

Inqubomgomo Yeqembu Nenhlonipho Emsebenzini



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Uma udinga le dokhumenti ngenye ifomethi
(okufana nokubhala okukhulu, okulalelwayo,
nanoma iyiphi enye indlela), sicela uxhumane
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Isifinyezo

I-Group Dignity and Respect at Work Policy ibeka ukuzibophezela kwenhlangano endaweni yokusebenza ehloniphekile, evimbela ubuxhwanguxhwangu, ukuhlukumeza (okuhlanganisa nokuhlukunyezwa ngokocansi), ukucwasa, ukuhlukunyezwa, udlame lwasemsebenzini, ukuziphatha okunolaka noma okusabisayo, kanye nobudlova obuncane.

IQembu (libhekisela kuzo zonke Izinkampani EzikuQembu Lakwa-Brambles) lizibophezele ekuhlinzekeni ngendawo yokusebenza enenhlonipho, ephephile, futhi ebandakanya bonke abantu lapho bonke abantu bephathwa ngesizotha nangenhlonipho futhi bengaveza ukukhathazeka ngaphandle kokwesaba ukuziphindiselela.

Iqembu liphinde liqaphele futhi lisekele **umsebenzi omuhle, uma kungenzeka**, ukuqeda zonke izinhlobo zokuxhashazwa, ukuhlukunyezwa, ukuhlukunyezwa ngokocansi, ukucwasa, ukuhlukunyezwa kanye nodlame emsebenzini, ikakhulukazi mayelana:

Okuthathwayo Okubalulekile

Iqembu uzothatha izinyathelo ezifanele nezilinganayo ukuvimbela ukuziphatha okungafanele, okuhlanganisa:

- Ukushumeka ukuziphatha okunenhlonipho namagugu esikweni lethu.
- Ukuhlola ubungozi okuvamile ukuze kuhlonzwe futhi kubhekwane nezingozi ezingokwengqondo nezenhlalo.
- Ukusebenzisa izinqubomgomo ezicacile, izinqubo, nokuqeqeshwa ukuze kuvinjelwe futhi kuphendule ukuziphatha okungalungile.
- Ukuqinisekisa ukuziphendulela kobuholi nokuzibophezela okubonakalayo emikhubeni ehloniphekile yasendaweni yokusebenza.
- Ukuhlinzeka ngezindlela zokubika ezifinyeleleka kalula kanye nokwesekwa kwabantu abathintekile.
- Ukuqapha nokuhlola izinqubo zethu ukuze siqinisekise ukuthuthuka okuqhubekayo.

Lo msebenzi usebenza ngokuqhubekayo, okusho ukuthi kufanele sihlose **ukuvimbela** ukuziphatha okungekho emthethweni ngaphambi kokuba kwenzeke, kunokuba nje siphendule izikhalazo noma izehlakalo ngemva kokwenzeka.

Noma yikuphi ukwephulwa kwenqubomgomo kungase kuholele esinyathelweni sokuqondiswa kwezigwegwe, kuze kufike futhi kuhlanganise nokuqedwa kokuqashwa, ngokuhambisana nemithetho yendawo.

Le nqubomgomo isebenza kubani?

Le nqubomgomo ihlanganisa **bonke abasebenzi** futhi ihlanganisa izigameko:

- okwenzeka emsebenzini nangaphandle kwendawo yokusebenza, njengalapho umele ibhizinisi kumasayithi ezinkampani zangaphandle, ohambweni lwebhizinisi noma emicimbini ehlobene nomsebenzi noma imicimbi yezenzalo kanye ne-inthanethi.
- okwenziwa yinoma yimuphi umuntu wesithathu, okuhlanganisa amakhasimende, abahlinzeki-mpahla, osonkontileka noma abavakashi bezakhiwo. Uma kwenzeka noma yiziphi izigameko ezenzeka komunye umuntu kubalulekile ukuthi zigqanyiswe ukuze ukwesekwa kuthathwe izinyathelo ezifanele.

Yini ebalulekile kuwe?

Le nqubomgomo ichaza imigomo ebalulekile futhi inikeza izibonelo zokuziphatha okwamukelekayo nokungamukeleki, ezisebenza kuyo yonke inhlangano yethu.

