



Policy with respect to the Declaration of Fundamental Principles and Rights at Work

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SCOPE: This Policy applies to all employees and workers for offices of and entities operated by Barrick Gold Corporation (Barrick), and includes temporary employees, employees of Barrick-operated joint ventures and affiliates, and all third party-employed workers (including contractors) who perform work on Barrick premises or otherwise on behalf of Barrick. It does not apply to entities or joint-ventures that Barrick does not operate.

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Human Rights Policy

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1. PURPOSE

Barrick Gold Corporation (Barrick) believes it has the responsibility to engage in employment practices that meet the highest legal and ethical standards. As part of this belief, Barrick has created this policy to respect the International Labour Organization (ILO) Declaration of Fundamental Principles and Rights at Work, which are:

- freedom of association and the effective recognition of the right to collective bargaining;
- the elimination of all forms of forced or compulsory labour;
- the effective abolition of child labour; and
- the elimination of discrimination in respect of employment and occupation.

This policy is also consistent with the ILO's Freedom of Association and Protection of the Right to Organize Convention (C87); and Right to Organize and Collective Bargaining Convention (C98); Forced Labour Convention (C29); Abolition of Forced Labour Convention (C105); Minimum Age Convention (C138); Worst Forms of Child Labour Convention (C182); Equal Remuneration Convention (C100); and Discrimination (Employment and Occupation) Convention (C111).

2. COLLECTIVE BARGAINING

Barrick employees shall have freedom of expression and association, the right to establish and to join organizations of their own choosing to bargain collectively and advance their occupational interests, as well as administer such organizations, subject to applicable national laws, without the previous authorization and illegal or unreasonable interference by the Company.

Barrick will not discriminate against employees that are members of a union. Furthermore, the fact that an employee is a member of a union will not affect the employee's employment status or cause the dismissal of the employee.

3. FORCED LABOUR

Barrick explicitly prohibits the use of forced or compulsory labour, including prison labour, indentured labour, bonded labour, slavery or servitude.

4. CHILD LABOUR

Barrick shall not employ or utilize in any manner any individual below the minimum employment age set by national law or by the ILO's C138, whichever is the higher. C138 provides that the minimum employment age should be not less than the mandatory schooling age of the country in which the individual is employed and, in any case, not less than 15 years (except for certain

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developing countries, where a minimum age of 14 years is applicable), subject to permitted exceptions set by the ILO and national law.

Barrick shall not employ individuals under the age of 18 in work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children as determined by national laws or regulations.

5. ANTI-DISCRIMINATION

Barrick is committed to fair employment practices and a workplace in which all individuals are treated with dignity and respect. Subject to applicable national laws, Barrick does not tolerate or condone any type of discrimination prohibited by national law or by the ILO's C111, and in particular women should enjoy equal remuneration and working conditions as men for work of equal value. Barrick expects that all workplace conduct will be professional and free of bias and harassment.

6. WORK PLACE CONDITIONS

Barrick is committed to providing its employees with just and favourable conditions of work, in particular:

- Reasonable remuneration for the work being performed, accounting for the cost of living where the work is performed;
- safe and healthy working conditions;
- equal opportunity for everyone to be considered for promotion in his or her employment to an appropriate higher level; and
- reasonable working hours and periodic holidays with pay, as well as remuneration for public or statutory holidays.

7. EFFECTIVE DATE AND RESPONSIBILITIES

The Policy is effective **May 2012**.

The Executive Vice President, Talent Management, Barrick Gold Corporation holds responsibility for administration and interpretation for this policy. Waivers for exceptions for this policy may only be granted with the consent of the Executive Vice President, Talent Management and the General Counsel. Any waivers granted must be reported to the Board of Directors or the committee of the Board that it deems appropriate. Significant changes in content of this policy will be communicated by posting the revised policy. This Policy does not constitute or imply an employment contract between Barrick and any employee, or guarantee or ensure employment or continued employment for any employee.

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