

# GRI INDEX

Our 2020 Sustainability Report has been developed in accordance with the Global Reporting Initiative (GRI) Standards



## OUR SUITE OF REPORTS

These reports are available on our website, [www.sasol.com](http://www.sasol.com), or on request from Investor Relations.



IR



SR



CCR



AFS



20-F

Disclosure Number    Disclosure Title

Sasol Response 2020

GRI Indicator Link to SDGs

### GRI 102: General

#### Organisational Profile

102-1	Name of the organisation	Sasol Limited	
102-2	Activities, brands, products, and services	An overview of our principal products is provided in creating value through two distinct businesses (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 operating context (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) 2020, and in our Form 20-F (Item 4 Information on the company and Exhibit 99.4 - Implementing a sustainable future Sasol).	
102-6	Markets served	An overview of the countries where we operate is provided in our operating context (IR). Additional detail is provided in our Form 20-F (list of subsidiaries in Exhibit 8.1)	
102-7	Scale of the organization	Detail describing the scale of the organization is disclosed in our operating context and our business model (IR), the performance data table on human capital: our people (SR), the financial overview (IR) and creating value using the 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 human capital: labour management (SR), and in the creating value using the 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

Disclosure Number	Disclosure Title	Sasol Response 2020	GRI Indicator Link to SDGs
<b>Organisational Profile (continued)</b>			
102-9	Supply chain	We have more than 7000 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 economic transformation and local content 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 management) 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 strategically managing our group top risks (IR) and governance and rewards (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 minimising our environmental footprint and growing shared value - Sasol in society sections. Our approach for adapting to climate change focuses on delivery of the roadmap and critical levers that reduce GHG emissions in the short- to medium-term, this is described in the CCR.	SDG 15
102-12	External initiatives	We participate in various international voluntary initiatives relating to sustainable development. These are listed in support to global and national 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
<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), chief executive officer's statement (IR), message from the chair of the Safety, Social and Ethics Committee (SSEC) (SR), and president and chief executive officer's statement (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, CCR, AFS (note 25), and Form 20-F (Section 3D Risk Factors). An overview is provided in the report of the Chair of the Safety, Social and Ethics Committee (SR). A review of our key risks and priorities is provided in strategically managing our group top risks (IR). An assessment of the impact of key business trends and Sasol's response to these, provided in our 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 performance at glance (SR) and our stakeholders' main issues (SR), with more detailed topic-related information under the appropriate sub-headings within the sustainability performance against our focus areas (SR). Our Climate Change Report 2020 specifically addresses our climate-related risks and opportunities, outlined in the governance and risk management sections (CCR). 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> .	
<b>Ethics and Integrity</b>			
102-16	Values, principles, standards, and norms of behaviour	An overview of our Code of Conduct and associated governance measures is provided in human rights (SR) and ethics (SR). Refer to governance overview (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 ethics (SR) and supply chain transformation and responsible sourcing and procurement (SR) sections as well as on our website ( <a href="http://www.sasol.com">www.sasol.com</a> ).	SDG 8

