IMITHETHO YOKUZIPHATHA YE-CLN GROUP

Le nkupho yeMithetho Yokuziphatha iye
yagunyaziswa yiBhodi yaBalathisi be
C.L.N. COILS LAMIERE NASTRI S.p.A.
ngo Matshi 8, 2016

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INTSHAYELELO

I-C.L.N I-COILS LAMIERE NASTRI S.p.A yinkampani eyintloko yamaqela enkampani (ekuza kuthiwa emva koku yi "CLN Group" okanye "iQela") ezilawulwa yiCLN Group ngokusekelwe kwicandelo 2359 c.c. e-Itali nakwamanye amazwe aphesheya ("inkampani ebandakanywayo").

Inkampani ikholelwa ukuba kuyimfuneko ukuba kubekwe imithetho nemigaqo eza kukhokhela ukuziphatha nokuthi ikhuthaze nezenzo zeenkampani ezibandakanywayo, enjongo yawo ikukwandisa isiseko esomeleleyo sokunyaniseka nenkcubeko yenkampani ethobela imithetho yamazwe ngamazwe apho ishishina khona.

Ngenxa yoku kungentla, kuye kwabonwa kuyimfuneko ukuba kwamkelwe Imithetho Yokuziphatha yeQela ("iMithetho") edibanisa imilinganiselo ecacileyo nebonakalayo eza kukhokhela ekubeni i-CLN Group iphumeze iinjongo zayo zokushishina.

IQela lizama ukuqiniseka ukuba le milinganiselo iquka bonke abacebisi, ababoneleli kunye nawaphi amaqela athi abe nonxulumano neQela ngalo nali phi na ixesha. I-CLN Group ayibandakanyeki yaye ayiqhubeki nolwalamano namaqela esithathu angavumiyo ukuthobela imigaqo yalo yoMthetho.

INDLELA YOKUSEBENZISA LE MITHETHO

Yintoni le Mithetho?

Le Mithetho luxwebhu oluganyaziswe yiBhodi yaBalathisi be-CLN noluthi lushwankathele imigaqo yokuziphatha kweshishini le-CLN Group, kunye neembopheleleko kwanezibophelelo zabalathisi, abaphathi nabanye abasebenzi. Le Mithetho iquka iziqalelo eziyintloko zokuqinisekisa ukuthintelwa ngokufanelekileyo nokubonwa kokophulwa kwemithetho nemimiselo esebenza kwiQela.

Isebenza kubani le Mithetho?

Le Mithetho isebenza kuwo onke amalungu eBhodi yaBalathisi, abaphathi kunye nabanye abasebenzi bazo zonke iinkampani ezibandakanywayo kwi-CLN Group nakwabanye abantu okanye iinkampani ezimela igama okanye ezimela iQela ("abafumani"). I-CLN Group izama ukuqinisekisa amashishini asekwe kunye (alawulwa ngokumanyeneyo) kunye neenkampani

ezingekho ngaphantsi kolawulo lwazo zamkela iMithetho Yokuziphatha enemigaqo ekhokhelwa yile Mithetho okanye engangqubaniyo nayo. I-CLN Group izama ukuqinisekisa ukuba le Mithetho igqalwa njengomlinganiselo obalaseleyo wendlela yokuqhuba ishishini ngaloo maqela esithathu afana nabacebisi, iingcali, abameli, abathengi kunye nababoneleli, nalapho kukho ulwalamano olusisigxina nabo.

Isebenza phi le Mithetho?

Le Mithetho isebenza kuwo onke amazwe apho i-CLN Group ishishina khona yaye isebenza kuzo zonke iinkalo zeQela.

Ndingawufumana phi lo Mthetho?

Bonke abafumani bayayifumana le Mithetho kodwa inokujongwa nakwiwebhusayithi ye-CLN Group.

UKUZIPHATHA KWEZOSHISHINO

I-CLN Group iqhuba ushishino lwayo ngokusekelwe kwimigaqo equlethwe kule Mithetho yaye ifuna bonke abafumani balo Mthetho nabo benze izinto ngendlela efanayo. Bonke abafumani balo Mthetho bamele baqonde ukuba bamela i-CLN Group yaye izenzo zabo zingachaphazela igama leQela nesiko langaphakathi kwiQela. Ngoko, bamele benze zonke izinto zoshishino lweQela ngokulandela le migaqo nkqubo ilandelayo:

Ukungqubana Komdla

Bonke abafumani balo Mthetho, bamele bazimisele ngokuhambelana nemisebenzi yabo neembophelelko zabo ukuziphatha - ngokuthobela ngokungqongqo imithetho, imimiselo, indlela yokusebenza evunyiweyo kwicandelo lezoshishino, kunye nalo Mthetho - ukuze kungenelwe ngokuzeleyo i-CLN Group xa kuphunyezwa ngokuchanekileyo injongo yayo yoshishini, kuphetshwa nakuphi ukungqubana komdla, owobuqu okanye amaqela esithathu, kwinkampani okanye nakuphi ukubandakanyeka kwishishini kumele kuphathwe kuze/okanye kupheliswe okanye/kuze kuphunyezwe iinjongo zeqela lesithathu okanye lobuqu, ngoxa ngaphandle kokulwa kucaciswa uhlobo, isiqalo, ubungakanani kuze kuyekwe naziphi izinto ezifanayo ukuba ubani

akafumananga gunyaziso lungqalileyo lokuqhubeka, okusenokwenzeka kukho imiyalela nezilumkiso ezikhethekileyo ezimele zilandelwe.

