

SASOL IN SOCIETY REPORT 2021



sasol

Responding to the needs of
our communities

www.sasol.com



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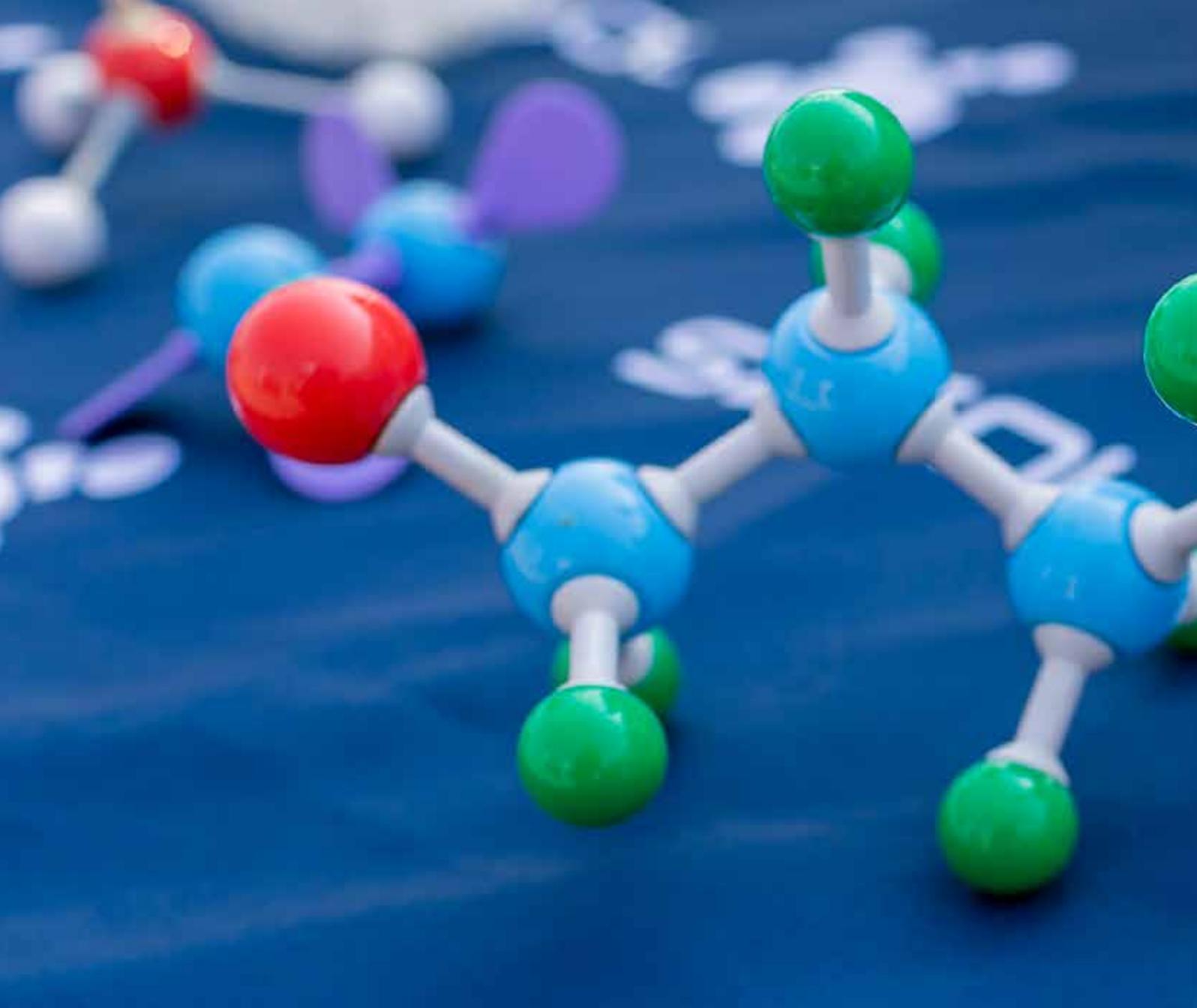
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01 | SCOPE AND OVERVIEW OF SASOL IN SOCIETY



SASOL

Scope and boundary of the report

About this report

We adopt an integrated approach to report on the activities outlined in the social value report in order to better inform our investors and stakeholders of the most relevant issues that affect the long-term success of our business, and of our impact on the economy, environment, our people and the communities in which we operate.

In this report, we reflect on Sasol's drive to embed Social value deeper into our business strategy and how that is experienced and seen by our communities and other key stakeholders.

This 'Sasol in society report' for the period 1 July 2020 to 30 June 2021 covers the activities of Sasol's Business Units (BU's). This includes Regional Operating Hubs, International Operations and the Corporate Centre.

While this report may be of interest to all our stakeholders, it is primarily aimed at addressing issues of interest to stakeholders with regards to our social investment activities in our fenceline communities.

Our archived Sasol in Society reports can all be found at www.sasol.com. Through our Sasol in Society reporting, we seek to facilitate inclusive and meaningful dialogue and feedback from our stakeholders who have been our partners in development for the past year.

We engage regularly with a broad stakeholder base on issues of significant interest and impact, including our performance, decisions and activities in relation to environmental, social and governance (ESG) issues.

This report is aligned to other Sasol publications such as the Integrated Report and the Sustainability Report for the year.

In this report,
we reflect on
our drive to
incorporate
sustainability
deeper into
our social
investment
approach



Sasol Message

The past year has been marked by reinvention and reflection, as societies adjust to the new normal arising from the impacts of the COVID-19 pandemic and the ensuing disruption to global economic activity. The pandemic has laid bare longstanding social issues, particularly inequality and poverty, which require urgent attention as the public and private sectors reposition themselves to ensure long-term sustainability and relevance.

For Sasol, we have made significant changes to our business to weather this volatility and uncertainty, and embraced the opportunity to redefine our purpose – innovating for a better world. Our promise to society to be a catalyst for positive socio-economic change has been strengthened by our Future Sasol strategy that aims to balance people, planet and profit outcomes.

Although this past year we rationalised resources and reduced spend on a number of initiatives – to manage significant financial constraints faced by our business – we actively pursued a partnership model to implement our programmes. We succeeded in creating some of these partnerships during the year, enabling us to continue creating shared value for our stakeholders across our operating geographies and fenceline communities.

We have reflected deeply on how we create social value and the execution intent of our shared value approach. We have made significant strides in implementing our Economic Transformation and Local Content Strategy and continue to drive our delivery model that squarely places our key stakeholders and partners at the centre of all we do.

Sasol's 'can-do' spirit has ensured we maintain our focus on delivering quality education and bridge to work programmes, community health and infrastructure, as well as environmental, biodiversity and local content programmes. While the impact of the pandemic triggered a slight shift in our focus, we are immensely proud to have implemented and delivered on a number of key sustainable interventions in the past year:



Our **access to education programmes** has enabled us to continue providing much-needed support to our learners from foundation phase to tertiary education and work-readiness. **We provided over 900 bursars the opportunity to continue with their degrees**, including psychosocial support to enable them to improve their academic performance, while providing for their emotional and social wellbeing. In addition, through our support of early childhood development (ECD) centres, **more than 3 000 children were given at least one nutritious meal a day** to nurture their cognitive and physical development.



To improve access to economic opportunities for the youth, women and adults out of work, Sasol has reconfigured its portfolio of projects that focus on vocational training and small, medium and micro enterprises (SMMEs) development in various local communities. These projects are aligned to the needs and opportunities identified by the community, social research and local government under what we now term our **Bridge to Work Skills programme**. Over 300 youth benefitted from our artisan, vocational and farming programmes in Secunda, Sasolburg and Mozambique. In addition, **over 1 500 existing youth businesses were given enterprise development support and mentorship**, some of which included funding and grants to assist them in mitigating the negative impacts of the pandemic.



As part of our **Community Health and Infrastructure programme**, we continued to support the Govan Mbeki Local Municipality, Mpumalanga, by investing approximately R180 million in water and sanitation infrastructure projects over the past five years. In Mozambique, through our local development agreement (LDA) commitment, we identified 51 boreholes that need rehabilitation. **Once completed, these boreholes will supply water to over 10 000 households.**



Our multifaceted **COVID-19 response** has focused on supporting governments in our operating geographies to mitigate and stem the spread of COVID-19 in our fenceline communities. In South Africa, we supported government's vaccination roll-out programme by providing mobile vaccination vehicles, **40 vaccine cold storage units and 135 vaccine carriers with temperature loggers and 64 laptop computers in Gauteng, Mpumalanga and Free State Provinces. We provided over 1,5 million litres of sanitiser since March 2020** and supported small businesses through access to business opportunities to help them deal with the negative impacts of the pandemic.



Stakeholders are our lifeblood and we continue to proactively engage and listen to issues and concerns regarding **economic transformation and localisation**. Our expenditure with black-owned suppliers amounted to R23,8 billion for financial year 2021 and notwithstanding reduced activity during the pandemic. **Sasol spent US\$19,4 million with Mozambican-registered or owned companies.**



Through **Sasol for Good**, we mobilise our employees globally and complement our corporate-led social investment activities. This includes skilled volunteering by our workforce, employee giving, non-governmental-organisation (NGO) capacity building, and community support and philanthropy. **Over R1,2 million was donated through the Sasol for Good programme and over 120 NGOs continued to benefit from our various initiatives, such as** emergency relief support for Cyclone Idai in Mozambique, emergency relief support for Cyclone Eloise in Mozambique, The Longleaf Legacy Project in North America, and Partners in Parks, to name a few.

We recognise so many of our community members and employees faced economic disruption, loss of family members and dealing with the negative impacts of the pandemic, amid social unrest and natural disasters. As we emerge from the pandemic and come to terms with a new world order, the challenge is collective and requires ongoing, robust collaboration between all key stakeholders. We see ourselves as a force for good and we are resolute in our promise to society by contributing to thriving host communities and partnering for socio-economic value creation.

I would like to sincerely thank all our stakeholders and partners who worked with us in the past year. It is only through joining forces and combining our efforts that Sasol can fulfill its purpose to innovate for a better world.

Sincerely,

Charlotte Mokoena

Executive Vice President:
Human Resources and Stakeholder Relations



Global overview of Sasol

WHAT SUSTAINABILITY MEANS FOR SASOL



Providing chemicals and energy in a responsible way



Respecting people, their health and safety and the environment



Contributing to the socio-economic development of the countries in which we operate

CORPORATE CENTRE
Focused on **value adding activities** to build parenting advantages

EMPOWERED BUSINESS UNITS
Focused on **distinct markets**



ENERGY
(existing)



CHEMICALS
(existing)



FISCHER TROPSCH SOLUTIONS
(to be established)

OUR AMBITION

GROW SHARED VALUE WHILE ACCELERATING OUR TRANSITION TO NET ZERO

OUR STRATEGY DELIVERABLES BY 2030

Scope 1 and 2 Greenhouse gas (GHG) emissions reductions **30%***

#Off 2017 base and excluding Natref

Scope 3 reduction **20%^**

^For Energy Business category 11: use of energy products

Cash fixed cost savings **15 - 20%****

**By 2025

Gross margin uplift **5 - 10%***

**Off 2020 base

ENABLED BY THE FOLLOWING:



TECHNOLOGY



ADVANTAGED ASSETS



HIGHLY SKILLED PEOPLE



MARKET LEADERSHIP

ALIGNED WITH OUR PRIORITY SUSTAINABLE DEVELOPMENT GOALS (SDGs)



Safety and enduring operations



Growing shared value



Resilience in a lower-carbon future



Minimising our environmental footprint

Our approach to shared value

Importance to Sasol

We see ourselves as a force for good and our shared value partnership approach is core to contributing to SDG 17 and to the role we play in our communities.



Our approach

Our new Purpose, 'Innovating for a better world' encourages us to be a force for good. In 2021, this led to the establishment of our Centre for Shared Value Management (CSVM), which will help us realise our shared value aspirations.

The CSVM facilitates the creation of socio-economic value mostly for our employees and communities through partnerships and by collaborating with stakeholders while creating business value for Sasol.

We seek to attract and galvanise partners to leverage funding and execute sustainable socio-economic value programmes for our fenceline communities.

What we are doing

The CSVM coordinates our various shared value programmes including our just transition initiatives relating to the greater use of gas, renewables, and carbon offsets together with those relating to green hydrogen as we transition to a lower-carbon world.

In 2021, the CSVM coordinated additional support to those South Africa-based employees impacted by Sasol 2.0, by providing them with training opportunities to remain economically active.

We augmented our wellness and career transition services by rolling out Ntsika, an entrepreneur development programme. An isiXhosa word meaning 'pillar', Ntsika reflects the importance we give to developing support programmes for our people, particularly during times of significant change. It aims to assist those South Africa-based employees affected by the Sasol 2.0 process, including those who recently left Sasol and wish to pursue entrepreneurship opportunities.

Ntsika is a further practical measure to **demonstrate care, in line with our values.**

Via Phase 1 of the Ntsika Programme, we reached over **190 Sasol employees impacted by Sasol 2.0** and our restructuring process.

Mandate

Facilitate the creation of socio-economic value within the Sasol ecosystem, leveraging collaboration with stakeholders, while creating business value for the organisation.

FOCUS ON HUMAN RESOURCES (HR) Impacted employees transition		CENTRE FOR SHARED VALUE MANAGEMENT (CSVM) Impacted employees transition	
<p>Wellbeing Services</p> <ul style="list-style-type: none"> Physical wellbeing Financial wellbeing Psychosocial wellbeing 	<p>Workforce Transition Services</p> <ul style="list-style-type: none"> Job placement support Future fit capabilities Skills development 	<p>Entrepreneurship Development</p> <ul style="list-style-type: none"> Entrepreneurship training Funding facilities Incubation facilitation 	<p>Facilitate Delivery of Shared Value Projects</p> <p>Project delivery through collaboration with internal and external partners</p>
<p>Key Internal Partners</p> <ul style="list-style-type: none"> Energy Chemicals Climate change Sustainability 	<ul style="list-style-type: none"> Siyakha Social Impact Enterprise and Supplier Development (ESD) Strategy 	<p>Gas: Future gas supply and related opportunity</p> <p>Renewables: Transition to own green energy supply. Re-skilling of workers</p> <p>Retail</p> <p>Green energy transition</p> <p>Green hydrogen</p>	<p>Carbon offsets</p> <p>Localisation</p> <p>Agriculture and agri-processing</p> <p>Waste management and circular economy</p> <p>Ash beneficiation</p> <p>Plastic recycling</p>

2021 ACHIEVEMENTS



Facilitated access to job opportunities outside of Sasol



Catalysed co-creation of opportunities for local communities



Fostered collaboration with internal partners and external stakeholders



Enhanced brand value and reputation

FOCUS AREA: ENTREPRENEUR DEVELOPMENT VIA THE Ntsika Programme



Purpose

Enabling impacted employees to transition from employment to potential entrepreneurship



Progress

Rolled out Phase 1 of Ntsika Programme

Ntsika Programme overview

We augmented our wellness and career transition services by rolling out Ntsika, an entrepreneur development programme. An isiXhosa word meaning 'pillar', Ntsika reflects the importance we give to developing support programmes for our people, particularly during times of significant change.



PHASE 1: Orientation and awareness

CONTENT

- Fundamentals
- Growth mindsets
- Core skills/competencies
- Guest speakers
- Supporting structures
- Self-assesSMMEnt diagnosis

OUTCOMES

- Voluntary Phase 2 participation
- Improved awareness

CHANNEL

- 3 x full day awareness sessions



PHASE 2: Opportunity ideation

CONTENT

- Opportunity discovery
- Opportunity validation – market research
- Business plan initiation

OUTCOMES

- Validated customer solution

CHANNEL

- 8 – 12 workshops
- Global learning platform



PHASE 3: Opportunity exploration

CONTENT

- Model development
- Funding strategies
- Sales and marketing
- Team development
- Marketing opportunities

OUTCOMES

- Lean business model

CHANNEL

- 8 – 12 workshops
- Global learning platform



PHASE 4: Opportunity refinement

CONTENT

- Lean business model development
- Video development
- Learnwise interaction

OUTCOMES

- Minimum viable product (MVP)

CHANNEL

- Global learning platform
- Video recording



PHASE 5: Business model optimisation

CONTENT

- MVP Individual report
- Business model optimisation
- Business case support

OUTCOMES

- Optimised MVP and business case
- Panel preparation

CHANNEL

- Global learning platform
- Panel presentation



PHASE 6A: Business establishment

CONTENT

- Marketing and sales
- Commoditisation
- Organisation design and servicing
- Financial plans
- Angel investor readiness

OUTCOMES

- Sales and commodity plans
- Business registration
- Funding support

CHANNEL

- Virtual workshops
- Virtual group coaching
- Individual coaching

PHASE 6B: Business support

CONTENT

- Post business registration support
- Coaching
- Financial guidance

OUTCOMES

- Improved sales and marketing plans

CHANNEL

- 1-hour monthly virtual individual coaching

Our approach to social value

Importance to Sasol

At Sasol, we work to create a positive and measurable socio-economic impact, responding to key societal challenges in our operational geographies and fenceline communities. In 2021, we finalised our shared value and social impact strategies defining our approach, purpose and execution intent. In addition, we have made significant progress in implementing our economic transformation and local content strategy, which puts our key stakeholders and partners at the centre of our implementation process.

Our promise to society: A catalyst for positive change driving shared socio-economic value.

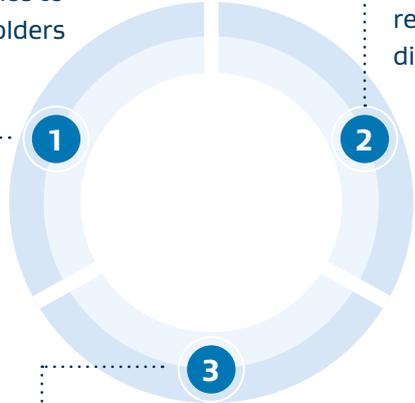


The purpose of our work!

