

# Brambles

## INqubomgomo Yentela

Ibukeziwe: 27 Juni 2023

Uhlelo 6.0

### Ibhizinisi lethu

Inhloso ye-Brambles ukuxhumana nabantu ngezidingongqangi zempilo, nsuku zonke. Ngemodeli yayo 'yokwabelana nokusebenzisa futhi, i-Brambles ithutha izimpahla eziningi ebantwini abaningi ezindaweni eziningi kunanoma iyiphi enye inhlango. Njengengqalabutho yomnotho wokwabelana, i-Brambles ingelinye lamabhizinisi okuthutha elisimeme kakhulu emhlabeni. Izinkundla ze-Brambles zakha umgogodla ongabonakali wochungechunge lokuhlinzeka emhlabeni wonke, ikakhulukazi ukunikezela ngezimpahla zabathengi ezihamba ngokushesha, imikhqizo emisha, iziphuzo, izitolo nezimboni ezijwayelekile zokukhiqiza.

Imodeli yethu yebhizinisi eyindilinga iqhubekisela phambili ukwabelana nokusetshenziswa futhi kwechibi elikhulu kunawo wonke emhlabeni lamaphalethi neziqokathi ezisebenziseka kabusha. Lokhu kwenza i-Brambles ukuthi ikwazi ukusevisa amakhasimende abo futhi inciphise umthelela emvelweni iphinde ithuthukise ukusebenza kahle nokuphepha kochungechunge lokuhlinzeka ngempahla emhlabeni jikelele.

### Kusukela mhla ka-30 kuJuni 2022,



Isebenze e...  
**~60**  
amazwe



Ephethwe...  
**~360 isigidi**  
amaphalethi, amakhreyithi  
neqokathi



Eqashe...  
**~12,000**  
abantu



Ngenethiwekhi ye...  
**+750**  
izikhunqo zamasevisi

Le Nqubomgomo Yentela isekelwe ezimisweni zokuthotshelwa kwentela kanye nokubeka obala intela ngokubona indima ye-Brambles ekwakheni ukuqwashisa nokwethemba uhlelo lwentela emazweni ngamazwe futhi iyinxenye yeKhodi Yokuziphatha yakwa-Brambles.

Imigomo Yokuziphatha Okuhle yakwa-Brambles ihlinzeka ngohlaka lwesimilo esihle noluhambisana nohlaka lomthetho kubona bonke abasebenzi. INqubomgomo yethu Yentela ihambisana nezimiso zeMigomo Yokuziphatha Okuhle futhi isebenza emabhizinisi akwa-Brambles emhlabeni wonke.

Abakwa-Brambles bazinikele ekuhambisaneni nemithetho yentela kanye nokuba nobudlelwane obuvulelekile nobakhayo neziphathimandla zentela. Imithetho yentela ngokwakhona vele ilukhuni, kanti abakwa-Brambles bafuna ukuthobela imithetho ngokukhokha inani lentela endaweni efanele, badalule ulwazi olufanele, futhi bafake izicelo nokutakulwa noma-ke izinxephezelo uma zitholakala. Seseke ukusebenza ngokungafihli lutho kwezinkampani ezinkokhelweni nasezinqubweni zentela, ukuze kwakhiwe ukwethembeka emphakathini nokwamukelwa Kwenkambiso Yokuqhutshwa Kwezentela Ngokungaphoqiwe futhi Ngokusobala yeBhodi Yezentela yase-Australia.

Sikhokhela izintela zemihlo yamabhizinisi, izinkokhelo zempahla engenayo ezweni, intela yokuqashwa kanye nezinye izintela. Ngaphezu kwalokho, kunezintela esiziqoqa egameni likahulumeni kubasebenzi nakumakhasimende njengentela yokuthengisa kanye ne-VAT. Izintela esizikhokhayo sizikoleke zakha ingxenye enkulu yomnotho ongenayo emazweni esisebenzela kuwona.

