

**Corporate Human Rights Benchmark
2023 Company Scorecard**

Company name Sasol
Sector Extractives
Overall score 19.4 out of 100

Theme score	Out of	For theme
3.6	10	A. Governance and Policy Commitments
6.2	25	B. Embedding Respect and Human Rights Due Diligence
5.0	20	C. Remedies and Grievance Mechanisms
0.7	25	D. Performance: Company Human Rights Practices
3.9	20	E. Performance: Responses to Serious Allegations

Please note that any small differences between the Overall Score and the added total of Measurement Theme scores are due to rounding the numbers at different stages of the score calculation process.

Please note also that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2022 Methodology document for the sector concerned. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

Detailed assessment

A. Governance and Policy Commitments (10% of Total)

A.1 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Met: General HRs commitment: The Code of conduct states that 'we recognise that respect for human dignity and the rights of all people, as explained in the Universal Declaration of Human Rights, is critical for the sustainability of our business. We respect and uphold human rights in accordance with the Sasol Human Rights policy'. [Code of Conduct, 30/06/2022: paperturn-view.com] <p>Score 2</p> <ul style="list-style-type: none"> Not Met: Commitment to UNGPs: The Human rights policy states that 'we are committed to an approach guided by [...] 'United Nations (UN) Guiding Principles on Business and Human Rights'. It also states that 'we will achieve these fundamentals through: [...] undertaking human rights due diligence and impact assessments, guided by the UN Guiding Principles on Business and Human Rights'. The Code of conduct states that 'we seek to align our practices with the UN Guiding Principles on Business and Human Rights'. However, 'guided by' and 'seek to align' are not considered formal statements of commitment according to CHRB wording criteria. The Company also refers to the UNGPs as to be 'aligned with' in other documents. The Company has provided additional sources to this indicator, including the Communication on Progress report of the UN Global Compact. However, this indicator looks for evidence placed in formal policy statements. Periodic reports such as sustainability reports or the COP are not considered a suitable source for policy statements according to CHRB methodology. [Human rights policy, 29/06/2022: sasol.com] & [Code of Conduct, 30/06/2022: paperturn-view.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Commitment to OECD MNE Guidelines: The Human rights policy states that 'we are committed to an approach guided by [...] Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises'. However, 'guided by' is not considered a formal statement of commitment according to CHRB wording criteria. The Company has provided comments regarding this subindicator, however, no further evidence found. [Human rights policy, 29/06/2022: sasol.com]
A.1.2.a	Commitment to respect the human rights of workers: ILO Declaration on Fundamental Principles and Rights at Work	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commitment to ILO core principles: See below. In addition the Human Rights policy states indicates that will apply 'labour policies and practices that are fair, and in line with local legal requirements and the core conventions of the International Labour Organisation'. [Human rights policy, 29/06/2022: sasol.com] • Met: Explicitly lists all four ILO core principles: The Human Rights policy states that 'we are committed to: [...] respecting diversity, ensuring equal opportunities and eradicating discriminatory practices; upholding freedom of association and the right to collective bargaining'. It also adds that 'we will achieve these fundamentals through: [...] enabling safe, adequate working conditions and enduring operations, whilst prohibiting forced labour and child labour'. [Human rights policy, 29/06/2022: sasol.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expects BPs/JVs to commit to ILO core principles: See below. [Supplier Code of Conduct, 07/2022: sasol.com] • Met: Explicitly lists all four ILO core principles for BPs/JVs: The supplier code (covers suppliers of goods and services, services providers) states that 'Suppliers must not participate in, or benefit from, any form of forced or indentured labour, (work performed involuntarily under threat of penalty) [...] 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 (ILO) regarding the worst forms of child labour'. It also states that '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 [...] Where local law prohibits the right to unionise and bargain collectively, or where only state controlled organizations are allowed, the supplier should ensure that other forms of worker meetings and representation are allowed'. [Supplier Code of Conduct, 07/2022: sasol.com]
A.1.2.b	Commitment to respect the human rights of workers: Health and safety and working hours	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commitment to respect H&S of workers: The Human rights policy includes a commitment to 'maintaining safe, secure and healthy working environments and conditions that do not infringe on human rights'. The code of conduct affirms that 'we provide safe and healthy working conditions at our workplaces and promote safe working conditions for our employees who are working from home'. [Human rights policy, 29/06/2022: sasol.com] & [Code of Conduct, 30/06/2022: paperturn-view.com] • Not Met: Commitment to ILO working hours standards or 48 hour regular work week: The Code of conduct states that 'we apply labour and employment practices that are in line with local legal requirements, and the core conventions of the International Labour Organisation'. It also adds that 'we engage in fair labour practices consistent with local legal requirements and the International Labour organisation Declaration on Fundamental Principles and Rights at Work'. The Human rights policy also commits to 'Applying labour policies and practices that are fair, and in line with local legal requirements and the core conventions of the International Labour Organisation, and which provide for payment of living wages and support employee wellbeing'. However, no evidence found of either a commitment to respect ILO conventions on working hours or to a maximum of 48 hour of regular working week, resting periods, and paying overtime at a premium rate and The Company has provided additional comments on other documents such as conditions of employment. However, these documents were not found in public domain. [Code of Conduct, 30/06/2022: paperturn-view.com] & [Human rights policy, 29/06/2022: sasol.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expects BPs/JVs to commit to H&S of workers: The supplier code states that 'the supplier is expected to place the necessary emphasis on safety, health and environment. It must provide safe and healthy worker conditions for workers'. [Supplier Code of Conduct, 07/2022: sasol.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Expects BPs/JVs to commit to ILO working hours standards or 48 hour regular work week: The supplier code requires the following: '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'. No evidence found, however, of overtime being consensual and paid at a premium rate. [Supplier Code of Conduct, 07/2022: sasol.com]
A.1.3.a.EX	Commitment to respect human rights particularly relevant to the sector – land, natural resources and indigenous peoples' rights (EX)	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commitment to respect land ownership/natural resources as in VGGT: The Human rights policy indicates that 'we will achieve these fundamentals through [...] observing land and water rights, and the rights of fence line communities and indigenous peoples, and managing resettlement guided by the international finance corporation (IFC) Performance Standards and UN Declaration on the Rights of Indigenous Peoples, recognizing the principle of free, prior and informed consent (FPIC)'. The code of conduct also states that 'If resettling a community is unavoidable, we comply with local laws and follow the International Finance Corporation (IFC) Performance Standards, as well as the United Nations and other voluntary guidelines on land tenure rights'. [Human rights policy, 29/06/2022: sasol.com] & [Code of Conduct, 30/06/2022: paperturn-view.com] • Met: Commitment to respect land ownership/natural resources as in IFC Performance Standards: As indicated above, the code states that 'If resettling a community is unavoidable, we comply with local laws and follow the International Finance Corporation (IFC) Performance Standards' [Code of Conduct, 30/06/2022: paperturn-view.com] • Met: Commitment to respect indigenous rights or ILO No.169 or UN Declaration: See above. The policy includes a commitment to respect indigenous peoples' rights. [Human rights policy, 29/06/2022: sasol.com] & [Code of Conduct, 30/06/2022: paperturn-view.com] • Met: Expects EX BPs to make these commitments: The supplier code requires that 'The Supplier shall respect the rights of communities and all indigenous people that may be affected or impacted by our business activities, including land tenure and water rights'. [Supplier Code of Conduct, 07/2022: sasol.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commitment to obtain FPIC or zero tolerance to land grabbing: See above. The policy states that it will manage resettlement 'recognizing the principle of free, prior and informed consent'. However, 'recognizing the principle' is not considered a formal statement of commitment according to CHRb wording criteria. The Code of Conduct indicates: 'If resettling a community is unavoidable, we comply with local laws and follow the International Finance Corporate (IFC) Performance Standards, as well as the United Nations and other voluntary guidelines on land tenure rights. When we consult with indigenous peoples, we are guided by international guidelines including IFC Performance Standard 7 and the UN Declaration on the Rights of Indigenous individuals. We obtain free, prior and informed consent where possible'. However, no formal statement of commitment to obtain the FPIC found. The Company has provided further comments to CHRb regarding this indicator. However, its content has not been found in publicly available sources. [Human rights policy, 29/06/2022: sasol.com] & [Code of Conduct, 30/06/2022: paperturn-view.com] • Met: Commitment to respect the right to water: The policy also states that 'we are committed to [...] respecting the rights of fencelike communities and all indigenous people that may be affected by our business activities, including land tenure and access to water rights'. In addition, the Company is signatory to the CEO Water Mandate. [Human rights policy, 29/06/2022: sasol.com] & [2022 Sustainability report, 31/08/2022: sasol.com] • Not Met: Expects EX BPs to make these commitments: See above. The Supplier Code of Conduct states that 'The Supplier shall respect the rights of communities and all indigenous people that may be affected or impacted by our business activities, including land tenure and water rights'. It adds: 'Our Code of Conduct (our Code) is how we entrench and live Sasol's values which are action orientated to easily translate into our daily interactions and behaviours. [...] Our Values provide the roadmap to the key behaviours set out in this [supplier] Code [...]. Suppliers, joint venture and business partners are expected to uphold our Human Rights Policy'. It provides further information on the implications of non-compliance. No evidence found, however, on whether extractive business partners are required to commit to obtain Free prior, informed consent (FPIC). [Supplier

