



# *sasol's code of ethics*



***Integrity*** has always been a Sasol value. It is fundamental to, and underlies Sasol's values of 'customer focus', 'winning with people', 'safety', 'excellence in all we do', and 'continuous improvement'.

***Integrity*** means to act consistently on a set of ethical standards and principles.

This ***Code of Ethics*** is the set of ethical principles and standards which all Sasol people (employees and directors) in all Sasol businesses are required to apply.

*The Code should be read as a whole.*

## *ethical behavioural standards*

1. We hold ourselves responsible and accountable to apply Sasol's resources to maximise sustainable returns to Sasol's shareholders
2. We manage Sasol to be a responsible corporate citizen and we are committed to conduct Sasol's business with due regard to the interests of its stakeholders, the environment and its social responsibilities
3. We comply with all applicable legal requirements as a minimum standard
4. We subscribe to effective corporate governance
5. We implement controls to ensure that disclosures in respect of Sasol's business are not misleading and made timely
6. We honour agreements entered into by Sasol

1. We emphatically reject all forms of dishonesty and do not tolerate dishonest acts such as bribery, corruption, fraud, falsification and misrepresentation
2. We avoid and declare conflicts of interest with Sasol's interests
3. We apply the assets and other resources of Sasol for business purposes only and do not use such assets and other resources for personal benefit unless approved in accordance with an official Sasol Group Policy
4. We do not misuse our Sasol positions to obtain personal benefits

1. We treat others as we would like to be treated in similar circumstances
2. We base business decisions on policy, strategy, facts and analysis and not on irrational emotion, prejudices or other irrelevant factors

1. We respect human rights and dignity
2. We treat our stakeholders with respect
3. We do not discriminate on the basis of factors such as race, religion, gender or sexual orientation

## *fundamental ethical principles*

### *responsibility*

We hold ourselves responsible and are accountable to our stakeholders for our actions

### *honesty*

We are truthful

### *fairness*

We treat our stakeholders equitably

### *respect*

We acknowledge the rights and dignity of others

See overleaf for important contact information



*Sasol employees are requested to please discuss any uncertainties they may have in respect of the application of this Code or any deviations from the Code that they are aware of with their line managers.*

*Sasol employees and other Sasol stakeholders may also anonymously report deviations from the Sasol Code of Ethics to the Sasol Ethics Line.*

### **South Africa**

FreeCall 0800 016 017

FreeFax 0800 007 788

FreePost DN 298

Umhlanga Rocks, 4320

### **Germany**

FreeCall 0800 182 5967

### **Italy**

FreeCall 800 786 522

### **Singapore**

FreeCall 800 2700 010

### **United Kingdom**

FreeCall 0800 03 244 98

### **United States of America**

FreeCall 1800 489 1727

*The anonymous e-mail reporting facility (sasol@ethics-line.com) can be used from anywhere in the world.*

