

## **B-BBEE VERIFICATION REPORT**

Sasol Limited  
Registration Number: 1979/003231/06  
VAT Number: 4750103162  
Measured Period: 01 Jul 2019 to 30 Jun 2020  
Certificate Number: SVSG20121247  
Report Date: 22 Dec 2020  
Report Version: Final

Siyandisa Verification Business Solutions (Pty) Ltd  
Unit 15 Waterford Office Park, Fourways  
Ph: (010) 476 0900 Fax: 086 724 5545

Document Number	: CP7F1	Compiled by	: C Singh
Version	: 04	Approved by	: B Mzila
Effective date	: 01 Dec 2020	Page	: 1 of 9

<b>Sasol Limited</b>	
<b>Registration Number:</b>	<b>1979/003231/06</b>
<b>VAT Number:</b>	<b>4750103162</b>
<b>Measurement Period:</b>	<b>01 Jul 2019 to 30 Jun 2020</b>
<b>Codes:</b>	<b>Revised Codes of Good Practice on BEE - Generic 2019</b>
<b>Sub-Sector:</b>	<b>Not Applicable</b>
<b>Scorecard:</b>	<b>Generic</b>
<b>Empowering Supplier:</b>	<b>Yes</b>
<b>Level Discounted</b>	<b>No</b>
<b>Overall BEE Score</b>	<b>85.25 of 120.00 (incl. bonus points)</b>
<b>B-BBEE Status Levels</b>	<b>4</b>
<b>B-BBEE Recognition Level</b>	<b>100,00%</b>
<b>Report date</b>	<b>22-Dec-20</b>
<b>Report Version</b>	<b>Final</b>
<b>Certificate Number</b>	<b>SVSG20121247</b>

<b>Ownership</b>					
<b>Indicators</b>	<b>Compliance</b>	<b>Denominator</b>	<b>Weighting</b>	<b>Target</b>	<b>Points</b>
Exercisable Voting Rights in the Entity in the hands of Black people	33,68%	100,00%	4,00	25,00% +1 VOTE	4,00
Exercisable Voting Rights in the Entity in the hands of Black women	12,43%	100,00%	2,00	10,00%	2,00
Economic Interest in the Entity to which Black people are entitled	25,39%	100,00%	4,00	25,00%	4,00
Economic Interest in the Entity to which Black women are entitled	12,32%	100,00%	2,00	10,00%	2,00
Economic Interest of any of the following Black natural people in the Measured Entity: BDG, EOS, BBOS or Co-Ops	0,57%	100,00%	3,00	3,00%	0,57
Black New entrants	0,07%	100,00%	2,00	2,00%	0,07
Net Value (Formula A)	16,54%	100,00%	8,00	10,00%	8,00
Net Value (Formula B)	25,10%	100,00%		25,00%	
<b>40% Sub Minimum met</b>	<b>Yes</b>				
<b>Modified Flow-Through Applied</b>	<b>Yes</b>				
<b>Total</b>			<b>25,00</b>		<b>20,64</b>

Management Control						
Indicators	Compliance*		Denominator	Weighting	Target	Points
Exercisable voting rights of black board members as a percentage of all board members	40,00%		100,00%	2,00	50,00%	1,60
Exercisable voting rights of black female board members as a percentage of all board members	20,00%		100,00%	1,00	25,00%	0,80
Black Executive directors as a percentage of all executive directors	1,00	33,33%	3,00	2,00	50,00%	1,33
Black female Executive directors as a percentage of all executive directors	0,00	0,00%	3,00	1,00	25,00%	0,00
Black Other Executive Management as a percentage of all Other Executive Management	2,00	33,33%	6,00	2,00	60,00%	1,11
Black Female Other Executive Management as a percentage of all Other Executive Management	2,00	33,33%	6,00	1,00	30,00%	1,00
Black Employees in Senior Management as a percentage of all Senior Management	275,17	26,92%	1 022,00	2,00	60,00%	0,90
Black Female Employees in Senior Management as a percentage of all Senior Management	82,41	8,06%	1 022,00	1,00	30,00%	0,27
Black Employees in Middle Management as a percentage of all Middle Management	1 848,85	44,26%	4 177,00	2,00	75,00%	1,18
Black Female Employees in Middle Management as a percentage of all Middle Management	758,34	18,16%	4 177,00	1,00	38,00%	0,48
Black Employees in Junior Management as a percentage of all Junior Management	7 492,23	61,88%	12 107,00	1,00	88,00%	0,70
Black Female Employees in Junior Management as a percentage of all Junior Management	2 028,67	16,76%	12 107,00	1,00	44,00%	0,38
Black Employees with disabilities as percentage of all employees	105,00	0,38%	27 807,00	2,00	2,00%	0,38
<b>Total</b>				<b>19,00</b>		<b>10,13</b>

\*EAP target adjusted compliance where applicable

Skills Development							
Indicators	Compliance*		Denominator	Weighting	Target	Points	
Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black people as a percentage of Leviale Amount	R	529 024 624,25	2,88%	R 18 344 942 867,00	6,00	3,50%	4,94
Skills Development Expenditure on Bursaries for Black Students at Higher Education Institutions	R	110 240 484,67	0,60%	R 18 344 942 867,00	4,00	2,50%	0,96
Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black employees with disabilities as a percentage of Leviale Amount	R	4 691 281,00	0,03%	R 18 344 942 867,00	4,00	0,30%	0,34
Number of Black people participating in Learnerships, Apprenticeships and internships as a percentage of total employees		1380,20	4,96%	27807	6,00	5,00%	5,96
Bonus: Number of black people absorbed by the Measured and Industry Entity at the end of the Learnerships programme		162,00	0,58%	27807	5,00	5,00%	0,58
<b>40% Sub Minimum met</b>	<b>Yes</b>						
<b>Total</b>					<b>25,00</b>		<b>12,78</b>

