ALLIANCE One

Dongosolo lakacitidwe ka malonda

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**Nambala iyi igwiritsidwa nchito mwaufulu ndi kampani yina*

Chiganizo cachilungamo cathu

Alliance One International, Inc. (“AOI” kapena “Kampani inapangidwa kuti ione pazokumana nazo pakacitidwe kamalonda masiku ano ndipo tili okozekera kukumana ndi zobvuta zimenezi mumbali zonse. Cinthu cofunika ndicoyamba ndikudzipereka kwathu ndikucita malonda muchilungamo cofikapo.

Kudziwika kwathu padziko lonse ndicifukwa ca makhalidwe athu abwino ndi kudalilika pakucita malonda, cimene camangidwa ndi anthu ambiri kwa zaka zambiri, kudzayesedwa ndi kubvomelezedwa ndi malonda alionse amene tikucita. Tili padziko lonse lapansi, kucita mumene afunila ocita nao malonda ndikukwaniritsa zimene afuna ocita nao malonda kuposa kale. Koma colinga cathu ceni-ceni ndikukwaniritsa, kuikako nzeru kuocita nao malonda chimayamba ndikutsilizika pakudzipereka kwathu potsatila malamulo ndikucita mwachilungamo ndipo ngati kampani imene ikupezeka pa dziko lonse lapansi tifunika kulondola malamulo amene akonzedwa padziko lonse.

M’ndandanda wa malamulo athu pakacitidwe kamalonda ndi dongosolo lotisongolera pa khalidwe ndi kukwaniritsa lamulo moyenera. Ikufotokoza bwino zimene Kampani ifuna kukwaniritsa kumbali ya chikhalidwe ndi lamulo kumbali ya wanchito aliyense- chipangano coyenera kutsatilidwa, monga cofunika kucita pa nchito. Mtsogoleri, wamkulu, wanchito, kapena mkhala pakati wakampani iyi ayenera kucita malonda a kampaniyi kulingana ndi zoyenera kutsatilidwa, kutsata lamulo ndi kucita chilungamo pa nkhani zachuma.

Tonse timakhala ndi zinthu zimene zifuna nthawi yathu, koma mau amene ali mu m’ndandanda wa malamulo (CBC) azagwira nchito ngati mwatenga nthawi ndikuyesetsa kuwerenga dongosolo ndi kuyigwiritsa nchito mofunika pakucita malonda. Ngati pali bvuto kumvetsa kapena muli ndi mafunso pa zimene mukukumana nazo, mukambilane ndi oyanganira inu, kapena m’modzi wa bungwe loona anchito, mtsogoleri pakuona zakukwaniritsa lamulo kapena wamkulu wakuona pazamgwirizano pa kampani. Mungathe kugwiritsa nchito lamya kapena foni yakukuthandizani inu ya kampani iyi kulikonse kumene tipezeka padziko lapansi kupyolela palamya yaulere kapena keyala yapakompyuta.

Ganizo lirilonse limene linena kuti maphunziro onse amene aona pakukwaniritsa lamulo ndi khalidwe lakacitidwe kamalonda siyingathandizila kweni-kweni pakucita bwino malonda ndi ya bodza. Ngati kampani iyi, kupyolerala munchito ya atsogoleri, akulu anchito, anchito kapena amukhala pakati padziko lonse lapansi, alephela kukwaniritsa kapena kucita mopambana muyeso wazofunika zao pakacitidwe kamalonda kulingana ndi mundandanda uyu, kulephela uku kuyika kampani mubvuto la chuma, kuononga mbiri ya anthu ena kapena kuononga cithu cacikulu ca kampani ya AOI- ndico mbiri yake yabwino. Kusunga bwino mbiri yakampani ndi cinthu cimodzi cofunikila pa kupambana kwao pakacitidwe kamalonda ndi cinthu cimodzi cimene tikucita.

Tsogolo lathu lidziwikiletu kuti libweretsa mpikisano ndipo tiyenera kukonzekera kukumana ndi zobvuta; tiyenera kukonzekera kukumana nao mabvuta popanda kuchepetsa dongosolo loyenera kutsatidwa, zimene zili ngodya zamumene ticitira malonda athu.

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Zamalamulo Athu

Ku AOI, chithu chimodzi mwa zimene timatsatira ndi kudzipereka kwathu kucita chilungamo. Mumene timacitira malonda ndi mumene timakhalira ndi ena kumaonetsa chithuzithuzi ca Kampani yathu ku dziko lonse lapansi. Ndikofunikira kwa eni ake a Kampani, Ogula ndi Otigulisa, Kuogwira nchito athu onse padziko lapansi ndikumadera amene akhalamo ndi kugwira nchito kuti AOI idziwike ndi chilungamo ca anthu ake ndi kutsata ndongosolo yakacitidwe ka malonda.

Khalidwe loyenera kutsatiridwa sikutanthauza kutsatira malamulo cabe ai – ngakhale zimayamba ndi kutsata lamulo. Muli ndi chikakamizo kuti mudziwe za malamulo ogwirizana ndi dela lanu, maudindo anu ndi nchito zanu kuti mudziwe macititidwe ndi zimene mungakumane nazo zimene zingathe kubweretsa mafunso oyenera kutsatira ndi pamene mufuna ulangizi wokhuzana ndi malamulo. Akulu akulu ayenera kuwonetsetsa ndi kuthandiza ena kutsatira dongosolo la malamulo awa ponena zonse zofunikira za malamulo ndi kuthandiza m'mene onse ogwira nchito angagwiritsire nchito dongosolo iyi.

Colinga ca dongosolo iyi ndi kufotokoza bwino lamulo la Kampani ndikupereka otsogoleri ku malo ena ofunikira. Ikufotokoza zimene Kampani ikuyembekezera pokhuzana ndi nchito yanu ndi khalidwe lanu. dongosoloo iyi siyikulongosola za khalidwe lina lililonse limene liri losayenera kapena loletsedwa. Ngati cinthu cina sicinchulidwe sicikuthandauza kuti ndicobvomelezeka ndi lamulo. Kampani ikuyembekezera Mutsogoleri aliyense, Wamkulu, Wogwira nchito ndi Mukhala pakati pa dziko lonse la pansi kuyesetsa mwa chikhulupiliro pa kumvetsetsa kalata ndi malamulo a AOI ndi malamulo ena ogwila nchito. Pakukwaniritsa kucita ici, Mutsogoleri, wamkulu, ogwira nchito ndi mkhala pakati afunika kubvomera kutsatila dongosolo limeli.

Sizotheka kukhonza kusiliza bvuto liri lonse limene mukukumana nalo. Komatu, tikuyenera kuthandizana pa kukhulupilika kwathu pocita malonda moyenera ndipo ngati sitikudziwa cocita tiyenera kufunsa a nzathu kapena odziwa malamulo. Mu nthawi zina bvutolo likhoza kukhala lalikulu kotero ndikofunika uphungu wina woonjezera. Bungwe la Atsogoleri lasankha Mkulu kwambiri wakuona zakukwaniritsa mugwirizano pa Kampani (Corporate Compliance Director ["CCD"]) ndi wina wachiwiri oona pakukwaniritsa mugwirizano ("DCC") kuti athandizire pa zina. Ngati bvutolo silinakambidwe mu dongosolo ya malamulo, ndi udindo wa aliyense kufunsa Omunyanganila wake, nambala ya lamya yothandiza ya Alliance One (wonani "nambala yothandiza" mu bukhuli) kapena Wamkulu kwambiri kapena omunthandiza pakukwaniritsa chilamulo ca Kampani (CCD)

Dongosolo ili ndi maziko ya Kampani yathu pa nchito ya kukwaniritsa lamulo, kusogoleledwa ndi a CCD. Koma, bungwe lakukwaniritsa chilamulo pa Kampani ikugwira nchito pamodzi ndi bungwe yina monga ya zachuma, chilamulo, ndi aja olemba ndi aja amene akuona pa kuti ayankhe mofikapo mafunso ndi madandaulo ya anthu.

Conde sungani mndandanda wa malamulo pa malo abwino kuti muthe kuigwiritsa nchito mtsogolo muno. Zowonjezera za bukuli zitha kupezeka mosabvuta pakeyala yapakompyuta ya AOI (www.aointl.com) kapena yiliyonse ya AOI

Ndi malamulo otani amene angagwire nchito?

Kuthetsa lamulo lina

Alliance One International ndi Inu

?

Kodi mudziwa?

Kuti kuli wanchito kumalo kwanu amene angakuthandizeni pa nkhawa zanu ndi kukupatsani inu zolembedwa za chigerezi kapena zilakhulidwe zanu zokuthandizila inu pakukwaniritsa lamulo.

Keyala yaw a ***Mkulu kumalo a kwanu*** *ndi imene ili kudzaja lamazere.*

Cifukwa a AOI anakhazikisidwa mu dziko lakuulaya (USA), malamulo ya dziko la Amerika atha kugwiritsidwa nchito kumaiko onse pa dziko lapansi komaso ndi kacitidwe kamalonda ndi anchito kulikonse kumene akhala ndi kugwira nchito. AOI amachita malonda mu maiko ambiri pa dziko lonse lapansi ndipo ogwira nchito athu ndi nzika za maiko osiyana-siyana.   Koma nchito yeni-yeni ya AOI ndi yotumiza katundu mumaiko onse apansi. Pacifukwa ca ici, nchito zathu zikukhuzidwa ndi malamulo a m'maiko ambiri, zigawo komanso mizinda yambiri.

Nthawi zina, malamulo a mumaiko awiri kapena atatu ndi osiyana. Mukakumana ndi mkanganoyu, ndikofunikira kukumana ndi woona za malamulo wa kampani kuti athe kudziwa mmene angakonzele bvutoli bwino.

Mukasiliza kuwelenga dongosolo la malamulo, mungathe kukhala ndi funso kapena kukumana ndi mabvuto amene mukuwona kuti sanafotokozedwe bwino. Kuti mufunse ndikudziwa zambiri zokhuza malamulo kapena madandaulo okhuzana ndi malonda, mungathe kulankhula ndi Okunyanganirani wanu kapena ndi CCD. Wogwira nchito aliyense, Wamkulu, Mtsogoleri, kapena Mukhala Pakati. Ndinu obvomelezedwa kuyankhula ndi CCD popanda mafunso ena aliwonse kapena kutenga chilolezo cocokera kwa okuyanganilani anu

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Koma dziwani kuti muli naye wamkulu kumalo anu amene mukhalamo amene mungamutumirenso mafunso kapena madandaulo anu, komanso amene angakuthandizeni pa zimene mufuna kudziwa za Kampani yathu, kuikilapo zolembedwa zachilakhulidwe canu zakakwaniritsidwe ka lamulo.