Disclosure Number	Disclosure Title	Sasol Response 2020	GRI Indicator Link to SDGs
<b>Governance</b>			
102-18	Governance structure	Details on our governance structure, including the various Board Committees are provided in governance and rewards (IR) and strategically managing our group top risks (IR). Detail on how our governance structures work in relation to addressing sustainability and climate change is detailed in the message from the chair of the Safety, Social and Ethics Committee (SSEC) (SR) and risk management and governance within our Climate Change Report 2020 (CCR). The details of the Terms of Reference (ToR) of the Board Committees are available on <a href="http://www.sasol.com">www.sasol.com</a> and filed as exhibit 99.9.2 for the Audit Committee and Remuneration Committee in Form 20-F.	
102-19	Delegating authority	Sustainability issues are considered quarterly at both Group Executive Committee (GEC) and Board Committee level. The President and Chief Executive Officer (CEO) is accountable to the Board for the successful implementation of the group strategy which is considered and advanced at GEC level. In the year, Sasol embedded sustainability at the core of its strategy by prioritising four sustainability focus areas and four Sustainable Development Goals (SDGs). To enhance governance in this respect, we strengthened the SSEC's Terms of Reference. Together with Sasol's newly developed internal Sustainability Decision-Making Framework (DMF) and a balanced scorecard, we are positioned to evaluate the Group's sustainability performance and ensure it is aligned to the four sustainability focus areas. Further detail is provided in strategically managing our group top risks (IR), governance and rewards (IR), 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 GEC consider sustainability issues and how these inform group strategy and policy. 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 GHG emission reduction roadmap and is led by a designated Chief Sustainability Officer (CSO) at Senior Vice President (SVP) level. In the year, Sasol embedded sustainability at the core of its strategy by prioritising four sustainability focus areas and four Sustainable Development Goals (SDGs). To enhance governance in this respect, we strengthened the Safety, social and Ethics Committee's Terms of Reference. Together with Sasol's newly developed internal Sustainability Decision-Making Framework (DMF) and a balanced scorecard, we are positioned to evaluate the Group's sustainability performance and ensure it is aligned to the four sustainability focus areas. Detail is provided in strategically managing our group top risks (IR), governance and rewards (IR), risk management (CCR).	
102-21	Consulting stakeholders on economic, environmental, and social topics	The GEC sub-committee oversees various stakeholder engagement 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 aligning with our stakeholders (IR), strategically managing our group top risks (IR) and our stakeholders' main issues (SR).	
102-22	Composition of the highest governance body and its committees	The composition of the highest governance body, being the Sasol Limited Board, is reported in governance and rewards (IR) and our board of directors (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, competence and the average age of directors. We report on our prescribed officers in the AFS (Remuneration Report).	
102-23	Chair of the highest governance body	We confirm in the governance and rewards (IR) section 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.	

Disclosure Number	Disclosure Title	Sasol Response 2020	GRI Indicator Link to SDGs
<b>Governance (continued)</b>			
102-24	Nominating and selecting the highest governance body	The process for nomination and selection of directors is presented in governance and rewards (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 governance and rewards (IR). Remuneration philosophy is reported in the AFS, 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 governance and rewards (IR).	
102-27	Collective knowledge of highest governance body	Addressed in governance and rewards (IR) and governance (CCR). The Chair of the SSEC enhances understanding of climate change and sustainability related issues at a Board level.	
102-28	Evaluating the highest governance body's performance	Addressed in governance and rewards (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 the SSEC. Further detail is provided in strategically managing our group top risks (IR), governance and rewards (IR) and in the governance and risk management sections in the CCR.	
102-30	Effectiveness of risk management processes	This is addressed in strategically managing our group top risks (IR).	
102-31	Review of economic, environmental, and social topics	Sustainability issues are considered by the Nomination and Governance committee and the SSEC,, which meet quarterly and review the risks and opportunities. Further detail is provided in strategically managing our group top risks (IR) and governance and rewards (IR).	
102-32	Highest governance body's role in sustainability reporting	The online SR is reviewed by the Combined Assurance and Disclosure Committee, and approved by the SSEC.	
102-33	Communicating critical concerns	Our group risk assessment process ensures that the Board receives information regarding our critical concerns. See strategically managing our group top risks (IR).	
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 strategically managing our group top risks (IR), sustainability performance against our focus areas (SR), governance (CCR) and risk management (CCR).	
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

Disclosure Number	Disclosure Title	Sasol Response 2020	GRI Indicator Link to SDGs
<b>Governance (continued)</b>			
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>			
102-40	List of stakeholder groups	Our key stakeholder groups are identified in aligning with our stakeholders (IR). Our stakeholders include local communities, national, provincial or local government authorities, politicians, religious leaders, civil society organisations and groups with special interests, the academic community and media. In addition, they include employees, investors, suppliers, customers and business partners.	SDG 17
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 human capital: labour management (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 aligning with our stakeholders (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 aligning with our stakeholders (IR), with additional information in our stakeholders' main issues (SR). Delivering on our commitments to our stakeholders is one of Sasol's core shared values. Recognises 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 safe and enduring operations (SR) and growing shared value - Sasol in society (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 aligning with our stakeholders (IR) and our stakeholders' main issues (SR).	

