

AYIKHO INDLELA ELUNGILE
YOKWENZA INTO ENGALUNGILE

IZIMISO ZETHU

Izimiso zethu ziysisici esihlukile nesihlala njalo senkampani
yethu futhi ziyingxene ebalelekile yefa lethu.
Ziyikhampasi yokuziphatha yayo yonke into esiyenzayo.



Ukwenza into elungile The Whirlpool Way

Ngeke siwufeze umgomo wethu uma
singanqobi ngobuqotho. Ukwakha ukufunwa
komkhiqizo nokuzuza ukwethenjwa yikho
okubangela izinqumo nezenzo zethu.
Le Ncwadi Yobuqotho isiza ekwenzeni
ubuqotho bethu bube yisenzo.

UKUNQOBA NGOBUQOTHO

Uyakhumbula ukuthi yini eyakwenza wajoyina i-Whirlpool? Kimina, kwakuwukuzibophezelwa kwenkampani ekunqobeni ngobuqotho. Mhlawumbe kungakho ngingafuni lutho kangaka ngezimiso zethu. Iyimihlahlandela esiqondisayo emhlabeni oshintshayo.

Izimiso zethu ziqondisa izenzo zethu ukuze singqobe ngobuqotho futhi senze izinqumo ezilungile. Sizizwa ngendlela enamandla kakhulu ngalokhu kangangokuthi, singamane silivale ibhizinisi kunokuba sephule umthetho noma sehlise izimiso zethu.

Zonke izinkampani zilwela ukuphumelela. Okungenza ngiziqhenye ukuzibophezelwa kwethu ekunqobeni ngendlela elungile — **The Whirlpool Way** — lapho **ingekho khona indlela elungile yokwenza into engalungile**. Singase singakhunjulwa NGALOKHO esikufinyelele, kodwa ngiyaqiniseka ukuthi siyokhunjulwa NGENDLELA esikufinyelele ngayo. Impumelelo ngaphandle kobuqotho iwukwehluleka.

Ngendlela engikubona ngayo, ukwenza ngendlela efanele ngokuyisisekelo kusho ukulandela umthetho. Kodwa-ke, e-Whirlpool izimiso zethu zibeka amazinga aphakeme ukuze sizuze ukwethenjwa ngamakhasimende ethu, ozakwethu, ababambiqhaza, nomphakathi esisebenza kuwo. Lokhu kuchaza lokho esiyiko. Sakhe le Ncwadi Yobuqotho ukuze sikusize ukuba ulandele **The Whirlpool Way**.

Siyabonga ngokuzibophezelwa kwakho okuqhube kayo ekunqobeni **The Whirlpool Way** — lapho **ingekho khona indlela elungile yokwenza into engalungile**.



Marc Bitzer

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KUWUMTHWALO WETHU

Ukwethenjwa kuyazuzwa.

Sonke sinomthwalo wokwamukela, ukuqonda, nokulandela le Ncwadi Yobuqotho. Isebenza kuwe, kungakhathaliseki ukuthi siyini isikhundla sakho enkampanini noma ukuthi ukuphi emhlabeni. Sethembele kuwe ukuba ulondoloze ifa lethu lokunqoba ngobuqotho.

Siyaqaphela ukuthi ezinye izimo azilula, kodwa awuwedwa. Le Ncwadi iyisiqondiso sokusiza ngamunye wethu ukuba aphile **The Whirlpool Way**. Iqukethe amacebiso, izibonelo ezinhle, nezinsiza zokukusiza ukuba usebenzise ubuqotho bethu.

Uma unelungelo lokuhola ithimba, kuwuthwalo wakho ukuqiniseka ukuthi ithimba lakho liyaziqonda futhi liyazilandela izimiso ezikule Ncwadi Yobuqotho.



The Whirlpool Way

Le Ncwajana Yobuqotho yenza ubuqotho bethu bube isenzo. Sibathanda kakhulu abasebenzi bethu, abatshali-zimali, amakhasimende, imiphakathi, nabanye ababambiqhaza. Ukwakha ukufunwa komkhiqizo nokuzuza ukwethenjwa yikho okubangela izinqumo nezenzo zethu. Ukunqoba The Whirlpool Way kuwukuphela kwendlela.

“Sikholelwa ukuthi **indlela esifinyelela ngayo imigomo yethu ibaluleke **njengalokho** esikufezayo.”**

**IMPUMELELO NGAPHANDLE KOBUQOTHO
IWUKWEHLULEKA**

IZENZO ZAKHO ZIBALULEKILE

Wonke umuntu unesibopho sokwenza ubuqotho bethu busebenze nokwakha umthelela ohlala njalo, omuhle.

Kunezibonelo zendlela abanye abasebenzi bethu abaphila futhi bahole ngayo ngobuqotho:



“Sakha izinqubo nezilawuli ukuze siqiniseke ukuthi kuyahanjiswa na nezinqubomgomomo zethu nomthetho.”



“Ngiyangeneka futhi ngikhuthaza ithimba lami ukuba libuze imibuzo futhi liveze okulikhathazayo.”



“Ngiyalandebla uma kunento ebonakala ingabazeka, futhi ngenza ithimba lami lilandise uma lingenzi ngobuqotho.”



“Ngiyazazi futhi ngiyaziqonda izimiso zethu, futhi ngizenza nsuku zonke.”



“Ngiyaqiniseka ukuthi ithimba lami liqeda ukuqeleshwa ngesikhathi, futhi sixoxe ngokuthi kusebenza kanjani emsebenzini wethu wansuku zonke.”



“Ngiyalincoma futhi ngiliklomelise ithimba lami ngokufinyelela imigomo yalo libe lilandela The Whirlpool Way.”

KWENZEKANI UMA I-THE WHIRLPOOL WAY INGALANDELWA?

Sianikhathalela, futhi sifuna ukunivikela nina nenkampani. Ukwehluleka ukuhambisana nale Ncwadi Yobuqotho kungaba nemiphumela embi kuwe nasen kampanini.



Ukulahlekelwa ukwethenjwa



Ukulimala kwedumela elihle



Ungase futhi ubhekane nezinyathelo zokwelulekwa zangaphakathi ngokwesibonelo:

Umthelela omubi eholweni nasemsebenzini wakho



Ukumiswa emsebenzini



Izinhlawulo ezinzima nezijeziso



Ukuvalelwa ejele



Ukuxoshwa emsebenzini



Izixwayiso ezinikezwa ngomlomo noma ezibhaliwe



Ayikho indlela elungile yokwenza into engalungile

Kuwumthwalo wethu ukunqoba ngobuqotho nokuzuza ukwethenjwa nsuku zonke. Imibuzo elandelayo eyisisekelo iwusizo ngokukhethekile ezimweni okungakhulunywanga ngazo ngokuqondile kule ncwadi, kuzinqubo-mgomomo, noma kwezinye izimiso.

UNGAKWENZI

CHA

INGABE SINGAKWENZA?

Ingabe kuyavumelana nezimiso zethu?
Ingabe kuyavumelana nomthetho,
izinqubo-mgomomo zethu, nezinqubo?

Angiqiniseki

Yebo

UNGAKWENZI

CHA

INGABE KUFANELE SIKWENZE?

Ingabe kubonakala kulungile?
Ungathanda yini ukuba izenzo zakho
zaziwe umphakathi?
Ingabe ziymelela kahle i-Whirlpool
nedumela lakho?

Angiqiniseki

Yebo

UNGAKWENZI

CHA

INGABE SIZOKWENZA?

Uyayiqonda yini imiphumela?
Uzimisele yini ukulandisa
ngalesi sinqumo?

Angiqiniseki

Yebo

BUZA

Thola indlela elungile. Ungenzi uze uqiniseke ukuthi isinqumo siyavumelana nezimiso zethu, umthetho, izinqubo-mgomomo nezinqubo.

BUZA

Ngaphambi kokuba uthathe isinyathelo, qonda uhlobo nemithelela yezenzo zakho. Yenza sengathi okwenzayo kuzovela ezindabeni.

BUZA

Nguwe olandisayo ngezenzo zakho. Qiniseka ukuthi uyayiqonda imiphumela engaba khona. Thatha isinyathelo kuphela uma unegunya lokwenza kanjalo.

YENZA

Landela **The Whirlpool Way**

INDLELA YOKUBUZA IMIBUZO NOMA YOKUVEZA UKUKHATHAZEKA

Ungesabi ukucela usizo. Sonke siyaludinga usizo ezimweni ezithile.

Ngaphezu kwekhulu leminyaka, siye sazuza ukwethenjwa ngokwenza ngobuqotho. Ukwethenjwa kungalahlekwa kalula kakhulu. Ukuze uvikele lokho kwethenjwa, kudingeka ukuba uqonde le ncwadi nezinqubo-mgomomo

zethu futhi wenze into elungle. Lokhu kuhlanganisa ukubuza imibuzo, ukuveza ukukhathazeka, nokusitshela uma ucabanga ukuthi othile akayilandeli **The Whirlpool Way**. Ukukhulumu kuwumthwalo wakho.

Kunabantu abanangi ongabathinta ukuze ubuze umbuzo noma uveze ukukhathazeka. Sizokulalela.



Lapho uxhumana noLayini Wobuqotho, unganquma ukuthi ufunu ukulifhla yini igama lakho.

Uma ufisa ukurejista noma yimuphi umbuzo, ukukhathazeka, noma isikhala zo ngokupathelene nokugcinwa kwezimali, izilawuli zangaphakathi zokugcinwa kwezimali noma izindaba zokucwaningwa kwezimali ngokuqondile eKomitini Ecwaninga Izimali yeBhodi Labaqondisi, ungabhalela ku-Chairman of the Audit Committee ku-2000 North M-63, MD 3602, Benton Harbor, MI 49022.

AKUKHO UKUPHINDISELA

I-Whirlpool izibophezele ekuvikeleni abantu bethu ekuphindiseleni.

