

IMITHETHO NEMIMISELO YOKUZIPHATHA

→ Ukukhuthaza **ukuNyaniseka, ubuNgcali nokuNgafihlisi**



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1.
Umyalezo
ovela kwiGosa
eliyiNtloko
eliLawulayo



1. Umyalezo ovela kwiGosa eliyiNtloko eliLawulayo



BooGxa bam neZihlobo ezithandekayo

Kwiminyaka engaphaya kweshumi iMainstream Renewable Power ibi sele iphambili kwiphulo lehlabathi lokuguquka kwizibaso zefosili ukuya kumandla ombane ohlaziyekayo kwaye ngokwenza oko izuze udumo lokuba ngumphuhlisi okumgangatho wehlabathi kunye nenkokeli kwezoshishino.

Umbono nemishini yethu yokukhokela uguqukelo kumandla ombane ococekileyo uxhaswa liqela lemilinganiselo weenqobo ezisemgangathweni ezingundoqo kunye nokuziphatha okujolise ekwenzeni into elungileyo ngendlela elungileyo.

EMainstream sisebenza ngokuzimisela okukhulu sibambebele kwezo nqobo zisemgangathweni kuyo yonke into esiyenzayo. Udumo lwethu njengenkeli kushishino yimpumelelo esiyibambe ngeqhayiya nesiyikhusele ngenkathalo. Lwaxhiwe ngokuzinikezela okungaphelendawo, ukunyamezela kunye nothando olugqithileyo lwabantu bethu – ngokunjalo ngaphandle kwakho Mainstream besingenakuba yile nkampani sineqhayiya esinalo ngayo namhlanje.

Udumo lwethu yeyonanto sinayo enxabiso kuthi kodwa ikwa yeyona yona isengozini. Into nje efunekayo ukuze lonakale, okanye mhlawumbi lutshabalale kukuswela ubuchule bokugweba, ukuba noluvo olungaqiqwanga okanye isigqibo esinye nje esingenxa yokungaziphathi kakuhle. Udumo lweMainstream lusezandleni zakho kwaye yiyo le nto kufuneka ushishino siluqhube ngokwale Migaqo yeNdelela yokuZiphatha.

UMgaqo weNdelela yokuZiphatha weMainstream ubhekiselele nakubani na omele iMainstream, kubandakanya abasebenzi bethu, abalawuli, iikontrakta, amaqabane, ababoneleli, kunye namanye amaqela esithathu. Ndiya kucela ukuba uwufunde ngocoselelo kwaye usebenzise imithethosiseko yawo ukukhokela ukuziphatha kwakho kwiimeko ezingokobuqu nezingokobungcali kuyo yonke imisebenzi yakho oyenzela iMainstream ukunye nayo.

Enkosi kakhulu ngenkxaso yenu kwaye ndijonge phambili ekwabelaneni nani ngempumelelo eqhubekayo yeMainstream kwiminyaka ezayo.

Mary Quaney

IGosa loLawulo eliyiNtloko yeQela



2.
Iingobo
ezisemgangathweni
zeMainstream

2. Inqobo ezisemgangathweni zeMainstream



I-Mainstream ineqela kwihlabathi kodwa naphina apho sikhoyo, sonke sabelana ngeenqobo ezisemgangathweni ezifanayo:

Sikholelwa **yiNdawo eKhuselekileyo** yabantu bethu. Ngokubeka ukhuseleko kuqala, sidale indawo apho abantu basebenza ngeyona yona ndlela ilungileyo, siqinisekile kulwazi lokuba ukhuseleko lwabo yeyonanto iphambili kuthi.

Sikholelwa ekuboniseni **INtlonipho yoBuqu** kumntu ngamnye esisebenzisana naye. Intlonipho ingundoqo kunxulumano olulolona luphumeleleyo kwaye unxulumano sisiseko seshishini lethu. Apho kukho ukuhloniphana, ukuthembana kuya miselwa kwaye ubambiswano luba nempumelelo

Sikholelwa ukuba ngoku **Sebenzisana** njengeqela, sivelisa ngaphezulu. Asisoze siphumelele kumbono wethu xa sohlukani siwe. Ngokusondelelana, sabelane ngolwazi sisebenzela injongo efanayo, siyaxhobisana ukuze sizise ikamva elizinzileyo sabelane ngempumelelo yalo.

Sikholelwa ukuba **Indlela yokuRhweba** iya kufumana isisombululo abanye abangakwaziyo ukusibona. Ilizwe lijongene nemingeni emikhulukazi kwaye asinakho ukuyoyisa ngokucinga okuqhelekileyo. Eli lixesha lokufumana iindlela ezintsha. Ezo zineKhonsepthezi ezintsha kunye nezisombululo zoyilo, ezidityaniswe nokuzibophelela ekuziseni zona, kuya kukhokelela phambili.

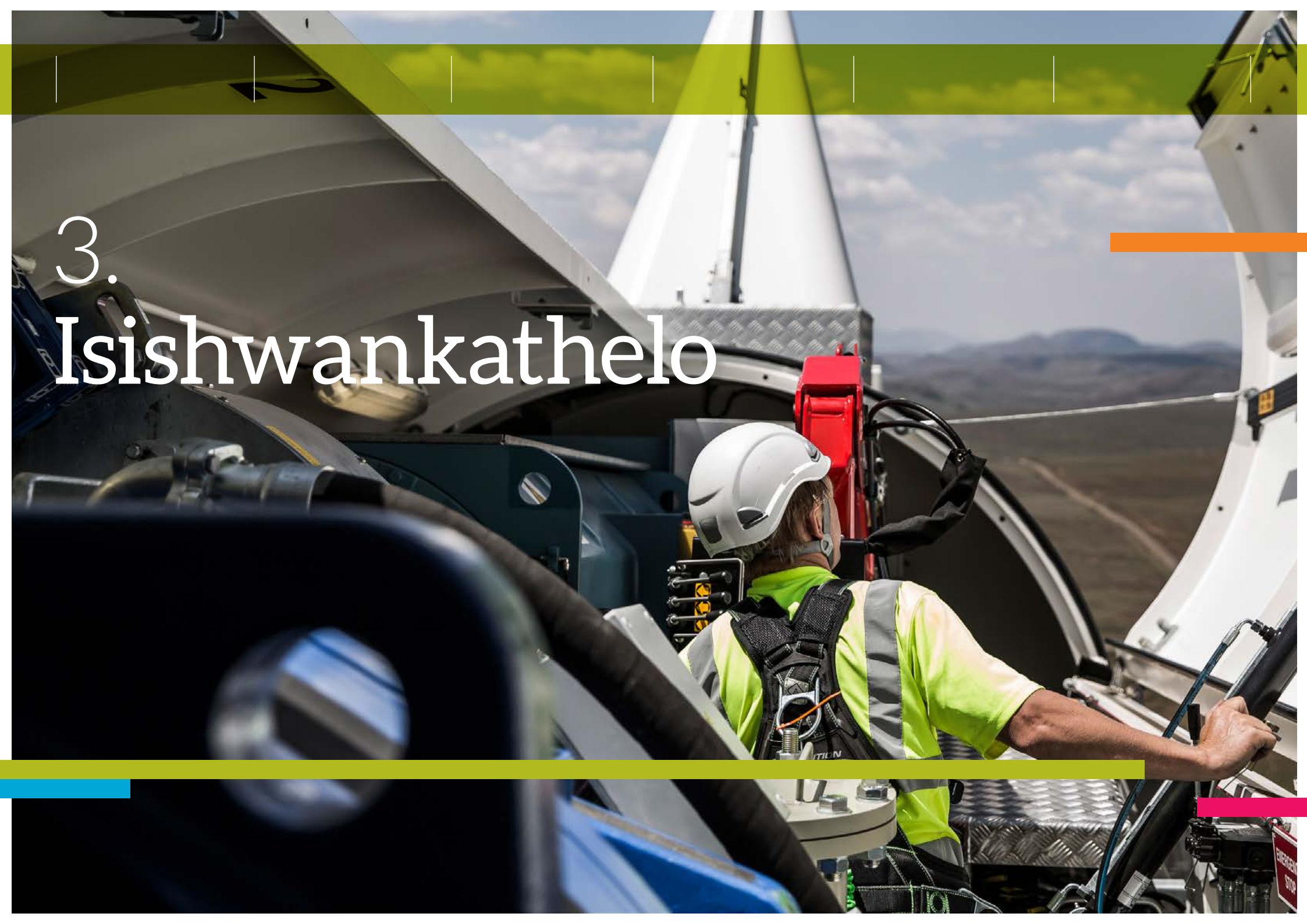
Sikholelwa **kwiNdlela eZinzileyo** kuyo yonke into esiyenzayo. Sicinga ngengomso nokuba iintshukumo zanamhlanje ziza kuba nafuthe lini kwikamva lethu. Ingundoqo kuyo yonke into esiyenzayo. Ukuqwalasela umbono wexesha elide kubalulekile kwimpumelelo yeshishini lethu, ubudlelwane esibenzayo kunye nekamva le planethi yethu.

Sikholelwa ukuba ukwamkela **ubuChule bokuYila** buya kuhlala buphambili emdlalweni. Impumelelo yethu ibonisa ukuhlengahlengiseka kwethu kunye nengqondo yethu evulekileyo yokwamkela izinto ezintsha kuzo zonke iimarike zethu kunye nemisebenzi yoshishino, sicutha iindleko siphakamisa umgangatho wokusebenza. Kuphela kungokuqhuba kakuhle nokuba nezimvo ezintsha apho sinokuthi siphuhle njengeqela, sikhule njengeshishini ngokunjalo siphuhle njengoshishino.

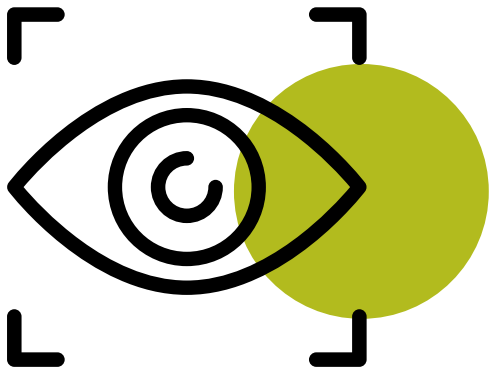
Sikholelwa ekuqhubeni ishishini lethu ngamanqanaba aphezulu **okuNyaniseka** ngomgaqo owomeleleyo nongaguququkiyo wokuziphatha. Ukwenza ngokunyanisekileyo kungaphezulu kunomfanekiso wenkampani yethu kunye nesidima okanye ukuphepha imiba yezomthetho. Kumalunga nokugcina indawo apho sonke sinokuba neqhayiya lokusebenza kuyo, kwaye ekugqibeleni sibe sisazi ukuba senze into elungileyo. Oku kuthetha ukuqhuba ushishino lwethu ngokuphandle kwaye ngokweyona migangatho iphezulu yobugcisa, ukunyaniseka nemfezeko.

