



Slavery and Human Trafficking Statement for the Financial Year ended 30 June 2023

Introduction

This slavery and human trafficking statement (Statement) builds on last year's Slavery and Human Trafficking Statement and sets out the steps we have taken to identify, prevent and mitigate modern slavery risks within our business and supply chain. This Statement is published pursuant to section 54(1) of the United Kingdom (UK) Modern Slavery Act, 2015 (the Act) by Sasol Limited, the ultimate holding company of the Sasol Group of Companies (Sasol), and the indirect shareholder of the following UK incorporated Sasol subsidiaries:

- Sasol UK Limited (Sasol UK); and
- Sasol European Holdings Limited (Sasol European Holdings).

Section 54(1) of the Act requires commercial organisations carrying on all or part of a business in the UK, that supply goods or services, and which have a consolidated global turnover of GBP36 million per annum or more, to prepare and publish a slavery and human trafficking statement for each financial year.

Sasol also complies with the California Transparency in Supply Chains Act of 2010 (SB 657), which requires certain companies to report on specific actions taken to eradicate slavery and human trafficking in their supply chain. As part of the obligations under the California Transparency in Supply Chains Act 2010, reporting companies are also required to provide a public statement regarding efforts to eliminate all forms of slavery and human trafficking. While Sasol Chemicals (USA) LLC is not obligated to make a disclosure pursuant to Section 3(c)(1)-(5) of the California Transparency in Supply Chains Act 2010, its statement in regard to its commitment to make a positive and constructive contribution to the elimination of all forms of forced and compulsory labour and human trafficking, can be found at <https://www.sasol.com/suppliers/north-america/become-supplier>.

We recognise our responsibility to respect human rights and ensure the integration of human rights considerations into our business practices. Sasol is opposed to any form of modern slavery in our supply chain or in any part of our business, including forced labour, child labour and human trafficking as defined by several international standards. We seek to meet this commitment through the implementation of our policies, and our due diligence and other processes described below.

We also respect the right and freedom of association of our employees in compliance with law, including the organisation and participation in associations and trade unions, and monitor and ensure compliance with applicable labour laws. We remain vigilant to emerging modern slavery and human trafficking risks in the jurisdictions in which we operate.

Sasol subscribes to the Ten Principles of the United Nations (UN) Global Compact and endorses the UN Sustainable Development Goals. We also seek to adhere to the UN Guiding Principles on Business and Human Rights (UN Guiding Principles) and the Organisation for Economic Cooperation and Development's Guidelines for Multinational Enterprises on Responsible Business Conduct (OECD Guidelines), including by respecting key international human rights recognised by the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and the International Bill of Rights.

Our structure and business

Sasol Limited is the ultimate holding company (parent company) of Sasol, an international integrated energy and chemicals group. Through our talented people, we use selected technologies to safely and sustainably source and produce chemical and energy products in 22 countries, and market such products across 120 countries competitively to create value for our customers, shareholders and other stakeholders, guided by our purpose, "Innovating for a better world". Sasol Limited's shares are listed and publicly tradeable on the Johannesburg Stock Exchange and the New York Stock Exchange. Our global turnover for the financial year ended 30 June 2023 was ZAR289 696 million.

The UK incorporated Sasol subsidiaries listed above are 100% indirectly held by Sasol Limited. In terms of their respective business activities:

- Sasol UK acts as an agent for various Sasol entities by selling and marketing chemicals, mainly to the European market. It also provides technical support to Sasol's existing upstream Exploration, Appraisal, Development and Production activities; and
- Sasol European Holdings is a UK based European regional holding company which holds investments in various Sasol subsidiaries across Europe.

Please refer to Sasol's Integrated Report for 2023 for more details and information on how we structure ourselves, including details of our operations and principal activities, and our most recent Form 20-F at <https://www.sasol.com/investor-centre/financial-results>.

