

Performance against our sustainability focus areas

The following table outlines our most material sustainability focus areas and summarises our progress in addressing them.

	Our 2014 performance	Our commitments
Ensuring the safety, health and wellbeing of our people	<ul style="list-style-type: none"> There were five work-related fatalities during 2014. Group recordable case rate (RCR) including illnesses increased to 0,42 from 0,37 (restated), while the RCR excluding illnesses increased to 0,36 from 0,33 (restated). For more details on the restatement of our safety performance refer to page 33 and 34. Lost workday case rate increased to 0,15 from 0,14 (restated for 2013). 451 recordable cases, comprising 161 lost workday cases, 223 medical treatment cases and 67 illnesses. 30 significant fires, explosions and releases, down from 43 in 2013. Significant transport-related incidents remained the same at 29. 23 new cases of noise-induced hearing loss and 21 new cases of pneumoconiosis, similar to previous years. HIV prevalence rate of 10% and antiretroviral utilisation compliance level of 88% among HIV-positive employees. 	<ul style="list-style-type: none"> Continuously strive for zero harm. Continue the implementation of the One Sasol SHE Excellence approach. Further strengthen the group's incident investigation capability. To Improve our health and wellness management process for our workforce, which includes continued focus on HIV/Aids. Embed leading industry practices on noise reduction. Strive for no cases of pneumoconiosis for all new employees with no previous exposure to occupational stressors. Enhance our commitment to process safety.
Investing in our people	<ul style="list-style-type: none"> Employee turnover rate of 6,1% in our South African operations and 2,5% in our other operations. During the year we lost a total of 213 760 person days to absenteeism and strike action, which is below the industry average. 450 employees were on strike for 31 days at our Mining division based on a wage dispute which was resolved amicably. Our total strike person days therefore were 13 950. Trained 230 523 employees through development interventions, allocated 577 bursaries and managed 9 191 individual senior development programmes. Coached and mentored 393 workplace and leadership employees. Established 20 mentorship circles as part of the Women's Empowerment Programme. Progressed our 2017 South Africa employment equity plan and our women empowerment strategy. 	<ul style="list-style-type: none"> Continue to build a values-driven, high-performance culture across all our operations, with a particular focus on embedding the new operating model. Advance performance management and accountability through enabling remuneration policies. Embed a culture of recognition and acknowledgement. Maintain our strong focus on optimising talent sourcing and recruitment. Drive our targets for achieving diversity and inclusion at every management level in the organisation. Continue our focus on up-skilling and empowering local talent in all regions in which we operate. Strengthen activities to develop effective leaders, to deliver on our strategic agenda.
Responding to environmental challenges	<ul style="list-style-type: none"> Total greenhouse gas (GHG) emissions have decreased slightly to 70,5 million tons carbon dioxide (CO₂) equivalents; GHG emission intensity increased to 3,20 from 2,98, primarily due to the divestiture of Arya Sasol Polymer Company in Iran and the exclusion of its data. Total water consumption increased to 149,5 million m³ from 147,2 million m³; total water intensity increased to 6,78 m³ water per ton of product from 6,21 m³. 	<ul style="list-style-type: none"> Work with our host country governments to find practical and sustainable solutions to mitigate climate risk, in balance with economic development and growth drivers. Issue new sets of GHG mitigation targets for our South African and international operations, and confirm updated energy efficiency targets.

	Our 2014 performance	Our commitments
Responding to environmental challenges (continued)	<ul style="list-style-type: none"> Registration Certificates were successfully transitioned to Atmospheric Emission Licenses, ensuring continued lawful operation for Sasol and Natref. We are also exploring alternative options that we anticipate will yield sustainable improvements in ambient air quality; one such option relates to air quality offsets where we are pioneering foundational research by exploring solutions to reduce domestic coal burning. Further progress achieved in our partnerships with three municipalities in the Vaal River System in South Africa. Collaborating with the Department of Environmental Affairs (DEA) on a study aimed at determining greenhouse gas mitigation potential in South Africa. Continued investments and investigations to reduce atmospheric emissions and improve ambient air quality in Secunda and Sasolburg, South Africa. Engaged with government and other stakeholders to explore alternative compliance mechanisms (such as offsets) for air quality and water, as a means of ensuring effective achievement of government's environmental goals. 	<ul style="list-style-type: none"> Continue to support the UN Global Compact CEO Water Mandate and deliver progress in all six key focus areas. Finalise new regional water targets for 2020 as well as appropriate water targets for our international operations. Ensure effective delivery on the municipal water conservation partnerships, pursue new partnership opportunities and support efforts to develop a regulatory mechanism which enables sustainable investment in collective action-focused water partnerships.
Delivering social value	<ul style="list-style-type: none"> Total of R90,3 billion distributed to stakeholders. Invested R1,4 billion in socio-economic development and skills development. Total includes R901 million skills development; R186 million for Ikusasa; R47 million in bursaries; and R265 million for Corporate Social Investment (CSI). Obtained a level 3 broad-based black economic empowerment (BBBEE) contributor status. Revised our new code of ethics and human rights policy. 	<ul style="list-style-type: none"> Further embed our corporate social responsibility strategy across the group. Drive achievement of our broad-based black economic empowerment targets. Provide training on our new human rights policy and its implications for key personnel. Integrate and embed human rights considerations into our engagements with suppliers. Continue to partner with the Department of Health in South Africa to support community initiatives to reduce HIV/Aids infection rates in the areas where we operate.
Driving enterprise and supplier development	<ul style="list-style-type: none"> Disbursed R11,1 million in loan funding and supported 11 small and medium enterprises (SMEs) through the Sasol Siyakha Trust. Launched the ChemCity Business Incubator, a multi-million rand facility hosted at ChemCity's Eco-Industrial Park. The supply chain team is in the process of defining a supply chain sustainability framework and approach that aims to manage risk, realise efficiencies, enhance service offerings and build a culture of responsibility. 	<ul style="list-style-type: none"> Ensure successful completion of ChemCity's Eco-Industrial Park development. Complete the next phase of buildings for the ChemCity Business Incubator, and drive uptake by SMEs. Continue to set the direction in minimising potential business disruptions resulting from environmental incidents and supply shortages (i.e. caused by production and business continuity issues faced by our suppliers).
Providing safe, essential and quality products	<ul style="list-style-type: none"> Responsible Care[®] Practice-in-Place remained constant at 89%. Responsible Care[®] Product Stewardship Practice-in-Place improved from 83% to 85%. One significant product stewardship non-conformance occurred and corrective measures have been put in place. Reviewed our product stewardship strategy and identified priority focus areas that are aligned to our international commitments. Completed product inventory for all final products and industrial waste streams to initiate a full review of compliance with international chemical control legislation. 	<ul style="list-style-type: none"> Continue to drive a risk-based approach to enhancing the SHE performance of our products throughout their lifecycle. Complete review of our product transportation safety strategy. Determine landscape mapping of Sasol's product packaging material management. Continue to implement a chemical risk assessment methodology developed by the International Council of Chemical Associations (ICCA).