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# SASOL LIMITED

**SUSTAINABILITY REPORT**  
for the year ended 30 June 2023

Progressing a sustainable Future Sasol

# INTRODUCTION

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Our suite of reports is informed by the following standards and initiatives. We have sought alignment with key reporting expectations as well as compliance with all relevant legal requirements.

The International Integrated Reporting <IR> Framework	IR
South African Companies Act 71 of 2008, as amended	IR AFS
Johannesburg Stock Exchange (JSE) Listings Requirements	IR AFS
King IV™ Report on Corporate Governance for South Africa, 2016	IR AFS
International Financial Reporting Standards (IFRS)	IR * AFS 20-F
Global Reporting Initiative (GRI) Sustainability Reporting Standards	SR CCR
Task Force on Climate-related Financial Disclosures (TCFD)	IR SR CCR
United Nations Advanced Reporting Criteria and Sustainable Development Goals (SDGs)	SR CCR
United States Securities and Exchange Commission rules and regulations	20-F
Sarbanes-Oxley Act of 2002	20-F
JSE Sustainability and Climate Disclosure Guidelines	IR SR CCR
Global tax regulations and principles	TR

\* Financial data extracted from AFS and complies with IFRS

### Sustainability reporting governance

Sustainability is core to our strategy and to how we operate our business. It is for this reason that the Sustainability and Reporting function, responsible for environmental, social and governance (ESG) disclosures, falls under Portfolio Strategy and Sustainability. It ultimately reports to the Executive Director and Executive Vice President Strategy, Sustainability and Integrated Services, who in turn reports on Sustainability and Reporting matters to the Safety Social and Ethics Committee (SSEC), a delegated Board Committee.

### Director's approval

The SSEC of the Sasol Limited Board of Directors (Board) is responsible for ensuring the integrity of Sasol's sustainability reporting. We confirm that the FY23 Sustainability Report addresses all material issues and matters related to sustainability and fairly represents the Group's sustainability performance. The SSEC, authorised by the Board, approved this report and its publication on 30 August 2023.

Signed on behalf of the SSEC:

**Muriel Dube**  
Chairperson of the SSEC

## Our suite of reports



**Integrated Report**  
Concise communication on Sasol's strategy, governance, performance and outlook, and how these lead to the preservation and creation of value over the short, medium and long term.



**Sustainability Report**  
Communication on Sasol's sustainability journey reflective of our environmental, social and governance (ESG) performance.



**Climate Change Report**  
Information on Sasol's climate change risk management process, response and summary of work underway to address our climate change risks and opportunities.



**Annual Financial Statements**  
A complete analysis of the Group's financial results, with detailed financial statements including the Report of the Audit Committee.



**Tax Report**  
Our approach to tax reporting including defining our tax principles and fulfilling our compliance and disclosure obligations globally in accordance with all relevant legislation.



**Form 20-F**  
Our annual report filed with the United States Securities and Exchange Commission (SEC), pursuant to our New York Stock Exchange listing.

Our 2023 suite of annual reports reflect the clear actions taken to deliver progress as well as the plans and prospects ahead.

These reports are available on our website, [www.sasol.com](http://www.sasol.com) or on request from Investor Relations. Contact details are on page 64 of this report.

## ABOUT THIS REPORT

We adopt an integrated approach to reporting to better inform our stakeholders of the issues that affect our ability to preserve and create value. Our ability to progress Future Sasol is enabled by limiting value erosion over the short, medium and long term and effectively reporting on the triple bottom line of People, Planet and Profit.



### Our sustainability reporting approach

BOUNDARY	<p>Report on primary activities of the Group, our subsidiaries, joint ventures and other investments where we have significant influence, financial and/or operational control. Sasol operates in both developing and developed countries, therefore some aspects in the report will not be applicable to all regions. This Sustainability Report is for the period 1 July 2022 to 30 June 2023.</p>			
REPORTING FRAMEWORKS	<p>Our reports are in accordance with national and international standards, codes and frameworks.  Refer to the previous page for the applicable reporting standards and framework for our suite of reports</p>			
AUDIENCE AND KEY STAKEHOLDERS	<p>This report intends to address the information needs of our stakeholders interested in Sasol's overall sustainability performance.</p> <table style="width: 100%; border-collapse: collapse;"> <tbody> <tr> <td style="width: 33%; padding: 10px;">  Employees and organised labour   Governments and regulators   Business/joint ventures (JVs)   Media                 </td> <td style="width: 33%; padding: 10px;">  Shareholders and providers of capital   Communities and societies   Suppliers                 </td> <td style="width: 33%; padding: 10px;">  Customers   Non-governmental organisations (NGOs)   Organised business and industry                 </td> </tr> </tbody> </table>	Employees and organised labour Governments and regulators Business/joint ventures (JVs) Media	Shareholders and providers of capital Communities and societies Suppliers	Customers Non-governmental organisations (NGOs) Organised business and industry
Employees and organised labour Governments and regulators Business/joint ventures (JVs) Media	Shareholders and providers of capital Communities and societies Suppliers	Customers Non-governmental organisations (NGOs) Organised business and industry		
REPORT INTEGRITY	<p>The Safety, Social and Ethics Committee delegated by the Board is responsible for ensuring the integrity of Sasol's sustainability reporting.  Refer to page 1 for our Directors' approval of this report</p>			

### MATERIAL MATTERS

Our material matters have the potential to help or hinder the delivery of our strategy, impacting our ability to deliver value over the short, medium and long term. Management of our material matters is underpinned by our People, Planet and Profit approach. Content linked to matters that affect our stakeholders is identified by the relevant icons throughout the report.



Safety of our people



Resetting for resilience



Sustainably decarbonising for Future Sasol



Environmental stewardship



Strengthening relationships with stakeholders and regulators

### UNITED NATIONS (UN) SUSTAINABLE DEVELOPMENT GOALS (SDGs)

We contribute to the UN Decade of Action through the UN SDGs, which are embedded in our strategy and Purpose. We have prioritised five SDGs which we directly contribute to while linking and indirectly contributing to the other 12 SDGs. Information related to the SDGs is indicated by the relevant icon in the report.



### TEN PRINCIPLES OF THE UN GLOBAL COMPACT

Sasol is a signatory to the UN Global Compact. We use the Ten Principles to develop and grow a sustainable Future Sasol. We have incorporated our progress in applying the Ten Principles into this report using the applicable icons.



HUMAN RIGHTS

Principles 1 and 2



LABOUR

Principles 3, 4, 5 and 6



ENVIRONMENT

Principles 7, 8 and 9



ANTI-CORRUPTION

Principle 10

The UN Ten Principles can be viewed at: [www.unglobalcompact.org/what-is-gc/mission/principles](http://www.unglobalcompact.org/what-is-gc/mission/principles)

# Progressing a sustainable Future Sasol



## Purpose

Innovating for a better world

**FUTURE SASOL** ➤ We are resetting, transitioning and reinventing Sasol to achieve our net zero\* greenhouse gas emissions ambition by 2050

**OUR AMBITION** ➤ Grow shared value while accelerating our transition to net zero\*

**OUR SUSTAINABILITY STATEMENT** ➤ Advancing chemical and energy solutions that contribute to a thriving planet, society and enterprise

\* Net zero for Sasol is to significantly reduce emissions to the point where only hard-to-abate emissions remain or are zero. Any residual emissions will be neutralised using carbon dioxide removal offsets.

Sasol is a global chemicals and energy company. We harness our knowledge and expertise to integrate sophisticated technologies and processes into world-scale operating facilities.

We strive to safely and sustainably source, produce and market a range of high-quality products globally.

Our strategy established a clear path along three horizons. We have to **RESET** our business enabling us to **TRANSITION** and to ultimately **REINVENT** ourselves into a more sustainable company. During the year we faced several headwinds and we now have to redouble our efforts to deliver on the **RESET** phase to ensure that we are able to fund our **TRANSITION** and **REINVENTION**.

Our focus on the activities and initiatives during the **RESET** is immediate and this will not be an easy path.

 For more detail refer to our Integrated Report on page 15 -18, available on our website, [www.sasol.com](http://www.sasol.com)

Our Values guide and enable us to embed sustainability through our ESG disclosures and reporting practices on a continuous basis.

## Our Values

### ➤ BE SAFE

We always place the **safety** of people first

### ➤ BE CARING

We care deeply for our people, planet and our communities

### ➤ BE INCLUSIVE

We foster **inclusivity** in all we do, our employees, our customers and stakeholders

### ➤ BE ACCOUNTABLE

We **own** our results

### ➤ BE RESILIENT

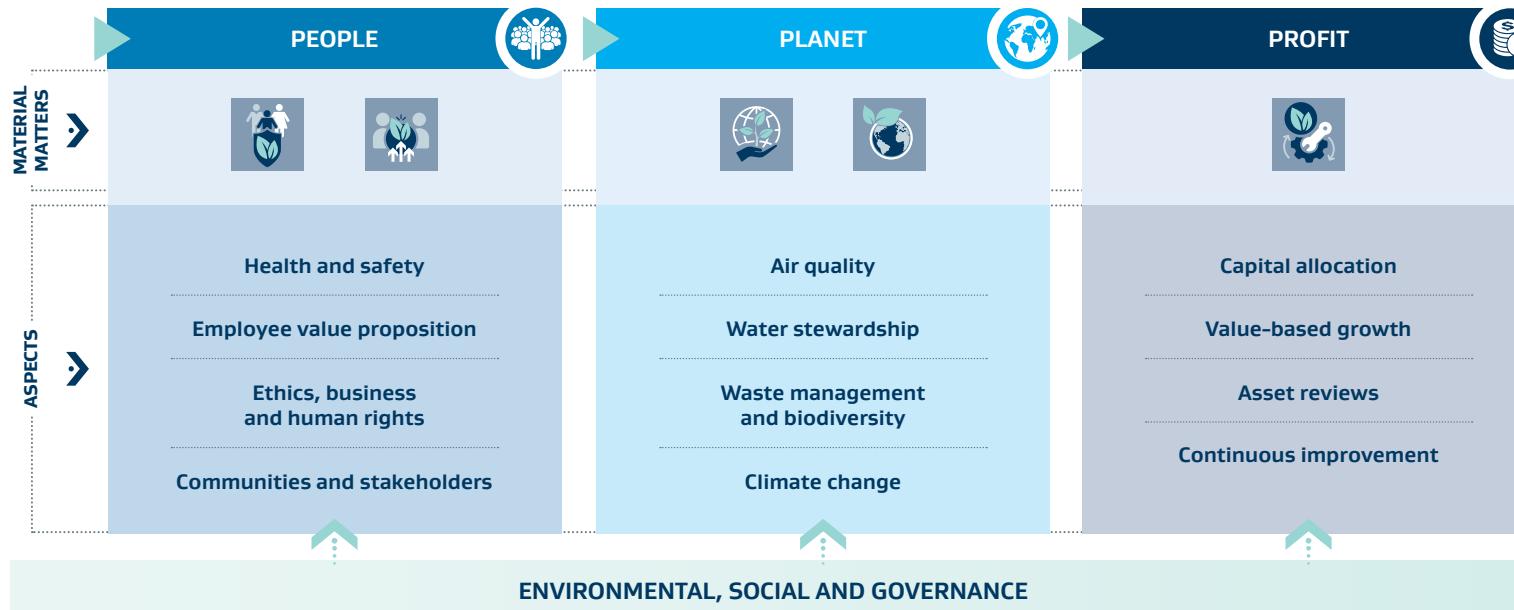
We boldly adapt to change and embrace **agility**

## WHAT SUSTAINABILITY MEANS FOR SASOL

### Our sustainability approach

Our sustainability approach is holistic, where environmental, social and economic aspects are integrated, balanced and prioritised according to our material matters. Sasol applies the three pillars of sustainability (People, Planet and Profit) in our strategy and business activities.

Sustainable development is the process whereby the needs of the present generation are met without compromising future generations' ability to meet their own needs. We understand that this process requires accountability. Sasol, therefore, adopts an integrated management approach to facilitate effective decision-making that will ensure long-term continuity/sustainability for the company.



### Our prioritised Sustainable Development Goals (SDGs)

Our four sustainability focus areas together with our material matters are closely linked to the SDGs that we prioritised, as we believe we can constructively contribute to these.

<b>Safe and enduring operations</b> <b>SDG 8:</b> <b>Decent work and economic growth</b> <b>8 DECENT WORK AND ECONOMIC GROWTH</b> Enhancing safe and enduring operations is critical to value preservation and creation in order to deliver on our strategy
<b>SDG 9:</b> <b>Industry, innovation and infrastructure</b> <b>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</b> Building resilient infrastructure, promoting sustainable industries and fostering innovation
<b>Minimising our environmental footprint</b> <b>SDG 12:</b> <b>Responsible consumption and production</b> <b>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</b> Remaining committed to minimising the impact of our operations on the environment
<b>Resilience in a low-carbon future</b> <b>SDG 13:</b> <b>Climate action</b> <b>13 CLIMATE ACTION</b> Accelerating our decarbonisation and transformational changes through partnerships, technology and innovation
<b>Growing shared value</b> <b>SDG 17:</b> <b>Partnerships for the goals</b> <b>17 PARTNERSHIPS FOR THE GOALS</b> Working to create positive and measurable socio-economic impacts and responding to key societal challenges

## OUR JOURNEY // 33 YEARS OF SUSTAINABILITY REPORTING

### 1990 – 1996

- First Sasol Environmental report
- Responsible Care® signatory 
- Sasol commenced sponsorship of the Osizweni Science Centre

### 2010 – 2011

- Implemented sustainable development materiality process
- Terminated coal-to-liquids growth options
- invested R184 million in community development

### 1997 – 2000

- First global SHE Policy adopted
- SHE Centre established
- Sustainable development committed as strategic priority

### 2012 – 2014

- Integrated Reporting aligned with Integrated Reporting Framework and King IV™
- Commenced sponsorship of Solar Challenge 

### 2001 – 2002

- Signatory to UN Global Compact and committed to the UN Ten Principles
- Launched HIV/Aids Programme
- Adopted greenhouse gas (GHG) reporting in terms of GHG protocol

### 2015 – 2017

- Joined EP100
- Voluntarily participated in the South African carbon budget process
- Supported the South African Government to sign the Paris Agreement



### 2003 – 2005

- Safety included as a Value
- Adopted GRI and annual sustainability reporting
- Signed the Energy Accord



### 2018 – 2019

- Set four sustainability focus areas, linked to prioritised SDGs and organisational risk aspects
- Incorporated Taskforce on Climate related Financial Disclosure and released our first Climate Change Report
- Delivered fit-for-purpose wellbeing solutions for employees



### 2006 – 2008

- Endorsed UN Global Compact CEO Water Mandate
- Participated voluntarily in Carbon Disclosure Project (CDP) 
- Sasol Foundation established

### 2020 – 2021

- 2030 climate change targets and 2050 net zero ambition approved
- ESG ambition to be included in Dow Jones Sustainability Index
- Established the just transition office and Centre for Shared value Management
- Signatory of Operation Clean Sweep®



### 2009 – 2010

- Water disclosure in CDP reporting
- Gas turbines and engines increased own electricity generation
- Commenced sponsorship of women's football



### 2022

- Sasol Chemicals Business recognised for providing innovative products that enable more environmentally-friendly formulations
- Achievement of International Sustainability and Carbon Certification PLUS certification
- Sasolburg Operations Green Drop Certified 

### SUPPORT TO OTHER INITIATIVES:



## SUMMARY OF HIGHLIGHTS

→ Construction of the Msenge Emoyeni Wind Farm (69MW) commences



→ Sasol certified 'Top employer' for the eighth consecutive year in South Africa

→ Commissioned approximately 3MW solar energy in Sasolburg and commenced production of green hydrogen end June 2023

→ The Siyakha Funding Initiative created 859 jobs and sustained 2 050 jobs

→ Increased DJSI score from 54 to 62 in 2022 review

→ A-score for CDP climate disclosure

→ Completed our Biodiversity Footprint Assessment



→ Sasol's enabling role in women's football contributed to Banyana Banyana, the South African women's team being crowned as the African Champions at the 2022 Women's Africa Cup of Nations

→ Came top of our sector for the second year in a row for transparent disclosure as undertaken by Integrated Reporting Assurance Services

→ Won the 2022 CAIA Responsible Care Water Award



→ Developed and published the Sasol Energy Water Policy



→ Won the South African Energy Efficiency Confederation award for 'Industrial Corporate Company of the Year 2022'

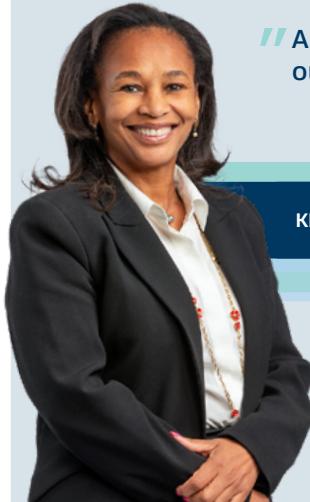
→ Won the International Association of Energy Engineers, Sub-Saharan award for 'Industrial Corporate Company of the Year 2023'



→ Sasol Place achieved a 5-star design rating of the building and a level 4 Green Star rating for the existing building performance from the Green Building Council of South Africa



## SOCIAL AND ETHICS REPORT OF THE CHAIRPERSON OF THE SSEC



**// As we are resetting, we remain firmly on our path to becoming more sustainable. //**

### KEY MESSAGES

- Focus on safety remains paramount
- Progressing our ESG ambition
- Top of our sector second year in a row for sustainability disclosures
- Fully committed to the Principles of the United Nations Global Compact

Muriel Dube //  
Chairperson of the Safety, Social and Ethics Committee (SSEC)

**As we reset our unmatched Fischer-Tropsch technology, considerable human and intellectual capital is an important bedrock for our further progress in executing actions to support a just transition as part of our overall sustainability journey.**

### Dear stakeholders

Implementing credible actions towards a platform that will facilitate the fulfilment of our decarbonisation targets including further development of our thinking towards a just transition, was foremost in 2023. Overall, Sasol continued to progress a more holistic approach to sustainability, moving beyond a predominant focus on addressing climate change. We undertook our first Biodiversity Footprint Assessment at both Secunda and Sasolburg and tracked our progress against the short-term water targets set last year. These actions contributed to our improved environmental, social and governance (ESG) ratings and inclusion in the Dow Jones Sustainability Index (DJSI).

### Committed to Zero Harm

The tragic and unacceptable loss of two of our colleagues in work related fatalities points to a deeply concerning deficiency in our attainment of Zero Harm. The Safety, Social and Ethics Committee (SSEC) further intensified efforts, through management, to improve overall safety through the 'humanising safety' initiative aimed at ensuring that each Sasol team member always performs a task with safety in mind. While this yielded some gains, it clearly requires a more diligent implementation approach. The CEO and executive management's commitment to keep driving the correct safety culture and behaviour, remains paramount.

### Progressing our ESG ambition

In recognition of our continued improvement in transparency of non-financial disclosures, Integrated Reporting & Assurance Services in South Africa announced Sasol as being the top of our sector for sustainability disclosures. Similarly, our biodiversity disclosures were ranked seventh out of 294 JSE-listed companies and state-owned enterprises in the latest Biodiversity Disclosure Report released in June 2023. Despite this strong showing, we acknowledge the considerable task to ensure a more positive impact on biodiversity. We also increased our DJSI score from 54 to 62 and remain on track for further improvements in the years to come.

### The Ten Principles and the Sustainable Development Goals

We continue to measure our contribution to our prioritised Sustainable Development Goals (SDGs) and, in that way, support the United Nations Decade of Action. Globally, rapidly evolving operating contexts are impacting strategies with increased necessity for unparalleled agility. We have grasped this as an opportunity to foster an innovative mindset as an essential part of advancing our contribution in the respective SDGs as we move the company along an unprecedented decarbonisation journey. As we reset, our unmatched FT technology, considerable human and intellectual capital is an important bedrock for our further progress in executing actions to support a just transition as part of our overall sustainability journey.

### Global sustainability reporting standards

Several new international sustainability reporting standards will become applicable to our business in the near future. These include, but are not limited to, the Corporate Sustainability Reporting Directive and its rules known as the European Sustainability Reporting Standards; the United States Securities Exchange Commission Rules; and the rules of the International Sustainability Standards Board. Ensuring compliance will require thoughtful integration into current processes with the goal of enhancing and improving disclosure. It is for this reason that we established a working group focused on this integration.

In our continuous efforts to drive a holistic sustainability approach, Sasol acknowledges the landmark decision taken at the fifth session of the UN Environmental Assembly (UNEA 5.2) to develop an internationally legally binding instrument (ILBI) to end plastic pollution. We recognise that plastic pollution is a global problem and is best addressed by utilising a coordinated and globally aligned response. Additionally, we note that the business community will play an integral role in the implementation of the ILBI objectives and as a result, we are working closely with industry bodies and other stakeholders to contribute to the Intergovernmental Negotiating Committee (INC) regarding the development of the Treaty by the end of 2024.

### Targeting gender equality

In furthering gender equality, we included measures to track pay equity as part of a 10-point plan to achieve our diversity objectives in the year under review. It is encouraging that we increased the representation of African and Coloured women across all role categories in South Africa as well as their inclusion in succession plans for senior leadership and in critical roles. Our women networks such as the 'Women in Operations' and 'Women in Mining' supported efforts to ensure diversity, equity, inclusion and belonging throughout Sasol.

### In closing

Reflecting on progress in 2023, the company's sustainability journey is ever maturing. Having successfully undertaken several initiatives during a very trying period is testament to the commitment of Sasol's people. I am confident that the SSEC fulfilled its mandate as required by the Companies Act 71 of 2008 and that there were no instances of material non-compliance with applicable ESG laws and regulations. My sincerest appreciation to Team Sasol, including Board colleagues for their commitment to advancing the company's sustainability efforts. Our stakeholder engagement remains a vital input to our work and our sustainability journey.

**Muriel Dube**  
Chairperson of the SSEC  
30 August 2023

## PRESIDENT AND CHIEF EXECUTIVE OFFICER'S STATEMENT



### KEY MESSAGES

Fleetwood Grobler // President and Chief Executive Officer

**// Our approach to sustainability is all inclusive, embracing the collective and valuing partnerships. //**

- Safety remains a focus area
- Progressing sustainability initiatives beyond climate change
- Strengthening collaboration with the UNGC
- Embedding SDGs

In the face of uncertainty, we have continued to make progress towards becoming more sustainable.

### Dear stakeholders

Heightened global geopolitical and macroeconomic uncertainty is not just redesigning the way we do business, but also how and with whom we do business. This guides us towards a sustainability approach that is all inclusive, embracing the collective and valuing partnerships. This holistic approach not only impacts positively on our decarbonisation, biodiversity and water journeys' but also our communities.

### Safety

In 2023, Zero Harm remained elusive, with the tragic loss of two colleagues while on duty. I wish to again convey our sincere condolences to the family, friends and colleagues of Mr Kgauta Mahlaba and Mr Stiffi Ndlovu. The safety of our people is not only a material matter for Sasol, but the pursuit of Zero Harm remains one of our Group top priorities as we focus on the 'Reset' phase of our strategy to build a resilient company. Undertaking our 'Reset' will be of little value if we compromise the safety of our people; further entrenching our 'humanising safety' initiative, caring for ourselves and for others, is indeed paramount.

### Going beyond climate change

In FY23, we made progress on our decarbonisation journey and lowered our emissions by 3,5 million tons against our 2017 baseline. However, this reduction was mostly the result of operational challenges and varying feedstock supply with lower production volumes. As these production challenges are addressed, so emissions will increase in the year ahead.

Appreciating the interconnectedness of water use and biodiversity with climate change, in FY22 we set short-term water targets and in FY23 undertook biodiversity footprint assessments at our Secunda and Sasolburg facilities. While we have made some progress on our water targets, we realise that we have to intensify our efforts with regard to fresh and potable water usage at Sasolburg Ekandustria Operations. As regards biodiversity, we have just received the results of the assessments and are analysing these for a better understanding of both our positive and negative impacts. While still in its infancy, in FY23 we progressed our own baseline understanding of circularity within Sasol.

### The United Nations Global Compact (UNGC)

As a committed member of the UNGC, Sasol continued to foster a strong relationship by actively participating in the body's events and initiatives, including those related to the SDG accelerators. This participation enhanced our understanding of SDGs and contributed to their further embedment in our business. We closely monitored our contribution to our prioritised SDGs – 8, 9, 12, 13 and 17 – believing that these are the areas in which we can play the most constructive role. In further building our relationship, we participated in a joint 'UNGC and Sasol day' to exchange ideas on how to build on the already strong foundation of collaboration.

### Promise to society

In delivering our 'Promise to society', which is to be a catalyst for positive change, we at Sasol have undertaken several notable initiatives over the years that continued to pay dividends to our communities in FY23. South African women's football stars Banyana Banyana whom Sasol has sponsored since 2009, were crowned African Champions in Morocco, showing that they truly can #Live the Impossible thanks to the shared belief in the potential of women's football. At the recent women's soccer world cup they progressed to the last 16 team playoffs.

We continued investing in quality education and driving excellence in science, technology, engineering and mathematics education. As examples, in South Africa this saw more than 4 800 learners from 61 schools participate in the Sasol Energy Innovation Schools Challenge; in North America, we engaged more than 500 grade 2 – 5 students in 20 classrooms through the Chemical Education Foundation; and in Mozambique, we provided 1 200 science kits with essential supplies to learners at the Temane and Mangungumete Primary Schools.

### Air quality

We remained committed to complying with legislative requirements for air quality, as well as being supportive of government's policy and regulatory endeavours to improve air quality. In the year, we continued to voluntarily engage with government, society and advisory bodies. To date, we have achieved 98% compliance with the Minimum Emission Standards. The outstanding challenge relates to achieving the concentration-based limit for sulphur dioxide from the boilers at Secunda Operations. However, we have a solution that considers an alternative emission load.

In the year, we applied to the National Air Quality Officer to be regulated in terms of this solution. On 11 July 2023, we were informed that the application had been refused. As provided for in Section 43(l) of the National Environmental Management Act, 107 of 1998, we submitted an appeal to the Minister of Forestry, Fisheries and the Environment and await an outcome. We remain confident of our position and that it will be to greater benefit of South Africa.

### Looking forward

While much still needs to be done, I am inspired by the efforts of Sasol people who – in the face of many uncertainties – continue to make progress on various fronts of sustainability. These uncertainties will be with us into the new financial year and possibly beyond, but I am confident that all our people will undertake their efforts with the same commitment, passion and vigour, knowing that we are progressing Sasol on its sustainability journey.

**Fleetwood Grobler**  
President and Chief Executive Officer

30 August 2023



## RELATIONSHIP WITH THE UNITED NATIONS GLOBAL COMPACT



### Our approach

We have applied the advanced-level reporting criteria of the UNGC, meeting the 21 advanced criteria as part of our reporting frameworks. As part of our commitment to advancing water management, we are a signatory to the UN Global Compact CEO Water Mandate and have adopted the Mandate's Water Stewardship Framework in responding to water risks. Several Sasol policies and procedures have been developed and implemented in keeping with our commitment to the Ten Principles of the UNGC.

#### These include but are not limited to:

- Code of Conduct
- Human Rights Policy
- Human Rights Framework
- Supplier Code of Conduct
- Security Policy
- Safety, Health and Environment (SHE) Policy
- Anti-Bribery Policy
- Gifts, Entertainment and Hospitality Policy
- Whistleblowing Policy

Our CEO is a founding member of the African Business Leadership Coalition (ABLC). The Coalition is part of the UN Global Compact Africa Strategy and provides a platform for the private sector to champion sustainable development. We participate in a number of SDG accelerators that are designed to expedite progress toward the SDGs by 2030.

These collaborative platforms bring together various stakeholders to drive innovation, create partnerships and implement effective solutions. By gaining access to peers, technical experts and mentors, sustainable solutions across sectors and regions are promoted.

[www.sasol.com](http://www.sasol.com) For more detail refer our website, [www.sasol.com](http://www.sasol.com)



### Participation in the accelerator programmes

Sasol is currently participating in several accelerator programmes, namely:

1. SDG ambition
2. Business and Human Rights
3. Climate Ambition
4. SDG Innovation Accelerator for Young Professionals
5. Target Gender Equality

### Sasol and UNGC Day

In July 2023, the Global Compact Network South Africa (GCNSA) led by the Executive Director, Dr Achieng Ojwang joined Sasol at our headquarters in Johannesburg for a collaboration session with the Group Executive Committee (GEC) and members of the Business team. The sessions focused on thought leadership and enablement to embed the shared values and principles of the UNGC. The GCNSA provided insights on Global Compact Gap Analysis Tools, the availability of Think Labs, Coalition opportunities and the value of the Accelerator programmes which Sasol is currently participating in. Our GEC reaffirmed our commitment to the Ten Principles as well as promoting gender parity and providing equal opportunity to all. The teams also accompanied artist, Patrick Rulore, winner of Sasol New Signatures 2019, as he showcased his new 'Stage 4 Moments' collection.



### FEATURE STORY

#### ABLC ROUNDTABLE DISCUSSIONS AND RELEASE OF THE CLIMATE STATEMENT

Our CEO together with experts supporting sustainability at Sasol participated in the Johannesburg regional roundtable held in August 2022. The contributions were considered as part of the ABLC Climate statement that was accepted at COP27 in Egypt. Mindful that the African continent has special circumstances that require a common but differentiated approach, Sasol supports the commitments in the climate statement by upholding the Ten Principles, improving adaptive capacity and upholding the guiding principles of a just transition. We are continuously pursuing viable opportunities to increase the share of renewables in our energy mix. Our continuous efforts to form partnerships globally enable us to exchange knowledge with our partners, further facilitating the achievement of our decarbonisation targets.

## PRIORITISING THE SUSTAINABLE DEVELOPMENT GOALS (SDGs)

Our five prioritised SDGs are aligned with our business and strategic priorities. We recognise that by focusing on these, we are also able to have a real and measurable impact on other SDGs. To further enhance our contribution to our five prioritised SDGs, we have identified the relevant sub-goals against which we enable an overall improvement in our sustainability performance. Currently, we are also finding ways of adopting the 10 SDG ambition benchmarks that facilitate the setting of ambitious targets to deliver on the SDGs by 2030.



PRIORITISED SDGs	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	17 PARTNERSHIPS FOR THE GOALS
IMPACT ON OTHER SDGs	1, 4, 10, 11	3, 4, 6, 8, 11	3, 11, 13, 17	3, 7, 8, 17	4, 7, 8, 11, 13
INFORMING MATERIAL MATTERS					
SDG SUB-GOALS* MEASURING	<p>8.1 Contribution to the economies where we operate</p> <p>8.2 Levels of economic productivity and innovation</p> <p>8.3 Job creation and just transition</p> <p>8.4 Resource efficiency</p> <p>8.5 Inclusive and productive employment</p> <p>8.6 Youth employment, education and training</p> <p>8.8 Safe and secure working environments</p>	<p>9.4 Infrastructure and sustainable industries</p> <p>9.5 Enhance scientific research and development</p> <p>9a Facilitate sustainable and resilient infrastructure development in developing countries</p> <p>9b Support domestic technology development, research and innovation in developing countries</p>	<p>12.1 Implement the 10-year framework of programmes on sustainable consumption and production</p> <p>12.2 By 2030, achieve the sustainable management and efficient use of natural resources</p> <p>12.4 Environmentally sound management of chemicals and all waste and significantly reduce their release to air, water and soil</p> <p>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p> <p>12.6 Sustainability reporting</p> <p>12.8 Sustainability information and awareness</p> <p>12a Scientific and technological capacity to move towards more sustainable patterns of consumption and production</p>	<p>13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p> <p>13.2 Integrate climate change measures into national policies, strategies and planning</p> <p>13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning</p> <p>13a Operationalise the Green Climate Fund</p> <p>13b Climate change-related planning and management</p>	<p>17.1 Finance – Strengthen 10.05 Domestic resource mobilisation</p> <p>17.3 Finance – Mobilise additional financial resources for developing countries from multiple sources</p> <p>17.9 Capacity building – Implementation of all the sustainable development goals</p>
OUR CONTRIBUTION	<ul style="list-style-type: none"> <li>Committed to Zero Harm and adherence to the life saving rules.</li> <li>Eliminating high severity incidents through the updated SHE incident management procedure.</li> <li>R35 billion in wages and benefits that contribute to economies in which we operate.</li> <li>Application of human rights due diligence into our mergers and acquisitions handbook.</li> <li>Training was provided in FY23 to 319 suppliers registered to do business with Sasol in South Africa and Mozambique.</li> <li>Invested R73,81 million in bursaries and graduate development enabling future talent retention.</li> </ul>	<ul style="list-style-type: none"> <li>Repairs of water and sanitation infrastructure in KwaZulu-Natal schools impacted by floods. Transformed 12 illegal dumpsites into food gardens in Metsimaholo Municipality.</li> <li>Supporting and collaborating with local government for infrastructure improvements that impact marginalised communities.</li> <li>Key access road rehabilitation (8.8km) enhancing economic activities and creating employment for 77 people.</li> <li>Implementation of the IHR system to drive functional effectiveness and competitive advantage.</li> <li>Participation in the UN Global Compact young SDG innovators programmes.</li> </ul>	<ul style="list-style-type: none"> <li>We support and advocate for sustainability disclosure against best practice standards.</li> <li>The launch of 15 units and creation of more than 70 direct jobs as part of the Packa-ching programme.</li> <li>Sasolburg Ekandustria operations continued with its landfill avoidance drive, with 46% of its hazardous waste recycled in 2023.</li> <li>Our value chain is free of any materials relating to the multilateral environmental agreements on chemicals under the Montreal Protocol or the Stockholm Convention.</li> <li>An improvement of 17,6% from FY22 was noted on our electrostatic precipitators at Secunda Operations to enable PM reduction.</li> <li>Advancing our Air Quality journey and are already compliant to 98% of point source emissions with approximately R7 billion spend in the last five years.</li> </ul>	<ul style="list-style-type: none"> <li>Our 2050 net zero ambition supports the latest climate science, with our 2030 targets being well below 2°C-aligned.</li> <li>Sasol has achieved an approximate 5% and 3.5 MtCO<sub>2</sub>e reduction when compared to our 2017 baseline.</li> <li>Developed a just transition roadmap with prioritised interventions focusing on affected workers and communities.</li> <li>To date, we have signed six power purchase agreements totalling &gt;600MW that will enable the integration of renewable energy into our decarbonisation strategy.</li> </ul>	<ul style="list-style-type: none"> <li>Advancing the sustainability agenda through ongoing engagement and participation with regulators, governments and industry trade associations.</li> <li>German-South African research programme to develop the next-generation of cobalt Fischer-Tropsch catalysts specifically for the production of sustainable aviation fuels.</li> <li>Partnering with Universities and Technical and Vocational Education Training colleges to create a pipeline of skilled labour.</li> <li>We have committed to a R250 billion public private localisation partnership over the next five years in South Africa to enhance economic transformation.</li> </ul>

\*Sub-goals as referred to in the global SDG indicator framework

## PERFORMANCE AT A GLANCE





## SAFE AND ENDURING OPERATIONS // Occupational safety and HSI programme



## OUR COMMITMENT //

Sasol commits to the following:

- Humanising Safety initiatives that focus on showing care through every layer of influence across the organisation.
- Eliminating fatalities by embedding our High Severity Incident (HSI) Programme.



