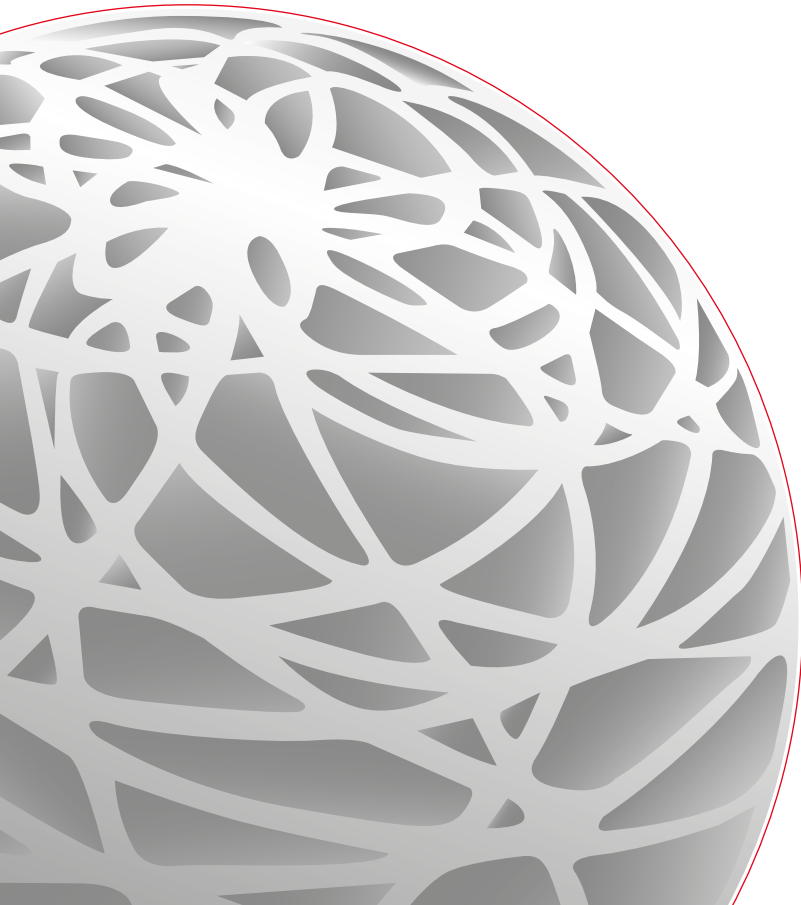


VESUVIUS



INqubo YokuziPhatha



Okuqukethwe



Izindinganiso Zethu

03



Ukudalula kanye
Nabatshalimali

09



Ezempilo, Ezokuphepha
kanye Nendawo

05



Uhulumeni, Umphakathi kanye
Nemiphakathi Yasendaweni

10



Ukuhweba, Amakhasimende,
Imikhiqizo kanye Nemisebenzi

06



Ukuphambana Kwemibono

11



Ukulwisana Nokugwazisa
kanye Nenkohlakalo

07



Izimbangi

12



Abasebenzi kanye
Namalungelo Abantu

08



Speak up

14

Izindinganiso Zethu



Izindinganiso zebhizinisi ezine zakwa-Vesuvius zibalulekile endleleni yethu yokuziphatha yansuku zonke emsebenzini. Ziqhuba indlela yokuziphatha engashintshi, ukubonakaliswa kwesiko elivamile leqembu, ukuthuthukiswa komfanekiso weqembu kubabambiqhaza bangaphandle, futhi kusekelwe isithembiso sezentengiselwano kumakhasimende ethu.

Izindinganiso zethu:

Isibindi: Isiko lesibindi elinika amandla izisebenzi ukuthi zikwazi ukubhekana nokwesaba kwazo libalulekile ukuze kube nentuthuko, ushintsho nokusinda. Isibindi sizibonakalisa lapho siqaba ukwehlulwa, lapho umuntu enza okungaphezu kokuvamile engazenzeli yena kuphela kodwa ngokwenzuzo yenkampani.

Ubunikazi: Siyalandisa ngomsebenzi wethu kanye nowethimba lethu - sigubha impumelelo nalapho kuphakama izinkinga, sizisingatha ngokushesha. Umuntu ngamunye phakathi kwethu uneqhaza empumelelweni yenkampani - kanye nomunye nomunye.

