

<b>Social Performance Policy</b>	
<b>Policy Owner</b>	Head of Corporate Affairs
<b>Procedure Reference</b>	SP/POL 001
<b>Applies to</b>	All Policy Owners/ Holders and HODs
<b>Effective Date</b>	29 September 2022
<b>Related Policies/ Documents</b>	<p>Group Policy on Initiation and Review of Policies GHR/001</p> <p>Code of Conduct and Business Ethics</p> <p>Debswana O.D.O.T Strategy 2024</p> <p>Social Way version 3.0</p> <p>Building Forever Strategy</p> <p>Procurement Policy SER/SC 100</p> <p>Occupational Health and Safety Policy PO-SHE 001</p> <p>Environmental Policy PO-SHE 003</p> <p>Citizen Economic Empowerment Policy SER/SC/003</p> <p>Contracts Procedures PROC/SER/SC 001-020</p> <p>Corporate Social Investment Policy</p>

### 1. INTRODUCTION

Social Performance encompasses the management of social risks and impacts, protection of human rights, as well as our approach to stakeholder engagement and socio-economic development.

### 2. SCOPE

This Policy is applicable to all Debswana entities including offices and sites, any joint ventures and partnerships. It is also applicable to all relevant Debswana contractors.

### 3. OBJECTIVES

The objective of this Policy is to provide requirements for the leadership, management, application and administration of Social Performance within Debswana Diamond Company.

#### 4. DEFINITION OF TERMS

- a. **Social Performance** - A discipline that aims to minimise negative social impacts and maximise socio-economic benefits to host communities, in order to secure our social licence to operate.
- b. **Social Way:** A governing framework or social management system based on a five-point maturity model ranging from basic, reactive, compliance, proactive to resilient.
- c. **Social Risks:** Potential perceived or real business impacts to stakeholders () due to the Company's activities and practices covering a broad range of issues around human welfare - including working conditions, culture, access to natural resources, quality of the environment, procurement, employment opportunities, health and livelihoods.
- d. **Social Impact Assessment:** the process of identifying the impacts of a project on the social environment in which it operates. A range of issues can be addressed, including cultural impacts, health, demographic effects, resettlement and economic impacts. Social Impact Assessments (SIAs) should include a management and monitoring plan to mitigate and manage negative impacts. Environmental Impact Assessments (EIAs), Social Impact Assessments (SIAs) and Archaeological Impact Assessments (AIAs) are often undertaken concurrently. The Context Review is conducted every five years to establish monitoring and engagement plans.
- e. **Socio-Economic Development:** an integrated approach, focused on leveraging our core business activities in order to maximise the positive developmental contribution to our host communities. Socio-Economic Development has seven (7) delivery mechanisms, being, Corporate Social Investment, enterprise and Supplier Development, External Capacity Development, Local Employment or Skills Development, Local Procurement, Synergies with Infrastructure and Employee Volunteerism.
- f. **Corporate Social Investment (CSI):** contributions (either monetary, employee time and resources, or gifts in kind) which bring benefits over and above those directly associated with the core business activities. CSI encompasses projects that are external to the normal business activities of a company and not directly for purposes of increasing company profit. These projects have a strong developmental approach and utilise company resources to benefit and uplift the communities in which the company operates and the nation at large. CSI also refers to legacy funds from major Debswana projects.
- g. **Stakeholder:** an individual or group that may be affected by, have an interest in or can influence the operations of the company.
- h. **Business Partners and Contractors:** Private entities (companies and suppliers) that are contracted to provide goods and services to Debswana Diamond Company.

## 5. DELIVERY AND IMPLEMENTATION

Debswana is committed to taking responsibility for the short and long term social, economic and environmental implications of its decisions across all its operations in compliance with relevant legislation, international good practice and other requirements to which Debswana subscribes.

We commit to Make Life Brilliant and build trust through effective stakeholder partnerships, enhancing the confidence of consumers in diamonds and contributing to the sustainable development of Botswana. In pursuit of the highest standards of Social Performance, Debswana is committed to:

- 5.1** Managing all aspects of this Policy as an integral part of business by developing, resourcing and implementing appropriate Social Performance policies, procedures, systems, programmes and training across all parts of our business;
- 5.2** Embedding Social Performance across the organisation through a culture of shared responsibility and accountability which integrates Social Performance considerations into business decision making;
- 5.3** Delivering sustainable positive socio-economic benefits to our host communities through leveraging our core business for development impact and engaging in Corporate Social Investment activities, guided by the company Code of Conduct and Business Ethics as well as the Commitments Procedure;
- 5.4** Adopting the mitigation hierarchy approach by first assessing, seeking to avoid, minimising and then mitigating potential social impacts and risks when planning, designing and implementing business decisions and projects;
- 5.5** Respecting human rights and recognising that vulnerable groups within our communities could be disproportionately impacted by or less able to benefit from our activities and to proactively assist in redressing this imbalance and leave no one behind;
- 5.6** Embedding and ensuring all business partners or contractors embrace Social Performance in their business through the inclusion of Social Performance requirements in our contractual agreements;
- 5.7** Acknowledging, supporting and encouraging employee volunteerism efforts aligned to socio-economic development and operating in collaboration within the regional and national development frameworks.


## 6. RESPONSIBILITIES

- 6.1 The monitoring, revision and distribution of this Policy is the responsibility of the Debswana Head of Corporate Affairs;
- 6.2 The Head of Corporate Affairs is responsible for the coordination of the Debswana Social Way Improvement Programme;
- 6.3 The General Managers of the Mines are responsible for delivering the Social Way Improvement Plans at Site and for achieving the targeted maturity rating score;
- 6.4 All sites and corporate Heads of Departments with relevant Social Way Requirements are responsible to achieve the targeted maturity rating score within their specific requirements.

## 7. MONITORING AND EVALUATION

The Social Performance activities will be monitored through the half year self-assessments conducted internally and the end of year assessments, moderated by an external partner.

Issue No	Effective Date	Date Last Revised	Amendment Details
01	01/07/2017	01/08/2017	To align the Policy to the Socio-Economic Assessment Toolbox as per Version 2 of the Social Way Framework
02	01/09/2020	01/08/2020	To factor changes made as a result of adoption of Social Way Version 3
03	01/09/2022	24/08/2022	To incorporate changes made to the Social Way Assurance Framework

	Title	Name	Signature	Date
ORIGINATOR	Head of Corporate Affairs	Rachel Lungile Mothibatsela	<i>Rachel Mothibatsela</i>	29/09/22
APPROVAL	Managing Director	Andrew Maatla Motsomi		29/09/22