

VESUVIUS

INqubo
YokuziPhatha





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Okungamagugu Asemqoka Ethu

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.

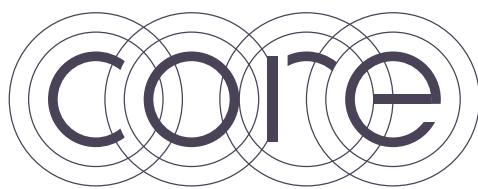
Izindinganiso zethu:

Isibindi

Ubunikazi

Inhlonipho

Umdlandla



COURAGE
OWNERSHIP
RESPECT
ENERGY

Izihloko Ezimqoka eziyi-8

Inqubo yokuziphatha yethu ibandakanya izihloko ezimqoka eziyi-8:



Ezempilo, Ezokuphepha kanye Nendawo



Ukuhweba, Amakhasimende, Imikhiqizo kanye Nemisebenzi



Ukulwisana Nokugwazisa kanye Nenkohlakalo



Abasebenzi kanye Namalungelo Abantu



Ukudalula kanye Nabatshalimali



Uhulumeni, Umphakathi kanye Nemiphakathi Yasendaweni



Ukuphambana Kwemibono



Izimbangi

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 nokuqeleshela ukubhekana nezibopho kanye nemajoka ethu ezempilo, ezokuphepha kanye nawendawo.
- Sizobheka umthelela wezemvelo ongase ube khona ngenxa yemikhiqizo yethu emisha kanye nezinquo sisawuqala emsebenzi.
- Sizonciphisa, senze kuphephe noma, uma kungenzeka, sigweme ukukhishwa kwemikhiqizo engase ilimaze impilo yabantu noma yemvelo.
- Sizonciphisa imfucuza ngokusebenzisa izinsiza, nokuhlinzeka ngamandla, kanye nezinye izinsiza futhi kwandiswe amathuba okuvuselela izinsiza.
- Sizohlinzeka ngendawo yokusebenza ekhululekile engenabo ubungozi obuhambisana notshwala kanye nokusetshenziswa kwezidakamizwa.
- Ukunciphisa umthelela wethu kwezemvelo, ukusebenzisa kwethu kanye nokukhipha kwethu izisi zokubamba ukushisa emkhathini.



Eminye Imininingwane

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



Ukuhweba, Amakhasimende, Imikhiqizo kanye Nemisebenzi



Kumqoka ukwakha ubudlelwano besikhathi eside obuhle namakhasimende ukuze sikhathi 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, ephophile 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.
- Sizoqhuba yonke imisebenzi yethu ngaphandle kokusondelana kakhulu okubandakanya ukugcina 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.

Ukulwisana Nokugwazisa kanye Nenkohlakalo



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

Ukuze sikhazi 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 ukunxenxa ukuze kutholwe inzozo yebhizinisi engafanele.
- Asizukukhokha imali yokwenzelela, ngaphandle kwesimo lapho thina, noma omunye umuntu kubonakala ukuthi usengozini kwezokuphepha.
- Ukuzebandakanya kwethu kwezokuzijabulisa nokwenabela ezibhedlela kuyohlala kuyingxene 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.

Abasebenzi kanye-Namalungelo Abantu



Abasebenzi kumele kubhekanwe nabo ngokwethembeka kanye nangokuhlonipha isithunzi somuntu nomuntu. I-Vesuvius ihlonipha imigomo yamalungelo abantu yamazwe ngamazwe futhi angeke ikwamukele ukusetshenziswa kwezingane ezincane noma ukusetshenziswa kwabantu ngempoqo emisebenzini yayo.

Sizokwenza okulandelayo:

- Lalelisa abasebenzi bethu futhi ubabandakanye ekuthuthukiseni imibandela yokuqasha, ukusebenza ngokulinganayo kanye nokungenisa inzuzo.
- Sizoqinisekisa ukuthi ukuqasha, nokuqequesha, nokunyuswa esikhundleni, nokuthuthukiswa emsebenzini, nokuxoshwa kanye nezinkinga ezifana nalezo ziqhutshwa ngendlela efanele, evulelekile futhi zisuselwe kwisimo somuntu ngamunye, impumelelo, isipiliyonu futhi kwensiwe 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.
- Qinisekisa amahora okusebenza afanele futhi uholele abasebenzi imali efanelekile ngokwamakhono abo nesipiliyonu futhi, uma kungenzeka, ukuze kube nempumelelo ebhizinisini.
- Sizoholela abasebenzi ngendlela ehambisana namakhono kanye nesipiloyini 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 emsebenzini ngendlela enempumelelo.
- Sizogcina amarekhodi abasebenzi eyimfihlo futhi siqoqe, sisebenzise siphinde sidalule ulwazi oluyimfihlo ukuze kwensiwe imisebenzi yebhizinisi esemthethweni kuphela.

Eminye Imininingwane
Le migomo yesekwa
iziNqubomgomu zokuQasha kanye
neNqubomgomu yamaLungelo
aBantu yethu.

Ukudalula kanye Nabatshalimali



I-Vesuvius ingeyabaninimasheya bayo. Sizoqhuba ibhizinisi lethu ngokuqikelela, silangazelele ukukhula ngendlela eqhubekayo nengenisa inzuso futhi sihlomulise abaninimasheya. Kuzoqikelewa kakhulu ukuze kugcinwe futhi kuvikelwe impahla yeNkampani ngokusebenzisa izinsiza ezinobuhlakani neziletha impumelelo..

