

IMITHETHO YOKUZIPHATHA



Imixholo

Umyalezo ovela kuSihlalo kune neGosa eliyiNtloko lesiGqeba.....	3
Izibonelelo ngokubanzi zokuphunyeza kweMithetho yokuZiphatha eseSikweni.....	4
Ukwazisa kune nokuNika iNgxelo.....	5
Ukuziphatha ngendlela Eyamkelekileyo.....	7
Ungquzulwano Lweemfuno	11
Okusingqongileyo, uZinzo kune noLawulo.....	17
Amalungelo Oluntu.....	19
Ucalucalulo	20
Ukuxhatshazwa kune nokuBhulishwa	21
Intlonipho	23
Intetho zase Sidlangalalen kune Namajelo Onxibelewano	25
Ulwazi Oluyimfihlo	27
Ubukrelekrele Obenziwe.....	28
Ukunyoba, Ukurhwaphiliza kune noKuphanga.....	31
Ukuthutyelezisa kweMali kune and Nokuxhaswa kwa Banqolobi ngemali.....	33
Iminikelo kune neNkxaso	34
Ukuphembelela	37
Ukusebenzisana Kakuhle	38
Izenzo zokungakhuphisani / Zokungathembeki	40
Ubuqhophololo kune Nobusela	41
linkonzo kune nePropathi	43
Ukusebenzana neZabelo zeNkampani	44
Akukho Malungelo Enziweyo.....	47
Uphononongo IweMithetho yokuZiphatha	47

Umyalezo ovela kuSihlalo kunye neGosa eliyiNtloko lesiGqeba

Ukufezekisa injongo yethu yokukhusela uzinzo lwehlabathi ngesinyithi kunye nombono wethu wokuba sikhokele kwixabiso eliphezulu ekwabelwana ngalo kubo bonke abachaphazelekayo, iSibanye Stillwater Limited ("iQela" okanye iSibanye-Stillwater) izibophelele kwiingcamango ezine ezingundoqo ezikhokelela ekuziphatheni kwalo ishishini. Ezi ziQuka iNdlela yokuziphatha kunye noLawulo oluManyanisiweyo; Amalungelo oluntu; Ulwembo-mgodi elinoxanduva; kunye neeNgcebiso zoPhuhliso oluZinzileyo eziphelela zaqinisekiswa yiBhodi yabaLawuli baseSibanye-Stillwater ("iBhodi") kunye nabaphathi abaphezulu.

Imithetho yoKuziphatha ibonelela ngesakhelo sokuziphatha esixhasa ukuphunyeza kwezi filosofi. Umsebenzi wethu wokusiNgqongileyo, uZinzo kunye noLawulo ("ESG") yintsika engundoqo kuyo yonke into esiyenzayo. Imithetho yokuZipphatha imele umba obalulekileyo oxhasa indlela yethu ye-ESG, emisela imigangatho yeenqobo ezisesikweni iQela elizibophelela kuyo kunye nomgaqo wokuziphatha osesikweni kubo bonke abantu abanxulumene neQela.

Ubunkokeli beSibanye-Stillwater buzibophelele kwaye bunoxanduva lokukhuthaza ukwamkelwa kwayo yonke imigaqo equlethwe yimithetho yokuziphatha kunye nayo nayiphi na imigaqo-nkqubo yeQela, iinkqubo kunye nezikhokelo. Imithetho yokuziphatha eseSikweni ayithathi indawo yemigaqo-nkqubo ekhoyo, iinkqubo kunye nezikhokelo kodwa ikhuthaza ukuphunyeza kwemigaqo-nkqubo efanelekileyo kunye nezikhokelo. linqobo ezsengangathweni ezichazwe kwimithetho yokuziphatha eseSikweni zilungelelaniswa neenqobo ze-iCARES zeQela kwaye zibonelela ngesiseko esiqinileyo nesingenakushukunyiswa apha inkubeko yethu yombutho yakhelwe phezu kwayo.

Imithetho yokuZipphatha eseSikweni iyabophelela kuye wonke umsebenzi (osisigxina kunye nowexeshana), umlawuli kunye negosa laseSibanye-Stillwater nakuye wonke umsebenzi¹, umlawuli kunye negosa lalo naliphi na iziko kwihlabathi jikelele, ngaphandle kokukhetha, ilawulwa yiSibanye-Stillwater. Sisakhelo esijolise ekucaciseni imigaqo esisiseko yeQela kunye nokubonelela ngokuqonda okucacileyo koko kulindelekileyo kubasebenzi¹, abalawuli kunye namagosa malunga nokuziphatha kunye nokuziphatha kwangaphakathi emsebenzini.

Iqela likhuthaza ukwamkelwa kunye nokuphunyeza kwemigaqo echazwe kwimithetho yokuziphatha eseSikweni ngoonoKontraka bethu, ababoneleli, abathengi, abacebisi, amahlakani akhoyo nabalindelekileyo boshishino kunye nawo nawaphi na amanye amaqela esithathu iQela elisebenzisana nawo (nekuthi ngokudityaniswayo kubhekiselwa kubo "njengabachaphazelekayo. Amaqela esithathu"). Ukubambelela kwimigaqo yinxalenye ebalulekileyo yokuvavanya nakuphi na ukusebenzisana kwangoku kweshishini okunokwenzeka okanye nawo nawaphi na amaQela aChaphazelekayo. Iqela aliyi kungena kuso nasiphi na isivumelwano okanye isibophelelo nawo nawaphi na amaQela esithathu aChaphazelekayo abandakanyekayo okanye anxulunyaniswa nayo nayiphi na imisebenzi engekho mthethweni okanye enokonakalisa isidima seQela njengoko

¹ Ixesha eligcweleyo kunye nelethutuya

kungekho ukunyanyezelwa kwemigaqo yokuziphatha kakubi, ubuqhophololo, kune norhwaphilizo apho iQela liyazi into enjalo. Amalungiselelo kwimithetho yokuziphatha kune neenqobo zeQela ziya kwensiwa zifumanekuwo onke amaQela eSithathu aChaphazelekayo ukuqinisekisa ukuba ayakwazi ukuhlangabezana nokulindelweyo. Iqela lizibophelele ekuthobeleni nasekunyanzeliseni imigangatho echazwe kwimithetho yokuziphatha eseSikweni, kune nokuthobela imithetho esebezayo kune nolawulo lweendawo esisebenza kuzo.

Signature – Chairman of the Board

Signature – Chief Executive Officer

Izibonelelo ngokubanzi zokuphunyezwa kwemithetho yokuZiphatha eseSikweni

Isibanye-Stillwater izibophelele ekuthobeleni imithetho yokuZiphatha eseSikweni ngokuhambelana nemigangatho evuniywego lihlabathi malunga nokuziphatha okusesikweni.

Olona xanduva lokuqinisekisa ukuba thina njengeQela, siyayithobela imithetho emininzi, imimiselo kune nemigangatho yokuziphatha echaphazela ishishini lethu, ixhomekeke kuthi sonke. Luxanduva lomsebenzi ngamnye, umlawuli, igosa, kune neQela leSithathu elichaphazelekayo ukuba baziqhelanise nokwenza ngokungqongqo ngokuthobela imithetho, imimiselo, nemigangatho ngokunjalo nemigaqo-nkqubo yeQela nezikhokelo eziphathelele bona.

Ukuba umgaqo-nkqubo, inkqubo, uqheliselo, umthetho kune/okanye ummiselo uyangqubana nemithetho yokuziphatha eseSikweni, umgangatho ophezulu nongqongqo ngakumbi uba ngowokuqala.

Xa iQela lisensa iikhontrakthi zaMaqela eSithathu aChaphazelekayo ukwenza umsebenzi egameni leQela okanye lingena nakoluphi na uhlobo lweshishini elisebenzisana namanye amaQela aChaphazelekileyo, aMaqela eSithathu aChaphazelekayo abonwa njengokwandiswa kweshishini kwaye ngaloo ndlela kulindeleke ukuba athobele lemithetho yokuziphatha kune nemigaqo yayo njengoko ichaziwe, kuquka nayiphi na imithetho nemimiselo esebezayo.

Abasebenzi, abalawuli, amagosa kune naMaqela eSithathu aChaphazelekayo abanakho ukwenza naziphi na izenzo okanye baphembelele elinye iqela ukuba lenze nasiphi na isenzo esaphula imigaqo njengoko kuchaziwe kulemithetho yokuziphatha kwaye kufuneka bazame ukuhlala besenza ukhethe olulungileyo kune neenqobo ezesikweni. Iqela alikukhuthazi ukuziphatha okungahambelaniyo nemithetho yokuZiphatha eseSikweni.

Amalungu eBhodi kune nawe-C-Suite kufuneka adibane neGosa eliyiNtloko lezoMthetho kune/okanye umtyunjwa wakhe kune nomphathi oMkhulu we-SOX, i-Ethics kune neMigaqo-nkqubo kuyo nayiphi na imimandla exhalabisayo enxulumene nemithetho yokuZiphatha eseSikweni.

Le mithetho yokuziphatha eseSikweni iya kufakwa kwiwebhusayithi yeQela kwaye isibanye-Stillwater iya kubandakanya ikhonkco le-intanethi kule Khowudi kwingxelo

yayo ehlangeneyo yonyaka. ImiThetho yokuZiphatheo eseSikweni iya kubandakanywa kulo lonke uqequesho kunye/okanye nokuhlaziya.

Uyilo IweMithetho yokuZiphathe

ImiThetho yokuZiphatheo eseSikweni iqaqambisa imigaqo/yecandelo ngalinye eliphambili, kunye nenqubo yesinyanzelo yendlela iSibanye-Stillwater ephumeza ngayo yonke lemigaqo. Apho kufanelekileyo, icandelo libandakanyiwe nemizekelo yeemeko okanye imizekelo yendlela abasebenzi, abalawuli, amagosa, naMaqela eSithathu aChaphazelekayo banokuchaphazelekayo ngokwemigaqo yokusetyenziswa kwale mithetho. Kumacandelo athile, kubonelelwa ngeenkcazelu ukuqinisekisa ukuba wonke umntu uyacacelwa.

Ukwazisa kunye nokuNika iNgxelo

IMIGAQO:

Ukunika ingxelo ngokuziphatha okungalunganga

Nawuphi na umsebenzi, umlawuli, igosa kunye/okanye iQela leSithathu eliChaphazelekayo othi abe nolwazi ngaso nasiphi na isenzo okanye indlela yokuziphatha, okanye enokunganyaniseki, enganqwenelekiyo, ebeka inkxalabo yokhuseleko kwishishini, okanye eyenza intlondi., ingxelo yobuqhophololo, uphicotho-zincwadi olunganyanisekanga, okanye ukwaphulwa kwemithetho yokuziphatha eseSikweni, kufuneka kuxelwe ngoko nangoko ubuncinane kwenye yezi zilandelayo:

- Umphathi wakho
- Igosa eliyiNtloko leNgingqi
- Igosa eliyiNtloko lezoMthetho
- I- CFO yeQela
- I-VP ye Internal Audit
- UMphathi oMkhulu we-SOX, Imithetho yokuZiphatheo kunye nemigaqo-nkqubo

Ukuba akunakwenzeka okanye kungakwazeku ukuba kuxelwe isenzo sobugwenxa esikrokrelekayo, kubandakanywa ukwaphulwa kwale mithetho yokuziphatha eseSikweni kuyo nayiphi na kwezi zingentla, kufuneka kuxelwe ngokukhawuleza kumnxeba weengcebiso ungaz'xeligama. Lonke unxibeletwano kumnxeba wokucela ingcebiso luthunyelwa kumntu wesithathu ozimeleyo onolwazi lwengcali namava ekujonganeni neminxeba elolu hlobo, kwaye lonke ulwazi luphathwa njengemfihlo engqongqo. linkcukacha zoqhakamshelwano malunga nomnxeba weengcebiso ungaz'chazigama uchazwe apha ngezantsi:

Ummandla woMzantsi Afrika:

0800 001 987

Ummandla waseMelika:

1 800 317 0287

Ummandla waseYurophu

E-Finland:

0 800 772 244

E-Fransi:	0 805 080 544
Ummandla waseOstreliya:	1 800 633 293
Ifeksi yasimahla:	0800 00 77 88
Iposi yaSimahla:	KZN 138, Umhlanga Rocks, 4320
Iwebhusayithi:	www.tip-offs.com
I-imeyile:	sibanyestillwater@tip-offs.com

INDLELA YOKUSETYENZISWA:

Ukuthotyelwa kwemigaqo-nkqubo

Kukho umgaqo-nkqubo okhethekileyo weqela malunga nokuNika ingxelo kwaye kufuneka uthotyelwe. Jonga kumgaqo-nkqubo Wokunika ingxelo.

INDLELA ENOKU KUCHAPHAZELA NGAYO (IINGCEBISO)

Iqela liya kuphatha zonke iinkcazo ngendlela enovakalelo. linkxalabo eziphakanyiswe ngokobumfihi lo ngeminxeba yeQela ziya kuphathwa ngokungqongqo **ngobumfihi lo nokungaziwa gama kolunxibelewano kuqinisekisiwe**. Kwangokunjalo, ukwenza iingxelo ezingeyonyani ngenjongo yokwenzakalisa omnye umntu kuya kuthathwa njengetyala elinzima nelinokuthi uligxothelwe, kunye nokwaphulwa kwemithetho yokuziphatha eseSikweni.

Nceda uqaphele ukuba ukwenza iingxelo ezingeyonyani ngabom ngenjongo yokwenzakalisa omnye umntu kuya kuthathwa njengokwaphulwa okunzulu kwemithetho yokuziphatha eseSikweni kunye noMgaqo-nkqubo wokuNika ingxelo, kwaye oko kunokukhokelela kwisenzo soluleko

Ulwaphulo-mthetho oluxeliweyo luya kuphandwa ngokukhawuleza kulandelwa iinkqubo ezifanelekileyo kunye neenkqubo ezihambelana nemigaqo-nkqubo yeQela. Amanyathelo oluleko afanelekileyo aya kuthathwa aphi kuyimfuneko. Amaqela aya kunikwa inkqubo enobulungisa ngokuhambelana nemigaqo yoluteko yeQela.

Nawuphi na umsebenzi, umlawuli, igosa kunye neqela lesithathu elichaphazelekayo eliphantsi kophando liya kuphathwa ngokufanelekileyo kwaye ukuba uphando lufumanisa ukuba akukho lwaphulo lwenzekileyo, umsebenzi onjalo, umlawuli, igosa, kunye/okanye iQela leSithathu eliChaphazelekayo aliyi kuba nempindezel ovela kwiQela okanye nawuphi na umsebenzi, umlawuli, igosa, kunye/okanye iQela leSithathu eliChaphazelekayo leQela. Iqela liza kusebenzia iinzame zalo zokukhusela iimfihi kangangoko, ngokungqinelana nemithetho nemimiselo esebezayo, umgaqo-nkqubo wenkampani kunye nesidingo sokwenza uphando olunzulu.

Nakuphi na ukwaphulwa kwemithetho yokuziphatha eseSikweni kubeka umsebenzi, umlawuli, okanye igosa, kunye/okanye iQela leSithathu eliChaphazelekayo emngciphekweni wokuthathelwa amanyathelo okulungisa, nto leyo enokukhokelela ekuyekisweni kwekhontrakthi, ingqesho, umsebenzi., okanye ngenye indlela,

ngokwesiseko esichazwe kwimithetho yokuziphatha nemigaqo yoleko yeQela. Ukongeza, ulwaphulo-mthetho oluthile lusenokuba lulwaphulo-mthetho ngokwendalo yalo kwaye lusenako ukubeka umtyholwa esichengeni sotshutshiso lolwaphulo-mthetho. Iqela aliyi kuthandabuza ukuthabatha amanyathelo apho kukho ubungqina bokuziphatha obubonisa ulwaphulo-mthetho.