Anchito onse, oyanganira, atsogoleri ndi amukhala pakati akakamizidwa kuulula kuononga kwa lamulo kapena dongosolo kumene akukudziwa. AOI ali ndi *lamulo lokana kubwezera* limene likukuchinjirizani inu kuulula muchilungamo kupwaya kwa lamulo kumene mwaona.

Kusabwezera coipa

Kampani ifuna inu kuti mudziwe, ngati muchita izi muchilungamo, kuti mungathe kufunsa funso liri lonse lokhuza za malamulo kapena dongosolo loyenera kutsatilidwa popanda mantha kuti nchito yanu ingathe kukhala pa chiwopsezo. “Chilungamo kapena kukhulupiririka” sikuti muyenera kukhala oona cabe ai -“ koma chitanthauza kuti mudzinena zoona ndi mmene mukudziwira. Ngati mukuona kuti mukukakamizidwa kuti muphwanye lamulo, kapena kuwona lamulo likuphwanyidwa, muiziwitse kampani. Ndikulakwira mndandanda wa malamulo pamene Mtsogoleri, Woyanganira, wogwira nchito kapena mukhala pakati kupereka chilango kwa iye amene aulula zophwanya cina ciri conse mu mndandanda wa malamulo. Atsogoleri, Woyanganira, wogwira nchito kapena mukhala pakati amene azapezeka kucita coipa ku amene anaulula kupwaya kwa lamulo azapatsidwa mulandu kapena kucosedwa nchito. *Conde onani lamulo lasacitila coipa amene aulula kupwanya lamulo* ndipo perekani onse akucitila chiwembu amene apereka nkhani za kuononga lamulo

Nambala yokukuthandizila inu

Kuwonjezerapo, ngati mukufuna, mosadziwika, mungathe kupereka mafunso kapena madandaulo kudzera ku nambala yokuthandizirani ya Alliance One, igwira nchito kwa maola 24 pa tsiku, masiku asanu ndi awiri pa sabata. Nambala iyi ikuthandizani kuti mufunse mafunso, mupereke madandaulo a mu dongosolo limene liona za kacitidwe kamalonda ya Alliance One, kuphatikizapo kuwerengera ndalama za kampani mwachinyengo, kukhazikitsa njira zotetezera chuma, zokhuza kufufuza zakagwirisidwe kandalama ndipo ikupasani mphamvu kufunsa mafunso kopanda kukamizidwa kuulula dzina lanu.

Mukulimbikitsidwa kubweretsa madandawulo ku kampani ndipo mungachite izi posapereka dzina lanu. Sipasungidwa mbiri ina iliyonse kapena chida cimene chingapange kalondolondo wa nambala ya lamya imene mukugwiritsa nchito. Mukatuma pa nambala yokuthandizira, mudzalumikizidwa ndi nambala ya Global Compliance Service ku Charlotte, NC, kumene katswiri wa zamalamya wakampani iyo, osati AOI, adzalankhula ndi inu. Musachite mantha ngati simukulakhula chingerezi, cifukwa mu malo ambiri muli anthu amene akulankhula chilankhulidwe canu.

Katswiri wa zamalamya adzakupatsani moni ndikufunsa mmene angakuthandizireni. Mukapereka cifukwa cotumira lamya, uthenga wanu adzausonkhanitsa katswiriyu kuti athe kumvetsetsa cifukwa cimene mwatumira. Adzakupatsani nambala ya dandaulo lanu ndikugwirizana tsiku limene angatumireni.

Muli olimbikitsidwa kugwiritsa nchito nambala yokuthandiza popereka nkhawa ndi mafunso anu. Alliance One siyingafike pa muyeso wapamwamba wakayendetsedwe kamalonda ake monga mwadongosolo popanda kuthandiza kwanu

?

Kodi munali kudziwa?

***Nambalayi yokuthandizilani yigwiritsidwa** nchito ndi kampani yina ndipo mungatume nkhani ili yonse, ngati mufuna, kaya pa lamya / foni kapena pa kompyuta*

Zachinsinsi ca anthu

Nambala iyi yokuthandizira mu United States ilimo ndipo mungatume pa 1-800-268-4670 mutayamba ndi khodi ya Dziko. Ngati mufuna nthandizo lakatumidwe kanambala iyi onani pa zipupa zoikapo ziziwitsi za AOI ndipo zipezeka muchigerezi kapena chilankhulidwe cakwanu kucokera ku mkulu wakwanu uko. Mwapadera nambala yokukuthandizila ingapezeka pa keyala ya lamya pa aoicompliancehelpline.

Lipoti lidzakonzedwa ndi a Global Compliance Services ndikutumizidwa kwa CCD, akulu oona zakasungidwe ka malamulo a Alliance One. Akulu awa (CCD) woona pa za kasungidwe ka malamulo adzaunika bvutolo, kuyankhula nanu, ngati kuli kofunika ndi kuyamba kafufuza. Ngati mwasankha kuti musadziwike, ku Global Compliance Services adzakuuzani zotsatira za kufufuza kuti akuyankheni pa tsiku limene muzagwirizana.

Kugwira Nchito Mukampani Yathu

Ndi lamulo la Kampani kuteteza mwamphamvu zinsinsi za wogwira nchito Kotero:

- Muyenera kutsatira malamulo owona za chinsinsi ndi malamulo oteteza zopezeka pa kufufuza, malamulo ndi mgwirizano. Mwa chitsanzo, malamulo a chinsinsi a ku United States maka maka amene akuona zochinjiliza anthu kumbali ya chipatala, chuma, ndi uthenga wa ogula ndi uthenga wokhuza ana. Lamulo lowona za chinsinsi la bungwe la Maiko aku Ulaya (European Union) liri ndi chitetezo ca chipatala ndi umoyo, uthenga wowona zoulula mtundu wa munthu, za ndale, za mipingo ndi zikhulupiliro, membala ku bungwe la anthu ogwira ncthito, kapena uthenga oona zakugonana.

- Cifukwa ca malamulo owona za kuteteza zinsisi ndi ambiri komanso obvuta kuwamvetsetsa, muyenera kufunsa oona za malamulo a pa Kampani musanakhazikitse kapena kusintha mulu wa chiwerengero wosungidwa mu kompyuta kapena zina zimene kampani imatolera, kugwiritsa nchito kapena kulengeza za chuma ca munthu, umoyo kapena za chipatala, mtundu, za ndale, za mpingo ndi zikhulupiliro, membala ku bungwe la anthu a pa nchito, kapena umoyo wa m'banja ndi nkhani zina zobisika za munthu.

- Mwa lamulo, ngati kampani iri ndi chinsinsi ca munthu wina, ndi khalidwe la kampani kugwiritsa nchito moyenera chinsinsico, kapena mogwirizana ndi malamulo oikika pa nthawiyo ndikusapereka chinsisici kwa aliyense pokha pokha ngati ndizobvomerezeka ndi lamulo mutakambirana ndi mkulu owona pa za malamulo pa kampani kapena ofesi la a CCD. Koma muyenera kudziwa kuti makina oikidwa kufalitsa ndi kutumiza nkhani

Zachinsinsi ca anthu

sizacinsinsi ai, motero AOI ali ndi ufulu wakugwiritsa nchito zonse zotumizidwa kwa iwo pa makina amenewa kapena zolembedwa zina ziri zonse. Mfundo zina zokhuza zolamulira za kampani zili pa intraneti.

- Muyenera kukambirana ndi Ofisa wamkulu wa za Malamulo (Chief Legal Officer) kapena CCD musanapange ndi kuika m'malo zolamulira zina ziri zonse zokhuza cinsinsi mwina za kagwiritsidwe nchito ka intaneti kapena zina ndipo zoikidwa ziyenera kutsatiridwa ndi kulondoledwa monga zolamulira zatsopano.

Mkangano wazofuna za anthu ndi Kampani

Mkangano pazofuna za munthu ndi kampani kumacitika pamene zofuna za munthu zikhumudwitsana ndi zocita za kampani. Mkangano ungathe kukula pamene Mtsogoleri, Mkulu wakuyanganilani, wogwira nchito kapena mkhala pakati akucita zinthu zimene zingapangitse kugwira nchito kwake kwabwino kusasokonezeke. Mkangano ungakhalepo pamene Mtsogoleri, Wamkulu, wogwira nchito kapena mkhala pakati kapena wa pa banja lake alandira phindu losayenera molingana ndi nchito yake ku kampani. Mitu ili munsiyi ikukhuzana ndendende ndi zimene mungakumane nazo.

Zonse zimene mungthe kuikako nzeru kwambiri koposa nchito yanu muyenera kuzilemba ndi kudziwitsiratu a CCDCCO kapena a CLO ndi kuzilemba monga mwa zolamulira za Kampani. Kukhala ndi mkangano sindiko kuti mwapita pa dera pa khodi ya Za Malonda ai, koma kusaulula ndiko kupita padera kapena kuphwanya khodi ya Za Malonda.

Kugulitsa chinsinsi

Pocita malonda ndi AOI, mungathe kupeza zinsinsi za kampani zimene sizikuyenera kudziwika kwa anthu ofufuza milandu ("uthenga wosafunika kudziwika kwa anthu"). Muyenera kusunga chinsinsi ici ndipo musachigwiritse nchito mogwirizana ndi kugula kapena kugulitsa chinsinsi ca kampani kapena zinthu zina zimene zikugwirizana ndi zogula kapena kugulitsa kapena kuigwiritsa nchito kutsina khutu (kuuza wina) za uthenga wobisika.

Malamulo amaiko ambiri makamaka, United States, sabvomeleza kugula kapena kugulitsa katundu wa kampani pamene muli ndi uthenga umene siuyenela kudziwika ndi anthu ena. Kulingana ndi malamulo a kampani komanso malamulo a dziko la United States, uthenga umakhala wofunika ngati:

- Ndicodziwikiratu kuti wogula angathe kugwiritsa nchito uthengawo pamene akusinthasintha zogula chinsinsi ca Kampani; kapena
- Uthengawu, ngati ungalengezedwe kwa onse, utha kukhuza mtengo wa chinsinsi ca Kampani.

