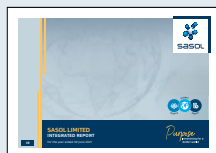


## GRI Index

Our 2021 Sustainability Report has been developed in accordance with the Global Reporting Initiative (GRI) Standards.

### OUR SUITE OF REPORTS

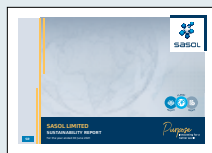
These reports are available on our website, [www.sasol.com](http://www.sasol.com), or on request from Investor Relations. Contact details are on inside back cover (IBC).



#### IR

##### Integrated Report

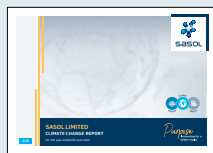
Concise communication about how Sasol's strategy, governance, performance and outlook lead to the preservations and creation of value over the short, medium and long term.



#### SR

##### Sustainability Report

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



#### CCR

##### Climate Change Report

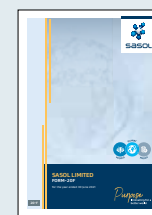
Information about Sasol's climate change risk management process, response strategy and summary of our work underway to address our climate change risks.



#### AFS

##### Annual Financial Statements

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



#### 20-F

##### Form 20-F

Our Annual Report filed with the United States Securities and Exchange Commission (SEC), in line with the requirement of our New York Stock Exchange (NYSE) listing.



Disclosure Number    Disclosure Title

### SASOL RESPONSE 2021

GRI Indicator Link to SDGs

## GRI 102: General

### ORGANISATIONAL PROFILE

102-1	<b>Name of the organisation</b>	Sasol Limited	
102-2	<b>Activities, brands, products, and services</b>	An overview of our principal products is provided in preserving and maximising value creation - our integrated value chains (IR). Additional detail is provided in our Form 20-F (Item 4 Information on the company).	
102-3	<b>Location of headquarters</b>	50 Katherine Street, Sandton, Gauteng, South Africa.	
102-4	<b>Location of operations</b>	An overview of the countries where we operate is provided in our brand and operational presence across the world (IR). Additional detail is provided in our Form 20-F (list of subsidiaries in Exhibit 8.1).	
102-5	<b>Ownership and legal form</b>	Detail is provided in the Annual Financial Statements (AFS), and in our Form 20-F (Item 4 Information on the company and Exhibit 99.4 - Preserving and maximising value creation - our integrated value chains).	
102-6	<b>Markets served</b>	An overview of the countries where we operate is provided in our brand and operational presence across the world (IR). Additional detail is provided in our Form 20-F (list of subsidiaries in Exhibit 8.1).	
102-7	<b>Scale of the organisation</b>	Detail describing the scale of the organisation is disclosed in our operating context and preserving and maximising value creation - our integrated value chains (IR), the performance data table on human capital: our people (SR), the performance overview - Chief Financial Officer's review (IR) and creating value using the six capitals (IR).	
102-8	<b>Information on employees and other workers</b>	Our workforce figures are presented in the performance data table human capital: our people (SR), the global gender and South African race diversity profile in human capital: labour management (SR), and in the creating value using the six capitals (IR). Employee-related social data covers all permanently employed employees. Safety data covers both employees and service providers. Further information is available on request.	<b>SDG 8</b>
102-9	<b>Supply chain</b>	We have more than 7000 suppliers globally providing a diverse range of goods and services. These include suppliers of feedstock, utilities, logistics, industrial facilities and an array of associated professional and support functions. The supply chain management activities are reviewed in the economic transformation and local content (SR).	<b>SDG 12</b>
102-10	<b>Significant changes to the organisation and its supply chain</b>	All acquisitions and disposals are reported on in the AFS in terms of IFRS - IAS 7. In addition we list acquisitions and disposals in the directors report in terms of the Companies Act 71 of 2008 (Companies Act), based on reporting materiality. Any changes to the quantitative reporting parameters are identified in the SR performance data tables and accompanying notes.	
102-11	<b>Precautionary Principle or approach</b>	The principles that underlie the precautionary approach inform our governance framework, which is reviewed in strategically managing our Group top risks (IR) and solid governance instilling confidence and report of the Remuneration Committee (IR). A precautionary approach is particularly important for us in relation to occupational safety and health, and our impacts on the environment. Our activities in implementing these principles are described across our SR. Our CCR provides information about our climate change risk management process, response strategy and summary of work underway to address our climate change risks.	<b>SDG 15</b> <b>SDG 13</b>
102-12	<b>External initiatives</b>	We participate in various international voluntary initiatives relating to sustainable development. These are listed in additional information (SR).	<b>SDG 17</b>
102-13	<b>Membership of associations</b>	An overview of key memberships is provided in the response to 102-12 above.	<b>SDG 17</b>

## GRI 102: General (continued)

Disclosure Number	Disclosure Title	SASOL RESPONSE 2021	GRI Indicator Link to SDGs
<b>STRATEGY AND ANALYSIS</b>			
102-14	Statement from senior decision-maker	Perspectives from senior decision makers are presented in the chairman's statement (IR), president and chief executive officer's statement (IR), (SR) and (CCR), chief financial officer's statement (IR), report of the remuneration committee (IR) social and ethics report of the Chairman of the Safety, Social and Ethics Committee (SSEC) (SR), message from the Chair of the SSEC (CCR).	
102-15	Key impacts, risks, and opportunities	Our approach to managing the key impacts, risks and opportunities is identified throughout our suite of reports: IR, SR, CCR, AFS (note 25), and Form 20-F (Section 3D Risk Factors). An overview is provided in the report of the social and ethics report of the Chairman of the SSEC (SR). A review of our key risks and priorities is provided in strategically managing our Group top risks (IR). An assessment of the impact of key business trends and Sasol's response to these, provided in our operating context (IR). We holistically manage ESG risks and opportunities (SR). A summary of our ESG operating context and sustainability focus areas is provided in performance at glance (SR), our stakeholders' main issues (SR), progress on our contribution to the four prioritised SDGs (SR), and detailed topic-related information under the appropriate sub-headings within our focus areas (SR). Our CCR specifically addresses our climate-related risks and opportunities, outlined in the governance and risk management sections (CCR). Additional information can be found in our most recent CDP climate change submission; available at <a href="http://www.cdproject.net">www.cdproject.net</a> and <a href="http://www.sasol.com">www.sasol.com</a> .	SDG 8 SDG 12 SDG 13 SDG 17
<b>ETHICS AND INTEGRITY</b>			
102-16	Values, principles, standards, and norms of behaviour	An overview of our Code of Conduct and associated governance measures is provided in human rights (SR) and ethics (SR). Refer to solid governance instilling confidence (IR). The Code of Conduct is available at <a href="http://www.sasol.com">www.sasol.com</a> .	SDG 8 SDG 10 SDG 16
102-17	Mechanisms for advice and concerns about ethics	The Sasol EthicsLine is a confidential and independent whistle-blowing system which allows any person to report suspected transgression of the Code of Conduct. Further details are provided in the ethics (SR) and supply chain transformation and responsible sourcing and procurement (SR), as well as on our website ( <a href="http://www.sasol.com">www.sasol.com</a> ).	SDG 8 SDG 10 SDG 16
<b>GOVERNANCE</b>			
102-18	Governance structure	Details on our governance structure, including the various Board Committees are provided in solid governance instilling confidence (IR) and strategically managing our Group top risks (IR). Detail on how our governance structures work in relation to addressing sustainability and climate change is detailed in the social and ethics report of the Chairman of the SSEC (SR), message from the Chair of the SSEC (CCR) and governance and risk management (CCR). The details of the Terms of Reference (ToR) of the Board Committees are available on <a href="http://www.sasol.com">www.sasol.com</a> and filed as exhibit 99.9.2 for the Audit Committee and Remuneration Committee in Form 20-F.	
102-19	Delegating authority	Sustainability issues are considered quarterly at both Group Executive Committee (GEC) and Board Committee level. The President and Chief Executive Officer (CEO) is accountable to the Sasol Limited Board of Directors (Board) for the successful implementation of the Group strategy which is considered and advanced at GEC level.  Our Purpose 'Innovating for a better world' compels us to deliver on triple bottom line outcomes of People, Planet and Profit, and we have placed sustainability firmly at the center of our strategy. Further detail is provided in strategically managing our Group top risks (IR), solid governance instilling confidence (IR), report of the Remuneration Committee (IR), risk management (CCR), and the Board Charter (available at <a href="http://www.sasol.com">www.sasol.com</a> ).	
102-20	Executive-level responsibility for economic, environmental, and social topics	The GEC consider sustainability issues and how these inform Group strategy and policy. The Executive Vice President (EVP) Strategy, Sustainability and Integrated Services leads corporate strategy and sustainability, covering Sasol's ESG focus, including climate change, ethics and business and human rights. Our Purpose 'Innovating for a better world' compels us to deliver on triple bottom line outcomes of People, Planet and Profit, and we have placed sustainability firmly at the center of our strategy. Detail is provided in defining our strategy to get to Future Sasol (IR), strategically managing our Group top risks (IR), solid governance instilling confidence (IR), report of the Remuneration Committee (IR), risk management (CCR).	
102-21	Consulting stakeholders on economic, environmental, and social topics	The GEC sub-committee oversees various stakeholder engagement processes and information is fed back to the Board via the Nomination and Governance Committee, and SSEC. Further detail on consultation processes is provided in engaging with our stakeholders to deliver shared value (IR), strategically managing our Group top risks (IR) and our stakeholders' main issues (SR).	
102-22	Composition of the highest governance body and its committees	The composition of the highest governance body, being the Board, is reported in solid governance instilling confidence (IR), report of the Remuneration Committee (IR) and our Board (IR). We indicate the number of executive and non-executive directors and that the Chairman and CEO are separate. We also confirm evaluation of the independence of the directors and indicate which directors are independent. We use the Johannesburg Stock Exchange (JSE) Listings Requirements, the NYSE Listings Requirements, King and the Companies Act (specifically with reference to the Audit Committee) to evaluate the independence of directors. We report the date of appointment and tenure of directors, other commitments/positions, gender, historically disadvantaged South Africans, competence and the average age of directors. We report on our prescribed officers in the AFS (Remuneration Report).	