## FY23 OUTCOMES

Fit-for-purpose Leading Indicators anchored on our HSI Programme.

Significant process with critical SHE systems.

Strengthening collaboration and leveraging learning opportunities.

Enabling a caring environment through constructive employee dialogue.

Focused training interventions on improving our capabilities.

## OUR GROUP APPROACH

The safety of our people is not just a material matter for Sasol but also one of our Group top priorities. We continuously strive for Zero Harm and our approach centres on:

- Understanding our risk landscape and managing our activities in a way that eliminates incidents, minimises risk and promotes excellence in the performance of our operations; and
- Leveraging our risk-based approach to managing our Top SHE Risks (Key Undesirable Events), while strengthening our combined SHE assurance processes.

## PERFORMANCE

## TARGETS

Zero  
fatalities

RCR of  
**0,26**

Lost workday case  
rate (LWDCR) of  
**0,11**

HSI severity  
rate (HSI-SR)\* of  
**12**  
9,96  
(2022: 16,00)

Note: Numbers in brackets refer to the previous year

\* Assured by Deloitte & Touche/Tholisiwe — SR refer to page 63

The Group targets remained the same apart from a downward adjustment of the LWDCR. There was one fatality in our Mining business and another fatality at the Polypropylene Bagging Warehouse both in Secunda. The Recordable Case Rate in FY23 is on par with FY22, while the LWDCR is marginally higher. The HSI-SR showed a marked improvement from FY22 actual and was well below the target. The improved HSI-SR is attributable to the continued focus on the HSI programme, which aims at fundamentally preventing high-severity incidents.

At Sasol, we undertake the following:

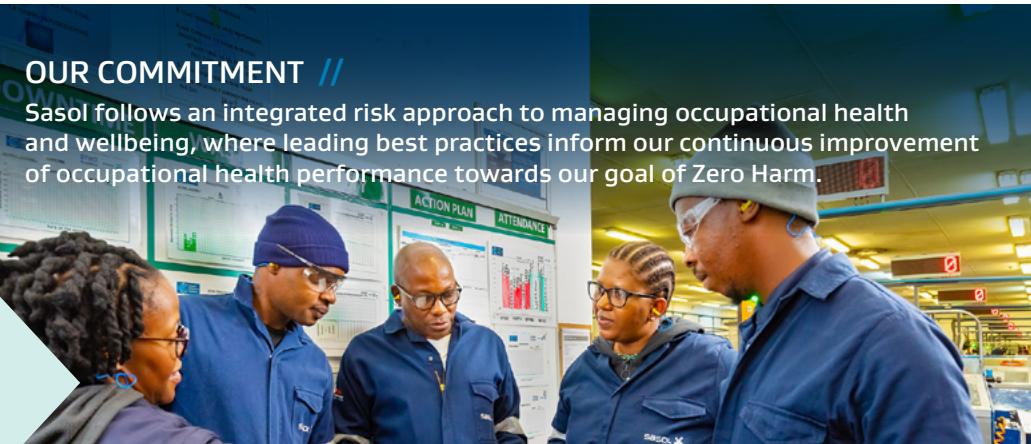
- Leadership engaging and committing to encourage core safety behaviours;
- Humanising safety through showing care for ourselves, others and our service providers;
- Creating awareness of the risks in our areas of accountability and the processes that are in place to control these risks;
- Keeping individuals and teams connected, in the moment and supporting each other, whether working from home or located at any of our facilities;
- Inclusion and consideration of human factors in incident investigation and process safety management; and
- Developing fit-for-purpose Leading Indicator monitoring and reporting as a predictive lever to manage SHE.



## SAFE AND ENDURING OPERATIONS // Occupational health

## OUR COMMITMENT //

Sasol follows an integrated risk approach to managing occupational health and wellbeing, where leading best practices inform our continuous improvement of occupational health performance towards our goal of Zero Harm.



## TARGETED INTERVENTIONS

Our businesses implement their occupational health services according to the following functional areas:

## OCCUPATIONAL MEDICINE

Preventing and managing occupational and work-aggravated as well as lifestyle diseases through medical surveillance programmes, primary health care, injury-on-duty management and rehabilitation and return-to-work programmes.

## OCCUPATIONAL HYGIENE

Identifying occupational health hazards and advising on the implementation of preventative controls and work practices to eliminate and/or mitigate exposures in the workplace.

## INTEGRATION WITH EMPLOYEE WELLBEING

Enabling a holistic approach to health and wellbeing of our employee and the employees of service providers.

## ENVIRONMENTAL HEALTH

Communicating and raising awareness on the health impacts of Sasol operations within the surrounding communities.

## SERVICE PROVIDER HEALTH DELIVERY

Following an aligned approach to that of Sasol for the employees of service providers.

## MEDICAL EMERGENCY RESPONSE

Facilitating a standardised approach to responding in medical emergencies.

## OUR GROUP APPROACH

Our occupational health approach, founded on governance framework requirements for occupational health and wellbeing services, delivered by capable healthcare professionals, includes:

- Management of exposure to physical, chemical, biological and ergonomic factors;
- Prevention of occupational diseases and injuries; and
- Promotion of health and workability, rehabilitation and return to work as well as emergency response and curative services.

## PERFORMANCE

	2023	2022	
Statutory reported occupational diseases	51	38	▲
Occupational diseases incident rate	0.064	0.052	▲
Incidents of work-related noise-induced hearing loss	17	23	▼
Mining occupational diseases	28	28	—
Irreversible lung disease	15	8	▲

Increase ▲ Decrease ▼ No change —

In FY23, a marginal increase in occupational diseases were reported. Exposure to workplace noise was the health risk associated with the most occupational diseases reported.

Our hearing conservation programme, following industry best practices, allows for the identification of early, non reportable, hearing loss due to workplace noise exposure. Relevant investigation to determine the cause is conducted and mitigating factors, including the inspection and checking of hearing protection, removal of noise exposure and retraining on noise exposure are implemented. While being aware of the latency factor between risk exposure and the onset of disease, we are confident that the benefit of effective health risk exposure management with continuous improvement on engineering, administrative and personal protective equipment controls will reflect in later reporting periods.





## SAFE AND ENDURING OPERATIONS // Process safety



8 DECENT WORK AND ECONOMIC GROWTH

## OUR COMMITMENT //

Our commitment is to ensure that we maintain reliable, safe and sustainable operations.



## OUR GROUP APPROACH

Through the application of the process safety management (PSM) system, we address process hazards, process knowledge, process safety risk management, process safety performance and learning through experiences, thereby striving for Zero Harm. Process safety integrity is enabled through adhering to inherent safe design, asset management and operations discipline as guided by international best practice to maintain reliable and safe operations.



- Monitoring and reporting of leading indicators for process safety.
- Decreased fire, explosion and release rate against target.

## PERFORMANCE



Fires, explosions and releases severity rate (FER-SR)\*

**6,2**

Process safety incidents less than or equal to

**18**

4,5  
(2022: 3,8)

15  
(2022: 13)

Note: Numbers in brackets refer to the previous year

\* Assured by Deloitte & Touche/Tholisiwe – refer to page 63

In FY22, Sasol had a good process safety performance, and in FY23 there was a slight increase in numbers which is an indication of stabilisation that is required for our processes. Our safety incidents consists of major and significant incidents. We had 15 process safety incidents, below the target of 18.

We are continuing to implement and monitor the fifth high severity incidents (HSI) focus area (loss of primary containment) across the operations. All process safety fundamentals have been rolled out and we are monitoring the usage of assurance checklists associated with the process safety fundamentals.

To enable continuous improvement, our PSM priorities include:

- Improving the quality of process safety risk studies and ensuring effective closure of actions;
- Revising the permit to work system to improve controls related to maintenance activities;
- Providing PSM training for frontline personnel;
- Focusing on incident recall to ensure that the learnings have been effectively implemented;
- Improving the quality of the critical control performance criteria;
- Continuing to focus on the implementation of the Management of Change process to mitigate SHE risks related to personnel changes;
- Auditing the status of PSM implementation to identify the areas of improvement;
- Performing thorough analyses of the incident root causes and precursors, implementing measures to prevent the recurrence of incidents; and
- Monitoring process safety leading and lagging indicators to identify and address weaknesses in the controls.

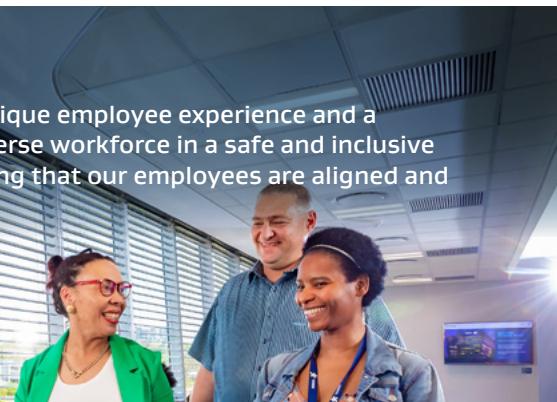


## SAFE AND ENDURING OPERATIONS // Human Capital Management



## OUR COMMITMENT //

Our People Promise is to provide a unique employee experience and a compelling value proposition to a diverse workforce in a safe and inclusive workplace. This contributes to ensuring that our employees are aligned and committed to Sasol's Strategy.



## PERFORMANCE

## LEADERSHIP CAPABILITY DEVELOPMENT

As we transition towards Future Sasol, our leaders set the tone from the top and play a pivotal role in enabling a shift to a more customer-centric, caring and inclusive culture. The behaviour of our leadership enables agile ways of working, driving an owners' mindset and creating a sense of belonging and care. To develop inspiring and caring leaders who create inclusive, innovative and high-performing work environments in FY23, we:

- Launched our 'Investing in the Sasol Leader of the Future' programme, partnering with Global experts to define the Sasol Leadership Capabilities that are required to deliver on our Sasol Strategy. Leaders were assessed against 'What Good Looks Likes' profiles to identify and address leadership capability gaps. Data insights derived from the process are used to enhance our culture priorities, talent, succession and development planning;
- Continued with the implementation of our leadership development approach to build inspirational leadership capabilities at all layers of the organisation in line with the defined Sasol leadership capabilities;
- Continue to develop identified high potential individuals in middle management roles through our Learning, Experiencing, Accelerating and Potential programme (LEAP). We provide focused, integrated and accelerated talent development, career planning and mobility. LEAP is a two- to five-year career development programme that gives the identified individuals exposure to different roles across our business. This is supported by formal learning and mentorship with the aim of transitioning candidates into senior leadership roles;
- Continued to invest in the development of a virtual and digital learning platform intended to host various learning modalities and content;
- Continued to strengthen frontline leadership capability through our Frontline Leadership Development programmes and modules; and
- Assisted 414 leaders to complete the Leader-as-Coach training programme in Southern Africa. This is to ensure that participants are competent in applying the coaching style aimed at embedding technical, function, managerial and behavioural competencies to improve the performance of subordinate employees. One-on-one coaches and mentors were identified and assigned to individuals for all leadership layers.

## OUR GROUP APPROACH

ANCHOR	PURPOSE
<b>Leadership capability development</b>	To develop inspiring and caring leaders who set the tone from the top as they role model the values in creating inclusive, innovative and high-performing work environments.
<b>Culture transformation</b>	To establish a diverse and high-performing workforce that experiences equity, inclusion and a sense of belonging and embraces innovation and collaboration.
<b>Competitive compensation and benefits enhanced by a supportive and caring workplace</b>	To offer competitive compensation, appropriate and sustainable benefits and wellbeing programmes in a supportive and caring working environment to attract, engage and retain the right people.
<b>Talent Management, skills and competencies</b>	Although we experience very low employee turnover, we continue to drive focused retention measures for critical skills and continue to build healthy talent pipelines and feeder streams through our succession and our bursary programmes to ensure we meet future business requirements.
<b>People transformation to a green economy</b>	Although very early in this journey, we already established programmes to support our workforce during the transition as we execute the decarbonisation roadmap. Recent examples include Project Ntsika and Bridge to Work.
<b>Performance management</b>	To enhance and augment our performance management systems.
<b>Digital HR</b>	To ensure the right people management policies and procedures are implemented and business processes are in place to enable successful delivery of the HR strategy across the globe.



- **457 of African and Coloured females appointed across all roles and levels in South Africa.**
- **120 people with disabilities appointed in South Africa.**
- **61% of employees belonging to trade unions in Southern Africa.**



## SAFE AND ENDURING OPERATIONS // Human Capital Management CONTINUED

## PERFORMANCE

## CULTURE TRANSFORMATION

To promote diversity, equity, inclusion and belonging in the workplace, we focused on gender equity, the inclusion of people with disabilities (PwD), employment equity and skills development, inclusive culture and practices:

**Gender equity**

- Our work on the empowerment of women addressed barriers to gender equity and placed emphasis on equitable representation, skills and capability building and ensuring an inclusive culture for women. Improving equitable gender representation across all role categories, with an emphasis on African and Coloured (AC) females in South Africa.
- Through our talent management processes, we increased the number of AC females in succession pools for senior leadership and critical roles and drove focused leadership programmes. The health and diversity of our pre-investment pools remained critical to ensuring the sustainability of our talent pipelines. Our Graduate Development Programme comprised of 44% females. Bursars comprised of 54% females while our Learnerships comprised of 42% females.

In FY23, we worked to enable a diverse and high-performing workforce that experiences equity, inclusion and a sense of belonging and embraces innovation and collaboration.

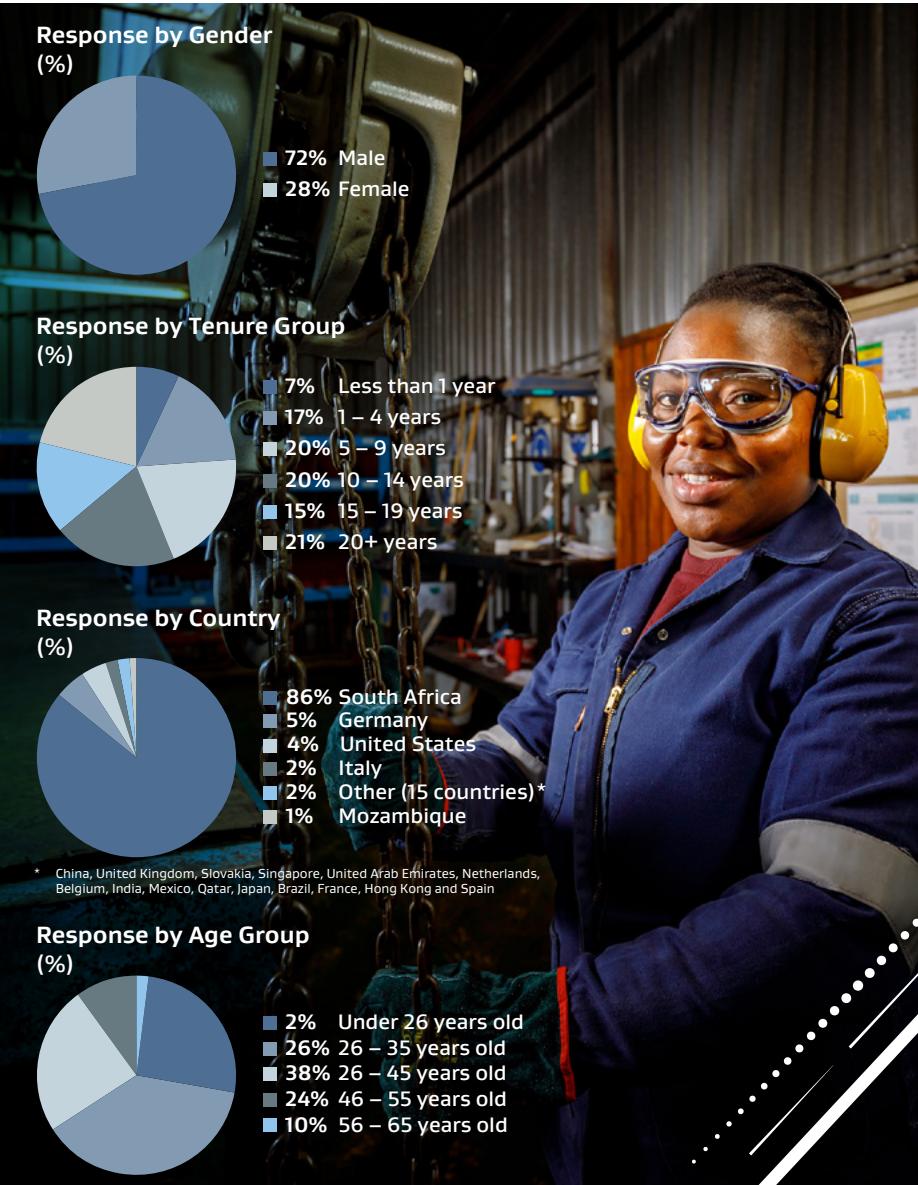
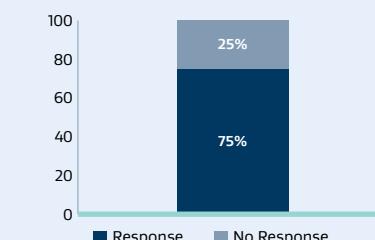
We created an engaged, enabled and energised workforce and empowered our leadership to improve employee engagement and enablement. Through our refined listening approach and employee engagements, which includes tools such as change risk assessments, pulse engagements and our Heartbeat survey as well as Townhall meetings. We also identified key themes from our FY22 Heartbeat survey and integrated them with culture journey plans across our business.

Overall employee engagement increased from 61% in FY20 to 75% in FY22. Our Heartbeat 2022 survey focused on the following themes:

- Employee Engagement
- Goal Clarity and Alignment
- Performance Enablement
- Living our Values
- Leadership Effectiveness
- Safety Behaviour
- Diversity, Equity and Inclusion
- Company Reputation
- Team Effectiveness
- Growth and Recognition

At the centre of our cultural transformation in Southern Africa were the 'leadership commitment journeys'. These focused on fostering a safe and caring workplace in support of Zero Harm as well as founders' mentality to inculcate customer centricity and owner's mindset, strengthening our employee experience and realising our People Promise.

## Heartbeat Survey Response Rate (%)





## SAFE AND ENDURING OPERATIONS // Human Capital Management CONTINUED

## PERFORMANCE

## CULTURE TRANSFORMATION CONTINUED

## People with disabilities inclusion

- Through a campaign, which was intended to raise awareness and encourage voluntary declarations of persons with disabilities in South Africa, we noted an increase in employee confidence to voluntarily declare their disabilities. Furthermore, we appointed 120 new PwD learners to grow our 2022 baseline of 205 to 313. Seventy five of the learners were absorbed through our strategic partner, Gauteng City College.

## Employment equity (EE) and skills development

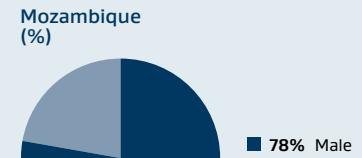
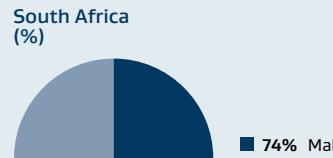
- Driving our EE and Broad-Based Black Economic Empowerment goals in South Africa and our commitment to localisation in Mozambique remained critical. Our FY23 one-year EE plan in South Africa continued to emphasise on improving the representation of AC males and females as well as PwDs across all occupational levels, while maintaining equitable representation across all population groups. We continued to hold ourselves accountable to our EE, localisation and diversity targets, in part, by incorporating our targets into our short-term incentive scorecard.
- We continued to focus on development interventions and our career pre-investment pools such as learnerships, apprenticeships and bursaries which are critical to secure and develop a pipeline of future talent for Sasol.

## Inclusive culture and practices

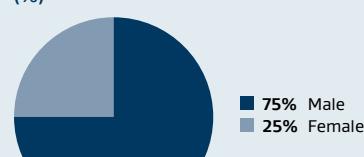
- We share best practice and learning through our Global Diversity and Inclusion Leadership Network.
- To strengthen our drive towards an inclusive culture, safe workplace and further embed our Values of BE Accountable and BE Caring, our gender-based violence and femicide awareness drive challenged violence against women and children.
- Our women networks, including 'Women in Operations' and 'Women in Mining', remained catalysts in our work to deliver diversity, equity, inclusion and belonging. 204 women participated in our mentorship circles.
- Measures remained in place to protect female employees from potential hazards in their work environments during pregnancy and after the birth of a child while breastfeeding. These included measures to eliminate risks for the period of pregnancy prior to maternity leave and for a period of up to six months after childbirth.

Through our partnership with the Global UN Compact Network with the aim of improve inclusion and targeted gender equality, we participated in the Gender Gap Analysis tool aimed at helping organisations assess gender equality and inclusion across the workplace, marketplace and community. Sasol scored 91% – which puts us at the Leader category. Currently only 4% of companies in South Africa that participated are considered 'Leaders', this was also confirmed through the Heartbeat with the Value of inclusion being rated highly favourable by more than 71% employees across all layers and regions.

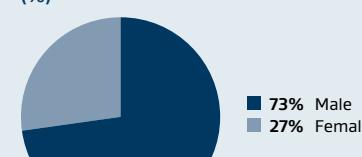
## Global gender representation including management



## Eurasia (%)



## Americas (%)



## South African gender and race profile as at 30 June 2023

Occupational level	Male (M)				Female (F)				Foreign nationals		Total
	A	C	I	W	A	C	I	W	M	F	
Top management	8	2	4	11	6	0	2	2	0	0	35
Senior management	170	26	104	375	97	17	45	108	8	5	955
Middle management	1 012	116	218	962	770	86	192	543	39	10	3 948
Junior management	5 349	254	247	2 521	1 827	183	146	884	18	9	11 438
Semi-skilled	6 714	144	66	599	1 737	63	23	133	97	1	9 577
Unskilled	143	22	5	31	120	14	1	5	0	0	341
Total permanent employees	13 396	564	644	4 499	4 557	363	409	1 675	162	25	26 294
Non-permanent	150	10	8	20	151	19	5	6	0	0	369
Total including non-permanent employees	13 546	574	652	4 519	4 708	382	414	1 681	162	25	26 663

A: African C: Coloured I: Indian W: White \* Assured by Deloitte & Touche/Tholisiwe – refer to page 63



## SAFE AND ENDURING OPERATIONS // Human Capital Management CONTINUED

## PERFORMANCE

## COMPETITIVE COMPENSATION AND BENEFITS ENHANCED BY A SUPPORTIVE AND CARING WORKPLACE

**Delivering a compelling Employee Value Proposition (EmpVP)**

Our Sasol People Promise aims to provide a unique employee experience and a compelling EmpVP to a diverse workforce through our Values of being safe, caring, inclusive, accountable and resilient.

We continue to demonstrate our EmpVP by focusing attention on communication on our campaign in South Africa and our comprehensive wellbeing strategy.

Enhanced global pay transparency has enabled line managers to own the pay narrative and to be equipped when having pay conversations with employees. We are cognisant of the increased attention given to pay equity. Considering this, we are currently reviewing the data to fully understand our position and plan how we deal with any challenges we find in the most appropriate manner.

**Employer brand**

Our employer brand is informed by what people think, feel and experience about Sasol as a place of work. We work to ensure that the Sasol employer brand remains relevant and compelling so that we attract and secure the right people who can excel in their careers and contribute towards our Purpose of 'Innovating for a better world'.

In FY23 for the eighth year running, Sasol was certified a 'Top Employer' in South Africa. The ranking is awarded to the most outstanding employers who demonstrate people practices including rewards and benefits, performance management, talent development and recruitment, to mention only a few. Through Heartbeat 81% of employees indicated their intent to stay at Sasol in the foreseeable future.

For FY23, we have hired 1 614 permanent employees in Southern Africa, whilst 59% of filled vacancies across all role categories were from internal hires.

Sasol has an employee turnover of 1 725. This represents a global number below 7% which is within our acceptable target range.

[www.sasol.com/sustainability/human-capital](http://www.sasol.com/sustainability/human-capital) For further breakdown of our employee turnover, refer to [www.sasol.com/sustainability/human-capital](http://www.sasol.com/sustainability/human-capital)

**Employee wellbeing**

Employee wellbeing at Sasol remains one of the key enablers of a stable employment environment and a productive and engaged labour force across all our operations. Our approach to employee wellbeing encourages employee-centric support where we attempt to assist colleagues at first contact. We continuously ensure that managers are better capacitated with skills to identify and appropriately manage wellbeing issues in the workplace.

## LABOUR STABILITY AND EMPLOYEE PRODUCTIVITY

**Maintaining labour stability through effective and collaborative partnerships**

To maintain a stable, productive and engaged labour and employment environment across all our operations in FY23, we continued:

- Driving identified High Severity Incident-related frontline leadership development with an enhanced focus on process safety fundamentals;
- Formal engagement structures such as partnership forums in Southern Africa are in place and operational at operating entities and also at the regional level, to ensure effective partnerships with recognised trade unions and works councils;
- Respecting the right to collective bargaining. 61% of our employees in Southern Africa are members of trade unions;
- Reviewing and updating our policies and procedures in line with business and legislative requirements;
- Implementing appropriate strategies for multi-sectoral wage negotiations;
- Employing labour from the open market. Under no circumstances are our employees subject to any form of forced and compulsory labour and we do not make use of child labour;
- Ensuring fairness, equality and the application of natural justice when addressing misconduct. We achieve this through our disciplinary code, which complies with applicable legal frameworks. We encourage timeous and

consistent corrective action application of natural justice when addressing areas of misconduct and encourage timeous and consistent corrective actions; and

- Supporting a just and equitable transition as we decarbonise.

**Performance management**

The primary purpose of Sasol's performance management process is to promote higher levels of employee performance, in support of the business strategy, associated goals and high-performance culture. This process covers all employees outside of the collective bargaining units.

**Digital HR**

To drive functional effectiveness and competitive advantage, our IHR system provides a people management platform that leverages technology and enables the business to make trusted, data-driven decisions. It was implemented in Southern Africa, Eurasia and North America. IHR was designed to align our HR processes with leading practices and enhance our HR service delivery.

## TALENT MANAGEMENT, SKILLS AND COMPETENCIES

**Talent management**

Attracting, developing and retaining high-performing people remains fundamental to creating value. Our talent management approach drives the building of our leadership capability and bench strength for the sustainability of our foundation and future business.

**Skills and capacity building**

In FY23, we remained focused on improving our competitiveness and unlocking value by developing priority capabilities to sustain our current operations, ready for the low-carbon future and access new opportunities. These capabilities included commercial excellence in sales and marketing; operations excellence in ensuring reliability; procurement; the cost-effectiveness of operations; and low-carbon energy.

To develop and sustain a pipeline of future talent, we invested significantly in critical skills and core capability development. We have invested R1 348 million in Southern Africa for training and development and a total of R1 431 million for the Group.

We have developed 26 519 employees in various fields and programmes in South Africa. We also invested R481 million to bursaries, graduate development and, learnerships as well as our apprenticeship and internship programmes.

We continue to build and sustain technical and operational talent pools through the bursary and learnership programmes.

During the FY23, we funded 544 undergraduate and postgraduate bursaries focusing mainly on engineering, science and technology. Our skills academies remained favourably positioned to ensure a pipeline of artisans, critical to Sasol and the future development of South Africa and Mozambique. Trades offered in these academies include fitting, electrical, instrumentation, welding, turning, fabrication and rigging. 1 378 artisan learners were trained in these programmes during FY23 and on average, 50% of the people in learnerships are permanently appointed within Sasol operations upon the completion of their training.

Total investment in skill development (R million)





## SAFE AND ENDURING OPERATIONS // Human rights



## OUR COMMITMENT //

We recognise our responsibility to uphold and respect human rights and ensure the integration of human rights into our business practices. The UN Guiding Principles (UNGPs) on Business and Human Rights (BHR) define salient issues as ‘the human rights that are most at risk of the most severe negative impacts through a company’s activities or business relationships’. We have identified the following as our salient human rights issues:

1. Respecting diversity.
2. Safe and healthy working environment.
3. Supply chain related risks including modern slavery.
4. Respecting the rights of local communities.
5. Managing Sasol’s environmental ‘footprint’.



## Our BHR framework consists of three phases:

Phase 1

The development of a systematic approach to identify, prevent, mitigate and account for human rights impact in line with the expectations of UNGP 17.

Phase 2

A human rights focused self-assessment process led by individual Sasol business units, to identify risks in relation to the five salient human rights risks areas.

Phase 3

The implementation of systematic risk mitigation procedures.

## OUR GROUP APPROACH

Our approach to BHR is aligned with international standards, guidelines such as the UNGPs and the United Nations Global Compact (UNGCG) and national laws and regulations in the jurisdictions in which we operate.



- Completed Phase 2 of BHR due diligence.
- Ensured that 99% of our employees who form part of the target audience completed BHR training.
- Published the annual slavery and human trafficking statements online.

## PERFORMANCE

## Embedding of our risk management approach

In FY23, we implemented Phase 2 of the BHR framework. This entailed risk identification within our own business and value chain processes across Sasol Business Units. It also involved embedding human rights due diligence into our enterprise-wide risk management approach. The review of the group-wide human rights risk profile includes a business unit self-assessment questionnaire used to identify potential human rights issues that may arise in connection with operation and business.

We started reviewing our group-wide human rights risk profile in FY22 with the activities of two Sasol business units. In FY23, we extended the review to Sasol Mining and Sasol ecoFT. The self-assessments led to the identification of priority areas on which to focus. These included the process of embedding and demonstrating the application of human rights policies and procedures in relation with our joint venture partners. During this risk review process,

our BHR policies and procedures encompass our own operations, supply chain, joint ventures and other business partners. Together, we uphold human rights values and principles in the way we do business.

we looked at issues of encroachments and land acquisitions as well as human rights issues relating to our products. We also considered corrective measures that have been put in place, as well as the review of the adequacy and effectiveness of business unit’s risk mitigation measures.

Phase 3 of the risk review process involves the implementation of a systematic and standardised process for ensuring that human rights issues are integrated to our business processes. We developed a BHR risk matrix to categorise suppliers based on risk exposure. 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.



## SAFE AND ENDURING OPERATIONS // Human rights CONTINUED

## PERFORMANCE

**Human rights due diligence processes**

We have developed and implemented a due diligence process to proactively identify and assess potential impacts and risks related to respecting human rights across our value chain.

**Own business:** As part of our BHR programme, we have undertaken an assessment of the potential human rights impacts that are salient to our business units i.e. Sasol Energy, Sasol Chemicals, Sasol Mining and Sasol ecoFT.

**Suppliers:** 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.

**Mergers and acquisitions:** We have developed human rights-focused due diligence guidance for mergers and acquisitions, which we have included in our internal mergers and acquisitions handbook.

**Joint ventures:** 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.

**Awareness and training**

During FY23, online BHR training was provided globally to Sasol employees falling within a specified target audience and the training focused on creating awareness around the requirements of the Human Rights Policy and the Supplier Code of Conduct, with specific attention placed on issues relating to human trafficking and slavery. By end-May 2023, 99% of the targeted employees had completed the training.

We provide training to our suppliers on both human rights issues, anti-bribery and corruption. 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.

**Publication of annual slavery and human trafficking statements**

Pursuant to Section 54 of the United Kingdom Modern Slavery Act, 2015, we published our annual Slavery and Human Trafficking Statement for the financial year ended 30 June 2023. This statement describes the measures that Sasol has taken to ensure the eradication of human trafficking from our business and supply chains.

In compliance with the California Transparency in Supply Chains Act of 2010 (SB 657), Sasol (USA) Corporation issues a public statement regarding our commitment and efforts to eliminate all forms of slavery and human trafficking. This is even though it does not engage in the actions described in Section 3(c)(1)-(5) of the California Transparency in Supply Chains Act 2010.

**www** For information on our BHR activities, refer to:  
[www.sasol.com/sustainability/human-rights](http://www.sasol.com/sustainability/human-rights)  
[www.sasol.com/suppliers/north-america/become-supplier](http://www.sasol.com/suppliers/north-america/become-supplier)



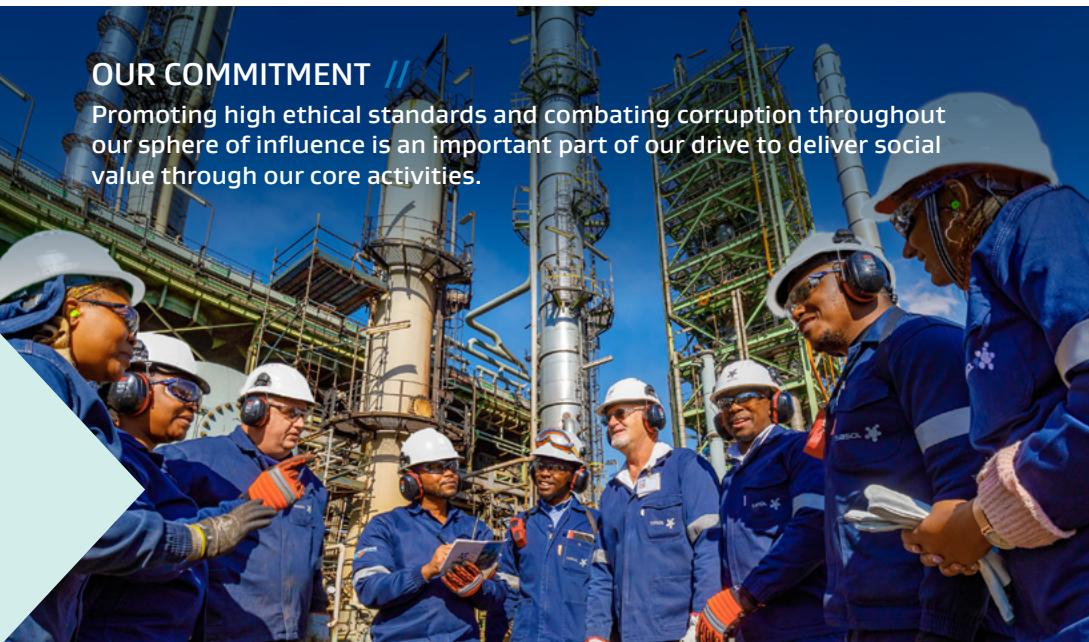


## SAFE AND ENDURING OPERATIONS // Ethics



## OUR COMMITMENT //

Promoting high ethical standards and combating corruption throughout our sphere of influence is an important part of our drive to deliver social value through our core activities.



