

BARRICK

Barrick Resources (Australia) Pty Limited Modern Slavery Statement 2022

About this statement

Transparency and openness are critical elements of Barrick Gold 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 2022 calendar year. Committing to addressing modern slavery requires concrete action, continual improvement and collaboration throughout the business and its stakeholders. During 2022 we updated our training programs to include the topic of Modern Slavery, in both our human rights training program and our global Business Integrity and Ethics Refresher training. We will continue to evaluate, develop and improve our disclosure and management of modern slavery risks during 2023.

This statement has been prepared in accordance with the Australian *Modern Slavery Act 2018* (Cth) (the **Modern Slavery Act**) for the period 1 January 2022 to 31 December 2022 (the **Reporting Period** or **FY22**).

This joint statement is submitted on behalf of Barrick Resources (Australia) Pty Limited, Barrick (PD) Australia Pty Limited, Barrick Copper Overseas Pty Limited and Barrick African Copper Pty Limited, East African Gold Mines Pty Ltd and Tethyan Copper 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) on 4 July 2023, by the board of East African Gold Mines Pty Ltd on 4 July 2023 and by the board of Tethyan Copper Company Pty Ltd on 4 July 2023 (**Reporting Entity Approval Resolutions**).

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 Entities boards in the Reporting Entity Approval Resolutions referred to above on 4 July 2023.

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. Our 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, we have 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 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 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 undertaken through its subsidiaries. Barrick conducts its 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 venture¹ 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;
 - (b) East African Gold Mines Pty Ltd which has a 84% share in the North Mara Gold Mine in Tanzania; and
 - (c) recently, Tethyan Copper Company Pty Limited which (indirectly) has an effective interest of 50% in the Reko Diq Joint Venture Project² in Pakistan
- (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 13 countries, including Canada, USA, Argentina, Chile, Côte d'Ivoire, the Dominican Republic, the Democratic Republic of the Congo (**DRC**), Mali, Pakistan, Papua New Guinea, Saudi Arabia, Tanzania and Zambia. Barrick's portfolio includes six of the world's top Tier One gold mines. Barrick is committed to partnering with our host countries and communities to transform their natural resources into tangible benefits and mutual prosperity.

As at 31 December 2022, Barrick employed approximately 23,048 employees worldwide, including employees at operations jointly owned and operated by Barrick. Barrick also employed 31,313 contractors and 446 students. Approximately 43% of these employees are represented by a labour union or are covered by collective bargaining agreements.

Our supply chain

In FY22, the Reporting Entities and their controlled subsidiaries (as detailed above) sourced materials from over 1,500 suppliers who operate in over 50 countries, with our total spend on materials in FY22 exceeding \$1B. 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.

¹ In April 2020, the Porgera Mine in Papua New Guinea was placed on care and maintenance. The operation remained in care and maintenance throughout the Reporting Period.

² During the Reporting Period up until 15 December 2022, Tethyan Copper Company Pty Limited was a joint venture entity held in equal proportion by Barrick and the Antofagasta Group. From 15 December 2022 to 26 May 2023 Antofagasta continued to indirectly own shares in Tethyan Copper Company Pty Ltd but did not have any rights as a shareholder during that period. Antofagasta ceased to be an indirect shareholder in Tethyan Copper Company Pty Ltd on 26 May 2023 when Atacama Copper Pty Limited (Tethyan Copper Company Pty Limited's sole shareholder) bought back all of its shares held by the Antofagasta group, resulting in Barrick holding a 100% interest in Atacama Copper Pty Limited.