## GRI 102: General (continued)

Disclosure Number	Disclosure Title	SASOL RESPONSE 2021	GRI Indicator Link to SDGs
<b>GOVERNANCE (CONTINUED)</b>			
102-23	Chair of the highest governance body	We confirm in solid governance instilling confidence (IR), report of the Remuneration Committee (IR) section that our Chair and CEO are separate and that the Chair is independent. We also indicate that we have an independent non-executive director to replace the Chair in a matter should the Chair be conflicted.	
102-24	Nominating and selecting the highest governance body	The process for nomination and selection of directors is presented in solid governance instilling confidence (IR), report of the Remuneration Committee (IR). We confirm that, amongst others, diversity, independence, expertise and experience is considered. A skills matrix is also included. Further information on the nomination and selection process can also be found in the Board Charter (available at www.sasol.com).	
102-25	Conflicts of interest	This information is reported in solid governance instilling confidence (IR), report of the Remuneration Committee (IR). Remuneration philosophy is also reported in the AFS, as defined by IFRS – IAS 24 and the SEC regulations.	
102-26	Role of highest governance body in setting purpose, values, and strategy	This is covered in the review of solid governance instilling confidence (IR).	
102-27	Collective knowledge of highest governance body	Addressed in solid governance instilling confidence (IR) and governance (CCR). The Chair of the SSEC enhances understanding of sustainability related issues at a Board level.	
102-28	Evaluating the highest governance body's performance	Addressed in solid governance instilling confidence (IR) and the chairman's statement (IR).	
102-29	Identifying and managing economic, environmental, and social impacts	The Board remains ultimately responsible for the oversight and management of risk; including economic, environmental and social. Various consultation processes support risk management, and information is fed back to the Board via the Nominations and Governance committee, and the SSEC. Further detail is provided in strategically managing our Group top risks (IR), solid governance instilling confidence (IR) and in the governance and risk management sections in the CCR.	
102-30	Effectiveness of risk management processes	This is addressed in strategically managing our Group top risks (IR).	
102-31	Review of economic, environmental, and social topics	Sustainability issues are considered by the Nomination and Governance committee and the SSEC, which meet quarterly and review the risks and opportunities. Further detail is provided in strategically managing our Group top risks (IR) and solid governance instilling confidence (IR).	
102-32	Highest governance body's role in sustainability reporting	The SR is reviewed by the Combined Assurance and Disclosure Working Group, and approved by the SSEC.	
102-33	Communicating critical concerns	Our Group risk assessment process ensures that the Board receives information regarding our critical concerns. See managing our material matters (IR) and strategically managing our Group top risks (IR).	
102-34	Nature and total number of critical concerns	The most material issues are communicated throughout the SR and IR, as are the responses to these issues. More detail can be found in managing our material matters (IR), strategically managing our Group top risks (IR), sustainability performance against our focus areas (SR), governance (CCR) and risk management (CCR).	
102-35	Remuneration policies	Addressed in the report of the Report of the Remuneration Committee (IR). Further information can be found in the AFS, which holds the full remuneration report.	SDG 10
102-36	Process for determining remuneration	Addressed in the report of the Report of the Remuneration Committee (IR). Further information can be found in the AFS, which holds the full remuneration report.	SDG 8 SDG 10
102-37	Stakeholders' involvement in remuneration	We use various consultation processes and information which is fed back to the Board via the Remuneration Committee. Information on our remuneration policies and processes is presented in the Report of the Remuneration Committee (IR).	SDG 17
102-38	Annual total compensation ratio	In 2020, the Remuneration Committee approved a methodology to track internal pay equity on a level, group, race and gender basis, by country where we employ more than 250 employees on a permanent basis and where the data is available considering personal data privacy laws. The Sasol methodology compares the median total target remuneration (TTR) of the 10% of highest Sasol earners per country, with the median TTR of the lowest 10% Sasol earners per country see pay gaps (IR). The remuneration packages for the company's top executive are reviewed in the AFS (full Report of the Remuneration Committee). Total employee numbers are reported in the performance table human capital: our people (SR).	SDG 10
102-39	Percentage increase in annual total compensation ratio	Over the past number of years, higher percentage annual salary increases have been awarded to employees covered by collective bargaining units than to top management – see pay gaps (IR). The remuneration packages for the company's top executive are reviewed in the comprehensive Report of the Remuneration Committee (AFS). Total employee numbers are reported in the performance table human capital: our people (SR).	SDG 10

