

IKHODI YOKUZIPHATHA YASESASOL 2022

Ukuphila Ngezimiso Zethu

Iqala ukusebenza ngomhla ka-30 Juni 2022

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Ukusungulela umhlaba ongcono



“Ukuziphatha okufanele wukwazi umehluko phakathi kwalokho onelungelo lokukwenza nalokho okulungile ukukwenza.”

Potter Stewart



1

ISIBOPHO SETHU SONKE

Umlayezo ovela ku-Fleetwood Grobler

Fleetwood Grobler

UMongameli futhi onguMphathi Omkhulu

Zakwethu othandekayo,

Siyakwamukela eMthethweni Wokuziphatha WaseSasol, obuyekeziwe wathuthukiswa ukuze usebenze emhlabeni oshintsha ngokushesha esisebenza kuwo. Kanye nezimiso, inhloso kanye namasu ethu akwaSasol, iKhodi yethu Yokuziphatha iyisisekelo sendlela esiziphatha ngayo nesiqhuba ngayo ibhizinisi lethu emhlabeni wonke.

Uchaza imithetho yokuziphatha eyisisekelo okufanele siyigcine njalo. Usinikeza isiqondiso sendlela yokuphathana njengozakwabo nendlela yokusebenzelana nabo bonke ababambiqhaza ebhizinisini lethu: kusukela emakhasimendeni kuya kubathengisi; ozakwethu; izinyunyana zabasebenzi; osomasheya; imiphakathi kanye nohulumeni.

KwaSasol, izindinganiso zethu ziyasixhumanisa futhi zisisiza sakhe futhi silondoloze ubudlelwano bokwethembana ebhizinisini ekusebenzeni kwethu kwansuku zonke, kuyo yonke inhlango yethu. Lokhu kubalulekile ukuze siqhubeke siphumelela futhi isiko lethu lihlale njalo.

Emhlabeni we-VUCA (oguguguqakayo, ongaqinisekile, oyinkimbinkimbi futhi ongaqondakali), inhloso yethu kanye nezindinganiso zethu kwenza emsebenzini wethu wansuku zonke ube nenjongo, kuyasiqondisa ukuze sifinyelele imigomo yethu yeSasol 2.0, sifeze imigomo yethu ye-Future Sasol futhi sichume emhlabeni one-carbon ephansi.

Idumela lethu nemvume yokusebenza kuncike ekulondolozeni ukwethenjwa yibo bonke ababambe iqhaza ebhizinisini lethu, nawumphakathi uwonke. Ukuze sifeze lokhu, izimiso zeSasol kufanele zibe ingxenye yokuziphatha, yezinqumo, yemisebenzini ney ezenzo zethu zansuku zonke. Le Khodi Yokuziphatha echibiyelwe iyisiqondiso sethu esisisiza siqonde ukuthi kusho ukuthini lokho ngokoqobo.

Ukuze sifinyelele lo mgomo, kwenziwe ngamabomu ukuthi izimiso zethu zokuziphatha zigxile ezenzweni ukuze kuqinisekiswa ukuthi ngamunye wethu angazisebenzisa kalula, kuyilapho injongo yethu - uma ngisungula igama elingcono - isikhuthaza ukuba silinganisele phakathi kwaBantu, iPlanethi kanye neNzuzo ngokuhambisana nenhloso yethu ye-Future Sasol:

- **ABantu** | Siyabazisa aBantu bethu futhi siyakweseka ukukhula nentuthuko yabo, siyabahlonipha futhi siyabanakekela, sikhuthaza indawo yokusebenza ephephile, enokwehlukahluka nengenakho ukucwasa, senza ngenhlonipho nangobuqotho futhi siqinisekise ukuthotshelwa komthetho. Ngakho-ke siba nesibindi sokwenza njengokukhuluma kwethu futhi sikhulume lapho sibona ukungabi nabulungisa.
- **IPlanethi** | Siyayazisa le Planethi ngokuzinakekela thina nabanye, kanye nemiphakathi yethu, futhi siziphathe ngendlela ehlonipha imvelo neyehlisa imithelela engemihle esingaba nayo.
- **INzuzo** | Siyalazisa ikhono lokwenza iNzuzo ngokungenzi ngobudedengu ukuze silethe i-Future Sasol futhi sikuthatha njengokuwumsebenzi wethu, sizibheka njengabayophendula ngezenzo zethu futhi sifeza esikuthembisayo, sizibheka njengabanesibopho sokuthi ukusebenza kwethu nokwamaqembu ethu kuhlale kuyimbangela yoshintsho oluhle olulethela bonke inzuzo kwezenhlalo-mnotho.

Sonke sifuna ukusebenzela iSasol esingaziqhenya ngayo - iSasol ephumelelayo, eziphatha ngokufanele, ephonsa esivivaneni somnotho wethu nesomphakathi, enciphisa umthelela wethu endaweni ezungezile, neyindawo lapho ubuqotho nenhlonipho kuyizinto ezingenakuguqulwa. Lesi yisibopho sethu sonke.

IKhodi yethu Yokuziphatha iwumgogodla wokusimama okuqhubekayo kwebhizinisi lethu futhi iyisisekelo ekufezeni umbono esiwubekele i-Future Sasol.

Ozithobayo,



Fleetwood Grobler
UMongameli futhi onguMphathi Omkhulu

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MAYELANA NALE KHODI

Inhloso yale Khodi

Abasebenzi bakwaSasol basebenza emazweni angaphezu kuka-22, baphuma ezizindeni ezihlukene zamasiko futhi bakhuluma izilimi eziningi. Siyaziqhenya ngeqembu lethu labasebenzi lomhlaba wonke nelihlukahlukene elisivumela ukuthi siqambe, sisungule futhi elisisiza sincintisane kangcono nabanye.

Naphezu kokwehluka kwethu, abasebenzi bakwaSasol bahlanganiswe yizimiso zethu ezinhlanu ezisebenza njengesibopho esisodwa esibophekele ukuthi siphile ngaso, usuku ngalunye ngomcabango, izwi nesenzo ngasinye.

Njengezimiso zethu, le Khodi Yokuziphatha (iKhodi yethu), wenza umsebenzini wethu wansuku zonke ube nenjongo futhi uqondisa abasebenzi bakwaSasol, abaphakeli bethu kanye nozakwethu ebhizinisini ekutheni siliqhuba kanjani ibhizinisi lethu. Lokhu kuyasichaza ukuthi singobani futhi kususisa sisungule futhi kuyo yonke inhlangotho yethu sigcine ubudlelwano bebhizinisi obunokwethembana nobuqotho, **namakhasimende ethu, abaphakeli, ozakwethu, abatshalizimali, abalawuli, ohulumeni nemiphakathi.**

Sikhetha ukuba yibhizinisi eliziphatha ngendlela efanele njengoba lokho kungeseki nje kuphela inhloso yethu “yokuSungulela umhlaba ongcono”, kodwa kuphinde kube negalelo ekuphokopheleni kwethu ukusimama. Izinkampani eziziphatha ngendlela efanele zivame ukuzedlula izimbangi zazo ngokuhamba kwesikhathi. Ngokuba yinhlangotho eziphatha ngendlela efanele sibanika okungcono ababambe iqhaza ebhizinisini lethu. Ngakho, asisoze sanikela ngedumela lethu lokuziphatha ngendlela efanele.

Ezweni elinejubane nelishintshayo, kukhulu okulindelwe emabhizinisini ekutheni lapho enza izinqumo ayozama ukuxazulula izinkinga eziyinkimbinkimbi nezishintsha ngokushesha, zomphakathi kanye nezokuziphatha okufanele.

Ngakho-ke iKhodi yethu isebenza njengesikhumbuzo esicacile sokuthi siyophendula ngezenzo zethu nokuthi kumelwe senze ngobuqotho ngaso sonke isikhathi ngoba siyavuma ukuthi siyiTeam Sasol nokuthi izenzo zomuntu oyedwa zingayithinta yonke inhlangotho.

Ukwenza iKhodi Yokuziphatha (iKhodi) Yaziwe

Kubalulekile ukuthi njengamalungu eSasol siyifunde futhi siyiqonde le Khodi. Njengabantu ngabanye, kumelwe sihambisane neKhodi.

Lesi sibopho asikwazi ukunikwa abanye.



NGISKENE



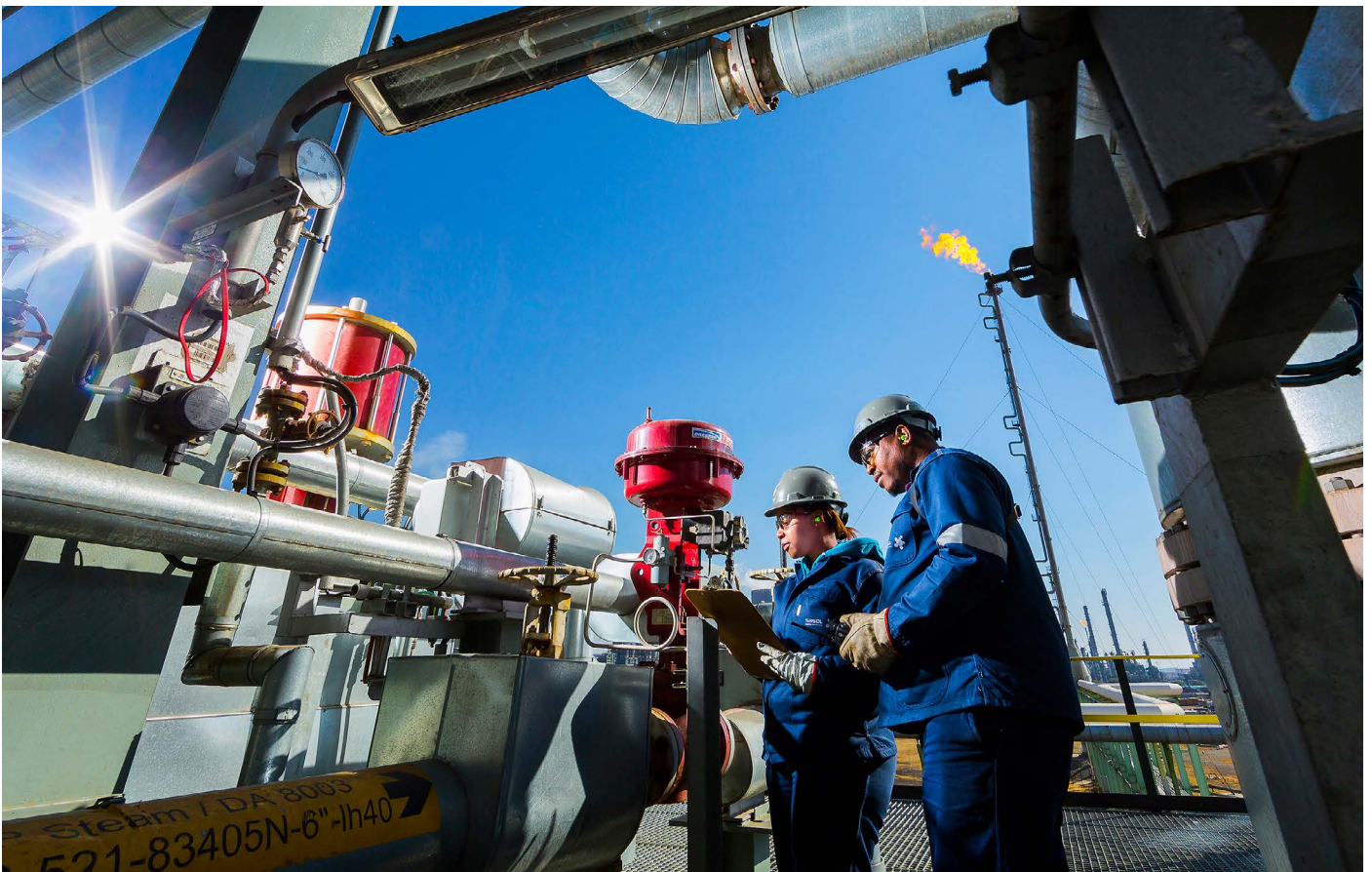
Skena le Khodi ye-QR udlulisele le Khodi Yokuziphatha YaseSasol kubasebenzi abangenawo amakhompyutha

Indlela le Khodi engabalekelela ngayo abasebenzi bethu

IKhodi yethu yakhelwe ukukhuthaza ukukuphaphamela ukuziphatha iSasol ekulindele kuwe nakuwo wonke umuntu oyimele. Ngaphakathi uzothola iseluleko esisebenzisekayo mayelana nemithetho, okulindelekile kanye nesiqondiso.

Le Khodi Yenzelwe ukukuqondisa lapho wenza izinqumo nsuku zonke. Kodwa-ke, awukwazi ukuthinta zonke izimo ongahlangabezana nazo endimeni yakho lapho umele iSasol. Ngakho-ke, kubalulekile ukuthi usebenzise ukwahlulela okuhle futhi ucele iseluleko kuMphathi wakho, esiKhulwini Sokuziphatha Okufanele noma eHhovisi Lenkampani Lokuziphatha Okufanele uma ungaqiniseki ukuthi isiphi isinyathelo esingcono kakhulu.

Umsebenzi nomqondisi ngamunye waseSasol kufanele aqonde ukuthi le Khodi isebenza kanjani lapho esebenza khona, awulandele kukho konke ukusebenzelana kwakhe kwezehhizinisi futhi aziphathe ngendlela ezimelela kahle izibopho zeSasol ezikule Khodi futhi ethuthukisa idumela layo.



Lapho isebenza khona iKhodi

Le Khodi ihloselwe ukuthi usebenze kubo bonke abasebenzi bakwaSasol kuzo zonke izinkampani zakwaSasol emhlabeni jikelele. Ihloselwe nokuthi isebenze kubo bonke abaqondisi (abaphethe nabangaphethe) balezo zinkampani, ngaphandle kwalapho kushiwo ngenye indlela kule Khodi. Izinkampani ezisebenzisana neSasol lapho iSasol ingalawuli khona kanye nezinkampani ezibambisene nayo nazo ziyakhuthazwa ukuthi zizamukele lezi zimiso, izindlela zokwenza nemithetho.

