

IMIGOMO YOKUZIPHATHA

I-PUMA iyawahlonipha Amalungelo Abantu. Lenhlonipho ichaza indlela esisebenza ngayo nomphakathi, namanye amalungu ethu ekusebenzisaneni. I-PUMA ihlonipha indawo. Sizimisele ukuphatha, ukwehlisa nokubika umthelela wendawo kokubili enhlanganweni yethu nasekusebenzelaneni. Lezi zibopho ezimbili zivezwe obala nangokucacile

UBUDLELWANE EMSEBENZINI

Abathengisi nosonkontileka babo abancane kumelwe bamukele futhi bahambisane nemithetho nemibandela yomsebenzi ehlonipha abasebenzi, futhi, ngokwezininga elithile, baqaphe amalungelo abo ezwe lonke nomhlaba wonke okusebenza nokuphepha emthethweni wokuvikela neziqondiso.

AZISEBENZI IZINGANE

Abathengisi nosonkontileka babo abancane ngeke basebenzise noma ubani ongaphansi kweminyaka engu-15, noma oneminyaka engaphansi kweminyaka engokomthetho, noma eminyakeni yokuqedela imfundo ephoqelwe, noma kuphi kulokhu okuthathu.

INDAWO YOKUSEBENZELA EPHEPHILE

Abathengisi nosonkontileka babo abancane banikeza indawo ephephile nehlanzekile yokusebenza kubo bonke abasebenzi. Abathengisi nosonkontileka babo abancane kumelwe bathathe noma yiziphi izinyathelo ukuze bagweme izingozi endaweni yokusebenza, futhi kumelwe bakhuthaze imikhuba emihle yezempilo nokuphepha.

ILUNGU LOKUZIHILANGANISA NEZINYONYANA NEZIVUMELWANO

Abathengisi nosonkontileka babo abancane kumele bazi ilungelo lomsebenzi lokujoyina izinyonyana, noma omunye umsebenzi noma enye imboni ehlobene nalokhu, nezivumelwano. Lamalungelo kumelwe anikezwe ngaphandle kokwesabisa, ukungenelela noma ukuphazamisa.

ALUKHO UBANDLULULO

Abathengisi nosonkontileka babo abancane ababandlululi noma yimuphi umsebenzi. Abasebenzi baphathwa ngenhlonipho nangokulingana kungakhathaliseki ukuthi bakhonzaphi, iminyaka, ubulili, ukukhulelwa, ushadile noma cha, ukukhubazeka, ubuzwe, ibala, indabuko, iqembu lepolitiki noma ukuziphatha kwakho ngokobulili.

IMIKHUBA EMIHLE EBHIZINISINI

I-PUMA SE ngeke ikushalazele ukukhwananisa, kungaba sekusebenzelaneni noma ngaphakathi kubaphathi bayo.

Emigomweni Yokuziphatha ye-PUMA. Zonke Izisebenzi zethu, Abathengisi kanye noSonkontileka abancane kudingeka babambisane ngokugcwele naloMgomo Wokuziphatha. Lapho kuba nokungezwani noma ukuhlukana, kufanele kusebenze izinga eliphakeme kakhulu.

ISITHUNZI NENHLONIPHO

Ukuhlukumeza, ukushaya nokungokoqobo, ukunukubeza ngokocansi, ngokwengqondo noma ukuhlukumeza ngokoqobo akushalazelwa kwi-PUMA. Abathengisi nosonkontileka babo abancane ngeke basebenzise noma yikuphi ukuze baphoqe umsebenzi kuhlangukise nemisebenzi yasejele, ukugqilaza noma umsebenzi ongajabulisi.

UKUKHOKHA NGENDI ELA FFANELI

Wonke umsebenzi unelungelo lokukhokhelwa ngomsebenzi wakhe wesonto lonke ukuze ahlangukise nezingozi zakhe futhi athole imali eyanele. Abaqashi kumele bakhokhe okungenani iholo noma imali efanele, noma iyiphi enkulu, ihambisane nezimfuneko ezingokomthetho zokukhokha amaholo, futhi banikeze noma yiziphi izinzuzo ezidingwa umthetho noma yisivumelwano.

Lapho iholo lingahlangukise nezingozi zomsebenzi futhi ingekho imali eyanele, umqhashi ngamunye kumele asukumele phezu ukuze afinyelele izinga elifanele lamaholo.






AWEKHO AMAHORA ENGEZIWE OKUSEBENZA

Abathengisi nosonkontileka babo abancane abasebenzi akumele bazizwe bebophekile ukuba basebenze isikhathi esengeziwe kunaleso abasijwayele evikini nesikhathi esengeziwe esininge esivunyelwe umthetho wabasebenzi. Amahora esonto akumele adlule u-48 nosuku olulodwa lokuphumula kumelwe luqinisekise njalo ezinsukwini eziyisikhombisa.

Ngaphandle kwezimo ezingenakuvinjwa, isikhathi sokusebenza esivamile nesengeziwe akumelwe sidlule emahoreni angu-60 ngesonto. Isikhathi esengeziwe kumele usisebenze ngokuzithandela futhi sikhokhelwe kodwa akumele kube yinto yanjalo.

UKUHLONIPHA INDAWO YOKUSEBENZELA

Abathengisi nosonkontileka babo abancane kumele bahloniphe indawo yabo yokusebenzela noms izinga lemboni yomhlaba wonke. Bonke Abathengisi nosonkontileka babo abancane kumele bakale futhi behlise ukuthinteka kwabo endaweni.

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East Asia	+86 13622884924	
Americas	+503 77871132	
Europe, Middle East & Africa	+49 15114743876 +90 532 483 6685	

Abathengisi nosonkontileka babo abancane bamukela ukuthi imikhuba yabo yebhizinisini ukuhlolisisa. Bonke nosonkontileka abancane kumele bagunyazwe i-PUMA futhi kuwumthwalo womthengisi ukuqinisekisa ukuthi leMigomo Yokuziphatha iyahlonishwa kosonkontileka babo abancane.

I-PUMA SE igidle amalungelo okungahwebelani nanoma iyiphi inkampani etholakala iphula leMigomo Yokuziphatha.

Sicela use izicelo zakho, izikhalazo nokusikisela ngokuphathene nale migomo nokusetshenziswa kwayo ku- sustain@puma.com noma uxhumane neQembu Le-PUMA Sustainability langakini.