RIO TINTO

Indlela esisebenza ngayo

Okthoba 2003
www.riotinto.com

Inqubo yethu esenza ngayo ibhizinisi

I-Rio Tinto

I-Rio Tinto ihamba phambili emhlabeni wonke jikelele ekuthungatheni, ekumbeni nasekukhiqizeni amagugu ambiwa phansi. Lesisikhungo esisebenza emhlabeni wonke jikelele sinikezela ngamagugu ambiwayo asemqoka asiza ukwanelisa izidingo zomhlabuhlangene futhi sibe negalelo ekuthuthukiseni isimo sempilo.

Imikhiqizo ebalulekile ilena, – aluminium, copper, amadayimane, okuphehla amandla njengamalahle ne-uranium, igolide, imikhiqizo esebenza ezimbonini efana no borax, titanium dioxide, salt, talc ne zircon, kanye ne iron ore. Umkhiqizo wesikhungo usemhlabeni wonke, kepha ugxile kakhulu e Australia nase North America bese kuba namanye amabhizinisi abalulekile nawo e South America, Asia, Europe naseningizimu yeAfrica.

Noma kuphi lapho i-Rio Tinto isebenza khona ezempilo nezokuphepha kuba iyonanto esemqoka. Sihlale sithungatha izindlela zentuthuko. Sisebenza ngokubambisana, futhi sihlonipha imithetho namasiko. Sigwema izimo ezibucayi, siphokophelele ekuphuculeni ukusebenza kwethu. Siqasha abantu bendawo kuwo wonke amazinga bese siqikelela ukwabelana kwezinzuzo ngendlela eyamukelekile nokwandisa ukuvuleka kwamathuba.

Impumelelo yethu ayeyamile kuphela ebuchwephesheni bethu, ekuqokothiseni komkhiqizo, nasemafeni anhlobonhlobo esikhungo, kepha nasekuzinikeleni okugcwele sisonke, ukuba abahlobo abathembekile, nokuba omakhelwane abahle.

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Ngokwendlela esisebenza ngayo

***Indlela esisebenza ngayo*, isiqubulo senqubo yebhizinisi se Rio Tinto esisonga imigomo nemithetho kuzozonke izisebenzi ngaphansi kwesizinda. Sihlelelwe ukuqiniseka ukuthi sonke, nsukuzonke emisebenzini yethu sikhombisa iqophelo eliphezulu. Kokunye kwakho okubaluleke kakhulu ukuzibophezela, ukungakhethi, ukwethembeka nokubhobokelana.**

Imigomo *yendlela esisebenza ngayo* iye yemukelwa abaqondisi be Rio Tinto emva kokuxoxisana nokubonisana. Lemigomo isithunyelwe kuzozonke izinxenye zesikhungo kuhambisana neziqondiso noxhaso olunokudingeka. Isizinda ngasinye siye sibe sesiyisebenzisa ngokulandela imitheshwana yokuziphatha yendawo bese sibika ukuthi kusebenzeka kanjani.

Kusukela ekushicilelweni kombiko wokuqala *wendlela esisebenza ngayo* onyakeni ka 1997, okubhekekile ekuzinikeleni kosomabhizinisi kuye kwaba sezingeni elithe thuthu. Nakuba izinkolelo nemigomo kungashintshile, kepha indlela esamukela ngayo izimo iguqukile futhi yahlunyanyiswa njengoba sibona emabhukwini abuyekeziwe ka2003.

Ekuwulungiseni siphinde futhi sathola ukwesekwa okukhulu, nokuphawula kwabangaphandle esikuncoma kakhulu.Siyaqhubeka nokucubungula izimo njengoba zivela ukuqiniseka ukuthi *indlela esisebenza ngayo* ihlale iseqophelweni eliphezulu.

Indlela esisebenza ngayo ithinta wonke amabhizinisi anganyelwe I-Rio Tinto.

I-Rio Tinto ibheke kwebambisene nabo ebhizinisini njengezinkampani ezingozakwabo kumbe kwabahlanganyele nabo ebhizinisini, izinkontileka ezinkulu nabafakela umkhiqizo ngaphakathi nabanye esithintana nabo, ukuba bazithathele inqubo ngokwabo nemigomo ehambisanayo neyethu. I- Rio Tinto izimisele ekunqamuleni ubudlelwano kwezebhizinisi uma lowo okubanjiswene naye engahambisi ngenqubo efana neyethu.

