

Brambles

Inqubomgomo Yamalungelo Ubuntu

Brambles Limited

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Uhlelo 3.0

INQUBOMGOMO YAMALUNGELO OBUNTU

Ukuhlonipha Amalungelo Obuntu

Njengoba kuchazwe eMithethweni Yokuziphatha yase-Brambles, ukuhlonipha amalungelo obuntu kuyisisekelo se-Brambles neQembu Lezinkampani zayo kanye nemiphakathi esisebenza kuyo. E-Brambles nakulo lonke iQembu, sizibophezele ukuqiniseka ukuthi abantu baphathwa kahle ngesizotha nenhlonipho futhi sibonisane nababambiqhaza bemiphakathi yendawo—kufaka abavela emiphakathini yendabuko noma amanye amaqembu asengcupheni—ukuqinisekisa ukuthi siyalalela, siyafunda, futhi sicabangela imibono yabo futhi sihloniphe amasiko, indabuko namalungelo omdabu njengoba siqhuba ibhizinisi lethu.

INqubomgomo Yamalungelo Obuntu yase-Brambles iqondiswa yiMithetho Yokuziphatha, nayo eqondiswa yizimiso zamazwe ngamazwe zamalungelo obuntu aku-Universal Declaration of Human Rights, i-Declaration of Fundamental Principles and Rights at Work ye-International Labor Organization, kanye neZimiso Eziqondisa Ibhizinisi Namalungelo Obuntu e-United Nations. Njengesibonakaliso sokuzibophezela kwethu kulezi zimiso, i-Brambles isayine i-United National Global Compact (“UNGC”) futhi iyaqhubeka isekela Izimiso Eziyishumi ze-UNGC emikhakheni yamalungelo obuntu, ezemisebenzi, ezemvelo, nokunqanda inkohlakalo.

Le Nqubomgomo Yamalungelo Obuntu isebenza kubo bonke abaqondisi, izikhulu nezisebenzi zase-Brambles kanye naseQenjini Lezinkampani zayo. Bonke kulindeleke ukuthi bathole le nqubomgomo futhi benze imisebenzi yabo ye-Brambles ngokuvumelana nayo. I-Brambles neQembu Lezinkampani zayo bazibophezele nasekusebenzeni nozakwethu, abaphakeli nezinye izinkampani zangaphandle ezisekela izimiso zale Nqubomgomo noma ezisebenzisa izimiso ezifanayo emabhizinisini azo.

Ukwazisa Ukuhluka Kwabantu

I-Brambles iyakwazisa ukuhluka kwabantu esisebenza nabo kanye negalelo abanalo. Sizibophezele isikhathi eside ekutholakaleni kwamathuba alinganayo futhi asikubekezeleli nhlobo ukucwaswa noma ukuhlukunyezwa kwanoma iluphi uhlobo. Sizibophezele ekulondolozeni izindawo zomsebenzi ezingekho ukucwaswa noma ukuhlukunyezwa ngenxa yohlanga, ubulili, ibala lesikhumba, ubuzwe noma indabuko, isigaba, inkolo, ubudala, ukukhubazeka, umshado, okuncamela kwezocansi noma ukuzibonakaliso kobulili, umbono wezepolitiki, nanoma isiphi esinye isimo esivikelwa umthetho osebenzayo.

Kuwo wonke amazwe namasiko, i-Brambles ihlose ukuba umqashi okhethwayo. Sibutha, siqashe, sifake, siqeqeshe, sikhokhele, futhi sithuthukise abantu abangcono kakhulu emsebenzini ngokufaneleka kwabo nolwazi lomsebenzi—ngaphandle kokucwasa.

Kungakhathaliseki izici noma isimo somuntu siqu, i-Brambles ayikubekezeleli ukuziphatha okungenanhlonipho noma okungafanele, ukuphathwa kabi noma ukuziphindiselela kwanoma iluphi uhlobo emsebenzini nasezimweni zomsebenzi ezingaphandle kwendawo yasemsebenzini. Ukuzibophezela kwe-Brambles kulezi zimiso kuchazwe kuNqubomgomo Yokuhluka Kwabantu.

Ukusebenza Ngempopo Nokushushumbisa Abantu

Njengoba kuchazwe eMithethweni Yokuziphatha, i-Brambles iyakwenqabela—emsebenzini yayo neyabaphakeli—ukusetshenziswa ngempopo, kubandakanye ukusetshenziswa njengesiboshwa, ukusebenza ngaphandle kweholo, ukusebenza okuyisibopho, ukusebenza empini, ukusebenza njengesigqila, nanoma iluphi uhlobo lokushushumbiswa kwabantu.

