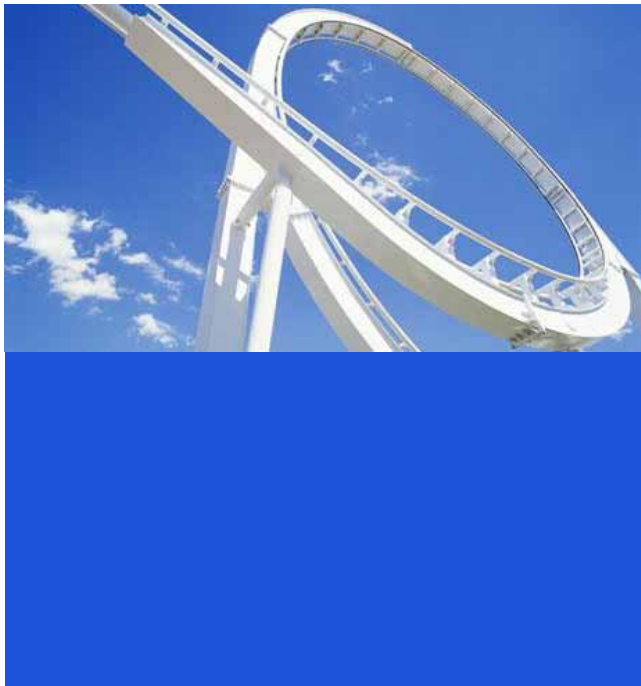


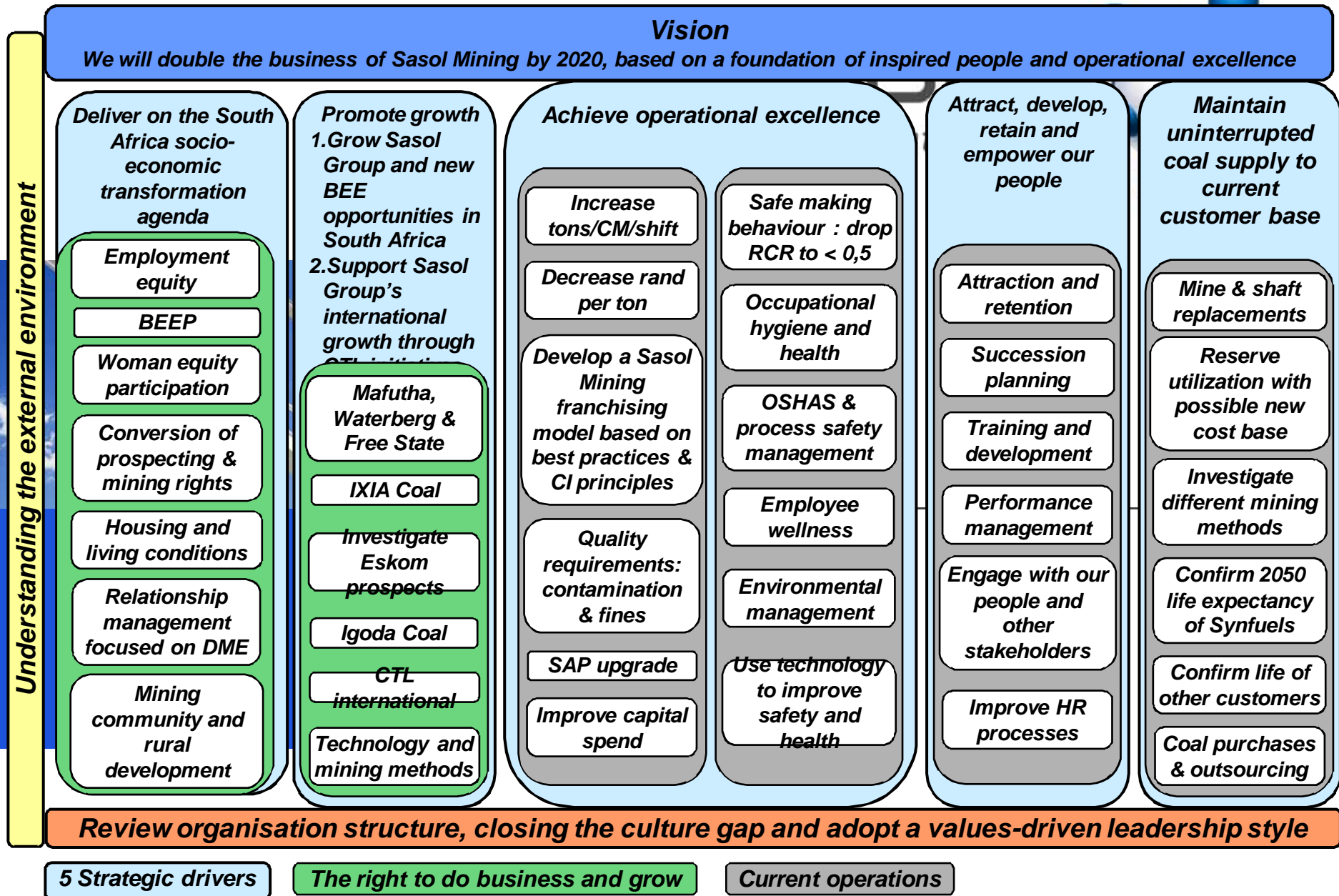
SASOL
reaching new frontiers



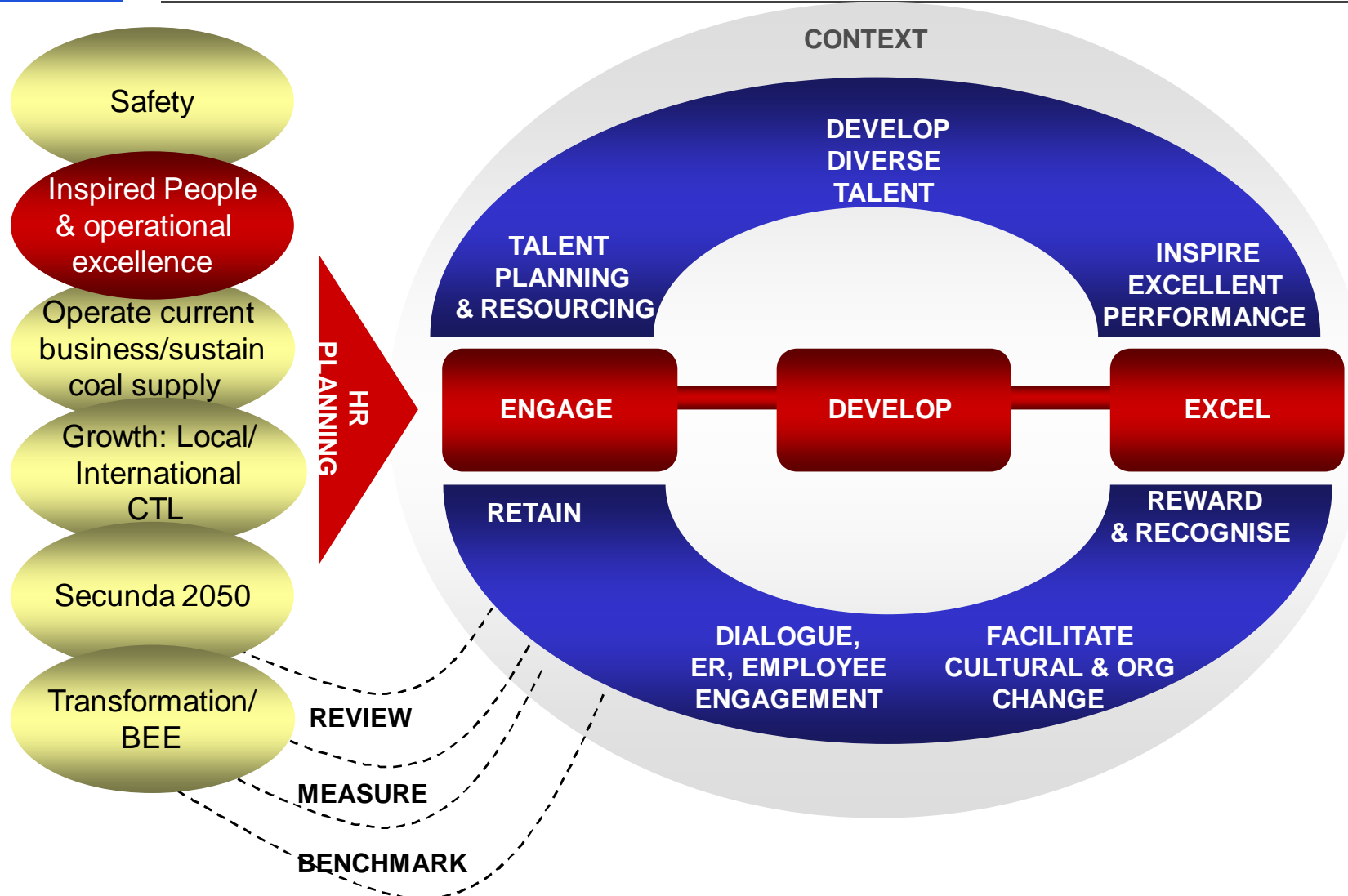
Sasol Mining People Strategy

Bongi Ndimande

Sasol Mining strategic drivers and initiatives



Doubling the business by Winning with People





Delivering our People Strategy

1. SUPPLY TALENT NOW AND CREATE SUSTAINABLE FUTURE RESERVES	●
<ul style="list-style-type: none"> ● Develop and integrated Talent Management Strategy ● Establish 5-10 year rolling people plan and refine succession planning ● Deliver on diversity objectives and targets ● Optimise recruitment planning and delivery 	● ● ● ●
2. FOCUSED LEARNING & DEVELOPMENT	●
<ul style="list-style-type: none"> ● Establish competence frameworks for each discipline & integrate with job profiles ● Build Technical/Professional Skills in line with WPS Plan ● Embed Drotter Pipeline Leadership Development ● Implement Mentorship and improve coaching skills of leaders 	● ● ● ●
3. WIN WITH PEOPLE THROUGH EMPLOYEE ENGAGEMENT	●
<ul style="list-style-type: none"> ● Improve Employee Engagement through cultural change and Values Driven Leadership ● Develop & execute a stakeholder management/communications strategy ● Stabilise ER Climate ● Support business-critical change initiatives ● Close Employee Value Proposition gaps identified by climate surveys 	● ● ● ● ●