## GRI 102: General (continued)

Disclosure Number	Disclosure Title	SASOL RESPONSE 2021	GRI Indicator Link to SDGs
<b>STAKEHOLDER ENGAGEMENT</b>			
102-40	List of stakeholder groups	Our key stakeholder groups are identified in engaging with our stakeholders to deliver shared value (IR). Our stakeholders include local communities, national, provincial or local government authorities, politicians, religious leaders, civil society organisations and groups with special interests, the academic community and media. In addition, they include employees, investors, suppliers, customers and business partners.	SDG 17
102-41	Collective bargaining agreements	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, Human Capital: Labour management (SR). Union membership in Germany is not recorded (for legal reasons); there are compulsory co-determination agreements with workers.	SDG 8
102-42	Identifying and selecting stakeholders	Detail is provided in engaging with our stakeholders to deliver shared value (IR). Drawing on the King IV™ guidelines for best-practice stakeholder engagement, Sasol defines stakeholders as those who have an interest in, and potential to, impact our business, as well as those who may be impacted by our business.	SDG 17
102-43	Approach to stakeholder engagement	Our engagement approach is reviewed in the section engaging with our stakeholders to deliver shared value (IR), with additional information in our stakeholders' main issues (SR). We recognise that our success as an organisation depends on the support of multiple stakeholders. Sasol develops annual systematic engagement plans where various stakeholder groupings are engaged a minimum number of times per year, as required to ensure sufficient engagement. This is referred to as the systematic positioning plan and includes targets for numbers of engagement with the following stakeholder groups: government/regulators; communities; non-government organisations; media; and employees. Further detail on specific engagement processes related to products, employee's, communities, suppliers and contractors, ethical practice and human rights is provided in these sections within safe and enduring operations (SR) and growing shared value - Sasol in society (SR).	SDG 17
102-44	Key topics and concerns raised	We communicate regularly with a broad stakeholder base on issues of significant interest or impact to them, including our performance, decisions and activities in relation to ESG issues. Through engagement with our various stakeholders diverse issues have been raised by the different stakeholder groups. A review of how we are identifying and addressing stakeholder priority issues is provided in engaging with our stakeholders to deliver shared value (IR) and our stakeholders' main issues (SR).	
<b>MATERIAL ASPECTS AND BOUNDARIES</b>			
102-45	Entities included in the consolidated financial statements	Information regarding our reporting segments can be found in the AFS.	
102-46	Defining report content and topic Boundaries	Sasol has followed the process for defining the report content as outlined in GRI Standard 101   Foundation. The report content has been informed, amongst other things, by: the expectations of our stakeholders; our internal risk management processes and implementation of our sustainability framework, which have informed the identification of our most material issues; the requirements of the King IV™ governance standard; and with consideration to the recommendations of the GRI's Sustainability Reporting Standards. Material aspects have been chosen with the aim of demonstrating our impacts, risks and opportunities and how we create, preserve and erode value over time. This GRI Standard table provides the reader with a review of our current process and performance and areas for development. All indicators in the G4 Minerals & Mining Sector Disclosure have been reported on, as outlined in this table.	
102-47	List of material topics	An overview of our material matters is presented in managing our material matters (IR), and about this report (SR). In terms of the GRI aspects, those that are not seen to be material are identified in this table, and the reasons for this assessment are provided in the response to each relevant aspect below.	
102-48	Restatements of information	All significant items are reported on a like-for-like basis. 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 operating model entities 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 (SR), with explanatory footnotes where applicable	
102-49	Changes in reporting	The Sasol 2.0 transformation programme necessitated an overhaul of the SAP SuPM system to effectively reflect the new operating mode (SR). Information regarding our reporting segments can be found in the AFS.	
<b>REPORTING PROFILE</b>			
102-50	Reporting period	1 July 2020 to 30 June 2021.	
102-51	Date of most recent report	2020.	
102-52	Reporting cycle	Annual, with internal quarterly performance reports issued on selected issues.	
102-53	Contact point for questions regarding the report	Sasol Public Affairs; Telephone: +27 (0) 10 344 5000.	

## GRI 103: Management approach

Disclosure Number	Disclosure Title	SASOL RESPONSE 2021	GRI Indicator Link to SDGs
<b>REPORTING PROFILE (CONTINUED)</b>			
102-54	Claims of reporting in accordance with the GRI Standards	This document, available on the Sasol website (www.sasol.com) . This report has been prepared in accordance with the GRI Standards: Comprehensive option.	
102-55	GRI content index	This document is available at www.sasol.com.	
102-56	External assurance	The assurance statement is provided in the SR.	
103-1	Explanation of the material topic and its Boundary	Sasol is a global integrated chemicals and energy company. The topics deemed material have been informed by the process for defining the report content as outlined: GRI Standard 101   Foundation. Sasol is driven to create sustainable value for all our stakeholders. Our strategy takes into account the six capitals, the stakeholders with whom we interact; and the risks and opportunities that our operating environment presents. The past two years have seen Sasol face unprecedented challenges in our history. In the true "can do" spirit of our people, Team Sasol has managed to successfully steer out of troubled waters. It's by no means over, but we have achieved so much in a relatively short period of time. Not only have we embraced our new Purpose, we have also updated our strategy to ensure our sustainability. We continuously monitor our material matters that we have identified as having the potential to substantially affect – both positively and negatively – our ability to create value over the short, medium and long term. These topics are influenced among other things, by: the expectations of our stakeholders; our internal risk management processes and implementation of our sustainability framework, which have informed the identification of our most material issues; the requirements of the King IV™ governance standard; and with consideration to the recommendations of the GRI's Sustainability Reporting Standards and the International Integrated Reporting Council's IR framework. Material topics have been chosen with the aim of demonstrating our impacts, risks and opportunities and how we create, preserve and erode value over time. This GRI Standard table provides the reader with a review of our current process and performance and areas for development. Overarching information is provided in managing our material matters (IR). Specific detail on our material sustainability topics appear in sustainability performance against our focus areas (SR), with climate change addressed in our CCR.	
103-2	The management approach and its components	Sasol manages all material matters using similar methodologies. We have a suite of policies, which govern behaviour across ethics, SHE, human resources, labour relations, human rights and ethics. Commitments and goals and targets are approached uniquely within each topic. For health and safety we have a zero harm approach. For water, we follow the water stewardship approach of the CEO Water Mandate and our targets focus on stressed river basins. Where appropriate we participate in collective action to solve systemic issues beyond our factory fence line. Initiatives tackling specific topics can be found throughout the SR and IR. Grievance mechanisms are in place for stakeholders to register issues, using the Sasol EthicsLine, for example. Overarching information is provided in managing our material matters (IR). Specific detail on our material sustainability topics appear in sustainability performance against our focus areas (SR), with climate change addressed in our CCR.	SDG 8 SDG 12 SDG 13 SDG 17
103-3	Evaluation of the management approach	We report annually on our progress in addressing material matters and impacts in the IR, SR and CCR. Information is provided under managing our material matters (IR), our key performance indicators (IR), sustainability performance against our focus areas (SR) and in our CCR. Internal quarterly reports to the Nominations and Governance Committee and SSEC enables that performance is monitored regularly. Where the response to a topic is deemed unsatisfactory, we work to redesign our approach with key stakeholders to improve our performance.	

## Specific standard disclosures

<b>ECONOMIC PERFORMANCE</b>			
201-1	Direct economic value generated and distributed	Economic performance is reported in the IR. A summary of value-added information is provided in the review of our key performance indicators (IR) and value-added statement (SR) and creating value using the six capitals (IR). Further detail on our social investment in growing shared value – Sasol in society (SR).	SDG 7 SDG 8
201-2	Financial implications and other risks and opportunities due to climate change	Information on the implications of climate-related risks and opportunities is provided in the CCR. The implications of climate-related risks and opportunities concerning energy are reported in the resilience in a lower-carbon future (SR) section. More partial disclosures are presented in strategically managing our Group top risks (IR) and our key performance indicators (IR). A detailed assessment of the risks and opportunities of climate change, including (where feasible) an assessment of the financial implications, is provided in our most recent CDP submission, available at www.cdproject.net.	SDG 3 SDG 13
201-3	Defined benefit plan obligations and other retirement plans	Details are provided in the AFS (AFS Note 37 post-retirement benefit obligations) in terms of IFRS – IAS 19.	SDG 15
201-4	Financial assistance received from government	We do not receive any significant financial assistance from government.	

