

GRI INDEX 2023

Our FY23 Sustainability Report has been developed in accordance with the Global Reporting Initiative (GRI) Standards.

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STATEMENT OF USE


















SASOL LIMITED HAS REPORTED IN ACCORDANCE WITH THE GRI STANDARDS FOR THE PERIOD 1 JULY 2022 TO 30 JUNE 2023

SR FY23 Sasol Sustainability Report, **IR** FY23 Sasol Integrated Report, **CCR** FY23 Sasol Climate Change Report, **TR** Sasol our approach to tax report, **AFS** Sasol Annual Financial Statement

GRI STANDARD	DISCLOSURE TITLE	LOCATION	REASON FOR OMISSION
GENERAL DISCLOSURES			
GRI 2: General Disclosures	2-1 Organisational details	<p>SR page 64 – Administration</p> <p>IR page 9, 92 – Administration</p> <p>CCR page 2, 74 – Administration</p>	
	2-2 Entities included in the organisation's sustainability reporting	<p>SR page 2 – About this report</p> <p>IR page 1, 2 – Introduction</p>	
	2-3 Reporting period, frequency and contact point	<p>SR page 2 – Our sustainability reporting approach</p> <p>IR page 2 – Integrated thinking and related reporting</p> <p>CCR page 1 – Contents</p>	
	2-4 Restatements of information	<p>SR page 57-62 – Performance data</p> <p>CCR page 69-70 – Performance data</p>	
	2-5 External assurance	<p>SR page 63 – Independent assurance report to the directors of Sasol Limited</p> <p>CCR page 71 – Independent Limited assurance report to the directors of Sasol Limited (Scope 3) year ended 30 June 2022</p>	
	2-6 Activities, value chain and other business relationships	<p>SR page 2, 37 – About this report, economic inclusion</p> <p>IR page 2,5, 10-11,13 – Introduction, our distinctive value chain, our operating reality</p>	
	2-7 Employees	<p>SR page 15-18, 56 – Human capital management, Performance Data</p> <p>IR page 6-7, 11, 47 – Integrated thinking and reporting, our operating model - six capitals, performance overview</p>	
	2-8 Workers who are not employees	<p>SR page 12, 17, 56 – Service providers: Occupational safety and HSI Programme, Human capital management, Performance data</p>	
	2-9 Governance structure and composition	<p>IR page 65-66 – Governance</p>	

GRI STANDARD	DISCLOSURE TITLE	LOCATION	REASON FOR OMISSION
GENERAL DISCLOSURES			
	<p>2-10 Nomination and selection of the highest governance body</p> <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> page 66 – Governance</p> <p> page 19-20 – Chairman's statement  page 66 – Governance-our Board</p> <p> page 64-66, 69 – Governance</p> <p> page 1, 7-8 – Introduction, SSEC Chair and President and CEO statement  page 2 – Introduction  page 65-66, 68-69– Governance</p> <p> page 1 – Sustainability reporting governance  page 7 – Social and Ethics Report of the Chairperson of the SSEC</p> <p> page 22 – Ethics  page 66, 71 – Governance, remuneration at a glance</p> <p> page 4,11 – What sustainability means for Sasol, performance at a glance  page 11-14, 32-34, 37-42– Our operating model, our risk management, our material matters informed by stakeholders</p> <p> page 66 – Governance - skills and experience of our Board</p> <p> page 68 – Governance - focus areas of the Board and its Committees</p> <p> page 70-72 – Remuneration Report- remuneration at a glance</p> <p> page 70-91 – Remuneration Report</p> <p> page 70-91 – Remuneration Report</p>	<p>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 4, 8 – What sustainability means for Sasol, President and Chief executive officer's statement</p> <p>IR page 4, 15-24 – Our sustainability focus, our strategic direction</p> <p>SR page 2, 21 –22 – About this report, ethics</p> <p>IR page 5 – Sasol at a glance</p> <p>SR page 2, 20, 21-22 – About this report, human rights, ethics</p> <p>SR page 19-20, 21-22 – Human rights, Ethics</p> <p>SR page 19-20, 21-22 – Human rights, Ethics</p> <p>IR page 1, 19, 65 – Introduction, chairman's statement, governance</p> <p>SR page 6, 10, 26, 33-35, 41, 46, 50– Summary of highlights, sustainable use of plastics, Sasol in society, energy efficiency, water, land and biodiversity</p> <p>CCR page 62 -63 - Climate Advocacy and Policy Supplement</p> <p>CCR page 7, 51,67, 73 - Progressing efforts to achieve our targets, adaptation, Sasol's climate advocacy declaration, CA 100+ Net Zero benchmark assessment and Sasol's response</p> <p>IR page 7, 11, 21, 24-25, 27, 34-36, 43, 47 – Our performance for the year, our operating model, President and Chief Executive Officer's statement, our Group Executive Committee, Chief Financial Officer statement, our risk management, creating value using the six capitals, performance at a glance</p> <p>CCR page 15, 59 - Risk and opportunities, governance</p> <p>SR page 15 – 18 – Human capital management</p>	
MATERIAL TOPICS			
	<p>3-1 Process to determine material matter</p> <p>3-2 List of material topics</p> <p>3-3 Management of material topics</p>	<p>SR page 4, 10 – What sustainability means for Sasol, prioritising the Sustainable Development Goals</p> <p>IR page 39 – Our material matters</p> <p>IR page 36-42 – Our material matters</p> <p>IR page 32, 39-42 – Risk management, our material matters</p>	