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 99% of this equipment is sourced from suppliers in Zambia and South Africa. All heavy mining equipment for the North Mara mine is being procured from suppliers within Tanzania.
- **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. 85.93% of fixed plant equipment purchased for the Porgera mine in Papua New Guinea is sourced from suppliers in Australia, with 9.34% sourced from Papua New Guinea, USA (3.41%), Singapore (1.28%) and New Zealand (0.04%). Plant equipment for the Lumwana mine in Zambia is procured mainly from South Africa (75.95%) with the remaining from China (11.10%), Germany (3.39%) and Australia (2.11%). Plant equipment at North Mara is mainly procured from South Africa (73.24%) with the remaining majority coming from China (9.95%) and Australia (6.06%).
- **Contract labour and engineering services** – contracted services and professional services for the Porgera mine in Papua New Guinea are obtained from service providers in-country in Papua New Guinea (40.14%) and Australia (53.81%), China (2.42%), Singapore (1.92%), the UK, Canada and New Zealand (all less than 1%). Contracted labour and professional services for the North Mara mine have a majority spend from within Tanzania (95.63%), with the two major international service providers based in South Africa (2.94%) and Canada (0.79%). Contracted services and professional services for the Lumwana mine in Zambia have a majority spend within Zambia (98.03%), with South Africa (0.58%), UK (0.69%) and Australia (0.57%) making up the major international spend. Contracted services and professional services for the Reko Diq Project are obtained from service providers in Australia (57.12%), Jersey (18.74%), Pakistan (13.09%), United Kingdom (4.70%), Canada (2.95%), Estonia, Saint Vincent & Grenadines, South Africa, United Arab Emirates (UAE) and USA (all less than 1%).
- **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 (78.44%) as well as Australia (8.35%), Singapore (11.68%) and New Zealand (1.53%). Logistics services for Lumwana mine in Zambia are obtained from service providers in South Africa (37%), Namibia (22%), China (23%), Australia (4%), the US (6%), Tanzania (1.2%) and others (6.2%). As for Tanzania the logistic services for

North Mara mine are obtained from service providers in South Africa (66%), Kenya (17%), China (3%), Australia (4%), the US (1.1%), Botswana (2.4%) and others (6.5%), and 100% of logistics services for the Reko Diq Project were sourced in Pakistan.

- **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 (88%), with the remainder sourced from Papua New Guinea (7%) and Australia (5%). 100% of fuel and lubricants for the Reko Diq project was sourced in Pakistan.
- **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 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. 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, which helps us identify and manage key risks, including modern slavery and human rights. 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 which is 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 our 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 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 site.

Assessing and managing modern slavery risks

In FY22, Barrick continued to operate a range of human rights programs and policies across the group, including a training program specifically relating to human rights which includes 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 FY22, we 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 our key industry associations including: the World Gold Council (WGC); the International Council on Mining and Metals (ICMM); and the Mining Association of Canada.

Policies

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 our policies.

The 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 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

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 2022, 43% of Barrick's employees globally were covered by collective bargaining agreements.

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.

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 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 satisfying the requirements of TRACE International's TRAC 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. We share any major changes to our policies, including human rights, with all contractors regardless of risk level.

All suppliers and contractors are subject to our 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 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 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 FY22, human rights risk assessments and human rights training were undertaken at the following operations:

- Tongon in Côte d'Ivoire;

- Lumwana in Zambia; and
- Veladero in Argentina.

From these assessments, no material non-compliant matters were reported, however action plans have been developed for all operations reviewed to enhance their compliance with our required standards. These human rights assessments contain sensitive and confidential material, and so we are not able to disclose specific findings or recommendations. However, we do recognise the importance of transparency, and are considering potential methods to allow us to disclose key findings and recommendations from these assessments without compromising confidentiality.

Loulo-Goukoto in Mali, Jabal Sayid in Kingdom of Saudi Arabia and Kibali in DRC will undergo a similar assessment and training program during 2023. In addition during 2023 we plan to undertake a risk assessment and training program for Reko Diq in Pakistan, although the Reko Diq Joint Venture Project is not yet operational with first production estimated to be in 2028, We will also evaluate the necessity to perform a risk assessment and training program at Porgera in Papua New Guinea should the restart of the operations occur in 2023.

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 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 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 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 our 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

We believe 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 2022 we continued to focus on our education program to enhance the knowledge base and employee understanding of our expectations.

In 2022 we developed and rolled out an immersive and scenario-based online ethics training program for all eligible employees to complete, this training includes both human rights and modern slavery topics. For 2022 our training program included an initial quiz to test knowledge and comprehension of our 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.

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.

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 our Business Integrity staff. Separately, we conducted several anti-corruption risk assessments at our operations and used the results of these assessments to improve and update our Business Integrity and Ethics program.

In 2022, we performed third-party risk assessments of our global Business Integrity program and a third-party risk assessment was performed at the Loulo-Goukoto mine. While there were no material findings from these risk assessments, the results and lesson learned form an action plan for these sites and opportunities for improvement were incorporated in our global Business Integrity program. We also continued to promote our hotline, emphasize our 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.