## PERFORMANCE

## SASOL ETHICSLINE

The Sasol EthicsLine can be accessed telephonically or in writing and is available 24 hours a day/seven days a week in South Africa, United States, United Kingdom, China, Singapore, Germany, Mozambique, France, Netherlands, Slovakia, Hong Kong and Italy.

People contacting the EthicsLine can be assisted in South African languages and the languages of some of the regions we operate. These include Mandarin, Portuguese, Italian, French, Dutch, Spanish, Slovakian and German.

In FY23, we received 449 calls on our EthicsLine, some of which had multiple allegations, around 29% more than in FY22. The most frequent reported misconduct related to unfair treatment,

appointment irregularities, unacceptable behaviour and fraud and misrepresentation. Out of the 108 substantiated allegations;

- 27 related to unfairness
- 31 related to dishonesty
- 19 related to disrespect
- 31 related to irresponsibility

15 of the cases related to dishonesty are still undergoing disciplinary actions and awaiting final sanctions. The other substantiated investigations resulted in management actions.

## OUR GROUP APPROACH

The philosophy of our Group Ethics Office is to enable business success on the earned foundation and reputation that Sasol is an ethical company that not only does things right but does the right things.

Sasol's approach to ethics is principles-based and anchored in the company's shared Values. Sound ethical values are a cornerstone of our business and our Code of Conduct (our Code) underpins the manner in which we manage our business and how we behave. Our approach to the management of ethics includes programmes which are both proactive and reactive in nature. In particular we ensure that all reports of potential transgressions are investigated and resolved. We express zero tolerance for any unethical behaviour including discrimination, victimisation and harassment in all its forms. The Sasol Anti-Bribery policy further prohibits all forms of corruption including facilitation payments, excessive gifts, entertainment or hospitality as well as inappropriate social investment activities.



- 2 118 employees completed the managing gifts, entertainment and hospitality training.
- Competition training undertaken for 99% of target audience.

## WHISTLEBLOWER PROTECTION

## ANTI-BRIBERY, ANTI-TRUST AND COMPETITION LAW

We provide annual training on compliance and ethics. Our guidelines, standards and procedures are updated regularly in line with changes in the law.

Sasol rolled out four separate compliance training modules in FY23. The compliance training included competition law, anti-bribery, sanctions and business and human rights.

Sasol conducted a risk assessment and rolled out the compliance training to the employees identified as posing a higher risk of being exposed to compliance risks. The process targets employees on role category execution and above who have to confirm compliance.



## SAFE AND ENDURING OPERATIONS // Ethics CONTINUED

## PERFORMANCE

## ETHICS TRAINING AND AWARENESS

We provide our employees with ethics training and awareness to foster a resilient ethical culture, where ethical behaviour is the norm and is reflected in everything that we do and in every business decision.

We provide ethics training and ongoing communication to employees including a course called 'Exploring Ethics and Economic Crime' jointly presented by the Group Ethics Office and Sasol Assurance Services. We also provide targeted training on Sasol's Conflict of Interest Policy. To increase the discourse on ethics, our CEO includes ethics messages in his webinar addresses to employees.

We provide training to Board members on Sasol's Code of Conduct, as well as on our policies related to conflict of interest and gifts, entertainment and hospitality.

## MANAGING CONFLICTS OF INTEREST

We manage conflicts of interest in accordance with the Sasol Conflicts of Interest Policy and the Process Guidelines. Employees are always encouraged to avoid any actual, potential or perceived conflicts of interest. Should a conflict of interest arise, this must be declared, mitigated and approved using the Sasol declaration system (SDS) or manually in the jurisdictions which do not have access to the SDS. If the conflict is approved then, mitigation actions must be captured and agreed in writing.

2 354 employees elected to complete the conflict of interest training.



## MANAGING GIFTS, ENTERTAINMENT AND HOSPITALITY

By managing gifts, entertainment and hospitality we work to reduce possible fraud or corruption by our employees and stakeholders and ensure adherence to the Prevention and Combating of Corrupt Activities Act, 12 of 2004.

We require the pre-approval of all gifts, entertainment or hospitality received or given with a value exceeding a specified limit, or which are offered or received from public officials, or which may create a conflict of interest for Sasol employees.

2 118 employees elected to complete the managing gifts, entertainment and hospitality computer based training.

## LIVING THE VALUES

**1 326**

North America employees completed the Sasol Code of Conduct training

**167**

Gas sourcing operations employees provided with customised ethics training

**313**

Employees provided with exploring ethics and economic crime training

**2 068**

New employees provided with ethics training

## SASOL ETHICS COMMUNITY

**137**

Ethics Investigators

**32**

Ethics officers

**19**

Ethics Coordinators

## Compliance training

**99%**

employees who fall within the target audience, completed the anti-bribery and competition law training.

Annual compliance confirmation was received for more than

**6 000**

employees (from execution level to CEO and President level). They acknowledged that they understand and will comply with, inter alia, Sasol anti-bribery policies, competition law policies and the Code of Conduct.

## FY23 OUTCOMES

More than:

- 6 600 employees had to complete the online anti-bribery, sanctions, human rights and competition law training modules.
- 490 employees in the higher risk environments, attended classroom based anti-bribery and sanctions training sessions.
- 6 000 employees submitted compliance confirmations, signalling their undertaking to comply with anti-bribery and competition law policies.

[www.sasol.com/sustainability/ethics/ethics-at-sasol](http://www.sasol.com/sustainability/ethics/ethics-at-sasol)





## SAFE AND ENDURING OPERATIONS // Enduring operations



## OUR COMMITMENT //

Sasol is committed to achieve world class operations (WCO) through an embedded operations excellence culture.

## FY23 OUTCOMES

Through the focused value stream approach and innovation platform, the improvement initiative funnel increased by R4,0 billion during 2023.

Improvement initiatives to the value of R2,0 billion matured from the design and development phase into delivery during 2023.

FY23 kicked off with a focus on renewing and realigning our vision for WCO, with the following identified as key components.



## OUR GROUP APPROACH

Operational excellence (OE) is embedded in the culture of the business, enabled by driving structured improvement cycles, delivering accelerated business results by FY25 and persisting in our transformation towards WCO (Future Sasol).

This is being achieved by means of:

- Making visible the key business aspects that require focus and improvement to systematically advance the Business' strategy and ambition;
- Developing insights on the essential business improvement priorities through professional guidance and expertise, both internally and/or externally sourced; and
- Using a collaborative approach to solve the business priorities by developing and implementing fit-for-purpose business solutions that deliver sustainable performance.

The mechanistic approach includes OE and digitisation which enables us to balance business resilience and growth. While OE focuses on optimisation of known approaches to deliver intended value, innovation focuses on different approaches to deliver enhanced value with optimal investments.

In August 2022, we launched a programme to achieve sustainable innovation through a digital platform, integrated processes, measures of success and embedding a culture of innovative problem solving in our people.

Sasol employees were energised by this process, making their voices and innovative ideas heard and upskilling through effective problem solving. We are achieving collaboration towards enabling WCO, keeping true to our Purpose of "Innovating for a better world".

Digital transformation is a key enabler to WCO and we are developing our digital skills in all areas of the Sasol business. The digital teams in operations are focusing on optimising the performance of our assets and processes and the automation of our business processes. In keeping with Sasol's commitment to safety and improving our employees' productivity, the digital teams are also developing a totally connected worker plan.

Agile ways of working are essential in ensuring a customer-centric and collaborative approach to deliver early incremental value. By leveraging the collective wisdom and creative potential of our people, we avoid costly failures and focus on continuous improvement and innovation.

For Sasol to stay competitive, our ambition is for our operations to realise first quartile performance compared to our peers. To achieve this, we apply the following guiding principles:

- Efficient production and maintenance practices within and across our operating model entities.
- Optimised and streamlined portfolios avoiding duplication, focused on core activities.
- Lean, optimised enabling functions.
- Fit-for-purpose accountability and governance.
- Positive contribution to Sasol's bottom line.

In support of the Sasol 2.0 transformation programme, our operations must continue to generate cash while reducing cost. This continuous improvement approach and mindset will drive the business forward, by improving productivity and reliability, enhancing customer value and improving safety all round.



## SAFE AND ENDURING OPERATIONS // Product stewardship



## OUR COMMITMENT //

To ensure safe chemicals management we work diligently to continuously improve the SHE impacts of our products, as well as manage security throughout the product life cycle, in partnership with suppliers, customers and other stakeholders.



## PERFORMANCE

## DESIGNING SAFE PRODUCTS

To ensure that Sasol offers the market a safe and competitive product portfolio for today and the future, our ongoing portfolio review process is fundamental. Regulatory scanning, screening of peer reviewed scientific research on chemical safety and product development work occur on a continuous basis to ensure that any anticipated changes in legal requirements that impact our products are known and addressed in advance of formal regulatory changes being adopted. Sasol has a few substances listed on the European Union's Registration, Evaluation, Authorisation and Restriction of Chemicals regulation (REACH) substances of very high concern (candidate list). Sasol has stopped the production of three products over the last few years, since they had been listed on the authorisation list. Our value chain is free of any materials relating to the multilateral environmental agreements on chemicals under the Montreal Protocol or the Stockholm Convention. With regards to our compliance with the Basel Convention, we export spent catalysts containing precious metals for the purposes of recovery of these metals to be used in the manufacture of fresh catalysts. Our efforts reduce the need for mining and contribute to a circular economy. One Sasol product is certified under the voluntary International Cyanide Management Code.

## METHANOL USE IN NON-INDUSTRIAL APPLICATIONS

Sasol continues to support CAIA in stakeholder education and awareness initiatives by compiling documents which seek to share important and targeted information on key health and safety aspects of methanol, e.g. uses, hazards and risks, personal protective equipment and emergency preparedness.

## LOW DIOXANE ETHERSULFATE

Sasol has succeeded in producing a lower dioxane ethersulfate. We responded to global industry demand for low-dioxane versions, as legislation around the concentration of 1,4-dioxane in personal care and home care products gets more stringent worldwide. True to the Purpose of 'Innovating for a better world'.

## OUR GROUP APPROACH

- Building trust in the Sasol brand by fulfilling our commitment to product stewardship along the value chain, which also limits our product risk and liability;
- Having a team of global technical experts with a sound understanding of the hazards, risks and regulatory requirements driving continuous improvements to prevent product-related incidents and limit health and environmental exposure; and
- Conscientiously and collaboratively engaging with our partners and stakeholders along the value chain, promoting the safe and responsible storage, use, conversion and end-of-life management of our products.



Through our well-established product stewardship approach, we endeavor to ensure safe chemicals management throughout a product's life cycle while ensuring the chemistry contributes to society and benefits the environment. This is addressed by:

- Successful road transport emergency drill simulation.
- Winner of the 2022 Chemicals Allied Industry Association (CAIA) Responsible Care® Water Award.

## SASOL'S INTERNATIONAL SUSTAINABILITY AND CARBON CERTIFICATION (ISCC) PLUS CERTIFICATIONS

The ISCC PLUS certification promotes environmentally, socially and economically sustainable production. Three of our Eurasian sites are ISCC PLUS certified to use bio-based and circular feedstocks on a mass balance basis to replace fossil-based feedstocks.

## FY23 OUTCOMES

## Runner up for 2022 Responsible Care® Initiative of the year

**Supporting Inkwazi Isu to Upgrade Garden Sites** – Sasol directly funded R3,6 million to the first two sites and handed over to the local municipality on World Clean Up Day in September 2022. In addition Sasol has assisted in securing support of \$1,5 million from the Alliance to End Plastic Waste to upgrade an additional 10 municipal garden sites into buy back centres (SR for more information, refer to page 26).

**Sasol reaffirms commitment to Responsible Care®** by signing both the International Council of Chemical Associations (ICCA) Responsible Care® Global Charter and the CAIA declaration.

**Winner of the 2022 CAIA Responsible Care® Water Award**  
(SEO) support to Metsimaholo Local Municipality with a focus on **Water, Sanitation and Hygiene (WASH)** in surrounding communities.



## SAFE AND ENDURING OPERATIONS // Product life cycle stages

**Our commitment to Product Stewardship is embedded throughout the value chain**

**1. BUY STAGE**

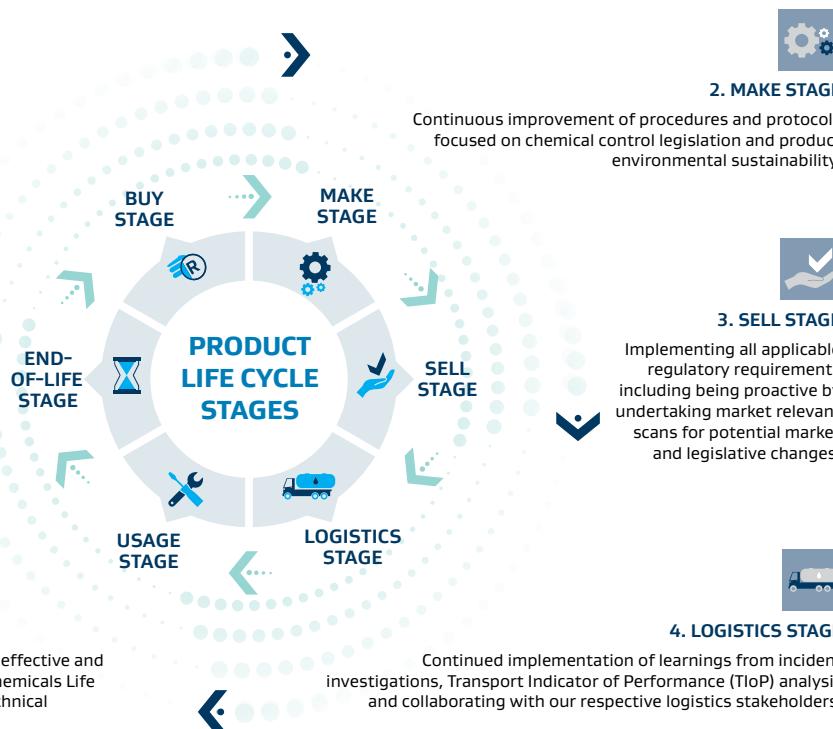
Sasol's South African procurement processes limit the risk of inadvertent non-compliant purchases of controlled chemicals.

**6. END-OF-LIFE STAGE**

Active participation in initiatives such as the Recycling Oil Saves Lives Foundation and supporting the Extended Producer Responsibility Legislation ensures a responsible and sustainable end-of-life stage for our products.

**5. USAGE STAGE**

Customer assessments and training ensures the effective and responsible use of Sasol's products. The Sasol Chemicals Life Cycle management provides support through technical assessments and site evaluations.

**TRANSPORT INDICATOR OF PERFORMANCE (TIoP)**

Our TiOP is a group-wide measure of the incident severity rate as a function of product transport distance travelled. TiOP is split into two components: the TiOP reflecting on avoidable incidents, where the transporter driver could reasonably have done something more to prevent an incident and the TiOP reflecting on the unavoidable component where all incident preventative controls were adhered to and nothing further could reasonably have been done to avoid the incident. There was an increase in the TiOP during 2023 and this was attributed to the shift towards transporting additional products using road vehicles due to challenges experienced with rail over this period. Three third party unavoidable fatalities regrettably occurred, however, these were carefully investigated and analysed to strengthen controls where possible.

	2023	2022	2021	2020
Total severity of incidents	76	66	50	167
TiOP	1.28	0.86	0.59	1.84
Number of third party and transporter fatalities	3	0	0	1

[www.sasol.com/](https://www.sasol.com/) For more information on Product Stewardship, refer to <https://www.sasol.com/>

**FEATURE STORY****SUCCESSFUL SASOL ENERGY ROAD TRANSPORT EMERGENCY SIMULATION CONDUCTED IN POLOKWANE**

Over and above the responsibility to comply with procedures, protocols and training regulatory requirements, Sasol has a moral duty to distribute its products safely and without threat to employees, the public or the environment.

A major part of our business consists of product movement via road transportation. As a result, emergency preparedness and incident management are critical. We conduct hazardous material (HAZMAT) emergency exercise drills in collaboration with responders who would be involved in a real emergency scenario. In this way, we test and improve the preparedness of all involved for when they are faced with an emergency involving dangerous goods. The exercises are carried out under strict controlled conditions. Experienced evaluators perform assessments to identify areas of improvement.

In FY23, Sasol Energy carried out public roadshows and a HAZMAT exercise, together with various external stakeholders, along an important corridor in Limpopo Province, South Africa. The location was selected based on the volume of Sasol product transported via that corridor and the associated risk profile. The public roadshows create awareness and a better understanding of Sasol dangerous goods transported via road as well as emergency protocols and the roles and responsibilities of the various first responders in the case of emergency.

The simulated incident involved a Sasol Fuel Delivery Vehicle (fully loaded with ULP95) and other motor vehicles including a minibus taxi and a bakkie. The incident resulted in the spillage of petrol, multiple injuries, fatalities and a secondary incident involving a gas tanker.

During the simulation, emergency services were activated and some of the injured were air-lifted to hospital while others were treated on the scene. The actions of the participating services were thoroughly evaluated by several subject matter specialists. While the final recommendations are still under review, the following initial opportunities were identified:

- The need for effective communication and alignment between respective emergency responders and controlling the scene.
- Training on how to approach an incident involving dangerous goods.

The planning and execution of this complex exercise was a success. All stakeholders identified opportunities to improve their respective processes and committed to take the necessary actions required to improve their preparedness for real emergencies.



## SAFE AND ENDURING OPERATIONS // Sustainable use of plastics



## OUR COMMITMENT //

Sasol commits to having a meaningful impact on plastic waste leakage into the environment through value chain collaboration on projects that contribute to a circular economy.



## OUR GROUP APPROACH

We acknowledge that plastic waste in the environment is a concern, is unacceptable and we want to make a meaningful impact by:

- Executing our plastics sustainability approach through impact projects, innovation, education and collaboration;
- Collaborating in the value-chain on projects and initiatives that promote and develop circularity; and
- Working with the government, relevant industry participants and associations to maximise the impact of our contribution.

## PERFORMANCE

Guided by our plastics sustainability focus areas and bearing in mind that Environmental Stewardship is one of our material matters, here we provide an update on our relevant initiatives:

## PACKA-CHING

Packa-Ching is an initiative run by Polyco. It is an enterprise-operated mobile recycling service that collects used recyclable packaging material from informal settlements and low-income areas in South Africa. This helps to reduce waste and create a cleaner environment. Packa-Ching also contributes to poverty alleviation by paying community members for their used recyclables. This provides them with an opportunity to earn an income and helps to improve livelihoods.

Since our sponsorship in 2019, Packa-Ching has launched 15 units to date with more than 70 direct jobs created. We have collected more than 10 000 tons of recyclable waste and communities have earned more than R10 million.

The objectives of Packa-Ching are aligned with Sasol's efforts to reduce and mitigate the environmental impact of plastics and to implement reduction solutions.

## CHEMICAL RECYCLING IN SOUTH AFRICA

To provide an advanced solution to reducing plastic waste, we are continuing our evaluation of a chemical recycling facility in South Africa. This facility would complement both Sasol's current efforts to encourage mechanical recycling and the South African Government's Localisation Policy, which is integral to the country's economic recovery plan.

Chemical recycling is a term used to describe technologies that allow the recycling of those plastics that are difficult to recycle mechanically. By turning plastic waste back into base chemicals and chemical feedstocks, chemical recycling processes have the potential to dramatically improve recycling rates and divert plastic waste from landfill or incineration. A facility like this will create value through the recycling of hard-to-recycle plastic waste and aligns with our objective of providing circular and sustainable solutions for our customers.

In order to support this project, we are currently finalising a baseline study assessing the waste volumes in areas adjacent to our Sasolburg facility. The baseline work will inform further action to improve waste management infrastructure in the Vaal Triangle area, including the potential development of a chemical recycling facility.

## INKWAZI ISU

The Inkwazi Isu project is a collaborative effort by a broad range of stakeholders to address the plastic waste challenge in eThekweni (Durban), South Africa. The project is focused on improving recyclable collection services, sorting infrastructure, education and clean-up. The project converts municipal garden sites into buy-back centres, where reclaimers can bring in their recyclables in exchange for cash. The project is funded by several corporates, non-governmental organisations, local governments and civic organisations.

Inkwazi Isu is addressing serious challenges stemming from poor waste management practices, including the impact of plastic waste on the environment. The partnership is serving inland communities, townships and coastal areas between the Ezimbokodweni and Little Amanzimtoti Rivers.

Sasol has funded the upgrade of two municipal refuse garden sites into recycling buyback centres, while the Alliance to End Plastic Waste (AEPW) is funding the upgrade of ten sites. The project kicked off in July 2022 and five out of the 12 sites have been completed. Combined efforts have resulted in 4 000 tons of waste collected.

The Inkwazi Isu project forms part of the AEPW flagship programme for Sub-Saharan Africa. The project aims to divert approximately 20 000 tons per annum of plastic waste from landfill while creating 120 direct jobs. In addition, 50 schools are estimated to become collection centres.



## OUR COMMITMENT //

At Sasol, we work to create a positive and measurable socio-economic impact, responding to key societal challenges in our operational geographies and fenceline communities.

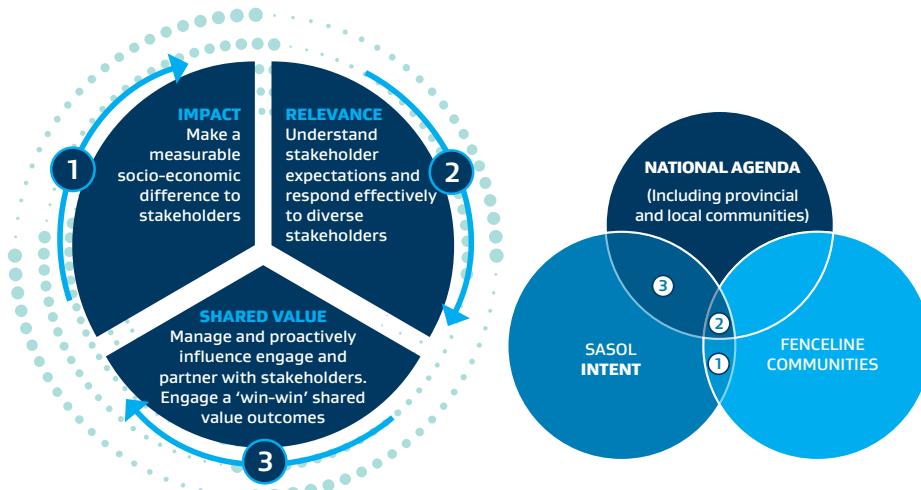
**What can the broader society expect from Sasol?**

- Social impact programmes that respond to the needs of society.
- Interventions to create shared value along the Sasol value chain and ecosystem.
- Just and responsible transition aligned to the future low carbon/green economy.

## OUR DELIVERY APPROACH

Our investment results in enhanced economic participation, contributing to growth and improved quality of life within our operating geographies and fenceline communities.

Our social investment (SI) approach is brought to life through a multi-pronged, multi-year methodology to respond to the priorities of our fenceline communities. This is to ensure that we deliver impactful and relevant programmes which create shared value among various stakeholders. This is accomplished through the intersection of Sasol's intent with our fenceline community priorities and national, provincial and local priorities in our operating geographies and fenceline communities.



## OUR GROUP APPROACH

Our approach is founded on our **Promise to Society** which is to be a catalyst for positive change, driving shared socio-economic value and by strengthening relationships with stakeholders and regulators which is a material matter.

We achieve our promise by:

- Contributing to thriving host communities;
- Partnering for socio-economic value;
- Contributing to a just and responsible transition; and
- Placing our key stakeholders and partners at the centre of the implementation process.

Our Social Investment (SI) approach is underpinned by the following impact focus areas:

### QUALITY EDUCATION

- Early childhood education.
- Science, Technology, Engineering and Mathematics (STEM) in schools education.
- Technical education.
- Tertiary education.

### BRIDGE TO WORK SKILLS PROGRAMMES

- Access to work and portable skills.
- Technical and vocational education and training (TVET) to work transition programmes which includes:
  - Training of unemployed people aligned with economic activity; and
  - Small business development and support starter packs and mentorship.

### SASOL FOR GOOD

- Skilled volunteering, employee giving.
- Non-governmental organisations (NGOs) capacity building.
- Community support and philanthropy.
- Community development.

### COMMUNITY ENVIRONMENT

- Community awareness and education.
- Community waste management education.

### COMMUNITY HEALTH AND SERVICE INFRASTRUCTURE

- Quality community healthcare.
- Resilient local service infrastructure.



## OUR GROUP APPROACH

**Quality education is an enabler and has a potentially equalising effect in achieving sustainable livelihoods. It is the most powerful vehicle for upward socio-economic mobility for every individual.**

We are driving excellence in Science, Technology, Engineering and Mathematics (STEM) education by taking a bottom-up approach. We do so by developing systemic interventions to improve STEM teaching and learning outcomes to prepare learners for the future world of work. Our interventions are therefore focused on teachers, learners, learning resources, career guidance and infrastructure improvement programmes.

## OUTCOMES

## STIMULATE EARLY CHILDHOOD EDUCATION

To contribute to developing a strong foundation for learning to ensure school readiness and holistic development of children.

## SUPPORTING THE DEPARTMENT OF EDUCATION TO IMPROVE STEM IN SCHOOLS

To support learning institutions to improve outcomes from education initiatives.

## TECHNICAL EDUCATION DEVELOPMENT

To support the development of technical and vocational skills to address the shortage of critical skills in South Africa. We raise awareness about technical vocational education in schools and Technical and Vocational Education and Training (TVET) colleges and its contribution to the economy. We build capacity in these institutions and develop engineering-related skills in the sector.

## PREPARE FUTURE WORKFORCE THROUGH TERTIARY EDUCATION

We invest in tertiary education to help individuals build the skills that will enable them to participate in the economy, contribute to social development and allow them to be responsible self-reliant citizens. We also support institutions with research and capacity building to advance innovation and improve South Africa's global competitiveness in scientific research.

## PROVIDE OUR BENEFICIARIES WITH ACCESS TO PSYCHOSOCIAL SUPPORT

To mitigate psychological and social challenges that hinder academic success of the learners we support.

## SOUTH AFRICA

- Contributed to expansion of access to quality early learning opportunities. Over 270 centres, 964 practitioners and 15 184 children benefited through our Early Childhood Education programme.
- Donated 19 mobile science labs to support science education since 2014 to universities, science centres and schools. Three of these were donated in FY23.
- Over 4 800 learners from 61 schools participating in the Sasol Energy Innovation Schools Challenge.
- Hosted the first ever virtual Sasol Techno-X, attracting over 36 000 learners.
- Hosted the annual Technical Teachers Conference virtually, with 1100 educators participating.
- Collaborated with the Gauteng North District's Department of Education to install equipment at six schools to enable access to online learning.
- Implemented an innovative lecturer capacity-building programme for 150 TVET College lecturers, combining virtual training and practical workshops to enhance skills.
- Pioneered the Sasol TVET Bursary Programme which fosters educational opportunities as an outcome of commercial engagement with Eskom.
- Awarded 60 undergraduate bursaries in various fields of studies and granted 22 honours, masters and doctoral scholarships in sustainability research.
- The Etienne Rousseau Theatre presents English set work productions that form part of the educational curriculum for high schools. Viewing the productions gives the learners and teachers new and broader perspectives and insights into literature understanding. Metsimaholo learners attend the pre-recorded productions of prescribed English set books and over 2 500 learners benefit.
- Established seven coding and robotics in schools, science and teacher centres to improve skills for learners.

## NORTH AMERICA

- Big Brothers Big Sisters (BBBS) Lonestar programme facilitates and supports one-to-one mentoring relationships between Sasol employee volunteers based in Houston, Texas and students at our Partner in Education school, Emerson Elementary. 80% of our mentors for this programme are women.
- 30 employees and elementary students were connected through the BBBS mentorship programme, a 30% increase from FY22.
- Dual-language opportunities boost mentee involvement, showcasing examples of career success for diverse backgrounds.
- Supported five school-wide STEM engagements at Partner in Education schools across the region, connecting over 800 students to STEM-enrichment activities.
- Multiple STEM-related mentorship sessions have been hosted to introduce elementary students to STEM careers at an early age.
- Over 500 grade 2 – 5 students in 20 classrooms engaged through the Chemical Education Foundation.
- Chemical Education Foundation provided science project kits, impacting 11 classrooms in grades 2 – 5 at Emerson Elementary.

## MOZAMBIQUE

- 1 200 science kits with essential supplies for learners in Temane and Mangungumete Primary Schools.
- Delivery of 400 desks in several schools from Govuro and Inhassoro to improve conditions of learning to kids without desks in these districts.
- The inauguration of the Inhassoro training centre in November 2022 (SR for more information, refer to page 31).



## OUTCOMES

## South Africa

Our community environment programme deals with education, street clean-up, waste collections and recycling in Govan Mbeki and Metsimaholo Local Municipalities. In FY23, we:

- Reached 3 769 households through house-to-house education and awareness;
- Educated and raised awareness about waste management, water conservation, air quality, biodiversity and sustainable food system at five schools in eMbalenhle, Secunda and Lebohang;
- Planted 1 350 spekboom, 200 indigenous trees and six fruit trees in Leandra, Kinross, Bethal and Charl Cilliers;
- Collected a massive 120 139 tons of recyclable waste;
- Welcomed 3 075 new beneficiaries to the 'Swop Shop' programme in Secunda;
- Transformed 12 illegal dump sites into food gardens in Metsimaholo Municipality; and
- Implemented a water saving project to raise awareness and promote water saving behaviours in Metsimaholo communities. The project targets 10 000 households and 28 schools and employed a local plumber and 10 water warriors.

## Qatar

In our educational and environment programme, we revitalised our online presence through a website and mobile application upgrade, while undertaking an extensive auditing process resulting in an increase in the number of users on the:

- Accessible Qatar website by more than 70 000; and
- Sasol e-Nature website by more than 100 000.

## North America

Partnered with the city of Lake Charles to reopen Tuten Park after 32 months of park closure due to the COVID-19 pandemic and multiple hurricanes.

Hosted six events for the relaunched Nature in Focus educational programme at Tuten and Riverside Parks. Over 500 community members have attended the programme's events.

Relaunched the 1 000 Trees in 1 000 Days region-wide social investment initiative and planted over 175 trees within the first two events.

## OUR GROUP APPROACH

Our community environmental programme is aimed at:

- Improving the quality of life, facilitating better access to community services and improving health outcomes linked to environmental risks; and
- Assisting learners, educators and the community at large to understand the connection between environment and economic opportunities and our dependency on the environment.



ENVIRONMENT



- In Qatar, Sasol received an Appreciation Award at the 10th Qatar Corporate Social Responsibility Summit.**
- In South Africa, Sasol collected 120 139 tons of recyclable waste.**
- In Mozambique, Sasol provided 1 200 science kits to Temane and Mangugumete Primary Schools.**

## FEATURE STORY

At Sasol Qatar, we prioritise partnerships. We will continue to deliver our activities in collaboration with government, civil society and other partners to ensure that our offerings remain relevant, aligned with the United Nations Sustainable Development Goals (SDGs) and in support of the Qatar National Vision 2030.

In May 2023, Sasol Qatar was happy to participate in the 10th season of the Qatar CSR National Programme at Qatar University. This was held under the patronage of H.E. Sheikh Mohammed bin Abdulrahman bin Jassim Al Thani, Prime Minister and Minister of Foreign Affairs. The event provided a perfect platform for Sasol Qatar to engage within the community and build bridges with old and new stakeholders.

Our participation included an interactive exhibition of our main initiatives to date, as well as highlights of our commitment to the SDGs. Visitors were able to explore one of Sasol Qatar's flagship sustainability projects with an exploration of the secret life of plants.





## OUR GROUP APPROACH

Skills development plays a pivotal role in creating sustainable livelihoods and driving both the formal and informal economies globally. We have seen a need to improve the standard of training due to the extraordinary challenges presented by the COVID-19 pandemic for skills development systems. It not only forced a rethink of future skills required but also how these skills will be accessed by the youth. The trainings offered lead to enhanced economic opportunities in our fenceline communities. We offer targeted interventions that provide youth with core skills, technical, vocational and work readiness training which enables them to become self-sustainable and positive contributors to local and national economies.

## OUTCOMES

## South Africa

- Iphepe successfully trained and mentored 164 people in agricultural skills, livestock, vegetable and poultry production.
- 43 youth from Zamdela trained for employment during shutdown activities in Sasolburg Operations.
- 34 traffic point duty officers were recruited to improve community safety in eMbalenhle, Trichardt and Secunda.
- We collaborated with the Small Enterprise Development Agency to showcase more than 40 entrepreneurs from KwaZulu-Natal at a pop-up market.
- 42 welders completed structural welding training and 12 welders completed a tungsten inert gas module.
- 19 young people from Govan Mbeki Municipality have been trained/skilled in garment making through Gert Sibande technical, vocational education and training college.

## Mozambique

- 500 beneficiaries were trained in entrepreneurship, with 250 receiving funding for new businesses.
- In Inhassoro District, 32 young people (50% women) were trained in electrical and plumbing basics.
- In our Employment and Skills for Development programme:
  - 159 people trained in short-duration courses for agro-processing, cookery, electrical work and plumbing;
  - 231 graduates attended the workshop on preparing to enter the job market;
  - 58 people secured employment (34 male and 24 female); and
  - 32 graduates secured internships (18 male and 14 female).