Inhlonipho: Inhlonipho iyisisekelo sokuba nesiko lokusebenza elihle neliyimpumelelo. Siyahloniphana, sihlonipha imibono ngisho noma singavumelani nayo, futhi sihlonipha inkampani. Sihlanganisa imibono yethu ehlukeni kanye namathuba okwakha iqoqo eliqinile.

Umdlndla: Silwela impumelelo - sikhuthaza futhi sigququzela omunye nomunye ukuthi enze okungcono. Indawo yokusebenza ekahle nenomdlandla ibalulekile ukuze kube nomsebenzi oyikhwalthi. Siphishekela umsebenzi omuhle nsuku zonke, sikhuthaza amathimba ethu ukuthi aphashe futhi achume.

Izihloko Ezimqoka eziyi-8

Inqubo yokuziphatha yethu ibandakanya izihloko ezimqoka eziyi-8:



1. Ezempilo, Ezokuphepha kanye Nendawo



2. Ukuhweba, Amakhasimende, Imikhiqizo kanye Nemisebenzi



3. Ukulwisana Nokugwazisa kanye Nenkohlakalo



4. Abasebenzi kanye Namalungelo Abantu



5. Ukudalula kanye Nabatshalimali



6. Uhulumeni, Umphakathi kanye Nemiphakathi Yasendaweni



7. Ukuphambana Kwemibono



8. Izimbangi

01



Ezempilo, Ezokuphepha kanye Nendawo

Ezempilo, ezokuphepha kanye nezindaba zendawo ziwumthwalo wabaphathi. Sizovikela ezempilo nezokuphepha kwabasebenzi bethu, nabathengi, nabahlinzeki, nosonkontileka, nezivakashi, nomphakathi uwonkana kanye nabantu abathintekayo emsebenzini wethu. Izikhalo zomphakathi ngezempilo, ezokuphepha nezendawo emisebenzini yethu kumele zidingidwe ngokufanele.

Sizokwenza okulandelayo:

- Sizohlinzeka ngezempilo, ezokuphepha nezimo zokusebenza eziphephile kubo bonke abasebenzi.
- Sizohlinzeka ngezinsiza ezifanele zabantu nezempahla kanye nokuqeqeshela ukubhekana nezibopho kanye nemajoka ethu ezempilo, ezokuphepha kanye nawendawo.
- Sizobheka umthelela wezemvelo ongase ube khona ngenxa yemikhiqizo yethu emisha kanye nezinqubo sisawuqala emsebenzi.
- Sizonciphisa, senze kuphephe noma, uma kungenzeka, sigweme ukukhishwa kwemikhiqizo engase ilimaze impilo yabantu noma yemvelo.
- Sizonciphisa imfucuzo ngokusebenzisa izinsiza, nokuhlinzeka ngamandla, kanye nezinye izinsiza futhi kwandiswe amathuba okuvuselela izinsiza.
- Sizohlinzeka ngendawo yokusebenza ekhululekile engenabo ubungozi obuhambisana notshwala kanye nokusetshenziswa kwezidakamizwa.

+ Eminye Imininingwane

Le migomo yesekwa iziNqubomigomo zezokuPhepha, ezeMpilo nezeNdawo ze-Vesuvius, okumele bonke abantu abasebenzela i-Vesuvius bayilandele.

02



Ukuhweba, Amakhasimende, Imikhiqizo kanye Nemisebenzi

Kumqoka ukwakha ubudlelwano besikhathi eside obuhle namakhasimende ukuze sikwazi ukufeza izimpokophelo zethu. Kumele sisebenzisane namakhasimende nalabo abangase babe amakhasimende ethu, nama-ejenti, nabahwebi, nabahlinzeki kanye nabanye esisebenzisana nabo ebhizinisini ngendlela eqikelela ubuqotho, baphathwe ngokufanele, baphathwe ngendlela emiyo futhi banikwe inhlonipho nokwethenjwa ngokulinganayo.

Sizokwenza okulandelayo:

- Sizohlinzeka ngemikhiqizo yeqophelo eliphezulu emiyo okungathenjelwa kuyo, epephile nengahlangabezana nezidingo zamakhasimende ethu.
- Sizohlinzeka ngemisebenzi elandela ukudayisa eseqophelweni eliphezulu, okungathenjelwa kuyo.
- Sizohlinzeka ngolwazi olucacile, olufingqiwe nolubalulekile nge-Vesuvius futhi sigweme ukukhuluma okungasilo iqiniso nokulahlekisayo ngemikhiqizo nemisebenzi yethu.
- Sizozhuba yonke imisebenzi yethu ngaphandle kokusondelana kakhulu okubandakanya ukucina izinqubomigomo zeNkampani eziphathelene nokuphambana kwemibono, nezipho kanye nokugwaza.
- Sizovikela ulwazi oluyimfihlo lwabanye abantu futhi lolo lwazi sizolusebenzisela umsebenzi okumele wenziwe ngalo kuphela, kungabi ukwenza imisebenzi engafanele noma ukuze sihlomule ngokwethu.

