



sasol



SASOL LIMITED SUSTAINABILITY REPORT

for the year ended 30 June 2021

SR

Purpose
Innovating for a better world

Purpose

Innovating for a better world.

Our Purpose will guide us in our journey as we transform to a more resilient, environmentally sustainable business. We will become pioneers again. This path will be undertaken in three stages of RESET, TRANSITION and REINVENT:

2019 – 2025
RESET Sasol by stepping up our performance creating financial headroom to be resilient

2025 – 2030
TRANSITION our business by decarbonising our assets, investing in energy efficiency and renewables

2030 – 2050
REINVENT ourselves by incubating, scaling and bringing to maturity new sustainable businesses to shift our portfolio over time

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 safely and sustainably source, produce and market a range of high-quality products in 27 countries, creating value for stakeholders. Our Purpose 'Innovating for a better world' compels us to deliver on triple bottom line outcomes of People, Planet and Profit, responsibly and always with the intent to be a force for good. We have prioritised four Sustainable Development Goals to ensure our business is environmentally, socially and economically sustainable.

SUSTAINABILITY STATEMENT

Advancing chemical and energy solutions that contribute to a thriving planet, society and enterprise.



Our prioritised SDGs

- SDG 8:** Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
- SDG 12:** Ensure sustainable consumption and production patterns
- SDG 13:** Take urgent action to combat climate change and its impacts
- SDG 17:** Strengthen the means of implementation and revitalise the global partnership for sustainable development

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	Sasol may, in this Sustainability Report, make certain statements that are not historical facts and relate to analyses and other information based on forecasts of future results and estimates of amounts not yet determinable. These statements may also relate to our future prospects, developments and business strategies taking into account the impact of COVID-19 on Sasol. Refer to the inside back cover (IBC) for our full disclaimer on forward-looking statements.	

OUR SUITE OF REPORTS

These reports are available on our website, www.sasol.com, or on request from Investor Relations. Contact details are on IBC.

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

SR
Sustainability Report
 Communication about Sasol's environmental, social and governance (ESG) performance.

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

AFS
Annual Financial Statements
 Contain complete analysis of the Group's financial results, with detailed financial statements, as well as the Remuneration Report and Report of the Audit Committee.

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



28 949 employees

Spent **R1,2 billion** on skills development

Level 4
Broad-based Black Economic Empowerment (B-BBEE) status

Black-owned spend **R23,8 billion**

100 years combined Sasol Board of Directors (Board) experience



- Safety
- Strategy and risk
- Corporate governance and ethics
- Upstream gas and oil
- Mining
- Operations
- Chemicals
- Retail fuels
- Sales and marketing
- Sustainability
- Human resources
- Finance, mergers and acquisitions

ENERGY EFFICIENCY IMPROVEMENT

22,75% for the Sasol Group
22,08% for Sasol South Africa Limited off the 2005 baseline



Black women-owned spend **R15,8 billion**

We will embrace net zero* emissions while preserving and creating value, and investing in people



Total greenhouse gas (GHG) **67 102 kilotons CO₂e**



Spent **R526,2 million** social investment



Recycled **159 681** thousand cubic meters of water and **125** kilotons of waste

*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.

RESEARCH AND DEVELOPMENT



Invested **R1,2 billion**

Score of **A-** for Carbon Disclosure Project (CDP) Water placing us in the leadership band



Signatory to Operation Clean Sweep® **95%** of our South African road transporters signed the pledge

ENVIRONMENTAL STEWARDSHIP PROGRAMMES

Reached **150 000** community members and school children globally



SUPPORT TO GLOBAL AND NATIONAL INITIATIVES



INTRODUCTION

About this report



Reporting approach

We adopt an integrated approach to reporting in order to better inform our stakeholders of the issues that affect our ability to preserve and create value, and limit cases of value erosion over the short, medium and long term. These also affect our ability to deliver Future Sasol.

In this report, we reflect on Sasol's performance and progress in terms of People, Planet and Profit within our four sustainability focus areas. We also provide an update on information reported in our 2020 Sustainability Report. Our archived reports are available at www.sasol.com.

Through our sustainability reporting we seek to facilitate inclusive and meaningful dialogue and partnership with our stakeholders. We engage regularly with a broad stakeholder base on issues of significant interest or impact, including our performance, decisions and activities in relation to ESG matters.

Reporting boundary and scope

This Sustainability Report is for the period 1 July 2020 to 30 June 2021 and covers the activities of the Sasol Energy and Chemicals Businesses and the Corporate Centre.

We include data for the operations of our joint ventures in which we have significant management influence or operational control. We do not include quantitative performance data for those operations in which we do not have operational control, joint control or in which we do not exercise influence.

Our report has been developed in accordance with the Global Reporting Initiative (GRI) Standards and can be referenced to our GRI Index. We have also applied the advanced level reporting criteria of the United Nations (UN) Global Compact, meeting the 21 advanced criteria.

We apply best in practice global reporting frameworks and continuously evaluate the applicability of other reporting standards. Our evaluation indicates that GRI, Task Force on Climate -related Financial Disclosure (TCFD) and UN Global Compact reporting criteria covers the spectrum of reporting needs. We also respond to CDP and our submissions are available at www.sasol.com.

Our stakeholders

We endeavour to meet our commitments by being responsive and solutions-focused. We identify, assess and monitor stakeholders' expectations together with significant issues that could have a bearing on our operations and strategy. We also track and provide regular feedback on our commitments and the issues that stakeholders raise.

Materiality

We apply the principle of materiality to identify issues, opportunities and challenges that impact materially on Sasol and its ability to be a sustainable business that delivers value to shareholders and key stakeholders.

Our material matters are detailed in the Integrated Report.



Material matters

Our material matters have the potential to impact, both positively and negatively, our value creation in the short, medium and long term. They are derived from considering inputs from our stakeholders and our enterprise risk management process. They directly influence the development of our strategy underpinned by our approach to People, Planet and Profit. The manner in which we manage our material matters could support or hinder our ability to execute our strategy and remain competitive.

MM Our material matters



Safety

Pursuing zero harm



People

Attracting and retaining talent



Decarbonising

Decarbonising for sustainability



Trust

Rebuilding credibility and trust



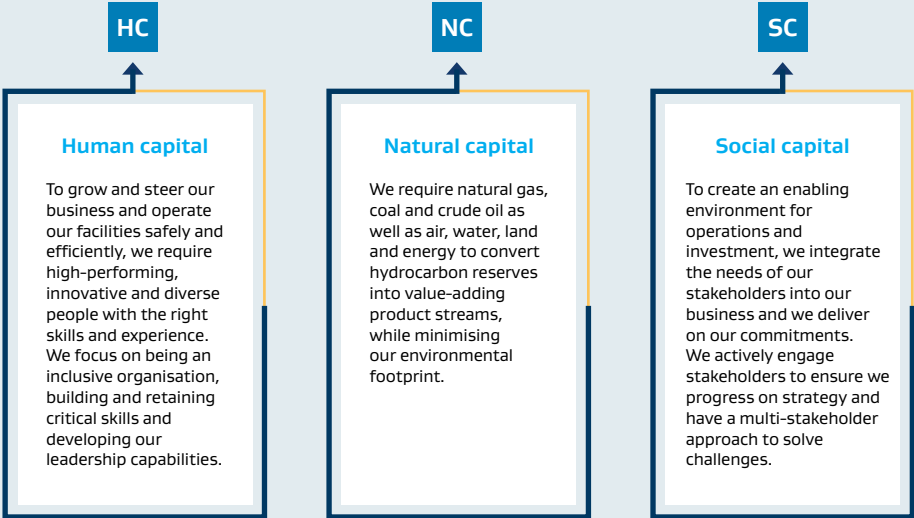
Sasol 2.0

Delivering Sasol 2.0

COMMITTED TO DELIVERING SUSTAINABLE VALUE

We are driven to create sustainable value for all our stakeholders. Our revised strategy takes into account the six capitals, stakeholders with whom we interact and risks and opportunities that are presented by our operating environment. We continuously monitor the material matters that we have identified as having the potential to substantially affect delivery of Future Sasol.

Our commitment to safety, the environment and communities shapes how we manage our business and execute our strategy to deliver sustainable growth and accelerated shareholder returns. In this report, which is supplementary to the Integrated Report, we share more detail on Sasol as a safe, responsible and efficient business. We explain our focus on continuously improving the way we operate to prevent incidents and to identify, minimise or avoid adverse environmental and social impacts, and focus on three of the six capitals.



INTRODUCTION

About this report (CONTINUED)

Our suite of reports has been prepared in accordance with the guidelines established under the following reporting standards and frameworks

The International Integrated Reporting <IR> Framework	● ●
South African Companies Act 71 of 2008, as amended	● ●
Johannesburg Stock Exchange (JSE) listings requirements	● ●
King IV™ Report on Corporate Governance for South Africa, 2016	● ●
International Financial Reporting Standards (IFRS)	● ● ●
Global Reporting Initiative (GRI)	● ● ●
Task Force on Climate-related Financial Disclosure (TCFD)	● ● ● ●
United Nations (UN) Sustainable Development Goals (SDGs) and reporting criteria	● ●
United States Securities and Exchange Commission (SEC) rules and regulations	●
Sarbanes-Oxley Act of 2002	●

Reports

IR SR CCR AFS 20-F

● ● ● ● ●

Director's approval

The Safety, Social and Ethics Committee (SSEC) of the Sasol Limited Board is responsible for ensuring the integrity of Sasol's sustainability reporting. We confirm that the 2021 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 20 September 2021. Signed on behalf of the SSEC:






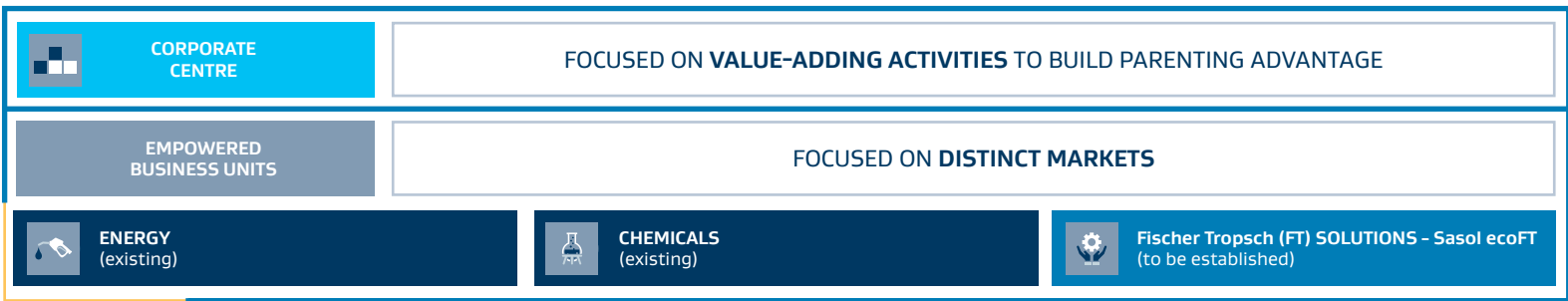
Muriel Dube
Chairman of the SSEC

Purpose

Innovating for a better world.

WHAT SUSTAINABILITY MEANS FOR SASOL

 Providing chemicals and energy in a responsible way
  Respecting people, their health and safety and the environment
  Contributing to the socio-economic development of the countries in which we operate



OUR AMBITION
GROW SHARED VALUE WHILE ACCELERATING OUR TRANSITION TO NET ZERO

OUR STRATEGY DELIVERABLES BY 2030

Scope 1 and 2 greenhouse gas (GHG) emissions reductions 30%# reduction <small>* Off a 2017 baseline and excluding Natref</small>	Scope 3 reduction 20% reduction^ <small>^ For Energy Business category 11: use of energy products</small>	Cash fixed cost saving 15 – 20%*† <small>† By 2025</small>	Gross margin uplift 5-10%* <small>* Off 2020 base</small>
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ENABLED BY:

 TECHNOLOGY
  ADVANTAGED ASSETS
  HIGHLY SKILLED PEOPLE
  MARKET LEADERSHIP

Supported by our sustainability focus areas:

Aligned with our prioritised SDGs

 Safe and enduring operations
  Growing shared value
  Resilience in a lower-carbon future
  Minimising our environmental footprint

Further detail can be found in the **CCR**

INTRODUCTION

Social and ethics report of the Chairman of the SSEC



“Decarbonising for sustainability is a cornerstone of our holistic focus on ESG which is aligned with the needs of our stakeholders.”

Muriel Dube
Chairman of the SSEC

Dear stakeholders,

In the past year, the world has been adjusting to, and coming to terms, with the impact of the COVID-19 pandemic while grappling with the climate crisis. Sasol's contribution has been far reaching and exemplary, and its 'can do' spirit has culminated in measures to aid community and public health, most notably through supporting the Department of Health's vaccination strategy. The same resolute determination forms the backdrop to our response to our material environmental, social and governance (ESG) risks, including climate change, the impacts of which are being felt and demand demonstrable action as outlined in our suite of reports.

The Safety, Social and Ethics Committee (SSEC) has been purposeful in fulfilling its mandate to ensure that Sasol continues to conduct its activities and contribute to society as a responsible corporate citizen. In executing our social and ethics responsibilities in accordance with regulation 43 of the South African Companies Act 71 of 2008, the SSEC considers and monitors Sasol's activities, having regard to relevant legislation, business and human rights considerations and prevailing best practice on matters relating to social and economic development, the environment, health and public safety, consumer relationships and labour and employment.

With sustainability at the core of our strategy, we continued to improve our performance against our prioritised SDGs, namely 8, 12, 13 and 17. We are a values-driven organisation and have made measurable progress with incorporating the Ten Principles of the UN Global Compact in our strategies, policies and procedures. To further enhance Sasol's ethical conduct and anti-corruption processes, various Organisation for Economic Co-operation and Development Policy Guidelines have been adopted. The Board ensures that strategy, risk, performance and sustainable development considerations are effectively integrated and appropriately balanced in achieving Sasol's value-based strategy. Accordingly, the SSEC's terms of reference were amended this year to enable us to further embed sustainability in the company and strengthen our performance, across ESG matters, particularly climate change and social performance.

Upholding human rights and working towards their integration into our business practices is an ongoing endeavour. Specifically, we reviewed related risks and how they may impact the effective implementation of our business and human rights policy. We also improved our due diligence processes to encompass business and human rights assessments and established a dedicated Human Rights Centre of Excellence to oversee enhanced business and human rights practices throughout the Group. This is further reflected in Sasol's triple bottom line approach of People, Planet and Profit, which is unpacked across our suite of reports.

Espousing the health, wellbeing and safety of people as a top priority must translate into zero fatalities. For this reason, the tragic loss of two of our colleagues who passed away in work-related incidents - one before financial year-end, the other after, arising from a high severity injury during the financial year, is not acceptable. We deplore their loss and know that it means we have to do more to eliminate fatalities. The SSEC remains dedicated to effective oversight of safety at Sasol and supports the heightened focus and systematic approach to prevent the recurrence and limit the severity of accidents and incidents. Culture remains a key enabler to embedding improved safety standards and we are encouraged by the progress that management has made in nurturing a culture of care and humanising safety. This approach has led to a marked decrease in the Group's high severity injury rate.

We remain committed to providing decent work and working conditions for our employees, promoting equal opportunities and fair employment practices globally across all Sasol's businesses and contributing towards the educational development of our employees. As we transition through Sasol 2.0, we recognise that the journey is difficult for our employees. The SSEC is encouraged by the measures that management has put in place to ensure that employees are treated with care, dignity and compassion. This extends beyond human resource practices, to creating Ntsika, which is an entrepreneur development programme to support employees who have left Sasol.

The material matters we report on reflect a risk-based view of the business, but more importantly, are matters which are also critical to our stakeholders. We thank our stakeholders for their willingness to engage with us and their recognition of our commitment to transparency. We incorporate feedback into our decision-making processes, as we consider it vital that we adopt an outside-in view to ensure that our governance remains robust.

As reflected in our material matters, decarbonising for the sustainability of Future Sasol is a cornerstone of our holistic focus on ESG and closely aligns our stakeholders' expectations. The Board, supported by the SSEC, has clear oversight over climate change matters, including Sasol's decarbonisation pathway to Net Zero by 2050. Other environmental management focused matters continue to be top of mind for the SSEC, given Sasol's impact on the environment. The SSEC continuously monitors Sasol's progress in meeting key environmental targets as part of improving our ESG performance. Further accountability in respect of climate change and environmental management has been incorporated into our remuneration policy through ESG metrics, which are explained in the Report of the Remuneration Committee.

As a business, we are pushing ourselves beyond our capabilities to innovate our way through our current environmental challenges. As chairman of the SSEC, I am confident that the SSEC has fulfilled its mandate as required by the Companies Act and that there were no instances of material non-compliance with applicable ESG laws and regulations.

I am grateful to my colleagues on the SSEC, the rest of the board and Team Sasol for their unwavering support as we forge a sustainable path towards a decarbonised future.

Muriel Dube
Chairman of the SSEC
20 September 2021

Performance at a glance

Focus areas	Safe and enduring operations	Growing shared value	Resilience in a lower-carbon future	Minimising our environmental footprint
Operating context	Mitigating the negative macroeconomic effects using levers of our response plan and Sasol 2.0 transformation programme Maintaining a safe working environment while mitigating against the risk of the spread of the COVID-19 virus	Responding to key societal challenges by understanding expectations and responding effectively to diverse stakeholders Focusing on supporting a healthy and safe environment in collaboration with, among others, local health authorities	Positioning ourselves to lead the energy transition in South Africa We are developing pathways to decarbonise our existing operations that is aligned with the requirements of a just transition that creates shared value	Recognising the environmental footprint associated with our activities and responsibly managing these in a prudent and legally compliant way Diligently monitoring and reporting on our activities and complying with all applicable regulatory requirements
Performance	<ul style="list-style-type: none"> Fatalities: 2*1 Recordable case rate (RCR): 0,26* Employee turnover: 3 869 Major and significant fires, explosions and releases (FERs): 20* 	<ul style="list-style-type: none"> Social investment spend: R526,2 million Black-owned spend: R23,8 billion Black women-owned spend: R15,8 billion 	<ul style="list-style-type: none"> Energy efficiency for the Sasol Group and Sasol South Africa off the 2005 baseline: 22,75% improvement Total GHG increased by 1,9% compared to 2020 Total GHG decreased by 1% against 2017 baseline 	<ul style="list-style-type: none"> Total water consumption decreased by 3,2% Recycled water increased by 1,4% Total waste decreased by 5,5%

* Assured by Deloitte and Thollisiwe - refer to page 60
1 One before financial year-end the other after

INTRODUCTION

President and Chief Executive Officer (CEO)'s statement



“ Future Sasol is premised on resilience in a lower-carbon future and our decarbonisation goals which directly impact our scope 1, 2 and 3 emissions through transforming our operations. ”

Fleetwood Grobler
President and CEO



Dear stakeholders,

In a year marked by seismic changes to the way we live and how we do business, I must express our deepest condolences for the loss of two of our colleagues who passed away in work-related incidents - one before financial year-end, the other after. Further, as the pandemic has relentlessly spread, it has led to the tragic loss of life and I convey sincere sympathies to those who have lost family members, friends, colleagues and loved ones due to this menacing disease. At Sasol, we have been firm in our actions to combat the further spread of the pandemic and ensure that we put in place measures that protect our people and our communities.

We have placed sustainability firmly at the centre of our strategy and maintained our triple bottom line focus of People, Planet, Profit. COVID-19 has prompted us to make significant changes to our business and transform ourselves to be resilient and sustainable in the long term.

Extending our COVID-19 response

We have taken a holistic and integrated response to COVID-19 through numerous measures for our people and communities. Importantly, at our operations we continued with interventions to protect our people, including through, among others enforcing social distancing, the use of appropriate personal protective equipment (PPE) and basic hygiene including the regular washing of hands and use of sanitisers. For our office-based staff, we have focused on implementing wellness measures as our people have adjusted to a virtual work environment while based at home. As part of our occupational health and wellbeing strategy, we continue to explore further options to assist our people in promoting their wellbeing in this new virtual environment.

With the majority of our employees in South Africa, we have supported the Department of Health's intervention on COVID-19 throughout the year including the vaccination roll-out. We have encouraged our communities through targeted interventions to enhance communication and education, this has primed our communities to consider vaccinations as the roll-out gains momentum to improve acceptance. We have worked with government in securing infrastructure over and above our own, including donating mobile clinics, to maximise the daily number of vaccinations. We are proud of the significant progress we have made in protecting the wellbeing and health of our people during the pandemic, particularly as the third wave subsides in South Africa. In Mozambique, we accessed vaccines for our

employees and contractors through the Mozambique Ministry of Health leading to an improved capability of saving lives and preventing an increase in the number of cases and serious hospitalisation.

Transition to Future Sasol

Through Sasol 2.0, we have transformed our business so that Future Sasol is sustainable in the long term. Given the impact the programme had on employees, we were and are always guided by our core value to be caring. We provided transition support to affected employees with career transition skills, access to resources and training, as well as various other wellbeing support measures.

Safe and enduring operations

Our people are essential to maintaining safe and enduring operations, and zero harm remains our top priority. We have made significant progress in humanising safety within Sasol through key interventions and programmes that have transformed the safety, health and environmental (SHE) dialogue. Our focus on reducing fatalities is relentless as we progress towards zero harm. Core to our approach in safety management is eliminating fatalities and high severity incidents (HSI) enabled by implementing an HSI programme. There are trend analyses across various performance areas that indicate good progress in critical areas that prioritise people. Our HSI programme resulted in a significant reduction in the severity of the hospitalised incidents experienced.

In the past year, our operations globally have normalised following our COVID-19 response programme that saw us take an agile approach to managing production. Underpinned by fit-for-purpose practices, our objective is to ensure sustainable performance and world-class operations. Our Energy Operations decarbonisation roadmap is designed consistent with our triple bottom line objectives and is a cornerstone of enabling a just transition in South Africa.

Growing shared value

Team Sasol is driven by our Purpose of 'Innovating for a better world', as we believe that Sasol is a force for good. Despite the very significant challenges of the past year, Sasol continues to be a significant investor in skills development and social investment. Our approach is strongly guided by our stakeholders and social partners, as they have been instrumental in shaping our refreshed focus areas.

Across our global footprint, we enable our communities access to quality education through bursaries, bridging programmes to progress to tertiary education and various interventions designed to strengthen educational support to learners as well as educators and institutions. Through our supply chain, two thirds of our R23,8 billion black-owned spend is with black women-owned businesses and remains an important lever in advancing transformation and diversity.

Resilience in a lower-carbon future

Future Sasol is premised on resilience in a low-carbon future. Throughout our reports are details of how we plan to ensure our just transition, and the targets and milestones to track our performance. We have undertaken robust scenario testing to guide our approach, while actively exploring technologies that will enable us to decarbonise our business. Sasol is uniquely positioned with our FT technology at the core of our value proposition. We have installed capacity and capability to produce green energy through the value chain. Our decarbonisation goals directly impact our scope 1 and 2 emissions through transforming our operations, while we are making good progress on addressing scope 3 emissions through benchmark methodologies. We are continuing with work to further improve and validate scope 3 emissions.

Minimising environmental footprint

As Sasol depends on natural resources, we are acutely aware of the impact our operations have on the environment. We take a multi-faceted approach to managing our impact on the environment as well as on the natural resources we

depend on. We continue to invest in our facilities to reduce our environmental footprint. I am encouraged by the positive trend in our air emissions profile, as our investments and operational improvements yield good results in reducing our emissions. Water management is a key focus area given the intensity of our water usage at our operations. Our commitment to sustainable water use is further reflected as signatory to the UN Global Compact CEO Water Mandate. Sustainability is core to Future Sasol, which includes improving waste management. We are making good progress in improving on waste management, from policy development, minimisation and development of alternative usage solutions.

Conclusion

Notwithstanding a challenging year of significant change for Sasol and the world in which we operate, we have taken decisive measures to ensure Sasol's long-term sustainability. Future Sasol is based on sustainability being at the core of our strategy. We are committed to improving our ESG performance and playing our role in decarbonising the economy. Central to this is being guided by our Purpose to 'Innovate for a better world'.

[Handwritten signature of Fleetwood Grobler]

Fleetwood Grobler
President and CEO
20 September 2021

Embedding sustainability through Innovation – our sustainability ideas platform

An important way to further embed sustainability at Sasol is to involve employees in the co-creation of sustainable practices, giving them a sense of ownership in integrating sustainability into all our business decisions. While we have sustainability leaders at the top of our organisation, we recognise that leadership must be cultivated at all levels and geographies across Sasol. In this way, we will get more and better sustainability ideas bubbling up throughout the Group.

To make this happen, we are launching The Sasol Sustainability Ideas Platform. By tapping into Sasol's long-standing culture of innovation, the platform gives employees the opportunity to develop solutions to help protect the climate, advance a circular economy and foster more sustainable communities. In line with Sasol's Purpose of 'Innovating for a better world', every employee at Sasol can submit ideas to this platform and in so doing support our sustainability programme, further embedding sustainability in everything we do.



INTRODUCTION

Progress on our contribution to the four prioritised SDGs

As part of our performance in our four sustainability focus areas, we show our contribution to the achievement of the SDGs and in particular the ones we prioritise. In addition, we are tracking our delivery to all SDGs, aspiring to improve our ESG ratings on a year-on-year basis with the ultimate aim of being included in the Dow Jones Sustainability Index. Further detail on our contribution to the other SDGs is listed in our SDG index on page 54.

OUR CONTRIBUTION TO OUR PRIORITISED SDGS

8 DECENT WORK AND ECONOMIC GROWTH
Promoting inclusive and sustainable economic growth, productive employment and decent work by:

- ZERO Safety**
 - Eliminating fatalities and reducing life-threatening injuries
- People**
 - Delivering Future Sasol which means we require values-driven, appropriately skilled and motivated people
 - Paying R34 billion in wages and benefits
 - Strengthening our employee value proposition as part of our Sasol 2.0 transformation programme and in response to COVID-19
 - Launching of our Purpose statement and refreshed values to give meaning to our daily work
 - Introducing a hybrid approach to flexible working practices aligned to global trends and Group policy
- Approving limited salary increases for employees below leadership level after no salary increases in 2020
 - Focusing extensively on change leadership and employee engagement to support employees through the various phases of the workforce transition process
 - Achieving a minimum wage higher than what is considered a living wage for each jurisdiction where we operate, enhanced by benefits offered under our employee value proposition
 - Ensuring that 16 000 eligible employees in South Africa were beneficiaries of R750 million worth of Sasol shares under Tier 1 of the Sasol Khanyisa Share Ownership plan

17 PARTNERSHIPS FOR THE GOALS
Strengthening the means of implementation and revitalising global partnerships for sustainable development by:

- Trust**
 - Implementing Future Sasol which is critical to long-term value creation
 - Doing business on the basis of fair, lawful, efficient and transparent practices
 - Exploring potential of lower-carbon aviation fuels with world class partners: Linde Plc, ENERTAG AG and Navitas Holdings (Pty) Ltd
 - Signing a Memorandum of Cooperation with the Industrial Development Corporation of South Africa to partner in pursuing hydrogen projects
 - Forming a partnership to commence exploration of the development of a green hydrogen mobility ecosystem in South Africa
- Developing a solution with waste management company GrnCat Holdings to recover wax from spent catalysts.
 - Being a major contributor to a study commissioned by the National Business Initiative (NBI) to evaluate viable pathways for South Africa to reach net-zero GHG emissions by 2050
 - Partnering with the African Farmers' Association of South Africa to empower small-scale farmers through mentorship, skills transfer and awareness on relevant climate change adaptation issues



12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Ensuring sustainable consumption and production patterns by:

- Sasol 2.0**
 - Stabilising, transforming and delivering a competitive and sustainable Future Sasol
 - Designing safe chemicals and sustainable products that make a net positive contribution to society while minimising harm to human health and environment
 - Recovering and reusing more than 6 000 tons of clean wax from spent catalysts since 2018 when waste management company GrnCat Holdings commissioned its plant for wax recovery
- Reducing waste volumes by as much as 50%, leading to the creation of 30 new jobs associated with the GrnCat Holdings wax recovery process
 - Achieving a 22,75% improvement for the Sasol Group from 2005 until 2021, toward a 30% energy efficiency improvement target by 2030
 - Achieving a 22,08% improvement for the South African Energy Operations against the cumulative target of 21% from 2005 to 2021, towards a 30% energy efficiency improvement target by 2030

13 CLIMATE ACTION
Taking action to combat climate change and its impacts by:

- Decarbonising**
 - Embracing renewables, particularly in South Africa
 - Increasing our GHG reduction target from at least 10% to 30%* by 2030, and setting our ambition to net zero by 2050
 - Pursuing renewable energy and signing agreements to purchase 600 megawatt (MW) by 2025 of power with the intent to scale up to 1 200 MW by 2030
 - Advancing the procurement of two 10 MW solar PV farms for Secunda and Sasolburg. We expect to conclude negotiations for the power purchase agreements in the first quarter of 2022 and to have the facilities operating in 2023
- Entering into an agreement with Air Liquide for the sale of Secunda's 16 air separation units, as we believe energy efficiency can be improved under their ownership
 - Assisting our customers to reduce GHG emissions by approximately 2,5 to 3 million tons per annum by supplying them with natural gas to use as an alternative to electricity generated by coal-fired power stations

* off a 2017 base and excluding Natrief



Safe and enduring operations



Growing shared value



Resilience in a lower-carbon future

CCR



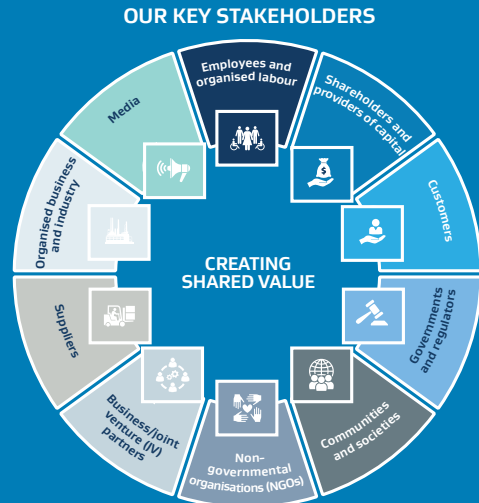
Minimising our environmental footprint

INTRODUCTION

Our stakeholders' main issues

We have a wide range of stakeholders that we impact as a result of our contribution to economic activity, value addition to society by means of our product offerings and our social investments. We aim to create shared value and have robust engagements, both in providing feedback on our initiatives, as well as listening to our stakeholders' feedback and expectations.

Sasol's activities have a significant social, environmental and economic footprint. This is particularly true in South Africa where our decisions impact not only our direct operations, but also broader society, other industries and communities. Therefore, we have a responsibility to pursue a balanced and just approach to developing solutions to our most material stakeholder issues which we list here.



Sasol 2.0

- Sasol's response to impacts of COVID-19, a low oil price and the Group's strategy reset.
- Investor sentiment, balance sheet management, asset divestments, a potential rights issue and executive remuneration linked to ESG performance.
- Sasol's response plan and achieving cash conservation targets.
- Delivering value from the Lake Charles Chemical Project (LCCP) investment.

Refer to page 21 of IR

Climate change
Specifically for our coal-based Southern African operations

- Sasol's 2030 GHG emission reduction target set in 2020 was perceived to be too low and not aligned to the intent of the Paris Agreement.
- Sasol's 2050 Net Zero emissions ambition and transitioning to a lower-carbon footprint must take into account a just transition.
- Sasol's consideration for transitioning towards lower-carbon energy sources including renewables, increased use of gas, and green hydrogen.
- Sasol is the largest single GHG point-source emitter.

Refer to page 43 and the CCR

Employee health and safety

- Recording fatalities despite Sasol's zero harm goal.
- Maintaining a healthy workforce in light of the COVID-19 pandemic.

Refer to page 10

Just Transition

- Ensuring a just transition for Sasol's employees and fenceline communities as it transitions to be resilient in a lower-carbon future (given Sasol's coal-based value chain in South Africa).
- South Africa's developmental challenges must be a key consideration in the discussion and plan for a just transition.

Air quality
Compliance with the Minimum Emission Standards

- Delivering on air quality compliance roadmaps in South Africa showing positive progress to plan on nitrogen oxides (NOx), volatile organic compounds (VOCs) and particulate matter (PM) reductions.
- Perceptions regarding health impacts arising from Sasol's air emissions in the Highveld priority area.
- Plans to convert the Secunda plant from high-carbon-intensive to lower-carbon feedstock to improve Sasol's emissions footprint and improve air quality parameters.

Refer to page 44 to 47

Managing our environmental footprint

- Sustainable products that are safe and lawful for use.
- Understanding the life cycle impacts of our products.
- Sasol's response to the plastics waste challenge.
- Sasol's potential impact on tourism, livelihoods and the local fishing industry for our Southern African exploration activities.
- Ensuring transparent reporting in the event of non-compliances.

Refer to page 43

Water

- Efforts to reduce Sasol's water consumption in water-scarce areas.
- Ensuring that the quality of the water catchment areas does not deteriorate.

Refer to page 48 to 49

Creation of local employment opportunities

- Sasol's ability to create equal employment opportunities specifically where we have a presence.
- Facilitation of local entrepreneurship opportunities, beginning with Sasol 2.0 affected employees.

Refer to page 27 to 28, 31 to 37

Transformation, local procurement and local content plans

- Further localisation of procurement coupled with economic transformation to increase spend on black-owned and black-women-owned companies.
- Facilitation of local entrepreneurship opportunities.
- Due diligence to ensure responsible sourcing.
- Unlock value for Khanyisa shareholders (own employees and external shareholders).
- Delivering on local content plans in areas we operate.

