

# **BARRICK**

A horizontal gold-colored underline with a slight 3D effect, positioned directly beneath the Barrick logo.

**Barrick Gold Corporation  
United Nations Global Compact  
Communication on Progress in 2020**



## **UN Global Compact**

### **Communication on Progress in 2020**

**21 May 2021**

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## Barrick Gold Corporation Communication on Progress 2020

Barrick has been a proud signatory to United Nations Global Compact (UNGC) since 2005, and we are steadfastly committed to the principles the UNGC articulates. Integrating these principles is both the right thing to do and good for our business. We strive to integrate best practices in human rights, labor standards, community relations, environment and anti-corruption throughout our corporate culture and into our day-to-day operations.

During 2020, Barrick developed a Sustainability Scorecard to transparently measure our progress against a number of key sustainability indicators. The scorecard is aligned with both our corporate sustainability strategy and the ambitions of the UNGC.

Some of the actions Barrick took in 2020 include updating our climate change strategy and associated greenhouse gas emissions reduction target, and aligning our water accounting and reporting with the requirements of the International Council Mining and Metals (ICMM) Water Accounting Framework. We also continued to advance toward our target to establish Biodiversity Action Plans for all operational sites by the end of 2021, and we achieved our target of having all sites certified to ISO14001:2015 standard.

In terms of human rights and community relations, we updated our human rights training programme, introduced new management standards regarding the use of force, and reported on our progress to align our new assets to the requirements of the Voluntary Principles to the Plenary Committee. We also successfully established Community Development Committees (CDCs) at all our operational sites, typifying our approach to partnerships. Each CDC is made up of a mix of local leaders and community members. The role of the CDC is to allocate community investment budgets to those projects most needed by the local communities.

The following Communication on Progress provides an overview of Barrick's key sustainability achievements in 2020 and our objectives for 2021, aligned with the UNGC principles and indicators corresponding with the GRI Sustainability Reporting Guidelines. As Barrick is also a member of the ICMM, we have also linked this annual update with the ICMM's Sustainable Development Principles.

Further detail on our progress can be found on the Barrick website as well as the sustainability section of our [2020 Annual Report](#) and [2020 Sustainability Report](#).

I trust you find this Communication on Progress informative.



Mark Bristow

President and Chief Executive Officer

## The Ten Principles of the UN Global Compact

The UN Global Compact is a voluntary international initiative that asks companies to operate in a manner that meets fundamental responsibilities for human rights, labour, environment and anti-corruption. Barrick is committed to making a positive contribution to society and delivering value for all.

The principles of the UN Global Compact align with and are integrated into our strategies, policies and procedures, as well as our annual Sustainability Scorecard.

The UN Global Compact's Ten Principles draw on:

- The Universal Declaration of Human Rights
- The International Labour Organization's Declaration on Fundamental Principles and Rights at Work
- The Rio Declaration on Environment and Development
- The United Nations Convention Against Corruption

## The UN Global Compact's Ten Principles:

- *Human Rights*
  - Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
  - Principle 2: make sure that they are not complicit in human rights abuses.
- *Labour*
  - Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
  - Principle 4: the elimination of all forms of forced and compulsory labour;
  - Principle 5: the effective abolition of child labour; and
  - Principle 6: the elimination of discrimination in respect of employment and occupation.
- *Environment*
  - Principle 7: Businesses should support a precautionary approach to environmental challenges;
  - Principle 8: undertake initiatives to promote greater environmental responsibility; and
  - Principle 9: encourage the development and diffusion of environmentally friendly technologies.
- *Anti-Corruption*
  - Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.



## **UN Global Compact Communication on Progress 2020 and GC Advanced COP Self-Assessment**

We have complied with all of the information in Barrick's Communication on Progress 2020 from the following publicly available publications:

- Annual Report 2020
- Sustainability Report 2020
- GRI Content Index and underlying dataset 2020
- Human Rights Report 2020 (to be published Q2-2021)
- Code of Business Conduct and Ethics
- Group Human Rights Policy
- Group Anti-Corruption Policy
- Group Sustainable Development Policy

These are available on our website: [www.barrick.com](http://www.barrick.com)

Our Communication on Progress also references a number of internal documents. The following pages are our self-assessment on how we have met the GC Advanced Level criteria and reference our implementation of best practices, followed by our report on the ten principles. We consider that we have met a criterion when we communicate on its implementation or planned implementation.

## **Implementing the Ten Principles**

### **Human Rights**

The first two principles relate to human rights.

