Brambles

IMithetho Yokuziphatha

Ukwakha ikusasa elisimeme elihambisana neZimiso zethu Ezihlanganyelwe. Ukusebenza ngobuqotho nenhlonipho nabantu bethu, abaphakeli bezinsiza, inkampani yethu, imvelo kanye nemiphakathi esisebenza kuyo.

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Umyalezo ovela kuMphathi Omkhulu

E-Brambles, inhloso yethu ukuxhumanisa abantu nezidingo zokuphila kwansuku zonke futhi lokhu sikwenza ngokuletha ukusimama okukhudlwana nokuvuselelwa kwamanethiwekhi ethu okuphakela izinsiza emhlabeni kabanzi. Sifeza indima ebalulekile ekuthuthweni kwezimpahla emhlabeni wonke futhi kubalulekile ukuthi sizibekele iqophelo eliphakeme kakhulu, singalweli nje ukuletha imiphumela eyingqayizivele kuphela, kodwa sihole ngobuqotho nokuzimisela kuzo zonke izenzo nezinqumo esizenzayo.

IMithetho yethu Yokuziphatha iyisibuko sezimiso zethu kanye nemithethonqubo esiqondisayo. Isinika amandla okwenza izinto ngaphandle kokufihla, ngenhlonipho nangesibopho sokuziphendulela, okuqinisekisa ukuthi izinqubo zethu zebhizinisi zakha ukwethembana futhi ziyinzuzo ehlala njalo kumakhasimende ethu, kozakwethu, nasemiphakathini.

Ngamunye wethu ufeza indima ebalulekile ekulolongeni udumo lwe-Brambles negalelo elinayo. Ngokuphila ngezimiso zethu nokusekela imithethonqubo yeMithetho yethu Yokuziphatha, sibonisa ubuholi nokuzibophezela ngokuphelele ekwenzeni okufanele.

Ngikukhuthaza ukuthi uzijwayelanise neMithetho Yokuziphatha kanye neNqubomgomo ye-Speak Up, futhi uveze okukukhathazayo uma ubona noma usola ukuthi kunokuziphatha okungahambisani nemithetho yethu.

Ngokuzibophezela nobuqotho babantu bethu, kubandakanye nobukhulu namandla e-Brambles, singaqhubeka senza umehluko obonakalayo, sinomthelela omuhle emvelweni, ebhizinisini nasemiphakathini manje nasesikhathini esizayo.

UGraham Chipchase
UMphathi Omkhulu

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IMithetho Yethu Yokuziphatha: Isisekelo Sokuziphatha Okunesimilo

Sizibophezele ukwenza okufanele usuku ngalunye. Lokhu kusho ukuthi siqhuba ibhizinisi lethu ngobuqotho nangokungafihli lutho, ngokuvumelana neZimiso zethu Ezihlanganyelwe nangokuvumelana nayo yonke imithetho esebenzayo, izinqubo nemithethonqubo kanye nezinqubomgomo, izinqubo kanye nemihlahlandlela yenkampani yethu. Lokhu kusho ukuthi senza izinto ngobuqotho ngokuphelele futhi njalo sihambisana nezimiso ezinamandla zokuziphatha okufanele. Le Mithetho Yokuziphatha ingenye indlela esifaka ngayo iZimiso zethu Ezihlanganyelwe ebhizinisini lethu e-Brambles. Ichaza indlela esisebenzelana ngayo nabasebenzi bethu, amakhasimende nabaphakeli, abaninimasheya bethu kanye nemiphakathi esiphila futhi sisebenze kuyo.

Izimiso Zethu Ezihlanganyelwe

Inhloso yethu ukuxhumanisa abantu nezidingo ezisemqoka zempilo, nsuku zonke. Lokhu sikwenza ngokuthuthela impahla kubantu abengeziwe, ezindaweni ezengeziwe kunanoma iyiphi inhlangano emhlabeni, ngezimpahla zethu eziyizigidi ezingu-300 eziqhubeka zisebenza njalo emazweni angaphezu kwangu-55. Kodwa indlela esikwenza ngayo ibaluleke njengalokho esikwenzayo.

IMithetho yethu Yokuziphatha idinga ukuthi ngamunye wethu enze okufanele nsuku zonke. Kodwa okufanele, okulungile noma okuthobela umthetho akubi sobala ngaso sonke isikhathi, ikakhulukazi uma sibhekene nezingcindezi zebhizinisi noma izinto ezingqubuzanayo okufanele sizenze. Uma ubhekene nesimo esinzima, zinike isikhathi sokubheka Izimiso zethu Ezihlanganyelwe:

- **Zonke izinto ziqala ngekhasimende.** Siphatha amakhasimende ethu ngendlela esifuna ukuphathwa ngayo nesilindele ukuthi siphathwe ngayo nathi. Silalela izidingo zawo, siqonda izinhloso nemigomo yawo, futhi sinikeza inzuzo neqophelo elingeqhathaniswe, sehlisa izindleko zokuphakela izinsiza futhi sinciphisa ukusaphaza emvelweni;
- **Siyazifela ngempumelelo.** Siyazifela ngobuchule nempumelelo;
- **Sizibophezele ngokuphepha, ukuhlukahluka, abantu nokubambisana.** Siyazi ukuthi kudingeka abantu abanemiqondo ehlukene, izifiso nezizinda ukwenza i-Brambles iphumelele, futhi sikhuthaza ukucobelelana ngemibono okwakhayo nokuhlukahluka kwemibono;
- **Sikholelwa osikweni lokusungula izinto ezintsha.** Sifuna kube khona ukusungulwa kwezinto ezintsha yonke indawo, ngaso sonke isikhathi. Ungesabi ukusizakala ngethuba (inqobo uma kufanele), ukukhuthaza ubuchule nokufunda ngemiphumela esiyitholile;
- **Njalo senza izinto ngokuvumelana nomthetho, ukuziphatha okufanele kanye nongobuqotho nokuhlonipha umphakathi kanye nemvelo.** Singabaholi ekulweleni ukusimama nomnotho odlondlobele. Lesi akusona isiqubulo noma umkhankaso wokukhangisa. Kuyindlela yethu yokwenza ibhizinisi – indlela yethu yokuphila. Kodwa asikwazi ukubheka i-Brambles njengomholi womhlaba wonke kwezemvelo, ezenhlalo nezomnotho uma ngamunye wethu engakulungele ukusukuma enze okufanele, ngisho kunzima. Zibuze, "Ingabe engikwenzayo kuhambisana nomthetho; ingabe ngiziphatha ngendlela efanele; ingabe ngenza ngobuqotho futhi ngibonisa isibindi esidingekayo ukuze ngakhe ikusasa elingcono nelisimeme?"

Ukuze uthole imininingwane ethe xaxa yokuthi sizisebenzisa kanjani Izimiso zethu Ezihlanganyelwe ebhizinisini lethu e-Brambles, sicela ubukeze Inqubomgomo Yebhizinisi Yezibopho Zezenhlalo ye-Brambles.

Ingabe Lo Mthetho Uyangithinta?

UMthetho Wokuziphatha wase-Brambles kufanele ulandelwe yinoma ubani osebenza e-Brambles noma oyimelayo. Lokhu kubandakanya bonke abaqondisi base-Brambles, izikhulu nabasebenzi kanye nazo zonke izinkampani ezingaphansi kwe-Brambles nezingozakwabo kanye nabaqondisi bazo, izikhulu nabasebenzi.

Kufanele Ngiwusebenzise Kanjani UMthetho?

UMthetho unikeza uhlaka lokuziphatha okujwayelekile lwabo bonke abasebenzi base-Brambles, kungakhathaliseki indawo abakuyo, umsebenzi oqondile noma isikhundla somsebenzi. Kudingeka ukuba sithobele yonke imithetho esebenzayo, izimiso nemithethonqubo; nezinqubomgomo zenkampani yethu, izinqubo nemihlahlandlela; futhi senza ngokwethembeka, ngokwezimiso nangobuqotho. Kufanele ufunde uMthetho, uzinike ithuba lokuqonda okulindelwe yi-Brambles nokuthi lokhu okulindelwe kukuthinta kanjani wena nendima yakho. Khona-ke, uma kuvela isimo esithile, kufanele ubheke uMthetho, ikakhulukazi uma singase sikuvezele ingcuphe yezomthetho noma yezimiso wena noma i-Brambles.

Yize uMthetho uningiliza, awuhlanganisi yonke into, futhi awukwazi ukubhekela zonke izimo ongase ubhekane nazo. Ukuze uthole ulwazi oluthe xaxa, sicela ubukeze izinqubomgomo ezishiwo kulo Mthetho kanye nezinqubomgomo ezinemininingwane, izinqubo noma imihlahlandlela eyasungulwa ngokuvumelana nezimfuneko zakuleli zebhizinisi lenu noma uxhumane nomphathi wakho, noma iliphi ilungu leThimba Lezomthetho noma Lezindaba Zabasebenzi noma ucingo lwe-Speak Up ukuze uthole isiqondiso.

Kufanele Ngiwusebenzise Kanjani UMthetho?

Lo Mthetho awuchazi yonke imisebenzi yebhizinisi noma uphendule yonke imibuzo. Noma nini uma ungaqiniseki ngento efanele okufanele uyenze, khumbula izimiso zethu ezijwayelekile zobuqotho bebhizinisi:

- Lonke ibhizinisi kufanele liqhutshwe ngokuvumelana nemithetho nemithethonqubo yezwe noma yamazwe lapho ibhizinisi likhona noma esebenza kulawo mazwe amanye;
- Sincintisana ngokufanele ezimakethe esisebenza kuzo;
- Kufanele sisebenze ngokuphepha futhi sisebenzise imithetho ephambili yemboni ngenxa yempilo, ukuphepha nenhlalakahle yabasebenzi bethu, amakhasimende, abaphakeli kanye nemiphakathi esisebenza kuyo;
- Kufanele sizimisele ukuletha izinzuzo zesikhathi eside e-Brambles, esikhundleni senzuzo yesikhashana kubantu kube kulahlekelwa inhlangano isikhathi eside;
- Ukukholelwa kwethu kubantu nasethimbeni lilonke kudinga ukubambisana nozakwethu kulo lonke iQembu ukuze kufinyelelwe imigomo yebhizinisi;
- Esikushoyo nezenzo zethu kufanele zibonise inhlonipho ngezinhlobonhlobo zabantu namasiko esisebenza nawo kanye namalungelo abo obuntu;
- Imikhuba enenkohlakalo ayamukeleki. Akukho ukufumbathiswa, ukugwazelwa noma izinkokhelo ezifanayo ezizonikezwa noma zithunyelwe, noma zifunwe noma zamukelwe, yinoma ubani;
- Yonke imisebenzi yezentengiso izorekhodwa ngendlela efanele nangokunembile;
- Abadayisi, abaxhumanisi nabeluleki abafanayo kufanele bakhethwe ngokuvumelana nalezi zimiso futhi bakhokhelwe ngendlela evumelana nokubaluleka kwezinsiza abazinikezayo;
- Izimpahla nolwazi oluyimfihlo kufanele kuvikelwe ngokuphelele, kuphathwe ngokuvumelana nezinqubomgomo nezinqubo ze-Brambles, futhi akufanele zisetshenziswe abasebenzi ukuze bazizuzise bona;
- Ulwazi luyimpahla eyigugu, futhi sizimisele ukuluphatha ngendlela enesimilo nangokucophelela nobuqotho. Ulwazi oluyimfihlo nolwazi lomuntu siqu lwabasebenzi base-Brambles, abafakisicelo, amakhasimende, abadayisi, abaninimasheya noma abanye abantu kufanele lucutshungulwe ngokuvumelana nezinqubomgomo nangokuvumelana nemithetho esebenzayo Yokuvikelwa Kolwazi;
- Abasebenzi akufanele benze imisebenzi ebandakanya, noma engase ibonakale ibandakanya, ukungqubuzana kwezindima phakathi kwezinto zomuntu siqu nezinzuzo ze-Brambles;
- I-Brambles ayiyenzi iminikelo yezepolitiki.

Ngingazitholaphi Izinqubomgomo Zebhizinisi Zase-Brambles?

Izinqubomgomo ze-Brambles ziyatholakala ku-Walter. Ngokukhethekile, izinqubomgomo ezisekela uMthetho Wokuziphatha zingatholakala ngokuchofoza noma iyiphi yamalinki avela eMthethweni, ngokuvakashela i-Global Ethics and Compliance Hub ku-Walther noma ngokubheka ikhophi ephrintiwe esikhungweni senu noma esikhungweni sesevisi. Lezi zinqubomgomo zinikeza eminye imininingwane ngezihloko ezikhethekile ezihlanganiswa uMthetho, futhi zihlanganisa nezinye izihloko okungaxoxwa ngazo eMthethweni. Umsebenzi ngamunye wase-Brambles unesibopho sokwazi, ukuqonda nokulandela zonke izinqubomgomo ze-Brambles.