03



Ukulwisana Nokugwazisa kanye Nenkohlakalo

Asizukwamukela izenzo zenkohlakalo ngisho kungaba ezoluphi uhlobo uma siqhuba ibhizinisi lethu.

Ukuze sikwazi ukuphumelela sizokwenza okulandelayo:

- Asikho isisebenzi noma umuntu omele i-Vesuvius, okuhlanganisa ama-ejenti, abahlinzeki, abalingane bama-joint venture noma abanye abazokwazi, kungaba ngokuqondile noma ngokungaqondile, abazonikeza, bahlinzeke, bacele noma bamukele izinkokhelo nanoma yini enye eyigugu kunoma yimuphi umuntu, okuhlanganisa abahlinzeki noma abameleli Bakahulumeni, njengesifumbathiso noma ukunxena ukuze kutholwe inzuzo yebhizinisi engafanele.
- Asizukukhokha imali yokwenzelela, ngaphandle kwesimo lapho thina, noma omunye umuntu kubonakala ukuthi usengozini kwezokuphepha.
- Ukuzibandakanya kwethu kwezokuzijabulisa nokwenabela ezibhedlela kuyohlala kuyingxenywe yomsebenzi wethu ojwayelekile, kubonakala kumqoka ngaso sonke isikhathi, kungachemile futhi kufanele, futhi kungayidali inkohlakalo.

+ Eminye Imininingwane

Le migomo yesekwa iziNqubomigomo zokuLwisana nokuGwaza kanye neNkohlakalo zethu kanye nemisebenzi yokulandela izimiso zeNkampani iyonke.

04



Abasebenzi kanye Namalungelo Abantu

Abasebenzi kumele baphathwe ngokwethembeka futhi kuhlonishwe isithunzi somuntu ngamunye. I-Vesuvius iyayazisa imigomo yamalungelo abantu asemhlabeni jikelele lapho isebenza khona futhi ayizukwamukela ukuqashwa kwezingane noma ukusebenzisa abantu ngempopo kuyo yonke imisebenzi yayo.

Sizokwenza okulandelayo:

- Sizovula indlebe silalele abasebenzi bethu futhi sibabandakanye emisebenzini yokuthuthukisa ukwenziwa komsebenzi, iqophelo lomsebenzi kanye nemibandela yokusebenza
- Sizogqinisekisa ukuthi ukuqasha, nokuqeqesha, nokunyuswa esikhundleni, nokuthuthukiswa emisebenzini, nokuxoshwa kanye nezinkinga ezifana nalezo ziqhutshwa ngendlela efanele, evulelekile futhi zisuselwe kwisimo somuntu ngamunye, impumelelo, isipiliyoni futhi kwenziwe ngaphandle kokubheka ubuhlanga, nebala, nobuzwe, namasiko, nemvelaphi, nezenkolo, nobulili, nohlobo lobulili umuntu akhetha ukuthandana lalo, neminyaka, nokuphila nokukhubazeka kanye nanoma esiphi esinye isizathu esingaphathelene nokwenziwa komsebenzi noma esiphambene nomthetho osebenzayo
- Ukungakwamukeli ukucwasa nokuhlukumeza
- Sizohlinzeka ngendawo yokusebenza engenawo umthelela ongemuhle kubasebenzi bethu emzimbeni noma ngokwengqondo
- Sizoholela abasebenzi ngendlela ehambisana namakhono kanye nesipiliyoni sabo futhi, uma kungenzeka, ukuze kuphumelele ibhizinisi
- Sizogcina abasebenzi bethu bazi ngentuthuko ebalulekile ephathelene nabo kanye nombono, impokophelo nezinhlelo zeNkampani
- Sizoxoxisana nabasebenzi ngendlela evulelekile, enobuqiniso nenenhlonipho
- Sizogcina izindlela zokuxazulula ukuphambana kwemibono emisebenzini ngendlela enempumelelo
- Sizogcina amarekhodi abasebenzi eyimfihlo futhi siqoqe, sisebenzise siphinde sidalule ulwazi oluyimfihlo ukuze kwenziwe imisebenzi yebhizinisi esemthethweni kuphela

+ Eminye Imininingwane

Le migomo yesekwa iziNqubomgomo zokuQasha kanye neNqubomgomo yamaLungelo aBantu yethu.

