



Melawanattheo ya kgwebo ya Xstrata

Re tla godisa le go tsamaisa sentle ditiro tsa mefutafuta tsa dikgwebo tsa ditshipi le meepo, ka maitlhomo a le mangwe a go tlisa dipoelo tse di gaisang tsa madirelo go beng ba dishere. Re ka kgona go fitlhelela se, fela ka selekane sa boammuaruri le badiri, bareki, beng dishere, baagi ba selegae le banaleseabe ba bangwe, se se theetsweng godimo ga tshiamo(seriti), tirisano, gosenabofitlha, le go tlhama bolengtlhotlhwa mmogo.

- 1 Tlhagiso gotswa go Mokhuduthamaga Mogolo
- 2 Re Dira ka go latela tsamaiso e e siameng
- 3 Re Dira Ka Boikarabelo
- 4 Re dira ntle le go fitlha sepe
- 5 Re dira mmogo le ba bangwe
- 6 Dikamano le dipotsiso
Dipotsiso tsa kwa ntle

Mafoko a Melawanatheo ya Kgwebo a dira mo tirong nngwe le nngwe e e tsamaisiwang ke Xstrata. Ditiro tse di senang botsamaisi tse Xstrata e nang le seabe mo go tsone go tlhokega gore di nne le dipholisi le ditiro tse di tsamaisanang le melawanatheo e.

Melawanatheo ya rona ya Kgwebo e tlhalosa boleng jo mongwe le mongwe kwa Xstrata a dumalanang le bone. E tsheditswe ke maikemisetso a a rileng, ditebelelo le dikaelo tse di kwadilweng mo dipholising tsa rona, mo Ditekanyetsong tsa Tsweletsopole e e Tshegetsegang le ditsamaiso.

Thagiso gotswa go Mokhuduthamaga Mogolo

Re thapilwe ke beng ba Xstrata go ba direla boleng mo ditsadisongtšhelete tsa bone. Mafoko a Boikemisetsa jwa rona a tlhalosa kgwetlho e e re lebaneng le go phepafatsa sentle gore katlego e kgonagala fela fa go na le tirisano mmogo ya nnete le banaleseabe, e e supiwang ke fa go dirwa gore go nne le boikanyegi, tirisano mmogo, go sa fitlheng sepe le go tlotlana.

Kwa Xstrata, re abela maikarabelo a a kwa godimo le taolo dikgwebo tsa rona tsa dikuno tsa lefatshe ka bophara, re dira gore khamphane e se nne e e dirisang madi a mantsi le go fokotsa morwalo wa tiriso ya madi e e kwa godimo. Ke dumela tota gore kabo eno ya popego ya botsamaisi e tswela mosola ditsamaiso-tiro tsa rona le banaleseabe ba rona ka tlhamalalo ka go dira gore go nne le maikutlo a a maatla a go nna beng le maikarabelo mo lefelong leo. Ka tshusumetso e e matlafatseng ya go dira, dikgwebo tsa rona di ka itomaganya le go tsibogela banaleseabe, dikgwetlho le ditshono ka mo go tshwanetseng sentle – se e leng tlhokafalo ya bothokwa lefa go na le go sa tshwane ga ditsamaiso-tiro tsa rona lefatshe ka bophara.

Lefa go ntse jalo, ditlhophha tse di ikemetseng ka nosi mo dikgwebong tsa dikuno tsa rona, di tshwaragantswe mmogo ke boleng le tumelo ya ka mo re dirang ka gone, e bile e tlhalosiwa mo Mafokong ano a Melawana ya Kgwebo. Segolobogolo, melawanatheo e e tsaya tsiya gore boikemisetsa jwa rona jwa bogwebisani jwa boammaruri le banaleseabo ba rona e tlhoka gore:

- re dire ka go latela tsamaiso e e siameng
- re dire ka boikarabelo
- re dire ntle le go fitlha sepe, le
- e dire mmogo gammogo le le ba bangwe

