



IMithetho Yokuziphatha

Indlela Esenza
Ngayo Ibhizinisi





E-McCain Foods, sikholelwa ukuthi indlela esiziphatha ngayo iyingxenywe yalokho okusenza sehluke. Siziphatha njengomndeni womhlaba wonke okholelwa ukuthi ukuziphatha okuhle kusho ibhizinisi elihle, futhi izinqumo zethu zansuku zonke zisekelwe ezimisweni zethu zokuziphatha.

IMithetho yethu Yokuziphatha inikeza imihlahlandlela yokuqhuba ibhizinisi ngendlela ehambisana ne-**McCain Rising Star**. Njengenkampani ezimele, engeyomndeni, siyaziqhenya ngokuthi sifaka izimiso zokuziphatha zomndeni wethu emisebenzini yebhizinisi lethu. Ukusebenza kwezimiso zethu zokuziphatha kwenze i-McCain Foods yehluka emakethe, okwenzele iNkampani nabantu bethu idumela lokuzibophezela, ukuba ngokoqobo nokwethenjela. Indlela esiziphatha ngayo usuku nosuku iyona echaza futhi ilondoloze idumela lethu futhi ngumsebenzi wethu ukuvikela lelo dumela.

Ngokunamathela eMithethweni nasezimisweni eziphakeme kakhulu, sizozhubeka nokukhula njengegama elaziwa emhlabeni wonke futhi sibe sesimweni esikahle sokufeza iphupho lethu futhi sihole emhlabeni wonke njengabenzi bamazambane alungisiwe nezidlo ezivula inhliziyo.

Uma uzithola usesimweni esinzima okholelwa ukuthi siyangqubuzana neMithetho yethu, kubalulekile ukuba nesibindi sokwenza isinqumo esifanele. Le Mithetho izosiza ikuholele esinqumweni esifanele noma kubantu abafanele abangasiza.

Max Koeune
uMongameli ne-CEO, we-McCain Foods Limited



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Indlela Esenza Ngayo Ibhizinisi



Lokho Okulindeleke Kuwe

IMithetho NoMthetho

Ukulandisa Kwakho

Ukuqonda iMithetho

IMithetho Yokuziphatha Yase-McCain ibonisa indlela izimiso zethu nokuzibophezela ekuziphatheni okungokomthetho nasezimiso zokuziphatha okuhle, kukho konke esikwenzayo, okuthonya ngayo izinqumo ezisenzayo. Inikeza izibonelo zezimo esingabhekana nazo ekuphileni kwethu kwansuku zonke, futhi ichaze nezimiso zokuziphatha i-McCain Foods ezilindele kubo bonke abasebenzi base-McCain Foods Limited, kanye nezinkampani esebenzelana nazo ngokuqondile nangezinye izindlela.

Kungakhathaliseki ukuthi sisebenzelaphi, ukwethembeka, ubuqotho nobulungisa kuyizisekelo zedumela elihle ebhizinisini.

Lokho Okulindeleke Kuwe

Ukuze silondoloze idumela le-McCain Foods, sonke siholwe i-Rising Star yethu. I-Rising Star yethu isisiza siphakamise izimiso zethu zokuziphatha, nsuku zonke, kungakhathaliseki indima yethu, umsebenzi, noma indawo esikuyo. Lokhu sikufeza lapho sigcina izimiso zeMithetho.

Siphinde sibe nesibopho sokusiza abanye abasebenzi baqonde futhi baziphathe ngokuvumelana noMthetho, futhi babike ukwepulwa kwawo lapho nje kwenzeka noma bazi ngako.

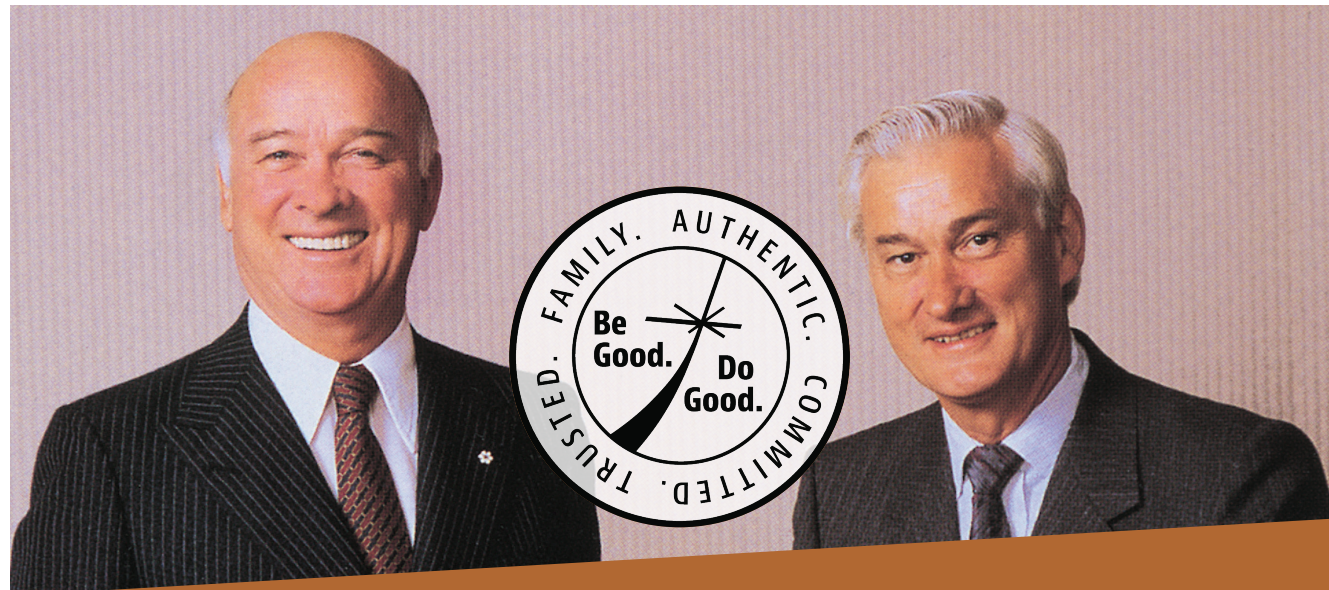
Ukuziphatha NgokweMithetho kungumbandela wokuqashwa kwabo bonke abasebenzi e-McCain Foods.

Izenzo zethu zansuku zonke azibuswa iMithetho kuphela kodwa nawuMthetho, izinqubomgomo ezilawulayo nobuqotho bomuntu. Kukho konke ukusebenzelana kwethu nezinqumo esisenzayo phakathi nosuku, kumelwe sihlale sizibuza ukuthi lokho esisuke sizokwenza kuyavumelana yini

neMithetho, kusemthethweni, kungokwezimiso zokuziphatha okuhle nokuthi kuzosimelela kahle yini thina neNkampani. Uma ungaqiniseki, thola isiqondiso kule Mithetho noma abasebenza ngayo noma uzibuze lo mbuzo: Ngingathanda yini ukufunda, noma ukuba abanye bafunde, ngokuziphatha kwami ephephandabeni?

E-McCain Foods sisebenzisa iMithetho ngokuvumelana nemithetho yendawo, okungase kube nomthelela ohlukile ezinqumweni nasezenzweni zethu ezifundeni ngezifunda. Njengabasebenzi, sinesibopho:

- Sokuziphatha ngokwethembeka, ubuqotho nobulungisa ekusebenzeni
- Sokukhuthaza indawo yokusebenza esekelwe ekwethembaneni nasekuhloniphaneni sisodwa, abaphakeli bethu, imiphakathi esisebenza phakathi kwayo nabo bonke abanye abathintekayo
- Sokuqinisekisa ukukhulumisana ngokukhululekile, futhi sigweme ukungqubuzana kwezinjongo
- Sokugcina indawo yokusebenza iphephile futhi ilondekile (kuhlanganise nasekusebenziseni kwethu amasistimu obuchwepheshe olwazi)
- Sokugcina imikhiziqizo yethu iphephile
- Sokuvikela indalo
- Sokuziphatha ngokuvumelana nayo yonke imithetho esebenzayo, izinqubomgomo zeNkampani nezinye izimfuneko zeNkampani



"Ukuziphatha Okuhle Kusho Ibhizinisi Elihle"

IziMenenja Zase-McCain: Ukuqinisekisa Ukuthi Siphila Ngezimiso Zethu Nsuku Zonke.

E-McCain Foods sonke sinomthwalo wokuqinisekisa ukuthi siphila ngezimiso zethu nsuku zonke. Abaholi benhlangano yethu futhi banomthwalo wokuhola ngesibonelo futhi baqinisekise ukuthi wonke umuntu lapha uyayiqonda futhi uyayeseka iMithetho. Abaholi kufanele:

- Bakhuthaze indawo lapho abasebenzi bekhululeka khona ukuza kuwe bazoxoxa ngezinto ezingase zibe ukwepulwa kweMithetho noma komthetho
- Ungalokothi ucele noma uyale umsebenzi ukuba ephule iMithetho

Isitifiketi Sokuvuma IMithetho Yokuziphatha

Abasebenzi Abasha:

Njengombandela wokuqashwa, bonke abasebenzi abasha kudingeka basayine Isitifiketi Sokuvuma, esithi:

Ngiyitholile futhi ngayifunda iMithetho Yokuziphatha Yase-McCain Foods futhi ngiyaqonda ukuthi nginesibopho sokuziphatha ngokuvumelana nayo. Ngiyavuma ukuthi ukuziphatha ngokweMithetho Yokuziphatha kungumbandela wobudlelwano bokuqashwa kwami nokuthi ukungaziphathi ngokweMithetho Yokuziphatha kungaholela ekuqondisweni kwezigwegwe, kuze kufinyelele nasezintweni ezibandakanya ukuphela komsebenzi.

Uma kunanoma iyiphi ingxenye yeMithetho ongayiqondi, cela iMenenja yakho noma iqembu lenu LeziNdaba Zabantu likucacisele. Uhlelo lwe-inthanethi lweMithetho lungatholakala ku-McCaintranet naku www.mccain.com.

Ukwakha Indawo Ekhululekile: Ukuphendula Imibuzo Nokukhathazeka

IMithetho inikeza izindlela zokusiza abasebenzi babuze imibuzo noma baveze ukukhathazeka nganoma iyiphi indlela abazizwa bekhululekile ngayo, okuhlanganisa amaqembu eziNdaba Zabantu nokubika okuyimfihlo.

Njengemenenja, uma umsebenzi wakwa-McCain eza kuwe nokukhathazeka okuqondene neMithetho, ubophekile ukukulalela futhi ukuhlale lokho kukhathazeka. Zibuze: ingabe lokhu kukhathazeka kuyaludinga uphenyo? Uma kuludinga, thinta iqembu leziNdaba Zabantu noma lezoMithetho. Qikelela ukuthi yonke imininingwane eqondene nalokho kukhathazeka igcinwa iyimfihlo, ukhulume ngayo kuphela uma kudingekile, nalabo abathinteka ocwaningweni.

Abasebenzi be-McCain abafisa ukubika ukwepulwa kweMithetho banezindlela abangazisebenzisa: i-imeyili ye-**Code Connection** noma ngohlangathi lwethu lwesithathu lwesistimu yokubika, i-The Network. Imininingwane eqondene nalezi zindlela itholakala ekhasini 42 leMithetho naseMithethweni Yokuziphatha eku-McCaintranet nasekhasini leziNqubomgomo. Kubalulekile ukuba kukhulunywe kabanzi nangokukhululekile ngale mizila, ukuze abasebenzi bazizwe bekhululekile ukuveza ukukhathazeka kwabo, uma kwenzeka kudingekile benze kanjalo.

Ukuvuselelwa Kwezitifiketi Zabasebenzi:

Bonke abasebenzi abakhona kuzidingeka baqeqeshwe futhi basayine Isitifiketi Sokuvuma njalo lapho iMithetho ikhishwa kabusha. Ngaphezu kwalokho, abasebenzi abasezikhundleni ezithile kungase kudingekile bagcwalise futhi basayine isitifiketi saminyaka yonke ukuqinisekisa ukuthi baziphathe ngokuvumelana neMithetho. Abantu abangazigcwalisi izitifiketi bangase babhekane nokuqondiswa kwezigwegwe.

IMithetho NoMthetho

Izenzo zethu zicusumbulwa nsuku zonke amakhasimende, abaphakeli, abasebenzi esikanye nabo nosomasheya abafuna futhi abalindele ukuhlotshani swa nenkampani enezimiso zokuziphatha okuhle futhi egcina umthetho. Ngokuqinisekile, i-McCain Foods izibophezele ekuyigcineni ngokucophelela yonke imithetho esebenza kuyo noma emisebenzini yayo. Ukwehluleka ukuziphatha ngokuvumelana nayo kungalethela iNkampani nabantu abathintekayo izigwebo ezinkulu ezivela kuhulumeni nezobugebengu.

Ukuziphatha ngokuvumelana nomthetho kungumthetho wokuziphatha odingekayo kuzo zonke izindaba zeNkampani.

Njengenkampani yomhlaba wonke, imisebenzi yethu nabasebenzi bethu bathobela imithetho yendawo neminye imithetho enhlobonhlobo. Uma ungaqiniseki ngokuthi imiphi imithetho esebenzayo, noma ungaqiniseki ngendlela yokuyichaza, khuluma neqembu lenu lezoMthetho ngaphambi kokuqhubeka.