Kwenzekani Uma Umuntu Ephula Izimiso Ezichazwe EMthethweni?

Ukuthobela iMithetho Yokuziphatha kuwumbandela wokuqashwa. Ukwehluleka ukulandela iMithetho kungaphumela esinyathelweni sokulingiswa kwezigwegwe, kuze kuholele nasekuxoshweni emsebenzini.

Ngingakhuluma Nobani Uma Nginemibuzo noma Nginezinsolo Zokwenziwa Kokubi?

Ukuthembana nobuqotho kubalulekile e-Brambles. Ukuziphatha okungafanele nokwenza ngokungqubuzana nomthetho kuwohloza ukuthembana futhi kufaka engozini igama lethu nebhizinisi. Indlela engcono kakhulu yokuvikela ukuthembana ukuthi abasebenzi abanezinsolo ezingokoqobo zezenzo ezingafanele bazi ukuthi banendawo ephephile lapho bengakhuluma khona ngaphandle kokwesaba ukuziphindiselela noma ukujeziswa. Yize kungaba nzima ukukhuluma, iZimiso zethu Ezihlanganyelwe zidinga ukuthi senze okufanele, ngisho noma kungemnandi.

Ukuze uthole ulwazi oluthe xaxa mayelana nalokho ongakwenza uma kufanele ubike izenzo ezingafanele, sicela ubukeze Inqubomgomo Ye-Speak Up.

Ukwenza Okufanele ... Sonke Sithobela Umthetho

Kunezindlela eziningana zokubika ukwenza okungafanele ngaphansi kweNqubomgomo Ye-Speak Up. Ungathinta:

- Umphathi wakho;
- Umphathi wakho ongaphezulu;
- Noma iliphi ilungu leThimba Lezomthetho, Lezesimilo Nokuthobela Umthetho noma Lokuhlolwa Kwamabhuku Ngaphakathi noma Ngaphandle;
- USihlalo weBhodi Labaqondisi lase-Brambles; noma
- USihlalo weKomidi Lase-Brambles Lokuhlola Amabhuku Nezingcuphe.

Ngaphezu kwalokho, imibiko ingenziwa ngocingo lwe-Speak Up, olukuvumela ukuthi wenze imibiko amahora angu-24 ngosuku, izinsuku eziyi-7 ngeviki, ngomhlinzeki ozimele, wangaphandle. Ukuze ubike izenzo ezingafanele usebenzisa ucingo lwe-Speak Up, ungaya ku-www.brambles.ethicspoint.com, ehlinzeka ngohlu lwezinombolo zocingo zamazwe noma zezifunda, zakuleli noma ezishayelwa mahhala noma amalinki ohlelo olutholakalayo lokubika ku-inthanethi, noma ushayele inombolo yocingo evela kumaphos e-Speak Up atholakala yonke indawo esikhungweni senu.

Kwenzekani Uma Ngikhuluma?

I-Brambles izophendula zonke izicelo zezeluleko noma zolwazi futhi izophenya yonke imibiko yokwenziwa kokungafanele, uma kufanele, kubandakanye ukuphula noma amathuba okuphula le Mithetho, izinqubomgomo zenkampani kanye nemithetho noma imithethonqubo ethintekayo. Noma imiphi imibiko yokwenza okungafanele izothathwa njengento enohlonze futhi iphenywe ngemfihlo, ngendlela engachemi nangokuzimisela.

Ukubika Okukukhathazayo

U **Ngixoxe nomphathi wami mayelana nesimo engicabanga ukuthi siwukwephulwa kweMithetho.**

Ngicabanga ukuthi akenzanga lutho ngakho, futhi ungitshele ukuthi ngingakhathazeki. Ngikhathazekile. Kufanele ngenzenjani?

I **Ukhuthazwa ukuthi uqale ukhulume nomphathi wakho ngoba unesifiso sokukhuthaza indawo enokuziphatha okufanele kanye nesibopho sokusekela iMithetho.**

Kodwa-ke, uma ungakhulule kile ukuxoxa nomphathi wakho nganoma isiphi isizathu noma unomuzwa wokuthi isikhalazo sakho asinakwa, kufanele uxhumane nomphathi wakho ongaphezulu, noma iliphi ilungu leThimba Lezomthetho noma ucingo lwe-Speak Up.

Uphenyo olungachemi

U **Kwenzekani uma othile engimangalela ngokwenza okungafanele, ngisho noma ngingenzanga lutho olungafanele?**

I **I-Brambles ayithathi ngokuthi kukhona okungafanele okwenziwe ngenxa nje yokuthi kube nombiko.**

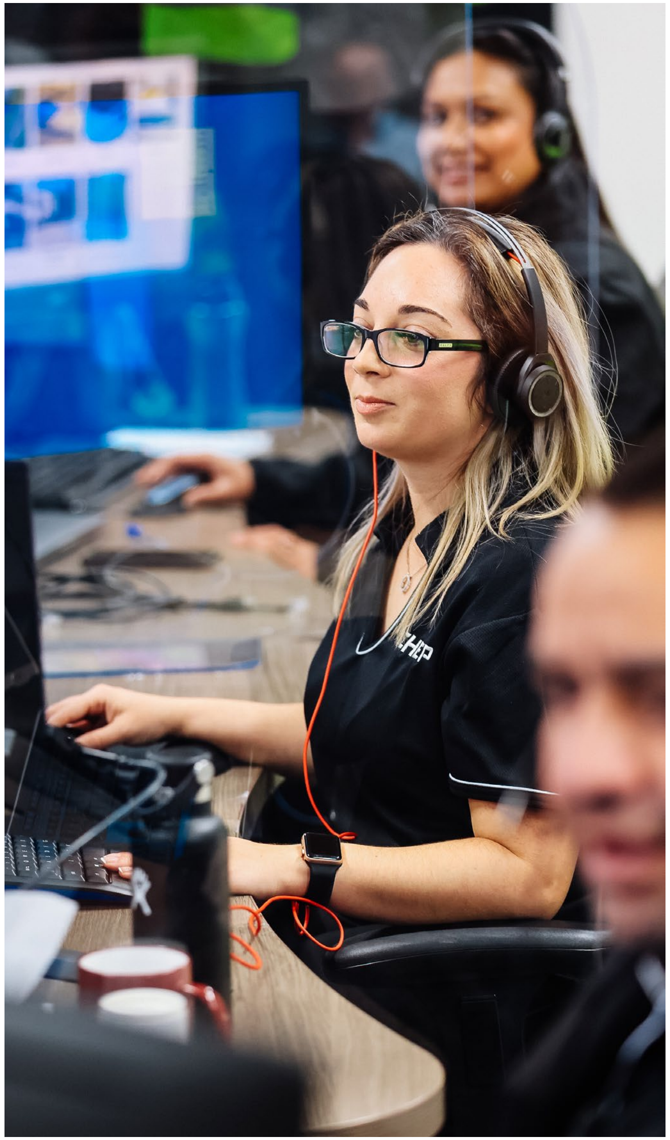
Kunalokho, sizoqala uphenyo olungachemi olungaqageli lutho mayelana nesikhalazo noma abantu abathintekayo.

Asikubekezeleli Ukuziphindiselela

Khumbula ukuthi i-Brambles ayikubekezeleli ukuziphindiselela noma ukujezisa umuntu. Lokhu kusho ukuthi akekho umuntu enkampanini ongakujezisa nganoma iyiphi indlela inqobo nje unezinsolo ezizwakalayo zokuveza ukukhathazeka kwakho.

Sonke Silandela Izimiso Futhi Sithobela Umthetho

Sonke silandela izimiso futhi sithobela umthetho. Lokhu kusho ukuthi bonke abasebenzi base-Brambles banethuba nesibopho sokuthuthukisa usiko lwethu lwezimiso ezinhle nokuthobela umthetho. Futhi labo abaphatha abantu, kubandakanye abaphathi abakhulu nezikhulu zenkampani, banesibopho esikhethekile sokuhola phambili. Silindele ukuthi abaphathi bethu bakhe usiko lapho bonke abasebenzi beqonda khona izibopho zabo futhi bezizwa benethezekile ukuveza izikhalazo zabo ngaphandle kokwesaba ukuziphindiselela noma ukujeziswa.



Abaphathi bethu kufanele:

- Babeke isibonelo sobuqotho mathupha. Lokhu kusho ukuthi kufanele babe yizibonelo, hhayi nje ngamagama kodwa ngezenzo zabo;
- Balwelwe usiko lokuthembeka nezimiso ezinhle. Lokhu kusho ukuthi kufanele baqiniseke ukuthi abasebenzi bayaqonda ukuthi imiphumela yebhizinisi ayibalulekile ngaphezu kokuziphatha okufanele nokuthobela iMithetho Yokuziphatha nezinye izinqubomgomo zase-Brambles;
- Baqaphele futhi bavuze ukuziphatha okubonisa iMithetho Yokuziphatha neZimiso zethu Ezihlanganyelwe;
- Badale indawo ekhululekile lapho bonke abasebenzisa bezizwa khona bekhululekile ukuveza izikhalazo zabo;
- Basize ekugcizeleleni iMithetho Yokuziphatha; futhi
- Babike noma ikuphi ukwephulwa noma amathuba okwephulwa kweMithetho Yokuziphatha, uma kudingwa Imihlahlandlela Yeqembu Yokubika Isehlakalo Esinohlonze, ngemizila efanele ngesikhathi esifanele.

Njengoba uzofunda kabanzi ngalokhu kuNqubomgomo Yokudalula Ngokuqhubekayo Nezokuxhumana Kwebhizinisi, amalungu athile obuholi be-Brambles kufanele badalule ngokuphelele, ngendlela efanele nangokunembile abanakho emakethe yezitokwe yase-Australia nokunye ukuxhumana komphakathi mayelana nemisebenzi yethu nalokho esikwenzayo. Kuyaqondakala ukuthi izitatimende zabo nezenzo kulolu daba zibeka isibonelo sokuthi abantu bangaphandle bayiqonda kanjani i-Brambles. Ngakho-ke, kubalulekile ukuthi abaphathi benze abaholi base-Brambles bazi nganoma ikuphi ukwephuIwa noma amathuba okwephulwa kweMithetho Yokuziphatha okungase kudinge ukudalula kwe-Brambles. Ukuze uthole umhlahlandlela othe xaxa wokuthi yini okufanele idalulwe ngabaphathi futhi kobani, sicela ubheke Imihlahlandlela Yeqembu Yokubika Isehlakalo Esinohlonze.

Ukuvikela Abantu Bethu Nendawo Yethu Yomsebenzi

Umoya wobuhlakani wabasebenzi bethu ungelinye lamafa amakhulu e-Brambles, futhi sizibophezele ukuphatha abasebenzi bethu ngobulungisa nangendlela efanele. Abasebenzi kufanele bezwe ukuthi bangadingida, ngendlela eyimfihlo, noma iyiphi inkinga ephathelene nokusebenza kwabo e-Brambles. Kufanele bakwazi ukuveza noma iziphi izinkinga, beqiniseka ukuthi i-Brambles izophendula ngendlela engenzeleli, engachemile, eyimfihlo futhi eshesha ngangokunokwenzeka. Futhi sizibophezele ekuphepheni nasekuvikelekeni kwabasebenzi bethu.

- Sigcina Umuntu Ngamunye Ephephile
- Ukuhlukahluka
- Amalungelo Obuntu
- Inkululeko Yokuzibandakanya Nabathile Nokubonisana Ngamaholo
- Ubumfihlo Babasebenzi
- Sigwema Ukungqubuzana Kwezindima Emsebenzini
- Imisebenzi Yangaphandle
- Ubuhlobo Emsebenzini

Sigcina Umuntu Ngamunye Ephephile

I-Brambles ithobela yonke imithetho esebenzayo yezempilo, yokuphepha nezemvelo. Sinalokhu engqondweni sakha futhi silandele izinqubo zokusebenza ngokuphepha ukuze siqiniseke inhlalakahle yabasebenzi nokuphepha kwasemsebenzini futhi sinqande izingozi, futhi wena kufanele:

- Uqonde futhi uthobele zonke izinqubomgomo zempilo, zokuphepha nezemvelo ezisebenza kuwe noma esikhungweni sakho noma emsebenzini;
- Akufanele uzibe izinqubo zokuphepha ukuze ufinyelele imigomo yomsebenzi;
- Uyinakekele kahle impilo nokuphepha kwakho nokwabanye abasebenzi abanawe;
- Ulandele imikhuba yokusebenza ngokuphepha futhi ubike zonke izingozi zasemsebenzini, izehlakalo kanye nezingozi ezicishe zenzeka;
- Ukhalaze ngezinqubo zomsebenzi ezingaphephile noma ezingafanele futhi ufune ukuthi "kumiswe umsebenzi" uma kudingeka ukuze zilungiswe; futhi
- Ubike zonke izehlakalo ezimbi zempilo, ukuphepha noma zemvelo eThimbeni Labaholi Abakhulu be-Brambles.