Ukuphindisela kuwumphumela omubi oqondile noma ongumshoshaphansi wokuveza ukukhathazeka noma wokubika isenzo esibi ngezisusa ezinhle. Izibonelo zihlanganisa ukwesabisa, ukungafakwa emathubeni, ukubukezwa okungamanga kwezinga lokusebenza, nokuxoshwa emsebenzini.

Ukuphindisela akuvumelekile. Noma yimuphi umsebenzi ophindiselayo kumuntu oveza ukukhathazeka ngezisusa ezinhle uzoquliswa ngalokho. Uma ubona noma uzwa ngokuphindisela, yiba yingxenyel yesixazululo: ***Khuluma.***

**“Asikubekezeleli
ukuphindisela
kubasebenzi abaveza
ukukhathazeka
ngenkambiso elungile
ngezisusa ezinhle.”**

BUZA BESE WENZA

Q Ngibone umphathi wami enza into ebonakala ingavumelani ne-The Whirlpool Way. Ingabe ngizongena enkingeni uma ngenza umbiko ngezisusa ezinhle?

A Cha, ngeke ungene enkingeni ngokumane uveze ukhathazeka ngezisusa ezinhle, ngisho noma kuvela ukuthi uwena obusephutheni. Uphenyo lwenziwa ngendlela engagwegwesi, engachemi, nenokuqonda.

Ukwenza into elungile The Whirlpool Way

Ukuthi “Ayikho indlela elungile yokwenza into engalungile” kusho ukuthi ngisho noma kungekho muntu obhekile, ngisho noma lilincane ithuba lokuba ubanjwe, ngisho noma umphathi ethi kwenze, ungayenzi into engalungile. Landela The Whirlpool Way futhi uvikele ifa lenkampani yethu.



KUNGANI KUBALULEKILE?

Ukwethenjwa kuwukusethemba amakhasimende ethu anakho kithi nsuku zonke. Ngeke sibe abahamba phambili ngaphandle kwako. Ukwenza ngobuqotho nokulandela **The Whirlpool Way** kusisiza ukuba sizuze ukwethenjwa nsuku zonke. Kubalulekile edumeleni lenkampani yethu nasemaswini ethu okuba igama lethu nomkhiqizo kuhambe phambili.



Siwenzela okulungile **AMAKHASIMENDE**



SIGCINA IKHASIMENDE LISEMQOKA KUYO YONKE INTO ESIYENZAYO

Amakhasimende ethu asemqoka emgomweni wethu, embonweni webhizinisi, naseswini.

Sisebenze iminyaka engaphezu kwengu-100 sakha igama lethu futhi sizuza ukwethenjwa amakhasimende ethu emhlabeni wonke. Silwela ukuba yimikhiqizo yabathengi enegama ukwedlula yonke ...kuyo yonke imizi emhlabeni. Ngeke sibufinyelele uBuholi Begama Nomkhiqizo ngaphandle kokugxila ngokungaphezi kumakhasimende ethu.

Lokhu kusho ukuthini ngawe?

- ▶ Qonda futhi usebenzise umgomo wethu nombono webhizinisi emsebenzini wakho.
- ▶ Cabanga ngamakhasimende ethu kuyo yonke into oyenzayo.



BUZA BESE WENZA

Q Phakathi nengxoxo ephathelene nezingozi zokusheshisa ukwethulwa komkhiqizo, akekho ocabangele indlela lokho okuyoba nomthelela ngayo kulokho ikhasimende elizobhekana nako. Yini okufanele ngiyenze?

A Kufanele siccine amakhasimende besemqoka kuyo yonke into esiyenzayo. Kufanele ukhulume ngaleylo ndaba ukuze siqiniseke ngokuthi lokho ikhasimende elibhekana nako akushalazelwa.





SIKLAMA FUTHI SAKHE IMIKHIQIZO EPHEPHILE NESEZINGENI ELIPHEZULU

Amakhasimende ethu ayasethemba emizini yawo. Siyakuthanda ukuwalethela imikhiqizo ephephile nesezingeni eliphezulu.

Amakhasimende ethu amemela imikhiqizo yethu emizini yawo bese beyisebenzisa nsuku zonke. Kungakho sihlinzeka ngemikhiqizo esezingeni eliphezulu ehangabezana noma eyedlula zonke izimfuno ezisebenzayo zokuphepha nezomthetho lapho ithengiswa.

Sakha ukufunwa kwemikhiqizo yethu futhi siziye ukwethenjwa amakhasimende ethu ngokuhlangabezana noma ngokwedlula lokho akulindele ngokuzwakalayo phakathi nokusebenzisa kwavo imikhiqizo yethu esikwazi ukukubona kusengaphambili.

Uma umkhiqizo ungaahlangabeani nesithembiso sethu, silwela ukulondoloza ukwethenjwa amakhasimende ngokuwahlinzeka ngesevisi yangemva kokuthenga ehangabezana noma eyedlula lokho akulindele.

Lokhu kusho ukuthini ngawe?

- ▶ Khuthaza izinga lomkhiqizo, ukuphepha, nokunamathela emthethweni.
- ▶ Qonda futhi usebezise njalo izinga nezimiso zokuphepha ezisebenza emsebenzini wakho.
- ▶ Shesha ukhulume uma kunento engabonakali ilungile.

BUZA BESE WENZA

Q Ngiye ngaphawula izinkinga zezinga emikhiqizweni ephuma emzileni wami. Umphathi wami akazange enze lutho. **Yini okufanele ngiyenze?**

A Khuluma nomphathi wakho ngale nkinga futhi ucele ukusekela kwethimba lakho nochwepheshe bezinga lomkhiqizo ukuze kuxazululwe inkinga. Kumelwe silandele izimiso zezinga lomkhiqizo ngaso sonke isikhathi. Amakhasimende ethu afanelwe yimikhiqizo esezingeni eliphezulu. Ungalehlisi izinga ngenxa yokuxinwa yisikhathi sokuqedwa.

Q Umfowethu usanda kuthenga uhavini omusha. Ungitshele ukuthi insimbi ezungeze umnyango ishisa kangangokuthi wesaba ukuthi indodakazi yakhe ingase ishe. **Yini okufanele ngiyenze?**

A Bika ngokushesha inkinga eMnyangweni Wokuphepha Noshaya Umthetho Emhlabeni Wonke. Cela umphathi wakho ukuba akusize uxhumane nawo. Futhi, qiniseka ukuthi umfowenu ufonela inamba yesevi yethu yamakhasimende. Sinesibopho sokusabela ngokushesha kunoma yikuphi ukukhathazela ngokuphepha komkhiqizo.





SIYAZIGCINA IZITHEMBISO ESIZENZAYO

Ukwethenjwa amakhasimende ethu kuyimpahla yethu ebaluleke kakhulu. Sizibophezele ekugcineni ukwethenjwa yiwo ngokukhangisa ngemikhiqizo yethu namasevisi ngeqiniso.

Sifuna ukuqiniseka ukuthi amakhasimende ethu anolwazi oluhle kakhulu olutholakalayo lapho enza izinqumo ngemikhiqizo yethu. Kungakho sikhangisa ngemikhiqizo yethu ngokwethembeka futhi siqikelela ukuthi esikushoyo kuyasekelwa. Silandela imithetho yokukhangisa lapho sisebenza khona futhi silindele ukuba wonke umuntu okhuthaza ukuthengwa kwemikhiqizo yethu noma amasevisi enze okufanayo.

Lokhu kusho ukuthini ngawe?

- Qiniseka ukuthi kwensiwe amathesti afanele nezinquo ukuze kuqinisekiswe izikhangiso zethu nalokho esikushoyo.
- Qiniseka ukuthi asisho ulwazi olungamanga.
- Cacisa ukuthi usebenzela i-Whirlpool lapho ufaka okuthile kuyi-Inthanethi ngenkampani yethu, igama, nemikhiqizo.

BUZA BESE WENZA

Q Ngenxa yezinguquku zomzuzu wokugcina ekwethulweni komkhiqizo, esinye sezici zomkhiqizo sinokunganembi okuncane. Uma umehluko umncane, ingabe kudingeka sisilungise leso sici?

A Yebo, izici zomkhiqizo wethu kufanele zinembe ngazo zonke izikhathi. Sizibophezele ekunikezeni ulwazi olunembile ngemikhiqizo yethu.

Q Sekuseduze kakhulu ukuba sethule umkhiqizo omusha, futhi ngicabanga ukuthi sizothengisa omningi uma sithi yiwo umkhiqizo othuthukiswa ukwedlula yonke kule mboni. Asinaso isikhathi sokwenza ucwaningo, kodwa ngokolwazi lwami, kuyiqiniso. Ngingamane ngiwunezele yini lo myalezo esikhangisweni somkhiqizo?

A Cha. Awunayo idatha oyidingga ukuze wenze lesi sitatimende. Kumelwe usebenzelane noMnyango Wokukhangisa noMnyango Wezomthetho ukuze ulandele inqubo yokuthuthukisa umyalezo, okuzokusiza ukuba uqoqe idatha efanele ukuze usekele isitatimende ngaphambi ngaphambi kokuba sisenze.





SIYABUHLONIPHA UBUMFIHLO

Sifuna ukuzuza futhi sigcine ukwethenjwa. Sisebenza kanzima ukuze sivikele imininingwane yomuntu siqu esiyinikezwayo.

Siyabuqaphela ubucayi bemininingwane yomuntu siqu, ngakho sicela kuphela imininingwane yomuntu siqu esiyidingayo ukuze sifeze izibopho zebhizinisi lethu nezingokomthetho, futhi siyisebenisela kuphela injongo ehloselwe yona neshiwo.

Sabelana kuphela ngeminingwane esiyiqoqile nalabo abayidingayo ukuze benze umsebenzi wabo. Uma ungomunye walabo bantu, unesibopho sokuhlonipha nokuvikela ubumfihlo balabo ababelana ngeminingwane yomuntu siqu ne-Whirlpool.

Sisebenzisa zona lezi zimiso zokuqikelela nokuvikela kuyidatha yomuntu siqu eyakhwi ngokusebenzisa imikhiqizo yethu ehlobene futhi eqoqwe kubasebenzi bethu, kubavakashi, nakwabanye.

