

# Inqubo yendlela yezikhalazo



# Isingeniso sendlela yezikhalazo yakwaFord

# Isingeniso sendlela yezikhalazo kusuka kwa-Ford

I-Ford Motor Company izibophezele ekwakheni umhlaba ongcono lapho wonke umuntu engakwazi ukuhamba ngokukhululeka futhi aphishekele amaphupho akhe. Silwela ukuthuthukisa ukufinyelela kwezokuthutha, ukuvikela indawo esihlala kuyo, ukukhuthaza impilo nokuphila kahle kwemiphakathi esizungezile, nokuhlonipha amalungelo abantu abahlala lapho. Ukuzibophezela kwethu ekuzuzeni imiphumela emihle nokuhlonipha amalungelo abantu kufakwe kumgomo wethu othi "Sizibophezele ekuvikeleni amalungelo abantu kanye nemvelo" nakho konke esikwenzayo. Sizibophezele ekuhlonipheni Izimiso ze-United Nations (UN) Guiding Principles on Business and Human Rights kanye nayo yonke imithetho esebenzayo yochungechunge lokuhlinzekwa kwempahla futhi sivumelanise izinqubo zethu zokukhuthala ngendlela efanele.

Sizibophezele ekuvikeleni [amalungelo abantu kanye nemvelo](#) Izinqubomgomo zethu ezimisiwe zichaza indlela esiqhuba ngayo ibhizinisi lethu mayelana namalungelo abantu kanye nemvelo, okuhlanganisa abahlinzeki bakwaFord nozakwethu bebhizinisi. Ngokufanelekile, [Ikhodi Yokuziphatha Yabahlinzeki](#) bempahla ibeka kokubili izimfuneko zethu kanye nalokho esikulindele ebudlelwaneni babahlinzeki emikhakheni yamalungelo abantu, indawo ezungezile, ukutholakala kwempahla okunesibopho, izinqubo zebhizinisi ezinomthwalo wempahla nezisemthethweni kanye nokusetshenziswa okuhlobene kwale migomo. Sidinga ngokucacile ukuthi abahlinzeki bethu balandele zonke izinqubomgomo ze-Ford ezisebenzayo, ukuze bathobele noma beqe yonke imithetho neziqondiso ezisebenzayo, futhi bakufake ohlwini lwabo lwempahla kanye nabaphakeli babo.

Inqubo yesikhalo echazwe ngezansi iyisisekelo sokwakha esibalulekile sokugcina nokuvikela Izimiso Zokuqondisa Zenhlangano Yezizwe Ezihlangene (i-UN) Ebhizinisini Namalungelo Abantu, eminye imithetho nemihlahlandlela efanele kanye namagugu ethu ebhizinisi asekelwe kuyo. Inqubo yezikhalazo isebenza njengohlelo olubalulekile lokuxwayisa kusenesikhathi ukuze sidalule futhi siphanye ukuphulwa kwamalungelo kanye nezikhalazo okungenzeka futhi sithathe izinyathelo ezifanele zokukulungisa ngokushesha. Ngokufanelekile, sithola ulwazi kusenesikhathi kangokuthi singathatha izinyathelo ezifanele zokuphikisa ngaphambi kokuba abantu noma indawo ezungezile ilinyazwe.

# Ukuqala kwendlela yezikhalazo

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# Ukuqala kwendlela yezikhalazo

Indlela yezikhalazo ihlanganisa lezi zindawo ezilandelayo zokwephulwa kwezomthetho kanye nezikhalazo phakathi kochungechunge lwethu lokuhlinzeka ngabahlizeki abaqondile noma abangaqondile:

- Ukwephulwa kwamalungelo abantu kanye nokuhlukunyezwa okubangelwa ukwephulwa kwezivumelwano zamazwe ngamazwe, njenge
  - UMthethosivinywa Wamazwe Ngamazwe Wamalungelo Abantu (Isimemezelo Somhlaba Wonke Samalungelo Abantu Nezivumelwano Zaso ezimbili) 1948
  - Isimemezelo seNhlangothi Yezabasebenzi Yamazwe Ngamazwe (ILO) Ngezimiso Eziyisisekelo Namalungelo Emsebenzini (1998)
  - Izimiso Zokuqondisa Zenhlangothi Yezizwe Ezihlangene (UN) Kwebhizinisi Namalungelo Abantu (2011)
  - I-Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises (Ushicilelo luka-2011)
  - Izimiso Zokuhlonyiswa Kwabesifazane ze-UN (2010)
- Ukwephulwa kwemvelo kanye nokuhlukumeza okubangelwa ukwephulwa kwezivumelwano zamazwe ngamazwe, njenge

- Isiqondiso se-OECD Samaketanga Okunikezela Ngempahla Amaminerali Avela Ezindaweni Ezithintekile Nezingozi Eziphezulu (Ushicilelo luka-2016)
- I-CEO ye-UN Water Mandates
- I-Minamata Convention on Mercury yango-Okthoba 10, 2013 (Minamata Convention)
- Ukwephulwa kwezomthetho kanye nezikhalazo ezibangelwa ukwephulwa kwemihlahlandlela yangaphakathi noma eqondene nemboni, njenge
  - Ikhodi Yokuziphatha Yabahlizeki
  - Izimiso Zokuqondisa Kwemboni Yezimoto (2017)
- Ukwephulwa kwezomthetho nokuhlukumeza okubangelwa ukwephulwa komthetho wamanje, njengoMthetho Wokukhuthalela Ukuthengwa Kwempahla WaseJalimane (SCDDA; Lieferkettensorgfaltspflichtengesetz – LkSG)

## Iqembu labantu abathintekile futhi okuqukethwe isikhalazo

1. **Iqembu labantu**  
Empeleni, noma yimuphi umuntu angathumela isikhalazo mayelana nokwephulwa kwezomthetho okungaba khona kanye nezikhalazo ngaphakathi kochungechunge lwethu lokuhlinzeka ngezinto ezithinta abahlizeki abaqondile noma abangaqondile ngokusebenzisa iziteshi zethu zokubika ezihambisanayo.
2. **Okuqukethwe kwesikhalazo kanye nencazelo yamaqiniso**  
Ulwazi olulandelayo lusekela olunye uphenyo nokusebenza kahle, kodwa aluphoqelekile:
  - **Kuphi** (isb. igama lomphakeli onekheli)

- **Nini?** (isb. idethi nesikhathi lapho ukuphulwa noma ukuhlukumeza kubonwe khona)
- **Ubani futhi yini** (isb. ulwazi oluphelele nolunemininingwane ngangokunokwenzeka mayelana nokwephulwa kanye nesikhalazo, ulwazi lweqembu labantu abathintekile, inani labantu abathintekayo, ubukhali bokwephulwa okungenzeka)
- **Kanjani** (isb. imibhalo ngezithombe, amavidiyo, imibhalo noma ofakazi)
- **Okulindelekile kanye nenjongo yesikhalazo** (isb. yiziphi izinyathelo zokuvimbela noma zokulungisa ezilindelekile, iyini inhloso eqondile yesikhalazo?)

## Ukufinyeleleka nge imigudu ehlukahlukene yokubika

Ukuqinisekisa ukuthi ukwephulwa kwamalungelo abantu noma ubungozi bemvelo kungabikwa kulo lonke uchungechunge lokuhlinzeka kwempahla, sihlizeka ngalezi ziteshi zezikhalo ezilandelayo:

1. **Uhlelo lokusebenza lwamazwi Omsebenzi ("Amazwi e-RBA") noma finyelela ngekhodi ye-QR**  
Ikhodi ye-QR engezansi iqondisa ummangali esicelweni sethu seselula (uhlelo lokusebenza), olungadawunilodeka futhi ummangali angathola ngalo umbono ophelele wesikhalazo esithunyelwe nganoma yisiphi isikhathi. Isikhalazo sihlala sifinyeleleka ngohlelo lokusebenza futhi sibonisa izibuyekezo zesikhathi sangempela. Uma isifakiwe, sebenzisa i-pictogram ethi "Impendulo" ukuze uhambise isikhalazo sakho.

