Ikhodi Yokuziphatha kwalabo esisebenzisana nabo kwi Sappi Group

Ngokuhambisana nemigomo yokusebenza ngokubambisana ka One Sappi – lapho sizinikele khona ukubambisana nokusebenzisana nabanye ababambe iqhaza ebhizinisini lethu – sihlose ukuba inhlangano ethembekile futhi enekusasa eliqhakazile embonini yezingodo. Sithatha labo esisebenzisana nabo njengophathina ababalulekile futhi abadlala indima emqoka eyenza sikwazi ukufeza lezinhloso esinazo.

Ilesizathu esenza silindele ukuthi zonke izinkampani esisebenzisana nazo zisijoyine ekuzibophezeleni kwethu ekunakekeleni umnotho, inhlalakahle yabantu nokunakekelwa kwemvelo ngenhloso yokwakha indawo eqotho yokwenza ibhizinisi ngokuthembeka nangesibindi; lapho esithatha khona izinqumo ezihlakaniphile ngokushesha.

Ububanzi bokuqinisekisa ukuthi kuyalandelwa lokhu

Lekhodi yokuziphatha (ikhodi) yakhelwe ukuqinisekisa ukuthi izimiso zokuziphatha zakwa-Sappi zicacile futhi zisekwa yizo zonke izinkampani esisebenzisana nazo, izinhlangano ezisebenzisana nazo kanye nabanye esibambisene nabo ebhizinisini. Silindele ukuthi bonke esisebenzisana nabo baziphathe ngendlela ehambisana nezimiso zethu futhi balandele yonke imithetho nemigomo yamazwe abasebenzela kuyo.

Izimfuneko

Izimiso zebhizinisi

Ukugcina izimiso kuyisisekelo esiqotho kwa-Sappi okwenza sakhe ibhizinisi elizozinza iminyaka eminingi ezayo nasekwakheni umnotho walabo esisebenzisana nabo.

Nakhu okulindelekile kulabo esisebenzisana nabo:

- Ukuzijwayeza Umqulu weKhodi yokuziphatha yakwa-Sappi etholakala ku www.sappi.com nokulandela izimiso nemigomo equkethwe kwi-khodi yokuziphatha yethu, ikakhulu lezo ezithinta ukungqubuzana kwezinhloso, ukuvikelwa kwabantu abaveza inkohlakalo, ukukhwabanisa nokulandela imithetho yokuncintisana, nakho konke okusisiza silandele izimiso zethu.
- Ukubika indlela yokuziphatha engafanele noma engekho emthethweni yanoma ubani ohlobene no-Sappi ngokuthinta ngocingo inombolo ye-Hotline yakwa-Sappi noma ukuletha izikhalo ku Ethics@sappi.com ngokukhululeka.

Amalungelo abantu

Amalungelo abantu asebenza kuwo wonke umuntu, ngaphandle kokubheka ubuhlanga, ubulili, ubuzwe, ulimi, inkolo kanye nezinye izimo. Kumalungelo abantu kubalwa ilungelo lokuphila ngenkululeko, inkululeko yokuveza umbono nemizwa, kanye nelungelo lokusebenza nokuthola imfundo. Bonke abantu emhlabeni kufanele babenawo lamalungelo, ngaphandle kokucwaseka.

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Ngokufanele, esisebenzisana nabo kulindeleke ukuthi:

- Bahloniphe amalungelo abantu futhi bagcine izimiso ezishicilelwe kumqulu we-United Nations ngamalungelo abantu.
- Ukuphatha bonke abasebenzi babo ngenhlonipho; ukugcina imigomo nemithetho eyanele yokuvimbela noma iluphi uhlobo lokuhlukunyezwa; futhi ikhiphe izinhlaka zokuveza nokubika izikhalazo ezihlobene namalungelo abantu.

Ukusebenza kwezingane nabasebenzi abasebancane

- Gwema ukusebenzisa izingane ngokungaqashi abantu abaneminyaka engaphansi kweyi-15, ngaphandle uma umthetho-sisekelo wezwe ukhipha umkhawulo weminyaka ongaphezulu ovumelekile.
- Ukuvikelwa kwabasebenzi abaneminyaka engaphansi kweyi-18 kwimisebenzi yanoma iluphi uhlobo olungathunaza umzimba, umqondo noma ukukhula ngokwemizwa.

