

Brambles

Inqubomgomo Yezibopho Zabasebenzi Emsebenzini

Brambles Limited

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Uhlelo 2.0

INQUBOMGOMO YEZIBOPHO ZABASEBENZI EMSEBENZINI

Isingeniso

I-Brambles umhlinzeki ngezinsizakalo zokweseka ohamba phambili emhlabeni futhi osebenza emhlabeni jikelele.

Le Nqubomgomo Yezibopho Zabasebenzi Emsebenzini, phecelezi i-Corporate Social Responsibility (“CSR”) yemukelwa yiBhodi Labaqondisi bakwa-Brambles ngoNhlanguvana (June) 2003 futhi sebazisiwe ngayo bonke abasebenzi bethu. Sizibophezele ekuqaliseni ukusebenza kwayo ngokuqhubekayo.

Le nqubomgomo iyisifingqo samapholisi enabe kakhulu kulezi kanye nezinye izihloko ezithintiwe kuMigomo Yokuziphatha Okuhle yakwa-Brambles. Imigomo Yokuziphatha Okuhle ihlinzeka ngohlaka lwesimilo esihle noluhambisana nomthetho kubona bonke abasebenzi ekwenziweni komsebenzi e-Brambles. Kumayelana nokuthi sisebenzisana kanjani namakhasimende, abasebenzi, abanikazimasheya, abahlinzeki ngezinsizakalo kanye nomphakathi. Ikhophi yayo ishicilelwe kusizindalwazi sethu (www.brambles.com).

I-Brambles izibophezele ekubikeni nokuxhumana ngokuvulelekile mayelana nokuphendula kwayo ezindabeni eziqondene ne-CSR.

Le nqubomgomo izobukezwa njalo ekuhambeni kwesikhathi bese ivuselelwa ngokwesidingo ukuze kuvezwe inqubekela phambili eseyenzekile emisebenzini yethu kanye nasezinqubweni eziphezulu zokusebenza.

Ubuqotho Nokwethembeka Ebhizinisini

Bonke abasebenzi bakwa-Brambles kulindeleke benze umsebenzi ngendlela ezophakamisa igama leNkampani. Imigomo esemqoka okufanele ibuse indlela esiziphatha ngayo kanye nokuqhubekayo emsebenzini wethu yile:

- Wonke umsebenzi kufanele uqhutshwe ngokuhambisana nemithetho nezimiso zezwe ibhizinisi eliqhutshwa kulona.
- Sincintisana ngobulungiswa nezimakethe esisebenza kuzona.
- Izinqubo zenkohlakalo azemukelekile. Akukho kugwaza, ukufumbathisana, noma izinkokhelo ezinjengalezo ezizokwenziwa, noma zamukelwe, kunoma yiluphi uhlangothi.
- Abasebenzi akufanele bazibandakanye ezenzweni ezibandakanya, noma ezingase zibonakale sengathi zibandakanya, ukushayisana phakathi kwezintshisekelo zabo kanye nalezo zakwa-Brambles.
- Abasebenzi abaphumela obala ngokuhambisana neNqubomgomo ye-Speak Up lapho benezinsolo abanazo ngokuthi kunokungahambi ngendlela okwenzekayo noma kuphi ngaphakathi enkampanini bazothathelwa phezulu futhi bangazitholi sebeyizisulu. Bangase batshele izimenenja zabo ngalokhu abakusolayo, noma yiliphi ilungu Lethimba Lezomthetho noma Kwandabazabantu noma-ke ngokusebenzisa i-Speak Up hotline. Ukukhathazeka kwabo kuzophenyisiswa bese kuthathwa izinyathelo ezifanele.
- I-Brambles ayinikeli ngezimali ezinhlanganweni zezepolitiki.

Imvelo

Siyayazisa imvelo futhi sizibophezele ngokuphelele ekwenziweni kwezinqubo ezicabangela imvelo kuyo

yonke imisebenzi yethu. Amabhizinisi ethu kudingeka alandele imithetho yezemvelo efanele kanye nezimiso zakhona futhi asebenzise imigomo elandelayo:

- Ukulandela Usomqulu wakwa-Brambles obizwa nge-Zero Harm futhi azibophezele aphinde abe neqhaza ekwenziweni kwezinqubo zokuphathwa kwemvelo eziphusile emisebenzini yethu yansukuzonke.
- Ukuphucula ukusebenza ngempumelelo kokusetshenziswa kwezinsiza zethu zemvelo namandla kagesi.
- Ukunciphisa lokhu okukhafulelwa emoyeni kanye nemfucuzo.
- Ukuphendula ukukhathazeka komphakathi ngobuqotho, ukuthembeka nenhlonipho.
- Ukufuna abahlinzeki ngempahla abengamela izingozi zezemvelo ngendlela ehambela phambili futhi abaphatha izinsizakusebenza zemvelo ngendlela elungile.

