



Slavery and Human Trafficking Statement for the Financial Year ended 30 June 2022

Introduction

This slavery and human trafficking statement (Statement) is published pursuant to section 54 of the United Kingdom (UK) Modern Slavery Act, 2015 (the Act) by Sasol Limited, the ultimate holding company of the Sasol Group of Companies (Sasol), and the indirect shareholder of the following UK incorporated Sasol subsidiaries:

- Sasol UK Limited (Sasol UK); and
- Sasol European Holdings Limited (Sasol European Holdings).

Section 54 of the Act requires commercial organisations carrying on all or part of a business in the UK, that supply goods or services, and which have a consolidated global turnover of GBP 36 million per annum or more, to prepare and publish a Statement for each financial year.

Sasol also complies with the California Transparency in Supply Chains Act of 2010 (SB657), which requires certain companies to report on specific actions taken to eradicate slavery and human trafficking in their supply chain. Sasol (USA) Corporation's statement in this regard can be found at <https://www.sasolnorthamerica.com/supply-chain-transparency/>.

Sasol is opposed to any form of modern slavery or human trafficking in our supply chain or in any part of our business, and we are committed to the prohibition of any form of forced labour and child labour. We remain vigilant to emerging modern slavery and human trafficking risks, in all jurisdictions in which we operate and proactively take steps to mitigate modern slavery risks within our organisation and beyond.

We subscribe to the Ten Principles of the United Nations (UN) Global Compact and endorse the UN Sustainable Development Goals. We also seek to adhere to the UN Guiding Principles on Business and Human Rights (UN Guiding Principles) and the Organisation for Economic Cooperation and Development's Guidelines for Multinational Enterprises, including by respecting key international human rights recognised by the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and the International Bill of Rights.

Our structure and business

Sasol Limited is the ultimate holding company (parent company) of a group of Sasol companies, an international integrated energy and chemicals group that, through its talented people, uses selected technologies to safely and sustainably source, produce and market chemical and energy products competitively to create superior value for our customers, shareholders and other stakeholders. Our global turnover for the financial

year ended 30 June 2022 was ZAR275 738 million.

The UK incorporated Sasol subsidiaries listed above are 100% indirectly held by Sasol Limited. In terms of their respective business activities:

- Sasol UK acts as an agent for various Sasol entities by selling and marketing chemicals, mainly to the European market. It also provides technical support to the Sasol Group's existing upstream Exploration, Appraisal, Development and Production activities; and
- Sasol European Holdings is a UK based European regional holding company. Sasol European Holdings holds investments in various Sasol subsidiaries across Europe.

Please refer to Sasol's Integrated Report for 2022 for more details and information on how we structure ourselves, including details of our operations and principal activities, and our most recent Form 20-F at www.sasol.com.

Our Supply Chain

Supplier management is hosted within the supply chain process. The procurement of utilities, goods and services is executed within the remit of the supply chain processes. Our supply chain processes play a key role in creating collaborative relationships with suppliers.

During the financial year, Sasol engaged suppliers in a broad range of sectors, including: (a) information technology and professional services; (b) construction and building maintenance; (c) mechanical and electrical equipment supply; (d) engineering services; (e) overland and marine logistics and storage services; (f) utilities and energy; (g) mining equipment; (h) mining services (e.g. geology); (i) facility management; and (j) raw materials.

Further information regarding Sasol's supplier categories is available on our website: <https://www.sasol.com/suppliers/become-a-supplier>

Our policies

We are committed to upholding and respecting human rights. We continue to work towards the integration of human rights considerations into our business practices, notably through the implementation of our "Business and Human Rights Framework", discussed below under the heading "Our business and human rights framework".

Since 2001, Sasol has been a signatory of the Ten Principles of the UN Global Compact. Amongst other things, the UN Global Compact requires companies to respect internationally proclaimed human rights including, as a minimum, those set out in the International Bill of Rights and core conventions of the ILO.

Our commitment to respecting the human rights of all people is set out in our key policies which include, but are not limited to, a Code of Conduct, Human Rights Policy, Supply Chain Policy read with our Supplier Code of Conduct, Safety, Health and Environmental Policy, Security Policy and various other policies and practices related to fair labour and employment.