Indicator Code	Indicator name	Score (out of 2)	Explanation
			Code of Conduct, 07/2022: sasol.com] & [Human rights policy, 29/06/2022: sasol.com]
A.1.3.b.EX	Commitment to respect human rights particularly relevant to the sector – security (EX)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commitment to Voluntary Principles on Security and HRs: The Human rights policy states that 'we will achieve these fundamentals through [...] aligning our security procedures with the Voluntary Principles on Security and Human Rights, and the International Code of Conduct for Private Security Service Providers'. [Human rights policy, 29/06/2022: sasol.com] • Not Met: Commits to International Humanitarian Law: See above. The Company has indicated to CHRB that it does not operate nor have ever operated in conflict areas. The Code of conduct also indicates that 'We recognise that when seeking to secure people, assets and sites in conflict environments, or in regions where there is weak regulation of security services, this may present heightened human rights risks. We take appropriate precautions to mitigate such risks, including through pre-screening security personnel, ensuring that our expectations regarding respecting human rights and treating people with dignity are well understood by security personnel and incorporated into security providers' performance agreements'. However, no publicly available policy statement committing it to respect international humanitarian law (IHL) found. No further evidence found in the Supplier Code. [Code of Conduct, 30/06/2022: paperturn-view.com] & [Supplier Code of Conduct, 07/2022: sasol.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Expects EX BPs to commit to these rights: The supplier code states that 'the supplier shall manage human rights impacts in their supply chain within their sphere of influence and responsibility. Suppliers, joint venture and business partners are expected to uphold our Human Rights Policy and encourage them to implement similar policies within their own businesses'. However, no evidence was found of requirement to commit to International Humanitarian Law. [Supplier Code of Conduct, 07/2022: sasol.com]
A.1.4	Commitment to remedy	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commitment to remedy adverse HRs impacts: The Human rights policy includes a commitment to 'remediating or facilitating access to remedy for any adverse human rights impacts that we identify we have caused or contributed to, without obstructing access to any other remedies that may be available'. [Human rights policy, 29/06/2022: sasol.com] • Met: Expects EX BPs to make this commitments: See above. The Supplier Code of Conduct states: 'Suppliers, joint venture and business partners are expected to uphold our Human Rights Policy'. [Human rights policy, 29/06/2022: sasol.com] & [Supplier Code of Conduct, 07/2022: sasol.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commitment to collaborate with judicial or non-judicial mechanisms: The Human Rights Policy states it commits to: 'Providing grievance mechanisms, both internally and externally as appropriate, and seeking to ensure that human rights concerns and complaints are appropriately investigated and reported without impeding on State-based judicial and non-judicial grievance mechanisms'. The 2022 Sustainability Report contains information on partnership with governments and other programmes it takes part on. However, no policy statement committing it to collaborating with judicial or non-judicial mechanisms to provide access to remedy found. Moreover, commitments are expected to be placed in Company policy documents, rather than in periodic reports. [Human rights policy, 29/06/2022: sasol.com] & [2023 Sustainability Report, 06/2023: sasol.com] • Not Met: Commitment to work with EX BPs on remedy
A.1.5	Commitment to respect the rights of human rights defenders	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Zero tolerance of threats/attacks on HRDs: The Human Rights Policy commits to: 'Observing the lawful exercise of the rights of human rights defenders; Prohibiting discrimination, retaliation, reprisal, intimidation, violence, abusive behaviour, harassment and victimisation, aligned with our Human Resources and Whistle-blower policies, including against any person who, in good faith, reports or raises concerns regarding suspected human rights violations'. [Human rights policy, 29/06/2022: sasol.com] • Met: Expects BPs to make this commitment: See above. The Supplier Code of Conduct states: 'Suppliers, joint venture and business partners are expected to

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>uphold our Human Rights Policy'. [Human rights policy, 29/06/2022: sasol.com] & [Supplier Code of Conduct, 07/2022: sasol.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commitment to working with HRDs to create safe and enabling environment: As indicated above, the Human Rights Policy commits to: 'Observing the lawful exercise of the rights of human rights defenders; Prohibiting discrimination, retaliation, reprisal, intimidation, violence, abusive behaviour, harassment and victimisation, aligned with our Human Resources and Whistle-blower policies, including against any person who, in good faith, reports or raises concerns regarding suspected human rights violations'. The Code of Conduct indicates: 'Sasol strictly prohibits any form of retaliation, intimidation, harassment or victimisation against a person who, in good faith, makes a report or raises a concern that he or she reasonably believes to be a violation of Sasol's Code. Retaliation against employees is prohibited even if their good faith call reports or concerns are proven unfounded by an investigation. [...] Should anyone within Sasol attempt to retaliate against or victimise an employee for speaking up and making a report in good faith, then such a person will face disciplinary action, up to and including dismissal'. However, no evidence found of an explicit commitment to working with human rights defenders to create safe and enabling environments for civic engagement and human rights at local, national or international levels. [Human rights policy, 29/06/2022: sasol.com] & [Code of Conduct, 30/06/2022: paperturn-view.com]

A.2 Board Level Accountability (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Board level responsibility for HRs: The Safety, Social and Ethics Committee Terms of Reference notes: 'The Safety, Social and Ethics Committee (the Committee) has been appointed by the Sasol Limited Board of Directors (the Board) as a committee of the Board to provide integrated strategic direction on group-wide sustainability, safety, people, social and ethics matters for Sasol Limited (Sasol or the Company) and its subsidiaries and affiliates (the Group)'. It adds: 'The Committee will be responsible for monitoring: [...] the Group's policies and standing on human rights in terms of regulatory requirements and codes which apply to it or to which it subscribes'. The Committee 'shall comprise at least five members, the majority of whom shall be non-executive directors'. [Safety, Social and Ethics Committee Terms of Reference, 05/2022: sasol.com] • Not Met: Describes HRs expertise of Board member: The Company discloses Mr Vuyo Kahla [Sasol's Executive Vice President] background: 'He also held various roles in the Government of the Republic of South Africa, including Assistant Legal Advisor to President Nelson Mandela and Director responsible for Corporate Strategy and Transformation at the Department of Justice. He is an alumnus of the University of Cambridge's Prince of Wales Programme on Sustainability Leadership, and the Chairman of the Council of Rhodes University, South Africa'. However, this subindicator looks for a description of the human rights expertise of the Board member or Board committee tasked with that governance oversight. No further evidence found. [2022 Form-20F, 31/08/2022: sasol.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> Not Met: Board member/CEO signal importance of HRs in their communications: Muriel Dube, the Chairperson of the SSEC [Safety, Social and Ethics Committee] states, in her letter to stakeholders [2021 Sustainability Report]: ‘Sasol has strengthened its governance and policy environment to uphold human rights by deepening their implementation of sound risk and integrated practices across the business. Through its robust enterprise risk management framework and approach, Sasol is able to better assess its impact on human rights across the value chain, including suppliers. I am encouraged by Sasol’s rapid progress over the past year in implementing its human rights due diligence process. Closer alignment to the UN Global Compact Ten Principles is evident and has been noted by the Committee’. However, human rights are only mentioned as one of several topics. The Slavery and Human Trafficking Statement is signed by Sasol President and CEO, Mr Grobler, and states: ‘We are committed to upholding and respecting human rights’. It adds: ‘Sasol's employees are reminded about our commitment to uphold and respect human rights, and the requirements of our Human Rights Policy, through a business and human rights awareness campaign via the Sasol Intranet, periodic email and other communications from our Chief Executive Officer ("Leadership Communications"), and global weekly bulletin emails. This year, we used Human Rights Day in South Africa on 21 March 2022 as an opportunity to draw the attention of our workforce to Sasol's group-wide approach to business and human rights’. The President and Chief Executive Officer mentions the Zero Harm goal in his opening statement found in the 2021 Integrated Report. However, no communication found where Board members or the CEO clearly signal the Company’s commitment to human rights, discussing why human rights matter to the business or any challenges to respecting human rights encountered by the business. [2022 Sustainability report, 31/08/2022: sasol.com] & [2022 Integrated Report, 2022: sasol.com]
A.2.2	Board responsibility	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Met: Process to review HRs strategy at board level: The Slavery and Human Trafficking Statement indicates: ‘The Safety, Social and Ethics Committee of Sasol Limited is responsible for overseeing Sasol's approach to human rights. In May 2020, the Safety, Social and Ethics Committee approved a group-wide Business and Human Rights Framework (Framework) which supports the integration of relevant human rights considerations in our business activities [...]. . The Safety, Social and Ethics Committee Terms of Reference notes: ‘Meetings of the Committee will be held as the Committee deems necessary, provided that the Committee shall meet at least four times each year’. The Committee duties include the monitoring of ‘the Group’s policies and standing on human rights in terms of regulatory requirements and codes which apply to it or to which it subscribes’. [2022 Modern Slavery and Human Trafficking Statement, 30/06/2022: sasol.com] & [Safety, Social and Ethics Committee Terms of Reference, 05/2022: sasol.com] Not Met: Example of HRs issues/trends discussed in last reporting period: The Slavery and Human Trafficking Statement indicates: ‘During the financial year, both the Energy and Chemicals Business Units completed consolidated business and human rights reviews to identify and record how Sasol's commitments in relation to human rights issues are managed, to help inform the development of Sasol's business and human rights strategy going forward. These reviews included questions relating to potential modern slavery risks in the supply chain arising from the regions and sectors where suppliers operate as well as the sourcing of higher risk commodities’. However, it is not clear these reviews happened/were discussed at (Supervisory) Board level. [2021 Modern Slavery Statement, 06/2022: sasol.com] <p>Score 2</p> <ul style="list-style-type: none"> Not Met: Meets both requirements under score 1 Not Met: Describes how affected stakeholders / HRs experts inform board discussions
A.2.3	Incentives and performance management	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Not Met: At least one board member incentive linked to HRs commitments Not Met: Incentive scheme linked to key HRs risks beyond employee H&S <p>Score 2</p> <ul style="list-style-type: none"> Not Met: Performance criteria linked to HRs made public Not Met: Review of other board incentives for coherence with HRs policies

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.4	Business model strategy and risks	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Board process to review business model and strategy for HRs risks: The Slavery and Human Trafficking Statement indicates: 'The Safety, Social and Ethics Committee of Sasol Limited is responsible for overseeing Sasol's approach to human rights. In May 2020, the Safety, Social and Ethics Committee approved a group-wide Business and Human Rights Framework (Framework) which supports the integration of relevant human rights considerations in our business activities, and therefore underpins our commitment to align our practices with the UN Guiding Principles [...]. Following the approval of the Framework and the re-structuring of Sasol's business, we commenced a review of Sasol's group wide risk profile. The review includes an assessment of the potential human rights impacts that may arise in connection with the activities of the two Business Units within the Sasol group, Energy and Chemicals. The review for financial year 2022 focused on these two Business Units and in financial year 2023, we will extend the review process to Sasol Mining and Sasol ecoFT. [...] During the financial year, both the Energy and Chemicals Business Units completed consolidated business and human rights reviews to identify and record how Sasol's commitments in relation to human rights issues are managed, to help inform the development of Sasol's business and human rights strategy going forward'. The 2021 Sustainability Report contains information on the implementation of a 'three-phased approach to assess the status of our risk management process in dealing with issues of business and human rights within Sasol'. However, no description found of the process it has in place to discuss and review its business model and strategy for inherent risks to human rights at Board level or a Board committee. This indicator focuses on the Company business model or overall strategy rather than focusing on the risk, how the board reconsiders it due to human rights risks and impacts. The Company has provided additional comments to CHRB regarding this indicator, however, its content has not been found in publicly available sources. [2021 Modern Slavery Statement, 06/2022: sasol.com] & [2022 Sustainability report, 31/08/2022: sasol.com] • Not Met: Describes frequency and triggers for reviewing business model: The Company has provided additional comments to CHRB regarding this indicator, however, its content has not been found in publicly available sources. This subindicator looks for a description of the frequency of and triggers for reviewing its business model or strategy and potential impacts on human rights. <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 • Not Met: Example of actions resulting from reviews: The 2021 Sustainability Report notes: 'Following the approval of the Business and Human Rights Framework in 2020, we undertook a review of our groupwide risk profile. A self-assessment questionnaire to this effect was developed and shared with our businesses as part of the review process'. It included: 'Our top priority is to ensure the safety, health and wellbeing of employees. After the declaration of the COVID-19 pandemic, we enabled about 95% of our non-operational employees to work remotely, to support their safety and wellbeing. Sasol provided both professional and personal support in this time of crisis and disruption. We further supported our employees with enhanced virtual tools and initiatives. Caring for our people in challenging times has come through various actions which include programmes such as independent counselling and advisory services, on-line tools/seminars, flexible working arrangements etc. [...] We continue to assist employees and fenceline communities. As an example, we partnered with an incubatee from the Business Incubation Programme to deliver thousands of litres of hand sanitiser to healthcare facilities and other areas in need in South Africa. We stepped up this initiative during the second wave of the pandemic, with more partners to provide sanitisers in Kinross, Secunda, Zamdela and Sasolburg. Additional deliveries continue to be made to taxi associations, government departments, community partners and schools in Secunda and Sasolburg. [...] We also implement various other social initiatives in education, business development and support and healthcare in Mozambique, Qatar, China, Europe and the United States. All of these underpin our commitment to have a positive influence in the jurisdictions in which we operate. [...] Initiatives are continuing through our Enterprise Supplier Development and Centre for Shared Value Management to provide employees, members of communities and local partners with training and development and to support innovative solutions to tackle societal issues'. However, no example found of an action taken as a result of a discussion and review of its business model and strategy for inherent risks to human rights at Board level or a Board committee. The Company is expected to provide an example that reflects a change in business

