

Ukuhlukahluka Kweqembu, Inqubomgomo Yokulingana Nokufakwa



Kubuyekeziwe: Febhruwari 2026

Inguqulo: 1.0

Uma udinga le dokhumenti ngenye ifomethi
(okufana nokubhala okukhulu, okulalelwayo, nanoma iyiphi enye indlela),
sicela uxhumane DEI@brambles.com

Okuqukethwe

Isifinyezo	2
Okuthathwayo Okubalulekile	2
Le nqubomgomo isebenza kubani?	3
Yini ebalulekile kuwe?.....	3
Lokhu kusebenza kanjani kuzo zonke izindawo?	3
Esibika ngakho:	3
Ukudalwa Nokusekelwa Kwamaqembu Ezinsizakusebenza Zabasebenzi.....	4
Okuhlangenwe nakho kwabasebenzi okubandakanyayo	4
Isibopho Semfanelo Ngendima.....	4
Imithetho okufanele uyazi	7
Ezinye izinkomba okufanele wazi ngazo	7

Isifinyezo

Inqubomgomo ye-Brambles Group Diversity, Equity & Inclusion (DEI) ibeka ukuzibophezela kwenhlangano ekwakheni abasebenzi abahlukahlukeni kanye nendawo yokusebenza ebandakanyayo, enenhlonipho lapho wonke umuntu ekwazi ukubona amandla akhe aphelele. Umgomo usungula ukubusa, ukuziphendulela, kanye nezinjongo ezilinganisekayo zokushumeka i-DEI kuzo zonke izici zolwazi lomsebenzi. Isebenza emhlabeni wonke kubasebenzi, abaholi, osonkontileka, kanye nezinkampani zangaphandle, futhi ihambisana neKhodi Yokuziphatha yakwa-Brambles, izindinganiso zesithunzi sasemsebenzini, kanye nomthetho wendawo. Inqubomgomo isekelwe indlela yokungabekezeleli nhlobo ubuxhwanguxhwangu, ukuhlukumeza, kanye nokuhlukunyezwa, futhi ibuyekizwa minyaka yonke ngabholi kanye neBhodi.

Okuthathwayo Okubalulekile

- **Ukuzibophezela okucacile ekufakweni:** Abakwa-Brambles bazibophezele ekutholeni ithuba elilinganayo, ukuqasha okusekelwe emathubeni, iholo elifanelekile, kanye nokuphathwa ngenhlonipho kubo bonke ozakwabo, kungakhathalekile izici zomuntu siqu noma isizinda.
- **Ububanzi bomhlaba wonke nokuqondanisa kwendawo:** Inqubomgomo isebenza kubo bonke abasebenzi emhlabeni wonke futhi isekelwa imithetho yendawo, izinqubomgomo, nezinqubo kuzo zonke izifunda.
- **Ukungabekezeleli lutho ngokuziphatha okungalungile:** Ubuxhwanguxhwangu, ukuhlukumeza, kanye nokuhlukunyezwa akubekezelelwa futhi kungaholela esinyathelweni sokuqondiswa kwezigwegwe, kuze kufike futhi kuhlenganise nokuxoshwa, ngokuhambisana nomthetho wendawo.
- **Ukubusa okuqinile nokuziphendulela:** Ukwengamela kwe-DEI kuhlala neBhodi kanye neThimba Lobuholi Abaphezulu, elinezibopho ezicacile kubo bonke abaholi, i-HR, Amaqembu Ezinsiza Zabasebenzi (ama-ERG), imikhandlu ye-DEI yesifunda, kanye nabo bonke abasebenzi.
- **Izinjongo ezilinganisekayo nokubika:** Inqubekelaphambili ye-DEI ilandelelwa ngamamethrikhi okuvunyelenwe ngawo, okuhlenganisa idatha yokuhlukahluka, izilinganiso zokuhlengenwe nakho kwabasebenzi, nokubikwa kokulawula (njengokubika kwe-Workplace Gender Equality Agency e-Australia).
- **Amaqembu Ezinsizakusebenza Zabasebenzi abalulekile:** Ama-ERG asekelwa futhi axhaswe ubuholi, agxile ezindaweni ezifana nokulinganisela ubulili, uhlanga, ukukhubazeka, ukuhlukahluka kwemizwa, amasosha asemuva, kanye nokufakwa kwe-LGBTIQ+.
- **Okuhlengenwe nakho kwabasebenzi okubandakanyayo:** I-DEI igxile ekuqasheni abasebenzi, ekuthuthukiseni amakhono, ekukhushulweni, ekukhokheni ngokulinganayo, ekuqeqeshweni, kanye nasekuziphatheni kobuholi.
- **Isibopho esabiwe:** Wonke umsebenzi, umholi, umhlinzeki, kanye nekhlasimende kulindeleke ukuthi basekele izimiso ze-DEI, bakhulume ngokumelene nokuziphatha okungafanele, futhi benze ngesithunzi nangenhlonipho.

