Barrick Resources (Australia) Pty Limited
Modern Slavery Statement 2024

About this statement

Transparency and openness are critical elements of Barrick Mining Corporation's (**Barrick**) sustainability strategy. This statement sets out our strategy, policies and management approach to operating responsibly and the actions we have taken to minimise modern slavery risks in our supply chains during the 2024 calendar year. Committing to addressing modern slavery requires concrete action, continual improvement and collaboration throughout the business and its stakeholders.

This statement has been prepared in accordance with the Australian *Modern Slavery Act 2018* (Cth) (the **Modern Slavery Act**) for the period 1 January 2024 to 31 December 2024 (the **Reporting Period** or **FY24**).

This joint statement is submitted on behalf of Barrick Resources (Australia) Pty Limited, Barrick Copper Overseas Pty Limited and Barrick African Copper Pty Limited (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 Copper Overseas Pty Limited and Barrick African Copper Pty Limited) on 22 June 2025 (**Reporting Entity Approval Resolution**).

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 Reporting Entity in the Reporting Entity Approval Resolution referred to above on 22 June 2025.

Signed by

Luke Fleming
Director of each Reporting Entity

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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. Barrick's sustainability vision is underpinned by four key pillars: creating economic benefits; protecting health & safety; respecting human rights; and minimizing our environmental impacts.

Barrick's vision is underpinned by the knowledge that sustainability aspects are interconnected, relying on and feeding to each other. Using this knowledge, Barrick has developed a holistic and integrated approach to sustainability management. The approach is based on science, links to the objectives of the United Nation Sustainable Development Goals (**SDGs**) and seeks to deliver outcomes which are achievable, demonstrable, and align with global sustainability priorities.

Wherever Barrick operates, Barrick will, and we also expect that the third parties we work with will, respect the human rights of everyone impacted by Barrick's operations, seek to avoid causing or contributing to human rights violations, prevent adverse human rights impacts from occurring, and 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 our operations.[1] We have zero tolerance for, and Barrick's 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.

[1] In this statement, the collective expressions "we", "us", "our", are references to the Reporting Entities. This is because we operate using group-wide policies and procedures to assess and manage modern slavery risks.

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 (B) and is the ultimate parent company of the Reporting Entities.

A significant portion of Barrick's business is undertaken through its subsidiaries. Barrick conducts its business in Australia through its wholly owned subsidiary Barrick Resources (Australia) Pty Limited (**BRAPL**). 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 (together the **Barrick Australia Group**).

Following finalisation of a corporate restructure in 2024, Barrick (PD) Australia Pty Limited, which was included in our FY23 statement no longer meets the threshold requirements for reporting under the Modern Slavery Act.

Our operations

Barrick entered the gold mining business in 1983 and is a leading international gold company. Its 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, projects and exploration projects in 18 countries, including Canada, USA, Argentina, Chile, Côte d'Ivoire, the Dominican Republic, the Democratic Republic of the Congo (**DRC**), Ecuador, Jamaica, Mali, Pakistan, Papua New Guinea, Peru, Saudi Arabia, Senegal, Tanzania and Zambia. Barrick's portfolio includes six of the world's Tier One[2] Gold Assets and two Tier One Copper Assets/Projects.[2] Barrick is committed to partnering with our host countries and communities to transform their natural resources into tangible benefits and mutual prosperity, in a manner that prevents and reduces the risk of forced labour or child labour.

As at 31 December 2024, Barrick directly employed over 26,800 employees worldwide, including employees at operations jointly owned and operated by Barrick. Barrick also employed approximately 27,000 contractors. Approximately 13,400 or 50% of these employees are represented by a labour union or are covered by collective bargaining agreements (in line with FY23).

The Barrick Australia Group entities are holding companies which are Reporting Entities as defined by the Modern Slavery Act for FY24. The Barrick Australia Group entities have no employees. Professional and administrative support for the Barrick Australia

[2] A Tier One Gold Asset is an asset with a $1,400/oz reserve with potential to deliver a minimum 10-year life, annual production of at least 500,000 ounces of gold and with costs per ounce in the lower half of the industry cost curve. A Tier One Copper Asset/Project is an asset with a $3.00/lb reserve with potential for +5Mt contained copper in support of at least 20 years life, annual production of at least 200ktpa, with costs per pound in the lower half of the industry cost curve. Tier One Assets must be located in a world-class geological district with potential for organic reserve growth and long-term geologically driven addition.

Group is provided by another Barrick group company, which is not a reporting entity and is not owned or controlled by the Barrick Australia Group.