I-Brambles iyaqaphela ukuthi elinye lamaqembu asengcupheni kakhulu kungaba yizisebenzi eziyizihambi ezisuka ngaphakathi ezweni noam phesheya zizofuna umsebenzi. Ukuze livikelwe kakhulu leli qembu lezisebenzi, i-Brambles iyaqinisekisa ukuthi: (1) izisebenzi eziyizihambi zinamalungelo afana ncamashi nezisebenzi zakuleli; (2) noma imaphi amakhomishini nezinhlawulo ezihambisana nokuqashwa kwezisebenzi eziyizihambi kufanele kukhokhelwe yinkampani, hhayi izisebenzi eziyizihambi; futhi (3) izisebenzi eziyizihambi akudingeki ukuba ziletha amaphepha azo kamazisi, ngaphandle uma kudingeka okwesikhashana ukuze kuqinisekise ukuthi zingobani nokuthi ziyafaneleka yini ukuba ziqashwe.

Ukusetshenziswa Kwezingane

I-Brambles ngeke ikubekezelele ukusetshenziswa kwezingane emisebenzini yayo neyabaphakeli bayo.

Sikholwa ukuthi **konke** ukusebenza kuyingozi, kuyaxhaphaza futhi kuyabulala uma kuqala umuntu esemncane kakhulu. Ngenxa yalokho, asiziqashi izingane—futhi asilenzi ibhizinisi nabaphakeli noma ezinye izinkampani zangaphandle eziqasha izingane—ezingaphansi kweminyaka engu-15, ezisencane ukuba ziqede imfundo eyisibopho, noma ezingaphansi kobudala bokuqashwa ezweni, kuye ngokuthi ikuphi okuphezulu. Ngaphezu kwalokho, ngeke siqashe ingane engaphansi kweminyaka engu-18 ubudala uma zenza umsebenzi obhekwa njengokuyingozi, futhi ngeke sibabekezelele abaphakeli noma izinkampani zangaphandle ezenza kanjalo. I-Brambles ibheka umsebenzi oyingozi ezinganeni njenganoma imuphi umsebenzi ongalimaza impilo, ukuphepha noma isimilo sengane noma uphazamise imfundo yazo, futhi uhlanganisa kodwa awugcini nje:

- Ngomsebenzi odinga ukusetshenziswa kwemishini noma amathuluzi asebenza ngogesi;
- Ukusebenza ezindaweni eziphakeme noma ezivalekile;
- Umsebenzi ochaza izingane ezintweni eziyingozi, amakhemikhali noma izinqubo kanye namazinga okushisa, omsindo noma ukundindizela okulimaza impilo; noma
- Ukusebenza ngaphansi kwezimo ezinzima njengokusebenza isikhathi eside noma ebusuku noma ukusebenza lapho ingane igcinwe khona endaweni yomsebenzi engafanele.

Abantu Bendabuko

Siyawahlonipha amalungelo abantu bendabuko lapho bethintwa khona yibhizinisi lethu.

Amahora Omsebenzi, Amaholo Nezinzuzo

I-Brambles iyaqaphela ukuthi amaholo abalulekile ekufinyeleleni izinga lokuphila elifanele. Sisebenza sibambisene ngokuphelele nayo yonke imithetho esebenzayo yamaholo, amahora omsebenzi, isikhathi eseqile nezinzuzo. Ngaphezu kwalokho, i-Brambles ihlose ukwenza ibhizinisi nabaphakeli nezinye izinkampani ezithobela imithetho esebenzayo yamaholo, amahora omsebenzi, isikhathi eseqile nezinzuzo futhi ezivumayo ukuqinisekisa ukungafihlwa kwamaqiniso, ukulungisa noma imaphi amaphutha nokuqhubeka zithuthuka.

Indawo Yomsebenzi Ephephile Nenempilo

I-Brambles ilwela ukunikeza indawo yomsebenzi epephile nenempilo kuzo zonke izisebenzi zayo futhi ithobe imithetho esebenzayo yokuphepha nempilo, izimiso nezimfuneko zangaphakathi. Ukuze uthole ulwazi oluthe xaxa ngalesi sihloko, sicela ubheke i-Zero Harm Charter yase-Brambles kanye neNqubomgomo Yezempilo Nokuphepha echazwe eMithethweni Yokuziphatha, kanye nezinqubomomo zendawo zezempilo nokuphepha kwezehhizinisi.

Ngaphezu kwalokho, i-Brambles izibophezele ukulondoloza indawo yomsebenzi engenalo udlame, ukwesatshiswa noma ezinye izimo ezingaphephile noma eziphazamisayo ngenxa yezinsongo zangaphakathi noma zangaphandle. Kunemigoqo yokuphepha yezisebenzi ehlinzekwayo uma kudingeka futhi izolondolozwa kuhlonishwa ubumfihlo nesithunzi sabasebenzi.

Inkululeko Yokuzibandakanya Nabathile Nokubonisana Ngamaholo

Njengoba kuchazwe eMithethweni Yokuziphatha, i-Brambles iyalihlonipha ilungelo lezisebenzi lokujoyina, lokwakha, noma lokungajoyini inyunyana yabasebenzi ngaphandle kokwesaba ukujeziswa, ukwesatshiswa noma ukuhlukunyezwa. Uma abasebenzi benenyunyana eqashelwa ngokusemthethweni, sizibophezele ukuba nezingxoxo ezakhayo nabameleli babo abakhethwe ngenkululeko. I-Brambles izibophezele kubonisana ngamaholo ngobuqotho nalabo bameleli.

