Brambles

INqobomgomo Yamalungelo Abantu

Brambles Limited

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Uhlelo 2.0

INQUBOMGOMO YAMALUNGELO ABANTU

Isikophu

Le Nqubomgomo yamaLungelo Abantu isebenza kubo bonke abaqondisi, izikhulu nabasebenzi bakwa-Brambles nezinkampani ezingaphansi kweQembu labo. Bonke balindeleke ukuba balandele le nqubomgomo futhi baqhube imisebenzi esikhundleni sakwa-Brambles ngokufaneleyo. Abakwa-Brambles namaQembu eziNkampani zabo nabo bazinikele ekusebenzeni ngokubumbana, abahlinzeki nezinye izingxenye eziseceleni eziqhakambisa izimiso zale Nqubomgomo noma abasebenzisa izinqubomgomo ezifanayo ngaphakathi emabhizinisi abo. Kuze kube manje, abahlinzeki nezinye izingxenye eziseceleni bacelwa ukuba bayazise iNqubomgomo Yabahlinzeki Ngezinsiza kwa-Brambles, nehambelana nemilindelo nokuzinikela kwale Nqubomgomo Yamalungelo Abantu.

INqubomgomo

Njengoba kubaluliwe kuyo Imigomo Yokuziphatha Okuhle, ukuhlonishwa kwamalungelo abantu kuyisisekelo kwa-Brambles kanye neziNkampani zeQembu emiphakathini esisebenzela kuyona. Kwa-Brambles naseQenjini lonkana, sizibophezele ukuqinisekisa ukuthi abantu baphathwa ngokulunga nangesithunzi kanjalo nenhlonipho kanye nokuxoxisana nababambiqhaza bomphakathi wethu—kubandakanya labo abavela emiphakathini yendabuko noma esengozini—ukuqinisekisa ukuthi silalela, sifunda, futhi sithatha imibono yayo futhi sihloniphe amasiko ayo, amagugu abo, namalungelo endabuko njengoba siqhuba umsebenzi wethu.

INqubomgomo yakwa-Brambles yamaLungelo Abantu iholwa yiyo Imigomo Yokuziphatha Okuhle, yona-ke, ebe, seyiholwa izimiso zamalungelo esinto omhlaba adidiyelwe kuso Isimemezelo Esingujikelele Samalungelo Abantu, Isimemezelo Somhlaba Senhlangano Yabasebenzi mayelana Nezimiso Eziyisisekelo Namalungelo Emsebenzini, kanjalo Nezimiso Ezingumhlahlandlela Wamazwe Ahlangene mayelana Namabhizinisi Namalungelo Abantu. Njengesibonakaliso sokuzibophezela kwethu kulezi zimiso, abakwa-Brambles bayingxenye yabasayinayo ku-United National Global Compact ("UNGC") futhi baqhubeka nokweseka Izimiso Eziyishumi ze-UNGC ezihlokweni zamalungelo abantu, abasebenzi, imvelo, nokulwa nenkohlakalo.

Ukwazisa Ukwahlukana Kwabantu

Abakwa-Brambles bayakwazisa ukwahluka kwabantu esisebenza nabo kanye negalelo abalenzayo. Sinesibopho sesikhathi eside sokuhlinzekwa kwamathuba alinganayo kanye nokungabekezeleli neze ukucwasa noma ukuhlukumeza kwanoma yiluphi uhlobo. Sizibophezele ekugcineni izindawo zokusebenza ezingenako nhlobo ukucwasa noma ukuhlukumeza ngaphansi kwesisekelo sobuhlanga, 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.

Ezweni ngalinye nasesikweni ngalinye, abakwa-Brambles bazimisele ukuba uyena mqashi ofunwa ngabasebenzi. Siqasha, sithola abasebenzi, siqeqesha, sikhokhela futhi sinyusela abantu abayinyama futhi nangokubuka amakhono abanawo aqondene nomsebenzi—ngaphandle kokubandlulula.

