

RESPONSIBLE MINING  
Global Commitment  
Local Engagement



**This Responsibility Report summarizes Barrick's global environmental, health, safety and social performance in 2008. It describes our efforts to meet our commitment to responsible mining, to maintain high ethical standards and to operate in a safe and healthy manner. We must be good environmental stewards, develop the full potential of our employees and make a positive difference in the communities in which we live and work.**

<b>3</b>	About Barrick
<b>6</b>	About This Report
<b>11</b>	Executive Viewpoint
<b>13</b>	Governance, Commitments and Engagement
<b>20</b>	Economic Responsibility
<b>25</b>	Environmental Responsibility
<b>41</b>	Employees and Labor Practices
<b>49</b>	Safety and Occupational Health
<b>53</b>	Human Rights
<b>61</b>	Social Responsibility
<b>71</b>	Product Responsibility
<b>79</b>	Feature Articles
<b>83</b>	Independent Assessment
<b>86</b>	Glossary

## About Barrick

Barrick Gold Corporation is the world's pre-eminent gold producer, with a portfolio of 26 operating mines and 10 advanced exploration and development projects located across five continents, and large land positions on many prospective mineral trends. Barrick entered the gold mining business in 1983 and has been grounded in three key, complementary strategies ever since...a consistent investment in exploration and development; a district development approach aimed at optimizing reserves on highly prospective gold belts; and disciplined acquisitions and mergers. Today, these strategies are working to position Barrick for a future of sustained, profitable growth.

The company has a successful track record of mine development, having completed the construction of the Tulawaka, Lagunas Norte and Veladero mines in 2005, the Cowal mine in early 2006, and the re-opening of the Ruby Hill mine in 2007. Barrick also has a new generation of projects that advanced significantly in 2008: Buzwagi in Tanzania, Cortez Hills in Nevada and Pueblo Viejo in the Dominican Republic.

Barrick is dedicated to Responsible Mining. This commitment includes delivering financial rewards to our shareholders, providing a safe and healthy workplace for our employees, protecting the environment and sharing the benefits of mining with local communities and host nations.

**GRI 2.1** Barrick Gold Corporation is also referenced throughout this report as 'Barrick'.

**GRI 2.2** Barrick is a precious metals mining company. Our primary products consist of gold and copper, with silver as a secondary product.

**GRI 2.3** Barrick corporate offices are located in Toronto, Canada. For operational structure, Barrick is organized into four regions [Africa, Australia-Pacific, North America and South America], each with a regional office. These offices are located in Salt Lake City, USA; Dar es Salaam, Tanzania; Santiago, Chile; and Perth, Australia. At the end of December 2008, the company had 19 wholly-owned mines, seven joint venture mines, 10 advanced exploration and development projects, along with a number of closure and legacy properties and exploration sites.



### Wholly-owned mines

Bald Mountain	Lagunas Norte
Bulyanhulu	Lawlers
Cortez	North Mara
Cowal	Osborne
Darlot	Pierina
Golden Sunlight	Plutonic
Goldstrike	Ruby Hill
Granny Smith	Veladero
Henty	Zaldívar
Kanowna	

### Joint-venture mines (percent ownership in brackets)

Hemlo (50%)	Round Mountain (50%)
Kalgoorlie (50%)	Tulawaka (70%)

Marigold (33.3%)  
Porgera (95%)

Turquoise Ridge (75%)

**Advanced exploration and development projects (joint-venture percent ownership in brackets)**

Buzwagi  
Cerro Casale (51%)  
Cortez Hills  
Donlin Creek (50%)  
Federova (50%)  
Kabanga (50%)

Kainantu  
Pascua-Lama  
Pueblo Viejo (60%)  
Reko Diq (37.5%)  
Sedibelo

**GRI 2.4** Barrick's head office is located in Toronto, Canada, at Barrick Gold Corporation Brookfield Place, Canada Trust Tower 161 Bay Street, Suite 3700 Toronto, ON M5J 2S1 Canada

**GRI 2.5** Barrick operates mines and has exploration and development projects in 11 countries: Argentina, Australia, Canada, Chile, Papua New Guinea, Pakistan, Peru, Russia, South Africa, Tanzania, and the United States.



**GRI 2.6** Barrick is a public company listed on the Toronto and New York Stock Exchanges. The company's stock symbol is ABX.

**GRI 2.7** The company's main products, gold and silver, are sold to smelters or on the world-wide gold and silver market. Copper is also sold on copper markets. We do not sell directly to retail customers.

**GRI 2.8** Barrick is an international company with over 19,000 employees. Financial information, including revenues, net earnings, assets, shareholder equity and annual production, can be found in our Annual Report to shareholders, available on the Barrick website or by requesting a printed copy from the Toronto office.

**GRI 2.9** During 2008 there were a number of significant changes to the company. These included:

- The Eskay Creek mine in Canada closed in the first quarter of 2008. Final reclamation of the mine is now underway.
- Mr. Greg Wilkins, President and Chief Executive Officer [CEO], took a medical leave of absence from his position in the first quarter of 2008 and Mr. Peter Munk, the Chairman, became interim CEO. Mr. Wilkins became Executive Vice Chairman on June 30, 2008. Mr. Aaron Regent became President and CEO effective January 16, 2009.
- The US Bureau of Land Management issued a Record of Decision approving the Environmental Impact Statement for the Cortez Hills project in Nevada, effective November 12, 2008.
- Barrick acquired Cadence Energy Inc. in the fourth quarter of 2008.

**GRI 2.10** Barrick won a number of external awards in 2008. These included:

- **US Bureau of Land Management *Community Outreach and Economic Security Award*** – Ruby Hill mine, USA
- **OLAMI [Latin American Mining Organization] *Environmental Award*** – Veladero mine, Argentina
- **International Society of Mine Safety Professionals *Safety Awards*** – Barrick Gold - global award
- **State of Colorado *Hardrock Reclamation Award*** – Bulldog mine, USA

- **NGA [National Governor's Association] *Public Private Partnership Award*** for our partnership in establishing the Deep Underground Science and Engineering laboratory DUSEL – Homestake reclamation property, USA

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## About This Report

Barrick has used the GRI reporting framework to provide guidance on the content of this report. The Global Reporting Initiative's [GRI] vision is that reporting on economic, environmental and social performance by organizations is as routine and comparable as financial reporting. The GRI pioneered the development of the world's most widely used sustainability reporting framework and is committed to its continuous improvement and application worldwide. This framework sets out the principles and indicators that organizations can use to measure and report their economic, environmental, and social performance. Barrick has chosen to report according to the GRI Sustainability Reporting Guidelines for the past four years, using G3, the third version of the guidelines for the past two years. The annual Responsibility Reports, based on the GRI framework, can be used by us, and by our stakeholders, to benchmark our performance against others in our industry.



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## About This Report

### Report Profile

**GRI 3.1** The 2008 Responsibility Report covers the period from January 1, 2008 through December 31, 2008. This period corresponds to Barrick's financial year. Reference may be made in this report to an activity that occurred early in 2009, if it helps to clarify a particular issue.

**GRI 3.2** and **GRI 3.3** Barrick's most recent Responsibility Report was an annual report and described activities which occurred in 2007. All previous Responsibility Reports have also been annual reports. Our previous reports are available on the Barrick website.

**GRI 3.4** For information regarding the Responsibility Report please contact:

Vince Borg, Executive Vice President, Corporate Communications  
Barrick Gold Corporation  
Brookfield Place, Canada Trust Tower  
161 Bay Street, Suite 3700  
Toronto, ON M5J 2S1  
Canada

Telephone: 416.861.9911  
Toll Free: 800.720.7415  
Fax: 416.861.2492  
Email: [communications@barrick.com](mailto:communications@barrick.com)

Readers can also complete the on-line feedback form available on the Barrick website [www.barrick.com](http://www.barrick.com)

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## About This Report

### Report Scope and Boundary

Each year, a determination is made as to what issues to cover in the Responsibility Report in order to ensure a balanced and reasonable presentation of our performance. We make this determination based on the materiality of the topics available for reporting. Reporting should reflect completeness [sufficient coverage], stakeholder inclusiveness and relevance to sustainability.

We use a combination of internal and external factors to determine materiality, including: concerns expressed by our shareholders and other stakeholders [especially local communities and our employees], broader social expectations, topics of interest to organizations of which we are members [e.g. ICMM, UN Global Compact, Transparency International] and the GRI indicators. We review the significance of these topics each year and select the most significant topics for reporting.

### Materiality

An organization is faced with a wide range of topics on which it could report. Materiality is the threshold at which an issue or indicator becomes significantly important that it should be reported. Assessments of materiality take into account the basic expectations expressed in the international standards and agreements with which the organization is expected to comply. They should also include the organization's overall mission, concerns expressed by stakeholders and by broader social expectations.

The information in this Responsibility Report covers topics and indicators that reflect Barrick's significant economic, environmental and social impacts, and topics that might significantly influence the assessments and decisions of our stakeholders.

### GRI 3.5 Report Content

Barrick has used the GRI Reporting Framework [G3] to provide guidance for defining our report content. We determined content by considering the materiality of issues to our business, completeness of content, stakeholder's interest and expectations and our performance in the context of sustainability. We have provided responses to all G3 core indicators, the draft Mining and Metals Sector Supplement and a number of the G3 additional indicators, and we have provided additional detail on material issues. These issues include community involvement, environmental performance and worker safety. Less emphasis has been placed on product responsibility as we do not sell our products directly to the public. The responses to the draft Mining and Metals Sector Supplement are incorporated within the report and are denoted by the symbol MM.

### GRI 3.6 Report Boundary

This report and accompanying website data tables contain information on all our wholly-owned and joint-venture operations, regional and corporate offices. We also provide limited information on our closure properties and advanced exploration and development projects, when material. We have excluded Barrick Energy, our subsidiary purchased in 2008, as we do not have one full year of data from that site.

### GRI 3.7 Limitations

There are no specific limitations on the scope or boundary of our report, except as reported above. We report on all material issues and impacts.

### **GRI 3.8 Joint Ventures and Subsidiaries**

We report data and significant issues from our joint-venture operations, whether we manage them or not. We also provide information, when material, on subsidiaries, with the exception of Barrick Energy, which was purchased in 2008.

### **GRI 3.9 Report Data**

Barrick's data is sourced from our sites using a variety of data measurement techniques. Much of the information is entered directly into a global data management system. Data review and verification occurs at the site, regional and corporate levels.

Greenhouse Gas calculations vary from country to country, depending on country-level calculation guidelines or requirements. If there are no guidelines or requirements, the Mining Association of Canada's Greenhouse Gas calculation worksheets are used.

Currency is reported in US Dollars. Data are reported in SI Units [the International System of Units] also known as the metric system.

Most data are aggregated within the report as this is a corporate report. However, data tables, which have five years of data separated by each operation, are available on our website. Data are often presented in two ways; as absolute data and as intensity metrics against tonnes of ore processed. Most numbers are rounded to provide an approximation due to a concern about a lack of precision in some aspects of our data collection systems. Data collection continues to improve each year. Significant errors will be acknowledged when identified or in the next Responsibility Report.

### **GRI 3.10 Restatements of Information**

There were minor restatements in some of the CSR Regional Tables, located on the Barrick website, due to corrections in data from previous years.

### **GRI 3.11 Significant Changes to report scope and boundary**

- Reporting was expanded in 2008 to include energy use, recycling activities and community interactions originating from the regional business units and the corporate offices.
- The Eskay Creek mine in Canada closed in the first quarter of 2008. It will no longer be included in reporting on operations activities.
- Barrick's 2008 Responsibility Report structure has changed. An extensive on-line report and a small printed summary report replaces the larger printed report and accompanying regional responsibility reports of previous years.
- We report on more of the GRI indicators in 2008 than we have in past years.

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## About This Report

### GRI Content and Assurance

#### GRI 3.12 GRI Content Index

Barrick's 2008 Responsibility Report was prepared using the structure of the GRI Reporting Framework [the G3] and the Metals and Mining Sector Supplement. The G3 framework has been followed throughout the Report and all disclosures [sections 1 to 4] and performance indicators [EC1 to PR9] are clearly identified by number. The GRI Content index table is located at the end of this report for reference.

#### GRI 3.13 Assurance

Assurance is an evaluation method that uses a specific set of principles and standards to assess the quality of a reporting organization's subject matter and systems, processes and competencies that underlie its performance.

Barrick has internal controls in place, including internal auditing procedures, operational and management review systems and verification processes for assessing information and assuring that the information reported is accurate.

In previous years, Barrick has used a third-party consultant to provide an independent review and opinion of our Responsibility Report and associated website information. As a member of the International Council on Mining & Metals [ICMM], we will now externally assure using the ICMM Assurance Procedure. For the 2008 report, we have retained Environmental Resources Management [ERM] to provide external assurance as outlined in the ICMM Assurance Procedure. This includes assuring the alignment of our company's sustainability policies and procedures to ICMM's 10 Sustainable Development Principles, and to assure the company's Level A+ self-declared application level of the G3 Guidelines.

To view the ERM assurance letter, [click here](#).

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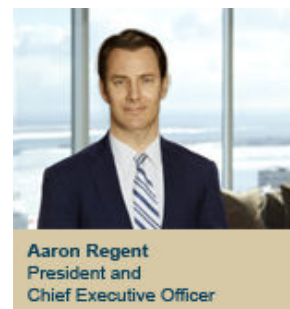
## Executive Viewpoint

### Meeting Our Responsibilities

Today, success in business is measured in more than financial terms. The success of any company is also measured by how it functions in the world and how it meets its responsibilities to its stakeholders. These responsibilities are now an imperative for the business community in all economic conditions.

During the second half of 2008, economic conditions deteriorated rapidly. As a consequence, governments are striving to limit the negative impacts and stimulate economic performance. It is generally agreed the results of these efforts will take time and that these efforts are a beginning, not an end. In any situation, positive change requires solutions. Solutions require prudence, thoughtfulness, and often, compromise.

Barrick believes it is possible to balance our priorities and the priorities of our communities, host countries and other stakeholders. In the area of responsible mining we have three objectives: to be a welcomed partner of communities and governments; an effective environmental steward; and to meet regulatory standards. Our obligations and our intentions in the area of sustainability are unaffected by the economic climate.



Barrick's measures of success in sustainability are not set in isolation. The company is a participant in many standard-setting initiatives, including The United Nations Global Compact, the Extractive Industries Transparency Initiative, The Global Reporting Initiative and the International Cyanide Management Code. Additionally, we continue to work with many other organizations, including World Vision, AMREF (the African Medical & Research Foundation) and The Global Business Coalition on HIV/AIDS, Tuberculosis and Malaria.

In the fall of 2008, Barrick was listed as a new entry on the Dow Jones Sustainability Index – World, which measures a company's economic, social and environmental performance against a wide range of criteria, including corporate governance, environmental performance, labor practices and social reporting. Barrick's place on the World Index is in addition to its earlier listing on the Dow Jones Sustainability Index for North America, which the company also retains.

To be a welcomed partner of communities and governments, it is important to be a good listener. By listening, Barrick has been able to support initiatives that reflect the priorities of local communities, while also supporting the company's view that our best contributions are those that build long-term capacity to support self direction of individuals and communities.

In the area of sustainable development in 2008, Barrick placed a strategic focus on three areas: preventative and direct healthcare; education, including skills training and access to technology; and infrastructure development. Investments were made in a range of services and applications, from brick and mortar facilities, to provisions of clean water, teacher training, scholarships and new computers.

To be an effective environmental steward required the company to achieve demonstrable results. Chief among them in 2008 was the development of the company's Global Water Conservation Standard. Implementation of the Standard is now underway. Also underway is the risk assessment process that will support Barrick's Climate Change Policy.

The company is also engaged in an active energy management strategy. All operating sites have completed

assessments to identify energy use patterns and areas where conservation can be further achieved. Wind power is a source of power generation that Barrick is harnessing in South America. In Nevada, solar power is being used. In Tanzania, we are exploring the application of locally-produced bio-fuel. There is no question that energy management remains a challenge and a priority for the company going forward.

At present, fifteen of Barrick's operating mines are certified under the International Cyanide Management Code. Five more mines are on track for certification under the Code in 2009. Previously, our four operating mines in South America received ISO 14001 certification, which is the international standard for sound environmental management. We are progressing with certification at additional operations.

Health and safety performance is an area about which the company is passionate. As a relative newcomer to the organization, I have been very impressed by the awareness of safety at all levels and the seriousness with which our people take it. Sadly, there were three contractor fatalities in 2008 – two due to operational incidents and a third where a worker was struck by lightning. Losses like these are painful experiences, particularly in a culture where safety is reinforced as the first objective of every working moment. Our focus on safety is as strong as ever. It is our performance that we will improve, by testing what we know and learning from what we can. A year will come, I hope in 2009, when we will mark a year with no fatalities.

A company also demonstrates its responsibility in the degree to which it codifies its ethics. Ethical conduct bears directly on every aspect of performance. In 2008, a mandatory online ethics training component was introduced to reinforce the priority of ethical practices. The course was designed to refresh the obligations delivered globally each year through classroom training in ethics and integrity leadership.

Earlier, I laid out our objectives for responsible mining: to be a welcomed partner of communities and governments; to be an effective environmental steward; and to meet regulatory standards. Barrick has made great progress in meeting those objectives, but we have more to do. As we pursue our sustainability and responsibility-related activities over the next few years, we will regularly review the operating environment, the needs and expectations of stakeholders, and adapt as circumstances require.

As a parent, I often think about the world in which my children will live when they are grown. Each of us understands that what we do now will shape our children's lives when they are adults. As Chief Executive Officer it is my intention that the company will continue to improve, continue to adapt, and continue to earn and retain the trust and confidence of communities, host countries, employees and investors.

It is my belief that the best plans and intentions don't add up to much without people who believe in them and make them happen. Barrick's people are exceptional in this respect. What the company achieves it achieves because of them and I thank them for their hard work and determination.

As a company, I believe we have shown steady progress in the past and this year's Responsibility Report demonstrates that Barrick continues to move in the right direction, consistently and with commitment. I believe we have done well and I believe we will do better, because Barrick is a work in progress.

### **Aaron Regent**

President and Chief Executive Officer

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## Governance, Commitments and Engagement

### GRI 4.1 Governance Structure

Barrick's Board of Directors is responsible for the stewardship of the company and for oversight of the management of its business and affairs, while our senior management is responsible for the management and day-to-day operation of the company. Barrick's approach to social responsibility is framed by our [Corporate Social Responsibility Charter](#).

The Board has an Environmental, Health and Safety [EHS] Committee which is responsible for monitoring and reviewing environmental, safety and health policies and programs. The EHS Committee has one member who is on the Barrick executive management team and two members who are independent Board members. To promote the effective functioning of the Board of Directors and its Committees, the Board has adopted a set of corporate governance guidelines and formal [Board Mandates](#) setting out the roles and responsibilities of the Board and Committees.

