Brambles

INqubomgomo Yezivikelo Zokuhweba

Brambles Limited

Ibukeziwe: 1 kuMasingana 2020

Uhlelo 2.0

INQUBOMGOMO YEZIVIKELO ZOKUHWEBA

Le Nqubomgomo isebenzisa amatemu amaningana achaziwe, aqala ngosonhlamvukazi uma esetshenziswa. Izincazelo zibekwe ngokucacile kusigaba 6, ekupheleni kwale Nqubomgomo.

1. Isingeniso

Abaqondisi nabasebenzi bayakhuthazwa ukuba babe ngabanikazimasheya akwa-Brambles besikhathi eside. Njengoba i-Brambles ingaphansi kwe-ASX (okuchaza ukuthi amasheya ayo umphakathi uhweba ngawo khona), kubalulekile, nokho, ukuthi kuqikelelwe esikhathini sanoma yikuphi Ukusebenza ngamasheya akwa-Brambles noma amanye ama-Brambles Securities.

Le dokhumenyi ibeka ngokucacile inqubomgomo yakwa-Brambles mayelana Nokusebenza ngama-Brambles Securities kanye nakuwo ama-Securities ezinye izinkampani "Ngabantu Abajutshiwe". Inhloso Yale Nqubomgomo yilokhu:
(a) ukulekelela labo bantu ukuze kugwenywe ukuziphatha okwaziwa ngokuthi yi-"insider trading" (noma i-"insider dealing"); kanye
(b) nokuvikela abakwa-Brambles ezinkulumweni ezingabalimaza ezenziwayo zokuthi izikhulu zabo eziphethe kanye nabasebenzi kungenzeka ukuthi ziye zazibandakanya ezenzweni ezingekho emthethweni, noma zenze ngendlela yokuzihlomulisa zona zisebenzisa ulwazi olungatholakali emphakathini.

Ngenxa yalezi zizathu, le Nqubomgomo ngandlela thile yelula izimfuno zezomthetho e-Australia.

Le Nqubomgomo ibandakanya:
(a) imithetho okufanele ilandelwe Abantu Abajutshiwe abafisa Ukuhweba ngama-Brambles Securities, kubandakanya nenqubo eyimpoqo yokugunyazwa kwangaphambilini;
(b) ukuvinjelwa Ukuhweba ngama-Securities kwenye inkampani ngaBantu Abajutshiwe lapho lowo Muntu Ojutshiwe enolwazi olubucayi ngamanani aleyo nkampani ngokuvamile angatholakali; kanye
(c) nesifingqo esifishanyana somthetho ngokuhlobene nomhwebi wangaphakathi e-Australia. Lesi sifingqo asihlosiwe njengesitatimende esiphelele somthetho kule ndawo, futhi sihlinzekwe njengendlela eyisendlalelo kuphela.

ABAKWA-BRAMBLES BAKUTHATHELA PHEZULU UKUTHOTSHELWA KWALE NQUBOMGOMO. UKWAPHULWA KWALE NQUBOMGOMO YINOMA YIMUPHI UMSEBENZI KUZOTHATHWA NJENGOKWAPHULWA KWEMIBANDELA YAKHE YOKUQASHWA FUTHI KUNGAHOLELA EKUPHELENI KOMSEBENZI.

Uma unanoma yimiphi imibuzo ehlobeke nokusebenza kwale Nqubomgomo, kufanele uthinte iNhloko yezoMthetho Nonobhala WeQembu LeNkampani

2. Imithetho yokuhweba kuma-Brambles Securities

2.1 Abantu Abajutshiwe

Le Nqubomgomo isebenza kulaba bantu abalandelayo:
(a) Abaqondisi neNhloko Yophiko LwezoMthetho noNobhala WeQembu Lenkampani;

(b) noma yimuphi umuntu oseyekile ukuba Umqondisi Ophezulu kodwa oselokhu engumsebenzi

weQembu;

(c) amalungu ethimba Lobuholi Obuphezulu bakwa-Brambles nalabo ababika ngqo kubona;

(d) bonke abasebenzi abaqashwe ngaphansi kwendima ka-Band 4 (abasebenzi abasezingeni lobuqondisi) noma ngaphezulu;

(e) bonke abasebenzi abatholakala Ekomkhulu lakwa-Brambles eLondon noma e-Sydney;

(f) nanoma yimuphi omunye umuntu owazisiwe ukuthi ungaphansi kwale Nqubomgomo yisiKhulu EsiyiNhloko sakwa-Brambles noma ilungu elifanele leThimba Lobuholi obuPhezulu, noma iNhloko YezoMthetho Nonobhala weQembu leNkampani; kanye.

