



PHILIP MORRIS
INTERNATIONAL



UMthetho Wethu Wokuziphatha:
Ukuletha ikusasa elingenantuthu ngobuqotho

Izinto I-PMI DNA Ezibheka Njengezibalulekile Nokuziphatha Okusemqoka



Injongo yethu: Ukuletha ikusasa elingenantuthu

Siyakhathalela

Ukuziqaphela: Siyazazi, siyaliqaphela igalelo esinalo kwabanye, silawula imizwa yethu nokuziphatha ngendlela ezosiza wonke umuntu

Ukungakhethi: Zimisele ukufuna, ukulalela futhi ufunde emibonweni ehlukehlukeni ukuze uthole umphumela ongcono kakhulu

Uzwela: Yiba nozwela, baqonde abanye, futhi uzinake izidingo zabo

Uma Simunye Sinamandla

Ukuthembeka: Ukuthola nokulondoloza ukwethenjwa ngezenzo zethu, ukungabi nazimfihlo, ubuqotho nangokukhulumisana okukhululekile

Ukubambisana: Ukuzehlisa ukuze ugweme impakamo, ukwahlukana, khetha isikhathi eside kunokukhetha esifushane, bumbanani ukuze kufezwe umgomo owodwa

Ncoma: Ncoma impumelelo yabanye ngokushesha (enkulu nencane), uqaphela futhi uhlonipha igalelo lomuntu ngamunye

Sinamandla Okwenza Ushintsho

Yamukela inselele: Yenza izinto ngesibindi nangokuzimisela ukuze usungule futhi uhleembe

Khalipha: Yenza izinto ngaphandle kokutshelwa wenze nezinto ezingakwenza ulahlekelwe, zama izinto ongakaze uzizame, vumelana nezimo, futhi ufunde emaphutheni

Yiba nentshiseko: Gqugquzela abanye ngentshiseko ukuze babe nemiphumela, bafeze okuthile futhi niye phambili noma kunezinsesele nezinkinga



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**Isiko lethu
nezimiso
zendlela efanele
yokuziphatha**

Ukuba Abanikazi
BoMthetho Wethu

Ukubuza imibuzo
nokubika izinto
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Ukusebenza
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Ukusebenzela
abanini-masheya
bethu ngobuqotho

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imiphakathi yethu
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Izinsiza

Isiko lethu nezimiso zendlela efanele yokuziphatha



Isiko lethu nezimiso zendlela efanele yokuziphatha

UMthetho Wokuziphatha we-PMI (phecelezi i-“Code”) uyisisekelo sokuqhuba ibhizinisi se-“PMI Way”. UMthetho ufuna ukuba abaqondisi be-PMI, izikhulu nezisebenzi basebenzise ukwahlulela okuhle lapho beqhuba ibhizinisi ngokuthi basebenzise izimiso zethu zokuziphatha okuhle **ukwethembeka**, **inhlonipho** kanye **ubulungiswa**. Le zimiso ezintathu ziphinde zafakwa ku-DNA ye-PMI.

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Izinsiza



Ukwethembeka

Okusalayo wukuthi ningabantu abangethenjwa yini: abantu abangaphakathi nabangaphandle kweNkampani bangasikholwa yini nokuthi kufanele yini basikholwe? Akekho umuntu ofuna ukusebenza, ukwamukela isiyalo, noma ukuthenga izinto kumuntu ongalkhulumi iqiniso eliqondile.



Inhlonipho

Wonke umuntu kufanele ahlonishwe, nemibono yabantu nayo kufanele ihlonishwe. Inhlonipho imayelana nesithunzi, ukwamukela, uzwela kanye nesihawu. Ukuphikisana, ukubekelana inselele, ngisho nokungaboni ngaso linye kuletha inqubekela phambili enhle uma kuhambisana nenhlonipho, kodwa kuyabhidliza uma inhlonipho ingekho.



Ubulungiswa

Okubonakala kuwubulungiswa komunye kungase kubonakale kungekhona kwabanye. Ukuba nobulungiswa kudinga ukucabanga ngalabo ababandakanyeka noma abathintwa yilesi sinqumo. Ukuba nobulungiswa kudinga ukucabangela zonke izimo abantu ababhekana nazo. Ukusebenzisa imithetho ngokungalingani kuwukungabi nabulungiswa, kanjalo nokungacabangeli abantu noma imibono yabo ngenxa yobuntu babo.

UMthetho wethu awunakusingatha zonke izinkinga esingahle sibhekane nazo emsebenzini, kodwa kufanele sisebenzise uMthetho kanye nezinkolelo zethu zokuziphatha njengamathuluzi okusisiza sikwazi ukwahlulela kahle lapho kumele senze isinqumo esinzima. Ngaphambi kokuthatha isinyathelo, kufanele siqiniseke njalo ukuthi siyavumelana noMthetho wethu futhi sihambisana nezinkolelo zethu zokuziphatha. Ukwenza lokhu kuzoqinisekisa ukuthi singakwazi ukuletha ikusasa elingenantuthu *ngobuqotho*.



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Ukusebenzela
imiphakathi yethu
ngobuqotho

Izinsiza

Umlayezo ovela ku- Chief Executive Officer

Bozakwethu Abathandekayo,

Thina e-PMI sihlanganiswa yinhloso efanayo yokufinyelela ushintsho lwebhizinisi oluguqula imboni yonke. Lesi yisikhathi esijabulisayo e-PMI futhi ngiyaziqhenya ngelungelo lokuhola iNkampani yethu njengoba isondela ekufinyeleleni iphupho lethu lekusasa elingenantuthu.

Njengoba nazi, imizamo yokuphumelela efana nale ngeke ingabi nazo izinselele. Ushintsho ludinga izinqumo ezikufaka engozini, ukunqoba ukungaqiniseki, futhi, ngezinye izikhathi, ukwamukela ukwehluleka. Ngokujabulisayo, e-PMI—okuyinto ebaluleke nakakhulu—sihlanganiswa ukuzimisela kwethu ukuthobela imithetho, ukuziphatha ngendlela efanele kanye nokuba qotho, okuyizinto ezibhalwe ngokuqondile lapha eMthethweni Wokuziphatha.

Kuyo yonke imizamo yoshintsho ye-PMI nokunye okwengeziwe, kusemqoka ukuthi lapho sibhekene nezinselele, siqhubeke sincike ezimisweni zethu eziyinhloko zokwethembeka, inhlonipho nobulungiswa. Imiphumela yokunganamatheli ezinkolelweni zethu zokuziphatha ibucayi. Siba sengozini yokulahlekelwa ukwethembana phakathi kwethu, amakhasimende ethu, abaninimasheya, kanye nemiphakathi yethu okuyinto esiyisebenzele kanzima. Ngakho, silindele ukuthola imiphumela emihle etholakala kuphela ngokuthobela ngokuphelele imithetho nemithethonqubo esebenzayo, izinqubomgomo zethu zangaphakathi, kanye nezinkolelo zethu zokuziphatha.

Lo Mthetho wethula izinkolelo zethu, uphinde uchaze imithetho nemihlahlandlela okumele sonke siyilandele e-PMI. Uma unemibuzo noma kunokuthile okukukhathazayo ngoMthetho wethu, sicela uthinte umphathi wakho, obambisene naye ebhizinisini le-P&C noma obambisene naye Wokuziphatha Nokuthotshelwa Komthetho.

Siyabonga ngokuqhubeka uzimisele ukuthobela imithetho, ukuziphatha kahle kanye nokuba qotho e-PMI.

Ozithobayo,
U-Jacek Olczak





Umlayezo ovela ku- Chief Compliance Officer

Bozakwethu Abathandekayo,

UMthetho Wethu uveza indlela okufanele siziphathe ngayo. Ngamunye wethu unomthwalo wokwazi nokulandela izimiso ezichazwe kulo Mthetho.

Njengoba uzobona emakhasini alandelayo, uMthetho wethu uhlelwe ukuzibophezela kwethu ukuletha ikusasa elingenantuthu *ngobuqotho* esicini ngasinye kulezi ezilandelayo ebhizinisini lethu: emsebenzini wethu, endaweni yemakethe, okwabaninimasheya, nokomphakathi wethu esenza kuwo ibhizinisi. E-PMI, sonke siyingxenywe yeqembu lokuziphatha kahle nokuthotshelwa kwemithetho—kukithi ngabanye, ukuziphatha kahle futhi sithobele imithetho ekhona, iziqondiso, nezinqubomgomo.

Uma ubona okuthile ocabanga ukuthi kuwukwep hulwa komthetho—noma okungenzeka kube ukwep hulwa—komthetho, umthethonqubo, iziqondiso noma inqubomgomo yangaphakathi, khuluma. Senza okulungile lapho sesekana, siziphatha ngobuqotho nalapho sihlonipha uMthetho wethu esiwulandelayo.

Khumbula ukuthi awuwedwa. Ziningi izinsiza e-PMI ezihloselwe ukukusiza, kuhlanganise umphathi wakho [Nesikhulu Sendawo Esibhekelele Ukuthotshelwa Komthetho](#).

Sikubonga kusengaphambili ngokuthobela uMthetho wethu kanye nokusiza i-PMI ukuba yethule *ngobuqotho* ikusasa elingenantuthu.

Ozithobayo,
U-Michael Gyr

Ukuba Abanikazi BoMthetho Wethu



Isiko lethu nezimiso
zendlela efanele
yokuziphatha

**Ukuba Abanikazi
BoMthetho Wethu**

Ukubuza imibuzo
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Izinsiza



Isiko lethu nezimiso zendlela efanele yokuziphatha

Kungani sinoMthetho Wokuziphatha?

UMthetho Wethu uchaza ukuthi singobani nokuthi siliqhuba kanjani ibhizinisi.

Unikeza umhlahlandlela wokuqhuba ibhizinisi ngendlela efanele, kubaqondisi be-PMI, izikhulu, nezisebenzi, kwenzelwa izinkampani ze-PMI, izinkampani ezingaphansi kanye namanxusa emhlabeni jikelele. Le dokhumenti kumele isetshenziswe njengensiza eyinhloko ukuze kutholwe isiqondiso sokuqhuba imisebenzi yebhizinisi yansuku zonke e-PMI.

Sebenzisa ingqondo nokwahlulela okuhle lapho usebenzisa lo Mthetho. UMthetho Wethu awusingathi zonke izimo ezingaphakama. Izinsiza ezengeziwe nolwazi, kuhlangukise namalinki akusa kuZinqubomgomo zangaphakathi, kugqanyisiwe kuwo wonke lo Mthetho. Akekho kithi okulindeleke ukuba abe nazo zonke izimpendulo, futhi lokho kulungile—inqobo nje uma sithinta abantu abafanele ukuze sithole usizo lapho siludinga.



Usebenza kubani uMthetho wethu?

UMthetho wethu usebenza ngendlela efanayo kubo bonke abaqondisi be-PMI, izikhulu, nezisebenzi. Kuyo yonke le dokhumenti, i-“PMI” kanye “neNkampani” kubhekisela ku-Philip Morris International, Inc. kanye nezinkampani ezingaphansi kwayo ngokuqondile nangokungaqondile, kuhlangukise nabahlobene nayo. Imithetho ephakeme efanayo yokuziphatha iyasebenza kumuntu ngamunye e-PMI, kungakhathaliseki isikhundla noma izinga abakulo eNkampanini.

Ababambisene ne-PMI kwezebhizinisi njengezinkontileka, abeluleki, abathengisi, abahlinzeki, kanye nanoma iyiphi inhlango eseceleni esebenzela i-PMI, kulindeleke ukuba bathobele uMthetho wethu kanye [Nezimiso zethu Zokuthola Impahla Ngendlela Efanele](#) kanye nezinhlinzeko zenkontileka, njengoba kufuneka.

Ukuba Abanikazi BoMthetho Wethu

Ukubuza imibuzo nokubika izinto ezikhathazayo

Ukusebenza ngobuqotho ezindaweni zethu zokusebenza

Ukusebenza ngobuqotho ezimakethe zethu

Ukusebenzela abanini-masheya bethu ngobuqotho

Ukusebenzela imiphakathi yethu ngobuqotho

Izinsiza

Ziyini izibopho zethu?



Izibopho zomuntu ngamunye

Ngamunye wethu e-PMI unesibopho sokufunda, ukuqonda nokulandela kokubili incwadi nokushiwo uMthetho wethu. Ngokuqondile ngamunye e-PMI ulindeleke ukuba:

- Athobele imithetho esebenzayo nemithethonqubo, uMthetho wethu Nezinqubomgomo zase-PMI;
- Ukucela usizo kumphathi wakho nabanye abafanele ukuba bathintwe abanjenge [Sikhulu Sendawo Sokuthotshelwa Komthetho](#), lapho unemibuzo;
- Ukubika ukuphulwa okwenzekayo noma okungase kwenzeke, kwemithetho nemithethonqubo, uMthetho wethu, noma Izinqubomgomo ze-PMI;
- Ukubambisana nophenyo lwangaphakathi, ukucwaningwa kwamabhuku, ukubukezwa kwamabhuku ezimali, kanye nolunye uphenyo olufanayo; kanye
- Nokuphothula konke ukuqeqeshwa Kokuziphatha Nokuthotshelwa Kwemithetho.

E-PMI, azikho izizathu ezivumelekile zokuphulwa kwemithetho nemithethonqubo, uMthetho wethu, noma iZinqubomgomo zethu, ngisho noma wenza kanjalo ukuze ufeze imigomo yenkampani, izinhloso, nezinye izindlela zokusebenza.



Isiko lethu nezimiso zendlela efanele yokuziphatha

Ukuba Abanikazi BoMthetho Wethu

Ukubuza imibuzo nokubika izinto ezikhathazayo

Ukusebenza ngobuqotho ezindaweni zethu zokusebenza

Ukusebenza ngobuqotho ezimakethe zethu

Ukusebenzela abanini-masheya bethu ngobuqotho

Ukusebenzela imiphakathi yethu ngobuqotho

Izinsiza



Izibopho ezengeziwe zabaphathi

Njengomphathi, uyisibonelo sokuziphatha futhi unesibopho sokwakha isiko lokwethembana nokuziphatha eqenjini lakho. Indlela oveza ngayo ukuzibophezela emigomweni yokuziphatha eyinhloko ye-PMI ibeka isibonelo sokuziphatha okuhle kanye nokwethembeka esingalandelwa yiqembu lakho.