Inqubo enhle yebhizinisi

I-Rio Tinto isebhizinisini ukwenza izinto kangcono, ngokuthungatha umnotho, ukuhlumelelisa kabusha imigodi yomnotho esezingeni lomhlaba, ukukhiqiza ngobuchwepheshe, ekugcineni nokuvala umsebenzi wonke wesikhungo ngendlela ephephile, nokukhathalela. Ukwenza konke esikwenzayo sisebenzisa inqubo enomgomo nedidiyele ezomnotho, ezenhlalo yomphakathi nezemvelo.

Siwacubungula kanzulu amathuba okutshala izimali, sibeke imigomo ephusile yokuphatha, ukuphumeza izinzuzo, sigweme nanoma yimiphi imithelela engemihle. Sithungatha izindlela zokukhuphula indlela yokusebenza yesizinda ukuze igqame ngokuhlela noma ukuveza izindlela zokwenza ngcono.

Sinakho ukunaka nokwamukela lokho izinkampani zomhlaba ezihlala zikubheke kithi, inqobo uma kuhambisana nesimo sebhizinisi nalokho esikholelwa kukho. Imithetho nemikhutshana ye-Rio Tinto kubunjwe ngendlela yokuthi kukwazi ukugwema ingozi, kugweme umonakalo kubantu noma emvelweni, nokwakha ubudlelwano obuqinile ngaphakathi nangaphandle kwendawo yomsebenzi.

Ngokubambisana, isizinda siyakwazi ukunikela ekwenzeni ngcono isimo semiphakathi lapho sisebenza khona, kanjalo sinikeze nenqalasizinda edingwa imiphakathi. Lendlela ilonasu nqangi lempumelelo yebhizinisi lesizinda.

Sikuvulela izandla ukuxoxisana nokusebenzisana nalabo esinombono ofanayo nabo, nentshisekelo yokuhlala njalo sithuthukisa izindlela zokwenza ngendlela yokuzwelana.

Ukubhobokelana nokuzibophezela

Siphatha izindaba zesigungu ngendlela yokuzibophezela nangokusobala, ngokwenza okufunwa abaninimasheya akwa Rio Tinto, abasebenzi, imiphakathi yasekhaya nabathengi kanye nabanye abathintekayo emisebenzini yesizinda.

Ngokusobala

Ukuzinikela kwethu emigomweni nasekusebenzeni kungusebenza ngokusobala opheleleyo novumelana nokuphatha kahle nangemfihlo yezohwebo.

U Rio Tinto unikeza umbiko oqondakalayo esikhathini esithize esimweni sokwenziwa komsebenzi nezezimali zesizinda. Sifakazela ubuqiniso bombiko ngaphakathi ngokufanele, nangokuzimela. Siyakugwema ukuvezwa kwemibiko okuhluziwe.

Sinikeza umbiko odingakalayo emagatsheni aqondile ezokumela, emandleni esikhundla lapho amabhizinisi esizinda esebenza khona nalapho evezwa khona kabanzi, lapho amasheya akwa Rio Tinto bewathengisa khona ngokwabo ngqo nangokusebenzisa abezindaba, kubalwa ne 'website' yethu. Sivolontiya ukunika umbiko wezindaba ezinohlonze zenhlalo yabantu nezemvelo ekubukezweni okuhlukene konyaka. Lokhu kufaka isizinda nezebhizinisi lesizinda ngasinye kuqhutshezwa ubuningi nobuhle bolwazi oluvulelekile emphakathini.

Ulwazi olukhishiwe lungatholakala kwi 'website' yakwa Rio Tinto yezangaphandle, www.riotinto.com. Le 'website' kanye ne 'intranet' yesizinda ixhumene namanye ama 'website' agcinwe ngamabhizinisi esizinda, anikeza indlela elula yolwazi olwengeziwe, olunzulu,nolusemqoka emisebenzini yezasekhaya. Imicimbi esemqoka, okubalwa kuyo ukuvezwa kwemiphumela yezimali nezifundo ngamacebo namagunya kwezokubhekela inhlalo yabantu kwezamabhizinisi, iyatholakala kwi 'internet website' yakwa Rio Tinto ngokwenzeka nangokugcinwa kwayo.

