

SAFER CARD

Name: Mohamed Fazil Bin Noorul Ameen
Location: PGU Subang

Report No.: GAM-ENG/SC/24/0062
Date: 19 Oct 2024

Report Type:

Unsafe Act	<input type="checkbox"/>	Personal (PPE)
	<input type="checkbox"/>	Improper Used
	<input type="checkbox"/>	Location
	<input type="checkbox"/>	Tools
	<input type="checkbox"/>	Procedures
	<input type="checkbox"/>	Not Comply
	<input checked="" type="checkbox"/>	Others (Specify)

Remarks for specify:

Safety Report: Incident Involving Lae Zhafran's Behavior Towards Team Members

Brief Description:

On the 19 October 2024 5PM, a serious workplace safety and conduct violation occurred involving Lae Zhafran, a member of our team. His behavior towards several colleagues, including myself (LAE Fazil) and LAE Umair, escalated to a level that raises significant concerns about both physical safety and workplace respect.

During the incident, Lae Zhafran shouted at multiple team members, displaying a lack of respect and creating an aggressive and hostile environment. Specifically, he directed his shouting towards me, using aggressive tones that were both threatening and unprofessional. In addition to the verbal abuse, Lae Zhafran physically pushed another team member, LAE Umair, during a confrontation. This physical aggression immediately heightened concerns for the safety of those involved and further escalated the tension within the team. Following this, Lae Zhafran directly threatened me by stating he would meet me outside of the workplace to "do more physical solutions," indicating a clear intent to engage in further violent behavior beyond the work environment. This threat significantly

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impacts not only the personal safety of the team members but also the overall well-being of the workplace.

Improvement / Suggestion:

1. Immediate Suspension of Lae Zhafran: Given the seriousness of the threats and physical aggression, it is recommended that Lae Zhafran be suspended from work while a thorough investigation is conducted.
2. Investigation by HR and Management: HR should begin a formal investigation into the events, including interviews with witnesses and a review of any relevant security footage, if available.

Process:

	HOD
	SM
	FILE

SMS Dept. Remarks:

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SMS Updated Dept. Remarks:

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