

IKHODI YOKUZIPHATHA YASESASOL 2025

Ukuphila Ngezimiso Zethu

Iqala ukusebenza ngomhla ka-1 Julayi 2025

OKUQUKETHWE

1 ISIBOPHO SETHU SONKE

Umlayezo ovela kuSimon Baloyi	3
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2 MAYELANA NALE KHODI YOKUZIPHATHA (IKHODI)

Inhloso yale Khodi	5
Indlela engabalekelela ngayo abasebenzi bethu	6
Isimo esingokomthetho sale Khodi	6
Le Khodi isebenza kubani?	7

3 ESIKULINDELE

Izibopho Zabaholi	8
Izibopho Zabasebenzi	8
Izenzo Zokuziphatha Okufanele Ebhizinisini	8

4 IZIMISO ZETHU

Izimiso zethu ezinhlanu	9
YIBA OPHEPHILE	10
YIBA OKHATHALELAYO	10
YIBA ONGACWASI	11
YIBA OPHENDULAYO NGEZENZO ZAKHO	12
YIBA OQINILE	13

5 YIBA OPHEPHILE

Sikubeka eqhulwini ukuphepha	15
Siqinisekisa indawo yokusebenza evikelekile	15
Imithombo eyinhloko	16

6 YIBA OKHATHALELAYO

Siyakukhathalela ukuphepha kwabantu bethu, impilo yabo nendawo ezungezile	17
Imithombo eyinhloko	17
Ukwenqatshelwa kwezinto ezidakayo nezingekho emthethweni	18
Ukuziphatha okungamukelekile	18
Siyatshala kubantu bethu	19
Sikhulumisana kahle nababambiqhaza ebhizinisini lethu	19
Siyawahlonipha amalungelo abantu	20
Imithombo eyinhloko mayelana namalungelo abantu	20

7 YIBA ONGACWASI

Sikhuthaza ukuhlukahluka futhi sigqunguzela ukungacwasi kukho konke esikwenzayo	21
Sigqunguzela ukuqasha ngokulingana	21
Ukuze uthole ukusekelwa noma ulwazi olwengeziwe	21

8 YIBA OPHENDULAYO NGEZENZO ZAKHO

Ukuziphendulela kanye Nokungqubuzana Kwezinhloso	23
Sithatha isibopho sokuziphendulela ngezinto esizilethayo futhi silawule ngokuqhubekayo ukungqubuzana kwezinhloso ukuze silondoloze izindinganiso zokuziphatha okufanele	23
Ukulawula Ukungqubuzana Kwezinhloso	23
Imithombo eyinhloko mayelana nokungqubuzana kwezinhloso	24
Izipho Nokubungaza	24
Imithombo eyinhloko mayelana nezipho nokubungaza	24
Ukuqapha Ukutshala Emphakathini, Izibonelelo, Iminikelo kanye Nemixhaso	25
Imithombo eyinhloko	25
Ubuqondisi bangaphandle	26
Imithombo eyinhloko mayelana nobuqondisi bangaphandle	26
Siyayilawula indlela esibonakala ngayo ezinkundleni zokuxhumana	27
Imithombo eyinhloko mayelana nezinkundla zokuxhumana	27
Ukuzibophezela Ekubeni Yimfihlo Kwedatha	28
Imithombo eyinhloko mayelana nokuba yimfihlo kwedatha	28
Ukusetshenziswa ngendlela efanele kobuchwepheshe bekhompyutha	29
Ukuqapha Ukugwazela, Ukonakala, Ukukhwananisa kanye Nobuphekula	30
Ukungathembeki kuhlanganisa nalokhu	30
Ukuvimbela Ukushushumbiswa Kwemali	31
Imithombo eyinhloko mayelana nokulwa nokufumbathisa nokonakala	31
Ukuncintisana Okungenzeleli Nokuthotshelwa Komthetho	31
Imithombo eyinhloko mayelana nomthetho wokuncintisana	32
Ukuvimbela Ubuphekula Nokushushumbiswa Kwemali	32
Imithombo eyinhloko mayelana nokunswinya nemithetho yohwebo	32
Ukuvikela Ulwazi Kanye Nempahla-buchopho YakwaSasol	33
Imithombo eyinhloko	34
Ukuvimbela ukuhweba kwangaphakathi	35
Imithombo eyinhloko mayelana nokuhweba kwangaphakathi	35
Ukuthobela Imithetho Yentela	35
Imithombo eyinhloko mayelana nentela	35
Ukuvikela Impahla yakwaSasol	36
Ukuqinisekisa Ukunemba Kwedatha Nolwazi	36

Ukukhuthaza Ukuqwasha Mayelana Nokuphepha Ku-inthanethi

37

Ukuqinisekisa Ukuthotshelwa Komthetho

37

9 YIBA OQINILE

Ubuhlobo Obunokuziphatha Okufanele Nabaphakeli

39

Izimiso Zochungechunge Lokuphakela

40

Imithombo eyinhloko mayelana nochungechunge lokuphakela

40

Izinga Eliphakeme Lemikhiqizo Nokuphatha Kwamakhasimende

41

Ukudalulwa Kolwazi Olunembile Ngesikhathi Esifanele

41

Ukusebenzelana Nohulumeni Neminkelo Kwabezombusazwe

42

10 UKUNGALANDELWA KOMTHETHO

Ukungalandelwa Komthetho

43

11 UKUNGAPHINDISELI/UKUVIKELWA KWEZINHLABAMKHOSI

Ukungaphindiseli/ukuvikelwa kwezinhlabamkhosi

44

12 INDLELA YOKUKHULUMA UMA USOLA UKUTHI IKHODI IYEPHULWA

Ngokushaya ucingo

45

Ngokubhala

46

Purpose

Innovating for a better world

"Ukuziphatha okufanele kuwukwazi umehluko phakathi kwalokho onelungelo lokukwenza nalokho okulungile ukukwenza."

Potter Stewart





1

ISIBOPHO SETHU SONKE

Umlayezo ovela kuSimon Baloyi

USimon Baloyi

UMongameli noMphathi Omkhulu

Zakwethu othandekayo,

Abantu bakwaSasol bebelokhu bewumthombo wogqozi kimina. Niyinhliziyi yakho konke esikumelelayo futhi iThimba LakwaSasol eligqogquzelekile libalulekile ekwenzeni ngcono ukuphila kwamakhasimende ethu kanye nemiphakathi ngendlela esimeme njengoba silinganisela phakathi kwezidingo zaBantu bethu, Iplanethi kanye Nokwenza inzuzo.

Izimiso zethu zaseSasol kanye neKhodi Yokuziphatha kuyisisekelo salokho esiyiko nesikumelelayo. Yingakho ngijabule ukwethula iKhodi yethu Yokuziphatha ethuthukisiwe, engabonisi nje kuphela umhlaba oguquguqukayo esisebenza kuwo, kodwa futhi nokuzibophezela kwethu kuyiSasol enamandla, esimeme kakhudlwana, futhi eqinile.

Enkulumwemi yami yokuqala ngingu-CEO, ngaqhathanisa iSasol nomkhumbi ophokophele emigomweni emikhulu. Ilungu ngalinye leqembu lethu lidlala indima ebalulekile ekubhekaneni nezinsalela ezizayo, futhi kungenxa yomzamo wethu kuphela ukuthi singakwazi ukuqondisa iSasol empumelelweni. Ngaphandle kokuziphatha okuhle kwawo wonke amalungu eqembu, iSasol ingakhukhuleka iduke.

IKhodi Yethu Yokuziphatha iyikhampasi yethu - isiqondiso sokuqinisekisa ukuthi asigcini nje ngokuhlala endleleni efanele kodwa siyaphumelela njengeqembu elibumbene. Ibeka izindinganiso zokuziphatha okufanele zokusebenzelana nabanye njengozakwethu nezokusebenzelana nabo bonke ababambiqhaza bethu: amakhasimende; abathengisi; ozakwethu; izinyunyana zabasebenzi; osomasheya; imiphakathi; kanye nohulumeni. Isikhumbuza izimiso okufanele sizihloniphe futhi isiphokelele ukuthi siziphendulele komunye nomunye ngokuthobela umthetho, ngaleyo ndlela sikhuthaze isiko eligxile ekuphepheni, ekuhlonipheni nasekuziphatheni okuhle.

Akusikho nje ukuthi kuyakhuthazwa ukukhuluma ngokumelene nokungaziphathi kahle - kubalulekile. Akekho okufanele esabe ukumelela okulungile.

Izimiso zethu zenziwe ngenhloso yokuthi ziqinisekise ukuthi ngamunye wethu angakwazi ukuzisebenzisa ngempumelelo: PHEPHA, KHATHALELA, UNGACWASI, PHENDULA NGEZENZO ZAKHO futhi YIBA OQINILE. Nakuba injongo yethu - ukusungula ngenjongo yokuba nomhlaba ongcono - iyisisusa senkolelo yethu yokuthi izinsuku zethu ezinhle kakhulu zisephambi kwethu njengoba silinganisela phakathi kwaBantu, Iplanethi Nenzuzo ukuze siqinisekise ukuthi zonke izinqumo esizenzayo zisekela isibopho sethu semvelo, umphakathi, kanye nezifiso zenani labanikazi bamasheya.

Ngamafuphi, imigomo yethu esemqoka enxa-ntathu isiphoqa ukuthi sisekele okulandelayo:

Abantu | Siyabazisa abantu bethu futhi sizibophezele ekugodukiseni wonke umuntu ephephile usuku nosuku. Sikhuthaza indawo ephephile, ebandakanya wonke umuntu lapho sithuthukisa amakhono abalulekile kanye nomoya wokusungula izinto ezintsha. Ukwenza ngenhlonipho nangobuqotho, siqinisekisa ukuthotshelwa komthetho futhi sinesibindi sokukhuluma lapho sibona ukungabi nabulungisa.

Iplanethi | Siyayazisa iPlanethi ngokunakekelana kanye nemiphakathi yethu, ukuvikela indawo ezungezile, nokuvikela impahla yakwaSasol. Silwela ukuhlonipha nokulondoloza imikhiqizo yemvelo kukho konke esikwenzayo.

Inzuzo | Siyalazisa ikhono lokwenza Inzuzo ngokucophelela futhi sizinikele ekugxileni kumakhasimende kuwo wonke amazanga kwaSasol. Ukuwenza umsebenzi kuyihange elisemqoka kithi; siyazibophezela futhi siphendule ngesikwenzayo, sifeza izithembiso zethu zokuthuthukisa ngokuqhubekayo izimpilo zamakhasimende ethu nemiphakathi sibe sibakhela inzuzo osomasheya.