Ukulandisa Kwakho

Sonke sinobopho sokwenza abasebenzi bethu balandise ngokwezimiso zeMithetho. Uma ubona ukuziphatha okungaphula iMithetho yethu, unesibopho sokusheshe ukubike lokho. I-McCain Foods ikwenzele kwaba lula ukwenza kanjalo.

Ukuqonda IMithetho

Akunakwenzeka ngeMithetho ukuba ikhulume ngazo zonke izimo lapho izinkinga zezomthetho noma zokuziphatha okuhle zingaphakama khona. Ingxenywe yeMithetho ethi Imibuzo Nezimpindulo inikeza ulwazi nezibonelo ezengeziwe ngenhloso yokucacisa. Ayihloselwe ukunikeza izincinane ezizenzayo, imikhuba noma izinqubo. Kungumthwalo wakho ukuqonda izimiso zeNkampani nokubiza imibuzo lapho ungakuqondi okuchazwa iMithetho noma ungaqiniseki ngokuthi ungabhekana kanjani nesimo esithile.

Labo Ongababuza

Uma udinga ukwenza isinqumo esisekelwe olwazini esiphathelene nezomthetho noma ukuziphatha okuhle, kodwa ungazitholi izimpindulo ngaphakathi kweMithetho, sicela uthinte iMeneja yakho, abeziNdaba Zabantu, amaqembu EzoMthetho noma EzeZimali ukuze uthole usizo. Abaholi bomhlaba wonke be-McCain Foods nabo bayatholakala kubo bonke abasebenzi ukuze babasize futhi babanike ulwazi oluqondene neMithetho nezincinane zezinqubomgomo, imithetho nezinqubo zokulawula. Konke ukukhulisana nalaba baholi bamaqembu kuyophathwa ngokuqonda. Uhlu lwemininingwane yokuxhumana lungemuva kule ncwajana.

Ukubika Ukukhathazeka

Nokho, uma unomuzwa wokuthi ukubika ukwepulwa kweMithetho eqenjini lakho lezimenenja noma kubaholi bomhlaba beNkampani ngeke kukusebenzele, ungabika ukukhathazeka kwakho ngezindlela ezilandelayo:

- Ngokuthumela imeyili ku-codeconnection@mccain.ca – le imeyili iqashwe yiqembu LakwaNdaba Zabantu futhi liyogcina ukukhathazeka kwakho kuyimfihlo ngangokunokwenzeka
- Ilinki ye-Webmail etholakala ku-www.mccain.ethicspoint.com– eqashwe yi-Navex, uhlangothi lwesithathu lwesistimu yokubika
- Izinombolo zocingo oluphuthumayo (uma zikhona) eziqashwe i-The Network, uhlangothi lwesithathu lwesistimu yokubika. Uhlu oluphelele lwezincinane eziphuthumayo lutholakala ekhasini 42

Ukuzifihla Lapho Ubika

Uma kuvela isimo lapho ungafisi ukubika ukwepulwa kweMithetho okwenzekile noma okusolayo eqenjini lakho lezimenenja noma kubaholi bomhlaba beNkampani, ukhuthazwa ukuba ubike ukukhathazeka kwakho ngemizila emibili ehlinzekwa uhlangothi lwesithathu, i-The Network: ingosi yokubika ku-inthanethi nge-Webmail noma Ngokubika Ngocingo Oluphuthumayo. I-The Network ikuvumela ukuba uzifihle lapho ubika ukwepulwa kweMithetho. Ivula amahora angu-24 ngosuku kanti inabahumushi, kokubili ku-inthanethi nasocingweni. Imininingwane ezengeziwe ngokuqondene Nezinombolo Zocingo Oluphuthumayo nelinki ye-Webmail eku-inthanethi kutholakala ekhasini 42 ngemuva kule ncwajana.

Phawula: Imizila yokubika ye-The Network ihloselwe ukubika ukwepulwa kweMithetho, hhayi izikhalo ezivamile.

Indlela Okusingathwa Ngayo Ukukhathazeka

Imibuzo nokukhathazeka okuqondene neMithetho, obhekiswe kubaholi bomhlaba noma ku-**Code Connection**, kuyophathwa njengokuyimfihlo kangangokunokwenzeka. Imininingwane iyonikwa kuphela labo abadingekayo ngokuqondene nokuphenywa nokuzazululwa kodaba.

Uma umsebenzi eze kuwe, imininingwane yombuzo noma ukukhathazeka kwakhe yixoxe kuphela nalabo okudingeka banikeze umbono, baphendule, baphenye noma baxazulule udaba.

Uphenyo

Noma ikuphi ukwephulwa kweMithetho kuyophenywa ngendlela efanele, kuphenywa abaphenyi bendawo, bamathimba omhlaba wonke noma bohlangothi lwesithathu. Kungumthwalo nesibopho somsebenzi ngamunye ukubambisana ngokugcwele, ngokushesha nangokwethembeka nanoma iluphi uphenyo olunjalo. Noma imuphi umsebenzi obonisa ukungabambisani angase abhekane nokuqondiswa kwezigwegwe.

Akunampindiselo

INkampani yethembele kubo bonke abasebenzi bayo ukuthi iMithetho iyokwesekwa. Ngenxa yalokho, sethembele kubasebenzi ukuba basho okubakhathazayo noma babike ukwephulwa kweMithetho. Ukuziphindiselela kubasebenzi abenza lokhu kuwukwephula iMithetho. Uma ubika noma usho okukhathazayo ngokuqondene neMithetho, bese uba nomuzwa wokuthi uphathwe ngendlela engenabulungisa, sheshe ulubike lolo daba.



Bheka ikhasi 42 ukuze uthole imininingwane

Ukuqondiswa Kwezigwegwe

Uma kutholakala ukuthi umsebenzi wephule iMithetho, iNkampani iyothatha isinyathelo esihambisana nobukhulu becala, kuhlenganise nokuphelelwa umsebenzi uma icala lilibi kakhulu. Isinqumo singase senziwe izimenenja eziphakeme kuye ngohlobo lwecala. Uma kutholakala ukuthi umsebenzi ulenzile icala, lokhu kuyofakwa emarekhodini akhe agcinwa unomphela.





Indlela Esiphatha Ngayo Abanye



Ukuphatha Bonke Abathintekayo
Ngenhlonipho

Ukwehlukahluka Nokuhlanganisa
Wonke Umuntu

Ukucwasa Nokuhlukumeza

Ingasese



Ukuphatha Bonke Abathintekayo Ngenhlonipho

Ukuphatha abantu esinabo ngomusa nangenhlonipho akuyona nje indaba yobuqotho bokuba kwezomsebenzi, kuyibhizinisi elihle. Ukuphatha abantu ngenhlonipho kukhuthaza indawo ekhululekile eletha ukwaneliseka kubasebenzi nakumakhasimende, ukukhulumisana nobuqotho.

Ungabonisa inhlonipho ngezenzo ezincane kodwa ezinamandla:

- Khuthaza osebenza nabo baveze izimvo zabo nemibono yabo
- Lalela okushiwo abanye ngaphambi kokuveza umbono wakho
- Cobelelana njalo nabanye ngolwazi futhi ubabandakanye ekwenzeni izinqumo
- Sebenzisa imiqondo yabanye ekushintsheni noma ekuthuthukiseni umsebenzi
- Ungalokothi uhlambalaze noma uhleke abantu noma imiqondo yabo
- Khuthaza ukwehlukahluka nokuhlanganisa wonke umuntu emsebenzini
- Sebenzisa umbiko owakhayo futhi uzame ukuncoma njalo

Amakhasimende ethu, abaphakeli nabathengi bakha umhlaba ongaphandle kwe-McCain Foods osivumela sikhule, sisungule izinto ezintsha futhi siveze imiphumela emihle yebhizinisi. Ukuphatha laba bantu abangaphandle ngenhlonipho, sibe sihambisana ngokugcwele nezibopho zethu zezomthetho nezezimiso zokuziphatha okuhle, kungumgogodla

ekulondolozeni idumela lethu nasekusiqiniseni ekuncintisaneni.

Indlela esikhuluma ngayo ngalabo esincintisana nabo ingaba nomthelela endleleni amakhasimende noma abathintekayo abalibheka ngayo ibhizinisi lethu nezenzo zethu.

Phatha bonke abathintekayo ngokuqondene ne-McCain Foods ngenhlonipho enkulu kakhulu. Lokhu kuhlanganisa abasebenzi, abaphakeli, abathengi nalabo encintisana nabo.

Ukwehlukahluka Nokuhlanganisa Wonke Umuntu

I-McCain Foods izibophezele ekwakheni isiko elivumela ukwehlukahluka nokuhlanganisa wonke umuntu, ibe ihlinzeka indawo engenakho ukucwasa nokuhlukumeza - lapho bonke abantu bephathwa ngenhlonipho nesithunzi, bengaba negalelo eliphelele namathuba alinganayo.

Ukwehlukahluka kuphathelene nokuqinisekisa ukuthi sinengxube efanele yabantu ebhizinisini lethu – abantu ababonisa uhlobo lwamakhasimende nemiphakathi esiyisebenzelayo. Ukuhlanganisa Wonke Umuntu kuphathelene nendlela esisebenza ngayo ndawonye. Isiko elihlanganisa wonke umuntu kulapho wonke umuntu ekwazi ukusebenza ngezinga eliphakeme ebe elokhu enguye.

Ukucwasa Nokuhlukumeza

Kungumthwalo wawo wonke umuntu ukuqinisekisa ukuthi i-McCain Foods ihlinzeka indawo ephephile, enenhlonipho futhi ehlanganisa wonke umuntu, engenakho ukucwasa nokuhlukumeza.

Ukubandlulula, ukucwasa noma ukuhlukumeza okusekelwe kunoma isiphi isici esisenza singefani ngeke kubekezelelwe.

Ukucwasa kuwukuvimbela abanye bangalibambi iqhaza eligcwele ngenxa yokuthile okubenza behluke.

Ukuhlukumeza kuhlangukisa ukuziphatha okungenzeka kudale indawo enobutha, ukwesaba noma ukucasuka, futhi kungahlanganisa inqwaba yezenzo ezisukela ekucelanele ucansi nokuthukana, amahlanya acasulayo, noma amagama aneziswana athinta uhlanga noma ukuphatha umuntu ngendlela emehlisa isithunzi noma idicilele igama lakhe phansi.

Uma ubona ukuphatha okubheka njengokucwasayo noma okuhlukumezayo, kungaba kuwe njengomuntu noma ezingosini zokuxhumana, khuluma namaqembu enu eziNdaba Zabantu noma ezoMthetho.

Bheka izinqubomgomo zokuhlukumeza zendawo osebenza kuyo ukuze uthole isiqondiso esengeziwe.



Bheka ikhasi 42 ukuze uthole imininingwane

Imibuzo Nezimpendulo

Umbuzo: Ngihlale ngitshelwa ukuthi ngingumsebenzi osezingeni eliphakeme, kodwa naphezu kwalokhu, ngivame ukushaywa indiva ngokuqondene nokuthola isikhundla emnyangweni wami. Sengiqala ukuzibuzisa ukuthi akukona yini ukuthi ngiyacwaswa ngenxa yohlanga lwami. Kufanele ngenzenjani?

Impendulo: Kufanele uqale uxoxe ngokukhululekile neMenenja yakho ngokuqondene nokuthi kungani ushaywe indiva ngokuqondene nesikhundla ngasinye. Uma, nangemva kwalezi zingxoxo usaqhubeka unemibuzo ngokuqondene nalezi zinqumo, chazela iMenenja yakho ngokukhathazeka kwakho. Uma impendulo yeMenenja yakho ingakugculisi, qondisa ukukhathazeka kwakho eqenjini lenu leziNdaba Zabantu noma ezimenenjeni eziphakeme.

Umbuzo: IMenenja yami ihlale icela ukungikhipha yize ngihlale ngenqaba. Sengiqala ukuzizwa ngingakhululekile. Kufanele ngenzenjani?

Impendulo: Kubeke kucace ukuthi ukukhishwa awukwamukeli futhi kukwenza uzizwe ungakhululekile. Uma iqhubeka noma uma unomuzwa wokuthi iMenenja yakho ikuphatha ngendlela ehluke ngenxa yokuthi uyitshela into ekukhathazayo, khuluma neqembu lenu leziNdaba Zabantu noma izimenenja eziphakeme.

Ingasese

Ukuhlonipha ingasese labasebenzi bethu, lamakhasimende, labathengi nelabaphakeli kuyimfuneko yezomthetho neyebhizinisi elihle. Ngenxa yalokho, idatha yomuntu kumelwe siyiphathe ngokwethembeka nangokuvumelana namithetho esebenzayo yengasese.

Uma uphatha idatha yabanye abantu, kumelwe:

- Uyazi imithetho esebenzayo futhi uziphathe ngokuvumelana nayo
- Uzazi nanoma iziphi izibopho ezisebenzayo eziphathelene nezivumelwano futhi uziphathe ngokuvumelana nazo
- Uqoqo, usebenzise futhi usingathe lolo lwazi ngokwezinjongo zebhizinisi ezingokomthetho kuphela
- Uqikelele ukugwema ukuludalula ngaphandle kwemvume kulabo abangenayo injongo yebhizinisi engokomthetho

Bheka Izinqubomgomo Zomhlaba Wonke Zengasese nezinqubo zendawo ukuze uthole isiqondiso esengeziwe noma uthinte Isikhulu Sengasese e-mccainprivacy@mccain.com.

