

B-BBEE VERIFICATION REPORT

Sasol South Africa Limited
Registration Number: 1968/013914/06
VAT Number: 4430113102
Measured Period: 01 Jul 2019 to 30 Jun 2020
Certificate Number: SVSG20121250(B)
Report Date: 04 May 2021
Report Version: Final of 2021/05/04

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Sasol South Africa Limited	
Registration Number:	1968/013914/06
VAT Number:	4430113102
Measurement Period:	01 Jul 2019 to 30 Jun 2020
Codes:	Revised Codes of Good Practice on BEE - Generic 2019
Sub-Sector:	Not Applicable
Scorecard:	Generic
Empowering Supplier:	Yes
Level Discounted	No
Overall BEE Score	89.61 of 120.00 (incl. bonus points)
B-BBEE Status Levels	4
B-BBEE Recognition Level	100,00%
Report date	04-May-20
Report Version	Final of 2021/05/04
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Ownership					
Indicators	Compliance	Denominator	Weighting	Target	Points
Exercisable Voting Rights in the Entity in the hands of Black people	44,24%	100,00%	4,00	25,00% +1 VOTE	4,00
Exercisable Voting Rights in the Entity in the hands of Black women	11,48%	100,00%	2,00	10,00%	2,00
Economic Interest in the Entity to which Black people are entitled	37,47%	100,00%	4,00	25,00%	4,00
Economic Interest in the Entity to which Black women are entitled	11,39%	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	1,91%	100,00%	3,00	3,00%	1,91
Black New entrants	0,78%	100,00%	2,00	2,00%	0,78
Net Value (Formula A)	26,10%	100,00%	8,00	10,00%	8,00
Net Value (Formula B)	37,47%	100,00%		25,00%	
40% Sub Minimum met	Yes				
Modified Flow-Through Applied	No				
Total			25,00		22,69

Management Control						
Indicators	Compliance*		Denominator	Weighting	Target	Points
Exercisable voting rights of black board members as a percentage of all board members	100,00%		100,00%	2,00	50,00%	2,00
Exercisable voting rights of black female board members as a percentage of all board members	58,33%		100,00%	1,00	25,00%	1,00
Black Executive directors as a percentage of all executive directors	8,00	100,00%	8,00	2,00	50,00%	2,00
Black female Executive directors as a percentage of all executive directors	3,00	37,50%	8,00	1,00	25,00%	1,00
Black Other Executive Management as a percentage of all Other Executive Management	13,00	50,00%	26,00	2,00	60,00%	1,67
Black Female Other Executive Management as a percentage of all Other Executive Management	5,00	19,23%	26,00	1,00	30,00%	0,64
Black Employees in Senior Management as a percentage of all Senior Management	214,28	24,95%	859,00	2,00	60,00%	0,83
Black Female Employees in Senior Management as a percentage of all Senior Management	70,22	8,17%	859,00	1,00	30,00%	0,27
Black Employees in Middle Management as a percentage of all Middle Management	1 504,31	42,70%	3 523,00	2,00	75,00%	1,14
Black Female Employees in Middle Management as a percentage of all Middle Management	624,34	17,72%	3 523,00	1,00	38,00%	0,47
Black Employees in Junior Management as a percentage of all Junior Management	5 923,50	61,88%	9 573,00	1,00	88,00%	0,70
Black Female Employees in Junior Management as a percentage of all Junior Management	1 591,74	16,63%	9 573,00	1,00	44,00%	0,38
Black Employees with disabilities as percentage of all employees	79,00	0,41%	19 441,00	2,00	2,00%	0,41
Total				19,00		12,50

*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 Leivable Amount	R	347 050 159,04	2,39%	R 14 545 000 000,00	6,00	3,50%	4,09
Skills Development Expenditure on Bursaries for Black Students at Higher Education Institutions	R	104 367 131,71	0,72%	R 14 545 000 000,00	4,00	2,50%	1,15
Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black employees with disabilities as a percentage of Leivable Amount	R	2 715 574,53	0,02%	R 14 545 000 000,00	4,00	0,30%	0,25
Number of Black people participating in Learnerships, Apprenticeships and internships as a percentage of total employees		972,05	5,00%	19441	6,00	5,00%	6,00
Bonus: Number of black people absorbed by the Measured and Industry Entity at the end of the Learnerships programme		144,00	0,74%	19441	5,00	5,00%	0,74
40% Sub Minimum met	Yes						
Total					25,00		12,23

*EAP target adjusted compliance

Enterprise and Supplier Development						
Preferential Procurement						
Indicators	Compliance		Denominator	Weighting	Target	Points
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 38 315 122 717,06	66,94%	R 57 239 000 000,00	5,00	80,00%	4,18
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 5 815 862 545,01	10,16%	R 57 239 000 000,00	3,00	15,00%	2,03
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 2 194 493 648,77	3,83%	R 57 239 000 000,00	4,00	15,00%	1,02
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 23 299 609 376,37	40,71%	R 57 239 000 000,00	11,00	50,00%	8,96
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 15 158 901 672,10	26,48%	R 57 239 000 000,00	4,00	12,00%	4,00
40% Sub Minimum met	Yes					
B-BBEE Procurement Spend from Designated Group Suppliers that are at least 51% Black owned.	R -	0,00%	R 57 239 000 000,00	2,00	2,00%	0,00

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	216 827 117,67	2,81%	R 7 723 781 689,11	10,00	2,00%	10,00
40% Sub Minimum met	Yes						
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	232 721 202,30	3,01%	R 7 723 781 689,11	5,00	1,00%	5,00
40% Sub Minimum met	Yes						
Bonus point for graduation of one or more Enterprise Development beneficiaries to graduate to the Supplier Development level.	73	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	1328	Yes	100,00%	1,00	Yes	1,00	
Total				46,00			37,19

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	151 028 985,49	1,96%	R 7 723 781 689,11	5,00	1,00%	5,00
Total				5,00			5,00

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%	
Levels achieved through YES	0					
Total				0,00		0,00

B-BBEE Status Levels		
B-BBEE Status	Qualification	B-BBEE Recognition Level
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 South Africa Limited and the evidence gathered at the on-site verification conducted by Siyandisa, Sasol South Africa Limited scored 89,61 points on the Generic Scorecard.

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

FINAL SCORE: 89,61

B-BBEE STATUS LEVEL: Level 4 Contributor

RECORDED BBEE STATUS LEVEL: Level 4

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