Our Supply Chain

Sasol Supply Chain is the custodian of all external spend for Sasol. It is responsible for managing supply and demand to ensure cost-efficiency and maximise return on spend, while at the same time ensuring effective logistics of a range of deliverables.

Our procurement teams procure indirect materials and services, utilities and energy as well as raw materials for Sasol's global operations.

Supplier Management key deliverables include the following:

- continuously improve Supplier Management processes;
- ensure Supplier evaluation and performance management;
- create a collaborative and partnering relationship with suppliers;
- create a Supplier Training Academy;
- oversee Supplier Application and Accreditation; and
- implement Sasol Supplier Code of Conduct.

During this financial year, Sasol engaged suppliers in a broad range of sectors, including: (a) information technology and professional services; (b) construction and building maintenance; (c) mechanical and electrical equipment supply; (d) engineering services; (e) overland and marine logistics and storage services; (f) utilities and energy; (g) mining equipment; (h) mining services (e.g. geology); (i) facility management; and (j) raw materials.

Further information is available on our website regarding Sasol's supplier categories based in South Africa and Mozambique: <https://www.sasol.com/suppliers/become-a-supplier>.

Our policies

We are committed to upholding and respecting human rights in all the jurisdictions in which we operate. We continue to work towards the integration of human rights considerations into our business practices, notably through the implementation of our "Business and Human Rights Framework (BHR Framework)", discussed below under the heading "Our business and human rights framework".

Since 2001, Sasol has been a signatory of the Ten Principles of the UN Global Compact. Amongst other things, the UN Global Compact requires companies to respect internationally proclaimed human rights including, as a minimum, those set out in the International Bill of Rights and core conventions of the ILO.

Our commitment to respect human rights is set out in our key policies which include our Code of Conduct; Human Rights Policy, Supply Chain Policy read with our Supplier Code of Conduct; Safety, Health and Environmental Policy; Security Policy and various other policies and practices related to fair labour and employment.

The Sasol Code of Conduct is available in 6 languages, being those which are most widely spoken by Sasol's employees in the jurisdictions where we operate, and can be found on our website, here: <https://www.sasol.com/sustainability/ethics/sasol-code-of-conduct>. The Code of Conduct applies to all Sasol companies including controlled joint ventures, and their employees, officers and directors globally. We expect joint venture companies in which Sasol is a non-controlling co-venturer and associated companies to implement similar policies within their own businesses, and all Sasol suppliers are expected to act in accordance with the Code of Conduct, as well as the Supplier Code of Conduct, discussed below.

Amongst other things, our Code of Conduct provides guidance on how we conduct our business, including affirming Sasol's commitment to fair labour practices in line with applicable legal requirements and the eight ILO core conventions. It is underpinned by our other policies, and entrenches our five values: i.e. Be Safe, Be Caring, Be Inclusive, Be Accountable and Be Resilient. Our Code of Conduct requires our employees to "speak up" if they believe that anyone is not adhering to the principles of the Sasol Code of Conduct, our Human Rights Policy, or any other Sasol policy or regulatory requirement.

Consistent with our Human Rights Policy, which is available at <https://www.sasol.com/sustainability/human-rights>, we comply with all applicable legal requirements in all jurisdictions where we conduct business, including those prohibiting modern slavery and human trafficking, and we seek to align our practices with the UN Guiding Principles and the UN Global Compact. Our compliance programme in all the jurisdictions in which we operate is a key enabler in this regard. Our Human Rights Policy applies to our employees and service providers. We expect our joint venture and

business partners to uphold this policy and in addition to meeting all applicable legal requirements, we encourage them to implement similar policies within their own businesses.

Our Supplier Code of Conduct, available at <https://www.sasol.com/index.php/suppliers/sasol-supplier-landscape-and-guiding-principles>, and Supply Chain Policy, available at <https://www.sasol.com/index.php/suppliers/sasol-supplier-landscape-and-guiding-principles>, set out Sasol's specific and further expectations of our suppliers in terms of business conduct, including that they uphold fundamental human rights and adopt fair labour practices. Amongst other things, the Supplier Code of Conduct affirms that all human beings have the right to work of their own free will. It requires suppliers not to participate in, or benefit from, any form of forced labour (namely work performed involuntarily under threat of penalty), bonded labour, debt bondage, forced prison labour, slavery, servitude or human trafficking.