Nakuba le Khodi ibhalelwe abasebenzi nabaqondisi bakwaSasol, osonkontileka nabeluleki beSasol abangamanxusa eSasol, noma abayisebenzelayo, noma abasebenza egameni leSasol (ngokuhlinzeka ngezinsiza, izinqubo nanganoma yimuphi umsebenzi webhizinisi), kudingeka benze ngokuvumelana nale Khodi lapho besebenzela iSasol. Osonkontileka abazimele kanye nabeluleki kumelwe bazi ngale Khodi lapho ithinta ukusebenzelana kwabo nabasebenzi bakwaSasol, futhi abaphakeli beSasol baboshwe iKhodi YeSasol Yokuziphatha Kwabaphakeli.

Ukwehluleka kukasonkontileka, usonkontileka ongaphansi, umeluleki, inxusa, ummeleli noma omunye umhlinzeki wesevisi ukuthobela izimiso nezindinganiso ezibekwe kule Khodi, kungase kuholele ekunqanyulweni kobudlelwano balowo muntu neSasol nakweminye imiphumela emibi.

Le Khodi ayihloselwe ukuthi ihlanganise yonke imithetho, izinqubo-mgomo neziqondiso ezisebenza kuwe ezweni lakini kanye nasendimeni yakho kwaSasol. Nokho, ibeka izindinganiso jikelele eziyisisekelo zokuziphatha okulindeleke kuwe. Sicela uqiniseke ukuthi uyayiqonda futhi uyayisebenzisa le Khodi. Yiqaphele futhi nemithetho nezinqubo-mgomo zeSasol ezisebenza kuwe ezweni lakini.

Le Khodi iwumnyombo nohlaka lwezimiso zethu sonke esinomthwalo wokuzivikela, ukuzilondoloza, ukuzisekela nokuzisebenzisa.

Usekelwe phezu kwezinqubo-mgomo eziningi zakwaSasol futhi ayithathi isikhundla sezinqubo-mgomo, izinqubo nezindlela zokwenza zeSasol, kodwa kufanele ufundwe kanye nalezi zinqubo-mgomo. Abasebenzi kulindeleke ukuthi bazifunde futhi bazihloniphe zonke izinqubo-mgomo ezisebenzayo.

Le Khodi itholakala ngezilimi ezahlukahlukene. Uma kuba nokungqubuzana kuyoba uhlelo lwesiNgisi olusebenzayo.

Uma umthetho othile ungqubuzana nomthetho noma inqubo-mgomo ekule Khodi, kufanele uthobele lowo mthetho. Uma ubona sengathi okuthile kule Khodi kuyangqubuzana nemithetho yezwe lakini, sicela uthinte omele iSasol Legal Services ukuze uthole usizo. Nokho, uma isiko elithile lendawo lishayisana nale Khodi kufanele uthobele le Khodi.

Le Khodi ayiwusona iseluleko sezomthetho.

Kungani le Khodi ibalulekile?

Iyisititimende sasobala esisho ukuzibophezela kweSasol ezindleleni zokuhola, ukuphatha okuhle kwezebhizinisi kanye nokubonakaliswa kwendlela yeSasol yokuthuthukisa ukusimama.

IKHOMBISA UKUTHI ISASOL IKHETHA UKWENZA IBHIZINISI NGOKUZIPHATHA OKUFANELE

Yakha ukwethembeka nokwethembana nababambiqhaza ebhizinisini lethu

Ukuba nedumela elihle kwababambe iqhaza ebhizinisini lethu, okuhlanganisa namakhasimende, abaphakeli, ozakwethu, abatshalizimali, abalawuli, ohulumeni kanye nemiphakathi kwenza siphumelele isikhathi eside ngokwakha izindinganiso esizihlanganyelayo.

Amakhasimende asekela izinkampani azithembayo. Imiphakathi ikhululeka kakhudlwana ukukhulumisana nezinkampani ezinenhlonipho nezikhuthaza ubudlelwano obakhayo. Abatshalizimali bazethemba kakhudlwana izinhlangano ezizifezayo izithembiso zazo futhi zisebenze ngendlela efanele nengafihli.

Iyisiqondiso emsebenzini wethu nasebudlelwani bethu

Le Khodi Yethu iyisisekelo sokuziphatha kwethu ngaphakathi nangaphandle. iyindlela sezenzo zethu futhi isikhuthaza ukuba sikhulume ngaphandle kokwesaba futhi sithathe isinyathelo uma sibona ukuziphatha okungafanele. Kwenza injongo yethu iphile.

Isondeza eduze nesiko lethu

Le Khodi Yethu iyindlela esifikisa ekubeni amalungu aziqhenyayo eTeam Sasol; lapho siphokophela khona ukwenza kahle, sigqugquzela ukusungula izinto ezintsha futhi samukele ushintsho; lapho sisebenza khona emhlabeni jikelele nangokusebenzisana; nalapho siqonda khona ukuthi ukungafani kwethu kungamandla ethu.

UKUNAMATHELA KULE KHODI KUSEKELA INHLOSO YESASOL YOKUSUNGULELA UMHLABA ONGCONO.

3

ESIKULINDELE



Abaholi bethu

Abaholi kufanele bacabe indlela, bahole ngesibonelo futhi bagququzele ukuqondwa ngokucacile kweKhodi.

Izenzo zabaholi kumelwe zibonise izimiso zeSasol, futhi basize amalungu amaqembu abo ngokuthi:

- Badale indawo lapho izimiso zakha isiko;
- Bakhuthaze amaqembu ukuthi akhulume;
- Bafeze indima yabo ukuze baqinisekise ukuthi akekho ojezayo ngokukhuluma noma ngokubambisana nanoma iluphi uphenyo;
- Basize amalungu eqembu ukuthi aqonde izimiso zale Khodi kanye nalokho okulindelwe yiyo;
- Bangaguquguquki lapho bekipha isijeziso nalapho bequlisa umuntu ngokuziphatha kwakhe emsebenzini.

Abaholi kumelwe baqinisekise ukuthi kunezindlela zokulawula zangaphakathi ezisebenzayo kanye nezihlaka zokuphatha ezindaweni abaziqondisayo ukuze baqinisekise ukuthi imithetho esebenzayo kanye nemithetho nezindinganiso ezamukelwe, nokho ezingabophezeli, iyathotshelwa, ukuze zilawulwe ngendlela efanele izingozi ezingehlela iSasol.



Abasebenzi

- Abasebenzi kumelwe bayifunde futhi bayazi kahle iKhodi.
- Abasebenzi kulindeleke ukuthi bazithobele izimiso, bakulindele komunye nomunye ukugcina izimiso zale Khodi, bakhuthaze ukuziphatha okufanele kanye nokuzibika ngobuqotho izenzo zokuziphatha okungafanele nokunyathelwa kwamalungelo abanye ngaphandle kokwesaba ukujeza noma ukuhlukunyezwa.
- Kungakhathaliseki ukuthi indima yabo iyini kwaSasol, abasebenzi kumelwe bazoyilandela le Khodi nsuku zonke.
- Abasebenzi kumelwe bavume ukuthi njengengxenye yeTeam Sasol izenzo zomuntu oyedwa zingayithinta yonke inhlango.



Ozakwethu ebhizinisini namakhasimende ethu

Senza ibhizinisi kuphela ngokusekelwe ezenzweni ezinobulungisa, ezisemthethweni nezisobala ezihlonipha amalungelo abantu. Lokhu kusho ukuthi:

- Ozakwethu ebhizinisini, okuhlanganisa namabhizinisi esiwahlanganyelayo esinamandla okulawula kuwo nalapho isivumelwano sokuhlanganyela sikuvumela ukusetshenziswa kweKhodi yethu, kufanele bayilande le Khodi Yethu futhi babonise ubuqotho ekwenzeni ibhizinisi.
- Abahlinzeki bethu bamasevisi nabaphakeli bethu (bebonke ababizwa ngokuthi abaphakeli) kufanele bayithobele futhi bayisebenzise iKhodi YeSasol Yokuziphatha Kwabaphakeli, esekelwe kule Khodi.
- Siyakwenza lokho esikuthembisa ababambiqhaza bethu.
- Siqhudelana ngendlela efanele nezimbangi zethu.



Amagugu

Uku--: Ukuphepha | Ukunakekela
Ukuhlanganisa | Ukuziphendulela
Ukuba namandla



Izimisozethu ezinhlanu

Le Khodi Yethu yindlela esigxilisa ngayo izimisozzeSasol futhi siphile ngazo. Izimisozzethu ziklanywe ngendlela yokuthi zisebenziseke kalula eziphatheni ekusebenzelaneni kwethu kwansuku zonke. Lezi zimisozzimelela ukuziphatha okungenakuguqulwa futhi ziyisisekelo senhlangano yethu.

Yiba *Ophephile*: njalo sikubeka phambili ukuphepha kwabantu bethu

(kungaba senhlalakahleni yabo yomzimba kanye/noma yengqondo)

IZIMISO EZIWUMONGO

- Ukungalimazi muntu kuhlale kuhamba phambili futhi ukuphepha kuhlale kuqala.
- Siqinisekisa indawo yokusebenza evikelekile nephephile, ethuthukisa inhlalakahle yawo wonke umuntu.
- Silwela ukunciphisa izingozi futhi sinciphise nomthelela ongaba khona wanoma yiziphi izigameko.
- Siyatshelana ngezehlakalo ezedlule futhi sifunde kuzo.
- Sakha indawo ephephile lapho abantu bekhuluma khona.

UKUZIPHATHA KWETHU

- Ukuphepha kuza kuqala kukho konke engikwenzayo, njalo.
- Ngiyakukhathalela ukuphepha kwami nokwawo wonke umuntu engisebenza naye (okuhlanganisa nabaphakeli kanye nosonkontileka).
- Ngithatha uhlangothi, ngikhulume futhi ngizenza zibe indaba yami izinto eziphathelene nokuphepha. Ngeke ngithathe ngokuthi kukhona ose kubikile.
- Ngiyakuyeka engikwenzayo uma kungaphephile futhi ngingeke ngiwenze umsebenzi engingafanele ukuwenza.
- Ngizinika isikhathi sokuqonda ingozi kanye nobukhulu bobubi bemiphumela engaba khona.
- Ngilandela iSasol Life Saving Rules (iMithetho YakwaSasol Esindisa Ukuphila (LSRs)).



Yiba Okhathalelayo: sibakhathalela ngokujulile abantu bethu, iplanethi yethu kanye nemiphakathi yethu

IZIMISO EZIWUMONGO

- Siyakwenqabela futhi asikubekezeleli ukusetshenziswa kabi kotshwala, izidakamizwa kanye nezidakamizwa ezilawulwayo emsebenzini.
- Silawula impilo yasemsebenzini kanye nenhlalakahle yabasebenzi bethu ngezinhlelo zethu zempilo yabasebenzi.
- Asikubekezeleli ukuhlukumeza, ukuziphindiselela, ukwesabisa, ukuhlasela kanye nezenzo zobuqhawaga.
- Sisebenzisa izimali ukuthuthukisa abantu bethu futhi siyanakekelana, sinakekele amakhasimende ethu, kanye nemiphakathi eyakhe eduze kwamabhizinisi ethu.
- Sisebenzisa izinqubo zabasebenzi nezokuqasha ezihambisana nezimfuneko zomthetho wezwe, kanye nezivumelwano eziwumongo zeNhlango Yamazwe Yabasebenzi.
- Siyawahlonipha, siwasekele futhi siwavikele amalungelo abantu.
- Siyawahlonipha amalungelo omhlaba namanzi, futhi sibambisane nemiphakathi, kuhlangukise nabantu bomdabu.
- Sisebenzela ukuba nomthelela omuhle nolinganisekayo kwezenhlalo-mnotho, sisabele ezinseleleni ezibalulekile zomphakathi ezifundeni esisebenzela kuzo nasemiphakathini eyakhe eduze kwamabhizinisi ethu.
- Sinciphisa umthelela kwezemvelo futhi siqinisekisa ukusimama kukho konke esikwenzayo.
- Siyazinqabela zonke izinhlobo zokusetshenziswa kwabantu ngempopo kanye nokusetshenziswa kwezingane.
- Siyayisekela inkululeko yokuba yilungu lenhlangano kanye nelungelo lokuxoxisana nabasebenzi ngezimo zomsebenzi.
- Sisebenzisa imithetho yendawo yokuvikelwa kwemvelo.
- Sigcina ubudlelwano obunemiphumela emihle nabambiqhaza ebhizinisini lethu.

UKUZIPHATHA KWETHU

- Ngikhombisa ukukhathalela wonke umuntu engisebenza naye kukho konke engikwenzayo kanye/ noma engikushoyo.
- Ngibheka noma yimuphi umsebenzi njengethuba lokubambisana nengisebenza nabo, lokufunda kubo nokubeseka.
- Ngiyabahalalisela ozakwethu ngempumelelo yabo futhi ngiyaleseka ikhono labo lokuthuthuka.
- Ngeke ngizibandakanye noma ngibekezelele noma yiluphi uhlobo lokuhlukumeza noma ukucwasa.
- Ngizokwenza ingxenye yami ukunciphisa umthelela emvelweni futhi ngisekele imizamo yokusimamisa imvelo, kanye nemigomo yentuthuko esimeme.
- Ngibheka abanye njengabalingana nami futhi ngibaphatha ngendlela engingathanda ukuphathwa ngayo.
- Ngiyasabela, ngingumuntu ofuna izixazululo futhi ngizibona nginethonya lokuhle lapho ngixoxisana nabo bonke ababambiqhaza ebhizinisini lethu.
- Ngikhuluma ngokumelene nokuziphatha okunyathela amalungelo abantu futhi ngiyakubika ukunyathelwa kwamalungelo abantu kumphathi wami, u-supervisor, noma e-EthicsLine.

Yiba Ongacwasi: sikhuthaza ukubandakanywa kwabo bonke kukho konke esikwenzayo, abasebenzi bethu, amakhasimende ethu, nababambiqhaza ebhizinisini lethu

IZIMISO EZIWUMONGO

- Sikhuthaza futhi samukele ukwehlukahlukana nokungacwasi.
- Sigqugquzela ukulingana ngokobulili nokulingana kwezemisebenzi.
- Sinikana isithunzi siphathane ngenhlonipho.
- Asikubekezeleli ukucwasa ngokohlanga nazo zonke ezinye izinhlobo zokubandlulula ngokungafanele.
- Sisebenzisa imithetho ngendlela efanele nangokungaguquki isib., makungabikho ukujezisa ngokukheth' iphela emasini kanye/noma ngokwenzelela.