Respect for human rights is a foundational value at Barrick and a central part of our sustainability vision. We work across a diverse range of social, economic and political contexts, and are part of the fabric of society in the communities and countries within which we operate. We know our activities and the activities of those with whom we do business can both promote and negatively impact human rights. We acknowledge our responsibility, and the opportunity, to contribute to protecting human rights of people around the world.

We have zero tolerance for human rights violations wherever we operate. We avoid causing or contributing to human rights violations and actively facilitate access to remedies. Our commitment to respect human rights is codified in our standalone Human Rights Policy and informed by the expectations of the UN Guiding Principles on Business and Human Rights (UNGPs), the Voluntary Principles on Security and Human Rights (VPs), and the OECD Guidelines for Multinational Enterprises.

During 2020, we reviewed and revised our human rights training program and updated several standards including the Use of Force Standard, and the Voluntary Principles on Security and Human Rights Standard. Responsibility for the oversight and implementation of our Human Rights Program sits with our Group Sustainability Executive, with support from our Senior Vice-President, Business Assurance, Risk and Business Integrity, as well as our Human Resources Executive. At a site level, the mine general managers, security managers and the community relations team are responsible for the on-the-ground implementation of our Human Rights Program. Further information on our Human Rights Program is found in the Sustainability Data Disclosure Table included as an appendix to this report.

### **Labour Standards**

The next four principles relate to labour standards.

Open and honest communication is at the heart of our approach to labour relations. We have a range of communication channels available to facilitate transparent two-way communication between workers (regardless of union member status) and management. We recognize and respect the right of our workers to join a union and to participate in collective bargaining without interference or fear of retaliation. Our Human Rights Policy commits us to upholding the International Labour Organization (ILO) Core Conventions and we seek to engage with trade unions in an honest and constructive way. We also encourage our senior executives, including our Human Resources Executive, mine general managers and our President and CEO to be involved in key industrial relations discussions. Further information on Barrick's approach to human capital and people management is set out in the Sustainability Data Disclosures Table included as an appendix to this report.

## **Environment**

The next three principles relate to the environment.

Environmental stewardship is a fundamental responsibility of any modern mining company and a critical part of our business strategy. Regardless of the strength and rigor of the environmental management practices in place, the reality is that mining does have an impact on the natural environment. We are nevertheless committed to managing and minimizing these impacts. Responsibly managing our environmental impacts not only reduces risk, but it also helps to deliver a sustainable legacy for the regions in which we operate. By applying the highest standards of environmental management, using natural resources and energy efficiently, recycling and reducing waste, and working to protect biodiversity, we can deliver significant cost savings to our business, reduce future liabilities, and help build strong stakeholder relationships. Further details on Barrick's environmental management programmes are provided in the Sustainability Data Disclosure Table included as an appendix to this report.

### ***Water***

Our aim is to deliver enough water for the effective operation of our mines, while at the same time protecting the quality and quantity of water available to host communities and other users in our watersheds. Our commitment to responsible water use is codified in our Environmental Policy, which compels us to:

- Minimize our use of water;
- Control and manage our impacts on water quality; and
- Engage with stakeholders, including local communities to maintain sustainable management of water resources for the benefit of all local users.

Given the diverse geographies in which Barrick operates, how we manage water to meet these commitments varies from site to site. Each mine has its own site-specific water management plan. Further details on Barrick's approach to water management are provided in the Sustainability Data Disclosure Table included as an appendix to this report.

### ***Climate Change***

We recognize that climate change, including shifts in temperature, precipitation and more frequent severe weather events, could affect our operations in a range of possible ways. Throughout 2020, we reviewed and updated the Climate Change Strategy developed in 2017. The objectives of our Climate Change Strategy can be summarized as follows:

- Identify, understand and mitigate the risks associated with climate change by building climate change resilience to limit exposure to increasing regulation, scrutiny, and physical climate risks;
- Maintain an updated greenhouse gas (GHG) emissions baseline and reduction target according to the baseline and reduction target recalculation policy;
- Continuously improve our disclosure on climate change to provide the market with annual Climate Change Strategy disclosures that incorporate scenario analysis and are aligned with the Task Force on Climate-Related Financial Disclosures (TCFD) framework;
- Switch to cleaner energy sources and increase the proportion of renewable energy in the company's energy mix; and

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- Bring responsibility for progress against our emissions reduction target to the individual site level and introduce climate champions at every site.