The Supplier Code of Conduct is explicit that Sasol suppliers must not participate in, or benefit from, any form of forced labour and/or child labour. Our approach to supplier risk management is set out below under the heading "Supply chain risk management". As discussed further in that section, we continue to reinforce our approach to managing potential human rights risks concerning our supply chain, including through supplier due diligence involving our Legal and Compliance teams. We continue to develop measures to improve our supplier due diligence processes, with the aim of ensuring that Sasol only transacts with organisations that share our commitment to respect human rights, and have appropriate controls in place to minimise potential human rights risks, or are committed to the development of such controls, including the risk of modern slavery and human trafficking.

Our business and human rights framework

The Sasol Limited board of directors (Board) has ultimate responsibility for overseeing Sasol's commitment to respect human rights in line with Sasol's policies. The Board has delegated to the Sasol Safety, Social and Ethics Committee (SSEC), a Board sub-committee, responsibility for overseeing the implementation of Sasol's BHR Framework (discussed below) and overall approach to human rights. Sasol's Executive Vice President: Strategy, Sustainability and Integrated Services, and Sasol's Vice President: Securities and Governance Laws are responsible for implementing the Sasol human rights programme, working through the Human Rights team. Responsibility for implementing Sasol's human rights programme and embedding actions to advance Sasol's approach to human rights in the business also resides with the leadership of the Business Units.

Sasol's group-wide BHR Framework was approved by the SSEC in May 2020. The BHR Framework supports the integration of relevant human rights considerations in our business activities, and therefore underpins our commitment to align our practices with the UN Guiding Principles. A key aspect of the BHR Framework is the assimilation of human rights due diligence into our overall enterprise risk management approach, underpinned by Sasol's Enterprise Risk Management (ERM) Framework. The ERM Framework sets the foundation for our Business Units to effectively manage their risks in a systematic and standardised way.

Following the approval of the BHR Framework, Sasol commenced a review of its group wide potential human rights risks, including an assessment of the potential human rights impacts that may arise in connection with the activities of Sasol's two main Business Units – Energy and Chemicals – in the financial year ending 30 June 2022. In this

financial year, we extended the review process to Sasol Mining and Sasol ecoFT (which focusses on sustainable fuels). The objective of these Business Unit self-assessments was to identify potential human rights issues that might arise in connection with each Business Unit's operations and business relationships, including relating to modern slavery risks in the supply chain arising from the regions and sectors where suppliers operate, and the sourcing of higher risk commodities.

The self-assessments, completed by the Business Units with guidance from the Human Rights team, led to the identification of priority focus areas which included the process of embedding and demonstration of the application of human rights policies and procedures in relation to our joint venture partners. During this risk review process, we looked at issues relating to potential encroachments, land acquisitions and human rights issues relating to our products and human rights issues that have been raised including corrective measures that have been put in place, and the review of the adequacy and effectiveness of Business Unit's risk mitigation measures in place as set out in the responses to the self-assessment questionnaire.

During this financial year, Sasol's Human Rights team worked with Sasol Group Compliance to develop a Business and Human Rights Critical Control Framework (Critical Control Framework), to be rolled out for implementation in the next financial year and this is part of our risk management programme. The Critical Control Framework sets out the controls to be implemented by the Sasol Business Units to mitigate the risk of non-compliance with regulatory requirements or themes relating to Business and Human Rights.

Sasol maintains human rights-focussed due diligence guidance for mergers and acquisitions, which is included in our internal Mergers and Acquisitions Handbook, to ensure that potential human rights issues (including modern slavery) associated with acquisitions and sales of corporate entities by Sasol are identified and managed appropriately, in accordance with our Human Rights Policy.