Refer to page 33 to 36

Social investment

- Expectation from our stakeholders to enable meaningful socio-economic value creation in our fenceline communities.
- Enable access to quality community healthcare and resilient service infrastructure.
- Access to quality education and skills development to enable sustainable economic participation and employment opportunities.

Refer to page 24 to 25

2.1 SUSTAINABILITY PERFORMANCE AGAINST OUR FOCUS AREAS

Safe and enduring operations



Importance to Sasol

Safe, reliable and enduring operations are critical to value creation, supporting our strategy. We engage in transformational dialogue on SHE performance and focus on culture, leadership and humanising safety within Sasol. We strive to reduce risks and minimise the potential impact of any incidents.

In this section:

- Occupational safety and HSI programme
- Human capital: Labour management
- Occupational health and wellbeing
- Human rights
- Ethics
- Process safety
- Enduring operations
- Product stewardship
- Sustainable use of plastics



Our approach

Zero harm remains our top priority. We aim to achieve this by:

- Eliminating fatalities and high severity injuries;
- Implementing our HSI programme;
- SHE risk management, incident management and assurance;
- Maintaining a stable labour environment, building leadership capacity and an enabling organisational culture and diversity;
- Integrating occupational health and wellbeing;
- Upholding the human rights of all people aligned with Human Rights Policy;
- Promoting high ethical standards and combating corruption throughout our sphere of influence by applying our Code of Conduct;
- Maintaining safe, reliable, and enduring operations and having programmes to prevent major and significant process safety incidents through our Process Safety Management (PSM) Framework;
- Limiting the SHE impacts of our products; and
- Maintaining reliable and safe operations through our Operations Management System (OMS) to minimise operational interruptions and create sustainable value.

What we are doing

We continue to review and improve the effectiveness of our HSI programme. While we acknowledge that our operations were interrupted amid the COVID-19 pandemic and applicable restrictions, we experienced two tragic fatalities one before financial year-end and the other after. We are focusing on the following themes across the businesses:

- leadership-led safety culture;
- caring for our people;
- eliminating HSIs;
- encouraging individuals and teams to stay in the moment and support each other to keep to the rules; and
- Institutionalising lessons learnt from previous incidents.

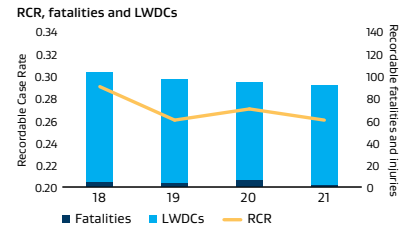
Performance

KPI	TREND ANALYSIS
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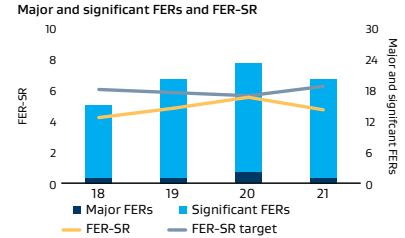
FATALITIES, RCR, LOST WORKDAY CASES (LWDCs)

- We regrettably experienced two fatalities in the Group, one before financial year-end and the other after, however there is a decrease in fatalities year-on-year. We completed the related incident investigations to determine the root causes.
- Although our RCR improved from 0,27 to 0,26, our LWDCs associated with the recordable injuries increased.
- Despite an increase in our lost work day case rate (LWDCR) from 0,11 to 0,14, we observed a reduction in the severity of the hospitalised injuries sustained.

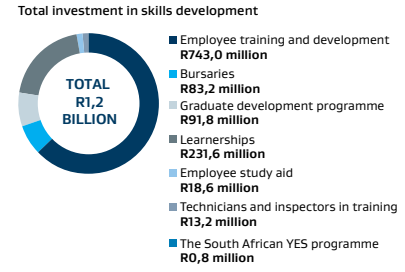


MAJOR AND SIGNIFICANT FERs AND FER SEVERITY RATE (FER-SR)

The FER-SR of all our process safety incidents has been within the set target over the observed period. The FER-SR for 2021 was 4,7 against a target of 6,2. There were 20 process safety incidents in 2021 against a target of less than or equal to 19 incidents.



- To develop and sustain a pipeline of future talent, we continued to invest significantly in critical skills and capability development. In 2021, globally we invested R1,2 billion in skills development, which includes our employee training and development, bursaries, graduate development and learnership as well as our apprenticeship and internship programmes.
- On average, 80% of learnerships are permanently appointed within Sasol operations upon completion of their training. Unemployed youth from our fenceline communities comprise 98% of beneficiaries of our bursary, learnership and internship programmes.
- Female representation in our bursary and artisan learnership pools is at 51% and 33% respectively.



WELLBEING AND OCCUPATIONAL DISEASES

- Focusing extensively on change leadership and employee wellbeing to support employees through the workforce transition process.
- Our employees and service providers are regularly screened for lifestyle diseases including hypertension, cholesterol and diabetes.
- The number of reportable occupational diseases decreased with the exposure to workplace noise remaining the most commonly reported occupational disease.



OPERATIONS

- Operational stability is gradually normalising at our South African Energy operations following the COVID-19 response plan, and demonstrated dramatic improvement during 2021. Similarly, our international operations have also stabilised and shown improvement.



Occupational safety and HSI programme

Pursuing zero harm is one of our material matters and a Group top priority. We aim to make this possible through committed leadership, engaged people, teamwork and dedicated focus.



Our approach		Targets	Zero fatalities	RCR of 0,26	LWDCR of 0,14	HSI severity rate (HSI-SR) of 14
Performance	We strive to achieve zero harm in all of our operations through an improved process and the application of our safety risk management procedures. We implement rigorous critical control management and communicate lessons learnt from HSI investigations for implementation in the businesses.		Two fatalities at Energy: one at Natref before financial year-end the other at Mining after financial year-end compared to six fatalities in 2020.	The RCR is 0,26 for 2021 compared to 0,27 for 2020.	The LWDCR is 0,14 for 2021 compared to 0,11 for 2020.	The HSI-SR* is 9,79 for 2021 compared to 17,1 for 2020.
						* Assured by Deloitte and Tholisiwe refer to page 60

Progress

Energy	Chemicals	Corporate Centre
<p>We use the following themes to support our HSI programme and as a backdrop to conversations our leadership has with our workforce:</p> <ul style="list-style-type: none"> The desired safety culture starts with us as leaders and requires a strong leadership spine; A climate where our people feel cared for; A work environment where our employees and teams understand the risk and the potential severity of undesirable outcomes; Individuals and teams that stay in the moment and support each other to keep to the rules; and A culture where employees feel free to report and give feedback and where leaders recognise employees for their anticipation and openness. <p>To ensure a sustainable improvement in these themes, our leadership teams remain committed to focus on SHE risk management, incident management and SHE assurance:</p> <ul style="list-style-type: none"> Continuing with our HSI programme with a specific focus on pre-task risk assessments, the adherence to life saving rules and critical controls, and diligently adhering to the management of change protocols and requirements; Independent review of the incident management process and the utilisation of an external investigation chairperson and subject matter experts for an actual HSI; Consideration of advanced technologies and engineering solutions to address our reliance on safe-making practices and human behaviour as critical controls; Re-emphasising the importance of the first level of assurance process and the importance of leaders confirming that the verification system in the field operates as designed; and Verifying the effective embedding of learnings from previous incidents. 	<p>Our multipronged approach for the care and safety of all our people includes:</p> <ul style="list-style-type: none"> Strong visible felt leadership, commitment, accountability and example setting; HSI elimination programme; Risk management; Combined assurance management programmes; and Incident management and shared learnings. <p>There were zero fatalities and life-altering injuries in the year, largely attributable to work by the fatality and high-severity injuries elimination task force.</p> <p>With varying transmission rates, lockdown levels and regulations; the COVID-19 impact was exceptionally well managed with a worldwide recovery rate of 99% and zero COVID-19 related deaths.</p> <p>Through a climate of care and empathy where employee wellbeing is paramount, our leadership was prominently evident during our transition processes.</p>	<p>Embedding the HSI programme remained a priority, despite most of our Corporate Centre employees working from home. We focused on the following themes:</p> <ul style="list-style-type: none"> 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; and Keeping individuals and teams connected, in the moment and supporting each other in a work from home environment. <p>Leadership teams are committed to continuing with our HSI programme by enabling our workforce to make informed decisions and to prevent incidents through effective risk management practices and adherence to life saving rules.</p>





Human Capital: Labour management

Attracting, developing and retaining high-performing people is fundamental to creating value and is one of our material matters. We are committed to offering a compelling employee value proposition (EmVP) fostering positive relationships with our employees, developing our leadership capability, promoting a diverse and inclusive culture and developing talent and critical skills.



Our approach

In line with Sasol's revised strategy, our human resources work enables a future-fit, customer-centric business through simple, innovative people solutions with the following focus areas:

- Labour stability and employee productivity;
- Capability building; and
- Organisational culture transformation.

Delivering a compelling EmVP

One of our key enablers is to continuously review and enhance components of our EmVP by driving capability building and promoting employee engagement, diversity, equity and inclusion in the workplace. In 2021, we placed more emphasis on the review of our EmVP. To support our Chemicals and Energy Businesses, we expect this to continue in the context of the future of work, re-contracting with our employees and driving retention.

Demonstrating care for our people is a core Sasol value. Empathy and compassion for employees was particularly important in 2021, given the significant changes that impacted them as a result of our Sasol 2.0 transformation journey as well as the COVID-19 pandemic. Our transformation journey entailed a new operating model, and various alternative measures to minimise retrenchments.

In responding to the rapidly evolving world of work due to the pandemic and Sasol 2.0, we strengthened our EmVP despite our constrained financial position. Among our main initiatives were the following:



Our employer brand

- Our employer brand is informed by what people think, feel and experience about Sasol as a place of work. We continuously invest in ensuring 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 2021, Sasol was certified a 'Top Employer' for the sixth consecutive year and ranked 10th in South Africa out of 96 companies. The ranking is based on employers who provide excellent employee conditions, nurture and develop talent throughout all levels of the organisation, and who strive to continuously optimise employment practices. Furthermore, Sasol continues to be one of the most admired employer brands with over 669 000 LinkedIn followers.



Human Capital: Labour management (continued)

Focus area	Purpose	Progress
<p>Labour stability and employee productivity</p>	<p>Maintain stable labour environment and strengthen employee engagement to improve productivity.</p>	<p>We focused extensively on change leadership and employee wellbeing to support employees through the workforce transition process.</p> <p>Preparing and assisting our employees during times of change</p> <p>We amplified awareness and accessibility to our enhanced employee wellbeing support services including on-site, virtual and telephonic counselling services. Our Employee Assistance Programme is available to all employees and their families at no cost. We also provided various skills to employees during the transitioning phase such as resilience training, curriculum vitae (CV) writing, using social media platforms for maximum benefit and preparing for interviews.</p> <p>Continuous engagement</p> <p>Our leadership team continually engaged with employees via virtual platforms or on-site visits in operational areas to ensure visible leadership. These sessions emphasised Sasol's commitment to treat employees fairly throughout the Sasol 2.0 transformation programme and encouraged them to utilise the wellbeing initiatives available. These sessions also helped prepare employees for the new and exciting challenges ahead as we transform to Future Sasol.</p> <p>Maintaining constructive relationships</p> <p>We continued to recognise and respect the right to collective bargaining as part of the trade union recognition agreements. In this regard, we maintained constructive relationships with all recognised trade unions and works councils in all the countries within which we operate. In line with applicable labour laws, these key stakeholders retained consultative or negotiating powers on issues of mutual interest. To ensure that these rights promote and enable us to realise improved working conditions, we regularly review and update our policies and procedures in line with business, legislative requirements and key conventions of the International Labour Organisation.</p> <p>Throughout the transition process, we maintained ongoing engagements with leadership of trade unions and works council leadership on the transition to Sasol of the future. Trade union partners were fully engaged regarding the workforce transition principles, framework and process.</p>
<p>Capability building</p>	<p>Equip the workforce with capabilities required.</p>	<p>A key objective for the organisation is the identification and building of future skills and capabilities required to ensure the new operating model continues to function successfully. Identified core capabilities included leadership excellence, commercial excellence and operational excellence as part of emerging and foundational capabilities.</p> <p>Building leadership capacity</p> <p>In 2021, we rolled out our capability building programme with a primary focus on leadership excellence, commercial excellence, initiative delivery and micro-battle training. At the centre of our culture transformation and capability programme is the leadership commitment Journey to build critical leadership bench-strength and effective teams as well as addressing leadership mindsets and behaviours.</p> <p>Skills development</p> <p>The cash conservation measures implemented as part of the Sasol 2.0 transformation programme included limiting training spend to critical skills development and safety training, which continued into 2021. However, through our career pre-investment programmes such as learnerships, apprenticeships, and bursaries, we continued to build and sustain a pipeline of technical and operational talent pools by investing R1,2 billion in skills development, which included our critical skills development and safety training, bursaries, graduate development and learnership as well as our apprenticeship and internship programmes.</p> <p>During the 2021 academic year, we funded 729 undergraduate and postgraduate bursaries. Our Skills Academies in Secunda and Sasolburg remain favourably positioned to ensure a pipeline of artisans, critical to Sasol and the future development of South Africa and Mozambique. Various trades are catered for in these academies which are delivered internally via in-house technical experts. Trades offered include fitting, electrical, instrumentation, welding, turning, fabrication and rigging learnerships and we have 336 learners in these programmes. We also invested R3,3 million on upgrades to technical training equipment to ensure that high quality training outcomes are delivered to the learners. We have also digitised components of our training content, assessments and learner surveys which are now available via electronic devices in most of our Skills Academies.</p> <p>Partnerships for critical skills</p> <p>We maintained strategic partnerships to build and strengthen a broader pool of identified critical skills in areas within which we operate. In South Africa, we have partnerships with local Technical and Vocational Education and Training (TVET) colleges, with the support of the Chemical Industries Education and Training Authority, and in Mozambique, we established a three-year learnership programme at the Central Processing Facility (CPF).</p>



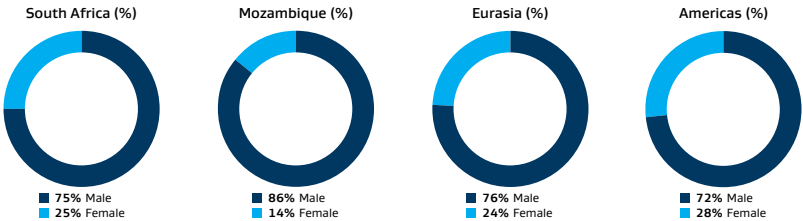


Human Capital: Labour management (continued)

Focus Area	Purpose	Progress
Organisational culture transformation	Promote a customer centric, diverse and inclusive culture.	<p>At Sasol, our Purpose, values and culture commitment is one of non-discrimination, and to foster diversity by ensuring that our workplaces globally are inclusive, fair, open, flexible and supportive. We do not tolerate any form of prejudice or unfair discrimination. Sasol commits to:</p> <ul style="list-style-type: none"> eliminating all forms of prejudice and discrimination at every level of the organisation including our stakeholders; growing an inclusive organisational culture supported by practices that promote human rights and dignity; taking an affirmative stance towards diversity, equity and inclusion in all Sasol policies and interventions; ensuring that all perceived violations are considered as serious transgressions and dealt with in a manner that is fair, expeditious and free of reprimand; and safeguarding our global policies, procedures, systems, and practices to eradicate all forms of discrimination and harassment. As such our remuneration policy also places emphasis on equal and non-discriminatory reward practices. <p>During the year, we developed and launched our Purpose and refreshed values to continue on our culture transformation journey. A strategic enabler for a successful transformation to Future Sasol is a shift to a more customer centric, caring and inclusive culture with leadership styles that enable agile ways of working, driving an owners' mindset and creating a sense of belonging. To enable this, we developed a culture transformation journey map and integrated it with our capability building map. The primary focus of Sasol's culture transformation was on leadership mindsets and behaviours.</p> <p>Sasol 2.0 transformation programme</p> <ul style="list-style-type: none"> Throughout the workforce transition process, the principle of 'no regression' safeguarded the under-represented diversity groups, with a determination to drive our diversity and inclusion aspirations. As a result, overall African, Indian and Coloured representation increased from 71,9% to 72,4% and global gender diversity improved from 24,0% to 24,5%. The most significant gender improvement was at Group Executive level, up from 8,3% to 22,2% with overall female representation at leadership (Vice President level) and Group leadership (Senior Vice President level) improving from 24% to 26,2%. <p>In 2021, we also continued our focus on the following:</p> <p>Driving employment equity and B-BBEE goals in South Africa and continuing our commitment to localisation in Mozambique by maintaining and protecting our diversity baselines during workforce transitioning.</p> <p>Our diversity-10-point-plan which provides a set of qualitative measures designed to enable the achievement of our diversity objectives, including the recruitment, development and retention of candidates from under-represented groups as well as measures to enhance gender equity in South Africa. In this regard, we are further enhancing our diversity and inclusion focus, by specifically redefining our global diversity and inclusion approach, with more emphasis on inclusion.</p> <p>Awareness and focused training efforts continue to ensure a safe working environment which is inclusive and free from bullying, victimisation and harassment.</p>

Global gender and South African race diversity profile

Global representation, including management



South Africa gender and race profile

Occupational level	Male (M)				Female (F)				Foreign nationals		Total
	A	C	I	W	A	C	I	W	M	F	
Top management	6	2	3	12	5	0	2	1	0	0	31
Senior management	144	22	102	406	62	16	39	113	9	5	918
Middle management	857	108	246	1122	600	74	196	595	42	13	3 853
Junior management	5 142	252	270	2 844	1 595	177	145	994	21	9	11 449
Semi-skilled	6 599	135	78	699	1 625	61	15	152	136	2	9 502
Unskilled	271	5	2	29	86	7	0	2	2	0	404
Total permanent employees	13 019	524	701	5 112	3 973	335	397	1 857	210	29	26 157
Non-permanent	83	11	7	14	44	4	4	5	0	0	172
Total including non-permanent employees	13 102	535	708	5 126	4 017	339	401	1 862	210	29	26 329

A: African C: Coloured I: Indian W: White * Assured by Deloitte and Thollisiwe - refer to page 60





Occupational health and wellbeing

Sasol follows an integrated approach to managing occupational health and wellbeing, where international best practices appropriately inform our continuous improvement of occupational health performance towards our goal of zero harm.



Our approach

Occupational health is strategically supporting the organisation through:

- A governance framework setting uniform standards for occupational health and wellbeing services, delivered by competent and skilled healthcare professionals; and
- Integrated risk-based health management systems with the emphasis on a health risk exposure reduction.

Our occupational health approach includes:

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

Performance

In 2021, the number of reportable occupational diseases decreased. Exposure to workplace noise was the most commonly reported occupational disease.

Notwithstanding the favourable trend, we remain mindful of the latency factor between risk exposure and the onset of disease.

We remain confident that the benefit of continuous improvement on engineering, administrative and PPE controls reflect in later reporting periods.

We continue to:

- identify and manage the exposure of workers with non-reportable work-related noise induced loss of hearing;
- closely monitor occupational and biological exposure for potential and known exposure to identified carcinogens and teratogens within the petrochemical environment;
- improve our diagnostic screening capabilities in our medical centres; and
- assess effective measures to eliminate and reduce occupational health risk exposure in the workplace.

	2021	2020
Statutory reported occupational diseases	32	77
Occupational disease incident rate	0,049	0,070
Incidents of work-related noise induced hearing loss	22	34
Mining occupational diseases	21	38
Irreversible lung disease	10	31



All Sasol businesses implement and align their occupational health services according to Group requirements, consisting of the following functional areas:

Focus area	Purpose
Occupational medicine	Preventing and managing occupational and work aggravated illnesses and lifestyle diseases through medical surveillance programmes, primary health care, injury on duty management, 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 wellness	Enabling a holistic approach to health and wellbeing of our employees and the employees of service providers.
Medical emergency response	Facilitating a standard approach for responding to medical emergencies.
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.



Occupational health and wellbeing (continued)



Delivering a fit-for-purpose wellbeing solution to all our employees

Employee wellbeing at Sasol continues to be one of key enablers of a stable employment environment and a productive and engaged labour force across all our operations. In 2019, our Employee Wellbeing programme was refined to shift our focus from reactive disease and health management, to proactive care aimed at identifying and addressing other social and environmental factors that may have a direct impact on overall labour stability, employee wellbeing and productivity. This shift has been well received by employees with a notable uptake on various implemented wellbeing programmes.

Our approach to 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. The aim is early identification, referral and management of employee wellbeing concerns. The implementation of the programmes listed alongside is aimed at delivering the following service improvements: improved employee and line manager wellbeing support, improvement in service response times, expansion of services, realisation of economies of scale and scope, increased utilisation of wellbeing services, improvement in employee engagement and retention and a reduction in absenteeism.

With the Sasol 2.0 transformation programme, we focused on providing employees with career transition support. This entailed supporting employees with training such as CV writing, interview preparation, resilience, coping strategies during times of change and LinkedIn profile training and support.

With the COVID-19 pandemic, we are providing specific support to address not only the associated mental health challenges that come but also those related to working from home. We specifically support line managers and employees with managing and being part of virtual work teams.

Focus area	Purpose	Progress
<p>Physical wellbeing</p>	<p>Enable employees to prevent and manage non-occupationally induced illnesses and lifestyle diseases for optimal health.</p>	<p>Sasol employees and service providers are regularly screened for lifestyle diseases including hypertension, cholesterol and diabetes. Employees who are diagnosed with more than one of these chronic diseases are enrolled on the high-risk beneficiary programme to mitigate any associated risks.</p> <p>Due to the COVID-19 pandemic restrictions, on-site physical wellbeing screening services were put on hold. However, employees continued to receive support through education, communication and awareness campaigns and one-on-one support where the COVID-19 regulations permitted.</p>
<p>Psycho-social wellbeing</p>	<p>Enable employees to manage life stressors, work productively and maintain healthy relationships and interactions with others.</p>	<p>We continued to roll out psycho-social interventions across our operations. 16 752 employees enrolled in psycho-social wellbeing programmes in 2021 compared to 12 992 in 2020. Issues addressed in these interventions include:</p> <ul style="list-style-type: none"> • career transition support; • relationship issues; • stress-related matters; • organisational issues; and • personal development and money management.
<p>Financial wellbeing</p>	<p>Enable employees to manage day-to-day finances, financial emergencies and pursue important life goals.</p>	<p>Sasol's key goal is to identify and actively manage high indebtedness and reduce the impact of financial issues on employee wellbeing and work performance.</p> <p>In 2021, at least 49 employees attended financial literacy training and 636 employees accessed financial wellbeing services. Employees accessing financial wellbeing services realised R16,54 million in installment savings and R5,3 million in interest savings from personal debt. A 30% decrease in average debt to income ratio for employees was recorded.</p> <p>Our ongoing effort to reduce employee debt is evidenced by a decrease in the number of employee garnishee orders in South Africa.</p>
<p>Safety culture enablement</p>	<p>Partner and collaborate with the SHE Function to enable HSI training rollout.</p>	<p>We reviewed our HSI and SHE related programmes in order to embed the culture of humanising safety. Our SHE Academy was refocused to enable a step change in SHE learning delivery to shape a positive safety climate.</p>

We continued to facilitate confidential analysis of medical aid engagements for trends to inform accurate wellbeing interventions. As part of our holistic approach to employee wellbeing, we offer short-term counselling sessions through our Employee Assistance Programme to assist employees on managing life stressors, work productively and maintain healthy relationships and interactions with others.



Human rights

Respect for human rights and dignity is critical for our business. We uphold human rights and ensure integration into our business practices.

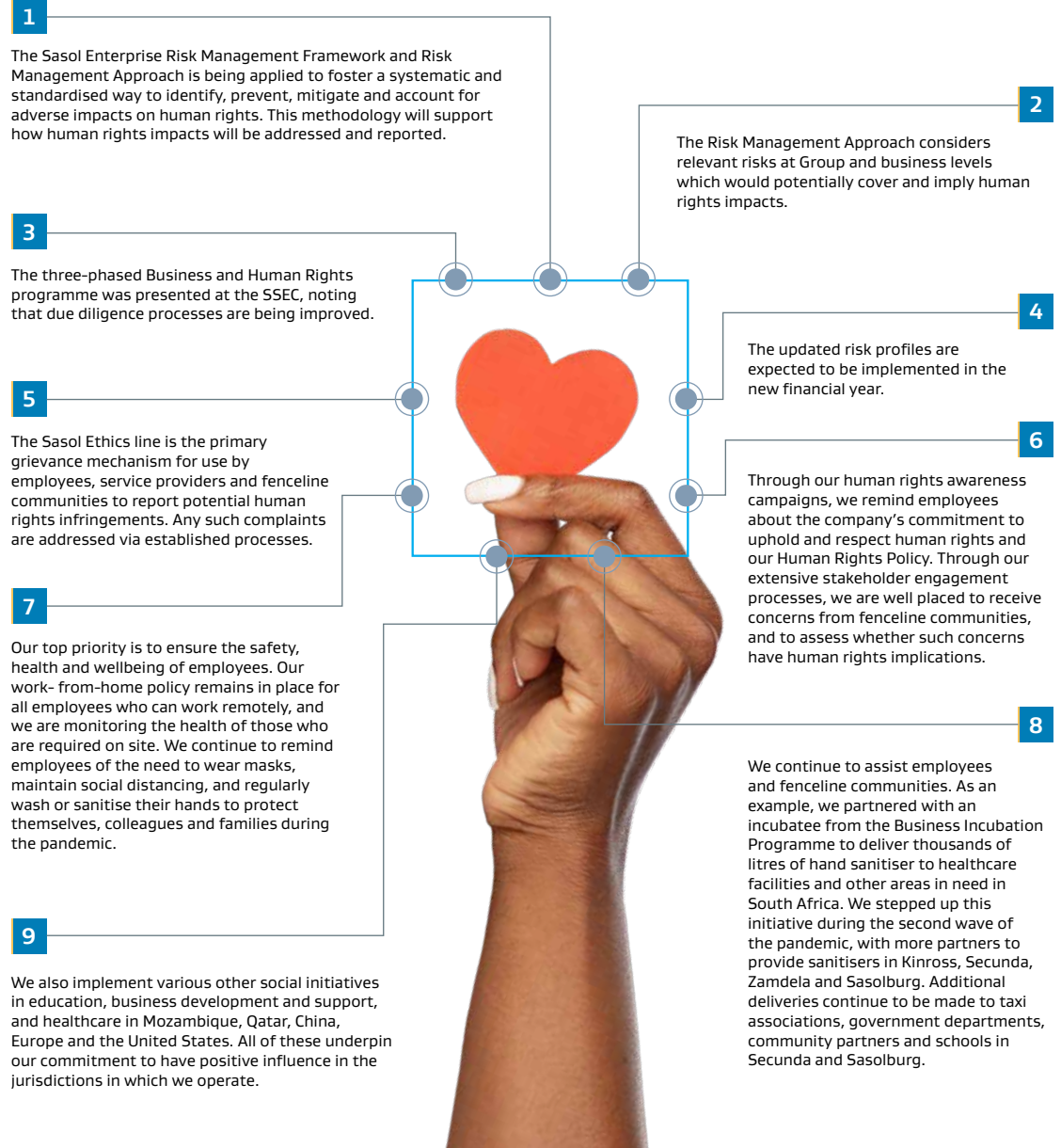


Our approach

- Our commitment to uphold the human rights of all people is captured in our Code of Conduct and Human Rights Policy, read with our Supplier Code of Conduct, the Sasol Security Policy and various other policies and practices related to labour and employment.
- We respect, uphold and protect human rights, and conduct business based on fair, lawful, efficient and transparent practices. Our approach is premised on compliance with applicable legal requirements in all the jurisdictions in which we conduct our business. Our compliance programme is a key enabler in this regard.
- Our Executive Director and Executive Vice President: Strategy, Sustainability and Integrated Services is responsible for business and human rights in Sasol. The Human Rights Centre of Excellence is now headed by the Vice President: Securities and Governance Laws, following the restructuring of Sasol. The responsibility to implement and apply actions to advance human rights in the business also resides with the leadership of the business clusters.
- We have implemented a three-phased Business and Human Rights programme and have concluded phase one which included identifying the relevant business and human rights risks. During phase two, a gap analysis will be conducted which entails a risk review to ensure that risks identified in phase one are still valid and complete. The following key steps form part of the review process:
 - Conducting interviews with relevant stakeholders in business to assess prevalence of the potential Human Rights risk exposures within our operations and the level of awareness with respect to the need to protect and act against Human Rights infringements where they are found to exist; and
 - Ensure that the risk and control owners where the risk exists have been identified and made aware of their accountabilities in ensuring that the risk is adequately mitigated.
- During Phase 3, we will update risk profiles across the organisation and roll-out a standardised business and human rights risk management approach. The objective of this phase of the risk review process will be to share results of the work completed as well as complete alignment with work done in both phases 1 and 2. The review process in this phase will entail the following key steps:
 - Ensuring that risk profiles in business are adequately updated / aligned i.e. the potential business and human rights risk exposure is made visible in the existing risk profiles and that there is demonstrable evidence of how Sasol deals with business and human rights risks; and
 - Rolling-out and embedding a robust standardised business and human rights risk management approach across the organisation. This will fulfill the requirement that businesses should meet the responsibility of respecting business and human rights by demonstrating that they have a risk management process to deal with any business and human rights infringement/s as well as providing remediation processes for situations where these rights are infringed.

Focus areas

Following the approval of the Business and Human Rights Framework in 2020, and Sasol's restructuring, we are reviewing the Group's risk profile. This includes assessing the business areas where human rights impacts may be prevalent.





Ethics

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.



Our 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.

Performance

Part of Sasol's ethical culture is expressed in the confidence that employees have in our ability to address allegations of unethical behaviour through the Sasol EthicsLine. Our strong ethical culture is enhanced by the Sasol Whistle-blower Policy which encourages stakeholders to speak up and which clearly sets out our zero tolerance for any victimisation or retaliation towards those who do so.

During 2021, we had 458 calls. The typical nature of ethics calls related to allegations of appointment irregularities, dishonesty, discrimination, and abusive or disrespectful behaviour.

- To maintain confidence in the EthicsLine and support Sasol's ethical culture we ensure that all matters are thoroughly investigated and appropriate corrective actions are taken on substantiated ethical transgressions.
- In three instances the investigations resulted in service terminations. These related to behaviour such as bribery and corruption, conflicts of interest, intimidation and victimisation, fraud and misrepresentation, and falsification.
- A total of 31 allegations resulted in suspensions, verbal, written, serious and final warnings.

LIVING BY OUR VALUES

New employees provided with ethics training	1 263
Employees provided with Exploring Ethics and Economic Crimes training	351
SASOL ETHICS GLOBAL COMMUNITY	
Officers	28
Coordinators	20
Investigators	78

Our code of conduct

The Sasol Code of Conduct is supported by our values. By acting in accordance with these values, Sasol fosters a business culture which everyone can be proud of. Management and employees who are identified as being in potentially exposed positions, are required on an annual basis to formally confirm that they know and understand the Code of Conduct and its associated guidelines.

Focus area	Purpose	Progress
Managing ethics calls	We offer employees and third parties the opportunity to make confidential disclosures to our Ethics Line, Group Ethics Office or trained Sasol Ethics Officers. The Ethics Line is a confidential and independent system through which any person can report suspected transgressions of the Code of Conduct, breaches of law, or allegations of human rights abuses. The toll-free line is available in South Africa, United States, United Kingdom, China, Singapore, Germany, Mozambique, Canada and Italy. Callers are assisted in the local language of their choice, including English, Afrikaans, Zulu, Sotho, Xhosa, Pedi, Venda, Tswana, SiSwati, Ndebele, Tsonga, Mandarin, Portuguese, Italian and German.	Ethics investigations are conducted strictly in accordance with the updated Ethics Investigation Policy and Procedure. Due to changes in the Sasol operating model, 24 new Ethics Officers in the various business have been trained. The role of Ethics Officers is to promote the advancement of ethics as well as ensure proper and adequate investigation into unethical conduct. In addition, 15 new ethics co-ordinators, and 54 new ethics investigators have been appointed and trained.
Whistleblower protection	Our Whistle-blower Policy sets out our commitment to protecting all stakeholders who, in good faith, report unethical conduct and alleged human rights abuses. This policy is intended to encourage all stakeholders who have dealings with Sasol to make reports on unethical conduct without fear of reprisal.	We continuously promote the Whistle-blower Policy across the Group by way of what we call 'ethics and compliance moments' and awareness campaigns aimed at reinforcing our zero tolerance to retaliation and victimisation of whistle-blowers and those supporting ethics investigations.
Anti-bribery, anti-trust and competition law	Sasol has adopted various anti-bribery and competition law policies which set out the parameters for engagements with external parties to enable compliance with applicable laws.	We provide training annually to particular employees on matters relating to anti-bribery and competition (anti-trust) laws. The target audience of employees is linked to the risk profile of their positions and roles at Sasol. As part of the training, employees participate in an assessment to test their understanding of the training modules. During 2021, more than 5 000 employees, including the Sasol Group Executive Committee, completed the anti-bribery and competition law training modules. 38 employees from our joint ventures also received training. More than 6 363 employees across the Group completed an annual compliance confirmation, including an undertaking to comply with anti-bribery and competition law policies.
Ethics training and awareness	To support the integration of ethics into all aspects of business, and to encourage ethical behaviour and decision making, we provide employees with ethics training and run ethics awareness campaigns throughout the year. Training materials are benchmarked against other leading industry players. On an annual basis a targeted group of employees are required to complete the Annual Compliance Conformation Process, whereby they confirm in writing that they are aware of and have abided with the Code of Conduct, Competition Law Policy, Anti-Bribery Policy, Group Safety and Environmental Policy, Conflicts of Interest Policy and the Gifts, Entertainment and Hospitality Policy.	We continued with our efforts to support our employees to make the right ethical choices and to adhere to Sasol's expectations in these challenging and extraordinary times. We further developed ethics moments to guide leadership to promote ethical behaviour, within their areas of responsibility. Ethics training is given to all new and existing employees across the Group. During the year, a total of 1 263 new employees received ethics related training which was provided by the Group Ethics Office. The Group Ethics Office in conjunction with the Assurance Services Function present a training course called 'Exploring Ethics and Economic Crime' to promote ethical awareness. This training was attended by 351 employees this financial year.
Managing conflicts of interest	In accordance with the Sasol Conflicts of Interest Policy, employees must at all times avoid any actual, potential or perceived conflicts of interest. If such a conflict of interest arises this must be declared, mitigated and approved on the Sasol Declaration System (SDS) or manually in jurisdictions which do not have access to the SDS.	We continuously raise awareness on this policy through training and awareness campaigns. Awareness creation related to conflicts of interest is part of the on-boarding training provided to all new Sasol employees so that actual, perceived or potential conflicts of interest can be identified upfront and appropriately managed. Ethics Officers provide reports to their management committees. These reports include the details of the conflict of interest declarations in the business. In addition, as part of the annual compliance confirmation process mentioned above, 6 363 employees confirmed that they had made all their required conflict of interest declarations for the year.
Managing gifts, entertainment and hospitality	We work to reduce possible fraud or corruption by our employees and trading partners and to adhere to the Prevention and Combating of Corrupt Activities Act, 12 of 2004. We require the pre-approval by Sasol employees of all gifts, entertainment or hospitality – with a value exceeding a specified limit or which may create a conflict of interest – that we offer or receive. This must be formally disclosed in the SDS (or manually where there is no access to this system).	We provide employees with training regarding the Gifts, Entertainment and Hospitality Policy. Through the Group Ethics Office, or via compliance officers, we dispose of those gifts that do meet the Policy's criteria and may not be retained by employees.



