

Botswana**Jwaneng**

Social Way 3.0 was launched in January 2020. At the end of 2024 Jwaneng was assessed against all the planned requirements of Social Way 3.0 and the site has consistently achieved targets set out.

Two of the compulsory 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

Jwaneng Mine achieved 76 out of 80 implementation points in 2025, reflecting a 95% compliance score against Social Way requirements. This performance was maintained despite a challenging internal environment influenced by Future Fit Exercise. Strong governance was a key enabler, with the General Manager leading and enforcing clear accountability for Social Performance activities, processes, and outcomes in line with Social Way governance expectations. The site has also strengthened cross-functional integration by developing a consolidated social impact budget aligned to the actions, commitments, and priority mitigation measures outlined in the Social Management Plan.

Looking ahead, there is an opportunity to strengthen the site's approach to continuous improvement by establishing a dedicated platform for reflection, learning and improvements. Such a mechanism would enable systematic reflection on past controls, support identification of root causes where mitigation measures did not achieve their intended outcomes, and ensure lessons are integrated into future risk and impact management processes.