4. REWARD AND RECOGNISE EXCELLENT PERFORMANCE	●
<ul style="list-style-type: none"> ● Review, standardize and integrate reward and recognition mechanisms ● Embed performance management process 	● ●



Delivering our People Strategy

5. HR OPERATIONAL EXCELLENCE

- Align and standardise HR policies, processes, systems
- Establish HR Scorecard & refine HR management reporting (HRIS)
- Structure HR Organisation for delivery on business strategy
- Build HR Competence & improve motivation
- Benchmark key processes against best practice locally & globally through Group HR
- Manage HR Cost against annual budget





People Key Performance Indicators

Supply talent now and create sustainable future reserves		Target	Actual	Delta
1	Recruitment against plan			
<i>a</i>	<i>Graduates (EIT's)</i>	49	44	-5
<i>b</i>	<i>Experienced Hires</i>	37	62	25
	<i>i. SP</i>	6	6	0
	<i>ii. MSP</i>	31	26	-5
	<i>iii. Wages</i>	0	30	30
<i>c</i>	<i>Learnerships</i>	326	343	17
<i>d</i>	<i>Women in Mining</i>	63	41	-22
<i>e</i>	<i>Experiential Trainees</i>	35	35	0
<i>f</i>	<i>Recruitment life cycle against benchmark (Days)</i>	53	54	1
2	Number of leadership positions (7+) filled by internal candidates	10	34	24
3	Headcount vs. Staff Establishment	6942	6870	-72
<i>a</i>	<i>SP</i>	1269	1259	-10
<i>b</i>	<i>MSP</i>	1320	1297	-23
<i>c</i>	<i>Wages</i>	4353	4314	-39
4	Controllable Turnover (SP&MSP) % against target	7%	10%	3%

