



PRIVACY POLICY - EXTERNAL NOTICE

The protection of your personal data is important to Sasol ('we', 'our', 'us'). Please take note of the following information pertaining to the collection and processing of your personal data based on your interactions with us, our products and services, or making contact with us via various channels, including making use of our online platforms.

Sasol collects, uses and allows access to your personal data in accordance with the laws pertaining to data privacy.

In this privacy policy, Personal data ("data") refers to all information that can be used to determine who you are, for example your name and your e-mail address.

A. Responsible body and Data Protection office

The responsible body within the scope of the data protection law is the respective Sasol company you are in contact with. Thus, this entity is the Responsible Party and therefore responsible for collection and processing of your personal data. If you have any questions regarding our data processing, your rights or this privacy policy please contact our Data Protection officer at privacyeurope@de.sasol.com.

B. Our lawful reasons for processing your personal data

At Sasol we respect your privacy and value the trust which you place in us. As a result, we will only process your data when we have a justification do so. Our lawful reasons for processing your personal information will most commonly include:

1. Performance of contract, which includes processing required to enter into a contract with you or the organisation for whom you work.
2. Compliance with a legal obligation on Sasol.
3. Where it is necessary for our legitimate interests (or those of a third party) and your interests and fundamental rights do not override those interests.
4. We may also use your personal information in the following situations, which are likely to be rare:
 - 4.1. where we need to protect your (or someone else's) interests; or
 - 4.2. where it is necessary in the public interest or for official purposes.



In regard to specific processing activities, we may provide supplementary privacy notices to facilitate transparency, where the lawful basis, purpose or processing activities may need further elaboration.

We will only use your personal information for the purposes for which we collected it, unless we reasonably consider that we need to use it for another reason, that is compatible with the original purpose. If we need to use your personal information for an unrelated purpose, we will notify you (by means of direct communication to you, revised privacy notice or other appropriate means) and we will explain the legal basis which allows us to do so.

C. The personal data we hold

Based on the lawful reasons above, we may collect, store, and use the following categories of personal information about you:

1. basic information, such as your name, your employer, your title or position and your relationship to a person;
2. contact information, such as your physical address, email address and phone number(s);
3. financial information, such as bank account details;
4. technical information (including your IP address), such as information from your visits to our website or any applications or in relation to materials and communications we send to you electronically;
5. information you provide to us for the purposes of attending meetings and events, including access and dietary requirements;
6. identification and background information provided by you or collected by us as part of our business acceptance processes;
7. personal information provided to us by or on behalf of our clients or generated by us in the course or providing services which may include special categories of data;
8. details of your visits to any of our offices; and
9. Publicly available information in order facilitate our business dealings with or your employer.
10. any other information relating to you which you may provide to us.

D. How we use particularly sensitive personal data



“Special categories” of particularly sensitive personal information are afforded higher levels of protection. Reference to Special categories of data includes race or ethnic origin, trade union membership, political persuasion, health or medical information and criminal behaviour.

We will only collect, store and/or use your personal information which falls within this category, if we have a valid justification for processing. As required by applicable law(s), we have appropriate policies and safeguards in place, when processing these categories of information.

We may process special categories of personal information under the following justifications:

1. in limited circumstances, with your explicit written consent;
2. where we need to carry out our legal obligations or exercise rights in connection with any contract we may have with you or the organisation for whom you work; or
3. where it is needed in the public interest.

Less commonly, we may process this type of information where it is needed in relation to legal claims or where it is needed to protect your (or someone else’s) interests and you are not capable of giving your consent, or where you have already made the information public.

E. Data Sharing

We may have to share your personal information with various internal Sasol functions and various entities within the Sasol group as well as various third parties, including third-party service providers who are engaged to perform services on our behalf such as product or service delivery, credit reference checks, sanction list checks, or business scoring.

Where appropriate, before disclosing personal information to a third party, we shall contractually mandate the third party to take adequate precautions to protect that data and to comply with applicable law.

