



# Global Supplier Code of Ethics Standard

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<b>RELATED DOCUMENTS</b>	
BGC-SC-01-00	Global Vendor Onboarding Standard
N/A	Barrick Code of Business Conduct and Ethics
CR STND 003	Community Relations Standard

## 1. PURPOSE

This Supplier Code of Ethics document is intended to govern the conduct of Barrick's Suppliers and their relevant subcontractors when doing business with or on behalf of Barrick. It sets standards of ethical conduct which Barrick requires from its supplier community, provides for self-certification against these standards, validation of the self-certification, and procedures for developing or terminating Suppliers who do not meet these standards.

For the purpose of this document, a "Supplier" is defined as a third party individual or entity Vendor that provides goods and/or services, and receives payment, for any aspect of the Company's operations including exploration, development, construction, operations and reclamation. For the avoidance of doubt, in cases where institutions such as charitable organizations provide goods and services, these institutions would fall within this definition; if a charitable organization does not provide goods and services, it is not considered a supplier. Excluded from this definition of "Suppliers" are all transactions involving land purchases, royalties, or leases, government agencies and/or utilities, financial institutions, other Barrick entities, joint venture partners and other mining companies.

## 2. OVERVIEW

Barrick's conduct of business around the world is guided by its commitment to operating in a socially responsible manner. Barrick is committed to bringing long-term sustainable benefits to the communities where it operates, and fostering a culture of excellence and collaboration among its employees. By upholding its core values, Barrick earns the trust of its stakeholders and creates shared value. Suppliers are required to understand and follow Barrick's Supplier Code of Ethics and any other contractual terms and conditions.

Barrick Suppliers are expected to support Barrick's global Corporate Social Responsibility initiative through the application of this Supplier Code of Ethics. This commitment means that Barrick and its Suppliers share a common set of objectives and benefit from the achievement of those objectives.

This Supplier Code of Ethics has been designed to help Suppliers understand their responsibilities and to create an awareness of the business and ethical standards that they must follow in their business dealings with, or on behalf of, Barrick. Barrick's values are grounded in concepts of integrity, honesty and the highest ethical standards. This Supplier Code of Ethics provides the minimum requirements for dealing with Barrick as a Supplier, as defined above. Suppliers are required to follow these standards.

## 3. APPLICATION

Suppliers must read, accept, and comply with the following conditions to be eligible to do business with Barrick.

### **Compliance with Laws**

Suppliers must comply with all applicable laws, rules and regulations in every jurisdiction in which they do business with, or on behalf of, Barrick. Local laws may in some instances be less restrictive than the principles set forth in this Supplier Code of Ethics. In those situations, Suppliers are expected to comply with this Supplier Code of Ethics, even if the conduct they are contemplating would otherwise be legal under applicable laws. If local laws are more restrictive than this Supplier Code of Ethics, Suppliers are expected to, at a minimum, comply with applicable local laws.

Barrick is committed to supporting the development of sustainable businesses and economic opportunities wherever it operates, and Suppliers are expected to adhere to all applicable laws and contractual commitments applicable to Barrick.

### **Health and Safety**

Suppliers must be committed to respecting the safety and health of workers and creating safe working conditions and a healthy work environment for all of their workers who provide goods or services to Barrick.

Suppliers should implement an effective and efficient safety program. Suppliers should anticipate, identify, and assess emergency situations and events and minimize their impact by implementing emergency plans and response procedures. Each supplier must comply with Barrick's Safety and Health Policy, Contractor Safety and Health Standard (BGC-SH-019) and all related Standards and Procedures, as well as any contractual terms with respect to health and safety in its contract with Barrick.

### **The Environment**

Each supplier is expected to comply with Barrick's Environmental Policy and all related Standards and Procedures, as well as any contractual terms with respect to environment in its contract with Barrick.

Suppliers should:

- Support a precautionary approach to environmental challenges
- Undertake initiatives to promote greater environmental responsibility
- Encourage the development and diffusion of environmentally friendly technologies

### **Anti-Corruption**

Supplier must comply with all applicable anti-corruption laws, including the United States Foreign Corrupt Practices Act and the Canadian Corruption of Foreign Public Officials Act. In doing so, Suppliers are expected not to provide or promise anything of value to (i) a government official for the purpose of improperly influencing the government official's decisions or actions with respect to the goods or services that the supplier is providing to Barrick, or (ii) to Barrick employees. Suppliers are expected to inform Barrick if any of their directors, officers, shareholders holding more than 5% of their shares (directly or indirectly), or senior managers responsible for the goods and/or services provided to Barrick, are government officials. Suppliers are also expected to facilitate due diligence by providing information requested through the vendor

onboarding process. Furthermore, each supplier is expected to comply with Barrick's Anti-Bribery and Anti-Corruption Policy and related Standards and Procedures, as well as any contractual terms with respect to anti-corruption in its contract with Barrick.