Indicator Code	Indicator name	Score (out of 2)	Explanation
			model or strategy because of specific human rights risk. [2022 Sustainability report, 31/08/2022: sasol.com]

B. Embedding Respect and Human Rights Due Diligence (25% of Total)

B.1 Embedding Respect for Human Rights in Company Culture and Management Systems (10% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Score of 1 on A.1.2.a • Met: Senior responsibility for HRs implementation and decision making: The Company states that 'At Sasol, the responsibility to advance business and human rights resides with the Executive Director and Executive Vice President: Strategy, Sustainability and Integrated Services'. Although Vuyo Kahla, the Executive Director and Executive Vice President: Strategy, Sustainability and Integrated Services at Sasol Limited, is listed as a member of the Sasol Limited Board, he seems to hold a senior executive role. [2022 Sustainability report, 31/08/2022: sasol.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes day-to-day responsibility for implementing HRs commitments: The 2021 Sustainability Report notes that the Sasol Group Ethics Office is responsible for 'Managing ethics calls' and partially presents 'Ethics training and awareness'. It adds: 'As part of our due diligence process, we have developed a due diligence questionnaire to be completed by suppliers to identify their salient human rights risks which are relevant to their work for Sasol; for suppliers to demonstrate the steps they have taken to effectively identify and manage business and human rights risks; and to facilitate engagement between Sasol and its suppliers on business and human rights related issues, so that key risks/challenges can be managed. The due diligence questionnaire will be rolled out in a phased manner and sent to suppliers under the following circumstances [...]. As part of the due diligence process, we have developed business and human rights clauses to be included in our contract templates and contracts with third parties. [...] Compliance Risk Management Plans are in place outlining the required controls to ensure compliance with all relevant legislations in the jurisdictions in which we operate. The legal compliance process entails compiling and updating legal or regulatory landscapes in all jurisdictions where we conduct our business, supported by legal compliance risk profiles which are reviewed on a pre-determined basis'. The 2021 Integrated Report adds: 'Our Enterprise Risk Management (ERM) Framework directs our approach to identify, understand and respond to significant risks associated with our business. [...] The responsibility for our ERM Framework and supporting processes resides with the Chief Risk Officer, who is responsible for enabling enterprise risk management across the organisation, aligned with changes in our operating model and approved delegation of authority levels'. However, no details found on how it assigns specific responsibility for implementing its human rights policy commitment for day-to-day management across relevant departments. [2022 Sustainability report, 31/08/2022: sasol.com] & [2022 Integrated Report, 2022: sasol.com] • Not Met: Day-to-day resources and expertise allocation in own operations: The 2021 Sustainability report discloses that 'We also implement various other social initiatives in education, business development and support and healthcare in Mozambique, Qatar, China, Europe and the United States. All of these underpin our commitment to have a positive influence in the jurisdictions in which we operate.' Furthermore, the Company states that it has an 'Enterprise Supplier Development and Centre for Shared Value Management to provide employees, members of communities and local partners with training and development and to support innovative solutions to tackle societal issues'. It adds: 'Our SHE Risk Management places focus on first and second levels of assurance on critical controls and is considered the backbone of our HSI programme'. Also, 'The focus of the Sasol Community Affairs team in the Secunda area is supporting host municipalities, Govan Mbeki Municipality and Dipaleseng Municipality, in South Africa, drive WASH [Water, Sanitation and Hygiene] initiatives. The team committed to assist these municipalities to resolve sewer challenges which have been impacting fenceline communities'. However, the Company does not discuss the human resources provided for the day-to-day management of other relevant human rights issues within its own operations. [2022 Sustainability report, 31/08/2022: sasol.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Resources and expertise allocation with EX BPs: The 2021 Sustainability Report notes it has an Enterprise Supplier Development and Centre for Shared Value Management to provide 'local partners with training and development and to support innovative solutions to tackle societal issues'. However, current evidence seems to refer to a specific team that helps in improvement. The Report adds: 'Customer assessments and training to ensure the responsible and effective use of our products is an important contributor to Sasol's Responsible Care commitment. Aligned to this, Sasol Chemicals Life Cycle management provides support to clients through formalised technical assessments and site evaluations, thus providing due diligence in terms of audits, storage requirements, product hazard characteristics and usage of our chemicals. The cyanide training strategy was optimised to create inhouse capability and competency within our Mining customers so that they can embed safe management of cyanide deeper within their organisation. To enable this, Mining customers were provided with comprehensive safety training together with the required supporting training material'. However, no further details found, including people/department in charge of handling human rights for business partners. [2022 Sustainability report, 31/08/2022: sasol.com]
B.1.2	Incentives and performance management	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Senior manager incentives linked to HRs commitments • Not Met: Incentive scheme linked to key HRs risks beyond employee H&S <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Performance criteria linked to HRs made public • Not Met: Review of other senior management incentives for coherence with HRs policies
B.1.3	Integration with enterprise risk management	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: HRs risks integrated as part of enterprise risk system: The Slavery and Human Trafficking Statement indicates: 'In May 2020, the Safety, Social and Ethics Committee approved a group-wide Business and Human Rights Framework (Framework) which supports the integration of relevant human rights considerations in our business activities, and therefore underpins our commitment to align our practices with the UN Guiding Principles. A key aspect of the Framework is the assimilation of human rights due diligence into our overall enterprise risk management approach. Following the approval of the Framework and the re-structuring of Sasol's business, we commenced a review of Sasol's group wide risk profile. The review includes an assessment of the potential human rights impacts that may arise in connection with the activities of the two Business Units within the Sasol group, Energy and Chemicals. [...] Sasol's Enterprise Risk Management Framework and Risk Management approach are being applied to this ongoing process of assessing Sasol's human rights risks. This is to foster a systematic and standardised way to identify, prevent, mitigate and account for adverse human rights impacts, guided by the UN Guiding Principles'. The 2021 Sustainability Report notes: 'Sasol has strengthened its governance and policy environment to uphold human rights by deepening their implementation of sound risk and integrated practices across the business. Through its robust enterprise risk management framework and approach, Sasol is able to better assess its impact on human rights across the value chain, including suppliers'. [2021 Modern Slavery Statement, 06/2022: sasol.com] & [2022 Sustainability report, 31/08/2022: sasol.com] • Met: Provides an example: The 2021 Integrated Report discloses its 'group top risks', including: 'upholding human rights', to which keys responses include: 'Human Rights Policy and framework directives covering aspects relating to our employees, supply chain, communities, mergers and acquisitions (including joint ventures) and environmental footprint', among others. Other 'group top risks' entails: 'ensuring good labour relations (includes labour actions or disruptions)', for which key responses involve: 'Proactive engagement with organised labour'. [2022 Integrated Report, 2022: sasol.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Risk assesment by Audit Committee or independent third party
B.1.4.a	Communication /dissemination of policy commitment(s) to workers and	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Score of 1 on A.1.2.a • Met: Communicates HRs policies to all workers in own operations: The 2021 Sustainability Report states that it has 'Employee awareness campaigns highlighting Sasol's commitment to Human Rights.' It further notes that 'Through our human rights awareness campaigns, we remind employees about the company's

Indicator Code	Indicator name	Score (out of 2)	Explanation
	external stakeholders		<p>commitment to uphold and respect business and human rights in terms of the Sasol Human Rights Policy'. The Code of Conduct indicates: 'It is crucial that as members of Sasol we read and understand the Code. As individuals, we must comply with the Code'. Next to this it contains a QR code with the heading 'SCAN ME' under which it reads: 'Scan this QR code and share the Sasol Code of Conduct with employees who do not have access to computers'. It contains the Company's human rights provisions and it is available in English, Italian, Portuguese, Mandarin, IsiZulu and SeSotho. The Slavery and Human Trafficking Statement indicates: 'We address failures to adhere to the Code of Conduct and associated policies by our employees through training [...]'. It adds: 'Sasol's employees are reminded about our commitment to uphold and respect human rights, and the requirements of our Human Rights Policy, through a business and human rights awareness campaign via the Sasol Intranet, periodic email and other communications from our Chief Executive Officer ("Leadership Communications"), and global weekly bulletin emails. This year, we used Human Rights Day in South Africa on 21 March 2022 as an opportunity to draw the attention of our workforce to Sasol's group-wide approach to business and human rights'. Training is assumed to take place in local language. [2022 Sustainability report, 31/08/2022: sasol.com] & [2021 Modern Slavery Statement, 06/2022: sasol.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Communicates HRs policies to stakeholders: See above. The Code of Conduct indicates: 'We seek stakeholder feedback to enhance our performance on human rights'. The Code contains the Company's human rights provisions and it is available on its website in English, Italian, Portuguese, Mandarin, IsiZulu, and Sesotho. The 2021 Sustainability Report notes: 'The extensive stakeholder engagement processes within Sasol, ensures that we are best placed to receive concerns from our fenceline communities and to assess whether there are any business and human rights implications from such concerns'. The Slavery and Human Trafficking Statement adds: 'To ensure our commitment to respect and observe human rights, we are in the process of rolling out business and human rights training focussed on creating awareness around the requirements of the Sasol Human Rights Policy and the Sasol Supplier Code of Conduct, with specific attention placed on issues relating to human trafficking and slavery'. However, it is not clear how it actively communicates its policy commitments to affected stakeholders, including local communities and other groups in general. Publishing policies on the website is not considered a direct communication with affected stakeholders. [Code of Conduct, 30/06/2022: paperturn-view.com] & [2022 Sustainability report, 31/08/2022: sasol.com] • Not Met: Example of how HRs policies are accessible for intended audience
B.1.4.b	Communication /dissemination of policy commitment(s) to business relationships	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Meets ILO requirement for suppliers on A.1.2.a • Met: Describes steps to communicate HRs policies to EX BPs: The Supplier Code of Conduct states: 'Suppliers, joint venture and business partners are expected to uphold our Human Rights Policy and encourage them to implement similar policies within their own businesses. [...] 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'. The Group Code contains the Company's human rights provisions and it is available on its website in English, Italian, Portuguese, Mandarin, IsiZulu, and Sesotho. It also publishes a Slavery and Human Trafficking Statement annually. As indicated below, the supplier code is part of contracting and onboarding process. [Supplier Code of Conduct, 07/2022: sasol.com] & [2021 Modern Slavery Statement, 06/2022: sasol.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes how HRs policies are contractual/binding for suppliers: Sasol states that it undertakes the following risk mitigation measures: include business and human rights clauses in all our contract templates and contracts with third parties as part of the due diligence process; Stipulate that our suppliers are required to comply with ... the Sasol Supplier Code of Conduct as part of the contracting and onboarding process; Contractually obligate our suppliers to ... uphold fundamental business and human rights including fair labour practices and to be transparent in their business practices in accordance with our Supplier Code of Conduct'. [2022 Sustainability report, 31/08/2022: sasol.com] • Met: Requires EX BPs to cascade contractual/binding HRs policies to their BPs: The supplier code of conduct states that 'Sasol also reserves the right to terminate its business relationship with suppliers who fail to provide written confirmation to

