Ensengeka Y'Amateeka Ga CEVA

Etteeka ly'Empisa erya CEVA Logistics

*CEVA yeewaddeyo okukuuma omutindo ogw'oku ntikko ogw'obwesimbu n'empisa nga egoberera emisingi n'ebiragiro ebiragiddwa mu CMA CGM Group Code of Ethics.

Ebbaluwa okuva ewa CEO

Bakozi Bannange,

Abantu bakyusa embeera! Obumalirivu bwaffe kwe kukuuma n'okukuza buli lunaku CEVA gye twagala abaagalwa baffe okwenyumirizamu.

Buli kinoomu alina buli lunaku okusukkulumya obwetaavu bwa bakasitoma baffe. Nga tuyita mu kuyiiya buli kiseera, n'okwegomba tufuna enkola okugonjoola okusoomoozebwa okuliwo leero n'enkya mu ngeri gyetukolamu enkola y'okugaba n'okusabaza ebintu. Nga tuli wamu tuleeta enkwatagana mu nsi yonna ne tukuza CEVA okulembera mu by'okutambuza ebintu!

Okusukkuluma kituwa obuvunaanyizibwa obw'ekika ekya waggulu mu ngeri gye tukolamu enkola y'okugaba n'okusabaza ebintu ey'enkya. Okukulembera abalala kyetaagisa okugatta amaanyi gaffe, okwaniriza okukolagana, n'okufuna nga ttiimu obwesigwa bwa bakasitoma baffe buli lunaku. Munkulakulana yaffe tufuna okusomozebwa era twetaaga obwetoowaze n'obukkakkamu, okufumiitiriza kwebyo ebiyinza okuva mu bisaliddwawo era n'okufuna obwenkanya.

Nga tuli buumu, tuzimbye wamu Etteeka lino ery'Empisa okukola nga entaabiro yaffe ey'empisa. Okugumizza emisingi gino kwe kukubaganya ebirowoozo ne ku nkola eno ne banaffe, okuwuliriza abo abatwetoolodde, n'okusalawo okuzimba ku ngeri ennungi ez'Etteeka lino. Guno gwe mukululo gw'abantu abavumu era abagala ennyo ebirowoozo!

Tukwataagana era tukulembera mu bwesimbu, nga abaali awamu, obuumu bwa CEVA.

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Obukulembeze Obwenyumirizibwaamu

Okukulembera Ttiimu Emu

CEVA bw'eba ekwasa Abakulembeze ne Bamaneja obuvunaanyizibwa ku bannaabwe, balina obuvunaanyizibwa obw'amaanyi okukulembera n'obwesimbu n'okubeera ekyokulabirako. Ttiimu zaffe zitusuubira okukuuma n'okubumba ennono zaffe. Okuyita mu kyokulabirako kyaffe tukwata ku ngeri gye tukolamu, gye tuwamu ekitiibwa, n'okuwulirizagana n'abalala. Buli lunaku tutuukiriza ekisuubirwa kino era ne tuluubirira enkola ennungi.

Okugezesa: Okukola obulungi, Okubeera ekyokulabirako, Okuyiiya, Obuvumu

Okukakkasa. Tutumbula obwesigwa bwa bammemba ba ttiimu yaffe nga tutegeera bulungi obuvunaanyizibwa n'ebisuubirwa. Tuwuliziganya mu lwatu ku bikulu, era tukakasa nti ttiimu zaffe zitegeera Obuumu bwa CEVA n'Amateeka, n'Enkola zaffe ezikwata ku murimu. Mu ngeri eno tukulembera ttiimu zaffe okutuuka ku buwanguzi.

Twewagira. Okukulembera abantu okutuuka ku buwanguzi kikwata ku kuwa ekitiibwa n'okuwuliriza banaffe. Tubeererawo ttiimu yaffe okuddamu ebibuuzo byaabwe, n'ebibaluma, n'okuwuliriza ebirowoozo byaabwe. Okwogera ekiri ku mutima kya kukuuma Obuumu bwa CEVA. Tufaayo nti ttiimu zaffe zirina eddembe ly'okweyogerera; ku bikwata mu ndowooza n'okulongoosa, era nga bikwata ku Mpisa n'Okugondera Amateeka mu nteekateeka eno.

Tufuna obwesige. Bwe tuwuliriza, twewaayo, era ne tukola. Ebikolwa byaffe birabibwa era biwulirwa, era bikwata ku abo abatwetoolodde. Nkizo okufuna obwesige bwa ttiimu zaffe; twenyumiriza nti ffe be bayita okubaddukirira n'okujaguza nabo obuwanguzi.