Imibuzo Nezimpendulo

Umbuzo: Ngisebenza Emnyangweni WeziNdaba Zabantu. Muva nje umholi wethu KwezokuMaketha ucele uhlu lwamagama, imiholo namagama ezikhundla zabantu abasebenza kwezokuMaketha kwezinye izimakethe ze-McCain ukuze ahlole amakhono nemiholo yeqembu lakhe. Kufanele yini ngiyikhiphe le mininingwane?

Impendulo: Imininingwane eqondene nemiholo yabasebenzi iyimfihlo futhi ingaphansi kwemithetho yengasese ezindaweni eziningi. Ngokwezinjongo zokwenza ucwango, ingase ikhishwe imininingwane yemiholo ngokwezikhundla nezifunda. Uma ungathanda ukucaciselwa ngokwengeziwe, khuluma neqembu lenu lezoMthetho.





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Ukuncintisa Okunobulungisa

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Ukuncintisana Okunobulungisa

Injongo yemithetho yokuncintisana – ephinde yaziwe njengemelene ne-trust, imonopholi noma imithetho yokuhweba ngobulungisa – ukukhuthaza umnotho onempilo, osheshayo nonokuncintisana lapho amabhizinisi ekhululeke khona ukudayisa imikhiqizo yawo ngokwezinga, isevisi nentengo.

Ukuncintisana okunobulungisa kuyisimiso esiyisekelo sezinkolelo zebhizinisi ze-McCain Foods: sifuna ukwehlula abancintisana nathi ngendlela engokomthetho, yokwethembeka nengokwezimiso zokuziphatha okuhle.

I-McCain Foods ngeke izibandakanye noma yeseke noma imiphi imisebenzi engqubuzana nemithetho yokuncintisana noma izinqubo ezilawulayo kunoma isiphi isifunda esebenza kuso.

Kumelwe siyilalele imithetho yokuncintisana yanoma iliphi izwe lapho i-McCain Foods iqhuba khona ibhizinisi. Ngenxa yolokho, kumelwe sigweme ukubamba izingxoxo nalabo abancintisana nathi ezingase zibonakale njengezivimba ukuncintisana okunobulungisa. Funa isiqondiso eqenjini lenu lezoMthetho ngaphambi kokukhuluma nanoma ibaphi esincintisana nabo.

Imithetho yokuncintisana iyinkimbinkimbi futhi iyehluka ezweni ngalinye. Nokho, ivame ukuvimba izenzo zohlobo olufanayo. Ngokwesibonelo, kuvame ukuba okuphambene nomthetho ukwenza izivumelwano nalabo oncintisana nabo ukuze:

- Ushintshe izintengo, imigomo noma imibandela yokudayisa imikhiqizo noma amasevisi okuncintiswana ngawo

- Wehlukanise noma wabe amakhasimende, ukubhida, izimakethe noma imingcele yemikhiqizo noma amasevisi okuncintiswana ngawo
- Wenqabe ukudayisela abathengi abathile noma ukuthenga kubaphakeli abathile
- Ukhiphe ulwazi okungafanele lutholwe umphakathi ukuze unciphise ukuncintisana

Ubudlelwano nabadayisi namakhasimende, kungakhathaliseki ukuthi kuyakhulunywa yini ngabo ezivumelwaneni ezibhaliwe, ezikhulunywe noma ezinye, kumelwe bubonise ukuzibophezela emikhubeni efanele yokuhweba futhi buvumelane nemithetho esebenzayo.

Ukwephula imithetho yokuncintisana kuyindaba embi kakhulu futhi kungenza ibhizinisi lizeziswe kakhulu, libekelwe imingcele emikhulu futhi kulimaze idumela lalo. Kuye ngendawo, le miphumela ingahlanganisa izinhlawulo eNkampanini nakubasebenzi, ukuboshwa nokulahlekelwa izindodla zemali.

Ukuze uthole imininingwane eyengeziwe, bheka Inqubomgomo Yokugcinwa KoMthetho Wokuncintisana Nemihlahlandlela Yomhlaba Wonke.



Bheka ikhasi 42 ukuze uthole imininingwane

Ukuhlakanipha Ekuncintisaneni

Ukuqoqa ulwazi lokuncintisana ngenjongo yokuqonda imakethe nokuqhubekisela phambili iNkampani kuyakhuthazwa futhi kulindelekile. Noma kunjalo, njengoba silwazisa ulwazi lwethu okungafanele lutholwe umphakathi, siyaluhlonipha nolwazi lwezinye izinkampani okungafanele lutholwe umphakathi. Ukuqoqwa kolwazi lokuncintisana kumelwe kwenziwe ngendlela engokomthetho nengokwezimiso zokuziphatha okuhle.

Ibhizinisi Lamazwe Ngamazwe

Njengenkampani eqhuba ibhizinisi kuwo wonke amazwe emhlabeni, kubalulekile ukuba siyiqonde futhi siyilalele yonke imithetho yendawo esebenzayo, ikakhulu njengoba iningi lohulumeni liyenqabela imikhuba ethile eqondene nebhizinisi lamazwe ngamazwe.

Ukulwisana Nokonakala Nokufumbathisa

Iningi lamazwe linemithetho enqabela izinkokhelo eziba ukufumbathisa kukho kokubili izisebenzi zikahulumeni nezinkampani ezizimele. Ngokwesibonelo, e-United States, uMthetho Wemikhuba Yokonakala Kwamanye Amazwe uvimbela ukukhokhela uhulumeni wakwelinye izwe nabasebenzi bawo ukuze kungenwe esivumelwaneni noma ebudlelwaneni bebhizinisi. Ngokufanayo, eCanada, uMthetho Wokonakala Kwezikhulu Zomphakathi Zakwamanye Amazwe ukwenqabela ngokuqinile ukufumbathisa,

Imibuzo Nezimpendulo

Umbuzo: Sisanda ukuqasha umsebenzi owayesebenzela enye yezinkampani esincintisana nazo. Ngingamбуza lo msebenzi okuthile ngale nkampani?

Impendulo: Lomsebenzi unesibopho ngokwezimiso zokuziphatha okuhle, futhi kungenzeka nongokomthetho, sokuyigcina iyimfihlo imininingwane okungamele itholwe umphaka ngomqashi wakhe odlule. Ngokubuzwa imininingwane ephula lesi sibopho, uzobe ubeka lo msebenzi omusha neNkampani esimweni esinzima futhi uzobe ubonisa ukuziphatha okugqubuzanayo nalokho okulindeleke kubasebenzi be-McCain Foods.

ngokuqondile noma ngenye indlela, okuhloselwe ukuzuza ngandlela thile ekuncintisaneni kwezebhizinisi.

I-McCain ikwenqabela ngokuqinile ukukhokhela izikhulu zikahulumeni ekuqhutshweni kwebhizinisi nohulumeni bakwamanye amazwe.

Izizijeziso zomthetho zokukhokha izinkokhelo ezenqatshelwe zingaba nkulu kakhulu kumsebenzi naseNkampanini. Uma ungaqondi ukuthi izimali ezithile ezikhokhwayo ezani noma unomuzwa wokuthi isicelo senkokhelo siyasolisa, khuluma neqembu lenu lezoMthetho.

Inqubomgomo Yomhlaba Wonke Yokumelana Nokonakala Nemihlahlandlela Ye-McCain itholakala ku-McCaintranet, ihlinzeka ulwazi olugcwele ngokuqondene nemisebenzi enqatshelwe.

Ukulawulwa/Unswinyo Emikhiqizweni Ethunyelwa Ngaphandle

Iningi lohulumeni liyakwenqabela, likulawule futhi likubekele imingcele ukuthunyelwa kwemikhiqizo,

amasevisi nobuchwepheshe okuningi emazweni abaluliwe. Ngaphezu kwalokho, ezikhathini ezithile, abanye ohulumeni bakhetha amazwe, izinhlangano noma abantu abathile okungavumelekile ukungena ebudlelwaneni bebhizinisi nabo. Uma kunemibuzo ngokuqondene nokuthi kumisiwe yini ukwenza ibhizinisi nezwe elithile, noma ngokuthi ukwenqatshelwa kuyasebenza yini ekuthengiselaneni okuhlongozwayo noma kumuntu oshiwoyo, khuluma neqembu lenu lezoMthetho.

Ukwala Ukuqhuba Ibhizinisi

Amanye amazwe azama ukwakha ubudlelwano obungokwebhizinisi ngokubeka imibandela yesithembiso sokwala ukuqhuba ibhizinisi nohulumeni noma amabhizinisi akwamanye amazwe, noma nabantu abathile ngenxa yohlanga lwabo, inkolo noma ubuzwe. Ohulumeni abathile kanye nale Nkampani bakwenqabela ngokuqinile ukuvuma imibandela yokwala ukuqhuba ibhizinisi. Ukuze ubuze imibuzo ngokuqondene nenkulumo engemthetho, khuluma neqembu lenu lezoMthetho.

Ibhizinisi Likahulumeni

Ohulumeni bamazwe amaningi emhlabeni jikelele bangamakhasimende abalulekile naziswayo e-McCain Foods. Ukuze kuvikelwe umphakathi, ukuthengiselana nohulumeni kuvikelwa yimithetho ethile ekhethekile futhi akufani nokuqhuba ibhizinisi nezinkampani ezizimele. Ukuziphatha ngokuvumelana nemithetho nezinqubo ezilawulayo kuyadingeka kubo bonke osonkontileka abafisa ukwenza ibhizinisi nohulumeni othile, njengoba ngisho nento nje ebonakala sengathi iwububi ingakuqeda ukuyethemba komphakathini iNkampani nezinqubo zikahulumeni zokuthenga.

I-McCain Foods iyilandela ngokucophelela imithetho nezinqubo ezilawulayo ezivikela ibhizinisi likahulumeni.

Izipho Ezinikwa Abasebenzi Bakwahulumeni

Emazweni amaningi, akuvunyelwe ukunika abasebenzi bakwahulumeni noma izikhulu izipho, ezokuzijabulisa noma ukudla, kungakhathaliseki ukuthi zincane kangakanani. Iningi lamazwe liphasise imithetho eyenza kube ubugebengu ukufumbathisa izikhulu zakwahulumeni futhi unswinyo lokwepulwa le mithetho lungaba nzima kakhulu, kungakhathaliseki injongo noma inhloso. Emazweni lapho imikhuba yokupha izipho nezokuzijabulisa ivumelekile, abasebenzi be-McCain Foods kumelwe benze ngokuvumelana nezinqubo ezilawulayo, nale Mithetho, naneNqubomgomo Yomhlaba Wonke Yokumelana Nokonakala Nemihlahlandlela Ye-McCain.

Ngaphambi kokunika isikhulu sikahulumeni noma yini eyigugu – kungakhathaliseki ukuthi incane kangakanani – kumelwe uthole imvume ebhaliwe eqenjini lenu lezoMthetho. Lokhu kuhlenganisa nemali engukheshi, izipho, ukudla, ezokuzijabulisa,

umkhqizo weNkampani, izithembiso zomsebenzi, njll.

Ukuze uthole ulwazi olwengeziwe ngokuqondene nokunika uhlangothi lwesithathu izipho noma ezokuzijabulisa, egameni lebhizinisi le-McCain Foods, sicela ubheke Inqubo Yezipho Nezokuzijabulisa Esenezelweni B seNqubomgomo Yomhlaba Wonke Yokumelana Nokonakala Ye-McCain nasengxenyeni Yokungqubuzana Kwezinjongo ngezansi.

Imingcele Ebekelwa Abasebenzi Bakwahulumeni

Abanye ohulumeni bayenqaba ukuba osonkontileka babo noma abezokuthenga benze izinto ezithile lapho bethenga. Imisebenzi engamukelekile ihlanganisa nokubuza noma ukuveza indlela efanele noma ulwazi ngokuqondene nendlela yokukhethwa. Lokhu kwenqatshelwa kuqala ukusebenza kusukela ekwakhaweni, ekulungiselelweni nasekukhishweni kwesicelo kuze kufike ekunikezweni kwenkontileka nakunoma ikuphi ukushintshwa noma ukwelulwa kwayo.

Zijwayeze Imithetho Yendawo

Bonke abasebenzi ababandakanyeka emsebenzini wenkontileka balindeleke ukuba bazijwayeze, futhi baziphathe ngokuvumelana, nemithetho ekhethekile, u mthetho nemihlahlandlela yeNkampani yokuqhuba ibhizinisi likahulumeni. Lokhu kuhlenganisa nalokhu:

- Ukuziphatha ngokuvumelana nezibalulo zesivumelwano
- Ukubika idatha enembile yezindleko neyokunqunywa kwezintengo
- Ukugwema ukudalula ulwazi oluyimfihlo

Obani Izikhulu Zikahulumeni?

