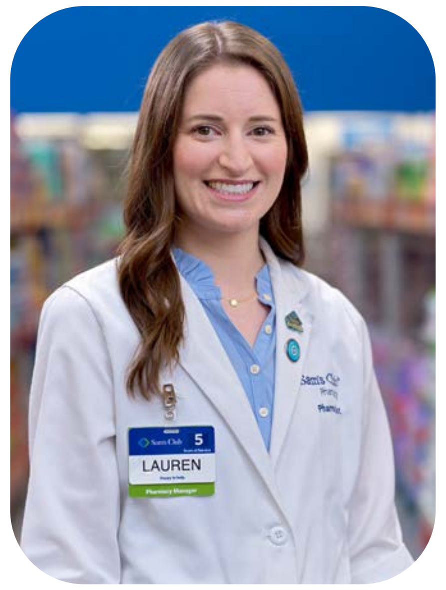
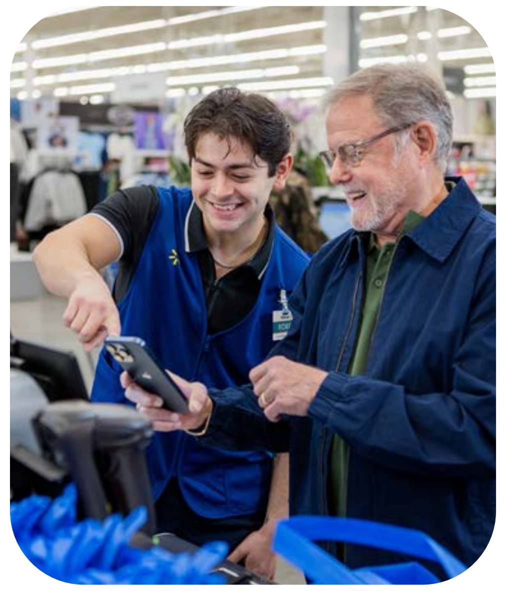
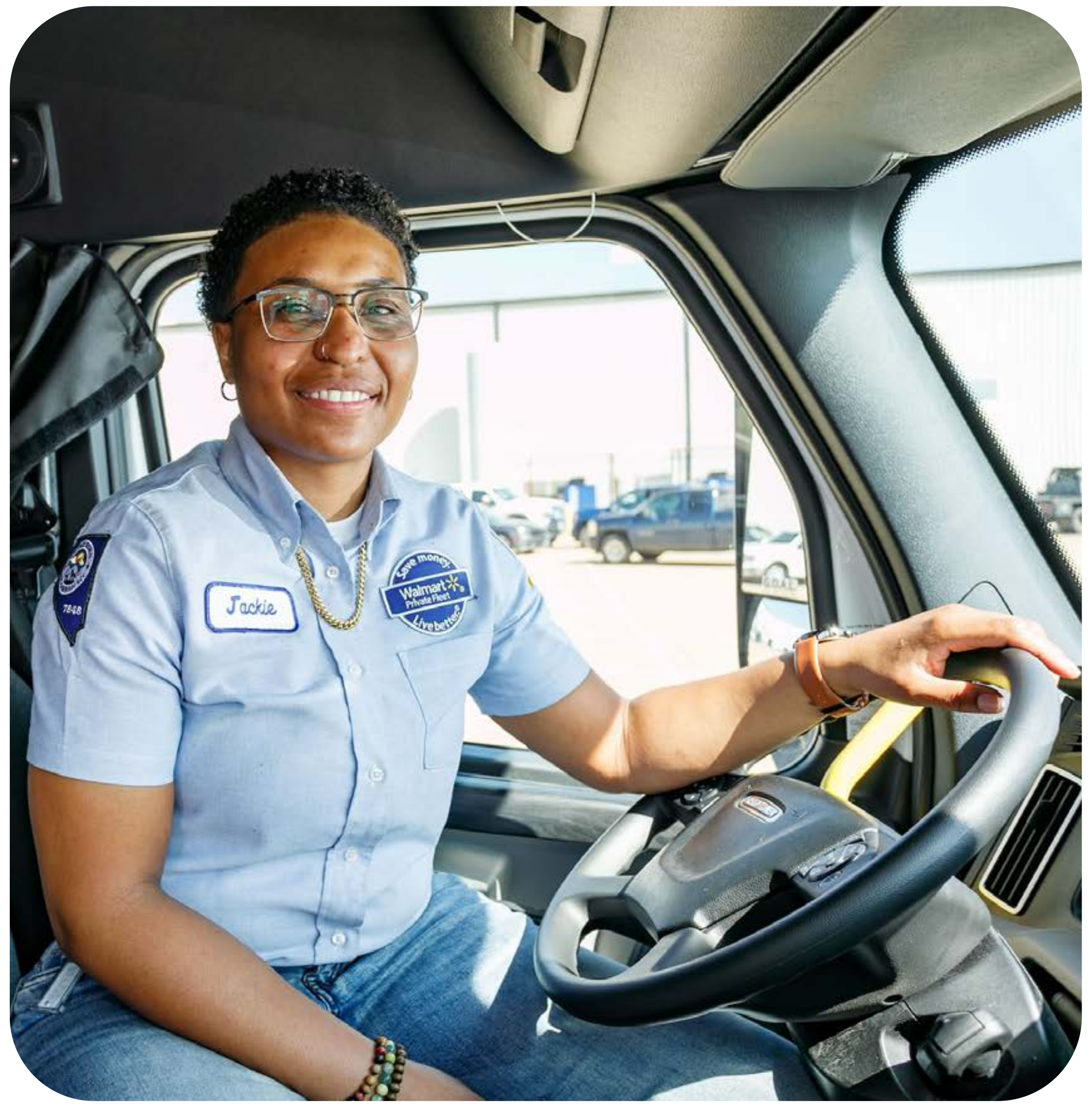
IMithetho Yokuziphatha

Walmart

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Umyalezo Ovela Ku-CEO Wethu

I-Walmart inomgomo obalulekile nezimiso ezine ezingaphelelwa isikhathi. Ngokubambisana, umgomo nezimiso zethu kuye kwasibumba kusukela ekusungulweni kwenkampani yethu, futhi kuyizinto eziyisisekelo ezenza siqhubeke sichume njengenkampani namuhla.

Umgomo wethu – okuwukusiza abantu bonge imali futhi baphile kangcono – yiwona osenza sibe khona. Lo mgomo uqala ngokuzibophezela kwethu ukukhipha amanani aphansi ansuku zonke uze ufike ekusunguleni imiphumela engcono eyinzuzo kubantu, imiphakathi esiyisizayo, nezwe elisizungezile.

Kodwa kithi elithi "kungani" libaluleke ngendlela efanayo nelithi "kanjani." Izimiso zethu ezine ezihamba phambili okuwukuhlonipha, ukuziphatha ngobuqotho, ukusebenzela amakhasimende ethu, nokulwela ukwenza kahle kutshela abantu bethu ukuthi baziphathe kanjani. Lokho kuziphatha kuphenduka isiko lethu.

IMithetho Yethu Yokuziphatha ibalulekile ngoba yenza kucace futhi iveze indlela esiphila ngayo ngobuqotho. Ichaza indlela umuntu ngamunye kithi angasebenza ngayo ngobulungisa, ngokwethembeka, ngokungagodli lutho nangokuthobela imithetho ekhona emhlabeni. Iveza indlela esingakusebenzela ngayo ukuthi sithenjwe amakhasimende namalungu ethu, abaphakeli nemiphakathi esiyisizayo, futhi sithembane thina ngokwethu.

Kunalesi siqondiso esilula esiwumgogodla kuyo: yenza okufanele futhi ukhulume ngokukhululekile noma nini uma ukhathazekile noma ubona okungahambi kahle.

