

Brambles

Inqubomgomo Ye-Speak Up

Brambles Limited

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Uhlelo 4.0

INQUBOMGOMO YE-SPEAK UP

1 Le Nqubomgomo

Inhloso yale Nqubomgomo ukugcizelela nokuqinisekisa ukuzibophezela kwe-Brambles enqubweni yokukhuluma ngenkululeko lapho izisebenzi nabanye abantu abafanelekayo bekhuthazwa khona ukuba baveze noma iziphi izikhalazo zoKwenza Okungalungile abanazo. Esimweni sanamuhla, ukukhuluma kuseyindlela yokuqala nengcono yokuzivikela kwe-Brambles eKwenzeni Okungalungile; uma Ukwenza Okungalungile kutholwa futhi kubikwa, i-Brambles ingathatha isinyathelo esisheshayo sokulungisa isimo. Siyaqaphela ukuthi ukutholakala nokubikwa kusenesikhathi koKwenza Okungalungile kuncike ekulondolozeni usiko lokwethembana nobuqotho lapho zonke izisebenzi nabanye abantu abafanelekayo:

- (a) bekhuthazwa khona ukuba babike noma ikuphi Ukwenza Okungalungile ngokushesha, bazi ukuthi izikhalazo zabo zizosukunyelwa futhi kuzothathwa isinyathelo esifanele;
- (b) bazi futhi besebenzisa imizila etholakalayo yokubika izikhalazo zoKwenza Okungalungile;
- (c) bazi izivikelo ezitholakalayo nezinyathelo esizozithatha ukuze siphanye imibiko; futhi
- (d) bethemba khona ukuthi inqubo yokukhuluma iyimfihlo futhi akubekezelelwa ukuhlukunyezwa, ukuziphindiselela, ukujeziswa, noma ukuphathwa okuyingozi kwanoma iluphi uhlobo.

Le Nqubomgomo yenzelwe ukuba ithobele *uMthetho Wezinkampani ka-2001* (Cth) kanye *noMthetho Wokuphathwa Kwezentela ka-1953* (Cth). Ukuze uthole ulwazi oluthe xaxa mayelana nesivikelo esinikwa abantu abathile abenza ukudalula okufanelekayo e-Australia noma mayelana nemisebenzi yase-Australia, sicela ubheke iSijobelelo I.

2 Yimiphi imisebenzi Ehlanganiswa Yile Nqubomgomo?

Ngaphandle kwalapho umthetho wendawo noma osebenzayo unikeza amalungelo athe xaxa noma izixazululo kubantu, okuyosho ukuthi lowo mthetho wendawo noma osebenzayo uyabusa, le Nqubomgomo isebenza kubantu abafisa ukudalula ukuziphatha okungafanele noma isimo esingafanele sezindaba noma sezimo esiphathelene ne-Brambles, kuhlanganise nezinkampani zeqembu layo (i-**"Brambles"**). Kule Nqubomgomo, le misebenzi ibizwa **"Ukwenza Okungalungile"** futhi ihlanganisa, kodwa ayigcini nje:

- (a) ngezenzo zobugebengu ngaphansi kwanoma imuphi umthetho osebenzayo, kuhlanganise nemithetho yase-Australia nase-European Union;
- (b) ukukhwabanisa;
- (c) ukwepulwa kwesibopho noma ukwethembana;
- (d) ukuziphatha okuyingozi emphakathini, kuhlanganise nengozi empilweni nasekuphepheni kanye nomonakalo wemvelo odalwa ukukhishwa kwezinto ezinoshevu noma udoti emvelweni noma ukwepulwa kwemithetho nemithethonqubo esebenzayo yezemvelo;
- (e) ukuphathwa kwezimali okungabazisayo, ukungaphathwa kahle ngaphakathi kwezimali noma ukuhlolwa kwamabhuku, kuhlanganise nokungokoqobo noma okucatshangelwayo
 - (i) ukukhwabanisa noma iphutha lamabomu ekulungiseleleni, ekuhlaziyeni, ekubuyekezeni noma ekuhloleni noma isiphi isitatimende sezimali sase-Brambles;
 - (ii) ukukhwabanisa noma iphutha lamabomu ekubikeni nasekulondolozeni amarekhodi ezezimali ase-Brambles;
 - (iii) ukuhluleka noma ukungathobeli imithetho yangaphakathi yokuphathwa kwezimali e-Brambles;
 - (iv) ukusonta noma izitatimende ezingamanga eziya noma ezenziwa yizikhulu eziphethe noma abaphathi bezimali ngokuphathelene nodaba olusemarekhodini ezimali ase-Brambles, imibiko yezimali, noma imibiko yokuhlolwa kwamabhuku;
 - (v) ukuchezuka ekubikweni okuphelele nokufanele kwesimo sezimali sase-Brambles;

noma

- (vi) eminye imisebenzi engase ibe yingozi ohlelweni lwezezimali;
- (f) ukwephulwa noma izinsolo zokwephulwa kwemithetho yentela esebenzayo noma ukuziphatha okungafanele ezindabeni zezentela zase-Brambles;
- (g) ukukhwabanisa noma inkohlakalo;
- (h) ukucindezelwa kwamalungelo obuntu;
- (i) ukuziphatha okungqubuzana nezimiso;
- (j) ukuhluleka ukuthobela noma iziphi izimfuneko zomthetho noma zemithethonqubo ezingashiwongo ngokuqondile ngenhla, kuhlanganise nemithetho esetshenziswa yi-Australian Securities and Investments Commission (**ASIC**);
- (k) ukuziphatha okululaza ukuphepha komkhiqizo nokuthobela umthetho, ukuphepha kwezokuthutha, ukuphepha kokudla noma ukuvikelwa kwempilo noma kwenhlalakahle yezilwane;
- (l) ukwephulwa komthetho okuthinta ukuvikelwa kolwazi lomuntu siqu noma oluyimfihlo noma ukuphepha kwenethiwekhi nezinhlalo zolwazi zase-Brambles;
- (m) ukudalulwa okungagunyaziwe kwezimfihlo zohwebo noma ulwazi lobunikazi noma oluyimfihlo;
- (n) noma ikuphi ukwephulwa kweMithetho Yokuziphatha yase-Brambles noma ezinye izinqubomgomo noma izinqubo;
- (o) ukuziphatha okungase kone igam ale-Brambles;
- (p) ukuhlukunyezwa, ukuziphindiselela noma ukujeziswa ngenxa yokubika izikhalazo zoKwenza Okungalungile noma ukuhlinzeka noma iluphi ulwazi ngaphandle kummeli ngenjongo yokuthola izeluleko zezomthetho noma ummeli ngaphansi komthetho osebenzayo wezinhlabamkhosi nanoma imuphi umlawuli othintekayo ukuze asize ngokwenziwa kwemisebenzi yakhe noma izibopho ngaphansi komthetho osebenzayo; noma
- (q) ukufihlwa ngabomu kwanoma ikuphi okungenhla.

