



SASOL

SLAVERY AND HUMAN TRAFFICKING STATEMENT

Sasol Ethics



SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR THE FINANCIAL YEAR ENDING 30 JUNE 2019

Sasol Limited, the holding company of Sasol Group Companies (Sasol) is committed to the abolition of modern slavery (slavery, forced labour, servitude and human trafficking).

This statement is published by Sasol and its relevant subsidiaries pursuant to section 54 of the United Kingdom Modern Slavery Act 2015 (the Act). Section 54 of the Act requires commercial organisations carrying on all or part of a business in the United Kingdom (UK), that supply goods or services, and which have a consolidated global turnover of £36 million per annum or more, regardless of where they are incorporated, to prepare and publish a slavery and human trafficking statement for each financial year.

OUR BUSINESS

Sasol is an international integrated chemicals and energy company that leverages technologies and the expertise of our people working in 32 countries. We develop and commercialise technologies, build and operate world-scale facilities to produce a range of products, including liquid fuels, chemicals and low-carbon electricity.

Sasol is organised into two upstream business units, three regional operating hubs, and four customer-facing strategic business units, supported by fit-for-purpose functions.

Our global turnover for the financial year which ended on 30 June 2018 was ZAR181 461 million.

UN GLOBAL COMPACT SIGNATORY

Sasol is committed to operating in a manner consistent with the United Nations (UN) Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the Voluntary Principles on Security and Human Rights and the 10 UN Global Compact Principles.

Sasol is a UN Global Compact Signatory and as such we endeavour to uphold the 10 Principles of the UN Global Compact. Sasol reports on its progress in this regard to its Nominations and Governance Committee as well as in its annual [Sustainability Report](#).

OUR CODE OF CONDUCT AND ETHICS PROCESSES

At Sasol we are opposed to any form of modern slavery or human trafficking in our supply chain or in any part of our business. Our [Code of Conduct](#) reflects our commitment to acting ethically and with integrity in all our business relationships. We are embedding systems and controls to ensure slavery and human trafficking are not taking place anywhere in our supply chain. Sasol only does business on the basis of fair, lawful, efficient and transparent practices and thus all Sasol suppliers are contractually bound to follow the [Sasol Suppliers Code of Conduct](#).

Sasol's commitment to respecting human rights is captured in our Code of Conduct and is guided by the UN Guiding Principles on Business and Human Rights, the International Bill of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the SDGs, namely SDG 3 (Good Health and Wellbeing), SDG 4 (Quality Education) and SDG 8 (Decent work and economic growth). We acknowledge our responsibility to respect human rights, and to avoid complicity in human rights abuses throughout our operations and in our relationships with our service providers, suppliers and communities.

We aim to keep employees, contract staff and facilities safe, while respecting the human rights and security of local communities. We respect the principles of freedom of association, the right to collective bargaining, non-discrimination and equal opportunity, along with adequate work conditions, remuneration and the elimination of forced or child labour.

Our Code of Conduct is the foundation of our behaviour internally and externally. It guides our actions and encourages us to speak up and take action if we see unethical behaviour. Sasol addresses failures by its employees to adhere to the Code of Conduct, through disciplinary action which may include dismissal.

OUR SUPPLY CHAIN

We strive for excellence in the sustainable supply and delivery of goods, services and products to maximise value for our organisation and our customers. Sasol's shared values inform our behaviour and establish how we, as employees of Sasol, work with and treat each other, our customers and suppliers.

The way our suppliers and partners (including their subcontractors) act affects Sasol, thus Sasol will only do business with companies that show integrity and align with our ethical values. We expect our suppliers to act ethically and comply with all applicable laws and regulations, as well as to uphold fundamental human rights and fair labour practices. As mentioned above, all Sasol suppliers must adhere to the Sasol Suppliers Code of Conduct.

In particular our Supplier Code of Conduct states that all human beings have the right to work in freedom, and of their own free will, in accordance with applicable legislation. Suppliers must not participate in, or benefit from, any form of forced labour – which is work performed involuntarily under threat of penalty. Forced labour includes bonded labour, debt bondage, forced prison labour, slavery, servitude or human trafficking. In addition, suppliers must work to eradicate child labour and not allow the employment or use of such labour at any of their business centres, when it does not comply with agreements and recommendations of the International Labour Organisation regarding the worst forms of child labour.

If a supplier fails to comply with the Sasol Suppliers Code of Conduct, Sasol reserves the right to terminate its business relationship with the supplier.

Through Sasol's Group Ethics Office and Sasol's anonymous international whistleblowing facility, Sasol encourages a "speak up" culture. The [Sasol Ethics Line](#) is available to anyone, including suppliers and third parties, who wish to provide information in respect of any alleged unethical behaviour or human rights abuses.

Sasol also complies with "The California Transparency in Supply Chain Act of 2012 (SB657)". Sasol North America's statement in this regard can be found [here](#).

DUE DILIGENCE PROCESSES

As part of our current due diligence processes, we contractually bind all our suppliers and require that they meet all legislative requirements. All approved suppliers are on-boarded and have to confirm compliance with applicable laws and the Sasol Suppliers Code of Conduct as part of their on-boarding process.

TRAINING

Training addressing human rights issues and modern slavery, is provided, to our supply chain employees and in particular to our suppliers, as well as to any other employees who require such training. The main focus of the training is to create awareness around the requirements of the Sasol Suppliers Code of Conduct, with specific attention being placed on the issues surrounding human trafficking and slavery.

CONCLUSION

Sasol will continuously strive to enhance and adapt its business processes and controls to effectively combat human rights violations and any form of modern slavery.



Bongani Nqwababa
Joint President and
Chief Executive Officer



Stephen Cornell
Joint President and
Chief Executive Officer

March 2019

This statement has been approved by the Sasol Limited Board of Directors in compliance with the provisions of the Act on 22 February 2019