Tuluubirira enkola ezisingako obulungi. Ku CEVA, obuwanguzi bwaffe tubuzimbira ku bwenkanya. Bwe tufuna ebizibu ebikwata ku mpisa, tuba n'obuvumu okukkakkana, n'okufumiitiriza ku ngeri ebikolwa byaffe bwe bikoosa abalala, n'okusaba obuyambi. Emitendera gye tuteekawo gya kyakulabirako, nga bwe kiri ne ttiimu zaffe.

Tukulembera nga tuli ekyokulabirako. Buli lunaku tuzzaamu ttiimu zaffe amaanyi okubeera abavumu n'ebirooto ebinene. Enkola yaffe y'engeri ennungi ez'obwesimbu n'obusukkulumu okuweereza bakasitoma okusinga kyebasuubira. Tukulaakulanya, tukula, era tukuza ttiimu zaffe okufuuka abakulembeze ba CEVA ab'enkya.

Tuli Bumu Mu CEVA Era Twolekedde Buwanguzi!

Obwesimbu Ku Murimu

Okuwagira

Omuko gw'obuwagizi
Akulira Embeera z'Abakozi

Ttiimu Emu

Nga tuli wamu, tukuuma ekifo eky'okukoleramu eky'obwesimbu, eky'obwenkanya, nga tewaali bulabe. Tulina ebbanja eri banaffe nti ba muwendo, okuweebwa ekitiibwa, okusoobola okuweereza. Okutulugunyizibwa, okusosola, n'embeera y'emirimu ey'obulabe tebirina kifo mu CEVA. Mu nkola eno, nga tuli wamu tuwembejjerera engeri ezisingako obulungi.

Obuvunaanyizibwa bwaffe

Tuwa banaffe ekitiibwa era tufaayo. Okubeera n'obwesimbu, ab'ekisa, era ab'obwenkanya, tetugumiikiriza mpisa yonna enyiiza, enyooma, oba etyoboola. Obutabanguko, okutiisatiisa, okuvuma, okutulugunyizibwa, okukwata n'okukabassanya, okutiisatiisa, n'empisa endala ezitassa kitiibwa eri abalala tezikkirizibwa. Kino kikwata ku nkolagana yonna ne bannaffe.

Tutuuka ku buwanguzi nga ttiimu.

- Tuwulirizagana. Okuwuliriza y'engeri esinga obulungi ey'okuyiga ebikwata ku bannaffe.
- Tukkiririza mu kukolagana era tuwa buli muntu omukisa ogw'obwenkanya n'okuweereza.
- Tutwala enjawulo ng'ekikulu. Enjawukana zaffe zongera ttiimu yaffe amaanyi.

Tukuuma bannaffe. Obukuumi kye tukulembeza! Buli lunaku buli omu ku ffe, mu bifo bya CEVA ne bannaffe aba bizinensi, ekakasa nti tukolera mu mbeera ey'obukuumi. Okukola kino:

- Tutegeera era tugoberera emitendera gyonna egya CEVA egy'ebyobulamu, obukuumi n'okwewala obulabe.
- Tufaayo ku bannaffe era ne tuyingira mu nsonga nga beetaaga obuyambi.
- Tuloopa ensonga zonna ez'ebyobulamu, obukuumi, n'obulabe mu bwangu.

Tuli Ttiimu Emu. Nga tuli wamu buli lunaku.

Okwogera Ekiri Ku Mitima

Okuwagira

Ennamba y'essimu okufuna obuyambi ku Mpisa n'Okugondera Amateeka

Ttiimu Emu

Murimu gwaffe okukuuma CEVA: ekintu bwe kitaba kituufu, twogera ekiri ku mutima era CEVA ejja kuwuliriza era ekole!

Oluusi eba nsobi eya nnamaddala, oluusi eba nneeyisa etakwatagana na nnono zaffe, Empisa zaffe, oba Amateeka. Bwe twogera, buli mbeera ekwatibwa mu kyama, era CEVA ekuuma buli munnaffe ayogera nga tewaali kuwoolera. Ffenna tusaanidde mu kitongole okuba n'obulombolombo bw'obwenkanya, ng'empisa embi zikolebwako mu bwenkanya, mu ngeri etaliimu bukwakkulizo, era mu bwangu.

