ULudwe lweMithetho yeNdlela yethu

yokuZiphatha

Lusazisa izigqibo zethu, lukhokela indlela yethu yokuziphatha

GOLD FIELDS

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UMYALEZO OSUKA KUSIHLALO NE-CEO

Wamkelekile kuLudwe lweMithetho yethu yokuziPhatha (iKhowudi), nokhokela imigaqo engokuziphatha kunye nemithetho-siseko yoshishino, njengoko uchazelwe uluntu jikelele. kwamkelekile ukuba zonke izigqibo zethu kufuneka sizisekele ekusebenziseni kwethu iMithetho-siseko kwakunye nokuhlonipha kukonke kushishino lwethu lwemihla ngemihla.

Sisonke, ngokungena khethe, sixhomekeke kumalungiselelo olu Ludwe lweMithetho. Imithetho- siseko engundoqo ecaciswe kolu Ludwe lweMithetho iluhambelana neMithetho-siseko engundoqo yabakwa-Gold Fields group, futhi ikwanikezela isiseko esizinzileyo nesingashukumisekiyo nalapho inkcubeko yombutho wethu yakhiwe khona. Ngaphandle koko, lo mgaqo uluxwebhu olunamandla noluguqukayo rhoqo, njengoko sizama ukufezekisa eyona migangatho iphezulu kwimithetho-siseko yoshishino.

Thina e-Gold Fields sizibophelele ekuxhaseni nasekugunyaziseni imigangatho echazwe kolu Ludwe lweMithetho, futhi siya kuqwalasela ngokutsha esikwenzayo nomntu ngamnye okanye amaqumrhu angabonisi umgangatho ofanayo wokuzibophelela kwimfezeko yombutho.

Nicholas J Holland
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Gold Fields Ltd

31 Oktobha 2016

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USihlalo
Gold Fields Ltd

31 Oktobha 2016

IMITHETHO-SISEKO YETHU – IIBHLOKO ZOKWAKHA INDLELA YOKUZIPHATHA NGOKUSESIKWENI

UKUZIBOPHELELA KWETHU KWIMPATHO ESESIKWENI

Koogxa bethu

Siyaqonda ukuba abantu bethu bangundoqo weshishini. Ukuphatha abantu ngendlela enobulungisa nenentlonipho kuyafuneka ekuqinisekiseni ukuba bonke bangazama ukufezekisa konke abanako ukwenza.

Kurhulumente, abalawuli, abanini-zabelo nokusingatha abahlali (amaqela achaphazelekayo)

Siyaqonda ukuba ukusebenzisana namaqela achaphazelekayo kusisiseko kwimisebenzi yethu futhi ukuvula iingxoxo ngamaxesha onke kubalulekile ekuqinisekiseni ukuba impembelelo efanelekileyo yenziwe kwixabiso ekwabelwane ngalo.

Ukusebenza nabanye abantu

Siyaqonda ukuba xa singena kwizivumelwano nabanye abantu, baba sisandiso seshishini lethu. Ke ngoko silindele ukuba abanye abantu esisebenza nabo baqinisekise ngokuthobelana nemigaqo engokuziphatha neenqobo ezifanelekileyo (principles) ezichazwe kolu Ludwe lweMithetho, kunye nemithetho esetyenziswayo nemimiselo, kuzo zonke iindawo esinelungelo lokusebenza kuzo.

Ulawulo lokusingqongileyo, impilo nokhuseleko

Imisebenzi yethu inempembelelo ethe ngqo nengathanga ngqo. Kwimisebenzi yethu iyonke, sizama ukuphawula, ukuqonda nokulawula impembelelo enokubakho neyinene imisebenzi yethu enokuba nayo.

Amalungelo oluntu

Sixhasa futhi sikwazama ukuqinisekisa ukuba iinqobo ezifanelekileyo zeSivumo Jikelele samaLungelo oLuntu zizinziswe kwishishini lethu. Siyasihlonipha isidima nokukhululeka okusisiseko kubasebenzi bethu bebonke, ababoneleli kunye nabanikezeli beenkonzo, kunye nokusingatha abahlali.

UKUVAKALISA ULUVO LWAKHO

Wonke umsebenzi, umlawuli negosa e-Gold Fields wamkela ukuba naluphi na ulwaphulo lolu Ludwe lweMithetho ngabo luya kumbeka esichengeni senyathelo loluleko, nelinokukhokelela ekupheliswen komsebenzi okanye kwengqesho ngokwesiseko esisekwe phantsi kwemigaqo nemiqathango yoluleko e-Gold Fields.

Ukongeza, ukwenziwa kweziphene ezingezinye kungaluhlobo oluthile lolwaphulo-mthetho futhi kungabeka umenzi lowo wobubi ekubeni amangalelwe. Abakwa-Gold Fields abasayi kuthandabuza ekufakeni isimangalo kwiziganeko ezinjalo.

ULudwe lweMithetho nemigaqo-nkqubo yeQela nemiqathango ijolise ekukhuseleni nasekufumaneni imisebenzi engalunganga nengekho mthethweni. Njengomsebenzi wase-Gold Fields kufuneka, futhi uyakhuthazwa ukuba uzise ngaphambili naluphi na ulwaphulo okanye ulwaphulo olukrokrelekayo lolu Ludwe lweMithetho nemigaqo-nkqubo yeQela okanye imiqathango – iinkcukacha zoko zingacelwa kwi-VP yoMmandla: iNtloko yezoMthetho okanye VP: ukuThobelana kweQela.

Kuyimfanelo kuthi sonke ukuba singakunyamezeli ukuziphatha kakubi, ubuqhetseba nendlela yokuziphatha engekho sikweni. Ukuba uthe weva ngendlela yokuziphatha enjengale, kufuneka ukuzise ngaphambili oko. Oku kungenziwa ngeendlela ezininzi ezohlukeneyo kwaye iinkcukacha ezingezinye zinikezelwe. Abakwa-Gold Fields bayakukhusela ukungazichazi amagama kwabantu abazisa ngaphambili indlela yokuziphatha engahambelani noLudwe lweMithetho yethu. Asisayi kunyamezelana nayo nayiphi na indlela yokwenziwa ixhoba okanye ukuziphindezela kwabo abathe bazisa ngaphambili ulwaphulo lolu Ludwe lweMithetho. Ngokufanayo, ukuzisa ngaphambili iingxelo ezingeyonyaniso ngeenjongo zokwenzakalisa omnye umntu kuya kuthathwa njengesenzo esikhulu nesinokubangela ukuba owenze oko agxothwe.

Ndixelela bani?

'UManejala' uchazwa njengomnye onokuqhagamshelana naye okulawulo kwindawo okuyo ukuze ugqithise ukuxhalaba onako, ngaphandle kokuba kuchazwe ngenye indlela ku Ludwe lweMithetho.

Indawo yomsebenzi	Uqhagamshelana nabani
Kwimayini	• GM wesiza sasemayini
I-ofisi yommandla, iprojekthi yophuhliso okanye isiza sokuhlola	• EVP yoMmandla • INtloko yoMmandla weProjekthi yoPhuhliso • UManejala weQela loMmandla woHlolo • VP iNtloko yezoMthetho – okanye nawuphi na uMcebisi woMmandla okanye weShishini • UMcebiso wezoMthetho • INtloko yoMmandla wezeMali • INtloko yoMmandla we-HR
I-Ofisi yoShishino neendawo zizonke ezinee-ofisi	• CEO • CFO • EVP: uMcebisi Jikelele weQela • EVP: UkuSebenza ngokuFanelekileyo kwaBantu noMbutho • VP: UPhicotho-zincwadi zangaPhakathi • VP: UkuThobelana kweQela

Xa kuthe ukuxhalaba kwakho kwanxulumana nalo naliphi na ilungu loMmandla lika-Exco okanye amalungu e-Exco akwa-Gold Fields, kufuneka uqhagamshelane ne-CEO, CFO, EVP: uMcebisi Jikelele weQela okanye iNtloko yoPhicotho-zincwadi zangaPhakathi. Amalungu eKomiti yoPhicotho-zincwadi kumatyeli anjena, aziswa ngokuxhalaba okuthe kwaveliswa.

Ukuba akukwazeki okanye ayibobuchule ngesizathu esingesinye ukugqithisa ukuxhalaba okanye isikhalazo ngaphambili kuManejala, kufuneka kengoko uqhamgashelane ne-EVP: uMcebisi Jikelele weQela okanye i-VP: ukuThobelana kweQela, okanye ugqithise umba lowo ungachazanga igama lakho kwi-Hotline.

Indlela yokuvakalisa uluvo lwakho

Ungagqithisa ngaphambili ulwaphulo loLudwe lweMithetho kubantu abadweliswe kuluhlu olunikezelweyo, okanye kwinombolo yamahala ebhalwe ngezantsi. Ukuba uye waqaphela indlela yokuziphatha yalo naliphi na ilungu leBhodi okanye lika-Exco engahambelaniyo noLudwe lweMithetho, kufuneka wazise i-CEO, CFO, EVP: uMcebisi Jikelele weQela okanye iKomiti yoPhicotho-zincwadi okanye **kwi-Hotline**.

eMzantsi Afrika: 0800 203 711
eGhana: 0800 10987
ePeru: 0800 54 760
eAustralia: 1800 62 3245
e-USA: 1 888 611 1848
eChile: 800 914 279

Ukuba akukho nombolo yafowuni kwindawo osebenza kuyo, thumela i-imeyile ku: goldfields@tip-offs.com.

Zonke iifowuni eziya kwezi nombolo zenziwa kwiqela elizimeleyo nelinolwazi olulodwa namava ekujonganeni neefowuni ezinjalo futhi zonke iinkcukacha ziya kuba yimfihlo. Ukungazichazi igama kwabo bafowunayo kuqinisekisiwe.

AYIKHO iMpindezelo!

Abakwa-Gold Fields abasayi kunyamezela naziphi na izenzo zokuphindezela okanye zokwenziwa ixhoba kuye nabanina othe weza ngaphambili, agqithise ingxelo yolwaphulo-mthetho lwazo naziphi na iinqobo ezifanelekileyo ezichazwe kuLudwe lweMithetho.

Ukuba ugqithisa ingxelo malunga nolwaphulo lolu Ludwe lweMithetho okanye nakuphi na ukuxhalaba ngomoya omhle, okanye uthatha inxaxheba kuphando kumba wemigaqo engokuziphatha nokuthobelana – wenza oko ngokuhambelana namalungiselelo olu Ludwe lweMibuzo. Abakwa-Gold Fields **abasayi** kunyamezelana nayo nayiphi na impindezelo ejongene nawe. Sikholelwa ekubeni izenzo zokuziphindezela ikwazizenzo zokuziphatha kakubi. Xa kuthe kwafunyaniswa oko, kungabangela inyathelo loluleko kwakunye nokugxothwa emsebenzini.

Impindezelo ingathatha iindlela ezohlukeneyo, ukususela kwizenzo ezincinci zocalucalulo ukuya kwizenzo ezicacileyo ezifana nokugxothwa ngendlela engenabulungisa. Ukungqwangaza (ukubhulisha) ngenjongo yokukumisa ekubeni ungaxeli ulwaphulo lwalo Mgaqo nako kuyimpindezelo. Onke amabango empindezelo athathelwa phezulu kakhulu futhi aya kuphandwa ngocoselelo futhi nalapho kufaneleke khona, kuya kuthatyathwa inyathelo.

Ukuba ucinga ukuba wena okanye omnye umntu ulixhoba lempindezelo, siyakucela ugqithise lo ngxelo – nokuba kunge-Hotline okanye kwi-VP yakho: iNtloko yezoMthetho, iNtloko yoMmandla wezaBasebenzi (HR) okanye EVP: uMcebisi Jikelele weQela.

Ukugqithisa ingxelo ungazichazanga

I-Hotline yethu neendlela zokugqithisa ingxelo zidala indawo apho ungalichaziyo igama lakho kunye nemfihlo kubasebenzi abazisa ngaphambili iingxelo ezinjalo. Iindlela ezikhoyo malunga noku zilawula olu gqithiso nophando lwemisebenzi engenabungqina nengafanelekanga okanye engekho mthethweni e-Gold Fields, kwakunye nokhuselo olunikezelwa abasebenzi bethu abazisa ngaphambili iingxelo ezinjalo.