UKUZIPHATHA KWETHU

- Ngiyazimisela ukufuna imibono yozakwethu, yamakhasimende, noma yababambiqhaza ebhizinisini lethu futhi ngiyilalele.
- Angibandlululi ngokusekelwe ohlangeni, ebaleni, enkolweni, ebudaleni, ebulilini, ebulilini umuthi abukhethayo, ebulilini umuntu azibona eyibo, isimo sokushada, ukukhubazeka, imvelaphi yohlanga noma ubuzwe.
- Ngiyakuhlonipha futhi ngiyakukhuthaza ukwehlukahluka futhi ngiyakuqaphela nokwami ukubandlulula futhi njalo ngikuphonsela inselele.
- Ngizobaphatha ngenhlonipho ozakwethu, njengabantu abalingana nami futhi ngigweme izimo ezingase zithathwe njengezingafanele.
- Ngibambisana nozakwethu ngokuyethula ebandla imicabango nemibono emisha ngoba ngiyazi ukuthi impumelelo yami iqiniswa abantu engisebenza nabo.



Yiba Ophendulayo ngezenzo zakho: siyayivuma imiphumela ukuthi ingeyethu

IZIMISO EZIWUMONGO

- Siyayisusa imithetho engadingekile futhi sibanikeze amandla okwenza abasebenzi namaqembu ngokuphatha ngendlela ephumelelayo.
- Siqinisekisa ukuthotshelwa kwezimfuneko zemithetho esebenzayo kanye nemithetho nezindinganiso ezamukelwe, nokho ezingabophezeli.
- Sihlaziya izindinganiso zokuziphatha okufanele zabo bonke ozakwethu ebhizinisini kanye nalabo esenza nabo izivumelwano.
- Sivikela impahla kanye nempahla-buchopho yakwaSasol kanye nempahla-buchopho yabanye abantu esiswe eSasol.
- Siqinisekisa ukuthi yonke idatha yethu neminingwane kunembile.
- Sisebenzisana ngokugcwele nophenyo olusemthethweni kanye nezicelo ezisemthethweni zolwazi ezihambisana nemithetho yabalawuli ebusa ukufinyelelwa kolwazi kanye nezinqubo-mgomo zeSasol ezithintekile.
- Sikhuthaza ukuphepha ku-inthanethi.
- Sigcina amarekhodi anembile futhi amarekhodi ebhizinisi siwagcina, siwavikele futhi siwalahle ngokuvumelana nezimithetho yabalawuli kanye neNqubo-mgomo YakwaSasol Yokugcinwa Kwamadokhumenti.
- Asizenzi izenzo zobuphekula futhi asizisekeli izinhlangano zabo, asizenzi nezenzo ezizofaka izwe lethu engozini, kanti siyaluvimbela noma iluphi uhlobo lokugwazisa, ukonakala noma ukukhwabanisa futhi asilwenzi.
- Sikulawula ngenkuthalo ukungqubuzana kwezinhloso futhi sinikeza futhi samukele izipho kanye nokubungazwa okufanele kuphela.
- Sicabangela ukufaneleka kwemisebenzi yethu yokutshala izimali emphakathini kanye nokufaneleka kokuhlinzeka ngeminikelo noxhaso.
- Siyakuhlola ukufaneleka kokwamukela ubuqondisi bangaphandle kanye nobuqondisi nakwenye inkampani kanye nokuba namasheya ezinkampanini ezifanayo.
- Siphatha ama-akhawunti ethu ezinkundla zokuxhumana ngokuzibophezela, ngokwahlulela okuphusile.
- Sizibophezela ekutheni sizoyisebenza ngokusemthethweni imininingwane yabantu futhi sivikele ingasese labo bonke ababambe iqhaza ebhizinisini lethu.
- Siqhudelana ngokungenzeleli futhi sigwema ukwepulwa kwemithetho yokuncintisana.

UKUZIPHATHA KWETHU

- Indlela engenza ngayo izinqumo ibonisa izimiso zeSasol.
- Ngibonisa isimo sengqondo esihle futhi ngilwela ukwenza kahle ekufinyeleleni imigomo yami yokusebenza kanye naleyo yeqembu lami neyozakwethu.
- Nginesibindi sokuwavuma nokuwaqaphela amaphutha ami ukuze ngifunde kuwo.
- Nginesibindi sokwenza okufanele.
- Ngiyakubona, niyakuvuma.
- Ukuphepha ku-internet kuyindaba yami futhi ngiyazithobela izinqubo-mgomo nezinqubo ze-IM zakwaSasol.
- Ngizoyifunda ngiyazi inqubo-mgomo yakwaSasol esebenza ezinkundleni zokuxhumana futhi ngiqikelele ukuthi angililimazi idumela leSasol.
- Ngiziphaphamele futhi ngiyazithobela zonke izimfuno ezingokomthetho nezokuthotshelwa komthetho ezihlobene nomsebenzi wami, ezihlanganisa, kodwa zingagcini lapho, nemithetho emelene nokufumbathisa, nemithetho yokuncintisana, nemithetho enqabela ukuhweba kwangaphakathi kanye nezimfuneko zobumfihlo bedatha.
- Ngiyazi ukuthi kuyisibopho sami ukubika noma yikuphi ukungathotshelwa komthetho.
- Ngisebenzisa imininingwane eyimfihlo yakwaSasol ngezinjongo zebhizinisi kuphela futhi ngiyidalula kuphela kulabo abagunyaziwe futhi abanesidingo sokwazi.

Yiba *Onamandla*: sinesibindi sokuzivumelanisa noshintsho futhi samukele ukushesha kwezimo

IZIMISO EZIWUMONGO

- Siqinisekisa izinga eliphakeme lemikhiqizo nelokuphathwa kwamakhasimende.
- Sisebenzisana kahle namakhasimende nabaphakeli.
- Sisebenza ngokungafihli nohulumeni futhi siyakugwema ukuxhasa ngezimali amaqembu ezombusazwe.
- Sidalula ulwazi ngokunembile nangesikhathi esifanele.
- Siqinisekisa ukuqwashisa ngokushintsha kwesimo sokulawula emhlabeni wonke sibe sithobela imithetho emisha.
- Asiyeki ukubalethela inzuzo ababambiqhaza ebhizinisini lethu njengoba sidlulela enkathini enekhabhoni ephansi.
- Silwela ukusungula izinto ezintsha zobuchwepheshe.
- Siyalwamukela ushintsho futhi sisebenzisana njenge-Team Sasol ukuze sifeze izithembiso zethu.
- Sakha amathuba emibono evamile kanye nokwabelana ngolwazi.
- Samukela umgomo we-net zero emissions sibe silondoloza futhi sakha inzuzo kanye nokutshala kubantu.

UKUZIPHATHA KWETHU

- Ngingathenjwa ukuthi ngizoletha umkhiqizo namasevisi asezingeni elifanele ngesikhathi.
- Ngidlulela ngale kokulindelwe ukuqinisekisa ukuthi amakhasimende nabanye ababambiqhaza banelisekile.
- Ngizivumelanisa nezinguquko ezenzeka kule nhlango nasemithethweni njengoba kudingeka ukuze ngiqinisekise ukuthi ngiyambisana nazo.
- Ngigcina umqondo ovulekile wokuvumelana nezinguquko ezenzeka eduze kwami.
- Ngiyalwamukela ushintsho oluhle futhi ngabelana ngemibono enomthelela ekusetshenzisweni kwalo.
- Ngisebenzisa izinselele njengamathuba okufunda amakhono amasha.
- Ushintsho ngilubona njengethuba.
- Nginesibindi futhi ngiyakwazi ukushintsha izinkinga zibe amathuba ngokusebenzisana nethimba lami.
- Ngizivumelanisa nezimo zokusebenza ezishintshayo ukuze ngigcine izinga eliphezulu lokusebenza.
- Ngiyazi ukuthi awukho umbono omncane kakhulu noma omkhulu kakhulu ukuthi ungenza umehluko. Lapho imibono iminingi yilapho kuba ngcono khona.





Sikubeka phambili ukuphepha

Abantu yibo abeza kuqala kithi. Kungakho, ukuze sifinyelele ukuNgalimazi Muntu, sibeka phambili ukuphepha kwethu nokwalabo esisebenza nabo. Ukuphepha kwezisebenzi kuza kuqala futhi senza konke esingakwenza, ukuze sigcine abasebenzi bethu bephephile futhi bephilile. Senza ngokuphepha futhi sitshala imali empilweni nasenhlalakahleni yabasebenzi bethu.

Sihlinzeka ngezimo zokusebenza eziphephile nezinempilo ezindaweni zethu zokusebenza futhi sikhuthaza izimo zokusebenza eziphephile kubasebenzi bethu abasebenzela ekhaya.

Sifaka isandla ekuphepheni kwendawo yokusebenza ngokuba abaphapheme nangokulandela imithetho, izinqubo-mgomo nezinqubo ezingaguquki ezisebenza kuwo wonke umhlaba wakwaSasol nangokubika noma yiziphi izimo ezingaphephile.

Asiwenzi umsebenzi esingakufanelekeli ukuwenza futhi siyawumisa umsebenzi wethu, noma owabanye, uma sinomuzwa wokuthi awuphephile.

Siwaqeqesha ngokwanele emaqembu ethu ukuze siqinisekise ukuthi angakwazi ukubhekela ukuphepha kwawo nokozakwabo. Sonke sinomthwalo wemfanelo negunya, lokuveza noma yikuphi ukukhathazeka ngezimo esinomuzwa wokuthi aziphephile.

Sizibophezele ekwenzeni ngcono ngokuqhubekayo ohambweni lwethu lokufinyelela umgomo wethu wokuNgalimazi Muntu. Imisebenzi yethu iyaqhubeka ikwandisa futhi ikuthuthukisa ukubika nokufunda ezehlakalweni ezibe nomthelela omkhulu ebhizinisini nakulezo eziyingozi enkulu ezicishe zenzeka, njengendlela yokuvimbela ukuze kuthuthukiswe ukusebenza ngokuphepha.

Siyazihlonza, siziqonde, sizilawule futhi sizibeke iso izinto ezikubeka engcupheni ukuphepha kwethu njengoba sikholelwa ukuthi umgomo wethu ungafinyeleleka ngokuba nabaholi abazibophezele, abantu abasebenzisana nabo, ngokusebenzisana njengeqembu nokugxila ngokuzinikela.

Ukuphepha



Siqinisekisa indawo yokusebenza evikelekile

Siqinisekisa ukuthi abasebenzi bethu kanye nabo bonke abanye abasezindaweni zokusebenzela zakwaSasol; abasebenzelana noSasol nabasebhizinisini lakhe isib., abaphakeli, izivakashi, abasafunda njll., kanye nempahla yethu nemisebenzi yethu bonke banezindawo zokusebenzela ezilondekile nezivikelekile.

Ukuze senze lokhu, simise izinqubo zokulondeka eziklanyelwe ukuvimbela izingozi nezehlakalo zokuphepha kanye nokusabela kuzo. Ukuze kuncishiswe ukulimala kwamalungelo abantu okungabangelwa ukuziphatha kwabasebenzi bezokuphepha, senzé izinqubo zethu zokulondeka zavumelana ne-United Nations Voluntary Principles on Security and Human Rights kanye ne-International Code of Conduct for Private Security Providers.

Siyaqaphela ukuthi lapho sifuna ukuvikela abantu, impahla nezindawo ezimweni okukhona kuzo izinxushunxushu, noma ezifundeni lapho amasevisi okulondeka engalawulwa khona ngokwanele, lokho kungawabeka engozini enkulu amalungelo abantu. Sithatha izinyathelo ezifanele zokunciphisa izingozi ezinjalo, okuhlenganisa nokuzihlunga kusengaphambili izisebenzi zokulondeka, siqinisekisa ukuthi esikulindele ngokuphathelene nokuhlonipha amalungelo abantu nokuphatha abantu ngendlela ebanika isithunzi kuqondwa kahle yizisebenzi zezokulondeka futhi kuyafakwa ezivumelwaneni zokusebenza zabahlinzeki bezokulondeka.



Imithombo ebalulekile



Inqubo-mgomo Yokulondeka YakwaSasol;



I-One Sasol SHE Excellence Approach; kanye



NoHlelo Lwezehlakalo Ezinomthelela Omkhulu Ebhizinisini.



Ukuze uthole ulwazi olwengeziwe mayelana nokuphepha kwaSasol sicela uthinte i-Chief Risk Officer, Vice President: SHE Risk, Incident and Assurance management, Vice President: SHE and Risk Americas, Vice President: SHE and Risk Eurasia, noma i-SHE Manager SHE and Risk Base Chemicals.



Siyakukhathalela ukuphepha kwabantu bethu nempilo yabo kanye nokwemvelo

Siyakhathalelana futhi siyahloniphana. Lokhu kusho ukuthi siyalalelana futhi asesabi ukukhuluma uma kukhona okusikhathazayo. Wonke umuntu unesibopho sokukhathalela futhi lokhu sikwenza nsuku zonke kukho konke esikwenzayo kanye/noma esikushoyo.

Siyawuqaphela umthelela imisebenzi yethu engaba nawo kubantu nasendaweni ezungezile. Siwunciphisa ngokusemandleni ethu umthelela wethu emvelweni ngokuqhuba imisebenzi esimeme, ngokubeka imigomo yokuthuthukisa, sithobela izimfuno zemithetho yemvelo kanye nemigomo yamazwe omhlaba efana ne-United Nations Sustainable Development Goals. Sibika njalo nangokungafihli lutho mayelana nokusebenza kwethu.

Empeleni, lokhu kusho ukuthi:

Siyaziqonda futhi siyazisebenzisa iziNqubo-mgomo ZakwaSasol Zokuphepha Impilo Nemvelo (Safety Health and Environment (SHE)); iNqubo-mgomo Yokulondeka kanye nezinqubo ezihambisana nayo;

Siyazilawula izingozi ze-SHE kukho konke esikwenzayo;

Siyalwenza uphenyo futhi sifunde kuzo zonke izigameko ze-SHE;

Siyabatshela ozakwethu, amakhasimende ethu kanye nanoma ubani ongase athinteki, nganoma yini okumelwe bayiqaphele lapho besingatha imikhiqizo yethu; futhi

Sizibophezele ukwehlisa izinga le-carbon yethu ngokunciphisa isisi esibamba ukushisa esiphuma emisebenzini yethu ukuze sinciphise Ukuguquka Kwesimo Sezulu.

Indlela esenza ngayo izinto ibaluleke kakhulu njengalokho esikwenzayo, lokhu kuthinta zonke izinqubo zethu nalokho esikukalayo.

