Kode Imwe Ya CEVA

Amabwiriza agenga imyitwarire ya CEVA

* CEVA yiyemeje kubahiriza amahame yo mu rwego rwo hejuru y'ubunyangamugayo n'imyitwarire ikurikiza amahame n'amabwiriza agaragara mu gitabo cy'imyitwarire ya CMA CGM.

Ibaruwa y’umuyobozi mukuru

Kubo dukorana,

Abantu bagira umwihariko! Icyo duharanira n’ugusigasira no guteza imbere CEVA abacu bafitiye ishyaka ryogukorerano.

Buri wese muri twe atanga umusanzu buri munsi kugirango ahaze ibyifuzo by’abakiriya. Binyuze mu guhanga udushya, ishyaka, no guharanira dushaka ibisubizo by’ibibazo by’uyu munsi n’ejo hazaza murwego rw’uruhererekane rw’ubwikorezi mu bucuruzi n’iterambere ry’ibikorwa bya leta. Twese nka CEVA kw’isi yose duhuriza hamwe kugira ngo Ceva iyobore muruhando rw’ubwikorezi mpuzamahanga!

Kuba umuyobozi biguha inshingano zo hejuru mukunoza imikorere murwego rw’uruhererekane rw’ubwikorezi mu bucuruzi n’iterambere ry’ibikorwa bya leta by’ejo hazaza. Kuyobora bidusaba guhuriza hamwe imbaraga zacu, ubufatanye bwiza ndetse tukagirirwa icyizere n’abakiriya bacu umunsi k’uwundi. Mukwaguka kwacu duhura n’imbogamizi zitandukanye, kandi dukeneye ubushishozi hakarebwa n’ingaruka kubyemezo dufata bihamye b’ijyanye n’akazi.

Nk’itsinda rimwe, twubatse aya mabwiriza y’imyitwarire nk’icyerekezo cy’imyitwarire my’iza. Kuyobora dushingiye kuraya mahame n’ukuganira kuri aya mahame n’amatsinda yacu, tugatega amatwi abo turi kumwe, kandi tugahitamo uburyo bwiza bwubaka ayamahame. Uyu ni umurage w’abantu bashize amanga kandi bafite intego!

Turahuza kandi tuyoborana ubunyangamugayo nk’itsinda rimwe rya CEVA.

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Ubuyobozi bw'intangarugero

Kuyobora itsinda rimwe

Iyo CEVA ihaye icyizere abayobozi kubakozi bagenzi babo, abayobozi bafite inshingano zokuyoborana ubunyangamugayo kugirango babere intangarugero abo bayoboye. Itsinda ryacu ritwitezeho kubaha no kunoza umuco wacu. Binyuze murugero dutanga bigira uruhare mu mikorere, kubahana n'ubwumvikane hagati yacu. Burimunsi tubaho dufite icyerekezo cyo gukora neza kurushaho.

Kuba icyitegererezo: Kuba indashyikirwa, intangarugero, ibyiyumviro, gushiramanga

Tubiha umurongo. Dukuza icyizere cy'abakozi bacu tugaragaza inshingano n'icyerekezo. Tuvuga byeruye kubikenewe tugashimangira ko itsinda ry'umva neza amabwiriza n'ibigenderwaho mumikorere yabo. Kurubu buryo tuyobora itsinda ryacu kuba indashyikirwa.

Turashigikirana. Kuyobora abantu ku ntsinzi ni ukubaha no gutega amatwi.Tubereyeho kumvikanisha ibibazo, ibyifuzo n'ibiitekerezo by'itsinda tuyoboye. Gutinyuka nibyo bituma turinda amabwiriza ya CEVA. Duharanirako itsinda ryacu ritagira injyingimira mugutinyuka gutanga ibitekerezo byabo no guteza imbere ibyerekeranye imikorere myiza yaya mabwiriza.

Tugirirwa icyizere. Iyo twumva, twiyemeje, kandi tugakora. Ibikorwa byacu biragaragara, bikumvikana kandi bikagira ingaruka kubadukikije. Nigenzi kugirirwa icyizere n'itsinda tuyoboye; twishimira kuba aritwe bitabaza hakenewe ubufasha kandi tugasangira intsinzi.