(g) ngokuhlobene nanoma yimuphi umuntu ongaphansi kuka (a) kuya ku-(f) ngenhla, kodwa ngaphansi kwendima 2.7:

(i) umlingane ashade naye;

(ii) noma yiziphi zezingane zabo (kubandakanya nabasinga-bantwana), abangaphansi kweminyaka eyi-18 ubudala;

(iii) abaqokwe yibo, kubandakanya imenenja yezotshalomali nabalawula izimali egameni labo;

(iv) i-trust bona, noma yiliphi ilungu lomndeni wabo, noma eyiphi inkampani elawulwa umndeni, abangama-trustee noma abahlomuli kuyona;

(v) umuntu osebudlelwaneni bebhizinisi nabo noma nayibaphi abantu babo ababalwe ku(i) kuya ku(iii) ngenhla (ome esikhundleni sakhe); kanye

(vi) inkampani bona noma umndeni wabo oyilawulayo. Laba bantu babizwa kule Nqubomgomo ***Njengabantu Abajutshiwe***.

Amagama namakheli Abantu Abajutshiwe azohlinzekwa kurejistri yamasheya akwa-Brambles ekuhambeni kwesikhathi, ngezizathu zokuphenya ukulandelwa komthetho ngale Nqubomgomo kanye nokuvinjwa kokuhweba kwabantu abangaphakathi.

2.2 Imithetho Ejwayelekile

Abantu Abajutshiwe akufanele bahwebe kuma-Brambles Securities uma benolwazi olubucayi lwamanani malungana ne-Brambles ngokuvamile olungatholakali emakethe. (Izimo zokunquma lapho ulwazi ngokujayelekile lutholakala zichaziwe kundima yokugcina yesigaba 5.1 sale Nqubomgomo.)

Abantu Abajutshiwe ngeke banikeze imvume yokuHweba ngama-Brambles Securities ngaphansi kwesigaba 3 sale Nqubomgomo lapho ulwazi olubucayi lutholakala khona malungana nodaba ngokuvamile olungatholakali, ngisho noma bazi ngalo.

Abantu Abajutshiwe akufanele bazibandakanye kuwo umkhuba wokutshela abantu ulwazi oluyimfihlo (bheka kundima 5.1(b)(iii) ngezansi) malungana nama-Brambles Securities, noma ama-securities anoma yiliphi ibhizinisi, nganoma yisiphi isikhathi.

2.3 Akukhona ukuhweba okwesikhashana kuma-Brambles Securities

Abantu Abajutshiwe akufanele bazibandakanye ekuhwebeni kwesikhashana noma okusolisayo kuma-

Brambles Securities. Kufanele babambelele kuma-Brambles Securities isikhathi esingengaphansi kwezinsuku ezingama-30. Lokhu akubhekisile kunoma yikuphi ukudayisa kwe-Brambles Securities okunikezwe ngenxa Yemiklomelo enikezwa esikhathini sezinsuku ezingama-30 lapho imvume yokudayisa ngaphansi kwesigaba 3 sale Nqubomgomo seyitholakele.

2.4 Ama-derivatives

Abantu Abajutshiwe akufanele bahwebe ngama-Derivative akwa-Brambles.

Lokhu kuqondise kuma-Brambles Securities anemiklomelo. Kuchaza ukuthi Abantu Abajutshiwe abafanele bangene kunoma yiziphi izinhlelo zokubiyela noma ukuthola imikhiqizo yezimali (njengama-equity swaps, ama-cap, o-collar kanye neminye imikhiqizo yokuzibiyela) phezu kwemiKlomelo engabiyelwe futhi enomthelela wokuciphisa noma wokukhawulela ukuchayeka ezingcupheni ezihlobene nenani lasezimakethe zakwa-Brambles Securities.

2.5 Ukunikezwa Kwezinzuzo Zokuvikeleka Kwamasheya akwa-Brambles

Umuntu Ojutshiwe akufanele anikeze Inzuzo Yokuvikeleka nganoma yimaphi ama-Brambles Securities abanawo.

Isibonelo esijwayelekile sesimo le ndima engasebenza kusona yi-margin loan. Ngokuvamile, i-margin loan yile ngaphansi kwayo imali ibolekiselwa ukusiza umboleki akwazi ukuthola amasheya noma amanye ama-equity securities. Isivikelo saleyo malimboleko amasheya noma ama-equity securities athengwe futhi, kwesinye isikhathi, amanye amasheya abanjwa umboleki.

Ama-margin loan amaningi anikeza umbolekisi asuse amasheya aqondene nemalimboleko kwezinye izimo ngaphandle kokuthola imvume yalokho noma ukwazisa umboleki. Kwesinye isikhathi leli lungelo lingasetshenziswa isikhathi samahora angama-24 emva kokuvuka kwezimo ezichaziwe.

