ULudwe lweMithetho yeNdlela yethu

yokuZiphatha

Isikhokelo esiluncedo sasepokothweni

INGUQULELO YESIXHOSA

GOLD FIELDS

ISIKHOKELO SASEPOKOTHWENI

”

Uludwe lwemithetho ebhekiselele kum.

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YINTONI ELINDELEKEYO KUM?

Soloko uxoxa kwaye ubhengeza

Umthetho gabalala woLudwe lweMithetho yeNdlela yokuZiphatha yase-Gold Fields Group (iKhowudi) **ngowokufumana iimvume ezithile nokwenza izibhengezo ezithile.** Abantu abafanelekileyo abangakuncedayo koku badwelisiwe kuLudwe lweMithetho.

Ingaba awuqinisekanga ukuba imeko ifuna imvume okanye ukuxelwa, okanye into ethethwa lilo naliphi na igama okanye ilizwi kuLudwe lweMithetho? **Soloko ubuza** umntu ofanelekileyo (njengoko kuthiwe gqaba-gqaba kuLudwe lweMithetho kwiphepha 6), i-EVP: i-Group General Counsel okanye i-VP: Group Compliance ukufumana uncedo.

Kubhale phantsi

Kukho uthotho lweemeko ezithiwe gqaba-gqaba kuLudwe lweMithetho, ekufuneka ukuba ucele kuyo imvume okanye ukuxele ngokuthi ukubhale phantsi kwirejista elungiselelwe oko. Zonke iirejista ziyafumaneka kwi-portal yoLudwe lweMithetho yeNdlela yokuZiphatha kweQela ekwi-intranet, okanye kwi-Regional VP: Head of Legal okanye kwi-VP: Group Compliance. Ukufumana imvume ebhalwe phantsi kubalulekile kwaye kuluxanduva lwakho njengomqeshwa. Iimvume zomlomo aziyi kuthathelwa ngqalelo ukuba uya kuze ujamelane nenkqubo yoluleko ngenxa yokwaphula uLudwe lweMithetho.

Ukungqubana kwemidla

Yiphephe nayiphi na imeko imidla yakho ubuqu ingathi, okanye ingabonakala, ingqubana naleyo yase-Gold Fields. Khumbula ukuluxoxa nokulurekhoda nomntu ofanelekileyo naluphi na ungquzulwano olukhoyo okanye olunokubakho kwaphambi kokuba uthabathe inyathelo.

Ukusebenza ngaphandle kwe-Gold Fields

Iphepha 10 loLudwe lweMithetho

Abaqeshwa bakwa-Gold Fields abayi kubamba isikhundla ngaphandle kweNkampani okanye bazixakekise ngomsebenzi kwisikhundla sabo ngenjongo yokuhlawulwa – n**gaphandleni kokuba ugunyaziswe ngabantu abafanelekileyo kwaye uhambelana nemithetho ekuLudwe lweMithetho. Imvume ebhaliweyo kumele ibanjwe kwiRejista yokuNgqubana kweMidla.**

U**vumelekile** ukuchitha elincinane kumsebenzi wasekuhlaleni okanye wesisa (ungazi kufumana mvuzo), okanye njengommeli kwiqumrhu eliyeleleneyo koworhwebo othi uzise iibhenefithi kwa-Gold Fields, kodwa soloko uthetha nomntu ofanelekileyo ukufumana uncedo ukuba awuqinisekanga. Kwakhona fumana imvume ebhaliweyo ohambelana nemithetho yoLudwe lweMithetho.

Ingaba isizalwane sikagxa (unyana) wakho sivumelekile ukuba siqeshwe kwiqela elinye okanye kwisebe lomsebenzi?

Ngaphandleni kokuba imigaqo-nkqubo yengqesho yangoku iyakuthintela oku, izizalwane zingasebenza kwicandelo elinye lokusebenza. Nangona kunjalo, makungabikho ukuripota okuthe ngqo phakathi kwezizalwane kwaye akukho sizalwane kufuneka sibandakanyeke ekuqesheni okanye ekongameleni umntu kwaye nangayiphi na indlela makungayichaphazeli imiqathango okanye imimiselo yengqesho, okanye ibe nefuthe kulawulo lwesizalwane. Umntu kumele **achaze** ukuba isizalwane sakhe singumqeshwa womsebenzi okanye wesebe.

> Uludwe lwemithetho ebhekiselele kum.

Ulwazi olunge-Gold Fields

Naluphi na ulwazi olumalunga ne-Gold Fields, ekungekbelwana ngalo njengolukawonke-wonke, luthathe njengoluyimfihlelo. Ukuba awuqinisekanga ngokuba ingaba ulwazi luyimfihlelo okanye hayi, okanye lunokusetyenziswa xa kutheni nakanjani na, luphathe njengoluyimfihlelo kwaye uthethe nomntu ofanelekileyo ukufumana isiqinisekiso.

