Imigomo Yokubhizinisa

Sizokhula sibhekane nokuphatha i-portfolio enkulu kumabhizinisi ezensimbi nezezimayini, ngenhloso eyodwa yokwenza inzuzo enkulu embonini siyenzele abanini-bamasheya noma bezabelo. Lokhu singafezekisa kuphela ngokusebenzisana njengophathina nabasebenzi, amakhastama, abanini-bamasheya (abaninizabelo), imiphakathi yendawo kanye nabanye abathintekayo nabaneqhaza kwezebhizinisi.

1 Isitatimende esivela kumphathi oyinhloko
2 Sisebenza ngokufanelekile
3 Sisebenza ngokuqikekela
4 Sisebenza ngokusobala
5 Sisebenza ndawonye nabanye
6 Abantu umsebenzi angaxhumana nabo
Ukubuza ngaphandle

Lesisitatimende semigomo yokusebenza sibekelwe yonke imisebenzi enganyelwe ngu-Xstrata. Nemisebenzi enganganyelwe u-Xstrata kodwa ebe enesiteki kuzo kumele zibe nemigomo nemithetho ehambelana nelimigomo.

Lemigomo yethu yebhizinisi ibeka izinkolelo ezemukelwa yiwo wonke e-Xstrata. Isekelwa nayizibophelelo ezithile, okulindelekile kanye nemigudu ebekwe emithethweni yethu, i-Sustainable Development Standards and Producers.

Isitatimende esivela kumphathi oyinhloko

Siqashwe abanikazi beXstrata ukuba sense inzuzo emalini abayitshalile ngenhloso yokwenza inzalo. Isitatimende senhloso yethu siyibeka ngokusobala inselele yethu futhi sicacisa ngokusobala ukuthi impumelelo ingatholakala kuphela uma kwenziwa nokugcina ubudlelwano nabo bonke ababandanyekayo, izimpawu zobuqotho, ukubambisana, nobubonisayo kanye nokusizana ekwenzeni inzuzo.

E-Xstrata siphakamisa ukunakekela kanye nokuphatha okuqotho ebhizinisini lethu lezimpahla emhlabeni wonkana, sigcine nendawo yokusebenza iphilile ukuze sinciphise izindleko zokusebenza. Ngiyakholwa kakhulu ukuthi lendlea yokuphatha iwusizo ekusebenzeni kwethu kanye nakwabandanyekayo ngokwenza ubunikazi obuqotho kanye nobuqikelelayo ezingeni lasekhaya. Sinikeziwe amandla okwenza, amabhizinisi ethu ayakwazi ukubandakanya abuye aphendule kwababandakanyekayo, izinselele kanye namathuba ngendlela efanelekile – okuyisidingo esibalulekile maqondana nokuhlukana kwemisebenzi emhlabeni jikelele.

Kodwa-ke, amaqembu amakhulu azimele emphakathini webhizinisi abophelekile yimithetho kanye nezinkolelo mayelana nendlela esisebenza ngayo ebekwe eSitatimendeni Semigomo yeBhizinisi. Kakhulukazi, lemigomo iyavuma ukuthi ukuzinikela kwethu ebudlelwaneni bangempela nababandanyekayo okudinga ukuthi:

– sisebenze ngobulungiswa;
– sisebenze ngokuzibophezela;
– sisebenze ngokusobala; kanye
– nokusebenza ngokubambisana nabanye.

Inselele enkulu yethu ukuqinisekisa ukuthi zonke lezizifiso zibonakale ezenzweni zansuku zonke, ekuziphatheni kanye nasezinqumeni zethu. Ukuze kwenzeke lokhu omunye nomunye wethu kumele azibophezele ekuzigcwaliseni engxenyeni yebhizinisi esiqonden nayo kanye nokuqhubekisa ukwenza kwabalingani kwezebhizinisi, kubandakanya ophathina bethu kumajoint venture kanye nosonkontileka. Kuwumsebnezi womunye nomunye ukukhuluma ngezinto ezimayelana nokuthobela iMigomo yeBhizinisi yeXstrata, okukuqala ngokubika kubaphathi. Ulayini wokubika ofihlakele unikezelwe kuwo wonke amazwe I-Xstrata esebenzela kuwo. Uma lokho kungenzeki ikhona imininingwane ekhaveni yangemuva yalomqulu.

Imigomo yethu yebhizinisi ayenzelwanga ukusebenza njengemithetho yebhizinisi kanti futhi azibekwanga njengemigudu yethu emsebenzini. Kodwa isho ukuzinikela kwethu komunye nomunye kanye nawo wonke umuntu othintekayo ngendlela esisebenza ngayo. Imigomo yethu yezebhinisi inikezela ngendlela efanelekile futhi ziwumkhombandlela kanye nosiko lokusebenza kwezinkampani zaXstrata umhlaba wonke, nokuthi ngeke sigudluke ekuzimiseleni kwethu.