Uhlelo lwethu lokusebenza lunikeza okunye ulwazi kanye namavidiyo mayelana inqubo yezikhalazo.



2. Ikhasi eliyisiqalo kanye nefomu lewebhu

Isikhalazo singathunyelwa ngefomu lewebhu kuwebhusayithi yenkampani yethu. Ukuqinisekisa ukuxhumana, ummangali uthola inombolo yecal ngezinjongo zokulandelela, angafinyelela noma nini ukuze abuke isimo sesikhalazo esithunyelwe.

Ikhasi lethu eliyisiqalo kanye nefomu lewebhu linikeza ulwazi olwengeziwe namavidiyo mayelana nenqubo yezikhalazo.

[Qala Inqubo Yangaphandle Yezikhalazo](#) 

3. Finyelela idatha ngocingo kanye ne-hotline:

I-Ford inikeza izinombolo zocingo eziqondene nezwe elithile:

Izwe	Uhlobo	Inombolo yocingo
China	Kuzwelonke	4001200796
EJalimane	Okukhulu Mahhala	08001808120
Japan	Okukhulu Mahhala	8009196565
Korea South	Okukhulu Mahhala	3084910156
I-Malaysia	Okukhulu Mahhala	1800812709
Mexico	Okukhulu Mahhala	8001122677
I-Nepal	Okukhulu Mahhala	8000010153
Philippines	Okukhulu Mahhala	180013220558
I-Taiwan	Okukhulu Mahhala	801128131
Thailand	Okukhulu Mahhala	1800019075
Thailand	Okukhulu Mahhala	1800019083
Turkey	Okukhulu Mahhala	8006212363
United States	Okukhulu Mahhala	18882053318
Vietnam		
	Indawo	2844581378

4. Ikheli leposi

"Department for Sustainability in the Supply Chain"  
c/o Ford Werke GmbH  
Henry-Ford Street 1  
50735 Cologne  
Cologne, Germany

5. Ezinye izinketho

I-Ford ilwela ukugcina izithiyo zokufinyelela ziphansi ngangokunokwenzeka ukuze kuqinisekiswa ukufinyelela kalula ezinqubweni zethu zezikhalazo zamaqembu asengozini ikakhulukazi, njengezingane noma abantu abangafundile. Ngakho-ke i-Ford ihlale ibuyekeza ukuthi imigudu ekhona yenqubo yethu yezikhalazo yanele yini futhi/noma ingathuthukiswa, isib. ukuthuthukiswa kohlelo lokusebenza, izilimi zezinqubo ezengeziwe, njll.

Ngaphezu kweziteshi ezishiwo ngenhla, sikhomba ezinye izinketho ezingasetshenziswa ukuthumela noma ukulandelela isikhalazo:

- Ummangali angakwazi ukuboleka umakhalekhukhwini, ikhompyutha ephathekayo noma ithebhulethi ukuze afinyelele ku-RBA Voices, inqobo nje uma ebhala phansi noma ekhumbula imininingwane yokungena ngemvume, angayithola kunoma iyiphi ifoni noma ikhompyutha ephathekayo/ithebhulethi;
- Izinhlangano zomphakathi zendawo kanye nabanye ababambiqhaza nabo banenketho yokuthumela impendulo egameni lomunye umuntu ngefomu lethu lewebhu lomphakathi, inqobo nje uma bekhomba indawo ethile efomini futhi benobufakazi bokuthi lesi sikhungo sisochungechungeni lwethu lokuhlinzeka;
- Abamele abasebenzi bangase futhi balethe impendulo egameni lomunye umuntu uma bekhomba indawo ethile efomini futhi benobufakazi bokuthi lesi sikhungo sisochungechungeni lwethu lokunikezela ngempahla.

## Ulimi lwenqubo yezikhalazo

Ulimi lokusebenza lwendlela yezikhalazo ngokuvamile isiJalimane nesiNgisi, esisetshenziswa ngokuyinhloko “Ithimba Lokusimama Kochungechunge Lokuthenga” (ngemuva kwalokhu: “Ithimba le-SCS”).

