



BARRICK GOLD CORPORATION

2019 Annual Report to
The Voluntary Principles on Security and Human Rights

Executive Summary

Barrick Gold (hereinafter referred to as “Barrick” or “the Company”) began to implement the Voluntary Principles on Security and Human Rights (hereinafter referred to as the “Voluntary Principles” or the “VPSHR”) in 2007 by carrying out an independent, external risk assessment at a number of its sites. The commitment of the Company to the VPSHR was formalized in 2009 by Executive Management and Board of Director approval of a corporate-wide *Security Policy* that explicitly commits the company to be guided in its actions by the VPSHR. Barrick formally applied and was accepted as a member to the VPSHR in 2010. Additional policies, standards and procedures have been developed to implement specific elements of the Voluntary Principles into all of the Company’s internal security practices.

This is the Company’s ninth report to the Voluntary Principles Initiative (VPI) Plenary. As per the amendments to the Governance Rules regarding annual reports, this report is a short-form ‘Update Report’ that focuses on material changes since Barrick’s last full annual report submitted in 2019.

On January 1, 2019, Barrick completed a merger with Randgold Resources Limited (“Randgold”) a publicly traded mining company with ownership interests in the following gold mines: Kibali in the Democratic Republic of Congo; Tongon in Côte d’Ivoire; and Loulo-Gounkoto and Morila in Mali.

On March 10, 2019, we entered into an implementation agreement with Newmont Corporation (Newmont) to create a joint venture, named Nevada Gold Mines, combining our respective mining operations, assets, reserves and talent in Nevada, USA. This includes Barrick’s Cortez, Goldstrike, Turquoise Ridge and Goldrush properties and Newmont’s Carlin, Twin Creeks, Phoenix, Long Canyon and Lone Tree properties. On July 1, 2019, the transaction closed and we began consolidating the operating results, cash flows and net assets of Nevada Gold Mines from that date forward. Barrick is the operator of the joint venture and owns 61.5%, with Newmont owning the remaining 38.5% of the joint venture.¹

On September 17, 2019, Barrick acquired all of the Acacia Mining plc (“Acacia”) shares that we did not already own, through a share-for-share exchange of 0.168 Barrick shares and any Acacia Exploration Special Dividends for each ordinary share of Acacia. As a result, Acacia ceased trading on the London Stock Exchange and became a wholly-owned subsidiary of Barrick called Barrick TZ Limited. On January 24, 2020, Barrick announced that the Company had ratified the creation of Twiga Minerals Corporation (“Twiga”) at a signing ceremony with the President of Tanzania, formalizing the establishment of a joint venture between Barrick and the Government of Tanzania (“GoT”) and resolution of all outstanding disputes between Barrick and the GoT, including the lifting of the previous concentrate export ban, effective immediately. The GoT will receive a free carried shareholding of 16% in each of the former Acacia mines (Bulyanhulu, Buzwagi and North Mara), and will receive its half of the economic benefits from taxes, royalties, clearing fees and participation in all cash distributions made by the mines and Twiga, after the recoupment of capital investments. Twiga will provide management services to the mines. Barrick is in the process of integrating Acacia’s Tanzanian mines back into the Company.

¹ This report applies to sites that Barrick operates. Sites in which Barrick owns an interest, but does not operate, have their own policies, procedures, and approach to VPSHR implementation. This report also is informational in nature, and should not be construed or relied upon as assurance that the Voluntary Principles are being implemented or followed in their entirety at any given location.

Over the past year Barrick has been working to align corporate policies and procedures across its newly acquired sites. At the time of writing, Barrick's policies, standards and procedures specific to the Voluntary Principles remained the same as 2019. This report outlines the measures the Company has taken to familiarize former Randgold sites with such policies and procedures.

A. Commitment to the Voluntary Principles

1. Statement of commitment or endorsement of the Voluntary Principles.

Barrick Gold remains strongly committed to implementing the Voluntary Principles across all of the higher risk sites that it operates. In 2019, Barrick adopted a new Human Rights Policy (the "policy") that outlines its formal commitment to act in accordance with the Voluntary Principles. As per the Policy, we follow the Voluntary Principles in our dealings with public and private security providers, local communities and potential victims of human rights violations. A copy of the Policy is available online:

<https://barrick.q4cdn.com/788666289/files/governance/Barrick-Human-Rights-Policy.pdf>.

