

Brambles

Inqubomgomo Yokulwa Nokugwaza Nenkohlakalo

Brambles Limited

Ibukeziwe: 2 kuMasingana 2020

Uhlelo 2.0

INQUBOMGOMO YOKULWA NOKUGWAZA NENKOHAKALO

1. Isingeniso Nenhloso yale Nqubomgomo

- 1.1 Enye YeziNkamombiso Okuqhutshwa Ngazo kwa-Brambles ukuthi senza konke ngokusemthethweni, ngokunesimilo kanye nangobuqotho futhi nenhlonipho emphakathini nasemvelweni.

Ukugwaza nokuziphatha okungekuhle okuhlobene nakho okubhekiswe kuko kuNqubomgomo akuzona nje izenzo zobugebengu ezibucayi namacala emphakathini kodwa futhi kuyaphikisana Namagugu Esiphila ngawo. Ukuzibandakanya kulokho kuziphatha kungaholela ekutheni abakwa-Brambles noma wena babhekane nezinhlawulo ezinkulu, zezomthetho noma izidleko ezihlobene nokungalandelwa kwemithetho, kanye imiphumela yamacala noma, abantu ababandakanyekayo, babhadle ejele. Kungaphinde kubangele umonakalo omkhulu egmeni le-Brambles nesikhundla sabo ezimakethe.

- 1.2 Le Nqubomgomo:

- (a) icacisa izibopho zethu, nemisebenzi yalabo abasisebenzelayo, ngokuhlobene nokugwaza kanye nenkohlakalo; kanye
- (b) ihlinzeka ulwazi nomhlahlandlela kulabo abasisebenzelayo mayelana nokuthi kubonakala futhi kubhekwane kanjani nezenzo zokugwaza kanjalo nenkohlakalo.
- (c) Kule Nqubomgomo amagama athi "thina", "okwethu", "thina" kanye "ne-Brambles" kubhekise ku-Brambles Limited namaqoqo ezinkampani zayo ("**Brambles**").

- 1.3 Qiniseka ukuthi uyafunda, uqonde futhi ulandele le Nqubomgomo

2. Ubani obaliwe yiNqubomgomo?

Le Nqubomgomo isebenza kubo bonke abantu abasebenzela noma abamele thina kuwo wonke amazanga, kubandakanya nezimenenja eziphezulu, iziphathimandla, abaqondisi, abasebenzi (noma ngabe baqashwe ngokugcwele, noma isikhathi esinqunyiwe, noma abaqashwe ngokungagcwele), abeluleki, osonkontileka, abasaqeqeshwa, abasebenzi abavotelwe okwesikhashana kulezo zikhundla, abangamatoho kanye nabavela kuma-ajenti, abahlinzeki ngezinsiza abaseceleni, ama-ajenti, abaxhasi, nanoma yibaphi abanye abantu abahlobene nathi, noma ngabe bekuphi (sebebonke bazobizwa ngokuthi "**Abasebenzi**" kule Nqubomgomo).

3. INqubomgomo yethu

- 3.1 Siqhuba ibhizinisi lethu ngokusemthethweni, ngenkambiso elungile nangobuqotho. Izingubo zenkohlakalo azemukelekile, futhi asiwubekezeli neze umkhuba wokugwazelwa, inkohlakalo nokuthonya abantu ngezikhundla. Sizibophezele ekuziphatheni ngokuhloniphekile nokuqeqeshekile, ngobulungiswa nangobuqotho kanjalo nenhlonipho kuwo wonke amabhizinisi ethu nobudlelwane noma kuphi lapho sisebenza khona, kanye nokuqaliswa kokusebenza kwezinhlelo zokulwa nomkhuba wokugwazisa. Sizohambisana nohlaka lwezomthetho nolulawulayo ezweni ngalinye esisebenza kulona.

- 3.2 Silindele nokuthi labo esisebenza nabo bangawamukeli neze umkhuba wokugwazisa nenkohlakalo. Ngaphambi kokungena esivumelwaneni nanoma iyiphiingxanye yesithathu ezosebenza egameni le-Brambles, i-Brambles izothatha izinyathelo ezifanele zokuhlolisisa kanye nokuthola iziqinisekiso zokuthobela umthetho kwaleyo ngxenye eseceleni.

