



PHILIP MORRIS  
INTERNATIONAL



**UMthetho Wethu Wokuziphatha:**  
Ukuletha ikusasa elingenantuthu ngobuqotho

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yemakethe

Ukusebenza  
ngobuqotho senzela  
abaninimasheya bethu

Ukusebenza  
ngobuqotho senzela  
imiphakathi yethu

Izinsiza

# Isiko lethu nezinkolelo



# Isiko lethu nezinkolelo

UMthetho Wokuziphatha we-PMI ("uMthetho") usebenza njengomhlahlandlela kubaqondisi be-PMI, abaphathi, nezisebenzi ukuze kuqhutshwe ibhizinisi ngendlela efanele kwenzelwa izinkampani ze-PMI, izinkampani ezingaphansi kwayo, kanye namanxusa emhlabeni jikelele. Ngamunye wethu unomthwalo wokwazi nokulandela izimiso ezibhalwe eMthethweni wethu. Izinkolelo zethu eziyinhloko—**ukwethembeka, inhlonipho**, kanye **nobulungisa** — ziwumgogodla walo mbhalo futhi ziyingxene ye—"PMI Way" yokwenza ibhizinisi.



## Ukwethembeka

Ukubaluleka kokuba qotho: ingabe abantu abangaphakathi nabangaphandle kweNkampani bangasethemba yini nokuthi kufanele yini ukuthi basethembe? Akekho umuntu ofuna ukusebenza, ukwamukela isiyalo, noma ukuthenga izinto kumuntu ohlanekezelala amaqiniso.



## Inhlonipho

Wonke umuntu kufanele ahlonishwe, nemibono yabantu nayo kufanele ihmishwe. Inhlonipho imayelana nesithunzi, ukwamukela, uwela kanye nesihawu. Ukuphikisana, ukubekelana inselele, kanye nokuxabana kuletha inqubekela phambili enhle uma kuhambisana nenhlonipho, kodwa kuyaphazamisa uma inhlonipho ingekho.



## Ubulungisa

Okubonakala kuwubulungisa komunye kungase kubonakale kungekhona kwabanye. Ulungisa bufuna ukucabangela labo ababandakanyeka noma abathintwa yileso sinquomo. Ulungisa bufuna ukucabangela zonke izimo abantu ababhekana nazo. Ukusebeniza imithetho ngokungalingani, kungaba ukungacabangeli abantu noma imibono yabo mayelana nezimo zabantu ngabanye.

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imiphakathi yethu

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UMthetho wethu usingatha zonke izinkinga esingahle sibhekane nazo emsebenzini, kodwa kufanele sisibenzise uMthetho kanye nezinkolelo zethu eziyinhloko njengamathuluzi okusisiza sikhwazi ukwahlulela kahle lapho kumelwe senze isinqumo esinzima. Ngaphambi kokuthatha isinyathelo, kufanele siqiniseke njalo ukuthi siyavumelena noMthetho wethu futhi sihambisana nezinkolelo zethu eziyinhloko. Ukwenza lokhu kuzoqinisekisa ukuthi singakwazi ukuletha ikusasa elingenantuthu ngobuqotho.



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# Umlayezo ovela ehhovisi Lesikhulu Esiphakeme



Zisebenzi Ezithandekayo,

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

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

Kuyo yonke imizamo yoshintsho ye-PMI nokunye okwengeziwe, kusemqoka ukuthi lapho sibhekene nezinselele, siqhubeke sincike ezinkolelweni zethu eziyinhloko zokwethembeka, inhlonipho nobulungisa. Iba mibi imiphumela yokugudluka ezinkolelweni zethu. Siba sengozini yokulahlekelwa ukwethenjwa amakhasimende ethu, abaninimasheya, kanye nemiphakathi yethu esikulwele kanzima. Ngakho, silindele ukuthola imiphumela emihle kuphela lapho kuthotshelwa ngokuphelele imithetho nemithethonqubo esebezayo, izinqubomgomu zethu zangaphakathi, kanye nezinkolelo zethu.

Lo Mthetho wethula imigomo yethu, uphinde uchaze imithetho nemihlahlandlela okumelwe sonke siyalandele e-PMI. Uma unemibuzzo noma kunokuthile okukukhathazayo ngoMthetho wethu, sicela uthinte umphathi wakho, obambisene naye ebbizinisini le-P&C noma obambisene naye Wokuziphatha Nokuthotshelwa Kwemithetho.

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

Ozithobayo,  
Jacek Olczak

Ukuphatha  
UMthetho Wethu

Ukuba imibuzzo  
nokubika izinto  
ezikukhathazayo

Ukusebenza  
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yemakethe

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senzela  
abaninimasheya bethu

Ukusebenza  
ngobuqotho  
senzela  
imiphakathi yethu

Izinsiza



# Umlayezo ovela ehhovisi Lesikhulu Esibhekelele Ukuthotshelwa Kwemithetho

Zisebenzi Ezithandekayo,

Siyajabula ukunethulela uMthetho Wokuziphatha We-PMI. UMthetho wethu uchaza indlela thina njengabaphathi nezisebenzi ze-PMI okumelwe siziphathe ngayo ngokuvumelana nezinkolelo zethu eziyinhloko ukwethembeka, inhlonipho, nobulungisa. Ngamunye wethu unomthwalo wokwazi nokulandela izimiso ezichazwe kulo Mthetho.

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

Uma ubona okuthileocabanga ukuthi kuwukwephulwa komthetho—noma okungenzeka kube ukwephulwa komthetho—umthethonqubo, iziqondiso noma inqu bomgomomo yangaphakathi, khuluma. Senza okulungile lapho simelana, siziphathe ngokufanele nalapho sihlonipha uMthetho.

Khumbula ukuthi awuwedwa. Ziningi izinsiza e-PMI ezhloselwe ukukusiza, kuhlanganise umphathi wakho Nesikhulu Esibhekelele Ukuthotshelwa Kwemithetho.

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

Ozithobayo,  
**Michael Gyr**

Ukuphatha  
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nobukhiba izinto  
ezikukhathazayo

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# Ukuphatha UMthetho Wethu



# Kungani sinoMthetho Wokuziphatha?

UMthetho wethu uchaza ukuthi singobani nokuthi siliqhuba kanjani ibhizinisi.

Unikeza umhlahlandela kubaqondisi be-PMI, abaphathi nezisebenzi woqhuba ibhizisisi ngendlela efanele kwenzelwa izinkampani ze-PMI, izinkampani ezingaphansi kanye namanxusa emhlabeni jikelele. Lo mbhalo kumelwe usefenziswe njengensiza eyinhloko ukuze kutholwe isiqondiso sokuqhuba imisebenzi yebhizinisi yansuku zonke e-PMI.

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



## Usebenza kubani uMthetho wethu?

UMthetho wethu usebenza ngendlela efanayo kubo bonke abaqondisi be-PMI, izikhulu, nezisebenzi. Kuwo wonke lombhalo, i—"PMI kanye "neNkampani" kubhekisela ku-Philip Morris International, Inc. kanye nezinkampani ezingaphasi kwayo namanxusa ngokuqondile nangokungaqondile. Imitetho ephakeme efanayo yokuziphatha iyasebenza kubo bonke abantu e-PMI, kungakhathaliseki isikhundla noma izinga abakulo enkampanini.

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

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# Ziyini izibopho zethu?



## Izibopho zomuntu

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

- Avumelane nemithetho ekhona kanye neziqondiso, imigomo yethu kanye nemithetho ye-PMI;
- Cela isiqondiso kumphathi wakho noma komunye okhona ongathintana nanye, [njengeSikhulu Esibhekelele Ukuthotshelwa Kwemithetho Endaweni](#), uma unemibuzo;
- Khulumu ukuze ubike ukwephulwa kwemithetho nemithethonqubo okwenzekayo noma okungase kwenzeke, ukwephulwa koMthetho, noma Izinqubomgommo ze-PMI;
- Sebenzisana nophenyo Iwangaphakathi, ukucwaningwa kwamabhuku, ukubuyekezwa kwezimali, neminye imibuzo ethi ayifane; nokunye
- Phothula konke ukuqeleshwa Kokuziphatha Kahle Nokuthotshelwa Kwemithetho.

E-PMI, azikho izizathu ezivumelekile zokuvukela imithetho nemithethonqubo, uMthetho wethu, Izinqubomgommo zethu, ngisho noma wenza kanjalo ukuze ufeze amaphupho enkampani, inhoso, nezinye izindlela zokusebenza.



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## Izibopho ezengeziwe zabaphathi

Njengomphathi, ujisibonelo sokuziphatha kahle futhi unesibopho sokwakha isiko lokwethembana nokuziphatha kahle phakathi kweqembu lakho. Indlela oveza ngayo ukuzibophezela kwakho ezinkolelweni eziyinhloko ze-PMI kubeka isibonelo sokuziphatha okuhle kanye nokwethembeka esingalandelwa yiqembu lakho.

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

- Chaza ukweseka kwakho izinkolelo zethu eziyinhloko kanye nenjongo futhi ucacise ukuthi ulindele izenzo ezivumelana nazo.
- Siza iqembu lakho liqonde okulindelwe yi-PMI ngendlela yokuziphatha kanye nokusebenzia imithetho nemigomo efunekayo, ikhodi yethu ye-PMI yemigomo yomsebenzi wansuku zonke.
- Yiba isibonelo egenjini lakho sokusebenza ngobuqotho kanye nokwenza ngokuvumelana nemithetho nemithethonqubo efanele, uMthetho wethu Nezinqubomgommo ze-PMI.
- Vuleka, utholakale, uphendule izikhalo eziveziwe. Bona futhi uveze izinto ezikukhathazayo, ngendlela efanele.
- Qikelela ukuthi amalungu eqembu lakho akuphotulile ukuqequesha Kokuziphatha Nokuthotshelwa Kwemithetho.

Njengomphathi, amalungu eqembu lakho noma ezinye izisebenzi zingase zikutshеле izinto ezizikhathazayo ezimayelana nokuthotshelwa komthetho. Lapho lokhu kwenzeka, kubalulekile ukuthi ungazenzeli ngokwakho uphenyo lokungathotshelwa komthetho—kodwa, [xhumana Nesikhulu Esibhekelele](#). [Ukuthotshelwa Kwemithetho](#) noma ubike udaba usebenzisa [Inombolo Yosizo Ye-PMI Yokuthotshelwa Komthetho](#) ukuze izisebenzi ezifanele ezibhekelele Ukuziphatha Nokuthotshelwa Kwemithetho zikwazi ukuphenya futhi zisingathe isikhalo.



# Ukuvumelana nemithetho nemithethonqubo



Njengenhangano yase-U.S. esebenza ezimakethe ezingu-180 emhlabenji jikelele futhi efakwe kuyi-New York Stock Exchange, imithetho nemithethonqubo eminingi iyasebenza ebhizinisini lethu, kuqlanganisa neminye yemithetho yase-U.S. nomaphi lapho sisebenza khona. E-PMI sizinikele ekusebenziseni yonke imithetho nemithethonqubo.

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

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Izinsiza



*Khetha impendulo yombuzo ngamunye ngezansi.*

# Ukwenza izinqumo ngendlela ye-PMI

Siyema ngaphambi kokuthatha isinyathelo. Izinqumo zethu kudingeka zihlale isikhathi eside. Ngaphambi kokuthatha isinyathelo sokugcina, zibuze:



## **Ingabe isemthethweni?**

Ingabe ilandela imithetho nemithethonqubo efanele?

Isiko lethu nezinkolelo

Ukuphatha  
UMthetho Wethu

## **Ingabe kufanele, kuhle, futhi kuyavumelana noMthetho we-PMI, Izinqubomgom, kanye nezinkolelo zokuziphatha eziyinhloko?**

Ingabe iyifanele indlela ye-PMI yokuqhuba ibhizini kanye noMthetho wethu?