Our supply chain

In FY24, the Reporting Entities and their controlled subsidiaries (as detailed above) sourced good and services from almost 500 suppliers who operate in over 20 countries, with our total spend on materials in FY24 exceeding US$900m.

Our supply chain strategy focuses on sourcing materials and services from local suppliers to maximize the value generated in the countries in which we operate, whilst also utilising many critical suppliers from Australia to support our mining operations throughout the world, including companies such as Orica, Komatsu, Weir Minerals and Ausenco. At Lumwana, 72% of the mine's total spend for FY24 was sourced in Zambia.

Barrick Australia Group's key procurement categories are:

- ***Heavy mining equipment*** – 99% of heavy mining equipment for the Lumwana mine in Zambia is sourced from suppliers in Zambia and South Africa including Caterpillar, Komatsu, Sandvik, Epiroc and their associated dealers and distributors, totalling in excess of US$124m in FY24.
- ***Plant equipment*** – although Barrick have over 500 suppliers of plant equipment globally, the majority of our goods come from a small number of key suppliers. At the Lumwana mine in Zambia, plant equipment spend in FY24 totalled approximately US$77m, from key suppliers including FLSmidth, Metso, and MolyCop sourced mainly from South Africa, with the remaining being sourced from China, Germany and Australia.
- ***Contract labour and engineering services*** – contracted and professional services for the Lumwana mine are sourced mostly within Zambia (~92%), with other contract labour and engineering services sourced from South Africa (~5.5%) and other (~2.6%) making up the major international spend.
- ***Logistics*** – we forge key partnerships with critical logistics partners in each region in which we operate. Logistics services for the Lumwana mine are obtained from service providers in South Africa (>61%), Namibia (14%) Tanzania (>12%) and others (>12%).
- ***Diesel fuel & lubricants*** – the Lumwana mine sources 100% of its lubricants locally from Puma Energy, with its annual spend in FY24 exceeding US$117m. 100% of fuel supply totalling more than $118m is locally sourced by the Lumwana Mine.
- ***Professional and Office services and facilities*** – as noted above, another Barrick group company (which is not a reporting entity and is not owned or controlled by the Barrick Australia Group) provides professional services, office supplies, facilities maintenance and other related services to the Barrick Australia Group. This entity employees the 11 Australian-based employees who provide professional and administrative support to the Barrick Australia Group and other Barrick group entities.

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 from which we source, the supplies and services we procure and the entities with which we engage. We acknowledge that we operate in some 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 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. We believe 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 maintains a Group Risk Register, which helps us identify and manage key risks, including modern slavery and human rights across all of our operations and projects. Each quarter all site-level risk registers are submitted by region to our risk team for review, who identify the highest risks and communicate 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 or modern slavery 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 risks and uncertainties, including as a result of foreign legal systems, corruption and lack of regulation of worker's rights, among other things which increase the risk of modern slavery practices. For instance, Barrick has extensive operations in the DRC, Papua New Guinea and Saudi Arabia as well as a joint venture project in Pakistan (not in operation), which are identified as high-risk nations by the Walk Free Foundation's 2023 Global Slavery Index due to the prevalence of modern slavery practices and the lack of effective government response. Mali, Dominican Republic, Tanzania, Côte d'Ivoire and Zambia are also recognised as having substantial modern slavery risks.

As a result of Barrick's company policies and governance mechanisms, Barrick considers that it has taken rigorous 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 unlawful working conditions and child labour occur in mining supply chains and construction projects. As outlined above, we have more than 500 suppliers who operate in over 30 countries.

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

Assessing and managing modern slavery risks

Barrick implements human rights policies and sets the standard for managing modern slavery risks at the group level. The policies and actions described in this statement apply to and are implemented by the Reporting Entities unless otherwise stated.

In FY24, Barrick continued to operate a range of human rights programs and policies across the group which were implemented in 2020, including a training program specifically relating to human rights which, since 2023 has included Modern Slavery topics. Barrick has continued to drive and embed respect and accountability for human rights throughout our organisation, including in our operations and business relationships, from the very top of our management structure, to all of our employees globally, our first tier of the supply chain, and all our business partners. As a responsible corporate citizen, Barrick takes an active role and work with our industry partners to identify and share best practices. In FY24, Barrick continued to participate in multi-stakeholder human rights initiatives such as the OECD Guidelines for Voluntary Principles on Security and Human Rights (**Voluntary Principles**), as well as with Barrick's key industry associations including: the World Gold Council (**WGC**); the International Council on Mining and Metals (**ICMM**); and the Mining Association of Canada.

