



SUPPLIER CODE OF CONDUCT

SASOL SUPPLIER AWARENESS TRAINING



Overview



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

Overview

- The way in which we conduct business is informed by our seven shared values and behaviours, which are translated into principles that are described in our Code of Conduct. Our Suppliers are expected to follow the Supplier Code of Conduct which is supported by Sasol's Code of Conduct.
- Suppliers are also expected to operate in accordance with values and behaviours comparable to ours and in a manner which is consistent with prudent business practice.
- The Supplier Code of Conduct sets out Sasol's principles and expectations on how our suppliers of goods and services, including their representatives and employees, are to conduct business with and deal with us. This Supplier Code of Conduct is applicable to all current and prospective suppliers. Our suppliers are expected to assist Sasol in enforcing this Code of Conduct by communicating its principles to their employees and other relevant parties.
- Suppliers should speak up about any suspicious behaviours for example Unethical, Bribery and Corruption.

Sasol Supplier Code of Conduct are available in different languages on Sasol.com Supplier Management Ethics Page <https://www.sasol.com/suppliers/ethics>

How and when do I speak up?



Quick Test

If you are in doubt, the following questions will help you to determine if you should **speak up**.



Safety

Could it directly or indirectly endanger someone or cause them physical or mental harm?

Will it be unsafe for people or in any way damage any property or the environment?



Legal

Will my decision be in conflict with any company policies and procedures or will I be breaking any laws?



Personal Values

Does it fit with my personal values?

Does your intuition or 'gut feel' say it's wrong then it probably is wrong?

What would I tell my mother, child or a friend to do?



Media

How would you feel if the decision you're considering was reported in the news?

Do I need to hide it from my boss, colleagues or family?

CONTACT US

Sasol Ethics Line 0800 016 017 Toll free | Email: sasol@ethics-line.com

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SASOL



1. Human Rights and Labour

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

Forced Labour

Human Rights

Child Labour

Harassment
& Abuse

Non
Discrimination

Wages &
Benefits

Workplace
Health & Safety

Freedom of
Association &
Collective Bargaining

Conditions of
Employment & Work

- 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.

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Conditions of
Employment & Work

- 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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& Abuse

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Discrimination

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Benefits

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Conditions of
Employment & Work

- Suppliers must work to eradicate child labour and must not allow the employment or use of such labour at any of their business centers when it doesn't comply with agreements and recommendations of the International Labour Organisation regarding the worst forms of child labour.
- The use of legitimate workplace apprenticeship programs, which comply with all laws and regulations, are permitted. Children age 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.

Human Rights and Labour



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Conditions of
Employment & Work

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

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& Abuse

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Discrimination**

Wages &
Benefits

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Conditions of
Employment & Work

- 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, mental status, sexual orientation and so forth.

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Conditions of
Employment & Work

- The Suppliers compensation, benefits plans and employment related decisions must be based on relevant and objective criteria.

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Conditions of
Employment & Work

- The Suppliers 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.

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Conditions of
Employment & Work

- The Supplier must comply with the local laws and regulations governing the legal rights of their workers to join or not join worker organisations including trade unions and the right to bargain collectively.
- Where local laws prohibit the right to unionise and bargain collectively, or where only state controlled organisations are allowed, the Supplier should ensure that other forms of workers' meetings and representation are allowed.
- In addition, the Supplier should take measures to ensure open channels of communication and negotiation between management and employees concerning all work related issues.

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Conditions of
Employment & 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 personal leave in accordance to the Basic Conditions of Employment.
- 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 International Labour Organisation which limits a work week to 48 –hours and no more than 12 hours overtime per week, the Supplier should comply with the International Labour Organisation standard.
- The privacy rights of workers should be respected by the Supplier when it gathers private information or implement monitoring practices.
- The Supplier should have mechanisms to hear, process and settle the grievance of workers.



2. Environment

Suppliers are expected to conduct their operations in a manner that minimizes its impact on natural resources and protects the environment.

