

Brambles

Inqubomgomo Yokulwa Nokufumbathisa Nenkohlakalo

Brambles Limited

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Uhlelo 4.0

INQUBOMGOMO YOKULWA NOKUFUMBATHISA NENKOHLAKALO

1. Isingeniso Nenhlole Yale Nqubomgomo

- 1.1 Esinye seZimiso Zethu Eziyinhlanganyelo e-Brambles ukuthi njalo senza izinto ngokuvumelana nomthetho, nezimiso futhi ngobuqotho nokuhlonipha umphakathi kanye nemvelo.

Ukufumbathiswa nokuziphatha okungafanele okuhambisana nakho okukhulunywa ngakho kule Nqubomgomo akuzona nje izenzo ezimbi namacala ogubebengu amakhulu kodwa futhi kungqubuzana neZimiso zethu Eziyinhlanganyelo. Ukubandakanyeka kulokho kuziphatha kungase kuholele ekutheni i-Brambles noma wena nithwale izinhlawulo ezinkulu, kanye nezindleko zomthetho nokuthotshelwa kwawo, namacala omthetho nezigwebo zasejele kubantu abathintekayo. Futhi kungaholela ekuthunazekeni okubi kwegama le-Brambles nokuvelela kwayo kwezezimakethe.

- 1.2 Le Nqubomgomo:

- (a) ichaza izibopho zethu, kanye nezibopho zabantu abasisebenzelayo, ngokuphathelene nokufumbathisa nenkohlakalo; futhi
- (b) inikeza ulwazi nesiqondiso kulabo abasisebenzelayo ngokuthi izinkinga zokufumbathisa nenkohlakalo zingabonwa futhi zisingathwe kanjani.
- (c) Kule Nqubomgomo amatemu athi "thina", "okwethu", "nathi" kanye no-"Brambles" asho i-Brambles Limited kanye nezinkampani eziseqenjini layo (i-"**Brambles**").

- 1.3 Kufanele uqiniseke ukuthi ufunda, uyaqonda, futhi uthobela le Nqubomgomo

2. Obani abahlanganiswa yile Nqubomgomo?

Le Nqubomgomo isebenza kubo bonke abantu abasisebenzela noma abasebenza kuyo yonke imikhakha, kubandakanye abaphathi abakhulu, izikhulu, abaqondisi, izisebenzi (ezisebenza unomphela, isikhathi esinqunyiwe, noma ezibambe amatoho), abaxhumanisi, osonkontileka, abaqeqeshwayo, izisebenzi zokweseka, zesikhashana nezisebenzi ze- ejensi, abahlinzeki bezinsiza bangaphandle, amanxusa, abaxhasi, nanoma imuphi umuntu osebenzelana nathi, kungakhathaliseki ukuthi ukuyiphi indawo (bonke kuthiwa "**Abasebenzi**" kule Nqubomgomo).

3. Inqubomgomo Yethu: ukufumbathisa, inkohlakalo nokuthenga umuntu kunqatshelwe

- 3.1 Siqhuba ibhizinisi lethu ngokuvumelana nomthetho, izimiso zokuziphatha okufanele nobuqotho. Imikhuba yenkohlakalo ayamukeleki, futhi asikubekezeleli neze ukufumbathisa, inkohlakalo nokuthenga umuntu. Sizibophezele ukusebenza ngobuchwepheshe, ngendlela efanele kanye nobuqotho nenhlonipho kuyo yonke imisebenzi yethu yebhizinisi nobuhlobo nomaphi lapho sisebenza khona, futhi sisebenzise size sigcizelele izimiso eziphumelelayo zokulwa nokufumbathisa. Sizobambisana nazo zonke izinhlaka zezomthetho nezokuphatha ezweni ngalinye esisebenza kulo. Lokhu kusho ukuthi awukwazi ukunikeza, ukuthembisa, ukuhlongoza noma ukugunyaza noma yini enenani ukuze uthole noma ulondoloze ibhizinisi, uthonye isinqumo noma uthole inzuzo ethile engafanele yebhizinisi egameni le-Brambles. Awukwazi ukukhankasela noma ukwamukela ukufumbathiswa noma ukugwazelwa kwanoma iluphi uhlobo.

