

SASOL

DECLARATION OF HUMAN RIGHTS PRINCIPLES 2024

Sasol Germany GmbH



Overview

I. Commitment to respect human rights and related environmental standards

II. Implementation

1. Risk analysis
2. Preventive measures
3. Complaints mechanism
4. Reporting
5. Declaration of principles

I. Commitment to respect human rights and related environmental standards

As part of the global Sasol Group, a leading integrated chemical and energy company, Sasol Germany GmbH recognizes that respect for human dignity and the rights of all people, as set out in the International Bill of Human Rights, is essential to the sustainability of our business.

As an internationally active company with a global value chain, we bear a particularly high level of responsibility for all our employees and the society. We are aware of this global responsibility and are actively committed to comply with applicable laws, international standards of behavior and human and environmental rights, both in our own business area and along our value chain. This includes, in particular, the prohibition of child and forced labour, the prohibition of all forms of slavery and discrimination and the strengthening of freedom of association. We are also committed to upholding occupational health and safety, paying appropriate wages, prohibiting environmental pollution and forced eviction as well as the use of security forces if their deployment entails the risk of human rights being disregarded or restricted.

Our actions are guided by the following standards:

- International Bill of Human Rights,
- United Nations Global Compact (UNGC),
- United Nations (UN) Guiding Principles on Business and Human Rights,
- The UN Sustainable Development Goals applicable to our company,
- International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and its follow-up,
- UN Voluntary Principles on Security and Human Rights for Extractive Industries,
- International Code of Conduct for Private Security Service Providers,
- the Guidelines for Multinational Enterprises of the Organisation for Economic Co-operation and Development (OECD) and the
- Ten Principles of the UN Global Compact, which we signed in 2001.

We always comply with applicable national law. In cases where international human rights standards go beyond local laws, we endeavor to promote the principles behind the international standards in accordance with local laws.

Our commitment to respecting and strengthening human and environmental rights also manifests itself in the voluntary initiatives that we support:

- World Business Council for Sustainable Development
- Together for Sustainability
- Responsible Care Global Charter

We regularly let our progress towards becoming a sustainable company as well as the implementation of the commitments we have made with regard to achieving the Sustainable Development Goals (SDGs) be audited externally and certified by EcoVadis.

This declaration supplements the existing internal company guidelines:

- [Human Rights Policy](#)
- [Sasol Code of Conduct](#)
- [Supplier Code of Conduct](#)

The Sasol Code of Conduct (CoC) is a binding guideline for all employees and managers worldwide. Our employees are regularly trained in the CoC and are obliged to implement the values defined therein in their daily actions in their own business area and also towards third parties. Adherence to the CoC is regularly monitored by our Group-wide compliance management system.

II. Implementation

1. Risk analysis

As a chemical producer, we have an impact on human rights and environmental risks both in our own business area and at our direct suppliers.

The risks identified by us as part of the risk analysis and their prioritisation are based on our industry, our company profile with its regional activities, the expected severity of the impact, the probability of occurrence and, within our value chain, our ability to exert influence.

The risks we regularly analyse along the value chain and in our own business area are, in particular:

- **Prohibition of child labour**

We strictly reject child labour and slavery, naturally adhere to the ILO core labour standards in accordance with the applicable national regulations and also oblige our suppliers accordingly.

- **Prohibition of forced labour**

We do not tolerate any form of forced or compulsory labour and also implement this prohibition at our suppliers.

- **Freedom of association and the right to collective bargaining**

We respect and support the right of employees to form an employee representative body and to conduct collective bargaining to regulate working conditions. All our sites have a works council, and we work together with the local works councils and the general works council in a spirit of trust for the benefit of all employees.

- **Protection against discrimination**

Our company does not tolerate discrimination or unequal treatment. We are also committed in our supply chain to ensuring that no one is disadvantaged, favoured or harassed on the basis of external or internal characteristics and beliefs.

- **Right to health and safety in the workplace**

The health and protection of our employees is our top priority. We consistently adhere to the applicable occupational health and safety laws and have our own high standards for workplace safety. We use ISO certification standards to improve occupational safety. Our employees receive regular training in workplace safety and have access to internal and external health-promoting measures and training.

- **Right to appropriate remuneration**

We adhere to the applicable collective labour agreement for the chemical industry and also pay competitive and performance-related remuneration in the non-tariff area, which we supplement with voluntary additional benefits. We oblige our suppliers to pay at least the statutory minimum wage and to comply with local laws.

- **Working hours**

We attach great importance to the compatibility of work and private life. We adhere to the working hours and holiday periods of the collective agreement for the chemical industry.

2. Preventive measures

The human rights risks in the area of our business activities exist primarily in the upstream value chain. We have therefore developed a Supplier Code of Conduct for our suppliers, which sets out binding criteria for responsible behaviour in accordance with ethical and legal standards and is updated regularly. In this way, we want to ensure that our suppliers fulfil the same requirements that are binding for us. It relates to four critical areas of influence: Business integrity, human rights and labour standards, occupational health and safety, and environmental protection.

We take human rights and certain environmental criteria into account when selecting and evaluating our suppliers and implement appropriate control measures. Employees working in the relevant business areas are regularly trained accordingly. Before entering into a business relationship with a direct supplier company, it is checked for compliance with human rights and environmental expectations. In addition to selecting and reviewing our direct suppliers, we have defined preventive measures resulting from an annual risk analysis that can be applied to suppliers with an identified increased, medium or high human rights or environmental risk, depending on the circumstances.

3. Complaints mechanism

In order to systematically prevent or counteract violations, we have established the [Sasol EthicsLine](#) which is available in several languages and which employees, customers, suppliers, employees in the supply chain and other third parties can use to report irregular behaviour or express concerns.

Complaints can be reported confidentially and discreetly via the Sasol EthicsLine.

4. Reporting

We audit compliance with our human rights and environmental commitments annually and on an ad hoc basis. From calendar year 2024, we will also report annually to the German Federal Office of Economics and Export Control (BAFA) on the main human rights and environmental risks

that we have identified and on the impact of our business activities within our supply chain. This report will be published on our website.

5. Declaration of principles

This policy statement comes into force on 1 January 2024 and will be reviewed and updated annually and on an ad hoc

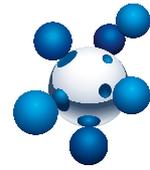
basis if current changes and processes require this or if we identify changed risks.



Dr. Jens Straatmann
Managing director



Judith Hübner
Managing director



SASOL

Contact

Locations

Sasol Germany GmbH, Headquarter Germany
Anckelmannsplatz 1
20537 Hamburg

Sasol Germany GmbH, Plant Brunsbüttel
Fritz-Staiger-Straße 15
25541 Brunsbüttel

Sasol Germany GmbH, Plant Marl
Paul-Baumann-Straße 1
45772 Marl

www.sasol.com

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