Ngiyaziqhenya ngosiko lwase-Xstrata lapho ukuzimisela ekwenzeleni inzuzo abanikazi beqembuokuxhumene kakhulu nokusebenza okusezingeni eliphezulu lokukhululeka kanye. Nakuba kunamasiko ahlukene, imithetho nezinkolelo esisebenza ngaphakathi nemigomo kwayo ngeke yanganakwa.

M L Davis
UMphathi Oyinhloko, Xstrata plc

Sisebenza ngokufanelekile

Sizibophezele emazingeni aphezulu obuntu nobuchwepheshe obufanelekile kukho konke esikwenzayo.

Senza ngokukhululekile ebudlelwaneni bethu nabobonke abathintekayo siphinde sigcine izethembiso nezibophezelo kubo.

Siyathobela imithetho nezinqubo zewe nezwe lapho sisebenza khona. Ukungezelela, sisebenza ngokuhambisana nohlaka lwentuthuko eqhubekayo yase-Xstrata, sifisa nokufinyelela emazingeni aphakeme omhlaba ngokungakhethi noma ngabe kukuphi.

Sifuna ukuthi ophathina kwezebhizinisi baphakamise imigomo ka-Xstrata yebhizinisi,imithetho kanye nmazinga entuthuko eqhubekayo.

Siphakamisa futhi siqhubekise amalungelo abantu ezindaweni esinomthelela kuzo, sihlonipha imilando, amasiko nezinkolelo namalungelo emiphakathi kubandakanywa nabantu bomdabu.

Asigwazeli, asibizi noma sicele nanoma iyiphi inhlobo yokugwazela.

Asinikeli emagenjini epolitiki, osopolitiki kanye namalungu omphakathi asemagunyeni.

Asikubekezeleli ukukhwabanisa, nokuntshontsha kanye nokusebenzisa izinto zenkampani ukuze uzihlumise.

Asivumeli izinhloso zomuntu ngamunye zezezimali zithikameze/zixabane nezinhloso zenkampani.

Siyalwesekela uhwebo olukhululekile kanti siyoncintisana ngokufanelekile, mayelana nemithetho eqhuba ukuncintisana nokuvikela abathengi.

Siyazihlonipha izivumelwano namasaplaya, abathengi futhi sikhokha amanami akahle ezimpahleni kanye nasezinsizakalweni.

Sizibophezele ekuphathweni kwebhizinisi okuqotho nokulungile.

Sisebenza ngokuqikekela

Sizibophezele ekufezeni iphupho lentuthuko eqhubekayo. Silinganisa ezomphakathi, ezemvelo kanye nezomnotho ekuphatheni kwethu ibhizinisi.

Sithola futh siphathe ngokucophelela ezezimali,ezempilo, ukusebenza, ukuphepha, ezemvelo, ezepolitiki, ezomphakathi kanye nesithunnzi sethu ukuze sikwazi ukulandela amanye amathuba.

Sinikela ngobuholi obubonakalayo, izinto ezimqoka ezicacile, izinjongo nezifiso kanye nezezimali kanye nokusebenza kwabantu okufanelekile ukuze sifeze amaphupho.

Senza amasu, imithetho, amazinga, izinhlelo nenqubo ukuze sifezekise izinjongo ezigcwalisiwe futhi ezihambelana neqembu namzinga okusebenza.

Yithina ababhekene nokuphepha kwethu nokomphakathi.

Sisebenza njengamagosa/izitshuwadi zabanikazi bezimpahla ukuze sigcine impilo ende, kanye nokusebenza ngokuphumelela kwezemvelo ezithintekayo ekusebenzeni kwethu.

Silwela ukuthuthuka okuqhubekayo kuyo yonke into ebhizinisini lethu.

Sisebenza ngokusobala

Sizibophezele ngokubonisa uhwebo olunempumelelo ebhizinisini lethu.

Siyayikhipha njalonje imibiko ngezezimali, ukusebenza kanye nokwenza kwentuthuko eqhubekayo futhi kuhambisana nemithetho efanelekile yokusebenza.

Sinekezela ngemibiko, eqondile nethembekile ngesikhathi mayelana nezimali nokwenza kwenkampani.

Sikhuluma kusenesikhathi ngemiphumela noma ukusizakala ngaphambi kokuba senze izinguquko ezinkulu emisebenzininakumaprojethi ngendlela ebonisayo nephelele futhi ehambelana namasiko kubo bonke abathintekayo.

Sisebenzisa abahloli mabhuku abangompetha nabakholekayo, futhi sinikeza isiqiniskeo ngokuphathwa nokwenza kweqembu ebhizinisini lezimpahla namazinga okusebenza.

Sihlale sisondelanisa ukusebenza kwethu kumazinga ahamba phambili emhlabeni ngenhloso yokugcina ukusebenza kwe-indastri kuhamba phambili.