3.3 Le Nqubomgomo iyingxenywe Yemigomo Yokuziphatha Okuhle yakwa-Brambles futhi kufanele ifundwe kanyekanye nemiHlahlandlela Yokulwa Nokugwazelwa Nenkohlakalo, yona ephanyekiweku-Walter, kanjalo NeCebo le-Brambles kanye Nezinkambiso ezibalulwe kuyo Imigomo Yokuziphatha Okuhle, njengoba ichitshiyelwe futhi yavuselelwa ekuhambeni kwesikhathi.

4. Isibopho Senqubomgomo

4.1 Le Nqubomgomo igunyazwe ngabeBhodi ye-Brambles futhi lokhu kwavunywa Isikhulu sethu Esiyinhloko ukuze kubonakaliswe ukuzibophezela kwe-Brambles ekubhekaneni ngqo nomkhuba wokugwaza nezindaba zenkohlakalo. Ithimba Lobuholi Obuphezulu Bakwa-Brambles linesibopho sokungamela ukuthotshelwa kwale Nqubomgomo fuhi lizobikela iBhodi yakwa-Brambles, ngokwazisa Isikhulu Esiphezulu, ngemisebenzi yalo yokwengamela.

4.2 I-Brambles seyisungule Iqembu Lokuvikelwa Kokugwazisa, elihlangana njalonjalo, futhi umsebenzi walo ukungamela ukuqaliswa kokuseba kwale Nqubomgomo, ukubhekelela ukuthotshelwa kwale Nqubomgomo nje jikelele, ukuhlinzeka ngokuqeqesha mayelana nezimfuno zeNqubomgomo, kanye nokuqinisekisa ukuthi zonke izingxenywe ezithintekayo ziyafundiswa ngayo.

4.3 Iqembu Lokuvikelwa Kokugwazisa lakhiwe ilaba bantu abalandelayo, noma yibaphi abathathu babo bangayenza ikhoramu.

- INhloko Yophiko Lwezomthetho kanye Nonobhala Weqembu lenkampani
- Isikhulu Esiyinhloko Sokulandelwa Kwemithetho
- Iphini LikaMongameli Nomeluleki Jikelele Wesizinda, EMEA
- Iphini LikaMongameli Nomeluleki Jikelele Wesizinda, Americas ne-APAC

Iqembu Lokuvikelwa Kokugwazisa lingase ekuhambeni kwesikhathi lengeze amanye amalunga eQenjini okwesikhashana noma unomphelo njengoba izimo ezithile noma ezijwayelekile zingase ziphoqe.

4.4 Isikhulu Esiyinhloko Sokulandelwa Kwemithetho sinomsebenzi wansuku zonke wokubhekelela ukusebenza kwale Nqubomgomo, ngokuqapha ukusetshenziswa kwayo kanjalo nokusebenza ngempumelelo kanye nokuletha umbiko mayelana nalezi zindaba eQenjini Lokuvikelwa Komkhuba Wokugwazisa kanye nakuBHodi yakwa-Brambles.

4.5 Abaphathi nabasebenzi abasezikhundleni eziphakeme kuwo wonke amazinga banomsebenzi wokusebenzisa le Nqubomgomo ezindaweni abasebenza kuzona kanye nokuqinisekisa ukuthi labo abangaphansi kwabo bayafundiswa ngayo futhi bayiqonde le Nqubomgomo.

5. Yini ukugwazisa noma ukufumbathisa, inkohlakalo nokufaka ithonya ngenxa yezikhundla abakuzona abantu?

5.1 Inkohlakalo ukuxhashazwa kwehhovisi lomphakathi noma elizimele ngokuzakhela inzuzo.

5.2 Intshontsho isethembiso sokunxenxa noma ukuhlomulisa, esethenjiswa noma esinikezwayo, ngokuqondile noma okungaqondile, esikhulwini sikahulumeni noma oyingxenywe yohwebelwano oluthile lwangasese ukuze athole noma iyiphi inzuzo, yenkontileka, yokulawula noma yakhe uqobo ngokwenziwa komsebenzi ngendlela engafanele. Yize noma ukugwazelwa kwabasebenzi bakahulumeni noma bemboni ezimele kuyinto embi nengavunyelwe ngokulinganayo ngaphansi kwale nqubomgomo, kudingeka kuqikelelwe kakhulu uma lokhu

kuthinta uhulumeni ngoba imithetho elwa nokugwazisa ngokuvamile esindayo, ehambisana nezinhlawulo ezicacile ezisebenzayo, uma abasebenzi bakahulumeni bebandakanyekile.

