



Sasol's global learning function is responsible for establishing world-class learning practices to ensure efficiency and effectiveness. Seen at Sasol Solvents' Hexene plant in Secunda are safety standby, Lumgisa Njozela, Carin Botha, who is studying towards her safety diploma and safety standby, Jemina Khoza.

Going forward, we will put considerable effort into accelerating our diversity agenda. The continuous integration of diversity into our existing skills and leadership development programmes and talent management processes will facilitate the mobility of high performers and high-potential employees in the various talent pipeline levels. To date, we have developed guidelines for women advancement and representation at all management levels. This will also contribute towards entrenching an inclusive culture that will drive business performance.

Contributing to skills development

Our global learning function in human resources is responsible for establishing a group-wide learning approach and fraternity that employs world-class practices. To develop future talent, Sasol runs one of the largest bursary schemes in South Africa. Our total

investment in 2010 was R51 million, focused primarily on the science, technology and engineering disciplines. We currently have 769 undergraduate and postgraduate bursars. We have a mandate to award 112 first-time undergraduate bursaries and 20 postgraduate bursaries for 2011. Sasol, through its corporate social investment (CSI) programme, also spends 35% of its CSI budget on education, with a focus on science and maths.

Over the past year, our highly acclaimed leadership programmes have been refined to ensure alignment with Sasol's strategy and business priorities. This year, 9 253 candidates attended different leadership development programmes. In addition to our executive development programmes, we have also developed a transitional development programme, which consists of three weeks of training held over four months. All of our leadership programmes are supported by coaching and mentoring programmes.

SD

Our online sustainable development report provides additional information on our skills development activities, and includes case studies relating to engineering contractors, artisans, chartered accountants and an initiative that promotes science education in schools.