



## Slavery and Human Trafficking Statement for the Financial Year ended 30 June 2021

Sasol Limited, the holding company of the Sasol Group of Companies (Sasol), is opposed to any form of modern slavery and human trafficking in our supply chain or in any part of our business, and we remain committed to the prohibition of any form of forced labour and child labour.

We are committed to upholding business and human rights and are working towards the integration of business and human rights into our business practices. Our commitment to uphold the business and human rights of all people is captured in our Code of Conduct, Human Rights Policy, Supply Chain Policy read with our Supplier Code of Conduct, Safety, Health and Environmental Policy, Sasol Security Policy and various other policies and practices related to fair labour and employment. Respect for human dignity and rights of all people is critical for the sustainability of our business. We respect, uphold and protect business and human rights and conduct business based on fair, lawful, efficient and transparent practices. Our approach is premised on compliance with applicable legal requirements in all jurisdictions in which we conduct business. If a national law conflicts with our business and human rights commitments, we uphold the international human rights law, which sets out the basic protections that all individuals are entitled to. Our compliance programme in all the jurisdictions in which we operate is a key enabler in this regard.

This statement is published pursuant to section 54 of the United Kingdom (UK) Modern Slavery Act, 2015 (the Act) by Sasol and the following Sasol UK companies/subsidiaries:

- Sasol UK Limited;
- Sasol European Holdings Limited;
- Sasol Financing International Limited;
- Sasol International Services Limited;
- Sasol Chevron Consulting Limited;
- Oxis Energy Limited; and
- Sasol International Insurance Designated Activity Company.

Section 54 of the Act requires commercial organisations carrying on all or part of a business in the UK, that supply goods or services, and which have a consolidated global turnover of GBP36 million per annum or more to prepare and publish a slavery and human trafficking statement for each financial year.

Sasol also complies with the California Transparency in Supply Chain Act of 2010 (SB657) which requires certain companies to report on specific actions taken to eradicate slavery and human trafficking in their supply chain. Sasol North America's statement in this regard can be found at [www.sasolnorthamerica.com](http://www.sasolnorthamerica.com).

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KC Harper (American) VD Kahla (Executive) GMB Kennealy NNA Matyumza ZM Mkhize MEK Nkeli PJ Robertson (British and American)  
S Subramoney P Victor (Chief Financial Officer) S Westwell (British)

Group Company Secretary: M du Toit

## **Our business**

Sasol is an international integrated chemicals and energy company that, through its talented people, uses selected technologies to safely and sustainably source, produce and market chemical and energy products competitively to create superior value for our customers, shareholders and other stakeholders. Our global turnover for the financial year ended 30 June 2021 was ZAR 201 910 million. Please refer to Sasol's Integrated Report for 2021 for more details, and for information on how we structure ourselves, including details of our operations and principal activities, and our most recent Form 20-F on [www.sasol.com](http://www.sasol.com).

## **Our business and human rights framework**

Since 2001, Sasol has been a signatory of the Ten Principles of the United Nations Global Compact. These Principles require adherence to the Universal Declaration on Human Rights, the Guiding Principles on Business and Human Rights, and the Voluntary Principles on Security and Human Rights. To ensure that human rights considerations are at the fore of Sasol's ways of working, the Safety, Social and Ethics Committee of the Sasol Limited Board of Directors (Board), responsible for the oversight on human rights, approved a Business and Human Rights Framework (Framework) which is a road map to guide the integration of human rights matters in our business activities to the extent appropriate for Sasol, aligned with the UN Guiding Principles on Business and Human Rights. Business and Human Rights risk management is an aspect of the Framework, with the objective of integrating business and human rights risks to our overall enterprise risk management approach.

Following the approval of the Framework in May 2020 and the re-structuring of Sasol's business, a review of the group wide risk profile commenced, and such review included an assessment of the business areas where business and human rights impacts may be prevalent. In conducting the review, the Sasol Enterprise Risk Management Framework and Risk Management approach is being applied in order to foster a systematic and standardised way to identify, prevent, mitigate and account for adverse impacts on business and human rights and this approach will support on how business and human rights impacts will be addressed and reported on.

Furthermore, the above-mentioned approach considers relevant risks in the existing risk profiles at Sasol group and business operations which would potentially impact business and human rights. For this reason, the updated risks profiles are expected to be implemented in financial year 2022, following which monitoring and reporting on the risks will commence.

Our Human Rights Policy which outlines our commitment to uphold and respect business and human rights and Supply Chain Policy underpin this statement. Both policies are accessible on [www.sasol.com](http://www.sasol.com) and a dedicated business and human rights page is also available under the Sustainability tab on [www.sasol.com](http://www.sasol.com).