Ngokuqondile, abaphathi e-PMI balindeleke ukuba bafeze le mithwalo eyengeziwe:

- Ukuveza indlela oweseka ngayo imigomo yokuziphatha nezinjongo futhi ucacise ukuthi ulindele izenzo ezivumelana nazo.
- Ukusiza iqembu lakho liqonde okulindelwe yi-PMI endleleni yokuziphatha kanye nokusebenzisa imithetho nemithethonqubo efunekayo, uMthetho wethu neZinqubomgomo ze-PMI emsebenzini wabo wansuku zonke.
- Ukuba yisibonelo eqenjini lakho sokusebenza ngobuqotho kanye nokwenza ngokuvumelana nemithetho yokuziphatha nokuthobela imithetho nemithethonqubo efanele, uMthetho wethu neZinqubomgomo ze-PMI.
- Yiba ovulelekile, utholakale futhi uphendule ukukhathazeka okuveziwe. Naka ukukhathazeka futhi ukudlulisele emnyango ofanele, uma kufaneleka.
- Qikelela ukuthi amalungu eqembu lakho ayakuqonda futhi akuphothulile ukuqeqeshwa koKuziphatha Nokuthotshelwa Kwemithetho.

Njengomphathi, amalungu eqembu lakho noma ezinye izisebenzi zingase zikutshela izinto ezizikhathazayo ezimayelana nokuthotshelwa komthetho. Lapho lokhu kwenzeka, kufanele ubeseke futhi ubasize ukuba bathole isixazululo, kodwa uma kukhona okudinga ukuphenywa, sicela ungakuphenyi kodwa uthinte aBezokuthotshelwa Komthetho ukuze izisebenzi Zokuziphatha Nokuthotshelwa Komthetho ziphenye ngobuqotho futhi zilethe isixazululo.



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Izinsiza

Ukuthobela imithetho nemithetho- nqubo



Njengenhlangano yase esebenza ezimakethe ezingaba ngu-175emhlabeni jikelele futhi efakwe kuyi-New York Stock Exchange, imithetho nemithethonqubo eminingi iyasebenza ebhizinisini lethu, kuhlangukise neminye yemithetho yase-U.S. nomaphi lapho sisebenza khona. E-PMI sizinikele ekusebenziseni yonke imithetho nemithethonqubo efanele.

Uma unombuzo mayelana nemithetho nemithethonqubo esebenza kuwe noma ebhizinisini lakho noma uma kukhona okukuxakayo mayelana nokuphikisana kwemithetho okungase kube khona, xhumana [noMnyango Wezomthetho Nokuthotshelwa Komthetho](#).



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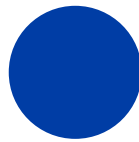
Ukusebenzela
imiphakathi yethu
ngobuqotho

Izinsiza

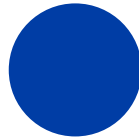
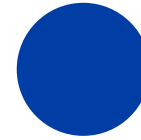
Khetha impendulo yombuzo ngamunye ngezansi.

Ukwenza izingqumo ngeNdlela Ye-PMI

Siyama kancane ngaphambi kokuthatha isinyathelo. Izingqumo zethu kudingeka zisebenze isikhathi eside. Ngaphambi kokuthatha isinyathelo sokugcina, zibuze:



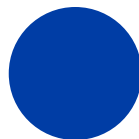
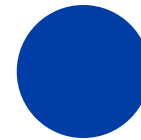
Ingabe kusemthethweni?
Ingabe kulandela imithetho nemithethonqubo efanele?



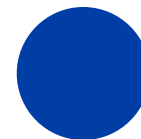
Ingabe kubonisa isimilo, ukuziphatha okuhle, futhi kuyavumelana noMthetho we-PMI, Izingqubomgomo, kanye nezinkolelo zokuziphatha eziyinhloko?
Ingabe iyifanele indlela ye-PMI yokuqhuba ibhizinisi kanye noMthetho wethu?



Ubungazizwa ukhululekile yini ukuchaza izenzo zakho elungwini lomndeni noma kumngani, noma uma imininingwane ibingadalulwa emphakathini?



Ingabe kuzoyisiza i-PMI ifinyelele imigomo yayo kuyilapho siqhakambisa isiko lethu nedumela?



Isiko lethu nezimiso zendlela efanele yokuziphatha

Ukuba Abanikazi BoMthetho Wethu

Ukubuza imibuzo nokubika izinto ezikhathazayo

Ukusebenza ngobuqotho ezindaweni zethu zokusebenza

Ukusebenza ngobuqotho ezimakethe zethu

Ukusebenzela abanini-masheya bethu ngobuqotho

Ukusebenzela imiphakathi yethu ngobuqotho

Izinsiza

Ukubuza imibuzo nokubika izinto ezikukhathazayo



Isiko lethu nezimiso
zendlela efanele
yokuziphatha

Ukuba Abanikazi
BoMthetho Wethu

**Ukubuza imibuzo
nokubika izinto
ezikhathazayo**

Ukusebenza
ngobuqotho
ezindaweni zethu
zokusebenza

Ukusebenza
ngobuqotho
ezimakethe zethu

Ukusebenzela
abanini-masheya
bethu ngobuqotho

Ukusebenzela
imiphakathi yethu
ngobuqotho

Izinsiza

Ukungasabi ukukhuluma e-PMI

Ukungathuli nento oyaziyo kuyingxenye eyinhloko yemisebenzi yethu.

Njengesisebenzi sase-PMI, kuyisibopho sakho ukukhuluma uma uba nolwazi nganoma yikuphi ukwepfulwa komthetho okusolwayo noma okungase kwenzekile, noma ukwepfulwa komthetho okwenzekile, uMthetho wethu Wokuziphatha, nanoma yiziphi ezinye iZinqubomgomo zethu. Sithembele kuwe ukuba ubike lezi zinto ukuze sikwazi ukuzilungisa. Kwa-PMI siyithathela phezulu yonke imibiko eyenziwe ngomoya omuhle yokuziphatha okungafanele okuboniwe noma okusolwayo, kungakhathaliseki ukuthi ngubani othintekayo, futhi siphanya zonke izinsolo zokungathobeli umthetho silandela izinqubo nemihlahlandlela emisiwe.

Izisebenzi zase-PMI zingase zibuze imibuzo, ziveze okuzikhathazayo noma, lapho zivunyelwa umthetho, zibike ukwepfulwa komthetho ezikubonile noma ezikusolayo kuhlangukanye ukungalandelwa koMthetho Wokuziphatha, ngokuthinta noma ubani kwabalandelayo:

- Induna ekuphetha, inhloko yomnyango, noma ubuholi obusebenzisana ne-PMI noma bomsebenzi;
- Oyinhloko [Yokuziphatha Nokuthotshelwa Komthetho e-PMI](#);
- Ikheli le-imeyili eliyimfihlo Lokuziphatha Nokuthotshelwa Komthetho elithi PMI.EthicsandCompliance@pmi.com; noma



- Inombolo Yosizo Yokuthotshelwa Komthetho yase-PMI, okuwumzila wokubika olawulwa inkampani yangaphandle otholakala amahora angu-24, izinsuku eziyisikhombisa zesonto, ngazo zonke izilimi ezikhulunywa e-PMI. Ungaxhumana neNombolo Yosizo ku-inthanethi lapha www.compliance-speakup.pmi.com noma ngocingo ku: +1 303-623-0588. Ungasebenzisa iNombolo Yosizo Yokuthobela Umthetho Ye-PMI ngokungazivezi, kuncike emithethweni naseziqondisweni zendawo. Uma ukhetha ukubika ngaphandle kokuziveza, inkampani yangaphandle ngeke ikudalule kwabakwa-PMI.



Isiko lethu nezimiso zendlela efanele yokuziphatha

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Izinsiza



Ukungakubekezeleli nhlobo ukuziphindiselela

E-PMI, siyabavikela abantu abakhuluma ngobuqotho mayelana nezinsolo zokwephulwa komthetho noma ababambisana nophenyo. Asikubekezeleli ukuziphindiselela.

Yini okumele ngiyenze?

UMBUSO

Ingabe kumele ngibe nesiqiniseko sokuthi kukhona ukwephulwa koMthetho wethu, iZinqubomgomo zethu, noma imithetho ngaphambi kokubika ukukhathazeka kwami e-PMI?

IMPENDULO

Cha, sikhuthaza abantu ukuthi babike uma besola ukwephulwa komthetho. Akudingeki uqiniseke ngaphambi kokubika, futhi sikucela ukuba ungaziphenyeli ngokwakho udaba. Empeleni, sikhuthaza abantu ukuba bakhulume ngokushesha nje lapho becabanga ukuthi kunodaba okumele luphenywe, uma kufaneleka, ukuze kusingathwe noma yikuphi ukwephulwa komthetho okusolwayo ngokushesha.

Ukwenza uphenyo lokungaziphathi okungafaneleki

E-PMI sikhuthaza isiko lokukhululeka lapho izinkinga zokuziphatha kanye nokuthotshelwa komthetho kuxoxwa ngazo ngokukhululekile, ngaphandle kukwesaba ukuziphindiselela. Lokhu kwenza sikwazi ukubona izinkinga ezingase zibe khona kungakephuzi, bese sithatha isinyathelo sokuzilungisa ngokushesha.

Sinezimiso Zokuphenya eziqinile. Ithimba lethu [Lokuziphatha Okufanele Nokuthotshelwa Komthetho](#) lilandela lezi zinqubo ukuze lenze uphenyo ngemibiko eyenziwe ngokwethembeka nangobulungiswa, engathathi hlangothi, nangendlela ehloniphekile. Sivikela ukungadalulwa kwalabo ababika udaba sihlonipha namalungelo abasolwa ngokuveza izinsolo nophenyo kuphela kwabanelungelo lokwazi.



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Izinsiza



Ukuqondisa izigwegwe

Ukwephula imithetho noma iziqondiso ezibekiwe, uMthetho wethu noma ezinye izinqubo ze-PMI kungaholela ekuqondisweni kwezigwegwe kulabo abahilelekile, okungafinyelela kuhlanganise nokuxoshwa emsebenzini.

Ukuhoxisa

Ukuhoxiswa kwanoma yini ehlinzekwa uMthetho kuyaqabukela kakhulu futhi kungase kugunyazwe kuphela yiSikhulu Sokuthotshelwa Komthetho ngemva kokubonisana noMeluleki. Ukuhoxisa ezikhulwini eziphezulu noma kubaqondisi kungavunyelwa kuphela aBaqondisi Bebhodi.

UMBIZO

IMPENDULO

Yini okumele ngiyenze?

Kwenzekani lapho ngibika okuthile eNombolweni Yosizo Ye-PMI Yokuthotshelwa Komthetho?

Inhlangano ezimele eseceleni, ithatha umbiko wakho bese ithumela imininingwane ethimbeni le-PMI Lokuziphatha Nokuthotshelwa Komthetho. Abokuziphatha Nokuthotshelwa Komthetho bahlola umbiko, uma kukhona ukwepulwa komthetho okubonakalayo, baqala uphenyo kulandelwa Izimiso Zokuphenya Ze-PMI.

Ngokuqondile, iqembu le-PMI Lokuziphatha Nokuthotshelwa Komthetho:

- **Lihlola umbiko** ukuze libone ukuthi yisiphi isinyathelo esingcono esingathathwa.
- **Liqoka umphenyi** onekhono nongachemi ukuze aphenye izinsolo ezibekiwe bese eqoqa ubufakazi.
- **Liqoqa futhi lihlaziye imininingwane** mayelana nezinsolo ukuze kubonakale ukuthi ziyiqiniso yini.
- **Lifinyelela isiphetho** ukuthi izinsolo ziyiqiniso kangakanani bese libuka umsuka nezimbangela.
- **Uma izinsolo ziyiqiniso, liphakamisa izinyathelo zokulungisa inkinga**, ngendlela efanele, ukuze kulungiswe inkinga futhi kuvinjelwe ukuvela kwezinkinga ezifanayo esikhathini esizayo.
- **Livala uphenyo bese litshela Othintekayo kanye nabanye, njengoba kufanele, ngemiphumela yecala.**



Isiko lethu nezimiso zendlela efanele yokuziphatha

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Izinsiza

Ukusebenza ngobuqotho ezindaweni zethu zokusebenza



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Izinsiza

Ukwamukela ukungefani, ukulingana nokubandakanywa

Sizibophezele ekwakheni isiko elibandakanyayo nelikhuthaza ukulingana elihambisana nokungafani kwabaninimasheya, amakhasimende, nezisebenzi.

Ukungafani kwabantu kukhuthaza ukuveza imicabango ehlukeni, imibono, nosudlule kukho. Njengoba sinomphakathi onokungafani e-PMI, siyakwazi ukukhula ngamakhono nokukhula ngempumelelo, sixazulule izinkinga futhi sisungule.

Singafaka isandla senze okusemandleni ethu uma sizizwa sikhululekile, siphephile, sibandakanywa, sikwazi ukuba yithina. Kwa-PMI, sikhuthaza isiko lokungakhethi lapho sifaka khona umuzwa wokwamukeleka, ukuqonda izimo zomuntu ngamunye, sihloniphe ukungefani, siphathe wonke umuntu ngobulungiswa, isithunzi, nenhlonipho.



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Izinsiza

Ukuhlonipha amalungelo abantu

Simela futhi sivikele
amalungelo abantu.



Njengenhlangano yase esebenza emazweni ahlukahlukene, siyawahlonipha amalungelo abantu kukho konke esikwenzayo futhi silandela iZimiso Eziqondisayo Zezizwe Ezihlangene Mayelana Namalungelo Ebhizinisi Nawabantu. E-PMI, siyakwenqabela ukusetshenziswa kwezingane, ukusebenza okuphoqiwe noma okuhilela ukushushumbiswa kwabantu, kanye nanoma iluphi uhlobo lokugqilaza.

Sifake lokhu kuzibophezela ngokuqondile [eSibophweni Se-PMI Samalungelo Abantu](#).

Ngaphezu kwalokho, [iZimiso zethu Zokuthola Impahla Ngendlela Efanele](#) kanye [Nomthetho Wethu Wokusebenza Kwezolimo](#) kubeka esikulindele kubahlinzeki mayelana nokuhlonipha amalungelo abantu, kuhlenganise namalungelo ezisebenzi, ezisebenzini esinazo ezikhundleni zokusebenza ezinkulu nezinokungafani.



Isiko lethu nezimiso
zendlela efanele
yokuziphatha

Ukuba Abanikazi
BoMthetho Wethu

Ukubuza imibuzo
nokubika izinto
ezikhathazayo

**Ukusebenza
ngobuqotho
ezindaweni zethu
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Ukusebenzela
abanini-masheya
bethu ngobuqotho

Ukusebenzela
imiphakathi yethu
ngobuqotho

Izinsiza

Ukunganda ukucwasa, ukuhlukumeza, nokwesabisa

Senza indawo yokusebenza enokulingana, ehloniphekile, engenako ukucwasa, ukuhlukumeza, nokwesabisa.