Okubaluleke ngokufanayo, izimiso zethu kanye neKhodi Yokuziphatha kugcizelela ukuzibophezela kwethu ekuphepheni. Izimo zokusebenza ezingaphephile zibeka engcupheni yonke into esisebenzela ukuyifeza futhi siqinisekise ukuthi sonke - abasebenzi nabahlinzeki bamasevisi - sifika siphephile emindenini yethu nsuku zonke. Lokho akuxoxiswa ngakho.

Ezweni eliya lishintshashintsha, elingaqinisekile, eliyinkimbinkimbi futhi elingaqondakali (VUCA), iThimba LeSasol lihlangabezana nezimo eziyinsalelele nsuku zonke. Nokho kukuzo kanye lezi zimo lapho inhloso yethu, izimiso zethu, kanye neKhodi Yokuziphatha, kusebenza njengezinkomba-ndlela ezingeke zisisize nje kuphela ukuqinisa ibhizinisi lethu eliyisisekelo, kodwa zisisiza ukuba sakhe ibhizinisi lesikhathi esizayo.

Ukuze sivikele ikusasa lethu futhi sigcine ilayisense yethu yokusebenza, kumelwe siqhubeke sizuka futhi sakha ukwethenjwa nokwethembeka kwamakhasimende ethu kanye nabo bonke abanye ababambiqhaza. Izimiso zethu kanye neKhodi Yokuziphatha kuwuhlaka lokubandakanya nokwenza ngokuvumelana nalezi zimiso lapho senza izinqumo, imisebenzi nezenzo zethu zansuku zonke.

Ndawonye, njengeQembu Elilodwa, iSasol Eyodwa, sizoqhubeka nokwakha inkampani sonke esingaziqhenya ngayo – eziphatha ngendlela efanele, ephumelelayo futhi ezibophezele ekwakheni ikusasa elingcono. Singaziqhenya ngokuba yinkampani eneqhaza kwezomnotho nasemphakathini, enciphisa umthelela wethu endaweni ezungezile, futhi egcina ubuqotho nenhlonipho buyisisekelo sesiko lethu. Kuwumsebenzi wethu sonke ukuqinisekisa ukuthi sihlale sikwenza lokhu.

Ngokusebenzisa izimiso zokuziphatha okufanele kukho konke esikwenzayo, siqinisa iSasol isikhathi eside. Masingantengantengi ekwenzeni ukuziphatha okufanele kube indlela esicabanga ngayo, esikhuluma ngayo nesenza ngayo.

Ozithobayo,

Simon Baloyi
UMongameli noMphathi Omkhulu

2

MAYELANA NEKHODI YOKUZIPHATHA (IKHODI)

Inhloso yale Khodi

ISasol isebenza emazweni angaphezu kuka-22 anamasiko nezilimi ezinhlobonhlobo, kodwa sihlanganiswe izinto ezinhlanu ezibalulekile.

Le Khodi iqondisa abasebenzi, abaphakeli kanye nozakwethu ukuze baqinisekise izenzo zokuziphatha okufanele ebhizinisini, ukusekela injongo yethu “Yokusungula ngenjongo yokuba nomhlaba ongcono” nokugcina ubudlelwano obunokwethembana. Ukuziphatha okufanele kuqinisekisa impumelelo nokusimama isikhathi eside.

Ukudluliselwa Kwale Khodi Kwabanye

Bonke abasebenzi bakwaSasol kumelwe bayifunde, bayiqonde futhi bayigcine le Khodi. Lesi sibopho asikwazi ukunikwa abanye.

Umthetho ugcizelela ukuziphendulela kwethu kanye nobuqotho, usikhumbuza ukuthi izenzo zomuntu oyedwa zingaba nomthelela kuyo yonke inhlango.

Indlela engabalekelela ngayo abasebenzi bethu

Le Khodi ikhuthaza ukuqaphela ukuziphatha okulindelekile, inikeza izeluleko ezisebenzayo mayelana nemithetho neziqondiso. Umsebenzi ngamunye wakwaSasol kumelwe ayiqonde futhi ayisebenzise le Khodi emisebenzini yakhe, ngaleyo ndlela ekhombisa futhi eqhubekisela phambili izibopho zeSasol futhi eqinisekisa ukuvikeleka kwedumela. Nakuba le Khodi iqondisa izinqumo zansuku zonke, ayikwazi ukukhuluma ngazo zonke izimo.

Abasebenzi bakwaSasol kufanele basebenzise ukwahlulela okuhle futhi bafune iseluleko kuBaphathi babo, iziKhulu Zokuziphatha Okufanele, noma eHhovisi Leqembu Lokuziphatha Okufanele (Group Ethics Office) uma benokungabaza.

Abasebenzi nabaqondisi baseSasol kumelwe baqonde ukuthi le Khodi isebenza kanjani kulokho okulindelwe kubo, bayilandele kukho konke ukusebenzelana ngezebhizinisi futhi baziphathe ngendlela ezibeka ebuhleni nezimelela kahle izibopho zeSasol futhi evikela idumela.

Isimo esingokomthetho seKhodi

Le Khodi yendlala izimiso zokuziphatha zomhlaba wonke kodwa ayisona iseluleko sezomthetho futhi ayikhulumi ngayo yonke imithetho, izinqubo-mgomo noma iziqondiso. Kufanele ifundwe kanye neminye imigomo yakwaSasol futhi ayingeni esikhundleni salezo zinqubo-mgomo. Abasebenzi bakwaSasol kumelwe bahloniphe zonke izinqubo-mgomo ezisebenzayo zakwaSasol. Noma yikuphi ukungqubuzana phakathi kweKhodi nemithetho yendawo kufanele kudluliselwe eMnyangweni Wezomthetho ESasol.



Le Khodi isebenza kubani?

Le Khodi isebenza kubo bonke abasebenzi nabaqondisi bakwaSasol emhlabeni wonke. Amabhizinisi ahlange nezinkampani ezihambisana nawo ziyakhuthazwa ukuthi zsebenzise imigomo efanayo.

Ukuthobela Imithetho Nemiphumela

Ukwehluleka kukasonkontileka/umphakeli/umhlinzeki wesevisi/ usonkontileka ongaphansi, i-ejenti exhumanisayo noma ummeleli ukuthobela le Khodi kungase kuholele ekunqanyulweni kobudlelwano balowo muntu neSasol nakweminye imiphumela emibi.

Osonkontileka/abaphakeli/abahlizeki bamasevisi kanye nabeluleki kufanele benze ngokuvumelana neKhodi futhi osonkontileka/ abaphakeli/abahlizeki bamasevisi nabo baboshiwe yile Khodi Yokuziphatha Yabahlizeki BeSasol.

Le Khodi iyisisekelo nohlaka lwezimiso zethu, sonke okumelwe sizivikele, sizisekele futhi sizisebenzise.

Kungani le Khodi ibalulekile?

Le Khodi iyisitativimende sasobala esiqinisekisa ukuzibophezela kweSasol ekuziphatheni okufanele ebhizinisini futhi iyindlela yeSasol yokwakha ukusimama.

Yakha ukwethembeka nokwethembana phakathi kwethu nababambiqhaza ebhizinisini lethu.

Iyisisekelo sokuziphatha kwethu futhi isondeza esikweni lethu lokuphishekela ukusebenza kahle, ukusungula izinto ezintsha kanye nokusebenzisana.

Ukunamathela kule Khodi kusekela Inhloso yeSasol “Yokusungula Ngenjongo Yokuba Nomhlaba Ongcono”.

3 ESIKULINDELE



Izibopho Zabaholi

Abaholi kumelwe:

- Ukubeka isibonelo sezimiso zakwaSasol, ukugqugquzela isiko elisekelwe kwiKhodi, kugqugquzele ukuxoxisana ngokukhululekile futhi kuqinisekiswa ukuthi akukho ukuziphindiselela kulabo abakhulumayo; futhi
- Siza abasebenzi ukuthi baqonde le Khodi, baphoqelegele ukulawulwa kwemiphumela ngokungaguquki futhi benze izinqumo ezibonisa ukuziphatha okufanele nokugcinwa komthetho.



Izibopho Zabasebenzi

Abasebenzi kumelwe:

- Bayifunde futhi banamathele kuyo le Khodi;
- Babambisane omunye nomunye futhi babike izenzo eziphambene nokuziphatha okufanele ngaphandle kokwesaba impindiselo;
- Baqonde ukuthi izenzo zomuntu ngamunye zingaba nomthelela kuyo yonke inhlangothi; futhi
- Basebenzisa ukwahlulela okuhle futhi bafune iseluleko lapho bengabaza.



Izenzo Zokuziphatha Okufanele Ebhizinisini

- ISasol izibophezela ekwenzeni izenzo zokuziphatha okufanele ebhizinisini ezihlonipha amalungelo abantu.
- Ozakwethu ebhizinisini nabaphakeli kumelwe balandele le Khodi futhi babonise ubuqotho ekwenzeni ibhizinisi.
- Silwela ukwakha ukwethembeka nokwethembana phakathi kwethu nababambiqhaza bethu ngokugcina izimiso eziphakeme zokuziphatha nokuphishekela ngokuqhubekayo ukwenza okuhle, ukusungula izinto ezintsha nokusebenzisana.
- Siqhudelana ngendlela efanele nesincintisana nabo.

Values

Be: Safe | Caring | Inclusive
Accountable | Resilient



Izimiso zethu ezinhlanu

Le Khodi Yethu yindlela esigxilisa ngayo izimiso zeSasol futhi siphile ngazo. Izimiso zethu zigxile ezenzweni futhi ziqondisa ukusebenzelana nokuziphatha kwethu kwansuku zonke, zimelela ukuziphatha okungaguquki futhi kwenza isisekelo senhlangano yethu.

Yiba *Ophaphile*: Njalo sikubeka phambili ukuphepha kwabantu bethu

(Kungaba yinhlalakahle yabo yomzimba kanye/noma yengqondo)

IZIMISO EZIWUMONGO

- Ukuphepha kuyinto eseqhulwini kithi.
- Siqinisekisa indawo yokusebenza elondekile ukuze wonke umuntu aphaheke kahle.
- Sinciphisa izingozi futhi sifunde ezehlakalweni ezenzikile.
- Sakha indawo lapho abantu bekhuluma khona.

UKUZIPHATHA KWETHU

- Njalo kuphepha kuza kuqala kukho konke engikwenzayo.
- Ngiyakukhathalela ukuphepha kwami nokwabanye.
- Ngiyakhuluma futhi ngiyazikhathalela izindaba zokuphepha.
- Ngiyawuyeka umsebenzi ongaphephile futhi ngiyaziqonda izingozi.
- Ngilandela iSasol Life Saving Rules (iMithetho YakwaSasol Esindisa Ukuphila).