Uthengawu ungathe kukhala wofunika angakhale ukhuza za mtsogolo, mphekesera kapena zocitika za mtsogolo angakhale ndi wofunikira pamodzi ndi uthenga olengezedwa kwa anthu. Uthenga wofunika ukhoza kukhala wabwino kapena woipa. Nkhani yachinsinsi ikhoza kukhala yofunika angakhale ku makampani amene sagulitsa masheya, ali ndi ma bondi kapena ngongole za ku banki. Motero, powona zimenezi, uthengawu ukhoza kukhala wofunika monga uyu komanso ungapyole apa:

?

Kodi Mudziwa?

Pamene mucita udindo kapena nchito yanu mungathe kukumana ndi nkhani imene simuloledwa kuigwiritsa nchito popanga ciganizo kuti mugule kapena mugulitse katundu wa kampani kuti mudziwe zambili za "malonda ya m'kati" onani malamulo okhudzana ndi izi amene apezeka pa tsamba la intraneti.

Uthenga otheka ndi wowona

- Zolengeza chiongola dzanja kapena zongoyerekeza, kusintha zimene zinalengezedwa kale kapena zongoyerekeza;
- Zotsatira za chuma;
- Zolembedwa ndi zoonjezera ku ngongole zosabwezedwa;
- Kukuza kapena kuchepetsa magwilidwe anchito;
- Katundu wa tsopano, zopangidwa ndi zozindikiridwa mwatsopano;
- Milandu yayikulu kapena zocita za boma;
- Kuphatikizana, zogulidwa, zonenera malonda, kugwilira limodzi nchito pa pakampani kapena zosintha ku katundu wa kampani;
- Zosintha pa zimene akatswri ayamikira kapena mlingo wa ngongole;
- Zinchito zokhuza ma sheya a kampani (monga kulephera kwa kubwezera ma sheya, kuitanira ma sheya ogulitsidwa kuti kampani iwagulenso, malingalilo ogulanso katundu wogawidwa, kusintha kwa phindu yopasidwa, kusintha kwa umwini wa masheya, kugulitsa moitanira anthu onse kapena kwachinsinsi kwa masheya owonjezera)
- Kusintha kwa oyendetsa kampani ndi zatsopano zokhuzana ndi kayendetsedwe ka kampani;
- Kubwereka kopitiliza muyeso;
- bvuto la kapezedwe ka ndalama
- Zosintha za ofufuza kagwirisidwe kandalama kapena a kampani kuwaziwitsa ofufuzao kuti sibadaliranso lipoti yao.

Kugulitsa chinsinsi

Musagulitse katundu wa kampani ndi katundu wina pamenemuli ndi uthenga wosafunika kudziwika. Zokuletsani izi zikuphatikizapo zoletsedwa za mumalingaliro ya kampani 401(k), monga zisankho zopereka chithandizo ca mtsogolo kapena zosalapo za ma akawunti akale amene akubwela cifukwa cogulitsa kapena kugula (pofuna kapena posafuna) katundu wa AOI. Powonjezera, chisankho cogula katundu ndicoletsedwa ngati cili ndi nkhani yosafunika kuti idziwike ndi anthu.

Ngati uthenga wosabisikawu ukhuzana ndi kampani ina (pophatikizana mwa chitsanzo) simungagulitse katundu, kapena kuulula nkhani ku aja amene afuna kucita malonda ndi Kampani. Izi zikukhuza ngakhale wopereka uthengawu ali ndi ubale ndi wamkati mkampani ngakhale alandile ndalama kwa opereka uthengawu. Aliyense amene aphwanya malamulo awa adzacotsedwa nchito, adzapereka ndalama kapena kumangidwa.

Uthenga udzakhala wodziwika kwa "anthu" onse pa tsiku la chitatu lamalonda pamene uthengawu waululika ndi ofisala woyenera wa kampani. AOI, Atsogoleri, ma Ofisala, wogwira nchito kapena mukhala pakati adzatengedwa ngati olakwa ndi kutha kumangidwa pophwanya malamulo okagulitsidwe ka malonda. Ma Ofisala, wogwira nchito ndi wothandizira amene akuphwanya lamuloli adzaweruzidwa, kuwonjezerapo kucotsedwa nchito. Komanso, Atsogoleri adzawuzidwa kuti asiye nchito.

Kuti mudziwe zambiri, conde wonani lamulo *la mkati mwampani*, kapena onanani mkulu oona za malamulo.

Mwai pakampani

Atsogoleri, maofisala, wogwira nchito kapena mukhala pakati kapena iwo okha kupatsa wina wace akuletsedwa kugwilitsa nchito mwai umene aupeza pogwilitsa nchito katundu wa kampani, uthenga kapena udindo popanda chilolezo ca bungwe la olamulira. Atsogoleri, ma Ofisala, wogwira nchito kapena wothandizila sayenela kugwilitsa nchito katundu, uthenga, kapena udindo wao popata zinthu zawo mopikisana ndi kampani mu njira iliyonse. Atsogoleri, ma Ofisala, wogwira nchito kapena mukhala pakati ayenela kucita mwa chilungamo pa Kampani pamene apeza mwai. Conde onanani ndi a CCD kuti mudziwe zambiri zabvuto limene lingathe kupezeka.

Katangale ndi chiphuphu

Kucita ziphuphu ndi kuswa malamulo, kaya ndioperekedwa kuogwira nchito m'boma (chiphuphu ku onse), kapena kukampani ya anthu (chiphuphu ku munthu). Ziononga malo amene tigwirako nchito. Tiyenera kutengako mbali pakuletsa njira zachiphuphu.

Aliyense wa ife ayenera kutsatira malamulo onse odana ndi ziphuphu. Awa ndi malamulo a dziko limodzi amene amaletsa katangale mu maiko ena.

Tisapereke chiphuphu munjira ili yonse kuikila izi :

- Kupereka ndalama yakuti akucitire nchito mwamsanga- ingakhale ndalama ichepe.
- Kupereka ndalama kuti akubvomeleza kucita nao malonda mwachinyengo, kupereka msonkho waung'ono kapena kuti akucitile chifungo amene asonkhetsa msonkho, mapepala a chilolezo, mapepala obvomeledza kuti uchite cinthu kapena phindu
- Kupereka ndalama ku amene akucita nchito monga yathu kuti akupatseni nkhani za chinsinsi.
- Kupereka ndalama yoyamikila mosabvomeledzedwa kapena kufunsa ndalama imeneyi ndi mtima wachinyengo.
- Kupereka ciri conse mwa chinyengo kuogula katundu wanu.
- Kupereka mwa chinyengo ndalama kapena chiliconse kuokukongolesani kuti mulandile chifundo kwa iwo, monga ma banki.

Ngakhale kuti chiphuphu ndicosaloledwa komaso cosabvomeledzedwa kaya caperekedwa ndi munthu amene agwira nchito muboma kaya munthu cabe, kaya ogula malonda kwa ife kaya amene tigulako malonda, dandaulo limakhalapo limene ali yense wanchito wa AOI afunika kudziwa.

?

Kodi munadziwa?

Kampani iletsa njira iliyonse ya chiphuphu ndi katangale, kaya opereka kapena olandira ndi ogwira nchito m'boma kaya ai.

Nkhawa ya chiphuphu kuonse

Lamulo la U.S. Foreign Corrupt Practices Act ("FCPA") limati ndikuphwanya lamulo ngati kampani yaku U.S, ngati AOI, kapena mabulanchi ake,amukhala pakati, wogulitsa pa mbali pa kampani ndi ena ndi wogwira nchito, kupereka kapena kulonjeza kwa wogwira nchito m'boma poyembekeza kulandira kapena kuti iyeyo adzapangitsa chisankho copanga malonda ndi kampani. Izi ziphatikizapo kupeza malonda ya tsopano, kusunga yakale kapena kukondedwa.

Lamulo la FCPA limakakamizidwa ndi bungwe la za malamulo la U.S. Department of Justice ("DOJ") komanso owona za malamulo okhuza anthu; la U.S. Securities and Exchange Commission ("SEC"). FCPA ili ndi mbali ziwiri : (a) malamulo odana ndi ziphuphu ndi (b)malamulo owona za kayendetsedwe ka ndalama.

(a) Malamulo odana ndi ziphuphu a FCPA amaletsa kupereka mwachinyengo kwa ogwira nchito m'boma. Zimene zili mu malamulo odana ndi ziphuphu za mu FCPA ndi:

- Kupereka, kapena kulonjeza cina ciri conse cofunikira
- Kwa wogwira nchito m'boma aliyense, kapena aliyense amene Sali wachipani kapena wa chipani;
- ku U.S, woimilira boma kunja akudziwa kuti mbali yandalama kapena lonjezo lidzaperekedwa kwa mmodzi wa anthuwa;
- Colinga cofuna kucita katangale pofuna kucititsa chiganizo, kufulumizitsa munthu kucita kapena kuphwanya lamulo, kufulumizitsa munthu kucititsa boma kupanga cinthu kapena, chiganizo; Zocita za katangale pofuna kukopa kapena chisankho, kucititsa munthuyu kulakwa pa nchito yake, kuti agwilitse nchito mphamvu zake ku boma la kunja kuti apangitse chisankho ca boma;
- Kuthandiza Kupeza ndi kusunga malonda kapena, kupereka malonda kwa munthu kapena kampani

Katangale ndi chiphuphu

"Cina cili conse cimene cili cofunika" chikufotokozedwa mwasatanesatane". Powonjezera ndalama, ma phindu ku achibale ndikupereka phindu kwa munthu wina. Zitsanzo ndi:

- Ndalama, zofanana ndi ndalama, kapena ma phindu (ma cheke ya paulendondi ma phindu);
- Nchito zocita munthu yekha;
- Nchito kapena kupatsidwa nchito;
- Kuthandiza osowa pamene ukudziwa kuti upindulako;
- Zopereka kundale; ndi
- Kugwiritsa nchito katundu wa kampani (kuphatikizapo ndege, nyumba, magalimoto, maboti. Ndi zina zotere.) ndi ogwira nchito m'boma kapena a nchito awo kuti atukule ndi kuonetsa katundu wa kampani ndi nchito zake.