The Sasol Code of Conduct applies to all Sasol employees and directors globally. We expect joint venture companies in which Sasol is a non-controlling co-venturer and associated companies to implement similar policies within their own businesses. Sasol

suppliers are also required to act in accordance with the Sasol Code of Conduct. It builds upon and entrenches Sasol's values. The Code of Conduct provides guidance to our employees, suppliers and business partners on how we conduct our business by setting out principles and standards. It affirms our commitment to fair labour practices that are in line with both local legal requirements and the eight ILO core conventions.

Our Supplier Code of Conduct at <https://www.sasol.com/sites/default/files/2022-07/Sasol%20Supplier%20Code%20of%20Conduct%202022.pdf> and Supply Chain Policy at https://www.sasol.com/sites/default/files/2022-04/SC%20POLICY%20ENGLISH_1.pdf set out Sasol's expectations of our suppliers in terms of business conduct, including that they uphold fundamental human rights and adopt fair labour practices. Amongst other things, the Supplier Code of Conduct affirms that all human beings have the right to work of their own free will. It requires suppliers not to participate in, or benefit from, any form of forced labour (namely work performed involuntarily under threat of penalty), bonded labour, debt bondage, forced prison labour, slavery, servitude or human trafficking. The Supplier Code of Conduct is explicit that Sasol suppliers must not participate in, or benefit from, any form of forced labour and/or child labour. Our approach to supplier risk management is set out below under the heading "Supply chain risk management". We execute supplier due-diligence in collaboration with our Legal and Compliance teams, and continue to develop measures to improve our supplier due diligence processes, to ensure that Sasol only transacts with organisations that have controls in place to minimise risks, including the risk of modern slavery and human trafficking.

Consistent with our Human Rights Policy at <https://www.sasol.com/sustainability/human-rights>, we comply with all applicable legal requirements in all jurisdictions where we conduct business, including those prohibiting modern slavery and human trafficking, and we seek to align our practices with the UN Guiding Principles and the UN Global Compact. Our compliance programme in all the jurisdictions in which we operate is a key enabler in this regard.

During the financial year, we updated both our Code of Conduct and Human Rights Policy to align with our refined values, and to ensure that our expectations regarding respect for human rights are clearly articulated and well-understood by employees, suppliers and business partners.

Our business and human rights framework

The Safety, Social and Ethics Committee of Sasol Limited is responsible for overseeing Sasol's approach to human rights.

In May 2020, the Safety, Social and Ethics Committee approved a group-wide Business and Human Rights Framework (Framework) which supports the integration of relevant human rights considerations in our business activities, and therefore underpins our commitment to align our practices with the UN Guiding Principles. A key aspect of the Framework is the assimilation of human rights due diligence into our overall enterprise risk management approach.

Following the approval of the Framework and the re-structuring of Sasol's business, we commenced a review of Sasol's group wide risk profile. The review includes an assessment of the potential human rights impacts that may arise in connection with the activities of the two Business Units within the Sasol group, Energy and Chemicals. The review for financial year 2022 focused on these two Business Units and in financial year 2023, we will extend the review process to Sasol Mining and Sasol ecoFT.

During the financial year, both the Energy and Chemicals Business Units completed consolidated business and human rights reviews to identify and record how Sasol's commitments in relation to human rights issues are managed, to help inform the development of Sasol's business and human rights strategy going forward. These reviews included questions relating to potential modern slavery risks in supply chain arising from the regions and sectors where suppliers operate as well as the sourcing of higher risk commodities.

Sasol's Enterprise Risk Management Framework and Risk Management approach are being applied to this ongoing process of assessing Sasol's human rights risks. This is to foster a systematic and standardised way to identify, prevent, mitigate and account for adverse human rights impacts, guided by the UN Guiding Principles. Going forward, this approach will also support how any actual or potential human rights impacts that we identify are addressed.

During the financial year, Sasol also developed human rights-focussed due diligence guidance for mergers and acquisitions, which we included in our internal Mergers and Acquisitions Handbook, to ensure that potential human rights issues (including modern slavery) associated with acquisitions and sales of corporate entities by Sasol are identified and managed appropriately, in accordance with our Human Rights Policy.

Further, we developed a human rights due diligence questionnaire which we require our potential joint venture (JV) partners to complete in order to do business with Sasol. The aim of the questionnaire is to support the identification of potential human rights risks associated with the relevant JV partner and its business activities. In this way, the questionnaire will facilitate Sasol's engagement with potential JV partners in relation to any such identified risks going forward, so that human rights issues can be managed appropriately.