Umbono wethu lihlabathi elifakelwe umbane ngamandla ahlaziyiyekayo

3. Isishwankathelo



3. Isishwa- nkathelo



3.1 Injongo

Imithetho nemimiselo yokuziphatha yeMainstream iphuhlisiwe ukuze icacise imigangatho enyanzelekileyo kunye nendlela yokuziphatha exhasa inkcubeko yequmrhu lethu.

Ngokukodwa, iMithetho neMimiselo yokuZiphatha izama:

- Ukuseka **ingcaciso** malunga nemigangatho yeenqobo ezisesikweni ekufuneka zithotyelwe xa kumelwe iMainstream;
- Ukucacisa **indlela yokuziphatha** elindelekileyo kunye neemfuno ekumele ukuba ababandakanyekayo bangaphakathi nabangaphandle, bazithobe xa bemele iMainstream;
- Ukwazisa kunye nokukhokela **inkqubo yobuchule yokuthathwa kwezigqibo ngokunjalo** nemigangatho kwiqumrhu lonke; kananjalo
- Nokuqhubeka ukuseka iMainstream njengendawo **ekhuselekileyo, ebandakanyayo ngokunjalo nendawo yokusebenza enoxanduva kuluntu.**

3.2 Umda

IMithetho neMimiselo yokuZiphatha ibhekiselele kubo bonke abasebenzi, abasekondiweyo, abafundi kwezorhwebo, amavoluntiya, abalawuli, abaphathi (abachaphazelekayo bangaphakathi) kuHlaziyo lwaMandla oMbane eMainstream ngokunjalo kuwo onke amaziko nabasebenzi bawo (kubandakanya abaqeshiweyo) apho iMainstream, ilawula ngokufanelekileyo ngokuthe ngqo

okanye ngokungathanga ngqo ama90% okanye ngaphezulu ezabelo kunye neevoti kwiziko ekuthethwa ngalo. Isebenza ngokunjalo namaqumrhu amale amanye, abaphembeleli, abacebisi kunye nabanye abamele iinkampani ezikhankanyiweyo.

Ababoneleli, iikontraktha, amaqabane amalinge abambiseneyo, amaqumrhu amele amanye, abaphembeleli, abacebisi kunye namaqela esithathu (abachaphazelekayo bangaphandle) abamele uHlaziyo lwaMandla lweMainstream nabancedisi babo nabo balindeleke ukuba bahambelane nemigangatho ehambelana nale Mithetho neMimiselo yokuziphatha kunye nemithetho nemimiselo esebenzayo, kwaye iMainstream iya kwenza okona kulungileyo ukuqinisekisa olo thotyelo.

IMithetho neMimiselo yokuZiphatha isebenza nanini na xa umele iMainstream, nokuba usebenzela ekhaya, kwenye iofisi, ngaphandle okanye ngexesha lemisebenzi enxulumene nomsebenzi onjengeenkomfa, amatheko, ukuhambela umsebenzi okanye ukuthatha inxaxheba kwimisebenzi yoqeqesho.

IMithetho neMimiselo yokuZiphatha ayilulo uluhlu olupheleleyo lweendlela ezilindelekileyo zokuziphatha kwinkalo yonke yomsebenzi, endaweni yoko, idibene nemigaqonkqubo neenkqubo zeMainstream, ibonelela ngesakhelo esincedisa ekuthatheni izigqibo xa ujongene neengxaki zobuqu kunye nezokuziphatha. Apho kufanelekileyo umgaqonkqubo weMainstream okanye inkqubo idityanisiwe kule khowudi.

3.3 Uxanduva lwethu

IMithetho neMimiselo yokuZiphatha ichaza uxanduva lwethu ngeenqobo ezisemgangathweni zeMainstream njengondoqo wayo.

Njengomntu oyinxalenye yeMithetho neMimiselo yokuZiphatha, kufuneka:

- Ulandele imigaqonkqubo, izikhokelo, kunye neenkqubo zeMainstream (bonke abachaphazelekayo bangaphakathi, nalapho kuyimfuneko abachaphazalekayo bangaphandle);
- Uthobele imithetho esebenzayo, imimiselo kunye neemfuno kulo lonke ulawulo lobulungisa;
- Uziphathe ngokuhambelana neenqobo ezisemgangathweni, imimiselo nemithetho yeMainstream;
- Uxele nakuphina ukuziphatha kakubi okanye ukuziphatha ngokungafanelekanga ngokuhambelana neNkqubo yokuThetha Phandle; kwaye
- Uqinisekise ukuba lonke uqeqesho lokuthotyelwa olusisinyanzelo olwabelwe wena lugqityiwe njengelungelo eliphambili ngexesha elifanelekileyo.

Bonke abachaphazelekayo bangaphakathi nabangaphandle kufuneka bayazi bayithobele iMithetho neMimiselo yokuZiphatha ngalo lonke ixesha.

Kuluxanduva lwabo bonke abachaphazelekayo bangaphakathi nabangaphandle ukuqinisekisa ukuba bayifundile, bayiqonda, kwaye bayithobela le Mithetho neMimiselo yokuZiphatha

Uxanduva kunye nokuphunyezwa kwalo

Uxanduva loMntu

Njengabachaphazelekayo bangaphakathi kuHlaziyeke lwaMandla kwiMainstream, uya kuzama ukusebenzisa ukugweba okulungileyo, inkathalo kunye nokuqwalasela kwinkonzo yakho yeMainstream. Kulindeleke ukuba uziqhelanise nokusayina xa ungena naxa uphuma emsebenzini, kunye nokwenza imisebenzi yakho ngokuhambelana nemithethosiseko ebekiweyo apha. Ukuba udinga iingcebiso ekusingatheni ingxaki ethile yokuziphatha uyacetyiswa ukuba udibane nomphathi wakho okanye ogunyazisiweyo.

IQela labaPhathi abaPhezulu kunye nabaPhathi bamaCandelo banoxanduva lokwazisa iimfuno kwiMithetho neMimiselo yokuZiphatha kuzo zonke iingxelo zabo ezithe ngqo. Abaphathi ngokunjalo banoxanduva lokukhuthaza nokubeka esweni ukuthotyelwa kweMithetho neMimiselo yokuZiphatha kwiinkalo eziluxanduva lwabo.

IBhodi yabaLawuli kunye neGosa eliyiNtloko eliLawulayo banoxanduva lokukhusela, lokuphumeza kunye nokongamela ulawulo loMthetho noMmiselo wokuZiphatha.

I-CEO iya kuqinisekisa ukuba bonke abachaphazelekayo bayayazi kwaye bayawuthobela lo Mthetho noMmiselo wokuZiphatha, ngokunjalo abasebenzi benkampani qho ngonyaka bayawuqeqeshelwa lo Mthetho noMmiselo wokuZiphatha, kwaye abasebenzi njengenxalenye yolo qeqesho okanye ezinye iinkqubo ezifanelekileyo, batyikitya ukuba bawufundile kwaye bawuqondile uMthetho noMmiselo wokuZiphatha.





3.4 UkuXhasa uMthetho

I-Mainstream izibophelele ekuqinisekiseni ukuba abachaphazelekayo bangaphakathi nabangaphandle basoloko bewuthobeke umthetho osebenzayo, kulawulo ngalunye lobulungisa esisebenza kulo.

I-Mainstream iyaqonda ukuba umzila wethu wehlabathi kwiindawo ezahlukeneyo zolawulo uthetha ukuba kufuneka sithobeke inani elithile lemithetho entsonkothileyo nangaphaya kwemithetho yolawulo, ngokunjalo abachaphazelekayo bangaphakathi nabangaphandle kulindeleke ukuba baziqhelanise nale mithetho.

Kwiimeko ezininzi apho amasiko engingqi, izinto eziqhele ukwenziwa okanye izithethe zithi zingqubane noMthetho noMmiselo wokuZiphatha, kulindeleke ukuba bonke abachaphazelekayo bangaphakathi nabangaphandle ukuba balandele umthetho kunye noMmiselo wokuZiphatha, kwaye ukuba bayathandabuza mababonise neqela lezoMthetho nelokuThobela ukuze bakhokelwe ngaphezulu.


3.5 ULwaphulo lweKhowudi

Silindele ukuba bonke abachaphazelekayo bangaphakathi nabangaphandle bathobeke imithetho nemimiselo yokuziphatha, kwaye ukusilela ukwenza oko, kunokusonakalisa kakhulu isidima seMainstream ngokunjalo nokukwazi ukuthobela yonke imithetho esebenzayo.

Kwiimeko apho kukho ulwaphulo okanye kunokwenzeka kubekho ulwaphulo loMthetho neMmiselo yokuZiphatha, kuya kuqhutywa uphando kwaye isiphumo sinokuba ngamanyathelo oluleko.

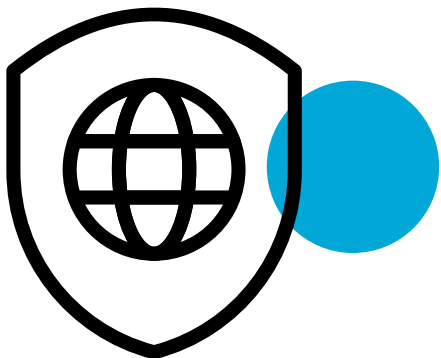
3.6 Isibhengezo sokuThotyelwa soNyaka

Kulindeleke ukuba bonke abachaphazelekayo bangaphakathi babonelele ngesibhengezo sonyaka esizalisekisa ukuba bawufundile kwaye baziqhelanisile nalo Mthetho neMimiselo yokuZiphatha kwaye kangangoko benakho ngokolwazi lwabo, bayithobeke iMithetho neMimiselo yokuZiphatha.

A man in a grey suit and purple tie is pointing at a whiteboard with a green marker. He is looking towards a woman in a blue shirt who is looking at the whiteboard. The background is a blurred office setting with a whiteboard and a computer monitor.

4.
Indlela esizama
ukuziphatha ngayo
ngokweenqobo
ezisesikweni kunye
nokuthobela

4. Indlela esizama ngayo ukuziphatha ngokweenqobo ezisesikweni kunye nokuthobela



4.1 Ukunyanzela omnye aziphendulele

lingcaphephe zeMainstream, zikhuthaza bonke abachaphazekayo bangaphakathi nabangaphandle ukuba banyanzelane ukuba umntu ngamnye aziphendulele ngokuziphatha ngokufanelekileyo ngokweenqobo ezisesikweni ezijongwayo emsebenzini.

