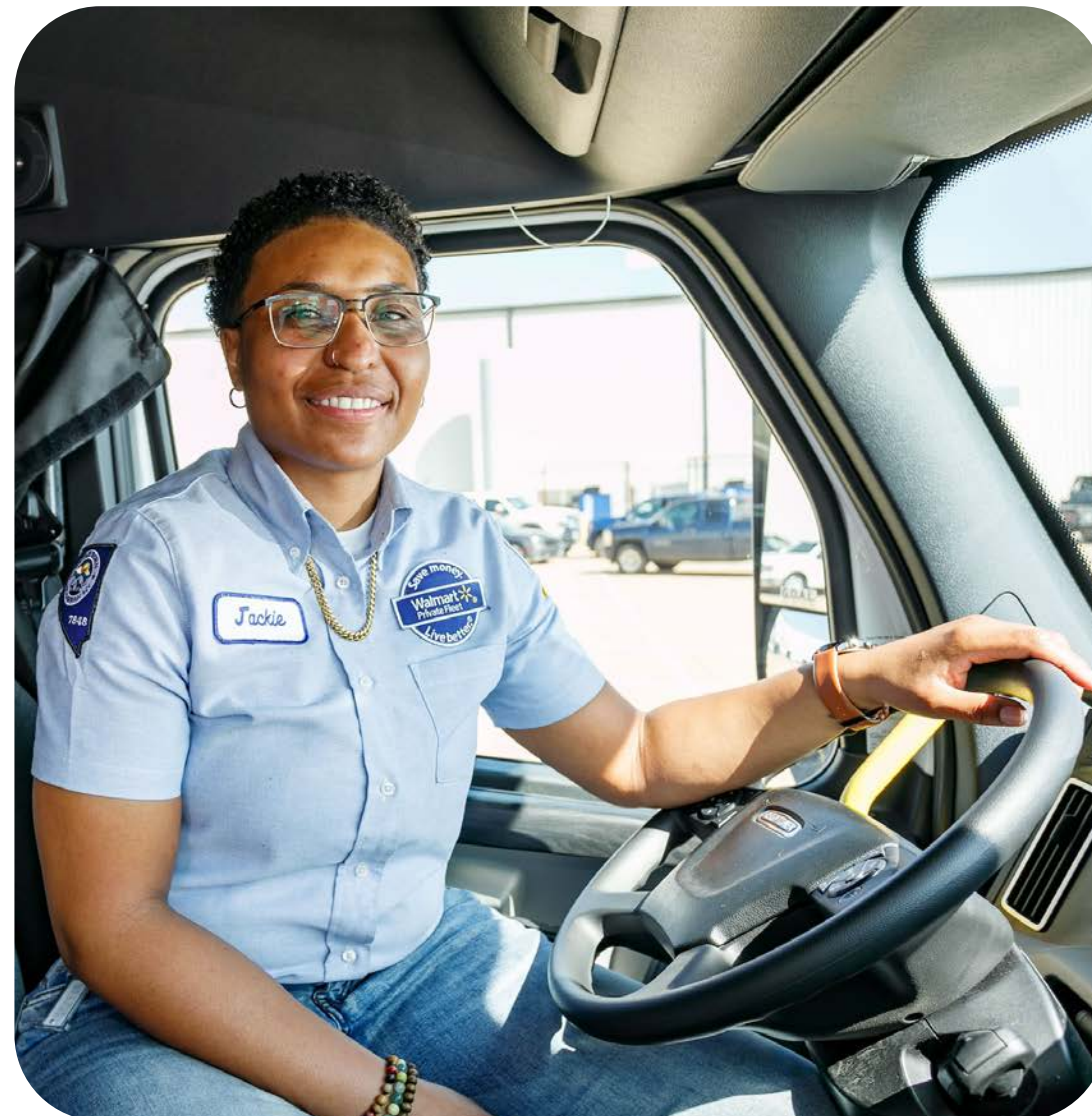
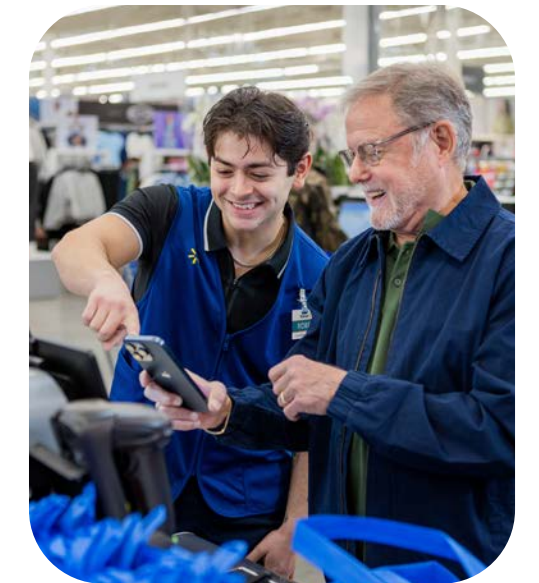


# Indlela Yokuziphatha

**Walmart**



# Iziqulatho

**Umyalezo ovela kwi-CEO yethu** **3**

**Imilinganiselo Yethu** **4**

**Yiphile Ikhawudi Yethu** **5**

Yenza Izigqibo Ezisesikweni 6

Indima Yabaphathi 6

Thetha Uvakale 7

Thetha Uvakale Ngaphandle Kokoyika Impindezelo 7

**Yakha Intembeko Nabo Sisebenzisana Nabo** **8**

Ukunganyamzeli Ucalucalulo Nokuxhatshazwa 8

Indawo-Yokusebenzela Engenabundlobongela 9

Ukhuseleko Lwasemsebenzini Nokunika Ingxelo 9

Sebenza Ngendlela Elungileyo 10

**Yakha Intembeko Nabathengi bethu kunye Namalungu** **11**

Thengisa okanye Unikeze Ngeemveliso Ezikhuselekileyo Ngendlela Eyiyo 11

Thintela Ukuthutyeleziswa Kwemali Nobuqhophololo Bomthengi 12

**Yakha Intembelo Kwishishini Lethu** **13**

Qonda kwaye Uphephe Ukungqubana Komdla 13

Ungaze Uzibandakanye Ekunyobeni 14

Khuphisana Ngokufanelekileyo 14

Gcina Ingxelo Zeshishini Ezichanekileyo 15

Sebenzisa Idatha Netekhnoloji Ngokuthembekileyo 16

Khusela Ipropathi yethu 17

Khusela Okusingqongileyo 17

Musa Ukulisebenzisa Kakubi Ulwazi Lwangaphakathi 18

## Umyalezo ovela kwi-CEO Yethu

IWalmart inenjongo enentsingiselo kunye nemilinganiselo emine engaphelelwayo. Sikunye, injongo yethu kunye nemilinganiselo zisibumbile ukusukela ekusekweni kwethu, kwaye yimiba esisiseko yendlela esiqhubeka ngayo nokuphumelela njengenkampani namhlanje.

Injongo yethu - ukunceda abantu bongwe imali kwaye baphile ngcono - yiloo nto sikhona. Le njongo iqala ngokuzibophelela kwethu ekuboneleleni ngamaxabiso aphantsi emihla ngemihla kwaye inabela ekudaleni iziphumo ezingcono zabantu, uluntu esilusebenzelayo kunye nehlabathi elisingqongileyo.