In the event of a merger/acquisition or company re-structure, your personal information may be part of the transferred assets and are likely to be disclosed to the new company.

1. Sharing Data with third parties

All our third-party service providers and all Sasol entities are required to take appropriate security measures to protect your personal information in line with applicable laws.



“Third parties” includes third-party service providers (including contractors and designated agents) and other entities within our group, such as:

- (a) professional registrations;
- (b) insolvency administrators;
- (c) legal and other advisors to Sasol; and
- (d) other independent service provider

The above list is not exhaustive.

2. Transferring data globally

We may transfer your data globally, to perform any contract that we may have with you or for other legitimate reasons. For transfers of personal data to regions either than the European Union, we will ensure that appropriate safeguards are applied to the transfer such personal information. All personal information will be transferred according to applicable data privacy laws and our privacy policy. Details of such safeguards can be obtained by contacting the following email address: privacyeurope@de.sasol.com.

F. Data security

Sasol strives to secure the confidentiality, integrity and availability of your personal information by taking appropriate and reasonable, technical and organisational measures to prevent loss of, damage to, unauthorised use or destruction; and unlawful access to, or processing of your personal information. To this extent, we have due regard to generally-accepted information security practices and procedures, and a dedicated information security team, which constantly reviews and improves our personal data security measures.

We endeavour to secure your personal information stored on Sasol information systems and held in hard copy. Personal information contained in hard copy (paper) format is kept secure and safe in warehouses or lockable cupboards.

G. Data retention

We will only retain your personal information, in accordance with our records management policy. We will retain information for as long as it is necessary to fulfil the purposes for which we collected it or where we are legally entitled / obligated to do so. This includes for the purposes of satisfying any



legal, accounting, or reporting requirements. To determine the appropriate retention period for personal information, we consider the purpose for which we process personal information, the volume, the nature, and sensitivity of the personal information. We further consider the potential risk of harm from unauthorized use or disclosure of your personal information, the purposes for which we process your personal information and whether we can achieve those purposes through other means, and the applicable legal requirements.

Once we no longer have a lawful basis to process your personal data, we will securely destroy your data in accordance with our records management policy and applicable laws.

H. Your rights and duties

1. Right to withdraw your consent:

You may withdraw your consent to the processing of your personal data at any time. Please note that the revocation does not affect the legality of the data processed thus far. As far as we process personal data for direct marketing purposes you have the right to object at any time.

2. Right to object:

You may object to processing of your personal information where we are relying on a legitimate interest and there is something about your particular situation which makes you want to object to processing on this ground.

3. Right to access:

This right enables you to access the personal information we hold about you and to check that we are lawfully processing it.

4. Right to correction

The right enables you to have any incomplete or inaccurate information we hold about you corrected.

5. Right to data portability

Under certain circumstances you may have the right to request the facilitation of a transfer of your personal information to another party.



6. Right to Deletion

This enables you to ask us to delete or remove personal information where there is no valid reason for us continuing to process it. You also have the right to ask us to delete or remove your personal information where you have exercised your right to object to processing.

I. Contact point for asserting your rights

Should you wish to exercise any of the privacy rights above, you can direct your queries to privacyeurope@de.sasol.com

Our dedicated team would appreciate any comment or complaint, on this privacy policy, or our privacy practices as whole, to assist us with ensuring we respect your privacy as you would reasonably expect.

J. Right to contact a supervisory authority

You can file a claim with the respective data privacy supervisory authorities if you believe that our data processing does not meet the legal requirements or we did not grant your rights in the accordingly. Contact details for your local data protection supervisory authority can be found on the internet or by requesting them via privacyeurope@de.sasol.com.

K. Updates

We reserve the right, at our sole discretion, to modify, add or remove sections of this privacy notice at any time and we will notify you of any changes.

This privacy notice (and any updates to or amended versions of this privacy notice) will be published on Sasol's website as well as any other channels we may find appropriate.