Inhloso ayikona ukuzivikela. Ukuziphatha kungephula le nqubomgomo ngokunganaki inhloso. Bonke abasebenzi kufanele baqonde futhi balandele la mazinga.

Ukuxhashazwa

Ukuxhaphaza kuwukuziphatha okungenangqondo okuphindaphindiwe okudala ingozi empilweni nasekuphepheni, okungafunwa, okucasulayo, noma ukusabisa, futhi okuhloselwe ukulimaza, ukwesabisa, noma ukucasula othile. Ukuxhaphazwa kungenzeka mathupha noma ngokuxhumana kwedijithali. Incazelo eqinile yobuxhwanguxhwangu ingaphansi kwemithetho yendawo esebenzayo.

Ubuxhwanguxhwangu bungabandakanya ukuphatha okunolaka, izinsongo (ezingokwenyama noma ezingokwengqondo), ukusabalalisa amahemuhemu amabi, ukuhlukanisa noma ukungabandakanyi abantu abathile, ukunikeza umsebenzi ongalawuleki, ukuhlolisisa ngokweqile, amazwi ayiziswana, izimfuno ezingenangqondo, ukugxeka okungenasizathu, kanye nokugadwa kothile okugxilile okuphikelelayo noma ukuthuka umphakathi.

Ukuhlukumeza

Ukuhlukumeza kwenzeka lapho umuntu enza ngendlela ethile, kungaba ngokukhuluma, ngokubhala, noma ngokomzimba, engafuneki futhi ehlobene nezinto ezifana nobudala, uhlanga, ubulili, inkolo, ukukhubazeka, noma ezinye izici zomuntu siqu. Lokhu kuziphatha kungenza umuntu azizwe engakhululekile, ethukiwe, noma engaphephile.

Ukuhlukumeza kungenzeka kanye nje uma kubucayi, noma kungaphindeka. Ezindaweni eziningi, ukuhlukumeza kuchazwa emthethweni, ngakho-ke kubalulekile ukubuyekeza noma yiziphi izinqubomgomo zendawo

Ukuhlukumeza kuhlanguanisa izenzo ezinjengokwenza amahlanya ayinhlanga noma izinkulumo ezihlambalazayo mayelana nezici ezivikelwe, ukuthintana ngokomzimba okungamukeleki, ukukhubazeka okuhlekisayo, ukwabelana ngezinto ezicasulayo, okungabandakanyi abantu ngokusekelwe ezicini zomuntu siqu, izimemo zomphakathi ezingafuneki eziphindaphindiwe, ukucindezelwa ngokobulili noma kweqembu, intuthuko engamukeleki, izinsongo zokuveza isimo somunye umuntu we-LGBTIQ+ noma imibono yobulili engcolile noma ukubukeka okuhlobene nokungahloniphi.

Ngisho "nokubhuqa" okuhloswe njengokudlala okuqondiswe kuzimpawu zomuntu siqu kungaba ukuhlukumeza uma kubangela ukucasula.

Ukuhlukunyezwa ngokocansi

Ukuhlukunyezwa ngokocansi, uhlobo oluhlukile lokuhlukumeza, kuhilela ukuziphatha kocansi okungafunwa, okungamukeleki noma okungafunwanga umuntu onengqondo angase acabange ukuthi kungase kucasule, kuhlazise, noma kusabise. Kungase kube ngamazwi, okungakhulumi, noma ngokomzimba, okuhlanguanisa ukuthuthukiswa okungafuneki, izicelo zokwenzelwa okuhle, noma okunye ukuziphatha okudala indawo enenzondo. Noma ubani, ngokunganaki ubulili, angathinteka, futhi abenzi bobubi bangafaka phakathi abaphathi, ozakwabo, noma abantu bangaphandle.

Intuthuko eyodwa engathi sína noma usongo, njengokuhlanganisa izinzuzo ekubambisaneni ngokobulili, nakho kuwukhlukumeza ngokobulili.