?

Kodi munadziwa?

Kuti chiphuphu sicoletsedwa cabe ai, koma ndi kuchimwa kwakukulu kulemba mumabuku kapena molemba muli monse akampani monyenga kaperekedwa ka ndalama.

(b) Malamulo a za chuma mu FCPA akufuna kuti makampani asunge mabuku a za chuma ndi mbiri ya kacitidwe ka malonda zisungidwe bwino komanso kuonetsetsa kuti njira zoona kuti ndalama sizikuononge ka ziripo. Pa zina, izi zakhazikitsidwa ndi chilingo cakuti zichepetse ndalama zosawerengedwa ndi zina zolipira zosadziwika bwino zimene zingakhale njira zobisaramo njira zopekeramo ndalama.

Kuphwanya malamulo a FCPA kapena malamulo odana ndi ziphuphu kudzapangitsa kuti mumangidwe, kulipirisidwa ndi zilango zina. Mwa chitsanzo, anthu adzapatsidwa mulandu okwanira $250,000 USD ndi kumangidwa kwa zaka zisanu polakwila malamulo odana ndi ziphuphu, polakwila malamulo ama akawunti adzapatsidwa mulandu wakupereka ndalama yokwanira $5,000,000 ndikumangidwa kwa zaka 20. Kuonjezera apa, kampani idzazengedwa milandu, kulipirisidwai ndi zilango zina. Ocita malonda kumalo akwao amene sakulemekeza malamulowa sakutetezedwa. Wogwira nchito aliyense ameme akonza mphatso, kupereka ndi kulonjeza kupereka zinthu zofunikila adzaphwanya lamuloli ndipo adzalangidwa ndi kampani, ndipo adzacotsedwa nchito.

FCPA ikugwiranso nchito, kupereka ndi kulonjeza kwa ogwila nchito kapena amene sanalembedwe ndi kampani. Motelo, FCPA ikuti ndikuphwanya lamulo "kuyang'ana mwa njira yina" zinthu zimene zikuwonetsa kuti munthu akuphwanya malamuo popereka mphatso, kupereka kapena kulonjeza kupereka moyimilira kampani. Powonjezera, kupereka ndalama kwa munthu wapadela ndi colinga cakuti iyeyu apereke mphatso, kupereka kapena kulonjeza kupereka kapena kunyozera lamuloli ndikuphwanya lamulo.

Kodi ogwira nchito m'boma ndani?

Cifukwa ca malamulo a kampani, tanthauzo la "ogwira nchito m'boma"ndi ogwira nchito powona za kasitomu ndi zaolowa m'dziko, wosankhidwa kuona za

malamulo, Meya, Nduna ya boma ndi wogwira nchito ena a m'boma, ma Ofisala kapena wogwira nchito ku maiko a kunja monga a United Nations, World Bank kapena International Monetary Fund; owona za makampani a fodya monga ma insipekita a za malimidwe; akulu akulu andale ndi oimilira ma udindo a zipani.

Zofunikila, wogwira nchito wonse pa udindo wina uli wonse kaya ndi owona zokhuza fodya kaya wogwira nchito m'boma. Izi zikukhuza ogula malonda awa komanso ndi ena:

- Global Tobacco Ltd.
- Imperial Vina Danang
- Japan Tobacco, Inc.
- Khanh Hoi Cigarette Factory
- Tian Li International Co. Ltd.
- Vietnam National Tobacco Corporation
- Fabrika Dunhana Sarajevo, Bosnia & Herzegovina
- Societe Nationale des Tabacs et Allumettes
- China Tobacco International Inc.
- Eastern Company S.A.E.
- National Tobacco Enterprise
- Sekap, S.A.
- Korea Tomorrow and Global Corp.
- Iran Tobacco Company
- Regie Libanaise des Tabacs et Tombacs
- Libyan Tobacco Company LTC
- Taiwan Tobacco & Liquor Corporation
- Thailand Tobacco Monopoly
- Regie National des Tabacs et des Alumettes
- Manufacture des Tabacs de Kairouan
- Vietnam Tobacco Import & Export Co
- National Cigarette and Match Industries Ltd.
- Saigon Tobacco Company
- Thang Long Tobacco Company
- Saigon Industry Corporation
- Khatoco

Izi zitanthauza chiani? Izi zitanthauza kuti aliyense amene agwila nchito m'boma kuyambira Nduna yayikulu mpaka woperekela makalata ndi "wogwira nchito m' boma" pa malamulo a kampani. Wogwira nchito ku khoti, owerudza, akalembera ndi ena otere ndi wonse wogwira nchito m'boma" pansi pa malamulo awa. "Wogwira nchito m'boma" ndi kuphatikizapo abale ndi ena amene amatha kulandira zinthu zofunikira zimene zaperekedwa kuti zipereke phindu kwa wogwira nchito m'boma.

Ngati muli ndi mafunso okhuza malamulo odana ndi ziphuphu, lankhulani ndi a CCD

Kuti mudziwe zambiri

Ngakhale samba iyi ikunena pa ndalama zoperekedwa pa kuyenda ndi chisangalalo za ogwira nchito m'boma, malamulo padziko lonse pa ndalama zoyendera ndi chisangalalo ikulankhulanso ndalama zimene mungazilipire nokha ndi chisangalalo ca nchito yanu.

Mphatso, Ndalama Zoyendera ndi Zisangalo.

FCPA ikuletsa kupereka "zinthu ziri zonse zofunikila" kwa ogwila nchito akunja kwa dziko pokha pokha patakhala dongosolo.

Mphatso: Simungapereke mphatso kwa wogwira nchito m'boma kuti akondele kampani pamene pali mpikisano. Mphatso ina ili yonse imene yaperekedwa kwa wogwira nchito m'boma iyenera kugwirizana ndi lamuloli. Zinthu izi ziyenera kutsatidwa: (i) mphatso za ndalama kwa wogwira nchito m'boma ndizosabvomerezedwa; (ii) mphatso zazing'ono zing'ono zimene zili ndi chizindikilo ca kampani zingaperekedwe kwa wogwira nchito m'boma pomuthokoza kapena kuti amve kuti walandiridwa; (iii) mphatso ziyenela kukhala zogwirizana ndi katundu ndi nthawi yimene zaperekedwa; ndi (iv) mphatso zake ziyenela kubvomelezedwa ndi lamulo la boma. Ngati mukukayika za mphatsoyo uzani a CCD pamene simunapereka mphatso iyo kuikilapo amene tikucita nawo malonda nthawi zambiri. Mphatso zotero zifunika mtengo wace udziwike bwino kulingana ndi lamulo la kampani pa nkhani za kagulidwe ka mphatso.

Ndalama Zapaulendo: Kufotokoza mwasatane-satane, mafunso ya ndalama za paulendo zinalembedwa m'dongosolo la kampani pa mayendedwa ndi chisangalalo. Malipilo operekedwa ndi kampani poyenda ndikulipila kumalo kumene wogwira nchito m'boma akukhala (kuphatikizapo makasitomala athu) ziyenera kubvomelezedweratu ndi a CCD. Izi ziyenera kutsatidwa: (i)ndalama zokhazo zimene zaonongedwa pamene munthu wayenda pocita malonda ya kampani ndiye zidzabwezedwe; (ii) ndalama yolipila ndege (osati ya mtengo wapamwamba kwambiri- first class) yidzabwezedwa; (iii) kampani siyidzasankha wogwira nchito m'boma kuti ayende (koma boma liyenela kutelo kapena kasitomala wa AOI; (iv) Wogwira nchito okhawo ndi amene adzabwezedwe zimene awononga koma osati abale ao; ndipo(v) ndalama zimene zawonongedwa pocita zachisangalalo ziyenera kubvomelezedwa mutalemba kalata ndikubvomelezedwa ndi a CCD.

Chisangalalo pamene muli panchito: Simuyenera kusangalatsa wogwira nchito m'boma (kapena kupereka chisangalalo) ngati mukudziwa kuti chisangalaloco chipereka mwai ku kampani. Malonda kapena chisangalalo cimene chingasangalatse makasitomala athu ang'onoang'ono sicingathe kusangalatsa makasitomala athu a akuluakulu (wogwira nchito m'boma). Chisangalalo ca wogwira nchito m'boma ndi cobvomelezeka pokha pokha(i) chikugwirizana ndikutukula, kulongosola ndi kuwonetsa malonda ya kampani; (ii) chigwiritsa nchito ndalama zochepa; (iii) ndi cobvomerezeka ndi malamulo; (iv)

chigwirizana ndi makhalidwe a kuderalo; ndipo (v) ndikupewa zonse zimene zingapangitse kuti chisawoneke bwino. Ngati mukukaika kuti chisangalalochi chigwiritsa nchito ndalama zambiri uzani a CCD.

Muyenera kuwonetsetsa nthawi zonse kuti mphatso, kuyenda kapena zisangalalo zoperekedwa kwa ogwira nchito m'boma zikugwirizana ndi malamulo a kampani, ngakhale pali za chikhalidwe ndi zocitika za ku deralo.

Kuti mudziwe zambiri

Kuti mudziwe zambiri pakaperekedwe kandalama ndi zina zimene mufunika kukwaniritsa, onani zinthunzi zakanema pa kompyuta yanu. Mungathe kupeza izi ngati mwasegula keyala ya pakompyuta ya kampani yathu.

Kuthandizila kapena kupereka ndalama "zochuluka": Mu maiko ena wogwira nchito m'boma amayembekezela kupatsidwa ndalama zochuluka kuti athandize boma. Zopereka zoterozo ndizobvomelezeka pokhapokha:

- Zoperekedwazo ndizochepa;
- Ndalama zoperekedwazo zifuna kuti boma licitepo kanthu ndipo kampani ikukwaniritsa zonse za boma; ndipo
- Kuperekako sikugwirizana ndi ndalama zimene zikuperekedwa nthawi zonse
- Zoperekedwazo zikugwirizana ndi malamulo a mudelaro ndi zocitika kapena palibe cimene chingacitike kuti boma licitepo kanthu.