Le nqubomgomo isebenza kubani?

Le nqubomgomo ihlanganisa **bonke abasebenzibathole** imithwalo yabo yemfanelo emsebenzini nangaphandle kwendawo yokusebenza, njengalapho bemelela ibhizinisi kumasayithi ezinkampani zangaphandle, ohambweni lwebhizinisi noma emicimbini ehlobene nomsebenzi noma emicimbini yomphakathi kanye naku-inthanethi.

Silindele ukuthi abantu besithathu (kufaka phakathi abaphakeli namakhasimende) abasebenza ne-Brambles bavumelane nezimiso ezikule nqubomgomo futhi bahambisane nemithetho esebenzayo ezindaweni zabo.

Yini ebalulekile kuwe?

I-Brambles izibophezele kubasebenzi abahlukahlukeni kanye nendawo yokusebenza ebandakanya wonke umuntu. Le nqubomgomo ibeka uhlaka lokuphatha, izinhloso ezilinganisekayo, kanye nezibopho zokubika ze-DEI kulo lonke i-Brambles. Isebenza kanye neKhodi Yokuziphatha, iNqubomgomo Yokukhuluma, iNqubomgomo Yesithunzi Somhlaba Wonke Emsebenzini, kanye nemithetho esebenzayo.

Njengomqashi onamathuba alinganayo ogxile ekuqasheni abantu ngokusekelwe ekufanelekeni, ekuthuthukisweni, kanye nasekuholweni okufanele, sizibophezele ekuthatheni indlela yokungabekezeleli nhlobo ukuxhashazwa, ukuhlukunyezwa noma ukuhlukunyezwa kwanoma yiluphi uhlobo njengoba kuvunyelwe ngumthetho wendawo futhi sizibophezele ekuqinisekiseni ukuthi bonke ozakwethu baphathwa, futhi baphatha abanye, ngesithunzi nangenhlonipho.

Sikholelwa ukuthi indawo yokusebenza ebandakanya wonke umuntu ivumela abasebenzi ukuthi bafeze amakhono abo aphelele kungakhathaliseki ubulili, uhlanga, inkolo, ubudala, ukukhubazeka, ubuzwe, ukuthambekela kobulili, noma yisiphi esinye isici esenza umuntu abe ohlukile.

Lokhu kusebenza kanjani kuzo zonke izindawo?

Le nqubomgomo ihambisana futhi ikhombisa imithetho yendawo. Kusekelwa futhi kusekelwe yizinqubomgomo nezinqubo zendawo ezweni/esifundeni ngasinye njengoba kufanele.

Sithatha izinyathelo ezilandelayo ukuze sisebenzise le nqubomgomo:

Esibika ngakho:

Emizamweni yethu yokudala indawo yokusebenza ehlukahlukene nebandakanya wonke umuntu, silandela izimfuneko zomthetho zomhlaba wonke, zezwe kanye nezendawo ekubikeni intuthuko yethu kanye nokusebenza kwethu. Sikhuluma ngokucacile ngezifiso zethu ze-DEI, inqubekela phambili kanye nezinselele zokwakha ukwethembana nokukhuthaza umzamo wokubambisana ekufezeni izinhloso ze-DEI.

IBhodi kanye neQembu Lobuholi Obuphezulu bavumile ngezinyathelo ezicacile, ezincike ekubuyekizweni njalo kanye nomongo webhizinisi, ukuthi zifakwe njengengxenye ye-Employee Experience Index ngaphansi kwe-Employee Expensity Commitments yethu ka-2030.

Sicela ubheke umbiko wethu wonyaka ukuze uthole imininingwane ngemigomo yeQembu lethu kanye nemibiko.

Njengenkampani ebhaliswe ku-ASX, minyaka yonke, i-Brambles kanye nenkampani yayo esebenzayo ye-CHEP Australia bathumela idatha yokubika ephoqelekile enhlanganweni esemthethweni yase-Australia, i-Workplace Gender Equality Agency.

Ulwazi olwengeziwe mayelana nokubika lungatholakala [lapha](#).