People Key Performance Indicators

1. Mining Charter Targets	Target	Actual	Delta
Total Level 6C+ positions filled by HDSA candidates	42.50%	40.00%	-2.50%
<i>HDSA Female</i>	15.70%	11.60%	-4.10%
<i>HDSA Male</i>	42.50%	29.00%	-13.50%
Total Black	42.50%	36.00%	-6.50%
Women In Mining (Core Functions)	9.11%	6.69%	-2.42%
<i>SP</i>	9.11%	7.70%	-1.41%
<i>MSP</i>	9.11%	5.70%	-3.41%
<i>WP</i>	9.11%	6.90%	-2.21%
Disability	1.50%	1.40%	-0.10%
2. Employment Equity Targets	Target	Actual	Delta
Total Level 7+ positions filled by DG candidates	48.00%	46.00%	-2.00%
<i>Female DGs</i>	15.70%	13.51%	-2.19%
<i>Male DGs</i>	48.00%	33.00%	-15.00%
Total Black	48.00%	41.00%	-7.00%
3. Group target	Target	Actual	Delta
<i>ACI</i>	35.70%	33.33%	-2.37%
<i>GENDER</i>	15.70%	13.51%	-2.19%
4. BBBEE Scorecard (EE Component)	Target	Actual	Delta
Senior Management (2 - 3)	43.00%	29.00%	-14.00%
Middle Management (4 - 6C)	63.00%	34.00%	-29.00%
Junior Management (6 - 7)	68.00%	36.00%	-32.00%
Learning and Development Progress against plan		4.23%	4.23%
<i>Total HDSA attendees at technical learning events against</i>		1.41%	1.41%
<i>Total Female attendees at technical learning events against</i>		9.64%	9.64%
<i>Total HDSA attendees at leadership development events</i>		1.06%	1.06%
<i>Total Female attendees at leadership development events</i>		0%	0.00%

Racial Spread for Females Targets

Black 70% White 30%



Questions