Process safety

Reaching our goal of zero harm means maintaining reliable, safe and sustainable operations. We measure the severity of our FERs through our PSM Framework.



Our approach

We strive to achieve zero harm in all of our operations through the application of the PSM Framework, which addresses process hazards and risks, process knowledge and process safety risk management. We enable process safety integrity through inherently safe design, asset management and operational discipline to prevent loss of containment of hazardous chemicals.



HSI programme

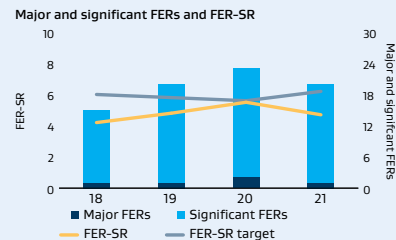
The 5th HSI Focus Area (Loss of Primary Containment) was included with the aim to reduce the risk of loss of primary containment that could emanate from errors caused by people, inadequate systems/processes, inadequate equipment integrity and process changes. It is anchored by 12 process safety fundamentals.

The purpose of the 5th HSI Focus Area is further to strengthen the process safety culture by enabling the operational workforce to identify, understand and practically manage threats to the integrity of the process safety controls. This is enabled through implementation of a standardised approach across all Sasol sites, which includes the provision of toolkits that are aimed at encouraging the correct behaviour with respect to operational risk.

Focus area	Purpose	Progress
Mitigating process safety risks	We aim to achieve process integrity through inherently safe design, asset management and operations discipline to prevent loss of containment of hazardous chemicals that may result in FERs with the potential to cause harm to people, the environment, assets and reputation.	<p>To enable continuous improvement, our PSM priorities include:</p> <ul style="list-style-type: none"> Reviewing the process safety key undesirable events to strengthen the first level of assurance of these controls; Implementing the revised PSM audit programme to provide improved assurance on the integrity of the process safety controls; Expediting closure of process safety findings from audits and independent assessments to enable a robust process safety programme; Performing thorough analyses of the incident root causes and precursors; and implementing measures to prevent the recurrence of incidents; Reviewing the effectiveness of the implementation of lessons learnt from process safety incidents across all Sasol sites; Implementing and improving the process safety leading indicators to ensure the identification and addressing of weaknesses in the preventative controls before actualisation of incidents; and Implementing standardised enablement toolkits for the HSI programme to enhance the process safety field observations.

Performance

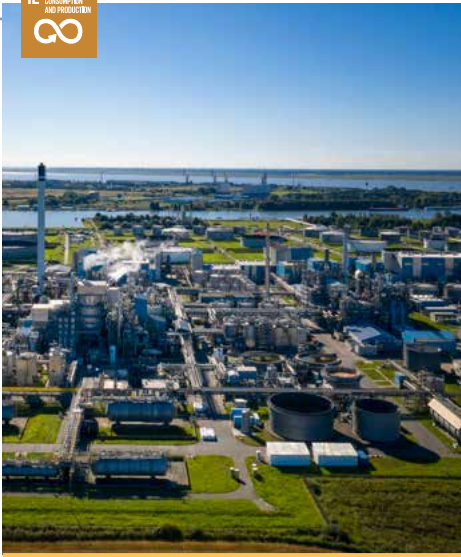
The FER-SR of all our process safety incidents has been within the set target over the observed period. The FER-SR for 2021 was 4,7 against a target of 6,2. There were 20 process safety incidents in 2021 against a target of less than or equal to 19 incidents.





Enduring operations

Achieving sustainable performance at a strategic level, requires business practices at every level of the organisation to be sustainable.



Key principles

OMS supported by the Sasol operations handbook.

Subject matter expertise in:

- Operations core processes;
- Business process improvement;
- Agile project delivery and digital technologies; and
- Organisational transformation, to ensure sustainable business performance.

Key objectives

- Continuously and progressively advancing business performance towards excellence.
- Ensuring sustainable performance through embedding the necessary underlying operations and business practices.
- Eliminating waste and unlocking full potential value from business activities and operations assets.

Assurance

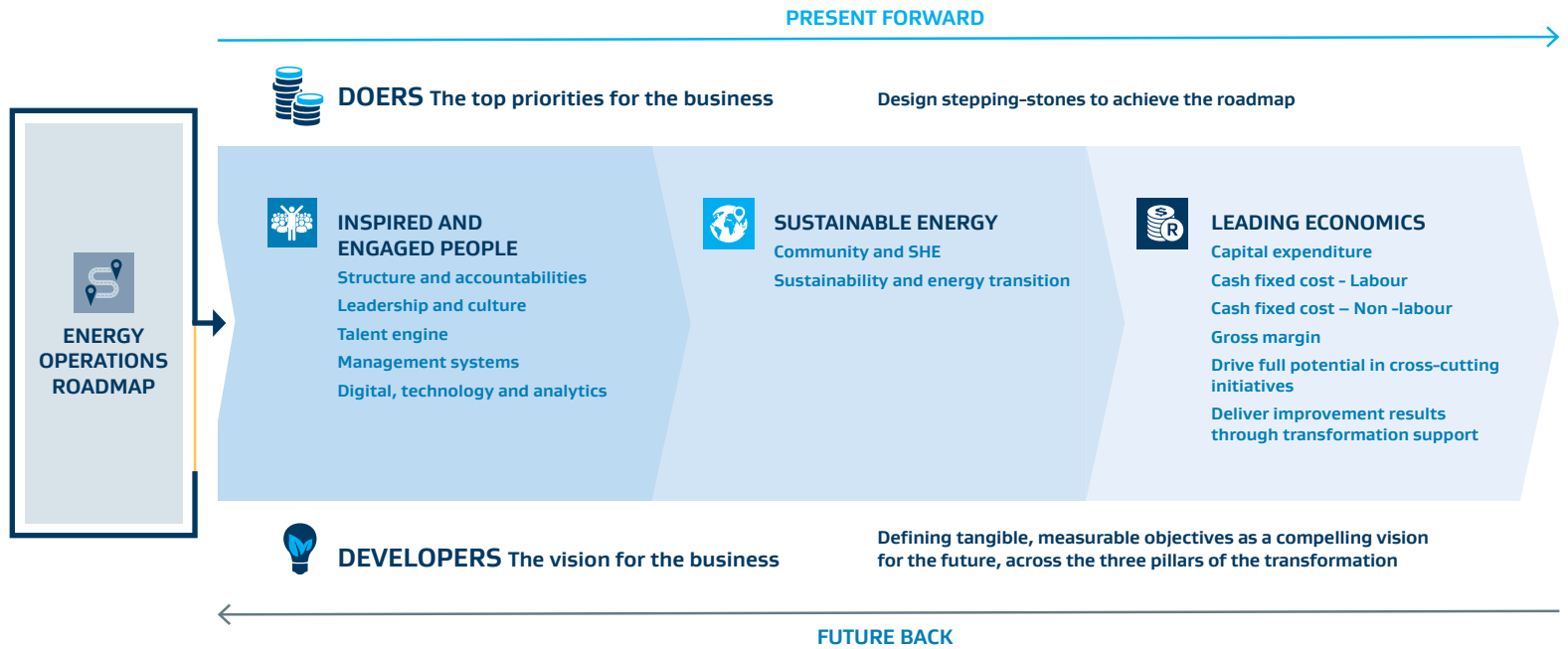
In providing assurance to our leadership that we have developed key performance indicators (KPIs) within the context of our continuous improvement objectives. The KPIs are cascaded through the operating entities to ensure alignment and congruency with our overall goals at all activity levels.

Our approach

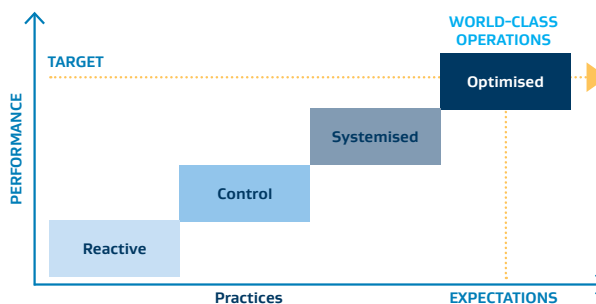
Excellence-in-Operations is the systematic and structured approach to continuously improving and sustaining operational business performance towards world-class operations, thus enabling competitive business leadership.

Creating sustainable performance

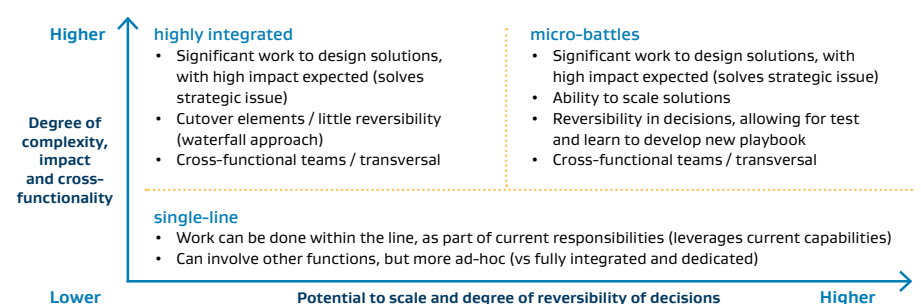
- Sustainable performance is based on building a sound foundation of fit-for-purpose practices.
- The starting point is putting a set of basic practices in place (Reactive to Control), and sustaining these for the life of the business.
- As the business grows in maturity (as we journey to Optimised), practices become more sophisticated and complex.



Operations Excellence - Fundamentals



Classification of improvement initiatives based on complexity and scaling potential





Product stewardship

We work diligently to continuously improve SHE impacts of our products, as well as manage security throughout the product life cycle, in partnership with suppliers and customers.



Our approach	Focus area	Purpose	Progress
<ul style="list-style-type: none"> Demonstrating our commitment to product stewardship along the value chain helps to build trust in the Sasol brand by reducing Sasol's product risk and liability, enabling compliance with applicable regulations and sustaining our ability to deliver products that meet customer needs today and into the future. A team of global technical experts with a sound understanding of the hazards, risks and regulatory requirements applicable to all our products drive continuous improvements to prevent product-related incidents and limit health and environmental exposure. We continue to enhance our approach, informed by global guidance such as the Strategic Approach to International Chemicals Management objectives, evolving chemical control legislation, our product hazard and risk assessments, and opportunities identified in product design, digitalisation, and customer engagements. Product stewardship involves conscientious engagement of partners and stakeholders along the value chain. Through our collaborative approach we promote the safe and responsible storage, use, conversion and end-of-life management of our products. 	<p>High-Purity Isopropanol (IPA)</p>	<p>Fortuitously, a few months before COVID-19 was declared a pandemic, our Chemicals Business investigated, re-purposed and trialled existing production equipment and systems for the conversion of acetone to high-purity IPA.</p>	<p>As COVID-19 cases spread across South Africa in calendar year 2021, Sasol worked together with the Department of Trade, Industry & Competition to prioritise the availability and local supply of ethanol for use in hand sanitisers. South African Revenues Services (SARS) amended the ethanol registration requirements which allowed for the quick registration of manufacturers of hand sanitisers utilising ethanol as the active ingredient. The availability of Sasol's IPA facilitated the immediate supply of SARS-compliant ethanol to South African formulators of disinfectants and hand sanitisers, as IPA is a SARS-recognised denaturant which in addition re-enforces the efficacy of the sanitiser formulation in the fight against COVID-19.</p>
	<p>Isocarb 16</p>	<p>We are providing a critical chemical building block for the new COVID-19 vaccines that are being used around the world.</p>	<p>Sasol's Isocarb 16 – a Guerbet acid derived from Sasol's ISOFOL 16 alcohol – is a key ingredient in a unique lipid nanoparticle that creates a fatty layer of protection for the COVID-19 vaccine's active component, allowing it to safely make its journey into the body's cells. The lipid nanoparticle, created from Isocarb 16 and other chemicals, surrounds the messenger ribonucleic acid (RNA) and acts as a 'bodyguard' to protect against enzymes that would otherwise destroy it or degrade its effectiveness.</p>
	<p>Sustainable fuels</p>	<p>Positioning for sustainable fuels in South Africa.</p>	<p>South Africa published for comment draft regulations regarding the mandatory blending of biofuels - including third generation biofuels - with petrol and diesel. We recognise the potential contribution of biofuels as an enabler towards sustainable fuels and support a coordinated industry approach to enable this.</p>

Designing safe chemicals

Sustainable products make a net positive contribution to society in their particular applications and intended uses while minimising harm to human health and the environment. To establish which products are sustainable requires a holistic assessment of their impacts and benefits along the product life cycle.

A product classified as hazardous, when responsibly managed, can be of significant value to society. Sasol supports the responsible management of all materials and chemicals across the life cycle, regardless of their hazard classification. This approach means that a sound understanding of product chemistry, hazard profiles and potential exposure to people and the environment is required to establish whether a product is suitable and safe for use in its applications. As part of our project to pilot a sustainability portfolio assessment tool, we tested chemicals hazard and exposure across the life cycle.

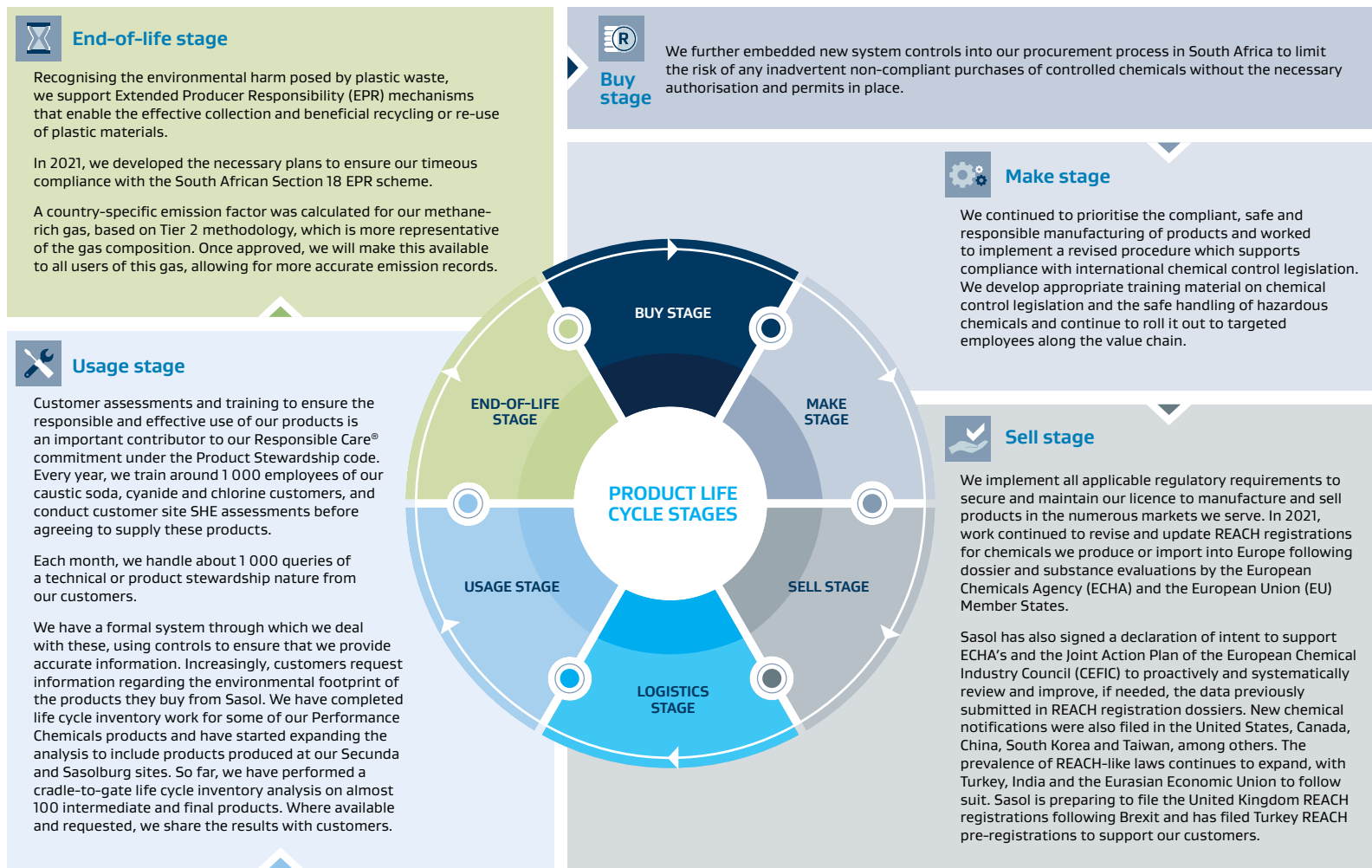
Our ongoing portfolio review process is fundamental to ensuring that Sasol offers the market a safe and competitive product portfolio for today and the future. Regulatory scanning, screening of peer-reviewed scientific research on chemical safety, and product development work occur on a continuous basis 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. As a result of this, while Sasol has six products listed on the European Union's Registration, Evaluation, Authorisation and Restriction of Chemicals regulation (REACH) substances of very high concern candidate list, we have no products on the REACH Authorisation list, since we had made chemical substitutions in advance of these developments.

We also do not have any materials present in our value chain relating to multilateral environmental agreements on chemicals under the Montreal Protocol or the Stockholm Convention. One product which will require Prior Informed Consent under the Rotterdam Convention and the international shipment of some low-volume spent catalyst material, classified as hazardous waste, is managed under the Basel Convention with all required permits in place, and is necessary to enable catalyst regeneration.





Product stewardship: Product life cycle stages



Logistics stage

Our Transport Indicator of Performance (TloP) is a group-wide measure of the incident severity rate as a function of product transport distance travelled. We continue to split the TloP into two components: the TloP reflecting on avoidable incidents, where the transporter driver could reasonably have done something more to prevent an incident, and the TloP 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. The avoidable TloP improved from 1,84 in 2020 to 0,60 in 2021, with the number of major and significant events also showing a reduction from three in 2020 to one in 2021. On the TloP defined logistics incidents, Sasol is proud of a zero fatality achievement in 2021. The overall improved logistics performance is as a result of the lower transport sector risk which is a consequence of the reduced traffic volumes stemming from several government imposed COVID-19 lockdowns and private sector measures. This lower transport sector risk coupled with Sasol's effective implemented controls and operational discipline during this period are the key factors that contributed to a significant improvement to the Sasol TloP.

We implemented a storage facility risk management plan to ensure the safety and integrity of Sasol's product in storage. To improve the risk rating of storage facilities, we start by using the results of a safety assessment and an analysis of the adequacy of controls of each facility. The outcome of these assessments and the root cause of incidents help us identify opportunities to use critical controls as leading and lagging indicators on product storage safety. We expect this approach to support an improvement in assurance on the prevention of such safety incidents.

	2021	2020	2019	2018
Total severity of incidents	50	167	260	220
TloP	0,60	1,84	2,84	2,29
Number of third party and transporter fatalities	0	1	19	4

From 2020, Sasol focused on the avoidable TloP as a more meaningful metric to track incidents within our control. Therefore, 2020 and 2021 data reported in this table is the avoidable TloP.



Product stewardship: Initiatives

1

Risk management

Sasol follows a risk-based approach to manage SHE risks using the bowtie methodology. In 2021, we focused on two product stewardship areas, namely the unintended use of Sasol product and the loss of product quality. After engaging with stakeholders in numerous risk workshops, we identified and developed more than 30 controls.

We also started tracking and investigating all product stewardship incidents to establish a baseline to inform future performance targets.

3

Logistics - clearing and forwarding agents

Sasol works closely with clearing and forwarding agents to improve the SHE impacts of material during its transportation to our sites. In training sessions with our agents, we shared best practice on the storage, handling and transportation of both hazardous and low-hazard chemicals and worked to ensure that our agents understand our requirements for the safe storage and transportation of chemicals. The key message was the importance of using the services of reliable transporters who follow reputable management systems such as SQAS-Africa to ensure safety, health and protection of the environment during product transportation.

4

Responsible Care® Awards

Responsible Care® is a voluntary commitment by the global chemical industry to drive continuous improvement and achieve excellence in environmental, health and safety and security performance. As a Responsible Care® signatory, we commit to safe chemicals managements throughout a product's life cycle while ensuring the chemistry contributes to society and benefits the environment.

CAIA Responsible Care® COVID-19 Award: Sasol South Africa's COVID-19 Response Programme

As COVID-19 spread to South Africa, we coordinated an immediate response to the sudden demand for hand sanitisers and by April 2021, in excess of one million litres of hand sanitiser had been produced jointly by Sasol's Research and Technology laboratories through our collaboration with InnoVenton at Nelson Mandela University as well as by KSM Chemicals. Working closely with the respective health departments in South Africa and Mozambique, as well as with other corporates, we ensured the donation of this hand sanitiser to public institutions, hospitals, clinics and low-income communities across both countries. We also sponsored jet fuel to repatriate South African citizens; petrol and diesel to the military and hydrogen to field hospitals. In November 2020, the Chemicals Allied Industry Association (CAIA) recognised Sasol's contribution with the award of the CAIA Responsible Care® COVID-19 award.



VCI's National Responsible Care® Contest: Sasol Brunsbüttel Water Reduction Innovation

In October 2020, VCI (the German Chemicals Industry Association) awarded Sasol with the above mentioned prize for a water saving project, which reduces wastewater by substituting the ring liquid of vacuum pumps in a vacuum generation plant. This conversion eliminates the need for using fresh water in the pumps, saving 2 200 cubic meters of water per month, which is equivalent to the average consumption of 150 households of four people. Previously, the performance of the corresponding vacuum system could only be maintained by constantly adding fresh water. By switching the ring liquid of the vacuum pumps to an organic liquid, which is available directly from Sasol, we are making an important contribution to conserving resources and reducing costs at the same time.



2

Operation Clean Sweep (OCS)

Striving to ensure that our polymer pellets are manufactured, transported and stored responsibly, this year we became a signatory to OCS, the first polymer producer in South Africa to do so. OCS is a voluntary international stewardship programme designed to promote and implement good practices towards achieving zero polymer pellet, flake, and powder loss.

We undertook various activities to ensure the continued success of OCS, including internal assessments of our production facilities; education and awareness sessions for targeted employees; pledge signing by our operations employees; and by developing tracking tools and procedures. The assessments identified potential opportunities, some of which we have already started developing and implementing. These include the installation of sieves at key points to trap pellets at the source instead of relying on secondary and tertiary containment systems. By doing this, we also protect the quality of pellets, improving their reuse options.

We understand that the broader downstream logistics value chain is also critical to ensure the containment of Sasol's polymers and we plan to engage all external service providers with a view to ultimately getting them to become OCS signatories. We were pleased to report that 95% of our South African road transporters and 100% of our South African warehouses signed the OCS pledge. This is not only an achievement for Sasol but also for the broader South African polymer industry and ultimately the environment. The signing of the pledge and receipt of the certificate are depicted in the photographs below.





Sustainable use of plastics

Plastic waste in the environment and oceans is unacceptable. We are addressing this challenge by embracing the principles of the circular economy and the waste hierarchy.



Our approach to the beneficial re-use or recycling of plastic materials

- As the biggest supplier of polymers in South Africa, we are focusing our initial efforts on this market.
- Our actions include initiatives supporting plastics education, improved waste collection, bolstering recycling, job creation and contributing to marine litter collection.
- Many of our initiatives are in partnership with others. A significant portion will take place through the global Alliance to End Plastic Waste (AEPW), of which Sasol is the only founding member headquartered in Africa.
- We also support a South African plastics value chain response called the South Africa Initiative.

Focus area	Purpose	Progress
Supporting waste collection through Packa-Ching	Reduce plastic waste to the environment by increasing recycling.	<p>Polyco, a producer responsibility organisation that looks after the interests of the South African polyolefin industry, has developed a mobile recyclables buy-back business as a solution towards the plastic waste challenge.</p> <p>We believe this is an important and innovative initiative that combats recyclables waste pollution. It also serves to support communities by paying community members for their recyclables via a cashless e-wallet system. In this way, it empowers business owners, creates jobs and educates communities of the importance of a cleaner environment.</p> <p>In 2020, we concluded a contract with Polyco to roll out 25 Packa-Ching units across the country and to provide fuel support to the entrepreneurs operating these mobile recycling collection units. To date, six Packa-Ching units have been rolled out, diverting more than 3 150 tons of waste from landfill. At the same time, communities have earned over R2,5 million in exchange for their recyclables.</p>
AEPW Thematic Expert Group (TEG) participation	Develop plastic waste management infrastructure and deploy advanced recovery and recycling technologies.	<p>AEPW TEGs are responsible for sourcing and implementing projects that are aligned with the Alliance's five key focus areas. We are an active participant in two of these TEGs: Advanced Recovery and Recycling (ARR) and Engaging with Cities (EWC).</p> <p>The ARR TEG focuses on the development of downstream interventions that support circular economy applications, viz. the deployment of technical solutions that can unlock the value potential of plastic waste through advanced recovery, sorting, processing, and chemical recycling technologies such as spectroscopy, pyrolysis, gasification, and dissolution. The EWC TEG focuses on the development of upstream interventions, viz. the implementation of waste management and other foundational value chain infrastructure, which are key enablers for the recycling of plastic waste at a cities level.</p> <p>In 2021, Sasol supported the ARR and EWC TEGs by participating in project sourcing and selection processes, including the creation of request-for-proposal frameworks, technoeconomic evaluations and stakeholder engagements for projects where Sasol has regional expertise. Through our AEPW membership, we also supported project funding and provided technical and project management advice for relevant projects in the AEPW development pipeline.</p>
Technology	Build knowledge and develop internal capacity in plastic waste management technologies and value chains.	<p>In 2021, we completed a comprehensive plastic waste management technology study. It helped us develop a thorough understanding of the South African plastic waste value chain, as well as assess various technological solutions for the holistic management of plastic waste. The study assessed potential technology outlets for all plastic waste-containing streams in South Africa. These include post-industrial and post-consumer plastic waste-comprising polyolefins, low-density polyethylene, high-density polyethylene, polyethylene terephthalate, polystyrene and polyvinyl chloride (PVC). It involved technoeconomic evaluations of upcycling and downcycling pathways for mechanical recycling applications; thermal treatment pathways such as incineration and gasification for waste-to-energy applications, and chemical recycling pathways such as pyrolysis, dissolution, solvation, and gasification for waste-to-chemicals applications. The study addressed the need for the development of greater competency within Sasol, positioning the Group as a thought leader in the development of technological solutions to address the environmental impact of plastic waste in South Africa.</p>
World Cleanup Day 2020	A combined effort to rid the world of litter and lessen its impact on the environment.	<p>In celebration of World Cleanup Day 2020, we participated in the ALL_TOGETHER GLOBAL CLEANUP, a global initiative to remove litter, one piece at a time from the environment. AEPW volunteers, employees of participating member and non-member companies, partners and individuals from around the world rallied to discover, identify, collect and dispose of any litter found. In KwaZulu-Natal, the Inkwazi Isu project - a collaboration between Sasol and various stakeholders to address pollution in the Amanzimtoti catchment area - also supported the campaign.</p>

2.2 SUSTAINABILITY PERFORMANCE AGAINST OUR FOCUS AREAS
Growing shared value – Sasol in Society

Importance to Sasol

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. In 2021, we finalised our shared value and social impact strategies defining our approach, purpose and execution intent. In addition, we have made significant progress in implementing our economic transformation and local content strategy, which puts our key stakeholders and partners at the centre of our implementation process.

In this section:

- Centre for Shared Value Management
- Social Impact revised focus areas
- Community COVID-19 response
- Community environmental programmes
- Access to quality education
- Bridge-to-work: Skills development
- Economic transformation and local content
- Responsible sourcing and procurement
- Supporting access to quality healthcare
- Supporting community service infrastructure delivery
- Sasol for Good



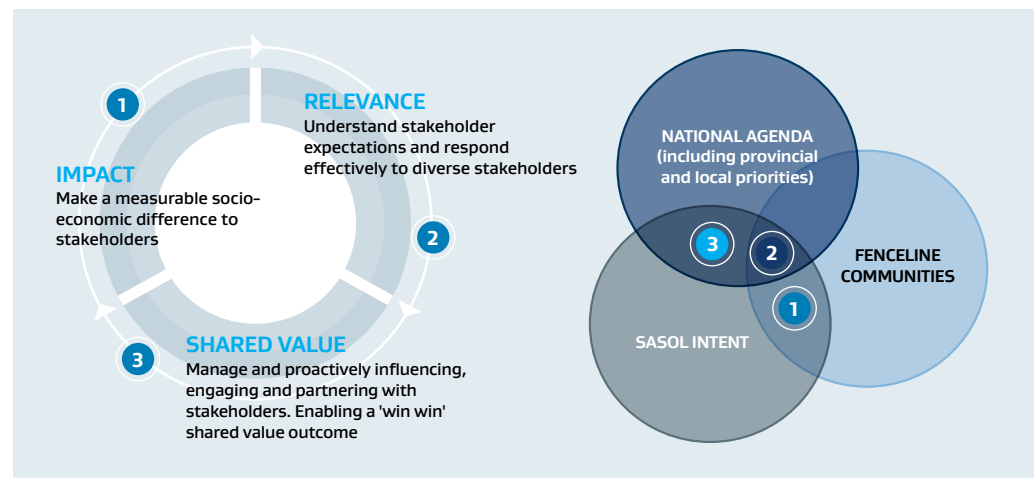
Purpose Innovating for a better world.

A BETTER WORLD
The purpose of our work



IMPACTFUL CHANGE: OUR EXECUTION INTENT

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 or our fenceline communities. This is to ensure that we deliver impactful and relevant programmes which create shared value among various stakeholders. This is done by intercepting the Sasol Intent with our fenceline community priorities and national, provincial and local priorities in our operating geographies and fenceline communities.



Centre for Shared Value Management

Importance to Sasol

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

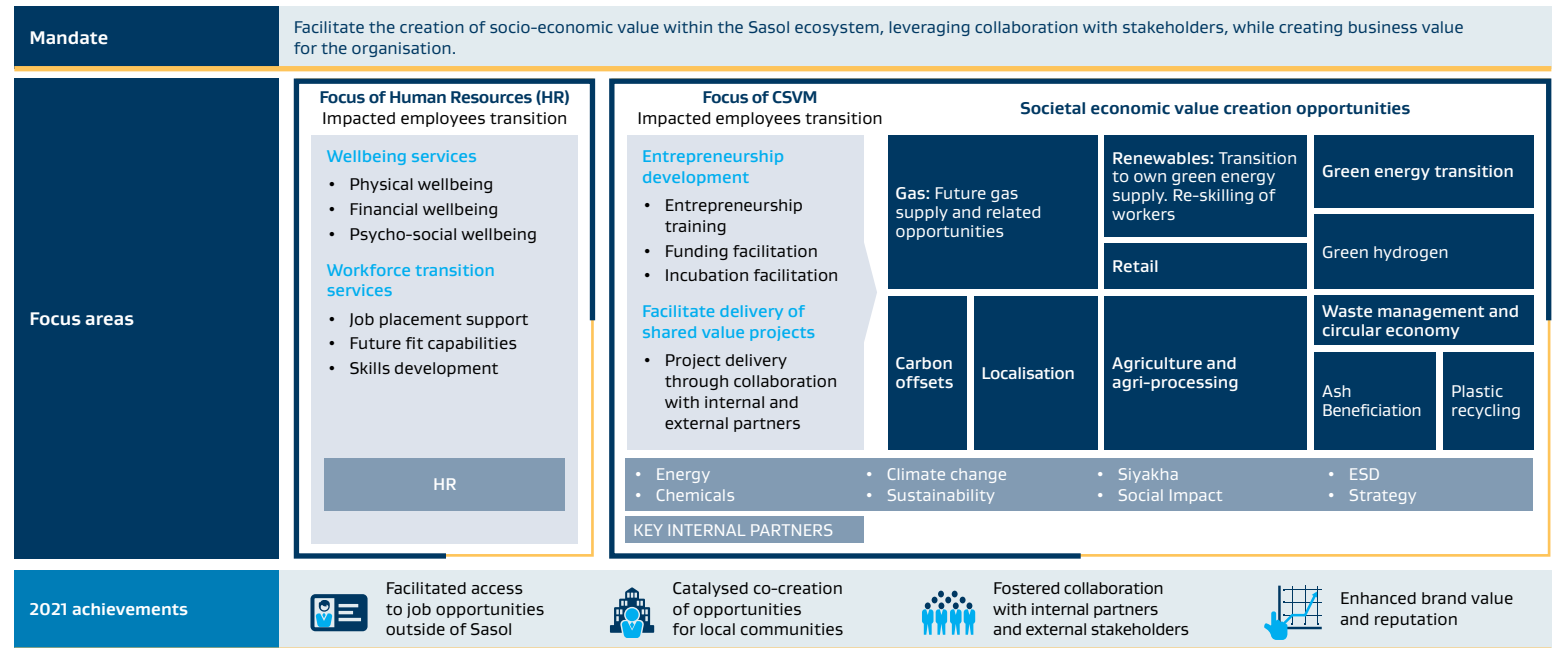
Our approach

Our new Purpose, 'Innovating for a better world' encourages us to be a force for good. In 2021, this led to the establishment of our Centre for Shared Value Management (CSVM), which will help us realise our shared value aspirations.