Uma unezizathu ezizwakalayo zokusola ukuthi kwenziwe noma kungase kwenziwe noma ikuphi Ukwenza Okungalungile, kufanele ukubike ngaphansi kwale Nqubomgomo. Izindlela ezihlukahlukene ongakwenza ngazo lokhu zichazwa esigabeni 4 ngezansi. Uma ungaqiniseki ukuthi isenzo esithile siyahlanganiswa kule Nqubomgomo, kufanele ukhuluma neSikhulu Esiyinhloko Sezomthetho, iSikhulu Esiyinhloko Sokuthotshelwa Komthetho noma elinye ilungu Lezomthetho Nezesimilo Lomhlaba Wonke Nethimba Lokuthotshelwa Komthetho.

Ezimweni eziningi, le Nqubomgomo, kanye nemizila yokubika echazwa esigabeni 4 ngezansi, ayihlanganisi izikhalazo eziphathelele nezimo zakho siqu, njengendlela ophathwe ngayo emsebenzini. Kunalokho, ezimweni eziningi, izikhalazo mayelana nezimo zakho siqu kufanele zibikelwe umphathi womnyango wakho noma ummeleli wezindaba zabasebenzi, ozothatha isinyathelo esifanele. Ubumfihlo banoma isiphi isisebenzi esifaka isikhalazo esifanele mayelana nezimo zomuntu siqu buzohlonishwa futhi akukho ukuhlukunyezwa, ukuziphindiselela noma ukujeziswa okuyobekezelelwa.

3 Ubani Ongakhuluma Ngaphansi Kwale Nqubomgomo?

Le Nqubomgomo kanye nezinqubo ezichazwe kule Nqubomgomo ziyatholakala kuzo zonke izikhulu zamanje nezidlule, izisebenzi, nozakwethu be-Brambles kanye nanoma ubani i-Brambles enobuhlobo bebhizinisi naye (njengamakhasimende e-Brambles, abaphakeli, izisebenzi zabaphakeli, osonkontileka, amaxusa, abasakazi, amavolontiya, abaqeqeshwayo nabananimasheya). Le Nqubomgomo nezinqubo ezichazwe kule Nqubomgomo zisebenza kuzo zonke izihlobo noma abondliwa banoma ubani oshiwo ngenhla, kuhlanganise umuntu abashade naye, umondliwa womuntu abashade naye, umzali, noma esinye isihlobo, ingane, umzukulu noma ingane abazalwa nayo, noma imuphi umuntu njengoba kushiwo umthetho osebenzayo.

4 Indlela Yokuveza Ukukhathazeka

I-Brambles ikhuthaza ukuthi yonke imibiko yoKwenza Okungalingile ibikwe ngocingo lwe-Speak Up lwase-Brambles, olufaka imizila eminingi yokubika. Imibiko eyenziwa ngocingo lwe-Speak Up yamukelwa yinkampani ezimele, i-Navex Global, amahora angu-24 ngosuku, izinsuku eziyi-7 ngeviki, futhi ithunyelwa eThimbeni Lezesimilo Lomhlaba Wonke Nokuthotshelwa Komthetho. Ukuze baveze umbiko usebenzisa ucingo lwe-Speak Up, abantu kufanele baye ku-www.brambles.ethicspoint.com, ehlinzeka izinombolo zocingo zamazwe noma zezifunda, zakuleli noma ezishayelwa mahhala noma amalinki ohlelo lokubika ku-inthanethi olutholalalayo, noma babheke amaphosta e-Speak Up ezikhungweni ze-Brambles., Ukusebenzisa ucingo lwe-Speak Up kuyindlela engcono yokuthi i-Brambles iqinisekise ukuthi imibiko yoKwenza Okungalingile isingathwa ngokushesha, ngokuphepha nangokuvumelana nale Nqubomgomo ye-Speak Up. Nakuba i-Brambles ikhuthaza ababiki ukuba baziveze, ababiki bangenza umbiko ngaphandle kokuveza igama besebenzisa ucingo lwe-Speak Up.

Ngaphezu kwalokho, sithemba ukuthi zonke izisebenzi zizozizwa zikhululekile ukuveza izikhalazo ngoKwenza Okungalingile okungokoqobo noma okungenzeka, futhi uma zizizwa zikhululekile, imibiko ingenziwa ngomlomo noma ngokubhalela ngokuqondile:

- umphathi wakho womnyango;
- iSikhulu Esiyinhloko Sezomthetho noNobhala Weqembu Lezinkampani;
- Iphini LikaMongemali Nommeli-Jikelele Wesigodi, EMEA;
- iPhini LikaMongemali Nommeli-Jikelele Wesigodi, Emazweni aseMelika nase-Asia;
- isikhulu Esiyinhloko Sokuthotshelwa Komthetho; kanye
- Nanoma iliphi ilungu lethimba langaphakathi Lokuhlola Amabhuku e-Brambles.

Ekugcineni, kungase kube nezimo ezithile lapho abantu bekhohla khona ukuthi abakwazi ukuveza isikhalazo soKwenza Okungalingile besebenzisa noma imiphi imizila eshiwo ngenhla. Esimweni esinjalo, lowo muntu angaxhumana ngokuqondile noSihlalo weBhodi noma uSihlalo Wekomidi Lokuhlola Amabhuku Nezingcuphe, okungathintwana naye ngoMphathi Wezomthetho noNobhala Weqembu Lezinkampani ku-GPO Box 4173, Sydney NSW 2001, Australia. Noma ikuphi okubhaliwe okuthunyelwa kuSihlalo WeBhodi noma kuSihlalo Wekomidi Lokuhlola Amabhuku Nezingcuphe kufanele kubhalwe ngokucacile ukuthi "Confidential-Eyes Only". Ngokubhala ngale ndlela, okubhaliwe kuzothunyelwa ngokuqondile kuSihlalo WeBhodi noma kuSihlalo Wekomidi Lokuhlola Amabhuku Nezingcuphe futhi ngeke kuvulwe yiSikhulu Sezomthetho Esiyinhloko. Abantu bangaxhumana nabahloli bamabhuku bangaphandle be-Brambles ngokuxhumana no-ethics.help@au.pwc.com noma kubantu abase-Australia, ku-1800 487 878.

Kungakhathaliseki ukuthi zisebenzisa muphi umzila, izisebenzi kufanele zibike Ukwenza Okungalingile ezikusolayo ngokushesha okukhulu. Ukubika Ukwenza Okungalingile ngokushesha okukhulu kuvumela i-Brambles ukuba iphenye futhi ilungise noma isuse inkinga futhi inciphise imiphumela engemihle engase ivele.

Ungabika izinsolo zoKwenza Okungalingile ngaphandle kokuveza igama. Kodwa-ke, ngenxa yokuthi kunzima futhi cishe akunakwenzeka ukuphenya izinsolo ezibikwa ngaphandle kokuveza igama, uyakhuthazwa, kodwa awuphoqwa, ukuba uveze ukuthi ungubani. Noma imiphi imibiko eyenziwayo, eveza igama noma cha, kufanele ifake imininingwane eyanele ezovumela ukuba i-Brambles iphenye udaba ngokugcwele. Ngokwesibonelo, kubalulekile ukunikeza ulwazi mayelana namagama abantu okusolwa ukuthi baneghaza, noma abangofakazi besehlakalo, izinsuku nezikhathi zesehlakalo (ezihlawumbiselwano noma ezithe ngqo), ukuthi ishlakalo senzeke kuphi, nokuthi kungani izisebenzi sikhohla ukuthi leso sehlakalo kufanele sibikwe. Imininingwane enganele ingavimbela i-Brambles ekusingatheni udaba ngendlela efanele.