Duharanira kurushaho gukora neza. Muri CEVA, intsinzi yacu ishingiye kubushobozi. Iyo duhuye n'imyitwarire idahwitse, dufite ubushobozi bwoguhagarika no kwibanda kungaruka twatezwa n'iyo myitwarire mibi kandi tugasaba ubufasha. Ibipimo twashizeho ni intangarugero, kimwe n'amatsinda yacu.

Tuyoborana urugero. Burimunsi dushishikariza itsinda ryacu gushira amanga no guhora bashaka kumenya. kuri twe uburyo bw'iza buva k'ubunyangamugayo n'ubudashikirwa buhoraho muguhaza ibyifuzo by'umukiriya. Duterimbere, tukaguka ndetse tukazamura ubumenyi bw'itsinda ryacu kuzaba abayobozi b'ejo hazaza.

Turi itsinda rimwe rya CEVA munzira yo gutsinda!

Ubunyangamugayo ku kazi

Itsinda rimwe

Twese hamwe turinda ubunyangamugayo, ubutabera n'umutekano aho dukorera. Dufite inshingano kuri buri umwe kumva afite agaciro, yubashwe kandi ashoboye gutanga umusanzu. Itotezwa, ivangura ndetse n'imikorere idatekanye ntamwanya bifite muri CEVA. Muri uru rwego twese hamwe twemeranya uburyo bw'iza.

Inshingano zacu

Turubahana kandi buri umwe yita kuwundi. Kuba ntacyo duhisha, dufite ubumuntu no kutabogama, ntabwo twihanganira imyitwarire mibi yose ibangamye. Ihohoterwa, iterabwoba, gutukana, gutotezwa, Imyitwarire iganisha munzira ihatiriza imibonano mpuza bitsina. Ibi bireba imikoranire yose iduhuza n'abagenzi bacu.

Dutsinda nk'itsinda.

- Dutega amatwi bagenzi bacu. Gutega amatwi nibwo buryo bw'iza bwo kumenya bagenzi bacu.
- Twizerera mu bufatanye kandi duha buri wese amahirwe akwiye yo gutanga umusanzu.
- Duha agaciro ibintu bitandukanye. Itandukaniro ryacu rituma itsinda ryacu rikomera.

Turinda bagenzi bacu. Umutekano n'ingenzi! Buri munsi buri wese muritwe azirikana ko aho dukorera nka CEVA n'abafatanya bikorwa bacu mubucuruzi hatekanye. Gukora ibi:

- Twumva kandi dukurikiza amabwiriza yose yerekeranye n'ubuzima, umutekano n'ubuziranenge
- Turebera abo dukorana kandi tugatera intambwe mugihe bakeneye ubufasha.
- Tumenyesha ibibazo byose byerekeranye ubuzima n'umutekano bikiba.

Turi itsinda rimwe. Dushize hamwe buri munsi.

Ubufasha

Urupapuro rw'ushinzwe abakozi rutanga ubufasha

Kuvuga uko biri

Ubufasha

Umurongo ufasha ku myitwarire n'Iyubahirizwa ryayo

Itsinda rimwe

Ninshingano zacu kurinda CEVA: mugihe ikintu kidakwiye, tuvuge hanyuma CEVA izumva kandi ibikoreho!

Rimwe na rimwe n'ikosa ritagambiriwe, Rimwe na rimwe ni imyitwarire idahuye n'indangagaciro zacu, amabwiriza y'imyitwarire yacu cyangwa amategeko. Iyo tuvuze, buri kibazo gikorwaho mw'ibanga, kandi CEVA irinda buri wese uvuga ingaruka zo kwihorera. Twese dukwiye kugira umuco w'ubutabera mu kigo, aho imyitwarire idakwiye ikemurwa muburyo buboneye, bufite intego, kandi mugihe gikwiye.