GRI STANDARD	DISCLOSURE TITLE	LOCATION	REASON FOR OMISSION
ECONOMIC PERFORMANCE			
	<p>201-1 Direct economic value generated and distributed</p> <p>201-2 Financial implications and other risks and opportunities due to climate change</p> <p>201-3 Defined benefit plan obligations and other retirement plans</p> <p>201-4 Financial assistance received from government</p>	<p> page 61 – Performance data</p> <p> page 39 – Turnover</p> <p> page 15-17, 70 – Risk and opportunities, TCFD index</p> <p> page 77, 81, 87, 89 – Remuneration report</p> <p> page 40-41, 89-90 - Operating and other activities, provisions</p> <p> page 33 – Energy business</p>	<p>Sasol partners with government on various projects.</p>
MARKET PRESENCE			
	<p>202-1 Ratios of standard entry level wage by gender compared to local minimum wage</p> <p>202-2 Proportion of senior management hired from the local community</p>	<p> page 70-79 – Remuneration report</p> <p> page 15-18 – Human capital management</p>	
INDIRECT ECONOMIC IMPACTS			
	<p>203-1 Infrastructure investments and services supported</p> <p>203-2 Significant indirect economic impacts</p>	<p> page 27-28, 32, 57 – Sasol in society, Performance data</p> <p> page 35-39, 61 – Sasol in society - responsible sourcing and procurement, economic inclusion, performance data (B-BBEE)</p>	
PROCUREMENT PRACTISES			
	<p>204-1 Proportion of spending on local suppliers</p>	<p> page 35-36, 61 – Responsible sourcing and procurement, performance data</p>	
ANTI-CORRUPTION			
	<p>205-1 Operations assessed for risks related to corruption</p> <p>205-2 Communication and training about anti-corruption policies and procedures</p> <p>205-3 Confirmed incidents of corruption and actions taken</p>	<p> page 21-22 – Ethics</p> <p> page 23, 38, 65, – President and Chief executive statement, our material matters informed by stakeholder issues, governance</p> <p> page 21-22– Ethics</p> <p> page 21-22 – Ethics</p>	
ANTI-COMPETITIVE BEHAVIOUR			
	<p>206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices</p>	<p> page 21-22 – Ethics</p> <p> page 34 – Our risk management</p>	

