

# BARRICK

## Barrick Resources (Australia) Pty Limited Modern Slavery Statement 2020

### About this statement

Transparency and openness are critical elements of Barrick Gold Corporation's (**Barrick**) sustainability strategy. This statement outlines the actions we have taken to identify, mitigate and manage the risk of modern slavery in our operations and supply chains during the 2020 calendar year. Committing to addressing modern slavery requires concrete action, continual improvement and collaboration throughout the business and its stakeholders. We will continue to improve our disclosure and management of modern slavery risks during 2021.

This statement has been prepared in accordance with the Australian *Modern Slavery Act 2018* (Cth) (the **Modern Slavery Act**) for the period 1 January 2020 to 31 December 2020 (the **Reporting Period** or **FY20**). This is the first modern slavery statement prepared by Barrick.

This joint statement is submitted on behalf of Barrick Resources (Australia) Pty Ltd, Barrick (PD) Australia Pty Limited, Barrick Copper Overseas Pty Limited, Barrick African Copper Pty Limited and Barrick Administration Company Pty Ltd (each a **Reporting Entity** under the Modern Slavery Act, and together the **Reporting Entities**).

This statement was approved by the Board of Barrick Resources (Australia) Pty Limited (as the Australian holding entity for each of Barrick (PD) Australia Pty Limited, Barrick Copper Overseas Pty Limited and Barrick African Copper Pty Limited) and the Board of Barrick Administration Company Pty Ltd on 29 August 2022.

The registered office for the Reporting Entities is Level 18, 225 St Georges Terrace, Perth, Western Australia 6000.

### Approval

This statement was approved by the Board of Barrick Resources (Australia) Pty Limited and the Board of Barrick Administration Company Pty Ltd on 29 August 2022.

Signed by



**Luke Fleming**  
Director of Barrick Resources (Australia) Pty Limited and Barrick Administration Company Pty Ltd

## Contents

1	About this statement
2	Our commitment
2	Our structure, operations and supply chains
4	Identifying modern slavery risks in our operations and supply chains
6	Assessing and managing modern slavery risks
13	Effectiveness of our actions
15	Consultation with other entities

## Our commitment

Barrick believes that to succeed, modern mining companies must embrace and integrate environmental, social and economic considerations in all business decisions and deliver these through a responsible partnership with our stakeholders. Our sustainability vision is underpinned by four key pillars: creating economic benefits; protecting health & safety; respecting human rights; and minimizing our environmental impacts.

Wherever we operate, we and the third parties we work with respect the human rights of everyone impacted by our operations, seek to avoid causing or contributing to human rights violations, to prevent adverse human rights impacts from occurring, and to provide a remedy where adverse human rights impacts do occur.

We do not tolerate violations of human rights committed by our employees, affiliates, or any third parties acting on our behalf or related to any aspect of one of our operations. We have zero tolerance for, and our Human Rights Policy clearly prohibits, the use of child labour, prison labour, or any form of forced labour, slavery or servitude in our operations, supply chain or any associated business activity.

We are committed to, and always strive to, act in accordance with the United Nations Guiding Principles on Business and Human Rights (**UNGPs**) and the Organisation for Economic Co-operation and Development (**OECD**) Guidelines for Multinational Enterprises.

## Our structure, operations and supply chains

### Our structure

Barrick is a Canadian public company listed on the Toronto Stock Exchange (ABX) and the New York Stock Exchange (GOLD), and is the ultimate parent company of the Reporting Entities.

A significant portion of Barrick's business is carried on through our subsidiaries. We conduct our business in Australia through our wholly owned subsidiaries:

- (a) Barrick Resources (Australia) Pty Limited (**BRAPL**): Barrick (PD) Australia Pty Limited is a wholly-owned subsidiary of BRAPL and has a 50% share in the

Porgera Mine joint venture<sup>1</sup> in Papua New Guinea. Barrick Copper Overseas Pty Limited is a wholly-owned subsidiary of BRAPL, and owns Barrick African Copper Pty Limited, which has a 99.98% share in the Lumwana Mine in Zambia; and

- (b) Barrick (Australia Pacific Holdings) Pty Limited (**BAPHL**): Barrick Administration Company Pty Ltd is a wholly-owned subsidiary of BAPHL.