Policies

As explained above, Barrick sets expectations for how our business should conduct its activities at the group level. These expectations are outlined in the Barrick Code of Business Conduct and Ethics (**Code of Conduct**), the Barrick Human Rights Policy, the Barrick Supplier Code of Ethics, and related company policies and supporting procedures. All operating companies, contractors and suppliers that we work with are required to adhere to Barrick's policies.

The Human Rights Policy forms part of the responsibilities under the Code of Conduct, and is applicable to Barrick's entire workforce, including contractors and suppliers, at every site we operate. These policies outline Barrick's commitment to identifying and addressing human rights issues and the standards we expect all staff and 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. We 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

Barrick requires 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 Barrick ensures that its workers are paid above the minimum wage in the relevant countries or regions. Barrick also ensures 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 2024, approximately 50% of Barrick's employees globally were covered by collective bargaining agreements (in line with FY23).

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 Business Integrity team. For senior level and clearly defined Positions of Trust, background checks, with well-reputed external service providers, are run in addition to the above referenced due diligence.

Human Rights Due diligence

Barrick has robust due diligence processes across all aspects of our operations. Barrick conducts thorough due diligence on all potential vendors and to account for 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.

Pre-contract due diligence and vendor onboarding:

Barrick has developed a Procurement Standard and a Global Vendor Onboarding Standard, which creates a robust due diligence program for all first-tier or direct suppliers who supply 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 satisfying the requirements of TRACE International's TRACE due diligence process, which meets 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 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);
- With anticipated exposure to government officials or agencies or which will represent Barrick with those public entities;
- 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. Barrick shares any major changes to our policies, including human rights, with all contractors regardless of risk level.

All suppliers and contractors are subject to Barrick's onboarding program.

Human Rights Assessments:

Human Rights Assessments are conducted at Barrick's operations on a two to three year cycle, depending on the level of risk at the site. In the first year, every operational mine conducts a self-assessment to evaluate the actual, potential and perceived human rights and modern slavery risks and impacts. In the second year, an independent human rights assessment program is conducted at mines identified to have medium and high exposure to human rights risks.

Barrick's Human Rights Assessments were conducted by Avanzar LLC (**Avanzar**) during 2024. 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 UNGPs, 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 FY24, human rights risk assessments and human rights training were undertaken at the following operations:

- Tongon (Côte d'Ivoire)
- Pueblo Viejo (Dominican Republic),
- Lumwana (Zambia); and
- an interim assessment at North Mara (Tanzania).

An assessment at Porgera (Papua New Guinea) was scheduled to take place during FY24, however security concerns in-country and within the Porgera valley resulted in this being delayed until 2025.

Whilst some of these mines are not operated by entities within the Barrick Australia Group, they are included in this statement to demonstrate the actions taken to prevent and address modern slavery risks within the group during the Reporting Period, including in fulfilment of the commitments made in our previous statements.

Recommendations from all assessments are incorporated into action plans which are then implemented and tracked to enhance compliance with our required standards and foster continuous improvement. These human rights assessments contain sensitive and confidential material, and so we are not able to disclose specific findings or recommendations, however no material non-compliance have been reported. For example, the assessments conducted at Lumwana highlighted no material non-compliance with requirements and all High and Medium risk category findings from the previous assessments in 2022 were addressed by management.

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. Barrick 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 Supplier Code of Ethics in order to be eligible to do business with Barrick.

This Supplier Code of Ethics 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 Barrick's 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 whereby grievances can be raised and investigations can be undertaken for violations of the Supplier Code of Ethics. Suppliers are also expected to have an internal process whereby 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 smaller, local and in-country suppliers. If compliance and human rights risks are identified during the vendor screening and onboarding 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

Barrick believes that equipping our employees, contractors and suppliers with the knowledge and requirements of our Business Integrity and Ethics program, including human rights, is key to the success of our program and in 2024 Barrick continued to focus on its education program to enhance the knowledge base and employee understanding of the company's expectations.

In 2022, Barrick developed and rolled out an immersive and scenario-based online ethics training program for all eligible employees to complete, which includes both human rights and modern slavery topics. This included an initial quiz to test knowledge and comprehension of Barrick's Business Integrity and Ethics program to determine the level of additional information and testing required in the compulsory training program. For the third consecutive year, 100% of required employees completed this training in FY24.

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.

Additionally, enhanced live training was provided to employees in positions that are exposed to additional risk or who interact with government officials. Enhanced live training is provided in an interactive format with in-depth discussion on specific risk based compliance topics and affords the opportunity for employees to ask specific questions of Business Integrity staff. Separately, Barrick conducted several anti-corruption risk assessments at its operations and used the results of these assessments to improve and update our Business Integrity and Ethics program.