Laba abalandelayo bathathwa "njengabasebenzi bakahulumeni":

- Izikhulu, abasebenzi noma ababamelele banoma yimuphi uhulumeni, umnyango, i-ejenti, isikhungo, isiphathimandla, Izinhlango ezisebenzela uhulumeni, noma izinhlango zomhlaba. Inhlango yomhlaba yomphakathi yinoma iyiphi inhlango eyakhiwe imibuso, ohulumeni, noma izigungu zesizinda noma zamazwe ahluhlukeni. Zingabandakanya, isibonelo, i-UN, Inhlango Yamazwe AseMelika (OAS) ne-International Red Cross;
- Abantu abamele uhulumeni;
- Abasebenzi bezinhlaka ezingaphansi noma ezilawulwa uhulumeni; kanye
- Nabantu abasebenza emahhovisi ezezikho

Ngenxa yalokho, ezinye izingxenyane zale Nqubomgomo ziqine kakhulu uma kubhekiswe kohulumeni (isibonelo, bheka isigaba 6).

5.3 Izibonelo zokugwaza zibandakanya lokhu okulandelayo:

- Ukunikeza intshontsho

Uthembisa lowo ongase abe ikhasimende amathikithi okuhambela umcimbi omkhulu ngaphansi kombandela wokuthi avume ukuba yikhasimende lethu, akhethe thina kunomunye oncintisana nathi noma ehlise inani lakhe alibizayo.

Lokhu kungaba icala njengoba wethembisa lokhu ukuze uhlomule ngokokuthengiselana nokungena enkontilekeni. Abakwa-Brambles bangaphinde batholakale beseceleni ngenxa yokuthi lesi sethembiso senzelve ukuzuzisa bona umsebenzi. Kungaba nayicala ukuba lelo khasimende lamukele ukufumbathiswa uweni.

- Ukuthola Intshontsho

Umhlinzeki ngezinsiza anikeze umshana wakho umsebenzi, kodwa akubeke kucace ukuthi ulindele ukuthi weni usebenzise ithonya lakho enhlanganweni yethu ukuqinisekisa ukuthi siyaqhubeka ukusebenzisana naye.

Kuyicala ukuba umhlinzeki ngezinsiza enze isethembiso esinjengalesi. Kungaba yicala ukuba weni uvume lokhu njengoba ukwenza lokhu kungazuzisa weni.

- Ukugwazela isikhulu sangaphandle

Ukhokha noma uhlela ukuba inkampani ikhokhele isikhulu sikahulumeni ukuze uqiniseke ukuthi umnyango waso ukhipha umbiko ovuna weni noma ilayisensi noma ukuphumelela okudingwa yinkampani ukuze ikwazi ukungena ebhizinisini.)

Icala lokugwazela isiphathimandla sikahulumeni sangaphandle lenziwa lapho nje lesi sethembiso senziwa. Lokhu kungoba senzelve ukuzuzisa i-Brambles umsebenzi. Abakwa-Brambles nabo bangatholakala benze icala.

Ukugwazela isiphathimandla sikahulumeni wakwelinye izwe kungaholela hhayi nje kuphela ekwaphulweni komthetho wasendaweni kodwa nowakwamanye amazwe ngokunjalo. Isibonelo, ukufumbathisa isiphathimandla sakwelinye izwe kungaholela ekwaphulweni

komethetho owodwa noma eminingi yase-USA, UK, Inyunyana Yamazwe seYurophu noma ase-Australia, ngisho noma isenzo lesi sokugwaza senziwe kwelinye izwe lapho i-Brambles isebenzela khona. Izinhlawulo zokwaphula le mithetho kungasuka ezinhlawulweni ezinkulu noma ukuboshwa kanjalo futhi nomthelela hhayi nje egameni le-Brambles kuphela kodwa nabaSebenzi bakhona ngokunjalo.

