

# BARRICK

## SUSTAINABLE DEVELOPMENT POLICY

### 1. Mission Statement

Barrick Gold Corporation's (Barrick) sustainability vision is to create long-term value for all our stakeholders. We contribute to the social and economic development of our host countries and communities. We protect the safety and health of our workforce. We respect human rights. And we manage our impacts on the natural environment both today and with future generations in mind.

We live our vision every day, by embedding environmental, social and economic considerations into all our business decision-making, through partnerships with host governments and communities, and by engaging respectfully with all our stakeholders.

We are committed to:

- Full compliance with all relevant legislation and regulations.
- Effective management, with Board and Executive level oversight, of our social and environmental performance.
- Transparent communication and engagement in relation to our sustainability performance with internal and external stakeholders.
- Strive for continual improvement in our performance, with Board and Executive oversight of this performance.

### 2. Policy

To meet the requirements of our mission statement, we will:

- Comply with relevant host country laws and regulations or in the absence (or lack) of appropriate legislation, industry best practices and standards.
- Consider the social and environmental impacts of our operations in our decision-making. All new projects and significant modifications to existing operations must include environmental and social impact assessment studies and management plans.
- Respect the human rights of all individuals impacted by our operations, including employees, contractors and external stakeholders.
- Protect the health, safety and wellbeing of our employees.

- Support socio-economic development as an integral part of our contribution to local communities and host countries, including through the prioritisation of local workers and vendors.
- Be transparent in our relationships with host communities, government authorities, and the public and other key stakeholders.
- Conduct our business with integrity through our absolute opposition to corruption, and through requiring our suppliers to conduct their businesses ethically and responsibly as a condition of doing business with us.
- Use energy, water and other natural resources, as efficiently as possible.

In carrying out this Policy, we will:

- Establish environmental, social, health and safety management systems in line with international and industry best practice that help us identify and manage significant business risks and opportunities.
- Report on our performance annually using the GRI Standards for sustainability reporting, supplemented by other relevant frameworks where appropriate.
- Train our employees and contractors about their responsibilities for ensuring the effective implementation of this policy.
- Conduct periodic reviews of our performance against this policy to ensure it addresses the needs of our host countries, operations and communities in which we operate, and to ensure we fulfil our policy commitments.
- Communicate this policy to our employees, partners, contractors, sub-contractors, local communities and other stakeholders affected by our operations, and make it available to the public.

### **3. Scope of Policy**

This Policy is applicable to the entire workforce of Barrick and its subsidiaries, including senior executive, financial officers, contractors and the Barrick Board of Directors. This policy is applicable to all our operational mines, exploration sites, closure properties and joint ventures where Barrick has operational control. At joint ventures where Barrick does not have full operational control, we will use this policy to guide our approach, but the policy may not be applied if an individual site has its own sustainable development policy in place.



Mark Bristow  
President and Chief Executive Officer