Kodwa umbuzo othi "kutheni" omalunga nathi ubaluleke njengombuzo othi "njani" ngokunxulumene nathi. Imilinganiselo yethu emine engundoqo yokuhlonipha umntu, ukusebenza ngentembeko, ukunika inkonzo kubathengi kunye nokuzabalazela ukugqwesa kumisela okulindelweyo kwindlela abantu bethu abaziphatha ngayo. Oko kuziphatha kuba yinkcubeko yethu.

Indlela yethu yokuziphatha ibalulekile kuba inceda ukucacisa nokubonisa indlela esiphila ngayo ngentembeko. Ichaza indlela ngamnye wethu anokusebenza ngayo ngendlela enobulungisa, enyanisekileyo, ecacileyo, nelandela imithetho yehlabathi jikelele. Icacisa indlela esinokufumana ngayo ukuthenjwa ngabathengi bethu kunye namalungu, ababoneleli bethu kunye noluntu esisebenza kulo, kunye nomnye.

Esazulwini sayo sisikhokelo esilula: yenza into elungileyo kwaye uthethe ngalo lonke ixesha unenkxalabo okanye ubona into engalunganga.

Indlela yethu yokuziphatha isebenza kuthi sonke. Wonke umntu osebenzisana neWalmart unendima ebonakalayo ekwakheni nasekomelezeni inkcubeko yethu. Nceda ufunde iKhowudi yethu kwaye ubhekisele kuyo rhoqo.

Ndiyakholelwa ukuba siyaqhubeka nokukhuthazwa yinjongo yethu kwaye siphila ngokwenene iinkqubo zethu, siya kwenza umahluko omkhulu kwihlabathi ixesha elide elizayo.

Enkosi ngokudlala indima yakho.



**UDoug McMillon**

UMongameli kunye ne-CEO  
EWalmart Inc.

# Imilinganiselo Yethu

Inkcubeko yethu idalwe yimeko yokuziphatha yokwenyani, yemihla ngemihla. Sifuna ukuba loo nkcubeko - into esiyithethayo nesiyenzayo - ihambelane nemilinganiselo yethu emine.



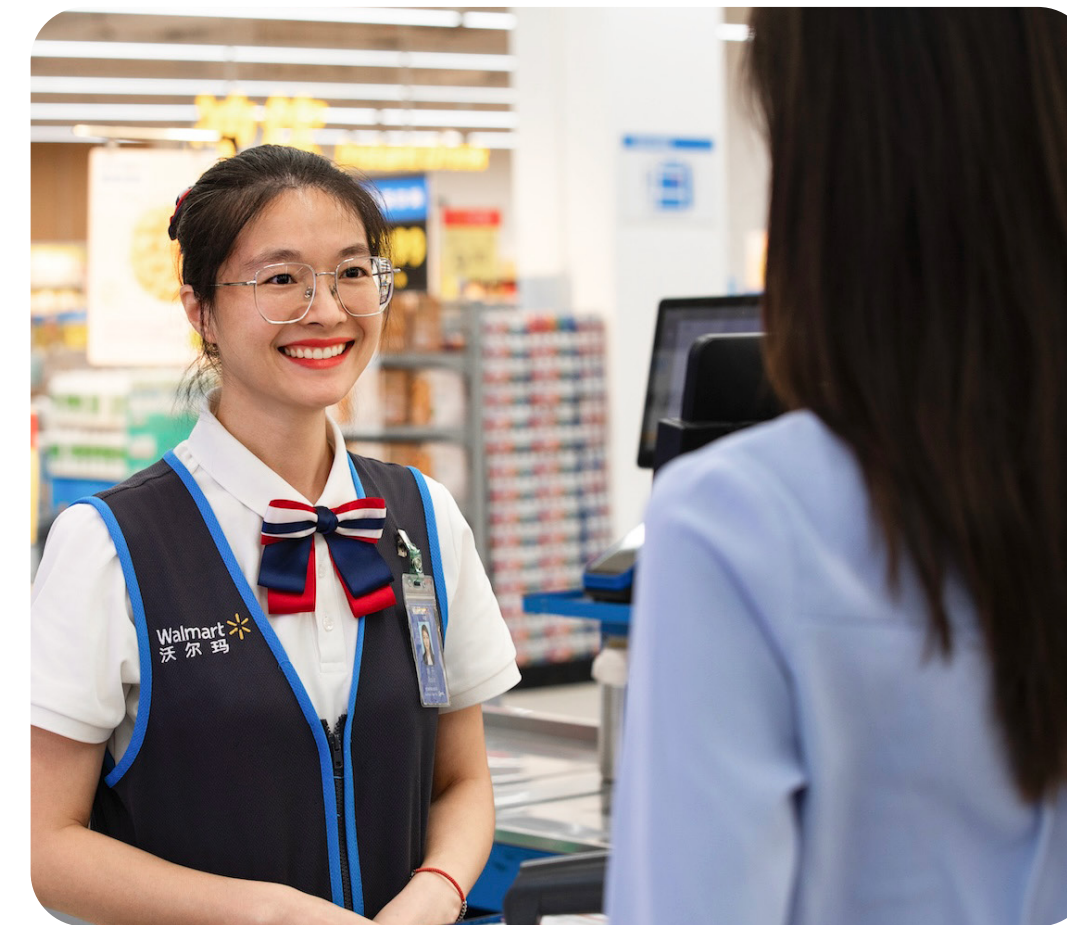
## Hlonipha Umntu Ngamnye

Siyamamelana, sibonisa uvelwano, sibhiyozela ukungafani, kwaye siyazi ukuba imibono emihle inokuvela naphi na.



## Yenza Ngokuthembeka

Senza into elungileyo. Sinyanisekile, senza ngobulungisa, kwaye siselubala, kwaye siyakwenza oko sithi siza kukwenza. Sizuzukuthenjwa.



## Nikela Inkonzo Kubathengi bethu Nakumalungu

Sivuka yonke imihla sisebenzela ukuphucula amava abo okwenza ishishini nathi. Usukelo lwethu kukwenza ngaphaya koko bakulindeleyo.



## Zama Ukugqwesa

Sihamba ngesantya, sinikela ingqalelo kwiinkcukacha kwaye silindele lukhulu kuthi nakwabo sishishina nabo.

# Yiphile Ikhawudi Yethu

IWalmart ngumthengisi ikhokelwa ngabantu, isebenzisa amandla etheknoloji kuzinikelo lokunceda abantu bongwe imali baze baphile ubomi obungcono. IKhawudi yethu isikhokela ekwenzeni izigqibo ezisesikweni ezakha ukuthembana namahlakani, abathengi kunye namalungu, kunye nangaphakathi kwishishini lethu.

IKhawudi yethu isebenza kubo bonke abasebenzisana neWalmart kunye neenkampani esizilawulayo, nakumalungu ebhodi yethu xa besebenza ngokwezikhundla zabo njengabalawuli bethu. Iguqulelwe ngeelwimi ezininzi ukuze ifikeleleke. Ukwaphulwa kweKhawudi yethu kunokukhokelela kwisenzo soluleko, kubandakanywa ukugxothwa emsebenzini kunye nokuncitshiswa komvuzo. Ukuthotyelwa kwemithetho nemigaqo kwiindawo esisebenza kuzo kuyafuneka, kwaye ukuba kukho ukungqubana phakathi komthetho wasekuhlaleni kunye neKhawudi, kufuneka udibane neSebe lezoMthetho. Silindele ukuba ababoneleli kunye namanye amahlakani ezoshishino asebenze ngentembeke kwaye ahloniphe imilinganiselo yethu esemgangathweni. Imifuno ezikhethekileyo zala maqela esithathu zibandakanyiwe kwi**Migangatho yabaBoneleli** okanye kwiikhontrakthi zethu kunye nabo.