Phezu kwezinkokhelo eziqondile zemali noma izipho ezeqile, ezinye izibonelo zokufumbathisa zingabandakanya lokhu okulandelayo okwenziwe ngomyalelo, noma ukuze kuhlomule, isiphathimandla sikahulumeni noma uphathina webhizinisi lokuthengiselana: (a) ukuhamba kakhulu, izidlo, ezikaqedisizungu noma okunye ukutatanyiswa kwabantu; (b) izimali ezinikezwa noma yiliphi iqembu lezopolitiki, umkhankaso noma isiphathimandla somkhankaso othile; noma (c) izimali ezinikelwayo noma ukuxhaswa okuthile kwezamabhizinisi. Ukufumbathisa kungase futhi kunikezwe, kwethenjise, noma kuhlinzekwe ngokuqondile ngophathina bezebhizinisi, abahlinzeki bezinsiza, abeluleki, noma amanye ama-ajenti asebenza egameni le-Brambles, kubandakanya amakhomishini asebenza ekusithekeni.

5.4 Ukunxenxa nokuthonya abantu kuyingxenyeni yenkolakalo. Lona umkhuba wokusebenzisa isikhundla *sakho okusona* kuhulumeni noma abantu obaziyo abasezikhundleni abasebenzela uhulumeni ukuze uthole ukwenzelwa izinto noma ukuphathwa ngendlela ebhekelela wena kunabanye abantu, ngokuvamile (kodwa hhayi lokho kuphela) ukuze wena uthole inkokhelo.

5.5 Gwema Ukushayisana Kwezintshisekelo

Abasebenzi bangase bazibeke ezimweni lapho bengaphula khona imithetho elwa nokufumbathisa noma inkohlakalo uma kunokushayisana kwezintshisekelo, ikakhulukazi kwezezinkontileka. Lokhu kushayisana lapho izintshisekelo zomuntu Ongumsebenzi zingashayisana khona nezintshisekelo zabakwa-Brambles. Izibonelo zezindawo okungaba khona nokushayisana kwezintshisekelo zibandakanya ukuba nentshisekelo ngenkontileka, noma ngokuqondile (isibonelo lapho Umsebenzi lowo encintisana enkontilekeni) noma ngokungaqondile (isibonelo lapho Umsebenzi lowo enentshisekelo kwabancintisanayo enkontilekeni ngendlela yobunikazi bamasheya noma isihlobo esiseduze soMsebenzi lowo, noma enentshisekelo, ingxenyeni entincisanayo enkontilekeni), ukuqashwa ngapahndle kwe-Brambles, ukusetshenziswa kolwazi oluyimfihlo kwa-Brambles ekuhwebelaneni noma ukufuna noma ukwamukela izipho noma ezikaqedisizungu ezingaphezu kwemihlahlandlela ebekwe esigabeni 6 sale nqubomgomo.

Ngenxa yalokho, Abasebenzi akufanele bazibandakanye emisebenzini ebandakanya, noma engase ibonakale ibandakanya, ukushayisana kwezintshisekelo. Uma uthola ulwazi lokuthi i-Brambles icabanga noma isebenzisana nebhizinisi noma umuntu osondelene naye noma ubudlelwane bezezimali, kufanele uzikhiphe ekwenzeni izinqumo noma ukungamela uhlelo lolo futhi udalule ubudlelwane bakho nemenenja yakho ngqo noma-ke noma yiliphi ilunga Lethimba Lezomthetho noma Lakwandabazabantu. Uma ungenaso isiqiniseko sokuthi ingabe isimo lesi singaba nokushayisana kwezintshisekelo noma cha, imenenja yakho ngqo noma elinye ilungu Lethimba Lezomthetho noma Lakwandabazabantu.

5.6 **Izipho Nokutatanyiswa Kwabantu.** Le Nqubomgomo ayivikeli ukutatanyiswa okungatheni, okufanelekile (ezinikeziwe noma ezamukelwe) okuya noma okuvela ezingxenyeni eziseceleni uma inhloso yazo kungukuthuthukisa igama lenkampani yethu, ukubonisa imikhiqizo yethu nezinsizakalo, noma ukwakha ubudlelwane bebhizinisi.

5.7 Abasebenzi bavumeleke kuphela ukunikeza noma ukwamukela izipho noma ukutatanyiswa kwabantu okwamukelekile, okulinganiselwe, okunobulungiswa futhi okuhambisana nale

Nqubomgomo kanye nanoma yiziphi izipho zasendaweni kanye/ noma izinqubomgomo nemithetho yokutatanyiswa kwabantu.