Ukohlwaya, impindezelo, okanye ukuxhatshazwa

Iqela aliyi kunyamezela naluphi na uhlobo lokohlwaya, impindezelo okanye ukuxhatshazwa kwabo bathetha phandle ngokuchasene nokunyhashwa kwemiThetho yokuZiphatha eseSikweni kanye nabasebenzi. ukuziphatha okunjalo kuMphathi wabo osondeleyo, uMlawuli, iNtloko yeSebe, uMphathi oMkhulu we-SOX, Ukuziphatha kanye nemigaqo-nkqubo, i-VP yoPhicotho IwaNgaphakathi, iGosa lezoMthetho eliyiNtloko, i-CFO yeQela okanye uSihlalo weKomiti yoPhicotho-zincwadi.

Ukuziphatha ngendlela eyamkelekileyo

IMIGAQO:

Ukuziphatha komntu ngendlela eyamkelekileyo

Abasebenzi, abalawuli, amagosa, kanye naMaqela eSithathu aChaphazelekayo kufuneka baziphathe ngokuchanekileyo, bafike emsebenzini bekulungele ukusebenza, bahlangabezane neendlela zokusebenza, kwaye benze umsebenzi okumgangatho ophezulu. Le migao iyaqhube ka ukusebenza kwiindawo ezikude kanye/okanye kwabo basebenzela ekhaya.

Ukubonelela ngendawo yokusebenza esempilweni, ekhuselekileyo nenemveliso

Iqela linoxanduva lomsebenzi ngamnye, umlawuli, igosa, kanye neQela leSithathu elichaphazelekayo ukubonelela ngendawo yokusebenza efanelekileyo kwimpilo, ukhuseleko, kanye nokusebenza okunemveliso kubo bonke abasebenzi, abalawuli, amagosa, kanye naMaqela eSithathu aChaphazelekayo asebenzela iQela. Jonga kwinkcazelo ebhalwe Kukhuseleko IweQela kanye neNkcazo yoMgaqo-nkqubo wezeMpilo.

Ukulungelanisa impilo yomsebenzi kanye neyobomi

Iqela likhuthaza ukwamkelwa kolungelelwaniso olusempilweni lomsebenzi kwaye lunovakalelo kwiimeko zoluqu zabasebenzi abalawuli, amagosa, naMaqela eSithathu aChaphazelekayo kangangokuba oku kunokwenzeka kwaye kuyenzeka.

Utywala, iziyobisi, kanye nokusetyenziswa kakubi kweziyobisi

Iqela ALINBUNYAMEZELI utywala, iziyobisi, kanye nezinto ezilawulwayo/ezithintelweyo. Ukwensiwa, ukusasazwa, ukukhutshwa, ukuphathwa, okanye ukusetyenziswa kotywala, izinto ezilawulwayo/ezithintelweyo, okanye iziyobisi ezingekho mthethweni nguye nawuphi na umsebenzi, umlawuli, igosa, kanye/okanye iQela leSithathu

elichaphazelekayo akuvumelekanga kuyo nayiphi na indawo yeQela laseSibanyeStillwater.

Akukho msebenzi, umlawuli, igosa, kunye neqela leSithathu elichaphazelekayo elinokuthi lifunyanwe emzimbeni nalo naluphi na inani lobungakanani obubonakalayo botywala, izinto ezilawulwayo okanye iziyobisi ezingekho mthethweni, ngelixa besemsebenzini² okanye xabesiya emsebenzini.

Impazamo zeNtlawulo

Akukho msebenzi, umlawuli, igosa, kunye neQela leSithathu elichaphazelekayo onokuxhamla kuyo nayiphi na intlawulo engaphezulu okanye intlawulo yeemali ezenziwe ngempazamo okanye nayiphi na intlawulo abangenalungelo layo. Akukho msebenzi, umlawuli, igosa kunye neQela leSithathu eliChaphazelekayo linokunceda okanye lincedice ekwenzeni impazamo yentlawulo ukuze kuxhamle naliphi na elinye iqela kwaye ngokufanayo angagunyazisi, aqalise, okanye aphumeye intlawulo ngaphandle kwenkxaso efanelekileyo kwaye /okanye isiqjinisekiso sokuba intlawulo isemthethweni, ichanekile kwaye iphakathi kwamagunya okanye umda wokuvunywa kwakhe.

Ukuthotyelwa kwemithetho nemigaqo

Luxanduva lomsebenzi ngamnye, umlawuli, igosa, kunye neQela leSithathu elichaphazelekayo ukuqonda³ kunye nokuthobela imithetho efanelekileyo, imimiselo kunye/okanye iimfuno zengxelo ezichaphazela ngokuthe ngqo indawo yabo yoxanduva.

INDLELA YOKUSETYENZISWA:

Ukuxelwa kokusetyenziswa koTywala, iziyobisi okanye ukusetyenziswa kakubi kweziyobisi okungavumelekanga

Umsebenzi ngamnye, umlawuli, igosa, kunye neQela leSithathu elichaphazelekayo unoxanduva lokunika ingxelo ngazo naziphi na iimeko apha bakholelwa ukuba umntu asebenza kunye naye uze emsebenzi okanye usebenza ngelixa ephantsi kweempembelelo okanye enxiliswe butywala,

² Oku kuquka ukusebenzela kwindawo ekude kunye/okanye abo basebenzela ekhaya.

³ Yazi kwaye uliqonde inqanaba elifanelekileyo lokwenza umsebenzi wemihla ngemihla kunye nokunika ingxelo.

iziyobisi, okanye izinto ezingavumelekanga, okanye uthengisa kunye/okanye uhambisa utywala, iziyobisi, okanye izinto ezingavumelekanga kuMphathi.

Ingxelo yeempazamo zentlawulo

Abasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu aChaphazelekayo kufuneka banike ingxelo ngazo naziphi na iimpazamo zentlawulo kuMphathi wabo otte ngqo, kwiSebe leZentlawulo, okanye omnye umntu onoxanduva okanye lowo oqalise intlawulo.

Ukunika ingxelo ngeminye imiba

Abasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu aChaphazelekayo kufuneka baxele konke ukuziphatha okukrokrelekayo okanye okungafanelekanga⁴ kuMphathi weCandelo otte ngqo okanye kumnxeba wokuchaz'ungazixeli gama. (Jonga kumaphepha 5-6 ngolwazi malunga nomnxeba weengcebiso ngaphandle kokuchaza igama).

Ukuthotyelwa kwemigaqo-nkqubo - Utywala, iziyobisi, kunye nokusetyenziswa kakubi kweziyobisi

Imigaqo-nkqubo ethile yotywala, iziyobisi, kunye nokusetyenziswa kakubi kweziyobisi ikhona kwindawo nganye apha iQela lisebenza khona, kwaye kufuneka ithotyelwe. Jonga kula maxwebhu engingqi alandelayo:

- Utywala, iziyobisi kunye noMgaqo-nkqubo weZiyobisi eziThintelweyo (kuMmandla we-Afrika eseMazantsi)
- Utywala, iziyobisi kunye neZinto eziThintelweyo (SA)
- Incwadi yaBasebenzi – icandelo loMgaqo-nkqubo weZiyobisi kunye noTywala (uMmandla waseMelika)
- Incwadi yoMsebenzi- Inkqubo yeziyobisi kunye noTywala (Keliber)
- Incwadi yaBasebenzi - Iziselo ezinxilisayo kunye necandelo lemveliso yeziyobisi (Sandouville)
- Ukulungela ukuSebenza - Inkqubo yeziyobisi kunye noTywala (iNgingqi yase-Australia).

Ukuthotyelwa kwemigaqo-nkqubo – iMpilo noKhuseleko

Imigaqo-nkqubo kunye nemigangatho ethile kwiMpilo noKhuseleko ikhona kwaye kufuneka ithotyelwe. Jonga kula maxwebhu engingqi alandelayo:

- Ingxelo yoMgaqo-nkqubo woKhuseleko neMpilo (iQela)
- Imigangatho yoKhuseleko yeQela (iQela)
- Incwadi yaBasebenzi – icandelo lezempilo nokhuseleko emsebenzini (Keliber)
- Incwadi yaBasebenzi-Izixhobo zokuzikhusta zomntu, kunye namacandelo olwazi lwezeMpilo (uMmandla waseMelika)

⁴ Izenzo okanye indlela yokuziphatha etenxayo, okanye engangqinelaniyo nemigangatho eyamkelekileyo kunye nezithethe zaseSibanye-Stillwater. Ezi zento zinokuquka izenzo ezingafanelekanga, okanye ejizongela phantsi iinqobo, ingqibelelo, kunye nesidima seQela. Imizekelo ibandakanya, kodwa ayiphelelanga apha, ukophulwa kwemfihi okanye iinkcukacha zobuqu,

ungquzulwano lweemfuno, ukuxhatshazwa okanye ucalucalulo, ubuqhophololo, ukunyhashwa kokhuseleko kanye nokusilela ukuxela ukuziphatha kakubi okwaziwayo.

- Incwadi yoMsebenzi - icandelo lococeko kanye nokhuseleko (Sandouville)
- Umgaqo-nkqubo woKhuseleko kanye neMpilo (uMmandla wase-Australia)

Ukuthotyelwa kwemithetho nemigaqo

Abasebenzi, abalawuli, amagosa, okanye amaqela eSithathu aChaphazelekayo kufuneka athobele yonke imithetho esebezayo, imigaqo kanye nemimiselo, kubandakanya ngokubhekiselele kurhwebo Iwangaphakathi, ubumfihlo, ukhuphiswano, ukulwa norhwaphilizo kanye nokunyoba, kanye nomgaqo okufanelekileyo werhafu kwaye kufuneka kungenziwa izinto ezingekho mthethweni.

Iqela alizibandakanyi kwiinkqubo ezindlongondongo zokuthintela irhafu okanye ukuphepha ukuhlawula irhafu ejijongela phantsi imithetho yerhafu kanye nemimiselo yawo nawuphi na ummandla elisebenza kuwo iQela. Abasebenzi, abalawuli, amagosa, okanye amaQela eSithathu aChaphazelekayo bayakhuthazwa ukuba baxele imicimbi enjalo okanye ezinye izenzo ezigwenxa zerhafu. (Jonga kumaphepha 5-6 ngolwazi malunga nomnxeba weengcebiso ngaphandle kokuchaza igama).

INDLELA ENOKU KUCHAPHAZELA NGAYO (IINGCEBISO)

Ngelixa besemsebenzini, abasebenzi, abalawuli, amagosa, kanye naMaqela eSithathu achaphazelekayo akufuneki baphazamiseke ngenxa yokusetyenziswa kweziyobisi, utywala, okanye ezinye izinto ezilawulwayo, nokuba ezi ziphantsi kwemiyalelo kagqirha okanye hayi, ngeenjongo zokuzonwabiswa okanye zonyango. Kufuneka uchaze kuMphathi wakho ukuba usebenzisa iyeza elinokuba nefuthe lokulungela kwakho umsebenzi, ukuze kuxoxwe ngakumbi kwaye kuqwalaselwe.

Ukuba awuphumlanga kakuhle okanye unayo nayiphi na enye inkxalabo malunga nokufaneleka kwakho ngokomzimba nangokwengqondo ukwenza imisebenzi yakho, kufuneka ukuphakamise oku kuMphathi wakho osondeleyo phambi kokuba wenze loo misebenzi, ukuze kwenziwe uvavanyo lokuba ungaqhubeka na ngemisebenzi yakho.

Ungquzulwano IweeMfuno

INGCACISO

Ungquzulwano IweeMfuno

Ungquzulwano Iweemfuno luvela xa umdla womntu (umdla wobuqu, wosapho kune/okanye ukunyaniseka⁵) kuphazamisana, kubonwa njengokuphazamisa, okanye kunamandla okuphazamisana nangayiphi na indlela nomdla weQela. Imeko yongquzulwano inokuvela xa umntu ethatha amanyathelo okanye enomdla onokuthi wenze kube nzima ukwenza umsebenzi wenkampani yakhe ngokufanelekileyo nangempumelelo.

liNtengiselwano eziNxulumeneyo zeQela

liNtengiselwano eziNxulumeneyo kukusebenza kwezoshishino okanye ukuthengiselana ngemali phakathi kwamaqela anobudlelwane obusele bukhona ⁶ enokuthi idale ukungquzulana kweemfuno. Ungquzulwano Iwemidla luvela xa umntu okanye umbutho, ngenxa yobudlelwane neqela elinxulumeneyo, ubeka umdla wabo wobuqu ngaphezu komdla weQela.

Ukuqeshana ngokweentsapho

Uqheliselo lokukhetha okanye ukunika impatho ekhethekileyo kumalungu entsapho asondeleyo okanye ukunyaniseka, yinto eqhelekileyo kwimeko yengqesho, ukunyuselwa, okanye amanye amathuba. Ijongela phantsi ubulungisa, ukungafihli, kune namathuba alinganayo.

Lo mgaqo-nkqubo awuwathinteli amalungu osapho ukuba aqeshwe liQela kodwa ufunu ukubhengezwa kune nokurhoa ukuthintela impembelelo engafanelekanga kwinkqubo yokuqesha kune nobudlelwane boshishino.

Ilungu losapho Elisondeleyo

Usapho olusondeleyo okanye ilungu losapho ngqo lichaza umntwana, umntwana ongasowegazi, umzukulwana, umzali, ongasowegazi, utatomkhulu, iqabane, iqabane ekuhlalisaneni, umntakwenu, abantwana babantakwenu, umzala osondeleyo kuwe okanye okude, umkhwekazi, uyisezala, umkhwenyana, umolokazana, umninawa, okanye umninawakazi, kuquka nobudlelwane ozenzele bona nabantu.

Ukunyaniseka

Abahlobo, iqabane otya nalo ubomi, umcebisi, amalungu eqela, abantu abayimizekelo, umqeshi, umphathi, okanye abanye abantu ononxulumanu olusondeleyo nabo.

UMGAQO

Imisebenzi yobuqu, umdla kune nobudlelwane okanye imibutho mayingangqubani noxanduva lwakho lomsebenzi. Abasebenzi, abalawuli, amagosa, kune naMaqela eSithathu aChaphazelekayo kufuneka asoloko ekuphepha ukuNgquzulana kweeMfuno. Oku kusebenza nokuba umsebenzi, umlawuli, igosa, okanye iQela leSithathu elichaphazelekayo linomdla okanye lizimisele ukuxhamla:

- Umntu ngamnye
- Ngokunxulumanu namalungu osapho lwabo, abo baxhomekeke kubo kune/okanye abazalanayo
- Ngokunxulumanu namaqabane oshishino
- Ngokunxulumena noshishino lwangaphandle okanye lwangaphakathi

UkuZibandakanya kwizivumelwano zemali okanye iintengiselwano kune nomthengisi onxulumene neQela, umthengi, okanye elinye iqabane leshishini kunokubangela ukungqubana kwemidla ukuba imiqathango

INDLELA YOKUSETYENZISWA:

Ukuthotyelwa kwemigaqo-nkqubo

Kukho umgaqo-nkqubo okhethekileyo weqela malunga Nokunquzulana kweemfuno nezipho kwaye kufuneka uthotyelwe. Jonga Kungquzulwano Lweemfuno, iZipho, iNkxaso kune/okanye umgaqo-nkqubo weMinikelo.