Throughout 2020, we updated our emissions reduction target. Our updated target is to reduce our emissions by at least 30% by 2030 against the 2018 baseline of 7,541kt CO<sub>2</sub>e per annum, with a defined interim emissions reduction target of 15%. The interim reduction target is based on feasible projects that have been identified and are being implemented, while maintaining a steady production profile. Ultimately, our vision is net zero GHG emissions by 2050 achieved primarily through GHG reductions and certain offsets for hard to abate emissions. Further detail on Barrick's approach to climate change including emissions calculation processes are detailed in the Sustainability Data Disclosures Table included as an appendix to this report.

## ***Biodiversity***

We work to proactively manage our impact on biodiversity and strive to protect the ecosystems in which we operate. Wherever possible we aim to achieve a net neutral biodiversity impact, particularly for ecologically sensitive environments. Our approach is informed by international best practice, such as the guidelines set by the International Union for the Conservation of Nature (IUCN) and ICMM, including their Mining and Protected Areas position statement.

To help us fulfil these commitments, we set a target for all our operational sites to develop and implement a Biodiversity Action Plan (BAP) by the end of 2021. Currently, BAPs are in place at 11 of our 12 operational sites, and we are on track to meet our target. During 2020, BAPs were developed for Bulyanhulu, Buzwagi and Nevada Gold Mines. Further details regarding Barrick's approach to biodiversity management, including proximity of operations to protected areas and areas of high biodiversity value outside protected areas, is provided in the Sustainability Data Disclosure Table included as an appendix to this report.

## **Anti-corruption**

The final principle relates to corruption.

We have zero tolerance for bribery and corruption. This is codified in our Anti-Bribery and Anti-Corruption Policy as well as our Code of Business Conduct and Ethics. Protecting ourselves from – and taking a stance against – corruption, bribery and fraud is one of our sustainability principles and a foundational value. Our commitment to operate responsibly applies to employees at all levels and to our third parties, through the Supplier Code of Ethics. We work to achieve these commitments through our Anti-Corruption, Business Integrity and Ethics program, which includes:

- Training;
- Risk Assessments;
- Minimizing Risk;
- Reporting; and
- Protecting the Supply Chain



## APPENDIX

**2020 Sustainability Data Disclosure Table**

Reporting framework	Number	Description	Reported	Reference in the 2020 Sustainability Report	ICMM Principle	UN Global Compact Principle	Comment
GRI	102-1	Name of the organization	Fully	About this report			Barrick Gold Corporation
GRI	102-2	Activities, brands, products, and services	Fully	2020 Annual Information Form (AIF)			Barrick's principle products and sources of earnings are gold and copper.
GRI	102-3	Location of headquarters	Fully	Our business at a glance			Toronto, Canada
GRI	102-4	Location of operations	Fully	Our business at a glance			-
GRI	102-5	Ownership and legal form	Fully	2020 AIF			Barrick is a corporation owned by shareholders. It is listed on both the New York and Toronto stock exchanges.
GRI	102-6	Markets served	Fully	GRI content index			Gold can be readily sold on numerous markets throughout the world. Governments, central banks and other official institutions hold significant quantities of gold as a component of exchange reserves. Since there are a large number of available gold purchasers, Barrick is not dependent upon the sale of gold to any one customer. At the Lumwana and Jabal Sayid copper mines, concentrate is sold to smelters. Since there are a large number of available copper cathode and copper concentrate purchasers, Barrick is not dependent upon the sale of copper to any one customer.
GRI	102-7	Scale of the organization	Fully				<b>Total number of people employed by Barrick: 20,000</b>

GRI				Our business at a glance; 2020 AIF; 2020 Annual Report			<b>Total number of operations:</b> 14
GRI							<b>Revenue:</b> \$12.595 billion
GRI							<b>Total Capitalization:</b> As of December 31, 2020, total debt was \$5.2 billion and total equity was \$29.827 billion
GRI							<b>Quantity of Products:</b> In 2020 on an attributable basis, Barrick's gold production was 4.760 million ounces and copper production was 457 million pounds of copper.
GRI	102-8	Information on employees and other workers	Fully	Workforce Composition			Full data set found in the attached data sheets.
GRI	102-9	Supply chain	Fully	Social and Economic Development - Managing Supply Chain Risk			
GRI	102-10	Significant changes to the organization and its supply chain	Fully	Message from our CEO; about this report; 2020 AIF			
GRI	102-11	Precautionary Principle or approach	Fully	GRI content index		7	Since there may be significant impacts to the environment due to our operations, Barrick is committed to using a precautionary approach throughout the life of a mine. When contemplating changes to mine plans we first assess potential environmental impacts, and then evaluate how to avoid, control or mitigate these impacts, even when there is a lack of scientific certainty as to the likelihood or magnitude of the impacts.
GRI	102-12	External initiatives	Fully	Our business at a glance			
GRI	102-13	Membership of associations	Fully	Our business at a glance			Barrick holds membership of the following national associations: Cámara Argentina de Empresarios Mineros, Cámara Minera de San Juan (Argentina), Cámara Minera y Petrolera de la República Dominicana, Consejo Minero (Chile), Chamber of Mines (Zambia), Chamber of Mines of DRC, Groupement des