## Specific standard disclosures (continued)

Disclosure Number	Disclosure Title	SASOL RESPONSE 2021	GRI Indicator Link to SDGs
<b>MARKET PRESENCE</b>			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	We are committed to providing competitive and fair wages and believe that we do so at all our operations. An overview of compensation is provided in the AFS (full report of the remuneration committee), with a summary presented in Report of the Remuneration Committee (IR).	SDG 8 SDG 10
202-2	Proportion of senior management hired from the local community	The majority of our operations are located in South Africa, where our policies and procedures for black economic empowerment (B-BBEE) ensure that we employ locally – this includes hiring for senior management positions. In South Africa, approximately 99% of all employees are South African. See global gender and South African race diversity profile in human capital: labour management (SR). We are also committed to promoting “localisation” at our other global operations. Statistics on the ratio of local to expatriate labour is available for specific regions on request.	SDG 8 SDG 10
	Reserves	Details on proven and estimate reserves are provided in the review of property, plant and equipment in the information on the company in our Form 20-F (Item 4D).	
	Closure planning	All the functional Sasol Mining operations have approved Environmental Management Programmes (EMPs) in which closure and decommissioning of operations are addressed. This includes objectives and closure costs. These are available on request. Details of our environmental provisions can be found in the AFS (note 35 – Long term provisions).	
<b>INDIRECT ECONOMIC IMPACTS</b>			
203-1	Infrastructure investments and services supported	Examples of our infrastructure developments and their impacts can be found in Growing shared value - Sasol in society (SR). Further information is available on request.	SDG 3 SDG 10
203-2	Significant indirect economic impacts	Information on Sasol's indirect economic impacts is presented in creating value using the six capitals (IR), our key performance indicators (IR), in the growing shared value - Sasol in society (SR) and economic transformation and local content (SR). We contribute to the provision of public goods and services through taxes paid; we provide full-time employment (directly and indirectly) and invest in the long-term development of people through training and skills development; and we stimulate economic activity through our procurement activities and upstream through the customers we service.	SDG 3 SDG 10
<b>PROCUREMENT PRACTICES</b>			
204-1	Proportion of spending on local suppliers	Details on our procurement activities and B-BBEE scorecard are provided in economic transformation and local content (SR), with additional data in the performance data table for social capital - our society (SR). Our preferential procurement practices and local content requirement prerequisites in the areas we operate in provide us with an opportunity to drive local requirements and, in South Africa, to provide a specific focus on social and economic transformation within our sphere of influence.	SDG 12
<b>ANTI-CORRUPTION</b>			
205-1	Operations assessed for risks related to corruption	Outlined in ethics (SR), economic transformation and local content (SR) and solid governance instilling confidence (IR). Risk-based legal compliance processes, controls and systems are applied consistently in all Sasol businesses and enterprise functions, with the aim of providing reasonable assurance that all our business units comply with applicable laws and that the risk of non-compliance (including on issues relating to corruption) is minimised in an effective and efficient manner across the Group. Sasol's Code of Conduct, which among others deals with anti-corruption and bribery, has been communicated throughout the company, and is continued to be strengthened through awareness and training. We have an economic crime risk management policy and plan. The plan approved by the Sasol Board and has been in place for a number of years. The economic crime checklist provides guidance on the economic crime from a governance process (high level oversight at top management level) and ethics and awareness. We also have a separate forensic department that manages economic crime prevention and detection initiatives. The annual certification process for middle and senior management for anti-corruption and Code of Conduct further supports efforts to fight corruption.	SDG 8
205-2	Communication and training about anti-corruption policies and procedures	Addressed in ethics (SR), economic transformation and local content (SR). All Sasol employees and directors are required to adhere to the Code of Conduct. High risk employees are trained regularly and required to formally certify that they know and understand the code. Supply chain employees are also trained regularly to ensure the understanding and implementation of anti-bribery and corruption (ABAC) practices. We have also implemented processes for ABAC practices in our dealings with suppliers.	SDG 8
205-3	Confirmed incidents of corruption and actions taken	Details provided in ethics (SR).	SDG 8
<b>ANTI-COMPETITIVE BEHAVIOUR</b>			
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	This is addressed in our account of fines, penalties and settlements in our Form 20-F (Item 4B, Business overview, Legal proceedings and other contingencies, as well as item 40.1 Litigation in the AFS).	SDG 8

## Specific standard disclosures (continued)

Disclosure Number	Disclosure Title	SASOL RESPONSE 2021	GRI Indicator Link to SDGs
<b>PRODUCTS AND SERVICES</b>			
301-1	Materials used by weight or volume	A quantitative account of Sasol's total material use is provided in the performance data table natural capital - our environment (SR).	SDG 8 SDG 12
301-2	Recycled input materials used	Information on our approach to waste management and the reuse of coal ash is provided in sustainable use of plastics (SR) and waste management (SR).	SDG 8 SDG 12
301-3	Reclaimed products and their packaging materials	Information on our approach to waste management and the reuse of coal ash is provided in sustainable use of plastics (SR) and waste management (SR).	SDG 8 SDG 12
<b>ENERGY</b>			
302-1	Energy consumption within the organisation	A quantitative and externally audited account of direct energy consumption is provided in the performance data table natural capital - our environment (SR).	SDG 7 SDG 8 SDG 12 SDG 13
302-2	Energy consumption outside of the organisation	A once off study was undertaken in 2009 to ascertain the emissions associated with energy consumption outside the organisation in the form of fuel consumption for road, rail and marine transportation of our product. These results were reported in our 2010 online sustainability report. Sasol currently does not track or report energy consumption outside of the organisation on an annual basis.	SDG 7 SDG 8 SDG 12 SDG 13
302-3	Energy intensity	Sasol reports on energy efficiency measure which takes account of the amount of Gigajoules consumed per ton of production. This measure is tracked quarterly by operations excellence. Primary energy sources such as coal and gas as well as purchased electricity are included in the measure. Energy efficiency activities are disclosed in resilience in a lower-carbon future (SR), with GHG intensity measures are presented in the performance table natural capital - our environment (SR) and in the CCR. Energy measurements and intensity targets are discussed in material matters impacting value creation (IR), our key performance indicators (IR) and the report of the remuneration committee (IR).	SDG 7 SDG 8 SDG 12 SDG 13
302-4	Reduction of energy consumption	Energy efficiency activities are disclosed in resilience in a lower-carbon future (SR) and the CCR, with metrics presented in the performance table natural capital - our environment (SR), material matters impacting value creation (IR) and our key performance indicators (IR). Further information can be found in our latest CDP climate change submission (available at <a href="http://www.cdproject.net">www.cdproject.net</a> and <a href="http://www.sasol.com">www.sasol.com</a> ).	SDG 7 SDG 8 SDG 12 SDG 13
302-5	Reductions in energy requirements of products and services	Sasol does not currently track the reductions of energy requirements of sold products. Since 2013, through our annual submission to the CDP, we have been reporting the greenhouse gas (GHG) emissions associated with our sold products.	SDG 7 SDG 8 SDG 12 SDG 13
	Total amount invested in renewable energy	We are 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 photovoltaic (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 see CCR.	SDG 13
	Total amount of renewable energy generated by source	We are pursuing renewable energy and signing agreements to purchase 600 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 - see CCR.	SDG 13