Yeka ukubandakanyeka

Ukuba kukho nakuphi na ukungquzulana kweemfuno okanye okunokubakho, abasebenzi, abalawuli, amagosa kune namaQela eSithathu aChaphazelekayo kufuneka bakuphephe ukubandakanyeka ngokubhekiselele kulo mba kuthethwa ngawo. Oku kuquka iingxoxo, uthethathethwano, ukuthathwa kwezigqibo okanye ulawulo lwekhontrakthi okanye umsebenzi onxulumene nokungquzulana kweemfuno.

Gcwalisa iSibhengezo soMdla

Bonke abasebenzi, abalawuli, amagosa, kune naMaqela eSithathu aChaphazelekayo kufuneka bagcwalise isiBhengezo soMdla ngexesha lengqesho xabezakuqalisa ngentsebenzo ngaphandle kokuba kuthintelwe yimithetho nemigaqo yasekuhlaleni ekhoyo. Emva koko, ukuba kukho ukungqubana kwemidla (okunokwenzeka, okucingelwayo okanye okukhoyo), okanye ukuba ulwazi lwasibhengezo sangaphambili kukho utshintsho; abasebenzi, abalawuli, amagosa, kune naMaqela eSithathu aChaphazelekayo kufuneka babhengeze ngoko nangoko kwaye ngokufanelekileyo njengoko kufunwa nguMgaqo-nkqubo wokuNgquzulana kweemfuno, iZipho, iNkxaso kune/okanye iMinikelo.

Amalungiselelo kufuneka aphunyezwe ukulawula nakuphi na ukungquzulana kweemfuno. Ungquzulwano oluchaziweyo lweemfuno kufuneka lubhalwe kwiRejista yesiBhengezo soMdla ukuze igcinwe kwindawo esembindini nanjengoko kumiselwe yiCFO yeQela.

⁵ Abahlobo, umcebisi, amalungu eqela, abantu abayimizekelo, umqeshi, umphathi, okanye abanye abantu onoqhakamshelwano olusondeleyo nabo.

⁶ Iquka amalungu osapho asondeleyo kune nokunyaniseka azikhuphisani okanye azihambelani nemiqathango yoshishino enikwa nalo naliphi na elinye iqela. Izivumelwano zemali okanye iitranekshini ezibandakanya umthengisi, umthengi, okanye naliphi na iqabane leshishini elikwisikhundla somxhasi wayo nayiphi na imali-mboleko okanye isixhobo semali esifanayo akuvumelekanga ngokungqongqo.

Izivumelwano namaqela esithathu

Izivumelwano okanye iikhontrakthi ekungenwe kuzo nalo naliphi na iqela lesithathu kufuneka zibandakanye ummiselo ovumela elo qela ukuba lichaze umdla walo, ukuba ukhona, okanye linike ingxelo kwingxelo yokuba akukho ngquzulwano lukhoyo okanye olucingelwayo, kwaye ukuba kukho naluphi na elinokuthi luvele, kufuneka kuxelwe. ngokukhawuleza nangokufanelekileyo njengoko kufunwa nguMgaqo-nkqubo wokuNgquzulana koMdla, iZiphho, iNkxaso kunye/okanye iMinikelo.

Ulwazi oluyimfihlo kunye nelibuthathaka

Nawuphi na umntu ongaphakathi kufuneka alumke ukuba angalichazi elubala naluphi na ulwazi oluyimfihlo okanye olunovakalelo abalwaziyo okanye abanokufikelela kulo ngenxa yobudlelwane babo neQela, nto leyo enokuthi ingabikho kumda weQela, ngaphandle kokuxoxa kwangaphambili kunye nemvume ebhaliweyo evela kwiKomiti Echazayo. Kwakhona bhekisa kwicandelo "IoLwazi oluyimfihlo" kwiMithetho yokuZiphatha eseSikweni.

Izipho zinokuba nefuthe kwisigqibo esilungileyo

Ngokuvumelana nemithetho-siseko echazwe ngokuNyoba, uRhwaphilizo kunye nokuPhanga, abasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu aChaphazelekayo kunye/okanye amalungu eentsapho zawo ezisondeleyo angasamkeli nasiphi na isipho semali, ulonwabo, iinkonzo., uhambo, indawo yokulala, indawo yokuhlala, okanye ezinye iindlela zembuyekezo okanye inzuso yobuqu evela kuye nawuphi na umboneleli wokwenene okanye onokubakho, umntu okhuphisana naye, umthengi, urhulumente, kunye/okanye iqela lezopolitiko elinokuthi ngokufanelekileyo libe nefuthe kwisigqibo okanye kwizenzo zomntu ekwenzeni imisebenzi yakhe ukuze kuxhamle iQela ("Izipho Ezingavumelekanga").

Isibhengezo soMdla sonyaka ngamnye

Abasebenzi, abalawuli, kunye namagosa akwinqanaba le-D-Band / abaphathi abaphakathi nangaphezulu, kufuneka kwakhona bazalise iZibhengezo zoMdla rhoqo ngonyaka, ngaphandle kokuba akuvunyelwa yimithetho nemigaqo yasekuhlaleni esebezayyo. Zonke iziBhengezo zoMdla kufuneka zihlaziwe ngokukhawuleza ngalo naluphi na utshintsho kulwazi olusiseko ngokoMgaqo-nkqubo wokuNgquzulana koMdla, iZiphho, iNkxaso kunye/okanye iMinikelo. I-CFO yeQela ityumba zonke izikhundla ezinovakalelo kwaye inokuvuma iingxabano ezithile ezidiziweyo malunga nabo bonke abasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu aChaphazelekayo, ngaphandle kwakhe, ngokusekelwe kubuntu okanye ukongamela ulawulo olwaneleyo. Ngokuphathelele neCFO yeQela kunye ne CEO yeQela, nayiphi na imvume enjalo kufuneka ifunwe kwiKomiti yoNyulo noLawulo okanye yoPhicotho-zincwadi.

Yenza ngokuhambelana nemidla yeQela

Ngokuxhomekeke kwizibonelelo eziqulethwe phantsi kweli candelo kunye noKungqubana koMdla, Izipho, iNkxaso kunye/okanye umgaqo-nkqubo weMinikelo, abasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu aChaphazelekayo

ahlala ebophelelekile ukuba enze okona kulungele imidla yeQela. Ngokunjalo, abasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu aChaphazelekayo abavumelekanga ukuba basukele okanye baxhaphaze amathuba:

- Abazinika inzozo ngenxa yowlazi abalufumene ngenxa yesikhundla sabo kwiQela.
- Ukusebenzisa impahla yeQela, ulwazi, okanye isikhundla ukuze kuzuze wena.
- Ukukhuphisana⁷ neQela ngayo nayiphi na indlela.

Ukubhengezwa kwazo zonke izipho ezifunyenweyo

linkcukacha ngalo naluphi na ubabalo, isipho okanye imbeko malunga neshishini, nokuba yamkelwe okanye ayivunywanga, ngabasebenzi, abalawuli, amagosa, naMaqela eSithathu aChaphazelekayo, nokuba incinci kangakanani na, kufuneka, ngokukhawuleza emveni koba ifunyenwe (kwiyyure ezingama-24 ukusuka ekufunyanweni kwayo okanye enikezelwayo, kubandakanya kwimeko yokonwabiswa abanye abangenakubuyiselwa emveni kokufunyanwa), irekhodwe kwiRejista yeZipho ukuze igcinwe ngendlela emiselweyo kwindawo esembindini nanjengoko kumiselwe yi CFO yeQela.

Kufuneka imvume yangaphambili – Isipho esingaphezulu kwexabiso lesiqhelo

Ukuba ixabiso laso nasiphi isipho lingaphezulu kwexabiso lesiqhelo elichazwe apha ngezantsi, imvume ebhaliweyo yangaphambili yokwamkela ezo zinto kufuneka ifunyanwe ngenqubo yokuchazwa kwesipho esuka kwi
Lungu leKomiti yesiGqeba/yeNgingqi okanye uSekela Mongameli oPhezulu

Ochongiwego. Kwimeko yelungu leSigqeba soMmandla/amalungu kwi nqanaba le-C imvume ebhaliweyo yangaphambili iyafuneka isuka kwi-CEO yeQela kunye/okanye i-CFO yeQela. I-CEO yeQela kunye ne CFO yeQela kufuneka bafumane imvume ebhaliweyo kwangaphambili komnye umlawuli olawulayo okanye uSihlalo weKomiti yoPhicotho-zincwadi.

Esi sixa-mali silandelayo (siphelele) sithathwa njengexabiso eliqhelekileyo:

- Ukuya kuthi ga kwi-R1 000 (kuMmandla woMzantsi Afrika)
- Ukuya kuthi ga kwi-US\$100 (kwiNgingqi yaseMelika)
- Ukuya kuthi ga kwi-€ 100 (kwiNgingqi yaseYurophu)
- Ukuya kuthi ga kwi-AU\$ 100 (kwiNgingqi yase-Australia)

Amalungu e-C-Suite anokujonga esi sixa-mali sichazwe apha ngasentla amaxesha ngamaxesha.

⁷ Ukubandakanyeka kwimisebenzi yoshishino okanye ukufuna amathuba akhuphisana ngqo nomdla weQela. Oku kuquka ukusebenzela umntu okhuphisana neQela.

Izipho ezingavumelekanga

Naziphi na izipho eziThintelweyo kufuneka zibuyiswe (okanye zaliwe kwimeko yolonwabo, indawo yokuhlala kunye nezinye iinkonzo ezingabuyiswayo) kwaye zirekhodwe kwiRejista yeZipho ukuze zigcinwe ngendlela emiselweyo embindini nanjengoko kumiselwe yi CFO yeQela amaxesha ngamaxesha.

Le ilandelayo yimizekelo yezipho eziThintelweyo kubasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu achaphazelekayo eSibanye-Stillwater okanye naluphi na usapho olusondeleyo lwaba bantu:

- Izipho zemali eziinkozo okanye ezilingana nalo naliphi na ixabiso lemali.
- Uzithuthi zezorhwebo ezihlawulelwayo okanye indawo yokulala ngaphandle kwemvume ebhaliweyo yangaphambili yelungu le-C-Suite.
- Ukusetyenziswa simahla kwaso nasiphi na isithuthi, isixhobo, okanye enye impahla.
- Ukuboleka imali kubaboneleli (ngaphandle kokuvela kumaziko emali ngokwemiqathango yokhuphiswano) okanye ukuba nomboneleli abe ngumqinisekisi wayo nayiphi na imali-mboleko.
- Ulonwabo olugqithisa kakhulu kwimilinganiselo yeQela nokuba kukwimigangatho yoshishino okanye ulonwabo oluqhelekileyo kwishishini kusenziwa liQela.
- Isipho (kuquka ukonwabiso) esingaphezulu kwexabiso eliqhelekileyo ngaphandle kokuvunywa kwangaphambili okubhaliweyo.
- Lindleko ezihlawulwe egameni lakho okanye lelungu losapho olusondeleyo.

Ezinye izipho

Ukwamkelwa kwezipho ezonakalayo okanye ezinye zexabiso eliqhelekileyo, ezifana nentengiso okanye intengiso ephawulwe ngokucacileyo ngamagama omthengisi, akulunganga ngaphandle kokuba kuphembelela ngokufanelekileyo isigqibo okanye isenzo somsebenzi, somlawuli, segosa, okanye iQela leSithathu elichaphazelekayo ekwenzeni imisebenzi yabo.

INDLELA ENOKU KUCHAPHAZELA NGAYO (IINGCEBISO)

Ukutya kweshishini okanye ulonwabo

Ukwamkelwa kokutya ngokungaxhaphakanga kweshishini okanye ulonwabo oluhambelana nemigangatho yoshishino enobulumko evela kubaboneleli, abathengi, okanye amanye amaqela kunye nonikezelo lwembeko efanayo lulungile ngaphandle kokuba luphembelela umlawuli, igosa, umsebenzi okanye Isigqibo okanye izenzo zeqela leSithathu elichatshazelweyo ekwenzeni umsebenzi walo ngokungenamkhethe ukuze kuxhamle eSibanyeStillwater.

Ubudlelwane kufuneka bubhengezwe

Bonke ubudlelwane (amalungu osapho, izalamane, kunye/okanye ubudlelwane obusondeleyo) obunokubeka abasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu aChaphazelekayo kwindawo yokulalanisa, kudala ukuba kubonwe nje ngokungqubana komdla, okanye kunokuchaphazela isigqibibo sabo esilungileyo ekusebenziseni igunya labo.

Imidla yezemali inokudala ukungqubana kwemidla xa umdra womntu ngamnye, njengenzozo yemali, ubekwe ngaphezu kowona mdla weQela.

Ukuqeshwa kwelungu losapho, isizalwane, okanye iqabane elisondeleyo

Naluphi na uhlobo lwengqesho okanye ikhontrakthi yomntu wesithathu enikwe ilungu losapho, isalamane, okanye iqabane elisondeleleneyo linokuba yingxaki njengoko iimeko ezinjalo zinokudala ukubonakala komkhetha okunokukhokelela kwingxabano emsebenzini. Iqela linovakalelo kwiimeko apha izalamane zabasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu aChaphazelekayo zinokugaywa, zitshintshelwe, okanye zifumane ukonyuselwa. Ukuqeshwa kwezalamane kwisebe elifanayo kunye nokuba phantsi kolawulo olunye akuvumelekanga. Iqela liyayithintela nayiphi na impatho ekhethekileyo ngenxa yabo nabuphi na ubudlelwane bomntu.

Imithetho yokuZiphatha ayiwathinteli amalungu osapho ukuba angaqeshwa kodwa ifuna isibhengezo kunye nokurhoxa ukuphepha impembelelo engafanelekanga kwinkqubo yokuqesha kunye nobudlelwane beshishini. Jonga kwiNkqubo yokuqashwa ngokokuzalana yeQela ze ufumane ulwazi oluthe vetshe.

Okusingqongileyo, uZinzo kanye noLawulo

UMGAQO

Iqela liqhuba ishishini lalo ngendlela esesikweni nethembekileyo ukuze kuxhamle bonke abachaphazelekayo ngokuhambelana neNkqubo-sikhokelo yoLawulo oluDibeneyo IweQela. Bonke abasebenzi, abalawuli, amagosa, kanye naMaqela eSithathu aChaphazelekayo kufuneka baqhelane, kwaye bathobele, ezi njongo kanye nemigaqo.

Izenzo ezinoxanduva zeQela zibandakanya imixholo emine yozinzo nokubethelala amalungelo oluntu kanye nemithetho yokuziphatha, ukwakha ukomelela kwemozulu, ukukhuthaza uzinzo loqoqosho Iwexesha elide kanye nokwenziwa kwezigqibo ezifanelekileyo ezisekelwe kwinjongo kanye neenkukacha ezithembekileyo.

Uxanduva kwezoqoqosho

Iqela lijolise ekuthatheleni ngqalelo ifuthe loqoqosho ukuze kuxhamle bonke abachaphazelekayo neziphumo ezizisa uzinzo.