Ukuhlukumeza ngokocansi kungase kuhlanganise izimo lapho umuntu ecindezelwa, ngokuqondile noma ngokungaqondile, ukuba enze ucansi olungafunwa ukuze athole izinzuzo zasemsebenzini noma agweme imiphumela engemihle; noma ukuziphatha okuphathelene nocansi, isigameko esiphindaphindwayo noma esisodwa esibucayi, kudala indawo yokusebenza esesabisayo, enenzondo noma ecasulayo.

Ukusebenzisana ngokuvumelana noma izincomo ezamukelwayo akukhona ukuhlukumeza ngokocansi. Isibonelo, osebenza nabo abavumelana ngokushelana ukuphola noma ukuzibandakanya ngokomuntu siqu abahlukumezi, nakuba izinqubomgomo zeQembu noma zenkampani ngayinye kanye namakhodi okuziphatha kufanele kulandelwe.

Ukuziphatha okwamukelekile ngokweqiniso futhi okuphrofeshinali akukhona ukuhlukumeza ngokocansi, nokho ukuziphatha kufanele kunqandwe ngokushesha uma kungamukeleki.

Ubandlululo

Ukubandlulula ukuphatha umuntu ngokungafanele ngenxa yezici ezifana neminyaka, uhlanga, ubuzwe, ubulili, ukukhetha ubulili, inkolo, ukukhubazeka, isimo somshado, isimo sezempi, ukukhulelwa, nanoma yiziphi ezinye izici ezivikelwe ngokomthetho. Kungase kube okuqondile, ngokuphathwa ngokungalingani, noma ngokungaqondile, ngezinqubomgomo ezibeka engcupheni iqembu. Izinqumo zokuqashwa kanye nokusebenzisana kwansuku zonke kufanele kusekelwe enzuzweni, hhayi lezi zici zomuntu siqu, njengoba ukucwasa kunqatshelwe.

Ukucwasa kuhlanganisa ukuphathwa ngendlela engafanele okusekelwe kuzici ezivikelwe, njengokungaqashi, ukuphromotha, noma ukufaka umuntu othile ngenxa yobulili, uhlanga, inkolo, noma ukukhetha ocansini. Ukwenza izinqumo ngokusekelwe ezidingweni zebhizinisi, iziqu, nokusebenza akukhona ukucwasa.

Nokho, izimfuneko ezingabafaki ngaphandle ngokungadingekile amaqembu athile kungaba ukucwasa okungaqondile. Sisebenzela ukuqinisekisa ukuthi izinqumo zilungile, azikhethi, futhi zisekelwe kuphela ezinhlosweni zokufaneleka nebhizinisi.

Izibonelo zokucwasa zihlanganisa ukungaqashi noma ukuphromotha othile ngenxa yesici esivikelekile (isb. ubulili, ubulili, uhlanga); ngaphandle kozakwethu kumaphrojekthi noma imicimbi ngenxa yenkolo noma ukukhetha ocansini; ukwaba ukugxeka okuqinile noma imithwalo esindayo yomsebenzi ngokusekelwe kusizinda sobuhlanga; noma idinga abasebenzi be-LGBTIQ+ ukuthi bafihle ubunikazi babo lapho abanye bengacelwa ukuba benze kanjalo.

Ukucatshangelwa kungase kubangele imikhuba yokubandlulula; isibonelo, ukucabangela ukuthi umuntu othile akayifanelekele indima ethile ngenxa yamathuba okuqala umndeni (ukukhulelwa), noma ukungafaki ozakwethu emcimbini wokusebenza ngokusekelwe ezinkolelweni ezicatshangwayo zenkolo. Ukuziphatha okunjalo kuhlanganisa ukuphathwa ngendlela engafanele okusekelwe ezicini zomuntu siqu, okungekho emthethweni ezindaweni eziningi futhi okuthathwa njengokuziphatha okungafanele emsebenzini kwa-Brambles.

Ukuhlaselela okuncane

Ukuhlaselela okuncane kuyizenzo ezicashile, ngokuvamile ezingahlosiwe—ngamazwi noma ezingakhulumi—ezibonisa ukuchema emaqenjini acwaswayo. Nakuba zingahlali zinobutha, lezi zenzo zingalimaza isithunzi noma inhlalakahle yomuntu ngokuhamba kwesikhathi. Zivela emibonweni engemihle mayelana nesizinda sothile futhi, nakuba kusobala kunokuhlukunyezwa, kungase kufane nokuhlukumeza futhi akwamukeleki emsebenzini wethu ngoba kungqubuzana nesiko lethu elibandakanya wonke umuntu.