							Professionels des Mines de la Cote d'Ivoire (GPMCI), Chamber of Mines of Senegal, Groupement des Professionels du Secteur Minier du Mali (GPSMM), Mining Association of Canada, Nevada Mining Association, Prospectors and Developers Association of Canada, Sociedad Nacional de Minería (Chile), Sociedad Nacional de Minería, Petróleo y Energía (Peru). It also holds member of the following international associations: International Council on Mining and Metals (ICMM), the UN Global Company and International Cyanide Management Institute (ICMI) and the World Gold Council.
GRI	102-14	Statement from senior decision-maker	Fully	Message from our CEO;	2		
GRI	102-15	Key impacts, risks, and opportunities	Fully	Our approach	2		
GRI	102-16	Values, principles, standards, and norms of behavior	Fully	Our approach - Our principles	2		
GRI	102-17	Mechanisms for advice and concerns about ethics	Fully	Doing business in an ethical manner			
GRI	102-18	Governance structure	Fully	Our approach - Governance of sustainability	2		
GRI	102-19	Delegating authority		Our approach - Governance of sustainability	2		
GRI	102-20	Executive-level responsibility for economic, environmental, and social topics		Our approach - Governance of sustainability			
GRI	102-21	Consulting stakeholders on economic,		Our approach - Governance of sustainability -	10		

		environmental, and social topics		Stakeholder engagement			
GRI	102-22	Composition of the highest governance body and its committees	Fully	2020 Information Circular			
GRI	102-23	Chair of the highest governance body	Fully	2020 Information Circular			
GRI	102-24	Nominating and selecting the highest governance body	Fully	2020 Information Circular			
GRI	102-25	Conflicts of interest	Fully	2020 Information Circular			
GRI	102-35	Remuneration policies	Fully	Our approach - remuneration policies; 2020 Information Circular			
GRI	102-36	Process for determining remuneration	Fully	2020 Information Circular			
GRI	102-37	Stakeholders' involvement in remuneration	Fully	2020 Information Circular			
GRI	102-40	List of stakeholder groups	Fully	Our approach - Governance of sustainability - Stakeholder engagement			
GRI	102-41	Collective bargaining agreements	Fully	Human rights - Labour rights			
GRI	102-42	Identifying and selecting stakeholders	Fully	Our approach - Governance of sustainability - Stakeholder engagement			

GRI	102-43	Approach to stakeholder engagement	Fully	Our approach - Governance of sustainability - Stakeholder engagement			
GRI	102-44	Key topics and concerns raised	Fully	Our approach - Governance of sustainability - Stakeholder engagement			
GRI	102-45	Entities included in the consolidated financial statements	Fully	About this report			
GRI	102-46	Defining report content and topic Boundaries	Fully	Our approach - Materiality assessment			
GRI	102-47	List of material topics	Fully	Our approach - Materiality assessment			
GRI	102-48	Restatements of information	Fully	GRI content index			Barrick restated its historical data following changes to the methodology to capture a wider scope of industrial emissions, updated conversion factors, and to include emissions from smaller contributors (such as gasoline). Certain joint venture properties were also not included in Barrick's previous reporting.
GRI	102-49	Changes in reporting	Fully	About this report			
GRI	102-50	Reporting period	Fully	About this report			
GRI	102-51	Date of most recent report	Fully	About this report			
GRI	102-52	Reporting cycle	Fully	About this report			Annual.
GRI	102-53	Contact point for questions regarding the report	Fully	GRI content index			<a href="mailto:sustainability@barrick.com">sustainability@barrick.com</a>
GRI	102-54	Claims of reporting in accordance with the GRI Standards	Fully	About this report			Barrick reports to the GRI Sustainability Reporting Standards, in accordance with the Core option.

