

# Global Reporting Initiative

KEY

**OG** Disclosures – Oil & Gas sector disclosures

**MM** Disclosures – Mining & Metals sector disclosures

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>Strategy and Analysis</b>			
<b>G4-1</b>	Provide a statement from the most senior decision-maker of the organisation (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organisation and the organisations strategy for addressing sustainability.	Strategy and Analysis	The President and CEO's perspectives on sustainable development challenges are reflected in the <a href="#">President and CEO Review</a> .
<b>G4-2</b>	Provide a description of key impacts, risks, and opportunities in two concise narratives: 1) The organisation's key impacts on sustainability and effects on stakeholders 2) Impact of sustainability trends on the long-term prospects of the organisation	Strategy and Analysis	A review of our key sustainability risks is provided in the review of our <a href="#">material sustainability focus areas</a> . An assessment of the impact of key business trends and Sasol's response to these is provided in the review of <a href="#">our operating context</a> . Our approach to managing the key impacts, risks and opportunities is identified throughout supplementary sustainability material on the website. Further information on the principal group-wide risks is provided in <a href="#">mitigating our top risks</a> in the Annual Integrated Report (page 44 and 47) and our <a href="#">Form 20-F (Section 3D Risk Factors)</a> .
<b>Organisational Profile</b>			
<b>G4-3</b>	Report the name of the organisation.	Organisational Profile	Sasol
<b>G4-4</b>	Report the primary brands, products, and services.	Organisational Profile	An overview of our principal products is provided in the review of <a href="#">our integrated value chain in the Annual Integrated Report (page 12)</a> . Additional detail is provided in our <a href="#">Form 20-F (Item 4 Business Overview)</a> .
<b>G4-5</b>	Report the location of the organisation's headquarters.	Organisational Profile	1 Sturdee Avenue; Rosebank 2196; Johannesburg; Republic of South Africa
<b>G4-6</b>	Report the number of countries where the organisation operates, and names of countries where either the organisation has significant operations or that are specifically relevant to the sustainability topics covered in the report.	Organisational Profile	An overview of the countries where we operate is provided in the review of <a href="#">our global presence</a> in the Annual Integrated Report (page 14). Additional detail is provided in our <a href="#">Form 20-F (Item 4 Business Overview and Property, plants and equipment)</a> .
<b>G4-7</b>	Report the nature of ownership and legal form.	Organisational Profile	Detail is provided in the <a href="#">Annual Financial Statements (AFS) 2015</a> , and in our <a href="#">Form 20-F (Item 4c – Organisational structure)</a> .
<b>G4-8</b>	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	Organisational Profile	An overview of the countries where we operate is provided in the review of <a href="#">Our global presence</a> . Additional detail is provided in our <a href="#">Form 20-F (Item 4 Information on the company)</a> .

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>G4-9</b>	Report the scale of the organisation, including: <ul style="list-style-type: none"> <li>▪ Total number of employees</li> <li>▪ Total number of operations</li> <li>▪ Net sales (for private sector organisations) or net revenues (for public sector organisations)</li> <li>▪ Total capitalization broken down in terms of debt and equity (for private sector organisations)</li> <li>▪ Quantity of products or services provided</li> </ul>	Organisational Profile	Detail on these issues is provided in the review of <a href="#">Our global presence</a> , the data table on <a href="#">Human Capital: Our People</a> , and the <a href="#">Summarised Chief Financial Officer's review</a> .
<b>G4-10</b>	a. Report the total number of employees by employment contract and gender. b. Report the total number of permanent employees by employment type and gender. c. Report the total workforce by employees and supervised workers and by gender. d. Report the total workforce by region and gender. e. Report whether a substantial portion of the organisation's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors. f. Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries).	Organisational Profile	An overview of our workforce figures is presented in the <a href="#">developing and empowering high-performing people</a> section of the online sustainability report. The data covers all permanently employed employees. Safety data covers both employees and service providers. Changes in employee numbers are covered in the reporting tables. Currently we do not report the detailed gender and other employment information by region due to the fact that the majority of our employees are in South Africa.
<b>G4-11</b>	Report the percentage of total employees covered by collective bargaining agreements.	Organisational Profile	More than 60% of our South African workforce is represented by a trade union. Union membership in Germany is not (for legal reasons) recorded, but we do have compulsory co-determination with workers. Further detail is in the review on <a href="#">maintaining positive employee relations</a> in our online sustainability report.
	Describe the organisation's supply chain.	Organisational Profile	We have more than 7 000 suppliers globally providing a diverse range of goods and services. These include suppliers of feedstock, utilities, logistics, industrial facilities and an array of associated professional and support functions. We review our activities relating to sustainable supply chain management in our review on <a href="#">promoting supplier accountability</a> .

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G4-13	<p>a. Report any significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain, including:</p> <ul style="list-style-type: none"> <li>▪ Changes in the location of, or changes in, operations, including facility openings, closings, and expansions</li> <li>▪ Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organisations)</li> <li>▪ Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination</li> </ul>	Organisational Profile	<p>All acquisitions and dispositions are reported on in the AFS via the liquidity notes in terms of IFRS – IAS 7, notes 54 and 55. In addition we list acquisitions and dispositions in the Directors Report in terms of the Companies Act, based on reporting materiality. Any changes to the quantitative reporting parameters are identified in the <a href="#">performance data tables</a> and accompanying notes in the online sustainability report.</p>
G4-14	Report whether and how the precautionary approach or principle is addressed by the organisation.	Organisational Profile	<p>The principles that underlie the precautionary approach informs our <a href="#">governance framework for sustainable development</a> reviewed in our sustainability report, particularly as regards our management of occupational safety and health, and our impacts on the environment. Our activities in implementing these principles are described throughout our sustainable development report. Specific examples are provided relating to our climate change management practices, the water stewardship section, and the review on ensuring responsible product stewardship.</p>
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses.	Organisational Profile	<p>We participate in various international voluntary initiatives relating to sustainable development.</p> <ul style="list-style-type: none"> <li>▪ We play an active role in developing and implementing the global chemical industry's Responsible Care® initiatives, and participate in working groups of the European Chemical Industries' Council (CEFIC) and the South African Chemical and Allied Industries' Association (CAIA).</li> <li>▪ We have been a signatory to the United Nations Global Compact (UNGC) since 2001, and in March 2008 we endorsed the UNGC CEO Water Mandate.</li> <li>▪ We participate in the Global Product Strategy (GPS) initiative of the International Council of Chemical Associations (ICCA).</li> <li>▪ We support the principles of the Extractive Industries Transparency Initiative (EITI).</li> <li>▪ We participate in the annual climate change and water disclosures of the CDP (formerly Carbon Disclosure Project).</li> <li>▪ We are corporate members of numerous local and international businesses, engineering, scientific and other organisations.</li> <li>▪ We are a member of the National Business Initiative (NBI).</li> </ul>

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<b>G4-16</b>	<p>List memberships of associations (such as industry associations) and national or international advocacy organisations in which the organisation:</p> <ul style="list-style-type: none"> <li>▪ Holds a position on the governance body</li> <li>▪ Participates in projects or committees</li> <li>▪ Provides substantive funding beyond routine membership dues</li> <li>▪ Views membership as strategic</li> </ul>	Organisational Profile	An overview of key memberships is provided in the response to G4-15 above.

#### Identified Material Aspects and Boundaries

<b>G4-17</b>	<p>a. List all entities included in the organisation's consolidated financial statements or equivalent documents.</p> <p>b. Report whether any entity included in the organisation's consolidated financial statements or equivalent documents is not covered by the report.</p>	Identified Material Aspects and Boundaries	This information can be found in <a href="#">About Sasol</a> .
<b>G4-18</b>	<p>a. Explain the process for defining the report content and the Aspect Boundaries.</p> <p>b. Explain how the organisation has implemented the Reporting Principles for Defining Report Content.</p>	Identified Material Aspects and Boundaries	Sasol has followed the process for defining the report content as outlined GRI Technical Protocol: "Applying the Report Content Principles". The report content has been informed, amongst other things, by: the expectations of our stakeholders; our internal risk management processes which has informed the identification of our most material issues; the requirements of the King III governance standard; and with consideration to the recommendations of the Global Reporting Initiative's G4 Guidelines. Material topics have been chosen with the aim of demonstrating our impacts, risks and opportunities and how we create, preserve and erode value over time. This G4 table provides the reader with a picture of our current process and gives understanding of the changes that Sasol needs to make. All indicators in the G4 Minerals & Mining Sector Disclosure have been reported on, as outlined in this table.
<b>G4-19</b>	<p>a. List all the material Aspects identified in the process for defining report content.</p>	Identified Material Aspects and Boundaries	An overview of our material sustainability focus areas is presented in our review on <a href="#">Our material sustainability focus areas</a> . In terms of the GRI G4 "aspects" those aspects that are not seen to be material are identified in this table, and the reasons for this assessment is provided in the response to the each relevant aspect below.

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
	<p>For each material Aspect, report the Aspect Boundary within the organisation, as follows:</p> <ul style="list-style-type: none"> <li>▪ Report whether the Aspect is material within the organisation</li> <li>▪ If the Aspect is not material for all entities within the organisation (as described in G4-17), select one of the following two approaches and report either:               <ul style="list-style-type: none"> <li>– The list of entities or groups of entities included in G4-17 for which the Aspect is not material or</li> <li>– The list of entities or groups of entities included in G4-17 for which the Aspects is material</li> </ul> </li> <li>▪ Report any specific limitation regarding the Aspect Boundary within the organisation</li> </ul>	Identified Material Aspects and Boundaries	The report covers all of our global operations over which we have operational control for all of the reported material aspects, unless otherwise stated in the text of the online sustainability report. An overview of our operations and activities is provided in the section <a href="#">our global presence</a> of the AIR. Additional details on each of our operations and their associated activities is provided in the operating performance section of the AIR.
G4-21	<p>For each material Aspect, report the Aspect Boundary outside the organisation, as follows:</p> <ul style="list-style-type: none"> <li>▪ Report whether the Aspect is material outside of the organisation</li> <li>▪ If the Aspect is material outside of the organisation, identify the entities, groups of entities or elements for which the Aspect is material. In addition, describe the geographical location where the Aspect is material for the entities identified</li> <li>▪ Report any specific limitation regarding the Aspect Boundary outside the organisation</li> </ul>	Identified Material Aspects and Boundaries	We will review the feasibility and merit of reporting more fully on this indicator and if possible and appropriate we will report in more detail on this issue in future, as we embed our G4 reporting process.
G4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	Identified Material Aspects and Boundaries	All significant items are reported on a like-for-like basis, with no major restatements.
G4-23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	Identified Material Aspects and Boundaries	A general comment on the scope and boundary of the report is provided in <a href="#">about this report</a> and in the review of <a href="#">our reporting boundary</a> in the section on <a href="#">data and assurance</a> in our online sustainability report. All acquisitions and dispositions (affecting the boundary of the report) are reported on in the AFS. In addition we list acquisitions and dispositions in the Directors Report in terms of the Companies Act, based on reporting materiality. Any changes in the measurements methods applied in the report are described in the notes on measurement in <a href="#">our performance data tables</a> .

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<b>Stakeholder Engagement</b>			
<b>G4-24</b>	Provide a list of stakeholder groups engaged by the organisation.	Stakeholder Engagement	An overview of Sasol's approach to stakeholder engagement is provided in the <a href="#">engaging our stakeholders</a> section, which includes a list of our core stakeholder groups, their priority interests/issues, and our response measures.
<b>G4-25</b>	Report the basis for identification and selection of stakeholders with whom to engage.	Stakeholder Engagement	An overview of Sasol's approach to stakeholder engagement is provided in the <a href="#">engaging our stakeholders</a> section, which includes a list of our core stakeholder groups, their priority interests/issues, and our response measures.
<b>G4-26</b>	Report the organisation's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	Stakeholder Engagement	An overview of Sasol's approach to stakeholder engagement is provided in the <a href="#">engaging our stakeholders</a> section, which includes a list of our core stakeholder groups, their priority interests/issues, and our response measures.
<b>G4-27</b>	Report key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns. Include perspectives and views of indigenous people in specified countries, assessment of the significant issues raised by them, and the effectiveness of any actions taken by the company to address the issues.	Stakeholder Engagement	An overview of Sasol's approach to stakeholder engagement is provided in the <a href="#">engaging our stakeholders</a> section, which includes a list of our core stakeholder groups, their priority interests/issues, and our response measures.
<b>Report Profile</b>			
<b>G4-28</b>	Reporting period (such as fiscal or calendar year) for information provided	Report Profile	1 July 2014 to 30 June 2015.
<b>G4-29</b>	Date of most recent report (if any)	Report Profile	2014
<b>G4-30</b>	Reporting cycle	Report Profile	Annual, with internal quarterly performance reports issued on selected issues.
<b>G4-31</b>	Provide the contact point for questions regarding the report or its contents	Report Profile	Sasol Public Affairs; Telephone: +27 11 441 3237
<b>GRI Content Index</b>			
<b>G4-32</b>	<ul style="list-style-type: none"> <li>a. Report the 'in accordance' option the organisation has chosen.</li> <li>b. Report the GRI Content Index for the chosen option (see tables below).</li> <li>c. Report the reference to the External Assurance Report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the Guidelines.</li> </ul>	GRI Content Index	This document, available on the Sasol website ( <a href="http://www.sasol.com">www.sasol.com</a> )

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<b>Assurance</b>			
<b>G4-33</b>	a. Report the organisation's policy and current practice with regard to seeking external assurance for the report. b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided. c. Report the relationship between the organisation and the assurance providers. d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organisation's sustainability report.	Assurance	The assurance statement on the GHG and related KPIs is provided in Our approach to sustainability section of online Annual Integrated report.
<b>GOVERNANCE</b>			
<b>G4-34</b>	Report the governance structure of the organisation, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	Governance	Details on our governing structure, including the nature of the composition of the board of directors and the various board committees is provided in the <a href="#">corporate governance report</a> . An overview of <a href="#">our governance framework for sustainability</a> is provided in the online report.
<b>G4-35</b>	Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	Governance	Two board committees consider sustainability issues: the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee. The President and Chief Executive Officer (CEO) is accountable to the Board for the successful implementation of the group strategy and the Executive Vice President: Strategy and Sustainability is responsible for advancing the group-wide sustainability agenda. Further detail is provided in the corporate governance section of our 2015 AIR and the review of our governance framework for sustainability in the online sustainability report.
<b>G4-36</b>	Report whether the organisation has appointed an executive-level position or positions with responsibility for economic, environmental and social topics and whether post holders report directly to the highest governance body.	Governance	The Executive Vice President: Strategy and Sustainability considers sustainability issues and how these inform group strategy and policy. She is a member of the group executive committee. Further detail is provided in the review of <a href="#">our governance framework for sustainability</a> .
<b>G4-37</b>	Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, explain to whom and any feedback processes to the highest governance body.	Governance	The Sustainability and Stakeholder Relations Committee oversees various consultation processes and information is fed back to the board via the risk and SHE committee and the nomination, governance, social and ethics committee. Further detail is provided in the <a href="#">engaging our stakeholders</a> and <a href="#">corporate governance</a> .

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<b>G4-38</b>	Report the composition of the highest governance body and its committees by: <ul style="list-style-type: none"> <li>▪ Executive or non-executive</li> <li>▪ Independence</li> <li>▪ Tenure on the governance body</li> <li>▪ Number of each individual's significant other positions and commitments, and the nature of the commitments</li> <li>▪ Gender</li> <li>▪ Membership of under represented social groups</li> <li>▪ Competencies relating to economic, environmental and social impacts</li> <li>▪ Stakeholder representation</li> </ul>	Governance	This information is reported in the <a href="#">corporate governance</a> section of the <a href="#">AIR</a> .
<b>G4-39</b>	Report whether the chair of the highest governance body is also an executive officer (and if so, his or her function within the organisation's management and the reasons for this arrangement)	Governance	This information is reported in the <a href="#">corporate governance</a> section of the <a href="#">AIR</a> .
<b>G4-40</b>	Report the nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members, including: <ul style="list-style-type: none"> <li>▪ Whether and how diversity is considered</li> <li>▪ Whether and how independence is considered</li> <li>▪ Whether and how expertise and experience relating to economic, environmental and social topics are considered</li> <li>▪ Whether and how stakeholders (including shareholders) are involved</li> </ul>	Governance	This information is reported in the <a href="#">corporate governance</a> section of the <a href="#">AIR</a> .
<b>G4-41</b>	Report processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to stakeholders, including, as a minimum: <ul style="list-style-type: none"> <li>▪ Cross-board membership</li> <li>▪ Cross-shareholding with suppliers and other stakeholders</li> <li>▪ Existence of controlling shareholder</li> <li>▪ Related party disclosures</li> </ul>	Governance	This information is reported in the <a href="#">corporate governance</a> section of the Annual Integrated Report. All related party disclosures are reported on (as defined by IFRS – IAS 24 and the SEC regulations). (AFS note 58). The full Corporate Governance Report is available on our website on <a href="http://www.sasol.com">www.sasol.com</a>
<b>G4-42</b>	Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organisation's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	Governance	This is covered in the review of our governance framework for sustainability in the online sustainability report. Further detail is provided in the corporate governance section of our 2015 AIR.
<b>G4-43</b>	Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	Governance	See the <a href="#">nomination, governance social and ethics committee report</a> in the <a href="#">AFS</a> .

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<b>G4-44</b>	<p>a. Report the processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics. Report whether such evaluation is independent or not, and its frequency. Report whether such evaluation is a self-assessment.</p> <p>b. Report actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics, including, as a minimum, changes in membership and organisational practice.</p>	Governance	Disclosure on evaluating board performance is provided in the <a href="#">remuneration overview</a> in the Annual Integrated Report (page 60). The full remuneration report is available in the Annual Financial Statements.
<b>G4-45</b>	<p>a. Report the highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities. Include the highest governance body's role in the implementation of due diligence processes.</p> <p>b. Report whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks, and opportunities.</p>	Governance	We use various consultation processes ,and information is fed back to the board via the nominations, governance, social and ethics committee. Further detail is provided in the review on <a href="#">ensuring effective engagement with our stakeholders</a> in the governance section, and in supporting online information.
<b>G4-46</b>	Report the highest governance body's role in reviewing the effectiveness of the organisation's risk management processes for economic, environmental and social topics.	Governance	This is addressed in the review of <a href="#">our risk management</a> .
<b>G4-47</b>	Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	Governance	The two committees tasked with sustainability issues (the risk and SHE committee and the nomination, governance, social and ethics committee) both meet quarterly and review the risks and opportunities. Further detail is provided in our <a href="#">governance framework for sustainability</a> in the online sustainability report.
<b>G4-48</b>	Report the highest committee or position that formally reviews and approves the organisation's sustainability report and ensures that all material Aspects are covered.	Governance	The online sustainability report is reviewed and signed off by the Disclosure Committee, the Audit Committee and the Risk and SHE Committee.
<b>G4-49</b>	Report the process for communicating critical concerns to the highest governance body.	Governance	Our group risk assessment process ensures that the board receives information regarding our critical concerns. See <a href="#">our material sustainability focus areas</a> .
<b>G4-50</b>	Report the nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them.	Governance	The most material issues are communicated throughout the online sustainability report, as are the responses to these issues.