Naziphi na izikhalazo okanye iingxelo zezisongelo, ukuphazamisana, ukubuyisa isixhiba, impindezelo, okanye izoyikiso kwabo bazisa ngaphambili iingxelo okanye abaxelayo okanye bachaze imisebenzi engafanelekanga enokwenzeka okanye engekho mthethweni baya kuphandwa kuze kuthathwe inyathelo elikhawulezileyo. Abasebenzi abeza ngaphambili baxele nayiphi na imisebenzi enokwenzeka okanye engekho mthethweni baya kukhuselwa. Oku kugcinwa kuyimfihlo epheleleyo. Zonke iingxelo eziziswa ngaphambilil ziya kuphandwa ngokufanelekileyo kusetyenziswa yonke imigaqo-nkqubo neenkqubo ezifanelekileyo.

Lulwaphulo lolu Ludwe lweMithetho xa kungaphandwanga ulwaphulo okanye ulwaphulo olukrokrelekayo oluthe lwaziswa ngomnye wabasebenzi, okanye ukungavumi ukusebenzisana nophando lwalo naluphi na ulwaphulo.

Ndingakuzisa ngaphambili oku?
Ndinexhala lokusebenzisa i-Hotline malunga nomba ondenza ndinxunguphale. UManejala wam undicele ukuba ndenze okuthile endiyaziyo ukuba kunobuqhetseba phakathi kodwa undisongele ekubeni ndenze oko kuchasene nemigaqo-nkqubo neenkqubo zenkampani.

Kubalulekile ukuba ukuchaze ocinga ukuba kungumba onzima. Zonke iifowuni ezingena kwi-Hotline ziqinisekisiwe ngokuba yimfihlo kengoko ukungalichazi kwakho igama lakho kukhuselekile. Kodwa ke, ukuba kukho umntu ofuna ukuziphindezela kuwe, kufuneka ukuchaze oko ngokukhawuleza okukhulu. Abakwa-Gold Fields abayinyamezeli nayiphi na indlela yokuziphindezela ebantwini abathe bazisa ngaphambili ulwaphulo lolu Ludwe lweMithetho, futhi inyathelo elikhawulezayo liya kuthatyathwa kwabo bachaphazelekayo koku.

Ukuba awuqinisekanga ukuba uthini okanye wenze njani kwimeko ethile, qhagamshelana ne-VP yoMmandla: iNtloko yezoMthetho kuMmandla wakho, EVP: uMcebisi Jikelele weQela okanye i-Hotline.

UKUSEBENZA NGENDLELA ENOBULUNGISA NESESIKWENI

Abakwa-Gold Fields bazibophelele ekwenzeni umsebenzi wabo ngendlela esesikweni nenobulungisa, ekunyuseni umgangatho wenkcubeko yoshishino ongenahlelo kunye nezopolitiko, futhi banoxanduva lwasekuhlaleni nendawo esingqongileyo. Oku kufezekiswa ngokusebenzisa rhoqo iMithetho-siseko engundoqo yakwa-Gold Fields Group:

Ukhuseleko	Ukuba asiwenzi umsebenzi wasemgodini ngokukhuselekileyo, asisayi kuwenza lo msebenzi wokumayina.
Uxanduva	Silawula ngendlela enoxanduva impembelelo yethu kokusingqongileyo nemimandla yethu.
Imfezeko	Sisebenza ngokuthembekileyo, ubulungisa nokungabinakhethe.
Intlonipho	Siphatha onke amaqela achaphazelekayo ngokuthembekileyo, isidima nentlonipho.
Ukungeniswa kwezinto ezintsha	Sikhuthaza ukungeniswa kwezinto ezintsha nomoya wemisebenzi yorhwebo.
Uhanjiso	Sizama ukubalasela futhi senze oko esithe sizakwenza.

Le mithetho-siseko isetyenziswa kwezi nqobo zifanelekileyo zilandelayo:

- Ukuthembeka, ukungabinakhethe, intatho-xanduva, ubulungisa nemfezeko kuyo yonke imiba enxulumene noshishino;
- Intlonipho yamalungelo oluntu kunye nesidima sabasebenzi bebonke
- Ulwamkelo nokuthobela iinkcubeko ezohlukeneyo, iinkolo, uhlanga, isini kunye neempawu ngokwesini
- Ukuthobelana nokubambelela kwimigangatho evakalayo yolawulo loshishino nokuthobela yonke imithetho esebenzayo nemimiselo iyonke yee-arhente zikarhulumente, kwakunye nakwindawo ekuthengwa kuyo izahlulo zamashishini (stock exchange) apho badweliswe khona abakwa-Gold Fields

Kufunwa ntoni kuwe?

Ekulandeleni ezi nqobo zifanelekileyo, abakwa-Gold Fields bafuna abasebenzi babo, amagosa kunye nabalawuli bathobele futhi babophelelekе phantsi koLudwe lweMithetho futhi baxhase le migangatho ilandelayo:

- Bahlale njalo beziphethe ngendlela elunge kakhulu futhi nephucukileyo xa bemele abakwa-Gold Fields
- Bazibophelele ekunikezeleni iziphumo ngendlela ekhuselekileyo kwiindawo ezithile zoxanduva futhi ngokwenza njalo, baqinisekise ngendawo ekhuselekileyo kubo bonke abasebenzi, iikhontraktha kunye nemimandla yoluntu abasebenza kuyo
- Basebenze ngemfezeko kuzo zonke iintlangano kunye nabanye abasebenzi, amagosa okanye abalawuli, imimandla yoluntu, abacebisi, abanikezeli, abaxhasi, abanini-zabelo, amagosa karhulumente kunye nabameli, kwakunye namanye amaqela achaphazelekayo
- Bathobelane neNkqubo-sikhokelo yoLwamkelo lwangaPhakathi, iNkqubo-sikhokelo yokuThobelana yeQela kunye nemigaqo-nkqubo yakwa-Gold Fields yolawulo lomngcipheko, njengoko ilungiswa rhoqo kumaxesha ngamaxesha;
- Baqonde xa kuvela ungquzulwano lwezinto umntu anomdla kuzo nokujongana nazo ngendlela efunwa ngulo Mgaqo
- Bangasebenzisi ulwazi lweshishini kuyo nayiphina injongo ngaphandle kwaleyo bekujoliswe kuyo, kwakunye nokugcina ukufihlwa kolwazi nasemva kokuphela kwengqesho kunye nabakwa-Gold Fields
- Bohlukane nokuthatha inxaxheba kwimisebenzi okanye ukulandela izinto ezinomdla zabucala ezinokuthi zingquzulane nezo zabakwa-Gold Fields okanye ezinokubangela ukuba abakwa-Gold Fields babenelahleko okanye umonakalo ngenxa yoko, ngaphandle kwesiseko esivunyelwe lolu Ludwe lweMithetho
- Ukuthobelana noMgaqo-nkqubo we-Gold Fields Group IT
- Bohlukane nayo nayiphina indlela yokuziphatha okanye umsebenzi oneenjongo zolwaphulo-mthetho olunokubangela ilahleko kwezemali okanye umonakalo kwi-Gold Fields Group

Amalungu eBhodi kunye nawe-Exco ayacelwa, xa kufanelekile, ukuba athathe iingcebiso ezisisigxina ngokuzimeleyo ngexabiso lakwa-Gold Fields kuyo nayiphi na imiba exhalabisekileyo kubo ekuzalisekiseni iimfanelo zabo ezibophelelekе phantsi kwemingangatho neenqobo ezifanelekileyo eziqulathwe lolu Ludwe lweMithetho.

Uludwe lweMithetho ebhekiselele kum.

Ukuthobelana nemithetho, imiqathango nemimiselo

Umba ophambili ekufezekiseni ugcino lwenkampani yasemgodini kukuthobela kwabasebenzi bebonke imithetho, imimiselo, imigangatho nemigaqo kuzo zonke iindawo esikhoyo kuzo. Wonke umsebenzi unoxanduva lokuthobela imithetho nemimiselo.

Indawo esemthethweni nemiselweyo yindawo etshintsha rhoqo nenokukhokelela kwimiba enzulu. Ukuze kulawuleke oku ngokufanelekileyo nangendlela esebenzayo, nokwandisa iinkqubo-qhinga zokunciphisa ukuba semngciphekweni, abakwa-Gold Fields baseke inkqubo yeQela yokuthobelana esekelwe emngciphekweni, ekunikezeleni eyona migangatho iphezulu yokuqinisekisa ukuthotyelwa komthetho. Ngokwale nkqubo, abakwa-Gold Fields:

- baphawula baphinde bahlole yonke imithetho kwiindawo abasebenza kuzo futhi bavavanye ukuba semngciphekweni wokungathobeli imithetho nemimiselo;
- baqinisekisa ukuba indawo yolawulo lwangaphakathi ihambelana nokuba semngciphekweni okubekwe phambili kwiimfuno ezisemthethweni; kwaye;
- baqhuba uhlolo ngophicotho-zincwadi zangaPhakathi ekuvavanyeni ukuba imilinganiselo efanelekileyo iyazalisekiswa futhi ulawulo luyasebenza ekunciphiseni nasekulawuleni iingozi. ISalathiso sokuThobelana kweQela (Group Compliance Index) siphuhlisiwe ekujongeni iinguqulelo ngaphakathi kwishishini, imithetho esebenzayo, kwakunye neengozi zokuthobelana kwakunye nemimiselo. Inkqubo kunye nolawulo lwangaphakathi oluhambelana noku luya kuqinisekiswa ngabalawuli, uPhicotho-zincwadi zangaPhakathi kunye nabaqinisekisi bangaphandle rhoqo ngonyaka.

Iimfuno zomthetho i-Sarbanes-Oxley Act ka-2002, i-United States Foreign Corrupt Practices Act, nalapho kufaneleke khona, i-Dodd-Frank Wall Street Reform and Consumer Protection Act, kunye nemigaqo yazo zonke iindawo ekuthengwa kuzo izahlulo zamashishini apho izabelo zabakwa-Gold Fields zidweliswe khona, kufuneka zithotyelwe, ukuquka noku kulandelayo:

- ukuba abakwa-Gold Fields bachaze kuFomu 20-F wabo, ogcinwe kwiKhomishoni eyaziwa njenge-United States Securities and Exchange Commission, ulwamkelo loLudwe lweMithetho wabo okanye naziphi na izilungiso kolu Ludwe lweMithetho kubo bonke abasebenzi babo, amagosa kunye nabalawuli;
- ukuba abakwa-Gold Fields bachaze ngokukhawuleza nangokuphandle kuluntu jikelele naliphi na iphepha elirhoxisa ilungelo (waivers) loLudwe lweMithetho yiKomiti yoPhicotho-zincwadi zabakwa-Gold Fields labalawuli okanye amalungu e-Exco akwa-Gold Fields;
- ukuba uLudwe lweMithetho lufakwe kwiwebhusayithi yabakwa-Gold Fields, enesalathisi kuFomu 20-F kwidilesi ye-intanethi yabakwa-Gold Fields. Kungenjalo, abakwa-Gold Fields bamkela ukuba kuFomu 20-F bayakwenza ukuba kubekho ikopi yalo Ludwe lweMithetho kuye nawuphi na umntu owufunayo.

UKUNGQUBANA KWEMIDLA

Lumkela ukuzibeka endaweni apho umdla wakho kwizinto ezithile, ungabonakala okanye ungquzulane nezo zabakwa-Gold Fields.

Yintoni ukungqubana kwemidla?