- Abasebenzi banoma imuphi uhulumeni noma isikhungo esilawulwa uhulumeni
- Amaqembu ezombusazwe nezikhulu zawo, kuhlanganise nabantu abasesikhundleni esithile sombusazwe
- Izisebenzi zomphakathi zezinhlango zamazwe ngamazwe, njengeZizwe Ezihlangene

- Ukuziphatha ngokuvumelana nemingcele yomsebenzi kubasebenzi ababesebenza kuhulumeni

Imibuzo ngokuqondene nokusebenza kwemithetho kahulumeni yezokuthenga kufanele iqondiswe eqenjini lenu lezoMthetho.

Okwenza Kwezombusazwe Namagalelo Akho

I-McCain Foods ikholelwa ukuthi izakhamuzi ezishisekayo nezinolwazi zibaluleke kakhulu ekusebenzeni kwezinqubo zikahulumeni. Sikukhuthaza ukuba ubambe iqhaza enqubweni yezombusazwe ezindabeni zomphakathi ozikhethayo nangokwezinkolelo zakho. Nokho, akumelwe ubambe iqhaza kwezombusazwe egameni leNkampani. Lokhu kuhlanganisa ukwabelana ngemibono, ukuxhasa ngezimali, umkhiqizo noma ezinye izinto zeNkampani, ukubandakanya noma ukwenza iNkampani ibe nguphathina emikhankasweni yezombusazwe noma usebenzise igama leNkampani noma imikhiqizo ngokwezinkolelo zakho zezombusazwe.

Akekho umsebenzi ongathatha imali, umkhiqizo noma okunye okuvula ezimalini noma empahleni yeNkampani noma yezinkampani ezisebenza nayo anikele ngako kunoma iliphi iqembu noma umuntu okwezombusazwe ngaphandle kwemvume ecacile evela kuMongameli ne-CEO Yase-McCain Foods Limited, ngisho noma imithetho yendawo

neyakwamanye amazwe iyivumela imikhuba enjalo.

Okunye, akekho umsebenzi okufanele azame ukucindezela omunye, egameni leNkampani ukuba enze isinqumo esithile noma ayeke ukusekela othile noma iqembu lezombusazwe.

INkampani ivame ukuveza imibono yayo kubenzi bemithetho, izinhlangano zikahulumeni noma umphakathi jikelele ngokuqondene nemithetho esebenzayo noma ehlongozwayo noma izinqubomgomo zikahulumeni noma imikhuba enomthelela ekusebenzeni kwamabhezini. Amanye amazwe afake abagqunguzeli bezinguquko zemithetho futhi/noma imithetho yokubhaliswa kwabo elawula lezi zinto. INkampani ilindele ukuba bonke abasebenzi bayilande leyo mithetho. Ngaphezu kwalokho, konke ukuxhumana nokukhulumisana okuphakathi kweNkampani nohulumeni noma namaqembu ezombusazwe kufanele kusingathwe yiqembu le-McCain Foods lalapho ukhona LezoBudlelwano Nohulumeni kanye/noma lezoMthetho, ngaphansi kokuhola kukaMongameli WeSifunda.



Bheka ikhasi 42 ukuze uthole imininingwane

Imibuzo Nezimpendulo

Umbuzo: Umngane wami ukhankasela ukungena esikhundleni esithile somphakathi. Ngingasiza kulo mkhankaso?

Impendulo: Yebo. Izinto ozenza kwezombusazwe ziyindaba yakho, kodwa akumelwe usebenzise izinto zeNkampani noma igama leNkampani ukusiza emkhankasweni.

Umbuzo: Njengebhizinisi, asivumelani nomthetho othile omusha ohlongozwayo ophathelene nenqubo yokwenza ukudla. Singayiveza imibono yethu simela iNkampani?

Impendulo: Ezobudlelwano nohulumeni kumelwe ziqhutshwe kusetshenziswa imizila egunyaziwe, evame ukubekwa umholi wesifunda noma ziqondiswe iqembu lezoMthetho, ngoba imibono yeNkampani kumelwe yethulwe ngokomongo walo lonke ibhizinisi layo. Ngaphezu kwalokho, ukuphawula okuqondene nemithetho esebenzayo noma ehlongozwayo noma evame ukuba semarekhodini omphakathi, nemisebenzi yokulwela ukuguqulwa kwemithetho kuyalawulwa emazweni amaningi. Uma ukhathezekile ngomthelela okungenzeka umthetho ohlongozwa uhulumeni ube nawo ebhizinisini, yazisa iqembu lenu lezoBudlelwano Nohulumeni noma lezoMthetho.

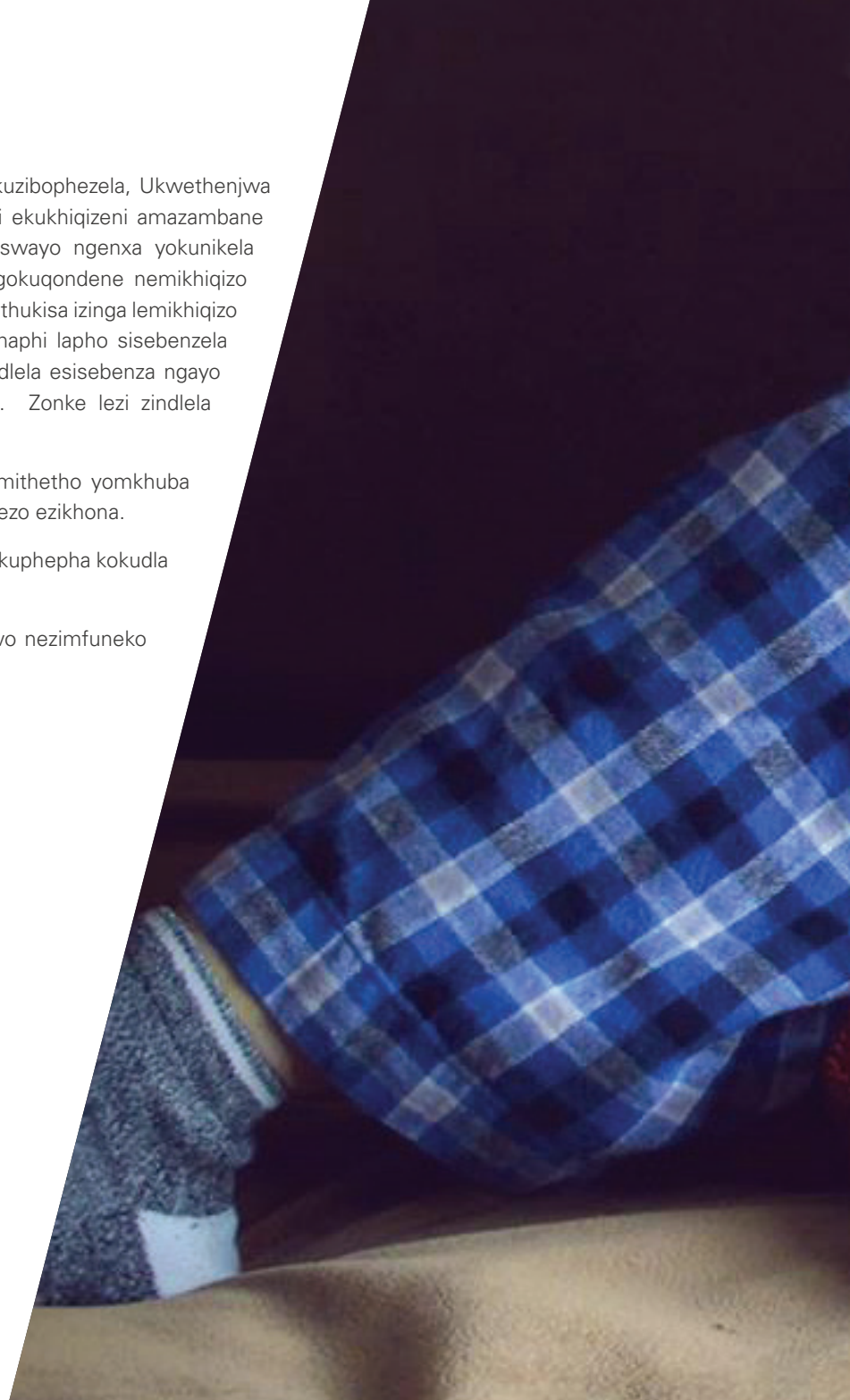
Ukuphepha Nokuzinza

Ukuqhubeni ibhizinisi, siholwa izimiso zeNkampani yethu ezithi Umndeni, Okungokoqobo, Ukuzibophezela, Ukwethenjwa nezithi Yenza Kahle. Yenza Okuhle. Umbono weNkampani yethu wokuba umholi emhlabeni ekukhiqizeni amazambane alungisiwe nezidlo ezivula inhliziyi nalo liyasiqhuba ukuba sisungule izinto ezintsha, ezifiswayo ngenxa yokunikela emazingeni aphakeme, kubantu nasemakhasimendeni. Sikholelwa ukuthi indlela yethu ngokuqondene nemikhiqizo nendawo ezungezile ezinzile akufanele kwehluke. Lokhu kusho ukuqhubeka sisebenzela ukuthuthukisa izinga lemikhiqizo yethu, silandela imikhuba efanele yokugcina ukudla kuphephile, futhi silondoloza indalo nomaphi lapho sisebenzela khona. Ekulondolozeni izinga eliphakeme lendalo, inhloso yethu ukuqhubeka sithuthukisa indlela esisebenza ngayo endaweni ngokuthola izindlela zokunciphisa imithelela emibi ibhizinisi lethu elingaba nayo. Zonke lezi zindlela zingumnyombo wokuthi Yenza Kahle. Yenza Okuhle.

I-McCain Foods ibheka ukulandela umthetho njengokuwumthetho. Sizosebenzisa eyethu imithetho yomkhuba wokwethenjela lapho zingekho izimfuneko zendawo noma lapho sizibheka njengezingenele lezo ezikhona.

Kungumthwalo wakho ukuqonda izinqubomgomo nezimfuneko zeNkampani ngokuqondene nokuphepha kokudla nendawo ezungezile nokugcina imikhuba yokudla nendawo ephephile lapho usebenza khona.

Ukuze uthole isiqondiso esengeziwe, sicela ubheke INqubomgomo Yomhlaba Wonke Yendawo nezimfuneko zethu zomhlaba wonke nezesifunda zokudla okusezingeni nokuphephile.







Ngaphakathi KweNkampani

Ulwazi Oluyimfihlo

Indlela Efanele Yokusebenzisa
Impahla YeNkampani

Amarekhodi Nezindlela Zokulawula
ZeNkampani

Ukukhwabanisa

Ukuxhumana Nabangaphandle

Impilo Nokuphepha Emsebenzini

Ukusebenzisa Izidakamizwa

Ulwazi Oluyimfihlo

Ulwazi lweNkampani okungafanele lutholwe umphakathi lubaluleke kakhulu ukuze incintisane. Ukusebenzisa ulwazi oluyimfihlo ngaphandle kwemvume noma ukulukhipha kungabangela ukulahlekelwa, kuphinde kulimaze ubudlelwano namakhasimende futhi kuhlambalaze noma kulimaze abanye abasebenzi esikanye nabo.

Ulwazi Oluyimfihlo luhlanganisa nalokhu:

- Noma iluphi ulwazi noma imininingwane eyakhiwe, etholakele, elawulwa yi-McCain Foods leyo iNkampani engakayivezi emphakathini.
- Ulwazi olutholakale ohlangothini lwesithathu ngaphansi kwemibandela yemfihlo nesivumelwano sokungadaluli

Ngokuvamile, noma iluphi ulwazi iNkampani engalufakile ezingosini zayo zomphakathi noma ezintweni zayo zokuphromotha noma zokumaketha lubhekwa njengolwazi okungafanele lutholwe umphakathi futhi kufanele lugcinwe luyimfihlo zikhathi zonke.

Ulwazi okungafanele lutholwe umphakathi lungase luhlanganise nalokhu, kodwa alugcini ngako:

- Iminingwane yezezimali (izitatimende, amarekhodi, izivumelwano, amakhotheshini abaphakeli)
- Izinhlelo zebhizinisi (izinqubo, imigomo, izinhlelo, izicelo zezimpawu zokuhweba, imiphumela, ukuhlanganiswa noma ukutholwa kwamabhizinisi)
- Idatha yokuthengisiwe nokumaketha (izinhlelo zomkhiqizo, ulwazi lwamasheya, ukukhishwa kwemikhiqizo emisha)

- Amarekhodi abasebenzi (amakheli asekhaya nezombolo zocingo, amarekhodi ezokwelashwa, idatha yezisebenzi neyemihlo, izinguquko ezinkulu ezimenenjeni)
- Ulwazi lwezobuchwepheshe (amasesiphi/izici, imiklamo/imidwebho, ubunjiniyela/bokwazi ukuthi kwakhiwa kanjani, imininingwane yezinqubo, imininingwane ekopishiwe, i-software)

Kumelwe uqikelele ukuthi ulwazi lweNkampani olungaphansi kokuqondisa noma ukulawula kwakhho lugadwa kahle ngokuvumelana nezinqubomgomo nezinyalezo zeNkampani. Kumelwe ulandele nezivumelwano zemfihlo nokungadalulwa zohlangothi lwesithathu ezibopha iNkampani.