Lokhu kusho ukuthini ngawe?

- ▶ Yazi ukuthi iyiphi idatha edinga ukuvikelwa.
- ▶ Qiniseka ukuthi izinqubo nezilawuli zokuvikela idatha yomuntu siqu ziyalandelwa nokuthi senza ngokuvumelana nomthetho.

YINI IDATHA YOMUNTU SIQU?

Yimininingwane ehlonda umuntu ngokuqondile noma ngokungaqondile.



BUZA BESE WENZA

Q Ithimba lami lifuna ukuqoqa izinsuku zokuzalwa zamakhasimende ethu ukuze liwathumelele amakhadi ezinsuku zokuzalwa. Singakwenza lokho?

A Ngaphambi kokuba uqoqe lolo Iwazi, khuluma ne-GIS, umbhekeli wakho wobumfihlo, noma uMnyango Wezomthetho ukuze siqiniseke ukuthi singaluqoqa ngokusemthethweni lolo Iwazi nokuthi sinezinqubo nezilawuli ezifanele ukuze siluvikele.

Q Ngabelana nethimba lami nge-spreadsheet esiqukethe amagama namakheli amakhasimende. Kunzima kakhulu ukunikeza nokuphuca umuntu ukufinyelela ifayili. Ngingasisebenzisa yini isixhumanisi okwabelwanayo ngaso esikhundleni sayo?

A Cha. Kufanele uqhubeku nokuthumelela kuphela abasebenzi abadinga lolo Iwazi ukuze benze imisebenzi yabo. Kungase kuba ukwephulwa kwemithetho yobumfihlo ukwabelana ngalolu hla nabanye.





KUNGANI KUBALULEKILE?

Izimiso zethu zakha ubudlelwane obuyingqayizivele obusebenza ezingeni eliphezulu phakathi kwenkampani nabasebenzi. Abantu abanangi bajoyina i-Whirlpool ngenxa yesiko lethu elisekelwe ezimisweni, lapho ingekho khona indlela elungile yokwenza into engalungile.



Sibenzela okulungile **ABANTU**



SIYAHILONIPHANA FUTHI SIKHUTHAZE UKWAHLUKAHLUKA NOKUNGAKHETHI

Siyahloniphana thina nemicabango yethu nemibono ehlukile. Siyaqaphela ukuthi ukwazisa ukwahluka kwethu kwenza wonke umuntu abambe iqhaza ngokwekhono lakhe eligcwele.

Siyabakhathalela abantu esisebenza nabo futhi siphathana ngenhlonipho nangesizotha. Siyabemukela abantu abangefani, imicabango nemibono.

Sikholelwa ukuthi siyakwazi ukwenza umsebenzi wethu omuhle kakhulu endaweni engachemi engenakho ukuphathana ngokwedelela noma ngokungacabangeli. Kungakho silondoloza izimiso ezifanele zokuziphatha emsebenzini futhi singakubekezeleli ukuziphatha kokwedelela, ukuhlukumeza, noma inkulomo yenzondo eyenziwa yinoma yimuphi umsebenzi, umhlinzeki, noma isivakashi noma okwenziwa kubo.

Silwela ukwakha isiko elinenhlonipho nelingakhethi futhi sakhe abasebenzi abahlukahlukene ngokwezizinda. Sizibophezele futhi ekwenzeni ngokungakhethi lapho siqasha noma sikhuphulela ezikhundleni. Izinqumo zethu zokuqasha zisekelwe ezimisweni zethuba elilinganayo, ukufaneleka, ikhono, nokukwazi ukufeza izimfuno zomsebenzi.

Lokhu kusho ukuthini ngawe?

- ▶ Phatha wonke umuntu ngenhlonipho nangesizotha.
- ▶ Qiniseka ukuthi indawo yomsebenzi inenhlonipho, ayikhethi, ayibandlululi futhi ayihlkumezi.
- ▶ Ngaso sonke isikhathi sekela izinqumo zakho ngabantu ekufanelekeni kwabo futhi uqaphele noma yikuphi ukucwasa.

INqubo-Mgomo Yokwahlukahluka, Ithuba Elilinganayo, Nenhlonipho Emsebenzini Ye-GCP-7. Xhumana noMnyango Wabasebenzi noma nanoma yimuphi **weMizila Yobuqotho** uma unemibozo noma ukukhathazeka.



BUZA BESE WENZA

Q Ingabe Ukwahlukahluka Nokungakhethi kudinga ukuba ngiqashe noma ngikhuphulele ezikhundleni abesifazane noma abantu abahlukahlukene ngokohlanga ngaphambi kwabanye?

A Kusho ukuthi ngaphambi kokuba wenze izinqumo zokuqasha noma zokukhuphulela ezikhundleni, kufanele ucabange ngeqembu elihlukahlukene labantu abafanelekayo. Siqasha futhi sikhuphulele ezikhundleni abantu abafaneleka kakhulu kungakhathaliseki uhlanga noma ubulili.

Q Umholi wami uhlale eyichilizela eceleni imibono yami kodwa uyicabangela kanzulu imibono kazakwethu. Yini okufanele ngiyenze?

A Sisebenza kahle kakhulu uma samukela ukwahlukahluka kwemibono futhi wonke umuntu eneqhaza ngokwekhono lakhe eligcwele. Uma kungenzeka, tshela umholi wakho indlela oziwa ngayo. Uma usaqhube ka unomuzwa wokuthi imibono yakho ayihlonishwa, xhumana noMnyango Wabasebenzi noma usebenzise noma yimuphi weMizila Yobuqotho.

Q Umphathi wami wenza amahlaya angafanele futhi uhlale ebeka ingalo yakhe ehломбе lami, ngisho nalapho ngimcela ngomusa ukuba ayeke. Yini okufanele ngiyenze?

A Silwela ukujiniseka ukuthi indawo yomsebenzi ihloniphekile. Uma kungakuphathi kahle, xhumana noMnyango Wabasebenzi noma usebenzise noma yimuphi weMizila Yobuqotho ukuze uthole usizo.

Q Sengizothatha ilivu yokukhulelwa, futhi ngikhathazekile ngokuthi kuzokwenzekani uma ngibuya. Angifuni ukulahlekelwa amathuba ngoba nginomndeni noma ngoba ngiyancelisa. Yini okufanele ngiyenze?

A I-Whirlpool izibophezele ekusekeleni abazali ngezinhlelo ezihlukahlukene nezinzu. Khuluma nomphathi wakho noma noMnyango Wabasenzi ukuze uthole ukuthi bangasiza kanjani.



SIZIBOPHEZELE NGOKUHLINZEKA NGENDAWO YOKUSEBENZA EPHEPHILE NENEMPILO

Sizibophezele kubantu bethu.
Sisebenza kanzima ukuze sigcine indawo yokusebenza enempilo nephephile lapho bonke abantu bengasebenza ngokusemandleni abo.

Sifuna ukuba bonke abasebenzi bethu, abahlinzeki, nabavakashi babuyele emakhaya ngokuphepha nsuku zonke. Sisebenza njengethimba ukuze sigcine indawo yokusebenza ephephile nenempilo ngokuhlonza nokulungisa izimo ezingaba yingozi nokuthola izindlela zokuthuthukisa izindlela zethu zokusebenza.

Silwela ukungahlangabezani nje kuphela, kodwa nokudlula, imithetho yezempilo nokuphepha. Alukho futhi uhlobo lobudlova noma ukusongela ngobudlova esilubekezelelayo olwenziwa yinoma yimuphi umsebenzi, umhlinzeki, noma isivakashi noma olwenziwa kubo. Azifuneki izikhathi emsebenzini.

Lokhu kusho ukuthini ngawe?

- Khuthaza indawo yokusebenza enempilo, ephephile, engenabo ubudlova.
- Yenza ngokwethembeka, futhi uhambisane nezimiso nezinquoze zezempiro nokuphepha.
- Sebenzisa impahla yokuzivikela komuntu siqu.
- Hlonza izimo ezingaba yingozi ezindaweni zokusebenza, futhi uzelungise.
- Bika futhi ubhale phansi ukulimala noma izehlakalo zokuphepha ngokufanele.

INqubo-Mgomo Yezemvelo, Ezempiro, Ukuphepha Nokusimama Ye-GCP-8. Xhumana ne-EHS, uMnyango WezoMthetho, noma nanoma yimuphi weMizila Yobuqotho uma unemibuzo noma ukukhathazeka.

BUZA BESE WENZA

Q Ngibone uzakwethu obengazifakile izibuko zokuphepha. Angifuni ukumfaka enkingeni, kodwa futhi ngikhathazekile ngokuphepha kwakhe.

A Okokuqala, khuluma nozakwenu futhi umcele ukuba afake impahla yokuphepha edingekayo. Uma ungenaso isibindi sokwenza lokhu, khuluma nomphathi wakho, uMnyango Wabasebenzi, noma ne-EHS ngaleso simo ukuze usize kungwenywe ukulimala noma ingozi.

Q Ozakwethu banginxuse ukuba "ngingakhulumi" ngokulimala kwami, kodwa ngalimala kakhulu emsebenzini. **Yini okufanele ngiyenze?**

A Bika ukulimala kwakho ngokushesha kangangokunkwenzeka ngezizathu ezintathu. Okokuqala, sifuna ukuba uthole ukwelashwa okufanele. Okwesibili, sifuna ukwazi ukuthi kwenzekeni ukuze sivimbele izingozi esikhathini esizayo. Okokugcina, abanye ohulumeni bafuna ukuba sikubhale phansi futhi sikubike ngokulimala okuthile okwenzeka emsebenzini. Ungalokothi ukufihle ukulimala.

Q Umnyango wami unethimba lezemidlalo elidlala e Whirlpool ngemva komsebenzi. Phakathi nomidlalo wethu odlule umphathi wethu udushe uzakwethu ngoba wenze iphutha. **Yini okufanele ngiyenze?**

A Xhumana noMnyango Wabasebenzi, Ezokulondeka Zenkampani, noma nanoma yimuphi weMizila Yokuxhumana ngokushesha kangangokunkwenzeka. Sisebenza kanzima ukuze sigcina indawo ephephile, engenabo ubudlova.





