

Driving strategic transformation through ESD

DMRE: Women In Mining Workshop

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Purpose
Innovating for a
better world

The Sasol ESD Policy Exists To Drive Our Strategic Transformation Imperatives



SASOL SOUTH AFRICA

ENTERPRISE AND SUPPLIER DEVELOPMENT (ESD) POLICY



At Sasol, we acknowledge the socio-economic need to proactively develop, support and contribute to the sustainability of Small, Medium and Micro Enterprises (SMMEs) as well as firms owned by Historically Disadvantaged Persons (HDPs), particularly in the areas where we operate. We leverage our supply chain to advance this transformation imperative, thereby ensuring the integration of SMMEs and HDP-owned firms into the mainstream of our business.



THE DIFFERENCE YOU WANT TO SEE

sasol 
**TRANS
FOR
MATION.**
A DIFFERENT
PERSPECTIVE

ENTERPRISE AND SUPPLIER DEVELOPMENT (ESD) POLICY

OUR GOAL IS TO

- Create meaningful opportunities for transformed businesses to work with Sasol.
- Accelerate the development of transformed small businesses, enabling meaningful participation within Sasol's supply chain.
- Stimulate "township industrialisation" in the areas where we operate.
- Better the lives of the communities in which we operate.

OUR EXPECTATIONS OF SUPPLIERS

- Uphold sound business practices and not participate in any form of corruption or fronting.
- Act ethically and comply with all applicable laws, policies and regulations.
- Contribute to social cohesion and economic participation by employing people from local communities.
- Comply with agreed commercial commitments.

OUR ESD PRINCIPLES

- We comply with all laws and associated Codes in the various sectors that we operate.
- We pursue focused and tailor-fit enterprise and supplier development initiatives for SMMEs and HDP-owned firms.
- We drive localisation and local procurement through set-asides in selected procurement categories.
- We implement sub-contracting requirements for the advancement of fence-line SMMEs and HDP-owned firms in the areas where we operate.
- We publish selected regional procurement opportunities through appropriate channels.
- We discourage anti-competitive conduct between companies.
- We implement processes and systems to improve the experience of SMMEs and HDP-owned firms with Sasol.

linkage



From Linkage to PO for SME Suppliers

Process starts on **Linkage**

Kick start Supplier registration process on Linkage:
Send email to Info.esd@sasol.com

Supplier grading process and Authentication of compliance documentation

When supplier is graded Platinum / Platinum Plus*

Supplier requests to participate in advertised opportunity

Supplier is assessed for opportunity fit

Category management identifies suitable suppliers from Linkage pool

Process moves to **SAP Ariba**

Supplier transacts with Sasol and tactical procurement can invite supplier for other opportunities

Decision is made. Vendor number created / Supplier rejected

Supplier is accredited (Safety or Technical accreditation if relevant – dependent on scope).
Only applicable to RSA suppliers

Information is verified by Compliance, Applications Management & Supplier performance Monitoring teams

Application is assessed by GRP and Category management

Supplier invited on Ariba to complete SPQ in order to be accredited

SASOL



Sasol Women in Engineering Incubator Programme

Overview

Sasol Women in Engineering Incubator Programme

- Sasol has partnered with WomHub to launch a Women in Engineering Business Incubation Programme.
- The programme has been designed to actively support and develop South African women-owned small, medium, and micro-enterprise (SMME) businesses and their founders in Engineering and Technology.
- 15 qualifying South African women entrepreneurs will participate in the year-long virtual and in-person programme which kicked off in March 2022.
- **Through this partnership, the incubates will have access to:**

- | | |
|--|---|
| <ul style="list-style-type: none"> ■ Leadership Development ■ Mental and Financial Health Sessions. ■ Operations and Business Development ■ Governance and Investment Masterclasses ■ One-on-One Venture Clinics ■ Entrepreneur Roundtables ■ Baseline and Needs Analyses | <ul style="list-style-type: none"> ■ Venture Support ■ Talent Support ■ Financial Analysis and Coaching ■ Mentorship ■ Networking Opportunities and Guidance ■ Access to WomHub's business support services and Innovation Hub & Co-Working Space |
|--|---|

Investing in female entrepreneurs is about building not only a more inclusive economy, but benefiting society. Through our partnership with WomHub, we are excited for the opportunity to effectively contribute to the development of a pool of credible, future-fit, female-owned and led businesses. Enabling the success of women in engineering and technology, truly brings our purpose of Innovating for a better world to life.

Sasol Women in Engineering Entities

Sasol Women In Engineering Incubator Programme

BUILDING ENGINEERING & TECHNOLOGY BUSINESSES FOR A BETTER FUTURE!

Congratulations To Our 15 Selected Entrepreneurs.

Powered By: **WomHub**

www.womhub.com/sasol
[@WomHub](https://twitter.com/WomHub)
[WomHub](https://facebook.com/WomHub)

[@wom.hub](https://instagram.com/wom.hub)
[WomHub](https://linkedin.com/company/WomHub)

Sasol Women in Engineering Incubator Programme (Incubation)

Business Name	Industry
Kubyla ICT Solutions	Technology_ICT
BEP Technologies Pty Ltd	Manufacturing_Welding
The Solar Power Cafe	Manufacturing_Energy
Intal Power Trading	Consulting
Fenoma Met Reserve	Metallurgical Engineering Consulting
Japino Enterprise	Manufacturing_Energy
Lizwile Engineering	Engineering_Maintenance
Kgaratlo Trading	Mining Engineering Consulting
Dithorisho Engineering	Electrical Engineering
Notefull Engineering	Consulting
GM Boiler & Steam Consulting Engineering	Maintenance
PL Construction	Manufacturing_Maintenance
Fawkes Thermal Manufacturing	Manufacturing_Energy
Otic Projects (Pty) Ltd	Mining_Engineering
Kgothatso Innovations	Technology_GIS

ESD in Action

How we create sustainable growth and economic value for SMEs through programmes that support **historically disadvantaged groups, particularly in the areas where we operate.**



Webinars and Masterclasses educating SMEs on

- Marketing
- Business Processes
- Management
- Accessing Finance



Digital Platform: Linkage

- Entry point for SMEs into Sasol value chain



Sasolburg Business Incubator:

- Business infrastructure: Workshop, meeting and office space for incubates
- Coaching and mentoring
- Business and Technical training



Business Development: PPE Upcycling Project



Product development: Sanitiser Project:

- Pivoted business into production
- supported with distribution through schools.



Market Access

- Providing SME market access through exhibitions, industry events and partner platforms.



SASOL