U Rio Tinto uyakugqugquzela futhi ukwamukele ukugxekwa okwakhayo. Kwezokuxhumana sisebenzisa ukuxoxisana ngqo, ukubhala phansi nohlelo lokukhalaza ezindaweni okusetshenzelwa kuzo. Sineminye imigudu ezimele yokubika izimfihlo, imibono kumbe ukukhathazeka ngezimo ezithize, noma ukuziphatha kwabathile ngaphandle kokwesaba ngohlelo lwesizinda sonkana olubizwa nge 'Khuluma' (*Speak-OUT).*

Inqubo yebhizinisi ethembekile

Sizinikele ekwenzeni umsebenzi weRio Tinto ngesizotha, ngokwethembeka nokungakhethi ngaso sonke isikhathi, sikwenzela phezu kwesisekelo sokuhambisana nemithetho nemitheshwana yendawo kanye nezinqumo zomhlaba jikelele.

Siseka ukuqhudelana okukhululekile. Sigqugquzela isimo somthetho nokuziphatha okusezingeni eliphezulu kunoma iliphi igumbi lomhlaba lapho sisebenzela khona. Sivule uhlelo okumele lulandelwe yiwo wonke amabhizinisi esizinda. Lokhu kwenziwe ohlelweni oluqhubekayo noluthuthukayo lokuqeqesha, ukuhlola,nokundinganiswa kwezinto.

Ukugwazisa kwanoma iluphi uhlobo akuvumelekile. Asithembisi futhi asemukeli mgwazelo noma ngabe yini efuze lokho. Sisebenzisana nozakwethu kwezamabhizinisi, abamele amabhizinisi nabaxhumanisi bohwebo emva kokuba sesibenze bayiqonda kahle imigomo ye Rio Tinto futhi sesizanelisile ukuthi ngeke benze inkokhelo ngasese nengavunyiwe egameni lesizinda.

Sineka obala noma ngabe iluphi ulwazi ngezivumelwano noma ubudlelwano obungase bube nobuhiqihiqi, bese sizama ukubugwema. Izipho nokokuzijabulisa kutholakala futhi kuvunywe kuphela emicimbini nakwezamabhizinisi futhi ezigabeni ezifanele kuphela ezimweni zasekhaya.

Ukuphathwa kwezamabhizinisi

U Rio Tinto uzimisele ukuba sezingeni eliphezulu kwezokuphathwa kwamabhizinisi, ngokulindelekile nokufanelekile.

Bonke abanikazii bamasheya enkampani I-Rio Tinto Limited basezingeni elifanayo okungathi banamasheya kwa Rio Tinto njengebhizinisi elilodwa. Bathatha izinqumo ezindabeni ezithinta bona bonke ngendlela ehlangene yokhetho.

Abaqondisi bakwa Rio Tinto bayingxenye eyodwa kuzo zombili izinkampani: iRio Tinto Limited neRio Tinto plc. Ngokulandela imigomo emihle yokusebenza, ikomidi lixube abanamandla okuphatha nabangenawo, ukunikeza isilinganiso noma ukusekela kokucabanga okusha, nokuveza ulwazi nekhono kwezebhizinisi.

Bonke abaphathi banelungelo lonke nangezikhathi zonke ekutholeni umbiko abawufunayo ukuze benze umsebenzi wabo ngemfanelo nangempumelelo. Abaqondisi sebesungule amakomidi ayisisekelo esihle sokuphathwa kwebhizinisi, ukusebenza nokuphatha okusezingeni eliphezulu: *Yilamakomidi, elokuqokela ukhetho, elabahloli, elezamaholo nelimele ezenhlalo yomphakathi nezemvelo.*

Amalungelo abaqondisi kwa Rio Tinto avezwa ngokugcwele. Abaqondisi nabasebenzi abathile abanamasheya, kabavunyelwe ukudayisa noma ukuthenga amasheya ka Rio Tinto okwesikhashana ngenkathi kusavaliwe. Akekho omele ukuveza umbiko obucayi wenani lamasheya kwabanye noma enze isivumelwano ngamasheya ka Rio Tinto ngokwakhe uma enawo.

Iziqondiso zangaphakathi nendlela yokuthula imibiko

Sihlanganisa imibiko nohlelo lwezimali ukunikeza isithombe esamukelekayo ngesimo somsebenzi wethu.