Ukuze uthole ulwazi oluthe xaxa ngokuzibophezela kwe-Brambles kuyo yonke imithetho ethintekayo yezempilo, ukuphepha nemvelo, sicela ubukeze Inqubomgomo Yezempilo Nokuphepha.

Ngaphezu kwalokho, i-Brambles izibophezele ukusebenzela Ukungabi Nazo Nhlobo Izingozi. Lokhu kusho ukuthi sizibophezele ukuthi kungalimali muntu, kungabi namonakalo emvelweni futhi kungabi nomthelela ongemuhle emalungelweni abantu. Ukuze ifeze lezi zimiso, i-Brambles kufanele yamukele UMqulu Wokungabi Nazingozi Nhlobo. Lo Mqulu uchaza izimiso nokuziphatha okufunekayo ukuze sisebenze ngokuphepha futhi siqinisekise ukuthobela imithetho yemvelo futhi usebenza kukho konke esikwenzayo – kusukela ekwakheni noma ekulungiseni imishini yethu, ukushayela amaloli noma ama-forklift, ukulahla udoti.

Ukwenza Okufanele ... Sonke Sithobela Umthetho

Ukuqeda noma ukubhekela izingozi kuqala ngokuziqaphela nokuzibika. Bika zonke izingozi ezicishe zenzeka nezehlakalo. Futhi khuluma kumphathi wakho noma kunoma iliphi ilungu leThimba Lezempilo, Lokuphepha Nemvelo uma uqaphela noma iziphi izingozi ezingazange zinakwe noma ezishalazelwayo. Izibonelo zingabandakanya:

- Ukuhluleka ukuthola noma ukuthobela izimvume zomthetho;
- Ukuhluleka ukulandela izinqubomgomo zokuphepha, izinqubo noma izinkambiso, ngisho noma lokho kuchezuka sekuyinto evamile noma ewumkhuba;
- Amathuluzi noma imishini enganakekelwe ngokwanele;
- Imikhuba yokushayela ngendlela engaphephile; kanye
- Izivikelo zemishini ezingekho noma izimpahla zokuzivikela ezinamaphutha noma ezingekho.

Ukuhlukahluka

E-Brambles, samukela abantu bezizinda ezihlukahlukene, ulwazi lokuphila olungafani nemibono ehlukene, siqaphela ukuthi ukungafani kwethu kuqinisa ikhono lethu lobuchule nekhono lokukhonza amakhasimende ethu. Sizibophezele isikhathi eside ekuvuleni amathuba alinganayo futhi sizimisele ukulondoloza izindawo zomsebenzi ezingekho ukucwaswa noma ukuhlukunyezwa ngenxa yohlanga, ubulili, ibala lesikhumba, ubuzwe noma indabuko, isigaba, inkolo, ubudala, ukukhubazeka, isimo somshado noma somndeni, okuncamela kwezocansi noma ukuzibonakaliso kobulili, umbono wezepolitiki, nanoma isiphi esinye isimo esivikelwa umthetho osebenzayo. Siphathana ngenhlonipho, siyalazisa igalelo labantu, futhi sifuna izinto esifana ngazo.

Kuwo wonke amazwe namasiko, sifuna ukuba umqashi okhethwayo. Sibutha, siqashe, sifake, siqeqeshe, sikhokhele, futhi sithuthukise abantu abangcono kakhulu emsebenzini ngokufaneleka kwabo nolwazi lomsebenzi. Ngaphezu kwalokho, asiikubekezeleli ukuziphatha okungenanhlonipho noma okungafanele, ukuphathwa kabi noma ukuziphindiselela kwanoma iluphi uhlobo emsebenzini nasezimweni zomsebenzi ezingaphandle kwendawo yasemsebenzini. Ukuzibophezela kwethu kulezi zimiso kuchazwe kuNqubomgomo Yokuhlukahluka Kwabantu, Inqubomgomo Yamalungelo Obuntu kanye neNqubomgomo Yabo Bonke Yokuphathwa Ngesithunzi Emsebenzini.

Njengomuntu osebenza e-Brambles, silindele ukuthi:

- Usekele i-Brambles emizamweni yethu yokwakha nokuqinisa ithimba labasebenzi abahlukahlukene;
- Uqaphele indlela osebenzelana ngayo nozakwenu emsebenzini, ikakhulukazi labo abangekho ezikhundleni eziphezulu. Uphathe abanye ngendlela efanele ngenhlonipho nangesithunzi, futhi ungalokothi ucwase, uhlukumeze noma uqinele abanye;
- Uziphathe njengochwepheshe kuzo zonke izinto ozenzayo, kubandakanye izingxoxo, imihlangano, imiyalelo ye-imeyili nezinye izinhlobo zokuxhumana ku-inthanethi, futi wakhe indawo ehlanganisa bonke abantu, eyakhayo enokwazisa ngemibono yabanye abantu. Uqaphele ukucwasa, ukuhlukumeza noma ukuqinela abanye; futhi
- Khuluma nomphathi wakho, ilungu leThimba Lezomthetho noma Lezindaba Zabasebenzi noma usebenzise enye yezindlela ezichazwe kuNqubomgomo Ye-Speak Up, okubandakanya ucingo lwe-Speak Up, uma ubona noma ubhekana nokucwaswa, ukuhlukunyezwa, ukuqinelwa noma ukuziphindiselela.

Amalungelo Obuntu

Ukuhlonipha amalungelo obuntu kuyinto eyisisekelo e-Brambles nasemiphakathini esisebenza kuyo. I-Brambles izibophezele ukuhlonipha zonke izimiso eziqashelwa emhlabeni kabanzi zokuhlonipha amalungelo obuntu, kubandakanye amalungelo nezimiso eziyisisekelo emsebenzini njengoba kuchazwe ku-International Labour Organization (ILO) neZimiso Eziwumhlahlandlela Ze-United Nations Zebhizinisi Namalungelo Obuntu (ama-UNGP). Ngenxa yalokho, sithobela yonke imithetho enqabela ukusetshenziswa kwezingane, okuphoqelelwe nokuyisibopho, ukushushumbiswa kwabantu nokucwaswa noma ukuhlukunyezwa emsebenzini. Futhi sithobela yonke imithetho yamaholo namahora okusebenza kanye nayo yonke imithetho ehlobene nobumfihlo, inkululeko yokuzibandakanya nabathile, ukubonisana njengeqembu, ezokufuduka nesikhathi sokusebenza. Ikakhulukazi:

Ukusetshenziswa Kwezingane

Asikubekezeleli ukusetshenziswa kwezingane emisebenzini yethu noma eyabaphakeli bethu. Sikholwa ukuthi konke ukusebenza kuyingozi, kuyaxhaphaza futhi kuyabulala uma kuqala umuntu esemncane kakhulu. Ngenxa yalokho, asiziqashi izingane – futhi asilenzi ibhizinisi nabaphakeli abaqasha izingane – ezingaphansi kweminyaka engu-15, ezisencane ukuba ziqede imfundo eyisibopho noma ezingaphansi kobudala bokuqashwa ezweni, kuye ngokuthi ikuphi okuphezulu. Ngaphezu kwalokho, ngeke siqashe noma imuphi umuntu ongaphansi kweminyaka engu-18 ubudala uma enza umsebenzi obhekwa njengoyingozi, futhi ngeke sibabekezelele abaphakeli abenza kanjalo.

Ukusebenza Ngempoqo

Siyakwenqabela – emsebenzini wethu nowabaphakeli – konke ukusetshenziswa ngempoqo, kubandakanye ukusetshenziswa njengesiboshwa umuntu engathandi, ukusebenza ngaphandle kweholo, ukusebenza okuyisibopho, ukusebenza empini, ukusebenza njengesigqila nanoma iluphi uhlobo lokushushumbiswa kwabantu.

Yiba Nguzakwethu

Uma usola ukuthi othile uyahlukunyezwa noma uyaqinelwa, khuluma. Ukulwela, ukuvikela, ukukhulumela abanye nokuqaphela amalungelo nokulingana kozakwenu e-Brambles kubalulekile. Phela, uma ubungabhekana nesimo lapho uzizwa uhlazekile noma uqinelwa khona, ubuyofuna ukuthi ozakwenu bakhulumele.

Inkululeko Yokuzibandakanya Nabathile Nokubonisana Ngamaholo

Siyalihlonipha ilungelo lomuntu lenkululeko yokuzihlanganisa nabanye nokubonisana njengeqembu. Sisebenzelana nabasebenzi bethu ngezivumelwano ezenziwa neqembu kanye nomuntu ngamunye, ngokuvumelana nomthetho wakuleli, amasiko nenqubo.

Ubumfihlo Babasebenzi

E-Brambles, siyabuhlonipha futhi siyabuvikela ubumfihlo babantu futhi sizosebenzisa, sigcine futhi sidlulise ulwazi lomuntu siqu ngouvumelana neNqubomgomo Yobumfihlo Yomhlaba Wonke yase-Brambles, Inqubomgomo Yomhlaba Wonke Yobumfihlo Bolwazi Lwabasebenzi kanye neSichibiyelo se-European Union. Ngaphezu kwalokho:

- Sizosebenzisa izivikelo zekhompuyutha, ezingokoqobo nezinqubo ukuvikela ukuphepha nobumfihlo bolwazi lomuntu siqu esiluqongelelayo futhi silucubungule;
- Sizovumela abantu abaqeqeshwe ngokufanele nabagunyaziwe kuphela ukuba bathole ulwazi lomuntu siqu; futhi
- Sizothobela yonke imithetho esebenzayo yobumfihlo bolwazi.

Njengomuntu osebenza e-Brambles, kufanele uhloniphe ubumfihlo babantu futhi ugcine noma iluphi ulwazi lomuntu siqu onalo luphephile futhi luyimfihlo. Ukuze wenze kanjalo, cabangela izinyathelo ezinhlanu ezilandelayo:

1. **Hlaziya.** Iluphi ulwazi lomuntu siqu onalo futhi iluphi ulwazi lomuntu siqu ongaluthola? Ungacabangi nje nge-imeyili kuphela. Cabangela namafayela ayiphepha kanye nokungena ezinhlelweni ezithile, amafolda ahlanganyelwayo namagumbi okugcina amafayela.
2. **Nciphisa.** Uma ungakudingi ukufinyelela entweni ethile, ungayigcini. Xhumana nomphathi ofanele wohlelo ukuze kuncishiswe ukungena kwakho noma kususwe ilungelo lakho lokuvula izinto ezithile. Ukunciphisa ulwazi lomuntu siqu onalo kukwenza kube lula ukuvikela ulwazi oludingayo.
3. **Vikela.** Uma unolwazi lomuntu siqu, unesibopho sokuluvikela.
4. **Lahla.** Uma ungaludingi, ungalugcini. Ngaphandle uma kufunwa umthetho ukuba ugcine ulwazi lomuntu siqu, sula ulwazi lwama-elekthronikhi futhi udabule amakhophi ephepha ngokuvumelana neNqubomgomo yase-Brambles Yomhlaba Wonke Yokugcina Ulwazi.
5. **Hlala Uqaphile.** Uyindlela yethu engcono kakhulu yokuvikela ulwazi lomuntu siqu. Ngokwesibonelo, uma uthola i-imeyili evela kothile ongamazi, ungayivuli futhi ungayiphenduli leyo imeyili. Qinisekisa ukuthi leyo imeyili ifanele yini ngokushayela oyithumele noma ngokuyibika ukuthi iyasolisa bese usebenzisa amathuluzi nemizila yase-Brambles yokubika. Uma uqaphela noma usola ukuthi kufohlwe ulwazi lwethu, izinhlelo zethu noma izinto esizisebenzisayo, kufanele ukubike ngokushesha eMnyangweni Wesevisi We-IT.

E-Brambles, sikholwa ukuthi ukuhlonipha amalungelo obuntu ayisisekelo, okubandakanya ubumfihlo, kubalulekile ekwakheni ibhizinisi elisimeme nelisebenza ngobuqotho, kubandakanye nalapho sisebenzelana nabaphakeli bethu. Ukuze uthole ulwazi oluthe xaxa ngokuzibophezela kwe-Brambles emalungelweni obuntu, sicela ubukeze Inqubomgomo Yokuhlukahluka Kwabantu, Inqubomgomo Yamalungelo Obuntu, Inqubomgomo Yobumfihlo Yomhlaba Wonke, Inqubomgomo Yomhlaba Wonke Yobumfihlo Bolwazi Lwabasebenzi ne-ISichibiyelo seYurophu ye-Brambles.