Kuzo zonke izinqumo zethu, sihlase ukukhuthaza intuthuko esimeme ngaleyo ndlela silinganisela izidingo zezomnotho, zezenhlo nezemvelo futhi siyisebenzise ngendlela efanele imikhiqizo yemvelo.

Ukuze sibhekane nezingozi ezibangelwa umsebenzini, sifunda ngokuthi sikuhlaziye futhi sikubeke iso ukuchayeka nangokuthi sikugade ukucela kwezifo ezibangelwa umsebenzi ukuze sivimbele ukulimala okwengeziwe.



Imithombo ebalulekile



Inqubo-mgomo YakwaSasol Yokuphepha Yezempilo Neyemvelo.



Ukuze uthole ulwazi olwengeziwe mayelana nokuphepha, ezempilo kanye nemvelo kwaSasol sicela uthinte i-Chief Risk Officer, Vice President: SHE Risk, Incident and Assurance management, Vice President: SHE and Risk Americas, Vice President: SHE and Risk Eurasia, noma i-SHE Manager SHE and Risk Base Chemicals.

Siyakwenqabela ukuthi utshwala, izidakamizwa nezinye izinto ezilawulwa umthetho zilimaze ukusebenzelana nokusebenza kwethu

Asikubekezeleli ukusetshenziswa noma ukuphuzwa kotshwala, izidakamizwa nezinye izinto ezihlobene nalezi. Siyaziqonda izingozi ezihlobene nalokhu, okuyilezi:

- Iningi lemisebenzi yakwaSasol ibandakanya ukusebenza ezindaweni eziyingozi ezihlanganisa nemigodi, kodwa ezingagcini lapho; ukusebenza ngaphansi komhlaba; ukuthuthwa kwempahla eyingozi; ukusebenzisa imishini emikhulu; izakhiwo ezinemishini emikhulu; imishini yokufukula; izindawo okusetshenziswa kuzo imishini eyingozi; ukuphatha amakhemikhali, iziqhumane, ama-asidi nezinto ezingavutha; imisebenzi ebandakanya ugesi omningi; obhayela; izinjini; ophephela; ukushayelwa kwezimoto, amashabhu, nezindawo zokuqeqeshela njll.
- Utshwala, izidakamizwa nezinye izinto ezilawulwa umthetho kanye nemithi ethile eyalelwa ngudokotela kuphela, kukhubaza ikhono lethu lokuhlala siphapheme, ukusebenzelana nalabo abasizungezile nokwenza imisebenzi yethu.
- Ngaphandle kokuthikameza ukusebenza kwethu, uhlobo lomsebenzi esiwenzayo lusho ukuthi lokhu kungaba nemiphumela ebeka ukuphila engozini, hhayi okwethu kuphela kodwa nokwalabo esisebenza nabo, noma ngisho nokomphakathi wonkana.

Siyaqinisekisa ukuthi akekho umuntu othuntubezwe utshwala noma izidakamizwa ongena emagcekeni akwaSasol; owenza ibhizinisi lakwaSasol; osebenzisa izimoto noma imishini yakwaSasol; noma oshayela izimoto okungezona ezakwaSasol eya emsebenzini ohlobene neSasol noma namabhizini ayo, ngesikhathi ewenza, noma ngesikhathi ebuya kuwo. Akekho umuntu ongathengisa izidakamizwa noma utshwala, abenze, abe nabo noma abusebenzise ngendlela engekho emthethweni noma engagunyaziwe nganoma iyiphi indlela exhumene neSasol.

Noma ubani onelungelo lokungena noma ofuna ukungena emagcekeni ethu sinelungelo lokumhlola ukuthi akadakiwe yini. Uma enqaba ukuhlolwa, noma uma sithola ukuthi udakiwe, sinelungelo lokumenqabela ukungena noma lokumkhipha endaweni yokusebenzela.

Siyaqinisekisa ukuthi siyazazi izinqubo-mgomo zesifunda ezisebenzayo ezihlobene nale ndaba, okuhlanganisa **ne-Alcohol and Substance Abuse Policy (HR RP ER SA 300 – Revision 03 – 01 October 2021)**.

Okhathalelayo

Siyakusiphula ukuziphatha noma impatho yokuhlukumeza, ubuqhwaya neyokuxhaphaza abanye noma enesihluku

Asilubekezeleli noma yiluphi uhlobo lokuhlukumeza, ubuqhwaya nanoma yikuphi ukuziphatha okwehlisa abanye isithunzi nokunesihluku ezindaweni zethu zokusebenzela; ekusebenzeleneni nabanye nasemisebenzi yethu yebhizinisi, okuhlanganisa nanoma yiluphi uhlobo lobuqhwaya ku-inthanethi.

Izibonelo zokuhlukumeza nokuxhaphaza zihlanganisa nalezi:

 <p>Izenzo zobudlova isib. ukuhlasela; ulaka (ngamazwi noma ngokuziphatha) noma ukwesabisa ngalo;</p>	 <p>Ubuqhwaya isib., ukululaza; ukuhlanganyela njll.;</p>
 <p>Ukwesabisa isib., inkulumo esongelayo; ukuhlukumeza; ukuphindisela (ngazo zonke izinhlobo) njll.;</p>	 <p>Ukucwasa ngokwebala kanye nazo zonke ezinye izinhlobo zokucwasa okungafanele;</p>
 <p>Ukumangalela okunezinhloso ezimbi nokungamanga okuhlanganisa nokusakaza amahlebezi;</p>	 <p>Ukuhlukumeza kwazo zonke izinhlobo okuhlanganisa nokuhlukumeza ngokocansi isib., ngokwenza amahlaya, inkulumo, izimpawu zezandla kanye nokweshela okungafunwa;</p>
 <p>Ukusetshenziswa kwanoma iyiphi indlela yokuxhumana ngezobuchwepheshe ukuze umuntu ahlukumeze, asongele, aphoxe noma asophe ukulimaza omunye umuntu; noma</p>	 <p>Ukuziphindiselela kwabathile ngenxa yokubika izenzo ezishiwo ngenhla noma ukubika noma iluphi udaba lokuziphatha noma udaba lokungathobeli umthetho.</p>

Silindele ukuthi abantu bakhulume (bangesabi ukujeza kanye/noma ukuhlukunyezwa) luqedwe nya lolu hlobo lokuziphatha.

Siyavuma ukuthi ukuletha umbiko nokugxeka okwakhayo kubalulekile, kodwa sizibophezela ekutheni lokhu siyokuletha ngenhlonipho. Njengenkampani yomhlaba wonke senza yonke imizamo yokuqonda ukwehluka kwamasiko nokuzwela kwethu.

Okhathalelayo

Siyatshala kubantu bethu

Sithuthukisa, sinikeze amandla futhi sigcine abasebenzi abaqhutshwa izimiso eziphakeme, abenza kahle kakhulu abanamakhono afanele nolwazi ngokwenza lokhu:

- Ukukhetha abasebenzi abathobela izimiso namasiko ethu;
- Ukutshala ekuthuthukisweni kwamakhono;
- Ukuholela ngezinga elifanele ukuze sihehe, silondoloze futhi sikhuthaze abasebenzi abasezingeni elifanele;
- Ukuthuthukisa amakhono abantu esinabo kakade nokubaqeqesha, kanye nokuba nohlelo olufanele lwabazolandela ezikhundleni;
- Ukukusingatha ngokushesha ukuziphatha okungamukelekile ukuze siqinisekise ukuthi sikuveza ngokucacile ukuthi yini elungile nengalungile;
- Ukunika abaholi bethu amandla okusingatha ukuziphatha okungamukelekile futhi zibenze bazi ukuthi bayophendula uma bengakwenzi lokho;
- Ukulondoloza ubudlelwano obuhle nabasebenzi ngokuzibukeza nokuzilungisa njalo izinqubo-mgomo zobudlelwano bethu nabasebenzi; noma
- Ukusebenzisa imithetho yabasebenzi nokuqasha ehambisana nezimfuno zomthetho wezwe kanye nezivumelwano eziwumongo ze-International Labour Organisation.

Siyatshala kubantu bakithi ngokubaqeqesha, ukubaholela ngezinga elifanele, ukubaqaphela nangokubabukeza njalo.

Sisebenzisa isiyalo ngendlela efanele nangokungaguquki ngokugcina imithetho yobulungisa bemvelo.

Sikhulumisana kahle nababambiqhaza ebhizinisini lethu

Siyawahlonipha amalungelo, amasiko-mpilo namasiko omphakathi wendawo nawemiphakathi eyakhe eduze kwamabhizinisi ethu nawabantu bomdabu esisebenzisana nabo ngesikhathi siqhuba ibhizinisi lethu.

Lokho kusho ukuthi:

Sibambisana nemiphakathi yendawo futhi sinciphise imiphumela engemihle engenzeka kuyo ngemva kokuthatha izinyathelo zokuqinisekisa ukuthi asoni noma ukwenza uhlaziyo lomthelela;

Siyawavuma futhi siwahloniphe amalungelo omhlaba nawamanzi. Izinsiza sizisebenzisa sibe sicabanga ngezinguzi ezingenzeka emiphakathini yendawo nakubantu bomdabu;

Sigwema ukuthi imiklamo yamaprojekthi ethu ibangele ukuthutha okungahlosiwe;

Sinciphisa izinguzi ezihlobene nokulondeka ezingathinga amalungelo abantu ngokuthi sihambisane ne-Voluntary Principles on Security and Human Rights (izimiso ezingaphoqelelwe mayelana nokulondeka namalungelo abantu) kanye ne-International Code of Conduct for Private Security Providers (umthetho wokuziphatha wamazwe onke wabahlizeki bezokuphepha abazimele);

Siyalinganisela phakathi kwefa lesiko, okulindelwe umphakathi, ukuthuthukiswa komnotho kanye nomthelela kwezemvelo; futhi

Siphonsa esivivaneni sokuzinza nokuchuma kwemiphakathi ngokusebenzisa izinhlelo ezahlukene zompakathi.

Uma kungenakugwenywa ukuthuthwa komphakathi, sithobela imithetho yendawo futhi silandela iMithetho Yokusebenza ye-International Finance Corporation (IFC), kanye neziqondiso ezingaphoqelelwe zeZizwe Ezihlangene kanye nezinye zokuthola amalungelo obunikazi bomhlaba.

Uma sibonisana nabantu bomdabu, siqondiswa imihlahlandlela yamazwe ngamazwe ehlanganisa ne-IFC Performance Standard 7 kanye ne-UN Declaration on the Rights of Indigenous Individuals. Lapho kungenzeka khona sithola imvume yamahhala, kusengaphambi kwesikhathi futhi esekelwe olwazini.

Siyawahlonipha amalungelo abantu

Siyaqaphela ukuthi ukuhlonipha isithunzi somuntu kanye namalungelo abo bonke abantu, njengoba kuchazwe ku-Universal Declaration of Human Rights, kubalulekile ekusimameni kwebhizinisi lethu.

Siyawahlonipha futhi siyawasekela amalungelo abantu ngokuhambisana neNqubo-mgomo YakwaSasol Yamalungelo Abantu. Indlela esisingatha ngayo amalungelo abantu isekelwe ekuthobeleni izimfuno zomthetho ezisebenzayo kuzo zonke izindawo esiqhuba kuzo ibhizinisi lethu, futhi sifuna ukuvumelanisa izindlela zethu zokwenza ne-UN Guiding Principles on Business and Human Rights (izimiso eziqondisayo ze-UN ebhizinisini nasemalungelweni abantu) kanye ne-UN Global Compact.

Izenzo zethu kwezabasebenzi zinobulungisa futhi zihambisana nezimfuno zomthetho wendawo kanye ne-International Labour Organisation Declaration on Fundamental Principles and Rights at Work (isimemezelo senhlangano yezizwe yezabasebenzi mayelana nezimiso namalungelo ayisisekelo emsebenzini).

Esikwenzayo:

Siyakuhlonipha ukuhlukahluka, siqinisekisa ukutholakala kwamathuba alinganayo futhi siyayiqeda imikhuba yokucwasa;

Siyazenqabela zonke izinhlobo zobugqila besimanje okuhlanganisa nokusetshenziswa kwabantu ngempoqo kanye nokusetshenziswa kwezingane;

Siyayisekela inkululeko yokuba yilungu lenhlangano kanye nelungelo lokuxoxisana nabasebenzi ngezimo zomsebenzi futhi sifuna ukugcina ubudlelwano obakhayo nezinyunyana kanye nemikhandlu yemisebenzi lapho sisebenzela khona;

Senza ukuthi izindawo zokusebenza zibe eziphephile, ezilondekile nezinempilo ezingawanyatheli amalungelo abantu; futhi

Senza kube nezimo zokuqashwa kanye namaholo afanelekile futhi ezisezingeni lezinye izimboni.

Sihlonipha amalungelo abanye ababambe iqhaza ebhizinisini lethu okuhlanganisa imiphakathi yendawo naleyo eyakhe eduze kwamabhizinisi ethu, kanye nabantu bomdabu ngokuthobela umthetho, ukugcina izindinganiso ezamukelwa emhlabeni wonke okuhlanganisa ne-IFC Performance Standards, nangokuvumelanisa indlela esenza ngayo nemithetho engaphoqelelwe enjenge-Voluntary Principles on Security and Human Rights (izimiso ezingaphoqelelwe mayelana nokulondeka kwabantu namalungelo abo).

Sifuna ukuzwa uvo lwababambiqhaza ebhizinisini lethu ukuze sithuthukise ukwenza kwethu mayelana namalungelo abantu. Silindele ukuthi abalingani bethu ebhizinisini kanye nabaphakeli bethu, bayihloniphe iNqubo-mgomo yethu Yamalungelo Abantu futhi sibakhuthaza ukuthi bazisebenzise izinqubo-mgomo ezifanayo.

Siyivulile inkundla yokwethula izikhalazo futhi siqinisekisa ukuthi ukukhathazeka ngamalungelo abantu kuyolalelwa. Izikhalazo ziphenywa ngendlela efanele futhi zibikwe.

Okhathalelayo



Imithombo ebalulekile mayelana naMalungelo Abantu

- INqubo-mgomo Yamalungelo Abantu;
- Uhlaka Lwebhizinisi Namalungelo Abantu;
- INqubo-mgomo Ye-SHE;
- INqubo-mgomo Yokulondeka;
- INqubo-mgomo Yochungechunge Lokuphakela;
- IKhodi Yokuziphatha Kwabaphakeli;
- IsiTatimende Sobugqila Besimanje; kanye
- Nekhasi lewebhu elenzelwe amalungelo abantu elitholakala ngaphansi kwethebhu ethi Sustainability engosini i-Sasol.com.
- Ukuze uthole ulwazi olwengeziwe ngamalungelo abantu kwaSasol, sicela uthinte iPhini likaMongameli: Securities and Governance Laws noma i-Senior Specialist Corporate Advisory.





