Brambles

INqubomgomo YezeMpilo nokuPhepha

Brambles Limited

Ibukeziwe: 1 kuMasingana 2020

Uhlelo 2.0

INQUBOMGOMO YEZEMPILO NOKUPHEPHA

KuyiNqubomgomo yakwa-Brambles ukuhlinzeka ngendawo yokusebenzela ephephile nenempilo kubo bonke abasebenzi nokuvikela ukulimala, ukugula noma ukukhubazeka kwabasebenzi babo, osonkontileka, amakhasimende noma umphakathi. Silinganisela ukuphepha njengodaba oluseqhulwini phezu kwazo zonke ezinye izinto ebhizinisini lethu.

Abakwa-Brambles bazinikele ekuthini kungabikhona nokukodwa ukulimala kwabantu, kungabikhona nakancane ukulimala kwemvelo kanye nokungabi khona nhlobo komthelela oyingozi kumalungelo abantu. Lo somqulu we-Zero Harm, ubeka kucace umbono, ubugugu nokuziphatha kanye nokuzibophezela okudingekayo ukuze kusetshenzwe ngokuphepha futhi kuqikelelwe ukuthotshelwa kwemithetho yemvelo, uyahlinzekwa bonke abasebenzi futhi uyatholakala kusizindalwazi sakwa-Brambles.

Siphinde sizibophezele ekutheni siqinisekise ukuthi abasebenzi bakwa-Brambles bahlonyiswe ngendlela ngamathuluzi, amacebo nezinsizakusebenza abazidingayo ukuze benze umsebenzi wabo ngokufanelekile nangempumelelo, kanye nokuhlangabezana ngokuphelele nezibopho zabo zezempilo nokuphepha.

Ukuphepha kwenqubomgomo yethu yezempilo nokuphepha incike ekuzibophezeleni kwabo bonke abasebenzi bethu. Silindele ukuthi wena, ngenkathi usemsebenzini, uzoqikelela kakhulu ngempilo nokuphepha kwakho, kanjalo nalokho kozakwenu. Kuyisibopho sakho njengomuntu ukulandela imikhuba emihle yokuphepha emsebenzini, ukulandela imithetho yokuphepha enkampanini nokubika izingozi endaweni yokusebenza, izehlakalo nokucishe kwehla kunsumpa wakho. Wonke umuntu kulindeleke asebenzise amakhono akhe nolwazi lokuthuthukisa ukuphepha.

Siphinde silindele ukuba uqinisekise ukuthi, ngenkathi usebenza, uhlala usesimweni esilungele ukusebenza futhi ungazibeki engozini wena nabanye ngokusetshenziswa kwezidakamizwa notshwala ngendlela engafanele.

Kuyisibopho seyunithi yomsebenzi ngayinye ukuqinisekise ukuthi le nqubomgomo iyaqaliswa ukusebenza. Silindele ukuthi zonke izimenenja nonsumpa bahlinzeke:

- Ngendawo yokusebenzela ephephile;
- Amathuluzi, izinsizakusebenza nezimto ezikhethiwe, zahlolwa futhi zanakekelwa ukuze ziphephe;
- Izinhlelo eziqikekela ukuthi amathuluzi, izinsizakusebenza nezimoto zisetshenziswa ngokuphepha nokuthi izisetshenziswa ziphathwa ngokuphepha, zisetshenziswe bese zilondolozwa;
- Ukuqeqeshwa okusiza abasebenzi bakwazi ukuqonda izibopho zabo kwezempilo nezokuphepha kanye nezingozi ezihlobene nomsebenzi wabo;
- Ukuqeqeshwa okusiza abasebenzi bakwazi ukuqonda, ukusebenza, ukusetshenziswa nokugcinwa kwamathuluzi, izisetshenziswa nezimoto, kanjalo nezinsiza zokuphepha nezinhlelo zokuphepha emsebenzini;
- Ukuqashelwa okufanele kwemisebenzi;
- Izinhlelo zokuqaphela ukusebenza kwezempilo nokuphepha;
- Ukwaziswa kokusebenza okuhle ngokuphepha nokuziphatha okokhela intshisekelo nogqozi lokukhuthaza ukuphepha.
- Ukuxhumana nokubonisana nabasebenzi ngezindaba zezempilo nokuphepha ukuze kuphuculwe izinga lokuqwasha ngezokuphepha nokuqonda;
- Izikhungo ezanele zezenhlalakahle yabasebenzi emsebenzini;
- Ukuqeqeshelwa usizo lokuqala okufanele kanye nezinsizakusebenza zakhona; kanye
- Nezinqubo ezisebenza ngempumelelo ezimweni eziphuthumayo.

Asilindele nje ukuthi zonke izimenenja zonke nonsumpa baqinisekise ukuthi siyayilandela yonke imithetho efanele yezempilo nokuphepha kanye nezimiso, kodwa sifuna wonke umuntu asebenzise imikhuba yokusebenza ngokuphepha embonini asebenza kuyona.

- **Ingozi Nengozi Ingagwemeka**

- Hlolisisa sonke isimo esingadala ukuba kwehle ingozi futhi uthathe zonke izivikelo ezingathatheka ukuze leyo ngozi ingehli.

- Qhuba ukuhlola njalonjalo ubungozi bezempilo nokuphepha obuhlobene nezinsizakusebenza zethu, imikhiqizo, izinqubo, amathuluzi, imishini esetshenziswayo, izimoto nezindawo zokusebenzela. Ikakhulyazi, lapho umsebenzi wenzelwa endaweni esemphakathini, qinisekisa ukuthi umsebenzi onjengalowo uyenziwa, ngako konke okunokwenzeka, ngaphandle kokuletha ubungozi kumalungu omphakathi.
- Didiyela wonke amaphuzu ezempilo nokuphepha kukho konke ukuhlelwa kwebhizinisi. Ikakhulukazi, qinisekisa ukuthi ezempilo zokuphepha kuyabukisiswa njengengxenye yokuklama nokusetshenziswa kwezinsizakusebenza ezintsha imikhiqizo, izinqubo, amathuluzi, imishini esetshenziswayo, izimoto nezindawo zokusebenzela.
- Hlinzeka ngolwazi olunjalo, imiyalelo, ukuqeqeshwa nokuqashelwa njengalokhu kudingeka ukuze kuqinisekiswe ngokuphelele impilo nokuphepha kwabasebenzi bethu, osonkontileka namakhasimende.
- Qinisekisa ukuthi inqubo yokukhethwa nokuklonyeliswa kwabasebenzi, osonkontileka nabahlinzeki ibandakanya ukwaziswa nokwesekwa kokusebenza okuhle ngokuphepha.
- Qhuba ucwaningomabhuku njalonjalo ukuze kuhlolwe ukulandelwa kwemithetho efanele nezimiso, ukusebenza ngempumelelo kwezinhlelo zokuphathwa kwezempilo nezokuphepha kanye nokuqaliswa kokusebenza kwale nqubomgomo.

Ibhodi yakwa-Brambles inesibopho esiphelele ngale Nqubomgomo. INhloko YeQembu yezeMpilo, ezokuPhepha nezeMvelo inesibopho sansukuzonke sokubhekelela le nqubomgomo futhi kufanele iqinisekise ukuthi bonke abasebenzi bathola ukuqeqeshwa njalonjalo futhi okufanelekile.

INhloko YeQembu yezeMpilo, ezokuPhepha nezeMvelo, 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 YeQembu KwezeMpilo, Ukuphepha Nemvelo.

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, nanoma yiliphi ilungu lezeMpilo, ezokuPhepha, kanye nezeMvelo, nanoma 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.