

# SASOL CODE OF CONDUCT 2022

Living our Values

Effective 30 June 2022

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*Purpose*  
Innovating for a  
better world

**"Ethics** is knowing the difference between what you have a **right to do** and what **is right to do.**"

Potter Stewart





# 1

## OUR COLLECTIVE RESPONSIBILITY

### Message from Fleetwood Grobler

**Fleetwood Grobler**

President and Chief Executive Officer

Dear colleague,

Welcome to Sasol's Code of Conduct, revised and updated to reflect the fast-changing world in which we are operating. Together with our Sasol values, purpose and strategy, our Code of Conduct is the foundation underpinning how we behave and run our business across the globe.

It describes the basic ethical standards that we must always uphold. It gives us guidance on how to treat each other as colleagues and how to interact with all our stakeholders: from customers to vendors; partners; trade unions; shareholders; communities and governments.

At Sasol, our values connect us and living them helps us to establish and maintain trusted business relationships in our day-to-day work, across the full spectrum of our organisation. This is crucial to our continued success and culture.

In a VUCA (volatile, uncertain, complex and ambiguous) world, our purpose and values give meaning to our daily work, serving as our north star to guide us in meeting our Sasol 2.0 targets, deliver on our Future Sasol strategy and thrive in a low carbon world.

Our reputation and license to operate depend on maintaining the trust and confidence of all our stakeholders, and society in general. To achieve this, we must integrate and practice Sasol's values in our everyday behaviour, decisions, tasks and actions. The amended Code of Conduct is our guide to understanding what that means in practice.



To this end, our values are deliberately action-orientated to help in ensuring that each one of us can easily apply them, while our purpose – innovating for a better world – inspires us to balance People, Planet and Profit outcomes in line with our Future Sasol strategy:

- **People** | We value our People and we support their growth and development, show them respect and care, and promote a safe, diverse and inclusive workplace, we act with respect and integrity and ensure legal compliance. We therefore have the courage to walk the talk and speak up when we see an injustice.
- **Planet** | We value the Planet by taking care of ourselves and each other, and our communities, and behave in a way that respects our natural resources and reduces the negative impacts that we may have.
- **Profit** | We value the ability to make Profit responsibly to deliver Future Sasol and we take ownership, accountability and deliver what we promise, taking responsibility for our own performance and the performance of our teams to remain a catalyst for positive change driving shared socio-economic value.

We all want to work for a Sasol that we can be proud of – one that's successful, ethical, contributes to our economy and society, minimises our impact on the environment, and where integrity and respect are non-negotiable. This is our collective responsibility.

Our Code of Conduct is central to the ongoing sustainability of our business and fundamental to realising the vision we have set for Future Sasol.

Best regards,



**Fleetwood Grobler**  
President and Chief Executive Officer

## 2

## ABOUT THE CODE

### The purpose of the Code

Sasol employees work in over 22 countries, come from many different cultural backgrounds and speak a multitude of languages. We are proud of our global and diverse workforce which allows us to be creative, innovative and gives us a competitive advantage.

Despite our differences, Sasol employees are connected by our five values which serve as a common bond that we are duty bound to live up to, each day with every thought, word and action.

The Code of Conduct (our Code), like our values gives meaning to our daily work and provides guidance to Sasol employees, our suppliers and business partners as to how we conduct our business. This defines who we are and helps us establish and maintain trusted business relationships and loyalty across our organisation, with **our customers, suppliers, partners, investors, regulators, governments and communities.**

We choose to be an ethical business as it not only supports our purpose of “Innovating for a better world”, but it also contributes to our pursuit of becoming sustainable. Ethical companies regularly outperform their competitors in the long term. By being an ethical organisation we provide value to our stakeholders. Thus, we will never sacrifice our ethical reputation.

In a fast paced and changing world, there are great expectations for businesses to address complex and rapidly evolving, societal and ethical issues in their decision making.

Our Code thus serves as a clear reminder for us to be accountable and to always act with integrity because we acknowledge that we are Team Sasol and that the actions of one person can affect the entire organisation.

### Communication of the Code of Conduct (the Code)

It is crucial that as members of Sasol we read and understand the Code.

As individuals, we must comply with the Code.

This responsibility cannot be delegated to others.



SCAN ME



Scan this QR code and share the Sasol Code of Conduct with employees who do not have access to computers

## How the Code can assist our employees

Our Code is designed to promote awareness regarding conduct and behaviours that Sasol expects from you and everyone who represents it. Inside you will find practical advice about laws and regulations, expectations and guidance.

This Code is meant to guide you with your daily decision making. However, it cannot cover all the situations that you may encounter in your role when you represent Sasol. Therefore, it is important that you use good judgement and ask for advice from your Manager, Ethics Officer or the Group Ethics Office if in doubt about the best course of action.

Each Sasol employee and director must understand how the Code applies to their areas of responsibility, adhere to the Code in all their business dealings and conduct themselves in a way that positively reflects and advances the commitments in the Code and reputation of Sasol.



## Where the Code applies

The Code is intended to apply to every Sasol employee of every Sasol group company worldwide. It is also intended to apply to every director (executive and non-executive) of those companies, except as otherwise stated in this Code. Joint venture companies in which Sasol is a non-controlling co-venturer and associated companies are encouraged to adopt these or similar principles, practices and standards.

Although this Code is specifically written for Sasol employees and directors, Sasol contractors and consultants who are agents of, or working on behalf of, or in the name of Sasol (through outsourcing of services, processes or any business activity), are required to act consistently with the Code when acting on Sasol's behalf. Independent contractors and consultants must be made aware of the Code as it applies to their dealings with Sasol employees, and Sasol's suppliers are bound by the Sasol Suppliers Code of Conduct.

Failure by a contractor, sub-contractor, consultant, agent, representative or other service provider to comply with the principles and standards set out by this Code, may result in the termination of the non-complying party's relationship with Sasol and other adverse consequences.

The Code is not meant to cover every law, policy and guideline applicable to you in your country and role at Sasol. However, it sets out the basic global standards of behaviour that are expected from you. Please make sure that you understand and apply this Code. Also be aware of the local laws and Sasol policies that apply to you in your country.

The Code is the founding source and framework of our values which we are all accountable to protect, preserve, uphold and enforce.

It is underpinned by numerous Sasol policies and does not supersede the Sasol policies, procedures and practices, but must be read together with these policies. Employees are expected to read and uphold all applicable policies.

The Code is available in various languages. In the event of a conflict the English version will govern.

If a law conflicts with a rule or policy in this Code, you must comply with the law. If you feel that any provision of this Code conflicts with the laws in your country, please contact a representative from Sasol Legal Services for support. If, however, a local custom conflicts with the Code you are to comply with the Code.

This Code does not constitute legal advice.

### Why is the Code important?

It is a public statement that communicates Sasol's commitment to leading practices, good corporate governance and an embodiment of Sasol's approach to sustainability.

## IT SHOWS THAT SASOL CHOOSES TO DO BUSINESS IN AN ETHICAL WAY

### It creates loyalty and trust with our stakeholders

Having a good reputation with our stakeholders, including customers, suppliers, partners, investors, regulators, governments and communities enables our long-term success through the creation of shared value.

Customers support companies they trust. Communities are more open with companies that are respectful and foster constructive relationships. Investors are more confident with organisations which continue to deliver on their promises and operate in an ethical and transparent manner.

### It guides our work and relationships

Our Code is the foundation of our behaviour internally and externally. It guides our actions and encourages us to speak up without fear and to act if we see unethical behaviour. It gives life to our purpose.