Ngokomzekelo, ezi zinto zingakhokhelela ekungqubaneni komdla:

- Ukuba yinxalenye kwishishini lomqeshwa kunye/okanye ukusebenza nabanye kunye/okanye intsapho ezibandakanyeke nababoneleli, abathengi kunye neenkampani ezikhuphisana neQela.
- Ukusebenzisa isigxina sikabani kwinkampani okanye inkcazelo efunyenwe ngethuba kusenziwa umsebenzi ukuze kubangelwe ukungqubana phakathi kwezinto zobuqu nezeshishini.
- Ukwamkela imali, ukukhetha okanye iinzuzo ebantwini, koosomashishini okanye iinkampani ezikhe okanye ezizama ukushishina ne-CLN Group.
- Ukubakho komsebenzi osisigxina okanye ukusebenza kunye neenkampani okanye amachule anolwalamano olubangelwe sisivumelweno kunye ne-CLN Group.

Ubumfihlo neNkcazelo Yangaphakathi

Bonke abafumani balo Mthetho kunyanzelekile ukuba bathobele ngokungqongqo imithetho yobumfihlo.

I-CLN Group imisele amanyathelo okhuseleko asisiseko nayimfuneko ukwehlisa kangangoko kunokwenzeka nangokusekelwe kwinkqubela phambili yobugcisa, umngcipheko wonxibelelwano/ukusasazwa kwe-data ekungekho lungelweni loyidlulisayo ukwenza njalo, ukufikelela kuyo ngokungagunyaziswanga, nangayiphi indlela akuvumelekanga. Bonke abafumani, banembopheleleko yokuphumeza la manyathelo okhuseleko xa bephumeza umsebenzi wabo, kokubini ngokumayela izixhobo zekhompyutha nakwizinto ezigciniweyo neefayile zamaphepha.

Ngaphandle koko bavumeleke ngokusemthethweni nangokwesivumelwano, abafumani boMthetho abanakusebenzisa, badize, basasaze naziphi iindaba zeshishini enoba bazive njani, ngoku eziqondwa njengezibekelwa bucala, kwakunye neemfihlelo zeshishini okanye ezorhwebo okanye, nawaphi amaxwebhu ezoshishino/iindaba ezibekelwe bucala okanye ezichazwa njengezika-CLN Group nezifunyenwe ngenxa yokuba/okanye ulwalamano oluqhubekayo. Ngokomzekelo, kumelwe kuchazwe ukuba oku kulandelayo kumele kujongwe njengenkcazelo yenkampani eyimfihlo: bonke ubuchule nolwazi nazo zonke iinkcukacha ezimayela nophando kunye nokuphuhliswa kwemveliso, ezibhalisiweyo okanye ezikhuselwe ngokusemthethweni nezingekabhaliswa, ezibunini bazo kunye/okanye kwenye indawo obufumaneka kwi-CLN Group

okanye amashishini, abathengi kunye/okanye ababoneleli, onke amaxwebhu angqameneyo, iikhowudi, imizobo, iifomyula, idata yekhompyutha, iinkqubo zekhompyutha, amacebo amayela nenkxaso egciniweyo, nayo yonke inkcazelo emayela nentlangano ye-CLN Group, njl.

Abafumani bamele banikele ingqalelo ekhethekileyo kunxibelelwano kunye/okanye ukusasazwa kwamaxwebhu, iindaba okanye ulwazi olungaziwa nguwonke-wonke olumayela nobungakanani bomsebenzi we-CLN Group. Ukudizwa kwaloo nkcazelo, enoba abalathisi okanye abaphathi abamiselweyo baye bagunyazisa ukusasazwa kwayo, kuza kusoloko kusenziwa ngamaqonga kunye namaqela anembopheleleko efanelekileyo phantsi komgaqo-nkqubo omiselwe yi-CLN Group.

Urhwaphilizo neeNtlawulo Ezingekho Mthethweni

Bonke abafumani, banembopheleleko yokuphumeza la manyathelo okuthintela xa besenza umsebenzi wabo. I-CLN Group nabafumani boMthetho, bazimisele ukufikelela imilinganiselo ephezulu yokunyaniseka nobulungisa kulo lonke ulwalamano lwangaphakathi nangaphandle kweQela, ngokuhambisana nemithetho enxamnye norhwaphilizo yelizwe neyazweni banzi.

Iqela alikunyamezeli nangayiphi indlela urhwaphilizo (ukwamkela okanye ukunika imali ukuze abe nenzuzo engafanelekanga kwezoshishino) kwaba:

- enoba ligosa leenkonzo zikarhulumente, abameli okanye intlangano enxulumene namagosa karhulumente ukuze enze umsebenzi wabo okanye/kunye asebenzise amagunya, okanye ashiyelele okanye alibazise okanye ngokushiyelela okanye ukulibazisa isenzo se-ofisi yelo gosa;
- okanye abalathisi, abaphathi jikelele, abaphathi abanembopheleleko yokulungiselela amaxwebhu ezimali zenkampani, abaphicothi zincwadi kunye nabathengisi bempahla yeshishini xa livala ukuze bangaphumezi okanye bashiyelele izenzo ngokophula uxanduva oluhamba nee-ofisi zabo okanye imbopheleleko yentembeko.

Akukho malathisi, gosa, kunye nomnye umqeshwa, okanye omnye ummeli oya kwamkela, acele, ahlawule imali okanye enze kufumaneke ezinye iinzuzo (kuquka izipho, ngaphandle kwezinto zezorhwebo ezixabiso liphantsi, ekwamkelekileyo ukuphisa ngazo zwenibanzi nangokwasemthethweni) ngokungqalileyo nangokungangqalanga ngenxa yoxinezelelo olungekho mthethweni.