Uma Umuntu Ojutshiwe engathatha i-margin loan bese isivikelo salokho kubolekwa imali sibandakanyiwe kuma-Brambles Securities, umbolekisi angakwazi ukudayisa noma kungenjalo Ahwebe ngalawo ma-Securities. Lokhu kungabanjalo nangale kokuthi, ngesikhathi esifanele, kungaba Yinkathi Yokuvala noma Umuntu Ojutshiwe angathola ulwazi olubucayi oluhlobene nabakwa-Brambles ngokuvamile okungajwayelekile ukutholakala. Lokhu kungadala ukuthi Umuntu Ojutshiwe atholakale aphule le Nqubomgomo.

Yize noma ama-margin loan evamile ezimweni lapho ama-Security Interest esikhundleni samasheya akwa-Brambles enganikezwa, le ndima ikhuluma nganoma yiyiphi i-Security Interest phezu kwama-Brambles Securities. Abantu Abajutshiwe basengathola ama-Brambles Securities ngemajini noma enye imalimboleko yotshalomali uma ama-Brambles Securities engasetshenzisiwe njengesivikelo semalimboleko.

2.6 Ngingahweba nini ngama-Brambles Securities?

Ukuphela kwesikhathi lapho Umuntu Ojutshiwe engaHweba khona ngama-Brambles Securities kulapho kungekho lwazi olubucayi olungavamile ukuba khona, noma ngabe Umuntu Ojutshiwe unalo noma cha ulwazi lolo.

Phezu kwalo mthetho ojwayelekile, Abantu Abajutshiwe abavunyelwe ukuHweba ku-Brambles Securities ngenkathi eqala ngosuku lwesikhombisa ngaphambi kokuphela kwenkathi yokubika ngezezimali futhi ephela ngosuku lokuqala emva kwesaziso zokuqala semiphumela yesigcawu sengxenye yonyaka noma yaminyaka yonke (okusho mhla zingama-24 kuZibandlela kuze kube osukwini olulodwa emva kokumenyezelwa kwemiphumela yaphakathi nonyaka maphakathi nenyanga kaNhlolanja kanye kusukela ngomhla zingama-23 kuNhlangulana kuze kube usuku olungenva kwesimemezelo semiphumela ephelele yonyaka ogcwele cishe maphakathi noNcwaba) **("Closed Period"**).

Abakwa-Brambles bangasebenzisa lezi zinkathi lapho Abantu Abajutshiwe bengavunyelwe ukuhweba, ngenxa yolwazi olubucayi lungaba khona oluhlobene nodaba olungavamile ukutholakala. Lezi zinkathi zesikhashana, ndawonye neziNkathi ezivaliwe kubizwa ngokuthi ama-"**Prohibited Periods**".

2.7 Imibandela emthethweni ojwayelekile

Le Nqubomgomo ayisebenzi ezimweni ezilandelayo:

(a) utshalomali, Ukuhweba ngamayunithi, isikhwama noma esinye isikimu (ngale kwesikimu sotshalomali ku-Brambles Securities kuphela) lapho izimpahla zesikhwama noma esinye isikimu kutshalwe ngokwazi kwengxenye yesithathu kuphela;

(b) Ukuhweba ngaphansi kwesicelo noma isimemo esenziwe kubo bonke noma iningi labanikazi bakwa-Brambles Security, njengodaba lwamalungelo, uhlelo lokuthenga isivikelo, uhlelo lokutshalwa kabusha kwenzuzo yamasheya nokufinyelela okulinganayo ku-buy-back, lapho uhlelo okuyilo olunquma isikhathi sohlaka lwesicelo sekugunyaziwe yiBhodi (Uhwebo olunjalo lubandakanya izinqumo ezihlobene nokuthi athathwe na amalungelo kanye nokudayiswa kwamalungelo okudingeka kuhlinzekwe ukuze kuthathwe ibhalansi yamalungelo ngaphansi kodaba lokulahlwa kwengxenye engaphelele, i-pro rata);

(c) Ukuhweba okuholela ekungabini khona shintsho enzalweni yomhlomuli kuma-securities (isib. ukudluliswa kwama-Brambles Securities asevele esesandleni Somuntu Ojutshiwe eya esikhwameni salowo Muntu Ojutshiwe noma esinye isikimu sokonga lapho Umuntu Ojutshiwe engumhlomuli khona);

(d) lapho Umuntu Ojutshiwe eyi-trustee, Ukuhweba kuma-Brambles Securities yileyo traust, inqobo uma:
   (i) umuntu Ojutshiwe engayena umhlomuli we-trust; futhi
   (ii) noma yisiphi isinqumo sokuhweba ngesikhathi seNkathi Evinjelwe sithathwa amanye ama-trustee noma yizimenenja zotshalomali ngokuzimela ngaphandle koMuntu Ojutshiwe; kanye
   (ii) umuntu Ojutshiwe engazange adalule lwazi lwangaphakathi kwamanye ama-trustees noma izimenenja zotshalomali.