Cofunika kwambiri, ngakhale zoperekazi zitha kubvomelezedwa ndi a FCPA, sizingakhale zobvomelezedwa mumalamulo a maiko ena, kuphatikizapo dziko limene zoperekazi zikuperekedwa, lamulo la ku Magalande (UK Bribery Act), lamulo la O.E.C.D. Anti-Bribery Convention ndi ena. Kotero, zoperekazo ziyenera kucitika pokha pokha ngati zabvuta. Ngati kuli kotheka, ngati mukudziwiratu, kalata yachibvomerezo itengedwe kwa a CCD.

Kuonjezerapo, ngati zoperekazi sizingapeweke, ndikoyenera ndi lamulo kuti zoperekazi zilembedwe mumabuku a kampani. Zolembedwazi ziyenela kulembedwa bwino bwino osati kuzibisa. Ngati muli ndi mafunso okhuza kaperekedwe ka ndalamaka, funsani a CCD a AOI.

Ndale ndi Zopereka

Kuti mudziwe zambiri

Kuti mudziwe zambiri pakaperekedwe kandalama ndi zina zimene mufunika kukwaniritsa, onani zinthunzi zakanema pa kompyuta yanu. Mungathe kupeza izi ngati mwasegula keyala ya pakompyuta ya kampani yathu.

Ndale ndi zopereka

Wogwira nchito akulimbikitsidwa kupanga nawo ndale. Muyenera kusaphatikiza kampani pakuonetsa kukondera wandare kapena zina zokhuza ndale. Musagwilitse nchito dzina la kampani mogwirizana ndi za ndale. Kampani siyidzapereka ndalama kwa wogwira nchito amene apereka zopereka ku ndale.

Pamene mukuyimila kampani, muyenera kutenga nawo mbali mu ndale zosakondela monga mwa uzidwa ndi mkulu wanu. Ngati nchito za ndare zikukhuza Kampani kapena amene akugwira nao nchito, kaya pakupereka ndalama kapena ayi, muyenera kutenga chilolezo ku wamkulu wathu. Koma muyenera kulemba ndalama zimenezi mumabuku. Ngati mwasankhidwa kutenga nawo mbali mu kampeni pamene mukuyimila kampani, muyenera kusamala kuti musapange nawo kampeni. Kampeni imakhala pansi pa malamulo a dziko ndipo imafuna zambiri. Ngati muli ndi mafunso okhuza zocitika za ndale, fusani a CCD a AOI.

Nkhawa pandale zocitika ku onse

Kulandira/ kupereka* mphatso *kwa ogula ndi ogulitsa katundu

AOI siyifuna kucita malonda mwachinyengo. Muyenera kuikako mtima pa zimenezi. Ngati Atsogoleri, Ofisala, kapena mkhala pakati, muyenera kugwila nchito mogwirizana ndi kampani. Izi zitanthauza kuti musalole zolinga zanu kukangana ndi udindo wanu woyimilira zolinga za kampani. Muyenera kugwilitsa bwino maganizo anu, koma dziwani izi.

Pogwira nchito ndi ogula, mungalandire kapena kupereka mphatso zochepa polemekezana kapena kulimbikitsa ubale. Koma, NDALAMA NDIZOLETSEDWA. Zina zoletsedwa ndi:

- Ngongole ziri zonse, pokha pokha ngongole zaku ma banki pamene mukucita malonda;
- Zakudya, zakumwa, zisangalalo, kuyenda ndi kugona, kapena kulipira zimenezi, pokha pokha ngati mwini wakeyo alipo, ndipo zikukhuzana ndi malonda.

Muyenera kusamala pobvomeleza mphatso; muyeneranso kusamala popereka mphatso ndi photo kwa amene mukucita nawo malonda.

Kampani ikuyembekezera inu kuti mupange ubale wa mphamvu. Izi zifuna chidwi canu ndi kudzipereka kwanu. Musapereke mphatso za mtengo wodula kwa ogula malonda, wogulitsa, ndi ena amene mukucita nawo malonda ndipo iwo asayembekezere izi kucoka kwa inu. Mphatso, kukondela, ndi chisangalalo chingaperekedwe ku ma phwando ngati;

- Zikugwirizana ndi malonda;
- Ndi zosadula ndipo sizitengedwa ngati ziphuphu;ndipo
- Zikugwirizana ndi dongosolo ndi malamulo ndi zimene zikuyenela kutsatilidwa.

Cifukwa pali malamulo ambiri oona pakukana chiphuphu, ndikoyenera kuonana ndi CCD pamene mupereka mphatso.

Kugwiritsa nchito wina pocita malonda

Ngakhale pamene tikupereka nthandizo kuosowa mwa ubwino, kuthandiza osowa kucokera kukampani, kumakhala kobvuta cifukwa ca kusagwirizana pakati pa bungwe lothandizikayo. Chimodzi-modzi thandizo lopereka ku a boma kapena ayi limakhalanso bvuto. Ndipo, muyenera onana ndi CCD ngati mufuna kupereka nthandizo li lonse.

Kugwira Nchito Kunja

Nthawi zina kuzakhala kontheka kugwiritsa nchito wina kucita malonda ya Kampani. Kampani siyifuna kucita malonda ndi mkhala pakati wosasatila dongosolo, CBC ndi malamulo ena a Kampani.

Nchito Zina, Cidwi pa Malonda ndi njira zophindulitsa

Nthawi ndi nthawi mutha kukhala ndi m'pata wakugwira nchito, kucita bizinesi ndi kulowetsa ndalama mu phindu la kutukuka zonsezo osakhala nchito za kampani koma zanu-zanu. Ndipo ngati ndi tero, muyenera kulondola Mfundo izi.

Kubwalo kwa nchito yoikika kapena bizinesi yosalumikizana ndi Kampani, kuphatikizapo zinchito monga kukhala bwana wamkulu kapena udindo wina uliwonse ndi zololedwa koma siziyenera kuwononga nchito yanu ndi udindo wanu ngati nyanchito kuno. Zina zili zonse, monga nchito, ubale, kugwirizana mwa njira ina iri yonse kapena kupereka zinthu kwa Kampani kapena wina wopikisana nafe muyenera kutidziwitsa a CCD ndi kulondola Mfundo zonse solamulira Kampani yathu. "Kuchuluka kwa cidwi pa cuma" kutanthauza cidwi cina cili conse pa cuma cimene cingaonetse kapena kupangitsa inu kuganizira mwina, koma kucotserako katundu wa malonda wa anthu ambiri monga

ndalama za malonda a indekisi ndi zina zothandiza anthu zimene wina akalowetsamo ndalama alibenso ulamuliro m'mene ndalamazo zingagwiritsidwire nchito.

Mupemphedwa ndi kufulumizidwa kutengako mbali m'mabungwe othandiza anthu ena monga osauka komanso mabungwe ena a anyanchito, koma pokhapo ngati zimenezi sizisokoneza nchito yanu. Komanso ngati muli ndi cidwi pa katundu wina umenenso kampani iri nao ndi cidwi, conde dziwitsani ofisala wa CCD.

Kugwiritsa nchito kompyuta

Kukopela ma sofuti weya ndikuphwanya malamulo a kampani ndipo, munjira ina malamulo a zokopela angapangitse kampani kuti iphwanye malamulo a wosindikiza zamakompyuta. Kuletsa uku ndi kwa aliyense pa dziko lapansi, malo kapena kakhalidwe ka mumadela awo.

Kuteteza katundu wa Kampani ndi Kusunga Chinsinsi

Aliyense wa ife ali ndi udindo woonetsetsa kuti katundu wa kampani ndi zinsinsi zonse zikugwilitsidwa nchito pakucita malonda ya kampani. Musagwiritse nchito katundu wa AOI ndi nchito zanu zimene sizigwirizana ndi malonda ya kampani popanda chilolezo.

"Katundu" akuphatikizapo zinthu ndi zina zomangidwa. Uthenga umene mumapanga pogwila nchito ndi "za kampani"--- ndiye kuti, ndi katundu wa mtengo wa patali wa kampani. Uthengawu ungathe kukhala chinsinsi, chuma, nchito, zoganizila kucitika, za mtsogolo za Kampani za malonda, mapepala, kapena uthenga onse osungidwa. Uthenga uliwonse wokhuza ogula athu, udzatengedwanso ngati "wa kampani" ndipo ndi zinsinsi. Conde dziwani kuti zinsinsi zathu zimasungidwa mu makina ya kompyuta. Muyenera kutchinjiliza uthenga umene usungidwa mumakina monga mmene musungila pepala liri lonse.

Musamale pa kusagawa uthenga wa chinsinsi wa kampani ndi ena, kuphatikizapo wogwira nchito, pokha pokha ngati zili zokhuzana ndi malonda. Kuulura uthengawu utatulutsidwa ungathe kuchepetsa mphamvu yake ndikupatsa mphamvu anthu ena. Kumbukiraninso kuti kuulura uthengawu mosadziwa (mwa chitsanzo,pa ma lamya, malo amene muli anthu, mu ndege, ma eleveta, malo ogonamo kapena malo odyelamo) kungawononge AOI.

Zoona pakagwiritsidwe ka ndalama

Mukasiya kugwila nchito ku kampani, musatenge uthenga wa chinsinsiwu kucokera ku AOI ndi kuwulura kwa amene ticita nawo mpikisano, wolembedwa nchito wa tsopano, kapena munthu wakunja kapena bungwe.

Tonse tisunga kapena kukonza uthenga pamene tikugwila nchito. Mwachitsanzo, zokhuza chuma, za ma akawunti, zoganizira kucita mtsogolo za malonda, malamulo yakayendesedwe, kaperekedwe kazimene tipereka ndi ma lipoti ofotokoza mmene ndalama zayendela. Anthu ambiri, mkati ndi kunja kwa kampani, amadalira kuti zimene tasungazi ndi zoona. Ndi udindo wanu kutsatila malamulo a kampani ndi dongosolo ndi kupereka uthenga woona, onse,ofunikira, panthawi yake ndi womveka.

