

2014 Sasol SD Data Table

		GRI 4 Indicator(s)	Current Period	Current - 1	Current - 2	Current - 3	Page Ref	Assurance Provider	Level of Assurance	Current Score	Previous Score	Industry Benchmark ('13/'14)	JSE Benchmark ('13/'14)	Comments		
Standard Disclosures																
1	Company Name	G4 - 3	Sasol	Sasol	Sasol	Sasol		FC								
2	Industry		Energy & Natural Resources	Energy & Natural Resources	Energy & Natural Resources	Energy & Natural Resources		iFC								
3	Stated reporting period of the report	G4 - 28	2014	2013	2012	2011		FC								
4	Month of Financial Year End	G4 - 28	June	June	June	June		FC								
5	Is the report GRI-compliant?	G4 - 32	Yes	Yes	Yes	Yes		2		OK	OK				Could not locate the online GRI Index.	
6	What Application Level has been declared?	G4 - 32	Core	Core	A+	A+		2								
7	Has the report been assured?	G4 - 33	Yes	Yes	Yes	Yes		76		OK	OK					
8	If so, by whom?	G4 - 33	ERM	ERM	ERM	PwC		76								
9	Has the AA1000AS Assurance Standard been used by the assurance provider?	G4 - 33	Yes	Yes	Yes	No										
10	Has the ISAE3000 Assurance Standard been used by the assurance provider?	G4 - 33	No	No	No	Yes										
11	Has the assurance provider identified specific data points that have been tested?	G4 - 33	Yes	Yes	Yes	Yes		76		OK	OI					
12	Has the company made a CDP submission?	G4 - 15	Yes	Yes				50		OK	OK					
13	Has the company made a WDP submission? (NEW)	G4 - 15	Yes					53		OK						
14	Does the report contain a King III compliance checklist?	G4 - 15	Yes	Yes				55 (IR)		OI	OK				The AIR references an online checklist. The checklist available on line is for 2013.	
15	Is the company a signatory of the UN Global Compact?	G4 - 16	Yes	Yes				69	3rd Party Assurance	Moderate	OK	OK				
16	Is the company a signatory of any industry-specific regulatory body (e.g., ICMM) or the Equator Principles?	G4 - 16	Yes	Yes				62		OK	OK					
Labour																
17	Total Number of Employees	G4 - 10	33 049	34 629	34 916	33 708		SDTI TABLE		OK	OI	20 977	7 878		Includes non-permanent international employees.	
18	Total Number of Contractors	G4 - 10	123	47				SDTI TABLE		OK	OI	3 474	3 124		Does not include non-permanent, international employees.	
19	Total Number of Employees and Contractors	G4 - 10	33 172	34 676	34 916	33 708		86 (IR)				23 293	9 727		Contractors not included in employee data.	
20	Percentage of employees who are deemed 'HDSA'	G4 LA12	63.70%	62.17%	70.72%			SDTI TABLE		OK	OI	70.88%	66.74%			
21	Percentage of employees who are women	G4 LA12	22.26%	22.39%	21.55%			SDTI TABLE		OK	OI	23.44%	34.09%		Only pertains to South African operations.	
22	Percentage of employees who are 'permanent'	G4 - 10	99.90%	99.84%	99.61%			SDTI TABLE		OK	OI	88.53%	72.44%			
23	Percentage of employees who belong to a Trade Union	G4 - 11	60.00%	60.00%	60.00%			67 (IR)		OK	OI	68.68%	41.11%		Over 60% of employees covered by collective bargaining units.	
24	Employee Turnover (i.e., number of persons who departed relative to the total number of employees at year end)	G4 LA1 b)	5.53%	6.00%	6.04%			SDTI TABLE	3rd Party Assurance	Moderate	OK	OI	6.59%	12.88%		
25	Total number of Person Hours Worked (PHW) - Reported		213 970 000	229 190 000	222 910 000	193 400 000		72	3rd Party Assurance	High	OI	OK	247 200 000	26 727 010		FN1
26	Total Number of Person Hours Worked (HW) - Calculated (i.e., 1 824 HW multiplied by total workforce at year end)		60 505 728	64 699 104	63 686 784	61 483 392						42 486 128	17 741 225			
27	Variance in HW reported, versus calculated (percentage)		253.6%	282.1%	#VALUE!	#VALUE!										
28	Total number of employees trained, including internal and external training interventions		9 207	7 462	7 279	7 344		SDTI TABLE	3rd Party Assurance	Moderate	OK	OI	10 110	4 683		Sum of leadership trainees, as well as all learners. Bursars excluded.
