

Brambles

INqubomgomo Yokudalula Okuqhubekayo Nokuxhumana

Brambles Limited

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Uhlelo 2.0

INQUBOMGOMO YOKUDALULA NOKUQHUBEKA NOKUXHUMANA

1. Isingeniso Nesendlalelo

Abakwa-Brambles bazinikele ekugqugquzeleni ukwethenjwa ngabatshalizimali ngokuthatha izinyathelo ngaphakathi emandleni abo ukuzinisekisa ukuthi ukuhwebelana ezivikelweni zabo kuyenzeka ngendlela ephumelelayo nezimakethe ezinolwazi.

Abakwa-Brambles bayakubona ukubaluleka kokuxhumana okuphumelelayo njengengxenywe esemqoka yokwakha ubugugu babanikazimasheya kanye nokuthi, ukuchuma nokufinyelela ukukhula, kufanele (phakathi kwezinye izinto) bathole ukwethenjwa yilabo abaphethe izivikelo, abasebenzi, amakhasimende, abahlinzeki nemiphakathi, ngovuleleka ekuxhumaneni kwabo nokuhlala njalo begcwalisa izibopho zabo.

2. Isitatimende Senhloso

Inhloso Yale Nqubomgomo yilokhu:

- (a) ukuvuselela isibopho sabakwa-brambles kuzo zibopho zabo zokudalula okuqhubekayo kanye nokuchaza izinqubo eziqalisiwe ukusetshenziswa yibo nokuqinisekisa ukulandelwa kwemithetho ngalezo zibopho;
- (b) ukucacisa amazinga okubusa ngobambiswano kwabakwa-Brambles kanye nezinqubo ezihlobene kanjalo nokuqinisekisa ulwazi olunembile ngesikhathi esifanele mayelana nabakwa-Brambles kuyahlinzekwa ngokulinganayo kubo bonke abanikazimasheya nababambiqhaza ezimakethe; kanye
- (c) nokucacisa isibopho sabakwa-Brambles sokukhuthaza ukuzibandakanya ngempumelelo kwabanikazimasheya emihlanganweni yabanikazimasheya.

3. Ukudalula Okuqhubekayo

Abakwa-Brambles babhalwe ku-Australian Securities Exchange (ASX) futhi benasibopho sokulandela imithetho yezibopho zokudalula okuqhubekayo okuqubekethwe emithethweni ye-ASX listing (Listing Rules) kanye ne-Corporations Act 2001. Abakwa-Brambles sebethuthukise izinqubo nezinhlelo, ezibalulwe ngokucacile kule Nqubomgomo, ukuqinisekisa ukuthi balandela zonke izibopho zokudalula okuqhubekayo okufanele.

Phezu kwalokho, abakwa-Brambles babeka ukubaluleka okukhulu ekuxhumaneni ngempumelelo nababambiqhaza babo. Le Nqubomgomo iqukethe amazinga okubusa ngobambiswano okufanayo okwamukelwe abakwa-Brambles mayelana nokuxhumana nababambiqhaza babo.

3.1 Ukuzibophezela Ekudaluleni Okuqhubekayo

Abakwa-Brambles bazokwazisa ngokushesha izimakethe nganoma yiluphi ulwazi noma nanoma yikuphi okwenzekile okukhulu okuhlobene namabhizinisi noma izimo zezezimali zakwa-Brambles lapho umuntu ofanelekile engalindela umphumela obambekayo ngenani noma ubugugu bezivikelo zabo.

Izibonelo zohlobo lolwazi olungase ludingeke ukudalula ezimakethe lubandakanya, kodwa alukhawulelekile kulokhu:

- (a) ushintsho olukhulu esimweni sezimali sakwa-Brambles esenzekile noma esilindelekile.
- (b) ukuzuzwa noma ukulahlekelwa okukhulu kwezimpahla;
- (c) umklomelo omkhulu wenkontileka entsha enkampanini yeqembu le-Brambles;
- (d) isehlakalo esikhulu asithinta noma esihlobene nokusebenza kwenkampani yeqembu lakwa-

Brambles, kubandakanya izinguquko emisebenzini, izinguquko kubaphathi abaphezulu noma izinhlekelele zemvelo;

- (e) ukuqaliswa noma ukuphethwa kwecala elikhulu;
- (f) isehlakalo noma ithransekshini enamandla okuba nomthelela olinganayo noma ongaphezu kwama-10% enani Lezivikelo zempahla yakwa-Brambles; kanye
- (g) uma abakwa-Brambles beshicilela imiyalelo yenzuzo, kunokwahluka okulindelekile enzuzweni yakwa-Brambles kunalokho kwemiyalelo eshicilelwe elinganayo noma emikhulu kunama-10%.