Izibonelo zama-microaggressions zingabandakanya: ukubuza uzakwenu wolunye uhlanga ukuthi "Ungowaphi ngempela?", okuphakamisa ukuthi ababona ngempela abendawo; ukutshela owesifazane osemsebenzini wobuchwepheshe "Hawu, umuhle kulokhu kowesifazane!" (ukuncoma okusekelwe kuma-stereotypes); noma ukulibiza kabi igama lomuntu ngokuphindaphindiwe noma ukungenzi umzamo wokulifunda ngemva kokulungiswa.

Ukuhlukunyezwa, Ukuziphindiselela kanye Nokubuyisela

Ukuhlukumezeka, ukuphindiselela, nokuphindisela kuhilela ukuphatha othile ngendlela engafanele ngokwenza noma ngokusekela isikhalazo sokwethembeka ngaphansi kwale nqubomgomo, Ikhodi Yokuziphatha, noma imithetho yokucwasa/yokuhlukumeza. Abakwa-Brambles bayakwenqabela noma yiluphi uhlobo lokuziphindiselela, okusho ukuthi akekho umsebenzi ongajeziswa ngokuveza ukukhathazeka okusemthethweni. Izibonelo zifaka ukujezisa, ukucwasa, noma ukuphatha kabi abantu ababika noma ababambe iqhaza ezikhalazo mayelana nobuxhwanguxhwangu, ukuhlukumeza, noma ukubandlululwa.

Ukuhlukumezeka kwenzeka lapho othile ebhekene nemiphumela engemihle yokufaka isikhalazo sokuhlukunyezwa noma ukusiza abanye ngezikhalazo, njengokunqatshelwa kwephromoshini, ukukhishwa inyumbazane, noma izibuyekezo ezingalungile.

Noma yikuphi ukuziphindiselela—njengokusabisa noma ukwehliswa esikhundleni—ngokubandakanyeka enqubweni yesikhalazo akuvunyelwe, kungakhathaliseki ukuthi isikhathi sini..

Akekho ummangali noma umsekelo owenza ngokwethembeka—ngisho noma isikhalazo sakhe singenabufakazi—okufanele abhekane nesijeziso noma imiphumela engemihle ngokwenza noma yokusekela isikhalazo.

Udlame lwasemsebenzini

Udlame lwasemsebenzini luhlanganisa ukuphoqelelwa ngokomzimba, ukusongela, izinsongo, noma izenzo ezinonya ezibeka engozini isisebenzi noma ukuphepha kwabanye. I-ZeroHarm isho ukungabekezeleli udlame noma izinsongo, kungakhathaliseki ukuthi zivela kubasebenzi, abaphathi, noma abantu bangaphandle kunoma yisiphi isilungiselelo somsebenzi.

Udlame lwasemsebenzini luhlanganisa ukushaya ngokomzimba (ukushaya, ukusunduzwa, ukukhahlelwa, noma ukuzithiba), izinsongo kubasebenzi noma imindeni yazo, ukuletha noma ukubhuquzisa izikhali, ukuqhuma okunobudlova njengokujikijela izinto, nanoma yiluphi ulaka olubangela ukulimala noma ukwesaba.

Izinsongo ezinzima zamazwi ezidala ukwesaba nazo ziyafaneleka. Izigameko ezifana nokulwa noma ukuhlaselela zihlale zibucayi kakhulu.

Intukuthelo noma amazwi aphakanyisiwe ewodwa awafaneleki njengodlame lwasemsebenzini ngaphandle uma kuhambisana nezinsongo noma isenzo somzimba. Izingxabano ezishisayo ngaphandle kwezinsongo noma ukuthintana, azithathwa njengodlame kodwa zithathwa njengezingezona ezomsebenzi.

Ukuphepha Kwengqondo

Ukuphepha kwengqondo kusho ukuthi abasebenzi bangaphakamisa ukukhathazeka, babelane ngemibono, futhi babike ukuziphatha okungafanele ngaphandle kokwesaba ukuphindisela.

