

# Brambles

**Inqubomgomo Yokulwa Nokufumbathisa Nenkohlakalo**

**Brambles Limited**

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Uhlelo 3.0

## INQUBOMGOMO UOKULWA NOKUFUMBATHISA NENKOLAKALO

### 1. Isingeniso Nenhlole Yale Nqubomgomo

- 1.1 Esinye seZimiso Zethu Ezinyihlanganyelo e-Brambles ukuthi njalo senza izinto ngokuvumelana nomthetho, nezimiso futhi ngobuqotho nokuhlonipha umphakathi kanye nemvelo.

Ukufumbathiswa nokuziphatha okungafanele okuhambisana nakho okukhulunywa ngakho kule Nqubomgomo akuzona nje izenzo ezimbi namacala ogubebengu amakhulu kodwa futhi kungqubuzana neZimiso zethu Ezinyihlanganyelo. Ukubandakanyeka kulokho kuziphatha kungase kuholele ekutheni i-Brambles noma wena nithwale izinhlawulo ezinkulu, kanye nezindleko zomthetho nokuthotshelwa kwawo, namacala omthetho nezigwebo zasejele kubantu abathintekayo. Futhi kungaholela ekuthunazekeni okubi kwegama le-Brambles nokuvelela kwayo kwezezimakethe.

- 1.2 Le Nqubomgomo:

- (a) ichaza izibopho zethu, kanye nezibopho zabantu abasisebenzelayo, ngokuphathelele nokufumbathisa nenkolakalo; futhi
- (b) inikeza ulwazi nesiqondiso kulabo abasisebenzelayo ngokuthi izinkinga zokufumbathisa nenkolakalo zingabonwa futhi zisingathwe kanjani.
- (c) Kule Nqubomgomo amatemu athi "thina", "okwethu", "nathi" kanye no-"Brambles" asho i-Brambles Limited kanye nezinkampani eziseqenjini layo (i-"**Brambles**").

- 1.3 Kufanele uqiniseke ukuthi ufunda, uyaqonda, futhi uthobela le Nqubomgomo

### 2. Obani abahlanganiswa yile Nqubomgomo?

Le Nqubomgomo isebenza kubo bonke abantu abasisebenzela noma abasebenza kuyo yonke imikhakha, kubandakanye abaphathi abakhulu, izikhulu, abaqondisi, izisebenzi (ezisebenza unomphela, isikhathi esinqunyiwe, noma ezibambe amatoho), abaxhumanisi, osonkontileka, abaqeqeshwayo, izisebenzi zokweseka, zesikhashana nezisebenzi ze-ejensi, abahlinzeki bezinsiza bangaphandle, amanxusa, abaxhasi, nanoma imuphi umuntu osebenzelana nathi, kungakhathaliseki ukuthi ukuyiphi indawo (bonke kuthiwa "**Abasebenzi**" kule Nqubomgomo).

### 3. Inqubomgomo Yethu: ukufumbathisa, inkohlakalo nokuthenga umuntu kunqatshelwe

- 3.1 Siqhuba ibhizinisi lethu ngokuvumelana nomthetho, izimiso zokuziphatha okufanele nobuqotho. Imikhuba yenkolakalo ayamukeleki, futhi asikubekezeleli neze ukufumbathisa, inkohlakalo nokuthenga umuntu. Sizibophezele ukusebenza ngobuchwepheshe, ngendlela efanele kanye nobuqotho nenhlonipho kuyo yonke imisebenzi yethu yebhizinisi nobuhlobo nomaphi lapho sisebenza khona, futhi sisebenzise size sigcizelele izimiso eziphumelelayo zokulwa nokufumbathisa. Sizobambisana nazo zonke izinhlaka zezomthetho nezokuphatha ezweni ngalinye esisebenza kulo.

- 3.2 Futhi silindele ukuthi labo esenza ibhizinisi nabo bangakubekezeleli ngendlela efanayo ukufumbathisa nenkolakalo. Ngaphambi kokwenza isivumelwano nanoma iyiphi inkampani yangaphandle ezosebenzela i-Brambles, i-Brambles izohlolisisa ngokufanele futhi ithole iziqinisekiso nobufakazi bokuthobela umthetho obuvela kuleyo nkampani yangaphandle.