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emisebenzini yethu

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imiphakathi yethu

## **Ungazizwa ukhululekile yini ukuchaza izenzo zakho elungwini lomndeni noma kumngane, noma uma imininingwane ibingadalulwa emphakathini?**

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

Izinsiza



Isiko lethu  
nezinkolelo

Ukuphatha  
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**Ukubuza imibuzo  
nokubika izinto  
ezikukhathazayo**

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ngobuqotho  
emisebenzini yethu

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abaninimasheya bethu

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Izinsiza

# Ukubuza imibuzo nokubika izinto ezikukhathazayo



# Ukukhulumama e-PMI

Ukuveza umbono kuyingxenye evelele yomsebenzi wethu.

Njengesisebenzi sase-PMI, kuwumthwalo wakho ukukhulumama uma uqaphela ukwephulwa komthetho okungase kwenzekay, ukwephulwa koMthetho wethu, ukwephulwa kwanoma yiziphi Izinqubomgommo zethu. Sithembele kuwe ukuba ubike lezi zinto ukuze siziphenye bese sizilungisa. E-PMI, asiyibukeli phansi imibiko eyenziwa ngobutho yokuphulwa komthetho okuboniwe noma okusolwayo, kungakhathaliseki ukuthi ubani obandekanyekay, futhi siphanya zonke izinsolo zokwephulwa komthetho silandela imithetho nemihlahlandlela ebekiwe.

Izisebenzi zase-PMI zingase zibuze imibuzo, ziveze okuzikhazayo noma zibike ukwephulwa komthetho ezikubonile noma ezikusolayo kuhlanganise ukungalandelwa koMthetho Wokuziphatha, ngokuthinta noma ubani kwabalandelayo:

- Umphathi wakho, inhloko yomnyango, noma inxusa noma umholi womsebenzi;
- [Oxhumana naye ngokuyinhloko obhekelele Ukuziphatha Nokuthotshelwa Kwemithetho yase-PMI;](#)
- Ikheli le imeyili Lokuziphatha Nokuthotshelwa Kwemithetho yase-PMI elithi [PMIEthicsandCompliance@pmi.com](mailto:PMIEthicsandCompliance@pmi.com); noma



- Ukushayela Abasiza Ngokuthotshelwa Kwemithetho e-PMI, okuyindlela yokubika eqondiswa yinhlangano eseceleni etholakala amahora angu-24 ngosuku, izinsuku eziyisikhombisa ngesonto, ngazo zonke izilimi ezikhulunywa e-PMI. Ungaxhumana nabosizo nge-inthanethi ku [www.compliance-speakup.pmi.com](http://www.compliance-speakup.pmi.com) noma ngocingo lapha +1 303-623-0588. Ungasebeniza lolu cingo lwe-PMI Lwabasiza Ngokuthotshelwa Kwemithetho ngaphandle kokudalula igama lakho, uma lokho kuvunywa yimithetho kanye nemithethonqubo yasendaweni. Uma ukhetha ukungazinezi, imininingwane ekudalulayo ngeke idlulisewe yinhlangano esecelani e-PMI.

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ngobuqotho  
endaweni yethu  
yemakethe

Ukusebenza  
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abanimasheya bethu

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## Asikubekezeleli ukuziphindiselela

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



### Kumelwe ngenzeni?

Q

Ingabe kumelwe ngiqiniseke ukuthi vele kukhona ukwephulwa koMthetho wethu, Izinqubomgommo zethu, noma imithetho ngaphambi kokubika ukukhathazeka kwami e-PMI?

A

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

## Uphenyo lokwephula umthetho

Siyazi ukuthi ukuveza uvo lwakho nokubika ukukhathazeka kwakho ngokwephulwa komthetho akulula futhi kungadinga isibindi esikhulu. E-PMI sikhuthaza isiko avulelekile lapho izinkinga zokuziphatha kanye nokuthotshelwa komthetho kuxoxwa ngazo ngokukhululekile, ngaphandle kukwesaba ukuziphindiselela. Lokhu kwenza sikwazi ukubona izinkinga ezingase zibe khona kungakephuzi, bese sithatha isinyathelo sokuzilungisa ngokushesha.

Sinamazinga ophenyo aqinile. [Iqembu Lokuziphatha](#)

[Nokuthotshelwa Kwemithetho](#) lilandela le ndlela ukwenza uphenyo ngemibiko eyenziwe ngokwethembeka nangobulungisa, engathathi hlangothi, nangendlela ohloniphekile. Sivikela izimfihlo zababika udaba sihlonipha namalungelo abasolwa ngokuveza izinsolo nophenyo olusekelwe kuphela kulokho okumelwe ukwazi.

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yemakethe

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## Ukuqondiswa kwezigwegwe

Ukuvukela imithetho noma iziqondiso ezibekiwe, imithetho yethu noma ezinye izinqubo ze-PMI kungaholela ekuqondisweni kwezigwegwe kulabo abahilelekile.

## Ukuhoxisa

Ukuhoxisa kwanoma yini ehlinzekwa uMthetho kuyivela kancane futhi kungase kugunyazwe kuphela Yisikhulu Sokuthotshelwa Komthetho ngemva kokubonisana Nomeluleki. Ukuhoxisa ezikhulwini eziphezulu noma kubaqondisi kungavunyelwa kuphela abaqondisi bebhodi.

Q  
A

### Kumelwe ngenzeni?

Kwenzekani lapho ngibika okuthile kwabasiza Ngokuthotshelwa Kwemithetho be-PMI?

Inhlango ezimele eseceleni, ithatha umbiko wakho bese ithumela iminininingwane egenjini le-PMI Lokuziphatha Nokuthotshelwa Kwemithetho. Abokuziphatha Nokuthotshelwa Kwemithetho bahlola umbiko, uma kukhona izinsolo zokwephulwa komthetho, baqala uphenyo kulandelwa Imithetho Yokuphenya Ye-PMI,

Ngokuqondile, iqembu le-PMI Lokuziphatha Nokuthotshelwa Kwemithetho:

- **Lihlola umbiko** ukuze libone ukuthi yisiphi isinyathelo esingcono esingathathwa.
- **Liqoka umphenyi** onekhononofanelekele ukuphenya izinsolo ezibekiwe bese ethola ubufakazi.
- **Liqoqa futhi lihlaziye iminininingwane** mayelana nezinsolo ukuze kubonakale ukuthi ziyiqiniso yini.
- **Lifnyelela isiphetho** ukuthi izinsolo ziyiqiniso kangakanani bese libuka umsuka nezimbangela.
- **Uma izinsolo ziyiqiniso, lincomela izinyathelo zokusingatha inkinga**, ngendlela efanele, ukuze kulungiswe inkinga futhi kuvinjelwe ukuvela kwezingkinga ezifanayo esikhathini esizayo.
- **Livala uphenyo bese litshela Othintekayo kanye nabanye, njengoba kufanele, ngemiphumela yecala.**



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yemakethe

Ukusebenza  
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abaninimasheya bethu

Ukusebenza  
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# Ukusebenza ngobuqotho emisebenzini yethu



# Ukwamukela ukwehluka, ukulingana, nokubandakanywa

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



Ukungafani kuqhakambisa imicabango ehlukene, imibono, nokuhlangenwe nakho. Emphakathini wethu ohlukene e-PMI, siyakwazi ukukhula ngamakhono nokukhula ngempumelelo, sixazulule izinkinga sikhule.

Singafaka isandla senze okusemandleni ethu uma sizizwa sikhululekile, siphephile, sibandakanywa, sikhazi ukuba yithi. E-PMI, sikhuthaza isiko langaphakathi lapho sifaka khona umbono wokufanelekela ukuqonda izimo zomuntu ngamunye, sazise ukwehluka, siphathe wonke umuntu ngobulungisa, ukuqonda, nenhlonipho.



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# Ukuhlonipha amalungelo abantu

Simela futhi sivikele amalungelo abantu.



Njengenhangano yase-U.S. esebenza emazweni ahlukahlukene, siyawahlonipha amalungelo abantu kukho konke esikwenzayo futhi silandela Izimiso Eziqondisayo Zezizwe Ezhlangene Mayelana Namalungele Ebhizinisi Nawabantu. E-PMI, siyakwenqabela ukusetshenziswa kwezingane, ukusebenza okuphoqiwe noma okuvinjelwe, kanye nanoma iluphi uhlobo lokugqilazwa.

Sizibophezele ngokusemthethweni [Esibophweni Se-PMI Samalungelo Abantu.](#)

Ukwenezela, [Izimiso Zokuthola Impahla Ngendlela Efanele](#) kanye [Nomthetho Wethu Wokusebenza Kwezolimi](#) nokubeka esikulindele kubahlinzeki mayelana nokuhlonipha amalungelo abantu, kuhalanganisa namalungelo ezisebenzi, ezisebenzini esinazo ezikhundleni ezinkulu zokuhlinzeka.

Isiko lethu nezinkolelo

Ukuphatha UMthetho Wethu

Ukuba imibuzo nokubika izinto ezikukhathazayo

**Ukusebenza ngobuqotho emisebenzini yethu**

Ukusebenza ngobuqotho endaweni yethu yemakethe

Ukusebenza ngobuqotho senzela abaninimasheya bethu

Ukusebenza ngobuqotho senzela imiphakathi yethu

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imiphakathi yethu

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# Ukuvimbela ukucwasa, ukuhlukumezeka, nokwesabisa

Senza indawo yokusebenza  
enobulungisa, ehloniphekile,  
engenako ukucwasana,  
ukuhlukumezeka,  
nokwesatshiswa.



Ukuphatha abantu ngenhlonipho kuyinkolelo esemqoka esiholayo nesihlanganisayo. I-PMI izinikele ekuhlinzekeni ngendawo yokusebenza engenakho ukucwaswa, ukuhlukunyezwa, nokwesatshiswa.

**Siyakwenqabela ukuphatha noma ubani ngendlela engenabulungisa nengalingani** ngenxa yezinto ezifana nohlanga, ubuzwe, ubudala, umuntu othandana naye, inkolo, izwe ovela kulo, indabuko, ibala, ikhefu lokunakekela impilo, indlela ochaza noveza ngayo ubulili bakho, imininigwane yofuzo, isimo somshado noma somndeni, inkinga yempilo, ukukhubazeka emzimbeni noma engqondweni, ezepolitiki, isimo somakadebona esivikelwe, ubulili (kuhlanganisa ukukhulelw), noma ezinye izici ezivikelwe imithetho nemithethonqubo esebezayo.

Ukuhlukumezeka, uhlobo lokucwasa lwasendaweni yokusebenza, alufuneki e-PMI. Ukuhlukumeza ngokocansi kuvinjelwe e-PMI.

Le mithetho nalokhu okwenqatshelwe kusebenza kuzo zonke izimo emsebenzi, kuhlanganise emahhovisi ethu, ezindaweni zokusebenza eziqheli, emihlanganweni engaphandle kwesikhungo, ohambweni lwebhizinisi, kanye nasemicimbini yeqembu yomphakathi. Ukuze uthole ulwazi olwengeziwe, bheka [Inqu bomgom o Ye-PMI Emelene Nokucwasa Nokuhlukumeza Abanye Emhlaben i](#).