Ukuqinisa ukuphepha okungokwengqondo kubandakanya ingxoxo evulekile, ukwazisa okokufaka, abaholi ukuvuma amaphutha, izimpendulo ezisekelayo emaphutheni, ukuhlonipha yonke imibuzo noma imibono, nokunikeza izindlela eziningi zokukhuluma. Kusho ukuthi abasebenzi bazizwa bekhululekile ukufuna usizo noma ukuzwakalisa ukukhathazeka, bazi ukuthi imibono yabo izohlonishwa.

Izenzo *ezibukela phansi* ukuphepha kwengqondo—njengokujezisa izithunywa zezindaba ezimbi, imibuzo ebhuqayo, noma ukujezisa amaphutha aqotho—akubekezelelwa emsebenzini.

Isenzo Sokuphatha Esiphusile

Akukho lutho kule nqubomgomo okuhloselwe ukuvimbela iQembu noma abaphathi balo ekuthatheni izinyathelo zokuphatha ezifanele, ezenziwa ngendlela esemthethweni, engenzeleli, nenenhlonipho. Senzo sokuphatha esiphusile singase sihlanganise, kodwa asikhawulelwe kulokhu:

- Ukwaba umsebenzi, ukubeka izinhloso zokusebenza, nokuphatha imithwalo yemisebenzi;
- Ukunikeza impendulo, isiqondiso, noma ukugxeka okwakhayo ekusebenzeni noma ukuziphatha;
- Ukubhekana nezinkinga zokusebenza, okuhlanganisa nezinqubo zokuthuthukisa ukusebenza;
- Ukuqalisa izinyathelo zokuqondiswa kwezigwegwe noma izinyathelo zokulungisa lapho kufanele khona;
- Ukwenza izinqumo mayelana nezidingo zokusebenza, ukuhlinzeka ngezinsiza, ukuhlela kabusha, noma ukushintsha; futhi
- Ukuphoqelesa izinqubomgomo zendawo yokusebenza, amazinga, kanye nemithetho yokuziphatha.

Isenzo sokuphatha esinengqondo asisho ukuhlukumeza, ukuhlukunyezwa, ukubandlululwa, noma ukuhlukunyezwa uma kwenziwa ngobuqotho, ngezizathu zebhizinisi ezisemthethweni, nangendlela enengqondo nelinganayo.

Isenzo sokuphatha esihlukumezayo, eseqisayo, esisongelayo, esibandlululayo, noma esingafaneleki ngandlela thile ezimweni singase sephule le nqubomgomo.

Ukuphakamisa Ukukhathazeka (Izinqubo Zokubika)

Bonke abasebenzi kufanele babike noma yikuphi ukuxhashazwa, ukuhlukunyezwa, ukucwaswa, noma okunye ukuziphatha okungafanele ngokushesha okukhulu. Isenzo sokuqala singavimbela ukwanda kwesifo.

Kunezindlela ezahlukahlukene zokuveza ukukhathazeka, futhi sisekela zonke izindlela zokuxazulula izinkinga, kungakhathaliseki ukuthi ukuxhumana ngqo nomphathi wakho noma umlingani wakho we-HR.

Inqubomgomo yakho yendawo ichaza inqubo, futhi i-HR iyatholakala ukuthola ulwazi olwengeziwe.

Iqembu lihlinzeka ngeplatifomu ye- **Speak Up** esebenzisa izilimi eziningi evumela ukuthi izinkinga zibikwe ku-inthanethi noma ngenombolo yocingo yendawo yamahhala kanye nezinye iziteshi zokubika izinkinga zasemsebenzini, imininingwane yazo etholakala ezinqubweni zendawo noma ku-intranet. [lapha](#).

Zonke izindaba zizolandela uhlaka lokuphenya okunesibopho nokungakhethi, kanye nokufinyelela izinsizakalo zokusekela ezifana nezinhlelo zosizo lwabasebenzi (ama-EAP) kanye nokulungiswa komsebenzi wesikhashana okungenzeka uma kudingeka nalapho kudingeka khona.

Uma ukholelwa ukuthi kwenzeke ubugebengu obufana nokuhlaselwa ngokomzimba noma ngokocansi, ungaxhumana namaphoyisa.

