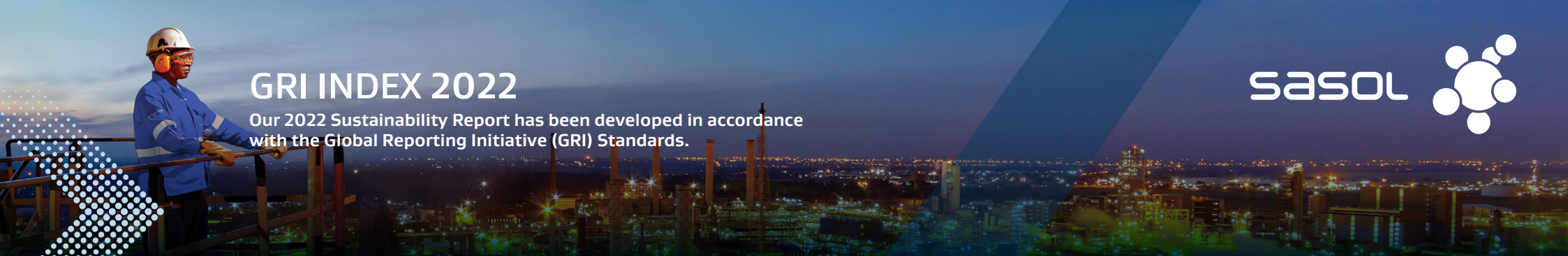


GRI INDEX 2022

Our 2022 Sustainability Report has been developed in accordance with the Global Reporting Initiative (GRI) Standards.



Statement of use		Sasol Limited has reported in accordance with the GRI Standards for the period 1 July 2021 to 30 June 2022	
GRI Standard	Disclosure title	Location	Reason for omission

GENERAL DISCLOSURES

GRI 2: General Disclosures	2-1 Organisational details	2022 Sasol Sustainability Report SR page 1, 77 2022 Sasol Integrated Report IR page 1, 74 2022 Sasol Climate Change Report CCR page 2, 60	
	2-2 Entities included in the organisation's sustainability reporting	SR page 3 – Reporting approach	
	2-3 Reporting period, frequency and contact point	SR page 3 – Reporting approach IR page 3 – Integrated thinking and related reporting CCR page 1 – Contents	
	2-4 Restatements of information	SR page 66 – 75 – Performance data CCR page 11, 56 – 58 – Improving our emissions reporting, Performance data,	
	2-5 External assurance	SR page 75 – Independent assurance report to the directors of Sasol Limited CCR page 58 – Independent Limited assurance report to the directors of Sasol Limited (Scope 3) year ended 30 June 2022	
	2-6 Activities, value chain and other business relationships	IR page 8 and 9 – Our brand and operational presence across the world, our distinctive value chain	
	2-7 Employees	SR page 12 – 14, 67 – 68 – Human capital: Labour management, Performance Data IR page 41 – Performance summary People	
	2-8 Workers who are not employees	SR page 10 – 14, 67 – 68 – Service providers: Occupational safety and HSI Programme, Human capital: labour management, Performance data	
	2-9 Governance structure and composition	IR page 56 to 61 – Governance	
	2-10 Nomination and selection of the highest governance body	IR page 56 to 61 – Governance	

GRI Standard	Disclosure title	Location	Reason for omission
GENERAL DISCLOSURES			
	<p>2-11 Chair of the highest governance body</p> <p>2-12 Role of the highest governance body in overseeing the management of impacts</p> <p>2-13 Delegation of responsibility for managing impacts</p> <p>2-14 Role of the highest governance body in sustainability reporting</p> <p>2-15 Conflicts of interest</p> <p>2-16 Communication of critical concerns</p> <p>2-17 Collective knowledge of the highest governance body</p> <p>2-18 Evaluation of the performance of the highest governance body</p> <p>2-19 Remuneration Policies</p> <p>2-20 Process to determine remuneration</p> <p>2-21 Annual compensation ratio</p>	<p>IR page 12 to 13 – Chairman's statement IR page 56 to 61 – Governance</p> <p>IR page 56 to 61 – Governance</p> <p>IR page 5 – About this report IR page 30 to 35, 56 to 61 – Risk Management, Governance</p> <p>SR page 2 – Directors approval SR page 6 – Social and Ethics Report of the Chairperson of the SSEC</p> <p>IR page 56 to 61 – Governance SR page 19-20 – Ethics</p> <p>IR page 20 – 22, 25 – 26 28 – 99, – Operating Context, Trade-offs, Stakeholder issues informing our material matters, Risk Management, Managing our material matters</p> <p>IR page 56 to 61 – Governance</p> <p>IR page 56 to 61 – Governance</p> <p>IR page 62 – 73 – Remuneration Report</p> <p>IR page 62 – 73 – Remuneration Report</p> <p>IR page 62 – 73 – Remuneration Report</p>	<p>During 2022, the Committee reviewed the detailed level pay gap ratios, which showed a downward trend in South Africa, Germany and Italy. In the US the pay gap ratio increased. This was attributed to Sasol's divestiture of a number of businesses which resulted in a transfer of a number of employees from Sasol. The Committee also commissioned a gender pay equity analysis, and no systemic gender pay gaps were identified. The Committee understands the importance of ensuring that the wages of our lowest paid employees are sufficient to accommodate a decent standard of living. We will continue to track the pay gap from this perspective.</p>