Our social investment (SI) approach is brought to life through a multi-pronged, multi-year methodology to respond to the priorities of our fenceline communities. This is to ensure that we deliver impactful and relevant programmes which create shared value among various stakeholders. This is done by intercepting the Sasol Intent with our fenceline community priorities and national, provincial and local priorities in our operating geographies and fenceline communities.

IMPACT

Make a measurable socio-economic difference to stakeholders



RELEVANCE

Understand stakeholder expectations and respond effectively to diverse stakeholders

SHARED VALUE

Manage and proactively influencing, engaging and partnering with stakeholders. Enabling a 'win win' shared value outcome



Our social investment governance framework



Operational structure



Our revised focus areas

In line with our approved strategy, we have revised our focus areas for the year in order to streamline our interventions with the needs of our society and stakeholders.

In addition, we continue to bring our good corporate citizenship to life through our multi-pronged, multi-year, integrated approach.

Following a process of evaluating the effectiveness and impact of our programmes for the past three years, we have a better understanding of our stakeholders’ issues and desired outcomes.

This necessitated a process of reviewing our focus areas and programmes to align with the global, national and local priorities for implementation in our fenceline communities.

Streamlining our involvement and investments

Our social investment activities are aligned with global priorities while responding to local realities with investments prioritised in our fenceline communities. The goal serve as a global rallying call to nations, organisations, civic groups and communities to accelerate multi-sectoral action around development challenges.

The below focus areas have assisted to align our efforts to deliver impactful and relevant social impact, shared value management and economic empowerment and local content interventions that enable Sasol to remain relevant and competitive in its operating markets.

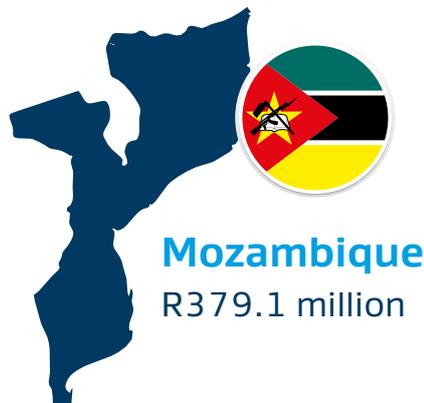
We have a national integrated approach with regional execution and a focus on fenceline communities. We work to align our investment with the specific needs of the countries and regions in which we operate and local priorities.

				
Quality education through the Sasol Foundation	Bridge to work skills programmes	Health and community infrastructure	Community Environment Projects	Sasol for Good
Outcomes: Access to quality education that enables sustainable economic participation in a changing society	Outcomes: Access to training which reduces critical skills gaps and prepares communities for the future of work including the establishment of sustainable businesses that are growing and thriving	Outcomes: Communities’ quality of life is improved through better access to a quality health system and community services infrastructure	Outcomes: Communities’ quality of life is improved through the improvement of health outcomes linked to environmental risks	Outcomes: Mobilise employees as a force for good actively involved in our host communities
Levels: <ul style="list-style-type: none"> • Early childhood education • Schooling education • Technical education • Tertiary education 	Levels: <ul style="list-style-type: none"> • Access to work skills • Small business development • Small business support 	Levels: <ul style="list-style-type: none"> • Quality community healthcare • Resilient local service infrastructure • Community development 	Levels: <ul style="list-style-type: none"> • Community awareness and education • Community waste management education 	Levels: <ul style="list-style-type: none"> • Skilled volunteering employee giving • NGO capacity building • Community support and philanthropy
Focus Area: <ul style="list-style-type: none"> • No Poverty • Zero Hunger • Quality Education • Partnerships for the goals 	Focus Area: <ul style="list-style-type: none"> • No Poverty • Decent Work and economic growth • Partnerships for the goals 	Focus Area: <ul style="list-style-type: none"> • Good health and well-being • Industry, innovation and infrastructure • Sustainable cities and communities • Partnerships for the goals 	Focus Area: <ul style="list-style-type: none"> • Responsible consumption and production • Climate Action • Life on land • Partnerships for the goals 	Focus Area: <ul style="list-style-type: none"> • No Poverty • Zero Hunger • Partnerships for the goals

Our spend over the past five years

Spend by region

South Africa
R2781.8 million



Mozambique
R379.1 million

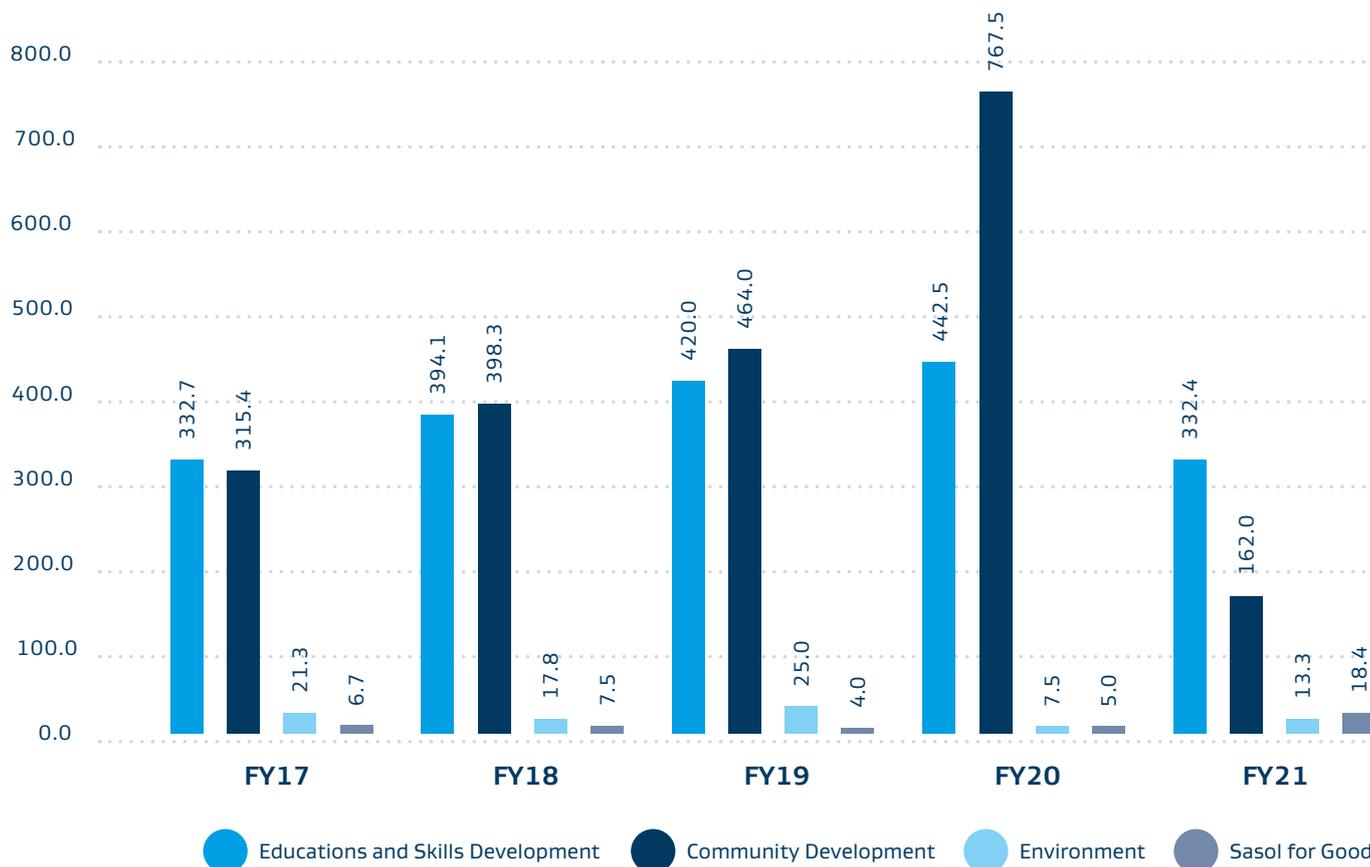


North America
R69.1 million



Qatar and Nigeria
R30.7 million

Spend by focus area



Our global footprint and FY21 spend

We prioritise social investment in areas close to our operations impacting fenceline communities where the socio-economic needs are the greatest.



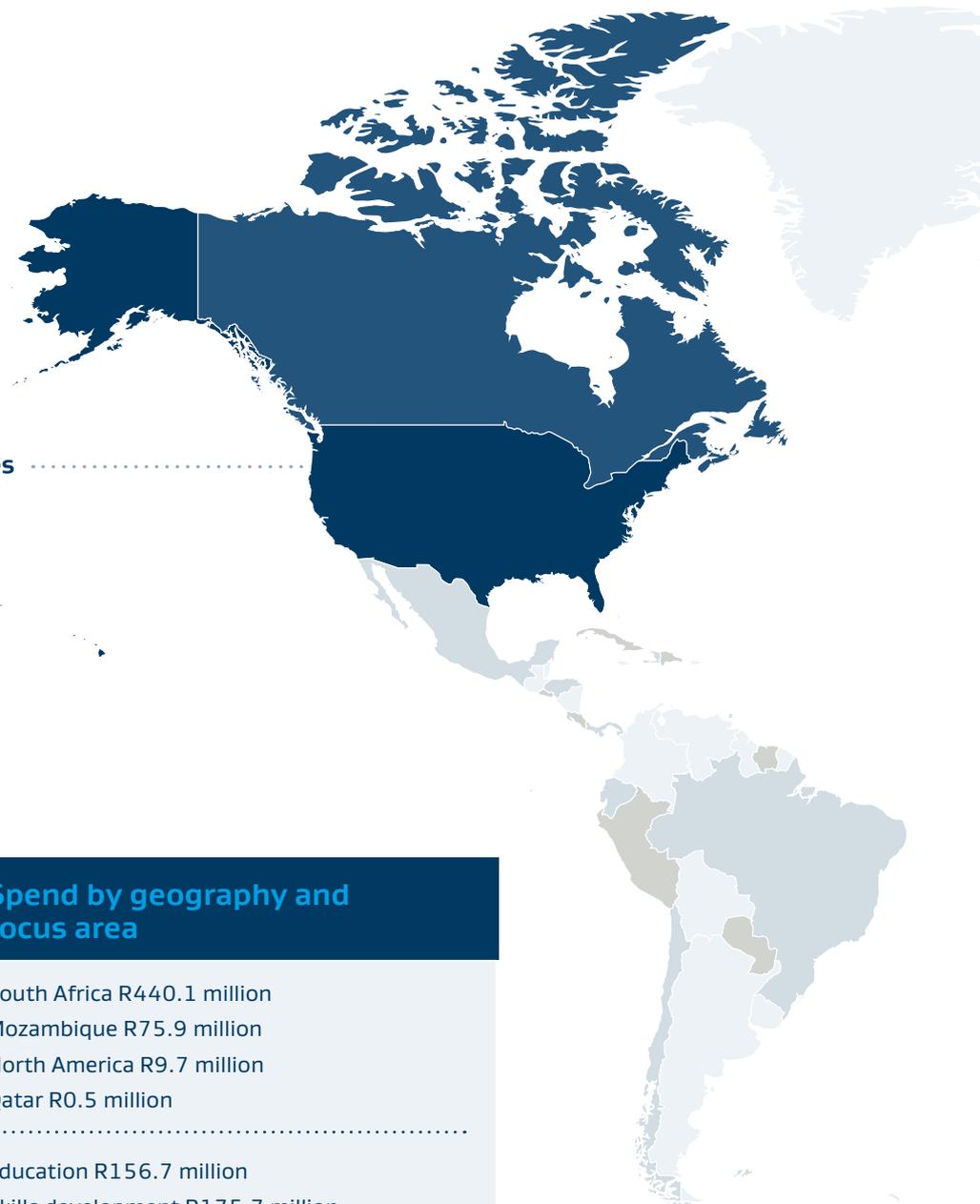
North America, United States

Fenceline communities:

Westlake - Louisiana

Spend

R9.7 million



Key performance area	Spend by geography and focus area
Spend by region	South Africa R440.1 million Mozambique R75.9 million North America R9.7 million Qatar R0.5 million
Spend by focus area	Education R156.7 million Skills development R175.7 million Small business development R23.9 million Community development R144 million Environment R13.2 million Sasol for Good R18.5 million
Preferential procurement spend	Black-owned businesses spend R23.8 billion Preferential procurement R38 billion



Mozambique

Fenceline communities:

Inhassoro
Govuro and Vilanculos -
Inhambane Province

Spend
R75.9 million

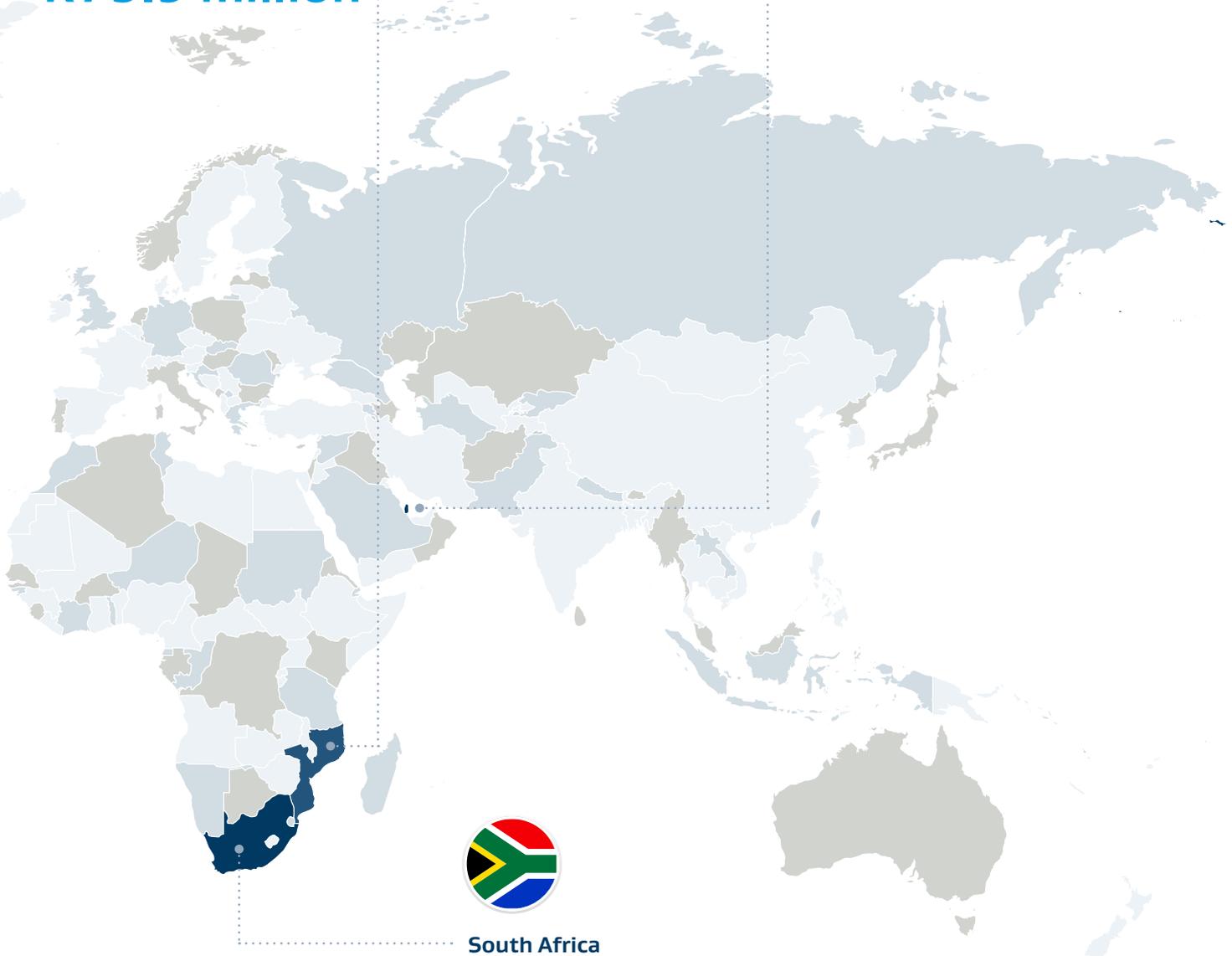


Qatar

National communities:

Qatar

Spend
R0.5 million



South Africa

Fenceline communities:

Sasolburg – Free State Province
Secunda – Mpumalanga Province
Ekandustria – Gauteng Province
Meriting – North West Province
Merewent and Umlazi - KwaZulu-Natal Province

Spend
R440.1 million

Our stakeholders are partners in delivering social value

We have a wide range of stakeholders that we impact as a result of our contribution to economic activity, value addition to society by means of our product offerings and our social investments.

We aim to create shared value and have robust engagements, both in providing feedback on our initiatives, as well as listening to our stakeholders' feedback and expectations.

Our position regarding our key stakeholders, in our fenceline communities and wider society, is clear: we aim to be transparent, deliver on expectations and co-develop solutions. We play an important role in contributing to the needs of the society, in general, and fenceline community in particular.

In order to create value, we work with a broad range of stakeholders in our regional areas and fenceline communities ranging from government, youth groups, civil society, business, academia, women, among others; that we impact and, who in turn, impact us. Given this interdependence in making decisions, we are mindful of their expectations. We recognise that trust is a key element of stakeholder relations, so we seek to build this through open dialogue.

