

Sasol Supplier Code of Ethics

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1 Abbreviations and definitions

Abbreviations

ILO	International Labour Organisation
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2 Scope

2.1 Supplier Code of Ethics

This Code of Ethics will be applicable to all current and prospective suppliers. Suppliers are expected to assist Sasol in enforcing this Code by communicating its principles to their employees and other relevant parties.

2.1 Workplace Standards and practices and compliance with the law

Suppliers shall comply with all the applicable laws and regulations irrespective of the country and jurisdiction in which the Supplier conducts business with or on behalf of Sasol.

Regardless of applicable laws and regulations Suppliers must uphold the human rights of all workers by treating them with dignity and respect. Suppliers are therefore expected to comply with this Code.

3 Introduction

Sasol is firmly committed to the principles on human rights, labour rights, and protection of the environment and anti-corruption practices.

Sasol aims to achieve business success on the earned foundation and reputation as an ethical enterprise. To achieve this objective, Sasol needs to hold its Suppliers and prospective Suppliers to the high ethical standards that it expects of its directors and employees.

Ethics is the cornerstone of business relationships and Sasol commits to, and similarly expects, a relationship based on the ethical principles of responsibility, honesty, fairness and respect.

4 Subject of the document

4.1 Human Rights and Labour

Suppliers must undertake to and ensure that all employees comply with labour legislation in order to create an environment of respect, equality and safety observance of the following precepts:

4.1.1 Human Rights

All human beings have the right to be respected and treated with dignity, regardless of their sex, colour, sexual orientation, language, religion, political or other opinion, national or social origin.

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4.1.2 Forced Labour

All human beings have the right to work in freedom and of their own free will in accordance with the current legislation, where their activities may not be carried out as forced labour or under duress.

Suppliers must not participate in, or benefit from, any form of forced labour – which is work performed involuntarily under threat of penalty. Forced labour includes bonded labour, debt bondage, forced prison labour, slavery, servitude or human trafficking

4.1.3 Child Labour

Suppliers must work to eradicate child labour and must not allow the employment or use of such labour at any of their business centres when it does not comply with agreements and recommendations of the International Labour Organisation regarding the worst forms of child labour.

The use of legitimate workplace apprenticeships programmes, which comply with all laws and regulations, are permitted. Children aged 15 to 18 may not be employed to perform work that is hazardous or harmful to their health, safety or morals, nor should they perform work that interferes with their education.

4.1.4 Harassment and Abuse

Suppliers shall treat every employee with respect and dignity and shall not subject any employee to physical, sexual, psychological or verbal harassment or abuse.

4.1.5 Non-Discrimination

Suppliers are expected to judge their employees based upon their ability to do their jobs and not upon their physical and/or personal characteristics or beliefs, affirming the principle of no unlawful discrimination based on age, nationality, ethnicity, race, colour, gender, religion, disability, marital status, sexual orientation and so forth.

4.1.6 Wages and Benefits

The Supplier's compensation, benefit plans, and employment related decisions must be based on relevant and objective criteria.

4.1.7 Freedom of Association and Collective Bargaining

Our Suppliers must maintain their employees' right to trade union and collective bargaining, respecting their freedom to join trade unions and the right to bargain collectively.

The Supplier must comply with the local laws and regulations governing the legal rights of their workers to join or not join worker organizations including trade unions, and the right to bargain collectively.

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Where local law prohibits the right to unionize and bargain collectively, or where only state-controlled organizations are allowed, the Supplier should ensure that other forms of workers meetings and representation are allowed.

In addition, the Supplier must take measures to ensure open channels of communication and negotiation between management and employees concerning all work related issues.

4.1.8 Workplace Health & Safety

The Supplier must ensure that it provides its workers with safe, suitable and sanitary work facilities. It must also supply its workers with the protective equipment and training necessary to perform their tasks safely.

4.1.9 Conditions of Employment and Work

The Supplier should provide a living wage which enables workers to meet the basic needs of themselves and their dependents. Workers should be granted paid holiday and sick leave each year as well as parental leave for the care of a new-born or newly adopted child.

Working hours, overtime, breaks and rest periods as set by local law should be complied with. Where local law or industry standards fall below the provisions of the ILO, which limits a work week to 48-hours and no more than 12 hours overtime per week, the Supplier should comply with the ILO standard.

The privacy rights of workers should be respected by the Supplier when it gathers private information or implements monitoring practices.

The Supplier should have mechanisms to hear, process, and settle the grievances of workers.

4.2 Environment

4.2.1 Respect for the environment

The Supplier is expected to conduct its operations in a manner that minimizes its impact on natural resources and protects the environment.

The Supplier shall comply with all applicable environmental laws, regulations and standards. All required environmental permits and registrations are to be kept current.

All hazardous materials and chemicals, including waste water and solid waste, must be disposed of using environmentally responsible practices.

4.2.2 Quality and Safety of products and services

The Supplier must protect against defects in all stages of product development, including design, manufacturing, and marketing, to protect against product defects which could harm the life, health or safety of the consumer or other likely to be affected by the defective product.

Suppliers involved in any aspect of developing, handling, packaging or storing our products are expected to:

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- Know and comply with the product quality standards, policies, specifications, and procedures that apply
- Follow and adhere to good practices and testing protocols
- Comply with all applicable laws and regulations
- Report issues that could negatively affect the quality or perception of product.