SIKHOLELWA EMALUNGELWENI ABANTU OMHLABA WONKE

Sisekela amalungelo abantu kuyo yonke into esiyenzayo. Siyayihlonipha inkululeko yokuhlangana nokuzibandakanya komuntu nezopolitiki.

Izindlela zethu zokuqhube ibhizinisi zibonisa ukuzibophezela kwethu ekuqinisekeni ukuthi wonke umuntu osebenzela i-Whirlpool wenza lokho ngokuzithandela kwakhe, endaweni ephephile nenemilo. Siyakuphikisa ukucwasa, ubugqila, nokusebenzisa izingane, futhi siyaqikelela ukuthi sinezilawuli nezivikelo zokukugwema. Siyakusekela ukwahlukahluka neholo elifanayo labenza umsebenzi ofanayo.

Siyawahlonipha futhi amalungelo abasebenzi bethu okuhlangana nanoma ubani abamkhethayo nokuba bazibandakanye kwezepoliti ngaphandle komsebenzi.

Lokhu kusho ukuthini ngawe?

- ▶ Kwenqabe ukusebenzisa abantu ngokubaphoqa nokusebenzisa izingane futhi uhambisane namalungelo abantu omhlaba wonke kanye nemithetho yendawo ephathelene nokusebenza, isikhathi, namaholo.
- ▶ Yenza abahlinzeki bethu nophathina bebhizini balandise ukuze bahambisane nalezi zimiso ezifanayo ngoMthetho wethu Wokuziphatha Kwabahlinzeki.
- ▶ Uma uzibandakanya ngokomuntu siqu kunoma iyiphi inqubo yezapolitiki, kwenze lokho ngesikhathi sakho, ungasebenzisi izinsiza ze-Whirlpool futhi ungasikiseli kuthi ukhulumela i-Whirlpool.

BUZA BESE WENZA

Q Kukhona ongitshelle ukuthi ngihola imali engaphansi kwekazakwethu wesilisa ngoba ngingowesifazane. Akufanele lokho. Yini okufanele ngiyenze?

A I-Whirlpool izibophezele ekuholeleni abasebenzi ngokusekelwe ezingeni lomsebenzi nasemakhonweni, hhayi ngokobulili noma nganoma yiziphi ezinye izici ezingahlobene nomsebenzi. Khuluma ngako nomphathi wakho, Umnyango Wabasebenzi, noma usebenzise uMzila wakho Wobuqotho owukhethayo.

Q Kunomqashwa womunye wabahlinzeki bethu obonakala emncane kakhulu ukuba asebenze. Yini okufanele ngiyenze?

A Lezi yizinsolo ezimbi kakhulu, futhi sidinga ukuqiniseka ukuthi senza ibhizinisi nabahlinzeki abasebenza ngokuvumelana noMthetho Wokuziphatha Kwabahlinzeki. Xhumana noMnyango Wezomthetho noma omunye weMizila Yobuqotho.





SIZIBOPHEZELE EKUSIMANENI NAKWEZEMVELO

Siyakholelwa, futhi sikusebenzela kanzima ukusetshenziswa okusimeme kwezemvelo ezikhungweni nasemikhiqizweni yethu.

Sizibophezele ekunciphiseni umthelela kwezemvelo phakathi nokwakhiwa, ukusakazwa, nokulahlwa kwemikhiqizo yethu. Silwela ukufinyelela nokudlula izimfuno zemithetho yezemvelo neziqondiso.

Lokhu kusho ukuthini ngawe?

- ▶ Sisize ukuba songe amanzi namandla ezikhungweni zethu nasemikhiqizweni esiyikhiqizayo.
- ▶ Sisize ukuba sinciphise izinto nezinsiza ezisetshenziswayo ngokucabangela ukusebenzisa izinto ezivuselelwne nezihlukile.
- ▶ Hlonza futhi usekele amathuba okusebenzisa izinsiza zamandla ezipumelelayo nezivuselelekayo, njengomoya namandla elanga.
- ▶ Khuthaza futhi ubambe iqhaza emisebenzini yezemvelo.

BUZA BESE WENZA

Q Umphathi wami ungicele ukuba ngilandele inqubo entsha yokulahlha udoti oyingozi, kodwa angiqiniseki ukuthi kuyindlela engcono kakhulu. Yini okufanele ngiyenze?

A Khuluma nomphathi wakho ukuze uqiniseke ukuthi uysaqonda isicelo. Ungalokothi uqagele uma ubhekene nezinqubo zezemvelo noma zokuphepha. Uma unokukhathazeka, xhumana ne-EHS noma neMizila Yobuqotho.

Q Ngibone uwoyela emfuleni eduze kwefekthri yethu. Angazi noma ufaekwe yifekthri yethu. Ingabe kufanele ngazise othile?

A Yebo. Bika okubonile kumphathi wakho noma kumholi we-EHS ngokushesha kangangokunokwenzeka. Ungasebenzisa futhi Imizila Yobuqotho.





KUNGANI KUBALULEKILE?

Sizibophezele ekugcineni izimiso
eziphakeme eziyingxene ye fa le-Whirlpool
lokunqoba ngobuqotho.

Sizuza ukwethenjwa ngaphakathi
nangaphandle kwenkampani ngokulonda
idumela lethu futhi senzele inkampani
izinqumo ezinhle kakhu.

A photograph showing a woman from behind, walking away from the camera towards a modern building entrance. The building has large glass windows and doors. On one of the windows, the "Whirlpool CORPORATION" logo is visible. The building's exterior features a curved design with blue and green stripes. The sky is overcast.

Siyenzela okulungile **INKAMPANI**



SIBIKA UMSEBENZI WETHU NGOKUNEMBILE

Sigcina imibhalo yebhizinisi eyenziwa ngesikhathi esifanele, ethembekile, nenembile, silandela izinqubo nezilawuli.

Syaqonda ukuthi, njengenkampani yomphakathi, kumelwe silandele imithetho eqondile yokugcinwa kwamabhku ezimali ngezinjongo zokubika nokwazisa. Ukukhohlisa noma ukuqamba amanga ngolwazi akwamukelekile. Sonke sinothwalo wokulandisa ngokugcina nokuhambisana nezinqubo nezilawuli.

Lokhu kusho ukuthini ngawe?

- ▶ Yakha izitativende nemibhalo enembile, ephelele, nangesikhathi esifanele.
- ▶ Qiniseka ukuthi kulandelwa izilawuli zenkampani zokuvimbela ukweba, ukukhwabanisa, kanye nokunye ukweziwa kokungalungile.



BUZA BESE WENZA

Q Umphathi wami utha mangithi impahla ethunyelwe namhlanje yaphuma egumbini lethu lokugcina impahla ngeviki eledlule ukuze kusisize sifinyelele umgommo. Yini okufanele ngiyenze?

A Tshela umphathi wakho ukuthi ngeke ukwenze lokho bese usebenzisa usuku Iwangempela lokuthumela. Ukusebenzisa usuku Iwangeviki eledlule akunembile futhi kungenza inombolo yenzozo yethu ibe yiphutha. Futhi, kubalulekile ukuba ubike lesi simo usebenzisa omunye weMizila Yobuqotho.

Q Angizange ngiwagcine wonke amarisidi ami ohambo lwebhizinisi olwedlule. Ingabe kulungile uma ngisebenzisa elinye irisidi elivelva ezindlekweni zami zomuntu siqu ezinenani lemali elicishe lifane?

A Cha. Akufanele nanini usebenzise amadokhumenti angafanele ukuze usekele okuthengile. Sicela ukhulume nosuphavayiza wakho ngesimo sakho, futhi ucele iseluleko ethimbeni lezimali. Ziqonde izinqubo-mgomo zesifunda okuso ngaphambi kokwenza noma yiliphi ilungiselelo noma kokukhokha egameni lenkampani.





SISEBENZISA IMPAHLA YENKAMPAWI NGOKUFANELE

Sivikela futhi sisebenzise izinsiza zethu ngobuqotho nangokuphumelelayo.

Sivikela izinsiza zenkampani futhi sizisebenzise ngokuphumelelayo kangangokunokwenzeka. Nakuba ukusetshenziswa okungavamile kweziimpahla zenkampani ngokomuntu siqu kuzwakala, asilokothi sisebenzise izinsiza zenkampani ukuze sizenzele inzuso, sabelane ngazo nanoma ubani ongaphandle kwe-Whirlpool, noma sizisuse ezikhungweni zenkampani singayitholanga imvume efanele. Ulwazi oluqanjwe yinkampani yethu luyimpahla ebalulekile. Siyazivikela lezi zinto esiziqbabile, amagama esiwakhile, nezimfihlo zokuhweba futhi siyaqiniseka ukuthi silandela izinqubo zokuthola imvume ngaphambi kokuba sabelane ngazo nabanye. Siyaluhlonipha futhi ulwazi oluqanjwe abanye futhi silindele ukuba nabo benze okufanayo. Njengabasebenzi base-Whirlpool, siyaqonda ukuthi wonke umsebenzi esiwakhayo ngokuphathelene nemisebenzi yethu sisebenzisa isikhathi senkampani, amathuluzi, noma ulwazi kungokwe-Whirlpool. I-Whirlpool inelungelo lokuhlolola nokuqapha ukusetshenziswa kwavo wonke amakhompyutha enkampani nganoma yisiphi isikhathi, njengoba kuvunyelwa umthetho.

Lokhu kusho ukuthini ngawe?

- ▶ Cabanga lapho usebenzisa impahla yenkampani, kuhlanganise nolwazi oluqanjwe yinkampani.
- ▶ Ungalokothi usebenzise impahla yenkampani ukuze uzenzele inzuso.
- ▶ Qiniseka ukuthi izinqubo-mgommo zethu ngokuphathelene nokusethenziswa nokuvikelwa kwempahla yenkampani ziyalandelwa.
- ▶ Landela izinqubo-mgommo nemihlahlandlela yethu ngokuphathelene nokuphathwa kolwazi.