Kungakhathalekile izici zomuntu noma izinga emphakathini, abakwa-Brambles ababekezeleli ukuziphatha okungenanhlonipho nokungafanelekile, ukuphathwa okungenabulungiswa noma kokuziphindiselela kwanoma yiluphi uhlobo endaweni yomsebenzi kanye nakunoma yiziphi izimo ezihlobene nomsebenzi

ngaphandle kwendawo yokusebenzela. Ukuzibophezela kwabakwa-Brambles kule migomo kubekwe kwacaca kuNqubomgomo yabo Yokwahluka Kwabantu.

Ukusetshenziswa Ngempoqo Nokushushumbiswa Kwabantu

Njengoba kubekiwe kuyo Imigomo Yokuziphatha Okuhle, abakwa-Brambles abavumi neze—emisebenzini yabo kanye nalabo abangabahlinzeki babo—ukusetshenziswa kwazo zonke izinhlobo zokusetshenziswa ngenkani, kubandakanya ukusebenza kweziboshwa, abasebenzi abangakhululekile, abasebenzi besibopho, abasebenzi bombutho wezempi, abasebenzi abayizigqila, nanoma yiluphi uhlobo lokushushumbiswa kwabasebenzi.

Abakwa-Brambles yababona ukuthi abantu abasengcupheni enkulu yokuxhashazwa abasebenzi abangabafuduki bakwamanye amazwe abahambe izinkalo zamazwe ngisho noma abawele izilwandle ukuze bathole umsebenzi. Ukuze bahlinzeke ukuvikeleka okukhulu kuleli qoqo labasebenzi, abakwa-Brambles baqikelela ukuthi: (1) abasebenzi abangabafuduki banezimfaneleko ezifana ncamashi nezabasebenzi balapha; (2) noma yimaphi amakhomishini nezinye izinkokhelo ezihambisana nokuqashwa kwabasebenzi abangabafuduki kufanele zikhokhwe yinkampani, hhayi umsebenzi ongumfuduki; kanti (3) abasebenzi abangabafuduki akudingeki balethe omazisi babo, ngaphandle kokuba babaveze isikhashana ukuze kuqinisekiswe ukuhlonzwa kwabo nokufaneleka ukuqashwa.

Ukusetshenziswa Kwezingane

Abakwa-Brambles ngeke bakubekezelele ukusetshenziswa kwezingana emisebenzini yabo neyalabo abangabahlinzeki babo.

Sikholwa ukuthi ***yonke*** imisebenzi iyingozi, inokuxhaphaza noma ukulimaza uma iqalwa eminyakeni yobudala emincane kakhulu. Ngenxa yalokho, asiziqashi izingane—futhi asisebenzisani nabahlinzeki ngezinsizakalo abaqasha izingane—ezingaphansi kweminyaka eyi-15, ngaphansi kweminyaka yokuphothula imfundo noma ngaphansi kweminyaka yokuqala ukuqashwa ezweni, noma yimiphi ephezulu kakhulu. Phezu kwalokho, ngeke simqashe umuntu ongaphansi kwmeinyaka eyi-18 uma bengaba yingxenye yomsebenzi ongabalwa njengoyingozi, futhi ngeke sibekezelele abahlinzeki ngezinsizakalo abenza lokho.

Abantu Bendabuko

Siyawahlonipha amalungelo abantu bendabuko lapho ethintwa khona yibhizinisi lethu.

Amahora Omsebenzi, Amaholo Nemihlomulo

Abakwa-Brambles bayakubona ukuthi amaholo asemqoka ukuze kufinyelelwe ezingeni lokuphila elifanele. Sisebenza ngokulandela ngokugcwele yonke imithetho efanele yamaholo, amahora omsebenzi, isikhathi sokusebenza esengeziwe nemihlomulo. Phezu kwaloko, abakwa-Brambles bayosebenza kuphela nabahlinzeki kanye nezinye izingxenye ezilandela imithetho ebekiwe yamaholo, amahora omsebenzi, isikhathi somsebenzi esengeziwe nemihlomulo.

