

United Nations Global Compact

Barrick Gold Communication on Progress 2008

Barrick has long been committed to the principles articulated in the United Nations Global Compact (UNGC). We have been proud signatories to this international voluntary initiative since 2005. Barrick continues to integrate best practices in human rights, labour standards, environment and anti-corruption into its culture and day-to-day operations. The following Communication on Progress provides an overview of Barrick's 2008 key achievements and objectives for 2009, aligned with the UNGC principles and the indicators corresponding with the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines. As Barrick is a member of the International Council on Mining & Metals (ICMM), we have also linked this annual update with ICMM's Sustainable Development principles.

I hope you will find this Communication on Progress informative and I invite you to view the Barrick website www.barrick.com, annual Responsibility Reports and Beyond Borders stakeholder publications for further detailed information.

Kelvin Dushnisky
Executive Vice President, Corporate Affairs

<p>UNGC Principles:</p> <p>Human Rights</p>	<p>Barrick recognizes that the scope and breadth of human rights is far reaching. As stated in the Universal Declaration of Human Rights, “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. We are committed to promoting health & safety practices for our employees; and adhering to security practices based on the Voluntary Principles on Security and Human Rights (VPSHR). Our Policies, Systems and Commitments that support this principle include:</p> <ul style="list-style-type: none"> • Barrick’s <i>Corporate Social Responsibility Charter</i> 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 Universal Declaration of Human Rights. • Barrick’s significant investment and/or procurement agreements include human rights clauses, as we require our suppliers to adhere to our standards and policies as outlined in our <i>Supplier Code of Ethics</i>. • Barrick is a member of the International Council on Mining & Metals (ICMM), and is committed to ICMM’s Sustainable Development Principles, including Principle 2: Integrate sustainable development considerations within the corporate decision-making process; Principle 3: Uphold fundamental human rights and respect cultures, customs and values in dealings with employees and others who are affected by our activities; Principle 4: Implement risk management strategies based on valid data and sound science; Principle 5. Seek continual improvement of our health and safety performance; and Principle 9: Contribute to the social, economic and institutional development of the communities in which we operate. • Barrick actively participates in the following ICMM committees: Community and Social Development Task Force; Artisanal Mining Working Group; Resource Endowment Initiative Working Group; Indigenous Peoples Working Group; Business and Human Rights Working Group; Safety and Health Task Force; Fatality Prevention Working Group; and the Health Working Group.
<p>PRINCIPLE 1 Businesses should support and respect the protection of internationally proclaimed human rights.</p> <p>PRINCIPLE 2 Businesses should make sure they are not complicit in human rights abuses.</p>	

Safety & Health

Policies, Systems and Commitments

- Barrick's *Safety & Health System* features nine core elements including Leadership & Commitment; Training and Competence; Risk Management; Operational Controls; Health and Wellness; Contractor Controls; Incident Investigation; Emergency Preparedness; and, Performance Measurement and Assessment.
- The *Courageous Safety Leadership* training fosters a shared common vision on safety and health as well as the personal behaviors necessary to achieve that vision. The initial training is mandatory for all new employees at our operations and business offices around the world. At the end of the *Courageous Safety Leadership* training, employees sign their commitment to our vision "Every person going home safe and healthy every day".
- Our Safety & Health Policy has been revised and updated to include concepts espoused in our Courageous Leadership material. The Policy now speaks to "What We Believe" and "What We Promise" to do.
- Company-wide *Drug & Alcohol Policy* and *Smoke-Free Policy* were put in place in 2007.
- Company-wide policies on *Mobile Equipment Operating* and *Hazardous Energy Isolation* were implemented in 2008.
- Prior to 2005 our contractors' incident frequency rates were double our employee rates. Our Contractor Safety Policy was implemented in 2005. The Policy requires all contractors to have a comprehensive safety and health plan and specific personnel assigned to the safety and health functional area. The Policy also requires a Barrick representative with strict accountabilities for contractor performance. Contractor frequency rates have continued to improve and in most areas are on even par with employee performance.

