

Botswana**Orapa, Letlhakane and Damtshaa**

Social Way 3.0 was launched in January 2020. At the end of 2024 Orapa was assessed against all the applicable requirements of Social Way 3.0 and the results of the assessment showed an improvement in the achievements of the planned Social Way targets. Social Way continues to be implemented to complement the social performance strategy

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

These sites have achieved a notable 9% improvement in the implementation of the Social Impact Management System in 2025, attaining 81 out of 85 compliance points. This reflects a 95% compliance level against the Social Way 3 requirements.

This performance was driven by strong site leadership accountability and a clear commitment to delivering Social Impact priorities. Significant progress was also made in integrating Social Impact considerations into core technical business processes, ensuring social risks and impacts are systematically identified, analyzed, and managed.

Meaningful engagement with vulnerable groups has strengthened, thus supporting more sustainable, inclusive management of social risks and impacts.

An important area for future improvement lies in increasing agility when responding to shifts in the internal and external context. Additionally, deeper integration of Social Impact within the Strategic Business Planning process would further strengthen the alignment of technical activities with the appropriate resourcing for effective impact mitigation.