Isibopho sethu sisekelwe ezimisweni ezilandelayo:

### 1. Ukunganyelwa kobungcuphe bentela nohlaka lukahulumeni

Silandela uhlaka lwakwa-Brambles lokunganyelwa kobungcuphe njengengxenywe yezinqubo zethu zangaphakathi zokulawula. Sihlonza, sihlola bese singamela izingcuphe zentela futhi siphendule ngazo ngokufanele. Siqalisa ukusebenza kwezinyathelo zokungamela ubungcuphe kubandakanya nezilawuli mayelana nalezi zingcuphe ezilandelayo:

- Izingcuphe Zomsebenzi Namathransekshini - ingcuphe yokucatshangelwa kwentela ngokwanele, ubuchule nokwahlulela emisebenzini yebhizinisi, ukusetshenziswa ngendlela engenabuchule noma ukuphathwa kwezingcuphe eziqavile, kubandakanya nokungabibikho kwamadokhumenti enele okweseka izenzo ezenziwe. Izilawuli ezibalulekile zihlanganisa ukusayinwa kwemisebenzi ezindaweni ezibalulekile ezihlanganisa i-Group Tax ngokuhambisana nohlaka lokugunyaza nokuthola iseluleko sangaphandle nemibono noma isivumelwano seziphathimandla zentela lapho umthetho ungaqinisekile;
- Ingcuphe Yokuthotshelwa kwemibandela ebekiwe - ingozi yokubuyiswa kwentela ngemuva kwesikhathi noma eneminingwane enganembile. Izilawuli ezisemqoka zibandakanya idathabhese enkulukazi elawula ukuqaliswa kokubuyiswa kwentela, kanye nokusetshenziswa kwezinkampani zangaphandle zokucutshungulwa kwamabhuku ezimali ukuze kulungiselelwe noma kubukezwe ukubuyiswa kwentela lokho;
- Ingcuphe yokuphathwa kwamabhuku entela - ingozi engabakhona yokungashayi khona kwezitatimende zezimali njengoba kuchaziwe emazingeni afanele okuphathwa kwamabhuku ezimali. Izilawuli eziyinhloko zihlanganisa ukuhlinzeka ngezinyalezo ye-akhawuntingi yezentela kulabo abalungiselela isitatimende sezimali, futhi ababuyekeza futhi bagunyaze amabhalansi entela Ngentela Yeqembu; futhi
- Ubungcuphe bangaphandle nangaphakathi - ingozi ehambisana nemithetho emisha nokunganyelwa komsebenzi wentela. Izilawuli ezisemqoka zibandakanya ukuqinisekisa ukuthi izinqubomgomo ezifanele kanjalo nezinqubo zisendaweni, zinganyelwe futhi zisetshenziswa ngendlela emhlabeni-jikelele, nokuthi ithimba lomhlaba lezentela linawo amakhono nesipiliyoni sokusebenzisa amasu ngendlela efanele.
- Ubungozi bokubikwa kwentela – ubungozi bokuthi kunokubikwa okwanele kobungozi bentela kubaphathi abaphezulu kanye neBhodi yakwa-Brambles. Izilawuli ezibalulekile zihlanganisa ukugcinwa kanye nokubika ngezikhathi ezithile kubabambiqhaza ababalulekile kuphrofayela yentela yeQembu okubonisa izindaba ezifana nanoma yikuphi ukuthengiselana okubalulekile, ukucwaninga kweziphathimandla zezezimali, izinguquko zemithetho kanye nokwengamela ukusebenza ngempumelelo kwezilawuli ezibalulekile nezinqubo.

Izinkinga zobungcuphe bentela kanye nobungozi, uma zitholwa, zibikwa ku-Brambles Audit & Risk Committee naku-Brambles Board.

### 2. Izinga lobungcuphe obuhlobene nentela abakwa-Brambles abazimisele ukulamukela

Ukuphathwa kwezingcuphe okuyimpumelelo, kubandakanya ubungcuphe kwezentela, kusemqoka kakhulu ekukhuleni ngokuqhubekayo nangempumelelo kwe-Brambles. Sididiyela ukunganyelwa kobungcuphe ngempumelelo njengengxenywe yezinqubo zethu zebhizinisi. I-Brambles iklame futhi yaqalisa ukusebenza kwezinhlelo zokulawula zangaphakathi kanjalo nezinqubo zokunganyelwa kwezingcuphe, kubandakanya lezo ezihambisana nobungcuphe bezezintela, futhi lezi ziyabukezwa yiBhodi.