Obuvunaanyizibwa bwaffe

Twogera Ekiri Ku Mutima! Okwogera ekiri ku mutima kikwata ku kukuuma empisa zaffe n'okutumbula engeri gye tukolamu, ey'ekikugu gye tuweerezaamu bakasitoma baffe. Ekintu bwe kisobola okulongoosebwa oba embeera bw'eba tetebenkedde, murimu gwaffe okukyogerako, okusaba obuyambi n'okuwabulwa.

Osobola okwogera n'oyo yenna gw'osinga okuwulira mu emirembe:

- Mukama wo ku mutendera ogusooka
- Ekitongole Ky'Abakozi, Eby'amateeka
- Omukungu avunaanyizibwa ku mpisa n'okugoberera amateeka mu ggwanga lyo oba Ekitundu kyo.

Bw'oba oyagala, osobola n'okutuukubira essimu yaffe ey'obuyambi eriwo essaawa yonna 24/7, mu nnimi eziwerako – ne mu mawanga ag'enjawulo osobola okukola alipoota ezitaliiko amannya go bw'oba oyagala.

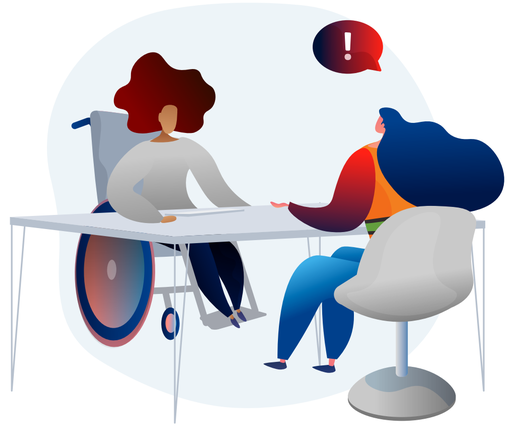
CEVA ewuliriza, ekola, era ekuuma. Bw'oyogera, ttiimu ya CEVA ey'Empisa n'Okugondera Amateeka ejja kunoonyereza ku buli nsonga mu kyama era n'ekigendererwa mu bweruufu. Okunoonyereza kukolebwa bambega abakakasibwa mu nkola y'Ekitongole ky'Empisa n'Okugondera Amateeka:

- Bambega abatendeke era abakakasibwa bokka be basobola okunoonyereza era...
- Wansi we nkola y'Ekitongole ky'Empisa n'Okugondera Amateeka.

Ku buli musango, ebinakolebwa ku by'Empisa n'Okugondera Amateeka:

- okukuuma ebyaama
- okunoonyereza amazima ku nsonga
- okugeraageranya ensonga ku Mateeka g'eggwanga, Enteekateeka y'Empisa mu CEVA, oba eby'Empisa n'Okugondera Amateeka mu CEVA
- okuseemba mu nkola ey'obwenkanya, etaliimu kigendererwa, ey'obweruufu

Oluvannyuma lwa buli musango, Ekitongole ky'Empisa n'Okugondera Amateeka ejja kwekenneenya akabi akali mu kuwoolera n'okukakasa nti CEVA ekola ebyetaagisa era ebituufu okukuuma bonna abenyigira mu kunoonyereza okuva ku kikolwa kyonna eky'okwesasuza.



Tukuuma ennono ezitugatta mu buumu bwa CEVA! Twogera ekiri ku mutima!

Enkaayana Z'Ebintu

Okuwagira
Okwewala
Okukontana
N'Amateeka

Ttiimu Emu

Tusalawo byonna nga twetongodde era nga tetulina kigendererwa. Buli lunaku tusalawo ekisinga obulungi eri CEVA, ttiimu zaffe, ne bannaffe mu bizinensi. Enkaayana z'amagoba ziyinza okubaawo ng'ebintu byaffe eby'obuntu bivuganya n'obuvunaanyizibwa bwaffe obw'obwesigwa ng'abakozi ba CEVA. Bwe tuwulira nti ensala yaffe eyinza okuba eyakyekubira: buvunaanyizibwa bwaffe okubeera aberuufu. Mu ngeri eno, tugenda mu maaso n'okusalawo okusinga obulungi eri aba CEVA.

Obuvunaanyizibwa bwaffe

Tuli beruufu ku mbeera yonna ekwata ku busobozi bwaffe okusalawo mu bwenkanya era nga tewali kigendererwa. Okukola kino:

Obweruufu. Okubeera omweruufu kulongoosa engeri gy'osalawo ku lwa CEVA ne bakasitoma baffe. Embeera bweba eraga okweyagaliza mu kusalawo kwo, kiba kikukwatako okufuna okuwabulwa. Nga oyingizaamu omukugu eyeetongodde, okakasa obweruufu, era ofuna endowooza etaliimu bukwakkulizo ku mbeera: okulaga embeera yo eri omukungu w'Empisa n'Okugondera Amateeka mu ggwanga lyo oba ekitundu kyo.