- 5.8 Akuvunyelwe ukupha isipho noma ukutatamisa umuntu uma kulindeleke ukuthi kuzobe sekuba nokwenzelela ekunikezweni kwebhizinisi okuzotholwa noma okuzohlonyuliswa ibhizinisi ngenxa yalokho. Abasebenzi bethu abakwazi ukucela izipho. Izipho zingamukelwa kuphela uma zinikezwa emva kwesikhathi eside, ngenhloso eyodwa yokwakha noma ukuqinisa ubudlelwane basebhizinisini, kanye nangenani elingaphansi komkhawulo obalulwe esigabeni 6.9 ngezansi.
- 5.9 Ukutatanyiswa kwabantu noma izipho akufanele, nokho, kunikezwe noma kwamukelwe kuvela kumakhasimende noma abahlinzeki ngezinsizakalo, kungakhathalekile inani lakhona, esikhathini esiholela kanye naphakathi nenqubo yokufakwa kwethenda noma izingxoxo zenkontileka lapho lelo khasimende noma umhlinzeki ebandakanyeka khona. Uma Abasebenzi bengenasiqiniseko sokuthi basenkathini eholela kuthenda, abathinte Isikhulu Esiyinhloko Yokulandelwa Kwemithetho noma ilungu leQembu Lokuvikelwa Komkhuba Wokugwaza.
- 5.10 **ABASEBENZI BANGEMUKELA NOMA BAHLINZEKE NOMA YIZIPHO IZINDLELA ZOKUTATANYISWA KWEZIKHULU NOMA IZIPHO ZIQONDISWE NOMA EGAMENI LESIPHATHIMANDLA SIKAHULUMENI NGAPHANDLE KUQALA KOKUTHOLA IMVUME EVELA EQENJINI LOKUVIKELWA KOMKHUBA WOKUGWAZA.** Indinyana 5.2 ichaza labo abathathwa njengeziphathimandla zikahulumeni, okubandakanya, phakathi kokunye, abasebenzi bezinhlaka ezingaphansi noma ezilawulwa ukahulumeni.
- 5.11 Abasebenzi bangamukela noma banikeze izipho ngokuhambisana nanoma iyiphi ingxenye yesiaththu engekho ngaphansi kukahulumeni enenani elingaphezu kwama-€75, noma imali yasendaweni elingana naleyo, ngaphandle kokugunyaza kwemenenja eqondene nabo futhi baqiniseke ukuthi kungenhla yesizathu zokugqugquzela noma ukuthuthukisa ubudlelwane bebhizinisi kuphela. Izipho zenani elevile kuma-€75, noma zenani lemali yasendaweni, ezivela kunoma yimuphi umthombo owodwa onyakeni wekhalenda zidinga imvume evela kumenenja yakho kanye nezipho zenani elevile kuma-€250, noma noma zenani lemali yasendaweni, ezivela kunoma yimuphi umthombo owodwa onyakeni wekhalenda, futhi, zidinga imvume yeQembu Lokuvikelwa Komkhuba Wokugwazisa. (Uma abantu ababili abavela enkampanini eyodwa benika ilungu elinguMsebenzi izipho ezimbili ngokwahlukana onyakeni wekhalenda owodwa, inani lezipho kufanele lihlanganiswe ukuze kubonakale ukuthi imvume yemenenja yakhe noma yeQembu Elivikela Ukugwazisa iyadingeka na. Ukuze kugwenywe indidane, kulesi simo, "umthombo" wezipho lowo kuzoba yinkampani, hhayi abantu labo ababili abapha izipho).
- 5.12 Njengoba kubaluliwe eSigabeni 9, abaSebenzi bethu nabanye abantu abasebenza egameni lethu kudingeka babhale noma yisiphi isipho noma ukutatanyiswa kwesiphathimandla okuhlinzekwe noma okwamukeliwe (kubandakanya, lapho kunesidingo, izindleko ezihlobene) ngokushesha nangokunembile. Amarekhodi anjengalawa ancike ekubukezweni yimenenja.

6. Izipho ezinikelwa emaqenjini ezepolitiki

- 6.1 Asinikeleli amaqembu ezepolitiki, izinhlangano noma abantu abayingxenye yezepolitiki.

7. Izibopho zakho

- 7.1 Ukuvikelwa, ukubanjwa nokubikwa ngokugwaza kanye nezinye izinhlobo zokugwaza kuyisibopho zabo bonke abasisebenzelayo noma abangaphani kokulawulwa yithi. Bonke

abaSebenzi kudingeka bagweme noma yikuphi ukwenza okungaholela ekwaphulweni kwale nqubomgomo, noma ngabe uMsebenzi noma ophathina bebhizinisi, abahlinzeki ngezinsizakalo, umeluleki noma omunye omele i-Brambles.