GRI	102-55	GRI content index	Fully	GRI content index			
GRI	102-56	External assurance	Fully	Letters of independent assurance			
GRI	GRI DMA		Fully	Social and economic development	1	6, 10	
GRI	GRI 201-1	Direct economic value generated and distributed	Partially	Social and economic development			Full data set found in the GRI content index available on line
GRI	GRI 201-2	Financial implications and other risks and opportunities due to climate change	Fully	Environment - Climate Change			
GRI	GRI 201-3	Defined benefit plan obligations and other retirement plans	Fully	2020 Annual report			
GRI	DMA		Fully	Social and economic development	1	6, 10	
GRI	GRI 202-2	Proportion of senior management hired from the local community	Fully	Social and economic development			Full data set found in the GRI content index available on line
GRI	DMA		Fully	Social and economic development	1		
GRI	GRI 204-1	Proportion of spending on local suppliers	Fully	Social and economic development			Full data set found in the GRI content index available on line
GRI	DMA		Fully	Doing business in an ethical manner	1, 4	10	
GRI	GRI 205-1	Operations assessed for risks related to corruption	Fully	Doing business in an ethical manner			No formal risk assessments were completed in 2020
GRI	GRI 205-2	Communication and training about anti-corruption policies and procedures	Partially	Doing business in an ethical manner			We train all new employees on the Code of Business Conduct and Ethics during onboarding. Certain identified employees, such as country executive directors or community relations officers who may have interaction with governments and the local community,

							receive enhanced live training. All full time employees are required to undergo an online annual refresher training with a goal of over 90% completion. In 2020, the global completion rate was 100%. In addition, at least 90% of Barrick's government-exposed employees received live training. Meeting the 90% target is part of the annual Executive remuneration scorecard.
SASB	EMM-MM-510a.1	Description of management system for prevention of corruption and bribery throughout the value chain	Fully	Doing business in an ethical manner			
SASB	EMM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption perception index	Fully	Content index			Barrick has operations in the Democratic Republic of Congo which is one of the ten lowest ranked countries on Transparency International's Corruption perception index. Production for Kibali in 2020 on a 100% basis was 808,000 ounces of gold.
GRI	Management approach disclosures			Environment - Mercury management, Cyanide controls	6, 8	8	Full data set found in the GRI content index available on line
GRI		Cyanide management	Fully	Environment - Cyanide Controls			
GRI	Management approach disclosures			Environment - Climate change	1, 6	8, 9	
GRI	GRI 302-1	Energy consumption within the organization	Fully	Environment - Climate change			Full data set found in the GRI content index available on line. Energy use calculated using volumes of fuel or electricity used and relevant IPCC energy factors.
GRI	GRI 302-3	Energy intensity	Fully	Environment - Climate change			Full data set found in the attached data sheets. Energy intensity only includes energy consumed within the organization (fuel and

							electricity use). Tonnes of ore processed and ounces of gold produced are included at a 100% basis.
SASB	EM-MM-130a.1	(1) Total energy consumed, (2) percentage grid energy, (3) percentage renewable	Fully	Environment-Climate change			Full data set found in the attached data sheets.
GRI	Management approach disclosures			Environment - Water management	1, 6	8, 9	
GRI	GRI 303-3	Water withdrawal	Fully	Environment - Water management			Full data set found in the attached data sheets. Data has been compiled in accordance with the ICMM Water Accounting Framework
GRI	GRI 303-4	Water discharge	Fully	Environment - Water management			Full data set found in the attached data sheets. Data has been compiled based on the ICMM Water Accounting Framework
GRI	GRI 303-5	Water consumption	Fully	Environment - Water management			Full data set found in the attached data sheets. Data has been compiled based on the ICMM Water Accounting Framework
SASB	EM-MM-140a.1	(1) Total freshwater withdrawn, (2) total freshwater consumed, percentage of each in regions of high or extremely high baseline water stress	Fully	Environment - Water management			Full data set found in the attached data sheets. Data has been compiled based on the ICMM Water Accounting Framework
SASB	EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations	Fully	Data tables			Full data set found in the GRI content index available on line
GRI	Management approach disclosures			Environment - Biodiversity	6, 7	8	



