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1. For how long will the Lab take place?

The Lab will last approximately 15 months, expected to run from June 2026 to October 2027.

2. What benefits will the Lab bring to our factory/enterprise?

Enterprises will strengthen their understanding of responsible business practices and labour standards through training and knowledge-sharing events with other enterprises, with a specific focus on areas such as occupational safety and health, grievance mechanisms, gender equality, etc.

In addition, enterprises may receive direct advisory support on challenges encountered during operations, so that they can develop improvement strategies tailored to their own circumstances and partly reduce the costs of using external consulting services.

3. How is the Lab suited to the needs of enterprises at different tiers?

The Lab content has been developed based on topics identified as of practicality and usefulness as found in recent studies on the electronics supply chain. Tailoring content with these topics helps ensure that the Lab provides a programme as comprehensive as possible for suppliers across the entire supply chain and respond to the needs of enterprises at any tier.

4. Does the Lab provide certification?

Yes. Enterprises will receive a certificate of achievement from the Lab, which serves as evidence that the factory has made efforts to understand and address key issues related to buyers' requirements. In addition, trainees who attend training courses will be awarded a certificate of completion after completing the required duration and content of each course.

5. What costs will enterprises have to pay when participating?

The activities in the Lab are completely free of charge, meaning that enterprises will not have to pay training fees, trainer fees, or other costs related to the development and implementation of the activities.

However, factories will need to cover their own costs related to assigning staff to participate in these activities.

For enterprises wishing to host on-site training, the Lab Organisers would appreciate support in arranging the training venue, as well as facilitating in the check-in and check-out procedures at the facility. In addition, the Lab may provide financial support for enterprise-level initiatives in certain cases. This support will be considered on a case-by-case basis and discussed with each enterprise that has a need before the intended activity takes place.

6. Are only compliance and human resources staff eligible to participate in the Lab activities?

In addition to compliance and human resources staff, the Lab encourages the participation of production and planning departments, and especially enterprise-level trade union representatives.

► **REGISTRATION**

7. Can enterprises leave blank any information fields required in the registration form that are not readily available?

For information fields that are not readily available to the enterprise, the enterprise may leave them blank. The Lab Organisers may request reasons for the unavailability of such information when considering the enterprise's admission.

8. Our enterprise does not manufacture electronic products but only supplies electronic materials. Can we participate in the Lab?

The Lab encourages all enterprises whose operations are related to the electronics industry to register, as the activity content is designed to be suitable for all the tiers in the electronics supply chain.

9. Our corporation has multiple factories in different locations who produce materials and components, packaging, and chips. Which factory should participate in the Lab?

All factories are eligible to participate, and the Lab is designed to be suitable for most tiers in the supply chain. However, the Lab encourages enterprises within the same corporation to nominate one (maximum two) representative to participate in the activity and replicate the learning internally if necessary.

10. What criteria are considered decisive in admission?

If two enterprises are assessed as having the same level of need to participate in the Lab, priority will be given to the enterprise that registered earlier.

11. My enterprise participated in the Advisory Programme for Electronics Industry in Viet Nam (APEV) 2022-2024. Should we continue to participate?

Yes. The Lab encourages previous member enterprises to participate in order to ensure continuous learning for enterprises themselves. Accordingly, enterprises that join programmes with different content will build accumulated capacity, which in turn will be reflected in the enterprise's continuous improvement process - one of the important expected outcomes that this Lab, as well as other VCCI/ILO programmes, aims to achieve.

12. This is the first time my enterprise has participated. What advice would the Lab Organisers give on how to catch up with enterprises that participated in the previous cycle?

The Lab will prioritise new enterprises for foundational training courses. In addition, the Lab encourages new entrants to stay connected with enterprises that participated in the previous cycle, thereby enhancing the peer-learning experience for themselves through knowledge and experience sharing.

13. Can our enterprise choose not to participate in all activities in the Lab? Can we step out of some?

New entrants in the Lab are expected to commit full participation in all activities. If an enterprise finds that it cannot participate in some activities, the Lab Organisers encourage the enterprise to notify it early so that the participation slot can be reallocated to other interested parties. In addition, if insufficient commitment is observable/recorded, the Organising Committee reserves the right to reallocate the participation slot to another enterprise who registered but was not selected.

14. How is the Lab different from other compliance programmes that the enterprise has participated in?

The Lab content is developed based on updates to Viet Nam's labour laws, and responsible business conduct initiatives, which go beyond conventional compliance, thereby differentiating the Lab.

In addition, instead of focusing on separate training activities, the Lab offers opportunities for engagement and interaction with industry stakeholders. This is an advantage that the Organising Committee expects will make enterprises' participation in the Lab more meaningful.