

## SELF-ASSESSMENT QUESTIONNAIRE ON BUSINESS AND HUMAN RIGHTS

SASOL COMMITMENTS	ASSESSMENT QUESTIONS	RESPONSES	COMMENTS AND SUPPORTING EVIDENCE
<b>Respect diversity</b>  <i>Ref Guide: Sasol values, ethics and organisational culture (consider recruitment practices).</i>	(a) Are your human resources policies, processes and practices embracing inclusivity and diversity?	<input type="checkbox"/> Yes <input type="checkbox"/> No	
	(b) Are human rights protected under the domestic law where your business operates including systematic social practices that impact on human rights? e.g. in some countries migrant workers do not enjoy the same legal rights as locals, or employment legislations do not protect the rights of women, also there are cultural practices which may potentially result in the rights of certain groups being infringed i.e. treatment of minorities or migrant workers.	<input type="checkbox"/> Yes <input type="checkbox"/> No	
	(c) Are trade unions and NGOs/civil society organisations weak, absent or under sustained threat?	<input type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Offer a safe and healthy working environment and a secure workplace</b>  <i>Reference Guide: Major safety, health or environmental (SHE) incidents impacting employees, communities, public and operations.</i>	(a) Does your business activity present particular SHE risks affecting the safety (occupational & process safety and high severity injuries) of employees, service providers and communities? If yes, does your business take steps to avoid such incidents and provide the necessary SHE training and personal protective equipment to employees?	<input type="checkbox"/> Yes <input type="checkbox"/> No	
	(b) Does your business have in place SHE waste management procedure, and monitor noise levels and air quality?	<input type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Supply Chain</b>  <i>Reference Guide:</i>	(a) Do some of your suppliers operate in regions or sectors where there are known issues/concerns or exploitative practices, such as: (i) forced or compulsory labour; (ii) child labour; (iii) weak	<input type="checkbox"/> Yes <input type="checkbox"/> No	

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<p><i>Understanding of where the business' main suppliers operate, and where their products are sourced from. Refer to the Global Slavery Index as it relates to the sector where the risk may exist, the demographic of the workforce is a key indicator in terms of potential labour welfare risk. Workers that are in lower-skilled, manual labour jobs are more likely to be at risk of exploitation. The same is true of migrant workers and other vulnerable groups.</i></p>	<p>protection of labour rights and worker safety; (iv) low wages; (v) excessive hours; (vi) discriminatory practices concerning women, migrants or other vulnerable groups, (vii) sexual exploitation or (viii) human trafficking?</p>		
	<p>(b) Do any of your supplier's source products or services from regions or sectors where there are any labour welfare issues/ concerns or exploitative practices?</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	
	<p>(c) Does your supply chain involve the use of commodities which are high risk from a human rights perspective? e.g. minerals sourced from mines in conflict regions and destabilised countries.</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	
	<p>(d) Do any of your customers downstream in the value chain present potential human rights risks?</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	
	<p>(e) Do you have clauses in your supply chain contracts requiring your suppliers to comply with human rights obligations and/or requirements and giving a right to terminate such contracts where they fail to do so?</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	
	<p>(f) Does your business require its suppliers to ensure that their own suppliers/subcontractors avoid use of forced or compulsory labour or child labour and comply with human rights obligations and requirements?</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	
<p><b>Mergers and Acquisition (Including Joint Ventures)</b></p> <p><i>Reference Guide: Joint ventures where Sasol has a minority interest and does not have operational control may not be subject to</i></p>	<p>(a) Does your target/joint venture partner have business and human rights policies and procedures to ensure compliance with human rights laws (or public statement on human rights)?</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	
	<p>(b) Does your target/joint venture partner have a process to identify involvement in adverse human rights impacts and take steps to prevent, mitigate or remedy such impacts including mechanisms to</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	

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<i>Sasol policies and procedures. However, human rights issues involving such joint ventures may potentially still give rise to reputational risk for Sasol.</i>	receive and resolve grievances relating to human rights infringements?		
	(c) Does your target/joint venture operate in high risk country or the nature of its operations create a potential for negative human rights impacts or disputes with local communities?	<input type="checkbox"/> Yes <input type="checkbox"/> No	
	(d) Is there any criticism that your target/joint venture partner has been subject to human rights impacts arising from its business activities, products or services?	<input type="checkbox"/> Yes <input type="checkbox"/> No	
	(e) In the last 5 years, has your target/joint venture partner or any of their officers or employees been convicted of any offence involving slavery, servitude, forced or compulsory child labour or human trafficking?	<input type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Respect the rights of local communities</b>  <i>Reference Guide: Sasol position in dealing with issues of physical displacements, resettlements, relocation and encroachments.</i>	(a) Is there active conflict, or are there pre or post conflict dynamics where your business is situated?	<input type="checkbox"/> Yes <input type="checkbox"/> No	
	(b) Does your business activity involve acquisition of land or relocation of communities, if yes, do you have adequate measures to manage such relocation and resettlement of local communities?	<input type="checkbox"/> Yes <input type="checkbox"/> No	
	(c) Does your business have a process to deal with issues relating to encroachments on Sasol's assets/properties?	<input type="checkbox"/> Yes <input type="checkbox"/> No	
	(d) Does the nature of your operations create a potential for negative human rights impacts or disputes with local communities?	<input type="checkbox"/> Yes <input type="checkbox"/> No	
	(e) Do you engage with local communities and other social partners (NGOs) and deliver on stakeholder commitments?	<input type="checkbox"/> Yes <input type="checkbox"/> No	

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<b>Environmental footprint</b>  <i>Reference Guide:  Sasol's commitment to complying with all applicable regulatory requirements and monitor and report on our activities diligently. SHE policy which commits us to responsibly address our environmental challenges with consideration for the interests of our stakeholders.</i>	(a) Are your products potentially harmful to customers or any stakeholders downstream in the value chain?	<input type="checkbox"/> Yes <input type="checkbox"/> No	
	(b) Do you have a system in place to monitor and assess environmental risks associated with your production? If yes, do you conduct regular tests to identify impact on soil and groundwater from operations	<input type="checkbox"/> Yes <input type="checkbox"/> No	
	(c) Do you have a system in place to monitor air emissions?	<input type="checkbox"/> Yes <input type="checkbox"/> No	
	(d) Do you have a waste management program or procedure to manage/dispose waste, reduce pollution, water use or reuse/recycle water and treat wastewater?	<input type="checkbox"/> Yes <input type="checkbox"/> No	
	(e) Do you use external waste contractors? If so, do you conduct regular audits on these contractors to verify if they are in possession of the relevant certifications?	<input type="checkbox"/> Yes <input type="checkbox"/> No	

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