



# GRI Content Index

Disclosure Number	Disclosure Title	Sasol Response 2019	GRI Indicator Link to SDGs
<b>GRI 102: General</b>			
<b>Organisational Profile</b>			
102-1	Name of the organisation	Sasol Limited	
102-2	Activities, brands, products, and services	An overview of our principal products is provided in the review of our integrated value chain (IR). Additional detail is provided in our Form 20-F (Item 4 Information on the company)	
102-3	Location of headquarters	50 Katherine Street, Sandton, Gauteng, South Africa	
102-4	Location of operations	An overview of the countries where we operate is provided in our global presence (IR). Additional detail is provided in our Form 20-F (list of subsidiaries in Exhibit 8.1)	
102-5	Ownership and legal form	Detail is provided in the Annual Financial Statements (AFS) 2018, and in our Form 20-F (Item 4 Information on the company).	
102-7	Scale of the organization	Detail describing the scale of the organization is disclosed in our global presence (IR), the performance data table on human capital: our people (SR), the financial overview (IR) and the scoreboard of our six capitals (IR).	
102-8	Information on employees and other workers	Our workforce figures are presented in the performance data table human capital: our people (SR), the South Africa gender and ethnic profile in labour (SR), and in the scoreboard of our six capitals (IR). Employee-related social data covers all permanently employed employees. Safety data covers both employees and service providers. Further information is available on request. Changes in employee numbers are covered in the reporting tables. Currently we do not report the detailed gender and other employment information by region due to the fact that the majority of our employees are in South Africa.	SDG 8
102-9	Supply chain	We have more than 7 000 suppliers globally providing a diverse range of goods and services. These include suppliers of feedstock, utilities, logistics, industrial facilities and an array of associated professional and support functions. The supply chain management activities are reviewed in the supply chain section of our SR.	SDG 12
102-10	Significant changes to the organization and its supply chain	All acquisitions and dispositions are reported on in the AFS (liquidity notes) in terms of IFRS - IAS 7. In addition we list acquisitions and dispositions in the directors report in terms of the Companies Act, based on reporting materiality. Any changes to the quantitative reporting parameters are identified in the SR performance data tables and accompanying notes.	
102-11	Precautionary Principle or approach	The principles that underlie the precautionary approach inform our governance framework, which is reviewed in managing group risks strategically (IR) and our leadership and governance (IR). A precautionary approach is particularly important for us in relation to occupational safety and health, and our impacts on the environment. Our activities in implementing these principles are described across our SR, in the environmental performance and social performance sections. In regards our precautionary approach to adapting to climate change, this is reflected in governance and risk management section of our Climate Change Report 2019 (CCR).	SDG 15
102-12	External initiatives	We participate in various international voluntary initiatives relating to sustainable development. These are listed in supporting global initiatives (SR).	SDG 17
102-13	Membership of associations	An overview of key memberships is provided in the response to 102-12 above.	SDG 17

Disclosure Number	Disclosure Title	Sasol Response 2019	GRI Indicator Link to SDGs
<b>GRI 102: General (continued)</b>			
<b>Strategy and Analysis</b>			
102-14	Statement from senior decision-maker	Perspectives from senior decision makers are presented in the chairman's statement (IR), joint presidents and CEOs statement (IR), message from the chairperson of the safety, social and ethics committee (SR), message from the joint presidents and CEOs (SR), and chief sustainability officer's review (SR).	
102-15	Key impacts, risks, and opportunities	Our approach to managing the key impacts, risks and opportunities is identified throughout our suite of reports: IR, SR, AFS (note 39), Form 20-F (Section 3D Risk Factors) and our new Climate Change Report 2019 (CCR). An overview is provided in the report of the safety, social and ethics committee (IR). A review of our key risks and priorities is provided in mega-trends impacting our strategy (IR) and managing group risks strategically (IR). An assessment of the impact of key business trends and Sasol's response to these, provided in our external operating context (IR). As part of Sasol's sustainability framework, we ensure that we holistically manage Environmental, Social and Governance (ESG) risks and opportunities. A summary of our key ESG risks, core sustainability focus areas and SDG priorities is provided in the executive summary to our SR, with more detailed topic-related information under the appropriate sub-headings within performance (SR). Our new Climate Change Report 2019 specifically addresses our climate-related risks and opportunities, outlined in governance and risk management (CCR)	
<b>Ethics and Integrity</b>			
102-16	Values, principles, standards, and norms of behavior	An overview of our Code of Conduct and associated governance measures is provided in ethical behaviour (SR) and human rights (SR). The governance of ethics can be found in our leadership and governance (IR). The code of conduct is available at <a href="http://www.sasol.com">www.sasol.com</a> .	SDG 8
102-17	Mechanisms for advice and concerns about ethics	The Sasol EthicsLine is a confidential and independent whistle-blowing system which allows any person to report suspected transgression of the Code of Conduct. Further details are provided in the section on ethical behaviour (SR), and on our website ( <a href="http://www.sasol.com">www.sasol.com</a> )	SDG 8

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Disclosure Number	Disclosure Title	Sasol Response 2019	GRI Indicator Link to SDGs
<b>GRI 102: General (continued)</b>			
<b>Governance</b>			
102-18	Governance structure	Details on our governing structure, including the various board committees are provided in our leadership and governance (IR) and managing group risks strategically (IR). Detail on how our governance structures work in relation to addressing sustainability and climate change is detailed in chief sustainability officer's review (SR) and governance and risk management within our new Climate Change Report 2019 (CCR).	
102-19	Delegating authority	Sustainability issues are considered by the Nomination and Governance committee and the Safety and Social and Ethics committee, with quarterly submissions made to the Group Executive Committee. Support is provided by the Policy, Sustainability and Stakeholder Relations Committee, a Sub-Committee of the Group Executive Committee (GEC). The Joint Presidents and Chief Executive Officers (Joint CEOs) are accountable to the Board for the successful implementation of the group strategy and the Executive Vice President, Human Resources and Corporate Affairs and the Executive Vice President, Energy Business and Sustainability are responsible for advancing the group-wide sustainability agenda. As of 1 July 2019, the GEC has established a new Group function to lead Sasol's sustainability response. The function's initial mandate is to coordinate the development of Sasol's sustainability approach, with specific emphasis on a Greenhouse Gas (GHG) emission reduction plan. This will include all engineering and business responses and the strengthening of our climate change engagement and reporting efforts. Enterprise risk management has been integrated with the new sustainability function, both being led by a Chief Sustainability and Risk Officer (CSRO) at Senior Vice President (SVP) level. Further detail is provided in managing group risks strategically (IR), our leadership and governance (IR), governance and risk management (CCR), and the Board Charter (available at <a href="http://www.sasol.com">www.sasol.com</a> ).	
102-20	Executive-level responsibility for economic, environmental, and social topics	The Executive Vice President: Human Resources and Corporate Affairs and the Executive Vice President: Energy Business consider sustainability issues and how these inform group strategy and policy. They are members of the group executive committee. With effect from 1 July 2019, a Group Sustainability and Risk Function has been established to coordinate the development of Sasol's sustainability approach. The Function includes specific responsibility for developing the emission reduction roadmap and is led by a designated Chief Sustainability and Risk Officer (CSRO) at Senior Vice President (SVP) level. Detail is provided in managing group risks strategically (IR), our leadership and governance (IR), chief sustainability and risk officer's review (SR) and governance and risk management within our new Climate Change Report (CCR) 2019.	
102-21	Consulting stakeholders on economic, environmental, and social topics	The Policy, Sustainability and Stakeholder Relations Sub-Committee oversees various consultation processes and information is fed back to the board via the Nomination and Governance committee, and Safety, Social and Ethics committee. Further detail on consultation processes is provided in delivering on our stakeholder commitments (IR) and stakeholders (SR).	
102-22	Composition of the highest governance body and its committees	The composition of the highest governance body is reported in our leadership and governance (IR) and our board of director's (IR). We indicate the number of executive and non-executive directors and indicate that the Chairman and CEO are separate. We also confirm evaluation of the independence of the directors and indicate which directors are independent. We use the JSE Listings Requirements, the NYSE listings requirements, King and the Companies Act (specifically with reference to the Audit Committee) to evaluate the independence of directors. We report the date of appointment and tenure of directors, other commitments/positions, gender, HDSA, ompetence and the average age of directors. We report on our prescribed officers in the AFS (Remuneration Report).	

