

Namibia Marine

Social Way 3.0 was launched in January 2020. Given that marine-based diamond recovery operations do not impact specific host communities in the same manner as land-based operations, many of the Social Way requirements were not applicable. However, during 2021 marine-based diamond recovery operations began implementing requirements as part of their existing risk assessment and due diligence processes. In 2022 marine-based diamond recovery operations also began implementing requirement 3A Stakeholder Engagement.

- 3A Stakeholder Engagement
- 3B Incident & Grievance Management and
- 3C Social & Human Rights Risk & Impact Analysis

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

Marine-based diamond recovery operations continue to comply with the Voluntary Principles on Security and Human Rights. Building on this foundation, the focus in 2024 was on strengthening the Social and Human Rights Impact Analysis by updating the Incident Management Procedure to incorporate assessment of social consequences and by developing a dedicated Social Grievance Management Procedure.

In 2025, Debmarine advanced this work by finalising the Incident Management Procedure to fully enhance the identification, reporting and assessment of incidents with potential social consequences. In parallel, the Social Grievance Management Procedure is currently undergoing an internal review to ensure full alignment with Social Way requirements for transparent, accountable and accessible complaints management. No social incidents were recorded during the 2025 reporting period.