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## Khumbula

Ukuhlukumezeka kungenzeka ngezindlela eziningi. I-PMI ivimbela zonke izinhlobo zokuhlukumeza, kuhlanganise okulandelayo, kodwa akupheleli lapha:

**Indlela yokukhuluma**, efana namagama esidlaliso; amahlaya noma ukuphawula okululazayo; ukuba luhlaza mayelana nomzimba womuntu, ibala, ukubukeka komuntu, noma indlela ayiyo, noma izenzo zokweshela ezingafunwa, izimemo noma imibono;

**izinto ezibukwayo noma ezibhaliwe**, njengemiyalezo edelelayo kanye/noma ehlobene nezocansi, imiyalezo yocingo, ama-email, ama-tweets nokuposta ku-internet; amaphepha okukhangisa, izithombe, opopayi, imidwebo, noma izimpawu; noma izenzo zokusongela, ukwesabisa, noma izenzo ezinobutha, okuyizinto ezephula imithetho; noma

**Izenzo ezingokoqobo**, njengokushaya, ukugqolozela umuntu umkhanuka, izenzo ezingathandeki, noma ukumisa noma ukuvimba ukuhamba komuntu.

## Kumelwe ngenzeni?

Q

Iqembu lami liyezwana futhi lithanda nokwenza amahlaya. Muva nje lokhu sekuphumile esandleni futhi sekuyezwela uma abantu sebekhuluma amahlaya ngokocansi. Kumelwe ngenzeni? Angifuni ukudala izinkinga.

A

Ukwenza amahlaya ngokocansi noma ngobulili akuvumelekanga. Kufanele lokhu ukutshele umphathi wakho, obambisene naye ebhizinisini le-P&C, noma Iqembu Lokuziphatha Nokuthotshelwa Kwemithetho.



# Ukugcina indawo yokusebenza iphephile, enempilo, futhi ivikelekile

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



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

Sikhuthaza indawo yomsebenzi nesiko elithuthukisa inhlalakahle engokomzimba nengokwengqondo yezisebenzi zethu.

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yemakethe

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## Khumbula



Sibeka ukuphepha kuqala. Siyavikelana ekulimaleni ngokulandela zonke Izinqubomgomu zokuphepha zeNkampani, imithetho kanye nemithethonqubo.



Yazi futhi ulandele izinqubo sokusabela ezimweni eziphuthumayo. Kubalulekile ukwazi ukuthi kumelwe wenzeni uma kunezimo eziphuthumayo, njengomlilo, inhlekelele yemvelo, noma isigameko sokuphepha, bese ulandela zonke izinqubo ngendlela ehlelekile ungatatatzeli.



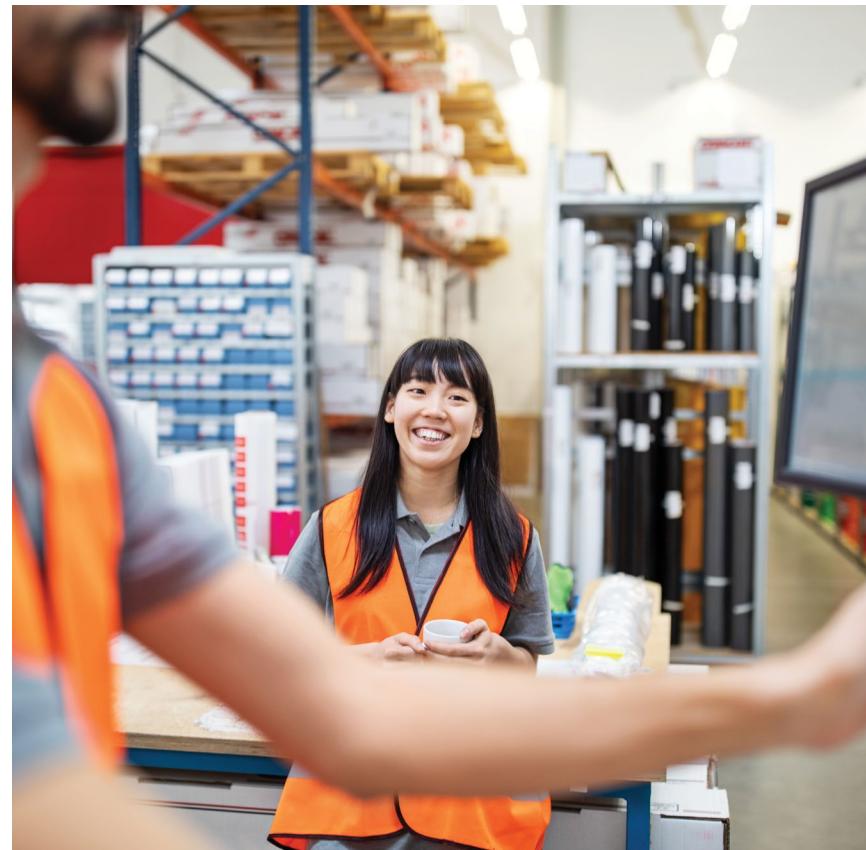
Bika izingozi, imililo, ukulimala, nokuziphatha ngendlela engaphephile. Hlala ubika ukulimala, izingozi ezicishe zenzenka, izimo ezingaphephile, izingozi zempilo, ukuphepha noma ukuvikeleka, kuhlanganise izingozi zemvelo kanye nezinsongo noma izenzo zodlame, kumphathi wakho noma [ejenjini Lokuphepha Nokumaketha le-PMI](#).



Ungasebenzi uma uphuze utshwala, izidakamizwa, noma ezinye izinto ezidakayo. Lolu hlolo lokuziphatha aluvumelekanga e-PMI. Okunye, ukusebenzisa, noma ukushushumbisa izidakamizwa ngokungemthetho akuvumelakanga e-PMI.



Ungalethi izikhali emsebenzini ngaphandle uma kugunyazwe yiNkampani (isibonelo, abasemnyangweni wezokuphepha), akuvumelekile ukuphatha izikhali emsebenzini noma ukuziphatha ube uqondisa umsebenzi we-PMI.



## Kumelwe ngenzeni?

Q

A

Ngisebenza njengengxene yeqembu futhi kamuva nje aekho ongene emsebenzini ngoba bebephuze utshwala. Ngiyakhathazeka ukuthi bazoba sengozini bese belimala—noma mhlawumbe balimaze omunye umuntu. Kumelwe ngenzeni?

Ukuphepha kubalulekile. Kumelwe lento uyitshele umphathi wakho, ozoqikelela ukuthi osebenza naye akazifaki yena noma abanye engozini.

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### Sicabangela izidingo zomuntu ngamunye

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



### Hlonipha abamelela izisebenzi

Siyawahlonipha amalungelo ezisebenzi okujoyina noma ukungajoyini, izinyunya zokuhweba nezinhlangano zezisebenzi ezithandwa yibona, futhi siyaliqaphela nelungelo lokufaka isicelo sokukhushulelwa iholo njengeqembu. Sikhuthaza ukusebensana ngokubambisana, izingxoxo, nokubambisana ezindabeni ezivamile nezisebenzi zethu futhi ngendlela efanele naabameleli bazo abakhethwe ngokufanele.



### Ukuhlonipha ukuzibophezela kwethu ukunaka amalungelo abantu

Sihlonipha amalungelo omuntu ngamunye athinta amalungelo abantu kuhlanganise nezisebenzi kuyo yonke imisebenzi yethu. Siyakwenqabelaa ukusetshenziswa kwezingane, ukusebenza okuphoqelekile noma okuvijelwe, kanye nanoma yiluphi uhlubo lokugqilazwa.



### Ungazibandakanyi noma ubekezelele ukucwaswa, ukuhlukunyezwa noma ukwesatshiswa

Siyabahlonipha futhi siyabacabangela abanye ngamazwi nezenzo zethu. Siphatha bonke ngokulinganayo, senze izinqumo ezithinta umsebenzi ngokufanele, singabonisi ukukhetha ngokubheka izici ezivikelwe zomuntu ngamunye. Asizibandakanyi noma sibekezelele ukudelelwa, ukululazwa, noma ukuhlukunyezwa.



### Hlinzeka ngezimo zokusebenza eziphephile, ezinempilo nezivikelekile

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



### Khuluma

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



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# Ukusebenza ngobuqotho endaweni yethu yemakethe



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# Sinikeza impahla esezingeni eliphezulu

Sizibophezele ekuhlinzekeni  
ngemikhiqizo esezingeni  
eliphezulu.



Silwelwa ukwenza ngokusezingeni eliphezulu kakhulu. Yonke imikhiqizo ye-PMI iklanywe, yakhiqizwa, yanakekelwa, futhi yadayiswa ngokuvumelana nemithethonqubo yangaphandle, imithetho yangaphakathi kanye nokugxila okuqhubekeyo ekuhlangabezaneni nalokho okulindelwe umthengi.

I-PMI itshala izimali kwezesayenzi; kwezobuchwepheshe; nasezilawulini ukuze yenze ucwaningo olujulile, ukuvivinya, ukukhiqiza, kanye nokwengamela ukuze kuqinisekiswe ukuthi ingxenye ngayinye yenqubo ifinyelela izinjongo zayo futhi yanelisa abathengi.



# Ukumaketha imikhiqizo yethu ene-nicotine ne-tobacco ngendlela ebonisa ukuvuthwa

Sithengisa imikhiqizo yethu ebhennywayo nengabhenywa ngendlela efanele, siyithengisa kubantu abadala kuphela.



Ubuqotho yibona obungumgogodla wendlela esiqhuba ngayo ibhizinisi lethu. Sineqiniso futhi sizibophezeleemisebenzini yasemakethe futhi siyayibona ingozi yemikhiqizo yethu ene-tobacco ne-necotine, futhi sibonisana nabathengi bethu abadala ngalokhu. Siyabazisa abathengi bethu ngezingozi zempilo ezibangelwa imikhiqizo ene-tobacco ne-necotine. Zonke izikhangiso kanye namaphakethe ezinto ezidliwayo kumelwe abe nezixwayiso zempilo eziya kubathengi, ngisho noma umthetho ungazidingi izixwayiso ezinjalo.

Sithengisa imikhiqizo yethu ene-tobacco ne-necotine kubathengi asebekhulile kuphela futhi asikhuthazi abantu ukuthi baqale ukubhema noma basebenzise imikhiqizo yethu, noma sibatshele bayeke ukubhema. Kokunye, asikhiqizi imikhiqizo yethu noma siyimakethe ngendlela yokuheha izingane.

Ukuze uthole ulwazi olwengeziwe, bheka Izinqubomgommo ze-PMI ezimayelana [Nokuklama, Ukumaketha Nokuthengisa Imikhiqizo Ebhennywayo Ene-tobacco](#) kanye [Nemiklamo, Ukumaketha Nokuthengisa Imikhiqizo Engabhenywa Ene-tobacco](#).

## Khumbula

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

- 1** **Sikhingisa futhi sithengise imikhiqizo yethu Kubantu Abadala.**
- 2** **Siyabaxwayisa abathengi ngezingozi zempilo zomkhiqizo wethu.**
- 3** **Ukuthengisa kwethi kuneqiniso futhi kuthembekile.**
- 4** **Siyawuhlonipha umthetho.**

Isiko lethu nezinkolelo

Ukuphatha  
UMthetho Wethu

Ukuba imibuzo  
nokubika izinto  
ezikukhathazayo

Ukusebenza  
ngobuqotho  
emisebenzini yethu

Ukusebenza  
ngobuqotho  
endaweni yethu  
yemakethe

Ukusebenza  
ngobuqotho senzela  
abanimasheya bethu

Ukusebenza  
ngobuqotho senzela  
imiphakathi yethu

Izinsiza



Isiko lethu  
nezinkolelo

Ukuphatha  
UMthetho Wethu

Ukuba imibuzo  
nokubika izinto  
ezikukhathazayo

Ukusebenza  
ngobuqotho  
emisebenzini yethu

**Ukusebenza  
ngobuqotho  
endaweni yethu  
yemakethe**

Ukusebenza  
ngobuqotho senzela  
abaninimasheya bethu

Ukusebenza  
ngobuqotho senzela  
imiphakathi yethu

Izinsiza

# Ukusebenzisa isayensi abantu abangayethemba

Senza umsebenzi wethu  
wesayensi ngendlela eqondile,  
eqinile futhi esobala.