Uxanduva kokusingqongileyo

Iqela lijolise ekukhuthazeni ukusetyenzisa okuzinzileyo kwemithombo yalo yendalo kanye nokuphucula ubomi kanye nokusetyenzisa okuzinzileyo ngokunyuka kokuqonda okusingqongileyo kanye nokuqhubeka ngophuculo, ukunciphisa iimpembelelo zokusingqongileyo kanye notshintsho olulinganisiwego ukuya kwikamva lekhabhoni ephantsi

Uthethathethwano noluntu kanye nabachaphazelekayo

Abathathi-nxaxheba basekuhlaleni bayinxalenyi yeshishini lethu kwaye banokuba negalelo kwimpumelelo nozinzo Iweshishini lethu. Ke ngoko sikholelwa kuthethathethwano oluvulelekileyo nolwakhayo oluvumela ukuthatha inxaxheba nokwenziwa kwezigqibo eziqiqileyo. Yinjongo yethu ukuqinisekisa uthethathethwano olufanelekileyo nolunentsingiselo kuwo onke amacandelo eshishini lethu.

Abachaphazelekayo baya kumanyelwa ngothethathethwano oluselubala kwaye ulwazi oluzuziweyo luya kuqwalaselwa kwaye lufakwe kwishishini lethu, ngokufanelekileyo.

Ulwembo olunoxanduva

Iqela liyaiqaphela imingcipheko yeempembelelo ezimbi ezinxulunyaniswa nokugrunjwa, ukusetyenzwa, ukurhweba, ukuphatha, kanye nokuthunyelwa kwezimbiwa kumazwe angaphandle. NjengeQela siyaiqonda imfuneko yokudlala indima ekulweni ukuxhatshazwa okucwangcisiwego okanye okuxhaphakileyo kwaMalungelo oluntu kwihiabathi jikelele, ukunqanda ukufaka isandla kungquzulwano ngokwelizwe, ukuthobela imigangatho ephezulu yezenzo zokurhwaphilizwa kwe-mali, kanye nokulwa iindlela zokuXhasa ngemali abanqolobi.

IQela lithobelha imigangatho kunye nezikhokelo ezibekwe ngamaqumrhu oshishino afanelekileyo kunye nabasemagunyeni xa bevavanya naziphi na izimbiwa ezithathwe ngaphandle kwamanye amaqela okanye ababoneleli beqela lesithathu, apha kungekho qumrhu loshishino lwezorhwebo okanye umbutho olawula ukwembwa kwsinyithi ngenkathalo, iSibanye-Stillwater iya kuqhuba inkuthalo efunekayo ngokwemiqathango yoMbutho weNtsebenziswano yezoQoqosho kunye noPhuhliso ngenxa yeNkuthalo yesiKhokelo kwiiNgxoxo zoNikezo lweziMbiwa ezsuka kwiiNdawo eziChaphazelekayo nezomNgcipheko oPhezulu (i-OECD DDG) kunye nayo nayiphi na imigaqo-nkqubo esebebenzayo yokwemba yangaphakathi. Bonke abasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu aChaphazelekayo, kubandakanywa amaqela, iikotraka, ababoneleli benkonzo kunye neearhente kuluhlu lonikezelo izibonelelo kulwembo olunoXanduva, kufuneka benze ngokuhambelana noMgaqo-nkqubo weQela woKwemba okunoXanduva xa besothula iinkonzo zeQela.

Bonke ababoneleli kufuneka bathobebe yonke imigangatho, imithetho kunye nemithetho yokusebenza, iinkqubo, kunye nemigaqo-nkqubo yenkapani. Oku kuquka kodwa kungaphelelanga kule miThetho yokuZiphatha eseSikweni, umgaqo-nkqubo we-ESG, umgaqo-nkqubo wamalungelo oluntu nazo zonke ezinye iinkcazo zezhundla njengoko zidweliswe kwiwebhusayithi yeSibanye-Stillwater.

INDLELA YOKUSETYENZISWA

Ukuthotyelwa kwemigaqo-nkqubo

Iqela linemigaqo-nkqubo efanelekileyo yeQela kunye neyengingqi ekufuneka ithotyelwe:

- InkcazeloyoMgaqo-nkqubo wokusiNgqongileyo, iNtlalo noLawulo (IweQela)
- IngxeloyoMgaqo-nkqubo wokuBandakanya kwabachaphazelekayo (kwiQela)
- Ingxelognomgaqo-nkqubo woKwemba iziMbiwa okuneXanduva (weQela)
- Umgaqo-nkqubo woKwemba iziMbiwa okuneXanduva (weQela)
- IngxeloyoMgaqo-nkqubo woLawulo lweMpahla kunye noLawulo IweNtengo (yeQela)
- Jongakwimigaqo-nkqubo eyongezelweyo enxulumene neESG ku <https://www.sibanyestillwater.com/sustainability/reports-policies/>

Amalungelo oLuntu

INGCACISO

Amalungelo oluntu abhekisele kumalungelo asisiseko kunye nenkululeko apha bonke abantu banelungelo khona, kungakhathaliseki uhlanga, isini, isizwe, indawo yokuhlala, isizwe okanye ubuhlanga, umbala, ulwimi, inkolo, okanye nayiphi na enye into. Wonke umntu unelungelo lokonwabela amalungelo oluntu ngaphandle kocalucalulo. La malungelo onke anxibelelene, axhomekeke omnye komnye, kwaye awohlulwahlulwa.

UMGAQO

Ukuxhatshazwa kwamalungelo oluntu

Iqela liya kukuphepha ukubangela, ukuba negalelo okanye ukuba yinxalenye, impembelelo embi yamalungelo oluntu kunye nokuphathwa gadalala ngemisebenzi yethu okanye ngobudlelwane bethu boshishino kwaye ivumele ukulungiswa xa ezo mpembelelo zisenzeka.

Ngokufanayo, bonke abasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu aChaphazelekayo kufuneka bakuphephe ukubangela, ukufaka isandla okanye ukuba yinxalenye, iimpembelelo ezimbi zamalungelo oluntu kunye nokuxhatshazwa ngemisebenzi yabo okanye ubudlelwane beshishini kwaye benze ukulungiswa xa ezo mpembelelo zisenzeka.

Ukuzbophelela ekuhlonipheni nasekukhuseleni

Bonke abasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu aChaphazelekayo kufuneka bahloniphe amalungelo oluntu kwaye bakhusele abasetyhini, abantu abambalwa, abantu abakhubazekileyo, iLGBTIQA+, Abantu Bomthonyama kunye namanye amaqela anxulumene nemisebenzi yethu, nabankuthi imeko zibabeke emngciphekweni kumalungelo abo.

Ukusetyenziswa ngenkani

Iqela kwaye akukho msebenzi, umlawuli, igosa, kunye neQela leSithathu eliChaphazelekayo linokwenza nawuphi na umsebenzi okanye ikontraki ikhoboka lale mihra, umsebenzi onyanzelekileyo okanye osisinyanzelo, okanye baqeshe abantwana phantsi kwe iminyaka esemthethweni okanye ukuzibandakanya ekurhwebeni ngabantu kwimisebenzi yethu okanye kwiinkonzo zethu zokubonelela.

INDLELA YOKUSETYENZISWA

Ukuthotyelwa kwemigaqo-nkqubo

Iqela lineNgxelo yoMgaqo-nkqubo wamaLungelo oLuntu ekufuneka ithotyelwe.

Xela izikhala

Abasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu aChaphazelekayo bayakhuthazwa ukuba basebenzise umnxeba wasimahla wokuxela ungazichaz'igama ukuphakamisa nayiphi na inkxalabo malunga nokuxhatshazwa kwamaLungelo oLuntu.

(Jonga kumaphepha 5-6 ngolwazi malunga nomnxeba weengcebiso ngaphandle kokuchaza igama).

Ucalucalulo

INGCACISO

Ucalucalulo luchazwa njengesenzo sokuphatha kakubi abantu okanye amaqela ngokusekelwe kwiimpawu okanye iimpawu ezifana nobuhlanga, isazisi ngokwesini okanye intetho, inkolo, imvelaphi yesizwe, umbala, ukukhulelw, imeko yomtshato, inkolo, ubudala, ukukhubazeka, ngokwesondo, isazela, iinkolelo, inkubeko, ulwimi, ukuzalwa, okanye ezinye iimpawu okanye iimpawu ezikhuselw ngokusemthethweni. Kubandakanya ukuphatha abantu ngendlela engafanelekanga okanye ukuvnjwa amathuba alinganayo, amalungelo okanye amalungelo asekelwe kwezi mpawu.

UMGAQO

Iqela likuxabisile ukwahluka kwaye alilunyamezeli naluphi na uhlobo localucalulo, impatho engalinganiyo, ubuhlanga, ubundlobongela, ukuxhatshazwa kwabantwana, okanye ukusetyenziswa ngenkani.

Iqela lizibophelele kwimithetho-sisiko yamathuba alinganayo engqesho kuyo yonke imiqathango, iimeko, okanye amalungelo omsebenzi kunye nokujongana, ukonyuselw kunye nokulungisa ukungalingani kwemihla yangaphambili aphi kufanelekileyo.

INDLELA YOKUSETYENZISWA

Ukuthotyelwa kwemigaqo-nkqubo

Iqela kunye neendawo ezifanelekileyo zinemigaqo-nkqubo ethile ekufuneka ithotyelwe, kubandakanywa:

- Ifilosofi yamaLungelo oLuntu (yeQela)
- Umgqo-nkqubo woBulungisa kwezeNgqesho (uMmandla we-Afrika eseMazantsi), uMgaqo-nkqubo woLawulo Iweantlukwano (uMmandla we-Afrika eseMazantsi), uMgaqo-nkqubo woNgcungcuthekiso ngokweSondo (uMmandla we-Afrika eseMazantsi), kunye noMgaqo-nkqubo weNguqu (uMmandla we-Afrika eseMazantsi)

- Incwadana yoMsebenzi – iThuba eliLinganayo leNgqesho; Ungcungcuthekiso, ukuNgcungcuthekisa ngokweSondo, uCalucalulo, izigrogriso kunye neZenzo zoBundlobongela azivumelekanga; kunye nokuNika iNgxelo yoNgcungcuthekiso ngokweSondo, Ukuxhatshazwa,, uCalucalulo, okanye izoyikiso kunye neZenzo zoBundlobongela (kwiNgingqi yaseMelika)
- Incwadana yaBasebenzi – Ukuziphatha kunye nesohlwayo, neSibonelelo esinxulumene nokuziphatha ngokwesini, ukuxhatshazwa ngokwasengqondweni, ukuxhatshazwa ngokwesondo kunye nobundlobongela kumacandelo omsebenzi (Sandouville)
- Ukwahluka kunye noMgaqo-nkqubo wokuBandakanya (iNgingqi yase-Australia)

Xela izikhalaZo

Abasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu aChaphazelekayo bayakhuthazwa ukuba basebenzise umnxeba wasimahla wokuxela ungazichaz'igama ukuphakamisa nayiphi na inkxalabo malunga nocalucalulo. (Jonga kumaphepha 5-6 ngolwazi malunga nomnxeba weengcebiso ngaphandle kokuchaza igama).

INDLELA ENOKU KUCHAPHAZELA NGAYO (IINGCEBISO)

Iqela liza, umzekelo eMzantsi Afrika, kukhuthaze amathuba kubemi ababengawkazi ukufikelela kumathuba alinganayo exesheni langaphambili.

Ukuxhatshazwa kunye nokubhulishwa

IINGCACISO

Ukungcungcuthekiswa kukuziphatha okubi okubandakanya ubundlobongela, ukuxhatshazwa ngokwasemzimbeni, ukuphathwa gadalala ngokwasengqondweni, ukuphathwa gadalala ngokwasemoyeni, ukuphathwa gadalala ngokwesondo, ukuphathwa gadalala ngokwesini kunye nobuhlanga, okanye nasiphi na isenzo esibandakanya ukuphathwa kakubi okanye ukoyikisaabantu ngenjongo yokwenzakalisa, uxinzelelo., okanye ukusebenzisa amandla okwenza ubutshaba, ukoyikisa, okanye imeko-bume ekhubekisayo nokuba kungaphakathi okanye ngaphandle kwendawo yokusebenza. Kukwabandakanya nokusetyenziswa kwamandla omzimba, nokuba sisoyikiso okanye isenzo, ngokuchasene nomnye umntu okanye ngokuchasene neqela okanye uluntu.

Ukuxhatshazwa Ngokwesondo kuchazwa njengesenzo esingamkelekanga malunga nesondo, izicelo zokwenzelwa iminqweno yesondo, okanye nayiphi na enye intetho, kungekho ntetho, okanye yokuziphatha kakubi okunxulumene nesondo nokudala ubutshaba okanye imeko-bume ekhubekisayo. Kubandakanya ukuziphatha okungafunwayo, okukhubekisayo, okanye ukoyikisayo.

UMGAQO

Ukungcungcuthekisa, ukuxhatshazwa ngokwesini, izisongelo, izenzo zogonyamelo, nokubhulishwa kwabantu akunaku nyamezelwa tuu. Bonke abantu kufuneka baphathwe ngesidima nangentlonipho.

INDLELA YOKUSETYENZISWA

Ukuthotyelwa kwemigaqo-nkqubo

Imimandla echaphazelekayo inemigaqo-nkqubo ethile ekufuneka ithotyelwe:

- Umgaqo-nkqubo wokuNgcungcuthekisa (uMmandla waseMzantsi Afrika)
- Incwadana yoMsebenzi – Ungcungcuthekiso, ukuNgcungcuthekisa ngokweSondo, uCalucalulo, izigrogriso kunye neZenzo zoBundlobongela azivumelekanga; kunye nokuNika iNgxelo yoNgcungcuthekiso ngokweSondo, Ukuxhatshazwa,, uCalucalulo, okanye izoyikiso kunye neZenzo zoBundlobongela (kwiNgingqi yaseMelika)
- Incwadana yaBasebenzi – Impilo nokhuseleko emsebenzini – icandelo lemiyalelo neenkqubo zokhuseleko (Keliber)
- Incwadana yaBasebenzi – iZibonelelo ezinxulumene nokuziphatha ngokwesini, ukuxhatshazwa ngokwasengqondweni, ukuxhatshazwa ngokwesendo kunye nobundlobongela emsebenzini, kunye nokuxhaphaka kungcungcuthekiso ngokwasengqondweni, ukuxhatshazwa ngokwesendo nobundlobongela emsebenzini, amacandelo (eSandouville).
- lindlela zokuZiphatha eMsebenzini – (eOstreliya)

Xela izikhhalazo

Abasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu aChaphazelekayo bayakhuthazwa ukuba basebenzise umnxeba wasimahla wokuxela ungazichaz'igama ukuphakamisa nayiphi na inkxalabo malunga nokuxhatshazwa okanye ukubhulishwa. (Jonga kumaphepha 5-6 ngolwazi malunga nomnxeba weengcebiso ngaphandle kokuchaza igama).

INDLELA ENOKU KUCHAPHAZELA NGAYO (IINGCEBISO)

Imizekelo ibandakanya ukuxhatshazwa ngokwesondo, izoyikiso, ukuziphatha kakubi, ukuthukwa, ukusasaza amarhe, ubundlobongela ngokwasemzimbeni, ukuxhatshazwa ngokwasengqondweni, ukukhethelwa bucala, unxibelewano olunobuhlanga, uqhushululu kunye nezityholo zobuxoki.

Nokuba ayihambelani nomsebenzi, iQela linokwenza ngokubhekiselele kuxhatshazo okanye ukubhulishwa, kwakhe nawuphi na umsebenzi, umlawuli, igosa, kunye neqela

lesithathu eliChaphazelekayo elinokuchaphazela isidima seQela ukuba ayilungiswanga.

