

04 APRIL 2022

BUSINESS AND HUMAN RIGHTS DUE DILIGENCE QUESTIONNAIRE FOR SUPPLIERS

1. BACKGROUND

- 1.1 Sasol has publicly committed in its Human Rights Policy to uphold and respect human rights in all of its business activities. This commitment extends to our own activities and our business relationships, including our suppliers.
- 1.2 We seek to ensure that our company and our suppliers operate in accordance with applicable laws, as well as the Sasol Code of Conduct and the Supplier Code of Conduct. Our suppliers are also required to comply with: (i) all applicable Sasol Safety Policies and Procedures; and (ii) Sasol's Supplier Industrial Relations (IR) Procedure.
- 1.3 Amongst other things, the Supplier Code of Conduct is explicit that Sasol suppliers must not participate in, or benefit from, any form of forced labour and/or child labour. We are opposed to any form of modern slavery and human trafficking in our supply chain or in any part of our business.

2. DUE DILIGENCE

- 2.1 As part of business and human rights due diligence process, you are requested to complete this Questionnaire to:
 - 2.1.1 identify your salient human rights risks which are relevant to your work for Sasol;
 - 2.1.2 demonstrate the steps you have taken to effectively identify and manage business and human rights risks; and
 - 2.1.3 facilitate engagement between you and Sasol on business and human rights related issues, so that key risks/challenges can be managed.
- 2.2 You may also update any information previously provided. Answers to this Questionnaire can be entered directly into the Questionnaire or an additional document that can be attached to this Questionnaire. Such answers are confidential and will not be shared with external third parties.

3. SELF ASSESSMENT

1. COMPANY CONTACT INFORMATION	
I. SUPPLIER DETAILS	
1. Company name:	
2. Address:	
3. Contact details:	
4. Company website, if any:	

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5. The nature of the supplier's line of business:	
6. Supplier's geographical footprint (subsidiaries and branches which are engaged in the provision of goods or services to Sasol):	
2. PRIMARY COMPANY CONTACT	
II. DETAILS OF THE SUPPLIER REPRESENTATIVE	
7. Primary contact person:	
8. Title:	
9. Phone number:	
10. Email:	
III. LABOUR	
11. % of employees that are male/female:	Male <input type="text"/> Female <input type="text"/>
12. Do you have procedures in place to ensure no employees suffer discrimination on the basis of their national, ethnic or social origin; health status; disability; sexual orientation; age; gender; political opinion; or religious belief?	<input type="checkbox"/> YES <input type="checkbox"/> NO Comments:
13. % of employees that are foreign/migrant workers and countries of origin:	[Please also express this figure as a percentage of your total workforce.]
14. % of temporary workers:	[Please also express this figure as a percentage of your total workforce.]
15. Are all employees provided with a written employment contract which provides for at least the minimum wage?	<input type="checkbox"/> YES <input type="checkbox"/> NO Comments:
16. Do you verify the age of your workers to ensure all workers are of a minimum age?	<input type="checkbox"/> YES <input type="checkbox"/> NO Comments:
17. Are employees or contract workers free to leave their employment with your company on reasonable notice?	<input type="checkbox"/> YES <input type="checkbox"/> NO Comments:
18. Do you audit recruiters to assess forced labour/human trafficking risks?	<input type="checkbox"/> YES <input type="checkbox"/> NO Comments: [If you do not use recruiters (or to your knowledge, your own suppliers) please answer "N/A".]

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<p>19. Are your workers free to join any labour or collective bargaining organisation and/or trade union?</p>	<p><input type="checkbox"/> YES <input checked="" type="checkbox"/> NO</p> <p>Comments:</p>
<p>20. Have you implemented procedures to protect worker health and safety, including: (a) enforcing safety standards; (b) limiting exposure to harmful substances; and (c) preventing excessive mental and physical fatigue? Please describe them.</p>	<p><input type="checkbox"/> YES <input type="checkbox"/> NO</p> <p>Comments:</p>
<p>IV. BUSINESS AND HUMAN RIGHTS</p>	
<p>21. Do you have a human rights policy? If yes, please describe: (a) how this is communicated; and (b) how responsibility for implementation is embedded in your governance structure.</p>	<p><input type="checkbox"/> YES <input type="checkbox"/> NO</p> <p>Comments:</p>
<p>22. Does your company have a process to identify its actual or potential human rights impacts? If so, please describe the salient impacts you have identified, and detail any impact assessments in the last three years.</p>	<p><input type="checkbox"/> YES <input type="checkbox"/> NO</p> <p>Comments:</p>
<p>23. Do you operate in a high-risk country, such as conflict zones or jurisdictions where it is well-known laws are incompatible with key international human rights standards?</p>	<p><input type="checkbox"/> YES <input type="checkbox"/> NO</p> <p>Comments: [Please in particular note operations in high risk areas where those specific operations are involved in the provision of goods or services to Sasol.]</p>
<p>24. In the last three years has your company (or any of its officers or employees) been subject to any investigation, inquiry, or enforcement proceedings by any governmental or regulatory authority regarding any alleged human rights abuses?</p>	<p><input type="checkbox"/> YES <input type="checkbox"/> NO</p> <p>Comments: [Matters of interest may relate to, for example, slavery, forced or child labour, human trafficking, purchase of raw materials from business partners allegedly using child labour, disrespect for gender equality, adverse impacts on local communities, or reprehensible environmental practices.]</p>
<p>25. Do you have a process for receiving, investigating and resolving reports of human rights impacts (e.g. grievance mechanism)?</p>	<p><input type="checkbox"/> YES <input type="checkbox"/> NO</p> <p>Comments:</p>
<p>26. Do you hire or use private or public security forces? If so, what measures have you implemented to ensure security forces respect human rights?</p>	<p><input type="checkbox"/> YES <input type="checkbox"/> NO</p> <p>Comments: [If the you do not need to use public or private security forces, please answer "N/A".]</p>

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27. Do you have any other comments you would like to make?	<input type="checkbox"/> YES <input type="checkbox"/> NO
Comments:	

3. CERTIFICATION (Please review and sign the following certification)

The undersigned authorised representative of the supplier hereby certifies on behalf of the supplier that the information provided in this Questionnaire is true and accurate to the best of the undersigned’s knowledge and belief. The undersigned also certifies that, if the supplier learns of any additional information that is relevant to this Questionnaire, the supplier will promptly report that information to Sasol Supply Chain representative(s). The undersigned acknowledges and agrees that the supplier will be required from time to time to certify to Sasol, the supplier’s compliance with business and human rights requirements.

Name of the supplier:	
Signature:	
Name of the supplier representative:	
Title:	
Date:	

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