(e) uma Umuntu Ojutshiwe efisa ukuthatha isinyathelo sokwamukela, noma ukwamukela, isiphakamiso sokuqhubeka;

(f) umsebenzi (kodwa hhayi ukudayiswa kwama-Brambles Securities kulandela umsebenzi lowo) woMklomelo, lapho usuku lokugcina lomsebenzi woMklomelo uwela eNkathini Evinjelwe, abakwa-Brambles bebeseNkathini Evinjelwe ende kakhulu, noma bebe neziNkathi Ezivinjelwe zilandelana, futhi Umuntu Ojutshiwe ebengeke empeleni alindeleke ukuthi asebenzise Umklomelo ngesikhathi abekhululekile ukwenza njalo; noma

(g) ukuhweba ngaphansi kwecebo elingadaluli lapho kuhlinzekiwe incwadi enika imvume kualndela indima 3.1 nalapho:
   (i) Umuntu Ojutshiwe engazange angene ohlelweni noma ukuchibiyela uhlelo ngesikhathi seNkathi Evinjelwe; futhi;
   (ii) icebo lokuhweba lingavumeli Umuntu Ojutshiwe asebenzise noma yiliphi ithonya noma ukubona kwakhe mayelana nokuthi kuhwetshwa kanjani, nini futhi kuyahwetshwa na.

   Umuntu Ojutshiwe ngeke akhansele icebo lokuhweba, ukukhansela noma ukushintsha imigomo yokuzibandakanya kwakhe ohlelweni lokuhweba, noma kungenjalo adale ukuthi icebo lokuhweba

likhanselwe noma lishintshwe ngesikhathi seNkathi Evinjelwe ngale kwezimo ezikhethekile, kulandela indima 3.2.

2.8 Izivumelwano Zobumfihlo nabeluleki bangaphandle

Kungenzeka ukuthi, ngenxa yokumela noma ukweluleka abakwa-Brambles, abeluleki bangaphandle bakwa-Brambles bakwazi ukufinyelela ulwazi lwamanani olubucayi oluthinta ama-Brambles Securities.

Yize noma laba beluleki bangaphandle bengakhaviwe kule Nqubomgomo, kuyiNqubomgomo yakwa-Brambles ukucela ukuba abeluleki bangaphandle basayine isivumelwano sobumfihlo esikhuluma ngolwazi lwamanani olubucayi.

3. Izigunyazo Zokuhweba

3.1 Ukuthola Isigunyazo

Ngaphambi kokuba noma yimuphi Umuntu Ojutshiwe Ahwebe kuma-Brambles Securities, kufanele**kuqala** athole isigunyazo esivela:

(a) kuSihlalo wakwa-Brambles (noma iPhini likaSihlalo noma Isikhulu EsiyiNhloko Ephezulu, lapho uSihlalo engatholakali), esimweni lapho izigunyazo zabaQondisi, noma yimuphi umuntu eseyekile ukuba uMqondisi Ophezulu kodwa engumsebenzi weQembu noma uNobhala WeNkampani;
(b) iPhini likaSihlalo noma isiKhulu Esiphezulu EsiyiNhloko, uma kwenzeka kugunyaza uSihlalo; noma
(c) uNobhala weNkampani, uma kwenzeka kugunyazwa noma yimuphi umsebenzi. Ngaphambi kokunikeza isigunyazo, uNobhala weNkampani uzofuna ukugunyazwa okuvela kuSihlalo noma omunye uMqondisi.

Lesi sibopho sisebenza ngaso sonke isikhathi.

Ukuze kugwenywe ukuthandabuza, le nqubo yesigunyazo kufanele ilandelwe Abantu Abajutshiwe ngaphambi kokusebenzisa Imiklomelo.

Abantu Abajutshiwe **akufanele** baHwebe kuma-Brambles Securities (kubandakanya ukusebenzisa noma yimiphi imiKlomelo) kuze kube ukugunyaza okudingekayo ngaphansi kwesigaba 3.1, kuyafakazelwa ngokubhaliwe (kubandakanya i-imeyli). Ukugunyaza kunganikwa noma kwenqatshwe ngokwazi kwabakwa-Brambles ngaphandle kokunikeza izizathu. Ukunqaba ukugunyaza isicelo sokuHweba kuma-Brambles Securities okougcina futhi kuyabophezela kuMuntu Ojutshiwe ofuna isigunyazo.

