

SASOL EMPLOYEE WELLBEING

Programme Overview & Services



Strategic Focus Areas and Activities



EMOTIONAL WELLBEING

Enable employees to realise their own potential, cope with the normal stresses of life, work productively & maintain healthy relationships and interactions with others



KEY ACTIVITIES

- Psychological Wellbeing
- Resilience & Stress Management
- Work Life Balance/Integration
- Employee Assistance Programme (EAP)
- Absenteeism & Incapacity Management



FINANCIAL WELLBEING

Enable the employees to manage day-to-day finances, financial emergencies & pursue important life goals



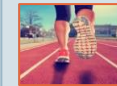
KEY ACTIVITIES

- Financial Literacy
- Basic Financial Management Training
- Financial Coaching
- Garnishee Reporting & Management (through education)
- Financial Distress (a significant source of absenteeism)



PHYSICAL WELLBEING

Enable employees to prevent and manage non-occupationally induced illnesses & lifestyle diseases for optimal health



KEY ACTIVITIES

- Health Promotion, Screening, Education & Awareness (healthy eating and physical activity initiatives)
- Disease Management
- Work Life Adjustment & Reasonable Accommodation
- Absenteeism & Incapacity Management
- Disability Management & Support

ENABLERS AND PARTNERS

- EAP partner (presently Discovery)
- Internal ER partners (ER Navigator)
- HR team and Business Partners

- Financial wellbeing partner
- Rewards and Benefits

- Medical scheme (Sasolmed)
- Occupational Health (SHE)
- Real Estate Services (gyms and canteen)



EMPLOYEE WELLBEING

I care

Our enablers and partners are key data sources – this data informs our wellbeing strategy and operations plans

EAP Services Overview & Eligibility



- Confidential
- Available in the 11 official languages
- 24/7 365 days
- Offers services to:
 - Employees
 - Family members of employees who are financially dependent on employees;
 - Individuals living in the same household as employees (even if not family)



Toll Free Support Line 0800 172 765
USSD *134*HCOM#
Email wellbeing@sasol.com

Sasol Employee Wellbeing in Action



Physical wellbeing

This is assessed by taking part in our annual wellness day. The normal screenings such as Body Mass Index, waist circumference, body fat percentage, blood pressure, cholesterol, glucose and HIV take place then key assessments on your overall nutrition and exercise habits, smoking and alcohol use and stress levels are completed.

Discovery Healthy Company takes all this information and assess if there are any high-risk conditions such as chronic disease, depression, high level of stress etc and will refer you to a Healthy Company coach to take the necessary steps to ensure you get the right care.



Emotional wellbeing

Whether you experience a traumatic event such as an accident, assault, crime or traumatic death of a loved one or a life event relating to family care like having a baby, adoption, relationship difficulties or grieving the loss of someone, you will be given support. You are assessed during the wellness days, through online assessments or during telephonic conversations with a Healthy Company coach to assess your needs. If needed, your Healthy Company coach may refer you to a clinical psychologist or social worker for counselling sessions.

You will have access to eight face-to-face counselling sessions per incident. Your Healthy Company coach will check in with you regularly to determine your progress and provide support.

With the help of our mood capture tool on the Discovery website and Discovery app, if the tool detects signs of emotional distress, one of our multi-skilled coaches will reach out telephonically to provide advice and support to prevent issues from escalating.



Financial wellbeing

This element of support is to improve your financial knowledge and help you to assess your current financial situation and provide guidance on where you can improve your financial status.

A Healthy Company coach will help guide you with a series of articles, video clips, budgeting tools and check in with you to make sure you using all the information given to you effectively.

You can also contact one of our financial experts via the support line 0800 320 420, for debt counselling, or assistance with debt management services including insurance reviews, debt consolidation and reducing credit life premiums.



Legal support

If you require legal advice, you can contact one of our legal advisers during working hours for assistance with issues such as divorce, maintenance, custody, criminal matters, property disputes, breach of contract and claims for payment.