IKhawudi yethu yenzelwe ukunceda bonke abantu esinxulumana nabo benze izigqibo zokuziphatha ngokubonelela ngesikhokelo esisebenza kuye wonke umntu. IKhawudi yethu ayiquki yonke imithetho kunye nomgaqo-nkqubo. Zonke iindima kunye nemimandla zinemithetho eyongezelelweyo kunye nemigaqo-nkqubo engaphaya kwaleyo ichazwe kwiKhawudi yethu. Kulindeleke ukuba wazi kwaye ulandele iKhawudi kunye nayo nayiphi na eminye imithetho kunye nemigaqo-nkqubo esebenzayo kwindima yakho.

Kwiimeko ezingabileyo, kunokuba kufanelekile ukurhoxisa inxalenye yeKhawudi yethu. Ukuba ucinga unokufuna ukurhoxiswa, qhagamshelana ne-**Ethics**. Xa amagosa alawulayo okanye abalawuli befuna ukurhoxiswa, yiBhodi yabaLawuli yeWalmart kuphela (okanye ikomiti yeBhodi) enokuthi ibanike, kwaye baya kubhengezwa esidlangalaleni xa kufunwa ngumthetho.



## Yenza Izigqibo Ezisesikweni

Sakha ukuthembana xa sisenza izigqibo ezingqinelana nemilinganiselo yethu kwaye sithatha uxanduva ngezenzo zethu. Ukwenza izigqibo ezisesikweni kuthetha ukwenza into elungileyo naxa kungekho mntu ukujongileyo. Oku kufuna ukuba:

- Silandelela imithetho.
- Siyazi kwaye siqonde indlela iKhowudi yethu kunye nemigaqo-nkqubo esebenza ngayo kwimisebenzi yethu.
- Sigqibe lonke uqeqesho olufunekayo.
- Sinyaniseka kwaye senze oko kufunwa yi-Walmart.



### Ngaphambi Kokuba Wenze, Buza le Mibuzo

- Ngaba isemthethweni?
- Ngaba iyahambelana nemilinganiselo yethu kunye neKhowudi?
- Ngaba yeyona nto ikumdla ka-Walmart?

Ukuba impendulo kuyo nayiphi na kule mibuzo ngu "Hayi," musa ukuyenza. Ukuba awuqinisekanga ngempendulo, qhagamshelana nomphathi wakho, ihlakani labantu, Imilinganiselo yethu yokuziphatha kunye nokuThobela, okanye nesebe lezoMthetho ukufumana isikhokelo.

## Indima Yabaphathi

Iinkokeli zinomsebenzi wokukhuthaza inkcubeko ehambelana nemilinganiselo yethu esemgangathweni. Silindele ukuba iinkokeli zibeke ulindelo oluhambelana nemilinganiselo yethu, ziphendule imibuzo okanye iinkxalabo ngokufanelekileyo kwaye zimamele amahlakani afuna iingcebiso okanye aphakamisa iinkxalabo.

“Musa ukubeka isidima sakho esichengeni. Yeyona nto ixabisekileyo. Musa ukuthengisa ngengqibelelo yakho... yiba negama elihle.”

**USam Walton**  
Umseki  
WeWalmart Inc.



### Iindlela Zoqhagamshelwani



[www.walmartethics.com](http://www.walmartethics.com)



[ethics@walmart.com](mailto:ethics@walmart.com)



Fowunela: 800-963-8442 (1-800-WM-ETHIC) e-U.S., e-Canada, nase-Puerto Rico, okanye inombolo yefowuni yasekuhlaleni edweliswe **apha**. I-Ethics Helpline isebenza 24/7 kwaye ifumaneka ngeelwimi zasekuhlaleni ezininzi.



Iposi: Walmart Inc., Attention: Global Ethics, Trust Building, 811 Excellence Drive, Bentonville, AR 72716-0860.

## Thetha Uvakale

Ukwakha ukuthembana kufuna ukuba senze into elungileyo kwaye sithethe ukuba sinemibuzo okanye izinto ezisixhalabisayo. Ukuba awuyazi into elungileyo omawuyenze, cela iingcebiso kumphathi wakho, ihlakani labantu, okanye kwisebe elithi Ukuziphatha nokuThobela. Yenza ilizwi lakho liviwe uze ufumane iimpendulo ozifunayo.

Ukuba uyabona, uyakrokrela, okanye uxelelwe ngesenzo esaphula iKhowudi yethu, imigaqo-nkqubo yenkampani, okanye umthetho, yixele loo nto ngoko nangoko. Uninzi lweenkxalabo zinokuxelwa kumphathi wakho okanye kwihlakani labantu. Nangona kunjalo, ezi nkxalabo zidweliswe ngezantsi kufuneka zixelwe ngokuthe ngqo kwi-Ethics.



### Ezi nkxalabo zilandelayo mazixelwe ngoko nangoko kwi-Ethics:

Ukunyoba

Igosa okanye i-CEO  
yenkampani yaphula  
uMgaqo  
wokuZiphatha

Ukuxoka  
kwiingxelo  
zezimali

Ukuphazamisana  
nolawulo lwemali

Ucalucalulo  
Nokuxhatshazwa\*

Imigaqo-nkqubo yehlabathi okanye yasekuhlaleni inokufuna imiba eyongezelelweyo ukuba ixelwe ngokuthe ngqo kwi-Ethics.

\*Amalungu ahlawulwayo olawulo kufuneka achaze ukunyhashwa kwe-[Global Discrimination and Harassment Prevention Policy](#) kwi-Ethics. Bonke abanye abanxulumani banokuxela iinkxalabo kumalungu olawulo arholayo, amahlakani abantu, okanye i-Ethics.

Zonke iingxelo ze-Ethics ziphathwa njengemfihlo kangangoko. Xa uzixela ezi ngxelo uyasanceda sikwazi ukuzilandelela. Ukuba awukhululekanga ukuzazisa, ungenza ingxelo engaziwayo kwiNombolo yoNcedo ye-Ethics kangangoko kuvunyelwa ngumthetho.

Siziphanda ngokufanelekileyo iingxelo zokwenza gwenxa. Sabelana ngolwazi kuphela nabo kufuneka belwazile. Ukuba uyacelwa ukuba uthathe inxaxheba kuphando, kufuneka usebenzisane ngokupheleleyo, unike iimpendulo ezinyanisekileyo nezipheleleyo, kwaye ungaphazamisi uphando lwenkampani.

“Ndiyakholelwa ukuba siyaqhubeka nokukhuthazwa yinjongo yethu kwaye siyiphila ngokwenene imilinganiselo yethu, siya kwenza umahluko omkhulu kwihlabathi ixesha elide elizayo.”

**UDoug McMillon**

UMongameli kunye ne-CEO  
EWalmart Inc.



### Iindlela Zoqhagamshelwani



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Iposi: Walmart Inc., Attention: Global Ethics, Trust Building, 811 Excellence Drive, Bentonville, AR 72716-0860.