## Specific standard disclosures (continued)

Disclosure Number	Disclosure Title	SASOL RESPONSE 2021	GRI Indicator Link to SDGs
<b>WATER AND EFFLUENTS</b>			
303-1	Interactions with water as a shared resource	Demand for water from the Integrated Vaal River System (IVRS) outstrips supply. More information on our water stakeholder engagements and aspects, including risks, targets and data can be found in strategically managing Group top risks (IR), water management (SR), the performance data table natural capital - our environment (SR), our latest CDP Water submission (available at www.cdproject.net and www.sasol.com). The annual Communication on Progress (COP) against the six focus areas of the CEO Water Mandate is published with our SR, and can be accessed at www.sasol.com.	SDG 6 SDG 3 SDG 17
303-2	Management of water discharge-related impacts	Sasol responsibly manages its effluent-related water discharge and related impacts. In South Africa, Sasol operates within a very clear legal framework, and the effluent generated by our operations is treated to meet compliance conditions specified by government in our water-use license. Information on the compliance of each of our South African operations to these conditions is presented in the water management (SR) and environmental compliance (SR) sections. More information on the conditions of our water-use licenses is available on request.	
303-3	Water withdrawal	Sasol's total water withdrawal and water withdrawal at our different operations is reported in the performance data table natural capital - our environment (SR). Further details are provided in water management (SR) and our latest CDP Water submission (available at www.cdproject.net and www.sasol.com).	SDG 6 SDG 12 SDG 13 SDG 15
303-4	Water discharge	Sasol's liquid effluent discharge is reported in the performance data table natural capital - our environment (SR). Our total water discharge is via onsite treatment plant or other facilities of the plant, including effluent disposed to municipal sewer, sea outfall, or to streams under permit conditions. It does not include effluent streams to enclosed sewers discharging to third-party treatment facilities (either privately or publicly owned). We do not currently provide a detailed breakdown of total water discharge by quality and individual destination for our many individual organisations globally. Further information is available in our latest CDP Water submission available at www.cdproject.net and www.sasol.com.	SDG 3 SDG 6 SDG 12 SDG 13 SDG 15
303-5	Water consumption	The water performance compared to the previous years is disclosed in the water management section (SR) as well as in the United Nations (UN) Global Compact COP including the CEO water mandate. Water recycled at our different operations is reported alongside the water withdrawal data in the performance data table natural capital - our environment (SR). Further information is available on request.	SDG 6 SDG 7 SDG 8 SDG 12
	Volume and disposal of formation or produced water	Sasol has a minimal produced water footprint. Sasol's upstream operations in Mozambique generate a small volume of produced water which is managed on site, some of which could be re-injected at dedicated re-injection well at the CPF.	
<b>BIODIVERSITY</b>			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	This data is reported in the performance data table natural capital - our environment (SR) at a group-wide level. We have not undertaken a specific assessment of the nature of the 'biodiversity value' of all the land that we own, lease, or manage, or that we are adjacent to. We do not currently have operations in areas that have been declared 'biodiversity hotspots' (areas identified as being critical or endangered eco-regions). Biodiversity assessments are conducted on all significant new developments as part of environmental impact assessments. Further information is provided in land and biodiversity (SR).	SDG 6 SDG 7 SDG 15
304-2	Significant impacts of activities, products, and services on biodiversity	Our biodiversity approach and performance is reported in land and biodiversity (SR), with additional information in the performance data table natural capital - our environment (SR) and related footnotes.	SDG 6 SDG 7 SDG 15
304-3	Habitats protected or restored	We have not undertaken a specific assessment of the nature of the 'biodiversity value' of all the land that we own, lease, or manage, or that we are adjacent to. We do not currently have operations in areas that have been declared 'biodiversity hotspots' (areas identified as being critical or endangered eco-regions). Biodiversity assessments are conducted on all significant new developments as part of environmental impact assessments. Sasol does undertake partnerships to restore habitats and reports on the status of each area at the close of each reporting period. Further information is provided in land and biodiversity (SR), with additional information in the performance data table natural capital - our environment (SR) and related footnotes.	SDG 6 SDG 7 SDG 15



## Specific standard disclosures (continued)

Disclosure Number	Disclosure Title	SASOL RESPONSE 2021	GRI Indicator Link to SDGs
<b>BIODIVERSITY (CONTINUED)</b>			
304-4	<b>IUCN Red List species and national conservation list species with habitats in areas affected by operations</b>	There are no known red data species potentially impacted by our operations.	<b>SDG 6</b> <b>SDG 7</b> <b>SDG 15</b>
	<b>Significant sites in which biodiversity risk has been assessed and monitored</b>	The biodiversity risks have been assessed at both the Sasolburg and Secunda operating sites through extensive scientific biodiversity studies, which makes up more than 80% of existing operations. The scientific assessments have defined the criteria to set the biodiversity conservation priorities. Biodiversity assessments are conducted on all significant new developments as part of environmental impact assessments. We are also working to assess the biodiversity of the habitats in land currently owned, leased or managed throughout the Group.	
	<b>Land disturbed or rehabilitated</b>	This data is reported in the performance data table natural capital - our environment (SR) at a group-wide level.	
	<b>Sites identified as requiring biodiversity management plans</b>	No sites have been identified at this point requiring specific biodiversity management plans.	
<b>EMISSIONS</b>			
305-1	<b>Direct (Scope 1) GHG emissions</b>	Our Scope 1 GHG emissions data by material GHG can be found in the performance data table natural capital - our environment (SR). A more detailed account of our emissions and response to climate change can be found in our CCR, and in our most recent CDP climate change submission; available at <a href="http://www.cdproject.net">www.cdproject.net</a> and <a href="http://www.sasol.com">www.sasol.com</a> . GHG emissions have been calculated and reported in accordance with the GHG Protocol ( <a href="http://www.ghgprotocol.org">www.ghgprotocol.org</a> ) and the Intergovernmental Panel on Climate Change (IPCC) 2006 Guidelines. An external assurance provider has independently verified our direct and indirect emissions levels.	<b>SDG 3</b> <b>SDG 12</b> <b>SDG 13</b> <b>SDG 15</b>
305-2	<b>Energy indirect (Scope 2) GHG emissions</b>	Our Scope 2 GHG emissions data can be found in the performance data table natural capital - our environment (SR). A more detailed account of our emissions and response to climate change can be found in the CCR, and in our most recent CDP climate change submission; available at <a href="http://www.cdproject.net">www.cdproject.net</a> and <a href="http://www.sasol.com">www.sasol.com</a> .	<b>SDG 3</b> <b>SDG 12</b> <b>SDG 13</b> <b>SDG 15</b>
305-3	<b>Other indirect (Scope 3) GHG emissions</b>	A detailed account of our Scope 3 emissions and response to climate change can be found in our CCR, and in our most recent CDP climate change submission; available at <a href="http://www.cdproject.net">www.cdproject.net</a> and <a href="http://www.sasol.com">www.sasol.com</a> .	<b>SDG 3</b> <b>SDG 12</b> <b>SDG 13</b> <b>SDG 15</b>
305-4	<b>GHG emissions intensity</b>	Our GHG emissions intensity data can be found in the performance data table natural capital - our environment (SR). A more detailed account can be found in our CCR and in our most recent CDP submission; available at <a href="http://www.cdproject.net">www.cdproject.net</a> and <a href="http://www.sasol.com">www.sasol.com</a> .	<b>SDG 13</b> <b>SDG 15</b>
305-5	<b>Reduction of GHG emissions</b>	Sasol has adopted a three pillar GHG emission reduction framework. We have set a 2030 target to reduce global emissions by 30% (off a 2017 baseline and excluding National Petroleum Refiners of South Africa (Pty) Ltd (Natref) and a 2050 Net Zero ambition from a 2017 baseline. Additional information can be found in our CCR and our most recent CDP climate change submission; available at <a href="http://www.cdproject.net">www.cdproject.net</a> and <a href="http://www.sasol.com">www.sasol.com</a> .	<b>SDG 13</b> <b>SDG 15</b>
305-6	<b>Emissions of ozone-depleting substances</b>	Quantitative and qualitative information on Sasol's approach to phasing out ozone depleting substances has been reviewed in our pre-2016 sustainable development reports all of which are available on our website ( <a href="http://www.sasol.com">www.sasol.com</a> ). We believe this to be sufficiently well managed and no longer a key material issue.	<b>SDG 3</b> <b>SDG 12</b> <b>SDG 13</b>
305-7	<b>Nitrogen oxides, sulphur oxides, and other significant air emissions</b>	An overview of our atmospheric emissions can be found in air quality management (SR) with compliance-related matters captured in environmental compliance (SR). The mass of significant air emissions can be found in the performance data table natural capital - our environment (SR).	<b>SDG 3</b> <b>SDG 12</b> <b>SDG 13</b> <b>SDG 15</b>