Ukuphatha abantu ngenhlonipho kuyinkolelo esemqoka esiholayo nesihlanganisayo. I-PMI izinikele ekuhlinzekeni ngendawo yokusebenza engenakho ukucwasa, ukuhlukumeza, nokwesabisa.

Siyakwenqabela ukuphatha noma ubani ngokungenabulungiswa noma ngokungalingani ngenxa yezici ezifana nohlanga, ubuzwe, ubudala, ukukhangwa abantu bobulili obuthile, inkolo, izwe ovela kulo, indabuko, ibala, ikhefu lokunakekela impilo, indlela ochaza noveza ngayo ubulili bakho, imininingwane yofuzo, isimo somshado noma somndeni, inkinga yempilo, ukukhubazeka emzimbeni noma engqondweni, iqembu lezepolitiki, isimo sobusosha esivikelwe, ubulili (kuhlanganisa ukukhulelwa), noma ezinye izici ezivikelwe imithetho nemithethonqubo esebenzayo.

Ukuhlukumeza, okubandakanya ukuhlukumeza ngokocansi nasemzimbeni, akunandawo e-PMI.

Lezi zimiso nokwenqatshelwe okuhlobene kusebenza kuzo zonke izimo zomsebenzi, kuhlanganise nasemahhovisi ethu, ezindaweni zokusebenza eziqhelile, emihlanganweni engaphandle kwesikhungo, ohambweni lwebhizinisi, nasemicimbini yeqembu yomphakathi. Ukuze uthole ulwazi olwengeziwe, bheka [Inqubomgomo Yomhlaba Wonke Ye-PMI Emelene Nokucwasa Nokuhlukumeza Abanye.](#)



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Izinsiza



Khumbula

Ukuhlukumeza kungenzeka ngezindlela eziningi. I-PMI ivimbela zonke izinhlobo zokhlukumeza, kuhlangukise nalokhu okulandelayo, kodwa akupheleli lapha:

Ukukhuluma okungafanele, njengeziteketiso zamagama; amahlanya noma izinkulumo zokwedelela; amazwi okucwasa; izinkulumo ezingafanele ngomzimba womuntu, ibala, izici zomzimba, noma ukubukeka; ukunxenxelwa ucansi okungafuneki, izimemo, noma ukuphawula ngocansi;

Ukuziphatha okubonwayo noma okubhaliwe, njengemiyalezo ethunyelelwayo yokwedelela kanye/noma egudlisela ucansi, imiyalezo esheshayo, ama-imeyili, ama-tweet, kanye nokufaka izinto ku-inthanethi; ama-poster, izithombe, opopayi, imidwebho, izimpawu ezicasulayo; noma izenzo ezisongelayo, ezisabisayo noma zobutha ezihlobene nanoma yiziphi izici ezivikelekile; noma

Ukuziphatha okungafanele ngokoqobo, njengokuhlasela, ukubuka umzimba womuntu ngokumyenga, ukuziphatha okungafanele ngokomzimba, noma ukuma uvimbe indlela evamile yomuntu.

Yini okumele ngiyenze?

UMBUSO

Ithimba lami lizwana ngempela futhi lithanda ukwenza amahlanya. Muva nje lokhu sekuye kwaphuma esandleni futhi sekuyezwela uma abantu benza amahlanya akhuluma ngocansi. Yini okumele ngiyenze? Angifuni ukudala izinkinga.

IMPENDULO

Akuvumelekile ukwenza amahlanya akhuluma ngocansi noma acwasa ngokobulili. Kufanele utshele umphathi wakho ngalokhu, obambisene naye ebhizinisini le-P&C, noma [Ithimba Lokuziphatha Nokuthotshelwa Komthetho](#).



Isiko lethu nezimiso zendlela efanele yokuziphatha

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Izinsiza

Ukugcina indawo yokusebenza iphephile, inempilo, futhi ivikelekile

Senza ukuphepha, impilo, nokuvikeleka kuze kuqala noma kuphi ngaso sonke isikhathi.



I-PMI izibophezele ukuhlinzeka ngendawo yokusebenza ephephile, enempilo nevikelekile ezisebenzisi zethu, izinkontileka, izivakashi, nabanye abaxhumana nathi phakathi nosuku. Sibeka kuqala impilo, ukuphepha nokuvikeleka ngaphambi kwemigomo yebhizinisi futhi sithatha izinyathelo zokususa nokugwema izimo ezingaphephile nokuvikela imisebenzi yethu, izakhiwo, impahla nesithunzi.

Sikhuthaza indawo yomsebenzi nesiko elithuthukisa inhlalakahle engokomzimba nengokwengqondo yezisebenzi zethu.



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Izinsiza

Khumbula

- ✓ **Beka ukuphepha kuqala.** Siyavikelana ekulimaleni ngokulandela zonke iZinqubomgomo Zenkampani zokuphepha, imithetho nemithethonqubo.
- ✓ **Zazi futhi ulandele izinqubo zokusabela ezimweni eziphuthumayo.** Kubalulekile ukwazi ukuthi kumele wenzeni uma kunezimo eziphuthumayo, njengomlilo, inhlekelele yemvelo, noma isigameko sokuphepha, bese ulandela zonke izinqubo ngendlela ehlelekile ungatatazeli.
- ✓ **Bika ubungozi, izingozi, ukulimala, nokuziphatha ngendlela engaphephile.** Kubike njalo ukulimala, izingozi ezicishe zenzeka, izimo ezingaphephile, izingozi zempilo, ukuphepha noma ukuvikeleka, kuhlanganise izingozi zemvelo kanye nezinsongo noma izenzo zodlame, kumphathi wakho noma [ethimbeni Lokuphepha Nokumaketha le-PMI](#).
- ✓ **Ungalinge usebenzise kabi utshwala, izidakamizwa, noma okufana nakho emsebenzini.** Lolu hlobo lokuziphatha aluvumelekile kwa-PMI. Okunye, ukusebenzisa, ukudayisa noma ukuphatha izidakamizwa ezingemthetho akuvumelakanga kwa-PMI.
- ✓ **Ungalokothi ulethe izikhali emsebenzini** Ngaphandle uma kugunyazwe ngokuqondile yiNkampani (isibonelo, abasemnyangweni wezokuphepha), akuvumelekile ukuphatha izikhali emsebenzini noma ukuziphatha ube wenza umsebenzi we-PMI.



Yini okumele ngiyenze?

UMBULO

Ngisebenza njengengxenyane yeqembu futhi muva nje omunye esisebenza naye ufike ephuze utshwala. Ngiyakhathazeka ukuthi uzoba sengozini bese elimala—noma mhlawumbe alimaze othile. Yini okumele ngiyenze?

IMPENDULO

Ukuphepha kukukho konke esikwenzayo. Lokhu kumele ukutshela umphathi wakho ngokushesha, ozoqikelela ukuthi osebenza naye akazifaki yena noma abanye engozini.



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Ukusebenzela imiphakathi yethu ngobuqotho

Izinsiza

Indlela esiwenza ngayo ngobuqotho umsebenzi wethu:



Sicabangela izidingo zomuntu ngamunye

Silwelwa ukwenza zonke izisebenzi zizizwe zamukelekile. Sihlinzeka ngezindawo zokuhlala ezifanele ezivumelana nezidingo nezitayela zomuntu ngamunye.



Hlonipha abamelela izisebenzi

Siyawahlonipha amalungelo ezisebenzi okujoyina noma okungajoyini, izinyunyana zohwebo nezinhlangano zezisebenzi ezithandwa yizona, futhi siyaliqaphela nelungelo lokufaka isicelo sokukhushulelwa iholo njengeqembu. Sikhuthaza ukusebenzisana ngokubambisana, izingxoxo, nokubambisana ezindabeni ezivamile nezisebenzi zethu futhi ngendlela efanele nabameleli bazo abakhethwe ngokufanele.



Ukuhlonipha ukuzibophezela kwethu ukunaka amalungelo abantu

Sihlonipha amalungelo omuntu ngamunye okungenzeka siwathinte, kuhlangukise nezisebenzi ezisohlwini lwabaphakeli. Siyakwenqabela ukusetshenziswa kwezingane, izisebenzi eziphoqelelwe noma ezishushumbisiwe, nanoma yiluphi uhlobo lobugqila.



Ungazibandakanyi noma ubekezelele ukucwaswa, ukuhlukunyezwa noma ukwesatshiswa

Siyabahlonipha futhi siyabacabangela abanye ngamazwi nangezenzo zethu. Siphatha bonke ngokulingana, senze ngokufanele izinqumo ezithinta umsebenzi, singabonisi ukukhetha ngokubheka izici ezivikelwe zomuntu ngamunye. Asizibandakanyi noma sibekezelele ukudelela, ukululaza, noma ukuhlukumeza.



Hlinzeka ngezimo zokusebenza eziphephile, ezinempilo nezivikelekile

Siqinisekisa ukuthi izisebenzi, osonkontileka, izivakashi, nabanye esihlangana nabo ngomsebenzi wezebhizinisi basendaweni epephile, enempilo nevikelekile. Sikhuthaza indawo yokusebenza noma isiko eliqhakambisa inhlalakahle ngokomzimba, ngokomzwelo nokomphakathi.



Khuluma

Uma sibona okuthile okungalungile—noma okungase kube okungalungile—[siyakhuluma](#) futhi sithathe isinyathelo.

Ukusebenza ngobuqotho ezimakethe zethu



Isiko lethu nezimiso zendlela efanele yokuziphatha

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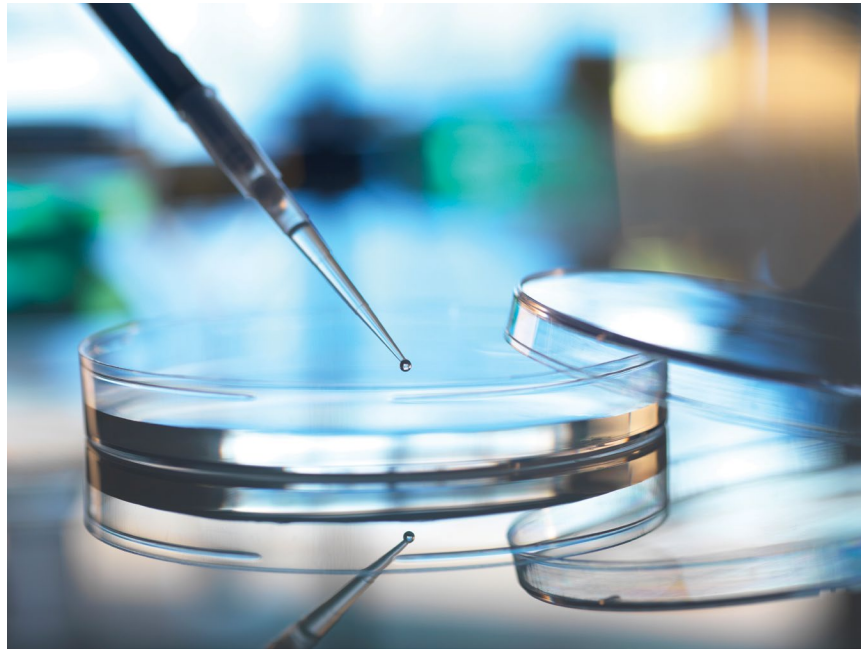
Ukusebenzela abanini-masheya bethu ngobuqotho

Ukusebenzela imiphakathi yethu ngobuqotho

Izinsiza

Ukuhlinzeka imikhiqizo yezinga eliphezulu

Sizibophezele ukuhlinzeka imikhiqizo yezinga eliphezulu.



Silwelwa ukwenza okusezingeni eliphezulu kakhulu. Yonke imikhiqizo ye-PMI iklanywe, yakhiqizwa, yanakekelwa, futhi yadayiswa ngokuvumelana nemithetho-nqubo yangaphandle, imithetho yangaphakathi nokugxila okuqhubekayo ekuhlangabezani nalokho okulindelwe umthengi.

I-PMI itshala izimali kwezesayensi, kwezobuchwepheshe, nasendleleni yokulawula okujulile ukuze yenze ucwaningo, izivivinyo, umkhiqizo, nokuqapha ikhwalithi nokwengamela ukuze kuqinisekiswe ukuthi ingxenye ngayinye yenqubo yokukhiqiza ifinyelela izinjongo zayo futhi yanelise abathengi bethu.



Isiko lethu nezimiso zendlela efanele yokuziphatha

Ukuba Abanikazi BoMthetho Wethu

Ukubuza imibuzo nokubika izinto ezikhathazayo

Ukusebenza ngobuqotho ezindaweni zethu zokusebenza

Ukusebenza ngobuqotho ezimakethe zethu

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Ukusebenzela imiphakathi yethu ngobuqotho

Izinsiza

Ukumaketha imikhiqizo yethu enogwayi ne-nicotine ngendlela ebonisa ukuphusa komqondo

Sikhangisa futhi sithengise imikhiqizo yethu ebhenywayo nengenayo intuthu ngendlela ephusile, futhi siyithengisela abantu abadala kuphela.



Ubuqotho bungumgogodla wendlela esiqhuba ngayo ibhizinisi lethu. Sineqiniso futhi asenzi yinoma kanjani ekudayiseni kwethu futhi asifihli lutho mayelana nezinga lobungozi bemikhiqizo yethu. Siyabatshela abathengi bethu ngemiphumela yemikhiqizo yethu equkethe ugwayi ne-nicotine empilweni, kubandakanye, nalapho kuvunyelwe ngumthetho, izinzuzo ezingaba khona zokushintshela emikhiqizweni yethu engayikhiphi intuthu. Zonke izikhangiso kanye namaphakethe ezinto ezisetshenziswayo kumele abe nezexwayiso zempilo eziya kubathengi, ngisho noma kungeyona imfuneko engokomthetho.

Ukudayiswa kwemikhiqizo yethu equkethe ugwayi ne-nicotine kuhloselwe abathengi bethu abangabantu abadala. Asibakhuthazi abangabhemi ukuba baqale ukubhema noma ukusebenzisa imikhiqizo yethu. Sikubeka kucace ukuthi ukuyeka ugwayi ne-nicotine yikona okungcono kakhulu. Asikhiqizi imikhiqizo yethu noma siyidayise ngendlela engase ihehe izingane ngokukhethekile.

Ukuze uthole ulwazi olwengeziwe, bheka Izinqubomgomo ze-PMI ezimayelana [Nokuklama, Ukukhangisa Nokuthengisa Imikhiqizo Ebhenywayo Enogwayi](#) kanye [Nemiklamo, Ukukhangisa Nokuthengisa Imikhiqizo Engabhenywa Enogwayi](#).