## Thetha Uvakale Ngaphandle Kokoyika Impindezelo

I-Walmart iyakuthintela ukuziphindezela kuye nabani na oxela inkxalabo okanye othatha inxaxheba kuphando. Ukudimaza abanxulumani ekuxeleni iinkxalabo zemilinganiselo yokuziphatha nako akuvumelekanga. Ukuxela inkxalabo ngeenjongo ezintle akuyi kukufaka engxakini, nokuba wenze impazamo enyanisekileyo. Ukuziphindezela okanye ukuxela ulwazi olungeyonyani ngabom kuya kukhokelela kwisenzo soluleko.

# Yakha Intembeko Nabo Sisebenzisana Nabo

## Ukunganyamezeli Ucalucalulo Nokuxhatshazwa

Ukuhlonipha umntu yenye yemilinganiselo yethu engundoqo. Ngokudala imeko-bume yezinxulumani zethu, abathengi, kunye namalungu angenalucalucalulo kunye nokuxhatshazwa someleza ukuzibophelela kwethu ekudaleni indawo yokusebenzela esemgangathweni nokuze wonke umntu azive emkelekile.



### Asilunyamezeli ucalucalulo okanye ukuxhatshazwa ngokusekelwe:

- |  |   |  |
|--|---|--|
| <ul style="list-style-type: none"><li>• Kuhlanga, Ibala, Imvelaphi Ngokwelizwe</li><li>• Ukukhulelwa</li><li>• Igqala okanye Isigxina saseMkhosini</li></ul> | <ul style="list-style-type: none"><li>• Isini, Ukuba Umntu Uthi Sesiphi Isini okanye Usibonisa Njani</li><li>• Ukukhubazeka</li><li>• Ubudala, Umnombo, Inkcazelo Yemfuza</li></ul> | <ul style="list-style-type: none"><li>• Ubume Bomtshato, Isini Athandana Naso Umntu</li><li>• Unqulo</li><li>• Nasiphi na esinye isimo esikhuselweyo ngokusemthethweni</li></ul> |
|--|---|--|

Imizekelo yokuziphatha engamkelekanga:

- Izenzo okanye izimvo zesondo ezingamkelekanga.
- Ukusasaza iphonografi okanye ikhontenti ekhuthaza ezesondo.
- Izinto ezithethwayo, ezibhaliweyo, okanye eziyimifanekiso ezihlekisayo, ezithukayo, okanye ezibonisa ubutshaba kumntu othile ngokusekwe kwimeko ekhuselweyo.
- Ukwala ukuqesha okanye ukonyusela ihlakani ngenxa yohlanga, isini, okanye iinkolelo zonqulo lwakhe.



### Khumbula

Amalungu ahlawulwayo olawulo kufuneka axele ngoko nangoko ukunyhashwa kwi**Global Discrimination & Harassment Prevention Policy** kwi**Ethics**.

Landela yonke imithetho, imigaqo-nkqubo yasekuhlaleni, **kunye noMgaqo-nkqubo wethu weHlabathi woCalucalulo noThintelo lokuXhaphaza.**

## Indawo Yokusebenzela Engenabundlobongela

Ukuba kwehla ingozi, tsalela iinkonzo zongxamiseko uze wazise umphathi wakho okanye omnye umphathi ngokukhawuleza. Sizimisele ukubonelela ngendawo yokusebenza engenabundlobongela. Amahlakani akavumelekanga ukuba enze naziphi na izenzo okanye izoyikiso zobundlobongela obuchaphazela indawo yethu yokusebenza, amahlakani, abathengi kunye namalungu, okanye abanye abantubangaphandle.

## Ukhuseleko Lwasemsebenzini Nokunika INgxelo

Sizimisele ukubonelela ngendawo yokusebenzela ekhuselekileyo kuwo onke amahlakani. Ukuba ubona into enokubeka impilo okanye ukhuseleko lomntu emngciphekweni, yixele ngoko nangoko kwaye uthathe inyathelo lokuzigcina wena nabanye nikhuselekile. Imizekelo yeendlela zokwakha ukuthembana:

- Ukwenza imisebenzi oyiqeqeshelweyo kuphela nokufanelekeleyo ukuba uyenze.
- Ukusebenzisa izixhobo ezifanelekileyo zokhuseleko nokulandela yonke imithetho yezempilo, ukhuseleko, kunye nemigaqo-nkqubo kunye neenkqubo ezisebenzayo kwindima yakho.
- Ukumisa nawuphi na umsebenzi ukuba iimeko zokusebenza azikhuselekanga kwaye uchaze inkxalabo.
- Ukunika ingxelo ngokwenzakala okanye izehlo ezinxulumene nomsebenzi kumphathi wakho okanye kubaphathi.
- Ukusebenzisa oomatshini ngenkathalo kunye nokusebenzisa nasiphi na isixhobo esinyanzelekileyo okanye esicetyiswayo sokuzikhusela.
- Ukulandela iimfuno zokuqhuba ngokukhuselekileyo kunye nokubonisa inkxalabo kwabanye endleleni.
- Ungaze usebenze phantsi kweempembelelo zotywala kwaye ukusebenzisa kakubi iziyobisi kunokuchaphazela umsebenzi wakho kunye nokhuseleko lwabantu abakungqongileyo.

Landela yonke imithetho, imigaqo-nkqubo yasekuhlaleni, **kunye noMgaqo-nkqubo wethu weHlabathi wokusiNgqongileyo**, wezeMpilo noKhuseleko.



### Kuthekani ukuba?

**Igumbi elingasemva lizele ziibhokisi kwaye iindawo zokuphuma xa kukho umlilo zivalekile. Akubonakali kukhuselekile, kodwa umphathi wesebe lam uthe ndingazikhathazi ngayo. Ndimele ndenze ntoni?**

Akufanelekanga ukungayihoyi ingozi yokhuseleko nokuba umphathi wakho uthi ungazikhathazi ngayo. Kwangoko qinisekisa ukuba zonke iindlela zokuphuma emlilweni zicacile kwaye uthethe nomnye umphathi okanye ihlakani labantu bakho malunga nezinto ezikuxhalabisayo. Ukuba usenenkxalabo yokhuseleko emva kweengxoxo zakho, qhagamshelana ne-**Ethics** & Compliance.



## Sebenza Ngendlela Elungileyo

Izinxulumani zethu zingundoqo kwimpumelelo yethu. Sihlawula abantu ngokuchanekileyo ngomsebenzi wabo nangeeyure abazisebenzileyo. Siyakwalela ukusetyenziswa kwabantwana abangaphantsi kweminyaka evunyelwa ngumthetho okanye ukusebenza ngokunyanzeliswa naphi na apho sishishina khona.

Amahlakani akufuneki asebenze xa sele eklokhe ukuba aphumile emsebenzini kwaye kufuneka alandele zonke iinkqubo ezinxulumene nekhefu, iintsuku zokuphumla, kunye nexesha elongezelelweyo. Abaphathi okanye amaqabane abantu kufuneka bahlale, baqinisekise, kwaye babhale isazisi kunye nesigunyaziso sengqesho sabo bonke abangamahlakani amatsha, kubandakanya nabalingane kwisabelo sehlabathi kwilizwe elahlukileyo kwilizwe labo.

Landela yonke imithetho yezabasebenzi, yengqesho, kunye neyokufudukela kwelinye ilizwe, imigaqo-nkqubo yasekuhlaleni, kunye **noMgaqo-nkqubo wethu weHlabathi waBasebenzi** kunye **neNgqesho** kunye **noMgaqo-nkqubo weHlabathi wokuNyanzelwa koMsebenzi**.



