

Adhering to ethical standards and preventing corruption

Promoting high ethical standards and combating corruption throughout our sphere of influence is an important part of our drive to deliver social value through our core activities

Promoting ethical behaviour through the Sasol code of ethics

Our approach to ensuring sound ethical behaviour is governed by the Sasol code of ethics, with the group ethics office responsible for its implementation. The programme’s focus is two-fold: firstly, to proactively advance an ethical culture in Sasol; and secondly, to deal with transgressions.

The Sasol code of ethics addresses corruption, bribery, conflicts of interest, human rights and related subjects, and governs our approach to ethical behaviour and fair business practice. It describes the four fundamental Sasol ethical standards – responsibility, honesty, fairness and respect – that should inform the decisions of all employees in their day-to-day business activities. Each year, senior and middle management, as well as employees identified as being in “high risk” positions, are required to formally certify that they know and understand the code of ethics and its associated guidelines. Regular training is provided to ethics officers in all aspects of ethics management.

Promoting disclosure through our EthicsLine

Employees and other stakeholders are able to report any breach of the code of ethics via our independently managed anonymous reporting facility, EthicsLine, or directly to forensic services. All cases are attended to and investigated, if found to be legitimate, and a formal process is in place to track, report and close-out calls. The group ethics system, a custom-designed technology platform, provides strictly controlled access to ethics investigations. The system also enables the group ethics office to identify trends relating to EthicsLine activity and investigations. Direct disclosures made to the group CEO’s office or any other group executive are also channelled through the system.

During the reporting period, 583 calls were made to the EthicsLine, with a total of 946 allegations of unethical behaviour. This represents a 17% decrease on the 699 calls

received in the previous year. A total of 637 calls were resolved and 127 calls are still under investigation. Investigations are often impeded due to the lack of information anonymous callers provide. We are working to enhance the quality of reports by raising awareness of how to report an ethics issue effectively.

The majority of the 220 ethical transgressions (substantiated or partly substantiated allegations) pertained to the principles of responsibility, honesty, fairness and respect, which relates to treating people with due regard to their human rights. Details are provided in the table below.

The group ethics office provides assurance that appropriate corrective actions are taken on ethical transgressions. Actions taken as a result of investigations and enquiries can include termination of employment, or can result in the cancellation of contracts in the case of suppliers and contractors. Relevant cases and trends are reported to governance committees quarterly. Potentially high-risk and sensitive matters are reported to the Audit Committee and the Nomination, Governance, Social and Ethics Committee.

Ethical principle	Substantiated allegations	
	2014	2013
Responsibility	55 (25%)	113 (45%)
Honesty	59 (27%)	22 (9%)
Fairness	36 (16%)	47 (19%)
Respect	70 (32%)	67 (27%)
Total	220	249



Our online report, which can be found at www.sasolsdr.com, includes a brief review of a recent incident where we took action against a non-compliant service provider who was acting in violation of our code of ethics.