The CSVM facilitates the creation of socio-economic value mostly for our employees and communities through partnerships and by collaborating with stakeholders while creating business value for Sasol.

We seek to attract and galvanise partners to leverage funding and execute sustainable socio-economic value programmes for our fenceline communities.

Via Phase 1 of the Ntsika Programme, we reached over 190 Sasol employees impacted by Sasol 2.0 and our restructuring process.



What we are doing

The CSVM coordinates our various shared value programmes including our just transition initiatives relating to the greater use of gas, renewables, and carbon offsets together with those relating to green hydrogen as we transition to a lower-carbon world.

In 2021, the CSVM coordinated additional support to those South Africa-based employees impacted by Sasol 2.0, by providing them with training opportunities to remain economically active.

We augmented our wellness and career transition services by rolling out Ntsika, an entrepreneur development programme. An isiXhosa word meaning 'pillar', Ntsika reflects the importance we give to developing support programmes for our people, particularly during times of significant change. It aims to assist those South Africa-based employees affected by the Sasol 2.0 process, including those who recently left Sasol and wish to pursue entrepreneurship opportunities.

Ntsika is a further practical measure to demonstrate care, in line with our values.

Focus area	Purpose	Progress
Entrepreneur development via the Ntsika Programme	Enable impacted employees to transition from employment to potential entrepreneurship	Rolled out Phase 1 of Ntsika Programme

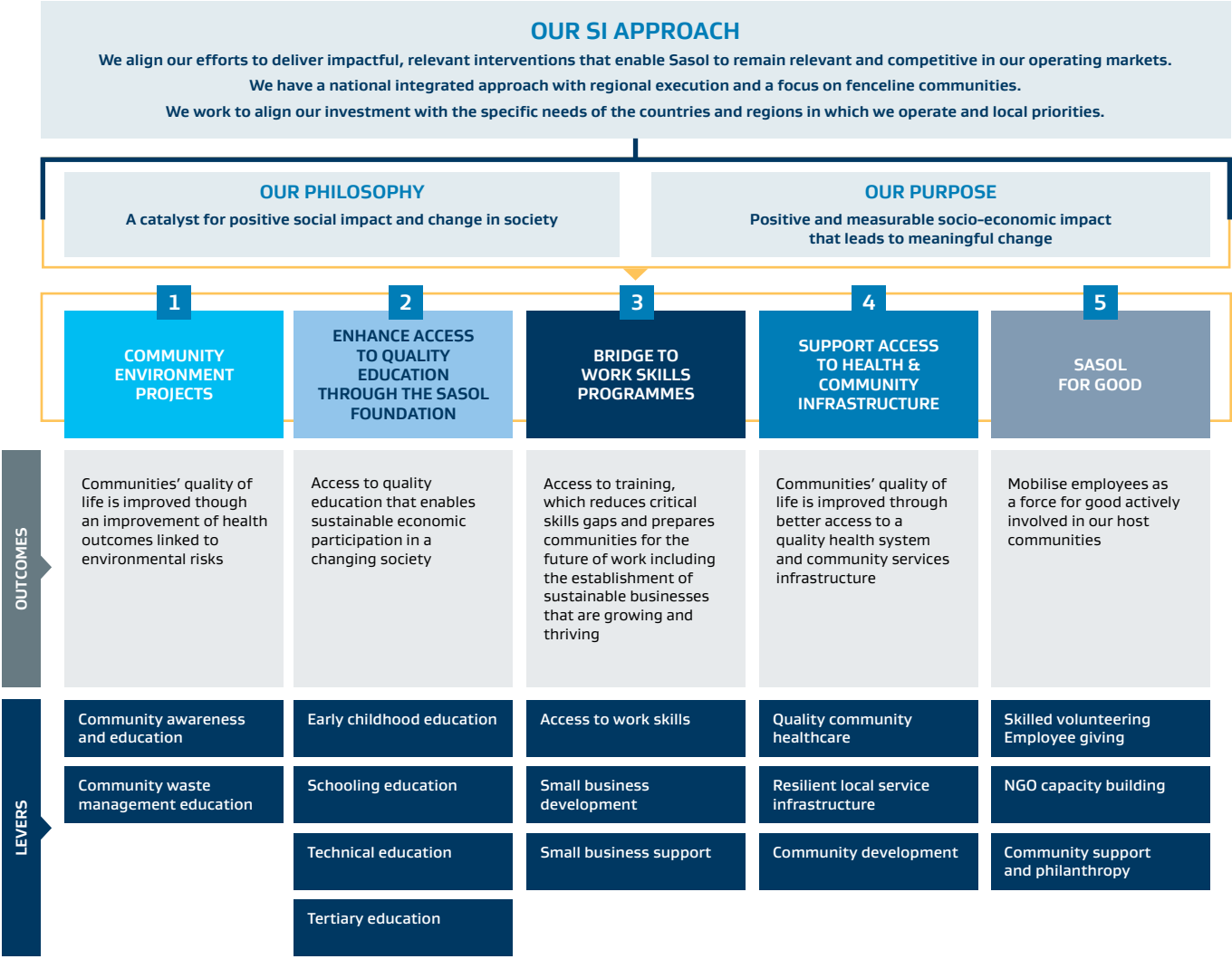
Ntsika Programme overview

	Phase 1: Orientation & awareness	Phase 2: Opportunity ideation	Phase 3: Opportunity exploration	Phase 4: Opportunity refinement	Phase 5: Business model optimisation	Phase 6: Business establishment
PHASES						
CONTENT	<ul style="list-style-type: none"> Fundamentals Growth mindsets Core skills/competencies Guest speakers Supporting structures Self-assessment diagnosis 	<ul style="list-style-type: none"> Opportunity discovery Opportunity validation – market research Business plan initiation 	<ul style="list-style-type: none"> Model development Funding strategies Sales and marketing Team development Marketing opportunities Resources and activities 	<ul style="list-style-type: none"> Lean business model development Video development Learnwise interaction 	<ul style="list-style-type: none"> MVP Individual report Business model optimisation Business case support 	<ul style="list-style-type: none"> Panel report Business model Establishment Extended business case support
CHANNEL OUTCOMES	<ul style="list-style-type: none"> Voluntary stage 2 participation Improved awareness 	<ul style="list-style-type: none"> Validated customer solution 	<ul style="list-style-type: none"> Lean business model 	<ul style="list-style-type: none"> Minimum viable product (MVP) 	<ul style="list-style-type: none"> Optimised MVP and business case Panel preparation 	<ul style="list-style-type: none"> Business registration Funding support Costing and budgeting
	<ul style="list-style-type: none"> Three full-day virtual awareness sessions 	<ul style="list-style-type: none"> 8 – 12 virtual workshops Global learning platform 	<ul style="list-style-type: none"> 8 – 12 virtual workshops Global learning platform 	<ul style="list-style-type: none"> Global learning platform Video recording 	<ul style="list-style-type: none"> Global learning platform Virtual panel presentation 	<ul style="list-style-type: none"> Individual coaching

Completed To be completed in the short-to-medium term



Social impact revised focus areas



Key performance area	Spend by geography and focus area
SI spend by region	South Africa R440,1 million Mozambique R75,9 million North America R9,7 million Other (Qatar and Nigeria) R0,5 million
SI spend by focus area	Education R156,7 million Skills development R175,7 million Small business development R18,1 million Community development R144 million Environment R13,2 million Sasol for Good R18,5 million
Preferential procurement spend	Black-owned businesses spend R23,8 billion Preferential procurement R43,2 billion



Our 2021 investment contributed to:

- Improving the quality of education outcomes for our learners from early childhood development to entrepreneurship and employment.
- Increasing the pool and quality of relevant skills to bridge the education gap for our fenceline community beneficiaries in order to increase employability and portable skills for the youth.
- Enabling economic inclusion opportunities for small businesses to contribute to the economic growth in the country through our economic transformation and local content which promotes small business development and preferential procurement programmes.
- Improving the quality of life of our communities through better access to quality health systems and community service infrastructure
- Building resilient community infrastructure to improve the health, sanitation, electricity and roads for our fenceline communities through our community development programmes.
- Increasing environmental awareness through environmental stewardship programmes which contribute to building a sustainable community.
- Creating sustainable connections between Sasol employees, civil society and non-profit organisations who do good in our communities through our Sasol for Good programme including voluntary payroll donations, once-off donations and disaster relief contributions.



Community COVID-19 response

Our COVID-19 response is focused on supporting a healthy and safe environment not only for our employees living in and around our operations but their families and our communities in collaboration with local health authorities across our host countries.




SASOL Cares
COVID-19 Response

Fuelling a **COVID-19 free** environment

COVID-19 response

Health has become a key area of concern globally as our collective health systems continue to struggle under the burden brought about by the COVID-19 pandemic. Sasol has demonstrated, through our initial COVID-19 social response initiatives, that various company products, assets and human resources are key to supporting national and local strategies in combatting pandemics and associated social challenges.

Our social response has been consistent in ensuring the safety and education of our communities by supporting several interventions, in partnership with government, civil society, community members, private sector and other stakeholders. The initiatives included:

Community COVID-19 vaccination in South Africa

We continue to support the Department of Health with measures to combat the spread of COVID-19 as well as the rollout of its vaccination strategy in our fenceline communities. Support is provided through the donation of mobile clinics, improvement of hospital cold storage facilities and the provision of vaccine carriers, with temperature loggers, to ensure the safe transportation of vaccines.

Sanitiser distribution

About 1,5 million litres of sanitiser has been supplied to fenceline communities from March 2020 to June 2021 in South Africa and Mozambique. Over 600 000 litres of this was supplied from March to June 2020.

In response to the second and third waves of COVID-19 infections, we resumed the production of our unique blend of hand sanitiser in February 2021 and produced and distributed almost 250 000 litres to our fenceline communities in Secunda, Sasolburg, Ekandustria and eThekweni.

Our partners Stellartrans, Reeftankers, Imperial Logistics and Supergroup supported the transportation of sanitiser to Kinross (Secunda) and Zamdela (Sasolburg).

In Mozambique, we donated over 42 000 liters of hand sanitiser to the Ministry of Health.

SME support

We continued our support to KSM Chemical Solutions (KSM), a Sasol developed small, medium, enterprise (SME), which resulted in production of about a million litres of hand sanitiser by KSM since the beginning of COVID-19. This significantly contributed to the sustainability of KSM in a time when small businesses were negatively impacted by the pandemic.

Expansion of support to wider SME's by communicating through webinars on relevant subjects to enable their growth and sustainability. We also introduced the Linkage digital platform, which aims to simplify connections between Sasol and SMEs.

Community education

We have supported Grade 12 learners to prepare for their matric examinations. In addition, we also distributed COVID-19 educational and awareness communication in our fenceline communities through schools, flyers, billboards, NGOs and other organisations.

Sasol supports the Department of Health with vaccination rollout plan

Sasol has long been involved in supporting access to quality health services to our communities as one of our key priorities. Our COVID-19 response has been multi-layered, consultative and collaborative to support efforts to flatten the curve with particular focus on our fenceline communities within Mpumalanga, Free State and Gauteng.

The Department of Health published its COVID-19 Vaccine Rollout Strategy on 3 January 2021 and the second phase of the vaccination plan for South Africa commenced in May 2021. To deliver on our community health focus area, we recognise the need to support the Vaccination Rollout Strategy particularly in fenceline communities, in addition to our internally focused efforts directed at our employees.

In support of the South African Government's vaccination strategy we will be donating four mobile clinics and one mini-bus to enable wider reach of the vaccination rollout and transportation of medical staff to vaccination centres. Mobile clinics can be a high impact integral component of the healthcare system within our fenceline and broader communities that delivers care to populations that are underserved and hard to reach through traditional systems, while also conducting COVID-19 screening and vaccination.

The proper storage of vaccines within the manufacture prescribed storage conditions is critical in ensuring vaccine efficacy without which the rollout of vaccines would not be possible. To ensure this Sasol will augment refrigeration capacity at 40 hospitals/clinics by providing World Health Organisation-approved vaccine fridges and freezers, to enable them to carry the required quantities of the vaccine within the right specifications.

To ensure that vaccines are not compromised during transportation from cold storage facilities at hospitals/clinics to the various vaccination centers, it is critical that the vaccines are transported in the correct vaccine carriers. To this extent Sasol will supply 135 World Health Organisation-approved vaccine carriers, with temperature loggers to maintain the correct temperature during transportation of the vaccine.

The mobile clinic hospital cold storage project will predominately support the communities of the Gert Sibande District in Mpumalanga, the Fezile Dabi District in the Free State as well communities in the Ekangala/Bronkhorstspuit areas.





Community environmental programmes

Our community environmental programme is aimed at improving the quality of life, facilitating better access to community services as well as improvement of health outcomes linked to environmental risks.



Globally, we reached communities, schools, households and small and micro business through our environmental education and awareness programmes. This has also created over 200 jobs and sustained others.

Our approach

Our programmes assist learners, educators and the community at large to understand the connection between environment and economic opportunities and our dependencies on the environment. The programmes cover waste management, water conservation, air quality, biodiversity, and sustainable food systems.

Environmental awareness in South Africa

- **Environmental awareness.** A domestic waste management initiative was initiated in Sasolburg. As part of the initiative 150 skips were deployed across the communities of Amelia, Iraq and Harry Gwala. 42 chaperones were recruited to manage these skips. 4 000 learners were reached in seven schools through our awareness programme in Sasolburg schools.
- **Over 4 000 households in Sasolburg were reached on education and awareness.**
- **Envirowaste project in Secunda.** The Sasol Enviro-waste is an integrated programme that covers various elements of waste management, these include street cleanup, collections and recycling. The environmental awareness and education drive is continuing in eMbalenhle, this campaign is aimed at getting community involvement in finding solutions and to take full responsibility of their own environment; 130 jobs and other opportunities were created, 1 036 learners were educated, and five non-profit organisations (NPO)s were trained.



Theme	Purpose	Progress
Environment and biodiversity	To create community awareness in the impact of human activities on the environment through education programmes. Implementation of waste management programmes in our fenceline communities and supporting our shared value management programmes.	Sasol's various waste management projects such as Envirowaste and Packa-Ching are gaining momentum and our fenceline communities are reaping the rewards of participating in these projects.

Community projects related to water, implemented over five years

In Secunda, we continued to support the Govan Mbeki Local Municipality by investing approximately R180 million in water and sanitation infrastructure projects in recent years.

- We completed two sewer pump-stations in Kinross and handed these and three pump stations over to local government.
- We are committed to replacing a 1,8km, 250mm diameter rising main pipe which has collapsed. We will replace it with a 350mm diameter PVC pipe.

In Sasolburg, we continued to support the Metsimaholo Local Municipality through the following projects:

- Installation of water-saving devices and monitoring systems in schools.
- Contracting plumbers and water warriors to carry out basic leak repairs at over 28 schools and 10 000 homes in Zamdela.

Our Mining operations implemented the following projects in 2021:

- Upgraded the Greylingstad sewer and wastewater treatment works.
- Built a water pipeline from eMbalenhle to Charl Cilliers to provide the Charl Cilliers community with better access to water.
- Rehabilitated bridges in Polar Township near Ogies in Mpumalanga.

Sasol Envirowaste programme gives eMbalenhle new lease on life

The Sasol Envirowaste programme is an environmental awareness initiative designed and implemented by the local community in eMbalenhle, a township in the Govan Mbeki Local Municipality, Mpumalanga.

For many years, the township grappled with illegal dumping. The Envirowaste programme has sought to create awareness among residents of this issue and to enact interventions to address this problem.

Since its inception three years ago, the programme has employed over 50 waste ambassadors and 26 waste collectors from the community. It has further removed more than 100 illegal dumping sites. In addition, approximately 152 000 households have received education and support to help make them more environmentally aware.

Two local environmental management service providers have been appointed to assist in managing the programme. The South Africa Healthcare Foundation is responsible for programme design, implementation and monitoring while Sizithande is overseeing the waste management logistics and the collection of communal waste for recycling.

This year, the programme went the extra mile to implement a food garden regime in open communal spaces and individual communal homes. This model has become sustainable in developing self-ownership of the programme, as well as buy-in from communal beneficiaries. Up to 50 food gardens have been planted and sustained in beneficiary homes thus far.

Harvested vegetables and food proceeds from the dump-converted gardens are donated to orphans and vulnerable children in the community as well as to vulnerable residents. Over 10 organisations supporting orphans and vulnerable children have been supported with vegetables through this programme.

With a focus on offsetting carbon emissions, the programme has further planted 5 000 indigenous Spekboom. This plant is known to help remove carbon dioxide from the atmosphere.

Since March this year, over 2 300 Spekboom have been planted in communal homes, schools and early childhood development (ECD) centres around eMbalenhle.





Community environment projects (continued)

Environmental projects and programmes

Progress		
SOUTH AFRICA	MOZAMBIQUE	NORTH AMERICA
<ul style="list-style-type: none"> In Sasolburg, over 71 people have been employed through the waste environment programme, over 400 trees planted and approximately 6 000 households reached. In Secunda, the Enviro-waste programme has created employment, removed illegal dumps and implemented a food garden regime in open communal spaces and individual communal homes. Up to 13 000 households have received education, training and support for environmental awareness and food security which resulted in a number of households establishing food gardens in their homes. 	<ul style="list-style-type: none"> In Inhasorro, as part of agreements signed to address priorities relating to water and sanitation and access to energy, we identified 51 boreholes in need of rehabilitation. Once completed, these boreholes will be able to supply water to over 10 000 households. We are embarking on a project to provide the technology for provision of renewable energy to Inhassoro and Govuro communities. The actual implementation will commence in the next financial year. 	<ul style="list-style-type: none"> In the city of Lake Charles, we provided materials for the March Spring Clean to clean nature walks, preserve biodiversity and enable bird watching. We worked with park administration to develop environment-based outdoor classroom programmes to educate groups on natural habitats and ecosystems.



South Fork mitigation project



In order to offset the wetland loss from Sasol's project construction in Southwest Louisiana, Sasol partnered with the United States Army Corps of Engineers on a mitigation plan that increases the number of wetlands within the local watershed and creates a greater diversity of habitat types that will benefit a larger variety of species.

As part of the mitigation efforts, Sasol established a trust that will ensure the project has funding available for long-term maintenance and management. The land is now protected by a conservation servitude, which protects the site from future development.

Sasol's mitigation activities include the following habitat development and improvement:

- 1,225 acres of bottomland hardwood forest wetlands;
- 555 acres of high-quality coastal prairie wetlands;
- 89 acres of high-quality tidal freshwater marsh wetlands;
- 66 acres of non-wetland forest; and
- 5 acres of non-wetland coastal prairie areas.

The 2020 monitoring results of the project indicate that the bottomland hardwood forest habitat, coastal prairie habitat and tidal freshwater marsh habitat met the year five interim success criteria.

Hurricanes Laura and Delta had catastrophic effects on this area of Cameron and Calcasieu Parishes. However, the hurricanes had minimal impact on the forest, prairie, and marsh mitigation areas. In January 2021, new vegetation was planted in the forest to account for any potential stem loss and to promote long-term success. The prairie and marsh plant communities did not show any effect of the hurricane winds.



Access to quality education

Quality education is an enabler and equaliser for achieving sustainable development, and it is the most powerful vehicle for upward socio-economic mobility for every individual.



In the 2021 academic year, over 700 students were supported. All bursars were provided with Sasol psychosocial support opportunities.



Early childhood education and development

Progress SOUTH AFRICA

- We supported over 79 ECD centres in the communities in which we operate, seeking to improve the quality of programmes for school readiness.
- In 2021, we trained and provided on-site support to over 115 practitioners.
- In addition, we trained 79 centre managers to build their management capacity and supported them with compliance and centre registration processes to enable them to access government financial support.
- Approximately 3 230 children at the centres that we support have access to at least one nutritious meal a day. We have established food gardens at some ECDs, allowing them to share the produce with families that require support.
- All centres in Secunda and Ekandustria can subscribe and access our toy library. More than 5 000 children benefit from these facilities.
- We supplied both indoor and outdoor learning resources for children to ensure that they are sufficiently stimulated, and that all facilities are appropriately developed.

Our approach

Driving excellence in Science, Technology, Engineering and Mathematics (STEM) education

Sasol invests in education to improve the quality of learning outcomes to benefit society in the countries where we operate. Our interventions focus on improving education outcomes in STEM, which contributes to global competitiveness, innovation and social development. Our interventions start from early childhood development (which prepares learners with a strong foundation for learning) until employment and/or entrepreneurship (which ensures the students are work-ready and able to contribute meaningfully to society).

Theme	Purpose	Progress
Early childhood education	To contribute to developing a strong foundation for learning to ensure school readiness and holistic development of children.	In 2021, we expanded our role in supporting digital teaching and learning, to advance migration towards e-learning as a response to COVID-19 lockdowns.
STEM Education in Basic Education System	To develop systemic interventions to improve STEM teaching and learning outcomes to prepare learners for the future world of work.	We contributed to the development of a coding and robotics curriculum training manual which is being used to train teachers nationally. In the academic year 2021, over 700 undergraduate and postgraduate students were supported.
Technical education in schools	To support the development of technical and vocational skills to address the shortage of critical skills in South Africa.	Due to the response plan and Sasol 2.0 transformation programme and cash constraints, there were no new undergraduate intakes in South Africa for the academic year 2021.
Tertiary education	To increase access to tertiary education and enhance research and development to benefit our country and fenceline communities.	This year an increasing number of students accessed the psychosocial support services due to the impact of COVID-19.
Enable access to psychosocial support to our beneficiaries	To provide support to mitigate psychological and social challenges that hinder academic success of the learners we support.	



Access to quality education (continued)

STEM in schools

Our interventions aim to enhance STEM education outcomes through teachers, learners, learning resources, career guidance and infrastructure improvement programmes.

Progress SOUTH AFRICA

Academic year 2020 was a particularly difficult year with the school calendar disrupted by COVID-19 lockdowns. We embarked on an a Grade 12 recovery project, supporting learners with online classes to get them ready for year-end exams. We also extended this support to Grades 8 and 9 in our TechSENET schools. Our interventions contributed to improvements in matric results in Sasolburg, Secunda, Badplaas and Ekandustria. As a result we awarded prizes to top performers in STEM to promote excellence among learners and schools.

At the Mpumalanga provincial awards, we sponsored ten prizes for Mathematics, Science, Technical Science, Technical Mathematics and the best overall performer.

Teacher support

- In the ever-changing STEM learning environment, it is essential for teachers to improve their curriculum knowledge and enhance their teaching skills. For the coding and robotics curriculum, we contributed to the development of the teacher orientation manual and supported the training of the 200 subject advisors in the national task team of the Department of Basic Education.
- To improve technical skills, 30 teachers in our TechSeNet programme were trained in boilermaking, fitting and turning, electrical work and welding.
- In Sasolburg, we supported 71 teachers through the Boitjhorisong Resource Centre and the Jumpstart Programme to enhance Mathematics teaching skills in primary schools.

Promotion of Fourth Industrial Revolution (4IR) in Schools

- We are supporting the introduction of the 4IR skills in basic education by contributing to development of the coding and robotics curriculum which will be implemented in all the public schools in South Africa. In the 2021 academic year it is being piloted in Grade R to Grade 3 and Grade 7 in 200 primary schools.
- We held training in robotics and coding for 200 teachers from across all provinces. This curriculum will be rolled out by the Department of Basic Education in 2022.

Learner support

- Learner support is a critical element in increasing participation in STEM education. Sasol learner support projects offer extra tuition to more than 6 936 learners in Metsimaholo Local Municipality in the afternoons, during weekends, through holiday camps and classroom interventions.
- In addition, our mobile laboratories continue to reach the most remote schools and provide learners access to science experiments that they would otherwise not cover because of lack of resources in their schools.

Technical education in schools

- Over the years, the Sasol Foundation has played a pivotal role in embedding technical subjects, building teacher capacity and providing the resources required for technical education to succeed in the South African schooling system. The Sasol Foundation supports five technical high schools across the country and has contributed to the increase in performance and the number of learners enrolled for technical subjects in these schools. Over 6 000 learners are benefitting from this intervention and 40 teachers receive support and training.

NORTH AMERICA

- Through established partnerships, Sasol employees engage students in programmes that foster mentorship and life skills development, seeking also to enhance school-based STEM curriculum.

Access to 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 for innovation, economic growth and social advancement.

Progress SOUTH AFRICA

- Our bursary programmes offer a comprehensive package that includes academic and psychosocial support to enable students to deal with academic demands as well as other issues that may impact their performance.
- To ensure that students start their careers on a strong footing, we offer work readiness courses to all our students. As part of building skills and enhancing livelihoods of youth in our fenceline communities, we provide bursary support for eligible students to access tertiary education.
- Sasol collaborates with universities to strengthen their research and development capacity. In 2021, we disbursed grants worth R11 million to five universities.

MOZAMBIQUE

- Our interventions to contribute to building a pool of oil and gas graduates in the country continue. Our initial target was to release 37 oil and gas graduates in the country by the end of 2022.
- So far 25 have graduated, and there are 12 remaining in institutions in Malaysia, South Africa and the United Kingdom. Plans are underway for selection of new bursars.

NORTH AMERICA

We provide scholarships to unemployed and under-employed residents of Southwest Louisiana to help them improve their career outcomes, by attending either ABC School or SOWELA school to obtain a certification and/or degree. To date, we have awarded a total of 319 scholarships and 72% of graduates are employed.



Sasol's Partners in Education makes a difference in North America

Sasol is proud to have been involved in its Partners in Education programme at four schools in the United States— these being Combre-Fondel Elementary (Lake Charles, Louisiana), Emerson Elementary (Houston, Texas), Western Heights Elementary (Westlake, Louisiana) and Westwood Elementary (Westlake, Louisiana).

Through these partnerships, Sasol employees have taken an active role in engaging students at these schools in programmes that foster mentorship, as well as life skills development. Sasol's Partners in Education programme also seeks to enhance the school-based STEM curriculum, while enhancing educator professional development programmes.

Notable examples of these partnerships include the Big Brothers Big Sisters Lone Star programme and the Chemical Educational Foundation (CEF).

Since 1904, Big Brothers Big Sisters Lone Star has operated under the belief that inherent in every child is incredible potential. As the nation's largest donor- and volunteer-supported mentoring network, Big Brothers Big Sisters makes meaningful, monitored matches

between adult volunteers and children, ages 5 through to young adulthood in communities across the country.

Sasol and Big Brothers Big Sisters are working together to positively impact the lives of the students in this programme. With the pandemic persisting, the programme in recent times has connected matches in a virtual setting. There are currently 20 students taking part in this programme in the greater Houston area with 20 Sasol volunteers.

Meanwhile, the CEF is well known for helping students at home and in the classroom explore the field of science. The foundation supports educators and parents, while it engages with students on team-based problem-solving concepts.

In partnership with Sasol, CEF provided Houston's Emerson Elementary school with four virtual professional development workshop videos for science teachers (on topics pertaining to the SE Learning Model, Weather and Sustainability, Life Sciences, and Space).



Bridge-to-work: Skills development

Skills development plays a pivotal role in creating sustainable livelihoods and driving both the formal and informal economies globally. However, the COVID-19 pandemic has presented an unprecedented challenge for skills development systems across the world, forcing them to rethink skills that would be required for the economy in the immediate and near future, as well as how these will be accessed by the youth.



Our approach

Enabling youth employment

Considering the nature, location and scale of our activities, we recognise our role in contributing to the improvement of labour market prospects for the youth. We understand that to create real and lasting value, a focused effort is needed to improve the standard of training and offer programmes that lead to enhanced economic opportunities in our fenceline communities.

Sasol offers targeted interventions that provide youth with core skills such as technical, vocational and work readiness training to enable them to be self-sustainable and become positive contributors to local and national economies. In addition, we prioritise development interventions that are linked to local community value chain services such as plumbing, electrification and tiling.

Theme	Purpose	Progress
TVET-to-work skills	Commercialising technical skills to enable sustainable income earning.	Over 300 youth have been trained in technical skills in the past year in Sasolburg, Secunda and Mozambique to enhance their farming, artisan and other vocational skills.
Small Business Development	Capacitating entrepreneurs through business development that enables them to set up sustainable enterprises.	Over 1 500 youth trained and mentored in small business development through our SME training.
Business skills training	Training of the unemployed aligned to economic activity.	Mentorship and business development support given to over 600 SMEs to assist them in sustaining and growing their businesses.
Provision of starter pack/ trade tools	Provision of critical work tools and equipment to enable sustainable income generating activities.	Our SME programmes include provision of starter packs which enables the businesses to have the initial required tools to assist in commercialising them.

Investing in skills development in Sasolburg

The short supply of qualified, experienced artisans in South Africa has created a huge demand for these skills. In order for South Africa to meet and deliver the aspirational growth rate of 5% per annum by 2030 (as per the National Development Plan), the promotion of artisan skills is essential. To this end, Sasol in Sasolburg partnered with Government and other stakeholders to embark on a number of skills development initiatives in Metsimaholo to increase the skills pool and assist in increasing the chances of employability of our youth.

The Sasol Artisan Training Programme in Sasolburg has reached over 210 Zamdela youth since its launch in 2013. Training is done in partnership with registered artisan training entities, being the Sedibeng Artisan Skills Training Centre, MCD Training Centre, Steinmuller, Aurex Constructors (previously known as SNC-Lavalin) and Aveng Grinaker-LTA. Of the 72 learners trained in 2020 / 2021, 18 have completed their training and 38 are still placed in experiential learning programmes at Sasol, companies in the Vaal Triangle, Metsimaholo Local Municipality and the Free State Department of Health. The rest of the learners pursued other qualifications.

Our decision to be a key role player in the programme was further informed by a needs analysis done in the Metsimaholo Local Municipality which indicated the need for the following skills:

- Electrical;
- Boilermaking;
- Fitting and turning;

- Mechanical fitting;
- Motor mechanics;
- Rigging;
- Plumbing;
- Welding; and
- Instrumentation.

The recently constructed welding school at Boitjhorisong Resource Centre in partnership with Aurex Constructors and Afrox, offers a modular approach where participants are afforded the opportunity to expand their welding skills. The centre was further retrofitted to be able to offer level 2 Argon (TIG) welding as a training module. Of the first cohort of 12 who completed the structural welding module, three were accepted by Afrox on their advanced welding programme and four continued with the TIG module at the centre. Two thousand applications were received for the 2021 cohort of which ten started the training.

The programme provides opportunities for the youth to pursue their goals and at the same time contributes to the increase of much needed skilled labour in the region.

Sasol Sasolburg is committed to empowering the communities within which we operate through initiatives such as the Sasol Artisan Training Programme.

In 2021, over 300 youth benefitted from Sasol's skills development programmes globally to assist them with employability and business development skills that enable them to be self-sufficient and active contributors to the economy.