- 3.3 Le Nqubomgomo iyinxenye yeMithetho Yokuziphatha yase-Brambles futhi kufanele ifundwe kanye neZiqondiso Zokulwa Nokufumbathisa Nenkolakalo, ezitholakala e-Walter, kanye

neZimiso Nezinhliso Ze-Brambles ezichazwe eMithethweni Yokuziphatha, echitshiyelwa futhi ithasiselwe ngezikhathi ezithile.

### 4. Izipho Zale Nqubomgomo

- 4.1 Le Nqubomgomo igunyazwe yiBhodi Lase-Brambles futhi yesekwa uMphathi Omkhulu ukuze kuboniswe ukuzibophezela kwe-Brambles ukusingatha izinkinga zokufumbathisa nenkolakalo. Ithimba Labaphathi Abakhulu base-Brambles linesibopho sokunakekela ukuthi le Nqubomgomo iyathotshelwa futhi libikele iBhodi Lase-Brambles, ngoMphathi Omkhulu, ngemisebenzi yalo yokubeka iso emisebenzini eyenziwayo.
- 4.2 I-Brambles isungule iQembu Lokunqanda Ukufumbathisa, elihlangana njalo, futhi elinesibopho sokuqinisekisa ukusetshenziswa kwale Nqubomgomo, ukunakekela ukuthotshelwa kwale Nqubomgomo kabanzi, ukuqeqesha abantu ngezimfuneko zale Nqubomgomo, nokuqinisekisa ukuthi idluliselwa ngendlela efanele kubantu abathintekayo.
- 4.3 Iqembu Lokunqanda Ukufumbathisa lakhiwa abantu abalandelayo, abakha inani elidingekayo lokwenza izinqumo ube bebathathu.
- Umphathi Wezomthetho noNobhala Weqembu Lezinkampani
  - Isikhulu Esiyinhloko Sokuthotshelwa Komthetho
  - Iphini LikaMongemali Nommeli-Jikelele Wesigodi, EMEA
  - Iphini LikaMongemali Nommeli-Jikelele Wesigodi, eMelika nase-APAC

Ngezikhathi ezithile iQembu Lokunqanda Ukufumbathisa linganezela amalungu kuleli Qembu okwesikhashana noma unomphela uma kudingwa yizimo ezithile noma ezivamile.

- 4.4 ISikhulu Esiyinhloko Sokuthotshelwa Komthetho e-Brambles sinesibopho sosuku nosuku sokwengamela ukusetshenziswa kwale Nqubomgomo, ukunakekela ukusetshenziswa kwayo nokuphumelela kwayo kanye nokubika lezo zindaba eQenjini Lokunqanda Ukufumbathisa neBhodi Lase-Brambles.
- 4.5 Abaphathi nezisebenzi eziyinhloko kuyo yonke imikhakha banesibopho sokusebenzisa le Nqubomgomo eminyangweni yabo nokuqiniseka ukuthi abantu ababaphethe bayayazi futhi bayayiqonda le Nqubomgomo.

### 5. Kuyini ukufumbathisa, inkohlakalo nokuthenga umuntu?

- 5.1 Inkohlakalo ukusetshenziswa kabi kwesikhundla somphakathi noma esizimele ukuze umuntu azuze.
- 5.2 Ukufumbathisa ukunxenxa noma ukuveza umklomelo, othenjiswayo noma onikezwayo, ngokuqondile noma ngokungaqondile, esikhulwini sikahulumeni noma kumuntu oneqhaza kwezentengiselwano zangasese ukuze uzuze kwezentengiso, ngenkontileka, kwezomthetho noma njengomuntu siqu ngethonya elingafanele lomsebenzi othintekayo. Yize ukufumbathisa izikhulu zikahulumeni noma abantu abazimele kunqatshelwe ngendlela efanayo ngaphansi kwale nqubomgomo, kufanele kunakekelwe ngokukhethekile uma kusetshenzwa nezikhulu zikahulumeni ngoba imithetho elwa nenkolakalo iyaqikelela kakhulu, futhi kunezizijeziso ezikhethekile ezithintekayo, uma kubandakanyeka izikhulu zikahulumeni.