Sikhuthaza ukhlukahluka nokungacwasi, inhlonipho nobuqotho kuyo yonke inhlangothano yethu

Abantu bethu bavela ezizindeni ezihlukahlukene futhi sonke siletha amakhono, imibono nolwazi oluhlukile kwaSasol. Ukhlukahluka kwethu kungamandla ethu futhi ngenxa yako siyiqembu elingcono.

Asicwasi ngokungafanele, ngamabomu noma singanakile ngokusekelwe kulokhu:



Uhlanga, ubuzwe, inkolo noma isiko;



Ulimi noma ubuzwe;



Ubudala, ubulili noma ubulili umuthi abukhethayo;



Umbono wezombusazwe noma ubulungu bezinyunyana; noma



Isimo sezempilo noma ukukhubazeka njll.

Sigqugquzela ukuqasha ngokulingana

Ithuba elilinganayo

Sikhuthaza amathuba omsebenzi alinganayo kuyo yonke inhlango yethu, sicabangela izimfuno zomthetho wendawo.

ENingizimu Afrika, lapho kufanele khona, singase siqashe noma sithuthukise Abantu BaseNingizimu Afrika Ababencishwe ngokuhambisana nemithetho nezinqubo-mgomo ezisebenzayo.

Noma yiziphi izikhalazo ngokuqashwa abaholi, abaphathi no-supervisor bethu bazihlonza futhi bazixazulule ngokulingana nangempumelelo.

Njengabasebenzi, silondoloza ubudlelwano obusezingeni eliphezulu nozakwethu, sifuna ukuxazulula noma yikuphi ukungaboni ngaso linye ngokuthula nangokushesha.

Inkokhelo nokusebenza

Abasebenzi bethu sibaholela ngobulungisa, nokho, abanye babantu bethu bangase bakhokhelwe ngokwehlukile ngenxa yezibopho ezehlukile kanye namakhono nobungcweti, okungenzeka ukuthi kuyindlala futhi/noma kudingeke kakhulu.

Lokhu akufanele kubhekwe njengokucwasa emsebenzini kanye/noma imikhuba engenabulungisa. Kudingeka siyiqonde futhi sihambisane nokushintsha kwezindawo abatholakala kuzo abasebenzi emazweni esebenza kuwo iSasol.



Imithombo ebalulekile mayelana nokuhlukahluka, ukungacwasi kanye nokuqashwa ngokulingana



Sicela uthinte iPhini likaMongameli wakho: Ezabasebenzi, iPhini likaMongameli: Learning and Talent, Senior Manager Culture Diversity and Inclusion and Specialist Diversity and Inclusion: Energy BU, i-Sasol Legal Advisor noma i-Ethics Officer yakho ukuze uthole usizo nolwazi olwengeziwe.

Ngacwasi



Ngamunye wethu uyaphendula ngalokho esikukhiqizayo

Sikulawula ngenkuthalo ukunqubuzana kwezinhloso

Sikulawula ngenkuthalo ukunqubuzana kwezinhloso, okwangempela, okungase kwenzeke noma okucatshangwayo. Leli iphuzu elibalulekile lokuziphatha eliyithintayo indlela esisingatha ngayo ibhizinisi lakwaSasol.

Kubukeka kanjani ukunqubuzana kwezinhloso?

Ukunqubuzana kwezinhloso kungenzeka lapho isinqumo sesisebenzi sakwaSasol kungenzeka ukuthi sithonywa ukucabangela izinzuzo zaso siqu, njengobudlelwane baso nothile noma izinzuzo ezingahlobene noSasol, ngisho nezinzuzo zabangane noma zomndenani imbala. Abaqondisi nabasebenzi bakwaSasol kudingeka ngaso sonke isikhathi benze ngendlela efeza izinhloso zeSasol.

Uma kungenzeka ukuthi uMqondisi noma isisebenzi sakwaSasol sithonywe ezaso izinhloso lapho senza umsebenzi waso, lokhu kufanele kubikwe ngokushesha.

Nazi ezinye izibonelo:



Ukusebenzisa ulwazi lwakwaSasol kanye/noma isikhathi ukwenza umsebenzi ongagunyaziwe kanye/noma wangasese.



Ukusebenzela noma ukweluleka imbangi yeSasol.



Ukuba nobudlelwano bomuntu siqu njengesihlobo, ubuhlobo bezohwebo/bezezimali, ubudlelwano bothando nomunye umsebenzi wakwaSasol ongathonya iholo lakho, ukubuyekezwa kokusebenza kwakho noma ukukhushulwa esikhundleni.



Ukuba nobudlelwano bomuntu siqu nembali, umphakeli, uzakwethu noma ikhasimende leSasol okungathonya izinqumo zakho endaweni osebenzela kuyo kwaSasol.

Siyakulawula ukunqubuzana kwezinhloso, siqinisekisa ukuthi siziphatha ngendlela engathonyiwe ngokungafanele. Uma kukhona ukunqubuzana kwezinhloso, okwangempela, okungase kwenzeke noma okucatshangwayo, kufanele kubikwe ngokushesha.



Imithombo ebalulekile mayelana nokungqubuzana kwezinhloso:



Inqubo-mgomo Yeqembu LeSasol Mayelana Nokungqubuzana Kwezinhloso; kanye



neZiqondiso Nenqubo YeSasol Yokusingatha Ukungqubuzana Kwezinhloso.



Sicela uthinte isikhulu sakho sezimiso zokuziphatha noma ihhovisi lezimiso zeqembu ukuze uthole usizo olwengeziwe mayelana nokungqubuzana kwezinhloso kanye nenqubo efanele yokukumemezela nokulawula.

Sisebenzisa ukwahlulela okuhle lapho samukela noma siphana ngeziphokubungazwa

Samukela futhi siphane ngeziphokubungazwa okusezingeni elifanele kuphela. Iziphokubungazwa, ukuzijabulisa nokubungazwa kungase kubhekwe njengendlela yokuthola noma yokunikeza ithuba ngokungenabulungisa kwezebhizinisi. Asilokothi samukele ukheshi noma okulingana nemali. Iziphokubungazwa, ezokuzijabulisa noma ukubungazwa okutholile akufanele neze kuthonye ukwenza kwakho umsebenzi ngendlela ephusile, futhi akufanele kunikeze abanye isizathu sokusola ukuthi kuzothonya izinqumo zakho.

Sizogwema ukunikeza izikhulu zomphakathi izinzuzo ezingafanelekile futhi sizothola ukugunyazwa okudingekayo, ngaphambi kwanoma yisiphi isiphokubungazwa, noma ukubungazwa okunikezwa isikhulu somphakathi.

Siyakuhlaziya ukufaneleka kwazo zonke iziphokubungazwa kungakhathaliseki ukuthi yilokho esikunikezayo noma esimukwelayo futhi sifuna ukugunyazwa okudingekayo kuye ngesidingo.



Imithombo ebalulekile mayelana neziphokubungazwa:



INqubo-mgomo Yeqembu LeSasol Mayelana Neziphokubungazwa;



Inqubo nesiqondiso seSasol Mayelana Neziphokubungazwa; kanye



neNqubo-mgomo YeSasol Mayelana Nokulwa Nokugwazisa



Sicela uthinte Isikhulu sakho Sezimiso Zokuziphatha Okufanele noma iHhovisi Leqembu Lokuziphatha Okufanele kanye/noma i-Center of Expertise Governance Laws (isikhungo semithetho yobungcweti bokuphatha ibhizinisi) ukuze uthole usizo olwengeziwe mayelana neziphokubungazwa kanye nenqubo efanele yokukudalula nokukulawula.

Ophendulayo ngezinzuzo zakho

Sikubeka iso ukufaneleka kwezenzo esizenzela umphakathi kanye nokufaneleka kokwenza iminikelo nemixhaso

Imixhaso idlala indima enkulu ekwakheni igama leSasol, isiza kubonakale ukuthi yini emelwa yizimiso zethu negama lethu, ngesikhathi esifanayo sibe sijabulisa futhi sibandakanya iningi lababambe iqhaza ebhizinisini lethu, okuhlanganisa namakhasimende angase abe khona nalawo akhona.

Umxhaso ubandakanya ukuthenga ilungelo lokuhlobanisa igama, imikhiqizo kanye/noma amasevisi eSasol nemikhiqizo yokukhangisa yenye inhlangothi (isib., iqembu, umncintiswano noma isenzakalo sezemidlalo) ukuze leyo nhlangothi ithole izinzuzo okuvunyelwene ngazo. Amalungelo omxhaso angathengwa ngokunikela ngezimali noma ngokuhlinzeka ngezimpahla noma amasevisi athatha isikhundla semali.

Imixhaso siyichaza njengobudlelwano bezentengiselwano phakathi kweSasol, njengomniketeli wezimali, izinsiza noma amasevisi kanye nenhlangothi enendlela yokukhangisa, obunikeza amalungelo nobuhlobo obungase kusetshenziselwe izinjongo zokukhangisa njengembuyiselo yokutshalwa kwezimali.

Iminikelo nemixhaso inengozi yokuphanjuliswa, okuyisimo lapho lowo mniketeli empeleni usuzuzisa omunye ngaphandle kwaleyo nhlangothi esiza abantulayo noma inhlangothi onikelwe kuyo, ngokwesibonelo lapho umniketeli wenzelwa ukuthola ukwenzelwa ebhizinisini. Ukuze ivimbele lokhu, iSasol isebenzisa izilawuli ezifanele zokubeka iso ekusetshenzisweni ngendlela efanele kweminikelo nemixhaso. Ngeke sisebenzise iminikelo noma imixhaso ukuze sithonye ngendlela engafanele izinqumo noma ukuziphatha.


Ukugunyazwa kwesivumelwano somxhaso kanye/noma ukusetshenziswa kwaso kuhlale kulawulwa yizinqubo zeSasol ezidingekayo ngokuvumelana namagunya aphathisiwe, kanye nokuhlaziywa kokuthi iyathotshelwa yini imithetho yezwe neyenkampani. Ngakho-ke, uma ufuna ukuxhasa noma ukufaka isandla enhlanganweni esiza abantulayo njengengxenywe yokuzibophezela kwakho eSasol kufanele uthole imvume kuqala.

Ophendulayo ngezenzo zakho



Imithombo ebalulekile

Izinqubo-mgomo zeqembu ezilandelayo kufanele zicatshangelwe lapho kuhlolwa amathuba okuxhasa angaba khona:

-  IziQondiso ZeSasol Mayelana Nokuxhasa;
-  INqubo-mgomo YakwaSasol Mayelana Nokungqubuzana Kwezinhloso;
-  INqubo-mgomo Yeqembu Mayelana Nezipho Nokubungaza;
-  INqubo-mgomo YakwaSasol Mayelana Nokugwazisa;
-  INqubo-mgomo YakwaSasol Mayelana Nonswinyo;
-  INqubo-mgomo/ Izinqubo ZakwaSasol Mayelana Nezimali;
-  INdinganiso Yeqembu Ephansi Kunazo Zonke Yokutshala Emphakathini;
-  INqubo-mgomo YakwaSasol Yokulawula Ukuthenga Nochungechunge Lokuphakela;
-  INqubo-mgomo YakwaSasol Mayelana Nezinkundla Zokuxhumana; kanye
-  neNqubo-mgomo Jikelele YakwaSasol Mayelana Nokusakazwa Kwezindaba.
-  Sicela uthinte iPhini Likamongameli: Group Brand and Communications ukuze uthole isiqondiso nosizo olwengeziwe.

Siyakuhlola ukufaneleka kokwamukela ubuqondisi bangaphandle

Akukho lutho olungalungile ngokwemvelo uma isisebenzi singumqondisi wangaphandle.

Nokho, ezinye izikhundla zobuqondisi zingenza kubonakale sengathi kukhona ukungqubuzana kwezinhloso kanye nengozi yokwepulwa komthetho wokuncintisana. Lokhu kungase kungalona idumela leSasol futhi kungase kube icala.

Ukuze sivikele idumela lethu:



Sibubekela imingcele ubuqondisi bangaphandle futhi sibuvumela kuphela ngendlela eshiwo yiNqubo-mgomo YeQembu Mayelana Nobuqondisi Bangaphandle; futhi



Sizibheka ngokucophelela izikhundla zobuqondisi bangaphandle futhi siyabengqabela abantu bethu ukuthi babe abaqondisi bezinkampani ezincintisana nathi, ezingase zincintisane nathi, noma esenza nazo ibhizinisi noma esinikela kuzo.



Imithombo ebalulekile mayelana nobuqondisi bangaphandle:



Isitatimende seSasol seNqubo-mgomo Mayelana Nobuqondisi Nakwenye Inkampani; kanye



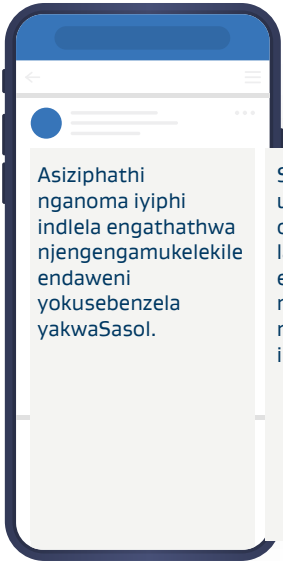
neNqubo-mgomo YeQembu Mayelana Nobuqondisi Bangaphandle.



Sicela uthinte ihhovisi likaNobhala Wenkampani Yeqembu ukuze uthole iziqondiso ezengeziwe mayelana nobuqondisi bangaphandle.



Siyayilawula indlela esibonakala ngayo ezinkundleni zokuxhumana



Asiziphathi nganoma iyiphi indlela engathathwa njengengamukelekile endaweni yokusebenzela yakwaSasol.

Sibonisa ukulicabangela okufanele ingasese labanye nelezindaba ezingase zibhekwe njengezingafaneleki noma ezingasusa ingxabano.

Sisebenzisa ubuhlakani nokwahlulela okuphusile lapho sithumela noma yiluphi ulwazi oluhlobene negama leSasol, futhi ngaso sonke isikhathi sithumela ngokuvumelana nezimfuno zeSasol ezishiwo yiziNqubo-mgomo zayo zeZindaba nokuXhumana Ngobuchwepheshe.