### It brings us closer to our culture

Our Code is our roadmap to being proud members of Team Sasol; where we pursue excellence, drive innovation and embrace change; where we work globally and collaboratively; and where we understand that our diversity is our strength.

## ADHERING TO THE CODE SUPPORTS SASOL'S PURPOSE OF INNOVATING FOR A BETTER WORLD.



### 3 OUR EXPECTATIONS



#### Our leaders

Leaders must set the tone, lead by example and drive a clear understanding of the principles of the Code.

Leader actions must reflect Sasol's values, and must support their team members by:

- Creating an environment where values shape the culture;
- Encouraging teams to speak up;
- Doing their part to make sure that no one experiences retaliation for speaking up or for co-operating in any investigation;
- Helping team members understand the principles and expectations of the Code;
- Being consistent when enforcing consequence management and holding people accountable for their behaviour at work.

Leaders must ensure that there are adequate internal controls and governance frameworks in the areas they oversee to ensure compliance with the requirements of applicable laws and adopted, non-binding rules, codes and standards, in order to manage Sasol's risks effectively.



#### Employees

- Employees must read and be familiar with the Code.
- Employees are expected to comply with the principles, hold each other accountable to comply with the principles of the Code, encouraging ethical behaviour and the good faith reporting of unethical actions and human rights violations without fear of retaliation or victimisation.
- Employees must, regardless of their role in Sasol, commit to following the Code every day.
- Employees must acknowledge that as part of Team Sasol one persons' actions can affect the entire organisation.



#### Our business partners and customers

We only do business based on fair, lawful and transparent practices that respects human rights. This means:

- Our business partners, including joint ventures over which we have management control and where the joint venture agreement allows for the application of our Code, must follow our Code and show integrity in doing business.
- Our service providers and suppliers (referred to jointly as suppliers) must adhere to and apply the Sasol Supplier Code of Conduct, which is based on this Code.
- We deliver on what we promise to our stakeholders.
- We compete fairly with our competitors.





# Values

**Be:** Safe | Caring | Inclusive  
Accountable | Resilient



## Our five values

Our Code is how we entrench and live Sasol's values. Our values are action orientated to easily translate into our daily interactions and conduct. These values represent non-negotiable behaviours and are the foundation of our organisation.

## Be *Safe*: we always place the safety of our people first

(be it their physical and/or psychological wellbeing)

### CORE PRINCIPLES

- Zero harm remains our top priority and safety always comes first.
- We ensure a secure and safe workplace, which advances the overall wellbeing of all.
- We strive to reduce risks and minimise the potential impact of any incidents.
- We share and learn from previous incidents.
- We create a safe environment where people speak up.

### OUR BEHAVIOUR

- Safety comes first in all I do, always.
- I care about my own safety and that of every person I work with (including suppliers and contractors).
- I take a stand, speak up and own issues related to safety. I will not assume that someone else has reported it.
- I stop what I am doing if it is unsafe and will not perform work that I am not qualified to perform.
- I take time to understand the risk and potential severity of undesirable outcomes.
- I follow the Sasol Life Saving Rules (LSRs).



# Be *Caring*: we care deeply for our people, planet, and communities

## CORE PRINCIPLES

- We prohibit and do not tolerate alcohol, drug and controlled substances abuse in the workplace.
- We manage occupational health and the wellbeing of our employees through our employee wellness initiatives.
- We do not tolerate harassment, victimisation, retaliation, intimidation, assault and bullying.
- We invest in our people and care for each other, our customers, and fenceline communities.
- We apply labour and employment practices that are in line with local legal requirements, and the core conventions of the International Labour Organisation.
- We respect, uphold and protect human rights.
- We respect land and water rights, and engage positively with communities, including indigenous people.
- We work to create a positive and measurable socio-economic impact, responding to key societal challenges in the regions where we operate and with our fenceline communities.
- We minimise environmental impact and ensure sustainability in all we do.
- We prohibit all forms of forced labour and child labour.
- We uphold freedom of association and the right to collective bargaining.
- We apply local environmental compliance regulations.
- We maintain productive stakeholder relationships.

## OUR BEHAVIOUR

- I demonstrate care for every colleague in everything I do and/or say.
- I approach any task as an opportunity to collaborate, learn and support the people I work with.
- I celebrate my colleagues' successes and support their potential to develop further.
- I will not engage in or tolerate any form of harassment or discrimination.
- I will do my part to minimise environmental impacts and support the environmental sustainability initiatives, and sustainable development goals.
- I consider others as equals and treat them the way I would like to be treated.
- I am responsive, solutions driven and see myself as a force for good when I engage with all stakeholders.
- I speak out against behaviours which infringe on human rights and report human rights violations to my line manager, supervisor, or the EthicsLine.



## Be *Inclusive*: we foster inclusivity in all we do, our employees, our customers, and stakeholders

### CORE PRINCIPLES

- We promote and embrace diversity and inclusion.
- We drive gender equality and employment equity.
- We treat each other with dignity and respect.
- We do not tolerate racism and all other forms of unfair discrimination.
- We apply rules fairly and consistently e.g. no selective discipline and/or unjustified preferential treatment.

### OUR BEHAVIOUR

- I make a point seeking out and listening to my colleagues', customers', or stakeholders' views.
- I do not discriminate based on race, colour, religion, age, gender, sexual orientation, gender identity, marital status, disability, ethnic origin or nationality.
- I respect and promote diversity and am aware of my own biases and challenge them constantly.
- I will treat my colleagues with respect, as equals and avoid situations that may be perceived as inappropriate.
- I collaborate with my colleagues by putting thoughts and new ideas on the table because I know that my success is strengthened by the people I work with.



# Be *Accountable*: we own our results

## CORE PRINCIPLES

- We remove unnecessary bureaucracy and empower employees and teams to perform through effective governance.
- We ensure compliance with the requirements of applicable laws and adopted non-binding rules, codes and standards.
- We assess the ethical standards of all our business partners and counterparties.
- We protect Sasol's assets and intellectual property as well as the intellectual property of third parties who have entrusted it to Sasol.
- We ensure that all our data and information is accurate.
- We cooperate fully with lawful investigations and legitimate requests for information in line with regulatory requirements governing access to information and the relevant Sasol policies.
- We promote cybersecurity.
- We keep accurate records and retain, protect and dispose of business records in accordance with regulatory requirements and Sasol's Document Retention Policy.
- We do not engage or support any terrorist activities or organisations, nor actions that will endanger our country, prohibit and do not engage in any form of bribery, corruption or fraud.
- We actively manage conflicts of interest and offer and accept only reasonable gifts, entertainment and hospitality.
- We consider the appropriateness of our social investment activities as well as the appropriateness of providing donations and sponsorships.
- We assess the suitability of accepting external directorships and cross or interlocking directorships and cross shareholding.
- We manage our social media accounts responsibly, with sound judgement.
- We commit to processing personal information lawfully and protecting the privacy of all our stakeholders.
- We compete fairly and avoid breaches of competition laws.

## OUR BEHAVIOUR

- My decision making is reflective of Sasol's values.
- I embrace having a positive attitude and I strive for excellence in meeting my own as well as the performance targets of my team and colleagues.
- I have the courage to own and acknowledge my mistakes in order to learn from them.
- I have the courage to do the right thing.
- I see it, I own it.
- I am responsible for cybersecurity and I comply with Sasol's IM policies and procedures.
- I will familiarise myself with Sasol's social media policy and take care not to harm Sasol's reputation.
- I am alert and responsive to all legal and compliance matters related to my work, including but not limited to anti-bribery laws, competition laws, insider trading restrictions and data privacy requirements.
- I know that it is my responsibility to report any non-compliance.
- I use Sasol's confidential information for business purposes only and disclose it only to those who are authorised and have a need to know.