I-Ford izama ukuxhumana ngolimi lomvangali lapho ecelwa futhi ithuluzi lokuhumusha elinezilimi ezihlukahlukene liyatholakala ku-Worker’s Voices App noma efomini lewebhu.

Zonke izikhalo ezilethiwe, kungakhathaliseki ukuthi zingaziwa noma cha, zizocutshungulwa ngokwale nqubo elandelayo.

## Ukugcinwa kuyimfihlo kobunikazi

Isikhalazo esithunyelwe sicutshungulwa kuphela “Ithimba le-SCS” elikhethekile neliphakathi nendawo. Umnyango kuphela ongabuka futhi ucubungule isikhalazo futhi uxhumane nomvangali. Abasebenzi abaphathiswe izikhalo baqeqeshwe ngokukhethekile ukuze baqinisekise ukuthi ulwazi oluthunyelwe luphathwa ngokuyimfihlo uma kuqhathaniswa neminyango yangaphakathi noma abathintwayo bangaphandle. Lokhu kusebenza ikakhulukazi kudatha yomuntu siqu.

Sihlala sizibophezele ekuvikeleni ubumfihlo bobunikazi bomvangali futhi siqinisekise ukuvikeleka okusebenzayo ekuncishweni phansi noma ekujezisweni ngenxa yesikhalazo sibe sihlonipha noma yimiphi imithetho nezimiso ezisebenzayo zendawo okuhlanganisa nezimfuneko zokudalulwa okusemthethweni noma ezilawulayo (isb., izicelo zolwazi lweziphathimandla ezinekhono) kanye imithetho nezimiso zobumfihlo bedatha.

# Inkambo yendlela yezikhalazo

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# Inkambo yendlela yezikhalazo

## Ukubuka konke kanye nobude bezinyathelo zenqubo ngayinye

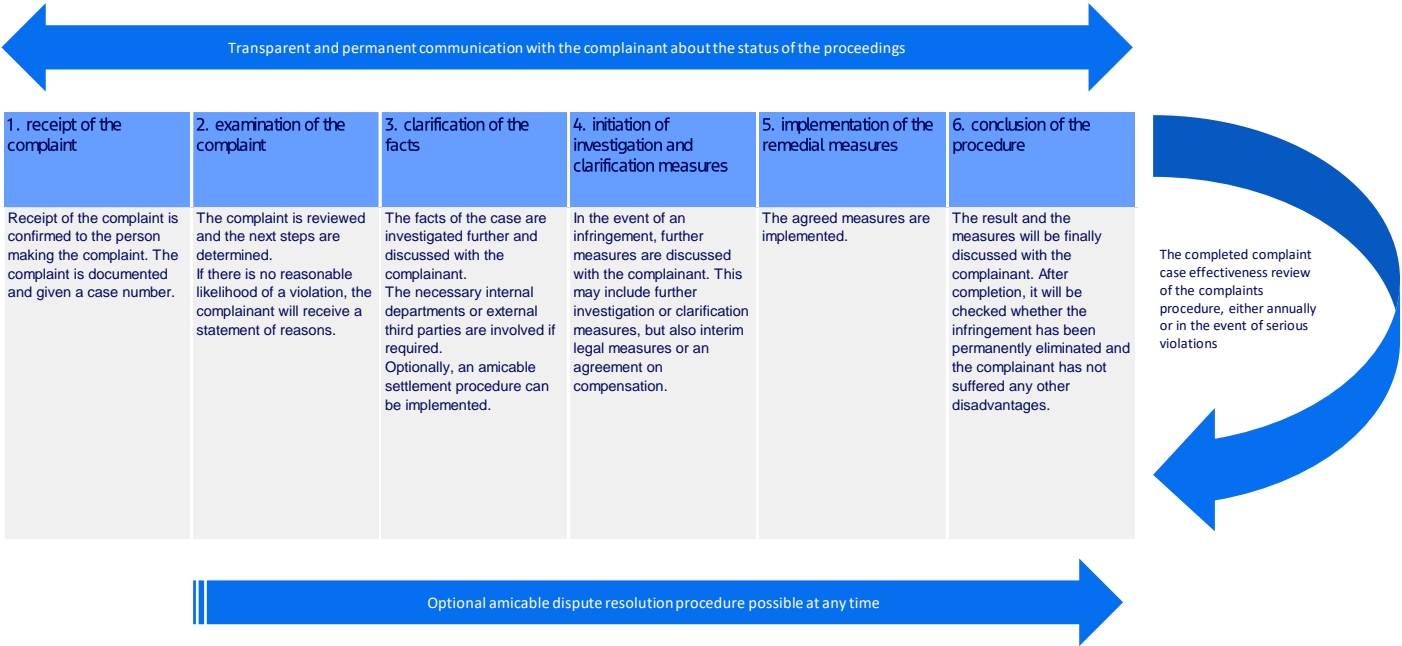
A. Inqubo yendlela yezikhalazo ikhonjiswe ngezansi, okuhlanganisa nemininingwane ngesinyathelo ngasinye:

Ubude bendlela yokufaka isikhalazo buncike ezicini ezihlukahlukene, njengohlobo nobubanzi bolwazi olunikezwe ummangali, inani labantu noma abahlinzeki abathintekayo, izinga lemininingwane yokwephulwa komthetho kanye nezikhalazo, njll.

Ngokuvamile sizama ukunamathela ezikhathini ezilandelayo:

- **Inqubo Isinyathelo sesi-2:** Ukuqinisekiswa kokutholwa kommangali kungakapheli amahora angama-24 noma usuku olulodwa lokusebenza (ngoMsombuluko kuya kuLwesihlanu).

- **Inqubo Isinyathelo sesi-3:** Ukuhlukaniswa nokudluliselwa phakathi kwezinsuku eziyisi-7 zokusebenza.
- **Inqubo yezinyathelo-4 nokulandelayo:** Izikhathi zophenyo ziyahlukahluka futhi izikhalazo zinikezwa izibuyekezo eziwayelekile.



## Ukuqinisekiswa kokutholwa, imibhalo kanye nokucaciswa kwamaqiniso (Izinyathelo 1-3)

Ngokushesha ngemva kokuba ummangali efake isikhalazo ngemigudu yethu yokubika (ikhodi ye-QR, ifomu lewebhusayithi noma ucingo) uzothola ukuvunywa ukuthi usitholile, okuhlanganisa nenombolo yecala ukuze alandeleke. Ngaphezu kokuvuma ukutholwa, ummangali uthola ulwazi olwengeziwe mayelana nezinyathelo ezilandelayo, umugqa wesikhathi wenqubo, namalungelo abo nokuvikelwa ekuziphindiseleni ngenxa yombiko wabo wokwethembeka wokwephulwa kwenqubomgomo noma umthetho.

Lapho usebenzisa ifomu lesizindalwazi, ummangali kufanele akhumbule imininingwane yokungena ukuze aqinisekise ukuxhumana okwengeziwe Zonke izikhalo ezilethiwe zizocutshungulwa ngokungaziwa nangokucophelela okufanele.

"Ithimba lethu le-SCS" lenza ukubuyekwezwa kokuqala kwesikhalazo.

Lokhu kuhlangukisa ukuhlola ukuba nokwenzeka kwemininingwane yesikhalazo kanye nobuqiniso bamaqiniso ethulwayo.

Inhloso yalokhu kubuyekwezwa ukuthola ukuthi akhona yini amathuba anele okuphulwa komthetho noma ukungalingile ngaphakathi kochungechunge lwethu lokuhlinzeka kubahlinzeki bethu abaqondile noma abangaqondile. Ukuze kuhlolwe okokugcina ukuthi ingabe kukhona okusolwayo ukwephulwa komthetho noma izikhundla zomthetho ezivikelwe, kungase kudingeke ukuba kutholwe ulwazi

olwengeziwe kanye / noma ukubonisana nommangali ukuze uqonde ngokugcwele amaqiniso.