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. Barrick updated its policy on the Voluntary Principles and related training programs in 2021, primarily to

reflect best practice requirements and provide information and requirements in a more user friendly format. During FY22 we continued to roll out the updated policies and reach all relevant employees, including security personnel working at our sites, with our training program.

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 who are providing services to Barrick.

In FY22, over 3,000 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 may contribute to negative human rights impacts. 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 each site to have an effective grievance mechanism 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, our 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.

Hotline:

Barrick has 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 our 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 our 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. 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.

During 2021, Barrick introduced an optional feedback survey for all individuals submitting reports to the hotline. During FY22, survey responses (which can be submitted anonymously) were reviewed and tracked to improve our reporting system and processes.

In FY22, Barrick received 140 hotline reports, 84% 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. In FY22 we received an allegation relating to incidents or violations of rights involving Indigenous Peoples in Canada, which we categorized under Human Rights as per our internal reporting classification. A full investigation was undertaken, and whilst the allegation was unsubstantiated, we utilized the allegation to roll out enhanced training for our staff in relation to cultural competency and awareness of Indigenous Peoples' rights. To achieve our goal of zero tolerance for any infringement of Indigenous Peoples' rights, we educate our employees about their rights. Our online human rights training includes a module specific to Indigenous Peoples' rights and how to respect these rights.

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.

We investigate allegations in our own operations, as well as any allegations received 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 we discover any violation, 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, and 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.

CASE STUDY: 10X Business Accelerate Programme

In August 2022, Barrick Lumwana, in collaboration with the Accelerated Growth for Micro, Small and Medium-sized Enterprises in Zambia Programme and the Women's Entrepreneurship Access Centre, launched the 10X Business Accelerator Programme.

The Business Accelerator Programme aims to build business capacity for local contractors in Barrick's mining supply chain and to support them in effecting their growth

plans, diversifying their markets to become sustainable beyond the mine's operations. Barrick's 10X Business Accelerator Programme is further aimed at enabling the SMEs to better position themselves for sustainable growth, including the capacity to bid for, and service larger supply tenders.

40 local companies on the existing Lumwana Supply Chain data base were identified and assessed during a baseline study, which resulted in 28 companies being selected to participate in a two-day workshop held in July 2022. 15 companies were then selected to participate in the first 'Mentor Driven Business' Business Accelerator Programme.

During the course of this programme, participants will work with an experienced team of innovators and business support experts, carefully selected to build, and deliver layer after layer of knowledge to enable these companies to effectively prepare and execute on their Small and Medium Enterprise targeted growth strategies. They will be taught principles central to business competitiveness including problem solving, user innovation, human-centric business development, customer sense-making, business strategy, company culture and financial modelling to name but a few. The 10X Business Accelerator Programme provides a rigorous, immersive, collaborative, in person and on-site action-learning experience with online business support.

The intention of this project, in line with our Sustainability vision and several similar initiatives across our operations, is to provide the tools to our local communities to build capacity, knowledge and experience from an economic perspective to develop organic economic growth which can help decrease local communities vulnerability to modern slavery.

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 we have implemented the WGC's Responsible Gold Mining Principles (**RGMPs**) and the ICMM's Mining Principles and Performance Expectations (**MPPEs**) (collectively referred to 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, we also apply their standards to our copper operations at other mines, including Lumwana in Zambia. Applying these standards helps to drive standardisation of our 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 our human rights performance, evidenced by the updating of our human rights policies and training in recent years. 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.

During FY2022, 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. An external assurance site visit was also completed at North Mara (amongst others) during 2022, with additional external assure site visits planned on a priority and materiality basis for the coming years. Undertaking this process shows that we conform with the RGMPs+ and that there are no material non-conformances or partial non-conformances. Our full conformance matrix is available on

pages 109 to 114 of Barrick's [Sustainability Report 2022](#), however we were aligned on all principles and performance expectations relevant to modern slavery.

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 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 eligible employees receiving training on human rights (100% in 2022); and
- Independent human rights impact assessments with zero significant findings at high risk sites.

In FY22, Barrick scored a B on the Sustainability Scorecard, which was in line with the score for FY2021. Our aim is to improve our score to an A in 2023.

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 Barrick's Board of Directors and its three standing committees, the Environmental, Social, Governance & Nominating Committee (**ESG & Nominating Committee**), the Audit and 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 our 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 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 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. This statement has been prepared by the 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.