Indicator Code	Indicator name	Score (out of 2)	Explanation
			Sasol, upon request by Sasol, that they have a programme in place to monitor their suppliers and subcontractors for compliance with this Code'. [Supplier Code of Conduct, 07/2022: sasol.com]
B.1.5	Training on Human Rights	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Score of at least 1 on A.1.2.a • Not Met: Describes how workers are trained on HRs policy commitments: The 2021 Sustainability Report indicates that it has 'Employee awareness campaigns highlighting Sasol's commitment to Human Rights'. The Code of Conduct indicates: 'Training and awareness materials on the various aspects and policies detailed in the Code are available to all Sasol employees'. The Slavery and Human Trafficking Statement adds: 'We address failures to adhere to the Code of Conduct and associated policies by our employees through training and, where appropriate, disciplinary action in accordance with our applicable disciplinary codes and applicable law. [...] Sasol's employees are reminded about our commitment to uphold and respect human rights, and the requirements of our Human Rights Policy, through a business and human rights awareness campaign via the Sasol Intranet, periodic email and other communications from our Chief Executive Officer ("Leadership Communications") and global weekly bulletin emails. This year, we used Human Rights Day in South Africa on 21 March 2022 as an opportunity to draw the attention of our workforce to Sasol's group-wide approach to business and human rights. [...] To ensure our commitment to respect and observe human rights, we are in the process of rolling out business and human rights training focussed on creating awareness around the requirements of the Sasol Human Rights Policy and the Sasol Supplier Code of Conduct, with specific attention placed on issues relating to human trafficking and slavery'. However, no details found of a formal training activity on human rights conducted on employees generally. Current evidence seems to focus in communication activities. [2022 Sustainability report, 31/08/2022: sasol.com] & [Code of Conduct, 30/06/2022: paperturn-view.com] • Not Met: Trains relevant managers including security on HRs <p>Score 2</p> <ul style="list-style-type: none"> • Met: Score of 2 on A.1.2.a • Not Met: Meets both requirements under score 1 • Met: Trains BPs to meet HRs commitments: The Slavery and Human Trafficking Statement indicates: 'To ensure our commitment to respect and observe human rights, we are in the process of rolling out business and human rights training focussed on creating awareness around the requirements of the Sasol Human Rights Policy and the Sasol Supplier Code of Conduct, with specific attention placed on issues relating to human trafficking and slavery'. The Company discloses a document explaining its supplier awareness training which includes human rights and labor. The 2022 Sustainability Report adds: 'We provide training to our suppliers on both human rights issues, anti-bribery and corruption'. [2021 Modern Slavery Statement, 06/2022: sasol.com] & [Supplier Code of Conduct awareness training, 2020: sasol.com] • Met: Discloses % suppliers trained: The 2022 Sustainability Report adds: 'The focus is to create awareness around the requirements of the Supplier Code of Conduct and the Sasol Anti-Bribery and Corruption Policy. There are 5 344 vendors registered to do business with Sasol in South Africa and Mozambique. Of these, 2 446 are actively doing business with Sasol. For FY23, 380 suppliers out of a database of 2 446 active suppliers, completed training. Since the inception of the training requirements, 3 481 suppliers out the total database of 5 344 completed the training, constituting 66% completion of the entire vendor base'. [2022 Sustainability report, 31/08/2022: sasol.com]
B.1.6	Monitoring and corrective actions	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Score of at least 1 on A.1.2.a • Not Met: Monitors implementation of HRs policy commitments across global ops and EX BPs: The 2022 Sustainability Report notes: 'We have incorporated a human rights due diligence questionnaire for suppliers, within our screening and due diligence processes. This helps to identify potential human rights risks and categorise suppliers for further engagement on pertinent human right issues such as child labour, forced labour, gender balance, equal remuneration, etc'. The Supplier Code of Conduct states: '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'. However, no

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>further details found of how compliance is monitored within its business partners. Moreover, no description found of monitoring of its own operations. [2023 Sustainability Report, 06/2023: sasol.com] & [Supplier Code of Conduct, 07/2022: sasol.com]</p> <ul style="list-style-type: none"> • Not Met: Discloses % of EX BP's monitored • Not Met: Describes how workers are involved in monitoring <p>Score 2</p> <ul style="list-style-type: none"> • Met: Score of 2 on A.1.2.a • Not Met: Describes corrective actions process • Not Met: Discloses findings and number of correction action processes
B.1.7	Engaging and terminating business relationships	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: HRs performance affects selection EX BPs: The 2022 Sustainability Report notes: 'We have incorporated a human rights due diligence questionnaire for suppliers, within our screening and due diligence processes. This helps to identify potential human rights risks and categorise suppliers for further engagement on pertinent human right issues such as child labour, forced labour, gender balance, equal remuneration, etc'. The Slavery and Human Trafficking Statement indicates: 'we will only do business with partners that demonstrate integrity and align with our values [...]'. The Company also discloses the questionnaire which is dated January 2023. [Due Diligence Questionnaire for Suppliers, 01/2023: sasol.com] & [2023 Sustainability Report, 06/2023: sasol.com] • Met: HRs performance affects ongoing BPs relationships: See above. The Company 'will be' rolling out a due diligence questionnaire to suppliers, in cases such as 'prior to the renewal of a supplier's contract with Sasol'. However, it is unclear to what extent the questionnaire, which is dated January 2023, has already been rolled out. <p>The Company's Supplier Code has a section on 'Penalties for non-compliance' which states that '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.' [2022 Sustainability report, 31/08/2022: sasol.com] & [Supplier Code of Conduct, 07/2022: sasol.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Met: Works with EX BPs to meet HRs requirements: The Slavery and Human Trafficking Statement indicates: 'To ensure our commitment to respect and observe human rights, we are in the process of rolling out business and human rights training focussed on creating awareness around the requirements of the Sasol Human Rights Policy and the Sasol Supplier Code of Conduct, with specific attention placed on issues relating to human trafficking and slavery'. The Company discloses a document explaining its supplier awareness training which includes human rights and labor. The 2022 Sustainability Report adds: 'We provide training to our suppliers on both human rights issues, anti-bribery and corruption'. [2021 Modern Slavery Statement, 06/2022: sasol.com] & [Supplier Code of Conduct awareness training, 2020: sasol.com]
B.1.8	Approach to engagement with affected stakeholders	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes how workers and communities identified and engaged in the last two years: The Slavery and Human Trafficking Statement indicates: 'The Sasol Ethics Line is the primary grievance mechanism for use by employees, suppliers and the public, including fence-line communities, to report any potential business and human rights infringements. [...] Our stakeholder engagement processes ensure that Sasol is well placed to receive concerns from stakeholders, so that any human rights implications of such concerns can be assessed'. The 2022 Integrated Report describes its five-step double materiality approach, which include 'evaluate' as the second step and discloses the actions taken with this regard: '123 issues submitted by stakeholder representatives. Three assessment sessions held with stakeholder representatives and issues scoring above 6 included as a potential material matter'. It also indicates another action taken: 'Reached out to more SMEs through our 'Built to Last' webinar series. Supported and developed several South African women-owned SMEs in engineering and technology'. However, no description found of how it has identified, and engaged with affected stakeholders, including workers or local communities in its business partners, in the last two years. [2021 Modern Slavery Statement, 06/2022: sasol.com] & [2022 Integrated Report, 2022: sasol.com] • Not Met: Discloses stakeholders whose HRs may be affected: The Company has provided comments to CHRB regarding this indicator. However, its content has not been found in publicly available sources [2022 Sustainability report, 31/08/2022: sasol.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Provides two examples of engagement with stakeholders: The 2021 Integrated Report describes its five-step double materiality approach, which include 'evaluate' as the second step and discloses the actions taken with this regard: '123 issues submitted by stakeholder representatives. Three assessment sessions held with stakeholder representatives and issues scoring above 6 included as a potential material matter'. It also indicates another action taken: 'Reached out to more SMEs through our 'Built to Last' webinar series. Supported and developed several South African women-owned SMEs in engineering and technology'. Although the Company provides examples of engagement with stakeholders, no example found of engagement where there is a dialogue between the Company and its stakeholders [whose human rights have been or may be affected by its activities] that enables it to hear, understand and respond to their interests and concerns in relation to human rights. [2022 Integrated Report, 2022: sasol.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Analysis of stakeholder views on company's HRs issues • Not Met: Describes how stakeholders views influenced company's HRs approach

