

# BARRICK

## SOCIAL PERFORMANCE POLICY

### 1. Mission Statement

Barrick Gold Corporation's (Barrick) social performance vision is to contribute to the social and economic development of our host countries and communities, and to foster respectful and constructive relationships with all our stakeholders. It is premised on the conviction that mining can be a positive force for social and economic development, and that we as a company are accountable for our actions.

Barrick is committed to:

- Building trust and fostering genuine collaboration with stakeholders through constructive two-way engagement and dialogue.
- Working with government and other partners to mitigate the impacts of our operations and ensure that the benefits and costs associated with mining activities are equitably distributed.
- Developing partnerships with host governments and communities to deliver long-term sustainable benefits, built on a model of shared responsibility and accountability to ensure these benefits endure beyond the life of the mine.
- Giving account of our social performance to internal and external stakeholders.

### 2. Policy

To meet the requirements of our mission statement, we commit to:

- Respect the human rights of all stakeholders with whom we interact.
- Engage with host communities through means that are culturally appropriate and transparent, and duly consider the circumstances of vulnerable persons and groups.
- Work proactively with stakeholders to identify, share information on, and manage social risks and impacts associated with our activities.
- Maximize social and economic benefits and opportunities by working proactively with host governments, communities, contractors and other stakeholders.
- Partner with host communities, governments and other stakeholders on a basis of shared accountability to address long-term development needs and leave a positive legacy that will last beyond mine closure.
- Help foster a stable, healthy and safe environment in which to live and work.

- Maintain an effective grievance mechanism at each site to address community grievances in a fair, timely and consistent manner.
- Avoid or, where unavoidable, minimize the need for, and mitigate the impacts of, physical and economic displacement.
- Respect the values, rights and interests of Indigenous Peoples in the areas where we work.
- Respect and manage the impacts of our activities on cultural heritage.
- Work with stakeholders to prepare and plan for the eventual closure of our operations in a manner that minimizes the negative impacts and explores opportunities to contribute to the socio-economic wellbeing of host communities.
- Monitor, report on, and continually drive improvements in our social performance.

In carrying out this Policy, we will:

- Establish community relations and social management systems in line with international and industry best practice that help us identify and manage significant social risks and opportunities.
- Establish context-appropriate engagement structures and systems for involving stakeholders in decisions that affect them, and ensuring the effectiveness and long-term sustainability of our development and social investment initiatives.
- Continuously monitor and annually report on our social performance using the applicable GRI Standards for sustainability reporting. Where appropriate, these will be supplemented by other relevant frameworks.
- Train our employees and contractors about their responsibilities for ensuring the effective implementation of this policy.
- Invest in the capacity and development of our staff responsible for social performance, thus ensuring that we have world-class practitioners working at our operations and with the communities where we operate.
- 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 executives, financial officers, contractors and members of 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 social performance (or equivalent) policy in place.

A handwritten signature in blue ink, appearing to read "Mark Bristow". The signature is fluid and cursive, with a long horizontal stroke at the end.

Mark Bristow  
President and Chief Executive Officer