Uma isigunyazo sinikeziwe:

(d) Umuntu Ojutshiwe angaHweba ngokujwayelekile ezinsukwini ezimbili zomsebenzi emva kokuthola isigunyazo. Umuntu Ojutshiwe uyokwaziswa uma isimo semvume sishintsha kulezo zinsuku ezimbili zomsebenzi. Esinye isicelo kuzodingeka senziwe uma kungekho Kuhweba okwenzekayo ezinsukwini ezimbili zomsebenzi futhi Umuntu Ojutshiwe esafisa Ukuhweba; futhi

(e) ngaphambi kokuqhubeka nokuHweba, Umuntu Ojutshiwe ethola ulwazi lwamanani olubucayi nolungavamile ukutholakala, lowo muntu akufanele aqhubeke nokuHweba kungakhathaliseki ukuthi ubesegunyaziwe.

Abantu Abajutshiwe asebetshelwe ukuthi ngeke besakwazi ukuHweba akufanele batshele abanye abantu lokho.

3.2 Izigunyazo Zokuhweba NgeNkathi Evinjelwe

Uma:

(a) Umuntu Ojutshiwe esebunzimeni obukhulu bezezimali, njengoba kubaluliwe endimeni 3.3, noma kunezimo ezihlukile;, njengoba kubaluliwe kundima 3.4 kanye
(b) Umuntu Ojutshiwe lowo esho ukuthi akanalo ulwazi lwamanani olubucayi nolungavamile ukutholakala,

isigunyazo singanikezwa umuntu ofanele ogunyazwe ngaphansi kwendima 3.1, ngokubona kwabo, ukuvumela lowo Muntu Ojutshiwe akwazi ukuhweba ngeNkathi Evinjelwe, kuncike emibandeleni efanayo naleyo yesigunyazo esinikezwe ngaphansi kwendima 3.1.

Umuntu Ojutshiwe efuna isigunyazo Sokuhweba kufanele enelise umu(aba)ntu ogunyaziwe ngaphansi kwendima 3.1 ukuthi usebunzimeni obukhulu noma ukuthi isimo sakhe empeleni sehlukile nokuthi ukudayisa okuhlongozwayo noma ukukhishwa kwama-Brambles Securities yisona sinyathelo esiphusile esitholakalayo.

Noma yisiphi isigunyazo esinjalo kufanele sitholakale kusengaphambilini. Asikwazi ukunikezwa emva kwalokho.

3.3

Umuntu Ojutshiwe angaba sebunzimeni obudlulele bezimali uma enesibopho sezimali esimcindezelayo esingeke sakwazi ukusombululeka ngaphandle kokudayisa ama-Brambles Securities. Isibonelo, isikweletu sentela kumuntu onjalo empeleni ngeke simenzele ubunzima obukhulu kwezezimali ngaphandle uma lowo muntu engenazo ezinye izindlela zokuqeda isikweletu.

3.4

Izimo ezikhethekile ezingabakhona uma:
(a) Umuntu Ojutshiwe waphoqwa umyalelo wenkantolo, noma bekunezinqubo eziyalelwe yinkantolo (isib. udaba lomndeni) noma ezinye izimfuno zezomthetho noma zokulawula ezedlula ezinye zokudluliselwa kwama-Brambles Securities; noma
(b) bekunezinye izimo uSihlalo wakwa-Brambles noma Isikhulu EsiyiNhloko Ephezulu (lapho uSihlalo ebandakanyekile) esizibone zikhethekile kakhulu.

4. Isaziso Zokuhweba

4.1

Abaqondisi kudingeka bazise uNobhala weNkampani esikhathini **sezinsuku** ezimbili zomsebenzi emva kwanoma yiziphi izinguquko zezintshisekelo ze-Brambles Securities, noma izintshisekelo zanoma yibaphi abantu babo abasohlwini kundima 2.1(e) ngenhla.

Lokhu kusiza abakwa-Brambles bazise abe-ASX ngezinguquko zezintshisekelo, okufanele zenzeke ekupheleni kosuku lomsebenzi kulandela ukuthola isazizo.

Bonke abanye Abantu Abajutshiwe kudingeka bazise uNobhala weNkampani nganoma yikuphi ukuHweba kwe-Brambles Securities ezinsukwini ezinhlanu zomsebenzi zokuqalisa lokho kuHweba.

Amakhophi amafomu ezaziso ezifanele ayatholakala kuNobhala weNkampani.

4.2

Izaziso Zokuhweba ezinikezwe kulandela indima 4.1 kufanele zithunyelwe kuNobhala weNkampani ngokubhaliwe (kubandakanya i-imeyli).