GRI Standard	Disclosure title	Location	Reason for omission
GENERAL DISCLOSURES			
	<p>2-22 Statement on sustainable development strategy</p> <p>2-23 Policy commitments</p> <p>2-24 Embedding policy commitments</p> <p>2-25 Process to remediate negative impacts</p> <p>2-26 Mechanisms for seeking advice and raising concerns</p> <p>2-27 Compliance with laws and regulations</p> <p>2-28 Memberships associations</p> <p>2-29 Approach to stakeholder engagement</p> <p>2-30 Collective bargaining agreements</p>	<p>SR page 6 – Social and ethics report of the chairman of the SSEC</p> <p>SR page 3, 16 – 18 – About this report, Human rights</p> <p>SR page 3, 16 – 18 – About this report, Human rights</p> <p>SR page 16 – 18 – Human rights</p> <p>SR page 16 – 20 – Human rights, Ethics</p> <p>SR page 1 – 77</p> <p>IR page 3 – Integrated thinking and related reporting</p> <p>IR page 56 to 61 – Governance</p> <p>SR page 4 – Our sustainability journey</p> <p>CCR Climate Advocacy and Policy Supplement</p> <p>IR page 2 – 29 – Engaging with stakeholders to deliver value</p> <p>SR page 12 – 14 – Human capital: Labour management</p>	
MATERIAL TOPICS			
	<p>3-1 Process to determine material matter</p> <p>3-2 List of material topics</p>	<p>IR page 36 – 39 – Managing our material matters</p> <p>IR page 28 – 29, 36 – 39 – Stakeholder issues informing material matters, Managing our material matters</p>	
ECONOMIC PERFORMANCE			
	<p>3-3 Management of material topics</p> <p>201-1 Direct economic value generated and distributed</p> <p>201-2 Ratios of standard entry level wage by gender compared to local minimum wage</p> <p>201-3 Defined benefit plan obligations and other retirement plans</p> <p>201-4 Financial assistance received from government</p>	<p>IR page 36 – 39 – Risk Management, Managing our material matters</p> <p>AFS page 67 – 69 – Turnover</p> <p>IR page 62 – 73 – Remuneration report</p> <p>AFS page 7, 113 – 118</p> <p>IR page 62 – 73 – Remuneration report</p> <p>IR page 27 – 29 – Engaging stakeholders to deliver value, stakeholder issues informing our material matters</p>	

GRI Standard	Disclosure title	Location	Reason for omission
MARKET PRESENCE			
	3-3 Management of material matters	IR page 36 – 39 – Risk Management, Managing our material matters	
	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	IR page 62 – 73 – Remuneration report	
	202-2 Proportion of senior management hired from the local community	SR page 12 – 14 – Human capital: Labour management	
INDIRECT ECONOMIC IMPACTS			
	3-3 Management of material topics	IR page 36 – 39 – Risk Management, Managing our material matters	
	203-1 Infrastructure investments and services supported	SR page 27, 38 – 39 – Sustainable use of plastics, Economic inclusion	
	203-2 Significant indirect economic impacts	SR page 36 – 37 – Bridge-to-work skills development	
PROCUREMENT PRACTISES			
	3-3 Management of material topics	IR page 36 – 39 – Risk Management, Managing our material matters	
	204-1 Proportion of spending on local suppliers	SR page 41 – 43 – Economic transformation	
ANTI-CORRUPTION			
	3-3 Management of material topics	IR page 36 – 39 – Risk Management, Managing our material matters	
	205-1 Operations assessed for risks related to corruption	SR page 19 – 20 – Ethics	
	205-2 Communication and training about anti-corruption policies and procedures	SR page 19 – 20 – Ethics	
	205-3 Confirmed incidents of corruption and actions taken	SR page 19 – 20 – Ethics	
ANTI-COMPETITIVE BEHAVIOUR			
	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	SR page 19 – 20 – Ethics	
TAX			
	3-3 Management of material topics	IR page 36 – 39 – Risk Management, Managing our material matters	
	207-1 Approach to tax	Sasol Global tax strategy	
	207-2 Tax governance, control, and risk management	IR page 27 to 29 – Stakeholder issues informing our material matters AFS page 161 – Report on assurance engagement on the pro forma financial information	
	207-3 Stakeholder engagement and management of concerns related to tax	IR page 27 – Engaging with stakeholders to deliver value	
	207-4 Country -by-country reporting	AFS page 85 – Deferred tax by jurisdiction IR page 40 – 45 – Performance overview/Performance at a glance	