INqubo-Mgommo Yokusethenziswa Ngokufanele Kwempahla Yenkampani Ye-GCP-15; INqubo-Mgommo Yokuphathwa Kolwazi; Uhlelo Lomhlaba Wonke Lokugcinwa Kwamarekhodi. Xhuma noMnyango Wezimali, uMnyango Wezomthetho, noma nonoma yimuphi **weMizila Yobuqotho** uma unemibuzo noma ukukhathazeka.

Izinsiza



BUZA BESE WENZA

Q I-Whirlpool i-ode i-drill entsha engasetshenziswa njalo. Ngingahamba yini nale drill ngiye nayo ekhanya bese ngiyibuyisa kamuva?

A Cha. Izinsiza zenkampani yethu, njengamatuluzi nezinsiza zasehovisi, ezokusisa ukuba senze imisebenzi yethu. Izimpahla eziningi zenkampani akufanele ziphume emagcekeni futhi zingayiswa kwenye indawo ngokulandela izinqubo ezimisiwe kube nezimvume ezidingekayo.

Q Ngingayisebensia yini i-imeyili yami ye-Whirlpool ukuthumela nokwamukela imiyalezo yami siqu?

A Ikhompyutha yakho ne-akhawunti ye-imeyili yimpahla yenkampani, futhi sinomthwalo wokuyisebenzisa kahle. Ukusetshenziswa okungavamile komuntu siqu kwempahla ethile yenkampani, njengekhompyutha ne-imeyili, kuvumelekile ngokwezinga elithile. Jwayelana nezinqubo-mgommo zethu ezikhulumha ngokuyisebenzisa.

Q Yini okufanele ngiyenze ukuze ngivikele imibono ephathelene nomkhiqizo wethu omusha futhi ngiqiniseke ukuthi asingeni olwazini oluqanjwe omunye umuntu?

A Yabelana ngemibono ephathelene nomkhiqizo ngokulandela izinqubo ezimisiwe zokuthumela. Ungabelani ngezici ezintsha noma ngezobuchwepheshi nabantu besithathu ngaphandle uma uguyaziwe. Xhumana noMnyango Wezomthetho ukuze uthole ukusekelwa ukuze uvikele izinto eziqanjwe yithina.

Q Sicabanga ngokwandisa ukuthengiswa komkhiqizo kwelinje izwe. Yini okudingeka ukuba ngiyenze ukuze ngivikele umkhiqizo?

A Enye yezinto eziningana okumelwe uzicabangele ngaphambi kokufaka umkhiqizo endaweni entsha ukuvikela uphawu lokuhweba. Sebenza noMnyango Wezomthetho ukuze uqiniseke ukuthi sinesivikelo sophawu lokuhweba kulelo zwe. Ngaphandle kwaso, ongase asithengisele wona noma abanye bangafaka isivikelo sophawu lokuhweba futhi mhlawumbe bavimbele ukusethenziswa kophawu.



SILONDA ULWAZI OLUYIMFIHLO

Sivikela futhi siphathe ulwazi ngokufanele.

Siphatha ngokufanele lonke ulwazi esilusebenzisayo ukuze senze umsebenzi wethu. Sithatha izinyathelo zokuqapha ezizwakalayo nezidingekayo ukuze sivikele ulwazi lwethu oluyimfihlo nolwamakhasmende ethu, abahlinzeki, ophathina bebhizinisi, noma abanye abantu besithathu.

Uma uzwa ukuthi ulwazi lwe-Whirlpool noma olunye ulwazi olunakekelwa yi-Whirlpool Iwebiwe, lulahlekile, lunikezwe umuntu wesithathu ongagunyaziwe, noma lumphathwe budedengu, bika emnyangweni wakho wesevisi esifundeni, eMnyangweni Wezomthetho noma e-GIS.

Siphatha futhi ulwazi olubalulekile olungelona olomphakathi (mayelana ne-Whirlpool noma ezinye izinkampani) ngokufanele, ngokuvumelana nezinqubo-mgomomo zethu nemithetho yama-securities.

Lokhu kusho ukuthini ngawe?

- ▶ Qonda izinhlobo zolwazi olupathayyo, futhi uqiniseke ukuthi izinqubo zethu zokupathha ulwazi oluyimfihlo ziyalandelwa.
- ▶ Yabelana ngolwazi oluyimfihlo kuphela nalabo abadinga ukulwazi. Qiniseka ukuthi unalo ilungelo lokuludalula ngaphambi kokuba wabelane nganoma yiluphi ulwazi oluyimfihlo nabantu abangaphandle kwenkampani.
- ▶ Gcina izimvume zokungena zingezamuva kumasistimu namadokhumenti ahlanganyelwayo.
- ▶ Ungawathengi noma uwadayise ama-stock enkampani noma amanye ama-securities uma unolwazi olubalulekile olungelona olomphakathi. Ungabelani ngalolo lwazi nanoma ubani, kuflanganise nomndeni nabangane.
- ▶ Uma uthintwa abatshali-zimali, badlulisele ngokushesha emnyangweni we-Investor Relations uma ungeyena umkhulumeli ogunyaziwe.
- ▶ Bheka esithi "Simelela Inkampani Ngokufanele" ukuze uthole iziqondiso mayelana nokhuluma nabezindaba.

YINI ULWAZI OLUBALULEKILE OLUNGELONA OLOMPHAKATHI?

Ulwazi umtshali wezimali angase acabange ukuthi lubalulekile ekunqumeni ukuthi athenge noma athengise nge-stock senkampani, njengemiphumela engokwezimali, kanye nokwethulwa komkhiqizo omusha obalulekile, noma izinguquko ezinkulu ekuphathweni kwenkampani.

Izinsiza



INqubo-Mgomomo Yokuvikelwa Kolwazi Oluyimfihlo Ye-GCP-5;
INqubo-Mgomomo Yenkampani Yokudalula Ulwazi Ye-GCP-16;
Inqubo-Mgomomo Yokupathwa Kolwazi; INqubo-Mgomomo
Yomhlaba Wonke Yokulondeka Kolwazi; Uhlelo Lomhlaba Wonke
Lokugcinwa Kwamarekhodi. Xhumana noMnyango Wabasebenzi,
uMnyango Wezomthetho, i-Investor Relations, noma nanoma
yimuphi **weMizila Yobuqotho** uma unemibuzo noma
ukukhathazeka.

BUZA BESE WENZA

Q Ngiyithakasela kakhulu iprojekthi engisebenza ngayo nezinzuo eoziletha kumakhasimende ethu. Ngingabelana yini ngalezi zindaba ezingosini zokuxhumana?

A Ngaphandle uma ugunyazwe ngokucacile ukuba ukwenze lokho njengengxene yomsebenzi wakho. Kufanele ukugweme ukwabelana ngolwazi oluyimfihlo ezingosini zokuxhumana noma nanoma ubani ongaphandle kwenkampani.

Q Ngingawasebeniza yini amaThuluzi e-Google e-Whirlpool ukuze ngisebenze noma ngabelane ngolwazi oluyimfihlo?

A Yebo. Ngaphandle uma uvinjelwe yimithetho yendawo yobumfihlo, i-Google ingasetshenziswa ukuze usebenze futhi wabelane ngolwazi oluyimfihlo kuphela uma kukhona ofuna ukuluthola. Qaphela lapho ukhetha ama-settings okungena, futhi wabelane ngalo kuphela nalabo adinga ukulufinelela. Uma udalula ulwazi kubantu besithathu, qiniseka ukuthi banesivumelwano samanje sokungaludaluli ulwazi.

Q Ngiyazi ukuthi sisayina isivumelwano esikhulu sokuthola amasheya, kodwa asikadalulelwu umphakathi. Bengihlela ukuthenga i-stock senkampani esithile ukuze ngenezele empeshenini yami yomhlalaphansi. Ingabe ngingakwenza?

A Cha. Kuze kube yilapho lokho sekadalulelwu umphakathi, awukwazi ukuthenga noma ukudayisa i-stock se-Whirlpool noma sanoma iyiphi enye inkampani ethintwe yileso sivumelwano. Futhi, kudingeka ukuba ugcine lololwazi luyimfihlo.

Q Ngithole ucingo oluvela kuchwepheshe kule mboni obuze imibuzzo ethile mayelana ne-Whirlpool futhi wangimema ukuba ngibe yingxene yeqembu elizoveza imibono kuyiprojekthi yakhe ehlola okwenzekayo kule mboni. Ingabe ngingalibamba iqhaza?

A Cha. Abahlaziyi bokutshalwa kwezimali noma lokho okuthiya "ama-network ochwepheshe" kusuke kufuna ulwazi lwangaphakathi. Bangase baze bathi bazokuni ka imali noma ulwazi lwemboni. Thatha laba bantu njengamalungu omphakathi wabatshali-zimali okumelwe bakhulume kuphela nabakhulumeli benkampani abagunyaziwe. Xhumana ne-Investor Relations ngokushesha.





SIYAKUGWEMA UKUSHAYISANA KWEMISEBENZI

Esikwenzayo kungokwenzozo enhle kakhulu ye-Whirlpool, sigwema ngisho nokubonakala kuwukushayisana.

Ngezinye izikhathi, ukuphila kwakho siqu nezinto ozithandayo kungase kukubeke esimweni esinzima noma kushayisane nezinqumo ozenza emsebenzini. Lezo zimo zaziwa ngokuthi ukushayisana kwemisebenzi. Kubalulekle ukuba ungafulhi lutho futhi uthembeke ngalokhu kushayisana ukuze sikusingathe kahle futhi siqiniseke ukuthi senza izinqumo ezinhle kakhulu ku-Whirlpool. Kwezinye izimo, ngisho nokubonakala kuwukushayisana kungaba yinkinga. Kungakho silandela iziqondiso mayelana neziphlo nokokuzijabulisa esingakwemukela.

Lokhu kusho ukuthini ngawe?