Ngokuhlobene nezindima (f) no-(g) ngenhla, lapho kunesehlakalo noma ithransekshini umehluko olindelekile (njengokufanele) kulingana noma kungaphansi ngama-5%, khona-ke kuzothathwa njengokungenamandla atheni. Ukudlula lapho, lapho kunesehlakalo noma ithransekshini noma umehluko olindelekile (njengokufanele) ungena phakathi kuka-5% no-10%, bakwa-Brambles bazokwakha isahlulelo sokuthi ingabe udaba lolo lunomehluko kanye, ngokufanele, ludinga ukudalulwa.

Lokhu kuzokwaziswa izimakethe ngesaziso esizobhekiswa ku-ASX.

Kwezinye izimo, i-Listing Rules ivumela abakwa-Brambles ukuba bangadaluli ulwazi oluthile.

IBhodi seyisungule Ikomidi Lokudalula elinomsebenzi wokubukeza ulwazi oluphathekayo nokunquma ukuthi yiluphi ulwazi okumele ludalulwe ukuze kuqinisekiswa ukuthi abakwa-Brambles bayahambisana nezibopho zabo zokudalula.

3.2 Ikomidi Lokudalula

IKomidi Lokudalula lingamela ukuthobela kwabakwa-Brambles le Nqubomgomo. Ikomidi linesibopho sokuqalisa ukusebenza kwezinqubo zokubika nokulawula kanye nokunquma imihlahlandlela yokukhishwa kolwazi.

Amalungu eKomidi Lokudalula yilaba bakwa-Brambles:

- (a) Isikhulu Esiphezulu EsiyiNhlolo;
 - (b) Isikhulu EsiyiNhlolo YezeziMali;
 - (c) UNobhala Weqembu lenkampani;
- kanye
- (e) NoSihlalo, noma uma engatholakali, uSihlalo WeKomidi Locwaningomabhuku, noma uma engatholakali, noma ubani Ongesiye Umqondisi Ophezulu.

3.3 Umsebenzi Wokuhlonza Ulwazi Oluzodalulwa

Abakwa-Brambles basebenza emhlabeni jikelele. Ukuze kubanjwe ulwazi olungase kudaluleke, iKomidi Lokudalula linesibopho sokuqinisekisa ukuthi Isikhulu Sokudalula siyaqokwa:

- (a) "kuYunithi Yokusebenza ngayinye";
- (b) imisebenzi YezeMali;
- (c) Imisebenzi Yabezomthetho kanye Nonobhala;
- (d) AbakwaNdabazabantu; kanye
- (e) Ubungcuphe beQembu.

Ngenxa yezizathu zale Nqubomgomo, amaYunithi eBhizinisi Pallets, BXB Digital, Kegstar namanye amayunithi ebhizinisi akwa-Brambles njengoba iThimba Lobuholi Obuphezulu bakwa-Brambles linquma, ekuhambeni kwesikhathi.

Izikhulu Zokudalula zinesibopho sokuhlinzeka iKomidi Ngokudalula ngolwazi olubambekayo mayelana

nemisebenzi yamaYunithi abo eBhizinisi noma indawo noma isibopho sokusebenza, ngokushesha lapho nje bethola.

3.4 Ukuxhumana ne-ASX

UNobhala Wenkampani umsebenzi wakhe ukuxhumana ne-ASX.