Ungquzulwano phakathi kwezinto umntu anomdla kuzo kunye nezo zabakwa-Gold Fields lungavela kwiimeko ezininzi ukuquka ezi zilandelayo:

- Apho unomdla okanye ufumane umdla kwinto ethile engeyiyo okanye engalawulwa ngabakwa-Gold Fields, ukuquka, kungancitshiswanga oku kulandelayo, ukuba ngumnini wezabelo, ilungu okanye umlawuli, umnini okanye umahlulelane okanye iqumrhu losapho. Oku akubandakanyi inzaliso-mali kwizabelo ezibhaliswe kwindawo ekuthengwa kuyo izahlulo zamashishini, ngaphandle kokuba isigqibo sakho sokufumana oku impembelelo ivela kulwazi lomntu okule ndawo, njengoko kuchaziwe kuMgaqo-nkqubo owaziwa njenge-Group Share Dealing and Market Abuse Policy
- Ukwenza ushishino egameni labakwa-Gold Fields kunye namaqela angamanye akhoyo okanye asenokuba ngamaqela akwa-Gold Fields nalapho wena, iqabane lakho okanye ilungu losapho lwakho linomdla kulo naluphi na ushishino
- Ukwamkela uncedo olulolwakho okanye nayiphi na indlela engenye yokuphathwa ngokukodwa esuka kwiqela elingelinye elisebenzisana nabakwa-Gold Fields
- Ukungena kuso nasiphi na isivumelwano, amalungiselelo okanye ukuqonda kunye nalo naliphi na iqela elingelinye ngokonakalisayo kwabakwa-Gold Fields
- Ukuba nekhontrakthi kunye naliphi na iqela elingelinye ngokunokwakho okanye ungenguye ummeli omele abakwa-Gold Fields
- Ukwenza imisebenzi ngokunokwakho okanye ungasebenzi njengommeli wakwa-Gold Fields nokunokuthi oko kube nempembelelo engalunganga ekukwazeni kwakho ukwenza iimfanelo zabakwa-Gold Fields nokuba njengomsebenzi, igosa okanye umlawuli, ngemfezeko kunye nomdla ofanelekileyo ongcono wabakwa-Gold Fields
- Xa uthe wena ngokunokwakho, okanye omnye wamalungu osapho lwakho, wafumana iinzuzo ezingafanelekanga ezizezakho ngenxa yesikhundla sakho kwa-Gold Fields
- Ukusebenzisana ngokuthe ngqo okanye ngokungathanga ngqo kwimisebenzi, ulawulo okanye ukunqunyanyiswa kwamaqela oshishino nalapho ubunomdla kwezemali okanye apho alawulwa nguwe okanye apho isizalwane sosapho sisebenza khona sibambe isikhundla solawulo esiphezulu

Umsebenzi wona ongaphandle kwa-Gold Fields?

Nawuphi na umsebenzi wakwa-Gold Fields akavumelekanga ukuba abenesikhundla okanye enze umsebenzi ngokunokwakhe ukuze afumane umvuzo, ngaphandle komsebenzi wakwa-Gold Fields ngaphandle kokuba unikwe ukwamkelwa koko okubhalwe phantsi ngu-VP woMmandla: iNtloko yezoMthetho kunye ne-EVP yoMmandla okanye kumba waseOfisini yeShishini, u-EVP: uMcebisi Jikelele weQela kunye neGosa eliyiNtloko lezeMali. Kulo mba, ixesha elincinci elibekelwe imimandla yoluntu, umsebenzi wesisa (ungafumani mvuzo) okanye ubumeli kumaqela asebenzisana neli shishini afumana inzuzo kwabakwa-Gold Fields, oko kuya kuvunyelwa.

Lwazise ungquzulwano lwezinto umntu anomdla kuzo

Kufuneka uxovule futhi ufumane imvume kwimeko enjalo okanye naluphina ulwalamano olunokuthi luvelise imeko enjalo kunye ne-VP yakho yoMmandla: iNtloko yezoMthetho okanye i-VP: ukuThobelana kweQela ngaphambi kokuba uthabathe inyathelo elingelinye.

I-VP yoMmandla: iNtloko yezoMthetho kufuneka igcine futhi ikhusele iRejista yokuNgqubana kwemidla equlathe ingxelo ebhaliweyo yalo naluphi na ungquzulwano olubhaliweyo olunjalo futhi le rejista ifumaneke xa ifunwa yi-Gold Fields EVP: uMcebisi Jikelele weQela okanye iKomiti yoPhicotho-zincwadi.

Ngaphambi kolwamkelo olubhali- weyo olusuka kwi-EVP yoMmandla, kunye nawuphi na kwabo bantu bachazwa njengabaLawuli kwiphepha lesi-6 lolu Ludwe lweMithetho, nayiphi na intengiselwano kunye nabakwa-Gold Fields enokubangela ukuba ufumane inzuzo ethe ngqo nokuba ayithanga ngqo okanye ilungu lakho losapho. linkcukacha kufuneka zibhalwe nakwiRejista yokuNgqubana kwemidla eza kugcinwa yi-VP: iNtloko yezoMthetho kwiiNdawo zokuSebenzela zizonke ngaphakathi kwi-Gold Fields Group okanye i-VP: iGosa lokuThobelana kweQela kwiShishini. Ukuba ukhe weva okanye ukrokrela ubukho bokungqubana kwemidla, buthe abachazwa kwazise oko kwi-VP yoMmandla: iiNtloko yezoMthetho, VP: ukuThobelana kweQela okanye EVP: uMcebisi Jikelele weQela.

Uludwe lweMithetho ebhekiselele kum.

Ingaba isizalwane somntu endisebenza naye (unyana) uvumelekile ukuba asebenze kwiqela elinye okanye kwisebe elisebenzayo?

A

Ngaphandle kokuba imigaqo-nkqubo yangoku ayikuvumeli oku, izizalwane zingasebenza kwiyunithi enye yomsebenzi. Kodwa ke, akufunekanga kubekho ophethe omnye kwaba bazalanayo futhi akukho sizalwane ekufuneka sibandakanywe ekuqesheni okanye ekuphatheni lo mntu kwaye akufunekanga aqalise imiqathango okanye imigaqo yengqesho, okanye abenempembelelo ethile kulawulo lwesizalwane. Umntu kufuneka akuchaze ukuba isizalwane sakhe singomnye wabasebenzi besebe lakhe.

Iqabane lam ngumlawuli (ungumsebenzi okanye umnini-zabelo) wenkampani eshishina nabakwa-Gold Fields. Kungafuneka ndimane ndiqhagamshelana nale nkampani kumaxesha ngamaxesha.

A

Kufuneka uchaze isikhundla seqabane lakho kuManejala wakho xa uqeshwa okanye xa inkampani apho iqabane lakho lingumlawuli weethenda okanye lenza umsebenzi wabakwa-Gold Fields, ukuze naluphi na ungquzulwano olunokubakho luqatshelwe. Kufuneka ukuchaze oku nakwiRejista yokuNgqubana kwemidla. Awuvumelekanga ukuba ubandakanywe kwinkqubo yokhetho, ulawulo lwekhontrakthi okanye nokuba ikhontrakthi yeshishini leqabane iza kupheliswa.

UKUSETYENZISWA KOLWAZI

UkuChaza

Ngokuhambelana noMgaqo-nkqubo woKuChaza (-Disclosure Policy), uwiso- mthetho olusebenzayo nemigaqo nemiqathango yendawo ekuthengwa kuyo izahlulo zamashishini nalapho ludweliswe khona, abakwa-Gold Fields bazibophelele ekuchazeni ulwazi kubanini-zabelo babo kunye noluntu jikelele olupheleleyo, olunobulungisa futhi noluchanekileyo. Umgaqo-nkqubo ukwacace gca malunga nonokuthetha egameni leNkampani okanye amaqumrhu angaphantsi kwayo nemisebenzi.

Ukugcina ulwazi lwabakwa-Gold Fields luyimfihlo

Kufuneka ugcine lonke ulwazi okanye ulwazi oluthi lube yimfihlo kodwa ulufumane ngenxa yesikhundla sakho kwabakwa-Gold Fields oluquka, kungancitshiswanga oku kulandelayo, ulwazi olunxulumene nabakwa-Gold Fields olungekho kwiindawo zikawonke-wonke, ngolona hlobo luyimfihlo enkulu. Le mfanelo yokufihlwa kwezinto iyaqhubekeka ekukubopheleleni nasemva kokuphelelwa kwakho ngumsebenzi kwabakwa-Gold Fields.

Ulwazi oluyimfihlo malunga nabakwa-Gold Fields, okwenziwayo, imisebenzi kunye neepropati akuchazelwa nokuba ngubani ongomnye kwa-Gold Fields ngaphandle kogunyaziso lwangaphambili lwe-VP yakho: iNtloko yezoMthetho, nenokuthi yona, ifune isikhokelo kwi-Gold Fields EVP: uMcebisi Jikelele weQela.

Awusayi kuchaza okanye usebenzise ulwazi olunjalo ngayo nayiphi na injongo ngaphandle kweenjongo zoshishino nalapho lwaluchaziwe kuwe xa kusenziwa imisebenzi yakho kunye nesikhundla kwabakwa-Gold Fields.

Ukuba ungaze ungaqiniseki ngokuba loluphi ulwazi oluyimfihlo okanye ngeyiphi injongo naluphi na ulwazi lunokusetyenziswa, kufuneka ufune iingcebiso kwi-VP yakho: iNtloko yezoMthetho, kungenjalo, kwi-Gold Fields EVP: uMcebisi Jikelele weQela.

Ukuthetha nokugqithisa ulwazi kuluntu jikelele

Awuvumelekanga ukuba uthethe, ufundise okanye wenze ingxelo ngemicimbi okanye imiba okanye izinto ezinxulumene nabakwa-Gold Fields ngaphandle kwemvume yangaphambili ebhaliweyo yelungu elifanelekileyo lika-Exco woMmandla okanye ilungu le-Gold Fields Exco, ngaphambi kwemfundiso enjalo okanye ingxelo. Oku kukwasebenza naxa ingqesho yakho nabakwa-Gold Fields sele iphelile, okanye ukuba uyathetha, uyafundisa okanye ugqithisa ingxelo ethile ngexabiso lakho.

Kufuneka ubhale iinkcukacha kwiRejista yeNkomfa neNtetho ebhekiswa kuWonke-wonke kunye nesiqinisekiso solwamkelo loko esifunyenwe kwilungu le-Exco kuMmandla okanye ilungu le-Gold Fields Exco.

Uludwe lweMithetho ebhekiselele kum.

Ulwazi lwabucala

Abakwa-Gold Fields bahlonipha izinto zabucala zabasebenzi babo bebonke kunye namaqela angamanye. Lonke ulwazi ngomntu ngamnye kufuneka luphathwe ngoxanduva nguye wonke umsebenzi nangokuthobelana nemithettho iyonke yabucala esebenzayo. Abasebenzi abajongene nolwazi olumalunga ngabanye abantu kufuneka:

- basebenze rhoqo ngokuhambelana nemithetho nemimiselo esebenzayo;
- basebenze rhoqo ngokuhambelana noMgaqo-nkqubo we-Gold Fields Corporate IT (CIT);
- bathathe rhoqo naziphi na iimfanelo zezivumelwano ezifanelekileyo ngendlela efanelekileyo;
- baqokelele, basebenzise futhi balungise ulwazi olunjalo kuphela kwiinjongo ezisemthethweni zoshishino;
- banciphise ufikelelo kulwazi kuphela kwabo banenjongo esemthethweni yoshishino futhi bekwagunyazisiwe ekubeni balubone olo lwazi; nokuba
- bakhathalele ukukhusela udizo olungagunyaziswanga. Ukuba uthe wanako nakuphi na ukuxhalaba malunga nolwazi olulolwakho kuso nasiphi na isixhobo, kufuneka uqhagamshelwane nesebe le-IT okanye uManejala wakho.

Uqhagamshelwano nge-Intanethi

Abakwa-Gold Fields balindele ukuba abasebenzi babo babenobulumko kunye noxanduva ngawo onke amaxesha xa beqhagamshelana ngeintanethi, ukuquka ii-imeyile, iincoko zasekuhlaleni okanye ezinye iindlela zoqhagamshelwano. Kufuneka njalo usebenzise olona luvo lwakho lungcono futhi uqonde iMigaqo-nkqubo i-Disclosure Policy ne-CIT Policy (ebandakanya ukusetyenziswa kweencoko zasekuhlaleni kunye ne-intanethi) kwakunye nawuphi na umgaqo-nkqubo wexesha elizayo owazisiweyo malunga noku. Ukusetyenziswa koqhagamshelwano nge-intanethi olungafanelekanga okanye oluluhlobo lwengcinezelo noluthi luchaphazele ngendlela engafanelekanga igama elixabisekileyo lakwa-Gold Fields akuyi kunyamezelwa futhi kungabangela ukuba kuthathwe inyathelo loluleko ngokuchasene nawe.

Ngelishwa, ndifumane ingxelo kumatshini wokukopa onolwazi oluyimfihlo. Ndicinga ukuba akulunganga ukuba olu lwazi lube lushiyeke lungajongwanga kodwa andifuni kubangela iingxaki. Ndingenza njani?