Abantu abalandelayo babhekwa “njengezikhulu zikahulumeni”:

- Amaphoyisa, izisebenzi noma abameleli banoma imuphi uhulumeni, umnyango, i-ejensi, isigungu, iziphathimandla, umnyango, noma inhlango yomphakathi yamazwe ngamazwe. Inhlango yomphakathi yamazwe ngamazwe yinoma iyiphi inhlango eyakhiwa yizifundazwe, ohulumeni, noma ezinye izigungu zezigodi noma zikazwelonke. Ingahlango, ngokwesibonelo, i-UN, i-Organization of American States (OAS), neNhlango Yesiphambano Esibomvu Yomhlaba Wonke.
- Abantu abenzela uhulumeni okuthile;
- Izisebenzi zeminyango engaphansi noma elawulwa uhulumeni; kanye
- Nabantu abaqokelwe izikhundla zepolitiki

Ngenxa yalokho, izingxenye ezithile zale Nqubomgomo ziqine kakhudlwana uma kuziwa kohulumeni (isibonelo, bheka isigaba 6).

### 5.3 Izibonelo zokufumbathisa zihlango okulandelayo:

- Ukunikeza ukufumbathisa

Unikeza umuntu ongase abe yikhasimende amathikithi esehlakalo esikhulu ngombandela wokuthi avume ukwenza ibhizinisi nani, asibonelele uma sinembali noma anciphise amanani akhe entengo.

Lokhu kungaba yicala ngoba uthembisa umklomelo ukuze uthole inzuzo yezentengiso nenkontileka. I-Brambles ingase itholwe yenze icala futhi ngoba lesi sithembiso senzelve ukuba usitholele ibhizinisi. Futhi kungaba yicala ngalelo khasimende ukuba lamukele lesi sithembiso.

- Ukwamukela ukufumbathiswa

Umphekeli unikeza umshana wakho umsebenzi, kodwa ukwenza kucace ukuthi naye ulindele ukuthi usebenzise ithonya lakho enhlanganweni yethu ukuqiniseka ukuthi siyaqhubeka senza ibhizinisi naye.

Kuyicala kulowo mphekeli ukwenza lesi sithembiso. Kungaba yicala kuwe ukuvumelana nalokhu ngoba uyobe wenza kanjalo ukuze uzuze wena siqu.

- Ukufumbathisa isikhulu sezwe langaphandle

Wenza inkokhelo noma uhlela ukuba inkampani yenze inkokhelo esikhulwini sikahulumeni ukuze uqiniseke ukuthi umnyango wakhe ukhipha umbiko wokuhlola omuhle noma ukhipha imvume noma uphasisa izidingo zenkampani zokwenza ibhizinisi.

Icala lokufumbathisa isikhulu sikahulumeni wangaphandle lenziwa ngokushesha nje uma wenza lesi sithembiso. Lokhu kungenxa yokuthi senzelve ukutholela i-Brambles inzuzo yebhizinisi. I-Brambles nayo ingatholakala yenze icala.

Ukufumbathisa isikhulu sikahulumeni ezweni elithile kungaholela hhayi nje ekuphulweni komthetho wakuleli kodwa nokwepulwa kwemithetho yamanye amazwe. Ngokwesibonelo, ukufumbathisa isikhulu sezwe langaphandle kungaholela ekwepulweni kwemithetho yase-

USA, UK, European Union noma yase-Australia, ngisho noma ukufumbathisa kwenzeka ezweni elihlukile lapho i-Brambles yenza ibhizinisi khona. Izijeziso zokwephula le mithetho zingasukela ezinhlawulweni ezinzima noma ukuboshwa futhi zingaba nomthelela omubi egameni le-Brambles kanye nalezo Zisebenzi.

Ngaphandle nje kokukhokha imali ngokuqondile noma ukukhipha izipho ezeqisayo, ezinye izibonelo zokufumbathisa zingafaka okulandelayo okwenziwa ngomyalelo, noma ukuze kuzuze, isikhulu sikahulumeni noma uzakwethu kwezebhizinisi: (a) ukuhamba ngokweqile, ukudla, ezokuzijabulisa noma okunye ukubungazwa; (b) ukunikelela iqembu lezopolitiki, umkhankaso noma isikhulu somkhankaso; noma (c) iminikelo yosizo noma uxhaso lwebhizinisi. Futhi akufanele kufumbathiswe, kuthenjiswe, noma kuhlinzekwe ngokuqondile ngozakwethu kwezebhizinisi, abahlinzeki bezinsizakalo, abasebenzi, noma amanye amanxusa asebenzela i-Brambles, kubandakanye nokwenza lezi zinto ngokuyimfihlo.

