

GRI INDEX 2024

Our FY24 Sustainability Report has been developed in accordance with the Global Reporting Initiative (GRI) Standards.



Statement of use

Sasol limited has reported in accordance with the GRI Standards for the period 1 JULY 2022 to 30 JUNE 2023

GRI STANDARD

DISCLOSURE TITLE

PAGE

REASON FOR OMISSION

GENERAL DISCLOSURES

GRI 2: General Disclosures














2-1 Organisational details	page 166 – Administration – Contact details	
2-2 Entities included in the organisation's sustainability reporting	page 3, 7 – Integrated thinking at Sasol, Value proposition	
2-3 Reporting period, frequency and contact point	page 3 – Integrated thinking at Sasol	
2-4 Restatements of information	^{PD} page 1-9 – Performance data	
2-5 External assurance	page 164-165 – Independent auditor's assurance report on selected key performance indicators	
2-6 Activities, value chain and other business relationships	page 9, 13-14 – Integrated value chain, Operating reality	
2-7 Employees	page 97 – Human capital management ^{PD} page 1 – Performance data	
2-8 Workers who are not employees	^{PD} page 1 – Performance data page 100-101, 97 – Occupational safety and HSI Programme, Human capital management	
2-9 Governance structure and composition	page 120-126 – Governance	



















GRI STANDARD	DISCLOSURE TITLE	PAGE	REASON FOR OMISSION
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GENERAL DISCLOSURES continued

2-10 Nomination and selection of the highest governance body	page 121 – Governance	
2-11 Chair of the highest governance body	page 18, 122 – Lead independent director’s statement, Group governance	
2-12 Role of the highest governance body in overseeing the management of impacts	page 23, 120 – Group Executive committee, Group governance	
2-13 Delegation of responsibility for managing impacts	page 18, 20 – Lead Independent director’s statement, President and Chief Executive Officer’s statement	
2-14 Role of the highest governance body in sustainability reporting	page 69-70, 126 – Safety, social and ethics committee chairman’s statement, Our Board committees	
2-15 Conflicts of interest	page 121 – Group governance – independence of our Board	
2-16 Communication of critical concerns	page 28-36, 37-39, 40-45 – Risk management, Stakeholders issues, Material Matters	
2-17 Collective knowledge of the highest governance body	page 123 – Governance	
2-18 Evaluation of the performance of the highest governance body	page 124 – Governance – effectiveness of our Board	
2-19 Remuneration Policies	page 134 – Remuneration Report – remuneration Policy	
2-20 Process to determine remuneration	page 134-135, 144 – Remuneration Report	
2-21 Annual compensation ratio	page 146, 159 – Remuneration report - key principles Remuneration report	
2-22 Statement on sustainable development strategy	page 19-22, 24, 69-70 – President and Chief executive officer’s statement, Strategy, Safety, social and ethics committee chairman’s statement	

GRI STANDARD	DISCLOSURE TITLE	PAGE	REASON FOR OMISSION
GENERAL DISCLOSURES <small>continued</small>			
2-23 Policy commitments	page 69-70, 127-128, 129-130 – Safety, social and ethics committee chairman’s statement, human rights, ethics		
2-24 Embedding policy commitments	page 127-128, 129-130 – Human rights, Ethics		
2-25 Process to remediate negative impacts	page 129-130 – Ethics		
2-26 Mechanisms for seeking advice and raising concerns	page 127-128, 129-130 – Human rights, Ethics		
2-27 Compliance with laws and regulations	page 91-92 – Environmental compliance		
2-28 Memberships associations	page 71 – Environmental, social and governance (ESG) snapshot page 12-24 – Climate Advocacy and Policy Supplement		
2-29 Approach to stakeholder engagement	page 3, 37-39, 40, 116-117 – Integrated thinking at Sasol, stakeholder’s issues, Material Matters, Sustainable procurement		
2-30 Collective bargaining agreements	page 98 – Human capital management page 136 – Remuneration at a glance		
MATERIAL TOPICS			
3-1 Process to determine Material Matter	page 40 – Material Matters		
3-2 List of material topics	page 41-45 – Material Matters		
3-3 Management of material topics	page 28-36, 41-45, 28-36 – Risk management, Material Matters		