Uma kunesidingo, ummangali uyaziswa ngesimo senqubo futhi aziswe ngezinyathelo ezilandelayo. Ummangali uyakwazi ukufinyelela isikhalazo sakhe, isimo, imininingwane yesikhathi kanye neminye imininingwane yecala nganoma yisiphi isikhathi esebenzisa inombolo yokubuyekeza noma angohlelo lokusebenza.

Amaqiniso ecala kuxoxwa ngawo nommangali (uma isicelo singenziwanga ngokungaziwa) ukuze kuqondwe kangcono amaqiniso ecala kanye nokufaka ukuzethemba ohlelweni lwezikhalazo.

Uma kunezinkomba ezifanele, "Ithimba le-SCS" linganikeza ummangali inqubo yokuxazulula ngokuthula. Inhloso yale nqubo ukuholela izinhlangothi ezithintekayo esixazululweni esivumelanayo ngosizo lweqembu lesithathu elingathathi hlangothi (isb. inqubo yokulamula). Ukwengeza, izindleko zezinhlangothi ezithintekayo zingancishiswa ngaphambi kokuba kuqalwe uphenyo olunzulu ngesikhathi kuqhubeka ukuqulwa kwecala.

## Izinyathelo zophenyo nezemfundo, ukuqaliswa (Izinyathelo 4-5)

Uma kutholakala ithuba elanele lokuphulwa komthetho noma izikhundla ezingokomthetho ezivikelwe, "Ithimba le-SCS" lihlola ukuthi yiziphi izinyathelo zokulandelela ezidingekayo. Lokhu kubandakanya ukucaciswa okwengeziwe kanye nezinyathelo zophenyo ukuze amaqiniso ecala kanye nokwephulwa komthetho kuchazwe ngokugcwele.

Ukucutshungulwa nokudidiyelwa kwalezi zinyathelo kwenziwa ngokukhethekile "Ithimba le-SCS", elinabasebenzi abaqeqeshiwe nabanolwazi abaqala ezinye izinyathelo ngokuzimela nangokuthobela ngokuyimfihlo. Bagunyazwe ukwenza uphenyo olunzulu futhi badlulisele isikhalazo kweminye iminyango noma bababandakanye, njengomnyango wezomthetho, umnyango othengayo noma abantu besithathu abazimele. Izinyathelo zesikhashana ezingaba khona noma izinyathelo zomthetho zokuqala nazo zingacatshangelwa.

Uma isikhalazo sesibuyekenziwe futhi sahlukaniwa ngendlela efanele, ithimba liqala umsebenzi wokulungisa. Ubude benqubo yokulungisa siyahluhluka kuye kwelinye icala njengoba bonke abathintekayo kudingeka bahileleke ukuze baqonde icala, baqede ukwephulwa komthetho noma isikhalazo, futhi basebenzele isisombululo sesikhathi eside ukuze kugwenywe izinkinga ezifanayo esikhathini esizayo. Uma ummangali engavumelani nenqubekelaphambili ekukhulunywe ngayo, kuhlale kunethuba "lokwenyuka" Kulokhu, umuntu wesithathu ozimele uyabizwa ukuze alamule futhi mhlawumbe abandakanye amanye amaqembu anentshisekelo. Iqembu lesithathu yi-Responsible Business Alliance (RBA), okuyinhlangano enkulu kunazo zonke emhlabeni yezinkampani ezizinikele ekuzibophezeleni kwezenhlalo ezinkampanini zomhlaba wonke ([Responsible Business Alliance](#)) kusukela yasungulwa ngo-2004.

Izinyathelo zokulungisa ezihleliwe kuxoxiswana ngazo nommangali futhi, uma kunesidingo, kufinyelelwa esivumelwaneni sokunxeshezela. Izinyathelo zibe seziqaliswa.