	2008 Outcomes & 2009 Objectives	GRI Indicators
	<p>Barrick continued an 11-year trend of improving reportable lost time injury frequencies.</p> <p>Barrick achieved a 23% reduction in lost time injuries and a 12% improvement in Total Recordable Injury Frequency.</p> <p>In 2008, we continued our emphasis on Courageous Safety Leadership training for employees, managers and contractors worldwide. This training has significantly contributed to improving our overall safety and health performance and creating a global culture with safety embedded as a personal value. Over 22,000 employees have completed the Barrick Courageous Leadership Training, while 2,670 employees completed the Refresher Training Course in 2008.</p> <p>In addition to further implementing elements of the Barrick Safety System, we participated in a number of safety forums to share lessons learned, best practices, results of incident investigations and benchmarking safety statistics with other companies. In 2008 we collaborated with ICMM in development of the best practices manual "Leadership Matters – the Elimination of Fatalities".</p> <p>To mark 2008 World AIDS Day, Barrick organized a series of public awareness activities to help de-stigmatize HIV/AIDS and promote voluntary testing, in collaboration with the Global Business Coalition (GBC) on HIV/AIDS, Tuberculosis and Malaria and the African Medical and Research Foundation (AMREF).</p> <p>Barrick was featured in a report released by the World Gold Council documenting the gold mining industry's efforts to address these global health threats: "<i>Safeguarding workplace and community health - How gold mining companies are fighting HIV/AIDS, tuberculosis and malaria.</i>"</p> <p>A part of the <i>Drive First</i> program for employees, Barrick has established 5 professionally developed education modules; purchased four "light vehicle" simulators to help drivers develop their skills, judgment and response and we are currently piloting a vehicle monitoring device that provides real-time coaching to drivers.</p> <p>In 2008, 20 Barrick sites were recognized for outstanding achievement in safety by the International Society of Mine Safety Professionals (ISMSP).</p> <p>In 2008, we published the first internal annual Health Report identifying the top causes of days lost to illness. Barrick continues to raise awareness for a healthy workplace, including further analysis of the data in the Barrick Health Report, a focus on fitness for work, industrial hygiene programs, and ergonomics in the workplace.</p>	<p>LA3, LA4, LA6, LA8, LA10, LA11, LA12, LA13, LA14, MM1, MM4, MM11</p>

Security	
Policies, systems and commitments	
<ul style="list-style-type: none"> • Our comprehensive Security Policy is based on the Voluntary Principles on Security and Human Rights (VPSHR) and was implemented globally in 2008. • 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). • A Security Strategic Plan was developed in 2008 and will be rolled-out in 2009. 	
2008 Outcomes & 2009 Objectives	GRI Indicators
<p>Training programs based on the Voluntary Principles on Security and Human Rights (VPSHR) 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.</p> <p>External assessments were carried at all relevant operations and projects involved in the implementation of the VPSHR.</p> <p>In 2007, we convened a working group of Barrick staff and external experts to develop a strategic approach for the management of illegal and artisanal mining. This approach was validated by an independent expert on the issue of security and human rights and led to the creation of our Security Strategic Plan, which was reviewed and updated in 2008.</p> <p>In 2009, we will continue to improve the management of illegal and artisanal mining issues through independent monitoring; stakeholder engagement and the roll-out of the Security Strategic Plan.</p>	HR8, MM7

Community

Policies, systems and commitments

- Our Community Relations teams, as well as regional and site employees, are guided by our Community Engagement & Sustainable Development (CESD) Guidelines. The Guidelines outline the principles, standards and approaches applied by Barrick which cover our community programs from exploration through operations to closure. They are based on international best practice including the International Finance Corporation Performance Standards and ICMM's Sustainable Development Framework. Barrick operations will be updating their Community Engagement & Sustainable Development plans on an annual basis.
- In 2008, Barrick launched its new Community Relations Strategy, featuring a monitoring system comprised of social and community related metrics. The Strategy was developed in consultation with Regional Business Units, and will provide a more focused and systematic approach to social risk management and community relations. Barrick's Community Relations vision is "Working together with local communities for mutual long-term success".

2008 Outcomes & 2009 Objectives	GRI Indicators
<p>Company-wide roll-out of Barrick Community Relations Strategy began in 2008 with workshops in Canada, Peru, and Chile. The roll-out workshops will continue in 2009 for Community Relations staff in Papua New Guinea, Tanzania, Dominican Republic and United States.</p> <p>Sites continued to develop Community Engagement & Sustainable Development (CESD) plans, and these will be updated annually to demonstrate company-wide adherence to the CESD Guidelines.</p> <p>In 2008, Barrick contributed \$US 20.9 million in community benefits around the world. These projects range from community initiatives, infrastructure, scholarships, donations and sponsorship, including:</p> <ul style="list-style-type: none"> • In Tanzania, Barrick is leading a cooperative effort to address some of the most serious health challenges affecting the Lake Zone region, home to nine million people and many of the country's gold mining operations. The Lake Zone Health Initiative builds on Barrick's comprehensive HIV/AIDS and malaria control programs near our operations, carried out in partnership with African Medical & Research Foundation (AMREF). • At our Buzwagi mine in Tanzania, construction of water wells began in May 2007 and the project relied completely on unskilled labour from the three nearby villages. By April 2008, 67 concrete wells were excavated, bringing clean, accessible water to more than 2,500 people in the area. • In 2008, Barrick signed a Collaborative Agreement with four Western Shoshone tribes that includes an endowed scholarship fund. This agreement ensures that Barrick and Western Shoshone natives are able to work together with open communication and dialogue. Also in 2008, the Hemlo mine in Canada signed a Socioeconomic Benefits Agreement with the local Pic Mobert First Nation. • The Atacama region in northern Chile is home to some of Chile's most impoverished and isolated communities. Barrick has forged an alliance with some of the country's most respected non-governmental organizations to alleviate poverty and assist 4,000 of the most underprivileged residents of the Atacama region, near our Pascua-Lama project. Under the Atacama Commitment, new homes will be built for 700 families, computer technology will help to modernize 12 local schools, and disabled children will have access to integrated health services. Recently, the United Nations Global Compact became the newest partner to join the Atacama Commitment. 	<p>SO1, MM8, MM5, EC1, EC9</p>