AOI inakhazikitsa dongosolo lakuona pa nkhani pa za chuma kuikilapo zakuona pakasamalidwe ka chuma mukati mwa Kampani kuti iteteze katundu wa kampani ndikuonetsetsa kuti uthenga wa za chuma kapena katundu wina ndi oona ndi ofunika. Malamulo awa ayenela kutsatidwa ndi aliyense:

- Pasakhale chinsinsi pa ndalama zimene sizinalembeledwe mu ma buku, katundu kapena ndalama zimene sizinagwirisidwe nchito bwino.
- Musalephere kulemba ndi kuulula bwino, katundu ndi ndalama za kampani zimene zaonongedwa.
- Musasunge zabodza kapena zolembeledwa za kampani za bodza.
- Musachite zinthu zocitisa mantha, zonyengelera, kapena zosokoneza munthu oona pa chuma pamene iye akugwira nchito zakufufuza kagwiritsidwe ka chuma.
- Musalipire mmalo mwa kampani ndi chikhulupiliro cakuti ndalamazo zigwilitsidwa nchito yina yosiyana ndi imene iyenela kugwila.
- Nenani (mwa chinsinsi ngati simufuna kudziwika) kwa CCD, kapena bungwe loona pakafufuza zakagwirisidwe ka ndalama, ma dandawulo anu ena onse okhuza za ma akawunti kapena kufufuzako.

Kuti mudziwe ngati uthengawu ndi oona, uyenela kuonedwa ndi aja amene aona kuti ndalama zagwirisidwa nchito bwino, komanso wogwira nchito m'boma. Musasiye kulondola dongosolo polandira uthenga wolondola za chuma. Musalole okuyanganilani kapena wogwira naye nchito kuti akukakamiza kucita motero. Kusachita mwachilungamo popereka uthenga uyu moona kungathe kuikitsa inu mumulandu kapena kuti akucotseni nchito. Ndi udindo wa aliyense wogwira nchito kugwirizana ndi zonse zokhuza nkhani za kayendetsedwe ka za cuma.

Kulumikizana ndi ena

Wamkulu pa Kampani (Chief Executive Officer), kapena amene asankhidwe, ndiololedwa kuyankhula mmalo mwa AOI ndi kukonza kutulutsa zotsatila za chuma ca AOI. Zonse zopempha zokhuza kampani kucokera kwa opereka ndalama, amene akuona ngati kampani ikuyenda patsogolo kapena iai ndi amene ali eni ake a kampani ziperekedwe kwa msungi wa Kampani. Atola nkhani amene afuna kudziwa za Kampani, kakwanirisidwe ka malamulo, pamene agwirira nchito kapena pamene athandizila anthu aperekedwa kwa Mkulu woona pa kulumikizana mu Kampani (CCM). Kutulutsa uthenga wa kampani kudzela mu njira zina ndi kuphwanya lamulo la kampani.

Ndalama za chipepeso ndi zotsiliza ukasiya nchito

Zocitika mu ndandanda olipirirapo ndalama ya kampani ndi malingalilo a Kampani pa ndalama zoyamikila wina akasiya nchito zipangidwa kuti zigwilizane ndi malamulo oyenera a boma okhuza maola ogwilila nchito, malipilo, kulandira phindu, kusunga zimene zalembedwa ndi zofunikila zolengezedwa. Izi ndizosiyana ndi mumaiko ena amene amachita nawo malonda. Kusintha kuli konse kwa zocita za kampani, malingalilo ndi malamulo popanda kufunsa mkulu wachiwiri oyanganira ogwira nchito(Vice President of Human Resources) wa AOI ndi milandu.

Kusasankhana ndi mwai olingana

Kampani ndi yodzipereka kuthetsa bvuto lakusankhana ndikupereka mwayi wanchito wosasiyana. Wogwira nchito onse ndi wofuna nchito sadzasakhidwa,kuzuzulidwa cifukwa ca mtundu, mtundu wa anthu ocita zolingana, chipembedzo, jenda, cidziwitso ca jenda, kukwatira kapena ayi,zokhuzana ndi zogonana, kocokera, zaka, kukhalitsa mu dziko, kukwezedwa pa nchito, kulangidwa, maphunzilo, malipilo ndi zonse zokhuza nchitoyo.

Cifukwa boma la United States limatenga kampani kukhala ogwira nchito mumalo abo “kontilakita wa boma” pa zifukwa zina kampani iyenela kupereka mwai wosasiyana ndi kusazunzana popereka nchito mumalo a boma.

Ndi cosabvomelezedwa kuzunza, kapena kucita sakho kuli mzako wogwira naye nchito. Tiyembekezanso khalidwe limeneli pamalo athu ku alendo athu onse, ku aja amene amatigula ndi amene tiyembekezela kuzakhala otigula, ndi amene timagulako.

Kukakamiza kugonana ndi wina ndikoletsedwa ndipo sikudzabvomelezedwa. Izi zikuphatikizapo njira ili yonse yakukakamiza kugonana ndi munthu, kaya ndi mwamau kaya mooneka, kumuuza kuti mumukweza nchito, malipilo, ndikumupatsa nchito zina mukagona naye; kumugwila munthu m’malo olakwika;

kulankhula zogonana; ndi zina zimene zingapangitse kuti malo ogwilako nchito akhale owopsa, obvuta kapena okwiitsa.

Ogwila nchito adzatsatila malamulo owona za ogwila nchito ndi zosazunzana kumalo a nchito. Wogwira nchito amene azazunza anzao adzapasidwa mlandu. Wogwira nchito amene aona kuti anakuzunzidwapo ayenela kupereka dandaulo lao kwa amene awayimilira pa nchito kapena wachiwiri oona za umoyo waogwira nchito mopanda kulesedwa. Mungapereke mulandu wanu kapena wamzanu modziwika kapena mosadziwika ku ofesi yokwaniritsa chilamulo. Kumbukilani kuti lamulo locita coipa ku amene aulula bvuto lakusankhana ligwira nchito pano.

Ndi lamulo la kampani kuthandizila a boma pafufuza milandu ili yonse monga yauchigawenga kapena ukatangale. Kufufuza milandu ndi nkhani imene ifuna amene adziwa nkhani za milandu ndipo ifuna anthu odziwa za milandu. Conde musakambile nkhani zokhuza kulakwa kwanu kapena kwa ena ndi a polisi kapena amene afufuza milandu a boma.

Mugwirizano pakufufuza milandu

Mufuseni chizindikilo cakuti atumindwa kukagwira nchito imeneyo, kapena kalata yocokera ku mphala ya milandu kuti afufuze nkhani imeneyo. Otumidwa ndi boma angakhoze kuloledwa kuona mapepala okhuzana ndi nkhani zimene afuna kudziwa pokha-pokha atumidwa ndi mphala ya milandu (ali ndi mapepala owalola kufunafuna mapepala amenewo). Ngati ofufuza milandu a boma apeza mapepala amenewo, a Kampani ayenera kutengako mafotokope. Ngakhale mu nthawi yotere, kaswiri oona kaweruzidwe ka milandu wapa Kampani afunika kudziwisidwa kapena CCD.

Aliyese ofufuza milandu; kaya ndi ocokera kuboma kapena oona pachitetezo adziwisidwe kuti a Kampani azagwirizana nao mukufufuzako pokha-pokha kaswiri oona zakaweruzgidwe kamilandu wa kampani kapena CCD auzidwa kuti athandizire njira yakafufuzidwe.

kuphatikizapo kufufuza kwa aboma, oona zakukwaniritsa lamulo apakampani azachitaso kafukufuku wao pankhaniyo. Anchito onse ayembekezereka kugwirizana ndikufufuzako. Kuti mudziwe zambiri, onani dongosolo loona pakufufuza kwamkati mwa Kampani lapadziko lonse lapansi.

Pasakhale Mtsogoleri, ofisala, wanchito kapena othandizila amene azacitira coipa amene apereka uthenga muchilungamo pa kufufuza. Dziwani, kuti

ndikulakwa kwakukulu kucitila coipa amene apereka uthenga wacolakwikwa kwa ofufuza milandu kapena chikhalidwe.

Kasungidwa Ka zolembwedwa

Kampani yathu yakwaniritsa kuika nchito yakasungidwe ka zolembe kuti zolembedwadwazo zikhale bwino komanso nthawi yaitali, kusamalidwa bwino, kuti panthawi yake akatayike. Kampani izasunga zolembedwa izi kulingana ndi malamulo yakuona pazakasungidwe ndikatayidwe ka zolemba, kugwirizana ndi kacitidwe ka malonda ndi malamulo a kampani, kapena kusunga zolembedwa kuti zikathandizila pa milandu imene ingakhoze kubwera kutsogolo, kukufuza kwa boma kapena zotere. Ngati mufuna kudziwa zambiri, kapena kuika maganizo ena, onani dongosolo la kasungidwa kazolembedwa, kapena kaswiri oona zakaweruzidwe kamilandu wapakampani.

Kugwira Nchito Kumalo Athu

Kukana kugwiritsa nchito mankhwala pa malo athu

Kampani idzaonetsetsa kuti ogwira nchito ake sakugwiritsa nchito mankhwala oledzeretsa pa malo ogwilirapo nchito. Kugwiritsa nchito mankhwala kutathauza kugwiritsa nchito mankhwala awa ndi kumwa molakwikwa mankhwala opasidwa mwachilungamo, kapena kupanga mankhwala mopanda chiloledzo. Pa cifukwa ici kampani yakhazikitsa nchito yodziwitsa anthu za makhwala osokoneza mutu.

Kampani ikutsatira dongosolo ya Drug Free Awareness Act of 1988 ("'DFWA"'), limene linena kuti kampani iyenela kukhala malo amene sikufunika kupezeka mankhwala osokoneza mutu ndikukhazikitsa zocitika zimene zizalankhula poyera kuti izi zikukwanilitsidwa. DFWA imaletsa kupanga, kugawa, kukhala ndikugwilitsa nchito mankhwala osokoneza mutu ku malo ogwililako nchito. Kutsatira za DFWA ndi udindo wa kampani kuti ithe kugwila nchito molingana ndi ma migwirizano ndi boma. Kampani idzaweruza, kuphatikizapo kucotsa nchito, wogwira nchito aliyense amene adzaphwanya lamuloli. Kampani ingathe nthawi zina mobisa, kumupereka ku Chipatala wogwira kuti akathandizike.

Aliyense wogwira nchito ali ndi udindo kuuza amene awayanganila pa zumoyo wao panchito kapena wamkulu wachiwiri owalemba nchito wa AOI mu masiku asanu pamene mwawona munthu akugwilitsa nchito mankhwalawa---zokhuza iwo kapena wogwira naye nchito--- kucokera pa zimene zinacitika ku malo ogwira nchito. Kulakwila udindowu kungapangitse kuti muweruzidwe kapena kucotsedwa nchito.