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**GRI 102: General (continued)**

<b>Governance (continued)</b>			
102-23	Chair of the highest governance body	We confirm in our leadership and governance (IR) that our Chair and CEO are separate and that the Chair is independent. We also indicate that we have an independent non-executive director to Chair in a matter should the chair be conflicted.	
102-24	Nominating and selecting the highest governance body	The process for nomination and selection of directors is presented in our leadership and governance (IR). We confirm that, amongst others, diversity, independence, expertise and experience is considered. A skills matrix is also included. Further information on the nomination and selection process can also be found in the Board Charter (available at <a href="http://www.sasol.com">www.sasol.com</a> ).	
102-25	Conflicts of interest	This information is reported in our leadership and governance (IR). All related party disclosures are reported on in the AFS (note 37), as defined by IFRS – IAS 24 and the SEC regulations.	
102-26	Role of highest governance body in setting purpose, values, and strategy	This is covered in the review of our leadership and governance (IR).	
102-27	Collective knowledge of highest governance body	Addressed in our leadership and governance (IR) and governance and risk management (CCR). In 2018, Sasol appointed an independent non-executive Board member to enhance understanding of climate change and sustainability related issues at Board level.	
102-28	Evaluating the highest governance body's performance	Addressed in our leadership and governance (IR) and the chairman's statement (IR).	
102-29	Identifying and managing economic, environmental, and social impacts	The Board remains ultimately responsible for the oversight and management of risk; including economic, environmental and social. Various consultation processes support risk management, and information is fed back to the board via the Nominations and Governance committee, and Safety, Social and Ethics committee. Further detail is provided in managing group risks strategically (IR), our leadership and governance (IR) and governance and risk management (CCR)	
102-30	Effectiveness of risk management processes	This is addressed in managing group risks strategically (IR).	
102-31	Review of economic, environmental, and social topics	Sustainability issues are considered by the Nomination and Governance committee and the Safety, Social and Ethics committee, which meet quarterly and review the risks and opportunities. Further detail is provided in managing group risks strategically (IR) and our leadership and governance (IR).	
102-32	Highest governance body's role in sustainability reporting	The SR is reviewed and signed off by the Combined Assurance and Disclosure Committee, the Safety, Social and Ethics committee and the Audit Committee.	
102-33	Communicating critical concerns	Our group risk assessment process ensures that the board receives information regarding our critical concerns. See managing risk strategically (IR).	

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Disclosure Number	Disclosure Title	Sasol Response 2019	GRI Indicator Link to SDGs
<b>GRI 102: General (continued)</b>			
<b>Governance (continued)</b>			
102-34	Nature and total number of critical concerns	The most material issues are communicated throughout the SR and IR, as are the responses to these issues. More detail can be found in managing group risks strategically (IR), performance (SR) and governance and risk management in our new Climate Change Report (CCR) 2019.	
102-35	Remuneration policies	Addressed in the report of the remuneration committee (IR). Further information can be found in the AFS, which holds the full remuneration report.	SDG 10
102-36	Process for determining remuneration	Addressed in the report of the remuneration committee (IR). Further information can be found in the AFS, which holds the full remuneration report.	SDG 8 SDG 10
102-37	Stakeholders' involvement in remuneration	We use various consultation processes and information is fed back to the board via the Remuneration Committee. Information on our remuneration policies and processes is presented in the report of the remuneration committee (IR).	SDG 17
102-38	Annual total compensation ratio	We do not report publicly on this ratio. The remuneration packages for the company's top executive are reviewed in the AFS (full report of the remuneration committee). Total employee numbers are reported in the performance table human capital: our people (SR).	SDG 10
102-39	Percentage increase in annual total compensation ratio	We do not report publicly on this ratio. The remuneration packages for the company's top executive are reviewed in the comprehensive Report of the Remuneration Committee (AFS). Total employee numbers are reported in the performance table human capital: our people (SR).	SDG 10
<b>Stakeholder Engagement</b>			
102-41	Collective bargaining agreements	Sasol recognises the importance of collective bargaining agreements. More than 60% of our South African workforce is represented by a trade union. This is disclosed in labour (SR). Union membership in Germany is not recorded (for legal reasons); there are compulsory co-determination agreements with workers.	SDG 8
102-42	Identifying and selecting stakeholders	Detail is provided in delivering on our stakeholder commitments (IR). Drawing on the King IV guidelines for best-practice stakeholder engagement, Sasol defines stakeholders as those who have an interest in, and potential to, impact our business, as well as those who may be impacted by our business.	SDG 17
102-43	Approach to stakeholder engagement	Our engagement approach is reviewed in the section delivering on our stakeholder commitments (IR), with additional information in stakeholders (SR). Delivering on our commitments to our stakeholders is one of Sasol's core shared values. Recognising that our success as an organisation depends on the support of multiple stakeholders, our strategy aims to position Sasol as a credible stakeholder partner. Sasol develops annual systematic engagement plans where various stakeholder groupings are engaged a minimum number of times per year, as required to ensure sufficient engagement. This is referred to as the systematic positioning plan and includes targets for numbers of engagement with the following stakeholder groups: government/regulators; communities; NGOs; media; employees. Further detail on specific engagement processes related to products, employee's, communities, suppliers and contractors, ethical practice and human rights is provided in these sections within social performance (SR).	SDG 17
102-44	Key topics and concerns raised	We communicate regularly with a broad stakeholder base on issues of significant interest or impact to them, including our performance, decisions and activities in relation to environmental, social and governance (ESG) issues. Through engagement with our various stakeholders diverse issues have been raised by the different stakeholder groups. A review of how we are identifying and addressing stakeholder priority issues is provided in delivering on our stakeholder commitments (IR) and stakeholders (SR).	

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#### GRI 102: General (continued)

##### Material aspects and boundaries

102-45	Entities included in the consolidated financial statements	Information regarding our reporting segments can be found in the AFS.
102-46	Defining report content and topic Boundaries	Sasol has followed the process for defining the report content as outlined in GRI Standard 101   Foundation. The report content has been informed, amongst other things, by: the expectations of our stakeholders; our internal risk management processes and implementation of our sustainability framework, which have informed the identification of our most material issues; the requirements of the King IV governance standard; and with consideration to the recommendations of the GRI's Sustainability Reporting Standards. Material aspects have been chosen with the aim of demonstrating our impacts, risks and opportunities and how we create, preserve and erode value over time. This GRI Standard table provides the reader with a review of our current process and performance and areas for development. All indicators in the G4 Minerals & Mining Sector Disclosure have been reported on, as outlined in this table.
102-47	List of material topics	An overview of our material matters is presented in managing sustainability as a strategic enabler (IR), material matters impacting our strategy (IR), and contributing to achieving the SDGs (SR). In terms of the GRI aspects, those that are not seen to be material are identified in this table, and the reasons for this assessment are provided in the response to each relevant aspect below.
102-48	Restatements of information	All significant items are reported on a like-for-like basis, with no major restatements.
102-49	Changes in reporting	There have been no significant changes since our last report published for the 2018 financial year. Information regarding our reporting segments can be found in the AFS.