Supply chain risk management

We strive for excellence in the sustainable supply and delivery of goods, services and products to maximise value for our organisation and customers. We acknowledge that the conduct of our suppliers and other supply chain partners (including suppliers' subcontractors) affects Sasol and therefore we will only do business with partners that demonstrate integrity and align with our values.

As part of our contracting and on-boarding processes, all approved suppliers for the Energy Business Unit are required to confirm compliance with applicable laws, and the Sasol Supplier Code of Conduct. Once on-boarded, we expect our suppliers to act ethically, fairly, comply with all applicable laws and regulations, uphold fundamental human rights including fair labour practices, and to be transparent in their business practices in accordance with our Supplier Code of Conduct. This expectation is communicated to suppliers and is reflected as a contractual requirement in the standard contract templates for the Energy Business Unit. The contractual provisions as set out in the standard contract templates for the Energy Business Unit stipulate that any failure by a supplier to comply with such requirements may constitute a ground for termination, exercisable at Sasol's discretion. However, we recognise that ongoing engagement with any supplier to address the human rights issues identified may, in the first instance, be the most appropriate approach to take. In implementing the Energy Business Unit process, Chemicals Eurasia will follow a phased approach. New contracts for Chemicals Americas that are based on the Sasol template makes specific reference to the Sasol Supplier Code of Conduct.

During the financial year, we developed a supplier due diligence questionnaire (DDQ) focussed on identifying a supplier's potential human rights risks, including any risks in relation to forced labour, child labour or human trafficking. In addition to supporting the identification of potential human rights risks, the DDQ supports suppliers in describing and demonstrating the measures they have taken to mitigate such risks, and aims to facilitate engagement between Sasol and suppliers in managing risks identified in the due diligence process, as appropriate.

The DDQ will be rolled out by Sasol's Energy and Chemicals Business Units in a phased manner and embedded within their supplier screening and due diligence processes. The DDQ will support with the process of categorising suppliers by reference to the nature of any human rights risks identified. Consistent with our risk-based approach, we will continue to enhance our due diligence procedures and the monitoring of supplier compliance with our Human Rights Policy and Supplier Code of Conduct.

Ongoing monitoring and effectiveness

We address failures to adhere to the Code of Conduct and associated policies by our employees through training and, where appropriate, disciplinary action in accordance with our applicable disciplinary codes and applicable law.

The Sasol Ethics Line is the primary grievance mechanism for use by employees, suppliers and the public, including fence-line communities, to report any potential business and human rights infringements. Any complaints lodged are addressed in accordance with established mechanisms. Our stakeholder engagement processes ensure that Sasol is well placed to receive concerns from stakeholders, so that any human rights implications of such concerns can be assessed.

The Whistle-Blower Policy and Ethics Investigation Policy facilitate the reporting, investigation and management of actual or suspected unethical conduct, including actual or suspected human rights impacts, through the appropriate mechanisms. These policies support Sasol's approach to encouraging employees to speak out about ethics without fear of retaliation and to prevent such conduct from continuing or recurring.

Training and awareness

Sasol's employees are reminded about our commitment to uphold and respect human rights, and the requirements of our Human Rights Policy, through a business and human rights awareness campaign via the Sasol Intranet, periodic email and other communications from our Chief Executive Officer ("Leadership Communications"), and global weekly bulletin emails. This year, we used Human Rights Day in South Africa on 21 March 2022 as an opportunity to draw the attention of our workforce to Sasol's group-wide approach to business and human rights.

To ensure our commitment to respect and observe human rights, we are in the process of rolling out business and human rights training focussed on creating awareness around the requirements of the Sasol Human Rights Policy and the Sasol Supplier Code of Conduct, with specific attention placed on issues relating to human trafficking and slavery.

In conclusion

We continue to develop our policies, business processes, practices and other controls

in line with our commitment to respect human rights, including by tackling the potential risk of any form of modern slavery occurring within our business and supply chain.

Sasol's most recent Sustainability Report, available at www.sasol.com, provides more information on Business and Human Rights, Ethics and Supply Chain Management.

This Statement was approved by the Safety, Social and Ethics Committee on behalf of the Board (duly authorised) on 28 November 2022.



F R Grobler
President and Chief Executive Officer
Duly authorised