Sigwema Ukungqubuzana Kwezindima Emsebenzini

Sizogwema zonke izimo ezingadala noma ezingabonakala zidala ukungqubuzana kwezindima phakathi kwezinto zomuntu siqu nezinzuzo ze-Brambles. Izinqubo zethu zebhizinisi kufanele zibuswe ukwahlulela okuhle, ukuhluzeka nobuqotho ku-Brambles nabaninimasheya bethu – hhayi yilokho thina siqu esikufunayo.

Ukungqubuzana Kwezindima

U Unganikeza izibonelo ezithile zokungqubuzana kwezindima?

I Izibonelo zingabandakanya:

- Ukuqasha inkampani yamaloli okungeyakho noma eyomndeni wakho ukuba inikeze izinsiza zezokuthutha ku-Brambles;
- Ukuqala eyakho inkampani ehlinzeka ngemikhiqizo efanayo nezinsiza ku-Brambles;
- Ukuhlinzeka ngezinsiza zokuxhumanisa enkampanini efuna umsebenzi othe xaxa ku-Brambles;
- Ukwamukela izipho noma uhambo oluvela kumphakeli bese unikeza lowo mphakeli umsebenzi.

Imisebenzi Yangaphandle

Njengabantu abasebenza e-Brambles, kufanele sigweme imisebenzi yangaphandle, njengomsebenzi wesibili, ukuba umqondisi noma ilungu lebhodi, okungase kuphazamise ubuqotho noma kuphazamise izibopho zethu ku-Brambles.

Siyazi ukuthi ukwenza imisebenzi engaphandle kwe-Brambles kungakusiza ukuba ukhule futhi uthuthukise amakhono. Kodwa-ke, qaphela ukuthi kungase kudingeke ugade ukungqubuzana kwezindima. Ngaphambi kokuthi wenze imisebenzi yangaphandle kufanele uqiniseke ukuthi akukho okuphazamisa ikhono lakho lokwenza zonke izinqumo zebhizinisi ngokwenzuzo ye-Brambles. Lokhu kusho ukuthi:

- Akukho okwenza okufanele kuphazamise ikhono lakho nesibopho sokwenza izinqumo eziphusile, ngaphandle kokuchema;
- Uma imisebenzi yakho yomuntu siqu noma yezimali ingase iphazamise noma ibe nethuba lokuphazamisa izibopho zakho ku-Brambles, kufanele uyidalule kumphathi wakho noma elungwini leThimba Lezomthetho noma Lezindaba Zabasebenzi;
- Kufanele udalule izinzuzo zezimali okungenzeka unazo enkampanini lapho wena mathupha ungaphazamisa khona ibhizinisi le-Brambles naleyo nkampani.

Umgomo we-Brambles akukhona ukunivimbela ukuthi ningasebenzisi amathuba akwenza ucebe noma uthuthuke emsebenzini, kodwa ukuqinisekisa ukuthi lawo mathuba awangqubuzani nezinzuzo zenkampani. Ukudalula ukungqubuzana kwezindima noma amathuba okungqubuzana kwezindima akusho njalo ukuthi uzovinjwa njalo ungakwazi ukwenza okuthile. Kunalokho, kungenzeka usebenze kanye ne-Brambles ukuthola isisombululo esamukelekayo.

Ubuhlobo Emsebenzini

I-Brambles izibophezele ukuqinisekisa ukuthi indawo yethu yomsebenzi ayenzeleli futhi ayingcolisiwe yimibono yokukhetha iphela emasini. Yize siqonda ukuthi ubuhlobo bomuntu siqu (kungaba obomndeni noma ukuthandana) buzokwakheka endaweni yethu yomsebenzi, uma kuvunyelwe umthetho wezwe, sikukhuthaza ngenhlonipho nangokunxusa ukuthi wazise umphathi wakho uma lokhu kwenzeka. Lokhu kubalulekile ikakhulukazi uma lobo buhlobo bakheka phakathi kwabasebenzi noma nomphathi womnyango, ngoba lokhu kungaphazamisa ikhono lokuba neqhaza kunoma isiphi isinqumo somsebenzi esithinta lowo muntu onobuhlobo naye. Uma kuphakama izikhalazo nezingcuphe ezinkulu, khona-ke kungase kucatshangelwe amathuba okuthumela oyedwa noma bobabili abantu komunye umnyango webhizinisi ngaphandle kokulahlekelwa yisikhundla noma imigomo nemibandela, engaphansi komthetho wakuleli. Nakuba silindele ukuthi bonke ubuhlobo buqalwe ngokuzithandela, siyakuqaphela ukungalingani kwamandla okungase kube khona ebuhlotsheni bomsebenzi. Noma iziphi izibonelo ezingaphula izinqubomgomo zethu zokuhlukunyezwa noma zokuqinelwa zizosingathwa futhi ziphenywe bese zahlulelwa ngesandla esiqinile, okungase kubandakanye ukuxoshwa emsebenzini. Kufanele uzijwayelanise nezinqubomo zakho zakuleli, futhi uma kukhona okukukhathazayo, kufanele ukuqondise ngokuqondile kunoma iliphi ilungu leThimba Lezomthetho noma Lezindaba Zabasebenzi noma ngomunye wemizila echazwe ku-Inqubomgomo Ye-Speak Up, oubandakanya ucingo lwe-Speak Up.

Khumbula, Akuyena U-"Cha" Ngaso Sonke Isikhathi, kodwa Njalo "Ukwazi"

Ukungqubuzana kwezindima akukhona ngempela ukwephulwa kweMithetho Yokuziphatha yase-Brambles. Kodwa-ke, ukwehluleka ukudalula ukungqubuzana kwezindima njalo kuyoba ukuyiphula le Mithetho.

Ukudalula ukungqubuzana kwezindima okungaba khona kuvumela umphathi wakho noMnyango Wezindaba Zabasebenzi ukuba babhekele izingcuphe ezingaze zithinte izinqumo zakho zebhizinisi.

Ukuvikela Abaphakeli Bezinsiza

Zonke izinto ziqala ngekhasimende. Lokhu kusho ukuthi sisebenzela ukuhlinzeka inzuzo eyingqayizivele kumakhasimende ethu, yilapho njalo sihlala sithembeka eMithethweni nasezimisweni zethu eziphakeme zobuqotho.

Ukuba yinkampani enezimiso ezinhle kusho ukwenza ibhizinisi ngokukhululekile nangokwethembeka, nokufuna ukusizakala ngendlela encintisanayo ngemikhuba yebhizinisi yokuzimisela, efanele nephumelelayo. Akufanele sithathe noma isiphi isinyathelo esiphula noma imuphi umthetho osebenzayo, umthethonqubo noma inqubomgomo ye-Brambles, kubandakanye noma imuphi umthetho, umthethonqubo noma inqubomgomo yase-Brambles ephathelene nokuncintisana, ukukhwabanisa, ukufumbathisa, ukushushumbisa imali, unswinyo lwezohwebo nemigoqo noma intela, futhi kufanele sithathe izinyathelo ezifanele zokuvimbela ukuphulwa kwalemi thetho ngabanye uma kungenzeka.

- Ukuncintisana Okufanele
- Ukulwa Nokukhwabanisa
- Ukulwa Nokufumbathisa
- Ukulwa Nokushushumbiswa Kwemali
- Unswinyo
- Intela
- Silindele Ukuthi Abaphakeli Bethu Bathobele Izimiso Ezichazwe Kulo Mthetho

Ukuncintisana Okufanele

Imithetho yokunciphisana yenzelwe ukukhuthaza ukuncintisana nokuvikela amakhasimende emikhutsheni yebhizinisi engafanele. Le mithetho, kanye nezinqubomgomo zase-Brambles, zinqabela ukuziphatha okubhekwa njengokubopha uzungu noma ukuvimba ukuncintisana, njengokunquma amanani entengo, ukukhwabanisa ngamabhidi, ukuhlukaniselana amakhasimende noma izimakethe, okunciphisa ukutholakala kwemikhiqizo noma izinsizakalo noma ukwenqaba ukuhwebelana nozakwenu bebhizinisi abathile ngenxa yezizathu ezingaqondakali. E-Brambles, siyaqaphela ukuthi ukuziphatha okunqanda ukuncintisana kubi kumakhasimende ethu, kusenza sibe nobugovu futhi singanaki futhi akwamukeleki emphakathini kabanzi. Ukuzifela kwethu ngempumelelo kusho ukuthi:

- Sizoncintisana ngokufanele ngokusekelwe ngamandla emikhiqizo yethu nezinsizakalo nangokuvumelana nemithetho yokuncintisana ezimakethe esisebenza kuzo; futhi
- Ngeke sibandakanyeke ekunqumeni amanani entengo noma ukukhwabanisa ngamabhidi, ukuhlukaniselana amakhasimende noma izimakethe, ukulinganisela ukutholakala kwemikhiqizo noma izinsizakalo noma ukwenqaba ukuhwebelana nozakwethu abathile bebhizinisi ngenxa yezizathu ezingaqondakali.

Ukuze uthole ulwazi oluthe xaxa ngokuzibophezela kwe-Brambles ukuncintisana ngendlela efanele, sicela ubheke Imanuwali Yomhlaba Wonke Yokuthobela Imithetho Yokuncintisana.

Ukwenza Okufanele ... Sonke Sithobela Umthetho

Ukuthobela umthetho wokuncintisana akuyivimbi i-Brambles ekuncintisaneni ngokuzimisela, ngokufanele nangempumelelo. Ukuzifela kwe-Brambles ngempumelelo kusho ukuthi sizoncintisana ngempumelelo ngokwemibandela yawo wonke umthetho wokuncintisana othintekayo.

Ukulwa Nokukhwabanisa

Ukukhwabanisa kungqubuzana nezimiso futhi kungqubuzana nomthetho. Ukukhwabanisa kwenzeka uma othile eqamba amanga, ekhohlisa, eqola noma eba – kungaba ngamagama, ngokuziphatha noma ngokufihla lokho okufanele bakudalule – ukuze asizakale noma enze ukuthi omunye alahlekwe yinzuzo. Izibonelo zokukhwabanisa zingahlanganisa:

- Ukufaka imibiko yezindleko engamanga;
- Ukusebenzisa kabi izimpahla ze-Brambles noma izakhiwo ze-Brambles;
- Ukusingatha noma ukubika okwenziwe okungagunyaziwe, njengokudlulisela izindleko ngokungafanele kwenye inkathi yokuphathwa kwezimali noma ukubika inzuzo engafanele okungeyenye inkathi ehlukile yokuphathwa kwezimali;
- Ukukhohlisa noma ukushintsha amadokhumenti, kubandakanye ukukhohlisa noma ukushintsha noma imaphi amadokhumenti ukuze kugqugquzelwe amathuluzi angafanele okubonisana noma ukudluliswa kwezimali, ukufakwa kwamakhredithi noma ukufakwa kwemali ebhange; kanye
- Ukushintsha ngokungafanele noma ukuguqula amarekhodi ezimali noma izitatimende zezimali.

Ngamunye wethu e-Brambles unesibopho sokunqanda nokubika ukukhwabanisa. Izibonelo zokukhwabanisa okungokoqobo noma okusolekayo kufanele kubikelwe umphathi wakho noma ilungu leThimba Lezomthetho, noma kusetshenziswa imizila echazwe ku-Inqubomgomo Ye-Speak Up, okubandakanya ucingo lwe-Speak Up.