Noma isiphi isisebenzi esikholwa ukuthi sithinteka ngokuqondile eKwenzeni Okungalungile kulindeleke ukuthi sibike leso sehlakalo. Ukuzibika kuzocatshangelwa uma kunqunywa ukuthi ingabe kuyadingeka yini ukuqondiswa kwezigwegwe.

Inhloso yale Nqubomgomo ukunikeza indlela yangaphakathi yokubika, ukuphenya nokuxazulula Ukwenza Okungalungile. Ngezinye izikhathi abantu bazoba nezikhalo eziphathelene nezenzo zomuntu wangaphandle, njengekhasimende, umphakeli, noma umhlinzeki wezinsizakalo. Sikukhuthaza kakhulu ukuba ubike lezo zikhazazo ngaphakathi ngaphambi kokuba uziveze kunoma ubani wangaphandle. Kufanele usebenzise omunye wemizila yokubika echazwe ngenhla ukuze uthole isiqondiso. Kodwa-ke, akukho kule Nqubomgomo okukuvimbayo ekubikeni Ukwenza Okungafanele noma ukunikeza ulwazi, ukufakaza noma ukusiza i-ASIC, uKhomishane Wezentela wase-Australia nanoma imuphi umlawuli othintekayo owenza imisebenzi yakhe ngokuvumelana nomthetho osebenzayo.

5 Ubumfihlo Buyahlonishwa

Uma ubika Ukwenza Okungalungile ngezizathu ezizwakalayo, ubuwena nanoma iluphi ulwazi olungaholela ekutheni ugagulwe luzogcinwa luyimfihlo futhi luzokhishwa kuphela “uma kudingeka bazi” labo okufanele baphenye noma baxazulule isikhazazo. Sizocina ulwazi mayelana nombiko luphephile futhi luvumelana neNqubomgomo Yokuhlukaniswa Kolwazi kanye neNqubomgomo Yokugcinwa Kwamadokhumenti Nokulahlwa Kolwazi Nohlelo. Futhi sizosula ukuthi ungubani kuwo wonke amadokhumenti afanele.

Kuleyo mibiko yoKwenza Okungalungile ehlanganiswe kuSijobelelo I, izivikelo zomthetho ezitholakalayo ngaphansi kwemithetho yase-Australia yezinhlabamkhosi, njengoba kushiwo esigabeni 8 seSijobelelo I, zizosebenza.

6 Akukho Ukuhlukunyezwa

Siyaqonda ukuthi abantu ngezinye izikhathi bayakhathazeka ngemiphumela engaba khona ehambisana nezikhazazo zoKwenza Okungalungile. Sicela wazi ukuthi sikhuthaza ukuthi ukhululeke futhi sizosekela noma imuphi umuntu onezizathu ezizwakalayo zokuphakamisa izinsolo zoKwenza Okungalungile ngaphansi kwale Nqubomgomo, ngisho noma kutholakala ukuthi kuyiphutha.

Ngeke sikubekezelele ukuhlukunyezwa ngokuqondile noma ngokungaqondile, ukuziphindiselela noma ukujeziswa kwanoma iluphi uhlobo kwanoma imuphi umuntu owenza umbiko ngaphansi kwale Nqubomgomo noma oziphatha, osiza noma oba neqhaza ekuphenyeni umbiko owenziwe ngaphansi kwale Nqubomgomo. Isisebenzi okutholakala ukuthi siziphathe ngaleyo ndlela kumuntu othile ngoba sikholwa ukuthi lowo muntu wenze, angase enze, uhlongoza ukwenza, noma kungenzeka wenze umbiko ngaphansi kwale Nqubomgomo noma usizile, angase asize, uhlongoza ukusiza, noma angasiza ophenyweni siyoqondiswa izigwegwe ngokufanele, kuze kube nanethuba lokuxoshwa emsebenzini. Sichaza ukuhlukunyezwa, ukuziphindiselela noma ukujeziswa kabanzi ukuze kuhlanganise noma isiphi isenzo noma ukungenziwa kwaso okudala, noma okusongela ukudala, noma iyiphi ingozi (kukonke okuthiwa **Ukuphathwa Okulimazayo**), futhi lokho kuPhathwa Okulimazayo, phakathi kwezinye izinto, kuhlanganisa:

- ukumiswa emsebenzini, ukudilizwa, ukuxoshwa noma izinyathelo ezifanayo;
- ukwehliswa esikhundleni noma ukugodlelwa isikhundla;
- ukugodla ukuqeqeshwa;
- ukubuyekwezwa komsebenzi okungekuhle;
- ukushintsha isikhundla sesisebenzi, isimo noma inkontileka (ukuze kufakwe imigomo nemibandela) noma isikhundla somunye umuntu, isimo noma inkontileka ukuze abe

- sesimweni esibucayi;
- isinyathelo sokuqondisa izigwegwe noma olunye uhlobo lokulimaza isisebenzi noma umsebenzi waso;
- ukucwaswa, ukuhlukunyezwa, ukusatshiswa, izinsongo, ukukhishwa inyumbazane manje noma esikhathini esizayo nokunye ukuphathwa okungafanele;
- ukulimaza noma ukulinyazwa komuntu, kuhlanganise ukulinyazwa ingqondo noma ukumosha igama lomuntu;
- ukulimaza impahla yomuntu, ibhizinisi lakhe, noma isimo sezimali; kanye
- namarefurensi omsebenzi angemahle, ukufakwa ohlwini olubi lwezikweletu noma ukuteleka ibhizinisi.

Uma ukholwa ukuthi uye wahlupheka, noma othile uye wahlupheka, ngoKuphathwa Okulimazayo okunjalo, kufanele ubike izikhalazo zakho usebenzisa enye yezindlela zokubika ezishiwo esigabeni 4 ngenhla ngokushesha.

7 Inqubo Yokuphenya

Uma usuveze isikhalazo, i-Brambles izosihlaziya ukuze inqume izinyathelo ezifanele ezilandelayo. Ithimba le-Brambles Lezomthetho Nezimiso Lomhlaba Wonke Nokuthotshelwa Komthetho yilona eliqokelwe ukwamukela nokuphenya, noma ukwengamela uphenyo, loKwenza Okungalungile okubikiwe. Ngokushesha, futhi zingakapheli izinsuku eziyi-7 lithole umbiko wakho, ilungu leThimba Lezomthetho Nokuthotshelwa Komthetho lase-Brambles lizoqinisekisa ukuthi samukelwe isikhalazo sakho.

Kwezinye izimo, i-Brambles ingase ikhethe umphenyi wangaphakathi noma wangaphandle noma ithimba labaphenyi, kuhlanganise nezisebenzi ezinolwazi lokuphenya olufanele noma ulwazi olukhethekile ngodaba olusezithebeni. Uma ucela, i-Brambles izohlela umhlangano ongokoqobo, wobuso nobuso nomphenyi okhethiwe singakapheli isikhathi eside.