Yiba *Okhathalelayo*: Sibakhathalela ngokujulile abantu bethu, iplanethi yethu kanye nemiphakathi yethu

IZIMISO EZIWUMONGO

- Siyakwenqabela ukusetshenziswa kabi kwezidakamizwa.
- Silawula impilo yasemsebenzini kanye nenhlalakahle yabasebenzi bethu.
- Asikubekezeleli ukuhlukunyezwa noma ububhoklolo.
- Siyatshala kubantu bethu nasemiphakathini.
- Silandela imithetho yezabasebenzi futhi sihloniphe futhi sisekele emalungelweni abantu.
- Siyawahlonipha amalungelo omhlaba namanzi.
- Sivula amathuba emithelela emihle kwezenhlalo-mnotho.
- Sinciphisa umthelela kwezemvelo futhi siqinisekisa ukusimama kukho konke esikwenzayo.
- Siyakwenqabela ukusetshenziswa kwezingane.
- Siyayisekela inkululeko yomuntu yokuba yilungu lenhlangano kanye nelungelo lokuxoxisana nabasebenzi ngezimo zomsebenzi.
- Siyayithobela imithetho-nqubo ephathelene nezemvelo.
- Sigcina ubudlelwano obunemiphumela emihle nabambiqhaza ebhizinisini lethu.

UKUZIPHATHA KWETHU

- Ngizokwenza ingxenye yami ukunciphisa imithelela emibi endaweni ezungezile.
- Ngiyabakhathalela ozakwethu kukho konke engikwenzayo.
- Ngiyasebenzisana neqembu lami futhi ngiyaleseka.
- Ngiyabahalalisela ozakwethu ngempumelelo yabo.
- Ngeke ngikwenze noma ngikubekezelele ukuhlukumeza noma ukucwasa.
- Ngiphatha abanye njengabalinganayo nami.
- Ngiyasabela futhi ngihlale ngifuna izixazululo.
- Ngiyakhuluma futhi ngikubike ukunyathelwa phansi kwamalungelo abantu.



Yiba Ongacwasi: Sikhuthaza ukubandakanywa kwabo bonke kukho konke esikwenzayo, abasebenzi bethu, amakhasimende ethu, nababambiqhaza ebhizinisini lethu

IZIMISO EZIWUMONGO

- Sikhuthaza futhi samukele ukwehlukahlukana nokungacwasi.
- Sigqugquzela ukulingana ngokobulili nokulingana kwezemisebenzi.
- Siphatha wonke umuntu ngenhlonipho nangendlela emnika isithunzi.
- Asikubekezeleli ukucwasa ngokohlanga nazo zonke izinhlobo zokubandlulula.
- Sisebenzisa imithetho ngendlela efanele nengaguquki.

UKUZIPHATHA KWETHU

- Ngiyayifuna futhi ngiyilalele imibono engafani.
- Angibandlululi ngokwezici zomuntu siqu.
- Ngiyakhlonipha futhi ngikukhuthaze ukwehlukahluka futhi ngikubekela inselele okwami ukubandlulula.
- Ngibaphatha ngenhlonipho ozakwethu futhi ngiyazigwema izimo ezingafaneleki.
- Ngiyasebenzisana nozakwethu futhi ngabelane nabo ngemibono.
- Ngiyazi ukuthi impumelelo yami iqiniswa yithimba lami.

Yiba Ophendulayo Ngezenzo Zakho: Siyayivuma imiphumela yethu

IZIMISO EZIWUMONGO

- Sisusa izinqubo eziyinkimbinkimbi ngokungenasidingo futhi sinikeze amaqembu igunya.
- Siqinisekisa ukuthotshelwa kwemithetho futhi samukela izimiso ezifanele.
- Sihlaziya izindinganiso zokuziphatha okufanele zozakwethu ebhizinisini.
- Sivikela impahla kanye nempahla-buchopho kaSasol neyezinkampani eziseceleni.
- Siqinisekisa ukunemba kwedatha yomphakathi nolwazi
- Sibambisana nophenyo nezicelo ezisemthethweni.
- Sikhuthaza ukuqwasha mayelana nokulondeka ku-inthanethi.
- Sigcina amarekhodi anembile ngokuvumelana nezimfuneko zomthetho.
- Siyakwenqabela ubuphekula, ukugwazelwa, ukonakala nokukhwebanisa.
- Silawula ukungqubuzana kwezinhloso kanye namarejista ezipho ngendlela efanele.
- Siyakubhekisisa ukutshala emphakathini, iminikelo nemixhaso.
- Siyakuhlaziya ukufaneleka kokwamukela ubuqondisi bangaphandle
- Siphatha inkundla yezokuxhumana ngokucophelela.
- Sisingatha imininingwane yomuntu ngokusemthethweni futhi sivikela ingasese.
- Siqhudelana ngokungenzeleli futhi sithobela imithetho yokuncintisana.

UKUZIPHATHA KWETHU

- Indlela engenza ngayo izinqumo ibonisa izimiso zeSasol.
- Ngilwela ukwenza kahle futhi ngihlangabezane nemigomo yokusebenza.
- Ngiyawavuma amaphutha futhi ngifunde kuwo.
- Ngenza ngesibindi nangobuqotho.
- Ngियाqikelela ngokuvikeleka ku-inthanethi futhi ngiyazithobela izinqubo-mgomo zolwazi.
- Ngilandela umthetho-nqubo wakwaSasol ezinkundleni zokuxhumana.
- Ngiziphaphamele izindaba zomthetho nezokugcinwa komthetho.
- Angithulu, kuyisibopho sami ukubika noma yikuphi ukungathotshelwa komthetho.
- Ngilusebenzisa ngokuqapha ulwazi oluyimfihlo.

Yiba *Oqinile*: Sizivumelanisa ngesibindi noshintsho futhi siyakwamukela ukucabanga ngokushesha

IZIMISO EZIWUMONGO

- Siqinisekisa izinga eliphakeme lemikhiqizo nelokuphathwa kwamakhasimende.
- Sisebenzisana kahle namakhasimende nabaphakeli.
- Sisebenza ngokungafihli nohulumeni futhi siyakugwema ukuxhasa ngezimali amaqembu ezombusazwe.
- Sidalula ulwazi ngokunembile nangesikhathi.
- Sihlala siyazi imithetho yomhlaba wonke futhi sihlala silalela imithetho.
- Siletha inani ngoshintsho oluhamba kancane futhi oluzinzile.
- Silwela ukusungula izinto ezintsha kwezobuchwepheshe nakwezamabhizinisi.
- Siyalwamukela ushintsho futhi sibambisane njengeThimba LakwaSasol.
- Sikhuthaza ukwabelana njalo ngemibono nolwazi.
- Sihlose ukungakhipheli lutho emoyeni ozungezile sibe sakha inzuzofuthi sitshala kubantu.

UKUZIPHATHA KWETHU

- Ngiletha imikhiqizo namasevisi ekhwalithi ngesikhathi esifanele.
- Ngidlulela ngale kokulindelekile ukuze ngiqinisekise ukuthi ababambiqhaza banelisekile.
- Ngizivumelanisa nokuguquka kwenhlangano nokwemithetho elawulayo.
- Ngiyayamukela imibono eletha ushintsho oluhle futhi ngiyayidlulisela kwabanye.
- Ngisebenzisa izinselele njengamathuba okufunda.
- Ngiphendula izinkinga zibe ngamathuba ngokubambisana nabanye.
- Ngigcina ukusebenza okusezingeni eliphezulu endaweni eshintshayo.
- Ngiyazi ukuthi awukho umbono omncane kakhulu noma omkhulu kakhulu ukuthi ungenza umehluko.







Sikubeka eqhulwini ukuphepha

Ukuphepha kuyinto seqhulwini ekuze ukusebenza kube okuphephile, okungethenjwela futhi okuqikelelayo.

Sinendlela embaxa-ningi yokudala ukuPhepha, Impilo kanye Nendawo Ezungezile (Safety, Health and Environment -SHE) ehlanganiswe nemvelo yethu, uhlaka lwenhlalo yomphakathi kanye nokubusa. Sihlala sikala futhi sithuthukisa ukusebenza kwethu kuyo yonke i-SHE ngokudalula okufanele. Sikholelwa ukuthi ithimba lethu labasebenzi libalulekile ekuwenzeni ube ngokoqobo uMbono wethu WeSasol Yangomuso. Abaholi bethu kanye nalo lonke ithimba labasebenzi bethu banesibopho sokugxilisa umuzwa wokuziphendulela kanye nokuziphatha okubonisa ukunakekela, ubuqotho, ukuthotshelwa komthetho kanye nokungayekeleli ngokuvumelana neKhodi.

Siqinisekisa indawo yokusebenza evikelekile

Lapho sifuna ukuvikela abantu, izimpahla nezindawo ezindaweni ezinokugqubuzana, siyaqinisekisa ukuthi sinezinqubo zokulondeka zokuvimbela izimo ezisongela ukuphepha nokusabela kuzo futhi sivumelanise izinqubo zethu neZimiso Zokuzithandela Mayelana Nokulondeka Namalungelo Abantu Eziklanywe IZizwe Ezihlangene (UN) kanye Nomthetho Wamazwe Onke Wabahlinzeki Bezokuphepha Abazimele. Ezindaweni ezinokugqubuzana noma ezifundeni ezinemithetho ebuthakathaka, sinciphisa izingozi ezisongela amalungelo abantu ngokuvahlunga kusengaphambili abasebenzi bezokuphepha futhi siqinisekise ukuthi bayakuqonda lokho esikulindele ekuhlonipheni amalungelo nesithunzi sabantu.



Imithombo eyinhloko:



INqubo-mgomo Yokulondeka YakwaSasol;



Uhlaka LweSasol Eyodwa Lokusingatha Kahle I-SHE



INqubo-mgomo Yamalungelo Abantu; kanye



NoHlelo Lwezehlakalo Ezinomthelela Omkhulu Ebhizinisini.



Ukuze uthole ulwazi olwengeziwe nge-SHE kwaSasol, sicela uthinte i-Risk and SHE Function ngePhini likaMongameli: Amakhono, Ukubusa kanye Nesiqiniseko.



Siyakukhathalela ukuphepha kwabantu bethu, impilo yabo kanye nemvelo

Sizibophezele ekutheni:

Abantu baphephe futhi silwela i-Zero Harm. Ukuzibophezela kwethu kubonisa ukuthatha isinyathelo kuqala senze imizamo eqhubekayo yokuqinisekisa ukuthi bonke abasebenzi nabahlinzeki bamasevisi babuyela ekhaya bephephile usuku ngalunye.

Empeleni, lokhu kusho ukuthi:

Siyayiqonda futhi siyayisebenzisa i-SHE kanye NeziNqubo-mgomo Zokulondeka zeSasol;

Sithatha isinyathelo kuqala silawule zonke izingozi ezihlobene ne-SHE sisebenzisa uHlaka lwethu LweSasol Eyodwa Lokusingatha Kahle I-SHE okungase kube nomthelela ekuphepheni, empilweni kanye nasendaweni esenzela kuyo imisebenzi yethu;

Senza ukuphepha kule nhlangano kube into ebaluleke kakhulu kubaholi ngokudala isiko lokunakekela nelokungayekeleli;

Siqapha futhi sithuthukise impilo yomzimba, yengqondo neyemizwelo yethimba labasebenzi bethu ukuze likwazi ukuqhubeka liphephile futhi lisebenza linempilo; futhi

Sizibophezele ekuqondeni umthelela wethu endaweni ezungezile nasekunciphiseni isisi esibanga ukushisa.