Inshingano zacu

Turavuga! Kuvuga ni ukurinda indangagaciro zacu no kunoza uburyo dukora, uburyo dukorera abakiriya bacu neza. Mugihe ikintu gishobora kunozwa cyangwa mugihe ibintu bitameze neza, n'inshingano zacu kubivuga, gusaba ubufasha n'inama.

Ushobora kuvugana n'umuntu wisanzuyeho cyane:

- umuyobozi wawe
- ushinzwe abakozi, n'amategeko
- unshinzwe imyitwarire n'iyubahirizwa muri icyo gihugu cyangwa mu karere.

Niba ubishaka ushobora kugana umurongo wacu ufasha uboneka 24/7, mu ndimi zitandukanye – mu bihugu byinshi niba ubishaka ushobora gutanga raporo zitazwi uwazitanze.

CEVA irumva, igakora, ikanarinda. Iyo uvuze, itsinda rya CEVA ry'Imyitwarire n'Ishyirwa mu bikorwa ryayo rizagenzura buri kibazo mw'ibanga kandi bifite intego. Iperereza rikorwa nabashakashatsi bemewe bayobowe n'itsinda ry'Imyitwarire n'Ishyirwa mu bikorwa ryayo:

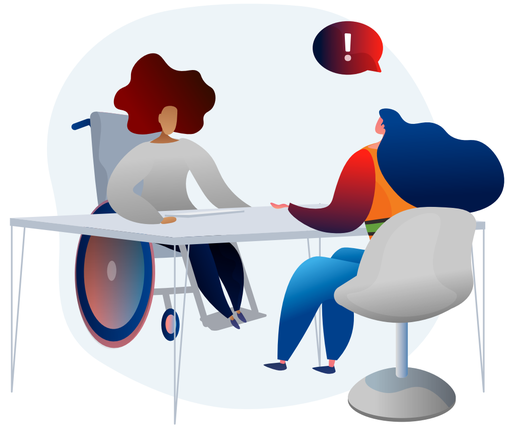
- abashakashatsi bahuguwe kandi bemewe nibo gusa bashobora gukora iperereza kandi
- mububasha bw'itsinda rishinzwe imyitwarire n'ishirwa mubikorwa ryayo.

Kuri buri kibazo, itsinda rishinzwe imyitwarire n'ishirwa mubikorwa ryayo riza:

- rinda ibanga
- tanga ibimenyetso
- gereranya ibimenyetso n'amategeko, amabwiriza cyangwa imyitwarire ya CEVA n'ishirwa mubikorwa ryayo
- tanga igitekerezo kiboneye, gifite intego kandi gikwiye.

Nyuma yaburi kibazo, itsinda rishinzwe imyitwarire n'ishirwa mubikorwa ryayo rizasuzuma ingaruka zo kwihorera kandi rizazirikana ko hari ingamba nyazo zo kurinda abarebwa n'iperereza.

Turinda indanga gaciro ziduhuza nka CEVA imwe! Turavuga!



Amakimbirane y'inyungu

Itsinda rimwe

Dufata ibyemezo byacu byose twigenga kandi bifite intego. Buri munsi duhitamo icyiza kuri CEVA, amatsinda yacu, n'abafatanya-bikorwa bacu. Amakimbirane yinyungu ashobora kubaho mugihe inyungu zacu bwite zihuye n'inshingano zacu zubudahemuka nkabakozi ba CEVA. Iyo twumva icyemezo cyacu gishobora kubogama; turabireka tukabimenyekanisha. Muri ubu buryo dukomeza gufata ibyemezo bikwiriye kuri CEVA.

Inshingano zacu

Dufite ubushishozi kukintu cyose cyaduteza ingaruka kubushobozi bwacu bwo gufata icyemezo kiboneye kandi gikwiye. Kubwibyo:

Turekeraho kandi tukagaragaza. Kugaragaza amakimbirane y'inyungu bwite nuburyo bwo kunoza uko ufata ibyemezo mu kimbo cya CEVA n'abakiriya bacu. Mugihe ibihe urimo byagutera gufata icyemezo, biri munshingano zawe kubimenyekanisha. Mukwifashisha impuguke z'igenga by'izeza umucyo no kutabogama mugusuzuma no gukemura ikibazo. Menyekanisha ibihe urimo kubashinzwe imyitwarire n'ishirwa mubikorwa ryayo mu gihugu cyangwa akarere ubarizwamo.