Khumbula

Izindlela ze-PMI zokukhangisa emhlabeni jikelele zilandela izimiso eziyinhloko ezine:

- 1 **Sikhangisa futhi sithengise imikhiqizo yethu kuBantu Abadala.**
- 2 **Siyabaxwayisa abathengi ngezingozi zempilo zemikhiqizo yethu.**
- 3 **Izikhangiso zethu zineqiniso futhi zinembile.**
- 4 **Siyawuhlonipha umthetho.**



Isiko lethu nezimiso zendlela efanele yokuziphatha

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Ukusebenzela imiphakathi yethu ngobuqotho

Izinsiza

Ukusebenzisa isayensi abantu abanga-yethemba

Senza umsebenzi wethu wesayensi ngendlela eqondile, eqinile futhi esobala.



Ukuthembeka kwesayensi yethu kuyisisekelo sempumelelo yethu. Senza izinqumo ezisekelwe ekucwaningeni kwesayensi okuqhutshwa ngobuqotho, ukungafihli, nangokunembile. Silandela izinqubo ezingcono kakhulu zokusebenza ezindleleni zesayensi, ukulawula okusezingeni eliphezulu nokubukeza okuningana kokuqiniseka ukuthi imininingwane yethu iqinile, iphelele futhi singayethemba. Sishicilela esikutholile futhi sikhuthaza ngamunye ukuba azihlolele bese eqinisekisa indlela yethu nemiphumela.

Khumbula ukuthi



Kwa-PMI, sikhuthaza ososayensi bethu ukuba basebenze ngokuzimela futhi bangesabi ukusho abakucabangayo. Asithathi indlela enqamulelayo emsebenzini wethu wesayensi.



Silandela izinqubo eziqinile zokubukeza ngaphambi kokushicilela imiphumela yesayensi ezincwadini ezibukezwe abanye abasemkhakheni ofana nowethu.



Isiko lethu nezimiso zendlela efanele yokuziphatha

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Ukusebenzela imiphakathi yethu ngobuqotho

Izinsiza

Ukusebenza nabahlinzeki

Sisebenza nabahlinzeki abavumelana nezibopho zethu ngobuqotho.



Silindele ukuba bonke abahlinzeki bethu balandele uMthetho wethu futhi bathobele [Izimiso Zokuthola Impahla Ngendlela Efanele](#) nalokho okukhulunywa ngakho ezivumelwaneni, kanye nezinye izimfuneko eziqondene nale mboni nemihlahlandlela esiyinikezayo, efana nalona othi [Imikhuba Emihle Kwezolimo \(Good Agricultural Practices - GAP\)](#) nalona othi [Imikhuba Yokusebenza Kwezolimo \(Agricultural Labor Practices - ALP\)](#).

Khumbula

[Izimiso Zokuthola Impahla Ngendlela Efanele \(RSP\)](#), ziyisisekelo sokubambisana kwethu Nabahlinzeki bethu Nophathina abasohlwini lwabahlinzeki. Zicacisa izimfuneko eziqinisekisa ukuhlinzeka isikhathi eside futhi okusekekayo, okuvikela umhlaba, futhi kuthuthukise indlela yokuziphilisa kulabo esisebenzisana nabo ekuhlinzekeni.

I-RSP ihambisana noMthetho wethu futhi zibeka izimfuneko zokuthi uMhlinzeki okumele okungenani anamathele kuzo ukuze asebenze ne-PMI.

Sonke sinesibopho sokwazi nokusekela i-RSP ukuze kuqinisekiswe ukuthi i-PMI iyakwazi ukubona nokulindela ubungozi obuhlobene noMhlinzeki.



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Ukusebenzela imiphakathi yethu ngobuqotho

Izinsiza



Ukunganda ukufumbathisa nokukhwanibanisa

Asifumbathisi muntu, noma kuphi, nganoma isiphi isizathu.



I-PMI iyakwenqabela ukufumbathisa nokukhwanibanisa. Akumele silokotho sizame ukuthonya ngokungafanele noma siguqule umgomo Weziphathimandla Zikahulumeni, Abantu Abazimele, noma ezinye izinhlangano eziseceleni esenza nazo ibhizinisi. Ngaso sonke isikhathi senza izinqumo ezikahle nezingeqisi lapho sinikeza noma samukela okuthile okuyigugu.

Zonke izisebenzi zakwa-PMI, abaqondisi, izikhulu, abahlinzeki, ama-ejenti noma izinhlangano eziseceleni ezisebenzela thina, noma ngabe zikuphi, kumele zithobele umthetho okhona omelene nenkohlakalo, kuhlanganise ne-U.S. Foreign Corrupt Practices Act.

Amabhuku ethu siwagcina enembile kanye namarekhodi ohwebo lwebhizinisi lethu ngokuvumelana nemithetho nemithetho-nqubo ekhona, kuhlanganise nanoma yini enenani elikhulu enikezwe Iziphathimandla Zikahulumeni.

Ukuze uthole ulwazi olwengeziwe, hlola [Inqubomgomo Ephelele Ye-PMI Emelene Nenkohlakalo](#).



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Izinsiza



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Ukusebenzela imiphakathi yethu ngobuqotho

Izinsiza

Okufanele Nokungafanele Ukwenze Ekulwisaneni Nenkohlakalo

OKUFANELE UKWENZE:

- ✓ Dalula futhi uthole zonke izimvume ezifuneka kusengaphambili Zezipho, Zohambo, Nezokwamukelwa Kwezihambi.
- ✓ Hlola ngokucophelela lapho usebenza nezinhlangano eziseceleni ezixhumana Neziphathimandla Zikahulumeni egameni le-PMI.
- ✓ Bhala zonke izinkokhelo nezindleko ngokunembile ezincwadini nakumarekhodi ethu.

OKUNGAFANELE UKWENZE:

- ✗ Unganikezi lutho olunenzuzo oluthonya ngokungafanele noma luguqule izinqumo eziphusile zebhizinisi nabanye abantu, ikakhulukazi iZiphathimandla ZikaHulumeni.
- ✗ Ungalokothi unikeze ngemali noma okunye okunjengayo.
- ✗ Ungayenzi inkokhelo yokwenza izinto zisheshe, ngisho noma kuzoba nemiphumela emibi ebhizinisini.
- ✗ Ungasebenzisi inkampani eseceleni ukwenza izinkokhelo ezingafanele noma ukwenza izinto ezephula umthetho.



Khumbula



Kwa-PMI, sithola umsebenzi ngenxa yekhwalithi yemikhiqizo yethu namathalente abantu bakithi. Asizibandakanyi kunoma iluphi uhlobo lokufumbathisa noma lokukhwabanisa, ngisho noma kungasho ukuvaleka kwamathuba omsebenzi noma ukwehluleka ukuqeda umsebenzi ngesikhathi.

UMBUZO

Yini okumele ngiyenze?

Ngithumela isiphakamiso kuyi-ejenti kahulumeni. Umngani wami wenze isiphakamiso sokuthi uma ngimemela isikhulu sikahulumeni esizokwenza isinqumo ngalolu daba esidlweni sasemini esitolo sokudlela esiphambili kungaba usizo ekutholeni umphumela omuhle. Ingabe lokhu kulungile?

IMPENDULO

Cha. Lokhu ukufumbathisa. Nakuba kuvumelekile ukuhlangana nesikhulu sikahulumeni ukuze kuxoxwe ngesiphakamiso sethu, akulungile ukusinika izinto zikanokusho ukuze sithonye isinqumo saso. Sithonya ngalokho esikushoyo okunamandla, hhayi ngobukhazikhazi bempatho esisinika yona. Noma yiziphi izenzo zomusa esizenzela izikhulu zikahulumeni kumele zihlangabezane nezimfuneko [Zenqubomgomo Ephelele Ye-PMI Emelene Nenkohlakalo](#) kanye Nezimiso nezinqubo ezihlobene.



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Ukusebenzela imiphakathi yethu ngobuqotho

Izinsiza

Ukuqhudelana ngobuqotho nangobulungiswa

Siphumelela emakethe okuqhudelwana kuyo ngobulungiswa.



I-PMI iqhudelana ngekhwalithi yomkhiqizo, ukuphawula kwabathengi, ukusungula nangentengo. Asilokothi sakhe umfelandawonye nesiqhudelana nabo ukuze sivumelane ngentengo, sihlukaniselane abantu esibadayiselayo, sidube abahlinzeki esingabafuni noma sishintshe imakethe ngendlela engafanele.

Asixoxisani nesiqhudelana nabo ngentengo, ukwethulwa komkhiqizo, izinhlelo zohwebo, noma ngezinye izindaba zebhizinisini ezibucayi. Uma esiqhudelana naye ezama ukuxoxa ngendaba yokuqhudelana, siyasivala indaba, sikwenze kucace kulabo abasizungezile ukuthi asifisi ukuba nengxenye kunoma yiziphi izivumelwano ezibulala ukuqhudelana.

Simane nje siqoqe futhi sisebenzise imininingwane ngesiqhudelana nabo ngendlela engawephuli umthetho futhi ehambisana nokuziphatha okwamukelekile.

Ukuze uthole ulwazi olwengeziwe, bheka [Inqubomgomo Ephelele Ye-PMI Ngokuqhudelana](#).

Khumbula

Ukuhlale sixhumana nesiqhudelana nabo kungadala izingozi ezingokomthetho. Uma usengxoxweni noma emhlanganweni lapho eniqhudelana nabo bekhona bese omunye eqala ukukhuluma ngamanani noma ngeminye Imininingwane Yokuqhudelana Ebucayi, kumele:

- ✓ Uyinqamule ingxoxo edingida lezi zindaba. Ngokwesibonelo, ungase uthi, “Yima. Lezi zindaba akulungile ukuba sixoxe ngazo.”
- ✓ Shiya ingxoxo noma umhlangano uma ingxoxo ephathelene nalezi zindaba iqhubeka. Cela ukuthi ukuhamba kwakho kubhalwe emaminithini omhlangano, uma kungenjalo yenza ukuba bonke bakubone uma uhamba. (Lokhu kungenza isimo sibe muncu, kodwa nokuthula ube khona engxoxweni emayelana nokuqhudelana kungaholela ekuthwesweni icala ngaphansi kwemithetho yokuqhudelana kwabantu nezinkampani.)
- ✓ Ngokushesha bika udaba Emnyangweni Wezomthetho.

Ukuze ukwenze kahle kudingeka ucele usizo. Imithetho yokuncintisana kanye neyokungathembani iyinkimbinkimbi futhi kungaba nzima ukuyiqonda. UMnyango Wezomthetho uyakuqonda okumele kwenziwe futhi unganikeza isiqondiso.



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Ukusebenzela imiphakathi yethu ngobuqotho

Izinsiza

Ukugwema ukungqubuzana kwezintshisekelo

Senza izinqumo ezinobulungiswa neziphusile futhi sigweme ukungqubuzana kwezintshisekelo.



Izinqumo zethu eziphathelele nomsebenzi nendlela esenza ngayo imisebenzi yethu kumele kuncike njalo kulokho okungcono esingakwenzela i-PMI, hhayi ekuzizuziseni thina.

Ukungqubuzana Kwezintshisekelo kwenzeka lapho umgomo wakho ekwenzeni umsebenzi uphazanyiswa—noma ungase uphazanyiswe—okuthile okuzozusiza wena siqu, kungaba ngokwezimali, ngokomzwelo noma ngenye indlela. Uma umuntu onengqondo ezobheka lesi simo njengesilulaza ubuqotho bakho, Unokungqubuzana Kwezintshisekelo.

E-PMI, siyakugwema konke Ukungqubuzana Kwezintshisekelo, futhi lapho kungagwemeki khona, siyakulawula. Izisebenzi Ezinokungqubuzana Kwemibono kwangempela, okungase kube khona noma okucatshangelwayo kudingeka [zikudalule](#) futhi azivumelekile ukuqhubeka zizibandakanya kuleyo ndaba noma ekuthengiseni kuze kube yilapho zithola imvume efanele kubaphathi babo nakulabo ababhekelele Ukuziphatha Nokuthotshelwa Kwemithetho.

Izinhlalo Zokungqubuzana Kwezintshisekelo okungase kube khona okudingeka kudalulwe kanye nokwagunyazwa ngaphambili zihlanganisa, kodwa azigcini, kulokhu okulandelayo:

- Ukwakha ubuhlobo nesinye isisebenzi sase-PMI,
- Ukwakha ubuhlobo nomhlinzeki,
- Oyisihlobo uyikhasimende,
- Ukutshala imali kumhlinzeki,
- Ukuqashwa okunenkokhelo noma okungenayo ngaphandle kwase-PMI,
- Ukuba yilungu lebhodi ngaphandle kwase-PMI, kanye
- Nokusebenza komuntu okuseceleni nomhlinzeki we-PMI.



Isiko lethu nezimiso zendlela efanele yokuziphatha

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Ukusebenza ngobuqotho ezimakethe zethu

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Ukusebenzela imiphakathi yethu ngobuqotho

Izinsiza



Ngemva kokuthola ukuzidalula kwakho, ababhekelele Ukuziphatha Nokuthotshelwa Komthetho bazokuthinta kanye nomphathi wakho, uma kudingeka, futhi bangase bancome izinyathelo zokunciphisa Ukungqubuzana Kwezintshisekelo. Ngemva kwalokho unesibopho sokusebenzisa izinyathelo, nesokubuyekeza ngokushesha ukuzidalula uma kuba khona noma yiziphi izinguquko ezibalulekile ezimweni lapho kukhishwe khona imvume.

Uma ababhekelele Ukuziphatha Nokuthotshelwa Kwemithetho benquma ukuthi Ukungqubuzana Kwezintshisekelo akunciphiseki, awuvumelekile ukuzibandakanya noma ukuqhubeka uzibandakanya, esenzweni noma ekuthengiselaneni.