\*EAP target adjusted compliance

<b>Enterprise and Supplier Development</b>						
<b>Preferential Procurement</b>						
<b>Indicators</b>	<b>Compliance</b>		<b>Denominator</b>	<b>Weighting</b>	<b>Target</b>	<b>Points</b>
B-BBEE Procurement Spend from all Empowering Suppliers based on the B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	R 50 765 498 482,97	63,51%	R 79 930 000 000,00	5,00	80,00%	3,97
B-BBEE Procurement Spend from all Empowering Suppliers that are Qualifying Small Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	R 8 205 496 296,71	10,27%	R 79 930 000 000,00	3,00	15,00%	2,05
B-BBEE Procurement Spend from all Exempted Micro-Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	R 3 167 855 091,66	3,96%	R 79 930 000 000,00	4,00	15,00%	1,06
B-BBEE Procurement Spend from Empowering Suppliers that are at least 51% black owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	R 31 105 014 888,61	38,92%	R 79 930 000 000,00	11,00	50,00%	8,56
B-BBEE Procurement Spend from Empowering Suppliers that are at least 30% black women owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	R 22 337 085 868,02	27,95%	R 79 930 000 000,00	4,00	12,00%	4,00
<b>40% Sub Minimum met</b>	<b>Yes</b>					
B-BBEE Procurement Spend from Designated Group Suppliers that are at least 51% Black owned.	R 47 106 088,52	0,06%	R 79 930 000 000,00	2,00	2,00%	0,06

Supplier Development Contributions							
Indicators	Compliance		Denominator	Weighting	Target	Points	
Annual value of all Supplier Development Contributions made by the Measured Entity as a percentage of the target	R	254 855 278,65	4,49%	R 5 679 889 368,10	10,00	2,00%	10,00
<b>40% Sub Minimum met</b>	<b>Yes</b>						
Enterprise Development							
Indicators	Compliance		Denominator	Weighting	Target	Points	
Annual value of Enterprise Development Contributions and Sector Specific Programmes made by the Measured Entity as a percentage of the target	R	249 134 197,93	4,39%	R 5 679 889 368,10	5,00	1,00%	5,00
<b>40% Sub Minimum met</b>	<b>Yes</b>						
Bonus point for graduation of one or more Enterprise Development beneficiaries to graduate to the Supplier Development level.	74	Yes	100,00%	1,00	Yes	1,00	
Bonus point for creating one or more jobs directly as a result of Supplier Development and Enterprise Development initiatives by the Measured Entity	1367	Yes	100,00%	1,00	Yes	1,00	
<b>Total</b>				<b>46,00</b>		<b>36,70</b>	

Socio-Economic Development							
Indicators	Compliance		Denominator	Weighting	Target	Points	
Annual value of all Socio-Economic Development Contributions by the Measured Entity as a percentage of the Target	R	181 392 803,71	3,19%	R 5 679 889 368,10	5,00	1,00%	5,00
<b>Total</b>				<b>5,00</b>		<b>5,00</b>	

Y.E.S - Youth Employment Service						
Indicators	Compliance		Denominator	Weighting	Target	Points
Achieve YES Target	0,00	0,00%	0,00	C	0,00	N/C
Absorb 2,5% of your YES youth	0,00	0,00%	0,00	C	2,50%	
Achieve 1.5 times YES Target	0,00	0,00%	0,00	0,00	0,00	0,00
Absorb 5% of your YES youth	0,00	0,00%	0,00	C	5,00%	
Double YES Target	0,00	0,00%	0,00	C	0,00	N/C
Absorb 5% of your YES youth	0,00	0,00%	0,00	C	5,00%	
<b>Levels achieved through YES</b>	<b>0</b>					
<b>Total</b>				<b>0,00</b>		<b>0,00</b>



<b>B-BBEE Status Levels</b>		
<b>B-BBEE Status</b>	<b>Qualification</b>	<b>B-BBEE Recognition Level</b>
Level 1	≥100 points on the Generic Scorecard	135%
Level 2	≥95 but <100 points on the Generic Scorecard	125%
Level 3	≥90 but <95 points on the Generic Scorecard	110%
Level 4	≥80 but <90 points on the Generic Scorecard	100%
Level 5	≥75 but <80 points on the Generic Scorecard	80%
Level 6	≥70 but <75 points on the Generic Scorecard	60%
Level 7	≥55 but <70 points on the Generic Scorecard	50%
Level 8	≥40 but <55 points on the Generic Scorecard	10%
Non-Compliant	<40 points on the Generic Scorecard	0%

### **Conclusion**

Based on the supporting documentation provided to Siyandisa by Sasol Limited and the evidence gathered at the on-site verification conducted by Siyandisa, Sasol Limited scored 85,25 points on the Generic Scorecard.

Sasol Limited is therefore recognised as a level 4 contributor to B-BBEE with a 100,00% B-BBEE Procurement Recognition level.

**FINAL SCORE: 85,25**

**B-BBEE STATUS LEVEL: Level 4 Contributor**

**RECORDED BBEE STATUS LEVEL: Level 4**

### **Verification Analyst(s)**

Tebogo Morare  
Bonginkosi Mzila  
Kgopotso Mpato  
Thando Cindi

### **Verification Manager(s)**

Cedric Singh