



SASOL

HUMAN RIGHTS POLICY



Jwalo ka khamphani e di hulang pele e sebetsang ka dikhemikhale le matla, mme jwalo ka ha ho hlalositse kahare Universal Declaration of Human Rights, re hlomphe seriti le ditokelo tsa batho bohle e bohlokwa bakeng la ho tshwarella ha mosebetsi wa rona. Kahare ho Sasol, polelo ena "Ditokelo tsa Botho" e lekana le "ditokelo tsa Kgwebo le tsa Botho".

SEPHEO SA RONA:

Ka ho hlonepha le ho latela ditokelo tsa botho:

- Ka ho qoba dikgahlamelo tse mpe ditokelong tsa botho tseo re ka bakwang kapa ra e ba le seabo ho tsona ka mesebetsi ya kgwebo ya rona, dikamano tsa rona, ho kenyeletswa le bahiruwa, mekgatlo, bomphato—mmoho kgwebong, bafani ba thepa le bafani ba ditshebeletso; le
- Re sebetsa ho latela ditlwaelo tsa toka, molao, mme tse nang le ponaleto.

RE ITLAMME:

- Moralong o tataiswang ke:
 - International Bill of Human Rights (Molao wa Matjhaba wa Ditokelo tsa Botho),
 - United Nations Global Compact (UNGC) (Leano la Akaretsang la Matjhaba a Kopaneng),
 - Melao ya Tataiso ya Matjhaba a Kopaneng ya Ditokelo tsa Kgwebo le Batho,
 - Dipheo tsa Ntlatso ya Moshwelella tsa Matjhaba a Kopaneng tse sebetsang kgwebong ya rona,
 - Polelo ya Mokgatlo wa Matjhaba wa Mosebetsi mabapi le Melawana le Ditokelo Mosebetsing,
 - Melaoya Boithaopo ya Matjhaba a Kopaneng a mabapi le Tshireletso le Ditokelo tsa Botho le Leano la Tsamaiso la Matjhaba bakeng la Bafani ba Ditshebeletso tsa Tshireletso e Ikemetseng,
 - Ditataiso tsa Mokgatlo wa Kopanelo ya Moruo le Ntshetsopele (OECD) bakeng la Dikgwebo tsa Matjhaba, le
 - Ditlhoko tsa molao tse sebetsang boemong bona ba molao boo re tsamaisang kgwebo ya rona, ho kenyelletswa le thibelang bokgoba ba mehleng ena;
- Ho hlonepha phapano, ho netefatsa hore bohle ba fumana menyetla e lekanang le ho fedisa ditlwaelo tsa kgethollo;
- Ho hlomphe bolokolohi ba ho ba karolo ya mokgatlo le tokelo ya tsebedisano mmoho kgwebong;
- Ho fana ka dibaka tsa mosebetsi tse bolokehileng, tse sireletsehileng le tse maemong a matle tse sa hatikeleng ditokelo tsa botho;
- Ho fana ka maemo a kgiro, mekgolo, meputso le melemo e metle qothisanang le hlokwa le ya dikhamphani tse ding.
- Ho hlonepha ditokelo tsa setjhaba se haufi le batho ba lehae ba ka angwang ke mesebetsi ya khamphani ya rona, ho kenyelletswa tsebediso ya mobu le ditokelo tsa ho fumana metsi;
- Ho laola kameho ya ditokelo tsa botho kahara kgwebo ya rona;
- Ho laola ka boikarabelo tsebetso ya rona tikolohong; le
- Ho tshwarana ka matsoho le ho sebedisana mmoho ba nang le seabo le ho batla maikutlo a bona bakeng la ho ntlatso tsebetso ya rona mabapi le ditokelo tsa botho, tsebetso e amahangwang le ba nang le kobo ya bohadi le ho theha boleng ba setjhaba.

RE TLA Fihlela DINTHO TSENA TSE BOHLOKWA:

- Ka ho hlwaya le ho fokotsa dikotsi tsa ditokelo tsa botho ho latela tsebetso ya rona ya Taolo ya Kotsi Mosebetsing, mekgwatshebetso le leano;
- Ho etsa bonnete ba hore ho latelwa molao moo re sebetsang;
- Ho etsa bonnete ba hore ho hlonephetjha ditokelo tsa botho le ho etsa ditlhahlobo tsa kameho ho latela Melao ya Tataiso ya Matjhaba a Kopaneng a Kgwebo le Ditokelo tsa Botho;
- Ho hlonepha ditokelo tsa mobu le metsi, le ditokelo tsa setjhaba se haufi le batho ba lehae, le taolo ya bodulo ho latela Diphelelo tsa Tsebetso tsa Koporasi

ya ditjhelete ya matjhaba (IFC) le Polelo ya Matjhaba a Kopaneng ya Ditokelo tsa Batho ba Lehae, ho ipapisitswe le leano la tumello e fanwang ka bolokolohi, pele , mme e bontshang kutlwisiso