(together the **Barrick Australia Group**).

### **Our operations**

Barrick entered the gold mining business in 1983 and is a leading international gold company. Our principal products and source of earnings are gold and copper. Barrick is engaged in the production and sale of gold and copper, as well as related activities such as exploration and mine development.

Globally, Barrick has interests in operating mines or projects in Canada, the United States, Argentina, Chile, Côte d'Ivoire, the Dominican Republic, the DRC, Mali, Papua New Guinea, Peru, Saudi Arabia, Tanzania and Zambia. Barrick's portfolio includes six of the world's top Tier One gold mines. Barrick strives to deliver long-term benefits to its host countries and communities through open and ongoing stakeholder engagement and a commitment to genuine partnership.

As at 31 December 2020, Barrick employed approximately 22,600 employees worldwide, including employees at operations jointly owned and operated by Barrick. Barrick also employed 23,350 contractors. Approximately 8,150 of these employees are represented by a labour union or are covered by collective bargaining agreements.

### **Our supply chain**

In FY20, the Reporting Entities and their controlled subsidiaries (as detailed above) sourced materials from over 8,000 suppliers who operate in over 50 countries. Over 60% of our spend comes from local and national suppliers in the countries in which we operate, with our total spend on materials in FY20 exceeding \$3B. We utilise many critical suppliers from Australia to support our mining operations in Papua New Guinea and throughout the world, including companies such as Santos, Orica, Hastings-Deering (CAT), Weir Minerals Australia and Viva Energy.

Our key procurement categories are:

- **Heavy mining equipment** – our annual spend on mining equipment, including parts and components for the maintenance of mining equipment, is over \$200 million. Our primary suppliers are Caterpillar, Komatsu, Sandvik, Epiroc and their associated dealers and distributors. Heavy mining equipment purchased for the Porgera mine in Papua New Guinea is sourced from suppliers in Australia, and for the Lumwana mine in Zambia 96% of this equipment is sourced from suppliers in Germany and South Africa, and the remainder is sourced in-country in Zambia.

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<sup>1</sup> In April 2020, the Porgera Mine in Papua New Guinea was placed on care and maintenance.

- **Plant equipment** – although we have over 500 suppliers of plant equipment, the majority of our goods come from a small number of key suppliers. These suppliers include FLSmidth, ABB, Aggreko, Linde, Metso Outotec, Vega, and MolyCop. 50% of fixed plant equipment purchased for the Porgera mine in Papua New Guinea is sourced from suppliers in Australia, 42% from Singapore, 7% from China and the remaining portion sourced from Canada,. All plant equipment for the Lumwana mine in Zambia is sourced from South Africa.
- **Contract labour and engineering services** – our total spend for labour and engineering services exceeds \$500 million per year, with over 80% of this spend coming from local labour hire. Contracted services and professional services for the Porgera mine in Papua New Guinea are obtained from service providers in-country in Papua New Guinea (71%) and Australia (24%), USA (3%), the remaining 2% is sourced from the UK, Singapore, France, Canada, Zambia and China (all representing less than 0.50% of spend) . 95% of contracted and professional services for the Lumwana mine are obtained from service providers in-country in Zambia, and the remainder is sourced from Australia.
- **Logistics** – we spend over \$300 million every year on transportation and logistics, including customs brokerage. We have forged key partnerships with critical logistics partners in each region in which we operate. Logistics services for the Porgera mine in Papua New Guinea are predominantly obtained from service providers in-country in Papua New Guinea (85%) as well as Singapore (14.17%) and Australia (0.83%). Logistics services for the Lumwana mine in Zambia are obtained from service providers in South Africa (53.12%), Namibia (11.79%), Australia (8.34%), India (3.28%), Tanzania (0.94%), the US (0.07%) and in-country in Zambia (22.45%).
- **Diesel fuel & lubricants** – we spend over \$400 million per annum on fuel and lubricants across our operations. The largest of these suppliers include ExxonMobil, Puma, Shell, Total, Pilot Thomas and Phillips 66. Fuel and lubricants purchased for the Porgera mine in Papua New Guinea are sourced predominantly from Singapore (83.54%), with the remainder sourced from Australia (14.35%) and Papua New Guinea (2%). All diesel fuel and lubricants for the Lumwana mine are sourced in country.
- **Natural gas** – our annual spend on natural gas exceeds \$100 million, and our biggest suppliers include Santos, Total and Shell.