##### Reporting profile

102-50	Reporting period	1 July 2018 to 30 June 2019
102-51	Date of most recent report	2018
102-52	Reporting cycle	Annual, with internal quarterly performance reports issued on selected issues.
102-53	Contact point for questions regarding the report	Sasol Public Affairs; Telephone: +27 (0) 10 344 6505
102-54	Claims of reporting in accordance with the GRI Standards	This document, available on the Sasol website ( <a href="http://www.sasol.com">www.sasol.com</a> ) . This report has been prepared in accordance with the GRI Standards: Comprehensive option.
102-55	GRI content index	This document is available at <a href="http://www.sasol.com">www.sasol.com</a> .
102-56	External assurance	The assurance statement is provided in the SR.

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Disclosure Number	Disclosure Title	Sasol Response 2019	GRI Indicator Link to SDGs
<b>GRI 103: Management approach</b>			
103-1	Explanation of the material topic and its Boundary	Sasol is an integrated petrochemicals company. The topics deemed material have been informed by the process for defining the report content as outlined: GRI Standard 101   Foundation. These topics are influenced among other things, by: the expectations of our stakeholders; our internal risk management processes and implementation of our sustainability framework, which have informed the identification of our most material issues; the requirements of the King IV governance standard; and with consideration to the recommendations of the GRI's Sustainability Reporting Standards and the International Integrated Reporting Council's IR framework. Material topics have been chosen with the aim of demonstrating our impacts, risks and opportunities and how we create, preserve and erode value over time. This GRI Standard table provides the reader with a review of our current process and performance and areas for development. Overarching information is provided in material matters impacting our strategy (IR). Specific detail on our material sustainability topics appears in performance (SR), with climate change addressed in our new Climate Change Report 2019 (CCR).	
103-2	The management approach and its components	Sasol manages all material topics using similar methodologies. We have a suite of policies, which govern behaviour across ethics, SHE, human resources, labour relations, human rights and more. Commitments and goals and targets are approached uniquely within each topic. For health and safety we have a zero harm approach. For water, we follow the water stewardship approach of the CEO Water Mandate and our targets focus on stressed river basins. Where appropriate we participate in collective action to solve systemic issues beyond our factory fence line. Initiatives tackling specific topics can be found throughout the SR and IR. Grievance mechanisms are in place for stakeholders to register issues, using the Sasol EthicsLine. Overarching information is provided in material matters impacting our strategy (IR). Specific detail for our material sustainability topics appears in performance (SR), with climate change addressed in our new Climate Change Report 2019 (CCR).	SDG 8
103-3	Evaluation of the management approach	We report annually on our progress in addressing material topics and impacts in the IR, SR and CCR. Information is provided under material matters impacting our strategy (IR), measuring the delivery of our strategy (IR), performance (SR) and in our new Climate Change Report 2019 (CCR). Internal quarterly reports to the Nominations and Governance committee and Safety, Social and Ethics committee ensure that performance is monitored regularly. Where the response to a topic is deemed unsatisfactory, we work to redesign our approach with key stakeholders to improve our performance.	
<b>Economic Performance</b>			
201-1	Direct economic value generated and distributed	Economic performance is reported in the IR. A summary of value-added information is provided in the review of using the six capitals to create value (IR), measuring delivery of our strategy (IR) and the scoreboard of our six capitals (IR). We currently have material operations in the following countries that are either candidate to or compliant with the Extractive Industries Transparency Initiative (EITI): Mozambique, Nigeria, Norway, UK, USA, and Zambia.	SDG 7 SDG 8
201-2	Financial implications and other risks and opportunities due to climate change	Information on the implications of climate-related risks and opportunities is provided in a separate Climate Change Report 2019 (CCR). The implications of climate-related risks and opportunities concerning energy are reported in energy efficiency (SR). More partial disclosures are presented in managing group risks strategically (IR) and measuring the delivery of our strategy (IR). A detailed assessment of the risks and opportunities of climate change, including (where feasible) an assessment of the financial implications, is provided in our most recent CDP submission, available at <a href="http://www.cdproject.net">www.cdproject.net</a> .	SDG 3 SDG 13

Disclosure Number	Disclosure Title	Sasol Response 2019	GRI Indicator Link to SDGs
<b>Specific standard disclosures (continued)</b>			
<b>Economic Performance (continued)</b>			
201-3	Defined benefit plan obligations and other retirement plans	Details are provided in the AFS (AFS Note 33 post-retirement benefit obligations) in terms of IFRS – IAS 19.	SDG 15
201-4	Financial assistance received from government	We do not receive any significant financial assistance from government.	
<b>Market presence</b>			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	We are committed to providing competitive and fair wages and believe that we do so at all our operations. An overview of compensation is provided in the AFS (full report of the remuneration committee), with a summary presented in report of the remuneration committee (IR). We do not provide a comprehensive range of ratios of entry-level wage compared to local minimum wages due to the differences in the various countries we operate in and administrative challenges associated in doing so.	SDG 8 SDG 10
202-2	Proportion of senior management hired from the local community	The majority of our operations are located in South Africa, where our policies and procedures for black economic empowerment (B-BBEE) ensure that we employ locally – this includes hiring for senior management positions. In South Africa, approximately 99% of all employees are South African. See the gender and ethnic diversity profile in labour (SR). We are also committed to promoting “localisation” at our other global operations. Statistics on the ratio of local to expatriate labour is available for specific regions on request.	SDG 8 SDG 10
	Reserves	Details on proven and estimate reserves are provided in the review of property, plant and equipment in the information on the company in our Form 20-F (Item 4).	
	Closure planning	All the operational Sasol Mining operations have approved Environmental Management Programmes (EMPs) and part of EMPs addresses closure and decommissioning of the operations. This includes objectives and closure costs. These are available on request. Details of our environmental provisions can be found in the AFS.	
<b>Indirect economic impacts</b>			
203-1	Infrastructure investments and services supported	Examples of our infrastructure developments and their impacts can be found in communities and upliftment (SR). Further information is available on request.	SDG 3 SDG 10
203-2	Significant indirect economic impacts	Information on Sasol's indirect economic impacts is presented in using the six capitals to create value (IR), measuring the delivery of our strategy (IR) and the scoreboard of our six capitals (IR) in our IR, and in the communities and upliftment (SR) and supply chain (SR) sections of our SR. We contribute to the provision of public goods and services through taxes paid; we provide sustainable full-time employment (directly and indirectly) and invest in the long-term development of people through training and skills development; and we stimulate economic activity through our procurement activities and upstream through the customers we service.	SDG 3 SDG 10

## GRI Content Index (continued)

Disclosure Number	Disclosure Title	Sasol Response 2019	GRI Indicator Link to SDGs
<b>Specific standard disclosures (continued)</b>			
<b>Procurement practices</b>			
204-1	Proportion of spending on local suppliers	Details on our procurement activities and B-BBEE scorecard are provided in supply chain (SR), with additional data in the performance data table for societal capital - our society (SR). Our preferential procurement practices and local content requirement prerequisites in the areas we operate in provide us with an opportunity to drive local requirements and, in South Africa, to provide a specific focus on social and economic transformation within our sphere of influence. To further increase the participation of black people and fence line communities in our supply chain we have developed an economic transformation strategy being executed in 2019. In Mozambique, we are implementing a local content roadmap. Sasol's B-BBEE strategy ensures a priority focus on increasing spend from local suppliers; regional spend where plants are situated are part of the evaluation criteria. Further details on regional (local) expenditure are available on request.	SDG 12
<b>Anti-corruption</b>			
205-1	Operations assessed for risks related to corruption	Outlined in ethical behaviour (SR), supply chain (SR) and our leadership and governance (IR). Risk-based legal compliance processes, controls and systems are applied consistently in all Sasol businesses and enterprise functions, with the aim of providing reasonable assurance that all our business units comply with applicable laws and that the risk of non-compliance (including on issues relating to corruption) is minimised in an effective and efficient manner across the group. Sasol's Code of Conduct and Guideline to the Code, which among others deals with anti-corruption and bribery, has been communicated throughout the company, and is continued to be strengthened through awareness and training. We have an economic crime risk management policy and plan. The plan approved by the Sasol Board and has been in place for a number of years. The economic crime checklist provides guidance on the economic crime from a governance process (high level oversight at top management level) and ethics and awareness. We also have a separate forensic department that manages economic crime prevention and detection initiatives. The annual certification process for middle and senior management for anti-corruption and code of ethics further supports efforts to fight corruption.	SDG 8
205-2	Communication and training about anti-corruption policies and procedures	Addressed in ethical behaviour (SR), supply chain (SR) and in the focus story: supply chain at <a href="http://www.sasol.com">www.sasol.com</a> . All Sasol employees and directors are required to adhere to the code of conduct. High risk employees are trained regularly and required to formally certify that they know and understand the code. Supply chain employees are also trained regularly to ensure the understanding and implementation of anti-bribery and corruption (ABAC) practices. We have also implemented processes for ABAC practices in our dealings with suppliers.	SDG 8
205-3	Confirmed incidents of corruption and actions taken	Details provided under ethics line and investigation activity in ethical behaviour (SR).	SDG 8
<b>Anti-competitive behaviour</b>			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	This is addressed in our account of fines, penalties and settlements in our Form 20-F submission (Item 4B, Business overview, Legal proceedings and other contingencies, as well as note 36 Litigation of AFS).	SDG 8

