

Performance Data

Human Capital – Our People

	2014	2013	2012	2011	2010	Level of Assurance ⁺
Employee numbers ¹	33 049	34 629	34 916	33 708	33 054	
Employee turnover	1 826	1 807	1 136	1 738	1 374	Moderate
Total number of person hours worked (million)	213,97	229,19	222,91	202,3	193,4	High
Safety						
Recordable case rate ² (including illnesses)	0,42	0,37*	0,41*	0,42	0,51	High
Recordable case rate (excluding illnesses)	0,36	0,33*	0,37*	0,37	0,45	
Employee and service provider fatalities	5	5	4	15	9	High
Employee and service provider fatal injury frequency rate	0,004	0,005	0,003	0,015	0,009	
Fires, explosions and releases ³	30	43	42	51	63	High
Logistics incidents ⁴	29	29	36	47	37	
Total number of first aid cases	641	926	961	NR	NR	
Occupational illness⁵						
Hearing loss	23	15	23	32	27	
Lung illnesses	42	28	29	26	25	
Asbestosis	0	1	1	1	4	
Tuberculosis	0	0	0	0	7	
Mesothelioma	0	0	0	0	1	
Pneumoconiosis	21	21	20	23	9	
Other lung illness	21	6	8	3	3	
Other	2	1	1	0	3	
Skills development						
Investment in employee learning ⁷ (R million)	901	898	819	673	421	
Investment in learning as a % of payroll	6,2%	6,4%	6,7%	6,5%	4,3%	
Investment in black employees (R million)	653,1	625	537	432	261	
Development interventions	230 523	230 871	137 703	126 847	64 019	
Investment in bursary scheme (R million)	47	54,7	38,2	38,5	51	
Undergraduate and postgraduate bursars	577	719	585	654	769	
Employees currently on chartered accountant training programme	16	19	20	22	26	Moderate
Employees in Sasol's maintenance artisan learner pools	696	644	581	883	778	Moderate
Learner artisans that Sasol trained for petroleum industry as part of oil, gas and electrical manufacturing project since 2007	0	0	947	947	417	
Learners in external technical skills partnerships	294	238	231	131	271	Moderate
Additional positions created in global venture support programme	106	700	700	700	700	
Investment in South African universities (R million)	15	25	25	25	25	
Technical personnel in global venture support programme	103	327	466	484	700	
Number of employees receiving leadership training	9 191	5 732	5 281	4 077	9 253	

⁺ Assurance refers to the 2014 parameters independently verified by the external assurance provider in 2014, in accordance with the statement on page 76. A description of the level of assurance is provided in the independent assurance statement on page 76.

NR: Not reported.

* Restated

1 **Employees** are persons working for Sasol on a full-time or part-time basis, who are paid individually via the Sasol payroll system, including service providers working under Sasol's supervision (i.e. persons from labour brokers or fixed-term service providers). These numbers include some non-permanent employees. These have been included for the purpose of safety reporting requirements.

Only those employees based at JVs and paid by Sasol, are included in this number. The totals are thus lower than those reported on in the section on employee demographics, in which reference is made only to permanent employees. Please refer to page 73.

The figure on the following page for the number of employees at year end is higher, as it takes into account JV shareholding.

2 **The recordable case rate (RCR)** is a standard international measure for reporting work-related injuries and illnesses and other safety incidents resulting in injury. The RCR is the number of fatalities, lost workdays, restricted work cases, medical treatments beyond first-aid cases and accepted illnesses for every 200 000 employee hours worked. From 2006 onwards, our RCR includes both employees and service providers, and recordable injuries, as well as occupational illnesses for employees. With the implementation of the new operating model, a discrepancy in the RCR related exposure hours for 2012 to 2013 was reported. The RCR has been restated for 2012 and 2013.

3 **A fire, explosion or release (FER)** incident is registered as "significant" when it meets any of the following criteria: (i) it involves a fatality or lost workday case; (ii) it results in damage of more than US\$25 000; or (iii) it causes a release in excess of the relevant threshold quantity for that chemical as defined by the Centre for Chemical and Process Safety (CCPS).