



## CORPORATE SOCIAL RESPONSIBILITY CHARTER

At Barrick, we are committed to making a positive difference in the communities in which we live and work. We recognize that responsible behaviour is our calling card, creating opportunities to generate greater value for our shareholders, while at the same time fostering sustainable development in the communities and countries where we operate.

We strive to earn the trust of all with whom we interact, whether they be our employees, the communities where we live and work, the governments that host us, or any other persons or parties with whom we engage in the sustainable development of mineral resources.

We endorse the definition of Corporate Social Responsibility as proposed by the World Bank:

*Corporate Social Responsibility is the commitment of business to contribute to sustainable economic development - working with employees, their families, the local community and society at large to improve the quality of life, in ways that are both good for business and good for development.*

### The Four Pillars of Barrick's Approach to Corporate Social Responsibility

The following pillars guide Barrick in its conduct of business around the world. Regional business units and management groups are accountable for complying with this Charter consistent with regional and local priorities.

#### ETHICS

The Barrick Code of Business Conduct and Ethics mandates that we conduct our business with the ethical standards set forth in that Code and in accordance with all applicable laws, rules and regulations. We strive to act as a responsible corporate citizen and lend our expertise to help engage in constructive public dialogue and informed debate on issues of importance to the Company, the mining industry and the communities in which we operate.

#### ENVIRONMENT, SAFETY & HEALTH

Barrick has a responsibility to protect, reclaim and enhance the environment on the sites that we operate. We encourage wise environmental stewardship and diligently apply proven management controls to achieve this goal. Through our comprehensive environmental management programs, we are committed to ensuring that environmental effects are being adequately addressed; controls are in place to ensure compliance with corporate environmental policies and obligations; environmental management activities are supported by adequate resources and financial provisions, and that plans are in place to ensure that the environment is protected for future generations and that the sustainability of nearby communities is safeguarded.

At Barrick, we are committed to performing every job in a safe and healthy manner. Barrick expects all employees and contractors to work in accordance with company safety and occupational health management policies for the benefit of each one of our colleagues, families, communities and business. Through the Barrick Safety and Health System, we provide the equipment, training and resources necessary to enable employees to work safely. Our goal is to have every employee go home in good health and uninjured, after every shift, each and every day.

#### EMPLOYEES

Barrick is committed to developing the full potential of our employees. We respect and value each of our employees and observe the fundamental tenets of human rights, safety and non-discrimination in the workplace. We fairly compensate our employees for their contributions, provide meaningful performance feedback to them and offer them professional development and training opportunities. We encourage accountability and employee involvement in issues affecting the workplace to help improve safety and work conditions, as well as our efficiency and our business. We also recognize that best practices in this important area continue to evolve and that, accordingly, we must learn and evolve as a business as well.

#### COMMUNITY

Barrick fully considers social, cultural, environmental, governmental and economic factors when evaluating project development opportunities. In those communities in which we operate, we interact with local residents, governments, non-governmental organizations, international agencies and other interested groups to facilitate long-term and beneficial resource development. We give priority to building partnerships in entrepreneurial endeavors that contribute to enhancing local capacity and we also commit to providing financial support of organizations through our charitable donations, budgets and policies. The employment of indigenous peoples and local community members is also a priority. Barrick respects the interests of all members of the communities in which we conduct business and encourages open and constructive dialogue and interaction with them. We take the responsibility to listen carefully, be responsive and provide information that is accurate, appropriate and timely.