## Be *Resilient*: we boldly adapt to change and embrace agility

### CORE PRINCIPLES

- We ensure quality customer service and products.
- We deal fairly with customers and suppliers.
- We work openly with governments and refrain from funding political parties.
- We disclose information accurately and in a timely fashion.
- We ensure awareness of the changing global regulatory landscape maintaining compliance with new laws and regulations.
- We remain resilient in delivering value for our stakeholders as we transition to a lower carbon future.
- We strive on technological innovation.
- We embrace change and work together as Team Sasol to deliver on our promises.
- We create opportunities for regular ideas and knowledge sharing.
- We embrace the ambition of net zero emissions while preserving and creating value and investing in people.

### OUR BEHAVIOUR

- I can be trusted to deliver the right quality product and services on time.
- I go beyond what is expected to ensure customers and other stakeholders are satisfied.
- I adjust to organisational and regulatory changes as needed to ensure compliance.
- I keep an open mind to adapt with the changes that are happening around me.
- I embrace positive change and share ideas that contribute towards implementation thereof.
- I use challenges as opportunities to learn new skills.
- I see change as an opportunity.
- I am courageous and I can turn problems into opportunities through collaborations with my team.
- I adapt to a changing working environment to maintain a high level of performance.
- I know that no idea is too small or too big to make a difference. The more ideas the better.





## We prioritise safety

People are our first priority. That is why, to achieve Zero Harm, we prioritise our own safety and that of our colleagues. The safety of employees comes first and we do everything we can, to keep our employees safe and well. We act safely and invest in the health and wellbeing of our workforce.

We provide safe and healthy working conditions at our workplaces and promote safe working conditions for our employees who are working from home.

We contribute to the safety of the workplace by being alert and following the non-negotiable rules, laws, policies and procedures which apply across Sasol globally and by reporting any unsafe conditions.

We do not perform work that we are not qualified to perform and stop work, or the work of others, if we feel that it is unsafe.

We provide adequate training to our teams to ensure that they can manage their own safety and that of their colleagues. We all have the responsibility and authority, to raise any concerns about situations that we feel are unsafe.

We are committed to continuous improvement on our journey to achieving our goal of Zero Harm. Our operations continue to increase and improve reporting of, and learning from, high severity incidents as well as significant near miss events, as a preventative tool to improve safety performance.

We identify, understand, manage and monitor our safety risks as we believe that our goal is achievable through committed leadership, engaged people, teamwork and dedicated focus.

Safe



### We ensure a secure workplace

We ensure that our employees and all other people engaged in Sasol's workplaces; dealings and business activities e.g. suppliers, visitors, learners etc., as well as our assets and our operations have secure and protected work environments.

To do this, we have implemented security procedures designed to prevent and respond to security risks and incidents. To minimise potential human rights risks that may arise from the conduct of security personnel, we have aligned our security procedures with the United Nations Voluntary Principles on Security and Human Rights and the International Code of Conduct for Private Security Providers.

We recognise that when seeking to secure people, assets and sites in conflict environments, or in regions where there is weak regulation of security services, this may present heightened human rights risks. We take appropriate precautions to mitigate such risks, including through pre-screening security personnel, ensuring that our expectations regarding respecting human rights and treating people with dignity are well understood by security personnel and incorporated into security providers' performance agreements.



### Key resources



Sasol Security Policy;



One Sasol SHE Excellence Approach; and



High Severity Incident Programme.



For more information on safety at Sasol please contact the Chief Risk Officer, Vice President: SHE Risk, Incident and Assurance management, Vice President: SHE and Risk Americas, Vice President: SHE and Risk Eurasia, or SHE Manager SHE and Risk Base Chemicals.





## We care about our people's safety and health as well as for the environment

We care for each other and respect each other. This means that we listen to each other and are not afraid to speak up if we have any concerns. Every person is accountable to care and we do this every day in all that we do and/or say.

We recognise the impact that our activities can have on people and the environment. We minimise our environmental footprint as far as possible by running sustainable operations, setting improvement targets and objectives, adhering to environmental regulatory requirements and global goals such as the United Nations Sustainable Development Goals. We provide transparent and regular reporting on our performance.

### In practice, this means we:

Understand and apply Sasol's Safety Health and Environment (SHE) Policies; Security Policy and associated procedures;

Manage SHE risks in all that we do;

Investigate and learn from all SHE incidents;

Communicate any precautions around handling our products to our colleagues, customers and anyone who might be affected; and

Have committed to reduce our carbon footprint by reducing the greenhouse gas emissions from our operations to mitigate Climate Change.

How we do things is just as important as what we do, this permeates all our processes and what we measure.

In all our decisions, we aim to promote sustainable development thus we balance economic, social and environmental needs and use natural resources responsibly.

To address occupational health risks, we learn by assessing and monitoring exposure and surveillance of occupational disease incidence to prevent further harm.



### Key resources



Sasol Safety Health and Environment Policy.



For more information on safety, health and environment at Sasol please contact the Chief Risk Officer, Vice President: SHE Risk, Incident and Assurance management, Vice President: SHE and Risk Americas, Vice President: SHE and Risk Eurasia, or SHE Manager SHE and Risk Base Chemicals.

## We prohibit alcohol, drugs and other controlled substances from impairing our interactions and performance

We do not tolerate the use or consumption of alcohol, drugs and other related substances. We understand the associated risks, namely:

- Most of Sasol's operations involve work in dangerous areas including but not limited to shafts; underground operations; transportation of dangerous goods; operating heavy machinery; plants; hoists; areas where dangerous equipment is used; handling of chemicals, explosives, acids and flammables; heavy current/electrical activities; boilers; engines; turbines; driving of motor vehicles, workshops, and training areas etc.
- Alcohol, drugs and other controlled substances and some prescribed medications, impair our ability to stay alert, interact with those around us and to do our jobs.
- Besides affecting our job performance and productivity, the nature of our work means this could have life-threatening consequences, not only for us but also for those who work with us, or even the broader community.

We ensure that no one who is impaired by alcohol or drugs enters Sasol's premises; conducts Sasol's business; operates Sasol's vehicles or equipment; or operates non-Sasol vehicles to, during, or from any activity related to Sasol or its business. No one may distribute, manufacture, possess or use drugs or alcohol in an unlawful or unauthorised manner in any way connected to Sasol.

We may test any person who has or wants access to our workplaces for intoxication. If they refuse to be tested, or if we discover they are intoxicated, we reserve the right to deny entry or remove them from the workplace.









We ensure that we are aware of the applicable regional policies related to this topic, including the **Alcohol and Substance Abuse Policy (HR RP ER SA 300 – Revision 03 – 01 October 2021)**.



## We root out harassment, bullying and abusive or inhumane conduct or treatment

We do not tolerate any form of harassment, bullying or any conduct that is degrading and inhumane towards others in our workplaces; dealings and business activities, including any form of cyber bullying.

**Examples of harassment and abusive behaviour include:**

	Acts of violence e.g. assault; aggression (in words or conduct) or threat thereof;		Bullying e.g. belittling; mobbing etc.;
	Intimidation e.g. threatening language; victimisation; retaliation (in all forms) etc.;		Racism and all other forms of unfair discrimination;
	Malicious and false accusation including spreading rumors;		Harassment in all forms including sexual harassment e.g. in a form of jokes, language, gestures and unwelcome advances;
	The use of any electronic communication or technology to harass, threaten embarrass or target another person; or		Retaliation against individuals for reporting the above or reporting any other ethics or non-compliance matter.

