

Respecting human rights

As a global integrated energy and chemicals company, we recognise that we may operate in regions where human rights may be at risk, either in our operations or within our value chain

This risk exposure highlights the importance of performing due diligence to ensure that we respect human rights throughout our operations and in our relationships with stakeholders.

Implementation of our human rights policy

Sasol's policy on respecting human rights will be included in our revised code of ethics, which will be published in 2015. The policy defines our commitment to respecting human rights as set out in the Guiding Principles on Business and Human Rights, the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. In meeting this commitment, we will strive to identify, assess and manage human rights impacts and risks throughout our activities. We aim to make a positive and constructive contribution to the reduction and elimination of human rights abuses within our sphere of influence, and expect our suppliers, partners and customers to uphold the same standards.

Our human rights policy was informed by a comprehensive independent study that reviewed our existing approach and risk exposure to human rights abuse. While certain gaps were identified, none suggested that any of our activities directly demonstrated a lack of respect for human rights. Although there were no indications of any direct complicity in human rights abuses, this remains a potential risk area due to the extent of Sasol's value chain.

Based on the nature, location and scale of our activities, our commitment to respecting human rights includes a specific focus on the following issues: non-discrimination and

respect for diversity; freedom of association and the right of collective bargaining; the provision of a safe and healthy working environment; prohibition of forced labour and child labour; establishing fair wages and benefits; respecting the rights of our local communities; security arrangements; protecting the environment; and managing our supply chain.

Our 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. We evaluate all our investment decisions against the Sasol code of ethics and, as a signatory of the United Nations Global Compact, we endeavour to ensure compliance with domestic and international human rights regulations and principles. We recognise that appropriate training is essential in ensuring effective communication and adoption of our revised approach to human rights. In the year ahead, we will also be aligning and working closely with our supply chain management team to ensure appropriate integration of human rights issues within a revised supplier code of conduct, and to identify and work with suppliers who may be at risk.

Performance

No reports of Sasol being complicit in any human rights violations have been recorded to date.