Sizokwenza okulandelayo:

- Sizogcina amabhuku namarekhodi ayiwonawona futhi aveza ukuthengiselana okwenzekile ngendlela efanele kanye nesimo sezezimali sebhizinisi, ngokwesekwa izindlela zokulawula eziqinile.
- Sizohlinzeka abatshalimali, njalo nangesikhathi esibekiwe, ngemininingwane yezezimali kanye nokuhlaziywa kwesimo seNkampani esilingene eqondakala kalula.
- Sizoqhuba ibhizinisi ngendlela efanele nephuma phambili.
- Sizophendula imibuzo yabatshalimali ngokucacile ngodaba lokuphatha noma lokusebenza kweNkampani.
- Sizophatha bonke abatshalimali ngendlela emiyo nelinanayo 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.
- Sizogcina lonke ulwazi lwangaphakathi luyimfihlo kuze kufike isikhathi sokumemezelu futhi singalusebenziseli nhlobo ukuhweba kwizabelo ze-Vesuvius noma sivumele abanye abantu ukuthi balusebenzisele lokho.

Eminye Imininingwane

Le migomo yesekwa
iziNqubomgomu zokuBusa,
iziNqubomgomu zokuBika
ngezeZimali kanye
neNqubomgomu yokuBhekana
nezokuVikela iNkampani kanye
noLwazi lwangaPhakathi.



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 intelala.

Sizokwenza okulandelayo:

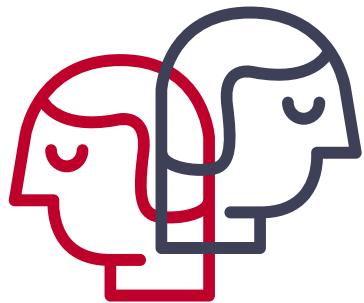
- Sizohlala sinolwazi ngendlela okuqhutshwa ngayo endaweni, sigquqquzele ukubonisana ngesihlangabezana nakho eNkampanini iyonkana futhi sihambisane nesimo sendawo, sibe nemibono emisha futhi siqikelele indlela esisebenzisana nemiphakathi yasendaweni yayo.
- Sizohlonipha futhi sibheke izikhalo zasesifundeni 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.
- Ukungazisekeli izinhlangano zamaqembu ezepolitiki noma ukwenza iminikelo yezepolitiki.



Eminye Imininingwane

Le migomo yesekwa
iNqubomgomu yamaLungelo
aBantu.

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 enku lu ngenxa yalokho, umsebenzi kumele adalule lokho kushayisana noma ukushayisana okungase kube khona kumphathi wakhe ngqo ngaleso sikhathi.

Abasebenzi abasoze:

- Bazibandakanya ngokuqondile noma ngokungaqondile ebhizinisini, kwezezimali noma obunye ubudlelwane egameni leNkampani ngenhloso yokwenza noma ngokuqhube ibhizinisi, noma yokuncintisana, neNkampani ngaphandle kokugunyazwa abaphathi ngokuthi bangaba kulobo budlelwane.
- Bamela iNkampani kunoma okuphi ukuthengiselana lapho bona noma omunye osondelene nabo engase ahломule ngaphandle kokuqala bagunyazwe abaphathi.
- Basebenzisa ulwazi oluyimfiho lweNkampani noma abasebenzisana nayo kwezamabhzinisi 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 okusetshenziswa nabo ebhizinisi noma kwizimbangi ukuze bahlomule ngokwabo.
- Bamukela isipho esingasiyo imali, imisebenzi nanoma yini enye into kunoma abaphi abantu okusetshenziswa nabo ebhizinisi noma kwimbangi uma, noma uma kubonakala ukuthi ingase, ibe nomthelela ezinqumweni zabo ngokungafanele.

Izimbangi



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

Sizokwenza okulandelayo:

- Sizongaludlulisi ulwazi lwezamabhzinisi olubucayi (okubandakanya amanani, amakhono, umkhiqizo, ubuningi bokudayiswayo, amasheya asezimakethe, isu lezamabhzinisi noma intengo) kwizimbangi zethu.
- Sizogwema ukuthungatha ulwazi olumayelana nezimbangi ngezindlela ezingafanele.
- Sizongazibandakanyi emisebenzini yokuhweba enezithiyo noma enokwakhiwa kwamatulo noma ukusetshenziswa isikhundla kwezemakethe.
- 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.

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

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 ingxenyenye yeNkampani uma unokungabaza ngencazelo yeNqubo noma ongakwenza

Imiphumela yokungayilandeli iNqubo ingaba nobungozi obukhulu, kwi-Vesuvius kanjalo nakubasebenzi ngokuhlawuliswa, ukujeziswa, ukulimala kwesthunzi nokujezizwa 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 izobuyekezwa ngezikhathi ezithile ezipbekiwe. Sizoqapha nendlela elandelwa ngayo. Zonke izimvo ngale Nqubo kumele zithunyelwe kuMkhandlu lweNkampani Jikelele.



Speak

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

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

Kwenzekani Emuva Kwalokho?

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

Ngisho isikhalo singabikwa ngaluphi uhlelo, akekho umsebenzi oyojezisa 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 eziphathelene nokwaphulwa kweMigomo neziNqubomigomo noma umthetho noma ngabe bakweliphi izwe.

Sicela ushayele ilungu loMnyango wezoMthetho uma unemibuzo.

www.vesuvius.ethicspoint.com

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.vesuvius.ethicspoint.com. Imibiko izophathwa ngokucophelela, ngobumfihlo futhi abantu abayethulayo abazukudalulwa.

Ukuya Mathupha:

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





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Uma ubona umuntu enza into engalungile **KHULUMA!**

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