Akekho ozokwahlulelwa ukuthi ube nesandla eKwenzeni Okungalungile noma ukuziphatha okungafanele kuze kube yilapho uphenyo, uma lukhona, seluqediwe futhi ebe nethuba lokuphendula izimangalo. Bonke abaphenyi bazophatha ofakazi ngendlela efanele nangesizotha nenhlonipho. Kuye ngomphumela wophenyo, ngaphezu kwamathuba okuqondiswa kwezigwegwe, abaphenyi bangase benze izincomo zoshintsho ukuze i-Brambles inciphise ingcuphe yoKwenza Okungalungile esikhathini esizayo.

I-Brambles izohlela ukugcina noma imuphi umuntu ophakamisa isikhalazo soKwenza Okungalungile enolwazi ngokuqhubeka kophenyo kanye nesikhathi cishe oluzophela ngaso. Futhi sizohlela ukuqeda lonke uphenyo phakathi nesikhathi esifushane esingeqi ezinyangeni ezintathu, noma ezinyangeni eziyisithupha uma amaqiniso nezimo zendaba zifuna kanjalo, futhi sinikeze umbiko ngodaba. Kodwa-ke, ngezinye izikhathi isidingo sobumfihlo nezizathu zezomthetho zingase zisivimbele ekunikezeni umuntu ophakamise isikhalazo soKwenza Okungalungile imininingwane ethile yophenyo nanoma isiphi isinyathelo sokuqondiswa kwezigwegwe esithathiwe.

Kuyinto enkulu ngempela ukuphakamisa isikhalazo owaziyo ukuthi singamanga, futhi uma sinquma ukuthi kufakwe isikhalazo esingamanga ngaphandle kwezizathu ezifanele zokwenza kanjalo, singase siphethe ngokuthi izenzo ezinjalo ziwukuziphatha okungafanele okubi kakhulu, okudinga ukuqondiswa kwezigwegwe kanye nethuba lokuxoshwa emsebenzini.

8 Ubambiswano

Zonke izisebenzi kulindeleke ukuthi zibambisane ngokugcwele nanoma iluphi uphenyo ngaphansi kwale Nqubomgomo, zinikeze ulwazi oluphelele noluyiqiniso. Noma isiphi isisebenzi esihlulekayo ukubambisana nophenyo noma esiqamba amanga noma sidukise i-Brambles siyothathelwa izinyathelo zokuqondisa izigwegwe kuze kube nethuba lokuxoshwa emsebenzini.

Izisebenzi ezitsheliwe noma ezazi ngophenyo oluqhubekayo okungenzeka zinamarekhodi alo afanele (isib., amamemorandamu, iposi lama-elektronikhi, imiyalezo esheshayo, amafayela, amanothi, izithombe, nezinto eziqoshiwe, njll.) kufanele zigcine la marekhodi futhi ziwanike i-Brambles. Zonke izisebenzi ezibhubhisa noma ezishintsha ngabomvu amarekhodi noma ulwazi olufanele zizoqondiswa izigwegwe kuze kube nethuba lokuxoshwa emsebenzini.

9 Ukubika Izindaba Ze-Speak Up

Kuye ngezivikelo zobumfihlo ezichazwe esigabeni 5 ngenhla naseSijobelelweni I, uma sisebenza, imibiko yoKwenza Okungalingile ingasetshenziselwa izinhloso zokubika ezilinganiselwe, kuhlanganise nemibiko eya eBhodini Labaqondisi lase-Brambles naseKomidini Lokuhlola Amabhuku Nezingcuphe.

10 Usekelo

Siyaqaphela ukuthi ukuveza isikhalazo soKwenza Okungalingile, noma ukuba neqhaza ophenyweni (njengofakazi, umsolwa noma umphenyi), kungaba nzima futhi kudale izinkinga. Ezimweni ezithile, kuhlanganise nokukuvikela engcupheni yoKuphathwa Okulimazayo, i-Bramble, esimweni ngasinye, ingase ikuvumele ukuba wenze imisebenzi yakho ukwenye indawo noma kwenye indima esigabeni esifanayo somholo. Futhi singase sishintshe noma sithuthe ezinye izisebenzi zase-Brambles ezisolwa ngoKwenza Okungalingile ngesikhathi kusaqhubeka uphenyo.

Ngaphezu kwalokho, izisebenzi zase-Brambles nemindeni yazo zingathinta i-[Brambles' Employee Assistance Program \(EAP\)](#) ukuze zithole ukwesekwa. I-EAP inikeza izinsizakalo zamahhala, eziyimfihlo, zesikhashana zochwepheshe abafanelekayo ezisebenzini zase-Brambles namalungu emindeni yazo aseduze, ubuso nobuso, ngocingo noma nge-inthanethi. Ulwazi lokuthi ungaxhumana kanjani ne-[EAP](#) luyatholakala ku-Walter.

11 Ulwazi Olwengeziwe

Uma ungathanda ukuthola ulwazi olwengeziwe ngale Nqubomgomo, sikukhuthaza ukuba uxhumane neSikhulu Sezolwazi Esiyinhloko sase-Brambles, iSikhulu Esiyinhloko Sokuthotshelwa Komthetho sase-Brambles nanoma iliphi ilungu leThimba Lezomthetho Nezesimilo Lomhlaba Wonke Nokuthotshelwa Komthetho.

12 Ukugcinwa Kwale Nqubomgomo

Le Nqubomgomo, kuhlanganise neSijobelelo I, kuyatholakala ngaphakathi kuzo zonke izisebenzi nge-Global Ethics and Compliance Hub ku-Walter kanye nangaphandle kubo bonke abantu kuwebhusayithi ye-Brambles ku-<https://www.brambles.com/corporate-governance-overview>. Ngaphezu kwalokho, amakhophi aphrintiwe ale Nqubomgomo, kuhlanganise iSijobelelo I, ayatholakala kuzo zonke izikhungo noma izikhungo zesevisi eziphethwe noma ezisetshenziswa yi-Brambles. Umphathi wesikhungo ngasinye esinjalo uyoba nesibopho sokuqinisekisa ukuthi iNqubomgomo yamanje, kuhlanganise

iSijobelelo I, kuyatholakala njengekhophi ephrintiwe enkantini, egunjini lokuphumula nakunoma iyiphi enye indawo lapho kutholakala khona mahlala ezinye izinqubomgomo, izinqubo noma izincwadi.

13 Isibopho Sokuphumelelisa Le Nqubomgomo

Ibhodi Lase-Brambles linesibopho esiphelele sale Nqubomgomo nokubuyekeza ukusebenza kwezinyathelo ezithathiwe ngenxa yezikhalazo eziphakanyiswe ngaphansi kwale Nqubomgomo. Ikomidi Lezingcuphe Nokuhlolwa Kwamabhuku linesibopho:

- (a) sokuqinisekisa ukuthi kunezindlela ezifanele zokuvikela Ekuphathweni Okulimazayo; kanye
- (b) nokudluliselwa nokuthotshelwa kwale Nqubomgomo kuyo yonke i-Brambles.

Isikhulu Esiyinhloko Sokuthotshelwa Komthetho unesibopho somsebenzi sansuku zonke ngale Nqubomgomo futhi siqinisekisa ukuthi bonke abaphathi nezinye izisebenzi ezingase zibhekane nezikhalazo noma uphenyo ngaphansi kwale Nqubomgomo, kuhlanganise naBamukeli Abafanelekayo abachazwe eSijobelelweni I, bathola ukuqeqeshwa okufanele kwasikhathi sonke.