GRI	GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Fully	Environment - Biodiversity			<p>The following are near protected areas: Alturas (within 15km of the San Guillermo Man and Biosphere Reserve), Hemlo (10-15km from White Lake Provincial Park (IUCN Cat II), Lama, Veladero (both are in the multi-use area of San Guillermo Man and Biosphere Reserve. The nucleus of the Reserve is also an IUCN Cat II Protected Area), Lumwana (within 10 km of the Acres Forest Reserve (IUCN unclassified Protected Area)), Pierina (5-10km from the Huascarán National Park, declared in 2009), Pueblo Viejo (Infrastructure crosses Aniana Vargas National Park - declared in 2009), Turquoise Ridge (Between 5-10km from the Osgood Mountain Milkvetch Habitat (IUCN Cat V), North Mara (within 25km of the Serengeti National Park (IUCN Cat II)).</p> <p>The following are in areas of high biodiversity value: Lagunas Norte (within a Biodiversity Hotspot and Endemic Bird Area), Lama and Veladero (both are within a Key Biodiversity Area), Pierina (within a Biodiversity Hotspot Endemic Bird Area), Lumwana (within a High Biodiversity Wilderness Area) Pueblo Viejo (within a Biodiversity Hotspot and Endemic Bird Area), Porgera (within an Endemic Bird Area).</p>
GRI	GRI 304-3	Habitats protected or restored	Partially	Environment - Biodiversity			
GRI	MM10	Amount of land disturbed or rehabilitated	Fully	Environment - Biodiversity			
SASB	EM-MM-160a.2	Percentage of mine sites where acid rock drainage (ARD) is: (1) predicted to occur, (2) actively mitigated, and	No				Percentage of mine waste that is acid generating is reported at the group, regional and site level in the attached data tables.

		(3) under treatment or remediation					
SASB	EM-MM-160a.3	Percentage of (1) proved, and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	No				See GRI304-1 for sites adjacent to protected areas and areas of high biodiversity value
GRI	Management approach disclosures			Environment - Climate Change	6, 10	8, 9	
GRI	GRI 305-1	Direct (Scope 1) GHG emissions	Fully	Environment - Climate Change			Full data set found in the GRI content index and underlying data sheets. Emissions include CO2, CH4, N2O; PFCs, SF6 and NF3 are not reported as they are not material sources of emissions. Emissions are calculated using volumes of fuel applicable Greenhouse Gas Protocol factors.
GRI	GRI 305-2	Scope 2 Location	Fully	Environment - Climate Change			Full data set found in the GRI content index and underlying data sheets. Emissions are calculated using applicable state- or province-specific location factors or IEA country-factors where these are unavailable.
GRI	GRI 305-4	GHG emissions intensity	Fully	Environment - Climate Change			Full data set found in in the GRI content index and underlying data sheets. Greenhouse gas intensity includes Scope 1 and Scope 2 - Location emissions. Tonnes of ore processed and ounces of gold produced are included at a 100% basis.
GRI	GRI 305-5	Reduction of GHG emissions	No	Environment - Climate Change			

GRI	GRI 305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Partially				Full data set found in the GRI content index and underlying data sheets. Air emissions data only includes sites and emissions required by government regulation. Emissions are calculated in accordance with local regulatory requirements.
SASB	EM-MM-110a.1	Gross global scope 1 emissions, percentage covered under emissions limiting regulation	Partially	Environment - Climate Change			
SASB	EM-MM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction target and analysis of performance against those targets	Fully	Environment - Climate Change			
SASB	EMM-MM-120a.1	Air emissions of the following pollutants (1) CO, (2) NOx (excluding NO2), (3) SOx, (4) Particulate matter (PM-10), (5) Mercury, (6) lead (Pb), and (8) Volatile Organic Compounds (VOCs)	Partially	Data tables			Data for NOx, SOx, Mercury and PM-10 provided for some sites in the 2020 data sheets in the GRI content index on our website.
GRI	Management approach disclosures	Mine waste	Fully	Environment - Non-processing waste	1, 6, 8	8, 9	
GRI	GRI 306-2	Waste by type and disposal method	No	Environment - Non-processing waste			Full data set found in the GRI content index and underlying data sheets
GRI	GRI 306-3	Significant spills	Fully	Environment - Environmental incidents	6, 8	8, 9	Full data set found in the GRI content index and underlying data sheets

SASB	EM-MM-150a.1	Total weight of tailings waste, percent recycled	Partially	Environment - Responsible tailings management and dam safety			Full data set for tailings weight found in the GRI content index and underlying data sheets
SASB	EM-MM-150a.2	Total weight of mineral processing waste, percent recycled	Partially	Environment - Responsible tailings management and dam safety			Full data set for mineral processing waste found in the GRI content index and underlying data sheets
SASB	EM-MM-150a.3	Number of tailings impoundments broken down by MSHA hazard potential	Fully	Environment - Responsible tailings management and dam safety, Tailings storage facility inventory			
GRI	Management approach disclosures		Fully		4, 6, 8	8, 9	
GRI	GRI 307-1	Non-compliance with environmental laws and regulations	Fully	Environment - Environmental incidents		-310	Incidents of significant fines and compliance issues are detailed in the 2020 AIF.
GRI	DMA		Fully	Human rights - labor relations	1	1, 3, 6	
GRI	GRI 402-1	Minimum notice periods regarding operational changes	Fully	Human rights - labor relations			
GRI	MM	Strikes and lockouts	Fully	Human rights - labor relations			
SASB	EM-MM-310a.1	Percentage of active workforce under collective bargaining agreements, broke down by US and foreign nationals	Partially	Human rights - building strong labour relations			
SASB	EM-MM-310a.2	Number and duration of strikes and lockouts	Fully	Human rights - building strong labour relations			