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>G4-51</b>	<p>a. Report the remuneration policies for the highest governance body and senior executives for the below types of remuneration:</p> <ul style="list-style-type: none"> <li>▪ Fixed pay and variable pay: <ul style="list-style-type: none"> <li>– Performance-based pay</li> <li>– Equity-based pay</li> <li>– Bonuses</li> <li>– Deferred or vested shares</li> </ul> </li> <li>▪ Sign-on bonuses or recruitment incentive payments</li> <li>▪ Termination payments</li> <li>▪ Clawbacks</li> <li>▪ Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees</li> </ul> <p>b. Report how performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives.</p>	Governance	These issues are addressed in the <a href="#">remuneration overview</a> in the AIR.
<b>G4-52</b>	Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organisation.	Governance	These issues are addressed in the <a href="#">remuneration overview</a> in the AIR.
<b>G4-53</b>	Report how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.	Governance	We use various consultation processes and information is fed back to the board via the nominations, governance, social and ethics committee.
<b>G4-54</b>	Report the ratio of the annual total compensation for the organisation's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	Governance	We do not report publicly on this ratio. The remuneration packages for the company's top executive are reviewed in the <a href="#">remuneration overview</a> in our AIR; R24,4 billion was paid to our employees in wages and benefits. Total employee numbers are reported in the <a href="#">human capital</a> section of our <a href="#">performance data</a> . On this basis, these calculations can be made as required.
<b>G4-55</b>	Report the ratio of percentage increase in annual total compensation for the organisation's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.	Governance	We do not report publicly on this ratio. The remuneration packages for the company's top executive are reviewed in the <a href="#">remuneration overview</a> in our AIR; R24,4 billion was paid to our employees in wages and benefits. Total employee numbers are reported in the <a href="#">human capital</a> section of our <a href="#">performance data</a> . On this basis, these calculations can be made as required.

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**Ethics and Integrity**

<b>G4-56</b>	Describe the organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics.	Ethics and Integrity	An overview of our code of ethics and associated governance measures is provided in the <a href="#">review of ethical behaviour, fair competition and anti-corruption</a> in our online sustainability report. See also the section on our shared values and culture in the AIR.
<b>G4-57</b>	Report the internal and external mechanisms for seeking advice on ethical and lawful behaviour, and matters related to organisational integrity, such as helplines or advice lines.	Ethics and Integrity	Details on our whistleblowing hotline can be found in the review of <a href="#">promoting disclosure through our EthicsLine</a> in our online sustainability report.
<b>G4-58</b>	Report the internal and external mechanisms for reporting concerns about unethical or unlawful behaviour, and matters related to organisational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	Ethics and Integrity	Details on our whistleblowing hotline can be found in the review of <a href="#">promoting disclosure through our EthicsLine</a> in our online sustainability report.

**ECONOMIC**

**ASPECT: Economic performance**

<b>G4-DMA</b>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Economic Performance	This is addressed primarily in our review of <a href="#">delivering social value</a> in the online sustainability report. Our approach to investing in socio-economic development is based on the recognition that the long-term viability of our business is linked to the well-being of the communities in which we operate. Securing the trust of these communities is essential to maintaining our licence to operate. We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate.
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G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
G4-EC1	<p>DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED</p> <p>a. Report the direct economic value generated and distributed (EVG&amp;D) on an accruals basis including the basic components for the organisation's global operations as listed below. If data is presented on a cash basis, report the justification for this decision and report the basic components as listed below:</p> <ul style="list-style-type: none"> <li>▪ Direct economic value generated: <ul style="list-style-type: none"> <li>– Revenues</li> <li>– Economic value distributed</li> <li>– Operating costs</li> <li>– Payments to local communities as part of land use agreements, not including land purchases</li> <li>– Employee wages and benefits</li> <li>– Payments to providers of capital</li> <li>– Payments to government (by country) (See O&amp;G disclosures)</li> <li>– Community investments</li> </ul> </li> <li>▪ Economic value retained (calculated as 'Direct economic value generated' less 'Economic value distributed')</li> <li>▪ Report countries of operation that are either candidate to or compliant with the Extractive Industries Transparency Initiative (EITI)</li> </ul> <p>b. To better assess local economic impacts, report EVG&amp;D separately at country, regional, or market levels, where significant. Report the criteria used for defining significance.</p>	Economic Performance	<p>A summary of value-added information is provided in <a href="#">our value creation scorecard (stakeholders and communities)</a>; additional narrative is provided in the online sustainability report section <a href="#">delivering social value</a>. We currently have material operations in the following countries that are either candidate to or compliant with the Extractive Industries Transparency Initiative (EITI): Mozambique, Nigeria, Norway, UK, USA, and Zambia.</p>
G4-EC2	<p>FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES FOR THE ORGANISATION'S ACTIVITIES DUE TO CLIMATE CHANGE</p> <p>Report risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue or expenditure, including:</p> <ul style="list-style-type: none"> <li>▪ A description of the risk or opportunity and its classification as either physical, regulatory, or other</li> <li>▪ A description of the impact associated with the risk or opportunity</li> <li>▪ The financial implications of the risk or opportunity before action is taken</li> <li>▪ The methods used to manage the risk or opportunity</li> <li>▪ The costs of actions taken to manage the risk or opportunity</li> </ul> <p><b>OG</b> Report risks and opportunities due to how carbon price is used in economic assessments.</p>	Economic Performance	<p>A detailed assessment of the risks and opportunities of climate change, including (where feasible) an assessment of the financial implications, is provided in our most recent CDP submission, available at <a href="http://www.cdproject.net">www.cdproject.net</a>.</p>

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>G4-EC3</b>	<p>COVERAGE OF THE ORGANISATION'S DEFINED BENEFIT PLAN OBLIGATIONS</p> <p>a. Where the plan's liabilities are met by the organisation's general resources, report the estimated value of those liabilities.</p> <p>b. Where a separate fund exists to pay the plan's pension liabilities, report:</p> <ul style="list-style-type: none"> <li>▪ The extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them</li> <li>▪ The basis on which that estimate has been arrived at</li> <li>▪ When that estimate was made</li> </ul> <p>c. Where a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage.</p> <p>d. Report the percentage of salary contributed by employee or employer.</p> <p>e. Report the level of participation in retirement plans (such as participation in mandatory or voluntary schemes, regional or country-based schemes, or those with financial impact).</p>	<p>Economic Performance</p>	<p>Details are provided in the <a href="#">AFS 2015</a> in terms of IFRS – IAS 19 (<a href="#">AFS Note 20</a>).</p>
<b>G4-EC4</b>	<p>FINANCIAL ASSISTANCE RECEIVED FROM GOVERNMENT</p> <p>a. Report the total monetary value of financial assistance received by the organisation from governments during the reporting period, including, as a minimum:</p> <ul style="list-style-type: none"> <li>▪ Tax relief and tax credits</li> <li>▪ Subsidies</li> <li>▪ Investment grants, research and development grants, and other relevant types of grants</li> <li>▪ Awards</li> <li>▪ Royalty holidays</li> <li>▪ Financial assistance from Export Credit Agencies (ECAs)</li> <li>▪ Financial incentives</li> <li>▪ Other financial benefits received or receivable from any government for any operation</li> </ul> <p>b. Report the information above by country.</p> <p>c. Report whether, and the extent to which, the government is present in the shareholding structure.</p>	<p>Economic Performance</p>	<p>We do not receive any significant financial assistance from government. Refer to AFS 2015 where it is addressed in terms of IFRS – IAS 20 (see statement on <a href="#">monetary exchanges with governments</a> and the policy on deferred income in <a href="#">AFS</a>).</p>

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
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**ASPECT: Market Presence**

<b>G4-EC5</b>	<p>RATIOS OF STANDARD ENTRY LEVEL WAGE BY GENDER COMPARED TO LOCAL MINIMUM WAGE AT SIGNIFICANT LOCATIONS OF OPERATION</p> <p>a. When a significant proportion of the workforce is compensated based on wages subject to minimum wage rules, report the ratio of the entry level wage by gender at significant locations of operation to the minimum wage.</p> <p>b. Report whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums could be used as a reference, report which minimum wage is being used.</p> <p>c. Report the definition used for 'significant locations of operation'.</p>	Market Presence	<p>We are committed to providing competitive and fair wages and believe that we do so at all our operations. The compensation overview is provided in <a href="#">recognising and rewarding high performance</a> in the investing in our people section of our online sustainability report. Also refer to <a href="#">remuneration report</a> in the AIR. We do not provide a comprehensive range of ratios of entry-level wage compared to local minimum wages due to the differences in the various countries we operate in and administrative challenges associated in doing so.</p>
<b>G4-EC6</b>	<p>PROPORTION OF SENIOR MANAGEMENT HIRED FROM THE LOCAL COMMUNITY AT SIGNIFICANT LOCATIONS OF OPERATION</p> <p>a. Report the percentage of senior management at significant locations of operation that are hired from the local community.</p> <p>b. Report the definition of 'senior management' used.</p> <p>c. Report the organisation's geographical definition of 'local'.</p> <p>d. Report the definition used for 'significant locations of operation'.</p> <p>e. In significant areas of operations, report proportion of the facilities total workforce from the local community.</p>	Market Presence	<p>The majority of our operations are located in South Africa, where our policies and procedures for black economic empowerment (BEE) ensure that we employ locally – this includes hiring for senior management positions (see e.g. <a href="#">enhancing workforce diversity section</a> in the online sustainability report). We are also committed to promoting "localisation" at our other global operations. Statistics on the ratio of local to expatriate labour is available for specific regions on request.</p>

**ASPECT: Indirect economic impacts**

<b>G4-DMA</b>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Indirect Economic Impacts	<p>Information provided in <a href="#">our value creation scorecard</a>, and in the online sustainability report section <a href="#">delivering social value</a>, explain why socio-economic development and managing any indirect impacts on local communities is vital to the sustainability of our operations. A review of our approach to promoting our economic contribution is provided in the <a href="#">delivering social value</a> section in our online sustainability report. We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate.</p>
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G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
G4-EC7	<p>DEVELOPMENT AND IMPACT OF INFRASTRUCTURE INVESTMENTS AND SERVICES SUPPORTED</p> <p>a. Report the extent of development of significant infrastructure investments and services supported.</p> <p>b. Report the current or expected impacts on communities and local economies. Report positive and negative impacts where relevant.</p> <p>c. Report whether these investments and services are commercial, in-kind, or pro bono engagements.</p> <p><b>OG</b> Report specific investment initiatives related to access to energy for local communities.</p> <p>Report efforts to reduce long-term dependency on the company.</p>	Indirect Economic Impacts	Our infrastructure developments can be found in the <a href="#">creating social value through social responsibility</a> section of the online sustainability report.
G4-EC8	<p>SIGNIFICANT INDIRECT ECONOMIC IMPACTS, INCLUDING THE EXTENT OF IMPACTS</p> <p>a. Report examples of the significant identified positive and negative indirect economic impacts the organisation has. These may include:</p> <ul style="list-style-type: none"> <li>▪ Changing the productivity of organisations, sectors, or the whole economy</li> <li>▪ Economic development in areas of high poverty</li> <li>▪ Economic impact of improving or deteriorating social or environmental conditions</li> <li>▪ Availability of products and services for those on low incomes</li> <li>▪ Enhancing skills and knowledge amongst a professional community or in a geographical region</li> <li>▪ Jobs supported in the supply chain or distribution chain</li> <li>▪ Stimulating, enabling, or limiting foreign direct investment</li> <li>▪ Economic impact of change in location of operations or activities</li> <li>▪ Economic impact of the use of products and services</li> </ul> <p>b. Report the significance of the impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas. Any evidence of inflationary impacts.</p>	Indirect Economic Impacts	We contribute to the provision of public goods and services through taxes paid; we provide sustainable full-time employment (directly and indirectly) and invest in the long-term development of people through training and skills development; and we stimulate economic activity through our procurement activities and upstream through the customers we service. Additional details are available in <a href="#">our value creation scorecard</a> in the AIR.

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>ASPECT: Procurement practices</b>			
<b>G4-DMA</b>	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organisation manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Procurement Practices	A review of the importance of procurement practices to our activities, and on the nature of our response, is provided in our <a href="#">value creation scorecard</a> , and in our online sustainability report section <a href="#">delivering social value</a> . Preferential procurement is identified as a vehicle for transformation, which is vital to the sustainability of our operations. We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate.
<b>G4-EC9</b>	<b>PROPORTION OF SPENDING ON LOCAL SUPPLIERS AT SIGNIFICANT LOCATIONS OF OPERATION</b> a. Report the percentage of the procurement budget used for significant locations of operation spent on suppliers local to that operation (such as percentage of products and services purchased locally). b. Report the organisation's geographical definition of 'local'. c. Report the definition used for 'significant locations of operation'.	Procurement Practices	In terms of procurement practices, Sasol's most material concerns relate to using procurement in our South African operations to stimulate black economic empowerment in the country. This tends necessarily to be of a local nature. Details on our BEE procurement activities is provided in the review on <a href="#">supporting economic transformation through preferential procurement</a> in our online report.
<b>ASPECT: Reserves</b>			
<b>OG-1</b>	<b>OG VOLUME AND TYPE OF ESTIMATED PROVED RESERVES AND PRODUCTION</b> i) Report reserves and production of hydrocarbons as described in financial and/or regulatory reports. ii) Report criteria or methodologies used in the calculation iii) Report, where this is not constrained by regulatory requirements, estimated proven reserves by resource type (e.g., tar sands/oil sands, coal seam methane, tight gas, shale gas) and operating environment (e.g., onshore, offshore shallow, deep-water, ultra deepwater and Artic), broken down by geographic area or major project. iv) Report company definitions for individual resource types and operating environments referred to above, where there are no generally accepted definitions available.	Reserves	Details on proven and estimate reserves are provided in the review of <a href="#">property, plant and equipment</a> in the <a href="#">Information on the company</a> in our Form 20-F.

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>ENVIRONMENTAL</b>			

**ASPECT: Materials**

<b>G4-DMA</b>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Materials	<p>Our approach to managing environmental issues is reviewed in the online sustainability report sections on <a href="#">our governance framework for sustainability</a> and <a href="#">responding to environmental challenges</a>. An explanation of the importance of this aspect is provided in the AIR review of our <a href="#">material sustainability focus areas</a> and <a href="#">our value creation scorecard</a>. We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate.</p>
<b>G4-EN1</b>	<p><b>MATERIALS USED BY WEIGHT OR VOLUME</b></p> <p>a. Report the total weight or volume of materials that are used to produce and package the organisation’s primary products and services during the reporting period, by:</p> <ul style="list-style-type: none"> <li>▪ Non-renewable materials used</li> <li>▪ Renewable materials used</li> </ul> <p><b>OG</b> Include chemicals used in hydraulic fracturing such as acids, biocides, breakers, clay stabilizers, corrosion inhibitors, crosslinkers, friction reducers, gelling agents, iron controllers, scale inhibitors, surfactants.</p>	Materials	<p>A quantitative account of Sasol’s total material use is provided in the <a href="#">performance data</a> table (<a href="#">natural capital: the environment</a>).</p>
<b>G4-EN2</b>	<p><b>PERCENTAGE OF MATERIALS USED THAT ARE RECYCLED INPUT MATERIALS</b></p> <p>a. Report the percentage of recycled input materials used to manufacture the organisation’s primary products and services. <b>(Includes both post-consumer recycled material and waste from industrial sources (e.g. new scrap from fabricators and old scrap from end-of-life equipment), but excludes internal recycling within the facility (home scrap).</b></p>	Materials	<p>Because of the integrated business model applied across our operations, Sasol does not account separately for this. Due to the nature of the company’s business and primary feedstock, it is not seen to be practical to distinguish between “recycled input materials”, nor is it sufficiently material to record and report such information.</p>

**ASPECT: Energy**

<b>G4-DMA</b>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Energy	<p>Our approach to managing environmental issues is reviewed in our online sustainability report in the sections on <a href="#">our governance framework for sustainability</a> and <a href="#">our activities on climate change and energy security</a>. An explanation of the importance of this aspect is provided in the review on our material sustainability focus areas and in our value creation scorecard in the AIR. We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate.</p>
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G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
G4-EN3	<p>ENERGY CONSUMPTION WITHIN THE ORGANISATION</p> <ol style="list-style-type: none"> <li>Report total fuel consumption from non-renewable sources in joules or multiples, including fuel types used.</li> <li>Report total fuel consumption from renewable fuel sources in joules or multiples, including fuel types used.</li> <li>Report in joules, watt-hours or multiples, the total: <ul style="list-style-type: none"> <li>▪ Electricity consumption</li> <li>▪ Heating consumption</li> <li>▪ Cooling consumption</li> <li>▪ Steam consumption</li> </ul> </li> <li>Report in joules, watt-hours or multiples, the total: <ul style="list-style-type: none"> <li>▪ Electricity sold</li> <li>▪ Heating sold</li> <li>▪ Cooling sold</li> <li>▪ Steam sold</li> </ul> </li> <li>Report total energy consumption in joules or multiples.</li> <li>Report standards, methodologies, and assumptions used.</li> <li>Report the source of the conversion factors used.</li> </ol>	Energy	A quantitative and externally audited account of direct energy consumption is provided in <a href="#">performance data (natural capital: the environment)</a> . Further details at a company-based level are available on request.
G4-EN4	<p>ENERGY CONSUMPTION OUTSIDE OF THE ORGANISATION</p> <ol style="list-style-type: none"> <li>Report energy consumed outside of the organisation, in joules or multiples.</li> <li>Report standards, methodologies, and assumptions used.</li> <li>Report the source of the conversion factors used.</li> </ol>	Energy	A once off study was undertaken in 2009 to ascertain the emissions associated with energy consumption outside the organisation in the form of fuel consumption for road, rail and marine transportation of our product. These results were reported in our 2010 online sustainability report. Sasol currently does not track or report energy consumption outside of the organisation on an annual basis. Energy sold externally is accounted in performance data (natural capital: the environment) statistics reported in the online sustainability report.
G4-EN5	<p>ENERGY INTENSITY</p> <ol style="list-style-type: none"> <li>Report the energy intensity ratio.</li> <li>Report the organisation-specific metric (the ratio denominator) chosen to calculate the ratio.</li> <li>Report the types of energy included in the intensity ratio: fuel, electricity, heating, cooling, steam, or all.</li> <li>Report whether the ratio uses energy consumed within the organisation, outside of it or both.</li> </ol> <p><b>OG</b> For operations within the reporting boundary of operational control, report energy intensity of oil and gas production (in GJ/mboe), of refineries (in GJ/t of throughput) and of petrochemical operations (in GJ/t of throughput).</p>	Energy	Sasol reports an energy intensity measure which takes account of the amount of Gigajoules consumed per ton of production. This measure is tracked quarterly by operations excellence. A review of our performance is included in the online sustainability report section climate change and energy section and performance data (natural capital: the environment). Primary energy sources such as coal and gas as well as purchased electricity are included in the measure.