B.2 Human Rights Due Diligence (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying human rights risks and impacts	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Describes process of identifying risks in own operations: The Company states that it has 'developed and shared a Self-Assessment Questionnaire with Sasol Energy and Sasol Chemicals Businesses to identify potential human rights issues where they may exist within the context of their operating environment. The Self-Assessment Questionnaire served as a checklist to identify potential human rights issues that might arise in connection with our business, operations or supply chain. It assisted our businesses in identifying their key human rights risks.' [2022 Sustainability report, 31/08/2022: sasol.com] • Met: Describes process for identifying risks in EX BPs: The Slavery and Human Trafficking Statement indicates: 'During the financial year, we have developed a Supplier Due Diligence Questionnaire (DDQ) focussed on identifying a supplier's potential human rights risks. [...] In addition to supporting the identification of potential human rights risks, the DDQ supports suppliers in describing and demonstrating the measures they have taken to mitigate such risks, and aims to facilitate engagement between Sasol and suppliers in managing risks identified in the due diligence process, as appropriate'. The 2022 Sustainability Report adds: 'The Self-Assessment Questionnaire served as a checklist to identify potential human rights issues that might arise in connection with our business, operations or supply chain. It assisted our businesses in identifying their key human rights risks'. The 2023 Sustainability Report notes: 'We have incorporated a human rights due diligence questionnaire for suppliers, within our screening and due diligence processes. This helps to identify potential human rights risks and categorise suppliers for further engagement on pertinent human right issues such as child labour, forced labour, gender balance, equal remuneration, etc. [...] We have developed and implemented a group-wide human rights due diligence questionnaire which we require our joint ventures (JV) partners to complete in order to do business with Sasol. This supports the identification of potential human rights risks associated with the relevant JV partner'. [2022 Sustainability report, 31/08/2022: sasol.com] & [2023 Sustainability Report, 06/2023: sasol.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes global risk identification system incl. stakeholder consultation: The Company discloses its Business and Human Rights Framework which is divided into three parts. Part two [Enablers and practices to support our human rights commitments] contains the following steps: 2.1 Governance and assurance; 2.2 Enterprise risk management; 2.3 Grievance and remedy mechanisms; 2.4 Stakeholder engagement; 2.5 Operational due diligences and execution; 2.6 Behaviour and culture; 2.7 Training and awareness 2.8 Sustainability, HR & IR, Security, Supply Chain, Compliance and Ethics, ABAC, land use practices. The 2022 Sustainability report describes the following: 'Risk Mapping: Periodic Review. Our risk review process will entail enabling the organisation to put in place a systematic and standardised process to continuously review and update the existing risk profiles to ensure that business and human rights are integral to our business processes. The gaps identified in the Phase 2 assessment of our review process will be addressed to ensure that the current business processes are adequately improved to effectively deal with issues of business and human rights.' However, it is unclear to what extent such a regular review process is already in place. Further, it is unclear whether consultation with affected stakeholders and internal or independent external human rights experts are included in the process. [2022 Sustainability report, 31/08/2022: sasol.com] & [Business and Human Rights Framework, N/A: sasol.com] • Met: Describes how risk identification system is triggered by new circumstances: See above. The Slavery and Human Trafficking Statement indicates: 'During the financial year, both the Energy and Chemicals Business Units completed consolidated business and human rights reviews to identify and record how Sasol's commitments in relation to human rights issues are managed, to help inform the development of Sasol's business and human rights strategy going forward. These reviews included questions relating to potential modern slavery risks in supply chain arising from the regions and sectors where suppliers operate as well as the sourcing of higher risk commodities'. It continues: 'Sasol also developed human rights-focused due diligence guidance for mergers and acquisitions, which we included in our internal Mergers and Acquisitions Handbook, to ensure that potential human rights issues [...] associated with acquisitions and sales of corporate entities by Sasol are identified and managed appropriately, in accordance with our Human Rights Policy. [...] we developed a group-wide human rights due diligence questionnaire which we require our potential joint venture (JV) partners to complete in order to do business with Sasol. The aim of the questionnaire is to support the identification of potential human rights risks associated with the relevant JV partner and its business activities. In this way, the questionnaire will facilitate Sasol's engagement with potential JV partners in relation to any such identified risks going forward, so that human rights issues can be managed appropriately'. The Questionnaires, which are available online reads: 'As part of business and human rights due diligence process, you are requested to complete this Questionnaire to: 2.1.1 identify your salient human rights risks which are relevant to your work for Sasol; 2.1.2 demonstrate the steps you have taken to effectively identify and manage business and human rights risks; and 2.1.3 facilitate engagement between you and Sasol on business and human rights related issues, so that key risks/challenges can be managed'. [2021 Modern Slavery Statement, 06/2022: sasol.com] & [Due Diligence Questionnaire for Suppliers, 01/2023: sasol.com] • Not Met: Describes risks identified in relation to new circumstances: The Code of Conduct indicates: 'We recognise that when seeking to secure people, assets and sites in conflict environments, or in regions where there is weak regulation of security services, this may present heightened human rights risks. We take appropriate precautions to mitigate such risks, including through pre-screening security personnel, ensuring that our expectations regarding respecting human rights and treating people with dignity are well understood by security personnel and incorporate into security providers' performance agreements'. However, it is not clear this risk was identified specifically in relation to new country operations, new business relationships, new human rights challenges or conflict affecting particular locations, including through heightened due diligence in any conflict-affected areas. [Code of Conduct, 30/06/2022: paperturn-view.com]
B.2.2	Assessing human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes assessment process and discloses salient HRs risks: The Company has provided comments to CHRB regarding this indicator explaining key aspects of its Human Rights Policy. However, it is not clear the process it has in place to assess its human rights risks. This description should include how relevant

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>factors are taken into account, such as geographical, economic, social and other factors. [Human rights policy, 29/06/2022: sasol.com]</p> <ul style="list-style-type: none"> • Not Met: Describes how process applies to EX BPs: The Business and Human Rights Due Diligence Questionnaire reads: 'As part of business and human rights due diligence process, you are requested to complete this Questionnaire to: 2.1.1 identify your salient human rights risks which are relevant to your business relationship with Sasol; 2.1.2 demonstrate the steps you have taken to effectively identify and manage business and human rights risks; and 2.1.3 facilitate engagement between you and Sasol on business and human rights related issues, so that key risks/challenges can be managed'. The Slavery and Human Trafficking Statement indicates: 'The DDQ will support with the process of categorising suppliers by reference to the nature of any human rights risks identified'. However, it is not clear the process it has in place to assess its human rights risks in its business partners. This description should include how relevant factors are taken into account, such as geographical, economic, social and other factors. This subindicator also looks for evidence of how information is consolidated to determine what impacts are salient due to business relationships rather than confirming the existence of a particular risk in a specific supplier/contractor. [Due Diligence Questionnaire for Suppliers, 01/2023: sasol.com] & [2021 Modern Slavery Statement, 06/2022: sasol.com] • Not Met: Public disclosure of results of HRs risk assessment <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Describes how assessment involved affected stakeholders
B.2.3	Integrating and acting on human rights risks and impact assessments	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes system to prevent, mitigate and remediate HRs issues: The 2022 Sustainability Report states that it is 'Implementing a three-phased approach to assess the status of our risk management process in dealing with issues of business and human rights within Sasol.' This includes 'Phase 1: Risk assessment, Phase 2: Risk review, Phase 3: Risk mitigation.' It further describes the activities undertaken in each phase, as described below. The Company has provided comments to CHRB regarding this indicator explaining key aspects of its Human Rights Policy, Code of Conduct and Supplier Code of Conduct and its requirements, including on mitigation as well as reaffirming their binding character. However, this subindicator looks for evidence of a system in place to tackle specific issues that the Company considers salient for its own operations. Current evidence seems to focus in policies and questionnaires instead of specific proactive actions taken to face particular issues. [2022 Sustainability report, 31/08/2022: sasol.com] & [Human rights policy, 29/06/2022: sasol.com] • Not Met: Describes how global system applies to EX BPs: The Company states that it is 'Implementing a three-phased approach to assess the status of our risk management process in dealing with issues of business and human rights within Sasol.' This includes 'Phase 1: Risk assessment, Phase 2: Risk review, Phase 3: Risk mitigation.' In relation to risk mitigation and suppliers it notes actions taken, namely requiring suppliers to adhere to its supplier code and to integrate these expectations into supplier contracts. The Company has provided comments to CHRB regarding this indicator explaining key aspects of its Human Rights Policy, Code of Conduct and Supplier Code of Conduct and its requirements, including on mitigation as well as reaffirming their binding character. However, while these are preventive actions, this subindicator looks for evidence of how proactive actions are taken to address specific issues deemed salient. [2022 Sustainability report, 31/08/2022: sasol.com] & [Human rights policy, 29/06/2022: sasol.com] • Not Met: Example of actions decided on at least 1 salient HRs issue: The Company notes that in relation to 'Risk Mitigation' it has 'Processes Implemented' and lists a range of policies such as its Human Rights Policy, its Supplier Code of Conduct, and its Supplier Industrial Relations Procedure. It further describes 'remediation actions taken' such as developing a due diligence questionnaire or including human rights clauses into suppliers contracts. These activities are described in its 2022 sustainability report, so it is assumed they have taken place in the previous year. However, the Company does not describe any specific actions taken or to be taken on one or more specific salient human rights issues. [2022 Sustainability report, 31/08/2022: sasol.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Describes how stakeholders involved in decisions about actions taken

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.4	Tracking the effectiveness of actions to respond to human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes system for evaluation effectiveness of actions: The Slavery and Human Trafficking Statement indicates: 'Consistent with our risk-based approach, we will continue to enhance our due diligence procedures and the monitoring of supplier compliance with our Human Rights Policy and Supplier Code of Conduct'. The Supplier Code of Conduct states: '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'. The 2022 Integrated Report discloses the Company's top risks, which include 'upholding human rights', and indicates its keys responses to it. However, no further description found of its system for tracking or monitoring the actions taken in response to human rights risks and impacts and for evaluating whether the actions have been effective or have missed key issues or not produced the desired results. Current evidence seems to be focusing on monitoring compliance and risks found through its ERM. [2021 Modern Slavery Statement, 06/2022: sasol.com] & [Code of Conduct, 30/06/2022: paperturn-view.com] • Not Met: Example of lessons learned from evaluation effectiveness of actions <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Involves stakeholders in evaluation effectiveness of actions
B.2.5	Communicating on human rights impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Provides two examples of comms with stakeholders <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes challenges to effective comms and how it is working to address them

C. Remedies and Grievance Mechanisms (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance mechanism(s) for workers	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Grievance mechanism accessible to all workers: The Company states that 'The Sasol EthicsLine is the primary grievance mechanism for use globally by employees, service providers and fence line communities to report any potential business and human rights infringements.' [2022 Sustainability report, 31/08/2022: sasol.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Grievance mechanism available in appropriate languages and workers made aware: The 2022 Sustainability Report indicates that the EthicsLine, which is suitable to deal with human rights complaints is 'is toll-free and is available 24 hours a day/seven days a week in South Africa, United States, United Kingdom, China, Singapore, Germany, Mozambique, and Italy'. It also states that it is 'Assisting callers on the EthicsLine in the local language of their choice, including English, Afrikaans, IsiZulu, Sesotho, IsiXhosa, Sepedi, Tshivenda, Setswana, SiSwati, IsiNdebele, Xitsonga, Mandarin, Portuguese, Italian and German'. It notes it 'Continuously promote[s] the Whistle-blower Policy across the Group using 'ethics and compliance moments' and awareness campaigns aimed at reinforcing our zero tolerance to retaliation and victimisation of whistle-blowers and of those supporting ethics investigations'. The Slavery and Human Trafficking Statement indicates: 'Sasol's employees are reminded about our commitment to uphold and respect human rights, and the requirements of our Human Rights Policy, through a business and human rights awareness campaign via the Sasol Intranet, periodic email and other communications from our Chief Executive Officer ("Leadership Communications") and global weekly bulletin emails'. The Human Rights Policy makes reference to the grievance mechanism. [2022 Sustainability report, 31/08/2022: sasol.com] & [2021 Modern Slavery Statement, 06/2022: sasol.com] • Met: Describes how workers in EX BPs access grievance mechanism: The Company indicates the EthicsLine can be used by 'service providers'. The Slavery and Human Trafficking Statement indicates: 'The Sasol Ethics Line is the primary grievance mechanism for use by employees, suppliers and the public, including fence-line communities, to report any potential business and human rights infringements'. The Statement is openly available online. [2022 Sustainability report, 31/08/2022: sasol.com] & [2021 Modern Slavery Statement, 06/2022: sasol.com] • Not Met: Expects EX BPs to convey expectation to their BPs