Disclosure Number	Disclosure Title	Sasol Response 2019	GRI Indicator Link to SDGs
<b>Specific standard disclosures (continued)</b>			
<b>Products and services</b>			
301-1	Materials used by weight or volume	A quantitative account of Sasol's total material use is provided in the performance data table natural capital - our environment (SR).	SDG 8 SDG 12
301-2	Recycled input materials used	Information on our approach to waste management and the reuse of coal ash is provided in waste (SR). Because of the integrated business model applied across our operations, Sasol does not account separately for this. Due to the nature of the company's business and primary feedstock, it is not seen to be practical to distinguish between "recycled input materials", nor is it sufficiently material to record and report such information.	SDG 8 SDG 12
301-3	Reclaimed products and their packaging materials	Sasol does not report on this parameter at a quantitative level. Due to the nature of the company's core business and its primary product type, Sasol does not deem this a sufficiently material issue.	SDG 8 SDG12
<b>Energy</b>			
302-1	Energy consumption within the organization	A quantitative and externally audited account of direct energy consumption is provided in the performance data table natural capital - our environment (SR). Further details at a company-based level are available on request.	SDG 7 SDG 8 SDG12 SDG13
302-2	Energy consumption outside of the organization	A once off study was undertaken in 2009 to ascertain the emissions associated with energy consumption outside the organisation in the form of fuel consumption for road, rail and marine transportation of our product. These results were reported in our 2010 online sustainability report. Sasol currently does not track or report energy consumption outside of the organisation on an annual basis. Energy sold externally is accounted in the performance data table natural capital - our environment (SR).	SDG 7 SDG 8 SDG12 SDG13
302-3	Energy intensity	Sasol reports an energy efficiency measure which takes account of the amount of Gigajoules consumed per ton of production. This measure is tracked quarterly by operations excellence. Primary energy sources such as coal and gas as well as purchased electricity are included in the measure. Energy efficiency activities are disclosed in energy efficiency (SR), with GHG intensity measures are presented in the performance table natural capital - our environment (SR) and the new Climate Change Report 2019 (CCR). Energy measurements and intensity targets are discussed in material matters impacting our strategy (IR), measuring the delivery of our strategy (IR) and the report of the remuneration committee (IR).	SDG 7 SDG 8 SDG12 SDG13
302-4	Reduction of energy consumption	Energy efficiency activities are disclosed in energy efficiency (SR) and the new Climate Change Report 2019 (CCR), with metrics presented in the performance table natural capital - our environment (SR), material matters impacting our strategy (IR) and measuring the delivery of our strategy (IR). Further information can be found in our latest CDP climate change submission (available at www.cdproject.net and www.sasol.com).	SDG 7 SDG 8 SDG12 SDG13
302-5	Reductions in energy requirements of products and services	Sasol does not currently track the reductions of energy requirements of sold products. Since 2013, through our annual submission to the CDP, we have been reporting the GHG emissions associated with our sold products.	SDG 7 SDG 8 SDG12 SDG13

## GRI Content Index (continued)

Disclosure Number	Disclosure Title	Sasol Response 2019	GRI Indicator Link to SDGs
<b>Specific standard disclosures (continued)</b>			
<b>Energy (continued)</b>			
	Total amount invested in renewable energy	During 2019 we did not invest a material percentage of our total capital expenditure and acquisitions into wind, solar, hydro, geothermal, wave, tidal or biomass. We are examining the ability to integrate renewable energy into our operations. As a priority, Sasol has conducted studies on a range of renewable energy options for integration at our Secunda facility. We address renewable energy at Sasol in energy efficiency (SR) and in our new Climate Change Report 2019 (CCR).	
	Total amount of renewable energy generated by source	We do not currently generate a material amount of renewable energy. We address renewable energy at Sasol in energy efficiency (SR) and in our new Climate Change Report 2019 (CCR)	
<b>Water and effluents</b>			
303-1	Interactions with water as a shared resource	Globally, Sasol uses water in operating sites in Southern Africa (South Africa and Mozambique), Europe, Asia and North America. Water is used by Sasol in various applications, with the largest use coming through cooling and the generation of steam. The greatest water demand is at our South African operations, requiring over 80% of Sasol's global demand. This demand is supplied from the Integrated Vaal River System (IVRS), where river water is sourced through municipalities, councils or water boards. A small amount of well water is used in some of our operations. The bulk of surface water consumed here by Sasol is used to make-up for water lost due to evaporation from the cooling process. Our potable water for our South African Operations is also sourced from the IVRS through Rand Water. Sasol is the largest private sector user of River Water from the IVRS, having a demand of 3,5% of the total system. Currently demand for water from the IVRS is outstripping supply. As a major water user in this system, Sasol is working to reduce our water demand towards improving the sustainability of the system as a whole. Sasol is committed to managing our water footprint responsibly. We prioritise compliance with water use licence conditions. We partner with government to advance water resource management practices in our catchments. And we engage with, and invest in, local municipalities and communities to improve water supply and sanitation services. As a signatory to the United Nations Global Compact CEO Water Mandate, we have adopted the Mandate's six focus areas. Sasol's corporate water stewardship approach is based on this UNGC framework and shaped by the water-specific risks we identify for our business and operations. We have set voluntary water-use efficiency targets, implement water management plans at our facilities, implement water reduction initiatives to minimise our use, and develop and invest in new technologies and alternatives to fresh water, such as recycled water and processed effluent. More information on these water interactions and aspects, including risks, targets and data can be found in sustainability as a strategic imperative (IR), managing group risks strategically (IR), water (SR), the performance data table natural capital - our environment (SR), our latest CDP Water submission (available at <a href="http://www.cdproject.net">www.cdproject.net</a> and <a href="http://www.sasol.com">www.sasol.com</a> ), and our online focus story: responding to the water situation in South Africa (available at <a href="http://www.sasol.com">www.sasol.com</a> ). The annual Communication on Progress (COP) against the six focus areas of the CEO Water Mandate is published within our SR, and can be accessed at <a href="http://www.sasol.com">www.sasol.com</a> .	SDG 6 SDG 3 SDG 17

Disclosure Number	Disclosure Title	Sasol Response 2019	GRI Indicator Link to SDGs
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Specific standard disclosures (continued)