Zaumoyo ndi chitetezo

Umoyo ndi chitetezo ca wogwira nchito ndi cofunikira kwambiri ku kampani, ndipo kuopsezedwa, ziopsezo, ndi zicitidwe za cipongwe ndi zosaloledwa konse. Ndi lamulo la kampani kuti malo ogwirilako nchito akugwirizana ndi malamulo a dziko ndi malamulo a za umoyo ndi chitetezo ca wogwira nchito ake.

Wogwira nchito amene aphwanya malamulo amenewa sakuyika pa chiwopsezo umoyo ndi chitetezo cao cokha cabe ai, komanso umoyo ndi chitetezo ca anzao ogwila nawo nchito. Pa cifukwa ici, aliyense amene aononga malamulowa adzaweruzidwa.

Kugwiritsa Nchito Ana, Nchito Zokakamiza ndi Maufulu ena a Umunthu

Kampani ya Alliance One ndi ozipereka pakufuna kuthana ndi mcitidwe wogwiritsa nchito ana, nchito zokakamizana ndi zicitidwe zina zosakomera umoyo wa munthu, motero ayesetsa kuti malo anchito akhala abwino komanso okomera onse ogwira nchito komweko m'malo ao onse. Zolamulira zimenezi za kampani ndizolembedwa bwino pa ndondomeko ya za Malamulo pa za Ulimi, Khodi ya Kagwiridwe ka nchito komanso Zolamulira pa Ana pa Kugwira Nchito ndipo zonsezi zipezeka pa intraneti komanso pa keyala ya www.aointl.com

Malamulo a zachilengedwe

Ndi lamulo la AOI kugwila nchito mogwirizana ndi malamulo a mdziko a zachilengedwe kuti asamale ndi kuteteza chilengedwe. Powonjezerapo, kampani ikuyesetsa kutenga nawo mbali mu zocitika zothandiza kusunga chilengedwe. Muyenera kutsatira malamulowa ndipo uzani a CCD, ngati muli ndi mafunso kapena madandaulo okhuzana ndi chisamaliro ca chilengedwe.

Kugwira Nchito Kumalo Ocitirako Malonda

AOI ikucita malonda pa dziko lonse la pansi. Nthawi zina zimene zingacitike mu dziko lina zingathe kuyika kampani kukhala pansi pa malamulo a dziko lina, maka maka pansi pa malamulo a U.S.

Malamulo odana ndi mpikisano ndi malamulo pa malonda ndi obvuta kuwamvetsetsa ndipo sangafotozedwe bwino mu buku ili. Wogwira nchito amene angakumane ndi malamulowa pamene akucita malonda ayenela kuwona ka buku ka Anti-competition and Trade Regulation Compliance Manual. Wonse wogwira nchito ayenela kudziwa izi.

Kukana kunyalanyaza nchito

Kunyanyala kumacitika pamene munthu, gulu, kapena dziko lakana kucita malonda ndi anthu kapena maiko. Lamulo la ku U.S losafuna kunyalanyaza limaletsa ma kampani a ku U.S ndi ma bulanchi awo kugwirizana ndi kunyalanza kwina kuli konse, pokha pokha ngati kwabvomelezedwa ndi boma la U.S (mwa chitsanzo, ziletso pa za chuma zoikidwa ndi a UN). Ma kampani a ku U.S ndi ma bulanchi awo ayenela kuuza boma la U.S zili zonse zimene akufuna kuti anyalanyaza nazo. Funsani CCD ngati pali wina akukufunsani kuti mutengeko mbali pakunyalanyaza, kugwirizana ndi lamulo ili, kapena kugwirizana ndi kunyalanyaza kumeneko.

Malipilo polakwilana wina ndi mzace

Ngati mwalankhula bodza kapena kucita chinyengo kumunthu wina kapena pocita malonda mukuphwanya lamulo, kapena tinene kuti malamulo ambili akacitidwe kamalonda ka AOI. Mwa chitsanzo, kusafotokoza bwino za ubwino wa fodya, mulingo wa zinthu kapena ma mapepala osimikiza kulipira ndalama woperekedwa kwa ogula, malipoti ku boma kapena ma mapepala otumizilapo katutundu pa nyanja kapena ku banki zingathe kuwonetsa chinyengo kapena zolakwa zina. Komanso, zokambilana zotero pa malamya, fakisi, makalata a pa kompyuta, kapena otuma pa positi angatanthauze chinyengo.

Kupeza ndalama monyenga

Malamulo a United States pa za chinyengo amafika patali, ndipo wolakwila malamulowa adzapatsidwa mulandu olipila ndalama ndi kumangidwa cifukwa cophwanya malamulowa. AOI ikuletsa mcitidwewu ndipo ikuyembekezera kuti wogwira nchito ake kusatila malamulowa.

Pambali pa malamulo yamilandu, Kampani ingathe kugwa mubvuto lakulakwila anthu ena pocita zinthu zina, monga kupwa zimene mwapanga ndi amene muchita nao malonda, kuononga uthenga wa Kampani ina, chinyengo pakulongosola katundu wakampani ina kapena kuonga zina lakampani ina. Ndi cabwino kulongosola moona za kampani yanu, kapena ya ena, kapena anthu, ndi kusaononga ufulu wakampani yina.

Malamulo a boma pachinyengo

Kuba ndalama kumacitika pamene munthu atenga zimene zili zakuba kukhala ngati zapezeka munjira yabwino. Malamulo a mu maiko ambiri amaletsa kugwilitsa nchito zinthu zimene zapezeka munjira yolakwika.

- Muyenera kutsatila malamulo onse amene akulankhula pa ndalama za kuba ndi malamulo amene afuna kuti inu munene pamene mwaona ndalama ndi zinthu zina zolakwika.
- Muyenera kupeza zokwanira pa ogula, okugulisani ndi ena amene mukucita nawo malonda kuti mudziwe kumene ndalama zawo zicokera ndi kuti muone kuti zicokera kumalonda obvomelezeka.
- Muyenera kutsatila malamulo onse okhuzana ndi kalipilidwe ka ndalama. Ndi zosabvomelezeka ndi malamulo a kampani kulandira ndalama zoonekeratu koma cheke. Ndipo ndi zosabvomerezekanso ndi lamulo la kampani, pokha pokha ngati pali cina cake ndiponso ndi ulangizi wa zamalamulo wa kampani, kulandira ndalama monga ngati ma money order kapena macheke apaulendo, kapena kulandira ndalama kwa amene simuwadziwa bwino. Ngati ndalama zotelozo ndibzovuta kuzipewa mulandile chilolezo kucokera kwa Ofisala wa ku kampani ndikutsatila zonse zimene zikugwirizana ndi malamulo a United States Internal Revenue Service.
- Muyenera kuonetsetsa kuti ogula wonse, okugulisani, ndi ena wonse amene mumachita nawo malonda kuti ali okozekela kusunga mapepala onse operekepo ndalama ndikupereka malipoti.
- Muyenera kukhala maso pamene ndalama zikuperekedwa ndipo zikuwonetsa kuti ndizobedwa, monga:
    - Ndalama kapena zopereka zodabwitsa; Kubweza ngongole mwansanga;
    - Kugula kapena zocitika zina zooneka zodabwitsa ndi malonda ya kasitomala wanu; Kupereka ndalama kodabwitsa, ndi kaperekedwe ka ndalama kodabwitsa;
    - Kupereka kucokera kwina kupita kwina zodziwika kuti ndi misonkho ya ku madela kwina yotchedwa “tax haven” ndipo zikugwirizana ndi kuba ndalama
    - Kufunsidwa kupereka ndalama kwa munthu kapena akawunti yosadziwika.

Kukana kusakhulupirilika ndi mpikisano osakondela

Pa dziko lonse lapansi, a AOI ayenela kutsatila malamulo odana ndi kusakhulipilika ndi mpikisano wosakondela wa maiko osiyana siyana. Mudziko la United States, lamulo limene likugwira nchito mu mamakampani ndi lonchedwa kuti Sherman Act, limene lipatsa mulandu wakuba kapena olipila mzake cifukwa cakumulakwila. Lamuloli ndi malamulo ena padziko lapansi ndi okhwima. Kuononga lamuloli la Sherman ndi kulakwa kwakukulu kumene kungakuperekeni imwe mundende kwa zaka nkhumi kapena kulipira ndalama zokwanira $1,000,000 ndalama zaku America pa munthu aliyense. Ngati ndi kampani imene yapwanya lamuloli izapatsidwa mulandu wa ndalama zokwanira $100, 000,000 ndalama zaku America.

Malamulowa alipo kuti alimbikitse mpikisano. Akuletsa mgwilizano kapena zocitika pakati pa ocita mpikisano umene ungathe kuletsa malonda kapena kuchepetsa mpikisano.

Migwilizano ndi zocitika zimene zili munsizi ndi zosabvomelezedwa ndipo ziononga mpikisano ndi kuphwanya malamulo:

- Kukonza kapena kuongolela mitengo yoperekedwa kwa otigulisa malonda kapena ogula pamene akucita mpikisano.
- Kupereka zinthu kumadela kapena misika kuti akusakheni;
- Kunyanyala otigulisa kapena ocita nao malonda; kapena
- Kuchepetsa kapena kugulitsa katundu, kapena zili zonse, ogula kapena misika ndi amene tikupikisana nao.

Malamulo ambiri odana ndi kusakhulupilika ndi mpikisano wosakondela akuletsa kupondeleza anthu pa msika ndikucotsa amene mupikisana nawo mu malonda. Malamulo ambiri odana ndi kusakhulupilika ndi mpikisano wosakondela amasiyana pa dziko lonse lapansi. Ngati muli wokhuzidwa kuti malonda amene muchita akhuzana ndi kusakhulupilika, uzani a Ofisala oona zakukwanirisa malamulo kuti akuthandizeni.