Amaqonga eendaba ezentlalo kunye namajelo onxibelewano kwi-intanethi ngamanye amaqonga aqhelekileyo asetyenziselwa ukuxhaphaza kunye nokubhulisha.

Abasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu achaphazelekayo akhuthazwa ukuba arhoe kwindawo yokusebenza engakhuselekanga, nokuba enyanelwa ngumntu onegunya ukuba angayihoyi imigangatho yokhuseleko, nemithetho. Iisko inkqubo yezikhala zo yokunika ingxelo ngazo naziphi na iimeko ezilolo hlobo.

Intlonipho

INGCACISO

Intlonipho yimbeko, ukuncoma, okanye uqwälaselö olubonakaliswa kwabanye okanye isiqu sakho. Kubandakanya ukuqonda ukuxabiseka, isidima, kunye namalungelo abantu ngabanye, nokubaphatha ngembeko, ngokungenamkhethe, nangozuko.

UMGAQO

Uvakalelo Iwenkcubeko

Iqela likhuthaza ubuntununtunu benkcubeko kwaye lixhasa ukuqwalaselwa kwazo zonke iinkolelo neenkubeko ezahlukeneyo kwindawo yokusebenza.

Ukuqatshelwa kunye nokuqwalaselwa

Iqela libongoza bonke abasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu aChaphazelekayo ukuba bavume kwaye baxabise ukuxabiseka okungokwemvelo, ubuntu obubodwa, nokukhetheka kwabanye kwaye babonise ulwazelelelo ngeemvakalelo, imida., iimfuno, kunye nezimvo zabanye.

Imbeko eqhelekileyo

Iqela libongoza bonke abasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu aChaphazelekayo ukuba baziphathe ngendlela echubekileyo, enobubele, nangendlela echubekileyo kwabanye kwaye bayeke ukusebenzia izithuko, okanye ulwimi olunyelisayo okanye izimbo zomzimba kwaye bakuphepha ukudala indawo yokusebenza ekhubekisayo.

Inqondo ephangaleleyo

Iqela lixhasa izimvo, inibono, kunye nezimvo ezahlukeneyo kwaye likhuthaza bonke abasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu aChaphazelekayo ukuba ahloniphe imibono engeminye ngaphandle kokungahoyi okanye ukujongela phantsi.

INDLELA YOKUSETYENZISWA

Ukuthotyelwa kwemigaqo-nkqubo

Jonga kuMgaqo-nkqubo weSikhala (SA), iNkqubo yeSikhala saNgaphakathi kwiNcwadana yoMsebenzi (iMmandla yaseMelika kunye neSandouville) kunye neMigangatho yokuPhatha ngokuLungileyo (Umandla wase-Australia) kwimigaqo kunye nezikhokelo ekufuneka uzilandele xa uziva ukhathazekile.

INDLELA ENOKU KUCHAPHAZELA NGAYO (IINGCEBISO)

Abasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu aChaphazelekayo bayakhuthazwa ukuba bathethe kwaye baxoxe ngayo nayiphi na indlela yokuziphatha ebenza bazive bengakhululekanga okanye ukuziphatha okubonisa ukungakhathaleli mvakalelo zenkcubeko. Ukuba isisombululo soxolo asifunyaniswanga, ukuziphatha kufuneka kuxelwe ngokulandela imigaqo yezikhala (kunye nezikhokelo njengoko zigxininiswe kuMgaqo-nkqubo weSikhala) okanye iNkqubo.

Unxibelewano olusebenzayo ludlala indima ebalulekileyo ekujonganeni nayiphi na inkxalabo okanye imiba nomntu. Khumbula ukuba yonke intsebenziswano kufuneka ihlonipheke kwaye ihambelane neenqobo zeQela.

lintetho zase Sidlangalaleni kunye Namajelo Onxibelewano

INGCACISO

lintetho zasesidlangualeleni ziathethwa, okanye iingxelo ezibhaliwyo zenziwe ngabantu kwindawo kawonke-wonke ukuze zifunyanwe luluntu.

UMGAQO

Bonke abasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu aChaphazelekayo kufuneka baziphathe ngokufanelekileyo nangokuthembekileyo kwiingxelo zoluntu kubandakanya nezinto ezithunyelwa kumaqonga onxibelewano, kwaye kufuneka baqinisekise ukuba abameli, okanye babonakala bemele iQela. nangayiphi na indlela, ngaphandle kokuba utsunjwe njengesithethi esisemthethweni ngokuhambelana noMgaqo-nkqubo wokuDiza weQela. Ingqalelo efanelekileyo kufanele ibonakaliswe kubumfihlo babanye.

INDLELA YOKUSETYENZISWA

Ukuthotyelwa kwemigaqo-nkqubo

Umgaqo-nkqubo wokuDiza weQela ubonelela ngeendlela aphi ulwazi olugunyazisiwyo luhanjisa ngokusemthethweni ngaphandle kweQela kwaye kufuneka luthotyelwe.

Yenza ngenkathalo

Abasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu achaphazelekayo kufuneka asebenzise izixhobo zonxibelewano zeQela (umzekelo, i-imayile, i-Skype yeShishini, iMicrosoft Teams, njl.) kunye nazo zonke iinkonzo zefowuni ephathwayo (i-SMS, i-WhatsApp, kunye nezinye iinkonzo zokuthumela imiyalezo), ngokuthembekileyo nangokungqinelana nomthetho osebenzayo.

INDLELA ENOKU KUCHAPHAZELA NGAYO (IINGCEBISO)

Khumbula, xa umyalezo udluliselwe kwiqonga lonxibelewano loluntu, kunzima kakhulu, ude maxawambi ungakwazi ukurhoxisa olo nxibelewano.

Ukuba nawuphi na umsebenzi, umlawuli, igosa, okanye iQela leSithathu eliChaphazelekayo unaso nasiphi na isikhala zo esinxulumene neentetho zoluntu iinkqubo ezifanelekileyo kufuneka zilandelwe ukujongana naziphi na izikhala zo ngokusesikweni ngokuhambelana nemigaqo-nkqubo yeQela esebezayo.

Ukuba umsebenzi, umlawuli, igosa, kunye neQela leSithathu eliChaphazelekayo lidibana namajelo eendaba ukuze livakalise izimvo zalo okanye linolwazi ngalo naluphi na ulwazi olulahlekisayo okanye olonakalisayo malunga neQela ekuye kwanxityelelwana nalo okanye kulo naliphi na iqonga losasazo., umba kufuneka uthunyelwe kuBudlelwane boMtyali-mali, kuNobhala weNkampani, okanye izithethi ezigunyazisiweyo.

Xa nawuphi na umsebenzi, umlawuli, igosa, kunye neQela lesithathu elichaphazelekayo lithatha inxaxheba kumajelo onxibelewano oluntu okanye isebeanza amajelo onxibelewano oluntu kwisikhundla sabo sobuqu, kufuneka akuqwalasele oko akuthumelayo okanye abelana ngako.

Umsebenzi ngamnye, umlawuli, igosa, kunye neQela leSithathu elichaphazelekayo linoxanduva lobuqu kuyo yonke imixholo epapashwayo (kubandakanya ukwabelana kunye neeretweets) nakweliphi na iqonga loluntu lonxibelewano. Abasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu aChaphazelekayo kufuneka acacise ukuba naziphi na iimbono abazivakalisayo zezabo hayi ezeQela.

Ulwazi oluyimfihlo

INGCACISO

Ulwazi oluyimfihlo lubandakanya lonke ulwazi olungekho kwindawo esesidlangalalen (kubandakanya wa kodwa kungaphelelanga kulwazi olubuthathaka lwexabiso lentengiso, ulwazi lobuqu, iingxelo zobugcisa, ezicwangcisiweyo, ezemali ezingezizo ezoluntu okanye zemveliso, ubunini bomgangatho wengqondo, ulwazi lweqela lesithathu, ukufunyanwa keenkukacha ezidityanisiweyo kunye nomsebenzi. iinkcukacha/ulwazi) kwaye ibandakanya naluphi na ulwazi olungomnini okanye oluyimfihlo kwiQela okanye iQela eliluthatha njengemfihlo, olunokuba luncedo kwabo bakhuphisana nabo, okanye olunokuba yingozi kwiQela okanye kubathengi balo kunye nabachaphazelekayo ukuba kubhengeziwe.

UMGAQO

Ukusetyenziswa kolwazi oluyimfihlo

Ulwazi oluyimfihlo kufuneka lusetyenziselwe kuphela iinjongo zoshishino evisemthethweni kwaye akufuneki lubhengezwe kuye nawuphi na umntu (kuquka nawuphi na umsebenzi, umlawuli, igosa, kunye neQela leSithathu elichaphazelekayo) ekungeyomfuneko ukuba alwazi i kunye/ okanye ongagunyaziswanga ukuba afumane ulwazi.

Ulwazi oluyimfihlo akufunekanga lusetyenziselwe inzuzo okanye inzuzo yobuqu. Ukufumana izibophelelo ezongezelelweyo ezinxulumene nokurhweba ngezabelo zeQela ngokusekelwe kwizinto eziphathekayo, iinkcukacha ezingezizo ezoluntu, okanye ukuxela ulwazi olunjalo kwabanye, jonga icandelo elingeantsi elithi "ukuSebenza ngeZabelo".

Ilungelo lokuba neemfihlo

Iqela liyalihlonipha ilungelo lomntu wonke lokuba neemfihlo kwaye liqinisekisa ukuba iinkcukacha zoluqu zifunyanwa kuphela apha kuyimfuneko ngeenjongo zoshishino kwaye zifunyenwe ngokuthe ngqo kumntu ochaphazelekayo okanye umthombo othembekileyo. Ulwazi luya kukhuselwa, lugcinwe ngokuchanekileyo, kwaye luhlale luyimfihlo kwaye lugcinwe ngokuhambelana nomthetho osebenzayo. Ulwazi kwabelwana ngalo kuphela apha lufunwa ngokusemthethweni nangokwenjongo. Ulwazi lomntu lobuqu kunye nemfihlo luya kulahlwa ngendlela engenakufikelewa ngabanye abantu.

Imvume iyafuneka

Abasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu aChaphazelekayo abavumelekanga ukuba batethe, bafundise, okanye benze intetho ngemicimbi, okanye ngemiba okanye imixholo enxulumene neQela okanye imisebenzi yalo ngaphandle kwemvume ebhaliweyo kwangaphambili yelungu elifanelekileyo leBhodi, i-C-Suite, okanye iiKomiti eziLawulayo zoMmandla nangokungqinelana nemigaqo nemiqathango yangoku yoMgaqo-nkqubo wokuDiza weQela. Oku kuhlala kusebenza xa ixesha lomntu lengesho okanye isivumelwano neQela sifikelele esiphelweni okanye ukuba uyathetha, uyafundisa, okanye unikezela ngeengxelo malunga naye.

INDLELA YOKUSETYENZISWA

Gcina ubumfihlo bolwazi

Ulwazi oluyimfihlo malunga nabasebenzi beQela, abalawuli, amagosa, kunye naMaqela eSithathu aChaphazelekayo kufuneka lusoloko lukhuselwe, kwaye lunokubhengezwa ngaphakathi kweQela okanye kwiqela lesithathu kuphela ngokuhambelana nemithetho nemimiselo esebezayo kunye nemigaqo-nkqubo yeQela. Esi sibophelelo semfihlo siyabophelela kubo bonke abasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu aChaphazelekayo eQela nasemva kokuba ingqesho yabo iphelile.

Umgaqo-nkqubo ophambili kukwabelana ngolwazi oluyimfihlo kuphela kwabo bafuna olo lwazi lukhethekileyo ekwenzeni umsebenzi wabo kwaye, kuphela ukuba bagunyazisiwe ukufumana ulwazi olunjalo.

Ukuthotyelwa komgaqo-nkqubo, imithetho nemimiselo

Ukuhuselwa kolwazi lomntu lobuqu - Ummandla waseMzantsi Afrika unoMgaqo-nkqubo waBucala okhoyo othe ngqo ekukhuselweni kolwazi lomntu ohambelana nemimiselo yasekhaya, kwaye kufuneka ithotyelwe. Kwakhona bhekisa kwimithetho efanelekileyo yasekuhlaleni kunye nemimiselo malunga neemfihlo:

- Umthetho woKhuseleko loLwazi loMntu (uMmandla we-Afrika eseMazantsi)
- Umthetho woBumfihlo (iNgingqi yase-Australia)
- Umgaqo-nkqubo woKhuseleko IweNkcukacha ngokuBanzi (uMmandla waseYurophu)
- I-Montana Code Annotated Title 30, iSahluko se-14, kunye ne-Montana Consumer Privacy Act (iNgingqi yaseMelika).

Ukhuseleko lolwazi – Ukhuseleko lolwazi phakathi kweQela luxanduva lomsebenzi ngamnye, umlawuli, igosa, kunye neQela leSithathu elichaphazelekayo. Imithetho yokuziphatha ye-ICT inika indlela nenxaso, iseka inkubeko yokhuseleko, kwaye ibonelela ngesigunyaziso sokujongana nemingcipheko yokhuseleko lolwazi kulo lonke iQela, kwaye kufuneka ithotyelwe. Jonga kwiNdlela yokuziPhatha ye-ICT (yeQela).

Ubukrelekrele Obenziwe

INGCACISO

Ubukrelekrele Obenziwe yitekhnoloji yenjongo ngokubanzi edibanisa inzululwazi yekhompyuter kunye nolwazi elomeleleyo ukuze kusombululwe iingxaki. Ilinganisa iinkqubo zobukrelekrele babantu ngoomatshini, ngakumbi iinkqubo zekhompyutha.

UMGAQO

Ngokuhambelana nenqubo yeQela yokuguqukela kuhlolo lwedijithali kunye neqhinga lokusungula, iQela kunye nabaphathi balo bazibophelele ekukhuthazeni ukusetyenziswa koBukrelekrele oBensiwe ("AI") okanye amanye amaqlonga afanayo ngendlela yokuziphatha esesikweni nenoxanduva enika izibonelelo ezicacileyo kungekuphela nje kwiQela kodwa kwakhona kwabo sisebenzisana nabo, abafana noluntu esisebenza kulo kunye nokusingqongileyo.

Ukusetyenziswa kwe-AI okanye amanye amaqlonga afanayo kufuneka ahiale ehlonipha isidima somntu, amalungelo oluntu, ukuhlukahluka, ilungelo lomntu lokuzimela, kunye nokukhuselwa kweenkcukacha kunye nemithetho yangasese kunye nemimiselo yegunya aphi iQela lisebenza khona.

Ukusetyenziswa kwe-AI ukonakalisa, okanye ngeenjongo zokwenzakalisa indalo esingqongileyo okanye nawuphi na umntu, akukho mthethweni kwaye akuvunyelwa liQela, abalawuli balo okanye abaphathi.

Akukho lwazi lobuqu okanye Iwenkampani oluyimfihlo linokukotshwa okanye lifakwe kulo naliphi na iqonga le-AI nangayiphi na injongo.

INDLELA YOKUSETYENZISWA

Ukungafihli kunye noxanduva

Yiba elubala kwindlela i-AI okanye esetyenziswe ngayo ekwenzeni umsebenzi othile. Nxibelelana xa i-AI ibandakanyeka ekwenziweni kwezigqibo okanye kwintsebenziswano kunye nendlela ulwazi olufunyenweyo oluchaphazele ngayo isigqibo ekufikelelw kuso.