### Identifying modern slavery risks in our operations and supply chains

Modern slavery risks may arise due to issues present in the countries and regions in which we operate and which we source from, the supplies and services we procure and the entities with which we engage. Barrick acknowledges that we operate and source from certain jurisdictions where working conditions can be unjust and the use of child and forced labour in local communities and supply chains is prevalent. In other jurisdictions, where illegal forced labour and child labour are not as common, there may

be impacts on other labour rights such as freedom of association and the right to unionise. Barrick believes that identifying modern slavery risks is a vital step towards eradicating it. As such, our modern slavery risks may change over time and these changes can reflect internal factors such as entering new territories, establishing new operations or external impacts.

Barrick operates a Group Risk Register to help us identify and manage key human rights and labour risks. Each of our sites is responsible for identifying its highest risks and communicating these risks to the Group Risk team, with the most significant risks from each site contributing to the Group Risk Register. Our risk criteria includes impacts to our key stakeholders and rights holders as well as impacts to the company. Any human rights risk we identify is considered a high risk unless controls are implemented.

### **Operations**

Barrick has operations and offices across 18 countries, some with an increased risk of modern slavery and as such increase our exposure to human rights and modern slavery risks and uncertainties, including as a result of foreign legal systems, corruption and lack of regulation of worker's rights. For instance, Barrick has extensive operations in the Dominican Republic, the DRC, Mali, and Papua New Guinea, which are identified as high-risk nations by the Walk Free Foundation's Global Slavery Index due to the prevalence of modern slavery practices and the lack of effective government response. Tanzania, Côte d'Ivoire and Zambia are also recognised as having substantial modern slavery risks.

As a result of our company policies and governance mechanisms, Barrick considers that it has taken significant steps to minimise and mitigate the risk of modern slavery in our operations (see below).

### **Supply chains**

International civil society and multilateral organisations report that the greatest risk of modern slavery occurs in mining supply chains and construction projects. As outlined above, we have more than 8,000 suppliers who operate in over 50 countries.

We acknowledge that we have less visibility into third tier contractors and their working conditions unless the contractor or their employees come onto our sites.

### **CASE STUDY: Artisanal mining**

Artisanal and small-scale mining (**ASM**) is a complex and widespread challenge faced by the mining industry. It is estimated that ASM provides livelihoods for up to 100 million people worldwide. However, it is often unregulated and associated with negative health, safety, human rights, and environmental impacts.

In 2020, Barrick identified that ASM activity was present on or near our sites in Pierina (Peru), Loulo-Goukoto (Mali), Tongon (Côte d'Ivoire), Kibali (DRC), Porgera (Papua New Guinea), and Bulyanhulu, Buzwagi and North Mara (Tanzania). Our approach to ASM within our operations is based on the principle of no-conflicts, no-invasions and aligns with International Council on Mining and Metals (**ICMM**) guidance. As far as reasonably possible, we work in partnership with our host communities, governments, and specialist NGOs to develop mutually beneficial long-term strategies to reduce or

eliminate ASM. This includes working to develop alternative livelihood opportunities for ASM communities.

### **Assessing and managing modern slavery risks**

In FY20, Barrick focused on rolling out new human rights programs and policies across all sites. In 2019 and 2020, Barrick revised, updated and restarted our Human Rights Program and several human rights-related standards. Recognising and respecting human rights is one of Barrick's fundamental values, and our Human Rights Policy was one of the first policies Barrick updated following our merger with Randgold in 2019. Barrick is working to ensure that respect for human rights is embedded in our operations and business relationships, from the very top of our management structure, to all our employees, our first tier suppliers, and our business partners and their employees.

