Brambles

Imigomo Yokuziphatha Okuhle

Ukwakha ikusasa elizinzile elihambisana Nemigomo yethu Okuphilwa ngayo. Ukusebenza ngobuqotho nenhlonipho kubantu bethu, imigudu yokuthengwa kwezimpahla, inkampani yethu, imvelo kanye nemiphakathi esisebenzela kuyona.

Ichitshiyelwe: kuMasingana 1, 2020

UMYALEZO OVELA KU-CEO

Inhloso ye-Brambles ukuxhumana nabantu ngezidingongqangi zempilo, nsuku zonke. Njengoba imigudu yokuthengwa kwezimpahla ishintshashintsha emhlabeni-jikelele, kusemqoka ukuthi sibonise ukuthi kungani sibalulekile, hhayi embonini yethu nje kuphela kodwa ephakathini nasemhlabeni wonke. Njengomgogodla ongabonakali wemigudu yokuthengwa kwezimpahla ezinkampanini, singaletha umehluko omuhle emiphakathini nasezimpilweni.

Imigomo Yokuziphatha Okuhle yakwa-Brambles ibalula amagugu ethu angukmongo kanye namazinga esenza ngawo umsebenzi. Lokhu kubonisa ukuzibophezela kwethu ekwenzeni lokho okulungile usuku nosuku kanye nansukuzonke, sisebenza ngezinga nangeqophelo elicokeme lobuqotho nesimilo esihle. Ukusebenza ngala magugu kuzosivumela hhayi nje kuphela ukuba sithuthukise imigudu yokuthengwa kwezimpahla kodwa kanjalo nemiphakathi esiphila nesisebenza kuyona.

Umuntu ngamunye wethu unesibopho sokulandela isikompilo lokuthotshelwa kwemithethi nesimilo se-Brambles ngoba isenzo nesenzo esisenzayo noma isinqumo esisithathayo singaba nomthelela egameni lethu kanye nasemiphumeleni esiyifezayo. Ngokulandela izimiso ezibekwe emigomweni Yokuziphatha Okuhle, ngamunye wethu ubonisa ubuholi nokuzibophezela ku-Brambles. Ngiyanikhuthaza ukuba nizijwayeze Imigomo Yokuziphatha Okuhle kanye neNqubomgomo ye-Speak Up, kanye **Nokuzwakalisa Imibono Yethu!** uma ubona noma usola ukuziphatha okusolisayo.

Abantu bethu abakhulu nomthelela omuhle esinawo emhlabeni ezinye nje zezizathu ezenza ngiziqhenye ngokuhola leli bhizinisi. Sindawonye singaba neqhaza elibambekayo ukuze kwakheke ikusasa eliphusile nelizinzile kakhulu kunakuqala.

Graham Chipchase
Chief UMphathi Omkhulu

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Isingeniso

Imigomo Yethu Yokuziphatha Okuhle: Isisekelo Senkambiso Yesimilo Esihle

Sizbophezele ekwenzeni lokho okulungile usuku nosuku. Lokhu kuchaza ukuthi siqhuba ibhizinisi ngokuthembeka nangokungafihlekile, ngokuhambisana Nenkambiso Esiqhuba Ngayo kanye nokuhambisana nayo yonke imithetho, izinkambiso nezimiso kanjalo nezinqubomgomo zenkampani yethu, izinqubo nemihlahlandlela. Kuchaza ukuthi senza ngobuqotho obukhulu futhi siqhutshwa ngamandla izinkolelo zethu zenkambiso elungile.

Le Migomo Yokuziphatha Okuhle iyindlela eyodwa esididyela ngayo iNkambiso Yethu Esiqhuba Ngayo ebhizinisi lethu kwa-Brambles. Ichaza ukuthi sixhumana kanjani nabasebenzi bethu, amakhasimende ethu nabahlinzeki bethu ngezimpahla nezinsizakalo, ababambiqhaza bethu nemiphakathi esihlala futhi esisebenzela kuyona.

Inkambiso Yethu Esiqhuba Ngayo

Inhloso yethu ukuxhumana nabantu ngezidingongqangi zempilo, nsuku zonke. Lokhu sikwenza ngokuhambisa izimpahla ebantwini abaningi kunakuqala, ezindaweni eziningi kunakuqala ngaphezu kwazo zonke izinkampani emhlabeni, ngezimpahla zethu eziyizigidi ezingama-300 ezilokhu zisendleleni emazweni angaphezu kwangama-55. Kodwa ukuthi siwkenza kanjani lokhu kubaluleke ngendlela efanayo nalokho esikwenzayo.

Inkambiso Yethu ifuna umuntu ngamunye enze lokho okulungile usuku nosuku. Kodwa lokho okulungile, okufanele nokuthobela umthetho akuhlezi kusobala, ikakhulukazi uma sibhekene nengcindezi yomsebenzi noma ukushayisana kwezinto eziseqhulwini. Uma ubhekene nesimo esilukhuni, zinike isikhashana ubukisise Imigomo Yethu Esiqhuba ngayo:

- **Zonke izinto ziqala ngekhasimende.** Siphatha amakhasimende ethu ngendlela esifuna futhi esilindele ukuphathwa ngayo nathi uqobo. Silalela izidingo zawo, siqonde izinhloso nezimpokophelo zawo, siwalethele ikhwalithi nobugugu obungefaniswe, sehlisa izindleko emigudwini yokuthengwa kwezimpahla futhi sinciphise nokungcola emvelweni.
- **Sinothando nentshisekelo ngempumelelo.** Sinothando nentshisekelo ngempumelelo.
- **Sizibophezele ekuphepheni, ukwahluka kwabantu, abantu nokusebenza njengamathimba.** Siyazi ukuthi abantu abanemibono eyahlukene, izintshisekelo nomlando owehlukile ukuze bakwazi ukwenza i-Brambles iphumelele, futhi sikhuthaza ingxoxiswano ephusile kanyenokuzwakaliswa kwemibono eyahlukile.
- **Siyakholelwa kusikompilo lokusungulwa kwamacebo nezinto ezintsha.** Sifuna kube nokusungulwa kwezinto ezintsha okwenzekayo, njalo. Ungesabi ukuthatha ithuba (inqobo uma liyinkambiso elungile, phela), ukhuthaze ubuciko futhi ufunde emiphumeleni.
- **Ngaso sonke isikhathi ukwenza kwethu kuhambisana nomthetho, nenkambiso elungile kanye nobuqotho kanjalo nenhlonipho yomphakathi kanye nemvelo.** Sihamba phambili ekugcinweni nokuzinziswa kwezomnotho. Lesi akusona nje isiqubulo noma umkhankaso wokukhangisa. Yindlela yethu yokuqhuba ibhizinisi—indlela yethu yokuphila. Kodwa asikwazi ukuqhakambisa i-Brambles njengongqaphambili kwezemvelo, ezokuphilisana, nezomnotho emhlabeni jikelele uma umuntu ngamunye kithina engazimisele ukuma amele ukwenziwa kwalokho okulungile, ngisho noma kungaba nzima. Ake uzibuze lokhu, "Ingabe lokhu engikwenzayo kusemthethweni; ingabe ngiziphatha ngendlela yesimilo esilungile futhi ngikhombisa isibindi esidingekayo ukuze kwakhiwe ikusasa elingcono, elinokuzinza ngokuthe xaxa?"

Ukuze kube nokukhanyiseleka okuthe sasa mayelana nendlela esididiyelwa ngayo Izinkambiso Zokwenza lapha ngaphakathi ebhizinisini le-Brambles, uyacelwa ubukeze iNqubomgomo yakwa-Brambles' Yezibopho Zokuphilisana.

Ingabe Imigomo le Iyangithinta Mina?

Imigomo Yokuziphatha Okuhle kwa-Brambles kufanele ilandelwe inoma ubani osebenzela noma omele i-Brambles. Lokhu kubandakanya bonke abaqondisi, iziphathimandla nabasebenzi bakwa-Brambles nazo zonke izinhlaka ezingaphansi kwe-Brambles nabahlobene abalawulwa yibo kanjalo nabaqondisi babo, iziphathimandla nabasebenzi.

Ngingayisebenzisa Kanjani Imigomo?

Le Migomo ihlinzeka ngohlaka lokuziphatha oluyisisekelo kubo bonke abasebenzi be-Brambles kungakhathalekile indawo, umqashi ngqo noma isikhundla somuntu. Idinga sithobele yonke imithetho esebenzayo, izinkambiso nezimiso; kanjalo nezinqubomgomo zenkampani yethu, izinqubo nemihlahlandlela; nokuthi singenza ngokuthembeka, ngokwesimilo esilungile kanye nangobuqotho. Kufanele ufunde Imigomo, uzinikeze isikhathi sokuqonda okulindelwe yi-Brambles kanye nokuthi lokhu okulindelekile kukuthinta kanjani wena nendima yakho. Khona-ke, uma isimo senzeka, kufanele ubuyele kuyo Imigomo, ikakhulukazi uma singase sithinte izingcuphe zezomthetho noma zesimilo esihle kuwena noma i-Brambles.

Ngenkathi Imigomo inzulu, ayididiyeli konke, futhi ayikwazi ukucijela zonke izimo ongase uhlangabezane nazo. Mayelana nolwazi olwengeziwe, uyacelwa ubukeze izinqubomgomo ezibalulwe kule Migomo kanjalo nezinqubomgomo eziningiliziwe, izinqubo noma imihlahlandlela ethuthukiswe ngokuhambisana nezimfuno zasendaweni yibhizinisi lakho noma ubonisane nemenenja yakho, noma yiliphi ilungu leThimba LezoMthetho noma Lakwandabazabantu noma-ke i-Speak Up hotline ukuze uthole ukusizakala.

Ziyini Izimiso Zethu Ezijwayelekile Nobuqotho Ebhizinisini?