Respect for the Environment

Quality and safety of
products & services

- The Supplier shall comply with all applicable environmental laws, regulations and standards. All required environmental permits and registrations are to be kept up to date.
- All hazardous materials and chemicals, including waste water and solid waste, must be disposed of using environmentally responsible process.

Respect for the Environment

Quality and safety of products & services

- The Supplier must protect against defaults 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 entity likely to be affected by the defective product.
- Suppliers involved in any aspect of developing, handling, packaging or storing Sasol's products are expected to:
 - 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 a product.



3. Ethics and Transparency

Suppliers must undertake to and ensure that all employees comply with labour legislation order to create an environment of respect, equity and safety observance of the following process.

Bribery & Corruption

Conflict of Interest

Gifts & Entertainment

Fair Competition & Anti-Trust

Trade Sanctions

Confidential Information

- 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 authorise any 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. including any person holding a legislative, administrative or judicial office) or any political party or political party official, where such payment, gift, promise or other advantage would violate the applicable anti-bribery standards.
- Facilitation payments, bribes, kickbacks, and similar payments are strictly prohibited. This applies even where local laws may permit such activity.
- A Supplier 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

Bribery & Corruption

Conflict of Interest

Gifts & Entertainment

Fair Competition &
Anti-Trust

Trade Sanctions

Confidential Information

- 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.
- In certain situations, the work activities of family members can create a conflict of interest. A conflict of interest may arise in situations where a family member works or performs services for Sasol, a Sasol competitor, customer or another Sasol supplier.
- Suppliers must disclose all actual and potential conflicts and discuss them with Sasol's management. All declared conflicts of interests (currently approved and potentially new) must be documented properly.

Bribery & Corruption

Conflict of Interest

Gifts & Entertainment

Fair Competition &
Anti-Trust

Trade Sanctions

Confidential Information

- The Supplier is prohibited from giving Sasol employees any gifts or entertainment where there is a possibility of creating a conflict or 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.
 - Anything that creates an obligation to reciprocate.

Bribery & Corruption

Conflict of Interest

Gifts & Entertainment

**Fair Competition &
Anti-Trust**

Trade Sanctions

Confidential Information

- Sasol is freely 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 .

Bribery & Corruption

Conflict of Interest

Gifts & Entertainment

Fair Competition &
Anti-Trust

Trade Sanctions

Confidential Information

- 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 certain countries and/or certain persons or entities as referred to in the aforesaid sanction laws and regulations.

Bribery & Corruption

Conflict of Interest

Gifts & Entertainment

Fair Competition &
Anti-Trust

Trade Sanctions

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 authorised by a confidential or non-disclosure agreement and must comply with their obligation not to disclose the confidential information from misuse or unauthorised disclosure.
- Suppliers may not use the Sasol trademark, images, or other materials to which Sasol owns the copyright, unless explicitly authorised.



4. Ethical Interaction

As one of Sasol's 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, customers and all other stakeholders. This Code of Conduct provides clarity on our commitment to integrity and ethical behaviour between Sasol and its Suppliers and vice versa.

Conduct

Values and Ethics

Suppliers

Relationships

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

Conduct

Values and Ethics

Suppliers

Relationships

- 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.

Conduct

Values and Ethics

Suppliers

Relationships

- Sasol 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, which requires the highest professional and personal ethics in our relationships with Suppliers.

Conduct

Values and Ethics

Suppliers

Relationships

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



5. Acceptance of the Code of Conduct for Suppliers

- Suppliers must undertake to and ensure that all employees comply with labour legislation in order to create an environment of respect, equity and safety observance of the aforementioned processes.



6. 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 a 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 cancelation of order, discontinued services or termination of the business relationship.



7. Violations

- Suppliers must promptly report any concerns and actual or potential violation of the Code to the Sasol Group Ethics Office through the Ethics line.
- Supplier must provide reasonable assistance to any investigation by Sasol of a violation of the Code and 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.



8. 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 violates this Code and/or
- Fails 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 the Code.

THANK YOU