



SASOL

# GROUP SAFETY, HEALTH AND ENVIRONMENTAL POLICY



The management of Safety, Health and Environment (SHE) applies to everyone at Sasol, across all geographies and in line with all international and national protocols where we operate. It helps us achieve our Purpose of “Innovating for a better world” while we deliver on our triple bottom line outcomes of People, Planet and Profit. Our Values and People Promise underpin this policy and sustain a positive culture in which SHE is embedded through relationships built on care and trust.

As a global chemicals and energy company, with safety as a core value, zero harm remains a top priority as we strive to deliver safe, reliable and responsible operations. Decarbonising and transitioning our operations in a just and equitable manner is central to our activities to continue growing value into the future.

We have a multi-faceted approach to SHE integrated into our environmental, social and governance (ESG) framework. Our aim remains the creation and preservation of sustainable value informed by stakeholder engagements, reasonably responding to stakeholder expectations and being transparent regarding our commitments and performance.

We continuously measure and improve our performance across SHE and appropriately disclose on this. We strongly believe that our workforce is key to delivering on our Future Sasol vision. Our leaders, along with the rest of our workforce, conscientiously endeavour to embed accountability and behaviour that demonstrate care, integrity, compliance and discipline in accordance with our Code of Conduct.

## BY HOLDING EACH OTHER TO ACCOUNT, WE UPHOLD OUR VALUES AND ACHIEVE OUR SHE VISION BY:

- Institutionalising safety as a leadership imperative through a culture of care and discipline.
- Fostering reliable, safe and sustainable operations through a safe and healthy workforce.
- Monitoring and enhancing the physical, mental and emotional wellness of our workforce for sustainable safety and health performance.
- Eliminating fatalities by embedding our high severity incidents (HSI) elimination programme.
- Responsible use of natural resources, preventing pollution and degradation and by exercising our duty of care in respect of quality of air, water, land and biodiversity in the areas within where we operate, including our fence line communities.
- Managing and mitigating our environmental risks in a responsible manner and leveraging opportunities towards achieving our Net Zero ambition.
- Progressing our greenhouse gas (GHG) emission reduction roadmaps in support of our ambition and targets and, in parallel, growing new low-carbon businesses in support of a just transition.
- Respecting, upholding and protecting human rights guided by our Human Rights Policy with every effort to conduct our activities with due care and consideration to the environment and the fence line communities within which we operate.
- Fulfilling our commitments as a Responsible Care® signatory, to enable safe chemicals management throughout a product’s life cycle while ensuring the chemistry contributes to society and benefits the environment.
- Adhering to inherent safe design, asset management and operations discipline as guided by international best practice in order to maintain reliable and safe operations.
- Implementing sustainable practices and internationally recognised management standards.
- Systematic SHE risk and incident management by implementing and assuring critical controls to proactively prevent key undesirable events and incorporating lessons learnt from SHE incidents into employee and service provider training and development programmes to prevent future incidents.

**Simon Baloyi**  
President and Chief Executive Officer