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>G4-EN6</b>	<p><b>REDUCTION OF ENERGY CONSUMPTION</b></p> <p>a. Report the amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.</p> <p>b. Report the types of energy included in the reductions: fuel, electricity, heating, cooling, and steam.</p> <p>c. Report the basis for calculating reductions in energy consumption such as base year or baseline, and the rationale for choosing it.</p> <p>d. Report standards, methodologies, and assumptions used.</p>	Energy	A review of our performance is included in the <a href="#">climate change and energy section</a> in our online sustainability report and <a href="#">performance data (natural capital: the environment)</a> .
<b>G4-EN7</b>	<p><b>REDUCTIONS IN ENERGY REQUIREMENTS OF PRODUCTS AND SERVICES</b></p> <p>a. Report the reductions in the energy requirements of sold products and services achieved during the reporting period, in joules or multiples.</p> <p>b. Report the basis for calculating reductions in energy consumption such as base year or baseline, and the rationale for choosing it.</p> <p>c. Report standards, methodologies, and assumptions used.</p>	Energy	Since 2013, through our annual submission to the CDP, we have been reporting the GHG emissions associated with our sold products. Sasol does not currently track the reductions of energy requirements of sold products.
<b>OG-2</b>	<p><b>OG TOTAL AMOUNT INVESTED IN RENEWABLE ENERGY</b></p> <p>i) Report total amount invested in renewable energy by type of technology. Report investment in biofuels research broken down by first generation and advanced</p> <p>ii) Report total amount invested in renewable energy as a percentage of capital expenditure and acquisitions.</p>	Energy	During FY 2015 we did not invest a material percentage of our total capital expenditure and acquisitions into wind, solar, hydro, geothermal, wave, tidal or biomass.
<b>OG-3</b>	<p><b>OG TOTAL AMOUNT OF RENEWABLE ENERGY GENERATED BY SOURCE</b></p> <p>i) Report total amount of renewable energy generated in MWh, broken down by source: wind (broken down by onshore and offshore); solar; hydro (broken down by large &gt;10 MW capacity and small &lt;10 MW capacity); geothermal; wave; tidal; biomass; others (specify).</p>	Energy	We do not currently generate a material amount of renewable energy.

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>ASPECT: Water</b>			
<b>G4-DMA</b>	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organisation manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Water	Our approach to managing environmental issues is reviewed in the online sustainability report sections on <a href="#">our governance framework for sustainability</a> and <a href="#">promoting water stewardship</a> . An explanation of the importance of this aspect is provided in the AIR sections our <a href="#">material sustainability focus areas</a> and <a href="#">our value creation scorecard</a> . We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate.
<b>G4-EN8</b>	<b>TOTAL WATER WITHDRAWAL BY SOURCE</b> a. Report the total volume of water withdrawn from the following sources: <ul style="list-style-type: none"> <li>▪ Surface water, including water from wetlands, rivers, lakes, and oceans</li> <li>▪ Ground water</li> <li>▪ Rainwater collected directly and stored by the organisation</li> <li>▪ Waste water from another organisation</li> <li>▪ Municipal water supplies or other water utilities</li> </ul> b. Report standards, methodologies, and assumptions used. Report normalized freshwater withdrawal separately for each type of water intensive operations, by million barrel oil equivalent (mboe) produced. Report types of operations defined as water intensive operations.	Water	Sasol reports on this parameter at a high level. Our most significant water withdrawal is from the Vaal system supply in South Africa. Our demand represents about 3.5% of the total off-take from this system. We operate in terms of a very clear legal framework. Further details are provided in the online sustainability report section <a href="#">promoting water stewardship</a> and in our performance data ( <a href="#">natural capital: the environment</a> ).
<b>G4-EN9</b>	<b>WATER SOURCES SIGNIFICANTLY AFFECTED BY WITHDRAWAL OF WATER</b> a. Report the total number of water sources significantly affected by withdrawal by type: <ul style="list-style-type: none"> <li>▪ Size of water source</li> <li>▪ Whether or not the source is designated as a protected area (nationally or internationally)</li> <li>▪ Biodiversity value (such as species diversity and endemism, total number of protected species)</li> <li>▪ Value or importance of water source to local communities and indigenous peoples</li> </ul> b. Report standards, methodologies, and assumptions used. <b>OG</b> Report the methodologies used to define water withdrawal thresholds necessary to maintain ecological function of the affected water sources in order to maintain ecosystem health and human well-being. Report whether or not a water withdrawal or consumption threshold has been defined for each water source significantly affected by withdrawal.	Water	The bulk of water use in Sasol is through water bought in from municipalities or councils or water boards. Sea water is used in our Oryx operations as cooling water, but returned to the ocean. Small amounts of well water is used in some of our operations. Further details are provided online in the online sustainability report section <a href="#">promoting water stewardship</a> and in our performance data ( <a href="#">natural capital: the environment</a> ).

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>G4-EN10</b>	<p>PERCENTAGE AND TOTAL VOLUME OF WATER RECYCLED AND REUSED</p> <p>a. Report the total volume of water recycled and reused by the organisation.</p> <p>b. Report the total volume of water recycled and reused as a percentage of the total water withdrawal reported under Indicator G4-EN8.</p> <p>c. Report standards, methodologies, and assumptions used.</p>	Water	Sasol monitors and reports internally at a business unit-level on the volume of water that is recycled and reused. This information is available on request.

**ASPECT: Biodiversity**

<b>G4-DMA</b>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Biodiversity	<p>Our approach to managing environmental issues is reviewed in the online sustainability report section <a href="#">our governance framework for sustainability</a>. An explanation of the importance of this aspect is provided in the AIR review on <a href="#">our material sustainability focus areas</a> and <a href="#">our value creation scorecard</a>. We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate.</p>
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G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
G4-EN11	<p>OPERATIONAL SITES OWNED, LEASED, MANAGED IN, OR ADJACENT TO, PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS</p> <p>a. Report the following information for each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas:</p> <ul style="list-style-type: none"> <li>▪ Geographic location</li> <li>▪ Subsurface and underground land that may be owned, leased, or managed by the organisation</li> <li>▪ Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas</li> <li>▪ Type of operation (office, manufacturing or production, or extractive)</li> <li>▪ Size of operational site in km<sup>2</sup></li> <li>▪ Biodiversity value characterized by: <ul style="list-style-type: none"> <li>– The attribute of the protected area or high biodiversity value area outside the protected area (terrestrial, freshwater, or maritime ecosystem)</li> <li>– Listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation)</li> </ul> </li> </ul> <p><b>OG</b> When describing the organisation's strategy for achieving its policy on biodiversity management, include: Local engagement with regards to biodiversity assessment and action plans; and Whether and how biodiversity offsets have been used and are integrated into the overall policy and approach to habitat conservation and rehabilitation.</p>	Biodiversity	<p>This data is reported in the <a href="#">performance data (natural capital: the environment)</a> at a group-wide level. We have not undertaken a specific assessment of the nature of the "biodiversity value" of all the land that we own, lease, or manage, or that we are adjacent to. We have however undertaken a review of the extent to which operations are located in sites that have been declared biodiversity hotspots (areas identified as being critical or endangered eco-regions). We do have interests in areas of potential sensitivity, particularly as part of some upstream exploration and extraction activities. Biodiversity actions are included in the SHE Minimum Requirements and addressed through EIAs.</p>

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>G4-EN12</b>	<p>DESCRIPTION OF SIGNIFICANT IMPACTS OF ACTIVITIES, PRODUCTS, AND SERVICES ON BIODIVERSITY IN PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS</p> <p>a. Report the nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following:</p> <ul style="list-style-type: none"> <li>▪ Construction or use of manufacturing plants, mines, and transport infrastructure</li> <li>▪ Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources)</li> <li>▪ Introduction of invasive species, pests, and pathogens</li> <li>▪ Reduction of species</li> <li>▪ Habitat conversion</li> <li>▪ Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level)</li> </ul> <p>b. Report significant direct and indirect positive and negative impacts with reference to the following:</p> <ul style="list-style-type: none"> <li>▪ Species affected</li> <li>▪ Extent of areas impacted</li> <li>▪ Duration of impacts</li> <li>▪ Reversibility or irreversibility of the impacts</li> </ul>	Biodiversity	<p>See notes to the Performance Data (Natural Capital: The Environment) of the online sustainability report. While our impact is limited in terms of the indicators required, we will aim to report more fully on this information once our G4 process is embedded.</p>
<b>MM1</b>	<p>Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated Report the following data (in hectares): Total land disturbed and not yet rehabilitated (A: opening balance); Total amount of land newly disturbed within the reporting period (B); Total amount of land newly rehabilitated within the reporting period to the agreed end use (C); Total land disturbed and not yet rehabilitated (D= A+B-C; closing balance).</p>	Biodiversity	<p>This data is reported in the online <a href="#">performance data (natural capital: the environment)</a> at a group-wide level.</p>
<b>MM2</b>	<p>The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place</p>	Biodiversity	<p>No sites have been identified at this point requiring specific biodiversity management plans.</p>

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>G4-EN13</b>	<p>HABITATS PROTECTED OR RESTORED</p> <p>a. Report the size and location of all habitat protected areas or restored areas, and whether the success of the restoration measure was or is approved by independent external professionals.</p> <p>b. Report whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organisation has overseen and implemented restoration or protection measures.</p> <p>c. Report on the status of each area based on its condition at the close of the reporting period.</p> <p>d. Report standards, methodologies, and assumptions used.</p> <p>e. <b>OG</b> Report whether and how biodiversity offsets have been used as part of the overall policy and approach to habitat protection and restoration.</p>	Biodiversity	A brief review of Sasol's activities on the prevention, management, and remediation of damage to natural habitats resulting from the organisation's activities is provided in a note to the <a href="#">performance data (natural capital: the environment)</a> .
<b>G4-EN14</b>	<p>TOTAL NUMBER OF IUCN RED LIST SPECIES AND NATIONAL CONSERVATION LIST SPECIES WITH HABITATS IN AREAS AFFECTED BY OPERATIONS, BY LEVEL OF EXTINCTION RISK</p> <p>a. Report the total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organisation, by level of extinction risk: Critically endangered; Endangered; Vulnerable; Near threatened; Least concern</p>	Biodiversity	The only red data species potentially impacted by our operations is <i>Kniphofia typhoides</i> . This species could be affected by the Gauteng Network Pipeline (GNP), a greenfields development in the pipeline path.

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
OG-4	<p><b>OG</b> NUMBER AND PERCENTAGE OF SIGNIFICANT OPERATING SITES IN WHICH BIODIVERSITY RISK HAS BEEN ASSESSED AND MONITORED</p> <p>i) Report criteria used to define priority sites for biodiversity conservation and where significant biodiversity risk requires Biodiversity Action Plans to be in place</p> <p>ii) Report the Biodiversity Action Plan methodology</p> <p>iii) Report the total number and percentage of significant operating sites where biodiversity risk has been assessed</p> <p>iv) Report the number and percentage of significant operating sites exposed to significant biodiversity risk</p> <p>v) Report the number and percentage of significant operating sites exposed to significant biodiversity risk in which Biodiversity Action Plans have been implemented and monitored.</p>	Biodiversity	The biodiversity risks have been assessed at both the Sasolburg and Secunda operating sites through extensive scientific biodiversity studies, which makes up more than 80% of existing operations. The scientific assessments have defined the criteria to set the biodiversity conservation priorities.

**ASPECT: Emissions**

G4-DMA	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Emissions	Our approach to managing environmental issues is reviewed in our online sustainability report section <a href="#">our governance framework for sustainability</a> and in the review of our activities on <a href="#">air quality and waste management</a> and <a href="#">climate change and energy</a> . An explanation of the importance of this aspect is provided in our AIR review of our <a href="#">material sustainability focus areas</a> and <a href="#">our value creation scorecard</a> . We monitor the effectiveness of our management approach through the submission of quarterly performance reports. We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate.
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G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>G4-EN15</b>	<p>DIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 1)</p> <ol style="list-style-type: none"> <li>Report gross direct (Scope 1) GHG emissions in metric tons of CO<sub>2</sub> equivalent, independent of any GHG trades, such as purchases, sales, or transfers of offsets or allowances.</li> <li>Report gases included in the calculation (whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, or all).</li> <li>Report biogenic CO<sub>2</sub> emissions in metric tons of CO<sub>2</sub> equivalent separately from the gross direct (Scope 1) GHG emissions.</li> <li>Report the chosen base year, the rationale for choosing the base year, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions.</li> <li>Report standards, methodologies, and assumptions used.</li> <li>Report the source of the emission factors used and the global warming potential (GWP) rates used or a reference to the GWP source.</li> <li>Report the chosen consolidation approach for emissions (equity share, financial control, operational control).</li> </ol> <p>When reporting on GHG emissions, report on an operational control and on an equity basis.</p>	Emissions	<p>Our Scope 1 GHG emissions data by material GHG gas can be found in the <a href="#">performance data (natural capital: the environment)</a> table in the online sustainability report. A more detailed response can be found in our submission to the CDP, available at <a href="http://www.cdproject.net">www.cdproject.net</a> and on our website (<a href="http://www.sasol.com">www.sasol.com</a>). GHG emissions have been calculated and reported in accordance with the GHG Protocol (<a href="http://www.ghgprotocol.org">www.ghgprotocol.org</a>). In our GHG measurements, we have included 100% of the emissions for the following joint ventures (JVs): Natref in South Africa, Sasol Petroleum International Mozambique. Data for those JVs where we do not have a significant influence or operational control is not included.</p>

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>G4-EN16</b>	<p>ENERGY INDIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 2)</p> <p>a. Report gross energy indirect (Scope 2) GHG emissions in metric tons of CO<sub>2</sub> equivalent, independent of any GHG trades, such as purchases, sales, or transfers of offsets or allowances.</p> <p>b. Report gases included in the calculation, if available.</p> <p>c. Report the chosen base year, the rationale for choosing the base year, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions.</p> <p>d. Report standards, methodologies, and assumptions used.</p> <p>e. Report the source of the emission factors used and the global warming potential (GWP) rates used or a reference to the GWP source, if available.</p> <p>f. Report the chosen consolidation approach for emissions (equity share, financial control, operational control). Report emissions related to activities of special interest (e.g., oil sands, shale gas) separately if these represent a substantial proportion of the company's GHG emissions profile.</p>	Emissions	<p>Our Scope 2 emissions data can be found in the <a href="#">performance data (natural capital: the environment)</a> table of the online sustainability report. A more detailed response can be found in our submission to the CDP available at <a href="http://www.cdproject.net">www.cdproject.net</a> and on our website (<a href="http://www.sasol.com">www.sasol.com</a>).</p>

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
G4-EN17	<p>OTHER INDIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 3)</p> <ol style="list-style-type: none"> <li>Report gross other indirect (Scope 3) GHG emissions in metric tons of CO<sub>2</sub> equivalent, excluding indirect emissions from the generation of purchased or acquired electricity, heating, cooling, and steam consumed by the organisation (these indirect emissions are reported in Indicator G4-EN16). Exclude any GHG trades, such as purchases, sales, or transfers of offsets or allowances.</li> <li>Report gases included in the calculation, if available.</li> <li>Report biogenic CO<sub>2</sub> emissions in metric tons of CO<sub>2</sub> equivalent separately from the gross other indirect (Scope 3) GHG emissions.</li> <li>Report other indirect (Scope 3) emissions categories and activities included in the calculation.</li> <li>Report the chosen base year, the rationale for choosing the base year, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions.</li> <li>Report standards, methodologies, and assumptions used.</li> <li>Report the source of the emission factors used and the global warming potential (GWP) rates used or a reference to the GWP source, if available</li> </ol> <p>Report estimated scope 3 emissions associated with end-use of products (e.g., transport fuels, natural gas), and report the methodologies and emission factors used.</p>	Emissions	<p>Our Scope 3 emissions data can be found in the <a href="#">performance data (natural capital: the environment)</a> table of the online sustainability report. A more detailed response can be found in our submission to the CDP available at <a href="http://www.cdproject.net">www.cdproject.net</a> and on our website (<a href="http://www.sasol.com">www.sasol.com</a>).</p>
G4-EN18	<p>GREENHOUSE GAS (GHG) EMISSIONS INTENSITY</p> <ol style="list-style-type: none"> <li>Report the GHG emissions intensity ratio.</li> <li>Report the organisation-specific metric (the ratio denominator) chosen to calculate the ratio.</li> <li>Report the types of GHG emissions included in the intensity ratio: direct (Scope 1), energy indirect (Scope 2), other indirect (Scope 3).</li> <li>Report gases included in the calculation.</li> </ol> <p><b>OG</b> Report emissions intensity in tonnes CO<sub>2</sub>e/mboe or other appropriate normalization factor to the respective business sector (e.g., oil and gas production, refining) for emissions within the reporting boundary of operational control.</p>	Emissions	<p>Our GHG emissions intensity can be found in the <a href="#">performance data (natural capital: the environment)</a> table of the online sustainability report. A more detailed response can be found in our submission to the CDP available at <a href="http://www.cdproject.net">www.cdproject.net</a> and on our website (<a href="http://www.sasol.com">www.sasol.com</a>).</p>

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>G4-EN19</b>	<p>REDUCTION OF GREENHOUSE GAS (GHG) EMISSIONS</p> <p>a. Report the amount of GHG emissions reductions achieved as a direct result of initiatives to reduce emissions, in metric tons of CO<sub>2</sub> equivalent.</p> <p>b. Report gases included in the calculation (whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, or all).</p> <p>c. Report the chosen base year or baseline and the rationale for choosing it.</p> <p>d. Report standards, methodologies, and assumptions used.</p> <p>e. Report whether the reductions in GHG emissions occurred in direct (Scope 1), energy indirect (Scope 2), other indirect (Scope 3) emissions.</p> <p><b>OG</b> Provide a breakdown by type (e.g., fuel switching, use of renewable and alternative energy, improving energy efficiency, co-generation, carbon capture and storage, reducing flaring and venting, fugitive emissions) of the amount of GHG emissions reductions achieved as a direct result of initiatives to reduce emissions, in metric tons of CO<sub>2</sub> equivalent.</p>	Emissions	<p>An overview of our strategic approach to reducing GHG emissions is provided in our review on <a href="#">climate change and energy</a> provided in the online sustainability report. A more detailed response can be found in our submission to the CDP available at <a href="http://www.cdproject.net">www.cdproject.net</a> and on our website (<a href="http://www.sasol.com">www.sasol.com</a>).</p>
<b>G4-EN20</b>	<p>EMISSIONS OF OZONE-DEPLETING SUBSTANCES (ODS)</p> <p>a. Report production, imports, and exports of ODS in metric tons of CFC-11 equivalent.</p> <p>b. Report substances included in the calculation.</p> <p>c. Report standards, methodologies, and assumptions used.</p> <p>d. Report the source of the emission factors used.</p>	Emissions	<p>Quantitative and qualitative information on Sasol's approach to phasing out ozone depleting substances has been reviewed in our previous sustainable development reports all of which are available on our website (<a href="http://www.sasol.com">www.sasol.com</a>). We believe this to be sufficiently well managed and no longer a key material issue.</p>

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>G4-EN21</b>	<p>NOX, SOX, AND OTHER SIGNIFICANT AIR EMISSIONS</p> <p>a. Report the amount of significant air emissions, in kilograms or multiples for each of the following:</p> <ul style="list-style-type: none"> <li>▪ NOX</li> <li>▪ SOX</li> <li>▪ Persistent organic pollutants (POP)</li> <li>▪ Volatile organic compounds (VOC)</li> <li>▪ Hazardous air pollutants (HAP)</li> <li>▪ Particulate matter (PM)</li> <li>▪ Include emissions from both major mobile sources and on-site stationary sources.</li> <li>▪ Other standard categories of air emissions identified in relevant regulations</li> </ul> <p>b. Report standards, methodologies, and assumptions used.</p> <p>c. Report the source of the emission factors used.</p> <p>Report NOx, SOx, VOC and PM as an intensity (weight/mboe or other appropriate measure) broken down by business sector (e.g., oil and gas production, refining, petrochemicals).</p>	Emissions	An account of Sasol's significant atmospheric emissions is provided in the <a href="#">performance data (natural capital: the environment)</a> .