Water and effluents (continued)			
303-2	Management of water discharge-related impacts	Sasol responsibly manages its effluent-related water discharge and related impacts. In South Africa, Sasol operates within a very clear legal framework, and the effluent generated by our operations is treated to meet compliance conditions specified by government in our water-use license. Information on the compliance of each of our South African operations to these conditions is presented in compliance (SR). Statements providing assurance that Sasol does not discharge chemicals of any kind into river systems are provided in the message from the joint presidents and CEOs (SR) and the chief sustainability officer's review (SR). More information on the conditions of our water-use licenses is available on request.	
303-3	Water withdrawal	Sasol's total water withdrawal and water withdrawal at our different operations is reported in the performance data table natural capital - our environment (SR). Our most significant water withdrawal is from the Vaal system in South Africa, where our demand represents about 3,5% of the total off-take from this system. Further details are provided in water (SR) and our latest CDP Water submission (available at <a href="http://www.cdproject.net">www.cdproject.net</a> and <a href="http://www.sasol.com">www.sasol.com</a> ).	SDG 6 SDG 12 SDG 13 SDG 15
303-4	Water discharge	Sasol's liquid effluent discharge is reported in the performance data table natural capital - our environment (SR). Our total water discharge is via onsite treatment plant or other facilities of the plant, including effluent disposed to municipal sewer, sea outfall, or to streams under permit conditions. It does not include effluent streams to enclosed sewers discharging to third-party treatment facilities (either privately or publicly owned). We do not currently provide a detailed breakdown of total water discharge by quality and individual destination for our many individual organisations globally. Further information is available in our latest CDP Water submission available at <a href="http://www.cdproject.net">www.cdproject.net</a> and <a href="http://www.sasol.com">www.sasol.com</a> .	SDG 3 SDG 6 SDG 12 SDG 13 SDG 15
303-5	Water consumption	Sasol does not yet disclose on total water consumption. Water recycled at our different operations is reported alongside the water withdrawal data in the performance data table natural capital - our environment (SR). Further information is available on request.	SDG 6 SDG 7 SDG 8 SDG 12
	Volume and disposal of formation or produced water	Sasol does not have a large produced water footprint. Sasol's upstream operations in Mozambique generate a small volume of produced water which is managed on site, some of which could be re-injected at dedicated re-injection well at the CPF.	

GRI Content Index (continued)

Disclosure Number	Disclosure Title	Sasol Response 2019	GRI Indicator Link to SDGs
<b>Specific standard disclosures (continued)</b>			
<b>Biodiversity</b>			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	This data is reported in the performance data table natural capital - our environment (SR) at a group-wide level. We have not undertaken a specific assessment of the nature of the “biodiversity value” of all the land that we own, lease, or manage, or that we are adjacent to. We do not currently have operations in areas that have been declared ‘biodiversity hotspots’ (areas identified as being critical or endangered eco-regions). We do, however, have interests in areas of potential sensitivity, particularly as part of some upstream exploration and extraction activities. Biodiversity assessments are conducted on all significant new developments as part of environmental impact assessments. Further information is provided in land and biodiversity (SR).	SDG 6 SDG 7 SDG 15
304-2	Significant impacts of activities, products, and services on biodiversity	Our biodiversity approach and performance is reported in land and biodiversity (SR), with additional information in the performance data table natural capital - our environment (SR) and related footnotes. While our impact is limited in terms of the indicators required, we will aim to report more fully on this information once our GRI Standards process is embedded.	SDG 6 SDG 7 SDG 15
304-3	Habitats protected or restored	We have not undertaken a specific assessment of the nature of the “biodiversity value” of all the land that we own, lease, or manage, or that we are adjacent to. We do not currently have operations in areas that have been declared ‘biodiversity hotspots’ (areas identified as being critical or endangered eco-regions). We do, however, have interests in areas of potential sensitivity, particularly as part of some upstream exploration and extraction activities. Biodiversity assessments are conducted on all significant new developments as part of environmental impact assessments. Sasol does undertake partnerships to restore habitats and reports on the status of each area at the close of each reporting period. Further information is provided in land and biodiversity (SR), with additional information in the performance data table natural capital - our environment (SR) and related footnotes.	SDG 6 SDG 7 SDG 15
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	There are no known red data species potentially impacted by our operations.	SDG 6 SDG 7 SDG 15
	Significant sites in which biodiversity risk has been assessed and monitored	The biodiversity risks have been assessed at both the Sasolburg and Secunda operating sites through extensive scientific biodiversity studies, which makes up more than 80% of existing operations. The scientific assessments have defined the criteria to set the biodiversity conservation priorities. Biodiversity assessments are conducted on all significant new developments as part of environmental impact assessments. We are also working to assess the biodiversity of the habitats in land currently owned, leased or managed throughout the Group.	
	Land disturbed or rehabilitated	This data is reported in the performance data table natural capital - our environment (SR) at a group-wide level.	
	Sites identified as requiring biodiversity management plans	No sites have been identified at this point requiring specific biodiversity management plans.	

Disclosure Number	Disclosure Title	Sasol Response 2019	GRI Indicator Link to SDGs
<b>Specific standard disclosures (continued)</b>			
<b>Emissions</b>			
305-1	Direct (Scope 1) GHG emissions	Our Scope 1 GHG emissions data by material GHG gas can be found in the performance data table natural capital - our environment (SR). A more detailed account of our emissions and response to climate change can be found in our separate Climate Change Report 2019 (CCR), and in our most recent CDP climate change submission; available at <a href="http://www.cdproject.net">www.cdproject.net</a> and <a href="http://www.sasol.com">www.sasol.com</a> . Greenhouse gas (GHG) emissions have been calculated and reported in accordance with the GHG Protocol ( <a href="http://www.ghgprotocol.org">www.ghgprotocol.org</a> ) and the Intergovernmental Panel on Climate Change (IPCC) 2006 Guidelines. In our GHG measurements, we have included 100% of the emissions for the following joint ventures (JVs): Natref in South Africa and Sasol Exploration & Production International. Data for those JVs where we do not have a significant influence or operational control is not included. An external assurance provider has once again independently verified our direct and indirect emissions levels.	SDG 3 SDG 12 SDG 13 SDG 15
305-2	Energy indirect (Scope 2) GHG emissions	Our Scope 2 GHG emissions data can be found in the performance data table natural capital - our environment (SR). A more detailed account of our emissions and response to climate change can be found in our separate Climate Change Report 2019 (CCR), and in our most recent CDP climate change submission; available at <a href="http://www.cdproject.net">www.cdproject.net</a> and <a href="http://www.sasol.com">www.sasol.com</a> .	SDG 3 SDG 12 SDG 13 SDG 15
305-3	Other indirect (Scope 3) GHG emissions	Our Scope 3 GHG emissions data can be found in the performance data table natural capital - our environment (SR). A more detailed account of our emissions and response to climate change can be found in our separate Climate Change Report 2019 (CCR), and in our most recent CDP climate change submission; available at <a href="http://www.cdproject.net">www.cdproject.net</a> and <a href="http://www.sasol.com">www.sasol.com</a> .	SDG 3 SDG 12 SDG 13 SDG 15
305-4	GHG emissions intensity	Our GHG emissions intensity data can be found in the performance data table natural capital - our environment (SR). A more detailed account can be found in our separate Climate Change Report 2018, and in our most recent CDP submission; available at <a href="http://www.cdproject.net">www.cdproject.net</a> and <a href="http://www.sasol.com">www.sasol.com</a> .	SDG 13 SDG 15
305-5	Reduction of GHG emissions	Sasol has adopted a three pillar framework, which represents our management approach to address climate change and positions us strategically for a lower-carbon future. A key pillar of this framework is to reduce emissions, and key information metrics and targets related to emissions reduction. In 2019, we have published our first Climate Change Report (CCR) aligning with the recommendations of the Task Force for Climate-related Financial Disclosures (TCFD). Additional information can be found in our most recent CDP climate change submission; available at <a href="http://www.cdproject.net">www.cdproject.net</a> and <a href="http://www.sasol.com">www.sasol.com</a> .	SDG 13 SDG 15
305-6	Emissions of ozone-depleting substances (ODS)	Quantitative and qualitative information on Sasol's approach to phasing out ozone depleting substances has been reviewed in our pre-2016 sustainable development reports all of which are available on our website ( <a href="http://www.sasol.com">www.sasol.com</a> ). We believe this to be sufficiently well managed and no longer a key material issue.	SDG 3 SDG 12 SDG 13
305-7	Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	An overview of our atmospheric emissions can be found in air (SR) with compliance-related matters captured in compliance (SR). The mass of significant air emissions can be found in the performance data table natural capital - our environment (SR).	SDG 3 SDG 12 SDG 13 SDG 15

