

**South Africa  
Venetia**

Social Way 3.0 was launched in January 2020. At the end of 2024 Venetia self-assessed against all the planned targets of Social Way 3.0 and the results of the assessment were incorporated into the site's 2025 transition plan. The Social Way continues to be implemented as best practice for social performance and management for 2025

Two of the requirements relate specifically to human rights due diligence and the Social Way Toolkit provides extensive guidance and templates to support operations with their implementation:

- Requirement 3C. Social & Human Rights Risk & Impact Analysis
- Requirement 4E. Voluntary Principles on Security & Human Rights