## North America

The Louisiana Small Business Development Center at McNeese State University in Lake Charles offers confidential consulting and business training to existing and potential small business owners in the Southwest Louisiana area at no cost. Sasol is one of the centre's largest corporate sponsors. During the year the programme:

- Counselling over 500 distinctive clients and 40 industry-related clients; and
- Supported over ten local businesses in successfully completing a development programme, resulting in the acquisition of \$40,000 in business grants.

## TARGETED INTERVENTIONS

## Enabling youth employment

Prioritise development interventions that are linked to local community value chain services such as plumbing, electrification and tiling.

## Business skills training

Training of the unemployed aligned to economic activity.

## Technical and Vocational Education and Training-to-work skills

Commercialising technical skills to enable sustainable income earning.

## Small business development

Capacitating entrepreneurs through business development that enables them to set up sustainable enterprises.

## FEATURE STORY



Tsholofelo Mokwele, an emerging farmer from Ekangala, Gauteng North, has conquered youth unemployment to become an influential individual in her community. She has contributed immensely in changing the narrative about youth in the agricultural industry.

Her life-changing journey started after attending the Sasol Bridge-to-Work farmer development programme. She took her grandparents' farm and transformed it into a flourishing agricultural enterprise, whilst putting the knowledge and skills acquired during the Iphepe Farmer Development Programme into good use.

Tsholofelo registered a business which has a diverse suite of agricultural products which include, amongst others; vegetables, broilers, cattle and goats. Tsholofelo said, "The programme provided me with practical agriculture and business skills including information on how to start and operationalise a business with a specific focus on record-keeping and efficient administration." She says this has helped her to manage her small business into one which is growing.

Tsholofelo is combating youth unemployment and cultivating a sense of community pride by employing eight individuals. Her 470-hectare land includes livestock such as six cattle, 30 goats and six sheep, as well as 200 broiler population. In addition, she grows seasonal vegetables such as Swiss chard, tomatoes, onions and green peppers.



## OUR GROUP APPROACH

Sasol's community development programmes are premised on the needs of those closest to our fenceline communities and guided by our desire to strengthen relationships with our stakeholders and regulators, which is a material matter.

While we recognise that it is not the primary role of Sasol to provide municipal services, it is often the most marginalised members of a community that are impacted by lack of access to service delivery. As a partner in the many regions in which we operate (particularly in

South Africa and Mozambique), we understand that we have a role to play in supporting and collaborating with local government efforts to create an enabling environment in which both communities and businesses can thrive. This is the reason we invest in:

- Infrastructure development;
- Health and wellness programmes for healthier communities who will be productive and in turn contribute positively to society; and
- Disability programmes.

## OUTCOMES

## South Africa

- Over 1,6 million young people reached through the HIV/AIDS education and awareness campaign implemented in the Durban South Basin, in KwaZulu-Natal. The platform used to reach them included in-person, social and broadcast media.
- Completed significant building and repairs of water and sanitation infrastructures in flood-affected schools in KwaZulu-Natal.
- Partnered with Pink Drive and the Department of Health to conduct wellness screenings and cancer awareness, in Katlehong, Bethal, eMbalenhle, Leandra, Zamdela, Refengkgotso (Deneysville) and Ekangala.
- Renewable energy solar infrastructure solutions were installed in six Metsimaholo community health centres to provide uninterrupted health services and mitigate adverse impact of loadshedding.
- Completed the maintenance and improvement of the Komatiport Clinic as well as the Cromati Combined School.
- Commenced full rehabilitation of a 8.8km key access road to Zamdela which will enhance economic activity, improve the daily lives of road users and employed 77 people.

- Sasolburg and Ekandustria implemented 22 community health and service infrastructure projects, supported local businesses and created 358 job opportunities.
- The eye testing project partnership between Sasol, St John Ambulance Services Eye Clinic and the Department of Health Free State provides eye testing and spectacles to senior citizens and people living with disabilities.
- Careswell Children's Project is a centre that supports vulnerable and orphaned children in Iraq, Zamdela. Sasol funded the construction of a new building to ensure that the centre operates in a safe environment and bring dignity to children.

## Mozambique

- Completed the construction of the Inhassoro Vocational Training Centre and handed it over.
- Completed construction of Inhassoro multipurpose field. Features include an 11-a-side football field; a multipurpose area; player changing rooms; public toilets; seating stands for 1 000 people; a water supply system; and a perimeter fence.
- Sasol works with 37 communities to improve water and sanitation infrastructure

in these communities. The programme is implemented by the Netherlands Development Organisation (SNV). The programme aims to improve access to clean water, enhance sustainability of supply systems, promote hygiene and sanitation and prevent water contamination.

- SNV continues construction of public toilets and water systems as part of the programme.
- Programme achievements to date include rehabilitating 74 boreholes, rehabilitating eight water supply systems, constructing nine new water supply systems, equipping ten holes with manual and rehabilitated pumps and establishing 23 new manual pump sources.
- As part of the water program, 110 water committees have been created or revitalised in the covered districts, fostering community involvement and ownership.

## Qatar

- The Sasol Qatar team and Qatar's Ministry of Social Development and Family entered a partnership to collaborate on the Accessible Qatar initiative including the Definitely Able initiatives to support people with disabilities.

## FEATURE STORY

## Inauguration of the Inhassoro Training Centre

In November 2022, Mozambican President H.E. Filipe Nyusi inaugurated the Vocational Training Centre in the Inhassoro District, Inhambane Province. The centre comprises of five classrooms with capacity for 20 students each; three workshops for practical lessons; and a residential block made up of six houses for staff. The centre is fully furnished and equipped with state-of-the-art technology and includes an administration block, a playing field, water supply systems, a warehouse and other support infrastructure. Construction of the project started in 2019 and is illustrative of Sasol's commitment to Mozambique's economic and social development.



Sasol has partnered with the Alberto Cassimo Institute for Training and Labour Studies since 2015.

At the inauguration, Sasol President and CEO Fleetwood Grobler said: "This initiative is a simple contribution to the efforts of the Government of Mozambique in reducing youth unemployment and to meet the needs of structural change in the labour market."





## OUR GROUP APPROACH

We encourage our employees to get involved in their communities by volunteering their time, skills and resources through company and employee-initiated social development causes. By doing so we leverage the considerable, diverse abilities and expertise of our employees as volunteers in causes that empower fenceline communities and co-create sustainable livelihoods.

Causes benefit from employee giving, whilst employees are enriched with a greater understanding of community issues, which makes them advocates on those issues. We also support NGO capacity building and philanthropic giving to support community NGOs.

Through 'Sasol for Good', we give our employees 40 hours of paid leave per annum in which to volunteer. We also complement their financial contributions to fundraising initiatives of their choice via payroll deductions by matching gifts and volunteer grants.

## OUTCOMES

## SOUTH AFRICA

- Over 600 employees, including the Sasol Group CEO and other Group Executives, participated in the Mandela Day event, packing over 121 000 meals which were distributed to the needy early childhood development centres across the country.
- About R1,2 million was donated by 286 employees to 109 causes as part of our Sasol for Good Programme. This included Sasol's contribution to match employee donations.
- Through the Friendly Neighbour programme, Sasol partnered with 17 franchisee sites and 22 non-profit entities to uplift over 9 000 people in the fields of education, health, infrastructure and safety.
- Sasol Secunda supported flood-affected communities in Nkomazi municipality. 55 villages and four towns received assistance including food parcels, blankets, mattresses and hygiene packs.
- 20 Non-profit organisations (NPOs) in Ekandustria completed an NPO incubation programme to build capacity to assist with operational effectiveness and governance compliance.
- The Keep a Girl initiative aims to empower the vulnerable girls through the provision of sanitary packs and girls' hygiene education and awareness. The project targets disadvantaged girls in 28 Metsimaholo schools and over 1 400 girl learners benefited from the initiative.
- In Ekandustria, we have built strong relationships with local NPOs that render critical psycho-social services to communities. We supported four local NPO's with funding to enhance their operations whilst rendering community support.
- Sasol mobilised 303 employees in Sasolburg Ekandustria operations to support immediate communities as part of Sasol for Good drive. 54 local organisations were supported through various initiatives and 2 664 people benefited. The initiatives included Mandela Day, Stationery Drive, World AIDS Day, Winter Warm, Casual Day and Festive Drive.

## NORTH AMERICA

- About 70 Sasol Lake Charles employees participated in the 2022 Chem Expo event, where they engaged over 2 100 students in science experiments inspired by Sasol products. This is an industry-led science experiment showcase.
- Over 250 employees volunteered throughout 19 community initiatives, totalling to more than 750 volunteer hours.
- Chemicals America hosted the second annual Community Week, which is dedicated to benefiting neighbouring communities through company and employee-directed engagements. Over 600 Sasol employees participated in various community events, creating 800 Science, Technology, Engineering and Mathematics kits for our Partner in Education schools and contributing over \$35 000 through SasolGIVES, an online matching contributions programme per employee.
- Over \$100 000 in charitable contributions made through Sasol's employee matching contributions programme this year.



HUMAN RIGHTS





## WOMEN'S FOOTBALL

Sasol has been the pre-eminent brand behind women's football for the past 14 years in South Africa. Our partnership with the South African Football Association (SAFA) is fuelled by a shared belief in the boundless potential of women's football.

In 2009, we decided to shift our support towards the development of the women's game, with the aim of enhancing the quality of women's football nationwide, starting from grassroots initiatives through the Sasol League, extending all the way up to the national team.

Our goal is to empower young women, enabling them to improve their lives through the transformative power of sports.

We have witnessed many of our athletes evolve from the Sasol League, the crucible of women's football development, to competing at international football clubs. This speaks volumes for the impact that Sasol's partnership with SAFA has on women's football in the country.

## OUTCOMES

## SASOL BANYANA BANYANA

Banyana Banyana qualified to participate in the 2023 FIFA Women's World Cup, the pinnacle global women's football event.

Banyana Banyana's inaugural participation in the 2019 FIFA Women's World Cup was a monumental achievement. However, the 2023 tournament holds even greater significance, as they compete as the reigning Women's Africa Cup of Nations champions. This accomplishment stands as a testament to the team's incredible journey and Sasol's unwavering support. Banyana Banyana has been drawn in Group G which consist of strong teams such as Argentina, Italy and Sweden, to showcase their strength, skill and steadfast spirit to create a legacy that will inspire generations to come.

During FY23, Banyana Banyana were crowned as the African Champions in Morocco and also played international friendly games against Brazil, Serbia, Australia and Botswana. The team also participated in the 2022 COSAFA Tournament and the 2023 Turkey Women's Cup.

## SASOL LEAGUE

The 2022 Sasol League National Championship was held, 17 – 23 October 2022 at the Old Peter Mokaba stadium in Polokwane, Limpopo. This tournament continues to be a spectacle of good football and young ladies chasing their dreams of playing in professional leagues, both in South Africa and overseas. The tournament was a success, with spectators being allowed to attend after COVID-19. The incredible growth of the women's game is not just evident in the quality of football being played, but teams also uphold a highly professional and competitive demeanour throughout the tournament. Limpopo-based Copperbelt Ladies FC was crowned as the 2022 Sasol League National Champions.

The 2023 Sasol League season, consisting of approximately 140 teams across the nine provinces of South Africa, commenced over the February/March period. Women's football fixtures are being played every weekend until September/October each year.

## WHEELCHAIR BASKETBALL

Sasol entered into a partnership with Wheelchair Basketball South Africa 16 years ago – a strong and mutually-beneficial relationship that delivers high performance athletes that achieve excellence. The support by Sasol enables an inclusive culture by supporting people that are differently abled, also ensuring the individuals represent South Africa at the global stage, where they are exhibiting the indomitable spirit that nothing is impossible.

The South African Men's U/23 Wheelchair Basketball team represented Africa at the 2022 International wheelchair basketball federation (IWBF) Men's U/23 World Championship. The Sasol-sponsored AmaWheelieBoys successfully participated in this global tournament in the city of Phuket, Thailand gaining valuable experience which is a positive gain for the wheelchair basketball value chain in South Africa. The IWBF U/25 Women's Wheelchair Basketball World Championship Qualifiers took place between 5 – 8 December 2022 at the Mandeville Sports Centre, Johannesburg. The Sasol U/25 AmaWheelie Girls national team hosted the Republic Democratic of Congo and Ethiopia and won the tournament without a single loss. The South African team will represent Africa at 2023 IWBF U25 Women's Wheelchair Basketball World Championship in Bangkok, Thailand.

The South African Senior Men's and Women's Wheelchair Basketball teams qualified to participate in the Inaugural African Para Games which will be held in Accra, Ghana in September 2023. The extensive selection and training camps held during the first half of 2023 will be put to test for the South African teams at this tournament, given that the mandate of the coaching staff was to revamp the High-Performance teams to bring them in line with the required standards of International Wheelchair Basketball.





## OUR COMMITMENT //

We see ourselves as a force for good and our shared value partnership approach is core to contributing to UN Sustainable Development Goal 17 and to the role we play in our communities.



### OUR GROUP APPROACH

We regard creating shared value as an enabler of our Purpose and strategy. It contributes to strengthening relationships with stakeholders and regulators, which is one of Sasol's material matters. Our Centre for Shared Value Management (CSV) helps us to realise our shared value aspirations by:

- Facilitating the creation of socio-economic value for the Sasol ecosystem by leveraging partnering opportunities and collaborating with stakeholders;

- Attracting and galvanising partners to leverage funding and execute sustainable socio-economic value programmes for our fence-line communities; and
- Serving as the single point of contact for the integration and coordination of Sasol's group-wide just transition initiatives as we progress on our decarbonisation journey.

### PERFORMANCE

The changing energy landscape in South Africa affects not only the business but also stakeholders such as employees. The Ntsika entrepreneur development programme is an indicator of our commitment to the just transition process. We have also established the just transition office to facilitate effective communication, collaboration and decision-making associated with this process.

The CSV within the Just Transition Office leverages existing plans and programmes to identify 'no-regret' opportunities; achieve economies of scale; and create greater value than the individual just transition programmes alone could deliver.

To address the potential negative impacts on jobs of our decarbonisation pathways, the CSV determined several levers Sasol (and other stakeholders) can use. By examining interventions used in mine closures and reviewing the actions of our peers, we identified five main categories of levers. These levers show promise in terms of impact, scalability and applicability and include:

- Facilitating job creation (internal and external);
- Facilitating access to jobs (e.g. career concierge services);
- Upskill and re-skill individuals to take on new job opportunities;
- Exploring financial support mechanisms; and
- Providing well-being support.

Ahead of defining more specific levers, the intention is to identify the most suitable employment sectors and skillsets required to mitigate the impact on our people. Once developed, we can then identify the exact levers that will need to be pulled.

Sasol recognises the importance of localisation and economic diversification to South Africa's economic growth and energy transition. Partnering with our stakeholders is vital for the achievement of a just and equitable transition, particularly so, given the complexity of the challenge in South Africa. A collaborative approach is warranted to achieve economies of scale needed for meaningful impact. Available funding, skills and capacity within other companies and the public sector to address these challenges are amplified when we collaborate to realise impact beyond the means of the individual participants.

To date, we are leveraging partnerships with Impact Catalyst and business formations, government agencies and structures, state-owned enterprises and other companies in the private sector.

Together, we can create a more resilient and inclusive society that embraces, enables and empowers the vulnerable. We are also engaging directly with various other players in the sector and leveraging our membership of industry associations to foster sectoral alignment and identify cross-cutting opportunities for collaboration.

[www.sasol.com](http://www.sasol.com) For more information, refer to [www.sasol.com](http://www.sasol.com)



## OUR COMMITMENT //

At Sasol, we strive for excellence in the sustainable supply and delivery of goods, services and products to maximise shared value for our organisation and all our stakeholders. We actively focus on building robust, mutually beneficial relationships with our supply chain stakeholders, by ensuring that we understand, translate and proactively deliver on commitments, on time and at the required quality and price. We are committed to developing our fenceline communities and prioritising local procurement.



## FY23 OUTCOMES

EcoVadis silver, gold and platinum scores for the Sasol Chemicals procurement team in the Eurasia region. Our Italy business achieved a 70% score for the Sustainable Procurement section of the assessment.

Sasol hosted a 'SME Sustainability Summit' in South-Africa.

## OUR GROUP APPROACH

We hold our suppliers to the same standard that we hold ourselves. Our approach towards economic growth entails embracing principles of sustainability through socially and environmentally responsible procurement practices. It also includes fostering fenceline community growth; finding opportunities for local manufacturing; and targeting procurement with historically disadvantaged groups. Sound principles and governance processes underpin our integrated approach.



- Procurement of renewables from independent power suppliers.
- Five-year local content development partnership underway with the Mozambican government.
- Zero tolerance to bribery and corruption.

## TARGETED INTERVENTIONS

### PALM OIL AND RENEWABLE FEEDSTOCKS

Sasol produces a limited quantity of products using sustainably sourced raw materials including palm and coconut oil derivatives. As a member of the Roundtable on Sustainable Palm Oil (RSPO), Sasol has implemented a RSPO mass-balance certification for all related production sites. Furthermore, a Palm Oil Policy is in place which was updated in FY23, specifying requirements for the traceability of related products.

We have also implemented an International Sustainability and Carbon Certification (ISCC) supply chain certification for selected products to broaden our product portfolio with sustainability credentials. This mass balance certification allows us to procure selected non-palm-derived feedstocks with sustainability credentials and offer certified ISCC PLUS products to our customers.

### RENEWABLE ELECTRICITY PROCUREMENT

The procurement of renewable electricity from Independent Power Producers and wheeling it over the Eskom grid to our South African Operations will contribute significantly to the achievement of the Sasol target to reduce greenhouse gas emissions.

CCR Refer to the CCR page 38

### CONFLICT MINERALS

Sasol makes an annual submission as part of our United States Securities and Exchange Commission filing in terms of the Dodd-Frank Wall Street Reform and Consumer Protection Act 68 of 2008, on our use of any of the four minerals that have been linked to conflict in African countries (known as conflict minerals).

### PROCUREMENT OF BANNED AND RESTRICTED SUBSTANCES

We screen all orders for inbound chemicals and materials to be used in Southern African operations to ensure that we do not procure illegal or banned substances. Where substances are restricted or controlled, permits are in place and are managed by our Product Stewardship function, to ensure adherence to all related requirements.



## ECONOMIC TRANSFORMATION

Sasol aims to achieve a diverse, transformed, sustainable and high-performing supplier base by accelerating and supporting the development of small to medium enterprises (SME).

Sasol Italy has always focused on the search for and creation of solid and mutually beneficial relationships with third-party companies, ensuring an understanding of each other's needs while respecting policies of fairness and congruity of prices. Underlying Sasol Italy's approach are sound principles and robust governance processes, which ensure the effective application of shared values in order to act ethically honouring commercial commitments.

Sasol's presence in Mozambique over the years has been a driver of socio-economic development through our investments and operations. A key aspect of this has been enabled through Sasol's commitment to local content.

We partnered with the Government of Mozambique to develop a five-year local content plan for the financial years 2020 to 2024 and recently reviewed this.

In South Africa: we embrace the principles of sustainability through socially and environmentally responsible practices, while fostering local economic growth, innovation and sustainable job creation. We have developed SME programmes to promote the economic participation of the local community.

Refer to page 37: Economic inclusion



## ZERO TOLERANCE FOR UNETHICAL BEHAVIOUR, BRIBERY AND CORRUPTION

We proactively assess human rights, both at our operations and at suppliers. We address employee non-compliance appropriately in line with our disciplinary codes. We encourage all our suppliers and stakeholders to 'speak up' against any suspicious unethical and economic crime activities to ensure that both Sasol and our suppliers adhere to the provisions and principles of ethical sourcing and procurement. We develop and inform suppliers on environmental, social and governance requirements.

Ethical interaction in day-to-day cooperation with all suppliers is still of utmost importance and suppliers are required to operate within the ethical and legal parameters stipulated in the Sasol Supplier Code of Conduct as well as the Anti-bribery and Corruption (ABAC) and business human rights policies. To continue the fight against economic crime, we have shared these minimum requirements in two separate training modules on the Sasol Supplier Management Ethics available on our website:

[www.sasol.com/suppliers/ethics](http://www.sasol.com/suppliers/ethics)

We continued to regularly communicate with suppliers on ethics, ABAC and BHR to emphasise the importance of compliance with these legal requirements. We also implemented a risk analysis process for BHR. This is now part of the supplier application and compliance process.

## PERFORMANCE

### Economic transformation

In South Africa:

- We increased our spending with 100% Black-owned Small, Medium and Micro Enterprises (SMMEs), by more than 40% in Secunda and Sasolburg;
- We provided funding of R98 million to 19 suppliers;
- We spent R38,8 million developing suppliers;
- We actively track our spend with SMMEs. In FY23, we spent R13,4 billion with 1 305 SMME suppliers. This represents 19% of our Preferential Procurement spend;
- The private sector is supporting the South African government's localisation drive and has committed to a R250 billion public/private localisation partnership over the next five years. Of this, Sasol has committed to deliver R680 million. So far, we have delivered R233 million via import replacements and have a number of long-term projects in place; and
- Our preferential procurement statistics include spending of R41,7 billion with Black-owned businesses and R28,5 billion with Black women-owned businesses.

In Italy:

- In Augusta, we spent €23,6 million with local suppliers, a 39% increase.

In Mozambique:

- For FY23, Sasol exceeded its local content commitments for power purchase agreement (PPA) operations by more than US\$6 million (actual US\$35,8 million versus a target of US\$29,6 million), representing 91% of the total spend with local suppliers;
- We have an enterprise and supplier development (ESD) programme and a SMME development fund, specifically for companies based in Inhambane;
- 138 Mozambique-owned companies, represented by more than 200 people, already participated in our ESD programme;
- We disbursed more than US\$1,2 million to 41 SMME, of which 11 are women-owned;
- We exceeded the local content targets for the Production Sharing Agreement area, with 82%

of the US\$257,4 million in awards to date having been awarded to Mozambique registered and owned companies;

- A certification (ISO9001:2015) programme was developed. 30 companies will be enrolled on the certification programme by the end of FY25. Five companies, of which three are from Inhambane, have been selected for the 1st phase; and
- Spend with Mozambican companies have improved since the previous drilling campaign. To date, the spend amounts to US\$550,1 million with local companies, representing 95% of Mozambican companies.

### Ethics and compliance

- In FY23, the number of South African-based suppliers trained on ethics and compliance increased to 3 542, or 66% of our registered suppliers. In addition to the 3 287 ABAC risk assessments completed, 1 047 BHR risk assessments were concluded.
- For the Eurasian operations, we started BHR due diligence of suppliers representing 80% of Eurasian spend.
- We disqualified seven suppliers where evidence of Broad-Based Black Economic Empowerment fronting was found.

### Renewable Electricity procurement

To date, we have signed six PPAs:

- Three onshore wind projects totalling 360MW and two solar photo-voltaic projects totalling 218MW wheeling electricity to Secunda;

Refer to CCR page 38 for more information

- After signing the PPA in January 2023, construction began on the 69MW Msenge Emoyeni Wind Farm near Bedford, Eastern Cape. The project reached financial close in March 2023. It is the first utility-scale private wind farm in South Africa that will wheel its power across the national electricity grid; and
- Eurasian Operations concluded a number of PPAs to drive CO<sub>2</sub> reduction.

Refer to CCR page 38 for more information

[www.sasol.com](http://www.sasol.com) For more information, refer to www.sasol.com



## OUR COMMITMENT //

At Sasol, we acknowledge the socio-economic need to proactively develop, support and contribute to the sustainability of small, medium and micro enterprises (SMMEs) as well as firms owned by historically disadvantaged persons (HDPs), particularly in the areas where we operate. We leverage our supply chain to advance this transformation imperative, thereby ensuring the integration of SMMEs and HDP-owned firms into the mainstream of our business.



## PERFORMANCE

Our objective is to foster local economic growth, innovation and sustainable job creation in our communities. We aim to achieve this by creating an enabling environment through strategic initiatives and target setting.

## BUSINESS DEVELOPMENT SUPPORT IMPACT



**R38.8 million** Small to Medium Enterprises (SME) development spend



**9 SMEs demonstrated revenue growth**

- **4 Supplier Connect Events**
- **5 market access event opportunities** for SMEs such as Exhibitions
- **201 jobs created from interventions**
- **38 SME training interventions**
- **191 small businesses under development**

## FUNDING IMPACT

**Grant Funding of R924 000**  
**11 beneficiaries supported**

**Improvement on loan funding performance FY23**  
– approved funding **R98.5 million**, up from R18 million in FY22  
**New entrants funded 13**



**Updated Interest rate saving**  
due to Siyakha's lower interest rates  
**R23.7 million**

**Siyakha loan book R619 million**  
**47 beneficiaries** on the loan book

Revenue growth as a result of funding interventions **18%**



**FY23 Temporary and permanent jobs created** from Siyakha funding interventions  
**859 jobs created** ➤ **2050 jobs sustained**

## OUR GROUP APPROACH

We strive to deliver maximum shared value for our organisation and our stakeholders that is built on robust, mutually beneficial relationships. This is achieved by supporting smaller businesses, through funding and development interventions, enabling their meaningful participation within our supply chain. Further, we drive localisation and economic transformation of large enterprises in our supplier base to create more opportunities for the integration of small businesses in our fenceline communities.

We recognise the socio-economic challenges faced by many, especially by women and the youth, levels of unemployment in our fenceline communities and that entrepreneurship helps to alleviate poverty.

## OUR INTEGRATED DEVELOPMENT APPROACH IS CENTRED AROUND AN INCLUSIVE ECONOMIC TRANSFORMATION IMPERATIVE



**SUPPORT**  
Develop smaller enterprises



**INCLUDE**  
Embrace smaller enterprises

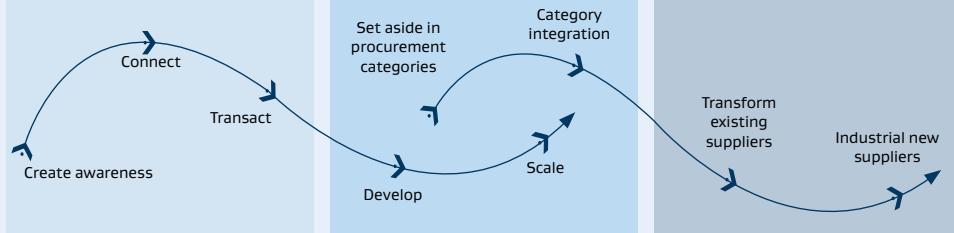


**TRANSFORM**  
Drive empowerment within the suppliers base

Find, connect and develop new small suppliers

Include SMEs into supply chain and grow

Scale and transform



Preferential contract terms

Shared infrastructure

Business support

Market access

Capability building

Funding

Product/service delivery



## Fostering economic growth

The current economic environment characterised by high interest rates and inflation, loadshedding and a market that is still recovering from COVID-19, presents SMEs with numerous challenges, hampering their ability to generate profits. Many small businesses struggle to secure adequate financing once they have received purchase orders as they do not have the necessary financial records. Sasol introduced various interventions in 2023 to support SMEs. These were aimed at addressing business failures and high levels of unemployment.



- 1 Set aside opportunities are identified for SMEs and development programmes. In collaboration with various development partners, 38 SMEs have been onboarded against a target of 35. Thus far, over R1 million has been invested in the Fenceline Community Project and this will continue into FY24.
- 2 Launched to assist SMEs in the transport industry with challenges such as regulatory compliance issues, security concerns, limited access to infrastructure, unstable fuel prices, health and safety risks, this programme will run for a period up to 18 months informed by the practical application of each entity and mentorship will continue for a period of up to three years. The first cohort of seven transporters have been onboarded of which three are Women-Owned and three Youth-Owned. R1,4 million has been invested in FY23 and will continue into the new year and beyond.
- 3 Four Youth Owned and an additional two 100% Black-Owned businesses have been taken through a basic skills development programme focused on 3D printing, hosted at our Sasolburg Incubation Centre. The training programme covered creative problem solving, critical thinking, project management, design and printing to create 3D models. During the current financial year, R589 000 has been invested in the 3D Printing phase one programme.
- 4 The Sasol SME Sustainability Summit is a three-part series of masterclasses through which we aim to demystify foundation topics within sustainability, renewable energy and the just energy transition and to explore them in collaboration with key role players in the ecosystem with the intent to identify meaningful opportunities for SME participation in the emerging energy economy. We realigned our enterprise and supplier development agenda around the principles of ESG and Sustainable Development Goals which will take place in three parts, each focusing on E, S and the G.
- 5 In order to improve access to business enablement facilities for SMEs, we are currently supporting a cohort of three internet cafe SMEs located in Ekandustria. Our goal is to enhance the quality of their business offerings by addressing the current lack of well-functioning internet cafes in the area. To support these entrepreneurs, R1 million has been invested in Self-powered Mobile Business Centres, powered by batteries and solar energy, ensuring uninterrupted operation enabling sustainable operations.



- 1 In FY23, the range of funding options was broadened providing market friendly solutions for SMEs, which includes interest free loans and blended commercial deals. This enhances the capabilities of SMEs to fulfil their contractual obligations effectively and alleviate the burden of early-stage loan repayments, thus fostering growth opportunities.
- 2 A dedicated post investment support programme, proactively identifying challenges to trigger relevant financial support timely. 16 beneficiaries benefited from one-on-one mentorship programme and seven from an Advisory Board. The programme support covers strategy review and implementation, leadership development and detailed financial support.
- 3 We have contracted the South African Institute of Chartered Accountants, as a development partner to launch the Enterprise development programme, which advocates for and brings awareness to the importance of financial excellence in running, managing and growing a sustainable business. The programme aims to reach 90 beneficiaries and the onboarding has kicked off and will run for an initial period of 12 months.
- 4 A business turn around strategist has been contracted to assist small business to navigate the current complex economic landscape. This will assist SMEs grappling with financial distress, operational challenges and uncertain futures. A total of R900 000 was invested to support SMEs.
- 5 The Founders of the Women-In-Engineering Programme presented their elevator pitches to a panel of judges comprising of Sasol engineering contractors (EC) Partners and the Sasol Procurement Team. The top three won cash prizes to the value of R255 000, accessing finance to grow their businesses. The pitching also enabled the founders to be visible to audience member which created a business opportunity.

**1 WOMEN-FOCUSED DEVELOPMENT****Gender-specific programmes**

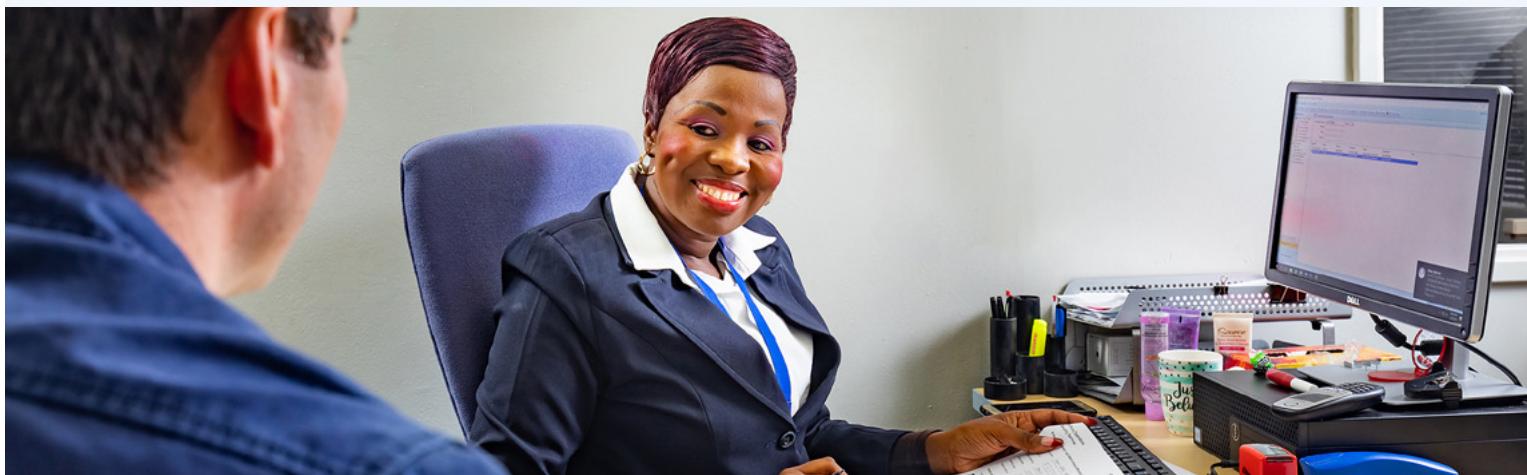
Recognising the importance of achieving gender equality and fostering inclusive progress, women's economic empowerment emerges as an indispensable catalyst for transformative change.

**1** During FY23:

- The first cohort of the Women-in-Engineering incubation programme was completed;
- Twelve of the 15 founders of the programme (whose scope of work is linked to mining) participated in the 'Investing in African Mining Indaba' in an effort to develop opportunities to access the market;
- We invested R726 000 in support of SME participation in the Mining Indaba;
- We spent more than R4 million in support of the development of the 15 founders; and
- Launched the Women in Mining incubation programme, aimed at prioritising women's economic empowerment through training, mentorship, facilitating access to financial resources and generating opportunities.

**1 PLASTIC AND ASH TO BRICKS****2 PPE UPCYCLING****Responsible consumption and production**

- Aimed at supporting Ramtsilo, a 100% Black female-owned company that utilises plastic waste and ash as raw materials to produce eco-friendly bricks.
- We assisted four SMEs to set up mini factories, acquire new industrial sewing machines and receive training to expand their production operations. We also sponsored their attendance at a textile dyeing course to equip them with the knowledge and practical skills to dye material themselves. By utilising Sasol's used personal protective equipment (PPE), these township suppliers will unlock more market prospects. During 2023, we invested R400 000 to support the beneficiaries of the PPE upcycling project.

**FEATURE STORY****RAMTSILO TRADING**

Ramtsilo Trading, a manufacturing facility that specialises in eco-friendly bricks made from recycled plastic waste and sand, is undergoing an expansion to increase production volumes and expand its client base. As a 100% Black female-owned company, Ramtsilo Trading is committed to promoting diversity and sustainability in its operations. We have since spent R1,3 million in development support interventions.

