



SASOL



**Njengenkampani engungqa phambili yamakhemikhali ahlanganisiwe neyezamandla, iSasol iyaqaphela ukuthi ukuhlonipha isithunzi somuntu kanye namalungelo abo bonke abantu, njengoba kuchazwe ku-Universal Declaration of Human Rights, kubalulekile ukuze ibhizinisi lethu liqhubeke liphila. Kwa-Sasol, inkulumo ethi “Amalungelo Abantu” isho okufanayo nokuthi “Amalungelo Ebhizinisi Nawabantu”.**

#### UMGOMO WETHU YILONA:

Ukuhlonipha nokuvikela amalungelo abantu ngokwenza lokhu:

- Ukugwema ukunyatheleka kwamalungelo abantu esingase sikubangele noma sibe nesandla kukho ngemisebenzi yethu yebhizinisi nangobudlelwano bethu, okuhlanganisa nobudlelwano nemisebenzi esiyenza nabasebenzi, imiphakathi, amabhizinisi ahlanganyelwe kanye nozakwethu bebhizinisi, amasaplaya nabahlinzeki bamasevisi; kanye
- Nokwenza ibhizinisi ngokusekelwe ezenzweni ezinobulungiswa, ezisemthethweni nezisobala.

#### SIZIBOPHEZELE EKUTHENI:

- Senze ngendlela eqondiswa:
  - yi-International Bill of Human Rights,
  - yi-United Nations Global Compact (UNGC),
  - yi-United Nations (UN) Guiding Principles on Business and Human Rights,
  - yi-UN Sustainable Development Goals njengoba isebenza ebhizinisini lethu,
  - yi-International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work,
  - yi-UN Voluntary Principles on Security and Human Rights kanye ne-International Code of Conduct for Private Security Service Providers,
  - yi-Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises, kanye
  - Nezimfuneko ezingokomthetho ezisebenza ezindaweni esiqhuba kuzo ibhizinisi lethu, kuhlanganise nalezo ezenqabela ubugqila besimanje;
- Sihloniphe ukungefani kwabantu, siqinisekise amathuba alinganayo futhi siqede imikhuba yokucwasa;
- Sisekele inkululeko yokuzihlanganisa nanoma ngubani kanye nelungelo labasebenzi lokuxoxisana ngezimo zomsebenzi;
- Sigcine izindawo zokusebenza ziphephile, zilondekile futhi zinempilo kanye nezimo ezingawanyatheli amalungelo abantu;
- Senze izimo zokuqashwa, zokuhlomula, zokuthola amaholo nezinzuzo zibe ngezengenzeleli futhi ezisezingeni lezinye izimboni;
- Sihloniphe amalungelo emiphakathi eyakhelene nezimboni zethu kanye nabo bonke abantu bomdabu abangase bathintwe yimisebenzi yethu yebhizinisi, okuhlanganisa nobunikazi bomhlaba kanye nokutholakala kwamanzi;
- Silawule ukuthinteka kwalungelo abantu abasohlwini lwethu lwamasaplaya;
- Silawule ngendlela ehluzekile umthelela wezenzo zethu emvelweni; futhi
- Sixoxisane futhi sisebenzisane nababambiqhaza bethu futhi sicele uvo lwabo ukuze sithuthukise ukuziphatha kwethu ngokuqondene namalungelo abantu, ukubandakanyeka kwababambiqhaza abathintekile sithuthukise nenzuzo esiyilethela umphakathi.

#### LE MIGOMO-SISEKELO SIZOYIFINYELELA NGOKWENZA LOKHU:

- Ukuhlonza nokunciphisa izinto eziwabeka engozini amalungelo abantu ngokuvumelana nenqubo, uhlaka kanye nenqubomgomo yethu yokuLawula Ingozi Ebhizinisini;
- Ukuqinisekisa ukuthotshelwa komthetho ezindaweni esisebenza kuzo;
- Ukubhekisisa imithelela esingaba nayo emalungelweni abantu nokuhlaziya imiphumela yayo, siqondiswa yi-UN Guiding Principles on Business and Human Rights;
  - Ukungawanyatheli amalungelo omhlaba namanzi, namalungelo

emiphakathi nabomdabu esakhelene nabo, kanye nokusingatha ngemfanelo ukuhlaliswa kabusha, siqondiswa yi-International finance corporation (IFC) Performance Standards kanye ne-UN Declaration on the Rights of Indigenous Peoples, siqaphela isimiso sokunikeza imvume ngokukhululeka, ngaphambi kwesikhathi nangokusekelwe olwazini (FPIC);