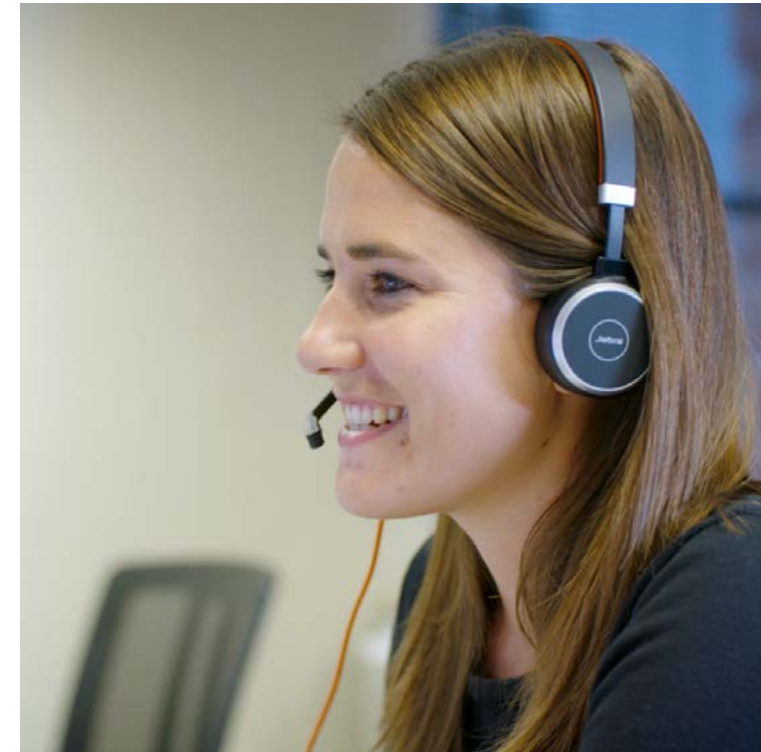
4.2 Ukuthetha Phandle

I-Mainstream izibophelele ekufezekiseni eyona migangatho iphezulu yokuziphatha ngokweenqobo ezisesikweni ekuqhubeni ishishini layo kunye neminye imisebenzi kwihlabathi jikelele.

Nawuphina ochaphazekayo wangaphakathi okanye wangaphandle unoxanduva lokuphakamisa inkxalabo ukuba urhanela nayiphina indlela yokuziphatha, engekho mthethweni, ukuziphatha okungafanelekanga kunye/ okanye ulwaphulo lo Mthetho neMimiselo yokuziphatha naxa kwenzeke utyeshelo lweMigaqonkqubo kunye neeNkqubo zeMainstream.

Unakho ukubuza imibuzo okanye uphakamise inkxalabo ngentembeke entle ngokusebenzisa la majelo alandelayo:

- Umphathi wakho, okanye umphathi womphathi wakho;
- iqabane leshishini le ndawo leHR;
- Iqela lakho le ndawo leMithetho nokuthotyelwa;
- okanye iQela leNzululwazi ngeeNqobo ezisesikweni kunye nokuThotyelwa;
- I-The Speak Up Line; okanye
- Ummeli woKhuseleko, ummeli womanyano okanye igqwethwa



Amalungelo okukhetha ukubuza imibuzo okanye ukuphakamisa iinkxalabo awadweliswanga ngendlela ethile, kwaye loo micimbi ungayibhengeza kwiGosa eliyiNtloko eliLawulayo okanye nakweliphi ilungu leKomiti yoPhicothozincwadi.

Unakho ngokunjalo ukwazisa amagunya olawulo okanye iziphathamandla zengingqi yakho.



SPEAK UP LINE

UMnxeba iSpeak Up line weMainstream yinkonzo ezimeleyo esebenza 24/7 isenza ingxelo ebonelelwa yiConvercent, nelawulwa liGosa leQela eliyiNtloko lokuthotyelwa, apho nabani ochaphazelekayo wangaphakathi okanye owangaphandle enokuphakamisa umbuzo okanye imicimbi, kwaye akhethe ukuhlala engaziwa, apho kuvumelekileyo ngokomthetho.

Unakho ukufikelela kwiSpeak Up Line kwaye uphakamise iinkxalabo ngokubhala phantsi okanye ngokuthetha naphina ngolwimi lwengingqi yakho:

- Ngeintanethi ngokuklika le linki [yeMainstream Pick Up Line](#);
- Ngokutsalela umnxeba kwinombolo yoqhagamshelwano yaloo ngingqi [ekwiwebhsayithi yeMainstream Pick Up Line](#).

Xa unxibelelana neSpeak Up Line ngomnxeba uya kudityaniswa nomsebenzi oqeqeshelwe ukufumana ingxelo malunga neenkxalabo emsebenzini obona ukuba ngathi azinakusonjululwa nangayiphina enye indlela.

Umnxeba wakho uya kurekhodwa, kwaye iminxeba efunyenwe yiSpeak Up Line iya kuphathwa ngokuyimfihlo ngokunjalo kwaye ukuba ngaba unqwenela njalo ukungaziwa ungakuqinisekisa oko kungaziwa kwakho.

Kwenzeka ntoni xa kuPhakanyiswe iNkxalabo:

- Unakho ukukhetha ukuhlala ungaziwa, apho kuvumelekileyo ngokomthetho.
 - Apho oku kungakwaziyo ukwenzeka, okanye uzazisile ngokwakho, siya kusoloko sifuna ukukhusela ubuqu bakho
 - Wonke umntu ochaphazelekayo ekuphakamiseni inkxalabo yokuziphatha okanye uphando, lomntu kufuneka ahloniphe imfihlo yenkqubo ebhengeziweyo kwiNkqubo yeSpeaking Up.
- Zonke iinkxalabo ziya kuvavanywa kwaye ziphandwe ngokungenamkhethe, ngokufanelekileyo kwaye kangango kunokwenzeka ngokuyimfihlo
 - Isiphumo sovavanyo kunye nophando zibhengezwa kwiKomiti yendlela yokuziphatha okanye iKomiti egunyaziswe imicimbi esingathwa kwingingqi.
 - Ukwaphulwa kwalo Mthetho neMimiselo yokuziphatha kunokukhokhelela kumanyathelo oluleko.

Ukufumana iinkcukacha ezingaphezulu kwiSpeak Up Line yeMainstream, nceda ujonge kwiNkqubo Speak Up Line.

UkungaziPhindiseli

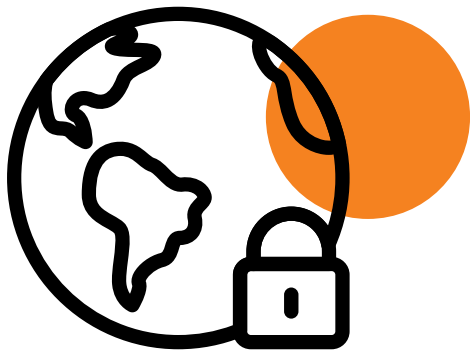
Wonke umntu omanyene neMainstream uyakhuthazwa lonke ixesha ukuba athethe phandle ngokukhululekileyo, njengoko ishishini likhuthaza ingqondo evulekileyo kunye nokungafihli.

I-Mainstream ixhasa ngokupheleleyo nawuphina umntu ophakamisa iinkxalabo ngokunyanisekileyo kwaye iya kuqinisekisa ukuba akukho kuziphindezela kubo. Akusayi kunyamezelwa naluphina uhlobo lokuziphindezela okanye ukuphathwa kakubi ngokukhethwa komntu othe waphakamisa inkxalabo ngokunyanisekileyo.

A woman wearing a yellow hard hat and a high-visibility vest is writing on a clipboard. She is standing in front of a large pile of rocks and a red excavator in the background. The scene is outdoors under a clear blue sky. The text is overlaid on the left side of the image.

5.
Imigangatho
yokuziphatha
kunye nenkcubeko
e Mainstream

5. Imigangatho yokuziphatha kunye nenkcubeko eMainstream



5.1 INdawo yokuSebenza ekhuselekileyo nenokhuseleko

Uxanduva lwethu kukubonelela ngendawo yokusebenza ekhuselekileyo nenempilo kubo bonke abachaphazelekayo bangaphakathi nabangaphandle abanokubandakanyeka okanye bachaphazeleke kwimisebenzi yethu.

Ububanzi bokukhuseleka, impilo kunye nokhuseleko lususela kwimiba yeofisi encinci ukuya kuphuhliso lweprojekthi, ulwakhiwo, kunye nemisebenzi yeeasethi, Ukhuseleko lilungelo lokuqala neliphambili kuyo yonke into esiyenzayo.

Ngenxa yoko, ukhuseleko, impilo kunye nokukhuseleka zimiliselwe kwiinqobo ezisemgangathweni kwiMainstream ngokunjalo kumbutho wonke nakuwo onke amanqanaba, oku kungumbulelo wokuphunyezwa kwemigangatho evunyiweyo yamazwengamazwe enjengeISO 9001kunye ne-ISO 4500. Ingumba ophambili nongundoqo kwinqanaba leBhodi, kwaye oku kuphumela kumbutho wonke, oko kusenziwa liqela lethu elizinikezeleyo kwezoKhuseleko, ezeMpilo okuSingqongileyo neNtsulungeko (Safety Health Environmental and Quality ("SHEQ") lona linxibelelana ngemiba kuyo yonke imisebenzi yehlabathi.

→ **I-Stop Work Authority (SWA) yenye yemilinganiselo efunekayo yokuthintela iziganeko ezinokuthi zibangele ukwenzakala kakhulu okanye ukufa. I-Mainstream's Global SHEQ Standard, the "Proactive Safety Standard", ichaza ukuba umsebenzi ngamnye weMainstream ugunyazisiwe ukuba amise ukusebenza ngokukhawuleza xa kukho umntu othe wachonga imeko abona ngathi ayikhuselekanga. Wonke umntu unyanzelekile ukuyeka ukusebenza ngokukhawuleza xa becelwa ukuba benze njalo ngumntu osebenzisa iSWA.**

Indlela yokhuseleko yeMainstream isekelwe kwimithethosiseko ephambili emihlanu:

- Ukuthintela** – Ngolawulo lomngcipheko, imigaqonkqubo, imigangatho yehlabathi, ukwazi, kunye nokomelezwa kwenkcubeko esekelwe ekuphunyezweni kwenkqubo yeISO 45001 kunye ne9001, sinakho ukuthintela impilo enkenekene nokonzakala kubasebenzi bethu, iikontrakthi abanye ababandakanyekayo kwimisebenzi yeshishini lethu, ngokunjalo nokuqhubeka, siphucula iinkqubo ukuze iMainstream ibe yeyona nkampani yezihlaziywa ethelekisekayo,
- UBunkokeli**– Ubunkokeli bethu bokhuseleko obungafihlwanga ngabasebenzi nabaphathi buya kuqinisekisa ukhuseleko, impilo, nokusebenza kokhuseleko lwethu.
- UNxibelelwano** – Sikholelwa ukuba unxibelelwano ngemisebenzi, ukusebenza, ukufunda kunye nomsebenzi omhle yeyona nto iyinxalenye ebalulekileyo yendlela yethu kukhuselo, impilo nolawulo lokhuseleko;
- Uhlolo** - Njengokuba ishishini lethu likhula siya kusoloko sihlola zonke iinkalo zemisebenzi yethu ukuqinisekisa ukuba ubungozi obunxulumeneyo bulawulwa ngokufanelekileyo kwaye iMainstream izibophelele ekukhuthazeni abasebenzi nekontrakthi basebenzise umgaqo-nkqubo oyi- "Stop Work Authority" xa iimeko zomsebenzi zingakhuselekanga ukuba baqhubeke ngomsebenzi; kunye
- Nokuphucuka** – Njengoko siya kuqinisekisa ukuthotyelwa ngabachaphazelekayo, imfuno kunye nelizwe/imithetho yeemakethi, i-Mainstreamnayo iya kufuna ukuqhubeka iphucula yonke imiba yeenkqubo ngokuba nenkqubo esemgangathweni ekhoyo, enceda ukulawula ukusebenza ngezona ndlela zininzi zisebenzayo.