### Kuthekani ukuba?

**Umpathi wam undicele ukuba ndiqokelele iitroli xa ndiphuma ndisiya emotweni yam emva kokutshintsha kwam. Ngaba oku kuvumelekile?**

Hayi. Xelela umpathi wakho ukuba sele uklokhe ukuba uphumile kwaye awufuni kwaphula umgaqo-nkqubo wenkampani ngokusebenza sele uklokhe ukuba uphumile. Ukuba umpathi wakho uyanyanzelisa, xela oku komnye umpathi, iqabane labantu bakho, okanye i-Ethics.

# Yakha Ukuthembana Nabathengi Bethu kunye Namalungu

## Thengisa okanye Unikeze Ngeemveliso Ezikhuselekileyo Ngendlela Eyiyo

Abathengi bethu kunye namalungu alindele ukuba asinikeze umgangatho kunye neemveliso ezikhuselekileyo kwaye sizithengise ngendlela efanelekileyo. Ukufumana nokugcina abathengi bethu 'kunye nentembeko yamalungu, sikhupha, sithutha, simaketha, silungiselela, kwaye sithengise okanye sinikezela ngeemveliso ezikhuselekileyo nezithobelayo kwiivenkile zethu, iiklabhu kunye ne-intanethi. Sinemigangatho ephezulu kwaye silindele okufanayo kubaboneleli bethu. Yakha intembeko ngokwenza oku:

- Ukulandela iimfuno zokhuseleko lokutya kulo lonke unikezelo lwethu—ukusuka kwiindawo zokulungisa, ngokuthuthwa kunye nokugcinwa, ukuya ekuhanjiseni kwe-intanethi okanye kwintengiso yevenkile.
- Ukuphendula ngokukhawuleza kwiimveliso ekuthwe mazibuyiswe nekufuneka zisuswe.
- Ukuphakamisa nokuphendula kwizikhalazo zokhuseleko lokutya nemveliso.
- Ukulandela zonke iimfuno zeemveliso ezinemiqathango yokuthengisa (umzekelo, utywala kunye necuba).
- Ukubonelela ngolwazi olucacileyo, oluchanekileyo, nolupheleleyo malunga neemveliso kunye neenkonzo zethu.

Yazi kwaye ulandele yonke imithetho, imigaqo-nkqubo yasekuhlaleni, kunye [noMgaqo-nkqubo wethu woKhuseleko lokuTya lweHlabathi](#), [uMgaqo-nkqubo wokuThobela iMveliso yeHlabathi](#), [uMgaqo-nkqubo wokuThotyelwa kweGlobal Trade](#), [iGlobal Supply Chain Security Policy](#), [iGlobal Health and Wellness Compliance Policy](#), kunye [neGlobal Consumer Protection Policy](#).

Funda ngakumbi malunga [neMigangatho yeWalmart yababoneleli](#).



### Kuthekani ukuba?

**Umntu osebenza naye eDeli udla ngokubuya ekhefini engazihlambanga izandla. Ndikhe ndathetha naye ngokubaluleka kokuhlamba izandla, kodwa akakwenzi oko. Ndimele ndenze ntoni?**

Ukuhlamba izandla kakuhle ngalo lonke ixesha kuyafuneka kwaye ngundoqo ekugcineni ukutya kwethu kukhuselekile. Thetha nalo naliphi na ilungu leqela lakho labaphathi malunga nale meko. Ukuba iinkxalabo zakho azilungiswanga ngabaphathi bakho, qhagamshelana ne-[Ethics & Compliance](#).



## Thintela Ukuthutyezeliswa Kwemali Nobuqhophololo Bomthengi

I-Walmart ibonelela ngeemveliso zezimali kunye neenkonzelo kwi-hlabathi liphela, kubandakanya ukudluliselwa kwemali, iiodolo zemali, ukujonga imali, ukuhlawulwa kwetyala, amakhadi esipho, kunye namakhadi okuthenga ngetyala. Uninzi lwabathengi kunye namalungu benza ngeenjongo ezilungileyo, kodwa abanye abaphuli-mthetho banokuzama ukusebenzisa iinkonzelo zethu ngokuthubelezisa imali okanye ukwenza amaxhoba abathengi. Ukuthubelezisa imali kuxa abantu bethabatha imali okanye izinto zexabiso ezifunyenwe kwizinto ezingekho mthethweni baze bazihambise kwiibhanki okanye ngezinye iindlela (ezifana nokuthenga amakhadi esipho) ukuze kubonakale ngathi imali okanye izinto ezixabisekileyo bezifunyenwe ngokusemthethweni. Ukuthintela ukuthutyezeliswa kwemali kunye nobuqhophololo babathengi kukhusela abathengi bethu kunye namalungu kwaye kunceda ukuphelisa ulwaphulo-mthetho olunzima. Yakha intembeko ngokwenza oku:

- Ukwazi umthengi wakho - limveliso zemali kunye neenkonzelo ngamanye amaxesha zifuna ukuba siqokelele ulwazi olongezelelweyo lwabathengi. Hlaziya kwaye ungenise ngokuchanekileyo inkcazelo yabathengi xa kufuneka.
- Ukuxela ukuziphatha okukrokrisayo - Ukuba intengiselwano okanye umthengi ubonakala ekroka, okanye umthengi ubonakala enokuba lixhoba lobuqhophololo, landela iinkqubo zasekuhlaleni zokuphatha intengiselwano kunye nokuxela umsebenzi okrokrelayo.

Yazi kwaye ulandele umthetho, imigaqo-nkqubo yasekuhlaleni, kunye noMgaqo-nkqubo wethu weHlabathi wokuLwa ukuThutyezeliswa kweMali kunye noMgaqo-nkqubo weeNkonzo zeZimali.



### Kuthekani ukuba?

**Lusuku oluxakekileyo, kwaye abathengi abalindileyo bafolile. Umthengi wokuqala ufuna ukuthumela imali kumntu angamaziyo, kwaye ucinga ukuba inokuba bubuqhophololo. Kufuneka wenze ntoni?**

Misa intengiselwano (ukuba kuvunyelwe kwilizwe lakho) kwaye usoloko uyixela kwi-Financial Services Compliance. Oku kunokuphazamisa abathengi abalindileyo, kodwa unokuthintela ubuqhophololo okanye ezinye izenzo zolwaphulo-mthetho.



# Yakha Intembelo Kwishishini Lethu



## Qonda kwaye Uphephe Ukungqubana Komdla

Izigqibo ezichanekileyo nezineenjongo zakha intembeko kumaqabane ethu, abathengi, amalungu kunye namaqela esithathu. Xa sisenza izigqibo zoshishino, sibeka izilangazelelo zikaWalmart ngaphambi kwezilangazelelo zobuqu. Ukungqubana komdla kwenzeka xa izilangazelelo zobuqu ziphazamisana, okanye zisenokubonakala ziphazamisana nomsebenzi wethu eWalmart.

Ukungqubana komdla kunokuvela ngeendlela ezahlukahlukeneyo. Eminye imizekelo ibandakanya:

- Ukuphemelela iimeko zengqesho (umzekelo, umvuzo, iiyure zokusebenza, uxanduva lomsebenzi, okanye umlinganiselo wokusebenza) walo naliphi na ilungu losapho okanye iqabane elithandanayo.
- Ukwamkela izipho kunye nokuzonwabisa kwiqabane langoku okanye elinokubakho kwishishini ukuba usebenza kunye okanye unokusebenzisana nelo qabane loshishino kwindima yakho yeWalmart.
- Ukutyala imali kwiqabane loshishino xa unokuphemelela ubudlelwane beWalmart kunye nelo qabane loshishino.