**ASPECT: Effluents and Waste**

<b>G4-DMA</b>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Effluents and Waste	Our approach to managing environmental issues is reviewed in the online sustainability report section <a href="#">our governance framework for sustainability</a> and in the review of our activities on <a href="#">air quality and waste management</a> and <a href="#">water stewardship</a> . An explanation of the importance of this aspect is provided in the AIR review on <a href="#">our material sustainability focus areas</a> and <a href="#">our value creation scorecard</a> . We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate.
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G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>G4-EN22</b>	<p>TOTAL WATER DISCHARGE BY QUALITY AND DESTINATION</p> <p>a. Report the total volume of planned and unplanned water discharges by:</p> <ul style="list-style-type: none"> <li>▪ Destination</li> <li>▪ Quality of the water including treatment method</li> <li>▪ Whether it was reused by another organisation</li> </ul> <p>b. Report standards, methodologies, and assumptions used.</p> <p><b>OG</b> When reporting on spills, report separately (from the organisation's own operational control information) the impacts, and prevention and mitigation measures, of the significant spills of third parties under contractual obligations (for example, operating pipelines, carriers, drilling and storage). Exclude joint ventures where the reporting organisation has no role in operations.</p>	Effluents and Waste	<p>Sasol's total water discharge is provided in the <a href="#">performance data (natural capital: the environment)</a> table in the online sustainability report. Our total water discharge is via onsite treatment plant or other facilities of the plant, including effluent disposed to municipal sewer, sea outfall, or to streams under permit conditions. It does not include effluent streams to enclosed sewers discharging to third-party treatment facilities (either privately or publicly owned). We do not currently provide a detailed breakdown of total water discharge by quality and individual destination for our many individual organisations globally, as we do not believe that this level of detail is of material interest to the target audience of this report.</p>
<b>G4-EN23</b>	<p>TOTAL WEIGHT OF WASTE BY TYPE AND DISPOSAL METHOD</p> <p>a. Report the total weight of hazardous and non-hazardous waste, by the following disposal methods:</p> <ul style="list-style-type: none"> <li>▪ Reuse</li> <li>▪ Recycling</li> <li>▪ Composting</li> <li>▪ Recovery, including energy recovery</li> <li>▪ Incineration (mass burn)</li> <li>▪ Deep well injection</li> <li>▪ Landfill</li> <li>▪ On-site storage</li> <li>▪ Other (to be specified by the organisation)</li> </ul> <p>b. Report how the waste disposal method has been determined:</p> <ul style="list-style-type: none"> <li>▪ Disposed of directly by the organisation or otherwise directly confirmed</li> <li>▪ Information provided by the waste disposal contractor</li> <li>▪ Organisational defaults of the waste disposal contractor</li> </ul> <p>Report disaggregated waste typically excluded from routine operations such as remediation activities from active and inactive sites or waste associated with unusual activities such as large construction projects or spill cleanup.</p>	Effluents and Waste	<p>Sasol reports partially on this indicator: Sasol's total weight of hazardous and non-hazardous waste generated is provided in the online <a href="#">performance data (natural capital: the environment)</a>. We do not report on disposal methods and final destinations of all our waste. Although we know the majority of wastes by type and disposal method, we are not currently measuring with sufficient detail and accuracy throughout all of our global operations. Several internal initiatives are in progress to address this data gap with more detailed information and we will report in more detail on this in future.</p>
<b>MM3</b>	<p>Total amounts of overburden, rock, tailings, and sludges (in tons) and their associated risks</p>	Effluents and Waste	<p>Sasol mining are recording the volumes of their discard dumps and tailings dams. The risks associated with these facilities are managed through adherence to the mine's Environmental Management Programmes (EMPs). In the future, a consolidated overview of these surface facilities will be provided and we plan to have the systems in place to report on this in more detail.</p>

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
G4-EN24	<p>TOTAL NUMBER AND VOLUME OF SIGNIFICANT SPILLS</p> <p>a. Report the total number and total volume of recorded significant spills. <i>(Significant = hydrocarbon spill &gt; 100 barrels released in the environment; any hydrocarbon spill into a sensitive environment, any non-hydrocarbon spill that environmental relevance (eg toxicity, salinity etc)</i></p> <p>b. For spills that were reported in the organisation’s financial statements, report the additional following information for each such spill:</p> <ul style="list-style-type: none"> <li>▪ Location of spill</li> <li>▪ Volume of spill</li> <li>▪ Material of spill, categorized by: <ul style="list-style-type: none"> <li>– Oil spills (soil or water surfaces)</li> <li>– Fuel spills (soil or water surfaces)</li> <li>– Spills of wastes (soil or water surfaces)</li> <li>– Spills of chemicals (mostly soil or water surfaces)</li> <li>– Other (to be specified by the organisation)</li> <li>– Include spillage of tailings, slimes, or other significant process materials.</li> </ul> </li> </ul> <p>c. Report the impacts of significant spills.</p> <p>d. Report follow-up to incidents including a description of actions taken to reduce number and seriousness of spills, even at a level before emergency procedures are required.</p> <ul style="list-style-type: none"> <li>– Report spills within the company’s operational boundary, reporting separately the total number and volume of both hydrocarbon and non-hydrocarbon spills (to soil and to water) greater than one barrel of oil equivalent (boe) that reach the environment.</li> <li>– Report on emergency preparedness and spill response programmes.</li> <li>– Report significant hydrocarbon and non-hydrocarbon spills from third parties under contractual obligations operating pipelines, carriers, drilling and storage, but excluding non-operated joint ventures.</li> <li>– <b>OG</b> Report on mechanisms used to involve local communities in the development of emergency plans for existing and new operations including risk communication, preparation, rehearsal, regular review and modification, arrangements for the management of crises and approaches to ensure disclosure of these plans in a timely and transparent manner.</li> </ul>	Effluents and Waste	<p>Sasol includes the reporting of significant spills as part of our monitoring and reporting of significant fires, explosions and releases. A quantitative account of significant fires, explosions and releases is provided in the online sustainability report review on <a href="#">promoting employee and service provider safety</a>. The definition of significant fires, explosions and releases is provided in the <a href="#">performance data (human capital: our people</a> (Note 3). We do not report on the specific volume of the individual spills as we do not believe this to be of material interest to the target audience of the report – the number and level of significance of the spill is seen to be a more valuable measure. Additional information on significant spills at a business unit level are available on request.</p>

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>G4-EN25</b>	<p>WEIGHT OF TRANSPORTED, IMPORTED, EXPORTED, OR TREATED WASTE DEEMED HAZARDOUS UNDER THE TERMS OF THE BASEL CONVENTION ANNEX I, II, III, AND VIII, AND PERCENTAGE OF TRANSPORTED WASTE SHIPPED INTERNATIONALLY</p> <p>a. Report the total weight for each of the following:</p> <ul style="list-style-type: none"> <li>▪ Hazardous waste transported</li> <li>▪ Hazardous waste imported</li> <li>▪ Hazardous waste exported</li> <li>▪ Hazardous waste treated</li> </ul> <p>b. Report the percentage of hazardous waste shipped internationally.</p>	Effluents and Waste	Sasol does not currently centrally monitor and report data on this issue, but we plan to do so. Our volumes of waste shipped internationally are very small (primarily from Natref to China). This is managed at a decentralised level in accordance with systems to ensure that all permits are appropriately applied.
<b>G4-EN26</b>	<p>IDENTITY, SIZE, PROTECTED STATUS, AND BIODIVERSITY VALUE OF WATER BODIES AND RELATED HABITATS SIGNIFICANTLY AFFECTED BY THE ORGANISATION'S DISCHARGES OF WATER AND RUNOFF</p> <p>a. Report water bodies and related habitats that are significantly affected by water discharges based on the criteria described in the Compilation section below, adding information on:</p> <ul style="list-style-type: none"> <li>▪ Size of water body and related habitat</li> <li>▪ Whether the water body and related habitat is designated as a protected area (nationally or internationally)</li> <li>▪ Biodiversity value (such as total number of protected species)</li> </ul>	Effluents and Waste	We do not "significantly affect" water bodies through discharges of water and runoff. Further information is available in our 2014 Water Disclosure Project response available at <a href="http://www.cdproject.net">www.cdproject.net</a> .
<b>OG-5</b>	<p><b>OG</b> VOLUME AND DISPOSAL OF FORMATION OR PRODUCED WATER</p> <p>i) Report total volume of produced water.</p> <p>ii) Report volume and percentage of produced water by disposal method (including re-used, recycled, re-injected).</p> <p>iii) Report strategies and criteria for disposal and treatment, and standards used for quality of produced water discharged, including hydrocarbon and salinity.</p> <p>iv) Total volume of hydrocarbon discharged within produced water.</p>	Effluents and Waste	Sasol's upstream operations in Mozambique generate a small volume of produced water which is managed on site (Sasol does not have a large produced water footprint). In FY15, 9 577 m <sup>3</sup> of produced water was re-injected at dedicated re-injection well at the CPF.
<b>OG-6</b>	<p><b>OG</b> VOLUME OF FLARED AND VENTED HYDROCARBON</p> <p>i) Report volume of flared hydrocarbon.</p> <p>ii) Report volume of continuously flared hydrocarbon broken down by country.</p> <p>iii) Report volume of vented hydrocarbon.</p> <p>iv) Report volume of continuously vented hydrocarbon broken down by country.</p> <p>v) Report volume flared and vented for oil and gas production in relation to volume produced (million barrel oil equivalent).</p>	Effluents and Waste	Sasol's does not currently report on this issue at a group-wide level. Flaring of vented hydrocarbons is not at present part of the recent significant revisions to the air quality legislation South Africa. Our priority continues to be to work to ensure compliance with this legislation as outlined in the online sustainability report. We recognise the importance of reporting volumes flared and plan to do so in the future.

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>OG-7</b>	<p><b>OG</b> AMOUNT OF DRILLING WASTE (DRILL MUD AND CUTTINGS) AND STRATEGIES FOR TREATMENT AND DISPOSAL</p> <p>i) Report total amount of drill mud and cuttings (in tonnes) produced using non-aqueous drilling fluid (OGP definition), by disposal method.</p> <p>ii) Report total amount of drill mud and cuttings produced (in tonnes) using aqueous drilling fluid, by disposal method.</p> <p>iii) Report treatment, disposal and minimization strategies.</p>	Effluents and Waste	No drilling activities occurred during FY15 and thus no drill cuttings and muds were generated.

**ASPECT: Products and services**

<b>G4-DMA</b>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Products and Services	Our approach to managing our the environmental, safety and health aspects of our products is provided in our online sustainability report review on ensuring responsible product stewardship. We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate. An explanation of the importance of this aspect is provided in the AIR review on <a href="#">our material sustainability focus areas</a> and the section on <a href="#">our value creation scorecard</a> . We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate.
<b>G4-EN27</b>	<p>EXTENT OF IMPACT MITIGATION OF ENVIRONMENTAL IMPACTS OF PRODUCTS AND SERVICES</p> <p>a. Report quantitatively the extent to which environmental impacts of products and services have been mitigated during the reporting period.</p> <p>b. If use-oriented figures are employed, report the underlying assumptions regarding consumption patterns or normalization factors.</p> <p>Any mitigation measures implemented at fuel stations.</p> <p>Actual improvements to fuel and products that result in improved energy efficiency for end users.</p> <p>Partnerships (e.g., with Original Equipment Manufacturers) to develop new technologies that result in improved environmental performance.</p>	Products and Services	An overview of Sasol's activities undertaken as part of its commitment to product stewardship is provided in our online sustainability report review on <a href="#">ensuring responsible product stewardship</a> .

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>G4-EN28</b>	<p>PERCENTAGE OF PRODUCTS SOLD AND THEIR PACKAGING MATERIALS THAT ARE RECLAIMED BY CATEGORY</p> <p>a. Report the percentage of reclaimed products and their packaging materials for each product category.</p> <p>b. Report how the data for this Indicator has been collected.</p>	Products and Services	Sasol does not report on this parameter at a quantitative level. Due to the nature of the company's core business and its primary product type, Sasol does not deem this a sufficiently material issue.
<b>OG-8</b>	<p><b>OG</b> BENZENE, LEAD AND SULPHUR CONTENT IN FUELS</p> <p>i) Report actions taken at each refinery to reduce the levels of sulphur, benzene and the addition of lead in fuels.</p> <p>ii) Report fuels which significantly exceed national regulations including the difference in levels of sulphur and benzene in the metrics of the national regulation.</p> <p>iii) Report how fuel product information is disseminated to the consumer (fuel product information could include details on health, environmental and vehicle performance).</p>		As a refinery, we have to comply to the fuels specification requirements for South Africa. Through these requirements lead has been removed. In terms of sulphur, we have the sculpture recovery unit capturing sulphur (being sold as a produ+E140cts), and benzene is covered in our VOC target. Various projects are underway to significantly reduce benzene.

#### ASPECT: Compliance

<b>G4-DMA</b>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Compliance	Our approach to managing compliance on environmental issues is reviewed in <a href="#">our governance framework for sustainability</a> in our online sustainability report and in the review of the material focus area, <a href="#">responding to environmental challenges</a> . An explanation of the importance of this aspect is provided in the review on <a href="#">our material sustainability focus areas and our value creation scorecard</a> . We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate.
<b>G4-EN29</b>	<p>MONETARY VALUE OF SIGNIFICANT FINES AND TOTAL NUMBER OF NON-MONETARY SANCTIONS FOR NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS</p> <p>a. Report significant fines and non-monetary sanctions in terms of: Total monetary value of significant fines; Total number of non-monetary sanctions; Cases brought through dispute resolution mechanisms.</p> <p>b. Where organisations have not identified any non-compliance with laws or regulations, a brief statement of this fact is sufficient.</p>	Compliance	A review of the relevant legal actions in which Sasol is engaged, including information on the monetary value of significant fines, is provided in our account in our Form 20-F submission (Item 4.B, Business overview, Legal proceedings and other contingencies, as well as in note 56.4 Litigation of AFS).