Imigomo ayichazi yonke imikhuba eyenziwayo ebhizinisini noma iphendule yonke imibuzo. Noma nini lapho ungenasiqiniseko sento elungile ongayenza, khumbula izimiso zethu ezijwayelekile zobuqotho ebhizinisini:

- Wonke umsebenzi kufanele uqhutshwe ngokuhambisana nemithetho nezimiso zezwe noma zamazwe ibhizinisi eliqhutshwa kulona.
- Sincintisana ngobulungiswa nezimakethe esisebenza kuzona.
- Kufanele sisebenze ngokuphepha futhi sisebenzise isikompilo lokwenza okuhle kwezempilo, kwezokuphepha kanye nenhlalakahle yabasebenzi bethu, amakhasimende, abahlinzeki ngezinsizakalo kanye nemiphakathi esisebenzela kuyona.
- Sihlose ukuletha imihlomulo yesikhathi eside kwa-Brambles, kunokuletha insizakalo yesikhashana kubantu nokulimaza izintshisekelo zenkampani zesikhathi eside.
- Ukukholelwa kwethu ebantwini nokusebenzisana njengamathimba kudinga ukusebenzisana nabalingani bethu eQenjini lonke ukuze kufezwe izinjongo zethu zebhizinisi.
- Amagama ethu nezenzo kufanele ubonakalise inhlonipho yohlobo olwahlukahlukene lwabantu kanye namasiko abantu esisebenza nabo kanye namalungelo abo njengabantu.
- Izinqubo zenkohlakalo azemukelekile. Akukho kugwaza, ukufumbathisana, noma izinkokhelo ezinjengalezo ezizokwenziwa, noma zamukelwe, kunoma yiluphi uhlangothi.
- Wonke amathransekshini okuthengiselana azoqoshwa ngokufanele nangokunembile.
- Ama-ejenti adayisayo, abeluleki nabeluleki abafanayo kufanele baqokwe ngokuhambisana nalezi zimiso futhi bakhokhelwe ngokwezinga elihambisana nohlobo lwezinsizakalo abazihlinzekayo.
- Izimpahla nolwazi oluyimfihlo kufanele kuvikelwe futhi kungasetshenziswa abasebenzi ukuze bazihlomulise bona.
- Abasebenzi akufanele bazibandakanye ezenzweni ezibandakanya, noma ezingase zibonakale sengathi zibandakanya, ukushayisana phakathi kwezintshisekelo zabo kanye nalezo zakwa-Brambles.
- I-Brambles ayinikeli ngezimali ezinhlanganweni zezepolitiki.

Ngingazithola Kuphi Izinqubomgomo Zebhizinisi Lakwa-Brambles?

Izinqubomgomo zakwa-Brambles ziyatholakala ku-Walter. Ikakhulukazi, izinqubomgomo ezeseka Imigomo Yokuziphatha Okuhle ingatholakala ngokuchofoza kunoma yimaphi amalinki avela kuyo Imigomo, ngokuvakashela Isithangami Sezomthetho Nokuthotshelwa Komthetho ku-Walter noma ngokubukeza ikhophi ephrintiwe esikhungweni sakho noma esikhungweni sokunakekelwa. Lezi zinqubomgomo zinikeza imininingwane ethe xaxa mayelana nezinye izihloko ezithintiwe kuMigomo, kanye nezinye izihloko ezingadingidwanga kuyo Imigomo. Umsebenzi wakwa-Brambles ngamunye unesibopho sokuba azi, aqonde izinqubomgomo ezilandelayo zakwa-Brambles.

Kwenzekani uma Umuntu Othile Ephula Iqoqo Lamazinga Anqunywe Emigomweni?

Ukulandela Imigomo Yokuziphatha Okuhle umbandela wokuqashwa njengomsebenzi. Ukuhluleka ukulandela Imigoo kungase kuholele ekuthathelweni izinyathelo zokuqondiswa kwezigwegwe kanye nokubandakanya ukuxoshwa.

Ubani Engingakhuluma Naye uma Nginemibuzo noma Izinsolo Zokwenziwa Kokubi?

Ukuthembeka nobuqotho kusemqoka kwa-Brambles. Ukungaziphathi kahle nokungalandeli izinqubo zakhona kwephula ukwethembeka futhi kubeka igama lebhizinisi nebhizinisi uqobo engozini yokulahlekelwa isithunzi. Indlela ephambili yokuvikela ukwethenjwa ukuba abasebenzi abanezinsolo zangempela mayelana nokwenziwa kokubi bazi ukuthi basendaweni ephephile abangabhobokela kuyona i-Speak Up ngaphandle kokwesana ukuthi bazophindiselwa noma ukujeziswa. Yize noma kungaba nzima Ukuzikhulumela, Amagugu Ethu Esiqhuba ngawo adinga ukuba senze okulungile, ngisho noma kungasikhululi ukukwenza.

Ukuze uthole ulwazi oluthe xaxa mayelana nongakwenza uma udinga ukubika ukwenziwa kokungalungile, uyacelwa ubukeze iNqubomgomo Ye-Speak Up.

Ukwenza Lokho Okulungile. . . Silandela Yonke IMithetho Ebekiwe

Kunezindlela eziningana zokubika ukwenziwa kokubi ngaphansi kwe iNqubomgomo Ye-Speak Up. Ungathinta:

- Imenenja yakho;
- Imenenja yakho esesigabeni esilandelayo;
- Noma yiliphi ilungu Lethimba Lezomthetho, Ukuthotshelwa Komthetho noma Ezocwaningomabhuku Lwangaphakathi noma Lwangaphandle;
- Usihlalo Webhodi Labaqondisi bakwa-Brambles; noma
- Usihlalo Wekomidi Locwaningomabhuku kwa-Brambles.

Phezu kwalokho, imibiko ingenziwa ngokusebenzisa i-Speak Up hotline, ekwazi ukwmaukela imibiko amahora angama-24 ngosuku, izinsuku eziyisi-7 ngeviki, ngosizo lomdayisi oyingxenye eseceleni ezimele. Ukuze ubike ukwenza okubi usebenzisa i-Speak Up hotline, ungavakashela lapha www.brambles.ethicspoint.com, nalapho uzothola uhla lwamazwe- noma izizinda ezithile noma-ke izinombolo zocingo lwamahhala endaweni noma amalinkiohlelo lokubika nge-inthanethi atholakalayo, noma ushayele inombolo yocingo ebonakala kumaphosta e-Speak Up aboniswe kuso sonke isikhungo.

Kwenzekani Uma Ngikhuluma?

I-Brambles izophendula zonke izicelo zokwelulekwa noma ulwazi bese iphenya, ngokufanelekile yonke imibiko yokwenziwa kokubi, kubandakanya noma yikuphi ukwaphulwa kwale Migomo, izinqubomgomo zenkampani nemithetho esebenzayo noma izimiso. Noma yimiphi imibiko yokwenziwa kokubi ingathathwa njengebucayi futhi iphenywe ngokuyimfihlo.

Ukubikwa Kwezinkathazo

Umbuzo: Ngakhuluma nemenenja yami mayelana nesimo engicabanga ukuthi sephula Imigomo. Angikholwa ukuthi kukhona akwenza ngako, futhi wangitshela ukuthi ngingakhathazeki. Ngikhathazekile. Kufanele ngenzenjani?

Impendulo: Uyakhuthazwa ukuthi ukhulume nemenenja yakho kuqala ngoba inentshisekelo yokugqugquzela indawo enenkambiso elungile kanye nesibopho sokuqhakambisa Imigomo. Nokho, uma ungakhululekile ngokukhuluma nemenenja yakho ngenxa yanoma yisiphi isizathu noma ubona sengathi inkinga yakho ayizange iphendulwe, ungathinta inemenja yakho yesigaba esilandelayo, nanoma yiliphi ilunga Lethimba Lezomthetho noma i-Speak Up hotline.

Uphenyo Olungachemile

Umbuzo: Kwenzekani uma umuntu engisola ngokwenza okungalungile, yize noma ngingenzanga lutho olungalungile?

Impendulo: Abakwa-Brambles abathathi ngokuthi uma kubikwe okuthile okungalungile kusho ukuthi ngempela kwenzekile. Kunalokho, sizoqala uphenyo olungachemile ngale kokucabangela noma ukungatheka okuthile mayelana nesikhalazo noma izingxenye ezibandakanyekayo.

Akunakubekezelwa Ukuziphindisela

Khumbula ukuthi abakwa-brambles abakubekezeli neze ukuzophindisela noma ukuzithathela izinyathelo zokujezisa. Lokhu kuchaza ukuthi akukho muntu enkampanini ongakuhlawulisa ngandlela thile inqobo uma unesizathu esibonakalayo sezinsolo zakho zokuveza ukukhathazeka.

Silandela Yonke IMithetho Ebekiwe

Silandela yonke imithetho ebekiwe. Lokhu kuchaza ukuthi bonke abasebenzi bakwa-Brambles banako kokubili ithuba nesibopho sokuthuthukisa usikompilo lwethu lwenkambiso yethu elungile kanye nokuthotshelwa kwemithetho. Kanti labo abengamele abantu, kubandakanya izimenenja eziphezulu nabaphathi, banesibopho esikhethekile sokuhola indlela. Silindele ukuthi izimenenja zethu zidale usikompilo lapho bonke abasebenzi beqonda izibopho zabo futhi bezizwa bekhululekile ukuveza ukukhathazeka abanako ngaphandle kokwesaba noma ukujeziswa noma-ke ukuziphindiselela.

Izimenenja zethu kufanele:

- Zizibeke njengezibonelo zobuqotho. Lokhu kuchaza ukuthi kufanele ziziphathe njengezibonelo, hhayi ngomlomo kuphela kepha nangezenzo zabo;
- Ziqhakambise usikompilo lokwethembeka nonkambiso elungile. Lokhu kuchaza ukuthi kufanele ziqinisekise ukuthi abasebenzi bayaqonda ukuthi imiphumela yebhizinisi akuyona ebaluleke ukudlula ukuziphatha ngenkambiso elungile kanye nokulandelwa kwemithetho yeMigomo kanye nezinye izinqubongomo zakwa-Brambles;
- Ziqaphele futhi zihlomulise ukuziphatha okuhambisana nemiGomo kanye Nenkambiso Esiqhuba Ngayo;
- Ukwakha indawo evulelekile lapho bonke abasebenzi bezizwa bekhululekile ukuveza izinto ezibakhathazayo;
- Zilekelele ukuqinisa Imigomo; kanye
- Zibike noma yikuphi ukwephulwa noma okungase kube ukwephulwa Kwemigomo, uma kanye nalapho kudingwa Imihlahlandlela yeQembu Yokubikwa Kwezehlakalo Ezibucayi, ngemigudu efanele ngendlela nangesikhathi esifanele.