To facilitate this expansion, new production facilities have been identified and additional brick manufacturing equipment has been acquired. In order to optimise Ramtsilo's operational efficiency, Sasol has bought a three-ton forklift and sponsored Wood SA, engineering and project management consultancy, to provide support and expertise to the Germiston manufacturing plant. As part of this process, SHE (Safety, Health and Environment) and technical assessments have been completed. Further studies, including Geotechnical studies, are being recommended.

As part of our impact on Sustainable Development Goals 7 and 12, we joined forces with Ramtsilo to work on the Hennops Revival project. Together, we worked towards cleaning up the Hennops River and making a tangible difference in the community, while collecting waste for the SME to manufacture more environmentally friendly plastic bricks.



## OUR COMMITMENT //

We are committed to ensuring sustainability and accelerating our progress towards achieving a net zero ambition by 2050. We are following an agile approach, offering optionality and flexibility in the long term in how we achieve our 2050 ambition. By 2030, we aim to decrease absolute scope 1 and 2 greenhouse gas (GHG) emissions by 30% for the Sasol Energy and international Chemicals businesses and to reduce scope 3, Category 11 (use of sold products) emissions by 20% for Sasol Energy.



## FY23 OUTCOMES

Jointly, with Air Liquide, signed Power Purchase Agreements (PPAs) >600MW of renewable energy.

Signed a 69MW 20-year wind energy PPA with the Msenge Emoyeni project (currently under construction) for the Sasolburg green hydrogen pilot project.

Received the first solar energy at our Augusta, Italy site from a Virtual Power Purchase Agreements (VPPA).

Signed several renewable electricity PPAs for Sasol Italy.

Announced a 50/50 joint venture agreement with Topsoe for the production of sustainable aviation fuels (SAF) to exploit our advantaged FT technology and Topsoe's reforming and related technologies.

## OUR GROUP APPROACH

In South Africa, Sasol is a significant scope 1 and 2 GHG emitter. Although we had made substantial reductions in emissions since 2004, in 2019 we set our initial targets, which we built on in 2021 with greater ambition. We did so in response to the need to do much more to meet the Agreement's goals. Our 2030 target is a foundation to support achievement of our 2050 net zero ambition. Our approach is focused on:

- Implementing a three pillar emission-reduction framework (Reduce, Transform and Shift) housed within the Reset, Transition and Reinvent phases of the Future Sasol strategy;
- Seeking strategic partnerships with like-minded organisations to establish new sustainability businesses that align with our vision and dedication to promoting decarbonisation and facilitating a just energy transition;
- Using existing assets and applying energy and process efficiencies and integrating larger Mega Watts (MWs) of renewable energy, reconfiguring assets to use lower- and low-carbon feedstocks such as green hydrogen and sustainable carbon; and
- Advocating for coherent and integrated climate policy and a regulatory framework that enables a just and equitable transition appropriately paced for the context in which we operate.

## PERFORMANCE

We continue to progress our emission-reduction roadmaps towards achieving a 30% GHG reduction by 2030, despite a challenging economic environment. Over the past year, we have been focusing on data integrity. Asset divestments have affected our baseline since 2017 when our GHG target was set. As a result, a Sasol GHG Working Team has been preparing position statements, procedures and data definitions for the businesses to apply consistent rules in how we count our GHG data and account towards our GHG target. In this way, we are advancing and embedding our GHG target-setting principles as contained in the World Business Council for Sustainable Development GHG Protocol.

GHG emissions CO <sub>2</sub> e (kilotons)	2023	2022
Direct scope 1	58 644	57 284
Indirect scope 2	5 748	6 607
Indirect scope 3	36 664	37 557
GHG intensity (CO <sub>2</sub> e/ton of product meant for external sale)	4.12	3.86

- The combined GHG emissions from methane, nitrous oxides and carbon dioxide (scope 1) are quantified as carbon dioxide equivalents (CO<sub>2</sub>e) and recorded as direct scope 1 CO<sub>2</sub>e emissions. In FY23, we observed an increase in our direct scope 1 CO<sub>2</sub>e GHG emissions. Higher production rates than in 2022 contributed to marginally higher year-on-year emissions. These were anticipated and mostly the result of process inefficiencies, external power interruptions and shortage of natural gas, eroding emission reductions relative to 2022. This increase was anticipated and consistent with feedback provided in 2022 at Sasol's Climate Change Roundtable.
- We acknowledge the importance of decreasing our scope 3 emissions, with a particular emphasis on Category 11, which pertains to the use of energy products. These efforts to lower emissions are closely linked to our commitment to creating a Future Sasol that prioritises sustainable fuels and chemicals. As we transition towards these lower-carbon alternatives, they will gradually replace our current fossil fuel products.



## OUR COMMITMENT //

To continuously improve the Energy Efficiency (EnEf) of all Sasol's manufacturing operations to:

- Save operating costs;
- Contain and reduce the environmental footprint of our operations;
- Support national energy conservation initiatives and governmental objectives; and
- Support the objectives of the Energy Productivity 100 (EP100) initiative.

**ENERGY EFFICIENCY**



## FY23 OUTCOMES

Winner of the **South African Energy Efficiency Confederation** award for '**Industrial Corporate Company of the Year 2022**' and the **International Association of Energy Engineers**, Sub-Saharan award for '**Industrial Corporate Company of the Year 2023**'.

## OUR GROUP APPROACH

To improve on Sasol's EnEf performance we execute practices using the following key measures:

- Setting realistic and meaningful targets and reporting progress against them;
- Following internationally acceptable EnEf standards and practices;
- Ensuring compliance with applicable laws, regulations and corporate requirements; and
- Utilising EnEf management principles as an integral part of our daily operations.



- Steady improvement in EnEf performance and production volumes for Chemicals Eurasia.
- Use of natural gas from gas sourcing operations (GSO) contributed to the improvement of energy efficiency in the second half of FY23.

## PERFORMANCE

Our electronic Energy Management System (EnMS) monitors, measures and reports monthly EnEf performance of all Operating Platforms/Regional Platforms (OPs/RPs) against targets. This is an addition to the coordination of EnEf improvement roadmaps annually to forecast medium and long-term performances in line with our commitment of achieving a 30% EnEf improvement by 2030.

	2023 Actual	2023 Target	2022 Actual
EnEf – Sasol Group (Improvement from 2005 baseline)	13,4%	23%	18,4%
EnEf – South African based Energy Operations (Improvement from 2005 baseline)	10,6%	23%	15,7%
Sasol Group Energy Productivity (EP100) – Improvement from 2010 baseline	12,4%	19,5%	19,1%

In FY23, there was a regression of 5,1% for the Group and 5,2% for Energy Operations and Technology from the previous financial year. This is due to several challenges experienced by our OPs/RPs including operational instabilities; external power disruptions; coal supply and quality; and natural gas availability.

In the second half of FY23, Group EnEf performance improved steadily due to improved plant stabilities and production volumes because of:

- Incremental improvements in coal quality, increased equipment availability and improved reliability and higher availability of natural gas from the GSO which has optimised the power imported from Eskom;

- Chemicals Eurasia production volumes and EnEf performance have steadily improved from April 2023 owing to steady market demand; and
- Steady improvement at Lake Charles Americas average net production volumes following the turnaround maintenance on some of the units during Quarter two of FY23.

Despite these improvements Sasol is still below the EnEf target of 23%. The re-establishment of stable plant operations in combination with the full implementation of our EnEf improvement roadmap up to 2030 will ensure the achievement of the 30% EnEf target by 2030.



## MANAGING OUR ENVIRONMENTAL FOOTPRINT // Environmental incident management



## OUR COMMITMENT //

Sasol has adopted the One Sasol SHE Excellence Approach in the investigation of environmental incidents. This approach defines the intent of Sasol's risk-based SHE management to prevent and mitigate the occurrence and recurrence of undesirable environmental events.



## FY23 OUTCOMES

The number of significant environmental incidents has declined compared to previous years largely due to the Operating Model Entities (OMEs) implementing greater controls around effluent management.

## OUR GROUP APPROACH

Sasol follows a standardised approach to classifying, reporting and investigating environmental incidents. The approach is a four-tier classification system; namely level 1 (major), level 2 (significant), level 3 (moderate) or level 4 (minor). Monthly monitoring and reporting are done on the Sustainability Performance Management Module for the Group.

Where applicable, incidents are reported to the relevant authorities in accordance with applicable statutory and licensing requirements. Incidents are investigated in accordance with the SHE Incident Management Procedure to identify the root cause which informs the necessary corrective and preventative measures to be adopted to mitigate against their re-occurrence.



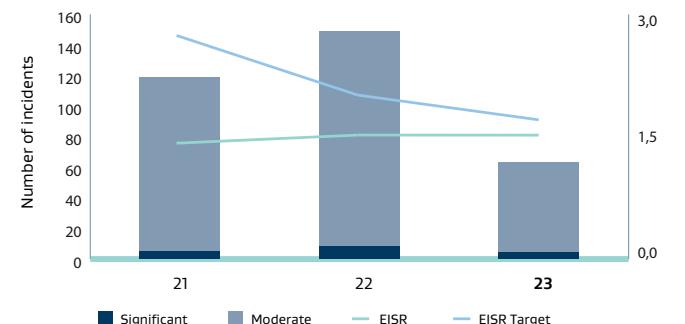
- Sasol has not experienced major environmental incidents in the last six years.
- A decrease in number of incidents reported in FY23.

## PERFORMANCE

## TRENDS

In 2015, Sasol introduced the first system for classifying environmental incidents. We have not experienced major environmental incidents in the last six years.

FY23 showed an increasing trend in total incidents compared to FY22 largely due to an increase in minor incidents at Sasol Mining. Four significant incidents were reported in FY23 compared to eight in FY22. The Energy business in FY23 contributes more than 93% of incidents. The incidents are measured against the environmental incident severity rate (EISR) target.



## RECURRING THEMES

- An analysis of the significant and moderate incidents was conducted to identify recurring themes on which we can focus to prevent environmental incidents.
- The four significant environmental incidents reported in FY23 are all allocated to the Sasol Energy Business. These were related to the failure of pipelines (one), loss of containment (release) of contaminated water into a watercourse from a storage facility (one); and gaseous release (two).
- The 62 moderate environmental incidents reported for FY23 were grouped into themes to identify the frequency of occurrence. Dominant causes of moderate incidents are mainly due to overflow of storage structures as well as spillages.



## MANAGING OUR ENVIRONMENTAL FOOTPRINT // Air quality management



## OUR COMMITMENT //

We acknowledge the link between our activities and air quality and the need to act responsibly in managing our impacts in the regions in which we operate. We have a holistic air quality management approach, which is appropriately informed by internationally accepted practices.



## PERFORMANCE

## OUR AIR QUALITY LANDSCAPE

Our Southern African operations are dependent on coal and gas as primary feedstocks, with our Natrex facility in Sasolburg reliant on crude oil. Outside Africa, our international operations depend on a diverse feedstock portfolio including coal, gas and crude-oil derived feedstock.

The emissions from our coal feedstock technologies in South Africa make up the greatest portion of our

contribution to the relevant airsheds. Sasol has committed to reduce its dependence on coal, as part of our decarbonisation strategy. Over time, this strategy is expected to have a significant positive impact on our atmospheric footprint.

The contribution to emissions of our North American, Eurasian and Mozambique operations has been marginal compared to that of our South African operations.

## Managing air quality in South Africa

In FY23, we continued our efforts to reduce our impact on air quality. These are focused on compliance with regulatory requirements to retain our licence to operate; innovative solutions; and constructive engagements with stakeholders including our fenceline communities and regulatory authorities.

## RETAINING OUR LICENCE TO OPERATE

We continuously monitor emissions from our plants and the impact on ambient air quality in adherence to the conditions of our existing Atmospheric Emission Licences, as reported, amongst others, via our annual compliance reports submitted to the regulatory authorities. We have made significant progress towards compliance with the Minimum Emission Standards (MES). These are improvement standards prescribed for specific substances related to specific activities and 98% of our emissions sources are complying with the standards. We are advancing our commitments as outlined in our air quality compliance roadmaps and are in the last stretch of this journey to meet the same standards for newly designed plants by 1 April 2025. We disclose our compliance challenges and collaborate with the authorities in addressing these. Refer to the environmental compliance section on page 52 for details on our environmental compliance.

## COMMUNITY ENGAGEMENT

We appreciate that our activities have an impact on the environment and on our fenceline communities. Our aim remains the creation and preservation of sustainable value informed by stakeholder engagements, responding to stakeholder expectations and being transparent regarding our commitments and performance. Accordingly, in December 2022, January and June 2023 we engage transparently with our communities in Sasolburg and Secunda on our performance and ongoing air quality improvement efforts.

## OUR GROUP APPROACH

Our SHE policy underpins our risk-based approach to mitigate and improve our atmospheric footprint relating to air quality management and ambient air quality improvement.

This includes our ongoing efforts to prevent pollution and enable ambient air quality improvement through legal compliance and the application of our duty of care.

We remain committed to engaging and collaborating with our stakeholders on our improvement commitments and associated progress. To this end, we participate constructively in policy and regulatory development processes as well as in community initiatives. We monitor our performance, report to the authorities thereon and disclose appropriately to our stakeholders.

## INNOVATIVE SOLUTIONS

We implemented abatement projects that use the latest technologies that are compatible with our mature plants. Examples include:

- Co-feeding biosludge to gasification at our Secunda Operations (SO) – a stream that is currently incinerated is intended to be routed to our gasification process where we anticipate deriving syngas from biosludge with the objective of moving up the waste hierarchy;
- Investigating alternative treatment solutions for High Organic Water (HOW) at SO – studies are in progress investigating routing this stream to gasification or bio-basins to divert the stream from incineration and improve air quality;
- Working with third parties solution providers for our High Sulfur Pitch waste stream to route the stream away from landfill or incineration options;
- Committing to the continuous reduction of emissions and the improvement of air quality. To this end we have adopted an integrated approach to emission reduction and decarbonisation.

## ENGAGEMENT WITH AUTHORITIES

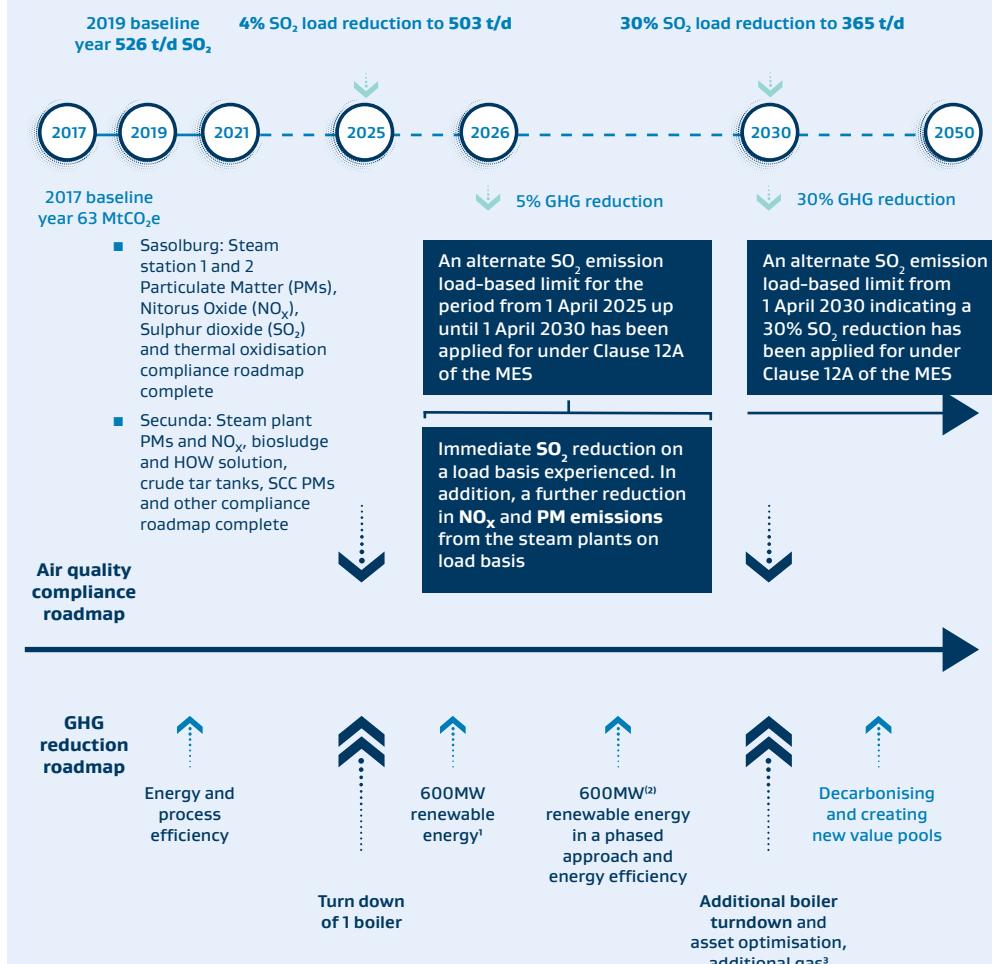
We support government's policy and regulatory endeavours to improve air quality and we engage constructively in this regard at local, provincial and national level. We are participating in the development of the Highveld Priority Area Air Quality Management Plan and the review of Section 21 of the National Environmental Management: Air Quality Act (NEM:AQA), 39 of 2004. In the latter part of 2022, we voluntarily engaged with the National Environmental Consultative and Advisory Forum for air quality licences and compliance. The forum was established by the Minister of Department of Forestry, Fisheries and the Environment (DFFE). Sasol's approach to air quality management was discussed with the forum as part of its consultative work and submissions were made for the forum's consideration towards enabling sustained compliance and ambient air quality improvement aligned with the objectives of the NEM:AQA and the MES. During this reporting period, all of our operations also engaged with the office of the National Air Quality Office (NAQO) regarding the performance of our operations and disclosed information requested by the NAQO for purposes of improving ambient air quality. We have also co-operated with the hydrogen sulphide (H2S) task team that was established by the NAQO. We also engage in the Free State's Climate Change Adaption Plan development process.

Our Future Sasol ambition is to "Grow shared value while accelerating our transition to net zero". Appreciating the growing urgency to slow climate change, we have committed to reduce our dependence on coal as part of our decarbonisation journey. Synergistic to this ambition, we have identified initiatives to reduce our overall environmental footprint specifically with the objective to reduce our emissions and improve air quality.



## MANAGING OUR ENVIRONMENTAL FOOTPRINT // Air quality management CONTINUED

## INTEGRATED ROADMAP OBJECTIVES AND TIMELINES

<sup>1</sup> 200MW is Sasol's portion of the initial procured 600MW in partnership with Air Liquide.<sup>2</sup> Having sold part of the Air Separation Units (ASUs) to Air Liquide, 800MW represents Sasol's consumption of the total 1 200MW target for Secunda.<sup>3</sup> An additional approximately 40 – 60 PJ/a gas if economically viable.UPDATE ON OUR SO<sub>2</sub> APPLICATION TO BE REGULATED VIA ALTERNATIVE LOAD-BASED EMISSION LIMITS UNDER CLAUSE 12A OF OUR MES

Since 2015, we have implemented several projects at Secunda, Sasolburg and Natref, to progressively reduce emissions to comply with the MES. We have spent more than R7 billion over the last five years on emission reduction projects. As such, we have achieved MES compliance for 98% of our emission sources at these operations. The remaining sources (2%) are part of our ongoing journey to enable MES compliance by 1 April 2025. The only remaining challenge relates to achieving the concentration-based limit for sulphur dioxide (SO<sub>2</sub>) emissions from the boilers at the SO<sub>2</sub> steam plants.

We do, however, have a solution to enable SO<sub>2</sub> to effectively reduce its SO<sub>2</sub> footprint from the boilers at its steam plant to optimally improve ambient air quality. This is through the implementation of an integrated air quality and GHG reduction roadmap, as represented on the diagram on the left, which includes an integrated design to enable the achievement of multiple environmental improvements and with SO<sub>2</sub> reduction as a key focus. The integrated roadmap involves the turning down of boilers, reducing coal usage and ramping up our imports of renewable energy to 1 200MW by 2030, which is aligned to Sasol's strategy. A reduction in emissions, through the implementation of energy efficiency projects can already be seen and we are progressing the deployment of more than half of the committed renewable energy target from 2025 onwards.

To enable the implementation of our SO<sub>2</sub> solution, we will need to be regulated via Clause 12A of the MES. Clause 12A of the MES provides for an existing plant, such as SO<sub>2</sub>'s steam plant, to be regulated on an alternative emission load, as opposed to the current concentration-based limit (the mass of pollutant per cubic metre of air emitted) specified in the MES. We applied to the NAQO in June 2022 to be regulated on alternative load-based limits for the SO<sub>2</sub> emissions generated from the boilers at SO<sub>2</sub>'s steam plants from 1 April 2025 onwards.

On 11 July 2023, we were informed that the NAQO had refused the Clause 12A application of June 2022 and on 31 July 2023, we submitted an appeal on the decision to the Minister of DFEE, as provided for in Section 43(1) of the National Environmental Management Act, 107 of 1998.

[www.sasol.com/air-quality/](http://www.sasol.com/air-quality/) For more information relating to our SO<sub>2</sub> journey refer to "Our SO<sub>2</sub> compliance journey" [www.sasol.com/air-quality/](http://www.sasol.com/air-quality/)

Atmospheric emissions kiloton (kt)	2023	2022	Reasons
PM	7,63	8,22	SO: 17% reduction (FY22 – FY23) as a result of the abatement installation of an additional three Electrostatic precipitators (ESP)s on the East plant. Sasolburg Ekandustria Operations (SEO): Reduction associated with the upgrade of ESPs as part of the abatement project for SEO.
NO <sub>x</sub>	122,04	118,70	SO: FY23: 3% increase (FY22 – FY23) due to higher steam production rates on average.
SO <sub>x</sub>	166,88	161,87	SO: Slight increase in SO <sub>x</sub> emissions for FY23 due to the higher steam production rates. The intensity however is comparable with the previous year considering the marginal changes in the sulphur content of the coal. SEO: Slight increase in sulphur emissions due to the higher sulphur content in the coal.
Volatile organic compounds (VOC)	13,42	26,30	SO: 49% decrease in VOC emissions due the completion of the drains installation projects.



## MANAGING OUR ENVIRONMENTAL FOOTPRINT // Air quality management CONTINUED

## AIR QUALITY OFFSETTING PROGRAMME

We are committed to implementing the second phase of our offsetting implementation plan which is focused on the reduction of PM and SO<sub>2</sub> pollution in the surrounding communities.

The plan includes a comprehensive education and awareness campaign, covering the public and schools. The school awareness campaign consisted of 26 primary schools within the communities of Govan Mbeki Local Municipality. The campaign created a positive impact as learners were introduced to in-depth concepts of air quality. Engagements sessions and door-to-door campaigns were conducted for 1 552 households for Embalenlle and 2 400 for Lebohang. The impact of the programme was bolstered by the publication of these relevant topics, in local newspapers, in three regional languages.

SEO's offset programme made good progress in 2023. It included the construction of a 1.6km road in the Zamdela area, with an aim of reducing dust pollution (particulate matter) associated with vehicles travelling on the road. SEO and Natref cut about 4.4 million m<sup>2</sup> of grass and removed some 1 040 ton of biomass around the Sasolburg area. This resulted in avoiding approximately 6.6 tons of PM10, 5.2 tons of PM2.5 and 0.62 tons of SO<sub>2</sub> emissions. Similarly, around 3 080 tons of domestic waste was removed resulting in approximately 21.27 tons of PM10, 22.5 tons of PM2.5 and 2.95 tons of SO<sub>2</sub> emissions being avoided.

## AIR QUALITY ABATEMENT ACHIEVEMENT: PROGRESS OVER THE LAST YEAR

In FY23, we progressed with the implementation of our air quality compliance roadmap, with the following achievements:

## PM EMISSION REDUCTION

Improvements for PM reduction within Secunda, Sasolburg and Natref Operations include:

- At SO, we retrofitted 12 out of 17 ESPs and recorded an improvement of 17.6% from 2022; and
- At SEO's Steam Station plants, we upgraded seven of the 12 ESPs, with one boiler being retrofitted at our Steam Station 1 plant.

NO<sub>x</sub> EMISSION REDUCTION

- Three additional low NO<sub>x</sub> retrofits at our boiler fleet were completed during the reporting year at SO, with the roll-out of the remainder of the fleet on track to be fully compliant with the MES limit.
- At SO, low NO<sub>x</sub> burners were installed on six of the 12 operational boilers, with two low NO<sub>x</sub> burner installations currently in progress.

## TOTAL VOLATILE ORGANIC COMPOUNDS (TVOC) REDUCTION

As part of Sasol's overall VOC-reduction roadmap, we completed the SO TVOC drains project, commissioning and reaching beneficial operations was achieved in all four phases of the project.

SO<sub>2</sub> EMISSION REDUCTION

Our boiler turndown plan will result in reducing our demand for boiler coal, thereby realising the potential to reduce our sulphur dioxide load release into the receiving environment. [www](#) For more information refer to NAQO's decision on our Clause 12A appeal together with our response [www.sasol.com/node/6026](#).

## INCINERATOR REDUCTION

We continue to review the sustainable alternative method to incineration for the handling of the Sasolburg waste streams.

For more information on our progress on air quality offset and abatement, refer to [www](#) [www.sasol.com/air-quality/](#)

## AIR QUALITY ABATEMENT ACHIEVEMENT: TOWARDS 2025

PMs, NO<sub>x</sub>, SO<sub>2</sub>, VOCs

We are on track with our air quality compliance roadmaps to achieve compliance with the new plant standards in 2025:

- Installing low NO<sub>x</sub> burners on the remaining coal-fired boilers in SO and SEO aimed at reducing boiler NO<sub>x</sub> emissions;
- Installing high-frequency controllers on the ESPs of the remaining boilers in Secunda and Sasolburg to reduce PM emissions;
- Installing abatement equipment at the Synfuels catalytic cracker stack within SO;
- Streamlining of SO blending facilities to meet the SO<sub>2</sub> standard at SEO;
- Installing VOC abatement equipment at the crude tar tanks within SO;
- Reducing hydrocarbon releases from our phenosolvan and depitcher vents;
- Abating hydrocarbon release to atmosphere via the coal tar filtration west stack at Secunda;
- Finalising the routing of the biosludge from incineration to gasification;
- Confirming the sustainable alternative method to incineration for the handling of the Sasolburg waste streams; and
- Finalising solution for our HOW waste stream.



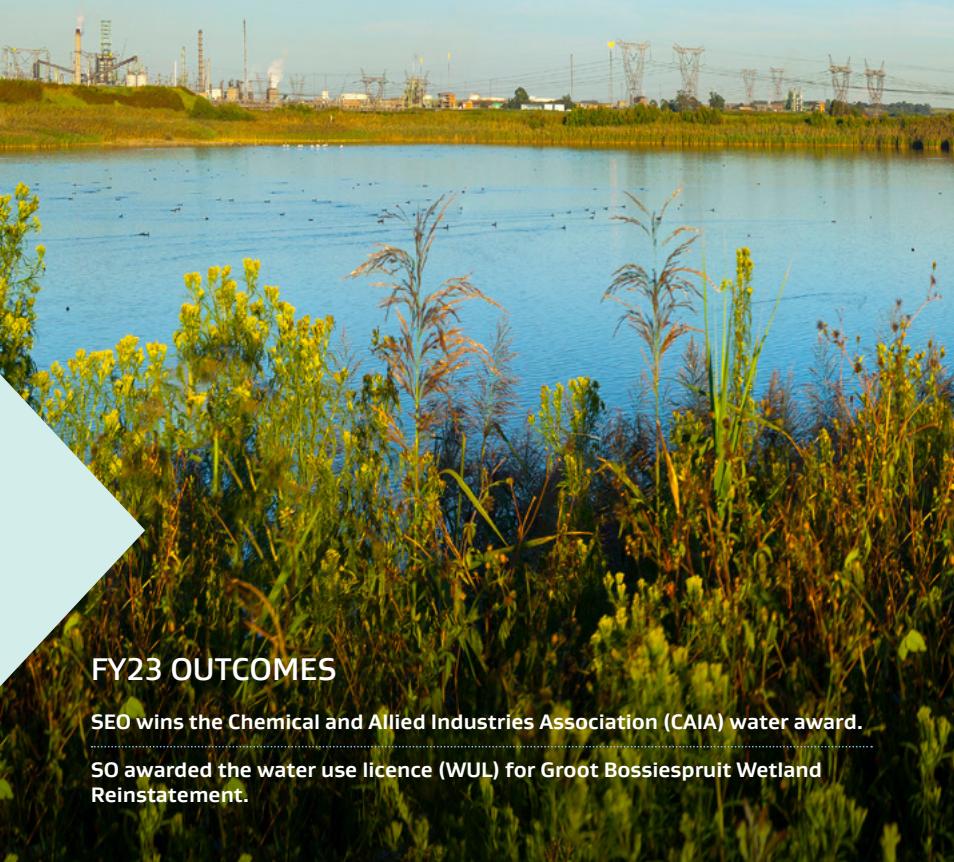


## MANAGING OUR ENVIRONMENTAL FOOTPRINT // Water



## OUR COMMITMENT //

Sasol is committed to responsible use of natural resources, preventing pollution and degradation by exercising our duty of care in respect of quality of air, water, land and biodiversity. We rely heavily on water for our processes and consider it a precious resource.



## FY23 OUTCOMES

**SEO** wins the Chemical and Allied Industries Association (CAIA) water award.

**SO** awarded the water use licence (WUL) for Groot Bossiespruit Wetland Reinstatement.

## OUR GROUP APPROACH

Water management is important to Sasol, especially in our South African operations as it is located in a water stressed area. Our approach to water management includes continuous monitoring, measuring and reporting.

We are a signatory to the UN Global Compact CEO Water Mandate and have adopted the Mandate's Water Stewardship Framework in responding to water risks.

Sasol is committed to improving our water use efficiency and pollution prevention initiatives whilst partnering with host governments and others to resolve water related challenges in the catchments within which we operate.



ENVIRONMENT

- Active monitoring of progress against short-term water targets.
- Achieved a B rating for our CDP Water disclosure score.

## PERFORMANCE

## OUR CDP WATER SCORE

Since 2010, Sasol has been voluntarily reporting to the CDP Water disclosure initiative. Over the years, our score has been better than the African region average. We are now scored in the Chemical sector. As our disclosure is for the previous financial year, it lags our annual reports by a year. In 2022, we regressed to a B score and it remains within the management band, which is higher than the Africa regional average of B- and the same as the Chemicals sector. We have identified the gaps to improve on this score and one of the biggest gaps, was the lack of a focused water policy, which has since then been finalised specifically for our Energy Business.

[www.sasol.com/index.php/investor-centre/sustainability-reporting](http://www.sasol.com/index.php/investor-centre/sustainability-reporting) For more information on our CDP submission refer to [www.sasol.com/index.php/investor-centre/sustainability-reporting](http://www.sasol.com/index.php/investor-centre/sustainability-reporting)

## WATER TARGETS AND COMMITMENT FOR SASOL ENERGY

The Sasol Energy Business approved the methodology to develop short-term (Phase 1) and long-term (Phase 2) water targets. The Phase 1 targets for the three largest waters using operating model entities of Sasol Energy being, Secunda Operations (SO), Sasolburg Ekandustria Operations (SEO) and Mining are being implemented. The following table outlines the progress made against the short-term targets and commitments.