4. Amazinga Asemqoka Okubusa Ngokubambisana Kwezokuxhumana

4.1 Okujwayelekile

Abakwa-Brambles bamukele uhlaka lokubusa ngokubambisana oluklanyelwe ukuqinisekisa ukuthi:

- (a) ulwazi olufika ngesikhathi nolunembile mayelana nabakwa-Brambles luhlinzeka ngokulinganayo kubo bonke abanikazimasheya babazibandaknaya ezimakethe kubandakanya isimo sakhona sezimali, ukusebenza, ubunikazi, amaceno, imisebenzi nokubusa;
- (b) izinqubo zokusbaliswa kolwazi ziyemukelwa ezilungile, ezifika ngesikhathi sakhona nezongayo kwezemali;
- (c) izinyathelo ziyathathwa ukuze kuthuthukiswe ukufinyeleleka kolwazi kubanikazimasheya angakwazi ukuzifikela mathupna emihlanganweni; kanye
- (d) ayikhulumi ngentengo ephathekayo, noma inani, ulwazi olubucayi kunoma iyiphi ingxenye eseceleni ngaphambi kokuba ludalulwe kubo bonke abanikazimasheya nababambiqhaza ezimakethe ngokuhambisana nezibopho zakhona zokudalula okuqhubekayo. Imibandela ethile ekhawulekile ingasebenza kulo mhlinzekelo ngaphansi kwezibopho zokudalula okuqhubekayo.

Izinqubo eziqondile zemukelwa abakwa-Brambles ukuze kuqaliswe ukusebenza kwalawa mazinga okubusa ngokubambisana asethwe ngezansi.

4.2 Ukukhuluma ngolwazi oludalulekayo kusizindalwazi

Lonke ulwazi olubalulekile olukhishelwe abakwa-ASX luzophostwa kusizindalwazi sakwa-Brambles ngokushesha lapho sekulungil kulandela isiqinisekiso sokufika kwalo ngabe-ASX.

Ikheli lesizindalwazi sakwa-Brambles lithi: www.brambles.com

4.3. Ukuxhumana Ngamakhompyutha Nemihlangano Yabanikazimasheya

Abakwa-Brambles bazohlinzeka bonke abanikazimasheya ngendlela yokuthola isaziso esi-elektronikhi lapho kunomyalezo womnikazimasheya owenziwayo kanjalo nokuwahlinzeka ngendlela yokuthumela umyalezo kwabakwa-Brambles noma irejistri yakhona yokwabelana. Abakwa-Brambles bazophinda bahlinzeke abatshalizimali ngosizo kusizindalwazi sabo esizosiza abatshalizimali bathole izaziso lapho abe-ASX benze izimemezelo nezinye izindaba ezethulelwe abezindaba.

Abakwa-Brambles bazosebenzisa imihlangano yonyaka ejwayelekile ukuxhumana nabanikazimasheya mayelana nesimo sezezimali, ukusebenza, ubunikazi, amaceno nemisebenzi, kanye nakuyo yonke imihlangano ejwayelekile kuzonikezwa ithuba elanele lokubandakanywa kwabanikazimasheya lokwaziswa. Abakwa-Brambles bazosakaza nge-webcast yonke imihlangano yabanikazimasheya futhi bazohlinzeka abanikazimasheya ngendlela yokufaka amavoti ngqo noma ukuqoka amaphroksi nge-inthenathi besebenzisa irejistri yokwabelana.

Naphandle kwemihlangano yabanikazimasheya, uNobhala weNkampani uyena ozobhekana nemibuzo eseceleni yabanikazimasheya.

4.4 Abakhulumeli Abagunyaziwe

Imininingwane yabasebenzi bakwa-Brambles abagunyaziwe ukwenza izitatimende emphakathini egameni, noma ngokuthunyw, abakwa-Brambles mayelana nanoma yimaphi amayunithi ebhizinisi abekwe lapha ngezansi. Abekho abanye abantu abagunyazwe ukwenza izitatimende ezinjengalezo. Izitatimende zomphakathi zibandakanya ukuxhumana ngezinkundla zezokuxhumana noma ezobuchwepheshe bokuxhumana ezingosini zokuxhumana lapho isihloko senkulumo sihlobene nabakwa-Brambles. Lokhu kuxhumana kubandakanya, kodwa akukhawulekile ezingxoxweni zozakwenu nokuxoxisana kuma-chat room, amabhodi emiyalezo, amabhulogi, ama-wiki, ama-webcast nama-podcast.

