

People's Wellness & Benefits

Supporting human capital



Purpose
Innovating for a
better world

Employee benefits – as applicable

- Study aid
- Study leave
- Wellness program
- Flexible working arrangements
- Family responsibility leave
- Additional leave
- Parental leave
- Generous maternity leave

Terms and conditions are detailed in applicable policies

EMPLOYEE WELLBEING

Employee Assistance Program

Supported by  Discovery

Sasol Employee Wellbeing offers you access to a digitally-enabled, comprehensive employee assistance programme that proactively supports you throughout your work and life journey.

Sasol Employee Wellbeing offers various levels of interventions across the four dimensions of physical, emotional and financial wellbeing, as well as legal support.

Using cutting-edge technology including the Discovery mobile and website apps, tailored interventions are proactively and seamlessly provided, through education or episode management based on your risk profile.

As you engage with the programme over time, Sasol Employee Wellbeing will adjust your risk classification and the recommendations and interventions appropriately.

Sasol Employee Wellbeing in Action



Physical wellbeing

This is assessed by taking part in our annual wellness day. The normal screenings such as Body Mass Index, waist circumference, body fat percentage, blood pressure, cholesterol, glucose and HIV take place then key assessments on your overall nutrition and exercise habits, smoking and alcohol use and stress levels are completed.

Discovery Healthy Company takes all this information and assess if there are any high-risk conditions such as chronic disease, depression, high level of stress etc and will refer you to a Healthy Company coach to take the necessary steps to ensure you get the right care.



Emotional wellbeing

Whether you experience a traumatic event such as an accident, assault, crime or traumatic death of a loved one or a life event relating to family care like having a baby, adoption, relationship difficulties or grieving the loss of someone, you will be given support. You are assessed during the wellness days, through online assessments or during telephonic conversations with a Healthy Company coach to assess your needs. If needed, your Healthy Company coach may refer you to a clinical psychologist or social worker for counselling sessions.

You will have access to eight face-to-face counselling sessions per incident. Your Healthy Company coach will check in with you regularly to determine your progress and provide support.

With the help of our mood capture tool on the Discovery website and Discovery app, if the tool detects signs of emotional distress, one of our multi-skilled coaches will reach out telephonically to provide advice and support to prevent issues from escalating.



Financial wellbeing

This element of support is to improve your financial knowledge and help you to assess your current financial situation and provide guidance on where you can improve your financial status.

A Healthy Company coach will help guide you with a series of articles, video clips, budgeting tools and check in with you to make sure you using all the information given to you effectively.

You can also contact one of our financial experts via the support line 0800 320 420, for debt counselling, or assistance with debt management services including insurance reviews, debt consolidation and reducing credit life premiums.



Legal support

If you require legal advice, you can contact one of our legal advisers during working hours for assistance with issues such as divorce, maintenance, custody, criminal matters, property disputes, breach of contract and claims for payment.

Emergency legal support is available 24 hours (0800 320 420) a day. This support includes legal and bail assistance in the event that an employee is arrested.

The legal advisers can also go through any contracts like loan agreements, rental, marriage, sale of property or vehicles to ensure they are legally viable. They can even give you guidance on how to write up a contract with anyone working on your property.