Disclosure Number	Disclosure Title	Sasol Response 2020	GRI Indicator Link to SDGs
<b>Material aspects and boundaries</b>			
102-45	Entities included in the consolidated financial statements	Information regarding our reporting segments can be found in the AFS, pages 58 and 59.	
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 committed to delivering sustainable value (IR), material matters impacting on value creation (IR), and about this report (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. At SSO, an integrated tool with validated and standardised calculations for reporting of the main stack data was developed and implemented in 2020 and resulted in an update to the previous calculation tool used for reporting. This improved reporting accuracy and necessitated the application of the tool on the 2019 data for comparative purposes. Therefore the 2019 data for Nitrogen Oxides, Sulphur oxides and Particulates has been restated accordingly.	
102-49	Changes in reporting	There have been no significant changes since our last report published for the 2019 financial year. Information regarding our reporting segments can be found in the AFS, pages 58 and 59.	
<b>Reporting profile</b>			
102-50	Reporting period	1 July 2019 to 30 June 2020.	
102-51	Date of most recent report	2019.	
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 5000.	
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.	

Disclosure Number	Disclosure Title	Sasol Response 2020	GRI Indicator Link to SDGs
<b>GRI 103: Management approach</b>			
103-1	Explanation of the material topic and its Boundary	<p>Sasol is a global integrated chemicals and energy company. The topics deemed material have been informed by the process for defining the report content as outlined: GRI Standard 101   Foundation. Sasol is driven to create sustainable value for all our stakeholders. Our strategy takes into account the six capitals, the stakeholders with whom we interact; and the risks and opportunities that our operating environment presents. Our heavily geared balance sheet and the extreme market volatility required us to revise our strategy to ensure our resilience in a dynamic new world and deliver a robust Future Sasol. Material matters are those issues that could substantially affect our ability to create value in the short, medium and long term. Responding to the lower oil price and the COVID-19 has become our primary focus and will significantly impact all our material matters. We continuously monitor the material matters that we have identified as having the potential to substantially affect – both positively and negatively – our ability to create value over the short, medium and long term. 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 value creation (IR). Specific detail on our material sustainability topics appears in sustainability performance against our focus areas (SR), with climate change addressed in our CCR.</p>	
103-2	The management approach and its components	<p>Sasol manages all material matters 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, for example. Overarching information is provided in material matters impacting value creation (IR). Specific detail on our material sustainability topics appears in sustainability performance against our focus areas (SR), with climate change addressed in our CCR.</p>	SDG 8
103-3	Evaluation of the management approach	<p>We report annually on our progress in addressing material matters and impacts in the IR, SR and CCR. Information is provided under material matters impacting value creation (IR), our key performance indicators (IR), sustainability performance against our focus areas (SR) and in our Climate Change Report 2020 (CCR). Internal quarterly reports to the Nominations and Governance committee and SSEC enables 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.</p>	

Disclosure Number	Disclosure Title	Sasol Response 2020	GRI Indicator Link to SDGs
<b>Specific standard disclosures</b>			
<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 our key performance indicators (IR) and creating value using the six capitals (IR). Further detail on contributions to community projects can be found in the delivering social value booklet (available at <a href="http://www.sasol.com">www.sasol.com</a> ).	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 the CCR. The implications of climate-related risks and opportunities concerning energy are reported in the resilience in a lower-carbon future (SR) section. More partial disclosures are presented in strategically managing our group top risks (IR) and our key performance indicators (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
201-3	Defined benefit plan obligations and other retirement plans	Details are provided in the AFS (AFS Note 37 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 human capital: labour management (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 for Mining and supplemental Oil and Gas information tables for E&PI and Synfuels in the information on the company in our Form 20-F (Item 4D).	
	Closure planning	All the functional Sasol Mining operations have approved Environmental Management Programmes (EMPs) in which closure and decommissioning of operations are addressed. This includes objectives and closure costs. These are available on request. Details of our environmental provisions can be found in the AFS (note 35 - Long term provisions).	