A

Buyisela ulwazi kwilungu eliphezulu lase-HR uze uchaze oko othe wakufumana nokwenzileyo emva koko kwiGosa lokuThobelana okanye ilungu leqela lakho lomthetho. Ukukhusela ulwazi oluyimfihlo nolwazi lwabucala luxanduva lomntu ngamnye kubasebenzi base-Gold Fields. Umntu oshiye uxwebhu kumatshini wokukopa kuya kufuneka kuthethwe naye.

IZIPHO, IZIDLO NOKUZONWABISA

Inkcazelo emfutshane

Ukupha, ukunikezela okanye ukufumana izipho ezithile nokonwatyiswa kunganciphisa ukuthembeka kwabanye e-Gold Fields kwaye oko kufuneka kulumkelwe. Okuqukwe apha zizo naziphi na izipho okanye ukonwatyiswa okubonakala ngathi kukunyotywa, okuvelisa kuwe imibuzo yokungqubana kwemidla okanye kwabakwa-Gold Fields, okanye kungonakalisa igama elifanelekileyo leNkampani. Akukho zintlawulo zakheshi ngaphandle kokuba kugunyazisiwe njengoko kuchazwe ngezantsi.

Ukunikezela izinto ezizodwa eziyinzuzo kulo naliphi na igosa likarhulumente (jonga inkcazelo kwiphepha le-19) akuvumelekanga. Abakwa-Gold Fields baxhasa imithetho nemimiselo ethintela ukunyoba nobuqhetseba, obuquka imithetho engqongqo enxulumene nezipho, ukuhlaliswa kamnandi nokonwatyiswa okuquka amagosa karhulumente kunye namaqela angamanye. Umgaqo-nkqubo ochasene norhwaphilizo owaziwa njenge-Gold Fields Group Anti-Bribery and Corruption (ABC) kkufuneka ufundwe kulo mba.

Nangona abakwa-Gold Fields beqonda ukuba ukuhlala kuncokolwe nokwabelana ngezipho ezinamagama kudlala indima exabisekileyo ekwakheni ulwalamano olukhulu kwezoshishino, akufunekanga unikezele okanye wamkele ukuhlaliswa kamnandi, izidlo nokonwatyiswa okuthi kube nempembelelo kwimfezeko, ubungcali okanye impembelelo enxulumene nokuthathwa kwesigqibo kushishino nolwalamano.

Intlawulo okanye imbuyekezo yokutyelela kwenye indawo, indawo yokuhlala kunye/okanye iindleko zokuphila kufuneka zihlawulwe ngabakwa-Gold Fields emva kolwamkelo lilungu le-Rexco okanye le-Exco yakwa-Gold Fields. Iintlawulo ezinjalo ezigunyazisiweyo kufuneka zibhalwe kwiRejista yeZipho, ukuHlaliswa kaMnandi nokuZonwabisa. Akukho ntlawulo yendawo yokuhlala, ukutyelela kwenye indawo kunye/okanye iindleko zokuphila ezenziwa liqela elingelinye.

Akukho zintlawulo zekheshi ezivumelekileyo ngaphandle kokuba zamkelwe ngokuhambelana namalungiselelo alo Mgaqo.

Inkcukacha

- Awuvumelekanga ukuba unike okanye wamkele, ngokuthe ngqo okanye ngokungathanga ngqo, ukukhethwa, izipho, ukonwatyiswa, ukuhlaliswa kamnandi okanye uncedo kwezoshishino olunokuthi lukrokrelise okanye lubonwe njengolukrokrelisayo kubuncutshe bakho okanye ukungabinakhethe okanye okunokuthi, nangayiphi na indlela konakalise ukwazi kwakho umsebenzi okanye ukubonwa usebenza ngemfezeko futhi ngomdla omkhulu wakwa-Gold Fields. Le mfuno igqithela nakumalungu osapho lwakho.
- **Ngaphandle kweentlawulo ezinjalo ezichazwe kwimigaqo-nkqubo ebhaliweyo neyamkelwe yi-Exco yakwa-Gold Fields, akukho ntlawulo zekheshi, izaphulelo okanye iivawutsha, nokuba incinci kangakanani, eya kunikezelwa okanye yamkelwe isuka kulo naliphi na iqela elingelinye lakwa-Gold Fields kwazo naziphi na iimeko. Ukuba kungenziwa nasiphi na isicelo esisodwa sentlawulo esingaphaya kwexabiso ekuvunyelwene ngalo, ulwamkelo loko luya kufuneka olusuka kwi-CEO, CFO ne-EVP: uMcebisi Jikelele weQela.**
- Kodwa ke, awuvalelwanga ekubeni wamkele okanye unikezele kwizinto ezintsha okanye izinto zokwenza izibhengezo zexabiso elingephi, ezinikezelwa ngokubanzi ngumnikeli umz. iwayini, iikhalenda, iipeni, iidayari, amaqhina, njl-njl. Xa ixabiso lwezinto ezintsha okanye izinto zezibhengezo zingaphaya kwexabiso elingephi elichazwe apha ngezantsi, isiqinisekiso sokwamkelwa izinto ezinjalo kufuneka sifunyanwe kwilungu le-Exco kuMmandla okanye ilungu le-Exco lakwa-Gold Fields.
- Kwimiba yamalungu e-Exco akwa-Gold Fields, ulwamkelo luyafuneka olusuka kwi-CEO kunye/okanye i-CFO. I-CEO okanye i-CFO kufuneka bafumane ulwamkelo olusuka kuSihlalo weKomiti yoPhicotho-zincwadi.
- Iinkcukacha zako nakuphi na ukukhethwa, isipho, ukonwatyiswa, ukuhlaliswa kamnandi okanye uncedo kwezoshishino nokuba lunjani oluthe lwamkelwa nguwe, nokuba luncinci kangakanani, kufuneka, ngokukhawuleza emva kokuba ulufumene, lubhalwe kwiRejista yeZipho, ukuHlaliswa kaMnandi nokuZonwabisa eza kugcinwa ngendlela nobume obuchaziweyo yi-VP yoMmandla: iNtloko yezoMthetho okanye VP: iGosa lokuThobelana neQela.

IRejista yeZipho, ukuHlaliswa kaMnandi noLonwabo kufuneka igcwaliswe rhoqo – nokuba ixabiso lingakanani lesipho, nokuba uye wasala isipho.

Lithetha ukuthini 'ixabiso elingephi'?

Icandelo lomsebenzi e-South Deep likhethe ukungamkeli okanye inikezele NAZIPHI NA izipho okanye naluphina uncedo kwezoshishino okanye ubungakanani bento efunekayo.

La maxabiso alandelayo abonwa njengexabiso elingephi:
» Ukuya kuma-R500 (I-Ofisi yoShishino – eMzantsi Afrika)
» Ukuya kuma-US$60 (e-North America)
» Ukuya kuma-US$60 (e-South America)
» Ukuya kuma-A$100 (eAustralia)
» Ukuya kuma-US$60 (e-West Africa)
» Ukuya kuma-$60 (e-South East Asia, eChina okanye naliphi na ilizwe elingelinye)

La maxabiso amiswe ngasentla angahlelwa ngokutsha amaxesha ngamaxesha ngu-Gold Fields EVP: uMcebisi Jikelele weQela.

Izipho, izidlo/ukuzonwabisa nokuhlaliswa kamnandi okunika abanye:
- Sebenzisa ixabiso lilonke lezidlo/ ukuzonwabisa othi ulunikezele kumbutho ongomnye kwisiganeko esinye. Umzekelo, ukuba wonwabisa abantu abaninzi abasuka kumbutho omnye kwisiganeko esisodwa, ixabiso iya kuba lixabiso lilonke lemali oyisebenzisele inani lilonke leendwendwe ozonwabisileyo.

Kwizidlo/ ukuzonwabisa okwamkela kwabanye:
- Luquka ixabiso kuphela lesidlo/ulonwabo olufumanayo ngokunokwakho (ukuquka ixabiso lesidlo/nolonwabo elifunyanwa liqabane lakho okanye ilungu losapho elingasebenzeli abakwa-Gold Fields).
- Intlawulo okanye imbuyekezo yokutyelela kwenye indawo (ngaphandle kohambo olufutshane ngebhasi okanye ngololiwe), indawo yokuhlala kunye/okanye iindleko zokuhlala kufuneka zihlawulwe ngabakwa-Gold Fields futhi oko kungamkelwa xa kusuka kwamanye amaqela angamanye asebenzisana nabakwa-Gold Fields.

UMZEKELO

Izaphulelo ezizodwa

UMsebenzi owayelawula ulwalamano lwabakwa-Gold Fields kunye ne-arhente yezohambo wamkela amaxabiso anezaphulelo xa ezihambela yena uqobo kule arhente nezazingafumaneki kwabanye abasebenzi. Lo Msebenzi wophule amalungiselelo olu Ludwe lweMithetho kungqubana kwemidla kuzo ngokwamkela le nzuzo eyeyakhe.

Utshintshiselwano ngokuzonwabisa namagosa karhulumente

Ukongeza kumalungiselelo asekwe ngasentla, ezi mfuno zilandelayo ziya kusetyenziswa kulonwabo igosa likarhulumente (njengoko kuchaziwe kwiphepha le-19):
1. Ngaphandle kwentsebenziswano emiselweyo yemihla ngemihla kunye namagosa karhulumente ngexesha leeyure zomsebenzi zabakwa-Gold Fields, akukho lonwabo kunye namagosa karhulumente oluvunyelweyo ngaphandle kwesiqinisekiso esibhaliweyo esisuka kwi-EVP yoMmandla kunye ne-EVP: uMcebisi Jikelele weQela;
2. Ulonwabo oluqinisekisiweyo kufuneka luhambelane noMgaqo-nkqubo wabakwa-Gold Fields;
3. Bhala phantsi ulonwabo olunikezelwe kwigosa likarhulumente noba lwamkelwe okanye aluvunywanga.

I-EVP: uMcebisi Jikelele weQela kufuneka kuqhagamshelwane naye ukuba kukho nayiphina ingozi enokubonakala ngathi naluphina ulonwabo olwenziweyo lube nempembelelo kwigosa likarhulumente.

IZIPHO, IZIDLO NOKUZONWABISA

Kufuneka NJALO

- uthobelane nezona mfuno zingqongqo zokunikezela nokufumana izipho, ukuhlaliswa kamnandi nokonwatyiswa nokuba oko kungamalungiselelo oLudwe lweMithetho, nayiphi na imigaqo-nkqubo yangaphakathi kwingingqi, imithetho yamaqela angamanye, imiqathango yesivumelwano okanye ikhontrakthi okanye iimfuno ezisebenzayo zomthetho;
- buyisela nasiphi na isipho semali okanye okulingana nekheshi othe wakufumana kwiqela elingelinye, gcwalisa iRejista yeZipho, ukuHlaliswa kaMnandi nokuZonwabisa futhi wazise isebe lakho lezomthetho ukuba wenze njalo;
- ukuba ukholelwa ekubeni iya kuba yinto embi ukwala isipho, sichaze kwi-VP yakho: iNtloko yezoMthetho oyakuthi enze isigqibo sokuba singagcinwa na ngabakwa-Gold Fields, okanye kuphiswe ngaso kwimibutho yesisa (noba siso okanye okuvele kwintengiso) okanye sibuyiselwe;
- buyisela nasiphi na isipho esingafanelekanga okanye esingalunganga. Bhala rhoqo onke amanyathelo owathabathileyo kwiRejista yeZipho, ukuHlaliswa kaMnandi nokuZonwabisa; futhi
- fumana isiqinisekiso esifanelekileyo kwilungu lakho loMmandla le-Exco okanye ilungu le-Exco lakwa-Gold Fields ngaphambi kokuba unikezele okanye wamkele isipho, ukuhlaliswa kamnandi okanye ukonwatyiswa liqela elingelinye.