## Ukuqedwa kwendlela yezikhalazo (Isinyathelo 6)

Uma kungekho ithuba elanele lokwephulwa komthetho noma ukungaphathi kahle, inqubo yezikhalazo ingase iyekwe ezigabeni ezedlule zenqubo. Ummangali uzokwaziswa ngalokhu ngemva kwengxoxo. Izizathu zokuyeka ukuqhubeka nazo zizoshiwo futhi zichazwe. Ukuqulwa kwecala kungase futhi kuyekwe uma kungenakwenzeka ukucacisa ngokwanele amaqiniso ecala noma ukuxoxa ngawo nommangali ngezizathu ezingokoqobo (isb. ukuntula ukutholakala) noma izizathu ezibambekayo (isb. ukucaciswa okunganele kokuqonda noma ubufakazi).

Uma izinyathelo zokulandelela zembula amathuba anele okwephulwa komthetho noma ukuhlukumeza, “Ithimba le-SCS” lilungiselela izinyathelo ezifanele nezinqumo zenhlangano ezinengqondo nezifanele ukuqeda ukwephulwa komthetho okuhlonziwe noma ukuhlukumeza ngokushesha futhi kungafaki. ukwephulwa komthetho kabusha esikhathini esizayo.

Uma zonke izinyathelo zokulandelela seziqalisiwe futhi seziqediwe, isikhalazo sigcinwa kungobo yomlando. Isifinyezo esihlanganisa nomphumela sidluliselwa kummangali. Ummangali ucelwa ukuthi aphenjule futhi unethuba lokunyusa icala.

Ukuze kuthuthukiswe inqubo yokuhlaziya ubungozi bangaphakathi kanye nezinhlalelo ezingaba khona

zesikhashana, ulwazi oluzuziwe lusetshenziselwa ukubuyekeza futhi, uma kunesidingo, ukulungisa izinqubo nezinqubo zangaphakathi.

## Ukuxhumana nommangali/umhlebi

Kuzo zonke izinyathelo zenqubo, abakwaFord bazama ukuqinisekisa ukuthi kukhona ukuxhumana okusobala nokungapheli nommangali. Ummangali kufanele aziswe ngezinyathelo zenqubo ngaso sonke isikhathi futhi akwazi ukulandela inqubekelaphambili.

# Izimiso ezijwayelekile zendlela yezikhalazo

04

13 - Ukuvikelwa kommandli ekubandlululweni

13 - Izimiso zengubo eziyisisekelo

# Izimiso ezijwayelekile zendlela yezikhalazo

## Ukuvikelwa kommangali ekubandlululweni

Siqinisekisa ngokuqeqeshwa okufanele kwabasebenzi bethu ukuthi bayakhuthazwa ukuba bangenelele ngisho noma kunophawu oluncane lokucwaswa okungenzeka noma okunye ukuphindisela ummangali. Ngaphakathi kobubanzi bamathuba atholakalayo enkampanini, sizophakamisa izinyathelo zokuvikela ummangali ezintweni ezimbi noma ezijezisweni ngendlela engcono kakhulu.

Ngaphezu kwalokho, ummangali angakhuphula icala nganoma yisiphi isikhathi, ngisho nangemva kokuba inqubo yesikhalazo isiphelile futhi ivaliwe, uma, isibonelo, ebhekene nezinyathelo zokuziphindiselela ngenxa yesikhalazo esithunyelwe.

Asikubekezeleli ngokusobala noma yiziphi izinyathelo zokuziphindiselela noma ukusabisa nokucwasa ummangali.

## Izimiso zenqubo eziyisisekelo

Inqubo efanelekile kanye nomgomo wokulingana

Inqubo yezikhalazo, izinyathelo zophenyo kanye nezinyathelo zokuvimbela noma zokulungisa okufanele zisetshenziswe ngenxa yokwephulwa komthetho okungenzeka zihambisana nemithetho esebenzayo. Uphenyo lwenziwa ngokungathathi hlangothi futhi ulwazi olusebenzisekayo kuphela olusemthethweni luyabhekwa.

Zonke izinyathelo zenqubo nezinyathelo zokunquma amaqiniso zingaphansi komgomo wokufaneleka nokusebenza kahle. Lokhu kusho ukuthi izinyathelo kufanele zifaneleke, zidingeke futhi zifaneleke ukuze kufezwe ngempumelelo inhloso ehlosiwe.