Ukuthembeka kwesayensi yethu kuyisisekelo sempumelelo yethu. Senza izinqumo ezisekelwe ekucwaningeni kwesayensi okuqhutshwa ngobuqotho, ngomqondo ovulekile, nangendlela enembile. Silandela izinqubo ezingcono kakhlulu zokusebenza ezindleleni zesayensi, ukulawula okusezingeni eliphezulu nokubuyekeza okuningana ukuqiniseka ukuthi imininingwane yethu iqinisile, iphelele futhi singayethemba. Sishicilela esikutholile bese sikhuthaza ngamunye ukuba azihlolele bese eqinisekisa indlela yethu nemiphumela.

## Khumbula



E-PMI, sikhuthaza ososayensi bethu ukuba basebenze ngokuzimela futhi basho okusemicabangweni yabo. Asithathi indlela enqamulelayo emsebenzini wethu wesayensi.



Silandela umthetho oqinile wokubuyekeza ngaphambi kokushicilela imiphumela yesayensi kuma-journals abuyekezwe ongoti.



# Ukusebenza nabahlinzeki

Sisebenza nabahlinzeki abavumelana nezibopho zethu ngobuqotho.



Silindele bonke abahlinzeki ukuba balandele uMthetho wethu bese belandela [Izimiso Zokuthola Impahla Ngendlela Efanele](#) nezinhlinzeko zekontileka kanye nokunye okufunwa yikontileka okucacile nokuqapha esikunikezayo njenge [Ukwenza Okuhle Kwezolimo \(GAP\)](#) kanye [Nezindlela Zokusebenzia Ezolimo \(ALP\)](#).

## Khumbula



Silindele abasabalalisi bethu ukuba bagcine umoya womthetho wethu futhi babamvisane ne [Izimiso Zokuthola Impahla Ngendlela Efanele](#), eveza indlela yokwenza edingakalayo kubahlinzeki bempahla yethu.

Isiko lethu  
nezinkolelo

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UMthetho Wethu

Ukuba imibuzo  
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ezikukhathazayo

Ukusebenza  
ngobuqotho  
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Ukusebenza  
ngobuqotho  
endaweni yethu  
yemakethe

Ukusebenza  
ngobuqotho senzela  
abaninimasheya bethu

Ukusebenza  
ngobuqotho senzela  
imiphakathi yethu

Izinsiza



# Ukuvimbela ukufumbathisa nokukhwabanisa

Asifumbathisi muntu, noma kuphi, nganoma isiphi isizathu.



I-PMI iyakwenqabelu ukweba nokukhwabanisa. Akumelwe sizame, noma kubonakale sengathi siyazama, ukuthonya umgomo Weziphathimandla ZikaHulumeni, Abantu Abazimele, noma ezinye izinhlangano eziseceleni esenza nazo ibhizinisi. Sihlale sivumela ukwahlulela okuhle nokulinganisela lapho sinkeza noma samukela into eyigugu.

Bonke abaqondisi, izikhulu, izisebenzi, abahlinzeki, amanxusa noma izinhlangano eziseceleni ezisebenzela i-PMI, noma ngabe zikuphi, kumelwe zivumelane nomthetho omelene nokukhohlakala, kuhlanganise ne-U.S. Foreign Corrupt Practices Act.

Sigcina izincwadi zerekodi ezihlobene nezimali lebhizinisi lethu, kuhlanganise nanoma yini yenani enikezwe Iziphathimandla ZikaHulumeni.

Ukuze uthole ulwazi olwengeziwe, hlola [Inquubomgomu Emelene Nokukhohlakala Emhlabeni ye-PMI](#).

Isiko lethu  
nezinkolelo

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emisebenzini yethu

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ngobuqotho  
endaweni yethu  
yemakethe**

Ukusebenza  
ngobuqotho senzela  
abaninimasheya bethu

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ngobuqotho senzela  
imiphakathi yethu

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ngobuqotho senzela  
imiphakathi yethu

Izinsiza



## Ukulwa nokukhohlakala okufanele ukwenze nokungafanele ukwenze

### ONGAKWENZA:

- Dalula futhi uthole kusengaphambili zonke izimvume zokwamukela Izipho, Uhambo, Nezenzo Zomusa.
- Hlola ngokucophelela lapho usebenza nezinhlango eziseceleni ezixhumana Nezipathimandla Zikhulumeni egameni le-PMI.
- Bhala zonke izinkokhelo nezindleko ngokunembile ezincwadini nasemarekhodini ethu.

### UNGAKWENZI:

- Unganiki noma yini ebizayo engase ibe nomthelela ongemuhle noma engaba nomthelela ezinqumweni eziphusile zebhizinisi ezinhlanganweni eziseceleni, ikakhulukazi Iziphathimandla Zikhulumeni.
- Ungalinge unikeze ngemali noma okufanayo.
- Ungayenzi inkokhelo yokuphuthumisa izinqubo, ngisho noma kuzoba nemiphumela embi yokwenza kwebhizinisi.
- Ungasebenzisi inhlango eseceleni ukwenza izinkokhelo ezingafanele noma ukwenza izinzo ezingemthetho.



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imiphakathi yethu

Izinsiza



### **Khumbula**



E-PMI, sithola umsebenzi ngenxa yekhwalithi yemikhiqizo yethu kanye namakhono abantu bethu. Asizibandakanyi kunoma iluphi uhlobo lobugebengu noma lokukhwabanisa, ngisho noma kungasho ukuvala amathuba omsebenzi noma ukwehluleka ukuqedu umsebenzi ngesikhathi.

**Q**

### **Kumelwe ngenzeni?**

Ngithumela isiphakamiso esikhungweni sikahulumeni. Umngane wami uthi uma ngamema isiphathimandla sikahulumeni osizonquma ngalolu daba esidlweni sasemini kwenye yezipolo zokudlela eziphambili edolobheni kungaba usizo ekutholeni umphumela omuhle. Ingabe lokhu kulungile?

**A**

Cha. Lokhu ukufumbathisa. Ngisho noma kuvumelekile ukuhlangana nesiphathimandla sikahulumeni ukuze kuxoxwe ngombono wethu, akulunganga ukusinika izinto zikanokusho ukuze sithonye isinqumo saso. Sithonya ngendlela esikhulumna ngayo nabo, hhayi ngezinto zikanokusho esibapha zona. Noma yiziphi izenzo zomusa esizenzela isiphathimandla sikahulumeni kumelwe zihlangabezane nezimfuneko zenqubomgomoye-PMI Yokulwisana Nokukhohlakana Emhlabeni Jikelele kanye Nezimiso nezinqubo ezihlobene.



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endaweni yethu  
yemakethe

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abaninimasheya bethu

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ngobuqotho senzela  
imiphakathi yethu

Izinsiza

# Ukuquhadelana ngokweqiniso nangobulungisa

Siphumelela emakethe  
enobulungisa okuquhadelwana  
kuyo.



I-PMI iquhadelana nabanye ngekhwalithi yemikhiqizo, ukuphawula kwabathengi, ukukhiqiza okusha, kanye namanani. Asihlangani nesiqhudelana nabo ukuze sivumelane ngamanani emikhiqizo, sihlukanise izimakethe, sigweme abasabalalisi esingabafuni nomasishintshe imakethe ngendlela engafanele.

Asixoxi ngamanani, ukwethulwa komkhiqizo, izinhlelo zokuhweba, noma eziye izindaba zebhizinisini ezibucayi nabantu esiqhudelana nabo. Uma esiqhudelana naye ezama ukuxoxa ngesihloko sokuquhadelana, siyasivala isihloko, sikwenze kucace kulabo abasizungezile ukuthi asifisi ukuba nengxene kunoma yiziphi izivumelwano ezimelele nokuquhadelana.

Siqoqa bese sisebenzisa kuphela imininingwane ngesiqhudelana nabo ngokusemthethwani, nangokubahlonipha.

Ukuze uthole ulwazi olwengeziwe, hlola [Inqubomgomo Yokuquhadelana Emhlabeni Wonke Ye-PMI](#).

## Khumbula

Ukuhlangana nesiqhudelana nabo kungadala ingozi engokomthetho. Uma usengxoxweni noma emhlanganweni lapho eniqhudelana nabo behkona bese omunye eqala ekhulumfa ngamanani noma ngeminye Imininingwane Yokuquhadelana Ebusayi, kumelwe:



Uyinqamule ingxoxo edingida lezi zihloko. Ngokwesibonelo, ungase uthi, "Yima. Lezi zihluko akulungile ukuba sixoxe ngazo."



Shiya ingxoxo noma umhlangano uma ingxoxo ephathelene nalezi zihloko iqhubeka. Cela ukuhamba kwakho kubhalwe emaminithini omhlangano, uma kungenjalo yenza ukuba bonke bakubone uma uhamba. (Lokhu kungenza isimo sibe muncu, kodwa nokuthula ube khona egxoxweni emayelana nokuquhadelana kungaholela ekuthwesweni icala ngaphansi kwemithetho yokuquhadelana kwabantu nezinkampani.)



Ngokushesha bika udaba eMnyangweni Wezomthetho.

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



Isiko lethu  
nezinkolelo

Ukuphatha  
UMthetho Wethu

Ukuba imibuzo  
nokubika izinto  
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Ukusebenza  
ngobuqotho  
emisebenzini yethu

**Ukusebenza**  
**ngobuqotho**  
**endaweni yethu**  
**yemakethe**

Ukusebenza  
ngobuqotho senzela  
abaninimasheya bethu

Ukusebenza  
ngobuqotho senzela  
imiphakathi yethu

Izinsiza

# Ukugwema ukungqubuzana kwezintshisekelo

Senza izinqumo ezipathelene nendlela esenza ngayo  
imisebenzi yethu kumelwe kuncike njalo kulokho okungcono  
esingakwenzela i-PMI, hhayi ekuzizuziseni thina.



Izinquo ezipathelene nomsebenzi nendlela esenza ngayo  
imisebenzi yethu kumelwe kuncike njalo kulokho okungcono  
esingakwenzela i-PMI, hhayi ekuzizuziseni thina.

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

E-PMI, siyakugwema Ukungqubuzana Kwezintshisekelo,  
futhi lapho kungagwemeki khona, siyakulawula. Izisebenzi  
Ezinokungqubuzana Kwemibono kwangempela noma okungase  
kube khona ukudingeka zikudalule futhi zivumelekile ukuqhubeka  
zizibandakanya ekwenzeni noma ekuthengiseni kuze kube  
yilapho zithola imvume efanele kulabo ababhekelele Ukuziphatha  
Nokuthotshelwa Kwemithetho.

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

- Ubudlelwane bomuntu siqu nesinye isisebenzi sase-PMI,
- Ubudlelwane bomuntu siqu nomhlinzeki,
- Ikhasmende eliyisihlobo,
- Ukutshala imali kumhlinzeki,
- Imisebenzi ekhokhelwayo nengakhokhelwa ye-PMI,
- Amalungu ebhodi angaphandle kwe-PMI, kanye
- Ukusebenza komuntu siqu nomhlinzeki.



Isiko lethu  
nezinkolelo

Ukuphatha  
UMthetho Wethu

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ngobuqotho  
emisebenzini yethu

**Ukusebenza  
ngobuqotho  
endaweni yethu  
yemakethe**

Ukusebenza  
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abaninimasheya bethu

Ukusebenza  
ngobuqotho senzela  
imiphakathi yethu

Izinsiza



Ngemva kokuthola ukwambulwa kwakho, ababhekelele Ukuziphatha Nokuthotshelwa Kwemithetho bazothinda wena kanye nomphathi wakho, uma kudingeka, futhi bangase bancomele izinyathelo zokunciphisa Ukungqubuzana Kwezintshisekelo. Ngemva kwalokho unomthwalo wemfanelo wokusebenzisa izinyathelo, nowokubuyekeza ngokushesha ukudalilwa kwakho uma kuba khona noma yiziphi izinguquko ezibalulekile ezimweni lapho kuhkhishwe khona imvume.