Kgwetlho ya rona e kgolo ke go netefatsa go re dikeletso tse di bonala mo ditirong, boitshwaro le ditshwetso tse re di tsayang letsatsi le letsatsi. Gore se se direge, mongwe le mongwe wa rona o tshwanetse go tsaya maikarabelo ka namana a go tsenya tirisong dikeletso tse mo karolong ya kgwebo e re rweleng maikarabelo a yone, le go roloetsa go dirisiwa ga one ke batshwaraganela kgweo le rona, go akaretsa balekane ba re kopanetseng kgwebo le bone le borakonteraka. Ke boikarabelo jwa mongwe le mongwe wa rona go thagisa matshwenyego ape fela kaga go dira tumalanong le Melawanatheo ya Kgwebo ya Xstrata, ka go simolola ka go a bolelela molaodi wa maemo a nthla. Go tlamelwa gape ka ‘molaodi wa tsamaiso e e siameng’ yo o ikemetseng ka nosi, mo nageng nngwe le nngwe e Xstrata e dirang mo go yone, ka dinako tse se se sa kgonagaleng ka tsone, le tshedimisetso kaga seo e kwadilwe mo khabareng e e kafa kwa morago ya tokumane e.

Melawanatheo ya rona ya kgwebo ga e a tlamelwa go dira e le setlhophha sa melao ya khampane ya taolo. Kante gape ga e tlhalose dintlha tsa maikaelelo a a rileng a rona kwa tirong. E tlhalosa ditlamego tsa rona go mongwe le mongwe wa rona le go banaleseabe ba rona kafa re tllileng go dira ka teng. Melawanatheo ya rona ya kgwebo e naya thulaganyo ya tsamaiso e e siameng le tekanyetso ya ngwao ya khampane ya rona ya dikgwebo tsa Xstrata lefatshe ka bophara tse mo go tsone go tlhomama ka go sa repise mo boleng go kayang boikemisetsa jo bo sa tshikhinyegeng malebana le boitshwaro jo bo siameng le boikarabelo.

Ke motlotlo ka ngwao ya khampane ya Xstrata e mo go yone tlhomamo ya rona mo go direng boleng jwa beng ba Setlhophha e tsamaisanang ka botlalo le boikemisetsa jwa rona jwa go dira tumalanong le ditekanyetso tse di kwa godimo tsa boikanyegi le go sa fitlha sepe. Lefa go ntse jalo dingwao tse di farologaneng, ditlwaello le melao tse re diragatsang melawanatheo ya rona mo go tsone ga di a tshwanela go gatwa ka dinao.



M L Davis, Mokhuduthamaga Mogolo

Re dira ka go latela tsamaiso e e siameng

Re ikemiseditse go fitlhelela maemo a a kwa godimo a boitshwaro jwa motho ka sebele le a seporofeshenale ka nako tsotlhe.

Re dira ka botshepegi mo tsalanong ya rona le banaleseabe le go diragatsa ditsholofetso tsa rona le ditlamago go tsone.

Re dirisana ka botlalo le melao le melawana ya naga nngwe le nngwe e re dirang mo go yone. Mo godimo ga moo, re dira tumalanong le thulaganyo ya Xstrata ya tseweletsopole e e tshegetsegang, re leka ka thata go fitlhelela maemo a a kwa godimo a boditshaba go sa kgathalesege lefelo leo ntle le go tlogela lepe.

Re batla gore badiramago le rona mo kgwebong ba tsholetse Melawanatheo ya Kgwebo ya Xstrata, Dipholisi le Maemo a Tseweletsopole e e Tsegetsegang.

Re tsholetsa le go rotloetsa ditshwanelo tsa botho mo tikologong ya rona e re nang le tshusumetso mo go yone, re tlotla boswa jwa ngwao, ditlwaelo le ditshwanelo tsa merafe, go akaretsa le batho ba ba farologaneng.

Ga re fe, le go kopa kgotsa go amogela mofuta ope wa pipamolomo kgotsa sepe fela se se ka tsewang jaaka pipamolomo.

Ga re fe lekoko lepe la sepolotiki, mapolotiki kgotsa ntlhopheng wa ofisi ya morafe meneelo.