- 3.2 Futhi silindele ukuthi labo esenza ibhizinisi nabo bangakubekezeleli ngendlela efanayo ukufumbathisa nenkohlakalo. Ngaphambi kokwenza isivumelwano nanoma iyiphi inkampani yangaphandle ezosebenzela i-Brambles, i-Brambles izohlolisisa ngokufanele futhi ithole

iziqinisekiso nobufakazi bokuthobela umthetho obuvela kuleyo nkampani yangaphandle.

- 3.3 Lokhu kwenqatshelwa kokufumbathisa, inkohlakalo nokuthonya abanye kusebenza ekuthembiseni, ekupheni noma ekwamukeleni noma yini enenani, hhayi nje imali. Lokhu kufaka amathuba ebhizinisi, imisebenzi, izinkontileka noma imigomo yenkontileka ekuvunayo, iminikelo, uhambo, izipho nokutatanyiswa kwabantu.
- 3.4 Le Nqubomgomo iyingxenye yeMithetho Yokuziphatha yase-Brambles futhi kufanele ifundwe kanye neZiqondiso Zokulwa Nokufumbathisa Nenkohlakalo, ezitholakala e-Walter, kanye neZimiso Nezinhloso Ze-Brambles ezichazwe eMithethweni Yokuziphatha, echitshiyelwa futhi ithasiselwe ngezikhathi ezithile.

4. Izipho Zale Nqubomgomo

- 4.1 Le Nqubomgomo igunyazwe yiBhodi Lase-Brambles futhi yesekwa uMphathi Omkhulu ukuze kuboniswe ukuzibophezela kwe-Brambles ukusingatha izinkinga zokufumbathisa nenkohlakalo. Ithimba Labaphathi Abakhulu base-Brambles linesibophu sokunakekela ukuthi le Nqubomgomo iyathotshelwa futhi libikele iBhodi Lase-Brambles, ngoMphathi Omkhulu, ngemisebenzi yalo yokubeka iso emisebenzini eyenziwayo.
- 4.2 I-Brambles isungule iQembu Lezesimilo Lase-Brambles, elihlangana njalo, futhi elinesibophu sokuqinisekisa ukusetshenziswa kwale Nqubomgomo, ukunakekela ukuthotshelwa kwale Nqubomgomo kabanzi, ukuqeqesha abantu ngezimfuneko zale Nqubomgomo, nokuqinisekisa ukuthi idluliselwa ngendlela efanele kubantu abathintekayo.
- 4.3 IQembu Lezesimilo Lase-Brambles lakhiwa abantu abalandelayo, abakha inani elidingekayo lokwenza izinqumo ube bebathathu.
 - ISikhulu Esiyinhloko Sezomthetho
 - ISikhulu Esiyinhloko Sokuthotshelwa Komthetho
 - Iphini LikaMongemali Nommeli-Jikelele Wesigodi, EMEA
 - Iphini LikaMongemali Nommeli-Jikelele Wesigodi, eMelika nase-APAC

Ngezikhathi ezithile iQembu Lezesimilo Lase-Brambles linganezela amalungu kuleli Qembu okwesikhashana noma unomphela uma kudingwa yizimo ezithile noma ezivamile.

- 4.4 ISikhulu Esiyinhloko Sokuthotshelwa Komthetho e-Brambles sinesibophu sosuku nosuku sokwengamela ukusetshenziswa kwale Nqubomgomo, ukunakekela ukusetshenziswa kwayo nokuphumelela kwayo kanye nokubika lezo zindaba eQenjini Lezesimilo Lase-Brambles neBhodi Lase-Brambles.
- 4.5 Abaphathi nezisebenzi eziyinhloko kuyo yonke imikhakha banesibophu sokusebenzisa le Nqubomgomo eminyangweni yabo nokuqiniseka ukuthi abantu ababaphethe bayayazi futhi bayayiqonda le Nqubomgomo.