Isikhulu Sezomthetho Esiyinhloko, sibambisene neBhodi, sizobuyekeza le Nqubomgomo kubhekwa ezomthetho nezomsebenzi okungenani kanye ngonyaka. Le Nqubomgomo ayiyona ingxenye yenkontileka yomsebenzi yabasebenzi, noma idale amalungelo noma izibopho zenkontileka, futhi ingase ichitshiyelwe ngezikhathi ezithile.

Zonke izisebenzi zinesibopho sokuphumelela kwale Nqubomgomo futhi kufanele ziqiniseke ukuthi ziyisebenzisela ukudalula noma ikuphi ukwenza okungafanele okusolisayo. Abasebenzi bamenywa ukuba baveze uvo ngale Nqubomgomo futhi baphakamise izindlela engathuthukiswa ngazo. Amazwana, iziphakamiso noma imibuzo kufanele ithunyelwe eSikhulwini Sezomthetho Esiyinhloko.

Inqubomgomo Ye-Speak Up Yase-Brambles Isijobelelo I Izivikelo Zomthetho Zababika Ku-Speak Up e-Australia

1. Inhloso

- 1.1. Inqubomgomo Ye-Speak Up yase-Brambles, yonkana, kanye nalesi Sijobelelo I ngokukhethekile, zenzelwe ukuthobela *uMthetho Wezinkampani ka-2001* (Cth) kanye *noMthetho Wokuphathwa Kwezentela ka-1953* (Cth) (konke okuthiwa “iMithetho”), enikeza isivikelo esikhethekile kubantu abenza “Ukudalula Okufanelekayo”.
- 1.2. Umbiko ungaba Ukudalula Okufanelekayo uma wenziwa “uMbiki Ofanelekayo” mayelana “noDaba Okufanele Ludalulwe” “kuMamukeli Ofanelekayo”. Ulwazi kulesi Sijobelelo I lwenzelwe ukunikeza imininingwane ethe xaxa ngalezi zindaba, ukuhlanganisa izivikelo zomthetho ezikhethekile ezitholakala ngaphansi kweMithetho, nokuchaza inqubo okufanele ilandelwe.
- 1.3. Uma unanoma imiphi imibuzo mayelana nalesi Sijobelelo I noma izivikelo zomthetho ngaphansi kweMithetho, sikukhuthaza ukuba uxhumane neSikhulu Esiyinhloko Sokuthotshelwa Komthetho sase-Brambles nanoma iliphi ilungu leThimba Lezomthetho Lomhlaba Wonke noma Lezesimilo Nokuthotshelwa Komthetho.
- 1.4. Ukuze sigweme ukungabaza, kokubili iNqubomgomo Ye-Speak Up nalesi Sijobelelo I zisebenza e-Australia. Uma iNqubomgomo Ye-Speak Up ingahambisani nalesi Sijobelelo I, lesi Sijobelelo I sizosebenza kuqala ngokwezinga lalokho kungqubuzana.

2. Izimiso Eziyinhloko

- 2.1. Njengoba kuchaziwe kuNqubomgomo Ye-Speak Up, i-Brambles ikukhuthaza ukuba ubike noma yini okholwa kufanele ukuthi iwukwenza okungafanele, ngisho noma ungaqiniseki ukuthi ibhekwa njengoKudalula Okufanele. Sifuna uzizwe uphephile ukuveza okungafanele ngaphandle kokwesaba ukuziphindiselela noma ukujeziswa, ngoba ngokukhuluma, usisiza ukuba sibone futhi silungise izinkinga futhi sithuthukise indlela esenza ngayo ibhizinisi.
- 2.2. Njengoba kuchaziwe kuNqubomgomo Ye-Speak Up, asiluvumeli noma iluphi uhlobo Lokuphathwa Okulimazayo kwanoma ubani ngoba engenza, enza, noma ehlongoza ukwenza noma engase enze umbiko wokwenza okungafanele ngezizathu ezinhle, ngisho noma lowo mbiko ungekhona Ukudalula Okufanelekayo. Sibheka zonke izinhlobo zoKuphathwa Okulimazayo njengokuziphatha okungafanele futhi kuyizizathu zokuqondiswa kwezigwegwe, futhi kungase kuhlangukise nokuxoshwa emsebenzini. Ngaphezu kwalokho, kunezivikelo ezikhethekile nezinhlawulo ezinzima kanye namathuba amacala obugebengu kunoma obani abanesandla eKuphathweni Okulimazayo okuthinta Ukudalula Okufanelekayo.
- 2.3. Uma abantu bekhuluma ngaphansi kweNqubomgomo Ye-Speak Up nalesi Sijobelelo I, ulwazi abalunikezayo luzophathwa njengoluyimfihlo. Ukudalula Okufanelekayo nakho kunezivikelo ezithile zobumfihlo ngaphansi kweMithetho. I-Brambles izosingatha noma ikuphi Ukudalula Okufanelekayo ngaphansi kwalesi Sijobelelo I ngokuvumelana nazo zonke izimfuneko zomthetho ezifanelekayo.
- 2.4. Akukho kuNqubomgomo Yase-Brambles Ye-Speak Up noma kulesi Sijobelelo I okukuvimbayo, noma okudinga isigunyazo, sokuba ubike lokho okholwa kufanele ukuthi kuwukwephulwa komthetho kuziphathimandla ezifanele zikahulumeni noma ukufuna izeluleko zezomthetho zezivikelo ongazithola ngokwenza umbiko.

3. Izincazelo.

Ngenhloso yalesi Sijobelelo I amatemu alandelayo anencazelo elandelayo:

- 3.1. I-“Brambles” isho i-Brambles Limited nanoma iyiphi yeziNkampani Zeqembu layo.
- 3.2. “Ukuphathwa Okulimazayo” kunencazelo enikezwe kuNqubomgomo Ye-Speak Up.
- 3.3. “Udaba Okufanele Ludalulwe” noma “Izindaba Okufanele Zidalulwe” zisho ulwazi:
 - 3.3.1. oluphathelele nokuziphatha, noma isimo esingafanele zezindaba noma sezimo, esithinta i-Brambles noma iNkampani Yeqembu, kuhlenganise eziphathelele neZindaba Zentela zase-Brambles noma uzakwabo we-Brambles;
 - 3.3.2. olubonisa ukuthi i-Brambles noma iNkampani Yeqembu, noma izikhulu noma izisebenzi zayo, ziyathinteka ekuziphatheni okwephula *uMthetho Wezinkampani ka-2001* (Cth) noma eminye imithetho yase-Australia;
 - 3.3.3. oluyicala ngaphansi kwanoma imuphi umthetho we-Commonwealth ojeziswa okungenani ngezinyanga eziyi-12 zokugqunywa ejele; noma
 - 3.3.4. oluyingozi emphakathini noma ohlelweni lwezezimali.

Izibonelo zeZindaba Okufanele Zidalulwe zihlanganisa ukuhweba ngaphakathi, ukuhweba kokushona ngezimali, ukwepulwa kwemithetho yokudalula eqhubekayo, ukuhluleka ukugcina amarekhodi ezimali anembile, ukuqamba amanga kumarekhodi noma kuma-akhawunti, ukufumbathisa, ukukhwabanisa, ubugqila besimane noma ukwepulwa kwamalungelo obungu, noma ukwepulwa kwesibopho noma kokwethembeka.