Apho kuyimfuneko ngokusemthethweni, iinkampani ze-CLN Group, ziza kumisela imilinganiselo yenkampani yokuhlola nokuqinisekisa ukuthotyelwa kommiselo ohambisana nalo Mthetho.

Ukufihla Imali Yengeniso Yolwaphulo-Mthetho

I-CLN Group nabafumani boMthetho abamele babandakanyeke kuso nasiphi isenzo esinokuba ngathi sesokufihla imali yengeniso yolwaphulo mthetho (ukutsho. ukwamkela okanye ukukhupha inzuzo yezenzo zolwaphulo mthetho enoba kungayiphi indlela) kunye/okanye imali yolwaphulo-mthetho yobuqu (ukuthi ukusebenzisa ezoqoqosho, axhase ngemali okanye ngemali yeshishini, impahla nezinye iziphumo zolwaphulo-mthetho olubangelwa ngumntu omnye).

Abakhuphisana Nathi

Ngenxa yokuqonda ukubaluleka kokhuphiswano kwezorhwebo, i-CLN Group izimisele ukuhlonela yonke imithetho nemimiselo mayela nokhuphiswano nokubonakala ekuhleni kweenkqubo zeshishini.

Ngoko ke, i-CLN Group nabanye abafumani boMthetho ababandakanyeki kwiinkqubo zezoshishino (ezifana nokwabelana ngeenkcukacha zezoshishino ezithintelwa bubumfihlo, ukwahlulelana ngabathengi neentlobo zabathengi abanokuthengiselwa, njl.) ezinokophula imithetho yokhuphiswano kwezoshishino. Ngokwemigaqo yokhuphiswano olusekelwe kubulungisa, i-CLN Group ayisayi kunyhasha amalungelo epropati yamaqela esithathu.

Ukubekeka kwegama le-CLN Group

Indlela I-CLN ejongwa ngayo, kwakunye nodumo nokugcinakala kwemveliso yayo ziimeko eziyimfuneko ukuze iqhubeke ngoku nakwixesha elizayo.

Ngoko ke, abalawuli, abaphathi kunye nabanye abasebenzi be-CLN Group kufuneka besoloko bewuthobela uMthetho ngokungqongqo. Kubalulekile ukuba abasebenzi bazimisele ukuthobela le Mithetho baze basebenze kunye neQela ukuze kusetyenziswe imimiselo yawo.

Ubumfihlo

Xa iqhuba izinto zesiqhelo, i-CLN Group iqokelela inkcazelo yobuqu eninzi kunye nenkcazelo eyimfihlo, nezimisele ukuba iyisebenzise ngokumayela nemithetho yobumfihlo esebenzayo kumazwe apho ishishina khona kuquka nezona ndlela zifanelekileyo neziyimfuneko zokukhusela

ubumfihlo benkcazelo. Ngoko ke, i-CLN Group iqinisekisa ukhuseleko oluphezulu xa ikhetha iinkqubo zeteknoloji ezilungiselelwe ukusebenza nenkcazelo yobuqu.

ABASEBENZI

I-CLN Group iyaqonda ukuba kubalulekile ukukhuthazeka nokuba nabasebenzi abazingcaphephe ukuze iqhubeke inomtsalane kubathengi ize iqinisekise ukuba abathengi bonelisekile. Le migaqo ilandelayo ihambelana nemithetho yesizwe, Isibhengezo Somhlaba Wonke samaLungelo oLuntu kunye nezivumelwano zoMbuthu Wabasebenzi Emhlabeni (I.L.O), ziqinisekisa ukuhlonelwa kwabantu, ukuqiniseka ukuphathwa ngomgangatho ofanelekileyo kuze kususwe naluphi uhlobo localucalulo I-CLN Group iyakuxhasa ukukhuselwa kwamalungelo oluntu asisiseko.

Ubukhoboka noKuqeshwa kwaBantwana

I-CLN Group ayinabo ubukhoboka okanye ukuqeshwa kwabantwana ngayo nayiphi indlela, okanye ayibaqeshi abantu abangaphantsi kweminyaka engokwasemthethweni yokuba umntwana angaqalisa ukuphangela, enokuba yeyiphi imeko, abantwana abangaphantsi kweminyaka elishumi elinesihlanu, ngaphandle kokuba umthetho okanye izivumelwano zazweni banzi ziyakuvumela oko. I-CLN Group ikwazimisele ukungaseki nokungaqhubeki ulwalamano lokusebenza nababoneleli abaqesha abantwana, njengoko kuchazwe ngentla.

Inkululeko Yokuhlanganisana

Abaqeshwa be-CLN Group bakhululekile ukuba yinxalenye yombutho wabasebenzi ngokusekelwe kumthetho wasekuhlaleni nakwimimiselo yemibutho yabasebenzi eyahlukahlukeneyo.. I-CLN Group iyaliqonda yaye iyalihlonela ilungelo labasebenzi bayo lokumelwa yimibutho yabasebenzi okanye abanye abameli abamiselwe ngokuhambelana nomthetho noqheliselo olukhoyo. Xa I-CLN Group ithetha-thethana naba bameli, izenzo zakhe nokuziphatha zinenjongo yokwakha kulwalamano nomqeshi.

Amathuba Alinganayo

I-CLN Group izimisele ukuvula amathuba alinganayo emsebenzini nasekuhambeliseni phambili bonke abasebenzi.