- ▶ Ukudalula kanye nokungase kube ukushayisana kwemisebenzi. Khulumha nomphathi wakho noma uMnyango Wabasebenzi ukuze bahlaziye okungase kube ukushayisana futhi bakusingathe uma kudingeka.
- ▶ Gcina noma yikuphi ukudalulwa kokushayisana kungokwamuva.
- ▶ Sebenzisa ukwahlulela okuhle ukuze uvikele ikhono lakho lokwenza izinqumo ezizimele. Ngisho nokubonakala kuwukushayisana kungabanga izinkinga.
- ▶ Ungalokothi wamukele isipho noma okokuzijabulisa okunenani elingaphezu kwenani elincanyana, ngaphandle uma kugunyazwe umphathi wakho, uMnyango Wabasebenzi, noma Wokuvumelana Nezinkambiso.
- ▶ Cabangela ukuthi imisebenzi ehlukahlukene, izifunda, namazwe kungase kube nemithetho eqine kakhudlwana ngezipho nezokuzijabulisa.
- ▶ Bheka esithi “Sivimbela Ukufumbathisa” ukuze uthole iziqondiso eziphathelene nokunikeza izipho nezokuzijabulisa.

INqubo-Mgomo Yokushayisana Kwemisebenzi Ye-GCP-6; INqubo-Mgomo Yezipho Nezokuzijabulisa Ye-GCP-9; Xhumana noMnyango Wabasebenzi noma nanoma yimuphi **weMizila Yobuqotho** uma unemibuzo noma ukukhathazeka.

BUZA BESE WENZA

Q Udadewethu usebenzela i-consultant. Ngicabanga ukuthi inkampani yakhe ingafanelana kahle kakhulu nephrojekthi esinayo. Ingabe ngingamletha?

A Abahlinzeki sibakhetha ngokusekelwe emakhonweni abo, ukufanelana kwabo nephrojekthi ethile, nokuba usizo kwabo. Uma uletha inkampani kadadwenu, kumelwe udalule ubuhlobo bakho futhi ngeke ube yingxene yenqubo ezobe ikhetha noma wengamele umsebenzi.

Q Uzakwethu osethimbeni lami usenezinanga ezimbalwa ethandana nomuntu obika kuye. Kubonakala sengathi umphatha ngokwenzelela. Yini okufanele ngiyenze?

A Noma yikuphi ukuthandana nomuntu obika kuwe ngokuqondile noma ngokungaqondile kudingeka ukuba kudalulwe. Uma unomuzwa wokuthi wena noma omunye umuntu uphathwa ngokuchema, kufanele ukhulume ngaleso simo nomphathi wakho noma noMnyango Wabasebenzi.

Q Umhlinzeki unginikeze ikhadi elincane eliyisipho alithenge esitolo. Ingabe ngingalemukela?

A Cha. Awukwazi ukwamukela imali noma izipho ezingafaniswa nemali, kungakkathaliseki ukuthi zibiza kangakanani. Senqabe ngomusa isipho uchaze ukuthi inqubo-mgomo yethu yezipho nezokuzijabulisa ayikuvumeli ukuba usamukele. Uma lokho kungenakwenzeka, xhumana nomphathi wakho ukuze nakhe isu lokusingatha leso simo.





SIMELELA INKAMPAÑI NGOKUFANELE

Silandela amaphrothokholi afanele mayelana nokuthi ubani ongakhuluma futhi enze egameni le-Whirlpool.

Ukuze siqiniseke ngokudalula okunembile futhi sigweme ukudideka, abasebenzi abagunyaziwe kuphela abangakhuluma noma benze egameni le-Whirlpool. Lokhu kuflanganisa ukukhuluma nabezindaba, ukuhlela ukubonwa kwezikhungo, noma ukusayina izivumelwano.

Ngaphandle kwalapho kuvunyelwe umthetho ngokuqondile kanye noMnyango We-Government Relations noWezoMthetho, inkampani ayinakuveza umbono wayo wezopolitiki emphakathini noma izibandakanye kwezopolitiki noma ixhase ezepoliti ngezimali .

Lokhu kusho ukuthini ngawe?

- ▶ Ungakhulumi noma wenze egameni lenkampani, ngaphandle kwalapho ugunyazwe ngokuqondile ukuba wenze kanjalo.
- ▶ Qonda izimfuno zokugunyaza nokusayina izivumelwano.
- ▶ Uma uthintwa abezindaba, badlulisele ngokushesha eMnyangweni Wezokuxhumana uma ungeyena umkhulumeli ogunyaziwe.
- ▶ Khuluma ngokucabanga nabezindaba. Ungayikhulumeli inkampani ngaphandle uma ugunyaziwe ukuba wenze kanjalo, futhi usho ngokucacile uma uveza imibono yakho siqu.
- ▶ Bheka esithi “Silonda Ulwazi Oluymfihlo” ukuze uthole iziqondiso ngokuphathelene nokukhuluma nabatshali-zimali.

BUZA BESE WENZA

Q Embuthanweni, isikhulu sikahulumeni siqale ukukhuluma nami ngebhizini le-Whirlpool. Yini okufanele ngiyenze?

A Uma kufaneleka, cela ukwethula leso sikhulu emnyangweni we-Government Relations. Ngaphambi kokuba ubambe iqhaza embuthanweni webhizini onezikhulu zikahulumeni, khuluma ne-Government Relations ukuze uthole isiqondiso.

Q Umphathi wami ungicelle ukuba ngitshele umxhasi ukuba ahlukanise isivumelwano samasevisi abiza u-R1,100,000 kabili, ngoba imvume yakhe ingu-R50,000 kuphela. Ingabe kulungile lokho?

A Cha. Kule ndaba, isivumelwano singaphezu kwalokho umphathi wakho angakuganyaza futhi umgunyazi ofanele kudingeka asisayne. Ungalokothi uqambe amanga noma wenze izivumelwano ezikhohlisayo.





KUNGANI KUBALULEKILE?

Sizibophezele ekwenzeni ibhizinisi **The Whirlpool Way**, lapho ingekho khona indlela elungile yokwenza into engalungile. Sisebenzela ukuvikela ifa lethu lezimiso eziphakeme zenkambiso elungile, sizuze ukwethenjwa nsuku zonke, noma kuphi lapho senza khona ibhizinisi.



**Senza ibhizinisi
NGENDLELA
ELUNGILE**



SIVIMBELA UKUFUMBATHISA

Senza ibhizinisi ngaphandle kokufumbathisa noma inkohlakalo.

Asiyibekezeleli inkohlakalo yanoma yiluphi uhlolo. Silindele ukuba abasebenzi bethu, abahlizeki, nabantu besithathu abasebenza egameni le-Whirlpool baphathe ibhizinisi ngobuqotho yonke indawo, ngisho nasezimweni ezishintshayo.

Sigcina izilawuli eziqinile ukuze sivimbele futhi sibone inkohlakalo. Ngaphezu kwalokho, sonke kumelwe sisebenzise ukwahlulela okuhle ukuze sivimbele ngisho nomqondo wokwenza okungalungile. Ukufumbathisa isikhulu sikahulumeni kuyicala. Amazwe amanangi ayakwenqabela futhi nokufumbathisa kwezohwebo. Izijeziso zokwenza ubugebengu kuwe nakuyi-Whirlpool ngokwephula imithetho elwa nokufumbathisa zinzima.

Phawula ukuthi imali akuyona ukuphela kwento engabhekwa ngokufumbathisa. Lokho ongase ukubheke ngesipho somusa, ukupha, noma ukwamukelwa ngesandla esivulekile kungase kubhekwe njengokufumbathisa okuyicala.

Lokhu kusho ukuthini ngawe?

- ▶ Landela izinqubo-mgommo zethu, izinqubo, nezilawuli ukuze uvimbele ukufumbathisa..
- ▶ Ungaceli ukunikeza, ukhokhe, noma ugunyaze noma yikuphi ukufumbathisa, ngokuqondile noma ngabantu besithathu, kungakhathaliseki inani.
- ▶ Ungalekeleli ekusheshiseni noma ukhokhele ukusheshiswa kwenqubo kahulumeni. Lokhu kungabhekwa futhi njengokufumbathisa.
- ▶ Uma othile ekunikeza noma ecela isifumbathiso, bika eMnyangweni Wokuvumelana Nezinkambiso noma komunye uMnyango Wezomthetho ngokushesha kangangokunokwenzeka.
- ▶ Nikeza kuphela isipho noma ezokuzijabulisa esikhulwini sikahulumeni uma kuhambisana neziqondiso ezigunyaziwe zoMnyango Wezomthetho futhi kuvumelana nayo yonke imithetho.
- ▶ Khuluma noMnyango Oqashayo ukuze uqiniseke ukuthi izinqubo zokuqasha ezifanele ziyalandelwa lapho uqasha ama-consultant noma abanye abantu besithathu ukuba basebenze egameni le-Whirlpool.

- ▶ Qiniseka ukuthi abantu besithathu abasebenza egameni lethu bayakuqonda okulindelwe yi-Whirlpool kokwenza ibhizinisi ngendlela elungile, futhi uqiniseke ukuthi abaceli ukunikeza, noma abakhokhi, izifumbathiso noma izipho egameni lethu.
- ▶ Gcina imibhalo enembile yakho konke ukusebenzelana kwakho, kuhlanganise nokwezokuzijabulisa nezindleko zokuhamba, ebonisa ulwazi oluningiliziwe ngokusetshenziswa kwempahla yenkompani.
- ▶ Bheka esithi "Siyakugwema Ukushayisana Kwemisebenzi" ukuze uthole iziqondiso ngokuphathelene nokwamukela izipho noma ezokuzijabulisa.

BUZA BESE WENZA

Q I-consultant yami icele ukuthi ngiyinikeze i-mixer ye-KitchenAid® stand ukuze isinikele enkampanini yesihle exhaswe unkosikazi wemeya. Ithe lokhu kuzosisiza sisheshise izimvume zethu esizidingayo. Yini okufanele ngiyenze?

A DUngawenzi lowo mnikelo. Imvume kahulumeni akufanele ixhomeke emnikelweni. Lokhu kungabhekwa njengesifumbathiso, ngakho awukwazi ukuwenza umnikelo futhi awukwazi ukuthi i-consultant mayiwenze yona. Xhumana noMnyango Wokuvumelana Nezinkambiso noma nanoma yiliphi elinye ilungu loMnyango Wezomthetho ngokushesha kangangokunokwenzeka.