## GRI Content Index (continued)

Disclosure Number	Disclosure Title	Sasol Response 2019	GRI Indicator Link to SDGs
<b>Specific standard disclosures (continued)</b>			
<b>Effluents and waste</b>			
306-2	Waste by type and disposal method	Sasol's progress towards improving waste management is presented in waste (SR), with compliance-related matters captured in compliance (SR). Data on waste generated and recycled is provided in the performance data table natural capital - our environment (SR). We do not report on disposal methods and final destinations of all our waste. Although we know the majority of wastes by type and disposal method, we are not currently measuring with sufficient detail and accuracy throughout all of our global operations. Several internal initiatives are in progress to address this data gap with more detailed information and we will report in more detail on this in future.	SDG 3 SDG 6 SDG 7 SDG 12 SDG 13
306-3	Significant spills	Sasol includes the reporting of significant spills as part of our monitoring and reporting of significant fires, explosions and releases. Significant incidents and compliance-related matters are reported compliance (SR). A quantitative account of significant fires, explosions and releases is provided in process safety (SR) and in the performance data table human capital - our people (SR). The definition of significant fires, explosions and releases is provided in the footnotes (note 3) to the performance data table human capital - our people (SR). We are now in a position where we can report our spills at a group level and more information is available on request.	SDG 3 SDG 6 SDG 12 SDG 13
306-4	Transport of hazardous waste	Our volumes of waste shipped internationally are very small and not material. This is managed at a decentralised level in accordance with systems to ensure that all permits are appropriately applied. Should volumes become significant, this will be monitored and reported in future.	SDG 3 SDG 6 SDG 12 SDG 13
	Volume of flared and vented hydrocarbon	Sasol does not currently report on this issue at a group-wide level. Flaring of vented hydrocarbons is not at present part of the recent significant revisions to the air quality legislation South Africa. We have introduced energy efficiency projects as part of pollution prevention plans in the greenhouse gas domain, which included the monitoring of flaring events with the aim to optimise and reduce flaring activities. Our priority continues to be to work to ensure compliance with legislation. We recognise the importance of reporting volumes flared and plan to do so in the future.	
	Overburden, rock, tailings, and sludges and associated risks	Sasol mining is recording the volumes of their discard dumps and tailings dams. The risks associated with these facilities are managed through adherence to the mine's Environmental Management Programmes (EMPs). In the future, a consolidated overview of these surface facilities will be provided and we plan to have the systems in place to report on this in more detail.	
<b>Environmental Compliance</b>			
307-1	Non-compliance with environmental laws and regulations	Information on significant incidents and matters related to non-compliance are provided in compliance (SR). A review of the relevant legal actions in which Sasol is engaged, including information on the monetary value of significant fines, is provided in our account in our Form 20-F submission (Item 4.B, Business overview, Legal proceedings and other contingencies, as well as note 36 Litigation in the AFS).	SDG 8 SDG 12 SDG 13 SDG 15

Disclosure Number	Disclosure Title	Sasol Response 2019	GRI Indicator Link to SDGs
<b>Specific standard disclosures (continued)</b>			
<b>Supplier environmental assessment</b>			
308-1	New suppliers that were screened using environmental criteria	Details on actions to reduce environmental impacts in the supply chain are addressed in supply chain (SR) and product stewardship (SR), and in the focus story: supply chain at <a href="http://www.sasol.com">www.sasol.com</a> .	SDG 12 SDG 13
308-2	Negative environmental impacts in the supply chain and actions taken	We are working towards the inclusion of environmental criteria within the screening processes for our supply chain. We will endeavour to put in place the required performance measurement process to track and report on this in future. Our approach to reducing environmental impacts in the supply chain are addressed in supply chain (SR) and product stewardship (SR), and in the focus story: supply chain at <a href="http://www.sasol.com">www.sasol.com</a> .	SDG 12
	Products and services - benzene, lead and sulphur content in fuels	As a refinery, we have to comply with the fuels specification requirements for South Africa. Through these requirements lead has been removed. In terms of sulphur, we have the sulphur recovery unit capturing sulphur (being sold as a products), and benzene is covered in our VOC target. Various projects are underway to significantly reduce benzene.	
<b>Employment</b>			
401-1	New employee hires and employee turnover	The employee turnover figure can be found in the performance data table human capital - our people (SR), with additional information relating to employee's, ethnicity and gender in labour (SR). Further information by gender and age is available from our HR department on request.	SDG 8
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sasol does not currently report specifically on these parameters, as we operate in multiple countries with different requirements. We do not believe that it is sufficiently material to provide information on this issue at this level of detail. Temporary employees are covered in the service provider agreements and not covered in the permanent employee reporting.	SDG 8 SDG 10
401-3	Parental leave	Sasol does not report specifically on the link with parental leave as this is not seen as being material and the very low voluntary turnover figures would suggest this to be the case. Data for South African operations is available on request. The Sasol Women's Network, coupled with the women empowerment strategy, seeks to accelerate the diversity and inclusion of women within Sasol.	SDG 8 SDG 10
<b>Labour / Management relations</b>			
402-1	Minimum notice periods regarding operational changes	We have systems in place aimed at ensuring effective dialogue and relations with all employee representative groups throughout our operations globally. If there is to be a restructuring, the process around the restructuring (including notice periods) is discussed and agreed with our Group Partnership Forum (SA) and Works Councils (International) and is in accordance with the specific Labour Legislation. Specific provision for consultation relating to operational changes is provided in the collective agreements/works council agreements that have been entered into with trade unions in the various jurisdictions in which we operate. Compliance is governed by country-specific legislation. Minimum notice periods are governed by specific agreements across regions, and therefore not considered material.	SDG 8
	Number of strikes and lock-outs exceeding one week's duration	No employee-days were lost through strike action this year.	

## GRI Content Index (continued)

Disclosure Number	Disclosure Title	Sasol Response 2019	GRI Indicator Link to SDGs
<b>Specific standard disclosures (continued)</b>			
<b>Occupational health and safety</b>			
403-1	Workers representation in formal joint management-worker health and safety committees	Various levels of joint management-worker health and safety committees exist as required by law, but also the intent of the law to create dialogue between management and worker representatives. All our employees are represented, through nominated and elected SHE representatives by formal health and safety committees. These forums discuss issues such as wages, conditions of employment, health and safety, training and development, community care and HIV/AIDS. We engage with union representatives biannually to review our health and safety performance. We maintained constructive relationships with all representative unions and works councils that enjoy consultative or negotiating powers on issues of mutual interest. There is currently no incentive provided to employees to attend.	SDG 8
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Information on Sasol's safety and occupational health performance and the measures being taken to improve the company's performance are provided in high severity incident programme (SR), occupational safety (SR), process safety (SR), occupational health (SR) and the performance data table human capital - our people (SR). Safety performance is also reported throughout the IR, under managing group risks strategically (IR), material matters impacting our strategy (IR), scorebaord of our six capitals (IR) and within the joint-CEO statement (IR).	SDG 3 SDG 8
403-3	Workers with high incidence or high risk of diseases related to their occupation	Occupational health risk and associated occupations are discussed in occupational health (SR), with supporting data presented in the data performance table human capital - our people (SR) In addition, we maintain a strong focus on effective employee communication on risk and prevention. We also provide a rehabilitation and return-to-work programme. Exposure to health stressors are continuously reviewed through our risk management processes, including preventative control implementation, risk-based monitoring of long-term exposure to occupational health stressors and the execution of corrective controls where necessary.	SDG 3 SDG 8
403-4	Health and safety topics covered in formal agreements with trade unions	We engage with union representatives biannually to review our health and safety performance. We maintained constructive relationships with all representative unions and works councils that enjoy consultative or negotiating powers on issues of mutual interest.	SDG 8
<b>Training and education</b>			
404-1	Average hours of training per year per employee	Sasol does not, in general, measure the effectiveness and investment of its learning, retraining and development activities by monitoring the number of training hours per employee, choosing instead to monitor training, learning and development through measures such as training costs as a percentage of total payroll and training costs per employee. This data is reported in the performance data table human capital - our people (SR), with additional information on our skills-development, education and training activities in social performance (SR).	SDG 8 SDG 10
404-2	Programs for upgrading employee skills and transition assistance programs	Information on our skills-development, education and training activities is reported in social performance (SR), with supporting data in the performance data table human capital - our people (SR).	SDG 8 SDG 10