Sikhuthaza intuthuko esimeme ngokulinganisela phakathi kwezidingo zezomnotho, zezenhlo nezemvelo, siyisebenzise ngendlela efanele imikhiqizo yemvelo.

Ukuze sibhekane nezingozi empilweni ezibangelwa umsebenzi, sihlaziya futhi siqaphe ukuchayeka nokuvela kwezifo ukuze sivimbele ukulimala.



Imithombo eyinhloko:



INqubo-mgomo yakwaSasol ye-SHE; kanye



noHlaka LweSasol Eyodwa Lokusingatha Kahle I-SHE;



Ukuze uthole ulwazi olwengeziwe nge-SHE kwaSasol, sicela uthinte i-Risk and SHE Function ngePhini likaMongameli: Amakhono, Ukubusa kanye Nesiqiniseko.

Ukwenqatshelwa kwezinto ezidakayo nezingekho emthethweni

Siyabengqabela utshwala, izidakamizwa nezinye izinto ezilawulwa umthetho ngoba zikhinyabeza ukusebenza komuntu nokusebenzelana kwakhe nabanye kwabantu. Siyakuhlola ukudakwa futhi siyaziphophelela izinqubo-mgomo zethu ukuze siqinisekise ukuphepha. Akekho okhinyabezwe yizinto ezidakayo ovumelekile ukungena noma ukuqhuba ibhizinisi emagcekeni akwaSasol .

Ukuziphatha okungamukelekile

Asikubekezeleli ukuziphatha okulandelayo ezindaweni zethu zokusebenza nasekuqhubeni kwethu ibhizinisi:

	Ukuziphatha Okuhlukumezayo: kokubili ngamazwi nangezenzo (isib., udlame, ukuhlasela, ulaka, ukwethuka, ukusabisa, njll.);		Ubuzwe kanye nazo zonke izinhlobo zokucwasa okungafanele; noma
	Ukuhlushwa (isib., ukweshelwa okungafanele nokungafunwa, ukusabisa, ukuhlukunyezwa, ububhoklolo be-inthanethi, njll.);		Zonke izinhlobo zokuphindisela, kuhlanganise nokuphindisela ngoba kubikwe ukungaziphathi kahle noma ukungathobeli umthetho.
	Ukumangalela ngenhloso yokulimaza, ukusakaza amahlebezi, njll.;		

Silindele ukuthi abantu bakhulume ngaphandle kokwesaba impindiselo. Ukugxeka okwakhayo kufanele kwenziwe ngenhlonipho, ngendlela eqaphelaukungafani kwamasiko nemizwelo.

Siyatshala kubantu bethu

Sibanikeza igunya futhi sibagcine abasebenzi abaqhutshwa yizimiso ngokuthi:

- Sikhethe labo abahambisana nezimiso zethu;
- Sitshale ekuthuthukisweni kwamakhono nasekunikezeni uqeqesho olufanele;
- Sinikeze amaholo angcono futhi siqeqeshele abasebenzi ukuthuthuka enkampanini;
- Siwasingathe ngokushesha amacala okuziphatha okungamukelekile;
- Senze abaholi baphendule ngokuphoqelesa imithetho;
- Nangokusebenzisa imithetho yabasebenzi neyokuqasha ehambisana nezimfuno zomthetho wezwe kanye nezivumelwano eziwumongo ze-International Labour Organisation (ILO). ISasol izibophezela ezivumelwaneni ze-ILO ezimayelana nemithetho yokusebenza ngokuqondene namahora okusebenza.

Siyatshala ngokuthi siqeqeshe, siholele ngobulungisa futhi sihlale singabangayekeleli.

Sikhulumisana kahle nababambiqhaza ebhizinisini lethu

Uma kungenakugwenywa ukuthuthwa komphakathi, sithobela imithetho yendawo futhi silandele iMithetho Yokusebenza ye-International Finance Corporation (IFC), kanye neziqondiso ze-UN nezinye ezingaphoqeletwe zokuthola amalungelo kanye nobunikazi bomhlaba.

Lapho sibonisana nabantu bendabuko, sisuke sizibophezele ekutheni sizozisebenzisa iziqondiso zamazwe onke ezihlenganisa ne-IFC Performance Standard 7 kanye ne-UN Declaration on the Rights of Indigenous Individuals (Isimemezelo Ngamalungelo Abantu Bendabuko).

Sizibophezela ekutholeni imvume enikezwa ngokukhululekile, etholwa kusengaphambili nesekelwe olwazini kubantu bendabuko nasemiphakathini yakulezo zindawo ngokuphathelene nokusebenzisana okuthinta umhlaba nemikhiqizo yemvelo, ngokuvumelana nalokho okulindelwe yi- UN Declaration on the Rights of Indigenous Peoples Kwesimemezelo Se-UN Samalungelo Abantu Bendabuko.

Siyawahlonipha amalungelo, amasiko-mpilo namasiko omphakathi wendawo nawemiphakathi eyakhe eduze kwamabhizinisi ethu nawabantu bendabuko.

Lokho kusho ukuthi:

Sibambisana nemiphakathi yendawo futhi sinciphise imiphumela engemihle engenzeka kuyo ngemva kokuthatha izinyathelo zokuqinisekisa ukuthi asoni noma ukwenza uhlaziyo lomthelela;

Siyawavuma futhi siwahloniphe amalungelo omhlaba namalungelo amanzi. Izinsiza sizisebenzisela ukugwema izingozi ezinkulu kuqala sibe sicabangela imiphakathi yendawo nabantu bendabuko;

Sigwema ukuthi imiklamo yamaprojekthi ethu ibangele ukuthutha okungahlosiwe;

Sinciphisa izingozi ezihlobene nokulondeka ezingathinga amalungelo abantu ngokuthi sihambisane ne-Voluntary Principles on Security and Human Rights (izimiso ezingaphoqeletwe mayelana nokulondeka namalungelo abantu) kanye ne-International Code of Conduct for Private Security Providers (umthetho wokuziphatha wamazwe onke wabahlinzeki bezokuphepha abazimele);

Siyalinganisela phakathi kwefa lesiko, okulindelwe umphakathi, ukuthuthukiswa komnotho kanye nomthelela kwezemvelo; futhi

Siphonsa esivivaneni sokuzinza nokuchuma kwemiphakathi ngokusebenzisa izinhlelo ezahlukeni zompakathi.

Siyawahlonipha Amalungelo Abantu

Siyawahlonipha futhi siyawasekela amalungelo abantu ngokuvumelana neNqubo-mgomo YeSasol Yamalungelo Abantu, Izimiso Eziqondisayo ze-UN Ebhizinisini Nasemalungelweni Abantu Nesimemezelo Sendawo Yonke Samalungelo Abantu.

Sibaphatha ngobulungisa abasebenzi, sihlonipha ukuhlukahluka, sivimbela ubugqila besimanje, sisekela inkululeko yokuba umuntu abe yilungu lenhlanganofuthi zenze izindawo zokusebenza zibe eziphephile. Indlela esisingatha ngayo amalungelo abantu isekelwe ekuthobeleni izimfuno zomthetho osebenzayo kuzo zonke izindawo esiqhuba kuzo ibhizinisi lethu, futhi sifuna ukuvumelanisa izindlela zethu zokwenza ne-UN Guiding Principles on Business and Human Rights (izimiso eziqondisayo ze-UN ebhizinisini nasemalungelweni abantu).

Sifuna ukubuyisela uvo ukuze sithuthukise indlela esisekela futhi sivikele ngayoamalungelo abantu futhi silindele ukuthi ozakwethu ebhizinisini bayisekele iNqubo-mgomo yethu Yamalungelo Abantu futhi sibakhuthaze ukuthi basebenzise izinqubo-mgomo ezinjengayo.

Sinenkundla yezikhalazo ukuze sisingathe izikhalo eziphethelene namalungelo abantu.



Imithombo eyinhloko mayelana namalungelo abantu:



INqubo-mgomo Yamalungelo Abantu;



Uhlaka Lwebhizinisi Namalungelo Abantu;



INqubo-mgomo Ye-SHE;



INqubo-mgomo Yokulondeka;



INqubo-mgomo Yochungechunge Lokuphakela;



IKhodi Yokuziphatha Kwabaphakeli;



IsiTatimende Sobugqila Besimanje; kanye



Nekhasi lewebhu elenzelwe ngokukhethekile Amalungelo Abantu elitholakala ngaphansi kwethebhu ethi Sustainability engosini ethi Sasol.com.



Ukuze uthole ulwazi olwengeziwe ngaMalungelo Abantu KwaSasol, sicela uthinte iPhini likaMongameli: Ukuthotshelwa Komthetho, Ukuziphatha Okufanele Ukubusa, uMphathi Omkhulu: Ukuthotshelwa Kwe-OME, Ukwelulekwa Kwenkampani Ngezezimali Nokusimama Kwezomthetho noma Uchwepheshe Omkhulu: Ukwelulekwa Kwenkampani Ngezezimali.



Sikhuthaza ukuhlukahluka nokungacwasi kukho konke esikwenzayo

Izizinda zethu ezihlukahlukene kanye namakhono angafani kuyasiqinisa njengeqembu.

Siqinisekisa inhlonipho nobuqotho kuyo yonke inhlango yethu futhi asikubekezeleli ukucwasa okungafanele okusekelwe kulokhu:



Uhlanga, ubuzwe, inkolo, isiko, ulimi;



Umbono wezombusazwe noma ubulungu enhlanganweni yenyunyana; noma



Ubudala, ubulili noma ubulili umuthi abukhethayo;



Isimo sezempilo, ukhubazeka, njll.

Sigqogquzela ukuqasha ngokulingana

Sikhuthaza amathuba alinganayo futhi sixazulula izinkathazo ngempumelelo. ENingizimu Afrika, inqubo yethu yokuqasha ihambisana nomthetho ukuze kuthuthukiswe ukuhlukahluka kanye nokumelwa okulinganayo kwamaqembu ayencishwe amathuba phambilini.

Siqinisekisa iholo elingenzeleli ngokuholela ngokulingana, okubonisa ukuziphendulela okungagani kanye nezimfuno zemakethe nokuthi akukho ukucwasa.



Ukuze uthole ukusekelwa noma ulwazi olwengeziwe:



Sicela uthinte iPhini lakho likaMongameli: uMnyango Wabasebenzi, iPhini likaMongameli: Isiko Leqembu, Ukuphathwa Kwamathalenta Nokuthuthukiswa Kwabantu, uMphathi Omkhulu: Energy BU, iSasol Legal Advisor noma i-Ethics Officer yakho ukuze uthole usizo noma ulwazi olwengeziwe.



