

Sasol Group Human Rights Policy

Effective Date: 1 August 2019

DOCUMENT CONTROL

Policy name	Version	Approval date	Approved by
Sasol Group Human Rights Policy	1	24 July 2019	Group Executive Committee on recommendation of the PSSR

Frequency of review	Next review date	Last review date	Reviewed by
Every 2 years, or as required	June 2021	N/A	

1 Overview and application

At Sasol, we conduct our business in a manner that respects the rights and dignity of all people. We support the protection of human rights and we are committed to practices that are not complicit in any human rights violations throughout our operations, our business relationships and in the communities in which we operate.

Our commitment to respecting and upholding human rights is reflected in this policy, as well as in our Values, Code of Conduct, and other internal policies and commitments.

This policy applies to all Sasol's employees, non-permanent employees and service providers. We expect our business partners to uphold this policy and we remain committed to encourage them to implement similar policies within their own businesses.

2 Our approach

Our approach to human rights is guided by the following:

- The United Nations Global Compact (UNGC) and the United Nations Guiding Principles on Business and Human Rights
- The International Bill of Human Rights
- The International Labour Organisation's Declaration on Fundamental Principles and Rights at Work
- Complying with all applicable legal requirements in the jurisdictions in which we conduct our business.

We strive to conduct periodic human rights due diligence reviews of our activities and new business opportunities with the aim of avoiding adverse human rights impacts within our sphere of influence.

If we are operating in an area of conflict, or, with a poor human rights track record or weak governance, we strive to follow the Organisation for Economic Cooperation and Development Guidelines for Multinational Enterprises. If national law conflicts with our human rights commitments, we will uphold the international human rights law, which sets out the basic protection that all individuals are entitled to.

3 Our commitment

Our commitment to respecting and observing human rights extends to, amongst others, the following:

3.1 Respect diversity

We respect diversity and we are committed to ensuring equal opportunities and eradicating discriminatory practices with due regard to legislative imperatives and objectives in this regard. We have zero tolerance for unfair discrimination on the basis of race, colour, religion, gender, age, language, culture, nationality, ethnic or social origin, trade union affiliation, political opinion, sexual orientation or health status.

3.2 Freedom of association and collective bargaining

We recognise and respect our employees' right to choose to associate or not to associate with organised labour entities, such as a legally recognised labour union, without fear of intimidation, discrimination, reprisal or external pressure. We will seek to work in good faith with recognised trade unions and other recognised bodies that our employees collectively choose to represent them within the appropriate legal framework.

3.3 Offer a safe and healthy working environment and a secure workplace

We provide safe and healthy working conditions on our sites for all our employees and service providers. We provide a secure workplace that does not infringe on human rights, and is free from any form of violence, abusive behaviour, harassment or intimidation.

3.4 Prohibit forced and child labour

We prohibit all forms of forced or compulsory labour within our operations, whether in the form of prison labour, indentured labour, bonded labour, slave labour or any other non-voluntary labour. We do not tolerate the use of child labour and ensure that all our employees are above the legal employment age in the country of their employment.

3.5 Offer fair and competitive wages and benefits

We offer remuneration, benefits and working conditions that are fair and competitive, regard being had to the industry, location and compliance with applicable minimum wage legislation and working time regulations.

3.6 Respect the rights of local communities

We respect the rights, customs and cultures of the local communities we work with and have an impact on.

3.7 Protecting the environment

We aim for zero harm through a risk based approach by which we responsibly use environmental resources and address our environmental challenges with consideration for the rights and interests of all our stakeholders, including fence line communities.

3.8 Managing our supply chain

Our Supplier Code of Conduct is applicable to all suppliers and it requires, amongst other things, that suppliers uphold the human rights of all workers by treating them with dignity and respect. Suppliers are required to enforce the principles of avoiding any form of forced labour, child labour, harassment, abuse and non-discrimination, whilst ensuring fair and competitive wages and benefits, freedom of association and collective bargaining, workplace health and safety and fair conditions of employment and work.

4 Reporting suspected policy violations

Any suspected human rights violations or transgressions in terms of this policy or our Code of Conduct should be reported to Sasol as soon as possible, this can also be done anonymously to

the Sasol EthicsLine. We prohibit any form of retaliation, intimidation, harassment or victimization against any employee who makes a report in good faith.

5 Looking ahead

Fulfilling our commitment to respecting and upholding human rights requires ongoing engagement with stakeholders. We report annually on our human rights performance, in accordance with the Sustainability Reporting Guidelines of the Global Reporting Initiative, in Sasol's Integrated Report.

We are open to transparent engagement with affected stakeholders in response to specific concerns. We undertake to record, report and address all substantiated adverse human rights impacts internally.

We will ensure that our employees, non-permanent employees and service providers are aware of the contents of the Human Rights Policy and our Code of Conduct through training, awareness campaigns and the annual confirmation process.