We endeavour to meet our commitments by being responsive and solutions-focused. We identify, assess and monitor stakeholders' expectations together with significant issues that could have a bearing on our operations and strategy, and track and provide regular feedback on our commitments and the issues that stakeholders raise. Partnerships are key to delivering societal value in all our geographies.

Our partnership model facilitates the achievement of our strategic objectives, enhances our reputation and brand and improves resource efficiencies.

We aspire to be a credible stakeholder partner that contributes to sustainable shared value in our host countries, particularly in communities closest to our fenceline.





Some of our key engagements over the past year

Region	Stakeholder	Nature of engagement	Frequency	Action and Response
Sasolburg and Ekandustria Operations, South Africa 	Youth Forums	Enabling youth to be active participants in the economy and improving their skills through various programmes	Ongoing	Enabled local youth to qualify as artisans in various disciplines such as mechanical fitting, welding, rigging, plumbing, motor mechanics, electrical work and instrumentation and placed them for work integrated learning (WIL) at Sasol, six local businesses and the Metsimaholo Local Municipality.
	Local Government and communities	Improving community infrastructure through municipal collaboration	Ongoing	Supported Metsimaholo Local Municipality (MLM) in implementing Water Demand Management Programmes in the water and sanitation department to reduce water losses to the municipality.
		STEM education in the community	Annually	Assisted the Department of Education with training and resources, in the Fezile Dabi District, through the Sasol Boitjhorisong Resource Centre (BRC).
Secunda Operations 	Youth Forums	Employability support services for youth	Ongoing	Sasol in collaboration with Provincial Department of Social Development established youth centres. These centres service youth across the Gert Sibande District Municipality.
	Local Government and communities	Improving community infrastructure through municipal collaboration	Ongoing	Assisted the Govan Mbeki Municipality with a construction upgrade of the sewer system. This eliminated the potential risk of sewer polluting the environment and negatively affecting the quality of community lives.
	Non-profit sector	Capacity Building	Annually	Assisted in capacity building workshops for local Non-Profit Organisations (NPO) to improve organisational effectiveness, governance and organisational capability.
North America 	Local Government and communities	Protecting parks and public land	Ongoing	Sasol, in collaboration with the City of Lake Charles, identified two local parks to protect as part of the City of Lake Charles' Partners in Parks programme to preserve the network of local parks in Lake Charles.
	Education	Scholarship Support	Ongoing	Sasol partnered with the Community Foundation of Southwest Louisiana to establish a scholarship programme that provides financial support for tuition, training costs, support services and technical support for the unemployed and undereducated population in a five-parish area.

Region	Stakeholder	Nature of engagement	Frequency	Action and Response
Mozambique 	Government and communities	Capacity building	Ongoing	Agreed to support the Ministry of Labour inspectors for the next three years with cross border exposure to South Africa's way of work. This will enable the many inspectors coming through the initiative to make changes in their areas of work.
		Local development commitments across infrastructure, education, skills development, employment and access to supply chain.	Ongoing	Progress on the LDAs have ensured households have access to quality drinking water, schools and health facilities have access to modern water and sanitation facilities through the partnership with SNV Netherlands Development Organisation. Enabled access to off grid and on grid electricity through partnership with the GIZ German Development Organisation in the communities of Inhassoro and Govuro.
		Urban planning	Ongoing	Embarked on a territorial/urban planning project to assist Govuro District with community demarcation plans as part of an infrastructure development project. The results will be inputs towards infrastructure design, costing, tendering and implementation.
South Africa - National 	Department of Energy	STEM education in the community	Ongoing	Bursaries allocated, as part of learners focus week, to promote skills development and career guidance in STEM related subjects within the energy sector in partnership with the National Department of Energy.
	Technical Vocational Education and Training Colleges (TVET)	Support to TVET Colleges	Ongoing	Sasol partnered with Boston Consulting Group (BCG), British Broadcasting Corporation and other industry partners on a concept to establish an E-learning platform to enable blended learning for the TVET Colleges.
	Department of Basic Education	Digital transformation and access provision as a COVID-19 response	Ongoing	<ul style="list-style-type: none"> Online training of teachers and subject advisors for the roll-out of coding and robotics curriculum. Migration of STEM digital content from YouTube® to the zero-rated Department of Basic Education cloud to enable online access.
	National Skills Fund (an entity of the Department of Higher Education and Training)	Partnership for undergraduate bursaries	Ongoing	Exploring a partnership with the National Skills Fund to co-fund undergraduate bursaries.
	Department of Science and Innovation	Capacity Building and skills development	Ongoing	Development and implementation of efficient and effective institutional, national and international research information, energy research, development and innovation (RDI) and skills development systems.

02

THE YEAR IN REVIEW: 2021 SOCIAL IMPACT ACROSS OUR OPERATING GEOGRAPHIES

South Africa



Mozambique



North America



The Year in Review: 2021

Leaving a legacy

We are proud of the legacy that we have created and our investments into our host countries and our fenceline communities over the years. We continue to listen to our stakeholders' issues and concerns regarding economic transformation and localisation of procurement. We have open and transparent communication regarding community interventions.

In 2021, we invested R526,2 million directly into our communities and spent R23,8 billion through preferential procurement in black-owned businesses in South Africa.

Our investments are specific to the needs of the country and region in which we operate and are aligned to the national, regional and local priorities.

Our investment contributed to:

- improvement of the quality of education outcomes for our learners from early childhood development to tertiary education.
- enabling economic inclusion opportunities for small businesses to contribute to the economic growth in the country through our economic transformation and local content which promotes small business development and preferential procurement programmes.
- increasing the pool and quality of relevant skills in fenceline communities to increase the employability and portable skills for our youth.
- building resilient community infrastructure to improve the health, sanitation, electricity and roads for our fenceline community issues through our community development programmes.

- increasing environmental awareness through environmental and biodiversification programmes which contribute to building sustainable communities.
- creation of sustainable connections between Sasol employees, civil society and non-profit organisations who do good in our communities through our Sasol for Good programme including voluntary payroll donations, once-off donations and disaster relief contributions.

We contribute to social value by investing in programmes which create a positive and measurable socio-economic impact that leads to meaningful change. This informs our response to key societal challenges in our operating geographies and fenceline communities.

This response is premised on human rights principles of universality, interdependence and indivisibility, equality and non-discrimination; among others.

We also recognise that creating social value involves an understanding that stakeholders' needs are diverse and localised, therefore, bespoke solutions are necessary to achieve the desired impact. Our approach is guided by the national social agenda of the respective countries in which we operate and is distilled into regional specific needs.

Global highlights – Summary of impact for the year

01



South Africa

Implemented the **Grade 12** online recovery project and improved the learner’s matric results in our fenceline communities in Badplaas, Ekandustria, Sasolburg, and Secunda.

Hosted **500 technical teachers** through the first online Technical Conference, in partnership with the Department of Basic Education.



Mozambique

25 students graduated and **12** are finishing their studies at Universities in Malaysia, South Africa and the United Kingdom.



North America

Provided scholarships to unemployed and under-employed residents of Southwest Louisiana to help them improve their career outcomes. To date, we have awarded **319 scholarships** and **72%** of graduates are employed.

Quality Education

02



South Africa

Funded the training of **110** young local emerging and subsistence farmers from Gert Sibande.

Completed the development of **11 youth centres** to be handed over later in the year in Emalahleni, Nkangala District Municipality.



Mozambique

18 candidates in the third cohort of the 'Get Energy Field Ready' completed the programme.



North America

Hosted monthly certification workshops and other small business development **training programmes** for local businesses and entrepreneurs to qualify local businesses as minority, women-owned, small disadvantaged or HUBZone certified.

Bridge to Work

03

Health and Infrastructure



South Africa

Sasolburg Operations installed 30 licence plate recognition cameras as well as **15 live-view security cameras** in Sasolburg, Zamdela and Vaalpark.

Completed the construction of **four sewer pump stations** in Kinross, Secunda.



Mozambique

Completed the **rehabilitation** of Palmeiras Primary and Chitsecane Primary schools in Inhambane.

04

Community Environment Projects



South Africa

In Sasolburg, over **71 people** have been employed through the waste environment programme, over **400 trees** planted and approximately **6 000 households** reached.

In Secunda, the Enviro-waste programme has created employment, removed illegal dumps and implemented a food garden regime.

Up to **13 000 households** have received education, training and support for environmental awareness and food security.



Mozambique

Started a project to provide the technology for provision of renewable energy to Inhassoro and Govuro communities.



North America

Sasol and its employees invested time and resources to help the Southwest Louisiana region recover from Hurricanes Laura and Delta. We provided funds to the City of Westlake to purchase supplies for its fire, police and public works departments.

Sasol for Good

05



South Africa

Over **3 000 Sasol employees** registered to volunteer to various causes to date.

120 organisations were part of our volunteering programme.

COVID-19 Response

06



South Africa

Donated mobile clinics and embarked on the improvement of **40 hospital** cold storage facilities.

Provided **135 vaccine carriers**, with temperature loggers, to ensure the safe transportation of vaccines.

Improved communication and awareness on COVID-19 by doing **education sessions** in our fenceline community schools.



Mozambique

Donated over **42 000 liters** of hand sanitiser to the Ministry of Health.

“Alone, we can do so little; together, we can do so much”
– Helen Keller.

Social impact across our operating geographies



Quality education

In a world that is shaped by science and technology, education remains a strategic investment for sustainable development and the focus on STEM skills is a critical lever for innovation and global competitiveness.

Innovating for STEM education excellence from Early Childhood Development to employment and entrepreneurship:

Sasol recognises the role of education in reducing poverty, overall economic growth and development of countries. We further acknowledge the rapid pace of change in the world of work.

Our education interventions thus focus on building skills that are relevant and on creating strong foundations for science, technology, engineering and mathematics (STEM) education to increase participation at basic education level and to prepare learners for the future world of work.

Our tertiary education programmes enable access to degrees and artisan careers that allow young people to lead productive lives and participate in the economy.

In the academic year 2021, over 900 undergraduate and postgraduate students were supported to complete their studies at various universities and 57 bursars graduated. All bursars were provided with Sasol psychosocial support opportunities.



Early Childhood Education (ECE) and ECD

2021 was a challenging year for many sectors nationally and globally due to the COVID-19 pandemic. Many sectors were hard hit with the realities of not operating and had to adjust to survive. In South Africa ECD centres were closed during the hard lockdown levels 5, 4 and 3 until the Minister of Social Development published a gazette on the 10 July 2020 to allow for reopening the sector, provided the centres met all the requirements of the Department of Social Development Standard Operating Procedures (SOP).

The closure of ECD centres for a period of four months has had a negative impact in terms of financial loss, children stimulation and nutrition, employment security of staff and the general operation of the centres. There was gradual re-opening during the months of September and December 2020 however many of the ECD centres across the country remained closed.

It was important for the ECDs to resume their operations and meet the required COVID-19 regulations.

- The centres received training on the SOP developed by the Department of Social Development (DSD) in consultation with other NPOs in the sector.
- In Sasolburg 95 ECD centres received starter packs with dry food supplies and masks in Zambela, Oranjeville and Deneysville.
- Sasol donated personal protective equipment (PPE); in Rustenburg and Ekandustria and each centre received 80 cloth masks for children, 12 cloth masks for practitioners, thermometer, 25 litres of sanitisers, hand washing bar soaps, gloves and disinfectants for deep cleaning.
- Centres completed self-assessment checklists for re-opening readiness.
- Meetings were held with parents to demonstrate safety protocols prior to each centre re-opening to reassure parents of children's and staff health and safety measures.

STEM in schools

In an era that is characterised by technology, artificial intelligence and automation, our interventions aim to create an environment for STEM teachers and learners to succeed. Our education support in schools is geared towards building the knowledge and skills that will enable learners to excel in STEM subjects.

The advent of the COVID-19 pandemic in the year under review however, created a teaching and learning crisis viz a sudden change from traditional ways of in-class learning to remote learning. This change demanded that we respond with speed to support the schools in areas around our operations to cope with the challenges presented by the situation.

This accelerated the need to be innovative and use technology to deliver education. In Secunda, Sasol partnered with Ligbron Academy of Technology to broadcast mathematics and science lessons from

Grade 8 to 12 in 15 schools in Lekwa and Dipaleseng to assist the learners where schools struggled to catch up on the lost academic time. In this project, learners also received interactive E-learning books and exam revision material to prepare them for the final exams.

In Sasolburg, a blended learning approach was used to support learners in Grade 10 to 12 to catch up on their academic work and to prepare for the final exams. We partnered with Microsoft® to train tutors to offer online mathematics and science classes. Over 200 learners benefitted through our efforts.

Our interventions contributed to improvements in matric results in Sasolburg, Secunda, Badplaas and Ekandustria. As a result, we awarded prizes to top performers in STEM to promote excellence among learners and schools.





Career guidance and counselling

Most schools in previously marginalised communities and special schools do not receive career guidance in South Africa. The consequences of a lack of proper career guidance is that learners choose school subjects that are not aligned with their career aspirations and future careers. The results are that learners end up with wrong subject combinations and inability to meet the requirements of the envisaged career fields.

This impacts negatively on the human resource development of the country especially in the high demand skills and it also increases competition for a limited pool of skills. Learners with special needs are in an even more challenging situation as they tend to be excluded from career guidance opportunities.

During the year, Sasol conducted career assesSMMEnt, personality trait tests and motivation sessions for 106 learners at Fakkel school for learners with special needs.



CASE STUDY

Leveraging partnerships to boost migration towards E-learning in South Africa during COVID-19 lockdown and beyond

Sasol expanded its role in supporting digital teaching and learning, leveraging the successful launch of the STEM Lockdown Digital School in FY20. The Digital School was established in partnership with the Department of Basic Education (DBE) and Africa Teen Geeks to provide free online classes while the schools were closed. A number of initiatives were implemented to advance the migration towards E-learning in South Africa. These included creating access to free online resources, building digital skills and competencies for teachers and the delivery of online classes for learners. Our approach is to create impact by optimising our limited resources in collaboration with our partners, to advance the adoption of blended learning approaches and assist government in institutionalising online learning.

Whereas, the Digital School had reached over 250 000 learners across the country, a large majority of children from disadvantaged communities were unable to access this platform. Sasol addressed this challenge by pioneering the migration of all the STEM content developed through the Digital School (over 1400 video lessons), to a free DBE portal, making these resources easily and widely accessible to many more learners.

Additional content on technical subjects was also developed and deposited on the portal. This was the first time that such content on technical mathematics and technical science was made available in a digital platform for our public schools in South Africa. The approach to the above initiatives was systemic, targeting all schools and all children from different socio-economic backgrounds.

We also responded to the needs of Sasol's fenceline communities where we operate, by supporting the effort to build digital competencies for teachers. In this regard 12 facilitators at the BRC and Osizweni Science Centre were provided with free training to enable live streaming of lessons required to complement face-to-face classroom interactions.

The facilitators who are subject specialists, were trained through a partnership with Microsoft SA Education, helped deliver online teaching to Grade 12 learners in selected schools in Sasolburg through a pilot programme. This provided a basis for the two centres to upgrade their infrastructure and resources in order to adequately launch remote teaching and learning. About 30 computers and data, which were donated to Osizweni and BRC, were later handed to participating schools to support catch-up and revision on-line classes. This initiative prompted a drive to mobilise more resources for online learning in the regions.

Sasol also invested in the future of our learners by being one of the leading partners of government in supporting the roll-out of 4IR curriculum in South African schools. We are at the forefront of supporting the DBE in piloting the application of online training techniques in preparing subject advisers and teachers for the implementation of coding and robotics curriculum in schools. Further to this we contributed to the development, adaptation and packaging of materials required to support online training.

To this end, the national training team was supported to receive intensive online orientation/training. This first phase of training has unlocked a process for a system wide development of teachers' digital skills and building of resources, an endeavour that Sasol continues to foster.

We believe that the long-term benefits of adopting and enhancing blended learning approaches will go a long way in creating an agile and responsive education system, hence our involvement in the digital transformation journey of South Africa's education system.

Access to tertiary education

The lack of access to tertiary education undermines broader economic development and social stability. Sasol therefore invests in tertiary education to support individuals build skills that will enable them to participate in the economy including but not limited to, employment by us, contribute to social development and allow them to be responsible self-reliant citizens in communities closest to our operations. We also support institutions with research and capacity building for innovation, economic growth and social advancement of the countries where we operate.



South Africa

Our bursary programmes continued to offer a **comprehensive package that includes academic support and psychosocial support** to enable students to deal with academic demands as well as other issues that may impact their performance.

To ensure that students start their careers on a strong footing, we offer work readiness courses to all our students. **As part of building skills and enhancing livelihoods of youth** in our fenceline communities, **we provide bursary support for eligible students** to access tertiary education.

250
BURSARS

We offered work readiness courses to all our students, using blended approaches, i.e. through face-to-face training complemented by online support. As part of building skills in response to our communities' needs.

R11
MILLION

5
UNIVERSITIES

Sasol collaborates with universities to strengthen their research and development capacity. In 2021, we disbursed grants worth **R11 million to five universities**.

Over the years Sasol has been collaborating with the National Research Foundation to build research capacity and support postgraduate students at five historically disadvantaged universities. The fellows in the programme are allocated **a mentor from Sasol Research and Technology, making mentorship an integral part of the programme**. E-mentoring has featured extensively in 2020/2021 due to the COVID-19 pandemic.



Fellows are also allowed access to Sasol research facilities for training purpose and where required provided with other critical training in other research facilities across the country.