Njengoba uzofunda kabanzi mayelana neNqubomgomo Yokudalulwa Okuqhubekayo Nokuxhumana Enkampanini, amalungu athile obuholi bakwa-Brambles kufanele adalule ngokuphelele nangokunembile emafayilini nezimakethe zamasheya ase-Australia kanye nokunye ukuxhumana komphakathi mayelana nesimo sezezimali. Ngokuqondakalayo, izitatimende zabo nezenzo kulengxenye yizo ezibeka ngokucacile ukuthi abakwa-Brambles babukwa kanjani yizwe ngaphandle. Ngakho-ke kusemqoka ukuthi izimenenja zazise ubuholi bakwa-Brambles nganoma yikuphi ukwephulwa noma okungase kube ukwaphulwa kwemiGomo okungase kuthikameze ukudalula okwenziwa abakwa-Brambles. Ukuze uthole imiyalelo ethe xaxa mayelana nalokho okufanele kubikwe yizimenenja futhi kubani, sicela ubheke Imihlahlandlela yeQembu Mayelana Nokubikwa Kwezehlakalo Ezibucayi.

UKUVIKELA ABANTU BETHU NENDAWO YETHU YOKUSEBENZELA

- Sigcinana Siphephile
- Ukwahlukana
- Amalungelo Abantu
- Ukusetshenziswa Kwezingane
- Ukusetshenziswa Ngempoqo
- Inkululeko Yokuzibandakanya
- Ukuvikelwa Kobumfihlo Babasebenzi
- Siyakugwema Ukushayisana Kwezintshisekelo Endaweni Yokusebenzela

Ukuvikela Abantu Bethu Nendawo Yethu Yokusebenzela

Umoya wabasebenzi bethu wokusebenza nokuba usizo ikhono lethu elikhulu kakhulu kwa-Brambles, futhi sizibophezele ekuphatheni abasebenzi bethu ngobulungiswa nangokulunga. Abasebenzi kufanele bazizwe bengakwazi ukuxoxisana, ngokuvikelekile, nganoma iyiphi inkinga ehlobene nokuqashwa kwabo kwa-Brambles. Kufanele bakwazi ukukhuluma ngezindaba ezinjengalezi, beqinisekisile ukuthi abakwa-Brambles bazophendula ngobulungiswa, ngokungachemile, nangokuvikelekile futhi ngokushesha ngokunokwenzeka.

Futhi sizibophezele ekuphepheni nasekuvikelekeni kwabasebenzi bethu.

Sigcinana Siphephile

Abakwa-Brambles bahambisana nayo yonke imithetho yezempilo, ukuphepha nemithetho yezemvelo. Singakukhohlwanga konke lokhu kufanele sithuthukise futhi silandele izinqubo eziphephile zokusebenza ukuze kuqinisekiswe ukuphepha emsebenzini futhi kuvikelwe ukulimala, futhi kufanele sizame:

- Ukuqonda nokulandela zonke izinqubomgomo zezempilo, ukuphepha nezemvelo ezihambisana nawe noma isikhungo sakho noma umsebenzi;
- Ukungalokothi kuyekethiswe izinqubo zokuphepha ukuze kuhlangatshezwane nezimpokophelo zomsebenzi;
- Ukuqikelelwa ukunakekela impilo kanye nokuphepha kwakho kanjalo nalokho kwabalingani bakho;
- Ukulandelwa kwezinqubo eziphephile zokusebenza kanye nokubika ngazo zonke izingozi emsebenzini, izehlakalo kanye nokucishe kwaba yizingozi;
- Ukubuza mayelana nezinqubo ezingaphephile nezingalungile futhi kuphoqelelwe "ukuyeka umsebenzi" uma kunesidingo sokubhekana nazo; kanye
- Ukubikwa kwazo zonke izehlakalo ezibucayi zezempilo, ukuphepha nezemvelo kuThimba Lobuholi Obuphezulu lakwa-Brambles.

Ukuze uthole imininingwane ethe xaxa mayelana nokuzibophezela kwabakwa-Brambles mayelana nayo yonke imithetho efanele emayelana nezempilo, nezokuphepha kanye nezemvelo, uyacelwa ubukeze iNqubomgomo Yezempilo Nezokuphepha.

Phezu kwalokho, abakwa-Brambles bazibophezele ekusebenzeni okubheke Ekuqedweni Kokulimala. Lokhu kuchaza ukuthi sizibophezele ekutheni kungabikhona nokukodwa ukulimala kwabantu, kungabikhona nakancane ukulimala kwemvelo kanye nokungabi khona nhlobo komthelela oyingozi kumalungelo abantu. Ukuze kugcwaliswe lezi zimiso, abakwa-Brambles sebamukele UsoMqulu Wokuqedwa Nya Kokulimala. Lo somqulu ubeka kucace ubugugu nokuziphatha okudingekayo ukuze kusetshenzwe ngokuphepha futhi kuqikelelwe ukuthotshelwa kwemithetho yemvelo, futhi uhambelana nakho konke esikwenzayo—kusukela ekwakhiweni noma ekulungisweni kwemishini yokusebenza, kuya ekushayelweni kwamaloli noma ama-forklift, kuya ekulahlweni kwemfucuza.

Ukwenza Lokho Okulungile. . . Silandela Yonke IMithetho Ebekiwe

Ukuqeda noma ukuqikelela izingozi kuqala ngokuhlonza nokubika ngazo. Ukubikwa kwako konke okucishe kwehlakala kanye nezehlakalo. Kanye nokuKhuluma nemenenja yakho noma nanoma yiliphi ilungu Lethimba Lezempilo, Ezokuphepha Nemvelo uma kukhona izingozi ozaziyo eziye zanganakwa noma zangabonwa. Izibonelo zingabandakanya:

- Ukwehluleka ukuthola noma ukulandela izimvume zokulawula;
- Ukwehluleka kulandela izinqubomgomo zokuphepha, izinqubo noma izinkambiso, ngisho noma loko kuchezuka sekuphenduke usikompilo noma inqubokwenza;
- Amathuluzi noma imishini yokusebenza engakakekelwa ngokwanele;
- Imikhuba engaphephile yokushayela; kanye
- Abaqaphi bemishini abangabi khona noma abangasebenzi noma izinsiza zokuzivikela.

Ukwahlukana

Kwa-Brambles, siyabemukelwa abantu abanemilando eyahlukahlukene, impilo abake babhekana nayo kanye nendlela yokubuka izinto, ukubona ukuthi ukwehluka kwethu yikhona okuqinisa amakhono ethu obuciko nokukwazi ukusebenzela amakhasimende ethu. Sinesibopho ekade sasenza sokuba kube namathuba alinganayo kubantu bonke futhi sizibophezele ekugcineni izindawo zethu zokusebenzela zingenakho ukucwasa noma ukuhlukumeza ngenxa yobuhlanga, ubulili, ibala, ubuzwe noma izwe lendabuko, izinga emphakathini, inkolo, iminyaka yobudala, ukukhubazeka, isimo somshado, isimo sezocansi, ukuhlonzwa kobulili, umbono kwezepolitiki noma nanoma yisiphi isimo esivikelwe umthetho osebenzayo. Siphathana ngenhlonipho, siyalazisa igalelo labanye abantu futhi sihlezi sibheka izinto esingasebenzela phezu kwazo ezifanayo phakathi kwethu.

Ezweni ngalinye nasesikweni ngalinye, sifuna ukuba uyena mqashi ofunwa ngabasebenzi. Siqasha, sithola abasebenzi, siqeqesha, sikhokhela futhi sinyusela abantu abayinyama futhi nangokubuka amakhono abanawo aqondene nomsebenzi. Phezu kwalokho, asibekezeleli ukuziphatha okungenanhlonipho nokungafanelekile, ukuphathwa okungenabulungiswa noma kokuziphindiselela kwanoma yiluphi uhlobo endaweni yomsebenzi kanye nakunoma yiziphi izimo ezihlobene nomsebenzi ngaphandle kwendawo yokusebenzela. Ukuzibophezela kwethu kulezi zinkambiso kucaciswe kahle kuNqubomgomo Yokwahluka Kwabantu Namalungelo Abantu kanye Nenqubomgomo Yesithunzi Ndawo zonke Emsebenzini.

Njengomsebenzi wakwa-Brambles, silindele ukucela izipho:

- Weseke abakwa-Brambles emizamweni yethu yokuthuthukisa nokwakha uhlobo lwabasebenzi olwahlukahlukene;
- Qikelela indlela oxhumana ngayo nabalingani bakho emsebenzini, ikakhulukazi labo abasezikhundleni eziphansana kunesakho. Phatha abanye ngendlela enobulungiswa nenhlonipho kanye nesithunzi, ungalokothi nanini ubandlulule, uhlukumeze noma uqinele;
- Ziphathe ngendlela eqeqeshekile kukho konke ukuxhumana nabantu, kubandakanya izingxoxo, imihlangano, ukuxhumana ngama-imeyli nezinye izindlela zokuxhumana ku-inthanethi, futhi wakhe indawo yekhethelo, elungile futhi eyazisayo imibono yabanye abantu. Qaphela umkhuba wokubandlulula, ukuhlukumeza noma ukuqinela; futhi
- Khuluma nemenenja yakho, ilungu leThimba Lezomthetho noma LakwaNdabazabantu noma usebenzise izindlela ezibalulwe kuNqubomgomo Yokuzwakalisa Imibono Yakho, okubandakanya ne-Speak Up hotline, uma ubona noma ubhekana nendlela yokuziphatha ebandlululayo, ehlukumezayo, eqinelanayo noma yokuziphindiselela.