Ukugada ulwazi oluyimfihlo kuhlanguanisa nalokhu:

- Ukugcina ukutholakala kolwazi oluyimfihlo kuyilungelo labantu abagunyaziwe kuphela “abanesidingo sokwazi”
- Ukuveza ulwazi oluyimfihlo kuphela uma kugunyaziwe futhi kunesidingo esizwakalayo esingokwebhizinisi, kanye nalapho kungokwendlela eshiwo kuzinqubomgomo nasezinyalezweni zeNkampani
- Ukungalusebenzisi ulwazi lweNkampani ukuze uzizuzise wena noma ngokwezinye izinjongo ezingezona ezeNkampani
- Ukugcina imibandela yezivumelwano ezisebenzayo

Ukudedelwa okungagunyaziwe noma ukudedelwa okusolwayo kolwazi oluyimfihlo, kuhlosiwe noma kungahlosiwe, kufanele kusheshe kubikwe ezimenenjeni zenkampani naseqenjini lenu lezoMthetho.

Imibuzo Nezimpendulo

Umbuzo: Umsebenzi wezobuchwepheshe engiwezayo uyimfihlo, kodwa ukuwukhiya ebusuku kuyangiphazamisa. Ngiyaqiniseka ukuthi uzophepha edeskini lami. Ngingawushiya kulo?

Impendulo: Cha. Amadokhumenti ayimfihlo kufanele agcinwe efihlekile futhi engabonwa lapho ungekho edeskini lakho. Uma uphatha ulwazi olubucayi noma oluyimfihlo, kungumthwalo wakho ukuluvikela ekulimaleni, ekulahlekeni noma ekuludedeleni ngaphandle kwemvume.

Umbuzo: Ikhompyutha yami ephathwayo yebiwa. Kufanele ngenzenjani?

Impendulo: Ikhompyutha ephathwayo yabo bonke abasebenzi izogcina ulwazi lweNkampani oluyimfihlo, futhi ukwebiwa kwayo kuyinto embi kakhulu. Sheshe wazise Abamasevisi Olwazi, futhi ubatshela okuningi kangangokunokwenzeka ngezinto ezikukhompyutha yakho. Ngaphezu kwalokho, yazisa izimenenja zakho neqembu lezoMthetho.

Indlela Efanele Yokusebenzisa Impahla Yenkampani

Ukuziphatha ngokuvumelana nezimiso zokuziphatha okuhle akugcini ngokuboniswa endleleni osebenzelana ngayo nabanye, kodwa nasendleleni ophatha ngayo izinto okungezona ezakho. Impahla yeNkampani, ehlanganisa naleyo ephathekayo naleyo engenjalo, ibaluleke kakhulu ekusebenzeni kweNkampani kwansuku zonke.

Kungumthwalo wakho ukuqinisekisa ukuthi uyisebenzisa ngokuphepha futhi ngendlela efanele futhi uyinakekele impahla yeNkampani.

Njengomthetho wasikhathi sonke, impahla yeNkampani kufanele isetshenziselwe ukuzuzisa iNkampani kuphela, hhayi ukuzuzisa wena noma omunye umuntu. Yize kunjalo, kubalulekile ukusebenzisa ukuba nengqondo lapho wahlulela ngokuqondene nendlela efanele yokusebenzisa. Ngokwesibonelo, nakuba kwamukelekile ukusebenzisa impahla yeNkampani ngezikhathi ezithile, ukuchitha isikhathi esiningi uzulazula ku-inthanethi, noma usezingcingweni zakho noma ukuma-imeyili kuwukuyisebenzisa kabi impahla. Ngaphezu kwalokho, kungenzeka ukwazi ukusebenzisa impahla yeNkampani ethile, njengemoto noma idivayisi engaxhunywa ndawo. Uma kunjalo, kubalulekile ukubheka izinqubomgomo zenkampani ukuze uqinisekise ukuthi lezi zinto uzisebenzisa ngezinjongo ezifanele.

Zilandele njalo izinqubomgomo, imithetho neziqondiso zeNkampani ngokuqondene nokugada ulwazi lvezobuchwepheshe nokuvikela ukulondeka kwamasistimu ethu aphaathekayo nakagesi. Uma sicabanga ngokubaluleka kokuvikela ukulondeka kwamasistimu ethu kagesi, ukungazigcini izimfuneko

Izibonelo Zempahla YeNkampani:

Ephathekayo

- Imali yeNkampani
- Umkhiqizo weNkampani
- Amasistimu ekhomyutha ne-software
- Izingcingo
- Amadivayisi ezokuxhumana angaxhunywa ndawo
- Imishini yokwenza amakhophi
- Amathikithi okungena kukhonsathi noma emidlalweni
- Izimoto zeNkampani
- Imishini yokukhiqiza

Engaphatheki

- Isikhathi sabasebenzi emsebenzini
- Ulwazi lweNkampani
- Izimpawu ZeNkampani Zokuhweba
- Impahla esungulwe ngengqondo yomuntu
- Amafomula okunquma intengo
- Uhlu lwamakhasimende

zeNkampani kule ndaba kungaholela ekuqondisweni kwezigwegwe.

Bheka lezi zinqubomgomo nezinqubo zeNkampani ukuze uthole isiqondiso esengeziwe:

- Inqubomgomo Eyamukelekayo Yokusebenzisa Emhlabeni Wonke
- Inqubomgomo Yekhadi LeNkampani Emhlabeni Wonke
- Imihlahlandlela Ye-imeyili Emhlabeni Wonke
- Inqubomgomo Yokuhamba Nezindleko Emhlabeni Wonke
- Inqubo Yokubika Ukwepulwa Kwemithetho Yedatha Emhlabeni Wonke

Amarekhodi Nezindlela Zokulawula ZeNkampani

Amarekhodi eNkampani amelela ibhizinisi layo futhi aqinisekisa ukuthi iNkampani iyahlangabezana nezibopho zayo zomthetho nezokulawula. Awahlanganisi amarekhodi ezimali kuphela, kodwa namarekhodi agcinwe abasebenzi, okuhlanganisa kodwa okungagcini lapho ngemibiko yezinga, amarekhodi ezikhathi, imibiko yezindleko, amafomu okucela amabhenefithi nezincwadi zezimfanelo zomsebenzi.

Kungumthwalo wakho, ngokomthetho nangokwesimiso zokuhle, ukuqinisekisa ukuthi anembile wonke amarekhodi eNkampani ebhizinisi nawezeZimali nokuqinisekisa ukuthi aphaathwa kahle, agcinwa futhi ashatshalaliswe ngokuvumelana Nenqubomgomo Evamile Yokuphathwa

Kwamarekhodi. Amaphutha azokwenzeka ngezinye izikhathi; yimizamo eyinhloso kuphela yokuyimelela kabi iNkampani noma yokushintsha amarekhodi ayo kubhalwe amanga noma amaphutha aphindaphindwayo okubhekwa njengokwephulwa kweMithetho.

Amarekhodi Ezimali

IzimenenjaneNkampani, ababolekisi nabanamasheya banalo ilungelo lokubona ezezimali ezisiveza kahle isimo sezimali seNkampani nemiphumela yemisebenzi. Ikhono lethu lokusebenzelana ngokwethembeka nangobulungisa nabaphakeli, amakhasimende nabasebenzi lincike ekutheni ukusebenza ngakunye kwemali kurekhodwa ngokunembile nangokuphelele. Ngokufanayo, amarekhodi eNkampani namabhuku ezimali kumelwe kube yiqiniso futhi kukuveze konke ukusebenza kwezimali zeNkampani.

INkampani izibophezele ohlelweni lwangaphakathi lokulawula:

- Oluzonikeza isiqinisekiso sokuthi zonke izimali zisetshenziswa futhi zirekhodwe ngokuvumelana nenqubomgomo yenkampani
- Oluzovumela ukulungiselelwa kwesitatimende sezimali esinokwethenjela
- Oluzolondoloza ukulawulwa kwezimali kukonke

Ngaphezu kwalokhu kulawula, kungumthwalo wakho ukuqinisekisa ukuthi:

- Ama-invoyisi akhokhwayo agunyazwe ngokufanele futhi enziwa ngenjongo yokuba inkokhelo isetshenziselwe injongo echazwe emaphepheni awubufakazi benkokhelo
- Azikho izimali noma impahla engachaziwe noma engarekhodiwe egcinwayo noma ilondolozelwe noma iyiphi injongo

- Akukho manga noma inkohliso ebhalwa kunoma imaphi amabhuku noma amarekhodi nganoma isiphi isizathu

Rekhoda futhi uhlukanise izimali ezisebenzile enkathini efanele naku-akhawunti nasemnyangweni ofanele. Ungephuzi noma nisheshise ukurekhodwa kwezimali ezingenile ukuze uhlangabezane nemigomo yebhajethi.

Uma unesizathu sokukholelwa ukuthi kukhona imali, impahla, okubhaliwe noma inkokhelo ephula imithetho yeNkampani, kumelwe ubike ukukhathazeka kwakho eqenjini lenu lezoMithetho, umqondisi wezeZimali noma Iqembu Langaphakathi Elihlola Izimali ZeNkampani.

Bheka Incwadi Yeziyalezo Jikelele Zemithetho YezeZimali ukuze uthole isiqondiso esengeziwe.

Ukukhwabanisa

Ukukhwabanisa kuwubugebengu futhi kuhlale kuwusongo empahleni nasedumeleni lenkampani. Ukukhwabanisa kuwukusebenzisa inkohliso ngenjongo yokuba usizakale, ugweme isibopho noma ulahlekisele olunye uhlangothi.

Ezinye izibonelo zokukhwabanisa, kodwa azigcini ngalezi:

- Ukwebiwa kwezimali
- Ukuletha imibiko nama-invoyisi angamanga
- Ukushintsha noma ukufoja amarekhodi eNkampani
- Ukufoja noma ukushintsha isheke nanoma iliphi elinye iphepha lezezimali
- Ukufihla noma yini engaba nomthelela omkhulu ezimalini zeNkampani noma ekwenzeni kwayo ibhizinisi

Imibuzo Nezimpendulo

Umbuzo: Ngiyimenenja kwezokuMaketha, futhi ngicelwe ikolishi lendawo ukuba ngifundise abafundi abafunda kusihlwa izifundo zokumaketha. Ngingazisebenzisa yini izibonelo zemikhankaso ethile yokumaketha esetshenziswa iNkampani?

Impendulo: Izindlela zokumaketha nezokusungula zibhekwa njengolwazi lwenkampani njengoba zitholakala ngocwaningo lweNkampani. Ukwabelana ngalolu lwazi kuyoba ukwephula iMithetho.

Nokho, ungakhuluma ngemikhankaso ethile ngokwendlela evamile, ugcine ngokukhuluma ngolwazi olutholwa umphakathi uwonkana ngomkhankaso wokumaketha ngokwawo, kuhlanganise nomyalezo nokusungula komkhankaso. Noma iluphi ulwazi oluhlobene nendlela noma imiphumela lubhekwa njengolwazi oluyimfihlo nokungamelwe luvezwe.

Umbuzo: Ngenza umsebenzi wasehhovisi, futhi iMenenja yami ihlale ingicela ukuba ngiyenzele imisebenzi yayo, njengokuyolanda ilondolo nokuthenga izipho. Ingabe kufanele lokhu?

Impendulo: Cha. Isikhathi sakho siyimpahla yeNkampani, futhi ukucela ukwenzelwa imisebenzi okungeyona eyeNkampani phakathi nesikhathi sebhizinisi kuwukusebenzisa kabi isikhathi sakho. Khuluma neMenenja yakho ngezindlela isikhathi sakho esingase sisetshenziswe ngazo egameni leNkampani. Uma iMenenja yakho idinga umsizi, cela ukuyisiza ekutholeni umsizi.

- Ukuhlanekezela ukusebenza kwezimali noma imiphumela yezezimali ukuze ufeze izinjongo zakho
- Ukushabalisa, ukususa noma ukusebenzisa kabi amarekhodi noma impahla yeNkampani
- Ukubamba iqhaza wazi ekukhwabaniseni kwabanye abantu
- Ukwenza inzuzo ngokukhipha ulwazi oluyimfihlo lwemisebenzi yeNkampani

Ukukhwabanisa

Ukukhwabanisa kuwukukhohlisa ngamabomu ukuze uzube noma ulahlekisele noma ulimaze omunye umuntu noma uhlangothi.

Izimenenja zinesibopho sokubona nokusebenzisa ezokulawula, izinqubomgomo nezinqubo zangaphakathi ukugwema nokubona ukukhwabanisa. Kungumthwalo wakho ukubika zonke izimo zokukhwabanisa okusolekayo eqenjini lenu lezoMthetho kanye/noma eLangaphakathi Elihlola Izimali.