North America

Through the Workforce Resource Guide Scholarship Programme, Sasol partnered with the Community Foundation of Southwest Louisiana to establish a scholarship fund that provides financial support for tuition, training costs, support services and human resources technical support for participating individuals. To date, **we have awarded 319 scholarships and 72% of graduates are employed.**

Mozambique

Sasol continues to contribute to building a pool of oil and gas graduates in the country. Since the programme started in 2013, our intention was to contribute to building a pool of oil and gas graduates in the country continue. Our initial target was to release **37 oil and gas graduates in the country by the end of 2022.**



So far 25 have graduated, and there are 12 remaining in institutions in Malaysia, South Africa and the United Kingdom. Plans are underway for selection of new bursars. with some having gone further to study for Master's Degrees.



CASE
STUDY

Sasol empowers young people in Mozambique with oil and gas qualification

The discovery of significant oil and gas resources in Mozambique's Rovuma basin has brought about great opportunities and challenges for the country. The management of these resources is crucial. However, Mozambique needs more local technicians who can handle contracts and even to negotiate with probable investors in this area.

Therefore, at a signing of a Memorandum of Understanding in 2013, Sasol accepted a challenge put forward by Mozambique's Ministry of Mineral Resources and Energy to sponsor 10 students from vulnerable families from the Mozambican provinces of Nampula, Cabo Delgado, Zambézia, Inhambane, Maputo and Gaza to study in South Africa. The students had to have a good academic standing and they would be placed at the University of Pretoria in Tshwane.

What proved extra challenging was that the students also had to learn how to communicate in English. Two of the students completed their degrees in record time and went on to complete Master's degrees at the Aberdeen College in Scotland, the United Kingdom. Another six students went on to complete their studies.

Ovidio Rodolfo, Country Manager for Sasol Mozambique says:

"Given the existing skills gap hindering the progress of our youth, initiatives such as these are essential in developing young people to integrate them into the oil and gas related professions."

Many of these students are the first generation in their families to attend a university and are therefore role models in their communities. We hope that they can contribute to a radical change in the lives of their families and their communities in the years to come.



Bridge to Work

Access to work skills and support

Skills development play a pivotal role in creating sustainable livelihoods and driving the growth of both the formal and informal economies globally. Without access to quality skills development opportunities the cycle of poverty cannot be broken.

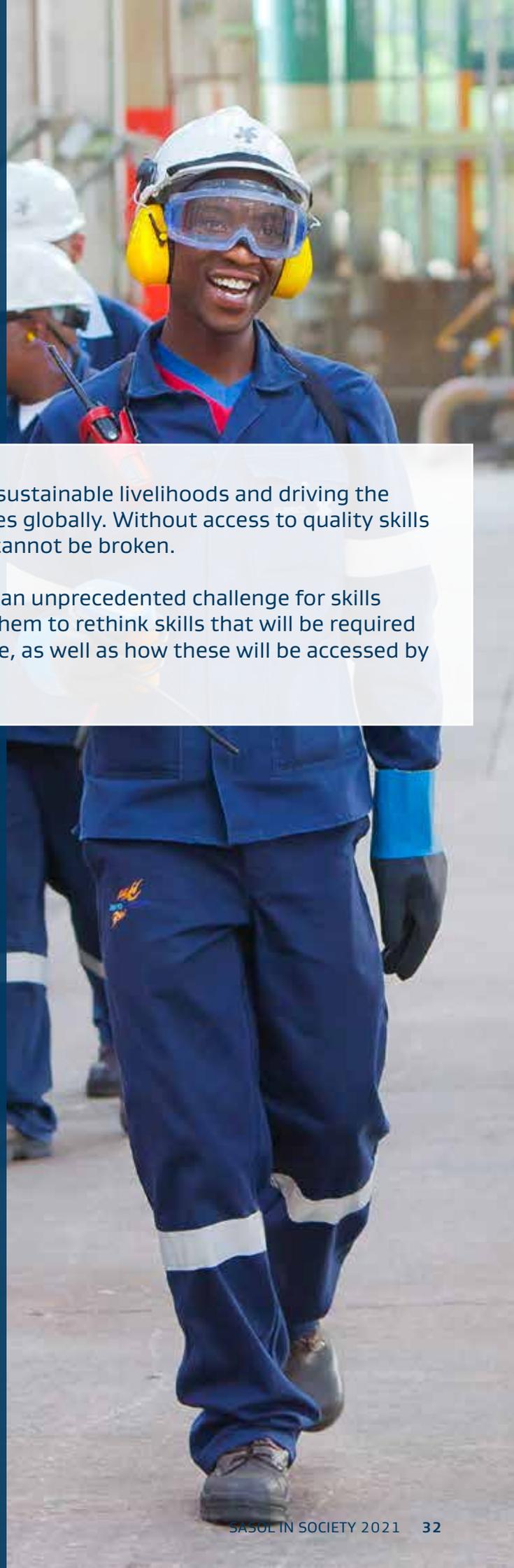
However, the COVID-19 pandemic has presented an unprecedented challenge for skills development systems across the world, forcing them to rethink skills that will be required for the economy in the immediate and near future, as well as how these will be accessed by the youth.

Enabling youth employment

Considering the nature, location and scale of our activities, Sasol recognises its role in contributing to the improvement of labour market prospects for the youth. We understand that to create real and lasting value, a focused effort is needed to improve the standard of training and offer programmes that lead to enhanced economic opportunities in our fenceline communities.

Sasol offers targeted interventions that provide youth with core skills such as technical, vocational and work readiness training to enable the youth to be self-sustainable and become positive contributors to local and national economies. In addition, we prioritise development interventions that are linked to local community value chain services such as plumbing, electrification and tiling.

In 2021, over 300 youth benefitted from Sasol's skills development programmes globally to assist them with employability and business development skills that enable them to be self-sufficient and active contributors to the economy.



Skills development in learning institutions and communities

South Africa



Youth development programme

- In partnership with Golden Triangle Chamber of Commerce (GTCOC) and Avis in Sasolburg, the 'New Beginnings' project assists graduates and school leavers to prepare for accessing the job market. Education Africa has donated a full University of South Africa scholarship (Business Studies) to the project. A local young entrepreneur was given opportunities through this initiative.
- Secunda Operations established Youth Development centres at Nkomazi Municipality (Ehlanzeni District Municipality) and Emalahleni Municipality (Nkangala District Municipality). The handover of the **11 centres will take place in the future.**



Farming skills

- In collaboration with our partners, Sasol has funded the training of **110 young local emerging and subsistence farmers** from Gert Sibande to gain technical, financial and business skills. On completion of their training, these emerging farmers will be mentored and assisted to set up their farming enterprises.



Artisan skills

- Sasolburg Operations has supported local youth to qualify as artisans in various disciplines such as mechanical fitters, welders, riggers, plumbers, motor mechanics, electricians and instrumentation technicians. Currently **94 artisan candidates** have been placed for work integrated learning at local businesses and government institutions. Participating local businesses are ACTOM, AEM Electrical, Vicro Bulk and Coonco Engineering, ID Electrical Engineering, Kent Electrical, Serviette, Metsimaholo Local Municipality, Department of Health and Sasol.
- Over **210 youth** have been placed in artisan skills programmes since 2013. Currently **72 students** are in the pipeline.
- Sasol in partnership with GTCOC in Sasolburg, developed an internship programme to provide youth from various disciplines the opportunity to complete their internships. **10 candidates** were placed with local businesses in Sasolburg.
- Opportunities for **graduates from Gert Sibande TVET College** are being developed. Some learners are currently placed at different schools within the Dipaleseng Circuit to assist with administrative work and others are working as data administrators at the Sasol vaccination station.



North America

We conducted several skills workshops, assisting numerous businesses during the year. Through our partnership with the Louisiana Small Business Development Centre at McNeese State University, we continued to host monthly certification workshops and other small business development training programmes for local businesses and entrepreneurs.

These included workshops that qualify local businesses as minority, women-owned, small disadvantaged or HUBZone certified.



Mozambique

- Sasol-supported '**Get Energy Field Ready**' training programme which exposes youth to the oil and gas industry enrolled its third cohort.
- **18 candidates** in the third cohort completed the programme. **Cohort 1 and 2 had a total of 35 candidates of which 73% have accessed employment** after the programme.





CASE
STUDY

Investing in **skills development** in Sasolburg

The short supply of qualified, experienced artisans in South Africa has created a huge demand for these skills. In order for South Africa to meet and deliver the aspirational growth rate of 5% per annum by 2030 (as per the National Development Plan) the promotion of artisan skills is essential.

To this end, Sasol in partnership with government and other stakeholders in Sasolburg, embarked on a number of skills development initiatives in Metsimaholo to increase the skills pool and assist in increasing the chances of employability of the youth. The Sasol Artisan Training programme in Sasolburg has reached 210 Zamdela youth since its launch in 2013.

Training is done in partnership with registered artisan training entities, being the Sedibeng Artisan Skills Training Centre, MCD Training Centre, Steinmuller, Aurex Constructors (previously known as SNC-Lavalin) and Aveng Grinaker-LTA. Of the 151 learners recently trained, 84 have completed their training and 56 are still placed in experiential learning programmes at Sasol, companies in the Vaal Triangle, Metsimaholo Local Municipality and the Free State Department of Health. Eight learners pursued other qualifications.

Sasol's decision to be a key role player in the programme was further informed by a needs analysis done in the Metsimaholo local municipality which indicated the need for the following skills: electrical, boiler-making, fitting and turning, mechanical fitting, motor mechanics, rigging, plumbing, welding and instrumentation.

The most recent development in the programme is the completion of a newly constructed welding school at Boitjhorisong Resource Centre in partnership with Aurex Constructors and Afrox. The centre offers a modular approach where participants are afforded the opportunity to expand their welding skills. The centre was further retrofitted to be able to offer level 2 Argon (TIG) welding as a training module. Of the first cohort of 12 who completed the structural welding module, three were accepted by Afrox on their advanced welding programme and four will continue with the TIG module at the centre. Two thousand applications were received for the 2021 cohort of which ten have been selected.

The programme provides opportunities for the youth to pursue their goals and at the same time contributes to the increase of much needed skilled labour in the region. Sasolburg is committed to empowering the communities within which we operate through initiatives such as the Sasol Artisan Training programme.

At Actom Turbo Machines in Vaalpark, learners gain experience on equipment such as turbines, compressors and high-speed rotating equipment.



Economic transformation and local content

We aim to achieve a diverse, transformed, sustainable and high-performing supplier base by accelerating the development of small and transformed businesses.

We will do this through simplified processes, impactful development support and funding for the betterment of our communities beyond the boundaries of Sasol.

At Sasol, we strive for excellence in the sustainable supply and delivery of goods, services and products to maximise shared value for our organisation and all our stakeholders. We actively focus on building robust, mutually beneficial relationships with our supply chain stakeholders, by ensuring that we understand, translate and proactively deliver on commitments, on time and at the required quality and price. We are committed to developing our fenceline communities and prioritising local procurement. Sound principles and governance processes underpin our integrated approach.

2021 proved to be challenging not only for our company but also for our communities. COVID-19 ravaged the livelihoods and lives of many families, and the resulting economic downturn directly affected our communities through reduced spending and investment from the company as we focused on a turn-around strategy. Nonetheless, we continued to drive localisation and economic transformation, centred around our fenceline communities, in particular with exempted micro enterprises and qualifying small enterprises. Our Siyakha fund assisted with relief measures including payment holidays, loan restructures and the allocation of turnaround specialists to some of our suppliers.

South Africa

Our multi-pronged Enterprise and Supplier Development (ESD) approach enables us to deliver programmes that are aligned with Sasol’s strategy and target the realities in South Africa and our communities. Our response to COVID-19 allowed us to expand our support and creatively reach more SMMEs. By communicating through webinars, we reached a wider SMME audience.

We also introduced the Linkage digital platform, which aims to simplify connections between Sasol and SMMEs. The platform enables us to perform due diligence on the registered SMMEs, creating greater visibility of a rich pool of verified and credible SMMEs that can be engaged to fulfil preferential procurement objectives before they can be considered as Sasol suppliers. We launched digital technical accreditation

processes to ensure that high quality and competent suppliers are introduced into our business.

The virtual technical assessments help us minimise COVID-19 exposure risk, thus safeguarding our employees and our suppliers. They also allow for a more inclusive approach to SMMEs across South Africa. We also implemented an automated reminder system to prompt suppliers to update their B-BBEE certificate when it expires, which aims to ensure certificates remain valid.

We continued to drive preferential procurement and exceeded the Department of Trade, Industry and Competition's B-BBEE compliance targets for preferential procurement spend with empowering suppliers, spending with 51% black-owned businesses as well as the spend with 30% black women-owned businesses.



R23,8 billion

Our expenditure with black-owned suppliers for the financial year 2021



R1,5 million

Increased local procurement spend in Ekandustria in 2021



R728,5 million

The loan book for enterprise and supplier development funding ended in 2021



1 000 SMMEs

Support bookings have been taken through the Small Business Centre in Secunda



31%

Our active South Africa-based supplier base with 50-60% black ownership, and similar representation for black women-owned suppliers



57%

South African Level 1 and 2 Broad-Based Black Economic Empowerment (B-BBEE) compliant suppliers with existing contracts



US\$19,4 million

Despite reduced activity during the COVID-19 pandemic, Sasol spent US\$19,4 million (70% of operations spent) with Mozambique-registered or -owned companies.

251

Employed 251 Mozambican nationals in our business and operations. This includes 91% of our Senior Management in Mozambique and 94% of our highly skilled professionals.

US\$158 000

Disbursed in low-cost loan funding to qualifying SMMEs.

40% to 50%

Agreed a local content plan with the Government of Mozambique for our drilling campaign and production sharing agreement project. We expect between 40% to 50% of the spend to be with Mozambique-registered or -owned companies.

Mozambique

In the almost two decades in which we have operated in Mozambique, we have driven socio-economic development through our investments and operations. We are committed to further developing and using local Mozambican suppliers and labour and have partnered with the Government of Mozambique to establish a comprehensive local content strategy to support the transformation of the economy. Our commitment extends well beyond compliance with Mozambican policy and legal requirements.

In 2021, we established a SMME development fund in partnership with BCI, a Mozambican financial institution, to provide low-cost loan funding to qualifying SMMEs. We also set up an ESD programme to provide non-financial, technical support and training based on a needs analysis that enhances the capacity of the SMMEs to become operationally independent and sustainable.

Focus area	Purpose	Progress in Mozambique	Progress in South Africa
Market access	To create market access opportunities through participation in industry events and creating visibility of opportunities.	We launched the five-year local content plan in Maxixe, Inhambane to make SMMEs aware of the business opportunities Sasol offers in Mozambique as well as our capacity-building programmes. During roadshows in Govuru, Inhassoro and Vilanculos, we presented business opportunities, our economic development fund and our workforce development plan. This provided SMMEs with an opportunity to showcase their company profiles, skills and competencies to Sasol.	We launched the Linkage digital platform to make it simpler for Sasol and SMMEs to connect and do business together. We created market linkages for SMMEs in sectors such as cathodic protection services, landscaping, building maintenance as well as pallet supplies, resulting in the creation of a number of jobs. We also hosted and participated in activities alongside the 2020 Global Entrepreneur Week which took place in November 2020.
Capability building	To offer business and technical support aligned with procurement needs.	We developed a formal training programme and selected suppliers to form part of a group whose training will commence shortly, depending on COVID-19 restrictions.	Our Sasol Business Accelerator programme continues with both technical and safety coaching sessions which we present and which focus on SMMEs in electrical services, equipment hire, heating, ventilation and air conditioning (HVAC) maintenance, welding and waste management. In the recycling space, we have supported a waste management SMME as well as a fenceline SMME in plastic recycling. We also assisted an SMME with registration with the South African Waste Information Centre, enabling the collection and reporting of the waste in the corporate environment. We have funded and donated 1,4 tons of plastic to an SMME which manufactures plastic bricks and continue to support SMMEs in the transport sector. During the year, we provided further technical training and financial support to SMMEs in the electrical and instrumentation industry.
Funding	To broaden the funding options for beneficiaries at different development levels.	We established a new credit line with Banco Comercial e de Investimentos (BCI), a commercial and investment bank in Mozambique, to fund short- and long-term loans which provide preferential interest rates to beneficiaries.	Slow economic activity continues to impact small businesses across South Africa, which puts pressure on the Siyakha loan book, as some of SMMEs struggle to meet repayment obligations on their loans. The Siyakha team continues to provide post-investment support to distressed SMMEs and explore relief measures. We also provided various SMMEs with grant funding to assist with the purchase of equipment, raw materials, systems and accreditation.
Business support	To offer business support programmes that enhance value for SMMEs.	Working from our office in Inhassaro, we offer vocational training through internships and bursary programmes. To support new entrepreneurs, we also provide them with kits with basic start-up tools.	The Built to Last SMME Webinar Series was introduced as a platform geared towards assisting SMMEs in building sustainable businesses. The first webinar in the four-part web series was held in May 2021, where industry expert contributors were invited to motivate, share insights and provide practical tools to SMMEs to enable them to survive the impact of the COVID-19 pandemic and resulting economic conditions. Dedicated Ariba and Accounting support for SMMEs was introduced in the Sasolburg and Secunda regions. The ESD Business Development Programme training curriculum has been expanded to include interventions focused on assisting SMMEs in their response to the COVID-19 pandemic.
Business Infrastructure	To provide hardware and software access to small businesses.		The Secunda Small Business Centre, which was launched in June 2020, provides a hot-desking solution, meeting rooms, printing/ scanner facilities, internet access and other support to qualifying SMMEs, within the Secunda/ Gert Sibande region. Access to specialised software such as Auto-CAD and Pallet Design has also been made available. This service is also provided in Sasolburg as part of the offering at the Incubation Centre.



Global entrepreneurship week (#GEW2020)

In November 2020, Sasol participated in the 2020 Global Entrepreneurship Week (GEW). #GEW2020 was anchored around the themes: Ecosystems, Education, Inclusion and Policy.