5. Kuyini ukufumbathisa, inkohlakalo nokuthenga umuntu?

- 5.1 Inkohlakalo ukusetshenziswa kabi kwesikhundla somphakathi noma esizimele ukuze umuntu azuze.

- 5.2 Ukufumbathisa ukunxenxa noma ukuveza umklomelo, othenjiswayo noma onikezwayo, ngokuqondile noma ngokungaqondile, esikhulwini sikahulumeni noma kumuntu oneqhaza kwezentengiselwano zangasese ukuze uzuze kwezentengiso, ngenkontileka, kwezomthetho noma njengomuntu siqu ngethonya elingafanele lomsebenzi othintekayo. Yize ukufumbathisa izikhulu zikahulumeni noma abantu abazimele kunqatshelwe ngendlela efanayo ngaphansi kwale nqubomgomo, kufanele kunakekelwe ngokukhethekile uma kusetshenzwa nezikhulu zikahulumeni ngoba imithetho elwa nenkolakalo iyaqikelela kakhulu, futhi kunezijejiso ezikhethekile ezithintekayo, uma kubandakanyeka izikhulu zikahulumeni.

Abantu abalandelayo babhekwa “njengezikhulu zikahulumeni:”

- Amaphoyisa, izisebenzi noma abameleli banoma imuphi uhulumeni, umnyango, i- ejensi, isigungu, iziphathimandla, umnyango, noma inhlango yomphakathi yamazwe ngamazwe. Inhlango yomphakathi yamazwe ngamazwe yinoma iyiphi inhlango eyakhiwa yizifundazwe, ohulumeni, noma ezinye izigungu zezigodi noma zikazwelonke. Ingahlanganisa, ngokwesibonelo, i-UN, i-Organization of American States (OAS), neNhlango Yesiphambano Esibomvu Yomhlaba Wonke;
- Abantu abenzela uhulumeni okuthile;
- Izisebenzi zeminyango engaphansi noma elawulwa uhulumeni; kanye
- Nabantu abaqokelwe izikhundla zepolitiki

Ngenxa yalokho, izingxenye ezithile zale Nqubomgomo ziqine kakhudlwana uma kuziwa kohulumeni (isibonelo, bheka isigaba 6).

- 5.3 Izibonelo zokufumbathisa zihlanganisa okulandelayo:

- Ukunikeza ukufumbathisa

Unikeza umuntu ongase abe yikhasimende amathikithi esehlakalo esikhulu ngombandela wokuthi avume ukwenza ibhizinisi nani, asibonelele uma sinembali noma anciphise amanani akhe entengo.

Lokhu kungaba yicala ngoba uthembisa umklomelo ukuze uthole inzuzo yezentengiso nenkontileka. I-Brambles ingase itholwe yenze icala futhi ngoba lesi sithembiso senzwelele ukuba usitholele ibhizinisi. Futhi kungaba yicala ngalelo khasimende ukuba lamukele lesi sithembiso.

- Ukwamukela ukufumbathiswa

Umphakeli unikeza umshana wakho umsebenzi, kodwa ukwenza kucace ukuthi naye ulindele ukuthi usebenzise ithonya lakho enhlanganweni yethu ukuqiniseka ukuthi siyaqhubeka senza ibhizinisi naye.

Kuyicala kulowo mphakeli ukwenza lesi sithembiso. Kungaba yicala kuwe ukuvumelana nalokhu ngoba uyobe wenza kanjalo ukuze uzuze wena siqu.

- Ukufumbathisa isikhulu sezwe langaphandle

Wenza inkokhelo noma uhlela ukuba inkampani yenze inkokhelo esikhulwini sikahulumeni ukuze uqiniseke ukuthi umnyango wakhe ukhipha umbiko wokuhlola omuhle noma ukhipha

imvume noma uphasisa izidingo zenkampani zokwenza ibhizinisi.

Icala lokufumbathisa isikhulu sikahulumeni wangaphandle lenziwa ngokushesha nje uma wenza lesi sithembiso. Lokhu kungenxa yokuthi senzela ukutholela i-Brambles inzuzo yebhizinisi. I-Brambles nayo ingatholakala yenze icala.