Amalungelo Abantu

Ukuhlonishwa kwamalungelo abantu kuyisisekelo kwa-Brambles kanye nasemiphakathini esisebenzela kuyona. Ngenxa yalokho, sithobela yonke imithetho evimbela ukusebenza kwezingane, ngempoqo, nangokuphoqiwe, ukushushumbiswa kwabantu nokucwaswa ngokomsebenzi noma ukuhlukunyezwa. Siphinde sihambisane nayo yonke imithetho yamaholo namahora kanye nayo yonke imithetho ehlobene nobumfihlo, inkululeko yokuzibandakanya, izingxoxiswano zamaholo ezididiyelwe, ukufuduka nokusebenza amahora eluliwe. Ikakhulukazi:

Ukusetshenziswa Kwezingane

Asikubekezeli neze ukusetshenziswa kwezingane emisebenzini yethu noma labo abasihlinzeka ngezinsizakalo. Sikholwa ukuthi yonke imisebenzi iyingozi, inokuxhaphaza noma ukulimaza uma iqalwa eminyakeni yobudala emincane kakhulu. Ngenxa yalokho, asiziqashi izingane—futhi asisebenzisani nabahlinzeki ngezinsizakalo abaqasha izingane—ezingaphansi kweminyaka eyi-15, ngaphansi kweminyaka yokuphothula imfundo noma ngaphansi kweminyaka yokuqala ukuqashwa ezweni, noma yimiphi ephezulu kakhulu. Phezu kwalokho, ngeke simqashe umuntu ongaphansi kwmeinyaka eyi-18 uma bengaba yingxenye yomsebenzi ongabalwa njengoyingozi, futhi ngeke sibekezelele abahlinzeki ngezinsizakalo abenza lokho.

Ukusetshenziswa Ngempoqo

Asivumi neze—emisebenzini yethu kanye nalabo abangabahlinzeki bethu—ukusetshenziswa kwazo zonke izinhlobo zokusetshenziswa ngenkani, kubandakanya ukusebenza kweziboshwa, abasebenzi abangakhululekile, abasebenzi besibopho, abasebenzi bombutho wezempi, abasebenzi abayizigqila, nanoma yiluphi uhlobo lokushushumbiswa kwabasebenzi.

Yiba Yisihlobo

Uma usola ukuthi umuntu othile uhlukunyeziwe noma uyaqinelwa, Khuluma. Ukuqhakambisa, ukuvikela, ukumela nokwazisa amalungelo nokulingana kwabalingani bakho kwa-Brambles yinto esemqoka. Ekugcineni, uma ubungabhekana nesimo lapho uzizwa uhlukunyeziwe noma uqinelwe, ungathanda ukuthi abalingani bakho Bakukhulumele.

Inkululeko Yokuzibandakanya

Siyalihlonipha ilungelo lomuntu ngamunye lokuba nenkululeko yokuzibandakanya. Sisebenzisana nabasebenzi bethu ngezivumelwano zomuntu ngamunye kanjalo nezamaqembu, njengokusho komthetho wakuleli, izinkambiso nemikhuba.

Ukuvikelwa Kobumfihlo Babasebenzi

Kwa-Brambles, siyalihlonipha futhi siyalivikela ilungelo lomuntu lokuthola ubumfihlo futhi sizosebenzisa, sigcine bese sidlulisela ulwazi lomuntu siqu ngokuhambisana neNqubomgomo yakwa-Brambles Yokugcinwa Kolwazi Luyimfihlo Emhlabeni-Jikelele, Inqubomgomo Yokugcinwa Kwedatha Yabasebenzi Ifihlekile Ngokuphelele kanye Nesijobelelo Senyunyana YaseYurophu. Okunye futhi, sizo:

- Qalisa ukusebenza kwezivikeli zekhompyutha, zomzimba, zezinqubo ukuze kuvikeleke idatha yomuntu siqu esiyikolekile;
- Vumela abantu abaqeqeshwe ngokufanele futhi abagunyaziwee ukuba bafinyelele idatha yomuntu siqu; kanye
- Nokulandelwa kwayo yonke imithetho efanele nezinqubo zokugcinwa kwedatha ifihlakele.

ANjengomsebenzi wakwa-Brambles, kufanele ugcine noma yiluphi ulwazi lomuntu siqu oke walufinyelela luphephile futhi luyimfihlo. Ukuze kwenziwe lokho, ake kubukwe lezi zinyathelo ezinhlanu ezilandelayo:

1. **Hlaziya.** Yiluphi ulwazi lomuntu siqu onalo futhi yiluphi ulwazi lomuntu siqu okwazi ukulufinyelela? Ungacabangi nje nge-imeyli kuphela. Cabanga ngamafayela amaphepha nokufinyelela izinhlelo, amafolda asetshenziswa ngokuhlanganyela namagumbi amafayela.
2. **Hlehla Uye Phansi.** Uma ungadingi ukufinyelela okuthile, ungakugcini. Thinta umdidiyeli wehlelo yenu ukuze ukwazi ukunciphisa noma ukususa ukufinyelela kwakho. Ukuhlehlisa unciphise idatha yomuntu ufanele kwenza kube lula ukuvikela ulwazi oludingayo.
3. **Vikela.** Uma unolwazi lomuntu siqu, uwena onomsebenzi yokuluthola.
4. **Lahla.** Uma ungayidingi, ungayigcini. Ngaphandle uma kuphoqwa umthetho ukuba ugcine ulwazi lwakho siqu, dilitha ulwazi oluku-inthanethi futhi udabule amakhophi amaphepha njengokusho kweNqubomgomo yakwa-Brambles i-Global Retention Policy.
5. **Hlala Uqaphele.** Uyinsiza eyigugu kithina ngokuvikela ulwazi lomuntu siqu. Isibonelo, uma uthola i-imeyli evela kumuntu ongamazi, ungayivuli futhi ungayiphenduli. Qinisekisa ukufaneleka kwe-imeyli ngokushayela lowo oyithumele noma uyibike njengesolisayo.

Ukuze uthole ulwazi oluthe xaxa mayelana nokuzinikela kwabakwa-Brambles kumalungelo abantu, sicela ubukeze izinqubomgomo zakwa-Brambles ezilandelayo Inqubomgomo yokwahluka Kwabantu, i-Diversity Policy, iNqubomgomo yamalungelo Abantu, i-Human Rights Policy, Inqubomgomo Yokuvikelwa Kolwazi Emhlabeni, i-Global Privacy Policy, iNqubomgomo Yokuvikelwa Kolwazi Lwabasebenzi Emhlabeni jikelele, i-Global Employee Data Privacy Policy, kanye Nesijobelelo Senyunyana Yamazwe AseYurophu, i-Addendum for the European Union.

Siyakugwema Ukushayisana Kwezintshisekelo Endaweni Yokusebenzela

Sizozigwema zonke izimo ezingadala noma zibonakale zingadala zibandakanya, ukushayisana phakathi kwezintshisekelo zabo kanye nalezo zakwa-Brambles. Izinqumo zethu zebhizinisi kufanele zibuswe ukwahlulela okuphusile, ukungachemi nokuthembeka kwabakwa-Brambles kanye nabanikazimasheya bethu—hhayi izintshisekelo zethu.

Ukushayisana Kwezintshisekelo

Umbuzo: Unganikeza isibonelo zokushayisana kwezintshisekelo?

Impendulo: Izibonelo zingabandakanya:

- Ukuvikela inkampani yamaloli yakho noma yomndeni wakho ukuze kuhlinzekwe ngokwesekwa kwabakwa-Brambles.
- Ukuqala inkampani yakho ehlinzeka ngemikhiqizo efanayo naleyo ehlinzekwa kwa-Brambles.
- Ukuhlinzeka ngezinsizakalo zokweluleka inkampani efuna umsebenzi omningi kwa-Brambles.
- Ukwamukela izipho nokukhokhelwa uhambo ngumhlinzeki bese uhlomulisa umhlinzeki lowo ngomsebenzi.

Imisebenzi Yangaphandle

Njengabasebenzi bakwa-brambles, kufanele siyigweme imisebenzi yangaphandle, njengemisebenzi yesibili, ubulungu kumabhodi nokuba abaqondisi, okungase kuphazamise ukuthembeka kwethu noma kuphazamise izibopho zethu kwabakwa-Brambles.

Siyazi ukuthi ukuzibandakanya kwmeinye imisebenzi engaphandle kwe-Brambles kungasiza uthole ukuzikhulisa kanjalo namakhono akho. Kodwa, qaphela ukuthi kungadingeka ulokhu uqaphe ukushayisana kwezintshisekelo. Ngaphambi kokuzibandakanya emisebenzini yangaphandle kufanele wenze isiqiniseko sokuthi akukho okuthikameza ikhono lapho lokwenza zonke izinqumo zomsebenzi ngokubeka i-Brambles phambili. Lokhu kuchaza ukuthi:

- Akukho ozokwenza okuzophazamisa ikhono nesibopho sakho sokwenza izinqumo ngokungachemile kanye nangaphandle kokwenzelela.
- Uma okwenzayo okuqondene nawe noma nezezimali zakho kungathikameza noma kube namathuba okuthi kungathikameza izibopho zakho kwa-Brambles, kufanele ukudalule kumenenja yakho noma kulungu leThimba Lezomthetho noma Lakwandabazabantu.
- Kufanele udalule izintshisekelo zakho zezezimali onazo enkampanini lapho ungase uthikameze ibhizinisi lakwa-Brambles ngaleyo nkampani.

Injongo yakwa-Brambles akukona ukukuvimba ukuba ulandele amathuba azokukhulisa wena akuhlomise emkhakheni wakho womsebenzi, kodwa ukuqinisekisa ukuthi lawo mathuba awashayisani nezintshisekelo zenkampani. Ukudalula ukushayisana kwezintshisekelo noma okungase kube ukushayisana kwezintshisekelo akusho ukuthi ngaso sonke isikhathi uyovinjwa ukuba wenze okuthile. Kunalokho, kungase kwenzeke ukuba usebenzisane nabakwa-brambles ukuthola isiombululo esamukelekile.