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
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**ASPECT: Transport**

<b>G4-DMA</b>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Transport	<p>Our approach to managing environmental issues is reviewed in <a href="#">our governance framework for sustainability</a> in our online sustainability report and in the review of the material focus area, <a href="#">responding to environmental challenges</a>. An explanation of the importance of this aspect is provided in the review on <a href="#">our material sustainability focus areas</a> and <a href="#">our value creation scorecard</a>. We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate.</p>
<b>G4-EN30</b>	<p>SIGNIFICANT ENVIRONMENTAL IMPACTS OF TRANSPORTING PRODUCTS AND OTHER GOODS AND MATERIALS FOR THE ORGANISATION'S OPERATIONS, AND TRANSPORTING MEMBERS OF THE WORKFORCE</p> <p>a. Report the significant environmental impacts of transporting products and other goods and materials for the organisation's operations, and transporting members of the workforce. Where quantitative data is not provided, report the reason.</p> <p>b. Report how the environmental impacts of transporting products, members of the organisation's workforce, and other goods and materials are mitigated.</p> <p>c. Report the criteria and methodology used to determine which environmental impacts are significant.</p>	Transport	<p>Details on the significant product transportation incidents are provided in the review of <a href="#">promoting employee and service provider safety</a> in our online report. The basis for determining a significant incident is defined in note 3 of the online <a href="#">performance data (human capital: our people)</a>. This year there were no significant environmental impacts associated with the transportation of our products and materials (eg from spillages), other than those associated with the energy use and GHG emissions arising from transportation.</p>

**ASPECT: Overall**

<b>G4-DMA</b>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Overall	<p>It is a business imperative to minimise our environmental impact in order to protect the environment and maintain our right to operate in an extractive industry. Our approach to managing environmental issues is reviewed in <a href="#">our governance framework for sustainability</a> in our online sustainability report and in the review of the material focus area, <a href="#">responding to environmental challenges</a>. An explanation of the importance of this aspect is provided in the AIR review on <a href="#">our material sustainability focus areas</a> and in the section <a href="#">our value creation scorecard</a>. We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate.</p>
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G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>G4-EN31</b>	<p>TOTAL ENVIRONMENTAL PROTECTION EXPENDITURES AND INVESTMENTS BY TYPE</p> <p>a. Report total environmental protection expenditures by:</p> <ul style="list-style-type: none"> <li>▪ Waste disposal, emissions treatment, and remediation costs</li> <li>▪ Prevention and environmental management costs</li> </ul>	Overall	<p>Sasol's total accrued environmental obligation at 30 June 2015 amounted to R11,02 billion. Based on an assessment of significant capital expenditure on environmental projects over the past 10 years, we have spent approximately R20 billion, averaging almost R2 billion annually.</p>

### Supplier Environmental Assessment

<b>G4-DMA</b>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Supplier Environmental Assessment	<p>It is a business imperative to minimise our environmental impact in order to protect the environment and maintain our right to operate in an extractive industry. Our approach to managing environmental issues is reviewed in <a href="#">our governance framework for sustainability</a> in our online sustainability report and in the review of the material focus area, <a href="#">responding to environmental challenges</a>. An explanation of the importance of this aspect is provided in the AIR review on <a href="#">our material sustainability focus areas</a> and in the section <a href="#">our value creation scorecard</a>. We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate.</p>
<b>G4-EN32</b>	<p>PERCENTAGE OF NEW SUPPLIERS THAT WERE SCREENED USING ENVIRONMENTAL CRITERIA</p> <p>a. Report the percentage of new suppliers that were screened using environmental criteria.</p>	Supplier Environmental Assessment	<p>In May 2013, Sasol introduced environmental criteria to its "Diligent Accreditation Protocol", used to screen suppliers. This protocol is used to accredit critical or strategic suppliers only. Sasol's definition of critical and strategic suppliers is based on spend, security of supply and specialisation of the commodity. Based on historical trends, approximately 40% of all new vendor applications will be screened using this protocol. Further information is provided in the section <a href="#">promoting supplier accountability</a> in our online report.</p>

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>G4-EN33</b>	<p><b>SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN</b></p> <p>a. Report the number of suppliers subject to environmental impact assessments.</p> <p>b. Report the number of suppliers identified as having significant actual and potential negative environmental impacts.</p> <p>c. Report the significant actual and potential negative environmental impacts identified in the supply chain.</p> <p>d. Report the percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment.</p> <p>e. Report the percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.</p>	Supplier Environmental Assessment	<p>The inclusion of environmental criteria in the screening process is being enforced; however, the key performance measurements are not yet available. We will endeavour to put in place the required performance measurement process to track and report on this in future. Further information is provided in the section <a href="#">promoting supplier accountability</a> in our online report.</p>

#### Environmental Grievance Mechanism

<b>G4-DMA</b>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Environmental Grievance Mechanisms	<p>Sasol takes any concerns regarding environmental violations by the company or its suppliers seriously. All operations are required to identify and report on environmental incidents. A toll-free Ethics helpline is in place to facilitate the confidential reporting of alleged incidents. Executives and line management are responsible and accountable for the implementation of the fraud policy, Code of Ethics and resultant procedures.</p>
<b>G4-EN34</b>	<p><b>NUMBER OF GRIEVANCES ABOUT ENVIRONMENTAL IMPACTS FILED, ADDRESSED, AND RESOLVED THROUGH FORMAL GRIEVANCE MECHANISMS</b></p> <p>a. Report the total number of grievances about environmental impacts filed through formal grievance mechanisms during the reporting period.</p> <p>b. Of the identified grievances, report how many were:</p> <ul style="list-style-type: none"> <li>▪ Addressed during the reporting period</li> <li>▪ Resolved during the reporting period</li> </ul> <p>c. Report the total number of grievances about environmental impacts filed prior to the reporting period that were resolved during the reporting period.</p>	Environmental Grievance Mechanisms	<p>We do currently maintain a collective record of all environmental grievances at a group-wide level. These are managed as required at a facility level. We will look to report this at a group level in future as part of our commitment to reporting in accordance with the GRI G4 guidelines.</p>

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>SOCIAL</b>			
<b>LABOUR PRACTICES AND DECENT WORK</b>			
<b>ASPECT: Employment</b>			
<b>G4-DMA</b>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Employment	<p>Our approach to managing labour issues is reviewed in the online sustainability report section <a href="#">our governance framework for sustainability</a> and in the review of the material focus area, <a href="#">investing in our people</a>. An explanation of the importance of this aspect is provided review on <a href="#">our material sustainability focus areas</a> and <a href="#">our value creation scorecard</a>. We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate.</p>
<b>G4-LA1</b>	<p>TOTAL NUMBER AND RATES OF NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER BY AGE GROUP, GENDER AND REGION</p> <p>a. Report the total number and rate of new employee hires during the reporting period, by age group, gender and region.</p> <p>b. Report the total number and rate of employee turnover during the reporting period, by age group, gender and region.</p> <p>Report policies, standards and practices for all workers on site (including contractors, subcontractors and migrant labour) relating to: working conditions, health, safety and environment; working hours, working period and time off for significant locations of operation; Needs and concerns of vulnerable workers (e.g., migrant workers).</p>	Employment	<p>Employee turnover information by gender and age is with our HR department and can be made available on request.</p>
<b>G4-LA2</b>	<p>BENEFITS PROVIDED TO FULL-TIME EMPLOYEES THAT ARE NOT PROVIDED TO TEMPORARY OR PART-TIME EMPLOYEES, BY SIGNIFICANT LOCATIONS OF OPERATION</p> <p>a. Report the benefits which are standard for full-time employees of the organisation but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: Life insurance; Health care; Disability and invalidity coverage; Parental leave; Retirement provision; Stock ownership; Others.</p> <p>b. Report the definition used for 'significant locations of operation'.</p>	Employment	<p>Sasol does not currently report specifically on this parameter, as we operate in multiple countries with different requirements. We do not believe that is sufficiently material to provide information on this issue at this level of detail. Temporary employees are covered in the service provider agreements and not covered in the permanent employee reporting.</p>

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>G4-LA3</b>	<p>RETURN TO WORK AND RETENTION RATES AFTER PARENTAL LEAVE, BY GENDER</p> <p>a. Report the total number of employees that were entitled to parental leave, by gender.</p> <p>b. Report the total number of employees that took parental leave, by gender.</p> <p>c. Report the total number of employees who returned to work after parental leave ended, by gender.</p> <p>d. Report the total number of employees who returned to work after parental leave ended who were still employed twelve months after their return to work, by gender.</p> <p>e. Report the return to work and retention rates of employees who took parental leave, by gender.</p>	Employment	<p>We don't report specifically on the link with parental leave as this is not seen as being material and the very low voluntary turnover figures would suggest this to be the case. Data for South African operations is available on request. In August 2012, we initiated the Sasol Women's Network. This, coupled with the women empowerment strategy, seeks to accelerate the diversity and inclusion of women within Sasol.</p>

#### ASPECT: Labour/Management Relations

<b>G4-DMA</b>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach.</li> <li>▪ The results of the evaluation of the management approach.</li> <li>▪ Any related adjustments to the management approach.</li> </ul>	Labour/ Management Relations	<p>Our approach to managing labour issues is reviewed in the online sustainability report section <a href="#">our governance framework for sustainability</a> and in the review of the material focus area, <a href="#">investing in our people</a>. An explanation of the importance of this aspect is provided review on <a href="#">our material sustainability focus areas</a> and <a href="#">our value creation scorecard</a>. We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate.</p>
<b>G4-LA4</b>	<p>MINIMUM NOTICE PERIODS REGARDING OPERATIONAL CHANGES, INCLUDING WHETHER THESE ARE SPECIFIED IN COLLECTIVE AGREEMENTS</p> <p>a. Report the minimum number of weeks' notice typically provided to employees and their elected representatives prior to the implementation of significant operational changes that could substantially affect them.</p> <p>b. For organisations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.</p>	Labour/ Management Relations	<p>We have systems in place aimed at ensuring effective dialogue and relations with all employee representative groups throughout our operations globally. If there is to be a restructuring, the process around the restructuring (including notice periods) is discussed and agreed with our Group Partnership Forum (SA) and Works Councils (International) and is in accordance with the specific Labour Legislation. Specific provision for consultation relating to operational changes is provided in the collective agreements/works council agreements that have been entered into with trade unions in the various jurisdictions in which we operate. Compliance is governed by country-specific legislation. Minimum notice periods are governed by specific agreements across regions, and therefore not considered material.</p>
<b>MM4</b>	<p><b>MM</b> Number of strikes and lock-outs exceeding one week's duration, by country.</p>	Labour/ Management Relations	<p>No employee-days were lost through strike action this year; our approach to maintaining positive employee relations can be found in the <a href="#">investing in our people</a> section of the online sustainability report.</p>

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>ASPECT: Occupational Health and Safety</b>			
<b>G4-DMA</b>	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organisation manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach.</li> <li>▪ The results of the evaluation of the management approach.</li> <li>▪ Any related adjustments to the management approach.</li> </ul>	Occupational Health and Safety	Our approach to managing occupational health and safety is reviewed in the online sustainability report section <a href="#">our governance framework for sustainability</a> and in the review of the material focus area, <a href="#">promoting the safety, health and wellbeing of our people</a> . An explanation of the importance of this aspect is provided in the AIR review on our material sustainability focus areas and the section our value creation scorecard. We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate.
<b>G4-LA5</b>	PERCENTAGE OF TOTAL WORKFORCE REPRESENTED IN FORMAL JOINT MANAGEMENT–WORKER HEALTH AND SAFETY COMMITTEES THAT HELP MONITOR AND ADVISE ON OCCUPATIONAL HEALTH AND SAFETY PROGRAMMES a. Report the level at which each formal joint management-worker health and safety committee typically operates within the organisation. b. Report the percentage of the total workforce represented in formal joint management-worker health and safety committees. <b>OG</b> Report approach to managing workforce participation and health and safety dialogues. Include specific activities at the facility level that demonstrate the application of the management approach (e.g. local workforce participation programmes).	Occupational Health and Safety	Joint forums between trade unions and management are held to encourage constructive dialogue. These forums discuss issues such as wages, conditions of employment, health and safety, training and development, community care and HIV/AIDS. We engage with union representatives biannually to review our H&S performance; see our <a href="#">approach to maintaining positive employee relations</a> in the online sustainability report.

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>G4-LA6</b>	<p>TYPE OF INJURY AND RATES OF INJURY, OCCUPATIONAL DISEASES, LOST DAYS, AND ABSENTEEISM, AND TOTAL NUMBER OF WORK-RELATED FATALITIES, BY REGION AND BY GENDER</p> <p>a. Report types of injury, injury rate (AIR), occupational diseases rate (ODR), lost day rate (LDR), absentee rate (AR) and work-related fatalities, for the total workforce (that is, total employees plus supervised workers), by: Region; Gender.</p> <p>b. Report types of injury, injury rate (AIR), occupational diseases rate (ODR), lost day rate (LDR), absentee rate (AR) and work-related fatalities for independent contractors working on-site to whom the organisation is liable for the general safety of the working environment, by: Region; Gender.</p> <p>c. Report the system of rules applied in recording and reporting accident statistics.</p> <p>d. Provide a description of each accident resulting in a fatality, and actions taken following the accident. These may be aggregated where the causes of accidents or the actions taken are similar.</p> <p>Break down fatalities by cause (e.g., road transport, helicopter transport, assault, construction activities) and explain the measures taken to avoid future fatalities.</p>	Occupational Health and Safety	<p>Details on Sasol's safety and occupational health performance and the measures being taken to improve the company's performance is provided in the review of our material focus area, <a href="#">promoting the safety, health and wellbeing of our people</a> in our online sustainability report. The safety and occupational health performance data is provided in the <a href="#">performance data (human capital: our people)</a>.</p>
<b>G4-LA7</b>	<p>WORKERS WITH HIGH INCIDENCE OR HIGH RISK OF DISEASES RELATED TO THEIR OCCUPATION</p> <p>a. Report whether there are workers who are involved in occupational activities who have a high incidence or high risk of specific diseases.</p>	Occupational Health and Safety	<p>Occupational health risk and associated occupations are discussed in the <a href="#">occupational health and employee wellbeing section</a> of the online sustainability report.</p>
<b>G4-LA8</b>	<p>HEALTH AND SAFETY TOPICS COVERED IN FORMAL AGREEMENTS WITH TRADE UNIONS</p> <p>a. Report whether formal agreements (either local or global) with trade unions cover health and safety.</p> <p>b. If yes, report the extent, as a percentage, to which various health and safety topics are covered by these agreements.</p>	Occupational Health and Safety	<p>We engage with union representatives biannually to review our H&amp;S performance; see the section <a href="#">maintaining positive employee relations</a> in our online sustainability report.</p>

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>ASPECT: Training and Education</b>			
<b>G4-DMA</b>	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organisation manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach.</li> <li>▪ The results of the evaluation of the management approach.</li> <li>▪ Any related adjustments to the management approach.</li> </ul>	Training and Education	Our approach to managing labour issues is reviewed in the online sustainability report section <a href="#">our governance framework for sustainability</a> and in the review of the material focus area, <a href="#">investing in our people</a> . An explanation of the importance of this aspect is provided review on <a href="#">our material sustainability focus areas</a> and <a href="#">our value creation scorecard</a> . We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate.
<b>G4-LA9</b>	AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE BY GENDER, AND BY EMPLOYEE CATEGORY a. Report the average hours of training that the organisation's employees have undertaken during the reporting period, by: <ul style="list-style-type: none"> <li>▪ Gender</li> <li>▪ Employee category</li> </ul>	Training and Education	Sasol does not, in general, measure the effectiveness and investment of its learning, retraining and development activities by monitoring the number of training hours per employee, choosing instead to monitor training, learning and development through measures such as training costs as a percentage of total payroll and training costs per employee. Detail can be found in the online <a href="#">performance data</a> tables.
<b>G4-LA10</b>	PROGRAMMES FOR SKILLS MANAGEMENT AND LIFELONG LEARNING THAT SUPPORT THE CONTINUED EMPLOYABILITY OF EMPLOYEES AND ASSIST THEM IN MANAGING CAREER ENDINGS a. Report on the type and scope of programmes implemented and assistance provided to upgrade employee skills. b. Report on the transition assistance programmes provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	Training and Education	Sasol's programmes for skills management and development are reviewed in the section on <a href="#">developing and empowering high performing people</a> in our online sustainability report.
<b>G4-LA11</b>	PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS, BY GENDER AND BY EMPLOYEE CATEGORY a. Report the percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	Training and Education	All our employees (100 %) are covered by annual and interim performance reviews.

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>ASPECT: Diversity and Equal Opportunity</b>			
<b>G4-DMA</b>	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organisation manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach.</li> <li>▪ The results of the evaluation of the management approach.</li> <li>▪ Any related adjustments to the management approach.</li> </ul>	Diversity and Equal Opportunity	Our approach to managing labour issues is reviewed in the online sustainability report section <a href="#">our governance framework for sustainability</a> and in the review of the material focus area, <a href="#">investing in our people</a> . An explanation of the importance of this aspect is provided review on <a href="#">our material sustainability focus areas</a> and <a href="#">our value creation scorecard</a> . We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate.
<b>G4-LA12</b>	COMPOSITION OF GOVERNANCE BODIES AND BREAKDOWN OF EMPLOYEES PER EMPLOYEE CATEGORY ACCORDING TO GENDER, AGE GROUP, MINORITY GROUP MEMBERSHIP, AND OTHER INDICATORS OF DIVERSITY a. Report the percentage of individuals within the organisation's governance bodies in each of the following diversity categories: <ul style="list-style-type: none"> <li>▪ Gender</li> <li>▪ Age group: under 30 years old, 30-50 years old, over 50 years old</li> <li>▪ Minority groups</li> <li>▪ Other indicators of diversity where relevant</li> </ul> b. Report the percentage of employees per employee category in each of the following diversity categories: <ul style="list-style-type: none"> <li>▪ Gender</li> <li>▪ Age group: under 30 years old, 30-50 years old, over 50 years old</li> <li>▪ Minority groups</li> <li>▪ Other indicators of diversity where relevant</li> </ul>	Diversity and Equal Opportunity	A review of Sasol's employment equity performance and our initiatives on this issue is provided in our online sustainability report review on <a href="#">enhancing workforce diversity</a> . The composition of governance bodies is reviewed in more detail in the <a href="#">corporate governance report</a> of our AIR, with details on the ages of the executive team members. For the company as a whole we do not provide a detailed breakdown of employees by age group as we do not see it to be material. This information is available on request.

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
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**ASPECT: Equal Remuneration for Women and Men**

<b>G4-DMA</b>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Equal Remuneration for Women and Men	All remuneration is handled through the Board Remuneration committee and all practices are guided by our remuneration policy. Equal pay is provided for both men and women in line with the skills, position and relevant experience and is guided by the remuneration policy. It is the Company policy not to discriminate based on gender.
<b>G4-LA13</b>	<p>RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN BY EMPLOYEE CATEGORY, BY SIGNIFICANT LOCATIONS OF OPERATION</p> <p>a. Report the ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.</p> <p>b. Report the definition used for 'significant locations of operation'.</p>	Equal Remuneration for Women and Men	Sasol's Human Resources management principles are based on equal opportunity and non-discrimination. As a signatory to the UNGC, Sasol upholds the core principles contained in the 1998 Declaration on Fundamental Principles and Rights at Work, including (in this context) the principle relating to non-discrimination on the basis of gender. All remuneration is based on pre-defined role descriptions, and does not take into account gender, race or age. We do not have a centralized system as yet to run all of the Sasol admin and payroll on, and the data from some of our international operations is governed by data protection laws.

**ASPECT: Supplier Assessment for Labour Practices**

<b>G4-DMA</b>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Supplier Assessment for Labour Practices	Given the current labour dynamics within the South African market, labour practices have become a significant issue for the organisation as it poses a real risk to the business in fulfilling our objectives. Our approach to managing labour issues in general is reviewed in the online sustainability report section <a href="#">our governance framework for sustainability</a> and in the review of the material focus area, <a href="#">investing in our people</a> . An explanation of the importance of this aspect is provided in the AIR review on our material sustainability focus areas and the section on our value creation scorecard. We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate.
<b>G4-LA 14</b>	<p>PERCENTAGE OF NEW SUPPLIERS THAT WERE SCREENED USING LABOUR PRACTICES CRITERIA</p> <p>a. Report the percentage of new suppliers that were screened using labour practices criteria.</p>	Supplier Assessment for Labour Practices	In 2013 Sasol introduced Labour Practices criteria to its "Diligent Accreditation Protocol", used to screen suppliers. This protocol is used for accredited critical or strategic suppliers only. Sasol's definition of Critical and Strategic suppliers is based on spend, security of supply and specialisation of the commodity. Based on historical trends, approximately 70% of new vendor applications have been screened using this protocol.

