xstrata
Imiqathango Yoshishino

Siyakukhulisa kwaye silawule udederhu noluhlu lweentlobo ngeentlobo zeenkampani zesinyithi nezimbiwa ngenjongo enye, ekukubuyekeza abanini zabelo imbuyekezo enkqenkqeza phambili kwishishini. Oku singakufezekisa kuphela ngokwakha ubudlelwane nabasebenzi, abathengi bethu, abanini zabelo, abahlali beendawo esisebenza kuzo, abanye ababandanyekayo, ubuhlobo bobuthozela nentembeko, intsebenziswano, ukwenza izinto ngokuselubala kunye nokuxabisana.

1 Ingxelo esuka kumphathi ophezulu
2 Sisebenza ngokuthembekileyo
3 Sisebenza ngononophelo
4 Sisebenza ngokuphangaleleyo
5 Sisebenza nabanye
6 Unxulumano lwabasebenzi
Imibuzo yangaphandle

Le ngxelo yemigaqo imanya lonke ushishino olwenziwa phantsi kuka-Xstrata. Lo mashishini aphethwe ngabo sisebenzisana nabo kufuneka eyabo imithetho ingohlabani nale migaqo yoshishino yethu.

Imigaqo yoshishino yethu icacisa inkolelo elandelwa ngumntu wonke eXstrata. Ixhaswa zizithembiso ezicacileyo, okulindelekileyo kunye nemigaqo ekwimithetho yeshishini lethu, amaqondo ophuhliso nendlela yokuwalandela.

Ingxelo esuka kumphathi ophezulu

Siqashwe ngabanini beXstrata ukuba sinyuse ixabiso lendyebo yabo abayityale kweli shishini. Ummiselo wenjongo yethu uwubeka ngokucacileyo umngeni ekufuneka siwufikelele, wokuba impumelelo sakuyifumana ngokwakha ubudlelwane obunyanisekileyo nabo sisebenzisana nabo ngorhwebo, obubonakala ngokuba yincwadi evuliweyo, ukuthembeka, ukusebenzisana nokwandisa ixabiso labo babambiseneyo.

Kwa-Xstrata sinika amashishini ethu kwindawo ngendawo zomhlaba amagunya aneleyo ukwenzela ukuba i-ofisi enyintloko ine nabasebenzi abambalwa. Ndikholelwa ukuba oku kunceda amashishini ethu ahlukeneyo nabo sisebenzisana nabo ngokubanika igugu lobunini balo mashishini kwezo ndawo akuwo. Ngala magunya okwenza okufunekayo, amashishini ethu ayakwazi ukuhlangabezana nabo sisebenzisana nabo ngendlela efaneleyo – into ebaluleke kakhulu xa ucinga indlela ezahluke ngayo indawo esishishina kuzo kumhlaba wonke.

Noxa kunjalo, la mashishini ahlukileyo esinawo abotshwa kunye zinkolelo nokuvumelana ngendlela esisebenza ngayo njengoko kuboniswa kule ntetho yemigazo yeshishini lethu (Business Principles). Ingakumbi, le migaqo ibonisa ukuzimisela kwethu ekwakheni ubudlelwane obunyanisekileyo nabo sisebenzisana nabo, eyenza ukub kufueneke:

– Sisebenza ngokunyanisekileyo
– Sisebenza ngokuthembeka
– Sisebenza ngokuphangaleleyo
– Sisebenzisana kakuhle sisonke nabanye

Owona mceli mngeni kukuba siqinisekise ukwenziwa kwezizinto zingasentla yonke imihla, iingqondo nezenzo zethu zibonakalise ukuzimesela ekwenzeni oku. Ukuze kwenzeke oku, wonke umntu eyedwa kofuneka amkele umsebenzi wokuqinisekisa ukuba le migaqo iyalandelwa kulo ndawo asebenza kuyo, kwaye siqinisekise ukuba abo sirhweba nabo bayayilandela le migaqo kuquka iinkampani ezinelungelo kumashishini ethu namashishini esiwaqashele umsebenzi wethutyana.

Yindima yomntu wonke ukuthetha phandle ngemiba emalunga nale migaqo ekuqaleni nomphathi wakhe, okanye atsalele umnxeba kwinombolo ebhalwe kwiqweqwe elingasemva. Le nombolo iphethwe ngabantu abangasebenzeli i-Xstrata ukuze ukwazi ukuthetha ngaphandle kwexhala.

Le migaqo ayenzelwanga ukuba ibe yimithetho engqongqo, yenzelwe ukuba isikhokele ekwenzeni imisebenzi yethu kakuhle. Ikwabonisa indlela esizimisele ngayo ukwakhana njengabantu abasebenza kunye. Le migaqo ke ngoko isinika umhlahlandlela emasiwulandele ukuze sisebenzisane ngokuthembeka, nokuba ishishini lethu kwimbombo zone zomhlaba libe nesithethe esinye, apho wonke umntu ezimisele ekwakheni ixabiso lendyebo ngokuthembeka.