Buhloniphe ubungasese babo bonke abaqeshwa namaqela esithathu, qubisana nalo lonke ulwazi lwangasese ngokuluxanduva, kwaye ulandele imithethe yobungasese kwiNgingqi yalapho uqeshwe khona okanye apho isebenza khona i-Gold Fields.

Ukuthetha, ukuhlohla okanye ukwenza iprizenteyishini ngemicimbi yakwa-Gold Fields, okanye kwimibandela ephathelelene neNkampani, akuvumelekanga **ngaphandle kwemvume ebhalwe kwangaphambili** esuka kwi-Regional Exco okanye kwilungu le-Gold Fields Exco. Oku kukwachaphazela naxa ngasaqeshwanga e-Gold Fields. Imithetho neminye imimiselo eNgingqini yakho.

Imithetho neminye imimiselo eNgingqini yakho

Qinisekisa ukuba **uyahambelana nayo yonke imithetho, imimiselo, imigangatho kunye nemigaqo** ekulawulo lwalapho uqeshwe khona okanye apho isebenza khona i-Gold Fields.

Amagosa aseburhulumenteni nentshukumo yezopolitiko

Iphepha 20 loLudwe lweMithetho

Ukwenza **amagalelo ezopolitiko** egameni leNkampani kuvumeleke kuphela ngemvume yeQumrhu yangaphambili – kwanokuba kuvunyelwe ngumthetho wasekuhlaleni kuphela.

Xa kufuneka uqubisane namagosa aseburhulumenteni okanye oluntu, **kwenze oko ngesidima nentlonelo, kwaye uqiniseke ukuba uyazirekhoda iinkcukacha zendibano** kwirejista echaphazelekayo.

Unokuthabatha inxaxheba kwintshukumo yezopolitiko, ngaphandleni kokuba oko kusemthethweni oseNgingqini yakho, kwaye ukwenze oko kwisikhundla sakho ubuqu hayi njngommeli weNkampani.

> Uludwe lwemithetho ebhekiselele kum.

Umcebisi wakwa-Gold Fields ekungokunje oqhelene nokuncedisa ngezinto eziphathelelene naseburhulumenteni usandul' ukundicela uchatha omkhulu wekhomishini. Ndiyakrokra ukuba umcebisi unenjongo yokuyidlulisela kwigosa likarhulumente wasemakhaya. Ndimelwe kukwenza ntoni?

Iinkxalabo zakho zixele kwi-VP: Head of Legal kunye/okanye i-EVP: Group General Counsel ngoko nangoko. Akukho ntlawulo injalo imelwe kukwenziwa ide inkampani ibe iziphandile iinkxalabo zakho.

Izipho, izidlo nokuzonwabisa

Awuvumelekanga ukunikeza, ukunika okanye ukwamkela izipho, izisa, ukonwatyiswa, ukubukwa okanye ukwenzelwa imbeko eshishinini okunokungcolisa (okanye okubonakala kungcolisa) ubungcali bakho, ukungathathi-cala nesidima sakho sokwenza okungcono ngokusemdleni wakwa-Gold Fields. Oku kukwabhekiselele kusapho lwakho olusondeleyo.

Iintlawulo zemali eyikheshi azivumelekanga nazo ngaphandleni kokuba kuvunywe ngokwezibonelelo ezikuLudwe lweMithetho.

Unako ukuzamkela izinto ezintsha okanye zentengiso zexabiso lentengiso (ixabiso lentengiso leNgingqi nganye licacisiwe kuLudwe lweMithetho). **Kodwa khumbula ukuchaza ngokukhuthazayo nasiphi na isisa, isipho okanye ukwenzelwa imbeko eshishinini, ukubukwa okanye ukonwatyiswa okunikezwe okanye okwamkelwe nguwe okanye okunikezwe kuwe** – nokuba lincinci kangakanani na, kwaye alikhathaliseki ixabiso – kumntu ofanelekileyo ngokubhaliweyo. Kwakhona rekhoda iinkcukacha kwiRejista yeSipho, yoKubukwa and noKonwatyiswa.

Imvume yelungu le-Regional Exco okanye i-Gold Fields Exco nokuzalisa iRejista yeSipho, yoKubukwa and noKonwatyiswa. Qinisekisa ukuba zinkqubo zeziniki-maxabiso ziqhubekayo nokuba ukhona na kuzo okanye awukho.

Umsebenzi we-South Deep ukhethe ukuba ungamkeli okanye unganikezi NAZIPHI NA izipho okanye ukwenzelwa imbeko emashishinini kwalo naluphi na uhlobo okanye ixabiso.

Umboneleli undinikeza amatikiti amabini aya kumboniso ophambili eSydney. Abakwazi ukubakho ngokwabo kodwa bandixelele ukuba mandihambe nomnye umntu. Amatikiti axabisa i-A$150 lilinye. Ndingalamkela?