- 7.2 Kufanele wazise imenenja yakho eseduze noma iQembu Lokuvikelwa Komkhuba Wokugwazisa ngokushesha uma ukholwa noma usola ukuthi kunokwaphulwa noma ukushayisana nale Nqubomgomo okwenzekile, noma okungase kwenzekile esikhathini esizayo.
- 7.3 Noma yimuphi umsebenzi owaphula le Nqubomgomo uzobhekana nokuqondiswa kwezigwegwe, nokungaholela ekutheni axoshelwe ukungaziphathi kahle.

8. Ukugciwa kwamarekhodi

- 8.1 Kufanele sigcine amarekhodi ezezimali futhi sibe nezindlela zangaphakathi ezinqunyiwe zokulawula ezizoba ubufakazi bezizathu zebhizinisi zokuba kukhokhelwe izingxeny eziyeceleni.
- 8.2 Kufanele ugcine irekhodi elibhaliwe lazo zonke izindleko zokunakekelwa kwezivakashi noma izipho ezamukelwe noziphiwe, ozinikeziwe nozamu ke. Amarekhodi kuzodingeka abukezwe yiQembu Lokuvikelwa Komkhuba Wokugwazisa.
- 8.3 Kufanele uqinisekise ukuthi zonke izindleko ozifakele isicelo ezihlobene nokutendwa kwezihambeli, izipho noma izindleko okungenwe kuzo ngenxa yengxeny eseceleni zihanjiswe kwabafanele ngokuhambisana nezinqubomgo zezindleko ezisetshenziswayo, kanye ikakhulukazi irekhodi lesizathu salezi zindleko.
- 8.4 Wonke ama-akhawunti, ama-invoyisi, kanye namanye amadokhumenti namareekhodi ahlobene nokusebenza nezingxeny eziyeceleni, njengamaklayenti, abahlinzeki ngezinsiza nomata basebhizinisi, kufanele kulungiswe, kwenziwe izinhlu zakhona, futhi kuphathwe ngokunembile ngangokunokwenzeka kanye nangokuphelele. Awekho ama-akhawunti okufanele agcinwe "engekho emabhukwini" ukuze kuqhutshwe noma kufihlwe izinkokhelo ezingavumelekile, kanye nezikhwama eziseceleni akufanele zisetshenziselwe ukufeza lokho okungavunyelwe yile Nqubomgomo.

9. Siphakanyiswa kanjani isikhalazo

- 9.1 Uyakhuthazwa ukuveza okhathazeke ngako mayelana nanoma iyiphi indaba noma izinsolo zokungenzi ngendlela noma ukwaphulwa kwale Nqubomgomo zisuka nje.
- 9.2 Uma ungenasiqiniseko sokuthi isenzo esithile singabizwa ngokugwaza noma inkohlakalo, noma uma uneminye imibuzo, lezi kufanele uzikhulume nemenenja yakho eseduze kanye/noma iQembu Lokuvikelwa Komkhuba Wokugwaza. Kungenjalo, uma ungakhululekile ngokukhuluma nabo, noma unokukhathazeka emva kokwenza njalo, kufanele (ngaphandle kokuveza igama lakho) uthinte i-Speak Up hotline.

10. Kumele wenzeni uma uyisisulu sokugwazelwa noma inkohlakalo

- 10.1 Kubalulekile ukuthi utshale imenenja yakho kanye/noma iQembu Lokuvikelwa Komkhuba Wokugwazisangokushesha ngangokunokwenzeka uma kunengxeny eseceleni efuna ukukugwazela, ifuna ugwaze, usola ukuthi lokhu kungenzeka esikhathini esizayo, noma ukholwa ukuthi uyisisulu sesinye isenzo esingekho emthethweni.