	<ul style="list-style-type: none"> • 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. • Porgera Joint Venture is a partner in the “Restoring Justice Initiative”, a government community effort to strengthen law and order, which encompasses issues such as violence against women. Through assistance programs, the Porgera mine is helping local Porgeran women become respected members and leaders in a society that has traditionally been male dominated. The Porgera Joint Venture has funded the establishment of the Porgera District Women’s Association, an NGO that now has a membership of more than 2000 women across 20 wards in PNG. With financial support from the mine, the group is providing local women with training in leadership and management skills, health and education, law and order, micro business and agriculture. • Near North Mara in Tanzania, Barrick has assisted with organizational development support and capacity building interventions for women, youth and vulnerable children. These groups are now visible entities in the area, engaged in various developmental activities including income generation through micro-entrepreneurship. So far, a total of 183 women and youths have gone through the program. In addition to capacity building, awareness of cross cutting issues like gender advocacy, human rights and civic education are also addressed. <p>Community projects planned for 2009 will include innovative initiatives such as the training program for female health workers in Pakistan as part of the Reko Diq project, of which Barrick owns 37.5%. This program will be run out of the Humai Clinic and will train local women in health-related disciplines including hygiene promotion and primary health care, child health care, and HIV/AIDS prevention and awareness.</p>	
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<p style="text-align: center;">UNGC Principles:</p> <p style="text-align: center;">Labour</p>	<p>We are committed to treating all our employees with respect and dignity, providing equal opportunity and freedom from discrimination for all our employees and contractors, to uphold the elimination of all forms of forced and compulsory labor and to support the effective abolition of child labor. Our Policies, Systems and Commitments that support this principle include:</p> <ul style="list-style-type: none"> • Barrick’s Code of Business Conduct and Ethics and Corporate Social Responsibility Charter both include explicit commitments to fair employment practices, non-discrimination and a workplace where employees are treated with dignity and respect. • Our Powerful Leadership Program strengthens leadership skills of our superintendents and managers, developing skills for providing feedback and coaching, leading change, delegating, resolving conflict, managing performance problems, and motivating high performance teams. Training is ongoing throughout the company. • 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 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. • 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 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. • 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. • 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.
<p>PRINCIPLE 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p>	
<p>PRINCIPLE 4 Businesses should uphold the elimination of all forms of forced and compulsory labour.</p>	
<p>PRINCIPLE 5 Businesses should uphold the effective abolition of child labour.</p>	
<p>PRINCIPLE 6 Businesses should uphold the elimination of discrimination in respect of employment.</p>	

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| | <ul style="list-style-type: none">• 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. 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.• We developed a <i>Supplier Code of Ethics</i>, which was implemented in 2008, and we screen all 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 each suppliers own code of ethics policy.• Barrick is a member of the International Council on Mining & Metals (ICMM), and is committed to ICMM's Sustainable Development Principles, including Principle 3: Uphold fundamental human rights and respect cultures, customs and values in dealings with employees and others who are affected by our activities. |
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	2008 Outcomes & 2009 Objectives	GRI Indicators
	<p>In 2008, leadership training was delivered to 1,090 supervisors and managers. As well, a set of learning and development programs for early stage professionals was developed and introduced to our technical mining disciplines.</p> <p>Barrick sponsored 189 apprenticeships at 12 operations in 2008.</p> <p>In 2008, we 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- and two-day computer skills courses.</p> <p>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.</p> <p>In 2008, the number of expatriates represented less than 3.5 percent of our employees throughout our global operations.</p> <p>There were no incidents of forced or compulsory labor at our operations in 2008.</p> <p>In 2008, approximately 26 percent of our employees were covered by collective bargaining agreements.</p> <p>There were no incidents of child labor at our operations in 2008. Our most significant contribution to the effective abolition of child labour is our investment in education, such as our partnership with CARE International in Tanzania, the Atacama Commitment and the Intel/Cisneros Foundation Class 21 program in Chile, and our community infrastructure development projects that support community centers and recreational areas.</p> <p>We have designed and successfully launched an early career professional development program that supports 500 technical participants globally. While we are in the process of piloting an advanced technical development program, we are also designing a specialist program for our technical groups. In addition, we will be piloting four additional program tracks that respond to the needs of our non-technical professionals from Supply Chain, Continuous Improvement, Human Resources and Information Technology. Our developmental program for frontline employees will be launched in a phased approach throughout 2009-2010, focusing on pivotal roles in the first phase and expanding to other frontline personnel in the latter phases. We are also redesigning our leadership development program to address our changing business climate and skill development needs which emerged from our annual Talent Management Review and succession planning requirements. Barrick is also partnering with recognized universities and delivery providers to further enhance these programs. Our renewed leadership development model will be updated and ready for launch in the last quarter of 2009.</p>	<p>MM4, LA4, HR5, EC5, LA3 HR7, LA14, HR6, HR6</p>