Imithetho Yethu Yokuziphatha isebenza kithi sonke. Bonke ababambisene ne-Walmart kunendima abayidlalayo ekwakheni nasekuqiniseni isiko lethu. Sicela ufunde iMithetho yethu bese ubhekisela kuyo kaningi.

Ngikholelwa ukuthi uma siqhubeka sigqugquzelwa inhloso yethu futhi siphila ngokweqiniso ngezimiso zethu, sizokwenza ushintsho oluhle emhlabeni noluzohlala isikhathi eside.

Siyabonga ngokudlala indima yakho.

Doug

UDoug McMillon
OnguMongameli ne-CEO
Ye-Walmart Inc.

Izimiso Zethu

Isiko lethu lakhiwa indlela esiziphatha ngayo ngeqiniso nsuku zonke. Sifuna lelo siko - esikushoyo nesikwenzayo - lihambisane nazo zonke izimiso zethu ezine.

Hlonipha Abantu

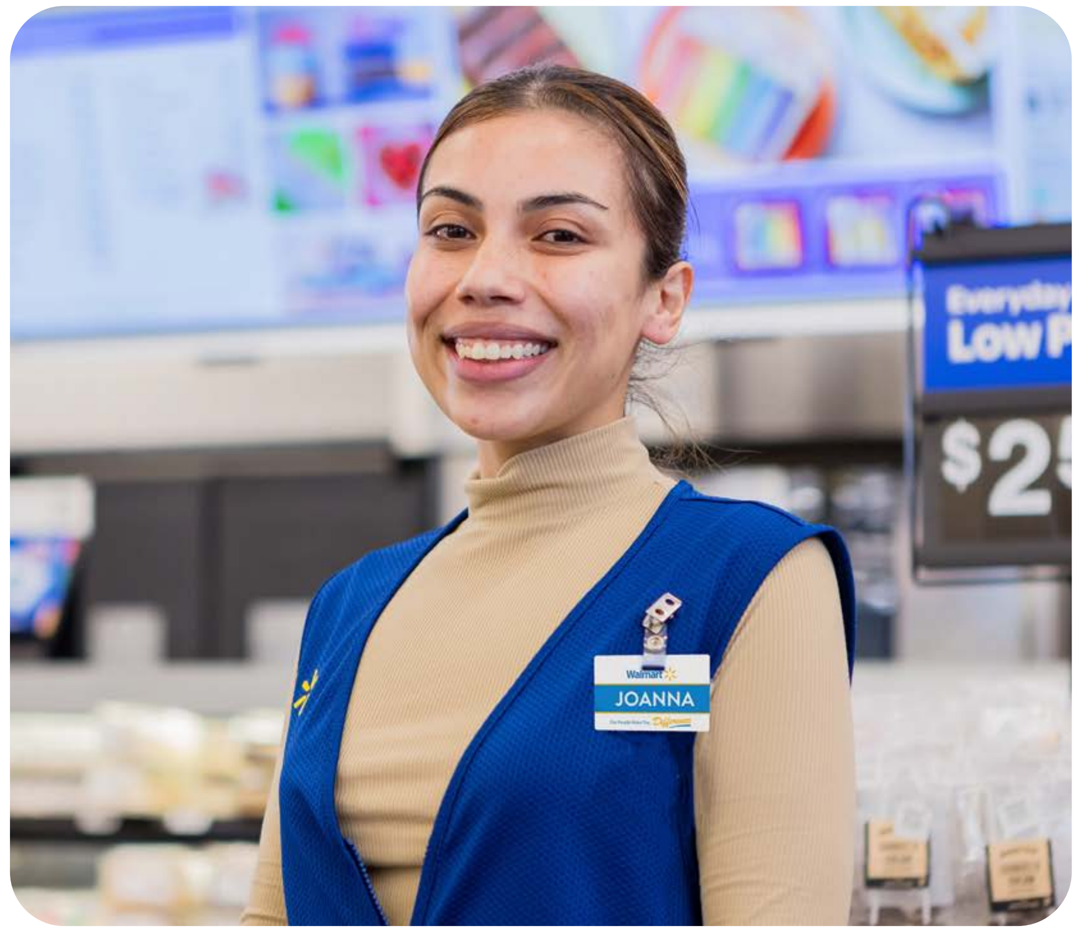
Siyalalelana, siyazwelana, asinankinga nobuntu obuhlukile, siyazi ukuthi umbono omuhle ungavela nomaphi.

Ziphathe Ngobuqotho

Senza okufanele. Sithembekile, sinobulungisa, asigodli lutho, siyazifeza nezithembiso zethu. Siyakusebenzela ukwethenjwa.

Sisebenzela Amakhasimende Namalungu Ethu

Njalo, sizibophezele ukuthuthukisa indlela esisebenza ngayo ukuze bakujabulele ukwenza ibhizinisi nathi. Umgomo wethu ukwenza okungaphezu kwalokho abakulindele.



Sihlale Sifuna Ukwenza Kangcono

Senza izinto ngokushesha, sinakisise futhi sizibekele imigomo emikhulu thina nalabo esibambisene nabo ebhizinisini.

Ukuphila Ngemithetho Yethu

I-Walmart yibhizinisi eliqhakambisa abantu, elisebenzisa ezobuchwepheshe eziphambili kumakhasimende, elizibophezele ekwenzeni abantu bonge imali futhi baphile kahle. IMithetho yethu yenza siziphathe kahle, futhi sithenjwe ozakwethu, amakhasimende namalungu, nangaphakathi ebhizinisini lethu.

IMithetho yethu isebenza kubo bonke abasebenzisana ne-Walmart namagatsha ayo, nasesigungwini esiphethe lapho benza khona umsebenzi wokusiqondisa. Ihunyushwa ngezilimi eziningi ukuze itholakale kalula. Ukwephula iMithetho yethu kungaholela ekuqondisweni kwezigwegwe, okuhlanganisa ukuphelelwa umsebenzi nokunqanyulwa kweholo. Kudingeka silalele imithetho ezindaweni esisebenza kuzo, futhi uma kwenzeka kuba nokushayisana phakathi komthetho wendawo noMthetho wethu, kufanele uthinte uMnyango Wezomthetho. Silindele ukuba abaphakeli nabanye esibambisene nabo ebhizinisini baziphathe ngobuqotho futhi bahloniphe imiyalelo yethu. Izinto ezifuneka kwabanye esibuye sisebenzisane nabo zifakiwe eMithethweni Yabaphakeli noma esivumelwaneni sethu nabo.

IMithetho yethu ihloselwe ukwenza bonke ozakwethu baziphathe kahle ngokukhipha iziqondiso ezisebenza kuwo wonke umuntu. IMithetho Yethu ayifaki yonke imithetho nezinqubomgomo. Zonke izindima nezindawo zinemithetho nezinqubomgomo ezengeziwe ezingaveli eMithethweni yethu. Kulindeleke ukuba uyazi futhi uyilalele iMithetho kuhlanganise neminye imithetho nezinqubomgomo ezisebenza endimeni yakho.

Ezimweni ezingavamile, kungase kufaneleke ukungayisebenzisi ingxenye ethile yeMithetho yethu. Uma ubona kudingeka uwuyeke, xhumana nabaQondisi Bezigwegwe. Lapho abaphathi noma abaqondisi befuna ukungayisebenzisi, yiBhodi Labaqondisi be-Walmart kuphela (noma ikomidi leBhodi) elingabagunyaza, futhi lokho kuzokwenziwa kwaziwe uma umthetho ufuna kanjalo.

