



SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

1. EXECUTIVE SUMMARY

Sasol Limited is a global chemicals and energy company, listed both on the Johannesburg Stock Exchange and the New York Stock Exchange.

This Modern Slavery Statement (the Statement) sets out actions taken by Sasol to prevent modern slavery from occurring within its business or supply chain, during the financial year commencing on 01 July 2024 and ending on 30 June 2025 (FY25).

This Statement is prepared in accordance with the provisions of section 54(1) of the United Kingdom (UK) Modern Slavery Act, 2015 (the Modern Slavery Act).

2. ABOUT THE STATEMENT

Section 54(1) of the Modern Slavery Act requires commercial organisations carrying out the business of supplying goods and services in the UK and having a consolidated global turnover of £36 million or more per annum, to prepare and publish a slavery and human trafficking statement annually.

Sasol Limited is the ultimate holding company of the Sasol Group of Companies (Sasol), and the indirect shareholder of the following UK incorporated Sasol subsidiaries:

- Sasol UK Limited (Sasol UK); and
- Sasol European Holdings Limited (Sasol European Holdings).

The UK incorporated Sasol subsidiaries listed above are 100% indirectly held by Sasol Limited.

Their respective business activities include:

- Sasol UK acts as an agent for various Sasol entities by selling and marketing chemicals, mainly to the European market. It also provides technical support to Sasol's existing upstream Exploration, Appraisal, Development and Production activities; and
- Sasol European Holdings is a UK based European regional holding company. Sasol European Holdings holds investments in various Sasol subsidiaries across Europe.

For FY25, Sasol's global turnover is recorded as £10,6 billion.

Sasol Limited hereby publishes its Statement pursuant to the provisions of section 54(1) of the Modern Slavery Act, as the ultimate holding company of Sasol and the indirect shareholder of its UK incorporated subsidiaries.

For more detailed information on how we structure ourselves, including details of our value proposition and integrated value chains, please refer to the [Sasol Integrated Report 2025](#) and our most recent [Form 20-F 30 June 2025](#).

3. SUPPLY CHAIN

Supply Chain is the custodian of all external spend for Sasol. It is responsible for managing supply and demand, ensuring cost-efficiency including maximising return on spend, while maintaining effective logistics of a range of deliverables.

Our Procurement and Supply Management units procure all commodities, services, feedstock and raw materials for our global operations and our Capital Project Procurement unit is responsible for sourcing goods and services for the capital projects demand across Sasol.

We are dedicated to ensuring the responsible and sustainable sourcing and delivery of goods, services, and products, with the aim of enhancing shared value. Through mutually beneficial relationships with our supply chain stakeholders, we endeavour to understand, translate and proactively deliver on commitments, on time and at the required quality and price.

Our commitment to supplier sustainability is embedded in the belief that businesses have a responsibility to operate in a way that promotes long-term sustainability, both for their own operations, as well as for the communities and ecosystems in which they operate. Our suppliers are pivotal stakeholders in Sasol achieving its sustainability goals and by working with those who share our values and commitment to sustainability, we collectively impact the environment and society, positively.

4. OUR COMMITMENT

We uphold and respect human rights by:

- avoiding adverse human rights impacts that we may cause or contribute to through our business activities and our relationships, including with employees, communities, joint ventures and business partners, suppliers and service providers; and
- doing business based on fair, lawful and transparent practices.

Sasol, as a signatory to the United Nations Global Compact (UNGC) since 2001, subscribes to the Ten Principles of the UNGC and further endorses the United Nations Sustainable Development Goals.

We commit to the application of the United Nations' Guiding Principles on Business and Human Rights (UNGPs) and the Organisation for Economic Cooperation and Development's Guidelines for Multinational Enterprises on Responsible Business Conduct, including key international human rights recognised by the International Labour

Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and the International Bill of Rights.

For more information on our commitments to Human Rights, refer to [Sasol Integrated Report 2025](#).

5. OUR INTERNAL CONTROL ENVIRONMENT

5.1 Our approach to Modern Slavery

We seek to operate supply chains that are free of modern slavery, including compulsory labour and child labour (Modern Slavery). Managing the risk of modern slavery forms part of our overall Sasol Business and Human Rights (BHR) Programme.

Our approach to human rights is premised on compliance with applicable legal requirements in all the jurisdictions in which we conduct our business, and we align our practices to the UNGPs and the Ten Principles of the UNGC.

We prohibit all forms of Modern Slavery or any other situations of exploitation in which a person cannot refuse or leave a place of work because of threats, violence, coercion, deception, or abuse of power.

We engage in fair labour practices consistent with local legal requirements and the ILO Declaration on Fundamental Principles and Rights at Work.

Furthermore, we respect and uphold the right and freedom of association of our employees in compliance with applicable laws, including the right of organisation and participation in associations and trade unions.

We monitor and ensure compliance with applicable labour laws and remain vigilant to emerging Modern Slavery and human trafficking risks in all the jurisdictions in which we operate.

In accordance with our organisational policies and procedures, we seek to ensure that our suppliers operate in accordance with applicable laws, as well as the Sasol Code of Conduct and the Supplier Code of Conduct.