29	Rand Value of Employee Training Spend		901 000 000	898 000 000	819 000 000	673 000 000		42				590 056 694	88 452 969			
30	Total number of Person Days lost due to Absenteeism	G4 LA6	213 760	232 733				SDTI TABLE		OK	OK	178 552	158 530		Less days lost due to strike action (see cell G65).	
31	Percentage of Total Person Days lost due to Absenteeism - Calculated or Reported		2.83%	2.88%								2.27%	2.70%			
32	Total number of Person Days lost due to Industrial Action (i.e., strike action)		13 950	35	46 065			30				35	60 675			
33	Percentage of Total Person Days lost due to Industrial Action - Calculated or Reported		0.184%	0.000%	0.579%							0.00%	0.89%			
Economic																
34	Rand Value of Total Revenue Generated	G4 EC1	202 683 000 000	169 891 000 000	159 114 000 000	142 436 000 000		89 (IR)		OK	OK	68 617 247 718	12 637 799 156			
35	Rand Value of Total Revenue Generated per Employee		6 132 803	5 117 124	4 852 961	4 225 584						4 703 816	8 025 983			
36	Rand Value of Net Profit Generated	G4 EC1	30 417 000 000	27 111 000 000	24 202 000 000	20 220 000 000		89 (IR)		OK	OK	5 373 295 531	1 508 366 442			
37	Rand Value of Net Profit per Employee		920 361	767 333	694 724	599 858						234 694	5 914 451			
38	Rand Value of Total Compensation Paid to Employees and Contractors, including wages and benefits	G4 EC1	28 569 000 000	25 038 000 000	20 520 000 000	18 907 000 000		57, SDTI TABLE		OI	OK	10 516 828 671	2 170 954 752			
39	Average Compensation per Employee and Contractors (Rands)		861 238	705 872	587 696	560 905						490 275	364 513			
40	Total Rand Value of Compensation Paid to Executive Directors - Excluding Gains on the Exercise of Share Options	G4 EC1	87 787 000	81 856 000	55 064 000	46 178 000		71 (IR)		OK	OK	30 583 800	16 038 241			
41	Average Compensation per Executive Director (Rands) - Excluding Gains on the Exercise of Share Options		29 262 333	27 285 333	18 354 667	15 392 667						11 566 522	5 281 111			
42	Ratio of Average Compensation paid to Executive Directors relative to Average Compensation Paid to Employees - Excluding 'Gains'		34.0	38.7	31.2	27.4						36.6	28.0			
43	Total Rand Value of Gains on the Exercise of Share Options - Executive Directors	G4 EC1	92 081 000	24 727 000				73 (IR)		OK	OK	23 769 601	9 203 221			
44	Average Compensation per Executive Director (Rands) - Including 'Gains on the Exercise of Share Options'		59 956 000	35 527 667								22 418 607	9 197 242			
45	Ratio: Average Compensation paid to Executive Directors relative to Average Compensation Paid to Employees - Including 'Gains'		69.6	50.3								57.9	46.6			
46	Total Compensation Paid to Prescribed Officers - Excluding Gains on the Exercise of Share Options	G4 EC1	72 654 000	59 612 000				72 (IR)		OK	OK	43 958 115	137 207 630			
47	Average Compensation per Executive Director & Prescribed Officers - Excluding Gains on the Exercise of Share Options		16 741 670	15 718 667								8 960 856	15 821 752			
48	Ratio: Average Executive Directors & Prescribed Officers Compensation relative to Average Employee Compensation - Excluding Gains		19.4	22.3								13.8	54.9			
49	Total Rand Value Gains on the Exercise of Share Options - Prescribed Officers	G4 EC1	130 029 000	49 754 000				73 (IR)		OK	OK	17 842 379	4 389 777			