Ukufumbathisa isikhulu sikahulumeni ezweni elithile kungaholela hhayi nje ekuphulweni komthetho wakuleli kodwa nokwepulwa kwemithetho yamanye amazwe. Ngokwesibonelo, ukufumbathisa isikhulu sezwe langaphandle kungaholela ekwepulweni kwemithetho yase-USA, UK, European Union noma yase-Australia, ngisho noma ukufumbathisa kwenzeka ezweni elihlukile lapho i-Brambles yenza ibhizinisi khona. Izijeziso zokwepula le mithetho zingasukela ezinhlawulweni ezinzima noma ukuboshwa futhi zingaba nomthelela omubi egameni le-Brambles kanye nalezo Zisebenzi.

Ngaphandle nje kokukhokha imali ngokuqondile noma ukukhipha izipho ezeqisayo, ezinye izibonelo zokufumbathisa zingafaka okulandelayo okwenziwa ngomyalelo, noma ukuze kuzuze, isikhulu sikahulumeni noma uzakwethu kwezibhizinisi: (a) ukuhamba ngokweqile, ukudla, ezokuzijabulisa noma okunye ukubungazwa; (b) ukunikelela iqembu lezepolitiki, umkhankaso noma isikhulu somkhankaso; noma (c) iminikelo yosizo noma uxhaso lwebhizinisi. Futhi akufanele kufumbathiswe, kuthenjise, noma kuhlinzekwe ngokuqondile ngozakwethu kwezibhizinisi, abahlinzeki bezinsizakalo, abasebenzi, noma amanye amanxusa asebenzela i-Brambles, kubandakanye nokwenza lezi zinto ngokuyimfihlo.

5.4 Ukuthenga umuntu kuwuhlobo lwenkolakalo. Kuwumkhuba sokusebenzisa *ithonya* lakho kuhulumeni noma ebudlelwaneni nabantu abanegunya ukzue uthole umusa noma ukubonelelwa, ngokuvamile (kodwa hhayi nje kuphela) ukuze uthole inkokhelo.

5.5 Gwema Ukungqubuzana Kwezindima

Abasebenzi bangazifaka esimweni lapho bephula khona imithetho elwa nokufumbathisa noma inkohlakalo uma benezindima ezingqubuzanayo, ikakhulukazi uma kuziwa kuzinkontileka. Lokhu kungqubuzana kuvela uma lokho umuntu akufunayo kungqubuzana nezinzuzo ze-Brambles. Izibonelo lapho kungase kuvele khona ukungqubuzana zihlanganisa ukuzuza kumuntu ngenkontileka, kungaba ngokuqondile (isibonelo uma ungomunye abasayina inkontileka) noma ngokungaqondile (isibonelo uma unenzuzo kosayina inkontileka njengokuba umninimashya noma isihlobo esiseduze esisebenzela, noma esinobunikazi kulokho kusayina futhi esizozuza, ngokuqondile noma ngokungaqondile, kuleyo nkontileka), umsebenzi ngaphandle kwase-Brambles, ukusetshenziswa kolwazi oluyimfihlo e-Brambles ukuze wenze izinto zakho siqu noma ukufuna noma ukwamukela izipho noma ukuzijabulisa okweqa iziqondiso ezichazwe kule nqubomgomo nakuNqubomgomo Yase-Brambles Yezipho Nokutatanyiswa Kwabantu.

Ngenxa yalokho, akufanele wenze imisebenzi ebandakanya, noma engabonakala ibandakanya, ukungqubuzana kwezindima. Uma uqaphela ukuthi i-Brambles icabangela noma yenza ibhizinisi nenkampani noma umuntu onobuhlobo bomuntu siqu noma bezezimali naye, kufanele uzikhiphe ezinqumweni ezinjalo noma ekwengameleni lowo msebenzi futhi udalule ubuhlobo kumphathi womnyango wenu noma elungwini leThimba Lezomthetho noma Lezindaba Zabasebenzi. Uma ungaqiniseki ukuthi isimo esithile singadala ukungqubuzana kwezindima, xhumana nomphathi womnyango wenu noma elinye ilungu leThimba Lezomthetho, Lezesimilo Nokuthotshelwa Komthetho noma Lezindaba Zabasebenzi.