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>G4-LA15</b>	<p>SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE IMPACTS FOR LABOUR PRACTICES IN THE SUPPLY CHAIN AND ACTIONS TAKEN</p> <ol style="list-style-type: none"> <li>Report the number of suppliers subject to impact assessments for labour practices.</li> <li>Report the number of suppliers identified as having significant actual and potential negative impacts for labour practices.</li> <li>Report the significant actual and potential negative impacts for labour practices identified in the supply chain.</li> <li>Report the percentage of suppliers identified as having significant actual and potential negative impacts for labour practices with which improvements were agreed upon as a result of assessment.</li> <li>Report the percentage of suppliers identified as having significant actual and potential negative impacts for labour practices with which relationships were terminated as a result of assessment, and why.</li> </ol>	Supplier Assessment for Labour Practices	The inclusion of Labour Practices criteria in the screening process was introduced in 2013 and we are introducing the required performance measurement process to track and report on this in future. Our approach is reviewed in the online sustainability report section <a href="#">promoting sustainable supply chain management</a> .

#### ASPECT: Labour Practices Grievance Mechanisms

<b>G4-DMA</b>	<ol style="list-style-type: none"> <li>Report why the Aspect is material. Report the impacts that make this Aspect material.</li> <li>Report how the organisation manages the material Aspect or its impacts.</li> <li>Report the evaluation of the management approach, including:               <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul> </li> </ol>	Labour Practices Grievance Mechanisms	Our approach to managing labour issues is reviewed in the online sustainability report section <a href="#">our governance framework for sustainability</a> and in the review of the material focus area, <a href="#">investing in our people</a> . An explanation of the importance of this aspect is provided review on our material sustainability focus areas and our value creation scorecard. We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate.
<b>G4-LA16</b>	<p>NUMBER OF GRIEVANCES ABOUT LABOUR PRACTICES FILED, ADDRESSED, AND RESOLVED THROUGH FORMAL GRIEVANCE MECHANISMS</p> <ol style="list-style-type: none"> <li>Report the total number of grievances about labour practices filed through formal grievance mechanisms during the reporting period.</li> <li>Of the identified grievances, report how many were:               <ul style="list-style-type: none"> <li>▪ Addressed during the reporting period</li> <li>▪ Resolved during the reporting period</li> </ul> </li> <li>Report the total number of grievances about labour practices filed prior to the reporting period that were resolved during the reporting period.</li> </ol>	Labour Practices Grievance Mechanisms	Details are provided in the review of ethical behaviour, fair competition and anti-corruption in our online sustainability report.

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>HUMAN RIGHTS</b>			
<b>ASPECT: Investment</b>			
<b>G4-DMA</b>	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organisation manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Investment	The agreement of the UN Guiding Principles on Business and Human Rights gave emphasis to the important role of business in respecting human rights. The issue is seen to be of particular relevance to companies in the extractives sector, and has added significance given the context of the industrial relations climate in South Africa. Our approach to managing ethics and human rights issues in general is reviewed in the online sustainability report section <a href="#">our governance framework for sustainability</a> and in the section <a href="#">respecting human rights</a> . An explanation of the importance of this aspect is provided in the AIR review <a href="#">on our material sustainability focus areas</a> and the section <a href="#">our value creation scorecard</a> . We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate.
<b>G4-HR1</b>	TOTAL NUMBER AND PERCENTAGE OF SIGNIFICANT INVESTMENT AGREEMENTS AND CONTRACTS THAT INCLUDE HUMAN RIGHTS CLAUSES OR THAT UNDERWENT HUMAN RIGHTS SCREENING a. Report the total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening. b. Report the definition of 'significant investment agreements' used by the organisation.	Investment	Sasol's internal due diligence process requires that country risk assessments are performed before entering any given country. These assessments include screening for potential human rights non-compliance or violations. All significant investment agreements in new countries go through this country risk assessment and screening process. The extent to which human rights issues has a material bearing on the investment decision will vary according to the nature of the particular investment and the specific country risks. A general review of our human rights approach is provided in our review on <a href="#">respecting human rights</a> in the online sustainability report.
<b>G4-HR2</b>	TOTAL HOURS OF EMPLOYEE TRAINING ON HUMAN RIGHTS POLICIES OR PROCEDURES CONCERNING ASPECTS OF HUMAN RIGHTS THAT ARE RELEVANT TO OPERATIONS, INCLUDING THE PERCENTAGE OF EMPLOYEES TRAINED a. Report the total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations. b. Report the percentage of employees in the reporting period trained in human rights policies or procedures concerning aspects of human rights that are relevant to operations.	Investment	All employees are provided with ethics awareness, which includes general awareness on human rights issues. Training takes place online and is the same for all levels and all genders; it takes approximately one hour per person every year. Training is also integrated into values-based leadership programmes and human resources policies. We implemented a further training and awareness programme as part of the roll-out of our recently revised code of ethics, which includes our new human rights policy. Additional training, specifically on human rights issues, is anticipated in the near future. Further details are provided in the review on <a href="#">respecting human rights</a> section of the online sustainability report.

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>ASPECT: Non-Discrimination</b>			
<b>G4-DMA</b>	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organisation manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Non-Discrimination	In the context of South Africa's recent history, there is an evident need to take clear steps to identify and address any instances of discrimination, particularly (but not only) in terms of race, gender and union affiliation. All allegations of discrimination are handled by our group ethics office, and grievance procedures are in place at all our operations. A “helpline” is in place to facilitate the confidential reporting of alleged incidents of discrimination. The nature of cases reported this year is provided in our review on <a href="#">adhering to ethical standards and preventing corruption</a> .
<b>G4-HR3</b>	<b>TOTAL NUMBER OF INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN</b> a. Report the total number of incidents of discrimination during the reporting period. b. Report the status of the incidents and the actions taken with reference to the following: <ul style="list-style-type: none"> <li>▪ Incident reviewed by the organisation</li> <li>▪ Remediation plans being implemented</li> <li>▪ Remediation plans have been implemented and results reviewed through routine internal management review processes</li> <li>▪ Incident no longer subject to action.</li> </ul>	Non-Discrimination	Our approach to managing ethics (of which discrimination is part) is outlined in our review on ethical behaviour, fair competition and anti-corruption in the online sustainability report. Details on the concerns and issues that were reported this year to the ethics line are provided in the online sustainability report section <a href="#">promoting disclosure through our EthicsLine</a> .

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>ASPECT: Freedom of Association and Collective Bargaining</b>			
<b>G4-DMA</b>	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organisation manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Freedom of Association and Collective Bargaining	The agreement of the UN Guiding Principles on Business and Human Rights gave emphasis to the important role of business in respecting human rights. The issue is seen to be of particular relevance to companies in the extractives sector, and has added significance given the context of the industrial relations climate in South Africa. Our approach to managing ethics and human rights issues in general is reviewed in the online sustainability report section <a href="#">our governance framework for sustainability</a> and in the section <a href="#">respecting human rights</a> . An explanation of the importance of this aspect is provided in the AIR review <a href="#">on our material sustainability focus areas</a> and the section <a href="#">our value creation scorecard</a> . We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate.
<b>G4-HR4</b>	<b>OPERATIONS AND SUPPLIERS IDENTIFIED IN WHICH THE RIGHT TO EXERCISE FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING MAY BE VIOLATED OR AT SIGNIFICANT RISK, AND MEASURES TAKEN TO SUPPORT THESE RIGHTS</b> a. Report operations and suppliers in which employee rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of: <ul style="list-style-type: none"> <li>▪ Type of operation (such as manufacturing plant) and supplier</li> <li>▪ Countries or geographical areas with operations and suppliers considered at risk.</li> </ul> b. Report measures taken by the organisation in the reporting period intended to support rights to exercise freedom of association and collective bargaining. c. Report how the organisation's freedom of association policy is implemented in practice.	Freedom of Association and Collective Bargaining	No such operations have yet been formally identified within Sasol. Sasol's human rights policy, as well as our human resources and labour policies, support and respect the rights of workers as enshrined within the South African Bill of Rights and international standards. Sasol became a signatory to the UNGC in 2001 and in doing so, Sasol has committed to uphold all rights in relation to labour as embedded within UNGC principles that incorporate the ILO provisions. These issues inform our political risk analysis processes. Further details are provided in the online sustainability report review of our approach to respecting human rights.

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>ASPECT: Child Labour</b>			
<b>G4-DMA</b>	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organisation manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Child Labour	The agreement of the UN Guiding Principles on Business and Human Rights gave emphasis to the important role of business in respecting human rights. The issue is seen to be of particular relevance to companies in the extractives sector, and has added significance given the context of the industrial relations climate in South Africa. Our approach to managing ethics and human rights issues in general is reviewed in the online sustainability report section <a href="#">our governance framework for sustainability</a> and in the section <a href="#">respecting human rights</a> . An explanation of the importance of this aspect is provided in the AIR review <a href="#">on our material sustainability focus areas</a> and the section <a href="#">our value creation scorecard</a> . We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate.
<b>G4-HRS</b>	<b>OPERATIONS AND SUPPLIERS IDENTIFIED AS HAVING SIGNIFICANT RISK FOR INCIDENTS OF CHILD LABOUR, AND MEASURES TAKEN TO CONTRIBUTE TO THE EFFECTIVE ABOLITION OF CHILD LABOUR</b> a. Report operations and suppliers considered to have significant risk for incidents of: <ul style="list-style-type: none"> <li>▪ Child labour</li> <li>▪ Young workers exposed to hazardous work</li> </ul> b. Report operations and suppliers considered to have significant risk for incidents of child labour either in terms of: <ul style="list-style-type: none"> <li>▪ Type of operation (such as manufacturing plant) and supplier</li> <li>▪ Countries or geographical areas with operations and suppliers considered at risk</li> </ul> c. Report measures taken by the organisation in the reporting period intended to contribute to the effective abolition of child labour.	Child Labour	Sasol's human rights policy, as well as our human resources and labour policies, are compatible with international human rights standards and with the South African Constitution. We do not support child labour, but should we invest in regions where this could be a problem, we would focus on developing programmes that assist with educating children and also look after their families. Through the implementation of our revised supplier engagement plan we review the practices of suppliers and contractors. We also conduct due diligence investigations in respect of prospective transactions, contracting parties and business partners. While no operations have been formally identified within Sasol as currently having incidents of child labour, we will be undertaking a more comprehensive prioritised assessment of the human rights risks of our operations and suppliers. Further details are provided in the online sustainability report review of our approach to respecting human rights.

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>ASPECT: Forced or Compulsory Labour</b>			
<b>G4-DMA</b>	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organisation manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Forced or Compulsory Labour	The agreement of the UN Guiding Principles on Business and Human Rights gave emphasis to the important role of business in respecting human rights. The issue is seen to be of particular relevance to companies in the extractives sector, and has added significance given the context of the industrial relations climate in South Africa. Our approach to managing ethics and human rights issues in general is reviewed in the online sustainability report section <a href="#">our governance framework for sustainability</a> and in the section <a href="#">respecting human rights</a> . An explanation of the importance of this aspect is provided in the AIR review <a href="#">on our material sustainability focus areas</a> and the section <a href="#">our value creation scorecard</a> . We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate.

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>G4-HR6</b>	<p>OPERATIONS AND SUPPLIERS IDENTIFIED AS HAVING SIGNIFICANT RISK FOR INCIDENTS OF FORCED OR COMPULSORY LABOUR, AND MEASURES TO CONTRIBUTE TO THE ELIMINATION OF ALL FORMS OF FORCED OR COMPULSORY LABOUR</p> <p>a. Report operations and suppliers considered to have significant risk for incidents of forced or compulsory labour either in terms of:</p> <ul style="list-style-type: none"> <li>▪ Type of operation (such as manufacturing plant) and supplier</li> <li>▪ Countries or geographical areas with operations and suppliers considered at risk</li> </ul> <p>b. Report measures taken by the organisation in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labour.</p>	Forced or Compulsory Labour	<p>Sasol's own operations do not pose such risk. Sasol's human rights policy, as well as our human resources and labour policies, are compatible with international human rights standards and with the South African Constitution. Through the implementation of our supplier engagement plan we review the practices of suppliers and contractors. We also conduct due diligence investigations in respect of prospective transactions, contracting parties and business partners. We have not detected such significant risks. We plan to undertake a more comprehensive assessment of the human rights risks of our operations and supply chain. Further details are provided in the review of our approach to <a href="#">respecting human rights</a>.</p>

**ASPECT: Security Practices**

<b>G4-DMA</b>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Security Practices	<p>The agreement of the UN Guiding Principles on Business and Human Rights gave emphasis to the important role of business in respecting human rights. The issue is seen to be of particular relevance to companies in the extractives sector, and has added significance given the context of the industrial relations climate in South Africa. Our approach to managing ethics and human rights issues in general is reviewed in the online sustainability report section <a href="#">our governance framework for sustainability</a> and in the section <a href="#">respecting human rights</a>. An explanation of the importance of this aspect is provided in the AIR review <a href="#">on our material sustainability focus areas</a> and the section <a href="#">our value creation scorecard</a>. We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate.</p>
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G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>G4-HR7</b>	<p>PERCENTAGE OF SECURITY PERSONNEL TRAINED IN THE ORGANISATION'S HUMAN RIGHTS POLICIES OR PROCEDURES THAT ARE RELEVANT TO OPERATIONS</p> <p>a. Report the percentage of security personnel who have received formal training in the organisation's human rights policies or specific procedures and their application to security.</p> <p>b. Report whether training requirements also apply to third party organisations providing security</p> <p><b>OG</b> Report countries of operations where armed security is used. Indicate type of security provider (in house, private contractors, public) and type of training provided (e.g., materials provision, workshops, courses). Disclosure on the company's approach to security and human rights practices including The Voluntary Principles on Security and Human Rights (VPSHR), including the VPSHR Reporting Guidelines (2009). Report, particularly when operating in sensitive and/or conflict-affected areas, on global level policies, procedures and/or guidelines, such as: security risk assessment processes; procedures to monitor, report and respond to security-related incidents with human rights implications; procedures for entering into relations with public and/or private security providers; and efforts to raise awareness of security and human rights for relevant staff. Report countries where implementation of security and human rights practices are taking place. Report: descriptions of engagement with stakeholders on country implementation; criteria for the selection and contracting of private security forces and/or arrangements with public security forces; and examples of support for outreach, education and/or training for relevant personnel, private security, public security, and/or civil society.</p>	<p>Security Practices</p>	<p>All security personnel receive training in Sasol's Code of Ethics, which includes aspects of human rights. While there is thus full coverage in terms of this training, we recognise that there is more we can do. Further details are provided in the online sustainability report review of <a href="#">our approach to respecting human rights</a>.</p>

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>ASPECT: Indigenous Rights</b>			
<b>G4-DMA</b>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Indigenous Rights	<p>The agreement of the UN Guiding Principles on Business and Human Rights gave emphasis to the important role of business in respecting human rights. The issue is seen to be of particular relevance to companies in the extractives sector, and has added significance given the context of the industrial relations climate in South Africa. Our approach to managing ethics and human rights issues in general is reviewed in the online sustainability report section <a href="#">our governance framework for sustainability</a> and in the section <a href="#">respecting human rights</a>. An explanation of the importance of this aspect is provided in the AIR review <a href="#">on our material sustainability focus areas</a> and the section <a href="#">our value creation scorecard</a>. We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate.</p>
<b>G4-HR8</b>	<p>TOTAL NUMBER OF INCIDENTS OF VIOLATIONS INVOLVING RIGHTS OF INDIGENOUS PEOPLES AND ACTIONS TAKEN</p> <p>a. Report the total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period.</p> <p>b. Report the status of the incidents and actions taken with reference to:</p> <ul style="list-style-type: none"> <li>▪ Incident reviewed by the organisation</li> <li>▪ Remediation plans being implemented</li> <li>▪ Remediation plans have been implemented and results reviewed through routine internal management review processes</li> <li>▪ Incident no longer subject to action</li> </ul> <p><b>OG</b> Report approach to engaging with indigenous communities. Report how indigenous peoples (including their traditional knowledge and cultural resources) are taken into consideration in the project planning, decision-making and impact mitigation processes.</p>	Indigenous Rights	<p>There have been no incidents of violations involving rights of indigenous people. As outlined in our online sustainability report review on <a href="#">respecting human rights</a>, our commitment to human rights includes an increased focus on developing appropriate monitoring and assurance mechanisms.</p>
<b>MM5</b>	<p><b>MM</b> Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities.</p>	Indigenous Rights	<p>Using the understanding of Indigenous Peoples as formulated for example by the International Labour Organisation and UN agencies, there are currently no such operations within Sasol.</p>

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>OG-9</b>	<p><b>OG</b> OPERATIONS WHERE INDIGENOUS COMMUNITIES ARE PRESENT OR AFFECTED BY ACTIVITIES AND WHERE SPECIFIC ENGAGEMENT STRATEGIES ARE IN PLACE</p> <p>i) Report a list of company operations (including refineries, associated facilities, pipelines, etc.) taking place in/adjacent to indigenous peoples' communities. Describe criteria used to identify indigenous people.</p> <p>ii) Of these operations, report which are covered by specific engagement strategy. These include formal plans or agreements in place.</p>		Using the understanding of Indigenous Peoples as formulated for example by the International Labour Organisation and UN agencies, there are currently no such operations within Sasol.