Ukuzama ukuzilungisela Ukungqubuzana Kwezintshisekelo, kunokuba ukudalule, kungaholela ezimweni ezibeka engcupheni umgomo wakho. Ukudalula Ukungqubuzana Kwezintshisekelo nokulandela iziqondiso ezivela kwababhekelele Ukuziphatha Nokuthotshelwa Kwemithetho kuzokuvikela. Ukuthola ulwazi olwengeziwe Ngokungqubuzana Kwezintshisekelo, bheka

[Inqubomgomo ye-PMI Yomhlaba Wonke Yokungqubuzana Kwezintshisekelo.](#)



Isiko lethu nezimiso zendlela efanele yokuziphatha

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Ukusebenzela imiphakathi yethu ngobuqotho

Izinsiza



Indlela yokudalula Ukungqubuzana Kwezintshisekelo okukhona noma okungenzeka

Inqubo yokudalula Ukungqubuzana Kwezintshisekelo ilula, iyimfihlo futhi inobulungiswa. Ungasebenzisa [uhlelo lokudalula](#) noma uthinte [Abezokuziphatha Nokuthotshelwa Kwemithetho](#) ngokuqondile ukuze udalule ukungqubuzana. Kubalulekile ukukhumbula, nokho, ukuthi awuvumelekile ukuqhubeka uzibandakanya kuleso senzo noma ukuthengiselana kuze kube yilapho usuthole imvume efanele evela Kwabezokuziphatha Nokuthotshelwa Komthetho.

Yini okumele ngiyenze?

UMBUZO

Indodana yami inebhizinisi elincane lokuphrinta amaphepha futhi ingathanda ukuba umhlinzeki we-PMI. Ngisebenza kwiphrojekthi edinga ukuba siphrinte eminye yemininingwane ngenxa yomkhankaso wezokuxhumana. Ngingamnikeza yini leli bhizinisi?

IMPENDULO

Cha. Uma unobuhlobo nomhlinzeki noma nomuntu ongase abe umhlinzeki we-PMI, awukwazi ukubandakanyeka nganoma iyiphi indlela ekugunyazeni, ekuphatheni, noma ekuthonyeni ubudlelwane be-PMI nalelo bhizinisi. Kufanele ukudalule lokhu Kungqubuzana Kwezintshisekelo okungase kwenzeke uma ibhizinisi lendodana yakho likhethwa ukuba umhlinzeki we-PMI esikhathini esizayo.



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Ukusebenzela imiphakathi yethu ngobuqotho

Izinsiza

Ukulwa nokukhwabaniswa kwemali nokuhweba okungekho emthethweni

Sisiza ekugwemeni ukuthengiswa okungemthetho kwemikhiqizo yethu kanye nokusetshenziswa kabi kwezinsiza zethu.

I-PMI ayikukhuthazi, ikushalazele, yenze kube lula noma isekele izinto ezingekho emthethweni, ukukhwabanisa imali, noma ukungakhokhi intela.

Sizimisele ukwenza ibhizinisi kuphela nabantu nezinhlango ezibambisana nentela kahulumeni, ezokuphuma nokungena kwempahla, kanye nemithetho yokuhweba, ukuthengisa imikhiqizo yethu ezimakethe ezihlosiwe kanye nokuchaza ukuzibophezela kwethu ukugwema ukuphambukiswa kwemikhiqizo ye-PMI.

Sisebenza nohulumeni ukuze sivimbele ukuthengiswa ngokungemthetho kwemikhiqizo yethu futhi siqhubekele phambili nokuthuthukisa ukulawula umzila wethu wokuhlinzeka, njengokulandelela imikhiqizo nezindlela zokufuna. Sisebenza nabakhiqizi abaseceleni, ezokuthuthwa kwempahla, ama-distributor, izitolo zempahla, kanye nabathengi ukuze sisebenzise lezo zindlela zokulawula. Bheka [Inqubomgomo Ye-PMI Yomhlaba Wonke Ethu Yazi Amakhasimende Akho Nemelene Nokuthunyelwe Kwempahla Endaweni Enganembile](#) ukuze uthole ulwazi olwengeziwe.

I-PMI ayikubekezeleli, ikwenze kube lula noma isekele ukukhwabanisa imali, ukungakhokhi intela noma eminye imisebenzi engekho emthethweni ehlanganisa ukusetshenziswa kwemikhiqizo nempahla yeNkampani. Sisungule izinqubo zokuthola nokuvimbela imisebenzi engekho emthethweni, njengokungakhuthazi ukukhokha ngokheshi ukuze ugweme ukuzithola sewamukela imali engase ibe umphumela wobugebengu, nokufuna ukuba ukukhokhelana kwenziwe nomuntu noma nenhlango okwenziwe inkontileka nayo, ngokuvumelana nezinhlelo okuvunyelwenwe ngazo zokukhokha. Ukuze uthole ulwazi olwengeziwe, bheka [Inqubomgomo Ye-PMI Yomhlaba Wonke Yezinhlobo Ezamukelekile Zokukhokha](#).

Khumbula



Ukuwasha imali kuyinoma yikuphi ukuhweba ngemali lapho izigebengu, kuhlango nezinhlangano zamaphekula, bezama ukufihla izimali, imithombo yemali noma isimo sezenzo ezingekho emthethweni. Ukuwasha imali kuphumelelisa izenzo zobugebengu ezisabalele nezomshoshaphansi futhi kusongela ubuqotho besimiso esingokwezimali.



Isiko lethu nezimiso zendlela efanele yokuziphatha

Ukuba Abanikazi BoMthetho Wethu

Ukubuza imibuzo nokubika izinto ezikhathazayo

Ukusebenza ngobuqotho ezindaweni zethu zokusebenza

Ukusebenza ngobuqotho ezimakethe zethu

Ukusebenzela abanini-masheya bethu ngobuqotho

Ukusebenzela imiphakathi yethu ngobuqotho

Izinsiza

Ukwenza ibhizinisi ngobuqotho

Siyaphumelela emhlabeni
wonke ngokuhola ngobuqotho
nokulandela imithetho
yokuhweba yomhlaba wonke.



Njengenhlangano yase esebenza emazweni ahlukahlukene, silandela imithetho nemithetho-nqubo yokuhweba yomhlaba wonke, okuhlanganisa ukuhweba nezijeziso kwezohwebo nezomnotho ezilawulwa Umnyango wase-U.S weHhovisi Lomgcinimafa Wokulawulwa Kwezimpahla Zangaphandle kanye Nomnyango Wezwe wase-U.S.

Izinhlelo zokujezisa ziyakuvimbela ukuhweba nokusebenzisana namazwe athile, izindawo, izinhlangano, imikhumbi, kanye nabantu ngabanye. Lokhu kungahlanganisa ukuvimbela ukuhweba, ukunqatshelwa kokuhamba, noma ukumiswa kokuhamba noma kokudluliswa kwezimpahla. Sivikela Inkampani nomphakathi womhlaba wonke ngokuvumelana nalokhu, nangokwenza ukuhlola mayelana nokujeziswa kanye nokuhlola okunye ukunakekela ngaphambi kokwenza ibhizinisi nomhlinzeki noma ikhasimende.

I-PMI ayibambi iqhaza ekudubeni okungekho emthethweni kwamanye amazwe. Izisebenzi akufanele zihlanganyele kunoma yisiphi isenzo esihambelana nokuduba okungekho emthethweni kwamanye amazwe okungavunyelwe uhulumeni wase-U.S.

Ukuze uthole ulwazi olwengeziwe, bheka [Inqubomgomo Ephelele Ye-PMI Ethi Bazi Abathengisi Bakho](#), [Inqubomgomo Ephelele Ye-PMI Yezinhlobo Ezamukelekile Zokukhokha](#), kanye [Nenqubomgomo Ephelele Ye-PMI Emelene Nenkohlakalo](#).

Khumbula



Njengenhlangano yase esebenza emazweni ahlukahlukene, izinhlangano nezisebenzi ze-PMI kungase kudingeke zivumelane nemithetho nemithetho-nqubo yokujezisa yase-U.S, kanye nalabo abakunoma yiliphi elinye igunya elisebenzayo.

Imithetho yokuhweba yamazwe ingasebenza olwazini, kwezobuchwepheshe empahleni ewubuciko, ngisho nasempahleni engokoqobo.



Isiko lethu nezimiso
zendlela efanele
yokuziphatha

Ukuba Abanikazi
BoMthetho Wethu

Ukubuza imibuzo
nokubika izinto
ezikhathazayo

Ukusebenza
ngobuqotho
ezindaweni zethu
zokusebenza

**Ukusebenza
ngobuqotho
ezimakethe zethu**

Ukusebenzela
abanini-masheya
bethu ngobuqotho

Ukusebenzela
imiphakathi yethu
ngobuqotho

Izinsiza

Ukwenza ibhizinisi nohulumeni

Siyalazisa ilungelo lokusebenza nohulumeni kanye nemithwalo ehambisana nalo.



Ukwenza ibhizinisi nohulumeni wasendaweni nokazwelonke noma kuphi emhlabeni kuhambisana nemithwalo ekhethekile. Sigcina ukwethenjwa kwethu umphakathi ngokunamathela ngenkuthalo kule mithwalo neminye imithetho esebenzayo.

E-PMI, ukuqasha, ukugcina, noma ukwenza isivumelwano Nezisebenzi Zikahulumeni (okuhlanganisa, kodwa okungagcini, kumanxusa kahulumeni, izinhlango eziphethwe futhi ezilawulwa uhulumeni, nezinhlangano zomphakathi kanye nezisebenza emhlabeni jikelele) noma Iziphathimandla ZikaHulumeni kungasihlinzeka ngokuqonda kanye namathuba. Nokho, lokhu kungaholela ekwandeni kwezingozi zokukhwabanisa. Ukuze kugwenywe lokhu, siqasha kuphela, sigcine noma senze izivumelwano Nezisebenzi ZikaHulumeni noma Izikhulu ZikaHulumeni ngesidingo esisemthethweni sebhizinisi, ngenani elifanelekile lokuthenga, neziqo ezibhalwe phansi.



Isiko lethu nezimiso zendlela efanele yokuziphatha

Ukuba Abanikazi BoMthetho Wethu

Ukubuza imibuzo nokubika izinto ezikhathazayo

Ukusebenza ngobuqotho ezindaweni zethu zokusebenza

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Ukusebenzela imiphakathi yethu ngobuqotho

Izinsiza



Isiko lethu nezimiso zendlela efanele yokuziphatha

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Ukusebenzela imiphakathi yethu ngobuqotho

Izinsiza

Indlela esisebenza ngayo ngokwethembeka endaweni yethu yokuhweba:



Sisebenzisa izindlela eziqondile, zesayensi eziqashelwa emhlabeni wonke, futhi silandela iziyalezo zangaphandle nezimiso zangaphakathi

Silandela izindlela eziqinile zokulawula ikhwalithi ukuze siqiniseke ukuthi imininingwane yethu yesayensi inembile. Sithembekile futhi asinamfihlo, sihlose nokuqhubeka sifunda futhi sithuthukisa indlela esisebenza ngayo. Sakha imikhiqizo sisebenzisa imithetho Yemikhuba Emihle Yaselebhu kanye Nemikhuba Emihle Yokwelapha Ngomuthi, futhi sihamba phambili ekwakheni izindlela ezintsha uma zingekho.



Sikhangisa imikhiqizo yethu ngendlela efanele

Sihlale sithembekile futhi sisebenzisa kuphela imininingwane yomkhiqizo kanye nezimangalo ezisekelwe emaqinisweni asekelwe ebufakazini obuqinisekile. Silandela ngokuzithandela izindlela ezifanele zokukhangisa, size senze nalokho umthetho ongakufunanga.



Sisebenza nabahlinzeki namakhasimende azibophezele ekubeni qotho

Silindele abahlinzeki bethu ukuba balandele [Izimiso zethu Zokuthola Impahla Ngendlela Efanele](#) kanye nezimfuneko eziqondile zomkhakha Indlela Yokuziphatha Kahle Kwezolimo kanye Nenkambiso Yezindaba Zokusebenza Kwezolimo. Silandela [Inqubomgomo Etho Mazi Umthengisi Wakho](#) ukuze siqinisekise ukuthi siyavumelana nezinhlelo zokujezisa ezisebenzayo. Ngezikhathi ezithile senza uphenyo ngokucophelela kubahlinzeki ukuze siqinisekise ukuthi siyakuqaphela okusolisayo.



Asilokothi sithonye ibhizinisi ngendlela engafanele

Asiphisani, sihlizzeke, sicele, sithembise, sikhokhe, noma sigunyaze noma yini yenani elikhulu engase ithonye ngokungafanele noma ibe nethonya ezinqumweni zebhizinisi Zeziphathimandla Zikahulumeni, Abantu Abazimele, kanye nezinkampani zangaphandle. Sikhuthele futhi siyacophelela lapho sixhumana Neziphathimandla Zikahulumeni.



Sihlale sikudalula Ukungqubuzana Kwezintshisekelo okungase kube khona

Sidalula Ukungqubuzana Kwezintshisekelo okungase kube [khonaKwabomnyango Wokuziphatha Nokuthotshelwa Komthetho](#). Sihlale siphaphamele izimo ezingaholela Ekungqubuzaneni Kwezintshisekelo, nalapho ubudlelwane noma imisebenzi yethu ingase ithonye ukwahlulela kwethu.



Siyakuvimba ukushushumbisa

Siqapha ubuningi bezinto ezithengwa amakhasimende ukuze sithole izenzo ezingekho emthethweni. Sithatha isinyathelo uma sisola ukuphambukiswa kwemikhiqizo yethu.



Sibika izicelo zokubhoykhotsha

Sibika noma yisiphi isicelo sokubamba iqhaza ekubhoykhotsheni [EMnyangweni Wezomthetho](#).



Khuluma

Uma sibona okuthile okungalungile—noma okungase kube okungalungile—[siyakhuluma](#) futhi sithathe isinyathelo.

Ukusebenzela abanini-masheya bethu ngobuqotho



Isiko lethu nezimiso
zendlela efanele
yokuziphatha

Ukuba Abanikazi
BoMthetho Wethu

Ukubuza imibuzo
nokubika izinto
ezikhathazayo

Ukusebenza
ngobuqotho
ezindaweni zethu
zokusebenza

Ukusebenza
ngobuqotho
ezimakethe zethu

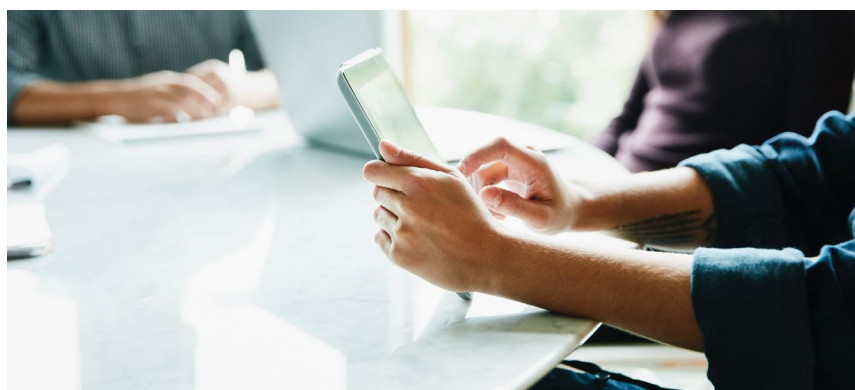
**Ukusebenzela
abanini-masheya
bethu ngobuqotho**

Ukusebenzela
imiphakathi yethu
ngobuqotho

Izinsiza

Ukugcina amarekhodi ebhizinisi anembile

Sivikela futhi sinakekele ngendlela efanele Imininingwane Yenkampani.