Oku kufanelana nesipho. Elona xabiso likhulu lento onokulamkela ngaphandle kwemvume liyi-A$100, ngoko ke uya kudinga imvume yelungu lakho le-Regional Exco okanye le-Gold Fields Exco nokuzalisa iRejista yeSipho, yoKubukwa and noKonwatyiswa. Qinisekisa ukuba zinkqubo zeziniki-maxabiso ziqhubekayo nokuba ukhona na kuzo okanye awukho.

Uludwe lwemithetho ebhekiselele kum.

Ukunyoba norhwaphilizo

Iphepha 18 loLudwe lweMithetho

Awunakubongoza, unikeze, uthembise, ugunyazise okanye wamkele nayiphi na into yexabiso, ukuqhuba isinyono, ukukhatywa okanye nayiphi na intlawulo engafanelekanga. Kwakhona usenako ukusebenzisa isikhundla sakho ukufumana ibhenefithi okanye uncedo lwalo naluphi na uncedo kumntu wesithathu, **usapho lwakho olusondeleyo.**

Ukwenza iintlawulo zezibonelelo kumagosa aseburhulumenteni nako akuvumelekanga (bona iphepha 19 loLudwe lweMithetho ukufumana inkcazelo ye-'gosa laseburhulumenteni'). Ukwenza intlawulo enjalo ukufumana iinkonzo efanelwe zizo ngokusemthethweni i-Gold Fields, kukwaphula uLudwe lweMithetho, kwaye kunganobutyala obungenakwamkeleka.

Ukuba umntu wesithathu uzame ukukunyoba, yabelana nomntu ofanelekileyo ngesehlo sakho uze ukurekhode oko kwiRejista yeeNzame zokuNyotywa. Ukurhweba nalo mntu kumele kupheliswe ngoko nangoko.

Imibandela yezemali emsebenzini

Iphepha 26 loLudwe lweMithetho

Qinisekisa ukuba **ukugcina kwakho ixesha, ikhefu, urhwebelwano lwezoshishino kunye nokuqubisana kwakho ngezabelo** kusoloko kungenakusoleka, kwaye unikeza ingxelo ngazo naziphi na iimpazamo zentlawulo ngaphandle kokulibazisa.

Thetha!

Ukuba unolwazi ngayo nayiphi na indlela yokuziphatha echasene noLudwe lweMithetho, kufuneka uyixele kumntu ofanelekileyo okanye ungazixeli kumnxeba ongahlawulelwayo oyi-**Gold Fields Hotline (iinkcukacha zikwiphepha 8 lesi sikhokelo).**

I-Gold Fields **AYIZINYAMEZELI naziphi na izenzo zokuphindezela okanye zokuxhatshazwa** kwakhe nabani na oza ngaphambili ukuza kunikeza naziphi na izityeshelo zoLudwe lweMithetho.

Kumele ndixele?
Ndikunxubele ukusebenzisa i-Hotline malunga nomcimbi ondixhalabisayo. Umanejala wam undicelile ukuba ndenze into endaziyo ukuba inorhwaphilizo kodwa uyandoyikisa ukuba ndisebenze ngokungqubeneyo nemigaqo-nkqubo neenkqubo zenkampani.

Kubalulekile ukuba wabelane ngento enokuba ngumcimbi ombi kakhulu. Yonke iminxeba eya kwi-Hotline iqinisekisiwe ukuba yeyemfihlo ngoko ke igama lakho likhuselekile. Nangona kunjalo ukuba sinokuziphindezela kuwe, kumele uwuxele ngokukhawuleza lo mbandela. I-Gold Fields ayilunyamezeli naluphi na uhlobo lophindezeli kubantu abaxela izityeshelo zoLudwe lweMithetho, kwaye kuya kuthathwa inyathelo elikhawulezileyo kwabo babandakanyekayo.

IINKCUKACHA ZOQHAGAMSHELWANO

Iinombolo zeminxeba ye-Hotline	
eAustralia	1800 623 245
eChile	800 914 279
eGhana	0800 10 987
ePeru	0800 54760
eMzantsi Afrika	0800 203 711

Idilesi yeimeyile ye-Hotline:
goldfields@tip-off.com

USekela Mongameli oLawulayo:
Group General Counsel
T: +27 11 562 9724

KUBALULEKILE!

Le yinguqulelo eshwankathelweyo yoLudwe lweMithetho yeNdlela yokuZiphatha yase-Gold Fields Group. Ukufumana iinkcukacha ezipheleleyo, soloko ubhekiselela kuxwebhu olupheleleyo, luyafumaneka kwi-portal yoLudwe lweMithetho yeNdlela yokuZiphatha kweQela ekwi-intranet, okanye ku-www.goldfields.com

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Uludwe lwemithetho ebhekiselele kum.

ISIKHOKELO
SASEPOKOTHWENI

GOLD FIELDS