Izinqubo zangaphakathi zokuphatha zinomthelela emazingeni amukelekile ezingcuphe:

- Ngokuhlonza, ukuhlaziya nokulinganisela izindaba zezingcuphe, kubandakanya intela, ngendlela ephikelelayo, kusetshenziswa indlela ejwayelekile;
- Ukwenza izinga lethu lokubekizela ubungcuphe ezindabeni zentela kube iphuzu elisemqoka ekwenzeni kwethu izinqumo; kanye
- Nokudinga ukugunyazwa ubuholi obuphezulu, noma iBhodi, kumathranseksini ngokuhambelana nenqubo yokugunyaza nokubuka izinga lobungcuphe nokufaneleka kwemiphumela ebandakanyekayo.

Sinamathela emthethweni wentela ofanele futhi sibheka ukunciphisa ingcuphe yokungaqiniseki noma izingxabano. Kumathransekshini abalulekile sidinga isiqinisekiso, isibonelo ngokuthola ukwelulekwa kwangaphandle nemibono yezomthetho noma ukuvumelana neziphathimandla zentela lapho umthetho ungenasiqiniseko noma kunendidane.

### 3. Icebo lentela nokuhlela

Imigomo Yokuziphatha Okuhle ye-Brambles ibeka ukuthi wonke amabhizinisi kumele aqhutshwe ngokuhambisana nemithetho nezimiso zamazwe lapho ibhizinisi likhona. Icebo lethu lentela nokuhlela kweseka icebo lethu lebhizinisi futhi kubonisa ukuqhubeka komsebenzi nomnotho. Ababambiqhaza Abafanele beQembu lakwa-Brambles bayabandakanyeka, ngokuhambisana nenqubo yokugunyaza ibhekelele izinga lobungcuphe nokufaneleka kwemiphumela abandakanyekayo, ukuze kuqinisekiswa amathransekshini ayemukeleka, kubandakanya iBhodi yakwa-Brambles, CEO, CFO, ezokudayisa, ezomthetho, ezezimali nemisebenzi yokuphathwa kwezimali.

Senza ukuthengiselana phakathi kwezinkampani zamaqembu ngobude bengalo nangokuhambisana ne-Organisation for Economic Co-operation and Development (OECD) Transfer Pricing Guidelines.

Abakwa-Brambles abafuni ukugwema intela besebenzisa izinhlelo-mbumbulu, noma ukubalekela emazweni angakhokhisi ntela, ukungabi nanhloso yebhizinisi.

### 4. Ukubhekana neziphathimandla zezentela

Sifuna ukwakha nokugcina ubudlelwane nohulumeni kanjalo neziphathimandla zezezimali nezintela ezakhayo futhi ezisekelwe ekwethembaneni nasekuhloniphaneni ngokulinganayo. Abakwa-Brambles bahambisana nemithetho yezentela emazweni wonke, kodwa uma kwenzeka kuba nokuthile okungashayi khona, konke lokhu kuyodalulwa kuziphathimandla zezezintela ngaphandle kokuphoqwa.

Sisebenza ngokuzimisela nangokungafihli neziphathimandla zezentela ngomogomo wokunciphisa izingxabano nokufinyelela isivumelwano kunoma iziphi izindawo esingavumelani ngazo kusenesikhathi nomaphi lapho kungenzeka khona. Njengendlela yethu yokuxazulula ingxabano sicabangela imizila esemthethweni, okuhlanganisa ukulamula, ukuvumelana futhi lapho okufaneleka khona izinqubo zesikhalazo ukuze sifinyelele ukuqiniseka ngokuphathelene nokuphathwa kwentela.

Sixoxisana nohulumeni, kanye nezinhlaka zabo, mayelana nokuthuthukiswa kwemithetho yezintela, kanye nokunganyelwa kwayo, ingabe ngokuqondile noma ngokuhwebelana kanye nezinye izinhlangano ezifanayo nezilungile.

Indlela yethu ifakazelwa umphumela wokuthobela kanye nokubuyekeza kokuqinisekisa okwenziwa iziphathimandla zentela okuhlanganisa, isilinganiso seSigaba 3 sokulawulwa kobungozi bentela kanye nokubusa kanye nesilinganiso Sezinga Eliphezulu sokuqinisekiswa okuphelele yi-Australian Taxation Office kanye nesilinganiso Sengozi Ephansi yi-Her Majesty's Revenue and Customs, abonisa ukuthi uhlaka lokulawula intela lwe-Brambles lwakhiwe futhi lusebenza ngempumelelo.