Intloko yesebe ngalinye imele iqiniseke zonke iinxalenye zolwalamano lwengqesho ezifana nokuqesha, ukuqeqesha, ukuhlawula, ukwenyusela, ukutshintshelwa kwabasebenzi, kunye naxa kupheliswa ingqesho ngokwayo, abasebenzi baphathwa ngokwezakhono zabo zokufikelela imilinganiselo yomsebenzi, bephepha naluphi uhlobo localucalulo yaye, ingakumbi ucalucalulo ngobuhlanga, isini, uhlobo lokuthandana, ubume basekuhlaleni kunye nesigxina sobuqu, imeko yempilo, ukukhubazeka, iminyaka, ubuzwe, unqulo okanye inkolelo.

Ukuhlupha

I-CLN Group igqala naluphi uhlobo lokuhlupha okanye ukuziphatha okuhluphayo njengokungamkelekanga kwaphela, ezo zizinto ezifana nobuhlanga, isini okanye iimpawu zobuqu ezinenjongo yokuthoba isidima somntu ohlutshwayo, enoba kungaphakathi okanye ngaphandle emsebenzini.

Indawo Yokuphangela

Bonke abasebenzi bamele benze indawo yokuphangela efanelekileyo nekusetyenzwa kunye kuyo apho isidima somntu sihlonitshwayo.

Ngokuyintloko bonke abasebenzi be-CLN Group:

- abamele basebenze bephantsi kwempembelelo yeziyobisi notywala;
- kwindawo apho kungavumelekanga ngokusemthethweni ukutshaya bamele bacingele iimfuno zabo ekusenokwenzeka baguliswe yimiphumo "yomoya wecuba" abangalitshayanga.
- bakuphephe ukuziphatha okuza kwenza abanye boyike okanye kubekho uloyiko, ngokumayela nabanye abasebenzi okanye abasebenzi ababaphetheyo ngenjongo yokubatyhalela ecaleni okanye kuvele amathandabuzo ngabo emsebenzini.

Umvuzo neeYure Zokusebenza

Umvuzo neenzuzo ezibhatalwa kubasebenzi be-CLN Group ubuncinane ziyayifikelela imilinganiselo yomthetho.

Ngokumayela nexesha lokusebenza nexesha lekhefu elihlawulelwayo, i-CLN Group iyawuthobela umthetho wasekuhlaleni noqheliselo lelizwe eshishina kulo.

Ukuqesha noKunyusela

Akukho msebenzi we-CLN Group oyakwamkela okanye anyanzelise izithembiso okanye athumele imali okanye iimpahla okanye iinzuzo, ukhuthazo okanye iinkonzo nokuba zinjani na ukwenzela ukukhuthaza ukuqeshwa komntu othile okanye ukutshintshelwa kwakhe okanye ukunyuselwa kwakhe.

Iinkqubo Zangaphakathi Zolawulo, Ezoshishino neeNgxelo

Bonke abaphathi kunye nabanye abasebenzi be-CLN Group, kufuneka bagcine iinkqubo zolawulo lwangaphakathi ezisebenza ngokufanelekileyo. Ukuze kufikelelwe lo mlinganiselo kufuneka, phakathi kwezinye izinto bagcine iingxelo zangaphakathi ezichanileyo neziphelelelyo zenkqubo yoshishino baze baqinisekise ukuba ukusebenza kunye nokuzibophelela kwizivumelwano kuye kwagunyaziswa ngumphathi ofanelekileyo. Ukongezelela, iindleko zeshishini zimele zidizwe ngendlela ezichanileyo zize zifakwe kwangethuba.

Iimpahla zeNkampani

Bonke abalathisi, abaphathi nabanye abasebenzi be-CLN Group bamele basebenzise impahla zenkampani kunye nezixhobo abafikelela kuzo okanye abazinikiweyo ngendlela enempumelelo, ngenjongo enye kuphela, ukuze kuphunyezwe iinjongo zoshishino lwe-CLN Group yaye kulindeleke ukuba basebenzise ezi mpahla ukuze zihlale zikwixabiso lazo elifanelekileyo.

Ukongezelela, bonke abalathisi, abaphathi nabanye abasebenzi be-CLN Group banembopheleleko yokukhusela ezo mpahla nezixhobo nxamnye nokulahleka, ukubiwa kunye nokusetyenziswa ngaphandle kwemvume okanye ukuba zithengiswe ngaphandle kwemvume. Nakuphi ukusetyenziswa kweempahla zeshishini akumele kuchasane neenjongo ze-CLN, yaye kumele kuvisisane neenjongo ze-CLN. Bonke abalathisi, abaphathi nabanye abasebenzi be-CLN Group kulindeleke ukuba balandele Ulwalathiso lweQela ngokusebenzisa, ukufikelela kunye nokhuseleko lwe-software nezinye iinkqubo zeteknoloji, ze-imeyile, i-intanethi kunye ne-intranethi.

Imisebenzi Yangaphandle

Abaphathi nabanye abasebenzi be-CLN Group abanakuba ngamalungu eebhodi zolawulo kwezinye iinkampani ngaphandle kokufumana imvume ye-CLN Group, yaye abamele babandakanyeke kushishino lwabucala oluqhubekayo oluthintela ukuphunyezwa kweeembololeleko zabo kwiQela. Ukusebenzela okanye ukusebenza kwamagosa okanye abasebenzi be-CLN Group kunye namaqabane oshishino okanye iinkampani ezikhuphisana neQela, okanye ukuzisa iinkonzo kubo, kufuna imvume ebhaliweyo yomphathi kuqala.