**ASPECT: Assessment**

<b>G4-DMA</b>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Assessment	<p>The agreement of the UN Guiding Principles on Business and Human Rights gave emphasis to the important role of business in respecting human rights. The issue is seen to be of particular relevance to companies in the extractives sector, and has added significance given the context of the industrial relations climate in South Africa. Our approach to managing ethics and human rights issues in general is reviewed in the online sustainability report section <a href="#">our governance framework for sustainability</a> and in the section <a href="#">respecting human rights</a>. An explanation of the importance of this aspect is provided in the AIR review <a href="#">on our material sustainability focus areas</a> and the section <a href="#">our value creation scorecard</a>. We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate.</p>
<b>G4-HR9</b>	<p>TOTAL NUMBER AND PERCENTAGE OF OPERATIONS THAT HAVE BEEN SUBJECT TO HUMAN RIGHTS REVIEWS OR IMPACT ASSESSMENTS</p> <p>a. Report the total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.</p>	Assessment	<p>An initial independent prioritised assessment of the human rights risks of our operations was undertaken as part of the process of developing our human rights policy which forms part of the recently revised Code of Ethics. This initial assessment included an assessment of ten key supplier and partners. We plan to undertake a more comprehensive assessment of the human rights risks of our operations and supply chain.</p>

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>ASPECT: Supplier Human Rights Assessment</b>			
<b>G4-DMA</b>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Supplier Human Rights Assessment	<p>The agreement of the UN Guiding Principles on Business and Human Rights gave emphasis to the important role of business in respecting human rights. The issue is seen to be of particular relevance to companies in the extractives sector, and has added significance given the context of the industrial relations climate in South Africa. Our approach to managing ethics and human rights issues in general is reviewed in the online sustainability report section <a href="#">our governance framework for sustainability</a> and in the section <a href="#">respecting human rights</a>. An explanation of the importance of this aspect is provided in the AIR review <a href="#">on our material sustainability focus areas</a> and the section <a href="#">our value creation scorecard</a>. We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate.</p>
<b>G4-HR10</b>	<p>PERCENTAGE OF NEW SUPPLIERS THAT WERE SCREENED USING HUMAN RIGHTS CRITERIA</p> <p>a. Report the percentage of new suppliers that were screened using human rights criteria.</p> <p>Report procedures for informing contractors of expectations to respect human rights and ensure appropriate training is undertaken.</p>	Supplier Human Rights Assessment	<p>Human rights considerations are integrated into our recently revised supplier code of conduct. We have started to review and include specific criteria on human rights in our Supplier Assessment Protocols for new contracts and where they are up for renewal. This identified gap is being worked on to include relevant criteria. Further information on our approach to managing suppliers is provided in our review on promoting <a href="#">supplier accountability</a> in our online sustainability report.</p>
<b>G4-HR11</b>	<p>SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE HUMAN RIGHTS IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN</p> <p>a. Report the number of suppliers subject to human rights impact assessments.</p> <p>b. Report the number of suppliers identified as having significant actual and potential negative human rights impacts.</p> <p>c. Report the significant actual and potential negative human rights impacts identified in the supply chain.</p> <p>d. Report the percentage of suppliers identified as having significant actual and potential negative human rights impacts with which improvements were agreed upon as a result of assessment.</p> <p>e. Report the percentage of suppliers identified as having significant actual and potential negative human rights impacts with which relationships were terminated as a result of assessment, and why.</p>	Supplier Human Rights Assessment	<p>Human rights considerations are integrated into our recently revised supplier code of conduct. We have started to review and include specific criteria on human rights in our Supplier Assessment Protocols for new contracts and where they are up for renewal. This identified gap is being worked on to include relevant criteria. Further information on our approach to managing suppliers is provided in our review on promoting supplier accountability in our online sustainability report.</p>

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
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**ASPECT: Human Rights Grievance Mechanisms**

<b>G4-DMA</b>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Human Rights Grievance Mechanisms	<p>A toll-free ethics helpline is in place to facilitate the confidential reporting of grievance. This is reviewed in the online sustainability report section <a href="#">promoting disclosure through our EthicsLine</a>. Our approach to managing ethics and human rights issues in general is reviewed in the online sustainability report sections <a href="#">our governance framework for sustainability</a> and <a href="#">ethical behaviour, fair competition and anti-corruption</a>. We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate.</p>
<b>G4HR-12</b>	<p>NUMBER OF GRIEVANCES ABOUT HUMAN RIGHTS IMPACTS FILED, ADDRESSED, AND RESOLVED THROUGH FORMAL GRIEVANCE MECHANISMS</p> <p>a. Report the total number of grievances about human rights impacts filed through formal grievance mechanisms during the reporting period.</p> <p>b. Of the identified grievances, report how many were:</p> <ul style="list-style-type: none"> <li>▪ Addressed during the reporting period</li> <li>▪ Resolved during the reporting period</li> </ul> <p>c. Report the total number of grievances about human rights impacts filed prior to the reporting period that were resolved during the reporting period.</p>	Human Rights Grievance Mechanisms	No such grievances have been reported this year.

**SOCIETY**

**ASPECT: Local Communities**

<b>G4-DMA</b>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Local Communities	<p>Our ability to operate can be impacted by the communities in which our facilities are located. It is vital to the company's sustainability that we maintain good relations with community members. We have established community engagement forums in our major facilities where community issues are raised and addressed. A dedicated community engagement manager is responsible for ensuring that community stakeholders are engaged, material issues identified and escalated to the relevant body for resolution. Our approach to managing social issues is reviewed in the online sustainability report sections <a href="#">our governance framework for sustainability</a> and <a href="#">delivering social value</a>. An explanation of the importance of this aspect is provided in the AIR review on <a href="#">our material sustainability focus areas</a> and <a href="#">our value creation scorecard</a>. We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate.</p>
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G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
G4-S01	<p>COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS, AND DEVELOPMENT PROGRAMMES</p> <p><b>OG</b> Report on engagement with affected stakeholders, as well as procedures for local community impact assessment and mitigation</p> <p>a. Report the percentage of operations with implemented local community engagement, impact assessments, and development programmes, including the use of:</p> <ul style="list-style-type: none"> <li>▪ Social impact assessments, including gender impact assessments, based on participatory processes</li> <li>▪ Environmental impact assessments and ongoing monitoring</li> <li>▪ Public disclosure of results of environmental and social impact assessments</li> <li>▪ Local community development programmes based on local communities' needs</li> <li>▪ Stakeholder engagement plans based on stakeholder mapping</li> <li>▪ Broad based local community consultation committees and processes that include vulnerable groups</li> <li>▪ Works councils, occupational health and safety committees and other employee representation bodies to deal with impacts</li> <li>▪ Formal local community grievance processes</li> </ul> <p>b. Report whether there are programmes in place for assessing the impacts of operations on local communities</p> <ul style="list-style-type: none"> <li>▪ Community economic development planning processes, including sources of community income, community access to services and social infrastructure, access to capital and natural resources, and access to further education and skills training.</li> <li>▪ Co-ordination with other agencies, for example on poverty alleviation and natural resource management.</li> <li>▪ Procedures for identifying and protecting subsistence-related resources of local communities, including water, plants, and wildlife.</li> <li>▪ Measures of community health and well-being, including prevalence of cultural practices and associations.</li> </ul>	Local Communities	All our operations have some degree of community engagement. Impact assessments are done as and when needed for projects, leading to development programmes where necessary. Incidents of our impact on communities are illustrated throughout the online sustainability report, in particular the section creating value through social investment.

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
G4-SO2	<p>PERCENTAGE OF OPERATIONS WITH SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE IMPACTS ON LOCAL COMMUNITIES</p> <p>a. Report operations with significant actual and potential negative impacts on local communities, including:</p> <ul style="list-style-type: none"> <li>▪ The location of the operations</li> <li>▪ The significant actual and potential negative impacts of operations</li> </ul>	Local Communities	All of our process facilities that operate in the hydrocarbon and chemicals processing have potential health, safety and environmental impacts on local communities. A map of our major operations is provided in the AIR review of our global presence. We have detailed policies, procedures and technical measures in place to mitigate all of the potential safety, health and/or environmental impacts on these neighbouring communities. An overview of the nature of these impacts and the measures that are being taken to mitigate these is provided in the relevant sections of our online sustainability report relating to SHE management, safety, health, air quality and water.
OG-10	<p><b>OG</b> NUMBER AND DESCRIPTION OF SIGNIFICANT DISPUTES WITH LOCAL COMMUNITIES AND INDIGENOUS PEOPLES</p> <p>i) Identify significant disputes associated with current, planned or proposed future operations. Examples of disputes include land use, use of marine areas, and impacts on cultural heritage.</p> <p>ii) Report the criteria for classifying disputes as 'significant'. A significant dispute should be defined by the number of people involved and the significance of the associated impact.</p> <p>iii) Report the number of these disputes and describe their nature. Disputes can be described in terms of the parties involved, underlying causes, issues involved, and current recourse (e.g., civil or judicial disputes).</p> <p>iv) Report actions taken in response to disputes, and the outcomes of actions.</p>		There have been no significant disputes with local communities and indigenous peoples during the reporting period.
OG-11	<p><b>OG</b> NUMBER OF SITES THAT HAVE BEEN DECOMMISSIONED AND SITES THAT ARE IN THE PROCESS OF BEING DECOMMISSIONED</p> <p>i) Report number of sites (broken down into offshore and onshore) and total land area of sites (onshore only) for both active and inactive sites. When necessary, explain estimations or assumptions that were used to calculate the number of sites and land area.</p> <p>ii) Report criteria for defining inactive sites.</p> <p>iii) Report percentage of active sites that have decommissioning plans in place.</p> <p>iv) Report decommissioning approach (e.g., plans for land owners, labour transition, finance, community infrastructure, environment remediation and government sign-off, post-decommissioning monitoring and aftercare).</p>		Detail is provided in <a href="#">Information on the company in our Form 20-F</a> .

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
MM6	<b>MM</b> Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples.	Local Communities	There have been no incidents of violations involving rights of indigenous people. As outlined in our online sustainability report review on respecting human rights our commitment to human rights includes an increased focus on developing appropriate monitoring and assurance mechanisms.
MM7	<b>MM</b> The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes.	Local Communities	There have been no disputes during the reporting period relating to land use, customary rights of local communities and Indigenous Peoples.

#### ASPECT: Artisanal and small scale mining

<b>G4-DMA</b>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Artisanal and small scale mining	This aspect has been deemed not material for the purposes of reporting, as we do not operate any small mines, nor do we engage directly with such operations.
MM8	<b>MM</b> Number (and percentage) of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks	Artisanal and small scale mining	This aspect has been deemed not material for the purposes of reporting, as we do not operate any small mines, nor do we engage directly with such operations.

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
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**ASPECT: Resettlement**

<b>G4-DMA</b>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Resettlement	<p>Our ability to operate can be impacted by the communities in which our facilities are located. It is vital to the company's sustainability that we maintain good relations with community members. We have established community engagement forums in our major facilities where community issues are raised and addressed. A dedicated community engagement manager is responsible for ensuring that community stakeholders are engaged, material issues identified and escalated to the relevant body for resolution. Our approach to managing social issues is reviewed in the online sustainability report sections <a href="#">our governance framework for sustainability</a> and <a href="#">delivering social value</a>. An explanation of the importance of this aspect is provided in the AIR review on <a href="#">our material sustainability focus areas</a> and the section <a href="#">our value creation scorecard</a>. We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate.</p>
<b>MM9</b>	<p><b>MM</b> SITES WHERE RESETTLEMENTS TOOK PLACE, THE NUMBER OF HOUSEHOLDS RESETTLED IN EACH, AND HOW THEIR LIVELIHOODS WERE AFFECTED IN THE PROCESS</p>	Resettlement	<p>There were no resettlements during this reporting period that were required as a direct result of our activities.</p>

**ASPECT: Closure Planning**

<b>G4-DMA</b>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Closure planning	<p>Our ability to operate can be impacted by the communities in which our facilities are located. It is vital to the company's sustainability that we maintain good relations with community members. We have established community engagement forums in our major facilities where community issues are raised and addressed. A dedicated community engagement manager is responsible for ensuring that community stakeholders are engaged, material issues identified and escalated to the relevant body for resolution. Our approach to managing social issues is reviewed in the online sustainability report sections <a href="#">our governance framework for sustainability</a> and <a href="#">delivering social value</a>. An explanation of the importance of this aspect is provided in the AIR review on <a href="#">our material sustainability focus areas</a> and the section <a href="#">our value creation scorecard</a>. We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate.</p>
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G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
MM10	<b>MM</b> Number and percentage of operations with closure plans	Closure planning	All the operational Sasol Mining operations have approved Environmental Management Programmes (EMPs) and part of EMPs addresses closure and decommissioning of the operations. This includes objectives and closure costs. These are available on request.

### ASPECT: Anti-corruption

<b>G4-DMA</b>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Anti-corruption	An explanation of the importance of this aspect is provided in the AIR review on <a href="#">our material sustainability focus areas</a> and section on <a href="#">our value creation scorecards</a> . We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate. A review of measures taken to promote compliance on this issue is provided in the online sustainability report section on <a href="#">ethical behaviour, fair competition and anti-corruption</a> . A toll-free helpline is in place to facilitate the confidential reporting of alleged incidents of discrimination that are reported to the chief audit executive and the board chairman.
<b>G4-S03</b>	<p>TOTAL NUMBER AND PERCENTAGE OF OPERATIONS ASSESSED FOR RISKS RELATED TO CORRUPTION AND THE SIGNIFICANT RISKS IDENTIFIED</p> <p>a. Report the total number and percentage of operations assessed for risks related to corruption.</p> <p>b. Report the significant risks related to corruption identified through the risk assessment.</p> <p><b>OG</b> Report anti-corruption policy, including commitments to work against corruption in all its forms (including bribery and extortion), to be in compliance with all relevant laws (including anti-corruption laws), and support for international and regional legal frameworks, such as the UN Convention against Corruption. Report: approach for risk assessment of potential areas of corruption; mechanisms to promote anti-corruption policies and programmes, including information, resources and tools for raising employee awareness (include the scope and content of anti-corruption training programmes); compliance mechanisms for reporting of suspected violations, and detecting, investigating and preventing bribery and corruption; approach for consequence management; and efforts to promote anti-corruption initiatives and programmes within the industry.</p>	Anti-corruption	As outlined in our online sustainability report review <a href="#">on ethical behaviour, fair competition and anti-corruption</a> , and section <a href="#">our governance framework for sustainable development</a> , risk-based legal compliance processes, controls and systems are applied consistently in all Sasol businesses and enterprise functions, with the aim of providing reasonable assurance that all our business units comply with applicable laws and that the risk of non-compliance (including on issues relating to corruption) is minimised in an effective and efficient manner across the group.

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>G4-S04</b>	<p>COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES</p> <p>a. Report the total number and percentage of governance body members that the organisation's anti- corruption policies and procedures have been communicated to, broken down by region.</p> <p>b. Report the total number and percentage of employees that the organisation's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.</p> <p>c. Report the total number and percentage of business partners that the organisation's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region.</p> <p>d. Report the total number and percentage of governance body members that have received training on anti-corruption, broken down by region.</p> <p>e. Report the total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.</p>	Anti-corruption	<p>This issue is addressed in our review on <a href="#">ethical behaviour, fair competition and anti-corruption</a>. All Sasol employees and directors are required to adhere to the code of ethics, high risk employees are required to formally certify that they know and understand the code.</p>
<b>G4-S05</b>	<p>CONFIRMED INCIDENTS OF CORRUPTION AND ACTIONS TAKEN</p> <p>a. Report the total number and nature of confirmed incidents of corruption.</p> <p>b. Report the total number of confirmed incidents in which employees were dismissed or disciplined for corruption.</p> <p>c. Report the total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.</p> <p>d. Report public legal cases regarding corruption brought against the organisation or its employees during the reporting period and the outcomes of such cases.</p>	Anti-corruption	<p>Refer to the Form 20-F and AIR for ongoing actions, as well as the <a href="#">ethics section</a> of our online sustainability report.</p>

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>ASPECT: Public Policy</b>			
<b>G4-DMA</b>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Public Policy	<p>Our approach to engaging with regulatory officials on public policy issues is briefly reviewed in the online sustainability report section <a href="#">our governance framework for sustainability</a>; our performance in ensuring compliance on legal matters is reviewed throughout the online report. An explanation of the importance of this aspect is provided in the AIR review on <a href="#">our material sustainability focus areas</a> and section <a href="#">our value creation scorecards</a>. We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate. Our account of any fines, penalties and settlements is provided in our Form 20-F submission (Item 4B, Business overview, Legal proceedings and other contingencies, as well as in note 56.4 Litigation of our AFS).</p>
<b>G4-SO6</b>	<p>TOTAL VALUE OF POLITICAL CONTRIBUTIONS BY COUNTRY AND RECIPIENT/BENEFICIARY</p> <p>a. Report the total monetary value of financial and in-kind political contributions made directly and indirectly by the organisation by country and recipient/beneficiary.</p> <p>b. Report how the monetary value of in-kind contributions was estimated, if applicable.</p> <p><b>OG</b> Report priority public policy issues that the company is currently advocating (during the reporting period), either directly or through an intermediary/association. This includes general policy (e.g., on climate change) or the company's approach in specific countries or on particular issues.</p>	Public Policy	<p>Contributions or donations to political parties and related institutions is strictly prohibited.</p>

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
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**ASPECT: Anti-competitive Behaviour**

<b>G4-DMA</b>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Anti-competitive Behaviour	<p>An explanation of the importance of this aspect is provided in the AIR review on <a href="#">our material sustainability focus areas</a> and section on <a href="#">our value creation scorecards</a>. We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate. A review of measures taken to promote compliance on this issue is provided in the online sustainability report section on ethical behaviour, fair competition and anti-corruption. A toll-free helpline is in place to facilitate the confidential reporting of alleged incidents of discrimination that are reported to the chief audit executive and the board chairman.</p>
<b>G4-S07</b>	<p>TOTAL NUMBER OF LEGAL ACTIONS FOR ANTI-COMPETITIVE BEHAVIOUR, ANTI-TRUST, AND MONOPOLY PRACTICES AND THEIR OUTCOMES</p> <p>a. Report the total number of legal actions pending or completed during the reporting period regarding anti- competitive behaviour and violations of anti-trust and monopoly legislation in which the organisation has been identified as a participant.</p> <p>b. Report the main outcomes of completed legal actions, including any decisions or judgments.</p>	Anti-competitive Behaviour	<p>This is addressed in our online sustainability report section <a href="#">ethical behaviour, fair competition and anti-corruption</a>, and in our account of Fines, penalties and settlements in our Form 20-F submission (Item 4B, Business overview, Legal proceedings and other contingencies, as well as in note 56.4 Litigation of AFS).</p>

**ASPECT: Compliance**

<b>G4-DMA</b>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Compliance	<p>An explanation of the importance of this aspect is provided in the AIR review on <a href="#">our material sustainability focus areas</a> and section on <a href="#">our value creation scorecards</a>. We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate. A review of measures taken to promote compliance on this issue is provided in the online sustainability report section on ethical behaviour, fair competition and anti-corruption. A toll-free helpline is in place to facilitate the confidential reporting of alleged incidents of discrimination that are reported to the chief audit executive and the board chairman.</p>
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G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>G4-S08</b>	<p>MONETARY VALUE OF SIGNIFICANT FINES AND TOTAL NUMBER OF NON-MONETARY SANCTIONS FOR NON-COMPLIANCE WITH LAWS AND REGULATIONS</p> <p>a. Report significant fines and non-monetary sanctions in terms of:</p> <ul style="list-style-type: none"> <li>▪ Total monetary value of significant fines</li> <li>▪ Total number of non-monetary sanctions</li> <li>▪ Cases brought through dispute resolution mechanisms</li> </ul> <p>b. If the organisation has not identified any non-compliance with laws or regulations, a brief statement of this fact is sufficient.</p> <p>c. Report the context against which significant fines and non-monetary sanctions were incurred.</p> <p>d. Report a summary of judgments made against the organisation in the areas related to health and safety and labour laws.</p> <p>Describe the incidents, events and impacts that resulted in significant fines and/or non-monetary sanctions (e.g., date of incident, description of the event, response and mitigation).</p>	Compliance	A general review of the relevant legal actions in which Sasol is engaged, including information on the number and monetary value of significant fines, is provided in our Form 20-F submission (Item 4B, Business overview, Legal proceedings and other contingencies, as well as in note 56.4 Litigation of AFS).