## Specific standard disclosures (continued)

Disclosure Number	Disclosure Title	SASOL RESPONSE 2021	GRI Indicator Link to SDGs
<b>EFFLUENTS AND WASTE</b>			
306-2	Waste by type and disposal method	Sasol's progress towards improving waste management is presented in waste management (SR), with compliance-related matters captured in environmental compliance (SR). Data on waste generated and recycled is provided in the performance data table natural capital - our environment (SR). We do not report on disposal methods and final destinations of all our waste. Although we know the majority of wastes by type and disposal method, we are not currently measuring with sufficient detail and accuracy throughout all of our global operations. Several internal initiatives are in progress to address this data gap with more detailed information and we will report in more detail on this in future.	SDG 3 SDG 6 SDG 7 SDG 12 SDG 13
306-3	Significant spills	Sasol includes the reporting of significant spills as part of our monitoring and reporting of significant fires, explosions and releases (FERs). Significant incidents and compliance-related matters are reported environmental compliance (SR). A quantitative account of significant FERs is provided in process safety (SR) and in the performance data table human capital - our people (SR). The definition of significant FERs is provided in the footnotes to the performance data table human capital - our people (SR).	SDG 3 SDG 6 SDG 12 SDG 13
306-4	Transport of hazardous waste	Our volumes of waste shipped internationally are very small and not material. This is managed at a decentralised level in accordance with systems to ensure that all permits are appropriately applied. Should volumes become significant, this will be monitored and reported in future.	SDG 3 SDG 6 SDG 12 SDG 13
	Volume of flared and vented hydrocarbon	Sasol does not currently report on this issue at a group-wide level. Flaring of vented hydrocarbons is not at present part of the recent significant revisions to the air quality legislation in South Africa. We have introduced energy efficiency projects as part of pollution prevention plans, which included the monitoring of flaring events with the aim to optimise and reduce flaring activities. Our priority continues to be to work to ensure compliance with legislation.	
	Overburden, rock, tailings, and sludges and associated risks	Mining is recording the volumes of its discard dumps and tailings dams. The risks associated with these facilities are managed through adherence to the mine's EMPs. In the future, a consolidated overview of these surface facilities will be provided and we plan to have the systems in place to report on this in more detail.	
<b>ENVIRONMENTAL COMPLIANCE</b>			
307-1	Non-compliance with environmental laws and regulations	Information on significant incidents and matters related to non-compliance are provided in environmental compliance (SR). A review of the relevant legal actions in which Sasol is engaged, including information on the monetary value of significant fines, is provided in our account in our Form 20-F (Item 3D Risk factors, 4.B, Business overview, Legal proceedings and other contingencies, as well as item 40.1 Litigation in the AFS).	SDG 8 SDG 12 SDG 13 SDG 15
<b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>			
308-1	New suppliers that were screened using environmental criteria	Details on actions to reduce environmental impacts in the supply chain are addressed in economic transformation and local content (SR).	SDG 12 SDG 13
308-2	Negative environmental impacts in the supply chain and actions taken	We are working towards the inclusion of environmental criteria within the screening processes for our supply chain. Our approach to reducing environmental impacts in the supply chain is addressed in economic transformation and local content (SR) and product stewardship (SR).	SDG 12
	Products and services - benzene, lead and sulphur content in fuels	As a refinery, we have to comply with the fuels specification requirements for South Africa. Through these requirements, lead has been removed. In terms of sulphur, we have the sulphur recovery unit capturing sulphur (being sold as a products), and benzene is covered in our volatile organic compound (VOC) monitoring. Various projects are underway to significantly reduce benzene.	
<b>EMPLOYMENT</b>			
401-1	New employee hires and employee turnover	The employee turnover figure can be found in the performance data table human capital - our people (SR), with additional information relating to employee's, ethnicity and gender in human capital: labour management (SR). Further information by gender and age is available from our human resources (HR) department on request.	SDG 8

## Specific standard disclosures (continued)

Disclosure Number	Disclosure Title	SASOL RESPONSE 2021	GRI Indicator Link to SDGs
<b>EMPLOYMENT (CONTINUED)</b>			
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sasol does not currently report specifically on these parameters, as we operate in multiple countries with different requirements. We do not believe that it is sufficiently material to provide information on this issue. Temporary employees are covered in the service provider agreements and not covered in the permanent employee reporting.	SDG 8 SDG 10
401-3	Parental leave	Parental leave is covered within our Leave policies and forms part of our employee value proposition. For more detail refer to Human Capital: Labour management (SR).	SDG 8 SDG 10
<b>LABOUR / MANAGEMENT RELATIONS</b>			
402-1	Minimum notice periods regarding operational changes	We have systems in place aimed at ensuring effective dialogue and relations with all employee representative groups throughout our operations globally. If there is to be a restructuring, the process around the restructuring (including notice periods) is discussed and agreed with our Group Partnership Forum (South Africa) and Works Councils (International) and is in accordance with the specific Labour Legislation. Specific provision for consultation relating to operational changes is provided in the collective agreements/works council agreements that have been entered into with trade unions in the various jurisdictions in which we operate. Compliance is governed by country-specific legislation. Minimum notice periods are governed by specific agreements across regions, and therefore not considered material.	SDG 8
	Number of strikes and lock-outs exceeding one week's duration	No employee-days were lost through strike action this year.	
<b>OCCUPATIONAL HEALTH AND SAFETY</b>			
403-1	Workers representation in formal joint management-worker health and safety committees	Various levels of joint management-worker health and safety committees exist as required by law, but also the intent of the law to create dialogue between management and worker representatives. All our employees are represented, through nominated and elected safety, health and environmental (SHE) representatives by formal health and safety committees. These forums discuss issues such as wages, conditions of employment, health and safety, training and development, community care and HIV/AIDS. In South Africa, we engage with union representatives biannually to review our health and safety performance. We maintained constructive relationships with all representative unions and works councils that enjoy consultative or negotiating powers on issues of mutual interest. There is currently no incentive provided to employees to attend.	SDG 8
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Information on Sasol's safety and occupational health performance and the measures being taken to improve the company's performance are provided in occupational safety and high severity incident programme (SR), process safety (SR), occupational health and wellbeing (SR) and the performance data table human capital - our people (SR). Safety performance is also reported in the IR, under strategically managing our Group top risks (IR), managing our material matters (IR), creating value using the six capitals (IR), our key performance indicators (IR) and within the chairman's and CEO's statement (IR).	SDG 3 SDG 8
403-3	Workers with high incidence or high risk of diseases related to their occupation	Occupational health risk and associated occupations are discussed in occupational health and wellbeing (SR), with supporting data presented in the data performance table human capital - our people (SR). In addition, we maintain a strong focus on effective employee communication on risk and prevention. We also provide a rehabilitation and return-to-work programme. Exposure to health stressors are continuously reviewed through our risk management processes, including preventative control implementation, risk-based monitoring of long-term exposure to occupational health stressors and the execution of corrective controls where necessary.	SDG 3 SDG 8
403-4	Health and safety topics covered in formal agreements with trade unions	We engage with union representatives biannually to review our health and safety performance. We maintained constructive relationships with all representative unions and works councils that enjoy consultative or negotiating powers on issues of mutual interest.	SDG 8
<b>TRAINING AND EDUCATION</b>			
404-1	Average hours of training per year per employee	We monitor training, learning and development through measures such as training costs as a percentage of total payroll and training costs per employee. This data is reported in the performance data table human capital - our people (SR), with additional information on our skills-development, education and training activities in the human capital: labour management section (SR).	SDG 8 SDG 10
404-2	Programs for upgrading employee skills and transition assistance programs	Information on our skills-development, education and training activities is reported in human capital: labour management (SR), with supporting data in the performance data table human capital - our people (SR).	SDG 8 SDG 10
404-3	Percentage of employees receiving regular performance and career development reviews	All our employees (100%) are covered by annual and interim performance reviews.	SDG 8 SDG 10

