



Sasol is embarking on a global diversity journey to further expand its integrated community of employees. Thomas Sentsho, Eunice Mahlangu, Johan de Jager and Johnny Mofokeng are pictured in front of a heat recovery steam generation unit under construction at Secunda.

a week's duration. During the year, a total of 6 976 employee-days were lost due to industrial action.

The group's remuneration approach aims to ensure we remain globally competitive by supporting the attraction, retention and motivation of the right calibre of employees. Annual increases are determined in relation to market movements, inflation indicators and company performance. They are then translated into individual increases taking into account the scope and nature of the employee's role, market benchmarks for similar positions and the employee's personal performance and competence. Our performance management policy makes provision for a predefined performance appraisal process where this is not in conflict with bargaining council negotiation structures.

A formal process exists within the organisation where, from the age of 50, structured sessions are held with employees to prepare them for retirement. We see retrenchment as a last resort, with alternate

positions always being sought first within the organisation. Should options of redeployment be found, training is offered to the affected employees to prepare them for the new role. Sasol supports its employees during times of restructuring and retrenchment, for example, through workshops aimed at empowering managers and employees to deal with the process, and providing on-site counselling.

Promoting the wellbeing of our employees

Our employee assistance programme (EAP) focuses on the psychosocial health of our employees and their dependants. The programme utilisation has increased from 18,2% in 2009 to 18,8% of employees for 2010. The provision of face-to-face counselling is well utilised, reflecting both the employees' needs as well as their confidence in the EAP. Since May 2009, we have been monitoring an employee wellness scorecard for most business units in South Africa. We have also embarked on a programme to integrate occupational health data with

SD

Our sustainable development report includes further details on our HR practices, and includes a detailed breakdown of our workforce by region and employment type, as well as further details on employee turnover.

SD

Further details on our HIV/Aids programme, including data on the utilisation of our anti-retroviral therapy treatment programmes, are provided in our sustainable development report.

other areas pertaining to healthcare and wellness, to ensure we have a holistic view of the health risks profile of employees.

Our integrated Sasol HIV/Aids Response Programme (SHARP), now in its eighth year, is driven at business unit level and focuses on identifying and providing support services to HIV-infected employees and their families, as well as on preventing new infections through awareness, education and access to testing, counselling and treatment.