## MANAGING OUR ENVIRONMENTAL FOOTPRINT // Water CONTINUED

● Unlikely to be achieved
 ● In progress
 ● Likely to be achieved

	SHORT-TERM WATER TARGETS AND COMMITMENTS	STATUS	COMMENTS
OME			
SO	Maintain the condition based water intensity (receiving feedwater <300 uS/cm) at the FY16 baseline of 11,3 tons of water per ton of saleable product.	<span style="color: green;">●</span>	SO's average water intensity for FY23 is 10.61 which is a 1.67 cubic meter per ton ( $m^3/t$ ) improvement against the average water intensity that was achieved in the corresponding time, last year. SO's good (better than target) water intensity performance is predominately on account of lower-than-average water intake for the corresponding production numbers. An average water saving of 23ML/d were observed for FY23 when compared to FY22 average total abstraction. The first half of the year's water abstraction were penalised by increased steam to oxygen ratios at gasification on account of poor coal quality resulting in higher demand for HP steam and low production numbers. The second half of the year's water intensity were supported by improved production, low Rand Water intake and good raw water quality from Grootdraai Dam.
	Develop a water loss reduction strategy to address unaccounted water losses by 2025.	<span style="color: orange;">●</span>	SO technical is busy with a potable water usage validation in an effort to identify potential unmetered losses. Data consolidation and analysis have been completed for all sites that are metered. Opportunities to reduce losses have been identified and attended to. Future opportunities being considered is to install smart meters to enable live monitoring, leak detection and high use analysis.
	To work towards achieving green drop certification status by 2025.	<span style="color: green;">●</span>	Findings and areas identified for improvement from the 2022 Department of Water and Sanitation (DWS) Greendrop audit report are being actioned to achieve SO Greendrop certification targeting the 2024 Green Drop audit planned by DWS.
	Support multi-stakeholder catchment assessments to identify opportunities to advance management of the Upper Vaal including Waterval catchment.	<span style="color: orange;">●</span>	Through a multi-stakeholder approach, a study to better understand the deterioration in feed water quality from Grootdraai Dam has been commissioned. This study is being implemented in collaboration with the DWS, Rand Water, Eskom and the Water Research Commission (WRC). SO has committed R1.5 million over a period of three years and WRC committed R500 000. Rhodes University has been appointed as the service provider to execute this study and have recently completed Phase 2 of this study by securing data agreements from stakeholders, developing a water quality model for the catchment and considering land use activities and climate change trends in scenario development. The next phase will involve capacity building to use the model and producing key action plans to improve water quality in the catchment.
	Commit to continue beyond fence-line involvement in communities to address water, sanitation and other priorities.	<span style="color: green;">●</span>	In an effort to provide safe, clean and drinkable water that support better health, Social Investment had the following initiatives and programmes implemented: <ul style="list-style-type: none"> <li>Supplied 40 water tanks to rural schools in Mpumalanga and Mozambique;</li> <li>Invested R25 million in the Leandra Sewer project;</li> <li>Invested R52 million in the Charles Cilliers Water Supply pipeline;</li> <li>Invested R58 million in the Greylinstad Waste Water Treatment Works (WWTW) and reticulation network; and</li> <li>Invested R4.1 million in rural water provision.</li> </ul>
SEO	A 7.5% reduction in fresh-water usage for production on the Sasolburg sites by end of 2025 as measured against a FY21 baseline. This physically equates to a reduction in water use of 4ML/day or to operate within a maximum water consumption of 50ML/day as measured against a FY21 baseline.	<span style="color: orange;">●</span>	The FY23 consumption was 52.2ML/d which was above the 2025 target of 50ML/d. The consumption was higher when compared to FY22 which was 50.4ML/d. The reason for the higher usage was due to the final effluent recycle to fire water which was stopped in December 2022 due to equipment reliability issues. The focus areas to achieve the FY25 target are to maximise the dedicated domestic sewer re-use and use of final effluent to fire water. A project to reuse additional treated domestic and industrial wastewater as cooling water is also being scoped, which could be implemented to sustainably meet the 2025 target.
	To continue in pursuing the existing potable water target for the Sasolburg sites of an average monthly use of 150ML/month (approx. 5ML/day) over a financial year by end of 2025.	<span style="color: orange;">●</span>	An average monthly use of 199ML was reported during FY23. This is above the 2025 target of 150ML per month. This is higher than the average monthly usage of 168ML during FY22. The increase was attributed to the Zuikerbosch partial line replacement project and flooding and maintenance of the Vaal Pump Station which necessitated supplementing raw water for production with potable water.
	To continue to actively drive water loss reduction programs by addressing water leaks which are within operational control.	<span style="color: green;">●</span>	A portion of the Zuikerbosch raw water supply line was replaced. This reduced water losses substantially. A project was also launched to replace sections of the Midland firewater systems to reduce leaks.
	Maintaining SEO's Green Drop Certification for the Sasolburg Bio-works.	<span style="color: green;">●</span>	A WWTW process audit, conducted by the Water Group and IX Engineers was completed. The report contains recommendations and findings which will be addressed. This supports the drive to maintain the Green Drop certification. Current systems are maintained.
	Providing support to multi-stakeholder catchment assessments to identify opportunities to advance management of the Upper Vaal.	<span style="color: green;">●</span>	SEO signed a Memorandum of Understanding with Rand Water to investigate the feasibility for an offtake of treated effluent from the Sedibeng works as an alternative source to river water. A revised price offer from Rand Water has made the business case favourable. SEO has agreed to providing Rand Water with a Letter of Intent to develop the project for bankability.
	Continuing beyond fence-line involvement in communities where appropriate to address water, sanitation and other environmental priorities.	<span style="color: green;">●</span>	SEO continued to support the Metsimaholo Local Municipality through the funding of a greater Sasolburg/Zamdela sanitation system review to determine opportunities to reduce loss of containment of raw sewage as well as reduce stormwater ingress which hydraulically overloads the SEO WWTW during high rainfall.
MINING	To ensure potable water use does not increase more than 15% against FY19 baseline of 1520ML by FY25.	<span style="color: green;">●</span>	Mining's potable water use for FY23 was 1 616ML, thus meeting the target set.



## MANAGING OUR ENVIRONMENTAL FOOTPRINT // Water CONTINUED

## LICENCE APPLICATIONS

## MAINTAINING COMPLIANCE WITH WATER USE AUTHORISATIONS:

- SO continues to collaborate with the DWS in the process to renew and introduce amendments to its WUL. Engagements were previously initiated which allowed Sasol the opportunity to demonstrate the preparedness to work through the technical information with the DWS, thereby helping to facilitate the processing of the WUL application. Site visits and engagements were conducted during November and December 2021, 28 February 2022 and 14 October 2022. At the end of October 2022, the DWS provided an additional list of technical information. The additional information is quite extensive to collate and prepare, which led to the closure of the application. The DWS advised SO to initiate a new application, which will allow SO to collate and prepare the required information. The repair of process water dam 10A was completed. While filling the dam to full capacity, it was clear that some additional strengthening of the dam wall was needed to ensure the dam could be used at full capacity. The approved professional advised on the safe level at which the dam could be used while the additional engineering designs and measures can be concluded and implemented. The additional work is planned for the 2023 dry season. A process water treatment plant was successfully constructed to address a portion of surplus process water and is currently in the operational phase.
- To meet the conditions of our WUL for SO at the end of 2020, we implemented additional lining measures for Nitro dams four and five. We are also working on a detailed engineering plan for the Groot Bossiespruit Wetland Reinstatement. This work is part of SO's WUL Application, which was issued by the DWS on 2 May 2023, after it met all relevant requirements. We await the outcome of several licence amendment applications for our Mining Business. See the environmental compliance section for more details.
- Excessive rainfall in November 2022 placed significant pressure on SO's effluent storage balances requiring approval from authorities to allow for limited controlled releases to protect storage infrastructure.

Water use million metres cubed m³	2023	2022
River water use	87,8	101,8
Potable water use	11,3	13,5
Desalinated water	3,6	4,2
Other water use	11,4	13,1
<b>Total water use</b>	<b>114,1</b>	<b>132,6</b>

Increase ▲ Decrease ▼ No change —

The decrease in Total Water used for FY23 compared to FY22 is largely attributed to an improved river water quality following favorable rains resulting in less water use per volumes of steam generated at SO. For SO, the first half of the year's water demand increased due to higher steam requirements on account of poor coal quality used at gasification. The second half of the year's water demand decreased as a result of improved production and improved river water quality from Grootdraai Dam, further, SO experienced frequent potable water supply interruptions due to infrastructure maintenance resulting in reduced volumes of water supplied by Rand Water for process application. Other water use decreased due to less water use from Eurasian Operations.

## RIVER WATER AVAILABILITY

## ENABLING SUSTAINABLE SUPPLY OF WATER FROM THE INTEGRATED VAAL RIVER SYSTEM (IVRS):

- The storage levels in the IVRS have recovered well in the past two years thus reducing risks to supply in the short-term, however, medium to longer term risks still persists. Delays in the implementation of the Lesotho Highlands Water Project Phase 2, slow progress by municipalities in reducing water losses and limited progress in eradicating unlawful water use presents future risk of restrictions being placed on users of the IVRS.

## RIVER WATER QUALITY

## ENABLING AN ADEQUATE QUALITY OF WATER SUPPLIED FROM THE IVRS:

- In the past year, the quality of water supplied to SO improved due to good rainfalls in the catchment. The primary source of this water is Grootdraai Dam and its associated transfer system. However, we expect this to deteriorate in the dry season and have adopted a collaborative approach to resolving these challenges.
- Sasol is supporting a partnership with the Water Research Commission and Rhodes University to address water quality challenges in the Grootdraai Dam Catchment supplying water to SO. The research is identifying and prioritising opportunities to improve water quality in the catchment.

## CHEMICAL OXYGEN DEMAND (COD) ON WASTEWATER DISCHARGES

- Aligned with information reported on the DWS Integrated Regulatory Information System (IRIS) we report on the SEO barrage effluent discharge and SO's U53 discharge.
- Total COD discharged decreased in FY23 when compared to FY22.

	2023 COD tons/ year	Compliance limit		2022	2021
		COD (mg/L)	COD tons/ year	COD tons/ year	COD tons/ year
SO	168	75	187	156	74
SEO	350	75	1065	442*	365
<b>Total</b>	<b>518</b>		1 252	598	439

\* SEO FY22 data has been restated due to system discrepancies



## MANAGING OUR ENVIRONMENTAL FOOTPRINT // Waste



## OUR COMMITMENT //

Sasol is committed to improving our waste management by moving up the waste hierarchy by reducing, reusing and recycling the wastes we generate.



## FY23 OUTCOMES

Optimisation of operational cost of waste during plant shutdown resulted in cost avoidance of R25 million.

## OUR GROUP APPROACH

We continue to explore ways to improve on waste management practices, notably in implementing waste minimisation initiatives and alternative usage solutions.

Most waste disposal practices have been discontinued and the legacy sites closed. Rehabilitation of closed sites is either planned, underway or completed.



- 48% of hazardous waste recycled at Sasolburg Ekandustria operations (SEO).
- Alternative methodologies to reduce and reuse waste at Secunda operations (SO) and SEO.
- SO continues to bioremediate API sludge.

## PERFORMANCE AND INITIATIVES

## SOUTH AFRICAN OPERATIONS

## MINIMISE WASTE TO LANDFILL AND DRIVE WASTE BENEFICIATION OPPORTUNITIES.

SEO continued with its landfill avoidance drive, with 48% of its hazardous waste generated in 2023 (July 2022 – May 2023), compared to 29% in 2022. Two projects are underway at SEO to divert the high sulphur pitch waste stream from landfill. The one involves producing a product suitable as alternative fuel resource and the other incineration.

SO continues to divert waste from landfill. To date a total of 40% of waste was diverted in FY23 which is in line with FY22 performance (57% disposed; 3% avoided). In FY23, SO focused on the management of sludges by prioritising diversion from landfill with an additional benefit of cost avoidance. API sludge continues to be bioremediated.

Waste kilotons (kt)	2023	2022
Hazardous waste generation	277	255
Non-hazardous waste generation	207	223
Total recycled waste	139	131
	Increase	Decrease
	No change	

The increase in hazardous waste generated is largely attributed to the shutdown at SO. Non-hazardous waste decreased due to operational challenges at SO. The increase in recycled waste is largely due to SEO's implementation of the recycling Vinyl Chloride Monomer waste water that commenced in FY23 as opposed to being landfilled in the previous years.

## REDUCING THE OPERATIONAL COST OF WASTE STREAMS

During FY23, SO optimised the operational cost of waste generated during shutdown from two business units by managing the waste at its own authorised onsite waste facilities. This resulted in a sustainable cost avoidance of R25 million. SO continues to investigate opportunities to divert waste from landfill with three large volume waste streams targeted for FY24, with one stream requiring Department of Forestry, Fisheries and Environment (DFFE) approval through the exclusion process.

A potential cost saving project at SEO was completed where the brine sludge/filter cake from Chlorine plant was identified as suitable to be blended into the legacy ash sold. This will save not only on disposal costs, but also transport costs. A similar project with coal clinkers was also run.

The projects will be implemented once the commercial aspects have been finalised.

Operational costs at the SEO Wax catalyst manufacturing plant were reduced by changing service providers.

An application for the exclusion from the definition of waste for the riddlings from the Steam Stations has been submitted to the DFFE. If successful, one of SEO's largest waste streams will be diverted from landfill.

We continued to engage with third-party waste vendors to reduce the risks associated with our waste streams.

## ASH BENEFICIATION SUPPORTING

Making ash available in line with government expectations to support an ash beneficiation sector. Sasol continued to sell ash into the market, the volume however reduced when compared to FY22 due to the availability of legacy coarse ash. The coarse ash volumes available have largely been reduced. The fine ash sales however increased in FY23. Projects are ongoing to find ways to utilise the ash generated at SEO.

## CONSERVATION OF VALUABLE NATURAL RESOURCES

SEO continued bioremediating its biosludge in FY23. A total of 13,5kt was bioremediated by a third party.



## MANAGING OUR ENVIRONMENTAL FOOTPRINT // Land and biodiversity



## OUR COMMITMENT //

We have a commitment to responsible use, preventing pollution and exercising a duty of care in respect of managing land and biodiversity in the areas we operate, including our fenceline communities.



## FY23 OUTCOMES

Sasol Energy Business partnered with the Endangered Wildlife Trust (EWT) to advance biodiversity practices including undertaking a biodiversity footprint assessment for SO and SEO applying the Biological Diversity Protocol (BDP).

For the latest Biodiversity Disclosure Report released in June 2023, Sasol Limited ranked a credible 7th best out of 294 JSE-listed companies and SOE in terms of biodiversity disclosure. While we see this as a commendable achievement, we recognise the score is still low at 11 out of a maximum of 32.

## OUR GROUP APPROACH

We address land risk and associated contamination liabilities by managing the Group top risk of major SHE incidents. Across all our operations and projects, we undertake continuous monitoring of the environment, including ecological, groundwater, soil, noise and air monitoring.

We recognise the interconnectedness of biodiversity loss and climate change and the urgent need to include biodiversity in our short- and long-term ambitions. To do so, we need to fully understand our biodiversity footprint.



## PERFORMANCE AND INITIATIVES

We have undertaken a Biodiversity Footprint Assessment (BFA) at two of our largest operations in South Africa, namely Secunda Operations (SO) and Sasolburg Ekandustria Operations (SEO). The objective is to set biodiversity targets with the goal of maintaining and/or enhancing biodiversity.

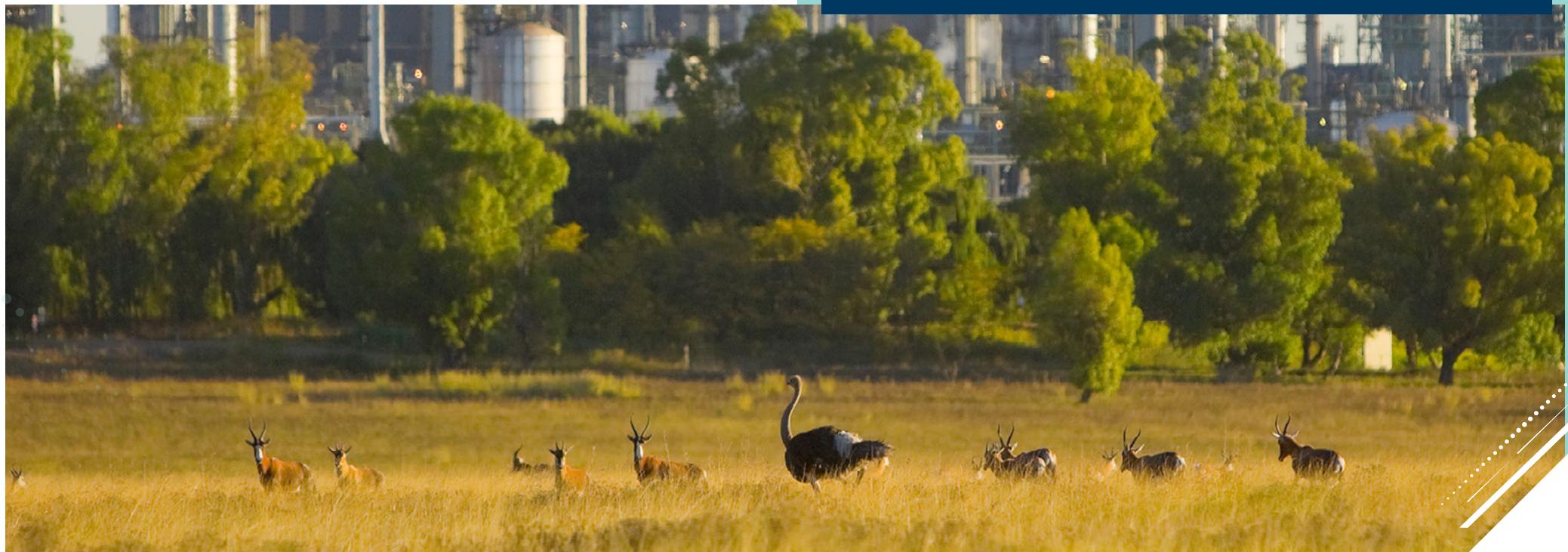
## OUR BIODIVERSITY INITIATIVES

- Over the years, SO has dedicated resources to research, monitor and manage its natural biodiversity assets in the semi-natural secondary area, which includes water and wetlands. Information is collated in a 'status of biodiversity' report which describes the trends of various indicators. In compiling the report, we focus on what are termed 'headline indicators for biodiversity' against a predetermined desired state or target.
- SO has commenced with establishing the state of ecosystem health based on key indicator groups such as Odonata (dragonflies). Insects play a vital role in all terrestrial and freshwater ecosystems. Their role in supporting the diversity of the ecological processes on which life depends is significant. Odonata are less diverse than other insects, which makes them a good group to use as indicators for system health.
- SO has authorised a large wetland rehabilitation initiative that will also contribute to improving other wetland functions like water purification and biodiversity improvement.
- SO continues to contribute and support, through scientific assessments and reporting the terrestrial biodiversity monitoring at the Ramsar wetland conservancy, Verloren Vallei.
- To preserve biodiversity for future generations, we continue to manage two nature reserves near Sasolburg, hosting 14 species of game including gemsbok, eland, giraffe, springbok, impala and black wildebeest.
- We are excited to announce the birth of four rhino calves on our Secunda site, after their mothers were saved from a severely poached area.
- The British Broadcasting Corporation conducted filming a third serval documentary in Secunda. It is expected to be released in 2025.
- Sasol Chemicals has issued a palm oil policy that is aimed at sustainable production and ensuring responsible sourcing of palm oil, palm kernel oil and derivatives. Palm oil production is associated with deforestation, biodiversity loss, soil erosion and water pollution, which contribute to climate change. Sasol supports and commits to the recent Principles & Criteria set by the Roundtable on Sustainable Palm Oil, of which we are a member.

MANAGING OUR ENVIRONMENTAL FOOTPRINT // Land and biodiversity CONTINUED

## MOZAMBIQUE

- We made payment of bush clearing fees to the Government of Mozambique in compensation for the trees of economic value removed during projects.
- We restrict activities (construction of flow lines, access roads and well pads) in sensitive areas such as wetlands, coastal dunes, areas with sensitive vegetation or animals.
- Across Sasol's licence areas, we establish buffer zones within which specified activities are prohibited or restricted.
- We monitor our sites in project areas to check for the presence of invasive species and distribute pamphlets in project areas.
- The seismic lines created during our 2016 seismic survey have recovered fully, with 100% vegetation coverage. Since this has been approved by the authorities, no further ecological monitoring is required.
- The seismic lines rehabilitated in 2020 on the PT5-C licence continue to demonstrate excellent recovery. Some of the lines are achieving 100% vegetation recovery. We continue to monitor the rehabilitation process.



## FEATURE STORY

## THE NATIONAL BIODIVERSITY AND BUSINESS NETWORK (NBBN) AND THE ENDANGERED WILDLIFE TRUST (EWT) PARTNERSHIP

EWT partnered with Sasol Energy Operations and Technology to assist in the journey to mainstream biodiversity into our business. Every company has both negative and positive impacts on biodiversity and through this partnership, Sasol joins other large international companies in using the Biological Diversity Protocol (BDP) to present a baseline of our biodiversity. The BDP is a project of EWT's NBBN, a network which aims to facilitate a reduction in the impact of business on biodiversity in South Africa. The BDP is the first and only to date, standardised accounting framework based on double-entry bookkeeping and designed to help any organisation consolidate its impacts on biodiversity. Using this accounting framework, Sasol will be able to track any changes for each operation and ecosystem asset in a transparent and verifiable way. A pilot assessment, undertaken as per BDP, is being finalised for the Sasol Energy operations in Secunda and Sasolburg. Once finalised the study will be used to inform our approach to advancing our biodiversity management practices including reporting and disclosure.



## MANAGING OUR ENVIRONMENTAL FOOTPRINT // Environmental compliance



## OUR COMMITMENT //

We are committed to adhering to applicable environmental regulatory requirements, consistent with our Code of Conduct and underpinned by various Sasol policies.



## OUR GROUP APPROACH

We are cognisant of the diversity of our environmental compliance obligations across the numerous jurisdictions in which we operate. This is demonstrated by our adherence to applicable local and international laws, regulations and standards. We follow a robust process of reporting and mitigating environmental incidents, including any deviations from legal requirements. Our approach is based on an incident classification system which includes assessing incidents based on their potential to create significant degradation or pollution to the environment.

We collaborate with the authorities on environmental inspections conducted at our facilities. Our responses to findings include key remedial interventions aimed at sustaining compliance.

## PERFORMANCE

We consider all our operations in reporting, therefore the following environmental report is based on key compliance challenges, noting that not all of our operations experienced key environmental compliance challenges. The following are incidents which occurred at applicable regions and our response to them incorporating our approach:

## OUR OPERATIONS

## NATREF

- In January 2023, an incident occurred at Natref's Durban Operations (NDO), Prospecton site. Crude oil seeped from a storage tank onto the floating roof of the tank. Several external odour complaints were received after the source was identified and amid the implementation of the mitigation actions. The tank was taken out of service for repair work. A Compliance Notice in terms of Section 9(1) of The Schedule Activities Bylaw was issued by the eThekweni Municipality Health Department and a directive in terms of Section 30(6) National Environmental Management Act (NEMA) was issued to NDO by the KwaZulu-Natal Department of Economic Development, Tourism and Environmental Affairs (KZN-EDTEA). The incident was reported as a Section 30 incident and the necessary responses to the compliance notice and directive were submitted to the relevant authorities. In March 2023 a site inspection was conducted at NDO's Prospecton site by KZN-EDTEA. No further administrative enforcement was undertaken.
- NATREF experienced challenges with regard to the sampling and measurement of emissions at certain sample points stipulated in its Atmospheric Emission Licence (AEL). This caused inconsistent results and required further investigation. The matter was reported to the local licensing authority. Subsequent sampling activities, at these sampling points, showed that the emissions were within limits specified in the AEL.

## SASOL MINING

- An incident occurred at the Bosjesspruit Irenedale shaft in February 2023. A lightning strike knocked out power to the shaft. This resulted in the pumps at the water sump not operating. Heavy rainfall resulted in the shaft filling up with water and this spilled into the environment. Emergency protocols were initiated to manage the incident and rehabilitation specialists were appointed to assist with clean-up. The incident was reported to the Department of Water and Sanitation (DWS).
- The Department of Mineral Resources and Energy (DMRE), Free State Region conducted an inspection at the Mooikraal mine in January 2023. The mine then received a Notice of intention to issue a Compliance Notice in terms of Section 31L of NEMA in February 2023. Sasol Mining submitted substantive representations to DMRE in response to the queries raised in the Notice and no further administrative enforcement was undertaken.
- Sasol Mining is renewing its water use licenses (WUL) at its various mines. Certain challenges have been experienced with the WUL renewal process and in particular meeting some of the onerous requirements introduced by DWS. Subsequently, one of the four water use license renewal applications for Syferfontein mine was declined. Sasol Mining has submitted an appeal on the decision to the Water Tribunal on 22 July 2022, we await feedback.

## SASOL ENERGY

- As part of the contaminated land notification process that was done in terms of Part 8 of the NEMA: Waste Act, 59 of 2008, the Department of Forestry, Fisheries and the Environment (DFFE) conducted site visits at various Sasol retail service stations. The Sasol Swartgoud retail site subsequently received a remediation order to proceed with remediation activities as recommended in the specialist reports submitted to DFFE in accordance with Part 8 of the Waste Act.
- During December 2023, in Ormonde, there was a gas leak from the pipeline at a river crossing. We reported a section 30A incident to the Gauteng Department of Agriculture and Rural Development. A verbal directive was subsequently received allowing necessary repair work to be conducted on the line.
- Illegal tapping from the Secunda Natref Integration pipeline resulted in the leakage of hydrocarbons into the environment in May 2023. Emergency protocols were initiated including necessary clean-up and remediation activities. A section 30 incident was reported to DFFE.



## MANAGING OUR ENVIRONMENTAL FOOTPRINT // Environmental compliance CONTINUED

## SECUNDA OPERATIONS

- On 27 July 2022, the National Prosecuting Authority served Sasol with a summons instituting criminal proceedings. The charges relate to historical aspects of environmental management at its Secunda Operations. The summons follows an investigation by the National Environmental Management Inspectorate, an agency of the DFFE, as reported on previously. Sasol had fully cooperated with the authorities in this investigation. The matter is presently before the courts and Sasol is adhering to the ongoing legal process.

## SEO

- Incidents of an overflow of sewage from the petro ponds due to abnormally high domestic wastewater inflow from Metsimaholo Local Municipality (MLM) occur during significant rain events. This has been reported to DWS even though the root cause lies outside of SEO's direct control. MLM infrastructure upgrades and repairs need to be made to the supporting MLM infrastructure. SEO is assisting with funds to support a study on behalf of the MLM to identify areas where stormwater ingress into the MLM owned reticulation infrastructure occurs.
- Due to high rainfall, SEO experienced higher than expected water volumes within its water management system on site. This impacted maximum authorised discharge volumes that the SEO WUL allows for. SEO engaged DWS and a verbal directive was received in December 2022 which allowed SEO to temporarily release higher discharge volumes.
- Sasolburg Operation experienced challenges with hydrogen cyanide emissions resulting from its cyanide plant. Following investigations, we made upgrades to the plant. The remaining challenge is to ensure accurate emission sampling takes place and we continue to work on this. We have engaged the local licensing officer in this regard.
- In March 2023, ammonia was released at the Bunsen Street site. Even though the duration was short, we reported this as a section 30 incident to the DFFE.

## CHINA

- In the first quarter of FY23, we received a penalty for not recording gas test data, 20 000RMB/Q2.
- For the second quarter we received a penalty for a missing record of the rainwater discharge on-line monitoring system's acceptance, 68 600RMB.

## NORTH AMERICA

- Based on the 08/01/2023 sampling, there was a reportable effluent violation of stormwater from Greens Bayou Plant in Texas. It was reported to the Texas Commission on Environmental Quality. Outfall #002 for the permitted parameter, Total Organic Carbon (TOC). The cause of this non-compliance is suspected to be related to a leaking pipe damaged by the freezing weather experienced at the Greens Bayou Plant from 22 to 25 December 2022. The leaking line was repaired, no further administrative enforcement was undertaken, the report was submitted in January 2023.





## OUR COMMITMENT //

We endeavour to meet the needs of our stakeholders by providing relevant and reliable data that is accurate and complete. It is important to ensure the highest quality of Safety, Health and Environment (SHE) and Sustainability Data (SD) assurance. A robust external assurance process provides enhanced confidence in the quality, reliability and accuracy of our SHE and SD. We are committed to transparency and providing appropriate assurance on disclosed data in line with our reporting criteria, as underpinned by our Group SHE Policy.



## OUR GROUP APPROACH

The improvement of data quality and accuracy is a continuous effort. The timeous collection of complete and accurate SHE&SD data enables both internal and external reporting. The key to ensuring the completeness and accuracy of our SHE&SD is the Sasol Group Procedure for SHE&SD reporting. The procedure has undergone a thorough review over the last year and includes augmented requirements to ensure a rigorous governance process is followed. Further to this, an additional review has been undertaken to ensure our readiness to adopt and support new reporting requirements. By leveraging the SAP Sustainability Performance Management (SuPM) module, we are able to collect key non-financial SHE&SD from an Operating model entity (OME) level. The SAP SuPM system provides us with the capability to meet the data governance requirements set out in this Sasol Group Procedure and ensures data is reviewed and approved at appropriate levels within the business.

## PERFORMANCE

## Updating of our non-financial data Procedure

The rapid and continuous evolution of the sustainability reporting landscape requires perpetual enhancing of our non-financial data reporting process to ensure that we are always aligned to latest requirements. This process, which is paramount for compiling our annual suite of reports, is similarly informed by various ESG reporting frameworks as detailed on page 1. In addition, the non-financial data reporting process is supported by Sasol's Procedure for the Measurement, Reporting and Verification (MRV) of GHGs, which has undergone rigorous review with the Businesses.

Updated ESG reporting frameworks and Sasol 2.0 makes it necessary to reconfigure our SAP SuPM system to reflect our new operating model. This also necessitated a review of the Group Non-financial Data Reporting Procedure as mentioned earlier. Key changes to the SAP SuPM systems and the Non-financial Data Reporting procedure included:

- Procedure updates for improved data management processes;
- Implementation of external audit process improvements identified in the current and previous year; and
- A review of key performance indicators (KPI) selection methodologies to enhance the reporting process.

To continuously improve our non-financial data reporting, Sasol is investigating options for our existing reporting platform. The scope and system requirements are being informed by strategic working groups focused on New Reporting Requirements and is expected to be rolled-out within the next 12 to 24 months. This will allow the organisation to collect, analyse and present non-financial data, in line with industry best practice and to ensure adherence and readiness to support the new reporting requirements.

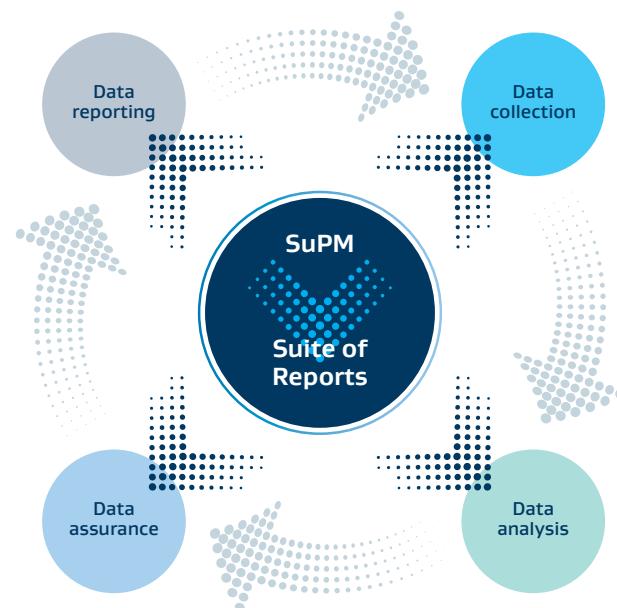
MANAGING OUR ENVIRONMENTAL FOOTPRINT // SHE and sustainable development (SHE&SD) data management and governance CONTINUED

## REPORTING ASSURANCE

A combined assurance approach was followed for the 2023 non-financial data to enhance assurance coverage and effectiveness. Deloitte & Touche/Tholisiwe continued as our external assurance provider for 2023. ETA Operations and Sarbanes-Oxley Act (SO<sub>x</sub>) controls were leveraged to augment the Deloitte and Touche/Tholisiwe external audit. SHE and non-SHE data for 2023 was assured by Deloitte and Touche/Tholisiwe, while the ETA operations audit focused on GHG emission data for calendar year 2022. The feedback from the external assurance process goes beyond the independent assurance report to the directors of Sasol Limited on page 63, in that the process enhances internal confidence in the integrity of information as presented in this report as well as lends credence to the underlying operational processes where the information is generated. The external assurance process enables improved quality of our decision-making process aligned with our Purpose to innovate for a better world.

The businesses maintain external certification including the International Organisation for Standardisation (ISO) 9001, 14001 and 45001 and third-party Responsible Care® verification. SHE regulatory compliance audits are conducted within the businesses to assist in compliance management and assurance in addition to the Group compliance programme. Majority of our German operations are ECO Management and Audit Scheme (EMAS) validated. Our operations in North America are Responsible Care® (RCMS) or ISO 14001 (RCI14001) certified.

At Sasol, we conduct a robust internal and external assurance process to enhance quality, reliable and accurate sustainability data.