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

Ukuzama ukubhekana Nokungqubuzana Kwezintshisekelo ngokwakho, kunokuba ukudalule, kungaholela ezimweni ezibeka engcupheni ukuzimisela kwakho. Ukudalula Ukungqubuzana Kwezintshisekelo nokulandela iziqondiso ezivela kwababhekelele Ukuziphatha Nokuthotshelwa Kwemithetho kuzovikela Kokubili wena kanye neNkampani. Ukuze uthole imininingwane eyengeziwe NgokuNgqubuzana Kwezintshisekelo, funda [Umthetho Womhlaba Wonke We-PMI Wokugqubuzana Kwezintshisekelo](#).





Isiko lethu  
nezinkolelo

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abanimimasheya bethu

Ukusebenza  
ngobuqotho senzela  
imiphakathi yethu

Izinsiza



## Indlela yokudalula Ukungqubuzana Kwezintshisekelo kwangempela noma okungenzeka

Inqubo yokudalula Ukungqubuzana Kwezintshisekelo ilula, iyimfihlo, futhi kulungile. Ungasebeniza uhlelo lokudalula noma uthinte Abezokuziphatha Nokuthotshelwa Kwemithetho ngokuqondile ukuze udalule umbango. Kubalulekile ukukhumbula, nokho, ukuthi uvumelekile ukuqhubeka uzibandakanya kuleso senzo noma ukutshengiselana kuze kube yilapho usuthole imvume efanele evela Kwabezokuziphatha Nokuthotshelwa Kwemithetho.

### Kumelwe ngenzeni?

Q

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

A

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

# Ukulwa nokukhwabaniswa kwemali nokuhweba okungekho emthethweni

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



I-PMI ayikukhuthazi, ikushalazelele, ikuthathe kalula noma isekele izinto ezingekho emthethweni, ukukhwabanisa imali, noma ukungakhokhi intelala.

Sizimisele ukwenza ibhizinisi kuphela nabantu nezinhlangoano ezibambisana nentela kahulumeni, izindlela zokwenza, kanye nemithetho yokuhweba, ukuthengisa imikhiqizo yethu ezimakethe ezihlosiwe kanye nokuchaza ukuzibophezela kwethu ukugwema ukuphambukiswa kwemikhiqizo ye-PMI.

Sisebenza nohulumeni ukuze sivimbele ukuthengiswa ngokungemthetho kwemikhiqizo yethu futhi siqhubekele phambili nokuthuthukisa ukulawula uchungechunge lwethu lokuhlinzeka, njengokulandelela imikhiqizo nokulandela iziyalezo. Sisebenza nabakhiqizi bangaphandle, abahlinzeki bempahla, abasabalalisi, abathengisi, kanye nabathengi ukuze sisebenzise lezo zilawuli. Bheka [Inqubomgomu Ye-PMI Emhlabeni Jikelele Etihi Yazi Amakhasimende Akho Nomelene Nokuthunyelwe Kwempahla Endaweni Enganembile](#) ukuze uthole ulwazi olwengeziwe.

I-PMI ayikubekezeleli, ikuthathe kalula noma isekele ukukhwabanisa imali, ukungakhokhi intelala noma eminye imisebenzi engekho emthethweni ehlanganisa ukusetshenziswa kwemikhiqizo nempahla yeNkampani. Sisungule izinqubo zokuthola nokuvimbela imisebenzi engekho emthethweni, njengokungakhuthazi ukukhokha ngemali nokufuna ukuba ukukhokhelana kwensiwe nomuntu noma inhlangoano okwenziwe inkontileka nayo, ngokuvumelana nezinhlelo okuvunyelwenwe ngazo zokukhokha. Ukuze uthile ulwazi olwengeziwe, funda [Umthetho Womhlaba Wonke Wamafomu Okukhokha Avumelekile](#).

Isiko lethu  
nezinkolelo

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UMthetho Wethu

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Ukusebenza  
ngobuqotho senzela  
imiphakathi yethu

Izinsiza



Isiko lethu  
nezinkolelo

# Ukuqhuba amabhizinisi omhlaba wonke ngokwethembeka

Siyaphumelela emhlabeni  
wonke ngokuhola ngobuqotho  
nokulandela imithetho  
yokuhweba yomhlaba wonke.



Njengenhangano yase-U.S eseberza emazweni ahlukahlukene, silandela imithetho neziyalezo zokuhweba zomhlaba wonke, okuhlanganisa ukuhweba nemvume yezohwebo nezomnotho ezilawulwa uMnyango wase-U.S weHhovisi Lomgcinimafa Wokulawulwa Kwezimpahla Zangaphandle kanye Nomnyango Wezwe wase-U.S.

Izinhlelo zokujezisa ziyakuvimbala ukuhweba nokusebenzisana namazwe athile, izindawo, izinhlangano, imikhumbi, kanye nabantu ngabanye. Lokhu kungahlanganisa ukuvimbela noma ukuduba, ukunqatshelwa kokuhamba, noma ukumiswa kokuhamba noma kokudluliswa kwezimpahla. Sivikela iNkampani nomphakathi womhlaba wonke ngokuvumelana nalokhu, nangokwenza uhlolo mayelana nokujezisa kanye nokuhola okunye ukunakekela ngaphambi kokwenza ibhizininisi nomhlinzeki noma ikhasimende.

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

Ukuze uthole okwengeziwe, funda [inqubomgomoyee-PMI](#)  
[Yomhlaba Jikelele Eti Bazi Abathengisi Bakho Nomthetho](#)  
[Womhlaba Wonke Wamafomu Okukhokha Avumelekile](#).

## Khumbula



Njengenhangano yase-U.S eseberza emazweni ahlukahlukene, izinhlangano nezisebenzi ze-PMI kungase kudingkeke zivumelane nemithetho nemithethonqubo yokujezisa yase-U.S, kanye nalabo abakunoma yiliphi elinye igunya elisebenzayo.

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ezikukhathazayo

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**Ukusebenza  
ngobuqotho  
endaweni yethu  
yemakethe**

Ukusebenza  
ngobuqotho senzela  
abanimasheya bethu

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# Ukwenza ibhizinisi nohulumeni

Siyalazisa ilungelo  
lokusebenza nohulumeni  
kanye nemithwalo  
ehambisana nalo.



Ukwenza ibhizinisi nohulumeni wasendaweni nokazweloneke noma kuphi emhlabeni kuhambisana nemithwalo ekhethekile. Kungase kudingeke sisebenze ngaphansi kwemigomo eqinile kunokusebenzela amanye amakhasimende. Le mithetho eyengeziwe ibekwe ukuze kuqinisekiswe ukuthi uxhaso lomphakathi lusetshenziswe kahle. Sigcina ukwethenjwa nokuhloniswa kwethu umphakathi ngokulandela le migomo ngenkuthalo.

Nakuba singasebenzelani ngokuqondile nohulumeni, imithetho neziyalezo ezikhethekile kungase kusebenze kithi ngoba ekugcineni uhulumeni okhokhela imikhiqizo nemisebenzi. Lokhu kusebenza kubalingani bebhiznisi nakubahlizeki ngokufanayo.

## Khumbula



E-PMI, ukuqasha, ukugcina, noma ukwenza isivumelwano Nezisebenzi Zikahulumeni (okuhlanganisa, kodwa okungagcini, kumanxusa kahulumeni, izinhlangano eziphethwe futhi ezilawulwa uhulumeni, nezinhlangano zomphakathi kanye nezisebenza emhlabeni jikelele) noma Iziphathimandla Zikahulumeni bangasihlinzeka ngokuqonda kanye namathuba. Nokho, lokhu kungaholela ekwanden i kwezingozi zokukhwabanisa. Ukuze sigweme lokhu, siziqasha noma sizigcine lezi zisebenzi zangaphandle kuphela ngenxa yesidingo esisemthethweni sebhizinisi, ngendlela yokubaluleka kwemakethe enobulungisa, ngendlela esobala, futhi esekelwe emaphepheni eziq u zokufaneleka zomuntu ngamunye.



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yemaketha**



# Indlela esiletha ngayo ngokwethembeka endaweni yethu yokumaketha:



**Sebenzisa ukuqonda, izindlela zesayensi esiqashelwa emhlabeni wonke, futhi ulandele iziyalezo zangaphandle nezimiso zangaphakathi**

Silandela izilawuli zekhwalithi eziqinile ukuze siqiniseke ukuthi imininingwane yethu yesayensi inembile.

Sithembekile futhi asinamfihlo, sihlose nokuqhubeka sifunda futhi sithuthukisa indlela esisebenza ngayo.

Sakha imikhiqizo sisebenzisa imithetho Yemikhuba Emihle Yokuhlola Elebhu kanye Nemikhuba Emihle Yempilo, kuthi sihamba phambili ekwakheni izindlela ezintsha uma kungekho ekhona.



**Ukumaketha imikhiqizo yethu ngendlela efanele**

Sihlale sithimbekile futhi sisebenzisa kuphela imininingwane yomkhqizo kanye nezimangalo ezisekelwe emaqinisweni asekelwe ngobufakazi besayensi. Silandela imithetho yokumaketha nokuthengisa.



**Sisebenza nabahlinzeki namakhasimende azibophezele ekubeni qotho**

Silindele abahlinzeki bethu ukuba balandele [Izimiso Zokuthola Impahlala Ngendlela Efanele](#) kanye nezimfuneko eziqondile zomkhakha Njengezinquo Zokulima Ezifanele kanye Nezinquo Ezifanele Zokuasha Izisebenzi Kwezolimo. Silandela [Inqubomgomgo Eti Mazi Umthengisi Wakho](#) ukuze siqinisekise ukuthi siyavumelana nezihlelo zokujezisa ezisebenzayo. Sihlala senza uphenyo ngokucophelela kubahlinzeki ukuze siqinisekise ukuthi siyazazi izingozi.



**Ungalokothi uthonye ibhizinisi ngendlela engafanele**

Asiphisani, sihlinzeke, sicle, sitembise, sikhokhe, noma sigunyaze noma yini kanokusho engase ithikameze noma ithonye izinqumo zebhizinisi zeZiphathimandla zikahulumeni, Abantu Abazimele, kanye nezinkampani zangaphandle. Sikhuthele futhi siyacophelela lapho sixumana Neziphathimandla Zikahulumeni.



**Sihlale sikudalula Ukungqubuzana Kwezintshisekelo okungase kube khona**

Sidalula Ukungqubuzana Kwezintshisekelo okungase kube khona [Kwabezokuziphatha Nokuthotshelwa Kwemithetho](#). Sihlale sazisa ngezimo ezingaholela Ekungqubuzaneni Kwezintshisekelo, nalapho ubudlelwane noma imisebenzi yethu ingase ithonye ukwahlulela kwethu.



**Siyakuvimba ukushushumbisa**

Siqapha isisindo sezinto ezithengwa amakhasimende ukuze sithole izenzo ezingemthetho. Sithatha isinyathelo uma sisola ukuphambukiswa kwemikhqizo yethu.



**Sibika izicelo zokuduba**

Sibika nanoma isiphi isicelo sokubamba iqhaza ekudubeni [EMnyangweni Wezomthetho](#).



**Khuluma**

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

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# Ukusebenza ngobuqotho senzela abaninimasheya bethu



# Ukunakekela amarekhodi aqondile ebhizinisi

Sivikela futhi sinakekele  
Imininingwane Yenkampani.



Zonke izisebenzi zinomthwalo wokunakekela Imininingwane yeNkampani ezimakethe nasemisebenzini yazo. Imininingwane yeNkampani yimpahla—okufaneke siyiqondise futhi siyiqaphe ngokusezingeni eliphakeme Iwe-PMI.