5.2 Impathombi noKoyikiswa

I-Mainstream inomgaqonkqubo onganyamezeli naziphina intshukumo okanye ukuziphatha okukhokelela kwimpathombi nezoyikiso, okanye ezinokubonwa njengezo zinto.

Sizibophelele ekuqinisekiseni ukuba bonke abachaphazelekayo kwiMainstream baphathwa kambe baphathana ngembeko, ngesidima, ngokuhloniphekileyo nangokufanelekileyo, kwaye asisayi kunyamezela naluphina uhlobo lobundlobongela, lwempathombi, loloyikiso, lwempatho yokuthotywa isidima okanye indlela yokuziphatha ekhubekisayo ngokwesondo okanye impatho gadalala nakubani ochaphazelekayo wangaphakathi okanye wangaphandle.

Bonke abachaphazelekayo bangaphakathi nabangaphandle beMainstream kulindeleke ukuba balumkele indlela yabo yokuziphatha ukuqinisekisa ukuba abazibandakanyi nayo nayiphina indlela yokuziphatha engafanelekanga, kwaye bayakhuthazwa ngamandla ukuba basoloko beqaphela ukuba ingaba ukuziphatha kwabo nezenzo zabo zinokubonwa zifanelekile na ngabanye. Inkcazo okanye nayiphina enye indlela yemiyalezo ekhubekisayo, iintetho ezinyelisayo okanye iziqhulo ezingafanelekanga azamkelekanga.

Ukuba uye waqaphela nayiphina indlela yokuziphatha enobundlobongela okanye enokuthi ithathwe njengenobundlobongela, impathombi, isoyikiso okanye ukuxhatshazwa nceda ukuxele ngoko nangoko oko.

Uxanduva lwakho:

- Thatha amanyathelo udale indawo yokusebenza elungileyo – ngaphandle kokuphathwa kakubi;
- Ungaze uzibandakanye nokuxhaphaza, impathombi, ukuxhatshazwa, ubundlobongela emsebenzini, iindlela zokuziphatha ekhubekisayo ngokwesondo okanye ezinye iindlela zokuziphatha kubantu osebenza nabo okanye amaqabane kushishino abangayibona njengesoyikiso, okanye ukuthoba isidima;
- Hlonipha amasiko nenkcubeko yabanye abantu;
- Ukuba uye waqaphela nayiphina imeko yokwaphulwa kwale migaqo ingasentla, thetha phandle kwaye uyichaze inkxalabo yakho.

5.3 Amalungelo aBantu nawaBasebenzi

I-Mainstream izibophelele ekuphumezeni eyona migangatho iphezulu yokuziphatha ngokweenqobo ezisesikweni ekuqhubeni ishishini lethu nemisebenzi kwilizwe ngokubanzi.

Sixhasa kwaye siyakuhlonipha ukukhuselwa kwamalungelo oluntu nawabasebenzi abhengezwe kwihlabathi jikelele, njengeMigaqo yokuKhokela kuShishino kunye namaLungelo oLuntu eUN, uMbutho waMazwengamazwe weMithethosiseko namaLungelo eMsebenzini, uMthetho oYilwayo wamaLungelo oLuntu waMazwengamazwe uMthetho weUK woBukhoboka baNamhlamje, IziKhokhelo zaMashishini zaMazwengamazwe zeOECD, ngokunjalo nayo yonke imithetho yabasebenzi kunye nemimiselo. I-Mainstream iya kuqinisekisa ukuba imisebenzi yeshishini layo ayibangeli okanye ibe negalelo kuko nokuphina ukwaphulwa kwamalungelo oluntu nawabasebenzi njengoko ezo zinto zichazwe ngentla apha.

I-Mainstream iyayiqonda ngokunjalo kwaye iyayivuma into yokuba uhlobo lweshishini lethu, ushishino esisebenza kulo, kunye nolawulo esisebenza kulo luthetha ukuba umbutho ujongene nemingcipheko yendalo yokuvezwa kobukhoboka bale mihla ngamakhonkco ethu onikezelo anzulu.

Ngoko ke, asiya kubunyamezela ubukhoboka okanye ukurhweba ngabantu, ukuxhatshazwa okanye ukuphathwa kakubi nakuyiphina indawo yeshishini lethu, okanye naliphina ikhonkco lethu lokubonelela, kwaye siphuhlise, saphumeza ulawulo oluluqilima lwale mihla lokuthintela ubukhoboka kunye neenkqubo zokunciphisa nakuphina ukunyhashwa kwamalungelo oluntu kubukhoboka bale mihla.

Imigaqo-nkqubo yethu, iinkqubo zethu, kunye neenkqubo ngokunxulumene nolawulo lomngcipheko, inkuthalo efanelekileyo, ukuthengwa kwempahla kunye nezibonelelo zabasebenzi, ivumela ukuba sivakalise kwaye siphile ngokuzibophelela kwethu ekuthatheni amanyathelo okuqinisekisa ukuba ubukhoboka kunye norhwebo ngabantu alunanxaxheba kwishishini lethu okanye kuthungelwano lwethu lokubonelela.

Uxanduva lwakho:

- Ungaze ubangele okanye ube negalelo ekunyhashweni kwamalungelo oluntu nawabasebenzi;
- Hlonipha isidima somntu, imfihlo kunye namalungelo abo bonke abantu onxibelelana nabo ngokunxulumene nomsebenzi wakho kunye nabo bachatshazelwa lushishino lwethu;
- Bhalela umphathi wakho umazise ukuba uye waqaphela nayiphina imeko yokophulwa kwale migaqo ingasentla.

5.4 IyaNtlukwano kunye nokuBandakanywa

I-Mainstream ifuna ukuqesha kunye nokukhuthaza eyona talente ibalaseleyo ngokubonelela ngemekobume eguqukayo ezisa ndaweninye abantu abanezakhono ezahlukeneyo kunye neengcinga. Abasebenzi abohlukeneyo ababandakanywayo bakhuthaza ukusungula izinto ezintsha kunye nokuphucula isikhundla seMainstream kwimarike.

I-Mainstreamixhomekeke kwigalelo labantu abaziqonda kakuhle iinkcubeko nokusebenza kumazwe kunye nolawulo apho sishishina khona.

I-Mainstream ibisoloko izibophelele ekuqesheni abantu abanobuchule obufanelekileyo kunye netalente.

Abasebenzi bethu banokulindela indawo yokusebenza engenampathombi nakucalucalulwa. Asikunyamezeli ukucalucalula, nakuwuphina umsebenzi, okusekelwe kwiminyaka yobudala, isini, ubume besini (sexual orientation), ukukhubazeka, ubuhlanga, ubuzwe, iimbono zopolitiko, inkolo, okanye imvelaphi yobuhlanga, okanye nasiphina isiseko esingavumelekanga ngokomthetho.

Sizibophelele

- Ekugayeni nasekukhetheni abantu abohlukehlukeneyo ngokusekelwe kubuncutshe nangokweenkqubo ezifanelekileyo nezinobulungisa;
- Ekwamkeleni abantu abohlukehlukeneyo nokubonelela ngendawo yokusebenza eyamkelayo nebandakanyayo;
- Ekuboneleleni ngendawo yokusebenza ekungenako ukuziphatha okungafanelekanga njengocalucalulo, ukuxhatshazwa, ukwenyeliswa, ukuphathwa kakubi kunye nobundlobongela;
- Ekwenzeni izigqibo ezinxulumene nomsebenzi ngokusekelwe kwimfaneleko;
- Ekufundiseni nasekuqeqesheni abasebenzi bethu ngexabiso leyantlukwano kunye nendima noxanduva lwabo ngokunxulumene neyantlukwano namathuba alinganayo; kanaanjalo
- Nasekukhuthazeni iyantlukwano ngokuphonononga iprofayile yedemografi yabasebenzi nokuqinisekisa ukuba izisombululo zetalente ziyaqaliswa ukwakha abasebenzi abohlukeneyo.

5.5 Imisitho enxulumene nomsebenzi

I-Mainstream izibophelele ekuboneleleni ngendawo ekhuselekileyo, enemveliso, kunye neyamkelayo kuyo yonke imisitho enxulumene nomsebenzi kunye nemisebenzi, kwaye iMithetho neMimiselo yokuziPhatha iyasebenza kuyo yonke imisitho enxulumene neMainstream, kubandakanywa, kodwa ingekuko ukuphela koku kulandelayo:

- Imisitho yentlalo yeMainstream enjengesidlo sakusasa, esasemini, esangokuhlwa, itheko, imihla yokuzalwa, iipati, kunye nesiganeko sophuhliso lweqela;
- Imisitho ephambili yeMainstream enjengocweyo, iinkomfa zoshishino, iziganeko zokuthungelana kunye neentlanganisano zabaninizabelo ngokunjalo nezebhodi;
- Imisitho exhaswa ngamaqabane eqela lesithathu, kodwa izinyaswe ngabachaphazelekayo beMainstream.

Nokuba sesiphina isiganeko, ochaphazelekayo weMainstream, xa echongiwe okanye emelwe ngolo hlobo, kufuneka aziphathe ngokufanelekileyo, kubandakanywa nakumajelo eendaba kunye namaqonga oluntu.



5.6 Uxanduva lokuSingqongileyo

Undoqo weshishini iMainstream uyilwe ukube ube nefuthe elihle kokusingqongileyo kunye nokuzinza komsebenzi wabantu. Sizibophelele ekuqinisekiseni ukuba ukhuseleko lwendalo kunye nokwazisa kuphambili kuyo yonke imisebenzi yethu.

I-Mainstream izibophelele ekwenzeni ngaphezulu kunokuba ithobeke kuphela imithetho yendalo esingqongileyo. Sijonge ukucenga urhulumente ukuba amisele imigangatho yebhongo nezinzileyo yokusingqongileyo. Sinenjongo yokuqhubeka ngokuphucula indlela esiqhuba ngayo kwezokusingqongileyo ngokumisela, ukuphumeza kunye nokubeka iliso kwezo zinto sijolise kuzo ezimangatho uphezulu nakuzinzo olukwanjalo. Imithetho engendalo esingqongileyo ayifani ukusuka kwelinye ilizwe ukuya kwelinye kodwa sinyanzelisa owona wona mgangatho uphakamileyo nokuba uthini na umthetho wengingqi.

