

Namibia Land

Social Way 3.0 was launched in January 2020. In October 2021 it was announced that the life of the land-based and coastal recovery operations would be extended by up to 20 years. Previously the site's Social Performance team had been focused on closure planning in accordance with a closure review action plan aligned with the Social Way 3.0. As a result of their extended life, the land-based and coastal recovery operations adopted Social Way 3.0 in early 2022.

At the end of 2023, the land-based and coastal recovery operations completed a self-assessment against the applicable requirements of Social Way 3.0. The outcomes of this assessment were incorporated into the site's 2024 transition plan, and the Social Way tool continues to be used to support social performance. Throughout 2024, the focus was on further developing and documenting relevant policies. While the Social Way framework is not a formal policy for Namibia Land, it has been applied as a best-practice framework to enhance social performance. No formal Social Way assessments were conducted during 2024.

Social Way 3.0 was launched in January 2020 as the Group's standard for social performance management across all operations. In October 2021, the life-of-mine for the land-based and coastal recovery operations was extended by up to 20 years. Prior to this announcement, the site's Social Performance team had been primarily focused on closure planning, guided by a Closure Review Plan aligned with Social Way 3.0 requirements.

Following the life-of-mine extension, the land-based and coastal recovery operations formally adopted Social Way 3.0 in early 2022, shifting from closure preparation to full implementation of the framework.

In 2023, the operations conducted a self-assessment against all applicable Social Way requirements. The results informed the 2024 Social Way transition plan, and the assessment tool continues to guide ongoing Social Performance improvements.

During 2024, the focus shifted toward strengthening the documentation of policies and procedures. No formal site-wide assessments were undertaken in 2024.

Although Social Way is not yet a formal policy for Namibia Land, it is being applied as a best-practice framework to enhance social performance, in 2025 the following achievements were delivered in line with Social Way 3.0 requirements and assurance expectations:

- **Strengthened Commitments Management:** Completion of the review and rationalization of the commitments register to ensure improved clarity, ownership, and alignment with Social Way accountability requirements.
- **Enhanced Grievance and Incident Processes:** Development of a monitoring and evaluation framework for grievances and incidents, supporting more consistent tracking, analysis, and response in line with Social Way protocols (Requirement 3B).
- **Advancement of Social Performance Planning:** Continued development of the Social Management Plan for a strategic contract, currently in circulation for internal review, strengthening proactive identification and management of social risks and opportunities (Requirement 3C).
- **Human Rights and Security Alignment:** Progress on the Voluntary Principles and Human Rights Plan for Security, now awaiting final sign-off, demonstrating ongoing compliance with Social Way expectations on responsible security (Requirement 4E).
- **Cultural Heritage Stewardship:** Ongoing development of the Cultural Heritage Management Plan, nearing finalization, in support of Social Way requirements for the protection and responsible management of cultural heritage.