## Specific standard disclosures (continued)

Disclosure Number	Disclosure Title	SASOL RESPONSE 2021	GRI Indicator Link to SDGs
<b>DIVERSITY AND EQUAL OPPORTUNITY</b>			
405-1	Diversity of governance bodies and employees	A review of Sasol's employment equity performance and our related initiatives is provided in human capital: labour management (SR). Detail on the composition of governance bodies is reviewed in solid governance instilling confidence (IR).	SDG 8
405-2	Ratio of basic salary and remuneration of women to men	Pay gap information is provided in the IR.	SDG 8 SDG 10
<b>NON-DISCRIMINATION</b>			
406-1	Incidents of discrimination and corrective actions taken	Our approach to managing ethics (of which discrimination is part) is outlined in ethics (SR), where details on the concerns and issues reported through the EthicsLine are provided.	SDG 8 SDG 10
<b>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Sasol recognises the right of employees to collective bargaining and to freedom of association in accordance with all relevant local labour legislation. We continue to maintain constructive relationships and partnerships with all representative trade unions and works councils in all jurisdictions within which we operate. Our Business and Human Rights programme reinforces our commitment to the advancement of business and human rights. Our Code of Conduct outlines the human rights commitments applicable to our people, as well as our stakeholders including our employees, business partners and service providers. Our Slavery and Human Trafficking Statement provides details as to our commitment to abolishing modern slavery and during this reporting period, we have circulated modern slavery and human trafficking awareness communications to our suppliers. These policies take guidance from the UN Global Compact, UN Guiding Principles on Business and Human Rights, UN Voluntary Principles on Security and Human Rights, the International Bill of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the SDGs. These concerns inform our political risk analysis processes. An overview and further details are provided in human capital: labour management (SR), human rights (SR) and ethics (SR).	SDG 8
<b>CHILD LABOUR</b>			
408-1	Operations and suppliers at significant risk for incidents of child labour	We do not make use of child labour in any of our operations and we constantly monitor and ensure compliance to applicable labour laws. Our Code of Conduct and associated Human Rights and labour policies, guide how we entrench and live Sasol's values when doing business. While no operations have been formally identified within Sasol as currently having incidents of child labour, we continue to improve our approach to assessing the human rights risks of our operations and suppliers. Our approach to managing our own labour practices, and the practices of suppliers and contractors, is reviewed in economic transformation and local content (SR), with further details in ethics (SR) and human rights (SR).	SDG 8 SDG 10
<b>FORCED OR COMPULSORY LABOUR</b>			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Our Code of Conduct, the Supplier Code of Conduct and associated Human Rights and labour policies, guide how we entrench and live Sasol's values when doing business. While no operations have been formally identified within Sasol as currently having incidents of forced or compulsory labour, we continue to improve our approach to assessing the human rights risks of our operations and suppliers. Through the implementation of our supplier engagement plan, we review the practices of suppliers and contractors. Our Supplier Code of Conduct is explicit that our suppliers must not participate in, or benefit from, any form of forced labour and/or child labour. Our approach to managing our own labour practices, and the practices of suppliers and contractors, is reviewed in economic transformation and local content (SR), with further details in ethics (SR) and human rights (SR). The Supplier Code of Conduct has a section on forced labour, which states: "Suppliers must not participate in, or benefit from, any form of forced labour – which is work performed involuntarily under threat of penalty. Forced labour includes bonded labour, debt bondage, forced prison labour, slavery, servitude or human trafficking".	SDG 8 SDG 10
<b>SECURITY PRACTICES</b>			
410-1	Security personnel trained in human rights policies or procedures	All security personnel receive training in Sasol's Code of Conduct, which includes aspects of human rights. While there is thus full coverage in terms of this training, we continue to investigate and implement further training as required.	SDG 8

## Specific standard disclosures (continued)

Disclosure Number	Disclosure Title	SASOL RESPONSE 2021	GRI Indicator Link to SDGs
<b>INDIGENOUS RIGHTS</b>			
411-1	<b>Incidents of violations involving rights of indigenous peoples</b>	There have been no incidents of violations involving rights of indigenous people. Our approach to ensuring that the rights of indigenous peoples are respected is protected in our Human Rights Policy and also presented in human capital: labour management (SR), ethics (SR) and human rights (SR). The Sasol Code of Conduct (available at <a href="http://www.sasol.com">www.sasol.com</a> ) details how we respect and respond to the rights of local communities, including indigenous peoples. Our commitment to human rights includes an increased focus on developing appropriate monitoring and assurance mechanisms.	<b>SDG 8</b>
	<b>Operations where indigenous communities are present or affected by activities</b>	Using the understanding of Indigenous Peoples as formulated for example by the International Labour Organization (ILO) and UN agencies, there are currently no such operations within Sasol.	
	<b>Operations taking place in or adjacent to Indigenous Peoples' territories</b>	Using the understanding of Indigenous Peoples as formulated for example by the International Labour Organization (ILO) and UN agencies, there are currently no such operations within Sasol.	
<b>HUMAN RIGHTS</b>			
412-1	<b>Operations that have been subject to human rights reviews or impact assessments</b>	We aim to identify and manage human rights-related risks and to remediate any adverse human rights impacts we have caused or to which we have contributed. A risk-based approach that includes consideration of human rights and community impact issues is applied towards our projects in line with international standards. Country risk assessments are performed before embarking on operational or business activities in a particular country or region. 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. We also participate in assessments such as the Centre of Human Rights (CHR) benchmark in which our practices are assessed and rated. An overview of these processes is provided in human capital: labour management (SR), human rights (SR) and growing shared value - Sasol in society (SR).	
412-2	<b>Employee training on human rights policies or procedures</b>	All employees are provided with ethics awareness, which includes general awareness on human rights issues. Through various awareness campaigns, Sasol employees are reminded about the company's commitment to uphold and respect human rights in terms of its Human Rights Policy. Training takes place online and is the same for all levels and all genders; it takes approximately one hour per person every year. Training is also integrated into values-based leadership programmes and human resources policies. We implemented a further training and awareness programme as part of our Code of Conduct, which currently includes our human rights policy. An overview of these processes is provided in human capital: labour management (SR), human rights (SR) and growing shared value - Sasol in society (SR).	
412-3	<b>Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening</b>	As part of our current due diligence processes, we contractually bind all our suppliers and require that they meet all legislative requirements. All approved suppliers are on-boarded and have to confirm compliance with applicable laws and the Sasol Supplier Code of Conduct as part of their on-boarding process. We will be implementing a process of monitoring compliance with business and human rights by Sasol suppliers, and ensure that such suppliers comply with our Supplier Code of Conduct. We commercially require our suppliers to act ethically, fairly, to comply with all applicable laws and regulations, uphold fundamental human rights including fair labour practices and to be transparent in their business practices in accordance with our Supplier Code of Conduct. We reserve the right to terminate our business relationship with any supplier who violates the Supplier Code of Conduct or if any of supplier's employees, agents or subcontractors violate this Code. We also reserve the right to terminate our business relationship with suppliers who fail to provide written confirmation to Sasol, upon our request, that they have a program in place to monitor their suppliers and subcontractors for compliance with the Supplier Code of Conduct. 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. For more detail on our Business and Human Rights programme refer to human rights (SR), human capital: labour management (SR), and growing shared value - Sasol in society (SR).	
<b>LOCAL COMMUNITIES</b>			
413-1	<b>Operations with local community engagement, impact assessments, and development programs</b>	Due to the nature, location and scale of our activities the most prevalent human rights issues for Sasol includes the rights of communities near our operations. All our operations have some degree of community engagement and we are committed to delivering social value in the communities where we operate. The extensive stakeholder engagement processes ensure that we are best placed to receive concerns from local communities, and to assess whether there are any business and human rights implications from such concerns. A map of our major operations is provided in our business model (IR). Impact assessments are done as and when needed for projects, leading to development programs where necessary. Examples of our impact on communities are illustrated throughout our SR and IR. Further detail on our initiatives and approach can be found in growing shared value - Sasol in society (SR), human rights (SR), sustaining value and our trade-offs (IR), engaging with our stakeholders to deliver shared value (IR), and in our delivering social value booklet (available at <a href="http://www.sasol.com">www.sasol.com</a> ).	
413-2	<b>Operations with significant actual and potential negative impacts on local communities</b>	All of our process facilities that operate in the hydrocarbon and chemicals processing have potential health, safety and environmental impacts on local communities. A map of our major operations is provided in our business model (IR). We have detailed policies, procedures and technical measures in place to mitigate all of the potential safety, health and/or environmental impacts on these neighbouring communities, and are committed to creating social value in partnership with community stakeholders. An overview of the nature of these impacts and the measures that are being taken to mitigate and improve on these impacts is provided in growing shared value - Sasol in society (SR), human rights (SR), sustaining value and our trade-offs (IR), engaging with our stakeholders to deliver shared value (IR), and in our delivering social value booklet (available at <a href="http://www.sasol.com">www.sasol.com</a> ).	
	<b>Significant disputes with local communities and indigenous peoples</b>	There have been no significant disputes with local communities and indigenous peoples during the reporting period.	
	<b>Sites that have been decommissioned / being decommissioned</b>	Detail is provided in Information on the company in our Form 20-F (Item 4).	