Ukwenza Izinqumo Zokuziphatha

Sakha ukwethembana lapho senza izinqumo ezihambisana nezimiso zethu futhi silandisa ngezenzo zethu. Ukuziphatha kahle kusho ukwenza into efanele ngisho noma engekho okubonayo. Lokhu kudinga ukuba:

- Silalele umthetho.
- Sazi futhi siqonde ukuthi iMithetho yethu nezinqubo zethu kusebenza kanjani emsebenzini wethu.
- Siqede konke ukuqeqeshwa okudingekayo.
- Sithembeke futhi sisebenze ngendlela ezuzisa i-Walmart.

Ngaphambi Kokwenza Okuthile, Zibuze Le Mibuzo

- Kusemthethweni?
- Kuyahambisana nezimiso neMithetho yethu?
- Kuzoyizuzisa yini i-Walmart?

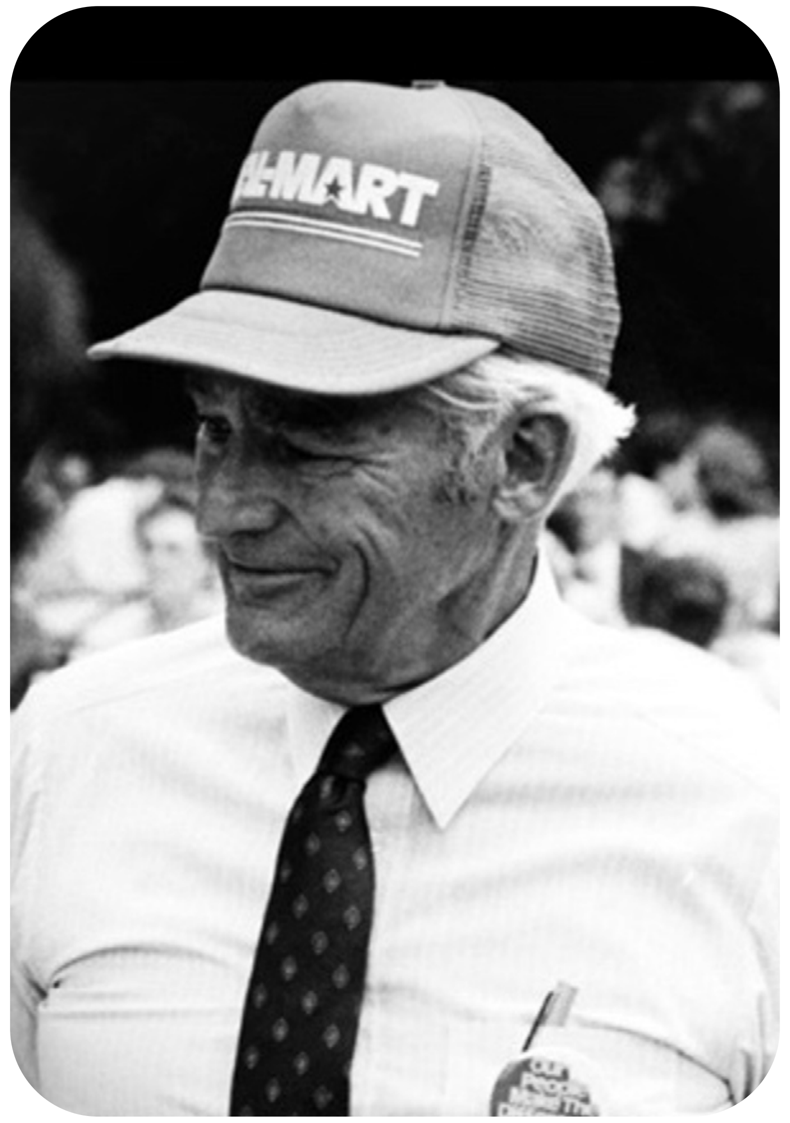
Uma impendulo yanoma imuphi kule mibuzo ingu-"Cha," ungakwenzi. Uma ungaqiniseki ngempendulo, khuluma nemenenja yakho, umuntu onakekela abasebenzi, abokuQondiswa Kwezigwegwe Nokuthotshelwa Komthetho, noma abezoMthetho ukuze uqondiswe.

Indima Yezimenenja

Abaholi banesibopho sokugqugquzela isiko elihambisana nezimiso zethu. Silindele ukuba abaholi babeke okulindelekile okuhambisana nezimiso zethu, bayiphendule kahle imibuzo noma izikhalazo, futhi balalele ozakwethu abafuna iseluleko noma abakhalazayo.

"Vikela idumela lakho. Liyigugu elibalulekile. Vikela ubuqotho bakho... **ube negama elihle**."

USam Walton
UMsunguli
We-Walmart Inc.



Izindlela Zokuthola Usizo

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Fonela: 800-963-8442 (1-800-WM-ETHIC) e-U.S., Canada, nasePuerto Rico, noma inombolo yangakini efakwe lapha. Ucingo Lokuqondiswa Kwezigwegwe lusebenza ubusuku nemini futhi lutholakala ngezilimi eziningi zendawo.

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

Khuluma Ukhululeke

Ukwakha ukwethembana kudinga ukuba senze okufanele, sikhulume uma sinemibuzo noma izikhalazo. Uma ungazi ukuthi yini okufanele uyenze, cela iseluleko semenenja yakho, umuntu onakekela abasebenzi, noma abokuQondiswa Kwezigwegwe Nokuthotshelwa Komthetho. Yenza izwi lakho lizwakale uthole izimpendulo ozidingayo.

Uma ubona, usola, noma ubikelwe into eshayisana neMithetho yethu, izinqubo zenkampani, noma umthetho, yibike ngokushesha. Izikhalazo eziningi zingabikwa kwimenenja yakho noma kumuntu onakekela abasebenzi. Kodwa izikhalazo ezingezansi kumele zibikwe ngokuqondile kwabokuQondiswa Kwezigwegwe Nokuthotshelwa Komthetho.

Izikhalazo ezilandelayo kumele zibikwe ngokushesha kwabokuQondiswa Kwezigwegwe Nokuthotshelwa Komthetho:

Isifumbathiso	Isikhulu noma umbiko oqondile ka-CEO wenkampani owephula iMithetho Yokuziphatha	Ukukhohlisa emarekhodini ezezimali	Ukugxambukela ezinqubweni zezimali	Ukubandlulula Nokuhlukumeza*

Imithetho yomhlaba noma yendawo ingase idinge ukuba ezinye izinto zibikwe ngokuqondile kwabokuQondiswa Kwezigwegwe Nokuthotshelwa Komthetho.
*Abasebenzi abaholelwayo abaqondisayo kufanele babike ukwephulwa koMthetho Kazwelonke Onqanda Ukubandlulula Nokuhlukunyezwa kwabokuQondiswa Kwezigwegwe Nokuthotshelwa Komthetho. Bonke abanye ozakwethu bangabika izikhalazo emalungwini aphethe aqondisayo, kwabasebenza ngabasebenzi, noma kwabokuQondiswa Kwezigwegwe Nokuthotshelwa Komthetho.

Yonke imibiko enikwa abokuQondiswa Kwezigwegwe Nokuthotshelwa Komthetho ibhekwa njengeyimfihlo ngangokunokwenzeka. Ukuzidalula kuyasiza lapho kulandelelwa. Uma ungakhululeki ukuziveza, ungenza umbiko ngezinga elivunyelwa umthetho uzifihle igama uthinte abokuQondiswa Kwezigwegwe Nokuthotshelwa Komthetho.

Siyiphenya ngendlela efanele imibiko yokuziphatha kabi. Imininingwane siyiveza kuphela uma kudingeka. Uma ucelwa ukuba ubambe iqhaza ophenyweni, kufanele ubambisane nabanye ngokuphelele, uphendule ngokwethembeka futhi ngokugculisayo, ungagxambukeli ophenyweni lwenkampani.