Disclosure Number	Disclosure Title	Sasol Response 2019	GRI Indicator Link to SDGs
<b>Specific standard disclosures (continued)</b>			
<b>Training and education (continued)</b>			
404-3	Percentage of employees receiving regular performance and career development reviews	All our employees (100%) are covered by annual and interim performance reviews.	SDG 8 SDG 10
<b>Diversity and equal opportunity</b>			
405-1	Diversity of governance bodies and employees	A review of Sasol's employment equity performance and our related initiatives is provided in labour (SR). Detail on the composition of governance bodies is reviewed in our leadership and governance (IR). More specific information is available on request.	SDG 8
405-2	Ratio of basic salary and remuneration of women to men	The percentage average earnings of female and male employees is considered very sensitive information that is not available in most countries we operate in due to data privacy laws. Averaged data for our South African operations is provided in labour (SR). Average remuneration for women and men by job grade also disclosed in the DJSI RobecoSam survey.	SDG 8 SDG 10
<b>Non-discrimination</b>			
406-1	Incidents of discrimination and corrective actions taken	Our approach to managing ethics (of which discrimination is part) is outlined in ethical behaviour (SR), where details on the concerns and issues reported through the ethics line are partially provided. Further details are available on request.	SDG 8 SDG 10
<b>Freedom of association and collective bargaining</b>			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	No such operations have yet been formally identified within Sasol. Sasol recognises the right of employees to collective bargaining and to freedom of association in accordance with all relevant local labour legislation. We continue to maintain constructive relationships and partnerships with all representative trade unions and works councils in all jurisdictions within which we operate. 65% of our employees globally are currently members of trade unions. Our new standalone Human Rights Policy reinforces our commitment to the advancement of human rights. Our Code of Conduct outlines the human rights commitments applicable to our people, as well as our stakeholders including our employees, business partners and service providers. Our Slavery and Human Trafficking Statement provides details as to our commitment to abolishing modern slavery. These policies take guidance from the UN Global Compact, UN Guiding Principles on Business and Human Rights, UN Voluntary Principles on Security and Human Rights, the International Bill of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the Sustainable Development Goals (SDGs). These concerns inform our political risk analysis processes. An overview and further details are provided in labour (SR), ethical behaviour (SR) and human rights (SR).	SDG 8

Disclosure Number	Disclosure Title	Sasol Response 2019	GRI Indicator Link to SDGs
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**Specific standard disclosures (continued)**

**Child Labour**

408-1	Operations and suppliers at significant risk for incidents of child labor	We do not make use of child labour in any of our operations and we constantly monitor and ensure compliance to applicable labour laws. Our Code of Conduct and associated Human Rights and labour policies, guide how we entrench and live Sasol's values when doing business. While no operations have been formally identified within Sasol as currently having incidents of child labour, we continue to improve our approach to assessing the human rights risks of our operations and suppliers. Our approach to managing our own labour practices, and the practices of suppliers and contractors, is reviewed in labour (SR), supply chain (SR), with further details in ethical behaviour (SR) and human rights (SR).	SDG 8 SDG 10
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**Forced or compulsory labour**

409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sasol's own operations do not pose such risk. Our Code of Conduct and associated Human Rights and labour policies, guide how we entrench and live Sasol's values when doing business. While no operations have been formally identified within Sasol as currently having incidents of forced or compulsory labour, we continue to improve our approach to assessing the human rights risks of our operations and suppliers. Through the implementation of our supplier engagement plan we review the practices of suppliers and contractors. We also conduct due diligence investigations in respect of prospective transactions, contracting parties and business partners. Our approach to managing our own labour practices, and the practices of suppliers and contractors, is reviewed in labour (SR), supply chain (SR), with further details in ethical behaviour (SR) and human rights (SR). Our Code of Conduct states: "We prohibit all forms of forced or compulsory labour within our operations, whether in the form of prison labour, indentured labour, bonded labour, slave labour or any other non-voluntary labour. We do not tolerate the use of child labour and ensure that all our employees are above the legal employment age in the country of their employment. Where national law is insufficient, we reference international standards as outlined in the relevant International Labour Organization (ILO) Core Conventions. The supplier code of ethics has a section on forced labour, which states: "Suppliers must not participate in, or benefit from, any form of forced labour – which is work performed involuntarily under threat of penalty. Forced labour includes bonded labour, debt bondage, forced prison labour, slavery, servitude or human trafficking"	SDG 8 SDG 10
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**Security practices**

410-1	Security personnel trained in human rights policies or procedures	All security personnel receive training in Sasol's Code of Ethics, which includes aspects of human rights. While there is thus full coverage in terms of this training, we continue to investigate and implement further training as required.	SDG 8
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Disclosure Number	Disclosure Title	Sasol Response 2019	GRI Indicator Link to SDGs
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Specific standard disclosures (continued)

**Indigenous rights**

411-1	Incidents of violations involving rights of indigenous peoples	There have been no incidents of violations involving rights of indigenous people. Our approach to ensuring that the rights of indigenous peoples are respected is presented in social performance (SR), with further details in ethical behaviour (SR) and human rights (SR). The Sasol Code of Conduct (available at <a href="http://www.sasol.com">www.sasol.com</a> ) details how we respect and respond to the rights of local communities, including indigenous peoples. Our commitment to human rights includes an increased focus on developing appropriate monitoring and assurance mechanisms.	SDG 8
	Operations where indigenous communities are present or affected by activities	Using the understanding of Indigenous Peoples as formulated for example by the International Labour Organisation and UN agencies, there are currently no such operations within Sasol.	
	Operations taking place in or adjacent to Indigenous Peoples' territories	Using the understanding of Indigenous Peoples as formulated for example by the International Labour Organization (ILO) and UN agencies, there are currently no such operations within Sasol.	

**Human Rights**

412-1	Operations that have been subject to human rights reviews or impact assessments	We do not report on this metric, but aim to identify and manage human rights-related risks and to remediate any adverse human rights impacts we have caused or to which we have contributed. A risk-based approach that includes consideration of human rights and community impact issues is applied towards our projects in line with international standards. Country risk assessments are performed before embarking on operational or business activities in a particular country or region. We have conducted human rights self-assessments of our high risk areas including joint ventures. We also evaluated our screening processes which are being updated. We conduct periodic human rights due diligence reviews of our operations, activities and new business opportunities with the aim of avoiding adverse human rights impacts on our workforce, service providers and the communities in which we operate. An overview of these processes is provided in social performance (SR), ethical behaviour (SR) and human rights (SR).
412-2	Employee training on human rights policies or procedures	Sasol's internal due diligence process requires that country risk assessments are performed before entering any given country. These assessments include screening for potential human rights non-compliance or violations. All significant investment agreements in new countries go through this country risk assessment and screening process. The extent to which human rights issues has a material bearing on the investment decision will vary according to the nature of the particular investment and the specific country risks. An overview of our initiatives and human rights approach is provided in social performance (SR), ethical behaviour (SR) and human rights (SR).
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Sasol's internal due diligence process requires that country risk assessments are performed before entering any given country. These assessments include screening for potential human rights non-compliance or violations. All significant investment agreements in new countries go through this country risk assessment and screening process. The extent to which human rights issues has a material bearing on the investment decision will vary according to the nature of the particular investment and the specific country risks. An overview of our initiatives and human rights approach is provided in social performance (SR), ethical behaviour (SR) and human rights (SR).