GRI	DMA		Fully	Health and safety	4, 5		
GRI	GRI 403-8	Workers covered by an occupational health and safety management system	Fully	Health and safety			100%
GRI	GRI 403-9	Work-related injuries	Partially	Health and safety - safety			Full data set found in the GRI content index and underlying data sheets
GRI	GRI 403-10	Work-related ill health	Partially	Health and safety - safety			
SASB	EM-MM-320a.1	(1) MSHA all incidence rate, (2) fatality rate, (3) Near miss frequency rate, and (4) average number of hours of health & safety, and emergency response training for (a) full time workers, (2) contractors	Partially	Health and safety - safety			
GRI	DMA		Fully	Building Strong Labour relations - Developing female talent in Nevada	1, 3, 5	3, 6	
GRI	GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Fully	Building Strong Labour relations - Developing female talent in Nevada			
GRI	DMA			Human rights - Diversity and inclusion	3	1, 2, 6	
GRI	GRI 405-1	Diversity of governance bodies and employees	Partially	Human rights - Diversity and inclusion			
GRI	DMA			Human rights - Labour relations	1, 3	1, 2, 3	

GRI	GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Partially	Human rights - Labour relations			We did not identify any evidence of violations of the right to freedom of association and collective bargaining at any of the sites across the expanded group.
GRI	DMA			Human rights - Security	1, 3	1, 2	
GRI	GRI 410-1	Security personnel trained in human rights policies or procedures	Fully	Human rights - Security			In 2020, we trained more than 3,500 private and public security personnel on the Voluntary Principles on Security and Human Rights.
GRI	DMA			Human rights - Indigenous Peoples	1, 2, 3, 4, 9	1, 2	
GRI	GRI 411-1	Incidents of violations involving rights of indigenous peoples	Fully	Human rights - Indigenous Peoples			There were no significant incidents or violations of rights involving indigenous populations at our sites in 2020.
GRI	DMA			Human rights	1, 2	1, 3, 10	
GRI	GRI 412-1	Operations that have been subject to human rights reviews or impact assessments	Fully	Human rights			
GRI	GRI 412-2	Employee training on human rights policies or procedures	Fully	Human rights			
SASB	EMM-MM-210a.1	Percentage of (1) proved, and (2) probable reserves in or near areas of conflict	No				See Barrick's Conflict-free gold report for discussion of assets in or near areas of conflict.
SASB	EMM-MM-210a.2	Percentage of (1) proved, and (2) probable reserves in or near indigenous lands	Partially	Human rights - Indigenous Peoples			

SASB	EMM-MM-210a.3	Discussion of engagement processes and due diligence processes with respect to human rights, indigenous peoples, and operation in areas of conflict	Fully	Human rights			
GRI	DMA			Social and economic development - community engagement	1, 2, 3, 4, 9, 10		
GRI	GRI 413-1	Operations with local community engagement, impact assessments, and development programs	Partially	Social and economic development - community engagement			
GRI	GRI 413-2	Operations with significant actual and potential negative impacts on local communities	Fully	Social and economic development - community engagement			
GRI	DMA		Fully	Social and economic development - supply chain	1, 2	3, 10	
GRI	GRI 414-1	New suppliers that were screened using social criteria	Fully	Social and economic development - supply chain			
GRI	DMA		Fully	Social and economic development - supply chain	10		
GRI	GRI 415-1	Political contributions	Fully	Doing business in an ethical manner - political contributions	1	10	In 2020, our political contributions were \$1,060,000 to various Nevada political and industry PACs; \$181,250 made to members of the Nevada legislature; and \$16,000 made via the Barrick USA Employees PAC.