"Ngikholelwa ukuthi uma siqhubeka sigqugquzelwa inhloso yethu futhi siphila ngokweqiniso ngezimiso zethu, **sizokwenza ushintsho oluhle emhlabeni** noluzohlala isikhathi eside."

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

Khuluma Ukhululeke Ngaphandle Kokwesaba Ukuphindiselwa

I-Walmart ayikuvumeli ukuziphindiselela kunoma ubani obike isikhalazo noma obambe iqhaza ophenyweni. Ukuzama ukuvimba abanye ukuba babike izikhalazo zokuziphatha nakho akuvunyelwe. Ukubika izikhalazo ngobuqotho ngeke kukufake enkingeni, ngisho noma wenza iphutha ungahlosile. Ukuziphindiselela noma ukubika into engamanga ngamabomu kuzoholela esijezisweni.

Yakha Ukwethembana Nozakwethu

Alubekezelelwa Nhlobo Ubandlululo Nokuhlukumeza

Ukuhlonipha abantu kuphakathi kwezimiso eziyinhloko. Ukuba nendawo yokusebenza evumela ozakwethu, amakhasimende, namalungu ukuba angabandlululani futhi angahlukumezani kwenza sifeze isibopho sethu sokwakha indawo yokusebenza eyenza bonke bazizwe besekhaya.

Asikubekezeleli ukucwasa noma ukuhlukumeza abanye ngenxa:

• Yohlanga, Ibala, Isizwe, Imvelaphi • Ukukhulelwa • Ukukhonza Ebusosheni	• Ubulili Babo noma Ukubukeka • Ukukhubazeka • Iminyaka, Uzalo, Ufuzo	• Ukushada noma Ukungashadi, Ukuya Nokungayi Ocansini • Inkolo • Noma isiphi isimo esivikelwa umthetho

Izibonelo zokuziphatha ezingavunyelwe:

- Izenzo zocansi noma ukukhuluma ngalo okungafanele.
- Ukuthumela izithombe namavidiyo ocansi noma izinto ezihlobene nocansi.
- Ukukhuluma, ukubhala, noma ukudweba into ehlekisa, ithuke, noma iveze inzondo ngothile esimweni esivikelwa umthetho.
- Ukwenqaba ukuqasha noma ukukhuphula isikhundla ngenxa yohlanga, ubulili, noma izinkolelo zenkolo yomuntu.

! Khumbula

Amalungu aholelwayo aqondisayo kumele akubike ngokushesha ukwephulwa koMthetho Kazwelonke Onqanda Ukubandlulula Nokuhlukunyezwa kwabokuQondiswa Kwezigwegwe Nokuthotshelwa Komthetho.

Lalela yonke imithetho, izinqubo zendawo, noMthetho Kazwelonke Onqanda Ukubandlulula Nokuhlukunyezwa.

Indawo Yokusebenza Engenadlame

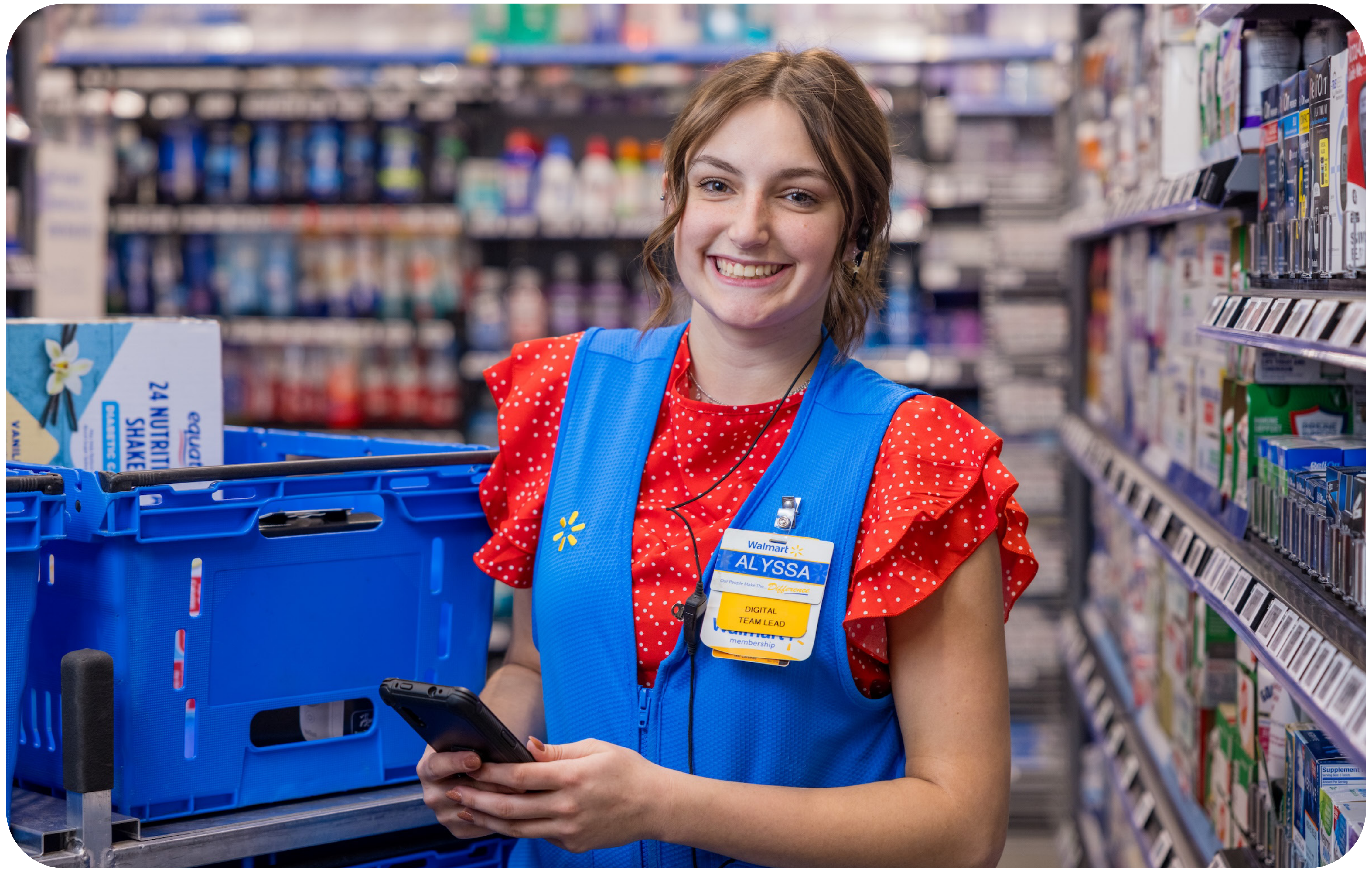
Ume kunengozi esondelayo, fonela abezimo eziphuthumayo ubikele nomphathi wakho noma enye imenenja ngokushesha. Sizimisele ngokuthi kube nendawo yokusebenza engenalo udlame. Ozakwethu abavunyelwe ukwenza izenzo noma ukusongela ngodlame oluzothinta indawo yethu yokusebenza, ozakwethu, amakhasimende namalungu, noma abanye esibuye sisebenzisane nabo.