We encourage our business partners, suppliers and service providers to commit to compliance with sound UNGPs.

5.2 Governance

The Sasol Limited board of directors (the Board) has ultimate responsibility for overseeing Sasol's commitment to uphold and respect human rights in line with the Sasol Human Rights Policy.

The Safety, Social and Ethics Committee (SSEC), a delegated sub-committee of the Board, is responsible for, among others, overseeing the implementation of Sasol's BHR Framework and overall approach to human rights.

The BHR Framework, which underpins Sasol's human rights approach, supports the integration of relevant human rights considerations into business processes and activities. This Framework reinforces our commitment to align our practices with the UNGPs.

5.3 Policies and Procedures

Our BHR Programme remains dynamic and adaptable, continuously evolving in response to changes in the regulatory environment and insights gained from our internal human rights impacts assessments including identified improvement opportunities.

For FY25, our Sasol Human Rights Policy was reviewed and updated to ensure that we align with best practices and communicate our salient human rights.

In addition to the updated Sasol Human Rights Policy, available on the Sasol website [Sasol Human Rights Policy](#), Sasol Germany GmbH in line with local regulatory requirements has approved and published a Declaration of Human Rights Principles, 2025 ([Declaration of Human Rights Principles](#)).

Furthermore, there are a number of organisational policies and resources that support the implementation of the Sasol BHR Programme, including the management of any potential exposures to Modern Slavery and human trafficking.

5.4 BHR due diligence requirements

Sasol continues to maintain, on a risk assessed basis, BHR due diligence processes in terms of which potential human rights impacts are evaluated, managed and reported in accordance with its BHR Framework. Due diligence processes that are in place include:

- **Self-assessments:** used to identify potential human rights issues that might arise in connection with each Operating Model Entities' operations and business relationships;
- **Supply-chain due diligence:** Sasol's BHR supplier onboarding and monitoring procedures, applicable to Sasol suppliers and implemented to assess and monitor potential human rights impacts that may arise as a result of the business relationship concluded between Sasol and a supplier, including implementation of applicable BHR contractual provisions that are appropriate to the level of risk exposure assessed for each supplier; and
- **Sasol Mergers & Acquisition Due Diligence Guidance on Human Rights:** human rights-focused due diligence guidance for mergers and acquisitions, incorporated into the internal Sasol Mergers and Acquisitions Handbook, to ensure that potential human rights issues associated with acquisitions and sales of corporate entities by Sasol, are identified and managed appropriately in accordance with the Sasol Human Rights Policy. Furthermore, potential joint venture partners are required to complete a human rights due diligence questionnaire to be able to do business with Sasol. The aim of the questionnaire is to support the identification of potential human rights risks associated with a joint venture partner and its business activities. The responses to this

questionnaire inform Sasol's ensuing engagements with potential joint venture partners in relation to any such identified risks, to allow for human rights issues to be appropriately managed.

5.5 BHR training

Sasol promotes a culture of continuous learning and development to ensure that Sasol employees have a greater understanding of the business risks and opportunities associated with upholding and respecting human rights, in line with the Sasol Code of Conduct and Sasol Human Rights Policy.

To enhance a stronger health and safety culture within Sasol as well as ensuring compliance and/or adherence to human rights related principles and regulations, our internal BHR global employee training programme was revised and updated during the financial year commencing on 01 July 2023 and ending on 30 June 2024 to ensure its continued relevance and alignment to current business processes and procedures.

We have revised our training material for target employees to incorporate a pre-assessment option, amongst other functionality improvements, and it deals with:

- the implications of forced labour and human trafficking within a corporate organisation;
- the identification of red flags and measures in place to address such red flags; and
- implementation of due diligence processes to prevent forced labour in our supply chains.

The updated Sasol BHR global employee training programme was rolled out with effect from 01 July 2024 and as at 30 June 2025, 99% of the target Sasol employees have successfully completed the training.

5.6 Other notable reporting requirements

5.6.1 California Transparency in Supply Chains

In addition to this Statement, Sasol, through its subsidiary, Sasol Chemicals (USA) LLC, also issues a slavery and human trafficking statement contemplated in the California Transparency in Supply Chains Act of 2010 (SB 657) (the Transparency in Supply Chains Act). The Transparency in Supply Chains Act requires certain companies falling within its ambit to disclose information regarding their efforts to eradicate slavery and human trafficking within their supply chains on their websites or through written disclosures. While Sasol Chemicals (USA) LLC is not obligated to make a disclosure pursuant to section 3(c)(1)-(5) of the Transparency in Supply Chains Act, its statement in regard to its commitment to make a positive and constructive contribution to the elimination of all forms of forced and compulsory labour including human trafficking, can be found at <https://www.sasol.com/suppliers/north-america/become-supplier>.

5.6.2 Conflict minerals

As part of its United States Securities and Exchange Commission filing requirements in terms of the Dodd-Frank Wall Street Reform and Consumer Protection Act 68 of 2008, Sasol also makes an annual submission on its use of any of the four materials that have been linked to conflict in African countries (known as conflict minerals).

This Statement was approved by the SSEC on behalf of the Board (duly authorised) on 10 November 2025.



SIMON BALOYI
President and Chief Executive Officer
duly authorised