Impazamo

Umsebenzi ngamnye, umlawuli, igosa, okanye iQela leSithathu elichaphazelekayo lihlala linoxanduva kwizigqibo okanye izenzo ezithathwe ngenxa yowlazi olufunyenwe kusetyenziswa i-AI kwaye ihlala iluxanduva lomsebenzi ngamnye, umlawuli, igosa, okanye iQela leSithathu eliChaphazelekayo ukuqinisekisa ukuba iziphumo eziqhutywa yi-AI zihambelana neenqobo zobuntu, iinqobo ezisesikweni, kunye nayo yonke eminye imigaqo yale Mithetho yokuZiphatha.

Qinisekisa ulwazi olufunyenwe ngokusetyenziswa kwe-AI

Ulwazi olufunyenwe kusetyenziswa i-AI, ngakumbi xa lusetyenziswa xa kuthathwa iziqibo, kufuneka lungqinisiswe okanye luvavanywe ukuze kuqinisekiswe ukuba ulwazi lufanelekile, lelokwenene, luchanekile, kwaye alunalucalucalulo lwentlalo, isini, ubuhlanga okanye olunye ucalucalulo.

Ubumfihlo beenkukacha

Bonke abasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu aChaphazelekayo kufuneka phantsi kwazo zonke iimeko bahloniphe amalungelo emfihlo kunye neenkukacha zabucala ekusetyenzisweni kwe-Al kwaye babambelele kwiimfuno zobumfihlo kunye nemithetho yobumfihlo beNkcukacha zendawo aphi basebenza khona. egameni leQela ngokunjalo nolwazi olusebenzayo Ukhuseleko/Imigaqo-nkqubo yoBumfihlo. Jonga kwicandelo loLwazi oluyiMfihlo kwiMitetho yokuZiphatha.

Ukunyoba, uRhwaphilizo kanye noKuphanga

INGCACISO

Ukunyoba kubandakanya ukunika, ukupha, ukuthembisa, ukucela, ukugunyazisa, kanye/okanye ukuvuma ukufumana okanye ukwamkela imali okanye nantoni na enexabiso, kungakhathaliseki ukuba luhlobo lunu na, ubungakanani, okanye ixabiso lemali njengempembelelo yesenzo esingekho mthethweni, esingalunganga kanye/okanye ukophulwa kwentembeko nguye nabani na.

Ukunyoba kunokuphenjelewa zizinto ezahlukeneyo. Imizekelo iquka ukufuna ukufumana ulwazi oluyimfihlo, ukuzama ukuphembelela ukwensiwa kwezigqibo, ukuzama ukufumana impatho ekhethekileyo, okanye ukuzama ukufihla izenzo ezingekho mthethweni.

“Nabani na” kulo mxholo ubandakanya, kodwa akuphelelanga aphi, ku:

- Amagosa karhulumente, okanye ii-arthente zikarhulumente, amasebe, okanye amaqumrhu (kuquka imibutho karhulumente ebandakanyeka kwimisabenzi yorhwebo).
- Nawuphi na umntu okanye iziko elicela ukuxhamla.
- Abasebenzi, abalawuli, amagosa, Amaqela eSithathu aChaphazelekayo kanye nee-arthente okanye abameli bemibutho yabasebenzi okanye nawuphi na umbutho onenjongo yokufumana inzozo engafanelekanga, nokuba ngaba kungomnye umntu wesithathu.

Urhwaphilizo “seso nasiphi na isenzo aphi igunya eliphathisiweyo lisetyenziswa gwenxa ngokungqalileyo okanye ngokungathanga ngqo ukuze kufunyanwe naluphi na uhlobo lolwaneliseko nokuba lolwenzozo yobuqu okanye yeQela”. Oku kuquka ukunyoba, ukukhethana, ukuphanga, ubusela, ukungqubana kwemidla kanye nobuqhophololo.

Ukuphanga lityala lolwaphulo-mthetho lokufumana imali, impahla, okanye iinkonzo komnye umntu okanye iziko, ngokunyanzelwa, ngezigrogriso, ukoyikisa, okanye ukutyhola. Kubandakanya ukusebenzisa uloyiko, amandla, okanye ukugqwethwa kolwazi ukufumana inzozo okanye inzozo egameni lomnye umntu okanye iziko.

UMGAQO

Iqela liyakwalela kwaye liyakugweba ukunyoba, urhwaphilizo, kanye nokuphanga kwalo naluphi na uhlobo. Isibanye-Stillwater ayisayi, ngokuthe ngqo okanye ngokungathanga ngqo ngokusebenzisa abameli okanye amaqela esithathu, afune, afumane, anikeze, athembise, okanye abonelele ngemali okanye nantoni na enexabiso okanye abe nempebelelo engafanelekanga ukuze afumane inzozo okanye inzozo engafanelekanga ekuqhubeni ishishini lethu. Oku kubhekiselele kubudlelwane bethu noorhulumente, imibutho karhulumente, amagosa kanye namanye amashishini, abachaphazelekayo, okanye imibutho yoluntu. Nawuphi na umsebenzi onje ngabasebenzi bethu, iiarhente, abachaphazelekayo, iikontraka, okanye amahlakani eshishini awasayi kunyanyezelwa kwaye kufuneka axelwe njengoko kuchaziwe ngezantsi.

INDLELA YOKUSETYENZISWA

Ukuthotyelwa kwemigaqo-nkqubo

Iqela linomgaqo-nkqubo ochasene nokuNyoba kunye noRhwaphilizo, kwaye kufuneka uthotyelwe.

Ukuxela ukunyoba, urhwaphilizo kunye/okanye ubuqhetseba

Amatyala obuqhetseba, urhwaphilizo okanye ukunyoba kufuneka axelwe kuMphathi wakho osondeleyo, iGosa lezoMthetho eliyiNtloko, iNtloko yezoMthetho (kwingingqi yakho efanelekileyo), iiNkonzo zoKhuseleko lwe-EVP (kuMmandla we-Afrika eseMazantsi), iCFO yeQela, okanye umnxeba wokuxela ungazichaz'igama ukuze inyathelo elifanelekileyo lithathwe. (Jonga kumaphepha 5-6 ngolwazi malunga nomnxeba weengcebiso ngaphandle kokuchaza igama).

Iqela likhuthaza ukuxelwa kobuqhophololo, urhwaphilizo, okanye ukunyoba kwaye zonke ezo ngxelo kuya kujongwana nazo ngendlela enovakalelo neyimfihlo. Abasebenzi, abalawuli, amagosa, kunye naMaqela esithathu aChaphazelekayo kwizikhundla zolawulo kufuneka aphephe iimeko ezinokuthi zikhokelele kubuqhetseba.

Ukwenziwa kweentlawulo

"Ukwenziwa kweentlawulo " kuthintelwe liQela, naxa oku kunokwamkeleka phantsi kwezithethe zasekuhlaleni. Ezi ntlawulo ziquka iintlawulo okanye izipho ezinkwe igosa likarhulumente ukukhawulezisa okanye ukufumana iinkqubo okanye iinkonzo zesiqhelo, okanye amanyathelo asemthethweni.

Ukuthotyelwa kwemithetho nemigaqo

Ukuthotyelwa kuyafuneka kuyo yonke imithetho esebezayo kunye nemimiselo, kubandakanywa ngokukodwa i-United States of America Foreign Corrupts Act, Act Anti-Bribery Act yase-United Kingdom, uMthetho woThintelo kunye nokuLwa iZiqhelo zoRhwaphilizo waseMzantsi Afrika, iKhowudi yePenal yaseFransi Kurhwaphilizo kunye nokuQhatha, uMthetho weSapin II wokunyoba eFransi, Imithetho yokuZiphatha malunga noLwaphulo-mthetho yaseFinnish kunye noMthetho woLwaphulo-mthetho wokunyoba eFinland, uMthetho wokuZiphatha woLwaphulo-mthetho weCommonwealth e-Australia kunye nomgaqo-nkqubo weQela lokuChasa ukunyotya kunye noRhwaphilizo.

INDLELA ENOKU KUCHAPHAZELA NGAYO (IINGCEBISO)

Ukunyoba, urhwaphilizo, nobuqhetseba bunokwenzeka ngokusebenzisana nabantu ngexesha lemisebenzi eqhelekileyo yoshishino. Xa kusenziwa naziphi na iinzame zokukunyoba, okanye ugrogriswa ngokwenza into (ukuphang), yiphakamise

kumphathi wakho kunye/okanye kwiiNkonzo zoKhuselo ngokukhawuleza ukuqinisekisa ukuba iimeko azibi mbi.

Ukuba uzifumana ukwimiko apho usesichengeni sokuphangwa, yiphakamise ngokuyimfihlo ngokukhawuleza kangangoko kunokwenzeka nokuba oku akuyongxaki njengoko imeko isenokwenzeka ukuba ibe maxongo ukuba akukwenzi oko ngokukhawuleza. (Jonga kumaphepha 5-6 ngolwazi malunga nomnxeba weengcebiso ngaphandle kokuchaza igama).

Ukuthutyeleziwa kweMali kunye nokuXhaswa kwabaNqolobi ngemali

UMGAQO

Ukuthutyeleziwa kweMali kuthetha ukutshintshisela ngemali okanye impahla efunyenwe ngolwaphulo-mthetho "imali ecocekileyo" okanye ezinye izinto ezingenanxibelewano lucacileyo naso nasiphi na isenzo solwaphulo-mthetho. Imlithetho ye-AML/CTF iyayalela into yokuba imali isetyenziselwe ukuxhasa abanqolobi, nokuba ifunyenwe ngokusemthethweni okanye hayi. Ukuthutyeleziwa kwemali akavumelekanga kulo naluphi na uhlobo ngokuthe ngqo okanye ngokungathanga ngqo ngokusebenzisa abameli kunye namanye amaqela esithathu, nawuphi na umsebenzi, umlawuli, igosa, okanye Umntu wesithathu ochaphazelekayo.

Iqela liza kuqhube ishishini kuperha nabathengi, ababoneleli, abasasazi, ii-arrhente, kunye namanye amaqela abandakanyekayo kushishino olusemthethweni nabaneemali okanye ii-asethi ziphuma kwimithombo esemthethweni.

INDLELA YOKUSETYENZISWA

Ukuthotyelwa komgaqo-nkqubo

Eli Qela linomgaqo-nkqubo okhoyo wokuLwa ukuThutyeleziwa kweMali ngokungekho mthethweni kunye neNkxaso-mali kubunqolobi ekufuneka ithotyelwe.

Ukwenza ingxelo

Bonke abasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu aChaphazelekayo kufuneka baxele ngoko nangoko nasiphi na isiganeko sokwenyani okanye esikrokrelekayo sokuthutyeleziwa imali ngokungekho mthethweni okanye inkxaso-mali yabanqolobi abathe bazi ngayo. (Jonga kumaphepha 5-6 ngolwazi malunga nomnxeba weengcebiso ngaphandle kokuchaza igama).

Iminikelo kunye neNkxaso

UMGAQO

Iminikelo, inkxaso-mali, okanye ezinye izibonelelo zenkxaso nokuba zezemali okanye zaluphi na uhlobo zinokwenziwa kuphela kwimibutho eyaziwayo enesisa nengenzi ngeniso ukuba imisebenzi yayo isemthethweni kwaye ihambelana nemigaqo yeMithetho yokuZiphatha eseSikweni.

INDLELA YOKUSETYENZISWA

Ukuthotyelwa kwemigaqo-nkqubo

Kukho umgaqo-nkqubo othile weQela malunga neMinikelo kunye neNkxaso kwaye kufuneka uthotyelwe. Jonga Kungquzulwano Lweemfuno, iZipho, iNkxaso kunye/okanye umgaqo-nkqubo weMinikelo.

Ukuvunywa kweminikelo kunye nenkxaso

Iminikelo, inkxaso-mali, okanye ezinye izibonelelo ezbonelelwayo zimele zamkelwe ngokungqinelana neGroup Approval Framework kwaye ubungqina obubhaliweyo bokuvunywa bufanele bugcinwe liqela elinoxanduva lokwenza okanye ukunika loo mnikelo, inkxaso-mali, okanye enye inzuzo.

Iminikelo engavumelekanga kunye nenkxaso

Iqela lisebenza ngokuphandle noorhulumente, imibutho engekho phantsi kukarhulumente kunye namaqela enkxaso kwaye awenzi minikelo, nokuba yimali yohlobo oluthile, kumaqumrhu karhulumente okanye ababonwa ngokuthe ngqo okanye ngamaqela esithathu, njengoko oku kunokubonwa njengelinge lokufumana inzuzo kwishishini elingafanelekanga.

Ukwenziwa kweminikelo yayo nayiphi na imali kooRhulumente basekhaya okanye besizwe akuvumelekanga ngaphandle kokubonisana kwangaphambili kunye nokuvunywa njengoko kufunwa Sisakhelo seQela sokunik'iMvume.

Iqela aliyi kuthi ngokuthe ngqo okanye ngokungathanga ngqo ngokusebenzia abameli kunye/okanye amanye amaqela esithathu, linikeze, lithembise, okanye libonelele ngemali okanye nantoni na enexabiso okanye lifune ukuba nempembelelo engafanelekanga kubudlelwane bethu beshishini ngenjongo yokufumana inzuzo okanye nayiphi na inzuzo engafanelekanga ekuqhubeni ushishino.

Ukwenziwa kwemali eziinkozo okanye umnikelo okulingana nemali nokuba yimalini akuvumelekanga ngaphandle kokubonisana kwangaphambili kunye nokuvunywa njengoko kufunwa Sisakhelo seQela sokunik'iMvume.

Iqela lisenokuxhasa imisitho ethile ukuze lisebenzise amathuba okukhuthaza uphawu lweQela okanye amalinge oTyalo-mali lweNtlalo.

Igalelo elixhasa uhlolo loluvo olungakhethi cala

KuMmandla weMelika iminikelo yokuxhasa imiba yohlolo-zimvo engakhethi cala ivumelekile kumazwe aphi iminikelo enjalo ingathintelwanga ngumthetho.

INDLELA ENOKU KUCHAPHAZELA NGAYO (IINGCEBISO)

Buza ukuba awuqinisekanga

Ukuba uyathandabuza ukuba ngaba umnikelo ufanelekile, qhakamshelana neNtloko yezoMthetho echaphazelekayo, iGosa lezoMthetho eliyiNtloko, iGosa lezeMali eliyiNtloko okanye uMphathi oMkhulu we-SOX, iMigaqo-nkqubo yeNdlela yokuziphatha. Imithetho yokuziphatha kunye noMgaqo-nkqubo wokuNgquzulana koMdla, Izipho, iNxaso kunye/okanye iMinikelo ayibathinteli abasebenzi, abalawuli, amagosa okanye amaQela eSithathu aChaphazelekayo ekubeni enze iminikelo yemali okanye iinkonzo ngokobume babo.

Uthethathethwano norhulumente

Iqela lizibandakanya ngokwakhayo noorhulumente kwaye liyaziphepha iipolitiki zamaqela. Iqela liza kubandakanyeka ngokwemigaqo-nkqubo yoluntu kunye nemiba yowiso-mthetho echaphazela ishishini lethu. Ulwazi olufanelekileyo kunye nezimvo kuya kwabelwana ngazo ukuze kuqhutywe umgaqo-nkqubo owomeleleyo, ummiselo, kunye neengxoxo zomthetho.