Ukuphepha Nokubika Endaweni Yokusebenza

Sizimisele ngokuthi bonke ozakwethu basebenze endaweni ephephile. Uma ubona okuthile okungafaka impilo noma ukuphepha komunye engcupheni, kubike ngokushesha bese uthatha isinyathelo ukuze uphephe wena nabanye. Izibonelo zezindlela zokwakha ukwethenjwa:

- Yenza kuphela umsebenzi owuqeqeshelwe futhi ofaneleka ukuwenza.
- Gqoka izinto ezizokuphephisa ulandele yonke imithetho nezinqubo zezempilo, zezokuphepha, nezendlela zokusebenza emsebenzini wakho.
- Yeka noma imuphi umsebenzi uma izimo osebenza ngaphansi kwazo zingaphephile futhi ubike isikhalazo.
- Bika ukulimala kwasemsebenzini noma izigameko kumphathi wakho noma kumenenja.
- Isebenzise kahle imishini usebenzise nezinto zokuzivikela okufanele uzisebenzise noma ezikhuthazwayo.
- Sebenzisa imithetho yokushayela ngokuphepha futhi ukhathalele abanye emgwaqweni.
- Ungalokothi usebenze udakiwe - utshwala nokusebenzisa izidakamizwa ezingafanele kungawuphazamisa umsebenzi wakho nokuphepha kwabantu abakuzungezile.

Lalela yonke imithetho, izinqubo zendawo, neMithetho yethu Yokuphepha Kwendawo.



Kuthiwani Uma?

Igumbi elingemuva ligcwele amabhokisi, izindawo zokuphuma uma kunomlilo zivimbekile. Akuphephile, kodwa imenenja yomnyango wami ithe ngingakhathazeki ngakho. Kufanele ngenzeni?

Akufanele ungayinaki ingozi ngisho noma imenenja yakho ithi ungakhathazeki ngayo. Ngokushesha, qikelela ukuthi zonke izindawo zokuphuma uma kunomlilo azinazikhubekiso futhi khuluma nenye imenenja noma umuntu onakekela abasebenzi ngezikhalazo zakho. Uma usenezikhalazo zokuphepha ngemva kwengxoxo yenu, thinta abokuQondiswa Kwezigwegwe Nokuthotshelwa Komthetho.

Sebenza Ngendlela Efanele

Ozakwethu badlala indima ewumgogodla empumelelweni yethu. Abantu sibaholela ngendlela efanele ngenxa yomsebenzi wabo namahora abawasebenzile. Asikuvumeli ukusebenzisa izingane ezingavumelekile ngokomthetho noma ukusebenzisa abantu ngenkani nomaphi lapho senza khona ibhizinisi.

Ozakwethu akumele basebenze ngesikhathi okungesona esomsebenzi futhi kumele basebenzise wonke amalungiselelo ekhefu, izinsuku zokuphumula, nawesikhathi esengeziwe. Izimenenja noma abanakekela abasebenzi kumele bahlole, baqinisekise, futhi barekhode ukugunyazwa komuntu nokokuqashwa kwabo bonke ozakwethu abasha, okuhlanganisa abenza imisebenzi kazwelonke kwamanye amazwe okungewona awakubo.

Lalela yonke imithetho, izinqubo zendawo, kanye noMthetho Kazwelonke Wokusebenza Nokuqashwa Nokunqanda Ukusebenza ngempoqo, ezimayelana nokusebenza.

Kuthiwani Uma?

Imenenja yami ithi angiqoqe izinqola lapho ngiya emotweni sengishayisile ngemva kwesikhathi sami sokusebenza. Kuvumelekile lokhu?

Cha. Tshela imenenja yakho ukuthi susushayisile futhi awufuni ukwephula umthetho wenkampani ngokusebenza ngesikhathi okungesona esokusebenza. Uma imenenja yakho iphikelela, kubikele enye imenenja lokhu, abantu abanakekela abasebenzi noma abokuQondiswa Kwezigwegwe Nokuthotshelwa Komthetho.

Yenza Amakhasimende Namalungu Ethu Bakwethembe

Dayisa noma Ukhiphe Imikhiqizo Ephephile Ngendlela Efanele

Amakhasimende ethu namalungu balindele ukuthi sibanike imikhiqizo esezingeni elifanele nephephile futhi sibathengisele ngendlela efanele. Ukuze amakhasimende ethu asethembe futhi aqhubeke esethemba, ezitolo, emagatsheni, naku-inthanethi siwatholela imikhiqizo ephephile nesezingeni elihle, siyithuthe, siyifake emakethe, siyilungise, bese siyithengisa. Izinga lethu liphakeme, silindele okufanayo nakubahlinzeki bethu. Yakha ukwethenjwa ngokwenza lokhu:

- Ngokulandela imithetho yokuphepha kokudla kuyo yonke inqubo yokuthola ukudla—kusukela ezikhungweni ezikukhiqizayo, ekuthuthweni nasekugcinweni kwakho, kuya ekusakazweni kwakho ku-inthanethi noma ukudayisa ngaphakathi ezitolo.
- Ngokusabela ngokushesha ekubuyisweni nasekukhishweni kwempahla.
- Ngokubika nokulandelela izikhalo ezimayelana nokuphepha komkhiqizo nokudla.
- Ngokugcina zonke iziyalezo zokudayiswa kwemikhiqizo (ngokwesibonelo, utshwala nogwayi).
- Ngokunikeza imininingwane ecacile, enembile, nephelele ngemikhiqizo namasevisi ethu.

Yazi futhi ulandele yonke imithetho, izinqubo zendawo, uMthetho Kazwelonke Wokuphepha Kokudla, uMthetho Kazwelonke Wokuphepha Kwemikhiqizo, uMthetho Kazwelonke Wokuhwebelana, uMthetho Kazwelonke Wokuhlinzeka Ngokuphepha, uMthetho Kazwelonke Wezempilo Nenhlalakahle, kanye noMthetho Kazwelonke Wokuvikeleka Kwamakhasimende.

Funda okwengeziwe ngezinga i-Walmart elibekele abahlinzeki.

Kuthiwani Uma?

Uzakwethu engisebenza naye e-Deli uhlale ebuya engazigezile izandla uma ebuya ukuyothatha ikhefu. Ngikhulumile naye ngokubaluleka kokugeza izandla, kodwa namanje akazigezi. Kufanele ngenzeni?

Izandla kudingeka zigezwe ngendlela efanele ngaso sonke isikhathi futhi lokho kubalulekile ekugcineni ukudla kwethu kuphephile. Khuluma nanoma ubani kubaphathi bakho ngalesi simo. Uma abaphathi bakho bengasilungisi lesi sikhalazo, thinta abokuQondiswa Kwezigwegwe Nokuthotshelwa Komthetho.

Gwema Ukushushumbisa Imali Nokukhwabanisa

I-Walmart inikezela ngemikhiqizo namasevisi ezezimali emhlabeni jikelele, okuhlanganisa ukudluliswa kwemali, ama-oda emali, ukushintsha amasheke, ukukhokha izikweletu, amakhadi ezipho, namakhadi okuthenga ngesikweletu. Amakhasimende namalungu amaningi anezinhloso ezinhle, kodwa ezinye izigebengu zingase zizame ukusebenzisa amasevisi ethu ukuze zishushumbise imali noma ziphathe amakhasimende ngobuqili. Ukushushumbisa imali kusebenza lapho abantu bethatha imali noma izinto abazithole ngezindlela ezingekho emthethweni, bayifake emabhange noma basebenzise ezinye izindlela (njengokuthenga amakhadi ezipho) ukuze benze kubonakale sengathi leyo mali noma izinto kutholakale ngokusemthethweni. Ukugwema ukushushumbisa imali nokukhwabanisa kuvikela amakhasimende namalungu ethu futhi kuyasiza ekunqandeni ubugebengu obukhulu. Yakha ukwethenjwa ngokuthi:

- Wazi amakhasimende akho - Izinkontileka namasevisi emali kubuye kudinge ukuba siqoqe eminye imininingwane yekhasimende. Ngokuhlola uphinde uyithathe ngokunembile imininingwane yekhasimende lapho kudingeka.
- Ubike ukuziphatha okusolisayo - Uma ukudluliswa kwemali noma ikhasimende lisolisa, noma kunezinsolo zokuthi ikhasimende liyagetshengwa, landela izinqubo zendawo zokusingatha leso simo bese ubika isimo esisolisayo.