5.6 **Izipho nokubungaza.** Ngaphambi kokunikeza izipho noma ukutatanyiswa kwabantu kwanoma

iluphi uhlobo, kufanele uqiniseke ukuthi akukhona ukufumbathisa, ukugwazela noma ukuthonya abantu, ukuthi kuyingcosana, kufanele futhi kulungile nokuthi inhloso yakho ukuthuthukisa isithombe senkampani, ukwethula imikhiqizo nezinsizakalo zethu, noma ukweseka noma ukulondoloza ubuhlobo bebhizinisi. Futhi, ngaphambi kokunikeza noma ukwamukela iziphondo noma ukutatanyiswa kwabantu kwanoma iluphi uhlobo, sicela ubuyekeze futhi uthobele iNqubomgomo Yase-Brambles Yeziphondo Nokutatanyiswa Kwabantu. Uma unanoma imiphi imibuzo mayelana neziphondo noma ukutatanyiswa kwabantu, sicela uxhumane nelungu leQembu Lezesimilo Lase-Brambles.

6. Iminikelo Yezepolitiki

6.1 Asenzi iminikelo eya emaqenjini ezezipolitiki, izinhlangano noma abantu abaneqhaza kwezezipolitiki.

7. Izinkokhelo Zokugqugquzela

7.1 Inkokhelo yokugqugquzela yinkokhelo yokuqinisekisa noma yokusheshisa isinyathelo esivamile, esidinga ukugunyazwa yisikhulu sikahulumeni. Lezi zinhlobo zezinkokhelo ngokuvamile zifunwa yizikhulu ezisezikhundleni eziphansi ukuze sinikeze izevisi ngokuvamile eyenziwa yileso sikhulu. ***E-Brambles, asizenzi izinkokhelo zokugqugquzela.***

7.2 Inkokhelo yenhlawulo eshicilelwe, eyaziwayo ekhokhelwa ngokuqondile umnyango kahulumeni noma wombuso ngokuvamile ayibhekwa njengenkokhelo yokugqugquzela ngaphansi kwemithetho elwa nokufumbathisa. Ngokwesibonelo, ukukhokha inhlawulo yokusheshisa isicelo sephasipothi, ukudiliwa kwephakheji noma ukucubungula amaphepha kahulumeni njengamavisa, akubhekwa njengenkokhelo yokugqugquzela uma lezo zimali zikhokhelwa umnyango kahulumeni—hhayi umuntu—futhi zaziwa obala. Uma unombuzo ngokuthi ingabe inkokhelo ivunyelwe, sicela uxhumane nelungu leQembu Lezesimilo Lase-Brambles.

8. Izinsongo Ezinkulu

8.1 Uma kunosongo olukhulu empilweni noma ekuphepheni kwakho, ungayikhipha inkokhelo ukuze ugweme ukulimala. Ukulahlekelwa kwe-Brambles yibhizinisi **akulona** usongo olukhulu. Uma kungenzeka, kufanele uqale uxhumane futhi uthole isigunyazo seQembu Lezesimilo Lase-Brambles ngaphambi kokwenza inkokhelo. Kodwa-ke, uma kungenandlela yokuthola isigunyazo, kufanele ubike leyo nkokhelo engakapheli amahora angu-48 yenziwe eQenjini Lezesimilo Lase-Brambles.

9. Izibopho zakho

9.1 Ukunqanda, ukuthungatha nokubika ukufumbathisa nezinye izinhlobo zenkohlakalo kuwumthwalo wabo bonke abasisebenzelayo noma abangaphansi kwethu. Zonke Izisebenzi kudingeka zigweme noma imuphi umsebenzi ongaholela ekwepulweni kwale Nqubomgomo, kungaba yiZisebenzi uqobo noma ozakwethu kwezebhizinisi, umphakeli wezinsizakalo, inxusa noma omunye ummeleli we-Brambles.