Ubumfihlo

Ukukhathazeka okuphakanyiswe ngaphansi kwale nqubomgomo kuzosingathwa ngemfihlo nangokuzwela. Sithatha zonke izikhalazo ngokungathi sína futhi sihlase ukugcina ulwazi luyimfihlo, ngaphandle kwalapho izibopho zeqembu noma zenkampani ngayinye zidinga ukudalulwa.

Imininingwane izokwabelwana kuphela nalabo abahilelekile ngqo—abaphenyi, abaphathi abafanele, abasebenzi, abeluleki bezomthetho, kanye nomuntu osolwayo ukuze bakwazi ukuphendula. Ezimweni ezithile, kungadingeka ukuthi abaphathi abaphezulu noma abaqondisi baziswe, ngokuhambisana nomthetho wendawo ofanele.

Wonke umuntu ohilelekile, okuhlanganisa nofakazi, kumele agcine ulwazi luyimfihlo futhi enze ngobuhlakani ukuze avikele ubumfihlo futhi aqinisekise inqubo efanele. Ukwephula imfihlo kungaholela ekuthathelweni izinyathelo zokujezisa, kuze kufike ekuxoshweni, ngokuvumelana nemithetho nezinqubomgomo zendawo.

Ukwenza izinsolo ezinobungozi noma ezingamanga

Izinsolo eziyingozi noma ezingamanga ngamabomu azimboziwe yile nqubomgomo futhi zingase ziholele esenzweni ngokuhambisana nezinqubomgomo noma umthetho wendawo. Izikhalazo eziqotho, noma ngabe azinabufakazi, ngeke zijeziswe. Sikhuthaza ukubika noma yikuphi ukuziphatha okuphathelene nalokhu, sibeka ukwethembana kanye nokukhulumisana okuvulekile phambili kunokwesaba. Kubaluleke kakhulu ukuthi abantu bakhulume ngaphandle kokwesaba.

Okufanele ukwenze uma ubhekene nesikhalazo

Izikhalazo ezisemthethweni zizophenywa ngokulandela inqubomgomo efanele, kungaba inqubomgomo yendawo noma ye-Speak Up, ngamathuba afanele okuphendula kanye nokusekelwa okufanele kwabo bonke abathintekayo. Njengomuntu ngamunye noma umphathi, kufanele uphendule ngokusobala nangokucabangela ezinkingeni, kungakhathaliseki ukuthi azihlelekile noma zisemthethweni. Kufanele uthathe zonke izinkinga ngokungathi sína—ungazilahli noma ubize noma ubani ngokuthi uzwela ngokweqile. Ithimba lakho le-HR lendawo liyatholakala ukukusekela kulo lonke isikhathi, noma sicela ulandele noma yimiphi izinkombandlela ezifanele.

Lokhu kusebenza kanjani kuzo zonke izindawo?

Le nqubomgomo yeSidima Seqembu kanye Nenhlonipho Emsebenzini ibeka amazinga aphansi okuziphatha kuzo zonke izindawo, yize imithetho nemikhuba yendawo ingase ihambisane noma ingayinaki lapho kudingeka khona.

Amazwe amaningi avikela isithunzi sendawo yokusebenza ngomthetho. Le nqubomgomo isekela lezo zindinganiso futhi ihlose ukukhuthaza ukubandakanywa kwabantu bonke. Lapho kuvela khona ukungqubuzana phakathi kwale nqubomgomo nomthetho wendawo, umthetho wendawo uzothatha indawo yokuqala.

Izinqubomgomo noma iziqondiso zendawo—ezifana Izinqubo zokuhlukumeza nokuhlukumeza, imithetho yezempilo nokuphepha, kanye nezinqubo zokukhalaza—kungase kufake isandla kule nqubomgomo yeqembu.

Abasebenzi kufanele babuyekeze izincwadi ezifanele kanye nezinqubomgomo zesifunda noma zezwe, okuhlanganisa ne-Brambles Code of Conduct kanye nokuhlukahluka, ukulingana kanye nokubandakanywa. Inqubomgomo.