CEVA irubaha kandi ikumva. Ibihe byose biratandukanye, kenshi bijyana n'abantu bakuri hafi, kandi akenshi haba hari igisubizo kibungabunga inyungu za CEVA n'izawe. Twubaha ubuzima bwawe bwite kandi dufata buri makimbirane y'inyungu bwite mu ibanga kandi bifite intego. Mugihe ugaragaje ikibazo gishobora kubyara amakimbirane, istinda rishinzwe imyitwarire n'ishirwa mu bikorwa ryayo riza:

- Girana ibiganiro mu ibanga umwe ku wundi kandi ubaze ibibazo kugirango wumve neza uko biri.
- Niba kandi hashobora kuba ikibazo cyamakimbirane, dushakira hamwe ingamba zitabogamye, zifite intego kandi zirinda.

Uzahora ubona umurongo, kugirango wowe n'umuyobozi wawe muwugendereho.

Ubumwe bwa CEVA buza mbere – turekeraho, tukagaragaza kandi tukagira umurongo ngenderwaho wihariye!

Ubufasha

Amakimbirane kunyungu bwite bijyanye n'amahame n'amabwiriza

Irushanwa ritabogamye kandi ryizewe

Itsinda rimwe

Isoko buri wese yisangamo kandi ryirushanwa ridutera twese kuba indashyikirwa kubakiriya bacu.
Duharanira kuba kw'isonga binyuze mu bunyangamugayo n'ubushobozi ndetse nogukomeza kunoza imikorere no guhiganwa bishingiye kumabwiriza.

Inshingano zacu

Guhiganwa bishingiye ku mabwiriza.

- Kumenya isoko uko rihagaze bituma dukora neza. Dukusanya amakuru afite ireme gusa kandi tukima agaciro andi yose atizewe.
- Muri buri bihe, inama y'umuryango w'ubucuruzi, amasoko, kuba kw'isonga ry'ibyinjira n'ibisohoka, ubwikorezi bw'ibicuruzwa, abunganizi, amasezerano kubyinjira n'ibisohoka, guhuzwa no kugura burundu cyangwa guhura n'inshuti zishobora gukorera abo duhiganwa, turabyumva kandi tukubaha amabwiriza:
  - o Ntabwo dutanga amakuru y'umwihariko kubijyanye n'ihiganwa;
  - o Ntabwo dusaba amakuru y'umwihariko kubo duhiganwa;
  - o Dusaba ubufasha n'umurongo ngenderwaho mbere yo guhura n'abo duhiganwa.

Ubunyangamugayo mugufata ibyemezo.

- Tugambirira ibyiza kubakiriya bacu kandi duterwa ishema nokugirirwa icyizere binyuze mu mucyo.
- Igitutu, bigoranye, hamwe n'igihe ntarengwa bishobora kudutera gushidikanya ku cyemezo nyakuri – iki nicyo gihe duhagarika, tugatuza kandi tugasaba inama.

Turashaka kwishimira ibyemezo byacu!

Ubufasha

Urupapuro rwerekana amategeko ajyanye n'irushanwa kandi yizewe

Amahame n'imikorere by'amashirahamwe y'ubucuruzi

Amabwiriza y'ubucuruzi ya CEVA

Kurwanya ruswa

Itsinda rimwe

Twishimiye gukorana ubunyangamugayo kandi tukarwanya ruswa, ibinyuranyije n'amategeko n'imikorere itari iyakinyamwuga. Turangamizwa n'umurava n'ishirwamubikorwa ry'ibirwanya ruswa dushingiye kumategeko n'amabwiriza. Hamwe n'abafatanya bikorwa bacu, duharanira isi iterimbere, itekanye kandi itarangwamo ruswa. Buri wese muri twe aharanira ishirwamubikorwa ryo kurwanya ruswa ndetse akabungabunga n'amabwiriza ayirwanya burundu.