Sizibophelele:

- Ekukhuthazeni ulwazi ngokusingqongileyo nasekuphuculeni indlela abasebenzi bethu abacinga ngayo ngokunxulumene nokusingqongileyo
- Ekukhuthazeni ukuzinza kwendalo esingqongileyo kuyo yonke imisebenzi yethu kubandakanya ukuncitshiswa kwenkunkuma kunye nokukhutshwa kwekhabhon dayoksaydi (CO₂);
- Ekuqinisekiseni ukuba indlela zokusebenza ezamkelwe yiMainstream kunye nawuphina umntu wesithathu osebenza egameni lethu zinciphisa umonakalo kokusingqongileyo; ngokunjalo
- Nasekuphuhliseni iiprojekhthi zethu ngokuhambelana neMigangatho yoPhuhliso lweHlabathi ye-Mainstream.

Sionke snoxanduva lokunciphisa ifuthe lethu kokusingqongileyo kwaye iMainstream ikhuthaza bonke abasebenzi ukuba basoloko bekhuthaza iindlela zokwenza oku ngokwabo buqu kunye nangobungcali babo.

5.7 UThethathethwano noLuntu

Siyi-Mainstreamsijonge ekubeni ngabamelwane abalungileyo. Iinqobo zethu ezisesikweni kunye namava ethu asifundise ukubaluleka koluntu esithi siphuhlise isayithi zethu kulo. IMigangatho yoPhuhliso lweHlabathi yeMainstream inceda ukusiqinisekisa ukuba sinobona budlelwane bulungileyo noluntu esisebenza kulo.

Sizibophelele:

- Ekuzuzeni ukuqonda uluntu esisebenza kulo, kubandakanya imbali kunye nezithethe zalo:
- Ekujongeni zonke iimeko ngokwendlela ezibonwa ngayo luluntu:
- Ekubonisaneni nasekunxibelelaneni noluntu lwasekuhlaleni kwasekuqaleni ngeentlanganiso, iileta ezisesikweni, izibhengezontengiso, isoshiyal midiya, iwebhusayithi zeprojekhthi kunye neentsuku ezivulelekileyo kuwonkewonke, ukwenza ukuba uluntu kunye neMainstream bakwazi ukwakha ubudlelwane obuqinileyo bokuthembana; kananjalo
- Nasekuqinisekiseni ukuba siyayilandela itshata yeMainstream engoluntu.

5.8 Unxibelelwano lwangaPhandle

Iqela lonxibelelwano lweMainstream linoxanduva lwazo zonke intetho ezenziwe kumajelo eendaba kubandakanya nokukhutshwa kweendaba kunye neempendulo kwimibuzo yamajelo eendaba.

Iprothokholi yethu yoNxibelelwano imisela indlela imibuzo yamajelo eendaba ekufuneka ijongwe ngayo kwaye ukuba unayo nayiphina imibuzo okanye iinkxalabo, nceda unxibelelane neNtloko yoNxibelelwano yeMainstream, okanye iqela leMicimbi yaMashishini kwiNgingqi yakho, ufumane isikhokelo.

Ukuba uceliwe ukuba uphendule umbuzo egameni leMainstream, nceda uqinisekise ukuba ufumana imvume yeNtloko yoNxibelelwano okanye iqela leMicimbi yaMashishini kwiNgingqi yakho phambi kokuba wenze naziphina iintetho zoluntu.



5.9 IPropati, ulwazi, neeAsethi

I-Mainstream ilindele kwaye ifuna bonke abachaphazelekayo bangaphakathi nabangaphandle ukuba bakhusele zonke iipropati kunye neeasethi kubusela, ukusetyenziswa ngokungalunganga, ilahleko, umonakalo okanye ukutshatyalaliswa.

Imizekelo yepropati kunye neeasethi e-Mainstream zibandakanya, kodwa aziphelelanga kwezi zinto zilandelayo:

- Isidima seMainstream;
- Iiofisi kunye nazo zonke izixhobo eziseofisini;
- Iindawo zophuhliso nezokwakha zeMainstream kunye nazo zonke izixhobo kwezi ndawo;
- I-Hardware yeIT, iinkqubo, uvimba weenkukacha neziseko zophuhliso;
- Nawaphi amaqabane aworhwebo nangengawo aworhwebo kunye nezivumelwano enawo iMainstream;
- Naziphina iiasethi zeebhethri zesola (BESS), okanye nezombane womoya nokuba ziyasebenza ngoku okanye azisebenzi, ezezindlu nomhlaba, okanye iipropati yorhwebo yeMainstream kunye okanye esetyenziswa yiMainstream;
- Nokudaliweyo ngengqondo, kubandakanywa kodwa kungaphelelwanga kulwazi lokwenza, amalungelo kuyila, uvimba wolwazi, amalungelo oshicilelo kunye neempawu zorhwebo.

Uxanduva lwakho:

- a) Khusela iipropati yeMainstream, ulwazi, kunye neeasethi kubusela nakwilahleko;
- b) Xela naluphina ulwaphulo lokhuseleko lwepropati ngokuhambelana neenkqubo zethu angaphakathi;
- c) Xela nabuphina ubusela, inkcitho okanye ukusetyenziswa gwenxa kolwazi lwenkampani kunye neeasethi ngokuhambelana neenkqubo zethu zangaphakathi;
- d) Gcina iifayile ze-elektronikh kunye noovimba ngocwangco.

5.10 Ukunika ingxelo, iiAkhawunti nokugcina iRekhodi

Luxanduva lwabo bonke abachaphazelekayo ukuvelisa nokugcina iingxelo ezicacileyo nezichanekileyo, iirejista, kunye neerekhodi zeenkqubo zangaphakathi zokusebenza, izigqibo eziphambili kunye nentengiselwano enomzila ocacileyo wophicothozincwadi.

Lonke ulwazi locwangciso-mali, kunye nolwezimali, ngokunjalo nolunye ulwazi olubhengezwayo, malubhaliswe ngokuchanekileyo kwaye lunikezelwe ngokuhambelana nemithetho, imimiselo kunye nemigangatho efanelekileyo yocwangciso-mali.

I-Mainstream ifuna abasebenzi bayo ukuba bagcine uluhlu olupheleleyo lweerekhodi njengoko kuchaziwe kumgaqo nkqubo ngamnye kunye/okanye inkqubo nganye enxulumene noko.

I-Mainstream izibophelele ekubeni iqinisekise ukuba inxibelelana ngalo lonke ulwazi olufanelekileyo lweshishini, kunye nolwazi lwezemali ngokukhawuleza nangokungafihlisiyo, kubo bonke abachaphazelekayo bangaphakathi nabangaphandle.

Ukongeza, apho kuyimfuneko ngayo nayiphina imthetho esebenzayo okanye izivumelwano zekontrakthi. I-Mainstream iya kubhengeza esidlangalaleni lonke ulwazi olufanelekileyo lweshishini kunye nolwezemali.

Bonke abachaphazelekayo bangaphakathi nabangaphandle kulindeleke ukuba baliphathe ishishini nolwazi lwezemali njengemfihlo, ngaphandle kokuba uxelelwe ngolunye uhlobo liqela lonxibelelwano kunye/okanye ngamaqela oMthetho nokuThotyelwa kweMithetho. Lonke ulwazi lwezemali lweMainstream kunye nengxelo ziqinisekiswa liqabane lopicothozincwadi lwangaphandle lw-Mainstream.

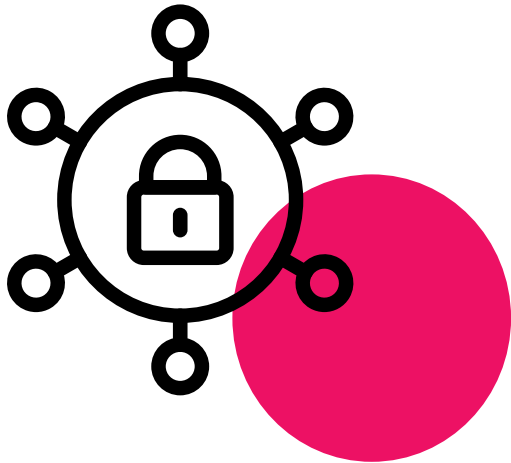
Uxanduva lwakho:

- a) Khusela iipropati ye-Mainstream, ulwazi, kunye nee-asethi kubusela nakwilahleko;
- b) Xela naluphina ulwaphulo lokhuseleko lwepropati ngokuhambelana neenkqubo zethu zangaphakathi;
- c) Xela nabuphina ubusela, inkcitho okanye ukusetyenziswa gwenxa kolwazi lwenkampani kunye nee-asethi ngokuhambelana neenkqubo zethu zangaphakathi;
- d) Gcina iifayile ze-elektronikh kunye noovimba ngocwangco.

6.
Imfezeko
imigangatho kunye
nokuli-ndelweyo



6. Imfezeko imigangatho kunye nokulindelweyo



KwiMainstream, le migangatho ilandelayo yemfezeko kunye nokulindelweyo ihambelana nendlela esiqhuba ngayo ishishini, kwaye kwiimeko ezininzi, iinkqubo ezineenkukacha ziye zaphuhlisiwa ukubonelela ngesikhokelo esimiselweyo malunga nokulindelweyo.

6.1 UkuNyoba noRhawphilizo

Ukunyoba kwenzeka xa umntu okanye umbutho unikezela, ubonelela, ufumana, okanye ucela into yexabiso kwimeko apho izibele, intshukumo okanye isibophelelo siceliwe njengembuyekezo komnye umntu okanye iziko.

Naziphina iimeko zokunyoba kwenyani okanye okucingelwayo kunokuba nefuthe elibi kwisidima seMainstream kwaye kunokukhokelela kumatyala asemthethweni kwinkampani nomntu obandakanyekayo.

I-Mainstream ithintela ukusetyenziswa kwamaqela esithathu ezorhwebo ukuxhasa imisebenzi enxulumene nentengiso. Nakuphina ukusetyenziswa kwabameli bamaqela esithathu kuya kwenziwa ngokuhambelana neenkqubo ezifanelekileyo zangaphakathi kwaye zivunye liGosa eliyiNtloko eliLawulayo leMainstream.

I-Mainstream izibophelele ekuthobeleni yonke imithetho echasene nokunyotywa norhawphilizo kwaye inomgaqonkqubo ongalinyamezeliyo kwaphela naliphina inyathelo okanye ukuziphatha okukhokelela koku, okanye okunokubakho.

