



BARRICK GOLD CORPORATION

2020 Annual Report to
The Voluntary Principles on Security and Human Rights

Introduction

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 “VPs”) in 2007 and became a formal member of the Voluntary Principles Initiative in 2010.

Barrick Gold manages gold operations in the United States, Canada, Tanzania, Mali, Democratic Republic of Congo, Côte d’Ivoire, Dominican Republic, Peru and Argentina. The Company’s operation in Papua New Guinea has been placed on temporary care and maintenance. The Company is also the operator of copper mines in Saudi Arabia and Zambia.

This is the Company’s tenth 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 2019 annual report.

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 despite the travel and operational disruptions caused by the COVID-19 pandemic. In the past year, it has strengthened this commitment with a revision of its security and human rights policies and procedures and improved training.

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. Barrick reported on its conformance to the Conflict-Free Gold standard and its corporate Conflict-Free Gold Policy in its [September Conflict-Free Annual Report](#).

Barrick reports on its VPSHR related initiatives and ongoing assessments in its [2019 Sustainability Report](#).

Engagement in the VPI

In 2020, Barrick presented at the Voluntary Principles Plenary meeting and participated in the corporate pillar meetings. Barrick has also participated in the meetings of the International Council on Metals and Mining (ICMM) Security and Human Rights Working Group, and the World Gold Council.

Promotion of the VPs throughout the organization

Barrick requires that all employees and contractors complete human rights training that focuses on how to prevent and mitigate negative human rights impacts, and promote the respect for human rights in their area of operations. In 2020, Barrick provided specific training to 1300 security personnel on human rights,

the VPs and Barrick's Use of Force Procedure, which is aligned with the United Nations Guidelines for the Use of Force and Firearms by Law Enforcement Officials.

Barrick recognized the need to continue training despite the restrictions presented by COVID-19 and contracted Avanzar to develop online training for Human Rights and the Voluntary Principles. However, the company recognizes the limitations of online training and provides supplemental in person training to security personnel. A train-the-trainer workshop is provided to all high-risk sites so that security supervisors learn how to go through the online training with their security guards in an interactive manner and carry out additional participatory learning activities to put theory into practice.

Barrick has also worked with Avanzar to develop and facilitate in person human rights workshops that include a specific section on security and human rights, for managers and supervisors at each high-risk mine site. The workshop provides interactive exercises to understand, identify, report and prevent human rights risks and impacts. Barrick plans to roll out these training to most high-risk sites throughout 2021.

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 2020, Barrick's Voluntary Principles standards and related procedures were revised to ensure alignment with the latest international guidelines, principles related to security and human rights and findings from past VP compliance assessments. The procedures were also cross referenced with ICMM, IFC, UNICEF, ICRC, and IPIECA guidance for the implementation of the VPs; and industry best practice. The procedures were also simplified and aligned with the Human Rights policy and procedures to facilitate site adoption, based on engagement with the Sustainability, Legal and Security Departments.

All procedures were reviewed and approved by the Sustainability, Business Assurance, Risk and Compliance and Legal Groups. The new standards were rolled out virtually to sites at the end of the year and onsite at North Mara and Bulyanhulu in January 2021.

Overarching responsibility for VPSHR implementation falls under the Senior Vice President of Business Assurance and Risk and by Sustainability and Compliance personnel at a corporate level. Day-to-day implementation is led by the Security department at a site level.

3. Company procedure to conduct security and human rights risk assessments, and integrate findings.

As part of the procedural review, Barrick has provided additional guidance on how sites should conduct their risk assessments to ensure they consider the security and human rights risks that may impact community members (with a special emphasis on vulnerable populations such as women and children), employees and other stakeholders. Risk assessments must include sign off by Security, Community Relations Managers and the General Manager. The review also added new triggers for when a risk assessment should be conducted such as an outbreak in violence and an economic crisis.

Barrick continues to conduct its third-party Voluntary Principles and Human Rights Risks Assessment.¹ The assessment program was delayed due to COVID travel restrictions by a year. The Tanzanian sites, Bulyanhulu and North Mara were assessed in January 2021. Kibali, Loulo-Goukoto and Pueblo Viejo will be assessed next unless further delays due to COVID occur.

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

Barrick revised its Human Rights Investigation Procedure and Human Rights Reporting and Escalation Procedure to include greater sensitivity towards gender, education, culture and language abilities of those investigated and provides detailed guidance on how to effectively report (including when, how and to whom). The Reporting procedure promotes an increased involvement of the government when investigating incidents involving public security and provides guidance on when to involve the local authorities.

