Brambles

# Inqubomgomo Yamalungelo Obuntu

**Brambles Limited**

Ibuyekezwe: 1 Julayi 2023

Uhlelo 4.0

# INQUBOMGOMO YAMALUNGELO OBUNTU

## Ukuhlonipha Amalungelo Obuntu

Njengoba kuchazwe eMithethweni Yokuziphatha Yase-Brambles, ukuhlonipha amalungelo obuntu kuwumgogodla we-Brambles kanye neziNkampani Zeqembu layo kanye nasemiphakathini esisebenza kuyo. Lokhu kufakwe enqubweni yethu yokuvuselela, egqugquzela "ukwabelana nokusetshenziswa kabusha" kweqoqo elikhulu emhlabeni lamaphalethi neziphatho ezisebenziseka kabusha kuyilapho sisebenzela ukwakha umnotho wemvelo omuhle oletha ukuphakelwa kwezinsiza okuphephile, okushelelayo esikhathini esizayo. Njengoba silwela ukufinyelela le nqubo, siye samukela izinhlobonhlobo zezinqubomgomo ezizimele, imikhuba nezinhlelo ezingxenyeni eziningana ezibalulekile emalungelweni obuntu, kuhlanganise ukuphepha, amalungelo omsebenzi, ukuhlukahluka, ukulingana, ukungacwaswa kanye nobumfihlo.

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.

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. Sizozama ukusebenza ngokubambisana nohulumeni nezinhlangano zamalungelo abantu ukuze siqhubeke sithuthuka ekuxazululeni izinkinga nokuqonda kangcono ukuthi singawenza kanjani umehluko.

## Ukuzibophezela Kwethu

Sizibophezele ukuhlonipha wonke amalungelo obuntu aqashelwa emhlabeni kabanzi ahlobene nemisebenzi yethu. Uma kunomehluko phakathi komthetho kazwelonke namalungelo obuntu omhlaba wonke, sifuna ukulandela izimiso eziphakeme. Uma umthetho kazwelonke nemithetho yamalungelo obuntu efanele kungqubuzana (okusho ukuthi i-Brambles iyobe iphule umthetho kazwelonke uma sinamathela emthethweni wamalungelo obuntu womhlaba wonke ophikisayo), sizonamathela emthethweni kazwelonke, kuyilapho sifuna izindlela zokuhlonipha amalungelo obuntu omhlaba wonke ngokwezinga esingakwazi ukukwenza ngalo lokho.

## Okuhlanganisa Yile Nqubomgomo

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, Ukulingana Nokungacwaswa Kwabantu**

I-Brambles iyakwazisa ukuhluka kwabantu esisebenza nabo kanye negalelo abanalo. Sizibophezele isikhathi eside ekuphathweni ngemfanelo nasekutholakaleni 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.

I-Brambles ikholelwa ekutholeni umholo ofanayo ngomsebenzi olinganayo, futhi inqubo yethu yesinxephezelo isekelwe ezimisweni zokuphathwa ngokufanele nokulingana kwazo zonke izisebenzi. E-Brambles, izisebenzi ezisemsebenzini ofanayo noma osendaweni efanayo kufanele zikhokhelwe ngokufanele nangendlela elinganayo ngomsebenzi wazo.

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 Ngempoqo Nokushushumbisa Abantu**

Njengoba kuchazwe eMithethweni Yokuziphatha, i-Brambles iyakwenqabela—emsebenzini yayo neyabaphakeli—ukusetshenziswa ngempoqo, 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 kuqinisekiswe 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 ngokuyithobela ngokugcwele yonke imithetho esebenzayo yamaholo, amahora omsebenzi, nesikhathi eseqile, futhi siyaqaphela ukuthi wonke umuntu unelungelo lokuphumula nokuhlaba ikhefu, kuhlanganise nokunqunywa okufanele kwamahora omsebenzi namaholide ezikhathi ezithile akhokhelwayo. Ngaphezu kwalokho, i-Brambles ihlose ukwenza ibhizinisi nabaphakeli nezinye izinkampani zangaphandle ezithobela imisebenzi esebenzayo yamaholo, amahor aomsebenzi, nesikhathi eseqile kanye nezinzuzo futhi ezivumayo ukuqinisekisa ukungafihli lutho, ukuxazulula noma ikuphi ukushiyeka okutholwayo nokuqhubeka zithuthuka.