Our Framework incorporates the International Bill of Human Rights, the Ten Principles of the United Nations (UN) Global Compact and the UN Guiding Principles on Business and Human Rights. We also subscribe to and endorse the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and the Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises as well as the International Bill of Human Rights and the UN Sustainable Development Goals. Our approach is premised on compliance with applicable legal requirements in all the

jurisdictions in which we conduct our business, including the abolishment of modern slavery and human trafficking. Sasol's supplier community is required to uphold the Human Rights Policy through the Supplier Code of Conduct which directs supplier behaviour in support of Sasol's shared values and is communicated to suppliers.

## **Our Code of Conduct and supply chain management**

The Sasol Code of Conduct applies uniformly to all Sasol businesses, employees and directors globally without exception, and commits all who are bound by it, to consistently behave responsibly, honestly, fairly and respectfully in all our business relationships. Our values form the cornerstones thereof. We address failures to adhere to the Code of Conduct and associated policies by our employees through disciplinary action in accordance with our Disciplinary Code. Sasol reserves the right to terminate its business relationship with any supplier who violates the Supplier Code of Conduct or if any of supplier's employees, agents or subcontractors violate this Code. Sasol also reserves the right to terminate its business relationship with suppliers who fail to provide written confirmation to Sasol, upon request by Sasol, that they have a program in place to monitor their suppliers and subcontractors for compliance with the Supplier Code of Conduct.

We strive for excellence in the sustainable supply and delivery of goods, services and products to maximise value for our organisation and our customers. We acknowledge that the way our suppliers and other supply chain partners (including their subcontractors) act, affects Sasol and therefore we will only do business with partners that demonstrate integrity and align with our values. As part of our current due diligence processes, we contractually bind all our suppliers and require that they meet all legislative requirements. All approved suppliers are on-boarded and have to confirm compliance with applicable laws and the Sasol Supplier Code of Conduct as part of their on-boarding process. We will be implementing a process of monitoring compliance with business and human rights by Sasol suppliers, and ensure that such suppliers comply with the Sasol Supplier Code of Conduct. We contractually require our suppliers to act ethically, fairly, comply with all applicable laws and regulations, uphold fundamental human rights including fair labour practices and to be transparent in their business practices in accordance with our Supplier Code of Conduct. For more detail in this regard, please refer to Supplier Management on <http://www.sasol.com/suppliers/application-and-accreditation>.

Our Supplier Code of Conduct affirms that all human beings have the right to work freely and of their own free will in accordance with applicable legislation. It requires suppliers not to participate in or benefit from any form of forced labour – which is work performed involuntarily under threat of penalty. In this context, forced labour includes bonded labour, debt bondage, forced prison labour, slavery, servitude or human trafficking. The Supplier Code of Conduct is explicit that Sasol suppliers must not participate in, or benefit from, any form of forced labour and/or child labour.

The Sasol Ethics Line is the primary grievance mechanism for use by employees, service providers and fenceline communities, to report any potential business and human rights infringements and any complaints lodged will be addressed in accordance with established mechanisms. There are also 24-hour toll-free hotlines available, for example, at Sasolburg Operations and Pipeline Operations, for the reporting of nuisance odours, environmental and other concerns. This mechanism is available to our fenceline communities and neighbouring

industries. The Whistle-Blower Policy and Ethics Investigation Policy support the reporting, investigation and management of actual or suspected unethical conduct, including actual or suspected business and human rights violations, through the appropriate mechanisms. All these policies support Sasol's approach to encouraging employees to speak out about ethics without fear of retaliation and to prevent such conduct from continuing or recurring.

Sasol's most recent Sustainability Report on [www.sasol.com](http://www.sasol.com) provides more information on Business and Human Rights, Ethics and Supply Chain Management.

### **Training and awareness**

Through its business and human rights awareness campaign via Sasol Intranet, email communication from our Chief Executive Officer, Leadership Communication and global weekly bulletin email, Sasol employees are reminded about the company's commitment to uphold and respect human rights in terms of its Human Rights Policy. Furthermore, the extensive stakeholder engagement processes ensure that Sasol is best placed to receive concerns from its fenceline communities, and to assess whether there are any business and human rights implications from such concerns. To ensure our commitment to respect and observe business and human rights, we will roll out a business and human rights training which will focus on creating awareness around the requirements of the Sasol Suppliers Code of Conduct, with specific attention being placed on the issues relating to human trafficking and slavery. During 2021 financial year, we have circulated modern slavery and human trafficking awareness communications to our suppliers.

### **In conclusion**

Sasol strives to continuously enhance and adapt its policies, business processes, practices and other controls to effectively combat business and human rights violations and any form of modern slavery within our business and supply chain.

This statement was approved by the Safety, Social and Ethics Committee on behalf of the Board (duly authorised) on 17 November 2021.



**F R Grobler**  
President and Chief Executive Officer  
Duly authorised