Kufuneka UNGAZE:

- unikezele, unike okanye ufumane nasiphi na isipho, ukuhlaliswa kamnandi okanye ukonwatyiswa okunokuthi:
  - » kubonwe njengemali esisabelo sakho kwintlawulo ethile zakuwe (kickback), isinyobo, intlawulo yetyala okanye ulwaphulo lawo nawuphi na umthetho okanye umgaqo-nkqubo ongomnye neenkqubo zakwa-Gold Fields;
  - » ikheshi okanye okulingana nekheshi, ukuquka itshekhi yasebhankini, iodolo yemali, ukhuselo kwinzaliso-mali, isiqinisekiso/ikhadi lesipho, okanye isixhobo ekuthethwane ngaso;
  - » wabongozwa okanye wanikwa okuthile endaweni yokuthile;
  - » into engafanelekanga, ehambelana nesondo, ayithobelani nemithetho-siseko yethu yethu okanye ingachaphazela ngendlela engalunganga igama elindilisekileyo lethu;
- unikezele, unike okanye ufumane izipho, ukuhlaliswa kamnandi okanye ukonwatyiswa neqela elingelinye xa uthatha inxaxheba kwithenda okanye usenokuba nempembelelo kwithenda okanye inkqubo elukhuphiswano yokubhida;
- uhlawule ngokunokwakho nasiphi na isipho, ukuhlaliswa kamnandi okanye ukonwatyiswa ekuthinteleni ukuba ungazisi ngaphambili okanye ufumane isiqinisekiso saso okanye ngoku usazi ukuba iNkampani ayisayi kukwamkela oko okanye intlawulo enjalo;
- ufihle okanye uncedise ekufihleni konikezelo, ukunika okanye ukufumana izipho, ukuhlaliswa kamnandi okanye ukonwatyiswa.

Bhala kwiRejista yezipho, ukuhlaliswa kaMnandi nokuZonwabisa

Ukwamkela nasiphina isimemo nakanjani sokuhlaliswa kamnandi okanye ukonwatyiswa kufuneka sibhaliwe kwiRejista yeZipho, ukuHlaliswa kaMnandi nokuZonwabisa emiselwe oko. Imizekelo iquka, kungancitshiswanga oku kulandelayo, izidlo, ukuya kwimidlalo, kwiindawo zolonwabo okanye zenkcubeko nemiboniso, ukuzingela, ukuloba okanye naluphina uhambo lolonwabo okanye ukusukela ulonwabo. Ukongeza, ukwamkela nasiphina isimemo, ukuhlaliswa kamnandi okanye ukonwatyiswa okunexabiso elingaphaya kwexabiso elingephi elichazwe ngasentla, kufuna ukucaciswa koko okubhaliweyo kwangaphambili kwilungu le-Exco lakwa-Gold Fields. Ukuba ingcaciso enjalo ayikho, kufuneka ungasithathanga isimemo esinjalo ngendlela efanelekileyo uze ucacise umgaqo-nkqubo wakwa-Gold Fields kwimeko enjalo.

Jonga iphepha le-15 ngolwazi olumalunga nokusebenzisana namagosa karhulumente.

Ukunikezela ngesisa

Nawuphina umnikelo, isibonelelo okanye naluphina unikezelo lwenkxaso lilo naliphina ilungu leQela labakwa-Gold Fields kufuneka lwamkelwe kwangaphambili yi-Exco yoMmandla (ngaphandle kokuba ixabiso lomnikelo, isibonelelo okanye unikezelo lwenkxaso okanye ixabiso ekufikelelwa kulo lingaphaya kwemida emiswe kwiSikhokelo-nkqubo soLwamkelo sakwa-Gold Fields, nalapho ulwamkelo luya kufuneka oluvela kwi-CFO). Kwimiba ye-Ofisi yeShishini, i-CFO kufuneka yamkele oku.

Nayiphi na iminikelo, izibonelelo okanye unikezelo olungolunye lwenkxaso kwimibutho eyaziwayo nengaziwayo yesisa kufuneka yenziwe kuphela ukuba imisebenzi yayo ihambelana neenqobo ezifanelekileyo kulo Mgaqo. Oku kufuneka kubhalwe kwiRejista yeZipho, ukuHlaliswa kaMnandi nokuZonwabisa.

Uludwe lweMithetho ebhekiselele kum.

Umnikezeli weenkonzo othile wandinika amatikiti amabini aya kumboniso omkhulu e-Sydney.
Babengakwazi ukuya ngokunokwabo baze bandixelela ukuba ndihambe nomnye umntu. La matikiti axabisa malunga ne-A$150 lilinye. Ndingakwamkela oku?

A

Oku kuya kubonwa njengesipho. Elona xabiso likhulu onolamkela ngaphandle kolwamkelo olusemthethweni yi-A$100, kengoko kuya kufuneka ufumane ilungu lakho le-Exco kuMmandla okanye ilungu le-Exco lwabakwa-Gold Fields bakwamkele oku futhi ugcwalise iRejista yeZipho, ukuHlaliswa kaMnandi nokuZonwabisa. Qinisekisa ukuba akukho zinkqubo zathenda ezenzekayo nokuba ukhona kwezo nkqubo okanye hayi.

Ukuhlawulelwa imali yokuhamba neyolonwabo
Ilungu le-arhente yokhuselo lwendalo esingqongileyo lingathanda ukuqonda ngobuchwepheshe obuphezulu obutsha malunga nentsalela (tailings) emadamini. Uza kuzibhatalela itikiti lenqwelo-moya nendawo yokuhlala ehotele, kodwa angathanda ukuba thina simnike inkxaso yolawulo nesithuthi sengingqi. Bakwalindele nokuba sibonwabise ngorhatya.

A

Ungaluxhasa utyelelo lwabameli bakarhulumente neenkampani zikarhulumente kwiziza zakwa-Gold Fields kodwa kuphela xa yonke into yamkelwe kwasekuqaleni yi-EVP yoMmandla ne-EVP: uMcebisi Jikelele weQela. Oku kufuna ukuba ugcwalise iirejista ezifanelekileyo emva kokuba ufumene isicelo solwamkelo.

Ndinesicwangciso sokonwabisa iinjineli ezisibhozo ezisebenzela ifem yeenjineli yelinye iqela.
Ixabiso lilonke liya kuba ngama-R4 000. Kuba ixabiso lomntu ngamnye lingama-R500, ingaba uManejala wam kufuneka eqale wakwamkela oku?

A

Imida yolwamkelo yeyexabiso lilonke lezipho okanye ulonwabo olunikezelweyo okanye olunikwe iqela elithile. Kweli tyeli, kuya kufuneka ulwamkelo oluvela kwi-Exco yoMmandla okanye i-Exco yakwa-Gold Fields njengoko ixabiso lilonke lolonwabo ingama-R4 000. Obu buchule kufuneka bulandelwe xa kubhaliswa izipho nolonwabo kwiRejista yeZipho, ukuHlaliswa kaMnandi nokuZonwabisa.

UKUTHINTELA NOKUPHELISA UKUNYOBA NORHWAPHILIZO

Inkcazelo emfutshane

Abakwa-Gold Fields abathathi nxaxheba ekunyobeni, uphango (extortion) kunye norhwaphilizo lwayo nayiphi na indlela, nokuba kukwicandelo likarhulumente okanye kwicandelo labucala. Awuvumelekanga ukuba ubongoze, unikezele, uthembise, ugunyazise okanye wamkele isinyobo, isabelo sakho kwintlawulo ethile (kickback) – ukuquka neentlawulo zokubhexesha okuthile.

Abakwa-Gold Fields bathobelana nemithetho iiyonke kunye nemimiselo ethintela izinyobo norhwaphilizo, futhi silindele sikwenza konke esinako ekuqinisekisen abanikezeli beenkonzo zethu, iikhontraktha kunye noomahlulelane bethu esibambisene nabo ekubeni benze njalo nabo. Onke amaqela angamanye amele okanye asebenza egameni labakwa-Gold Fields alindeleke ukuba athobelane nemithetho esebenzayo yokunyoba norhwiphilizo, nalapho kufaneleke khona, kufuneka abonise ukuba anemigaqo-nkqubo nemiqathango efanelekileyo okanye anemigaqo yeekhontrakthi.

Ukuze ufumane sikhokelo esongeziweyo malunga noku, qhagamshelana noMgaqo-nkqubo wabakwa-Gold Fields wabakwa-Gold Fields Group ABC. Iintlawulo zokubhexesha (okanye iintlawulo zamafutha (grease payments)) kumagosa karhulumente okanye nawuphi na omnye umntu ophakathi koku egameni labakwa-Gold Fields, azivumelekanga ngokungqongqo kwa-Gold Fields phantsi kwazo naziphi na iimeko nokuba ingakanani lo ntlawulo. Iintlawulo zokubhexesha ziquka ukuhlawulwa kweemalana ezincinci kumagosa karhulumente ukuze kufunyanwe iinkonzo ezinikezelwa rhoqo nalapho abakwa-Gold Fields benelungelo elisemthethweni kuzo, umz. unikezelo lweelayisensi okanye ukukhululwa kwezinto ezibanjwe apho kuhlawulwa khona irhafu (customs). Ukwenza iintlawulo zokubhexesha zingalixabiso lolwaphulo-mthetho. Ukuba awuqinisekanga malunga nohlobo oluthile lwentlawulo, cela iingcebiso kwi-VP yakho: iNtloko yezoMthetho kunye/okanye EVP: uMcebisi Jikelele weQela. Nasiphi na isicelo esenziwe liqela elingelinye sentlawulo yokubhexesha kufuneka ngokukhawuleza sigqithiswe kuManejala wakho okanye VP: iNtloko yezoMthetho kuze oko kubhalwe kwiRejista yeeNzame zokuNyoba.

Kwimiba engaphaya neyodwa, iintlawulo ezithile kufuneka kuqinisekiswe, kangangoko, ukhuseleko lwabasebenzi kunye namaqela angamanye. Abakwa-Gold Fields bazibona iintlawulo ezinjalo njengendlela yophango, kodwa ke kunjalo, zingahlawulwa ngaphandle kolwaphulo lwalo mgaqo-nkqubo xa iimeko zisitsho njalo ukuba intlawulo enjalo ibifanelekile futhi ingenako ukungahlawulwa. Abasebenzi abachaphazelekayo kufuneka, xa ixesha livuma, baqhagamshelane (1) noManejala wabo, (2) VP: iNtloko yezoMthetho okanye VP: ukuThobelana kweQela okanye (3) EVP: uMcebisi Jikelele weQela kwakunye ne-CFO ne-VP: iNtloko yezeMali kuMmandla ngokukhawuleza emva kokuhlawulwa kwayo nayiphi na intlawulo, kodwa zingaphelanga iiyure ezingama-24 emva kokwenziwa kwale ntlawulo. Oku kukodwa kuvumeleke kuiphela ekubeni kusetyenziswe kwiimeko ezizodwa nezinobuzaza futhi ukusetyenziswa nakanjani koku kukodwa akusayi kunyamezelwa. Oku kufuneka kubhaliswe nakwiRejista yeeNzame zokuNyoba.

Inkcukacha

Ukunyoba kuchazwa njengokunikezela, ukuthembisa, ukunika, ukufumana okanye ukufuna nantonina yexabiso ukuze ube nempembelelo kwindlela umntu othile awenza ngayo umsebenzi karhulumente, woshishino, owasekuhlaleni okanye umsebenzi womthetho.

Ulwaphulo lwemithetho echasene nokunyoba kunye nechasene norhwaphilizo lityala elikhulu nolwaphulo lwalo Mgaqo. Iinkampani nomntu ngamnye owophula le mithetho angohlwaywa ngezohlwayo ezithile aze umntu ngamnye ajongane nokuya ejele. Amazwe amaninzi, ukuquka lawo lawo sisebenza kuwo, anamithetho ethintela ukunyoba norhwaphilizo. Oku kuye kuquke amanyathelo athathwa ngaphaya kwemida yeli lizwe – ukuquka ukuhlawulwa izinyobo ezihlawulwa kumntu othile kwelinye ilizwe.

Jonga umgaqo-nkqubo i-Gold Fields Group ABC okanye uthethe nelungu lomthetho kwiqela lakho xa ufuna isikhokelo okanye iingcebiso malunga nowiso-mthetho norhwaphilizo kuMmandla wakho.

Inkcukacha *(iyaqhubeka)*

Bonke abasebenzi, amagosa kunye nabalawuli kufuneka bathobelane nale mithetho njengoko ingqiqo yolwaphulo lwemithetho echasene nokunyoba norhwaphilizo inokonakalisa igama labakwa-Gold Fields. Zonye iinzame zokunyoba kufuneka zifakwe kwiRejista yeeNzame zokuNyoba.