We expect individuals to speak up (without fear of retaliation and/or victimisation) to root out this type of behaviour.

We acknowledge that feedback and constructive criticism are important, but we commit to delivering these with respect. As a global company we make every effort to understand our cultural differences and sensitivities.

*Caring*



## We invest in our people

We develop, empower and retain values-driven, high-performing employees with the right skills and experience by:

- Selecting employees who abide by our values and culture;
- Investing in skills development;
- Providing appropriate remuneration to attract, retain and motivate the right quality of employees;
- Developing and providing relevant training to existing talent, and having appropriate succession planning;
- Addressing unacceptable behaviour immediately to ensure that clear messaging is given about what is right and wrong;
- Enabling our leaders to deal with unacceptable behaviour and holding them accountable to do so;
- Maintaining positive employee relations through regular review and updates to our employee relations policies; or
- Applying labour and employment practices that are in line with local legal requirements and the core conventions of the International Labour Organisation.

We invest in our people through training, appropriate remuneration, recognition and regular reviews.

We apply discipline fairly and consistently through observing rules of natural justice.

## We positively engage our stakeholders

We respect the rights, customs and cultures of the local and fenceline communities and indigenous people with whom we interact during our business.

### That means we:

Collaborate with and minimise negative effects on local communities as informed by due diligences or impact assessments;

Acknowledge and respect land rights and water rights. Take a risk-based approach to the use of resources with due consideration for local communities and indigenous individuals;

Avoid involuntary resettlements through our project designs;

Mitigate security-related human rights risks by aligning with the Voluntary Principles on Security and Human Rights and International Code of Conduct for Private Security Providers;

Balance cultural heritage, community expectations, economic development and environmental impact; and

Contribute to the stability and prosperity of communities through various social initiatives.

If resettling a community is unavoidable, we comply with local laws and follow the International Finance Corporation (IFC) Performance Standards, as well as the United Nations and other voluntary guidelines on land tenure rights.

When we consult with indigenous peoples, we are guided by international guidelines including IFC Performance Standard 7 and the UN Declaration on the Rights of Indigenous individuals. We obtain free, prior and informed consent where possible.

**We respect human rights**

We recognise that respect for human dignity and the rights of all people, as explained in the Universal Declaration of Human Rights, is critical for the sustainability of our business.

We respect and uphold human rights in accordance with the Sasol Human Rights Policy. Our approach to human rights is premised on compliance with applicable legal requirements in all the jurisdictions in which we conduct our business, and we seek to align our practices with the UN Guiding Principles on Business and Human Rights and UN Global Compact.

We engage in fair labour practices consistent with local legal requirements and the International Labour Organisation Declaration on Fundamental Principles and Rights at Work.

**We:**

- Respect diversity, ensure equal opportunities and eradicate discriminatory practices;
- Prohibit all forms of modern slavery including forced or compulsory labour and child labour;
- Uphold freedom of association and the right to collective bargaining and seek to maintain constructive relationships with trade unions and works councils where we operate;
- Provide safe, secure and healthy working environments that do not infringe on human rights; and
- Provide conditions of employment and remuneration that are fair and competitive.

We respect the rights of our other stakeholders including local and fenceline communities, and indigenous people by complying with law, observing internationally accepted standards including the IFC Performance Standards, and by aligning our practices to voluntary codes such as the Voluntary Principles on Security and Human Rights.

We seek stakeholder feedback to enhance our performance on human rights. We expect our joint venture and business partners and suppliers, to uphold our Human Rights Policy and encourage them to implement similar policies.

We provide grievance mechanisms and ensure human rights concerns. Complaints are appropriately investigated and reported on.





## Key Human Rights resources



Human Rights Policy;



Business and Human Rights Framework;



SHE Policy;



Security Policy;



Supply Chain Policy;



Supplier Code of Conduct;



Modern Slavery Statement; and



A dedicated human rights webpage available under the Sustainability tab on Sasol.com.



For more information on Human Rights at Sasol, please contact Vice President: Securities and Governance Laws or Senior Specialist Corporate Advisory.





## We promote diversity and inclusion, respect and integrity across our organisation

Our people come from different backgrounds and all of us offer unique skills, insights and experiences to Sasol. Our diversity is our strength and we are better as a team because of it.

**We do not unfairly discriminate, consciously or unconsciously based on:**



Race, ethnicity, religion or culture;



Language or nationality;



Age, gender or sexual orientation;



Political opinion or trade union membership; or



Health status or disabilities etc.

## We drive employment equity

### Equal opportunity

We promote equal employment opportunities throughout our organisation, taking into account local regulatory requirements.

In South Africa, we may where it is justified, offer recruitment or developmental advantage to Historically Disadvantaged South Africans in compliance with applicable legislation and policies.

Our leaders, managers and supervisors identify and resolve any employment equity concerns effectively and efficiently.

As employees, we maintain quality relationships with our colleagues, seeking to resolve any disagreement amicably and swiftly.

### Pay and performance

We remunerate our employees fairly, however, some of our people may be paid differently as a result of different accountabilities as well as skills and expertise, which may be scarce and/or in high demand.

This should not be seen as workplace discrimination and/or unfair practices. We need to understand and respond to changing employee markets within the economies Sasol operates.



### Key resources for diversity, inclusion and employment equity



Please contact your Vice President: Human Resources, Vice President: Learning and Talent, Senior Manager Culture Diversity and Inclusion and Specialist Diversity and Inclusion: Energy BU, a Sasol Legal Advisor or your Ethics Officer for support or further information.

*Inclusive*





## We each take accountability for our deliverables

### We actively manage conflicts of interest

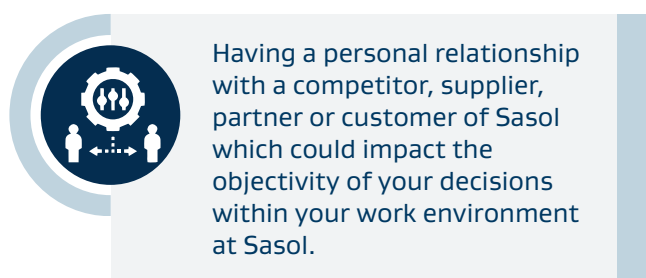
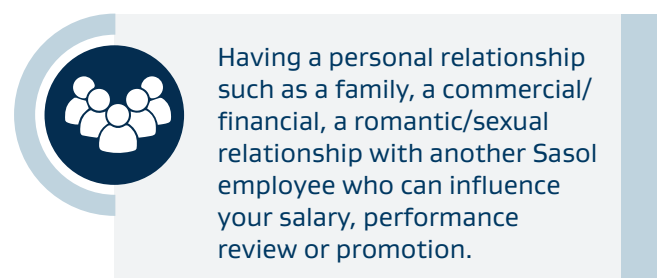
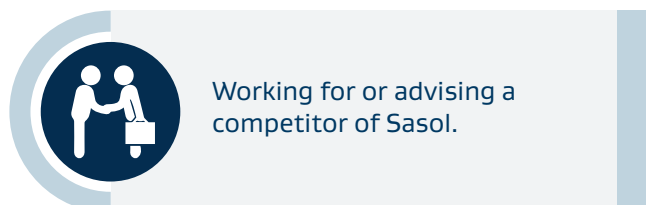
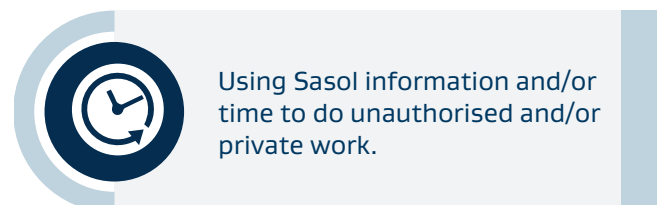
We actively manage actual, potential or perceived conflicts of interest. This represents an important ethical consideration impacting the way we manage Sasol's business.