Barrick continues to adopt and implement the World Gold Council's Conflict Free Gold Standard to provide confidence that gold and gold-bearing materials are produced by Barrick in a manner that does not cause, support or benefit unlawful armed conflict, or contribute to serious human rights abuses or breaches of international humanitarian law. The former Randgold operations were included in Barrick's Management Statement of Conformance for 2019 and reported on in Barrick's 2018 Conflict Free Gold Report.

Barrick reports on its VPSHR related initiatives and ongoing assessments in its annual Sustainability Report which can be downloaded at:

https://barrick.q4cdn.com/788666289/files/doc_downloads/2019/08/BG-Sustainability-Report-LowRes.pdf

Engagement in the VPI

In 2019, Barrick participated in the Voluntary Principles Plenary meeting and participated as an observer to the International Council on Metals and Mining (ICMM) Security and Human Rights Working Group. As a member of the Training Project Working Group, Barrick also helped to finalize the VPI security and human rights training course.

B. Policies, Procedures, and Related Activities

2. Relevant policies, procedures, and/or guidelines (or any changes thereof from the previous reporting year) to implement the Voluntary Principles.

In 2019 there were no significant changes to Barrick's policies and procedures related to the Voluntary Principles other than the adoption and roll out of the new Human Rights Policy across all sites. Barrick's Code of Business Conduct and Ethics, which covers human rights more broadly, was updated and distributed across the organization in 2019 (<https://barrick.q4cdn.com/788666289/files/governance/Barrick-Code-of-Business-Conduct-and-Ethics.pdf>). The overarching responsibility for VPSHR implementation now falls under the Senior Vice President of Business Assurance and Risk and is overseen day to day by Sustainability and Compliance personnel.

3. *Company procedure or mechanism to report security-related incidents with human rights implications by public/private security forces relating to the company's activities*

In 2019 Barrick rolled out its Compliance Hotline to all former Randgold and former Acacia sites. The hotline is a confidential reporting service operated by an independent third party, available 24 hours a day, 365 days per year in multiple languages. Employees, contractors and suppliers may use the hotline to report concerns related to human rights and security. Site based grievance mechanisms may also be used by community members or other external stakeholders to lodge human rights and security related complaints. As per Barrick's *Human Rights Violation Reporting and Escalation Procedure* any Category III allegation, such as those related to security and human rights, must be escalated to the Office of the General Counsel and Regional Counsel.

C. Country Implementation

4. *Overview of country operations selected for reporting (include any notable changes from the previous reporting year if the same country is being reported this year)*

The Veladero mine in Argentina is the focus of this year's report as a thorough external assessment of its compliance with the Voluntary Principles was conducted in 2019.

5. *Engagements with stakeholders on country implementation*

Veladero continues to promote the Voluntary Principles with external stakeholders at the local level. In 2019 the site met with another mining company in the area to exchange information and apprise them of the Voluntary Principles. Security personnel also participated in a community panel to discuss security arrangements and Barrick's commitment to the Voluntary Principles and international human rights law.

6. *Voluntary Principles considerations in the selection of private security providers and formulation of contractual agreement with private security providers, as well as an arrangement with public security forces*

Barrick policies stipulate that security personnel at all sites must pass a pre-employment screening that includes a criminal background check. Barrick policies also provide that contractor security personnel must provide proof of background check when assigned to the site. At Veladero, the screening process for all guards includes national and provincial police background checks. Veladero does not provide any significant support to public security or contract them to provide support to the mine site.

7. *Examples of supporting outreach, education, and/or training of (i) relevant personnel, (ii) private security, (iii) public security, and/or (iv) civil society (e.g., local NGOs, community groups)*

Barrick policies provide that all security personnel at designated Level 2 and 3 sites receive training on the Voluntary Principles, the Barrick Use of Force Procedure and the Security Code of Conduct before they begin work during employee induction and then at least once a year as part of refresher training. At Veladero, all guards attend induction training that includes human rights, use of force and other security specific procedures. They are also provided with a copy of the Voluntary Principles and the Barrick Code of Conduct and sign a declaration stating they agree to comply with them. The guards are trained annually on the use of force,

human rights, the Code of Conduct and the Voluntary Principles. They also receive online training on sexual harassment. To reinforce the implementation of the Voluntary Principles on an ongoing basis, Veladero provides guards with reference cards that summarize the Voluntary Principles, human rights and the use of force procedure.

