

INqubomgomo Yamalungelo

Abantu Endaweni Yomsebenzi Yakwa-Pepsi Co

U-PepsiCo uyasihlonipha isithunzi sabasebenzi bethu endaweni yomsebenzi futhi silwela ukuqinisekisa esisebenza nabo ngamalungelo abo okuphepha, indawo yomsebenzi ephiphile, ehlanzekile nenempilo, nangenkululeko ekuhlukunyezweni noma ukuphathwa kabi kwanoma iluphi uhlobo.

Sisebenzelana ngokungakhethi nangokwethembeka nabasebenzi bethu ngokuqondene nemihlo, izinzuzo kanye neminye imibandela yokuqashwa, futhi siyalihlonipha ilungelo labasebenzi bethu lokuhlangana nabanye abasebenzi. Asiziphokeleli izisebenzi zethu noma sisebenzise abantwana.

Asikubekezeleli ukubandlulula futhi silwela ukuqinisekisa ukuthi bonke abasebenzi bathola amathuba alinganayo.

Sibambisana nayo yonke imithetho, iziqondiso kanye nezindinganiso zokusebenza ezisebenzayo, noma kuphi lapho sisebenza khona.

Sikhuthaza esibambisene nabo, abaphakeli bethu, abasayine nathi izivumelwano zomsebenzi, abasithengiselayo ukuba bazisekele lezi zinqubomgomo futhi sikukhathalela kakhulu ukusebenzisana nabantu abanomuzwa ofana nowethu wokuzibophezela ngamalungelo abantu.

Inqubomgomo Yasemsebenzini Yamalungelo Abantu YakwaPepsiCo: Iziqondiso Nezincazelo

Iziqondiso

Ububanzi: Le nqubomgomo isebenza kubo bonke abasebenza kwa-PepsiCo.

Indinganiso Okumelwe Ifinyelelwe: Yonke imisebenzi yakwa-PepsiCo kumelwe ivumelane nemithetho yendawo kanye neziqondiso. Le nqubomgomo kumelwe ilandelwe lapho ingekho imithetho neziqondiso ezifanelekayo ezibekiwe endaweni.

Ibukezwe: Febhuari 2009

Izincazelo: Lezi zincazelo kumelwe zichazwe ngokuvumelana neSitatimende Sethu Sezindinganiso, uMthetho Wokuziphatha, kanye nezinye izinqubomgomo ezifanelekayo zakwa-PepsiCo noma zeminyango ethile, njengokwehluka ngokwezizinda, abasebenzi knaye nezinqubomgomo ze-human resources.

Amalungelo Abantu ahlanganisa imikhakha emithathu:

1. **Isihlonipho:** ukuphepha komuntu siqu, ukukhululeka ekuhlukunyezweni noma ukuphathwa kabi; inkululeko yohlangana nabanye abasebenzi.
2. **Ukulingana:** amathuba alinganayo maqondana neminyaka yobudala, ubuhlanga, ibala, inkolo, ubulili, ukuzihlonza kobulili, umsuka wobuzwe, ukwehluka ngokwezithakazelo zocansi, ukukhubazeka, isimo sobudala, isimo sokukhulelwa nanoma yisiphi esinye isici esivikelwe yimithetho efanelekile kazwelonke, yezifundazwe neyezindawo.
3. **Isithunzi Somsebenzi:** izimo zasemsebenzini ezigcina isithunzi somuntu; impilo nokuphepha komsebenzi; ukuvinjelwa nokwenqatshelwa kokusetshenziswa ngemipoqo nokwabantwana.

Inkululeko yokuhlangana nabanye abasebenzi: ihambisana nenqubomgomo nezinqubo zenkampani, abasebenzi bayoba nelungelo lokuhlangana, bajoyine izinhlangano abazithandayo.

Ukwenqatshwa nokujinjelwa komsebenzi ophoqelelwe kusho ukuthi: akukho ukusetshenziswa okuyimipoqo kwasejele, futhi akukho ukusetshenziswa kwesijeziso sokushaywa ngokomzimba noma ukusongelwa ngobudlova noma ezinye izindlela zokuhlukunyezwa ngokomzimba, ngokocansi, ngokwengqondo noma ngamazwi njengendlela yokuyalwa noma ukuqondiswa.

Ukwenqatshelwa kokusetshenziswa kwabantwana kusho ukuthi: akukho muntu ongaphansi kweminyaka engu-15 ubudala ozoqashelwa noma iyiphi injongo, kungakhathaliseki ukuthi ngokugcwele noma itoho, kuhlanganisa ukuqashelwa ukwenza umsebenzi okhokhelwayo noma ongakhokhelwa.

Izimo zasemsebenzini ezinika umuntu isithunzi esimfanele zisho: indawo yomsebenzi ephiphile, enempilo nehlanzekile enezindawo zokusebenzela ezikhanyiswe kahle, amanzi akufanelekele ukuphuzwa, izindawo zangasese ezanele, izindawo zokuphunyuka emlilweni kanye namathuluzi okucisha umlilo adingekayo, amathuluzi okusetshenziswa lapho kunezimo eziphuthumayo kanye nokutholakala kosizo oluphuthumayo oluhlanganisa ukuqubuka komlilo kwimvelo kanye nolwezokwelashwa.