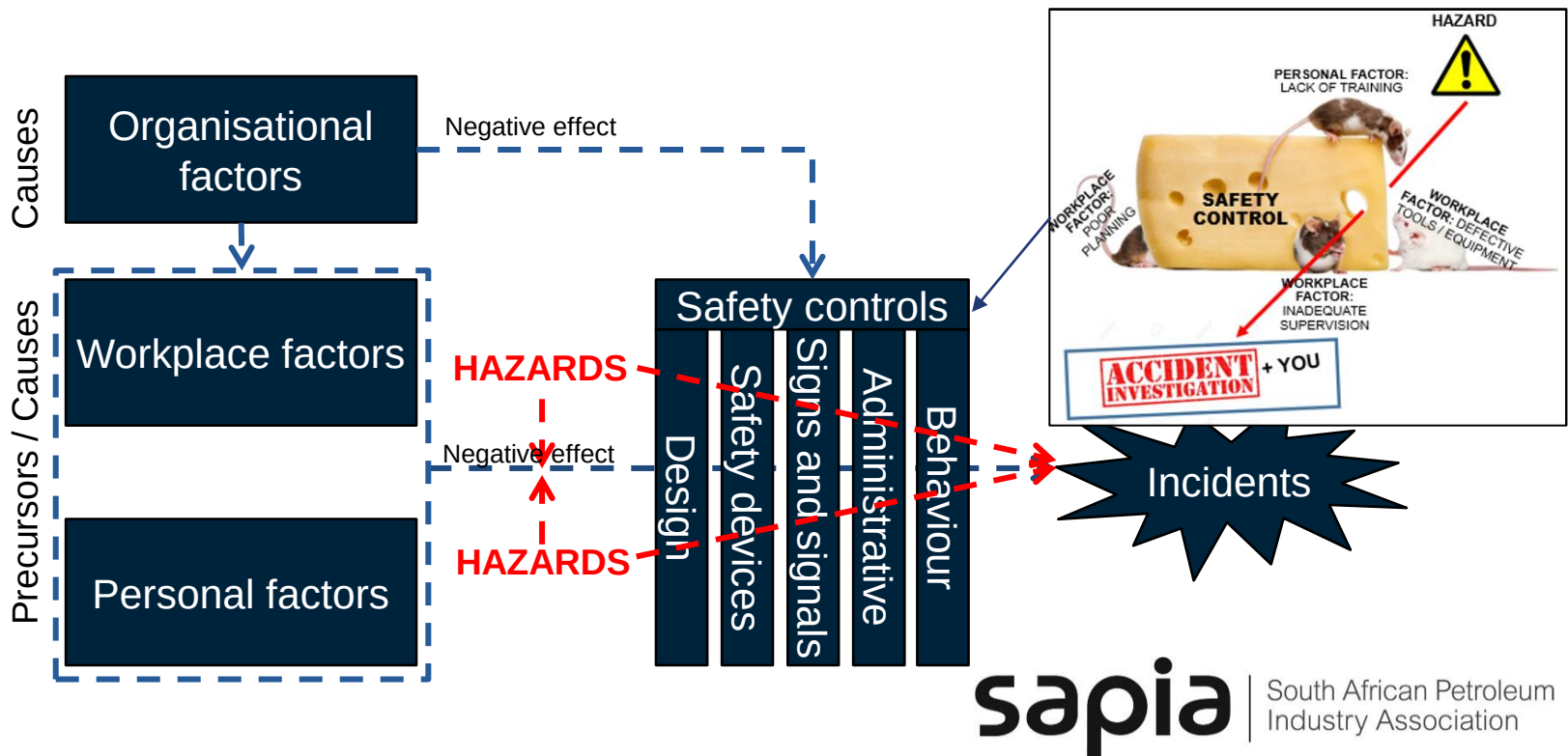


SASOL PRECURSOR PROCESS

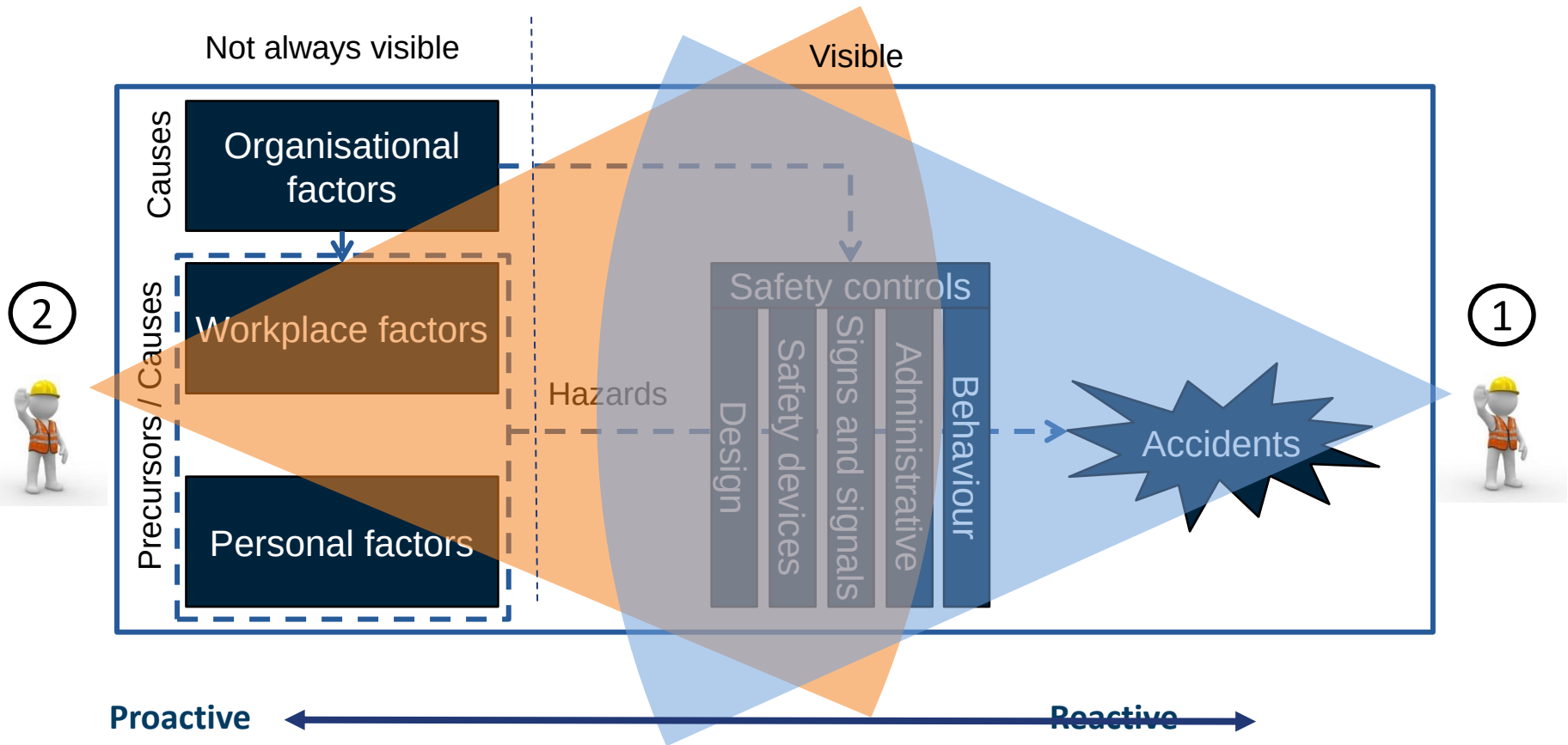
What are Precursors?

- Precursors are, in simple terms the causes of accidents, and negatively affect the proper functioning of the safety controls we put in place to protect us from hazards in our day-to-day operations.
- Where safety controls are affected by precursors, they become ineffective or become absent, allowing hazards to become uncontrolled which results in accidents
- Precursors are categorized as Organisational, Workplace and Personal factors