Ukulwa Nokufumbathisa

E-Brambles, sizimisele ukuthobela yonke imithetho esebenzayo elwa nenkohlakalo nemithethonqubo emazweni esisebenza kuwo, kubandakanye uMthetho Wobugebengu wase-Australia, uMthetho Wokukhwabanisa wase-UK kanye noMthetho Wemikhuba Yenkohlakalo Yangaphandle wase-US. Ngakho-ke, imikhuba enenkohlakalo ayamukeleki. Lokhu kusho ukuthi:

- Siyakwenqabela ukufumbathisa, ukugwazela, ukuzuza ngesikhundla noma ezinye izinkokhelo ezinenkohlakalo kulo lonke uhwebo lwebhizinisi, kuwo wonke amazwe emhlabeni kabanzi, kuhulumeni nasezikhulwini zikahulumeni (okubanakanya abasebenzi bezinkampani zikahulumeni) kanye nomkhakha wamabhizinisi azimele;
- Ngeke sinikeze, sithembise, senze noma sigunyaze noma yini eyigugu, ngokuqondile noma ngokungaqondile, kunoma ubani ukuze sithole inzuzo yebhizinisi engafanele;
- Sizolandela imihlahlandlela ye-Brambles Yezipho Nokubungazwa echazwe ku-Inqubomgomo Yezipho Nokubungaza naku-Inqubomgomo Yokulwa Nokufumbathisa Nenkohlakalo. Ngaphezu kwalokho, sizokhumbula ukuthi ukupha izipho, ukubungaza noma okuthile okuyigugu ezikhulwini zikahulumeni noma amalungu omndeni ezikhulu zikahulumeni, okubandakanya, phakathi kokunye, izigungu ezingaphansi kwabasebenzi bakahulumeni noma ezilawulwa uhulumeni, kulawulwa ngesandla esiqinile futhi ngokuvamile kunqatshelwe. Ngeke sinikeze izipho ezinjalo noma ukubungazwa ngaphandle uma sithole isigunyazo esivela eQenjini Lokunqanda Ukufumbathisa;
- Ngeke senze iminikelo yezepolitiki egameni le-Brambles; futhi
- Sizolandela izinqubo zokuhlola ze-Brambles futhi sifune ukuthi inkampani yangaphandle emelela i-Brambles ikhethwe ngokucophelela futhi ithobele, phakathi kokunye, InqubomgomokuNqubomgomo Yokulwa Nokufumbathisa Nenkohlakalo ye-Brambles Yezipho Nokubungaza, kanye nezimiso ezichazwe Inqubomgomo Yabaphakeli.

Ukuze uthole ulwazi oluthe xaxa ngokungabekezeleli ukufumbathisa nenkohlakalo e-Brambles, sicela ubheke Inqubomgomo Yokulwa Nokufumbathisa Nenkohlakalo.

Ukwenza Okufanele … Sonke Sithobela Umthetho

Ukuze sisekele igama lethu elihle njengebhizinisi elithenjwayo, sizokwenza futhi samukele izenzo zesihe zebhizinisi ezifanele – izipho nokubungazwa – kuphela.

Njengoba kuchazwe ku-Inqubomgomo Yezipho Nokubungaza naku-Inqubomgomo Yokulwa Nokufumbathisa Nenkohlakalo, izipho noma ukubungazwa akufanele kukuvimbe ekwenzeni izinqumo zebhizinisi ezifanele nezingachemi noma unikeze umbono wokuthi lezo zinto zikuvimbele ukuba wenze izinqumo zebhizinisi ezifanele nezingachemi. Ngenxa yalokho, izipho nokubungazwa (okunikezwayo noma okwamukelwayo) akufanele neze esikhathini esandulela noma esihambisana nenqubo yamathenda noma izingxoxo zezinkontileka.

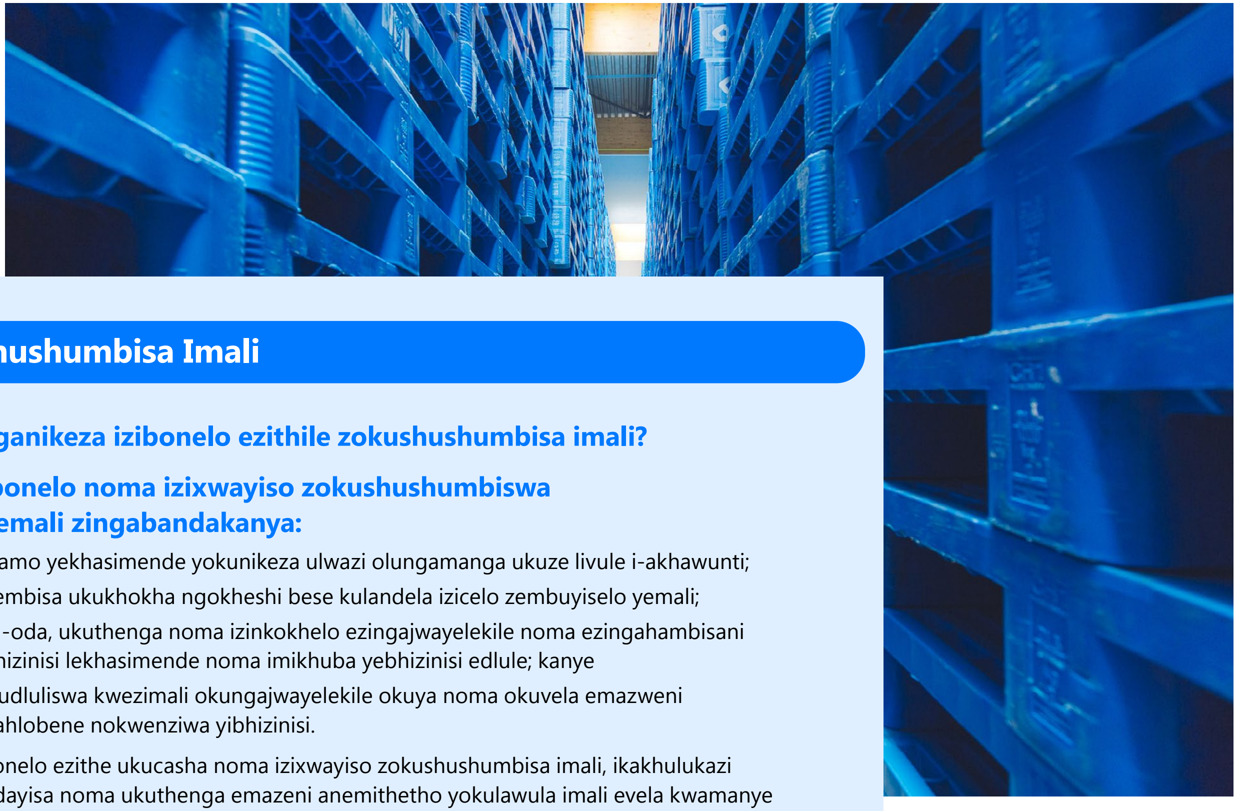
Inqobo uma kungekho thenda noma izingxoxo eziqhubekayo (futhi inqobo uma zingekho izikhulu zikahulumeni ezithintekayo):

- Ukubungazwa kuvunyelwe uma nje kungeqisi, kufanele futhi injongo iwukuthuthukisa idumela lenkampani yethu, ukwethula imikhiqizo yethu namasevisi noma ukuqalisa noma ukulondoloza ubuhlobo bebhizinisi;
- Izipho zinganikezwa noma zamukelwe uma zingenziwa njalo, ngenjongo yokuthuthukisa ubuhlobo bebhizinisi futhi zingaphansi komkhawulo wemali ochazwe ku-Inqubomgomo Yezipho Nokubungaza naku-Inqubomgomo Yokulwa Nokufumbathisa Nenkohlakalo. Njengoba kuchazwe ku-Inqubomgomo Yezipho Nokubungaza naku-Inqubomgomo Yokulwa Nokufumbathisa Nenkohlakalo, izipho ezivame ngaphezu kwezinga elithile noma isilinganiso semali zidinga ukugunyazwa umphathi noma yiQembu Lokuvimbela Ukukhwabanisa.

Ukulwa Nokushushumbiswa Kwemali

I-Brambles izibophezele ukuthobela yonke imithetho nemithethonqubo esebenzayo yokulwa nokushushumbiswa kwemali nokuxhaswa ngezimali kwezenzo zobuphekula. Lokhu kusho ukuthi i-Brambles izokwenza ibhizinisi kupela namakhasimende nabaphakeli abenza imisebenzi yebhizinisi esemthethweni ngezimali ezitholwe emithonjeni esemthethweni. Njengomuntu osebenza e-Brambles, kufanele:

- Wazi amakhasimende nabaphakeli osebenza nabo. Kufanele uqoqe futhi uqonde ulwazi noma amadokhumenti adingekayo ukuze uqiniseke ukuthi benza imisebenzi yebhizinisi esemthethweni nokuthi izimali zabo zivela emithonjeni esemthethweni;
- Landela konke ukuhlungwa kwamakhasimende agadiwe nezinqubo ezinganqamuleli zokucwaninga izinkampani zangaphandle;
- Landela yonke imihlahlandlela yase-Brambles yezinhlobo zezinkokhelo ezamukelwayo; futhi
- Qaphela futhi ubike zonke izimpawu noma izixwayiso zamathuba okushushumbiswa kwemali noma eminye imisebenzi engqubuzana nomthetho kumphathi wakho noma eThimbeni Lezomthetho, noma usebenzise imizila echazwe ku-Inqubomgomo Ye-Speak Up, okubandakanya ucingo lwe-Speak Up.



Ukushushumbisa Imali

U Unganikeza izibonelo ezithile zokushushumbisa imali?

I Izibonelo noma izixwayiso zokushushumbiswa kwemali zingabandakanya:

- Imizamo yekhasimende yokunikeza ulwazi olungamanga ukuze livule i-akhawunti;
- Lithembisa ukukhokha ngokheshi bese kulandela izicelo zembuyiselo yemali;
- Ama-oda, ukuthenga noma izinkokhelo ezingajwayelekile noma ezingahambisani nebhizinisi lekhasimende noma imikhuba yebhizinisi edlule; kanye
- Nokudluliswa kwezimali okungajwayelekile okuya noma okuvela emazweni angahlobene nokwenziwa yibhizinisi.

Izibonelo ezithe ukucasha noma izixwayiso zokushushumbisa imali, ikakhulukazi ukudayisa noma ukuthenga emazeni anemithetho yokulawula imali evela kwamanye amazwe, kungahlanganisa izicelo ezingajwayelekile ezivela kozakwethu bebhizinisi njengendlela yokwamukelwa kulobo buhlobo. Izibonelo kungaba:

- Isicelo sokuthumela i-invoyisi ebhizinisi elingeyena uzakwethu webhizinisi futhi elingenandima esobala kokwenziwayo;
- Ukuthumela izimali kuzakwethu webhizinisi kwelinye izwe ngaphandle kwalapho uzakwethu webhizinisi esebenza khona (izinkokhelo ze-offshore); noma
- Ukubuyisela izinkokhelo ebhizinisini okungelona ibhizinisi elithumele lezo zinkokhelo e-Brambles kwasekuqaleni.

Lezi zixwayiso ngezinye izikhathi zingase zibonise ukubalekela imithetho yentela yendawo noma imithetho yokulawula izimali ezivela ngaphandle, okungaba yisisekelo sokushushumbisa imali.

Unswinyo

Njengenkampani yomhlaba wonke, i-Brambles izibophezele ukuthobela lonke unswinyo lwezohwebo nemigoqo – kubandakanye unswinyo lwezimpahla, unswinyo lwezomnotho, imithetho yokuthuthwa kwempahla, omaka bomkhiqizo noma wezwe lomsuka kanye nemithetho nezimiso zokulwa nokubhikisha – esebenza emazweni lapho senza khona ibhizinisi. Ukuze uhlangabezane nalesi sibopho, kufanele:

- Ulandele zonke izinqubo zebhizinisi eziphathelene nokungeniswa kwezimpahla ezweni noma ukukhishwa kwazo, isofthiwe noma ubuchwepheshe;
- Ulandele konke ukuhlungwa kwamakhasimende agadiwe nezinqubo ezinganqamuleli zokucwaninga izinkampani zangaphandle ukuqinisekisa ukuthi i-Brambles ayenzi ibhizinisi emazweni noma ezindaweni noma nabantu noma amabhizinisi angaphansi kokubekelwa unswinyo;
- Usebenzise kuphela amanxusa emithetho yokufakwa kwempahla agunyazwe yi-Brambles kuphela; futhi
- Ubike ulwazi olunembile, oluphelele nolufike ngesikhathi olukumadokhumenti okukhisha kwempahla nezimemezelo.

Ukuze ikusize ekuthobeleni lezi zimfuneko, i-Brambles yamukele Inqubomgomo Yonswinyo Nokulawula Izinto Eziya Kwamanye Amazwe. Kubalulekile ukukhumbula ukuthi le Nqubomgomo Yonswinyo Nokulawula Izinto Eziya Kwamanye Amazwe, phakathi kokunye efaka ukuvinjelwa kabanzi ezweni lonke noma esifundeni sisonke kanye nokusebenza komthetho wase-Australia wonswinyo osebenza kuwo wonke umhlaba kuzo zonke Izinkampani Zeqembu le-Brambles, ngokuvamile iqinile kunomthetho osebenza kuleli zwe.