Disclosure Number	Disclosure Title	Sasol Response 2019	GRI Indicator Link to SDGs
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Specific standard disclosures (continued)

Local Communities

413-1	Operations with local community engagement, impact assessments, and development programs	Due to the nature, location and scale of our activities the most prevalent human rights issues for Sasol includes the rights of communities near our operations. All our operations have some degree of community engagement and we are committed to delivering social value in the communities where we operate. A map of our major operations is provided in our global presence (IR). Impact assessments are done as and when needed for projects, leading to development programs where necessary. Examples of our impact on communities are illustrated throughout our SR and IR. Further detail on our initiatives and approach can be found in communities and upliftment (SR), ethical behaviour (SR), human rights (SR), delivering on our stakeholder commitments (IR), managing group risks strategically (IR), material matters impacting our strategy (IR) and the scoreboard of our six capitals (IR).	
413-2	Operations with significant actual and potential negative impacts on local communities	All of our process facilities that operate in the hydrocarbon and chemicals processing have potential health, safety and environmental impacts on local communities. A map of our major operations is provided in our global presence (IR). We have detailed policies, procedures and technical measures in place to mitigate all of the potential safety, health and/or environmental impacts on these neighbouring communities, and are committed to creating social value in partnership with community stakeholders. An overview of the nature of these impacts and the measures that are being taken to mitigate and improve on these impacts is provided in communities and upliftment (SR), ethical behaviour (SR), human rights (SR), delivering on our stakeholder commitments (IR), managing group risks strategically (IR), material matters impacting our strategy (IR) and the scoreboard of our six capitals (IR).	
	Significant disputes with local communities and indigenous peoples	There have been no significant disputes with local communities and indigenous peoples during the reporting period.	
	Sites that have been decommissioned / being decommissioned	Detail is provided in Information on the company in our Form 20-F (Item 4).	
	Involuntary resettlement	There were no involuntary resettlements during the period under review.	
	Significant disputes relating to land use and customary rights	There have been no incidents of violations involving rights of indigenous people. Our commitment to human rights includes an increased focus on developing appropriate monitoring and assurance mechanisms.	
	Use of grievance mechanisms to resolve disputes relating to land use and customary rights	There have been no disputes during the reporting period relating to land use, customary rights of local communities and Indigenous Peoples.	

Disclosure Number	Disclosure Title	Sasol Response 2019	GRI Indicator Link to SDGs
<b>Specific standard disclosures (continued)</b>			
<b>Local Communities (continued)</b>			
	Artisinal and Small Scale Mining	This aspect has been deemed not material for the purposes of reporting, as we do not operate any small mines, nor do we engage directly with such operations.	
	Resettlement	There were no resettlements during this reporting period that were required as a direct result of our activities.	
<b>Supplier social assessment</b>			
414-1	New suppliers that were screened using social criteria	Our supplier screening process includes social criteria, yet we do not report specifically on this metric. Details on these processes for engaging, screening and on-boarding new suppliers in relation to social criteria are provided in supply chain (SR). We continue to advance our supply chain management processeses which will enable us to report more fully on this indicator in future. Further details are available on request.	SDG 8 SDG 12
414-2	Negative social impacts in the supply chain and actions taken	Our supplier screening process includes social criteria, yet we do not report specifically on these metrics. Details on these processes for engaging, screening and on-boarding new suppliers in relation to social criteria are provided in supply chain (SR). We continue to advance our supply chain management processeses which will enable us to report more fully on this indicator in future. Further details are available on request	SDG 8
<b>Public policy</b>			
415-1	Political contributions	Contributions or donations to political parties and related institutions are strictly prohibited.	
<b>Customer health and safety</b>			
416-1	Assessment of the health and safety impacts of product and service categories	We are not currently able to provide an accurate percentage for this indicator, but plan to implement the necessary systems in future. Details on our approach to reducing and managing the health and safety impacts of our products is presented in product stewardship (SR). Our full product range is continuously reviewed to establish where products may have to be assessed for health and safety impacts for improvement.	SDG 3
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Details on our approach to reducing and managing the health and safety impacts of our products is presented in product stewardship (SR), with significant incidents related to non-compliance reported in compliance (SR). There were no significant incidents of non-compliance relating specifically to product stewardship during the review period. A more detailed review of the relevant legal actions in which Sasol is engaged, including information on the number and monetary value of significant fines, is provided in our Form 20-F submission (Item 4B, Business overview, Legal proceedings and other contingencies, as well as note 36 Litigation in the AFS).	SDG 8
	Process safety events	We have developed a process safety management (PSM) framework which addresses our understanding of process hazards and risks, process knowledge management and process safety risk management. This framework includes the implementation of standard operating procedures, safe work practices, ensuring the integrity of equipment, managing service providers and ensuring operational discipline through operations excellence. Further, we have processes in place to ensure continuous improvement towards a zero-harm goal. A review of our performance and management approaches governing process safety is provided in process safety (SR). More detailed information is available on request.	

Disclosure Number	Disclosure Title	Sasol Response 2019	GRI Indicator Link to SDGs
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Specific standard disclosures (continued)

**Marketing and labelling**

417-1	Requirements for product and service information and labelling	All of our products (100%) have material safety data sheets (MSDSs) and can be accessed via <a href="http://www.sasol.com">www.sasol.com</a> . Full details on the type of product information needed for each product is available on these MSDSs. Progress in our approach and performance towards safe and transparent products is described in product stewardship (SR).	SDG 12
417-2	Incidents of non-compliance concerning product and service information and labelling	Our significant incidents related to non-compliance are reported in compliance (SR). There were no significant incidents of non-compliance relating specifically to product stewardship during the review period. A more detailed review of the relevant legal actions in which Sasol is engaged, including information on the number and monetary value of significant fines, is provided in our Form 20-F submission (Item 4B, Business overview, Legal proceedings and other contingencies, as well as note 36 Litigation in the AFS).	SDG 8
417-3	Incidents of non-compliance concerning marketing communications	Our significant incidents related to non-compliance are reported in compliance (SR). There were no significant incidents of non-compliance relating specifically to product stewardship during the review period. A more detailed review of the relevant legal actions in which Sasol is engaged, including information on the number and monetary value of significant fines, is provided in our Form 20-F submission (Item 4B, Business overview, Legal proceedings and other contingencies, as well as note 36 Litigation in the AFS).	SDG 8
	Biofuels produced and purchased	We do not currently produce a material volume of biofuels.	

**Customer Privacy**

418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	This parameter is not regarded as material, as Sasol does not sell to the general consumer market, but rather to select industrial customers who we engage with. We received no complaints under the Consumer Protection Act (CPA) during the review period. For further information, our significant incidents related to non-compliance are reported in compliance (SR), and complaints or allegations brought through our ethics line are reported in ethical behaviour (SR). A more detailed review of the relevant legal actions in which Sasol is engaged, including information on the number and monetary value of significant fines, is provided in our Form 20-F submission (Item 4B, Business overview, Legal proceedings and other contingencies, as well as note 36 Litigation in the AFS).	
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**Socio-economic compliance**

419-1	Non-compliance with laws and regulations in the social and economic area	A general review of the relevant legal actions in which Sasol is engaged, including information on the number and monetary value of significant fines, is provided in our Form 20-F submission (Item 4B, Business overview, Legal proceedings and other contingencies, as well as the AFS, note 36 Litigation).	SDG 8
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