Barrick also continued to promote its hotline, emphasise its dedication to non-retaliation for whistleblowers across our operations and implemented an updated ethics training program, which all eligible employees and identified third parties were required to complete. During 2024 Barrick reviewed all Business Integrity policies and procedures and refreshed the Code of Business Conduct and Ethics which is the cornerstone of the Business Integrity and Ethics program and provides guidance for all employees. Barrick also conducted an internal assessment of its Business Integrity program against applicable regulatory guidance and updated the program to reflect changes in regulatory requirements during 2024. Barrick conducted an employee "Ethics Survey" during December 2024 and the findings from this survey will be used to improve the Business Integrity and Ethics program during 2025.

<u>Security personnel</u>:

Barrick provides independent training on the Voluntary Principles to both private and public security personnel who are engaged to provide services at or near Barrick's 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 Barrick's 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 sites that have a memorandum of understanding in place with local police, Barrick also provide the human rights and security training to all police officers who are providing services to Barrick.

In FY24, 4,636 public and private security personnel working at Barrick sites were trained in the Voluntary Principles.

Reporting and remediation

Barrick recognises that regardless of how much due diligence, training, and guidance it carries out, there may be instances when Barrick may contribute to negative human rights impacts. Barrick aims to identify any impacts early and remediate them as soon as possible, establishing systems and identifying learnings to avoid and mitigate future impacts.

Barrick's Social Performance Policy compels each site to have an effective grievance mechanism to address community reports and concerns. Barrick has also established grievance mechanisms accessible to host communities, employees, contractors and business partner employees and their host communities. These mechanisms help Barrick to identify and learn about issues and to resolve stakeholder concerns in a timely and proactive manner.

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

Additionally, Barrick employees are required to sign annual certifications stating that they are not aware of any potential unreported violations of the 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. Barrick also emphasises that there will be no adverse consequences for people who make timely reports of human rights concerns in good faith.

Hotline:

Barrick maintains a whistle-blower hotline that is available to all employees, as well as contractors, suppliers, business partners and community members. Barrick's hotline is an independent, confidential reporting service that is available 24 hours a day and is accessible via Barrick's intranet page or by phone. Reports can be made online in English, French or Spanish, and phone interpreters are available in those and 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 Barrick's sites.

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

During 2021, Barrick introduced an optional feedback survey for all individuals submitting reports to the hotline for continued improvement to our hotline function, which remains in place today.

In FY24, Barrick received 134 hotline reports, 78% of these reports were concerning workplace conditions (including labour and safety concerns). None of these reports related to modern slavery or contained any indications of modern slavery implications or risks.

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 business integrity and legal teams establish an investigation group. Investigations are conducted according to international standards to ensure protections for the individuals involved, and in collaboration with appropriate local authorities.

Barrick investigate allegations in its own operations, as well as any allegations received relating to existing contractors or suppliers. Where appropriate, Barrick 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 Barrick discovers any violation, it will cooperate with the relevant authorities and law enforcement agencies in prosecution efforts. Barrick may also assist victims in seeking redress directly against perpetrators using internationally recognised channels. Investigations may also lead to a root cause analysis which is used 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 its stakeholders and incorporating their input into our decision-making. Barrick aims to build strong and lasting relationships grounded in trust and transparency, and this philosophy also guides our due diligence process. Through open, and honest engagement with potentially impacted rights-holders, Barrick identifies potential human rights and modern slavery risks that could damage these relationships and break trust.

Barrick's key stakeholders and rights-holders include:

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

Some of the key ways Barrick engages with employees are Town Hall meetings at each site, 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. Barrick also conduct regular site visits, and the Human Rights Assessments include interviewing contractor employees to determine perceptions of their conditions at the site.

Finally, Barrick has 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 Barrick's operations and the 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.

Barrick is a member of the World Gold Council (**WGC**) and International Council on Mining and Metals (**ICMM**), and has implemented the WGC's Responsible Gold Mining Principles (**RGMPs**) and the ICMM's Mining Principles and Performance Expectations (**MPPEs**) (collectively referred to by Barrick as **RGMPs+**).

The RGMPs consolidate leading international standards, including the UNGPs and OECD Guidelines for Multinational Enterprises, into a single, coherent framework specific to the gold mining sector. Principle 6 of the RGMP's addresses labour rights,

stating that WGC members "*will ensure that our operations are places where employees and contractors are treated with respect and are free from discrimination or abusive labour practices*". Specifically, Principle 6.3 states that WGC members *"prohibit child labour, forced labour and modern slavery in our operations and in our supply chains*."