## Specific standard disclosures (continued)

Disclosure Number	Disclosure Title	Sasol Response 2020	GRI Indicator Link to SDGs
<b>Indirect economic impacts</b>			
203-1	Infrastructure investments and services supported	Examples of our infrastructure developments and their impacts can be found in Growing shared value - Sasol in society (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 creating value using the six capitals (IR), our key performance indicators (IR), in the growing shared value - Sasol in society (SR) and economic transformation and local content (SR) sections of our SR. We contribute to the provision of public goods and services through taxes paid; we provide 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
<b>Procurement practices</b>			
204-1	Proportion of spending on local suppliers	Details on our procurement activities and B-BBEE scorecard are provided in economic transformation and local content (SR), with additional data in the performance data table for social 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.	SDG 12
<b>Anti-corruption</b>			
205-1	Operations assessed for risks related to corruption	Outlined in ethics (SR), economic transformation and local content (SR) and governance and rewards (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, 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 Conduct further supports efforts to fight corruption.	SDG 8
205-2	Communication and training about anti-corruption policies and procedures	Addressed in ethics (SR), economic transformation and local content (SR). 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 ethics (SR).	SDG 8

## Specific standard disclosures (continued)

Disclosure Number	Disclosure Title	Sasol Response 2020	GRI Indicator Link to SDGs
<b>Anti-competitive behaviour</b>			
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	This is addressed in our account of fines, penalties and settlements in our Form 20-F (Item 4B, Business overview, Legal proceedings and other contingencies, as well as item 40.1 Litigation in the AFS).	SDG 8
<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 the waste management (SR) section. 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 organisation	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 organisation	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 resilience in a lower-carbon future (SR), with GHG intensity measures are presented in the performance table natural capital - our environment (SR) and in the CCR. Energy measurements and intensity targets are discussed in material matters impacting value creation (IR), our key performance indicators (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 resilience in a lower-carbon future (SR) and the CCR, with metrics presented in the performance table natural capital - our environment (SR), material matters impacting value creation (IR) and our key performance indicators (IR). Further information can be found in our latest 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 7 SDG 8 SDG12 SDG13

## Specific standard disclosures (continued)

Disclosure Number	Disclosure Title	Sasol Response 2020	GRI Indicator Link to SDGs
<b>Energy (continued)</b>			
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
	Total amount invested in renewable energy	We are looking to stimulate growth of the renewable energy sector through our 600MW commitment. The installation of our two 10MW facilities in Secunda and Sasolburg forms part of broader initiatives to aid in improving the lives of our communities. We are exploring both public-private and private-private partnerships to realise these ambitions.	
	Total amount of renewable energy generated by source	We do not currently generate a material amount of renewable energy. Our immediate actions, in fulfilment of our strategy, have included a Request for Proposals (RFP) to construct two 10MW solar facilities in Sasolburg and Secunda, as a first step in procuring 600MW of renewable energy for our South African operations. We also issued an Request for Information (RFI) for procuring the total 600MW of renewable energy.	
<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 sourced from the municipalities through Rand Water (the South African water utility). Sasol is the largest private sector user of River Water from the IVRS, having a demand of 3,5% of the total system. 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. More information on our water interactions and aspects, including risks, targets and data can be found in aligning our strategy to support a more sustainable planet (IR), strategically managing group top risks (IR), water management (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
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 the water management (SR) and environmental compliance (SR) sections. 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 management (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