Umsoco, kunanendlela okuhlelwe ngayo okuyiwona mgomo wokuthula umbiko kwa Rio Tinto. Sihlela imibiko yezimali neminye imibiko ngomfutho olinganayo.

Izinhlelo zethu zangaphakathi zokuqondisa zihlale njalo zicubungula kabusha indlela okusetshenzwa ngayo, ukuhambisana nemigomo nezindlela eziphephile zokuphatha. Lokhu kuyahambisana nendlela yokuhlola ngokwakhayo, ukunciphisa izimo ezibucayi nokunikeza isiqiniseko ngokushicilelwa nokugwema incithakalo yempahla.

Unyaka nonyaka abaholi bezikhungo bagcwalisa uhla lwemibuzo, okuyindlela

Ukubhobokelana nokuzibophezela (kusaqhubeka)

yokuqinisekisa ukuthi izindlela zokuqondisa zangaphakakathi zisasebenza ngokwempela ezikhungweni zonke.

Sisebenzisa izindlela okuyizonazona zohlelo lwemibiko yezimali, ukwethulwa kwemibiko ngokwenziwa njalonjalo ngokusekelwa izinqumo eziphusile. Sihlela imibiko yezimali ngendlela yemigomo eyamukelekile.

I-Rio Tinto ibheke ukuthi abaqondisi, abaphethe ezikhundleni eziphezulu, abaphathi bezimali nabanye abasebenzelana nezezimali baziphathe ngendlela eqotho nenokwethembeka nehambisana nezibopho zokuziphatha emsebenzini wabo.

Noma ngubani olamela noma osola ukwephulwa kwezibopho zethu kufanele, futhi uyaqguqguzelwa ukuba abike imininingwane ngezinsolo zakhe kwabakhulu base Rio Tinto ngendlela okungenzeka ngayo, noma nqgo, kumbe ngohlelo luka ‘Asikhulume’.

Imigomo yebhizinisi

Ukwanda kwesibalo sabantu kudala ukuba kudingeke umkhiqizo owanele wezokubhekela ezentuthuko. Siyaqikelela ukuthi lokhu kufezeke, kukwazi nokusiza isizukulwane esizayo. Ekwenzeni lokho siyaye sibhekelele ukwenza izinqubo ezihambisana namasiko nezindlela okusetshenzwa ngazo kulezo zindawo.

Ukuze kube nempumelelo enhle kubalulekile ukuba sibhekelele ezempilo, ezokuphepha, ezemvelo kanye nezomphakathi. Kanti siyakwazi nokuthi ukuphumelela ekusebenzisaneni nabasebenzi bethu kweyame ekuqinisekeni ukuthi indlela esisebenza ngayo ngaphandle nangaphakathi ebhizinisini iyagculisa. Siyazama njalo nje ukuqondisisa nokusebenzisana nomphakathi esisondelane nawo kanye nohulumeni nalabo abaseminyangweni esondelene nabo.

Ngezansi kulotswe imigomo u Rio Tinto azinqumele ukuyilandela:

Imiphakathi

Siqikelela ukwakha ubudlelwano obunamandla nesakhelene nabo obuwumumo wokuhloniphana, ukuhlanganyela okubonakalayo nokuzinikela kwesikhathi eside.

Ukuphathwa kahle komphakathi nobudlelwano esinabo nawo kubaluleke ngokufanayo nokuphathwa komsebenzi wethu empumelelweni yebhizinisi lethu. Ukusebenza okuhle kudinga ukuba sonke samukele igunya lobudlelwano nomphakathi. Sazisa kabanzi ngamalungiselelo *ohla lweminyaka emihlanu lwezinhlelo zomphakathi wasekhaya* lapho yonke imisebenzi yaziswa futhi igcinwa khona minyaka yonke. Izinhlelo zigcinwa ngaphansi kwalomthetho bese zisebenza impilo yonke yebhizinisi.

Ukuhloniphana kuncike ekuqondeni kwethu izinto ezibalulekile komakhelwane bethu nabo beqonda okubalulekile kithi. Noma kuphi lapho sisebenza khona senza konke okusemandleni ethu ukubhekela abamasiko ahlukene, uhlobo lwempilo, izabelo zamafa nokuthandwa omakhelwane bethu ikakhulukazi ezindaweni lapho ukuthuthukiswa kwemisebenzi kukuncane khona. Imisebenzi yemiphakathi yethu neyezemvelo ihlanganiswe ngokusondelene, ngokucophelela okucatshangwa ngabantu mayelana nomsebenzi wethu.