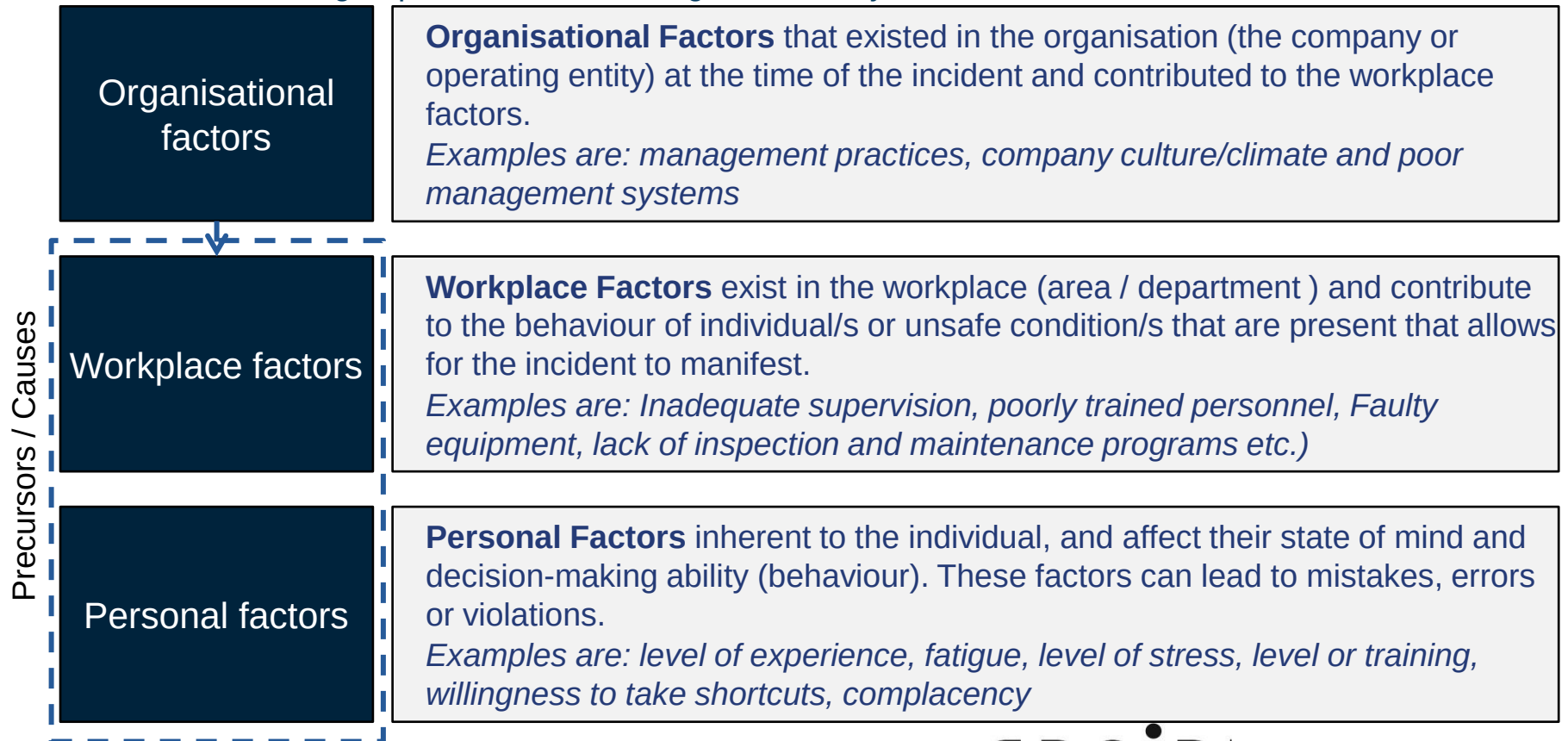
Precursor management's intent

Move from reactive to proactive risk management!



Explaining the precursor categories

- Precursors are in most cases only identified during incident investigations, meaning after they caused safety controls to fail to the point that hazards become uncontrolled and results in incidents. The intent of the precursor management process is to identify them before they cause harm.
- Precursors can be grouped into 3 main categories namely



The effect of precursors on safety controls



- Precursors can deteriorate the effectiveness of safety controls if not identified and eliminated early
- They normally “eat away” at safety controls in a quiet manner and only draw attention once accidents happen.
- Given the time, precursors will eventually cause one or many safety controls to fail, allowing workplace hazards to result in incidents
- Inherently precursors cause accidents, and if they are allowed to operate unchecked, they will do just that!

How can we detect precursors early?

- Precursors can be identified by looking at how effectively our safety controls perform on the job. (Safety assurance inspections)
- Safety controls that are being affected by precursors tend to show the following symptoms:
- Where precursors are present they cause:
 - a) Three or more reoccurring failures of the same control / set of controls, within;
 - b) The same operational process / activity, within;
 - c) The same area and team;
 - d) On different occasions (minimum interval is one day apart).
- Once these “symptoms” are present, it is likely that a potential cause or precursor to a potential accident has already taken hold and needs to be acted on to prevent further deterioration of the safety control
- All safety controls are important, but certain control failures are more probable to cause serious injuries or losses, we therefore have less tolerance for recurring critical control failures than for others.

Types of precursor stages (Three-tiered approach)

- The Precursor management approach recognise that some safety deviations may be once off after proper coaching however, if they happen in a recurring manner it is an indication of a potential cause to an accident that is waiting to occur.
- Therefore recurring deviations need to be addressed, and their causes must be made known.
- **‘Awareness’ status (Yellow)**
 - Recurring safety deviations that have reached yellow status need to be taken note of, in this case the safety department will inform the responsible line manager and foreman
 - The expectation is that within their own teams supervision need to create awareness of the trend and take some actions to prevent the trend from reaching its orange state.
- **‘Self correction’ status (Orange)**
 - Recurring safety deviations that have reached orange status will be formally recorded and addressed by the responsible line manager and foreman.
 - The safety department will issue the notification electronically explaining the situation. Here the foreman and responsible line manager must investigate what is causing the trend and self correct by implementing corrective actions to stop the recurring trend.
 - Feedback from the team will be captured by the safety department and kept on register.