Further, we require our potential joint venture partners to complete a human rights due diligence questionnaire in order to do business with Sasol. The aim of the questionnaire is to support the identification of potential human rights risks associated with the relevant joint venture partner and its business activities. In this way, the questionnaire facilitates Sasol's engagement with potential joint venture partners in relation to any such identified risks going forward, so that human rights issues can be appropriately managed.

Supply chain risk management

We strive for excellence in the sustainable supply and delivery of goods, services and products to maximise value for our organisation and customers. We acknowledge that the conduct of our suppliers and other supply chain partners (including suppliers' subcontractors) affects Sasol and therefore we will only do business with partners that demonstrate integrity and align with our values.

Within our contracting and on-boarding processes, we bind suppliers to comply with applicable laws and to the Sasol Supplier Code of Conduct. Once on-boarded, we expect suppliers to act ethically, fairly, comply with all applicable laws and regulations, respect and uphold fundamental human rights including through adopting fair labour practices, and to be transparent in their business practices, in accordance with our Supplier Code of Conduct and our Human Rights Policy. This expectation is communicated to suppliers through for example Purchase Orders or through Supplier Awareness Training and ethics and Compliance Moments. Further, as described further

below, certain suppliers are required to comply with specific human rights related contractual provisions, which we are rolling out in a phased manner.

A Business and Human Rights Due Diligence Questionnaire (BHR DDQ) for suppliers has been rolled out in a phased manner and embedded within our supplier screening and due diligence processes. The BHR DDQ is intended to support the identification of potential human rights risks and the categorisation of suppliers for further engagement and due diligence. In supporting the assessment of our potential human rights impacts within our supply chain, the BHR DDQ addresses amongst other things, potential risks relating to:

- discrimination: whether a supplier has procedures in place to ensure no employees suffer discrimination on the basis of their national, ethnic or social origin, health status, disability, sexual orientation, age, gender, political opinion or religious belief;
- forced labour and human trafficking: whether the supplier audits its recruiters to assess forced labour/human trafficking; and
- right to freedom of association and collective bargaining: whether workers of the supplier are free to join any labour or collective bargaining organisation and/or trade union.

The questions in the BHR DDQ are raised in a way as to elicit the most meaningful responses from suppliers.

A Business and Human Rights Risk Matrix (BHR Risk Matrix) was developed during this financial year in terms of which suppliers are assessed and categorised based on potential human rights risk, taking into account the supplier's responses to the BHR DDQ, background screening and other information, to ensure that appropriate risk mitigation actions are taken.

As noted above, Sasol has also developed and is rolling out human rights contract clauses for suppliers. These clauses are categorised into three risk levels: "low", "medium" and "high", as determined by the risk assessment process described above. Depending on the supplier's assessed level of risk, under these clauses suppliers are required to, amongst other things: (a) comply with the Supplier Code of Conduct and Human Rights Policy and all applicable laws relating to human rights and modern slavery; (b) maintain appropriate human rights due diligence procedures; (c) permit inspections and audits by Sasol or its appointed third parties; (d) take remediation steps, including where appropriate by implementing a corrective action plan; (e) enter into corresponding obligations with subcontractors; and (f) notify Sasol of potential breaches of the clauses or any corrective action plan.

Any failure by a supplier to comply with such requirements may, under these template clauses, constitute a ground for termination, exercisable at Sasol's discretion. However, we recognise that ongoing engagement with the supplier to address the human rights issues identified may, in the first instance, be the most appropriate approach to take. Consistent with the UN Guiding Principles, the clauses will support Sasol in ensuring that we have leverage to engage with suppliers to address potential human rights issues and ensure they comply with our Supplier Code of Conduct (which incorporates the requirements of our Human Rights Policy).

With respect to Sasol Germany GmbH and in anticipation of the January 2024 effective date of the German Supply Chain Due Diligence Act, a review process is currently underway to ensure the incorporation of new requirements into our existing risk-based due-diligence process and controls, specifically in relation to the contracting and onboarding processes of suppliers.