- 3.4. “Umbiki Ofanelekayo” noma “Ababiki Abafanelekayo” basho:
 - 3.4.1. izisebenzi zase-Brambles zamanje noma zesikhathi esidlule;
 - 3.4.2. izikhulu zamanje noma zesikhathi esidlule noma ozakwabo be-Brambles (kuhlenganise abaqondisi nonobhala we-Brambles noweNkampani Yeqembu);
 - 3.4.3. abaphakeli bamanje noma besikhathi esidlule be-Brambles, abakhokhelwayo noma abangakhokhelwa, kuhlenganise nezisebenzi zethimba nanoma iziphi izisebenzi noma abasebenzi bomphakeli (isib., osonkontileka bamanje nabesikhathi esidlule, abaxhumanisi, abahlinzeki bezinsiza nozakwabo bebhizinisi); kanye
 - 3.4.4. nanoma isiphi isihlobo, abondliwa noma abantu abashade (noma abondliwa balowo muntu oshade) nanoma imuphi umuntu oshiwo kulesi sigaba 3.4.
- 3.5. “Umamukeli Ofanele” noma “Abamukeli Abafanele” kushiwo abantu noma izigungu ezilandelayo:
 - 3.5.1 iSikhulu Esiyinhloko Sezomthetho noNobhala Weqembu Lezinkampani;
 - 3.5.2 iPhini LikaMongameli Nommeli-Jikelele Wesigodi, EMEA;

3.5.3 iPhini LikaMongameli Nommeli-Jikelele Wesigodi, Emazweni aseMelika nase-Asia;

3.5.4 isikhulu Esiyinhloko Sokuthotshelwa Komthetho;

3.5.5 umhloli wamabhuku wangaphakathi noma wangaphandle wase-Brambles noma weNkampani Yeqembu;

3.5.6 uma udaba luphatelene neZindaba Zezentela zase-Brambles,

3.5.6.1 kunoma isiphi isisebenzi noma isikhulu sase-Brambles esinemisebenzi noma izibopho eziphatelene neZindaba Zezentela zase-Brambles;

3.5.6.2 umsizi wezentela obhalisiwe noma umsizi we-BAS (ngokwenzazelo yo*Mthetho Wezinsiza Zabasizi Bentela ka-2009* (Cth)) osetshenziswa yi-Brambles; noma

3.5.6.3 uKhomishani Wezentela;

3.5.7i-Australian Securities and Investments Commission (**ASIC**); noma

3.5.8i-Australian Prudential Regulation Authority (**APRA**).

3.6. "iNkampani Yeqembu" ngokwezinjongo zalesi Sijobelelo I, isho isigungu sebhizinisi esihlobene ne-Brambles ngokwendlela lelo temu elichazwa ngayo e*Mthethweni Wezinkampani ka-2001* Cth).

3.7. "Izindaba Zezentela" zisho izindaba ezihlobene nanoma iyiphi intela efunwa noma engaphansi, noma ehlaziywe futhi yaqongelelwa ngaphansi komthetho oshaywa uKhomishani Wezentela.

3.8. "Ukwenza okungafanele" kunencazelo enikezwe kuNqubomgomo Ye-Speak Up.

4. Ukudalula Okufanelekayo

4.1. Umbiko uzoba Ukudalula Okufanelekayo okungatholelwa isivikelo somthetho ngaphansi kweMithetho uma ufinyelela ngamunye wemibandela elandelayo:

4.1.1. unguMbiki Ofanelekayo njengoba kuchazwe esigabeni 3.4;

4.1.2. ubika uDala Okufanele Ludalulwe njengoba kuchazwe esigabeni 3,3, futhi unezizathu ezizwakalayo zokulusekela;

4.1.3. umbiko wakho uphatelene nemisebenzi yase-Brambles, noma yeNkampani Yeqembu, yase-Australia noma ukuziphatha kwenzeke e-Australia; futhi

4.1.4. ubika uDaba Okufanele Ludalulwe ngokuqondile ocingweni lwase-Brambles lwe-Speak Up noma kuMamukeli Ofanelekayo oshiwo esigabeni 3.5.

4.2. Ukudalula Okufanelekayo kufaka nombiko owenza kumuntu wezomthetho ngenjongo yokuthola izeluleko zezomthetho noma ukumelwa kwezomthetho mayelana nokusebenza kwemithetho

yezinhlabamkhosi e-Australia (kungakhathalekile ukuthi umbiko uphathelene nokwenza okungafanele noma cha).

- 4.3. Uma kuhlangukatshezwana nombandela wokuDalula Okufanelekayo, izivikelo zomthetho ngaphansi kweMithetho zizokwenziwa zitholakale kuwe ngisho noma umbiko wakho ungavezanga igama noma uma umbiko wakho utholakala uyiphutha noma ungenabufakazi.

5. Indlela Yokubika Ukudalula Okufanelekayo

Isigaba 4 seNqubomgomo Ye-Speak Up sichaza indlela yokwenza umbiko, esebenza nasekuDaluleni Okufanelekayo okwenziwa ngaphansi kwalesi Sijobelelo I.

I-Brambles ikhuthaza ukuthi yonke imbiko yeZindaba Okufanele Zidalulwe kufanele zenziwe ngocingo lwe-Speak Up lwase-Brambles. Imibiko eyenziwa ngocingo lwe-Speak Up yamukelwa yinkampani ezimele, i-Navex Global, futhi ithunyelwa eThimbeni Lezesimilo Lomhlaba Wonke Nokuthotshelwa Komthetho. Ukusebenzisa ucingo lwe-Speak Up kuyindlela engcono yokuthi i-Brambles iqinisekise ukuthi umbiko wakho usingathwa ngokushesha, ngokuphephile nangokuvumelana neNqubomgomo Ye-Speak Up kanye nalesi Sijobelelo I. Nakuba i-Brambles ikhuthaza ababiki, kuhlangukise nabaBiki Abafanelekayo, ukuba baziveze, ababiki bangenza umbiko ngaphandle kokuveza igama ngocingo lwe-Speak Up.