Ga re letle mofuta ope kgotsa ope wa bosinyi, go akaretsa le bogodu kgotsa go dirisetsa ditsompelo tsa Khamphane dilo tsa botho.

Ga re letle gore dikgatlhego tsa motho ka sebele tsa ditshetele di thulane le dikgatlhego tsa Khamphane.

Re tshegetsatsa kgwebo e e sa laolweng ke puso gape re tla dira kgaisano ya kgwebo ka boikanyegi, re elatlhoko ka matsetseleko melawana eo e e rotloetsang kgaisano ebile e sireletsatsa bareki.

Re dira tumalanong le dikonteraka tsotlhe tsa rona le batlamela ka dithoto le bareki gape re duelela dithoto le ditirelo ka ditekanyetso tsa kgwebo.

Re ikemiseditse go nna le taolo e e maatla ya khamphane le e e bontshang boikarabelo.

Re dira ka boikarabelo

Re itlamile go fitlhelela mokgele wa tsewetsopele e e tsegetsegang.

Re lekalekanya tlhokomelo ya laogo, ya tikologo le ikonomi ya tsela e re tsamaisang kgwebo ya rona ka teng.

Re lemoga le go laola bodiphatsa jwa tsa matlotlo, jwa ditiro, jwa boitekanelo, jwa tshireletsego, jwa tsa dipolotiki, jwa tsa botsalano le jwa pabalelo ya leina la khamphane mo kgwebong ya rona go re letla go latedisa ditshono ka mowa wa kgwebo.

Re naya boeteledipele jo bo bonalang; ditlapele tse di bonalang sentle, maitlhommo le maikaelelo; le ditsompelo tse ditlhokegang tsa matlotlo le tsa badiri go fitlhelela maitlhommo a togomaano ya rona.

Re dirisa ditogomaano, dipholisi, ditekanyetso, ditsamaiso le dithulaganyo go fitlhelela maitlhommo a rona a re a dirisang mo seemong sa Setlhopho, kgwebo ya dikuno le sa tsamaiso-ditiro.

Re ikaelela go direla mo lefelong la tiro le le babalesegileng e bile le sena dikotsi le dintsho le go netefatsa go nna sentle ga badiri ba rona, boradikonteraka le merafe.

Re sikara maikarabelo a go babalesega le go nna sentle ga rona le go babalesega le go nna sentle ga ba bangwe mo tikologong ya rona mo re direlang gone le mo morafeng.

Re dira jaaka batlhokoemedi ba ba rweleng maikarabelo a dithoto tsa beng ba rona e bile re ikaelela go tsewetsa boitekanelo mo nakong e telele, go dira le go tsewela ka go gola ga ditikologo tsa tlhago tse di amiwang ke tiro ya rona.

Re dira ka thata go tsewetsa ditokafatso mo letlhakoreng lengwe le lengwe la kgwebo ya rona.

Re dira ntle le go fitlha sepe

Re ikemiseditse go dira ntle le go fitlha sepe ka botlalo kafa go kgonegang ka teng mo kgwebong ya rona.

Re naya pego ya kafa matlole a rona, tsamaiso-ditiro tsa rona le tsweletso e e tshegetsegang di dirang ka teng ka metlha le go tsamaisana le melawana yotlhe e e maleba le ditekanyetso tse di kwa godimo tsa go dirwa ga tiro.

Re naya pego ya tshedimosetso e e feletseng, e e opileng kgomo lonaka, ya boammaaruri le ya mo nakong ya kafa matlole le kgwebo di dirang ka teng.

Re itsise banaleseabe botlhe ba ba tshwanetseng go sale gale re sa fitlha sepe, ka tsela e e tlhaloganyesegang le e e tshwanetseng go ya ka tlwaelo ka se se bonalang se tla ama le go nna le mosola mo diphetogong tsotlhe tse dikgolo tse di tshitshintsweng ka ditsamaiso-tiro tsa rona, diporojeke kgotsa ditiro.

