



# Sasol's commitment to safety management

*It is most distressing for all at Sasol that the group has suffered several safety-related incidents in recent months. Some of these have regrettably resulted in deaths and injuries and have shocked the entire organisation. We express our extreme concern that these incidents have occurred and we again extend our deep-felt sympathy to all those affected.*

## Safety is an integral part of our values

Sasol runs extensive petrochemical and related processes worldwide that require high skills levels and consistent diligence of performance. To ensure safety is a high priority and recognised throughout our operations as a prerequisite for success, we include safety as an integral part of our values and we consistently benchmark ourselves against world-class safety management best practices.

Safety is included in the performance monitoring of all businesses and functions of the group. Safety practices and procedures are in place at our sites worldwide and are included in team and individual incentive bonus schemes, highlighting the importance we place on this critically important aspect of our business.

The recent incidents are especially disturbing in light of our ongoing commitment to improving safety performance and the successes that we have achieved in terms of 'Recordable Case Rate' (RCR) and other measures. RCR is an internationally accepted and credible measure of safety performance and is used throughout Sasol's operations. The RCR is calculated as the number of fatalities, lost workdays, medical treatment beyond first aid and job transfer cases for every 200 000 man-hours worked. Reporting on RCR performance is a mandatory requirement at all subsidiary and divisional board and management meetings, as well as at Sasol Limited board meetings.

Over the past year Sasol has received excellent rankings in the Dow-Jones Sustainability Index and JSE Security Exchange's Social Responsibility Index. Both these indices involve independent audits of the

group's activities. In addition, many of the group's operations continue to receive awards for safety performance from reputable agencies.

Sasol has set a target of achieving a RCR measure of 0,5 or less (the lower the better) by end-2005. This target equates to the upper ranges of world-class safety performance. In pursuit of this target, Sasol has lowered its RCR from 2,2 in 2002 to 1,0 for the 2004 financial year. These publicly-stated statistics confirm a long term trend of successful continuous improvement in safety management, thus making our recent incidents especially disconcerting.

## International safety consultancy appointed

The recent spate of incidents obviously deserves serious introspection and so, in addition to our own in-house initiatives to ensure continuous improvement in safety performance, in November 2004 we recruited an internationally reputable safety consultancy, Du Pont, to analyse our safety culture, practices and procedures in a holistic manner, and make recommendations as to

how we can improve them. It is anticipated that Du Pont's review and recommendations will be completed by the second quarter of 2005.

## Working with stakeholders

We are engaging with our trade unions and welcome their constructive input to optimising safety performance. We value our people – collectively they represent the energy, skills and commitment behind Sasol's success. The prospect of any of our employees and contractors being injured or killed is unacceptable to us and so we are committed unreservedly to working with all the role-players in our working environment to eliminate such incidents.

The formal investigations by the Department of Labour into recent incidents all remain sub-judice. As a result, detailed public comment relating to them is premature until their findings are known.

## Safety is ultimately about people, not statistics

An even higher emphasis on safety is a prime focus throughout the group. All employees have been briefed on the critical importance of safety to Sasol and, guided by the various steps we are taking to restore our safety record, we anxiously look forward to the elimination of such unfortunate incidents. We affirm that safety is about people, and not necessarily about statistics. What matters to us at Sasol is that every employee and contractor working at our sites returns home safely at the end of each working day.

**Pieter Cox**  
Chief executive

**Recordable case rate (RCR)**