05



Ukudalula kanye Nabatshalimali

I-Vesuvius ingeyabanimasheya bayo. Sizqhuba ibhizinisi lethu ngokuqikelela, silangazelele ukukhula ngendlela eqhubekayo nengenisa inzuzo futhi sihlomulise abaninimasheya. Kuzoqikelelwa kakhulu ukuze kugcinwe futhi kuvikelwe impahla yeNkampani ngokusebenzisa izinsiza ezinobuhlakani neziletha impumelelo.

Sizokwenza okulandelayo:

- Sizocina amabhuku namarekhodi ayiwonawona futhi aveza ukuthengiselana okwenzekile ngendlela efanele kanye nesimo sezezimali sebhizinisi, ngokwesekwa izindlela zokulawula eziqinile
- Sizohlizeka abatshalimali, njalo nangesikhathi esibekiwe, ngemininingwane yezezimali kanye nokuhlaziywa kwesimo seNkampani esilingene eqondakala kalula
- Sizqhuba ibhizinisi ngendlela efanele nephuma phambili
- Sizophendula imibuzo yabatshalimali ngokucacile ngodaba lokuphatha noma lokusebenza kweNkampani
- Sizophatha bonke abatshalimali ngendlela emiyo nelinganayo futhi sigweme ukuhlomulisa umtshalimali othile, noma uhlobo lwabatshalimali, sibe silimaza omunye
- Sizokwethembeka, sibe neqiniso futhi senze imisebenzi yethu ngendlela eseqophelweni eliphakeme; kwezokuxoxisana nabeluleki kanye nabacwaningi bethu; nalapho sixoxisana nabatshalimali
- Sizocina lonke ulwazi lwangaphakathi luyimfihlo kuze kufike isikhathi sokumemezela futhi singalusebenziseli nhlobo ukuhweba kwizabelo ze-Vesuvius noma sivumele abanye abantu ukuthi balusebenzisele lokho

+ Eminye Imininingwane

Le migomo yesekwa iziNqubomgomo zokuBusa, iziNqubomgomo zokuBika ngezeZimali kanye neNqubomgomo yokuBhekana nezokuVikela iNkampani kanye noLwazi lwangaPhakathi.

06



Uhulumeni, Umphakathi kanye Nemiphakathi Yasendaweni

Siphokophele ekuqhubeni ibhizinisi ngendlela efanele ngazo zonke izinkathi uma siqhuba ibhizinisi. Sizohlonipha yonke imithetho kazwelonke neyasendaweni, ama-odinensi kanye nemithethonqubo, okubandakanya naleyo ephathelene nemisebenzi yezokubusa neyokukhokha intela.

Sizokwenza okulandelayo:

- Sizohlala sinolwazi ngendlela okuqhutshwa ngayo endaweni, sigqugquzele ukubonisana ngesihlangabezana nakho eNkampanini iyonkana futhi sihambisane nesimo sendawo, sibe nemibono emisha futhi siqikelele indlela esisebenzisana nemiphakathi yasendaweni yayo.
- Sizohlonipha futhi sibheke izikhalo zasesifundeni nezasendaweni, imithetho kanye nenqubo.
- Sizoziphatha ngendlela efanele kuyo yonke imisebenzi esiyenza emphakathini, ngokuhambisana nemithetho yasendaweni kanye nemithethonqubo, okubandakanya imigomo elwisana nokuGwazisa nenkohlakala ehlongozwe kule Nqubo.

+ Eminye Imininingwane

Le migomo yesekwa iNqubomgomo yamaLungelo aBantu.