5.4 Ukuthenga umuntu kuwuhlobo lwenkolakalo. Kuwumkhuba sokusebenzisa *ithonya* lakho kuhulumeni noma ebudlelwaneni nabantu abanegunya ukzue uthole umusa noma ukubonelelwa, ngokuvamile (kodwa hhayi nje kuphela) ukuze uthole inkokhelo.

5.5 Gwema Ukungqubuzana Kwezindima

Abasebenzi bangazifaka esimweni lapho bephula khona imithetho elwa nokufumbathisa noma inkohlakalo uma benezindima ezingqubuzanayo, ikakhulukazi uma kuziwa kuzinkontileka. Lokhu kungqubuzana kuvela uma lokho umuntu akufunayo kungqubuzana nezinzuzo ze-Brambles. Izibonelo lapho kungase kuvele khona ukungqubuzana zihlanganisa ukuzuza kumuntu ngenkontileka, kungaba ngokuqondile (isibonelo uma ungomunye abasayina inkontileka) noma ngokungaqondile (isibonelo uma unenzuzo kosayina inkontileka njengokuba umninimasheya noma isihlobo esiseduze esisebenzela, noma esinobunikazi kulokho kusayina futhi esizozuza, ngokuqondile noma ngokungaqondile, kuleyo nkontileka), umsebenzi ngaphandle kwase-Brambles, ukusetshenziswa kolwazi oluyimfihlo e-Brambles ukuze wenze izinto zakho siqu noma ukufuna noma ukwamukela izipho noma ukuzijabulisa okweqa iziqondiso ezichazwe esigabeni 6 sale nqubomgomo.

Ngenxa yalokho, akufanele wenze imisebenzi ebandakanya, noma engabonakala ibandakanya, ukungqubuzana kwezindima. Uma uqaphela ukuthi i-Brambles icabangela noma yenza ibhizinisi nenkampani noma umuntu onobuhlobo bomuntu siqu noma bezezimali naye, kufanele uzikhiphe ezinqumweni ezinjalo noma ekwengameleni lowo msebenzi futhi udalule ubuhlobo kumphathi womnyango wenu noma elungwini leThimba Lezomthetho noma Lezindaba Zabasebenzi. Uma ungaqiniseki ukuthi isimo esithile singadala ukungqubuzana kwezindima, xhumana nomphathi womnyango wenu noma elinye ilungu leThimba Lezomthetho noma Lezindaba Zabasebenzi.

5.6 **Izipho nokubungaza.** Le Nqubomgomo **ayikwenqabeli** ukubungazwa okungeqisi, okufanele nokuhle (okunikezwayo nokwamukelwayo) okuvela ezinkampanini zangaphandle uma injongo iwukuthuthukisa idumela lenkampani yethu, ukwethula imikhiqizo yethu namasevisi, noma ukuqalisa noma ukulondoloza ubuhlobo bebhizinisi.

5.7 Izisebenzi zethu zivunyelwe kuphela ukunikeza noma ukwamukela izipho noma ukubungazwa okungeqisi, okufanele, okuzwakalayo futhi okuvumelana nale Nqubomgomo nanoma iziphi ezinye izipho zendawo ezithintekayo kanye/noma izinqubomgomo noma imithetho yokubungazwa.

5.8 Kunqatshelwe ukunikeza isipho noma ukubungaza kulindelwe ukuthi kuzotholwa inzuzo

yebhizinisi noma ukuze kuklonyeliswe inzuzo yebhizinisi enikeziwe. Izisebenzi zethu azikwazi ukukhankasela izipho. Izipho zingamukelwa kuphela uma zinganikezwa njalo, kuphela ngenjongo yokwakha noma yokuthuthukisa ubuhlobo bebhizinisi, futhi zingaphansi komkhawulo wezezimali oshiwo esigabeni 6.9 ngezansi.