YIBA OPHENDULAYO NGEZENZO ZAKHO



Ukuba ophendulayo kanye Nokungqubuzana Kwezinhloso

Sizimisele ukuziphendula ngezinto esizilethayo futhi sikusingathe ngenkuthalo ukungqubuzana kwezinhloso ukuze sigcine izindinganiso zokuziphatha okufanele

Sikusingatha ngenkuthalo ukungqubuzana kwezinhloso, okwangempela, okungase kwenzeke noma okucatshangwayo. Lokhu kubalulekile ekugcineni izindinganiso zokuziphatha okufanele endleleni esiphatha ngayo ibhizinisi lakwaSasol.

Kuyini ukungqubuzana kwezinhloso?

Ukungqubuzana kwezinhloso kungenzeka lapho isinqumo sesisebenzi sakwaSasol kungenzeka ukuthi sithonywa ukucabangela izinzuzo zaso siqu, njengobudlelwane nothile noma izinzuzo ezingahlobene noSasol, ngisho nokucabangela okuzozuzisa abangane noma umndeni imbala. Abaqondisi nabasebenzi bakwaSasol kudingeka ngaso sonke isikhathi benze ngendlela efeza izinhloso zeSasol.

Uma kungenzeka ukuthi uMqondisi noma isisebenzi sakwaSasol sithonywe ezaso izinhloso lapho senza umsebenzi waso, lokhu kufanele kubikwe ngokushesha.

Nazi ezinye izibonelo:



Ukusebenzisa ulwazi/isikhathi seSasol ukwenza umsebenzi ongagunyaziwe;



Ukusebenzela noma ukweluleka abancintisana neSasol; kanye



Ubudlelwano bomuntu siqu obuthinta iholo, ukubuyekezwa noma ukukhushulwa esikhundleni;



Nobudlelwano nesincintisana nabo, abaphakeli, noma namakhasimende obuthinta umbono ongathonyiwe.

Ukusingatha Ukungqubuzana Kwezinhloso

Kubike ngokushesha ukungqubuzana kwezinhloso, okwangempela, okungase kwenzeke noma okucatshangwayo. Ziphathe ngobuqotho.



Imithombo eyinhloko mayelana nokungqubuzana kwezinhloso:



INqubo-mgomo Yeqembu LeSasol Mayelana Nokungqubuzana Kwezinhloso; kanye



neZiqondiso Nenqubo YeSasol Yokusingatha Ukungqubuzana Kwezinhloso.



Sicela uthinte isikhulu sakho Sokuziphatha Okufanele noma iHhovisi Leqembu Lokuziphatha Okufanele ukuze uthole usizo olwengeziwe mayelana nokungqubuzana kwezinhloso kanye nenqubo efanele yokudalula nokusingatha lokho kungqubuzana kwezinhloso.

Izipho Nokubungaza;

Sisebenzisa ukwahlulela okuhle lapho samukela noma siphana ngezipho nokubungaza Lolu kufanele kube okwenani elizwakalayo futhi kungazithonyi izinqumo zebhizinisi. Siyayigwema imali engukheshi noma izinto ezilingana nemali ewukheshi.

Sizogwema ukunikeza izikhulu zomphakathi imihlomulo engafanelekile futhi sizogale sithole thola ukugunyazwa okudingekayo, ngaphambi kokuthi isikhulu somphakathi sinikwe isipho, noma sibungazwe.



Imithombo eyinhloko mayelana nezipho nokubungaza:



INqubo-mgomo Yeqembu LeSasol Mayelana Nezipho, Nokubungaza;



INqubo Nesiqondiso SeSasol Mayelana Nezipho Nokubungaza; kanye



neNqubo-mgomo YakwaSasol Mayelana Nokugwazisa;



Sicela uthinte isikhulu sakho Sokuziphatha Okufanele noma iHhovisi Leqembu Lokuziphatha Okufanele kanye/noma iSikhungo Semithetho Yokubusa Okuhle (Center of Expertise Governance Laws) ukuze uthole usizo olwengeziwe mayelana nezipho nokubungaza kanye nenqubo efanele yokukudalula nokukusingatha.

Ukuqapha Ukutshala Emphakathini, Izibonelelo, Iminikelo kanye Nemixhaso

Ukutshala emphakathini kubandakanya ukusebenzisa izinto zenkampani ukuze kulethwe imiphumela emihle neqhubekayo emphakathini. ISasol izibophezela ekufakeni okungenani u-1% Wenzuzo Esele ngemva Kwentela ukuze ithuthukise izinga lokuphila emiphakathini eseduze kwalapho isebenzela khona futhi ibe inhlango ebambisene nomphakathi.

Ukutshala kubandakanya iminikelo yezimali nengeyona eyezimali ngezibonelelo, iminikelo nemixhaso ngokugxila emikhakheni emihlanu: imfundo, ukuthuthukiswa kwamakhono, ingqalasizinda eqinile, ukunakekela imvelo kanye nokuvolontiya kwabasebenzi ngohlelo lweSasol for Good. Le misebenzi ivumelana nalokho iSasol egxile kukho, nezimiso zayo kanye nokuhambisana kwayo nemithetho, nezindlela zokwenza ezingcono kakhulu emhlabeni, neziqondiso zokubika kanye nanamakhodi okuphatha inkampani.

Ukuze kuvinjelwe ukusebenzisa kabi, kunemithetho yokuqinisekisa ukuthi izimali zisetshenziswa ngendlela efanele, zigunyazwa kusengaphambili ngokuvumelana nezinqubo zeSasol nezihlaziyo zokuphathwa kwenkampani.

Sithatha izinyathelo zokuqikelela ngaphambi kokwenza isivumelwano nomhlomuli/nophathina ngamunye ukuze sinciphise ithuba lokulimala kwedumela lwethu, futhi siqinisekise ukuthi lowo mhlomuli/phathina uyahlangabezana nezimfuneko zokuphathwa kwenkampani ngaphambi kokuba kukhishwe umxhaso. Ngaphezu kwalokho, inqubo yokuqinisekisa engakhi phezulu iqinisekisa ukuthi izimali zisetshenziswa ngendlela ehlosiwe.



Imithombo eyinhloko

IziNqubo-mgomo ezilandelayo zeQembu LeSasol kufanele zicatshangelwe lapho kuhlolwa amathuba okuxhasa:



IziQondiso ZeSasol Mayelana Nokuxhasa;



INqubo-mgomo YeQembu LeSasol Mayelana Nokungqubuzana Kwezinhloso;



INqubo-mgomo YeQembu LeSasol Mayelana Nezipho, Nokubungaza;



INqubo-mgomo YakwaSasol Mayelana Nokugwazisa;



INqubo-mgomo YakwaSasol Mayelana Nonswinyo;



INqubo-mgomo/Izinqubo ZakwaSasol Mayelana Nezimali;



IziNdinganiso Zeqembu Zokutshala Okuncane Kunakho Konke Emphakathini;



INqubo-mgomo YakwaSasol Yokulawula Ukuthenga Nochungechunge Lokuphakela;



INqubo-mgomo YakwaSasol Mayelana Nezinkundla Zokuxhumana; kanye



neNqubo-mgomo Jikelele YakwaSasol Mayelana Nokusakazwa Kwezindaba.



Sicela uthinte iPhini Likamongameli: Ukulawulwa Kwezokuxhumana Negama Lenkampani, isiKhulu sakho Sezokuziphatha Okufanele noma iHhovisi LeQembu Lokuziphatha Okufanene kanye/noma Imithetho Yokuphathwa Kwenkampani ukuze uthole isiqondiso nosizo olwengeziwe.

Ubuqondisi bangaphandle

Nakuba ukuba nabaqondisi bangaphandle kungangqubuzani nemithetho yokuziphatha okufanene, kungadala ukungqubuzana kwezinhloso noma umbono wokuthi kuziyangqubuzana kudale nethuba yokungathotshelwa komthetho wokuncintisana.

Lokhu kungalona idumela leSasol futhi kungase kube icala.

Ukuze sivikele idumela leSasol futhi sikuqinisekise ukuthotshelwa kwemithetho, senza lokhu:



Sibubekela imingcele ubuqondisi bangaphandle njengokusho kweNqubo-mgomo YeQembu LeSasol Yabuqondisi Bangaphandle; futhi



Siyakwenqabela ukuthi abaqondisi bangaphandle babuye babe semabhodini abaqondisi ezinkampani esintisana nazo, okungenzeka sintisane nazo, noma esenza nazo ibhizinisi noma esinikela kuzo.



Imithombo eyinhloko mayelana nobuqondisi bangaphandle:



IsiTatimende SeSasol SeNqubo-mgomo Mayelana Nobuqondisi Nakwenye Inkampani; kanye



neNqubo-mgomo YeQembu Mayelana Nobuqondisi Bangaphandle.



Sicela uthinte ihhovisi likaNobhala Wenkampani WeQembu neSikhungo Songoti Bomthetho Wokuncintisana ukuze uthole iziqondiso ezengeziwe ngobuqondisi bangaphandle.

Siyayilawula indlela esibonakala ngayo ezinkundleni zokuxhumana



Asizibandakanyi
ekuziphatheni
okungamukelekile
semsebenzini futhi
siyalihlonipha
ngasese labanye.

Sisebenzisa ukuqonda
futhi silandela
iziNqubo-mgomo
ZeSasol Ngezindaba
Nokuxhumana
Ngezobuchwepheshe.

Sizibheka
njengabazolandisa
ngakho konke
okusakaziwe,
okuhlanganisa
nokuthunyelwa
kwabanye
nokuchonywa
kabusha.

Sikhuthazwa
ukuba sisebenzise
imigudu
yangaphakathi
efanele noma
i-EthicsLine
ukuze sikhulume
ngezindaba
zasemsebenzini.



Imithombo eyinhloko mayelana nezinkundla zokuxhumana:



INqubo-mgomo YeSasol Yokuxhumana Ngezobuchwepheshe; kanye



INqubo-mgomo YakwaSasol Mayelana Nezinkundla Zokuxhumana.



Ukuze uthole ulwazi olwengeziwe ngezinkundla zokuxhumana kwaSasol sicela uthinte uMphathi: Izinkundla Zeqembu Zokuxhumana Nge-inthanethi.



Ukuzibophezela Ekuvikeleni Ukuba Ngasese Kwedatha

Sizibophezela ekutheni sizongatha imininingwane yomuntu ngokusemthethweni nangendlela efanele nasekutheni sizokuhlonipha ukuthi wonke umuntu unelungelo lokuvikelwa kwengasese lakhe.

Siyayinciphisa imininingwane yomuntu esiyisingathayo futhi sithatha izinyathelo zokulondeka ezifanele ukuze sivikele ubumfihlo, ubuqotho nokutholakala.