Ukuqaliswa kuyahlukahluka ngokwesifunda, ngezidingo ezifana nezinyathelo zophenyo noma izikhathi zokubika ezihambisana nomthetho wendawo. Abaphathi kanye ne-HR kumele baqinisekise ukuthi izinqubo zendawo ziyahambisana nale nqubomgomo.

Isibopho Semfanelo Ngendima

Ukuze isithunzi sethu kanye nenhlonipho yethu emsebenzini kube ngokoqobo, ngamunye wethu unendima okufanele ayidlale nsuku zonke:

Isigaba sabasebenzi	Isibopho
Brambles Board izo:	• inqubomgomo Yabaphakeli • ngokwesibonelo
Ithimba Lobuholi Labaphathi (i-ELT) lizokwenza okulandelayo:	• Ukulwela Isithunzi Nenhlonipho Emsebenzini ngokuzibophezela kobuholi • kudingeka ukuhola ngesibonelo kanye nokuziphatha okuyisibonelo • ukusekela izinyathelo zokunikeza indawo ehloniphekile nehloniphekile ngokuvumelana nenqubomgomo.
Abaholi babantu bazo:	• kudingeka ukuhola ngesibonelo kanye nokuziphatha okuyisibonelo • Dala futhi ugcine amaqembu aphephile ngokwengqondo, ahloniphayo, ukhuthaze isiko lokukhuluma, ubhekane nokuziphatha okungafanele, futhi usekele abasebenzi ngokusemandleni. • sebenzisana nethimba le-Human Resources ukuqinisekisa ukuthi okulindelwe yile nqubomgomo kuyagcinwa • ukunikeza ukwesekwa okufanele, amathuluzi kanye, lapho kudingeka, ukulungisa ukuze abasebenzi bafeze indima yabo ngempumelelo

Isigaba sabasebenzi	Isibopho
Ithimba lobuholi be-HR lizokwenza lokhu okulandelayo:	• sebenzisa le nqubomgomo futhi uyibuyekeze minyaka yonke • ukusekela ukuhlinzekwa kokuqeqeshwa okuvamile, okuhlanganisa lapho kudingeka khona ukuqeqesha nokuqeqesha iQembu Lobuholi Obuphezulu • qinisekisa ukuhambisana nokuhambisana nenqubomgomo
Wonke umsebenzi uzo:	• ukufaka isandla esikweni lesithunzi nenhlonipho • khuluma futhi ungabi yisibukeli esingenzi lutho kunoma yikuphi ukuziphatha okungafanele okuphambene nale nqubomgomo • babhekane nokuziphatha kwabo, bathathe umthwalo wemfanelo wentuthuko yomuntu siqu, lapho lokhu kungenzeka khona ngokufanele
Abahlinzeki namakhasimende bazo:	• qondanisa neMithetho Yethu Yokuziphatha nezimiso zokungalimazi nhlobo • ukuthatha zonke izinyathelo ezifanele ukuthobela umthetho wendawo mayelana nokuziphatha okungekho emthethweni kanye nokuphathwa kwezici ezivikelekile

Imithetho okufanele uyazi

I-Brambles ayikubekezeleli ukwephulwa kweNqubomgomo Yesithunzi Nenhlonipho Yeqembu futhi ilindele ukuthi bonke abasebenzi baziphathe ngesithunzi nangenhlonipho. Ngaphansi kwale nqubomgomo, ukuziphatha okunjalo kubhekwa njengokungaziphathi kahle futhi kungaholela ekuthathelweni izinyathelo zokuqondiswa kwezigwegwe, okuhlanganisa nokuxoshwa ngenxa yokungaziphathi kahle okukhulu, njengoba kuvunyelwe ngumthetho wendawo

Inqubomgomo izoba:

- kubuyekwezwa minyaka yonke.
- kuguqulwe futhi kwashintshwa ngokubona kweQembu. 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
- Ukuhlukahluka Kweqembu, Inqubomgomo Yokulingana Nokufakwa
- Inqubomgomo Yobumfihlo Yezisebenzi Zomhlaba
- Inqubomgomo Yokusetshenziswa Okwamukelekayo Kwezinsizakalo Zobuchwepheshe
- Inqubomgomo Ye-Speak Up