GRI STANDARD	DISCLOSURE TITLE	LOCATION	REASON FOR OMISSION
TAX			
	207-1 Approach to tax 207-2 Tax governance, control, and risk management 207-3 Stakeholder engagement and management of concerns related to tax 207-4 Country -by-country reporting	AFS page 6, 56 – Report of the Audit Committee, taxation – deferred tax IR page 36-38 – Our material matters informed by stakeholder issues AFS page 133-134 – Report on assurance engagement on the pro forma financial information IR page 36 – Our material matters informed by stakeholder issues IR page 47, 50-52 – performance summary AFS page 52, 55-56 – Taxation – deferred tax	
MATERIALS			
GRI 3: Material Topics 2021	301-1 Materials used by weight or by volume 301-2 Recycled input materials used 301-3 Reclaimed products and their packaging materials	SR page 35, 57-61 – Responsible sourcing and procurement, Performance data SR page 58 – Performance data SR page 59-61 – Performance data	
ENERGY			
	302-1 Energy consumption within the organisation 302-2 Energy consumption outside the organisation 302-3 Energy intensity 302-4 Reduction of energy consumption 302-5 Reductions in energy requirements of products and services	SR page 58-59 – Performance data Not applicable SR page 41 – Energy efficiency SR page 41 – Energy efficiency SR page 41 – Energy efficiency	We report on our operational energy consumption. The energy intensity is calculated, however not disclosed in the reports.
WATER AND EFFLUENTS			
	303-1 Interactions with water as a shared resource 303-2 Management of water discharge- related impacts 303-3 Water withdrawal 303-4 Water discharge 303- Water consumption	SR page 46-48 – Water management SR page 46-48 – Water management SR page 46-48, 60-61 – Water management, performance data SR page 52-53 – Environmental compliance SR page 46-48 – Water management	

GRI STANDARD	DISCLOSURE TITLE	LOCATION	REASON FOR OMISSION
BIODIVERSITY			
GRI 3: Material Topics 2021	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	SR page 50-51 – Land and biodiversity	
	304-2 Significant impacts of activities, products and services on biodiversity	SR page 50-51– Land and biodiversity	
	304-3 Habitats protected or restored	SR page 50-51 – Land and biodiversity	
	304-4 IUCN Red list species and national conservation list species with habitats in areas affected by operations	SR page 50-51 – Land and biodiversity	
EMISSIONS			
	3-3 Management of material topics	IR page 38-42 – Our material matters	We do not emit ODS and we do not report them.
	305-1 Direct (Scope 1) GHG emissions	SR page 40, 57 – Climate change. Performance data CCR page 6, 69 – Year in review, Performance data	
	305-2 Energy indirect (Scope 2) GHG emissions	CCR page 6, 69 – Year in review, Performance data	
	305-3 Other indirect (Scope 3) GHG emissions	CCR page 6, 41-42, 69 – Year in review, Scope 3, Performance data	
	305-4 GHG emissions intensity	SR page 40 – Climate change CCR page 69 –Performance data	
	305-5 Reductions of GHG emissions	CCR page 6 – Year in review	
	305-6 Emissions of ozone-depleting substance (ODS)	SR Not applicable	
305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	SR page 43-45 – Air quality management SR page 57 – Performance data		
WASTE			
GRI 3: Material Topics 2021	3-3 Management of material topics	IR page 38-42 – Our material matters	
	306-1 Waste generation and significant waste-related impacts	SR page 49 – Waste management	
	306-2 Management of significant waste-related impacts	SR page 49 – Waste management	
	306-3 Waste generated	SR page 49, 58 – Waste management, performance data	
	306-4 Waste diverted from disposal	SR page 49, 58– Waste management , performance data	
306-5 Waste directed to disposal	SR page 60-61 – Waste management		