#### What does a conflict of interest look like?

A conflict of interest may occur when a decision of a Sasol employee may be influenced by his or her personal considerations, such as a relationship or outside interests, or even the interests of friends or family. Directors and employees of Sasol are required to always act in Sasol's best interests.

If a Director or an employee of Sasol could be influenced by private interests when doing their job, this must be declared immediately.

#### Here are some examples:



We manage conflicts of interest, ensuring that we conduct ourselves objectively. If there is an actual, potential or perceived conflict of interest, it must be declared immediately.





### Key resources regarding conflicts of interest:



Sasol Group Conflicts of Interest Policy; and



Sasol Conflicts of Interest Process and Guideline.



Please contact your Ethics Officer or the Group Ethics Office for additional assistance regarding conflicts of interest and the appropriate process to declare and manage them.

## We exercise sound judgement when offering and accepting gifts, entertainment and hospitality

We only accept and give gifts, entertainment and hospitality of a reasonable value. Gifts, entertainment and hospitality could be viewed as a way to gain or give an unfair business advantage. We never accept cash or cash equivalents. Gifts, entertainment or hospitality received should never influence your objectivity in doing your job, nor should they give others a reason to suspect that it will influence your decision.

We will avoid offering undue benefits to public officials and will obtain the necessary approvals, prior, to any gift, entertainment or hospitality being given to a public official.

We assess the appropriateness of all gifts, entertainment and hospitality whether given or received and seek the necessary approvals as required.



### Key resources regarding gifts, entertainment and hospitality:



Sasol Group Gifts, Entertainment and Hospitality Policy;



Sasol Gifts, Entertainment and Hospitality procedure and guideline; and



Sasol Anti-Bribery Policy.



Please contact your Ethics Officer or the Group Ethics Office and/or the Center of Expertise Governance Laws for additional assistance regarding gifts, entertainment and hospitality and the appropriate process to declare and manage them.

Accountable

## **We monitor the appropriateness of our social investment activities as well as the appropriateness of providing donations and sponsorships**

Sponsorships play a key role in building the Sasol brand, helping to create a tangible expression of our values and brand, while having the ability to delight and engage a broad cross-section of stakeholders, including potential and existing customers.

Sponsorship entails the purchase of the right to associate Sasol's name, products and/or services with another organisation's marketing asset (e.g. sports team, competition or event) in return for negotiated benefits. Sponsorship rights can be purchased through financial contributions or the provision of in-kind goods or services.

We define sponsorships as a commercial relationship between Sasol, as a provider of funds, resources or services and an organisation with a marketing asset, which offers rights and association that may be used for marketing purposes in return for the financial investment.

Donations and sponsorships carry the risk of diversion, which is when the donation actually benefits someone other than the charity or organisation it is given to, for example when a donation is made in exchange for a business favour. To prevent this, Sasol implements appropriate controls to monitor the proper utilisation of donations and sponsorships. We will not use donations or sponsorships to inappropriately sway decisions or behaviour.

The approval and/or implementation of a sponsorship agreement is always subject to the required Sasol processes in terms of the applicable delegations of authority, and the legal and governance compliance assessments. Thus, if you want to sponsor or contribute to a charity as part of your Sasol accountabilities prior approval must be obtained.














Accountable



### Key resources

The following group policies must be considered when evaluating potential sponsorship opportunities:

-  Sasol Sponsorship Guidelines;
-  Sasol Conflict of Interest Policy;
-  Group Gifts, Entertainment and Hospitality Policy;
-  Sasol Anti-bribery Policy;
-  Sasol Sanctions Policy;
-  Sasol Finance Policy/ Procedures;
-  Group Social Investment Minimum Standard;
-  Sasol Procurement and Supply Chain Management Policy;
-  Sasol Social Media Policy; and
-  Sasol Global Media Policy.
-  Please contact Vice President: Group Brand and Communications for further guidance and support.

## We assess the suitability of accepting external directorships

There is nothing inherently unethical if an employee holds an external directorship.

However, some directorships can create a perception of a conflict of interest and a risk of non-compliance with competition law. This can negatively affect Sasol's reputation and may constitute an offence.

### To protect our reputation:



We limit external directorships and only allow external directorships as provided for in the Group's External Directorship Policy; and



We consider external directorships carefully and prohibit our people from being a director of our competitors, potential competitors or companies we do business with or donate to.



### Key external directorship resources:



Sasol's Policy statement on Cross Directorships; and



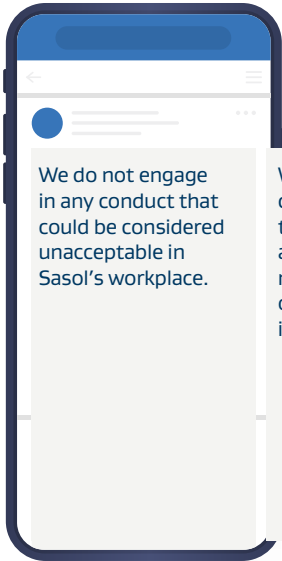
Group External Directorship Policy.



Please contact the office of the Group Company Secretary for additional guidance on external directorships.



## We manage our social media profile



We do not engage in any conduct that could be considered unacceptable in Sasol's workplace.

We show proper consideration for the privacy of others and for topics that may be considered objectionable or inflammatory.

We exercise discretion and sound judgement when posting any information relating to the Sasol brand, and always in accordance to Sasol's requirements set out within its Media and eCommunication Policies.

We are personally responsible for all content that we publish (including "shares" and retweets) on all social media channels.

We are encouraged to use appropriate internal channels or the EthicsLine rather than social media channels to raise personnel or workplace matters.

We use Sasol's electronic communication tools which are authorised for business use by Sasol employees (email, MS Teams, instant messaging, SMS, MMS, Signal, access to internet and social media) in line with Sasol's eCommunication Policy.



### Key social media resources:



Sasol eCommunication Policy; and



Sasol Media Policies.




For more information on social media at Sasol please contact Manager Group Digital Communication Platforms.




**We commit to processing personal information lawfully and protecting the privacy of all our stakeholders**

We respect everyone’s fundamental right to privacy.


To make this happen, we:




Treat personal information in accordance with the Sasol Privacy Principles as incorporated in our Global Data Privacy Policy;



Store personal information securely for a defined period and in accordance with applicable legislation;




Give access only to the people who legitimately require personal information and respect internal information access governance policies and procedures; and




Treat personal information with the highest levels of confidentiality.

We process and protect all personal information in line with applicable data privacy legal and compliance requirements. We minimise the amount of personal information we process, to what is strictly necessary to achieve our purpose.


We adopt appropriate security measures to protect the confidentiality, integrity and availability of all personal information.




**Key data privacy resources:**




Global Data Privacy Policy;



Jurisdiction specific Privacy Incident Management Plan, and Internal and External Privacy Notice; and



Promotion of Access to Information Act (PAIA) Manual (South Africa).



For more information regarding privacy at Sasol, please contact the Group Data Privacy Officer, Principal Specialist: Data Privacy Eurasia or Regional Data Privacy Officer: Africa.



## We guard against bribery, corruption, fraud and terrorism

We have zero tolerance for and oppose corruption and dishonesty in any form.

We will not offer, ask for nor accept, any bribes, directly or indirectly. This applies to our employees, partners, suppliers, customers, regulators and shareholders.

