



1 July 2020

Slavery and Human Trafficking Statement for the Financial Year ended 30 June 2020

Sasol Limited, the holding company of the Sasol Group of Companies (Sasol), is opposed to any form of modern slavery and human trafficking in our supply chain or in any part of our business and remain committed to the prohibition of any form of forced labour and child labour.

Our commitment to uphold the human rights of all people is captured in our Code of Conduct, Human Rights Policy, Supply Chain Policy read with our Supplier Code of Conduct, SHE Policy, Sasol Security Policy and various policies and practices related to fair labour and employment. Our compliance programme in all the jurisdictions in which we operate is a key enabler in this regard.

This statement is published by Sasol and its relevant subsidiaries pursuant to section 54 of the United Kingdom Modern Slavery Act 2015 (the Act). Section 54 of the Act requires commercial organisations carrying on all or part of a business in the United Kingdom (UK), that supply goods or services, and which have a consolidated global turnover of GBP36 million per annum or more, regardless of where they are incorporated, to prepare and publish a slavery and human trafficking statement for each financial year.

Sasol also complies with The California Transparency in Supply Chain Act of 2012 (SB657)¹. Sasol North America's statement in this regard can be found at www.sasolnorthamerica.com.

Our business

Sasol is a global integrated chemicals and energy company spanning 31 countries with more than 31 000 employees as at 30 June 2019. We use selected technologies to safely and sustainably source, produce and market chemical and energy products competitively to create superior value for our customers, shareholders and other stakeholders. Our global turnover for the financial year ended 30 June 2019 was ZAR203 576 million. Please refer to Sasol's Integrated Report for 2019 for more details, and for information on how we structure ourselves, including details of our operations and principal activities, please refer to our most recent Form 20-F (exhibit 99.6) on www.sasol.com. Sasol's suite of annual reports for 2020 is anticipated to be released on or about 14 August 2020.

Our human rights framework

Our recently updated Human Rights Policy and Supply Chain Policy underpin this statement. Both policies are accessible on www.sasol.com. Our human rights framework incorporates the International Bill of Human Rights, the Ten Principles of the United Nations (UN) Global Compact¹

¹ *Sasol has been a signatory of the UN Global Compact (Ten Principles) since 2001.*

Sasol Limited

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Company Secretary: MML Mokoka

and the UN Guiding Principles on Business and Human Rights. We also subscribe to and endorse the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and the Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises as well as applicable UN Conventions and Sustainable Development Goals that address specific populations or issues. Our approach is premised on compliance with applicable legal requirements in all the jurisdictions in which we conduct our business, including on the abolishment of modern slavery and human trafficking. We uphold our Human Rights policy in this respect through the enforcement of our Supplier Code of Conduct.

Our Code of Conduct and supply chain management

The Sasol Code of Conduct applies uniformly to all wholly owned Sasol businesses, employees and directors globally without exception, and commits all who are bound by it, to consistently behave responsibly, honestly, fairly and respectfully in all our business relationships. Our values form the cornerstones thereof. We address failures to adhere to the Code of Conduct and associated policies by our employees through disciplinary action in accordance with our Disciplinary Code. If a supplier fails to comply with the Sasol Supplier Code of Conduct, Sasol reserves the right to terminate its business relationship with that supplier.

We strive for excellence in the sustainable supply and delivery of goods, services and products to maximise value for our organisation and our customers. We acknowledge that the way our suppliers and other supply chain partners (including their subcontractors) act, affects Sasol and therefore we will only do business with partners that demonstrate integrity and align with our values. Our Supply Chain Governance Framework is applicable globally and includes a due diligence process by which suppliers are vetted on their compliance with applicable laws and the Sasol Supplier Code of Conduct for purposes of their accreditation and subsequent on-boarding. We commercially require our suppliers to act ethically, fairly, to comply with all applicable laws and regulations, uphold fundamental human rights including fair labour practices and to be transparent in their business practices in accordance with our Supplier Code of Conduct. For more detail in this regard, please refer to Supplier Management on www.sasol.com.

Our Supplier Code of Conduct affirms that all human beings have the right to work freely and of their own free will in accordance with applicable legislation. It requires suppliers not to participate in or benefit from any form of forced labour – which is work performed involuntarily under threat of penalty. In this context, forced labour includes bonded labour, debt bondage, forced prison labour, slavery, servitude or human trafficking. In addition, suppliers are compelled to prohibit child labour and any employment or use of such labour and align with agreements and recommendations of the International Labour Organisation in this regard.

The Sasol Group Ethics Office is the custodian of Sasol's anonymous international whistleblowing facility, which is available to all employees and stakeholders, to report any actual or suspected unethical conduct, without fear of adverse consequences. A new Whistle-Blower Policy and a new Ethics Investigation Policy have been adopted to support the reporting, investigation and management of actual or suspected unethical conduct, including actual or suspected human rights violations, through the appropriate mechanisms. These policies support Sasol's approach to speaking out about ethics without fear of retaliation and to prevent such conduct from recurring or escalating.

Sasol's most recent Sustainability Report on www.sasol.com provides more information on Human Rights, Ethics and Supply Chain Management.

Training and awareness

Awareness of our Code of Conduct and Human Rights Policy is maintained through focused, direct communication, the Sasol website and through our supplier network and management structures. Training which specifically addresses human rights issues and modern slavery is provided to our supply chain employees and our suppliers, as well as to any other employees who require such training to create awareness around the requirements of the Sasol Supplier Code of Conduct.

In conclusion

Sasol strives to continuously enhance and adapt its policies, business processes, practices and other controls to effectively combat human rights violations and any form of modern slavery within our sphere of influence.

The Sasol Limited Board, through its Safety, Social and Ethics Committee (“SSE”), has recently approved a Business and Human Rights Framework to ensure that Sasol’s human rights performance is optimally aligned with the UN Guiding Principles on Business and Human Rights in the near-term. Among other activities, Sasol’s human rights risk profile has been reviewed, and we aim to further embed human rights risk management in our group-wide Enterprise Risk Management Programme. Sasol reports on its progress in this regard to the SSE and in its annual Sustainability Report which can be accessed on www.sasol.com.

F R Grobler

President and Chief Executive Officer

Duly authorised in terms of the Sasol Limited and Sasol Group Limits and Delegations of Authority