Veladero Security personnel participate at least once a year in Community Panels to request feedback about security arrangements and promote positive community relations. In 2019 the site provided booklets to community members on security and human rights during these meetings. Security personnel have also met with the gendarmerie and the police to discuss the security context and Barrick policies.

8. *Company procedure to review progress on implementing the Voluntary Principles at local facilities*

In 2019 independent third-party consultant, Avanzar LLC, conducted a desktop assessment against Voluntary Principles requirements for Veladero. Avanzar evaluates the sites' performance in the areas of demonstrated level of commitment to and accountability for the implementation of the Voluntary Principles; risk assessment; measures taken to promote the Voluntary Principles with private and public security; processes to manage allegations related to security and human rights; and the effectiveness of engagement with external stakeholders both locally and nationally on the Voluntary Principles. See Appendix I for an overview of Avanzar's assessment framework.

In 2019 Barrick also began rolling out its Voluntary Principles assessment process at its former Randgold sites. Loulo-Goukoto was the first to complete a self-assessment against the Voluntary Principles and the remaining former Randgold sites will be asked to complete one in Q1 2020. The purpose of the self-assessments is to help the former Randgold sites familiarize themselves with the Voluntary Principles requirements and prepare for an independent third party assessment.

D. Lessons and Issues

9. *Lessons or issues from this reporting year, as well as plans or opportunities to advance the Voluntary Principles for the organization*

The initial period following a merger/acquisition can be challenging in terms of onboarding and training new staff and aligning enterprise resource planning systems to ensure all sites have access to the same information and tools (e.g. human rights reporting, grievance mechanisms, training records). The merger with Randgold in 2019 resulted in the need to assess and integrate two large companies' policies and procedures related to security and human rights. This included conducting effective group and functional gap assessments of human rights commitments, as well as policies, procedures and practices related to security force screening and training. As mentioned above, in early 2020 all former Randgold sites will be required to complete a self-assessment against the Voluntary Principles as part of this gap assessment process. Barrick will then carry out independent third party assessments against the Voluntary Principles at these sites, beginning with Loulo-Goukoto in 2020.

APPENDIX I

External Voluntary Principles Assessment Framework

Barrick believes that security at a mine site is, generally, a function of three elements:

1. the overall relationship with the surrounding communities;
2. the overall respect for the rule of law and the strength of institutions that enforce the law (i.e., public security, the judicial system) within the particular area or country where the mine is located; and
3. the physical security provided by the security or asset protection departments.

Consequently, the Voluntary Principles' risk assessment tool that the Company employs attempts to assess security-related human rights risk in all three areas. Obviously, the ability of a company to influence the different areas varies, and this variability must be addressed in the actual efforts that an operation makes to reduce the identified risks in each of the different categories.

The assessment tool used by the external assessors is based on ISO standards for management systems (such as 14000) and on the AA1000 principles for assurance: inclusiveness, materiality, and responsiveness. The template is comprised of seven sections or categories of assessment, including: company management, company or private security, public security, engagement with local or Indigenous communities, the political-legal setting of the country, artisanal or illegal miners and the potential for violence. Each category has a series of sub-elements and the majority of content of the categories and the elements are drawn directly from, and test compliance with, the Voluntary Principles. There is a total of 114 elements assessed in each external VPSHR assessment.²

However, the risk assessment tool also draws on the field experience of Avanzar's principals in engagement with external stakeholders, including local communities, indigenous peoples, and artisanal or illegal miners and a significant number of elements assessed are drawn from the field experience of the assessors. While the Voluntary Principles do not explicitly require an analysis of relations with such external stakeholders, the nature and quality of the relationships that a site maintains with these actors will have a direct impact on the security-related human rights risk environment which it faces.

² At present, Barrick uses the term "assessment" for these evaluations rather than "audit," as that latter term implies a commonly accepted set of standards and practices for carrying out such assessments. The external VPSHRs assessments are increasingly moving towards a greater audit discipline but are not quite there yet.