Bridge-to-work: Skills development (continued)

Region	Progress
SOUTH AFRICA	<p>Youth development programme</p> <ul style="list-style-type: none"> In partnership with Golden Triangle Chamber of Commerce (GTCOC) and Avis in Sasolburg, the 'New Beginnings' project assists graduates and school leavers to prepare for accessing the job market. Educate Africa has donated a full University of South Africa scholarship (Business Studies) to the project. A local young entrepreneur was given opportunities through this initiative. In Secunda, Sasol established Youth Development Centres at Nkomazi Municipality (Ehlanzeni District Municipality) and Emalahleni Municipality (Nkangala District Municipality). The handover of the 11 Centers are planned for later this year. <p>Farming skills</p> <ul style="list-style-type: none"> In collaboration with our partners, Sasol has funded the training of 110 young local emerging and subsistence farmers from Gert Sibande to gain technical, financial and business skills. On completion of their training, these emerging farmers will be mentored and assisted to set up their farming enterprises. Young emerging farmers from the Gert Sibande District Municipality completed training on Farm Business Management, Vegetable Production, Animal Production and Poultry Production. This programme is in partnership with the Department of Agriculture, Rural Development, Land and Environmental Affairs and African Farmers of South Africa – Mpumalanga. <p>Artisan skills</p> <ul style="list-style-type: none"> Sasolburg Operations has supported local youth to qualify as artisans in various disciplines such as mechanical fitters, welders, riggers, plumbers, motor mechanics, electricians and instrumentation technicians. Currently 94 artisan candidates have been placed for work integrated learning at local businesses and Government Institutions. Participating local businesses are ACTOM, AEM Electrical, Vicro Bulk and Coonco Engineering, ID Electrical Engineering, Kent Electrical, Serviette, Metsimaholo Local Municipality, Department of Health and Sasol. Over 210 youth have been placed in artisan skills programmes since 2013. Currently 72 students are in the pipeline. Sasol in partnership with GTCOC in Sasolburg, developed an internship programme to provide youth from various disciplines the opportunity to complete their internships. 10 candidates were placed with local businesses in Sasolburg. Opportunities for graduates from Gert Sibande TVET College are being developed. Some learners are currently placed at different schools within the Dipaleseng Circuit to assist with administrative work and others are working as data administrators at the Sasol vaccination station.
NORTH AMERICA	<ul style="list-style-type: none"> We conducted a number of skills workshops, assisting numerous businesses during the year. Through our partnership with the Louisiana Small Business Development Center at McNeese State University, we continued to host monthly certification workshops and other small business development training programmes for local businesses and entrepreneurs. These included workshops that qualify local businesses as minority, women-owned, small disadvantaged or HUBZone certified.
MOZAMBIQUE	<ul style="list-style-type: none"> Sasol-supported 'Get Energy Field Ready' training programme which exposes youth to the oil and gas industry enrolled its third cohort. 18 candidates in the third cohort completed the programme. Cohort 1 and 2 had a total of 35 candidates of which 73% have accessed employment after the programme.



Sasol empowers Mozambican youth with oil and gas qualifications



The discovery of significant oil and gas resources in Mozambique's Rovuma basin has brought about great opportunities, and challenges for the country. The management of these resources is crucial. However, Mozambique needs more local technicians who can handle contracts, and even to negotiate with probable investors in this area.

Therefore, at a signing of an Memorandum of Understanding in 2013, Sasol accepted a challenge put forward by Mozambique's Ministry of Mineral Resources and Energy to sponsor 10 students from vulnerable families from the Mozambican provinces of Nampula, Cabo Delgado, Zambézia, Inhambane, Maputo and Gaza to study in South Africa. The students had to have a good academic standing, and they would be placed at the University of Pretoria in Tshwane. What proved extra challenging was that the students also had to learn how to communicate in English.

Two of the students completed their degrees in record time and went on to complete masters degrees with the Aberdeen College in Scotland. Another six students went on to complete their studies.

Ovidio Rodolfo, Country Manager for Sasol Mozambique says: "Given the existing skills gap hindering the progress of our youth, initiatives such as these are essential in developing young people to integrate them into the oil and gas-related professions."

Many of these students are the first generation in their families to attend a university and are therefore role models in their communities. We hope that they can contribute to a radical change in the lives of their families and their communities in the years to come.





Economic transformation and local content

We aim to achieve a diverse, transformed, sustainable and high-performing supplier base by accelerating the development of small and transformed businesses. We will do this through simplified processes, impactful development support and funding for the betterment of our communities beyond the boundaries of Sasol.



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. Sound principles and governance processes underpin our integrated approach.

2021 proved to be challenging not only for our company but also for our communities. COVID-19 ravaged the livelihoods and lives of many families, and the resulting economic downturn directly affected our communities through reduced spending and investment from the company as we focused on a turn-around strategy.

Nonetheless, we continued to drive localisation and economic transformation, centered around our fenceline communities, in particular with exempted micro enterprises and qualifying small enterprises. Our Siyakha fund assisted with relief measures including payment holidays, loan restructures and the allocation of turnaround specialists to some of our suppliers.

Progress

SOUTH AFRICA

Our multi-pronged Enterprise and Supplier Development (ESD) approach enables us to deliver programmes that are both aligned to Sasol’s strategy and that target the realities in South Africa and our communities.

Our response to COVID-19 allowed us to expand our support and creatively reach more SMEs. By communicating through webinars, we reached a wider SME audience. We also introduced the Linkage digital platform, which aims to simplify connections between Sasol and SMEs. The platform enables us to perform due diligence on the registered SMEs, creating greater visibility of a rich pool of verified and credible SMEs that can be engaged to fulfil preferential procurement objectives before they can be considered as Sasol suppliers. We launched digital technical accreditation processes to ensure that high quality and competent suppliers are introduced into our business. The virtual technical assessments help us to minimise COVID-19 exposure risk, thus safeguarding our employees and our suppliers. They also allow for a more inclusive approach to SMEs across South Africa. We also implemented an automated reminder system to prompt suppliers to update their B-BBEE certificate when it expires, which aims to ensure certificates always remain valid.

We continued to drive preferential procurement and exceeded the Department of Trade, Industry and Competition’s B-BBEE compliance targets for preferential procurement spend with empowering suppliers, spending with 51% black-owned businesses as well as the spend with 30% black women-owned businesses.

Performance: South Africa

- Our expenditure with black-owned suppliers amounted to R23,8 billion for the financial year 2021.
- Increased local procurement spend in Ekandustria from zero in 2018 to R1,5 million in 2021.
- The loan book for enterprise and supplier development funding ended at R728,5 million in 2021.
- To date, more than 1 000 SMMEs support bookings have been taken through the Small Business Centre in Secunda.
- Reached 57% of our contracted South Africa-based suppliers with Level 1 and Level 2 B-BBEE ratings.
- Recorded nearly 31% of our active South Africa-based supplier base with 50-60% black ownership, and similar representation for black women-owned suppliers.



MOZAMBIQUE

In the almost two decades in which we have operated in Mozambique, we have driven socio-economic development through our investments and operations. We are committed to further developing and using local Mozambican suppliers and labour and have partnered with the Government of Mozambique to establish a comprehensive local content strategy to support the transformation of the economy. Our commitment extends well beyond compliance with Mozambican policy and legal requirements.

In 2021, we established a Small, Medium, Micro Enterprises (SMME) development fund in partnership with BCI, a Mozambican financial institution, to provide low-cost loan funding to qualifying SMMEs. We also set up an ESD programme to provide non-financial, technical support and training based on a needs analysis that enhances the capacity of the SMMEs to become operationally independent and sustainable.

Performance: Mozambique

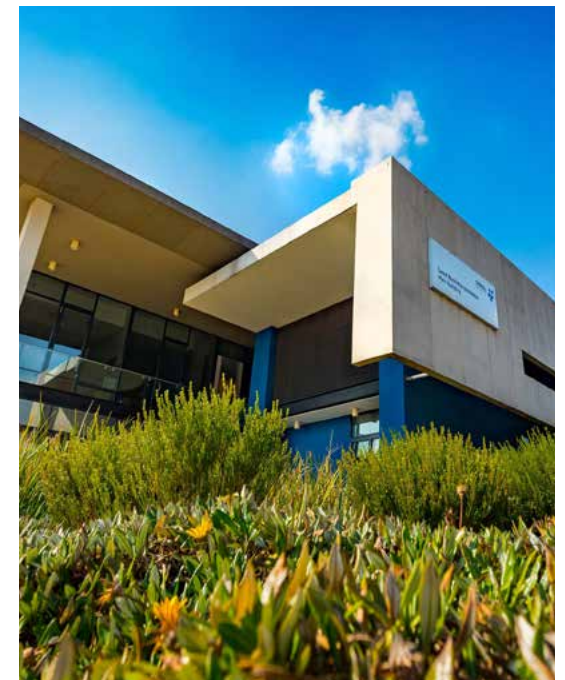
- Despite reduced activity during the COVID-19 pandemic, Sasol spent US\$19,4 million (70% of operations spend) with Mozambique-registered or -owned companies.
- Disbursed US\$158 000 in low-cost loan funding to qualifying SMMEs.
- Agreed a local content plan with the Government of Mozambique for our drilling campaign and production sharing agreement (PSA) project. We expect between 40% and 50% of the spend to be with Mozambique-registered or -owned companies.
- Employed 251 Mozambican nationals in our business and operations. This includes 91% of our Senior Management in Mozambique and 94% of our highly skilled professionals.





Economic transformation and local content (continued)

Focus area	Purpose	Progress in Mozambique	Progress in South Africa
Market access	To create market access opportunities through participation in industry events and creating visibility of opportunities.	We launched the five-year local content plan in Maxixe, Inhambane to make SMMEs aware of the business opportunities Sasol offers in Mozambique as well as our capacity-building programmes. During roadshows in Govuru, Inhassoro and Vilanculos, we presented business opportunities, our economic development fund and our workforce development plan. This provided SMMEs with an opportunity to showcase their company profiles, skills and competencies to Sasol.	We launched the Linkage digital platform to make it simpler for Sasol and SMEs to connect and do business together. Refer page 36. We created market linkages for SMEs in sectors such as cathodic protection services, landscaping, building maintenance as well as pallet supplies, resulting in the creation of a number of jobs. We also hosted and participated in activities alongside the 2020 Global Entrepreneur Week which took place in November 2020. Refer to page 36.
Capability building	To offer business and technical support aligned with procurement needs.	We developed a formal training programme and selected suppliers to form part of the group whose training will commence shortly, depending on the COVID-19 restrictions.	Our Sasol Business Accelerator programme continues with both technical and safety coaching sessions which we present and which focus on SMEs in electrical services, equipment hire, heating, ventilation and air conditioning (HVAC) maintenance, welding and waste management. In the recycling space, we have supported a waste management SME as well as a fenceline SME in plastic recycling. We also assisted an SME with registration with the South African Waste Information Centre, enabling the collection and reporting of the waste in the corporate environment. We have funded and donated 1,4 tons of plastic to an SME which manufactures plastic bricks and continue to support SMEs in the transport sector. During the year, we provided further technical training and financial support to SMEs in the electrical and instrumentation industry.
Funding	To broaden the funding options for beneficiaries at different development levels.	We established a new credit line with BCI, a commercial and investment bank in Mozambique, to fund short- and long-term loans which provide preferential interest rates to beneficiaries.	Slow economic activity continues to impact small businesses across South Africa, which puts pressure on the Siyakha loan book, as some of SMEs struggle to meet repayment obligations on their loans. The Siyakha team continues to provide post-investment support to distressed SMEs and explore relief measures. We also provided various SMEs with grant funding to assist with the purchase of equipment, raw materials, systems and accreditation.
Business support	To offer business support programmes that enhance value for SMEs.	Working from our office in Inhassoro, we offer vocational training through internships and bursary programmes. To support new entrepreneurs, we also provide them with kits with basic start-up tools.	The Built to Last SME Webinar Series was introduced as a platform geared towards assisting SMEs in building sustainable businesses. The first webinar in the four-part web series was held in May 2021, where industry expert contributors were invited to motivate, share insights and provide practical tools to SMEs to enable them to survive the impact of the COVID-19 pandemic and resulting economic conditions. Refer to page 36. Dedicated Ariba and Accounting support for SMEs was introduced in the Sasolburg and Secunda regions. The ESD Business Development Programme training curriculum has been expanded to include interventions focused on assisting SMEs in their response to the COVID-19 pandemic.
Business Infrastructure	To provide hardware and software access to small businesses.		The Secunda Small Business Centre, which was launched in June 2020, provides a hot-desking solution, meeting rooms, printing/ scanner facilities, internet access and other support to qualifying SMMEs, within the Secunda/ Gert Sibande region. Access to specialised software such as Auto-CAD and Pallet Design has also been made available. This service is also provided in Sasolburg as part of the offering at the Incubation Centre.





Economic transformation and local content (continued)

Global entrepreneurship week (#GEW2020)

In November 2020, Sasol participated in the 2020 Global Entrepreneurship Week (GEW). #GEW2020 was anchored around the themes: Ecosystems, Education, Inclusion and Policy.

2020 Sasol GEW highlights:

- The Sasol Business Accelerator (SBA) hosted a Programme Review where Sasol Procurement colleagues and other industry experts reviewed progress made by the participants of the SBA programme.
- Through Connector Workshops hosted by Sasol, SMEs were provided the opportunity to meet and network with other local businesses and funding institutions.
- Various exhibitions hosted in Sasolburg and Secunda, provided SMEs with market exposure where they could showcase their products.



Support for local eco-friendly brick manufacturer

We provided development support to an SME, based in Sasolburg, that manufactures eco-friendly bricks from recycled plastic waste and sand. The bricks are suitable for use in residential, industrial and commercial construction projects and require no water during manufacturing.

We provided SMEs with:

- 54 tons of plastic earmarked for recycling;
- cement and ash to be used in the production of bricks;
- South African Bureau of Standards (SABS) testing;
- quality management systems; and
- grant funding.



The face mask project

We partnered with SMEs to produce and deliver more than 110 000 cloth face masks as part of the Sasol COVID-19 response initiative. We provided the SMEs with free technical training in pattern making, sewing, quality management and costing.

Following the completion of the cloth mask project, we helped to further develop and upskill the SMEs to produce high-quality PPE clothing and uniforms, preparing them for growth beyond the response to the pandemic.

The garments produced were showcased at the Sasol Global Entrepreneurship Week exhibits at Sasolburg and Secunda.



Supporting SMEs in building lasting and sustainable business

In May 2021, we launched our first SME webinar series, titled 'Built to Last'. The series – which will unfold over four chapters – kicked off with Chapter One: The Power to Survive. Hundreds of SMEs attended the two-day virtual event, which featured a variety of speakers and industry leaders covering a range of topics and sharing insights and practical tools that SMEs can use to navigate the current economic climate and ensure small business continuity amid the COVID-19 pandemic's disruption.

The series is part of our work to bring about meaningful change particularly in the areas where we operate, through small business development and continually inspiring SMEs and exposing them to opportunities that will help them build lasting and sustainable businesses.



Introducing Linkage

To streamline SME onboarding and grading, we started using the Linkage digital platform which makes it simpler for Sasol and SMEs to connect and do business together. We held a live webinar to demonstrate the Linkage platform, encouraging the small business community to register their businesses.

The benefits of joining Linkage for SMEs is that they will:

- be more visible to buyers;
- have a better view of their level of readiness to access procurement opportunities;
- have a view of upcoming sourcing events and understand related mandatory requirements;
- receive guidance on document preparation for integration into Sasol's SAP Ariba SIM; and
- be prompted to proactively keep their compliance documentation up to date.



Economic transformation and local content in Mozambique

To create a positive economic and social impact in surrounding communities, we followed a consultative approach, engaging communities and getting their input for a five-year development programme which will include the use mainly of local suppliers and the local workforce.



Access to water and sanitation

Economic development is the priority number one of the Local Development Agreements which Sasol signed with local communities and Government. The Access to Water and Sanitation Programme, implemented by SNV (a Netherlands Development NGO) has started the repair of two lots of 51 hand pumps and 8 water systems in both Inhassoro and Govuro. In Govuro, a total of 14 out of 17 hand pumps have already been repaired. All four systems have already been repaired and are currently functional, except small works like painting that are being finalised. While in Inhassoro, out of 34 hand pumps, nine have already been repaired, all four water systems have been repaired, pending final works.

Water and sanitation does not only have social benefits. It also offers entrepreneurial opportunities. During the first phase of water services provision, nine local companies (six construction and three supervision) has been awarded. This has also created more than 100 employment opportunities for local people in year one.



Access to economic development Access to electricity

Economic development is the priority number two of the Local Development Agreements. Sasol entered into a partnership with GIZ (German Development NGO) to implement the economic development project which includes access to electricity, skills training, entrepreneurship and income generation projects.

Entrepreneurship: our sub-contractor has finalised the community assessment of potential businesses. Selection criteria have been developed and shared with the communities and the selection of beneficiaries is underway. A total of 500 beneficiaries will be selected, among women and youth.

It is expected that all initiatives by GIZ be transformed in a business laboratory that will create opportunities for youth and women.

The access to electricity component is capable of transforming communities because electricity is not only used for lighting but it brings in many business opportunities for communities.



Standalone projects – Govuro urban planning

The Standalone Projects are the priority number three of the Local Development Agreements. A total of 13 projects will be completed until end of 2024: being 11 in Govuro and two in Inhassoro District. In Govuro, projects include land planning for nine communities, community meeting offices for all nine communities and a district hospital. The Govuro Urban planning project intends to urbanise the nine communities of Pande Locality. Nine community maps have been produced and handed over to the district authorities.

Like water and sanitation, these projects will become the centre of business opportunities for local economy. So far the initiative has engaged two companies at the design stage, however the development will engage more than 10 companies creating opportunities until 2025.



Small-scale projects

The small-scale projects are the priority number four. Sasol will develop a total of 37 small-scale projects for an equal number of communities until the end of 2024. The Colonga community market and Cachane soccer field are the first projects to be developed. The construction of the community market in Colonga is at the final stage. The main market building, the toilets, the water tower and the fence have all been completed.

At the pilot stage of the small-scale project work, we have engaged one company and created around 20 employment opportunities for local communities. But in the years leading up to 2025, we expect more than 12 companies to benefit from construction contracts for projects with a value of between US\$40 000 and US\$80 000 each.





Responsible sourcing and procurement

Responsible sourcing

During the year, we reached out to some of our strategic and key suppliers to review their performance and approach on a number of ESG-related issues. Based on the feedback, and as part of our continuous commitment towards responsible sourcing, we are in the process of developing a responsible sourcing policy and guideline for our suppliers and our procurement fraternity.



Supplier Code of Conduct

Sasol employees, service providers and stakeholders are required to adhere to our Code of Conduct, practise human rights principles and comply to International Labour Organisation's requirements. Any contraventions can be reported to Sasol's Ethics Line, details of which can be found on our website at www.sasol.com.

The supplier Code of Conduct states that 'Suppliers must not participate in, or benefit from, any form of forced labour – which is work performed involuntarily under threat of penalty'.

We proactively assess human rights, both at our operations and suppliers and will address 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.

Procurement of banned and restricted substances	Conflict minerals	Palm oil and renewable feedstocks
We screen all orders for inbound chemicals and materials to ensure that we do not procure illegal or banned substances; and 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.	Sasol makes an annual submission as part of our SEC filing in terms of the Dodd-Frank Wall Street Reform and Consumer Protection Act, on our use of any of the four minerals that have been linked to conflict in African countries (conflict minerals).	We produce a limited quantity of products using sustainably sourced palm, eruca and coconut oil from certified suppliers. We are a member of the Round Table on Sustainable Palm Oil and have a Palm Oil Policy in place, specifying requirements for the traceability of renewable resources.



Zero tolerance for unethical behaviour, bribery and corruption

Due to the COVID-19 pandemic and the associated restrictions, Sasol was forced to rethink its Supplier Training approach. All suppliers are still 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 requirements.

To this end, we have shared these minimum requirements in two separate training modules on the Sasol Supplier Management Ethics website, in order to continue the fight against economic crime: <https://www.sasol.com/suppliers/ethics>

We decided that all suppliers will be requested through the Contact Centre to partner with us in entrenching these minimum requirements in their respective organisations. This further fulfilled the need of many suppliers who have requested that this information is shared with their own organisations. By tracking our communications with suppliers during the year, we noted that 2 475 (47%) of our suppliers have participated in this initiative.

Regular communications to suppliers on ethics and anti-bribery and corruption are not the only communications sent out to suppliers. We continuously create awareness with our suppliers on the importance of compliance with these legal requirements. During the year, we also circulated modern slavery and human trafficking awareness communications to our suppliers.





Supporting access to quality healthcare

Our community development programmes are premised on the needs of those closest to our fence-line, understanding that we have a symbiotic relationship, more so because our employees live in these communities. Investing in the infrastructure surrounding our operations and in the health of our communities is good business.



Our approach

We invest in programmes that support and improve systems that are able to sustain our communities. It is often the most marginalised members of a community that are impacted by lack of access to service delivery, often leaving them exposed to numerous health and safety risks. We recognise that it is not the primary role of Sasol to provide municipal services, but 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 local government efforts to create an enabling environment for both communities and businesses to 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.

This is why collaboration with local governments to provide access to basic healthcare services and infrastructure facilities is key to our success.

Theme	Purpose	Progress
Quality community healthcare	Our community health programmes are aimed at improving the quality of life of communities through better access to quality health systems and community services as well as improvement of health outcomes.	In a time where our health system is under severe pressure we continue to invest in community health infrastructure and we have constructed and upgraded a number of hospitals and clinics in our fence-line community. Sasol also supported hospitals with the provision of equipment and PPE and continued with our support to youth to address substance abuse and addiction.

Sasol invests extensively in Sasolburg’s health facilities

Since 2013, Sasol has partnered with the Free State Department of Health and invested R51,85 million in improving various healthcare facilities, support and access in the Metsimaholo Local Municipality.

As one example, Sasol built a new clinic in Sasolburg that serves a catchment area of more than 16 000 people. The new 700m² building consists of three blocks, situated on a 1 400m² erf provided by the Metsimaholo Local Municipality. The Free State Department of Health provided all the necessary equipment to make the clinic functional.

Key features of the new clinic include seven consulting rooms, four waiting areas that can seat 126 patients, and a modern dispensary. A dedicated consulting room for tuberculosis (TB) patients is also provided.

The new clinic has dramatically increased the health service capacity in the area.

In addition to this, Sasol has helped upgrade the Zamdela, Thusanang and Harry Gwala clinics to reach ideal clinic status to improve quality of healthcare to the Metsimaholo community. The upgrades were carried out by a Zamdela-based construction business.

Another key intervention is that Sasol provided four fully equipped mobile clinics to the Free State Department of Health to reach more than 15 000 patients.

Since 2017, Sasol has also invested R31,8 million to upgrade the Fezi Ngubentombi District Hospital, previously known as the Sasolburg Hospital.

Finally, Sasol has been running an HIV/AIDS Support Programme in partnership with the Free State Department of Health as well as the Nurse-based Initiation of Antiretroviral Project and Epilepsy SA. The main objective of this programme is to expand access to TB, HIV and sexually transmitted infection screening, testing and counselling to communities in the Metsimaholo and Ngwathe Municipalities.





Supporting community service infrastructure delivery

Progress

SOUTH AFRICA

Infrastructure development

- Sasolburg Operations has installed 19 licence plate recognition cameras as well as 15 live-view security cameras in Sasolburg, Zamdela and Vaalpark. With recent upgrades to the Bongani Mabaso Eco Park, we installed additional cameras to ensure adequate security at the Welgelegen pump station.
- In Secunda, the construction of four sewer pump stations in Kinross has been completed.

Health and wellness in communities

- Provided emergency relief support to 10 registered feeding schemes in Metsimaholo in the Sasolburg area. Every week, these support 3 500 people, including orphaned and vulnerable children, children with disabilities, HIV and AIDS patients, rape victims, rehabilitated drug addicts and the unemployed.
- In Secunda, the Youth Drug Prevention and Morale Regeneration Programme continued during COVID-19. The programme was supplemented by the aftercare support group initiative that will ensure community members who need assistance to reduce or stop drug dependence receive help.

MOZAMBIQUE

Infrastructure development

- The community market project in Colonga, the first of the two projects, has progressed well. We have completed the foundation works of the main building, the toilets and the water tower. The steel structure is being finalised and this will be followed by the construction of a borehole.
- We completed the rehabilitation of two schools in Inhambane – Palmeiras Primary School and Chitsecane Primary School. The schools, together with other infrastructure, had been damaged as a result of the 2019 category 4 cyclone in Mozambique.

Health and wellness in communities

- Throughout the year, we donated sanitisers to the Ministry of Health to support the fight against COVID-19.



Sasol helps rebuild Mozambican school amid Cyclone Idai aftermath

In March 2019, a Category 4 cyclone hit the city of Beira and its surrounding districts, affecting more than one million people. The city infrastructure sustained significant damage.

Social services were severely impacted and private businesses, homes and government infrastructure were all brought down.

Sasol joined hands with the Republic of Mozambique Pipeline Company and Central Termica de Ressano Garcia Gas to immediately contribute to the reduction of the negative effects of this disaster in Sofala and northern Inhambane.

Together, a total of US\$650 000 was provided for projects implemented in partnership with Red Cross Mozambique.

After almost two years, the Red Cross has completed the rehabilitation of all infrastructure in both Beira and Inhambane. Three health centres were rehabilitated in Beira and handed over to the government in a formal inauguration attended by local administrators.

Recently, the Red Cross also completed the last of the two primary schools that required repair and rehabilitation in northern Inhambane. Chitsecane Primary School, with a total of 209 students who were split up into two shifts, studied in very precarious conditions for almost two years as five classrooms and an administration block were destroyed in the storm.

It is a new dawn for both teachers and students. A formal inauguration is being prepared by the school and the community.

Celestina Ntiquetwane Munguambe, the school head, expressed her delight at the rehabilitation of the school.

“We are happy to have our school back,” says Munguambe.

“We know more cyclones will come our way but the school has been built stronger now. Not only have the lives of children been improved, but those of teachers too. It was hard to teach and study in those difficult conditions. Thank you Sasol for being part of our solution.”





Sasol for Good – employees volunteering to uplift others

Harnessing the collective skills and talent of our people for good.

At Sasol, volunteerism is part of our DNA. A powerful tool to change the world, we encourage it as a way of contributing to the achievement of the SDGs.



Collective action is intrinsically rooted in Sasol's core values, and through the mobilisation of our employees globally, we are able to complement our corporate-led social investment activities with what is valuable to our employees. This allows Sasol to support a much wider range of initiatives that are based on the individual choices of employees supported by a strong enabling governance structure.

Our approach

Sasol for Good, the company's employee volunteerism programme, structures and formalises employees' inherent willingness to give – placing people at the centre and realising the essence of partnership and co-operation. Sasol for Good creates an avenue to leverage the considerable, diverse abilities and expertise of our employees to become more involved in volunteering causes to empower fenceline communities and co-create sustainable livelihoods.

The programme encourages employees to get involved in humanitarian support in their communities by volunteering their time, skills and resources through company and employee-initiated social development causes. This allows causes to benefit from employee giving, and also enriches employees' understanding of community issues, making them advocates of communities on those issues.

We support our employees by granting 40 hours per annum paid leave to spend on volunteering initiatives, and also complement their financial contribution and fundraising initiatives to organisations of their choice via payroll deduction, matching gifts and volunteer grants.

Building better capacity for NPOs, institutions in Mpumalanga

Over the years, Sasol has engaged its implementation partner, the Siyakhula Trust, with capacity building initiatives for institutions in Mpumalanga, South Africa.

As part of this programme, the focus has been on building up the capacity of NPOs, strengthening governance, facilitating growth and creating sustainability for beneficiaries spread across the Govan Mbeki Local Municipality (including Evander, Trichardt, Bethal, Charl Cilliers, Leandra, eMbalenhle and Secunda). These initiatives have further extended to the Lekwa Local Municipality.

NPOs play a great role in South Africa when it comes to bettering communities. However, with the increasing unemployment rate, escalating demoralisation, high crime, substance abuse and limited economic opportunities; NPOs are increasingly facing challenges of restrained growth and even the risk of closing. This has been further exacerbated by the COVID-19 pandemic.

The root cause of this is largely a lack of capacity, infrastructure as well as operational and capital funding. It is against this backdrop that the Institution Capacity Building programme was born. The initiative targets NPOs who focus on ECD, youth support, old age homes, orphanages and other socio-health based organisations.

The programme includes the following interventions:

- Organisational audits;
- Accredited board training;
- Other relevant training interventions;
- Reviewing NPO Constitutions;
- Ensuring compliance with the Nonprofit Organisation Act, 71 of 1997;
- Assisting NPOs to secure SARS exemptions for public benefit organisation (PBO) status;
- Offering mentorship and organisational development support to the NPOs; and
- Offering accredited certificates.

The ongoing COVID-19 pandemic has presented challenges for this project since the imposed regulations restricted movement and limited activities that could be done in groups. However, electronic platforms have been used to continue supporting training interventions.

In South Africa over 3 000 Sasol employees registered to volunteer to causes. Sasol and our employees contributed over R1,2 million to 114 organisations as part of our payroll and matched giving in the year. More than 120 organisations benefitted from contributions made by employees.

Region

Progress

SOUTH AFRICA

Mandela Day

- Sasol partnered with the Golden Triangle Chamber of Commerce through the 'Million Gifts for Life' programme. Mandela Day was celebrated by distributing 3 000 Spur burgers to vulnerable and senior citizens in the Vaal Triangle.
- In Sasolburg, 95 ECDs in Zamdela, Oranjeville and Deneysville were gifted with starter packs to improve their state of readiness in welcoming children back to school. The donation consisted of 7,58 tons of food (3 980kilograms (kg) dry vitamin enriched soya/vegetable mix, 1 200 kg potatoes, 1 200 kg rice, 1200 kg samp), 2 900 liters of liquid soap, 2 050 liters of hand sanitiser, 547 sanitiser dispensers, 380 liquid soap dispensers, 190 funnels and 632 cloth masks for 316 practitioners.

Sasol for Good Festive Drive

- Sasol in Sasolburg has been one of the main sponsors in the 'Wish Upon a Star' programme in partnership with LUSA Community Chest and local businesses. This initiative provided age appropriate gifts to orphaned and vulnerable children in the Vaal Triangle during the festive season.
- Seven organisations in Metsimaholo Local Municipality were supported, of which four of them are organisations for the mentally and physically disabled. 266 children benefitted from Sasol contribution.

Sasol for Good COVID-19 support

- The 'Million Gifts for Life Programme' partnership between Sasol, the Golden Triangle Chamber of Commerce, local farmers and businesses to support the Vaal Triangle community with food and masks during the COVID-19 pandemic, has now been extended to position for sustainable impact. Tsogo Sun, Rotary Foundation and Avis have come on board. Projects addressing food security and job creation will be prioritised going forward.
- Sanitiser distribution to frontline structures, schools and ECDs is continuing.



2.3 SUSTAINABILITY PERFORMANCE AGAINST OUR FOCUS AREAS

Resilience in a lower-carbon future



Importance to Sasol

We have set a bold ambition to meet Net Zero by 2050 to decarbonise for sustainability. We have tripled our 2030 emission-reduction target for our Energy and International Chemicals* Businesses. In South Africa, we are uniquely positioned to lead the energy transition through leveraging our own FT technology and expertise to deliver sustainable fuels and chemicals.

*Excluding the South African Chemicals operations

In this section:
Refer to Climate Change Report [CCR](#)



Our approach

We have developed emission reduction roadmaps for 2030 and 2050 to progressively decarbonise our operations in South Africa, Eurasia and the Americas. Our Energy and International Chemicals Businesses has an ambition for Net Zero emissions by 2050. Sasol's FT technology is agnostic to the type of feedstock. Today, our South African operations are dominated by coal as a feedstock which results in our significantly high emissions profile. To change this we are focusing on net zero feedstocks like hydrogen, renewables and sustainable carbon at scale.

We are accelerating our transformational changes through partnerships, technology and innovation aligned to our Purpose 'Innovating for a better world'. We continue to advance our transparency and disclosure on our decarbonisation journey using the TCFD framework. We advocate for enabling climate change policy to advance a net zero future that supports the intent of the Paris Agreement taking into account our national circumstances.

What we are doing

To mitigate our emissions we are applying a three-pillar emission reduction framework. We will Reduce our emissions, Transform our business and Shift our portfolio. Key mitigation actions include progressing large scale renewables deployment, transition gas post 2030 and green hydrogen as our long-term net zero fuel. We have set a 2030 target to reduce global emissions by 30%* and a 2050 Net Zero ambition from a 2017 baseline. Implementing our just transition approach to achieve Future Sasol:

- Increasing our renewable energy procurement drive from 600 to 1 200 MW by 2030 for the Secunda site.
- Set a 20% scope 3 category 11: use of energy products emissions reduction target by 2030, off a 2019 baseline for the Energy Business.
- Entered into strategic partnerships to be the catalyst for our green hydrogen aspiration for South Africa and abroad.
- Setting up a FT Sustainable Solutions Business to drive Power to X applications for the green hydrogen economy using our FT technology to produce sustainable liquids and chemicals.
- Continuing to take steps to understand and respond to current and projected future weather and climate risk for our business and surrounding communities.

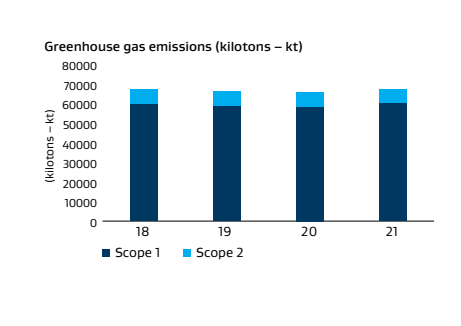
For further detail on our targets and associated emission reduction roadmaps refer to our Climate Change Report [CCR](#).
*Off a 2017 baseline and excluding Natref

Performance

KPI

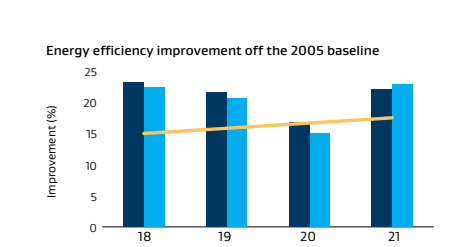
GHG EMISSIONS

- In 2020, during the period of lower production due to the COVID-19 lockdown restrictions, we brought forward our planned annual maintenance shutdown from September 2020 to May 2020. In addition, we undertook a second shutdown on our plant, taking advantage of the reduced product demand. This coupled with our emission reduction initiatives significantly reduced emissions in 2020. In 2021, as we recovered from COVID-19, there was no need for a shutdown, allowing operations to continue for 12 consecutive months uninterrupted. As a result, our GHG emissions increased from 65 856 kilotons (kt) CO₂e (restated) in 2020 to 67 102 kt CO₂e.
- We acknowledge the need to reduce our scope 3 emissions in pursuit of our Net Zero ambition by 2050 focused on our most material scope 3 emissions - use of energy product slate. These emission reductions are directly tied to our delivery of a Future Sasol which produces sustainable fuels and chemicals. The aforementioned, will over time, displace our fossil fuel product slate. We have set a medium-term target to reduce our energy product slate scope 3 emissions by 20% by 2030.