#### **Policies**

Expectations for how our business should conduct its activities are set at the Group level. In 2019 and 2020, Barrick updated many of our key company policies to reflect our expectations in relation to human rights. These policies include the Barrick Code of Business Conduct and Ethics (**Code of Conduct**), the Barrick Human Rights Policy, the Barrick Global Supplier Code of Ethics, the Use of Forced Labour Standard, and our Voluntary Principles on Security and Human Rights Standard. All operating companies, contractors and suppliers that we work with are required to adhere to our policies.

Barrick's newly updated Human Rights Policy forms part of the responsibilities under the Code of Conduct, and is applicable to our entire workforce, including contractors and suppliers, at every site we operate. These policies outline our commitment to identifying and addressing human rights issues and the standards we expect all staff and business partners to uphold. In all our relationships, we do our utmost to avoid being complicit in adverse human rights impacts, including benefitting from the human rights violations caused by others.

The Human Rights Policy makes it clear that we do not tolerate the use of child labour, prison labour, or any form of forced labour, slavery or servitude in any of our operations or supply chains. Barrick comply with, and demand that our suppliers comply with, all relevant national and international human rights laws.

In addition, Barrick has a Conflict-Free Gold Policy which enshrines our commitment to producing gold in a manner that does not cause, support or benefit from unlawful armed conflict or contribute to serious human rights abuses or breaches of international law.

Further detail about the procedures included in these policies, including due diligence, human rights assessments, reporting obligations, grievance mechanisms, and engaging with stakeholders, are outlined below.

#### **Employment conditions**

We require that all employees comply with our Code of Conduct and human rights policies. Additionally, as part of the application process, all employees are required to answer compulsory questions to confirm the candidate is willing to act consistently with Barrick's Code of Conduct and Human Rights Policies before applying for any role.

Whilst answering “no” to any of these questions will not immediately eliminate any candidate, it will raise a flag with the recruiter for further investigation.

Barrick takes a country-based approach to determining salary bands, compensation and benefits, and we ensure that our workers are paid above the minimum wage in the relevant countries or regions. We also ensure employees are given all government-mandated benefits and additional locally appropriate benefits, which can range from healthcare to interest-free loans.

As at 31 December 2020, approximately 40% of our employees globally were covered by collective bargaining agreements or were union members.

Barrick uses external service providers to complete a background check on new hires. This global database is focused on identifying people with risk profiles. Where such a profile is identified, these are investigated in collaboration with the Regional Compliance team. For senior level and clearly defined Positions of Trust, Sterling Background checks are run in addition to the above referenced due diligence.

#### CASE STUDY: Maintaining just working conditions during COVID-19

When the COVID-19 pandemic hit Argentina, the government declared that industries had to shut down to prevent the spread of the virus and imposed conditions on businesses not to retrench their workers. This included our Veladero mine, which meant that approximately 2,000 employees would remain idle at the operation and its associated projects. In order to uphold our legal responsibilities and meet our Sustainability Strategy, the mine made advanced payments of wages and applicable bonuses to workers and guaranteed a minimum wage for contracted work to be conducted once the restrictions were lifted.

#### **Due diligence**

Barrick has robust due diligence processes across all aspects of our operations. Barrick conducts human rights and modern slavery due diligence on all potential vendors and any significant modifications to existing operations. In cases where a potential human rights impact is identified, enhanced human rights due diligence is completed by internal or external teams.

#### Vendor on-boarding:

Barrick has developed a Procurement Standard and a Global Vendor On-boarding Standard, which creates a robust due diligence program for all first-tier or direct suppliers who supply our critical materials.

These contractors must complete a questionnaire on anti-corruption and human rights. The questionnaire requires the contractor to answer questions in relation to both their own operations and suppliers, as well as those of their sub-contractors, and includes questions on compliance with legal requirements relating to modern slavery and human rights, the use of forced or child labour, workplace conditions, and anti-corruption. Alternatively, the supplier has the option of completing third party vendor certification programs such as TRAC, which meet Barrick’s requirements. Third party searches are completed on vendors and identified sub-contractors.

