



SASOL

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Institutionalising learnings (SAPIA)

Date: 13 April 2021



Institutionalise learning



1. The OME VP: SHE is accountable to evaluate applicability of learning received from the Risk and SHE Function to communicate and action in the OME as necessary. This can include sharing as a safety moment, reviewing related control management systems, providing first level of assurance, etc.;
2. The OME VP: SHE is required to discuss applicable learning at the OME Executive Committee to provide feedback on the effectiveness of the OMEs own control regimes and action plans for improvement where necessary;
3. The OME SVP and/or EVP may request feedback on the implementation and effectiveness of OMEs own control regimes and action plans for improvement where necessary on SHE incident corrective and preventative actions, OME learning and Group learning that were deemed applicable;
4. The OME VP: Operations shall communicate relevant learning documents to employees via safety talks where required, ensuring that records of communication is kept for assurance purposes; and
5. The VP: SHE Enablement (Risk and SHE Function) shall require feedback from OME Exco's on the effectiveness of the OMEs own control regimes and action plans for improvement where necessary. See Appendix P for a template to provide assurance on implementation of Group learning.

Assurance on learning (first and second party)



- a) The OME SVP shall follow up on levels of assurance of high severity incident corrective and preventative actions implemented within his/her OME;
- b) The SVP: Risk and SHE may request relevant Subject Matter Experts in the Risk and SHE team to conduct specific assurance activities on high severity incidents, where so deemed necessary; and
- c) The VP: SHE Enablement (Risk and SHE Function) may coordinate second level of assurance on actual and potential level 1 incidents;
- d) The Incident Owner shall initiate a formal review of whether the corrective / preventive actions have been implemented and are effective, as part of the scheduled management review sessions; and
- e) The following issues need to be taken into account:
 - i. The extent to which the recommendations were implemented successfully as described in the report;
 - ii. The extent to which the recommendations have reduced the risk (likelihood and probability); and
 - iii. In the event of the actions being viewed as ineffective, the responsible person shall recall the necessary people from the investigation team to consider alternate corrective actions.

Internal practices



- Weekly coffee session: discussing all incidents & learnings to determine way forward
 - Discipline specific (engineering)
- Fatal assurance