## Specific standard disclosures (continued)

Disclosure Number	Disclosure Title	SASOL RESPONSE 2021	GRI Indicator Link to SDGs
<b>LOCAL COMMUNITIES (CONTINUED)</b>			
	<b>Involuntary resettlement</b>	There were no involuntary resettlements during the period under review.	
	<b>Significant disputes relating to land use and customary rights</b>	There have been no incidents of violations involving rights of indigenous people. We are continuing to build our human rights profile, our work in local communities is ongoing, and our existing initiatives through, for example, water stewardship and product stewardship underpins our commitment to respect and uphold human rights in our operations. We continue to render assistance and support to our employees and local communities in the COVID-19 pandemic. Our commitment to human rights includes an increased focus on developing appropriate monitoring and assurance mechanisms.	
	<b>Use of grievance mechanisms to resolve disputes relating to land use and customary rights</b>	There have been no disputes during the reporting period relating to land use, customary rights of local communities and Indigenous Peoples.	
	<b>Artisanal and Small Scale Mining</b>	This aspect has been deemed not material for the purposes of reporting, as we do not operate any small mines, nor do we engage directly with such operations.	
	<b>Resettlement</b>	There were no resettlements during this reporting period that were required as a direct result of our activities.	
<b>SUPPLIER SOCIAL ASSESSMENT</b>			
414-1	<b>New suppliers that were screened using social criteria</b>	Our supplier screening process includes social criteria, yet we do not report specifically on this metric. Details on these processes for engaging, screening and on-boarding new suppliers in relation to social criteria are provided in economic transformation and local content (SR). We continue to advance our supply chain management processes which will enable us to report more fully on this indicator in future.	<b>SDG 8</b> <b>SDG 12</b>
414-2	<b>Negative social impacts in the supply chain and actions taken</b>	Our supplier screening process includes social criteria, yet we do not report specifically on these metrics. Details on these processes for engaging, screening and on-boarding new suppliers in relation to social criteria are provided in economic transformation and local content (SR). We continue to advance our supply chain management processes which will enable us to report more fully on this indicator in future.	<b>SDG 8</b>
<b>PUBLIC POLICY</b>			
415-1	<b>Political contributions</b>	Contributions or donations to political parties and related institutions are strictly prohibited in South Africa and are limited to the United States.	
<b>CUSTOMER HEALTH AND SAFETY</b>			
416-1	<b>Assessment of the health and safety impacts of product and service categories</b>	Details on our approach to reducing and managing the health and safety impacts of our products is presented in product stewardship (SR). Our full product range is continuously reviewed to establish where products may have to be assessed for health and safety impacts for improvement.	<b>SDG 3</b>
416-2	<b>Incidents of non-compliance concerning the health and safety impacts of products and services</b>	Details on our approach to reducing and managing the health and safety impacts of our products is presented in product stewardship (SR), with significant incidents related to non-compliance reported in environmental compliance (SR). There were no significant incidents of non-compliance relating specifically to product stewardship during the review period. A more detailed review of the relevant legal actions in which Sasol is engaged, including information on the number and monetary value of significant fines, is provided in our Form 20-F (Item 4B, Business overview, Legal proceedings and other contingencies, as well as note 40.1 Litigation in the AFS).	<b>SDG 8</b>
	<b>Process safety events</b>	We have developed a process safety management framework which addresses our understanding of process hazards and risks, process knowledge management and process safety risk management. This framework includes the implementation of standard operating procedures, safe work practices, ensuring the integrity of equipment, managing service providers and ensuring operational discipline through operations excellence. Further, we have processes in place to ensure continuous improvement towards a zero-harm goal. A review of our performance and management approaches governing process safety is provided in process safety (SR).	
<b>MARKETING AND LABELLING</b>			
417-1	<b>Requirements for product and service information and labeling</b>	All of our products (100%) have material safety data sheets (MSDSs) and can be accessed via <a href="http://www.sasol.com">www.sasol.com</a> . Full details on the type of product information needed for each product is available on these MSDSs. Progress in our approach and performance towards safe and transparent products is described in product stewardship (SR).	<b>SDG 12</b>
417-2	<b>Incidents of non-compliance concerning product and service information and labeling</b>	Our significant incidents related to non-compliance are reported in environmental compliance (SR). There were no significant incidents of non-compliance relating specifically to product stewardship during the review period. A more detailed review of the relevant legal actions in which Sasol is engaged, including information on the number and monetary value of significant fines, is provided in our Form 20-F submission (Item 4B, Business overview, Legal proceedings and other contingencies, as well as note 40.1 Litigation in the AFS).	<b>SDG 8</b>
417-3	<b>Incidents of non-compliance concerning marketing communications</b>	Our significant incidents related to non-compliance are reported in environmental compliance (SR). There were no significant incidents of non-compliance relating specifically to product stewardship during the review period. A more detailed review of the relevant legal actions in which Sasol is engaged, including information on the number and monetary value of significant fines, is provided in our Form 20-F submission (Item 4B, Business overview, Legal proceedings and other contingencies, as well as note 40.1 Litigation in the AFS).	<b>SDG 8</b>
	<b>Biofuels produced and purchased</b>	We do not currently produce a material volume of biofuels.	

## Specific standard disclosures (continued)

Disclosure Number	Disclosure Title	SASOL RESPONSE 2021	GRI Indicator Link to SDGs
<b>CUSTOMER PRIVACY</b>			
418-1	<b>Substantiated complaints concerning breaches of customer privacy and losses of customer data</b>	Sasol processes personal data in accordance with applicable data privacy laws. We have received no complaints concerning breaches of customer privacy and experienced no losses of customer data. Our External Privacy Policy is available at <a href="http://www.sasol.com">www.sasol.com</a> . Our significant incidents related to non-compliance are reported in environmental compliance (SR), and complaints or allegations brought through our EthicsLine are reported in the ethics section (SR). A more detailed review of the relevant legal actions in which Sasol is engaged, including information on the number and monetary value of significant fines, is provided in our Form 20-F submission (Item 4B, Business overview, Legal proceedings and other contingencies, as well as note 40.1 Litigation in the AFS).	
<b>SOCIO-ECONOMIC COMPLIANCE</b>			
419-1	<b>Non-compliance with laws and regulations in the social and economic area</b>	A general review of the relevant legal actions in which Sasol is engaged, including information on the number and monetary value of significant fines, is provided in our Form 20-F (Item 4B, Business overview, Legal proceedings and other contingencies, as well as the AFS, note 36 Litigation).	<b>SDG 8</b>