Imiphakathi Yethu

Siyawahlonipha amalungelo obuntu emiphakathi esisebenza kuyo futhi siyaqaphela ukuthi kufanele sisebenzise izisetshenziswa ngendlela ehlakaniphile. Yingakho siyizingqopha-mlando ekutholakaleni kwezisetshenziswa ezivuselelwayo, esisiza ngalo ukudala umnotho olonda imvelo okhuthaza ukugaya kabusha, ukusimama nokuvuselelwa kwemvelo, ukuze umphakathi uzuze isikhathi eside. I-Brambles ikhuthaza ngokuzimisela imizamo yezisebenzi zethu yokwenza umehluko emiphakathini yazo yendawo.

Ukutholakala Kwezisetshenziswa, Ukuphenya Nokuthola Izisombululo

Ngokuphenyisisa okufanele, imibandela yezinkontileka efanele neNqubomgomo yethu Yabaphakeli, ehambisana nalokho esikulindele nokuzibophezela okuchazwa kuNqubomgomo Yamalungelo Obuntu, senza abaphakeli bethu namanye amabhizinisi angaphandle baqaphele futhi silindele ukuba bathobele ukuzibophezela kwethu emalungelweni obuntu, phakathi kwezinye izinto. Abaphakeli nezinye izinkampani zangaphandle bacelwa ukuba baqaphele izimfuneko ezichazwe kule Nqubomgomo kanye neNqubomgomo Yethu Yabaphakeli futhi babe nemikhuba efanayo esimeme ehlonipha futhi esekela lokhu kuzibophezela. Ngeke ngamabomu sikhuthaze noma sibe neqhaza ezenzweni ezingezinhle zamalungelo obuntu ezidalwa yizenzo zabaphakeli bethu noma ezinye izinkampani zangaphandle. Uma siqaphela noma imuphi umthelela ongemuhle, sizoba neqhaza ekutholeni isisombululo, ekufuneni ukunqanda noma ukuqeda lowo mthelela ongemuhle, futhi uma kudingwa yizimo (isib., uhlobo lwalowo mthelela noma ukungazimiseli komphakeli ukusebenzisana nathi), sizonqamula lobo buhlobo.

Isibopho Sokuphumelela Kwale Nqubomgomo

Ibhodi Lase-Brambles linesibopho esiphelele sale Nqubomgomo. Isikhulu Esiyinhloko Sokuthotshelwa Komthetho sinesibopho somsebenzi sansuku zonke ngale Nqubomgomo futhi kufanele siqiniseke ukuthi zonke izisebenzi zithola ukuqeqeshwa kwasikhathi sonke futhi okufanele.

Isikhulu Esiyinhloko Sokuthotshelwa Komthetho, sibambisene neBhodi, sizobuyekeza le nqubomgomo kubhekwa ezomthetho nezomsebenzini okungenani kanye ngonyaka. Le Nqubomgomo ngeke ibe yingxenye yenkontileka yabasebenzi, noma ibe yisisekelo sayo, futhi ingase ichitshiyelwe ngezikhathi ezithile. Abasebenzi bamenywa ukuba baveze uvo ngale Nqubomgomo futhi baphakamise izindlela engathuthukiswa ngazo. Amazwana noma iziphakamiso kufanele zithunyelwe eSikhulwini Sokuthotshelwa Komthetho.

Ukubika Ukukhathazeka Noma Izenzo Ezingafanele Ngaphansi KweNqubomgomo Yase-Brambles Ye-Speak Up

I-Brambles idala izindawo zomsebenzi lapho kwaziswa futhi kuhlonishwa khona ukukhuluma ngokukhululekile nangokwethembeka. Uma unanoma imiphi imibuzo mayelana nale Nqubomgomo Yamalungelo Obuntu, noma uma ungathanda ukubika ukwepulwa kwayo, sicela uxoxe nomphathi womnyango wenu, uMmeleli wenu weZindaba Zabasebenzi, noma elinye ilungu leThimba Lezomthetho noma Labaphathi. Uma kuvunyelwa umthetho wendawo, ungabika izinsolo zokuphulwa kwale Nqubomgomo nangoCingo lwe-Brambles Speak Up Hotline ngokuvakashela iwebhusayithi ku-www.brambles.ethicspoint.com noma ngokushayela inombolo yocingo efanele endaweni yakini, engatholakala kumaphosta e-Speak Up kuyo yonke indawo yenu yomsebenzi.

Ngokuvumelana neNqubomgomo Ye-Speak Up yase-Brambles, akukho ukujeziswa noma ukugwethswa kwanoma yisiphi isisebenzi okuzokwenzeka ngenxa yokuveza ukukhathazeka ngaphansi kwale Nqubomgomo Yamalungelo Obuntu. I-Brambles izibophezele ukuphenya, ukulungisa, nokunakekela izikhalazo zabasebenzi nokuthatha izinyathelo ezifanele zokulungisa isimo uma kukhona ukwepulwa kwemithetho.