UXanduva lwakho:

- Qinisekisa ukuba uyawuqonda kwaye uyawuthobela uMgaqonkqubo neNkqubo yeMainstream yokuThintela ukuNyotywa noRhawphilizo;
- Qinisekisa ukuba zonke iintlawulo zisemthethweni kwaye zenziwe ngokunxulumene nenkqubo yokuvunywa kwentlawulo esekiweyo, kunye neerekhodi ezigcinelwe zonke izicelo kunye nolwamkelo lwentlawulo;
- Ungaze unikezele nantonina enxabiso (ngokuthe ngqo okanye ngokungathanga ngqo) (ngomntu wesithathu) ukuphemelela izenzo zakhe okanye izigqibo zawo nawuphina umntu wangaphakathi okanye owangaphandle, kubandakanya naliphina igosa likarhulumente okanye iqela labucala othethathethana nalo egameni leMainstream;
- Qinisekisa ukuba zonke izipho kunye neendwendwe zifumana imvume efanelekileyo kwaye zirekhodwa kwiRejista yokuBhengeza yeMainstream;
- Musa ukwenza iintlawulo zokuququzela phantsi kwayo nayiphina imeko nokuba ayithathwa njengesenzo solwaphulomthetho phantsi kolawulo oluthile, ("Iintlawulo zokuquzela ziintlawulo ezincinci ezingekho mthethweni ezijolise ekukhawuleziseni okanye ekuqinisekiseni unikezelo lweemveliso, okanye iinkonzo onelungelo kuzo ngokusemthethweni okanye inkampani);
- Musa ukusebenzisa abameli beqela lesithathu ngaphandle kwemvume ethile; kananjalo
- Xela naziphina izehlo zokwenyani okanye ezinokubakho zokunyoba norhawphilizo ngokuhambelana neNkqubo yokuThetha Phandle.

Imizekelo yokuNyoba noRhwapilizo

- Ukwenza umnikelo wezopolitiko ngenjongo ecacileyo yokufumana okanye ukuzuza iziphumo ezilungileyo;
- Ukubonelela okanye ukufumana intlawulo yoncedo ukukhawulezisa okanye ukungxamisisa ubonelelo lweenkonzo apho iziko okanye umntu anelungelo kuzo naye: okanye
- Ukubonelala okanye ukufumana intlawulo okanye izipho/kunye okanye impatho eyodwa kwiziko okanye umntu ukuze aphumelele azuze ikhontrakthi.

6.2 UbuQhinga

Ubuqhinga benzeka xa iziko okanye umntu efumana ngokunganyanisekanga inzuzo ebonakalayo okanye engabonakaliyo okanye ebangela umonakalo okanye ilahleko kwabanye ngokuziphatha ngendlela yobusela.

Ukuziphatha ngendlela yobuqhinga kubandakanya inani lemiba ephambili, kubandakanya inkohliso kwabanye, ukufihla ulwazi olubalulekileyo, ukuyilwa kolwazi kunye nokunyanzelisa okanye ukuxhaphaza abanye.

Naziphina iimeko zobuqhinga bokwenyani okanye obucingelwayo zinokubangela iziphumo ezibi kakhulu kwisidima seMainstream kwaye kunokukhokelela kumatyala asemthethweni kunye nolwaphulomthetho kwinkampani nalowo ubandakanyekayo.

I-Mainstream izibophelele ekuthobeleni yonke imithetho echasene norhwaphilizo kwaye inomgaqonkqubo onganyamezeli nasiphi na isenzo okanye indlela yokuziphatha enokufikelela okanye enokubonwa jegobuqhinga.

Uxanduva lwakho:

- Qinisekisa ukuba uyayiqonda, kwaye uyayithobela imigaqonkqubo kunye neenkqubo zeMainstream;
- Qinisekisa ukuba usoloko usenza ngokunyaniseka, ngokufanelekileyo ngokunjalo ngokomdla weMainstream;
- Ukuba unamathandabuzo malunga nokuchaneka, ukuba semthethweni, nokufaneleka kwazo naziphina izenzo okanye izigqibo, dibana neqela loMthetho kunye nokuThobela ukuze ufumane isikhokelo; ngokunjalo
- Xela naziphina izehlo zobuqhinga zorhwaphilizo ezenzekileyo okanye ezinokwenzeka ngokuhambelana neNkqubo yokuThetha Phandle.

Umzekelo wobuQhinga

- Ubuxoki kwibango leendleko
- Ingxelo yezemali engachanekanga eyenziwe ngenjongo;
- Ukubonelela ngolwaizi olungeyonyani nolulahlekisayo; okanye
- Ubusela beempahla zenkampani kubandakanya, Ulwazi kunye nezinto eziphathekayo.





6.3 Uthutyeleziso lwemali kunye neNkxasomali yobuNqolobi

Uthutyeleziso lwemali lubhekisele kwisenzo okanye izenzo ezimiselwe ukufihla ubunyani bendlela yokwenza imali, efaneka ngokuziphatha ngokungekho mthethweni, ukwenzela ukuba amaziko okanye abantu baxhamle inzuzo yaloo mali.

UkuXhasa ngeMali ubuNqolobi kubhekiselele kunyusomali ukwenzela ukuxhasa ngemali imibutho yabanqolobi okanye izenzo ezidla ngokuxhaswa ngemali, ezenziwa ngolwaphulo mthetho.

I-Mainstream izibophelele ekusebenzisaneni kuphela namaziko kunye nabantu abalungileyo nabahloniphekileyo, abaye baqinisekiswa ngenyameko kuzo zonke iinkqubo zethu.

I-Mainstream izibophelele ekuthobeleni yonke imithetho echasene nokuthutyeleziswa kwemali kunye nokuthintela ukuxhaswa ngemali kobunqolobi kwaye inomgaqonkqubo onganyamezeli naziphina izenzo okanye ukuziphatha okukhokelela kuthutyeleziso lwemali okanye okunokubonwa njengokuthutyeleziswa kwemali.

Uxanduva lwakho

- Qinisekisa ukuba uyayiqonda kwaye uyayithobela imigaqonkqubo kunye neenkqubo zeMainstream;
- Qinisekisa kwaye uzame ukuthintela ukuba iintengiselwano zeMainstream kunye nemisebenzi yoshishino ayisetyenziselwa ukuthutyeleziswa kwemali;
- Qinisekisa ukuba uhlobo olufanekileyo luyagqitywa phambi kokubandakanyeka kushishino nalo naliphina iqumhru elitsha elikhoyo okanye umntu;

- Qinisekisa ukuba yonke imisebenzi yoshishino isemthethweni kwaye kubandakanywa imali esemthethweni, ingokuhambelana nendlela zokuhlawula ecacisiweyo kwisivumelwano sekhontrakthi namaqabane amaqela esithathu;
- Qaphela, ukuba ngaba kukho izitenxo ngexesha lokufumana intlawulo okanye lokubonelela ngentlawulo, njengokuba xa kubandakanyeka neakhawunti kumazwe angaphandle okanye iikhawunti ezingafane zisetyenziswe ngabantu ababandakanyekayo
- Ukuba kukho ukuthandabuza, dibana neqela lezomthetho nokuthobela kunye/okanye amaqela erhafu nawezemali ukuze ufumane isikhokelo; uze
- Uxele nayiphina intengiselwano erhanelekayo okanye isiganeko ngokuhambelana neNkqubo yeSpeaking Up.

Imizekelo yokuthutyeleziswa kweMali kunye neNkxaso mali kubuNqolobi

- Ukusebenzisa imali zolwaphulomthetho ukuxhasa uphuhliso lwepropati okanye iiasethi;
- Ukusebenzisa imali yolwaphulomthetho ukuxhasa uthengo lwepropati okanye iiasethi;
- Ukusebenzisa imali yolwaphulomthetho ukuxhasa umbutho wabanqolobi okanye uhlaselo;
- Ukuseka ishishini kunye nokudala iirekhodi zengeniso yobuxoki ukufihla ingeniso yolwaphulomthetho njengengeniso kwiakhawunti yebhanki; okanye
- Ukufaka kwiakhawunti yebhanki iimali ezincinci (ngesiqhelo ngaphantsi kwe\$10,000 rhoqo ngokungaguqukiyo, apho umthombo wemali uyingeniso yolwaphulo mthetho.

6.4 Untswinyo ngaMazwengamazwe noLawulo lokuThumela iPahla ngaPhandle

Untswinyo ngamazwengamazwe lubhekiselele kwizithintelo zopolitiko kunye nezozoqosho ezibekwe phezu kwamaziko athile kunye nakubantu.

Untswinyo ngamazwengamazwe alukubandakanyi ukusetyenziswa komkhosi, kwaye luphunyezwa ngokuzama ukutshintsha indlela yokuziphatha kwamazwe antswinywayo, amaziko kunye nabantu kwiimeko apho kukho ukunyhashwa kwamalungelo abantu okanye ukubeka emngciphekweni uxolo lwezizwengezizwe, olwenzekileyo.

Imithetho elawula ukuthunyelwa kwezinto kwamanye amazwe ibeka izithintelo kunye nokwalela iintengiso ezithile, imithwalo, kwa nokuhanjiswa kwezeelektroniki, ubonelelo, okanye ukubhengezwa kolwazi, isoftwe, iimpahla, iiasethi, imali, kunye neekonzo kwimida yelizwe okanye ukubandakanya amaqela aphantsi kwezohlwayo zoqoqosho.

I-Mainstream inomgaqonkqubo wokunganyamezeli uthethathethwano namazwe, amaziko, okanye abantu abaphantsi kontswinyo lwamazwe ngamazwe kwaye izimisele ukuthobela yonke imithetho esebenzayo yontswinyo nesebenzayo yolawulo lwempahla ethunyelwa ngaphandle kuyo yonke imimandla esisebenza kuyo ngokusemthethweni.

Uxanduva lwakho:

- Qinisekisa ukuba uyayiqonda kwaye uyayithobela imigaqonkqubo kunye neenkqubo ze-Mainstream;
- Qinisekisa ukuba uhlolo olufanekileyo luyagqitywa phambi kokubandakanyeka kushishino nalo naliphina iqumhru elitsha elikhoyo okanye umntu;
- Cinga ngononophelo malunga nefuthe lemithetho yolawulo lokuthumela impahla ngaphandle elinokubakho phambi kokuba udlulisele impahla, itekhnoloji, isoftwe okanye iinkonzo ngaphaya kwemida yelizwe kambe uqinisekise ukuba iyahambelana nayo yonke imithetho.
- Hlala uphaphile kwaye unyamekile nakowuphina umcimbi omkhulu wamazwengamazwe oqhubekayo kwaye ukuba uyandathabuza, buza kwiqela lomthetho nokuthotyelwa malunga nezohlwayo ezinokubakho; kananjalo
- Xela nayiphina intengiselwano ekrokrekayo, isiganeko okanye izivumelwano zamaqela esithathu ngokuhambelana neNkqubo yokuThetha Phandle.

Imizekelo yontswinyo IngaMazwe ngaMazwe kunye noLawulo lokuThumela iPahla ngaPhandle

- UThintelo lokurhweba ngempahla neekonzo okanye uthethathethwano kwimisebenzi yorhwebo;;
- Uthintelo lweehambo zabantu
- Amaxwebhu akhutshwayo emvume ziziphathamandla zelizwe phambi kokuthumela ngaphandle.



6.5 Ukungqubana kwemidla

Ukungqubana kwemidla kwenzeka xa ubudlelwane bomntu, othatha inxaxheba kwimisebenzi yangaphandle okanye umdla kwelinye iphulo kunokuphemelela okanye kunokubonwa njengefuthe ekwenzeni izigqibo komntu xa ebambele iMainstream.