Zonke izisebenzi zinomthwalo wokunakekela Imininingwane Yenkampani ezimakethe nasemisebenzini yazo. Imininingwane Yenkampani yimpahla—okufanele siyiphathe futhi siyiqaphe ngokusezingeni eliphakeme le-PMI.

Ukugcina amarekhodi aqondile nanokwethenjela kubaluleke kakhulu ukuzwe kulondolozwe ukwethenjwa kwebhizinisi lethu. Irekhodi Lenkampani yimininingwane okufanele igcinwe inkathi ethile ukuze kugcinwe imfuneko yangaphakathi yebhizinisi noma isidingo sangaphandle. Amarekhodi angaba ngezindlela eziningi, kuhlanganisa ama-imeyili, amafayili agcinwe ku-computer noma angamaphepha.

Abanini-masheya bethu, esibambisene nabo ebhizinisini, abalawuli, labo abaxhasa ngokwezimali, kanye nokusetshenziswa Kwemininingwane Yenkampani emphakathini, okuhlanganisa imibiko yezimali, ukuze kuvele isithombe esifanele nesinembile sebhizinisi lethu. Laba babambiqhaza bancike emininigwaneni eqondakalayo neqondile futhi elula ukuze baqonde imiphumela yezimali zethu nalapho ibhizinisi lethu eliya khona. I-PMI izinikele ekurekhodeni, ukucubungula, nokuhlaziya Imininingwane Yenkampani, ehlanganisa imininigwane yezimali, ngokuqondile nangokuvumelana nemithetho esebenzayo nemithetho-nqubo.

Sisebenzisa Izigaba Zokuhlukaniswa Kobumfihlo ukulawula Imininingwane Yenkampani ngendlela efanele, okuvumela i-PMI ukuba yenze izimfuneko zebhizinisi ezisemthethweni, ikhuthaze ukusebenza ngokugcwele, futhi isize ekugwemeni ukudalulwa kwemininingwane okungagunyaziwe. Ngendlela efanele, i-PMI inegunya [Leshejuli Yokulonda AmaRekhodi Enkampani](#) athize. Izisebenzi kulindlelele ukuba zilonde futhi zilahle amadokhumenti, njengoba kufaneleka, uma zingekho Izaziso Zokugcina Ezingokomthetho kulokhu. Bheka [Inqubomgomo Ye-PMI Yomhlaba Wonke Emayelana Nokulawula Imininingwane YeNkampani](#) ukuze uthole imininigwane eyengeziwe.



Isiko lethu nezimiso zendlela efanele yokuziphatha

Ukuba Abanikazi BoMthetho Wethu

Ukubuza imibuzo nokubika izinto ezikhathazayo

Ukusebenza ngobuqotho ezindaweni zethu zokusebenza

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Ukusebenzela abanini-masheya bethu ngobuqotho

Ukusebenzela imiphakathi yethu ngobuqotho

Izinsiza



Isiko lethu nezimiso zendlela efanele yokuziphatha

Ukuba Abanikazi BoMthetho Wethu

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Ukusebenzela imiphakathi yethu ngobuqotho

Izinsiza

Khumbula



Gcina Amarekhodi Enkampani ngokuvumelana Neshejuli Yokulondoloza efanele. Kufanele siwalahle Amarekhodi Esikhashana uma kungasadingeki afeze inhloso yebhizinisi noma adlule kuzo zonke izimfuneko neziyalezo ezingokomthetho.



Londoloza Amarekhodi Enkampani kanye Nokwaziswa Kwenkampani lapho engaphansi Kwegunya Lokugcina Elingokomthetho. Ukuze uthole ulwazi olwengeziwe mayelana neGunya Lokugcina Igunya Lokugcina liyasebenza yini kuwe, xhumana NoMnyango Wezomthetho Nokuthotshelwa Komthetho.



Buyekeza Amarekhodi Enkampani okungenani njalo ngonyaka ukuze ubone lawo okudingeka alahlwe ekupheleni kwenkathi yawo yokulondolozwa, inqobo nje uma zingekho Izaziso Zokugcina Ezingokomthetho kulokhu.

Ukuvikela imininingwane yomuntu

Sinomthwalo wokuvikela imininingwane yomuntu esiyiqoqayo futhi siyisebenzise.



E-PMI siphethe izinhlobonhlobo ezingafani Zemininingwane Yomuntu. Imininingwane Yomuntu yinoma yimiphi imininingwane engachaza umuntu ngokuqondile noma ngokungaqondile. Lokhu kuhlenganisa imininingwane ngamakhasimende ethu, izisebenzi, abahlinzeki, namabhizinisi angaphandle.

Imithetho emhlabeni wonke iqondisa indlela esiqoqa, sicubungule, sigcine, futhi silahle Imininingwane Yomuntu ukuze sihloniphe amalungelo abantu. E-PMI, kubalulekile ukuqoqa nokucubungula imininingwane ngendlela engafihli lutho kanye nokuqinisekisa ukuphepha Kwemininingwane Yomuntu ukuze sigcine ubudlelwane nedumela lethu. Sisebenza ngokwethembeka uma sicubungula Imininingwane Yomuntu.

Khumbula



Vumelana nemithetho Yemfihlo kanye Nezinqubomgomo zethu. Hlale ucubungula Imininingwane Yomuntu ngokuvumelana nemithetho esebenzayo nangokuvumelana nezinqubo zobumfihlo bemininingwane ekahle [Nomthetho Wemfihlo Yethu Yomhlaba Wonke](#).



Bahloniphe abantu abakuleyo mininingwane. Sebenzisa inhlonipho lapho uqoqa Imininingwane Yomuntu Siqu, ngokuthatha kuphela leyo edingekayo, ngokungafihli indlela oyisebenzisa ngayo, ngokucubungula Imininingwane Yomuntu ngokomthetho nangokuphepha, nangokuyilahla lapho ingasenaso isidingo.



Qiniseka ukuthi izinhlangano zangaphandle ziyisebenzisa kahle leyo mininingwane. Ngezinye izikhathi izinhlangano zangaphandle kudingeka zisebenzise Imininingwane Yomuntu esiyiqongelelayo. Hlale uqinisekisa ukuthi ziyilonda kahle leyo mininingwane futhi siyisebenzisa ngokwethembeka.



Kubike ngokushesha noma yikuphi ukwepulwa kokuvikeleka Kwemininingwane Yomuntu okungase kwenzekwe, kungakhathaliseki ukuthi kuse-PMI noma enhlanganweni yangaphandle esebenza ne-PMI, Emnyangweni Wokuvikela Imininingwane ku soc@pmi.com.



Isiko lethu nezimiso zendlela efanele yokuziphatha

Ukuba Abanikazi BoMthetho Wethu

Ukubuza imibuzo nokubika izinto ezikhathazayo

Ukusebenza ngobuqotho ezindaweni zethu zokusebenza

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Ukusebenzela imiphakathi yethu ngobuqotho

Izinsiza

Ukuvikela impahla yethu engokwezimali

Sivikela impahla yethu engokwezimali ukuze sifeze umbono wethu wekusasa elingenantuthu.



Impahla yethu yezimali ibalulekile emsebenzini esiwenzayo we-PMI. Ixhasa imizamo yethu yokwenza ucwaningo lwesayensi kanye nokusungula imikhiqizo emisha. Siqapha impahla yethu yezimali ukuze siqhubeke sisebenza futhi sikhule.

I-PMI ineziqondiso zangaphakathi ezabelwe ukuvikela impahla yethu yezimali. Lezi ziqondiso zisiza ukuvikela nokubona ukukhwabanisa, ukugcina amarekhodi ezimali anembile, nokuvumelana nemithetho ebekiwe.

Siyaqapha endleleni esisebenzisa ngayo izimali ze-PMI, sizisebenzisa ngokuvumelana neNqubomgomo yethu, nangezizathu kuphela zebhizinisi ezisemthethweni.

Khumbula



Ukungabeki amaqiniso ngendlela efanele ngamabomu, ukwenza amarekhodi angekho noma ukusebenzisa kabi impahla yenkampani, konke kuyizibonelo zokukhwabanisa.



Isiko lethu nezimiso zendlela efanele yokuziphatha

Ukuba Abanikazi BoMthetho Wethu

Ukubuza imibuzo nokubika izinto ezikhathazayo

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Ukusebenza ngobuqotho ezimakethe zethu

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Ukusebenzela imiphakathi yethu ngobuqotho

Izinsiza

Ukuvikela imininingwane eqoqiwe

Sifeza izinto ezinkulu ngokwakha, ngokusebenzisa nangokuvikela imininingwane eqoqiwe.



Ukuvikela imininingwane yethu ku-PMI kusemqoka. Ezindimeni zethu, sakha futhi sisebenzise imininingwane eqoqiwe ehlukehlukehene. Ngokwesibonelo, singase sigcine imininingwane emafayelini ethu, endaweni yokusebenza, ezingcingweni, nakuma-server ehlanganisa Imininingwane Eyimfihlo, Impahla Ewubuciko (IP), kanye/noma imininingwane yezinhlangotho zangaphandle. Le mininingwane iyigugu futhi ingalimaza idumela lethu, inciphise intuthuko yethu noma inikeze enye inkampani ithuba lokuqhudelana nathi uma idalulwa ngendlela engafanele.

Siyaqikelela lapho siqoqa, sigcina, sicubungula, noma sisabalalisa imininingwane sisebenzisa ama-computer ethu nezinhlelo zeminingwane. Amakhompyutha nezinhlelo, kanye neminingwane eqoqiwe ekuzo ingaba sengozini uma singazithathi izinyathelo zokuyivikela. Siyaqonda futhi sisebenzisa izimfuneko zokuhlukanisa imininingwane ngezigaba ngenxa yemininingwane ebucayi, futhi siyaqinisekisa ukuthi Imininingwane Yethu Eyimfihlo noma Impahla Ewubuciko kunesivikelo ngaphambi kokuba sikwabele abanye. E-PMI, sabelana ngemininingwane kuphela lapho kunesidingo sokuba yaziwe.



Isiko lethu nezimiso zendlela efanele yokuziphatha

Ukuba Abanikazi BoMthetho Wethu

Ukubuza imibuzo nokubika izinto ezikhathazayo

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Ukusebenzela imiphakathi yethu ngobuqotho

Izinsiza

Khumbula

Siyakuhlonipha ukuba yimfihlo namalungelo empahla ewubuciko yabanye. Asilokothi sebe izimfihlo zabanye noma impahla yabo—ewubuciko noma engebona. Lokhu kusebenza ezintweni ezinkulu, njengengqubo yemfihlo yenye inkampani, nasekwenzeni izinto ezincane, njengelungelo lokukopisha isithombe esitholakala ku-Inthanethi.

Kuwumthwalo wakho ukwazi ukuthi yimiphi emininigwaneni oyilawulayo **Eyimininingwane Eyimfihlo**. Izibonelo Zemininingwane Eyimfihlo zihlanganisa lokhu okulandelayo kodwa azipheleli kokulandelayo:

- ✓ Ukucaciswa kwemininingwane yemikhiqizo emisha noma ekhona kanye nezobuchwepheshe;
- ✓ Izabiwo-zimali neminye Imininingwane Yezimali Engeyona Eyomphakathi;
- ✓ Izindlela zokukhangisa nezinye Izinto Zomkhiqizo Eziyimfihlo;
- ✓ Imininingwane Yomuntu namarekhodi;
- ✓ Imininingwane nemiphumela etholakale lapho kwenziwa Ucwangingo Lwezimakethe;
- ✓ Ucwangingo nemininigwane yezobuchwepheshe;
- ✓ Izinhlelo Zokutshala Imali;
- ✓ Izimfihlo Zemboni; kanye
- ✓ Nemininigwane Ebucayi Yokuqhudelana.



Yini okumele ngiyenze?

UMBUZO

Ngithole umyalezo we-imeyili kumuntu othi usethimbeni le-PMI lokumaketha. Ucele imvume yokungena kufayela eliqukethe imininigwane eyimfihlo yomkhiqizo. Ngokuvamile angisebenzi nethimba lokumaketha, futhi lesi sicelo sibonakala siyindida. Kodwa uma kungumuntu oku-PMI, ngiyaqiniseka ukuthi kulungile. Akunjalo?

IMPENDULO

Cha, akunjalo. Ungadluliseli imininigwane kunoma ubani ongaphakathi noma ongaphandle kweNkampani “okungadingeki ayazi.” Okokuqala kumele uqinisekise ukuthi lowo muntu uyisisebenzi sase-PMI, futhi uma kunjalo, buza umphathi wakho ukuthi le mininingwane ingadluliselwa yini kulowo muntu. Khumbula ukuthi ukuzenza izisebenzi zase-PMI yiqhinga lobugebengu elitshenziselwa ukweba imininigwane yethu.



Isiko lethu nezimiso zendlela efanele yokuziphatha

Ukuba Abanikazi BoMthetho Wethu

Ukubuza imibuzo nokubika izinto ezikhathazayo

Ukusebenza ngobuqotho ezindaweni zethu zokusebenza

Ukusebenza ngobuqotho ezimakethe zethu

Ukusebenzela abanini-masheya bethu ngobuqotho

Ukusebenzela imiphakathi yethu ngobuqotho

Izinsiza

Ukuvikela impahla yethu engokoqobo neyizinto ze- elektronikhi

Ukuvikela impahla yethu engokoqobo neyizinto ze-elektronikhi kubalulekile ekulondeni ukusebenza kwethu kwansuku zonke.



Sisebenzisa ama-computer e-PMI nohlelo lwemininingwane, njengezindawo zokusebezisa ama-desktop/laptop, imishini yenethiweki, izinto zikagesi, imishini yamathebulethi, amaselula nemishini exhume ku-inthanethi, nsuku zonke ukuze sakhe noma silonde Imininingwane Yenkampani. Impahla yethu yobuchwepheshe ibaluleke ngokulinganayo nempahla yethu engokoqobo. Lokhu kuwumgogodla womsebenzi wethu futhi kubaluleke kakhulu empumelelweni yebhizinisi lethu.