Ubudlelwane Emsebenzini

I-Brambles izinikele ekuqinisekiseni ukuthi indawo yethu yokusebenzela inobulungiswa futhi ayingcolisiwe yimibono yetiye nokukhetha. Yize noma sikuqonda ukuthi ubudlelwane babantu (noma ngabe obomndeni noma obokuthandana) buzokokheleka endaweni yethu yokusebenzela, lapho kuvunyelwe imithetho yasendaweni, singakukhuthaza ngenkulu inhlonipho ukuthi wazise imenenja yakho uma lokhu kwenzeka. Lokhu kubaluleke kakhulu uma lobu budlelwane buvuka phakathi kwabantu abaphethene, njengoba lokhu kungathinta amakhono okukwazi ukuzibandakanya ezinqumweni ezithinta omunye nomunye. Uma kwenzeka kuba nokukhathazeka nobungcuphe, lapho-ke amathuba okudlulisela oyedwa noma ababili kwezinye izindawo zebhizinisi ngaphandle kokulahlekelwa isikhundla noma imigomo nemibandela, ngokubuka imithetho esebenza lapho. Yize noma singalindela ukuthi bonke ubudlelwane kungenwa kubona ngokukhululeka nokuzikhethela, siyazi ukuthi ukusetshenziswa kwamandla ezikhundla kungaba nomthelela nakho ebudlelwaneni basemsebenzini. Noma yiziphi izibonelo ezingaphula izinqubomgomo zethu zokuhlukunyezwa kanye nokuqinelwa kuzobhekanwa nazo futhi kuphenywe bese kuthola isijeziso esinzima kakhulu, nesingabandakanya ukuxoshwa imbala. Kufanele uzijwayeze izinqubomgomo zalapho usebenza khona, futhi uma unanoma yikuphi ukukhathazeka, kufanele ukubhekise ngqo kunoma yiliphi ilungu leThimba Lezomthetho noma LakwaNdabazabantu noma usebenzise izindlela ezibalulwe kuNqubomgomo Yokuzwakalisa Imibono Yakho, okubandakanya ne-Speak Up hotline.

Khumbula, Akuhlali Ngaso Sonke Isikhathi kungu “Cha,” Kodwa Ngaso Sonke Isikhathi “Ukwazi”

Ukushayisana Kwezintshisekelo akukona empeleni ukwaphula Imigomo Yokuziphatha Okuhle yakwa-Brambles. Nokho, ukuhluleka ukudalula ngokufanele ukushayisana kwezintshisekelo yikona empeleni okuhlale kungukwaphula Imigomo.

Ukudalula okungase kube ukushayisana kwezintshisekelo kuvumela imenenja yakho nabakwandabazabantu bakwazi ukunciphisa ubungozi obungathikameza izinqumo zebhizinisi kuwena.

UKUVIKELA IMIGUDU YOKUTHENGWA KWEZINSIZA

- Ukuncintisana Okuhle
- Ukulwa Nokukhwabanisa
- Ukulwa Nenkohlakalo
- Ukulwa Nokushushumbiswa Kwemali
- Unswinyo
- Intela
- Silindele Ukuthi Abahlinzeki Bethu Balandele Izimiso Ezibekwe Zacaca Kuyo Imigomo Yethu

Ukuvikela Imigudu Yokuthengwa Kwezinsiza

Zonke izinto ziqala ngekhasimende. Lokhu kuchaza ukuthi sisebenzela ukuletha ubugugu nentengo ephambili kumakhasimende ethu, ngenkathi silokhu sithembekile kuyo Imigomo namazinga ethu aphezulu obuqotho.

Ukuba yinkampani eyenza ngenkambiso elungile kuchaza ukwenza ibhizinisi ngokuvulelekile nangokwethembeka, nokufuna izimo zokuncintisana ezisivunayo sisebenzisa imikhuba eqinile, elungile nesebenza ngempumelelo kwezebhizinisi. Akufanele sithathe izinyathelo eziphula noma yimuphi umthetho osebenzayo, isimiso noma inqubomgomo yakwa-Brambles, kubandakanya noma yimuphi umthetho ohlobene nokuncintisana, ukukhwabanisa, ukugwaza, ukushushumbisa imali, unswinyo kwezohwebo knaye nezivimbelo noma intela.

Ukuncintisana Okuhle

Imithetho yokuncintisana yenzelwe ukuthuthukisa ukuncintisana nokuvikela amakhasimende emikhubeni yamabhizinisi engalungile. Le mithetho, nezinqubomgomo zakwa-Brambles, kuvimbela ukuziphatha okubukwa njengokunezimfihlo noma okuphikisana nokuncintisana, njengokuboshwa kwamanani, ukwenzelelwa kumathenda, ukwahlukanisa amakhasimende noma izimakethe, ukuvimbela ukutholakala kwemikhiqizo noma izinsizakalo noma ukunqaba ukubhekana nophathina abathile bebhizinisi ngezizathu ezingavunyelwe. Kwa-Brambles, siyabona ukuthi ukuziphatha okungakhuthazi ukuncintisana akukuhle kumakhasimende ethu, kusenza sibe abagxile kithina kuphela nabangazimisele ngokukhula futhi akwamukelekile emphakathini wonkana. Intshisekelo yethu ngempumelelo ichaza ukuthi:

- Sizoqhudelana ngokulungile ngokusekelwe kumaphuzu amandla emikhiqizo yethu nezinsizakalo kanye nangokuhambisana nemithetho yezokuncintisana ezimakethe esisebenza kuzona; kanye
- Ngeke sizibandakanye emikhubeni efana nokuboshwa kwamanani, ukwenzelelwa kumathenda, ukwahlukanisa amakhasimende noma izimakethe, ukuvimbela ukutholakala kwemikhiqizo noma izinsizakalo noma ukunqaba ukubhekana nophathina abathile bebhizinisi ngezizathu ezingavunyelwe.

Ukuze uthole ulwazi oluthe xaxa mayelana nokuzinikela kwabakwa-Brambles' ekuncintisaneni ngokulungile, uyacelwa ubheke iManuwali Yokulandelwa Kwemithetho Yezokuncintisana Jikelele, i-Global Competition Compliance Manual.

Ukulwa Nokukhwabanisa

Ukukhwabanisa inkambo embi nengekho emthethweni. Ukukhwabanisa kwenzeka uma umuntu eqamba amanga, ekhohlisa, enza amaqhinga noma entshontsha—ingabe ngamazwi, ngokwenza noma ngokufihla lokho okufanele ngabe akufihliwe—ukuze azuze noma ancishe omunye. Izibonelo zokukhwabanisa zibandakanya:

- Ukuhambisa imibiko yezindleko engamanga;
- Ukusebenzisa ngaphandle kwemvume nangokungafanele izimpahla zakwa-Brambles noma ukuxhaphaza impahla yakwa-Brambles;
- Ukuphatha okungagunyaziwe noma ukubikwa kwamathransekshini, okufana nokudluliselwa kwezindleko zomunye unyaka komunye noma ukuqamba izinzuzo ezingezezomunye unyakamali;
- Ukubhumbuluza noma ukushintsha amadokhumenti, kubandakanya ukubhumbuluza noma ukushintsha amadokhumenti ukuze uthole izinsiza noma i-wire transfer, ama-credit transfer noma ama-bank transfer; kanye
- Ukushintsha ngokungeyikho noma ukuphathaphatha amarekhodi ezezimali noma izitatimende zezezimali.

Ngamunye namunye wethu unesibopho sokuvikela nokubika ukukhwabanisa. Izimo zokukhwabanisa uqobo noma okungase kube ukukhwabanisa kufanele zibikwe kuyo imenenja yakho noma ilungu lethimba Lezomthetho, noma usebenzisa izindlela ezibalulwe kuNqubomgomo Yokuzwakalisa Imibono Yakho, okubandakanya ne-Speak Up hotline.

Ukwenza Lokho Okulungile. . . Silandela Yonke IMithetho Ebekiwe

Ukulandela imithetho yezokuqhudelana akuvimbeli abakwa-Brambles ukuba bancintisane ngamandla, ngokulungile nangempumelelo. Intshisekelo yabakwa-Brambles yempumelelo ichaza ukuthi sizoncintisana ngempumelelo ngaphakathi kwemibandela yemithethi efanele yokuncintisana.

Ukulwa Nenkohlakalo

Kwa-Brambles, sizinikele ekulandeleni yonke imithetho efanele elwa nenkahlakalo namazinga emazweni lapho sisebenzela khona, kubandakanya i-Australia's Criminal Code, i-UK Bribery Act kanye ne-US Foreign Corrupt Practices Act. Izinqubo zenkohlakalo, ngakho-ke, azemukelekile. Lokhu kuchaza ukuthi:

- Asivumelani neze nokugwaza, ukufumbathiswa, ukusetshenziswa kwethonya nesikhundla ukuze uzuze nezinye izinkokhelo zenkohlakalo kuzo zonke izinqubo zebhizinisi, kuwo wonke amazwe emhlabeni wonke, kuzo iziphathathimandla zikahulumeni nakuhulumeni (okubandakanya abasebenzi bezinkampani ezingaphansi kukahulumeni) nemboni ezimele;

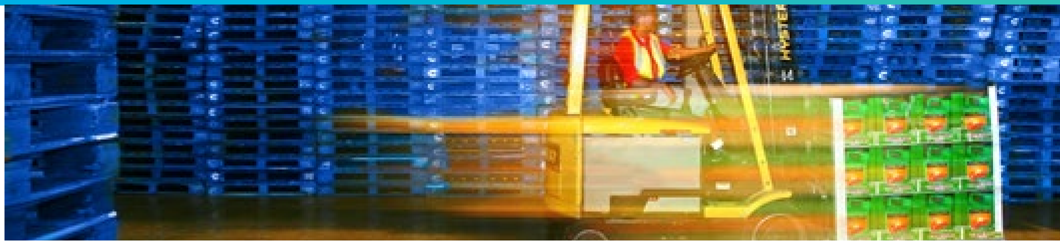
- Ngeke sithembise, sinikeze, senze noma sigunyaze nani na eyigugu, ngokuqondile noma ngokungaqondile, kunoma ubaniukuze sithole isitebhisi esingafanelekile kwezebhizinisi;

- Silandela imihlahlandlela yakwa-Brambles yeZipho Nokutatanyiswa Kwezicukuthwane njengoba ibhaliwe kuyo i-Anti-Bribery Policy. Ukudlula lapho, sizokhumbula ukuthi ukupha izipho, ukutatamisa izicukuthwane nanoma yini enenani kuziphathimandla zikahulumeni, okubandakanya, phakathi kokunye, abasebenzi bamabhizinisi angaphansi kukahulumeni, kulawulwa ngamandla futhi esikhathini esiningi akuvumelekile. Ngeke siphisane ngezipho ezinjalo nom aukutatanyiswa kwezicukuthwane ngaphandle kuqala kokuthola imvume evela eQenjini Lokuvikelwa Komkhuba Wokugwaza;

- Izipho ezinikelwa emaqenjini ezepolitiki

- Sizolandela ngokufanelekile izinqubo futhi sidinga ukuthi noma iyiphi ingxenye yesithathi emele abakwa-Brambles ikhethwe ngokucophelela futhi ihambisane neNqubomgomo yakwa-Brambles i-Anti-Bribery Policy kanye nezimiso ezibekwe ngokucacile kuyo i-Supplier Policy.