Konke esikusakazayo siyolandisa ngakho (okuhlanganisa "ukuthumelelana" nama-retweets) kuzo zonke iziteshi zezinkundla yezokuxhumana.

Sikhuthazwa ukuba sisebenzise iziteshi zangaphakathi ezifanele noma i-EthicsLine kuneziteshi zezinkundla zokuxhumana ukuze sikhulume ngezindaba zabasebenzi noma zasemsebenzini.

Sisebenzisa amathuluzi akwaSasol okuxhumana ngekhompyutha agunyazelwe ukusetshenziselwa ibhizinisi ngabasebenzi bakwaSasol (i-imeyili, i-MS Teams, imiyalezo esheshayo, i-SMS, i-MMS, iSignal, ukungena ku-inthanethi nasezinkundleni zokuxhumana) ngokuhambisana neNqubo-mgomo yeSasol Yokuxhumana Ngobuchwepheshe.



Imithombo ebalulekile mayelana nezinkundla zokuxhumana:



INqubo-mgomo YeSasol Yokuxhumana Ngobuchwepheshe; kanye



neziNqubo-mgomo ZakwaSasol Mayelana Nokusakazwa Kwezindaba.







Ukuze uthole ulwazi olwengeziwe ngezinkundla zokuxhumana kwaSasol sicela uthinte i-Manager Group Digital Communication Platforms.



Sizibophezela ekutheni sizoyisebenza ngokusemthethweni imininingwane yabantu futhi sivikele ingasese labo bonke ababambe iqhaza ebhizinisini lethu

Siyalihlonipha ilungelo eliyisisekelo lawo wonke umuntu lokuba nengasese.

Ukuze sikwenze kwenzake lokhu:





 <p>Siphatha imininingwane yomuntu ngokuhambisana neZimiso ZeSasol Zengasese njengoba ziyingxeye yeNqubo-mgomo yethu Jikelele Mayelana Nengasese Ledatha;</p>	 <p>Sigcina imininingwane yomuntu ngendlela elondekile isikhathi esimisiwe nangokuhambisana nomthetho osebenzayo;</p>
 <p>Sivumela ukuthi ibonwe kuphela yilabo bantu abadinga ngokusemthethweni ukuyibona futhi abazihloniphayo izinqubo-mgomo nezinqubo zangaphakathi ezilawula ukubonwa kwemininingwane; futhi</p>	 <p>Siphatha imininingwane yomuntu ngobumfihlo obusezingeni eliphakeme.</p>

Yonke imininingwane yomuntu siyisebenza futhi siyivikele ngokuhambisana nezimfuno ezisemthethweni zokuba ngasese kwedatha. Sisebenza kuphela leyo mininingwane yomuntu esiyidingela ukufeza injongo yethu.

Sithatha izinyathelo zokulondeka ezifanele ukuze sivikele ubumfihlo, ubuqotho nokutholakala kwayo yonke imininingwane yomuntu.



Imithombo ebalulekile mayelana nokuba ngasese kwedatha:

-  INqubo-mgomo Jikelele Mayelana Nengasese Ledatha;
-  Uhlelo Lokusingathwa Kokudaluleka Kwengasese, kanye Nesaziso Sangaphakathi Nesangaphandle Ngengasese; futhi
-  Incwadi Yomthetho Wokukhuthaza Ukutholakala Kolwazi (Promotion of Access to Information Act (PAIA)) (eNingizimu Afrika).
-  Ukuze uthole ulwazi olwengeziwe mayelana nengasese eSasol, sicela uthinte Isikhulu Sobumfihlo Bedatha Yeqembu, Uchwepheshe Oyinhloko: Data Privacy Eurasia noma i-Regional Data Privacy Officer: Africa.

Siyakuqapha ukugwazelwa, ukonakala, ukukhwabanisa kanye nobuphekula

Asikubezeleli nhlobo ukonakala nokungathembeki kwazo zonke izihlobo futhi simelene nako.

Ngeke sifumbathise, sicele noma samukele isifumbathiso sanoma iluphi uhlobo, ngokuqondile noma ngokungaqondile. Lokhu kusebenza kubasebenzi bethu, ozakwethu, abaphakeli, amakhasimende, abalawuli kanye nosomasheya.

Akekho oxhumene neSasol okufanele athonywe noma azame ukuthonya omunye umuntu, inkampani noma inxusa likahulumeni ngokungemthetho. Sithembekile futhi sibeka izinto obala kumakhasimende ethu, abaphakeli, ozakwethu, abalawuli kanye nosomasheya. Sibakhetha ngokucophelela ozakwethu, abaphakeli nabahlinzeki bamasevisi futhi sincamela ukulahlekelwa ibhizinisi noma yithuba, kunokuthi silithole noma sililondoloze ngokungathembeki noma ngokungemthetho.

Ngeke sisebenzise izinqubo zethu zokuqasha, imisebenzi yokutshala izimali emphakathini, imixhaso noma iminikelo ukuze sithole noma iyiphi inzuzo engafanele.

Siyakuqapha ngisho nokubonakala sengathi asithembekile noma sonakele.

Ukungathembeki kuhlanganisa nalokhu:



Ukufumbathisa nokonakala |

Lokhu kuhlanganisa nokunika, ukuthembisa, ukucela, ukuvuma, noma ukwamukela inzuzo kunoma ubani ngenhloso yokuthola ngokungafanele ithuba elingcono, ngisho nangokusebenzisa abanye abantu. Ngeke sisebenzise izikhundla zethu kwaSasol ukuze sithole izinzuzo ezingafanele kwabanye abantu, isibonelo ukutholela amalungu omndeni umsebenzi.



Ukwamukela noma ukunikeza izinkokhelo zokusheshisa izinto |

Lokhu kuhlanganisa nezinkokhelo ezihloselwe ukusheshisa izinto ezivamile ezifana nokukhulula izimpahla ezilinde emngceleni.



Ukuqamba amanga ngamabomu noma ukuhlanekezela iqiniso |

Lokhu kuhlanganisa nokungazenzi izinto okufanele sizenze, njengokuvumela umbono ongamanga ukuthi uqhubeke sibe silazi iqiniso.



Ukukhwabanisa |

Okuyizenzo zokungathembeki ezisebenzisa inkohliso ngamabomu ukuphuca ngokungemthetho omunye umuntu noma inkampani imali, impahla, noma amalungelo angokomthetho. Ngokungafani nobugebengu bokweba, obuhilela ukuthatha into enenani ngokusebenzisa amandla noma ngokunyanya, ukukhwabanisa kuncike ekusetshenzisweni kokuhlanekezela amaqiniso ngamabomu ukuze kufezeke lokho.

Asilokothi sicele noma samukele isifumbathiso sanoma iluphi uhlobo, ngokuqondile noma ngokungaqondile. Asisoze sazikhokha izinkokhelo zokusheshisa izinto.

Lokhu kusebenza kubasebenzi bethu, ozakwethu, abaphakeli, amakhasimende, abalawuli kanye nosomasheya. Uma ubona noma yini esolisayo, yibike eSasol Forensic Services noma eSasol EthicsLine.

Izinkokhelo ezenziwe ngaphansi kwengcindezi (ukuqolwa)

Ukuphepha kwabasebenzi kuyinto eyinhloko kwaSasol futhi siyaqonda ukuthi kungase kube nezimo lapho singenayo enye indlela ngaphandle kokukhokha ngendlela engafanele ukuze sizivikele thina noma abanye ekulahlekelweni ukuphila, isitho somzimba noma inkululeko. Noma yisiphi isicelo saleyo nkokhelo noma ukukhokha okunjalo okwenziwe ngaphansi kwengcindezi, kufanele kudalulwe ngokushesha okukhulu oHlelweni LweSasol Lokudalula (Sasol Declaration System), noma kurejista yezipho zeBhizinisi noma zeNkampani, nakuMeluleki Wezomthetho WakwaSasol ofanele, kufakwe neminingwane eyanele yezimo okwenziwe ngaphansi kwazo leyo nkokhelo kanye nobufakazi bokuthi kungani ube nomuswa wokuthi impilo yakho noma inkululeko yakho ibisengozini.

Siyakuvimbela ukushushumbiswa kwemali

Ukushushumbisa imali kwenzeka lapho imali noma ezinye izimpahla ezitholwe ngezindlela ezingekho emthethweni noma zobugebengu, njengokushushumbisa izidakamizwa, noma ukuthengisa izikhali, zifihlwa noma zixutshwa nezimali noma izimpahla ezisemthethweni ukuze kufihlwe umsuka walezo zimali/izimpahla ezingekho emthethweni futhi kwenziwe kubonakale sengathi zivela ebhizinisini elisemthethweni. Ukushushumbisa imali kuhlanganisa nokusetshenziswa kwezimali ezisemthethweni ukuze kusekelwe ubugebengu noma ubuphekula.

Asilokothi sihileleke kunoma yiluphi uhlobo lokushushumbisa imali futhi siyaqinisekisa ukuthi siyazi ukuthi senza nobani ibhizinisi ngaso sonke isikhathi, ngokuthatha izinyathelo zokuqinisekisa ukuthi asoni nangokuwahlunga ngokuqhubekayo amakhasimende ethu, abaphakeli bethu kanye nozakwethu.

Uma khukhona izimali noma izimpahla esikhathazekile ngokuba semthethweni kwazo, siyakuveza lokho kukhathazeka kumphathi wethu, i-Group Forensics noma i-EthicsLine.



Imithombo ebalulekile mayelana nokulwa nokufumbathisa nokonakala:



INqubo-mgomo YeSasol Mayelana Nokulwa Nokufumbathisa.



Sicela uthinte uMphathi wakho, uMeluleki Wezomthetho WakwaSasol noma Isikhungo Semithetho Yokubusa Ngobungcweti ukuze uthole olunye usizo noma ulwazi.


Sincintisana ngokungenzeleli futhi siyakugwema ukwepulwa komthetho wokuncintisana

Siqhudelana ngokungenzeleli futhi sithobela izimfuno zomthetho wokuncintisana.


Izimfuno zomthetho wokuncintisana zikhuthaza noma zifuna ukugcina ukuncintisana emakethe ngokulawula ukuziphatha kwezinkampani okumelene nokuncintisana.

Siqhudelana ngokufaneleka kwemikhiqizo namasevisi ethu, ngamanani esiwabizayo ngangokwethembeka kwamakhasimende esikuzuzayo, kodwa hhayi ngendlela emelene nokuncintisana. Siphatha amakhasimende ethu ngendlela efanele futhi asabelani ngolwazi olubucayi ngokuncintisana nezimbangi zethu.


Ezinye izibonelo zemikhuba emelene nokuncintisana yilezi:




Ukwenza kwezimbangi izivumelwano. Lokhu kuhlanganisa nokuvumelana ngentengo, ukuhlukaniselana ngezimakethe, ukwenza izivumelwano ngamathenda (ukukhwabanisa amabhidi) kanye nokukhawulela imikhiqizo.



Izivumelwano zokulwa nokuncintisana phakathi kweSasol namakhasimende/abaphakeli bayo.



Ukusetshenziswa kabi kwesikhundla esinamandla emakethe.








Ukushintshisana nabaqhudelani ngolwazi olubalulekile ekuncintisaneni.

Asiyiniki imbangi ulwazi olubalulekile ekuncintisaneni. Lokhu kuhlanganisa nolwazi, phakathi kokunye, oluhlobene namanani, izindlela zokubeka amanani, izinqubo-mgomo, izimakethe, amasu okumaketha, izindawo, amakhasimende noma abaphakeli, abamuva, abamanje noma abesikhathi esizayo. Uma, nganoma yisiphi isizathu, iSasol kudingeka ukuthi idalule noma yamukele ulwazi olubalulekile ekuncintisaneni, qala ngokufuna isiqondiso kuMeluleki Wezomthetho WakwaSasol noma e-Competition Law Centre of Expertise (isikhungo sobungcweti somthetho wokuncintisana).

Sithobela iKhodi YeSasol Yokuncintisana kanye Nenqubo-mgomo Yokungathembeki futhi siyaqinisekisa ukuthi siyaziqonda izimfuno zomthetho wokuncintisana kanye nengozi yokungayithobeli le mithetho emazweni esisebenza kuwo.



Imithombo ebalulekile mayelana nomthetho wokuncintisana:

-  IsiTatimende SeSasol Somthetho Wokuncintisana Nenqubo-mgomo Yokungathembeki;
-  IsiTatimende SeSasol SeNqubo-mgomo Mayelana Nobuqondisi Nakwenye Inkampani;
-  Inqubo Yokusula Inhlango Yezohwebo; kanye
-  neZindinganiso Neziqondiso Ezihlukahlukene, okuhlanganisa nokuSigatha Izimbangi, Ukuthengwa Kwempahla, Amabhizinisi Ahlanganyelwe, Izivumelwano Nemibandela Yezivumelwano, Ukuhlanganiswa Nokutholwa Kwamabhizinisi, Ama-ejenti kanye Nabasabalalisi.
-  Sicela uxhumane noMeluleki wakho Wezomthetho WakwaSasol noma ne-Competition Law Centre of Expertise ukuze uthole ulwazi olwengeziwe noma usizo.

Sigcina imithetho evimbela uhwebo neyokunswinywa kwamazwe ngamazwe

Senza ngokuzibophezela lapho sisingatha impahla engenayo nephumela ngaphandle futhi sithobela imithethoesebenzayo yamazwe ngamazwe noma nini lapho sithenga, sikhiqiza, sithengisa noma sidlulisela imikhiqizo/amasevisi ethu ngaphesheya kwemingcele.

Singahlawuliswa kanzima uma singeqa imingcele yohwebo kanye neyokuthumela ngaphandle.

Uma kungaba nezicelo zohwebo ezivela ezweni noma ebhizinisini elivinjelwe ukuhweba, thinta uMeluleki Wezomthetho WakwaSasol noma Isikhungo Semithetho Yokubusa Ngobungcweti (Centre of Expertise Governance Laws) ngaphambi kokuphendula noma ukuthatha isinyathelo.

Asizenzi izenzo zobuphekula futhi asizisekeli izinhlangano zabo. Amakhasimende, abaphakeli bethu kanye nozakwethu siyabahlola futhi sibahlunge ngokuqhubekayo ukuze siqinisekise ukuthi asoni ukuze silawule izingozi esingangena kuzo.