Siphakamisa ukusebenzisana ngokukhuthala ezigabeni zangaphandle, kwezasekhaya, kwezezifunda nesakhelene nabo. Konke lokhu kusekelwe phezu kokuzinikela, ukwethembana nokubhobokelana. Ubudlelwano bethu nemiphakathi kusho ukuvula izikhungo ezintsha zamathuba emisebenzi ukuqhuba ezihona kuyimanje bese bevala uma sekuqediwe ukukhiqiza. Ngokwenza njalo sisekela izikhungo zomphakathini ezenza umehluko ngaphandle kukuthi zihlale zikhangezwa. Sibuye sixhase futhi ngokuthuthukisa nangokuqeqesha, ukuqasha, nangamathuba ukuvula amabhizinisi amancane. Emazweni athuthukayo sihlale sicelwa ukuxhasa

ezempilo, ezemfundo nezinhlelo zezolimo, ngokuhlanganyela nabanye siyasiza lapho kunokwenzeka.

Ezokuqasha

Sidinga ukubambisana okuphephile nokunegalelo elibonakalayo emsebenzini kuwowonke amazinga nakuzozonke izikhungo. Sithi sihlonipha amasiko ahlukene, imikhutshana nezindlela zokuqasha, sibe sibambelele emgomweni owodwa, ikakhulukazi lowo wokuqeda izingozi emsebenzini, nangokuzibophezela enqubweni enhle yokuziphatha nokuphatha okwamukelekayo emphakathini.

U-Rio Tinto uqasha ngesidingo somsebenzi, akabandlululi ngokweminyaka, kumbe ubuhlanga noma imvelaphi yomuntu, ubulili, izinkanuko ngobulili, ezombangazwe noma inkolo. Kepha zikhona izimo lapho singavuna ukuqashwa kwabendawo uma kwesekwa imithetho. Ezikhungweni jikelele akuqashwa ngengcindezi, ngobuqgila noma abantwana abangaphansi kweminyaka yokusebenza. Ukuqeqeshwa, ukusebenza endaweni ephephile nehlanzekile, nenqubo ephusile kwezokuvikelwa kwezendalo: ikhona okuhamba phambili. Ngaphezu kwalokhu u Rio Tinto ukholelwa ekusekeleni izisebenzi ukuba zithuthuke ngangokuphiwa kwazo. Senza ngcono ubungcweti namakhono ngokuhlale njalo sibuyekeza izindlela zokwenza, ukuvumbulula amakhono, ukufundisa, ukuqeqesha nokulolonga kangangokunokwenzeka bese sivula amathuba okuthuthuka okunobunyoninco kuzozonke izizinda.

U-Rio Tinto ubheke ukuba bonke abaphethe babe izibonelo ezisezingeni eliphezulu ngendlela abaziphatha ngayo. Siphatha omunye nomunye nalabo bangaphandle ngesizotha, nokungakhethi nangenhlonipho. Endaweni yomsebenzi siyayiqikelela indaba yokuvika ukuhlukumeza, ukusebenzisa izikhundla zethu kumbe impahla ukuze sizizuzele thina.

Siyazihlonipha izibopho esinazo nesisebenza nabo nakubaqashi. Sisebenza ngokubambisana ngaphakathi, kanye namanye amabhizinisi, ezinye izinhlanga namanye amazwe ekuphuculeni izinga lokusebenza.

Imigomo okusetshenzelwa phezu kwayo isizinda ngasinye, ikhona okuyisisekelo esinqala sezimiso zokusebenza nenqubo yokuqondisa izigwegwe. Isizinda sonke sisebenzisa inqubo efanayo nesobala kwezamaholo kanye nezinzuzo ezihambisana nawo. I-Rio Tinto iyakwemukela ukuthi yilowo nalowo unelungelo lokukhetha ukuthi angamelelwa noma angemelelwe esigungwini seningi. Sibambelele nqgi emgomweni wethu *weNdlela Esisebenza Ngayo* nendlela yokuziphatha.