Inshingano zacu

Turi intangarugero mugihe dukora ubucuruzi.

- Impano zikwiye n'imyidagaduro ikwiye biri muri bimwe bigize ubucuruzi – ibi tubikora mu mucyo, dushyira mu gaciro, kandi twubaha abo dukorana kimwe n'agaciro k'amategeko.
- Tubika ibitabo birimo amakuru nyayo n'inyandiko, tukibaza kumpamvu ya buri mpano, kandi tukabiganiraho nk'abakozi.
- Nkabashira mu bikorwa n'abayobozi, dutanga urugero, tukazirikana ko abo tuyobora bazi ibyerekeranye n'amabwirizwa kandi tugasaba ubufasha mugihe hari ikitizewe.

Ibikorwa byacu n'ibiganiro by'impaka bihindura abandi.

- Uburyo dukoramo ubucuruzi burahamye – intsinzi yacu ishingiye kubikorwa kandi abafatanyabikorwa bacu barabizi.
- Ruswa no kwishyura byoroshye nta mwanya bifite muri CEVA. Nta ntego yubucuruzi ikwiye guhungabanya ubunyangamugayo bwacu!
- Niba duhuye no gusabwa kwishura bidakwiye, twanga kandi tugasaba ubufasha ku itsinda rishinzwe imyitwarire n'ishirwa mubikorwa ryayo cyangwa ushwinzwe amategeko.

Gushishoza neza ni ugukorera hamwe.

- Imyumvire ifite akamaro: Ntabwo ari agaciro gusa; intego, imiterer, ahantu, bishobora guhindura uko ikintu gisa.
- Ibishobora kuba byiza hamwe bishobora guhindura imyitwarire yahandi
- Kugisha inama n'umurongo ngenderwaho n'ikintu cyingenzi gukora.

Turi itsinda rimwe. Rifite ubunyangamugayo!

Ubufasha

Ingamba zo kurwanya ruswa kw'isi

Ingamba z'Impano n'imyidagaduro

Ishyirwa mu bikorwa ry'amabwiriza n'ubushishozi by'Abafatanyabikorwa

Amabwiriza y'ubucuruzi ya CEVA

Kurinda amakuru n'ubutavogerwa

Itsinda rimwe

Dufite inshingano zo hejuru zo kurinda amakuru abakiriya, abakozi, n'abafatanyabikorwa mu bucuruzi badusangiza. Kurinda amakuru, ibanga, n'ubutavogerwa birenga kubahiriza amategeko; ni ukubaha nokuba indashyikirwa. Buri munsi tuba indashyikirwa mu kwesa imihigo.

Inshingano zacu

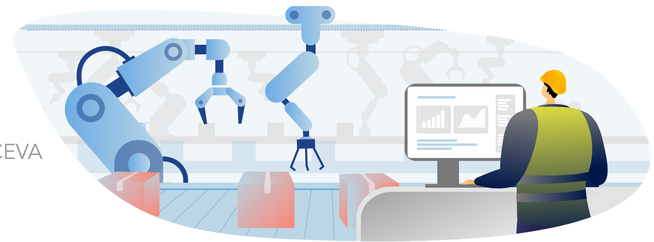
Twubaha ubutavogerwa.

- Inyuma ya buri makuru hariho umuntu! Turabizi kandi turabyubaha!
- Dukusanya kandi tugasesengura amakuru gusa iyo:
  - o twemerewe kubikora; kandi
  - o dufite impamvu zifatika zo kubikora (urugero kurinda abo dukorana, gutanga ibicuruzwa, kuzuza inshingano zacu zamasezerano).

Turinda amakuru yabakiriya bacu nkaho arayacu.

- Duha agaciro ubutavogerwa kandi turema imikorere yacu irinda amakuru badusangije.
- Muburyo busanzwe, umurongo wacu ngenderwaho wemeza ko tugabanya amakuru yakusanyijwe, agasanishwa kandi akabikwa mugihe akenewe gusa.
- Dufatanya nabafatanyabikorwa bacu bose mubucuruzi kuba indashyikirwa mu kurinda amakuru twahawe.