Senior management has an Executive Environmental, Health, Safety and Sustainability [EHSS] Committee which reviews corporate social responsibility performance trends and issues, approves EHSS strategic business plans and sets company policy.

### GRI 4.2 Board Chair

The Chair of the Board of Directors is also an officer of the company. To facilitate the functioning of the Board independently of management, the independent directors elect one of the independent directors to serve as Lead Director and to preside at each executive session of the Board and each session of independent directors.

### GRI 4.3 Board Structure

In 2008, the Board included 14 members, nine of whom are considered independent, pursuant to the applicable corporate governance standards of securities regulatory authorities and/or stock exchanges.

### GRI 4.4 Shareholder and Employee Communication

Shareholders, employees and other interested parties may communicate directly with the Board by sending correspondence, marked to the attention of the Lead Director or the Chairman of the Corporate Governance and Nominating Committee, to the following address:

Barrick Gold Corporation  
Brookfield Place, Canada Trust Tower  
161 Bay Street, Suite 3700  
Toronto, ON M5J 2S1  
Canada

## GRI 4.5 Executive Compensation

Barrick's Compensation Committee is comprised entirely of independent directors. The committee is responsible for reviewing and making recommendations to the Board of Directors with respect to Barrick's compensation policies and practices. The Committee reviews and approves performance goals of senior executive officers, reviews and makes recommendations to the Board with respect to the compensation of the Chairman and CEO, and reviews and approves the compensation of other senior executives. The Compensation Committee bases its recommendations on Barrick's established policies and on the performance of the individual and of the company. Details of executive compensation are available in Barrick's [Management Proxy Circular](#).

## GRI 4.6 Conflicts of interest

A "conflict of interest" occurs when an individual's private interest improperly interferes, or appears to interfere, with the interests of Barrick. A conflict situation can arise when an employee or director takes actions or has private interests that may make it difficult to perform his or her company work objectively and effectively. Conflicts of interest may cause an employee or director to make decisions based on personal gain rather than in the best interests of Barrick.

Barrick's Standards of Conduct in the [Code of Business Conduct and Ethics](#) [the Code] spell out the responsibilities of directors regarding conflicts of interest. Directors are required to comply with the Code and have an obligation to act in the best interests of Barrick. They should avoid conflicts of interest. In particular, they may not use, or attempt to use, their position at Barrick to obtain any improper personal benefit.

## GRI 4.7 Board qualification

Nominees for membership on the Board are recommended to the Board by the Corporate Governance and Nominating Committee. The Board will then recommend the nominees to the shareholders for election at the annual meeting. In selecting nominees as new directors, the Corporate Governance and Nominating Committee assesses their ability to contribute to the effective management of the company, taking into account the needs of the company and the individual's background, experience, perspective, skills and knowledge.

## GRI 4.8 Vision, values and codes of conduct

### Barrick Vision

To be the world's best gold company by finding, acquiring, developing and producing quality reserves in a safe, profitable and socially responsible manner.

### Barrick Core Values

As we conduct our business around the world, we have always been guided by our commitment to responsible behavior. In practice, this translates into bringing long-term benefits to the communities where we operate, and fostering a culture of excellence and collaboration among our employees. By upholding the Barrick Core Values in everything we do, we open up opportunities to earn the trust of our stakeholders and to create shared value

**Behave Like an Owner:** We accept accountability for our actions and results. We treat the Company's assets as our own. We are entrepreneurial and look for opportunities to grow our business. We act with integrity, operating within the letter and spirit of the law and Barrick's Code of Business Conduct and Ethics.

**Act with a Sense of Urgency:** We are decisive, take initiative and make tough decisions when necessary. We set priorities and act on them.

**Be a Team Player:** We work safely at all times. We respect our colleagues and those we interact with outside our organization. We listen to others for understanding and we ask for help. We build trust and celebrate our successes. We help others improve their effectiveness. We promote confidence and trust in each other's capabilities.



**Continually Improve:** We are always committed to improvement. We build on good ideas, learn from our mistakes and challenge the status quo. We think outside of the box and have a desire to succeed and add value to our work.

**Deliver Results:** We have a clear vision of where we're going and the plan to get there. We focus our resources to achieve our objectives. We pay attention to detail and keep our commitments. We deliver results.

Barrick's success is built on a foundation of personal and professional integrity and commitment to excellence. As a company and as individuals, we must guide our conduct by the highest standards of honesty, integrity and ethical behavior. Barrick's [Code of Business Conduct and Ethics](#) embodies the commitment of Barrick to conduct business in accordance with all applicable laws, rules and regulations and the highest ethical standards throughout our worldwide organization. The Code has been adopted by the Board of Directors and applies to every Barrick employee, including the Chief Executive Officer and other senior executive and financial officers, and to members of our Board of Directors.

In addition to the Code, every employee, officer and director must also read and comply with the Barrick's Anti-Fraud Policy, Disclosure Policy, Insider Trading Policy, Anti-Bribery and Anti-Corruption Policy, Safety and Occupational Health Policy Statement, Environmental Policy Statement, and the policies of his or her particular business unit applicable to such employee or director.

All Barrick employees, officers and directors are accountable for adhering to the Code and each individual is responsible for reporting behavior that violates the Code.

## GRI 4.9 Board overview of sustainability

Our Board of Directors has established an Environmental, Health and Safety [EHS] Committee which is responsible for monitoring and reviewing environmental, safety and health policies and programs.

Barrick has also established an Executive Environmental, Health, Safety and Sustainability [EHSS] Committee comprised of senior management which reviews corporate social responsibility performance trends and issues.

The EHS committee meets regularly, four times per year. The EHSS committee meets as needed.

## GRI 4.10 Review of Board performance

Barrick's Board is committed to regular reviews of its effectiveness and the effectiveness of its committees. The Corporate Governance and Nominating Committee conducts an annual evaluation to determine whether the Board, its committees and individual directors are functioning effectively, reports its findings and makes appropriate recommendations to the full Board. The Board discusses the evaluation to determine what, if any, action could improve the Board, the Board committee or an individual director's performance.

### Read More

Barrick respects the right of directors to take part in financial, business and other activities outside their jobs. These activities, however, must be free of conflict with responsibilities as Barrick directors. Barrick directors must not serve as directors or officers of, or work as employees or consultants for, a competitor or an actual or potential business partner of Barrick without prior approval of the Chief Executive Officer or the General Counsel.

Barrick directors must not invest in or trade in shares of a competitor or an actual or potential business partner of Barrick where such investment or trading may appear or tend to influence business decisions or compromise independent judgment. This prohibition does not apply to shares of a publicly traded company where such investment or trading relates to less than five percent of its issued shares. However, investing or trading in Barrick's competitors or business partners remains subject to applicable laws and regulations regarding insider trading, including prohibitions against trading when in possession of material non-public information regarding such companies, whether such information is gained in the course of employment with Barrick or otherwise.

If a conflict of interest exists, and there is no failure of good faith on the part of the director, Barrick's policy, generally, is to allow a reasonable amount of time for the director to correct the situation in order to prevent undue hardship or loss. However, all decisions in this regard will be in the discretion of the Chief Executive Officer or the General Counsel, whose primary concern in exercising such discretion will be the best interests of Barrick.

## Governance, Commitments and Engagement

### Commitments to External Initiatives

In keeping with our commitment to social responsibility, Barrick has adopted a number of voluntary codes and initiatives that address a range of economic, social and environmental issues. We recognize the importance of responding to social issues and have become members in various associations / organizations that advance a social responsibility agenda.

#### GRI 4.11 Precautionary approach

We recognize that there may be significant impacts to the existing natural environment, both temporary and long-lasting, due to the presence of our mining operations. As a result, we use a precautionary approach throughout the life of a mine – from development through closure – by first assessing potential impacts, then evaluating how to avoid, control or mitigate these impacts.

#### GRI 4.12 External codes and initiatives

Carbon Disclosure Project [CDP] since 2005  
 Extractive Transparency Initiative [ETI] since 2006  
 Global Reporting Initiative [GRI] since 2005  
 International Cyanide Management Code since 2005

#### GRI 4.13 Memberships and partnerships

##### CSR organizations

Business for Social Responsibility  
 Clinton Global Initiative  
 Global Business Coalition on HIV/AIDS, Tuberculosis and Malaria [GBC]  
 International Network for Acid Prevention [INAP]  
 Transparency International - Canada  
 UN Global Compact

##### Non-governmental organizations

Ademi Foundation [Dominican Republic]  
 African Medical and Research Foundation [Tanzania]  
 African Wildlife Foundation [Tanzania]  
 Aqualimpa [Peru]  
 Aid for AIDS of Nevada [United States]  
 América Solidaria [Chile]  
 Bighorns Unlimited [United States]  
 Canadian Council for Africa [Canada]  
 CARE International Tanzania [Tanzania]  
 Conservation International  
 Ducks Unlimited [United States]  
 Fundación Cisneros [Latin America]  
 Kainantu District AIDS Council [Papua New Guinea]  
 Lake Cowal Foundation [Australia]  
 MBAs Without Borders [Canada]  
 Nature Conservancy [United States]

Porgera District Women's Association [Papua New Guinea]  
Right to Play [Tanzania]  
Rocky Mountain Elk Foundation [United States]  
Teletón [Chile]  
Un Techo para Chile [Chile]  
Un Techo para mi País [Peru]  
WA Surgical Missions [Tanzania]  
World Vision Canada [Peru]

### **Mining associations**

Australian Institute of Mining & Metallurgy  
Cámara Argentina de Empresarios Mineros  
International Council on Mining and Metals [ICMM]  
Minerals Council of Australia [MCA]  
Mining Association of Canada [MAC]  
National Mining Association [NMA]  
Prospectors and Developers Association of Canada [PDAC]  
Sociedad Nacional de Minería, Petróleo y Energía [Peru]  
Tanzanian Chamber of Mines  
World Gold Council

### **Trade associations**

Instituto de Ingenieros de Minas del Perú  
International Society of Mine Safety Professionals  
National Fire Protection Association [NFPA]  
Society of Mining and Metallurgical Engineers  
US National Safety Council

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## Governance, Commitments and Engagement

### Stakeholder Engagement

Stakeholders are people or groups that have an interest in the activities of our company.

#### GRI 4.14 Barrick's stakeholder groups

- employees
- employees' families
- communities near our operations
- shareholders
- local, regional and national governments
- suppliers and contractors
- non-governmental and community-based organizations
- academic institutions
- regulatory authorities
- professional organizations
- peer companies
- labor unions and other collective bargaining associations

#### GRI 4.15 Identification and selection of stakeholders

Our stakeholders vary at the global, regional and site level. Through processes of stakeholder and issues mapping, we identify who our stakeholders are and what the key issues are for each stakeholder group. This assists us in setting strategic priorities for engagement and consultation by identifying, categorizing and mapping the relationships between stakeholder at all levels and for each location where we operate. This process forms the basis for our community engagement programs. We undertake preliminary stakeholder identification during the exploration phase, followed by detailed identification as part of the Environmental and Social Impact Assessment [ESIA] at the outset of a development project. Throughout the operational phase of our mines, stakeholder identification and issues mapping continues and results are updated annually in the Community Engagement & Sustainable Development Plans [CE&SD] prepared by each operation or region. Cultural awareness and gender sensitivity are key to identifying all relevant stakeholders, including possible vulnerable and minority groups.

#### GRI 4.16 Stakeholder engagement

Ongoing dialogue with our community stakeholders is one of the most effective tools to help us address the key issues associated with our business. Community dialogue starts at an early stage in the life of a mine – well before actual mining begins. We establish active outreach programs in host communities which can include village meetings, open houses, site tours, community newsletters, town-hall meetings, both formal and informal question and answer sessions and one-on-one discussions. In many cases, we establish community liaison offices in the local towns and communities in order to provide easier access for community members to discuss any issues with company representatives. We make a concerted effort to ensure these offices are community friendly, culturally



appropriate and open to all. During active operations and through mine closure, we keep the lines of communication open continuing with public meetings and, in many cases, with the formation of community advisory groups.

Barrick responds to community and other stakeholder concerns through its site-level grievance procedures, open and ongoing dialogue, press releases, the Barrick website and this annual Responsibility Report, along with our Beyond Borders quarterly report. Beyond Borders is a stakeholder report which provides information about Barrick's responsible mining approach and initiatives around the world.

In 2008, over 2,000 meetings were held with members of our host communities, local and regional governments, non-governmental organizations and other interested stakeholders. In 2008, over 2,000 meetings were held with members of our host communities, local and regional governments, non-government organizations and other interested stakeholders. **We also engage with non-community stakeholders including international non-government organizations through one-on-one meetings, our participation in multi-stakeholder initiatives and ICMM working groups.**

### GRI 4.17 Key topics and concerns in 2008

Please see section [MM10 Significant incidents affecting communities](#) in the Social Responsibility section of this report.

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## Economic Responsibility



Barrick's presence brings economic opportunities to areas around our mine sites and projects which are often located in isolated areas or developing countries. The economic contribution of our business operations provides a powerful catalyst for sustainable, long-term development in these host communities and regions. Our aim is to support a stable business environment including, at times, the development of local supplier industries, and a skilled, educated and healthy workforce.

*Responsible Person:* Executive Vice President, Corporate Affairs

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## Economic Responsibility

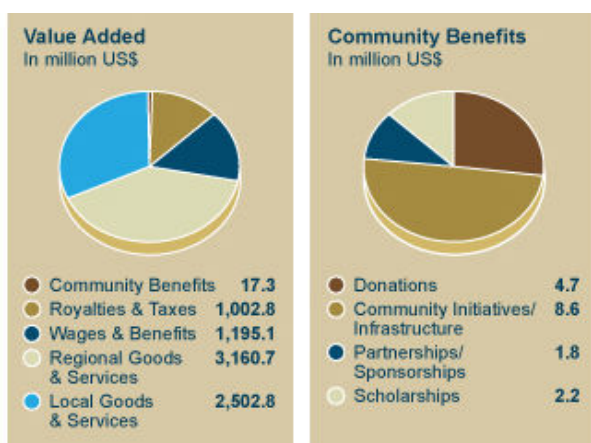
### Economic Performance

Most economic information, including retained earnings and payments to capital providers and governments, is available in Barrick's [Annual Report](#). The information below relates directly to our CSR performance. All figures are in US dollars unless otherwise noted.

### GRI EC1 Economic performance

For detailed information on Barrick's Direct Economic Value Generated and Distributed, please see Barrick's Annual Report for 2008 which includes our financial statements for the year ending December 31, 2008.

Barrick's direct and indirect economic contributions to host communities and governments include employee wages and benefits, taxes and royalties paid to governments, purchases of goods and services from local and regional suppliers, charitable donations, scholarships, and support for community programs and infrastructure development that provide the impetus for economic growth outside the influence of the mine. In 2008, Barrick contributed \$7.9 billion to the local and regional economies of our host countries.



### GRI EC2 Financial implications of climate change

While uncertainties still exist as to the rate and magnitude of the impacts climate change will bring, these uncertainties should not delay effective action to counter the effects of this problem. In light of these risks, Barrick must address the implications of climate change to protect our shareholders and society.

We have established an Energy Group which has been assisting our operations in implementing energy efficiency programs and alternative energy initiatives. To provide corporate oversight of these programs and to more directly address the issue of climate change, we developed a global climate change program in 2007. Implementation of the program began in 2008 and will continue into 2009. As part of that program, and to ensure that potential financial risks associated with GHG emissions are considered in our economic decision-making, a carbon adder will be included in our economic analyses in the future. The carbon adder will promote consideration of energy alternatives to mitigate economic risks and minimize Barrick's carbon footprint. Our goal is to provide for Barrick's long-term competitiveness in a carbon-constrained economy and to reduce environmental impacts.



## GRI EC3 Defined benefit plans

Barrick has a number of instruments which provide post-retirement benefits to employees. We have qualified defined benefit pension plans [a defined benefit plan promises a specified monthly benefit at retirement] that cover some of our Canadian, United States and Australian employees and provide benefits based on employees' years of service. We have non-qualified defined benefit pension plans covering other employees and former directors of the company. As well, certain employees take part in defined contribution employee benefit plans [examples of defined contribution plans include 401(k) plans, 403(b) plans, RRSPs, employee share ownership plans, and profit-sharing plans].

## GRI EC4 Government assistance

Barrick did not receive any direct government financial assistance during 2008.

## GRI EC5 Wages

Barrick conducts business in many countries and generally provides wages and benefits relative to regional economics. We exceed average wages in the countries where we operate. Benefits provided are in line with cultural norms and include a core group of health care benefits at all operations, as well as non-core regional benefits. Non-core benefits are partially determined by local competitive practices and needs, and may include superannuation and other retirement programs, maternity or parental leave and employee assistance programs. Wages and benefits totaled \$1,195 million in 2008.

Region	Barrick Entry Level Wage
Africa	Barrick entry level wage is ~12 percent higher than minimum wage
Australia Pacific	Barrick entry level wage is ~29 percent higher than minimum wage
North America	Barrick entry level wages varies from 230 percent to 325 percent higher than minimum wage
South America	Barrick entry level wage varies from 130 percent to 215 percent higher than minimum wage

## GRI EC6 Local purchases of goods and services

Barrick gives preference to purchasing goods and services locally or regionally when possible. However, as a mining company, we must purchase high cost capital equipment [trucks, shovel, mills, etc.] and most bulk reagents where they are available. This is most often outside local or regional areas in developing countries. In 2008, we expanded our local supplier development programs aimed at stimulating economic growth and creating business opportunities in communities where few economic opportunities previously existed. These programs are designed to generate business benefits and sustainable development for local communities by increasing the capacity of local suppliers. This will increase local economic development and, done correctly, the sustainability of local businesses beyond the life of the mine. In 2008, we spent \$5,664 million on local and regional goods and services.

## GRI EC7 Local employment

A diverse workforce encourages creativity and innovation. We draw our workforce from many countries around the world, including each country where we operate, with the result that our workforce is extremely diverse in terms of national and ethnic backgrounds.

We are committed to the localization of our workforce. We first recruit the bulk of candidates for employment from the local and regional areas near our operations. When expertise is not available locally, we look outside the region. Regional senior management staff is hired as often as possible from the host communities or host nations. In 2008, the number of expatriates at our operations varied regionally, but globally they represented less than 3.5 percent of our employees.

## **Economic Responsibility**

### **Economic Impacts**

There are millions of people in the countries where we work who still need access to clean water, food, health care, housing and education. We recognize our responsibility to assist our host communities and countries in improving quality of life in areas where we have the capacity and ability to do so.

Our community relations staff work closely with host communities to create and implement integrated development programs that take into account local issues, concerns and needs. Recognizing that our mines may operate in some communities for 20 years or more, we focus on long-term sustainable development.

### **GRI EC8 Infrastructure development**

One of the ways we focus on sustainable development in our host communities is by contributing to the construction and maintenance of local infrastructure and services. Our focus has been on school and health facility construction, along with water, sewer, power and road development.