Ukuxhumana Nabangaphandle

Indlela iNkampani eziveza ngayo emakethe ibaluleke kakhulu empumelelweni yenhlangano. Umgomo wanoma ikuphi ukuxhumana nendawo engaphandle uwukuveza isithombe esihle nesiyiqiniso ngeNkampani nemikhiqizo noma amasevisi kubantu

Imibuzo Nezimpendulo

- Umbuzo:** Namuhla kuphela inyanga, futhi umbiko wami uveza ukuthi umnyango wethu uyashoda kancane ngebhaji. IMenenja ithe angenezele okukodwa noma okubili okufanele kwenziwe ngezindleko zenyanga ezayo ukuze ibhaji ilingane. Ingabe kufanele lokhu?
- Impendulo:** Cha. Kungumthwalo wakho ukuveza amarekhodi ayiqiniso napelele emiphumela yezimali zeNkampani. Kufanele ukuveze lokhu kuMenenja yakho, uma iqhubeka ithi washintshe amarekhodi, udaba kufanele lusheshe lubikwe emenenjeni ephakeme eqenjini leziNdaba Zabantu noma lezoMthetho.
- Umbuzo:** Njengoba ngizobe ngihambe ngomsebenzi ngesonto elizayo ngihlela ukukhipha udadewethu siyodla isidlo sakusihlwa sigubhe usuku lwakhe lokuzalwa. Ngingasihlanganisa yini isikweletu sami sasendaweni yokudlela nezindleko ze-akhawunti yami uma sengiletha amarisidi ekhadi lesikweletu?
- Impendulo:** Ungayiletha ingxenye yakho yesikweletu sasendaweni yokudlela ukuze uthole isibonelelo, kodwa ingxenye yesikweletu ebhekwa njengezindleko eziqondene nawe (zokudla kukadadewenu), kumelwe zikhokhwe nguwe uqobo.

abangaba amakhasimende noma abayiwo nabathengi bebonkana. Izibonelo zemizila yokuxhumana nabangaphandle zihlanganisa nalezi, kodwa azigcini ngazo:

- Ukusebenzelana kwabantu nemihlangano yebhizinisi
- Ubudlelwano nabazindaba nohulumeni
- Izinto zokumaketha nokuphromotha
- Ukukhangisa
- Izinkulamo nezethulo
- I-intranet ne-imeyili
- Amawebhusayithi eNkampani nemizila yezingosi zokuxhumana

Sicela uphawule, uma uveza ukuthi umqashi wakho yi-McCain Foods ku-akhawunti yakho engosini yokuxhumana, kumelwe ulandele Inqubomgomo

Yezobuchwepheshe Ebusayo Ngokuqondene Nezingosi Zokuxhumana Emhlabeni Wonke nezinye izimfuneko ezisebenzayo.

Imizila Yokuxhumana Neningi

Kwezokuxhumana okufinyelela abantu abaningi, okuhlanganisa ukumaketha noma ukuphromotha izinto, amawebhusayithi eNkampani, ukukhangisa, ukuphromotha izinto ezidayisayo nokunye okuthi akufane, umyelezo weNkampani negama noma indlela ezimelela ngayo kulawulwa kakhulu amaqembu endawo noma omhlaba wonke okuMaketha kanye/noma iziNdaba ZeNkampani. Uma wakha okuthile noma usacabanga ukukwakhela abantu abaningi, kufanele ukhulume nala maqembu kuqala ukuze abuyekeze futhi agunyaze zonke izinto zokugcina ukuze umyalezo weNkampani negama layo kumelelwe kahle.

Ngaphambi kokuvula noma iyiphi ingosi yokuxhumana egameni le-McCain Foods, Sicela ubheke Ithuluzi Lokugcina Imithetho Yezobuchwepheshe Emhlabeni Wonke.

Ukuxhumana Kwabantu

Ukuxhumana kwabantu, njengalapho bebonana ubuso nobuso emihlanganweni yebhizinisi, ngezincwadi zebhizinisi, kwenziwa izethulo futhi kuthunyelwa ama-imeyili kumakhasimende kumelwe zibonise umyalezo negama leNkampani. Uma ukuxhumana nabangaphandle kungumsebenzi wakho, kungumthwalo wakho ukuzijwayelanisa nawo wonke umoya, isitayela nendlela elibonakala ngayo igama leNkampani noma indlela eyaziwa ngayo. Uma ungaqondi, sicela ukhulume neqembu lenu noma lomhlaba wonke leziNdaba ZeNkampani noma ummeleli wabholi abaphakeme.

Izinkulumo Nezethulo

Ngezikhathi ezithile ungase umenywe ukuba ukhulume noma wethule inkulumo egameni leNkampani engqungqutheleni noma emcimbini wendawo noma emazweni ngamazwe. Uma kunjalo, xoxa ngaleso simemo neMnenja yakho ukuze nithole ukuthi kuzoyizuzisa yini iNkampani ukubambiqhaza nokuthi ungumntu ofanele yini ukukhuluma ngaleso sihloko sendaba. Zonke izinkulumo nezethulo ezethulwelwa abantu bangaphandle kumelwe zibuyekwezwe futhi zigunyazwe iqembu lenu leziNdaba ZeNkampani ngaphambi kokuba zethulwe ukuze kuqinisekise ukuthi aludalulwa ulwazi okungafanele lutholwe umphakathi. Bheka Inqubomgomo Yabezindaba Emhlabeni Wonke ukuze uthole isiqondiso esengeziwe.

Ungavumi ukukhokhelwa ngezinkulumo noma izethulo ezigunyazwe iNkampani.

Isibonelelo sezindleko zokuhamba, zendawo yokulala no/noma ukudla sivumelekile uma kunemvume ebhaliwe evela eMnenjeni.

Ubudlelwano Nabezindaba Nohulumeni

I-McCain Foods ibagunyaze ngokucacile abantu abangakhuluma futhi baphendule imibuzo evela kwabezindaba, futhi bakhulume nohulumeni ngezindaba ezithile. Lowo angaba ilungu leqembu leziNdaba ZeNkampani, ummeleli wobholi obuphakeme noma iqembu leNkampani lomhlaba wonke leziNdaba ZeNkampani, elinomthwalo wokuphendula imibuzo yezinga lamazwe ngamazwe noma ukusiza izifunda lapho kudingeka.

Abantu abagunyazwe njengabakhulumeli babantu kuphela abaphendula abezindaba noma bakhulume nohulumeni.

Uma ungeyena umkhulumeli ogunyaziwe, akumelwe uphendule noma imuphi umbuzo obuzwa abezindaba noma unikeze ilungu labezindaba noma iluphi ulwazi, ngaphandle uma ucelwe ngokuqondile umkhulumeli ogunyaziwe ukuba ukwenze. Lokhu kuhlenganisa nezicelo zolwazi olutholakala ngemizila yezingosi zokuxhumana, nge-imeyili, ifoni nakumuntu ngokuqondile. Yonke imibuzo yabezindaba kumelwe isheshe idluliselwe kumkhulumeli wenu. Uma ungaqiniseki ukuthi ubani ogunyazwe njengomkhulumeli wesifunda senu, thinta abeziNdaba ZeNkampani zomhlaba wonke.

Impilo Nokuphepha Emsebenzini

Sifuna ukulondoloza indawo enempilo futhi ephephile kubo bonke abasebenzi bethu, futhi sizoqhuba

ibhizinisi ngendlela eqikelelayo ukuthi sinciphisa ukulimala, ukugula nezingozi ezenzeka emsebenzini.

Ukulandela imithetho noma izimfuneko zeNkampani Ezempilo Nokuphepha kuyisibopho, futhi kufanele kubhekwe njengezimfuneko ezincane.

Kufanele wenze konke ongakwenza ukuze:

- Uqikelele ngakho konke ukuthi uqinisekisa ukuphepha emsebenzini futhi uqhubeke ulwazi ukuzenza ngcono ezokuphepha
- Usebenzele ukuqwashisa abanye ngokuphepha futhi ube nomqondo obeka ukuphepha phambili
- Ugcizele ukugwema, ukususa izimo ezingaphephile futhi unciphise ukuziphatha okungaphephile
- Ulandele imikhuba nezinqubo zokusebenza eziphephile
- Usheshe ulungise noma yini engalungile nengahambisana nokuphepha
- Ungayekethisi nganoma isiphi isizathu endabeni yempilo nokuphepha emsebenzini

Ukusetshenziswa Kwezidakamizwa

I-Nkampani izibophezele empilweni, ukuphepha nenhlalakahle yabasebenzi bayo. Njengengxenywe yalokhu kuzibophezela, iNkampani yenza konke ongakwenza ukunciphisa izingozi emisebenzini yayo futhi iqinisekise ukuthi indawo yokusebenza iphephile, inempilo futhi iyakhiqiza. Ulindlekelele ukuba uziphathe ngendlela enokwethenjela phakathi nesikhathi somsebenzi, emicimbini yezehlalo neyokuzilabazisa, futhi kudingeka kube ukuthi uphile kahle njalo ukuze ufeze imisebenzi yakho. Uma usemsebenzini, akumelwe kube ukuthi udakwe utshwala, umuthi noma izidakamizwa.

Uma unomuzwa wokuthi unenkinga eqondene notshwala noma ukusebenzisa izidakamizwa, futhi awelashwa, i-McCain Foods inezinhlelo zokusiza abasebenzi ezifundeni eziningi isebenzisa isevisi yohlangothi lwesithathu oluyimfihlo. Sikukhuthaza ukuba ufune usizo kulezi zinhlelo. Siyakweseka nokuxoxa kwakho ngenkinga yakho neqembu lenu leziNdaba Zabantu. Sizibophezele ukubasiza ngendlela esingenza ngayo abasebenzi bethu ukuba baphile kahle, futhi singakwakhela uhlelo olungakunika isikhathi sokulungisa izinkinga zakho ulokhu usebenzela iNkampani. Nokho, kumelwe kuqondwe, ukuthi ukwehluleka ukuqeda uhlelo njengoba kuvunyelwene, kungaholela ekuqondisweni kwezigwegwe, .kuze kufinyelele nasezintweni ezibandakanya ukuphela komsebenzi.


Bheka lezi zinqubomgomo ezilandelayo ukuze uthole isiqondiso esengeziwe:

- Imihlahlandlela Yezempilo Nokuphepha Emhlabeni Wonke
- Inqubomgomo Yokulawula Ubungozi Kwezamandla Emhlabeni Wonke (Ukukhiya/Ukuthenga)
- Inqubomgomo Yokuphenya Nokubika Izehlakalo Emhlabeni Wonke
- Inqubo Yokugcina Amarekhodi Ezehlakalo Emhlabeni Wonke
- Inqubomgomo Yamakhemikhali Ayingozi Emhlabeni Wonke
- Imihlahlandlela Kamakhalekhukhwini Emhlabeni Wonke
- Izingqubomgomo Zendawo Zezidakamizwa Notshwala



The McCain logo is located in the top left corner of the image. It consists of the word "McCain" in a white, cursive font, enclosed within a yellow rectangular border with a small starburst graphic above the letter 'i'.

McCain

The background image shows a potato processing factory. Workers in high-visibility vests and blue gloves are sorting potatoes on a blue conveyor belt. The potatoes are light-colored and round. The scene is brightly lit, and the workers are focused on their tasks. The overall atmosphere is one of a busy, industrial food processing environment.

Ukugqubuzana Kwezinjongo

Izinjongo Zangaphandle Kwebhizinisi
Nomsebenzi

Ubudlelwano Namakhasimende,
Abadayisi Nabaphakeli

Ukwenzelela Izihlobo

Izinkokhelo Ezisolisayo noma
Ezingafanele

Izipho Nezokuzijabulisa

Ngokuvamile ukungqubuzana kwezinjongo kwenzeka lapho sikhuthaza noma sibamba iqhaza emsebenzini oholela noma obonakala:

- Uphazamisa umgomo wethu wokufeza imithwalo nezibopho zethu eNkampanini
- Uzuzisa thina nalabo esiphila nabo ngaphandle kweNkampani

Kumelwe uhlale ufeza imisebenzi yakho ucabanga ngalokho okuzozuzisa iNkampani.

Ukungqubuzana kwezinjongo kungenzeka ngaphansi kwezimo eziningi ezifana:

- Nokuthonywa ekwahluleleni kwakho lapho umelele iNkampani
- Nokuncintisana neNkampani kunoma imuphi umsebenzi webhizinisi
- Nokuphambukisa ibhizinisi lingabe liseza eNkampanini
- Nokuyisebenzisa kabi impahla noma ithonya leNkampani

Izinjongo Zebhizinisi Elingaphandle Nomsebenzi

I-McCain Foods iyaliqaphela futhi iyalihlonipha ilungelo labasebenzi lokubambiqhaza emisebenzini yokwenza imali, ibhizinisi neminye imisebenzi engaphandle komsebenzi wabo ngesikhathi sabo. Noma kunjalo, imisebenzi yakho yangaphandle akumelwe ikwenze ungqubuzane noma ubonakale ungqubuzana nezibopho nemithwalo yakho eNkampanini noma ukushaye indiva ukuze izibopho zakho eNkampanini.

Kumelwe ugweme noma ikuphi ukutshalwa

kwezimali, injongo, ubungane noma ubudlelwano obushayisana noma obubonakala bushayisana nezinjongo zakho eNkampanini.