No one connected to Sasol should be influenced or try to influence another person, company or government agency unlawfully. We are honest and transparent with our customers, suppliers, partners, regulators and shareholders. We select our business partners, suppliers and service providers carefully and would rather lose business or miss an opportunity, than obtain or retain it dishonestly or illegally.

We will not use our recruitment processes, social investment activities, sponsorships or donations to obtain any inappropriate benefit.

We guard against the perception of dishonesty and corruption.

### Dishonesty includes:



#### **Bribery and corruption** |

This include offering, giving, promising, requesting, agreeing, to receive or accepting a benefit from anyone with the intention of receiving an unfair advantage, even via a third-party. We will not use our positions within Sasol to obtain inappropriate benefits from external parties, for example employment for family members.



#### **Accepting or offering facilitation payments** |

These include payments meant to speed up routine things like releasing goods from customs.



#### **Intentionally lying or distorting the truth** |

This includes not doing the things we should, such as allowing a false perception to continue while knowing the truth.



#### **Fraud** |

Which is dishonest acts that intentionally use deception to illegally deprive another person or entity of money, property, or legal rights. Unlike the crime of theft, which involves the taking of something of value through force or stealth, fraud relies on the use of intentional misrepresentation of fact to accomplish the taking.

We never ask for, offer, give or accept bribes, directly or indirectly. We will never pay facilitation payments.

This applies to our employees, partners, suppliers, customers, regulators and shareholders. If you notice any suspicious activity, report it to Sasol Forensic Services or the Sasol EthicsLine.

## Payments made under duress (extortion)

The safety of its employees is Sasol's primary concern and we understand that there may be circumstances in which we have no alternative but to make an inappropriate payment in order to protect ourselves or others against loss of life, limb or liberty. Any request for such payment or actual payment made under duress, should be disclosed on the Sasol Declaration System, or the Business or Corporate Centre gift register, and to the relevant Sasol Legal Advisor as soon as possible, including sufficient details regarding the circumstances surrounding the payment and providing evidence why you felt your life or liberty was threatened.

## We prevent money laundering

Money laundering happens when money or other assets that were gained through illegal or criminal means, such as drug trafficking, or weapons sales, are hidden or mixed with legal funds or assets to conceal the origins of those illegal funds/assets and make it look like it came from a legitimate business activity. Money laundering also involves the use of legal funds to support crime or terrorism.

We never become involved in any type of money laundering and we ensure that we know who we are doing business with at all times, by conducting due diligences and continuous screening on our customers, suppliers and partners.

If we are concerned about the legality of any funds or assets, we raise our concerns with our line manager, Group Forensics or the EthicsLine.



### Key anti bribery and anti corruption resources:



Sasol Anti-Bribery Policy.



Please contact your Line Manager, Sasol Legal Advisor or the Center of Expertise Governance Laws for further assistance or information.

## We compete fairly and avoid competition law violations

We compete fairly and comply with competition law regulatory requirements.

Competition law regulatory requirements promote or seek to maintain market competition by regulating anti-competitive conduct by companies.

We compete on the merits of our products and services, on the prices we charge and on the customer loyalty we earn, but never in an anti-competitive way. We treat our customers fairly and we do not share competitively sensitive information with competitors.

**Some examples of anti-competitive practices include:**



 <p>Cartel conduct between competitors. This includes price fixing, market allocation, collusive tendering (bid rigging) and output restrictions.</p>	 <p>Anti-competitive agreements between Sasol and its customers/suppliers.</p>
 <p>Abuse of a dominant market position.</p>	 <p>Exchange of competitively sensitive information with competitors.</p>

We do not share competitively sensitive information with a competitor. This includes information relating to, amongst others, recent, current or future prices, pricing methods, policies, markets, marketing strategies, territories, customers or suppliers. If, for any reason, Sasol is required to disclose or receive competitively sensitive information, first seek guidance from the relevant Sasol Legal Advisor or the Competition Law Centre of Expertise.

We abide by Sasol's Competition Law and Anti-Trust Policy and we ensure that we understand competition law regulatory requirements and the risk of non-compliance in the countries where we operate.



**Key competition law resources:**

-  Sasol's Competition Law and Anti-Trust Policy Statement;
-  Sasol's Policy Statement on Cross Directorships;
-  Trade Association Clearance Procedure; and
-  Various Standards and Guidelines, including on Dealing with Competitors, Procurement, Joint Ventures, Contracts and Contractual Terms, Mergers and Acquisitions, Agents and Distributors.
-  Please contact your Sasol Legal Advisor or the Competition Law Centre of Expertise for further information or assistance.

## We adhere to trade controls and international sanctions

We act responsibly in dealing with imports and exports and comply with applicable international regulations whenever we buy, produce, sell or transfer our products/services across borders.

We could face serious penalties if we breach trade restrictions and export controls.

If any trade requests are received from a country or business to which trade restrictions apply, consult a Sasol Legal Advisor or the Center of Expertise Governance Laws before responding or actioning the request.

We do not engage or support any terrorist activities. We conduct due diligence reviews and continuous screening on customers, suppliers and partners, to aid us in managing our risks.

We only provide our products or services to individuals, entities, customers or countries that are subject to certain sanctions and located in geographic locations that are subject to certain sanctions if we can ensure compliance with applicable sanction laws.



### Key sanctions and trade control resources:



Sasol Sanctions Compliance Policy.



Please contact your Sasol Legal Advisor or the Center of Expertise Governance Laws for further information or support.





## We protect Sasol's information and intellectual property

We respect and protect Sasol's intellectual property and confidential information. We never disclose this information unless there's a legitimate reason to do so, and we do it in line with our Group Disclosure controls and procedures.

### Our intellectual property includes:











We use our brands and trademarks correctly, following any Sasol standards and guidelines that are applicable.

We also protect and respect the intellectual property of others and do not misuse or infringe it. We do not seek out or receive the confidential information of others unless authorised by the information owner.

Any information about Sasol that is not publicly available is confidential. This includes our operations, joint ventures and supplier, customer and employee information.



## Key resources

-  Disclosure control processes;
-  Global Media Policy;
-  Investor Relations Policy;
-  General Sasol Group publication approval governance framework;
-  Sasol Corporate IP Philosophy;
-  Group Technical Publication Policy; and
-  Group Trade Secret Policy.
-  If you are unsure of what constitutes intellectual property or how to deal with it, consult your manager or the Chief Intellectual Property Officer and the Intellectual Property Team within Legal, Intellectual Property and Compliance Services.

If you require guidance regarding the disclosure of certain information, contact the Disclosure Officer or the office of the Group Company Secretary.

## We prevent insider trading

The dealing in securities or shares by any director or employee (“insider”) while in possession of a listed company’s material information that has not yet been publicly disseminated (referred to as “insider trading”) is prohibited. Restrictions are therefore imposed on directors, employees and their family members in this regard. Both the person acting on a tip-off and the one who gave such tip-off commit an offence and may be held jointly and severally liable.

We thus keep Sasol information confidential and not to divulge it to any third party or publish or reproduce any of the information unless there is a business reason for sharing or if required by regulatory requirements. We do not use confidential information as a basis to buy or sell shares or other securities, nor do we pass this information on to others to do so.



### Key insider trading resources:



Process for dealing in Sasol securities; and



Group Disclosure Control Process.



If you require additional information or assistance please contact the Vice President: Global Tax and Governance, Head of TP and International Tax, Senior Manager Tax SA, Senior Manager Tax Rest of Africa, Senior manager Tax Eurasia, or Senior Manager Tax Americas.