Q Umhloli uthi uzohlawulisa i-Whirlpool kodwa uzoylehlsa inhlawulo ngo-R1000 uma ngithengela ithimba lakhe ukudla kwakusihlwa. Kulungile yini uma ngicela ubasi wami agunyaze lezi zindleko?

A Cha. Ukufumbathisa akukaze kube okulungile. Xhumana noMnyango Wokuvumelana Nezinkambiso noma nanoma yiliphi elinye ilungu loMnyango Wezomthetho ngokushesha ukuze uqonde indlela ongaphendula ngayo.



SINGABA NJANI ISIKHULU SIKAHULUMENI?

Nazi ezinye izibonelo:

- ▶ Umsebenzi kahulumeni
- ▶ Umuntu osebenza egameni likahulumeni
- ▶ Umsebenzi wenkampani kahulumeni
- ▶ Umsebenzi wenhlangano yomphakathi yamazwe ngamazwe
- ▶ Izikhulu ezivotelwe nabamele ukhetho
- ▶ Amanxusa akhipha izitifiketi noma anikeza izimvume noma ezinye izinhlaka eziqinisekisa noma zigunyaze imikhiqizo yethu.
- ▶ Noma yiluphi ilungu lomndeni noma obambisene nomuntu oshiwo ngenhla

SINGABA NJANI ISIFUMBATHISO?

Nazi ezinye izibonelo:

- ▶ Imali
- ▶ Isipho
- ▶ Ukwenzela umusa
- ▶ Ukwamukelwa ngesandla esivulekile
- ▶ Uhambo
- ▶ Umnikelo wezepolitiki
- ▶ Umnikelo
- ▶ Uxhaso
- ▶ Ithuba lomsebenzi
- ▶ Umklomelo





SINCINTISANA NGENDLELA EFANELE

Sizibophezele ekuncintisaneni ngendlela efanele.

Sincintisana ngendlela efanele futhi singoba ngokuthengisa imikhiqizo esiyiqambile, esezingeni eliphezulu ngamanani aphansi. Sihambisana nayo yonke imithetho yokuncintisana (ebizwa futhi ngokuthi imithetho ye-“antitrust”) yamazwe esenza kuwo ibhizinisi, futhi asizenzi izivumelwano ezilimaza ukuncintisana.

Siyayihlonipa futhi inkululeko yamakhasimende esihwebelana nawo ukuba azenzele awavo amanani athengisa ngawo, futhi asisebenzisi ubukhulu bebhizinisi lethu ukuba sivimbela abanye ngendlela engafanele ekubeni bancintisane.

Lokhu kusho ukuthini ngawe?

- ▶ Ungazeni izivumelwano eziqeda noma ezivimba ukuncintisana ngokungafanele.
- ▶ Xhumana noMnyango Wezomthetho ngaphambi kokungena kunoma yisiphi isivumelwano nesincintisana naye noma kunoma yisiphi esinye isivumelwano esingalinganisela ukuncintisana, kuhlanganise nezivumelwano zokusebenza nathi kuphela.
- ▶ Ungabelani noma uxoje ngendlela yokuncintisana ngolwazi olubucayi nesincintisana nabo, ngokuqondile, noma ngokungaqondile, ngokwesibonelo ngabantu besithathu noma ngezitatimende zomphakathi.
- ▶ Qoqa kuphela ulwazi oluphathelene nesincintisana nabo ngendlela efanele, ngemithombo etholakala emphakathini; ungalokothi uyiyoqe kwsincintisana nabo.
- ▶ Ungavumelani, noma uthonye ngokungafanele, amanani okuthengisa amakhasimende esihwebelana nawe.
- ▶ Qonda futhi ulandele izinqubo-mgomomo nezinquo zethu zokuhambisana nemithetho yokuncintisana.
- ▶ Thola imvume nokuqequesha koMnyango Wezomthetho ngaphambi kokuba ubambe iqhaza emisebenzini yezinhlangano zezohwebo noma kweminye imihlangano ebandakanya esincintisana nabo.

Imithetho yokuncintisana ayilula futhi imithetho yamazwe amanangi ingasebenza ngaphandle

kwemingcele yawo. Uma umsebenzi wakho ubandakanya ukusebenzalana okungase kwenzeke nesincintisana nabo noma amakhasimende esihwebelana nawo, kubaluleke ngokukhethekile ukuba uthole konke ukuqequesha okufanele futhi uthintane noMnango Wezomthetho uma unemibuzo.

BUZA BESE WENZA

Q Embukisweni wezohwenbo, esincintisana naye uthi bahlela ukunyusa amanani. Ngingalusebenzisa yini lolo lwazi uma ngiphendula?

A Cha. Uma esincintisana naye ezama ukukhuluma ngamanani, mtshele ukuthi awuxoxi ngamanani nesincintisana nabo bese uxhumana noMnyango Wezomthetho ngokushesa kangangokunokwenzeka. Lesi isibonelo esihle sendlela ukuxhumana nesincintisana naye okungaphazamisa ngayo ukuncintisana, ngisho noma ungashongo lutho.

Q Umngane osebenzela esincintisana naye uwile ukuthi sinezinkinga zomkhiqizo futhi wabuza ukuthi zizosivimbela yini ekuthengiseni kwezinye izigaba. Yini okufanele ngiyenye?

A Misa ingxoxo ngokushesa bese utshela umngane wakho ukuthi ngeke ukwazi ukwabelana nesincintisana nabo ngolwali olubucayi. Xhumana noMnyango Wezomthetho ngokushesa kangangokunokwenza.

Q Elinye lamakhasimende esihwebelana nawo lithengisa ngamanani aphansi kakhulu futhi amanye ayakhononda. Yini engingayenza?

A Ungaxoxi ngamanani elinye ikhasimende esihwebelana nalo namanye amakhasimende. Futhi, ungalokothi uvumelane nekhasimende ukuba lithengise ngamanani athile noma usebenzise ukucindezela (noma izipho) ukuze wenze amakhasimende enyuse amanani athengisa ngawo. Xhumana noMnyango Wezomthetho ukuze uthole usizo.



YILUPHI ULWAZI OLUBUCAYI EKUNCINTISANENI OKUNGAFANELE KWABELWANE NGALO, NGOKUQONDILE NOMA NGOKUNGAQONDILE, NESINCINTISANA NABO?

Noma yiluphi ulwazi olungelona olomphakathi olungathonya izinqumo zenkampani ngendlela yokuncintisana, ngokwesibonelo:

- ▶ Amanani nokunye okuhambisana nawo (izaphulelo, izibonelelo, izimbuyiselo, izikhathi zokukhokha, njll)
- ▶ Izinto zokuncintisana ezingenawo amanani, njengamawaranti, izinga lomkhiqizo, kanye nezici/ukusebenza kwavo.
- ▶ Izinto ezingaba nomthelela ongaqondile ekuncintisaneni, njengezindleko, izinzuso, imithamo, nomsebenzi wokwakhiwa kwavo
- ▶ Ukuthengiswa kwezinhlelo zokukhangisa, kuhlanganisa ukwazisa ngawo, isikhangiso, indlela yokuwenza waziwe
- ▶ Izindleko zamasevisi esiwathengayo, kuhlanganise namaholo/izinzuso zabasebenzi

Emazweni amanangi, ukwabelana ngolwazi olubucayi ekuncintisaneni kuyicala, ngisho noma singekho isivumelwano. Okungenhla kuyasebenza futhi lapho kwabelwana ngolwazi ngokungaqondile kusethenziswa abantu besithathu. Landela iseluleko sezomthetho lapho uthola ulwazi olungelona olomphakathi, lokuncintisana kubantu besithathu, noma wabelana ngolwazi abantu besithathu abangase babelane ngalo nesincintisana nabo.

YINI ISIVUMELWANO ESINGEMTHETHO NEMIPHUMELA YASO?

Ezinye izivumelwano eziqeda noma ezivimba ukuncintisana azikho emthethweni ngokuzenzekelayo, kuhlanganise nezivumelwano zokuvumelana ngamanani, ukuhlukanisa izindawo zokuhweba, ukwabelana ngamakhasimende, noma ukulinganisela umkhiqizo noma okuthengiswayo. Imiphumela engenzeka yalokhu kwephulwa komthetho inzima, ihlanganisa izinhlawulo eziphezulu zezinkampani futhi (emazweni amanangi) izinhlawulo nokuboshwa kwabasebenzi.

Ezinye izivumelwano ngezinye izikhathi zingaba ezingemthetho, kuye ngezimo, ngisho noma zingenziwanga nesincintisana nabo, njengezivumelwano zokusebenza nathi kuphela, izivumelwano "zamanani" nabahlinzeki, nezivumelwano zokungabaqashi abasebenzi kwenye inkampani. Njalo funa iseluleko sezomthetho ngaphambi kokungena ezivumelwaneni ezingase zibhekwe njengezivimba ukuncintisana.

Izivumelwano ezingemthetho azyidindi inkontileka ebhaliwe. Zingase zenzeke ngezingxoxo ezingahleliwe, ama-imeyili, kanye nobufakazi bokuthi esincintisana nabo benze ngalezo zindlela. Ngenxa yokuthi ngisho nesixhumana nabo ngokomthetho kwesincintisana nabo bangase baqondwe kabi, kabalulekile ukuba ulandele izinqubo zokuvumelana nezinkambiso nokuqeleshwa ngezinkontileka nesincintisana nabo.





ASIKUBEKEZELELI UKWEBAA IMALI

Senza ibhizinisi kuphela nabantu abanedumela elihle. Akukho ukuthengisa noma ubuhlobo bebhizinisi obufanelwe ukwehlisa ubuqotho bethu.

Sisebenza kanzima ukuze siqiniseke ukuthi ibhizinisi lethu lakha ukwethenjwa futhi alivuleli izenzo zobugengu inkundla njengokweba imali.