GRI STANDARD	DISCLOSURE TITLE	LOCATION	REASON FOR OMISSION
SUPPLIER ENVIRONMENTAL ASSESSMENT			
	308-1 New suppliers that were screened using environmental criteria 308-2 Negative environmental impacts in the supply chain and actions taken	SR page 36 – Responsible sourcing and procurement SR page 35 – Responsible sourcing and procurement	
EMPLOYMENT			
GRI 3: Material Topics 2021	3-3 Management of material topics 401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees 401-3 Parental leave	IR page 38-42 – Our material matters SR page 18 – Human capital management IR page 70-82 – Remuneration report SR page 15-18 – Human capital management	Parental Leave forms part of internal Employee Leave Policy. More information available on request
LABOR/MANAGEMENT RELATIONS			
	402-1 Minimum notice periods regarding operational changes	SR page 18, 23 – Human capital management, enduring operations IR page 15-17 – Our strategic direction	
OCCUPATIONAL HEALTH AND SAFETY			
	403-1 Occupational health and safety management system 403-2 Hazard identification, risk assessment, and incident investigation 403-3 Occupational health services 403-4 Worker participation, consultation, and communication on occupational health and safety 403-5 Worker training on occupational health and safety 403-6 Promotion of worker health 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 403-8 Workers covered by an occupational health and safety management system 403-9 Work-related injuries 403-10 Work-related ill health	SR page 12, 13 – Occupational safety and HSI programme, occupational health SR page 14 – Process safety SR page 13 – Occupational health SR page 13 – Occupational health IR page 37 – Risk management SR page 12 – Occupational safety and HSI programme IR page 44 – Effectively managing trade offs of our capitals SR page 18 – Human capital management SR page 14 – Process safety SR page 14 – Process safety SR page 13 – Occupational health SR page 12, 13 – Occupational safety and HSI programme, occupational health SR page 13 – Occupational health	

GRI STANDARD	DISCLOSURE TITLE	LOCATION	REASON FOR OMISSION
TRAINING AND EDUCATION			
	404-1 Average hours of training per year per employee	 page 15-18 - Human capital management	We report on numbers of employees trained and spent, but not on the average hours of training per year per employee.
	404-2 Programs for upgrading employee skills and transition assistance programs	 page 15-18 – Human capital management	
	404-3 Percentage of employees receiving regular performance and career development reviews	 page 18 – Human capital management	
DIVERSITY AND EQUAL OPPORTUNITY			
	405-1 Diversity of governance bodies and employees	 page 16-18 – Human capital management  page 66-67 – Governance	We do not report on the ratio of basic salary and remuneration between women and men.
	405-2 Ratio of basic salary and remuneration of women to men	Not applicable	
NON-DISCRIMINATION			
	406-1 Incidents of discrimination and corrective actions taken	 page 15-18, 19-20 – Human capital management, human rights	
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING			
	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	 page 18 – Human capital management	
CHILD LABOR			
	408-1 Operations and suppliers at significant risk for incidents of child labour	 page 19-20 – Human rights  page 33 – Risk management	
FORCED OR COMPULSORY LABOR			
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	 page 19-20 – Human rights	
SECURITY PRACTICES			
	410-1 Security personnel trained in human rights policies or procedures	 page 19-20 – Human rights	Sasol has 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			
	411-1 Incidents of violations involving rights of indigenous peoples	 page 19-20 – Human rights	We currently have no incidents of violations involving the rights of indigenous people. We have policies regarding sanctions, which is available on our website.

GRI STANDARD	DISCLOSURE TITLE	LOCATION	REASON FOR OMISSION
LOCAL COMMUNITIES			
	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	SR page 37-39 – Economic inclusion SR page 26, 43-45, 52-53 – Sustainable use of plastics, air quality management, environmental compliance	
SUPPLIER SOCIAL ASSESSMENT			
	414-1 New suppliers that were screened using social criteria 414-2 Negative social impacts in the supply chain and actions taken	SR page 36 – Responsible sourcing and procurement SR page 36 – Responsible sourcing and procurement	
PUBLIC POLICY			
	415-1 Political contributions	IR page 33 – Risk management	We do not contribute to politics or any political related matter. Therefore we do not report on it, however it is contained in the Code of conduct.
CUSTOMER HEALTH AND SAFETY			
	416-1 Assessment of the health and safety impacts of product and service categories 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	SR page 24-25 – Product stewardship SR page 24-25, 52-53 – Product stewardship, environmental compliance	
MARKETING AND LABELING			
	417-1 Requirements for product and service information and labeling 417-2 Incidents of non-compliance concerning product and service information and labeling 417-3 Incidents of non-compliance concerning marketing communications	SR page 24-25 – Product stewardship SR page 24-25 – Product stewardship Not applicable	No incidents regarding marketing communications were reported.
CUSTOMER PRIVACY			
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Not applicable	No complaints regarding breaches of customer privacy and losses of customer data.