50	Average Compensation per Executive Director & Prescribed Officers - Including 'Gains on share options exercised'		39 918 365	23 994 333								11 949 992	8 504 720			
51	Ratio: Average Executive Directors & Prescribed Officers relative to Average Employee Compensation - Including 'Gains'		46.3	34.0								18.0	41.9			
52	Ratio of Net Profit After Tax per Employee to Average Compensation per Employee		1.1	1.1	1.2	1.1						0.6	4.3			
53	Rand Value of Total Discretionary/Measured Spend (NEW)		38 450 000 000					12		OK						
54	Rand Value of Historically Disadvantaged South African (HDSA) Procurement Spend		33 400 000 000	28 600 000 000	20 500 000 000	13 400 000 000		12		OK	OK	45 433 333 333	7 653 663 899			
55	HDSA Procurement Spend: Percentage of Total Measured Spend (NEW)	G4 EC9	86.87%													
56	Rand Value of Total Taxes Paid, inclusive of VAT, Income Tax, Royalties, Rates & Taxes, and all other payments to Government	G4 EC1	40 700 000 000	34 576 000 000	31 920 000 000	28 395 000 000		12 (IR)		OK	OK	5 470 215 165	937 612 854		Taxation figures reported in SDR are for SA only, despite other figures being global.	
57	Rand Value of Funds Invested in Research & Development		1 550 000 000	1 000 000 000	12 570 000	10 060 000		176 (10F)		OK	OI	334 613 010	80 015 850			
58	Rand Value of Dividends Paid to Shareholders	G4 EC1	13 620 000 000	11 145 000 000	9 994 000 000	7 033 000 000		91 (IR)		OK	OK	2 004 265 714	670 923 671			
59	Rand Value of Earnings Retained	G4 EC1	16 332 000 000	15 491 000 000	13 983 000 000	13 127 000 000		SDTI TABLE		OK	OI	-860 785 169	199 274 444		Calculated as the difference in year-end balances of the Retained Earnings account.	
60	Ratio of Payments to Employees relative to Dividends paid to Shareholders		2.1	2.2	2.1	2.7						3.54	47.80			
61	Ratio of Payments to Government relative to Dividends paid to Shareholders		3.0	3.1	3.2	4.0						1.80	13.53			
CSI/SED Expenditures																
62	Rand Value of Corporate Social Investment (CSI) / Socioeconomic Development (SED) expenditures - Reported	G4 EC1	806 870 764	623 700 000	345 900 000			SDTI TABLE		OI	OK	166 862 541	47 634 956		Difference between SDTI TABLE and Sustainable Development Report.	
63	Rand Value of CSI/SED Spend on Education	G4 EC1	194 097 423	188 669 250	153 000 000			SDTI TABLE		OK	OI	51 748 314	16 726 441			
64	Rand Value of CSI/SED Spend on Skills Development, including Adult Basic Education & Training (ABET)	G4 EC1	352 000 000	192 723 300	157 000 000			SDTI TABLE		OK	OI	70 853 047	10 926 017			
65	Rand Value of CSI/SED Spend on Health, including HIV/AIDS	G4 EC1	5 297 736	15 592 500	20 000 000			SDTI TABLE		OK	OI	8 866 693	7 285 159			
66	Rand Value of CSI/SED Spend on Basic Needs & Social Development, including Nutrition and/or Feeding Programmes	G4 EC1	19 026 318	0	0			SDTI TABLE		OK	OK	1 444 543	8 935 395			
67	Rand Value of CSI/SED Spend on Infrastructure Development	G4 EC1	191 930 979	0	0			SDTI TABLE		OK	OK	18 495 035	21 425 562			
68	Rand Value of CSI/SED Spend on Arts, Sports & Culture	G4 EC1	44 518 307	19 334 700	0			SDTI TABLE		OK	OI	5 973 778	2 916 587			
69	Rand Value of CSI/SED Spend on Other	G4 EC1		207 380 250	3 000 000			SDTI TABLE		NC	OI	65 040 832	16 032 032		Environmental issues and employee volunteering mentioned in SDR, not included here.	