Re dirisa baitseanape ba ba tshephegang, ba ba ikemetseng ka nosi ba e leng maloko a boraro go runa le go netefatsa go tshephega ga tsamaiso ya botsamaisi jwa rona le kafa kgwebo ya rona e dirang ka gone mo seemong sa Setlhopha, kgwego ya dikuno le sa tsamaiso-tiro.

Ka metlha re lekanyatsa go dira ga rona ka ditekanyetso tsa boditshabatshaba le badiri ba ba eteletseng pele ka maitlhommo a go tswelera ka tsamaiso-tiro ya boeteledipele mo intasetering.

Re dira mmogo le ba bangwe

Re ikemiseditse go dirisana mmogo ka go sa fitlhe sepe le badiri, baemedi ba badiri, merafe, bareki, batlamela ka dithoto, banaleseabe le batsayakarolo ba bangwe.

Re tlhaola batsayakarolo mo ditirong tsa rona le go buisana ka boammaaruri ka go tshepana sentle e ditlhophha tsotlhe tsa batsayakarolo.

Re rotloetsa tirosentle ya maemo a a kwa godimo le ngwao ya go dirwa ga dikgwebo le go abela dikgwebo tsa dikuno le ditsamaiso-tiro tsa rona tsa lefatshe ka bophara le maikarabelo a a kwa godimo le taolo, re tsenya mo megopolong go nna beng ba dikgwebo mo lofelong leo.

Re ikaelela go gogela le go thapa batho ba ba gaisang botlhe mo maemong mangwe le mangwe a kgwebo ya rona le go naya ditshono tsa tlhabololo ya borutegi jwa maemo a a kwa godimo mo intasetering le meputso e e gaisang.

Re itumelela seabe sa badiri le boradikonteraka, mme ka dipholsi tsa rona le tsela ya ditiro tsa rona re tlotla seriti le ditshwanelo tsa bone.

Re tseela kwa godimo go sa tshwane ga batho gape re tshwara badiri botlhe le borakonteraka ka tekatekano, re ba naya ditshono tse di tshwanang mo maemong otlhe a khamphane re sa tlhaole ope go ya ka mmala, bosemorafe, bodumedi, bong, bogolo, tshekamelo ya tlhakangodikobo, kgolafalo, sepolotiki kgotsa mogopolo o mongwe fela kgotsa ka tlhaolele epe fela.

Re tsaya tsia e bile re tseela kwa godimo ditshwanelo tsa badiri ba rona tsa gore ba nne le lefelobodirelo le le babalesegileng, gore ba nne le boemedi jwa setlhophha, phimolokeledi e e siameng, tshireletsego ya tiro le ditshono tsa tlhabololo.

Ga re dumelele kgethololo ya mofuta ope mo lefelong la tiro, go kgerisiwa, tshotlo kgotsa dintwa.

Ga re dumelele go thapiwa ga bana, kgotsa mofuta ope wa go patelediwa kgotsa gapelediwa go thapiwa mo Xstrata kgotsa bagwebimmogo ba bangwe.

Re dirisana le puso, melao ya lefelo, baemedi ba morafe, mekgatlho ya gareng ga dipuso le e e seng ya puso le maloko a mangwe a a nang le kgalhego go tsweletsa le go ema nokeng diporojeke tse di solegelang molemo merafe e e amanang le tsamaiso-tiro ya rona lefatshe ka bophara.

Re tsenya seatla mo tsweletsong ya loago le ya ikonomi ya merafe e e tshegetsegang e e amanang le ditsamaiso-tiro tsa rona.

Re tlotla setso, dingwao, le dikgalhego le ditshwanelo tsa merafe, go akaretza le batholegafao kgotsa batho ba ba sa sireletsegang kgotsa ditlhophha tsa batho ba pele ba beng ba kgaphetswethoko.

Re dira botsalano le batsayaseabe le rona ka tlhoafalo mo maemong a ditshabatshaba, mo setshabeng, mo dikgaolong le mo lefelong la rona mme re batla tshegetso e e tsweletseng, e e dirwang gotlhe mo ditirong tsa rona go tswa merafeng e e amanang le ditsamaiso-tiro tsa rona.