GRI	DMA		Fully	Social and economic development - supply chain	9		
GRI	GRI 419-1	Non-compliance with laws and regulations in the social and economic area	Fully	2020 AIF			
GRI	DMA			Social and economic development - community engagement - artisanal and small-scale mining			
GRI	GRI MM8	Artisanal mining	Fully	Social and economic development - community engagement - artisanal and small-scale mining			
GRI	DMA			Social and economic development - community engagement - resettlement			
GRI	GRI MM9	Resettlement	Fully	Social and economic development - community engagement - resettlement			
GRI	Management approach disclosures			Environment - Closure		8, 9	
GRI	MM10	Closure planning	Fully	Environment - Closure			



## Cautionary Statement on Forward-Looking Information

Certain information contained or incorporated by reference in this Communication on Progress 2020, including any information as to our sustainability strategy and vision, projects, plans, or future financial or operating performance, constitutes “forward-looking statements”. All statements, other than statements of historical fact, are forward-looking statements. The words “vision”, “believe”, “expect”, “target”, “plan”, “objective”, “aim”, “intend”, “goal”, “continue”, “budget”, “potential”, “may”, “will”, “can”, “should”, “could”, “would”, and similar expressions identify forward-looking statements. In particular, this Communication on Progress 2020 contains forward-looking statements including, without limitation, with respect to: (i) Barrick’s sustainability strategy and vision; (ii) Barrick’s environmental, health and safety, corporate social responsibility (including social and economic development, water management, tailings and hazardous waste management and community relations) and human rights programs, policies and performance; (iii) Barrick’s climate change strategy and associated greenhouse gas emission reduction targets and (iv) the estimated timing to achieve environmental, social and energy reduction targets, including our greenhouse gas emission reduction targets. Forward-looking statements are necessarily based upon a number of estimates and assumptions that, while considered reasonable by Barrick as at the date of this Communication on Progress 2020 in light of management’s experience and perception of current conditions and expected developments, are inherently subject to significant business, economic and competitive uncertainties and contingencies. Known and unknown factors could cause actual results to differ materially from those projected in the forward-looking statements, and undue reliance should not be placed on such statements and information. Such factors include, but are not limited to: damage to the Barrick’s reputation due to the actual or perceived occurrence of any number of events, including negative publicity with respect to the Barrick’s handling of environmental matters or dealings with community groups, whether true or not; changes in national and local government legislation, taxation, controls or regulations, and/ or changes in the administration of laws, policies, and practices; expropriation or nationalization of property and political or economic developments in Canada, the United States, and other jurisdictions in which Barrick does or may carry on business in the future; risks associated with diseases, epidemic and pandemics, including the effects and potential effects of the global Covid-19 pandemic; risk of loss due to acts of war, terrorism, sabotage and civil disturbances; litigation and legal and administrative proceedings; contests over title to properties, particularly title to undeveloped properties, or over access to water, power and other required infrastructure; risks associated with working with partners in jointly controlled assets; whether benefits expected from recent transactions are realized; employee relations; increased costs and physical risks, including extreme weather events and resource shortage, related to climate change; risks associated with artisanal and illegal mining; fluctuations in the spot and forward price of gold, copper, or certain other commodities (such as silver, diesel fuel, natural gas, and electricity); the speculative nature of mineral exploration and development; changes in mineral production performance, exploitation, and exploration successes; diminishing quantities or grades of reserves; increased costs, delays, suspensions, and technical challenges associated with the construction of capital projects; operating or technical difficulties in connection with mining or development activities, including geotechnical challenges, tailings dam and storage facilities failures, and disruptions in the maintenance or provision of required infrastructure and information technology systems; timing of receipt of, or failure to comply with, necessary permits and approvals; non-renewal of key licences by governmental authorities; failure to comply with environmental and health and safety laws and regulations; and our ability to successfully close and integrate acquisitions or complete divestitures. In addition, there are

risks and hazards associated with the business of mineral exploration, development and mining, including environmental hazards, industrial accidents, unusual or unexpected formations, pressures, cave-ins, flooding and gold bullion, copper cathode or gold or copper concentrate losses (and the risk of inadequate insurance, or inability to obtain insurance, to cover these risks). Many of these uncertainties and contingencies can affect our actual results and could cause actual results to differ materially from those expressed or implied in any forward-looking statements made by, or on behalf of, us.

Readers are cautioned that forward-looking statements are not guarantees of future performance. All of the forward-looking statements made in this Communication on Progress 2020 are qualified by these cautionary statements. Specific reference is made to the most recent Form 40-F/Annual Information Form on file with the SEC and Canadian provincial securities regulatory authorities for a more detailed discussion of some of the factors underlying forward-looking statements and the risks that may affect Barrick's ability to achieve the expectations set forth in the forward-looking statements contained in this Communication on Progress 2020.

Barrick Gold Corporation disclaims any intention or obligation to update or revise any forward-looking statements whether as a result of new information, future events or otherwise, except as required by applicable law.