Igalelo kwimibutho yesisa kunye nengenzi nzuko

Iqela linokuba negalelo kumbutho wesisa okanye ongenzi nzuko ngokwemali, okanye ngokunikela ngazo naziphi na izibonelelo ezifumanekayo kwiQela kwimibutho yesisa okanye engenzi ngeniso umzekelo umhlaba, iikhompyutha, izixhobo zemidlalo njl. njl. ngokuvunywa kwangaphambili kweSakhelo seQela sokunik'iMvume.

Ukuphembelela

Ingcaciso

Ukuphembelela:

Ukuphembelela kuchazwa njengalo naluphi na unxibelewano olubhaliwego negosa likarhulumente ukuphembelela umthetho, umgaqo-nkqubo, okanye izigqibo zolawulo nokuba zithe ngqo okanye kusetyenziswa nayiphi na imibutho yethu yorhwebo, edla ngokujolisa kwisebe lowiso-mthetho kumanqanaba kazwelonke nasekuhlaleni.

Igosa likarhulumente:

Igama elithi amagosa karhulumente libandakanya abasebenzi bakarhulumente nabasebenzi bakarhulumente, abasebenzi kunye nabaphathi bezikhundla zikarhulumente kumasebe alawulayo nawowiso-mthetho, nokuba banyuliwe okanye baqeshiwe. Amagosa karhulumente angabamba izikhundla ezahlukeneyo, ezifana nezopolitiko, abasebenzi bakarhulumente, iijaji, amagosa omthetho, okanye iintloko zee-arthente.

UMGAQO

Iqela libalela ngokungqongqo abasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu aChaphazelekayo ekuzibandakanyeni kwimisabenzi yokuphembelela egameni leQela ngaphandle kwemvume yeGosa eliyiNtloko lezoMthetho, iGosa eliyiNtloko lezeMali, okanye iGosa eliyiNtloko lesiGqebla. Ukuba ukuphembelela kuyenzeka, iQela lingafuneka ukuba lichaze iinkcukacha ngokweemfuno zomthetho ezifanelekileyo zemimandla elisebenza kuyo. Ukuthotyelwa kwemithetho esebezayao kunye nemimiselo enxulumene nokuphembelela kwiindawo apho iQela lisebenza khona kunyanzelekile.

Abasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu achaphazelekayo afunyanwe esaphula lo mgaqo kuya kujongwana nawo ngokufanelekileyo okunokubandakanya ukugxothwa kunye/okanye ukutshutshiswa. Bonke abasebenzi, abalawuli, amagosa, kunye namaQela eSithathu aChaphazelekayo kufuneka baxele zonke iziganeko eziboniwego okanye ezirhanelwayo zokuphembelela ezingahambelaniyo neemfuno zalo mgaqo. (Jonga kumaphepha 5-6 ngolwazi malunga nomnxeba weengcebiso ngaphandle kokuchaza igama).

INDLELA YOKUSETYENZISWA

Fumana imvume kwaye kuhambelane nemithetho nemigaqo

Zonke iimpembelelo egameni leqela ezenziwa nguye nawuphi na umsebenzi, umlawuli, igosa, kunye neQela leSithathu eliChaphazelekayo kufuneka zivunywe liGosa eliyiNtloko lezoMthetho. Jonga kwimithetho efanelekileyo esebezayao kwiindawo apho iQela linamagunya khona; UMthetho wokuLawulwa uKuphembelela (iNgingqi yase-Afrika eseMazantsi), ukuVuleleka kweMicimbi

kaRhulumente (eFinland), uMthetho Ochasese noRhwaphilizo (France), uMthetho wokuDiza uKuphembelela(US Federal), i-Montana Lobbyist Regulation Act (US Montana State), kunye neMithetho yokuZiphatha ye-yoKuphembelel (Ingingqi yaseOstreliya).

Ukusebenzisana Kakuhle

INGCACISO

Ukusebenzisana Kakuhle kuthetha ukhuphiswano olunobulungisa, oluvulelekileyo, nolulinganayo phakathi kwabantu abakhuphisana nezoshishino olusekelwe kwimithetho-siseko yobulungisa, imfezeko, nokungafihlisi.

UMGAQO

Ukuthengwa nokuthengiselwana kwempahla

Uthethathethwano Iwabacebisi, ukuthengwa kwempahla okanye iinkonzo, iikhontrakthi zokuthenga kunye namabhaso ethenda kufuneka zenziwe ngokusekelwe kumgangatho, inkonzo, ixabiso kunye nokufumaneka kwezinto okanye inkonzo, ngaphakathi kwemida yemigaqo-nkqubo yeQela, iinkqubo, kunye nayo nayiphi na into esebezayo. iimfuno zolawulo ezisebezayo kwiindawo esezenza kuwo.

Ungquzulwano IweeMfuno

Amandla okuthenga eQela akanakusetyenziselwa inzozo yobuqu okanye naziphi na iinzozo ezinxulumeneyo. Ngaphandle kwamalungiselelo aensiwe liQela ukuze kuxhamle abasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu aChaphazelekayo akukho semthethweni kwaye akuvumelekanga ukufuna okanye ukwamkela iimvume okanye izibonelelo ezivela kubaboneleli, abacebisi, abathengi, okanye abanye. amaqaqabane oshishino eQela ukuze kuxhamle abasebenzi, abalawuli, amagosa, okanye amaQela eSithathu aChaphazelekayo, okanye naliphi na ilungu elisondeleyo losapho Iwaba bantu.

Udumo

Iqela lixhomekeke kudumo Iwalo lomgangatho, inkonzo, kunye nokuthembeka. Indlela esisebenzisana ngayo nabathengi bethu, abo sikhuphisana nabo, ababoneleli kunye namanye amaqaqabane ibumba igama lethu, yakha intembeko yexesha elide, ichaza impumelelo yethu kwaye kufuneka ihambelane nemilinganiselo yeQela.

Ukusebenzisana kakuhle nangokunyanisekileyo

Abasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu aChaphazelekayo kufuneka asebenze kakuhle nabathengi beQela, ababoneleli, abakhuphisana kunye nabasebenzi. Iqela kunye nabasebenzi balo, abalawuli, amagosa kunye naMaqela eSithathu aChaphazelekayo abanakuze baxhaphaze ngokukohlisa, ukufihla,

ukugqithiswa kolwazi olukhethekileyo, ukuveza amanqaku obuxoki ngempahla okanye nayiphi na intsebenziswano engenabo ubulungisa.

INDLELA YOKUSETYENZISWA

linkqubo ezicwangcisiweyo kanye neeNkqubo

Iqela liza kuqinisekisa iinkqubo ezomeleleyo, ezicwangcisiweyo ezineenjongo zokukhetha kangangoko ukuqinisekisa ukusebenzisana ngokufanelekileyo neQela, kubandakanywa ukugaya abasebenzi, ukukhethwa kwababoneleli bempahla kanye neenkonzo, kanye nokukhethwa kweshishini okanye amaqqabane asekuhlaleni kwamanye amacandelo oqoqosho nentlalontle. Iqela linemigaqo-nkqubo ekhoyo eyahlukeneyo yokuthengwa kwempahla yengingqi. Le kufuneka isoloko ithotyelwa. Ukuba unayo nayiphi na imibuzo enxulumene nokuthengwa kweempahla neenkonzo, qhakamshelana neNtloko yokuThenga yengingqi yakho.

Isakhelo sokunika imvume

Iqela ligcina iNkqubo-Yesakhelo sokunika imvume (kuquka iOfisi yoShishino kanye nayo yonke imimandla) elawula uxanduva kwaye ichaze imida yokuvunya kweekhontrakthi, intengiselwano, kanye nezibophelelo iQela elingena kuzo amaxesha ngamaxesha. Kubalulekile ukuba bonke abasebenzi, abalawuli, amagosa, kanye naMaqela eSithathu aChaphazelekayo aqhelane neNkqubo-Yesakhelo sokunika imvume ukuphepha ukubophelela iQela okanye ukwenza naziphi na izibophelelo egameni leQela ezingekho ngaphantsi komlinganiselo amanqanaba amagunya afanelekileyo.

Izenzo Zokungakhuphisani / Zokungathembeki

INGCACISO

Izenzo ezichasene nokukhuphisana/zokungathembeki ziquka izivumelwano okanye izenzo ezinciphisa ukhuphiswano kwaye zonzakalise abathengi ngokuyilwa kwemonopoly okanye amanye amalungiselelo achasene nokukhuphisana, angabikho mthethweni ngokwemithetho nemigaqo yokungathembeki.

UMGAQO

Iqela kunye nawuphi na umsebenzi, umlawuli, igosa, kunye neQela leSithathu eliChaphazelekayo lithintelwe ngokucacileyo ukuba lingene kwizivumelwano, iiintengiselwano, nabakhuphisana nabo (abakhuphisani bemveli kunye nabanye abakhuphisana kwindawo yentengiso ngamaxesha namaxesha) ukunciphisa okanye ukucutha ukhuphiswano ngokubhekiselele kwimiba enjengamaxabiso, imiqathango yokuthengisa, imveliso, ukuhanjiswa, imimandla, okanye abathengi abaneempembelelo ezichasene nokhuphiswano.

INDLELA YOKUSETYENZISWA

Nayiphi na imibuzo emalunga nokuthotyelwa kwemithetho yokungathembani kufuneka ibhejiswe kwiNtloko yezoMthetho kwingingqi yakho.

INDLELA ENOKU KUCHAPHAZELA NGAYO (IINGCEBISO)

Iqela ligcina abachaphazelekayo besazi ngokukhupa esidlangulareni ulwazi olufanelekileyo noluqondakalayo ngaphandle kokukhetha nakweliphi na iqela, abanini-zabelo, okanye umtyali-mali onokubakho. Iqela liphendula kuyo yonke imibuzo esemthethweni yoluntu ngobuchule nangokunyaniseka.

Iqela lithatha inkathalelo ekhethekileyo yokuphepha iincoko okanye izivumelwano kunye nabavelisi bayo enokudala imbonakalo yokwenziwa kwesivumelwano okanye olunye uhlobo lolungiselelo oluchasene nokhuphiswano.

Iqela aliyi kubandakanyeka kwiindlela zokubeka amaxabiso ezingafanelekanga kwaye liqinisekisa ukuba zonke iiintsebenziswano zangaphakathi kweQela zikwimiqathango yorhwebo.

Ukuthatha inxaxheba kwimibutho ebandakanya iinkampani ezifana nazo kunye / okanye abanye abathathi-nxaxheba kwinkonzo yokubonelela ngempahla kuya kufuna ukuba iingxoxo ziqhutywe ngaphakathi kwesakhelo esingqongqo sokungathembani esihlala sithintela ukuphambukela kwiindawo ezingafanelekanga.

Ubuqhophololo nobusela

UMGAQO

Iqela ALIBUNYAMEZELI TU ubuqhetseba nobusela. Kunyanzelekile kubo bonke abasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu aChaphazelekayo ukuba bangabunyamezeli ubuqhophololo nobusela kwaye bakuxele ukuziphatha okunjalo.

Ukurhwaphiliza naliphi na iqumrhu okanye ilungu leQela, umboneleli okanye umsebenzi akusayi kunyanyezelwa kwaye abo basebenzi, abalawuli, amagosa, kunye naMaqela eSithathu aChaphazelekayo afunyaniswa ukuba aphule umthetho kuya kujongwana nawo ngokufanelekileyo okunokubandakanya ukugxothwa kunye/okanye ukutshutshiswa.

INDLELA YOKUSETYENZISWA

Ukuthotyelwa kwemigaqo-nkqubo

Iqela lineSicwangciso sokuPhendula ngoBuqhophololo ekufuneka sithotyelwe.

Ukwenza ingxelo

Bonke abasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu aChaphazelekayo kufuneka baxele zonke izehlo ezichongiweyo okanye ezirhanelwayo zolwaphulo-mthetho, ubusela, okanye ukuziphatha kakubi. (Jonga kumaphepha 5-6 ngolwazi malunga nomnxeba weengcebiso ngaphandle kokuchaza igama).

Ukubhengezwa kokutshona, ukungaziphathi kakuhle, okanye amanye amatyala

Abasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu achaphazelekayo asebenza kwiindima ezichongiweyo⁸, nabangakwaziyo ukuhlawula amatyala okwethutyana okanye ekugqibeleni, kufuneka bayichaze le nyaniso kwiNtloko yeCandelo lezabasebenzi kwinginqi yabo, nokufuneka ukuba azise uMphathi ofanelekileyo kunye neCFO yeQela. Nawuphi na umsebenzi, umlawuli, igosa, okanye umntu wesithathu ochaphazelekileyo owathi ngaphambili wasuswa kwi-ofisi yentembeko ngenxa yokungaziphathi kakuhle okanye ukutshona, okanye owayekhe wabanjwa ze wagwetywa okanye ojongene nento enjalo ngenxa yobusela,

⁸ Amalungu eSigqeba seQela; Abaphathi beCandelo/aMalungu eKomiti yoLawulo; bonke abasebenzi Ukuthengwa kwempahla, indima yokwenziwa kwezemali – Ukunika ingxelo, iiAkhawunti eziHlawulwayo, iiAkhawunti eziFumanwayo, uNondyebo, uPhicotho IwaNgaphakathi, umngcipheko kunye nabasebenzi be-Inshirensi, iinkonzo zonyango, iSarbanes-Oxley, iPayroll, Ezomthetho okanye eminye imisebenzi ekufuneka ithotyelwe, uBudlelwane babathathi-nxaxheba.

ubuqhophololo, okanye isenzo esibandakanya ukunganyaniseki, kufuneka ayichaze le nyaniso kwiNtloko yeCandelo lezabasebenzi kwingingqi yabo, nokufuneka ukuba azise uMphathi ofanelekileyo kunye neCFO yeQela.

Ukhathalelo olufanelekileyo ekuvunywani kweentlawulo

Abasebenzi abachongiweyo, abalawuli, amagosa, kunye naMaqela eSithathu aChaphazelekayo anoxanduva lwazo zonke iimali, iitshekhi, amaxwebhu, kunye nempahla yeQela eziza kubo ngexesha lengqesho/ikhontrakthi okanye ngenxa yezikhundla zabo bekwiQela. lintlawulo zeempahla kunye neenkonzo kufuneka zenziwe kuphela ekubonisweni kwe-invoyisi yentsusa, egunyaziswe ngumphathi ochaphazelekayo xa kubekwe amaxabiso.

kwaye irisithi iqinisekisiwe ngokungqinelana nomgaqo-nkqubo wokuthengwa kwempahla wengingqi nangokungqinelana neNkqubo-yesikhokelo seMvume.

Ukuchazwa ngokuchanekileyo kwentengiselwano

Abasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu aChaphazelekayo kufuneka bazalise zonke iinkukacha zeQela (ezemali nezingezizo ezemali) ngokuchanekileyo, ngokunyanisekileyo, ngokufanelekileyo nangexesha elifanelekileyo, kubandakanya kodwa kungaphelelanga kwiingxelo zohambo neendleko. Onke amaxwebhu kufuneka agunyaziswe ngokufanelekileyo ngokuhambelana neNkqubo-sikhokelo yeMvume. Abasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu aChaphazelekayo kufuneka babhale kwaye bagcine imisebenzi yemali yeQela ngokuthobela yonke imithetho esebezayo kunye neendlela zokubala.

Naluphi na ulwazi olwenziwe ngabasebenzi, abalawuli, amagosa, kunye naMaqela eSithathu aChaphazelekayo kufuneka abonise ngokuchanekileyo nangokubanzi zonke iintengiselwano kunye neziganeko. Ukuxoka okanye ukutshintsha nawaphi na amaxwebhu lulwaphulo-mthetho olunokukugxothisa.