Imithetho echasene nokunyoba norhwaphilizo:

» ukuthintela unikezelo okanye ukunikwa kweentlawulo, iinkonzo, izipho, ulonwabo okanye 'nayiphi na into enexabiso' kumagosa karhulumente kunye nabantu babucala ngenjongo engafanelekanga yokumphembelela ekubeni kufumaneke okanye kugcineke ushishino, okanye kufumaneke uncedo kwezoshishino;
» ukwala ukwenza iintlawulo ezingafanelekanga kumaqela angamanye;
» ukufuna iinkampani ukuba zigcine iincwadi noshicilelo oluchanekileyo – futhi kugcinwe ulawulo olwaneleyo lwangaphakathi, ngokwenza njalo, kuqinisekiswe ukuba iintlawulo zichazwe ngokuthembekileyo futhi ingxowa-mali yenkampani ayisetyenziselwa iinjongo ezingekho mthethweni.

– Ukuba abakwa-Gold Fields abaphumeleli ekukhuseleni ukunyoba okwenziwa ngumntu othile osebenza egameni lakhe, oko kuya kuthetha ukuba abakwa-Gold Fields banetyala.
– 'Nantoni na yeXabiso' iquka naluphi na uhlobo lwenzuzo kumamkeli woko. Oku kuquka, kungancitshiswanga oku kulandelayo, ikheshi, iimali-mboleko, izipho, imisebenzi, imali yokufunda, imali yokufunda engabuyiswayo, ulonwabo, imali yokukhenketha kunye namagalelo athile nokuba ixabiso lemali lithinina. Oku kukwaquka iinzuzo ezingaqondwa kakuhle (intangible) – umz. ukuqesha isizalwane somntu othile okanye ukunikezela isiphiwo kwindawo yesisa yomntu othile ngenjongo engafanelekanga. Xa ufuna ulwazi olungolunye, jonga umgaqo-nkqubo i-Gold Fields Group ABC.
– 'Ukusebenza egameni labakwa-Gold Fields' kuquka abasebenzi, iikhontraktha, iiarhente, indibaniselwano ngomsebenzi, abanikezeli beenkonzo okanye amaqumrhu aphantsi kweshishini.
– 'Amagosa karhulumente' aquka umphathiswa, igosa elonyuliweyo okanye eliqeshiweyo, umlawuli, igosa okanye umsebenzi osebenzela nawuphi na urhulumente (nokuba kukuzwelonke, urhulumente/iphondo okanye kumgangatho wengingqi) okanye naliphi na isebe, i-arhente okanye isixhobo sayo, inkampani, okanye umbutho kazwelonke kumazwe aphesheya kweelwandlwe. Oku kukwaquka amaqela ezopolitiko nabagqatswa kwiofisi yoluntu kummandla. Amalungu eeofisi zeerhafu, iinkokheli zakwantu nabanye abantu abanempembelelo ngaphakathi kwimimandla, okanye abanezikhundla zemisebenzi ejongene noluntu jikelele, imibutho eyenza imisebenzi karhulumente okanye imisebenzi engaggibelelanga karhulumente (quasi), imibutho yasemkhosi neyamapolisa konke oku kubonwa njengamagosa karhulumente.

Q **Umcebisi wakwa-Gold Fields osetyenziswa ngoku ukuncedisa unxulumano lukarhulumente undicele ukonyusa kakhulu ikhomishini. Ndikrokrela ukuba umcebisi lo unenjongo yokugqithisela le mali kwigosa likarhulumente wengingqi. Kufuneka ndenze njani?**

A Yazisa oku kuxhalaba kwakho kwi-VP: iNtloko yezoMthetho kunye/okanye EVP: uMcebisi Jikelele weQela ngokukhawuleza. Akukho ntlawulo enjalo ekufuneka ihlawuliwe de iNkampani iphande ngokuxhalaba kwakho.

Q **Umsebenzi wolawulo lomgodi ufike kwenye yeendawo esisebenza kubo kuphicotho-zincwadi. Ndingamnika amatikiti amabini asukwa kwa-Gold Fields aye kumdlalo webhola ekhatywayo kwingingqi?**

A Hayi, ungaze unikezele nantonina yexabiso kwigosa likarhulumente ngaphandle kwemvume esuka kwiNtloko yoMmandla okanye EVP: uMcebisi Jikelele weQela. UMcebisi wezoMthetho uya kukucebisa akuxelele ukuba ukunikezela nayiphina into yexabiso kumsebenzi wolawulo phantsi kwezi meko kungabonwa njengesinyobo esinenjongo yokuphembelela ubume bengqondo balo msebenzi ngaphambi kokwenziwa kophicotho-zincwadi.

Ukuba awuqinisekanga ukuba umntu ligosa likarhulumente, qhagamshelana ne-EVP: uMcebisi Jikelele weQela.

INTSHUKUMO YEZOPOLITIKO NENTSEBENZISWANO NORHULUMENTE

Nokuba sisebenza kweyiphi na indawo okanye esiyihlolayo, asiguquki futhi sicacile kubuchule bethu kumsebenzi woshishino kwezopolitiko Abakwa-Gold Fields abasayi:

- kuthatha nxaxheba kuwo nawuphi na umsebenzi weqela lezopolitiko ngaphandle kolwamkelo yiBhodi yabakwa-Gold Fields Limited Board;
- phantsi kwazo naziphi na iimeko, baphose igalelo lezopolitiko nokuba kungekheshi okanye indlela engenye. Kucacile ukuba abasebenzi banelungelo lokuthatha inxaxheba umntu ngamnye kwimisebenzi yezopolitiko, ngaphakathi kwimida yemithetho esebenzayo kwindawo nganye sikhoyo khona. Abasebenzi abenza njalo kufuneka baqinisekise ukuba kucacile ukuba ukwenza oko bakwenzayo bakwenza ngokwezikhundla ezizezabo bengamelanga abakwa-Gold Fields.

Nangona singathathi nyathelo elithe ngqo kwintshukumo yezopolitiko, siyangenelela kwiintetho ezithile zomgaqo-nkqubo kwimiba exhalabisayo yezomthetho okanye ebalulekileyo kwabakwa-Gold Fields, abasebenzi bethu kunye nemimandla yoluntu apho sisebenza khona nalapho sinempembelelo khona ngeendlela ezohlukeneyo.

Kufuneka NJALO

- ucacise ukuba iimbono ezizezakho zopolitiko namanyathelo akho awamelanga abakwa-Gold Fields;
- xelela uManejala wakho ukuba intshukumo yakho yezopolitiko okanye ezo zelungu lakho losapho zingabangela okanye zibonakale ngathi zinokungqubana ngemidla okanye zingadala imbonakalo engafanelekanga (jonga iphepha le-10);
- kwimiba yentsebenziswano norhulumente, gcwalisa iRejista yeNtsebenziswano yangaPhandle nokuziBophelela ingakumbi ukuba oko kunxulumene nomgaqo-nkqubo karhulumente okanye iinguqulelo ezisemthethweni nemimiselo ecetywayo;
- jonga uMgaqo-nkqubo i-Gold Fields Limited Anti-Bribery.

Kufuneka UNGAZE:

- Usebenzise ixesha lakwa-Gold Fields, ipropati okanye izixhobo ekwenzeni okanye ekuxhaseni imisebenzi yakho yezopolitiko – yenza oko ngexesha lakho futhi ngezibonelelo ezizezakho.

"Uludwe lweMithetho ebhekiselele kum.

Umgqatswa omele ushishino kwigosa likarhulumente wengingqi unetheko lokwenyusa ingxowa-mali. Uye enze izigqibo ezifanelekileyo kushishino lwemigodi nelakwa-Gold Fields. Ndingazibhatala iindleko zesi sidlo sasebusuku ngemali yabakwa-Gold Fields?

A

Hayi, ukuba wenze njalo kungacingwa ukuba ligalelo kwezopolitiko neliya kuphikisana noLudwe lweMithetho yethu. Ungaziyela kwitheko kodwa akufunekanga usebenzise iiasethi ezibhalwe amagama akwa-Gold Fields okanye iingxowa- mali yabakwa-Gold Fields. Ukuba ucinga ukuba ukuthatha inxaxheba kwakho kungabangela ungquzulwano, thetha ne-VP yakho: iNtloko yezoMthetho okanye u-VP: wokuThobelana kweQela.

Iminikelo ivumelekile?
UMmandla wethu unikezele ngezibonelelo zobunzululwazi, izibonelelo zemfundo kunye nezinye izixhobo zakwa-Gold Fields koorhulumente bengingqi. Ingaba oku kuvumelekile?

A

Ewe, ukuba oku kubonelelwe kumgagqo-nkqubo wakho we-Corporate Social Investment (CSI). Amagalelo anjalo aya ezikolweni okanye koorhulumente bengingqi ayinxenye yokuqinisekisa imimandla yoluntu egcinekileyo ngokwesiseko sokwabelana ngexabiso. Inxenye yeendleko ze-CSI yeNkampani ivumelekile kolu Ludwe lweMithetho. Ngenxa yokuba zisenokuxhomekeka kwimimiselo yengingqi, kufuneka ufumane ingcaciso rhoqo kwi-VP yakho: iNtloko yezoMthetho okanye VP: iNtloko yeNkxaso yoGcineko kuMmandla wakho. Iminikelo kufuneka yenzelwe ngqo isikolo okanye isibonelelo sikarhulumente kunokuba siye emntwini ozimeleyo osebenzela isikolo okanye isibonelelo sikarhulumente. Ingxelo ebhaliweyo kufuneka igcinwe nguManejala woPhuhliso lweNkxaso yoGcineko futhi oko kugqithiswe ingxelo yako ku-Exco woMmandla rhoqo ngekota yonyaka.

ULWAZI, INGXELO EGCINIWEYO, UGQITHISO LWENGXELO NOCWANGCISO-MALI

Inkcazelo emfutshane

Kwa-Gold Fields sigcina ingxelo siphinde sigqithise ingxelo yenkampani engolwazi ngezemali nolwazi olungezozamali ngokuthembekileyo, ngokuchanekileyo nangokuthe gcaa. Naluphi na ulwazi olwenziwe ngabasebenzi bakwa-Gold Fields kufuneke ibonise ngokuchanekileyo yonke intengiselwano neziganeko. Oku kuquka uphuhliso olugcinekileyo nolwazi lwase-HR, kunye nezemali. Iingxelo ezingachanekanga okanye ukubeka ngendlela engeyiyo imiba ethile nolwazi akusoze kulungiseke okanye kuxolelwe. Abakwa-Gold Fields ababunyamezeli konke-konke ubuqhetseba.

Inkcukacha

Kubalulekile ukugcina ingxelo nokugqithisa ulwazi ngezemali nolwazi olungezozamali ngokuthembekileyo, ngokuchanekileyo nangokuthe gca kuba:

- kukhusela ukuthembeka negama elifanelekileyo lakwa-Gold Fields;
- kuhlangabezana neemfanelo zethu ezisemthethweni nemimiselo;
- kuqinisekisa ukuba siyafikelela kuxanduva lwethu nabanini-zabelo kunye namanye amaqela achaphazelekayo angaphandle;
- kwazisa kukwaxhasa izigqibo zethu zoshishino namanyathelo.

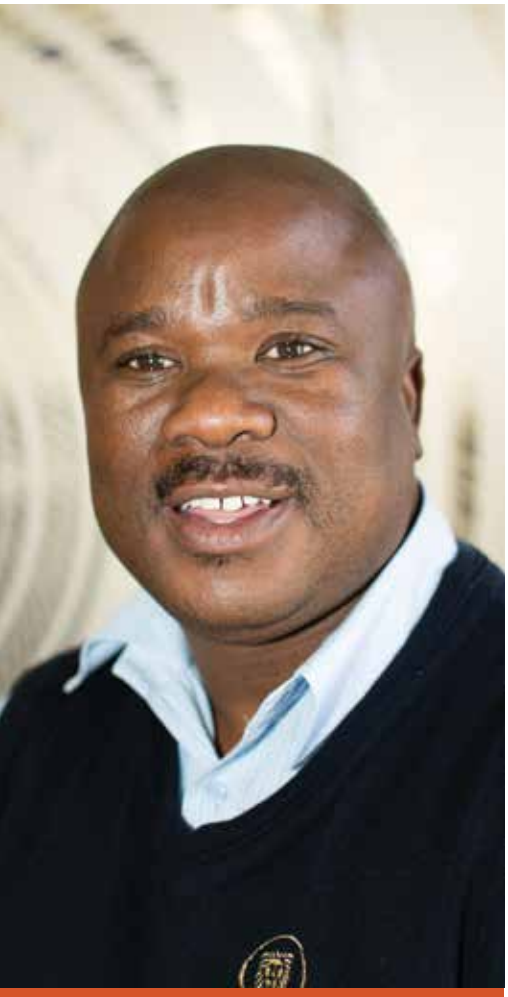
Naluphina ulwazi olwenzela abakwa-Gold Fields kufuneka kubonise ngokuchanekileyo iintengiselwano neziganeko. Oku kuquka ulwazi olusephepheni, okanye amaxwebhu asekhomyutheni, ii-imeyile okanye imidiya engenye ekufuneka yenziwe, igciniwe ize itshatyalaliswe ngokusebenzisana nomthetho osebenzayo, imiqathango yabucala yolwazi yabakwa-Gold Fields kunye neenkqubo zoMgaqo-nkqubo we-IT. Naluphina ulwazi olwenzayo okanye olufumanayo ngexa uqeshwe okanye usebenzela abakwa-Gold Fields lolwakwa-Gold Fields. Kufuneka luluwuliwe futhi lukhuselwe ngendlela efanelekileyo.

