

# Occupational health and employee wellbeing

## Effectively managing health risks in the workplace forms part of our commitment to zero harm

An integrated health and wellness approach positively influences the safety performance of our employees and service providers. Promoting a healthy workforce further enhances productivity and efficiency.

Our principal occupational health risks relate to noise induced hearing loss (NIHL) and lung disease (mainly coal-worker pneumoconiosis). More than 90% of permanent illness cases occur at our mining operations.

### Our strategic approach to occupational health

Our occupational health programme seeks to prevent and mitigate all occupational health risks. We analyse, monitor and manage exposure and provide preventative measures for a range of issues. The programme is applicable to all relevant permanent employees and the employees of service providers. We also provide a rehabilitation and return-to-work programme.

In 2013, we finalised our group health and wellness strategy, consolidated our health assessment procedures, revised the group standards and procedures on noise and updated our legal compliance risk register. In 2014, we continued to develop occupational health plans, scorecards and health-related targets, including the Sasol health risk ranking metric as part of our integrated risk management framework.

We have made further progress in the areas of noise conservation and dust suppression. We have appointed an audiologist to complement the team working on noise exposure. In Sasol Mining, we continue to implement measures to reduce high noise-band areas and employee exposure, which included installing jet fans to replace older equipment at shafts. All hearing deviations at Sasol Mining are investigated and remedial action implemented, well before reaching a reportable level of hearing loss. Sasol Mining is implementing a dust suppression initiative, the outcome of which will be apparent after several years. Direct exposure to dust has, however, reduced significantly in recent years due to the implementation of new technology.

Appropriate personal protective equipment (PPE) is issued to all potentially exposed workers. Communication on PPE remains a focus, to ensure the safety of individuals working at our facilities.

### Driving high performance through our wellness strategy

Sasol's wellness programme aims to provide a working environment where our employees can operate in a healthy, energised and engaged manner that contributes to their personal development and to the company's success. Our wellness strategy seeks to enhance individual productivity by proactively reducing health risks and providing access to health care; educating, informing and empowering employees to take responsibility for their own health and wellness; and promoting a healthy work-life balance.

Through our wellness programme, we seek to reduce lifestyle health concerns (such as hypertension, diabetes and cholesterol), manage the risks of human immunodeficiency virus (HIV)/acquired immune deficiency syndrome (Aids) and improve mental health. The data from Sasol's screening programme for lifestyle illnesses and HIV/Aids reveals high incidences of abnormal body mass index, and an increase in lifestyle illnesses and associated effects, and substantiates our HIV/Aids prevalence rate. During the year, 25 744 employees and contractors were screened for hypertension, 25 732 for cholesterol, 25 731 for diabetes and 8 114 for HIV.

Our employee assistance programme (EAP) focuses on psychosocial health of our employees and their dependants. Face-to-face solution-focused counselling is well utilised, reflecting confidence in the EAP services. We also provide a range of wellness-related awareness and capacity-building interventions to employees, line managers and HR practitioners. During the year, 750 awareness events reached more than 10 685 employees. In addition, 3 744 employees accessed the EAP for psychological and practical assistance.

Our financial wellbeing intervention aims to educate employees on making informed decisions regarding personal finances and provision for retirement, thereby reducing garnishee orders. We presented 54 courses to 1 046 employees during the year.



## Managing HIV/Aids in the workplace

Our HIV/Aids response programme focuses on preventing new infections through awareness, education, access to testing, counselling and treatment. We also provide support services to HIV-positive employees and their families through a comprehensive disease management programme. Our HIV/Aids policy was recently reviewed to ensure it aligns with best practice, determined by Business Unity South Africa, in line with International Labour Organization guidelines.

We partner with leading HIV/Aids management partner, Aid for AIDS (AfA), in implementing our HIV/Aids strategy. AfA's services include a comprehensive electronic treatment history for all patients. All employee files are continuously updated. AfA conducts an annual performance review that provides updated statistics on HIV/Aids management and highlights emerging HIV-related trends and challenges.

The following performance points were identified during the review period:

- An estimated 10% of Sasol's South African employees are HIV-positive, a level that matches the South African national average.
- HIV counselling and testing (HCT) was taken up by a total of 6 379 employees and 1 735 contractors.

- We achieved an antiretroviral medication utilisation compliance level of 80% in respect of HIV/Aids.
- In total, 45 employees attended peer educator training this year.
- We ran 24 awareness sessions on HIV/Aids.
- There are approximately 2 600 Sasolmed AfA-registered beneficiaries on ongoing antiretroviral treatment (ART), of whom 85% are on first line ART, with no change compared to last year. Of the total patients on ART, 4% have been on treatment for ten years or more and 28% for six to twelve months.
- The percentage of Sasolmed principal members registered on the HIV disease management programme increased from 5,6% in February 2013 to 6,3% in February 2014. The percentage of earlier registration on the programme has increased over the past few years to 61% at the end of 2013. The increase in people on ART is attributed to the changes in our HIV/Aids programmes, improved health campaigns and strong leadership support and participation in these campaigns, particularly at Sasol Mining.

 For more information on occupational and employee wellbeing see our website: [www.sasolsdr.com](http://www.sasolsdr.com).

### Registration on wellness programme<sup>1</sup>

2014	2013	2012
3 003	2 844	2 410

### Patients receiving Highly Active Antiretroviral treatment

2014	2013	2012
2 629	2 466	2 000

<sup>1</sup> Employees who tested positive, but who are monitored without supplying of antiretroviral treatment.