## Specific standard disclosures (continued)

Disclosure Number	Disclosure Title	Sasol Response 2020	GRI Indicator Link to SDGs
<b>Water and effluents (continued)</b>			
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	The water performance compared to the previous years is disclosed in the water management section (SR) as well as in the United Nations Global Compact communication on progress including the CEO water mandate. 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 has a minimal 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.	
<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

## Specific standard disclosures (continued)

Disclosure Number	Disclosure Title	Sasol Response 2020	GRI Indicator Link to SDGs
<b>Biodiversity (continued)</b>			
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.	
<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 Climate Change Report (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 the (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	A detailed account of our Scope 3 emissions and response to climate change can be found in our separate Climate Change Report (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 (CCR) 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 GHG emission reduction framework, which represents the approach to our 2030 emission reduction roadmap and our 2050 long-term ambition. We aim to reduce by 2030 the absolute GHG emissions from our South African operations by at least 10%, off our 2017 baseline. Additional information can be found in our CCR and 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

## Specific standard disclosures (continued)

Disclosure Number	Disclosure Title	Sasol Response 2020	GRI Indicator Link to SDGs
<b>Emissions (continued)</b>			
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 (www.sasol.com). 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> ), sulphur oxides (SO <sub>x</sub> ), and other significant air emissions	An overview of our atmospheric emissions can be found in air quality management (SR) with compliance-related matters captured in environmental 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
<b>Effluents and waste</b>			
306-2	Waste by type and disposal method	Sasol's progress towards improving waste management is presented in waste management (SR), with compliance-related matters captured in environmental 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 (FERs). Significant incidents and compliance-related matters are reported environmental 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 optimize 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	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.	

## Specific standard disclosures (continued)

Disclosure Number	Disclosure Title	Sasol Response 2020	GRI Indicator Link to SDGs
<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 environmental 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 (Item 3D Risk factors, 4.B, Business overview, Legal proceedings and other contingencies, as well as item 40.1 Litigation in the AFS).	SDG 8 SDG 12 SDG 13 SDG 15
<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 economic transformation and local content (SR).	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 economic transformation and local content (SR) and product stewardship (SR).	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 human capital: labour management (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

## Specific standard disclosures (continued)

Disclosure Number	Disclosure Title	Sasol Response 2020	GRI Indicator Link to SDGs
<b>Labour / Management relations (continued)</b>			
	Number of strikes and lock-outs exceeding one week's duration	No employee-days were lost through strike action this year.	
<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. In South Africa, 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 occupational safety and high severity incident programme (SR), process safety (SR), occupational health and wellbeing (SR) and the performance data table human capital - our people (SR). Safety performance is also reported throughout the IR, under strategically managing our group top risks (IR), material matters impacting value creation (IR), creating value using the six capitals (IR), our key performance indicators (IR) and within the chairman's and CEO's 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 and wellbeing (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 H&S 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 the human capital: labour management section (SR).	SDG 8 SDG 10

## Specific standard disclosures (continued)

Disclosure Number	Disclosure Title	Sasol Response 2020	GRI Indicator Link to SDGs
<b>Training and education (continued)</b>			
404-2	Programs for upgrading employee skills and transition assistance programs	Information on our skills-development, education and training activities is reported in human capital: labour management (SR), with supporting data in the performance data table human capital - our people (SR).	SDG 8 SDG 10
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 human capital: labour management (SR). Detail on the composition of governance bodies is reviewed in governance and rewards (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. Average remuneration for women and men by job grade also disclosed in the S&P Global Corporate Sustainability Assessment.	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 ethics (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 human capital: labour management (SR), human rights (SR) and ethics (SR).	SDG 8