Abakwa-Gold Fields abakukhuthazi ukungaphumeleli ekugcineni iingxelo ezichanekileyo nezipheleleyo, ukwenziwa kobuxoki kulwazi okanye ukwenziwa kolwazi olukhohlisayo. Oko kungabonwa njengobuqhetseba okanye olwaphulo lwelungelo luntu futhi kungabangela imfanelo yoluntu okanye ulwaphulo-mthetho kwa-Gold Fields.

Iimpazamo zeentlawulo

Nayiphi na intlawulo engaphaya okanye intlawulo yemali ehlawulwe kuwe okanye naliphi na iqela elingelinye ngempazamo okanye apho wena okanye iqela elingelinye ningenalungelo layo, kufuneka ichazwe kuManejala wakho ngaphandle kwamathandabuzo. Ukongeza:

- Iimpazamo kwiintlawulo eziya kubasebenzi okanye amaqela angamanye kufuneka zichazwe ngokukhawuleza kuManejala wakho. Ezi ntlawulo zingabonakala kwiphepha lomvuzo, iingxelo zebhanki okanye nayiphi na indlela engenye.
- Ukuvuyela iimpazamo kwiintlawulo okanye ukungazichazi kubonwa njengetyala elikhulu futhi ungade uphelelwe ngumsebenzi.
- Ukuba kukho ubunzima ekuqondeni iingcebiso kwiintlawulo, nceda ufune iingcebiso kuManejala wakho.
- Ukuba unikwe igunya okanye umsebenzi wokuzalisekisa iintlawulo, kuze kufunyaniswe ukuba ugunyazise okanye uzalisekise ngokufanelekanga intlawulo ethile, uya kuba netyala lokuziphatha ngendlela engafanelekanga futhi elo ingalityala onokuthi uligxothelwe emsebenzini.
- Ukutshintshiselana ngokuncedisa nokuncedisa ekwenzeni ububi kumsebenzi okanye iqela elingelinye lityala elikhulu nelinokuthi uligxothelwe emsebenzini.
- Ukufumana nayiphi na imali, inzuzo okanye uncedo kuye nawuphi na umntu ukuze lo mntu afumane intlawulo eyimpazamo, noku ngokwako, lityala elikhulu nelinokuthi uligxothelwe emsebenzini.



Kufuneka NJALO

- uqinisekise rhoqo ukuba yonke intengiselwano igunyaziswe ngendlela efanelekileyo yaze yabhalwa ngokuchanekileyo;
- uthobelane nomgaqo-nkqubo i-Gold Fields Group ABC;
- uqinisekise ukuba amaqela enisebenzisana nawo afakwe ngendlela efanelekileyo kwiinqubo zakwa-Gold Fields futhi agunyazisiwe. Oku kuquka abathengi, abanikezeli beenkonzo, ii-arhente, abacebisi abasisigxina, oomahlulelane bakwa-JV kunye nawaphi na amaqela angamanye angoomahlulelane;
- uqwalasela uze ulandele iNkqubo-sikhokelo yoLwamkelo yabakwa-Gold Fields;
- usebenzisane ngokupheleleyo noPhicotho-zincwadi lwangaPhakathi, ukuThobelana kweQela kunye nabaphicothi-zincwadi bangaphandle ubanike iinkcukacha ezichanekileyo;
- ugqibe futhi wamkele amabango eendleko ngokuhambelana neNkqubo-sikhokelo yoLwamkelo.

Uzise ngaphambili rhoqo nakuphi na ukuxhalaba okanye izinto ezingalunganga ezimalunga nophicotho-mali, uphicotho-zincwadi okanye imiba enxulumene nolawulo lwangaphakathi. Amagosa ezemali, oomanejala kunye nabo banoxanduva lweengxelo zezemali nolawulo banoxanduva olungaphaya lokuseka nokugcina ulawulo olufanelekileyo ekuqinisekiseni ukuba iingxelo zemali nezolawulo zichanekileyo, zigqityiwe, zithe ngqo, zicacile futhi ziyaqondakala, kwaye zigqitywa ngexesha elifanelekileyo.

Kufuneka UNGAZE:

- wenze ungeniso ngamabom, olungeyonyani okanye olukhohlisayo kwingxelo, amaxwebhu, ingxelo egciniweyo okanye ibango leendleko;
- ubhale ubuxoki kuxwebhu okanye ingxelo, nokuba yeyemali okanye engeyoyamali;
- ulahle, uthengise okanye ugqithise naziphi na ii-aseti zenkampani ngaphandle kwamaxwebhu afanelekileyo kunye nogunyaziso;
- uphazamise okanye ube nempembelelo kwinkqubo elandelwayo ngaphakathi kwindawo yomlawuli uukuquka kungancitshiswanga, imfihleko okanye ukonakaliswa kolwazi lwakwa-Gold Fields.

Ukuba nangaliphi na ixesha uxhalabile malunga nokunyaniseka kwalo naluphi na ulwazi noba lolwemali okanye ingelulo olwemali okanye uceliwe ukuba ubhale ingxelo ekhohlisayo okanye ulwazi lobuxoki, kufuneka ukuchaze oku kuxhalaba ngokukhawuleza. Thetha ne-VP yakho: iNtloko yezeMali kuMmandla wakho okanye i-CFO, ukuba awuqinisekanga ngendlela yokugcina ingxelo ethile ngokuchanekileyo okanye ukuba unako nakuphi na ukuxhalaba bokuba okuthile akwenzelwanga ngxelo ngokufanelekileyo, kufuneka wazise i-CFO ngokukhawuleza. Ukuba uziva uxhalabile ngayo nayiphi na into kwaye ungathanda ukuxoxa oko ngokuyimfihlo, qhagamshelana ne-Gold Fields Tip-offs Hotline.

> Uludwe lweMithetho ebhekiselele kum.

URHWEBO LWABANGAPHAKATHI

Ngexa ukhuthazwa ekubeni ube nezabelo ezingezakho kwabakwa-Gold Fields, ukurhweba ngokhuselo okanye imathiriyeli esekelwe kwisitokhwe solwazi olungelulo olukarhulumente, okanye ukunikezela imathiriyeli yolwazi olungelulo olukarhulumente kwabanye ukuze bakwazi ukurhweba, akukho mthethweni futhi kungabangela ukubanjelwa ulwaphulo-mthetho. Abakwa-Gold Fields bakwanelungelo lokuthatha amanyathelo afanelekileyo oluleko kuye nawuphi na umntu othe wenza ngokungekho mthethweni oko.

Ngaphezulu, nakuphi na ukuthengisa ngezabelo okanye ukhuselo lwakwa-Gold Fiels okanye ngokwezabelo okanye ukhuselo lweenkampani okunxulumene nalapho abakwa-Gold Fields benomdla wenene okanye besenokuba nomdla, kufuneka kube ngaphaya kokugxekwa futhi kuhambelane nayo yonke imitheto esebenzayo kunye neemfuno ezifanelekileyo zendawo ekuthengwa kuyo izahlulo zamashishini. Abasebenzi bacetyiswa ukuba baqhagamshelane nomgaqo-nkqubo weQela ojongene nezabelo owaziwa ngokuba yi-Group Share Dealing and Market Abuse Policy kulo mba.

- Kufuneka unyamekele amaxesha avaliweyo okuthenga izabelo zakwa-Gold Fields. La maxesha avaliweyo aya kwaziswa kuwe kumaxesha ngamaxesha nguNobhala weNkampani yeQela lakwa-Gold Fields futhi kufuneka aqwalaselwe njengabophelelayo.
- Uyacelwa ukuba ufune iingcebiso zomthetho ezizimeleyo okanye uqhagamshelane ne-EVP: uMcebisi Jikelele weQela, ukuba awuqinisekanga ngeemfanelo zakho ezisemthethweni ngokunxulumene norhwebo kwizabelo zabakwa-Gold Fields nazo naziphi na izabelo ezingezinye apho abakwa-Gold Fields benomdla wenene okanye umdla onokubakho.
- Onke amalungu eBhodi yakwa-Gold Fields nabalawuli beenkampani ezinkulu ezingaphakathi kwiQela lakwa-Gold Fields kufuneka achaze zonke iinkcukacha zeentengiso zabo zezabelo kwabakwa-Gold Fields okanye ukhuseleko lweenkampani apho abakwa-Gold Fields benomdla kuzo ngokubhalela phantsi uNobhalal weNkampani xa sele kwamkelwe izicelo zolwamkelo lokurhweba zifunyenwe kuSihlalo weNkampani. Oku kuquka iintengo ezenziwa ngamaqabane, abantwana abancinci okanye amaqumrhu okanye izibonelelo abanomdla kuzo okanye naziphi na abanomdla olawulayo.
- Onke amalungu e-Exco kwa-Gold Fields, abasebenzi kwisebe loPhuhliso loShishino kunye nabasebenzi abafikelelayo kubuthathaka bexabiso nolwazi oluyimfihlo kufuneka bafumane ingcaciso kwi-EVP yabo: uMcebisi Jikelele weQela kunye ne-CEO malunga neentengo zabo kwizabelo zakwa-Gold Fields okanye ukhuseleko lweenkampani nalapho abakwa-Gold Fields benomdla kuzo okanye umdla onokubakho.
- Ayinguwe, okanye iqabane lakho okanye amalungu osapho lwakho avumelekileyo ekubeni athenge izabelo okanye ukhuseleko kumaqela akhoyo angamanye (okanye acinga ukuba angangamaqela angamanye akwa-Gold Fields) ngokwesiseko sokuzikhethela ngaphandle kolwamkelo lwangaphambili lukaManejala, i-CFO okanye EVP: uMcebisi Jikelele weQela, olufunyenwe ngokubhalwe phantsi.

Uludwe lweMithetho ebhekiselele kum.

Ndifumanise ukuba abakwa-Gold Fields bacinga ngokufumana inkampani engumgodi worhwebo loluntu jikelele. Ndingafumana isitokhwe sale nkampani ecetywa ukufunyanwa?

A

Hayi, urhwebo ngemathiriyeli yolwazi olungelulo ololuntu jikelele alukho mthethweni futhi lulwaphulo lolu Ludwe lweMithetho, nokuba urhweba kukhuseleko lwakwa-Gold Fields okanye olwenkampani engenye encinci.

Yintoni urhwebo lwabangaphakathi?

'Urhwebo lwabangaphakathi' ligama elaziwa lula ngabantu abaninzi elihambelana nendlela yokuziphatha engekho mthethweni. Inguqulelo esemthethweni kuxa ushishino lwangaphakathi – amagosa, abalawuli kunye nabasebenzi – bethenga baphinde bathengise isitokhwe kwiinkampani zabo.