Ngamunye wethu unomthwalo wokuvikela impahla yethu engokoqobo neyobuchwepheshe. Lokhu kuhlenganisa ukulandela imithetho nezinqubo esizibekile ukulondeka. Kodwa kuphinde kuxhomeke ekwahluleleni okuhle. Sisebenzisa ingqondo ukuze siyiphathe kahle futhi siyinakekele impahla nezinhlelo zethu zokusebenza, futhi asilokothi sivumele abantu abangagunyaziwe ukuba bakusebenzise. Ukusebenzisa kabi impahla yeNkampani akuvumelekile e-PMI.

Khumbula



Ukusola ukusetshenziswa kabi kwempahla engokoqobo neyobuchwepheshe kufanele kubikwe ngokushesha [Kwabomnyango Wezokuziphatha Nokuthotshelwa Komthetho](#).



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Ukusebenzela imiphakathi yethu ngobuqotho

Izinsiza



UMBULO

Yini okumele ngiyenze?

Ngiya elivini ezodonsa izinyanga ezimbalwa. Ngingabanikeza yini engisebenza nabo imininingwane yokungena ku-PMI yami uma kwenzeka kudingeka bahlole okuthile ku-laptop yami?

IMPENDULO

Cha. Ngenxa yezizathu zokuphepha, kubalulekile ukuthi unganiki noma ubani iphasiwedi nemininingwane yakho yokungena. Ngaphambi kokuya kulivu, qiniseka ukuthi wonke amadokhumenti abalulekile angase adingwe yithimba lakho ayatholakala noma alondolozwe kufolda engatholwa kuphela “abanesidingo sokwazi”.

UMBULO

Indodana yami idinga i-laptop ukuze yenze imisebenzi yayo yesikole. Ngingayivumela yini ukuba isebenzise i-laptop yami ye-PMI uma eyami ingekho?

IMPENDULO

Cha. I-laptop ye-PMI oyisebenzisayo ingasetshenziselwa kuphela ukuqhuba ibhizinisi le-PMI. Lokhu kwenzelwa ukuqinisekisa ukuthi imininingwane eyimfihlo etholakala kalula kumanethweki e-PMI ivikelekile futhi ilondekile. Nguwe wedwa ovunyelwe ukusebenzisa i-laptop ye-PMI—umndeni wakho nabangane abagunyaziwe ukuyisebenzisa.



Isiko lethu nezimiso zendlela efanele yokuziphatha

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Ukusebenzela imiphakathi yethu ngobuqotho

Izinsiza

Ukunqanda ukuhweba kwangaphakathi

Siqhuba ibhizinisi eliqotho nelinobulungiswa ngokunqanda ukuhweba kwangaphakathi.

Lapho senza imisebenzi yethu, singase sikwazi ukufinyelela Imininingwane Engahloselwe Umphakathi okuyimininingwane umtshali zimali angase ayibheke njengebalulekile lapho enquma ukuthenga, ukuthengisa noma ukulondoloza izimbambiso zezimali. Noma yimiphi imininingwane okulindeleke ukuba ibe nomphumela omuhle noma omubi enanini lesitoko Senkampani, kufanelwe ibhekwe njengethuluzi.

Abantu abanemvume yokuthola Imininingwane Engahloselwe Umphakathi kumele ziqaphe ngokukhethekile ukuze ziyigcine iyimfihlo, kuhlanganise nokuyigcina isendaweni evikelekile. Bangayidalula kuphela kwezinye izisebenzi imininingwane enjalo nakwezinye izinhlangano ezingaphandle ezidinga ukuyazi ukuze zifeze imisebenzi yazo, ezizobe sezizigcina iyimfihlo leyo mininingwane.

Ukuhweba kwangaphakathi kwenzeka lapho umuntu ehweba izibambiso ngokusekelwe Emininingwaneni Engahloselwe Umphakathi noma adlulise imininingwane kwabanye abahweba ngaleyo mininingwane (kwaziwa nangokuthi “ukucebisa”). Ukuhweba kwangaphakathi akukho emthethweni—asilokothi sithenge noma sithengise izibambiso uma sazi Imininingwane Engahloselwe Umphakathi emayelana ne-PMI noma lapho sithola Imininingwane Engahloselwe Umphakathi yenkampani eyenza ibhizinisi ne-PMI.

Futhi, Abantu Abakhethiwe, njengoba kuchazwe kabanzi [Emthethweni Womhlaba Wonke Wenqubomgomo Yokuhweba Ngaphakathi](#), kumele bathole imvume Kunobhala Webhizinisi Wase-PMI ngaphambi kokuthengiselana izibambiso ze-PMI nganoma yisiphi isikhathi. Ukwenezela kulokhu, laba bantu benqatshelwe ukuhweba okubandakanya izibambiso ze-PMI phakathi Nenkaithi Yokuncishwa ukuthola imininingwane.

Noma yikuphi ukusabalaliswa Kwemininingwane Ye-PMI Engahloselwe Umphakathi kungagunyazwa kuphela abakhulumeli be-PMI ngokuvumelana nezimfuneko ezisemthethweni.

Khumbula



Uma kuziwa ekuhwebeni izibambiso ze-PMI, kubalulekile ukuhlale unakisisa engxenyeni yokuqapha—uma unemibuzo mayelana nokuthi imininingwane onayo ibalulekile noma iyatholakala yini emphakathini, xhumana nethimba Lonobhala Bebhizinisi Be-PMI BoMnyango Wezomthetho Nokuthotshelwa Komthetho.



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Ukusebenzela imiphakathi yethu ngobuqotho

Izinsiza

Izingxoxo nge- PMI nezingxoxo ngayo

Sixoxa ngokwethembeka,
ngendlela efanele,
nangenhlonipho.

Izwi le-PMI liyinhlanganisela yamazwi ethu sonke. Izingxoxo zethu kufanele zibe yiqiniso, zibe eziqondile futhi zingadukisi. Lokhu kusebenza ngaphakathi nangaphandle, nasezingxoxweni ezihleliwe nezingahleliwe kanjalo nakulokho esikufaka ezinkundleni zokuxhumana.

Kufanele sihlale sisebenzisa ukwahlulela okuhle lapho sixoxa nge-PMI, futhi sinake kakhudlwana uma sixoxa ngemininingwane ethinta imali. Izisebenzi ezimbalwa kuphela ze-PMI ezivumeleke ukwenzela Inkampani izitatimende kwabezindaba, abatshalizimali, Iziphathimandla ZikaHulumeni kanye nasezindikimbeni ezithile zesayensi. Ungazenzi izitatimende zasobala noma uphendule imibuzo emayelana ne-PMI ngaphandle kwegunya nemvume efanele.

Lapho sisebenzisa Izinkundla Zokuxhumana ngenjongo yomsebenzi, kufanele sizisebenzise kahle, futhi kufanele sigcine ukuzisebenzisa kwethu kwangasese kuhluke ngokuphelele ekuzisebenziseni kwethu ngezinjongo zomsebenzi. Izisebenzi ze-PMI akufanele zisebenzise ikheli le-imeyili noma imininingwane yokuxhumana yasemsebenzini ekusetshenzisweni kwangasese Kwezinkundla Zokuxhumana.

I-PMI ihlanganyela ngokuzimisela ezingxoxweni zenqubomgomo yomphakathi futhi ithembekile ngokuphathelele nendima esiyidlalayo ezinqumweni zenqubomgomo zalokho okuzuzisa Inkampani nokusekela izinhlangano ezenza okufanayo. Lokhu kuhlenganisa imiphumela yocwaningo noma izifundo esizixhasile, kanye nalapho izinhlangano eziseceleni zethula imininingwane noma imibono ngenxa yethu kanye/noma ngezindleko zethu, ukuze kuthonywe izinqumo zenqubomgomo. Izisebenzi ze-PMI eziletha amathuluzi, ezicela izingxoxo, futhi/noma zigunyaze noma zixhase izifundo zinomthwalo wokuqinisekisa ukuthi uxhaso lwezimali Lwenkampani ludalulwe ngendlela efanele.

Ukuze uthole ulwazi olwengeziwe, bheka [Inqubomgomo Ye-PMI Yomhlaba Wonke Yokuxhumana Kwangaphandle Nezitatimende Zangaphandle](#) kanye [Nenqubomgomo Ye-PMI Yomhlaba Wonke Yokuhluzeka Abangaphandle Imininingwane Emayelana Nemali](#).



Isiko lethu nezimiso
zendlela efanele
yokuziphatha

Ukuba Abanikazi
BoMthetho Wethu

Ukubuza imibuzo
nokubika izinto
ezikhathazayo

Ukusebenza
ngobuqotho
ezindaweni zethu
zokusebenza

Ukusebenza
ngobuqotho
ezimakethe zethu

**Ukusebenzela
abanini-masheya
bethu ngobuqotho**

Ukusebenzela
imiphakathi yethu
ngobuqotho

Izinsiza



Khumbula



Imibuzo yiqondise ethimbeni elifanele. Uma sithola isicelo sabezindaba noma izintatheli, kumele sicele bakhulume Nethimba lethu Lezingxoxo Zomhlaba Wonke. Uma sithola umbuzo ovela kumninimasheya noma kotshale izimali, kumele simdlulisele ethimbeni Lezindaba Eziphathelene Nokutshala Imali. Ochwepheshe bethu ababhekele udaba oluthile babekwe endaweni efanele ukuze bahlinzeke Isikhundla Senkampani futhi banciphise ingozi yokudalula imininingwane eyimfihlo bengahlosile.



Hlonipha abalawuli Neziphathimandla ZikaHulumeni. Uma Isiphathimandla SikaHulumeni noma umlawuli ngamunye/ibhodi bexhumana nathi, sihlale siziphatha ngenhlonipho, ngobulungiswa nangokwethembeka. Sithinta ngokushesha Umnyango Wezomthetho Nokuthotshelwa Komthetho.



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Ukusebenzela imiphakathi yethu ngobuqotho

Izinsiza



Isiko lethu nezimiso zendlela efanele yokuziphatha

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Ukusebenzela imiphakathi yethu ngobuqotho

Izinsiza

Indlela esibasebenzela ngobuqotho ngayo abanini-masheya bethu:



Gcina amabhuku namarekhodi aqondile

Sibhala phansi futhi sibike yonke imininingwane yebhizinisi njengoba injalo nangokuphelele. Sigcina amarekhodi silandela Ishejuli Yokugcina Izinto Negunya Lokugcina Elingokomthetho.



Bika ukusetshenziswa kabi kwezimali

Sikubika ngokushesha ukusetshenziswa kabi kwemali eminyangweni efanele.



Landela imithetho Yobumfihlo

Sicubungula Imininingwane Yomuntu ngokuvumelana nemithetho esebenzayo nangokuhambisana nezinqubo ezifanele zobumfihlo bemininingwane kanye neZinqubomgomo zomhlaba jikelele.



Vikela ukuba yimfihlo nokwethembeka Kwemininingwane Yenkampani

Silandela izinqubo ezijwayelekile zokuvikela imininingwane ukuze silondoloze ukuba yimfihlo nokwethembeka kwemininingwane yethu ebucayi.



Ungalokothi ubandakanyeke ekuhwebeni kwangaphakathi

Asilokothi sithenge noma sithengise izibambiso uma sazi imininingwane engahloselwe umphakathi emayelana ne-PMI noma lapho sithola imininingwane engahloselwe umphakathi ngenkampani eyenza ibhizinisi ne-PMI.



Thembeka kuzo zonke izingxoxo zethu

Kuzo zonke izingxoxo zethu sikhuluma okunembile, sibe neqiniso, futhi asidukisi. Akumele sikhulume ngezinto ezithinta impilo ngendlela egudliselayo kanye/noma ngembaba eziphathelele nomkhqizo ngaphandle kobufakazi obungokwesayensi, ngisho nasemndenini nakubangani.



Khuluma

Uma sibona okuthile okungalungile—noma okungase kube okungalungile—[siyakhuluma](#) futhi sithathe isinyathelo.

Ukusebenzela imiphakathi yethu ngobuqotho



Isiko lethu nezimiso
zendlela efanele
yokuziphatha

Ukuba Abanikazi
BoMthetho Wethu

Ukubuza imibuzo
nokubika izinto
ezikhathazayo

Ukusebenza
ngobuqotho
ezindaweni zethu
zokusebenza

Ukusebenza
ngobuqotho
ezimakethe zethu

Ukusebenzela
abanini-masheya
bethu ngobuqotho

**Ukusebenzela
imiphakathi yethu
ngobuqotho**

Izinsiza

Ukugxila ekusimameni

Sisebenzela ukugxilisa ukusimama kukho konke esikwenzayo.



Ukusimama e-PMI kubalulekile ukuze sikhqize izinto ezintsha njengoba lokhu kuyingxeny ebalulekile yempumelelo yethu kwezomnotho, ukukhula, nokuba nenjongo, ukufinyelela umgomo, nokwakha ukwethenjela kwesikhathi eside. Sisebenza kanzima ukuze sifake ukusimama kuzo zonke izici zemisebenzi yebhizinisi lethu.

Indlela ye-PMI yokubhekana nokusimama ibeka phambili izidingo zemvelo, zezokuxhumana, nezikahulumeni ngokusebenzisa amasu nezinjongo ezibheke emgomweni, ezinye zazo ezivezwe [Ohlelweni lwemigomo ka-2025 lwe-PMI](#). Ukubona inqubekela phambili yethu ekutholeni imigomo yokusekeleka, ngo-2021, sakha iNkomba Ye-PMI Yokusimama, izinkomba zokusebenza ezicacile ezilinganisekayo, ezichazwe kabanzi [Embikweni Ohlanganisiwe We-PMI](#) nakuyiphrothokholi yethu yokuqala ye-ESG KPI.

Ukuze uthole imininingwane eyengeziwe ngokusekeleka kwe-PMI nemisebenzi yayo, sicela uvakashele ku: <https://www.pmi.com/sustainability>.



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Izinsiza



Ukuvikela indawo yethu

Sihola indlela eya ekusaseni elingcono, elisimeme kakhudlwana ngokunciphisa ngenkuthalo imithelela emvelweni yemikhiqizo yethu, ukusebenza kanye nenqubo yokukhiqiza impahla.



Silwa nokushintsha kwesimo sezulu futhi sigcina ubudlelwane bemvelo bezinto eziphilayo enqubweni yokukhiqiza, kanye nokunciphisa imithelela emibi yemikhiqizo yethu ngokuyakha ngendlela esebenzisa izinto zokwakha kahle futhi ithuthukise umjikelezo, nangokulawula ukuphelelwa isikhathi kwemikhiqizo yethu.