2020 Sasol GEW highlights:

- The Sasol Business Accelerator (SBA) hosted a Programme Review where Sasol Procurement colleagues and other industry experts reviewed progress made by the participants of the SBA programme.
- Through Connector Workshops hosted by Sasol, SMMEs were provided the opportunity to meet and network with other local businesses and funding institutions.
- Various exhibitions hosted in Sasolburg and Secunda, provided SMMEs with market exposure where they could showcase their products.



The face mask project

We partnered with SMMEs to produce and deliver more than 110 000 cloth face masks as part of the Sasol COVID-19 response initiative. We provided the SMMEs with free technical training in pattern making, sewing, quality management and costing.

Following the completion of the cloth mask project, we helped to further develop and upskill the SMMEs to produce high-quality PPE clothing and uniforms, preparing them for growth beyond the response to the pandemic.

The garments produced were showcased at the Sasol Global Entrepreneurship Week exhibits at Sasolburg and Secunda.

Introducing Linkage

To streamline SMME onboarding and grading, we started using the Linkage digital platform which makes it simpler for Sasol and SMMEs to connect and do business together. We held a live webinar to demonstrate the Linkage platform, encouraging the small business community to register their businesses.

The benefits of joining Linkage for SMMEs is that they will:

- be more visible to buyers;
- have a better view of their level of readiness to access procurement opportunities;
- have a view of upcoming sourcing events and understand related mandatory requirements;
- receive guidance on document preparation for integration into Sasol's SAP Ariba SIM; and
- be prompted to proactively keep their compliance documentation up to date.

Support for local eco-friendly brick manufacturer

We provided development support to an SMME, based in Sasolburg, that manufactures eco-friendly bricks from recycled plastic waste and sand. The bricks are suitable for use in residential, industrial and commercial construction projects and require no water during manufacturing.

We provided SMMEs with:

- 54 tons of plastic earmarked for recycling;
- cement and ash to be used in the production of bricks;
- South African Bureau of Standards testing;
- quality management systems; and
- grant funding.

Supporting SMMEs in building lasting and sustainable business

In May 2021, we launched our first SMME webinar series, titled 'Built to Last'.

The series – which will unfold over four chapters – kicked off with Chapter One: The Power to Survive. Hundreds of SMMEs attended the two-day virtual event, which featured a variety of speakers and industry leaders covering a range of topics and sharing insights and practical tools that SMMEs can use to navigate the current economic climate and ensure small business continuity amid the COVID-19 pandemic's disruption.

The series is part of our work to bring about meaningful change particularly in the areas where we operate, through small business development and continually inspiring SMMEs and exposing them to opportunities that will help them build lasting and sustainable businesses.

Linkage is a **women-owned company** with a footprint throughout South Africa, whose focus is **ESD strategy implementation and business optimisation.**





Community Service Infrastructure and Quality Healthcare

Our support to community development programmes is premised on the needs of those closest to our fenceline, understanding that we have a symbiotic relationship, more so because our employees live in these communities. Investing in the infrastructure surrounding our operations and in the health of our communities is good business.

We invest in programmes that support and improve systems that are able to sustain our communities. It is often the most marginalised members of a community that are impacted by lack of access to service delivery, often leaving them exposed to numerous health and safety risks. We recognise that it is not the primary role of Sasol to provide municipal services, but as a partner in the many regions in which we operate (particularly in South

Africa and Mozambique) we understand that we have a role to play in supporting local government efforts to create an enabling environment for both communities and businesses to thrive.

This is the reason we invest in infrastructure development, health and wellness programmes for healthier communities who will be productive and in turn contribute positively to society and disability programmes.

This is why collaboration with local governments to provide access to basic healthcare services and infrastructure facilities is key to our success. Our community health programmes are aimed at improving the quality of life of communities through better access to quality health systems and community services as well as improvement of health outcomes.

In a time where our health system is under severe pressure, we continue to invest in community health infrastructure, and we have constructed and upgraded a number of hospitals and clinics in our fenceline community. Sasol also supported hospitals with the provision of equipment and PPE and continued with our support to youth to address substance abuse and addiction.



CASE STUDY

Sasol invests extensively in Sasolburg's health facilities

Since 2013, Sasol has partnered with the Free State Department of Health and invested R51,85 million in improving various healthcare facilities, support and access in the Metsimaholo Local Municipality. As one example, Sasol built a new clinic in Sasolburg that serves a catchment area of more than 16 000 people. The new 700m² building consists of three blocks, situated on a 1 400m² erf provided by the Metsimaholo Local Municipality.

The Free State Department of Health provided all the necessary equipment to make the clinic functional. Key features of the new clinic include seven consulting rooms, four waiting areas that can seat 126 patients, and a modern dispensary. A dedicated consulting room for tuberculosis (TB) patients is also provided. The new clinic has dramatically increased the health service capacity in the area. In addition to this, Sasol has helped upgrade the Zamdela, Thusanang and Harry Gwala clinics to reach ideal clinic status to improve quality of healthcare to the Metsimaholo community. The upgrades were carried out by a Zamdela-based construction business.

In addition, Sasol provided four fully equipped mobile clinics to the Free State Department of Health to reach more than 15 000 patients. Since 2017, Sasol has also invested R31,8 million to upgrade the Fezi Ngubentombi District Hospital, previously known as the Sasolburg Hospital. Finally, Sasol has been running an HIV/AIDS Support Programme in partnership with the Free State Department of Health as well as the Nurse-based Initiation of Antiretroviral Project and Epilepsy SA. The main objective of these programmes is to contribute to better access and treatment for HIV and sexually transmitted infections. These programmes have achieved these objectives and we are looking forward to continue investing in making community members' lives better.





Supporting Community Service Infrastructure delivery



South Africa

Infrastructure development

- Sasolburg Operations has installed 19 licence plate recognition cameras as well as 15 live-view security cameras in Sasolburg, Zamdela and Vaalpark. With recent upgrades to the Bongani Mabaso Eco Park, we installed additional cameras to ensure adequate security at the Welgelegen pump station.
- In Secunda, the construction of four sewer pump stations in Kinross has been completed.

Health and wellness in communities

- Provided emergency relief support to 10 registered feeding schemes in Metsimaholo in the Sasolburg area. Every week, these support 3 500 people, including orphaned and vulnerable children, children with disabilities, HIV and AIDS patients, rape victims, rehabilitated drug addicts and the unemployed.
- In Secunda, the Youth Drug Prevention and Morale Regeneration Programme continued during COVID-19. The programme was supplemented by the aftercare support group initiative that will ensure community members who need assistance to reduce or stop drug dependence receive help.

Mozambique

Infrastructure development

- The community market project in Colonga, the first of the two projects, has progressed well. We have completed the foundation works of the main building, the toilets and the water tower. The steel structure is being finalised and this will be followed by the construction of a borehole.
- We completed the rehabilitation of two schools in Inhambane – Palmeiras Primary School and Chitsecane Primary School. The schools, together with other infrastructure, had been damaged as a result of the 2019 category 4 cyclone in Mozambique.

Health and wellness in communities

- Throughout the year, we donated sanitisers to the Ministry of Health to support the fight against COVID -19.



CASE STUDY

Thank you, Sasol, for being part of our solution.

In March 2019 a category 4 cyclone hit the city of Beira and surrounding districts, affecting more than one million people. The city was reduced to dust by almost 90%. Social services were severely impacted and private businesses, homes and government infrastructure were all brought down.

Sasol joined hands with the Republic of Mozambique Pipeline Company and Central Termica de Ressano Garcia Gas to immediately contribute to the reduction of the negative effects of this disaster in Sofala and northern Inhambane. Together, a total of US\$650 000 was provided for projects implemented in partnership with Red Cross Mozambique. After almost two years, the Red Cross has completed the rehabilitation of all infrastructure in both Beira and Inhambane.

Three health centres were rehabilitated in Beira and handed over to the government in a formal inauguration attended by local administrators. Recently, the Red Cross also completed the last of the two primary schools that required repair and rehabilitation in northern Inhambane. Chitsecane Primary School, with a total of 209 students who were split up into two shifts, studied in very precarious conditions for almost two years as five classrooms and an administration block were destroyed in the storm. It is a new dawn for both teachers and students.

Celestina Nhiquetuane Munguambe, the School Principal, expressed her delight at the rehabilitation of the school. "We are happy to have our school back," says Munguambe. "We know more cyclones will come our way, but the school has been built stronger now. Not only have the lives of children been improved, but those of teachers too. It was hard to teach and study in those difficult conditions. Thank you, Sasol, for being part of our solution."



Sasol development sponsorships

Women's football

Over the past twelve years, our sponsorship of women's football has played a key role in building the Sasol brand and provided a valuable platform that demonstrates our commitment to shared accountability in building an inclusive culture and society that fosters diversity.

In 2009, Sasol became the first and sole sponsor of the Senior National Women's Football Team, fondly known as Sasol Banyana Banyana and together with South African Football Association (SAFA) established a semi-professional women's league, the Sasol League. Prior to this, women's football had largely been neglected in South Africa and overlooked in favour of the men's teams. The goal of Sasol's ground-breaking move was to change this with the primary goals to:

- Raise the standard of women's football in the country from a grass roots level right up to the national team; and to
- Empower young women to better their lives through sport.



Sasol's partnership with SAFA has opened doors to new opportunities for women football players affording them the chance to further their studies through local and international academic scholarships and bursaries. A total of 42 South African women footballers have signed international contracts with top European leagues and other clubs across the world.

Exactly a decade into Sasol involvement, Banyana Banyana's greatest ever achievement was making their World Cup debut at the 8th FIFA Women's World Cup France 2019.

Our role in women's football is a shining example of our purpose of innovating for a better world, in action. A purpose we will live up to as we continue to play our part in advancing the interests and developmental needs of women, not just in sports, but also in business and society, in our communities and beyond.

We recently renewed our sponsorship of the Sasol Banyana Banyana and the Sasol League for a further four year period ending 30 June 2025.



Sasol Solar Challenge

Since 2012, Sasol has been involved with the South African-leg of the global Solar Challenge, a biennial initiative which seeks to promote STEM education through solar-powered vehicles.

The challenge takes place over eight days, where local and international participants drive custom-built solar powered vehicles in an endurance race covering over 2 500 kilometres - participating teams design, manage, build and drive solar-powered vehicles, giving teams of students a hands-on opportunity to learn about science, innovation, teamwork, logistics and business in the process.

The race is a showcase of alternate energy for transport and the ability of the sun to power a new generation of vehicles, while applying the latest solar technologies and innovative engineering. The solar challenge delivers a highly competitive



showcase where 'brain sport' and fierce competition are the order of the day – joining the eight-day journey across the country is a crew of over 400 engineers, technicians, scientists and experts across multiple fields, as well as volunteers from South Africa and overseas.

For Sasol, this sponsorship demonstrates our commitment to renewal energy, STEM education by inspiring young people to take an interest in and pursue tertiary studies and/or careers in STEM-related fields delivered through an exciting educational programme that targets surrounding schools along the route.



Wheelchair Basketball

Sasol and Wheelchair Basketball South Africa, a formidable partnership of 14 years. Sasol entered into a partnership with Wheelchair Basketball South Africa in 2007 as sponsor of the men's national team.

Sport for people living with disabilities represents the ultimate triumph of the human spirit. To overcome a disability and play any sport at its highest level is a remarkable achievement for anyone. This has led Sasol, in line with its long running support of people living with disabilities, to support wheelchair basketball. The aim of the partnership, which in 2019 was extended to the women's national team to further raise the profile of disabled sport in South Africa and to develop the sport of wheelchair basketball. The men's team qualified for 2008 and 2012 Paralympic Games and a total of 11 players have played overseas during the Sasol Sponsorship.



Sasol New Signatures

Sasol New Signatures was established by the Association of Arts Pretoria in 1997 to provide a career building platform for emerging artists. The competition has always been closely aligned with various university art conservatories, giving students and staff an opportunity to showcase and benchmark their work. Thus the New Signatures competition has and continues to contribute, to the growth and development of art academies throughout South Africa.



OVERALL WINNER
Andrea Du Plessis

Paloceae Lupantozoa

Multimedia – oil on canvas - augmented reality interaction



RUNNER-UP

Dalli Weyers

Forward: A Manifesto

Plastic bags



Sasol has been the sponsor of the competition for 31 years and we remain committed to play our part in supporting the arts through this prestigious competition because we recognise the integral role it plays to mirror and record where and who we are as a society, both collectively as a nation and for artists' personally. Our role in the arts is a shining example of our purpose of innovating for a better world in action. A purpose we will live up to as we continue to play our part in advancing the interests and developmental needs of artists at all levels.

Environmental sponsorships: South Africa National Parks (SANParks) Honorary Rangers

Sasol actively supports the conservation of its natural heritage, which in turn fosters education, employment and tourism in the communities surrounding its national parks.

Over the past 14 years, the SANParks Honorary Rangers West Rand Region have raised more than R250 million, which has gone towards empowering local communities through project participation; game transfers, the removal of alien species; and – increasingly – counter poaching activities.

Most of the funding raised in 2021 has gone towards procuring additional ranger equipment, refurbishing the storage facilities for critical research samples at the Kruger National Park, veterinary costs, as well as equipment for the safe monitoring, tracking and transportation of the animals.

Sasol Bird Book – 5th Edition

The partnership between Sasol and what was previously Struik Publishers (now Penguin Random House, South Africa, and the Struik Nature imprint) goes back to the early 1990s. Sasol made a decision to align with birds and birding, and partnered with Penguin Random House in producing a best-selling field guide to the birds of Southern Africa, first published in 1993. The book became known as Sasol Birds of Southern Africa, and in birding circles was very quickly contracted to just 'Sasol Birds'. It has run to five successful editions, the most recent having been published in 2021.



*“Give your hands to serve
and your **hearts to love.**”*

Mother Teresa





Sasol for Good

COVID-19 tested the resilience of communities at an unprecedented scale. It has exposed vulnerabilities in harnessing the collective skills and talent of our people for good. At Sasol, volunteerism is part of our DNA. A powerful tool to change the world, we encourage it as a way of contributing to the achievement of the SDGs.

Collective action is intrinsically rooted in Sasol's core values, and through the mobilisation of our employees globally, we are able to complement our corporate-led social investment activities with what is valuable to our employees. This allows Sasol to support a much wider range of initiatives that are based on the individual choices of employees supported by a strong enabling governance structure.

Our approach

Sasol for Good, the company's employee volunteerism programme, structures and formalises employees' inherent willingness to give – placing people at the centre and realising the essence of partnership and co-operation. Sasol for Good creates an avenue to leverage the considerable, diverse abilities and expertise of our employees to become more involved in volunteering causes to empower fenceline communities and co-create sustainable livelihoods.

The programme encourages employees to get involved in humanitarian support in their communities by volunteering their time, skills and resources through company and employee-initiated social development causes. This allows causes to benefit from employee giving, and also enriches employees' understanding of community issues, making them advocates of communities on those issues.

We support our employees by granting 40 hours per annum paid leave to spend on volunteering initiatives, and also complement their financial contribution and fundraising initiatives to organisations of their choice via payroll deduction, matching gifts and volunteer grants.



3 000

Sasol employees in South Africa registered to volunteer to causes.

R1,2m

Sasol and our employees contributed over R1,2 million to 114 organisations as part of our payroll and matched giving in the year.

120

More than 120 organisations benefitted from contributions made by employees.



South Africa



Mandela Day

- Sasol partnered with the Golden Triangle Chamber of Commerce through the 'Million Gifts for Life' programme.
- Mandela Day was celebrated by distributing 3 000 Spur burgers to vulnerable and senior citizens in the Vaal Triangle.
- In Sasolburg, 95 ECDs in Zamdela, Oranjeville and Deneysville were gifted with starter packs to improve their state of readiness in welcoming children back to school. The donation consisted of:



7,58 tons of food:

3 980 kilograms dry vitamin enriched soya/vegetable mix, 1 200 kg potatoes, 1 200 kg rice and 1 200 kg samp



Protective products:

2 900 liters of liquid soap, 2 050 liters of hand sanitiser, 547 sanitiser dispensers and 380 liquid soap dispensers



Covid protective products:

190 funnels and 632 cloth masks for 316 practitioners



Sasol for Good festive drive

- Sasol in Sasolburg has been one of the main sponsors in the 'Wish Upon a Star' programme in partnership with LUSA Community Chest and local businesses. This initiative provided age appropriate gifts to orphaned and vulnerable children in the Vaal Triangle during the festive season.
- Seven organisations in Metsimaholo Local Municipality were supported, of which four are organisations for the mentally and physically disabled. 266 Children benefitted from Sasol contribution.



Sasol for Good COVID-19 support

- The 'Million Gifts for Life programme' partnership between Sasol, the Golden Triangle Chamber of Commerce, local farmers and businesses to support the Vaal Triangle community with food and masks during the COVID-19 pandemic, has now been extended to position for sustainable impact. Tsogo Sun, Rotary Foundation and Avis have come on board. Projects addressing food security and job creation will be prioritised going forward.
- Sanitiser distribution to frontline structures, schools and ECDs is continuing.

CASE
STUDY

Building better capacity for Non-Profit Organisations (NPOs), institutions in Mpumalanga

Over the years, Sasol has engaged its implementation partner, the Siyakhula Trust, with capacity building initiatives for institutions in Mpumalanga, South Africa.