Ndiyazingca ngesithethe salapha e-Xstrata, apho ukuzimisela kwethu ekwakheni indyebo yabatyali-zimali idibene nca nawona maqondo aphezulu okuthembeka nokungabinazimfihlo ezingamkelekiyo. Noxa amasiko nemithetho yendawo esishishina kuzo kumhlaba jikelele zahlukile, le migaqo yethu akufuneki ityhafiswe noba kutheni na.

M L Davis, Umphathi oyintloko we-Xstrata

Sisebenza ngokuthembekileyo

Sizimisele ukuba kwelona zinga liphezulu lokuthembeka emisebenzini esiyenzayo kwananje ngabantu, ngamaxesha onke.

Senza ngokuthembekileyo nabo sisebenzisana nabo kwaye siyazifezekisa izithembiso zethu kubo.

Siyithobela ngokupheleleyo imithetho nemiqathango yamazwe esishishina kuwo. Kananjalo, sithobela inkokhelo yophuhliso yeXstrata, sizama ukufikelela kwawona manqanaba aphezulu kumhlaba wonke nokuba liphi na ishishini lethu.

Abo barhwebelana noXstrata sifuna bahambisane nemigaqo, imimiselo nemiqathango yethu.

Sihlonipha kwaye sinyusa amalungelo abantu kuzo zonke indawo esithi sibenegalelo kuzo, sihlonipha, amasiko, imveli namalungelo abahlali, kuquka nabo bemveli.

Asamkeli okanye sinikezele ngezipho zokunyoba, okanye ngendlela ekhangeleka njengobunyobi.

Asinikezeli ngezipho nakweliphi na i qela lezopolitiko, abapolitiki okanye abo bazigqatsele unyulo kwipolitiki.

Asibunyamezeli ubusela, ukunganyaniseki kunye nokusebenzisa izixhobo zeshishini ngokungekho mthethweni.ukwanelisa iimfuno zethu singabantu.

Asivumeli ukuba iinjongo zethu zihlabane nezo zeXstrata kushishino.

Siyayixhasa into yokuba amanye amashishini akhule ngokusebenzisa nokulandela imiqathango eyenzelwe ukuba wonke umntu abe nethuba elifanayo lokushishina nokukhusela abathengi.

Siyazihlonipha izivumelwano zethu nabathengi, kwaye sikwahlawula iimfanelo zabo basithengiselayo.

Sizimisele kakhulu ekuphatheni ishishini lethu ngendlela ethembeke ngokwenene, elandela imiqathango yokuphathwa kwamashishini.

Sisebenza ngononophelo

Sizimisele ekufikeleleni kwinjongo zophuhliso loluntu. Ekufezekiseni iimfuno zeshishini lethu siq siqinisekisa ukuba sikhathalela imvelo, iimfuno zabahlali nemeko yoqoqosho.

Sikhangela ingxaki ezinokuvela ngezemali, ukusebenza kwamashishini, impilo yabantu, ukukhuseleka, imvelo, upolitiko kunye negama lethu ukuze sikwazi ukwenza amacebo okuzinqanda ezo ngxaki, sikwazi nokushishina ngokuzimisela.

Sibonakalisa ubunkokheli, iinjongo ezicacileyo, amanqanaba esifuna ukuwafikelela kunye nezixhobo nemali efunekayo ukuze sifezekise iinjonbo zeshishini lethu.

Sisebenzisa amacebo, amaqondo, neendlela ezicacileyo ukuze sifezekise iinjongo zethu ekufuneka zingahlabani kumashishini ethu onke, kuwo onke amacandelo ethu.

Sizimisele ukuqinisekisa ukuba onke amashishini ethu akhuselekile ezingozini nasekufeni kwabasebenzi bethu kunye nabahlali.

Inkuseleko yethu kunye nabo sisebenza nesihlala nabo imele thina sonke.

Sisebenza njengabolusi abanononophelo lwezixhobo nemizi-mveliso esiyinikwe ngabanini bamashishini esisebenza kuwo, kwaye sizimisele ukukhusela indalo kwindawo esizebenza kuzo kwiminyaka emininzi ezayo.

Silwela uphuculo kuwo onke amacandelo eshishini lethu.

Sisebenza ngokuphangaleleyo

Sizimisele ukusebenza ngokuphandle kushishino lwethu.

Senza ingxelo egcweleyo ngemo yemali, imizi-mveliso kunye nophuhliso loluntu minyaka yonke njengoko kufuneka ngokwasemthethweni nangokwamanqanaba aphezulu olawulo lwamashishini.

Sinika ingxelo mali, nengxelo yeshishini enyanisekileyo, sikwenza oku kwangexesha.

Sinxibelelelana kwangethuba nabo sisebenzisana nabo ngegalelo eliza kwenziwe ngamashishini ethu ngendlela ephangaleleyo, enyanisekileyo nehlonipha izithethe zabahlali bendawo zethu.

Sisebenzisa iincutshe ezizimeleyo ekuhloleni iincwadi kunye nendlela esilawula ngayo ishishini lethu jikelele, nakumashishini eengingqi.

Sithelekisa imigangatho yethu naleyo igqwesileyo kolu shishino sikulo, ukuze sikwazi ukuba neyona migangatho iphezulu kakhulu.