Twita k'umuntu uri inyuma y'amakuru.



Ubufasha

Amabwiriza arinda ubusugire bw'amakuru kurwego rw'ihuriro

Amabwiriza y'ubutavogerwa

Raporo zijyanye no kumena amabanga y'undi

Amabwiriza y'ubucuruzi ya CEVA

Amakenga n'inshingano zihamye kubyinjira n'ibisohoka

Itsinda rimwe

Duheshwa ishema no guhuza abantu kw'isi yose! Dutwara imizigo y'agaciro kanini kandi tukazirikana ko dusubiza mu bikenewe cyane mururwo ruhererekane rw'ibisabwa. Nkabari kw'isonga ry'ubwikorezi mpuzamahanga kw'isi twubaha amategeko yose agenga ubucuruzi kw'isi, dushira mubikorwa amabwiriza agendanye n'igicuruzwa runaka, tugakomeza kwesa imihigo dufatanyije n'abafatanya bikorwa bacu, kandi tugashyigikira ingamba zirambye zo kugabanya ingaruka ziri kubidukikije.

Inshingano zacu

Tuzi abakiriya bacu n'abo duha amasoko.

- Buri gikorwa, buri muzigo, buri igikozwe kidusaba kumenya uwo dukorana ubucuruzi;
- Guhuza ubumenyi bw'abantu n'ikoranabuhanga rihanitse bidushoboza gukora m'ubushishozi bukwiye ugereranije ningaruka kandi biri mu murongo w'ibyifuzo byabakiriya bacu nababishinzwe.

Twita kubicuruzwa dushinzwe; ibyo kw'igengesera, ibifite ingaruka kubuzima n'ibyubwirinzi – ibicuruzwa byose byitabwaho guhera aho biturutse kugera aho bigiye. N'ibyagaciro kuri twe kubahiriza amabwiriza akomeye y'ubuziranenge.

Ntabwo dutandukira.

- Abakiriya bacu batubonamo icyizere gihambaye.
- Buri mufatanyabikorwa, buri rwiyemezamirimo afatanyije izi inshingano – twese hamwe duhuriza mugutanga ibikorwa by'uruhererekane biduha ishema.

Igisubizo no kuzuza inshingano muruhererekane rw'ubwikorezi bw'ibyinjira n'ibisohoka – Muburyo bw'iza!

Ubufasha

Amabwiriza y'ubahirizwa asesenguye kubafatanya bikorwa

Ishirwa mubikorwa risesenguye kubakiriya

Amabwiriza mpuzamahanga y'ubahirizwa kubucuruzi

Urubuga rwa GTC rufasha

Amabwiriza y'ubucuruzi ya CEVA

Iyi ‘One CEVA Code’, Amabwiriza agenga imyitwarire ya CEVA Logistics SA Group (CEVA) yemejwe ku ya 14 Kamena 2022. Itangira gukurikizwa guhera ku ya 5 Nyakanga 2022, ku mashami yose ya CEVA, kandi irareba bose nabafatanyabikorwa ba CEVA. Aya mabwiriza y’imyitwarire ntabwo yemerera gukurwaho kandi asimbura amabwiriza y’imyitwarire yose ya CEVA yabanjirije.

Kunyuranya n’amabwiriza y’imyitwarire ya CEVA, ndetse n’imyitwarire nokubahiriza amabwiriza n’amahame, cyangwa amategeko y’imbere mu gihugu, bizavamo umuti, ikosora cyangwa ibihano kumyitwarire birimo no gusezererwa kukazi. N’inshingano zaburi wese kumenyesha ibyabaye cyangwa ibikekwa kuba bijyanye n’imyitwarire mibikuba bishinzwe nkuko bikubiye muriyi nyandiko y’imyitwarire. CEVA yizeza ko ntangaruka kandi ikagira ibanga, kurugero rushoboka rw’amategeko, bigamije ubwiza bwa raporo kubanyuranyije.

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