(a) Abezindaba Nokushicilela:

(i) Mayelana nezindaba zezamabhizinisi, ukuphela kwabantu abagunyaziwe ngabakwa-Brambles:

- USihlalo;
- Isikhulu Esiphezulu EsiyiNhlolo;
- Isikhulu EsiyiNhlolo YezeziMali; kanye
- IPhini LikaMongameli weQembu, Ezobudlelwane Botshalomali Nezindaba Zebhizinisi.

Phezu kwalokho:

- noma yimuphi umeluleki wezezindaba wangaphandle okhethwe futhi wagunyazwa yinoma yibaphi abantu abangenhla kanye; kanye
- nanoma yimuphi umuntu ogunyazwe iSikhulu Esiphezulu EsiyiNhlolo sakwa-Brambles noma Isikhulu EsiyiNhlolo seziMali.

(ii) OMongameli beQembu nomongameli besizinda samaYunithi eQembu abagunyazwe ukuphendula imibuzo yabezindaba mayelana nezindaba zokusebenza endaweni okungenamthelela omkhulu kwabakwa-Brambles (ingabe ngokohlangothi lwebhizinisi, ezezimali, izimakathe, ukuhlonipheka kwegama nanoma yiluphi olunye uhlangothi). Akukho lwazi olungadingidwa ukuphendula imibuzo yemibuzo enjalo ehlobene nanoma yiluphi udaba olulandelayo mayelana nabakwa-Brambles nanoma yimaphi amanye amaYunithi ebhizinisi:

- indlela yokusebenza ngakwezimali noma amanye amathemba;
- amacebo ebhizinisi nom ezezimali, kubandakanya ukuzuzwa okungase kwenzeke;
- abancintisanayo, kubandakanya indawo enokuncintisana;
- ukwenza kwasebhizinisini;
- izicelo, izinyathelo zezomthetho noma amacala;
- izindaba zokubalwa kwezimali noma ukubika ngezezimali;
- ukubusa ngokubambiswano noma izindaba zenqubomgomo; noma
- inqubomgomo kaHulumeni noma ukuhlelwa kabusha komthetho.

Noma yikuphi ukubhekisela, noma ukudingidwa mayelana, abakwa-Brambles, kanye nanoma yisiphi isitatimende ngenye indlela esingaba ukwaphulwa kwemibandela engenhla, kufanele sicaciswe ngaphambilini nesiKhulu esiyiNhlolo sakwa-Brambles, Isikhulu EsiyiNhlolo Yezezimali noma iPhini likaMongameli weQembu, Ubudlelwane Bezotshalozimali Nezindaba Zebhizinisi. Noma yisiphi isishicilelo (kubandakanya, ngaphandle kwemikhaaulo, ukwenza ulwazi lufinyeleleke nge-inthanethi) sithathwa ngezinhloso zale nqubomgomo njengokuxhumana nabezindaba futhi kuncike emibandeleni engenhla mayelana nokuqukethwe nezimfuno zokugunyaza ezingaphambili.

(iii) Ukuzibandakanya ezinkulumongxoxiswaneni zomsakazo noma zikamabonakude zingase zibandakanye ukusakazwa kwezindaba zebhizinisi lakwa-Brambles nanoma yiluphi udaba olungase mhlawumbe lube nomthelela omkhulu kwabakwa-Brambles (ingabe ohlangothi

Iwebhizinisi, ezezimali, ezimakethe, egameni labo nanoma yiluphi olunye uhlangothi), kubandakanya izindaba okubhekiswe kuzo ngqo lapha (ii) ngenhla, kufanele zicaciswe ngaphambilini nesiKhulu esiyiNhloko sakwa-Brambles, Isikhulu EsiyiNhloko Yezezimali noma iPhini likaMongameli weQembu, Ubudlelane Bezotshalozimali Nezindaba Zebhizinisi.

(b) Ubudlelwane Nabezotshalomali:

Ukuphela kwabantu abavunyelwe ngabakwa-Brambles:

- USihlalo;
- Isikhulu Esiphezulu EsiyiNhloko;
- Isikhulu EsiyiNhloko YezeziMali;
- IPhini LikaMongameli weQembu, Ezobudlelwane Botshalomali Nezindaba Zebhizinisi; kanye
- nanoma yimuphi omunye umuntu ogunyazwe yiBhodi.