Re dirisana le bareki ba rona, batlamela ka dithoto, balekane ba rona mo intasetering le ditsala go tokafatsa tirosentle ya intaseteri ka kakaretso, le go tokafatsa kamego ya tikologo, ya tshireletsego kgotsa boitekanelo e e amanang le dikuno tsa rona.

Dikamano le dipotsiso

Modiri mongwe le mongwe wa Xstrata le rakonteraka o na le maikarabelo malebana le go dira go ya ka Melawana ya Tiro (Business Principles) ya rona. Dintlha dingwe le dingwe mabapi le kobamelo di tshwanetse go tlhagisiwa le motlhokomedi wa gago/ molaodi wa gago kgotsa molaodi-kakaretso kwa o dirang kwa teng, go akaretsa le dintlha tse di ka ga tsietsa, bogodu, ditiro tse di bosula, tiriso e e sa siamang ya didirisiwa tsa Setlamo, ditiro tse di sa siamang tsa boitekanelo le tsa polokego, bobodu kgotsa maitsholo mangwe le mangwe a a sa siamang mo tirong.

Le fa go ntse jalo, mo dinakong dingwe tse go sa kgonagaleng go ka buisana le motlhokomedi wa gago kgotsa molaodi-kakaretso wa gago, ka ntsha ya lebaka lengwe fela, nomoro ya mogala ya mahala e rebotswe mo nageng nngwe le nngwe e mo go yona Xstrata e leng mo go yona. Mogala o tsamaisiwa ke KPMG e bile dintlha dingwe le dingwe tse di begiwang di tlile go tlhagisiwa ka boikanyo le ka sephiri kwa go Tlhogo ya Thuno ya fa Gae malebana le kgato e e maleba. O ka dirisa aterese ya imeili ya sephiri e e latelang: ethics@xstrata.com.

Dintlha kgotsa dipotso ka ga tsa merero ya badiri tse di jaaka dituelo, dinako tsa tiro kgotsa ditiro di tshwanetse go tswelala go begiwa jaaka gale kwa go motlhokomedi wa gago kgotsa molaodi wa gago.

Argentina	0800 555 5764	Papua New Guinea	050861140
Australia	1800 987 310	Peru	0800-5-2757
Belgium	0800 715 10	Philippines	1800 161 10175
Brazil	0800 890 069	South Africa	0800 20 43 07
Canada	866 311 5773	Spain	9005 06915
Chile	123 0020 9952	Swaziland	+27 12 543 5407
Dominican Republic	888 751 0471	Switzerland	0800 000 998
Dubai	800 50 37283	Tanzania	+27 12 543 5449
Germany	0800 18 13622	United Kingdom	0800 0151 846
Norway	800 101 62	United States	1 800 988 1645

Imeili: ethics@xstrata.com

Dipotsiso tsa kwa ntle

Go bona tshedimotsetso e nngwe gape ka Xstrata, tsweetswee ikopanye le:

Claire Diwer
mogala: +44 20 7968 2871
Imeili: cdiver@xstrata.com

Pamela Bell
mogala: +44 20 7968 2822
Imeili: pbell@xstrata.com

Brigitte Mattenberger
mogala: +41 41 726 6071
Imeili: bmattenberger@xstrata.com

www.xstrata.com

Dipuo tse dingwe: lelema la Sekwoa, leleme la SeBhuru, leleme la SeFora, leleme la SeJeremane, leleme la SeNuktitut, leleme la SeNorway, leleme la SePotokise, leleme laSePedi, leleme laSeShotho, leleme la SeSwahili, leleme la SeQuechua, leleme la SeXhosa, leleme la SeZulu.

Designed & produced by Cre8



Tiro e, entshitswe mo pampiring ya revive 75 matt (pampiring e e dirilweng se'wa, e sa phatsime ya 75), ya marmetlelelwa go ya ka melawana ya lekgotla la Forest Stewardship (FSC), ya neelwa semmuso NAPM (Recycled Mark), ya ntshiwa ko St Ives Westerham Press Ltd. ISO 14001, FSC.