07



Ukushayisana Kwemibono

Abasebenzi, izikhulu nabaqondisi banomsebenzi wokwenza okuhlomulisa iNkampani, futhi bangesebenzise izikhundla zabo ukuze bazihlomulise ngokwabo noma abanye abantu, noma benze okuphambene nokungahlomulisa iNkampani. Ukuzibhekelela okungaba, noma okungase kubonakale, kushayisana nezimfuno zeNkampani noma okungase kube nomthelela ongemuhle ekwenziweni kwemisebenzi yethu kumele kugwemwe. Kungenzeka ngezinye izinkathi kungabi lula ukugwema ukushayisana kwemibono ngakho lapho ukuzibhekelela komsebenzi, noma kwamalungu omndeni wakhe kanye nabantu abasondelene naye kushayisana nokweNkampani noma uma kubonakala kungase kube nengozi enkulu ngenxa yalokho, umsebenzi kumele adalule lokho kushayisana noma ukushayisana okungase kube khona kumphathi wakhe ngqo ngaleso sikhathi.

Abasebenzi abasoze:

- Bazibandakanya ngokuqondile noma ngokungaqondile ebhizinisini, kwezemali noma obunye ubudlelwane egameni leNkampani ngenhloso yokwenza noma ngokuqhuba ibhizinisi, noma yokuncintisana, neNkampani ngaphandle kokugunyazwa abaphathi ngokuthi bangaba kulobo budlelwane.
- Bamela iNkampani kunoma okuphi ukuthengiselana lapho bona noma omunye osondelene nabo engase ahlomule ngaphandle kokuqala bagunyazwe abaphathi.
- Basebenzisa ulwazi oluyimfihlo lweNkampani noma abasebenzisana nayo kwezamabhizinisi ngokungafanele noma ngenye indlela.
- Bancintisana, noma basiza abanye abantu ukuze bancintisane, neNkampani.
- Basebenza ebhodini langaphandle lenkampani ethile ngaphandle uma lobu bulungu bebhodi bugunyazwe abaphathi beNkampani futhi kutholakele ukuthi abushayisani nentshisekelo yeNkampani.
- Babiza noma bamukela imali kubantu okusetshenziswana nabo ebhizinisi noma kwizimbangi ukuze bahlomule ngokwabo.
- Bamukela isipho esingasiyo imali, imisebenzi nanoma yini enye into kunoma abaphi abantu okusetshenziswana nabo ebhizinisini noma kwimbangi uma, noma uma kubonakala ukuthi ingase, ibe nomthelela ezinqumweni zabo ngokungafanele.

08



Izimbangi

Sizoncintisana ngokuzimisela okukhulu, kepha kube ngokwethembeka futhi singazami ukuhlula esibangisana nabo ngokusebenzisa izindlela eziphambene nomthetho.

Sizokwenza okulandelayo:

- Sizongaludlulisi ulwazi lwezamabhezini olubucayi (okubandakanya amanani, amakhono, umkhiqizo, ubuningi bokudayiswayo, amasheya asezimakethe, isu lezamabhezini noma intengo) kwizimbangi zethu.
- Sizogwema ukuthungatha ulwazi olumayelana nezimbangi ngezindlela ezingafanele.
- Sizongazibandakanyi emisebenzini yokuhweba enezithiyo noma enokwakhiwa kwamatulo noma ukusetshenziswa isikhundla kwezimakethe.
- Sizogwema ukuzibandakanya ekuncintisaneni okungafanele, okubandakanya ukuphawula ngokungafanele nokulahlekisayo noma ukusho okungafanele ngezimbangi zethu noma imikhiqizo yethu.

+ Eminye Imininingwane

Le migomo yesekwa iziNqubomigomo zokuNcintisana nokungalwisana nokungathembani zethu.

Ubumfihlo nokuvikelwa kwedatha

I-Vesuvius izibophezele ukuvikela nokuhlonipha ubumfihlo bomuntu ngamunye.

Wonke umuntu unamalungelo ngokuqondene nokuthi idatha yabo yomuntu siqu isingathwa kanjani. Phakathi nokuqhubeka kwemisebenzi yayo, i-Vesuvius ingase iqoqe, igcine futhi icubungule idatha emayelana nezisebenzi zayo, amakhasimende, abahlinzeki nezinye izinkampani zangaphandle. I-Vesuvius iyasiqaphela isidingo sokuphatha idatha enjalo ngendlela efanele nesemthethweni.

Inqubomgomo Yokuvikelwa Kwedatha Yakwa-Vesuvius ibonisa izimiso eziqokethwe ngaphakathi kwemithetho yokuvikelwa kwedatha yomhlaba wonke futhi ibeka indlela esisingatha ngayo izinkinga zokuvikelwa kwedatha. Uma inqubomgomo yethu kanye/noma izinqubo ziqine kakhulu kunemithetho yendawo, sizobambelela ezilinganisweni zethu. Uma imithetho yendawo iqine kakhulu kuzinezimiso zethu, sizobambisana ngendlela efanele, sisebenzise Inqubomgomo yethu njengomhlahlandlela.