Uma ungacacelwa ukuthi uyithobela kanjani Inqubomgomo yase-Brambles Yonswinyo Nokulawula Izinto Eziya Kwamanye Amazwe, sicela uxhumane nomphathi wakho noma ithimba Lezomthetho, noma usebenzise omunye wemizila echazwe ku-Inqubomgomo Ye-Speak Up, ebandakanya ucingo lwe-Speak Up.

Intela

I-Brambles izibophezele ukuthobela imithetho yentela esebenzayo nokuba nobuhlobo obukhululekile nobakhayo neziphathimandla zentela. Imithetho yentela iyisixakaxaka kakhulu, futhi i-Brambles ifuna ukuthobela imithetho ngokukhokha inani elifanele lentela kuziphathimandla ezifanele, idalule ulwazi olufanele, futhi ifune izaphulelo noma izinxephezelo lapho zitholakala khona. Sisekela ukuvezwa obala kwezinkokhelo zentela zenkampani yethu nezinqubo ukuze sakhe ukusethemba komphakathi.

Ngaphezu kwalokho, sizibophezele ekunqandeni imizamo yokubalekela intela. Lokhu kusho ukuthi kufanele siphenyisise noma iziphi izicelo ezingavamile ezivela kumakhasimende, kubaphakeli, kubasebenzi nosonkontileka ezibonakala zibazuzisa ngokungafanele ngokwentela. Izibonelo ukunikeza izincazelo zamanga ngezinto noma ngezinsizakalo, ukuthumela ama-invoyisi enkampanini ehlukile kuleyo okuthunyelwe kuyo izimpahla noma amasevisi, ukusebenzisa ukheshi ukukhokhela izinsizakalo noma kuma-akhawunti asezindaweni zangaphandle eziyimfihlo, ukuvuma ukuthi kwenziwe izinguquko ezincazelweni zezindleko noma zezinkokhelo eziya kubasebenzi ezinganciphisa isibopho sabo sentela.

Ukuze uthole ulwazi oluthe xaxa ngokuzibophezela kwe-Brambles ukungafihli izinkokhelo nezinqubo zentela, sicela ubheke Inqubomgomo Yentela kanye ne-INqubomgomo Yokulwa Nokubalekela Intela, futhi uma kukhona okukukhathazayo noma usola ukuthi kunenkinga, sicela uxhumane nomphathi wakho noma neThimba Lezomthetho, noma usebenzise omunye wemizila echazwe ku-Inqubomgomo Ye-Speak Up, okubandakanya ucingo lwe-Speak Up.

Silindele Ukuthi Abaphakeli Bethu Bathobele Izimiso Ezichazwe Kulo Mthetho

Sizibophezele ukuba uzakwethu oqotho noyigugu enqubweni yokuphakelwa kwezimpahla, siqhubeke sakha ibhizinisi elisimeme elikhonza amakhasimende alo, abasebenzi nabaninimasheya kanye nemiphakathi esiphila kuyo.

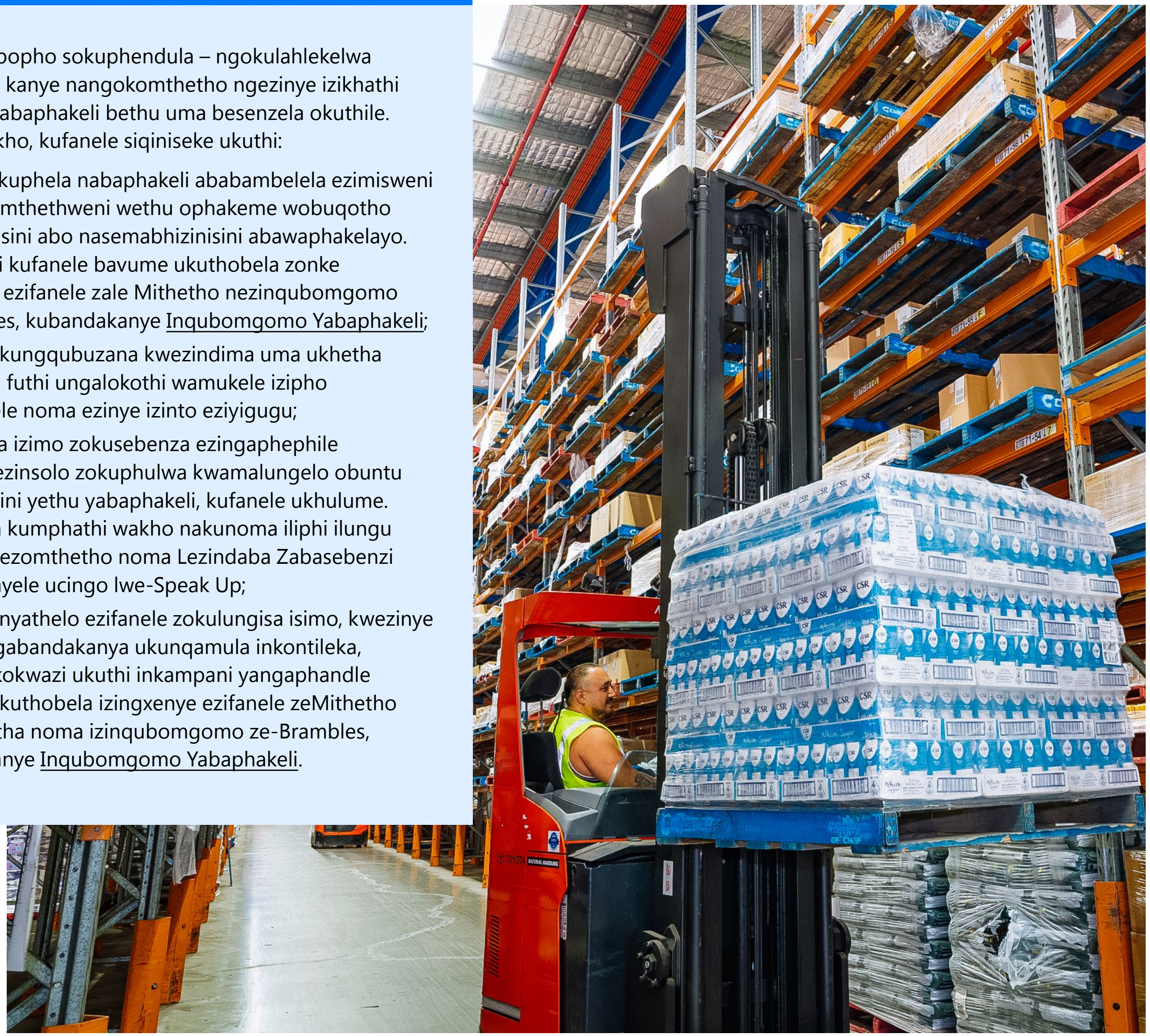
Ithimba labaphakeli abanamandla nabasimeme libalulekile ukuze sibe nempumelelo ehlala isikhathi eside. Sincike ebuchuleni nasekhonweni labaphakeli ukufinyelela izidingo zamakhasimende ezishintshayo, futhi sisebenza kuphela nabaphakeli abathobela yonke imithetho esebenzayo, kubandakanye yonke imithetho esebenzayo yomsebenzi, yokuqashwa, yemvelo, yamalungelo obuntu, yamaholo neyamahora kanye nempilo nokuphepha. Uma umphakeli enganamatheli kule mithetho, i-Brambles izothatha isinyathelo esifanele esingabandakanya ukuqedwa kobuhlobo bokuphakelwa nguye.

Ukuzibophezela kwe-Brambles emikhutsheni efanele nehambisana nomthetho nabaphakeli bayo kungatholakala kuNqubomgomo Yabaphakeli.

Ukwenza Okufanele ... Sonke Sithobela Umthetho

Singaba nesibopho sokuphendula – ngokulahlekelwa yigama elihle kanye nangokomthetho ngezinye izikhathi – ngezenzo zabaphakeli bethu uma besenzela okuthile. Ngenxa yalokho, kufanele siqiniseke ukuthi:

- Sisebenza kuphela nabaphakeli ababambelela ezimisweni zethu nasemthethweni wethu ophakeme wobuqotho emabhizinisini abo nasemabhizinisini abawaphakelayo. Abaphakeli kufanele bavume ukuthobela zonke izingxenye ezifanele zale Mithetho nezinqubomgomo ze-Brambles, kubandakanye Inqubomgomo Yabaphakeli;
- Ugwema ukungqubuzana kwezindima uma ukhetha umphakeli, futhi ungalokothi wamukele izipho ezingafanele noma ezinye izinto eziyigugu;
- Uma ubona izimo zokusebenza ezingaphephile noma kunezinsolo zokuphulwa kwamalungelo obuntu emisebenzini yethu yabaphakeli, kufanele ukhulume. Bika udaba kumphathi wakho nakunoma iliphi ilungu leThimba Lezomthetho noma Lezindaba Zabasebenzi noma ushayele ucingo lwe-Speak Up;
- Uthatha izinyathelo ezifanele zokulungisa isimo, kwezinye izimo ezingabandakanya ukunqamula inkontileka, ngemuva kokwazi ukuthi inkampani yangaphandle ihlulekile ukuthobela izingxenye ezifanele zeMithetho Yokuziphatha noma izinqubomgomo ze-Brambles, kubandakanye Inqubomgomo Yabaphakeli.



Ukuvikela Inkampani Yethu Nabaninimasheya

E-Brambles, sivikela ulwazi lwethu oluyimfihlo kanye nolwazi oluyimfihlo nolomuntu siqu lwabasebenzi bethu, abafakizicelo, amakhasimende, abaphakeli, kanye nabaninimasheya bethu, futhi sivikela izimpahla zethu zingebiwa, zingalahleki futhi zingasetshenziswa kabi. Sigcina amarekhodi anembile futhi anokwethenjelwa, futhi sigwema ngisho nokunikeza umuzwa wokukhwabanisa noma izenzo ezingafanele.

- Sivikela Izimpahla Nezisetshenziswa Ze-Brambles
- Ukuphathwa Kwamarekhodi Nokugcinwa Kolwazi Emacaleni Omthetho
- Ukuhweba Ngamasheya
- Ukubika Okuyiqiniso Nokunembile
- Sidlulisa Ulwazi Ngokwethembeka: Ukudalula Okuqhubekayo Nokuxhumana

Sivikela Izimpahla Nezisetshenziswa Ze-Brambles

Kufanele sivikele izimpahla ze-Brambles – kubandakanye izakhiwo noma izikhungo esisebenza kuzo; amaphalethi, amabhokisi, izitsha, amabhakede noma amathuluzi ayizinsalela esinawo; ubuchwepheshe, ulwazi nemininingwane esiyisebenzisela ukwenza umsebenzi wethu; kanye namakhompuyutha nama-smartphone asixhumanisayo – zingebiwa, zingalahleki, futhi zingasetshenziswa kabi. Sibheka ulwazi njengempahla eyigugu enkampanini futhi sizimisele ukuluphatha ngendlela enesimilo nangokucophelela nobuqotho.

Akufanele usebenzise izimpahla zase-Brambles ukuze:

- Uzuze ngokomuntu siqu; noma
- Uzisebenzise noma yini engqubuzana nomthetho noma engahambisani nesimilo.

Ukusebenzisa izimpahla ezithile njengomuntu siqu, ngokufanele nangendlela evunyelwe yizinqubomgomo zendawo nezinqubo, kungase kuvunyelwe, kodwa ukusebenzisa kwakho kufanele kube ngendlela efanele, kungabi yinto evame njalo futhi kuhambisane nomthetho, futhi akufanele neze kuphazamise umsebenzi wakho noma usebenzi wozakwenu e-Brambles. Ulwazi oluthe xaxa mayelana nokusebenzisa komuntu siqu okwamukelwyo luyatholakala ku-Ihabhu Yamasevisi Obuchwepheshe evuleka ku-Walter. Khumbula ukuthi noma iluphi ulwazi olwakhayo, owabelana ngalo noma oludawunilodayo ezinhlelweni ze-Brambles lungolwe-Brambles, futhi siyaligodla ilungelo lokugada ukusetshenziswa kwalezi zinhlelo nganoma isiphi isikhathi, ngokwezinga elivunyelwe umthetho.

Ukuzibophezela Kwethu

I-Brambles iphathiswe inqwaba yolwazi oluyimfihlo, olubucayi, nolunobunikazi – olwethu kanye nolwamakhasimende ethu, abaphakeli, kanye nozakwethu. Futhi singabanakekeli bezimpahla zedijithali eziyigugu ezisisiza ukuba senze imisebenzi yethu emhlabeni wonke. Ukulondoloza lolu lwazi kubalulekile ukuze silondoloze ukwethenjwa, sivikele inzuzo yethu yokuncintisana, futhi sifinyelele izibopho zethu zezomthetho nezezivumelwano. Silindele ukuthi bonke abasebenzi bethu, osonkontileka, nozakwethu bebhizinisi ukuthi baphathe ulwazi nezinhlelo ngobuqotho, benze ngobuhlakani, futhi bavikele ulwazi olunobunikazi, olubucayi kwezentengiso, noma oluyimfihlo ngandlela-thile ukuba lungafinyelelwa ngendlela engagunyaziwe, lusetshenziswe, ludalulwe, noma lulahleke.