Chidziwike kuti mapangano pakati paopikisana amene apezeka kupwaya malamulo awa safunika kutenga mbali pamupikisano uyu. Ndi cinthu cabwino kuti muziretse kukambilana ndi opikisana nao, kapena kukamba pa mtengo wakatundu uyo, kapena zocitika ndi zimene mufuna kucita pa mupikisano uyo, malo amene mukhalamo, ogula, wogulitsa, kuchepekela kapena kukula kwa zimene mupanga, kapena zilizonse zokhuzana ndi mpikisano zimene zingaonekelethu poyela. Pazaoneka bvuto lalikulu kulingana ndi malamulo awa ngati pali kugawana uthenga wa mitengo ogulilapo katundu ndi opikisana naye, koma pakhala mupata wang'ono kuti zoterezo zicitike. Koma mukalibe kucita motero, kumanani ndi kaswiri oona pa

zakaweruzidwe ka milandu wapakampani kuti mufokoze cimene mucitira ico ndi phindu lake ku kampani ndipo mutenge chilolezo kucoka kwa iye.

Khalidwe limene lingaononge malamulo osakhulupirilika

Kukana kusakhulupirilika ndi mpikisano osakondela

Ngakhale zocitika zina, monga zalembedwa pamwamba apa, zilesedwa ndi kusabvomelezedwa, koma zocitika zina sizobvomelezedwa ngati zigwirizana ndi kucita mupikisano okondela komaso ngati zotuluka zake zibweretsa phindu kumpikisano. Conde onani kaswiri oona pakaweruzidwe kamilandu wapakampani, kapena a CCD ngati nchito zimene zilipansi apa zisusana ndi kusakhulupirika:

- Kucita mobwezerana ngati ogula agwiritsa mphavu yake yogula kukweza malonda kuopereka katundu;
- Kugula ku wamalonda umodzi zonse zofunikila;
- Kucita malonda, kumene kumacitika ngati wogulitsa alamula kugulisa mtundu wakatundu wina kapena cina cimene wogulitsa ali ndi mphamvu pa ogulayo pamene akufuna kugula cina ca ciwiri;
- Kuganizila kukhala pamodzi, kugula, kapena kugwirizana kwina;
- Kubvomela mpando, kapena kubvomeleza ogwira nchito wina kapena ofisala wa kampani kubvomela, kukhala pa bungwe lolamulila la kampani yina.
- Kufuna kuti ogula agule zinthu zambiri kapena zinthu zina kapena kubwezako mtengo cifukwa cogula zinthu zambiri kapena zina.
- Kubvomeleza kupereka makalata a chilolezo ndi mgwirizano pa zama kompyuta ngakhale zimenezi zikulesedwa.

Kusankhana pakupereka mitengo

Lamulo la dziko pa kusiyanisa mitengo siibvomeledza kuti zinthu zimodzi zigulisike pa mtengo osiyana ku munthu umodzi, ngati kusiyana kwa mtengo kukupangisa kuti munthu wina asakhale ndi mpata opikisana pakugula. Chimodzi –modzi kuikilapo ndalama zimene zilibe cilingo nizosabvomelezedwa ngati zikucitisa wina kuti asapikisane. Kusiya kwa mitengo kungabvomerezedwe ngati kukuthandiza ogulayo, kuti athandizike cifukwa cakupewera kwa ndalama (osati kupikisana). Conde mitengo ikhale imodzi ndi amene tipikisana nao.

kukhalako inu cabe olamulila malonda

Ngati Kampani ikhala yekha kumaloko komanso yili ndi mphamvu, kutathauza kuti yili ndi mphamvu kuika mitengo kapena kucosa mpikisano, kukhala kwao kuoneka kuti kuli kotani ndipo kuti mphamvuzo anazipeza bwanji ndipo akucita nazo ciyani.

Ngati malo anu ali ndi mphamvu imeneyi, ndinu nokha wogulitsa fodya, conde lekani khalidwe limene lionetsa kulamulila mitengo kapena kucosapo mpikisano, monga kucita cinthu ndi mtima wakuti mucose mpikisano pakucita malonda. Funsani kaswiri oona pakaweruzidwe ka milandu wapakampani, kapena CCD, ngati muli ndi mafunso pa nkhani zolamulila malonda kapena ngati mukuona kuti muli ndi mphamvu za msika.

Kulamulila msika kungakhalepo ngati mabungwe awiri kapena ambiri akumana pamodzi kuti akulitse mphamvu yao ya msika kuti alamulile mitengo kapena kucotsa mpikisano. Malingaliro pa mugwirizano umene ungabweretse kulamulila msika uperekedwe kwa kaswiri oona pa zakaweruzidwe kamilandu pakampani, kapena CCD pamene simunacite cimeneco.

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Kodi munalidziwa?

Ngakhale mugwirizano pa malonda ungathandize munjira zina, koma ungabweretse mabvuto ngati mugwirizano uwo uli ndi amene mupikisana nao cifukwa antha kuulula uthenga ungakubweresereni mumusika. Cabwino ndi kufunsa kaswiri oona zakaweruzgidwe kamilandu pa kampani, CCO kapena CCM pamene simunalowe mumugwirizano.

Kuletsa ena kuchita malonda

Mugwirizano pa malonda

Mugwirizano pa zinchito sikulesedwa cifukwa zitika mumugwirizano wamalondao. Mukhale maso kwambiri pamene mukukambisana ndi opikisana nao pamene mukhala mumugwirizano wamalonda. Mwapadera, musachite malonda pamugwirizano umene uphwanya malamulo a mpikisano, cifukwa mulandu uzapasidwa kwa amene atengako mbali mwakuonekera kaya ai pakulakwako. Ngati munatengako mbali msonkhano wamugwirizano pamene malamulo okana mupikisano pamalonda kapena kulakwa kulikonse kunalankhulidwa, conde siyani mugwirizano uyo ndipo perekani khalidwe ilo ku kaswiri oona za kaweruzidwe ka milandu pa Kampani kapena CCD.

Conde onani kaswiri wamalamulo wapakampani, a CCD ngati mufuna kutengako mbali pa mugwirizano pamalonda umene ugawana zinchito zocita mumakampani, kapena kugawana uthenga wa mitengo, kuchepekera kapena kukula kwa zimene zipangidwa, mitengo, nambala ya katundu umene muli nao kapena mutengo olingana ndi umeneyu ukuulusidwa pa kayendesedwa ka chuma ndi umoyo wa kampani. Zocitika zimenezi ndi zololedwa pokha-pokha zocita zalondola malamulo.

Kugwirizana Bwino

Nthawi ndi nthawi, mab oma amaika ziletso pa malonda kapena pa ma ulendo ndi pa katundu olowa kapena otuluka ku maiko akunja. Malamulo a ku U.S akuletsa ma bulanchi a kampani kucita malonda opita ku maiko amene ali oletsedwa ngakhale kugulitsa, kapena kugula zinthu kucoka kumaiko awo, kapena kugulisa zinthu zochekera ku US ku maiko awa, kapena kampani ya kudziko limeneli liletsedwa. Ndi lamulo la kampani kutsatila malamulowa amene amaletsa malonda ndi maiko ena.

Conde onani dongosolo la Kampani pa kuletsa kucita malonda kapena lamulo latsatanetsatane la US pakuletsa kucita malonda ndi maiko oletsedwa kuti mudziwe zambiri, kapena mukumane ndi a CCD ngati muli ndi mafunso kapena nkhawa pakuletsa kucita malonda ndi maiko oletsedwa.

Malamulo pa kutumiza kapena kubweretsa katundu

Muyenera kutsatila malamulo akalowedwe kapena kutulusidwe ka katundu monga malamulo afunila kukhala ndi mapepala ofunika. Maka maka, wogwira nchito kapena wothandizila sakuloledwa kulipira mayendedwe a zinthu kapena ocita naye malonda popanda CCD kudziwa. Zocitika pansipa ziyenela kuoneka bwino:

- A United States ndi maiko ena ali ndi malamulo afuna kuti mulembepo pa katundu kumene ucokera. Muyenera kutsatira izi ndi malamulo ena olemba pa katundu.
- Kampani itha kukhala ndi zokhoma "drawbacks" pokhuzana ndi katundu olowa ndi ndalama zoperekedwa mokhuzana ndi malamulo. Muonetsetse kuti zokhomazi "drawbacks" sizili ndi maganizo a bodza.
- Musatenge nawo mbali poononga malamulo ndikupereka ziphuphu.
- Musakonze mapepala osimikiza kuti mwalandira ndalama za kampani a bodza pa zinthu zimene simunagulitse.
- Masatifiketi olakwika mogwirizana ndi za katundu wotuluka kapena makalata angongole
- Kupereka zolembedwa zoboza kwa amene ocita malonda apempha.
- Kupereka ndalama cifukwa mwacita umboni wabodza mu mapepala kusimikiza kuti mwachita malonda.
- Kucita malonda ndi makasitomala atsopano.

Malamulo anthu mwachidule

AOI ikudalira inu kuti muchite zimene zalembedwa mu malamulowa. Zili munsizi zikuonetsa mwachidule mmene mungagwilire nchito molingana ndi dongosolo.

Dziwani ndi kucita monga mwamalamulo. Podziwa ndikumvetsetsa ndikulondola malamulo a kampaniwa ndi zimene zingatipangitse kukhala chitsanzo

Dziwani lamulo ndikufunsa mafunso okhwima. Muyenera kudziwa malamulo amene akhuzana ndi nchito ndi udindo wanu. Ngati simulidziwa lamulo la kampani, ngati lilipo, kapena ai funsani a CCD kapena CCM a kampani.

Musaganizila zinthu cabe. Musaganize kuti akulu akulu akudziwa kapena sakusamala pa cinthu cina. Komanso, musaganize kuti palibe cimene adzachitapo. Akulu akulu a AOI ndi wodzipereka kuwonetsetsa kuti za malamulo zimene ziyenela kucitika ndikutsatiridwa. Tifuna mutiuze ngati pena palakwika.

Musangoyanganira zolakwikazi. Tiyenela kuikapo mtima pakukwaniritsa malamulo akampani. Ngati muona kuti wina akuphwanya malamulowa,tengani njira zoyenera kuti mukonze colakwikaco pakupereka bvutolo ku ofisi, kwa CCD, mkulu oona kukwaniritsa lamulo wakwanu, bungwe loona kagwiridwe ka ndalama, akulu olamulira a kampani, kapena kutuma lamya pa nambala yokuthandizil inu (musaziulule ngati mufuna).

Musakakamizidwe. Sikololedwa kuphwanya lamulo, kapena kukakamizidwa kuti mutero – ngakhale kuti muganize kuti kuphwanya lamulo ilo kungathandize kuti mukwaniritse zolinga zanu