9.2 Kufanele utshele umphathi womnyango wenu noma iQembu Lezesimilo Lase-Brambles ngokushesha okukhulu uma ukholwa noma usola ukuthi kube khona ukwepulwa noma ukungqubuzana nale Nqubomgomo, noma kungase kube khona esikhathini esizayo.

9.3 Noma isiphi isisebenzi esiphula le Nqubomgomo singase sibhekane nokuqondiswa kwezigwegwe, okungaholela ekuxoshweni ngendlela yokuziphatha okungafanele.

10. Ukugcina amarekhodi

10.1 Kufanele sigcine amarekhodi ezimali futhi sibe nezindlela zokulawula ezifanele ezizobonisa isizathu sebhizinisi sokukhokhela izinkampani zangaphandle.

10.2 Kufanele ugcine irekhodi elibhaliwe lakho konke ukubungazwa noma izipho ezamukelwayo noma ezikhishwayo, ozinikezwayo noma ozamukelayo. La marekhodi azobuyekwezwa yiQembu Lezesimilo Lase-Brambles.

10.3 Kufanele uqiniseke ukuthi zonke izicelo zezindleko eziphathelele nokubungaza, izipho noma izindleko ezitholwe ngezinkampani zangaphandle zithunyelwa ngokuvumelana nenqubomgomo yethu esebenzayo yezindleko, futhi ubike ngokukhethekile isizathu salezo zindleko.

10.4 Wonke ama-akhawunti, ama-invoyisi, namanye amadokhumenti namarekhodi aphaathelene nokusebenzelana nezinkampani zangaphandle, njengamakhasimende, abaphakeli nozakwethu kwezebhizinisi, kufanele alungiswe, abale futhi anakekelwe ngokunembile futhi ngokuphelele. Awekho ama-akhawunti okufanele agcinwe "ngaphandle kwezincwadi" ukuze kugqugquzelwe noma kufihlwe izinkokhelo ezingafanele, futhi izimali zomuntu siqu akufanele zisetshenziselwe ukufeza lokho okwenqatshelwe yile Nqubomgomo.

11. Indlela yokuveza ukukhathazeka

- 11.1 Ukhuthazwa ukuba uveze ukukhathazeka nganoma iyiphi inkinga noma izinsolo zokungasebenzi kahle noma zokwephulwa kwale Nqubomgomo ngokushesha okukhulu.
- 11.2 Uma ungaqiniseki ukuthi isenzo esithile siwukufumbathisa noma inkohlakalo, noma uma unanoma imiphi eminye imibuzo, kufanele uyibuze umphathi wakho womnyango kanye/noma iQembu Lezesimilo Lase-Brambles. Uma kungenjalo, uma ungakhululekile ukuxoxa nabo, noma ukhathazekile ngemuva kokwenza kanjalo, kufanele (ungalifihla igama uma uthanda) uxhumane ncingo lwe-Speak Up.

12. Kufanele wenzenjani uma uyisisulo sokufumbathiswa noma senkohlakalo?

- 12.1 Kubalulekile ukuthi utshele umphathi womnyango wenu kanye/noma iQembu Lezesimilo Lase-Brambles ngokushesha okukhulu uma ufumbathiswa umuntu wangaphandle, ucelwa ukuba ufumbathise, usonga ukuthi lokhu kungase kwenzekwe esikhathini esizayo, noma ukholwa ukuthi uyisisulu solunye uhlobo lomsebenzi ongqubuzana nomthetho.