Sisebenzisana nabanye

Sizimisele kuthethathethwano ndlela mbini kwimiba nabasebenzi, abathengi, ekuhlaleni, abarhwebi nabanye abonmdla kunxbelelwano ngezorhwebo.

Sikhangela abo kufuneka sisebenzisane nabo ukuze sikwazi ukunxibelelana nabo ngokunyanisekileyo.

Sakha isithethe somsebenzi apho wonke ubani esebenza ngokukhulu ukuzimisela kwaye sikwagunyazisa amashishini eengingqi ukuba akwazi ukuzithathela izigqibo ngoshishino ukuze babe ngabanini bezigqibo nomsebenzi wabo.

Sijolisa ekutsaleni abona basenzi banesiphiwo nesakhono kumanqanaba onke eshishini lethu ukuze sikwazi ukunika amathuba okukhula emsebenzini angenantanga kolu shisshino.

Siyixabisile indima edlalwa ngabasebenzi bethu kunye nabo baqashwe okwethutyana, kwaye imithetho yethu iyawahlonipha amalungelo nesidima sabo.

Siwuxabisile umdibaniso weentlanga ezohlukeneyo zabasebenzi kwaye wonke umntu uthathwa ngokulinganayo noba uleliphi na ibala, ubuzwe, inkonzo, ubudala, isini, ukukhubazeka okanye upolitiko.

Siyaliqinisekisa ilungelo labasebenzi bethu lokukhuseleka emsebenzini, ukuba nabameli, ukuhlawulwa ngokufanelekileyo, ukukhuseleka komsebenzi namathuba ophuhliso. Asilunyamezeli kwaphela noluphi na uhlob localucalulo okanye ukubethwa noku dutywa.

Asikunyamezeli kwaphela ukusetywenziswa kwabantwana okanye ukunyanzelisa abantu ukuba basebenze ngaphandle kwentlawulo eXstrata okanye ngabo sisebenzisana nabo.

Sisebenzisana norhulumente besizwe nabomasipala, abameli babahlali, imibutho esebenzisana norhulumente, imibutho engeyoka rhulumente nabanye abanomdla kumsebenzi wethu ukuze sixhase imisebenzi eyakha uluntu olunxulumene namashishini ethu.

Senza igalelo ekuphuhlisweni koluntu noqoqosho lwabo. kwezo ndawo sinamashishini kuzo.

Sihlonipha amasiko, izithethe, iminqweno, namalungelo abantu bemveli, kuquka nabo baphuma kumakhaya ahlelekileyo.

Sihlonipha amsiko, izithethe, iminqweno, namalungelo abantu, kuquka nabo baphuma kumakhaya ahlelekileyo.

Senza ubudlelwane nabo bonke abantu esikushishino nabo, kwilizwe jikelele, kumazwe nakumaphondo sifuna inkxaso ephangaleleyo yamashishini ethu kunye noko sikwenzayo.

Sisebenzisana nabathengi, abathengisi, abakwishishini elifanayo nelethu abarhwebi namaqumrhu ukuze singxenge silungise naluphi na uphazamiseko olunokuthi lwenziwe lishishini lethu kwindalo, impilo okanye ukukhuseleka.

Unxulumano Iwabasebenzi
Umqeshwa ngamnye wase Xstrata ndawonye nabeekhontraki, unoxanduva lokwenza izinto ngokuhambisana neMimiselo yethu yeShishini (Business Principles). Naziphina iinkxalabo malunga nokuhambisana nale mimiselo mazibhekiswe kumphathi wakho/kumanejala wakho ngqo, okanye kumanejala jikelele kwiziko okulo, kubandakanywa iinkxalabo malunga nobuqhetseba, ubusela, izenzo zoshishino ezingathembekanga, ukusebenzisa izinto zeNkampani ngendlela engeyiyo, iinkqubo ezingafanelekanga zempilo nokhuseleko, ubuqhinga okanye nakuphina ukuziphatha okungafanelekanga emsebenzini.

Kodwa ke, kwiimeko zokungakwazi ukuthetha nomphathi wakho okanye nomanejala jikelele, ngenxa yaso nasiphina isizathu, ikho inombolo yokutsalela umnxeba simahla enikwe wonke amazwe apho i-Xstrata inemisebenzi khona. Lo mnxeba ulawulwa ngokuzimeleyo yi-KPMG yaye naziphina iinkxalabo ezixelwe kulo mnxeba ziyakugqithiselwa ngokuyimfihlo nangokungachazi gama la-mntu kwiNtloko yoPhengululo lwaNgaphakathi (Head of Internal Audit) ukuze ithabathe amanyathelo afanelekileyo. Ngokungenjalo ungasebenzisa le dilesi iyimfihlo ye-email ethi: ethics@xstrata.com.

Iinkxalabo okanye imibuzo malunga nemiba yesiqhelo ephathelelene noluntu ngokwasemsebenzini efana nemivuzo, iiyure zokusebenza okanye imisebenzi maziqhubeke ukuxelwa ngokwesiqhelo kumphathi wakho okanye kumanejala wakho.

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