Ukukhetha umsebenzi ngokukhululeka

- Gwema ukusebenzisa abantu ngokubaphoqa, ukubenza izigqila nokuphoqa iziboshwa ukuthi zisebenze.

Amahhora okusebenza

- Hlela izikhathi zokusebenza nezinsuku zekhefu zonyaka ngokulandela umthetho nemigomo yezwe osebenzela kulona.

Imiholo

- Khokhela abasebenzi, okungenani umholo nesinxephezelo sokusebenza isikhathi eseqile esihambisana nomthetho nokwenziwa embonini.

Inkululeko yokujoyina izinhlangano zabasebenzi

- Khumbula futhi uhloniphe ilungelo labasebenzi lokuba nenkululeko yokujoyina izinhlangano zabasebenzi ngokulandela imigomo yomthetho-sisekelo wezwe.

Ukucwasa

- Hlonipha ukwehluka kwabantu emsebenzi, unikeze abantu amathuba alinganayo futhi uqinisekise ukuthi indawo yokusebenza ayinakho ukucwasana.

Ezokuphepha nezempilo

Abantu banelungelo lokuphila nokusebenza ngokuphepha, nokuthi bathole isiqiniseko sokuthi indlela yokwenza umkhiqizo angeke idale umonakalo ezimpilweni zabo nasekuphepheni kwabo futhi angeke bathenge imikhiqizo ezokwenza umonakalo ezimpilweni zabo.

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Ngokubheka lokhu, izinkampani esisebenzisana nazo kulindeleke ukuthi:

- Zibeke kuqala futhi zakhe indawo yokusebenza ephephile futhi evikela izimpilo zabasebenzi ngokuhlola bonke ubungozi; Ziqeqeshe abasebenzi ngezokuphephha nezempilo futhi zakhe izinhlelo nemigomo yokubhekana nezimo eziphuthumayo. Lokhu kubala ukubikwa kwezimo eziphuthumayo, ukwaziswa kwabasebenzi, ukuqeqeshwa kwabasebenzi, izimpahla zosizo lokuqala, imishini efanele yokutholwa nokucishwa kwemililo nezindawo ezanele zokuphuma uma kunezimo eziphuthumayo.
- Ukukhipha imikhiqizo nomsebenzi okungenani ohambisana nemithetho yekhwalithi, ezempilo nezokuphepha ehambisana nomthetho wezwe.
- Ukusebenzisa uhlelo lokongamela ezokuphepha, ezempilo, imvelo nekhwalithi.

Amakhemikhali

- Ukwakhiwa kwendlela yokuthenga, ukuthutha, ukugcina, ukuphatha nokusebenzisa amakhemikhali ngendlela evikela imvelo nezimpilo nokuphepha kwabasebenzi ngaso sonke isikhathi.
- Ukubhala, ukugcina kanye nokushintsha uhlu lwawo wonke amakhemikhali asetshenziselwa ukwenza umkhiqizo futhi kugcinwe amarekhodi aphathelene namakhemikhali asetshenziswayo.

Imvelo

Ukukhiqiza okuningi usebenzisa okuncane kubalulekile ekwakheni izimakethe ezizozinza ezihambisana nokugcina umhlaba wethu uphephile, futhi ingcebo yemvelo ivikelekile ukuze sidlale indima ekuthuthukiseni umnotho nenhlalakahle yabantu. U-Sappi uhlose ukuvikela umhlaba ngokunakekela nokuvikela imvelo, ukuqapha isimo sezulu nezinhlobonhlobo zezinto eziphilayo.