CEVA ewa ekitiibwa era etegeera. Buli mbeera ya njawulo, emirundi mingi ezingiramu abantu ab'oku lusegere, era ebiseera ebisinga wabaawo eky'okugonjoola eky'angu okukuuma ebirungi bya CEVA naawe. Tussa ekitiibwa mu bulamu bwo ng'omuntu era buli kimu ekikontana tukikwata mu kyaama era mu ngeri etaliimu bukwakkulizo. Bw'olaga embeera eyinza okuba ey'okukontana, Ekitongole ky'Empisa n'Okugondera Amateeka bakola binno:

- Okubagaanya ebiroowozo mu kyaama muntu ku muntu n'okubuuza ebibuuzo okusobola okutegeera embeera obulungi.
- Bwe wabaawo okukontana, munoonyeze wamu enkola ez'obwenkanya, ezitaliimu bukwakkulizo, n'obwegendeereza.

Oweebwa olukusa oba enkola ggwe ne Mukama wo ku mutendera ogusooka eyokugoberera.

Obuumu bwa CEVA kye kisooka – okwefumitiiriza, obweruufu, n'obwesimbu mu kufuna olukusa olwetengeredde!

Okuvuganya Okw'Obwenkanya

Okuwagira

Omuko gw'Amateeka G'Okuvuganya Agataalimu Bwesigwa

Enkola N'Amateeka Ge Bibiina By'Obusuubuzi

Amateeka agafuga enkola ya CEVA Mu Bizinensi

Ttiimu Emu

Akatale akalimu okwetaaya mu kuvuganya katuleetera okusukkuluma mwebyo bakasitoma baffe bye batusuubiramu.

Tulubirira okubeera abakulembeze nga tuyita mu bwesimbu, obwenkanya, ennongoserezza ezaabuli kiseera, nga tugoberera amateeka.

Obuvunaanyizibwa bwaffe

Mukuvuganya nga tugoberera amateeka.

- Okumanya ebiri mu katale kituyamba okubeera abasinga mu bye tukola – tukuŋŋanya amawulire ga bizinensi mu m'amateeka, era twewala enkola ey'okusekeeterera mu kuvuganya.
- Mu buli mbeera, mu nkiiko z'ebibiina by'abasuubuzi, ttenda, okubagulizibwako ebyentambula, okusaabaza ebyamaguzi, n'empapula zaabyo, okutambuza emigugu mukuteegeragana okw'endagaano, Okwegatta n'Okugula, oba okusisinkana ab'emikwano nga abakozi ba abo abakolera abatuvuganya, tutegeera era tussa ekitiibwa mu mateeka:
  - o Tetuwanyisiganya byaama biri mu kuvuganya mu bizinensi;
  - o Tetunoonyereza ku byaama okuva eri abo be tuvuganya nabo;
  - o Tunoonya obuyambi n'okuwabulwa nga tetunnasisinkana betuvuganya nabo.

Obwesimbu bukulembera okusalawo.

- Tulubirira ekisinga obulungi eri bakasitoma baffe era twenyumiriza mu kuwangula obwesige bwaabwe nga tuyita mu kuvuganya okw'obwenkanya.
- Okunyigirizibwa, okuzibuwalirwa, ne nsaleesale biyinza okutuleetera okubuusabuusa ensaalawo – wanno wetwefumitiriza netusaba okuwabulwa.

Twagala okwenyumiriza mu bye tusalawo!

Okulwanyisa Enguzi

Ttiimu Emu

Twenyumiriza mu kukola n'obwesimbu n'okulwanyisa ebikolwa eby'okulya enguzi, ebimenya amateeka, n'ebitali bya mpisa. Ffenna tutuukiriza obweyamo bwaffe okugoberera amateeka gonna agakola ku kulwanyisa enguzi. Nga tuli wamu ne bannaffe mu bizinensi, tufuba okulaba ng'ensi ekulaakulana, erimu obukuumi, era nga temuli nguzi. Buli omu ku ffe afuba nnyo n'okusingawo okulwanirira omusingi gwaffe ogw'okujjirawo ddala enguzi.