- 5.9 Kodwa-ke, ukubungaza noma izipho akufanele zinikezwe noma zamukelwe uma zivela kumakhasimende noma abaphakeli, kungakhathaliseki inani lazo, esikhathini esiholela noma ngesikhathi senqubo yamathenda noma ukubonisana ngezinkontileka lapho ikhasimende noma umphakeli eneqhaza khona. Uma Abasebenzi bengaqiniseki ukuthi basesikhathini esiholela ekukhishweni kwethenda, xhumana neSikhulu Esiyinhloko Sokuthotshelwa Komthetho noma ilungu leQembu Lokunqanda Ukufumbathisa.
- 5.10 **Abasebenzi akufanele bamukele noma banikeze noma ikuphi ukubungaza noma isipho esikhulwini sikahulumeni ngaphandle kokuthola isigunyazo kuqala eQenjini Lokunqanda Ukufumbathisa.** Isigaba 5.2 sichaza ukuthi obani ababhekwa njengezikhulu zikahulumeni, okufaka phakathi kwabanye, izisebenzi zamabhizinisi kahulumeni noma alawulwa nguye.
- 5.11 Izisebenzi akufanele zamukele noma zikhiphe izipho eziya kunoma ubani ongasebenzeli uhulumeni ezingaphezu kuka-€75, noma inani elilingana nalo lemali yendawo, ngaphandle kokugunyazwa umphathi womnyango futhi kufanele ziqiniseke ukuthi kwenziwa kuphela ngenhloso yokuqinisa noma yokuthuthukisa ubuhlobo bebhizinisi. Izipho ezingaphezu kuka-€75, noma inani elilingana nalo lemali yendawo, elivela kunoma imuphi umthombo ngonyaka zidinga ukugunyazwa umphathi womnyango futhi izipho ezingaphezu kuka-€250, noma inani elilingana nalo lemali yendawo, ezivela emthonjeni owodwa ngonyaka, zidinga ukugunyazwa nayiQembu Lokunqanda Ukufumbathisa. (Uma abantu ababili benkampani efanayo benikeza ilungu leZisebenzi izipho ezihlukene onyakeni owodwa, inani lalezo zipho kufanele lihlanganiswe ndawo ukuze kunqunywe ukuthi ingabe kufuneka isigunyazo somphathi womnyango noma seQembu Lokunqanda Ukufumbathisa. Ukuze kugwenywe ukungabaza, kulesi simo, "umthombo" wezifo kungaba yinkampani, hhayi labo bantu ababili abanikeza izipho.)
- 5.12 Njengoba kuchazwe eSigabeni 9, Izisebenzi zethu nabanye abantu abasisebenzelayo kudingeka babike noma isiphi isipho noma ukugungazwa abakunikezayo noma abakwamukelayo (kufake, uma kufanele, izindleko ezihambisana nakho) ngokushesha nangendlela enembile. Imibiko enjalo ingase ibuyekezwe abaphathi.

## 6. Iminikelo Yezepolitiki

- 6.1 Asenzi iminikelo eya emaqenjini ezezipolitiki, izinhlangano noma abantu abaneqhaza kwezipolitiki.

## 7. Izinkokhelo Zokugqugquzela

- 7.1 Inkokhelo yokugqugquzela inkokhelo eya esikhulwini sikahulumeni ukuze kuqinisekise noma kusheshiswe isinyathelo esivamile, esidinga ukugunyazwa saleso sikhulu. Izi zinhlobo zezinkokhelo ngokuvamile zifunwa yizikhulu zikahulumeni ezisezikhundleni eziphansi ukuze sinikeze isevisi ngokuvamile eyenziwa yilesi sikhulu. E-Brambles, asenzi izinkokhelo zokugqugquzela.
- 7.2 Inkokhelo yenhlawulo eshicilelwe, eyaziwayo ekhokhelwa ngokuqondile umnyango kahulumeni noma wombuso ngokuvamile ayibhekwa njengenkokhelo yokugqugquzela ngaphansi kwemithetho elwa nokufumbathisa. Ngokwesibonelo, ukukhokha inhlawulo

yokusheshisa isicelo sephasipothi, ukudilivwa kwephekheji noma ukucubungula amaphepha kahulumeni njengamavisa, akubhekwa njengenkohelo yokugqugquzela uma lezo zimali zikhokhelwa umnyango kahulumeni—hhayi umuntu—futhi zaziwa obala. Uma unombuzo ngokuthi ingabe inkokhelo ivunyelwe, sicela uxhumane nalungu leQembu Lokunqanda Ukufumbathisa.

### 8. Izinsongo Ezinkulu

8.1 Uma kunosongo olukhulu empilweni noma ekuphepheni kwakho, ungayikhipha inkokhelo ukuze ugweme ukulimala. Ukulahlekelwa kwe-Brambles yibhizinisi **akulona** usongo olukhulu. Uma kungenzeka, kufanele uqale uxhumane futhi uthole isigunyazo seQembu Lokunqanda Ukufumbathisa ngaphambi kokwenza inkokhelo. Kodwa-ke, uma kungenandlela yokuthola isigunyazo, kufanele ubike leyo nkokhelo engakapheli amahora angu-48 yenziwe eQenjini Lokunqanda Ukufumbathisa.