Ngokubheka lokhu, izinkampani esisebenzisana nazo kulindeleke ukuthi:

- Zithobele umthetho-sisekelo wezemvelo othinta imisebenzi yabo.
- Ziqinisekise ukuthi zithola futhi zigcina imihlahlandlela yokubika konke ukubhaliswa nama- permit ezemvelo ukuze zihambisane nemithetho.
- Ukubheka umthelela ezinawo kwimvelo ikakhulukazi kwizinto eziphilayo, ukungcolisa imvelo futhi zilungise lapho kunomonakalo khona.
- Qeqesha abasebenzi ngobungozi obuhlobene nezemvelo ngokuhlola okuhambisana nezinhlelo zokunakekela imvelo.
- Sebenzisana no-Sappi ukuze uqhubeke uthuthukise izinga lakho lokuvikela imvelo ngoku:
    - Nciphisa intuthu yegesi nokusebenzisa ugesi
    - Ukuthuthukisa ikhwalithi yamanzi nokunciphisa udoti
    - Ukuthola izindlela ezingcono kunokusebenzisa amakhemikhali nempahla enobungozi.
- Yakha izinhlelo zokuthenga, ukuthutha, ukugcina kanye nokubamba udoti ngendlela ezovikela imvelo futhi iqinisekise ukuphepha kwabasebenzi.
- Ukugcina irejista yezinhlobo zikadoti ukuze kuhlukaniseke udoti oyingozi nongasiyona ingozi.
- Uma kunezicelo, khipha imininingwane yemvelaphi yensiza-kusebenza, okungaba izihlahla nokunye ukuze uSappi uhlole ubungozi obukhona kulezonsiza-kusebenza nalapho ezivela khona.

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Ukwehluka kwabantu namathuba alinganayo

Sikholelwa ukuthi ukwehluka kwabantu kuvula indlela yokuthola imicabango emisha futhi kuyasiza ekuletheni amasu amasha. Ingakho sikubona kubalulekile ukuba nabantu abahlukahlukene futhi siyayibungaza indima abayidlala ebhizinisini lethu, okulenza lihambe phambili futhi lihambisane nezikhathi ezishintshayo. Siyakulwela ukwakha indawo lapho umsebenzi ngamunye ethola khona inhlonipho ngaphandle kokubhekwa kweminyaka yakhe, ibala, inkolo, ukukhubazeka, ubulili kanye nokunye. Ngokubheka lokhu, zonke izinkampani esisebenzisana nazo kulindeleke ukuthi ziqhakambise ukwehluka kwabantu futhi zikhiphe amathuba alinganayo.

I-Broad-based black economic empowerment (BBBEE)

Siyazi ukuthi ushintsho eNingizimu Afrika akusiyo nje into eyenziwa ngempoqo ngoba ibalulekile, kodwa uhlelo lokukhulisa umnotho wezwe olwenziwa ngokuhambisana nokubuyisela abamnyama ezinhlweni zokuthuthukisa umnotho. Okwethu okuphathelene ne-BBBEE, ukwenza umehluko oqotho.

Silindele izinkampani esisebenzisana nazo ukuthi zibe ingxenye yalokhu futhi:

- Zizibophezele, uma kuyinkampani yase-Ningizimu Afrika, kwizimiso ze-BBBEE njengoba zibekiwe kwikhodi yokusebenza kahle ye-Department of Trade and Industries ethinta Ukuthuthukiswa Kwabamnyama Kwezomnotho. Amabhizinisi angaphansi kwaloluhlelo kuzodingeka anikeze uSappi ikhadi lamaphuzu, ngokulandela umthetho.

Ukuthobela lekhodi

Uma sixhumana nalabo esisebenzisana nabo, sizobheka ubukhulu nokuvuthwa kwenkampani. Ukukhombisa ukuthi iyalandelwa imigomo yale-khodi, izinkampani kungadingeka ukuthi zikhiphe amadokhumenti noma zivumele uSappi okanye abamele wona ukuthi benze ucwaningo lwamabhuku ezindaweni zabo zokusebenza.

Sinalo ilungelo lokuziqhelelanisa nezinkampani ezenza okuphambene nokulindeleke kuzona okubaliwe kulomqulu Wendlela Yokuziphatha Yalabo esisebenzisana nabo yakwa-Sappi.

Amacala amakhulu angaholela ekumisweni ngokushesha kobudlelwano bebhizinisi nenkampani ethintekayo.

Steve Binnie
Chief Executive Officer
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