Ukuze sikwenze kwenzeke lokhu:

	Silandela iNqubo-mgomo Yengasese YakwaSasol;		Sigcina imininingwane yomuntu ngokuphephile, isikhathi esishiwo; futhi
	Siyigcina ikwazi ukubonwa abasebenzisi abagunyaziwe;		Siphatha imininingwane yakho njengeyimfihlo.



Imithombo eyinhloko mayelana nokuba ngasese kwedatha:



iNqubo-mgomo Yobumfihlo yeSasol;



Incwadi Yabasebenzi Mayelana Nengasese;



Uhlelo Lwendawo Ethile Lokulawulwa Kwesigameko Esithinta Ingasese;



IsiTatimende SakwaSasol Mayelana Nengasese Kanye Nezaziso Mayelana Nengasese Labasebenzi; kanye



neNcwadi Yomthetho Wokukhuthaza Ukutholakala Kolwazi (eNingizimu Afrika kuphela).



Ukuze uthole ulwazi olwengeziwe mayelana nengasese kwaSasol, sicela uvakashele ingosi ye-Group Data Privacy SharePoint noma uthinte iHhovisi Lengasese LeQembu LeSasol ekhelini elithi privacy@sasol.com.

Ukusetshenziswa ngendlela efanele kobuchwepheshe bekhompyutha

KwaSasol, sizibophezele ekusebenziseni ubuchwepheshe bekhompyutha ukuzuzisa ababambiqhaza bethu. Siyawabona amandla ezobuchwepheshe bekhompyutha okuguqula izinto (okuhlanganisa nobuchwepheshe obuphazamisayo njengobuhlakani bokwenziwa (AI).

Ngokunjalo, iSasol izinikele ekusebenziseni ubuchwepheshe bekhompyutha ngokuphepha, ngokuzibophezela nangokufanele. Lokhu kuhlanganisa nalokhu:



Ukuba abaphendulayo ngezenzo zethu:

Sizibheka njengabazolandisa ngobuchwepheshe bethu bekhompyutha, siqinisekisa ukuthi busetshenziswa njengoba kuhloswe ngakho ukusekela abantu bethu, iplanethi yethu kanye nemigomo yethu yenzuzo kanye nokugcina izindinganiso zethu;



Ukungafihli:

Asikufihlifi ukuthi siyabusebenzisa ubuchwepheshe bekhompyutha ekwenzeni izinqumo zebhizinisi futhi sibonisa izincacelo ezicacile ababambiqhaza, lapho kudingeka khona;



Ukucwasa:

Silwela ukusebenzisa ubuchwepheshe bekhompyutha ngezindlela eziqinisekisa imiphumela elinganayo kubabambiqhaza bethu nezivimbela ukucwasa ngokungafanele;



Ingasese, Ubumfihlo Nokuphepha:

Sikubheka njengokubaluleke kakhulu ukuvikelwa kwengasese, kwemfihlo kanye nokuphepha lapho sisebenzisa noma yibuphi ubuchwepheshe bekhompyutha;



Ukuqapha nokuhlola okuqhubekayo:

Sihlala siqapha, sihlola futhi sivivinye ubuchwepheshe bethu bekhompyutha ngaphambi nangemuva kokusetshenziswa kunoma yimiphi imisebenzi yethu; futhi



Ukuhambisana nemithetho neziqondiso:

Siqinisekisa ukuthi iyathotshelwa imithetho esebenzayo, iziqondiso kanye nezindlela zokwenza ezingcono kakhulu emhlabeni lapho sisebenzisa noma ibuphi ubuchwepheshe bekhompyutha.

Ukuqapha ukugwazelwa, Ukonakala, Ukukhwabanisa Kanye Nobuphekula

Asikubekezeleli nhlobo ukonakala nokungathembeki.

Asisiniki, asisiceli futhi asisamukeli isifumbathiso. Lokhu kusebenza kubasebenzi, kozakwethu, kubaphakeli, emakhasimendeni, kubalawuli nakosomasheya.

Senza ngokwethembeka nangokungafihli lutho, sibakhetha ngokucophelela ozakwethu ebhizinisini ukuze sigweme ukuziphatha okungafanele.

Siyakuqapha ngisho nokubonakala sengathi asithembekile noma sonakele.

Asikusebenzisi ukuqasha, ukutshala emphakathini, imixhaso noma iminikelo ukuze sithole izinzuzo ezingafanele.

Sithobela imithetho efana noMthetho Wokuvimbela Izenzo Zokonakala Nokulwa Nazo kanye noMthetho Wokuhlonyiswa Kwabamnyama Kwezomnotho Okubanzi.

Ukungathembeki kuhlenganisa nalokhu:



Ukugwazisa nokonakala:

Ukunikeza noma ukwamukela izinzuzo
Ukuze kuthonywe ngokungafanele izenzo, ukuziphatha noma izinqumo;



Ukuqamba amanga noma ukuhlanekezela iqiniso:

Ukuvumela imibono eyiphutha; kanye



Izinkokhelo zokuthola

isevisi: Izinkokhelo ezingekho emthethweni ukuze kusheshiswe izinqubo eziwayelekile;



Ukukhwabanisa:

Izenzo ezikhohlisayo ngenjongo yokuthatha ngokungemthetho imali, impahla noma amalungelo kwabanye abantu.

Asilokothi sicele noma samukele izifumbathiso zanoma iluphi uhlobo, ngokuqondile noma ngokungaqondile. Asisoze sazikhokha izinkokhelo zokusheshisa izinto. Lokhu kusebenza kubasebenzi bethu, ozakwethu, abaphakeli, amakhasimende, abalawuli kanye nosomasheya.

Noma yini esolisayo yibike eHhovisi Lophenyo ESasol (Sasol Forensic Services) noma eSasol EthicsLine.

Ezimweni eziphuthumayo, zibike oHlelweni LwakwaSasol Lokudalula nakuMeluleki Wezomthetho ofanele noma yiziphi izinkokhelo ezingafanele ezenziwe ngaphansi kokucindezelwa.

Ukuvimbela Ukushushumbiswa Kwemali

Asizenzi izenzo zokushushumbisa imali futhi siqinisekisa ukuthi siyabazi ozakwethu ebhizinisini ngokuthatha izinyathelo zokuqikelela ngaphambi kokwenza isivumelwano nabo nangokubahlunga ngokuqhubekayo.

Kuzwakalise ukukhathazeka mayelana nokuba semthethweni kwezimali noma izimpahla kumphathi wakho, uMeluleki Wezomthetho ESasol noma iSikhungo Semithetho Yokubusa Okuhle.



Imithombo eyinhloko mayelana nokulwa nokufumbathisa nokonakala:



INqubo-mgomo YeSasol Mayelana Nokulwa Nokufumbathisa.



Sicela uthinte uMphathi wakho, uMeluleki Wezomthetho WakwaSasol noma iSikhungo Semithetho Yokubusa Okuhle ukuze uthole olunye usizo noma ulwazi.

Ukuncintisana Okufanelekile Nokuhambisana Nomthetho

Siqhudelana ngokungenzeleli futhi sithobela imithetho yokuncintisana ukuze sigcine ubuqotho bemakethe.

Izimfuno zomthetho wokuncintisana zikhuthaza noma zihlose ukulondoloza ukuncintisana emakethe ngokulawula ukuziphatha kwezinkampani okumelene nokuncintisana.

Siqhudelana ngokufaneleka kwemikhiqizo namasevisi ethu, ngamanani esiwabizayo nangokwethemeka kwamakhasimende esikuzuzayo, kodwa hhayi ngendlela emelene nokuncintisana. Siphatha amakhasimende ethu ngendlela efanele futhi asabelani ngolwazi olubucayi nezinkampani esincintisana nazo.

Asiziyenzi imikhuba emelene nokuncintisana efana nale:



Ukuziphatha kwama-Cartel (ukuvumelana kwabancintisani ngamanani, ukwabiwa kwemakethe, ukuthonya imiphumela yokubhida, ukunciphisa umkhiqizo ngamabomu, njll.);



Ukusetshenziswa kabi kwamandla ezimakethe; kanye



Ukwenza izivumelwano eziphikisana nokuncintisana;



Nokwabelana ngolwazi olubucayi nesincintisana nabo.

Silandela iSitatimende SeNqubo-mgomo Yezokuncintisana kanye neNqubo-mgomo Yokuncintisana yakwaSasol kanye naMazinga, Imihlahlandlela kanye Nezinqubo ezibekiwe ukuze siqinisekise ukuthotshelwa komthetho kanye nokuqonda ubungozi bokungathobeli imithetho.



Imithombo eyinhloko mayelana nomthetho wokuncintisana:



IsiTatimende SeSasol Somthetho Wokuncintisana neNqubo-mgomo Ngokungathembeki;



IsiTatimende SeSasol SeNqubo-mgomo Mayelana Nobuqondisi Nakwenye Inkampani;



Inqubo Yokusula Inhlangothi Yezohwebo; kanye



neZindinganiso Neziqondiso Ezihlukahlukene, okuhlanganisa nokuSigatha Nesincintisana Nabo, Ukuthengwa Kwempahla, Amabhizinisi Ahlanganyelwe, Izivumelwano Nemibandela Yezivumelwano, Ukuhlanganiswa Nokutholwa Kwamabhizinisi, Ama-ejenti kanye Nabasabalalisi.



Sicela uxhumane noMeluleki wakho Wezomthetho WakwaSasol noma ne-Competition Law Centre of Expertise ukuze uthole ulwazi olwengeziwe noma usizo.

Ukuvimbela Ubushokobezi Nokushushumbiswa Kwemali

Senza ngokuzibophezela lapho sisingatha impahla engenayo nephumela ngaphandle futhi sithobela imithetho esebenzayo yamazwe ngamazwe noma nini lapho sithenga, sikhiqiza, sithengisa noma sidlulisela imikhiqizo/amasevisi ethu ngaphesheya kwemingcele.

Singahlawuliswa kanzima uma singeqa imingcele yohwebo kanye neyokuthumela ngaphandle.

Uma kungaba nezicelo zohwebo ezivela ezweni noma ebhizinisini elivinjelwe ukuhweba, thinta uMeluleki Wezomthetho WakwaSasol noma iSikhungo Semithetho Yokubusa Okuhle ngaphambi kokuphendula noma ukuthatha isinyathelo.

Asibusekeli ubuphekula noma sishushumbise imali. Sithatha izinyathelo zokuqikelela futhi siwahlunge ngokuqhubekayo amakhasimende, abaphakeli kanye nozakwethu ebhizinisini.

Imikhiqizo noma amasevisi siwanikeza izinkampani ezinswinyiwe kuphela uma zithobela imithetho esebenzayo.