Urhwebo lwangaphakathi olungekho mthethweni luthetha jikelele ukuthenga okanye ukuthengisa izabelo, kukho ulwaphulo kumsebenzi oquka ukuthembeka okanye ulwalamano olungolunye lwentembeko nokuzithemba, ngexa unolwazi olungaziwayo luluntu jikelele. Ulwaphulo kurhwebo lwabangaphakathi lungaquka 'nokutipha' okanye ukugqithisa ulwazi olunjalo kwabanye, okanye ngokungekho mthethweni, ufikelele kolu lwazi ukuze ukwazi ukurhweba ngezabelo. Imizekelo yamatyeli orhwebo lwangaphakathi ingaquka:

- amagosa eshishini, abalawuli kunye nabasebenzi abarhwebe ngezabelo zeshishini emva kokuba befumanise ngophuhliso olubalulekileyo, oluyimfihlo kushishino;
- abahlobo, amaqabane kushishino, amalungu osapho kunye nabanye 'abatiphi' bamagosa anjalo, abalawuli, kunye nabasebenzi abarhwebe ngezabelo emva kokufumana ulwazi olunjalo;
- abasebenzi beefem zomthetho, zeebhanki, umvuzo womrhwebi (brokerage) kunye neefem zokushicilela abanikwe ulwazi olunjalo ekubeni banikezele iinkonzo kwishishini apho barhwebe ngezabelo khona;
- abasebenzi bakarhulumente abafumanise ngolwazi olunjalo kuba beqeshwe ngurhulumente; kunye
- nabanye abantu abangasebenzisanga ngendlela efanelekileyo yemfihlo yolwazi, baze bakuthathela kubo oku, kubasebenzi babo.

Ngenxa yokuba urhwebo lwabangaphakathi lujongela phantsi ukuzithemba kwabazalisi-mali kubulungisa nemfezeko kwiimarike zokhuseleko, oku kuthathelwa phezulu kakhulu futhi lulwaphulo-mthetho olukhulu.

Source: Adapted from www.sec.gov

EZINYE IINKALO EZIFUTHELWE LULUDWE LWEMITHETHO

Ukusetyenziswa kweenkonzo nepropati yabakwa-Gold Fields

Iinkonzo zabakwa-Gold Fields nepropati engeyonzuzo kwinkonzo akufunekanga isetyenziswe kwiinjongo zabucala ngaphandle kwemvume yangaphambili ebhaliweyo kaManejala wakho.

Kufuneka uyihloniphile ipropati yabakwa-Gold Fields futhi uthintele nayiphi na inkcitho okanye ukusetyenziswa okungafanelekanga kweeasethi ezinjalo okanye oovimba.

Ipropati noovimba bakwa-Gold Fields kufuneka basetyenziswe kuphela kwiinjongo ezenzelwe oko, ingezizo iinjongo ezingezinye, ngaphandle kwemvume kaManejala wakho.

Abasebenzi, amagosa nabalawuli babophelelekile ngamaxesha onke ekubeni basebenze ngomdla omkhulu wabakwa-Gold Fields.

Ukugcinwa kwexesha nekhefu

Ukungakhathali, ukungathembeki nokusetyenziswa ngendlela engafanelekanga okunxulumene namaxesha omsebenzi afunekayo lulwaphulo lolu Ludwe lweMithetho futhi angabangela inyathelo loluleko.

Kananjalo, ikhefu elingagunyaziswanga nokusetyenziswa ngendlela engafanelekanga kwesibonelelo sekhefu lokugula lulwaphulo lolu Ludwe lweMithetho futhi kungabangela inyathelo loluleko.

Ukuthatha ngenye indlela isibonelelo sekhefu okanye iimpazamo kubalo lokusebenza ixesha elingaphaya okanye ukungakuchazi oku kuthathwa njengetyala elikhulu nelinokwenza ukuba ugxothwe emsebenzini.

Ipropati neeasethi zemali zabakwa-Gold Fields

Kwabakwa-Gold Fields, bonke abasebenzi babelana ngoxanduva nomsebenzi osemthethweni wokukhusela ipropati, ipropati yeengqondi nee-aseti zemali zabakwa-Gold Fields.

Sithobelana nemithetho iyonke esebenzayo nemimiselo engendlela esibhala ngayo, sigcine futhi sigqithise ulwazi. Okuqukwe apha yiMigangatho eyaziwa njenge-International Financial Reporting Standards (IFRS) kwakunye ne-Generally Accepted Accounting Principles (GAAP) apho senza khona ushishino.

Kwa-Gold Fields sihlala njalo sithembekile, sijonge phambili futhi singenazinto ezifihlwayo malunga nemisebenzi yethu nendlela esiwenza ngayo umsebenzi. Sizama kangangoku ukuba silubhale phantsi futhi siluxele ulwazi neziphumo.

Uludwe lweMithetho ebhekiselele kum.

Intengiselwano kwezoshishino

Ukuthatha inxaxheba kwabacebisi abangena kwiikhontrakthi zokuthenga nonikezelo lweethenda kufuneka lwenzwe ngokwesiseko somgangatho, inkonzo enikezelwayo, ixabiso nokufumaneka, ngaphakathi kwimida yomgaqo-nkqubo, imigaqo kunye naziphi na iimfuno ezingezinye zabakwa-Gold Fields ezingaphakathi kuwiso-mthetho olusebenzayo kwiindawo zizonke zeQela.

Bonke abanikezeli bezibonelelo okanye iinkonzo kufuneka babe bame kakuhle futhi babe nemfezeko ukuze benze ushishino nabakwa-Gold Fields kwaye kufuneka babe baphononongiwe yi-Gold Fields Vendor Selection Committee.

Amandla okuthenga akwa-Gold Fields angangasetyenziswa njengenzuzo emntwini okanye nayiphi na inzuzo ehambelana noku. Gcina amalungiselelo akhuselwe ngabakwa-Gold Fields njengenzuzo kubasebenzi, akuyomfanelo ukufuna okanye ukwamkela imvume okanye inzuzo esuka kubanikezeli beenkonzo, abacebisi, abathengi okanye eminye imibutho esebenzisana nabakwa-Gold Fields njengenzuzo kuwe.

Abalawuli namagosa okanye abasebenzi kumacandelo ezemali, apho amafa abo sele ethinjiwe umphelo okanye okwethutyana okanye abachazwe njengabo bangenakuhlawula amatyala, kufuneka bakuchaze oku kooManejala babo. Nawuphi na umlawuli, igosa okanye umsebenzi othe wasuswa ngaphambili emsebenzini ngenxa yentembeko kwimiba yokuziphatha kakubi, okanye othe okanye nangaliphi na ixesha kwixesha elizayo, wabanjelwa ubusela, ubuqhetseba, ukukhohlisa okanye ityala eliquka ukungathembeki, kufuneka awuchaze lo mba kuManejala wakhe.

Uya kuba noxanduva lwazo zonke iimali, iitshekhi, amaxwebhu nepropati yabakwa-Gold Fields efikelela ezandleni zakho ngexa uqeshiwe okanye kwisikhundla segosa okanye umlawuli wakwa-Gold Fields. Iintlawulo zezibonelelo neenkonzo kufuneka zenziwe kuphela ngokunikezelwa i-invoysi yokuqala, egunyaziswe ngumphathi ofanelekileyo, emva kokuba irisithi iqwalaselwe ngokuhambelana nemigaqo nemiqathango yekhontrakthi leyo. Okukodwa okukhethekayo kufuneka kugunyaziswe yi-VP yakho: iNtloko yezoMthetho okanye VP: iNtloko yezeMali.

Imali engavumelekanga (laundering)

Imali engavumelekanga jikelele ithetha iintengiselwano zemali nalapho abaphuli-mthetho – ukuquka imibutho yabagrogrisi – ithi izame ukuzenza into abangeyiyo kwinkqubo, oovimba okanye kubume bemisebenzi yabo engekho mthethweni.

Imali engavumelekanga ibhexesha uluhlu olubanzi lwamatyala olwaphulo-mthetho aze asongele imfezeko yeemarike zezimali kunye noqoqosho.

Nawuphi na umsebenzi owenziwa ngumsebenzi onokuthi ubonwe njengalowo uxhasa imali engavumelekanga awuvunyelwanga ngawo onke amaxesha. Ukuba ukholelwa okanye uxhalabile ekubeni kungakho umsebenzi ongekho mthethweni ofana noku, nceda uqhagamshelane ne-VP: ezeMali kuMmandla wakho okanye i-CFO.

INGXELO YOMGAQO-NKQUBO ONGAMALUNGELO OLUNTU

Siyawahlonipha amalungelo oluntu futhi sizibophelele ekuhlonipheni onke amalungelo, isidima nenkululeko yomntu wonke. Abakwa-Gold Fields baxhasa i-United Nations Universal Declaration of Human Rights.

Kwa-Gold Fields sihlonipha isidima somntu ngamnye, imfihlo zakhe namalungelo angawakho kumsebenzi ngamnye futhi sizibophelele ekugcineni indawo yokusebenza ingenalo ucalucalulo kunye nempatho embi. Abasebenzi akufunekanga bacinezelane ngokwesiseko sendawo osuka kuyo, ubuzwe, inkolo, ubuhlanga, isini, ubudala okanye ubume ngokwesini, okanye bathathe inxaxheba kulo naluphi na uhlobo lokuphatha gadalala ngamazwi aphuma emlonyeni okanye ngokwasemzimbeni. Abakwa-Gold Fields banoMgaqo-nkqubo weQela wamaLungelo oLuntu noqulathe oku kulandelayo futhi ukwafuna ukukhusela ilungelo:

- lesidima soluntu
- lempatho enobulungisa (ngokuxhomekeka kwingqwalaselo yesiqiniselo samaqela ayekade ecinezelekile ngaphambili)
- lenkululeko nokhuseleko lomntu
- lokungenziwa ikhoboka, ukuphatha njengekhoboka kunye nemisebenzi enyanzeliswayo
- lenkululeko yesazela, inkolo, ingcinga, ukukholelwa noluvo
- lokungabi sesichengeni sokuphathwa gadalala ngokwesondo, ngokobume besondo, isini nobume besini
- lenkululeko yokuvelisa uluvo lwakho (ngokuxhomekeka kwingqwalaselo yobumfihlo nothintelo lentetho yenzondo nokuxhokonxa okujolise kumonzakalo)
- lokukuhlangana ngoxolo
- lenkululeko yentshukumo
- lenkqubo enobulungisa kwezomsebenzi
- lokukungaqeshwa xa ungumntwana
- lokukungavunyelwa ekubeni ube nepropati okanye izinto ezizezakho
- lokukuthatha inxaxheba ngokukhululekileyo kuyo nayiphi na indlela yokuphila ngokwenkcubeko abazikhethele yona
- lenyathelo elisemthethweni, elifanelekileyo nelinobulungisa
- lokungaziboni sele ubanjwa okanye unqunyanyiswa

Ukuba ubona ngathi indawo osebenza kuyo ayithobelani nezi nqobo ezifanelekileyo, uyakhuthazwa ukuba uvelise ukuxhalaba kwakho kunye neNtloko yoMmandla yoPhuhliso lweNkxaso eGcinekileyo, iNtloko kuMmandla we-HR okanye VP: iNtloko yezoMthetho.

Ukuba nawuphi na umsebenzi ukholelwa ekubeni umntu othile waphule uMgaqo-nkqubo wezaBasebenzi okanye umthetho, bayacelwa ukuba bazise lo ngxelo ngaphambili ngokukhawuleza kwi-VP yabo: iNtloko yezoMthetho, EVP: uMcebisi Jikelele weQela okanye ukuba unqwenela njalo, kwi-Hotline ongazichaziyo kuyo igama lakho yabakwa-Gold Fields eyaziwa njenge-Gold Fields Tip-offs Hotline (jonga iphepha lesi-6).

FUNDA YAMKELA XHASA AMALUNGELO OLUNTU

ULUHLU LWEEREJISTA

Okudweliswe ngezantsi ziirejista ezohlukeneyo ekufuneka zigcwalisiwe, ngokuxhomekeka kwimeko, ukuqinisekisa ukuba awulophuli olu Ludwe lweMithetho.

Iikopi zeeRejista zingafunyanwa (downloaded) kwikhasi lekhompyutha loLudwe lweMithetho yokuziPhatha kwisiza seintranet yakwa-Gold Fields okanye zingafumaneka kwisebe lakho lezoMthetho. Kufuneka zigqithiswe kwiOfisi yezoMthetho kuMmandla wakho.

- IRejista yeeNzame zokuNyoba
- IRejista yeNkomfa neNtetho ebhekiswa kuWonke-wonke
- IRejista yokuNgqubana kwemidla
- IRejista yeNtsebenziswano yangaPhandle nokuziBophelela
- IRejista yeZipho, ukuHlaliswa kaMnandi nokuZonwabisa

”

Uludwe lweMithetho ebhekiselele kum.

AMANQAKU

ULUDWE LWEMITHETHO
YOKUZIPHATHA

GOLD FIELDS