Ezemvelo

Lapho kunokwenzeka sigwema noma sinciphise futhi sixazulule izinto ezingaba nomphumela obucayi emsebenzini wesizinda ngokwezemvelo.

Ubuhle emsebenzini kwezemvelo bubaluleke kakhulu empumelelweni yebhizinisi lethu.

Ukulalelwa kwemithetho nemigomo yezemvelo kuyisisusa lapho sakha khona umsebenzi wethu wezemvelo. Sisekela futhi sigqugquzele phambili ngokusiza ukuthuthukisa nokuba nenqubo yokuphatha eyaziwa nasemazweni angaphandle kanye nokuvoluntiya ukuzimisela.

Sibheka futhi siqonde kabanzi ngendlela efanayo impilo yonke nokusetshenziswa ngokuphepha kwemikhiqizo yethu ukuqiniseka ukuthi yenza ekudalelwe. Sithuthukisa imigomo yesizinda sonke bese sakha izinhlelo zokwazi ukubona, ukuhlola nokuvikela ubungozi obungabakhona kwezemvelo. Lokhu kusebenza kuzozonke izigaba zokuhlola, ezokuthuthukisa, zokusebenza nezokuvala, kanjalo nasekuhluzeni inzuzo nomhlubulo ukuthola ukusimama okuqhubekayo kwezemvelo. Sibuye sithathe iqhaza futhi emiphakathini, kuhulumeni, abathengi nabathengisi nabanye ngokufanayo.

Sithola ukuqiniseka ekusungulweni komthetho kwezemvelo kwezangaphakathi nezangaphandle ngokucwaninga, ukubheka nombiko zikhathi zonke. Ibhizinisi lesizinda ngasinye likhipha umbiko ohlukile kwezabantu nezemvelo zomphakathi walo.

Amalungelo esintu

Siyawasekela amalungelo esintu ngokuhambisana ne 'Universal Declaration of Human Rights'. U-Rio Tinto uyawahlonipha lawomalungelo ngenkathi enza umsebenzi ezikhungweni umhlaba wonke jikelele.

Sithungatha isiqiniseko sokuthi lapho u Rio Tinto ekhona kwakheke ubudlelwano obuqinile, kugwemeke nukuhudlana. U-Rio Tinto uhlonipha futhi asekele isithunzi, isiqu, namalungelo ezisebenzi zonke, imindeni yethu, imiphakathi esiphila kuyo kanye nabanye abathintekayo ngenxa yomsebenzi wezikhungo zethu.

Lapho lamalungelo enokuthinteka khona, sizama ngamandla onke ukuba izimiso zomhlaba jikelele zibonakale zisebenza ukugwema izimo lapho kungahumusheka sengathi sivumelana nokuxhashazwa kwamalungelo esintu. Siyaqiniseka ukuthi impahla yethu nezikhungo zethu akusetshenziswa budedengu ekwephuleni amalungelo.

Sinenqubo esikwazi ukuhlunga ngayo abaqaphi esizobasebenzisa, kweyame emigomweni yamalungelo esintu lapho kumbandakanya imigomo nezithiyo ekusetshenzisweni kwendluzula. Lemigomo ivuselelwe ngokuqeqesha nokusetshenziswa kwezinkaphani zokuvikela zangasese kanye nezisebenzi zonke.

Sicwaninga amathuba okuqguqguzela imizamo eyakhayo ehlumelelisa ukuqonda kabanzi ngobugugu bamalungelo esintu, ikakhulakazi lapho yelekelela khona imiphakathi lapho kunemisebenzi yesikhungo. Sithungatha ukuxoxisana nabanye ngenhloso yokubambisana ekuqguqguzeleni inhlonipho yamalungelo esintu ahambisana nomsebenzi esiwenzayo.

Ukusetshenziswa komhlaba

Sizama ukumela ukuseka kabanzi izicelo zethu kuyoyonke impilo yomsebenzi wesizinda sethu lapho sikwazi khona, ngokuhlanganisa

ezomnotho, ezomsebenzi, ezemvelo nezezindaba zabantu, ngendlela ehlanganiswe ngokuphelele.

Sithola ukusebenzisa umhlaba, sibuyisele esimweni bese sisebenzisana nemiphakathi yendawo ukubasiza ngezidingo zabo ngendlela edingekayo nesebenzayo esingenza ngayo.