Kufanele wazi futhi usebenzise umthetho, izinqubo zendawo, noMthetho Kazwelonke Omelene Namasevisi Okushushumbisa Imali.

Kuthiwani Uma?

Kuwusuku olumatasa futhi kunolayini wamakhasimende akulindile. Ikhasimende lokuqala lifuna ukuthumela imali kothile elingamazi, futhi ucabanga ukuthi kunomkhonyovu okhona. Kufanele wenze njani?

Ungayidlulisi imali (uma kuvumelekile ezweni lakini) ngaso sonke isikhathi ubikele abamaSevisi Ezimali. Lokhu kungase kubambezele amakhasimende alindile, kodwa kungenzeka unqanda ukukhwabanisa noma obunye ubugebengu.

Yakha Ubuqotho Ebhizinisini Lethu

Kuthiwani Uma?

Ngisebenza kuGlobal Tech futhi uzakwethu engisebenzisana naye endimeni yami yase-Walmart ufuna ukukhokhela isidlo sakusihlwa ngemva komhlangano webhizinisi engibe nawo. Kufanele yini ngivumele uzakwethu akhokhele isidlo sami sakusihlwa?

Ngenxa yethonya onalo kulo zakwenu, kumele ungasemukeli isicelo ukhokhele isidlo sakho sakusihlwa. Mchazele ngomusa ukuthi ukwamukela izipho noma ezokuzijabulisa kuzakwenu akuvumelekile ngenxa yokuthi kungathonya ubudlelwano be-Walmart nalabo bantu.

Bona futhi Ugweme Okuphazamisa Izinqumo Zobuqotho

Ubulungisa nezinqumo ezinhle kwenza ozakwethu, amakhasimende, amalungu, nabanye esisebenzisana nabo basethembe. Lapho senza izinqumo zebhizinisi, izinzuzo ze-Walmart yizona eziza kuqala kunezethu. Ukuphambana kwezinkomishi kwenzeka lapho lokho umuntu afuna ukukuhlomula kuthinta, noma kubonakala kuzothinta, umsebenzi wethu e-Walmart.

Ukuphambana kwezinkomishi kungenzeka ngezindlela eziningi. Ezinye izibonelo zibandakanya:

- Umthelela emsebenzini womuntu (ngokwesibonelo, umholo, amahora okusebenza, izikhundla, noma ukuhlaziywa komsebenzi wakhe) oyilungu lomndeni noma onobudlelwane naye.
- Ukwamukela izipho noma ezokuzijabulisa kumuntu onguzakwenu noma ongase abe nguye uma usebenza noma ungase usebenze nalowo zakwenu endimeni ye-Walmart.
- Ukutshala imali kuzakwenu kuyilapho unamandla okuthonya ubudlelwane be-Walmart nalowo zakwenu.

Kubalulekile ukubona nokugwema izimo ezingadala ukushayisana noma ukudideka. Wazi futhi uwusebenzise uMthetho Kazwelonke Wokushayisana Kwezinzuzo, onikeza ezinye izibonelo neziqondiso.

Ungathinteki Ekufumbathisweni

Asilokothi sifumbathise.

Ukufumbathisa kuhlanganisa ukwamukela, ukukhokha, ukugunyaza, ukukhipha, noma ukuthembisa imali nanoma yini eyigugu ukuze uthonye ngokungafanele isenzo noma isinqumo, noma uzibeke emathubeni okuthola nokulondoloza ibhizinisi ngezindlela ezingafanele. Ukukhwabanisa kungenzeka ngezindlela eziningi, kuhlanganisa imali, izipho, ukuhamba izindawo, ukudla, ezokuzijabulisa, ukunikwa amathuba okuqashwa, nokunikela ezintandaneni noma kwezepolitiki.

Kithi, kulula , ukufumbathisa—noma ubani, noma kuphi, kunoma isiphi isimo—akuvumelekile. Lokho kusebenza kubo bonke ozakwethu nakulabo esibuye sisebenzisane nabo abasimelelayo. Uma ucelwa noma unikwa isifumbathiso, senqabe bese ubikela abokuQondiswa Kwezigwegwe Nokuthotshelwa Komthetho ngokushesha.

Yazi futhi uyisebenzise imithetho elwa nenkohlakalo, uMthetho Kazwelonke Wokulwa Nenkohlakalo, nazo zonke izinqubo zendawo zokulwisana nenkohlakalo.

Kuthiwani Uma?

Amaphoyisa avimbe amaloli aphuma esikhungweni sethu sempahla ethunyelwayo, afuna u-$50 ukuze impahla ingaphuzi ukufika. Imenenja yami iphakamise ukuthi kuphathwe amakhadi ezipho ka-$50 ukuze kukhokhelwe amaphoyisa. Kuvumelekile lokhu?

Cha. Asikugunyazi ukusetshenziswa kwezifumbathiso ukuze sithole esikufunayo ezikhulwini zikahulumeni, kuhlanganise namaphoyisa. Lokhu kuhlanganisa ukukhokha imali nezinye izinto eziyigugu, njengezipho zamakhadi. Kubike ngokushesha lokhu kwabokuQondiswa Kwezigwegwe Nokuthotshelwa Komthetho.

Kulindwe ilayisensi yokusebenza ukuze kuvulwe isitolo esisha. Isikhulu sikahulumeni sithe asiqashe inkampani "ezosilungisela yona". Kuvumelekile lokhu?

Cha. Asitshelwa uhulumeni ukuthi siqashe abanye noma sivumele izifumbathiso ukuba zithonye izikhulu zikahulumeni. Lokhu kuhlanganisa noma ubani nanoma ubani esisebenzisana naye osimelelayo. Kubike ngokushesha lokhu kwabokuQondiswa Kwezigwegwe Nokuthotshelwa Komthetho.

! Khumbula

Kumele ubike ngokushesha noma isiphi isikhalazo sesifumbathiso **kwabokuQondiswa Kwezigwegwe**.

Ncintisana Ngendlela Enobulungisa

Sikholelwa ukuthi impumelelo itholakala ngokukhipha imikhiqizo namasevisi asezingeni eliphezulu ngamanani aphansi. Ukuncintisana okusebenzayo kwenza kube nezindlela ezintsha ezinamandla, amanani aphansi, ukwenyuka kwezinga lemikhiqizo, kuyilapho ukungabi nambangi kulimaza amakhasimende namalungu ethu. Yakha ukwethenjwa ngokuthi:

- Uvikele futhi ungadlulisi imininingwane ebucayi – njengamanani, izindleko, izicelo zokuthenga, noma amapulani – nezimbangi, ngokuqondile noma usebenzisa abanye okusetshenziswana nabo, njengabaphakeli.
- Ungenzi izivumelwano nezimbangi noma abanye eziqeda ukuncintisana. Ngokwesibonelo, ungenzi nembangi izivumelwano zamanani, zemikhiqizo ezosetshenziswa, zenzalo, zokukhangisa, noma okunye, futhi ungalokothi uvume ukuhlukanisa imikhiqizo, amakhasimende noma amalungu, noma izimakethe esizisizayo.
- Uvale ingxoxo uma kuphakama imininingwane ebucayi noma isivumelwano esingafanele. Kwenze kucace ukuthi awufuni ukuba nengxenye futhi ubike leso sigameko kwabokuQondiswa Kwezigwegwe Nokuthotshelwa Komthetho noma Abezomthetho.