4.3 Ethics and Transparency

4.3.1 Bribery and Corruption

The Supplier shall comply with international anti-bribery standards as well as with local anti-corruption and bribery laws.

In particular the Supplier will, during the existence of the contractual relationship with Sasol, not make, offer, or authorize and payment, gift, promise or other advantage, whether directly or indirectly through any other person or entity, to or for the use or benefit of any Sasol officer or employee or any public official (i.e. any person holding a legislative, administrative or judicial office) or any political party or political party official, where such payment, gift, promise or advantage would violate the applicable anti-bribery standards.

Facilitation payments, bribes, kickbacks, and similar payments are strictly prohibited. This applies even when local laws may permit such activity.

Suppliers must, as far as it is linked to its relationship with Sasol, keep proper accounting records of all payments (including any gifts, meals, entertainment or anything else of value) made or received on behalf of Sasol.

4.3.2 Conflicts of Interest

A conflict of interest arises when a person's interests or activities influence, or appear to influence, the ability to act in the best interests of Sasol.

Entering into an arrangement that conflicts with your responsibility to Sasol must be avoided.

A conflict of interest may arise if family members work for Sasol, another Sasol supplier, Sasol customer or Sasol competitor.

Suppliers must disclose actual or potential conflicts of interest and discuss them with Sasol's management. Any activity that is approved, despite the actual or potential conflict, must be documented.

4.3.3 Gifts and Entertainment

The Supplier is prohibited from giving Sasol employees any gifts or entertainment where there is a possibility of creating a conflict of interest. Gifts or entertainment must be customary and proper under the circumstances and no obligation must be created.

The following gifts or entertainment are strictly prohibited:

- Cash or a cash equivalent.
- Any gift or entertainment that would constitute a contravention of any law.

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- Anything that creates an obligation to reciprocate.

4.3.4 Fair competition and Antitrust

Sasol is firmly committed to free and competitive enterprise.

Suppliers, agents or other individuals representing Sasol are expected to comply with all applicable laws and regulations regarding fair competition and antitrust.

4.3.5 Trade sanctions

The Supplier shall comply with all (and not contravene any) export control and sanction laws and regulations issued by the United Nations Security Council, the United States of America, the United Kingdom and the European Union regarding the export, distribution, sale, transfer and / or re-export and end use of certain goods and services to certain countries and / or certain person or entities as referred to in the aforesaid sanction laws and regulations.

4.3.6 Confidential information

Suppliers must protect all Sasol information, electronic data, and intellectual property or technologies with appropriate safeguards.

Suppliers may receive Sasol confidential information only as authorized by a confidentiality or non-disclosure agreement and must comply with their obligation not to disclose the confidential information, not use the information except as permitted by the agreement, and to protect the information from misuse or unauthorized disclosure.

Suppliers may not use the Sasol trademark, images, or other materials to which Sasol owns the copyright, unless explicitly authorized.

4.4 Audits and Inspection

Verification of compliance is subject to audits by Sasol or a third party designated by or otherwise acceptable to Sasol. Failure of Supplier to comply, or failure to work with Sasol or a third party engaged by Sasol, to correct non-complying situation(s) is a ground for cancellation of orders, discontinued services or termination of the business relationship.

4.5 Violations

Suppliers must promptly report any concerns and actual or potential violations of this Code to the Sasol Group Ethics Office through the Ethics Line.

Suppliers must provide reasonable assistance to any investigation by Sasol of a violation of this Code and they must protect anyone who works for them, either as an employee or a contractor, from any form of retaliation for reporting actual or potential violations.

4.6 Penalties for Non-Conformance

Sasol reserves the right to terminate its business relationship with any Supplier who violates this Code or if any of Supplier's employees, agents or subcontractors violate this Code.

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Sasol also reserves the right to terminate its business relationship with Suppliers who fail to provide written confirmation to Sasol, upon request by Sasol, that they have a program in place to monitor their suppliers and subcontractors for compliance with this Code.

4.7 Acceptance of the Code of Ethics for Suppliers

In the present and future commercial relations between Sasol and its Suppliers, the latter will be requested to accept and sign a written commitment to the principles provided in this Code of Ethics.

5 Ethical Interaction

As one of our shared values, INTEGRITY commits us to always do what is right and to maintain the highest level of ethical conduct in our interactions with each other, suppliers, prospective suppliers, customers and all other stakeholders. This Code of Ethics provides clarity on our commitment to integrity and ethical behavior between Sasol and its current and prospective Suppliers and vice versa.

Sasol is honest and truthful in everything we do. Sasol rejects all forms of dishonesty and have a policy of zero tolerance of illegal or dishonest conduct, irrespective of whether the consequences are big or small.

Sasol reserves the right to decide which entities to do business with and Sasol will only do business with companies or institutions that have integrity and that ascribe to similar values and ethics as Sasol.

Sasol's Suppliers play a critically important role in Sasol's ability to operate and provide products and services to its customers. Sasol can only achieve its objectives through trusted Suppliers and Service Providers, which require the highest professional and personal ethics in our relationships with Suppliers.

Sasol strives to develop relationships with current and prospective Suppliers that share similar values and that conduct business in a manner consistent with Sasol's Code of Ethics and Values.

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