### **Human Rights**

Suppliers must support and respect the protection of internationally proclaimed human rights, and ensure that they are not complicit in human rights abuses. Suppliers must comply with the International Bill of Human Rights in providing goods and/or services to Barrick. Barrick does not tolerate threats, intimidation or attacks against human rights defenders.

### **Labor**

Suppliers are expected to comply with the International Labor Organization's Declaration of Fundamental Principles and Rights at Work, as well as any contractual terms with respect to work conditions in its contract with Barrick.

Suppliers should uphold:

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

### **Ethics**

Suppliers must be committed to the highest standards of ethical conduct when dealing with workers, Suppliers, government and regulatory authorities and Barrick.

Suppliers must uphold fair business standards in advertising, sales and competition. Employees of Suppliers must act in a fair and impartial manner and should avoid both real and perceived conflicts of interest in the business they do with or on behalf of Barrick.

Suppliers must disclose information regarding their business activities, structure, financial situation, and performance in accordance with applicable law and prevailing industry practices. Suppliers must safeguard customer information in accordance with applicable law. Suppliers must maintain all confidential information about, or provided by, Barrick in strict confidence, except when disclosure is authorized by Barrick or legally mandated.

Suppliers must respect intellectual property rights in their business dealings with, or on behalf of, Barrick. Transfer of technology and know-how must be done in a manner that protects intellectual property rights.

### **Community Relations**

Suppliers under contract with Barrick are encouraged to engage the community to help foster social and economic development and to contribute to the sustainability of the communities in which they operate. All community engagement initiatives must be

coordinated through Barrick Community Relations and in accordance with the Community Relations Standard (BARRICK CR STND 003).

To the maximum extent practicable, Suppliers must employ local works and source goods and services locally, in accordance the Community Relations Standard (BARRICK CR STND 003), which can be made available upon request.

### **Vendor Onboarding**

Barrick has a Vendor Onboarding Standard that governs the process of Supplier Certification and due diligence. From time to time, Suppliers will be required to certify their acceptance and compliance with Barrick's Supplier Code of Ethics. Barrick will perform further due diligence and validation prior to certifying a Supplier, which may involve additional information being requested from the Supplier. Barrick encourages, but does not require, all Suppliers to register and obtain a TRAC number from Trace International.

### **UN Global Compact**

In 2005, Barrick joined the [UN Global Compact](#). This initiative promotes corporate citizenship by directly involving businesses in tackling some of the major social and environmental challenges that arise from increasing globalization. The ten principles of the Global Compact (Appendix B) are based on internationally recognized norms and conventions in four critical areas: human Rights, Labor Standards, the Environment, and Anti-Corruption. Barrick has long been committed to the principles of the UN Global Compact. By signing on to the Global Compact, Barrick has affirmed its commitment to continue integration of the ten principles into its culture, strategy, and day-to-day operations. In all business dealings with, or on behalf of, Barrick, Suppliers must comply with the principles of the UN Global Compact, all applicable local laws, and the Suppliers' own code of ethics policy.

## **4. ADMINISTRATION & INTERPRETATION**

If Barrick is unable to validate or otherwise certify a Supplier under its criteria in the Vendor Onboarding process, the Supplier will be contacted. Since it is Barrick's intent to deal only with Certified Suppliers, Barrick may take necessary action up to discontinuing business with the Supplier.

All questions, comments and suggestions related to the Supplier Code of Ethics and supporting Procedures must be communicated to the Document Administrator through their local Supply Chain Management representative.

Supply Chain Management is responsible for communicating this document. This document will be posted on Barrick's website.

At a minimum, this Standard will be reviewed every three (3) years, in accordance with the Financial Reporting Risk Assessment (FRRA) cycle.

**Compliance**

All Suppliers must complete the certification process described above as part of Barrick's Supplier set-up / onboarding or recertification process. Each Barrick site's Supply Chain function is responsible for ensuring the Vendor Onboarding Standard and Supplier Code of Ethics are implemented and adhered to for all Suppliers within their accountability.

**Supplier Reporting**

Suppliers, including their officers, management, and personnel, are expected to report suspected violations of Barrick's Supplier Code of Ethics and related policies (including, Barrick's Human Rights Policy, Barrick's Anti-Bribery and Anti-Corruption Policy and Barrick's Policy with respect to the Declaration of Fundamental Principles and Rights at Work) by any Supplier or Barrick personnel. Suppliers must report violations as set forth in Appendix A to this document.

Suppliers are expected to have an internal process whereby complaints can be raised and investigations can be undertaken for violations of this Supplier Code of Ethics. When complaints relating to the Supplier Code of Ethics are raised, Suppliers must promptly investigate.

## 5. ATTACHMENTS

### Appendix A: Compliance Hotline Contact Details

If you wish to report a suspected violation of the Supplier Code of Business Conduct and Ethics through the Compliance Hotline, you may do so via the Internet or by phone. You may remain anonymous if you wish.

#### 1. Internet Portal Reporting

The Compliance Hotline Internet Portal is operated by EthicsPoint, an outside service provider, and is available 24 hours a day, 365 days a year. The Internet portal is available in English and Spanish.