GRI STANDARD	DISCLOSURE TITLE	PAGE	REASON FOR OMISSION
ECONOMIC PERFORMANCE			
201-1 Direct economic value generated and distributed	 page 9 – Performance data  page 38 – Turnover		
201-2 Financial implications and other risks and opportunities due to climate change	 page 13, 28-36, 85 – Operating reality, Risk management, TCFD index		
201-3 Defined benefit plan obligations and other retirement plans	 page 136, 146 – Remuneration report  page 22, 79 – Statement of comprehensive income, Provisions		
201-4 Financial assistance received from government		Sasol partners with government on various projects.	
MARKET PRESENCE			
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	 page 159 – Remuneration report		
202-2 Proportion of senior management hired from the local community	Not applicable	We do not report on the number of people hired from the local communities.	
INDIRECT ECONOMIC IMPACTS			
203-1 Infrastructure investments and services supported	 page 114 – Sasol in society		
203-2 Significant indirect economic impacts	 page 110, 116-117, 118-119 – Sasol in society, Sustainable procurement, Economic inclusion, Performance data (Broad based black economic empowerment)		
PROCUREMENT PRACTISES			
204-1 Proportion of spending on local suppliers	 page 116-117, 118-119 – Sustainable procurement, Economic inclusion		
ANTI-CORRUPTION			
205-1 Operations assessed for risks related to corruption	 page 116 – Sustainable procurement		
205-2 Communication and training about anti-corruption policies and procedures	 page 116, 129-130 – Sustainable procurement, Ethics		
205-3 Confirmed incidents of corruption and actions taken	 page 129-130 – Ethics		
ANTI-COMPETITIVE BEHAVIOUR			
206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	 page 28-36, 129-130 – Risk management, Ethics		

GRI STANDARD	DISCLOSURE TITLE	PAGE	REASON FOR OMISSION
TAX			
207-1	Approach to tax	 page 2-4 – Tax report	
207-2	Tax governance, control, and risk management	 page 2 – Tax report – Governance and risk management	
207-3	Stakeholder engagement and management of concerns related to tax	 page 1 – Tax report – Tax guiding principles	
207-4	Country-by-country reporting	 page 1 – Tax report  page 51-53 – Tax paid, deferred tax	
MATERIALS			
GRI 3: Material Topics 2021	301-1 Materials used by weight or by volume	 page 6, 7 – Performance data	
	301-2 Recycled input materials used	 page 4-5 – Performance data	
	301-3 Reclaimed products and their packaging materials	 page 108-109 – Product stewardship	
ENERGY			
302-1	Energy consumption within the organisation	 page 5-6 – Performance data	
302-2	Energy consumption outside the organisation	Not applicable	We report on our operational energy consumption.
302-3	Energy intensity	Not applicable	The energy intensity is calculated, however not disclosed in the reports.
302-4	Reduction of energy consumption	 page 76, 86 – Climate change, Energy efficiency	
302-5	Reductions in energy requirements of products and services	 page 86 – Energy efficiency	
WATER AND EFFLUENTS			
303-1	Interactions with water as a shared resource	 page 88-89 – Water	
303-2	Management of water discharge-related impacts	 page 88-89 – Water	
303-3	Water withdrawal	 page 7-8 – Performance data	
303-4	Water discharge	 page 91-92 – Environmental compliance  page 7-8 – Performance data	
303	Water consumption	 page 88 – Water  page 7-8 – Performance data	

GRI STANDARD	DISCLOSURE TITLE	PAGE	REASON FOR OMISSION
BIODIVERSITY			
GRI 3: Material Topics 2021	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<ul style="list-style-type: none">  page 87 – Land and biodiversity  page 8, 9 – Performance data 	
	304-2 Significant impacts of activities, products and services on biodiversity	<ul style="list-style-type: none">  page 87 – Land and biodiversity 	
	304-3 Habitats protected or restored	<ul style="list-style-type: none">  page 87 – Land and biodiversity 	
	304-4 IUCN Red list species and national conservation list species with habitats in areas affected by operations	Not applicable	We do not report on IUCN red list species.
EMISSIONS			
	3-3 Management of material topics	<ul style="list-style-type: none">  page 41-45 – Material Matters 	
	305-1 Direct (Scope 1) GHG emissions	<ul style="list-style-type: none">  page 76 – Climate change  page 3 – Performance data 	
	305-2 Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none">  page 76 – Year in review  page 3 – Performance data 	
	305-3 Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none">  page 81 – Climate change 	
	305-4 GHG emissions intensity	<ul style="list-style-type: none">  page 3 – Performance data 	
	305-5 Reductions of GHG emissions	<ul style="list-style-type: none">  page 81 – Climate change 	
	305-6 Emissions of ozone-depleting substance (ODS)	Not applicable	We do not emit ODS and we do not report them.
	305-7 Nitrogen oxides (NO _x), sulphur oxides (SO _x), and other significant air emissions	<ul style="list-style-type: none">  page 73 – Air quality management  page 3 – Performance data 	
WASTE			
GRI 3: Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none">  page 41-45 – Material Matters 	
	306-1 Waste generation and significant waste-related impacts	<ul style="list-style-type: none">  page 90 – Waste 	
	306-2 Management of significant waste-related impacts	<ul style="list-style-type: none">  page 90 – Waste 	
	306-3 Waste generated	<ul style="list-style-type: none">  page 90 – Waste 	
		<ul style="list-style-type: none">  page 4-5 – Performance data 	
	306-4 Waste diverted from disposal	<ul style="list-style-type: none">  page 90 – Waste 	
306-5 Waste directed to disposal	<ul style="list-style-type: none">  page 4-5 – Performance data 		
	<ul style="list-style-type: none">  page 90 – Waste 		