### **GRI EC9 Indirect economic impacts**

In many places where Barrick operates, there is a need to strengthen existing social structures to adequately respond to community needs. Barrick's capacity-building activities are focused on strengthening local economies. Our initiatives include support for education, vocational training, scholarship and apprenticeship programs, as well as support for the development of local suppliers and other non-mining-related community initiatives.

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### New Agricultural Opportunities in Argentina

The agriculture industry has deep historic roots in Jachal and Iglesia, Argentina. Traditionally, the industry has been relatively small scale. Due to the size of the industry, most of the farmers produce only one crop, with limited technology, no advisory support and no possibility of access to credit.

In an effort to help local farmers develop a more sustainable livelihood and expand their current production and market, Barrick convened a multi-stakeholder group comprised of farmers, government, and agricultural experts from other regions of Argentina. Out of this engagement process, the Tomato Drying and Exporting program was launched. This new initiative is aimed at diversifying and developing a productive and industrial center for the tomato crop in Jachal and Iglesia. Partners in this project include the Ministry of Production of the San Juan Province, the Municipalities of Iglesia and Jachal, the local agro-industrial company Prune SA, the Agriculture-Livestock Association of Jachal, the El Porvenir Cooperative and the Agricultural Cooperative of Tudcum.

During the 2006-2007 season, a pilot test was conducted which included growing tomatoes on a small scale (approximately 10 producers from the area). The program consisted of training, technological support and advice, organizing visits to other successful undertakings in the area, delivering inputs, and sowing 10 hectares of tomatoes in Jachal and Iglesia. The harvest was processed at the Drying Facility owned by Prune SA in San Juan.

Based on the results obtained during the pilot test and on the producers' enthusiasm, a decision was made by the Barrick Community Relations team and others to continue the program on an experimental basis during the 2007-2008 seasons. The cultivation area was doubled in order to evaluate the producers' capacity to adapt to larger scale production.

During the evaluation process of these two stages, the following aspects were identified:

- Increased product demand in the international market
- High quality product
- Good crop yield with improvement prospects
- Low profit margin due to fresh product transportation cost from Jachal and Iglesia to San Juan for drying process

After analyzing the results, Barrick and the other partners decided to work on the construction of a Tomato Drying Facility in Jachal to reduce the negative impact of transporting fresh vs. dried tomatoes. This strategy has made it possible to plan the 2008-2009 season not as a pilot test, but as a long term sustainable program.

For the 2008-2009 season, an agreement has been signed between Barrick and its partners for the construction of a Tomato Drying Facility in Tamberías, Jachal. Following the execution of this agreement, a plan has been drawn up and implemented to sow approximately 50 hectares in Jachal and Iglesia with the participation of 23 producers. Work started on the construction of the Tomato Drying Facility in the latter part of 2008 and was completed early in 2009.



### Local Procurement in Bulyanhulu

At the Bulyanhulu mine in Tanzania, Barrick is working in partnership with our catering services provider, Sodexo, enabling over 100 local farmers, who previously relied on subsistence farming activities, to tap into the demand for fresh produce at the mine. Since the program commenced, local produce has more than doubled, generating an average monthly income of over \$50,000 in eight villages. The local farmers are now looking to expand into other markets.

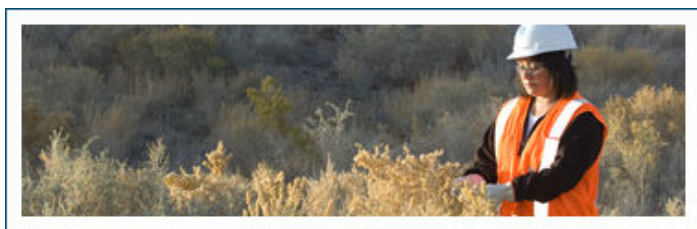
### Training Courses in Chile

In Chile, Barrick offers training courses and workshops in the Huasco Valley to give local residents the skills they will need not only to work at our Pascua-Lama project, but also to be successfully employed in other industries. To date, more than 3,500 people have participated in courses ranging from basic industrial knowledge, to skilled trades, construction and local crafts.



## Environmental Responsibility

At Barrick, our goal is to minimize our footprint and safeguard the environment, now and for future generations. Responsible environmental management is central to our success as a leading gold mining company and we seek to continually improve our performance.



We are governed in our environmental management by our [Environmental Policy Statement](#). Environmental Management Systems [EMS] at each of our operations help us achieve our goals of environmental protection and stewardship. Performance indicators help us measure how well we have done.

Further support for responsible environmental management is guided by internal and external requirements. Barrick's Environmental Management System Standard [EMSS], was developed in 2005 and is designed to be consistent with, and in some areas to go beyond, [ISO 14001](#). The EMSS applies to Barrick activities at all properties, including joint ventures where we are the operator. It consists of 15 elements. Each element contains a statement of the standard of environmental conduct that Barrick expects, followed by a list of Management System Requirements. The Requirements represent the specific systems, practices, procedures or tasks that are, at a minimum, necessary to meet the Standard. As well, Barrick's South American mines are all [ISO 14001](#) certified and we are moving forward with certification at additional operations. Fifteen of our mines using cyanide have been certified as [Cyanide Code](#) compliant, and a further five will be certified in 2009.

We conduct environmental audits to verify that management systems are adequate to ensure that performance commitments are achieved and that our operations are in compliance with government regulations and internal standards. When audits identify deficiencies, our investigations attempt to recognize the fundamental causes underlying these deficiencies so that effective corrective actions can be implemented.

*Responsible Person:* Vice President, Environment

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## Environmental Responsibility

### Materials

#### GRI EN1 Materials used

**Raw Materials:** Barrick mines gold and copper ore from both underground and open pit mines. The ore is processed on site by heap leaching or milling, to produce gold and copper concentrate, gold doré and copper cathodes. In 2008 we processed 250 million metric tons of ore at our mines [this includes our joint-venture operations].

**Process Materials:** We use consumables and reagents in the extraction of gold and copper from the ores we mine. Key consumables in 2008 included fuels [see [GRI EN 3](#)], along with 160,000 metric tons of explosives, 42 million kilograms of cyanide, one million liters of nitric acid, 13 million kilograms of sodium hydroxide, 500 million kilograms of lime and 50 million kilograms of grinding media.

#### GRI EN2 Recycled materials

Our key input materials are not recyclable. They are consumed in our mining and processing applications; therefore we buy them new.

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## Environmental Responsibility

### Energy

Responsible energy use benefits the company's bottom line, the environment and the communities where we operate, and involves an ongoing focus on the efficiency of our operations. Our energy comes mainly from fossil fuels and purchased electricity. We also source some power from our renewable energy projects which include solar farms, biodiesel and wind power projects.



### GRI EN3 Direct energy consumption

Direct energy is energy that is produced and consumed by our company with the boundaries of our operations, projects and offices. It includes fuels to run mobile equipment, to produce power and heat on-site and for Barrick-owned aircraft, and explosives used to mine the ore. In 2008, Barrick's direct energy consumption from fuels is 38.5 million gigajoules.

710,000 million cubic meters of diesel	8,000 cubic meters of gasoline
175,000 cubic meters of propane	270 million cubic meters of natural gas
1,800 cubic meters of fuel oil	600 cubic meters of aviation fuel
360 metric tons of coal	140 metric tons of wood and charcoal

### GRI EN4 Indirect energy consumption

Indirect energy is energy that is produced outside the company's boundaries, purchased by Barrick and consumed on our sites. Indirect energy is restricted to purchased electricity drawn from national grids in the countries where we operate. The total purchased electricity consumed by Barrick at our operations, projects and offices in 2008 was 11.8 million gigajoules or 3.3 million megawatt hours.

### Energy Awareness and Cost Savings at Goldstrike

In 2008, Goldstrike's Energy Team saved over \$1.1 million in energy costs through their energy reduction programs, communications and activities. Goldstrike employees John Hobbs and Alex Pfarr support other employees in their energy improvement efforts and have implemented several measurements to help each division track and improve the site's electrical energy conservation.

The 2008 savings is equivalent to 12,800,000 kWh of electrical energy, which is enough to supply more than 1,000 American homes with electricity for one year according to the Department of Energy. This electrical reduction avoided the generation of approximately 11,000 tonnes of greenhouse gases.

### GRI EN5 Conservation and energy efficiency

Barrick is saving energy due to conservation and efficiency improvements. All operations have conducted energy self-assessments and have identified areas for improvement in energy consumption. We have energy champions at our operations who promote energy efficiency projects and programs. These include energy awareness education, the use of solar water heating and high efficiency lighting at some of our mine camps, compressor controls and fuel management programs.

## GRI EN6 and GRI EN7 Renewable energy

As part of Barrick's efforts to become more energy efficient and to reduce greenhouse gas emissions, we are working on innovative energy strategies. Our growing investment in clean power resulted in a number of initiatives introduced in 2008 as well as a continuation of initiatives begun in 2007. In 2008, 15 percent of our electrical power, both self-generated and purchased, came from renewables.

**The new green gold: jatropha** [Beyond Borders]. To read more, [click here](#).

### Biodiesel Use in North America

As part of the efforts to reduce particulate matter in the underground workings, the North American operations have introduced biodiesel blended with standard diesel. This blend produces significantly less particulate matter (soot) from the large engines working underground. The use of biodiesel in the underground operations in 2008 offset about 4,800 tonnes of greenhouse gases. Barrick plans to expand this program and expects future reductions of 10,000 or more tonnes per year.

Bill Ferdinand, Regional Director of Environment says, "The biodiesel project has been a real win-win opportunity for Barrick. We have been able to offer our miners a cleaner environment while reducing our carbon footprint. It has taken cooperation from the mining teams, the fuel suppliers and the equipment manufacturers to make this a success."



### Read More

The company has constructed a one-megawatt solar farm adjacent to its existing natural gas power plant in Nevada. We have installed a two-megawatt wind turbine near the Veladero mine in Argentina [the only wind turbine operating at more than 4,000 meters above sea level] and we are developing a 36-megawatt wind farm – the Punta Colorada wind farm – in Chile.



## Environmental Responsibility

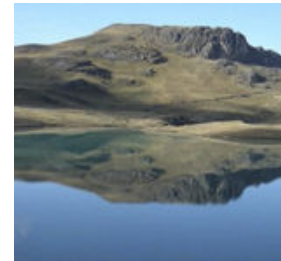
### Water

Water availability is a critical concern for Barrick and for all our stakeholders. We are focused on using water wisely and believe that water should be managed as a community resource, respecting the rights of other water users. In 2008, we increased our focus on responsible water use through introduction of a new [Global Water Conservation Standard](#). Building on the company's existing monitoring programs, the Standard will establish water conservation criteria and regular management review procedures.

#### GRI EN8 Water use

Water is essential to our mining activities. Water use for ore processing, dust suppression, blasting rock and other activities is closely monitored at all our operations and conservation opportunities are actively pursued. We obtain water from surface sources such as lakes and streams, from water captured on-site [rainwater or water pumped from an open pit, for example] or from groundwater sources.

Much of the water we use is recycled through our process facilities but some is lost through entrapment in tailings, evaporation in process ponds, through use as a dust suppressant and in other mining activities. We therefore have to add water to our process circuits. This water is called make-up water. In 2008, Barrick used 89.0 million cubic meters of make-up water at our 26 mining operations; 45.0 million cubic meters sourced from groundwater [wells and pit dewatering] and 44.0 million cubic meters sourced from surface water [lakes, rivers, captured rainwater, etc.].



#### GRI EN9 Significant effects on water sources from withdrawal

Withdrawals from a water system can lower the water table, reduce biodiversity, cause land surface disturbance and reduce the volume of water available for others. We manage our water withdraws to take only the minimum water needed. Our operations also recycle water through our processing systems, use saline water preferentially in arid areas when available, and either use the water pumped out of our pits or return it to the local aquifer.

Some of our mines require dewatering operations to allow access to the ore bodies. Dewatering operations result in a temporary depression of the water table adjacent to the mine. Potential environmental impacts from dewatering have been identified in the environmental assessment processes at each site, and measures have been implemented to mitigate any impacts.

#### GRI EN10 Water recycled and reused

Much of the water used for ore processing is recycled through the processing facilities at our operations. We also reuse water when water from one process is then used for another, such as wash bay water used for dust suppression. We look for innovative ways to reduce water use at our operations. For example, we use surficial paste tailings technology at our Bulyanhulu mine in Tanzania. This filtering process removes additional water from tailings slurry which is then reused in the process plant. The dewatered tailings are placed in an engineered tailings impoundment. Bulyanhulu is the first gold mine of its size to use this process which allows the plant to recycle up to 95 percent of its water requirement.

## Environmental Responsibility

### Biodiversity

Biodiversity loss due to competing land use, including mining, is an issue of global concern and we are committed to actively enhancing our contribution to biodiversity protection. Barrick operates on five continents, encompassing a wide variety of ecosystems. We are committed to conserving and managing these lands and the many varieties of plant and animal life that inhabit them, working in consultation with local communities and regulators. Our sites worldwide are engaged in efforts to protect, manage and reclaim lands with a focus on enhancing the environment.



### GRI EN11 Land management and protected areas

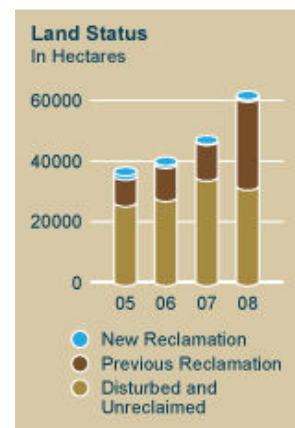
Barrick manages large areas of land, either owned or leased. Only a small percentage of this land – less than 1 percent – has been disturbed for mining activities. Some of our operations are located near [World Heritage sites](#) or in or near areas of high biodiversity value.

World Heritage sites are properties having outstanding universal cultural or natural value which have been identified by the World Heritage Committee. Members of the Committee are elected from the countries that are Parties to the World Heritage Convention [established by UNESCO]. We have three operations located near World Heritage sites: the Henty mine, near the Tasmania Wilderness World Heritage site [the South-West National Park, Australia], the North Mara mine located 20 kilometers west of the Serengeti National Park, Tanzania and the Veladero mine, bordering the San Guillermo Man and Biosphere Program Reserve, a buffer zone for the San Guillermo National Park, Argentina.

We also have operations located in areas identified as having sensitive habitats, including sage grouse and Lahontan trout habitat in the western United States, high Andes habitat in Argentina, Kapoche forest habitat in Tanzania and the Lake Cowal wetland habitat in Australia. Our employees are mindful of their responsibility to protect these sensitive areas.

### GRI MM1 Amount of land owned, leased, disturbed and reclaimed

The total area of land owned, leased or managed by Barrick's operations was 8.2 million hectares at the end of 2008. Of this land, 32,000 hectares are currently disturbed for exploration and mining activities and 29,500 hectares have been reclaimed [rehabilitated].



### GRI MM2 Biodiversity management plans

Biodiversity strategies and programs have been implemented at 30 percent of our operations where biodiversity has been identified as an important issue. We have specific programs at Bulyanhulu, Cowal, Goldstrike, Kalgoorlie, Lagunas Norte, Pierina, Plutonic, Tulawaka and Veladero. All our sites have procedures in place to protect wildlife and sensitive habitats. The corporate environmental group is currently reviewing our biodiversity programs and is developing a global Biodiversity Standard.

### GRI EN12 Significant impacts on biodiversity

Land disturbance is an unavoidable consequence of mining; we remove and stockpile topsoil in order to construct roads, locate process, maintenance, warehouse and other buildings, and to access the ore. However, careful planning at Barrick's operations aims to restrict the area impacted by mining activities, to mitigate our impacts and

to leave behind [upon closure] reclaimed lands that will support post-mining land uses. It is important to note that it is not usually possible to restore a mine site exactly as it was prior to mining, but it is possible to restore a healthy, thriving ecosystem.

## GRI EN13 Protection and restoration of habitats

Barrick has implemented controls at each operation to safeguard wildlife from mine processes and chemical exposure. These controls include barriers such as fencing and netting, the use of 'bird balls' and other covers for ponds and tanks, as well as cyanide destruction processes at some operations.

At many sites, we have projects specifically designed to protect rare or significant plant and animal life; at others, habitat enhancement projects are underway. Where possible, we implement native seed collection and soil management projects prior to mine development. Barrick has also established nurseries at a number of sites to grow local plant species for reforestation and revegetation once mining is complete. At some locations, we are re-vegetating areas off our property that were degraded by other land users. For example, as a result of Barrick's 20-year partnership with neighboring ranchers, regulatory agencies and other mine operators, more than 90 kilometers of riparian habitat has been restored in Nevada. The success of this project has preserved and improved populations of the threatened, native Lahontan Cutthroat Trout.

**Barrick joins Nature Conservancy International Leadership Council [Beyond Borders].** To read more, [click here](#).

**Supporting biodiversity conservation in Papua New Guinea [Beyond Borders].** To read more, [click here](#).

**Nature Conservancy and Barrick restore Truckee River [Beyond Borders].** To read more, [click here](#).

**Barrick signs agreement supporting wildlife corridor in South Africa [Beyond Borders].** To read more, [click here](#).

## GRI EN 14 Managing impacts on biodiversity

Barrick, through its CSR Charter and Environmental Policy Statement, is committed to protecting, reclaiming and enhancing the environment on the sites where we operate. We have environmental management systems in place at all operations which outline our responsibilities to environmental stewardship and guide our environmental professionals in their activities. Barrick is currently developing a Biodiversity Standard to formalize our stewardship activities and environmental management approaches.



## GRI EN15 IUCN Red List species

In 2008, Barrick's environmental professionals reviewed their environmental impact assessments [EIA] and other lists of endangered or threatened species to identify plants or animals near our mine sites that are included on the International Union for Conservation of Nature [IUCN] Red List. Four plant species and 31 animal species [16 birds, one reptile, nine bats and five other mammals] were identified as threatened globally. These species are protected from mine impacts through the environmental management systems in place at our operations.

## GRI MM9 Environmental aspects of mine closure

All our operations have closure and reclamation plans in place which cover environmental aspects. These plans are produced during the initial project planning and design of each site. They are reviewed and updated during operations to ensure that environmental effects are addressed and financial obligations are satisfied. Barrick has also developed corporate guidance for closure planning and cost estimation in an effort to lead the industry in accurately estimating closure costs.

During operations, whenever possible, disturbed areas are contoured and revegetated after they are no longer required for active mining. At closure, in order to return the remaining disturbed land to a stable state for post-mining land use, we remove, relocate, demolish or transfer ownership of buildings and physical infrastructure; close pits and shafts; stabilize underground workings; treat tailings and waste water appropriately; and slope, contour, cap or cover and revegetate our waste rock dumps and tailings impoundments.

Barrick has taken a leading role in the design and construction of evaporative covers for both waste rock dumps and tailings impoundments, and has also won awards for its reclamation activities.