The questionnaire also requires the contractor to list all sub-contractors or consultants to be hired and asks for confirmation that the contractor and its sub-contractors commit to act in accordance with the UNGPs, the OECD Guidelines for Multinational Enterprises, and the Voluntary Principles on Security and Human Rights (**Voluntary Principles**).

Human rights due diligence:

Enhanced and ongoing due diligence is conducted for contractors who are identified as presenting higher risks of negative human rights impacts or who provide goods and services on-site. Contractors classified as high risk are those:

- With contracts over \$5 million or \$500,000 (depending on the risk level of the jurisdiction);
- Handling hazardous materials or part of high-risk industries;
- From a high-risk country (as defined by the Transparency International Corruption Perceptions Index);
- Sole sourced; or
- That have been identified as having the potential to pose a high human rights risk.

Additional checks and risks assessments will be undertaken for these contractors, and controls may be implemented where necessary. High risk vendors may be subject to Business Integrity and Ethics training, including material on Human Rights. The training may be a one-time training or an annual requirement. We share any major changes to our policies, including human rights, with all contractors regardless of risk level.

All suppliers are subject to our on-boarding program.

Human Rights Assessments:

Barrick conducts Human Rights Assessments at our mines on a two to three year cycle. In the first year, every operational mine conducts a self-assessment to evaluate the actual, potential and perceived human rights risks and impacts. In the second year, an independent human rights assessment program is conducted at mines identified to have medium or high exposure to human rights risks.

Barrick's Human Rights Assessments are conducted by Avanzar LLC (**Avanzar**). Avanzar uses a detailed Indicator Template, which is based on the major international human rights covenants and declarations and other human rights protocols such as Rights and Democracy's Human Rights assessment, and the Danish Institute for Human Rights Template. The Indicator Template covers all of the potential areas where the mine site could be exposed to human rights risks or cause negative human rights impacts. The template also complies with the UNGPs.

In FY20, Barrick undertook an independent human rights assessment and onsite training at our North Mara and Bulyanhulu mines in Tanzania. Barrick has developed action plans to address the findings of these assessments. There were no high risk findings. Barrick plans to conduct risk assessments on three more high risk sites in 2021.

In addition to our Human Rights Assessments, Barrick conducts periodic audits and reviews of different operating units, and of different contractors, to provide assurance that we are meeting the letter and spirit of our Human Rights Policy. We may conduct these audits ourselves or through external third parties. Where necessary, Barrick will establish performance and improvement action plans in response to the findings of these audits.

### **Standards for suppliers**

Barrick requires all suppliers to commit to Barrick's Supplier Code of Ethics, which governs the conduct of all suppliers and their relevant sub-contractors when doing business with or on behalf of Barrick. Suppliers must accept and comply with the Policy in order to be eligible to do business with Barrick.

This Policy builds upon the Code of Conduct and explicitly requires all suppliers and contractors to comply with the International Labour Organisation's *Declaration of Fundamental Principles and Rights at Work*, the International Bill of Rights, the UN Global Compact and all due diligence requests. This includes upholding the freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced and compulsory labour, and the effective abolition of child labour.

Additionally, all our standard contracts include clauses that commit vendors to uphold our ethical and human rights policies, including Barrick's Conflict-Free Gold Policy, Anti-Bribery and Anti-Corruption Policy and Human Rights Policy. Suppliers are also expected to have an internal process through which grievances can be raised and investigations can be undertaken for violations of the Supplier Code of Ethics.

Importantly, Barrick adopts an improvement-focused approach rather than enforcement when working with our suppliers. This is particularly the case for our smaller, local and in-country suppliers. If compliance and human rights risks are identified during the vendor screening and on-boarding process, we engage with the supplier to develop controls and improvement plans to address the identified risks, improve compliance, and remedy any impacts that may have occurred. Failure to meet these controls or achieve progress on these plans can result in contract termination or the implementation of additional controls and remedies.