- Ka ho nyalanya mekgwatshebetso a rona le Melao ya Boithaopo e mabapi le Tshireletso le Ditokelo tsa Botho le Leano la Tsamaiso la Matjhaba bakeng la Bafani ba Tshireletso e Ikgethileng;
- Ka ho hlonepha phethahatso ya molao ditokelo tsa basireletsi ba ditokelo tsa botho;
- Ka ho thibela kgethollo, boiphethetso, ho tsohelana matla, ditshoso, dikgoka, boitshwaro bo hlekefetsang, kgoboso le bohlasipa ho latela maano a rona a Kgiro le ho loma tsebe, ho kenyelletswa le kgahlanong le motho ofe kapa ofe ya tlalehang kapa ya bontshang ngongoreho ka moya o motle mabapi le kgethollo ya ditokelo tsa botho;
- Ka ho fana ka mekgwa ya boipelaetso kahare le kante ho ya ka moo ho hlokalang, le ho etsa bonnete ba hore mathata a ditokelo tsa botho le ditlalebo di fuputswa ka nepo, mme di tlalehwa ntle le loba mekgwa ya Naha ya tlaleho ya maipileto ka makgotla kapa kante ho makgotla;
- Ka ho rarolla le ho nolofatsa mekgwa wa ho fumana tharollo bakeng la dikgahlamelo tse mpe tsa ditokelo tsa botho tseo re elellwang hore re di bakile kapa re kentse letsoho ho tsona, ntle le ho thibela phihlelo ya mekgwa efe kapa efe e meng e ka bang teng;
- Ho itshwara ka boithonepho, ho hanela bobodu le ho hloka botshepehika ka mekgwa ofe kapa ofe ho latela Leano la rona le Kgahlanong le Tjotjo;
 - Ho kenya tsebetso Leano la Tsebetso la Phano ya Thepa;
- Ho etsa bonnete ba hore maemo a tsebetso a bolokehile, mme a lekane le fana ka ditshebeletso tsa moshwelella, empa ho thibelwa kgethollo mosebetsing le ho sebediswa ha bana;
- Ho kenya tsebetso leano le elang hloko dikotsi mabapi le tsebediso e nepahetseng ya dihlahiswa tsa tikoloho le ho rarolla diqholotso tsa tikoloho ho elwa hloko ditokelo le dithahasello tsa bohle ba ikarabellang, ho kenyelletswa le setjhaba sa haufi le batho ba lehae;
- Ho sebedisa maano le ditlwaelo tsa tsebetso le kgiro tse tsamaellanang le diphelelo tsa molao sebakeng seo re leng ho sona le ditumellano tsa mantlha tsa Mokgatlo wa Lefatshe wa Basebetsi, mme tse bontshang tefo ya mekgolo o phedisang le ho tshetsa boiketlo ba basebetsi;
- Ho boloka dikamano selekane se nepahetseng le baemedi ba mekgatlo ya kgwebo le makgotla a basebetsi hohle moo a sebetsang;
- Ho theha selekane le bohloko ba lehae moo ho sebetsang bakeng la ho fana ka ditshebeletso tsa metsi le bohloko moo di hlokalang;
- Ho latela leano la rona la ho nka boikarabelo ka tlhahiso le sebetso ho etsa bonnete ba hore theko ya rona ya dikhemikhale le disebediswa tse so ntlatso tse ha e bake kgohlano, e latela melao ka moo ho kgonahalang, e fokotsa sekgahla sa kamoo tikoloho le batho ba amehang ka teng; le
- Ho hlalisa le ho fana ka thupelo mabapi le Leano la Ditokelo tsa Botho.

Fleetwood Grobler

President and Chief Executive Officer

Leano la Ditokelo tsa Botho le sebetsa ho bahiruwa bohle, basebetsi ba sebetsang nakwana le bafani ba ditshebeletso ba Sasol Limited le makalana a yona. Re lebelletse hore tsebedisano-mmoho ya rona le bomphato-mmoho kgwebong le bafani ba ditshebeletso ba hlonephe Leano lena la Ditokelo tsa Botho. Ntle le ho fihlela dipeleho tsohle tsa molao, re ba kgothaletsa ho kenya tsebetso maano a tshwanang kahare ho dikgwebo tsa bona.