⁸ Amalungu eSigqeba seQela; Abaphathi beCandelo/aMalungu eKomiti yoLawulo; bonke abasebenzi Ukuthengwa kwempahla, indima yokwenziwa kwezemali – Ukunika ingxelo, iiAkhawunti eziHlawulwayo, iiAkhawunti eziFumanwayo, uNondyebo, uPhicotho lwaNgaphakathi, umngcipheko kunye nabasebenzi be-Inshurensi, iinkonzo zonyango, iSarbanes-Oxley, iPayroll, Ezomthetho okanye eminye imisebenzi ekufuneka ithotyelwe, uBudlewane babathathi-nxaxheba, i-D-band nangaphezulu kwicandelo lei-Human Resources, iinkonzo zoKhuselo (ngokukodwa abasebenzi bophando, aBaphathi beeYuniti zonke kwiiNkonzo zoKhuseleko kunye nabo bonke aBaphathi abaPhezulu kwiiNkonzo zoKhuseleko), abaNcedisi boBuqu kunye nabaNcedisi boBuqu abaphezulu.

linkonzo kanye nePropathi

UMGAQO

Ukusetyenziswa kweenkonzo zeQela kanye nepropati

Ipropathi ebonakalayo efana neezakhiwo kanye nezixhobo, kanye nee-asethi ezingeziso ezendalo ezifana nolwazi, isoftware kanye nepropathi enomgangatho ophezulu wokuqonda zibalulekile kwimpumelelo yeQela. Siyayikhusela impahla yethu kubusela, ilahleko okanye umonakalo, ukusetyenziswa gwenxa, kanyenofikelelo olungagunyaziswanga.

Ngaphandle kokuba kumiselwe ngabalawuli okanye yiBhodi, iinkonzo nepropathi yeQela, engeyonzozo yenkonzo, ayinakusetyenziselwa iinjongo zabucala, ngaphandle kokusetyenziswa ngokungalindelekanga nokungafane kwenzeke.

Njengenxalenye yendlela yeQela yokujongana noxanduva lwentlalontle, iQela lingaphonononga izicelo zamaqela esithathu zokusebenzisa iinkonzo nepropathi yeSibanye-Stillwater.

INDLELA YOKUSETYENZISWA

Ummandla ngamnye kufuneka ube neenkqubo ezivuniweyo ngokusesikweni ukuze ufumane, uphonononge kwaye uvume okanye ukhabe ezi zicelo.

INDLELA ENOKU KUCHAPHAZELA NGAYO (IINGCEBISO)

Abasebenzi, abalawuli, amagosa, kanye naMaqela eSithathu achaphazelekayo ngamnye unomsebenzi wokukhusela iimpahla zeQela kanye nokuqinisekisa ukusetyenziswa kwazo ngokufanelekileyo nangendalela eyiyo. Ubusela, ukungakhathali, kanye nenkcitho kunempembelelo ethe ngqo kwinzozo yeQela. Abasebenzi, abalawuli, amagosa, kanye naMaqela eSithathu aChaphazelekayo kufuneka athathe onke amanyathelo afanelekileyo okuthintela umonakalo kanye nobusela okanye ukusetyenziswa kakubi kwePropathi yeQela. Ukusetyenziswa kwePropati yeQela kuphelela kuphela ekusetyenzisweni okugunyazisiweyo ngabasebenzi', abalawuli, amagosa', kanye naMaqela eSithathu aChaphazelekayo (kuquka amalungu osapho) akuvumelekanga ngokungqongqo kwaye kuya kuthathwa njengokwaphulwa kweMithetho yokuZiphatha eseSikweni.

Xa umsebenzi, umlawuli, igosa, kanye neQela leSithathu elichaphazelekayo lishiya iQela, yonke impahla yeQela kufuneka ibuyiselwe kwiQela.

Ukusebenzana neZabelo Zenkampani

UMGAQO

Ngelixa abasebenzi, abalawuli, kunye namagosa ekhuthazwa ukuba abe nezabelo kwiQela, nakuphi na ukusebenza nezabelo okanye nezibambiso zeQela okanye zeenkampani ngokubhekiselele kwezo iQela linazo okanye Inzala enokubakho kufuneka ihambelane nayo yonke imithetho esebenzayo kunye neemfuno ezifanelekileyo zotshintshiselwano ngempahla.

INDLELA YOKUSETYENZISWA

Ukuthotyelwa kwemigaqo-nkqubo

Umgaqo-nkqubo weeNtengiselwano zoLwazi noKhuseleko uyasebenza kwaye kufuneka uthotyelwe.

Ukuhlonipha amaxesha athintelweyo

Amaxesha athintelweyo aquka amaxesha avaliwewyo kunye/okanye amaxesha anovakalelo nangachaphazelixa biso.

- Amaxesha avaliwewyo enzeka ekupheleni kwexesha lethutyanan kunye nokuphela konyaka-mali naxa isaziso esilumkisayo malunga nentshukumo yeshishini sibhengezwa kwi-SENS. Amaxesha avaliwewyo ayamisa xa ulwazi lwezemali olufanelekileyo okanye ulwazi lwezenzo zeshishini lubhengezwa kwi-SENS.
- Amaxesha anobuzaza bexabiso ayafana naphakathi kwamaxesha kwaye ayenzeka xa iSibanye-Stillwater iphethe ulwazi lwexabiso / Iwangaphakathi. Uvakalelo lwexabiso / ulwazi Iwangaphakathi lulwazi malunga nentshukumo yeshishini okanye isenzo esingaqhelekanga somsitho woshishino onokuthi ube nefuthe elibonakalayo kwixabiso lesabelo leSibanye ukuba belibhengezwa kwi-SENS.
- Ixesha elivulelekileyo lilo naliphi na ixesha elingelilo ixesha elithintelweyo.

I-JSE List Requirements ("JSE LR") ichaza kwaye icacise iintengiselwano ezipumelekileyo nezithintelweyo eSibanye-Stillwater izibambiso ezipumelekileyo okanye izinto ezipuma kuyo ("Sibanye Securities") ngabalawuli beSibanye-Stillwater, abalawuli kunye nabasebenzi boonobhala bamasebe amakhulu aseSibanye-Stillwater, Abasebenzi boonobhala baseSibanye-Stillwater, amagosa amiselweyo eSibanye-Stillwater, nabacebisi baseSibanye-Stillwater kunye nabasebenzi babo ("abantu abachaphazelekayo") ngamaxesha avulelekileyo nangamaxesha angavumelekanga ("Ukusebenzana"). Abantu abaChaphazelekayo abanakho ukuSebenza ngezibambiso zaseSibanye-Stillwater ngamaxesha athintelweyo ngokwe-JSE LR ngaphandle kwemvume ecacileyo ye-JSE.

Nangona kunjalo Nangona kunjalo kungathaliseki oku sele kuchazwe ngentla, nawuphi na umntu onolwazi olubuthathaka Iwexabiso/Iwangaphakathi malunga neSibanye-Stillwater ngumntu wangaphakathi ("Insider"). Umntu wangaphakathi osebenza ngezibambiso zaseSibanye-Stillwater wenza ityala lorhwebo Iwangaphakathi ngokoMthetho weeMarike zeMali zaseMzantsi Afrika, i-United States of America Securities Exchange Act ka-1934 kunye neUnited States of America Insider Trading and Securities Fraud Enforcement Act. kwaye uya kuba phantsi koluleko kunye nesohlwayo esisebenzayo solwaphulo-mthetho nesohlwayo soluntu. Umntu oChaphazelekayo ukwanguMntu wangaphakathi xa umntu onjalo enolwazi olubuthathaka Iwexabiso/nolwangaphakathi.

Amaxesha athintelweyo aya kwazisa kumaxesha ngamaxesha nguNobhala weNkampani echazela bonke abantu abaChaphazelekayo kwaye aya kuthathwa njengabophelelayo. Nawuphi na uMntu onokuchaphazeleka kunye/okanye uMntu ongaqinisekanga ngezibophelelo zakhe malunga norhwebo kwizabelo zeQela uyabongozwa ukuba afune ingcebiso kuNobhala weNkampani, iGosa eliyiNtloko lezoMthetho, iNtloko yezoMthetho yoMmandla okanye i CFO yeQela.

Ulwamkelo lentsebenziswano ejongene nenzozo ngokuthe ngqo okanye ngokungathanga ngqo

Umntu ngamnye oChaphazelekayo onqwenela ukwenza inzozo ngokuthe ngqo okanye engathanga ngqo kwizibambiso zaseSibanye-Stillwater, kufuneka kwimeko yoku:

- Abalawuli: Bafumana imvume kuSihlalo weBhodi ngoncedo lukaNobhala weNkampani kunye neKomiti yoRhwebo IweEquity. Usihlalo weBhodi uya kufumana imvume yokuba asebenze njengoMlawuli oZimeleyo oKhokelayo encediswa nguNobhala weNkampani kunye neKomiti yoRhwebo IweEquity.
- OoSekela Mongameli abaLawulayo kunye namaGosa aMiselweyo: Afumana imvume yokujongana neKomiti yoRhwebo IweEquity ngoncedo lukaNobhala weNkampani.
- Abanye abasebenzi: baQinisekisa kunye noNobhala weNkampani ukuba iQela likwiXesha eliThintelweyo.

Ukuququzelela inkqubo yokuvunywa kwabaLawuli kunye noSekela-Mongameli abaLawulayo nangaphezulu, iNkampani ilungiselele ifom yokucela imvume ukuba igcwaliswe kwaye ingeniswe kuNobhala weNkampani oya kuthi emva koko afune imvume efanelekileyo. Ukuba imvume inikezelwe kuMntu oChaphazelekayo (njengoko kusenokuba njalo) ukuba aqalise ukusebenza kwiZibambiso zaseSibanye-Stillwater, loo Mntu uChaphazelekayo kulindeleke ukuba asebenzisane ngokukhawuleza kangangoko kunokwenzeka, kodwa zingadlulanga iiitsuku ezintathu (3) zokusebenza (iiyure ezingama-72), emva kokuba kufunyenwe imvume. KwiIyure ezingama-72 emva kokuSebenzisana, umlawuli ofanelekileyo, amagosa, kunye neSekela likaMongameli weSigqeba kufuneka bazalise ifom yesihlomelo eyazisa uNobhala weNkampani, oya kuqinisekisa ukupapashwa (apho kufanelekileyo) kwi-Stock Exchange News Service (SENS) kwiIyure ezilandelayo eziyi 24, yazo zonke iinkcukacha ezifanelekileyo zokuSebenzisana. Ezi zibhengezo

zikwafakwe, okanye zinikezelwe kwi-US Securities and Exchange Commission phantsi kweFomu ye 6-K.

INDLELA ENOKU KUCHAPHAZELA NGAYO (IINGCEBISO)

Kukwaphula umthetho ukusebenzisana okanye ukukhuthaza okanye ukutyhafisa nabani na ongomnye ukuba aSebenze ngezibambiso ezisekelwe kulwazi olunobuntununtunu lwexabiso olufunyenwego njengomntu wangaphakathi.

Ingcaciso

Ulwazi IwangaPhakathi lubalulekile, ulwazi olungelulo olwasesidlangularaleni olunokuthi ngokusengqiqweni lulindeleke ukuba luchaphazele isigqibo somtyali-mali sokuthenga, ukugcina okanye ukuthengisa izibambiso kwiNkampani.

Imizekelo yeentlobo zexabiso elingaziwayo okanye ulwazi Iwangaphakathi lubandakanya izahlulo ezingachazwanga, umvuzo, okanye iziphumo zemali; izivumelwano ezintsha okanye ezilahlekileyo okanye iimveliso; iziphumo zentengiso; utshintsho olubalulekileyo lwabasebenzi; izicwangciso zoshishino; iziganeko ezinokuthi zibe nempebelelo kwimivuzo yeQela okanye zilibike esichengeni kwiinkqubo zoluntu, zolwaphulo-mthetho, zolawulo; ukuhlanganyela okunokwenzeka, uphuhliso Iwesimangalo esibalulekileyo kunye namanyathelo abalulekileyo olawulo, enkundla okanye owiso-mthetho, ulwazi olufumanekayo kubarhwebi okanye abatyali-mali bamaziko kunye neenyaniso ezingachazwanga eziqinisekisa okanye eziphikisa amarhe asasazwa ngokubanzi.

Ulwazi lunokuba lungalungeli kwaziwa okanye ulwazi Iwangaphakathi nokuba lunxibelelene nekamva, ukucingela okanye iziganeko ezinokubakho kwaye nokuba lubalulekile kuphela xa lujongwe ngokudityanisa nolwazi olufumaneka esidlangularaleni. Ulwazi alulo laluntu ngaphandle kokuba luxelwe ngokwaneleyo kuluntu, nto leyo ethetha ukuba ulwazi kufuneka lubhengezwe esidlangularaleni, kwaye ixesha elaneleyo kufuneka libe lidlulile ukuze iimarike zokhuseleko zetyise ulwazi. Imizekelo yokuxela okwaneleyo ibandakanya, phakathi kwezinye, iifayili zikawonke-wonke kunye ne-U.S. Ikomishoni yeZibambiso kunye noTshintshiselwano okanye ezinye iziphathamandla ezilawula izibambiso, ukukhutshwa kweendaba, iintlanganiso kunye namalungu oshicilelo kunye noluntu okanye ezinye iindlela zokubhengezwa ezilungiselelwe ngokufanelekileyo ukubonelela ngokusasazwa okubanzi, okungabandakanyi Iwazi kuluntu. Ukulibaziseka kosuku olunye okanye ezimbini zeshishini ngokuqhelekileyo kuthathwa njengexesha elaneleyo lokuba ulwazi Iwesiqhelo lufunyanwe yimarike. Nangona kunjalo, ixesha elide lokulibaziseka lingabonwa lifanelekile kubhengezo oluntsonkothe ngakumbi. Ukongeza, iQela linelungelo lokuthatha amanyathelo oluleko afanelekileyo kuye nabani na ongalandeli imigaqo yeMithetho yokuZiphatha kunye/okanye umgaqo-nkqubo weeNkukacha kunye neZibambiso nentsebenziswano engekho mthethweni yezabelo.

Abasebenzi, abalawuli, amagosa, kune naMaqela eSithathu aBachaphazelekileyo abanakucebisa okanye baphembelele amalungu osapho asondeleyo okanye izihlobo malunga nokurhweba kwiZibambiso zaseSibanye-Stillwater nangaliphi na ixesha.

Akukho malungelo eNziweyo

Imithetho yokuZiphatha eseSikweni yingxelo yemithetho-siseko engundoqo kune nemigaqo-nkqubo engundoqo nemigaqo elawula ukuziphatha kweshishini leQela. Ayenzelwanga, kwaye ayenzi, naziphi na izibophelelo okanye amalungelo kuye nawuphi na umsebenzi, umlawuli, igosa, okanye iQela leSithathu eliChaphazelekayo okanye nawuphi na omnye umntu okanye iziko.

Uphononongo IweMithetho yokuZiphatha

Umthetho wokuZiphatha ujongwa rhoqo emva kweminyaka emithathu. Uhlaziyo okanye uphononongo lwangaphandle lusenokuphenjelelwa, kodwa lungaphelelanga, kutshintsho kummiselo, kuphicotho-zincwadi, kuphando, kutshintsho kubunkokeli okanye kwisikhokelo esicwangcisiweyo seQela, okanye kwiimeko ezingxamisekileyo.

Umhla wokugqibela wophononongo: EyeDwarha 2023