Obuvunaanyizibwa bwaffe

Tuli kyakulabirako nga tukola bizinensi.

- Ebirabo ebitonotono n'okusanyusa abantu mu ngeri entuufu kitundu ku kukola bizinensi – kino tukikola mu bwerufu, nga tukozesa okusalawo okulungi, n'okussa ekitiibwa mu bannaffe nga bwe kiri ku mutindo gw'Amateeka.
- Tukuuma ebitabo n'ebiwandiiko ebituufu, tubuusabuusa ensonga eziviirako ekirabo kyonna, era ne tukikubaganyaako ebirowoozo ne banaffe.
- Nga ba maneja n'abakulembeze, tussaawo ekyokulabirako, tukakasa nti ttiimu zaffe zimanyi amateeka, era tusaba obuyambi nga tetwekakasa.

Tukwasaganya obuweereza bwaffe n'okukubaganya ebiroowozo.

- Engeri gye tukolamu emirimu eri mu bweruufu – obuwanguzi bwaffe buzimbirwa ku bwesimbu era betukolagana nabo mu bizinensi bakimanyi.
- Enguzi n'okusasula okukwanguyiza tebirina kifo ku CEVA. Tewali kiruubirirwa kya bizinensi kisaanira kukosa bwesigwa bwaffe!
- Singa twensanga mu mbeera yo kusasula mu ngeri etasaana, tugaana ne tusaba Ekitongole ky'Empisa n'Okugondera Amateeka oba eky'Amateeka obuyambi.

Ensaalawo ennungi eleeta enkolagana ey'awamu.

- Endaba y'ebintu nkulu: ssi muwendo gwokka; ekigendererwa, embeera, ekifo, ekiyinza okukyusa endabika y'ebintu.
- Ekiyinza okuba okituufu mu kifo ekimu kiyinza okulabika nga okugulira mu kifo kirala.
- Okusaba amagezi n'okuwabulwa kye kintu ekituufu okukola.

Tuli Ba Ttiimu Emu. Tulina Obwesigwa bumu bwokka!

Okuwagira

Enkola y'ensi yonna ey'okulwanyisa enguzi

Enkola y'okugaba ebirabo n'eby'amasanyu

Enkola y'okunoonyereza okutuufu ku bantu abalala

Amateeka agafuga enkola ya CEVA Mu Bizinensi

Okukuuma Ebiwandiiko N'Ebyaama

Okuwagira

Enkola y'okukuuma ebiwandiiki by'ekibiina

Enkola y'Ebyama

Okuloopa Abasanguza Ebyaama Ku Muntu

Amateeka agafuga enkola ya CEVA Mu Bizinensi

Ttiimu Emu

Tulina obuvunaanyizibwa obw'amaanyi okukuuma ebiwandiiko na byonna ebikwata ku bakasitoma, abakozi, n'abasuubuzi be tukolagana nabo. Okukuuma ebiwandiiko, ebyaama, kisukka ku kugoberera mu bujjuvu amateeka; nsonga ya kitiibwa era nsukkulumu. Buli lunaku tusukkawo n'okusingako okutuukiriza obweyamo obwo.

Obuvunaanyizibwa bwaffe

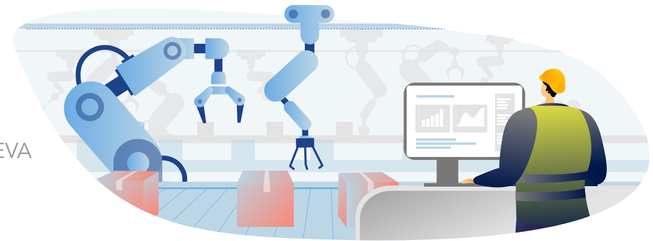
Tussa ekitiibwa mu byaama bya naffe.

- Emabega wa buli kiwandiiko waliwo omuntu! Tukimanyi era tukiwa ekitiibwa!
- Tukuŋŋanya era ne tukola ku biwandiiko nga:
  - Tulina obuyinza okukikola; ne
  - Tulina ensonga ennungi gye tulina okukikola (okugeza okukuuma bannaffe, okusaabaza ebintu, okutuukiriza obuvunaanyizibwa bwaffe obw'endagaano).

Tukuuma ebiwandiiko bya bakasitoma baffe nga bwe byandibadde ebyaffe.