## We adhere to tax laws and regulations

Sasol commits to act responsibly and strives to arrange its tax affairs in an efficient manner. Hence, we always fulfil our compliance and disclosure obligations in accordance with all the relevant regulatory requirements in all jurisdictions where we operate.

Sasol operates in multiple tax jurisdictions globally and is subject to both local and international tax laws and regulations. Tax laws are changing regularly, and their interpretation may potentially result in ambiguities and uncertainties, in particular in the areas of international taxation and transfer pricing. Where the tax law is not clear, we interpret our tax obligations in a responsible way, with the support of legal and tax advisors as deemed appropriate.

Sasol strives to maintain a cooperative relationship with Tax Authorities and to conduct all such dealings in an open, transparent and constructive manner. We comply with laws relating to the prevention of tax evasion and prevention of tax evasion facilitation. We are committed to comply with tax laws. Any disputes with tax authorities on the interpretation of tax laws and/or regulations will be addressed in a transparent and constructive manner.



### Key tax resources:



For more information on tax at Sasol, please contact:

- Global Tax Strategy and Management Policy;
- Policies and Procedures across different tax types across jurisdictions;
- Vice President: Global Tax and Governance;
- Head of TP and International Tax;
- Senior Manager: Tax SA;
- Senior Manager: Tax Rest of Africa;
- Senior Manager: Tax Eurasia; and
- Senior Manager: Tax Americas.


## We protect Sasol's assets

We use Sasol's assets and resources to deliver returns for our shareholders and never for personal gain.

**This includes:**



Tangible assets like equipment and Information Technology (IT) hardware; and



Intangible assets like working time that Sasol pays for or information on suppliers, customers, partners and competitors that Sasol has collected.


We use all Sasol's assets appropriately and are responsible for safeguarding them against, amongst other things, theft, loss, misuse or damage.

## We ensure data and information accuracy


We keep accurate records and retain, protect and dispose of business records in accordance with legal requirements and Sasol's Document Retention Policy.

We cooperate fully with legitimate requests for information. We provide truthful and complete information.


**Data and information accuracy extend to our:**



Product information | we ensure our product claims are truthful, whether it is about its safety, quality, performance expectation, limitation or environmental properties.



Financial information | we keep accurate and complete financial and accounting records.



Non-financial information | for example, safety, health and environmental reporting and disclosures.

We are open and transparent with our stakeholders, regarding our product claims, financial information or reports on various aspects of the business.



## We promote cybersecurity

If Sasol supplies a device for business reasons, Sasol may monitor it because the security of our IT and operational technology (OT) systems are essential to run our business. We guard our login details to prevent unauthorised access to our systems.

Sasol issued mobile phones are to be used, transferred and disposed in accordance with the relevant mobile phone policies.

## We ensure ongoing compliance with applicable regulatory requirements in all jurisdictions in which we operate

We comply with all laws, regulatory requirements, Sasol policies and procedures as far as they relate to Sasol.

We acknowledge that this Code does not identify and set out every law, regulatory requirement, policy or procedure that may be applicable to us, and thus we are accountable to ensure that we are aware of and adhere to any other laws, regulatory requirement, policies or procedures that may be applicable to us in our role and specific operating area at Sasol.



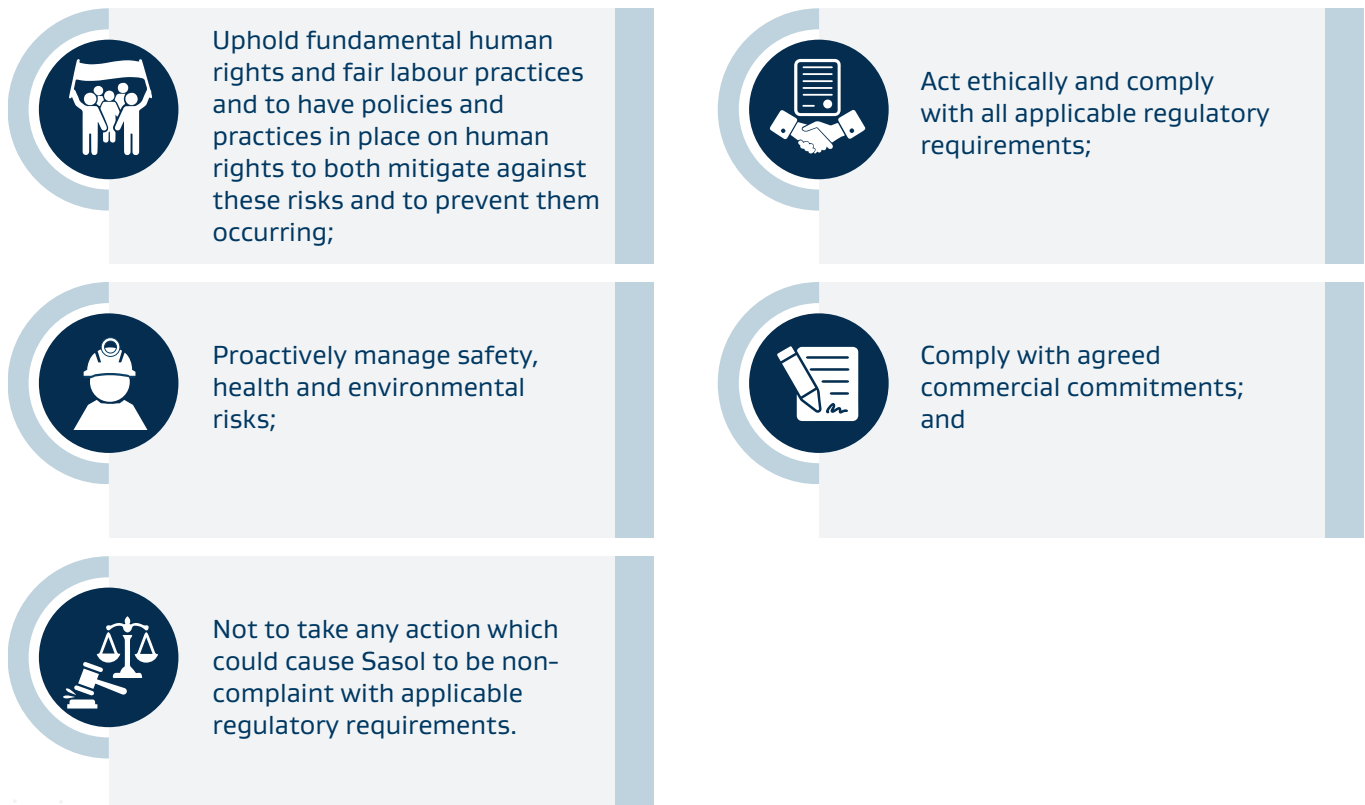


### We maintain ethical and mutually beneficial supplier relationships

Our Supply Chain Policy and Supply Chain Governance Framework set out best practice and provide clear direction on our expectation from suppliers.

The behaviour of our suppliers (including their sub-contractors) affects Sasol, which is why we engage in business with companies that show integrity and adhere to our Supplier Code of Conduct and values.