Kuzo zonke izinhlelo, lokhu kusho ukuthintana zikhathi zonke nabantu bendawo, abomthetho womphakathi, nabanye abathintekayo. Siyakwemukela ukuthi kwesinye isikhathi lokhu kungaholela ekungakwazini ukusebenzisa umhlaba nokuthuthukisa umsebenzi noma ngabe umthetho uyasivumela ukwenza njalo.

Sihlola kanzima ukuphazamiseka okungaba khona ngaphambi kokuqhuba umsebenzi wethu ezindaweni zomphakathi ezibucayi nezinemilando. Sisebenzisana nabanye ukusungula izindlela ezifanelekile zokunciphisa nokubhekana nezinkinga ezingavela bese siyazigada ukuqinisekisa ukulandelwa kokusebenza kwazo.

Umbango kwezomhlaba ungasukela kwezamasiko nemithetho thizeni. Imithetho yokusetshenziswa komhlaba wezwe nowezindawo ungahluka. Injongo yethu ukuthi sivale isikhala phakathi kwalemithetho nokwenza izinhlelo ngokuqonda okukhulu mayelana nezinto ezithintekayo. Lapho impahla ithinteka, inani layo liyabhekwa bese kukhishwa isinxephezelo esifanelekile ngokuvemelana nhlangothi zonke. Sisebenzisana nabanye lapho imisebenzi yokuhlanganyela ingekho ukugqugquzela nokusiza uhulumeni afake ukuxhumana okudingekayo.

Ngezikhathi zokusebenza emayini, singasebenzisa umhlaba esiwunikeziwe ukwenza izidingo eziningi ezahlukene. Lokhu kufaka nezokwakhiwa kwezindlu, ezemfundo, ezempilo, ezokuvocavoca, ezolimo, ezamahlathi, nokunye.

Uma umsebenzi uvaliwe sibuyisela umhlaba esiwuphazamisile ngokomphakathi nangokwemvelo, ngokomthetho nangemigomo, esimweni sawo.

Ezempilo ezimbonini

Siqikelela ukuphephisa nokuvikela izimpilo zethu endaweni yomsebenzi.

Abasebenzi abaphile kahle banomthelela omuhle empumelelweni yebhizinisi. Sizinikele ekunqandeni izigigaba ezintsha eziphathelene nezifo ezidalwa izimboni, futhi sinomgomo wokuphumelela ekunciphiseni lezizigameko unyaka nonyaka ngokuhlale njalo sicwaninga, svivinya futhi sinqanda okunokwenzeka endaweni yomsebenzi.

Sesisungule uhlelo lomgomo wezempilo ezimbonini. Siqalisa loluhlelo ngendlela yokufundisa, ukuqeqesha nokumbandakanya izinhlelo nemigomo. Kunohlelo lokuhlola oludidiyela ucwaningo, ukubuyekeza, nemibilko ekala ukubambisana nemithetho kanye nemigomo yezempilo ezimbonini.

Ukuzimbandakanya nezombusazwe

I-Rio Tinto ayizimbandakanyi kwezepolitiki noma ingayiphi indlela, futhi asixhasi muntu noma qembu lezepolitiki ngezimali.

I-Rio Tinto ibeka imibono kuhulumeni nabanye ezindabeni ezithinta ibhizinisi labo

nabanini masheya, abasebenzi nabanye abathintekayo emsebenzini wethu. Ngokuxoxisana nomphakathi, sifaka isandla entuthukweni yemithetho nemigomo edingekayo ebhizinisini lethu. Akukho ngokomthetho wakwa Rio Tinto okuvimbela umuntu ngokwakhe ukuba azimbandakanye nezepolitiki njengelunga lesizwe elizimele.

Ezokuphepha

Ukuphepha kuyinto yokuqala esemqoka kakhulu nehamba phambili. Isifiso sethu ukuba kungabi ngisho neyodwa ingozi.

Ukuziphatha kahle kunoma ngubani kunomthelela ekungwemeni izingozi emsebenzini. Ukulandela imigomo, imithetho nenqubo yakwa Rio Tinto kulindeleke emhlabeni wonke. Okuhambisana nalokhu isisekelo somkhuba wezokuphepha esidinga ubuholi obusobala, imfundiso yansukuzonke, uqeqesho nokuzinikela okusezingeni eliphezulu kuwo wonke umuntu endaweni yomsebenzi.