### **Training**

In FY20, Barrick focused on education and training programs to equip employees, contractors and suppliers with the knowledge of our Business Integrity and Ethics program and human rights. In 2020, 100% of required employees completed this training.

Barrick also worked with independent human rights experts Avanzar to develop and facilitate in person human rights workshops for managers and supervisors at our high-risk sites. This training will include interactive exercises to understand, identify, report and prevent human rights risks and impacts. Barrick plans to roll out this training to most of our high-risk sites in 2021.

At a minimum, human rights training is provided to all new employees and all employees who may impact human rights, receive reports or complaints on human rights, and

oversee programs involving human rights. This includes management, legal personnel, human resources, security personnel, community relations personnel, individuals involved in administering the supply chain and overseeing third parties, and others. Enhanced and additional live training is also provided to employees and suppliers who are exposed to higher human rights risks or are in higher risk roles.

All employees and contractors, including their employees, who work at Barrick mine sites receive human rights training. All our contractors employees must complete induction training in order to access the site. This training includes information on how to identify modern slavery and child labour in supply chains and local communities.

#### Security personnel:

Barrick provides independent training on the Voluntary Principles to both private and public security personnel who are engaged to provide services at or near our operations. The Voluntary Principles are a set of principles which help guide companies on how to conduct their security operations in a manner that protects and respects human rights, and were jointly agreed by governments, NGOs and corporations.

All security personnel at our mine sites receive induction and annual refresher training. The training includes five modules: human rights, use of force, vulnerable peoples, arrest and detention, and corruption. All security personnel must receive a passing grade of 80% in order to begin or continue their employment with Barrick. For our sites that have a memorandum of understanding in place with local police, we also provide the human rights and security training to all police officers.

In FY20, 3,500 public and private security personnel working at our sites were trained in the Voluntary Principles.

### **Reporting and remediation**

Barrick recognises that regardless of how much due diligence, training, and guidance we carry out, there may be instances when we inadvertently cause or contribute to negative human rights impacts, including modern slavery. We aim to identify any impacts early and remediate them as soon as possible, establishing systems and identifying learnings to avoid and mitigate future impacts.

Our Social Performance Policy compels all sites to have an effective grievance mechanism at each site to address community reports and concerns. We have also established grievance mechanisms accessible to our host communities, employees, contractors and business partner employees and their host communities. These mechanisms help us to identify and learn about issues and to resolve stakeholder concerns in a timely and proactive manner.

Human rights complaints are classified separately at the corporate level and escalated when the risk is identified as high. Our Human Rights Assessments evaluate how effectively these grievance mechanisms escalate, address, and resolve stakeholder complaints in a timely and mutually satisfactory manner.

Additionally, all eligible staff are required to sign annual certifications stating that they are not aware of any potential unreported violations of our Human Rights Policy and agreeing to report any of which they may become aware.

All employees, suppliers and contractors are encouraged to submit a report if they hear information suggesting that the conduct of an employee or third party could violate Barrick's Code of Conduct or Human Rights Policy, regardless of whether they know or believe it is a human rights violation. We also emphasise that there will be no adverse consequences for people who make timely reports of human rights concerns in good faith.

#### CASE STUDY: Kibali mine

In 2019, at our Kibali mine in the DRC, some workers from one of our house-keeping and waste management contractors went on strike and reported to Barrick staff that they had not been paid for a number of months. Barrick arranged a meeting between the supplier and the Kibali supply and human resources teams to discuss the issue. A corrective action plan was put in place, and regular review meetings were held to monitor the suppliers progress and to ensure that outstanding wages were being paid. Once it became clear that, despite our assistance, the supplier was still not paying their workforce, Barrick ended the relationship. To remedy the situation, Kibali directly paid the workers the money owed to them by the supplier.

#### Hotline:

Barrick has an independent and confidential whistle-blower hotline that is available to all employees, as well as contractors, suppliers, business partners and community members. Barrick's hotline is available 24 hours a day and is accessible via our intranet page or by phone. Reports can be made online in English, French or Spanish, and phone interpreters are available in other languages. Information regarding the hotline and how to use it is provided in the Code of Conduct, as well as on posters in English and local languages across all our sites.