Corporate has not become aware of any new use of force incidents or complaints regarding security that have occurred at our mine sites in the past year. Some labor rights concerns surfaced in the Tanzania Voluntary Principles assessment regarding the private security contractor. Barrick will build the supplier's capacity and promote greater formalization of business practices and compliance with Tanzania labor laws.

Currently, North Mara is defending a number of personal injury claims at the High Court of England and Wales involving plaintiffs who live in the surrounding communities to the North Mara Gold Mine. Those plaintiffs are claiming North Mara Gold Mine Limited and Barrick TZ Limited (as parent company of North Mara Gold Mine Limited) are liable for a number of injuries caused by local police during incidents that occurred both at the mine property and outside the mine property between 2014 and 2019. Barrick has accepted the jurisdiction of the High Court of England and Wales to hear the claims of the plaintiffs and will accept the outcome of the English court process.

5. Company procedure to consider the Voluntary Principles in entering into relations with private security providers

As part of the procedure review, Barrick strengthened its guidance for sites when contracting security providers. Greater guidance was provided to ensure contractual compliance with the Voluntary Principles, and detailed performance indicators for holding providers accountable.

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 North Mara and Bulyanhulu mines in Tanzania are the focus of this year's report as a thorough external assessment of their compliance with the Voluntary Principles was conducted in January 2021.

¹ See Appendix I for more detail on the VP assessment methodology.

5. Engagements with stakeholders on country implementation

The Memorandum of Understanding (MoU) with the Tanzania Police Force (TPF) requires Site Security Managers to conduct regular meetings with the Regional Police Commissioners. Engagement with stakeholders on implementation of the Voluntary Principles at the national level in Tanzania decreased in the past year as senior personnel focused on the transitioning of mine ownership from Acacia to Barrick and resuming operations at Bulyanhulu. The company will explore opportunities to engage with other VPSHR members and embassies of member countries in the coming year.

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

Both sites contracted a new local security provider in September 2019. The tender process included a comprehensive evaluation of the top contractors against a set of rigorous set of criteria including experience in the region and track record, management capability and skill level, policies, procedures, training programs, license to operate, reputation, and a local content development plan. Barrick's new vendor onboarding program also required the new contractor to complete a questionnaire related to human rights.

The contract with private security provider outlines screening requirements for all guards assigned to the site. These include a criminal background check, character references, proof of age, open-source check for any previous human rights abuses, and previous employment verification. All security personnel must also undergo induction training on human rights and security prior to beginning work.

Both sites have signed a memorandum of understanding (MoU) with the Tanzanian Police Force to maintain law and order in relation to the areas around the mine sites. The MoU requires the police assigned to the area to comply with all Tanzanian laws, the Voluntary Principles on Security and Human Rights and the United Nations Basic Principles on the Use of Force and Firearms by Law Enforcement Officials. The MoU stipulates that no police officer who receives support under the MoU has at any time and in any capacity ever been credibly accused, investigated, disciplined or prosecuted for breach of the law or any regulation governing policing, including any law or regulation relation to the use of force, human rights or bribery and corruption. In addition, the MoU requires that all police officers assigned to the site complete mandatory human rights training prior to beginning work. Police conduct is monitored through CCTV cameras whenever police come on site to respond to an emergency.

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)

Both sites provide induction and annual refresher training to all private security personnel. Training includes five modules: human rights, use of force, vulnerable peoples, arrest and detention and corruption. All guards must receive a passing grade of 80% in order to begin or continue work. In addition, the site reviews key concepts related to the site's security and human rights related policies

and procedures during daily shift changes. Both sites also provide human rights and security training to all police officers who arrive under the MoU. The training covers the same topics as those covered with private security personnel. In January 2021 Security managers, supervisors, and members of the TPF completed a ‘train the trainer’ course on the Voluntary Principles to enable them to apply more participatory methods during their training sessions. Such methods include role plays, scenario analysis, games, and other activities focusing on conflict management and de-escalation.

In the past year, a new Tanzania lead security provider was appointed at the North Mara. That security company together with the North Mara community and security personnel engaged with local community leaders and elders on an ad-hoc basis to discourage trespassing and violence at both the North Mara and Bulyanhulu. This proved to be effective and there is a plan to continue such engagement on a more regular basis going forward. There was an overall decrease in engagement with the broader community on security related issues in the past year due to significant changes to both security and community relations teams. However, both sites plan on resuming regular awareness raising sessions on the dangers of trespassing in 2021. In accordance with the memorandum of understanding entered into between North Mara Gold Mine Limited and the Tanzania Police Force, the sites are also planning on establishing consultation committees with the police and local communities to discuss security issues in the community and around the mine site.

