



Ikhodi yendlela yokuziphatha yakwa-Compass Group

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Ikhodi yendlela yokuZiphatha yakwa-Compass Group kanye ne-UN Global Compact

Njengabaholi bomhlaba endimeni yethu kumele sibeke izinga eliseqophelweni eliphezulu emisebenzini esinikela ngayo kanye nendlela yobungcweti futhi nelungileyo esiqhuba ngayo ibhizinisi lethu. Isithunzi sethu kanye nokuphumelela kwethu okuzayo kuncike kulokho.

Ukuziphatha kanye nokwenza *kwethu* sonke, *zonke izinsuku*, *yonke indawo* emhlabeni lapho sisebenzela khona kungaba nomthelela kulokhu. Wonke umuntu ngamunye osebenza kwa-Compass Group wabelana ngesibopho sokuphakamisa le migomo futhi nokuphatha ibhizinisi lethu ngendlela enobungcweti, ephephile, ngendlela elungileyo nenesibopho. Lokhu kungaphandle kokukhipha kanye nokuyeka okumele kwenziwe.

Ukuze sisize abasebenzi bethu bonke ukuze baqonde umsebenzi wabo wokuvikela kanye nokwakha isithunzi sethu siye sakha iKhodi yendlela yokuZiphatha yabakwa-Compass Group. Le Khodi ibeka obala amazinga alindelekile okuziphatha esilindele ukuyibona yenziwa yibo bonke abantu bethu ukukhombisa ukusebenzisana nalabo okusetshenzwa nabo kanye nalabo abangaphandle kwenkampani njengamakhasimende, amaklayenti, anamasheya kanye nalabo abanesabelo ebhizinisini. IKhodi ithuthukiswe ngokwengezwa okuvela ebhizinisini lonke, labo abanesabelo kwibhizinisi abangukhiye njenge-Compass European Works Council (CEC) futhi bahlangene ne-Sikhungo seNdlela yokuZiphatha yeBhizinisi. Imigomo ebekwe kule Khodi aveza lokho esikholelwa kuwo.

Sinezindathane zemithombo ezikhona ukuthi zisize abantu bazwisise ukuthi le mithetho isebenza kanjani ngokwenziwa, ukufinyelela ekwesekweni uma bangaqinisekile ukuthi benza kanjani isigameko esithize, kanye namatshaneli okuphakamisa izindaba lapha becabanga ukuthi ziyaphulwa.

IKhodi yendlela yokuZiphatha igcizelela izibopho zethu zomphakathi, nokuzibophezela ezindaweni futhi ithumela umlayezo onamandla kubo bonke abanesabelo ebhizinisini le-Compass Group elinesibopho sokusebenza ebhizinisini ngokuyikho. Ukugqamisa lokhu, simele i-United Nations Global Compact, okuqalwe yiNhlango yeZizwe ukuze kugqugquzelwe izinkampani ukuba zizibophezele ukuze amalungelo abantu, amazinga okusebenza, isibopho sendawo kanye naleyo ngxenye ye-ajenda yebhizinisi emelene nenkohlakalo ibe isimamisa ithuba lokuncintisana.

Imigomo eyi-10 ye-UN Global Compact ibalulekile emithethweni yebhizinisi lethu futhi yongeze izingxenyekazi ezintsha ekusebenzeni kwebhizinisi ngokudala indawo, esuselwe emigomeni eyamukelekile, ukugquqguzela ukuqala kokuletha ushintsho olusha kanye nokubambisana emiphakathini esisebenza kuyo kanye nezinye izinhlangano.

Ikhodi yesayensi yendlela yokuZiphatha akumele lithathwe njengamagama ayisiqeshana emqulwini; iyimigomo eholo indlela okufanele sicabange ngayo, esenza ngayo futhi esiziphatha ngayo, futhi kumele ibe wubufakazi bokusebenza kwethu kwansuku zonke. Lokhu kubalulekile ekwakheni kanye nasekuvikeleni isithunzi sethu ukuqinisekisa ukuthi abakwa-Compass Group bayaqhubeka ukuba yinkampani leyenza abantu baziqhenye ngokusebenza kuyo, futhi babenokuzithemba ekuthengeni kuyo nokutshala izimali kuyo.

1. Ubudlelwane nabasebenzi bethu

Njengenkampani yemisebenzi, abantu bethu bangukhiye empumelelweni yebhizinisi lethu. Sihlonipha futhi sibeke phezulu ubuntu bomuntu ngamunye kanye nokwahlukana okulethwa yibo bonke abasebenzi kwibhizinisi futhi kufuna ukudala indawo elungile, evulekile, esebenzayo nanoma yikuphi lapho sisebenza khona.