Once a report has been made, the hotline has a built-in follow up tool which can be used to check the report's status, ask additional questions or provide updated information. We take all hotline calls seriously and investigate each complaint raised. Reports can be raised anonymously and Barrick does not tolerate retaliation against those who submit reports in good faith.

In 2019, Barrick did not receive any human rights hotline reports in respect of the Reporting Entities. No human rights related complaints were received through the hotline in FY20, however Barrick did receive and resolve 120 hotline reports relating to workplace conditions, which do not concern modern slavery or other human rights issues. Barrick did receive seven grievance reports relating to human rights issues in 2020, which have all been resolved.

#### Investigations:

Barrick's Human Rights Investigation Procedure details how reports of potential human rights violations are evaluated, investigated, brought to the attention of host-nation authorities, monitored, and reported on. If a human rights violation is reported, the local and/or corporate compliance and legal team establish an investigation team. Investigations are conducted according to international standards to ensure protections for the reporter, and in collaboration with appropriate local authorities.

Barrick investigates allegations in our own operations, as well as allegations relating to existing contractors or suppliers. Where appropriate, we will engage with contractors and suppliers to determine the best way to address the allegations. This may include creating an improvement plan to mitigate current impacts and prevent future impacts, or establishing systems to remedy the impacts caused.

Any violation of Barrick's human rights policy leads to disciplinary action, which can include termination of employment or contracts if necessary. If any violation is discovered, we will cooperate with the relevant authorities and law enforcement agencies in prosecution efforts. We may also assist victims in seeking redress directly against perpetrators using internationally recognised channels. Investigations may also lead to a root cause analysis which we use to develop recommendations for ways to prevent similar incidents from recurring. All investigations relating to allegations of potential human rights violations are reported to Barrick's Board of Directors through the Audit & Risk Committee.

If the grievance mechanism, hotline, and the human rights investigation procedure do not provide adequate redress for adverse human rights impacts, Barrick will implement programs to remedy rights-holders when necessary. These programs are developed in accordance with the UNGPs and do not obstruct access to other remedies available to rights-holders, such as state-based remedies or other internationally recognised mechanisms.

### **Engagement with stakeholders**

Barrick is committed to listening to our stakeholders and incorporating their input into our decision-making. We aim to build strong and lasting relationships grounded in trust and transparency, this philosophy also guides our due diligence process. Through open and honest engagement with potentially impacted rights-holders, we identify potential human rights and modern slavery risks that could damage these relationships and break trust.

Our key stakeholders and rights-holders include:

- Employees;
- Suppliers;
- Contractors;
- Business partners;
- Neighbouring communities; and
- Host governments.

Some of the key ways we engage with employees are Town Hall meetings at each site, our digital platforms (including the intranet and hotline), and trade union representation at quarterly meetings with senior management.

The nature of Barrick's engagement with other stakeholders will depend on the particular rights-holder and the nature of each site. It may include activities such as training, financial or similar support, program design and advice, physical infrastructure projects, community relationship-building, capacity building, and advisory work in drafting laws and regulations. We also conduct regular site visits, and our Human

Rights Assessments include interviewing contractor employees to determine perceptions of their conditions at the site.

Finally, we have established community development committees (**CDC**) at each of our operational mines. CDCs identify community needs and priorities, and allocate funds to those initiatives which are most desired by the local community. They also provide a regular and important forum for discussion and information sharing between our operations and our local communities.

### **Memberships**

In 2005, Barrick joined the United Nations Global Compact. This is a voluntary initiative promotes corporate citizenship by directly involving businesses in tackling some of the major human rights, labour, anti-corruption and environmental challenges that arise from increasing globalisation.

We also participate in multi-stakeholder initiatives including the Voluntary Principles and industry associations including the Mining Association of Canada (**MAC**), the World Gold Council (**WGC**) and the ICMM to broaden and deepen our understanding of where the risk of adverse human rights impacts is most significant for mining companies.