I-PMI iqhubeka ithuthukisa imisebenzi yebhizinisi ukuze ifinyelele izimiso eziphezulu zokusimamiswa kwemvelo, ikakhulukazi ezindaweni zokuvikelwa kwesimo sezulu, ukungalahli udoti, ukuklama okungalimazi imvelo, amanzi, udoti, nezinhlobonhlobo zezinto eziphilayo. Ukuze uthole ulwazi olwengeziwe maqondana nokuzimisela kwethu okukhethekile kule ndawo, bheka [Inqubomgomo Yezemvelo Ye-PMI](#).



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Ukusebenzela imiphakathi yethu ngobuqotho

Izinsiza

Ukusiza imiphakathi yethu

Siyikhathalela ngokujulile imiphakathi esisebenza kuyo futhi sakha ubudlelwane nayo ukuze siyisize ezinkingeni zenhlalo noma zendawo ehlala kuyo.



Siba nomthelela emphakathini lapho sisebenza ngendlela efanele ngokufuna ukusiza ngemiphumela ebe khona emvelweni nakwezenhlalo ebangelwe inqubo yethu yokwenza umkhiqizo.

Ukupha kwethu abaswele nokutshala izimali zethu emphakathini kugxile ekuletheni intuthuko emiphakathini lapho sisebenza futhi sisekela izidingo zomphakathi. Sifaka nesandla ekulungeleni izinhlekelele nasemizamweni yokuletha usizo.

I-PMI ikhuthaza izisebenzi ukuba bavalontyiye nezinhlangano ezaziwayo ezisiza abaswele kanye nezinhlangano zemiphakathi ngokubekela eceleni izinsuku ezingaba zinhlanu ngonyaka ukuze benze umsebenzi wokuvolontiya.

Yini okumele ngiyenze?

UMBUZO

Kunomshini wekhompyutha ehhovisini lami ongasetshenziswa, ngakho ngingathanda ukunikela ngawo esikoleni sendawo yakithi. Ngingakwenza yini lokhu?

IMPENDULO

Ukuze uqiniseke ukuthi yonke iminikelo yomphakathi yenziwe ngendlela engafihlekile nangokufanele, kumele uhlole futhi ulandele [Inqubomgomo Yeminikelo Yomphakathi](#) ngaphambi kokuba wenze noma yimiphi iminikelo.



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Ukusebenzela imiphakathi yethu ngobuqotho

Izinsiza

Ukubamba iqhaza ezinqubweni zepolitiki ngendlela efanele

Senza umehluko omuhle ezimpilweni zethu nezomphakathi uma siba nesandla ngokwethembeka enqubweni yezepolitiki.



Sikholelwa ukuthi inqubo yepolitiki engakhethi futhi ekhululekile ithuthukisa imiphakathi yethu. E-PMI, sakha ubudlelwane nenqubo yepolitiki njengesakhamuzi esiyinkampani, futhi, noma nini lapho senza ibhizinisi, sivumelana nayo yonke imikhankaso yezomnotho, ukhetho, nemithetho yokunxenxa.

Yize sisekela amalungelo abo bonke okuveza izinkolelo zabo nokubamba iqhaza enqubweni yepolitiki, izisebenzi zase-PMI akufanele zisebenzise isikhathi somsebenzi noma izinsiza ze-PMI ukwenza imisebenzi yazo siqu yezepolitiki.

Yini okumele ngiyenze?

UMBUZO

Ngisiza umngani wami engimkhonzile ukuba angenele ukhetho lomasipala wendawo. Ngicabanga ukuthi angavotelwa abantu abaningi uma ngingaphosta ngisebenzisa i-akhawunti ye-PMI yenkundla yokuxhumana. Ngivumelekile?

IMPENDULO

Cha. Ukhululekile ukuba ubambe iqhaza emisebenzini esemthethweni nevumelekile yepolitiki ozenzela yona wena. Noma kunjalo, kumele uhlukanise ngokucacile phakathi kwemibono yakho nemibono Yenkampani futhi uqiniseke ukuthi izenzo zakho azehlisi idumela le-PMI. Ukusebenzisa i-akhawunti ye-PMI enkundleni yokuxhumana ukuze ukhankasele umngani wakho kungadukisa futhi kulimaze nedumela lethu.



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Ukusebenzela imiphakathi yethu ngobuqotho

Izinsiza



Isiko lethu nezimiso zendlela efanele yokuziphatha

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Ukusebenzela abanini-masheya bethu ngobuqotho

Ukusebenzela imiphakathi yethu ngobuqotho

Izinsiza

Indlela esisiza ngayo ngokwethembeka emiphakathini yethu:



Sisiza ngendlela esimeme

Sigxile ekukhuliseni ukusimama e-PMI ngokuthumela imigomo yethu yokusimama esiyibeke [Ohlelweni Lwemigomo Ye-PMI ka-2025](#).



Sivikela indawo yethu

Sithatha izinyathelo ukuze sivikele indawo yethu futhi siyaqonda ukuthi imisebenzi yomuntu ngamunye isiza ukuba sifinyelele umgomo wethu wendawo esihlala kuyo futhi iholele ekusaseni elingcono.



Khulumani ungafihli ngeminikelo yethu

Sihlale silandela [Inqubomgomo Yeminikelo Yomphakathi](#). Asifihli lutho ngeminikelo esiyenzayo, siqinisekisa ukuthi amabhuku namarekhodi ethu ayahambisana neminikelo yethu futhi siyiveze obala njalo ngonyaka.



Sibamba iqhaza ngendlela efanele ezinqubweni zepolitiki

Siqhuba imisebenzi yethu yepolitiki ngesikhathi nangezindleko zethu, futhi sikwenza kucace ukuthi noma yimiphi imibono esiyivezayo eyethu. Sazisa umphathi wethu futhi [sidalule amathuba okugqubuzana kwezintshisekelo](#) ukuze kubukezwe Ukuthotshelwa Komthetho ngaphambi kokungenela ukhetho. Uma kudingeka senze umnikelo noma sithwale izindleko kwabezopolitiki egameni le-PMI, kumele sithole imvume kusengaphambili. Silandela imithetho ephathelene nokudalulwa kwasobala ehlobene nemisebenzi yokunxenxa. Sixhumana Nezikhulu ZikaHulumeni kuphela uma sigunyazwe ukuba senze kanjalo.



Khuluma

Uma sibona okuthile okungalungile—noma okungase kube okungalungile—[siyakhuluma](#) futhi sithathe isinyathelo.

Izinsiza



Isiko lethu nezimiso
zendlela efanele
yokuziphatha

Ukuba Abanikazi
BoMthetho Wethu

Ukubuza imibuzo
nokubika izinto
ezikhathazayo

Ukusebenza
ngobuqotho
ezindaweni zethu
zokusebenza

Ukusebenza
ngobuqotho
ezimakethe zethu

Ukusebenzela
abanini-masheya
bethu ngobuqotho

Ukusebenzela
imiphakathi yethu
ngobuqotho

Izinsiza



E-PMI, sonke siyingxenye yeqembu elilodwa elisebenza ndawonye ukuze silethe ikusasa elingenayo intuthu *ngobuqotho*. Ziningi izinsiza esingazisebenzisa ukuze sibuze imibuzo, siveze okusikhathazayo, noma sibike izimo zokwephula umthetho esizibonile noma esizisolayo, okuhlanganisa ukungalandelwa Kwemithetho Yokuziphatha ye-PMI kanye nanoma yiziphi Izinqubomgomo ze-PMI. Xhumana nanoma yibaphi abalandelayo:

- Umphathi wakho, inhloko yomnyango, noma ubuholi babasebenza ne-PMI noma bomsebenzi;
- Oyinhloko [Okuxhunyanwa naye wethimba le-PMI Lokuziphatha Nokuthotshelwa Komthetho](#);
- Ikheli le-imeyili eliyimfihlo lethimba le-PMI Lokuziphatha Nokuthotshelwa Komthetho lapha PMI.EthicsandCompliance@pmi.com; noma
- Inombolo Yosizo Ye-PMI Yokuthotshelwa Komthetho, okuwumzila ophethwe yinkampani yangaphandle wokubika otholakala amahora angu-24 ngosuku, izinsuku eziyisikhombisa ngesonto, ngazo zonke izilimi ezikhulunywa e-PMI. Ungaxhumana Nenombolo Yosizo ku-inthanethi lapha www.compliance-speakup.pmi.com noma ngocingo ku: +1 303-623-0588. Ungasebenzisa iNombolo Yosizo Yokuthobela Umthetho Ye-PMI ngokungazivezi, kuncike emithethweni naseziqondisweni zendawo.

I-PMI ayikubekezeleli ukuziphindiselela ezisebenzini ezibika ngokufanele izinsolo zokungathotshelwa komthetho noma ezisiza ekwenziweni kophenyo.

Bheka [Inqubomgomo Ye-PMI Yokubika \(PMI-16C\)](#) ukuze uthole ulwazi olwengeziwe.



Isiko lethu nezimiso zendlela efanele yokuziphatha

Ukuba Abanikazi BoMthetho Wethu

Ukubuza imibuzo nokubika izinto ezikhathazayo

Ukusebenza ngobuqotho ezindaweni zethu zokusebenza

Ukusebenza ngobuqotho ezimakethe zethu

Ukusebenzela abanini-masheya bethu ngobuqotho

Ukusebenzela imiphakathi yethu ngobuqotho

[Izinsiza](#)

Ukuze uthole imininingwane eyengeziwe

[Iphothali Yokuvunyelwa Kokuthotshelwa Komthetho](#)

[Ikhodi Ye-PMI Yokusebenza Kwezisebenzi Zezolimo \(ALP\)](#)

[Ukuzibophezela Kwe-PMI Emalungelweni Abantu](#)

[Isimiso Se-PMI Sokuthotshelwa Komthetho Ngenkuthalo Nokuqapha](#)

[Isimiso Se-PMI Seminikelo](#)

[Isimiso Se-PMI Sokuqashwa Nenkokhelo Ngenkonzo](#)

[Ukuzibophezela Kwe-PMI Emvelweni](#)

[Isimiso Se-PMI Seziphiso, Uhambo Nokuvakasha](#)

[Inqubomgomo Ye-PMI Yezindlela Zokukhokha Ezamukelekile \(PMI 11-C\)](#)

[Inqubomgomo Yomhlaba Wonke Ye-PMI Yokumelana Nenkohlakalo \(PMI 14-C\)](#)

[ISayithi Ye-Intranet Ye-PMI Yomhlaba Wonke Yokumelana Nenkohlakalo](#)

[Inqubomgomo Yomhlaba Wonke Ye-PMI Yokuncintisana \(PMI 5-C\)](#)

[Inqubomgomo Yomhlaba Wonke Ye-PMI Yokungqubuzana Kwezintshisekelo \(PMI 13-C\)](#)

[Inqubomgomo Yomhlaba Wonke Ye-PMI Yezemvelo, Ezempilo, Ezokuphepha Nokulondeka \(PMI 8-C\)](#)

[Izingxoxo Zangaphande Nokuxoxisa Kwe-PMI Komhlaba Wonke \(PMI 31-C\)](#)

[Isiqondiso Somhlaba Wonke Se-PMI Sendlela Yokulawula Ulwazi \(PMI 1-CG1\)](#)

[Inqubomgomo Yomhlaba Wonke Ye-PMI Yokuhweba Ngaphakathi \(PMI 17-C\)](#)

[Inqubomgomo Yomhlaba Wonke Ye-PMI Yamalungelo Empahla Ewubuciko \(PMI 6-C\)](#)

[Inqubomgomo Yomhlaba Wonke Ye-PMI Yokwazi Ikhasimende Lakho Nokungachezuka \(PMI 10-C\)](#)

[Inqubomgomo Yomhlaba Wonke Ye-PMI Yokwazi Umthengisi Wakho \(PMI 9-C\)](#)

[Inqubomgomo Yomhlaba Wonke Ye-PMI Yokulawula Ulwazi Lwenkampani \(PMI 1-C\)](#)

[Ikhodi Yokumaketha Ye-PMI Yomhlaba Wonke: Ukuklama, Ukumaketha Nokuthengisa Imikhiqizo Ebhenywayo Ene-tobacco \(PMI 04-C\)](#)

[Ikhodi Yokumaketha Yomhlaba Wonke Ye-PMI: Ukuklama, Ukukhangisa Nokuthengiswa Kwezinye Izinto Ezingabhenywa Ngaphandle Kukasikilidi \(PMI 04A-C\)](#)

[Inqubomgomo Ephelele Ye-PMI Ephathelene Nokungacwasi Nokungahlukumezi \(PMI 43-C\)](#)

[Inqubomgomo Ephelele Ye-PMI Yokuvikelwa Kwedatha Yomuntu \(PMI 3-C\)](#)

[Inqubomgomo Ephelele Ye-PMI Ephathelene Nokulawula, Ukwakhiwa Nokukhiqizwa Kwemikhiqizo ye-PMI \(PMI 7-C\)](#)

[Inqubomgomo Ephelele Ye-PMI Yekhwalthi \(PMI 30-C\)](#)

[Inqubomgomo Ephelele Ye-PMI Yeminikelo Ehlanganiselwayo \(PMI 12-C\)](#)

[Imihlahlandlela Ephelele Ye-PMI Ephathelene Nezinkundla Zokuxhumana \(PMI 18-CG2\)](#)

[Inqubomgomo Ephelele Ye-PMI Yentela \(PMI 15-C\)](#)

[Inqubomgomo Ephelele Ye-PMI Yokusebenzisa Ubuchwepheshe Bekhompuyutha \(PMI 18-C\)](#)

[Inqubomgomo Ephelele Ye-PMI Yobuqotho Endaweni Okusetshenzwa Kuyo \(PMI 2-C\)](#)

[Imikhuba Emihle Yokuziphatha Ye-PMI Kwezolimo \(GAP\)](#)

[Imikhuba Emihle Yokuguqulela Ye-PMI Yama-IQOS](#)

[Uhlelo Lwe-PMI Lokuguqula Ikhlabhoni Ephansi](#)

[Ukuthobela Kwe-M&A Ye-PMI Imfuneko Yokukhuthala Okufanele](#)

[Izimiso Zokufuna Impahla Ngendlela Efanele \(RSP\)](#)

[Ikhosombe Le-PMI Lokuphepha Kokulondeka Nemakethe](#)

[PMIScience.com](#)



Isiko lethu nezimiso zendlela efanele yokuziphatha

Ukuba Abanikazi BoMthetho Wethu

Ukubuza imibuzo nokubika izinto ezikhathazayo

Ukusebenza ngobuqotho ezindaweni zethu zokusebenza

Ukusebenza ngobuqotho ezimakethe zethu

Ukusebenzela abanini-masheya bethu ngobuqotho

Ukusebenzela imiphakathi yethu ngobuqotho

Izinsiza



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