## Environmental Responsibility

### Emissions, Effluents and Wastes

#### Quick links

[GRI EN16 Greenhouse gas emissions](#)  
[GRI EN17 Other relevant indirect greenhouse gas emissions](#)  
[GRI EN18 Greenhouse gas emissions reduction initiatives](#)  
[GRI EN19 Ozone-depleting substances](#)  
[GRI EN20 Other significant air emissions](#)  
[GRI EN21 Water discharge](#)  
[GRI EN22 Non-processing waste disposal](#)  
[GRI MM3 Mining and processing waste disposal](#)  
[GRI EN23 Significant environmental incidents](#)  
[GRI EN24 Hazardous waste](#)  
[GRI EN25 Significant environmental impacts from discharges and runoffs](#)

Emissions, effluents and solid wastes are generated during mining and processing. Barrick reports on releases to air, water and land under community "right to know" emissions programs. In the United States we report through the [Toxics Release Inventory](#), in Canada through the [National Pollutant Release Inventory](#) and in Australia through the [National Pollutant Inventory](#).



#### GRI EN16 Greenhouse gas emissions

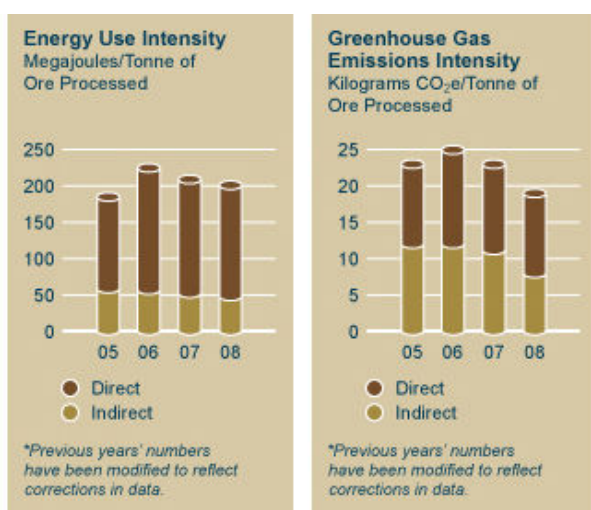
The most significant greenhouse gases [GHG] are carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons, and sulphur hexafluoride. Direct GHG emissions are emissions from sources that are owned or controlled by the reporting organization. At Barrick, direct emissions originate from burning fuel for energy and from explosives use. Indirect GHG emissions are generated at sources owned or controlled by another organization, where the energy is then used by Barrick. This includes purchased electricity. We track GHG emissions from our mining operations and, starting in 2008, from our office locations as well. In 2008, direct GHG emissions from our mining operations were 2.9 million metric tons and indirect GHG emissions were 2.1 million metric tons. Direct emissions from our other sites [offices, closure properties, development projects] were 390,000 metric tons and indirect emissions were 140,000 metric tons.

#### GRI EN17 Other relevant indirect greenhouse gas emissions

Indirect GHG emissions [also known as Scope 2 emissions] result from the use of purchased electricity, steam or heat. We report these emissions under GRI EN16. Transport-related activities such as business travel, employee commuting, delivery of goods and materials and our products, along with waste disposal activities are known as Scope 3 emissions. Barrick does not currently track Scope 3 emissions because of the difficulty collecting the information from our operations globally. We are assessing the possibility of doing so in the future.

#### GRI EN18 Greenhouse gas emissions reduction initiatives

Barrick has been tracking and reporting GHG emissions from our operations for five years now starting with 2004 data provided to the Carbon Disclosure Project in 2005. We have also established an Energy Group which has been assisting our operations in implementing energy efficiency programs and initiatives. Energy efficiency will serve to minimize GHG emissions. Innovative energy strategies implemented or underway include: solar and wind farms; energy awareness education; the use of solar water heating and high efficiency lighting at some of our mine camps; compressor controls and fuel management programs.



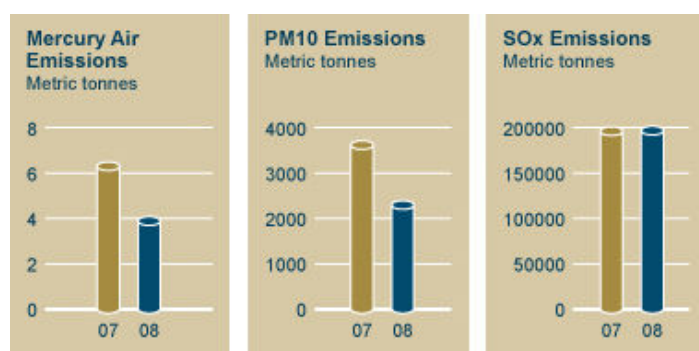
## GRI EN19 Ozone-depleting substances

Barrick sites do not use materials that contain ozone depleting substances [ODS] except for fire extinguishers and some refrigerants and machine shop solvents, therefore emissions of these substances are minimal.

## GRI EN20 Other significant air emissions

Dust is the most common air emission at Barrick's operations. We suppress dust emissions from roads, crushers and conveyor belt systems through the application of water to roads, the operation of mist sprays and dust collection systems at point sources, and the application of chemical surfactants at some locations.

Barrick's other significant air emissions occur at operations that process ore through mills, roasters, or autoclaves. These emissions include particulate matter, sulphur dioxide, carbon monoxide and mercury. Emissions from such facilities are controlled by the use of filters, scrubbers and other pollution control devices.



## GRI EN 21 Water discharge

Barrick reuses water at most sites, however, we do have 15 operations and closure properties that release water to the environment once it meets water quality standards or permit conditions,

Total water discharged under permit at nine active operations in 2008 was 43.0 million cubic meters. Total water discharged under permit from six closure properties in 2008 was 22.2 million cubic meters.

## GRI EN22 Non-processing waste disposal

A number of non-process wastes are generated each year at our operations. These wastes may differ by region and by operation, but typically include scrap metals, cans and bottles, tires, and office wastes. As much as possible, we try to recycle these wastes, however this is not always possible at some of our remote sites or at operations located in countries where recycling is not available. Non-hazardous waste not recycled is usually landfilled. Hazardous waste is addressed in GRI EN24 below.

Non-hazardous waste	
Offsite disposal	6,700 metric tons
Onsite disposal	35,000 metric tons
Waste recycled	76,000 metric tons

## GRI MM3 Mining and processing waste disposal

Mining involves the removal of non-ore bearing rock to access ore deposits. Because this material does not contain ore, it is called waste rock. Waste rock may contain trace amounts of metals that are naturally present in minerals, therefore it must be properly managed to reduce the risk of pollution. In most cases, waste rock is placed into engineered facilities where it can be covered with growth material and revegetated, or returned to underground workings or disposed of under water.

Tailings is the finely ground rock remaining after ore has been processed and the gold or copper has been removed. Because tailings is derived from mineralized ore, it contains trace metals as well as residual process chemicals. Tailings are most often managed at Barrick's operations by being placed in engineered tailings storage facilities [TSF]. The TSF stores tailings solids and water in a facility which, after cessation of mining, will be reclaimed. Safety is the number one priority in the design and management and ongoing monitoring of our tailings storage facilities.

The design of a modern TSF for a Barrick operation uses the best available technology, which meets the social, physiographic, climatic, biological and geochemical nature of the materials and the site. All components of the TSF design are assessed with respect to risk and risk tolerance and an independent technical review. Tailing storage facilities are designed to meet regulatory requirements for safety and environmental protection, as well as meeting commitments made to communities of interest. At four of our operating sites, tailings material is thickened to a paste or cemented and returned to underground workings, and at three operating sites, tailings material is placed into open pits.

Barrick currently uses the Mining Association of Canada's [A Guide to the Management of Tailings Facilities](#) to guide the design, operation and closure of our tailings facilities. We are committed to complying with these guidelines. The tailings facilities at active operations are inspected annually by the engineer of record or a similarly qualified professional engineer. In addition to these inspections, corporate or third-party audits are completed at many facilities each year.

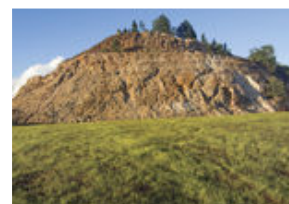
At our operations where it has been determined that waste rock and tailings have a potential for acid rock drainage, preventative management processes have been implemented. Barrick is a member of the [International Network for Acid Prevention](#) which works to address this global issue.

In 2008, we deposited 430 million metric tons of waste rock and 60 million metric tons of tailings material into engineered facilities.

## GRI EN23 Significant environmental incidents

Protection of wildlife is a priority at our operations. However, each year we have a small number of incidents where wildlife come into contact with process solutions or mine machinery. Investigation of these wildlife incidents promotes the opportunity for improvements.

Barrick has in place an environmental incident reporting procedure which is a critical part of our environmental management process. Significant spills and wildlife incidents



are reported to regulatory authorities, the corporate environmental department and then to the EHS committee of the Board. These incidents are investigated and measures put in place, where appropriate, to prevent a recurrence.

## GRI EN24 Hazardous waste

Barrick generates hazardous waste from our operations. These wastes include batteries, fluorescent lights, oils, solvents and laboratory assay wastes. The types of hazardous wastes vary among our sites; however all are recycled or disposed of in licensed waste facilities. In 2008, 13,300 cubic meters of liquid hazardous waste and 4,400 metric tons of solid hazardous wastes were disposed of or recycled according to appropriate legislation.

### OFF-SITE SPILLS

[Review the data here.](#)

[Full table](#)

## GRI EN25 Significant environmental impacts from discharges and runoffs

We discharge mine impacted water after treatment at 15 of our sites under permit at nine active operations and six closure sites. We monitor receiving water quality to ensure that discharged effluents meet permit compliance limits. Biological monitoring at some sites also ensures that we are not having a negative impact. In 2008, there were no significant environmental impacts from the discharge of 65.2 million cubic meters of water. For a discussion of our riverine tailings disposal at the Porgera mine, please see GRI MM3.

### WILDLIFE MORTALITIES

[Review the data here.](#)

[Full table](#)

### Tailings Management at Porgera

At the Porgera Joint Venture mine, located in Papua New Guinea, tailings management methodology involves riverine tailings discharge. The mine is situated in a region subject to seismic activity where landslides are common due to extreme, sudden rainfall. Combined with these conditions, very steep, unstable terrain makes safe construction and operation of a conventional tailings facility challenging.

The Government of Papua New Guinea approved the practice of riverine tailings in 1990, recognizing the very unique operating environment and risk associated with the area. The practice of riverine tailings disposal was in place at start-up, before Barrick acquired its interest in the property as a result of the Placer Dome acquisition in 2006.

A team of experts has been engaged over the last few years to review and evaluate alternatives to improve and reduce the discharge of tailings. This extensive effort has taken into account Porgera's unique circumstances and a full range of environmental, social, technical and regulatory considerations. Continuous improvement is being pursued in all areas, including waste management, processing and procedures.

Porgera Joint Venture operates based on a stringent, government-approved Environmental Management Program. Prior to disposal, the tailings undergo treatment. This includes neutralizing the tailings in the processing plant neutralization circuit, cyanide destruction of the carbon-in-pulp tailings, and extraction of dissolved metals through a limestone flotation process. The mine conducts extensive biological testing to determine the impact of the discharges on the aquatic environment. All discharges are within the water quality limits established by permit. Monitoring results are sound and the mine has never exceeded its compliance levels.



### Off-site spills

Operation	Substance	Amount	Description of Incident
Kidston Closure Project	Seepage water	250,000 liters	Seepage water discharged off-site due to failure of a water pump. The water flowed to a small natural channel which feeds nearby Charles Creek. The water was clear and appeared to be primarily rainwater; samples were taken and the regulators were notified.
Kainantu Project	Sewage water	24,000 liters	A contractor illegally disposed of raw sewage into the Ramu River. When discovered the contractor was ordered to stop.
North Mara	Leachate water	3,600 liters	Leachate water from a vandalized pipeline spilled onto a road and flowed to the Thigithe River
	Pit water	9,126,000 liters	Pit water from Nyabigena pit discharged into the Thigithe River. No discharge permit had been issued. A permit was subsequently issued.

### Wildlife Mortalities

Operation	Species	Description of Incident
Bald Mountain	1 Sparrow	Found near Processing Plant
Cortez	1 Bobcat	Found near Processing Plant
Golden Sunlight	1 Western Grebe	Found in the Tailings Impoundment
Darlot	1 Domestic Goat	Found in the Mill sump
Lawlers	3 kangaroos	Found in the Tailings Impoundment
	1 bird	Found in the Tailings Impoundment
	2 kangaroos	Found in the Tailings Impoundment
	9 Pacific Ducks	Found in the Tailings Impoundment
Plutonic	5 Grey Teal Ducks	Found in the Tailings Impoundment
Bulyanhulu	3 birds	Found near Processing Plant
Tulawaka	3 Marabou Storks	Found in the Tailings Impoundment
	1 frog	Found near Processing Plant
	1 snake	Found near Processing Plant

## Environmental Responsibility

### Products and Services

#### GRI EN26 Significant environmental impacts of products

Barrick's main product is gold. Silver is recovered as a secondary product at some operations. In addition, our Zaldívar operation in Chile and the Osborne operation in Australia are copper mines.

Once refined, gold and silver are stable [they do not react] in the environment and are non-hazardous metals. Copper is produced as a concentrate or is processed into copper cathodes. Copper, is necessary for biological functioning; however copper compounds may be hazardous to plants and animals if ingested in large amounts. We monitor our effluents at our copper mines to ensure we are not introducing excess copper to the environment.



#### GRI EN27 Product recycling

Because of its high value, gold has been recycled through the ages. It is estimated that over 85 percent of all gold historically mined is still in circulation. Industrial and photographic silver are the most important sources of silver recycling. The recycling efficiency for silver scrap is approximately 97 percent. Current recycling rates for copper average over 85 percent. In fact, copper's recycling rate is higher than that of any other engineering metal.



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## **Environmental Responsibility**

### **Compliance**

#### **GRI EN28 Significant fines for environmental non-compliance**

One of our goals is to operate in full compliance with all environmental regulatory requirements and permits. Any written directive from a regulatory agency is considered by us to be a regulatory action. In 2008, we received 71 regulatory actions globally. We were assessed \$56,960 in fines from three operations. Our Golden Sunlight mine in Montana received a fine for an incident in 2007 when controls were left off equipment. The Kanowna and Kalgoorlie mines in Australia received fines in 2008 relating to environmental spills which occurred in 2006 and were reported in our 2006 Responsibility Report.

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## **Environmental Responsibility**

### **Transport**

#### **GRI EN29 Significant environmental impacts of transportation**

Potential impacts of transportation of products, goods and materials used at our operations and transportation of members of the workforce would include an increase in greenhouse gas emissions, the potential for traffic accidents and increased exposure to dust from travel on unpaved roads.

At many of our operations, we provide bus transportation for our employees to and from the site which reduces the risk of accidents, decreases the amount of dust and reduces our carbon footprint. Other operations have camp facilities so daily transportation is not required. Teleconferencing and video-conferencing have contributed to a reduction in employee plane travel over the past few years.

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## **Environmental Responsibility**

### **Overall**

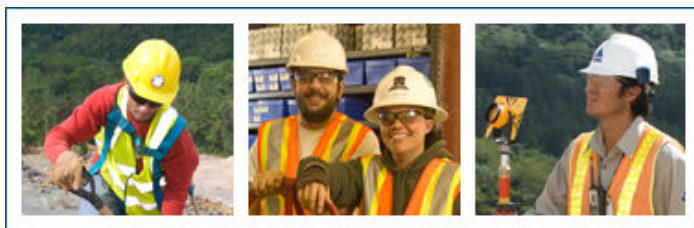
#### **GRI EN30 Environmental protection expenditures**

Environmental protection expenditures include the cost of environmental monitoring, mitigation of environmental contamination, equipment to reduce emissions and the disposal of hazardous waste. These environmental costs for 2008 totaled \$16 million. Other environmental costs, including reclamation activities and the salaries of our environmental professionals, are often not tracked separately; therefore one inclusive number is not available.

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## Employees and Labor Practices

At Barrick, we recognize that attracting, retaining and motivating the best people is a critical success factor for our business. We are committed to developing the full potential of our employees. We offer a variety of career paths, challenging work assignments, career and skills development, attractive salaries and benefits tailored to each region.



Due to the geographic and cultural diversity of our workforce, we have a blend of global, regional and site-based Human Resources programs. We take a global approach to workforce planning and talent management to form a consistent understanding of the labor markets in which we operate and in the performance of our people. We take a regional approach to compensation and benefits, training and employee relations to address the unique labor markets and social conditions in the countries where we operate. This combined approach has allowed us to implement targeted local programs that attract, retain and motivate our staff, while reflecting local norms.

In 2008, regional or site differences in employee turnover rates ranged from very low in some areas where we operate, to high in others. For the past few years we have seen an economic boom in the resource industry that resulted in skill shortages and high turnover due to the competitive labor market. We anticipate, however, that the recent economic slowdown will see turnover rates stabilize and we see this as an opportunity to build the skills and knowledge of our workforce.

*Responsible Person:* Vice President, Human Resources

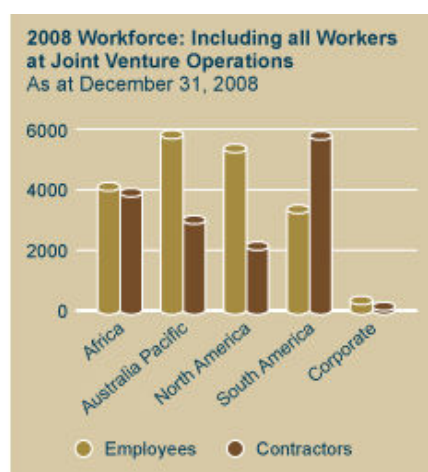
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## Employees and Labor Practices

### Employment

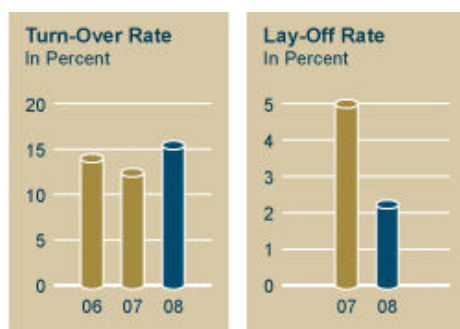
#### GRI LA1 Workforce

Barrick's workforce includes both employees and contractors. In 2008 we had approximately 19,000 employees and 15,000 contractors working at our operations [both wholly-owned and joint-ventures], development projects, exploration groups and regional and corporate offices.



#### GRI LA2 Workforce turnover

Barrick's turnover rate for employees had been tracked at the regional level for a number of years, but was not tracked globally until 2006. This information is not yet available by age group and gender, but we are working towards providing this information in the future.