Okudingeka Ukwazi: Ulwazi Oluyimfihlo

Ulwazi oluyimfihlo lubandakanya noma iluphi ulwazi lwebhizinisi olungekho esidlangalaleni, okungathi uma lulahleka, luvulwa ngaphandle kwesigunyazo, noma lusetshenziswa kabi, lulimaze i-Brambles noma ababambiqhaza bayo. Lokhu kungafaka:

- Ulwazi lwezimali nolomsebenzi olungadalulwanga esidlangalaleni;
- Izinhlelo zamacebo nemikhankaso kanye nemiqondo yokuthuthukiswa kwebhizinisi;
- Izimpahla zedijithali (izimpahla zedijithali zihlanganisa wonke amasistimu e-Brambles, amanethiwekhi, izinhlelo, izingobolwazi, amadivayisi, namarekhodi e-elekthronikhi, kungakhathalise uhlobo nendawo);
- Ulwazi lwamakhasimende nabaphakeli;
- Izintengo, izinkontileka, nemigomo yezentengiso;
- Izinhlelo zemikhiqizo neMphala Eqanjiwe;
- Ulwazi lomuntu siqu lwabasebenzi namarekhodi Ezindaba Zabasebenzi;
- Ukuxhumana kwangaphakathi, imibiko, nezethulo;
- Noma iluphi ulwazi okuthiwa "Luyimfihlo" noma "Luyimfihlo Ngokuphelele" ngokuvumelana neNqubomgomo Yezigaba Zolwazi Nokusingathwa Kwalo noma okuqondakalayo ukuthi lubucayi.

Lokho Okulindeleke Kuwe

Kumele:

- Ungene kuphela olwazi oluyimfihlo nezinhlelo ogunyazwe kuzo futhi onesidingo sebhizinisi esizwakalayo;
- Ungalokothi wabelane ngolwazi oluyimfihlo noma okuqukethwe kwedijithali (isib., amadokhumenti, ama-imeyili, izikrinishothi, ulwazi oluqoqiwe) ngaphandle kwesigunyazo esicacile esitholwe kusengaphambili kummeleli we-Brambles ogunyaziwe;
- Ungalokothi ulayishe, ugcine noma wabelane ngolwazi oluyimfihlo kunoma iyiphi inkundla, uhlelo noma isithangami esingagunyazwanga ngokuqondile yi-Brambles noma ngendlela engqubuzana neNqubomgomo yethu Yokusebenzisa Okwamukelwayo;
- Vikela amadivayisi, amafayela, nemiyalezo ngokuvumelana nezimfuneko zase-Brambles zolwazi oluku-inthanethi nokuvikelwa kolwazi nezigaba zalo;
- Gwema ukudingida ulwazi olucayi ezindaweni zomphakathi noma nabantu abangagunyaziwe, kubandakanye abangane nomndeni;
- Sebenzisa amasistimu enkampani ngokwethembeka futhi uvikele amaphasiwedi, izimfanelo zokungena, namadivayisi eselula;
- Bika ngokushesha ukufohlwa okusolisayo, imizamo yokweba ulwazi, amadivayisi alahlekile, noma ukusetshenziswa okungagunyaziwe noma ukungena kwabe-IT Security, noma kunoma iliphi ilungu leThimba Lezomthetho noma Lesimilo Lomhlaba Wonke Nokuthobela Umthetho.

Lezi zinto ezilindelwe zisebenza ngazo zonke izikhathi – ngesikhathi somsebenzi noma lapho umatasa kanye nangemuva kwalokho.

Okudingeka Ukwazi: Impahla Eqanjiwe

Imphala Eqanjiwe ibandakanya izimvume zokusungula, izimpawu zohwebo, amalungelo okukopisha, izimfihlo zohwebo, amadizayini anobunikazi, izinqubo zebhizinisi, ikhodi yesofthiwe, izinto zokukhangisa, imidwebo yezinhlelo, ulwazi lokwenza, nezinye izimpahla zokuqamba ezenziwe noma ezingeze-Brambles noma abantu abanamalayisensi ayo. Ukusetshenziswa okungagunyaziwe, ukuphindaphinda, ukusakaza, noma ukushintsha Impahla Eqanjiwe kunqatshelwe ngokuphelele. Lokhu kusho ukuthi bonke abasebenzi, osonkontileka, nozakwethu bebhizinisi kufanele basebenzise impahla eqanjiwe yase-Brambles ngezinhloso zebhizinisi ezifanele kuphela nangokuvumelana nezinqubo nezimvume zesigunyazo ezithintekayo..

Lokho Okulindeleke Kuwe

Akufanele:

- Ushicilele, wabelane, noma usakaze impahla eqanjiwe (kubandakanye amadizayini, imibiko yangaphakathi, amakhodi omthombo, noma amadokhumenti obuchwepheshe) ngaphandle kwesigunyazo esibhaliwe;
- Usebenzise izimpawu zohwebo zenkampani noma izimpahla zomkhiqizo kumaphrojekthi omuntu siqu noma ekuxhumaneni nabantu bangaphandle ngaphandle kwesigunyazo;
- Wabelane ngezimfihlo zohwebo noma izindlela zokugcina ubunikazi nabantu bangaphandle, kubandakanye amakhasimende, abaphakeli, noma abaxhumanisi, ngaphandle uma ungaphansi kwesibopho esisebenzayo sokungadaluli noma isivumelwano selayisensi.

Impahla eqanjiwe eyakhiwe noma esungulwe abasebenzi noma osonkontileka lapho besebenzela i-Brambles – kungaba umuntu ngamunye noma iqembu – iyimpahla ye-Brambles, ngaphandle uma kuvunyelwene ngokuhlukile ngokubhala.

Okokugcina, i-Brambles iyawahlonipha amalungelo empahla eqanjiwe yabanye abantu futhi ilindele ukuthi abasebenzi, osonkontileka, nozakwethu bebhizinisi benze okufanayo. Akufanele:

- Usebenzise izimpahla zenkampani yangaphandle (isib., isofthiwe, izihloko, izithombe, noma amadizayini) ngaphandle kwelayisensi noma imvume efanele;
- Ubalekele ilungelo lokukopisha noma imigomo yelayisensi;
- Udawunilode noma ufake isofthiwe engagunyaziwe ezinhlelweni zenkampani.

Lezi zinto ezilindelwe zisebenza ngazo zonke izikhathi – ngesikhathi somsebenzi noma lapho umatasa kanye nangemuva kwalokho.

Kungani Kubalulekile

Ukuvikela ulwazi lwethu oluyimfihlo, impahla eqanjiwe, nezinto zedijithali akukhona nje ukuthobela umthetho. Kuphathelene nokwenza lokho okufanele ibhizinisi lethu, ozakwethu, namakhasimende ethu. Isenzo esisodwa esibudedengu singaholela ekulahlekelweni ngokwezimali, ukulimala kwegama lethu, icala lomthetho, noma ukulahlekelwa ukwethenjwa.

Uma ungabaza, **ungabelani, ungadlulisi, futhi ungadawunilodi**. Cela isiqondiso uma ungaqiniseki.

Uma Konakala Okuthile

Uma usola ukuthi ulwazi lufohliwe, ludalulwe ngengozi, noma luvulwe ngaphandle kwesigunyazo:

- Tshela umphathi wakho noma abe-IT Security ngokushesha;
- Thinta noma iliphi ilungu leThimba Lezomthetho noma leSimilo Lomhlaba Wonke Nokuthobela Umthetho noma ubike ngocingo lwe-Speak Up;
- Ungazami ukuphenya noma ukusingatha isimo ngokwakho.

I-Artificial Intelligence

Ukusetshenziswa kobuchwepheshe be-Artificial Intelligence (AI) ne-Generative Artificial Intelligence (GenAI) kungavula amathuba amasha ebhizinisi, izindlela ezisheshayo nezinzuzo kodwa futhi kuletha izingcuphe ezintsha. I-Brambles izibophezele ukusungula nokusebenzisa ubuchwepheshe be-AI ne-GenAI obuphephile, obunesimilo, nokwethenjelwa futhi obuthobela imithetho nezimiso kulo mkhakha. Ukuze wazi kabanzi ngamacebo e-Brambles e-GenAI, indlela yokuthola imikhankaso ye-AI ne-GenAI, nokuthi singalugcina kanjani luphephile ulwazi oluyimfihlo, kubandakanye nolwazi lomuntu siqu, ungavakashela ku-Brambles' GenAI Center of Excellence.

Ukwenza Okufanele ... Sonke Sithobela Umthetho

Amakhasimende ethu nabaphakeli bethu bayasethemba ngolwazi oluyimfihlo. Ukuvikela lolu lwazi oluyimfihlo kuyisibopho esibalulekile, ngakho kufanele siqiniseke ukuthi sithatha zonke izinyathelo ezifanele uma singena noma sisebenzisa ulwazi oluyimfihlo.

Ukuphathwa Kwamarekhodi Nokugcinwa Kolwazi Emacaleni Omthetho

Ngamunye wethu unesibopho sobuqotho bamarekhodi esiwalawulayo. Kufanele wazi futhi ulandele Inqubomgomo Yomhlaba Wonke Yokugcina Amarekhodi ne-Shejuli ephathelene nokunakekelwa, ukugcinwa nokulahlwa kwamarekhodi. Ungalokothi ushabalalise noma ulahle ulwazi olungase ludingeke ngophenyo, uma kuhlolwa amabhuku noma ecaleni lomthetho. Uma uthola isaziso sokugcinwa kolwazi emacaleni omthetho, landela imiyalelo yaso, futhi uma ungaqiniseki ngokuthi yini efunekayo, sicela ubukeze i-Inqubomgomo Yomhlaba Wonke Yokugcina Amarekhodi noma uxhumane nanoma iliphi ilungu leThimba Lezomthetho.

Kuyini Ukugcinwa Kolwazi Emacaleni Omthetho?

Uma silindele amacala omthetho, ungase utshelwe yiThimba Lezomthetho ukuthi amadokhumenti – kungakhathaliseki ukuthi akuyiphi ifomethi – aphathelene nalolo daba noma uphenyo kufanele agcinwe. Uma uzwa ngalokhu, kufanele uthathe zonke izinyathelo ezidingekayo ukuze uqiniseke ukuthi ayalondolozwa futhi awashatshalaliswa.

Ukuhweba Ngamasheya

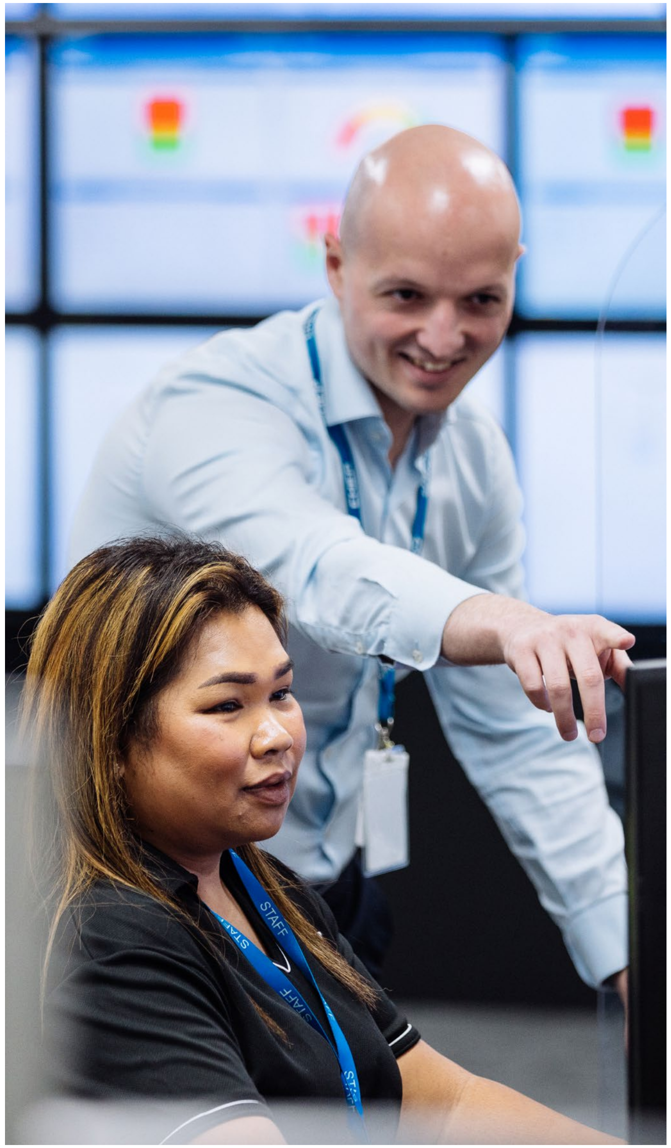
Abaqondisi nabasebenzi akufanele bathenge noma badayise amasheya ase-Brambles uma benolwazi olubucayi lwentengo olungatholakali kuwonkewonke emakethe. Phakathi kokunye, lokhu kusho ukuthi kufanele:

- Ungathengi noma uthengise amasheya e-Brambles, ngokuqondile noma ngamalungu omndeni noma abanye abantu noma amabhizinisi, kuyilapho wazi ulwazi lwentengo olubucayi olungatholakali kuwonkewonke emakethe olungenza intengo yalawo masheya yenyuke noma yehle; futhi
- Ungancomi noma uhlongoze ukuthi noma ubani omunye athenge noma athengise amasheya e-Brambles kuyilapho unolwazi lwentengo olubucayi olungatholakali kuwonkewonke emakethe olungenza intengo yalawo masheya yenyuke noma yehle.