Ukugcina amarekhodi aqondile nanokwethenjelwa kubaluleke kakhulu ukuzwe kulondolozweukwethenjwa kwebhizinisi lethu. Abaninimasheya bethu, esibambisene nabo ebhizinisi, kanye nokusetshenziswa Kwemininingwane yeNkampani emphakathini, okuhlanganisa imibiko yezimali, ukuthola isithombe esifanele nesinembile sebhizinisi lethu. Ababambiqhaza bancike eminininingwaneni eqondakalayo neqondile futhi elula ukuze baqonde imiphumela yezimali zethu nalapho ibhizinisi lethu eliya khona. I-PMI izinikele ekurekhoden, ukucubungula, nokuhlaziya Imininingwane yeNkampani, ehlanganisa imininingwane yezimali, ngokuqondile nangokuvumelana nomthetho neziyalezo.

Ukulawula Imininingwane yeNkampani ngendlela efanele kuvumelai-PMI ukuba igcwaliye izimfuneko zebhizinisi ezisemthethweni, ikhuthaze ukusebenza ngokugcwele, isize ekugwemeni ukudalulwa kwemininingwane okungagunyaziwe. Ngendlela efanele, i-PMI inegunya [Leshejuli Yokulonda AmaRekhodi eNkampani](#) athize. Izisebenzi zilindele ukulonda futhi zidalule amabhuku, njengoba kudingeka, kwazise azikho Izaziso Zokugcina Umthetho kulokhu. Funda [inqubomgom Yo-PMI Yomhlaba Wonke Emayelana Nokulawula Imininingwane YeNkampani](#) ukuze uthole imininingwane eyengeziwe.

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## Khumbula



**Gcina Amarekhodi eNkampani ngokuvumelana neShejuli Yokulondoloza efanele.** Kufanele siwalahle Amarekhodi Esikhashana ebhizinisini uma kungasadingeki afeze inhloso noma adlule kuzo zonke izimfuneko neziyalezo ezingokomthetho ebhizinisini.



**Londoloza Amarekhodi Enkampani kanye Nokwaziswa Kwenkampani lapho engaphansi Kwegunywa Elisemthethweni.** Ukuze uthole ulwazi olwengeziwe mayelana nokuthi Isiphathimandla Somthetho siyasebenza noma asisebenzi yini kuwe, xhumana noMnyango Wezomthetho Nokuthotshelwa Kwemithetho.



**Buyekeza Amarekhodi eNkampani okungenani njalo ngonyaka** ukuze ubone lawo okudingeka alahlwe ekupheleni kwenkathi yawo yokulondolozwa, kwazise azikho Izaziso Zokugcina Umthetho kulokhu.



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# Ukuqapha imininingwane yomuntu

Sinomthwalo wokuvikela  
imininingwane yomuntu  
esiyiqoqayo futhi  
siyisebenzise.



E-PMI sibamba izinhlobonhlobo ezingafani Zemininingwane Yomuntu Siqu. Imininingwane Yomuntu Siqu yinoma yimiphi iminininingwane engachaza umuntu ngokuqondile noma ngokungaqondile. Lokhu kuhlanganisa iminininingwange ngamakhasimende ethu, izisebenzi, abahlinzeki, namabhizinisi angaphandle.

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

## Khumbula



**Vumelana Nemithetho Yemfihlo Kanye Nezinqubomgomozethu.** Hlale Ucubungula Imininingwane Yomuntu ngokuvumelana nemithetho esebezayo nangokuvumelana nezinquo ezifanelene yemininingwane eyimfihlo [Nomthetho Wemfihlo Yethu Yomhlaba Wonke](#).



**Bahloniphe abantu abakuleyo mininingwane.** Qaphela lapho uthatha Imininingwane Yomuntu, ngokuthatha kuphela leyo edingekayo, ngokuba msulwa endleleni oyisebenzisa ngayo, ngokucubungula iminininingwange yakhe ngokomthetho nangokuphepha, nangokuyilahla lapho ingasenaso isidingo.



**Qiniseka ukuthi izinhlangano zangaphandle ziyebeenzisa kahle leyo mininingwane.** Ezinye izinhlangano zangaphandle kudingeka zisebenzise iminininingwane yomuntu esiyiqongelelayo. Hlale uqinisekisa ukuthi ziyebeenzisa kahle leyo mininingwane futhi siyisebenzisa ngokwethembeka.



**Kubike ngokushesha noma yikuphi ukwephulwa kokuvikeleka kwemininingwane yomuntu okungase kwenzeke,** kungakhathaliseki ukuthi Kuse-PMI noma enhlanganweni yangaphandle esebeenza ne-PMI, eMnyangweni Wokuvikela Imininingwane ku [soc@pmi.com](mailto:soc@pmi.com).

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Izinsiza

# Ukuqapha impahla yethu yezimali

Sivikela impahla yethu yezimali  
ukuze sifeze umbono wethu  
wekusasa elingenantuthu.



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

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

Siyaqapha endleleni esisebenzisa ngazo izimali zoxhaso ze-PMI, sizisebenzisa ngokuvumelana Nenqubomgomu yethu, nangezizathu kuphela zebhizinisi ezisemthethweni.



# Ukuvikela imininingwane nempahla yethu

Sifeza izinto ezinkulu ngokwakha, ukusebenzisa nokuvikela impahla yemininingwane yethu.



Ukuvikela imininingwane yethu ku-PMI kusemqoka. Ezindimeni zethu, sakha futhi sisebenzise impahla yemininingwane ehlukahlukene. Ngokwesibonelo, singase sibambe imininingwane emafayeleni ethu, endaweni yokusebenza, ezingcingweni, nakuma-server ahlanganisa Imininingwane Eyimfhlo, i-Intellectual Property (IP), kanye/noma imininingwane yezinhlangano zangaphandle. Le mininingwane iyigugu futhi ingalimaza idumela lethu, inciphise intuthuko yethu noma inikeze enye iNkampani itulo lokuquhadelana nathi uma idalulwa ngendlela engafanele.

Siyaqikelela lapho siqoqa, sigcina, sicubungula, noma sisabalalisa imininingwane sisebenzisa amakhopyutha ethu nezinhlelo zemininingwane. Amakhopyutha nezinhlelo, kanye nempahla yemininingwane engaphakathi kwazo ingaba sengozini uma singazithathi izinyathelo zokuyivikela. Siyaqonda futhi sisebenzisa izimfuneko zesihlungi semininingwane ngenxa yemininingwane ebucayi, futhi siyaqinisekisa ukuthi Imininingwane Yethu Eyimfhlo noma Impahla Eyigugu inesivikelo ngaphambi kokuba sayabele abanye. E-PMI, sabelana ngeminingwane kuphela lapho kunesidingo sokuba yaziwe.

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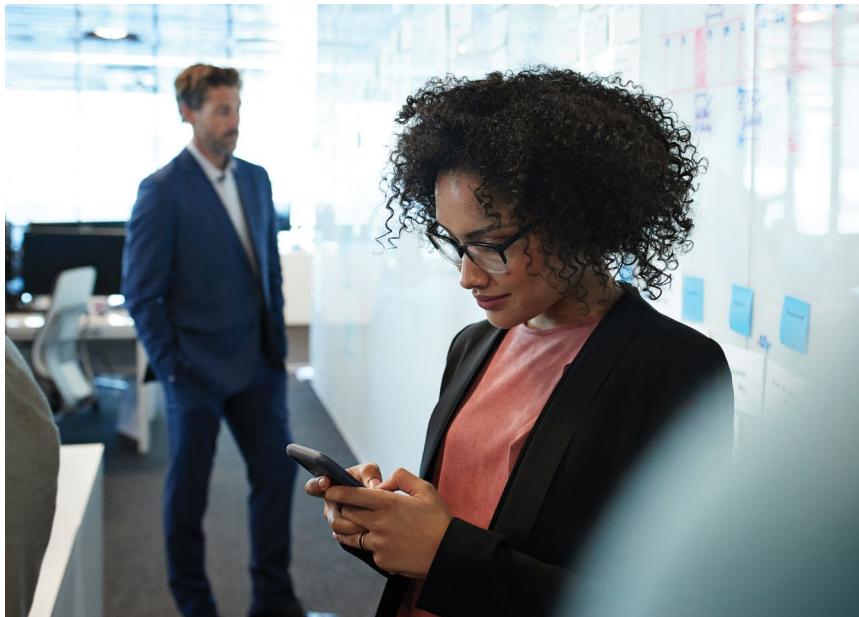


## Khumbula

Siyakuhlonipha ukuba yimfhlo namalungelo empahla yobanye. Asilokothi sebe izimfhlo zabanye noma impahla yabo—ubuhlakani noma okunye okufana nalokhu. Lokhu kusebenza ezintweni ezinkulu, njengenqubo yemfhlo yenkampani, nasekwenzeni izinto ezincane, njengelungelo-lokukopisha isithombe esitholakala ku-Inthanethi.

Kuwumthwalo wakho ukwazi ukuthi yimiphi imininingwane oyilawulayo **Eyimininingwane Eyimfhlo**. Izibonelo Zemininingwane Eyimfhlo zihlanganisa, lokhu okulandelayo kodwa azipheleli kukho:

- ✓ Imininingwane yemikhqizo nobuchwepheshe obusha noma bamanje;
- ✓ Uhlelo lokusebenzisa imali neminye Imininingwane Yezimali Engekho Sobala;
- ✓ Izindlela zokumaketha nezinye izinto zemikhqizo eziyimfhlo;
- ✓ Imininingwane yomuntu namarekhodi;
- ✓ Imininingwane nezinto ezhlobene nayo ezakhwi phakathi Nocwaningo Lwemakethe;
- ✓ Imininingwane yocwaningo nobucwepheshe;
- ✓ Izinhlelo zokutshala imali;
- ✓ Izimfhlo zokuhweba; kanye
- ✓ Neminingwange Ebucayi Yokuqhudelana.



## Kumelwe ngenzeni?

Q

Ngithole umyalezo we-email kumuntu othi useqenjini lokumaketha lwe-PMI. Ucele imvume yokungena efayeleni eliquethethe imininingwane eyifhlo yomkhqizo. Ngokuvamile angisebenzi neqembu lokumaketha, futhi lesi sicelo sibonakala siyindida. Kodwa uma kungumuntu oku-PMI, ngiyaqiniseka ukuthi kulungile. Akunjalo?

A

Cha, akunjalo. Ungadluliseli imininingwane kunoma ubani noma ongaphandle kweNkampani imininingwane "okungadingeki ayazi." Okokuqala kumelwe wenze isiqinisekiso sokuthi lowo muntu uysisebenzi sase-PMI, buza umphathi wakho ukuthi le mininingwane ingadluliselwa yini kuloyo muntu. Khumbula ukuthi ukuzenza izisebenzi zase-PMI yiqhinga lobugebengu elitshenziselwa ukweba imininingwane yethu.

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# Sivikela impahla yethu ebonakalayo netholakala ebuchwephesheni bethu

Ukuvikela impahla yethu ebonakalayo netholakala ebuchwephesheni bethu kubalulekile ekulondeni ukusebenza kwethu kwansuku zonke.



Sisebenzisa amakhompyutha e-PMI nohlelo lwemininingwane, njenge-desktop/izindawo zokusebezisa i-laptop, umshini we-network, izinto zikagesi, imishini yamathebhulethi, ucingo nemishini exhume ku-inthanethi, nsuku zonke ukuze sakhe noma silonde Imininingwane Yenkampani. Impahla yethu yobuchwepheshi ibaluleke ngokulinganayo nempahla yethu ebonakalayo. Lokhu kuwumgogodla womsebenzi wethu futhi kubaluleke kakhulu empumelelweni yebhizinisi lethu.