Ngokwesibonelo, akumelwe:

- Usebenzele noma uqhube ibhizinisi elikhulu nalabo esincintisana nabo
- Usebenzele, uhlizenze amasevisi noma uqhube ibhizinisi elikhulu nomhlinzeki noma ikhasimende ngaphandle uma uqale wathola imvume ebhaliwe kuMongameli neCEO Yase-McCain Foods Limited; le mvume kumelwe ivuselelwe minyaka yonke
- Wamukele isikhundla kuBhodi Yabaqondisi yenye inkampani ngaphandle-ke uma unikwe imvume ebhaliwe nguMongameli ne-CEO Yase-McCain Foods Limited (le nqubomgomo ayihlanganisi izinhlangano ezisiza abahluphekayo nezingayenzi inzuzo); le mvume kumelwe ivuselelwe minyaka yonke

Ubudlelwano Namakhasimende, Abadayisi Nabaphakeli

Uma unesandla ekukhetheni noma ekuthengeni izimpahla namasevisi kubadayisi nabaphakeli, kumelwe ugweme izimo ezingaphazamisa, zibonakale ziphazamisa, noma zenze lingabazeke ikhono lakho lokwenza izinqumo ezikhululekile nezingachemile ukuze kuzuze iNkampani. Izinqumo zokuthenga nabadayisi kumelwe zisekelwe kuphela ezimfunekweni zebhizinisi.

Uma uzwa sengathi usesimweni lapho kunokungqubuzana kwezinjongo, khuluma neMenenja

yakho bese ucela ukuba igunya lokwenza izinqumo linikwe omunye umuntu noma ukuba ususwe kulesi simo.

Ukwenzelela Izihlobo

Kungenzeka unezihlobo ezisebenza noma ezingasebenza kwi-McCain Foods. Uma kunjalo, akufanele ube induna, ube ngaphansi noma ube sesikhundleni esithinta ukuqasha, ukunxephezela, indima noma isimo sokusebenza kwanoma isiphi isihlobo. Okunye, uma esisodwa ezihlotsheni zakho sisebenzela noma sinokuthile ekhasimendeni noma umhlinzeki osebenzelana ne-McCain Foods, akumelwe usebenzise igunya lakho ekusebenzelaneni nekhasimende noma umhlinzeki ungakabubiki kuqala lobu budlelwano futhi kwathathwa izinyathelo ezifanele ukuxazulula ukungqubuzana kwezinjongo.

Bonke abasebenzi be-McCain Foods kudingeka banamathele kulezi zimfuneko futhi baveze ubudlelwano okukhulunywe ngabo kule ngxenye. Uma usesimweni lapho injongo zingqubuzana noma kungenzeka zingqubuzane, kudingeka ubhalele iqembu lenu leziNdaba Zabantu ulazise, uthole imvume Esikhulwini SeziNdaba Zabantu ukuze lesi simo siqhubeke, futhi uthathe izinyathelo okukhulunywe ngazo, ukulungisa ukungqubuzana.

I-McCain Foods inelungelo lokuthatha izinyathelo ezinjalo uma kudingeka kulungiswe noma ikuphi ukungqubuzana okungokoqobo noma okucatshangelwayo, kuhlanganise nokushintsha izibopho, imithwalo nobudlelwano bokubika. Ukwehluleka ukugcina izibopho zokubika okukhulunywe ngazo kule ngxenye kungaholela ekuqondisweni kwezigwegwe kuze kufinyelele nasezintweni ezibandakanya ukuphela komsebenzi.

Ubani "Oyisihlobo"?

Izihlobo zegazi, zomshado, noma esitholakale ngesinyathelo sezomthetho. Izibonelo zihlanganisa umlingane womshado, umama, ubaba, indodana, indodakazi, udadewabo, umfowabo, umkhwekazi, umukhwe, umnakwabo, umlamu, umalokazana, usingamzali, ingane yokutholwa, umalumekazi, umalume, umshana, umshana, ugogo noma umkhulu, umzukulu noma umzala womsebenzi.

Ophathina abangomasihlalisane (intombi noma omunye umuntu okuncike kuye ukuphila komsebenzi futhi abahlala ndawonye naye) nezihlobo zikamasihlalisane womsebenzi.

Izinkokhelo Ezisolisayo noma Ezingafanele

Imikhqiqo namasevisi eNkampani kufanele kudayiswe kuphela ngokwezininga, izevisi, intengo nezinye izici ezingokomthetho yokumaketha. Izifumbathiso, ukugwazela noma ezinye izinkokhelo ezingafanele, okukhokhwa ngokuqondile noma ngenye indlela, kunoma ubani noma inhlango kwenqatshelwe ngokuqinile. Ukwamukela isifumbathiso noma ukugwazela, nganoma iyiphi indlela nanoma iyiphi injongo nakho akuvumelekile.

Ngaphezu kwalokho, ukusetshenziswa kwendlela yokukhokhisa ngokweqile noma ezinye izindlela zomgunyathi sokusiza ikhasimende, i-ejenti noma umdayisi ukuba agweme izindleko, intela noma imali yezimpahla ezithengwe kwelinye izwe akufanele. Le

mithetho isebenza nomaphi lapho i-McCain Foods yenza khona ibhizinisi futhi idlulela ngale kwemisebenzi engase ibe engemthetho ngaphansi kwesimiso noma imithetho yokufumbathisa yebhizinisi yakwamanye amazwe.

Uma ungaqiniseki noma inkokhelo izobhekwa njengengafanele yini, thinta UMqondisi WezeZimali noma iqembu lezoMthetho.

Izipho Nezokuzijabulisa

Ukudayiswa kwemikhqiqo namasevisi e-McCain Foods nokuthenga kubaphakeli akufanele kube sengathinoma kubonakale sengathi kuye kwadingeka, kwatholwa noma kwanikezwa impatho enhlenjengesipho, umusa, ukuzijabulisa, amasevisi noma enye indlela yokubonga.

Akufanele unikeze noma wamukele isipho noma umusa ongaphezu kwalokho okuthiwa kuncane esimweni sokwenza ibhizinisi. Uma unikwa sona, senqabe ngomusa bese utshela iMenenja yakho.

Le nqubomgomo ayisebenzi ezintweni ezincane okuvame ukuba kuphiwane zona ebudlelwaneni bebhizinisi, njengomoya wokwamukela izivakashi,

izipho noma izipho eziyisikhumbuzo ezincane ezisuke zingaceliwe kodwa eziyisiko noma ezihlobene nebhizinisi. Ngisho nakulezi zimo, kufanele uholwe ukuqonda nokuba nengqondo.

Ngokuvamile, izipho, umusa nezokuzijabulisa kufanele:

- Zihambisane nemikhuba eyamukelekayo kwezibhizinisi
- Zihambisane nemithetho esebenzayo, imithetho eyamukelwayo yezimiso zokuziphatha okuhle Nenqubomgomo Yokumelana Nokonakala ye-McCain
- Zibe ncane ngokwanele futhi zibe ngendlela engeke ibonakale njengesifumbathiso noma ukugwazela
- Zibe ngendlela yokuthi ngeke zilimaze idumela lomsebenzi noma i-McCain Foods uma kwenzeka zaziwa

Imibuzo Nezimpendulo

Umbuzo: Ikhasimende elisha licele indlela ekhethekile yokukhokha ehlanganisa uhlangothi lwesithathu. Ngiyazi kuhle ukusukumela phezulu futhi ngakhe ubudlelwano obuhle namakhasimende, kodwa lesi siculo asijwayelekile. Kufanele ngenzenjani?

Impendulo: Ngaphambi kokuphendula ezicelweni ezinjalo, funa iseluleko egenjini lenu lezoMthetho noma kumqondisi WezeZimali. Khumbula ukuthi kwezinye izimakethe imali etholakale ngokungemthetho ngezinye izikhathi "ihlanzwa" ngokuthengwa kwezimpahla ezingokomthetho. Nakuba ufuna ukwanelisa ikhasimende, qikelela ukuthi ubika noma iziphi izicelo ezisolisayo.

Ezokuzijabulisa

Ukuba nezikhathi ezimnandi nabaphakeli, abadayisi noma amakhasimende kwamukelekile lapho kwenziwa ngenjongo yokwakha ubudlelwano obungokwebhizinisi futhi ngaphakathi kwemingcele efanele. Imihlangano okudliwayo kuyo iyadingeka futhi mihle ngezinye izikhathi; nokho, ukuzijabulisa ngokweqile nganoma iyiphi indlela akwamukelekile.

Izipho Nezokuzijabulisa Okunikwa Abaphakeli Namakhasimende

Lapho uhlela izipho, ukudla noma ezokuzijabulisa ngenxa yabaphakeli noma amakhasimende eNkampani, isipho kumelwe sifeze izinjongo zebhizinisi leNkampani futhi kufanele sibe esikahle nesifanele. Yihloniphe njalo imithetho yamakhasimende nabaphakeli eqondene nokwamukela izipho, ukudla nezokuzijabulisa.

Uhambo Nemicimbi

Uma ucelwa yikhasimende, umhlinzeki noma omunye okwenziwa naye ibhizinisi ukuba niye emcimbini okudingeka kuthathwe uhambo uma kuyiwa kuwo ngoba ukude noma okuzolalwa kuwo, khuluma neMenenja yakho ukuze nibone ukuthi zikhona yini izizathu ezingokwebhizinisi zokuba uye. Uma zikhona izizathu ezanele, iNkampani okufanele ikhokhele uhambo nokuba khona kwakho kulowo mcimbi.

Izipho Ezinikwa IziMenenja

Ukuphana kwabasebenzi nezimenenja izipho ngezikhathi ezikhethekile kuyinto evamile. Noma kunjalo, umuntu kumelwe asithenge ngemali yakhe isipho – ngaphandle uma ugunyazwe kusengaphambili yiMenenja yakho. Izipho kumelwe zihlale zincane ukuze kugwenywe noma imuphi umbono wokuthengwa komuntu, ikakhulu noma imuphi okuphetha. Ukuze uthole ulwazi olwengeziwe, bheka Inqubomgomo yenu Yombiko Wezindleko nemihlahandlela noma uthinte umqondisi wenu WezeZimali.

Ukwengqaba Izipho noma Ezokuzijabulisa

Uma unikwa isipho, ukudla noma ezokuzijabulisa esingaphezu kwalokho okuthiwa kuncane, senqabe ngomusa bese uchaza imithetho yeNkampani. Uma ukubuyisela isipho kuzomphatha kabi okunike sona, ungasamukela, kodwa sheshe wazise iMenenja usamukelile noma ungasamukelanga, bese unikela ngaso kwabahluphekayo noma usilahle ngendlela engakuzuzisi.

Ukuthi "Esincane" kusho ukuthini?

Izipho ozithola ekhasimendeni, umhlinzeki noma omunye umuntu noma inkampani eyenza ibhizinisi neNkampani kufanele zamukelwe kuphela uma "Zincane". Kufanele uholwe ukuqonda nokuba nengqondo. Ngokuvamile izipho ezincane zibhekisela ezintweni ezinjengamapeni, izincwadi zokubhala amaphuzu, izikibha, obhasikidi abanezipho ezincane nezinkomishi zekhofi. Izinto ezingaphezu kwezincane, akufanele zamukelwe noma zinikezwe. Uma unokungabaza, bheka Inqubomgomo Yokumelana Nokonakala ye-McCain.



Bhaka ikhasi 42 ukuze uthole iminingwane

Imibuzo Nezimpendulo

Umbuzo: Ikhasimende lesikhathi eside linginike amathikithi amabili okuya ekhonsathini lingibonga ngokulilungisela okuthile obekudinga ukudilivwa. Ngingawamukela?

Impendulo: Izipho ezibizayo nomusa ovela kubantu abasebhizinisini ne-McCain Foods noma abantu abafuna ukwenza ibhizinisi lethu azamukelekile, ikakhulu njengoba zingezomsebenzi obhekwa njengengxenye yezibopho ezivamile. Sebenzisa ukwahlulela kwakho, ucabange ngokuthi ayimalini lawo mathikithi ngaphambi kokuwamukela.

Umbuzo: Ngesikhathi ngisemqhudelwaneni wegalofu obuhlelwe umphakeli, ababambiqhaza banikwe izikibha zegalofu, imiklomelo emihle nokudla okunezixenye ezine. Singalibamba yini iqhaza ezimweni ezinjengelezi, futhi uma singalibamba, singazamukela yini izinto nemiklomelo etholwayo?

Impendulo: Uma nje injongo yomqhudelwano womphakeli wegalofu ibiwukuthuthukisa ubudlelwano obuphakathi kweNkampani nabaphakeli bayo, uyobhekwa njengomcimbi webhizinisi futhi uyobe uvumelekile ukuya kuyo. Njengoba izinto nemiklomelo etholakalayo kuyingxenye yomcimbi, ungazamukela, kodwa kufanele uzibike kuMenenja yakho. Sikhuthaza abasebenzi ukuba banikele ngezipho nemiklomelo abayiwine emicimbini enjalo yebhizinisi ezinhlanganweni zendawo zabahluphekayo.

Umbuzo: Besenzele iMenenja yami umcimbi njengoba izothola umntwana maduze. Ingabe kufanele ngifake ukudla okufakiwe nezipho athengelwe zona embikweni wami wezindleko?

Impendulo: Cha. Imicimbi efane nale iyingxenye yenkampani yomndeni futhi siyayikhuthaza. Nokho, njengoba iyengeyona imicimbi yebhizinisi, izindleko kumelwe zithwalwe iqembu elihlelile, hhayi iNkampani.





Ufuna Ukwazi
Okwengeziwe
Noma Ufuna
Ukuveza
Ukukhathazeka?