Indawo Yokusebenzela Ephephile Nenempilo

I-Brambles iphikelele ukuhlinzeka ngendawo yokusebenzela ephephile nenempilo kubo bonke abasebenzi bayo futhi ithobele nemithetho yezempilo nokuphepha, izimiso nezimfuno zangaphakathi. Ukuze uthole ulwazi oluthe xaxa mayelana nalesi sihloko, uyacelwa ubheke

uSomqulu wakwa-Brambles we-Zero Harm neNqubomgomo yezeMpilo Nokuphepha ecaciswe kuyo Imigomo Yokuziphatha Okuhle, kanjalo nezinqubomgomo zezempilo nokuphepha zebhizinisi lendawo.

Futhi-ke abakwa-Brambles bazibophezele ekugcineni indawo yokusebenzela engenalo nhlobo udlame, ukwesatshiswa nezinye izimo zokuziphatha ezingaphephile noma eziphazamisayo ngenxa yokwesabisa kwangaphakathi noma kwangaphandle. Izinyathelo zokuqinisekisa ukuphepha kwabasebenzi zihlinzekwa njengoba kudingeka futhi zizogcinwa ngokuhlonipha ukuvikeleka nesithunzi somsebenzi.

Inkululeko Yokuzibandakanya Nezingxoxiswano Zokubambisana

Njengoba kubaluliwe kuyo Imigomo Yokuziphatha, abakwa-Brambles bayalihlonipha ilungelo lethu lokujoyina, ukwakha, noma ukungajoyini inyunyana yezabasebenzi ngaphandle kokwesaba ukuphindiselwa, ukujeziswa, ukwesatshiswa noma ukuhlukunyezwa. Lapho abasebenzi bemelwe yinyunyana eyaziwayo, sizibophezele ukusungula ingxoxiswano eyakhayo nabammeleli babo abakhethwe ngenkululeko. Abakwa-Brambles bazinikele ekuxoxisaneni ngokwethembeka nabameleli abanjengalaba.

Izibopho Zempumelelo yale Nqubomgomo

Ibhodi yakwa-Brambles inesibopho esiphelele ngale Nqubomgomo. INhloko Yokulandelwa Kwemithetho inesibopho sansukuzonke sokubhekelela le nqubomgomo futhi kufanele iqinisekise ukuthi bonke abasebenzi bathola ukuqeqeshwa njalonjalo futhi okufanelekile.

INhloko Yokulandelwa Kwemithetho, 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 Yokulandelwa Kwemithetho.

Ukubika Izikhalazo noma Ukwenza Okubi ngaphansi kweNqubomgomo ye-Speak Up

I-Brambles yakha izindawo zokusebenza lapho kunokuxhumana okuvulelekile nokuthembeka phakathi kwabo bonke abasebenzi kuyigugu futhi kuhlonishwa. Uma unanoma yimiphi imibuzo mayelana nale Nqubomgomo Yamalungelo Abantu, noma uma ungathanda ukubika ngokwephulwa kwayo, sicela ukhulume nemenenja yakho, noma yiliphi ilungu leThimba Lezomthetho noma Lakwandabazabantu, noma-ke i-Speak Up hotline. Lapho kuvunyelwe umthetho wendawo, ungaphinda ubike izinsolo zokwaphulwa kwale Nqubomgomo usebenzisa i-Speak Up hotline yakwa-Brambles, ngokuvakashela lapha www.brambles.ethicspoint.com noma ushayele inombolo yocingo inombolo efanele lapho ukhona, ebonakala kumaphosta e-Speak Up atholakala yonke indawo emsebenzini wakho.

Njengokusho kweNqubomgomo yakwa-Brambles i-Speak Up, akukho kuphindiselwa noma ukujeziswa okuzokwenzeka kumsebenzi ophakamise ukukhathazeka mayelana nale Nqubomgomo Yamalungelo Abantu. I-Brambles izibophezele ekuphenyeni, ukubhekana, kanye nokuphendula konke ukukhathazeka kwabasebenzi kanye nokuthatha izinyathelo ezifanele zokulungisa lokho okuphakanyiswe njengokuphulwa kwayo.