GRI Standard	Disclosure title	Location	Reason for omission
MATERIALS			
GRI 3: Material Topics 2021	3-3 Management of material topics	IR page 36 – 39 – Risk Management, Managing our material matters	
	301-1 Materials used by weight or by volume	SR page 44, 67 – 73 – Responsible sourcing and procurement, Performance data	
	301-2 Recycled input materials used	SR page 67 – 73 – Performance data	
	301-3 Reclaimed products and their packaging materials	SR page 67 – 73 – Performance data	
ENERGY			
	3-3 Management of material topics	IR page 36 – 39 – Risk Management, Managing our material matters	
	302-1 Energy consumption within the organisation	SR page 67 – 73 – Performance data CCR page 56 – Performance data	
	302-2 Energy consumption outside the organisation	CCR page 56 – Performance data	
	302-3 Energy intensity	SR page 49 – Climate change	
	302-4 Reduction of energy consumption	CCR page 5 – Year in review SR page 50 – Energy efficiency	
	302-5 Reductions in energy requirements of products and services	CCR page 5 – Year in review SR page 50 – Energy efficiency	
WATER AND EFFLUENTS			
GRI 3: Material Topics 2021	3-3 Management of material topics	IR page 36 – 39 – Risk Management, Managing our material matters	
	303-1 Interactions with water as a shared resource	SR page 56 – 59 – Water management	
	303-2 Management of water discharge- related impacts	SR page 56 – 59 – Water management	
	303-3 Water withdrawal	SR page 56 – 59 – Water management	
	303-4 Water discharge	SR page 64 – 65 – Environmental compliance	
	303- Water consumption	SR page 56 – 59 – Water management	

GRI Standard	Disclosure title	Location	Reason for omission
BIODIVERSITY			
GRI 3: Material Topics 2021	3-3 Management of material topics	IR page 36 – 39 – Risk Management, Managing our material matters	
	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	SR page 62 to 63 – Land and biodiversity	
	304-2 Significant impacts of activities, products and services on biodiversity	SR page 62 to 63 – Land and biodiversity	
	304-3 Habitats protected or restored	SR page 62 to 63 – Land and biodiversity – performance	
	304-4 IUCN Red list species and national conservation list species with habitats in areas affected by operations	SR page 62 to 63 – Land and biodiversity – performance	
EMISSIONS			
	3-3 Management of material topics	IR page 36 – 39 – Risk Management, Managing our material matters	
	305-1 Direct (Scope 1) GHG emissions	SR page 67 – 73 – Performance data	
	305-2 Energy indirect (Scope 2) GHG emissions	CCR page 5 – Year end review	
	305-3 Other indirect (Scope 3) GHG emissions	CCR page 32 – 33 – Decarbonising our value chains	
	305-4 GHG emissions intensity	SR page 49 – Climate change	
	305-5 Reductions of GHG emissions	CCR page 4 – Snapshot of our approach	
	305-6 Emissions of ozone-depleting substance (ODS)	SR page 52 – 55 – Air quality management	
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	SR page 52 – 55 – Air quality management		
SR page 67 – 73 – Performance data			
WASTE			
GRI 3: Material Topics 2021	3-3 Management of material topics	IR page 36 – 39 – Risk Management, Managing our material matters	
	306-1 Waste generation and significant waste-related impacts	SR page 60 – 61 – Waste management	
	306-2 Management of significant waste-related impacts	SR page 60 – 61 – Waste management	
	306-3 Waste generated	SR page 60 – 61 – Waste management	
	306-4 Waste diverted from disposal	SR page 67 – 73 – Performance data	
	306-5 Waste directed to disposal	SR page 60 – 61 – Waste management	
SR page 67 – 73 – Performance data			
SR page 60 – 61 – Waste management			