(a) Ukudalula Okuhlobene Nobumfihlo noma Izaziso:

Ukuphela kwabantu abagunyazwe ukwenza isaziso solwazi lokwaphulwa kwedatha yomuntu siqu noma olunye uhlobo lwesehlakalo sokuvikeleka kolwazi ukulawula noma iziphathimandla eziphathe ngabakwa-Brambles:

- USihlalo;
- Isikhulu Esiphezulu EsiyiNhloko;
- Isikhulu EsiyiNhloko YezeziMali;
- IPhini LikaMongameli weQembu, Ezobudlelwane Botshalomali Nezindaba Zebhizinisi; kanye
 - Nanoma yimuphi omunye umuntu ogunyazwe yilaba abangenhla.

Phezu kwalokho:

- Ama-CFO anoma yimaphi amaYunithi eBhizinisi athintwa ukwaphulwa kwedatha yomuntu siqu noma olunye uhlobo lwesehlakalo sokuvikeleka kolwazi.

Noma yiluphi uhlobo lwemidiya noma izitatimende eziyimfihlo noma zangaphandle noma-ke ukuxhumana kufanele kulandele izinqubo ezichazwe ngokucacile kundinyana 4.4(a).

4.5 Amahemuhemu nezindaba ezakhiwayo ezimakethe

Ngokuncike kuzibopho ezikundinyana 3.1, abakwa-Brambles ngeke ngokuvamile baphawule kumahemuhemu azwakala ezimakethe.

4.6 Izihibe Zokuhweba, ama-trading halt

Ukuze izimakethe ziqhubek ngokuhlekile, ngokulungile nangendlela enolwazi, kungadingeka ngaphansi kwezimo ezihlukile kucelwe Izihibe Zokuhweba kwabe-ASX. IKomidi Lokudalula ngokubonisana nesiKhulu Esiyinhloko sakwa-Brambles bazokwenza zonke izinqubo malungana nanoma iyiphi i-trading halt. Lapho kunokwenzeka khona, uSihlalo naye kuzoboniswana naye malungana nanoma yimaphi ama-trading halt afana nalawa.

4.7 Izinkathi Ezivinjelwe

Ezikhathini ezithile zonyaka, abakwa-Brambles basebenzisa **“Izinkathi Ezivinjelwe”**, lapho abaqondisi, abasebenzi bokungamela abaqavile, abasebenzi abathile nabantu abaxhumene nabo (**“Abantu Abajutshiwe,”** njengoba kuchaziwe kuyo iNqubomgomo i-Securities Trading Policy) abagunyaziwe

ukubhekana nezivikelo zokuhweba zakwa-Brambles. Inhlso yale nqubomgomo ukuqinisekisa ukuthi Abantu Abajutshiwe abaxhaphazi, futhi abazibeki ngaphansi kwezinsolo zokuxhaphaza, ulwazi lwamanani olubucayi ngokuvamile olungatholakali kodwa abanalo, abacatshangwa njengabanalo.

Inkathi Evinjelwe ichazwa:

- (a) njenganoma iyiphi Inkathi Evaliwe (inkathi kusukela ekupheleni kwenkathi yokubika ngezimali kuze kube isimemezelo sokuqala saphakathi nonyaka noma imiphumela yeminyaka yonke); noma
- (b) izinkathi ezengeziwe lapho Abantu Abajutshiwe bevinjelwe ukusebenza kuma-Brambles Securities, abekelwe abakwa-Brambles kusukela esikhathini lapho inani lizwela, ulwazi olungekho emphakathini lukhona nokuhlobene nodaba, yize noma Abantu Abajutshiwe bengeke bazi ngalo.

Inkathi yamaviki amabili ngaphambi kwanoma yikuphi ukwaziswa ngokuhweba obeluhlelwe ngaphambilini kuzoba yiNkathi Evinjelwe.

4.8 Izivimbelo Zezinkathi Ezivaliwe

Ngezikhathi Zezinkathi Ezivinjwele, abakwa-Brambles ngeke baphawule ngezilinganiselo zemihlo yabahlaziyi ngaphandle kokuvuma uhlelo lwezilinganiselo ezivamile ezimakethe, futhi ngeke baphawule ngokusebenza kwezimali kwabakwa-Brambles ngaphandle uma ulwazi seluvele ludluliselwe ezimakethe. Abakwa-Brambles bazoqhubeka baphendule izicelo zolwazi oluyisendlalelo, kodwa ngeke bahlangane nabahlaziyi noma abatshalizimali ngesikhathi Senkathi Evaliwe.