11. Ukuvikelwa

- 11.1 Abasebenzi abenqabayo intshontsho noma abagwazayo, noma labo abaveza ukukhathazeka noma abaceba abanye abenza okungalungile, kwesinye isikhathi bakhathazeka ngemiphumela engase ibe khona. Njengoba kubaluliwe kuNqubomgomo yakwa-Brambles i-SpeakUp, neyingxenye yemiGomo Yokuziphatha Okuhle, sikhuthaza ukuvuleleka futhi sizokweseka noma ubani osazisa ngokukhathazeka kweqiniso nangokwethembeka ngaphansi kwale Nqubomgomo, ngisho noma ekugcineni kugcina kucaca ukuthi bekuyipuhtha.
- 11.2 Ngeke sikubezezele ukuphindisela noma ukuphathwa kabi kwanoma yiluphi uhlobo ngenxa yokuba ilungu Elingumsebenzi linqabe ukwamukela intshontsho noma inkohlakalo, noma ngenxa yokuthi libike ngokwethemba izinsolo noma okungenzeka ukuthi kuzoba ukugwazisa nanoma esiphi esinye isenzo senkohlakalo esenzekile, noma esingase senzeke esikhathini esizayo. Noma yiliphi ilungu elingumsebenzi elitholakala liziphindiselile kwelinye ngoba linqabe ukuba yingxenye yokugwazelwa noma inkohlakalo noma ukubika ngokwethembeka izinsolo zalo zokuthi isenzo sokugwaza noma esiphi esinye isenzo senkohlakalo esenzekile noma esingase senzeke esikhathini esizayo liyobhekana nokuqondiswa kwezigwegwe okufanele, okuyophetha noma okubandakanya nokuxoshwa emsebenzini. Ukuziphindeselela noma ukuphathwa kabi kubandakanya ukuxoshwa emsebenzini, ukuqondiswa kwezigwegwe, ukwesatshiswa noma okunye ukuphathwa okungathandeki okuhlobene nokuzwakalisa ukukhathazeka. Uma ukholwa ukuthi ube yisisulu sokuphathwa ngale ndlela, kufanele wazise iQembu Lokuvikelwa Komkhuba Wokugwaza ngokushesha noma usebenzise i-Speak Up hotline.

12. Ukuqeqeshwa nokuxhumana

- 12.1 Ukuqeqeshelwa le Nqubomgomo kuyoba yingxenye yenqubo yokwamukelwa kwabaSebenzi abasha. Abasebenzi abangaba sethubeni elikhulu lokuchayeka kulo mkhuba wokugwazelwa ngenxa yendima noma isikhundla abakusona bayothola ukuqeqeshwa okufanele mayelana nokuth ingasetshenziswa noma ilandelwe kanjani le Nqubomgomo.
- 12.2 Ukungabezezeleli neze kwethu umkhuba wokugwaza nenkohlakalo kuzotshelwa nabahlinzeki ngezinsiza, osozinkontileka nophathina bethu ebhizinisini zisuka nje ekuqaleni kobudlelwane bethu nabo kanye nasekuhambeni kwesikhathi uma kunesidingo.

13. Ukungamela nokubukeza

- 13.1 Iqembu Lokuvikelwa Komkhuba Wokugwaza lizongamela ukusebenza ngempumelelo nokubukezwa kokusebenza kwale Nqubomgomo njalonjalo kubukwa ikakhulukazi ukufaneleka, ukwanela nokusebenza ngempumelelo. Ukuphucuka okuhlonziwe kuzokwenziwa ngokushesha. Izinhlelo zangaphakathi zokulawula kanye nezinqubo kuzobhekana nocwaningo njalonjalo ukuze kuqinisekwe isiqiniseko sokuthi zisebenza ngempumelelo ekulweni nokugwazisa kanye nenkohlakalo.
- 13.2 iNhloko Yophiko Lwezomthetho noma Isikhulu Esiyinhloko Sokulandelwa Kwemithetho kwa-Brambles sizobikela iBhodi yakwa-Brambles mayelana nokuqaphela kwayo iNqubomgomo nanoma yikuphi ukwaphulwa kweNqubomgomo bese siletha kuBhodi noma yiziphi izichibiyelo zeNqubomgomo.
- 13.3 Bonke abasebenzi okusemahlombe abo ukuphumelela kwale Nqubomgomo kufanele baqinisekise ukuthi bayisebenzisela ukudalula noma yikuphi ukwaphulwa okusolwayo noma ukwenza okubi.

- 13.4 Abasebenzi bayamenywa ukuba baphawule mayelana nale Nqubomgomo futhi baveze nezinye izindlela ezingasetshenziswa ukuze yenziwe ngcono. Ukuphawula, imibono nemibuzo kufanele ibhekiswe Esikhulwini Esiyinhloko Sokulandelwa Kwemithetho kwa-Brambles sona esizodlulisela lokhu eQenjini Lokuvikelwa komkhuba Wokugwazisa.