ENERGY EFFICIENCY IMPROVEMENT

- Through our energy efficiency drive, the Sasol Group has achieved a 22,75% improvement from 2005 until 2021, while our South African based Energy Operations achieved a 22,08% improvement against the cumulative target of 21% from 2005 to 2021, towards a 30% energy efficiency improvement target by 2030. The improvement is mainly due to an increase in net production volumes and more efficient use of utility energy.
- We have been a proponent of energy efficiency improvement from as early as 2005 and in 2018 committed to the international Energy Productivity 100 (EP100) initiative. Our energy efficiency roadmap includes a substantial number of different initiatives covering operational improvements and capital-based solutions.



Minimising our environmental footprint

Importance to Sasol

Sasol is dependent on natural resources including coal, crude oil, natural gas and water for our business activities. Our activities, by their very nature, have an unavoidable impact on the environment; and we remain committed to minimising these impacts. We recognise and understand the environmental footprint associated with our activities and responsibly manage these in a prudent and legally compliant way. Our actions aim to ensure that SHE is a top priority. Additionally, our SHE Policy commits us to responsibly address our environmental challenges with consideration for the interests of our stakeholders.

In this section:

- Air quality management
- Water management
- Waste management
- Land and biodiversity
- Environmental compliance



Our approach

Sasol continues to mitigate the risks related to air quality, water consumption, waste footprint, land use and the impact on biodiversity through the ongoing investigation of alternative feedstocks, optimised processes, improved efficiency, and focused abatement technology retrofits. This includes offsets, monitoring air quality through an extensive monitoring network as well as assessments of the impacts on the environment.

Investments to reduce the environmental footprint of our existing facilities will benefit natural, human and social capital. By converting natural capital into value-added products, we boost the stocks of all the other capitals.

What we are doing

- An integrated risk-based approach is adopted for managing environmental challenges:
- We remain committed to compliance with all the applicable regulatory requirements through, among others, diligent monitoring and reporting on our activities.
 - We have adopted a risk-based approach to managing air quality that is aligned with our safety and health approach and complexity of our operations and are diligently keeping our focus on understanding and managing our processes that influence ambient air quality in the areas in which we operate.
 - Water is a critical feedstock required at a high level of availability assurance for Sasol's operations. Our water use globally is highly regulated through water use authorisations which we adhere to.
 - We continue to support the UN Global Compact CEO Water Mandate as a signatory.
 - Our waste management approach centres on complying with applicable legislation and adhering to waste management hierarchy principles.
 - Sasol's approach to land management and associated contamination are addressed by managing the Group top risk of major SHE incidents.

Performance

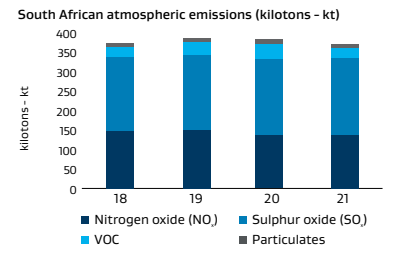
AIR EMISSIONS

The following environmental performance highlights for 2021 have been achieved amid challenging economic and prevailing COVID-19 pandemic conditions.

- The installation of PM abatement equipment on our boilers, consisting of the installation of seven high frequency controllers in Secunda and the upgrade of seven electrostatic precipitators at Sasolburg, has resulted in an overall PM reduction of 14% (from 10,67 kt to 9,17 kt).
- Although production has increased year on year, nitrogen oxides (NOx) emissions only experienced a marginal increase from 135,84 kt in 2020 to 137,56 kt in 2021.

Due to sustained maintenance and operational improvements, even under challenging economic conditions, the NOx reduction of 8% achieved since 2019, was sustained.

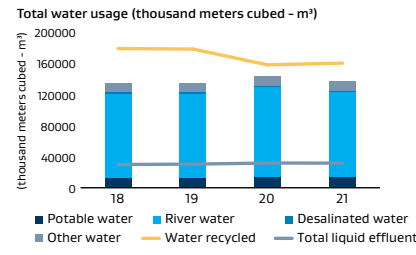
- Sulphur oxides emissions decreased from 196,33 kt in 2020 to 195,27 kt in 2021.
- The VOC emissions decreased from 38,30 kt in 2020 to 27,79 kt in 2021 due to the recommissioning of five regenerative thermal oxidisers (RTOs) at our Secunda Operations.



WATER

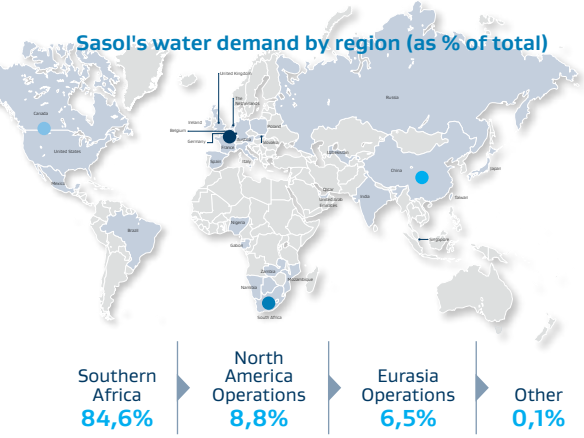
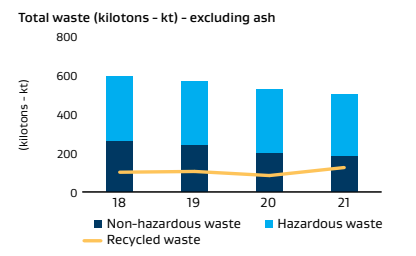
Since 2017, the following trends can be reported:

- Total water use has decreased from 142,6 million meters cubed (m³) in 2020 to 138,0 million m³ in 2021.
- River water use decreased from 115,5 million m³ in 2020 to 108,6 million m³ in 2021 mainly due to divestment of assets in the United States and the joint venture partner being responsible for reporting on river water use.
- Potable water use has increased from 12,9 million m³ to 13,4 million m³ which is attributed mainly to an increase in demand for potable water in Secunda for industrial purposes to offset a deterioration in river water quality.
- Other water use has increased slightly by 4% from 2020.
- Our global water demand decreased by 3% in 2021 due to divestment of the United States assets.



WASTE

- Sasol's approach to waste management has undergone significant changes over the years in response to changing legislation and industry practices.
- Hazardous waste generation decreased from 333 kt in 2020 to 319 kt in 2021. We generated 180 kt of non-hazardous waste, down from 195 kt in 2020, as a result of reduction in activities due to COVID-19 restrictions.
- Total recycled waste increased from 83 kt in 2020 to 125 kt in 2021 due to increase in third-party waste service providers benefiting waste streams.





Air quality management

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



Our air quality landscape

Our Southern African operations remain dependent on coal and gas as primary feedstocks, while our Natref facility in Sasolburg refines crude oil. Outside Africa, our international operations depend on natural gas and feedstocks derived from crude oil.

In South Africa, our coal feedstock technologies make up the greatest portion of our contribution to the relevant airsheds. These include the gasification of coal at Secunda and the associated downstream clean-up and coal-derived production units, as well as coal-fired boilers required for the generation of electricity and process steam, of which a portion is used by neighbouring non-Sasol industries.

Historically, the contribution to overall Group emissions of our gas and crude oil processing units has been minimal compared to that of our coal processes. However, in 2020 this emission contribution increased with the addition of seven operating units at the Lake Charles Chemicals Project in the United States. Meanwhile, the contribution to emissions of our Eurasian and Mozambique operations remains negligible compared to that of our coal-to-liquid activities.

Our approach

We are committed to complying with all applicable regulatory requirements and monitor and report on our activities diligently. Our air quality management system enables us to develop and implement feasible and sustainable emission-reduction strategies to mitigate our atmospheric footprint.

We adopted a robust abatement technology approach, informed by in-depth engineering studies and in-situ piloting of plausible solutions, aimed at identifying feasible abatement solutions.

We have a risk-based approach to managing air quality. This is aligned with our safety and health approach and considers the complexity of our operations. We are committed to working with all stakeholders on our air quality improvement journey. We participate in policy and regulatory developments as well as in community initiatives to improve air quality.

Managing air quality compliance

By 1 April 2020, our existing plants in South Africa were required to meet the point source standards applicable to newly commissioned plants. Sasol has been able to meet the prescribed minimum emission standards for 98% of our emissions sources*. Details on all the efforts which contributed to this including the achievements for PMs, NOx, sulphur dioxide (SO2), incinerators and total volatile organic compounds (TVOCs) are included, per operations, on page 45. We have been provided extension on compliance for the remaining sources via postponements granted by the Department of Forestry, Fisheries and the Environment (DFFE) until 1 April 2025. We are on track with our air quality compliance roadmaps to achieve this milestone for all point sources except for our steam plant operations in Secunda.

During 2020, we applied for further postponement for four additional sources at our Secunda Operations following the inclusion of these point sources in the Secunda Atmospheric Emissions Licence upon review thereof. These sources require postponement to meet the volatile organic limits contained in the applicable standard. We recently concluded the required public participation and await the decision of the authorities. We aim to also achieve compliance for these sources by 1 April 2025.

We remain resolute in our intent to achieve our commitments and complete our air quality compliance roadmaps in the last stretch of our compliance journey to ensure that our mature plants meet the prescribed standards for newly commissioned plants along the extended compliance timeframes we obtained through lawful postponements by 1 April 2025.



We are advancing the boiler SO₂ compliance roadmap for our steam plant operations in Secunda to meet the recently promulgated limit of 1 000 mg/Nm³. Our compliance efforts include the development of coal beneficiation as an abatement option while also assessing alternative pathways linked to our GHG emission reduction strategy. Coal beneficiation has the potential to reduce SO₂ emissions to achieve the promulgated standard of 1 000 mg/Nm³. However, due to the magnitude and complexity of the implementation, execution will likely extend beyond 1 April 2025. Coal beneficiation, however, is not aligned to Sasol's sustainability objectives and long-term vision of moving away from coal. Feasibility work on coal beneficiation continues while we are exploring synergies with GHG reduction initiatives considering Sasol's long-term ambition to transform our operations to low-carbon options.

In July 2020, we revised and resubmitted our offset implementation plan, which needed to be submitted as a postponement condition to reduce PMs and SO₂. The update made provision for changes to our implementation schedule because of restrictions on regulatory activity related to COVID-19.

While we await approval from the DFFE, we remain committed to implementing these plans which have so far resulted in the avoidance of emissions of more than 207 tons of PM10, 194 tons of PM2.5 and 80 tons of SO₂ in the surrounding community/airshed.

We also continue to contribute to achieving the goals set out in the Vaal and Highveld priority area improvement plans and have been involved in the recent revision of these plans. All our activities are regulated through a licensing system issued by the authorities in the different geographies where we operate. These licences require that we report frequently on our emissions to authorities as well as the timeous submission of comprehensive annual air quality compliance reports in South Africa.

*Emission sources include point and area emission sources for Secunda and point emission sources for Sasolburg and Natref.



Air quality abatement achievement: Progress to date (2015-2021)

Prior to 2015, our Secunda, Sasolburg and Natref operations invested in several projects and initiatives aimed at reducing emissions. By the time the Atmospheric Pollution Prevention Act, 45 of 1965 permits were replaced by atmospheric emission licences (AELs), 80% of our point and area emission sources for Secunda and point emission sources for Sasolburg and Natref were compliant with the newly promulgated minimum emission standards (MES) with the residual point sources being addressed through air quality compliance roadmaps in accordance with postponements granted.

Since 2015, we have implemented several projects at Secunda, Sasolburg and our joint venture Natref operations, aligned with our commitment to progressively reduce our emissions in accordance with our air quality roadmaps to meet the MES as prescribed in the National Environmental Management: Air Quality Act, 39 of 2004. We have already met compliance milestones for 98% of our point and area emission sources for Secunda and point emission sources for Sasolburg and Natref. The remaining sources form part of the last part of our compliance journey to enable compliance of our mature plants with the same standards applicable to newly commissioned plants by 1 April 2025 in accordance with postponements (extended compliance timeframes) granted.

2015

2021



PM emission reduction

Boiler / steam plant achievements for PM reduction within Secunda and Sasolburg Operations include:

- Piloting of three technologies at commercial scale in Secunda Operations to determine the most suitable technology (refer to Secunda Operations PM case study on the next page).
- Installation of high frequency controllers at seven of our boilers' electrostatic precipitators at Secunda, reducing PM emissions from the eastern boiler plant by approximately 20%.
- Upgrade of the electrostatic precipitators of seven of the 12 operational boilers at Sasolburg which included the evaluation of a mechanical pre-separation device (grit collector). Due to extreme space constraints, the upgrade included a novel application of the technology in a hot gas environment which is constantly being evaluated to ensure PM emissions are sustainably below the new plant standards.

Natref achievements for PM reduction include:

- Replacement of the catalytic cracker cyclones in 2016.
- Replacement of crude and vacuum distillation unit furnaces to allow for 100% fuel gas firing in 2012, which, in addition to lower PM emissions led to a reduction in NOx and SO₂.
- Fuel oil firing phase-out by December 2019 to reduce PM, which in addition to a PM reduction, also reduced SO₂.

NOx emission reduction

Boiler / steam plant achievements for NOx reduction within Secunda and Sasolburg Operations include:

- To ensure suitability with our operations, we adapted low NOx burner technologies for our facility as well as for the unique characteristics of South African coal.
- 32 low NOx burners were installed on two boilers at Secunda Operations.
- 24 low NOx burners were installed on four of the 12 operational boilers at Sasolburg after numerous equipment failures resulting in changes, rectification and redesign. This includes the successful installation of a low NOx burner in a boiler that was constructed in the 1950s which is currently in the testing and sustainable operation evaluation phase. The installations on Steam Station 2 have resulted in a 44% reduction over the last four financial years, however the performance of the low NOx burners are under constant evaluation to ensure the NOx emissions are sustainably below the new plant standards.

Natref achievements for NOx reduction:

- Installation of new heaters with low NOx burners as part of an upgrade to the diesel unifier in 2010, which resulted in a reduction of NOx emissions.

Ammonia nitrate reduction

- Various maintenance and operational improvements within the ammonia nitrate plant, within our Secunda Operations, have resulted in a reduction in emissions to within the MES.

TVOC reduction

Secunda Operations achievements for TVOC reduction:

- Installation of seven RTOs in our Secunda tar value chain to abate TVOCs from a total of 114 emission sources.
- Routing the TVOCs from four phenosolvan saturation columns to the installed RTOs.
- Routing TVOCs from three pitch tanks to the installed RTOs.
- Optimisation of the vapour recovery unit at the fuel loading facility to meet MES requirements.
- Developing an emission baseline for 345 tanks through detailed analytical measurements and confirming that 342 tanks on the Secunda site are currently in compliance with the MES based on a systematic approach which was aligned and supported by DFFE.

Natref achievements for TVOC reduction:

- Natref tank farm VOC abatement was completed on three tanks through installation of a dedicated vapour recovery unit.
- Before the implementation of the MES, Natref had already installed secondary roof seals on all seven crude tanks, 11 petrol and heavy oil tanks, and 17 petrol components tanks.
- To further improve, Natref has installed geodesic dome roofs with internal floating disks on two crude tanks and one petrol tank which results in improved VOC dispersion.

SO₂ emission reduction

Sasolburg Operations achievements for SO₂ reduction:

- Given the nature of the coal in Sasolburg, we identified coal blending as the most suitable solution to address the SO₂ concern in Sasolburg, however we continue to investigate optimisation work on various coal blends.

Natref achievements for SO₂ reduction:

- Installation of a hydrogen sulphide (H₂S)/SO₂ analyser at the sulphur recovery unit tailgas for optimal sulphur recovery.
- Re-routing of one of the largest SO₂ emission sources at Natref (sour water stripper off-gas which accounts for approximately 48% of SO₂ emissions) to the sulphur recovery unit to reduce SO₂ emissions and to recover additional sulphur as a saleable product to the market.
- Switching to lower sulphur crudes: Natref has steadily reduced SO₂ emissions from the refinery by actively sourcing lower sulphur crude oil.



Air quality abatement achievement: Progress to date (2015-2021)

2015

2021



Incinerator reduction

- As part of our work to ensure incinerator compliance, we made use of various external studies and collaborated with a number of parties. We leveraged the expertise of engineering contractors (including Fluor, Wood), incinerator facility owners (CMI, Europem, John-Zink Hamworthy Combustion, Durr Clean Technologies, Babcock and Wilcox) and European Union operators and experts (EEW, Bayer, Lanxess, Dr.-ing. Rudi Karpf).
- We pursued numerous 'reduce, re-use and recycle' options, as well as the optimisation of our incinerators before considering incinerator abatement actions. These options included commercial domestic sludge management for biosludge such as sludge lysis followed by anaerobic digestion; extended aeration of bioprocess; treat and landfill; phyto-remediation and vemi-composting; capping of ash heaps; composting for sale and rehabilitation; and re-using high organic waste within the petrol pool.
- As an incinerator abatement option for our biosludge and high organic waste incinerators does not align with Sasol's ambition to move up the waste hierarchy, we are exploring alternatives that reduce our environmental footprint for both emissions and waste. These include cofeeding biosludge to our gasifiers.
- At our Sasolburg Operations, we were able to shutdown three of our incinerators by using alternative waste handling technologies. These shutdowns have eliminated these points sources and all associated emissions since 2016. We constantly evaluate the future of our incinerators, considering available sustainable waste-handling technologies.
- At our Secunda Operations, the permanent decommissioning in 2017 of the solid sewage incinerator, enabled us to remove this point source and all associated emissions.



Air quality offset programme phase one completed for Secunda, Sasolburg and Natref areas:

Secunda Operations

- In Secunda, phase one of the air quality offsetting programme focused on the reduction of PM and SO₂ pollution in the communities and included specific activities:
 - insulation of 5 532 Reconstruction and Development Programme (RDP) houses and replacing coal stoves with liquified petroleum gas stoves and heaters;
 - an environmental air quality education and awareness programme conducted with 7 700 households and 26 000 learners through door-to-door and primary school campaigns;
 - cutting of grass and preparation of fire breaks for veld fire management; and
 - informing communities through education and awareness of best practices on separation, sorting and recycling of waste as opposed to burning with recyclable waste collected and taken to a buy back centre by households.
- This air quality offsetting project was the largest investment project of its time and was ground breaking as it addressed a very difficult historical problem of solid fuel burning.
- Job opportunities were created and SMEs were empowered through the offsetting implementation programme.

Sasolburg and Natref

- In Sasolburg and Natref, the air quality offsetting programme focused on the reduction of PM and SO₂ pollution from non-industrial sources and included specific activities implemented since 2015:
 - Veld, shack and waste fire management which included the donation of a rapid intervention vehicle, a 6 000 litre support vehicle and grass cutting equipment such as bush cutters and tractors;
 - Waste fire emission reduction including the removal of non-recyclable waste at illegal dump sites, placing skips at schools, donation of a compactor vehicle and community training;
 - Vehicle emission reductions through the donation of vehicle emission testing equipment; and
 - Education and awareness at 17 schools and 3 000 door-to-door communication campaigns.
- A third-party study quantified the benefits to the ambient air quality and to communities of Sasol and Natref's offsetting initiatives. These emission calculations determined the following:
 - About 123 tons of PM10, 115 tons of PM2,5 and 69,5 tons of SO₂ were avoided as a result of the offsetting project over the duration of the implementation (2017 to 2020).
 - Approximately 11 500 tons of waste was removed between 2018 and 2021, avoiding the equivalent emissions of around 85 tons PM10, 79 tons PM2,5 and 11 tons SO₂.



Secunda Operations PM

In collaboration with service providers, we identified and installed for commercial evaluation three electrostatic precipitator controller technologies on three boilers at Secunda Operations:

- High-frequency controller;
- Medium-frequency controller; and
- High-voltage pulse-energisation controllers.

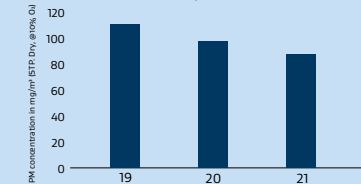
Once each technology was installed on a boiler, along with our partners we completed an extensive evaluation based on current PM reduction, future PM reduction, electrical performance, cost, constructability and maintainability.

After a 15-month evaluation, we selected high-frequency controllers as the most promising technology to achieve the required PM reduction.

So far we have installed seven high-frequency controllers and the rest will follow before April 2025.

In addition to the technology installation, our increased focus on maintenance and operational improvements has also contributed to the reduction in PM emissions.

PM emissions from Eastern plant



20% reduction realised in Secunda Operations on the Eastern stack over the last three years



Air quality abatement achievements: Towards 2025

2016

2025



We are committed to complying with the MES by April 2025, in line with the conditions of our AELs. The only exception is SO₂ emissions from our coal-fired boilers. To achieve this, we are working on the following projects:

PMs, NOx, SO₂

- Installation of low NOx burners on the remaining coal-fired boilers in Secunda and Sasolburg Operations aimed at reducing boiler NOx emissions.
- Installation of high-frequency controllers on the electrostatic precipitators of the remaining boilers in Secunda and Sasolburg.
- Installation of abatement equipment at the Synfuels catalytic cracker stack within Secunda Operations.
- Natref vacuum pre-flash off-gas furnace installation to address SO₂ emissions.
- Installation of electrostatic precipitator at the fluidised catalytic cracker (FCC) and carbon monoxide (CO) boiler upgrade for PM reduction at Natref.
- Natref sulphur recovery unit availability improvement projects.
- Streamlining of the Sasolburg Operations' blending facilities to meet the SO₂ standard.
- Finalising the technical viability of a potential solution for SO₂ at our Secunda Operations. We are also considering synergies with GHG-reduction objectives as part of our efforts to transform our operations to lower-carbon options.



Continuous accuracy improvement in sampling and monitoring

Once we have implemented a technology, we need to consider the measurement of the low level concentrations required by the new MES plant standards. This is because in some instances, our local service providers have not been able to make these measurements and in other instances, there have been discrepancies in results between service providers. This has necessitated accuracy verification for all service providers.

We therefore appointed Clear Air, an international environmental sampling and monitoring company (based in the United States), to independently assess three local service providers' proficiencies and to give guidance for improved accuracy of analysis. Clear Air spent time in South Africa at our Secunda Operations in 2018 to assess three local service providers while simultaneously taking measurements on our incinerators. Recommendations, such as best practices to avoid cross contamination of samples have since been implemented by local service providers. In addition to this initial study, Clean Air was recently appointed again by Sasol, to resolve an AEL investigation, by providing guidance on correct methodology to be used for sampling ammonia in wet stack conditions considering the standard EPA methods are for dry stacks only. The proposed methodology has been implemented and the outcome will be incorporated as part of the AEL investigation close out.



Incinerators

- Improved operational control philosophy aimed at reducing emissions, through strict waste feed management and monitoring.
- Abatement installation on the existing decommissioned incinerator at Sasolburg Operations as a waste steam alternative. The preferred option, which is actively being investigated, is to find a sustainable alternative method for the handling of the waste stream.



VOCs

- Installation of abatement equipment at the crude tar tanks within Secunda Operations.
- Gas liquor separation for further VOC reduction at Secunda Operations.
- Reduction of hydrocarbon releases from our phenosolvan and depitcher vents.
- Abatement of hydrocarbon release to atmosphere via the coal tar filtration stack at Secunda.



Offsetting aimed at reducing non-industrial emission sources

- Phase two of our offsetting work, with the public participation process already completed at Secunda, Sasolburg and Natref Operations.





Water management

We rely heavily on water for our processes and consider it a precious resource. 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.



Our approach

The long-term assurance of supply of water to our operations is a material risk. While the assurance of water supply of an acceptable quality to all our operations is currently secure, the medium- to long-term assurance for some operations (specifically in South Africa) is less so. Refer to our Form-20F Item 3D [20-F](#)

Stakeholder engagement

- Demand for water from the Integrated Vaal River System (IVRS) outstrips supply. Our mitigation actions include:
- Providing technical support and inputs to Department of Water and Sanitation (DWS) on critical water supply pump stations in South Africa.
 - Tracking the performance of the IVRS.
 - Maintaining relationships with the operators of pump stations to obtain early warning signs of critical water supply challenges.
 - Participating in planning sessions to enable security of supply to our operations.
 - Escalating challenges through formal communication to the office of the Minister and Director General of the DWS.
 - Engaging with other stakeholders such as Eskom and Rand Water to jointly address catchment water challenges.

Water security

Focus area	Purpose	Progress
River water availability	Enabling sustainable supply of water from the IVRS.	The IVRS continues to experience several pressing challenges placing Sasol's long-term supply at increased risk. Delays in the implementation of the Lesotho Highlands Water Project Phase 2, slow progress by municipalities in reducing water losses and lack of progress in eradicating unlawful water use are increasing the risk of restrictions being placed on users of the IVRS. In the past year, this risk was reduced thanks to above-average summer rainfall.
River water quality	Enabling an adequate quality of water supplied from the IVRS.	In the past year, we faced challenges with the quality of water supplied to Secunda Operations. The primary source of this water is Grootdraai Dam and its associated transfer system. Summer rainfalls led to an improvement in the quality of water. However, we expect this to deteriorate in the dry season and are exploring a collaborative approach to resolving these challenges. Sasol has supported a partnership with the Water Research Commission and Rhodes University to address water quality challenges in the catchment. The research outcomes can be used to inform the process used by the regulator in setting water quality conditions in future water use licenses.
Community protest action	Prevent disruptions at critical pump stations due to protest action.	Community protest action over the last three years, in the form of demands for jobs from DWS and for improved service delivery from local municipalities, has prevented the optimal operation of the critical pump stations of the DWS. Over the past year, we assisted DWS in resolving protest action outside a critical pump station in the Vaal River system.
Licence applications	Maintaining compliance with water use authorisations	To meet conditions of our water use licence (WUL) for Secunda Operations at the end of 2020, we implemented additional lining measures of Nitro dams four and five. We also working on a detailed engineering plan for the Groot Bossiespruit Wetland Reinstatement, which is expected to be completed in 2022. This work is part of Secunda Operations' Water Use Licence Application, which has been accepted for processing from the DWS, after it met all relevant requirements. Natref's amended WUL was received from the DWS with corrections during April 2021. We await the outcome of several licence amendment applications for our Mining Business.



Water management (continued)



A- Our CDP Water score: **A-**

Since 2010, Sasol has been voluntarily reporting to the CDP Water disclosure initiative. Over the years, our score has been higher than the African region average, as well as higher than the average for the Oil and Gas Extraction and Production sector. 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 2020, we received an A- score. This is in the 'Leadership' band and is higher than the Africa regional average of B, as well as the Chemicals sector average of B. This year, our score in 'water security' was higher than it ever has been, and we also registered a significant improvement in our governance score, up at A- from C previously. The only area in which our score declined was 'water accounting'. For the next submission, we will pay particular attention to this area, as well as those areas in which we maintained stable scores.



Voluntary water use efficiency target set for our major water-using entities

	Secunda Operations Total water use per ton saleable production (ton/ton)	Sasolburg and Ekandustria Operations Total water use per ton saleable production (ton/ton)	Mining Potable water use (Megalitres - ML)	Group % Group potable water reduction
Target*	Track performance against 2020 target of improving against baseline of 2,5%.	Track performance against 2020 target of maintaining against baseline of water use.	To ensure potable water use does not increase more than 10%.	Group potable water reduction target of 5% by 2020 against the 2016 baseline.
Baseline	Baseline set in 2016 of 11,58 2019 = 11,19 2020 = 11,93 2021 = 11,49	Baseline set in 2016 of 9,81 2019 = 11,63 2020 = 10,83 2021 = 11,19	Baseline set in 2014 of 2 114 2019 = 1 520 2020 = 1 431 2021 = 1 588	Baseline set in 2016 2019 = 15% 2020 = 18% 2021 = 13%
Status	Current performance against target is a 1% improvement against the baseline. This improvement is mostly accredited to not having similar low production instances as to what was recorded in 2020 because of COVID-19 and the unplanned shutdown.	Current performance against target is a 14% deterioration against baseline. The water intensity target deteriorated due to production challenges that were experienced.	Mining managed to achieve its target over the past six years through implementing various water conservation measures.	This target has been achieved mainly due to Secunda Operations implementing better controls and efficiency measures. Frequent supply interruptions by Rand Water also contributed to savings by switching to river water use.

Current corporate water stewardship practices have advocated for a move away from efficiency targets to setting context-based water targets. *The proposal is for the new water targets to be 'context-based' and with the intention to focus on reducing the absolute volume of water used for production aligned to the 2015 baseline, without compromising production.





Waste management

Our waste management approach centres on complying with applicable regulatory requirements and adhering to waste management hierarchy principles. The waste footprint of each business differs depending on its feedstock and process activities. As a result, each has its own tailored roadmap of programmes to implement to meet legal requirements.



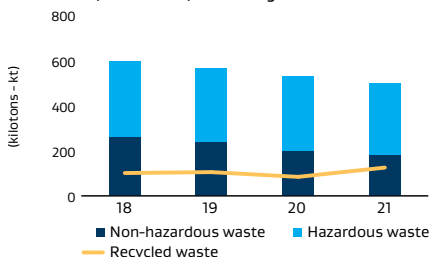
Update on ash

Secunda Operations and Sasolburg and Ekanustria Operations (SEO) continue to work to increase sales of coarse ash in response to the call from the DFFE. We also actively participate in the activities of the South African Coal Ash Association to drive ash beneficiation.

We have undertaken an extensive review of the ash utilisation environment so that we can prioritise the development of the most promising opportunities.

For the reporting year 9 735 kt of ash was generated by Secunda Operations and 468 kt generated by SEO. Further, the volume of ash recycled at Secunda Operations was 218 kt.

Total waste (kilotons - kt) - excluding ash



Policy engagements

We continue to actively participated in a review initiated by the DFFE of the National Waste Classification and management regulation and supporting standards.

These contributions were given with the intent to inform refinements to the existing legislation. Sasol also supported a Business Unity South Africa (BUSA) led review of the now published third edition of the National Waste Management Strategy (NWMS) which had been published for public comment. While the NWMS proposed introducing much needed reform to the sector, a concern was highlighted regarding the introduction of untested waste minimisation targets which may not be achievable by the sector.

Our 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.

Focus area	Purpose	Progress
Advancing the application of the waste hierarchy.	Minimise waste to landfill and drive waste beneficiation opportunities.	SEO continued with its landfill avoidance drive, with 39% of its hazardous waste recycled in 2021, compared to 29% in 2020.
Finding and implementing technically viable and cost effective solutions for some specific waste streams.	Reduce operational cost of waste streams.	SEO worked to find sustainable non-landfill options for six waste streams that presented an opportunity to be re-used. The re-use opportunity is with third party vendors that can substitute their raw materials with the waste streams. SEO has applied to DFFE to exclude the waste stream from the definition of waste. Once approved, the waste streams can be diverted to the third party vendors.
Ensuring third-party waste service providers sustainably accommodate waste streams.	Conservation of valuable natural resources.	We continuously engage with third-party waste vendors to reduce the risks associated with our waste streams. API sludge management: Collaborative research with a waste management company showed that API sludge could be bioremediated and used as daily intermediate cover, rather than top soil, which is considered a valuable natural resource. In 2021, we bioremediated 28 987 tons of API sludge.
Making ash available in line with government expectations to support an ash beneficiation sector.	Beneficial use of waste.	SEO had an ash neutral / negative footprint as we sell more legacy ash than the volume we generate. For Secunda Operations, we have evaluated several ash beneficiation opportunities. Before pursuing the recommended next steps, we are gathering input and agreement with relevant interest groups. Tentatively, we recommend priority is given to: <ul style="list-style-type: none"> • aggregate applications; • mine rehabilitation; • artificial building panels; and • cement kiln feed. We require additional external input to decide which road construction applications have the highest likelihood of success.

Alternatives to landfill

Since September 2020, we have implemented a sustainable solution to divert a waste stream previously disposed of at an external landfill. Kwanda Resources removes composite waste from Secunda Operations' catalyst preparation plant, screening the material and blending it with other materials before selling it into the ferro silicate market. This initiative comes at no cost, allowing us to realise savings while diverting waste from landfill.

Operations feedback

We continue to work to find alternatives to landfill for our waste streams. By collaborating with waste management service providers, we have established a number of opportunities, some of which we have implemented:

	SEO	RESEARCH AND TECHNOLOGY	SECUNDA OPERATIONS
Progress	<ul style="list-style-type: none"> • Total biosludge waste stream diverted from landfill for application in land remediation. • Waste methanol is being sold into the market as an alternative fuel. • All the 'heavy ends' streams are being used as an alternative fuel, thus avoiding landfill. 	<ul style="list-style-type: none"> • API sludge bioremediated and used as intermediate or daily landfill cover, thereby conserving topsoil, which is considered a valuable natural resource. • Technical evaluation undertaken on High Organic Waste stream to establish potential for recovering saleable chemicals from this stream. This opportunity is considered a circular approach to advance waste-to-chemicals. 	<ul style="list-style-type: none"> • Established a dedicated ash sales steering committee, which intends to engage with various government departments and is developing a marketing plan to increase sales. • Beneficiation of our spent catalyst by a third party -- Kwanda Resources -- since September 2019. In 2021, we diverted more than 4 000 tonnes and realised savings of just over R3 million. • Improved the handling of API sludge, by contracting service providers to bioremediate the material. Before 2021, API sludge was disposed of to landfill internally and - at times - externally. The bioremediated material can be used in various beneficial applications, thereby moving the material up the waste hierarchy.