GRI Standard	Disclosure title	Location	Reason for omission
SUPPLIER ENVIRONMENTAL ASSESSMENT			
GRI 3: Material Topics 2021	<p>3-3 Management of material topics</p> <p>308-1 New suppliers that were screened using environmental criteria</p> <p>308-2 Negative environmental impacts in the supply chain and actions taken</p>	<p>IR page 36 – 39 – Risk Management, Managing our material matters</p> <p>SR page 44 – Responsible sourcing and procurement</p> <p>SR page 44 – Responsible sourcing and procurement</p>	<p>During the year, we reached out to some of our strategic and key suppliers to review their performance and approach on a number of ESG-related issues. Based on the feedback, and as part of our continuous commitment towards responsible sourcing, we are in the process of developing a responsible sourcing policy and guideline for our suppliers and our procurement fraternity.</p>
EMPLOYMENT			
GRI 3: Material Topics 2021	<p>3-3 Management of material topics</p> <p>401-1 New employee hires and employee turnover</p> <p>401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees</p> <p>401-3 Parental leave</p>	<p>IR page 36 – 39 – Risk Management, Managing our material matters</p> <p>IR page 40 – 45 – Performance overview / Performance at a glance</p> <p>SR page 12 – 14 – Human capital - labour management</p> <p>IR page 62 – 73 – Remuneration report</p> <p>SR page 12 – 14 – Human capital – labour management</p>	<p>Parental Leave forms part of internal Employee Leave Policy. More information available on request</p>
LABOR/MANAGEMENT RELATIONS			
	<p>3-3 Management of material topics</p> <p>402-1 Minimum notice periods regarding operational changes</p>	<p>IR page 36 – 39 – Risk Management, Managing our material matters</p> <p>IR page 11 – Our strategy delivered over a three year horizon scorecard</p> <p>SR page 22 – Enduring operations</p>	
OCCUPATIONAL HEALTH AND SAFETY			
	<p>3-3 Management of material topics</p> <p>403-1 Occupational health and safety management system</p> <p>403-2 Hazard identification, risk assessment, and incident investigation</p> <p>403-3 Occupational health services</p> <p>403-4 Worker participation, consultation, and communication on occupational health and safety</p>	<p>IR page 36 – 39 – Risk Management, Managing our material matters</p> <p>SR page 21 – Process safety</p> <p>SR page 21 – Process safety</p> <p>SR page 15 – Occupational health</p> <p>SR page 15 – Occupational health</p> <p>IR page 30 – 35 – Risk management</p>	

GRI Standard	Disclosure title	Location	Reason for omission
OCCUPATIONAL HEALTH AND SAFETY (CONTINUED)			
	<p>403-5 Worker training on occupational health and safety</p> <p>403-6 Promotion of worker health</p> <p>403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</p> <p>403-8 Workers covered by an occupational health and safety management system</p> <p>403-9 Work-related injuries</p> <p>403-10 Work-related ill health</p>	<p>SR page 16 – 18 – Human rights due</p> <p>IR page 23 – 26 – Creating value using the six capitals, trade offs</p> <p>SR page 12 – 14 – Human capital: labour management</p> <p>SR page 15 – Occupational health – performance</p> <p>SR page 21 – Process safety</p> <p>SR page 21 – Process safety</p> <p>SR page 15 – Occupational health</p> <p>SR page 15 – Occupational health</p> <p>SR page 15 – Occupational health</p>	
TRAINING AND EDUCATION			
	<p>3-3 Management of material topics</p> <p>404-1 Average hours of training per year per employee</p> <p>404-2 Programs for upgrading employee skills and transition assistance programs</p> <p>404-3 Percentage of employees receiving regular performance and career development reviews</p>	<p>IR page 36 – 39 – Risk Management, Managing our material matters</p> <p>SR page 19 – 20 , 12 to 14 – Ethics, Human capital: labour management</p> <p>SR page 19 – 20 , 12 to 14 – Ethics, Human capital: labour management</p> <p>SR page 12 – 14 – Human capital: Labour management</p>	
DIVERSITY AND EQUAL OPPORTUNITY			
	<p>3-3 Management of material topics</p> <p>405-1 Diversity of governance bodies and employees</p> <p>405-2 Ratio of basic salary and remuneration of women to men</p>	<p>SR page 12 – 14 – Human capital: Labour management</p> <p>SR page 12 – 14 – Human capital: Labour management</p> <p>IR page 56 – 61 – Governance</p> <p>IR page 62 – 73 – Remuneration report</p>	
NON-DISCRIMINATION			
	<p>3-3 Management of material topics</p> <p>406-1 Incidents of discrimination and corrective actions taken</p>	<p>IR page 36 – 39 – Risk Management, Managing our material matters</p> <p>SR page 12 – 14, 16 – 18 – Human capital: Labour management, Human rights</p> <p>IR page 62 – 73 – Remuneration policy and principles</p>	