Ukuze uthole ulwazi oluthe xaxa ngalesi sihloko, sicela ubheke Inqubomgomo Yokuhweba Ngezibambiso.

Ukubika Okuyiqiniso Nokunembile

Ukugcina amarekhodi anembile nokurekhoda kusisiza ukuba sifeze izibopho zethu zomthetho futhi silondoloze igama elihle nokwethenjelwa ezimakethe esisebenza kuzo. Kungakhathaliseki ukuthi iyini indima, ngamunye wethu unesibopho sokuqinisekisa ukuthi ibhizinisi le-Brambles namarekhodi ezimali ayiqiniso, aphelele, anembile futhi awachemi.



Sidlulisa Ulwazi Ngokwethembeka: Ukudalula Okuqhubekayo Nokuxhumana

Sizibophezele ukuqinisekisa ukuthi ulwazi oluphelele, olungachemi nokunembile mayelana nezindaba ze-Brambles lwenziwa lutholakala kubaninimasheya ngesikhathi, futhi ngokukhethekile, ukuze kuqinisekiswe ukuthi imakethe yesitokwe yase-Australa itshela ngokufanele nganoma yini engase ibe nomthelela obonakalayo entengweni yamasheya ase-Brambles.

Njengoba kuchazwe kuMihlahlandlela Yeqembu Yokubika Izehlakalo Ezibucayi, abaphathi bethu kufanele balethe noma yini enkulu nengalindelekile kubaholi be-Brambles ukuze abaholi bakwazi ukunquma ukuthi yini okufanele yenziwe futhi babone ukuthi ingabe ulwazi kufanele ludluliselwe ngaphakathi nangaphandle. Lokhu kungabandakanya:

- Ukushona kwabasebenzi, osonkontileka, noma umphakathi;
- Izehlakalo ezidala (noma ezingase zidale) umonakalo omkhulu emvelweni;
- Ukugwema ngokoqobo noma umzamo wokugwema izinqubomgomo zokuphathwa kwezimali, imithetho yangaphakathi yokuphathwa kwezimali noma izindaba zokuhlolwa kwamabhuku, kubandakanye ukukhwabanisa noma iphutha langabomu ekwethuleni, ekuhlaziyeni, ekubukezeni noma ekuhloleni amarekhodi ezimali ase-Brambles noma imibiko engelona iqiniso noma izitatimende zamanga mayelana nezindaba ezisemarekhodini ezimali ase-Brambles, imibiko yezezimali noma imibiko yokuhlolwa kwamabhuku;
- Izenzo ezingokoqobo noma ezinase zibe ngokoqobo zokungqubuzana nomthetho noma ukukhwabanisa okukhulu noma ukungqubuzana kwezindima;
- Ukwephulwa okungokoqobo noma amathuba okwephulwa koMthetho wase-US Wemikhuba Yenkohlakalo Yamazwe Angaphandle, uMthetho Wokufumbathisa wase-UK, uMthetho Wokugebengu wase-Australia, nanoma imuphi omunye umthetho olwa nokufumbathisa noma nenkohlakalo; kanye
- Nazo zonke izehlakalo eziholela (noma ezingase ziholele) emibikweni emibi yezindaba noma yolwazi emphakathini, ukujeziswa kobugebengu noma icala elikhulu enkantolo, ukuma komsebenzi okukhulu noma ukulimala kwempahla noma ukulahlekelwa ngokwezimali (ngemva komshwalense) okungaphezu kuka-GBP 400,000; USD 500,000; AUD 1,000,000; noma Euro 600,000.

Uma kamuva inkinga ixazululeka, kungcono kakhulu, kodwa akekho umphathi okufanele alinde ukubona ukuthi kuzokwenzekani. Bonke abaphathi cishe esikhathini esithile bazobhekana nenkinga enzima futhi engalindelekile. Izingozi ziyenzeka yize kunezinhlelo ezinhle ezenziwe. Abaholi base-Brambles akufanele bezwe ngenkinga enkulu nengalindelekile eyaziwa umphathi sebezwa ngabahlaziyi noma ngemithombo yezindaba noma komunye umthombo wangaphandle.

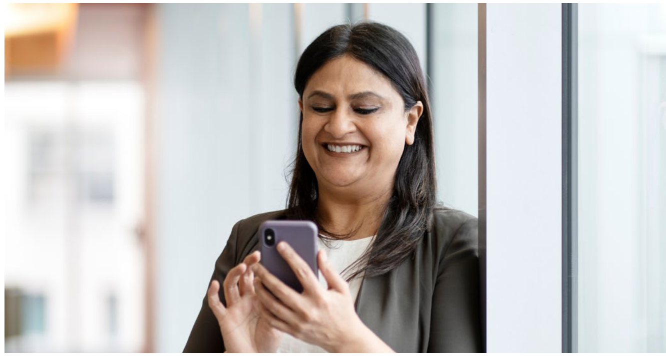
Ngokushesha tshela umphathi wakho uma wazi ngesehlakalo esibi noma esikhulu futhi esingalindelekile. Umphathi wakho uzoba nesibopho sokuthumela ulwazi kwabangenhla kwakhe.

Ukuze kuqinisekwe ukuthi ulwazi olufanele ludluliselwa ngaphandle kunabantu abathile e-Brambles abagunyazwe ukuba benze izitatimende emphakathini kwabemithombo yezindaba, abatshalimali nabahlaziyi. Akekho omunye umuntu okufanele akhulume nalabo bantu bangaphandle. Izitatimende zomphakathi zihlanganisa imiyalezo ekhishwa ngemidiya yezokuxhumana noma ngobuchwepheshe bamanethiwekhi ezokuxhumana. Ukuze uthole ulwazi oluthe xaxa ngemihlahlandlela yase-Brambles yezokuxhumana ngaphakathi nangaphandle, sicela ubukeze Inqubomgomo Yokudalula Okuqhubekayo Nokuxhumana yase-Brambles.

Akuzona zonke izehlakalo ezimbi okudingeka zibikwe ngaphandle, kodwa lokhu kuyindaba ezonqunywa abaholi be-Brambles. Kuyisibopho sethu sonke e-Brambles ukulandela imihlahlandlela yokubika yangaphakathi ukuze siqiniseke ukuthi abaholi base-Brambles banawo wonke amaqiniso adingekayo ngokushesha okukhulu ukuze bakwazi ukwenza isinqumo esisekelwe olwazini.

Ukwenza Okufanele ... Sonke Sithobela Umthetho

Njalo sebenzisa ukuhluzeka kwengqondo uma unquma ukuthi ingabe abaholi be-Brambles kudingeka baziswe ngodaba oluthile. Uma ungabaza, bika.



Ukwenza Okufanele ... Sonke Sithobela Umthetho

Sebenzisa imidiya yezokuxhumana ngokuhlakanipha. Khumbula, ayikho into okuthiwa inkinobho "yokusula." Ukuze uthole ulwazi oluthe xaxa, sicela ubukele Inqubomgomo yase-Brambles Yemidiya Yezokuxhumana, echaza izimiso eziwumhlahlandlela kanye nohlu lwezinto okufanele zenziwe nokungafanele zenziwe.

Ukuvikela Imiphakathi Yethu

Siyasiqaphela isibopho sethu sokuqhuba ibhizinisi ngendlela evikela futhi ithuthukise imiphakathi esihlala futhi sisebenze kuyo.

- We are environmentally responsible
- We give back to our communities
- Personal political activities
- Reviewing the Code

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Sinakekela Imvelo

I-Brambles inakekela imvelo. Lokhu kufakazelwa kahle ukuzibophezela kwethu ekutheni Kungalimali Muntu, okusho ukuthi sizibophezele ukuthi angabi khona olimalayo, njengoba kuchazwe ngenhla, kungabi nomonakalo emvelweni futhi kungabi nomthelela odala umonakala emalungelweni obungu, kanye nokuzibophezela kwethu ekusimameni. Okuseqhulwini ohlelweni lwethu lokusimama yincwajana yethu yombiko, yesiboniselo "sokwabelana nokusebenzisa kabusha", phakathi kokunye, esinciphisa ikhabhoni ekhishwayo, udoti futhi esifuna ukuba kusetshenziswe izinsiza zemvelo, enkampanini yethu uqobo kanye nasemhlabeni wonke kubaphakeli esisebenza nabo. Umgomo wethu ukuhlinzeka izisombululo zebhizinisi ezinobuchule, eziphumelelayo, eziphephile nezisimeme ukuze sisekele amakhasimende ethu. Ukuze usisize ekufinyeleleni lezi zibopho, sicela ukuthi:

- Ulandele uMqulu Wokungabi Nazingozi Nhlobo futhi usekele imizamo yokuletha ukusimama emsebenzini;
- Unciphise ukusebenzisa ugesi futhi ucime imishini kagesi uma ingasetshenziswa;
- Unciphise ukusetshenziswa kwezinto zasehhovisi ngokusebenzisa lokho okudingekayo kuphela;
- Unciphise ukuphrinta noma okunye ukusetshenziswa kwephepha;
- Unciphise ukusetshenziswa kukagesi futhi unciphise ikhabhoni ekhishwayo nodoti; futhi
- Ulahle udoti ongenakugwenywa ngendlela efanele futhi njalo ugaye kabusha izinto uma kungenzeka.

Ukuze uthole ulwazi oluthe xaxa mayelana nokuzibophezela kwethu ekuvikeleni imvelo, sicela ubheke Inqubomgomo Yemvelo yase-Brambles, esebenza emhlabeni wonke, ngisho nasemazweni angase angashayi imithetho yokuvikelwa kwemvelo.

Sibuyisela Emiphakathini Yethu

Ukuba neqhaza emphakathini kuyingxenye ebalulekile yomgomo we-Brambles, futhi kubalulekile ukuthi izindleko zethu zebhizinisi zivumelane namacebo ethu ebhizinisi. Izinkokhelo zebhizinisi ezinhlanganweni ezikhululiwe enteleni kufanele zibukezwe futhi zicutshungulwe ngokuvumelana nezinqubomgomo zendawo kanye noMhlahlandlela we-Brambles Wezinqubo Zeminikelo Yezezimali Ezinhlanganweni Zomphakathi.

Imisebenzi Yepolitiki Yomuntu Siqu

I-Brambles ayiyenzi iminikelo yezepolitiki. Noma kunjalo, njengabantu abasebenza e-Brambles, sikhululekile ukubamba iqhaza emisebenzini yepolitiki njengomuntu siqu inqobo nje uma lowo msebenzi ungaphazamisi ukwenza kwethu umsebenzi wase-Brambles ngesikhathi nangendlela eyanelisayo, sihlukanisa izenzo zethu siqu nemibono kuleyo ye-Brambles futhi singasebenzisi impahla noma izisetshenziswa ze-Brambles ukuqhuba imisebenzi yethu yepolitiki yomuntu siqu. Ngaphezu kwalokho, asivunyelwe ngaphansi kwanoma iziphi izimo ukunxenxa noma ukucindezela abanye abasebenzi base-Brambles ukuba benze iminikelo yezepolitiki.

Ukubuyekeza Imithetho Yokuziphatha

Ibhodi lase-Brambles lizobuyekeza le Mithetho okungenani kanye ngonyaka ukuqinisekisa ukuthi unolwazi lwakamuva futhi uyaqhubeka uveza lokho okulindelwe ababambiqhaza bethu kanye nemiphakathi esisebenza kuyo.