To access the portal, go to [www.barrickgold.ethicspoint.com](http://www.barrickgold.ethicspoint.com).

#### 2. Telephone Reporting

Barrick's Compliance Hotline telephone service is also operated by EthicsPoint and is available 24 hours a day, 365 days a year. Operators are available who speak English and Spanish. You may also request a translator if you wish to speak to the operator in a different language.

##### **In Canada and the United States**

If you are in Canada or the United States, you can reach the Compliance Hotline toll-free by calling 877-246-5399, or by making a collect call to 503-444-4908.

##### **Outside Canada and the United States**

Depending on your location outside Canada and the United States, you can reach the Compliance Hotline in various ways:

- Collect calling (as explained below in Section A)
- AT&T toll-free calling (as explained below in Section B); or
- Dedicated local number (as explained below in Section C)

(A) Collect Calling: Make a collect call as follows:

**Step 1:** Contact your local telephone operator and say you want to place a call to the United States and reverse the charges.

**Step 2:** Give the operator the phone number: 503-444-4908.

**Step 3:** You will be connected to the Barrick Compliance Hotline.

(B) Toll-Free Calling: In certain countries, you can reach the Compliance Hotline via AT&T Direct as follows:

**Step 1:** Make sure you have an outside line (if you are using a public phone, make sure it can be used to make international calls).

**Step 2:** Enter the AT&T Direct Access Number for the country you are calling from. (You can obtain a current listing of AT&T Direct Access Numbers and detailed dialing instructions at <http://www.usa.att.com/traveler/index.jsp>.)

**Argentina:** 0-800-288-5288

0-800-555-4288

**Australia:** 1-800-881-011 (Telstra)

1-800-551-155 (Optus)

**Chile:** 800-225-288

800-360-311

**Dominican Republic:** 1-800-225-5288

**Peru:** 0-800-50-288

0-800-70-088

**Russia:** 363-2400 (from within Moscow)

**Saudi Arabia:** 1-800-10

**Step 3:** When you hear the English-language voice prompt or series of tone prompts, enter 877-246-5399. (DO NOT press “1” or “0” before dialing this number).

**Step 4:** You will be connected to the Barrick Compliance Hotline.

(C) Dedicated Local Numbers:

Certain sites owned or operated by Barrick have established dedicated local telephone numbers to connect you directly to the Compliance Hotline.

<b>Australia</b>	08 9212 5788
<b>Dominican Republic</b>	809-535-0236
<b>Zambia</b> (from site)	5999

**3. Companies or Joint Ventures not operated by Barrick**

**Employees of Acacia Mining plc**

Acacia Mining plc has a dedicated Compliance Hotline for its employees. The hotline is operated by an outside service provider, and is available to all Acacia employees 24 hours a day, 365 days a year. You may remain anonymous if you wish. The access numbers for the Acacia Compliance Hotline are available on the Acacia Intranet and attached to the Acacia Code of Business Conduct and Ethics.

**Employees of Barrick (Niugini) Ltd. (Porgera Joint Venture)**

Barrick (Niugini) Ltd. currently uses Barrick’s Compliance Hotline for its employees. There are three ways to reach the Compliance Hotline via telephone:

**Papua New Guinea** Extension 3984

(from an onsite telephone - Porgera  
or Port Moresby office)

**Papua New Guinea** 544 3984

(from offsite - local call)

**Papua New Guinea** 1805000

(from offsite – toll free)

#### **Employees of Donlin Gold LLC (Donlin Gold Joint Venture)**

Donlin Gold LLC has a dedicated Compliance Hotline for its employees. The hotline is operated by an outside service provider, and is available to all Donlin employees 24 hours a day, 365 days a year. You may remain anonymous if you wish. The access numbers for the Donlin Gold Compliance Hotline are attached to the Donlin Gold Code of Business Conduct and Ethics.

#### **Employees of Ma'aden Barrick Copper Company (Jabal Sayid Joint Venture)**

Ma'aden Barrick Copper Company currently uses Barrick's Compliance Hotline for employees of the Jabal Sayid Joint Venture. There is a dedicated local number available to reach the Compliance Hotline via telephone from onsite:

**Saudi Arabia**  
(from site)

1-800 (the system will automatically complete the  
collect calling)

#### **4. Interpretation Service**

If you do not speak English, or prefer to have an interpreter assist you in speaking with the EthicsPoint representative, please immediately inform the EthicsPoint representative which language you speak. The representative will

then begin conferencing in an interpreter if one is available. As this happens, you will hear music, please remain on the line. You will then hear a recorded message in your language to confirm that an interpreter will come on line shortly. An interpreter will then join your conversation to assist you and the representative in completing the call.

## **Appendix B: The Ten Principles of the UN Global Compact**

### **Human Rights**

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

### **Labor**

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labor;

Principle 5: the effective abolition of child labor; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

### **Environment**

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

### **Anti-Corruption**

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.