#### GRI LA3 Benefits

Barrick conducts business in many countries and provides wages and benefits relative to regional economics. We exceed average wages in the countries where we operate. Men and women employed in the same job category receive the same remuneration, according to their level of experience and length of employment. Benefits provided are in line with cultural sensitivities and include a core group of health care benefits at all operations, as well as

non-core regional benefits. Non-core benefits are partially determined by local competitive practices and needs, and may include pension and other retirement programs, maternity or parental leave and employee assistance programs. In general, full-time employees receive our full complement of the benefits available in their region, while part-time and contract employees receive fewer benefits. Since this is locally determined, global information is not available.

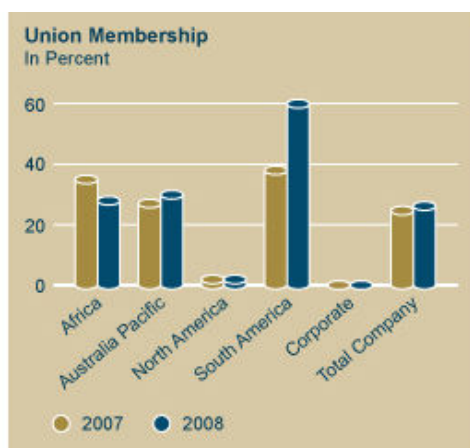
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## Employees and Labor Practices

### Labor/Management Relations

#### GRI LA4 Trade union representation

Barrick respects the rights of employees to freedom of association and collective bargaining. We have a number of facilities around the world with unions or bargaining associations. We have worked and continue to work closely with these groups over the years to develop and manage effective labor relations programs. In 2008, approximately 26 percent of our employees were covered by collective bargaining agreements.



#### GRI MM4 Strikes and lockouts

In June 2008, a nationwide mining strike occurred in Peru called by the National Mining Federation. The strike was called to demand that the federal government legislate greater profit sharing and better pensions for Peruvian miners. Employees stopped work at our Pierina mine but returned to their jobs a few days later when the strike ended.

#### GRI LA5 Communication regarding operational changes

During major changes to our operations, we keep our employees informed through the quarterly Barrick News, targeted newsletters, on-line information sessions, the company intranet and face-to-face meetings at each site as necessary. For those sites where there are collective agreements in place, we respect minimum notice periods regarding communicating operational changes.

**GRI LA6 to GRI LA9** These indicators have been addressed in the Occupational Health and Safety section.

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## Employees and Labor Practices

### Training and Education

#### GRI LA10 Training

Personal development opportunities are an important benefit we provide to our employees. Skills development and apprenticeship programs are often available at our sites. In addition, tuition reimbursement is provided in many cases for off-site, employment-related education. In 2008, Barrick provided 730,000 hours of environmental, health, safety and emergency response training and over 365,000 hours of technical, managerial and leadership education offered both on and off site. This training ranges from university degree courses, technical short courses, to one- to two-day computer skills courses. We also sponsored 189 apprenticeships at 12 operations in 2008.

#### GRI LA11 Skill management and life-long learning

Barrick believes in life long learning and that our employees can have multiple careers within our organization. Our career development program, known as COMPASS, includes career paths, development programs and performance support resources that allow us to work with our employees to help them fulfill their potential. Skills development programs are role based. We integrate individual needs with work duties and career objectives. Most of our programs are self directed and utilize on the job assignments and mentoring to enable our staff to realize their career objectives. Additionally, professionals who participate in continuing professional development programs, offered through universities or professional associations, are eligible for tuition reimbursement.

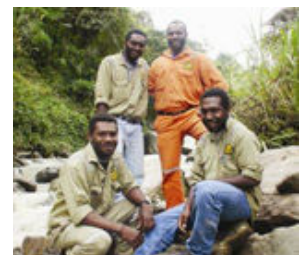
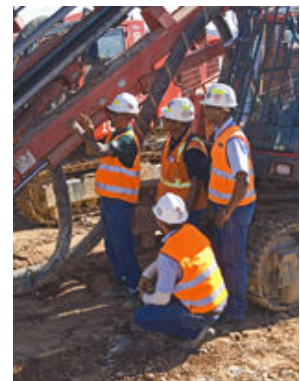
Barrick invests significant efforts in maintaining a leadership pipeline. Investments include programs like the Powerful Leadership program; a major initiative to strengthen the leadership skills of our supervisors and managers. This program builds skills for frontline personnel who have responsibility for coaching and managing employee performance. Powerful Leadership training develops skills for providing feedback and coaching, leading change, delegating, resolving conflict, managing performance problems, and motivating high performance teams.

Advanced leadership development is achieved by sending our more seasoned managers through rotational and expatriate assignments, special projects and Barrick-sponsored academic coursework. Many of our regions have long-standing relationships with universities and private institutions in their region.

Our investment in technical development sustains our ongoing achievements in operational excellence. We have a professional development program for engineers and geoscientists that have joined us directly from post-secondary education. This development program is designed to accelerate the learning curve and advance the careers of our technical employees through active mentoring from more experienced professionals, targeted learning and individualized work assignments.

Many Barrick employees are part of our Global Succession Planning Program, which provides employees with a chance to increase their knowledge and skills by transferring them into assignments of greater complexity at other Barrick sites, both regionally and internationally.

When a mine closes, we may be able to offer continuing employment opportunities at other Barrick operations. In some regions, we can offer out-placement services or help with resumes and job hunting strategies.



## GRI LA12 – Career development

We currently have performance review and career management processes in place for employees at all our operations and offices. Processes may vary from site to site, as Barrick has grown through acquisition and inherited different systems; however we are working to align these processes. One hundred percent of executives, senior and middle managers and 25 percent of first line managers are covered by an annual formal performance planning and assessment processes. Supervisor and non-management individuals participate in site specific performance management review processes for professional and skilled employees. Employees in work crews at our operations have regular key performance indicator appraisals, often in a team format.

### IMTT Training Program in Tanzania

Barrick is providing funding for the startup of a national program to develop skills in Tanzania's mining sector. The Integrated Mining Technical Training program will offer Tanzanians the skills they need to participate in the country's growing mining sector, reducing the industry's reliance on foreign-trained workers.

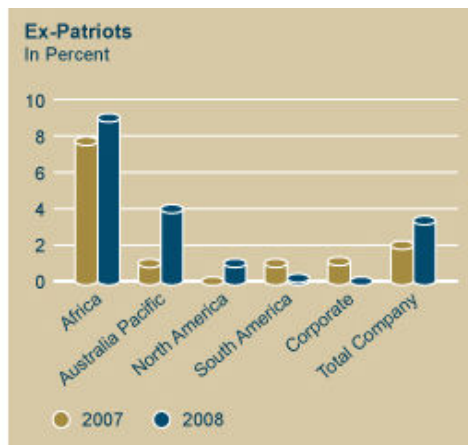


## Employees and Labor Practices

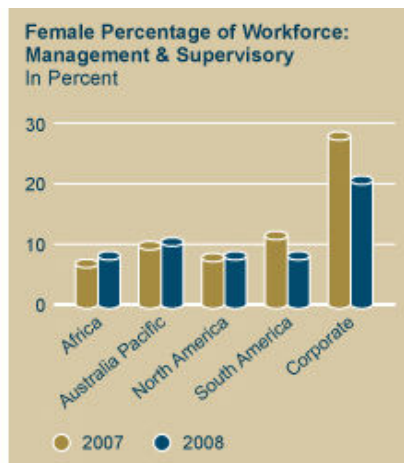
### Diversity and Equal Opportunity

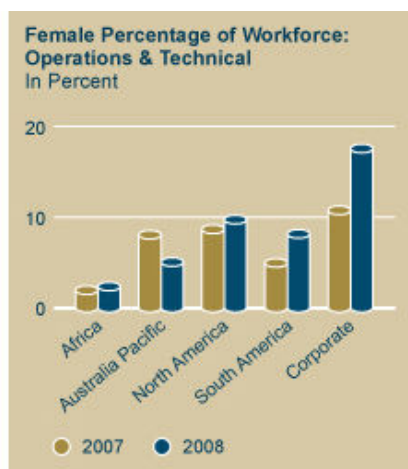
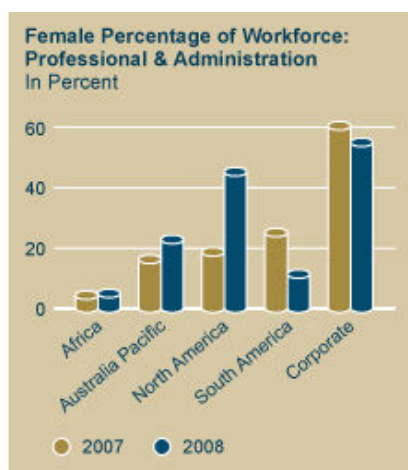
#### GRI LA13 Diversity of governance bodies and employees

A diverse workforce encourages creativity and innovation. We draw our workforce from many countries around the world, including each country where we operate, with the result that our workforce is extremely diverse in terms of national and ethnic backgrounds. We are committed to the localization of our workforce. To this end, we first recruit the bulk of candidates for employment from the local and regional areas near our operations. In 2008, the number of expatriates at our operations varied regionally, but globally they represented less than 3.5 percent of our employees.



The workforce in the mining industry is predominantly male, and many women see this as a barrier to gaining employment in the industry. At Barrick, our focus is to employ the best person for the job; to choose people on merit. Our challenge is to ensure that we are welcoming to women so that we can employ the best among a wide candidate base. We continue to introduce policies and flexible work practices to encourage higher participation rates of women in the workforce.





The company is committed to fair employment practices and a workplace in which all individuals are treated with dignity and respect. We do not tolerate or condone any type of discrimination prohibited by law. The company expects that all relationships among persons in the workplace will be professional and free of bias and harassment. We are committed to ensuring that both the letter and the spirit of the law is recognized and in effect with respect to promoting equal opportunity in the workplace and ensuring all persons (both employees and potential employees) are treated on their merit.

Merit is the basis upon which decisions affecting employment and career development are made. The fundamental criteria are work performance, qualifications, competence, abilities, skills, knowledge and experience relevant to the job.

Any employee, supervisor or manager who is found, after appropriate investigation, to have engaged in unlawful discrimination, victimization or harassment of another employee will be subject to appropriate disciplinary action, which depending on the circumstances, may include dismissal. In all cases, the action will be designed to ensure that there is no repetition of the conduct.



#### Board of Directors and Senior Management by Gender

	Female	Male
Board of Directors	0	14
Executive Level	2	26
<b>TOTAL</b>	<b>2</b>	<b>40</b>

#### GRI LA14 Equality of wages

We consider men and women equally in our search for new employees. Men and women employed in the same job category receive the same remuneration, according to their level of experience and length of employment.

# Safety and Occupational Health

## Quick links

[GRI LA7 Safety performance](#)  
[GRI LA8 Serious diseases](#)  
[GRI LA9 Trade unions and safety](#)  
[GRI MM11 Emergency response for employees and communities](#)

Nothing is more important to Barrick than the safety, health and well-being of our workers and their families. Our vision of "Every person going home safe and healthy every day," supports this commitment of a safe and healthy workplace. All injuries and occupational illnesses are preventable, and there is no job worth doing in an unsafe way. Therefore, our goal is to be a zero incident company.

As a leader within the mining industry, Barrick is in the forefront of implementing operational improvements that result in superior safety and occupational health performance. Barrick's management practices fully integrate safety and occupational health evaluation, planning and design into its business development strategies.



We believe that sound safety and occupational health practices are in the best interests of our employees, our business, our shareholders, and the communities in which we operate. The Barrick Safety and Health System and the Courageous Leadership program support the [Barrick Safety and Health Policy](#) and endorse our vision.

Regular corporate audits at our operations help ensure that safety and occupational health hazards have been identified and that effective safety and health management controls are in place. As with our environmental audits, when safety and health audits identify deficiencies, our investigations attempt to recognize the fundamental causes underlying these deficiencies so that effective corrective actions can be implemented.

*Responsible Person:* Vice President, Safety and Occupational Health

## GRI LA6 Safety and health committees

All our operations have safety committees and conduct regular safety meetings that fit the needs and requirements of each individual site. Many of our operations conduct daily safety meetings, while others conduct meetings on a weekly basis. Joint representation of managers, supervisors and workers on our safety committees ensures that we hold each other accountable for superior safety and health practices and to provide the leadership and resources needed to achieve our vision. Ad-hoc safety meetings are also conducted throughout the various functional areas within each operation to involve all workers in eliminating unsafe conditions in the work environment.

## GRI LA7 Safety performance

Safety and health performance metrics are key measures toward our goal of zero workplace incidents. These performance metrics are substantiated by audits and inspections. In 2008, we continued an 11-year trend of improving our reportable and lost time injury frequencies. Since 2002, there has been a 70 percent improvement in Barrick's safety performance in total reportable injury frequency rates. Lost time injuries decreased 33 percent from 2007, while total reportable injury frequencies decreased 13 percent from 2007.

However, our improvements were overshadowed by three fatalities in 2008. Two miners working for a contractor were fatally injured at our Getchell Mine, in Nevada, United States. Another contractor was fatally injured by a lightning strike at our Pueblo Viejo project in the Dominican Republic. We are deeply saddened by these fatalities.

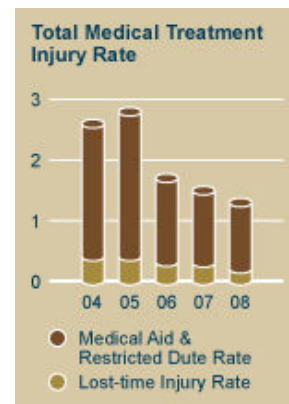
As part of our commitment to an incident-free workplace, a global team of certified Barrick investigators thoroughly investigated the incidents and the results, including lessons learned, were shared across the organization. We have ceased operations at Getchell until we can determine if we can operate the mine safely. We have also implemented a global Lightning Protection Policy to ensure the protection of our workers, equipment and facilities from lightning strikes.

Barrick recorded just over 50,000 total Illness Lost Days (includes days lost due to malaria illnesses) for 2008. This translates to 2.2 days per worker per year. In 2007, we began to gather data on the causes for absenteeism due to illness and in 2008 published the first annual Health Report identifying the top causes of days lost to illness. Barrick Health initiatives are still in the early stages; however the global Health Team has made progress by identifying absenteeism causes and focusing in key areas towards prevention.

Barrick continues to raise awareness for a healthy workplace. This includes further analysis of the data in the Barrick Health Report, a focus on fitness for work, industrial hygiene programs, ergonomics in the workplace and a review of malaria in Tanzania. In 2008, we identified occupational diseases across the company; the top three included silicosis, noise-induced hearing loss and muscular-skeletal disorders. In 2009, we will collect statistics on occupational disease.

### GRI LA8 Serious diseases

Barrick employees play a key role in managing their own health but the company can assist in several ways, primarily through education and information. In 2008, Site Health Assessments were conducted at most of our sites to make sure employees have the right training and competencies so they can work safely in their work environments. As well, Barrick has stepped-up efforts to ensure the work environment meets the best standards related to risk factors such as dust, noise, or presence of chemicals.



As with our employees, the safety and health of the communities we operate in is vital to our commitment to responsible mining. We believe a healthy population is the foundation for sustainable development and a stable business environment. Our goal is to empower our employees, local families and the broader community to lead healthier lives. A sample of Barrick's numerous wide-ranging health programs include funding community-based HIV/AIDS awareness programs and clinics in Tanzania, Papua New Guinea, North America and Australia; teaming up with World Vision to fight child malnutrition and poverty in Peru; expanding a successful oral hygiene campaign for school children in the San Juan province in Argentina; supporting several primary school breakfast programs in Australia. Barrick also works with governments and NGOs to help address local health challenges and, most often, systemic gaps in service delivery



**Barrick's global health initiatives** [Beyond Borders].

To read more, [click here](#).

**A legacy of safe water in Tanzania** [Beyond Borders].

To read more, [click here](#).

**Global Report: Focus on healthy communities** [Beyond Borders].

To read more, [click here](#).

### GRI LA9 Trade unions and safety

At sites that have labor unions in place, union representatives and Barrick site management work together to ensure a mutual understanding of health and safety topics.

### GRI MM11 Emergency response for employees and communities

Barrick maintains emergency response teams at all its sites throughout the world. These highly trained, skilled professionals are the first responders to any mine emergency. They are experts at first aid, fire-fighting, dealing with hazardous chemicals, and emergency rescues. The teams log many hours of intensive training to ensure they are well prepared to respond to emergencies. In 2008, our teams completed over 113,000 hours of emergency response training. To support their training, our teams compete in various mine rescue competitions with other mining companies. Many of our emergency response teams have earned awards at these competitions for rescue and fitness challenges.

#### Barrick's Commitment to Safe Driving

As part of the Drive First program for employees, Barrick has purchased four "light vehicle" simulators to help drivers develop their skills, judgment and response. Drivers use the simulators to practice maneuvers and techniques, and to improve their skills with hazardous situations, traffic patterns and landscapes in a systematic way. Simulation training reinforces positive decision making through training in realistic, risk-free situations. The simulators replicate real-world driving environments and road conditions, and can be configured to simulate standard automobiles, fire trucks, ambulances, emergency vehicles, sport utility vehicles, 18-wheelers, and other vehicles.

The Drive First program also includes the development of driver safety education training through the use of interactive online training modules. The online training consists of five modules that focus on defensive driving, risk factors, impaired driving, safety practices and managing hazards. This is an effective way for employees to learn about driving hazards and incident prevention. The modules are not designed to train people how to drive, but rather, improve the driver's awareness of safety hazards and help them assess their driving behaviors. The result is improved safety knowledge and safe practices on the road.

In the San Juan province of Argentina, where Barrick's Veladero mine is located, traffic deaths in early 2007 were twice as high as the previous year, setting off serious concern. Recognizing road safety as an urgent issue for the community, Barrick initiated an awareness campaign in 2007 under the slogan *Sharing the Road: Solidarity and Respect for Life*. The campaign, which continued throughout 2008, brings together institutions and specialists in the road safety field with local artists, who come up with messages, educational communications and actions that target various groups. They are working to create more awareness about road safety among the general public and Barrick workers.



#### Absenteeism Causes Identified

Barrick's first annual Health Report identified the most common health related issues in each of our operating regions. This data gives us a clear idea of where to focus our efforts to improve absenteeism rates. Two areas of focus are fatigue and altitude-related issues in our South America region. Fatigue is a serious concern and the South America region has implemented a fatigue management program which may have applications in other regions as well.

Sprains, strains and other soft tissue injuries are the number one cause of non-work related absenteeism in North and South America. These musculoskeletal injuries were in the top four causes across all business regions. The study also identified causes for absenteeism due to illness. In Africa, the most common illness was malaria, while in Australia it was upper respiratory conditions. Surprisingly, off-the-job accidents figured as one of the top four causes of absenteeism in North and South America and in Australia.