Sigcizelela ngokungananazi ekuhlungeni isimo esinobungozi, ukunkankanya ubungako bengozi nokuyinqanda ingozi. Sikala isimo ngohlelo lokusebenza, ukuhlola kwangaphakathi nokwangaphandle nemigudu yokuthula imibiko.

Intuthuko egxilile

Amabhizinisi, izizinda zentuthuko, ezemisebenzi nabemikhiqizo baseRio Tinto kufanele babambe iqhaza elakhayo entuthukweni egxilile, lapho umhlaba jikelele uwelela khona.

Sibamba iqhaza entuthukweni egxilile ngokusiza ekwaneliseni izidingo nezifiso zomphakathi womhlaba jikelele, kungaba kukwezomnotho, ezenhlalo yomphakathi, noma ezemvelo. Lokhu kusho ukuthatha intuthuko egxilile njengengxenye yezinhlelo zokubumba ibhizinisi nendlela yokuthatha izinqumo.

Ngokubhekela kakhulu isintu, ezemvelo, ukunakekelwa kwamagugu nezindlela zokuphatha, singakwazi ukubhekela kangcono izimo ezibucayi, sidale amathuba emisebenzi, sehlise izindleko, sihehe izisebenzi zamakhono aphezulu, sifumane nentuba yokufinyelela ezimakethe ezintsha kanye namagugu bese sikwazi ukunikeza abathengi imikhiqizo engcono.

Empeleni lokhu kweyame ekuzihlupheni umuntu ngamunye ukuqonda nokuxhasa imigomo nemithetho yaseRio Tinto.

Okwengeziwe

Eminye yemizamo exhaswe u Rio Tinto emhlabeni jikelele

- **Australian Minerals Industry Code for Environmental Management**
  www.minerals.org.au/downloads/pdf/Code2000.pdf
- **Global Sullivan Principles of Social Responsibility**
  www.globalsullivanprinciples.org/principles.htm
- **International Chamber of Commerce Business Charter for Sustainable Development**
  www.iccwbo.org/home/environment/charter.asp
- **International Council on Metals and Minerals Sustainable Development Framework**
  www.icmm.com
- **International Labour Organisation Convention 169: Concerning Indigenous and Tribal Peoples in Independent Countries**
  www.unhchr.ch/html/menu3/b/62.htm
- **International Labour Organisation Declaration on Fundamental Principles and Rights at Work**
  www.ilo.org/public/english/standards/decl/declaration/text/tindex.htm
- **Organisation for Economic Cooperation and Development Convention on Bribery and Corruption**
  www.oecd.org/pdf/M00007000/M00007323.pdf
- **Organisation for Economic Cooperation and Development Guidelines for Multinational Enterprises**
  www.oecd.org/pdf/M00021000/M00021070.pdf
- **United Nations Universal Declaration of Human Rights**
  www.un.org/Overview/rights.html
- **United Nations Global Compact**
  www.unglobalcompact.org/
- **US/UK Voluntary Principles on Security and Human Rights**
  www.state.gov/www/global/human_rights/001220_fsdrl_principles.html
- **World Economic Forum Global Corporate Citizenship Statement**
  www.weforum.org/pdf/GCCI/GCC_CEOstatement.pdf

Osomqulwana abayizinsiza bokwengeza abashicilelwe u Rio Tinto

- **Business integrity guidance**
- **Compliance guidelines**
- **Corporate governance guidelines**
- **Environment standards**
- **Financial disclosure guidelines**
- **Human rights guidance**
- **Occupational health standards**
- **Rules for dealing in Rio Tinto securities**
- **Safety standards**

Lamabhukwana anikeza usizo olwengeziwe emithethweni yezindawo ezithile.

Ukwenza kube lula sisebenzisa u Rio Tinto uma sichaza u Rio Tinto Limited no Rio Tinto plc kanye nezinkampani ezingaphansi kwakhe. U Rio Tinto plc no Rio Tinto Limited bahlangene ngaphansi kwezinhla ezimbili ezibhaliswe njengesixha esisodwa kwezomnotho.

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Iqoshwe ochwepheshe baka Tor Petterson & Partners.
Ishicilelwe eNgilandi abakwa The Beacon Press besebenzisa ubungoti bokuloba okucwengekile.
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10/2003/ZULU