ORAPA MINE, BOTSWANA

Orapa reviewed its human rights risks in 2019 with a Human Rights Risk Specialist and included community stakeholders and contractors. The risk assessment confirmed areas of potential risk common across all mining operations, not just DTC sites. Comprehensive management processes are in place in order to address and monitor performance related to ensuring:

- Employees' health and safety;
- Contractor and supplier employees' rights;
- Non-discrimination in the workplace;
- Community health and safety, especially with regard to emergency response;
- Community health, heritage and / or livelihoods linked to the environment;
- Community and workforce security and the implementation of the Voluntary Principles on Security and Human Rights.

In addition to these common potential risks, context-specific areas for continuous improvement included:

- Ongoing monitoring to ensure international standards are met by planning and implementation of resettlement processes.

An area of improvement in 2020 is the site's focus on vulnerable stakeholders.

Risks and management plans are reviewed on an annual basis with a human rights expert to understand emerging risks and effectiveness of management measures including review of community grievances.

In 2020 Orapa will begin a full review of its potential social and human rights impacts and risks in line with the updated guidance for Social and Human Rights Impact and Risk Analysis provided in Social Way 3.0.