

Brambles

INqubomgomo Yokwahluka Kwabantu

Brambles Limited

Ibukeziwe: 1 kuMasingana 2020

Uhlelo 2.0

INQUBOMGOMO YOKWAHLUKA KWABANTU

1. Umongo Nesikophu SeNqubomgomo

Umbono wakwa-Brambles, Amagugu Okuphilwa Ngawo neMigomo Yokuziphatha Okuhle kuhlizeka bonke abasebenzi ngeqoqo elicace bha lezimiso zokusetshenziswa emsebenzini wabo usuku nosuku. Abakwa-Brambles bazibophezele ekuphepheni, ukwahluka kwabantu, abantu kanye nokusebenzisana njengamathimba.

Ukwahluka kwabantu kuyingxenye esemqoka yevebo lokusebenza lakwa-Brambles kanti le nqubomgomo ibonisa ukuzibophezela kweBhodi neThimba LoBuholi obuPhezulu ekwahlukeni kwabantu emsebenzini.

IBhodi yokwahluka kwabantu kuyakhulunywa ngayo kuyo iNqubo Yokukhethwa KweBhodi.

2. Isitatimende Sombono Wokwahluka Kwabantu

Abakwa-Brambles bazinikele ekusunguleni nasekugcineni usikompilo oluletha ukusebenza nemiphumela yeqophelo eliphezulu.

Ukwahluka kwabantu kubalulekile empumelelweni yesikhathi eside yakwa-Brambles. Imigomo namagugu e-Brambles akhuthaza ukwahluka kwabantu ngoba kuvumela:

- Izidingo zamakhasimende, namuhla nasesikhathini esizayo, ukuba zaziwe futhi kubhekwane nazo;
- Bonke abasebenzi bazizwe baziswa futhi bekwazi ukusebenza ngokuphezulu; futhi
- Abakwa-Brambles bakwazi ukufinyelela esizibeni esibanzi nesikhulukazi sabantu abanamathalente.

3. Incazelo nemihlomulo Yokwahluka Kwabantu

Ukwahluka kwabantu kuchaza ukubandakanywa - ukwazisa konke lokho okwahlukile emlandweni wabantu, indlela abakhule ngayo, isiko nesipiliyoni okwenza umuntu ngamunye ahlukene futhi abe ngowekhethelo.

Aba-Brambles bazibophezele ekukhetheni, ukuqasha, ukuthuthukisa nokweseka abantu ngenxa nje yamakhono abo ngokomsebenzi kanye nokuqeqeshwa kwabo, kungakhathaleki ubuhlanga, ubulili, ibala, ubuzwe noma izwe lendabuko, izinga emphakathini, inkolo, ubudala ngeminyaka, ukukhubazeka, isimo somshado, ukuziphatha ngokobulili noma ukuzihlonza ngokobulili, umbono kwezepolitiki, noma nanoma yisiphi esinye isimo esivikelwe ngokomthetho.

Sikholwa ukuthi abasebenzi abanokwehluka bangumthombo wamathalente amaningi namahle, ubuciko nesipiliyoni. Abantu abaqhamuka emilandweni eyahlukene nasebebone impilo ngezindlela ezahlukene bangahlonza amathuba babhekane nanezinkinga ngezindlela ezahlukahlukene.

Ngokukhuthaza ukwahluka kwabantu, senza ngcono amathuba ethu okukhulisa imibono emisha ngaleyo ndlela sithuthukise amandla ethu okukwazi ukubhekana kahle noshintsho.

Lokhu kuchaza ukuthi sikwazi kangcono ukuqonda izidingo ezahlukene zamakhasimende ethu jikelele ngokubaletela izinsizakalo zeqophelo eliphezulu, sihlizzeke abanikazimasheya bethu ngezinzuzo eziphakeme.

Indawo yokusebenza enabantu abahlukahlukene iyathathekisa futhi iyakhanga kubasebenzi abakhona nalabo abangase babe ngabasebenzi kuleyo ndawo, kuthuthukisa umdlandla kanye nokuhlala kwabasebenzi.

4. Ukwahluka kwabantu kwa-Brambles

Ezweni ngalinye nasesikweni ngalinye, abakwa-Brambles, bakuba uyena mqashi ofunwa ngabasebenzi futhi okhanga abantu bamathalente ancomekayo. Sikhetha, sigcine futhi sithuthukise abantu abafaneleke kakhulu umsebenzi ngenxa nje yokufaneleka kwabo kanye namakhono abo omsebenzi - ngaphandle kokucwasa.