Sisebenza ndawonye nabanye

Sizibophezele ekubandakanyeni abasebenzi, nabamele abasebenzi, imiphakathi, amakhasimende, amasaplaya, abaninimasheya nabanye ababandakanyekayo.

Sibonawonke obandakanyekayo emisebenzini yethu besesixhumana ngokwethembeka siphinde sibandakanye ngokwethembeka okuhle wonke amaqembu athintekayo.

Siheha siphinde sigcine abantu abamqoka kuwonke amazinga ebhizinisi lethu, siphinde sinikezele ngamathuba aphambili okuthuthukisa imisebenzi kanye namaholo afanelekile kwi industri.

Siyayazisa iminikelo eyenziwa abasebenzi, nakontileka kanti imithetho nezinqubo zethu ziyasihlonipha isithunzi sabo kanye namalungela abo.

Asiqashi izingane, kanti futhi samukela imithetho, wenhlangano yamazwe omhlaba kwezemisebenzi.

Samukela ubudlelwano obubalulekile izindawo zemisebenzi yethu ezinabo nemiphakathi yebdawo, kanti futhi siyazihlonipha izidingo zendawo, amasiko nezinkambiso, kanye namalungelo abantu bomdabu ezindaweni esisebenzela kuzo.

Sisebenzisa neziphathi – mandla zendawo, abameli bemiphakathi, izinhlangano ezithintekayo ukusekela amaprojekthi abhekana nezidingo zemiphakathi.

Sebenzisana neziphathi – mandla zendawo, abameli bemiphakathi, izinhlangano ezingekho ngaphansi kukahulumeni kanye nezinye izinhlangano ezithintekayo ukusukela amaprojekthi abhekana nezidingo zemiphakathi.

Sisebenzisana nohulumeni ezintweni eziphathelene nebhizinisi lethu. Kodwa-ke, ngeke senza iminikelo kumaqembu ezepolotiki, izinhlangano zezepolotiki, noma osopolotiki, noma abamele ukhetho emikhakheni kahulumeni.

Siyanikezela kwezokuthuthukisa umphakathi lezo sixhumene nebhizinisi lethu.

Siyawahlonipha amasiko namalungelo abantu nalabo baphuma kwindawo lezo zingenazinto kahle.

Sisebenzisana nabanye ababambe iqhaza embonini ezintweni okumele kuthathwe kuzo amanyathelo afanayo nafanele, kanti futhi amanyathelo azoba nomphumela obambekayo ekusekeleni amazinga oqophelo lamazwe omhlaba, ekuqhubeni phambili izimiso nebhizinisi noma ekubhekaneni nezinto eziphathelene nezempilo, ezokuphepha kanye nokugcinwa kwesimo semvelo nendalo, kanye nentuthuko eqhubekela phambili.

Sifezekisa zonke izithembiso kulabo esinakontraki nabo kanye namasaplayi namakhastama.

Abantu umsebenzi angaxhumana nabo
Umsebenzi nomsebenzi kanye nalabo bezikontilaki base-Xstrata, babhekene nokuthi basebenze ngokulandela lezi zimiso zethu zeBhizinisi (Business Principles). Noma yikuphi ukukhathazeka onakho ngokulandelwa kwalezi zimiso, sicela uxhumane nosuphavayisa/ umininjela oseduzane naye noma u-general manager wendawo osebenza kuyo, lokhu kubandakanya ukukhathazeka ngokukhwabanisa, ukuntshontshwa, noma ukwenza ibhizinisi ngezindlela ezingathembekile, ukusebenzisa impahla yenkampani ngendlela engafanele, inqubo yokusebenza engaphephile nengenampilo enhle, inkohlakalo, noma yiyiphi enye indlela yokuziphatha engalungile emisebenzini.

Kodwa-ke, uma kunezimo lapho kungakhonakali khona ukuthi ukhulumisane nosuphavayisa wakho, noma u-general manager, nomangabe kubangelwa yisiphi isizathu, kukhona inombolo yocingo engakhokhelwa kuzwe nezwe lapho iXstrata esebenza khona. Abamukeli bocingo yinhlangano ezimele ye-KPMG, kanti futhi noma yini okubikayo, kuzophathwa ngendlela eyimfihlo nawe ubika ngaphandle kokuzidalula igama lakho, kuzokwamukela yiNhloko ye-Internal Audit, ukuze kuthathwe izinyathelo ezifanele. Kanti okunye ongakwenza, ungasebenzisa ikheli le-email eliyimfihlo, elilandelayo: ethics@extrata.com.

Izinto ezikhathazayo noma imibuzo ngezinto eziphathelene nezabasebenzi nemisebenzi, ezifana namaholo, amahora okusebenza, noma imisebenzi okumele yenziwe, kumele kuqhutshekwe nokubikwa njengokujwayelekile kosuphavayisa noma omininjela.

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