Land and biodiversity

We have a responsibility to minimise the impact of our facilities on biodiversity.



Our approach

We address land risk and associated contamination liabilities by managing the Group top risk of major SHE incidents.

In 2020, Sasol accepted pro-bono support from the National Biodiversity and Business Network (NBBN), which is administered by the South African NGO Endangered Wildlife Trust, to undertake a biodiversity mainstreaming readiness assessment. This study assessed the extent to which biodiversity is currently mainstreamed into Sasol's policies and activities. The assessment identified gaps and recommendations for improvement.

The basis for the assessment was a combination of a desktop review of applicable internal documents and interviews. The assessment criteria included the eight questions of the annual NBBN biodiversity performance rating of JSE-listed companies. The overall result was an average score of one out of a maximum of four. The assessment concluded that the score could easily be improved by building on the excellent work done at the operational level, for instance at Secunda, and adopting an ambitious group-wide biodiversity strategy and action plan. Improvement areas were identified and recommendations were made on how these gaps could be progressively addressed.



Our land and biodiversity management activities

Consistent with our SHE Policy, we recognise that we have a custodial responsibility to respect and care for the environment, which includes addressing land and biodiversity matters. Our activities have the potential to result in various biodiversity impacts including:

- Reduction or deterioration in virgin land size;
- Impacts on plants and terrestrial animals; and
- Deterioration of the quality and quantity of river and groundwater.

We have appropriate management, systems and governance structures in place to manage our environmental and asset retirement obligations. For detail on environmental orders refer to page 109 in the [AFS](#).

Progress

SEO	SECUNDA OPERATIONS	GAS SOURCING OPERATIONS	OTHER OPERATIONS
<ul style="list-style-type: none"> • To preserve biodiversity for future generations, we manage two nature reserves near Sasolburg, hosting 14 species of game including gemsbok, eland, giraffe, springbok, impala and black wildebeest. • Completed the consolidation of waste materials from remedial activities on the old tar pit footprint. • Implemented a permeable reactive barrier at the Bunsen site to address elevated levels of nitrates in groundwater. • We await remediation orders (to undertake the required remedial actions) from the authorities in South Africa for land assessed under the contaminated land management (Part 8) section of the National Environmental Management: Waste Act, 59 of 2008. 	<ul style="list-style-type: none"> • Secunda Operations contributes towards biodiversity conservation on site by conducting annual assessments on focus areas aligned with the Biodiversity Management Plan. The scientific data is collated within a compilation report, indicating the state of biodiversity and reported to the relevant authorities. • Continued to publish scientific articles related to biodiversity efforts on the Secunda site. The BBC recognised Sasol again in a wildlife documentary on the serval cat research project. • Priority biodiversity initiatives include rehabilitating some wetlands through better stormwater management, and maintaining our focus on alien invasive species as well as other initiatives to safeguard protected species. • Ongoing monitoring on terrestrial biodiversity of a protected wetland area (Verloren Vallei) in collaboration with the Mpumalanga Tourism and Parks Agency. • Continued work on the contaminated land portfolio. No new remediation orders have been issued. • Secunda Tankfarm received a remediation order amid the part 8 process only requiring ongoing monitoring of the site. The related investigations greatly assisted both Sasol and the DFFE to better understand the land risks and align on the process going forward. Other areas in Secunda will be subject to the same process as the investigations proceed. 	<p>In Mozambique we conduct:</p> <ul style="list-style-type: none"> • natural gas activities in accordance with applicable biodiversity laws and other applicable environmental requirements. We undertake continuous environmental monitoring across operations and projects, including ecological, groundwater, soil, noise and air; • ecological monitoring as per the requirements specified in the environmental management plan at well pads, seismic lines, access roads and borrow pits. We have achieved progressive vegetation recovery although some areas require ongoing maintenance and monitoring; • groundwater and soil monitoring at defined monitoring points around the CPF and surrounding areas; • rehabilitation along seismic lines, well pads, access roads and borrow pits; • contaminated soils management as per requirements specified in national legislation; • risk mitigation planning to address the legacy Pande well, focusing on water containment and environmental monitoring including soil, air, gas flow, surface and groundwater; • well integrity assessments; • plug and abandonment and hot tapping of wells in line with the legal requirements and international best practices; • equipment cleaning before mobilisation to site, as well as prior to moving equipment from one area to another to control the spread of invasive species; and • site monitoring to verify the presence of invasive species. 	<ul style="list-style-type: none"> • Developed Site Assessment Reports (SAR) and Remediation Action Plans (RAP) for Fynnland Sites 1 and 2 at Natref Durban Operations as required by Transnet National Ports Authority (TNPA) as the land owner. These reports will form part of the consolidated SAR and RAP submission to DFFE in order to acquire a remediation order for the Island View Complex. We have held several engagements with the TNPA and DFFE on the findings of the SAR for these sites. • We noted an increase in attempts of theft along the fuel pipeline network which in some instances resulted in environmental contamination. Sasol conducts regular inspections along the pipeline. • Remediation continues at the site of the pipeline contamination which happened in 2020 as a result of petroleum theft. Good progress has been made in remediating the spill sites. • In order to offset the wetland loss from Sasol's project construction in Southwest Louisiana, Sasol partnered with the United States Army Corps of Engineers on a mitigation plan that increases the number of wetlands within the local watershed and creates a greater diversity of habitat types that will benefit a larger variety of species. For further detail refer to page 29.



Environmental compliance

We are committed to complying with all applicable laws and obligations arising from our environmental authorisations and this is embedded in our Code of Conduct.



Managing and reporting on our compliance challenges



We engage in a transparent and collaborative manner with authorities through established forums and where we anticipate or identify compliance challenges. We report incidents of non-compliance including details of the corresponding corrective and preventative measures.

We submit required periodic, quarterly and annual reports. We also communicate to our stakeholders on our performance.

Sasol follows a robust process aimed at reporting and mitigating environmental incidents, including any deviations from legal requirements that could lead to environmental harm. This approach is based on an incident classification system which includes assessing incidents based on their potential to create significant degradation or pollution of the environment. Incidents are investigated and detailed assessments are conducted as necessary in order to ensure effective remedial measures are implemented. We share learnings from these investigations throughout the Group to reduce the likelihood of a similar incident occurring again.

We collaborate with the authorities on environmental inspections conducted at our facilities. Our responses to findings, include key remedial interventions aimed at sustaining compliance. For the 2021 financial year no final enforcement actions were instituted for our South African operations.

OUR SOUTH AFRICAN OPERATIONS

Engagements with DWS

In Sasolburg, Natref and SEO continued engagements with the DWS on pending WUL amendments, aimed at mitigating compliance challenges mainly associated with storm water management and discharge quality objectives. In April 2021, Natref consequently received an amended WUL.

Natref reported an incident, in terms of section 20 of the National Water Act, 36 of 1998 that occurred in December 2020, associated with the release of out-of-specification stormwater from the clean stormwater dam. This was after a sudden cloud burst which resulted in more than 80mm of rainfall within an hour. The release was a preventative measure to mitigate risk of overflow of the dam. At Natref's Durban operations there was a leak in an underground 16" crude oil pipeline which resulted in soil contamination. Natref notified the relevant authorities and undertook various remedial measures.

In Secunda, Sasol Mining continues engagements with the DWS regarding water use authorisations and WUL amendment applications previously submitted and reported on. Due to heavy rainfall in the Secunda area, the stormwater sump at Irenedale shaft filled up and spilled over. We reported the incident to the DWS and appointed rehabilitation specialists to assist with the clean-up. In addition, there was an overflow of mine water from a borehole located within the defunct Sigma Mining Right area adjacent to the Leeuspruit. We reported on the incident, in terms of section 30 of the National Environmental Management Act, 107 of 1998 (NEMA), and capped and sealed the borehole. Mining is planning for the sustainable closure of Sigma Mine. A key element in this process is to complete investigations into the post-closure water balance of the underground mine and remaining opencast voids.

Secunda Operations has various WUL applications and amendments pending. These relate to new water uses as well as amendment applications to reflect all water uses and required changes to some conditions that are not site-specific and feasible. Engagements with the DWS continue. We reported exceedances of water quality objectives, leaks that spilled over into the Bossiespruit and effluent spillage at the waste recycling facility. In addition, there was overflow of stormwater into the nearby environment as a result of extremely high rainfall in Secunda within a 24-hour period. We reported the incidents to the relevant authorities. They did not impose any additional requirements following the incident management actions we had taken.

Engagements with the DFFE

At Sasolburg Operations there were loss of containment incidents during the reporting period, these resulted in no significant environmental impacts due to the effectiveness of existing mitigation measures and/or the nature of the incident. Nonetheless, the incidents were reported as per DFFE requirements. We continue engagements with the DFFE on progressing our air quality compliance roadmaps. For further detail on air quality management refer to pages 44 to 47.

We also continue to engage with the DFFE and local licensing authorities to mitigate any potential risks of non-compliance associated with our environmental authorisations.

Engagements with the Environmental Management Inspectorate

At our Secunda Operations, the Environmental Management Inspectorate (EMI) is investigating if any offences have been committed under the NEMA and any Specific Environmental Management Acts. As a basis, it is using the findings contained in the EMI inspection report of 2019, on which we have previously reported.

The investigation also pertains to the Benfield plant and the API dams, based on third party allegations of pollution of the Vaal River. These complaints had already been considered by the South African Human Rights Commission inquiry, with no adverse findings against Sasol. We have cooperated fully with the EMI, including facilitating a visit to Secunda Operations in April 2021, and await the outcome of the investigation.

OUR GLOBAL OPERATIONS

Our North American Operations was previously notified by the Environmental Protection Agency (EPA) of potential liability associated with disposal of certain wastes at the former disposal facility called Pure Earth Recycling Superfund Site in Cumberland County, New Jersey. In July 2020, Sasol and the 12 other parties agreed and signed an Administrative Settlement Agreement and Order on Consent for Removal. Each party paid US\$150,000 to the EPA to assist with the clean up of the facility and to resolve any past liabilities.

Various inspections of our Eurasian Operations were carried out by the authorities in the year. In most instances, there were no deviations and so no material findings were recorded. There were no final enforcement actions or prosecutions and no fines and penalties were imposed.

In Mozambique, we submitted an updated environmental monitoring plan to the Ministry of Land and Environment after our engagements on the impact on operations of COVID-19 global restrictions. In December 2020, the government audited the CPF operations. The audit found no incidents of non-conformance, however it made certain observations that we noted and are addressing.

A non-compliance notification was issued by the Department of Territorial Development and Environment, relating to the compensation process undertaken during debushing for the PT5-C2D Seismic Campaign. Sasol has engaged the authorities on the notification and a final outcome is still pending.

3 SDG Index, Data and assurance

Every effort has been taken to ensure the accuracy of the reported data. We are committed to transparency and providing appropriate assurance on disclosed data in line with our reporting criteria.

SHE and sustainable development (SHE&SD) data management and governance process

The continuous improvement of data quality and accuracy is an ongoing effort. The timeous collection of complete and accurate SHE&SD data, is important and enables internal and external reporting. This is aimed at communication with our stakeholders and enables informed SHE&SD governance by accountable leadership.

We use the SAP Sustainability Performance Management (SuPM) module, for collection of key non-financial SHE&SD data at a plant level. The SAP SuPM system provides us with the capability to meet the data governance requirements set out in the Sasol Group Procedure for SHE&SD data reporting and ensures data is reviewed, signed-off and approved at appropriate levels within the business. In addition, we consistently retrain our employees on Group procedure and KPI definitions to ensure knowledge sharing and a consistent understanding of our sustainability reporting criteria.

The principles outlined in the above mentioned procedure are informed by the GRI Sustainability Reporting Standards and for the UN Global Compact 21 Advanced Reporting criteria. The procedure is updated as necessary, considering the latest available standards, to uphold Sasol's commitment to continuous improvement.

Sasol 2.0 transformation programme - data reconfiguration

The Sasol 2.0 transformation programme necessitated an overhaul of the SAP SuPM system to effectively reflect the new operating model. This included reallocating the 14 OMEs to the Energy and Chemicals Businesses and the Corporate Centre. Historical data as reflected by the previous operating model has been reconfigured to facilitate comparable data in the performance data tables on pages 55 to 59, with explanatory footnotes where applicable. The principles of reallocation of data pertaining to our Human Capital - our people are based on the movement of Sasol personnel within the organisation. Data relating to Natural Capital - our environment was reallocated on the basis of operational activity and accountability¹. Stringent measures to maintain data integrity were put in place and a detailed review process was followed.

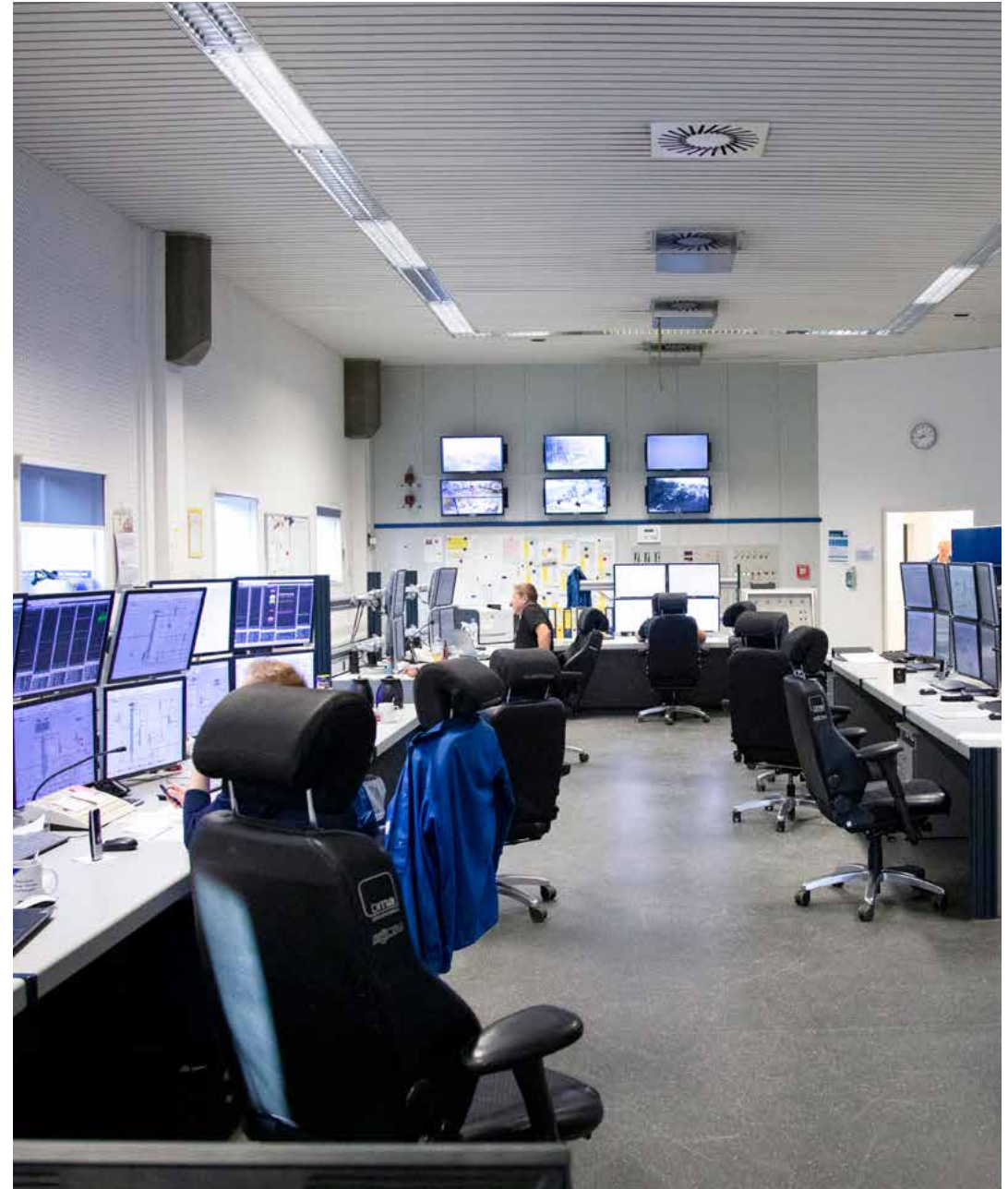
Reporting assurance

A combined assurance approach was followed for the 2021 SHE&SD data with the aim to enhance assurance coverage and effectiveness. Sasol's Corporate Assurance Services (CAS), ETA Operations (ETA) and Sarbanes-Oxley Act (SOX) controls were leveraged to augment the Deloitte and Touche/Tholisiwe third party SHE&SD data audit. SHE and non-SHE data for 2021 was assured by CAS and Deloitte and Touche/Tholisiwe. The ETA audit focused on GHG emission data for calendar year 2020. Feedback from these assurance processes is regularly provided to internal governance structures, enabling meaningful leadership discussions and guidance on our data reporting process, efficacy and optimisation of data integrity.

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.

Most of our German operations are ECO Management and Audit Scheme (EMAS) validated and our wax operations in Hamburg, Germany are Energy Management Systems (ISO 50001) certified. Our operations in North America are Responsible Care® (RCMS) or ISO 14001 (RC14001) certified.

¹ An exception to the philosophy employed in the reallocation of Natural Capital data was the change in the reporting methodology for the **Product meant for External Sale** KPI at Secunda Operations.



SDG Index

SDG	How we contribute	Page	SDG	How we contribute	Page
	<ul style="list-style-type: none"> Sasol offers skill development programmes, capacity building programmes, bursary programmes and SME programmes. This results in increasing the pool and quality of relevant skills to bridge the education gap for our fenceline community beneficiaries and thereby increasing employability and portable skills for the youth. 	11,12, 32-33		<ul style="list-style-type: none"> Increased spending with black-owned and black women-owned businesses. In 2021, spending with black-owned businesses represented 55% of South Africa spend. 	9, 11-13, 16-17, 24-26, 34-38, 41
	<ul style="list-style-type: none"> As part of the skills development programme, 110 young local emerging farmers were trained in South Africa. This will ensure sustainable farming and food supply. Established food gardens at the ECD centres that we support in South Africa, to produce and share with families that require support. 	30,33, 41		<ul style="list-style-type: none"> Sasolburg Operations worked to find sustainable non-landfill options for six problematic waste streams. In 2021, we bioremediated 28 987 tons of sludge. Total biosludge waste stream was diverted from landfill for application in land remediation. Sasol has partnered to pursue the development of green hydrogen mobility ecosystem. Access to water and sanitation programme in Mozambique. Provided SMEs with cement, ash and 54 tons of plastic for manufacturing of eco-friendly bricks. Established food gardens at ECD centres. Training in robotics and coding for 200 teachers. The curriculum is to be implemented by the Department of Education in 2022. In Sasolburg, we installed water-saving devices and monitoring systems in schools. The Sasol Envirowaste programme in Mpumalanga employs over 50 waste ambassadors and 26 waste collectors from the local community. The project has removed more than 100 illegal dumping sites. Over 4 000 households in Sasolburg have been reached for environmental education and awareness. 	33-37
	<ul style="list-style-type: none"> Limiting the SHE impacts of our products. Support to address mental health challenges that came with the COVID-19 pandemic. Sasol employees are regularly screened for lifestyle diseases. Over 1,4 million litres of sanitiser distributed, since March 2020, to our fenceline communities, including schools. We continue to invest in community health infrastructure. Constructed and upgraded a number of hospitals and clinics in our fenceline community. 	9-10, 14-15, 20-22, 26-27, 39, 44-52		<ul style="list-style-type: none"> Implementation of effective energy efficiency programmes. We strive to achieve zero harm at our operations through the process safety management framework. Improve SHE impacts of our products throughout their life cycle. We are addressing the plastic waste problem by various recycling initiatives and embracing the waste hierarchy. Zero tolerance to unethical behaviour, bribery and corruption. We conduct ambient air monitoring in the vicinity of our operations, in South Africa. Installation and improvements of air quality abatement technology. We are signatory to the UN Global Compact CEO Water Mandate. Most on-site waste disposal practices have been discontinued. Rehabilitation of the closed sites is either planned, in progress or completed. We are committed to complying with all applicable laws and obligations arising environmental authorisations. 	18-23, 41-50, 52
	<ul style="list-style-type: none"> Providing access to higher education for under privileged youth. Over 900 students were supported in the 2020 academic year through the Sasol bursary programme. Over 700 undergraduate and postgraduate students were supported in the 2021 academic year. Supported over 79 ECD centres in the communities in which we operate, in South Africa. 	30-31		<ul style="list-style-type: none"> Increased our GHG reduction target from at least 10% to 30%* by 2030 and Net Zero by 2050. Our GHG emissions have been decreasing over the last four years through mitigation interventions since 2017. Pursuing renewable energy. Supplying customers with natural gas to use as an alternative to electricity generated by coal-fired power stations. Exploring the potential of cleaner aviation fuel with world-class partners. Pursuing green hydrogen. 	24-26, 28-29, 42-47
	<ul style="list-style-type: none"> Our diversity-10-point-plan which provides a set of qualitative measures designed to enable the achievement of our diversity objectives, including the recruitment, development and retention of candidates from under-represented groups as well as measures to enhance gender equity in South Africa. 	9,11-13, 24-25		<ul style="list-style-type: none"> We are addressing the plastic waste problem by recycling initiatives and embracing the waste hierarchy. Sasol has supported a partnership with the Water Research Commission and Rhodes University to address water quality challenges with the catchment in Secunda. 	
	<ul style="list-style-type: none"> Supporting the Water and Sanitation programme in Inhassaro and Govuro. Completed construction of four sewer pump stations in Kinross, Secunda. Engaging with stakeholders to jointly address catchment water challenges. 	28-29, 40, 43, 48-49		<ul style="list-style-type: none"> Sasol manages two nature reserves near Sasolburg, hosting 14 species of game. Conduct site monitoring to verify the presence of invasive species. 	28-29, 43, 51
	<ul style="list-style-type: none"> Increasing renewable energy procurement. Establishing FT Sustainable Solutions business to drive Power to X. 	42		<ul style="list-style-type: none"> Zero tolerance to unethical behaviour, bribery and corruption. Our commitment to uphold the human rights of all people is captured in our Code of Conduct and Human Rights Policy, Supply Chain Policy read with SHE Policy, Sasol Security Policy and various other policies and practices related to fair labour and employment. Conduct business based on fair, lawful, efficient and transparent practices. 	16-17, 38,
	<ul style="list-style-type: none"> Ensuring that 16 000 eligible employees in South Africa were beneficiaries of R750 million worth of Sasol shares under Tier 1 of the Sasol Khanyisa Share Ownership plan. Focusing on employee engagement. Promote a customer centric, diverse and inclusive culture. Introducing a hybrid approach to flexible working practices. 	10-17, 24-25, 32-38,		<ul style="list-style-type: none"> Work together with local municipalities on various projects. Sasol partnered with the Free State Department of Health and invested R51,85 million in improving various health care facilities in the local municipality. Encouraging employees to volunteer to causes that are able to uplift others. More than 120 organisations benefitted from contributions made by employees. Capacity building initiatives for NPO institutions in Mpumalanga. Entered partnerships with NGOs in Mozambique, to implement local development agreements. Exploring potential lower-carbon aviation fuel with world-class partners: Linde PLC, ENERTAG AG and Navitas Holdings (Pty) Ltd. Entered partnership to explore development of green hydrogen mobility ecosystem. We collaborate with environmental authorities through various established forums. In 2020, Sasol accepted pro-bono support from the National Biodiversity and Business Network to undertake a biodiversity mainstreaming readiness assessment. 	9, 20-22, 24-25, 28-33, 38-52
	<ul style="list-style-type: none"> Embedding sustainability through innovation We were able to shutdown three waste incinerators at the Sasolburg operations by using alternate waste handling technologies. Seven High Frequency Controllers were installed in Secunda, for the reduction of PM emissions. 32 and 24 low NOx burners were installed in Secunda and Sasolburg, respectively. Coal blending takes place at the Sasolburg operation to reduce SO₂ emissions. The Natref facility has switched to lower sulphur crudes. Optimisation of the Vapor Recovery Unit in Secunda. The Natref facility has second roof seals on all crude tanks, 11 petrol and heavy oil tanks and 17 petrol component tanks. Green hydrogen is one of the key transitional fuel sources that we are working with via strategic opportunities and partnerships. Sasolburg Operations has installed 15 security cameras and 19 licence plate recognition cameras in Zamdela, Sasolburg and Vaalpark. The construction of the community market project in Colonga has commenced. Rehabilitation of two schools in Inhambane. Construction and building of hospitals and clinics in Sasolburg. Insulation of 5 532 RDP houses in Secunda. 	6, 34-37, 45-47,			

* Off a 2017 base and excluding Natref

Performance data

Human Capital – Our people	Footnote	2021	2020	2019	2018	Level of assurance 2021
Employee numbers	1	28 949	31 001	31 429	31 270	
Employee turnover	1	3 869	1 936	1 780	1 560	
Safety						
Recordable Case Rate	2	0,26	0,27	0,26	0,27	Limited
– Employee		0,29	0,31	0,31	0,30	
– Service provider		0,22	0,23	0,22	0,25	
Lost Work Day Case Rate (LWDCR)		0,14	0,11	0,10	0,11	
– Employee		0,16	0,14	0,13	0,15	
– Service provider		0,11	0,08	0,08	0,09	
Employee and service provider fatalities*		2	6	3	4	Limited
– Employee		1	3	2	3	
– Service provider		1	3	1	1	
Employee and service provider fatal injury frequency rate		0,001	0,007	0,003	0,004	
Total major and significant fires, explosions and releases	3	20	23	20	15	Limited
– Major fires, explosions and releases		1	2	1	1	
– Significant fires, explosions and releases		19	21	19	14	Limited
						Restated 2020
Major and significant product road transport incidents	4	1	3	8	7	
Total number of first aid cases		303	530	883	801	
Total number of person hours worked (million)		130,9	162,6	187,6	180,9	
– Employee		70,6	76,2	77,5	76	
– Service provider		60,4	86,4	110,1	104	
Occupational illness						
Irreversible occupational diseases (IROD) have permanent health effects	5					Limited
Asbestosis		0	0	–	–	
Mesothelioma		0	0	–	1	
Chronic obstructive airway disease (COAD)		6	16	21	–	
Occupational asthma (including allergic sensitisation)		1	3	1	2	
Pneumoconiosis		3	7	12	14	
Noise-induced hearing loss		22	35	31	15	
Chronic work-related upper limb disorder (WRULD)		0	16	0	–	
Other		2	1	1	5	
Reversible occupational diseases (ROD) have temporary health effects		34	62	41	40	
Reactive airway dysfunction syndrome (RADS)		0	6	4	1	
Tuberculosis		9	33	34	34	
Allergic reactions other than RADS		1	9	1	5	
Post-traumatic stress disorder (PTSD)		0	0	–	–	
Heat-related disease		0	2	–	–	
Shift worker's sleep disorder		0	0	–	–	
Work-related upper limb disorder (WRULD)		3	3	1	–	
Other		21	9	–	–	
Skills development						
Total skills development expenditure (R million)		1 182	1 170	1 392	1 284	Limited
Investment in employee learning (R million)	6	983	967	1 272	1 128	
Investment in learning as a % of payroll		8,0	5,9	6,8	6,3	
Investment in black employees (R million)	7	884	748	978	811	
Development interventions (number of individual interventions)	8	171 258	173 514	195 888	177 717	
Investment in bursary scheme (R million)		46,7	59,6**	60,8	50,5	
Undergraduate and postgraduate bursars		729	918	1 042	462	
Number of employees receiving leadership training	9	6 162	7 097	7 481	9 898	
Number of employees in Sasol's maintenance artisan learner pools		762	798	809	702	

* One before financial year-end and the other after.

**This includes bursaries awarded in Mozambique

Natural Capital – Our environment	Footnote	2021	2020	2019	2018	Level of assurance 2021
Production performance						
Production meant for external sale (kilotons)	10	18 166	16 879	18 446	17 836	Reasonable
Secunda	11	6 923	6 505	6 736	6 720	
Sasolburg		1 586	1 440	1 467	1 585	
Mining		2 724	1 945	3 209	3 192	
Natref		3 514	3 294	4 271	3 578	
Eurasia		1 370	1 275	1 277	1 341	
Americas		1 225	1 695	688	707	
Mozambique		42	46	53	54	
Other strategic business units and Functions		782	679	745	659	
Greenhouse gases (GHG) (kilotons)						
Direct methane (CH₄)	12	116,14	106,00	105,04	109,18	Reasonable
Secunda		104,48	95,00	96,16	98,34	
Sasolburg		4,98	6,98	5,34	7,24	
Mining		6,57	3,51	3,49	3,55	
Natref		0,06	0,05	–	–	
Eurasia		–	–	–	–	
Americas		0,04	0,07	0,04	0,04	
Mozambique		–	–	–	–	
Other strategic business units and Functions		–	0,01	0,01	0,01	
Nitrous Oxide (N₂O)		1,25	1,49	1,64	1,41	Reasonable
Secunda		1,12	0,83	0,90	1,15	Restated 2018
Sasolburg		0,12	0,64	0,73	0,26	
Mining		–	–	–	–	
Natref		–	–	–	–	
Eurasia		–	–	–	–	
Americas		0,01	0,01	0,01	0,01	
Mozambique		–	–	–	–	
Other strategic business units and Functions		–	–	–	–	
Direct carbon dioxide (CO₂) Scope 1	13	56 972	56 373	56 004	56 731	Reasonable
Secunda		49 460	48 919	48 418	49 411	Restated 2020
Sasolburg		4 233	4 123	4 557	4 517	
Mining		17	17	16	18	
Natref		1 023	853	932	791	
Eurasia		674	631	610	698	
Americas	14	1 139	1 523	1 163	988	
Mozambique		387	261	261	258	
Other strategic business units and Functions		40	45	47	51	
Indirect carbon dioxide (CO₂) Scope 2	13	7 088	6 612	6 667	7 252	Reasonable
Secunda		5 166	4 723	4 885	5 261	Restated 2018-2020
Sasolburg		536	502	400	723	
Mining		721	706	726	697	
Natref		269	235	289	248	
Eurasia		107	104	108	125	
Americas		264	313	223	162	Restated 2018-2020
Mozambique		–	–	–	–	
Other strategic business units and Functions		25	28	36	37	
Indirect carbon dioxide (CO₂) Scope 3						Limited

Refer to page 4, 30 to 32 of the [CCR](#)

DATA AND ASSURANCE (CONTINUED)

Performance data (continued)