70	Total Rand Value of CSI/SED Spend - Calculated		806 870 764	623 700 000	333 000 000	0						187 125 012	20 744 976			
71	Variance between Total CSI/SED Spend Reported...versus Calculated - Rands		0	0	12 900 000	#VALUE!										
72	Variance between Total CSI/SED Spend Reported...versus Calculated - Percentage		0.0%	0.0%	3.7%	#VALUE!						24.5%	53.8%			
73	CSI Spend as a percentage of Net Profit after Tax (NPAT)		2.7%	2.3%	1.4%	#VALUE!						2.97%	4.64%			
74	Does the report include a comprehensive discussion of returns on CSI?	G4 EC7	No	No						NC	NC					
75	Rand Value of Enterprise Development Spend (i.e. support for small business)	G4 EC1	7 800 000		10 500 000			60		OK	NC	22 667 000	40 123 001			
Environmental																
76	Total Direct Energy Consumption (Gigajoules, GJ) - i.e., from fuels burned	G4 EN3 a)	393 920 000	396 378 000	384 863 000	376 465 000		74		OK	OI	990 421 757	56 600 862			
77	Total Direct Energy Consumed per person hour worked (MJ / HW)	G4 EN5	1 841	6126.484	6043.059	6123.036						11 341.738	1 319.538			
78	Total Indirect Energy Consumption (Gigajoules, GJ) - i.e., from electricity consumed	G4 EN3 c)	31 337 000	31 423 000	31 275 000	33 694 000		74		OK	OK	14 378 228	3 605 973			
79	Total Indirect Energy Consumed per person hour worked (MJ / HW)	G4 EN5	146.455	485.679	491.075	548.018						138.25	231.27			
80	Total Electricity Consumption (MWh)	G4 EN3 c)	8 704 722	8												

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	GRI G4 Indicator(s)	Current Period	Current - 1	Current - 2	Current - 3	Page Ref	Assurance Provider	Level of Assurance	Current Score	Previous Score	Industry Benchmark ('13/'14)	JSE Benchmark ('13/'14)	Comments
Standard Disclosures													
81	Total Electricity Consumed per person hour worked (MWh / HW)	G4 EN5 0.041	0.135	0.136	0.152						0.050	0.577	
82	Total Energy Consumption in Gigajoules - calculated (NEW)	G4 EN3 e 425 257 000					3rd Party Assurance	High			1 004 799 985	43 069 219	
83	Does the company report a target for electricity consumption, or reductions, against a specific denominator (e.g. per PHW) (NEW)	No							NC				
84	Does the company report a target for total energy consumption or reductions, against a specific denominator (e.g. per PHW) (NEW)	Yes				44 (IR)			OK				
85	Total Carbon Emissions (Tons of Carbon Dioxide equivalents, CO ₂ e) - calculated	70 502 000	70 716 000	72 200 000	75 317 000	7	3rd Party Assurance	High	OK	OK	77 329 587	5 159 537	
86	Total Carbon Emissions includes the following mix - (OLD)		Scope 1, 2 & 3	Scope 1, 2 & 3	Scope 1, 2 & 3								
87	Carbon Emissions - Scope 1	G4 EN15 58 757 000				74	3rd Party Assurance	High	OK				
88	Carbon Emissions - Scope 2	G4 EN16 8 727 000				74	3rd Party Assurance	High	OK				
89	Carbon Emissions - Scope 3	G4 EN17 76 000				74	3rd Party Assurance	High	OK				
90	Average Volume of Carbon Emissions per Person Hour Worked (Tons CO ₂ e / HW)	G4 EN18 0.329	1.093	1.134	1.225						1.005	0.170	
91	Does the company report a target for carbon emissions, or reduction, against a specific denominator (e.g. per PHW). (NEW)	Yes				7			OK				
92	Total Water Consumption (Kilolitres, or KI)	G4 EN8 149 500 000	147 200 000	148 300 000	152 526	30	3rd Party Assurance	Moderate	OK	OK	197 447 481	35 945 792	
93	Average Volume of Water (Litres) Consumed per Person Hour Worked (l/HW)	698.696	2 275.15	2 328.58	2.481						2 689.481	659.528	
94	Does the company report a target for water consumption, or reduction, against a specific denominator (e.g. per PHW). (NEW)	Yes				33			OI				Sasol implies that a target exists or is being selected, but does not disclose it.