### 9. Izibopho zakho

9.1 Ukunqanda, ukuthungatha nokubika ukufumbathisa nezinye izinhlobo zenkokhlakalo kuwumthwalo wabo bonke abasisebenzelayo noma abangaphansi kwethu. Zonke Izisebenzi kudingeka zigweme noma imuphi umsebenzi ongaholela ekwepulweni kwale Nqubomgomo, kungaba yiZisebenzi uqobo noma ozakwethu kwezebhizinisi, umphakeli wezinsizakalo, inxusa noma omunye ummeleli we-Brambles.

9.2 Kufanele utshele umphathi womnyango wenu noma iQembu Lokunqanda Ukufumbathisa ngokushesha okukhulu uma ukholwa noma usola ukuthi kube khona ukwepulwa noma ukungqubuzana nale Nqubomgomo, noma kungase kube khona esikhathini esizayo.

9.3 Noma isiphi isisebenzi esiphula le Nqubomgomo singase sibhekane nokuqondiswa kwezigwegwe, okungaholela ekuxoshweni ngendlela yokuziphatha okungafanele.

### 10. Ukugcina amarekhodi

10.1 Kufanele sigcine amarekhodi ezimali futhi sibe nezindlela zokulawula ezifanele ezizobonisa isizathu sebhizinisi sokukhokhela izinkampani zangaphandle.

10.2 Kufanele ugcine irekhodi elibhaliwe lakho konke ukubungazwa noma izipho ezamukelwayo noma ezikhishwayo, ozinikezwayo noma ozamukelayo. La marekhodi azobuyekwezwa yiQembu Lokunqanda Ukufumbathisa.

10.3 Kufanele uqiniseke ukuthi zonke izicelo zezindleko eziphathelele nokubungaza, izipho noma izindleko ezitholwe ngezinkampani zangaphandle zithunyelwa ngokuvumelana nenqubomgomo yethu esebenzayo yezindleko, futhi ubike ngokukhethekile isizathu salezo zindleko.

10.4 Wonke ama-akhawunti, ama-invoyisi, namanye amadokhumenti namarekhodi aphaathelene nokusebenzelana nezinkampani zangaphandle, njengamakhasimende, abaphakeli nozakwethu kwezebhizinisi, kufanele alungiswe, abale futhi anakekelwe ngokunembile futhi ngokuphelele. Awekho ama-akhawunti okufanele agcinwe “ngaphandle kwezincwadi” ukuze kugqugquzelwe noma kufihlwe izinkokhelo ezingafanele, futhi izimali zomuntu siqu akufanele zisetshenziselwe ukufeza lokho okwenqatshelwe yile Nqubomgomo.

**11. Indlela yokuveza ukukhathazeka**

- 11.1 Ukhuthazwa ukuba uveze ukukhathazeka nganoma iyiphi inkinga noma izinsolo zokungasebenzi kahle noma zokwepfulwa kwale Nqubomgomo ngokushesha okukhulu.
- 11.2 Uma ungaqiniseki ukuthi isenzo esithile siwukufumbathisa noma inkohlakalo, noma uma unanoma imiphi eminye imibuzo, kufanele uyibuze umphathi wakho womnyango kanye/noma iQembu Lokunqanda Ukufumbathisa. Uma kungenjalo, uma ungakhululekile ukuxoxa nabo, noma ukhathazekile ngemuva kokwenza kanjalo, kufanele (ungalifihla igama uma uthanda) uxhumane ncingo lwe-Speak Up.

**12. Kufanele wenzenjani uma uyisisulu sokufumbathiswa noma senkolakalo?**

- 12.1 Kubalulekile ukuthi utshele umphathi womnyango wenu kanye/noma iQembu Lokunqanda Ukufumbathisa ngokushesha okukhulu uma ufumbathiswa umuntu wangaphandle, ucelwa ukuba ufumbathise, usonga ukuthi lokhu kungase kwenzeke esikhathini esizayo, noma ukholwa ukuthi uyisisulu solunye uhlobo lomsebenzi ongqubuzana nomthetho.