Ukuqinisekisa ukuthi iyasebenza

Ibhizinisi lethu siliqhuba ngendlela ehambisana nemigomo yeNqubo ngazo zonke izinkathi. Ezikhathini eziningi lokhu kuzophoqelela ukuthi kucatshangisiswe, futhi kumele ubonisane nosuphavayiza wakho noma omaziphathe benye ingxenye yeNkampani uma unokungabaza ngencazelo yeNqubo noma ongakwenza

Imiphumela yokungayilandeli iNqubo ingaba nobungozi obukhulu, kwi-Vesuvius kanjalo nakubasebenzi ngokuhlawuliswa, ukujeziswa, ukulimala kwesithunzi nokujeziswa emthethweni. Uma kusolwa ukuthi kukhona ukwaphulwa kwale Nqubo noma uma kubonakele ukwaphulwa kwayo, kuzokwenziwa uphenyo olufanele. Lapho kunesidingo, kuzothathwa isinyathelo esifanele, okubandakanya ukuqondiswa kwezigwegwe, okuholela futhi okubandakanya ukuxoshwa.

Le Nqubo izobuyekwezwa ngezikhathi ezithile ezibekiwe. Sizogapha nendlela elandelwa ngayo. Zonke izimvo ngale Nqubo kumele zithunyelwe kuMkhandlu lweNkampani Jikelele.

Speak Up



I-Vesuvius igcina amazinga okulandela imigomo aphezulu emhlabeni jikelele ngokulandela yonke imithetho esebenzayo, uMgomo Wokuziphatha we-Vesuvius kanye neziNqubomigomo neziNqubo ze-Vesuvius.

Uma unesikhalo noma usola okuthile kumele ubike ngakho ngokuphazima kweso ngokusebenzisa iminyango efanele yokubika.

Kanjani?

Ukuya Mathupha:

Imibiko ingabhekiswa kumphathi wakho, noma ukhethe elinye ilungu labaphathi abakhulu ongazizwela ukhululekile uma ukhuluma naye. Yonke imibiko eyenziwe mathupha izophathwa njengemfihlo.

Ngocingo noma Nge-Inthanethi:

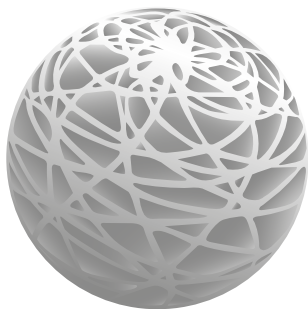
Shayela inombolo yethu yocingo yamahala yobumfihlo *yamahora angama -24 ye Speak up kwinombolo engezansi noma uthumele umbiko kwi-inthanethi ku-www.expolink.co.uk/vesuvius. Imibiko izophathwa ngokucophelela, ngobumfihlo futhi abantu abayethulayo abazukudalulwa.

Kwenzekani Emuva Kwalokho?

Yonke imibiko izothathwa njengebalulekile futhi igcinwe iyimfihlo futhi izodingidwa ngaphakathi ezingeni elifanele. Labo abethula imibiko bazokwaziswa ngokuthi kwenziwe njani ngombiko kanye nomphumela.

Ngisho isikhalo singabikwa ngaluphi uhlelo, akekho umsebenzi oyojeziswa noma oyolinyazwa ngokubika isikhalo ngokwethembeka. Imininingwane etholakele izophathwa ngokucophelela futhi ibe yimfihlo futhi akuzukwamukeleka ukuziphindiselela kuloyo ozobe ebikile.

Bonke abasebenzi be-Vesuvius, labo abamele i-Vesuvius kanye nalabo abasebenza egameni labo kudingeka ukuthi bahambisane nomthetho, uMgomo Wokuziphatha kanye neziNqubomigomo okubandakanya ukuveza izikhalo noma izinsolo abanazo eziphathelele nokwaphulwa kweMigomo neziNqubomigomo noma umthetho noma ngabe bakweliphi izwe.



VESUVIUS



Vesuvius plc
165 Fleet Street
London EC4A 2AE

T +44 (0)20 7822 0000
www.vesuvius.com