Ngenkathi Yezinkathi Ezivaliwe, abakwa-Brambles bazoqhubeka nokuba yingxenye yezibopho yokudalula okuqhubekayo, futhi bazokwenza izimemezelo ezinjalo njengoba kudingeka ngaphansi kwendima 3.1.

4.9 Ikhhalenda yezezimali

Abakwa-Brambles balandela ikhalenda yokudalula njalonzalo ezimakethe emiphumeleni yabo yezezimali neyokusebenza. Ikhhalenda, ephostwayo kusizindalwazi, ibandakanya isaziso sangaphambilini sezinsuku zokukhishwa kwemiphumela yaphakathi nonyaka nasekupheleni konyaka, olunye ulwazi lwezezimali, imihlangano yabanikazimasheya, ukwaziswa okukhulu kwabahlaziyi nabatshalizimali nokubandakanywa kwabakwa-Brambles ezinkomfeni ezinkulu zotshalomali. Lapho kunokwenzeka, abakwa-Brambles basakaza ngama-webcast le mihlangano ebalulekile yokwaziswa kweqembu futhi, lapho benza lokho, bazohlizeka ngesaziso kusengaphambilini seminingwane yokufinyelela kusetshenziswa isizindalwazi nesaziso se-ASX. Ama-webcast nawo abe esephostwa kusizindalwazi se-Brambles.

Ikhhalenda lezezimali lakwa-Brambles nama-webcast kungafinyelelwa kusizindalwazi lapha:

www.brambles.com

Kule mihlangano:

- (a) akukho ulwazi lohlobo olubalulwe endimeni 3.1 oluzodalulwa ngaphandle uma seluvele ludaluliwe ezimakethe ngaphambilini; kanye
- (b) uma ulwazi olubalulekile lohlobo olubalulwe endimeni 3.1 lube selukhishwa, luzokhishelwa abakwa-ASX futhi luphostwe kusizindalwazi sakwa-Brambles ngokushesha.

4.10 Ukuhlanguana Kwabahlaziyi nabatshalizimali

Abakwa-Brambles bayakwazisa ukubaluleka kobudlelwane babo nabatshalizimali kanye nabahlaziyi.

Ekuhambeni kwesikhathi, abakwa-Brambles baqhuba imihlangano nabahlaziyi nabatshalizimali. Kulezi zimo, amaphrothokholi alandelayo azokwenzeka:

- (a) akukho ulwazi lohlobo olubalulwe endimeni 3.1 oluzodalulwa kule mihlangano ngaphandle uma seluvele ludaluliwe ezimakethe ngaphambilini noma luzodalulwa kanyakanye ezimakethe;
- (b) uma ulwazi olubalulekile lohlobo olubalulwe endimeni 3.1 lube selukhishwa, luzokhishelwa ngokushesha ezimakethe kusetshenziswa i-ASX bese lufakwa kusizindalwazi sakwa-Brambles;
- (c) imibuzo emihlanganweni yokwazisa emayelana nolwazi lohlobo olubalulwe endimeni 3.1 obelungakadalulwa ngaphambilini ngeke iphendulwe;
- (d) okungenani abameleli be-Brambles ababili bazohambela yonke imihlangano yokwaziswa, oyedwa wabo ngokuvamile kuzoba yilungu loMnyango Wezobudlelwane Nabatshalizimali kanti irekhodi lalo mihlangano lizogcinelwa ukutshenziswa ngaphakathi. Leli rekhodi lizobandakanya isifingqo sezindaba ezidingidiwe, irekhodi lalabo abakhona (amagama nezinombolo lapho kufanelekile) kanye nesikhathi nendawo yomhlangano;
- (e) abakwa-Brambles bazobeka ikhophi yanoma yiziphi izethulo ezenziwe kusizindalwazi sakwa-Brambles; kanye
- (f) isaziso sangaphambilini sezinsuku zemihlangano yeqembu labatshalizimali sizohlinzekwa kusizindalwazi sabo kanye nangesaziso se-ASX. Lapho kunokwenzeka khona, leyo mihlangano izosakazwa nge-webcast neminingwane yokufinyelela ehlinzekwe kusetshenziswa isizindalwazi sakwa-Brambles. Ama-webcast nawo azobe esephostwa kusizindalwazi se-Brambles.