Izinombolo Zokuxhumana

IMithetho Yokuziphatha Yase-
McCain – Ukubika Ukukhathazeka

Thinta

Amaqembu Emicimbi Emhlabeni Wonke

Ezomthetho Emhlabeni Wonke
Isikhulu Esiphethe Ezomthetho
McCain Foods Limited
439 King Street West, 5th floor
Toronto, Ontario M5V 1K4
CANADA
Ucingo: (416) 955-1700

EzeziNdaba Zabantu Emhlabeni Wonke
Isikhulu Esiphethe IziNdaba Zabantu
McCain Foods Limited
439 King Street West, 5th Floor
Toronto, Ontario M5V 1K4
CANADA
Ucingo: (416) 955-1700

Abasekeli Bemisebenzi Emhlabeni Wonke
Iphini LikaMongameli, Abasekeli Bemisebenzi
Emhlabeni Wonke
McCain Foods Limited
8800 Main Street
Florenceville, New Brunswick E7L 1B2
CANADA
Ucingo: (506) 392-5541

Amasevisi Olwazi Emhlabeni Wonke
Isikhulu Esiphethe Ezolwazi
McCain Foods Limited
8800 Main Street
Florenceville, New Brunswick E7L 1B2
CANADA
Ucingo: (506) 392-5541

Abahloli Bezimali Bangaphakathi Emhlabeni Wonke
Iphini LikaMongameli, Ukuhlolwa Kwezimali
Kwangaphakathi
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439 King Street West, 5th Floor
Toronto, Ontario M5V 1K4
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Ucingo: (416) 955-1700

Ezokuthenga Emhlabeni Wonke
Isikhulu Esiphethe Kwezokuthenga
McCain Foods Limited
439 King Street West, 5th Floor
Toronto, Ontario M5V 1K4
CANADA
(416) 955-1700

EzeZimali Emhlabeni Wonke
Isikhulu Esiphethe KwezeZimali
McCain Foods Limited
439 King Street West, 5th Floor
Toronto, Ontario M5V 1K4
CANADA
Ucingo: (416) 955-1700

Izinqubomgomo/Isibopho

Umnikazi Wezinqubomgomo Zokuncintisana
Nokumelana Ne-trust: Isikhulu Esiphethe Ezomthetho

- Inqubomgomo Yokugcinwa KoMthetho Wokuncintisana
- Imihlahlandlela- UMthetho Wokuncintisana: Okwenziwayo Nokungenziwa Lapho Kusetshenzelwana Nalabo Okuncintiswa Nabo
- Imihlahlandlela- UMthetho Wokuncintisana: Ukuqondiswa Kwemikhakha
- Imihlahlandlela- UMthetho Wokuncintisana: Ukuqondiswa Kwemikhakha
- Imihlahlandlela- UMthetho Wokuncintisana: Ukuhlangelelwa Nokuthola/Izingxoxo/Ulwazi Ukushintshana
- Imihlahlandlela- UMthetho Wokuncintisana: Izingxoxo Zebhizinisi/Ukwakhiwa Kwamadokhumenti
- Imihlahlandlela- UMthetho Wokuncintisana: Ukusabela Ezinqubweni Zomthetho

Umnikazi Wezinqubomgomo Zokuphepha Nendalo: I-VP, Ukusekelwa Kwemisebenzi

- Inqubomgomo Yendawo Emhlabeni Wonke
- Inqubomgomo Yabasebenzi Abanezifo Ezithathelwanayo

- Inqubomgomo Yokwazisa Izimenenja Ngehlakalo
- Inqubomgomo Ye-McCain Yokuphepha Emhlabeni Wonke: Ukuphepha Kwezivakashi
- Inqubomgomo Ye-McCain Yokuphepha Emhlabeni Wonke: Ukubika Nokuphenya Izehlakalo
- Inqubomgomo Ye-McCain Yokuphepha Emhlabeni Wonke: Ukulawula Ubungozi Kwezamandla (Ukukhiya/Ukuthenga)
- Inqubomgomo Ye-McCain Yokuphepha Emhlabeni Wonke: Ukujutshwa Kwemboni Nemishini Emisha

Umnikazi Wezinqubomgomo Zabantu: Isikhulu Esiphethe IziNdaba Zabantu

- Ukuzibophezela Ekubeni Nokwehlukahluka Nasekulinganiseni Wonke Umuntu
- Umsebenzi ongokohlelo lomuntu

Abanikazi Bezinqubomgomo Zokuxhumana: Isikhulu Esiphethe Ezolwazi, I-VP YeziNdaba Zenkampani Emhlabeni Wonke, Isikhulu Esiphethe EzoMthetho, Isikhulu Esiphethe IziNdaba Zabantu

- Inqubomgomo Eyamukelekayo Yokusebenzisa Emhlabeni Wonke
- Inqubomgomo Yezobuchwepheshe Ebusayo Ngokuqondene Nezingosi Zokuxhumana Emhlabeni Wonke
- Inqubomgomo Yengasese Emhlabeni Wonke
- Inqubomgomo Yengasese Labasebenzi Emhlabeni Wonke
- Inqubomgomo Yokuqapha Okwenziwa Nge-CCTV
- Inqubo Yokubika Ukwepulwa Kwemithetho Yedatha Emhlabeni Wonke
- Imihlahlandlela Yokuphepha Kukamakhalekhukhwini Emhlabeni Wonke
- Imihlahlandlela Ye-imeyili Emhlabeni Wonke
- Izimiso Zokuhumusha Emhlabeni Wonke
- Inqubomgomo Yabezindaba Emhlabeni Wonke

Umnikazi Wezinqubomgomo ZezeZimali Nezoekuthenga: Isikhulu Esiphethe EzeZimali

- Inqubomgomo Yokuhamba Nezindleko Emhlabeni Wonke

- Inqubomgomo Yekhadi LeNkampani Emhlabeni Wonke
- Imihlahlandela- Izindleko Zokudla Ezilingene
- Imihlahlandlela- Imali Yohambo Lwendiza
- Inqubomgomo Yesilinganiso Segunya Emhlabeni Wonke
- Inqubomgomo Yokucela Izindleko Zenkampani
- Inqubomgomo Yezokuthenga Emhlabeni

Umnikazi Wokumelana Nokonakala:
Isikhulu Esiphethe Ezomthetho

- Inqubomgomo Yokumelana Nokonakala Emhlabeni Wonke
- Imihlahlandlela- Ukumelana Nokonakala: Ingxoxo Yebhizinisi/Ukwakhiwa Kwamadokhumenti
- Imihlahlandlela- Ukumelana Nokonakala: Okwenziwayo Nokungenziwa Lapho Kusetshenzelwana Nohlangothi Lwesithathu
- Imihlahlandlela- Ukumelana Nokonakala: Ukusabela Ezinqubweni Zomthetho
- Imihlahlandlela- Ukumelana Nokonakala: Ukubona Izimpawu Eziyisixwayiso noma "Amaflege Abomvu"

Umnikazi Wokuphathwa Kolwazi: Isikhulu Esiphethe Ezomthetho

- Inqubomgomo Yokuphathwa Kwamarekhodi Emhlabeni Wonke, okuhlanganisa Imihlahlandlela Yokuskena Nokugcinwa Kohlelo Lwamarekhodi
- Imihlahlandlela- Ukuphathwa Kwamarekhodi, Ukushabalalisa Nokugcina Ulwazi Lwezomthetho
- Imihlahlandlela- Ukuphathwa Kwamarekhodi, Ukugcinwa Nokutholwa Kwamarekhodi

Okusha: Uhwebo Nonswinyo

Umnikazi: Isikhulu Esiphethe Ezomthetho

- Inqubomgomo Yonswinyo Emhlabeni Wonke

Wonke umsebenzi unomthwalo wokuzijwayelanisa nokulungisa/ukwenezelwa kwezinqubomgomo nemihlahlandlela okuhlale kukhishwa.



IMithetho Yokuziphatha Yase-McCain – Ukubika Ukukhathazeka

Kungumthwalo wakho ukubika ukukhathazeka noma izehlakalo okholelwa ukuthi ziyangqubuzana neMithetho Yokuziphatha. Uma ungakhululekile ukukhuluma neMeneja yakho noma nabeziNdaba Zabantu, iqembu lezeZimali, noma lezoMthetho, zikhona ezinye izindlela ongabika ngazo.



1. IMithetho Yokuziphatha Yase-McCain

I-imeyili: codeconnection@mccain.ca

Phawula: Le imeyili ngeyeqembu lomhlaba wonke LeziNdaba Zabantu le-McCain Foods, hhayi isevisi eyimfihlo yohlangothi lwesithathu oluboniswe ngezansi. Uma ukhetha ukushaya ucingo noma uthinte uhlangothi lwesithathu oluyimfihlo, sicela ushaye le Nombolo Ephuthumayo ye-The Network ezinombolweni eziboniswe ngezansi.



2. ILinki Ye-Webmail, etholakala kuwo wonke amazwe.

www.mccain.ethicspoint.com

Eqashwe yi-Navex, isistimu yokubika yohlangothi lwesithathu.

Njengoba kungenzeka ukuthi uyazi, kunelinki ye-webmail ye-network engatholwa yibo bonke abasebenzi ukuze bakuthole kulula ukubika ukukhathazeka kwakho. Ukuze ungene sicela uvakashele ku www.mccain.ethicspoint.com. I-Webmail ilandela amaphrothokholi athile ezwe nezimfuneko zomthetho, futhi isebenza ngezilimi ezingaphezu kuka-20. Iphinde inikeze nohlelo lokuthinta uhlangothi lwesithathu ngaphandle kokwesaba ukubhekana nempindiselo. Iqembu Lomhlaba Wonke LeziNdaba Zabantu, hhayi isevisi yohlangothi lwesithathu oluboniswe ngezansi, ngakho uma ukhetha ukushaya ucingo noma uthinte uhlangothi lwesithathu oluyimfihlo, sicela ushaye.



3. Inombolo Yezimo Eziphuthumayo, etholakala 24/7 namasevisi okuhumusha (uma ekhona).

Nalo mzila uqashwe i-The Network, isistimu yokubika yohlangothi lwesithathu. Inenye indlela yokuzifihla lapho ubika.

Izwe	Ikhodi Yezwe (uma ikhona)	Inombolo Ephuthumayo
Argentina		0800-444-9123
Australia	1-800-551-155	888-622-2468
Belgium		080081975
Brazil		08000474158
Canada		8886222468
China		4009901429
Colombia		01-800-5-1-80529
France		0800948669
Germany		08007243506
India	000-117	8886222468
Italy		800902912
Japan		0120914144
Mexico		008002530411
Netherlands		08000200781
New Zealand	000-911	8886222468
Poland		800702828
Russia		88003337489
South Africa		0800000503
Spain		900822569
Sweden		020-79-4272
United Kingdom		08000286914
United States		8886222468

Ingasese lakho libalulekile kithina. Ngokuthumela idatha yomuntu siqu nolwazi lwakho kithina, uyavuma ukuthi kuzophathwa ngokuvumelana Nenqubomgomo Yengasese Labasebenzi.



Isitifiketi Sokuvuma

Ngiyitholile futhi ngayifunda iMithetho Yokuziphatha YeMcCain Foods futhi ngiyaqonda ukuthi nginesibopho sokuyigcina. Ngiyavuma ukuthi ukuziphatha ngokweMithetho Yokuziphatha kungumbandela wobudlelwano bokuqashwa nokuthi ukungaziphathi ngokweMithetho Yokuziphatha kungaholela ekuqondisweni kwezigwegwe, kuze kufinyelele nasezintweni ezibandakanya ukuphela komsebenzi.

Uma kunengxenywe yeMithetho ongayiqondi, cela iMenenja yakho noma iqembu Lenu LeziNdaba Zabantu likucacisele. Ingxenywe Yokufunda ye-SuccessFactors inikeza uhlelo lweMithetho oluku-inthanethi olumahlala nokulula ukululandela. Qiniseka ukuthi uyayiqonda iMithetho ngaphambi kokusayina Isitifiketi Sokuvuma.

Igama Lomsebenzi

Isignesha Yomsebenzi

Usuku

Ikhophi Yomsebenzi



Isitifiketi Sokuvuma

Ngiyitholile futhi ngayifunda iMithetho Yokuziphatha YeMcCain Foods futhi ngiyaqonda ukuthi nginesibopho sokuyigcina. Ngiyavuma ukuthi ukuziphatha ngokweMithetho Yokuziphatha kungumbandela wobudlelwano bokuqashwa nokuthi ukungaziphathi ngokweMithetho Yokuziphatha kungaholela ekuqondisweni kwezigwegwe, kuze kufinyelele nasezintweni ezibandakanya ukuphela komsebenzi.

Uma kunengxenywe yeMithetho ongayiqondi, cela iMenenja yakho noma iqembu Lenu LeziNdaba Zabantu likucacisele. Ingxenywe Yokufunda ye-SuccessFactors inikeza uhlelo lweMithetho oluku-inthanethi olumahlala nokulula ukululandela. Qiniseka ukuthi uyayiqonda iMithetho ngaphambi kokusayina Isitifiketi Sokuvuma.

Igama Lomsebenzi

Isignesha Yomsebenzi

Usuku

Ikhophi Yehhovisi



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I-McCain Foods Limited inelungelo lokuchibiyela, ukushintsha noma ukunqamula le Mithetho Yokuziphatha noma nini nanganoma isiphi isizathu.