**Indawo Yomsebenzi Ephephile Nenempilo**

I-Brambles ilwela ukunikeza indawo yomsebenzi ephephile 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 kwezebhizinisi.

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.

**Ubumfihlo**

Sizibophezele ukuthobela yonke imithetho nezimiso ezisebenzayo zobumfihlo. Inqubomgomo yethu Yobumfihlo Yomhlaba Wonke ichaza uhlaka olulandelwa yi-Brambles ukuze ifinyelele lokhu kuzibophezela.

**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 okuqhubekayo, okubheke nezingcuphe, 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.

Siyaqaphela ukuthi, emazweni athile esisebenza kuwo, kunezingcuphe ezinkulu kakhulu, ezivamile zokuhlukunyezwa kwamalungelo obuntu. Ukuze sibhekele lezi zingcuphe, sisebenzisa ukuphenyisisa okufanele futhi sibeke izilawuli eziqinile uma kufanele. Izigaba zethu zezingcuphe eziphakeme zabaphakeli nazo ziyahlolwa futhi zibekwe iso.

**I-Speak Up Nokuvela Nezixazululo**

Ukuvela nezixazululo kuyingxenye ebalulekile yohlelo lwethu lwamalungelo obuntu, futhi e-Brambles sizimisele ukuhlinzeka izindlela ezisebenzayo zezikhalazo nokuthola izixazululo ezimweni okungenzeka zidalwe yithi, ezinomthelela noma ezihlobene ngokuqondile nokwephulwa kwamalungelo obuntu noma ukulinyazwa kwemvelo. 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.

Ukungafihli izinto kuyingxenye yesiko lase-Brambles futhi sisebenzisa inqubo enqala yokuvula imizila yokufaka izikhalazo. Siyaqhubeka siqwashisa futhi sinikeza izisebenzi zethu ulwazi ngamalungelo obuntu futhi sizikhuthaze ukuba Zikhulume, zisebenzisa izinqubo zezikhalazo ezitholakalayo, kuhlanganise nocingo lwe-Speak Up, mayelana nanoma iziphi izikhalazo ezinazo ngaphandle kokwesaba ukuziphindiselela, ukujeziswa noma ukuhlukunyezwa. Siyaphenya, futhi uma kufanele, sithathe isinyathelo sokuxazulula izikhalazo, kuhlanganise nezinsolo zokwephulwa kwamalungelo obuntu.

Ngaphezu kwalokho, sikhuthaza abaphakeli bethu ukuba benze izisebenzi zabo zibe nezindlela ezisebenzayo zokukhalaza, futhi senza ucingo lwethu lwe-Speak Up lutholakale kubo nabaphakeli bethu bezinsiza abangaphandle.

## Ukuthobela Le Nqubomgomo

Zonke izisebenzi kufanele zizinike isikhathi sokufunda nokuqonda le Nqubomgomo Yamalungelo Obuntu. Ukuhluleka ukulandela le Nqubomgomo kungaholela ekuthathelweni izinyathelo zokuqondiswa kwezigwegwe, kuphethe ngokuxoshwa emsebenzini.

## Isibopho Sokuphumelelisa Le 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 nohlelo lwethu lokuphenyisisa ukuze kubonakale ukuthi luyaphumelela futhi sisebenzisa izifundo ezifundiwe. Okutholwayo kuzobikelwa iBhodi Lase-Brambles. . 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 ukwephulwa 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 ukugwetshwa 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 ukwephulwa kwemithetho.