#### Women's Health Program in Argentina

Since 2005, Barrick has invested in a program near our Veladero mine in Argentina, to improve women's health through education and early detection of breast and uterine cancer. To date, three campaigns have been carried out, two in Iglesia and one in Jachal in the San Juan province. Barrick covers the cost for physicians to visit local communities and provide free medical examinations and information. Working in partnership with OSDE (Organización de Servicios Directos Empresarios), a private health service delivery organization, the program has served over 500 women to date. Early detection and diagnosis are critical in treating these diseases. In 2008, following the campaign in Jachal, 15 local women were sent to the city of San Juan to receive cancer treatment.



### Community Health Intervention Project

In 2008, Barrick health staff and 25 Tanzanian medical students, from the Muhimbili University of Health and Allied Health Sciences in Dar es Salaam, conducted an intensive summer health campaign targeting 10 remote villages near our Bulyanhulu mine in Tanzania. The key focus of the campaign was to empower individuals at greatest risk for infection of HIV, malaria and tuberculosis with the knowledge and skill to diagnose, prevent and seek appropriate treatment for these communicable diseases. The program enabled the medical students to interact with residents of underserved, isolated communities and to act as mentors to local health workers near the mine. It also provided training for the students while delivering an important service to the communities. During the campaign, the students interacted with an estimated 4,000 people and distributed 450 bed nets.



This latest initiative continues to build on Barrick's well-established HIV/AIDS and malaria programs in Tanzania where these diseases pose serious health risks to employees and the communities in which they reside. Barrick is an active partner with government, the medical community, local organizations and international NGOs such as the African Medical & Research Foundation (AMREF), to improve public health in Tanzania.

### Emergency Response for Communities

Barrick's emergency response team from our North Mara and Bulyanhulu mines in Tanzania responded quickly to catastrophic flooding from severe rainstorms in the Mererani district approximately 300km southeast from the North Mara site. The Barrick team was instrumental in expediting the planning and response efforts of the local emergency committee and providing pumping equipment to assist with dewatering.

In the Ancash Region of Peru, seven workers at the El Pionero coal mine were trapped by an avalanche that covered the mouth of the shaft. An emergency response team from Barrick's Pierina mine was immediately dispatched to the scene where they rescued all seven workers.

In Alaska, USA our Donlin Creek project emergency response team responded to a call from the Alaska State Troopers about a downed aircraft that had crash landed 25 miles southwest of the Donlin Creek camp. Emergency preparedness and quick action resulted in the pilot's safe rescue in less than 40 minutes.



## Human Rights

Barrick's [Corporate Social Responsibility Charter](#) affirms our commitment to observe the fundamental tenets of human rights. This commitment is imbedded in our corporate culture and is aligned with the principles in the UN Universal Declaration of Human Rights. We recognize that the scope and breadth of human rights is far reaching. As stated in the Declaration, "everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services" and "everyone has the right to education." Barrick makes an active and positive contribution to human rights through programs that provide access to education, clean water and health services for the communities neighboring our mines.



All our employees are to be treated with respect and dignity. We are committed to providing equal opportunity and freedom from discrimination for all of our employees and contractors. We are also committed to ensuring that our employees and contractors uphold the elimination of all forms of forced and compulsory labor and support the effective abolition of child labor. Barrick promotes the health and safety practices for our employees; and adheres to security practices based on the Voluntary Principles on Security and Human Rights (VPSHR). Our commitment to these rights led Barrick to becoming a signatory to the [UN Global Compact](#) in 2005.

Our [Code of Business Conduct and Ethics](#) includes information on formal reporting channels and on our confidential Compliance Hotline and encourages employees to express concerns regarding ethical issues and to report human rights violations.

*Responsible Persons:* Executive Vice President, Corporate Affairs and Executive Vice President & General Counsel.

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## Human Rights

### Investment and Procurement Practices

#### GRI HR1 Human rights and investment agreements

Barrick did not finalize any significant investment agreements that moved the company into a position of ownership in 2008, with the exception of Cadence Energy in Canada which has been excluded from the boundaries of this report. Therefore, there were no significant investment agreements in 2008 that required human rights clauses or screening.

#### GRI HR2 Human rights screening

Significant investment / procurement agreements include human rights clauses, as we require our suppliers to adhere to our standards and policies. We developed a [Supplier Code of Ethics](#) which was implemented in 2008, and we screen our suppliers according to this Code. The Code is designed to help suppliers understand the business and ethical standards they must follow in any business dealings with, or on behalf of Barrick. In all business dealings with Barrick, suppliers shall comply with the principles of the UN Global Compact, all applicable local laws and the suppliers own code of ethics policy.



By the end of 2008, 60 percent of our significant suppliers had self-certified with our Supplier Code of Ethics. Our goal is to have 80 to 85 percent of our suppliers certified by the end of 2009.

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## Human Rights

### Non-discrimination

Discrimination involves the act of treating a person unequally on the basis of race, color, sex, religion, political opinion, nationality or social origin. We believe that every individual must be accorded equal treatment and that everyone in the company is responsible for ensuring that the workplace is free from all forms of discrimination, harassment and retaliation.

### GRI HR4 Discrimination

All incidents of discrimination reported to the company in 2008 were thoroughly investigated and resolved.



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## Human Rights

### Freedom of Association and Collective Bargaining

We respect the rights of our employees to freedom of association and collective bargaining. We have a number of facilities around the world with unions and/or bargaining associations. We have worked and continue to work closely with these groups over the years to develop and manage effective labor relations programs.



### GRI HR5 Freedom of association

#### Regions Identified As Having Significant Risks to Freedom Of Association

Region	Yes/No	Description
Africa	No	South Africa – freedom of association laws enacted Tanzania – Barrick supports formation of unions and freedom of association. Union representatives are on site. No significant risk in South Africa or Tanzania
Australia Pacific	No	No significant risk in this region
North America	No	No significant risk in this region
South America	No	No significant risk in this region

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## Human Rights

### Child Labor

The International Labour Organization's [ILO] definition of child labor includes employment of children that is economically exploitive, likely to be hazardous or to interfere with the child's education, or likely to be harmful to the child's health or physical, mental, spiritual, moral or social development.



### GRI HR6 Child labor

The legal age at which young people may work varies from jurisdiction to jurisdiction. Barrick will not knowingly employ a person who is under the legal age of employment, or where that employment would contravene the ILO definition of child labor. In collaboration with the government of Tanzania, Barrick initiated a comprehensive program to assist the artisanal and small scale miners near our North Mara mine. The program features a component which addresses child labor in small-scale mining.

There were no incidents of child labor at our operations in 2008.

### Regions Identified As Having Significant Risks For Incidents Of Child Labor

Region	Yes/No	Description of activities/policies
Africa	No	South Africa – minimum age for employment is 15, Barrick minimum age is 18 Tanzania – minimum age for employment is 14, Barrick minimum age is 18
Australia Pacific	No	No significant risk in this region
North America	No	US Federal Guidelines are followed – minimum age for employment is 18
South America	No	No significant risk in this region

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## Human Rights

### Forced and Compulsory Labor

The ILO definition of forced and compulsory labor includes all work or service, not voluntarily performed, which is extracted from an individual under threat of force or penalty.

### GRI HR7 Forced labor

There were no incidents of forced or compulsory labor at our operations in 2008.

#### Regions Identified as Having Significant Risks for Incidents of Forced or Compulsory Labor

Region	Yes/No	Description
Africa	No	No significant risk in South Africa or Tanzania
Australia Pacific	No	No significant risk in this region
North America	No	No significant risk in this region
South America	No	No significant risk in this region

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## Human Rights

### Security Practices

Barrick explores and operates in places in the world where our employees and assets may need to be protected from various security threats. In these places, we employ security staff or retain contractors to protect our employees and assets. Our comprehensive security policy based on the Voluntary Principles on Security and Human Rights (VPSHR) was implemented globally in 2008 and training programs are now in place at all relevant operations and projects. In 2009, we continue to monitor compliance with the VPSHR via an external independent review process.

### GRI HR8 Security personnel

As part of our security program, all security managers and security officers who carry firearms receive human rights training and all operations where firearms are used are governed by the requirements of the United Nations Guidelines for the Use of Force and Firearms by Law Enforcement Officials (as required by the VPSHR).

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## Human Rights

### Indigenous Relationships

#### GRI HR9 Indigenous peoples

Barrick believes that indigenous peoples deserve to be treated with respect and cultural sensitivity, recognizing the extent of their unique local knowledge and close attachment to the land. We are committed to respectful, long-term engagement with the indigenous communities in the areas where we have operations and exploration projects. Some of our most extensive and rewarding engagement has been with the Diaguita of the Huasco Alto near our Pascua-Lama project in Chile, the Wiradjuri Condobolin community near the Cowal mine in Australia, the Tahltan First Nation at the recently closed Eskay Creek mine in British Columbia, the Pic Mobert First Nation near the Hemlo mine in Ontario, Alaska Native communities neighboring the Donlin Creek project, and Western Shoshone tribes in rural Nevada. Our site management community relations staff around the world work diligently to foster constructive relationships that are mutually beneficial and yield opportunities for social, educational and economic development for indigenous peoples.

In July 2008, Barrick reached an historic Collaborative Agreement, creating an Educational Legacy Fund for Western Shoshone tribal members in Nevada.

**Historic agreement reached with Western Shoshone** [Beyond Borders].

To read more, [click here](#).



In December 2007, the Hemlo mine in Ontario signed a socioeconomic benefits agreement with the Pic Mobert First Nation. The agreement will create new opportunities for the Pic Mobert people to develop skills for present and future mining opportunities, along with support for the development of First Nation-led businesses and involvement in environmental stewardship.

In addition to sharing the direct benefits from opportunities associated with our mines, such as employment and business development programs, we also work closely with our indigenous partners to develop initiatives that help preserve their unique cultural traditions and empower indigenous youth, who are often marginalized and at-risk. For example, in 2008 we launched a partnership with Role Models Western Australia, an organization which provides assistance and support to remote indigenous communities.

**New partnership provides opportunities for indigenous girls** [Beyond Borders]. To read more, [click here](#).

Barrick is a member of the International Council on Mining and Metals [ICMM] and we are active participants in the ICMM Indigenous Peoples Working Group. To read more about ICMM's resources on engagement with indigenous Peoples, [click here](#).

#### GRI MM5 Operations near indigenous peoples' communities

Significant operations located in or adjacent to indigenous peoples' territories include the Cowal mine in Australia, our Nevada mines in the United States, the Pascua-Lama project in Chile/Argentina, the Hemlo mine and Eskay Creek closure property in Canada and the Donlin Creek project in Alaska, United States.

##### Read More

At a 2008 celebration to commemorate the second anniversary of legal recognition of the Diaguita community of the Huasco Alto as an official indigenous group in Chile, Barrick and the Diaguita launched the Etnia Diaguita Chile book (published in 2007). The 2008 documentary film on the Diaguita community near our Pascua-Lama project in Chile, which recounts ancestor stories and describes their customs, language and traditional activities. The Etnia Diaguita Chile book is now part of educational materials for 202 schools in the Atacama Region. Other cultural preservation activities continued throughout the year as we worked with the Diaguita to convene workshops and instruction courses on topics such as traditional handicrafts. To-date, more than 120 Diaguita community members have participated in these workshops to promote the transfer of local knowledge from generation to generation.

We provided assistance on legal support to a number of Diaguita on property titles and recognition status in 2008, and provided technical assistance and productive development programs for cattle farming including health, vaccination, breeding, care and animal management. In 2008, Barrick awarded 45 educational scholarships to Diaguita youth to continue their high school studies.



# Social Responsibility

RESPONSIBLE MINING  
Global Commitment  
Local Engagement



Since Barrick's inception in 1983, we have participated in the economic and social development of communities around the world. With over two dozen world class operations and development projects across five continents, Barrick has worked with a range of host communities, each of them unique. Despite varying socio-economic conditions, political climates and cultural histories, we consistently see a strong desire from the majority of community members to constructively engage with us to advance mining projects, based on a mutual understanding that what is good for society is also good for business. The key to ensuring the benefits of mining are shared with communities, lies in adapting our global commitment to responsible mining so that it reflects the local realities of each of the communities where we work.

Throughout the life-cycle of a mine, Barrick's community relations staff are dedicated to understanding the concerns and issues facing our host communities. Our approach builds trust and mutually beneficial relationships that guide how we develop our mitigation plans and responsibly manage our risks. This genuine engagement is a fundamental element of how we do business, ensuring that any potential impact of mining is adequately addressed, while fostering community empowerment and self-sufficiency.

Our community relations teams, as well as regional and site employees, are guided by our Community Engagement and Sustainable Development Guidelines. The Guidelines outline the principles, standards and approaches applied by Barrick during community interactions. They are based on international best practice including the International Finance Corporation [IFC] Performance Standards and ICMM's Sustainable Development Framework. In 2008, a Community Relations Strategy was developed that features a monitoring system comprised of social and community related metrics. The Strategy will provide a more focused and systematic approach to social risk management and community relations.

Barrick's community relations programs are managed at the regional level by a senior person responsible for developing strategy. At the site level, our community relations teams vary in size depending on need.

*Responsible Person:* Executive Vice President, Corporate Affairs



## Social Responsibility

### Community

#### Quick links

[GRI MM6A Land and customary rights](#)  
[GRI MM6B Dispute resolution](#)  
[GRI MM7 Artisanal and Small-Scale Mining](#)  
[GRI MM8 Resettlement](#)  
[GRI MM9 Social aspects of mine closure](#)  
[GRI MM10 Significant incidents affecting communities](#)

### GRI SO1 Community development

Barrick is proud of the contribution we have made in the area of community development at our sites and projects. It is often through sustainable programs and initiatives, developed with our community partners, that hope and future prosperity is sustained beyond the life of the mine. Over the last 25 years, we have seen many of our host communities prosper, showing visible signs of improved quality of life and standard of living. In 2008, we made our vision formal as a driving force of our corporate relations strategy. This vision is intended to capture the key elements of our community relations approach:

- Strong collaboration with the community
- Mutual benefits for the company and the community
- A positive sustainable legacy

### Community Relations Vision

**Working together with local communities for mutual long-term success**

Leaving a positive and sustainable legacy requires a strong understanding of the social and economic relationships between the mine and the surrounding communities. A sustainable legacy also represents a shift from a traditional philanthropy approach to strategic social investment and partnership development. Barrick focuses on sustainable development to benefit the community over the long term. Our mines may operate in communities for 20 years or more in some cases, so we strive to provide opportunities for people to increase their skills and capabilities. This can bring lasting benefits to the community.

Examples of this approach at the local level include direct employment, local procurement and community projects. Associated with these examples are our efforts to develop lasting capacities, which will continue after mine closure. In emerging markets with limited infrastructure, gold mining in particular has been identified as an industry which can be an early-stage catalyst for longer-term development.



**Local Supplier Development Program in action: Creating economic opportunities** [Beyond Borders]. To read more, [click here](#).

Our most successful partnerships are with organizations that complement our existing community programs. By

carefully selecting partners that offer knowledge and local relationships that leverage and enhance the efforts of our skilled community relations staff, we are able to improve quality of life in areas where we have the capacity and the capability to influence. In collaboration with governments, non-governmental organizations, donor agencies, and multi-stakeholder initiatives, we are able to provide access to clean water, health care, housing and education for thousands of people in the areas where we operate. These stronger communities contribute positively to our competitiveness through their ability to host thriving supplier industries, create a stable business environment, retain a skilled base of employees and provide essential services to their residents which include our workers.

**Alleviating poverty: the Atacama Commitment** [Beyond Borders]. To read more, [click here](#).

## Capacity Building and Infrastructure Development

For Barrick, capacity building activities are tailored to local needs and include infrastructure development [for example, building roads, power sources, schools, medical clinics, water wells], apprenticeship programs, support for community initiatives, training and education opportunities and scholarships for community members.



**New road drives development at Porgera** [Beyond Borders]. To read more, [click here](#).

## Economic Contributions

Barrick's economic contributions include wages and benefits for our employees, taxes and royalties paid to governments, purchases of goods and services from local and regional suppliers, donations, capacity building activities and charitable donations. In 2008, Barrick contributed over \$7.9 billion to the local and regional economies of our host countries.

## GRI MM6A Land and customary rights

There were two disputes related to land and customary rights of local communities and indigenous peoples in 2008. They both involve small groups or individuals that are not necessarily representative of the local indigenous communities. Both are described in GRI MM10.

## GRI MM6B Dispute resolution

In 2008, our community relations group developed a standardized grievance mechanism for all of our mines which will replace the informal procedures currently in place. First initiated in Tanzania, this structured, documented procedure enables local community members, or any other stakeholder, to submit a grievance or complaint to the mine. These can be related to land use, customary rights, an environmental issue or any other form of grievance. The procedure then follows a transparent, monitored system of acknowledgement, investigation and resolution. The company also has a formal grievance mechanism in place for sites with active resettlement programs. Along with our routine community engagement activities, these procedures help us to identify, track and resolve disputes related to land, customary rights or other areas of concern to the community.

## GRI MM7 Artisanal and Small-Scale Mining

Millions of people around the world maintain their livelihoods through artisanal and small-scale mining [ASM]. There are individuals and groups engaged in ASM near our operations in Tanzania and Papua New Guinea and we engage with them with a view to a safe, healthy and profitable coexistence.

In late 2007, Barrick initiated a program to assist the ASM miners near our North Mara mine in Tanzania. An external expert was hired to ensure the program design incorporated lessons from other experiences in the ASM sector. In 2008, Barrick continued to develop this program, with the intention of extending the program to ASM miners near the Bulyanhulu mine. The goal is to work with these local miners to help them transform their activities into regulated, safe and sustainable small-scale mining operations. Baseline studies and detailed research has driven the creation of formalized mining cooperatives.



## GRI MM8 Resettlement

Barrick works together with host governments to manage, in a manner consistent with local laws and international best practice, the resettlement of people that may be affected by our operations. Engagement of affected communities is the cornerstone of Barrick's commitment and the key to successful resettlement programs. In alignment with the IFC standards on resettlement, we seek to avoid or at least minimize involuntary resettlement wherever possible, by, for example, employing alternative project designs. Where resettlement is required, a Resettlement Action Plan [RAP] is prepared. A comprehensive RAP will include a livelihoods development program, coupled with ongoing monitoring and evaluation, to deliver our commitment to improve or, at least, restore the livelihoods and standards of living of displaced persons.

At the Buzwagi development project in Tanzania, a comprehensive resettlement program, covering approximately two hundred households, was completed in 2008. Upgraded family dwellings [designed in consultation with the community] were constructed, most of which are within the boundaries of the original villages. Two schools were also upgraded and over fifty community water wells have been deepened and improved. House construction and other building projects draw heavily on the use of local labor and provide a substantial source of income for the local population in an area of very high unemployment.

*"I have not seen a relocation project as successful as this... it surpasses our practice of compensation and relocation and it sets a new benchmark."*

His Excellency, President Jakaya Kikwete of Tanzania commenting in 2008 on the Buzwagi Resettlement Program.