Ongoing monitoring and effectiveness

We address failures to adhere to the Code of Conduct and associated policies by our employees through ongoing training and, where appropriate, disciplinary action in accordance with our applicable disciplinary codes and applicable law.

The Sasol EthicsLine is an independent website that is externally managed by third parties to ensure anonymity. The EthicsLine is our primary disclosure mechanism for use by employees, suppliers and the public, including fence-line communities, to report any potential breaches of our Code of Conduct, Sasol values, Sasol policies and laws and/or regulations including in relation to human rights matters. We are of the view that early detection of unethical conduct through reporting allows a company to take corrective/restorative measures before the problem becomes pervasive. Our EthicsLine is available toll free, via email or a third party's website and in a number of languages, 24 hours a day/seven days a week in South Africa, United States of America, Mozambique, Germany, UK, China, France, Netherlands, Slovakia, Hong Kong, Singapore, Italy and Spain. Reports may be made to the EthicsLine or received by the Group Ethics Office and may be received by or made to the Business Units' Ethics Officer or Ethics Coordinator. Such reports are investigated timeously to determine their validity where appropriate and possible, and appropriate corrective actions are taken as required. Our external stakeholder engagement processes led by Corporate Affairs ensure that Sasol is well placed to receive concerns from stakeholders, so that any potential human rights implications of such concerns can be assessed.

The Sasol Whistle-Blower Policy and Sasol Ethics Investigation Policy facilitate the reporting, investigation and management of actual or suspected unethical conduct, including potential human rights impacts. These policies support Sasol's approach to encouraging employees to speak out about unethical behaviours without fear of victimisation and retaliation and to mitigate any improper conduct.

Training and awareness

As part of our risk management measures and in order to embed our commitment to uphold and respect human rights, Sasol continues to provide training on the requirements of the Human Rights Policy to its suppliers for South Africa and Mozambique. During this financial year, identified target employees across all jurisdictions completed the internal Business and Human Rights training, which specifically emphasised the requirements of the Sasol Human Rights Policy and Supplier Code of Conduct. The training placed specific attention on issues relating to human trafficking and slavery.

In addition, during this financial year we conducted Sasol Supplier Awareness Training to active and prospective suppliers for South Africa and Mozambique which aims to create awareness amongst suppliers of Sasol's commitment to uphold and respect human rights and Sasol's expectations set out in the Sasol Supplier Code of Conduct, and focused on Sasol's expectation of its suppliers with regards to the prohibition of any forms of forced labour, including the eradication of child labour.

As is customary, Sasol participates and celebrates the promotion of the protection of human rights as part of the South African Human Rights Day celebrated on 21 March of every year. During this financial year, as part of the Human Rights Day celebrations, our Human Rights Day Message 2023, which was circulated across Sasol through internal newsletters (*Leadership Hymn Sheet*, *Week News Bulletin*) and other internal

platforms (*Insight Sasol: intranet*), emphasised and outlined commitments by Sasol in relation to Sasol's People Promise, the annual Slavery and Human Trafficking Statement 2022 and its commitment to caring for the environment. To create further internal awareness amongst our employees, Sasol's Chief Executive Officer highlighted the Slavery and Human Trafficking Statement for the previous financial year in a global weekly newsletter dated 20 January 2023.

In conclusion

We continue to develop our policies, business processes, practices and other controls in line with our commitment to respect human rights, including by tackling the potential risk of any form of modern slavery occurring within our business and supply chain.

Sasol's most recent Sustainability Report, available at <https://www.sasol.com/investor-centre/sustainability-reporting>, provides more information on Business and Human Rights, Ethics and Supply Chain Management.

This Statement was approved by the SSEC on behalf of the Board (duly authorised) on 13 November 2023.

A handwritten signature in black ink, appearing to read 'F R Grobler', written in a cursive style.

F R Grobler
President and Chief Executive Officer
Duly authorised