### Isikhulu Sezikhalazo

I-Ford isungule "Ithimba le-SCS" eliphakathi nendawo ukuze kuqinisekiswa inqubo esebenzayo yokukhononda. Abasebenzi baqeqeshiwe futhi baneziqu ezikhethekile. Benza imisebenzi yabo ngezinga elifanele lokuzimela nokungakhethi, ababoshiwe yimiyalelo futhi banesibopho sokugcina imfihlo.

Uma uneminye imibuzo, sicela ungangabazi ukusithinta.

Ikheli leposi:

"Supply Chain Sustainability"

c/o Ford Werke GmbH

UHenry-Ford Street 1

50735 Cologne

E-Cologne, eJalimane

### Ukubuyekiswa konyaka kanye/noma kwesikhashana kwenqubo yezikhalazo

Inqubo yethu yezikhalazo, kuhlenganisa nala madokhumenti enqubo, ingaphansi kokubuyekiswa okusebenzayo okungenani kanye ngonyaka. Siphinde sibuyekeze izinqubo zethu ngokwesisekelo sesikhashana senqubo ngayinye

yezikhalazo ezenziwayo, isb.:

- Ukuba semthethweni nokufinyeleleka: Ingabe izibopho zilawulwa ngokucacile futhi iziteshi zokufinyelela zanele noma kudingeka ukulungiswa?
- Ukubikezela kanye nebhansi: Ingabe isikhathi esibekiwe sezinyathelo zenqubo ngayinye sisalungile? Ingabe ulwazi olwanele luyatholakala kumaqembu okungase kuqondiswe kuwo?
- Ukubonisa ngale: Ingabe kukhona ukuxhumana okusobala nomuntu okhipha umbiko ngempendulo eqhubekayo?
- Iyahambisana namalungelo kanye nengxoxo: Ingabe izinyathelo zokulungisa ziyasetshenziswa ngokuhambisana nezindinganiso zamalungelo abantu? Ingabe kukhona ukuxhumana okwanele nommangali, ngisho nangemva kokuba inqubo isiqediwe?

### Imithetho yokuvikela idatha

Le mibhalo yenqubo kanye nokusingatha isikhalazo kulandela imithetho Yomthethonqubo Wokuvikelwa Kwedatha Ejwayelekile, okuhlanganisa ukuqoqwa, ukusetshenziswa nokudalulwa kwedatha yomuntu siqu ngokusebenzisa futhi ngokuxhumene nohlelo lokubika izikhalo ku-inthanethi.

Ukuze uthole imininingwane eyengeziwe sicela ulandele lesi sixhumanisi:

[Uhlolo-jikelele lokuvikelwa kwedatha nolwazi lwezomthetho \(ford.de\)](https://ford.de)

**Izimfihlo zohwebo**

Izimfihlo zezohwebo neزامabhizinisi zakwa-Ford, ikakhulukazi imibhalo kanye nolwazi olungaphansi kokugcinwa kuyimfihlo, zizovikelwa ngokwanele kungakhathaliseki izidingo zale ndlela yokukhononda.

**Isisekelo esisemthethweni sendlela yezikhalazo, izindleko**

Inqubo yezikhalo echazwe lapha ihlanganisa izikhalazo ngaphakathi kohlaka lomthetho mayelana nokukhuthala okufanele kwenkampani kumaketango wokuhlinzeka futhi ihlangabezana nezimfuneko zoMthetho Wokuvikela Abamemezeli.

I-Ford iphinde ibe nezinye izinqubo zokukhononda, njengokushaya ikhwelo. Uma kwenzeka kubikwa izikhalo ezingahlosiwe ngale nqubo, “umnyango” wethu uyaqinisekisa ukuthi lezi zikhalo zidluliselwa eminyangweni efanele.

Ummangali angeke abhekane nezindleko zokusebenzisa indlela yokufaka izikhalo. Kodwa-ke, abakwa-Ford ngeke bathathe noma yiziphi izindleko ezitholwe ngummangali ngesikhathi sokusebenza kwezikhalazo, njengezindleko zokuhamba noma zezomthetho.