	Footnote	2021	2020	2019	2018	Level of assurance 2021		Footnote	2021	2020	2019	2018	Level of assurance 2021
Total greenhouse gas (CO₂ equivalent)	15	67 102	65 856	65 571	66 913	Reasonable Restated 2018-2020	Waste (kilotons)	18					
Secunda	13	57 359	56 077	55 780	57 274		Hazardous waste		319	333	328	338	Limited
Sasolburg		4 918	4 974	5 297	5 483		Secunda		242	262	236	253	
Mining		890	804	822	797		Sasolburg		42	33	44	46	
Natref		1 293	1 090	1 221	1 038		Mining		7	5	4	1	
Eurasia		781	735	717	823		Natref		11	14	24	18	
Americas	16	1 408	1 842	1 389	1 153	Restated 2018-2020	Eurasia		16	17	18	18	
Mozambique		387	261	261	258		Americas		1	1	1	1	
Other strategic business units and Functions		66	73	83	88		Mozambique		-	-	-	-	
GHG intensity (CO₂ equivalent/ton production)	15	3,69	3,90	3,55	3,75	Reasonable Restated 2018-2020	Other strategic business units and Functions		1	1	1	1	
Secunda	13	8,29	8,62	8,28	8,52		Non-hazardous waste		180	195	237	258	Limited
Sasolburg		3,10	3,45	3,61	3,46		Secunda		85	107	127	117	
Mining		0,33	0,41	0,26	0,25		Sasolburg		58	55	45	76	
Natref		0,37	0,33	0,29	0,29		Mining		3	5	5	5	
Eurasia		0,57	0,58	0,56	0,61		Natref		1	1	3	1	
Americas	16	1,15	1,09	2,02	1,63	Restated 2018-2020	Eurasia		13	13	18	17	
Mozambique		9,21	5,69	4,92	4,74		Americas		10	11	16	21	
Other strategic business units and Functions		0,09	0,11	0,11	0,13		Mozambique		-	-	-	-	
Atmospheric emissions (kilotons)							Other strategic business units and Functions		10	4	23	17	
Nitrogen oxides (NO_x)	17	137,6	135,8	149,1	146,9	Reasonable 2019 restated	Total waste		499	528	565	596	Limited
Secunda		121,4	119,2	131,6	129,6			Secunda		327	368	362	368
Sasolburg		13,6	13,4	14,7	14,8		Sasolburg		99	88	89	122	
Mining		-	-	-	-		Mining		10	11	9	7	
Natref		0,8	1,2	1,2	0,9		Natref		12	15	27	19	
Eurasia		0,5	0,5	0,5	0,4		Eurasia		29	30	36	35	
Americas		1,2	1,6	1,1	1,2		Americas		10	12	18	22	
Mozambique		-	-	-	-		Mozambique		-	-	-	-	
Other strategic business units and Functions		-	-	-	-		Other strategic business units and Functions		12	5	24	21	
Sulphur oxides (SO_x)	17	195,3	196,3	191,5	188,6	Reasonable 2019 restated	Recycled waste		125	83	105	101	Limited
Secunda		170,2	172,0	167,6	165,4			Secunda		62	30	33	31
Sasolburg		17,8	17,2	19,0	20,6		Sasolburg		27	19	21	23	
Mining		-	-	-	-		Mining		6	6	6	6	
Natref		7,2	7,1	4,9	2,6		Natref		4	4	2	-	
Eurasia		-	-	-	-		Eurasia		16	22	23	24	
Americas		-	-	-	-		Americas		-	0	-	-	
Mozambique		-	-	-	-		Mozambique		-	0	-	-	
Other strategic business units and Functions		-	-	-	-		Other strategic business units and Functions		9	1	21	17	
Volatile Organic Compounds (VOC) Indicator of Performance		27,8	38,3	33,7	28,0		Energy use (thousand gigajoules)	19					
Secunda		27,8	38,3	33,7	28,0		Electricity (purchased)	20	26 042	24 604	23 810	27 315	
Sasolburg		-	-	-	-		Secunda		17 881	16 042	16 590	19 130	Restated 2018-2020
Mining		-	-	-	-		Sasolburg		1 855	1 703	1 360	2 630	
Natref		-	-	-	-		Mining		2 497	2 398	2 464	2 534	
Eurasia		-	-	-	-		Natref		930	799	983	901	
Americas		-	-	-	-		Eurasia		679	663	708	887	
Mozambique		-	-	-	-		Americas		2 111	2 905	1 582	1 100	
Other strategic business units and Functions		-	-	-	-		Mozambique		-	-	-	-	
Particulates (fly ash)	17	9,2	10,7	11,6	10,2	Reasonable 2019 restated	Other strategic business units and Functions		88	94	123	133	Restated 2018
Secunda		8,4	9,7	10,8	9,4		Feedstock to electricity (self-generated)	21	40 387	39 472	43 202	42 006	2018 restated
Sasolburg		0,8	0,9	0,7	0,7		Secunda		18 865	18 536	19 291	19 284	
Mining		-	-	-	-		Sasolburg		18 126	17 892	20 798	18 321	
Natref		-	-	-	-		Mining		-	-	-	-	
Eurasia		-	-	-	-		Natref		-	-	-	-	
Americas		-	-	-	-		Eurasia		2 494	2 096	2 129	3 466	
Mozambique		-	-	-	-		Americas		-	-	-	-	
Other strategic business units and Functions		-	-	-	-		Mozambique		825	868	904	850	
		-	-	-	-		Other strategic business units and Functions		77	80	80	86	
		-	-	-	-		Feedstock to steam		247 350	251 026	251 513	258 587	
		-	-	-	-		Secunda		225 563	230 216	228 518	234 916	
		-	-	-	-		Sasolburg		20 317	19 423	21 606	22 545	
		-	-	-	-		Mining		-	-	-	-	
		-	-	-	-		Natref		-	-	-	-	
		-	-	-	-		Eurasia		1 470	1 388	1 389	1 126	
		-	-	-	-		Americas		-	-	-	-	
		-	-	-	-		Mozambique		-	-	-	-	
		-	-	-	-		Other strategic business units and Functions		-	-	-	-	

DATA AND ASSURANCE (CONTINUED)

Performance data (continued)

	Footnote	2021	2020	2019	2018	Level of assurance 2021		Footnote	2021	2020	2019	2018	Level of assurance 2021
Mobile fuel use		531	613	638	629			28,7	27,1	35,1	29,4		
Secunda		136	160	183	224			-	-	-	-		
Sasolburg		-	-	-	-			-	-	-	-		
Mining		229	234	265	240			-	-	-	-		
Natref		17	27	15	20			28,7	27,1	35,1	29,4		
Eurasia		-	-	-	-			-	-	-	-		
Americas		83	60	33	-			-	-	-	-		
Mozambique		9	12	12	8			-	-	-	-		
Other strategic business units and Functions		56	120	130	137			-	-	-	-		
Stationary fuel use		4,5	3,2	3,4	3,4			682,0	543,0	560,5	583,9		
Secunda		0,2	-	-	-			-	-	-	-		
Sasolburg		-	-	-	-			544,6	542,8	560,3	583,7		
Mining		-	-	-	-			-	-	-	-		
Natref		-	-	-	-			-	-	-	-		
Eurasia		0,2	0,1	0,4	0,4			8,4	0,2	0,2	0,2		
Americas	22	1,7	1,3	2,2	2,1			129,0	-	-	-		
Mozambique		-	-	-	-			-	-	-	-		
Other strategic business units and Functions		2,3	1,5	0,7	0,9			-	-	-	-		
Fuel gas		78 953	82 354	68 445	62 264			11 636,3	12 198	10 936,3	11 854,8		
Secunda		15 367	16 418	17 581	15 018			10 843,0	11 379	10 234,0	10 979,0		
Sasolburg		5 713	5 710	5 403	5 977			788,0	813	696,6	869,7		
Mining		-	-	-	-			-	-	-	-		
Natref		6 736	6 756	7 996	7 122			-	-	-	-		
Eurasia		10 069	9 445	8 623	9 106			-	-	-	-		
Americas		34 779	40 089	25 017	21 172			3,0	-	-	-		
Mozambique		5 564	3 199	3 061	3 031			2,3	5,9	5,7	6,1		
Other strategic business units and Functions		724	737	761	838			-	-	-	-		
Other energy use		14 475	13 084	12 663	12 134			2 928,1	1 865,5	1 871,2	2 006,6		
Secunda		10 258	8 572	8 116	6 624			1 150,5	1 119,5	1 194,7	1 156,1		
Sasolburg		523	732	323	374			729,0	732,8	663,7	837,0		
Mining		-	-	-	-			-	-	-	-		
Natref		-	82	818	648			-	-	-	-		
Eurasia		3 157	3 171	2 861	3 874			-	-	-	-		
Americas		538	527	545	614			11,3	11,0	10,3	11,0		
Mozambique		-	-	-	-			24	1 037,1	2,1	2,3	2,3	
Other strategic business units and Functions		-	-	-	-			-	-	-	-		
Total energy use	20	407 741	411 154	400 225	402 886	Reasonable Restated 2018-2020		2 928,1	1 865,5	1 871,2	2 006,6		
Secunda		288 070	289 945	290 280	295 124			141,4	90,1	90,4	96,9		
Sasolburg		46 533	45 460	49 490	49 847			55,6	54,0	57,4	55,8		
Mining		2 726	2 632	2 680	2 774	Restated 2019		35,2	35,4	32,0	40,4		
Natref		7 683	7 664	9 811	8 690			-	-	-	-		
Eurasia		17 869	16 764	15 711	18 459			0,5	0,5	0,5	0,5		
Americas		37 512	43 582	27 179	22 888			24	50,1	0,1	0,1	0,1	
Mozambique		6 397	4 077	3 977	3 889			-	-	-	-		
Other strategic business units and Functions		948	1 029	1 097	1 195			-	0,0	0,0	0,0		
Material use (kiloton)	23	17 298	16 942	17 038	17 474			2 949	5 247	3 872	4 071		
Coal (dry ash-free basis)		17 298	16 942	17 038	17 474			918	1 014	1 048	1 120		
Secunda		-	-	-	-			-	-	-	-		
Sasolburg		-	-	-	-			-	-	-	-		
Mining		-	-	-	-			-	-	-	-		
Natref		-	-	-	-			-	-	-	-		
Eurasia		-	-	-	-			1 259	1 215	1 288	1 398		
Americas		-	-	-	-			772	3 013	1 531	1 550		
Mozambique		-	-	-	-			-	-	-	-		
Other strategic business units and Functions		-	-	-	-			1	4	5	4		
Crude oil processed (kilotons)		3 886	3 665	4 749	3 979			39 380	40 461	39 027	39 969		Reasonable
Secunda		-	-	-	-			30 210	30 455	29 515	30 779		
Sasolburg		-	-	-	-			2 062	2 089	1 921	2 290		
Mining		-	-	-	-			-	-	-	-		
Natref		3 886	3 665	4 749	3 979			3 886	3 665	4 749	3 979		
Eurasia		-	-	-	-			1 281	1 226	1 298	1 409		
Americas		-	-	-	-			1 940	3 021	1 539	1 558		
Mozambique		-	-	-	-			-	-	-	-		
Other strategic business units and Functions		-	-	-	-			1	5	5	4		
Crude oil processed (mm bbl)		28,7	27,1	35,1	29,4			28,7	27,1	35,1	29,4		
Secunda		-	-	-	-			-	-	-	-		
Sasolburg		-	-	-	-			-	-	-	-		
Mining		-	-	-	-			-	-	-	-		
Natref		28,7	27,1	35,1	29,4			28,7	27,1	35,1	29,4		
Eurasia		-	-	-	-			-	-	-	-		
Americas		-	-	-	-			-	-	-	-		
Mozambique		-	-	-	-			-	-	-	-		
Other strategic business units and Functions		-	-	-	-			-	-	-	-		
Nitrogen from air		682,0	543,0	560,5	583,9			682,0	543,0	560,5	583,9		
Secunda		-	-	-	-			-	-	-	-		
Sasolburg		544,6	542,8	560,3	583,7			544,6	542,8	560,3	583,7		
Mining		-	-	-	-			-	-	-	-		
Natref		-	-	-	-			-	-	-	-		
Eurasia		8,4	0,2	0,2	0,2			8,4	0,2	0,2	0,2		
Americas		129,0	-	-	-			129,0	-	-	-		
Mozambique		-	-	-	-			-	-	-	-		
Other strategic business units and Functions		-	-	-	-			-	-	-	-		
Oxygen from air		11 636,3	12 198	10 936,3	11 854,8			11 636,3	12 198	10 936,3	11 854,8		
Secunda		10 843,0	11 379	10 234,0	10 979,0			10 843,0	11 379	10 234,0	10 979,0		
Sasolburg		788,0	813	696,6	869,7			788,0	813	696,6	869,7		
Mining		-	-	-	-			-	-	-	-		
Natref		-	-	-	-			-	-	-	-		
Eurasia		3,0	-	-	-			3,0	-	-	-		
Americas		2,3	5,9	5,7	6,1			2,3	5,9	5,7	6,1		
Mozambique		-	-	-	-			-	-	-	-		
Other strategic business units and Functions		-	-	-	-			-	-	-	-		
Natural gas (kilotons)		2 928,1	1 865,5	1 871,2	2 006,6			2 928,1	1 865,5	1 871,2	2 006,6		
Secunda		1 150,5	1 119,5	1 194,7	1 156,1			1 150,5	1 119,5	1 194,7	1 156,1		
Sasolburg		729,0	732,8	663,7	837,0			729,0	732,8	663,7	837,0		
Mining		-	-	-	-			-	-	-	-		
Natref		-	-	-	-			-	-	-	-		
Eurasia		11,3	11,0	10,3	11,0			11,3	11,0	10,3	11,0		
Americas	24	1 037,1	2,1	2,3	2,3			24	1 037,1	2,1	2,3	2,3	
Mozambique		-	-	-	-			-	-	-	-		
Other strategic business units and Functions		-	0,1	0,2	0,2			-	0,1	0,2	0,2		
Natural gas (bscf)		141,4	90,1	90,4	96,9			141,4	90,1	90,4	96,9		
Secunda		55,6	54,0	57,4	55,8			55,6	54,0	57,4	55,8		
Sasolburg		35,2	35,4	32,0	40,4			35,2	35,4	32,0	40,4		
Mining		-	-	-	-			-	-	-	-		
Natref		-	-	-	-			-	-	-	-		
Eurasia		0,5	0,5	0,5	0,5			0,5	0,5	0,5	0,5		
Americas	24	50,1	0,1	0,1	0,1			24	50,1	0,1	0,1	0,1	
Mozambique		-	-	-	-			-	-	-	-		

DATA AND ASSURANCE (CONTINUED)

Performance data (continued)

	Footnote	2021	2020	2019	2018	Level of assurance 2021
Water (thousand cubic meters)						
River water		108 560	115 493	107 405	107 207	
Secunda		82 427	82 007	80 776	83 598	
Sasolburg		20 834	20 744	22 182	21 577	
Mining		-	-	-	-	
Natref		1 934	1 928	2 446	2 025	
Eurasia		1	0,5	4	8	
Americas	25	3 363	10 813	1 997	-	
Mozambique		-	-	-	-	
Other strategic business units and Functions		-	-	-	-	
Desalinated water		2 241	762	689	994	
Secunda		-	-	-	-	
Sasolburg		-	-	-	-	
Mining		-	-	-	-	
Natref		-	-	-	-	
Eurasia		896	762	689	994	
Americas	26	1 345	-	-	-	
Mozambique		-	-	-	-	
Other strategic business units and Functions		-	-	-	-	
Potable water		13 350	12 947	12 685	12 729	
Secunda		7 399	7 017	5 887	6 935	
Sasolburg		2 033	2 029	2 984	1 752	
Mining		1 588	1 431	1 520	1 495	
Natref		443	300	184	280	
Eurasia		1 353	1 598	1 660	1 591	
Americas		363	374	243	246	
Mozambique		-	-	-	-	
Other strategic business units and Functions		171	197	206	430	
Other water (eg borehole water)		13 899	13 412	13 480	13 514	
Secunda		-	-	-	-	
Sasolburg		-	-	-	-	
Mining		-	-	-	-	
Natref		-	-	-	-	
Eurasia		6 756	6 274	6 557	6 546	
Americas		7 034	7 035	6 838	6 882	
Mozambique		109	99	85	86	
Other strategic business units and Functions		-	3	1	1	
Total water use		138 050	142 614	134 260	134 445	Limited
Secunda		89 826	89 024	86 663	90 533	
Sasolburg		22 867	22 774	25 167	23 328	
Mining		1 588	1 431	1 520	1 495	
Natref		2 377	2 229	2 630	2 305	
Eurasia		9 006	8 635	8 910	9 139	
Americas		12 105	18 222	9 078	7 129	
Mozambique		109	99	85	86	
Other strategic business units and Functions		171	200	207	430	
Liquid effluent		31 565	31 664	30 281	29 771	
Secunda		4 907	3 709	3 767	3 417	
Sasolburg		16 689	16 225	16 973	16 477	
Mining		312	328	340	360	
Natref		1 467	1 524	1 550	1 486	
Eurasia		3 344	3 363	3 671	3 757	
Americas		4 805	6 461	3 928	4 212	
Mozambique		12	22	21	32	
Other strategic business units and Functions		30	30	31	31	
Water recycled		159 681	157 484	177 680	178 398	Limited
Secunda		92 192	92 306	110 138	104 131	
Sasolburg		7 089	7 256	8 403	7 791	
Mining		2 826	3 790	3 387	2 973	
Natref		-	-	-	-	
Eurasia		57 573	54 131	55 752	63 504	
Americas		-	-	-	-	
Mozambique		-	-	-	-	
Other strategic business units and Functions		-	-	-	-	

	Footnote	2021	2020	2019	2018	Level of assurance 2021
Land and biodiversity (hectares)						
Surface area affected by operations	27	20 382	20 901	20 856	19 959	
Secunda		7 338	7 338	7 338	7 338	
Sasolburg		1 091	1 091	1 070	1 070	
Mining		10 606	10 577	10 595	10 580	
Natref		204	204	204	204	
Eurasia		84	84	82	90	
North America	28	523	924	924	34	
Mozambique		533	533	495	381	
Other strategic business units and Functions		3	149	148	148	
Area dedicated to conservation		6 147	6 147	6 142	6 143	
Secunda		3 044	3 044	3 044	3 044	
Sasolburg		665	665	665	665	
Mining		2 057	2 057	2 051	2 051	
Natref		-	-	-	-	
Eurasia		21	21	22	24	
North America		-	-	-	-	
Mozambique		-	-	-	-	
Other strategic business units and Functions		360	360	360	360	
Land use and mining (hectare)						
Underground mining area		29 073	28 743	27 836	27 184	
Legal compliance						
Fines, penalties and settlements (number)	29	-	-	-	-	
Fines, penalties and settlements (US\$ million)		-	-	-	-	

Social Capital – Our society

	2021	2020	2019	
	Rm	Restated Rm	Restated Rm	
Value added statement (unaudited)				
Turnover	201 910	190 367	203 576	
Less: Purchased materials and services	134 873	247 612	146 477	
Value added / (lost)	67 037	(57 245)	57 099	
Finance income	1 670	575	1 861	
Wealth created / (lost)	68 707	(56 670)	58 960	
Employees	33 588	32 007	31 925	
Providers of equity	1 546	(132)	11 728	
Providers of loan capital (interest)	7 638	10 823	8 195	
Direct taxes paid to government	9 509	930	5 846	
Reinvested / (utilised) in Group	16 426	(100 298)	1 266	
Wealth distribution	68 707	(56 670)	58 960	
Number of employees for the year				
Turnover per employee (Rands million)	6,97	6,14	6,48	
Value added / (lost) per employee (Rands million)	2,32	(1,85)	1,82	
Wealth created / (lost) per employee (Rands million)	2,37	(1,83)	1,88	
Broad-Based Black Economic Empowerment (B-BBEE)				
	2021	2020	2019	2018
B-BBEE verification certificate (Sasol South Africa)*	Level 4	Level 3	Level 4	Level 6
Preferential procurement (score out of 27)	23,86	24,17	20,8	17,4
Preferential procurement (Rands billion) from all suppliers	43,2	49,4	48,7	44,9

* B-BBEE certificate valid through 12 months issued 28 December 2020.

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 structures (project positions, non-permanent employee positions) as well as individuals that exist outside of formally approved Sasol organisational structures. These actual headcount figures are not tracked by Group Organisational Design (OD).
 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 work injuries and medical treatment cases for every 200 000 employee hours worked.
 3. A fire, explosion or release (FER) incident is registered as 'major' when it meets any of the following criteria: (i) it has a FER severity index score of 40 and greater; (ii) it results in on-site fatality or multiple hospitalisation cases, or off-site injury; or (iii) it results in direct financial loss greater than US\$1 000 000. A FER incident is registered as 'significant' when it meets any of the following criteria: (i) it has a FER severity index score of 26 and greater but less than 40; (ii) it results in a lost workday case (LWDC) or more serious injury; (iii) it results in direct financial loss greater than US\$100 000; or (iv) it causes a release in excess of the relevant threshold quantity for that chemical as defined by the Centre for Chemical and Process Safety (CCPS).
 4. Major and significant product road transport incidents - The number of incidents reported in 2020 included incidents outside of the defined scope and has been updated accordingly.
 5. 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.
 6. Investment in employee learning excludes the compulsory 1% skills levy.
 7. Black employees refers to African, Coloured and Indian people - for the purposes of South African employment equity considerations.
 8. Investment in skills development ramped up during 2017, despite the Response Plan, as committed during 2016.
 9. Post Response Plan a centralised Leadership Development Cost Centre was created intended to encourage higher participation in Leadership Development. Previously OMEs had carried the costs and had been cost conservative in their participation rates, as a result the centralisation has yielded desired results. These Leadership programmes include LEAD, LEAP, LODP, LSDP, POLC, etc.
 10. 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. A decrease in production was noted in FY20 as a result of decreased demand due to the COVID-19 pandemic.
 11. Production - external sales - Secunda Operations - A methodology change is noted for FY21 to avoid double accounting as a result of the Sasol 2.0 restructuring process.
 12. Greenhouse gas (GHG) emissions have been calculated and reported in accordance with the GHG Protocol (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. Our GHG emission intensity (tons CO₂e per ton of production - external sales) decreased to 3,69 in 2021 from 3,90 in 2020, due to an increase in the production - meant for external sale.
 13. Two reporting changes relating to Secunda Operations were implemented in 2021. Scope 1: As part of a methodology correction from July 2019, the boiler coal emission calculations in Secunda have been updated accordingly to include percentage ash content. Scope 2: It recently came to Sasol's attention that Air Liquide is also reporting the electricity consumption for Train 17. It was therefore decided that Sasol will stop reporting this consumption and make a corresponding correction to the reported figure going back to the start of operation in January 2018.
 14. The GHG emissions for Americas have decreased by 25% from 2020 as a result of the divestment of 50% of the Lake Charles Chemical Complex since December 2020.
 15. The sum of greenhouse gas emissions from methane, nitrous oxides and carbon dioxide (Scope 1 and 2) expressed as CO₂e equivalence emitted and reported as CO₂e. Sasol's GHG emissions increased in 2021 due to the fact that no Secunda shutdowns took place this year. This anomaly was due to having two shutdowns in 2020, taking advantage of depressed production during the COVID-19 which allowed additional maintenance to be undertaken at our Secunda Operations facility. In 2021, a maintenance shutdown was therefore not required. As a result the entire Secunda facility operated for 12 months out of the year, compared to normal operations of a plant on shutdown within the facility only operating 11 months out of the year, noting 2020 had both East and West plants only operating for only 11 months out of the year.
 16. A specific emissions factor relating to the Lake Charles Chemicals Complex was made available for emissions calculations. The inclusion of this factor as opposed to the generic Americas emissions factor has resulted in changes to emissions from 2018 to 2020.
 17. At Secunda Operations, due to the western stack access restriction, access has been limited for analyser maintenance. The performance figures indicating the emissions, reflect conservative figures based on a predictive monitoring tool which considers previous measurements and has been technically assessed. Once the restriction to the stack has been lifted, back calculation and calibration will be utilized to confirm these predictions.
 18. Waste: the definitions of waste vary widely around the world. For reporting purposes, we use the applicable definitions of regulatory authorities. In situations with insufficient guidance from legislation, the definitions of hazardous waste are 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 is materials left over from manufacturing or consumption, which may be reused or recycled. Hazardous and non-hazardous waste gasification and fly ash from boilers. Non-hazardous waste is waste which requires disposal on a general waste landfill site. Recycled figures have included recycled waste figures since 2013.
 19. Energy use: all energy use data are calculated at the standard measurement unit in gigajoules (GJ) to ensure standard calculation in the group.
 20. It recently came to Sasol's attention that Air Liquide is also reporting the electricity consumption for Train 17. It was therefore decided that Sasol will stop reporting this consumption and make a corresponding correction to the reported figure going back to the start of operation in January 2018.
 21. Feedstock to electricity (self-generated) increased as a result of increased demand and production across all sites from 2020.
 22. Stationary Fuel use: The reporting methodology for Americas has been updated in 2021 which required an update to the 2020 usage.
 23. Material use: all material data are calculated at the standard measurement unit of kilotons (kt) to enable calculation of input material across the group.
 24. Natural gas (material use) increased in 2021 due to the commissioning of Lake Charles Chemical Complex.
 25. River water consumption (Americas) decreased in 2021 due to the divestment of 50% of the Lake Charles Chemical Complex.
 26. Desalinated water (Americas) was reported in 2021 due to the divestment of 50% of the Lake Charles Chemical Complex. The desalinated water figure replaces the previously reported river water for Americas.
 27. Managing land use and biodiversity: we do not have operations in areas that have been declared biodiversity hotspots (areas identified as being critical or endangered eco-regions). However, we do have interests in areas of potential sensitivity, particularly as part of some of our upstream exploration and extraction activities.
- In accordance with our environmental management practices, the protection of biodiversity issues is addressed formally in new projects through environmental impact assessments (EIAs) and in existing projects through environmental management plans and/or programmes (EMPs). We are also working to assess the biodiversity of the habitats in land currently owned, leased or managed throughout the Group. The surface area affected by operations has been updated for the years 2017 to 2018, following an internal audit review of the land use figures. The figures have been updated to include the secondary area adjacent to the Secunda Complex primary area.
28. Surface Area Affected by Operations - Americas: There is a noted decrease in land use for Americas as a result of the divestment of 50% of the Lake Charles Chemical Complex.
 29. Legal compliance: the figure includes significant fines and penalties for non-compliance with all applicable international, regional, national and local laws and regulations associated with safety, health and environmental issues. Payments include fines due to non-compliance with laws, regulations and permits, compensation payments and regular proactive payments made as a result of non-compliance with regulations where there is a potential for any enforcement action. The payments do not include levies, or costs for lawyers and product liabilities. For more information on competition matters, please refer to the Annual Financial Statements.
 30. The increase in the preferential procurement number is due to more new B-BBEE certificates and affidavits being received from suppliers.

Independent assurance report to the directors of Sasol Limited

We have performed our reasonable assurance engagement and our limited assurance engagement in respect of the sustainability key performance indicators for the year ended 30 June 2021.

The subject matter comprises the sustainability key performance indicators disclosed in accordance with management’s basis of preparation, as prepared by the responsible party, during the year ended 30 June 2021.

The terms of management’s basis of preparation comprise the criteria by which the company’s compliance is to be evaluated for purposes of our reasonable assurance engagement and limited assurance engagement. The sustainability key performance indicators are as follows:

Reasonable assurance

Selected sustainability information	Unit of measure	Boundary	Pg
Product meant for external sale	Kilotons	Group	55
Greenhouse gases: Total Greenhouse gasses (CO ₂ equivalent)	Kilotons	Group	56
Greenhouse gases: Carbon dioxide (CO ₂) – direct (Scope 1)	Kilotons	Group	55
Greenhouse gases: Carbon dioxide (CO ₂) – direct (Scope 2)	Kilotons	Group	55
Greenhouse gases: Direct Methane (CH ₄)	Kilotons	Group	55
Greenhouse gases: Nitrous oxide (N ₂ O)	Kilotons	Group	55
Greenhouse gases: Intensity	Rate	Group	56
Total energy use	Thousand GJ	Group	57
Total material use	Kilotons	Group	57
Atmospheric emissions: Fly ash	Kilotons	Group	56
Atmospheric emissions: Nitrogen oxides (NO _x)	Kilotons	Group	56
Atmospheric emissions: Sulphur oxides (SO _x)	Kilotons	Group	56

Limited assurance

Selected sustainability information	Unit of measure	Boundary	Pg
Recordable Case Rate (RCR), including employees and service providers	Exposure hours, number of Injuries and rate	Group	55
Fatalities	Number	Group	55
Major and significant fires, explosions and releases	Number	Group	55
Major and significant product road transportation incidents	Number	Group	55
Total irreversible occupational diseases (IROD)	Number	Group	55
Injury severity rate	Rate	Group	10
Total water use	Thousand m ³	Group	58
Water recycled	Thousand m ³	Group	58
Total hazardous waste	Kilotons	Group	56
Total non-hazardous waste	Kilotons	Group	56
Total waste	Kilotons	Group	56
Recycled waste	Kilotons	Group	56
Greenhouse gases: Carbon dioxide (CO ₂) – indirect (Scope 3) – Fuel and energy related activities	Tons	Group	CCR
Greenhouse gases: Carbon dioxide (CO ₂) – indirect (Scope 3) – Waste-generated in operations	Tons	Group	CCR
Greenhouse gases: Carbon dioxide (CO ₂) – indirect (Scope 3) – Business travel	Tons	Group	CCR
Greenhouse gases: Carbon dioxide (CO ₂) – indirect (Scope 3) – Use of sold products	Tons	Group	CCR
Skills development spend	South African Rand	Group	55
Total workforce	Number	South Africa	55

Directors’ responsibilities

The directors being the responsible party, and where appropriate, those charged with governance are responsible for the key performance indicator information, in accordance with management’s basis of preparation.

The responsible party is responsible for:

- ensuring that the key performance indicator information is properly prepared and presented in accordance with management’s basis of preparation;
- confirming the measurement or evaluation of the underlying key performance indicators against the applicable criteria, including that all relevant matters are reflected in the key performance indicator information and;
- designing, establishing and maintaining internal controls to ensure that the key performance indicator information is properly prepared and presented in accordance with management’s basis of preparation.

Assurance Practitioner’s responsibility

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 Historic Financial Information. This standard requires us to comply with ethical requirements and to plan and perform our reasonable assurance engagement and our limited assurance engagement with the aim of obtaining limited assurance regarding the key performance indicators of the engagement.

We shall not be responsible for reporting on any key performance indicator events and transactions beyond the period covered by our reasonable assurance engagement and our limited assurance engagement.

Our independence and quality control

We have complied with the independence and other ethical requirements of the Independent Regulatory Board for Auditors’ Code of Professional Conduct for Registered 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 Control 1 and accordingly maintains a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Summary of work performed

We have performed our procedures on the key performance indicator transactions of the Company, as prepared by management in accordance with management’s basis of preparation for the year ended 30 June 2021.

Our evaluation included performing such procedures as we considered necessary which included:

- Interviewing 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 for the selected key performance indicators;
- Identify and assess the risks of material misstatement for reasonable assurance engagements and areas of likely misstatement for limited assurance engagements, design and perform audit procedures, and obtain audit evidence

that is sufficient and appropriate to provide a basis for our conclusion;

- Obtain an understanding of internal controls relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company’s internal control;
- Inspecting supporting documentation and performing analytical review procedures; and
- Evaluating whether the selected key sustainability performance indicator disclosures are consistent with our overall knowledge and experience of sustainability processes.

Our assurance engagement does not constitute an audit or review of any of the underlying information conducted in accordance with International Standards on Auditing or International Standards on Review Engagements and accordingly, we do not express an audit opinion or review conclusion.

We believe that our evidence obtained is sufficient and appropriate to provide a basis for our reasonable and limited assurance conclusions.

In a limited assurance engagement, the procedures performed vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, 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. Accordingly, we do not express a reasonable assurance opinion about whether the key performance indicator information has been properly prepared and presented, in all material respects, in accordance with management’s basis of preparation.

Reasonable assurance conclusion

In our opinion the selected sustainability key performance indicators are prepared, in all material respects, in accordance with management’s basis of preparation.

Limited assurance conclusion

Based on our work described in this report, nothing has come to our attention that causes us to believe that the key performance indicators are not prepared, in all material respects, in accordance with management’s basis of preparation.

Other matters

Our report includes the provision of limited assurance on 'Injury severity rate' for the year ended 30 June 2021. We were previously not required to provide assurance on this indicator.



Deloitte & Touche
Registered Auditors

Per Mark Victor
Partner
10 September 2021

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Private Bag X6, Gallo Manor, 2052
South Africa

Tholisiwe Chartered Accountants Inc
Registered Auditors

Per Georgina Tekie
Chief Executive Officer
10 September 2021

169 Garsfontein Road
Ashlea Gardens,
Pretoria, South Africa

Additional information

Sasol engages actively and collaboratively on sustainability issues via various fora:

- We play an active role in developing and implementing the global chemical industry’s Responsible Care® initiatives, and participate in working groups of the CEFIC, CAIA and the American Chemistry Council.
- We retain our focus on continually improving performance in line with meeting Responsible Care® management practices as a global signatory.
- We have been a UN Global Compact signatory since 2001, and have endorsed the UN Global Compact CEO Water Mandate since March 2008.
- We sustain our commitment to industry best practices through our membership of the International Council of Chemicals Associations (ICCA), Chemicals Policy and Health Leadership Group and we continue to work with ICCA to promote safe chemicals management.
- We participate in the annual climate change and water disclosures of the CDP.
- We are a member of the NBI, of the Strategic Water Partners Network as well as of the South African Petroleum Industry Association and BUSA.
- Sasol is a member of the Minerals Council of South Africa, formerly the Chamber of Mines.
- We have signed-up to the EP100 which is a global collaborative initiative on energy productivity.
- Only African founding member to the global AEPW, which seeks to eliminate plastic waste from the environment.
- Sasol has been independently assessed according to the FTSE4Good criteria, and has satisfied the requirements to remain a constituent of the FTSE4Good index.
- Our Chemicals Business continues to partner with EcoVadis for Corporate Social Responsibility assessments.

Forward-looking statements disclaimer

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 on Sasol’s business, results of operations, financial condition and liquidity and statements regarding the effectiveness of any actions taken by Sasol to address or limit any impact of COVID-19 on its business; statements regarding exchange rate fluctuations, changing crude oil prices, volume growth, changes in demand for Sasol’s products, increases in market share, total shareholder return, executing our growth projects, oil and gas reserves, cost reductions, legislative, regulatory and fiscal development, our climate change strategy and business performance outlook. Words such as “believe”, “anticipate”, “expect”, “intend”, “seek”, “will”, “plan”, “could”, “may”, “endeavour”, “target”, “forecast” and “project” and similar expressions are intended to identify such 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 20 September 2021 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 both these factors and other uncertainties and events. 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.

Sasol contacts

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Company registration number
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Photography disclaimer

Photographs used in this report have been sourced from our photographic library and many were taken before the COVID-19 outbreak. Some of these photographs do not reflect the social distancing and protocols approved by the World Health Organisation (WHO) such as wearing of masks in public places and social distancing. All initiatives and related photographs done during the pandemic were carried out in line with country-specific requirements.

Abbreviations

B-BBEE – Broad-Based Black Economic Empowerment	NOx - nitrogen oxides
bbl –barrels	NPO - non-profit organisation
bscf – billion standard cubic feet	one billion – one thousand million
CY - calendar Year	PM - particulate matter
ECD – early childhood development	PSM - Process Safety Management
ESG – Environmental, social and governance	REACH - Registration, Evaluation, Authorisation and Restriction of Chemicals
FER – fires, explosions and releases	RCR - recordable case rate
FER-SR – fires, explosions and releases severity rate	SDG – Sustainable Development Goal
FY – financial Year	SHE – safety, health and environment
GHG – greenhouse gas	SME - small, medium enterprises
HSI - high severity incident	TloP - Transport Indicator of Performance
ktpa – thousand tons per annum	VOC - volatile organic compounds

Please note

One billion is defined as one thousand million, bbl – barrel, bscf – billion standard cubic feet, mmscf – million standard cubic feet, oil references brent crude, mmboc – million barrels oil equivalent. All references to years refer to the financial year ended 30 June. Any reference to a calendar year is prefaced by the word “calendar”.



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