95	Total Volume of Non-Hazardous Waste Disposed (Tons)	G4 EN23 189 000	242 000	264 000	409 000	49	3rd Party Assurance	Moderate	OK	OK	854 144	80 012	
96	Average Volume of Non-Hazardous Waste per Person Hour Worked (Tons / HW)	0.001	0.004	0.004	0.007						0.020	0.012	
97	Total Volume of Hazardous Waste Disposed (Tons)	G4 EN23/EN25 382 000	303 000	116 000	84 000	49	3rd Party Assurance	Moderate	OK	OK	159 755	41 048	
98	Average Volume of Hazardous Waste per Person Hour Worked (Tons / HW)	0.002	0.005	0.002	0.001						0.001	0.045	
99	Total Volume of Waste sent for Recycling (Tons)	G4 EN23 89 000	546 000	937 000	1 208 000	49			OK	OK	596 957	224 550	Decrease in recycled waste due to exclusion of reuse of legacy coal ash.
100	Percentage of Waste disposed of that is sent for recycling	13.48%	50.0%	71.1%	71.0%	49			OK	OI	60.68%	46.27%	
Health and Safety													
101	Number of Fatalities (i.e., injuries on duty leading to death...excluding the deaths of workers not occurring 'at work')	G4 LA6 5	5	4	15	6	3rd Party Assurance	High	OK	OK	4	1	
102	Number of First Aid Cases (FACs, i.e., injuries on duty leading to minor treatments, such as a plaster or a pain tablet)	G4 LA6 641	926			72			OK	OK	926	162	
103	Number of Medical Treatment Cases (MTCs, i.e., injuries on duty leading to medical treatment, but no lost days)	G4 LA6 223	211	240		6			OK	OK	211	61	
104	Number of Lost Time Injuries (LTIs, i.e., injuries on duty leading to at least one lost day)	G4 LA6 156	160	164		6			OK	OK	173	64	
105	Total Number of Recordable Injuries, including MTCs, LTIs and Fatalities - Reported	G4 LA6 384	376	461		6	3rd Party Assurance	High	OK	OK	376	192	Less occupational illnesses (67).
106	Total Number of Recordable Injuries, including MTCs, LTIs and Fatalities - Calculated	384	376	408	#VALUE!						376.0	117.1	
107	Fatal Injury Frequency Rate (FIFR, i.e., number of Fatalities per 200 000 person hours worked) - Reported	G4 LA6 0.004	0.005			72	3rd Party Assurance	High	OK	OK	0.001	0.008	
108	Fatal Injury Frequency Rate (FIFR, i.e., number of Fatalities per 200 000 person hours worked) - Calculated	0.005	0.015	0.013	0.049						0.015	0.013	
109	Lost Time Injury Frequency Rate (LTIFR, i.e., Number of LTIs per 200 000 person hours worked) - Reported	G4 LA6 0.146		0.140	0.160	SDT			OK	NC	0.743	0.555	Mentioned but not reported.
110	Lost Time Injury Frequency Rate (LTIFR, i.e., Number of LTIs per 200 000 person hours worked) - Calculated	0.146	0.495	0.515	#VALUE!						0.458	0.771	
111	Total Recordable Injury Frequency Rate (TRIFR) - Reported	G4 LA6 0.360	0.390	0.420		30	3rd Party Assurance	High	OK	OK	0.545	0.833	Excluding occupational illnesses.