Iimbopheleleko

Lo Mthetho yinxalenye ebalulekileyo nengundoqo yolwalamano lwengqesho lwakhe wonke umphathi naye wonke umsebenzi we-CLN Group. Ngenxa yoko, i-CLN Group ilindele bonke abaphathi nabasebenzi ukuba bawuthobele ngokungqongqo lo Mthetho. Nakuphi ukungathotyelwa kwemimiselo yalo Mthetho kuya kujongwa ngokunzulu kuze kubekho isohlwayo esifanelekileyo esidluliswayo (kwezinye iimeko kukhokhelela ekuqhawulweni kolwalamano lokusebenza).

Ngokufanelekileyo, onke amagosa nabanye abasebenzi kufuneka:

- bafunde baze baqonde uMthetho yaye, ukuba kuyimfuneko, baye kwizifundo zokuqeqeshwa;
- baziphathe baze benze izinto ezihambelana nalo Mthetho, bekuphepha ukwenza nantoni na enokubangela umonakalo kwi-CLN Group okanye babeke emngciphekweni ukunyaniseka, ukungakhethi okanye isidima nangayiphi indlela;
- bathobele zonke iinkqubo zangaphakathi, ezimiselwa ziinkampani ezahlukeneyo ze-CLN Group ngenjongo yokuthotyelwa koMthetho okanye ukubona ukungathotyelwa kwawo;
- babuze kwi-Ofisi yeZabasebenzi kwinkampani ebandakanyekileyo, ukuze icacise indlela omele uqondwe ngayo lo Mthetho;
- bazise ngokukhawuleza nangentembeko ukungathotyelwa kwalo Mthetho wabasebenzi kuMphathi Wakhe Ongqalileyo okanye kwiBhodi Yolawulo ngokumayela noMthetho n. 231/01 okanye intlangano efanayo kwilizwe apho inkampani ishishina khona.
- bathobele ngokuzeleyo naluphi uphando olumayela nokungathotyelwa kwalo Mthetho, bagcine ubumfihlo obungqongqo mayela nolo phando.

Abasebenzi abaNesigxina Sembopheleleko

Nabani na ongaphakathi kwe-CLN Group onendima yokuphatha abanye, oyintloko yesebe okanye umphathi, umele abe ngumzekelo wokukhuthaza umoya omhle kubasebenzi, enze kubekho indlela ecacileyo yokwabelana ngamacebo, aze athabathe ukhokhelo ngokuhambisana nemigaqo yokuziphatha equlethwe kuMthetho, yaye, ngokuziphatha kwakhe umele abonise abasebenzi ukuba ukuhlonela uMthetho yinxalenye ebalulekileyo yomsebenzi wakhe, eqinisekisa ukuba abasebenzi baqonda kakuhle ukuba iziphumo zoshishino azikhe zahlukaniswe ekuthobeleni imimiselo yoMthetho. Bonke abaphathi abaphezulu, abaphathi bengingqi kunye noosomaqhuzu baya kuxela nakuphi ukusilela ukuthobela kwalo Mthetho nembopheleleko yokuqiniseka ukuba abo baxele ukophulwa kwalo Mthetho ngentembeko bayakhuselwa, beqale bathetha ne-Ofisi yaBasebenzi yaloo Nkampani ichaphazelekayo, isohlwayo esilingana nesenzo sokophula umthetho sibe ngqongqo ngokwaneleyo ukuthintela ukuphinda kwesenzo sokungathobeli.

IMPILO, UKHUSELEKO KUNYE NENDALO

Ukhuseleko neMpilo Emsebenzini

I-CLN Group iyaqonda ukuba ukhuseleko nempilo kwindawo yomsebenzi lilungelo elibalulekileyo labasebenzi neliyimfuneko ukuba iQela liqhubeke lishishina. Zonke izigqibo ezenziwa yi-CLN Group zimele zihlonele impilo nokhuseleko emsebenzini. I-CLN Group iye yamkela yaye iqhubeka izama ukuphucula umgaqo-nkqubo osebenza kakuhle wempilo nokhuseleko emsebenzini, osekelwe kwiindlela zokuthintela, kumntu ngamnye kunye neqela, ukunciphisa umngcipheko wokwenzakala emsebenzini.

I-CLN Group inenjongo yokuqinisekisa iimeko ezisemagqabini kwinqanaba lemizi mveliso, ngokuhambisana nemigaqo yococeko, ukusebenza kakuhle komzi mveliso kunye nabantu ngokumayela kokubini iinkqubo zokusebenza nezenkampani. I-CLN Group ikholelwa ekusasazeni isithethe sokuthintela ingozi kunye nokwazisa ngeengozi kubasebenzi, ize yandise ulwazi ngoqeqesho nokusasaza kolwazi. Abasebenzi baya kuba nembopheleleko yobuqu baze basebenzise amanyathelo abekwe yi-CLN Group asasazwe ngezikhokhelo ezingqalileyo, imiyalelo kunye noqeqesho ukuze kukhuselwe impilo nokhuseleko lwabo. Msebenzi ngamnye

unembopheleleko yokulawula ngokufanelekileyo ukhuseleko yaye akamele abeke esichengeni yena nabanye abasebenzi kwiingozi ezinokubangela ukwenzakala kuye nakubo.

Ukukhusela Indalo Kwinkqubo Yokusebenza

I-CLN igqala ukukhuselwa kwendalo njengenxalenye eyintloko ekukhuthazeni indlela yokuqhuba ishishini.