**13. Isivikelo**

- 13.1 Izisebenzi ezinqaba ukwamukela noma ukukhipha ukufumbathisa, noma eziveza ukukhathazeka noma zibike okubi okwenziwe abanye, ngezinye izikhathi zikhathazeka ngamathuba okuziphindiselela. Njengoba kuchazwe kuNqubomgomo ye-Speak Up yase-Brambles, eyingxenywe yeMithetho Yokuziphatha, sikhuthaza ukukhululeka futhi sizosekela noma ubani oveza ukukhathazeka kwangempela ngobuqotho ngaphansi kwale Nqubomgomo, ngisho noma kutholakala ukuthi unephutha.
- 13.2 Ngeke sibekezelele ukuziphindiselela noma ukuphathwa okubi kwanoma iluphi uhlobo ngoba ilungu leZisebenzi linqaba ukuba neqhaza ekufumbathiseni noma enkolakalweni, noma ngenxa yokuthi libika ngobuqotho izinsolo zalo zokuthi kube khona ukufumbathisa noma kunamathuba okufumbathiswa noma amanye amacala enkolakalo, noma angase enzeke esikhathini esizayo. Noma iliphi ilungu leZisebenzi elitholwe liziphindiselela kwelinye ngenxa yokwenqaba ukuba neqhaza ekufumbathiseni noma enkolakalweni noma ngenxa yokubika ngobuqotho noma ukuba nezinsolo zamathuba okufumbathisa noma elinye icala lenkolakalo elenzekile noma elingase lenzeke esikhathini esizayo lizojeziswa ngokufanele, kuze kufinyelele ekuxoshweni emsebenzini. Ukuziphindiselela noma ukuphathwa okungafanele kufaka ukuxoshwa, ukuqondiswa izigwegwe, izinsongo noma okunye ukuphathwa okungekuhle okuhambisana nokuveza ukukhathazeka. Uma ukholwa ukuthi uphathwe ngale ndlela, kufanele utshele iQembu Lokunqanda Ukufumbathisa ngokushesha noma usebenzise ucingo lwe-Speak Up.

**14. Ukuqeqesha nokuxhumana**

- 14.1 Ukuqeqeshwa ngale Nqubomgomo kuzoba yingxenywe yenqubo yokwethulwa emsebenzini kwazo zonke Izisebenzi ezintsha. Izisebenzi ezingase zichayeke kakhulu ekufumbathiseni ngenxa yendima nesikhundla sazo zizothola ukuqeqeshwa okufanele kokuthi zingayisebenzisa kanjani le Nqubomgomo futhi zinamathele kuyo.
- 14.2 Ukungakubekezeleli nhlobo kwethu ukufumbathisa nenkolakalo kuzodluliselwa kubaphakeli, osonkontileka nozakwethu bebhizinisi ekuqaleni kobuhlobo bethu bebhizinisi nabo futhi nalapho kufanele khona ngemuva kwalokho.

**15. Ukubeka iso nokubuyekeza**

- 15.1 Iqembu Lokunqanda Ukufumbathisa lizonakekela ukuphumelela futhi libuyekeze ukusetshenziswa kwale Nqubomgomo njalo kubhekwa ukufaneleka, ukwanela nokuphumelela kwayo. Izindawo ezidinga ukuthuthukiswa eziveziwe zizokwenziwa ngokushesha okukhulu. Amasistimu okulawula anaphakathi nezinqubo kuzohlolwa njalo ukuze kunikezwe isiqinisekiso sokuthi kuyasebenza ekulweni nokufumbathisa nenkohlakalo.
- 15.2 Umphathi Wezomthetho neSikhulu Esiyinhloko Sokuthotshelwa Komthetho e-Brambles bazobikela iBhodi Lase-Brambles ngokunakekelwa kwale Nqubomgomo nanoma ikuphi ukwephulwa kweNqubomgomo futhi bathumele noma iziphi izichibiyelo ezihlongozwayo zale Nqubomgomo eBhodini.
- 15.3 Zonke izisebenzi zonesibopho sokuphumelela kwale Nqubomgomo futhi kufanele ziqiniseke ukuthi ziyisebenzisela ukudalula noma ikuphi ukwephulwa kwayo okusolisayo noma izenzo ezingafanele.
- 15.4 Izisebenzi zimenywa ukuba ziveze uvo ngale Nqubomgomo futhi ziphakamise izindlela engathuthukiswa ngazo. Amazwana, iziphakamiso nemibuzo kufanele ithunyelwe eSikhulwini Esiyinhloko Sokuthotshelwa Komthetho esizodlulisela lokhu eQenjini Lokunqanda Ukufumbathisa.