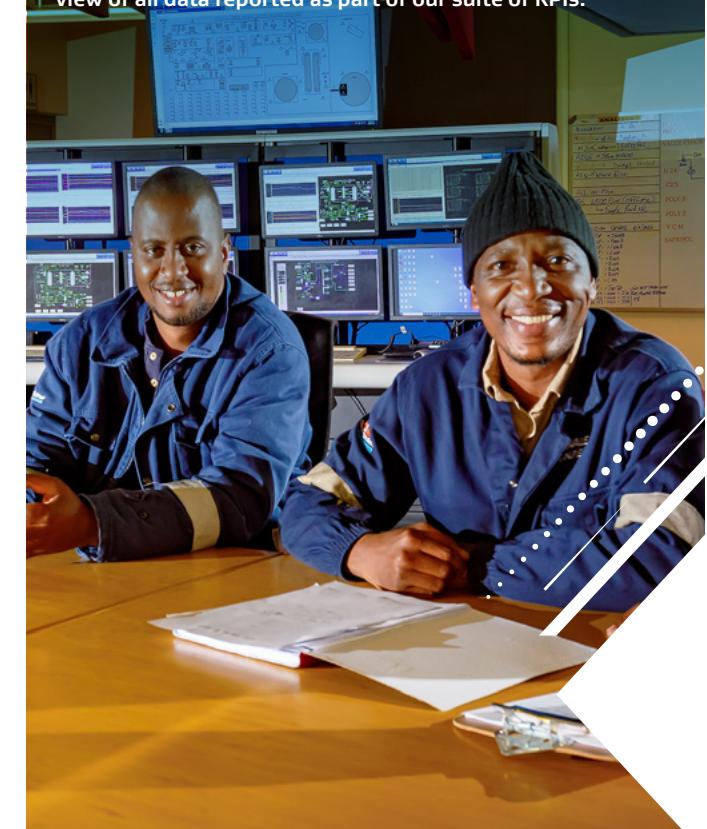


## FY23 OUTCOMES

**Under the mandate of the Group Executive Committee, a governance structure dedicated to the impact of the New Reporting Requirements (NRR) was established during FY23, to ensure fundamental alignment between Financial and non-financial data reporting teams.**

**A new dashboard and reporting platform has been introduced through the development of PowerBI dashboards for visualisation of non-financial data.**

**Improvement of non-financial data KPIs reported by the Businesses on an annual basis. The inclusion of more detailed data source information tables provides a holistic view of all data reported as part of our suite of KPIs.**



## PERFORMANCE DATA

Human Capital – Our people	2023	2022	2021	2020	LoA 2023	Footnote
Employee numbers (Group)	<b>29 073</b>	28 630	28 949	31 001,00	1	
Permanent employees	<b>28 657</b>	28 279	28 725			
Non-permanent employees	<b>416</b>	351	224			
Employee turnover (Group)	<b>1 725</b>	2 867	3 869	1936,00		
<b>Safety</b>						
<b>Recordable Case Rate (RCR)</b>	<b>0,27</b>	0,27	0,26	0,27	Limited	2
– Employee	<b>0,35</b>	0,34	0,29	0,31		
– Service provider	<b>0,22</b>	0,20	0,22	0,23		
<b>ENERGY</b>						
Recordable Case Rate	<b>0,28</b>	0,27				
– Employee	<b>0,38</b>	0,35				
– Service provider	<b>0,22</b>	0,20				
<b>CHEMICALS</b>						
Recordable Case Rate	<b>0,19</b>	0,26				
– Employee	<b>0,15</b>	0,31				
– Service provider	<b>0,27</b>	0,17				
<b>CORPORATE CENTRE</b>						
Recordable Case Rate		–				
– Employee		–				
– Service provider		–				
<b>Lost Workday Case Rate (LWDCR)</b>	<b>0,13</b>	0,10	0,14	0,11	Limited	
– Employee	<b>0,18</b>	0,12	0,16	0,14		
– Service provider	<b>0,10</b>	0,08	0,11	0,08		
<b>ENERGY</b>						
Lost Work Day Case Rate (LWDCR)	<b>0,13</b>	0,10				
– Employee	<b>0,19</b>	0,12				
– Service provider	<b>0,09</b>	0,08				
<b>CHEMICALS</b>						
Lost Work Day Case Rate (LWDCR)	<b>0,13</b>	0,15				
– Employee	<b>0,10</b>	0,19				
– Service provider	<b>0,18</b>	0,08				
<b>CORPORATE CENTRE</b>						
Lost Work Day Case Rate (LWDCR)		–				
– Employee		–				
– Service provider		–				
<b>Employee and service provider fatalities</b>	<b>2</b>	5	2	6	Limited	
– Employee	<b>1</b>	4	1	3		
– Service provider	<b>1</b>	–	1	3		
<b>ENERGY</b>						
Employee and service provider fatalities	<b>2</b>	4				
– Employee	<b>1</b>	4				
– Service provider	<b>1</b>	–				
<b>CHEMICALS</b>						
Employee and service provider fatalities	–	1				
– Employee	–	–				
– Service provider	–	1				
<b>CORPORATE CENTRE</b>						
Employee and service provider fatalities	–	–				
– Employee	–	–				
– Service provider	–	–				
<b>Employee and service provider fatal injury frequency rate</b>		0,001	0,007			
<b>Total major and significant fires, explosions and releases</b>	<b>15</b>	13	20	23	Limited	3
– Major fires, explosions and releases	<b>1</b>	1	1	2		
– Significant fires, explosions and releases	<b>14</b>	12	19	21		
<b>ENERGY</b>						
Total major and significant fires, explosions and releases	<b>12</b>	7				
– Major fires, explosions and releases	<b>–</b>	1				
– Significant fires, explosions and releases	<b>12</b>	6				
<b>CHEMICALS</b>						
Total major and significant fires, explosions and releases	<b>3</b>	6				
– Major fires, explosions and releases	<b>1</b>	–				
– Significant fires, explosions and releases	<b>2</b>	6				

Human Capital – Our people	2023	2022	2021	2020	LoA 2023	Footnote
<b>CORPORATE CENTRE</b>						
Total major and significant fires, explosions and releases	–	–				
– Major fires, explosions and releases	–	–				
– Significant fires, explosions and releases	–	–				
<b>Major and significant road product transport incidents</b>	<b>1</b>	1	1	3	Limited	
<b>ENERGY</b>						
<b>CHEMICALS</b>						
<b>CORPORATE CENTRE</b>						
<b>Total number of first aid cases</b>	<b>379</b>	453	303	530		
<b>ENERGY</b>						
<b>CHEMICALS</b>						
<b>CORPORATE CENTRE</b>						
<b>Total number of person hours worked (million)</b>	<b>162,52</b>	146,70	130,94	162,60		
– Employee	<b>71,38</b>	69,29	70,57	76,20		
– Service provider	<b>91,14</b>	77,41	60,37	86,40		
<b>ENERGY</b>						
Total number of person hours worked (million)	<b>148,69</b>	132,52				
– Employee	<b>62,08</b>	59,86				
– Service provider	<b>86,61</b>	72,66				
<b>CHEMICALS</b>						
Total number of person hours worked (million)	<b>12,79</b>	13,23				
– Employee	<b>8,26</b>	8,48				
– Service provider	<b>4,53</b>	4,75				
<b>CORPORATE CENTRE</b>						
Total number of person hours worked (million)	<b>1,04</b>	0,95				
– Employee	<b>1,04</b>	0,95				
– Service provider	<b>–</b>	–				
<b>Occupational illness</b>						4
<b>Irreversible occupational diseases (IROD) have permanent health effects</b>	<b>51</b>	38	32	77	Limited	
Asbestosis	–	–	–	–		
Mesothelioma	–	–	–	–		
Chronic obstructive airway disease (COAD)	<b>10</b>	2	6	16		
Occupational asthma (including allergic sensitisation)	<b>1</b>	2	1	3		
Pneumoconiosis	<b>4</b>	5	3	7		
Noise-induced hearing loss	<b>17</b>	22	22	35		
Chronic work-related upper limb disorder (WRULD)	<b>12</b>	2	0	16		
Other	<b>7</b>	3	2	1		
<b>Reversible occupational diseases (ROD) have temporary health effects</b>	<b>41</b>	67	34	62		
Reactive airway dysfunction syndrome (RADS)	–	0	–	6		
Tuberculosis	<b>13</b>	21	9	33		
Allergic reactions other than RADS	–	0	1	9		
Post-traumatic stress disorder (PTSD)	<b>3</b>	0	–	–		
Heat-related disease	–	0	–	2		
Shift worker's sleep disorder	–	0	–	–		
Work-related upper limb disorder (WRULD)	<b>8</b>	10	3	3		
Other	<b>17</b>	17	21	9		
<b>Skills development (Southern Africa)</b>						
Total skills development expenditure (R million)	<b>1 431</b>	1 216	1 182	1 170,00	Limited	
Investment in employee learning (R million)	<b>1 092</b>	957	983	967,00		
Investment in learning as a % of payroll	<b>6,1</b>	5,8	8,0	5,90		
Investment in black employees (R million)	<b>724,64</b>	698	884	748,00		
Development interventions (number of individual interventions)	<b>256 013</b>	264 335	171 258	173 514,00		
Investment in bursary scheme (R million)	<b>73,81</b>	75,6	46,7	59,60		
Undergraduate and postgraduate bursars	<b>544</b>	602	729	918,00		
Number of employees receiving leadership training	<b>8 815</b>	5 125	6 162	7 097,00		
Number of employees in Sasol's maintenance artisan learner pools	<b>599</b>	853	762	798,00		

\* This includes bursaries awarded in Mozambique

## PERFORMANCE DATA CONTINUED

Sasol in Society – Spend	2023 Rm	2022 Rm	2021 Rm	2020 Rm	LoA 2023	Footnote
<b>Skills development spend</b>						
Social investment (SI) spend	<b>857,3</b>	743,3	526,2			
<b>SI spend by Region:</b>						
South Africa	<b>682,5</b>	526	440,1			
Mozambique	<b>150,4</b>	201,9	75,9			
North America	<b>24</b>	15,2	9,7			
Qatar	<b>0,4</b>	0,2	0,5			
<b>SI spend by focus area:</b>						
Quality Education	<b>233,1</b>	186,4	156,7			
Bridge to work: Skills development	<b>230,0</b>	242,8	175,7			
Enterprise and supplier development	<b>142,2</b>	65,7	18,1			
Community health and infrastructure	<b>177,0</b>	184,2	144			
Environment and biodiversity	<b>13,4</b>	38,6	13,2			
Sasol for Good	<b>13,1</b>					
Development sponsorships	<b>48,5</b>	25,6	18,5			
B-BBEE (RSA only)	<b>41 700</b>	33 600	23 800			
Black-owned spend	<b>28 500</b>	21 600	15 800			
Black-owned women spend		Level 3	Level 4			
B-BBEE status						
<b>Natural Capital – Our environment</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>LoA 2023</b>	<b>Footnote</b>
<b>Production performance</b>						
Product meant for external sale (kilotons)	<b>15 647</b>	16 550	18 166	16 879	Reasonable	7
<b>ENERGY</b>	<b>13 903</b>	14 399	15 571	13 909		
Secunda	<b>6 388</b>	6 326	6 923	6 505		
Sasolburg	<b>1 360</b>	1 366	1 586	1 440		
Mining	<b>1 967</b>	2 176	2 724	1 945		
Natref	<b>3 397</b>	3 712	3 514	3 294		
Mozambique	<b>38</b>	39	42	46		
Other strategic business units and Functions	<b>754</b>	781	782	679		
<b>CHEMICALS</b>	<b>1 744</b>	2 151	2 595	2 970		
Eurasia	<b>837</b>	1 261	1 370	1 275		
North America	<b>907</b>	890	1 225	1 695		
Africa	–	–	–	–		
<b>Greenhouse gases (GHG) (kilotons)</b>						8
<b>Direct methane (CH4)</b>	<b>134,46</b>	130,11	132,53	123,52	Reasonable	
<b>ENERGY</b>	<b>134,42</b>	130,07	132,48	123,45		
Secunda	<b>106,32</b>	102,99	104,75	95,40	Restated	9
Sasolburg	<b>7,83</b>	7,66	5,02	7,03	Restated	13,9
Mining	<b>3,19</b>	3,62	6,57	5,13	Restated	10
Natref	<b>0,06</b>	0,06	0,06	0,15	Restated 2020	11
Mozambique	<b>16,83</b>	15,75	16,08	15,73		
Other strategic business units and Functions	<b>0,19</b>	0,00	–	0,01		
<b>CHEMICALS</b>	<b>0,04</b>	0,03	0,04	0,07		
Eurasia	–	0,00	–	–		
North America	<b>0,04</b>	0,03	0,04	0,07		
Africa	–	0,00	–	–		
<b>Nitrous Oxide (N<sub>2</sub>O) (kilotons)</b>						
<b>ENERGY</b>	<b>1,87</b>	0,73	1,63	1,86	Reasonable	
Secunda	<b>1,86</b>	0,72	1,62	1,85		
Sasolburg	<b>0,86</b>	0,55	1,46	1,17	Restated	9
Mining	<b>1,00</b>	0,17	0,16	0,68	2020 – 2022	
Natref	–	–	–	–	Restated	9
Mozambique	–	–	–	–		
Other strategic business units and Functions	–	–	–	–		
<b>CHEMICALS</b>	<b>0,01</b>	0,01	0,01	0,01		
Eurasia	–	–	–	–		
North America	<b>0,01</b>	0,01	0,01	0,01		
Africa	–	–	–	–		

Natural Capital – Our environment	2023	2022	2021	2020	LoA 2023	Footnote
<b>Direct carbon dioxide (CO<sub>2</sub>) Scope 1 (kilotons)</b>						
<b>ENERGY</b>	<b>54 999</b>	54 076	57 247	56 240	Reasonable	
Secunda	<b>53 438</b>	52 383	55 205	54 074		
Sasolburg	<b>47 619</b>	46 752	49 469	48 544	Restated	13
Mining	<b>4 343</b>	4 153	4 238	4 324	2020 – 2022	
Natref	<b>19</b>	18	17	17	Restated	13
Mozambique	<b>953</b>	961	1 023	853	2021 – 2022	
Other strategic business units and Functions	<b>49</b>	41	42	40		26
<b>CHEMICALS</b>	<b>1 561</b>	1 693	2 042	2 166	Restated	15
Eurasia	<b>543</b>	633	681	638	2020 – 2022	
North America	<b>1 018</b>	1 060	1 361	1 523	Restated	16
Africa	–	–	0,12	5	2021 – 2022	
<b>Direct carbon dioxide (CO<sub>2</sub>) Scope 1 (CO<sub>2</sub> equivalent) (kilotons)</b>						12
<b>ENERGY</b>	<b>58 644</b>	57 284	60 778	59 411		
Secunda	<b>57 079</b>	55 587	58 731	57 461		13, 9
Sasolburg	<b>50 319</b>	49 283	52 310	51 085		
Mining	<b>4 819</b>	4 380	4 401	4 686		13, 9
Natref	<b>92</b>	101	168	135		10
Mozambique	<b>954</b>	962	1 024	856		11
Other strategic business units and Functions	<b>53</b>	41	42	40		26
<b>CHEMICALS</b>	<b>1 565</b>	1 697	2 046	2 171	Restated	15
Eurasia	<b>543</b>	633	681	638		
North America	<b>1 022</b>	1 064	1 365	1 528		16
Africa	–	–	–	5		
<b>Indirect carbon dioxide (CO<sub>2</sub>) Scope 2 (kilotons)</b>						
<b>ENERGY</b>	<b>5 748</b>	6 607	5 495	5 197	Reasonable	
Secunda	<b>5 104</b>	5 972	5 124	4 780		
Sasolburg	<b>3 552</b>	4 084	3 573	3 310		
Mining	<b>582</b>	784	536	502		
Natref	<b>687</b>	798	721	706	Restated 2022	17
Mozambique	<b>261</b>	281	269	235		
Other strategic business units and Functions	<b>23</b>	25	25	27		
<b>CHEMICALS</b>	<b>643</b>	635	371	417	Restated 2022	18
Eurasia	<b>173</b>	151	107	104	Restated 2022	19
North America	<b>470</b>	484	264	313	Restated 2022	
Africa	–	–	–	–		
<b>Indirect carbon dioxide (CO<sub>2</sub>) Scope 3 (kilotons)</b>					Refer to page 63 of the CCR	Limited
<b>Total greenhouse gas (CO<sub>2</sub> equivalent) (kilotons)</b>						
<b>ENERGY</b>	<b>64 392</b>	63 891	66 273	64 829	Reasonable	
Secunda	<b>62 184</b>	61 559	63 855	62 241		
Sasolburg	<b>53 871</b>	53 367	55 883	54 395		13, 9
Mining	<b>5 401</b>	5 164	4 937	5 189		
Natref	<b>779</b>	899	889	841		10, 17
Mozambique	<b>1 215</b>	1 243	1 293	1 092		11
Other strategic business units and Functions	<b>76</b>	66	67	67		26
<b>CHEMICALS</b>	<b>2 208</b>	2 332	2 417	2 588	Restated 2022	
Eurasia	<b>716</b>	784	788	742		15
North America	<b>1 492</b>	1 548	1 629	1 841		16
Africa	–	–	–	5		
<b>GHG intensity (CO<sub>2</sub> equivalent/ton product meant for external sale)</b>						20
<b>GHG Intensity per facility (Using total Production)</b>						21
Secunda	<b>7,77</b>	7,79	7,33	7,38		
Sasolburg	<b>2,30</b>	2,18	1,83	1,96		
Mining	<b>0,01</b>	0,01	0,01	0,01		
Natref	<b>0,36</b>	0,33	0,37	0,33		
Mozambique	<b>0,24</b>	0,24	0,23	0,19		

## PERFORMANCE DATA CONTINUED

Natural Capital – Our environment	2023	2022	2021	2020	LoA 2023	Footnote
Other strategic business units and Functions	0,03	0,02	0,02	0,02		
Eurasia	0,52	0,39	0,36	0,36		
North America	0,82	0,83	0,74	0,59		
Chemicals Africa	–	–	–	–		
<b>Atmospheric emissions (kilotons)</b>						
<b>Nitrogen oxides (NO<sub>x</sub>) (kilotons)</b>						
<b>ENERGY</b>	<b>122,04</b>	118,70	124,00	143,60	Reasonable	
Secunda	120,52	117,20	122,30	141,50		
Sasolburg	105,26	102,20	107,90	126,90		
Mining	14,28	14,10	13,60	13,40		
Natref	0,98	0,90	0,80	1,20		
Mozambique	–	–	–	–		
Other strategic business units and Functions	–	–	–	–		
<b>CHEMICALS</b>	1,51	1,60	1,70	2,10		
Eurasia	0,32	0,40	0,50	0,50		
North America	1,19	1,20	1,20	1,60		
Africa	–	–	–	–		
<b>Sulphur oxides (SO<sub>x</sub>) (kilotons)</b>	<b>166,88</b>	161,87	181,10	186,50	Reasonable	
<b>ENERGY</b>	<b>166,84</b>	161,81	181,10	186,50		
Secunda	143,64	137,27	156,10	162,20		
Sasolburg	19,95	17,41	17,80	17,20		
Mining	–	–	–	–		
Natref	3,25	7,14	7,20	7,10		
Mozambique	–	–	–	–		
Other strategic business units and Functions	–	–	–	–		
<b>CHEMICALS</b>	0,04	0,05	–	–		
Eurasia	0,01	0,02	–	–		
North America	0,03	0,03	–	–		
Africa	–	–	–	–		
<b>Volatile Organic Compounds (VOC) Indicator of Performance (kilotons)</b>	<b>13,42</b>	26,30	27,80	38,30	22	
<b>ENERGY</b>	<b>13,42</b>	26,30	27,80	38,30		
Secunda	13,42	26,30	27,80	38,30		
Sasolburg	–	–	–	–		
Mining	–	–	–	–		
Natref	–	–	–	–		
Mozambique	–	–	–	–		
Other strategic business units and Functions	–	–	–	–		
<b>CHEMICALS</b>	–	–	–	–		
Eurasia	–	–	–	–		
North America	–	–	–	–		
Africa	–	–	–	–		
<b>Particulates (fly ash) (kilotons)</b>	<b>7,63</b>	8,22	8,20	10,30	Reasonable	
<b>ENERGY</b>	<b>7,63</b>	8,22	8,10	10,20		
Secunda	6,91	7,40	7,30	9,30		
Sasolburg	0,72	0,81	0,80	0,90		
Mining	–	–	–	–		
Natref	–	–	–	–		
Mozambique	–	–	–	–		
Other strategic business units and Functions	–	–	–	–		
<b>CHEMICALS</b>	–	–	0,10	0,10		
Eurasia	–	–	0,10	0,10		
North America	–	–	–	–		
Africa	–	–	–	–		
<b>Waste (kilotons)</b>					23	
<b>Hazardous waste (kilotons)</b>	<b>277</b>	255	320	333	Limited	
<b>ENERGY</b>	<b>261</b>	238	303	315		
Secunda	184	144	242	262		
Sasolburg	50	46	42	33		
Mining	6	25	7	5		
Natref	19	18	11	14		
Mozambique	–	–	–	–		
Other strategic business units and Functions	2	5	1	1		

Natural Capital – Our environment	2023	2022	2021	2020	LoA 2023	Footnote
<b>CHEMICALS</b>	<b>16</b>	18	17	18		
Eurasia	15	17	16	17		
North America	1	1	1	1		
Africa	–	–	–	–		
<b>Non-hazardous waste (kilotons)</b>	<b>207</b>	223	181	196	Limited	
<b>ENERGY</b>	<b>184</b>	198	157	172		
Secunda	98	112	85	107		
Sasolburg	58	58	58	55		
Mining	4	3	3	5		
Natref	1	1	1	1		
Mozambique	–	–	–	–		
Other strategic business units and Functions	23	24	10	4		
<b>CHEMICALS</b>	23	25	24	24		
Eurasia	12	14	14	13		
North America	11	10	10	11		
Africa	–	–	–	–		
<b>Total waste (kilotons)</b>	<b>484</b>	478	499	528	Limited	
<b>ENERGY</b>	<b>445</b>	435	460	486		
Secunda	282	255	327	368		
Sasolburg	108	104	99	88		
Mining	10	28	10	11		
Natref	20	19	12	15		
Mozambique	–	–	–	–		
Other strategic business units and Functions	24	29	12	4		
<b>CHEMICALS</b>	39	42	39	42,00		
Eurasia	27	31	29	30,00		
North America	12	11	10	12,00		
Africa	–	–	–	–		
<b>Recycled waste (kilotons)</b>	<b>139</b>	131	124	82	Limited	
<b>ENERGY</b>	<b>122</b>	113	108	60		
Secunda	55	47	62,	30		
Sasolburg	37	27	27	19		
Mining	4	7	6	6		
Natref	5	5	4,	4		
Mozambique	–	–	–	–		
Other strategic business units and Functions	21	27	9	1		
<b>CHEMICALS</b>	16	18	16	22		
Eurasia	16	18,	16	22		
North America	–	–	–	–		
Africa	–	–	–	–		
<b>Energy use (thousand gigajoules)</b>						
<b>Electricity (purchased) – Non-renewable sources</b>	<b>20 069</b>	22 100	26 044	24 604		
<b>ENERGY</b>	<b>17 671</b>	19 909	23 252	21 035		
Secunda	12,292	13 614	17 881	16 040		
Sasolburg	2 016	2 612	1 855	1 703		
Mining	2 379	2 661	2 497	2 398	Restated 2022	17
Natref	903	938	930	799		
Mozambique	–	–	–	–		
Other strategic business units and Functions	81,00	84	89	95		
<b>CHEMICALS</b>	<b>2 398,00</b>	2 191	2 792	3 569		
Eurasia	428,00	304,	679	663	Restated 2022	18
North America	1 970,00	1 887	2 113	2 905		
Africa	–	–	–	1		
<b>Electricity (purchased) – Renewable sources (thousand gigajoules)</b>	<b>342</b>	362	38			
<b>ENERGY</b>	–	–	–	–		
Secunda	–	–	–	–		
Sasolburg	–	–	–	–		
Mining	–	–	–	–		
Natref	–	–	–	–		
Mozambique	–	–	–	–		
Other strategic business units and Functions	–	–	–	–		

## PERFORMANCE DATA CONTINUED

Natural Capital – Our environment	2023	2022	2021	2020	LoA 2023	Footnote
<b>CHEMICALS</b>	<b>342</b>	362	38			
Eurasia	<b>342</b>	362	38			18
North America	–	–	–			
Africa	–	–	–			
<b>Steam (purchased) – Non-renewable sources (thousand gigajoules)</b>	<b>4 859</b>	4 390				24
<b>ENERGY</b>	–	–				
Secunda	–	–				
Sasolburg	–	–				
Mining	–	–				
Natref	–	–				
Mozambique	–	–				
Other strategic business units and Functions	–	–				
<b>CHEMICALS</b>	<b>4 859</b>	4 390				
Eurasia	<b>1 312</b>	1 193				
North America	<b>3 547</b>	3 197			Restated 2022	29
Africa	–	–				
<b>Steam (purchased) – Renewable sources (thousand gigajoules)</b>	<b>229</b>	221				24
<b>ENERGY</b>	–	–				
Secunda	–	–				
Sasolburg	–	–				
Mining	–	–				
Natref	–	–				
Mozambique	–	–				
Other strategic business units and Functions	–	–				
<b>CHEMICALS</b>	<b>229</b>	221				
Eurasia	<b>229</b>	221				
North America	–	–				
Africa	–	–				
<b>Feedstock to electricity (self-generated) (thousand gigajoules)</b>	<b>35 196</b>	30 200	40 387	39 472		
<b>ENERGY</b>	<b>32 367</b>	26 078	37 893	37 376		25
Secunda	<b>14 766</b>	10 231	18 865	18 536		
Sasolburg	<b>16 660</b>	14 936	18 126	17 892		
Mining	–	–	–	–		
Natref	–	–	–	–		
Mozambique	<b>851</b>	832	825	868		
Other strategic business units and Functions	<b>91</b>	79	77	80		
<b>CHEMICALS</b>	<b>2 829</b>	4 122	2 494	2 096		
Eurasia	–	4 122	2 494	2 096		
North America	<b>2 829</b>	–	–	–		
Africa	–	–	–	–		
<b>Feedstock to steam (thousand gigajoules)</b>	<b>248 342</b>	246 023	247 350	251 027		
<b>ENERGY</b>	<b>247 408</b>	244 685	245 880	249 639		
Secunda	<b>224 674</b>	222 980	225 563	230 216		
Sasolburg	<b>22 674</b>	21 706	20 317	19 423		
Mining	–	–	–	–		
Natref	–	–	–	–		
Mozambique	–	–	–	–		
Other strategic business units and Functions	<b>60</b>	–	–	–		26
<b>CHEMICALS</b>	<b>934</b>	1 337	1 470	1 388		
Eurasia	<b>934</b>	1 337	1 470	1 388		
North America	–	–	–	–		
Africa	–	–	–	–		
<b>Mobile fuel use (thousand gigajoules)</b>	<b>551,00</b>	558,00	534,00	618,00		
<b>ENERGY</b>	<b>517,00</b>	531,00	444,00	486,00		
Secunda	<b>161,00</b>	170,00	136,00	161,00		
Sasolburg	–	–	–	–		
Mining	<b>256,00</b>	249,00	226,00	234,00		
Natref	<b>16,00</b>	14,00	17,00	27,00		
Mozambique	<b>23,00</b>	18,00	9,00	12,00		
Other strategic business units and Functions	<b>61,00</b>	80,00	56,00	52,00		

Natural Capital – Our environment	2023	2022	2021	2020	LoA 2023	Footnote
<b>CHEMICALS</b>	<b>34,00</b>	27,00	90,00	132,00		
Eurasia	<b>5,00</b>	4,00	5,00	5,00		
North America	<b>27,00</b>	21,00	83,00	60,00	Restated 2020 – 2022	27
Africa	<b>2,00</b>	2,00	2,00	67,00		
<b>Stationary fuel use (thousand gigajoules)</b>	<b>124,70</b>	66,70	4,50	3,20		
<b>ENERGY</b>	<b>9,90</b>	2,50	2,60	1,80		
Secunda	–	–	0,40	0,30		
Sasolburg	–	–	–	–		
Mining	–	–	–	–		
Natref	–	–	–	–		
Mozambique	–	–	–	–		
Other strategic business units and Functions	<b>9,90</b>	2,50	2,20	1,50		28
<b>CHEMICALS</b>	<b>114,80</b>	64,20	1,90	1,40		
Eurasia	<b>0,40</b>	0,30	0,20	0,10		
North America	<b>114,00</b>	63,80	1,70	1,30		29
Africa	<b>0,40</b>	0,10	–	–		
<b>Fuel gas (thousand gigajoules)</b>	<b>65 072</b>	66 057	78 954	82 354		
<b>ENERGY</b>	<b>35 587</b>	34 457	34 106	32 820		
Secunda	<b>15 323</b>	14 278	15 367	16 418		
Sasolburg	<b>5 747</b>	5 819	5 713	5 710		
Mining	–	–	–	–		
Natref	<b>7 297</b>	6 981	6 736	6 756		
Mozambique	<b>6 383</b>	6 650	5 564	3 199		
Other strategic business units and Functions	<b>837</b>	729	726	737		
<b>CHEMICALS</b>	<b>29 485</b>	31 600	44 848	49 534		
Eurasia	<b>5 793</b>	8 682	10 069,00	9 445		
North America	<b>23 692</b>	22 918	34 779,00	40 089		
Africa	–	–	–	–		
<b>Other energy use (thousand gigajoules)</b>	<b>9 883,00</b>	10 481,00	14 476	13 084		
<b>ENERGY</b>	<b>8 082,00</b>	9 001,00	10 781	9 386		
Secunda	<b>7 839,00</b>	8 651,00	10 258	8 572		
Sasolburg	<b>243,00</b>	350,00	523	732		
Mining	–	–	–	–		
Natref	–	–	–	82		
Mozambique	–	–	–	–		
Other strategic business units and Functions	<b>1 801</b>	1 480	3 695	3 698		
<b>CHEMICALS</b>	<b>1 747</b>	1 400	3 157	3 171		
Eurasia	<b>54</b>	80	538	527		
North America	–	–	–	–		
Africa	–	–	–	–		
<b>Total energy use (thousand gigajoules)</b>	<b>384 669</b>	380 475	407 744	411 157	Reasonable	
<b>ENERGY</b>	<b>341 643</b>	334 664	352 356	350 738		
Secunda	<b>275 055</b>	269 924	288 070	289 945		
Sasolburg	<b>47 340</b>	45 423	46 533	45 460		
Mining	<b>2 635</b>	2 910	2 726	2 632		17
Natref	<b>8 216</b>	7 933	7 683	7 664		
Mozambique	<b>7 257</b>	7 500	6 397	4 077		
Other strategic business units and Functions	<b>1 140</b>	974	947	960		28
<b>CHEMICALS</b>	<b>43 026</b>	45 811	55 388	60 419		
Eurasia	<b>13 619</b>	17 626	17 874	16 769	Restated 2020-2021	18
North America	<b>29 404</b>	28 183	37 512	43 582	Restated 2022	29
Africa	<b>3</b>	2	2	68		
<b>Material use (kiloton)</b>						
<b>Coal (dry ash-free basis)</b>	<b>15 614,00</b>	15 547,00	17 298,00	16 942,00		
<b>ENERGY</b>	<b>15 614,00</b>	15 547,00	17 298,00	16 942,00		
Secunda	<b>15 614,00</b>	15 547,00	17 298,00	16 942,00		
Sasolburg	–	–	–	–		
Mining	–	–	–	–		
Natref	–	–	–	–		
Mozambique	–	–	–	–		
Other strategic business units and Functions	–	–	–	–		

## PERFORMANCE DATA CONTINUED

Natural Capital – Our environment	2023	2022	2021	2020	LoA 2023	Footnote
<b>CHEMICALS</b>		–	–	–		
Eurasia		–	–	–		
North America		–	–	–		
Africa		–	–	–		
<b>Crude oil processed (kilotons)</b>	<b>3 767,32</b>	4 085,00	3 886,00	3 665,00		
<b>ENERGY</b>	<b>3 767,32</b>	4 085,00	3 886,00	3 665,00		
Secunda		–	–	–		
Sasolburg		–	–	–		
Mining		–	–	–		
Natref		–	–	–		
Mozambique		–	–	–		
Other strategic business units and Functions		–	–	–		
<b>CHEMICALS</b>		–	–	–		
Eurasia		–	–	–		
North America		–	–	–		
Africa		–	–	–		
<b>Crude oil processed (mm bbl)</b>	<b>27,80</b>	30,16	28,70	27,10		
<b>ENERGY</b>	<b>27,80</b>	30,16	28,70	27,10		
Secunda		–	–	–		
Sasolburg		–	–	–		
Mining		–	–	–		
Natref		–	–	–		
Mozambique		–	–	–		
Other strategic business units and Functions		–	–	–		
<b>CHEMICALS</b>		–	–	–		
Eurasia		–	–	–		
North America		–	–	–		
Africa		–	–	–		
<b>Nitrogen from air (kilotons)</b>	<b>537,00</b>	547,00	544,60	542,80		
<b>ENERGY</b>	<b>537,00</b>	547,00	544,60	542,80		
Secunda		–	–	–		
Sasolburg		537,00	547,00	544,60	542,80	
Mining		–	–	–		
Natref		–	–	–		
Mozambique		–	–	–		
Other strategic business units and Functions		–	–	–		
<b>CHEMICALS</b>		–	–	–		
Eurasia		–	–	–		Restated 2020 – 2022 30
North America		–	–	–		Restated 2021 – 2022
Africa		–	–	–		
<b>Oxygen from air (kilotons)</b>	<b>880,60</b>	904,80	11 778,09	12 318,43		
<b>ENERGY</b>	<b>771,60</b>	738,10	11 631,00	12 192,40		
Secunda		–	10 843,00	11 379,00		
Sasolburg		771,60	738,10	788,00	813,40	39
Mining		–	–	–		
Natref		–	–	–		
Mozambique		–	–	–		
Other strategic business units and Functions		–	–	–		
<b>CHEMICALS</b>		109,00	166,60	147,09	126,03	
Eurasia		108,60	164,00	144,79	120,13	Restated 2020 – 2022 30
North America			2,50	2,30	5,90	
Africa			–	–	–	
<b>Natural gas (kilotons)</b>	<b>2 927,70</b>	2 945,70	3 221,00	2 118,70		
<b>ENERGY</b>	<b>1 859,10</b>	1 790,50	1 879,70	1 852,40		
Secunda		1 158,60	1 118,40	1 150,50	1 119,50	
Sasolburg		700,50	671,90	729,00	732,80	
Mining		–	–	–	–	
Natref		–	–	–	–	
Mozambique		–	–	–	–	
Other strategic business units and Functions		–	0,20	0,10	0,10	30

Natural Capital – Our environment	2023	2022	2021	2020	LoA 2023	Footnote
<b>CHEMICALS</b>	<b>1 068,60</b>	1155,20	1341,30	266,30		
Eurasia	310,20	414,80	304,20	264,20	Restated 2020 – 2022	30
North America	758,40	740,30	1 037,10	2,10		
Africa	–	–	–	–		
<b>Natural gas (bscf)</b>	<b>141,4</b>	142,24	141,38	90,00		
<b>ENERGY</b>	<b>89,8</b>	86,46	90,76	89,40		
Secunda	55,9	54,00	55,55	54,00		
Sasolburg	33,8	32,44	35,20	35,40		
Mining	–	–	–	–		
Natref	–	–	–	–		
Mozambique	–	–	–	–		
Other strategic business units and Functions	–	–	–	–		
<b>CHEMICALS</b>	<b>51,6</b>	55,78	50,62	0,60		
Eurasia	15,0	20,03	0,55	0,50		
North America	36,6	35,75	50,08	0,10		
Africa	–	–	–	–		
<b>Other (e.g. chemicals, feedstock)</b>	<b>2 937,00</b>	3 745,00	2 661,00	4 998,00		
<b>ENERGY</b>	<b>781,00</b>	812,00	919,00	1 018,00		
Secunda	780,00	811,00	918,00	1 014,00		
Sasolburg	–	–	–	–		
Mining	–	–	–	–		
Natref	–	–	–	–		
Mozambique	–	–	–	–		
Other strategic business units and Functions	–	–	–	–		
<b>CHEMICALS</b>	<b>2 156,00</b>	2 933,00	1 742,00	3 980,00		
Eurasia	1 320,00	2 041,00	970,00	966,00	Restated 2020 – 2022	30
North America	836,00	892,00	772,00	3 013,00		
Africa	–	–	–	1,00		
<b>Total material use (kilotons)</b>	<b>26 662,57</b>	27 774,00	39 388,00	40 584,93	Reasonable	
<b>ENERGY</b>	<b>23 330,02</b>	23 519,60	36 158,00	36 212,60		
Secunda	17 552,60	17 476,40	30 209,50	30 454,50		
Sasolburg	2 009,10	1 957,00	2 061,60	2 089,00		
Mining	–	–	–	–		
Natref	3 767,32	4 085,00	3 886,00	3 665,00		
Mozambique	–	–	–	–		
Other strategic business units and Functions	–	–	–	–		
<b>CHEMICALS</b>	<b>3 333,60</b>	4 254,80	3 230,39	4 372,33		
Eurasia	1 738,80	2 619,90	1 418,99	1 350,33	Restated 2020 – 2022	30
North America	1 594,40	1 634,80	1 811,40	3 021,00	Restated 2021 – 2022	30
Africa	–	–	–	1,00		
<b>Water (thousand cubic meters)</b>						
River water (thousand cubic meters)						
<b>ENERGY</b>	<b>87 803</b>	101 804	108 559	115 492		
Secunda	87 803	101 804	105 195	104 679		
Sasolburg	66 240	79 751	82 427	82 007		
Mining	20 306	19 962	20 834	20 744		
Natref	–	–	–	–		
Mozambique	1 257	2 091	1 934	1 928		
Other strategic business units and Functions	–	–	–	–		
<b>CHEMICALS</b>	<b>–</b>	<b>–</b>	<b>3 364</b>	<b>10 813</b>		
Eurasia	–	–	1	0,50		
North America	–	–	3 363	10 812		
Africa	–	–	–	–		
<b>Desalinated water (thousand cubic meters)</b>	<b>3 551</b>	4 232	2 241	762		
<b>ENERGY</b>	<b>645</b>	–	–	–		
Secunda	–	–	–	–		
Sasolburg	–	–	–	–		
Mining	–	–	–	–		
Natref	645	–	–	–		
Mozambique	–	–	–	–		
Other strategic business units and Functions	–	–	–	–		