Abantu, izinhlangano, amakhasimende noma amazwe angaphansi konswinyo oluthile futhi asezindaweni ezingaphansi konswinyo siwanika imikhiqizo noma amasevisi ethu kuphela uma singakuqinisekisa ukuthi ayayithobela imithetho yonswinyo esebenzayo.



Imithombo ebalulekile mayelana nokunswinya nemithetho yohwebo:



INqubo-mgomo YaseSasol Yokuthobela Imithetho Yonswinyo.



Sicela uthinte uMeluleki wakho Wezomthetho WakwaSasol noma Isikhungo Semithetho Yokubusa Ngobungcweti ukuze uthole ulwazi olwengeziwe noma ukwesekwa.



Siyayivikela imininingwane kanye nempahla-buchopho yakwaSasol

Siyayihlonipha futhi siyayivikela impahla-buchopho yakwaSasol kanye nolwazi oluyimfihlo. Asilokothi siludalule lolu lwazi ngaphandle uma kunesizathu esizwakalayo sokwenza kanjalo, futhi sikwenza ngokuvumelana nezilawuli nezinqubo zethu Zokudalula Kweqembu.

Impahla-buchopho yethu ihlanganisa nalokhu:

 <p>ezobuchwepheshe zethu;</p>	 <p>izinto esizisungulile nesinamalungelo obunikazi kuzo;</p>
 <p>ubungcwethi bethu bebhizinisi kanye nobokusebenza;</p>	 <p>ulwazi lwethu lwezobuchwepheshe kanye nokusebenza;</p>
 <p>izimpawu zethu nezimpawu zohwebo;</p>	 <p>amalungelo ethu okushicilela abhalisiwe; kanye</p>
 <p>nezimfihlo zethu zokuhweba.</p>	

Amagama ethu nezimpawu zethu zohwebo sikusebenzisa ngendlela efanele, silandela noma yiziphi izindinganiso neziqondiso ezisebenzayo zeSasol.

Siphinde futhi sivikele futhi sihloniphe impahla-buchopho yabanye futhi asiyisebenzisi kabi noma sephule imithetho ephathelene nayo. Asiyithungathi noma siyamukele imininingwane yabanye eyimfihlo ngaphandle uma sigunyazwe umnikazi wayo.

Noma yimiphi imininingwane ngeSasol engatholakali obala iyimfihlo. Lokhu kuhlanganisa nemisebenzi yethu, amabhizinisi nabaphakeli abahlanganyelwayo, imininingwane yamakhasimende neyabasebenzi.



Imithombo ebalulekile

- Izingqubo zokulawula ukudalula;
- INqubo-mgomo Jikelele Mayelana Nokusakazwa Kwezindaba;
- INqubo-mgomo Yobudlelwano Nabatshalizimali;
- Uhlaka Jikele Lweqembu LeSasol lokugunyaza ukusakaza;
- Ifilosofi ye-IP yeSasol Corporate;
- INqubo-mgomo Yeqembu Yokusakaza Ezobuchwepheshe; kanye
- neNqubo-mgomo Yeqembu Yezimfihlo Zohwebo.
- Uma ungaqiniseki ngokuthi yini eyimpahla-bhuchopho noma ungayisingatha kanjani, thintana nomphathi wakho noma isiKhulu Esiphezulu Sempahla-bhuchopho kanye neThimba Lempahla-bhuchopho ngaphakathi Kwemisebenzi Yezomthetho, Yempahla-bhuchopho kanye Namasevisi Okuthobela Imithetho.

Uma udinga isiqondiso mayelana nokudalulwa kolwazi oluthile, xhumana nesiKhulu Sokudalula noma ihhovisi likaNobhala Weqembu Lenkampani.

Siyakuvimbela ukuhweba kwangaphakathi

Ukusebenza ngezibambiso noma amasheya kwanoma yimuphi umqondisi noma umsebenzi (“ongaphakathi”) ngenkathi eneminingwane yenkampani ebhalisiwe ebalulekile engakasakazwa obala (okubizwa ngokuthi “ukuhweba kwangaphakathi”) akuvunyelwe. Ngakho-ke abaqondisi, abasebenzi kanye namalungu emindeni yabo babekelwe imingcele mayelana nalokhu. Bobabili umuntu othatha isinyathelo ngoba elunywe indlebe kanye nalowo olume indlebe benza icala futhi bangase bamangalelwe ngokuhlanganyela nangokwehlukana.

Kanjalo sigcina iminingwane yeSasol iyimfihlo futhi singayidaluli komunye ymuntu noma siyisakaze noma siyikhiqize kabusha ngaphandle uma kunesizathu sebhizinisi sokwabelana ngalolo lwazi noma uma kudingwa imithetho. Asilusebenzisi ulwazi oluyimfihlo njengesisekelo sokuthenga noma ukuthengisa amasheya noma ezinye izibambiso, futhi asiludluliseli lolu lwazi kwabanye ukuze benze kanjalo.



Imithombo ebalulekile mayelana nokuhweba kwangaphakathi:



Inqubo yokusebenza ngezibambiso zakwaSasol; kanye



neNqubo Yemithetho Yokulawula Ukudalula Kweqembu.



Uma udinga ulwazi olwengeziwe noma usizo sicela uthinte iPhini Likamongameli: Global Tax and Governance, Head of TP and International Tax, Senior Manager Tax SA, Senior Manager Tax Rest of Africa, Senior manager Tax Eurasia, noma i-Senior Manager Tax Americas.

Siyayithobela imithetho neziqondiso zentela

ISasol izibophezela ekutheni izokwenza ngokuzibophezela futhi ilwela ukuhlela izindaba zayo zentela ngendlela ephumelelayo. Ngakho, sihlala sizigcwalisa izibopho zethu zokuthobela imithetho nokudalula ngokuhambisana nazo zonke izimfuno zokulawula ezifanele kuzo zonke izifunda lapho sisebenza khona.

ISasol isebenza ngaphansi kwemithetho yentela yamazwe amaningi emhlabeni futhi ingaphansi yikho kokubili imithetho yentela yakuleli neyamazwe. Imithetho yentela ishintsha njalo, futhi ukuchazwa kwayo kungase kubangele ukungaqondi nokungaqiniseki, ikakhulukazi ezindaweni zentela yamazwe ngamazwe nasekubeni intengo yemphahla edluliselwayo. Lapho umthetho wentela ungacacile khona, sihumusha izibopho zethu mayelana nentela ngendlela enesibopho, sisekelwa abeluleki bezomthetho nabentela uma kubonakala kufanele.

ISasol ilwela ukugcina ubudlelwano bokusebenzisana neziPhathimandla Zentela nokuqhuba konke lokho kusebenzelana ngendlela yokwethembeka, esobala neyakhayo. Sithobela imithetho ephathelene nokuvimbela ukubalekela intela kanye nokujelwa kokusiza ukubalekela intela. Sizibophezele ekuthobeleni imithetho yentela. Noma yiziphi izimpikiswano neziPhathimandla zentela mayelana nokuchazwa kwemithetho kanye/noma iziqondiso zentela ziyodingidwa ngendlela esobala neyakhayo.



Imithombo ebalulekile mayelana nentela:



Ukuze uthole ulwazi olwengeziwe mayelana nentela kwaSasol, sicela uthinte:

- Global Tax Strategy and Management Policy;
- Izingqubo-mgomo Nezingqubo kuzo zonke izinhlobo zentela kuzo zonke izindawo;
- Iphini likaMongameli: Intela Nokubusa Jikelele;
- Inhloko ye-TP kanye Nentela Yamazwe Ngamazwe;
- Umphathi Omkhulu: Tax SA;
- Umphathi Omkhulu: Tax Rest of Africa;
- Umphathi Omkhulu: Tax Eurasia; kanye
- Umphathi Omkhulu: Tax Americas.

Siyayivikela impahla yakwaSasol

Sisebenzisa izimpahla nezinsiza zeSasol ukuba lethela izinzuzo osomasheya bethu hhayi ukuzizuzisa thina.

Lokhu kuhlangukisa nalokhu:



Impahla ephathekayo efana nemishini yokusebenza kanye nemishini ye-Information Technology (IT); kanye



Nempahla engaphatheki njengesikhathi sokusebenza iSasol asikhokhelayo noma ulwazi iSasol eluqoqile ngabaphakeli, amakhasimende, ozakwethu kanye nezimbangi.

Sisebenzisa zonke izimpahla zakwaSasol ngendlela efanele futhi sinesibopho sokuzivikela, phakathi kwezinye izinto, ekuntshontshweni, ekulahlekeni, ekusetshenzisweni kabi noma ekulimaleni.

Siqinisekisa ukunemba kwedatha nolwazi

Sigcina amarekhodi anembile futhi amarekhodi ebhizinisi siwagcina, siwavikele futhi siwalahle ngokuvumelana nezimithetho yabalawuli kanye neNqubo-mgomo YakwaSasol Yokugcinwa Kwamadokhumenti.

Sibambisana ngokugcwele nezicelo zolwazi ezisemththweni. Sinikeza ulwazi oluyiqiniso noluphelele.

Ukunikeza imininingwane enembile sikwenza nalapho:



Imininingwane yomkhiqizo | siqinisekisa ukuthi esikushoyo ngomkhiqizo wethu kuyiqiniso, kungakhathaliseki ukuthi kumayelana nokuphepha, izinga, ukusebenza kwawo okulindelekile, lokho ongakwazi ukukwenza noma izici zawo ngokuqondene nemvelo.



Imininingwane yezimali | sigcina amarekhodi anembile napehelele ezimali nokubalwa kwezimali.



Imininingwane engeyona eyezimali | isibonelo, ukuphepha, ezempilo kanye nokubika nokudalula ngokuqondene nemvelo.

Sithembekile futhi sibeka izinto obala kubabambiqhaza ebhizinisini lethu, mayelana nokushiwo ngemikhiqizo yethu, imininingwane yezimali noma imibiko ezicini ezihlukahlukene zebhizinisi.

Sikhuthaza ukuphepha ku-inthanethi

Uma iSasol ikhipha idivaysi ngezizathu zebhizinisi, iSasol ingase iyibeke iso leyo divaysi ngoba ukulondeka kwe-IT yethu namasistimu ethu e-operational technology (OT) awumgogodla ekuqhubeni ibhizinisi lethu. Siyayiqapha imininingwane yethu yokungena ukuze sigweme ukufinyelela okungagunyaziwe kumasistimu ethu.

Omakhalekhukhwini abakhishwe yiSasol kufanele basetshenziswe, badluliselwe futhi balahlwe ngokuhambisana nezinqubo-mgomo ezisebenza ezingcingweni eziphathwayo.

Siqinisekisa ukuthotshelwa okuqhubekayo kwezimfuno zokulawula ezisebenza kuzo zonke izindawo esisebenza kuzo

Sithobela yonke imithetho, izimfuno zokulawula, izinqubo-mgomo nezinqubo zakwaSasol lapho zithinta iSasol.

Siyavuma ukuthi le Khodi ayivezi futhi ayibeki yonke imithetho, izimfuno zokulawula, izinqubo-mgomo noma izinqubo ezingase zisebenze kithi, futhi ngenxa yalokho sinesibopho sokuqinisekisa ukuthi siyayazi futhi siyayithobela yonke eminye imithetho, izimfuno zokulawula, izinqubo-mgomo noma izinqubo ezingase zisebenze kithi endimeni yethu nasendaweni esisebenza kuyo kwaSasol.





Sigcina ubudlelwano obunokuziphatha okufanele nobuzuzisayo phakathi kwethu nabaphakeli bethu

INqubo-mgomo yethu Yochungechunge Lokuphakela kanye noHlaka Lokubusa Uchungechunge Lokuphakela lwendala indlela engcono kakhulu yokwenza futhi lunikeza isiqondiso esicacile salokho esikulindele kubaphakeli.

Ukuziphatha kwabaphakeli bethu (kuhlanganise nosonkontileka abangaphansi kwabo) kuyayithinta iSasol, okuyingakho siqhuba ibhizinisi nezinkampani ezibonisa ubuqotho futhi ezithobela iKhodi yethu Yokuziphatha Kwabaphakeli kanye nezimiso.

Esikulindele kubaphakeli:



Ukusekela amalungelo abantu ayisisekelo nokwenza ngobulungisa kwezabasebenzi kanye nokuba nezinqubo-mgomo nezinqubo ezimiswiwe zamalungelo abantu ukuze kuncishiswe lezi zingozi futhi zivinjelwe zingenzeki;



Ukuziphatha ngokufanele nokuhambisana nazo zonke izimfuno zokulawula ezisebenzayo;



Ukuthatha isinyathelo kuqala sokulawula ukuphepha, impilo kanye nezingozi zemvelo;



Ukuthobela izibopho zezohwebo okuvunyelwene ngazo; kanye



Nokungathathi sinyathelo esingabangela ukuthi i-Sasol ingazithobeli izimfuno zokulawula ezisebenzayo.

Qinile

Izimiso zethu zochungechunge lokuphakela:

- Siyakushisekela ukufinyelela impumelelo enqubweni yethu yokuphaka imikhiqizo yethu ukuze kuzuze iSasol kanye nababambe iqhaza ebhizinisini lethu;
- Sihambisana nokusebenzelana ngokuziphatha okufanele ebhizinisi nababambiqhaza bangaphakathi nabangaphandle;
- Sisungula izinqubo, izindlela zokwenza kanye nokuqeqeshwa okufanelekayo ukuze siqinisekise ukuthi bonke abasebenzi kanye nababambiqhaza bangaphandle bangakwazi ukuqhuba ibhizinisi ngendlela elungile;
- Silahla ngokusobala noma yiluphi uhlobo lokungathembeki, okuhlanganisa ukonakala, ukukhwabanisa nokufumbathisa;
- Senza ukuthi imisebenzi yethu namakhasimende ethu kukwazi ukusebenza ngokuthi siyiphake ngokwethembeka impahla, amasevisi kanye nemikhiqizo;
- Sisungula futhi sigcine ubudlelwano obunokuziphatha okufanele nobuzuzisayo nabo bonke ababambiqhaza ebhizinisini lethu;
- Sithuthukisa ukusetshenziswa okusimeme kwezindlela zethu zokuphakela ngezinqubo nezinhlelo ezihlanganisiwe zebhizinisi nangenqubo eqhubekayo yokuthuthukisa;
- Sisebenzisa izindlela zokuphatha eziphusile ukuze siqinisekise ukwengamela nokulawula uchungechunge lokuphaka imikhiqizo yethu;
- Sinikeza abasebenzi bethu amandla, sibathuthukise futhi sibaqaphele ukuze sifeze izinhloso zethu zokuphaka imikhiqizo yethu;
- Sithatha isinyathelo kuqala sokusabela uma uchungechunge lokuphaka imikhiqizo yethu lusengozini esongela ukuphepha, impilo imvelo kanye namalungelo abantu, futhi siyawunciphisa umthelela wethu endaweni ezungezile nasemiphakathini esisebenza kuyo;
- Sithuthukisa abaphakeli besifunda nabasekhaya futhi siphokophele ukuthenga kubathengisi basendaweni ukuze sizuze sonke;
- Senza ibhizinisi nezinkampani eznezimiso ezifana nezethu futhi ezenza ngobuqotho. Abaphakeli bethu kufanele bawuthobeke iKhodi yethu Yokuziphatha Kwabaphakeli; futhi
- Siqinisekisa ukuthengwa kwempahla okusobala nokungenzeleli futhi sizibophezela ekutheni sizophatha abantu ngokulingana lapho siqhuba ezentengiselwano nalapho sikhapha amathenda, nalapho sisebenzelana nabangase babe abaphakeli bethu ngokunikeza bonke ababambiqhaza ithuba elilinganayo nelifanayo.