At North Mara, resettlement and compensation work continued during 2008 in order to facilitate the necessary acquisition of land for ongoing operations. The mine developed a draft RAP, which included the establishment of a joint negotiating committee with local community members to ensure that affected people are fully engaged in resettlement planning. An external resettlement firm is coordinating the RAP process at North Mara.

Plans for a government-led resettlement program in the Dominican Republic moved into the implementation phase in 2008, and will continue into 2009. The program will involve the relocation of 63 households. Another 300 households will be compensated for land only. Of note was the success in resolving, through an extensive negotiation process with the government and community members, a series of long-standing historical grievances in one community related to resettlement by the previous owners of the Pueblo Viejo site.

In South Africa, a plan was initiated for the potential resettlement of a small number of cattle herders who have been living temporarily on the Sedibelo project property. Planning involved initial consultation and an asset survey. There was no resettlement in 2008; a full RAP will be drafted in early 2009.

Instrumental at these sites was the work of multi-stakeholder resettlement working groups which have steered the process and attained a high level of participation and support within the communities.

## GRI MM9 Social aspects of mine closure

Barrick has a role to play in contributing to the long term sustainability of the communities surrounding our mines. Traditionally, closure planning has been the responsibility of operation management and has focused primarily on employees, reclamation efforts and environmental stewardship. However, there is now more focus on social closure planning. The social aspects of mine closure will affect the future of the stakeholders we have partnered with, the communities who have welcomed us and our integrity as a socially responsible company. Social closure planning in collaboration with the local authorities is, therefore, essential. Most closure planning and activities take place during development and operations and focus on promoting local entrepreneurship. We support skills development and work in close collaboration with local economic diversification programs.



Where relevant, each mine site completes a Closure Social Impact Assessment (CSIA), targeted for three years prior to closure of the operation. While appropriate planning of sustainable community projects support the long

term sustainability of nearby communities, CSIAs focus on the net positive benefits from the operation and identify alternative uses for the skills and infrastructure that have been developed during operations. Closure planning also includes employee assistance to identify new career opportunities as appropriate. Where possible, we may be able to offer continuing employment opportunities at other Barrick operations. In some regions, we can offer out-placement services or help with resumes and job hunting strategies. In 2008, we continued development of our guidelines for social closure.

At our Pierina mine in Peru, exploration efforts have extended the life of the mine; however, social closure planning, which is a multi-year process, has begun. Stakeholder consultation is critical during this phase, and the our community relations team at Pierina continues to engage with local communities throughout this closure process.

## **GRI MM10 Significant incidents affecting communities**

There were five significant community issues in 2008.

### **Western Shoshone in Nevada**

After the Bureau of Land Management approved Barrick's plans for developing the Cortez Hills Project in November 2008, two Western Shoshone tribes and two activist groups appealed the decision, seeking an injunction in U.S. District Court. After a December hearing, Barrick agreed to limit some mine construction activities as the court scheduled a later hearing in January. Following four days of testimony, the court refused to halt the project. A decision on a further appeal to the Ninth Circuit Court is expected in April 2009. Construction continues at Cortez Hills, where a number of Western Shoshone people are employed.



Dialogue meetings with the Western Shoshone people continued throughout 2008 on a bi-monthly schedule. These meetings started in 2005 and are focused on discussion of any issue of concern or interest relative to Barrick's operations in Nevada. A frequent topic of discussion is Western Shoshone culture and traditions, particularly the traditional ties to and respect for the region's land, air and water. Other topics include support for education, business opportunities and employment for Western Shoshone tribal members. Members of the tribes and the activist groups that are parties to the litigation discussed above remain welcome at all dialogue meetings.

### **Porgera and Illegal Mining**

The Porgera mine in the Highlands of Papua New Guinea (PNG) continues to make substantial progress in finding innovative solutions to the challenging and complex issue of illegal mining.

High unemployment and low literacy rates, few business opportunities and limited government services and support available to many PNG citizens, are the socio-economic drivers behind the continual in-migration of people to the Porgera area. Many of these migrants simply come in search of a better life for themselves but, unfortunately, some eventually engage in the hazardous practice of illegal mining.

An Illegal Mining Action Plan was developed following a court-issued directive from the Department of Mining in 2005. The plan provides for a rolling police presence to prevent illegal mining and apprehend illegal miners. It continued in 2008 with a large scale community based policing initiative in and around the Porgera mine site. During this process, Porgera facilitated human rights training based on the Voluntary Principles on Security and Human Rights to over 300 PNG police officers through a training partnership with the International Committee of the Red Cross.

During 2008, a Porgera manager with a team of trained landowners and local employees, supported by formal social assessments, continued to develop and implement strategic and tactical illegal mining risk mitigation plans.

During 2009, Porgera will begin implementation of the Landowner Partnership Initiative, a process designed to support and empower traditional landowner rights and values. Endorsed by both the PNG government and local landowners, this innovative incentive based program shows real promise in providing a catalyst for additional landowner support and involvement by using traditional authority and values to discourage trespassing onto the operating areas of the mine.



In addition, on-going social development projects such as the development of improved agricultural practices, increasing adult literacy and continued small business development are aimed at providing alternate income opportunities for local people.

Engagement with all levels of government has also been a priority. The Porgera mine has assisted with the development of local 5-Year District Plans, which became the basis for the "Restoring Justice Initiative", a public/private partnership developed in response to the 2007 National Government White Paper on PNG Law and Justice Sector Reform. The objective is to improve the law and justice sector capacity and infrastructure within the district with a focus on community-based policing, village courts, mediation and restorative justice processes and district courts.

### **Restoring Justice in Papua New Guinea [Beyond Borders].**

To read more [click here](#).

### **Fatalities Caused by a Mudslide near Kainantu Property**

In December 2008, extreme rainfall triggered a mudslide at Barrick's remote Kora exploration camp, near the Kainantu property in Papua New Guinea [PNG]. Ten fatalities were reported, all local people - five of whom worked for the company and five who were travelling through the area. Employees and local residents, with assistance from PNG police and mine emergency response teams, conducted search and rescue. The PNG government's disaster response office and Australian search and rescue teams were also involved in emergency response efforts.

We are deeply saddened by this tragic event and the loss of life, which has directly affected our employees and the local community. Support and counseling were provided to relatives.

### **Open Pit Invasion in North Mara, Tanzania**

The operating environment at North Mara mine presents some unique challenges. Unlike our other properties in Tanzania, the mine is located close to the Tanzanian border which attracts a number of transients and illegal miners. In general, this region is highly underdeveloped and basic public infrastructure is inadequate.

Security is one of the principal challenges at this operation and can only be addressed based on a partnership approach involving the Tanzanian government and local communities.

In December 2008, a large group of people invaded Barrick's open pit at North Mara. The incident occurred immediately after Barrick employees had completed blasting high grade ore in the pit. A number of the intruders were armed. Under attack, security personnel contacted the local and regional police for assistance. Regrettably, one man, who was part of the group of invaders, was shot by police and fatally injured during the invasion. In addition to theft, mining equipment was set on fire and destroyed, resulting in an estimated \$7 million in damages.

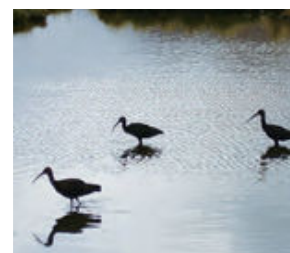
The government has increased policing in the region as well as community policing activities in an effort to engage with village leaders who are part of the solution.

### **Dispute Relating to Expansion of the Cowal mine, Australia**

A dispute arose during 2008 over the proposed modification at the Cowal mine in New South Wales (NSW), Australia. The modification would increase life-of-mine gold production from 2.7 million ounces to around 3.5 million ounces, and extend the mine life by up to 11 years. The Minister for Planning initially accepted Barrick's application for the modification, proposed within the existing Mining Lease area. An environmental assessment was undertaken and completed subsequent to public review and comment in September 2008.

In November 2008 an individual member of the local indigenous community commenced proceedings in the Land and Environment Court to challenge the authority of the Minister for Planning to grant approval for the proposed modification.

This individual pursuing this case is a serial litigant in relation to the Cowal mine. He has attempted to challenge the project by using vexatious litigation in 12 separate actions in the past. In each previous instance he ultimately failed. He is neither representative of the local indigenous community, with whom we have a strong relationship, nor is he working in their best interests. The Cowal mine receives wide



support from the Wiradjuri Condobolin community, as well the wider Bland Shire population. Employees and residents in the Cowal area have expressed concern for job security and the lost investment in the community that may result from the failure of the mine operation to expand.

On February 5, 2009 the Land and Environment Court ruled that the application by Barrick for its Modification was not an application to modify the existing project, but rather constituted a "radical transformation". Barrick is appealing this decision.

Following the recent ruling, the New South Wales Government was petitioned by the local Bland Shire Council stating categorically that the Company had the "overwhelming support" of the community. The Council has requested the NSW Premier to intervene in this case to prevent unnecessary delays to the project and the loss of jobs.

Details of the constructive relationship the company has with the local indigenous community near Cowal can be found by [clicking here](#).

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## Social Responsibility

### Corruption

Barrick is committed to the highest standards of corporate governance and professional integrity. We conduct our business around the world in an ethical, honest and accountable manner and in accordance with all applicable laws, rules and regulations. We are committed to transparency in our business practices, consistent with good governance and commercial confidentiality. Corruption is the misuse of public power for private profit, or the misuse of entrusted power for private gain. Barrick expects all employees, officers and directors to take all responsible steps to identify and raise potential corruption issues before they lead to problems.

### GRI SO2 Corruption analysis

The company's [Code of Business Conduct and Ethics](#) [the Code] outlines our obligations to comply with all applicable laws, prevent conflicts of interest, maintain confidentiality, protect company assets and deal fairly with suppliers and competitors. The associated [Anti-Bribery and Anti-Corruption Policy](#) [the Anti-Corruption Policy] outlines our obligations to avoid all situations where bribery or acts of corruption could be involved. All employees are required to read the Code and associated policies, including the Anti-Corruption Policy, and all management and supervisory personnel are required to annually recertify their compliance.

Barrick has a company-wide process for the tracking and reporting of allegations of non-compliance with the Code. We also have controls in place for auditing compliance with the Code. Our financial auditor annually reviews our internal process for reporting allegations pursuant to the Code and the associated Escalation Policy.

### GRI SO3 Anti-corruption training

All employees are required to complete training sessions on the Code of Business Conduct and Ethics and its associated policies, including the Anti-Corruption Policy.

**Global ethics training sets the tone** [Beyond Borders]. To read more, [click here](#).

### GRI SO4 Actions taken in response to corruption

We have established a clear communication framework to ensure that concerns about ethical issues are reported appropriately. To support compliance with the Code and associated policies, we have a Code of Business Conduct and Ethics / Anti-Fraud Escalation Policy to ensure that suspected violations of the Code are reported to the appropriate levels of management. Violations of the Code and policies are grounds for disciplinary action up to and including termination of employment. The majority of violations of the Code in 2008 were related to petty theft at our operating sites and have been resolved. We are not aware of any violations of applicable anti-corruption laws at any of our operations in 2008.

## Social Responsibility

### Public Policy

#### GRI SO5 Public policy development and lobbying

Mining is a heavily regulated industry and Barrick maintains a continuing dialogue with governments and regulators at all levels regarding regulatory issues and other items of business interest. Barrick belongs to a wide range of industry associations and also works closely with international and non-government organizations to develop appropriate standards and guidelines for our industry. Industry associations include the following:

Australian Institute of Mining & Metallurgy  
Cámara Argentina de Empresarios Mineros  
International Council on Mining and Metals [ICMM]  
Minerals Council of Australia [MCA]  
Mining Association of Canada [MAC]  
National Mining Association [NMA]  
Prospectors and Developers Association of Canada [PDAC]  
Sociedad Nacional de Minería, Petróleo y Energía [Peru]  
Tanzanian Chamber of Mines  
World Gold Council

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## **Social Responsibility**

### **Anti-competitive Behavior**

Our Code of Business Conduct and Ethics and associated policies prohibit employees and directors from entering into arrangements which restrict our ability to compete with other businesses or the ability of other businesses to compete freely with Barrick.

#### **GRI SO7 Legal actions for anti-competitive behavior**

There were no legal actions for anti-competitive behavior in 2008.

#### **GRI SO8 Significant fines for non-compliance**

There were no fines or non-monetary sanctions for anti-competitive behavior in 2008.

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## Product Responsibility

### Product Responsibility

Barrick's main product is gold. Silver is recovered as a secondary product at some operations. In addition, our Zaldívar operation in Chile and the Osborne operation in Australia are copper mines.

The company sells its production through three primary distribution channels: in the gold spot market, under gold sales contracts between Barrick and various third parties or to independent refiners of gold and copper concentrates. We do not have customers in the usual sense and neither package nor label products for retail sale, nor advertise or market our products.

We mine gold bearing ore, producing a concentrate or doré bars. Once refined, gold and silver are stable [they do not react] in the environment and are non-hazardous metals. Copper is produced as a concentrate or is processed into copper cathodes. Copper, although necessary for biological functioning, may be hazardous to plants and animals if ingested in large amounts. Recycling of our products occurs widely.

*Responsible Person:* Vice President, Environment



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## Product Responsibility

### Materials Stewardship

#### GRI MM12 Materials Stewardship

Materials stewardship involves both process and product stewardship. Barrick's environmental policy requires that an environmental program be in place at each site and that we mitigate all environmental impacts. This relates directly to *process* stewardship.

Our main products are gold and copper, with silver as a secondary product. They are shipped directly to refiners or wholesalers. We have developed an internal task group which is currently mapping materials stewardship pathways in order to engage with downstream product users. This relates directly to *product* stewardship.

Mercury is a co-product at some operations. It is our practice to ship mercury to reputable refiners [e.g. Bethlehem Apparatus]. For mercury shipments, strict handling, packaging and transportation procedures are in place.

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## Product Responsibility

### Customer Health and Safety

#### GRI PR1 Product life cycle

##### Gold

Gold has been used as jewelry for over 6,000 years and its value as an adornment and token of affection remains strong. In some societies, gold jewelry is used as a family store of wealth in addition to adornment. Gold functions as an inflation hedge, an effective portfolio diversifier and a currency reserve.

While jewelry and investment continue to be the primary uses of gold, thanks to its unique metallurgical properties, gold is used for medical innovations, the computer industry, the transportation and aerospace industries, and for communications. Among the many uses of gold are:

- Lasers used for delicate medical procedures
- Critical electronic circuitry for vehicle air-bags and telecommunication equipment
- Pharmaceutical applications
- Dentistry

Because of its high value, gold has been recycled through the ages. It is estimated that over 85 percent of all gold historically mined is still in circulation. For additional information about gold, [click here](#).

##### Silver

Silver is produced as a secondary product at many Barrick operations. Silver has a number of unique properties including its strength, malleability and ductility, its electrical and thermal conductivity and the ability to endure extreme temperature ranges. These properties make it a valuable element in our modern lives. Demand for silver comes from industrial uses, photography, jewelry and silverware. Together, these categories represent more than 95 percent of global annual silver consumption.

Industrial and photographic silver are the most important sources of silver recycling where silver is recovered from industrial photographic waste water. The recycling efficiency for silver scrap is approximately 97 percent. For additional information about silver, [click here](#).

##### Copper

Copper is produced as a secondary product at the Bulyanhulu mine in Tanzania and as the main product at the Zaldívar mine in Chile and the Osborne mine in Australia. Copper is a critical component in electronic equipment, in building construction and transportation equipment. Along with gold and silver, copper is also used in jewelry design.

Naturally occurring levels of copper are not harmful to the environment or to animals. In fact, metabolisms of animals and humans require a certain level of copper to maintain good health. The amount of copper found in the human body is tiny, but it plays a critical role in a variety of biochemical processes. However, chronic exposure to excessive amounts of copper can cause liver and brain damage in animals, hence it is important to monitor copper concentrations. We routinely monitor the copper concentrations in the environment at our two copper mines.

Scientists, metallurgists and product developers are continually discovering new and beneficial uses for copper and copper compounds.

Current recycling rates for copper average over 85 percent. In fact, copper's recycling rate is higher than that of any other engineering metal. For additional information about copper, [click here](#).

### **GRI PR2 Significant non-compliance**

There were no incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of our products.

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## **Product Responsibility**

### **Product and Service Labeling**

#### **GRI PR3 Labeling**

As Barrick does not sell or provide its products to the public, the doré bars, gold and copper concentrate and copper cathodes we produce do not carry public labeling.

#### **GRI PR4 and GRI PR5 Non-compliance and customer satisfaction**

As Barrick does not sell or provide its products to the public, there were no incidents of non-compliance with regulations and voluntary codes concerning product labeling, and practices related to customer satisfaction, including results of customer satisfaction surveys.

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## **Product Responsibility**

### **Marketing Communications**

#### **GRI PR6 Marketing**

Barrick sells into the worldwide gold market and, as a result, we are not dependent upon a specific purchaser with regard to the sale of our gold and silver. Gold concentrates are sold to independent smelters for further refining. Copper is sold to copper markets and through the COMEX commodity exchange. We do not market our products.

#### **GRI PR7 Non-compliance**

As Barrick does not sell or provide its products to the public, there were no incidents of non-compliance with regulations and voluntary codes concerning marketing communications.

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## **Product Responsibility**

### **Customer Privacy**

#### **GRI PR8 Privacy breaches**

Barrick does not have customers in the usual sense. There have been no substantiated complaints regarding breaches of customer privacy and losses of customer data.

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## **Product Responsibility**

### **Compliance**

#### **GRI PR9 Fines for non-compliance**

Barrick received no fines for non-compliance concerning the provision and use of products and services during 2008.

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## Feature Articles

### New Agricultural Opportunities in Argentina

The agriculture industry has deep historic roots in Jachal and Iglesia, Argentina. Traditionally, the industry has been relatively small scale. Due to the size of the industry, most of the farmers produce only one crop, with limited technology, no advisory support and no possibility of access to credit.

In an effort to help local farmers develop a more sustainable livelihood and expand their current production and market, Barrick convened a multi-stakeholder group comprised of farmers, government, and agricultural experts from other regions of Argentina. Out of this engagement process, the Tomato Drying and Exporting program was launched. This new initiative is aimed at diversifying and developing a productive and industrial center for the tomato crop in Jachal and Iglesia. Partners in this project include the Ministry of Production of the San Juan Province, the Municipalities of Iglesia and Jachal, the local agro-industrial company Prune SA, the Agriculture-Livestock Association of Jachal, the El Porvenir Cooperative and the Agricultural Cooperative of Tudcum.

During the 2006-2007 season, a pilot test was conducted which included growing tomatoes on a small scale (approximately 10 producers from the area). The program consisted of training, technological support and advice, organizing visits to other successful undertakings in the area, delivering inputs, and sowing 10 hectares of tomatoes in Jachal and Iglesia. The harvest was processed at the Drying Facility owned by Prune SA in San Juan.