Kubalulekile ukuchonga nokuphepha iimeko ezinokubangela ukungqubana komdla okanye zenze kubonakale ngathi kukho ukungqubana komdla. Yazi kwaye ulandele [uMgaqo-nkqubo wethu weHlabathi weNgqungquthela yoMdl](#), obonelela ngemizekelo kunye nezikhokelo ezongezelelweyo.



### Kuthekani ukuba?

**Ndisebenza kwiGlobal Tech kwaye inkampani endisebenza nayo ngoku kwisigxina sam saseWalmart ifuna ukundihlawulela isidlo sam sangokuhlwa emva kwentlanganiso yeshishini. Ngaba ndinokuvumela eli qabane loshishino ukuba lihlawule isidlo sam sangokuhlwa?**

Kuba unokuphemelela ubudlelwane kunye neli qabane loshishini, kufuneka uwale umnikelo wabo wokuhlawulela isidlo sakho sangokuhlwa. Ngembeko cacisa ukuba ukwamkela izipho okanye ukuzonwabisa kumaqabane oshishino akuvumelekanga xa sinokuphemelela ubudlelwane be-Walmart kunye nabo.

## Ungaze Uzibandakanye Ekunyobeni

Asikhe sinyobe.

Ukunyoba kuquka ukwamkela, ukuhlawula, ukugunyazisa, ukunika, okanye ukuthembisa ngemali okanye nantoni na enexabiso ukuze iphembelele ngokungafanelekanga nasiphi na isenzo okanye isigqibo okanye ukufumana inzuzo engafanelekanga yokufumana okanye ukugcina ishishini. Ukunyotywa kunokwenziwa ngeendlela ezininzi, kuquka imali, izipho, uhambo, izidlo, ukuzonwabisa, ukuthenjiswa ngomsebenzi, kunye neminikelo yesisa okanye yezopolitiko.

Kuthi, ilula le nto, ukunyoba—kuye nabani na, naphi na, nakweliphi na inqanaba—akuvumelekanga. Oku kusebenza kubo bonke abanxulumanisi kunye naliphi na iqela lesithathu elisebenza egameni lethu. Ukuba uyacelwa okanye unikwa isinyobo, sukusamkela kwaye uxele ngoko nangoko kwi-[Ethics](#).

Yazi kwaye ulandele imithetho echasene norhwaphilizo, [uMgaqo-nkqubo wethu weHlabathi wokuChasa uRhwaphilizo](#), kunye nazo zonke iindlela zokuchasana norhwaphilizo zasekuhlaleni kunye nokunika iinkqubo.



### Kuthekani ukuba?

**Amapolisa amise iilori ezishiya iziko lethu lokuhambisa umthwalo kwaye afune i-\$50 yeedola ukunqanda ukulibaziseka kokuhanjiswa komthwalo. Umphathi wam ucebise ukuba ndiphathe amakhadi esipho se-\$50 ukuze ahlawule amagosa. Ngaba oku kuvumelekile?**

Hayi. Asivumeli nakuphi na ukunyoba ukuba kuphembelele amagosa karhulumente, kuquka namapolisa. Oku kuquka iintlawulo zemali kunye nezinye izinto zexabiso, ezifana namakhadi esipho. Xela oku ngoko nangoko kwi-[Ethics](#).

**Ukuvulwa kwevenkile entsha kulinde ilayisensi yokusebenza. Igosa likarhulumente lacela ukuba siqeshe inkampani eza “kuyinyamekela”. Ngaba oku kuvumelekile?**

Hayi. Asibaqeshi abantu bangaphandle ngokwesicelo sikarhulumente okanye sivumele nakuphi na ukunyotywa ukuba kuphembelele amagosa karhulumente. Oku kusebenza nakuwuphi na umntu okanye iqela lesithathu elisimelayo. Xela oku ngoko nangoko kwi-[Ethics](#).



### Khumbula

**Kufuneka uxele ngoko nangoko nayiphi na inkxalabo yokunyoba kwi-[Ethics](#).**

## Khuphisana Ngokufanelekileyo

Sikholelwa ukuba impumelelo ivela ekunikezeni iimveliso ezisemgangathweni kunye neenkonzelo ngamaxabiso aphantsi. Ukhuphiswano olusebenzayo lukhokelela kwizinto ezintsha ezinamandla, amaxabiso aphantsi, kunye nomgangatho ongcono, ngelixa izenzo ezichasene nokhuphiswano zilimaza abathengi kunye namalungu ethu. Yakha intembeko ngokwenza oku:

- Ukukhusela nokungabelani ngolwazi olinenkcazelo engamele yaziwe ziinkampani ezikhuphisana neyethu - olufana namaxabiso, iindleko, ukungeniswa kweebhidi, okanye izicwangciso qhinga - nabantu okhuphisana nabo, ngokuthe ngqo okanye ngomnye umntu, njengomthengisi.
- Ukungafikeleli kwizivumelwano nabakhuphisana nabo okanye abanye abanciphisa ukhuphiswano. Umzekelo, ungavumelani nenkampani ekhuphisana nathi ngamaxabiso, i-assortment, ingeniso eza kwenziwe xa kubekwa ixabiso elithile, izaphulelo okanye eminye imimiselo, kwaye ungaze uvume ukwahlula imveliso, abathengi okanye amalungu, okanye iimarike esizisebenzelayo.
- Ukuyeka iincoko ukuba inkcazelo yokhuphiswano engamele yaziwe ziinkampani ezikhuphisana nathio okanye isivumelwano esingafanelekanga sivela. Yenza kucace ukuba awufuni ukuthatha inxaxheba kwaye uxele isiganeko kwi-[Ethics](#) okanye kwisebe lezoMthetho.

Landela yonke imithetho yokhuphiswano, imigaqo-nkqubo yasekuhlaleni, kunye ne[Global Antitrust & Competition Law Policy](#).

## Gcina iingxelo Zeshishini Ezichanekileyo

Ukugcina iingxelo zoshishino ezinyanisekileyo nezichanekileyo kwakha ukuthembela kwishishini lethu, kunegalelo kwizicwangciso sethu, kwaye kunceda imisebenzi iqhube kakuhle. Njengenkampani erhweba esidlangalaleni, i-Walmart inezibophelelo ezisemthethweni zokugcina iingxelo zethu zeshishini zicacile, zichanekile, zisexesheni kwaye ziphelele. Sonke sabelana ngolu xanduva. Yakha intembeko ngokwenza oku:

- Ukulandela zonke iinkqubo zangaphakathi kunye nolawulo xa usenza kwaye ugcina iingxelo zoshishino. Nokuba awunaxanduva ngokuthe ngqo lokulungiselela ukuvezwa okanye iingxelo zemali, unoxanduva lokunika iingxelo yolwazi oluchanekileyo kwiingxelo zoshishino ozilungiselelayo.
- Ukurekhoda ngokufanelekileyo inkcazelo—kuquka imvume, iindleko, intengiso, iingxelo zeendleko, uluhlu lwempahla kunye neengxelo zexesha—ngokwemigaqo yenkampani.
- Ungaze wenze ubuqhetseba, ufihle, uguqule, okanye ufihle nayiphi na intengiselwano yeshishini okanye iakhawunti.