**ASPECT: Supplier Assessment for Impacts on Society**

<b>G4-DMA</b>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Supplier Assessment for Impacts on Society	In addition to managing the social impacts of our activities, we recognise the importance of assessing and, where appropriate, addressing any significant social impacts of our suppliers. We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate. A review of measures taken to promote compliance on this issue is provided in the section on <a href="#">promoting supplier accountability</a> in the online sustainability report. A toll-free helpline is in place to facilitate the confidential reporting of alleged incidents of discrimination that are reported to the chief audit executive and the board chairman.
<b>G4-S09</b>	<p>PERCENTAGE OF NEW SUPPLIERS THAT WERE SCREENED USING CRITERIA FOR IMPACTS ON SOCIETY</p> <p>a. Report the percentage of new suppliers that were screened using criteria for impacts on society.</p>	Supplier Assessment for Impacts on Society	Sasol includes screening criteria to test for current or previous legal proceedings against the suppliers. We screen suppliers based on their BBEE status to ensure we place the emphasis on the development of our total supply basis. We also include clauses in our legal agreements to ensure adherence to all bribery and corruption regulations, substance abuse regulations and compliance with our Ethics standards.

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>G4-S010</b>	<p><b>SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE IMPACTS ON SOCIETY IN THE SUPPLY CHAIN AND ACTIONS TAKEN</b></p> <p>a. Report the number of suppliers subject to assessments for impacts on society.</p> <p>b. Report the number of suppliers identified as having significant actual and potential negative impacts on society.</p> <p>c. Report the significant actual and potential negative impacts on society identified in the supply chain.</p> <p>d. Report the percentage of suppliers identified as having significant actual and potential negative impacts on society with which improvements were agreed upon as a result of assessment.</p> <p>e. Report the percentage of suppliers identified as having significant actual and potential negative impacts on society with which relationships were terminated as a result of assessment, and why.</p>	Supplier Assessment for Impacts on Society	We will aim to report more fully on this indicator once we have embedded our G4 process.

**ASPECT: Grievance Mechanisms for Impacts on Society**

<b>G4-DMA</b>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Grievance Mechanisms for Impacts on Society	A toll-free helpline is in place to facilitate the confidential reporting of alleged incidents of discrimination that are reported to the chief audit executive and the board chairman. The nature of cases reported this year is provided in our review on Adhering to ethical standards and preventing corruption. An explanation of the importance of this aspect is provided in the AIR review on <a href="#">our material sustainability focus areas</a> and section <a href="#">our value creation scorecard</a> . We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate.
<b>G4-S011</b>	<p><b>NUMBER OF GRIEVANCES ABOUT IMPACTS ON SOCIETY FILED, ADDRESSED, AND RESOLVED THROUGH FORMAL GRIEVANCE MECHANISMS</b></p> <p>a. Report the total number of grievances about impacts on society filed through formal grievance mechanisms during the reporting period.</p> <p>b. Of the identified grievances, report how many were:</p> <ul style="list-style-type: none"> <li>▪ Addressed during the reporting period</li> <li>▪ Resolved during the reporting period</li> </ul> <p>c. Report the total number of grievances about impacts on society filed prior to the reporting period that were resolved during the reporting period.</p>	Grievance Mechanisms for Impacts on Society	The nature of filed grievances is reviewed in our online sustainability report section ethical behaviour, fair competition and anti-corruption.

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
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**OG ASPECT: Involuntary Resettlement**

<p><b>OG-12</b></p>	<p><b>OG</b> OPERATIONS WHERE INVOLUNTARY RESETTLEMENT TOOK PLACE, THE NUMBER OF HOUSEHOLDS RESETTLED IN EACH AND HOW THEIR LIVELIHOODS WERE AFFECTED IN THE PROCESS</p> <p>a) Report on management approach for avoiding, mitigating and/or compensating involuntary resettlement.</p> <p>b) Report policies, programmes and/or procedures for involuntary resettlement, including but not limited to: project design including resettlement avoidance or minimization, and timeframe; compensation, livelihood restoration and benefits for affected people; capacity building and consultation mechanisms; grievance mechanisms; resettlement planning and implementation; and monitoring mechanisms to assess progress and management of impacts.</p> <p>i) Report operations where involuntary resettlements took place or are ongoing, including government-managed resettlement. Indicate which operations involve indigenous communities.</p> <p>ii) Report the number of households resettled in each resettlement.</p> <p>iii) Report how resettled peoples' livelihoods were affected and restored (e.g., customary rights, economic impact, access to services, cultural impacts) for each operation where involuntary resettlement took place or are ongoing.</p>	<p>Involuntary Resettlement</p>	<p>There were no involuntary resettlements during the period under review.</p>
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**OG ASPECT: Asset integrity and process safety**

<p><b>OG-13</b></p>	<p><b>OG</b> NUMBER OF PROCESS SAFETY EVENTS, BY BUSINESS ACTIVITY</p> <p>Report procedures for assuring asset integrity as an essential element of safe operations. Report on the application of nationally and internationally accepted asset integrity and process safety disciplines.</p> <p>i) Report number of Tier 1 process safety events with narrative per API RP 754 definitions and reported per business activity (refining, upstream, etc.)</p> <p>ii) Report number of Tier 2 process safety events with narrative per API RP 754 definitions and reported per business activity (refining, upstream, etc.).</p> <p>iii) Report on asset integrity monitoring and maintenance programme, including progress against actions identified.</p>	<p>Asset integrity and process safety</p>	<p>A review of our performance and management approaches governing process safety is provided in the section <a href="#">promoting employee and service provider safety</a> in our online sustainability report.</p>
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G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>PRODUCT RESPONSIBILITY</b>			
<b>ASPECT: Customer Health and Safety</b>			
<b>G4-DMA</b>	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organisation manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Customer Health and Safety	Our approach to managing the environmental, safety and health aspects of our products is provided in the online sustainability report section our <a href="#">governance framework for sustainability</a> and in our review on <a href="#">ensuring responsible product stewardship</a> . We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate. An explanation of the importance of this aspect is provided in the AIR review on <a href="#">our material sustainability focus areas</a> and section <a href="#">our value creation scorecard</a> .
<b>G4-PR1</b>	PERCENTAGE OF SIGNIFICANT PRODUCT AND SERVICE CATEGORIES FOR WHICH HEALTH AND SAFETY IMPACTS ARE ASSESSED FOR IMPROVEMENT a. Report the percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	Customer Health and Safety	Our full product range is continuously reviewed to establish where products may have to be assessed for health and safety impacts for improvement. We are not currently able to provide an accurate percentage for this indicator, but plan to implement the necessary systems in future.
<b>G4-PR2</b>	TOTAL NUMBER OF INCIDENTS OF NON-COMPLIANCE WITH REGULATIONS AND VOLUNTARY CODES CONCERNING THE HEALTH AND SAFETY IMPACTS OF PRODUCTS AND SERVICES DURING THEIR LIFE CYCLE, BY TYPE OF OUTCOMES a. Report the total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services within the reporting period, by: <ul style="list-style-type: none"> <li>▪ Incidents of non-compliance with regulations resulting in a fine or penalty</li> <li>▪ Incidents of non-compliance with regulations resulting in a warning</li> <li>▪ Incidents of non-compliance with voluntary codes</li> </ul> b. If the organisation has not identified any non-compliance with regulations and voluntary codes, a brief statement of this fact is sufficient.	Customer Health and Safety	Significant product stewardship non-conformances are reviewed in the online sustainability report section our <a href="#">performance on product stewardship</a> . A more detailed review of the relevant legal actions in which Sasol is engaged, including information on the number and monetary value of significant fines, is provided in our Form 20-F submission (Item 4B, Business overview, Legal proceedings and other contingencies), as well as in note 56.4 Litigation of our AFS).

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
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**ASPECT: Product and Service Labelling**

<b>G4-DMA</b>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Product and Service Labelling	<p>Our approach to managing the environmental, safety and health aspects of our products is provided in the online sustainability report section our <a href="#">governance framework for sustainability</a> and in our review on <a href="#">ensuring responsible product stewardship</a>. We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate. An explanation of the importance of this aspect is provided in the AIR review on <a href="#">our material sustainability focus areas</a> and <a href="#">section our value creation scorecard</a>.</p>
<b>G4-PR3</b>	<p>TYPE OF PRODUCT AND SERVICE INFORMATION REQUIRED BY THE ORGANISATION'S PROCEDURES FOR PRODUCT AND SERVICE INFORMATION AND LABELLING, AND PERCENTAGE OF SIGNIFICANT PRODUCT AND SERVICE CATEGORIES SUBJECT TO SUCH INFORMATION REQUIREMENTS</p> <p>a. Report whether the following product and service information is required by the organisation's procedures for product and service information and labelling (Yes/No):</p> <ul style="list-style-type: none"> <li>▪ The sourcing of components of the product or service</li> <li>▪ Content, particularly with regard to substances that might produce an environmental or social impact</li> <li>▪ Safe use of the product or service</li> <li>▪ Disposal of the product and environmental/social impacts</li> <li>▪ Other (explain)</li> </ul> <p>b. Report the percentage of significant product or service categories covered by and assessed for compliance with such procedures.</p>	Product and Service Labelling	<p>An updated review of Sasol's approach to <a href="#">ensuring responsible product stewardship</a> is provided in the online sustainability report. All of our products (100%) have material safety data sheets (MSDSs) and can be accessed on our website. Full details on the type of product information needed for each product is available on these MSDSs.</p>

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>G4-PR4</b>	<p>TOTAL NUMBER OF INCIDENTS OF NON-COMPLIANCE WITH REGULATIONS AND VOLUNTARY CODES CONCERNING PRODUCT AND SERVICE INFORMATION AND LABELLING, BY TYPE OF OUTCOMES</p> <p>a. Report the total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by:</p> <ul style="list-style-type: none"> <li>▪ Incidents of non-compliance with regulations resulting in a fine or penalty</li> <li>▪ Incidents of non-compliance with regulations resulting in a warning</li> <li>▪ Incidents of non-compliance with voluntary codes</li> </ul> <p>b. If the organisation has not identified any non-compliance with regulations and voluntary codes, a brief statement of this fact is sufficient.</p>	Product and Service Labelling	<p>Significant product stewardship non-conformances are reviewed in the online sustainability report <a href="#">ensuring responsible product stewardship</a>. A more detailed review of the relevant legal actions in which Sasol is engaged, including information on the number and monetary value of significant fines, is provided in our Form 20-F submission (Item 4B, Business overview, Legal proceedings and other contingencies), as well as in note 56.4 Litigation of our AFS).</p>
<b>G4-PRS</b>	<p>RESULTS OF SURVEYS MEASURING CUSTOMER SATISFACTION</p> <p>a. Report the results or key conclusions of customer satisfaction surveys (based on statistically relevant sample sizes) conducted in the reporting period relating to information about:</p> <ul style="list-style-type: none"> <li>▪ The organisation as a whole</li> <li>▪ A major product or service category</li> <li>▪ Significant locations of operation</li> </ul>	Product and Service Labelling	<p>This indicator is not seen to be material because Sasol is a business to business (B2B) company and we engage with our customers directly. We understand that our customers are important stakeholders and our response to maintaining positive relations with consumers can be found in the section <a href="#">ensuring responsible product stewardship</a> in our online sustainability report.</p>

**ASPECT: Materials Stewardship**

<b>G4-DMA</b>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Materials Stewardship	<p>Our approach to managing the environmental, safety and health aspects of our products is provided in our online sustainability report review on <a href="#">ensuring responsible product stewardship</a>. We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate. An explanation of the importance of this aspect is provided in the AIR review on <a href="#">our material sustainability focus areas</a> and section <a href="#">our value creation scorecard</a>. Due to the nature of our business, our product stewardship activities have focused primarily on the products relating to our chemicals and petro-chemicals business. We are beginning a process to ensure appropriate provision for the materials in our mining activities. We will be reporting on our progress in this area in future reports.</p>
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G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>ASPECT: Marketing Communications</b>			
<b>G4-DMA</b>	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organisation manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Marketing Communications	Our approach to managing the environmental, safety and health aspects of our products is provided in the online sustainability report section our <a href="#">governance framework for sustainability</a> and in our review on <a href="#">ensuring responsible product stewardship</a> . We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate. An explanation of the importance of this aspect is provided in the AIR review on <a href="#">our material sustainability focus areas</a> and section <a href="#">our value creation scorecard</a> .
<b>G4-PR6</b>	<b>SALE OF BANNED OR DISPUTED PRODUCTS</b> a. Report whether the organisation sells products that are: <ul style="list-style-type: none"> <li>▪ Banned in certain markets</li> <li>▪ The subject of stakeholder questions or public debate</li> </ul> b. Report how the organisation has responded to questions or concerns regarding these products.	Marketing Communications	Sasol respects all international treaties and we do not sell any banned products. We have placed a strengthened focus in recent years on ensuring full understanding and compliance with relevant legislation in this area.
<b>G4-PR7</b>	<b>TOTAL NUMBER OF INCIDENTS OF NON-COMPLIANCE WITH REGULATIONS AND VOLUNTARY CODES CONCERNING MARKETING COMMUNICATIONS, INCLUDING ADVERTISING, PROMOTION, AND SPONSORSHIP, BY TYPE OF OUTCOMES</b> a. Report the total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by: <ul style="list-style-type: none"> <li>▪ Incidents of non-compliance with regulations resulting in a fine or penalty</li> <li>▪ Incidents of non-compliance with regulations resulting in a warning</li> <li>▪ Incidents of non-compliance with voluntary codes</li> </ul> b. If the organisation has not identified any non-compliance with regulations and voluntary codes, a brief statement of this fact is sufficient.	Marketing Communications	There were no incidents in this area during the reporting period. A more detailed review of the relevant legal actions in which Sasol is engaged, including information on the number and monetary value of significant fines, is provided in our <a href="#">Form 20-F</a> submission (Item 4B, Business overview, Legal proceedings and other contingencies), as well as in note 56.4 Litigation of our AFS).

G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
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**ASPECT: Customer Privacy**

<b>G4-DMA</b>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul>	Customer Privacy	<p>Our approach to managing the environmental, safety and health aspects of our products is provided in the online sustainability report section our <a href="#">governance framework for sustainability</a> and in our review on <a href="#">ensuring responsible product stewardship</a>. We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate. An explanation of the importance of this aspect is provided in the AIR review on <a href="#">our material sustainability focus areas</a> and section <a href="#">our value creation scorecard</a>.</p>
<b>G4-PR8</b>	<p>TOTAL NUMBER OF SUBSTANTIATED COMPLAINTS REGARDING BREACHES OF CUSTOMER PRIVACY AND LOSSES OF CUSTOMER DATA</p> <p>a. Report the total number of substantiated complaints received concerning breaches of customer privacy, categorized by:</p> <ul style="list-style-type: none"> <li>▪ Complaints received from outside parties and substantiated by the organisation</li> <li>▪ Complaints from regulatory bodies</li> </ul> <p>b. Report the total number of identified leaks, thefts, or losses of customer data.</p> <p>c. If the organisation has not identified any substantiated complaints, a brief statement of this fact is sufficient.</p>	Customer Privacy	<p>This parameter is not regarded as material to Sasol as Sasol does not sell to the general consumer market, but rather to select industrial customers who we engage with. We had no complaints under the CPA.</p>

**ASPECT: Compliance**

<b>G4-DMA</b>	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organisation manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> <li>▪ The mechanisms for evaluating the effectiveness of the management – approach</li> <li>▪ The results of the evaluation of the management approach</li> <li>▪ Any related adjustments to the management approach</li> </ul> <p>b. If the organisation has not identified any non-compliance with laws or regulations, a brief statement of this fact is sufficient.</p>	Compliance	<p>Our approach to managing the environmental, safety and health aspects of our products is provided in the online sustainability report section our <a href="#">governance framework for sustainability</a> and in our review on <a href="#">ensuring responsible product stewardship</a>. We monitor the effectiveness of our management approach through the submission of quarterly performance reports. Material performance issues are considered by the Risk and SHE Committee and the Nomination, Governance, Social and Ethics Committee as appropriate. An explanation of the importance of this aspect is provided in the AIR review on <a href="#">our material sustainability focus areas</a> and section <a href="#">our value creation scorecard</a>.</p>
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G4 Indicator	GRI G4 – General Standard Disclosures	Aspect	Sasol's 2015 Response
<b>G4-PR9</b>	<p>MONETARY VALUE OF SIGNIFICANT FINES FOR NON-COMPLIANCE WITH LAWS AND REGULATIONS CONCERNING THE PROVISION AND USE OF PRODUCTS AND SERVICES</p> <p>a. Report the total monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.</p> <p>b. If the organisation has not identified any non-compliance with laws or regulations, a brief statement of this fact is sufficient.</p>	Compliance	<p>A detailed review of the relevant legal actions in which Sasol is engaged, including information on the number and monetary value of significant fines, is provided in our Form 20-F submission (<a href="#">Item 4B, Business overview, Legal proceedings and other contingencies</a>), as well as in <a href="#">note 56.4 Litigation</a> of our AFS).</p>

**OG ASPECT: Fossil Fuel Substitutes**

<b>OG-14</b>	<p><b>OG</b> VOLUME OF BIOFUELS PRODUCED AND PURCHASED MEETING SUSTAINABILITY CRITERIA</p> <p>i) Report sustainability criteria applied for producing and purchasing biofuels (e.g., sustainable farming concerns, preferred crops used, greenhouse gas balance, energy balance).</p> <p>ii) Report total volume of biofuels produced (litres).</p> <p>iii) Report location and area of land under direct production (ha)</p> <p>iv) Report total volume of biofuels purchased (litres). 2.5 Report total volume of biofuels produced meeting sustainability criteria.</p> <p>v) Report total volume of biofuels purchased meeting sustainability criteria.</p>	Fossil fuel substitutes	We do not currently produce a material volume of biofuels.
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