Ngamunye wethu unomthwalo wokuvikela impahla yethu ebonakalayo neyobuchwepheshi. Lokhu kuhlanganisa ukulandela imithetho nemiyalo esiyibeke ngenxa yokuphepha. Kodwa kuhinde kuxhomekeke ekwahluleleni okuhle. Sisebenzisa ingqondo ukuze siyiphathe kahle futhi siyinakekele impahla nezinhlelo zethu zokusebenza, futhi asilokothi sivumele abantu abangagunyaziwe ukuba bayisebenzise. Ukusebenzisa kabi impahla yeNkampani akuvumelekile e-PMI.

## Khumbula



Ukusola ukusetshenziswa kabi noma ukuhlukunyezwa kwempahla ebonakalayo neyobuchwepheshi kufanele kubikwe ngokushesha [Kwabezokuziphatha Nokuthotshelwa Kwemithetho](#).

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ezikukhathazayo

Ukusebenza  
ngobuqotho  
emisebenzini yethu

Ukusebenza  
ngobuqotho  
endaweni yethu  
yemakethe

**Ukusebenza**  
**ngobuqotho senzela**  
**abaninimasheya bethu**

Ukusebenza  
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imiphakathi yethu

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### Kumelwe ngenzeni?

Q

A

Ngizothatha ilivu yesikhathi iside izinyanga ezimbawla. Ngingababela yini engisebenza nabo imininingwange yokungena ku-PMI yami uma kwenzeka kudingeka bahlole okuthile ku-laptop yami?

Cha, Ngenxa yezizathu zokuphepha, kubabulekile ukuthi ungabelani nanoma ubani ngephasiwedni neminingwane yakho yokungena. Ngaphambi kokuya kulivu, qiniseka ukuthi onke amadokumenti abalulekile angase adingwe yiqembu lakho ayatholakala noma alondolozwe kufolwa engatholwa kuphela "abanesidingo sokwazi".

Q

A

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

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



# Ukuvimbela ukuhweba kwangaphakathi

Sihuba ibhizinisi eliqotho  
nelinobulungisa ngokuvimbela  
ukuhweba kwangaphakathi.



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

Izisebenzi ezinemvume yokungena Emininingwaneni Engahloselwe Umphakathi kumelwe ziqaphe ngokukhetekile ukuze ziyigcine iyimfihlo, kuqlanganise nokuyicina isendaweni evikelekile. Bangayidalula kuphela kwezinye izisebenzi imininingwane enjalo nakwezinye izinhlangano ezingaphandle ezidinga ukuyazi ukuze zifeze imisebenzi yazo, ezizobe seziyigcina iyimfihlo leyo mininingwane.

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

abantu Abakhethiswe, njengoba kuchazwe kabanzi [Emthethweni Womhlaba Wonke Wokuhweba Ngaphakathi](#), kumelwe bathole imvume Kunobhala Webhizinisi Wase-PMI ngaphambi kokuthengiselana izibambiso e- PMI [nganoma yisiphiisikhathi](#). Ukwenezela kulokhu, laba bantu benqatshelwe ekuhwebeni okubandakanya izibambiso ze-PMI phakathi nenkathi yokucishwa kwayo yonke imininingwane.

Noma yikuphi ukusabalaliswa Kwemininingwane Engahloselwe Umphakathi kungeziwa kuphela abakhulumeli be-PMI ngokuvumelana nezimfuneko ezipemthetheweni.

## Khumbula



Uma kuziwa ekuhwebeni izibambiso ze-PMI, kubalulekile ukuhlala ukuhlale wenza iphutha engxenjeni yokuqapha—uma unemibuzo mayelana nokuthi imininingwane onalo lubalulekile noma lusesidlangalalen'i xhumana neqembu Lonobhala Bebhizinisi Be-PMI boMnyango Wezomthetho Nokuthotshelwa Komthetho.

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# Izingxoxo nge-PMI nangaphansi kwegama layo

Sixoxa ngokwethembeka,  
ngendlela efanele,  
nangenhlopho.



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

Kufanele sihlale sisebenzisa ukwahlulela okuhle lapho sixoxa nge-PMI, futhi sinake kakhudlwana uma sixoxa ngemininingwane ethinta imali. Izisebenzi ezimbalwa kuphela ezivumeleke ukwenzela iNkampani izitatimende kwabezindaba, abatshalizimali, Iziphathimandla ZikaHulumeni kanye nasezindikimbeni ezithile zesayensi. Ungazenzi izitatimende zasobala noma uphendulele i-PMI izicelo ngaphandle kweganya nemvume efanele.

Lapho sisebenzisa izinkundla zokuxhumana ngenjongo yomsebenzi, kufanele sizisebenzise kahle, futhi kufanele sigcine ukusebenzisa kwethu kwangasese izinkundla zokuxhumana kuhluke ngokuphelele ekusebenziseni kwethu ngezinjongo zomsebenzi. Izisebenzi ze-PMI akufanele zisebenzise ikheli lazo le-imeyili noma imininingwane yokuxhumana yazo yasemsebenzini ngenxa yokusethsenziswa kwangasese kwenkundla yokuxhumana.

I-PMI ihlanganyela ngokuzimisela ezingxoxweni zenqubomgommo yomphakathi futhi ithembekile ngokuphathelene nendima esiyidlalayo ezingumweni zenqumgommo zalokho okuthandwa iNkampani nokusekela izinhlangano ezenza okufanayo. Lokhu kuhlanganisa imiphumela yocwaningo noma izifundo esizixhasile, kanye nalapho izinhlangano ezsieceleni zethula imininingwane noma imibono egameni lethu kanye/noma ngezindleko zethu, ukuze kuthonywe ezingummo zenqubomgommo. Izisebenzi ze-PMI eziletha amathulizi, ezcela izingxoxo, futhi/noma zigunyaze noma zikhase izifundo zinomthwalo wokuqinisekisa ukuthi uxhaso lwezimali zeNkampani ludalulwe ngendlela efanele.

Ukuze uthole imininingwane engeziwe, funda [Inqubomgommo Ye-PMI](#) [Yokuxhumana Kwangaphakathi Kanye Nezitatinende Zangaphandle](#) kanye [Nomthetho Womhlaba Wonke Wokuhlinzeka Abangaphandle](#) [Imininingwane Emayelana Nemali](#).

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## Khumbula



**Izicelo eziqonde ngokufanele egenjini.** Uma sithola isicelo sabezindaba noma izintatheli, kumelwe sicele bakhulume Neqembu Lethu Lezingxoxo zomhlaba Wonke. Uma sithola umbuzo ovela kumninimasheya noma noma kotshale izimali, kumelwe simndlulisele egenjini Lezindaba Eziphathelene Nokutshala Imali. Ochwepheshe bethu ababhekelele udaba oluthile babekwe endaweni afanele ukuze bahlinzeke Isikhundla seNkampani futhi banciphise ingozi yokudalula imininingwane eyifihlo bengahlosile.



**Hlonipha abalawuli Neziphathimandla Zikahulumeni.** Uma isiphathimandla sikaHulumeni noma umlawuli ngamunye/ibhodi ixdumana nathi, sihlale siziphatha ngenhlonipho, ngobulungisa nangokwethembeka. Sibandakanya uMnyango Wezomthetho Nokuvumelana ngokushesha.



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## Indlela esisebenza ngayo ngobuqotho senzela abaninimasheya bethu:



### Ukunakekela amabhuku namarekhodi aqondile

Sibhala phansi futhi sibike yonke imininingwane yebhizinisi njengoba injalo nangokuphelele. Sigcina amarekhodi silandela Ishejuli Yokugcina Izinto Nezipathimandla Zomthetho.



### Bika ukusetshenziswa kabi kwamafa ezimali

Sikubika ngokushesha ukusetshenziswa kabi kwemali yoxhaso eminyangweni efanele.



### Vumelana nemithetho Yemfihlo

Sicubungula Imininingwane Yomuntu ngokuvumelana nemithetho esebezayo nangokuhambisana nezinquo eziwakele zobumfihlo bemininingwane kanye Nezinqubomgomu zomhlaba jikelele.



### Vikela ukuba yimfihlo nokwethembeka Kwemininingwane Yenkampani

Silandela izinqubo eziwayelekile zokuvikela izimiso zethu ukuze silondoloze ukuba yimfihlo nokwethembeka kwemininingwane yethu ebucayi.



### Ungalokothi ubandakanyeke ekuhwebeni kwangaphakathi

Asilokothi sithenge noma sithengise izibambiso uma sazi Imininingwane Engahloselwe Umphakathi emayelana ne-PMI noma lapho sifunda ngendlela eyenza ngalo ibhizinisi.



### Thembeka kuzo zonke izingxoxo zethu

Sinemibile, sineqiniso, futhi asidukisi kuzo zonke izingxoxo zethu. Akumelwe senze izimangalo zezempiro ezingaqondile kanye/noma ezicacile eziphathelene nomkhiqizo ngaphandle kobufakazi besayensi, ngisho emndenini nakubangane.



### Khuluma

Uma sibona okuthile okungalungile—noma okungase kube okungalungile—siyakhuluma bese sithatha isinyathelo.



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# Ukusebenza ngobuqotho senzela imiphakathi yethu



# Ukugxila ekusimameni

Sisebenzela ukuthuthukisa ukusimama kukho konke esikwenzayo.



E-PMI, ukusimama kusemqoka ukuze kwensiwe okusha, kukhulwe, nangenjongo yokuba nenhoso, nokusungula izinto ezinomthelela kanye nezihlala isikhathi eside. Sisebenza kanzima ukuze sihlanganise ukusimama kuzo zonke izici zemisebenzi yebhizinisi lethu.

Indlela ye-PMI yokubhekana nokusimama kwemvelo, ezokuxhumana, neziza kuqala kuhulumeni ngokusebenzisa amasu nezinjongo eziqhutshwa umthelela, ezinye zazo ezivezwé [kumephu yomgwaqo ye-PMI yango 2025](#). Ukubona inqubekela phambili yethu ekuphumeleleni kokusimama, ngo-2021, siqhakambisa okuukethwe kokusimama kwe-PMI, izinkomba zokusebenza ezibalulekile ezilinganisekayo, ezichazwe kabanzi [embikweni ohlanganisiwe we-PMI wango-2021](#) nasemthethweni wethu wokuqala we-ESG KPI.

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

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ezikukhathazayo

Ukusebenza  
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# Ukuvikela indawo yethu

Sihola indlela eya ekusaseni  
elingcono, elisimeme  
kakhudlwana ngokunciphisa  
ngenuthalo imithelela  
emvelweni wemikhiqizo  
yethu, ukusebenza kanye  
nokuthunyelwa kwempahla.



Silwa nokushintsha kwesimo sezulu futhi sigcina ubudlelwane  
bemvelo bezinto eziphilayo ngaphathi kochungechunge lwethu  
lwenani, kanye nokunciphisa imithelela emibi yemikhiqizo yethu  
ngokuyakha ngendlela esebezisa izinto zokwakha kahle futhi  
uthuthukise umijikelezo, nangokulawula ukuphelela isikhathi  
kwemikhiqizo yethu.

I-PMI iqbhubeka ithuthukisa imisebenzi yebhizinisi ukuze ifeze  
izimiso eziphezulu zokusimamisa indawo yokuhlala, ikakhulukazi  
ezindaweni zokuvikela zesimo sezulu, ukungalahli udoti, amanzi,  
udoti, nezinhlobonhlobo zezinto eziphilayo. Uma ufunu ulwazi  
olwengeziwe maqondana nokuzimisela kwethu okukhethekile  
kule ndawo, funda [Inqubomgomo Yezemvelo Yee-PMI](#).