5. Yini i-insider trading?

5.1 Ukuvinjelwa kwe-insider trading, kokuhweba kwabangaphakathi

Ngamagama ajwayelekile, umuntu angaba necala le-insider trading uma:

(a) lowo muntu "unolwazi lwangaphakathi" - okusho ukuthi ulwazi ngokuvamile olungatholakali futhi, uma belutholakala ngokujwayelekile belunokwenza umehluko omkhulu enanini noma entengweni yama-Securities eNkampani. Ulwazi oluthatha njengolungaba nomthelela omkhulu uma belungaba, noma lungaba nomthelela esinqumweni sotshalomali kulabo abavame ukwenza utshalomali kuma-Securities,
okusho ukuthi, ulwazi "lwamanani olubucayi"; futhi

(b) lowo muntu:
- (i) Uhweba ngama-Securities enkampanini;
- (ii) ukhuthaza noma uthola omunye umuntu ahwebe kuma-Securities enkampanini;
- (iii) ukuxhumana ngokuqondile noma ngokungaqondile lolo lwazi komunye umuntu lapho odlulisa umyalezo azi, noma kufanele ngabe uyazi, ukuthi othola lowo myalezo kunamathuba okuthi uzoHweba kuma-Securities noma athole omunye ozoHweba kuma-Securities enkampani ("Tipping").

Kunezincazelo eziningiliziwe zemibandela okudingeka igcwaliswe ukuze ulwazi luphase njengolutholakala ngojwayelekile. Ngenkathi izincazelo eziningiliziwe zibalulekile ekutholeni ukubambeka ngokomthetho, isimiso esivamile esiyisisekelo sibandakanya ukuthi, ukuze ulwazi lutholakale ngokuvamile, kufanele:
- lube nengxenye ebonakala kalula; noma
- lube lumenyezelwe ku-ASX noma kungenjalo lwaziswe abatshalizimali abavame ukutshala izimali kuma-Securities; noma
- kungenjalo lubandakanye ukuncishiswa, iziphetho noma izizathu ezenziwe noma okufinyelelwe kuzona ngenxa yolwazi obekubhekiswe kulona emaphuzwini amabili angenhla.

5.2 Izinhlawulo

Ukuhweba kwabangaphakathi kuyicala.

Izinhlawulo zobugebengu bokwaphulwa kwezivimbelo zokuhweba kwabangaphakathi zibandakanya:
(a) kumuntu ngamunye - inhlawulo engafinyelela kuma-$765,000, nokubhadla ejele iminyaka efinyelela kwemihlanu; kanye
(b) ibhizinisi - inhlawulo efinyelela kuma-$7,650,000.

Lezi zinhlawulo zingezamanje ekubhalweni kwale nqubomgomo kodwa zingashintsha ekuhambeni kwesikhathi. Umhwebi ongaphakathi, kanye nanoma yibaphi abantu ababandakanyeka ekwaphulweni kwalo mthetho, nabo bangafanela banxephezele izingxenye eziseceleni ngokulahlekelwa okube khona. Phezu kwalokho, i-Australian Securities and Investments Commission ingafuna izinhlawulo ezibhekiswe

kumhwebi ongaphakathi, nalapho kufanaleke khona, ingafuna umyalelo wenkantolo wokumuka lowo mhwebi wangaphakathi igunya lokuphatha ibhizinisi.

5.3 Izibonelo zolwazi lwamanani olubucayi

Ukufanekisa isivimbelo esichazwe ngenhla, lokhu okulandelayo yizibonelo ezingenzeka zolwazi okungathi, uma lunikezwe umphakathi, luthathwe njengolwazi lwamanani olubucayi:
(a) Abakwa-Brambles baphezu kwezinhlelo zokuthenga noma ukudayisa impahla;
(b) inkinga yecala elikhulu elibhekene nabakwa-Brambles;
(c) Izinguquko esimweni sezimali sakwa-Brambles seqiniso noma esingase senzeke noma ukuqhuba kwebhizinisi;
(d) Izinguquko ezinkulu ezintsha ebhizinisini;
(e) ithuba elikhulu lokuthola, ukulahlekelwa, yinkontileka enkulu noma isigunyazo ezivela kuhulumeni;
(f) izinguquko ezihlongozwayo ezinzuzweni zamasheya noma izinguquko kunqubomgomo yezinzuzo zamasheya;
(g) udaba olusha oluhlongozwayo lwamasheya;
(h) inguquko enkulu kuBhodi LabaQondisi noma obunye ubuholi obuphezulu;
(i) uphenyo lokulawula noma ucwaningomabhuku; noma
(j) ukwaphulwa komthetho okukhulu.