Ubudlelwane bomntu kunokubandakanya iqabane, okanye olunye usapho olusondeleyo, isalamane kunye nabahlobo abasondeleyo. Konke ukurhweba, iintengiselwano kunye neekontrakthi kufuneka kungenwe kuzo ngokomdla weMainstream, kwaye nayiphina inzuzo yomntu okanye yoshishino okanye umdla akufuneki uphemelele isigqibo sokungena nakwesiphina isivumelwano esinjalo.

Kwezinye iimeko ukungqubana komdla kuya kuthathwa njengokunokulawuleka xa kunokumiselwa ukhuseleko kunye nemiqobo yokuthintela ungqubano lungabi nokuphemelela ngokungafanelekanga izigqibo zeshishini, kodwa kwiimeko ezininzi ukungqubana komdla kuya kuthathwa njengokungalawulekiyo.

I-Mainstream izibophelele ekuqinisekiseni ukuba umbutho uyayithobela yonke imithetho esebenzayo yokungqubana komdla ngokunjalo nokuphepha naluphina ungqzulwano lomdla olungalawulekiyo.

Uxanduva lwakho

- Qinisekisa ukuba uyayiqonda kwaye uyayithobela imigaqonkqubo kunye neenkqubo zeMainstream;
- Ukuba unakho okanye unganakho ukuba nongqubano lwenyani lomdla, luphakamise ngoko nangoko ngokuhambelana neNkqubo yokuNgqubana koMdlalweMainstream ngeRejista yokuVeza okuPhambili;
- Musa ukuthatha inxaxheba okanye uzame ukuphemelela naluphina urhwebo, intengiselwano kunye neekontrakthi apho unokuba nakho, okanye urhaneleke ngokufanelekileyo ukuba unakho ngenyani okanye unokubanakho ukungqubana komdla;
- Apho unakho kuphephe ukuba nomdla wakho okanye weshishini onokudala ukungqubana neenkonzoz eziphambili zeMainstream okanye amaqela esithathu;
- Njengompathi, qinisekisa ukuba abantu abangqubanayo ngomdla babekelwe kude nomsebenzi, impembelelo kunye/okanye kwiiNkqubo zokuthatha izigqibo ezinxulumene nokungqubana nomxholo wokungqubana;
- Xa ukungqubana komdla kuthathwa njengokulawulekayo, yenza ngokungqinelana nayo nayiphina imiqathango ebekiweyo liqela lomthetho nokuthobela, ngokuhambelana neNkqubo yokuNgqubana noMdlalweMainstream; kananjalo
- Xela nakuphina ukungqubana kwenyani okanye okunokubakho okubonileyo okuphawuliweyo ngokuhambelana neNkqubo yokuThetha Phandle.

Imizekelo yokuNgqubana koMdlalweMainstream

- Umsebenzi unobudlelwane nomntu ophantsi kwakhe banoxanduva lokuvavanya nokulawula ukusebenza kwabo;
- Umsebenzi unobudlelwane nommeli kwinkampani yomntu wesithathu esebenzisana neMainstream kwaye banoxanduva lokuthatha izigqibo
- Umsebenzi unobudlelwane nomgqatswa owenze isicelo somsebenzi eMainstream kwaye bayabandakanyeka kwinkqubo yokuqesha.
- Umsebenzi uneshishini lakhe elikhuphisana ngqo neMainstream kwaye abe nothetha-hethwano ngolwazi neMainstream ukuze aphumelele ikontrakthi.





6.6 Uthethathethwano noMntu wezoPolitiko

I-Mainstream iyakwamkela kwaye iyaqonda ukuba uhlobo lweshishini lethu lithetha ukuba uthethathethwano nabantu bezopolitiko maxa wambi kuyafuneka., kodwa kufuna ukulumka okugqithisileyo ukuqinisekisa ukuba akukho zimpembelelo zingafanelekanga okanye kuziphatha kungafanelekanga xa olu thethathethwano luqhubeka.

Ngokukodwa, i-Mainstream izibophelele ekunciphiseni ukuchaphazeleka kwayo kurhwebo, iintengiselwano nakubambiswano namaqela esithathu abantu bezopolitiko.

Uxanduva lwakho:

- a) Qinisekisa ukuba uyaqonda kwaye uyayithobela imigaqonkqubo kunye neeNkqubo zeMainstream;
- b) Ungaze, unikele, uthembise, okanye unike igosa likaRhulumente naliphina ilungelo elingafanelekanga ukuba lenze isenzo okanye liyeke ukwenza isenzo esinxulumene nomsebenzi walo ukuze ufumane okanye ugcine ishishini okanye enye inzuzo engafanelekanga,
- c) Oku kwenzeka nokuba inzuzo inikezelwa ngokuthe ngqo okanye ngomntu ongomnye ophakathi. Xa uthethathethana nomntu wezepolitiki, lonke ixesha yenza oko ngendlela eselubala ngokuthe ngqo kwaye usebenzise eyona mfezeko iphezulu uqwalasela ukuba ingaba ukuziphatha kwakho kuya kubonakala kakuhle na kwisidima seMainstream, kwaye uqinisekise ukuba kuhambelana neNdlela yokuziPhatha;

- d) Qinisekisa ukuba naziphina izipho kunye nezibele ezibonelelweyo okanye ezifumanekileyo kumntu wezopolitiko zenziwe njalo ngokuhambelana neNkqubo yeZipho kunye neZibele, kwaye irekhodiwe kwiRejista yokuBhengeza yeMainstream, kananjalo
- e) Xela nakuphina ukuziphatha okungafanelekanga okanye okunokwenzeka okanye uthethathethwano nomntu wezo politiko ombonileyo okanye ngokufanelekileyo ngokuhambelana neNkqubo yokuThetha Phandle.

Imizekelo yaBantu bezoPolitiko

- Igosa okanye umsebenzi wakhe nawuphina uRhulumente, okanye nayiphina iarhente, umphathiswa okanye isebe likaRhulumente; Nawuphina umntu osebenza ngokwesikhundla somthetho egameni likaRhulumente;
- Igosa okanye umqeshwa wenkampani ephantsi kukaRhulumente; okanye
- Umgqatswa weofisi yezopolitiko okanye nabaphina abasebenzi abaxhasa iphulo labo.

6.7 IZipho kunye neziBele

Ukubonelela ngezipho kunye nezibele kumaqabane eqela lesithathu, sisenzo esiqhelekileyo kushishino esijolise ekuncedeni uphuhliso lobudlelwane kunye nokuvakalisa umbulelo nokuxabisa.

Nangona kunjalo, kwiimeko apho iziphiwo kunye nezibele zigqithisile okanye zinikelwe ngokulindelekileyo okanye ukuqonda ukuba zinikezelwa ngenjongo yokwenzelwa ububele okanye isenzo sinokuba kukunyoba norhwaphilizo.

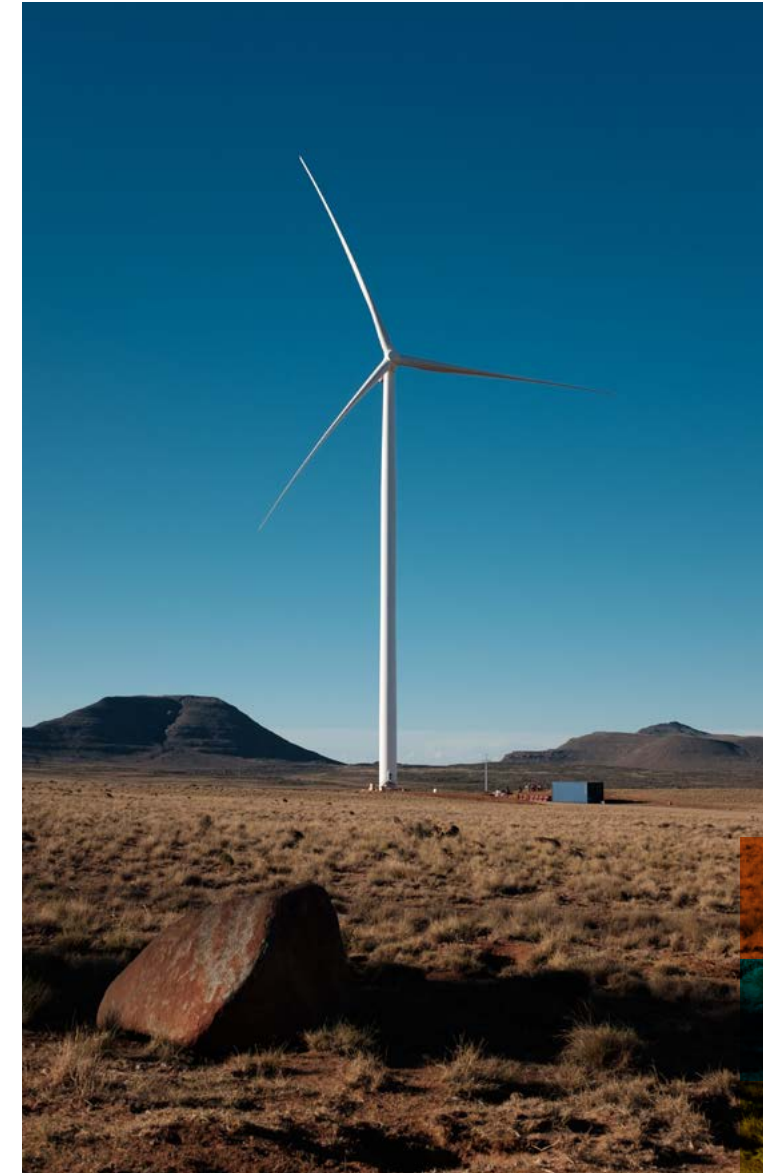
Umbono weMainstream malunga nokunika/ ukufumana izipho kunye nokubuka iindwendwe kukuba zivumelekile kuphela apho zingayi kuphembelela nasiphina isigqibo soshishino okanye ukubangela abanye babone impembelelo enjalo, kwaye ziyahambelana nezipho zasekuhlaleni kunye nemeko ezilinganiselweyo kunye nemida yenkcitho echazwe kwiNkqubo yeZipho nokuBuka iiNdwendwe yeMainstream.

UXanduva lwakho:

- Qinisekisa ukuba uyayiqonda kwaye uyayithobela imigaqo nkqubo nenkqubo yeMainstream
- Cela kwaye ufumane imvume yazo zonke izipho kunye nezibele ezibonelelweyo okanye ezifunyenweyo ngokuhambelana neNkqubo yeZipho neZibele;
- Qinisekisa ukuba uyiqinisekisile imithetho neemfuno zamaqabane abantu besithathu ngokunxulumene nezipho kunye nezibele
- Ungaze ucele, okanye wamkele isipho okanye izibela kumaqabane abantu besithathu apho sinokuthi ngenene, okanye sinokubonwa njengempembelelo kwisigqibo sakho kubandakanywa neemeko zothethathethwano, ibhidi, okanye imbasa,
- Zonke izipho nezibele kufuneka zirekhodwe kwiRejista yeziBhengezo yeMainstream kwaye nokuba zivunyiwe okanye zaliwe, ngokunjalo
- Xela naziphina izipho okanye izibele ezingafanelekanga ozibonileyo okanye ozirhanelayo ngokufanelekileyo ngokuhambelana neNkqubo yokuThetha Phandle.