Imithombo ebalulekile mayelana nochungechunge lokuphakela:



Izinqubo-mgomo Nezinqubo Zokuphepha ZakwaSasol;



Inqubo YakwaSasol Yobudlelwano Nabaphakeli Bezimboni;



INqubo-mgomo Yochungechunge Lokuphakela;



IziNhlaka Zokubusa Uchungechunge Lokuphakela; kanye



NeKhodi Yokuziphatha Kwabaphakeli.



Ukuze uthole ulwazi olwengeziwe mayelana nezindaba zochungechunge lokuphakela eSasol sicela uthinte iNhlako: Usizo Lokuthengwa Kwempahla, Izindinganiso Zomphathi Omkhulu Nokubusa, noma Iphini Likamongameli: Supply Chain Eurasia.

Siqinisekisa izinga eliphakeme lemikhiqizo nokuphathwa kwamakhasimende

Siletha esikuthembisayo kumakhasimende ethu futhi senza konke esingakwenza ukuze sigcine izibopho zethu ngale ndlela:

- Isevisi esezingeni lomhlaba;
- Ukusebenza kahle komkhiqizo; futhi
- Imikhiqizo enenani elincintisanayo nezinhlelo zokusekela.

Indlela yethu yokuphatha umkhiqizo ifuna ukuqinisekisa ukuthi ukuthenga kwethu amakhemikhali nezinto ezingakasetshenzwa akusekeli ukungqubuzana, kulandela zonke izimfuno zokulawula futhi ngezinga okungenzeka ngalo, kukhawulela umthelela empilweni yomuntu nasemvelweni.

Ngeke siwudayise noma siwukhiqize umkhiqizo uma singeke sibe nesiqiniseko sokuthi uphephile kubantu nasendaweni ezungezile. Futhi siyaqinisekisa ukuthi esikushoyo ngomkhiqizo wethu kuyiqiniso.

Silwela ukuyithuthukisa imikhiqizo yethu, amasevisi, ubuchwepheshe kanye nezinqubo ukuze silethe ikhwalithi, ukuphepha kanye nokusungula izinto ezintsha. Lokhu kunanelwe enjongweni yethu "yokuSungulela umhlaba ongcono".

Sithembisa lokho esingakwazi ukukwenza futhi silwela ukunganikezi ikhotheshini ephansi ngenhloso yokuthola ibhizinisi lekhasimende noma ukulivalela ezivumelwaneni ezingahambisani nemakethe nezingasimamiseki.

Sigqugquzela ukudalulwa kolwazi olunembile ngesikhathi esifanele

Sithobelana nezimfuno zabalawuli ezibusa ukudalulwa kolwazi olumayelana nebhizinisi lethu ngendlela engenzeleli nangesikhathi.

Sibika ngokwethembeka, ngokunembile nangokugcwele emibikweni yethu.

Ababambe iqhaza ebhizinisini lethu abathintekayo sibagcina benolwazi ngokukhipha ulwazi olubalulekile, olucacile noluqondakalayo.

Alikho iqembu losomasheya noma labangase babe abatshali-mali esiliphatha ngokwenzelela, ngaleyo ndlela sihlala siqotho ekwenzeni kwethu ibhizinisi.

Siphendula imibuzo yomphakathi esemthethweni ngokomsebenzi nangokwethembeka. Uma wamukela isicelo sokudalula obala ulwazi lweSasol noma usho isitatimende njengommeleli weSasol, qinisekisa ukuthi uthintana nethimba le-Corporate Affairs kuleyo ndawo kanye noMeluleki Wezomthetho WakwaSasol ngaphambi kokuba baphendule.


Oqinile

Sisebenza nohulumeni ngokungafihli futhi siyawahlaziya amagalelo yosombusazwe nemisebenzi yabo


Lapho sisebenza nohulumeni, senza ngokuvumelana neKodi Yethu, sazi ukuthi ukuziphatha kwethu kungathinta idumela lethu nemisebenzi yethu emhlabeni wonke. Amanye amazwe anemithetho eqinile mayelana neziphosho, ukuqeqesha, indawo yokuhlala kanye nezindleko zokuhamba ezingamukelwa izikhulu zomphakathi futhi iSasol iyoyicabangela le mithetho.

Izipho ezingale kweziphosho ezisesilinganisweni ezinikwa izikhulu zomphakathi zinganikezwa kuphela ezimweni ezingavamile futhi kufanele zigunyazwe yi-Sasol Centre of Expertise for Governance Laws (isikhungo semithetho yobungcweti bokuphatha ibhizinisi) kanye NePhini Likamongameli noma ezimweni lapho isiphosho sinikezwa yiPhini Likamongameli noma iPhini Likamongameli Eliphakeme, kufanele kuvunywe yi-Centre of Expertise for Governance Laws nayiPhini Likamongameli Eliphethe.


Empeleni, lokhu kusho ukuthi:




Ukuba abakhayo, abathembekile nababambisanayo ekuxoxisaneni kwethu nezikhulu zikahulumeni;



Ukungalokothi sinikeze izikhulu zomphakathi izinzuzo, lapho izinzuzo ezinjalo zingabonakala zithonya izinqumo noma ukuziphatha;



Ukugwema amaqembu ezombusazwe kunoma yiliphi izwe; futhi



Nokwenqaba ukwamukela isikhundla sobuholi kunoma yiliphi iqembu lezombusazwe.

Ukukhokhela umuntu noma iqembu lezombusazwe kungahunyushwa njengokucela ukwenzelwa umusa esikhathini esizayo noma ukugxambukela enqubweni yentando yeningi futhi ngaleso sizathu iSasol ngeke ikhokhe mali emaqenjini ezombusazwe, esikhulwini zeqembu lezombusazwe noma kwababambisene nabo.

Uma senza iminikelo noma singena kwezombusazwe, sikwenza njengezakhamuzi ezizimele futhi sikubeka kucace ukuthi asimele iSasol ekwenzeni lokho.



10 UKUNGATHOBELI

Sonke sinomthwalo wokuqinisekisa ukuthotshelwa kweKhodi yethu futhi sinomsebenzi wokubika nokukhuluma uma sikholelwa ukuthi othile akenzi ngokuhambisana nezimiso zale Khodi, zanoma iyiphi enye inqubo-mgomo yeSasol noma imfuno yokulawula.

Kunemithetho eminingi kanye nezimfuno zokulawula ezibusa imisebenzi yeSasol nabasebenzi bayo, futhi eziningi zezindinganiso nezimiso ezibekwe kule Khodi zisekelwe kulezo zimfuno. Ukungayilandeli le mithetho neziqondiso kungaba nemiphumela emibi, ngokomthetho, ngokwezimali nangokwedumela leSasol.

ISasol ayikubekezeleli nhlobo ukuziphatha okungekho emthethweni noma okuphambene nokufanele, ngisho noma imiphumela engavelela iSasol ingabonakala ingeyilutho.

Ukungayithobeli le Khodi Yethu kanye nezinqubo-mgomo ezihambisana nawo kuwukuwephula. Kungase futhi kube wukwephulwa kwezimfuno zokulawula endaweni okuyo. Noma yikuphi ukwehluleka ukuthobela le Khodi noma izinqubo-mgomo eziyisekelayo kuzophenywa ngokugcwele, futhi kuthathwe izinyathelo ezifanele. Lokhu kungase kuhlanganise nokuqeqeshwa kabusha, isiyalo noma esinye isinyathelo sokuqondisa izigwegwe, kuze kufike futhi kuhlanganise nokuxoshwa emsebenzini, kuye ngezimo.

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UKUNGAPHINDISELI/ UKUVIKELWA KWEZINHLABAMKHOSI

ISasol ikhuthaza isiko lapho bonke ababambiqhaza, ikakhulukazi abasebenzi, bekhuthazwa ukuba bakhulume futhi babike ukuziphatha okuphambene nokufanele, okungekho emthethweni, noma okungafuneki okubandakanya iSasol nalabo abasebenzisana nayo, ngaphandle kokwesaba impindiselo noma isijeziso.

ISasol ilwenqabela ngokuqinile noma yiluphi uhlobo lokuphindisela, ukusabisa noma ukuhlukumeza umuntu, okuthe ngobuqotho, wabika noma waveza ukukhathazeka ngento akholelwa ngokunengqondo ukuthi iwukwephulwa kweKhodi YakwaSasol.

Ukuziphindiselela kubasebenzi akuvunyelwe ngisho noma uphenyo lungaveza ukuthi imibiko noma ukukhathazeka abakuveze ngobuqotho bekungenasisekelo. Abasebenzi abathola impindiselo ngenxa yokukhuluma ngokumelene nokuziphatha abasola ukuthi akulungile, bakhuthazwa ukuthi bazibike lezi ngokushesha lezo zigameko e-EthicsLine banikeze yonke imininingwane yokuhlukunyezwa noma impindiselo abayishoyo.

Uma noma ubani ngaphakathi kwaSasol engazama ukuziphindiselela noma ukuhlukumeza umsebenzi ngoba ekhulumile futhi wabika ngobuqotho, lowo muntu uyothathelwa izinyathelo zokuqondisa izigwegwe, kuze kufike futhi kuhlangukise nokuxoshwa.

Imibiko eyenziwa kwaSasol ngezinhloso ezimbi, noma equkethe imininingwane engamanga noma edukisayo ngamabomu, noma ehlosele ukulimaza, ayamukelekile futhi ingase iholele esinyathelweni sokuqondisa izigwegwe, kuze kufike futhi kuhlangukise nokuxoshwa, noma esinye isinyathelo sokulungisa isimo.

Ulwazi olwengeziwe mayelana nalokhu lungatholakala ehhovisi leSasol Group Ethics kanye nakuNqubo-mgomo YakwaSasol Yokuhlaba Umkhosi.



UMA UBONA INTO ENGALUNGILE.

Uma ubona ukuziphatha okungahambisani nezimiso zethu kanye neKhodi yethu noma nezinqubo-mgomo zethu - sicela ukwenze indaba yakho ukhulume!

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INDLELA YOKUKHULUMA UMA USOLA UKUTHI IKHODI IYEPHULWA

Zonke izigameko zangempela noma ezisolwayo zokwep hulwa kweKhodi Yethu, Izimiso zethu, izinqubo-mgomo zeSasol noma izimfuno zokulawula kufanele zibikwe eSasol EthicsLine kusetshenziswa enye yezinkundla eziyimfihlo ezibalulwe ngezansi:

Ngokushaya ucingo



E-USA:
1800 490 9129
(Kungaba nezindleko kwamanye amanethwekhi eselula)



ENingizimu Afrika:
0800 016 017
(eyamahhala)



E-China:
400 878 5992



E-Germany:
0800 183 0760



E-Italy:
800 939 098



E-Mozambique:
800 333 312
(eyamahhala uma usebenzisa inethiwekhi ye-TDM) /
+ 27 11 929 3332
Indawo yokushayelwa emuva mahhala - ifinyeleleka kwa manethwekhi amaningi



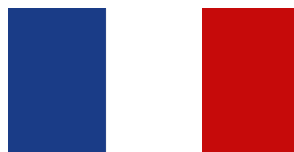
E-Singapore:
800 492 2268



E-Hong Kong:
800 902 050



E-United Kingdom:
0808 273 4946



E-France:
080 598 0323



E-Netherlands:
0800 022 4948



E-Slovakia:
0800 232 022



E-Spain:
900 751 262

Ngokubhala:

Email: sasol@ethics-line.com (Africa and USA)



Iwebhusayithi:

www.sasolethics.com (Africa and USA)

[sasol ethicsline \(deloitte-halo.com\)](http://sasol.ethicsline.deloitte-halo.com) (Eurasia excluding China)

https://tip-offs.com.cn/sasol_ethicsline/ (China)

Njengengxenywe yemigudu esemthethweni yokubika kwaSasol, abasebenzi bangase futhi bakhulume nge-imeyili, ngocingo noma ubuso nobuso nehhovisi leSasol Group Ethics Office noma nanoma yiliphi elinye ilungu lomphakathi weSasol wokuziphatha okufanele, okungukuthi: ama-Operating Model Entity Ethics Officers noma ama-Ethics Coordinators.

Imibiko Yezingcingo ingenziwa amahora angu-24 ngosuku, izinsuku eziyisikhombisa ngesonto ngezilimi ezahlukene, okuhlanganisa isiNgisi, isiBhunu, isiZulu, isiSuthu, isiXhosa, isiPedi, isiTsonga, isiVenda, isiTswana, isiSwati, isiNdebele, isiMandarin, isiPutukezi, isiNtaliyane, isiDutch, isiFrench, isiSlovakian, isiSpanish nesijalimane.

Abasebenzi baphinde banikezwe ithuba lokuhlala bengaziwa.

Le Khodi itholakala ngezilimi ezahlukahlukene.

Abasebenzi bakwaSasol bangazithola izinsiza zokuqeqesha nokwaziswa ngezici nangezinqubomgomo ezihlukahlukene ezichazwe kule Khodi.



ENGLISH



GERMAN



ITALIAN



MANDARIN



PORTUGUESE



SOTHO



ZULU





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ISasol wuphawu lokuhweba olubhalisiwe.