112	Total Recordable Injury Frequency Rate (TRIFR) - Calculated	0.359	1.162	1.281	#VALUE!						0.304	1.787	
113	Does the company report a LTIFR and/or TRIFR target? (NEW)	Yes				6			OK				
114	Total Number of Employees & Contractors receiving Voluntary Counselling and Testing (VCT) for HIV/AIDS (i.e., counselled)	8 114				36			OK	NC		5 940	
115	Total Number of Employees & Contractors Tested for HIV/AIDS	8 114	6 478			35			OK	OK	4 395	5 659	
116	HIV/AIDS Prevalence Rate amongst employees	10.00%	9.0%			30			OK	OK	0	0	
Governance													
117	Number of Board Members	G4 - 38 13	13.00	13.00	13.00	48-51,71(IR)			OK	OK	11.5	9.6	FN2
118	Number of Board Members who are Non-Executive	G4 - 38 10	10	10	10	48 - 51 (IR)			OK	OK	9.3	6.7	FN2
119	Percentage of Board Members who are Non-Executive	76.9%	76.9%	76.9%	76.9%						80.4%	68.1%	
120	Number of Board Members who are deemed 'Independent'	G4 - 38 9	9	9		48 - 51 (IR)			OK	OK	7.8	4.9	
121	Percentage of Board Members who are deemed 'Independent'	69.2%	69.2%	69.2%	#VALUE!						66.2%	50.5%	
122	Number of Board Members who are deemed 'HDSA'	G4 - 38 6	7	7		48 - 51 (IR)			OK	OK	6.6	3.7	Not stated explicitly but nationalities were reported.
123	Percentage of Board Members who are deemed 'HDSA'	46.2%	53.8%	53.8%	#VALUE!						56.2%	36.0%	
124	Number of Board Members who are Women	G4 - 38 2	4	4		48 - 51 (IR)			OK	OK	2.9	1.7	
125	Percentage of Board Members who are Women	15.4%	30.8%	30.8%	#VALUE!						23.4%	16.6%	
126	Average Length of Executive Director Service (in years)	G4 - 38 6.50	5.97			SDTI TABLE			OK	OK	4.1	6.6	FN2
127	Average Length of Non-Executive Director Service (in years)	G4 - 38 5.80	6.03			SDTI TABLE			OK	OK	3.3	5.8	FN2
128	Average Length of Director (full Board) Service (in years)	G4 - 38 5.79	6.01			SDTI TABLE			OK	OK	3.4	6.2	FN2
129	Average Age of Directors (in years)	G4 LA12 56.38	57.42			SDTI TABLE			OK	OK	54	54	FN2
130	Overall Board and Committee Meeting attendance.	96.54%	96.3%			SDTI TABLE			OK	OK	91.9%	92.9%	FN2; Only Schrempf attended less than 75% of required meetings.
131	Auditor Remuneration: % of Non-audit Fees					56 (FS)			NC	NC	12.8%	11.7%	
132	Auditor's Rotation Period / Length of Current Auditor's service	1				56 (FS)			OK				
133	Independence of Board Chairman	G4 - 39 Yes	No			56 (IR)							M Gantsho is independent chairman of the board.
134	Number of Prescribed Officers	6.58	6			72 (IR)			OK	OK	6.7	2.8	
Contact details: Anoop Patel, Group Safety, Health & Environment Centre anoop.patel@sasol.com Tel: +27 (0)11 344 0110													
2014/2013 Data Transparency Scores: OK 74 50 OI 6 19 2012 Data Transparency Score: 67.8%													

Footnotes:
 1 Person hours worked figures are inconsistent with the reported number of employees. While the 1 824 hours per employee per annum assumption may only be an estimate, it is accurate enough that a variance of over 150 million hours would require significant explanation.
 2 Executive director P Victor replaced KC Ramon. Counted as one full director. Non-executive Matyumza appointed after year-end and excluded from all governance indicators.

Additional Comments
 1 All references are to the 2014 Sustainable Development Report unless noted (IR) for Annual Integrated Report or (FS) for the Annual Financial Statements. 'SDTI TABLE' refers to the online data table uploaded by Sasol.
 2 The standard disclosures and past year data were taken from the 2013 IRAS SDTI Report.
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