Ukuze uthole ulwazi oluthe xaxa mayelana nokungavumeli kwabakwa-Brambles ukugwaza nenkohlakalo, uyacelwa ubheke i-Anti-Bribery Policy.



Ukwenza Lokho Okulungile. . . Silandela Yonke IMithetho Ebekiwe

Ukuze siqhakambise igama lethu elethenjwayo njengophathina othembekile ebhizinisini, sizopha futhi samukele izipho ezinagtheni zebhizinisi—izipho nokutatanyiswa—kuphela.

Njengoba kubaluliwe ku-Anti-Bribery Policy, izipho nokutatanyiswa kwezicukuthwane akufanele nanini na kukuvimbe ukuba wenze izinqumo zebhizinisi ezilungile nezingachemile noma ukhomnise ukuthi zikuvimbele ukuba wenze izinqumo ezilungile nezingachemile. Ngenxa yalokho, izipho nokutatanyiswa kwezicukuthwane (okunikeziwe noma okwamukelwe) akuwona neze umqondo omuhle esikhathini esiseduze noma ngaso isikhathi senqubo yethenda noma izingxoxiswano zezinkontileka.

Inqobo uma kungenazingxoxiswano zethenda noma eziqhubekayo (futhi inqobo uma kungekho zikhulu zikahulumeni ezibandakanyekayo):

- Ukutatanyiswa kuvumelekile inqobo uma kuyinto engatheni, okufanelekile futhi uma inhloso yako kungukuthuthukisa igama lenkampani yethu, ukubonisa imikhiqizo yethu nezinsizakalo, noma ukwakha ubudlelwane bebhizinisi.

- Izipho zinganikezwa noma zamukelwe uma kungewona umkhuba ojwayelekile, Izipho zingamukelwa kuphela uma zinikezwa emva kwesikhathi eside, ngenhloso eyodwa yokwakha noma ukuqinisa ubudlelwane basebhizinisini, kanye nangenani elingaphansi komkhawulo obalulwe ku-Anti-Bribery Policy. Njengoba kubekwe ngokucacile ku-Anti-Bribery Policy izipho ezingaphezu kwenzani elinqunyiwe zidinga imvume yemenenjanoma iQembu Lokuvikelwa Kokuwaza .

Ukulwa Nokushushumbiswa Kwemali

I-Brambles izinikele ekulandeleni yonke imithetho elwa nokukhwabanisa nemithetho yokuxhaza ngezimali ubushokobezi nezimiso. Lokhu kuchaza ukuthi abakwa-Brambles bazokwenza ibhizinisi kuphela namakhasimende nabahlinzeki abazibandakanye emabhizinisini aqondile ngezimali ezitholakele emithonjeni eqondile. Njengomsebenzi wakwa-Brambles, kufanele:

- Wazi amakhasimende nabahlinzeki osebenza nabo. Kufanele ukoleke futhi uqonde ulwazi namadokhumenti onke odinga ukuwazi ukuze uqinisekise ukuthi bazibandakanye emisebenzini yebhizinisi eliqondile nelisemthethweni nokuthi izimali zabo ziqhamula emithonjeni esemthethweni;
- Landelela konke ukuhlungwa nokuhlaziywa kohlu lwamakhasimende kanye nezinqubo zokuqinisekiswa kwezingxenye eziseceleni;
- Landela yonke imihlahlandlela yakwa-Brambles mayelana nezindlela ezamukelekile zokukhokha; kanye
- Qapha futhi ubike noma yiziphi izimpawu noma izinkomba zengozi yokhwabanisa noma imisebenzi ethile engekho emthethweni kumenenja yakho noma iThimba LezoMthetho, noma usebenzise amacebo abalulwe ngokucacile kuNqubomgomo ye-Speak Up, okubandakanya i-Speak Up hotline.

Ukukhwabanisa Nokushushumbiswa Kwemali

Umbuzo: Unganikeza izibonelo zokukhwabaniswa kwemali?

Impendulo: Izibonelo zezimpawu ezikhomba ukukhwabaniswa kwemali zibandakanya:

- Imizamo eyenziwa yikhasimende ukuhlinzeka imininingwane engamanga ukuze livule i-akhawunti;
- Izicelo zokukhokha ngokheshi bese kulandela izicelo zokubuyiselwa imali;
- Ama-oda, ukuthenga noma ukukhokha okungajwayelekile noma okungahambisani nebhizinisi lekhasimende noma imikhuba yangaphambilini yebhizinisi; kanye
- Ukudluliselwa kwemali okungavamile kuya nom akusuka kwamanye amazwe angahlobene namathransekshini ebhizinisi.

Izibonelo ezingacacile noma izimpawu zengozi yokushushumbiswa kwemali, ikakhulukazi ukuthenga emazweni agcina izilawuli zokushintshelana ngemali, kungabandakanya izicelo ezingajwayelekile zisuka kophathina bebhizinisi njengendlela yokuqhuba ubudlelwane. Izibonelo kungaba:

- Isicelo sokukhipha i-invoyisi yebhizinisi elingeyena uphathina wethu webhizinisi futhi elingenandima ecacile kule thransekshini;
- Ukukhishwa kwemali iya kuphathina webhizinisi ezweni elingelona lapho lo phathina esebenzela khona (izinkokhelo ezi-offshore payments); noma
- Ukubuyisa izinkokhelo ebhizinisini elingelona lelo elakhipha izinkokhelo kwa-Brambles ekuqaleni.

Lezi zinkomba eziyingozi kwesinye isikhathi zikhomba ukubalekelwa kwemithetho yentela yasendaweni noma izilawuli zokushintshwa kwemali yangaphandle, nokungaba yisisekelo sokushushumbiswa kwemali.

Unswinyo

Njengenkampani yomhlaba, abakwa-Brambles bazinikele ekulandeleni yonke imithetho nemibandela yonswinyo—kubandakanya ukuvinjelwa, unswinyo lwezomnotho, imikhuba, imithetho nezimiso zemikhiqizo noma izimpawu zezwe lendabuko kanye neyokulwa nokuqhinqa—esebenza emazweni esenza nawo ibhizinisi. Ukuhlangabezana nalesi sibopho, kufanele:

- Landela zonke izinqubo ezihlobene nokuthuthwa kwezimpahla ziyodwayiswa kwelinye ilizwe noma ukwamukelwa kwezimpahla ezivela kwelinye ilizwe zizodayiswa kuleli, i-software noma ubuchwepheshe;
- Landela konke ukuhlungwa kwamakhasimende asohlwini kanye nezinqubo zokuqashelwa kwengxenye yesithathu ukuze kuqinisekiswe ukuthi abakwa-Brambles abazifaki ebudlelwaneni bebhiznisi namazwe noma nabantu noma namabhizinisi angaphansi kohla lonswinyo;
- Sebenzisa ama-ejenti ezinkambiso ezigunyazwe ngabakwa-Brambles; kanye
- Bika ngokunembile, ngokuphelele kanye nolwazi olufika ngesikhathi emaphepheni ezimpahla ezivela ngaphandle kanye nezimemezelo.

Ukukusiza ukwazi ukulandela lezi zimfuno, abakwa-Brambles sebamukele a [i-Sanctions Policy]. Kubalulekile ukukhumbula ukuthi le Nqubomgomo Yonswinyo, yona, phakathi kokunye, ebeka imibandela ngokubanzi ezweni kanye nezicelo ezingujikelele zohlobo lonswinyo lwase-Australia kuzo zonke iziNkampani zeQembu lakwa-Brambles, esikhathini esiningi ziqine ngaphezu komthetho osebenzayo kuleyo ndawo.

Intela

Abakwa-Brambles bazinikele ekuhambisaneni nemithetho yentela kanye nokuba nobudlelwane obuvulelekile nobakhayo neziphathimandla zentela. Imithetho yentela ngokwakhona vele ilukhuni, kanti abakwa-Brambles bafuna ukuthobela imithetho ngokukhokha inani lentela endaweni efanele, badalule ulwazi olufanele, futhi bafaka izicelo nokutakulwa noma-ke imihuhiso uma itholakala. Seseka ukuvuleleka okukhulu ezinkokhelweni zentela ezinkampanini zethu kanye nezinqubo ukuze kwakhiwe ukwethenjwa umphakathi.

Ngaphezu kwalokho, sizibophezele ekuvikeleni ukuqhutshwa kokubalekelwa kwentela. Empeleni lokhu kuchza ukuthi sidinga ukubuzisisa ezinye izicelo ezingajwayelekile kumakhasimende, abahlinzeki, abasebenzi nosonkontileka ezibonakala sengathi zibahlomulisa ngokungafanele uma kukhulunywa ngentela. Izibonelo ukwenza izincazelo zamanga zezimpahla nezinsizakalo, ukuthumela i-invoyisi kwenye inkampani kuna le okuhlinzekwe kuyona izimpahla noma izinsiza, ukukhokha ngokheshi osesandleni ngezinsizakalo noma kuma-akhawunti akaphansi kwezinkalo eziyimfihlo ze-offshore, ukuvuma ukushintsha izincazelo zezindleko noma izinkokhelo kubasebenzi nokuzokwehlisa isibopho sentela yomholo.

Ukuze uthole imininingwane ethe xaxa mayelana nokuzibophezela kwabakwa-Brambles ekudaluleni konke okuhlobene nezinkokhelo zentela kanye nezinqubo, uyacelwa ubheke i-Tax Policy, futhiuma unanoma yikuphi ukukhathazeka noma usola ukuthi kunendaba ethile, uyacelwa uthintane nemenenja yakho noma iThimba LezoMthetho, noma usebenzise izindlela ezibalulwe kuNqubomgomo ye-Speak Up, okubandakanya i-Speak Up hotline.

Silindele Ukuthi Abahlinzeki Bethu Balandele Izimiso Ezibekwe Zacaca Kuyo Imigomo Yethu

Sizbophezele ekubeni ngophathina abalungile nababalulekile kuleli ketango lokuhlinzekwa ngezidingo, siqhubeke nokwakha ibhizinisi elizinzile elisebenzela amakhasimende alo, abasebenzi nabanikazimasheya kanjalo nemiphakathi abahlala kuyona.