## 5. Izindima Nezibopho

Ithebhula elilandelayo lihlinzeka ngesifinyezo sezindima nezibopho zokunganyelwa kwezingcuphe zentela ngaphakathi eqenjini lakwa-Brambles:

Indima	Izibopho
<b>IBhodi yakwa-Brambles</b>	Ibhodi lakwa-Brambles Limited linesibopho sokusetha isifiso sengcuphe yeQembu kanye nohlaka lwayo lokusebenza lokulawulwa kwengcuphe kanye nokwengamela izimiso zokulawula kwangaphakathi okuhlanganisa ukugunyazwa Kwenqubomgomo Yentela.
<b>Ikomidi Lokucwaningwa Kwamabhuku Nezingozi</b>	IKomidi Lokucwaningwa Kwamabhuku Nezingozi lisiza Ibhodi ekufezeni ukubusa kwebhizinisi kanye nezibopho zokwengamela okuhlanganisa ukusebenza ngempumelelo kokuphathwa kwezingozi ezibonakalayo zeQembu, okuhlanganisa izingcuphe zentela.
<b>Isikhulu EsiyiNhlolo Yezezimali (CFO)</b>	I-Chief Executive Officer inesibopho esiyinhloko sokulawulwa kwengcuphe kanti i-CFO inesibopho esiyinhloko sokulawula ingcuphe yezezimali yakwa-Bramble, okuhlanganisa izingcuphe zentela. Ukubikwa kwalezi zingozi eKomidini Lokucwaningwa Kwamabhuku Nezingozi kanye neBhodi yakwa-Brambles kuyingxenye yombiko wezingcuphe owenziwa kabili ngonyaka kulawa mabhodi.
<b>Iphini Likamongameli Weqembu, Ezentela (I-VP Yeqembu, Intel)</b>	Intel Ye-VP Yeqembu inesibopho somklamo weNqubomgomo Yentela kanye nohlaka lokunganyelwa kobungozi bentela kanjalo nokuqinisekisa ukuthi izinqubo ezifanele nezilawuli kuhlala kukhona nokuhlinzekwa kokweseka ngobuchule.
<b>Amaphini Omongameli Besifunda, Ezentela (Intel Yama-VP Esifunda)</b>	Intel Yama-VP Esifunda namathimba awo anomsebenzi wokuqinisekisa ukulandelwa kweNqubomgomo yeNtela ezingeni lesifunda, ukuphathwa kohlaka lokunganyelwa kwezingcuphe zentela kanye nokuhlinzeka ukweseka ngobungcweti kumayunithi ebhizinisi esifunda.
<b>Umlawuli Wezezimali Weqembu</b>	Umlawuli Wezimali Weqembu unomthwalo wemfanelo wokuqapha ukuthotshelwa kwemithetho yendawo kanye nemithethonqubo nokukhishwa kombiko okufana nezimbuyiselo ezifakwe sekwephuzile ku-Audit & Risk Committee kabili ngonyaka.
<b>Abalawuli Bezezimali Besizinda</b>	Abalawuli Bezezimali Besizinda banomsebenzi wokulandelwa kwemithetho yendawo kanye neNqubomgomo yeNtela ezingeni lebhizinisi kusukela ekwenziweni kwamathransekshini kuya ekwenziweni kwemibiko nokufayelwa kwezaziso zentela kanjalo nokubuyiswa kwentela ngokwesekwa abeluleki bangaphandle ne-Regional VP Tax, njengokufanele.
<b>Ucwaningomabhuku Lwangaphakathi</b>	Ucwaningomabhuku Lwangaphakathi lusesibopho sokuhlola izilawuli nokubika okutholiwe. Incazelo yezilawuli zokuhlola izogcinwa njengengxenye yohlelo lokucwaningomabhuku.

## 6. Izimfuno Zomthetho wase-UK

Le dokhumenti ishicilelwe ngokuhambisana neNdima 19(2) yeShejuli 19 yoMthetho Wezezimali 2016 wonyakamali owaphela mhla ka-30 Juni 2023.

**7. Ukugunyaza kweBhodi**

Inqubomgomo Yentela igunyazwe yiBhodi Lase-Brambles ngomhla ka-27 Juni 2023.