

# SASOL HEARTBEAT SURVEY 2022



*Our voice. Our accountability.*



# REPORT INTRODUCTION AND OVERVIEW



Heartbeat is more than just a survey – it’s a process whereby we celebrate the voice of every employee in contributing towards ensuring Sasol is a great place to work!



**Listen:** We use the survey results to obtain feedback and we use the feedback to foster dialogue among team members.



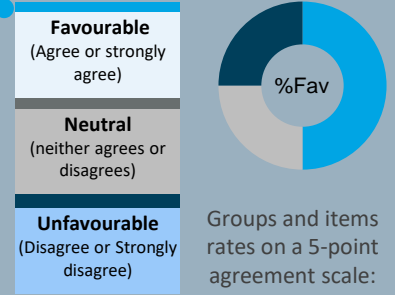
**Learn:** We actively look for new insights, we open ourselves to be challenged and we use data to test our assumptions.



**Act:** We move beyond insights, and we avoid analysis paralysis as we identify the vital actions that can make a difference on the ground.

## Interpreting scores

Consistent colours are used across the data to provide context to scores. Where possible, scores are also compared to the Sasol 2019 item and a global norm\*. Subsegment scores are also compared to the overall Sasol 2022 score.



Groups and items rates on a 5-point agreement scale:

Degree of favourability to an item or group:

Less than 50% favourable	50 - 59% favourable	60 – 69% favour-able	70 – 79% Favourable	Above 80% favourable
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For multiple-choice items the metric displays the percentage of respondents that selected it:

% Selection with feedback for improvement	% Selection with feedback on strengths
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\* A global norm benchmark was drawn from the Qualtrics/Kenexa consolidated database with over 15 million responses across all industries worldwide where items are highly comparable. Industry-specific norms offered much less coverage.



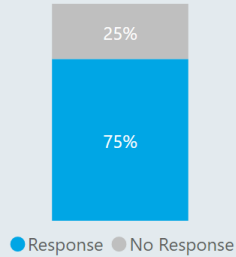
**Anonymity and confidentiality** have been assured in all reports by using an external partner. Responses are received and maintained through data privacy clearances and strict confidentiality thresholds in all reporting (5 responses for scaled responses and 30 responses for verbatim/free text responses).

# RESPONSE SUMMARY | Whose voices are represented in our data?

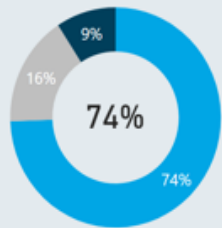


NOTE: (For Sasol overall we only reference breakdown per country, gender and age. Race and Ethnicity cannot be shared due to legislative requirements in some of the countries we operate within.)

## Response Rate



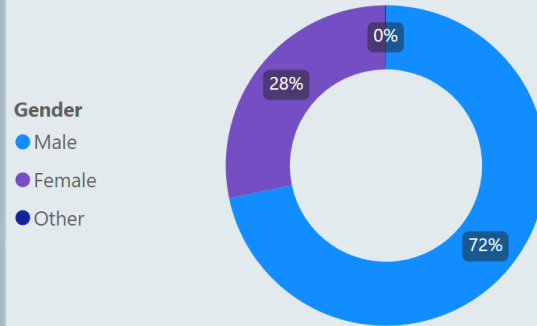
## Overall Engagement



### We Measure and Benchmark:

- Engagement
- Goal Clarity and Alignment
- Performance Enablement
- Living our Values
- Leadership Effectiveness
- Safety Behaviour
- Diversity, Equity and Inclusion
- Company Reputation
- Team Effectiveness
- Growth and Recognition

## Response by Gender



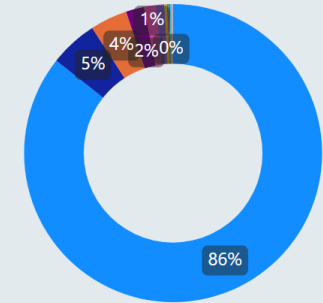
### Gender

- Male
- Female
- Other

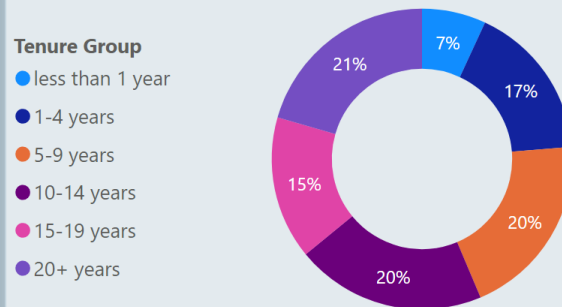
## Response by Country

### Country

- South Africa
- Germany
- USA
- Italy
- Mozambique
- China
- United Kingdom
- Singapore
- Slovakia
- Utd.Arab Emir.



## Response by Tenure Group



### Tenure Group

- less than 1 year
- 1-4 years
- 5-9 years
- 10-14 years
- 15-19 years
- 20+ years

## Response by Age Group

### Age Group

- Under 26 years ...
- 26 - 35 years old
- 36 - 45 years old
- 46 - 55 years old
- 56 - 65 years old
- Over 65 years