GRI STANDARD	DISCLOSURE TITLE	PAGE	REASON FOR OMISSION	
SUPPLIER ENVIRONMENTAL ASSESSMENT				
308-1	New suppliers that were screened using environmental criteria	page 117 – Sustainable procurement		
308-2	Negative environmental impacts in the supply chain and actions taken	page 117 – Sustainable procurement		
EMPLOYMENT				
GRI 3: Material Topics 2021	3-3	Management of material topics	page 41-45 – Material Matters	
	401-1	New employee hires and employee turnover	page 98 – Human capital management	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	page 136, 146 – Remuneration report	
	401-3	Parental leave		Parental Leave forms part of internal Employee Leave Policy. More information available on request
LABOR/MANAGEMENT RELATIONS				
402-1	Minimum notice periods regarding operational changes	page 20 – President and chief executive officer statement	The notice period is contained in the internal policies	
OCCUPATIONAL HEALTH AND SAFETY				
403-1	Occupational health and safety management system	page 100-102 – Occupational safety and HSI programme, Occupational health		
403-2	Hazard identification, risk assessment, and incident investigation	page 100-101 – Occupational safety and HSI programme		
403-3	Occupational health services	page 102 – Occupational health		
403-4	Worker participation, consultation, and communication on occupational health and safety	page 100-102 – Occupational safety and HSI programme, Occupational health		
		page 29, 31 – Risk management		
403-5	Worker training on occupational health and safety	page 101 – Occupational safety and HSI programme		
403-6	Promotion of worker health	page 100-101, 102 – Occupational safety and HSI programme, Occupational health		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	page 102, 103 – Occupational health, Process safety		
403-8	Workers covered by an occupational health and safety management system	page 102, 103 – Occupational health, Process safety		
403-9	Work-related injuries	page 101 – Occupational safety and HSI programme, Occupational health		
		page 1 – Performance data		
403-10	Work-related ill health	page 102 – Occupational health		

GRI STANDARD	DISCLOSURE TITLE	PAGE	REASON FOR OMISSION
TRAINING AND EDUCATION			
404-1	Average hours of training per year per employee	Not applicable	We report on numbers of employees trained and spent, but not on the average hours of training per year per employee.
404-2	Programs for upgrading employee skills and transition assistance programs	page 95, 99 – Human capital management	
404-3	Percentage of employees receiving regular performance and career development reviews	page 98-99 – Human capital management	
DIVERSITY AND EQUAL OPPORTUNITY			
405-1	Diversity of governance bodies and employees	page 95-99 – Human capital management page 123 – Governance	
405-2	Ratio of basic salary and remuneration of women to men	page 159 – Remuneration implementation report	
NON-DISCRIMINATION			
406-1	Incidents of discrimination and corrective actions taken	page 130 – Ethics	
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	page 98 – Human capital management	
CHILD LABOR			
408-1	Operations and suppliers at significant risk for incidents of child labour	page 117, 128 – Sustainable procurement, Human rights	Our ESG assessment indicated risks in the Community stakeholder engagement and Corporate Social Investment, climate change and water management areas. Child labour was not identified.
FORCED OR COMPULSORY LABOR			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	page 117, 128 – Sustainable procurement, Human rights	
SECURITY PRACTICES			
410-1	Security personnel trained in human rights policies or procedures	page 127-128 – Human rights	
RIGHTS OF INDIGENOUS PEOPLE			
411-1	Incidents of violations involving rights of indigenous peoples	page 127-128 – Human rights	We currently have no incidents of violations involving the rights of indigenous people. We have policies regarding sanctions, which is available on our website.

GRI STANDARD	DISCLOSURE TITLE	PAGE	REASON FOR OMISSION
LOCAL COMMUNITIES			
413-1 Operations with local community engagement, impact assessments, and development programs	page 118-119 – Economic inclusion		
413-2 Operations with significant actual and potential negative impacts on local communities	page 72-73, 91-92, 94 – air quality management, Environmental compliance, Sustainable use of plastics		
SUPPLIER SOCIAL ASSESSMENT			
414-1 New suppliers that were screened using social criteria	page 117 – Sustainable procurement		
414-2 Negative social impacts in the supply chain and actions taken	page 116-117 – Sustainable procurement		
PUBLIC POLICY			
415-1 Political contributions	Not applicable	We do not contribute to politics or any political related matter. Therefore we do not report on it, however it is contained in the Code of conduct.	
CUSTOMER HEALTH AND SAFETY			
416-1 Assessment of the health and safety impacts of product and service categories	page 106-108 – Product stewardship		
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	page 106-108, 91-92 – Product stewardship, Environmental compliance		
MARKETING AND LABELING			
417-1 Requirements for product and service information and labeling	page 106-108 – Product stewardship		
417-2 Incidents of non-compliance concerning product and service information and labeling	page 106-108 – Product stewardship		
417-3 Incidents of non-compliance concerning marketing communications	Not applicable	No incidents regarding marketing communications were reported.	
CUSTOMER PRIVACY			
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Not applicable	No complaints regarding breaches of customer privacy and losses of customer data.	