As part of this programme, the focus has been on building up the capacity of NPOs, strengthening governance, facilitating growth and creating sustainability for beneficiaries spread across the Govan Mbeki Local Municipality (including Evander, Trichardt, Bethal, Charl Cilliers, Leandra, eMbalenhle and Secunda). These initiatives have further extended to the Lekwa Local Municipality. NPOs play a great role in South Africa when it comes to improving the lives of communities. However, with the increasing unemployment rate, escalating demoralisation, high crime, substance abuse and limited economic opportunities; NPOs are increasingly facing challenges of restrained growth and even the risk of closing. This has been further exacerbated by the COVID-19 pandemic.

The root cause of this is largely a lack of capacity, infrastructure as well as operational and capital funding. It is against this backdrop that the Institution Capacity Building programme was born. The initiative targets NPOs who focus on ECD, youth support, old age homes, orphanages and other socio-health based organisations.

The programme includes the following interventions:

- Organisational audits;
- Accredited board training;
- Other relevant training interventions;
- Reviewing NPO constitutions;
- Ensuring compliance with the Non-profit Organisation Act, 71 of 1997;
- Assisting NPOs to secure SARS exemptions for public benefit organisation (PBO) status;
- Offering mentorship and organisational development support to the NPOs; and
- Offering accredited certificates.

The ongoing COVID-19 pandemic has presented challenges for this project since the imposed regulations restricted movement and limited activities that could be done in groups. However, electronic platforms have been used to continue supporting training interventions.

Sasol supports Gender Based Violence and Femicide fund (GBVF)

Gender Based Violence and Femicide (GBVF) is a serious and complex issue requiring urgent action. The President of South Africa and the International Women's Forum South Africa leadership met in January 2021 and agreed to establish a GBVF Fund to support initiatives which will go towards the prevention of GBVF.

Following the session President Ramaphosa requested the private sector to support the implementation of the National Strategic Plan linked GBVF Fund. Sasol heeded to call and additional to existing programmes, contributed R1m to the GBVF Fund.





Community COVID-19 response

Our COVID-19 response is focused on **supporting a healthy and safe environment** not only for our employees living in and around our operations but also their families and our communities in collaboration with local health authorities across our host countries.



Health has become a key area of concern globally as our collective health systems continue to struggle under the burden brought about by the COVID-19 pandemic.

Sasol has demonstrated, through our initial COVID-19 social response initiatives, that various company products, assets and human resources are key to supporting national and local strategies in combatting pandemics and associated social challenges.

Our social response has been consistent in ensuring the safety and education of our communities by supporting several interventions, in partnership with government, civil society, community members, private sector and other stakeholders. The initiatives included:

Vaccination in South Africa

We continue to support the Department of Health with measures to combat the spread of COVID-19 as well as the roll-out of its vaccination strategy in our fenceline communities. Support is provided through the donation of mobile clinics, improvement of hospital cold storage facilities and the provision of vaccine carriers, with temperature loggers, to ensure the safe transportation of vaccines.

Sanitiser distribution

About 1,5 million litres of sanitiser has been supplied to fenceline communities from March 2020 to June 2021 in South Africa and Mozambique.

Over 600 000 litres of this was supplied from March to June 2020.

We responded to both the second and third waves of COVID-19 and resumed production of our unique blend of sanitiser in February 2021 for distribution in both South Africa and Mozambique.

Our partners Stellartrans, Reeftankers, Imperial Logistics and Supergroup supported the transportation of sanitiser to Kinross (Secunda) and Zamdela (Sasolburg).

SMME support

We continued our support to KSM Chemical Solutions (KSM), a Sasol-developed SMME, which resulted in production of about a million litres of hand sanitiser by KSM since the beginning of COVID-19. This significantly contributed to the sustainability of KSM in a time when small businesses were negatively impacted by the pandemic.

Expansion of support to wider SMMEs by communicating through webinars on relevant subjects to enable their growth and sustainability. We also introduced the Linkage digital platform, which aims to simplify connections between Sasol and SMMEs.

Community education

We supported Grade 12 learners to prepare for their matric examinations. In addition, we also distributed COVID-19 educational and awareness communication in our fenceline communities through schools, flyers, billboards, NGOs and other organisations.



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03 | DELIVERY ACROSS OUR BUSINESS UNITS



Energy operations in South Africa

Our response and alignment to priority issues

Sasol is headquartered in Johannesburg, South Africa with one of our main operating complexes located in Sasolburg, Free State and Secunda, Mpumalanga.

South Africa has a mixed economy – arguably the second largest in Africa after Nigeria. The World Bank classifies South Africa as an upper middle-income economy and a newly industrialised country with abundant supply of natural resources; well-developed financial, legal, communications, energy, and transport sectors.



Unemployment, poverty, and inequality remain a challenge; with a population of over 59 million and 11 official languages.

	 EDUCATION	 SKILLS DEVELOPMENT	 COMMUNITY DEVELOPMENT	 SMALL BUSINESS DEVELOPMENT	 ENVIRONMENT	 SASOL FOR GOOD	 TOTAL FY21 SPEND
SECUNDA	R22,5 million	R2,1 million	R25,8 million	-	R4,5 million	R55,2 million	R55,2 million
SASOLBURG	R10,3 million	R5,9 million	R22,7 million	-	R1,6 million	R40,7 million	R40,7 million

What we delivered: Sasolburg and Ekandustria Operations

The birthplace of Sasol 71 years ago, in the grasslands just south of the Vaal River, the town of Sasolburg emerged from the birth of Sasol. This is part of the Metsimaholo Local Municipality which includes areas such as Deneysville, Metsimaholo, Oranjeville, Refengkgotso, Sasolburg, Vaalpark and Zamdela.

The Free State, and the Metsimaholo communities face multiple social and development challenges. However, we believe there are opportunities for growth that require expertise and long-term partnerships. Sasol invests in creating shared value for the people of the Free State by supporting strategic economic drivers, skills and capacity development and by involving our communities and employees in value creation.



Education: Promoting STEM in schools

With the disturbance of the school curriculum due to numerous COVID-19 lockdowns, Sasol put in place a Post COVID-19 recovery plan. This involved E-learning and Infrastructure Support, Teacher Development programme, learner support -STEM, career counselling and wellness support.

Schools were surveyed to assess the readiness to teach and learn remotely online. Learning management and assessment systems were done at Boitjorisong Resource Centre to enable access to five free online courses for youth and post school students. The centre provided virtual learning, E-learning and online platforms for easy information and content access.

300 Grade 12 learners were provided with STEM and language support through blended learning. A total of 100 Grade 10-12 learners were reached through mobile and virtual science lab and 30 virtual career planning sessions were conducted in the year.

50 teachers were trained for STEM content and curriculum understanding, and a further 50 on 4IR relevance and application. The quest for E-learning will continue in the new year.

Access to tertiary education

20 students from the Fezile Dabi District Metsimaholo local municipality were enrolled at tertiary education institutions, while four students completed their studies.



Skills Development:

Sasolburg Operations has supported local youth to qualify as artisans in various disciplines such as mechanical fitters, welders, riggers, plumbers, motor mechanics, electricians and instrumentation technicians. By the end of FY21, 94 artisan candidates have been placed for work integrated learning (WIL) at local businesses and government institutions. Participating local businesses are ACTOM, AEM Electrical, Vicro Bulk and Conco Engineering, ID Electrical Engineering, Kent Electrical, Serviette, Metsimaholo Local Municipality, Department of Health and Sasol. Over 210 youth have been placed in artisan skills programmes since 2013.

Sasol has also partnered with GTCOC to assist graduates and school leavers to prepare for access into the job market. Youth from various disciplines are given an opportunity to complete their internships. In the year 2021, 10 candidates were placed with local businesses.

After completion of the required internship period, the young people will be able to register with their respective professional bodies. Through this project, a local young entrepreneur was the successful candidate in receiving a full Unisa scholarship (Business Studies) from Education Africa.





CASE STUDY

Education support reaps exceptional matric results

For many years, Sasol's Sasolburg and Ekandustria Operations have been committed to supporting sustainable learning and teaching in schools, from ECD to Grade 12. This investment came to fruition in 2020 despite all the challenges learners had to face in the wake of the COVID-19 pandemic. Both the Sasol-supported Gauteng North and Fezile Dabi education districts around the Sasolburg and Ekandustria Operations achieved exceptional matric results.

With an 87% pass rate, the Gauteng North Education District was ranked third nationally, while the Fezile Dabi Education District was the top performer in the Free State, obtaining an 86,5% pass rate that placed them sixth nationally. The Free State was once again the top-performing province in South Africa, obtaining an 85,1% pass rate compared to the national pass rate of 76,2%.

In the Gauteng North Education District, Sasol supports education in the Ekangala area in particular. The Sasol High Flier programme presents additional classes for Grade 12 learners in mathematics, physical science, life sciences and accounting. In 2020, 172 Grade 12 learners from eight secondary schools participated. The classes were presented on Saturdays and Sundays as well as during school holidays. 62 distinctions were obtained across all presented subjects with the highest individual mark – 99% – achieved in accounting.

Similar support has been rendered in the Fezile Dabi Education District where learners were supported via various virtual learning platforms in 2020.

The Sasol education assistance is facilitated through two implementation partners, the Boitjhorisong Resource Centre in Sasolburg and the Osizweni Science Centre situated in Secunda. Both centres work closely with the Fezile Dabi and Gauteng North education districts respectively, rendering various support services to the departments, teachers and learners from ECD to Grade 12.





Community Development: Infrastructure Development

The **Oranjeville Clinic** was built in 1997 and is situated in the town of Oranjeville. It serves over 5 000 inhabitants from the Oranjeville town and over 6 000 from the Metsimaholo township. On average 1 300 patients visit the clinic monthly. Some infrastructural upgrades were done in FY21 though minimal, this included upgrade of plumbing, electrical and mechanical infrastructure, internal finishes (vinyl, walls, doors, joinery etc.), terrain, new waiting area, and the extension of ambulance drop-off point. More upgrades are continuing in FY22. The safety of patients will be enhanced with a dedicated waiting area. Patient care will be further improved with adequate, state-of-the-art medical equipment that has been procured, and natural ventilation will be improved to minimise the risk of cross infections.

Sustainability of community infrastructure - The Sasol Ikusasa Community Development programme, launched in 2013, has made a huge impact in the community including upgrading community assets such as the DP De Villiers Stadium, Penny Heyns swimming pool, Flavius Mareka sports grounds and the Etienne Rousseau Theatre (Four of the "Big 5"). To ensure the long-term sustainability of our community facilities, an annual infrastructure maintenance and emergency repair continued to support the maintenance of these entities.

With Sasol's recent takeover of Abrahamsrust from Metsimaholo Local Municipality after the expiring of the lease contract, it was discovered that the facility is not safe for patrons to use. Critical remedial maintenance and grass cutting needed to be done before it could be made available to another operator. Grass cutting was funded from the Ikusasa budget.

Roads in Sasolburg and Zamdela required critical peripheral road maintenance. In FY21 maintenance of speed calming zones and traffic lights were prioritised in Local Metsimaholo Municipality.

Water Infrastructure

The Metsimaholo Local Municipality water project's progressed well in the year 2021 through the Aquatrip installation in 28 township schools in Metsimaholo. Meter installations were done on main lines and ablution facilities. The monitoring systems were also installed to assess water losses. This will further help to achieve municipal water loss targets.

Water loss monitoring is also being done through the retrofitting of homes in Zamdela. In Zamdela local plumbers and water warriors were contracted to repair basic water leaks including piping, taps and cisterns.

Community parks and recreation

The Sasol partnership with Rand Water selected 13 community parks in Zamdela, Sasolburg and Vaalpark to work with. Although community structures do basic maintenance such as grass cutting and minor repairs, it became necessary to address basic safety and functionality challenges at the parks. Unfortunately, during lockdown, frustrated patrons damaged fences and locks to access the park. Some equipment were also damaged. Sasol has continued to maintain and repair the parks to address basic safety and functionality issues at the 13 community parks.

The park in Iraq (Zamdela) was a commitment made to the community by Sasol following air quality offsets negotiations. Fencing of the identified area was done with access control, and the establishment of recreational amenities. The sports amenities included a multi-purpose sports court for football, basketball, netball and volleyball, playground equipment, and obstacle course, paved path ways, and picnic spots with benches.



Community Environment: Waste management

Through the provision of Domestic Waste Management (Skips), effective waste management by waste chaperones were put in Amelia and Iraq. The skips were also placed at schools to support waste disposal. Waste chaperones were re-deployed during level-3 lockdown. The role of the chaperones is to manage skips and data capture data of waste collected. The data collected in skips is used to calculate the impact of the removal of waste which would previously been burned.

The envisaged impact of this project is sustainability of livelihoods, food security, and creating a "self help" society.

In partnership with the Metsimaholo Local Municipality and South African Police Service (SAPS), Sasol upgraded the existing CCTV network and installed additional systems at the Harry Gwala intersection in Zamdela as well as the Heilbron /Vereeniging/ Koppies crossing. Live-view cameras further enhance security at crime hotspots in the community. These sites have been linked to current monitoring systems in Zamdela and Sasolburg.

Community food gardens

This is a new project the was incepted during the year 2021. This project integrates with the waste management project to ensure sustainability of the rehabilitated waste sites. These food gardens will be established on nine rehabilitated illegal dumping sites in Zamdela as well as six sites donated to Zamdela senior citizen organisation by the Metsimaholo Local Municipality.



Community health:

In partnership with St John Ambulance Services, Department of Health and Baragwanath Hospital Eye Clinic. Sasol started eye screening, testing, and the provision of prescription glasses to senior citizens and people living with disabilities. The initial target was 676 patients for eye testing. By the end of FY21, 30 patients had tested. The project is continuing.

Sasol continued with its support for the Substance Abuse Support programme. This programme relies on funding for community members not on medical aid to access alcohol and drug support programmes. Sasol's support will specifically contribute towards the treatment of substance abuse and gender based violence.



Sasol For Good: Mandela Day

Sasol partnered with the GTCOC through the "Million Gifts for Life" programme. Mandela Day was celebrated by distributing 3 000 Spur burgers to vulnerable and senior citizens in the Vaal Triangle.

COVID-19 support:

The 'Million Gifts for Life Programme' partnership between Sasol, the GTCOC, local farmers and businesses to support the Vaal Triangle community with food and masks during the COVID-19 pandemic, has now been extended to position for sustainable impact. Tsogo Sun, Rotary Foundation and Avis have come on board. Projects addressing food security and job creation will be prioritized going forward.

95 ECDs in Sasolburg, Zamdela, Oranjeville and Deneysville were gifted with starter packs to improve their state of readiness in welcoming children back to school after the extended lockdown.



7,64 tons (451 496meals) of food was donated vulnerable communities in the Vaal Triangle:

3 980kg dry vitamin enriched soya/vegetable mix, 1 200kg potatoes, 1 200kg rice and 1 200kg samp



Protective products:

2 900 liters of liquid soap, 2 050 liters of hand sanitiser, 547 sanitiser dispensers and 380 liquid soap dispensers



COVID-19 protective products:

190 funnels and 632 cloth masks for 316 practitioners

World Aids Day:

Recognised around the world as a key opportunity to increase awareness, fight against prejudice, commemorate the lives lost to the disease and celebrate increased access to services and treatment. The South African theme for the 2020 World AIDS Day was: "We're in this together, Cheka Impilo!". Supporting the South African Cheka Impilo National Wellness Campaign, this theme challenged individuals to make responsible health choices.

Sasolburg Operations (SO) created awareness using internal communication to employees on 1 December 2020 as activities that involved human interactions were avoided. The call required individuals, communities, business, government and private sectors to come together to act. Employee Assistance Programme (EAP) was also shared with employees for support and assistance.



Secunda Regional Operation and Asset Services (ROAS)

Secunda hosts one of the world's largest synthetic fuels and chemicals facilities. Govan Mbeki Local Municipality is a South African Local Municipality situated in the Gert Sibande District Municipality of Mpumalanga. Secunda is the seat of the municipality.

According to the census of 2011, the area has a population of about 294 538. The predominant languages spoken are Zulu, Afrikaans, Southern Ndebele and Sotho.

Sasol's Secunda Regional Operations hub in Mpumalanga remains one of the company's flagship operations. We collaborate with government, business and social partners on a range of initiatives that enable municipal infrastructure delivery and maintenance, education and health, as well as developing local entrepreneurs. The IDP is a joint initiative with local government that brings together key stakeholders to engage and prioritise areas of need.



Education: STEM Education support Take a Girl Child to Work

This initiative has been in existence since 2013 and it quickly became a national call to action. Sasol heeded the call and became a forerunner regarding this initiative year after year. The company has continued to host this event and make a meaningful contribution towards shaping the career choices and future aspirations of girls. The aim of the Take a Girl Child to Work programme is to empower and uplift our youth and persons with disabilities by giving the learners exposure to the work environment, focusing specifically on those learners who are studying STEM related subjects suited to our industries (Mining and Energy). This year, Sasol and the Department of Mineral Resource and Energy (DMRE) collaborated on this initiative. 20 girl children were a part of our initiative, and two learning institutions - GS TVET and KiriyaSwana Secondary School hosted the event.

Supporting E-learning

Has been at forefront of Sasol's education activities in the past year. E-learning Programme is in progress in Lekwa, and Dipaleseng and to be expanded to Badplaas. The intervention supports learners from Grade 8 - 12 and Grade 11 and 12 receiving live feeds. It further supports educators with curriculum content and training. 23 schools in three municipalities are part of this initiative.

Expansion of E-learning to GMM schools will be done in 2022. In preparation of the E-learning programme expansion, the completion of installation of smartboard technology took place in the five pilot schools, namely KiriyaSwana, Thomas Nhlabathi, Osizweni, Chief Ampie, and AD Nkosi Secondary.