## PERFORMANCE DATA CONTINUED

Natural Capital – Our environment	2023	2022	2021	2020	LoA 2023	Footnote
<b>CHEMICALS</b>	<b>2 906</b>	4 232	2 241	762		
Eurasia	722	1 858	896	762	Restated 2022	33
North America	2 184	2 374	1 345	–		
Africa	–	–	–	–		
<b>Potable water (thousand cubic meters)</b>	<b>11 320</b>	13 520	13 357	12 946		
<b>ENERGY</b>	<b>9 690</b>	11 591	11 629	10 974		
Secunda	5 063	7 658	7 394	7 017		
Sasolburg	2 371	2 025	2 033	2 029		
Mining	1 637	1 444	1 588	1 431		
Natref	512	318	443	300		
Mozambique	–	–	–	–		
Other strategic business units and Functions	128	148	172	197		
<b>CHEMICALS</b>	<b>1 609</b>	1 803	1 727	1 972		
Eurasia	1 272	1 407	1 353	1 598		
North America	337	396	378	374	Restated 2022	34
Africa	–	–	–	–		
<b>Other water (e.g. borehole water) (thousand cubic meters)</b>	<b>11 448</b>	13 130	13 899	13 411		
<b>ENERGY</b>	<b>124</b>	134	109	99		
Secunda	–	–	–	–		
Sasolburg	–	–	–	–		
Mining	–	–	–	–		
Natref	–	–	–	–		
Mozambique	123	134	109	99		
Other strategic business units and Functions	1	–	–	–		35
<b>CHEMICALS</b>	<b>11 324</b>	12 996	13 790	13 312		
Eurasia	4 342	5 940	6 756	6 274		
North America	6 982	7 056	7 034	7 035		
Africa	–	–	–	3,00		
<b>Total water use (thousand cubic meters)</b>	<b>114 122</b>	132 562	138 048	142 614	Limited	
<b>ENERGY</b>	<b>98 282</b>	113 530	116 933	115 754		
Secunda	71 303	87 408	89 826	89 024		
Sasolburg	22 677	21 987	22 867	22 774		
Mining	1 637	1 444	1 588	1 431		
Natref	2 414	2 409	2 377	2 229		
Mozambique	123	134	109	99		
Other strategic business units and Functions	128	148	166	197		
<b>CHEMICALS</b>	<b>15 840</b>	19 032	21 115	26 860		
Eurasia	6 336	9 206	9 006	8 635		33
North America	9 504	9 826	12 109	18 222	Restated 2022	34
Africa	–	–	–	3		
<b>Liquid effluent (thousand cubic meters)</b>	<b>29 474,00</b>	33 804,00	31 566,00	31 662,00		
<b>ENERGY</b>	<b>23 354,00</b>	26 716,00	23 471,00	21 838,00		
Secunda	3 542,00	5 112,00	4 907,00	3 709,00		
Sasolburg	17 984,00	19 697,00	16 689,00	16 225,00		
Mining	311,00	338,00	312,00	328,00		
Natref	1 484,00	1 529,00	1 467,00	1 524,00		
Mozambique	2,00	9,00	12,00	22,00		
Other strategic business units and Functions	31,00	30,00	30,00	30,00		
<b>CHEMICALS</b>	<b>6 120,00</b>	7 088,00	8 149,00	9 824,00		
Eurasia	1 337,00	2 630,00	3 344,00	3 363,00		
North America	4 783,00	4 458,00	4 805,00	6 461,00		
Africa	–	–	–	3		
<b>Water recycled (thousand cubic meters)</b>	<b>100 810</b>	104 589	103 776	104 650	Limited	
<b>ENERGY</b>	<b>99 009</b>	102 582	102 107	103 355		
Secunda	88 623	92 032	92 192	92 307		
Sasolburg	8 377	7 724	7 089	7 257		
Mining	2 009	2 827	2 826	3 790	Restated 2022	36
Natref	–	–	–	2,32		
Mozambique	–	–	–	–		
Other strategic business units and Functions	–	–	–	–		

Natural Capital – Our environment	2023	2022	2021	2020	LoA 2023	Footnote
<b>CHEMICALS</b>	<b>1 801</b>	2 007	1 669	1 295	Restated 2020 – 2022	37
Eurasia	1 801	2 007	1 669	1 295		
North America	–	–	–	–		
Africa	–	–	–	–		
<b>Land and biodiversity (hectares)</b>		Updated				
<b>Surface area affected by operations (hectares)</b>	<b>21 159</b>	21 231	20 812	20 928		
<b>ENERGY</b>	<b>20 583</b>	20 655	20 164	19 881		
Secunda	7 338	7 338	7 338	7 338		
Sasolburg	1 091	1 091	1 091	1 091		
Mining	11 317	11 389	10 995	10 566		
Natref	204	204	204	204		
Mozambique	558	558	533	533		
Other strategic business units and Functions	75	75	3	149		
<b>CHEMICALS</b>	<b>576</b>	576	648	1 047		
Eurasia	122	122	125	123	Restated 2021 – 2022	38
North America	454	454	523	924		
Africa	–	–	–	–		
<b>Area dedicated to biodiversity and conservation (hectares)</b>	<b>5 595</b>	5 595,00	6 147,00	6 147,00	Limited	
<b>ENERGY</b>	<b>5 574</b>	5 574,00	5 885,00	6 059,00		
Secunda	3 044	3 044,00	3 044,00	3 044,00		
Sasolburg	665	665,00	665,00	665,00		
Mining	15 75	15 75,00	18 16,00	19 900,00		
Natref	–	–	–	–		
Mozambique	–	–	–	–		
Other strategic business units and Functions	290	290,00	360,00	360,00		
<b>CHEMICALS</b>	<b>21</b>	21,00	21,00	21,00		
Eurasia	21	21,00	21,00	21,00		
North America	–	–	–	–		
Africa	–	–	–	–		
<b>Land used for mining (hectare)</b>	<b>31 191</b>	30 376	29 073	28 743	Limited	
<b>Legal compliance</b>						
Fines, penalties and settlements (number)					–	
Fines, penalties and settlements (US\$ million)					–	
Natural Capital – Our environment Value added statement (unaudited)	2023 Rm	2022 Rm	2021 Rm	2020 Rm	LoA 2023	Footnote
Turnover	289 696	272 746	201 910	190 367	Restated 2022	
Less: Purchased materials and services	219 620	167 104	134 873	247 612	Restated 2022	
<b>Value added</b>	<b>70 076</b>	105 642	67 037	(57 245)		
Finance income	4 876	4 148	1 670	575		
<b>Wealth created/(lost)</b>	<b>74 952</b>	109 790	68 707	(56 670)		
Employees	34 688	33 280	33 588	32 007		
Providers of equity	14 288	2 765	1 546	(132)		
Providers of loan capital (interest)	10 333	7 636	7 638	10 823		
Direct taxes paid to government	12 925	16 231	9 509	930		
Reinvested/Utilised in Group	2 718	49 878	16 426	(100 298)		
<b>Wealth distribution</b>	<b>74 952</b>	109 790	68 707	(56 670)		
<b>Number of employees for the year (Group)</b>	<b>29 073</b>	28 630	28 949	31 001		
Turnover per employee (Rands million)	9,96	9,63	6,97	6,14		
Value added/(lost) per employee (Rands million)	2,41	3,69	2,32	(1,85)		
Wealth created/(lost) per employee (Rands million)	2,58	3,83	2,37	(1,83)		
Broad-Based Black Economic Empowerment (B-BBEE)	2023 Rm	2022 Rm	2021 Rm	2020 Rm	LoA 2023	Footnote
B-BBEE verification certificate	Level 3 26,09	Level 3 26,48	Level 4 23,86	Level 3 24,17		
Preferential procurement (score out of 27)						
Preferential procurement from all suppliers	63 100	55 800	43 200	49 400		

## PERFORMANCE DATA CONTINUED

### Footnotes

1. Employee numbers refers to employees that are assigned to approved Sasol organisational structure Staff Establishment positions, including permanent and non-permanent structure (Project positions, non-permanent employee positions) as well as individuals that exist outside of formally approve Sasol organisational structures and are treated based on equity accounting principles e.g. mainly joint ventures.
2. The Recordable Case Rate (RCR) is a measure for reporting work-related injuries. The RCR is the number of fatalities, lost workdays cases, restricted workday injuries and medical treatment cases for every 200 000 exposure hours worked. Exposure hours are defined as the total number of hours the employees or service providers have spent in the work environment defined to be Sasol premises where the employee or service provider is potentially exposed to harm, while engaged in work activities.
3. A fire, explosion or release (FER) incident is registered as Major when: the severity index is greater than or equal to 40 or an incident resulting in a fatality or multiple hospitalisations will be elevated to a Major FER. Level 2 Incidents: Significant – Severity index of greater than or equal to 26, but less than 40. Additional criteria, which will elevate an incident to significant: – A Lost Workday Case (LWDC) or a more serious injury or Direct financial loss greater than \$25 000. Exceeds the CCPs Tier 1 threshold quantity for a given hazardous chemical classification. Mining as well as buildings (e.g. LPG at Sasol Place) are excluded from the Process Safety KPIs (FERs).
4. Illnesses are recorded as work-related as a precautionary measure. The various evaluation authorities may subsequently classify them as not work-related, in which instance they are removed from the records. In addition, service provider illnesses have been recorded. Reversible and irreversible occupational diseases are now separated and additional reporting categories have been included to enable a comprehensive disease overview required for continuous improvement and a proactive approach in occupational health management.
5. Investment in employee learning excludes the compulsory 1% skills levy.
6. Black employees refers to African, Coloured and Indian people – for the purposes of South African employment equity considerations.
7. Production – external sales – The boundaries of this figure only include a product that is destined for sale to Sasol customers and does not include a product utilised or sold between the Sasol Group of companies.
8. Greenhouse gas (GHG) emissions have been calculated and reported in accordance with the GHG Protocol ([www.ghgprotocol.org](http://www.ghgprotocol.org)) and the Intergovernmental Panel on Climate Change (IPCC) 2006 Guidelines. In our GHG measurements, we have included 100% of the emissions for the following joint ventures (JVs): Natref in South Africa and Gas Sourcing & Operations in Mozambique. Data for those JVs where we do not have a significant influence or operational control is not included. An external assurance provider has once again independently verified our direct and indirect emissions levels.
9. The increase in emissions are attributed to the inclusion of all methane and nitrous oxide from stationary emissions. The South African regulations impose mandatory reporting of nitrous oxide and methane associated with activities, through the utilisation of non-Sasol specific emission factors. In light of the requirement for clear and comprehensive emission inventories, a decision has been made to include these emissions. Note changes to methane, nitrous oxide, scope 1 will impact on the calculation of Direct carbon dioxide (CO<sub>2</sub>) Scope 1 (CO<sub>2</sub> equivalent) and Total greenhouse gas (CO<sub>2</sub> equivalent).
10. Methodological changes associated with revised coal bed methane emission factors necessitated a restatement of previously reported emissions. Calculation error corrected for 2020.
11. Methane emissions associated with fuel oil combustion previously excluded for 2020.
12. The sum of greenhouse gas emissions from methane, nitrous oxides and carbon dioxide (Scope 1 only) are expressed as CO<sub>2</sub> equivalence emitted and reported as direct scope 1 CO<sub>2</sub>e.
13. Methodological changes and emission factor updates resulted in marginal changes in emission profile. Note the changes to methane, nitrous oxide, scope 1 will impact on the calculation of Direct carbon dioxide (CO<sub>2</sub>) Scope 1 (CO<sub>2</sub> equivalent) and Total greenhouse gas (CO<sub>2</sub> equivalent).
14. Methodological improvements as well as detailed site assessments allowed for more comprehensive reporting of emissions. Note the changes to methane, nitrous oxide, scope 1 will impact on the calculation of Direct carbon dioxide (CO<sub>2</sub>) Scope 1 (CO<sub>2</sub> equivalent) and Total greenhouse gas (CO<sub>2</sub> equivalent).
15. Reporting improvement to reflect latest values and ensure concise and comprehensive reporting. Note the changes to methane, nitrous oxide, scope 1 will impact on the calculation of Direct carbon dioxide (CO<sub>2</sub>) Scope 1 (CO<sub>2</sub> equivalent) and Total greenhouse gas (CO<sub>2</sub> equivalent).
16. Increase attributed to inclusion of steam obtained from the joint venture at Lake Charles that was previously excluded. Note the changes to methane, nitrous oxide, scope 1 will impact on the calculation of Direct carbon dioxide (CO<sub>2</sub>) Scope 1 (CO<sub>2</sub> equivalent) and Total greenhouse gas (CO<sub>2</sub> equivalent).
17. Off peak demand consumption values were adjusted to Energy Consumption (All). Note the changes in scope 2 emissions will impact on Total greenhouse gas (CO<sub>2</sub> equivalent) calculations.
18. Green certificates issued to Eurasia resulting in reduction of non-renewable electricity and scope 2 emissions. Note the changes in scope 2 emissions will impact on Total greenhouse gas (CO<sub>2</sub> equivalent) calculations.
19. The increase in scope 2 emissions is attributed to the inclusion of steam purchased from the joint venture with LyondellBasell.
20. GHG intensity CO<sub>2</sub>e/ton of product meant for external sale.
21. This intensity provides insight into the total emissions per ton of product produced irrespective of the final destination of these products. This provides a more representative view of site intensity irrespective of the nature of the operation. The total production values utilised for this calculation is based on operational management control and is in line with Sasol's SD data reporting philosophy which excludes subsidiaries and joint ventures at which Sasol has no management control.
22. The reduction in VOC values is attributed to installation of a closed pipe draining system at Gas Liquor Separation tanks that replaced open channels – this results in reduced evaporative impacts.
23. For reporting purposes, a waste is hazardous as defined by national legislation at the point of generation. In situations with insufficient guidance from legislation, the hazardous waste is reported if it is (i) removed from the premises for disposal and/or treatment, or (ii) disposed of on-site (e.g. by landfill). These figures exclude coarse ash from waste materials left over from manufacturing or consumption, which may be reused or recycled. Non-hazardous waste is waste which requires disposal on a general waste landfill site.
24. Reporting of steam purchased from both renewable and non-renewable sources commenced in FY22. Prior to FY22, all steam purchased was accounted for in "Other energy use".
25. Feedstock to electricity (self-generated) decreased in 2022 as a result of feedstock (gas) being diverted from power production to the process. Note changes to methane, nitrous oxide, scope 1 will impact on the calculation of Direct carbon dioxide (CO<sub>2</sub>) Scope 1 (CO<sub>2</sub> equivalent) and Total greenhouse gas (CO<sub>2</sub> equivalent).
26. ROAS steam production commenced in 2023. Note changes to methane, nitrous oxide, scope 1 will impact on the calculation of Direct carbon dioxide (CO<sub>2</sub>) Scope 1 (CO<sub>2</sub> equivalent) and Total greenhouse gas (CO<sub>2</sub> equivalent).
27. Mobile fuel reported for some Eurasian sites from 2023.
28. Increased generator fuel use due to loadshedding.
29. Increased service provider activity during turnarounds and plant shutdown with additional fuel used for generators and compressors following a process safety incident which created additional activity.
30. Material use KPI definitions have been refined in 2023 for oxygen from air, nitrogen from air, natural gas use and other to exclude reporting where it is not used as feedstock.
31. Full eastern factory shutdown resulting in lower water use as well as reduction in blowdown that reduced raw water use for cooling.
32. Natref previously reported desalinated water as river water abstracted. Natref obtains treated water from Sasolburg operations and this has been included as reported as desalinated water from FY23.
33. This figure previously included water treated by the organisation which should be reported as recycled water.
34. Lower values attributed to a transfer of some potable water use accounts to the joint venture.
35. Groundwater use at Ekandustria included from FY23.
36. Water recycled for 2022 restated as it previously included potable water used.
37. The scope for reporting of recycled water was updated to ensure aligned reporting across regions. This had a significant impact on values previously reported. Water recycled values reported for Chemicals Eurasia previously included cooling water supplied and recycled by a utility services provider. To ensure aligned reporting across regions, the scope of water recycled for reporting was refined. The scope excludes recycling by utility services providers (including cases where water supplied is routed in a looped system). The current definition now includes water that is used for the second or more time in an operation, process or activity. This includes water that is pumped around in a system in a closed loop (but excludes cycles of concentration applied in cooling towers before blowdown). Water recycling and reuse can include wastewater recycled back in the same process or higher use of recycled water in the process cycle; wastewater recycled and reused in a different process, but within the same facility; and wastewater reused at another of the organisation's facilities (processing of used water and wastewater that occurs at utility service providers that provide water to Sasol will not be accounted for by the organisation).
38. Additional Eurasian sites started reporting on surface area impacted by operations.
39. The reporting of oxygen use was opted out from June 2021 due to the sale of the Oxygen plant to Air Liquide. The flowmeters used to report this KPI prior to June 2021 fell within Air Liquide's battery limit as a result of the sale. Given that flowmeters were no longer within Sasol's battery limit, Secunda Operations could not accurately measure the amount of oxygen being used in process. Secunda Operations embarked on a project to install meters and initiate mass balance process to accurately measure this KPI. The process of data reporting has been tested and put in place for the FY24 reporting cycle.

# INDEPENDENT ASSURANCE PRACTITIONER'S ASSURANCE REPORT ON SELECTED KEY PERFORMANCE INDICATORS

To the Directors of Sasol Limited

## Report on Selected Key Performance Indicators

We have undertaken an assurance engagement on selected key performance indicators (KPIs), as described below and presented in the Sustainability Report 2023 of Sasol Limited ("Sasol") for the year ended 30 June 2023 (the Report). This engagement was conducted by a multidisciplinary team including environmental and assurance specialists with relevant experience in sustainability reporting.

## Subject Matter

We have been engaged to provide a reasonable assurance opinion on the KPIs listed in Table A and a limited assurance conclusion on the KPIs listed in Table B below. The selected KPIs described below have been prepared in accordance with the International Standard of Assurance Engagements 3000 (Revised), Assurance Engagements Other Than Audits or Reviews of Historic Financial Information ("ISAE 3000 (Revised)"). The reporting criteria is available on <https://www.sasol.com/investor-centre/sustainability-reporting>.

**Table A: Reasonable assurance on the following KPIs (marked with a 'Reasonable' on the relevant pages in the Report)**

Key Performance Indicators	Unit of measurement	Boundary
Product meant for external sale	Kilotons	Group
Greenhouse gases (GHG): Total Greenhouse Gas (CO <sub>2</sub> equivalent)	Kilotons	Group
Greenhouse gases (GHG): Direct carbon dioxide (CO <sub>2</sub> ) Scope 1	Kilotons	Group
Greenhouse gases (GHG): Indirect carbon dioxide (CO <sub>2</sub> ) Scope 2	Kilotons	Group
Greenhouse gases (GHG): Direct methane (CH <sub>4</sub> )	Kilotons	Group
Greenhouse gases (GHG): Nitrous oxide (N <sub>2</sub> O)	Kilotons	Group
Greenhouse gases (GHG): GHG intensity (CO <sub>2</sub> equivalent/ton product meant for external sale)	Rate	Group
Total energy use	Thousand gigajoules	Group
Total material use	Kilotons	Group, excluding oxygen from air at Secunda Operations
Atmospheric emissions: Particulates (fly ash)	Kilotons	Group
Atmospheric emissions: Nitrogen oxides (NO <sub>x</sub> )	Kilotons	Group
Atmospheric emissions: Sulphur oxides (SO <sub>x</sub> )	Kilotons	Group

**Table B: Limited assurance on the following KPIs (marked with a 'Limited' on the relevant pages of the Report)**

Key Performance Indicators	Unit of measurement	Boundary
Recordable Case Rate (RCR), including employees and service providers	Rate	Group
Lost Workday Case Rate (LWDR), including employees and service providers	Rate	Group
Employee and Service Provider Fatalities	Number	Group
Total major and significant fires, explosions and releases (FERS)	Number	Group
Fires, explosions and releases severity rate (FER-SR)	Rate	Group
Major and significant road product transport incidents	Number	Group, excluding Germany, Italy and Slovakia
Irreversible occupational diseases (IROD)	Number	Group
HSI severity rate (HSI-SR)	Rate	Group
Total water use	Thousand cubic meters	Group
Water recycled	Thousand cubic meters	Group
Hazardous waste	Kilotons	Group
Non-hazardous waste	Kilotons	Group
Total waste	Kilotons	Group
Recycled waste	Kilotons	Group
Underground mining area	Hectares	Group
Area dedicated to biodiversity and conservation	Hectares	Group
Total skills development expenditure	Rands million	Group
Workforce diversity (South African gender and race profile)	Number	South Africa

## Directors' Responsibilities

The Directors are responsible for the selection, preparation and presentation of the selected KPIs in accordance with management's basis of preparation. This responsibility includes the identification of stakeholders and stakeholder requirements, material issues, commitments with respect to sustainability performance and design, implementation and maintenance of internal control relevant to the preparation of the Report that is free from material misstatement, whether due to fraud or error. The Directors are also responsible for determining the appropriateness of the measurement and reporting criteria in view of the intended users of the selected KPIs and for ensuring that those criteria are publicly available to the Report users.

## Inherent Limitations

The Greenhouse Gas (GHG) emission quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

## Our Independence and Quality Control

We have complied with the independence and other ethical requirements of the Code of Professional Conduct for Registered Auditors issued by the Independent Regulatory Board for Auditors (IRBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour. The IRBA Code is consistent with the corresponding sections of the International Ethics

Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards). Deloitte and Tholisiwe apply the International Standard on Quality Management<sup>1</sup>, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

## Assurance Practitioner's Responsibility

Our responsibility is to express either a reasonable assurance opinion or limited assurance conclusion on the selected KPIs as set out in section (a) and (b) of the Subject Matter paragraph, based on the procedures we have performed and the evidence we have obtained. We conducted our assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements other than Audits or Reviews of Historical Financial Information and, in respect of greenhouse gas emissions, in accordance with the International Standard on Assurance Engagements (ISAE) 3410, Assurance Engagements on Greenhouse Gas Statements, issued by the International Auditing and Assurance Standards Board. That Standard requires that we plan and perform our engagement to obtain the appropriate level of assurance about whether the selected KPIs are free from material misstatement

The procedures performed in a limited assurance engagement vary in nature and timing and are less in extent than for a reasonable assurance engagement. As a result, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement.

### (a) Reasonable assurance

A reasonable assurance engagement undertaken in accordance with ISAE 3000 (Revised) and ISAE 3410 involves performing procedures to obtain evidence about the measurement of the selected KPIs and related disclosures in the Report. The nature, timing and extent of procedures selected depend on the auditor's professional judgement, including the assessment of the risks of material misstatement of the selected KPIs, whether due to fraud or error.

In making those risk assessments we have considered internal control relevant to Sasol's preparation of the selected KPIs. A reasonable assurance engagement also includes:

- Evaluating the appropriateness of quantification methods, reporting policies and internal guidelines used and the reasonableness of estimates made by Sasol.
- Assessing the suitability in the circumstances of Sasol's use of the applicable reporting criteria as a basis for preparing the selected information.
- Evaluating the overall presentation of the selected sustainability performance information.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### (b) Limited assurance

A limited assurance engagement undertaken in accordance with ISAE 3000 (Revised) and ISAE 3410 involves assessing the suitability in the circumstances of Sasol's use of its reporting criteria as the basis of preparation for the selected KPIs, assessing the risks of material misstatement of the selected KPIs whether due to fraud or error, responding to the assessed risks as necessary in the circumstances and evaluating the overall presentation of the selected KPIs. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both risk assessment procedures, including an understanding of internal control and the procedures performed in response to the assessed risks. Accordingly, for the KPIs where limited assurance was obtained, we do not express a reasonable assurance opinion about whether Sasol's selected KPIs have been prepared, in all material respects, in accordance with the accompanying Sasol's reporting criteria.

The procedures we performed were based on our professional judgement and included inquiries, observation of processes followed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above we:

- Interviewed management and senior executives to obtain an understanding of the internal control environment, risk assessment process and information systems relevant to the sustainability reporting process.
- Inspected documentation to corroborate the statements of management and senior executives in our interviews.
- Tested the processes and systems to generate, collate, aggregate, monitor and report the selected KPIs.
- Performed a controls walkthrough of identified key controls.
- Inspected supporting documentation on a sample basis and performed analytical procedures to evaluate the data generation and reporting processes against the reporting criteria.
- Evaluated whether the selected KPIs presented in the Report are consistent with our overall knowledge and experience of sustainability management and performance at Sasol.

## Reasonable Assurance Opinion and Limited Assurance Conclusion

### (a) Reasonable assurance opinion

In our opinion, the selected KPIs set out in section (a) of the Subject Matter paragraph above for the year ended 30 June 2023 are prepared, in all material respects, in accordance with the reporting criteria.

### (b) Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the selected KPIs as set out in section (b) of the Subject Matter paragraph above for the year ended 30 June 2023 are not prepared, in all material respects, in accordance with the reporting criteria.

## Other Matters

The maintenance and integrity of Sasol's website is the responsibility of Sasol's management. Our procedures did not involve consideration of these matters and, accordingly, we accept no responsibility for any changes to either the information in the Report or our independent limited assurance report that may have occurred since the initial date of its presentation on Sasol's website.

## Restriction of Liability

Our work has been undertaken to enable us to express a limited assurance conclusion on the selected KPIs to the Directors of Sasol in accordance with the terms of our engagement and for no other purpose. We do not accept or assume liability to any party other than Sasol, for our work, for this report, or for the conclusion we have reached.

*Deloitte & Touche*

*Tholisiwe Chartered Accountants Inc.*

**Deloitte.**

**Deloitte & Touche**  
Registered Auditors

Per Jayne Mammatt  
Chartered Accountant (SA)

Registered Auditor

Partner

30 August 2023

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Per Georgina Tekie  
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Registered Auditor

Chief Executive Officer

30 August 2023

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Ashlea Gardens,  
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## DISCLAIMER

### Forward-looking statements

Sasol may, in this document, make certain statements that are not historical facts and relate to analyses and other information which are based on forecasts of future results and estimates of amounts not yet determinable. These statements may also relate to our future prospects, expectations, developments and business strategies. Examples of such forward-looking statements include, but are not limited to, the impact of the novel coronavirus (COVID-19) pandemic and measures taken in response, on Sasol's business, results of operations, markets, employees, financial condition and liquidity; the effectiveness of any actions taken by Sasol to address or limit any impact of COVID-19 on its business; the capital cost of our projects and the timing of project milestones; our ability to obtain financing to meet the funding requirements of our capital investment programme, as well as to fund our ongoing business activities and to pay dividends; statements regarding our future results of operations and financial condition and regarding future economic performance including cost containment, cash conservation programmes and business optimisation initiatives; recent and proposed accounting pronouncements and their impact on our future results of operations and financial condition; our business strategy, performance outlook, plans, objectives or goals; statements regarding future competition, volume growth and changes in market share in the industries and markets for our products; our existing or anticipated investments, acquisitions of new businesses or the disposal of existing businesses, including estimates or projection of internal rates of return and future profitability; our estimated oil, gas and coal reserves; the probable future outcome of litigation, legislative, regulatory and fiscal developments, including statements regarding our ability to comply with future laws and regulations; future fluctuations in refining margins and crude oil, natural gas and petroleum and chemical product prices; the demand, pricing and cyclical of oil, gas and petrochemical product prices; changes in the fuel and gas pricing mechanisms in South Africa and their effects on prices, our operating results and profitability; statements regarding future fluctuations in exchange and interest rates and changes in credit ratings; total shareholder return; our current or future products and anticipated customer demand for these products; assumptions relating to macroeconomics; climate change impacts and our climate change strategies, our development of sustainability within our Energy and Chemicals Businesses, our energy efficiency improvement, carbon and GHG emission reduction targets, our net zero carbon emissions ambition and future low-carbon initiatives, including relating to green hydrogen and sustainable aviation fuel; our estimated carbon tax liability; cyber security; and statements of assumptions underlying such statements. Words such as "believe", "anticipate", "expect", "intend", "seek", "will", "plan", "could", "may", "endeavour", "target", "forecast" and "project" and similar expressions are intended to identify forward-looking statements but are not the exclusive means of identifying such statements. By their very nature, forward-looking statements involve inherent risks and uncertainties, both general and specific and there are risks that the predictions, forecasts, projections and other forward-looking statements will not be achieved. If one or more of these risks materialise, or should underlying assumptions prove incorrect, our actual results may differ materially from those anticipated. You should understand that a number of important factors could cause actual results to differ materially from the plans, objectives, expectations, estimates and intentions expressed in such forward-looking statements. These factors and others are discussed more fully in our most recent annual report on Form 20-F filed on 1 September 2022 and in other filings with the United States Securities and Exchange Commission. The list of factors discussed therein is not exhaustive; when relying on forward-looking statements to make investment decisions, you should carefully consider foregoing factors and other uncertainties and events and you should not place undue reliance on forward-looking statements. Forward-looking statements apply only as of the date on which they are made and we do not undertake any obligation to update or revise any of them, whether as a result of new information, future events or otherwise.

**Comprehensive additional information is available on our website: [www.sasol.com](http://www.sasol.com)**

### Photography

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## ADMINISTRATION

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**Website**  
[www.sasol.com](http://www.sasol.com)

#### Company registration number

1979/003231/06

#### Business address and registered office

Sasol Place  
50 Katherine Street, Sandton 2196  
Republic of South Africa

## ABBREVIATIONS

<b>ABAC</b>	Anti-bribery and corruption	<b>NGO</b>	Non-Governmental Organisations
<b>ABLC</b>	African leadership business coalitions	<b>NO<sub>x</sub></b>	Nitrogen Oxides
<b>B-BBEE</b>	Broad-Based Black Economic Empowerment	<b>OE</b>	Operational excellence
<b>BFA</b>	Biodiversity footprint assessment	<b>OME</b>	Operating model entities
<b>BHR</b>	Business and Human Rights	<b>Ops</b>	Operating platforms
<b>Board</b>	Sasol Limited Board	<b>Our Code</b>	Code of Conduct
<b>CAIA</b>	Chemical Allied Industry Association	<b>PM</b>	Particulate matters
<b>COD</b>	Chemical oxygen demand	<b>PPE</b>	Personal protection equipment
<b>COP</b>	Communication of Progress	<b>PSM</b>	Process safety management
<b>CSUM</b>	Centre for shared value management	<b>PwD</b>	People with disabilities
<b>DEI&amp;B</b>	Diversity, equity, inclusion and belonging	<b>RPs</b>	Regional platforms
<b>DWS</b>	Department of Water and Sanitation (South Africa)	<b>Sasol League</b>	Sasol Provincial Woman's League
<b>ECD</b>	Early childhood development	<b>SD</b>	Sustainability Data
<b>EE</b>	Employment equity	<b>SDGs</b>	United Nations Sustainable Development Goals
<b>EmpVP</b>	Employer value proposition	<b>SEDA</b>	Small Enterprise Development Agency
<b>EnEf</b>	Energy efficiency	<b>SEO</b>	State owned enterprise
<b>EnMS</b>	Energy Management System	<b>SHE</b>	Safety, health and environment
<b>EP100</b>	Energy productivity 100	<b>SI</b>	Social investment
<b>ESD</b>	Enterprise Supplier Development	<b>SME</b>	Small to medium enterprises
<b>ESPs</b>	Electrostatic precipitators	<b>SMME</b>	Small medium and micro enterprises
<b>GDP</b>	Graduate development programme	<b>SO</b>	Sulphur oxide
<b>GRI</b>	Global Reporting Initiative	<b>SO<sub>2</sub></b>	Sulphur dioxide
<b>GSO</b>	Gas sourcing operations	<b>SSEC</b>	Safety, Social and Ethics Committee
<b>HAZMAT</b>	Hazardous material	<b>STEM</b>	Science, technology, engineering and materials
<b>HDP</b>	Historically disadvantaged persons	<b>TCFD</b>	Task Force on Climate-related Financial Disclosure
<b>HIS-R</b>	High severity injury severity rate	<b>THP</b>	Thermal hydrolysis process
<b>ICCA</b>	Council of Chemical Associations	<b>TIG</b>	Tungsten Inert Gas
<b>ILO</b>	International Labour Organisation	<b>TloP</b>	Transport indicators of performance
<b>IPP</b>	Independent Power Producers	<b>TNFD</b>	Task Force on Nature-related Financial Disclosure
<b>ISCC</b>	International Sustainability and Carbon Certification	<b>TVET</b>	Technical vocational education and training
<b>IVRS</b>	Integrated Vaal River System	<b>TVOCs</b>	Total volatile organic compounds
<b>IWBF</b>	International Wheelchair Basketball Federations	<b>UNGC</b>	United Nations Global Compact
<b>KPI</b>	Key performance indicators	<b>VOC</b>	Volatile organic compound
<b>LWDCR</b>	Lost workday case rate	<b>WBSA</b>	Wheelchair Basketball South Africa
<b>MES</b>	Minimum Emissions Standard	<b>WCO</b>	World class operations
<b>Natref</b>	National Petroleum Refiners of South Africa	<b>WUL</b>	Water use license
<b>NBI</b>	National Business Initiative		



[www.sasol.com](http://www.sasol.com)