Imithombo eyinhloko mayelana nokunswinya nemithetho yohwebo:



Inqubo-mgomo YaseSasol Yokuthobela Imithetho Yonswinyo.



Sicela uthinte uMeluleki wakho Wezomthetho WakwaSasol noma iSikhungo Semithetho Yokubusa Okuhle ukuze uthole ulwazi olwengeziwe noma usizo.

Ukuvikela Ulwazi Kanye Nempahla-buchopho YakwaSasol

Siyayihlonipha futhi siyayivikela impahla-buchopho yakwaSasol kanye nolwazi oluyimfihlo. Sidalula lolu lwazi kuphela ngezizathu ezizwakalayo, silandela iNqubo Yeqembu Yokulawula Ukudalulwa Kolwazi.

Impahla-buchopho yethu ihlanganisa nalokhu:

 Ubuchwepheshe;	 Izimpawu zethu nezimpawu zohwebo;
 Nezinto esizisungulile nesinamalungelo obunikazi kuzo;	 Amalungelo obusunguli; kanye
 Ubungcwethi bethu bebhizinisi nobokusebenza;	 Izimfihlo zohwebo.
 Ulwazi lwethu lwezobuchwepheshe nokusebenza;	

Amagama ethu nezimpawu zethu zohwebo sikusebenzisa ngendlela efanele, silandela izindinganiso neziqondiso zeSasol ezisebenzayo.

Siyayihlonipha impahla-buchopho yabanye futhi asiyisebenzisi kabi noma sephule imithetho ephathelene nayo. Silufuna noma silwamukele ngokugunyazwa kuphela ulwazi oluyimfihlo.

Lonke ulwazi oluphathelele neSasol olungahloselwe umphakathi luyimfihlo, okuhlanganisa neminingwane yemisebenzi esiyenzayo, yemisebenzi esiyenza ngokubambisana, yabaphakeli, yamakhasimende neyabasebenzi.



Imithombo eyinhloko

- 💡 INqubo Yeqembu Yokulawula Ukudalulwa Kolwazi;
- 💡 INqubo-mgomo Jikelele Mayelana Nokusakazwa Kwezindaba;
- 💡 INqubo-mgomo Yobudlelwano Nabatshalizimali;
- 💡 Uhlaka Jikele Lweqembu LeSasol Lokugunyaza Ukusakaza;
- 💡 Ifilosofi Yempahla-buchopho YeSasol;
- 💡 INqubo-mgomo Yeqembu Yokusakaza Ezobuchwepheshe; kanye
- 💡 neNqubo-mgomo Yeqembu Yezimfihlo Zohwebo.



Uma ungaqiniseki ngokuthi yini eyimpahla-buchopho noma ungayisingatha kanjani, thintana nomphathi wakho noma isiKhulu Esiphezulu Sempahla-buchopho kanye neThimba Lempahla-buchopho ngaphakathi Kwemisebenzi Yezomthetho, Yempahla-buchopho kanye Namasevisi Okuthobela Imithetho.

Uma udinga isiqondiso mayelana nokudalulwa kolwazi oluthile, xhumana nesiKhulu Sokudalula noma ihhovisi likaNobhala Wenkampani WeQembu.

Ukuvimbela Ukuhweba Kwangaphakathi

Akuvunyelwe ukusebenza ngezibambiso ube unolwazi olufihlelwe umphakathi oluthinta intengo. Lokhu kusebenza kubo bonke abaqondisi, abasebenzi kanye nabasebenzisana nabo.

Silugcina luyimfihlo ulwazi oluphathelele neSasol, silunike abanye kuphela ngezizathu zebhizinisi ezisemthethweni noma ngokuvumelana nezimfuneko zokulawula. Asilusebenzisi ulwazi oluyimfihlo ukuze sihwebe ngezibambiso noma silunike abanye.



Imithombo eyinhloko mayelana nokuhweba kwangaphakathi:



Inqubo yokusebenza ngezibambiso zakwaSasol; kanye



neNqubo Yeqembu Yokulawula Ukudalulwa Kolwazi.



INqubo-mgomo Ngokuhweba Kwangaphakathi.



Uma udinga ulwazi olwengeziwe noma usizo, sicela uthinte isiKhulu Sokudalula kanye/noma uNobhala Wenkampani Weqembu.

Ukunamathela Emithethweni Yentela

ISasol iyayithobela futhi iyanamathela emithethweni yentela kanye nasezibophweni zokudalula kuzo zonke izindawo esisebenza kuzo. Sihumusha imithetho yentela ngendlela efanele, ngosizo lomeluleki wezomthetho wentela.

Sigcina ubudlelwano bokubambisana neziphathimandla zentela, sithobela imithetho ukuze sivimbele ukwephulwa kwemithetho yentela. Izingxabano zentela zisingathwa ngendlela esobala, eyakhayo futhi ngaphakathi kwezikhathi ezibekwe enqubweni yengxabano yentela.



Imithombo eyinhloko mayelana nentela:

Ukuze uthole ulwazi olwengeziwe mayelana nentela kwaSasol, sicela uthinte:



INqubo-mgomo Yamasu Entela Nokulawulwa Kwayo;



IziNqubo-mgomo Nezinqubo eziphathelele nazo zonke izinhlobo zentela kuzo zonke izindawo;



Uma udinga ulwazi olwengeziwe noma usizo, sicela uthinte iPhini Likamongameli: Intela; uMphathi Omkhulu: Izindleko Zokudlulisa Kanye Nentela Yamazwe Ngamazwe; uMphathi Omkhulu: Intela eNingizimu Afrika; uMphathi Omkhulu: Intela e-Afrika; uMphathi Omkhulu: Intela e-Eurasia kanye noMphathi Omkhulu: Intela Emazweni AseMelika.

Ukuvikela Impahla YakwaSasol

Sisebenzisa izimpahla nezinsiza zeSasol ngokucophelela ukuze silethele osomasheya bethu inzuzo hhayi thina.

Lokhu kuhlenganisa nalokhu:



Izimpahla eziphathekayo:
Imishini yokusebenza kanye nemishini ye-Information Technology (IT); kanye



Izimpahla ezingaphatheki:
Isikhathi sokusebenza, ulwazi ngabaphakeli, amakhasimende, ozakwethu kanye nesincintisana nabo.

Sivikela zonke izimpahla ekuntshontshweni, ekulahlekeni, ekusetshenzisweni kabi noma ekulimaleni.

Ukuqinisekisa Ukunemba Kwedatha Nolwazi

Sigcina amarekhodi anembile futhi siphathe amarekhodi ebhizinisi ngokuvumelana nezimfuno zomthetho kanye neNqubo-mgomo YakwaSasol Yokugcinwa Kwamadokhumenti.

Sisebenzisana nezicelo zolwazi ezisemthethweni, sinikeze ulwazi oluyiqiniso noluphelele.

Ukunemba kudlulela nakulokhu:



Imininingwane Yomkhiqizo:
Iqiniso mayelana nokuphepha, ikhwalithi, ukusebenza, imikhawulo kanye nezici zendawo ezungezile;



Imininingwane yezezimali:
Amarekhodi anembile futhi aphelele ezezimali.



Imininingwane engaphathelene Nezimali:
Ukubika nokudalula nge-SHE; futhi

Sithembekile futhi sibeka izinto obala kubabambiqhaza ebhizinisini lethu, mayelana nesikushoyo ngemikhiqizo yethu, imininingwane yezimali nemibiko yebhizinisi.

Ukukhuthaza Ukuqwasha Mayelana Nokuphepha Ku-inthanethi

ISasol ingase ibeke iso emadivaysini ebhizinisi ukuze iqinisekise ukuphepha kwe-IT kanye nokokusebenza.

Siyayiqapha imininingwane yokungena kumadivaysi ukuze sigweme ukubonwa kolwazi okungagunyaziwe.

Sisebenzisa, sidlulise futhi silahle omakhalekhukhwini abakhishwe yiSasol ngokwenqubo-mgomo yeSasol esebenzayo.

Ukuqinisekisa Ukuthotshelwa Komthetho

Siyithobela yonke imithetho, izimfuno zokulawula, nezinqubo-mgomo zakwaSasol.

Le Khodi ayikhulumi ngawo wonke umthetho noma inqubo-mgomo esebenzayo, ngakho-ke kufanele siyazi futhi sihambisane nayo yonke imithetho efanele ephathelene nendima yethu.







Ubuhlobo Obunokuziphatha Okufanele Nabaphakeli

INqubo-mgomo yethu Yochungechunge Lokuphakela kanye noHlaka Lokubusa Uchungechunge Lokuphakela kukwendlala ngokucacile lokho esikulindele kubaphakeli bethu. Ukusebenzelana nabaphakeli bethu kwenziwa ngendlela eqinisekisa ukuthi iyagcinwa iKhodi yethu Yokuziphatha Kwabaphakelifuthi ziyagcinwa izimiso zobuqotho kuzo zonke izinzo zebhizinisi.

Esikulindele kuhlenganisa nalokhu:



Ukuzibophezela ekuhlonipheni nasekugcineni amalungelo abantu kanye nemikhuba yokuqasha enobulungisa ebandakanya ukuba nezinqubo-mgomo nezinyathelo ezifanele ukuze kuncishiswe futhi kuvinjwe izingozi ezingaba khona;



Ukuziphatha ngendlela efanele nokuqinisekisa ukuthi kuyanyathelwa emithethweni-nqubo esebenzayo; kanye



Ukuthatha isinyathelo kuqala ukulawula izingozi ze-SHE;



Nokufeza izibopho zezentengiselwano.



Ukuqinisekisa ukuthotshelwa komthetho ngokugwema noma yikuphi ukuziphatha okungase kubangele ukwephulwa kwemithetho yiSasol;

Izimiso Zochungechunge Lokuphakela:

- Lwela ukwenza kahle ezinqubweni zokusebenza;
- Sebenzelana nabanye kwezebhizinisi ngokuziphatha okufanele futhi ukukhuthaze;
- Sungula izinqubo zokuziphatha okufanele futhi uzilondoloze;
- Kuphike ukungathembeki, ukonakala, ukukhwabanisa nokufumbathisa futhi umelane nako;
- Qinisekisa ukuthi ukuphakwa kwezimpahla namasevisi kwenziwa ngokungaguquki nangendlela enokwethenjela;
- Hlakulela ubudlelwano obuhle nababambe iqhaza;
- Makube seqhulwini ukusebenza ngendlela esimeme ochungechungeni lokuphakela;
- Sebenzisa amasu okuphatha aphumelelayo nanengqondo;
- Hlomisa abasebenzi futhi uliqaphele igalelolabo;
- Nciphisa izingozi eizihlobene ne-SHE namalungelo abantu;
- Sekela ukuthuthukiswa kwabaphakeli abasesifundeni nabakuleli futhi ukubeke eqhulwini ukuthengwa kwempahla kuleli; futhi
- Qinisekisa ukuthi izinqubo zokuthenga zisobala futhi zinobulungisa.