Landela yonke imithetho yokuncintisana, izinqubo zendawo, noMthetho Kazwelonke Wokuliswana Nokungathembeki Nezimbangi.

Gcina Amarekhodi Anembile Ebhizinisi

Ukugcina amarekhodi ebhizinisi anembile ngokwethembeka kwenza ibhizinisi lethu lethenjwe, senze izinqumo eziphumelelayo, futhi nomsebenzi uhambe kahle. Njengenkampani eyaziwa umphakathi, i-Walmart inezibopho ezingokomthetho zokugcina amarekhodi ethu ecacile, enembile, enziwa ngesikhathi, futhi ephelele. Esethu sonke lesi sibopho. Yakha ukwethenjwa ngokuthi:

- Ulandele zonke izinqubo zangaphakathi lapho wenza futhi ugcina amarekhodi ebhizinisi. Ngisho noma ungenasibopho ngokuqondile ekwenzeni amarekhodi noma imibiko yezimali, unesibopho sokubika imininingwane enembile emarekhodini ebhizinisi owenzayo.
- Uyibhale ngokufanele imininingwane—okuhlanganisa izigunyazo, amanani, ukudayisa, imibiko yezindleko, ukubala, kanye namarekhodi ezikhathi—ngokuvumelana nezinqubo zenkampani.
- Ungalokothi uqambe amanga, ufihle, ushintshe, noma ungavezi ukudluliswa kwezimali zebhizinisi noma i-akhawunti.

! Khumbula

Kumele uzibikele abokuQondiswa Kwezigwegwe Nokuthotshelwa Komthetho ngokushesha izinsolo zamarekhodi ezimali angelona iqiniso noma angahambisani nezinqubo zethu zangaphakathi zokubika izimali ngokunembile.

Izibonelo zamarekhodi ezimali:

- Amarekhodi omholo
- Ama-invoyisi
- Imibiko yezindleko
- Imininingwane yokudayisa noma yokubala
- Ukufakwa kwamafayili eKhomishana Yase-US Yokuphepha Nokuhweba

Kuthiwani Uma?

Uzakwethu ungitshele ukuthi umbiko wezimali uyawulungisa ukuze "izinyanga ezihambe kahle" zilungise "izinyanga ezihambe kabi". Kuyinkinga yini lokhu?

Yebo. Ukushintsha ama-akhawunti ngale ndlela kuwukungathembeki futhi kungaba nemiphumela emibi kakhulu kuzakwethu ne-Walmart. Kubike ngokushesha lokhu kwabokuQondiswa Kwezigwegwe Nokuthotshelwa Komthetho.

“Ebhizinisini, ayikho impumelelo esile ongayithola **ngokungaziphathi ngobuqotho wena** nomsebenzi wenkampani yethu. Sincamela ukungabi nombiko omuhle wezimali kunokuthatha izindlela eziwumshosha-phansi.”

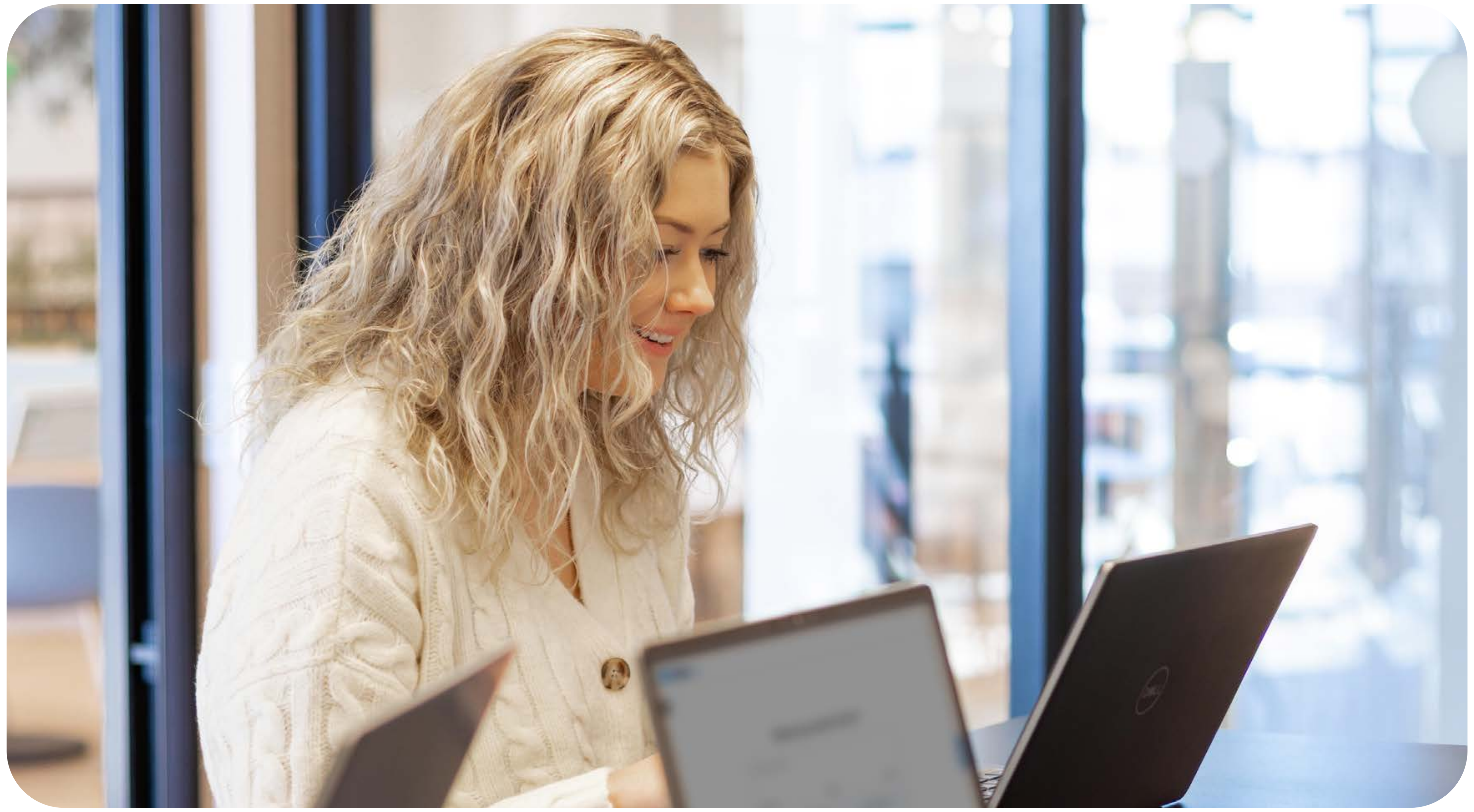
UDoug McMillon
OnguMongameli ne-CEO
Ye-Walmart Inc.

Isebenzise Kahle Imininingwane Nezobuchwepheshe

Siyakuqonda ukubaluleka kokuvikela imininingwane esiyinikezwe amakhasimende, amalungu, ozakwethu, nesibambisene nabo ebhizinisini. Kulindeleke ukuba sisebenzise imininingwane nezobuchwepheshe ngezindlela ezihlonipha ubumfihlo futhi zivikele imininingwane. Yakha ukwethenjwa ngokuthi:

- Ngokwethembeka, ungagodli imininingwane, wenze kucace ukuthi imininingwane yomuntu izosetshenziswa kanjani nokuyisebenzisa ngalezo zindlela kuphela.
- Ngokuvikela imininingwane yomuntu neyebhizinisi kubantu okungavunyelwe ukuthi bayithole noma bayazi. Ngokubika noma ikuphi ukutholakala kwemininingwane okungagunyaziwe okubonayo noma okusolayo ngokushesha usebenzisa umzila wendawo wokubika.
- Ngokusebenzisa kuphela izindlela zokuxhumana ezigunyaziwe (njenge-imeyili egunyazwe inkampani noma izindlela zokuthumela imiyalezo ezigunyaziwe) ukuze uthumele noma wamukele imininingwane yenkampani.
- Ngokufuna isiqondiso kwabezoMthetho lapho sinombuzo ngendlela yokusingatha imininingwane nemininingwane yempilo yesiguli, noma ukuthi imiphi imithetho nezinqubo ezisebenzayo.