Emergency legal support is available 24 hours (0800 320 420) a day. This support includes legal and bail assistance in the event that an employee is arrested.

The legal advisers can also go through any contracts like loan agreements, rental, marriage, sale of property or vehicles to ensure they are legally viable. They can even give you guidance on how to write up a contract with anyone working on your property.



EMPLOYEE WELLBEING

We care

EMPLOYEE WELLBEING

Employee Assistance Program



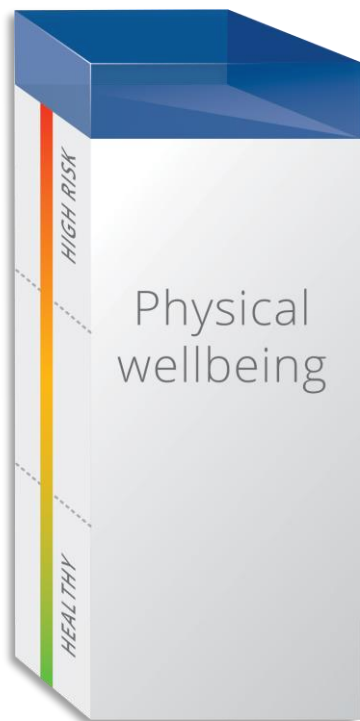
0800 172 765 (1 SASOL)



Wellbeing@sasol.com



*134*HCOM# (*131*4266#)



Physical wellbeing services includes:

- Focus on chronic and musculoskeletal diseases
- Education and awareness
- Perform health screening
- Referrals into existing care programmes
- Library of articles, nutrition and exercise guides (App driven)

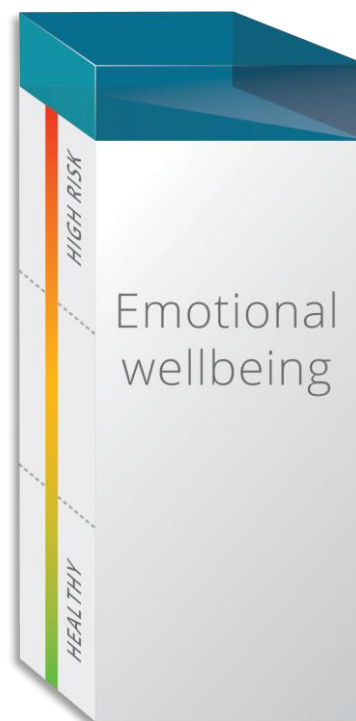


Help with issues such as:

- Divorce
- Custody and maintenance
- Criminal matters
- Property disputes
- Breach of contract
- Claims for payment
- Drafting of legal documents

Counselling services

- Face to face, telephone, virtual & onsite counselling
- Group trauma interventions
- Support with major life events
- Relationship issues
- Stress, depression and anxiety
- Addictive behavioural issues
- Parenting difficulties
- Personal development



Financial wellbeing services include:

- Educational sessions
- Budget assistance
- Debt counselling
- Debt management including debt relief solutions
- Bond origination information
- Vehicle finance origination information



Specialist-Led/Training Interventions

Emotional Wellbeing Workshops

Burnout and stress
Depression and anxiety
My Personal wellness
Work–life balance
Mental health in the workplace
Trauma debrief & training
Dealing with loss and divorce
Addiction signs and support
Sexual harassment
Gender-based violence
Signs when someone might be in need of help



Legal Support Workshops

The importance and basics of a will
The basics of entering into a contract
Basics about getting divorced
Your rights when getting divorced
Divorce and maintenance
The Family Advocate and their role
The basics of an antenuptial contract (ANC), accrual and how it works
Basics you need to know about insolvency and liquidation



Physical Wellbeing Workshops

HIV and AIDS workshop
Fitness and corporate wellness
Nutrition 101 – Getting back to basics
The nutritional facts you need to know
Nutrition myth busters

Financial Wellbeing Workshops

Cash crunch
Dumping debt
Couple's cash
Budgeting 101
Silly season spending
Back to the office budget
Money makeover