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.2	Grievance mechanism(s) for external individuals and communities	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Grievance mechanism accessible to all external individuals and communities: The Company indicates that 'he Sasol EthicsLine is the primary grievance mechanism for use globally by [...] fence line communities to report any potential business and human rights infringements.' [2022 Sustainability report, 31/08/2022: sasol.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Grievance mechanism available in appropriate languages and affected stakeholders made aware: The 2022 Sustainability Report states that it is 'Assisting callers on the EthicsLine in the local language of their choice, including English, Afrikaans, IsiZulu, Sesotho, IsiXhosa, Sepedi, Tshivenda, Setswana, SiSwati, IsiNdebele, Xitsonga, Mandarin, Portuguese, Italian and German'. The Slavery and Human Trafficking Statement indicates: 'Sasol's employees are reminded about our commitment to uphold and respect human rights, and the requirements of our Human Rights Policy, through a business and human rights awareness campaign via the Sasol Intranet, periodic email and other communications from our Chief Executive Officer ("Leadership Communications") and global weekly bulletin emails. This year, we used Human Rights Day in South Africa on 21 March 2022 as an opportunity to draw the attention of our workforce to Sasol's group-wide approach to business and human rights'. However, it does not explain how it is ensuring communities are made aware of the existence of the grievance channel. [2022 Sustainability report, 31/08/2022: sasol.com] & [2021 Modern Slavery Statement, 06/2022: sasol.com] • Met: Describes how external individuals/communities access grievance mechanism: The Company states that 'Sasol promotes a culture in which all Stakeholders, especially employees, are encouraged to speak up and report unethical, illegal, or undesirable conduct involving Sasol and those engaged with it.' [Code of Conduct, 30/06/2022: paperturn-view.com] • Not Met: Expects EX BPs to convey expectation to their BPs
C.3	Users are involved in the design and performance of the mechanism(s)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes how users engaged on design and performance • Not Met: Provides user engagement examples (at least two) on design and performance <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes how users engaged on improvement of mechanism • Not Met: Provides user engagement examples (at least two) on improvement
C.4	Procedures related to the mechanism(s) are equitable, publicly available and explained	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes procedure and timescales for managing complaints or concerns: The 2022 Sustainability Report notes: 'To maintain confidence in the EthicsLine and support Sasol's ethical culture, we ensure that all matters are thoroughly investigated, and appropriate corrective actions are taken on substantiated ethical transgressions as determined by the appropriate Employee Relations Specialists'. The Slavery and Human Trafficking Statement indicates: 'The Whistle-Blower Policy and Ethics Investigation Policy facilitate the reporting, investigation and management of actual or suspected unethical conduct, including actual or suspected human rights impacts, through the appropriate mechanisms. These policies support Sasol's approach to encouraging employees to speak out about ethics without fear of retaliation and to prevent such conduct from continuing or recurring'. The webpage section Ethics Speaking Out adds: 'After submitting your information, you will be provided with a reference number. You will be required to quote this reference when contacting the EthicsLine at a later stage to add more information to the original report or to receive feedback on a concern that you have submitted. Within one workday from submitting your report, Tip-offs Anonymous will submit the report to the Group Ethics Office for appropriate follow up action. All valid reports will be investigated where appropriate and possible (e.g., should sufficient information be provided) and the appropriate corrective action will be taken'. However, no details found in relation to timescales for addressing complaints. No further information found in the Whistle-Blower Policy. [2022 Sustainability report, 31/08/2022: sasol.com] & [2021 Modern Slavery Statement, 06/2022: sasol.com] • Not Met: Describes technical, financial, advisory support to enable equal access <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describe types of outcome to complainant through use of mechanism: The webpage section Ethics Speaking Out notes: 'All valid reports will be investigated where appropriate and possible (e.g., should sufficient information be

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>provided) and the appropriate corrective action will be taken'. The 2022 Sustainability Report adds: 'During 2022, we received 349 calls. The typical nature of ethics calls related to allegations of fraud and misrepresentation and conflicts of interest. [...] One investigation, related to substantiated allegations of fraud and misrepresentation, led to a service termination. A total of 120 allegations resulted in management action being taken'. However, this subindicator looks for an explanation of the type of outcomes and how are communicated to the complainant. [Ethics Speaking Out_web, N/A: sasol.com] & [2022 Sustainability report, 31/08/2022: sasol.com]</p> <ul style="list-style-type: none"> • Not Met: Describes escalation to senior levels / independent adjudicators: The webpage section Ethics Speaking Out notes: 'This is an independent website that is externally managed by Tip-offs Anonymous (TOA), a division of Deloitte. [...] All valid reports will be investigated where appropriate and possible (e.g., should sufficient information be provided) and the appropriate corrective action will be taken'. However, it is not clear how complaints or concerns for workers and all external individuals and communities may be escalated to more senior levels or independent third party adjudicators or mediators to challenge the process or outcome at the complainant's discretion. [Ethics Speaking Out_web, N/A: sasol.com]
C.5	Prohibition of retaliation for raising complaints or concerns	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Public statement prohibiting retaliation against workers/stakeholders: The Company states: 'Sasol promotes a culture in which all Stakeholders [...] are encouraged to speak up and report unethical, illegal, or undesirable conduct. [...] Sasol strictly prohibits any form of retaliation, intimidation, harassment or victimisation against a person who, in good faith, makes a report or raises a concern that he or she reasonably believes to be a violation of Sasol's Code.' [Code of Conduct, 30/06/2022: paperturn-view.com] • Met: Describes practical measures to prevent retaliation: The Company indicates it is 'Offering employees and third parties the opportunity to make confidential disclosures to our EthicsLine, Group Ethics Office or trained Sasol Ethics Officers.' [2022 Sustainability report, 31/08/2022: sasol.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Specifies no legal action, firing or violence: The Code of Conduct indicates: 'Sasol strictly prohibits any form of retaliation, intimidation, harassment or victimisation against a person who, in good faith, makes a report or raises a concern that he or she reasonably believes to be a violation of Sasol's Code. Retaliation against employees is prohibited even if their good faith call reports or concerns are proven unfounded by an investigation. [...] Should anyone within Sasol attempt to retaliate against or victimise an employee for speaking up and making a report in good faith, then such a person will face disciplinary action, up to and including dismissal'. Similarly, the webpage section Ethics Speaking Out notes: 'Sasol strictly prohibit any form of retaliation, intimidation, harassment or victimisation against a reporter who in good faith makes a report or raises a concern that he or she reasonably believes to be a violation of Sasol's Code of Conduct. Retaliation against employees is prohibited even if their reports or concerns are proven unfounded by an investigation. Should anyone within Sasol attempt to retaliate against or victimise a reporter for speaking up and making a report in good faith then such person will face disciplinary action, up to and including dismissal. Any reporter or witness who suspects that they are being victimised or retaliated against as a result of having made an ethics report, or for assisting in an investigation, should immediately make another ethics call report providing all the details of the alleged victimisation or retaliation'. However, no further evidence found explicitly indicating that it will not retaliate against workers and stakeholders through: legal action against persons or organisations who have brought or tried to bring a case against it involving credible allegation of adverse as well as through firing or engaging in economic forms of retaliation against any workers or their representatives who have brought or tried to bring a case against it involving an allegation of human rights abuse. [Code of Conduct, 30/06/2022: paperturn-view.com] & [Ethics Speaking Out_web, N/A: sasol.com] • Not Met: Expects EX BPs to prohibit retaliation against workers/stakeholders: The Supplier Code of Conduct states: 'Suppliers shall treat every employee with respect and dignity and shall not subject any employee to victimisation, retaliation, intimidation, humiliation, mobbing, false accusation, physical, sexual or racially abusive comments, gestures, materials whether in print, electronic or any other form, psychological or verbal harassment or abuse and any form of bullying. The supplier should have mechanisms to hear, process, and settle the grievances of workers'. Also, 'We do not tolerate harassment, victimisation, retaliation,