### Khumbula

Kufuneka uxele ngoko nangoko izityholo zeengxelo zemali ezibubuxoki okanye ukuphazamisana nolawulo lwethu lwangaphakathi kwiingxelo yemali echanekileyo ngqo kwi-Ethics.

Imizekelo yeengxelo zemali:

- iingxelo zomvuzo
- li-invoyisi
- iingxelo zeendleko
- Ukuthengisa okanye idatha yesitokhwe
- iingxelo ezingeniswa kwi-U.S. Securities and Exchange Commission



### Kuthekani ukuba?

**Umntu endisebenza naye undixelele ukuba uyazilungisa iingxelo zethu zezimali ukuze "iinyanga ezilungileyo" zincele "iinyanga ezimbi". Ngaba le yingxaki?**

Ewe. Ukutshintsha iakhawunti ngale ndlela kukunganyaniseki kwaye kunokukhokelela kumanyathelo aqatha ngakwihlakani nakuWalmart. Xela oku ngoko nangoko kwi-Ethics.

“Akukho ziphumo zeshishini zixabiseke ngaphezulu kokuthembeka kwakho okanye kwenkampani yethu. Sikhetha ukuba neziphumo zezimali ezingancumisiyo kunokuba sithathe indlela emfutshane.”

**UDoug McMillon**

UMongameli kunye ne-CEO  
EWalmart Inc.

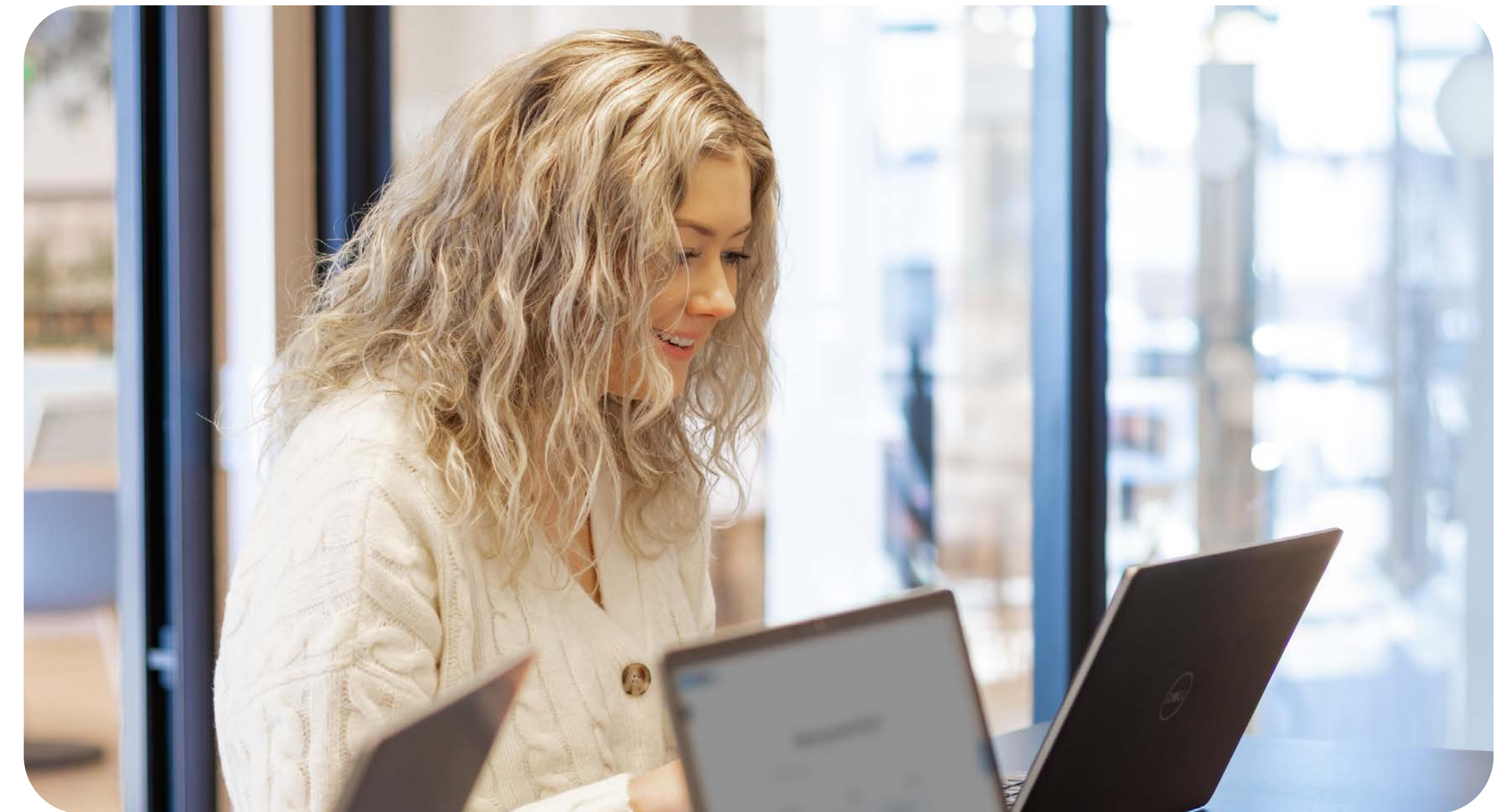


## Sebenzisa iData kunye neTekhnoloji Ngokuthembekileyo

Siyakuqonda ukubaluleka kokukhusela idatha ekwabelwana ngayo nathi ngabathengi, ngamalungu, ngamahlakani, kunye namaqabane oshishino. Kulindeleke ukuba sisebenzise idatha kunye netekhnoloji ngeendlela ezihlonela ubumfihlo kunye nokukhusela ulwazi. Yakha intembeko ngokwenza oku:

- Ukunyaniseka, ukungafihli, kunye nokucaca malunga nendlela inkcazelo yomntu eza kusetyenziswa kwaye isetyenziswe ngezo ndlela kuphela.
- Ukukhusela inkcazelo yobuqu yomntu kunye neyeshishini ekufikelelweni okungagunyaziswanga okanye ukubhengezwa. Xela naluphi na ufikelelo olungagunyaziswanga okanye olukrokrekayo ngoko nangoko ngokusebenzisa ijelo lengxelo yeziganeko zengingqi yakho.
- Ukusebenzisa kuphela iindlela zonxibelelwano ezivunyiweyo (ezifana ne-imeyile evunywe yinkampani okanye i-apps evunywe yinkampani) ukuthumela okanye ukufumana ulwazi lwenkampani.
- Ukufuna isikhokelo kuMthetho kunye nokuThotyelwa xa sinemibuzo malunga nendlela yokuphatha idatha kunye nolwazi lwempilo yesigulana, okanye malunga nokuba yeyiphi imithetho kunye nemigaqo-nkqubo esebenzayo.

Yazi kwaye ulandele yonke imithetho yokhuseleko lwedatha kunye nemfihlo, imigaqo-yasekuhlaleni, kunye **neGlobal Records kunye neNkqubo yoLawulo loLwazi, iGlobal Tech kunye neMigaqo yokuThobela iData**, kunye **neGlobal Health and Wellness Compliance Policy**.