Social Wellbeing Workshops

Anger management
Building better teams
Bullying in the workplace
Coaching and mentoring
Communication strategies
Conflict resolution – Getting along at work
Emotional intelligence
Closing the generation gap in the workplace
Managing across cultures
Stress management

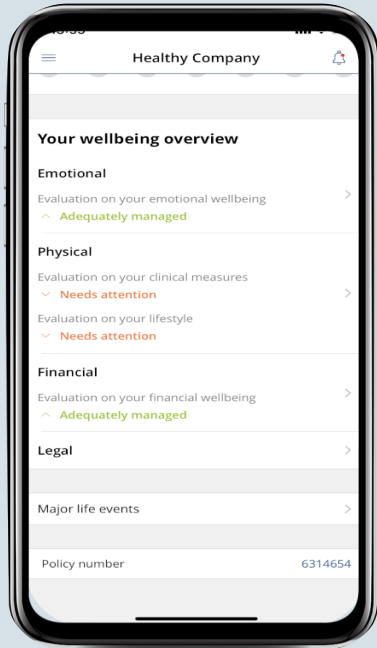


Safety Workshops

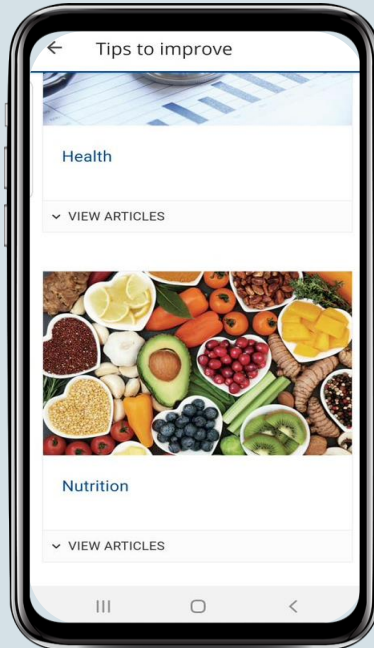
Self-defense
COVID-19 security
Hijack prevention
Home and personal safety
Streetwise in South Africa



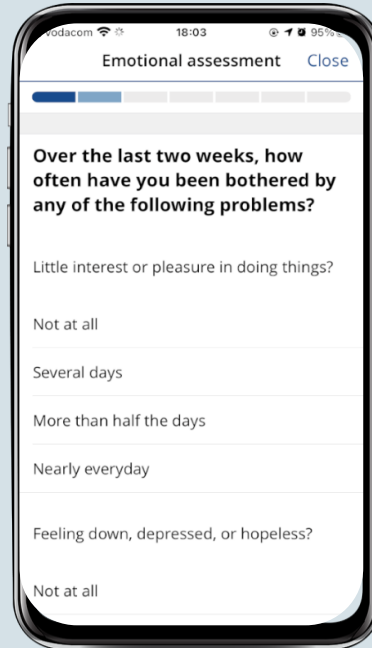
Personalised dashboard



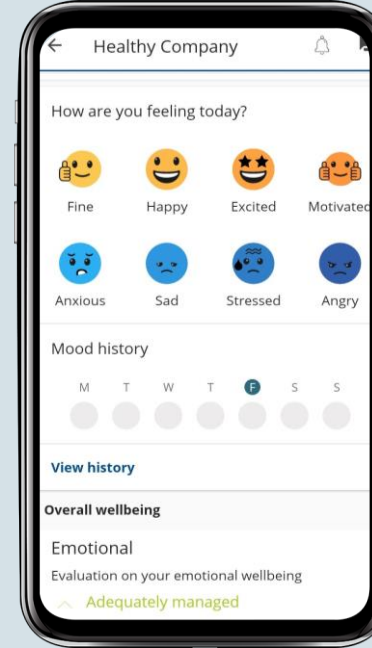
Educational content library



Risk assessments



Mood Capture Tool



Live Chat functionality