4.11 Imibiko nezilinganiselo zabahlaziyi

Abakwa-Brambles bakhuthaza ukuhlaziyi okumandla umphakathi wezotshalomali kanye nenqubomgomo yokufinyelela okubelesele kuzosetshenziswa, kungakhathalekile imibono nezincomo ezibekiwe.

Abakwa-Brambles bangabukeza imibiko yocwaningo lwabahlaziyi kodwa izokhawula ukuphawula kwayo kulokho okungamaqiniso angahlobene nabakwa-Brambles noma ulwazi oluke lwadalulwa ngabakwa-Brambles ngaphambilini.

Ulwazi lohlobo olubalulwe endimeni 3.1 ngeke luhlinzekwe ngabakwa-Brambles ngaphandle uma sekuvele kudaluliwe ezimakethe.

Kuncike kuloku okungenhla, abakwa-Brambles bangaphawula ngezilinganiselo zamaholo abahlaziyi kufinyelele:

- (a) ekwaziseni uhleni lwezilinganiselo zamanje;
- (b) ukubuza ukuhlawumbisela komhlaziyi noma ukuzwela uma ukuhlawumbisela komhlaziyi kwehluke kakhulu nezilinganiselo ezisebenzayo njengamanje ezimakethe (okusho ukuthi, kuncike kulezo zinhli zokulinganiselwa kwasezimakethe abakwa-Brambles abaziyo ngako, futhi nanoma yiziphi izibalo ezibalwe ngaphandle ngokuvumelana); kanye
- (c) nokweluleka ngamaphuzu angamaphutha lapho idatha ivele seyisemphakathini.

4.12 Abeluleki nabeluleki Abaqeqeshiwe

Abakwa-Brambles bazodinga noma yibaphi abeluleki noma abeluleki abaqeqeshiwe abazimisele ukuthatha umsebenzi egameni labakwa-Brambles noma nanoma yiziphi izinhloko ezingaphansi kwabo ukuba zihambe ngale Nqubomgomo.

4.13 Ukuphambuka

Ukwehluleka ukulandela le Nqubomgomo kungaholela ekuphambukeni emthethweni ofanele noma ama-Listing Rules noma ezinye izimiso, ikakhulukazi ngokuhlobene nokudalula okuqhubekayo. Kungaphinde kubandakanye ukwaphulwa kwesibopho somsebenzi sobumfihlo.

Lokhu kungaholela ekuthwalweni kwecala ngabakwa-Brambles bese ngenxa yalokho kuholele ezinhlawulweni ezizobhekana nabaqondisi nezikhulu. Ukwaphulwa kwale Nqubomgomo kungaholela ezinyathelweni zokuqondiswa kwezigwegwe, kubandakanya nokuxoshwa ezimweni ezibucayi kakhulu.

4.14 Ukubukeza

IBhodi lizohlaziya le Nqubomgomo njalo ngonyaka ukuze kubonakale ukuthi ingabe le Nqubomgomo isebenza ngempumelelo ukuqinisekisa ukunemba nokudalulwa ngesikhathi ngokuhambisana nezibopho zokudalula zakwa-Brambles.

4.15 Ulwazi Olwengeziwe

Uma unanoma yimiphi imibuzo evela kuNqubomgomo Yokudalula Okuqhubekayo Nezokuxhumana, ungathinta omunye wabantu abasohlwini olungezansi:

- INhloko Yophiko Lwezomthetho kanye Nonobhala Weqembu lenkampani
- IPhini LikaMongameli weQembu, Ezobudlelwane Botshalomali Nezindaba Zebhizinisi

5. Izipho 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 okuvulekile nokuthembeka phakathi kwabo bonke abasebenzi kuyigugu futhi kuhlonishwa. Uma unanoma yimiphi imibuzo mayelana nale nqubomgomo, noma uma ungathanda ukubika ngokwepulwa kwayo, sicela ukhulume nemenenja yakho, noma yiliphi ilungu leThimba Lwezomthetho 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.