5.4 Ukubhekana nezingxenye eziseceleni

Umuntu angaba necala lokuba umhwebi ongaphakathi malungana ne-Brambles Securities, yize noma kungeyena gaqa Ohweba kuma-Securities. Isivimbelo siwelela:
(a) Ekuhwebeni kusetshenziswa abaqokiwe, ama-ejenti noma abanye okusetshenziswana nabo, njengamalungu omndeni, izikhwama zomcebo womndeni nezinkampani zomndeni; kanye
(b) nokufunwa kwezingxenye eziseceleni ezizoHweba kuma-Brambles Securities, nokubandakanya ukunciphisa noma ukukhuthaza izingxenye eziseceleni ukuba Zihwebe.

5.5 Ulwazi noma ngabe lutholakale kanjani

Akunandaba ukuthi umuntu uluthole kanjani noma kuphi ulwazi - akudingeki kuze kube uluthole ngaphakathi kwa-Brambles ukuze kube ulwazi lwangaphakathi.

5.6 Izikimu zamasheya abasebenzi

Ukuvinjelwa kokuhweba kwabangaphakathi akubhekiseli:
(a) izicelo zokuba; kanye
(b) ukuzuzwa ngaphansi kwalezo zicelo,

i-Brambles Securities ngabasebenzi bakwa-Brambles noma nanoma yiziphi izinhlaka ezihlobene nebhizinisi ezenziwe ngaphansi kwamasheya abasebenzi kanye nezinhlelo zezinketho.

Lokhu kuchaza ukuthi ukuvinjelwa kokuhweba kwabangaphakathi **ngeke** kusebenze ekuzuzweni kwanoma yibaphi abasebenzi bakwa-Brambles Securities ngaphansi kwanoma yimaphi amasheya abasebenzi bakwa-Brambles kanye nezinhlelo zezinketho (kubandakanywa isicelo soma umsebenzi Wemiklomelo). Nokho, ukuvinjwa kokuhweba kwabangaphakathi **kuzosebenza** e-Australia kunoma yikuphi ukulahlwa okulandelayo yilabo basebenzi abanamasheya kwa-Brambles azuzwe ngaphansi kwalelo sheya lomsebenzi nezinhlelo zezinketho.

Noma ngabe kuyasebenza ukuvinjwa kokuhweba kwabangaphakathi noma cha, imvume iyadingeka ngaphansi kwale Nqubomgomo ngokwenziwa kwanoma yimuphi umsebenzi Wabantu Abajutshiwe

bemiKlomelo phezu kwanoma yimaphi ama-Brambles Securities: bheka isigaba 3.

6. Uhwebo lwama-Securities Nezinye izinkampani

Abantu Abajutshiwe akufanele Bahwebe kuma-securities anoma**eyiphi**enye inkampani noma ibhizinisi uma benalo ulwazi olubucayi lwamanani olungavamile ukutholakala mayelana nebhizinisi. Lesi sivimbelo sisebenza olwazini mayelana nenye inkampani noma ibhizinisi olutholwa Umuntu Ojutshiwe ngenxa yesikhundla sakhe kwa-Brambles (isibonelo lapho abakwa-Brambles besezingxoxweni zenkontileka noma ithransekshini nelinye ibhizinisi noma inkampani) noma ngenye indlela (isibonelo ngokuba yingxenye yohleloxhumano nabanye abantu).

7. Izincazelo

ASX kuchaza ukuthi Australian Securities Exchange.

Imiklomelokuchaza izinketho, imiklomelo yamasheya okusebenza namalungelo amasheya okusebenza anikezwa ngaphansi kwanoma yimaphi amasheya abasebenzi bakwa-Brambles noma uhlelo lwenketho ngokuhamba kwesikhathi.

IBhodi kuchaza iBhodi labaQondisi bakwa-Brambles.

I-Brambles kuchaza abakwa-Brambles Limited.

Inkathi Evaliwekuchaza inkathi eqala ngosuku lwesikhombisa ngaphambi kokuphela kwenkathi yokubika ngezezimali futhi iphela ngosuku lokuqala emva kwesaziso zokuqala semiphumela yesigcawu sengxenye yonyaka noma yaminyaka yonke (okusho mhla zingama-24 kuZibandlela kuze kube osukwini olulodwa emva kokumenyezelwa kwemiphumela yaphakathi nonyaka maphakathi nenyanga kaNhlolanja kanye kusukela ngomhla zingama-23 kuNhlangulana kuze kube usuku olungenva kwesimemezelo semiphumela ephelele yonyaka ogcwele cishe maphakathi noNcwaba).