Ukudalwa Nokusekelwa Kwamaqembu Ezinsizakusebenza Zabasebenzi

Amaqembu Ezinsizakusebenza Zabasebenzi (ama-ERG) amaqembu okuzithandela, aholwa ngabasebenzi akhiwe ngabasebenzi abanezintshisekelo ezifanayo, izizinda, noma izici ezifanayo, kanye nalabo abangabangane bale miphakathi.

Amaqembu ethu Ezinsizakusebenza Zabasebenzi (ama-ERG) agxila ezihlokwani eziningi ze-DEI, okuhlanganisa uhlanga, ibhalansi yobulili, ukukhubazeka, ukwesekwa kwamasosha asemuva, amaqembu amancane ezinhlanga, ukuhlukahluka kwemizwa kanye ne-LGBTIQ+, kanye nabaxhasi abakhulu abakhuthaza futhi basekela izinto eziza kuqala ze-ERG.

Okuhlangenwe nakho kwabasebenzi okubandakanyayo

Sihlanganisa i-DEI ekuqasheni ngezinqubo ezisekelwe ekuzuzeni, ukuqeqeshwa okubandlululayo, kanye nezingxoxo zephaneli ukuze sidonsele ithalente elihlukahlukene kakhulu. Zonke izinhlelo zokuphatha ithalente nokuqeqesha zikhuthaza ukubandakanywa futhi zinike amandla ozakwabo ukuthuthukisa isiko elibandakanya bonke.

Sihlala silandelela futhi sibuyekeza izindlela zokulinganisa ukuhlukahluka ekuqashweni, ukukhushulwa, ukulingana kweholo, kanye nokwaneliseka kwabasebenzi.

Isibopho Semfanelo Ngendima

Ukuze umbono wethu we-DEI kanye nezindinganiso zethu zibe ngokoqobo, ngamunye wethu unendima okufanele ayidlale nsuku zonke:

Isigaba sabasebenzi	Isibopho
---------------------	----------

- | | |
|---|---|
| Brambles Board izo: | <ul style="list-style-type: none">vuma inqubomgomo kanye nezinhloso ezilinganiswayo ze-DEIqapha inqubekela phambili ngokumelene nezinhloso ezilinganiswayo ze-DEI futhi uqinisekise ukuhambisana nokulindelwe yi-ASX ngokubika njalo kanye nokubuyekizwa konyakahola ngesibonelo futhi ubone ukuhlukahluka kulo lonke iBhodi (kufaka phakathi ubulili, ubudala, ubuzwe, amakhono, indawo) |
| Ithimba Lobuholi Labaphathi (i-ELT) lizokwenza okulandelayo: | <ul style="list-style-type: none">iqhawe le-DEI ngokuzibophezela kobuholi kanye nokwabiwa kwezinsiza, isibonelo ukuqinisekisa ukuthi ukuqeqeshwa kuqediweukuhola ngesibonelo kanye nokuziphatha okubandakanya abantu abayisibonelo emsebenzini, ukuqondisa isiko lenkampani yethu |

Isigaba sabasebenzi Isibopho

- thatha izinyathelo zokuhlinzeka ngendawo yokuphepha kwengqondo nokusekela abasebenzi uma kungenzeka futhi kuncike ekubuyekizweni njalo kanye nomongo webhizinisi
- qinisekisa ukuthi izilinganiso ze-DEI zibonisa izinhloso nemigomo yale nqubomgomo futhi ziyaqashwa futhi ziphathwa ngendlela efanele
- umxhasi Amaqembu Ezinsiza Zabasebenzi

Abaholi babantu bazo:

- Dala futhi ugcine amaqembu aphephile ngokwengqondo, ahloniphayo, ukhuthaze isiko lokukhuluma, ubhekane nokuziphatha okungafanele, futhi usekele abasebenzi ngokusemandleni
- sebenzisana nethimba lezabasebenzi ukuze kuqinisekise ukuqashwa okusekelwe ekufanelekeni, ukunikeza ukufinyelela okulinganayo ekuqeqeshweni, ekuthuthukisweni kanye namathuba okukhushulwa kanye nokuqinisekisa iholo elifanelekile
- ukunikeza ukwesekwa okufanele, amathuluzi kanye, lapho kudingeka, ukulungisa ukuze abasebenzi bafeze indima yabo ngempumelelo

Ithimba lobuholi be-HR lizokwenza lokhu okulandelayo:

- sebenzisa le nqubomgomo ye-DEI futhi ibuyekizwe minyaka yonke
- bika izilinganiso ze-DEI minyaka yonke
- ukusekela ukusebenza kwamaQembu Ezinsizakusebenza Zabasebenzi, amaKhansela e-DEI esifunda kanye nama-DEI Champions
- ukusekela ukuhlinzekwa kokuqeqeshwa kwe-DEI okuvamile, okuhlanganisa ukuqeqesha nokuqeqesha iQembu Lobuholi Obuphezulu
- qhubeka nokuklama ukuqasha, ukuthuthukisa kanye nokukhushulwa emsebenzini okusekelwe ekufanelekeni kanye nenkokhelo efanele ekhanga futhi isekele iqembu elihlukahlukene lozakwethu, beqaphela ukubaluleka kokwehlukahlukana ekwenzeni ngcono ukwenziwa kwezinqumo, ukusungula izinto ezintsha, ukuqina kwebhizinisi, ukuqina kanye nokuzivumelanisa nezimo.

Abaxhasi abakhulu bamaQembu Ezinsiza Zabasebenzi bazo:

- ukusekela amaqembu ezinsizakusebenza zabasebenzi, egxile ezintweni eziza kuqala ezizihlonza ngokwazo la maqembu
- ukusekela ngenkuthalo, ukukhuthaza kanye nokuqeqesha amaqembu ezinsizakusebenza zabasebenzi
- isekela le nqubomgomo futhi imele ukufakwa
- isibonelo sokuziphatha okubandakanya ukuziphatha

Imikhandlu ye-DEI yesifunda izo:

- shumeke i-DEI ngaphakathi kwamasu esifunda ukuze kugcinwe futhi kuthuthukiswe isiko elibandakanya wonke umuntu
- ukusekela izinhlelo ze-DEI zomhlaba wonke futhi uqinisekise ukuhambisana kwazo nezidingo zesifunda nezinto ezibalulekile

Isigaba sabasebenzi Isibopho

- kube indawo ye-DEI yokuxhumana yesifunda nomsebenzi abawumele, ukwabelana ngokuziphatha okuhle kakhulu
- bamele futhi bamele amaqembu abo ezinsizakusebenza zabasebenzi besifunda

Wonke umsebenzi uzo:

- ukufaka isandla esikweni lokuhloniphana, ukuhambisana, nokuqondana
- khuluma futhi ungabi yisibukeli esingenzi lutho kunoma yikuphi ukuziphatha okungafanele
- baziphendulele ngokuziphatha kwabo, bazibophezele ekuthuthukisweni komuntu siqu futhi bahlanganyele emisebenzini egxile ku-DEI nenjongo, lapho lokhu kungenzeka khona

Abahlinzeki namakhasimende bazo:

- qondanisa neMithetho Yethu Yokuziphatha nezimiso zokungalingani
 - ukuthatha zonke izinyathelo ezifanele ukuthobela umthetho wendawo mayelana nokuziphatha okungekho emthethweni kanye nokuphathwa kwezici ezivikelekile
-

Imithetho okufanele uyazi

Indlela yokubekezelela iqanda

I-Brambles ayikubekezeleli ukuxhashazwa, ukuhlukumeza, noma ukuhlukunyezwa futhi ilindele bonke ozakwabo ukuthi benze izinto ngesizotha nangenhlonipho. Ngaphansi Kwenqubomgomo Yesithunzi Nenhlonipho Emhlabeni Wonke, ukuziphatha okunjalo kuthathwa njengokungaziphathi kahle futhi kungase kuholele esinyathelweni sokuqondiswa kwezigwegwe, okuhlanganisa ukuxoshwa ngenxa yokungaziphathi kahle okukhulu, njengoba kuvunyelwe umthetho wendawo.

Inqubomgomo izoba:

- kubuyekwezwa minyaka yonke.
- ishintshiwe futhi ichitshiyelwe ngokubona kweNkampani. Abasebenzi kufanele balandele le nqubomgomo, kodwa akuyona inkontileka futhi ingashintshwa yiNkampani nganoma yisiphi isikhathi ukuze ihambisane nemithetho yamanje.

Ezinye izinkomba okufanele wazi ngazo

Izinqubomgomo ezihlobene zingatholakala ngokusesha amagama angezansi ekuSesheni Kosuku Lokusebenza / Umsizi:

- Inqubomgomo Yokubophezeleka Komphakathi
- Ikhodi Yokuziphatha yakwa-Brambles
- Inqubomgomo Yeqembu Nenhlonipho Emsebenzini
- Inqubomgomo Yobumfihlo Yezisebenzi Zomhlaba
- Inqubomgomo Ye-Speak Up