

## 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 support operations with their implementation:

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

In 2025, Venetia established a 5-year Social Performance Strategy supported by an annual Social Performance Implementation Plan. Together, these constitute the Social Management Plan (SMP)—the central instrument outlining the mine's Social Way priorities, management processes, and commitments. The SMP is informed by a structured assessment of internal and external contexts, including social risks, impacts, issues, and alignment with business objectives.

Venetia completed its Social Way self-assessment in Q4 2025, achieving 91% progress toward full compliance (against a 90% target). This performance was enabled by early milestone setting and monthly oversight through the Social Performance Management Committee (SPMC).

To further strengthen Social Way implementation and embed sustainable performance, Venetia will prioritize the following actions in 2026:

- Operationalising the Social Performance Strategy: Implement the 5-year strategy and annual commitments through the SMP, ensuring integration into site planning and clear accountability.
- Closing Compliance Gaps: Strengthen Site-Induced Migration Management and Conflict Management (both at 50% compliance in 2025).
- Improve Emergency Management Planning (67% compliance in 2025).
- Enhancing Contractor Social Performance Management: Deepen integration of Social Way requirements into contractor engagement, procurement, onboarding, and performance management, leveraging multidisciplinary collaboration.