Yazi futhi usebenzise yonke imithetho yokuvikela imininingwane nobumfihlo, izinqubo zendawo, noMthetho Kazwelonke Wokulawula Amarekhodi Nemininingwane, iMithetho Kazwelonke Yokusetshenziswa Kobuchwepheshe Nemininingwane, kanye noMthetho Kazwelonke Wezempilo Nenhlala-kahle.



Kuthiwani Uma?

Ngithumele ngephutha i-imeyili enemininingwane yekhasimende kumuntu ongafanele. Kufanele ngenzeni?

Izigameko lapho imininingwane yekhasimende noma yomuntu ithumeleke kumuntu ongagunyaziwe kumele zibikwe ngokushesha kusetshenziswa umzila wokubika wendawo.

Ngifuna ukusebenzisa esibuye sisebenzisane nabo ukuze ngifake imininingwane ye-Walmart. Iziphi izinyathelo okufanele ngizithathe?

I-Home Office kumele ihlole ukuthi singabethemba yini ngemininingwane yethu, futhi kumele kube nenkontileka ngaphambi kokuba basenzele noma imuphi umsebenzi. Landela zonke izinqubo zendawo zezinkontileka futhi uhlole ngokucophelela.

Vikela Impahla Yethu

Ukunakekela impahla ye-Walmart kuyasisiza sibe namaNani Aphansi Nsuku Zonke. Sisebenzisa impahla ye-Walmart, okuhlanganisa amakhompiyutha, izimoto, nezimali ze-Walmart, ukuze senze imisebenzi yethu. Kwethenjwa ukuthi sizoyisebenzisa kahle impahla ye-Walmart futhi siyivikele ingalahleki, ingebiwa, ingasetshenziswa kabi, ingalimali, noma imosheke. Yakha ukwethenjwa ngokuthi:

- Sisebenzisa amakhompiyutha e-Walmart, amafoni, neminye imishini yezobuchwepheshe ezintweni ehloselwe zona.
- Sithola zonke izimvume ezidingekayo ngaphambi kokwenza izindleko nokuqikelela ukuthi izimali ze-Walmart zisetshenziswa ngokufanele.
- Silandela izinqubo ze-Walmart lapho usingatha izinto ezilimele noma okuncishiswe amanani azo nalapho usebenzisa Ikhadi Lakho Lezaphulelo.
- Sivikela ubunikazi bempahla ye-Walmart. Noma yini oyakhayo eyingxenye yomsebenzi wakho–njengezinto ozisungulayo, imibono, nemifanekiso–kuyimpahla ye-Walmart futhi kuzoba njalo nalapho ushiya inkampani, kuye ngomthetho wendawo. Wazi futhi uwusebenzise uMthetho Wobunikazi Bempahla.

Kuthiwani Uma?

Ikhasimende libuyise impahla elimele, futhi ngiyazi ngeke sikwazi ukuyidayisa. Ngingayiyisa ekhaya?

Cha. Ngisho noma impahla ilimele noma isiphelelwe isikhathi, kuseyimpahla ye-Walmart. Irekhode kahle bese ulandela izinqubo ezikhona zokubuyisa impahla.

Vikela Indawo

Siyayikhathalela imiphakathi yethu, sonke kunendima esingayidlala ekuvikeleni imvelo. Ukuqhuba ibhizinisi lethu ngokwethembeka nangokuvumelana nezibopho zemvelo esinazo kuyasisiza sivikele imithombo yethu futhi sinakekele umhlaba. Yakha ukwethenjwa ngokuthi:

- Usebenzise izinhlelo zemakethe ukuze sihlangabezane nezinto ezifunwa imvelo mayelana nomoya, amanzi, ukungcola, nokunye.
- Unciphise udoti ngokulandela izinhlelo zemakethe zokuhlukanisa nokugaya kabusha izinto.
- Upakishe ngokuphepha, ukufaka amalebuli, nokuthutha izinto ezingaba ingozi.

Yazi futhi usebenzise yonke imithetho yemvelo, izinqubo zendawo, noMthetho Kazwelonke Wemvelo, Impilo Nokuphepha.

Ungayisebenzisi Kabi Imininingwane Oyithola Ngaphakathi

Ungase wazi imininingwane ebalulekile nge-Walmart noma esibambisene nabo ebhizinisini engakaziwa umphakathi. Le mininingwane ingathinta amashezi e-Walmart noma amabhizinisi esibambisene nawo. Akukho emthethweni ukuthenga noma ukudayisa amasheya e-Walmart noma emabhizinisini esibambisene nawo usebenzisa imininingwane yangaphakathi ebalulekile noma ebucayi. Izibonelo zemininingwane yangaphakathi zihlanganisa imiphumela yokubalwa kwezimali, amanani noma izindlela zokushintsha ukuthengisa, amacala amakhulu nezinkontileka, izinguquko zokuphatha ezinkulu, noma ukuthengisa okuzayo nezinzuzo ezicatshangwayo. Hweba kuphela ngokusebenzisa imininingwane eyaziwayo nesemthethweni etholakalayo. Yakha ukwethenjwa ngokuthi:

- Ungalokothi usebenzise imininingwanye yangaphakathi.
- Imininingwanye yangaphakathi idlulisele kuphela kozakwethu abayidingayo ukuze benze imisebenzi yabo.
- Ungalokothi udlulise imininingwane yangaphakathi ngaphandle kwe-Walmart, ngisho nasemalungwini omndeni noma abangani. Lapho ukhuluma ngemininingwane yangaphakathi, qapha indawo okuyo ukuze kungabi namuntu ozwa ngephutha.
- Thinta ezoMthetho uma ungaqiniseki ukuthi okuthile kungaba yini imininingwane yangaphakathi.

Yazi futhi uyisebenzise yonke imithetho yokuhweba yangaphakathi, noMthetho Wangaphakathi Wezohwebo.

Kuthiwani Uma?

Nginolwazi ngomkhiqizo omusha omangalisayo osuzokhishwa umphakeli wethu. Umphakathi awuzazi lezo zindaba. Ngingameluleka yini umngani ukuthi athenge amasheya kuleyo nkampani uma ngingeke ngisidalule isizathu?

Cha. Ngisho noma ungasivezi isizathu secebiso lakho, usawephula umthetho uma weluleka usebenzisa imininingwanye yangaphakathi. Uma ungaqiniseki ukuthi kuvumelekile yini ukuhweba, thinta abezoMthetho.

Izindlela Zokuthola Usizo

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Fonela: 800-963-8442 (1-800-WM-ETHIC) e-U.S., Canada, nasePuerto Rico, noma inombolo yangakini efakwe lapha. Ucingo Lokuqondiswa Kwezigwegwe lusebenza ubusuku nemini futhi lutholakala ngezilimi eziningi zendawo.

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

"... **Ayikho into engathatha isikhundla** sokusebenza kanzima, ubuqotho, nokuzimisela ukushiya lo mhlaba usungconywana kunalokhu owawuthola uyikho."

USam Walton
UMsunguli
We-Walmart Inc.