Skills Development: Emerging young farmers

Young emerging farmers from the Gert Sibande District Municipality completed training on farm business management, vegetable production, animal production and poultry production. This programme is in partnership with Department of Agriculture, Rural Development, Land and Environmental Affairs (DARDLEA) and African Farmers of South Africa - Mpumalanga (AFASA). Participants were from all seven municipalities in Gert Sibande District.

Institutional capacity building programme

NPOs in Govan Mbeki Municipality completed the 12-month Institutional Capacity Building programme. The programme is in partnership with the Department of Education and the Department of Social Development. 10 ECD-focused NPOs, and 30 participants were part of this initiative

Youth development centres

We established 10 Youth Development Centres at Nkomazi Municipality (Ehlanzeni District Municipality) and Emalahleni Municipality (Nkangala District Municipality). The handover of the centres is planned for later in 2021.





Community Development Infrastructure development

Water project - To deliver to our commitment made to our stakeholders, two sewer pump-stations in Kinross have been completed and technically handed over to local government in FY21. We further embarked on a project to eradicate sewer blockage, spillage and overflow within Leandra community. Sasol committed to replace the collapsed 1.8 km rising main pipe of 250mm by a bigger size of 350mm polyvinyl chloride pipe. By the end of FY21 the project's progress is at 25%.

Multi-purpose centre - In line with the Mining Charter and Social Labour Plans and in support of community development, Vredefort multi-purpose centre was handed over to the community in December 2020.

Electricity project - For the successful upgrade of electricity in eMbalenhle, Sasol has provided switchgear panels also for installation at ring substation 4, which was identified as a priority substation. Furthermore, emergency work was conducted to prepare for the installation of Goven Mbeki Municipality mobile transformer to address the electricity issues in the community.

Road maintenance - Pothole patching was undertaken in Goven Mbeki Municipality towns. As per Sasol's policy to empower small businesses, this work was given to local SMME to do pothole patching. The cost of this project was about R2,5 million.



Community Environment: Enviro-Waste Programme

In collaboration with SA Health and Mpumalanga Provincial Government, Sasol has implemented a waste management programme that includes rehabilitating the land, educating the community about waste management – especially the recycling of waste and creating communal food gardens.

Environmental awareness and education drive is continuing in eMbalenhle, this campaign is aimed at getting community involvement in finding solutions and to take full responsibility of their own environment;

130 Job opportunities were created, 1 036 learners educated, and five NPO/NGOs in eMbalenhle underwent waste recycling education and awareness programmes.

The initiative has resulted in more than **100 000 tons of waste recycled by the community**. Through this project more than 16 illegal dumping sites have been converted into sustainable community food gardens. **40 households in the community were selected to benefit from household food gardens**. These households were trained and mentored to start their own sustainable food gardens.



Community Health:

The Govan Mbeki Municipality Orphans and Vulnerable Children (OVC) project was launched in FY21. The newly launch chapter of the programme is an extension from Dipaleseng Municipality where it was originally launched three years ago. The programme is in collaboration with the Department of Social Development, Home Affairs and South African Social Security Agency offices, Secunda Clinic and SAPS Secunda. The OVC programme is benefitting 43 homes and 125 beneficiaries. 1 250 Children from ECD centres received educational support and nutrition. 133 Children (3-6 years), received hearing and vision tests and basic health care in November 2020. Ten community healthcare workers were deployed to work in eMbalenhle.

Youth Drug prevention and morale regeneration programme

This project is ongoing, and its aim is to address drug related societal issues in the Govan Mbeki and Dipaleseng Municipalities. The project experienced a decline in schools due to COVID-19 restrictions and regulations. To ensure future sustainability, the programme was supplemented by the aftercare support group initiative implemented by the local NGO that ensured its continuation. The NGO's continued to meeting people who want a sober life, assisted them with learning skills to conquer cravings, gave support during difficult emotional times, and helped in the overall reduction in the use of drugs and alcohol.

COVID -19 Support

In Dipaleseng and Govan Mbeki Municipalities, ECD centres were supported with hand washing stations, soap and sanitisers, post COVID-19 lockdown. Training was offered to ECD practitioners on effective hand washing and maintaining good personal hygiene.

Furthermore, approximately 57 925 liters of sanitiser were distributed to stakeholders in Mpumalanga and KwaZulu-Natal. Priority was however given to the Department of Education, Municipalities and Disaster Management Centres.





CASE STUDY

Sasol helps Mpumalanga communities with Orphans and Vulnerable Children, ECD programmes

Sasol has implemented Early Childhood Development (ECD) and Orphaned and Vulnerable Children (OVC) programmes in the Dipaleseng and Govan Mbeki Municipalities in Mpumalanga.

The OVC programme targets providing nutrition, a safe and warm environment, as well as medical support to vulnerable children. This support includes regular check-ups, growth monitoring, hearing and eyesight assessments, and even psychosocial help.

At its heart, the goal is to improve the health and nutrition for OVCs, their caregivers and the communities in which they live, while providing these children with appropriate play and stimulation as well.

Meanwhile, the ECD leg of this programme supports under-resourced centres with infrastructure to accommodate and offer a conducive learning environment for Grade R learners. The ECD programme further seeks to improve the overall day-care facilities and educational resources in order to stimulate their physical, cognitive, and early learning development.

Topsy assists Secunda

In addition, on 9 November 2020 our implementing partner, Topsy Foundation, embarked on a recruitment drive and appointed community care workers in Secunda, Mpumalanga. They did a door-to-door campaign in various parts of Secunda and, to date, have recruited over 162 families who will plant and care for food gardens. The families have received seeds, garden nets and soil fertilisers.

Mrs Thoko Mbobo, a single parent to five children (two of whom are orphaned), was one of the recipients. Mbobo and her family now live in two shacks after their house caught fire in 2017. They lost all their possessions and their lives were negatively impacted. Thoko says she got through the trauma by gardening;

“Until this very day, I give myself closure by gardening, I use gardening to ease my stress. My family and I are supported by the food from this garden,” says Mbobo.



CASE STUDY

Sasol's support through Osizweni Education Science Centre

Sasol views education as an enabler to improving the lives of those in the communities around our operations. For the past twenty-six years the Osizweni Science Centre has been Sasol's Mathematics and Science flagship project supporting teachers and learners, from historically disadvantaged communities across the Gert Sibande district, by providing structured and managed support in Science, Technology, Engineering and Mathematics (STEM) education. The intention of the centre is to enable top performance in these subjects and currently it supports schools in the Govan Mbeki, Dipaliseng, Chief Albert Luthuli and Lekwa Municipal areas. Below are some of the programmes offered through the centre:

Mobile Science Laboratory

Through the mobile science laboratories Sasol exposes Grades 10 – 12 Physical Science learners to prescribed practical work which underpins conceptual knowledge in Physics and Chemistry. Annually, an average of 10 000 learners across these grades are reached through hands on science practical sessions in the Standerton sub-district.

STEM Teacher Support

This activity seeks to address the acute shortage of well qualified Mathematics and Physical Science teachers in the 26 beneficiary schools of the Standerton sub-district. **To date, the following graduates (109) were supported through Academic and Professional qualifications:**



STEM Learner Support

Through the STEM Learner Support programme, Sasol through the Osizweni Science Centre, seeks to create a pool of potential academic, technical and vocational training graduates from which the local and national industry can source. In this approach, we contribute meaningfully to the local economic development through appropriate educational means.

Since 2014 we have supported 188 graduates:



Grade 12 Learner Performance

The support of the centre contributed positively towards the sub-district's performance (in 26 secondary schools) to achieve a pass percentage of more than 80% for the first time in 2019. The sub-district achieved an 81.2 pass percentage.

- The Grade 12 results in the Dipaleseng circuit shifted from 68.6 to 86.9% making the circuit the best performing and most improved circuit in the district and province respectively.
- One of the most impoverished circuits in the subdistrict, Lekwa East circuit, achieved a pass percentage of 89.8 in 2020 from 72.9% in 2019.
- The Osizweni supported schools have consistently represented the sub-district at National; Provincial; District and the Sasol Grade 12 Merit awards annually.

A studio with an interactive online teaching-learning platform has now been established to service schools and plans to start with the pilot phase is set to start in June 2021.

Early Childhood Development

Osizweni further runs an ECD centre which supports 37 other ECD centres in GMM. The centre has educational toys available and prides itself with the following:

- The centre impacts on average 1200 learners annually who visit on a quarterly basis
- Four practitioner workshops are conducted per annum as well as four parents workshops where learning difficulties are addressed
- 18 practitioners were supported with their Level 4 qualifications and have recently graduated with Masakhane ECD Training.

Energy Business in South Africa

Although Sasol invests primarily in fenceline communities surrounding its operations, we understand our role as a corporate citizen and neighbour in communities along our gas pipeline and retail businesses.

Value creation in these communities takes place primarily through our Satellite Operations where



Skills Development:

Sasol partnered with The Living Link to sponsor twelve students with intellectual disability to participate in an Adult Integration and Workplace Readiness programme. The Living Link is a non-profit organisation, accredited with Services SETA and caters for the disabled community regardless of race, gender and religious background. On completion, the students are placed into an open labour market employment programme. Six students have been placed with a local Pick 'n Pay supermarket.

a gas pipeline extends from Pande in Mozambique to Durban in KwaZulu-Natal, South Africa. In addition, our Chemicals Business further contributes to communities with a specific focus on farmer development and plastic waste management initiatives in schools and communities.

Our Energy Business has an extensive retail footprint through our Sasol Delight service stations. Investments are guided by the Sasol Friendly Neighbour philosophy supported by franchises. Education is prioritised, with an emphasis on infrastructure support.

The Living Link

Providing access to work skills for those with intellectual disability challenges.

The Living Link is a non-profit organisation, accredited with Services SETA and caters for the disabled community regardless of race, gender and religious background.

Students at The Living Link complete a one-year life skills and work readiness programme which incorporates a cleaning and hygiene learnership. The programme focuses on the following areas; employment orientation, personal empowerment, lifestyle management and basic budgeting and financial skills. Job sampling placements during the training year allow students the opportunity to experience different types of jobs and prepares them for the realities of work.

Upon completion of the programme, The Living Link places graduates into an open labour market employment by implementing the Supported Employment Model. Adults with disabilities are placed in ordinary working environments, doing regular work where salaries and benefits are real and reflect work performance. The students are provided with placement support and ongoing job Coaching and training to both employer and employee.

To date, six of the students are employed and Pick n Pay supermarkets, one is an entrepreneur focusing on gardening and maintenance services, while others are still pursuing opportunities.



CASE STUDY



CASE STUDY

Community Development: Your Friendly Neighbour Programme

The role of Social Investment within the Energy Business has over the years proved to be a strategic and important business. One of these drivers is the Friendly Neighbour programme where Sasol investment partners with Franchisees to drive socio-economic development activities withing the franchisees' immediate communities.

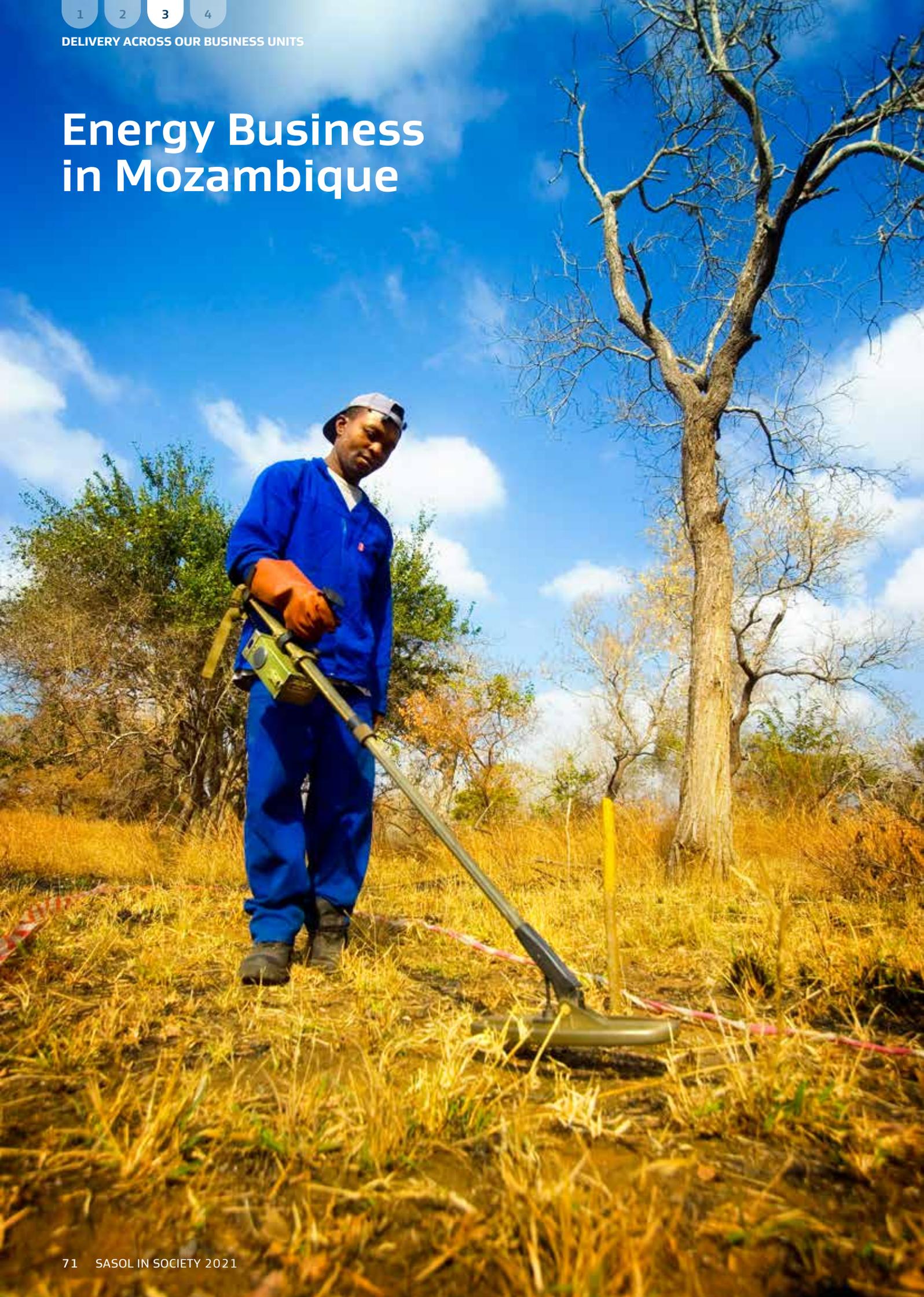
One such partnership was with one of our franchisees, Safwaan Moosa, who own Sasol Circle Centre (SCC) in Laudium, West Pretoria. Safwaan has been working very closely with the social investment team within the Energy Business supporting communities near Laudium. When he heard of the gym equipment that was available for donations following the relocation of the Sasol Randburg office to Sasol Place, Safwaan immediately recommended Itireleng community as a beneficiary as the community is very close to the hearts of the Laudium community. Itireleng is located within Laudium which is 9km from SCC.

Sasol heeded the call and refurbished the gym equipment which was donated to Itireleng Community Gym. The community had over 5 000 members and since the donation, over 150 people have used the equipment to improve their health and fitness levels during the outbreak of COVID-19.

Sasol and its Retail Convenience Centres is customer centric and integral to the communities that it serves, not only in products and services, but also in delivering social impact initiatives that contribute to the upliftment of the communities that it serves. This is the business relationship Sasol encourages with the community through the Franchisees' Friendly Neighbour programme.



Energy Business in Mozambique





Our response and alignment to priority issues

Since Sasol pioneered the monetisation of the Pande and Temane gas fields, which had been stranded for over 30 years. Mozambique has been the heart of the company's oil and gas strategy. The head office of Sasol in Mozambique is in Maputo.

Mozambique is located in southeast Africa and bordered by the Indian Ocean to the east. The capital and largest city is Maputo (known as Lorenzo Marques from 1876 to 1976).

The country is endowed with rich and extensive natural resources. Its economy is based largely on agriculture, but industry is growing, mainly food and beverages, chemical manufacturing, and aluminium and petroleum production. The only official language is Portuguese, spoken mostly as a second language by about half the population, while indigenous languages include Makhuwa, Sena, and Swahili. Mozambique has a population of approximately 30 million according to the World Bank.



Education:

Through our bursary programme, 10 students at UTP in Malaysia have been through a successful semester and will graduate in 2021. Four out of six students that are in South Africa have graduated. The only one student who was in the United Kingdom University has completed her Masters Degree and is back in Mozambique. So far 25 students have graduated through this programme. The programme will enter FY22 with 12 bursars, all due to complete their studies by the end of December 2021. Discussions are underway for selection of new bursars.



Skills Development:

Get Energy Ready - Sasol-supported 'Get Energy Field Ready' training programme which exposes youth to the oil and gas industry. The programme enrolled its third cohort. In FY21, 18 candidates in the third cohort completed the programme. Cohort 1 and 2 had a total of 35 candidates of which 73% have accessed employment after the programme.

Vocational training - At the Inhasooro training centre, the vocational training component completed two training sessions with Inhasooro Training Centre Graduates. Students are graduates from technical courses (mechanical and industrial electricity), and are being trained in life skills modules to equip them for the workplace. The training sessions are conducted in partnership with IFPELAC, a government skills development college.





Community Development Infrastructure development

Community Market - The construction of the community market in Colonga Community, Govuro is almost complete. By close of FY21, the main market building, toilets, the water tower and fence had all been completed. The borehole which is to supply water to the market is currently underway and will be completed in FY22.

Community soccer - The construction of a soccer field for the same communities was well underway by the end of the financial year and due to be completed by the end 2021.

Urban planning - In the Govuro District, the urban planning project progressed well during the year. A total of nine communities were to be surveyed, as part of the project. By the end of FY21, the first phase of the project had been completed, with the nine community maps having been completed and delivered to the Local District. The second phase of the project, will be the actual physical planning, and will take place in FY22.