- Sizimisele ekususeleni ubudlelwane bethu nabasebenzi ekuhlonipheni isithunzi somuntu ngamunye kanye nokuphatha ngokulungile kubo bonke.
- Sihlose ukuqasha kanye nokukhuphulela ezikhundleni abasebenzi ngesizathu sokufaneleka, ngaphandle kokucwasa.
- Sihlose ukufukamela ukuxhumana okusebenza ngendlela ukuze sinike abasebenzi amandla okwenza imisebenzi yabo ngokuyikho. Lokhu kuzofaka phakathi ukugqguzela kanye nokusiza abasebenzi ukuthi bathuthkise amakhono abo afanele ukuze baqhube imisebenzi yabo.
- Sibeka phambili impilo kanye nokuphepha kwabasebenzi bethu kanye nokuphepha kwendawo abasebenza kuyona.
- Asibekezeleli nanoma yiluphi uhlobo lokucwasa ngokobulili, ngokomzimba, ngokwengqondo noma okunye ukuhlushwa kwanoma yiluphi uhlobo okuqondiswe kubasebenzi bethu, noma ngabe kuvela kwabanye abasebenzi bethu noma abanye nje.
- Sisebenzisa izinqubomgomo zamaholo ezilungile futhi ezifanele.
- Sidinga noma yimuphi umsebenzisi onezinto ezingqubuzanayo ukuba ayiveze kulowo omphethe.
- Sisebenza endaweni enokuthembeka futhi ngalokho asibekezeleli ukukhwabanisa noma ukuziphatha ngokungathembeki kubasebenzi noma ngabe kuseqenjini noma kusetshenzwa nabanye abanesabelo ebhizinisini.

2. Ubudlelwane namaklayente kanye namakhasimende ethu

Simagange mayelana nokuletha ikhwalithi eseqophelweni eliphezulu, imisebenzi kanye nokuzikhethela kumaklayenti nakumakhasimende ethu: isithunzi sethu kanye nokuthembeka kwamaklayenti kanye namakhasimende ethu kuncike kulokho.

- Ikhwalithi kanye nokuvikeleka kokudla kanye nemisebenzi esiyihlinzekayo, kanye nemikhiqizo nenqubo yethu, kumqoka futhi akumele neze kubekwe engcupheni.
- Sihlosa ukuhlinzeka izinga eliphezulu lokusizakala kwamaklayenti kanye namakhasimende ethu ngezinkhathi zonke. Imibono yemisebenzi yethu iyaqoshwa futhi ibhekwa ngokushesha.
- Lonke ulwazi ngamakhasimende kanye namaklayenti kuyophathwa njengokuyimfihlo.
- Asiniki ngenhloso izincazelo ezingaphelele noma ezikhohlisayo ngemikhiqizo noma imisebenzi yethu.
- Akukho msebenzi onganika noma ongathola – noma ongafunza abanye ukuthi banike noma bathole – imali nanoma iyiphi noma into eyisipho engathathwa njengokugwazela.

3. Ubudlelwane nabatshali zimali bethu

Impumelelo yenkampani ezimakethe yakhiwe phezu kwethemba kanye nokuthembela kwalabo abatshala izimali kithi, futhi sizimisele ekuvikeleni inzalo yabo yesikhathi eside.

- Sihlose ukwenza imali ezwakalayo esikhathini eside, ngokusebenzisa ngendlela izimpahla ezibekwe kithi.
- Sizibophezele ezingeni eliphezulu lokuphatha ngokuhlanganyela kanye nokungafihli lutho.
- Izitatimende zama-akhawunti ethu zizoba yiqiniso, zifike ngesikhathi, ziphelele, futhi zisebenzeke, futhi zitholakale ngefomu elingaqondwa kalula.

4. Ubudlelwane bethu nabathumeli-mpahla kanye nabezinkontileka.

Sifuna ukwakha ubudlelwane okusisiza sobabili nabathumeli-mpahla bethu, futhi sibagqugquzele ukuthi bahambisane nezinga lethu eliphezulu lokuhlonipha ikhwalithi, ukuphepha kokudla, izimo zokusebenza, imisebenzi yokuthengisa, kwezempilo kanye nokuvikela indawo.

- Siphatha abathumeli-mpahla bethu kanye nabaphethe inkontileka ngokuthembeka kanye nangendlela.
- Akukho msebenzi onganika noma ongathola – noma ongafunza abanye ukuthi banike noma bathole – imali nanoma iyiphi noma into eyisipho engathathwa njengokugwazela.
- Sizama ukuqinisekisa ukuthi singaxhashazwa ngo noma ngokungenhloso ngezicelo zokukhokhela okuhlinzekeiwe.
- Lonke ulwazi olumayelana nenkampani kanye nabathumeli-mpahla kumele luphathwe njengemfihlo.
- Asisebenzi nezinkampani eziphula umthetho noma ezibeka isithunzi se-Compass Group engozini.