- Ukuvumelana izinqubo zethu zokulondeka ne-UN Voluntary Principles on Security and Human Rights kanye kanye ne-International Code of Conduct for Private Security Service Providers;
- Ukuqaphela ukusetshenziswa okusemthethweni kwamalungelo abavikeli bamalungelo abantu;
- Ukwenqabela ukucwasa, ukuziphindiselela, ukujezisa, ukwesabisa, udlame, ukuziphatha okuhlukumezayo, ukuhlukumeza nokwenza abanye izisulu, okuhambisana nezinqubomgomo zethu ze-Human Resources and Whistle-blower, okuhlanganisa nalokho okwenziwa kunoma yimuphi umuntu, obika noma oveza ngobuqotho ukukhathazeka mayelana nezinsolo zokunyathelwa kwamalungelo abantu;
- Ukuhlinzeka ngezindlela zokukhononda, ngaphakathi nangaphandle njengoba kufanele, nangokufuna ukuqinisekisa ukuthi ukukhathazeka nezikhazazo ngamalungelo abantu kuphenywa futhi kubikwe ngokufanelekile ngaphandle kokuthiya imigudu yoMbuso yokukhalaza engeyokwahlulela nengeyona eyokwahlulela;
- Ukunikeza ikhambi noma ukwenza lula ukuthola ikhambi lanoma ikuphi ukunyathelwa kwamalungelo abantu esithola ukuthi kubangelwe yithi noma sibe nesandla kukho, ngaphandle kokuthiya ukufinyelela kunoma yimaphi amanye amakhambi angase abe khona;
- Ukwenza ngobuqotho, ukumelana nokonakala nokungathembeki kwanoma yiluphi uhlobo ngokuhambisana ne-Anti Bribery Policy;
- Ukusebenzisa ikhodi yethu Yokuziphatha Kwamasaplaya;
- Ukwenza kube khona izimo zokusebenza eziphephile, ezanele kanye nokusebenza okuhlala njalo, kuyilapho senqabela ukusetshenziswa ngempoqo nokusetshenziswa kwezingane;
- Ukusebenzisa indlela esekelwe ekuqapheni ingozi lapho sisebenzisa ngokucophelela izinsiza zemvelo nangokubhekana nezinseselele zethu zemvelo ngokucabangela okufanele amalungelo nezinzuzo zabo bonke ababambiqhaza bethu, okuhlanganisa nemiphakathi nabantu bomdabu esakhelene nabo;
- Ukusebenzisa imithetho nemikhuba yokusebenza yabasebenzi ehambisana nezimfuno zomthetho wezwe nezimiso-mongo ze-International Labour Organisation, futhi ehlinzeka ngokukhokhwa kwamaholo anele izindingo zokuphila futhi eseka inhlahakahlale yabasebenzi;
- Ukugcina ubudlelwano obakhayo nezinyunyana ezimele abasebenzi kanye nemikhandlu yemisebenzi kuzo zonke izindawo esisebenzela kuzo;
- Ukusebenzisana neziphathimandla zasekhaya ezindaweni esisebenzela kuzo ukuze siqwazi ukulethwa kwezidingo-ngqangi ngokuphathelene namanzi nokuthuthwa kwendle lapho kudingeka khona;
- Ukulandela indlela yethu yokuphatha umkhinqo sifuna ukuqinisekisa ukuthi indlela esithola ngayo amakhemikhali nezinto ezingakasetshenzwa ayisekeli ukungqubuzana, ithobela umthetho ngezina okungenzeka ngalo, inciphisa umthelela empilweni yomuntu nasemvelweni; kanye
- Nokuqwashisa nokuqeqesha Ngenqubomgomo yethu Yamalungelo Abantu.

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