I-CLN Group izimisele ukuqhubeka iphucula indlela iinkqubo zemveliso yazo ezisebenza ngayo nendalo nokufikelela kuyo yonke imilinganiselo yezomthetho nemimiselo. Oku kuquka ukuphuhlisa nokwandisa ulawulo lwendalo olusebenza kakuhle nolusekelwe kwimigaqo eyintloko yokunciphisa ukuchaphazeleka kwendalo nokuzisebenzisa kakuhle izinto ezivela kuyo.

I-CLN Group ikhuthaza abasebenzi ukuba bathathe inxaxheba ekuphunyezweni kwale migaqo ngokusasaza inkcazelo kunye noqeqesho yaye ilindele ukuba abasebenzi bathathe inxaxheba ekusebenziseni loo migaqo kumsebenzi abawenzayo.

Ukuchaphazeleka kweNdalo noKhuseleko lweMveliso

I-CLN Group izimisele ukuvelisa nokuthengisa imveliso ethobela imithetho nemimiselo yaye efikelela imilinganiselo ephakamileyo yokhuseleko lwendalo.

Ukongezelela i-CLN Group izama ukuphuhlisa ize isebenzise iindlela zobugcisa ezintsha ukuze inciphise ukuchaphazeleka kwendalo ize iqinisekise ukhuseleko nakwawona manqanaba aphezulu.

ULWALAMANO LWANGAPHANDLE

I-CLN Group nabasebenzi bayo bazimisele ukuqhuba nokuphucula ulwalamano kunye namaqela ahlukahlukeneyo amaqela angaphandle, esenza oko ngokunyaniseka, ngentembeko, ngobulungisa, ngokucacileyo nangentlonelo enzulu yemilinganiselo ye-CLN Group.

Abathengi

I-CLN Group izama ukufikelela ulindelo lwabathengi balo. Bonke abalathisi be-CLN Group, amagosa ayo nabanye abasebenzi kufuneka benze ngendlela eya kodlula ulindelo lwabathengi baze baqhubeke bephucula umgangatho weemveliso neenkonzo zeQela.

Kubalulekile kwi-CLN Group ukuba abathengi bayo basoloko bephathwa ngobulungisa nangokunyaniseka, ngoko ke inyanzelisa ukuba amagosa ayo nabanye abasebenzi, kunye nabanye abafumani balo Mthetho ukuba lonke ulwalamano kunye nokudibana nabathengi luhlale lubonakala lunyanisekile, lulolobungcaphephe yaye lucacile.

Bonke abasebenzi baya kulandela iinkqubo zangaphakathi zeenkampani abazisebenzelayo, ezizama ukufikelela le njongo ngokuphuhlisa nokugcina ulwalamano olunengeniso nabathengi, kunikezelwa ngokhuseleko, inkonzo, umgangatho nokuxabiseka okuxhaswa kukusoloko kuphuculwa izinto. Xa iinkampani ze-CLN Group ziqhubana nabathengi bazo, azisayi kucalucalula ngokungekho sikweni kwiinkqubano zazo nabo yaye azisayi ukusebenzisa amandla azo okurhweba ukuze kudleke abathengi.

Ababoneleli

Ababoneleli badlala indima ebalulekileyo ekuphuculeni ukukwazi kwe-CLN Group ukukhuphisana.

Ukuze liqiniseke ukuba ukwanelisa abathengi kukwelona nqanaba liphezulu, iQela likhetha ababoneleli, ngokusebenzisa iindlela ezifanelekileyo nezingathathi cala, ngokusekelwe kumgangatho, ukutshintsha, iindleko neenkonzo ezinikezelweyo kunye nendlela umboneleli aqhuba ngayo kwimiba yokuhlala neyendalo kwakunye nemilinganiselo echazwe kulo Mthetho.

Bonke abaphathi kunye nabanye abasebenzi be-CLN Group kulindeleke ukuba bamisele baze baqhube ulwalamano olucacileyo nolunentsebenziswano nababoneleli.

Amaziko Kawonke-wonke

Ulwalamano namaziko kawonke-wonke lumelwe lulawulwe ngamasebe amiselweyo kunye nabantu ababekelwe oko. Olu lwalamano lumele lucace luze luqhutywe ngokuhambisana nemilinganiselo ye-CLN Group.

Izipho okanye izibonelelo (xa kuvunyelwa ngumthetho) ezinikwa abameli bamaziko kawonke-wonke zimele zilinganiselwe, ukuze zingajongwa njengezizama ukufuna ukwenzelelwa okanye ukuzama ukufumana iinzuzo ezingekho mthethweni ze-CLN Group.

IQela lisebenzisana kangangoko nabalawuli bemithetho kunye namaqumrhu karhulumente kwiimeko zezenzo ezisemthethweni. Xa enye okanye ezinye iinkampani ze-CLN Group zihlolwa ngokusesikweni ngamagosa asemthethweni, i-CLN Group iya kusebenzisana nawo ngokuzeleyo. Xa kunokwenzeka amaziko kawonke-wonke abe ngumthengi okanye umboneleli wayo nayiphi inkampani ye-CLN Group, inkampani iya kuziphatha ngokuthobela ngokungqongqo imithetho nemimiselo elawula ukuthengwa okanye ukuthengiswa kweempahla kunye/okanye neenkonzo kuloo maziko kawonke-wonke.

Nawaphi amalinge okuphembelela amele enziwe kuphela ukuba ayavunyelwa ngumthetho kuze kuthotyelwe ngokungqongqo loo mithetho, yaye nakanjani na kuhambisane nalo Mthetho.