13. Isivikelo

- Izisebenzi ezinqaba ukwamukela noma ukukhipha ukufumbathisa, noma eziveza ukukhathazeka noma zibike okubi okwenziwe abanye, ngezinye izikhathi zikhathazeka ngamathuba okuziphindiselela. Njengoba kuchazwe kuNqubomgomo ye-Speak Up yase-Brambles, eyingxenye yeMithetho Yokuziphatha, sikhuthaza ukukhululeka futhi sizosekela noma ubani oveza izinsolo ezifanele zokufumbathisa noma zenkohlakalo, ngisho noma kutholakala ukuthi unephutha.
- 13.1 Ngeke sibekizelele ukuziphindiselela noma ukuphathwa okubi kwanoma iluphi uhlobo ngoba ilungu leZisebenzi linqaba ukuba neqhaza ekufumbathiseni noma enkohlakalweni, noma ngenxa yokuthi libika ngobuqotho izinsolo zalo, ezinezizathu ezizwakalayo, zokuthi kube khona ukufumbathisa noma kunamathuba okufumbathiswa noma amanye amacala enkohlakalo, noma angase enzeke esikhathini esizayo. Noma iluphi ilungu leZisebenzi elitholwe liziphindiselela kwelinye ngenxa yokwenqaba ukuba neqhaza ekufumbathiseni noma enkohlakalweni noma ngenxa yokubika izinsolo zalo, ngezizathu ezizwakalayo, zokuthi kunamathuba okufumbathisa noma elinye icala lenkohlakalo elenzekile noma elingase lenzeke esikhathini esizayo lizojeziswa ngokufanele, kuze kufinyelele ekuxoshweni emsebenzini. Ukuziphindiselela noma ukuphathwa okungafanele kufaka ukuxoshwa, ukuqondiswa izigwegwe, izinsongo noma okunye ukuphathwa okungekuhle okuhambisana nokuveza ukukhathazeka. Uma ukholwa ukuthi uphathwe ngale ndlela, kufanele utshele iQembu Lezesimilo Lase-Brambles ngokushesha noma usebenzise ucingo lwe-Speak Up.

14. Ukuqeqesha nokuxhumana

- 14.1 Ukuqeqeshwa ngale Nqubomgomo kuzoba yingxenye yenqubo yokwethulwa emsebenzini kwazo zonke Izisebenzi ezintsha. Izisebenzi ezingase zichayeke kakhulu ekufumbathiseni ngenxa yendima nesikhundla sazo zizothola ukuqeqeshwa okufanele kokuthi zingayisebenzisa kanjani le Nqubomgomo futhi zinamathele kuyo.
- 14.2 Ukungakubekezeleli nhlobo kwethu ukufumbathisa nenkohlakalo kuzodluliselwa kubaphakeli, osonkontileka nozakwethu bebhizinisi ekuqaleni kobuhlobo bethu bebhizinisi nabo futhi nalapho kufanele khona ngemuva kwalokho.

15. Ukubeka iso nokubuyekeza

- 15.1 IQembu Lezesimilo Lase-Brambles lizonakekela ukuphumelela futhi libuyekeze ukusetshenziswa kwale Nqubomgomo njalo kubhekwa ukufaneleka, ukwanela nokuphumelela kwayo. Izindawo ezidinga ukuthuthukiswa eziveziwe zizokwenziwa ngokushesha okukhulu. Amasistimu okulawula anaphakathi nezinqubo kuzohlolwa njalo ukuze kunikezwe isiqinisekiso sokuthi kuyasebenza ekulweni nokufumbathisa nenkohlakalo.
- 15.2 ISikhulu Esiyinhloko Sezomthetho neSikhulu Esiyinhloko Sokuthotshelwa Komthetho e-Brambles bazobikela iBhodi Lase-Brambles ngokunakekelwa kwale Nqubomgomo nanoma ikuphi ukwepulwa kweNqubomgomo futhi bathumele noma iziphi izichibiyelo ezihlongozwayo zale Nqubomgomo eBhodini.
- 15.3 Zonke izisebenzi zonesibopho sokuphumelela kwale Nqubomgomo futhi kufanele ziqiniseke ukuthi ziyisebenzisela ukudalula noma ikuphi ukwepulwa kwayo okusolisayo noma izenzo ezingafanele.
- 15.4 Izisebenzi zimenywa ukuba ziveze uvo ngale Nqubomgomo futhi ziphakamise izindlela engathuthukiswa ngazo. Amazwana, iziphakamiso nemibuzo kufanele ithunyelwe eSikhulwini Esiyinhloko Sokuthotshelwa Komthetho esizodlulisela lokhu eQenjini Lezesimilo Lase-Brambles.