Hweba noma Ukuhweba kuchaza, uma kukhulunywa ngama-Securities:

(a) ukufaka kwesicelo, ukuzuza noma ukulahla ama-Securities afanelekile (noma njengenhloko noma i-ejenti);

(b) ukuthola omunye umuntu ozomfakela isicelo, ukuzuza noma ukulahla ama-Securities afanelekile; noma ukungena esivumelwaneni sokwenza lokho; noma

(c) ukuxhumana ngokuqondile noma ngokungaqondile, noma ukudala ukuba kuxhunywane, ngolwazi olubucayi lwamanani kunoma yimuphi umuntu uma laziwa, noma empeleni kufanele ngabe kuyaziwa, ukuthi lowo muntu angase nomaangase asebenzise ulwazi ukuzibandakanya emisebenzini ethile ebalulwe kundima (a) noma (b)

Ama-Derivatives kuchaza imikhiqizo yezezimali ehlinzeka ngezimbuyiselo zezeimali kuncike ekushintshashintsheni kwenani lama-Securities, kubandakanya izinketho zokuhwebelana noma izinketho ezihlinzekwe yingxenye eseceleni, nokubandakanya imikhiqizo yezimali (njengama-equity swaps, ama-cap, o-collar kanye neminye imikhiqizo yokuzibiyela) okunomthelela wokuciphisa noma wokukhawulela ukuchayeka ezingcupheni ezihlobene nokushintshashintsha kwamanani.

Abantu Abajutshiwe incazelo yakhona inikeziwe kundima 2.1.

Abaqondisi kuchaza amalungu eBhodi.

UMqondisi Ophezulu kuchazaannoma yimuphi uMqondisi okhipha imiyalelo yokusebenza kubaphathi noma kubaholi be-Brambles.

IQembulichaza abakwa-Brambles nezigungu zebhizinisi zakhona.

Inkathi Evinjelwe kuchaza:
(a) noma iyiphi iNkathi Evaliwe; noma
(b) izinkathi ezengeziwe lapho Abantu Abajutshiwe bengavunyelwe ukuhweba futhi eziyalelwa ngabakwa-Brambles ekuhambeni kwesikhathi lapho kungaba nolwazi olungelona olomphakathi olubucayi mayelana namanani okungenzeka ukuthi ngokujwayelekile alubi khona.

Ama-Securities achaza:
(a) amasheya;
(b) izitifiketi zobunikazi noma ama-securities ezikweletu;
(c) amayunithi amasheya anjalo;
(d) amarisidi okudiphozitha;
(e) Imiklomelo; kanye
(f) Ama-derivatives.

Ama-Security Interest achaza isibambiso, isifungiso, inhlawulo, isibambiso sempahla noma omunye umthwalo wesikweletu.

Izibopho Zempumelelo yale Nqubomgomo

Ibhodi yakwa-Brambles inesibopho esiphelele ngale Nqubomgomo. INhloko Yophiko Lwezomthetho noNobhala WeQembu Lenkampani banesibopho sansukuzonke sokubhekelela le Nqubomgomo futhi kufanele iqinisekise ukuthi bonke abasebenzi bathola ukuqeqeshwa njalonjalo futhi okufanelekile.

Inhloko Yophiko LwezoMthetho noNobhala WeQembu Lenkampani, ngokusebenzisana neBhodi, izobukeza le nqubomgomo ngasohlangothini lwezomthetho kanye nokwenziwa komsebenzi okungenani kanye ngonyaka. Le Nqubomgomo ayiyona ingxenye yenkontileka yabasebenzi, noma kungenjalo yenziwe, futhi ingachitshiyelwa ngokuhamba kwesikhathi. Abasebenzi bayamenywa ukuba baphawule mayelana nale Nqubomgomo futhi baveze nezinye izindlela ezingasetshenziswa ukuze yenziwe ngcono. Amazwi okuphawula noma imibono kumele ibhekiswe kulowo Oyinhloko Yophiko LwezoMthetho noNobhala WeQembu Lenkampani.

Bonke abasebenzi okungumsebenzi wabo ukuphumelela kwale Nqubomgomo. I-Brambles yakha izindawo zokusebenza lapho kunokuxhumana okuvulelekile nokuthembeka phakathi kwabo bonke abasebenzi kuyigugu futhi kuhlonishwa. Uma unanoma yimiphi imibuzo mayelana nale nqubomgomo, noma uma ungathanda ukubika ngokwephulwa kwayo, sicela ukhulume nemenenja yakho, noma yiliphi ilungu leThimba Lezomthetho noma Lakwandabazabantu, noma-ke i-Speak Up hotline. Njengokusho kweNqubomgomo yakwa-Brambles i-Speak Up, akukho kuphindiselwa noma ukujeziswa okuzokwenzeka kumsebenzi ophakamise ukukhathazeka mayelana nale nqubomgomo. I-Brambles izibophezele ekuphenyeni, ukubhekana, kanye nokuphendula konke ukukhathazeka kwabasebenzi kanye nokuthatha izinyathelo ezifanele zokulungisa lokho okuphakanyiswe njengokuphulwa kwayo.