Indicator Code	Indicator name	Score (out of 2)	Explanation
			intimidation, assault and bullying’. Finally, ‘I speak out against behaviours which infringe on human rights and report human rights violations to my line manager, supervisor, or the Ethics Line’. However, it is not clear it expects its business partners to prohibit retaliation against workers and other stakeholders (including those that represent them) for raising human rights related concerns. [Supplier Code of Conduct, 07/2022: sasol.com]
C.6	Company involvement with state-based judicial and non-judicial grievance mechanisms	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Complainants not asked to waive legal rights: The Human Rights Policy states it will achieve its commitments through: ‘Remedying or facilitating access to remedy for any adverse human rights impacts that we identify we have caused or contributed to, without obstructing access to any other remedies that may be available’. However, no evidence found that the Company does not require affected individuals or communities participating in a grievance process to permanently waive their legal rights to bring a claim through a judicial or non-judicial process as a condition of participating in the grievance process. [Human rights policy, 29/06/2022: sasol.com] • Not Met: Does not require confidentiality provisions: The Human Rights Policy states it will achieve its commitments through: ‘Remedying or facilitating access to remedy for any adverse human rights impacts that we identify we have caused or contributed to, without obstructing access to any other remedies that may be available’. However, this subindicator looks for evidence that the Company does not require confidentiality provisions (e.g., non-disclosure agreements) with respect to human rights grievances. [Human rights policy, 29/06/2022: sasol.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Cooperates with state based non judicial mechanisms: The Human Rights Policy states it will achieve its commitments through: ‘Providing grievance mechanisms, both internally and externally as appropriate, and seeking to ensure that human rights concerns and complaints are appropriately investigated and reported without impeding on State-based judicial and non-judicial grievance mechanisms’. The Supplier Code of Conduct adds: ‘We cooperate fully with lawful investigations and legitimate requests for information in line with regulatory requirements governing access to information and the relevant Sasol policies’. However, no further details found, including the process by which it would collaborate with state-based non-judicial mechanisms. [Human rights policy, 29/06/2022: sasol.com] & [Supplier Code of Conduct, 07/2022: sasol.com] • Not Met: Example of issue resolved (if applicable)
C.7	Remedying adverse impacts	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes approach taken to remedy adverse HRs impacts: The 2023 Sustainability Report notes: ‘To ensure that appropriate risk mitigation actions are taken, we also developed and rolled out human rights contract clauses for suppliers in accordance with each supplier’s risk rating’. The 2022 Sustainability Report adds: ‘To maintain confidence in the EthicsLine and support Sasol’s ethical culture, we ensure that all matters are thoroughly investigated, and appropriate corrective actions are taken on substantiated ethical transgressions as determined by the appropriate Employee Relations Specialists’. The Slavery and Human Trafficking Policy Statement indicates: ‘The Whistle-Blower Policy and Ethics Investigation Policy facilitate the reporting, investigation and management of actual or suspected unethical conduct, including actual or suspected human rights impacts, through the appropriate mechanisms. These policies support Sasol’s approach to encouraging employees to speak out about ethics without fear of retaliation and to prevent such conduct from continuing or recurring’. The webpage section Ethics Speaking Out notes: ‘After submitting your information, you will be provided with a reference number. You will be required to quote this reference when contacting the EthicsLine at a later stage to add more information to the original report or to receive feedback on a concern that you have submitted. Within one workday from submitting your report, Tip-offs Anonymous will submit the report to the Group Ethics Office for appropriate follow up action. All valid reports will be investigated where appropriate and possible (e.g., should sufficient information be provided) and the appropriate corrective action will be taken’. However, this subindicator looks for a description of the approach it took to provide or enable a timely remedy for victims, for adverse human rights impacts which it has caused or to which it has contributed. No further evidence found. [2022 Sustainability report, 31/08/2022: sasol.com] & [2023 Sustainability Report, 06/2023: sasol.com] • Not Met: Describes how remedy would be provided if no adverse impact identified

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes changes to systems, processes and practices to prevent future impacts: The President and CEO, Mr Fleetwood Grobler, states in the 2022 Integrated Report : ‘The wellbeing of our people remains our number one priority, as we continue to pursue our Zero Harm ambition. We are deeply saddened by the five workplace fatalities which occurred during the first half of the financial year. [...] Our pressing concern for the deterioration in our safety performance was the source of significant introspection and further intensified our focused safety interventions. These efforts saw an improvement in our performance in the second half of the year’. The Report discloses information on how it was impacted/responded, including: ‘Focused on humanising safety. Introduced new safety themes, including leadership accountability; risk ownership and management; management of change; and frontline priorities’. Under ‘Outlook’, it lists: ‘Recover our safety and operational discipline, including safety remediation in Mining. [...] Reinforce our commitment to human rights’. Under human capital, it discloses keys actions to sustain value, including: ‘Implementing strategies to track and monitor leading and lagging safety metrics as signposts for early interventions in prioritised areas where trends are pronounced’. [2022 Integrated Report, 2022: sasol.com] • Not Met: Describes approach to monitoring/implementing agreed remedy • Not Met: Describes approach to learning from incidents if no adverse impacts identified
C.8	Communication on the effectiveness of grievance mechanism(s) and incorporating lessons learned	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Discloses number of grievances filed, addressed or resolved and outcomes achieved • Not Met: Example of how lessons from mechanism improved HRs management system <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes process to evaluate mechanism and changes made as a result • Not Met: Describes procedures to address delays of outcomes agreed with stakeholders

D. Performance: Company Human Rights Practices (25% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.3.1	Living wage (in own extractive operations, which includes JVs)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Pays living wage or sets time-bound target: The 2022 Sustainability Report states that it contributes to SDG 8 by 'R33,2 billion in wages and benefits'. However, this does not indicate the Company is paying a living wage. The GRI Index 2022 indicates: ‘During 2022, the Committee reviewed the detailed level pay gap ratios, which showed a downward trend in South Africa, Germany and Italy. In the US the pay gap ratio increased. This was attributed to Sasol’s divestiture of a number of businesses which resulted in a transfer of a number of employees from Sasol. The Committee also commissioned a gender pay equity analysis, and no systemic gender pay gaps were identified. The Committee understands the importance of ensuring that the wages of our lowest paid employees are sufficient to accommodate a decent standard of living. We will continue to track the pay gap from this perspective’. The Human Rights Policy states it will achieve the accomplishment of its commitment through: ‘Applying labour policies and practices that are fair, and in line with local legal requirements and the core conventions of the International Labour Organisation, and which provide for payment of living wages and support employee wellbeing’. The Supplier Code of Conduct adds: ‘The supplier should promote equal opportunity, employment equity and economic empowerment and provide a living wage which enables workers to meet their basic needs and that of their dependents’. However, it is not clear the Company has a time bound target for paying all workers (in own extractive operations, which includes JVs) a living wage or that it pays all workers a living wage. A living wage should include basic needs for employees and his/her family or depends plus some discretionary income. [2022 Sustainability report, 31/08/2022: sasol.com] & [2022 GRI Index, 2023: sasol.com] • Not Met: Describes how living wage determined: See above. This subindicator looks for the process to determine a living wage for the regions where it operates includes involvement of relevant trade unions [or equivalent worker bodies where the right to freedom of association and collective bargaining is restricted under law]. No further evidence found. [2022 GRI Index, 2023: sasol.com] & [Supplier Code of Conduct, 07/2022: sasol.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Achieved paying living wage • Not Met: Reviews definition living wage with unions: The Company indicates that it maintains 'constructive relationships and enabled improved working conditions by: [...] Implementing appropriate strategies on multi-sectoral wage negotiations, ensuring labour stability.' However, the Company does not make it clear whether this includes a revision of the definition of living wage with workers representatives. [2022 Sustainability report, 31/08/2022: sasol.com]
D.3.2	Transparency and accountability (in own extractive operations, which includes JVs)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Member of EITI • Not Met: Reports of taxes and revenues beyond legal minimums <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Reports taxes and revenue by country • Not Met: Steps taken to promote transparency in non EITI countries • Not Met: Provides example of contracts for terms of exploitation for countries without disclosure requirements
D.3.3	Freedom of association and collective bargaining (in own extractive operations, which includes JVs)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Measures to prohibit violence/retaliation against workers for joining trade union: The 2022 Sustainability Report states that 'The number of employees represented by trade unions in South Africa is 63%.' However, it does not disclose the percentage of union coverage of its entire operation. The Human Rights Policy commits to: 'Upholding freedom of association and the right to collective bargaining; Maintaining safe, secure and healthy working environments and conditions that do not infringe on human rights'. The Code of Conduct notes: 'We do not tolerate harassment, victimisation, retaliation, intimidation, assault and bullying'. Under 'Our behaviour', it adds: 'I will not engage in or tolerate any form of harassment or discrimination. [...] I speak out against behaviours which infringe on human rights and report human rights violations to my line manager, supervisor, or the Ethics Line'. It adds, 'We do not tolerate any form of harassment, bullying or any conduct that is degrading and inhumane towards others in our workplaces; dealings and business activities, including any form of cyber bullying. [...] We expect individuals to speak up (without fear of retaliation and/or victimisation) to root out this type of behaviour'. The 2022 Integrated Report also lists 'Proactive engagement with organised labour' as a Key Response to its Group top risk themes. However, it is not clear the actual measures the Company puts in place to prohibit any form of intimidation, harassment, retaliation or violence against workers seeking to exercise the right to form and join a trade union of their choice (or equivalent worker bodies where the right to freedom of association and collective bargaining is restricted under law). The Company has provided comments to CHRB regarding this indicator expanding on relevant supplier provisions found in the Supplier Code of Conduct. However, this subindicator focuses on its own operations, including JVs. [2022 Sustainability report, 31/08/2022: sasol.com] & [Human rights policy, 29/06/2022: sasol.com] • Not Met: Discloses % of total direct operations covered by CB agreements <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1
D.3.4	Health and safety: Fatalities, lost days, injury, occupational disease rates (in own extractive operations, which includes JVs)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes process to identify H&S risks and impacts: The 2022 Integrated Report discloses significant issues for stakeholders. Regarding safety, health and wellbeing, it includes: 'Pursuing Zero Harm through humanising safety; Reducing the number of high-severity incidents; Air Quality matters (health and environmental effects); Managing impact of COVID-19 on our employees and stakeholders'. When it comes to 'creating value using the six capitals', under human capital, it discloses the key actions, including: 'Implementing strategies to track and monitor leading and lagging safety metrics as signposts for early interventions in prioritised areas where trends are pronounced'. It also explains its performance regarding 'People' as well as how it was impacted/responded, including: 'Focused on humanising safety. Introduced new safety themes, including leadership accountability; risk ownership and management; management of change; and frontline priorities'. Under 'Outlook', it includes: 'Recover our safety and operational discipline, including safety remediation in Mining. [...] Reinforce our commitment to human rights'. However, no description found of the actual process it has in place to identify its health and safety risks and impacts. [2022 Integrated Report, 2022: sasol.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: Discloses injury rate or lost days for last reporting period: The Company discloses that in 2022 the Lost Day Case Rate was 0.10. For its own employees it was 0.12 and for service providers it was 0.08. [2022 Sustainability report, 31/08/2022: sasol.com] • Met: Discloses fatalities for last reporting period: The Company discloses fatalities for 2022 as 5, of those 4 were the Company's own employees and 1 from a service provider. [2022 Sustainability report, 31/08/2022: sasol.com] • Met: Discloses occupational disease rate for last reporting period: The Company discloses that in 2022 there were 38 cases of Irreversible occupational diseases with permanent health effects, and 67 cases with temporary health effects. [2022 Sustainability report, 31/08/2022: sasol.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Set targets for H&S performance: The company strives for Zero Harm in both its Chemical and Energy Business. [2022 Sustainability report, 31/08/2022: sasol.com] • Met: Met targets or explains why not or actions to improve H&S management systems: After the five workplace fatalities which occurred during the first half of the financial year, the President and CEO, Mr Fleetwood Grobler notes: 'Our pressing concern for the deterioration in our safety performance was the source of significant introspection and further intensified our focused safety interventions. These efforts saw an improvement in our performance in the second half of the year'. The 2022 Integrated Report also discloses information on how it was impacted/responded, including: 'Focused on humanising safety. Introduced new safety themes, including leadership accountability; risk ownership and management; management of change; and frontline priorities'. Under 'Outlook', it lists: 'Recover our safety and operational discipline, including safety remediation in Mining. [...] Reinforce our commitment to human rights'. Under human capital, it discloses keys actions to sustain value, including: 'Implementing strategies to track and monitor leading and lagging safety metrics as signposts for early interventions in prioritised areas where trends are pronounced'. [2022 Integrated Report, 2022: sasol.com]
D.3.5	Indigenous peoples' rights and free prior and informed consent (FPIC) (in own extractive operations, which includes JVs)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Process to identify/recognise indigenous rights holders: The Human Rights Policy states it will achieve the accomplishment of its commitments through: 'Observing land and water rights, and the rights of fenceline communities and indigenous peoples, and managing resettlement, guided by the international finance corporation (IFC) Performance Standards and UN Declaration on the Rights of Indigenous Peoples, recognizing the principle of free, prior and informed consent (FPIC)'. The Code of Conduct adds: 'When we consult with indigenous peoples, we are guided by international guidelines including IFC Performance Standard 7 and the UN Declaration on the Rights of Indigenous individuals. We obtain free, prior and informed consent where possible'. The Supplier Code of Conduct notes: 'The Supplier shall respect the rights of communities and all indigenous people that may be affected or impacted by our business activities, including land tenure and water rights'. However, it is not clear the process it has in place to identify and recognise affected indigenous peoples. The subindicator looks for a description of this process. [Human rights policy, 29/06/2022: sasol.com] & [Code of Conduct, 30/06/2022: paperturn-view.com] • Not Met: Describes how indigenous communities are engage during assessment <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commitment to FPIC: As indicated above, the Human Rights Policy states it will achieve the accomplishment of its commitments through: 'Observing land and water rights, and the rights of fenceline communities and indigenous peoples, and managing resettlement, guided by the international finance corporation (IFC) Performance Standards and UN Declaration on the Rights of Indigenous Peoples, recognizing the principle of free, prior and informed consent (FPIC)'. However, 'recognizing the principle' is not considered a commitment according to CHRB wording criteria. [Human rights policy, 29/06/2022: sasol.com] • Not Met: Recent example of obtaining FPIC or not pursuing indigenous people's land/resources