Ukuba neqoqo labahlinzeki abanamandla abazimisele kubucayi ukuze sibe nempumelelo yesikhathi eside. Sithembele olwazini nasemakhokhweni abahlinzeki ukuze sihlangabezane nezidingo zamakhasimende ezishintshashintshayo, futhi sisebenza kuphela nabahlinzeki abathobela yonke imithetho esebenzayo, kubandakanya yonke imithetho efanele yezabasebenzi, eyokuqasha, eyamalungelo abantu, amaholo namahora, nemithetho yezempilo zokuphepha. Lapho abahlinzeki bengahlangabezani nalawa mazinga, abakwa-Brambles bazothatha izinyathelo ezifanele ezingabandakanya ukunqanyulwa kobudlelane bokuba umhlinzeki.

Ukuzibophezela kwabakwa-Brambles emikhubeni elungile nesemthethweni nabahlinzeki babo ingatholakala ku-Supplier Policy.

Ukwenza Lokho Okulungile. . . Silandela Yonke IMithetho Ebekiwe

Singabekwa icala—ngokwegama lethu futhi kwesinye isikhathi ngokwasemthethweni—ngezenzo zabahlinzeki bethu lapho besebenza egameni lethu. Ngenxa yalokho, kufanele uqinisekise ukuthi:

- Sisebenza kuphela nabahlinzeki abaqhakambisa ubugugu nezinga lethu eliphakame lobuqotho emabhizinisini abo kanjalo nemigudu yezokuthengwa kwempahla. Abahlinzeki kufanele bavume ukulandela wonke amaphuzu afanele eziNqubomgomo Zenkambiso yakwa-Brambles kubandakanya i-Supplier Policy.
- Ugweme ukushayisana kwezintshisekelo lapho ukhetha umhlinzeki, ungalokothi nanini wamukele izipho ezingafanelekile noma olunye uhlobo lwesipho.
- Uma ubona izimo zokusebenza ezingaphephile noma usola ukwaphulwa kwamalungelo abantu emigudwini yethu yokuthengwa kwempahla, kufanele Ukhulume. Bika udaba lolo kumenenja yakho nanoma yiliphi ilungu leThimba LezoMthetho noma LakwaNdabazabantu noma ushayele i-Speak Up hotline.
- Uthatha isinyathelo sokulungisa kwezinye izimo esingase sibandakanye uknqanyulwa kwenkontileka, emva kokuzwa ukuthi ingxenye yesithathi ihlulekile ukuhambisana namaphuzu athile ezinqubomgmo Zenkambiso yakwa-Brambles, kubandakanya i-Supplier Policy.

UKUVIKELA INKAMPANI YETHU NABANIKAZIMASHEYA BETHU

- **Sivikela Izimpahla Nezinsizakusebenza zakwa-Brambles**
- **Ulwazi Oluyimfihlo**
- **Impahla Yobuciko Babantu**
- **Ukunganyelwa Kwamarekhodi Nezimpahla Ngokomthetho**
- **Ukusebenza Ngamasheya**
- **Ukubika Ngeqiniso Okunembile**
- **Sixhumana Ngokufanelekile: Ukudalula Okuqhubekayo Nokuxhumana**

Ukuvikela Inkampani Yethu Nababambiqhaza Bethu

Kwa-Brambles, sivikela ulwazi lwethu oluyimfihlo kanjalo nolwazi oluvikekelekile nolomuntu siqu lwabasebenzi bethu, amakhasimende ethu nabahlinzeki bethu, futhi sivikela zimpahla zethu ukuba zingantshontshwa, zilahleke noma zisetshenziswe budlabha. Sigcina amarekhodi anembile nathembekile, futhi sigwema ngisho ukuqhamuka kokukhwabanisa nezenzo ezingafanele.

Sivikela Izimpahla Nezinsizakusebenza zakwa-Brambles

Kufanele sivikele izimpahla zakwa-Brambles—kubandakanya amabhilidi noma izikhungo esisebenza kuzona; amaphalethi, amakesi, iziqukathi, ama-keg noma izisetshenziswa zethu; ubuchwepheshe esibusebenzisela ukwenza umsebenzi wethu; namakhompyutha kanye nama-smartphone asixhumanisayo—ekuntshontshweni, ukulahleka nokuxhashazwa. Akufanele sisebenzise izimpahla zakwa-Brambles ukwenza lokhu:

- Inzuzo yethu; noma
- Noma yini engekho emthethweni noma engalungile ngokwenkambiso.

Ukuzisebenzisela ezinye izimpahla, ngokufanalekile futhi njengokuvunyelwe yizinqubomgomo zendawo nezinqubo, kungabe kuvunyelwe, kodwa ukusebenzisa kwakho kufanele kube ngokulungile, hhayi njalonjalo futhi kube semthethweni, futhi kungalinge kuthikameze umsebenzi wakho noma wabozakwenu kwa-Brambles. Khumbula ukuthi noma yiluphi ulwazi olwakhayo, wabelane ngalo noma uludawunilode ohlelweni lwakwa-Brambles lungolwaka-Brambles, futhi siyaligodla ilungelo lokungamela ukusetshenziswa kohlelo nganoma yisiphi isikhathi, ngangokuvunyelwe umthetho.

Ukwenza Lokho Okulungile. . . Silandela Yonke IMithetho Ebekiwe

Amakhasimende ethu nabahlinzeki bayasethemba ngolwazi oluyimfihlo. Ukuvikela lolu lwazi oluyimfihlo yisibopho esibalulekile, ngakho kufanele siqinisekise ukuthi zonke izinyathelo ezifanele zenziwe lapho kufinyelelwa noma kusetshenziswa ulwazi oluyimfihlo.

Ulwazi Oluyimfihlo

Okusemqoka empumelelweni yebhizinisi lakwa-Brambles ukuvikela kwethu ulwazi oluyimfihlo, kubandakanya idatha yomuntu siqu engasetshenziselwa ukuhlonza umuntu njengegama, ikhelo, inomboloyocingo nekheli le-imeyli. Ngamunye ngamunye wethu kufanele avikele ukuvikeleka nokuphepha kwalolo lwazi. Ungakoleka, usebenzise futhi ufinyelele ulwazi kuphela njengokuvunyelwe yizinqubomgomo zethu zokuphepha nokuvikelwa kolwazi, kubandakanywa i-Global Privacy Policy yethu, i-Global Employee Data Privacy Policy kanye ne-Addendum for the European Union kanjalo nemithetho efanele yokuvikeleka kwedatha.

Impahla Yobuciko Babantu

Amaphathenti, amalungelo obunikazi, izimpawu zezinkampani nezimfihlo zokuhweba ziyizimpahla ezibalulekile zakwa-Brambles. Kufanele uvikele impahla yobuciko bethu futhi ukhumbule ukuthi abakwa-Brambles bangabanikazi bayo yonke imikhiqizo yomsebenzi (njengemibono, izinqubo nemikhiqizo emisha eqanjiwe) oyiqambayo noma uyakhe emsebenzini wakho nathi ngangokuvunyelwe umthetho. Ubunikazi buyaqhubeka ngisho noma usuhambile kwa-Brambles. Uma wazi ngoxhashazwa okwenzekayo noma usola ukuxhashazwa okwenzekayo kwempahla yobuciko yakwa-Brambles, Sitshele.

Ukunganyelwa Kwamarekhodi Nezimpahla Ngokomthetho

Ngamunye namunye wethu unesibopho sokugcinwa kwamarekhodi angaphansi kwezandla zethu evikelekile. Kufanele wazi futhi ulandele i-Global Record Retention Policy kanye ne-Schedule ehlobene nokugcinwa, ukulondolozwa nokushabalaliswa kwamarekhodi. Ungalokothi ulahle noma ushabalalise ulwazi olungase ludingekele uphenyo, ucwaningomabhuku noma izinqubo zezomthetho. Uma uthola isaziso somthetho, landela imiyalelo yaso, futhi uma ungenasiqiniseko sokuthi kufunekani, uyacelwa ubukeze i-Global Record Retention Policy noma uthinte noma yiliphi ilungu leThimba LezoMthetho.

Ukusebenza Ngamasheya

Abaqondisi nabasebenzi akufanele badayise noma bathenge amasheya akwa-Brambles uma bephethe ulwazi olubucayi lwamanani ngokuvamile olungatholakali emakethe. Phakathi kokunye, lokhu kuchaza ukuthi:

- Ungalokothi uthenge noma uthengise amasheya akwa-Brambles, ingabe ngokuqondile noma ngelungu lomndeni noma abanye abantu noma amabhizinisi, ngenkathi wazi ulwazi lwamanani olubucayi ngokuvamile olungatholakali ezimakethe nokungenza inani lalawo masheya lenyuke noma lehle; futhi
- Ungalokothi uncome noma uphakamise ukuthi noma ubani athenge noma athengise amasheya akwa-Brambles ngenkathi unolwazi lwamanani olubucayi ngokuvamile olungatholakali ezimakethe nokungenza inani lalawo masheya lenyuke noma lehle; futhi.

Ukuze uthole ulwazi oluthe xaxa mayelana nalesi sihloko, uyacelwa ubuke i-Nqubomgomo yakwa-Brambles' i-Securities Trading Policy.

Ukubika Ngeqiniso Okunembile

Ukugcinwa kwamarekhodi okunembile nokurekhoda kusisiza sihlangabezane nezibopho zethu zezomthetho nezokulawula kanjalo nokugcina igama lethu nokuthenjnwa kwethu kukuhle ezimakethe lapho sisebenzza khona. Kungakhathalekile indima, omunye ngamunye wethu unesibopho sokuqinisekisa ukuthi ibhizinisi lakwa-Brambles namarekhodi ezezimali ayiqiniso, aphelele, anembile futhi alungile.

Yini i-Legal Hold?

Lapo silindele izinqubo zezomthetho, ungatshelwa yiThimba LezoMthetho ukuthi amadokhumenti—kungakhathaleki ifomethi yawo—ahlobene nodaba noma uphenyo kufanele agcinwe. Lapho uzwa ngalokhu, kufanele uthathe zonke izinyathelo ezidingekayo ukuqinisekisa ukuthi ayalondolozwa hhayi ukonakaliswa.