Siyahambisana nemithetho elwa nokwebiwa kwemali ngokukhetha abahlinzeki bethu namakhasimende ngokucophelela nokulandela izinqubo zethu ukuze sibone noma yiziphi izenzo eziisolisayo. Lokhu kusenza sibone ukuthi bayahambisana yini nezimiso zethu negama le-Whirlpool.

Lokhu kusho ukuthini ngawe?

- ▶ Qiniseka ukuthi izinqubo nezilawuli zokukhetha abahlinzeki namakhasimende nabantu besithathu ngokucophelela ziyalandelwa ngokukhuluma noMnyango Wokuqala noWezimali.
- ▶ Nakisia futhi uhlonzile izenzo eziisolisayo.
- ▶ Uma uhlangana nento esolisayo, sicela uxoxe noMnyango Wezimali noma Wezomthetho ngaphambi kokuhubeka.

BUZA BESE WENZA

Q Ikhaisimende lingathanda ukusebenzisa ama-akhawunti asebhange amanangi anamagama ahlukahlukene ukuze lisikhokhele. Ingabe kulungile lokho?

A Lesi sicelo siphakamisa ukukhathazeka ngekhasimende nangomthombo wemali. Cela iseluleko kumphathi wakho ngokushesha kangangokunokwenzeka, noma uveze ukukhathazeka ngeminye **Imizila Yobuqotho**. Unomthwalo wokubika isenzakalo esingaba esingavamile noma esisolisayo.

Q Njengoba bengiqedela ukuvumelanisa kwami ama-akhawunti enyanga, ngiphawule ukhondol olungavamile Iwezimali ezincane ezivila kuyikhasimende. Njengoba lezi zimali zizincane, ingabe zilungle?

A Lokhu kuzwakala kusolisa. Ukukhathazeka kungase kube sobala kuphela ngemva kokuba sekwenzekile, noma lapho kubhekwa ngokwalokho okwenzeka kamuva. Khuluma noMnyango Wezimali noma Wezomthetho ngalesi simo.





SIPHATHA IBHIZINISI LETHU LOMHLABA WONKE NGOKUFANELE

Silwela ukuzuza ukwethenjwa nsuku zonke ngokwenza ibhizinisi ngobuqotho kuwo wonke umhlabo.

Lapho sithutha imikhiqizo yethu, izingxene, ulwazi, noma abantu kusuka kwenye indawo kuya kwenye, sikwenza ngendlela elungile. Lokhu kuhlanganisa ukuthola noma yimaphi ama-visa adingekayo, amalayisensi, noma izimvume futhi sikhokhe izintela ezifanele.

Silandela imithetho yokuhweba yendawo neyamazwe ngamazwe lapho sisebenza khona. Siyahambisana futhi nezijeziso ezbekwa uhulumeni nemingcele yokuhweba, ngezinye izikhathi okulinganisela ukuthi ibhizinisi singalenza kuphi futhi nobani.

Lokhu kusho ukuthini ngawe?

- ▶ Siyaqiniseka ukuthi izinqubo nezilawuli zethu zokuthumela/nokwamukela izimpahla kwamanye amazwe ziyalandelwa.
- ▶ Imithetho yezwe nezwe ingase yehluke futhi ishntshe. Sebenza ne-Customs noma noMnyango Wezomthetho ukuze uhlale uzazi izimfuno zokuthumela imikhiqizo, ulwazi noma abantu noma zokukwamukela ezweni elithile.
- ▶ Qonda ukudutshwa kwemikhiqizo nokuthi siyini isimo sethu mayelana nako.

YINI UKUDUBA UMKHIQIZO?

Kuwumngcele ekuhwebelaneni namazwe athile, izinhlangano noma abantu. Siyahambisana nemingcele ekhishwe amagunya aqashelwayo, kuhlanganise ne-United Nations, i-United States, ne-European Union. Sigwema noma yisiphi isicelo sokuduba umkhiqizo esingagunyaziwe. Xhumana noMnyango Wezomthetho ngokushesha uma uthola noma yisiphi isicelo sokuduba umkhiqizo.

BUZA BESE UYENZA

Q Ikhasmende lethu lasePakistan lisicele ukuba sithumele imikhiqizo yethu eDubai futhi ikhasmende lizosingatha ukufika kwayo nokuthunyelwa kwayo isuka lapho iya ePakistan. Yini okufanele ngiyenze?

A Xhumana noMnyango We-Customs noma Wezomthetho ukuze uhlole lesi simo. Ngezinye izikhathi imithetho eyengeziwe iyasebenza lapho usebenzisa omunye umuntu noma kunenye indawo umkhiqizo ozodlula kuyo. Kungase kudingeka ukuba siqiniseke ukuthi umkhiqizo uzofika ekhasmendeni lasePakistan ukuze usetshenziswe njengokuhlosiwe.

Q Nginomthwalo wokumisa idokodo lenkampani embukisweni wezohwebo wamazwe ngamazwe phesheya kwezilwandle. Amanye amasampula omkhiqizo ngizoza nawo futhi ngizo-imelya eminye imidwebo kumhlinzeki wakhona ukuze awaphrinte. Kuyadingeka yini ukuba ngikhulume nethimba lami le-customs?

A Yebo. Kumelwe uqiniseke ukuthi uyaziqonda izibopho zenkampani zokuthumela nokwamukela izimpahla ngoba uthatha amasampula omkhiqizo futhi u-imelya imidwebo kwelinye izwe.





SILINDELE UKUBA ABAHLINZEKI BETHU BAQHUBE IBHIZINISI NGENKAMBISO ELUNGILE

Abahlinzeki bethu basemqoka empumelelweni yethu nasekugcineni izimiso eziphakeme nedumela legama lethu.

Sizibekele izimiso eziphakeme, futhi silindele ukuba abahlinzeki bethu nabantu besithathu abasebenza ngegama le-Whirlpool nabo benze ibhizinisi ngendlela elungile. Asilindele ukuba abahlinzeki bethu bafaneleke kwezobuchwepheshes kuphela, kodwa futhi bazibophezele ezimisweni zethu zenkambiso elungile nasezindleleni zokuqhube ibhizinisi.

Umhetho Wokuziphatha Kwabahlinzeki bethu uveza izimiso ezidiniekayo ukuze baqhube ibhizinisi ne-Whirlpool Corporation.

Lokhu kusho ukuthini ngawe?

- ▶ Funda futhi uqonde uMthetho Wokuziphatha Kwabahlinzeki bethu.
- ▶ Landela izinqubo zethu nezimfuno zokusebenzisa abantu besithathu.
- ▶ Yenza ukuba labo esenza nabo ibhizinisi balandise ngokuziphatha kwabo ngokwethembeka nangenkambiso elungile.

BUZA BESE WENZA

Q Ngihlinzeka i-Whirlpool, futhi ngibone isimo esingahambisanale Ncwadi Yobuqotho nezimiso ze-Whirlpool. **Yini okufanele ngiyenze?**

A Yabelana ngalokhu nanoma yiliphi ilungu labaphathi be-Whirlpool noma usebenzise noma yimuphi **weMizila Yobuqotho**, kuLanganise noLayini Wobuqotho we-Whirlpool lapha whirlpoolintegrityline.com.

Q Othile ungitshela ukuthi omunye wabahlinzeki bethu ongaphansi kwami uyaphenywa ngenxa yezenzo zebhizinisi ezikhohlakele. Umhlinzeki akakaze asho lutho kimi, futhi alukho ulwazi engilutholayo kuyi-Inthanethi. **Yini okufanele ngiyenze?**

A Yabelana ngalokhu nomphathi wakho noma elinye ilungu loMnyango Wabaqashi ukuze uqonde kangcono isimo futhi uthole izinyathelo ezilandelayo ezifanele.





IZIKHATHI ZIYASHINTSHA...

Ukuvikela ifa lethu

Ziningi izinguquko esizibhekane nazo ekhulwini leminyaka eledlule. Nokho, kumholi wethu ngamunye, izimiso zethu ziye zihlale zingaguquki. E-Whirlpool, ifa lethu elicebile lokuqamba izinto nobuqotho liyisisekelo sayo yonke into esiyenzayo. Sizophumelela kuphela ekubeni yinkampani enemikhqizo yamakhasimende enegama elihle kakhulu uma senza ngobuqotho.

Siyaqhubeka nefu lethu
lokuqamba izinto ngokuhola
ushintsho kule mboni
sibe sibhekana nezidingo
kanye nalokho okufunwa
amakhasimende ethu
emhlabeni wonke.

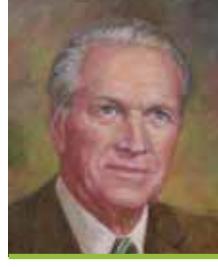


1911-1949 - Abasunguli Bethu



Louis Upton

1950-1999



Elisha "Bud" Gray
1949-1971



John Platts
1971-1982



Jack Sparks
1982-1987



Fred Upton

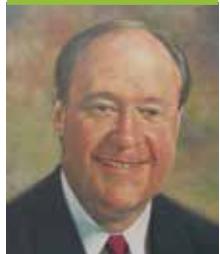


Umlando wethu uqala ngomshini
wokuwasha osebenza ngogesi
owakhiwa yi-Upton Machine
Company ngo-1911, futhi kwaqala
umgomu wethu wokuthuthukisa
izinga lempilo emakhaya emhlabeni
wonke.

“Uma ulandela **The Whirlpool Way**, usisiza ukuba sakhe ukufunwa komkhiqizo wethu, sizuze ukwethenjwa futhi siqhubeke nef a lethu.”

Marc Bitzer
2017-kuze kube manje

Dave Whitwam
1987-2004



Jeff Fettig
2004-2017



➤ 2000-KUZEkuze kube manje



Sinefa esiziqhenya ngalo leminyaka engaphezu kuka-100 yokuqamba izinto ngobuqotho. Sizoqhube ka sikhama futhi sakha imihiqizo sinomgom, sakha ukufunwa komkhiqizo wethu futhi sizuza ukwethenjwa nsuku zonke.

...KODWA
IZIMISO ZETHU
AZIGUQUKI