## **Effectiveness of our actions**

### **Ongoing monitoring**

Barrick monitors and continuously improves our human rights performance, evidenced by the updating of our human rights policies and training this year. Our ongoing due diligence and human rights assessment processes also facilitate the continual monitoring and development of our actions. Additionally, a key reason for our continual engagement with stakeholders is to facilitate open relationships and help identify potential issues or need for improvement.

Barrick tracks the number of community grievances lodged on a monthly and quarterly basis, which helps us to understand and address any community concerns before they escalate. We aim to respond to all grievances lodged within 30 days, and to resolve all complaints lodged through our grievance mechanism.

We acknowledge that the success of a grievance mechanism, or of a site's relations with local communities, should not be measured by the number of grievances received. A lack of complaints may indicate that a mechanism is not trusted or that we are not seen as approachable by local stakeholders. Conversely, large numbers of grievances can indicate open lines of communication and robust community engagement activities.

### **Sustainability scorecard**

A key way that Barrick monitors the effectiveness of our actions in addressing human rights and modern slavery risks is through our Sustainability Scorecard. The Sustainability Scorecard was developed as part of our 2019 Sustainability Report, and 2020 is the second year in which the scorecard has been implemented.

The Sustainability Scorecard sets out what we believe are the sustainability issues most relevant to our business and the industry. The Sustainability Scorecard ranks Barrick

against our peers and internal metrics across priority environmental, social and governance (**ESG**) areas. This includes metrics on human rights, governance, environment, social and economic development, and safety issues.

Our motivation for developing the Sustainability Scorecard was to both transparently disclose to external stakeholders what we viewed as the most important ESG metrics in the industry and our performance against them, while also driving internal improvement at a regional and site level.

The human rights indicators on the scorecard include:

- Percentage of employees receiving training on human rights (85% in 2020); and
- Corporate human rights benchmark score (17 out of 26 in 2020).

In 2021, a further human rights indicator will be added to the scorecard.

In FY20, Barrick scored a B on the Sustainability Scorecard. We aim to improve our score in 2021.

### **Oversight**

Barrick's approach to human rights governance and oversight is "top down leadership, bottom up responsibility".

Responsibility and accountability for implementing the human rights policy rests with the Mine General Managers and Executive Directors in the countries where we operate. At the site level, the General Manager, security managers and the community relations team are responsible for the on-the-ground implementation of our Human Rights Program.

However, ultimate oversight of the effectiveness of our human rights programs rests with the Board and relevant committees.

Day-to-day management of our human rights performance is overseen by the Group Sustainability Executive and the Senior Vice President Business Assurance, Risk and Business Integrity, who support our sites by providing necessary training and addressing any issues raised. The Senior Vice President Business Assurance, Risk and Business Integrity operates under the direction of the Board of Directors' Audit and Risk Committee, which receives regular updates on our human rights performance.

The Audit and Risk Committee assists the Board in overseeing the company's management of principal risks, which include human rights risks, as well as the implementation of policies and standards for monitoring and modifying such risks.

In 2019, we established an Environmental and Social Oversight Committee (**E&S Committee**) to affirm our commitment to sustainability and human rights. This committee is chaired by our President and CEO, and is made up of:

- Each regional Chief Operating Officer;
- Group Sustainability Executive;
- All Mine General Managers;
- Our regional health, safety, and environment and closure leads;

- In-house legal counsel, and
- An independent Sustainability Consultant.

The E&S Committee meets quarterly to review our performance and compliance with relevant policies, and considers any emerging social issues or potential human rights concerns. The Board's Corporate Governance & Nominating Committee has oversight of Barrick's human rights and corporate social responsibility programs, policies and performance.

### **Consultation with other entities**

The Barrick Australia Group and each of the Reporting Entities raise any modern slavery risks which arise in their operations and supply chains through Barrick's global risk management processes, which are overseen by the Senior Vice President Business Assurance, Risk and Business Integrity. This statement has been prepared by Barrick Australia Group on behalf of, and in consultation with, the Reporting Entities and each of the entities they own or control, and with reference to global policies and processes and Barrick's publicly available reports and statements.

Barrick has also sought input from expert advisors to better understand opportunities for continuous improvement.