## Specific standard disclosures (continued)

Disclosure Number	Disclosure Title	Sasol Response 2020	GRI Indicator Link to SDGs
<b>Child Labour</b>			
408-1	Operations and suppliers at significant risk for incidents of child labour	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 economic transformation and local content (SR), with further details in ethics (SR) and human rights (SR).	SDG 8 SDG 10
<b>Forced or compulsory labour</b>			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Sasol's own operations do not pose such risk. Our Code of Conduct, the Supplier 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 economic transformation and local content (SR), with further details in ethics (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
<b>Security practices</b>			
410-1	Security personnel trained in human rights policies or procedures	All security personnel receive training in Sasol's Code of Conduct, 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
<b>Indigenous rights</b>			
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 protected in our Human Rights Policy and also presented in human capital: labour management (SR), ethics (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 Organization (ILO) and UN agencies, there are currently no such operations within Sasol.	

## Specific standard disclosures (continued)

Disclosure Number	Disclosure Title	Sasol Response 2020	GRI Indicator Link to SDGs
<b>Indigenous rights (continued)</b>			
	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.	
<b>Human Rights</b>			
412-1	Operations that have been subject to human rights reviews or impact assessments	We 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. We also participate in assessments such as the Centre of Human Rights (CHR) benchmark in which our practices are assessed and rated. An overview of these processes is provided in human capital: labour management (SR), human rights (SR) and growing shared value - Sasol in society (SR).	
412-2	Employee training on human rights policies or procedures	All employees are provided with ethics awareness, which includes general awareness on human rights issues. Training takes place online and is the same for all levels and all genders; it takes approximately one hour per person every year. Training is also integrated into values-based leadership programmes and human resources policies. We implemented a further training and awareness programme as part of the roll-out of our revised code of conduct, which currently includes our human rights policy. We are committed to improving and updating this training over time. An overview of these processes is provided in human capital: labour management (SR), human rights (SR) and growing shared value - Sasol in society (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 human capital: labour management (SR), human rights (SR) and growing shared value - Sasol in society (SR).	
<b>Local Communities</b>			
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 business model (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 growing shared value - Sasol in society (SR), human rights (SR), sustaining value and our trade-offs (IR), aligning with our stakeholders (IR), and in our delivering social value booklet (available at <a href="http://www.sasol.com">www.sasol.com</a> ).	

## Specific standard disclosures (continued)

Disclosure Number	Disclosure Title	Sasol Response 2020	GRI Indicator Link to SDGs
<b>Local Communities (continued)</b>			
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 business model (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 growing shared value - Sasol in society (SR), human rights (SR), sustaining value and our trade-offs (IR), aligning with our stakeholders (IR), and in our delivering social value booklet (available at <a href="http://www.sasol.com">www.sasol.com</a> ).	
	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.	
	Artisanal 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.	

## Specific standard disclosures (continued)

Disclosure Number	Disclosure Title	Sasol Response 2020	GRI Indicator Link to SDGs
<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 economic transformation and local content (SR). We continue to advance our supply chain management processes 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 economic transformation and local content (SR). We continue to advance our supply chain management processes 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 in South Africa and are limited to the US.	
<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 environmental 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 (Item 4B, Business overview, Legal proceedings and other contingencies, as well as note 40.1 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.	

## Specific standard disclosures (continued)

Disclosure Number	Disclosure Title	Sasol Response 2020	GRI Indicator Link to SDGs
<b>Marketing and labelling</b>			
417-1	Requirements for product and service information and labeling	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 labeling	Our significant incidents related to non-compliance are reported in environmental 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 40.1 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 environmental 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 40.1 Litigation in the AFS).	SDG 8
	Biofuels produced and purchased	We do not currently produce a material volume of biofuels.	
<b>Customer Privacy</b>			
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 environmental compliance (SR), and complaints or allegations brought through our ethics line are reported in the ethics section (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 40.1 Litigation in the AFS).	
<b>Socio-economic compliance</b>			
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 (Item 4B, Business overview, Legal proceedings and other contingencies, as well as the AFS, note 36 Litigation).	SDG 8