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Ukusebenza  
ngobuqotho  
senzela  
imiphakathi yethu

# Ukusiza imiphakathi yethu

Siyikhathalela ngokujulile  
imiphakathi esisebenza futhi  
sakhe ubudlelwane nayo  
ukuze siyisize ezinkingeni  
zomphakathi noma zendawo  
ehlala kuyo.



Sithinta imiphakathi lapho sisebenza ngendlela ekahle ngokufuna ukusiza ngemiphumela uchungechunge lwethu lokubalulekile olube nayo endaweni yokuhlala noma ebudlelwaneni nabanye.

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

I-PMI ikhuthaza abaqashi ukuba bazinekele ngokuzithandela nabaphawulwe ngokuthi baswele nezinhlango zemiphakathi ngokubekela eceleni izinsuku ezingaba zinhlalu ngonyaka ukuze benze umsebenzi wokuzinikela.

Ngaphezu kwalokho, i-PMI ikhuthaza ukupha kwabaqashi ngokuqhathanisa iminikelo yabo neminikelo yezihlango zabaswele.

## Kumelwe ngenzeni?

Q  
A

Kunemishini yekhompyutha ehhovisini lami engasasebenzi, ngakho ngingathanda ukunikela ngayo esikolweni sendawo yakithi. Ngingakwenza yini lokhu?

Ukuze uqiniseke ukuthi yonke iminikelo yomphakathi yenziwe ngendlela ehlanzekile nangokufanele, kumelwe uhlole lokhu okulandelayo Inqubomgom Yeminikelo Yomphakathi ngaphambi kokuba wenze noma yimiphi iminikelo.

Izinsiza



# Ukuba nengxenye ngendlela enokwethenjelwa enqubweni yezepolitiki

Senza umehluko omuhle  
ezimpilweni zethu  
nezomphakathi wethu uma siba  
nesandla ngokwethembeka kule  
nqubo yezepolitiki.



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

Kuyilapho sisekela amalungelo abo bonke okuveza izinkolelo zabo nokubamba iqhaza enqubweni yepolitiki, abaqashi be-PMI bangase bangasebenzisi isikhathi somsebenzi noma izinsiza ze-PMI ngenxa yemisebenzi yabo siqu.

## Kumelwe ngenzeni?

Q

A

Ngisiza umngane wami omuhle ukuba asebenzise iihovisi lomphakathi. Ngicabanga ukuthi baningi abantu abangavota uma ngingaphosta ngisebenzisa i-akhawunti ye-PMI yenkundla yokuxhumana. Ngivumelekile?

Cha. Ukhululekile ukuba ubambe iqhaza emisebenzini engokomthetho nevumelekile yepolitiki. Noma kunjalo, kumelwe uhlukanise ngokucacile phakathi kwemibono yakho nemibono yeNkampani futhi uqiniseke ukuthi izenzo zakho azehlisi idumela le- PMI. Ukusebenzisa i-akhawunti ye-PMI enkundleni yokuxhumana ukuze ukhankasele umngane wakho kungadukisa futhi kulimaze nedumela lethu.

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# Indlela esithumela ngayo izinto ngokwethembeka emiphakathini yethu



## Ukuthumela ngendlela esimeme

Sigxile ekukhuliseni ukusimama e-PMI ngokuthumela imigomo yethu yokusimama esiyibeke [Kubalazwe lendlala lango-2025](#).



## Vikela izindawo zethu zokuhlala

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



## Khulumani ngokusobala ngeminikelo yethu

Sihlale silandela [Inqubomgomo Yeminikelo Yomphakathi](#). Asifihli lutho ngeminikelo esiyenzayo, sinqinisekisa ukuthi ababhuku namarekhodi ethu ayahambelana neminikelo yethu futhi siyiveze obala kubantu njalo ngonyaka.



## Bamba iqhaza ngendlela efanele ezinqubweni zepolitiki

Siqhuba imisebenzi yethu yepolitiki ngesikhathi nangezindleko zethu, futhi sikwenza kucace ukuthi noma yimiphi imibono esiyivezayo eyethu. Sazisa abaphathi bethu [futhi sidalule amathuba okugqubuzana kwezintshisekelo](#) ngenxa yokubuyekeza Ukuhambela ngaphambi kokuba sisebenzise ihhovisi. Uma kudingeka senze umnikelo kwezepolitiki noma sisebenzise imali yoxhaso ngenxa ye-PMI, kumelwe sithole imvume esezingeni eliphezulu. Silandela imithetho ephathelene nokudalulwa kwasobala ehlobene nemisebenzi yokunxenxa. Sixhumana neziPhathimandla zikaHulumeni kuphela uma sigunyaziwe ukuba senze kanjalo.



## Khuluma

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



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Izinsiza

# Izinsiza





Isiko lethu  
nezinkolelo

Ukuphatha  
UMthetho Wethu

Ukuba imibuzo  
nokubika izinto  
ezikukhathazayo

Ukusebenza  
ngobuqotho  
emisebenzini yethu

Ukusebenza  
ngobuqotho  
endaweni yethu  
yemakethe

Ukusebenza  
ngobuqotho  
senzela  
abanimasheya bethu

Ukusebenza  
ngobuqotho  
senzela  
imiphakathi yethu

Izinsiza



E-PMI, sonke siyingxene yeqembu elilodwa elisebenza ndawonke ukuze silethe ikusasa elingenayo intuthu *ngokwethembeka*. Ziningi izinsiza esingazisebenza ukuze sibuze imibuzo, siveze okusikhathazayo, noma sibike izimo zokwephula umthetho esizibonile noma esizisolayo, okuhlanganisa ukungalandelwa Kwemithetho Yokuziphatha ye-PMI kanye nanoma yiziphi Izinqubomgommo ze -PMI. Xhumana nanoma yikuphi kwalokhu okulandelayo:

- Umphathi wakho, inhloko yomnyango, noma inxusa noma umholi womsebenzi;
- Ongamthinta [ngokuyinhloko ethimbeni lakho Lokuziphatha Nokuthotshelwa Kwemithetho](#);
- I-imeyili yethimba Lokuziphatha Nokuthotshelwa Kwemithetho Indlela Yokuziphatha ongathumela kuyo ngokuyimfhlo ithi [PMIEthicsandCompliance@pmi.com](mailto:PMIEthicsandCompliance@pmi.com); noma
- Ukushayela Abasiza Ngokuthotshelwa Kwemithetho e-PMI, okuyindlela yokubika eqondiswa yinhangano eseceleni etholakala amahora angu-24 ngosuku, izinsuku eziyiikhombisa ngesonto, ngazo zonke izilimi ezikhulunywa e-PMI. Ungaxhumana nabosizo nge-inthanethi ku [www.compliance-speakup.pmi.com](http://www.compliance-speakup.pmi.com) noma ngocingo lapha +1 303-623-0588. Ungasebenzisa lolu cingo Iwe-PMI Lwabasiza Ngokuthotshelwa Kwemithetho ngaphandle kokudalula igama lakho, uma lokho kuvunywa yimithetho kanye nemithethonqubo yasendaweni.

I-PMI ayikubekezeleli ukuziphindiselela ezisebenzini esibika izinsolo zokwephulwa kwemithetho noma ezisiza ekwenziweni kophenyo.

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



# Ukuze uthole imininingwane engeziwe

[Iphothali Yokugunyaza Ukuthotshelwa Komthetho](#)

[Ikhodi ye-PMI Agricultural Labor Practices Code \(ALP\)](#)

[Ukuzinikela Kwe-PMI Emalungelweni Abantu](#)

[Ukulandelwa Kwemithetho Ngokucophelela Nesiqondiso Sokuapha Se-PMI](#)

[Izimiso ze-PMI Zokunikela](#)

[Ukusebenza kwe-PMI Nezindleko Zesimiso Somsebenzi](#)

[Ukuzbophezela Kwezemvelo Kwe-PMI](#)

[Izimiso Zokupha, Ukuvakasha, Nokwamukela Izivakashi Ze-PMI](#)

[Ifomu Elamukelwa Emhlabeni Wonke Lenqubomgomu Yokukhokha le-PMI \(PMI 11-C\)](#)

[Inqubomgomu Emelene Nokukhohlakala Emhlabeni ye-PMI \(PMI 14-C\)](#)

[Indawo Yokusebenza Wedwa Yokungakhwabanisi Yomhlaba Wonke Ye-PMI](#)

[Inqubomgomu Yokuqhudelana Emhlabeni Wonke Ye-PMI \(PMI 5-C\)](#)

[Inqubomgomu Yokungqubuzana Kwezintshisekelo Emhlabeni Wonke Ye-PMI \(PMI 13-C\)](#)

[Inqubomgomu Yomhlaba Wonke Yempilo, Ukuphepha Nokulondela Kwendawo Ye-PMI \(PMI 8-C\)](#)

[Izingxoxo Nokuzibandakanya Kwangaphande Kwe-PMI \(PMI 31-C\)](#)

[Isiqondiso Sezwe Lonke Sokuphatha Imininingwane Yenkampani Se-PMI \(PMI 1-CG1\)](#)

[Umthetho Kazwelonek Wezohwebo Wangaphakathi We-PMI \(PMI 17-C\)](#)

[Umthetho Kazwelonek Wamalungelo Ezinto Zobuhlakani We-PMI \(PMI 6-C\)](#)

[Umthetho Kazwelonek Yazi Amakhasimende Akho Nowokuvimba Ukwahlukana We-PMI \(PMI 10-C\)](#)

[Inqubomgomu Kazwelonek Etihi Yazi Abathengisi Bakho Ye-PMI \(PMI 9-C\)](#)

[Umthetho Kazwelonek Wokulawula Imininingwane Yenkampani We-PMI \(PMI 1-C\)](#)

[UMthetho Womhlaba Wonke Wokumaketha We-PMI: Ukuklama, Ukumaketha Nokuthengisa Imikhqizo Ebhenwayo Ene-tobacco \(PMI 04-C\)](#)

[UMthetho Womhlaba Wonke Wokumaketha We-PMI: Ukuklama, Ukumaketha Nokuthengisa Emanye Imikhqizo Engabhenywa \(PMI 04A-C\)](#)

[Umthetho Womhlaba Wonke Wokungabandlululani Nokungahlukumezani We-PMI](#)

[Umthetho Womhlaba Wonke Wokuvikela Imininingwane Yomuntu Siqu We-PMI \(PMI 3-C\)](#)

[Umthetho Womhlaba Wonke Weziyalezo, Ukuthuthukisa Nokwakha Imikhqizo Ye-PMI \(PMI 7-C\)](#)

[Umthetho Womhlaba Wonke Wekhwalithi We-PMI \(PMI 30-C\)](#)

[Umthetho Womhlaba Wonke Weminikelo Yomphakathi We-PMI \(PMI 12-C\)](#)

[Iziqondiso Zomhlaba Wonke Zezinkundla Zokuxhumana Ze-PMI \(PMI 18-CG2\)](#)

[Umthetho Wentela Womhlaba Wonke We-PMI \(PMI 15-C\)](#)

[Umthetho Womhlaba Wonke Wokusebeniza Ubuchwephetha BeKhompiyutha We-PMI \(PMI 18-C\)](#)

[Umthetho Womhlaba Wonke Wobuhlakani bendawo Yokusebenza We-PMI \(PMI 2-C\)](#)

[Izindlela Zokulima Ezifanele Ze-PMI \(GAP\)](#)

[Izenzo Ze-IQOS Zokuguqula Ezifanele Ze-PMI](#)

[Uhlolo Lokukhiqiza I-Carbon Encane Lwe-PMI](#)

[Ukuvumelana Ngokwesimiso Sokuzimisela se-PMI MneA](#)

[Izimiso Zokuthola Impahla Ngendlela Efanele Ze-PMI \(RSP\)](#)

[Ukuvikeleka kwe PMI Nokuphepha Kwengaphakathi Lemakethe](#)

[PMIScience.com](#)

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