5. Ubudlelwane nohulumeni kanye nemiphakathi ebanzi

Ukuphumelela kwibhizinisi kuncike ekuhambisaneni nezibopho zomthetho, kanye nokuhambisana namasiko omdabu kanye nokuhlanganisa okulawula ubudlelwane bamabhizinisi.

Imiphakathi esisebenza kuyo (futhi lapho sithola abasebenzi bethu) ibalulekile kithina.

- Sizinikele ukufaka isandla ekuthuthukeni okusimeme kwemiphakathi esisebenza kuyo.
- Sibheka ukukhathazeka komphakathi ngobubanzi – kufaka phakathi izintshisekelo zezwe lonke kanye nezasekhaya – emisebenzini yethu yonke. Sisebenzisa ubuhlakani bethu ukufaka isandla ekuphileni komphakathi ngendlela elungele inhloso yebhizinisi lethu.
- Silinga ukuqinisekisa ukuthi asixhashazwa ngesizathu sokuhlanya imali etholakele ngobugebengu, ukushushumbiswa kwezidakamizwa noma ukuphula umthetho wentela.
- Sixhasa amalungelo abantu ahlelwe esimemezelweni saMalungelo aBantu seNhlango yeZizwe. Sibheka ngokucophelela ngaphambi kokuba senze ibhizinisi eMazweni angathobeli iSimemezelo seNhlango yeZizwe.
- Asenzi iminikelo yezimali emaqenjini ezombusazwe noma kulabo abawamele.
- Sihlonipha umthetho, imikhuba kanye namasiko asemazweni esisebenza kuwo. Uma kunokungqubuzana okubonakalayo phakathi kwenqubo yasekhaya kanye nemigomo kanye nokubalulekile okubekwe yile Khodi, abasebenzi abasebenza esikhundleni sethu kumele baholwe yile Khodi.
- Sizimisele ukwenza ibhizinisi lethu ngendlela engakhubazi indawo ngangokusemandleni. INqubomgomo yeNdawo yeQembu kanye neMihlahlandlela ifaka phakathi indima yokwehlisa okulahlwayo kanye nokusetshenziswa futhi, kanye nokulondolozeka kwamanzi kanye nogesi.

6. Ukwenza umsebenzi kanye nokuthobela imithetho

Sizibophezele ekudaleni indawo yokusebenza lapho abasebenzi abangakwazi kanye nabangaziphatha ngendlela elungile.

Silindele ukuba abasebenzi benyuse nomphathi wabo welayini, noma lapho bezizwa bakhululekile okwenza njalo, nomphathi wabo ababika kuye ozayo noma kusuka kumalayini wokubika wangaphandle, izikhalazo abangahle babe nazo mayelana ngokungalungile noma okuziphatha okungekho encwadini noma umoya wemithetho noma ikhodi yeqembu yempatho elungile.

Ukuhambisana nekhodi yempatho elungile lethu kuyisimo sokuqashwa okuqhubekayo.

Abakwa-Global Compact



Amalungelo abantu

- Umgomo 1: Amabhizinisi kumele axhase futhi ahloniphe ukuvikeleka kwamalungelo amenyezelwe ngaphakathi kwendawo yabo yamandla
- Umgomo 2: Amabhizinisi kumele aqinisekise ukuthi imisebenzi yawo ayihlanganyeli nokuhlukunyezwa kwamalungelo abantu
- Umgomo 3: Amabhizinisi kumele abeke phezulu ukukhululeka okumbandakanya nokukhomba okusebenzayo kwelungelo lokuvumelana ngekuhlanhanyela

Umsebenzi

- Umgomo 4: Amabhizinisi kumele ebambele phezulu yonke imisebenzi ephoqayo noma okumele yenziwe
- Umgomo 5: Amabhizinisi kumele abambele phezulu ukushabalaliswa okusebenzayo kokusetshenziswa kwabantwana
- Umgomo 6: Amabhizinisi kumele asuse ukubandlulula ekuqashweni kanye nokusebenza

Indawo

- Umgomo 7: Amabhizinisi kumele axhase ukulanda okuzithobile kwezinkinga zendawo
- Umgomo 8: Amabhizinisi kumele aqale ukuthuthukisa igunya elikhulu lendawo
- Umgomo 9: Amabhizinisi kumele agqugquzele ukukhula kanye nokuhlakaza kwezochwepheshe ezilungile endaweni

Inkohlakalo

- Umgomo 10: Amabhizinisi kumele asebenze nokulwisana nenkohlakalo yezimo zonke, kufaka phakathi ukuthatha imali engafanele ngokuphoqa noma ukuthatha imali engalungile