GRI Standard	Disclosure title	Location	Reason for omission
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING			
	3-3 Management of material topics 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	IR page 36 – 39 – Risk Management, Managing our material matters SR page 12 – 14 – Human capital: Labour management IR page 62 – 73 – Remuneration report	
CHILD LABOR			
	3-3 Management of material topics 408-1 Operations and suppliers at significant risk for incidents of child labor	IR page 36 – 39 – Risk Management, Managing our material matters IR page 30 – 35 – Risk management	
FORCED OR COMPULSORY LABOR			
	3-3 Management of material topics 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	SR page 16 – 18 – Human rights SR page 16 – 18 – Human rights due	
SECURITY PRACTICES			
	3-3 Management of material topics 410-1 Security personnel trained in human rights policies or procedures	IR page 36 – 39 – Risk Management, Managing our material matters SR page 16 – 18 – Human rights	Sasol has recently implemented a due diligence process that takes third party employees into consideration regarding human rights – it is the responsibility of the supplier to train its employees and provide proof through the due diligence process to Sasol of the training.
RIGHTS OF INDIGENOUS PEOPLE			
	3-3 Management of material topics 411-1 Incidents of violations involving rights of indigenous peoples	SR page 16 – 18 – Human rights SR page 16 – 18 – Human rights	
LOCAL COMMUNITIES			
	3-3 Management of material topics 413-1 Operations with local community engagement, impact assessments, and development programs 413-2 Operations with significant actual and potential negative impacts on local communities	IR page 36 – 39 – Risk Management, Managing our material matters SR page 38 – 41 – Economic inclusion SR page 64 – 65, 27, 52 – 55 – Environmental compliance, Sustainable use of plastics, Air quality management	

GRI Standard	Disclosure title	Location	Reason for omission
SUPPLIER SOCIAL ASSESSMENT			
	<p>3-3 Management of material topics</p> <p>414-1 New suppliers that were screened using social criteria</p> <p>414-2 Negative social impacts in the supply chain and actions taken</p>	<p>IR page 36 – 39 – Risk Management, Managing our material matters</p> <p>SR page 44 – Responsible sourcing and procurement</p> <p>SR page 44 – Responsible sourcing and procurement</p>	
PUBLIC POLICY			
	<p>3-3 Management of material topics</p> <p>415-1 Political contributions</p>	<p>IR page 36 – 39 – Risk Management, Managing our material matters</p> <p>IR page 20 to 22 – Operating context – Drivers</p> <p>IR page 30 – 35 – Risk management</p>	
CUSTOMER HEALTH AND SAFETY			
	<p>3-3 Management of material topics</p> <p>416-1 Assessment of the health and safety impacts of product and service categories</p> <p>416-2 Incidents of non-compliance concerning the health and safety impacts of products and services</p>	<p>IR page 36 – 39 – Risk Management, Managing our material matters</p> <p>SR page 23 – 26 – Product stewardship</p> <p>SR page 23 – 26 – Product stewardship</p>	
MARKETING AND LABELING			
	<p>3-3 Management of material topics</p> <p>417-1 Requirements for product and service information and labeling</p> <p>417-2 Incidents of non-compliance concerning product and service information and labeling</p> <p>417-3 Incidents of non-compliance concerning marketing communications</p>	<p>IR page 36 – 39 – Risk Management, Managing our material matters</p> <p>SR page 23 – 26 – Product stewardship</p> <p>SR page 23 – 26 – Product stewardship</p> <p>Not applicable</p>	<p>No incidents regarding marketing communications were reported.</p>
CUSTOMER PRIVACY			
	<p>3-3 Management of material topics</p> <p>418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data</p>	<p>IR page 36 – 39 – Risk Management, Managing our material matters</p> <p>Not applicable</p>	<p>No complaints regarding breaches of customer privacy and losses of customer data</p>