The ICMM's MPPEs provide a comprehensive set of performance expectations for ICMM members to manage sustainability and human rights issues at the corporate level. Performance expectations relevant to Barrick's response to Modern Slavery are found in Part 3 of the MPPEs, and include:

- 3.1 – "*Support the [UNGPs] by developing a policy commitment to respect human rights, undertaking human rights due diligence and providing for or cooperating in processes to enable the remediation of adverse human rights impacts that members have caused or contributed to*."
- 3.4 – "*Respect the rights of workers by: not employing child or forced labour; avoiding human trafficking; not assigning hazardous/dangerous work to those under 18; eliminating all forms of harassment and discrimination; respecting freedom of association and collective bargaining; and providing an appropriate mechanism to address workers grievances*."
- 3.5 – "*Equitably remunerate employees with wages that equal or exceed legal requirements or represent a competitive wage within that job market (whichever is higher) and assign regular and overtime working hours within legally required limits*."

While the RGMPs+ are only applicable to gold operations, Barrick also applies their standards to our copper operations at other mines, including Lumwana in Zambia. Applying these standards helps to drive standardisation of Barrick's policies and standards and procedures reflects our unwavering commitment to responsible production and broadens and deepens 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 its human rights performance. Our ongoing due diligence and human rights assessments facilitate the continual monitoring and implementation of improvement actions. Additionally, a key reason for Barrick's continual engagement with stakeholders is to facilitate open relationships, foster trust and help identify potential issues to mitigate or improvement areas.

Barrick tracks the number of community grievances lodged, and aims to resolve all grievances lodged within 30 days through our grievance mechanism. This is an internal target to ensure grievances are managed with the required urgency, however the acceptable mutual conclusion to resolving grievances takes priority over this internal time-based target. In 2023, Barrick received no grievances relating to human rights issues.

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.

As members of the WGC and ICMM, Barrick endorses and implements the respective responsible mining principles, collectively referred to as RGMPs+. All operating sites, as well as Corporate level, complete annual self-assessments against the RGMPs+, as well as any adopted Position Statements or additional membership commitments.

During 2024, Barrick undertook further self-assessment against the framework it has developed which brings together the requirements of the WGC's RGMPs and the ICMM's Performance Expectations. This process shows that we conform with the RGMPs+ and that there are no material non-conformances or partial non-conformances. Barrick's full conformance matrix is available on pages 121 to 135 of Barrick's 2024 Sustainability Report, and remains aligned on all principles and performance expectations relevant to modern slavery.

Sustainability scorecard

An important 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 sets out what Barrick believes are the sustainability issues most relevant to its business and the industry, and is informed through the annual Materiality Assessments undertaken with key stakeholders. The Sustainability Scorecard ranks Barrick against our peers and internal metrics across priority sustainability areas, namely on human rights, governance, environment, social and economic development, and safety.

Barrick's motivation for developing the Sustainability Scorecard was to both transparently disclose to stakeholders what Barrick viewed as the most important sustainability metrics in the industry and its performance against them, while also driving internal improvement at a regional and site level.

The human rights indicators on the scorecard include, among others:

- Percentage of security personnel receiving training on human rights (4,636 security personnel received training in 2024);
- Corporate human rights benchmark score; and
- Independent human rights impact assessments with zero significant findings at high risk sites.

In FY24, Barrick retained its 'A' grade score on the Sustainability Scorecard, which was first achieved in FY24. Additional information regarding Barrick's sustainability performance for 2024 and the Sustainability Scorecard can be found in our 2024 Sustainability Report.

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 Barrick

operates. 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 Barrick's human rights programs rests with Barrick's Board of Directors and its three standing committees, the Environmental, Social, Governance & Nominating Committee (**ESG & Nominating Committee**), the Audit & Risk Committee and the Compensation Committee.

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 Barrick's sites by providing necessary training, assessment programs 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 & Risk Committee, which receives regular updates on our human rights performance.

The Audit & 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 Barrick's commitment to sustainability and human rights. This is a management-level committee, 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 Barrick's performance and compliance with relevant policies, and considers any emerging social issues or potential human rights concerns. The Board's ESG & 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.

In compliance with *Fighting Against Forced Labour and Child Labour in Supply Chains Act (S.C. 2023)* (Canada), Barrick Gold Corporation lodged its 2024 Modern Slavery Report, which is required to be lodged annually.

This statement has been prepared by the Barrick Australia Group on behalf of, and in consultation with, senior personnel responsible for preparation of the statement from 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 identify opportunities for continuous improvement.