

From: [Sasol Communications](#)
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Attachments: [image003.png](#)
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February | March 2018 | Edition 3

Dear colleagues,

GOVERNANCE



Doing business in an age of exponential change and the roles of board members during transformation

Exponential change is adjustments at an increasingly rapid rate in proportion to a growing total number or size; a constant rate of change applied to a continuously varying base, over a period of time. Organisations, today, operate within an environment of exponential change, in terms of growth potential, risk, cross-border opportunities, to name only a few.

To survive, organisations must first identify the opportunities at hand and then take considered risks, in a well-planned, and efficient manner, to ensure sustainable and effective transformation and growth.

Board members have an important and unique role to play, to encourage and provide guidance during a time of volatility, changing dynamics and organisational transformation. In turn, a company's board is called upon to provide strategic guidance and to challenge the basic conventions and promote a culture of exploration and resilience within the organisation.

[Read more](#)

ETHICS



The U.S. Securities and Exchange Commission's (SEC) Whistleblower Programme

The President of the United States of America signed into law the Dodd-Frank Wall Street Reform and Consumer Protection Act on 21 July 2010, thereby, among other provisions, establishing a whistleblower incentive programme. The SEC Whistleblower Programme is run by the former SEC enforcement attorney; Christopher C. Ehrman, and between 2011 and 2017, the Commission issued about US\$ 160 million in awards to 46 whistleblowers, with US\$ 50 million issued to 12 whistleblowers between 1 October 2016 to 30 September 2017 (SEC's fiscal year).

[Read more](#)

COMPLIANCE



The updated **Group Disclosure Control Policy** will come into effect on 1 March 2018.

The one-pager policy is supported by guidance notes which offer further explanation on: public disclosure triggering, what constitutes price sensitive information, how to assess materiality, and Securities and Exchange Commission guidance. The Group Disclosure Policy also includes a detailed process flow, available at the following link.

[Link to the policy](#)

Code of Conduct

Our updated **Code of Conduct**, which replaces the current Code of Ethics, reinforces the importance of linking our day-to-day actions to Sasol's shared values and our aspirational culture.

Our actions are always consequences of what's most important to us, and therefore, unsurprisingly, our seven shared values will be underpinning our Code of Conduct. When we act according to these values, we ensure the sustainability of a business we can all be proud

of - one that's successful, ethical, contributes to our economy and society, and where integrity and respect are non-negotiable. The Code of Conduct will be launched in March 2018. Watch this space.

PROFILING THE NEWEST MEMBERS OF THE TEAM



Takie Nengovhela is a qualified professional with more than 11 years' experience in the corporate governance and company secretarial services environment, having served across a variety of sectors.

Bronwyn Thring has extensive experience in office management, document control protocols, supply chain commercial arrangements and executive secretarial services.

[Read more](#)

Until next time, warm regards

Your Governance, Compliance and Ethics Team

PS: Kindly ensure that this message is distributed to those who do not have access to e-mail in your area of responsibility.

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