Lapho kufaneleke khona sizoxoxisana nama-ajenti angaphandle ukuba asisize sikwazi ukuhlonza, sikhethe futhi sihlale abantu abangase babe ngabasebenzi bethu. Abakwa-Brambles bazoqhubeka nokuthuthukisa izinhlelo zokunganyelwa kwamathalente ezifana:

- Nezinhlalo zokuthuthukiswa kwabaholi abaphezulu;
- Izinhlelo zokuthuthukiswa kwabaholi besizukulwane esilandelayo; kanye
- Nezinhlalo Zokwelulekwa.

Njengengxenywe yokuzibophezela kweBhodi ekwahlukaneni kwabantu nokubandakanywa emsebenzini, iBhodi izobe-ke, njalo ngonyaka, isibukeza bese ibika mayelana nemininingo yakwa-Brambles' efanele netholakalayo ngezibalo zabantu abangabasebenzi kubandakanya, phakathi kwamanye amaphuzu:

- Inani labasebenzi abayingxenywe yethuba lakwa-Brambles lokuqasha ngokulinganayo (EEO), ukwahluka kwabantu, nezinhlalo zokuqeqeshwa zophiko lwakwandabazabantu;
- Ingxenywe yabesifazane, abesilisa, namanye amaqoqo abasebenzi endaweni yokusebenzela kuwo wonke amazinga;
- Ingxenywe yabesifazane, abesilisa, amanye amaqoqo, kanye nomlando wokuqeqesha kwabantu abasezikhundleni eziphezulu kwa-Brambles;
- Kuncike emithethweni yasendaweni nemininingo echaza abasebenzi, izimpokophelo ezikalekayo zokufinyelela ekwahlukaneni kwezobulili nobuzwe; kanye
- Nenqubekela phambili ebheke ekufezeni lezo zimpokophelo.

Abasebenzi bakwa-Brambles bazobonisa, ngezenzo kanye namazwi abo, ukuthi ukubala nokungamela ukwahluka kwabantu kuyiphuzu elisemqoka kulo usikompilo lakwa-Brambles. Ikakhulukazi, abasebenzi:

- Bayokwazi futhi bakukhuthaze ukuqwashisa ngokwahluka kwabantu endaweni yokusebenzela evulelekile futhi ebandakanyayo.
- Ngeke balubekezelele nhlobo noma yiluphi uhlobo lokubandlulula noma ukuhlukumeza;
- Bazosabela ezintweni ezahlukene ezilindeleke kubasebenzi, kubandakanya nokubhalansisa impilo-nomsebenzi;
- Bazosekela zonke izinqumo zokuqasha kuphela emaphuzwini okufaneleka emva kokugqugqezela izicelo zomsebenzi ezivela kubantu abafanelekile ngokuqeqesheka;
- Bazosekela konke ukukhushulelwa ezikhundleni emaphuzwini okusebenza, ikhono nokubonisa ngokucacile amagugu akwa-Brambles; futhi
- Bazohlinzeka abasebenzi ngendawo ebakhuthaza ukufinyelela empumelelweni.

Bonke abasebenzi bakwa-Brambles kufanele babazise ozakwabo njengabantu futhi bawazi umphumela wokwenza kwabo namagama abo kozakwabo.

Izibopho Zempumelelo yale Nqubomgomo

Ibhodi yakwa-Brambles inesibopho esiphelele ngale Nqubomgomo. I-Group Senior Vice President, Kwandabazabantu, inesibopho sansukuzonke sokubhekelela le nqubomgomo futhi kufanele iqinisekise ukuthi bonke abasebenzi bathola ukuqeqeshwa njalonzalo futhi okufanelekile.

I-Group Senior Vice President, Kwandabazabantu, ngokusebenzisana neBhodi, izobukeza le Nqubomgomo ngasohlangothini lwezomthetho kanye nokwenziwa komsebenzi okungenani kanye ngonyaka. Le Nqubomgomo ayiyona ingxenywe 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 kubhekiswe kuyo i-Group Senior Vice President, Kwandabazabantu.

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 ngokwepulwa kwayo, sicela ukhulume nemenenja yakho, noma 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.