- Tutwala ebyaama ebituweereddwa nga bya muwendo era tukola buli kisooboka okubikuuma.
- Nga bwe kibadde, emitendera gyaffe gikakasa nti tukendeeza, okukisa amannya, era tubitereka okumala ebbanga eryo lyokka eryetaagisa.
- Tuvunaanyizibwa eri bannaffe bonna mu bizinensi mu kukuuma ebyaama ebibakwasiddwa.

Tufaayo ku muntu avunaanyizibwa ku biwandiiko.



Okwewaayo N'Entambuza Ez'Obuvunaanyizibwa

Okuwagira

Enteekateeka Egobererwa Abalala Betukolagana Nabo Mu Bizinensi

Enteekateeka Egobererwa Bakasitoma

Okugondera Enkola Y'Obusuubuzi Kuddaala Ly'Ensi Yonna

Omuko gw'Enkola Y'Obusuubuzi Kuddaala Ly'Ensi Yonna

Amateeka agafuga enkola ya CEVA Mu Bizinensi

Ttiimu Emu

Twenyumiriza mu kuyunga abantu okwetoloola ensi yonna! Tutambuza ebintu ebisinga okuba eby'omuwendo era tukakasa nti twanukula mu ngeri ezisinga mu ntambuza y'ebintu. Ng'abakulembeddemu mu nsi yonna tussa ekitiibwa mu mateeka gonna agakozesebwa mu by'obusuubuzi, tussa mu nkola amateeka ku mutindo gw'ebintu ogw'ensi yonna ebikwata ku by'amaguzi, okusukkuluma buli kiseera mu kutuusa obuweereza awamu ne bannaffe mu bizinensi, era tufaayo ku ngeri endala ezisobola okuwangaala okukendeeza ku ngeri gye bikwata ku butonde bw'ensi.

Obuvunaanyizibwa bwaffe

Tumanyi bakasitoma baffe n'abatuwa ebintu.

- Buli mpeereza, buli murimu ogutuweereddwa, buli nkolagana yeetaagisa okumanya gwe tukola naye bizinensi;
- Okugatta obukugu bw'abantu ne tekinologiya ow'omulembe kitusobozesa okukola okunoonyereza kwaffe okutuufu nga tukigeraageranya ku kabi akayinza okubamu era nga kikwatagana n'ebyo bakasitoma baffe n'abaluŋŋamya bye basuubira.

Tufaayo ku by'amaguzi ebituweereddwa; ebyo bunkenke, ebyo mutawaana, ebitaasa obulamu – ebyamaguzi byonna bifuna okufaayo okwetaagisa okuva we tubijja okutuuka gy'ebigenda. Kya kitiibwa nnyo gye tuli okunywerera ku bisaanyizo by'omutindo ebisinga obukakali.

Tetwekkiriranya.

- Tuvunaanyizibwa okuweereza bakasitoma baffe ku mutindo ogusinga okubeera waggulu
- Tuvunaanyizibwa ku buli musuubuzi tukolagana naaye, buli kkampuni ekola kontulakiti agabana obuvunaanyizibwa buno – ffena awamu tutuusa enkola y'okutambuza eby'amaguzi gye tusobola okwenyumirizaamu.

Enkola Ey'Obwangu N'Obuvunaanyizibwa Mu Ntambuza Y'Ebintu – Olw'Engeri Ennungi!

Eno “Ensengeka Y’Amateeka Ga CEVA”, Etteeka ery’Empisa mu CEVA yayisibwa omwezi gwa June 14, omwaka 2022. Etandika okukola okuva nga 5 July, omwaka 2022, ku bonna abakwatibwako CEVA, era ekola ku mirimu gyonna nabo bonna abalina enkolagana ne CEVA. Etteeka lino terikkiriza kusonyiyibwa kwonna era lidda mu kifo ky’Etteeka lyonna ery’Empisa erya CEVA eryasooka.

Okumenya Etteeka ly’Empisa erya CEVA, awamu n’amateeka gaffe ag’empisa n’okugoberera n’emisingi, enkola z’empisa n’okugoberera, oba amateeka g’ekitundu, kijja kuvaamu okutereeza, oba okukangavvula n’okutuuka okugobya ku murimu. Buvunaanyizibwa eri buli omu ku ffe okuloopa ebibaddewo ebituufu oba ebiteeberezebwa okuba eby’empisa embi eri mu nkola y’Ekitongole ky’Empisa n’Okugondera Amateeka nga bwe kirambikiddwa mu nteekateeka eno. CEVA ekakasa obuteesasuza n’okukuuma ebyaama, okutuuka ku kigero ekisoboka mu mateeka, ku lipoota ez’omutima omulungi.

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