Prior to the Covid-19 pandemic, Security teams were involved in sports events with the community to help strengthen the relationship between the community and the mine sites. The Security Managers indicated these activities will resume once Covid-19 restrictions are lifted.

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

In January 2021, independent third-party consultant, Avanzar LLC, conducted onsite assessments against Voluntary Principles requirements at Bulyanhulu and North Mara. 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.

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

Despite several disruptions caused by the COVID-19 pandemic, Barrick moved forward with its improvement plans resulting from the 2019 merger with Randgold. Reinforcing our sustainability vision to intensify our partnership with our host countries, we moved to contracting local providers to provide security services. Our goal is to increase our spend in the communities near the mine. If a contractor is not found locally, then we search at a regional and then national level. A local security company also understands the local cultural and political context a lot better than a multinational. This knowledge builds

trust and is fundamental to our corporate values. Fostering the relationships in country is more conducive to better relationships with our local communities and strengthening our social license to operate.

A strengthened relationship with a community is our first line of defense against conflict. Instead of relying on security, we have increased our level of engagement at the local and regional level. For example, all sites have established Community Development Committees that formalize our stakeholder engagement and create community development plans in a participatory manner with community members. Top management visits the sites and their communities every quarter and our engagement with Indigenous groups in North America has increased with our merger with Newmont. Barrick also underlines its emphasis on community relations to avoid conflict by removing the weapons from all private security guards onsite.

Part of this increased engagement came in the form of aid to battle the COVID-19 epidemic. Since Barrick operates in 12 countries, each with its own culture and at different stages of economic development, aid was tailored to their particular needs in consultation with their governments.

Each site has COVID-specific procedures aimed at protecting employees and contractors. Security personnel were provided adequate personal protective equipment (surgical grade facemasks, gloves, hand washing stations) to conduct their daily duties safely. Guards operating at the mine entrances work with the doctors and health personnel onsite to administer the self-assessment forms and other entry requirements.

One lesson learned from the recent assessments at North Mara and Bulyanhulu is the importance of monitoring contractor conduct and compliance once they are on site. Although a rigorous due diligence process was carried out in the contracting of the new private security provider, we found through active monitoring and complaints from internal stakeholders that there were a few areas that required some attention. These areas include compliance with local labour laws and investigating complaints about how security personnel conducted personal searches at the main gate. Barrick security teams are now working with the security provider to improve practices going forward.

Continuous improvement:

In 2021, Barrick will carry out the remaining Voluntary Principles and Human Rights Assessment at its high-risk sites. Priority sites include Loulo-Goukoto and Kibali, since they are former Randgold sites and do not have as much experience formally implementing the Voluntary Principles, and Pueblo Viejo. The assessments will identify best practices to share across sites and identify opportunities for improvement. Once the assessments are completed, Barrick will review and execute the resulting action plans to ensure increased compliance with the Voluntary Principles and reduce our risk of a potential security related human rights violation.

Barrick will continue to roll out its online and train-the-trainer Human Rights and Voluntary Principles workshops. Through the train-the-trainer, employees will be empowered with the knowledge to carry out the training to all new personnel on an as needed and timely basis. Executive management will reinforce these trainings with an awareness campaign during our quarterly site visits.

Finally, all sites plan to resume and increase their engagement efforts with communities, neighboring mines and government once the safety protocols allow for these activities.

Cautionary Statement on Forward Looking Information

Certain information contained or incorporated by reference in this Report, including any information as to our sustainability strategy and vision, projects, plans, or future financial or operating performance, constitutes “forward-looking statements”. All statements, other than statements of historical fact, are forward-looking statements. The words “committed”, “continues”, “prevent”, “mitigate”, “promote”, “plans”, “roll out”, “explore”, “opportunities”, “going forward”, “goal”, “improvement”, “will”, “should”, “could”, “would”, and similar expressions identify forward-looking statements. In particular, this Report contains forward-looking statements including, without limitation, with respect to Barrick’s human rights programs, policies, employee and security contractor training and performance including at Barrick’s North Mara, Bulyanhulu, Kibali, Loulo-Goukoto and Pueblo Viejo mines.

Forward-looking statements are necessarily based upon a number of estimates and assumptions that, while considered reasonable by the Company as at the date of this Report in light of management’s experience and perception of current conditions and expected developments, are inherently subject to significant business, economic and competitive uncertainties and contingencies. Known and unknown factors could cause actual results to differ materially from those projected in the forward-looking statements. Forward-looking information contained herein is made as of the date of this Report and the Company disclaims any obligation to update any forward-looking information, whether as a result of new information, future events, or results or otherwise, unless so required by applicable securities laws.