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.3.6	Land rights: Land acquisition (in own extractive operations, which includes JVs)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes approach to indentifying lang tenure rights holders and negotiating compensation <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes approach to compensation including valuation • Not Met: Describes steps to meet IFC PS 5 in state deals
D.3.7	Security (in own extractive operations, which includes JVs)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes security implementation (incl. VPs or ICOC) and provides an example: The Code of Conduct indicates: 'We ensure that our employees and all other people engaged in Sasol's workplaces; dealings and business activities e.g. suppliers, visitors, learners etc., as well as our assets and our operations have secure and protected work environments. To do this, we have implemented security procedures designed to prevent and respond to security risks and incidents. To minimise potential human rights risks that may arise from the conduct of security personnel, we have aligned our security procedures with the United Nations Voluntary Principles on Security and Human Rights and the International Code of Conduct for Private Security Providers. We recognise that when seeking to secure people, assets and sites in conflict environments, or in regions where there is weak regulation of security services, this may present heightened human rights risks. We take appropriate precautions to mitigate such risks, including through pre-screening security personnel, ensuring that our expectations regarding respecting human rights and treating people with dignity are well understood by security personnel and incorporate into security providers' performance agreements'. However, no evidence found of an example of how it ensures respect for human rights (including the human rights of people in local communities) in the course of maintaining the security of company-managed operations, including when working with contracted private or public security providers. [Code of Conduct, 30/06/2022: paperturn-view.com] • Not Met: Ensures Business Partners/JVs follow security approach: See above. Also, the Human Rights Policy states it is committed to 'UN Voluntary Principles on Security and Human Rights and the International Code of Conduct for Private Security Service Providers'. The Supplier Code of Conduct states: 'Suppliers, joint venture and business partners are expected to uphold our Human Rights Policy'. It adds: 'Our suppliers are expected to follow the Supplier Code of Conduct which is supported by Sasol's Code of Conduct'. However, no description found of how it ensures its business partners, including joint ventures, implement an equivalent approach to security management that ensures respect for human rights. [Human rights policy, 29/06/2022: sasol.com] & [Supplier Code of Conduct, 07/2022: sasol.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Security and HRs assessment includes input from local communities • Not Met: Two examples of working with local communities to improve security

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.3.8	Water and sanitation (in own extractive operations, which includes JVs)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes preventative/corrective action plans for water and sanitation risks: The 2022 Sustainability Report states that 'Sasol continues to contribute to improve water and sanitation infrastructure in communities where it has operations in order to improve the quality of lives of communities who do not have access to drinkable water and proper sanitation facilities.' It also provides two examples of this. However, it does not describe the overall process it has in place to implement action plans. The Report adds: 'Since 2010, Sasol has been voluntarily reporting to the CDP Water disclosure initiative. [...] In 2021, we maintained an A-score'. It discloses different targets. Also, 'Sasol's Sasolburg Operations received an outstanding score of 96% up from 86% in 2013, making it the only private sector company to obtain the Green Drop certification'. Finally, it 'Commit[s] to continue beyond fenceline involvement in communities to address water, sanitation and other priorities'. The 2022 Integrated Report discloses keys actions in terms of preserving 'natural capital', including: 'Setting short-term water targets for three largest water using sites in Sasol Energy – Secunda Operations, Sasolburg and Ekandustria Operations and Sasol Mining'. However, no description found of how it implements preventive and corrective action plans for identified specific risks to the right to water and sanitation in its own operations. This subindicator also needs evidence of how the Company takes these or other measures as a response to risk identification. No further information found in the Supplier Code of Conduct. [2022 Sustainability report, 31/08/2022: sasol.com] & [2022 Integrated Report, 2022: sasol.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Sets targets on water stewardship that consider water use by local communities: The 2022 Sustainability Report discloses the 'voluntary water use efficiency target set for our major water-using entities': 'Track performance against 2020 target of improving against baseline of 2,5%' - Secunda Operations (SO); 'Track performance against 2020 target of maintaining against baseline of water use' - Sasolburg Ekandustria Operations (SEO); 'To ensure potable water use does not increase more than 10%' - Mining; 'Group potable water reduction target of 5% against the 2016 baseline' - Group. It also discloses other Short-term water targets and commitments. SO: 'Maintain the condition based (receiving feedwater <300 microsiemens per centimetre (uS/cm) water intensity of 11,3 tons of water per ton of saleable product. Develop a water loss reduction strategy to address unaccounted water losses by 2025. Work towards achieving Green Drop Certification status by 2025. Support multi-stakeholder catchment assessments to identify opportunities to advance management of the Upper Vaal including Waterval catchment area. Commit to continue beyond fenceline involvement in communities to address water, sanitation and other priorities'. SEO: 'A 7,5% reduction in fresh-tons of water used per ton of saleable product for the Sasolburg sites by end of 2025 as measured against a 2021 baseline. Continue pursuing the existing potable water target for the Sasolburg sites of an average use of 150 000 m3/month over a financial year by end of 2025. Actively drive water loss reduction by addressing water leaks which are within operational control. Maintaining SEO's Green Drop Certification for the Sasolburg Bio-works. Providing support to multi-stakeholder catchment assessments to identify opportunities to advance management of the Upper Vaal. Ongoing beyond fenceline involvement in communities where appropriate to address water, sanitation and other environmental priorities'. Mining: 'Ensure potable water use does not increase more than 15% against 2019 baseline of 1 520 ML by 2025'. However, it is not clear how current targets on water stewardship that take into consideration water use by local communities and other users in the vicinity of its operations (subindicator expects some descriptions about this). [2022 Sustainability report, 31/08/2022: sasol.com] • Not Met: Reports progress in meeting targets and trends demonstrating progress: See above. The Company discloses the status of the different targets and the current figures against the baseline. However, as indicated above, it is not clear to what extent do these targets take into consideration water use by local communities and other users in the vicinity of its operations. [2022 Sustainability report, 31/08/2022: sasol.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.3.9	Women's rights (in own extractive operations, which include JVs)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes processes to stop harassment and violence against women: The Code of Conduct indicates: 'We do not tolerate harassment, victimisation, retaliation, intimidation, assault and bullying'. It also states under 'Our behaviour': 'I will not engage in or tolerate any form of harassment or discrimination' and 'I speak out against behaviours which infringe on human rights and report human rights violations to my line manager, supervisor, or the Ethics Line'. It adds: 'We do not tolerate any form of harassment, bullying or any conduct that is degrading and inhumane towards others in our workplaces; dealings and business activities, including any form of cyber bullying'. It then lists several examples of what such harassment looks like, including: 'harassment in all forms including sexual harassment e.g. in a form of jokes, language, gestures and unwelcome advances', followed by: 'We expect individuals to speak up (without fear of retaliation and/or victimisation) to root out this type of behaviour'. It adds: 'Any failure to comply with the Code [...] will be fully investigated, and appropriate action taken. This may include re-training, discipline or other corrective action, up to termination of employment, depending on circumstances'. Although the Company indicates it does not tolerate any form of harassment, and that victims should speak up, it does not describe its process to prohibit and address harassment, intimidation and violence specifically against women (i.e specific venue within the grievance mechanisms for these cases, training, helplines, etc.) [Code of Conduct, 30/06/2022: paperturn-view.com] • Not Met: Working conditions take into account gender issues • Not Met: Measures and steps to address gender pay gap at all levels of employment: The 2022 Sustainability Report states that 'Our diversity-10-point-plan which provides a set of qualitative measures designed to enable the achievement of our diversity objectives, including the recruitment, development and retention of candidates from under-represented groups as well as measures to enhance gender equity in South Africa'. The 2022 GRI Index indicates: 'During 2022, the Committee reviewed the detailed level pay gap ratios, which showed a downward trend in South Africa, Germany and Italy. In the US the pay gap ratio increased. This was attributed to Sasol's divestiture of a number of businesses which resulted in a transfer of a number of employees from Sasol. The Committee also commissioned a gender pay equity analysis, and no systemic gender pay gaps were identified. The Committee understands the importance of ensuring that the wages of our lowest paid employees are sufficient to accommodate a decent standard of living. We will continue to track the pay gap from this perspective'. However, this subindicator looks for a description how it measures gender pay gap, showing feagurs, and the steps it takes to address it throughout all levels of employment. No further evidence found. [2022 Sustainability report, 31/08/2022: sasol.com] & [2022 GRI Index, 2023: sasol.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Provides analysis of trends demonstrating closing gender pay gap: See above. However, this subindicator looks for an analysis of trends demonstrating progress on closing any gender pay gap rather than gender pay equity. No further evidence found. [2022 GRI Index, 2023: sasol.com]

E. Performance: Responses to Serious Allegations (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		No allegations meeting the CHRB severity threshold were found, and so the score of 15.48 out of 80 points scored in themes A-D has been applied to produce a score of 3.87 out of 20 points for theme E.

Disclaimer

The terms and conditions as stated in WBA's disclaimer are applicable to this publication. Please consult our disclaimer via worldbenchmarkingalliance.org