I-CLN Group izimisele ukuncedisa ekuhambeleni phambili kwenkampani nasekusebenzeni kunye namaziko kawonke-wonke, iiyunivesiti nezinye iintlangano ukuze kuphandwe kuze kuphuhliswe izisombululo zokuqhubeka kuhambela phambili kunye neteknolji efanayo.

Imibutho Yabasebenzi naMaqela Ezopolitiko

Naluphi ulwalamano lwe-CLN Group kunye nemibutho yabasebenzi, imibutho yezopolitiko kunye nabameli okanye abagqatswa luya kuqhutywa ngeyona ndlela icacileyo yokuziphatha neyobulungisa ize ihambisane ngokungqongqo nemithetho esebenzayo.

Iminikelo yemali, iimpahla, iinkonzo okanye ezinye iinzuzo ayivumelekanga, ngaphandle kwaleyo ifuneka okanye ivunyelwe ngokungqalileyo ngumthetho, yaye kuyo nayiphi imeko iye yagunyaziswa ngamaqumrhu afanelekileyo enkampani okanye inkampani efanelekileyo yeQela. Nayiphi iminikelo eyenziwa ngabasebenzi be-CLN Group kunye naziphi izinto ezenziwayo ngabo, ziya kubonwa njengezinikelwa njengomnikelo wokuzithandela.

Abahlali

I-CLN Group iyaqonda ukuba izigqibo zayo zingachaphazela ngamandla enokuba ngokungqalileyo okanye ngokungangqalanga, abantu basekuhlaleni apho ishishina khona. Ngenxa yoko, i-CLN Group iya kuthatha amanyathelo asengqiqweni ukuchazela abo bahlali ngezenzo neeprojekthi ezibachaphazelayo yaye iya kukhuthaza unxibelelwano oluvulekileyo ukuqinisekisa ukuba ulindelo lwabo luthathelwe engqalelweni. Ukongezelela, i-CLN group

inenjongo yokuncedisa ekuphuhliseni intlalo, ezoqoqosho namaziko asekuhlaleni ngeenkqubo ezikhethekileyo.

I-CLN Group ifuna abasebenzi bayo baziphathe ngendlela efanelekileyo kubantu basekuhlaleni, ngokuhlonipha amasiko nezithethe zelizwe ngalinye i-CLN Group eshishina kulo baze baziphathe ngokunyaniseka ukuze bafaneleke ukuthenjwa ngabahlali.

Unxibelelwano noLwazi lweNkampani

Unxibelelwano kunye nolwalamano namaqela angaphandle, luphembelela ngokungqalileyo nangokungangqalango uphuhliso lwe-CLN Group. Ngoko ke, kuyimfuneko ukuba ezi zenzo zilungelelaniswe ngendlela ecacileyo nefanayo, kunikelwa ingqalelo kokubini kwiimfuno zamashishini ahlukahlukeneyo kunye nendima ye-CLN Group yezoqoqosho neyasekuhlaleni yonke, kunye nazo zonke iimfuno zomthetho osebenzayo. Inkcazelo enikwa abantu bangaphandle kufuneka isoloko isexesheni yaye ilungelelaniswe kumanqwanqwa aphezulu e-CLN Group, ukuze inikeze inzuzo ngoko inokukwenza i-CLN Group kuze kuqinisekiswe ukuchana nokuphelela kwayo.

Abasebenzi be-CLN Group abanembopheleleko yokusasaza ulwazi esidlangalaleni mayela namacandelo okanye iinkampani ze-CLN Group, iintlobo zamashishini okanye iindawo, ngokunikela iintetho, ukuba nenxaxheba kwiinkomfa, iimpapasho okanye olunye uhlobo lokubonisa, kufuneka bafumane, apho kuyimfuneko, ukugunyaziswa ngaphambili kwisebe elifanelekileyo okanye umntu omiselwe ukuba abe nembopheleleko lonxibelelwano lwangaphandle.

Ulwalamano naBeendaba

Ukunxibelelana noonondaba kudlala indima ebalulekileyo ekudaleni umfanekiso omhle we-CLN Group; ngoko ke, yonke inkcazelo mayela ne-CLN Group imele inikezelwa ngendlela efanayo nenyanisekileyo lisebe lenkampani elifanelekileyo okanye umntu omiselwe ukuba abe nembopheleleko lonxibelelwano lwangaphandle ngokuhambelana ngokungqongqo nemigaqo-nkqubo ye-CLN Group. Bonke abanye abaphathi okanye abasebenzi abasayi kunikezela ngenkcazelo kubameli abangamiselwanga yi-CLN Group ukuba bayithethele esidlangalaleni

okanye badize inkcazelo eyimfihlo, endaweni yoko baya kunxibelelana nomntu okanye isebe elifanelekileyo ukuba liphendule imibuzo yoonondaba.

UBALO MALI NOPHICOTHO ZINCWADI LWANGAPHAKATHI

I-CLN Group iya kugcina imilinganiselo ephezulu yokuceba nokulawula ezemali kunye nenkqubo yobalo mali ehambiselana nemigaqo yobalo mali esebenza kwi-CLN Group Company ngokuvisisana nemithetho esebenzayo. Ekuphumezeni oku, i-CLN Group isebenza cacileyo ngendlela ephezulu nevumelana nolona qheliselo lwezoshishino luphezulu ngenjongo yoku:

- qinisekisa ukuba izenzo zorhwebo ziye zagunyaziswa ngokufanelekileyo, zisemthethweni yaye zingaqinisekiswa.;
- qinisekisa ukuba zonke iinkqubo zenziwe ngokukhawuleza, ingxelo igcinwe ngokuchanileyo, zibalwe ngokufanelekileyo yaye zinamaxwebhu afanelekileyo ngokuhambelana nemilinganiselo yobalo mali esebenzayo.
- velisa ngexesha kweengxelo yezimali eziphelelelyo, echanileyo, ethembekileyo neqondakalayo;
- chonge, hlolisisa aze alawule imingcipheko emayela nazo zonke izenzo zoshishino lwe-CLN Group;
- qulunqa inkqubo yoshishino ukuqinisekisa ukuba izigqibo zabaphathi (kuquka ezo zimayela nokutyala imali kunye nokuthengisa) zisekelwe kuhlalutyo olusengqiqweni ngezoqoqosho kuquka ukuhlolisisa imingcipheko ngokufanelekileyo nokunikezela isiqinisekiso sokuba iimpahla zenkampani zisetyenziswa ngokufanelekileyo.
- qinisekisa ukuba izigqibo ngezimali, irhafu kunye neengxaki zobalo mali zenziwa kwinqanaba elifanelekileyo labaphathi likwavisisana nemithetho esebenzayo.

Senzo ngasinye sorhwebo simele sibonakale sicacile kwinkqubo yokubala imali njengoko i-CLN Group isigqala njengesibalulekileyo. Ngoko ke, i-CLN Group ifuna bonke abasebenzi bafumane iingxelo ezichanileyo, ezisexesheni nezineenkcukacha zezenzo zorhwebo nezezinye izenzo zoshishini. Abasebenzi bamele bagcine iingxelo ezinyanisekileyo nezichanileyo zazo zonke izenzo zezimali nezinye izenzo zezoshishini, zixhaswa ngamaxwebhu ahamba nazo. Ukugcina iingxelo zemali ezinxamnye nomthetho kujongwa njengokophula lo Mthetho yaye kujongwa njengokungekho mthethweni kuwo onke amazwe. Abasebenzi abavunyelwa ukuba baziphathe okanye benze izenzo zokushiyelela ezinokukhokhelela kwinkcazelo engachananga okanye engaphelelanga, kuquka:

- ukufaka ingxelo engachananga yezenzo zorhwebo;
- ukufaka ingxelo ephosakeleyo yezenzo zorhwebo okanye engenamaxwebhu aneleyo;
- Ukusilela ukufaka iingxelo yezithembiso zoshishino, kuquka iziqinisekiso eziinokwenza uxanduva okanye iimbopheleleko kwiinkampani ze-CLN Group.

UKUPHUNYEZWA NESIQINISEKISO

I-CLN Group izimisele ukufikelela eyona milinganiselo iphezulu yoqheliselo mayela neembopheleleko zayo zokuziphatha, zasekuhlaleni nezoshishino. Umthetho uchaza okulindelekileyo kubalathisi, abaphathi nabanye abasebenzi kunye namaqela esithathu e-CLN Group, apho inolwalamano lwezoshishino kunye nembopheleleko ekumele zizimisele ukuyiphumeza ngokwalo mgaqo-nkqubo. Abaphathi bamaSebe ahlukahlukeneyo e-CLN Group, banembopheleleko yokuqnisekisa ukuba ulindelo luqondwa yaye lubekwa esenzweni ngabasebenzi abangaphantsi kwabo. Abaphathi bamele baqinisekise izithembiso ezikuloMthetho ziyaphunyezwa kumasebe abo.

IQela liqhuba uqeqesho ngalo Mthetho kunye nemilinganiselo yayo, kuyo yonke inkampani.

I-CLN Group ikhuthaza bonke abasebenzi ukuba bacele ukhokhelo kwi-Ofisi Yabasebenzi mayela nayiphi imeko ethandabuzisayo ngoMthetho nokuba kokuphi ukuziphatha okufanelekileyo.

Zonke izicelo zokucaciselwa ziya kuphendulwa msinya ukuze kungabikho mngcipheko womsebenzi oziphindezelayo nangayiphi indlela enoba ayingqalanga.

Izohlwayo ngokophulwa koMthetho, ezilingana nenxalenye eyophulweyo yoMthetho, ziyakumiselwa ngabaphathi abangentla, becela icebiso xa kuyimfuneko kwi-Ofisi yeZabasebenzi yalo nkampani ibandakanyekileyo, ngokuhambelana nemithetho esebenzayo kunye nezivumelwano zengqesho zelizwe okanye zenkampani.

Nakuphi ukuziphindezela nxamnye nabani na oxele ngentembeko ukophulwa koMthetho okanye ocela ukucaciselwa ngolwalathiso lwendlela uMthetho osebenza ngayo kuya kujongwa njengokungekho mthethweni. Ukuziphatha kwakhe nabani na otyhola abanye abasebenzi ngokophula lo Mthetho esazi ukuba akukho nto injalo, nako kujongwa njengokophula lo Mthetho.

Ukophula uMthetho, kungakhokhelela kweminye imiphumo kuquka ukuqaliswa kwezenzo zasemthethweni, ukuqhawulwa kolwalamano lwezezimali phakathi kwe-CLN Group kunye nomsebenzi kunye nemiphumo engokwasemthethweni mayela nolwalamano lwengqesho njengoko ukunyanzeliswa kwemimiselo kubonisa njalo.

Nakuphi ukuvunyelwa, nokuba kuncinci okanye kulinganiselwe, kumele kuvisisane noMthetho yaye kugunyaziswe kuphela ngezizathu ezinzulu nezicacileyo kwiBhodi yabaLawuli be-C.L.N. COILS LAMIERE NASTRI S.p.A. njengeNtloko yeQela**.**

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