#### Our expectation of suppliers:



Resilient

## Our supply chain principles:

- We are passionate about achieving excellence in our supply chain process for the benefit of Sasol and our stakeholders;
- We subscribe to ethical business interaction with internal and external stakeholders;
- We establish appropriate processes, mechanisms and training to ensure all employees and external stakeholders can conduct business in an ethical way;
- We explicitly reject any form of dishonesty, including corruption, fraud and bribery;
- We enable our operations and customers through the reliable supply of goods, services and products;
- We establish and maintain ethical and mutually beneficial relationships with all stakeholders;
- We optimise the sustainable execution of our supply chain practices through integrated business processes and systems and an ongoing process of improvement;
- We implement sound management practices to ensure fit-for-purpose supply chain oversight and control;
- We empower, enable, develop and recognise our employees to deliver on our supply chain objectives;
- We pro-actively respond to supply chain safety, health and environmental and human rights risks, and actively minimise our impact on the environment and the communities where we operate;
- We develop regional and local suppliers and pursue local procurement to create shared value;
- We do business with companies that share our values and act with integrity. Our suppliers must comply with our Supplier Code of Conduct; and
- We ensure transparent and fair procurement and commit to equality during our commercial and tender processes, as well as in dealing with potential suppliers by offering equal and uniform opportunity to all participants.



### Key supply chain resources:



Sasol Safety Policies and Procedures;



Sasol's Supplier Industrial Relations Procedure;



Supply Chain Policy;



Supply Chain Governance Frameworks; and



Supplier Code of Conduct.



For more information in regard to supply chain matters at Sasol please contact the Head: Procurement Support, the Senior Manager Standards & Governance, or the Vice President: Supply Chain Eurasia.

## We ensure quality customer service and products

We deliver what we promise to our customers and do our best to keep our commitments through:

- A world-class service;
- Optimal product performance; and
- Competitively priced products and support systems.

Our product stewardship approach seeks to ensure that our procurement of chemicals and raw materials does not support conflict, follows all regulatory requirements and as far as possible, limit the impact on human health and the environment.

We will not sell or manufacture a product if we cannot reasonably be sure it is safe for people and the environment. We also make sure that our product claims are truthful.

We strive to improve our products, services, technology and procedures to deliver quality, safety and innovation. This is echoed in our purpose of “Innovating for a better world”.

We promise what we can deliver and strive to never under-quote to obtain a customer’s business or lock them into non-market-related and unsustainable contracts.

## We drive accurate and timely disclosures

We comply with the regulatory requirements governing fair and timely disclosure of information about our business.

We communicate honestly, accurately and fully in our reports.

We keep affected stakeholders informed by publicly releasing relevant, unambiguous and understandable information.

We don’t show any preference or favouritism to any group of shareholders or potential investors, thereby remaining objective in our business dealings.

We respond to legitimate public enquiries professionally and honestly. If a request is received to publicly disclose Sasol information or make a statement as a representative of Sasol, ensure that the regional Corporate Affairs team and Sasol Legal Advisor is consulted prior to responding.



Resilient



## We work openly with governments and assess political contributions and activities

When working with governments, we act in line with Our Code, knowing that our behaviour can affect our reputation and our global operations. Some countries have strict limitations on the gifts, training, accommodation and travel expenses that can be accepted by their public officials and Sasol will take these into account.

Gifts other than modest gifts to public officials can only be offered in exceptional circumstances and must be approved by the Sasol Centre of Expertise for Governance Laws and a Vice President or in instances where the gift is offered by a Vice President or Senior Vice President, it must be approved by the Centre of Expertise for Governance Laws and an Executive Vice President.

### Practically, this means:

 <p>Being constructive, open and cooperative in our engagements with government officials;</p>	 <p>Never offering benefits to public officials, where such benefits could be perceived to influence decisions or behaviour;</p>
 <p>Avoiding party politics in any country; and</p>	 <p>Refraining from accepting a position of leadership in any political party.</p>

A payment to a political figure or party can be interpreted as asking for future favours or interfering in a democratic process and Sasol will therefore not make any payments to political parties, political party officials or their affiliates.

If we make donations or get involved in political activities, we do it as private citizens and make it clear that we do not represent Sasol in doing so.



## 10 NON-COMPLIANCE

We are all responsible to ensure compliance with our Code and have a duty to report and speak up if we believe anyone is not acting in accordance with the principles of the Code, any other Sasol policy or regulatory requirement.

There are numerous laws and regulatory requirements governing the activities of Sasol and its employees, and many of the standards and principles established in this Code are based on those requirements. Non-compliance with these laws and regulations can have severe consequences, legally, financially and in terms of Sasol's reputation.

Sasol takes a zero-tolerance approach to any illegal or unethical conduct, even if the consequences for Sasol are deemed to be negligible.

Non-compliance with Our Code and relevant policies is a breach thereof. It may also amount to a contravention of the regulatory requirements in your jurisdiction. Any failure to comply with the Code or its supporting policies will be fully investigated, and appropriate action taken. This may include re-training, discipline or other corrective action, up to and including termination of employment, depending on circumstances.

# 11 NON-RETALIATION/ WHISTLEBLOWER PROTECTION

Sasol promotes a culture in which all Stakeholders, especially employees, are encouraged to speak up and report unethical, illegal, or undesirable conduct involving Sasol and those engaged with it, without fear of retaliation or reprisal.

Sasol strictly prohibits any form of retaliation, intimidation, harassment or victimisation against a person who, in good faith, makes a report or raises a concern that he or she reasonably believes to be a violation of Sasol's Code.

Retaliation against employees is prohibited even if their good faith call reports or concerns are proven unfounded by an investigation. Employees who experience retaliation as a result of speaking up against suspected unethical conduct, are urged to immediately report these incidents to the EthicsLine providing all the details of the alleged victimisation or retaliation.

Should anyone within Sasol attempt to retaliate against or victimise an employee for speaking up and making a report in good faith, then such a person will face disciplinary action, up to and including dismissal.

Reports that are made to Sasol in bad faith, or which knowingly contain false and misleading information, or which are malicious, are unacceptable and may lead to disciplinary action, up to and including dismissal, or other corrective action.

Additional information in this regard can be obtained from the Sasol Group Ethics Office and in the Sasol Whistleblowing Policy.



## WHEN YOU SEE SOMETHING THAT ISN'T RIGHT.

When you see behaviours that are inconsistent with our values and our Code or policies - please take responsibility and speak up!

# 12

## HOW TO SPEAK UP WHEN YOU SUSPECT THAT THE CODE IS BEING VIOLATED

All actual or suspected incidents of contraventions of Our Code, Values, Sasol policies or regulatory requirement should be reported to the Sasol EthicsLine using one of the confidential platforms mentioned below:

### By phone



**USA:**  
1800 490 9129  
(Call charges may apply on certain mobile networks)



**China:**  
400 120 3284



**Germany:**  
0800 183 0965



**Italy:**  
800 974 741



**Mozambique:**  
800 112 233  
(toll-free when using TDM network) /  
800 333 312 toll-free when using  
Vodacom network)



**Singapore:**  
1800 216 3302



**South Africa:**  
0800 016 017  
(toll-free)



**United Kingdom:**  
0800 032 4498

### In writing:

**Email:** [sasol@ethics-line.com](mailto:sasol@ethics-line.com)



**Website:** [www.sasolethics.com](http://www.sasolethics.com)

**As part of the formal reporting channels at Sasol, employees may also engage via email, phone or face-to-face with the Sasol Group Ethics Office or any other member of the Sasol ethics community, namely: Operating Model Entity Ethics Officers or Ethics Coordinators.**

Call Reports can be made 24-hours a day, seven days a week in different languages, including English, Afrikaans, Zulu, Sotho, Xhosa, Pedi, Tsonga, Venda, Tswana, SiSwati, Ndebele, Mandarin, Portuguese, Italian and German.

Employees are also provided with an option of remaining anonymous.

The Code is available in various languages.

Training and awareness materials on the various aspects and policies detailed in the Code are available to Sasol employees.



ENGLISH



GERMAN



ITALIAN



MANDARIN



PORTUGUESE



SOTHO



ZULU





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