Imithombo eyinhloko mayelana nochungechunge lokuphakela:



IziNqubo-mgomo Nezinqubo Zokuphepha ZakwaSasol;



Inqubo YakwaSasol Yobudlelwano Nabaphakeli Bezimboni;



INqubo-mgomo Yochungechunge Lokuphakela;



IziNhlaka Zokubusa Uchungechunge Lokuphakela; kanye



IKhodi Yokuziphatha Kwabaphakeli BeSasol.



Ukuze uthole ulwazi olwengeziwe ngezindaba ezimayelana noChungechunge Lokuphakela eSasol, sicela uthinte uMphathi wakho Osekela Ukusebenza Kochungechunge Lokuphakela kanye/noma noMphathi Wezidingo; uMphathi Omkhulu: Imithetho Eyamukelwa Jikele kanye Nokubusa , Izingozi kanye Nokuthobela Umthetho noma iPhini Likamongameli: Ukuthengwa Kwamakhemikhali Emazweni Onke

Ukuphathwa Kwamakhasimende Okusezingeni Eliphezulu Nemikhiqizo Esezingeni Eliphezulu

Siqinisekisa ikhwalithi ngokuletha amasevisi eklanyelwe isidingo, imikhiqizo esebenza ngezinga eliphakeme namanani angcono.

Indlela yethu yokuphatha umkhiqizo ihlose ukuqinisekisa ukuthengwa kwempahla ngendlela ephephile nokuhambisana nemithetho futhi ngezinga okungenzeka ngalo, sinciphise imithelela empilweni nasendaweni ezungezile.

Ngeke siwudayise noma siwakhe umkhiqizo uma singeke sibe nesiqiniseko sokuthi uphephile kubantu nasendaweni ezungezile. Sizibophezela ekwakheni umkhiqizo ophephile nasekukhulumeni iqiniso ngawo, silwela ukuthuthuka ngokuqhubekayo ikhwalithi, ukuphepha nasezintweni ezintsha ezisungulwayo.

Ukudalulwa kolwazi ngokunembile ngesikhathi esifanele

Sithobela izimfuneko zokulawula zokudalula ngesikhathi esifanele.

Sidlulisela ulwazi ngokwethembeka nangokungafihli lutho emibikweni yethu, sigcina ababambiqhaza benlwazi ngokubanika ulwazi olucacile, oluyiqiniso nolunembile.

Sizigcina singathonywa ngokungafanele futhi singakhethi, singabonisi ukukhetha kunoma yibaphi osomasheya noma abatshalizimali.

Imibuzo yomphakathi isingathwa ngobuchwepheshe, sibonisana noMnyango Wezindaba Zenkampani, abeLuleki Bezomthetho kanye nabanye ochwepheshe abathintekayo kuye ngesidingo.



Ukusebenzelana Nohulumeni Neminikelo Yabezombusazwe

Sisebenza ngokwethembeka nohulumeni, sithobela imithetho emayelana nezipho neminikelo enikezwa izikhulu. Ukuziphatha kwethu kuthinta idumela lethu nemisebenzi yethu emhlabeni jikelele.

Izipho ezingale kwezipho ezisesilinganisweni ezinikwa izikhulu zomphakathi zinganikezwa kuphela ezimweni ezingavamile futhi kumelwe zigunyazwe yiSikhungo Semithetho Yokubusa Okuhle ESasol kanye nePhini Likamongameli lalelo bhizinisi elithintekayo noma ezimweni lapho isipho sinikezwa yiPhini Likamongameli noma iPhini Eliphakeme Likamongameli, lesi siphokumelwe sigunyazwe yiSikhungo Semithetho Yokubusa Okuhle nayiPhini Likamongameli Eliphethe.

Izimiso Eziyinhloko:

	Yiba owakhayo, othembekile nobambisanayo nezikhulu zikahulumeni;		Ungalokothi uthembise imihlomulo engaba nomthelela ezinqumweni; futhi
	Gwema izikhundla nobuholi kwezombusazwe;		Ungawakhokheli amaqembu noma izikhulu zezombusazwe.

Ukukhokhelwa kwezikhulu noma amaqembu ezombusazwe kungabonakala njengokufumbathisa noma ukugxambukela embusweni wentando yeningi.

Ngakho-ke, iSasol ngeke iwakhokhele amaqembu ezombusazwe, izikhulu noma abasebenzisana nazo.

Uma sikhapha iminikelo noma sizibandakanya emisebenzini yezombusazwe, lokho sikwenza njengezakhamuzi ezizimele hhayi njengabamele iSasol Ngokunamathela kulezi zimiso, silondoloza amazinga aphezulu obuqotho nokwenza kahle kuyo yonke imisebenzi yethu.

10

UKUNGATHOBELI UMTHETHO

Sonke sinesibopho sokuqinisekisa ukuthotshelwa kweKhodi ythu futhi sinomthwalo wokubika noma ikuphi ukwephulwa kweKhodi, kwanoma iziphi ezinye izinqubo-mgomo zakwaSasol noma izimfuno zokulawula.

ISasol inamathethela emithethweni eminingi futhi ukungathotshelwa kwayo kungaholela emiphumeleni emibi kakhulu, kokubili kwezomthetho nangokwezimali futhi kone idumela leSasol.

ISasol ayikubekezeleli nhlobo ukuziphatha okungekho emthethweni noma okungenasimilo.

Noma yikuphi ukwephulwa kweKhodi noma kwezinqubo-mgomo zeSasol kuyophenywa futhi kuthathelwe izinyathelo ezifanele. Lokhu kungase kuhlenganise nokuqeqeshwa kabusha, ukuqondiswa kobugwewe noma esinye isinyathelo sokulungisa, kuze kufike futhi kuhlenganise nokuxoshwa emsebenzini, kuye ngezimo.

11 UKUNGAPHINDISELI/ UKUVIKELWA KWENHLABAMKHOSI

ISasol ikhuthaza isiko lapho bonke ababambiqhaza, ikakhulukazi abasebenzi, bekhuthazwa khona ukuba bakhulume futhi babike ukuziphatha okungafanele, okungekho emthethweni, noma okungathandeki okubandakanya iSasol nalabo iSasol esebenzisana nabo, ngaphandle kokwesaba impindiselo noma isijeziso.

ISasol yenqabela noma yiluphi uhlobo lokuphindisela, ukusabisa noma ukuhlukumeza umuntu, obika ngobuqotho, wabika noma oveza ukukhathazeka akholelwa ngokunengqondo ukuthi iwukwephulwa kwale Khodi. Abasebenzi abathola impindiselo ngenxa yokukhuluma ngokumelene nokuziphatha abasola ukuthi akulungile bakhuthazwa ukuthi bazibike ngokushesha lezo zigameko e-EthicsLine ngokuthi banikeze yonke imininingwane yokuhlukunyezwa noma impindiselo abayishoyo. Kukhona nemigudu yokubika ezihlizekwa yiziphathimandla ezilawulayo noma amaxusa kahulumeni.

Uma noma ubani ngaphakathi kwaSasol engazama ukuziphindiselela noma ukuhlukumeza umsebenzi ngoba ekhulumile futhi wabika ngobuqotho, lowo muntu uyothathelwa izinyathelo zokuqondisa izigwegwe, kuze kufike futhi kuhlenganise nokuxoshwa.

Imibiko eyenziwa kwaSasol ngezinhloso ezimbi, noma equkethe ngamabomu imininingwane engamanga noma edukisayo, noma ehloselwe ukulimaza futhi engamukeleki ingase iholele ekuthathweni kwesinyathelo sokuqondisa izigwegwe, kuze kufike futhi kuhlenganise nokuxoshwa, noma esinye isinyathelo sokulungisa.

Ulwazi olwengeziwe mayelana nalokhu lungatholakala eHhovisi Leqembu Lokuziphatha Okufanele laseSasol naseNqubweni-mgomo YakwaSasol Yezinhlalabamkhosi.



UMA UBONA INTO ENGALUNGILE

Uma ubona ukuziphatha okungahambisani nezimiso zethu kanye neKhodi noma nezinqubo-mgomo zeSasol - sicela ukwenze indaba yakho ukhulume!

Zonke izigameko zangempela noma ezisolwayo zokwephulwa kweKhodi, kwezimiso zethu, kwezinqubo-mgomo zeSasol noma kwezimfuno zokulawula kufanele zibikwe eSasol EthicsLine, kusetshenziswa enye yezinkundla eziyimfihlo ezibalulwe ngezansi:

Ngokushaya ucingo



E-USA:
1800 490 9129
(Kungase kube nezindleko kumanethiwekhi athile eselula)



ENingizimu Afrika:
0800 016 017
(mahhala)



EChina:
400 878 5992



EGermany:
0800 183 0760



E-Italy:
800 939 098



EMozambique:
800 333 312
(Kumahhala uma usebenzisa inethiwekhi yakwaVodacom)/
800 112 233
(Kumahhala uma usebenzisa inethiwekhi ye-TDM) /



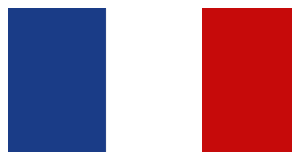
ESingapore:
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EHong Kong:
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E-United Kingdom:
0808 273 4946



EFrance:
080 598 0323



ENetherlands:
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ESlovakia:
0800 232 022



ESpain:
900 751 262

Ngokubhala:

I-imeyili: sasol@ethics-line.com (e-Afrika nase-USA)



Ingosi yewebhu:

www.sasolethics.com (e-Afrika nase-USA)

sasol.ethicsline.com (deloitte-halo.com) (e-Eurasia ngaphandle kwe-China)

https://tip-offs.com.cn/sasol_ethicsline/ (China)

Njengengxenywe yemigudu esemthethweni yokubika kwaSasol, abasebenzi bangase futhi bakhulume nge-imeyili, ngocingo noma ubuso nobuso neHhovisi Leqembu Lokuziphatha Okufanele laseSasol noma nanoma yiliphi elinye ilungu loMphakathi WeSasol Wokuziphatha Okufanele, okungukuthi: Izikhulu Zokuziphatha Okufanele Zohlaka Lokusebenza, Abaxhumanisi Bokuziphatha Okufanele nabaPhenyi Bokuziphatha Okufanele.

Imibiko Yezingcingo ingenziwa amahora angu-24 ngosuku, izinsuku eziyisikhombisa ngesonto ngezilimi ezahlukene, okuhlanganisa isiNgisi, isiBhunu, isiZulu, isiSuthu, isiXhosa, isiPedi, isiTsonga, isiVenda, isiTswana, isiSwati, isiNdebele, isiMandarin, isiPutukezi, isiNtaliyane isiJalimane, isiFulentshi, isiDashi, iSpanishi nesiLovakia.

Abasebenzi banikwa nethuba lokuhlala bengaziwa.

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