Sixhumana Ngokufanelekile: Ukudalula Okuqhubekayo Nokuxhumana

Sizibophezele ekuqiniseksieni ukuthi ulwazi olugcwele, olulungile nolunembile mayelana nabakwa-brambles luyatholakala kubanikazimasheya ethu ngendlela efanele kanye, ikakhulukazi, nokuqinisekisa ukuthi i-Australian stock market yaziswa ngendlela nganoma yini engase ibe nomthelela obonakalayo enanini lesheya lakwa-Brambles.

Njengoba kubekwe ngokucacile kuyo i-Group Guidelines for Serious Incident Reporting, izimenenjazethu kufanele zilethe noma yini ebucayi nengalindelekile kubuholi bakwa-Brambles ukuze kube yibo abanqumayo lokho okufanele kwenziwe futhi basho uma ulwazi kufanele lwaziswe abantu abangaphakathi nabangaphandle. Lokhu kubandakanya:

- Ukudlula emhlabeni kwabasebenzi, osozinkontileka noma umphakathi;
- Izehlakalo eziholela (noma ezingase ziholele) emonakalweni obucayi emvelweni;
- Ukuchezuka noma ukuzama ukuchezuka izinqubomgomo zezezimali, izilawuli zangaphakathi zezimali, izindaba zocwaningomabhuku, kubandakanya ukukhwabanisa noma iphutha lenhloso emalungiselelweni, ukuhlaziywa, ukubukezwa, noma ucwaningomabhuku lwamarekhodi ezimali kwa-Brambles noma ukuphanjwa kwezitatimende zezimali noma izitatimende mbumbulu mayelana nezindaba eziqukethwe kumarekhodi ezimali akwa-Brambles, imibiko yezimali, noma imibiko yocwaningomabhuku;
- Izenzo zangempela noma ezingase zenzeke noma zokukhwabanisa noma ukushayisana kwezintshisekelo;
- Ukwaphulwa kwe-US Foreign Corrupt Practices Act, UK Bribery Act okwenzekile noma okungase kwenzeke, nanoma yimuphi omunye umthetho wokugwaza noma ohlobene nenkohlakalo;
- Izehlakalo eziholela (noma ezingase ziholele) ekulandelweni ngabezindaba kakhulu, ukuboshwa kwezigebengu noma ukuvulelwa icala elikhulu, ukumiswa komsebenzi okukhulu, noma ukulinyazwa kwempahla noma isikweletu semali (emva komshuwalensi) esingaphezu kwama- GBP 400,000; USD 500,000; AUD 1,000,000; noma ama-Euro 600,000.

Uma ngokuhamba kwesikhathi inkinga iziphelela, kuhle lokho, kodwa akukho menenja okufanele ihlale nje ilindele ukuthi yini ezokwenzeka. Zonke izimenenja kunethuba lokuthi ekuhambeni kwesikhathi zizobhekana nodaba olubucayi nolungalindelekile. Izingozi ziyenzeka noma ngabe kuhlelwe kahle kangakanani. Abaphathi bakwa-Brambles akufanele bezwe okokuqala ngqa ngendaba ebucayi nengalindelekile futhi eyaziwayo yimenenja kodwa bayizwe kubahlaziyi noma kwabezindaba noma ngomunye umthombo wangaphandle.

Yazisa imenenja yakho ngokushesha uma wazi ngesehlakalo esibucayi noma esikhulu ebesingalindelekile. Imenenja yakho izoba nomthwalo wokuthumela ulwazi luze lufinyelele kwabakhulu.

Ukuze uqinisekise ukuthi ulwazi olufanele kuyadedelwa ngapahndle kunabantu abathile ngaphakathi kwa-Brambles abanegunya lokwenza izitatimende zomphakathi kwabezindaba, abatshalizimali nabahlaziyi. Akekho omunye umuntu okufanele axhumane nalezo zingxenye zangaphandle. Izitatimende zomphakathi zibandakanya ukuxhumana ngezinkundla zezokuxhumana noma ubuchwepheshe bohleloxhumano lomphakathi. Ukuze uthole ulwazi oluthe xaxa mayelana nemihlahlandlela yakwa-Brambles yokuxhumana nabangaphakathi nabangapahndle, uyacelwa ubukeze iNqubomgomo yakwa-Brambles' i-Continuous Disclosure and Communications Policy.

Akuzona zonke izehlakalo ezibucayi okungadingeka zibikwe ngaphandle, kodwa lolu udaba okufanele lunqunywe ubuholi bakwa-Brambles. Kuyisobopho sethu sonke kwa-Brambles ukulandela imihlahlandlela yokubika ngaphakathi ukuze siqiniseke ukuthi ubuholi bakwa-Brambles bunawo wonke amaphuzu ngokushesha ukuze bukwazi ukwenza izinqumo eziphusile.

Ukwenza Lokho Okulungile. . . Silandela Yonke IMithetho Ebekiwe

Ngaso sonke isikhathi sebenzisa ingqondo lapho unquma ukuthi ubuholi bakwa-Brambles buyadinga naukwaziswa ngodaba oluthile. Uma unokuthandabuza, lubike udaba.

Ukwenza Lokho Okulungile. . . Silandela Yonke IMithetho Ebekiwe

Sebenzisa izinkundla zezokuxhumana ngobuhlakani. Khumbula, ayikho inkinobho yokuthi @Sula@. Ukuze uthole ulwazi oluthe xaxa, uyacelwa ubukeze iNqubomgomo yakwa- Brambles i-Social Media Policy, yonaebeka ngokucacile izimiso eziyimihlahlandlela kanye nohlu lokungenziwa nokungafanele kwenziwe.

UKUVIKELA IMIPHAKATHI YETHU

- Sinesibopho Ngemvelo Yethu
- Siyabuyisela Emiphakathini Yethu
- Imisebenzi Yomuntu Siqu Yezepolitiki
- Ukubukeza Imigomo

Ukuvikela Imiphakathi Yethu

Siyasazi isibopho sethu sokwenza ibhizinisi ngendlela evikela nethuthukisa imiphakathi yethu esiphila futhi esisebenza kuyona.

Sinesibopho Ngemvelo Yethu

Abakwa-Brambles banesibopho ngemvelo. Lokhu kubonakala ngokucacile ekuzinikeleni kwethu ku-Zero Harm yona, njengoba kubaluliwe ngenhla, ichaza ukuthi sizinikele ekuthini kungabikhona nokukodwa ukulimala kwabantu, kungabikhona nakancane ukulimala kwemvelo kanye nokungabi khona nhlobo komthelela oyingozi kumalungelo abantu, kanye nokuzibophezela kwethu ekuzinzeni. Kumongo wohlelo lwethu lokuzinza imodeli yethu ethi “share and reuse” yona, phakathi kokunye, enciphisa okukhafulelwa emoyeni, imfucuza kanye nokudingeka ngamandla kwezinsiza zemvelo, kokubili enkampanini yethi kanye nasemigudwini yokudayiswa kwezimpahla emhlabeni jikelele lapho sisebenza khona. Inhloso yethu ukuhlinzeka ngezisombululo zebhizinisi ezinobuciko bokuqamba izinto ezintsha, ezisebenza ngempumelelo, eziphephile neziletha ukuzinza ukuze sikwazi ukweseka izinsizakalo kumakhasimende ethu. Ukuze sikwazi ukufinyelela izibopho zethu, sicela ukuba wena:

- Ulandele usoMqulu we-Zero Harm kanye nokwesekwa kwemizamo yokuletha ukuzinza endaweni yokusebenzela;
- Unciphise indlela osebenzisa ngayo amandla kagesi futhi ucishe izimpahla ezisebenza ngogesi uma zingasetshenziswa;
- Unciphise ukusetshenziswa kwemikhiqizo yasehhovisi ngokusebenzisa lokho okunesidingo kuphela;
- Unciphise ukuphrinta noma okunye ukusetshenziswa kwephepha;
- Unciphise ukusetshenziswa kwamandla kagesi nokunciphisa okukhafulwayo kanye nemfucuza; kanye
- Ulahle yonke imfucuza engagwemeki ngendlela efanele futhi ngaso sonke isikhathi zama ukusebenzisa kabusha izinto ebesezilahliwe.

Ukuze uthole ulwazi oluthe xaxa mayelana nokuzibophezela kwethu kwezemvelo, uyacelwa ubheke iNqubomgomo yakwa-Brambles i-Environmental Policy, esebenza emhlabeni jikelele, ngisho nasemazweni okungenzeka ukuthi abakakayimisi imithetho yokuvikelwa kwemvelo.

Siyabuyisela Emiphakathini Yethu

Ukubandakanywa komphakathi kuyingxenye esemqoka kulo icebo lakwa-Brambles, futhi kubalulekile ukuthi izindleko zebhizinisi lethu zeyamaniswe namacebo ebhizinisi lethu. Izinkokhelo zebhizinisi ezinhlanganweni ezingakhokhiswa intela kufanele zibukezwe futhi zisetshenzwe ngokuhambisana nezinqubomgomo zasendaweni neNqubomgomo yakwa-Brambles i-Financial Contributions to Community Organisations Procedures Guide.

Imisebenzi Yomuntu Siqu Yezepolitiki

I-Brambles ayinikeli ngezimali ezinhlanganweni zezepolitiki. Noma kunjalo, njengabasebenzi bakwa-Brambles, sikhululekile ukuzibandakanya emisebenzini yezepolitiki inqobo uma ingathikamezi ukusebenza kwethu ngesikhathi nangendlela egculisayo emsebenzini wethu wakwa-Brambles, sahlukanisa izinto esizenzayo nemibono yakwa-Brambles futhi singasebenzisi impahla yakwa-Brambles noma izinsizakusebenza ukuze siqhube umsebenzi wethu wezepolitiki. Phezu kwalokho, akukho zimo lapho singanxenxa noma sicindezele abanye abasebenzi bakwa-Brambles ukuba banikele noma bakhiphe imali izinhlangano zethu zepolitiki.

Ukubukeza Imigomo

IBhodi yakwaBrambles izoqhuba ukubukezwa kwale Migomo okungenani kahle ngonyaka ukuze iqinisekise ukuthi ihambisana nezimo nokuthi iyaqhubeka nokubonisa okulindelwe ababambiqhaza bethu kanye nemiphakathi esisebenzela kuyona.