

From: [Sasol Communications](#)
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Dear colleagues,

Human Rights Day

In most countries throughout the world, Human Rights Day is celebrated on 10 December. In South Africa, Human Rights Day is observed on 21 March each year.

The concept of protecting human rights dates back to 1948 when the United Nations defined 30 articles of human rights in the Universal Declaration of Human Rights. These universal human rights were established on the basis of humanity, freedom, justice and peace and enumerates two sets of human rights. The first set of rights is **civil and political rights** and include the right to:

- Freedom of speech;
- Life and liberty;
- Equality before the law;
- Judicial remedy;
- Move freely; and
- Vote or take part in the governance of one's country.

The second set of rights is **economic and social** in nature. These rights include the right to:

- Work;
- Have rest and leisure;
- Have a good standard of living;
- Education; and
- Have equal pay for equal work.

Of course, along with these rights come important responsibilities. This speaks to all the rights that we have as human beings. We have the freedom of speech. The freedom to speak up, without punishment, through a variety of mediums such as art, poetry and music. In turn, we are able to act on, receive and think about the opinions of others. With this right comes the responsibility to respect what other people have to say, the responsibility not to protest against other peoples' beliefs, to be respectful of each other's points of view, to be open to new ideas, to respect cultural, gender and religious differences. Importantly, whatever our conviction, we should always communicate in a responsible manner and not incite discord and hatred.

At Sasol, we recognise these rights and responsibilities, which are written into our policies and has been included in our updated [Code of Conduct](#).

To support the Code of Conduct, our Group Ethics Office has been tasked to write a standalone Corporate Human Rights Policy for Sasol. To find out more about Sasol's position on human rights, please click [here](#). Wherever in the Sasol world you may be, let's celebrate South Africa's Human Rights Day, by considering our rights and responsibilities within our workplace and also in our private capacities.

"Every right implies a responsibility; every opportunity, an obligation; every possession, a duty." John D. Rockefeller

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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