Abantu

Umoya wokuba namacebo kwabasebenzi bethu kungenye yezinto ezingumcebo wethu omkhulu. Abasebenzi kufanele baphathwe ngobulungiswa nakahle futhi bahlonyuliswe ngezimpumelelo zabo. Izinqubomgomo zethu zokuqasha zisibophezela ukuthi:

- Sihlinzeke ngendawo yokusebenzela ephephile ngezinkambiso eziphambili kwezokungamela ezempilo nokuphepha kuwo wonke amabhizinisi ethu.
- Sibe umqashi onikeza amathuba alinganayo, ozinikele ekuthuthukiseni abasebenzi abehlukahlukene lapho wonke umuntu ephathwa ngobulungiswa kungakhathalekile ubuhlanga, ubulili, ibala, ubuzwe noma izwe azalwa kulo, isikhundla, inkolo, iminyaka yobudala, ukukhubazeka, isimo sokushada, abobulili ozwana nabo noma ubulili okhetha ukuzikhethela bona, umbono wakho kwezombusazwe, nanoma yisiphi isikhundla emphakathini esivikelwe umthetho othile.
- Ukwakha indawo lapho wonke umuntu ekhuthazwa ukuzinikela ngako konke okusemandleni akwazi ukufinyelela esicongweni sekhono lakhe, ngokuhlinzekwa kwamathuba okufunda nokuthuthuka.
- Ukuqinisekisa ukuthi abasebenzi bayakwazi ukudingida noma yiziphi izinkinga ezihlobene nomsebenzi wabo beqinisekile ukuthi bazothola impendulo enobulungiswa, engachemile nezophathwa ngobumfihlo.

Siyalihlonipha ilungelo lomuntu ngamunye lokuba nenkululeko yokuzibandakanya. Sisebenzisana nabasebenzi bethu ngezivumelwano zomuntu ngamunye kanjalo nezamaqembu, njengokusho komthetho wakuleli, izinkambiso nemikhuba.

Umphakathi

- Sisophe ukuba negalelo elihle emiphakathini esisebenzela kuyona kanye nokuba umakhelwane othembekile.
- Amabhizinisi ethu yiwo azonquma utshalomali oluseqhulwini emiphakathini oluzohambelana nezidingo zemiphakathi yasendaweni.
- Uhlelo lwethu le-CommunityReach lukhuthaza abasebenzi bethu ukuba babe negalelo emiphakathini, luvumela izicelo ezicacile zokuvolontiya futhi luhlinzeka ngokwesekwa kwezezimali kumaphrojekthi omphakathi.

Amalungelo abantu

Seseka futhi siqhakambisa imigomo equkethwe Esimemezelweni Somhlaba Samalungelo Abantu, Isimemezelo Samazwe Onke Sezinhlango Zabasebenzi Mayelana Nemigomo Eyisisekelo Namalungelo Emsebenzini, kanjalo Nemigomo Engumhlahlandlela Yamazwe Ahlangene Mayelana

Namabhezini Namalungelo Abantu. Ngokucacile nje ngeke sikumele ukusetshenziswa kwezingane noma nanoma yiluphi uhlobo lokusetshenziswa ngempoko, kubandakanya ukusebenza kweziboshwa, abasebenzi abangakhululekile, abasebenzi besibopho, abasebenzi bombutho wezempi, abasebenzi abayizigqila, nanoma yiluphi uhlobo lokushushumbiswa kwabasebenzi, emisebenzini yethu noma yalabo esibahlinzekayo.

Abahlinzeki

Sizibophezele ekubeni ngophathina abalungile nababalulekile kuleli ketango lokuhlinzekwa ngezidingo, siqhubeke nokwakha ibhizinisi elizinile elisebenzela amakhasimende alo, abasebenzi nabanikazimasheya kanjalo nemiphakathi abahlala kuyona.

Ukuba neqoqo labahlinzeki abanamandla abazimisele kubucayi ukuze sibe nempumelelo yesikhathi eside. Sithembele olwazini nasemakhokhweni abahlinzeki ukuze sihlangebezane nezidingo zamakhasimende ezishintshashintshayo, futhi sisebenza kuphela nabahlinzeki abathobela yonke imithetho esebenzayo, kubandakanya yonke imithetho efanele yezabasebenzi, eyokuqasha, eyamalungelo abantu, amaholo namahora, nemithetho yezempilo zokuphepha.

Sizibophezele ekusebenzeni nabahlinzeki ngezinsizakalo ukuze sisungule imithombo yezinsizakalo esebenza ngempumelelo, ephophile futhi enokuziza ngokuba silandele izimiso nokubaluleka okucaciswe kuyo Imigomo Yokuziphatha Okuhle kaney noMqulu we-Zero Harm.

Izibopho Ukuze Kuphumelele Le Nqubomgomo

Ibhodi yakwa-Brambles inesibopho esiphelele ngale Nqubomgomo yakwa-CSR. INhloko Yophiko Lwezomthetho inesibopho sansukuzonke sokubhekelela le nqubomgomo futhi kufanele iqinisekise ukuthi bonke abasebenzi bathola ukuqeqeshwa njalonzalo futhi okufanelekile.

Inhloko Yophiko Lwezomthetho, 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 Yezomthetho.

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 ye-CSR, 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.