### Kuthekani ukuba?

#### **Ndithumele ngempazamo i-imeyile enenkcazelo yabathengi kumntu ebingayi kuye. Ndimele ndenze ntoni?**

Iziganeko apho umthengi okanye iinkcukacha zobuqu zithunyelwa kumntu ongagunyaziswanga kufuneka zixelwe ngoko nangoko ngejelo lengxelo yeziganeko zengingqi yakho.

#### **Ndifuna ukusebenzisa umntu wesithathu ukwenza idatha yeWalmart. Ngawaphi amanyathelo ekufuneka ndiwathathe?**

IOfisi yezeKhaya kufuneka ihlole ukuba singamthemba na umntu wesithathu ngedatha yethu, kwaye kufuneka kubekho ikhontrakthi phambi kokuba umntu wesithathu asenzele nawuphi na umsebenzi. Landela zonke iinkqubo zengingqi yeekontraki kunye nohlolo olufanelekileyo.

## Khusela Ipropati Yethu

Ukukhathalela ipropathi yeWalmart kusinceda sifezekise Ixabiso Eliphantsi Yonke Imihla. Sisebenzisa ipropathi yeWalmart, kuquka iikhompyutha, izithuthi, kunye neemali zeWalmart, ukwenza imisebenzi yethu. Sithenjwa ukuba sisebenzise ipropathi yeWalmart ngokufanelekileyo kwaye siyikhusele ekulahlekeni, ebusela, ekusetyenzisweni kakubi, ekonakalisweni, okanye kwinkcitho. Yakha intembeko ngokwenza oku:

- Ukusebenzisa iikhompyutha zeWalmart, iifowuni, kunye nezinye izixhobo zombane ngeenjongo zazo.
- Ukufumana zonke iimvume ezifunekayo ngaphambi kokungena kwiindleko kunye nokuqinisekisa ukuba iimali zeWalmart zisetyenziswa ngokufanelekileyo.
- Ukulandela imigaqo-nkqubo yeWalmart xa uphethe izinto ezonakalisiweyo okanye ezithotyweyo ngexabiso naxa usebenzisa i-Associate Discount Card.
- Ukukhusela ipropathi yengqondo yeWalmart. Nantoni na oyidalayo njengenxalenye yomsebenzi wakho-njengezinto eziqanjweyo, izimvo, kunye nomsebenzi wobugcisa-yipropathi yeWalmart kwaye ihlala injalo xa ushiya inkampani, ngokuxhomekeke kumthetho wendawo. Yazizi kwaye ulandele [uMgaqo-nkqubo wethu wePropati yoBukrelekrele](#).



## Khusela Okusingqongileyo

Siyalukhathalela uluntu lwethu, kwaye sonke sinendima ekufuneka siyidlalile ekukhuseleni okusingqongileyo. Ukuqhuba ishishini lethu ngenkathalo nangokuhambelana nezibophelelo zendalo esingqongileyo kusinceda sigcine ubuncwane bethu kwaye sikhathalele umhlaba wethu. Yakha intembeko ngokwenza oku:

- Ukulandela iinkqubo zentengiso ukuhlangabezana nomoya, amanzi, inkunkuma, kunye nezinye iimfuno zokusingqongileyo.
- Ukunciphisa inkunkuma ngokulandela iinkqubo zentengiso ukwahlula nokuphinda kusetyenziswe imathiriyeli.
- Ukupakisha ngokukhuselekileyo, iilebhile, kunye nokuthutha izinto eziyingozi.

Yazizi kwaye ulandele yonke imithetho yokusingqongileyo, imigaqo-nkqubo yasekuhlaleni, kunye [neGlobal Environmental, Health & Safety Policy](#).



### Kuthekani ukuba?

**Umthengi ubuyise into eyonakeleyo, kwaye ndiyazi ukuba asikwazi ukuyithengisa. Ndingagoduka nayo?**

Hayi. Nokuba impahla yonakele okanye iphelelwe lixesha, iseyipropathi yeWalmart. Yenza ingxelo ngokufanelekileyo kwaye uyiprosese ngenkqubo yembuyekezo esekiweyo.

## Musa Ukulisebenzisa Kakubi Ulwazi Lwangaphakathi

Unokwazi ulwazi olubalulekileyo malunga neWalmart okanye amaqabane ethu oshishino ibe olo lwazi lungekaziwa esidlangalaleni. Olu lwazi lwangaphakathi lunokuchaphazela ixabiso lezabelo zaseWalmart okanye amaqabane ethu oshishino. Akukho mthethweni ukuthenga okanye ukuthengisa izabelo zaseWalmart okanye ezamaqabane ethu oshishino ngokusekelwe kulwazi olubalulekileyo okanye olungaziwa nangubani na ngaphandle kwabo bangaphakathi. Imizekelo yolwazi lwangaphakathi ibandakanya iziphumo zemali, amaxabiso okanye utshintsho lweqhinga lokuthengisa, izimangalo ezibalulekileyo okanye iikhontrakthi, utshintsho oluphambili lolawulo, okanye intengiso yexesha elizayo kunye nengeniso yentelekelelo. Rhweba kuphela ngolwazi olufumaneka esidlangalaleni nolusemthethweni. Yakha intembeko ngokwenza oku:

- Ungaze uthengise ngolwazi lwangaphakathi.
- Yabelana kuphela ngolwazi lwangaphakathi kunye namahlakani adinga ukwenza imisebenzi yawo.
- Ungaze wabelane ngolwazi lwangaphakathi ngaphandle kweWalmart, nokuba kukunye namalungu osapho okanye abahlobo. Xa uxoxa ngenkcazelo yangaphakathi, yilumkele indawo okuyo ukuze uphephe umntu ovayo.
- Ukuqhagamshelana noMthetho ukuba awuqinisekanga ukuba into ethile iyafaneleka njengolwazi lwangaphakathi.

Yazi kwaye ulandele yonke imithetho yorhwebo lwangaphakathi, imigaqo-nkqubo yasekuhlaleni, kunye [noMgaqo-nkqubo wethu wokuRhweba waNgaphakathi](#).



### Kuthekani ukuba?

**Ndiyazi malunga nemveliso entsha emangalisayo umboneleli wethu sele eza kuyikhulula. Iindaba azaziwa ngumntu wonke. Ndingacebisa umhlobo ukuba athenge izabelo kuloo nkampani ukuba andisixeleli ukuba kutheni?**

Hayi. Nokuba awuniki sizathu sokuba usicebise ngolo hlobo, usaphula umthetho ukuba unikezela ngecebiso elisekelwe kulwazi lwangaphakathi. Ukuba awuqinisekanga ukuba urhwebo luvumelekile na, qhagamshelana noMthetho.





## Iindlela Zoqhagamshelwani



[www.walmartethics.com](http://www.walmartethics.com)



[ethics@walmart.com](mailto:ethics@walmart.com)



Fowunela: 800-963-8442 (1-800-WM-ETHIC) eU.S., Canada, nase Puerto Rico, okanye inombolo yefowuni yakho yasekuhlaleni edweliswe **apha**. IEthics Helpline isebenza 24/7 kwaye ifumaneka ngeelwimi zasekuhlaleni ezininzi.



Iposi: Walmart Inc., Attention: Global Ethics, Trust Building, 811 Excellence Drive, Bentonville, AR 72716-0860.

“...Akukho nto inokuthatha indawo yokusebenza nzima, ingqibelelo, kunye nokuzinikela ekushiyeni eli hlabathi kwindawo engcono kancinane kunokuba sasingena kulo.”

### **USam Walton**

Umseki

EWalmart Inc.