Based on the results obtained during the pilot test and on the producers' enthusiasm, a decision was made by the Barrick Community Relations team and others to continue the program on an experimental basis during the 2007-2008 seasons. The cultivation area was doubled in order to evaluate the producers' capacity to adapt to larger scale production.

During the evaluation process of these two stages, the following aspects were identified:

- Increased product demand in the international market
- High quality product
- Good crop yield with improvement prospects
- Low profit margin due to fresh product transportation cost from Jachal and Iglesia to San Juan for drying process

After analyzing the results, Barrick and the other partners decided to work on the construction of a Tomato Drying Facility in Jachal to reduce the negative impact of transporting fresh vs. dried tomatoes. This strategy has made it possible to plan the 2008-2009 season not as a pilot test, but as a long term sustainable program.

For the 2008-2009 season, an agreement has been signed between Barrick and its partners for the construction of a Tomato Drying Facility in Tamberías, Jachal. Following the execution of this agreement, a plan has been drawn up and implemented to sow approximately 50 hectares in Jachal and Iglesia with the participation of 23 producers. Work started on the construction of the Tomato Drying Facility in the latter part of 2008 and was completed early in 2009.



### Local Procurement in Bulyanhulu

At the Bulyanhulu mine in Tanzania, Barrick is working in partnership with our catering services provider, Sodexo, enabling over 100 local farmers, who previously relied on subsistence farming activities, to tap into the demand for fresh produce at the mine. Since the program commenced, local produce has more than doubled, generating an average monthly income of over \$50,000 in eight villages. The local farmers are now looking to expand into other markets.

### Training Courses in Chile

In Chile, Barrick offers training courses and workshops in the Huasco Valley to give local residents the skills they will need not only to work at our Pascua-Lama project, but also to be successfully employed in other industries. To date, more than 3,500 people have participated in courses ranging from basic industrial knowledge, to skilled trades, construction and local crafts.



### Biodiesel Use in North America

As part of the efforts to reduce particulate matter in the underground workings, the North American operations have introduced biodiesel blended with standard diesel. This blend produces significantly less particulate matter (soot) from the large engines working underground. The use of biodiesel in the underground operations in 2008 offset about 4,800 tonnes of greenhouse gases. Barrick plans to expand this program and expects future reductions of 10,000 or more tonnes per year.

Bill Ferdinand, Regional Director of Environment says, "The biodiesel project has been a real win-win opportunity for Barrick. We have been able to offer our miners a cleaner environment while reducing our carbon footprint. It has taken cooperation from the mining teams, the fuel suppliers and the equipment manufacturers to make this a success."



### Tailings Management at Porgera

At the Porgera Joint Venture mine, located in Papua New Guinea, tailings management methodology involves riverine tailings discharge. The mine is situated in a region subject to seismic activity where landslides are common due to extreme, sudden rainfall. Combined with these conditions, very steep, unstable terrain makes safe construction and operation of a conventional tailings facility challenging.

The Government of Papua New Guinea approved the practice of riverine tailings in 1990, recognizing the very unique operating environment and risk associated with the area. The practice of riverine tailings disposal was in place at start-up, before Barrick acquired its interest in the property as a result of the Placer Dome acquisition in 2006.

A team of experts has been engaged over the last few years to review and evaluate alternatives to improve and reduce the discharge of tailings. This extensive effort has taken into account Porgera's unique circumstances and a full range of environmental, social, technical and regulatory considerations. Continuous improvement is being pursued in all areas, including waste management, processing and procedures.

Porgera Joint Venture operates based on a stringent, government-approved Environmental Management Program. Prior to disposal, the tailings undergo treatment. This includes neutralizing the tailings in the processing plant neutralization circuit, cyanide destruction of the carbon-in-pulp tailings, and extraction of dissolved metals through a limestone flotation process. The mine conducts extensive biological testing to determine the impact of the discharges on the aquatic environment. All discharges are within the water quality limits established by permit. Monitoring results are sound and the mine has never exceeded its compliance levels.



### Scholarships for Learning

#### Scholarships for Learning

Barrick's Bulyanhulu mine in Tanzania is sponsoring students to attend the International School in Moshi for four years. This scholarship program provides opportunities for students who, for financial reasons, would not otherwise have access to a high quality education. The goal of the program is to prepare promising young people for future leadership in the country.

The mine is also sponsoring its workers to pursue further studies in various fields through distance learning. Up to 100 workers a year are able to take advantage of this program.

### IMTT Training Program in Tanzania

Barrick is providing funding for the startup of a national program to develop skills in Tanzania's mining sector. The Integrated Mining Technical Training program will offer Tanzanians the skills they need to participate in the country's growing mining sector, reducing the industry's reliance on foreign-trained workers.



### Absenteeism Causes Identified

Barrick's first annual Health Report identified the most common health related issues in each of our operating regions. This data gives us a clear idea of where to focus our efforts to improve absenteeism rates. Two areas of focus are fatigue and altitude-related issues in our South America region. Fatigue is a serious concern and the South America region has implemented a fatigue management program which may have applications in other regions as well.

Sprains, strains and other soft tissue injuries are the number one cause of non-work related absenteeism in North and South America. These musculoskeletal injuries were in the top four causes across all business regions. The study also identified causes for absenteeism due to illness. In Africa, the most common illness was malaria, while in Australia it was upper respiratory conditions. Surprisingly, off-the-job accidents figured as one of the top four causes of absenteeism in North and South America and in Australia.

### Community Health Intervention Project

In 2008, Barrick health staff and 25 Tanzanian medical students, from the Muhimbili University of Health and Allied Health Sciences in Dar es Salaam, conducted an intensive summer health campaign targeting 10 remote villages near our Bulyanhulu mine in Tanzania. The key focus of the campaign was to empower individuals at greatest risk for infection of HIV, malaria and tuberculosis with the knowledge and skill to diagnose, prevent and seek appropriate treatment for these communicable diseases. The program enabled the medical students to interact with residents of underserved, isolated communities and to act as mentors to local health workers near the mine. It also provided training for the students while delivering an important service to the communities. During the campaign, the students interacted with an estimated 4,000 people and distributed 450 bed nets.



This latest initiative continues to build on Barrick's well-established HIV/AIDS and malaria programs in Tanzania where these diseases pose serious health risks to employees and the communities in which they reside. Barrick is an active partner with government, the medical community, local organizations and international NGOs such as the African Medical & Research Foundation (AMREF), to improve public health in Tanzania.

### Emergency Response for Communities

Barrick's emergency response team from our North Mara and Bulyanhulu mines in Tanzania responded quickly to catastrophic flooding from severe rainstorms in the Mererani district approximately 300km southeast from the North Mara site. The Barrick team was instrumental in expediting the planning and response efforts of the local emergency committee and providing pumping equipment to assist with dewatering.

In the Ancash Region of Peru, seven workers at the El Pionero coal mine were trapped by an avalanche that covered the mouth of the shaft. An emergency response team from Barrick's Pierina mine was immediately dispatched to the scene where they rescued all seven workers.

In Alaska, USA our Donlin Creek project emergency response team responded to a call from the Alaska State Troopers about a downed aircraft that had crash landed 25 miles southwest of the Donlin Creek camp. Emergency preparedness and quick action resulted in the pilot's safe rescue in less than 40 minutes.



### Energy Awareness and Cost Savings at Goldstrike

In 2008, Goldstrike's Energy Team saved over \$1.1 million in energy costs through their energy reduction programs, communications and activities. Goldstrike employees John Hobbs and Alex Pfarr support other employees in their energy improvement efforts and have implemented several measurements to help each division track and improve the site's electrical energy conservation.

The 2008 savings is equivalent to 12,800,000 kWh of electrical energy, which is enough to supply more than 1,000 American homes with electricity for one year according to the Department of Energy. This electrical reduction avoided the generation of approximately 11,000 tonnes of greenhouse gases.

### Barrick's Commitment to Safe Driving

As part of the Drive First program for employees, Barrick has purchased four "light vehicle" simulators to help drivers develop their skills, judgment and response. Drivers use the simulators to practice maneuvers and techniques, and to improve their skills with hazardous situations, traffic patterns and landscapes in a systematic way. Simulation training reinforces positive decision making through training in realistic, risk-free situations. The simulators replicate real-world driving environments and road conditions, and can be configured to simulate standard automobiles, fire trucks, ambulances, emergency vehicles, sport utility vehicles, 18-wheelers, and other vehicles.

The Drive First program also includes the development of driver safety education training through the use of interactive online training modules. The online training consists of five modules that focus on defensive driving, risk factors, impaired driving, safety practices and managing hazards. This is an effective way for employees to learn about driving hazards and incident prevention. The modules are not designed to train people how to drive, but rather, improve the driver's awareness of safety hazards and help them assess their driving behaviors. The result is improved safety knowledge and safe practices on the road.

In the San Juan province of Argentina, where Barrick's Veladero mine is located, traffic deaths in early 2007 were twice as high as the previous year, setting off serious concern. Recognizing road safety as an urgent issue for the community, Barrick initiated an awareness campaign in 2007 under the slogan *Sharing the Road: Solidarity and Respect for Life*. The campaign, which continued throughout 2008, brings together institutions and specialists in the road safety field with local artists, who come up with messages, educational communications and actions that target various groups. They are working to create more awareness about road safety among the general public and Barrick workers.



### Women's Health Program in Argentina

Since 2005, Barrick has invested in a program near our Veladero mine in Argentina, to improve women's health through education and early detection of breast and uterine cancer. To date, three campaigns have been carried out, two in Iglesia and one in Jachal in the San Juan province. Barrick covers the cost for physicians to visit local communities and provide free medical examinations and information. Working in partnership with OSDE (Organización de Servicios Directos Empresarios), a private health service delivery organization, the program has served over 500 women to date. Early detection and diagnosis are critical in treating these diseases. In 2008, following the campaign in Jachal, 15 local women were sent to the city of San Juan to receive cancer treatment.



# Independent Assessment

## Independent Assurance Statement by ERM

### Introduction

Barrick Gold Corporation (Barrick) asked Environmental Resources Management (ERM) to provide independent assurance on the information presented in the "Barrick Responsibility Report 2008" (the Report) and associated website.

### Scope of Work

ERM was asked to provide assurance on whether Barrick has implemented the International Council on Mining & Metals (ICMM) assurance requirements for the year ending December 2008 as set out in the "Sustainable Development Framework: Assurance Procedure" dated May 2008. The ICMM assurance requirements establish a timeframe for implementation of assurance commitments. The requirements for the year ending December 2008 are that member companies should have:

- Aligned sustainability policies to ICMM's 10 Sustainable Development (SD) Principles and the mandatory requirements set out in ICMM Position Statements; and
- Self declared the report's Global Reporting Initiative (GRI) G3 Sustainability Reporting Guidelines (G3 Guidelines) application level.

ERM was asked to confirm that there are underlying systems in place to generate the reported information and data, and that the data is plausible, on the basis of the assurance methodology agreed and completed.

### Respective Responsibilities and ERM Independence

Barrick's management is responsible for the collection and presentation of the Report and the data included within the Report, and for maintaining the internal controls and systems designed to support the management and reporting of its sustainability performance. ERM's responsibility is to express its assurance conclusions based on the methodology agreed with Barrick.

ERM operates strict conflict of interest checks and has confirmed the independence of our team to work on this engagement to Barrick. The reliability of Sustainability information is subject to inherent limitations given their nature and methods for determining, calculating or estimating such information. It is important to understand the Sustainability information and related statements in the Report in the context of these limitations.

### ERM Competence

ERM's team includes environmental, health and safety, social, economic, business administration and assurance specialists who have performed similar engagements with a number of multi-national companies. The assurance team has the required combination of education, experience, training and skills for this engagement.

### Assurance Methodology

Barrick gave ERM full access to the information and personnel that we believe were necessary to gather sufficient evidence to provide a basis for our assurance conclusions. All information was either collected during face to face interviews or teleconferences. No site visits to operating facilities were conducted. The scope of the assessment included:

*Physical Scope* – The various life cycles of mining activity including exploration, development projects, operating sites and closed sites.

*Functional Areas* – All functional areas including Operations, Risk Management, Human Resources, Environment, Safety and Health, Corporate Affairs, Corporate Social Responsibility, Community Relations, Supply Chain, Global Exploration, Capital Projects and Corporate Governance.

*Organization Levels* – The review was conducted at three levels within the organization: corporate, regional business unit, and site level.

*Site Level Sampling* – To assess the alignment and the status of implementation of Barrick's policies and procedures, four mine sites were selected for site level interviews. The individual mines were selected to provide a sample that represented different geographic regions, various stages of the lifecycle, and mines subject to particular stakeholder interest as identified by a high-level stakeholder analysis.

During the period January 2009 to April 2009, ERM teams undertook the following activities:

- Visited the Barrick offices in Toronto, Canada and Salt Lake City, Utah to interview key individuals with responsibilities for the management of sustainability issues and understand the overall governance structure, management systems, key challenges and achievements during the reporting period;
- Interviewed the Chief Operating Officer and representatives of Risk Management, Human Resources, Environment, Safety and Health, Corporate Affairs, Corporate Social Responsibility, Community Relations, Supply Chain, Global Exploration, Capital Projects and Corporate Governance functions;
- Interviewed, by telephone, the Regional Business Unit management responsible for sustainability and the management teams at the mines at Pierina, Peru; Cortez, Nevada; Porgera, Papua New Guinea and Buzwagi, Tanzania. Regional and Mine interviews were planned to discuss the effectiveness and implementation of sustainability systems and processes on the ground, to understand their respective sustainability performance, and to review the effectiveness of information flow between mine and regional/corporate levels;
- Reviewed policies, procedures and management systems to test alignment with the ICMM Sustainability Principles;  
Assessed the data collection methodologies and assessment procedures for reporting in alignment with ICMM and GRI (G3) requirements;
- Reviewed the Report to confirm coverage of GRI (G3) Core indicators;  
Reported our assurance findings to management as they arose to provide them with the opportunity to make corrections prior to finalization of our work; and
- Reviewed the presentation of information in the Report relevant to the scope of our work to assure its consistency with our findings.

## ERM Observations

Based on our assurance activities set out above, and without affecting our assurance conclusions, we provide the following key comments and recommendations for sustainability management improvements.

## Areas of Strength

- Implementation of a high level self assessment process for identifying sustainability strengths and opportunities for improvement.
- Development of comprehensive management systems for managing environmental, community and safety and health risks. These management systems are at various stages of implementation.
- Promotion of Courageous Leadership training throughout the organization to stress each individual's accountability and create a behavior based safety culture. The importance of this training program was clearly identified from the corporate level through to the site level organization.
- Development and initial implementation of a management of change process to identify and manage risk throughout all operations, functions and groups within Barrick.
- Development of a community relations strategy that articulates goals over a three year time period and Community Engagement and Sustainable Development Guidelines to address community engagement, social impacts and sustainable community development.

- Development of a global security program with corporate direction to ensure consistency in approach including monitoring and review of adherence to the US-UK Voluntary Principles of Security and Human Rights.
- Development of a comprehensive data management process to collect sustainability data for use in reporting performance.

### Areas to Consider for Future Improvement

- Formalize key strategic sustainability processes to ensure integration with core business processes throughout the functional areas and organizational levels.
- Enhance the alignment between the four pillars of Barrick's Corporate Social Responsibility Charter: ethics; employees; environment, safety and health; and community.
- Define a process for identifying material issues to be applied throughout the organization.
- Adopt a system to clearly define sustainability goals that can be measured and used to assess performance throughout the business, including exploration and closed sites.
- Continue to develop standards, guidelines and processes to meet ICMM sustainability requirements, and establish both self and external assessment processes to support the implementation of the associated management systems.
- Improve data collection and reporting at each mine and ensure inclusion of all sites in data collection processes.
- Formalize a system to evaluate newly acquired businesses for risks, in the context of Barrick's sustainable development strategy, in order to improve integration processes.
- Add social and community issues to corporate audit program and expand the audit program to include all life cycle stages of mining and ICMM requirements.

### Our Conclusions

Based on our assurance activities we conclude that Barrick has;

- aligned its sustainability policies to ICMM's 10 Sustainable Development (SD) Principles and the mandatory requirements set out in ICMM Position Statements; and
- in all material respects, reported in accordance with the GRI Sustainability Reporting Guidelines (2006) - level A requirements and the associated GRI Mining and Metals Sector Supplement Pilot Version 1.0 (2005) as presented in the GRI Content Index.



Environmental Resources Management  
Toronto  
April 27, 2009.

*ERM is a global provider of environmental, social and corporate responsibility consulting and assurance services. Over the past 5 years we have worked with over half of the world's 500 largest companies, in addition to numerous governments, international organizations and NGOs.*

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## Glossary

### Glossary

**Biodiversity:** the variability among living organisms and the ecosystems of which they are part – this includes diversity within species, between species and within ecosystems.

**By-product:** A secondary metal or mineral product, such as silver, recovered in the milling process.

**Capacity Building:** Activities and initiatives which strengthen the knowledge and skills of individuals and improve structure and processes such that communities can grow and develop in a sustainable way.

**Corporate Social Responsibility [CSR]:** CSR is a form of corporate self regulation integrated into a business model where businesses embrace the responsibility for the impact of their activities on the environment, consumers, employees, communities, stakeholders and all other members of the public sphere. In essence CSR honors the triple bottom line – People, Planet, Profit.

**Greenhouse Gas Emissions [direct and indirect]:** Gaseous emissions to the atmosphere that contribute to climate change. Direct emissions are from sources owned or operated on our properties. Indirect emissions are from sources not owned by us, but occur as a result of our activities [purchased electricity].

**International Finance Corporation [IFC]:** IFC a member of the World Bank Group, fosters sustainable economic growth in developing countries by financing private sector investment, mobilizing capital in the international financial markets, and providing advisory services to businesses and governments. The goal is to improve lives, especially for the people who most need the benefits of growth.

**IUCN Red Listed Species:** The IUCN Red List is a list of globally threatened plants and animals provided by the International Union of Conservation of Nature. In 2008, 17,000 species were listed as threatened.

**Joint Venture:** the partnership of two or more companies in a specific operation, each agreeing to share [according to ownership percentage] profit or loss. Operational control often depends on ownership percentage.

**Open Pit:** A mine where the minerals are mined entirely from the surface.

**Reclamation:** The process by which lands disturbed as a result of mining activity are modified to support beneficial land use once mining is complete. Reclamation activities may include the removal of buildings, and other physical remnants of mining, closure of tailings storage facilities, leach pads and other mine facilities, and contouring, covering, and revegetating disturbed areas.

**Regulatory Action:** Written directives from a regulatory agency specifying that existing conditions must be corrected. Due to varying degrees of regulatory oversight, a common definition of regulatory action is used by Barrick for consistent reporting purposes.

**World Heritage Sites:** World Heritage Sites are a list of sites (such as a forest, mountain, lake, desert, monument, building, complex, or city) maintained by the international World Heritage Program and administered by the UNESCO World Heritage Committee. The program catalogs, names and conserves sites of outstanding cultural or natural importance to the common heritage of humanity.