Community Environment:

Water and sanitation - The Inhassoro Water System projects aims to provide portable water to Inhassoro town (10 000 residents). The project kicked off just before the end of the FY21, and Sasol will be funding the project.

SNV has started the repair of 51 hand pumps and eight water systems in both Inhassoro and Govuro. In Govuro, a total of 14 out of 17 hand pumps have already been repaired and all four systems have already been repaired and are currently functional, while in Inhassoro out of nine hand pipes have already been repaired, all four water systems have been repaired. SNV has also procured two vehicles for each district to support the government operations in water provision.

Access to electricity - through LDA, a partnership with the GIZ will see 13 000 people have access to off-grid electricity, 500 households have access to on-grid electricity and more than 4 000 people will have access to improved stoves.



Sasol for Good: Emergency Relief support (Cyclone Idai)

Through the Employee volunteering program, the Palmeiras Primary school in Govuro District and Chitsecane Primary School in Inhassoro schools was re-constructed after being damaged by cyclone Idai. Desks and chairs were also procured to re-furnish the school.

Emergency Relief support (Cyclone Eloise)

Funds from the the Employee volunteering program were also used in relief support for damages to buildings caused by Cyclone Eloise. Classrooms, teacher offices and latrines at Mananisse Primary school were repaired and furnished with desks. Water hand pump at Matasse Community were re-installed and water committee trained. The Govuro health centre Mortuary facility was rehabilitated and brought back to functional order. The Chemunda and Nhapele health Centre were also completely renovated.

More in Mozambique

To create a positive economic and social impact in surrounding communities, we followed a consultative approach, engaging communities and getting their input for a five-year development programme which will include the use mainly of local suppliers and the local workforce.

Access to water and sanitation

Economic development is the priority number one of the LDAs which Sasol signed with local communities and government. The Access to Water and Sanitation Programme, implemented by SNV (a Netherlands Development NGO) has started the repair of two lots of 51 hand pumps and 8 water systems in both Inhassoro and Govuro. In Govuro, a total of 14 out of 17 hand pumps have already been repaired. All four systems have already been repaired and are currently functional, except small works like painting that are being finalised. While in Inhassoro, out of 34 hand pumps, nine have already been repaired, all four water systems have been repaired, pending final works.

Water and sanitation does not only have social benefits. It also offers entrepreneurial opportunities. During the first phase of water services provision, nine local companies (six construction and three supervision) have been awarded contracts. This has also created more than 100 employment opportunities for local people in year one.



Standalone projects – Govuro urban planning

The Standalone Projects are the priority number three of the LDAs. A total of 13 projects will be completed until end of 2024: being 11 in Govuro and two in Inhassoro District. In Govuro, projects include land planning for nine communities, community meeting offices for all nine communities and a district hospital. The Govuro Urban planning project intends to urbanise the nine communities of Pande Locality. Nine community maps have been produced and handed over to the district authorities.

Like water and sanitation, these projects will become the centre of business opportunities for local economy. So far the initiative has engaged two companies at the design stage, however the development will engage more than 10 companies creating opportunities until 2025.

Access to Economic Development Access to Electricity

Economic development is priority number two of the LDAs. Sasol entered into a partnership with GIZ (German Development NGO) to implement the economic development project which includes access to electricity, skills training, entrepreneurship and income generation projects.

Entrepreneurship: our sub-contractor has finalised the community assessment of potential businesses. Selection criteria have been developed and shared with the communities and the selection of beneficiaries is underway. A total of 500 beneficiaries will be selected, among women and youth.

It is expected that all initiatives by GIZ be transformed in a business laboratory that will create opportunities for youth and women.

The access to electricity component is capable of transforming communities because electricity is not only used for lighting but it brings in many business opportunities for communities.



Small-scale projects

The small-scale projects are the priority number four. Sasol will develop a total of 37 small-scale projects for an equal number of communities until the end of 2024. The Colonga community market and Cachane soccer field are the first projects to be developed. The construction of the community market in Colonga is at the final stage. The main market building, the toilets, the water tower and the fence have all been completed.

At the pilot stage of the small-scale project work, we have engaged one company and created around 20 employment opportunities for local communities. But in the years leading up to 2025, we expect more than 12 companies to benefit from construction contracts for projects with a value of between US\$40 000 and US\$80 000 each.





CASE STUDY

Sasol helps rebuild Mozambican school amid cyclone Idai aftermath

In March 2019, a category 4 cyclone hit the Mozambican city of Beira and its surrounding districts, affecting more than one million people. The city was reduced to dust by almost 90%. Social services were severely impacted while private businesses, homes and government infrastructures were all brought down. Sasol joined hands with the Republic of Mozambique Pipeline Company and Central Termica de Ressano Garcia Gas to immediately contribute to the reduction of the negative effects of this disaster in Sofala and northern Inhambane. Together, a total of US\$650 000 was provided for projects implemented in partnership with Red Cross Mozambique.

After almost two years, the Red Cross has completed the rehabilitation of all infrastructures in both Beira and Inhambane. Three health centres were rehabilitated in Beira and handed over to the government in a formal inauguration attended by local administrators. Recently, the Red Cross also completed the last of the two primary schools that required repair and rehabilitation in northern Inhambane. Chitsecane primary school, with a total of 209 students who were split up into two shifts, studied in very precarious conditions for almost two years as five classrooms and an admin block were destroyed in the storm.

It is a new dawn for both teachers and students. A formal inauguration is being prepared by the school and the community. Celestina Nhiquetwane Munguambe, the school headmaster, expressed her delight at the rehabilitation of the school.

“We are happy to have our school back,” says Munguambe.

“We know more cyclones will come our way but the school has been built stronger now. Not only children have their lives improved but us teachers also. It was hard to teach and study in those difficult conditions. Thank you Sasol for being part of our solution.”





Together, a total of US\$650 000 was provided for projects implemented in partnership with Red Cross Mozambique... **It is a new dawn for both teachers and students.**

Chemicals business in North America



Our response and alignment to priority issues

Sasol's North American headquarters are situated in Houston, Texas, with operational facilities in Texas, Arizona, Pennsylvania and a mega chemicals complex in Lake Charles, Louisiana. Lake Charles is the sixth-largest incorporated city in Louisiana, located on Lake Charles, Prien Lake and the Calcasieu River.

It is considered a regionally significant centre of petrochemicals refining, gaming, tourism, and education, being home to McNeese State University.



Education: Workforce training scholarship programme and readiness courses

Sasol provide scholarships to unemployed and under-employed residents of Southwest Louisiana to aide them in improving their career outcomes, by attending either ABC School or SOWELA school to obtain a certification and/or degree. At total of 319 scholarships awarded over the life of the programme; 72% of graduates are employed. The programme will enter FY22 with 12 bursars, all due to complete their studies by the end of December 2021. Discussions are underway for selection of new bursars.

Partners in education

Through established partnerships, Sasol employees engage area students in programmes that foster mentorship and life skills development. The program also seeks to enhance school-based science, technology, engineering and mathematics (STEM) curriculum.



Skills Development:

Sasol partners with the Louisiana Small Business Development Centre at McNeese State University to host monthly certification workshops and other small business development training for area businesses and entrepreneurs, including workshops that qualify local businesses as minority, woman-owned, small disadvantaged or HUB Zone certified. An amount of about US\$20 000 was spent on this programme in FY21.



Community Environment:

Public-private partnership between the City of Lake Charles and corporate community partners designed to protect and preserve the network of local parks in Lake Charles. Sasol sponsors Tuten and Riverside parks and works with the parks administration to develop robust outdoor classroom programs to educate groups on natural habitats and ecosystems.

The Longleaf Legacy Project is dedicated to the heritage, restoration and sustainability of an endangered the longleaf pine forest. The objective of this initiative is to help restore the longleaf pine habitat in Sam Houston Jones State Park near Sasol's site in Southwest Louisiana. Guided by a prescribed three-year burn plan, we will eliminate encroaching and invasive underbrush to fertilize and restore 71.5 acres of the state park. Continued implementation of these programmes have been impacted by Hurricane Laura, Hurricane Delta and COVID-19.



CASE STUDY

Supporting Louisiana's fenceline communities after the hurricanes

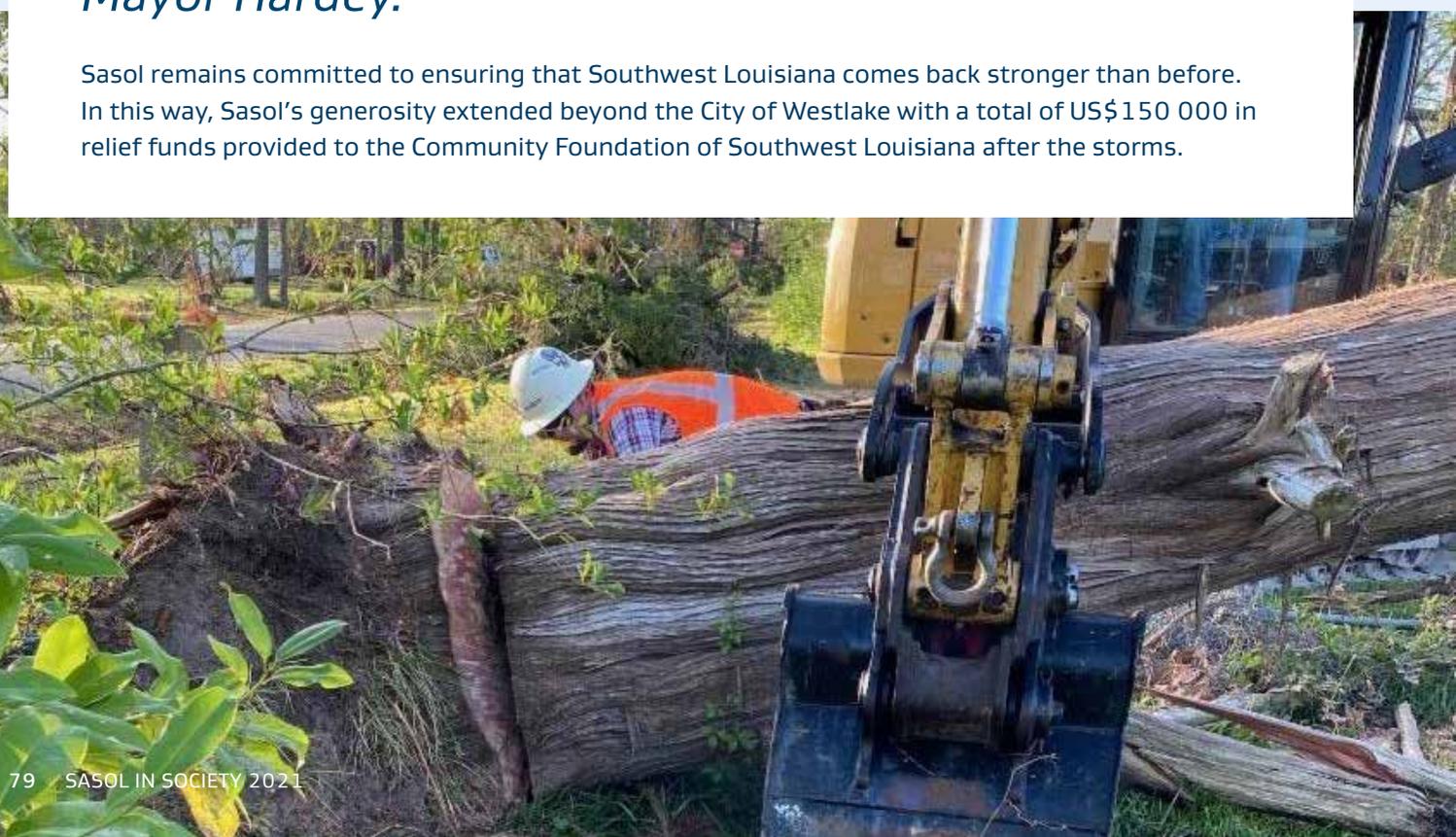
In August 2020, hurricane Laura made history as one of the strongest storms on record to hit the US state of Louisiana. This was followed by hurricane Delta making landfall in October 2020. Despite the natural destruction that these weather phenomena created, the spirit of Southwest Louisiana is built on resiliency, overcoming adversity and continuously evolving. Therefore, Sasol and its employees continue to invest time and resources to help the region recover from the devastating impacts of these hurricanes.

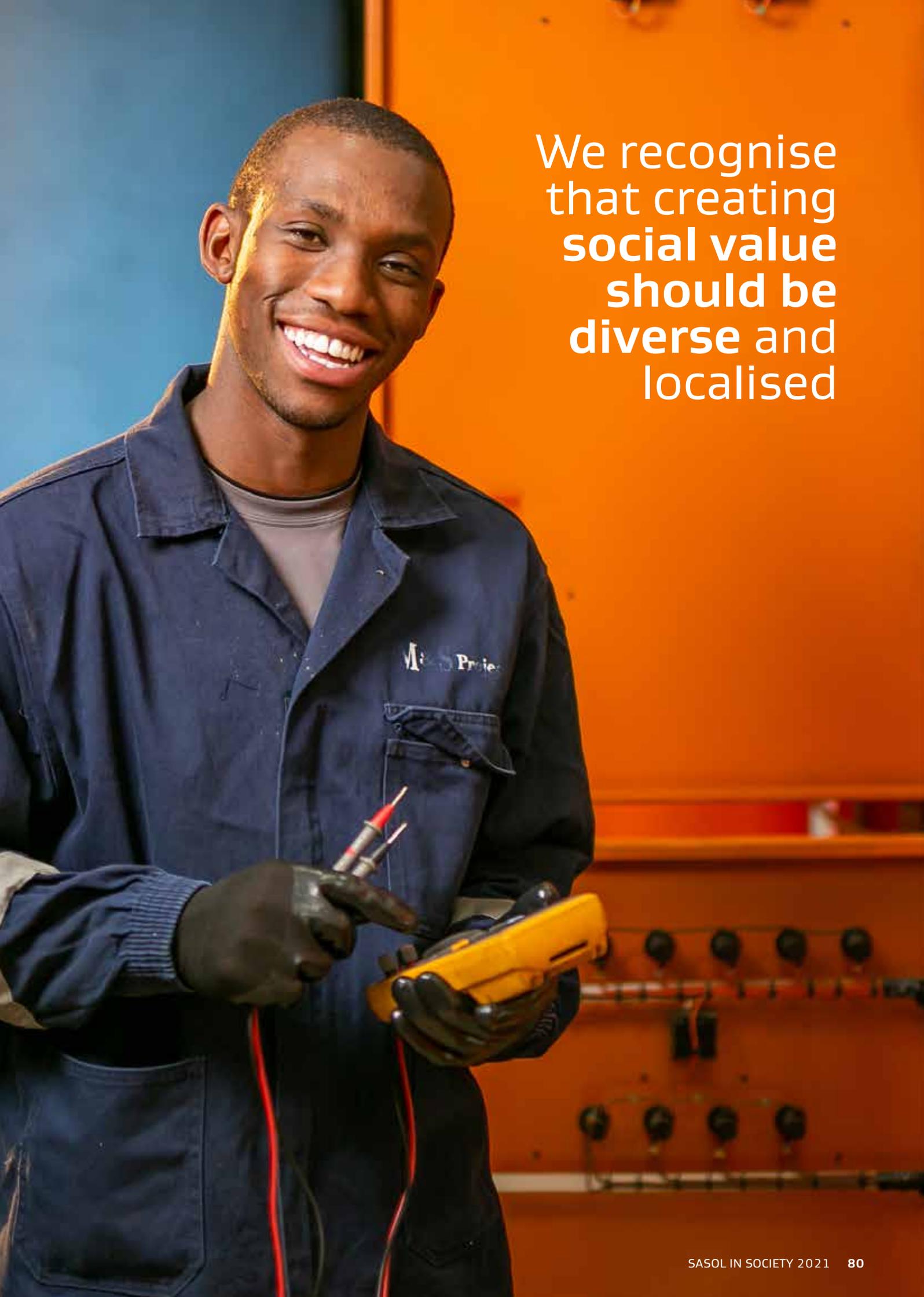
Immediately after hurricane Laura, Sasol donated US\$ 70 000 to the City of Westlake to aid it in its recovery efforts. According to Westlake Mayor Bob Hardey, the city used the funds to purchase supplies for its fire, police and public works departments.

The City of Westlake and the National Guard benefitted from in-kind land use donations from Sasol too. The donations allowed city contractors to use Laydown Yard M to park trucks, equipment and to store debris piles. The National Guard accessed the company's property at 598 Sulphur Avenue for the distribution of ice and other supplies after hurricane Delta.

"As many residents know, debris pick-up is one of the most challenging parts of hurricane recovery. We are extremely grateful to Sasol for allowing the use of their property to aid with this process,"
Mayor Hardey.

Sasol remains committed to ensuring that Southwest Louisiana comes back stronger than before. In this way, Sasol's generosity extended beyond the City of Westlake with a total of US\$150 000 in relief funds provided to the Community Foundation of Southwest Louisiana after the storms.





We recognise
that creating
social value
should be
diverse and
localised

Our social investments align with Sustainable Development Goals

As a signatory to the United Nations Global Compact, Sasol has, through this report, shared its direct and indirect contribution to socio-economic change in our communities, aligned to the 17 SDGs.



1.
No Poverty



2.
Zero Hunger



4.
Quality Education



8.
Decent work and economic growth



3.
Good health and well-being



9.
Industry, innovation and infrastructure



11.
Sustainable cities and communities



10.
Reduced inequalities



12.
Responsible consumption and production



5.
Life on land



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