Types of precursor stages

- **'Investigation' status (Red)**

- After the formal notification was completed by the team, and the deviation continues to reoccur it will reach a red status and continue to increase in value
- The red status is an indication that there is no more tolerance for the particular safety deviation and will require a collaborative formal SHE assisted investigation involving the safety department and line manager to identify the precursor and take corrective and preventive actions.
- Note: Investigations are reserved for those instances where the self correction process was followed but was not effective

WorkServiceProvider	Make aware
☐ XXXX	
☐ Synthol West	
☐ Civil - excavations	
Physical barriers	66
☐ Transport & Telecoms Infrastructure	
☐ Civil - excavations	
Workplace preparation	66
☐ Sasol	
☐ Rectisol West	
☐ Lifting - rigging activities involving mobile cranes	
Hazard communication	66

WorkServiceProvider	Self correct

WorkServiceProvider	Investigate
☐ Alex-Kontz-SIX-Xav-In	
☐ Yard systems	
☐ Electricity - plant and outlying areas	
Inspection	231

PRECURSOR AWARENESS NOTICE	
Please discuss and take action on the following information in your area of responsibility	
Notice Number:	
Date issued:	1/9/2022

PRECURSOR SELF-CORRECTION NOTICE	
Please discuss and take action on the following information in your area of responsibility	
Notice Number:	
Date issued:	Click or tap to enter a date

PRECURSOR INVESTIGATION NOTICE	
Please discuss and act on the following information in your area of responsibility	
Notice Number:	
Date issued:	Click or tap to enter a date

OME	Region	Business Unit	Department	Precursor score	Deviation description

OME	Region	Business Unit	Department	Precursor score	Deviation description

OME	Region	Business Unit	Department	Precursor score	Deviation description

1	Problem summary and recommendation: Please discuss and act on the following information in your area of responsibility
There are recurring deviations with regards to:	
Take note that similar recurring safety deviations might be an indication that certain organizational, workplace or personal factors (precursors) may be affecting the work process and have greater potential to cause harm.	
It is recommended that your department company conduct a self-assessment to establish the causes for this trend and provide feedback on this document within 5 working days, indicating the corrective / preventive actions taken to improve the situation. The attendance register on this document must also be completed.	
Ensure that this negative trend and its causes are communicated to all relevant employees in your business and send proof of communication together with proof of completed actions to the Sasol Occupational Safety department that issued the notification.	

1	Problem summary and recommendation: Please discuss and act on the following information in your area of responsibility
There are recurring deviations with regards to:	
Take note that similar recurring safety deviations might be an indication that certain organizational, workplace or personal factors (precursors) may be affecting the work process and have greater potential to cause harm.	
It is recommended that your department conduct a self-assessment to establish the causes for this trend and provide feedback on this document within 5 working days, indicating the corrective / preventive actions taken to improve the situation. The attendance register on this document must also be completed.	
Should the trend persist in the area, a collaborative investigation between your department and Occupational Safety will have to be conducted in order to identify the causes for this trend.	
Long term actions identified during the investigation will be assigned to the applicable non-conformance platform in your area.	
Communicate the learnings from this investigation to all relevant employees in your business and send proof of communication together with proof of completed actions to the Sasol Occupational Safety department that issued the notification.	

1	Problem summary and recommendation: Please discuss and act on the following information in your area of responsibility
There are recurring deviations with regards to:	
Take note that similar recurring safety deviations might be an indication that certain organizational, workplace or personal factors (precursors) may be affecting the work process and have greater potential to cause harm.	
It is a requirement for your department to conduct an assessment in collaboration with Sasol SHE, to establish the causes for this trend and provide feedback on this document within 10 working days, indicating the corrective / preventive actions taken to improve the situation. The attendance register on this document must also be completed.	
Communicate the learnings from this investigation to all relevant employees in your business and send proof of communication together with proof of completed actions to the precursor coordinator from the Sasol Occupational Safety department that issued the notification.	

2	Deviation details: Indicate the details of the deviation and the recommendations

2	Deviation details
[Insert details of deviations that contributed to the precursor]	

2	Deviation details
[Insert details of deviations that contributed to the precursor]	

3	What is the requirement?
[Insert the Legal or Sasol requirements / standards to be adhered to]	

3	What is the requirement?
[Insert the Legal or Sasol requirements / standards to be adhered to]	

SASOL – Precursor process



END