Imizekelo yeZipho neziBele

- Amatikiti eziganeko zemidlalo nezokonwaba;
- Izimemo kwizidlo zakusasa, ezasemini okanye ezasebusuku;
- Izaphulelo kwiimpahla neenkonzo okanye izipho ezonakalayo ezifana nokutya okanye utywala; okanye
- Izipho zesiNtu ezinikezelwa ngexesha lezithethe zenkcubeko, izikhumbuzo, okanye imibhiyozo yokuzalwa kunye/okanye imingcwabo.



6.8 ImiNikelo kunye neNkxaso

Umnikelo wesisa unokuchazwa njengomnikelo (njenge mali izipho uncedo okanye iinkonzo) enikezelwe ngumntu okanye inkampani kumbutho ongenzi nzuzo, isisa, intembeko okanye iziko labucala apho kungekho miqathango yangaphambili okanye okulindelekileyo njengembuyekezo yorhwebo.

Ngokufanayo, inkxaso ibandakanya ubonelelo ngenzuzo kulo naliphina iziko okanye kumntu njengembuyekezo yenzuzo engeyiyo eyemali efana nokuqwalaselwa kwimidiya okanye inzuzo yesidima, kwiimeko apho kungekho kungqubana ngomdla okukhoyo.

Uluvo lweMainstream malunga neminikelo yesisa kunye nenkxaso eyenziwe egameni lenkampani kukuba zivumelekile kuphela kwiiimeko apho inxulunyaniswa neprojekthi eyintloko esemthethweni okanye inyathelo lokubandakanya uluntu.

I-Mainstream inomgaqonkqubo wonkunganyamezeli nokuthintela nayiphina iminikelo yezopolitiko neyenkolo yalo naluphina uhlobo esebenzisa imali yenkampani okanye izixhobo okanye eyenziwa egameni leMainstream.

Uxanduva lwakho:

- Qinisekisa ukuba uyayiqonda kwaye uyayithobela imigaqonkqubo nenkqubo yeMainstream
- Musa ukwenza iminikelo yezopolitiko esebenzisa imali yenkampani okanye zenziwe egameni leMainstream;
- Yonke iminikelo yesisa kunye nenkxaso kufuneka irekhodwe kwiRejista yokuBhengeza yeMainstream;
- Qinisekisa ukuba yonke iminikelo yesisa kunye nenkxaso inayo imvume efanelekileyo phambi kokuqhubela phambili kwaye irekhodiwe ezifanelekileyo zigciniwe kwaye;
- Xela nawuphina umnikelo ongafanelekanga okanye inkxaso oyibonileyo okanye erhanelekayo ngokufanelekileyo ngokuhambelana neNkqubo yokuThetha Phandle.

ImizekeloyeMinikelo eFanelekileyo kunye neNkxaso

- Ukwenza umnikelo wesisa kumbutho wengingqi kuluntu apho iMainstream isebenza khona; okanye
- Ukuxhasa iqela lemidlalo elincinane kuluntu apho le nto ibonwa njengenzuzo yeMainstream.



6.9 Imfihlo

Ukuqinisekiswa ngokhuseleko kunye nokufaneleka kokusetyenziswa kwalo lonke ulwazi oluyimfihlo yinxalenye ebaluleke kakhulu ekugcineni isidima seMainstream njengendawo yokusebenza ekhuselekileyo enempilo nenokhuseleko ngokunjalo neliqabane elithembekileyo.

I-Mainstream izibophelele ekuqinisekiseni ukuba lonke ulwazi oluyimfihlo luchongiwe, lukhuselekile, lugciniwe kwaye lusetyenziswa ngokuhambelana nemithetho yonke esebenzayo kunye nezinto ezilindelweyo ngamaqela amaqabane abantu besithathu.

Uxanduva lwakho

- a) Unoxanduva lwemfihlo nolusebenza nasemva kokugqitywa kwengqesho okanye ubudlelwane bekontrakthi ne-Mainstream kwaye ngelo xesha ulwazi luthathwa jengolubuthathaka okanye oluyimfihlo ngokwendalo;
- b) Qinisekisa ukuba isivumelwano sokungaxeli siyayilwa kwaye kuvunyelwane ngaso namaqabane onke esithathu kunye nababoneleli ngaphambi kokuba naluphina ulwazi oluyimfihlo kwabelwane ngalo;
- c) Qinisekisa ukuba lonke ulwazi oluyimfihlo olumalunga neMainstream, abantu bayo namaqabane esithathu lugcinwe njengemfihlo;
- d) Qinisekisa ukuba akusebenzisi ulwazi oluyimfihlo okanye olwangaphakathi xa usebenza ngezabelo ezidweliswe esidlangalaleni okanye ezinye izibambiso
- e) Musa ukusasaza amarhe, ukulahlekisa ngolwazi olungeyiyo inyani okanye uqhathe amaxabiso
- f) Qinisekisa ukuba nayiphina ingxoxo malunga ne-Mainstream, abantu bayo kunye namaqabane abantu besithathu zenziwa bucala, kwaye
- g) Xela naluphina ubhengezo olugafanelekanga lolwazi olubonileyo okanye olurhanelayo ngokufanekileyo ngokuhambelana nenkqubo yokuThetha Phandle.

Imizekelo yoLwazi oluyiMfihlo

- Ulwazi lwabantu besithathu olubonelelwa ngexesha lokhuphiswano lwebhidi okanye nayiphina inkqubo yothethathethwano lwekontrakthi;
- Ulwazi lwangaphakathi lwabasebenzi; okanye
- Ulwazi oluyimfihlo olunxulumene nokusebenza kweshishini, iinkqubo kunye nezicwangciso zeMainstream.



6.10 UKhuphiswano oluFanelekileyo

Imithetho echasene neethrasti yenzelwe ukukhusela abathengi kuyo nayiphina indlela yokuziphatha okanye izenzo zoshishino ezingavumeli ukhuphiswano olufanelekileyo kwiimarike zamazwengamazwe nezasekhaya.

I-Mainstream izibophelele ekuqinisekiseni ukuba umbutho uyithobela yonke imithetho esebenzayo nechasene neethrasti, imithetho yokhuphiswano, imithetho neemfuno.

Uxanduva lwakho:

- a) Qinisekisa ukuba uyayiqonda kwaye uyayithobela imigaqonkqubo nenkqubo yeMainstream;
- b) Sukuzibandakanya kuyo nakweyiphi imisebenzi ebandakanya ukufumana, ukuzuza, ukusebenzisa okanye ukwabelana ngolwazi olungelulo ololuntu ngokhuphiswano okanye ngolwazi olubuthathaka lwezorhwebo ngaphandle kwesizathu esisemthethweni;
- c) Ungabelani, ucenge okanye uxhathise nangaluphi ulwazi oluyimfihlo oluya kunika iMainstream inzuzo yokhuphiswano engafanelekanga kuyo yonke inkqubo yokhuphiswano lwenkqubo yokubhida;
- d) Ukuba kukho ukuthandabuza ngokufaneleka kwakho nakuphina ukuziphatha okunxulumene nokhuphiswano, funa iingcebiso rhoqo kwiqela lezomthetho nelokuthotyelwa; kananjalo
- e) Xela nakuphina ukuziphatha okungafanelekanga okunxulumene nokhuphiswano okubonileyo okanye okurhanelayo ngokufanelekileyo ngokunxulumene neNkqubo yeSpeak Up.

Imizekelo yeZenzo eziNgezizo ezoKhuphiswano

- Ukubeka amaxabiso aphantsi okanye ukurhoxa kwinkqubo yokhuphiswano lwebhidi ukwenzela ukuba omnye umntu okhuphisana naye aphumelele ikhontrakthi esebenzayo ngokutshintshiselana ngezibonelelo izibele okanye inzuzo;
- Ukusebenzisana nabakhuphisana nabo boShishino, ukuseka amaxabiso aqingqiweyo, angavumeli ukukhuphisana kwamaxabiso;
- okanye;
- Ukusekwa kwemonopoli yeshishini ngezivumelwano-zobonelelo olukhethekileyo kunye/okanye amaxabiso.



6.11 IDatha yaBucala kunye noKhuseleko

Ukufihlwa kwe-Datha kunye nemithetho yokhuseleko yenzelwe kwaye isetyenziswa ukuqinisekisa ukuba i-datha yobuqu iqokelelwa kuphela kwiimeko apho kufanelekileyo ukwenza njalo, kunye nokuqinisekisa ukuba kukho ulawulo olwaneleyo kunye neenkqubo zokuthintela ukufikelela okungagunyaziswanga kubuqu bedatha.

I-Mainstream izibophelele ukuqinisekiseni ukuba yonke idatha yomntu iqokelelwe, igciniwe, kwaye ikhuselwe ngokuhambelana nayo yonke idatha esebenzayo kunye nemithetho yemfihlo kunye nomgaqonkqubo wethu wokukhusela idatha kunye nenkqubo.

Uxanduva lwakho:

- a) Qinisekisa ukuba uyayiqonda kwaye uyayithobela imigaqonkqubo nenkqubo yeMainstream;
- b) Ukuba kukho nakuphina ukuthandabuza malunga nokufaneleka kokufikelela okanye ukusebenzisa idatha yomntu kwindima yakho, funa iingcebiso rhoqo kwiqela lezoMthetho nokuThobela; kananjalo
- c) Xela naluphina ufikelelo olungafanelekanga okanye ukusetyenziswa kwedatha yomntu oyibonileyo okanye oyirhanelayo ngokufanelekileyo ngokuhambelana neNkqubo yaBucala okanye iNkqubo yokuThetha Phandle.



Isihlomelo A – UkweNziwa kweziGqibo zeMainstream



Ngeli lixa siqonda ukuba ngamanye amathuba izigqibo kunye nezenzo ziya funeka zenziwe kwaye zithathwe ngokukhawuleza, sikhuthaza kakhulu bonke abachaphazelekayo kwiMainstream ukuba baqwalasele imibuzo ephambili, edweliswe ngasekunene apha, ngaphambi kokwenza isigqibo, okanye isenzo esithile.

Ukuba unako nakuphina ukuthandabuza malunga nempendulo yakho kwimibuzo, okanye ukuba impendulo yakho kuwo nawuphina umbuzo nguHAYI sicebisa ngamandla ukuba ufune iingcebiso kunye nesikhokelo kuyo nayiphina kwezi zilandelayo:

- a) Umphathi wecandelo lakho;
- b) Iqabane lakho kwishishini leHR lengingqi;
- c) Iqela lendawo yakho yezoMthetho nokuThobela, Okanye iQela leNdlala yokuziPhatha nokuThobela.





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