6. Ukudalula Kwenzuzo Yomphakathi Nokwezimo Eziphuthumayo

Ezimweni ezithile, Ababiki Abafanelekayo bangase bavikelwe ngaphansi kweMithetho uma bebika Udaba Okufanele Ludalulwe entathelini enguchwepheshe noma elungwini lephalamende uma benezizathu eziwakalayo zokucabanga ukuthi lungokwenzuzo yomphakathi (“Ukudalula Kwenzuzo Yomphakathi”) noma ukuthi luhlobene nengozi enkulu nesondele yempilo, ukuphepha, noma imvelo (“Ukudalula Kwezimo Eziphuthumayo”). Izimfuneko okufanele zifinyelele ukuze uthole isivikelo somthetho soKudalula Kwenzuzo Yomphakathi noma Ukudalula Kwezimo Eziphuthumayo zichazwe ngezansi:

	Ukudalula Kwenzuzo Yomphakathi	Ukudalula Kwezimo Eziphuthumayo
1	Umbiko wangaphambilini wenziwa ku-ASIC noma ku-APRA	
2	Sekudlule izinsuku ezingama-90 kusukela kwenziwa umbiko	Asikho isikhathi sokulinda
3	Umbiki Ofanelekayo akanazo izizathu ezifanele zokukholwa ukuthi kuthathwe isinyathelo sokusingatha udaba olubikiwe Umbiki Ofanelekayo unezizathu ezifanele zokukholwa ukuthi ukudalula ulwazi kabanzi kungaba okwenzuzo yomphakathi	Umbiki Ofanelekayo unezizathu ezifanele zokukholwa ukuthi ulwazi luphathelene nengozi enkulu futhi esondelayo yempilo noma yokuphepha komuntu oye-1 noma ngaphezulu noma kwemvelo
4	Umbiki Ofanelekayo unikeze i-ASIC noma i-APRA isaziso esibhaliwe (kuye ngokuthi iyiphi ethole umbiko odlule) ukuthi uhlose ukwenza Ukudalula Kwenzuzo Yomphakathi noma Ukudalula Kwezimo Eziphuthumayo futhi unikeza ulwazi olwanele lokubonisa ukudalula okudlule	
5	Umbiki Ofanelekayo udalula elungwini lwePhalamende Le-Commonwealth, iPhalamende LoMbuso noma kusishayamthetho seSifundazwe noma entathelini enguchwepheshe	
6	Ulwazi oludalulwayo alunikezi imininingwane engaphezu kwedingekeyo ukuze kwaziswe umamukeli ngoDaba Okufanele Ludalulwe	Ulwazi oludalulwayo alunikezi imininingwane engaphezu kwedingekeyo ukuze kwaziswe umamukeli ngengozi enkulu futhi esondelayo

I-Brambles iphakamisa ukuthi abantu bathole izeluleko zezomthetho ezizimele ngaphambi kokuba benze Ukudalula Kwenzuzo Yomphakathi noma Ukudalula Kwezimo Eziphuthumayo.

7. Ukuphenywa Kokudalula Okufanelekayo

- 7.1. Uma kwenziwa Ukudalula Okufanelekayo noma ngokushesha ngemuva kwalokho, i-Brambles izofuna imvume yoMbiki Ofanelekayo yokudalula ubuyena kanye nanoma iluphi ulwazi okungenzeka luholele ekugagulweni kwakhe. Umbiki Ofanelekayo angakhetha okukodwa kokubili:
- 7.1.1. Imvume. Lokhu kusho ukuthi Umbiki Ofanelekayo uyavuma ukuthi ubuyena bugagulwe ngezinjongo ezilinganiselwe zokuphenya isikhalazo noma zokubikela ababambiqhaza abafanele. Lokhu yikho okukhethwayo ngoba i-Brambles izoba sesimweni esingcono sokuphenya udaba ngokugcwele futhi inikeze uMbiki Ofanelekayo isivikelo nokwesekwa okuqhubekayo.
- 7.1.2. Ukuhlala Ungazivezi Ukuthi Ungubani. Lokh kusho ukuthi uMbiki Ofanelekayo akayitsheli i-Brambles ukuthi ungubani. Lokhu kungase kusho ukuthi i-Brambles inekhono elilinganiselwe lokufuna ulwazi oluthe xaxa kuMbiki Ofanelekayo nokuphenya udaba.
- 7.2. Uma kwenziwa Ukudalula Okufanelekayo, udaba luzophenywa njengolufanele noluhambisana nenqubo echazwe kuNqubomgomo Ye-Speak Up kanye naseZinqubweni Zokusebenza Ezivamile Zokuphenya Izikhalazo Zokwenza Okungafanele. Ngisho noma ugodla imvume njengoba kuchazwe esigabeni 7.1 ngenhla, kusemthethweni ukuba i-Brambles idalule ulwazi, **ngaphandle kokuthi wena ungubani**, owabelana ngalo olungaholela ekutheni kwaziwe ukuthi ungubani uma kudingeka ngenxa yezizathu ukuze kuphenywe isikhalazo esiphakanyisiwe. Uma kudingeka ukudalula lolu lwazi, i-Brambles izothatha zonke izinyathelo ezifanele zokuvikela ubuwena.
- 7.3. Sifuna ukuvikela ubumfihlo boMbiki Ofanelekayo, ngokuthi:
- 7.3.1. sigcine ulwazi mayelana nombiko luphephile futhi luvumelana neNqubomgomo Yokuhlukaniswa Nokusingathwa Kolwazi kanye neNqubomgomo Yokugcinwa Kwamadokhumenti Nokulahlwa Kolwazi Nohlelo;
- 7.3.2. sifihle ubunjalo boMbiki Ofanelekayo kuwo wonke amadokhumenti afanele; futhi
- 7.3.3. sabelane ngobunjalo boMbiki Ofanelekayo kuphela nabantu abanesidingo esisemthethweni sokwazi, kuye ngemvume esiyinikwe nguMbiki Ofanelekayo.
- 7.4. Uma ukholwa ukuthi ubunjalo bakho abugcinwanga buyimfihlo, kufanele uxhumane neSikhulu Esiyinhloko Sokuthotshelwa Komthetho e-Brambles, esizobuyekeza lezo zimangalo. Futhi ungathumela isikhalazo kumlawuli, njenge-ASIC noma iHhovisi Lezentela Lase-Australia, ukuze kuphenywe.

8. Izivikelo Zokudalula Okufanelekayo

Ngaphezu kwezivikelo ezichazwe kuNqubomgomo Ye-Speak Up, ngaphansi kweMithetho kutholakala izivikelo ezilandelayo zomthetho kubaBiki Abafanelekayo abenza Ukudalula Okufanelekayo:

	Isivikelo	Imiphumela
1	Ukuvikelwa Kobumfihlo	<p>Kungqubuzana nomthetho ngaphansi kweMithetho ukudalula ubunjalo boMbiki Ofanelekayo nanoma iluphi ulwazi olungaholela ekugagulweni kwakhe, ngaphandle uma:</p> <ul style="list-style-type: none"> • uMbiki Ofanelekayo enikeza imvume; • ukudalula kwenziwa e-ASIC, e-APRA noma elungwini lamaPhoyisa Omthetho Ase-Australia, noma uma udaba luphathelene nodaba lwentela, kuKhomishani Wezentela; • ukudalula kwenziwa kummeli ukuze kutholwe iseluleko sezomthetho noma ummeli ngokuphathelene nokusebenza kweMithetho; noma • ulwazi olungase luholele ekugagulweni koMbiki Ofanelekayo (kodwa hhayi ubunjalo bangempela boMbiki Ofanelekayo) ludalulwa ngoba kudingeka ngokufanele ngezinjongo zokuphenya udaba futhi kuthathwa zonke izinyathelo ezifanele ukunciphisa ingcuphe yokuthi uMbiki Ofanelekayo agagulwe.
2	Ukuvikelwa Engozini Nesinxephezelo	<p>Kungqubuzana nomthetho ngaphansi kweMithetho ukuziphatha nganoma iyiphi indlela edala Ukuphathwa Okulimazayo (ngokuqondile, ngokugudla, ngemibandela noma ngaphandle kwayo), ngoba uMbiki Ofanelekayo (nanoma imuphi omunye umuntu) ephakamise, kungenzeka uphakamise, ehlongoza ukuphakamisa noma engase aphakamise Ukudalula Okufanelekayo. Lokhu kuhlenganisa noma isiphi isimo lapho kunenkolelo noma izinsolo zokuthi Ukudalula Okufanelekayo kuphakanyisiwe, kungase kuphakanyisiwe kuyingxenywe nje yesizathu sokuthi kungani kuthathwe isinyathelo. Uma uMbiki Ofanelekayo ezithola engaphansi koKuphathwa Okulimazayo noma usongo loKuphathwa Okulimazayo, angase abe nelungelo lesinxephezelo noma elinye ikhambi ngaphansi kweMithetho.</p>
3	Ukukhululwa Ezinhlotshezi Ezithile Zamacala	<p>Umbiki Ofanelekayo angaba nelungelo lezinye izivikelo zomthetho ezimweni ezithile, ezihlanganisa:</p> <ul style="list-style-type: none"> • isivikelo ekuthathelweni isinyathelo secala lomthetho, lobugebengu nelokuphatha ngokwenza Ukudalula Okufanelekayo; • isivikelo ezisombululweni zezinkontileka noma ezinye ezigcizelelwayo noma ezisetshenziswa kuye ngesisekelo sokuthi wenze Ukudalula; kanye • nangokuDalula Okufanelekayo okwenziwe ku-ASIC, APRA, noma kuKhomishane Wezentela futhi ngenxa yoKudalula Kwenzuzo Yomphakathi Nokudalula Kwezimo Eziphuthumayo, ulwazi alunikezayo lungase lungamukelwa njengobufakazi ngokumelene naye emacaleni omthetho (ngaphandle uma enikeze ulwazi olungamanga).

- 8.1. Izinkantolo zinikezwa igunya elibanzi lokwenza izinqumo ezixazulula Ukuphathwa Okulimazayo noma izinsongo zoKuphathwa Okulimazayo. Lokhu kungahlanganisa imiyalelo yokungenela, imiyalelo yesinxephezelo, ukubuyiselwa esikhundleni, amadameshe ayisibonelo, nokuxolisa. Kungase kube nezijeziso zecala nezibugebengu uma kwepulwa iMithetho.

9. Izikhalazo Zomuntu Siqu Ezihlobene Nomsebenzi

- 9.1. Ngokuvamile, imibiko ephathelene nezikhalazo zomuntu siqu ezihlobene nomsebenzi azifaneleki ukuthola isivikelo somthetho ngaphansi kweMithetho. Umbiko uyobe uphathelene nesikhalazo somuntu siqu esihlobene nomsebenzi uma:

- isikhalazo siphathelene nesikhalazo ngodaba oluthinta umsebenzi wakho noma umsebenzi wakho wangaphambilini noma sikuthinta mathupha; futhi
- isikhalazo singayithinti ngokuqondile i-Brambles nanoma iyiphi yeziNkampani Zeqembu layo ezingahlobene nawe noma nezinye izimo ezithile ezilinganiselwe.

- 9.2. Izibonelo zezikhalazo zomuntu siqu ezihlobene nomsebenzi zihlanganisa:

- ingxabano phakathi kwakho nesinye isisebenzi sase-Brambles; kanye
- nesinqumo esiphathelene nemigomo nemibandela yokuqashwa kwakho. Lokhu kungahlanganisa noma isiphi isinqumo esiphathelene nokusebenza kwakho, izinqumo ezithinta ukushintshwa noma ukukhushulwa esikhundleni noma izinqumo eziphathelene nokuqhubeka kwakho usebenza.

- 9.3. Ukudalulwa kwezikhalazo zomuntu siqu ezihlobene nomsebenzi ezingasifanelekeli isivikelo somthetho kuzosingathwa ngaphansi kweNqubomgomo ye-Speak Up nezinye izinqubomgomo ezithintekayo zezikhalazo zeZindaba Zabasebenzi nezinqumo uma kufanele.

- 9.4. Naphezu kokushiwo ngenhla, isikhalazo somuntu siqu esihlobene nomsebenzi sizothola isivikelo somthetho ngaphansi kwalesi Sijobelelo I uma:

- 9.4.1. siphakamisa izimangalo zoKuphathwa Okulimazayo (noma usongo loKuphathwa Okulimazayo) ezivela ngenxa yoKudalula Okufanelekayo kombiki (noma ikhono lokwenza Ukudalula Okufanelekayo) ngaphansi kwalesi Sijobelelo I;
- 9.4.2. siwumbiko oxubile ofaka ulwazi mayelana noDaba Okufanele Ludalulwe kanye nesikhalazo somuntu siqu esihlobene nomsebenzi;
- 9.4.3. sibonisa ukuthi i-Brambles noma iNkampani Yeqembu, noma izikhulu noma izisebenzi zayo, ziyathinteka ekuziphatheni okwephula *uMthetho Wezinkampani ka-2001* (Cth) noma eminye imithetho yase-Australia;
- 9.4.4. siphathelene nezinsolo zokuphulwa komthetho we-Commonwealth onesijeziso sejele izinyanga eziyi-12 noma ngaphezulu noma ukuziphatha okuyingozi emphakathini noma ohlelweni lwezezimali; noma
- 9.4.5. uDaba Okufanele Ludalulwe luhlobene nolwazi olubonisa ukuziphatha okungafanele okudlulela ngale kwezimo zomuntu futhi olufinyelela izici ezisele zoKudalula Okufanelekayo.

10. Ukwesekwa Kwababiki Abafanelekayo

- 10.1. Siyaqaphela ukuthi ukuveza noma imuphi umbiko Wokwenza Okungafanele, kuhlanganise Udaba Okufanele Ludalulwe, kungaba nzima futhi kube yinkathazo. Ezimweni ezithile, kuhlanganise nokukuvikela engcupheni yoKuphathwa Okulimazayo, i-Bramble, esimweni ngasinye, ingase ikuvumele ukuba wenze imisebenzi yakho ukwenye indawo noma kwenye indima esigabeni esifanayo somholo. Futhi singase sishintshe noma sithuthe ezinye izisebenzi zase-Brambles ezisolwa ngoKwenza Okungalungile ngesikhathi kusaqhubeka uphenyo.
- 10.2. Ngaphezu kwalokho, izisebenzi zase-Brambles nemindeni yazo zingathinta i-Brambles Employee Assistance Program (i-EAP) ukuze zithole ukwesekwa. I-EAP inikeza izinsizakalo zamahhala, eziyimfihlo, zesikhashana zochwepheshe abafanelekayo ezisebenzini zase-Brambles namalungu emindeni yazo aseduze, ubuso nobuso, ngocingo noma nge-inthanethi. Ulwazi lokuthi ungaxhumana kanjani ne-EAP luyatholakala ku-Walter wase-Brambles [lapha](#).

11. Ukubuyekeza Nokulondolozwa Kwalesi Sijobelelo I

Isikhulu Sezomthetho Esiyinhloko, sibambisene neBhodi, sizobuyekeza lesi Sijobelelo I kubhekwa ezomthetho nezomsebenzi okungenani kanye ngonyaka.