESPONSIBLE BUSINESS GFT AWARDS 2024

Reserved for Garment, Accessories,  
Footwear and Travel Goods

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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 9<sup>th</sup> to 13<sup>th</sup> September

**GIZ Fabric Event on September 10<sup>th</sup> 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



financed by

**giz** German Development Cooperation

**FABRIC** Cambodia



### Lesson Learnt Workshop



In the framework of GIZ  
Advanced Leadership Training Institute Value Improvement Program for Circularity (VIPC)