<p>UNGC Principles:</p> <p>Environment</p>	<p>At Barrick, our goal is to minimize our environmental footprint and safeguard the environment, now and for future generations. Our <i>Environmental Policy Statement</i> outlines its commitment to proven natural resource management practices for the protection, reclamation and enhancement of the environment. Our Policies, Systems and Commitments that support this principle include:</p> <ul style="list-style-type: none"> • We take a precautionary approach throughout the life of a mine by first assessing potential impacts, then evaluating how to avoid, mitigate or control these impacts. Controls typically include putting into place multi-layers of environmental protection and robust environmental management systems that include advanced planning against possible future events.
<p>PRINCIPLE 7 Businesses should support a precautionary approach to environmental challenges.</p>	<ul style="list-style-type: none"> • Barrick is a signatory to the International Cyanide Management Code. Barrick contributed to development of the Code which is aimed at improving the global management of cyanide.
<p>PRINCIPLE 8 Businesses should undertake initiatives to promote greater environmental responsibility.</p>	<ul style="list-style-type: none"> • Barrick is committed to state-of-the-art controls on all point sources of mercury air pollution. We worked with the State of Nevada, the US Environmental Protection Agency and the Nevada Mining Association to develop the <i>Nevada Mercury Air Emissions Control Program</i>. This program is among the most stringent in the world. Barrick represented the International Council of Mining and Metals at the 25th Session of the UNEP’s Governing Council meeting where an agreement was reached to develop an international legally binding instrument on mercury. Barrick is working with U.S. EPA in developing a federal rule on mercury air pollution control. • Our <i>Environmental Management System Standard (EMSS)</i> addresses 15 elements of environmental management, including environmental technology and life-cycle planning.
<p>PRINCIPLE 9 Businesses should encourage the development and diffusion of environmentally friendly technologies.</p>	<ul style="list-style-type: none"> • Barrick is a member of the International Council on Mining & Metals (ICMM), and is committed to ICMM’s Sustainable Development Principles, including Principle 2: Integrate sustainable development considerations within the corporate decision-making process; Principle 4: Implement risk management strategies based on valid data and sound science; Principle 6: Seek continual improvement of our environmental performance; Principle 7: Contribute to conservation of biodiversity and integrated approaches to land use planning; and Principle 8: Facilitate and encourage responsible product design, use, re-use, recycling and disposal of our products. • Barrick actively participates in the following ICMM committees: Environment & Biodiversity Task Force; Climate Change Working Group; Water & Mining Working Group; Integrated Mine Closure Working Group; Materials Stewardship Task Force; and Mercury Working Group.

	2008 Outcomes & 2009 Objectives	GRI Indicators
	<p>The Barrick Water Conservation Standard was finalized in 2008, standardizing site water conservation programs for both our operating and closed properties; 100% of our sites that are located in arid or semi-arid environments have been assessed against current and future water scarcity taking into account potential changes due to climate change, and water management plans/programs are in place at all these sites. Water management plans vary in complexity but all include strict limits to the amount of water that can be extracted from the environment, and have reporting requirements. In 2008, we recycled approximately 30 percent of our water.</p> <p>In 2008, Barrick continued developing elements of our Climate Change Program, including a system that will assist with management decision-making going forward and will promote consideration of alternatives to minimize Barrick's carbon footprint. Other elements that will be developed under the Climate Change Program include a program to track employee travel, and we will also work with our top suppliers to develop action plans to reduce our supply chain carbon footprint.</p> <p>Our Climate Change Program targets relate to energy efficiency: (1) Energy Efficiency - our target is an 8% improvement in energy efficiency from 2006 to 2012. (2) Renewable Energy - our target is to supply 6% of our energy from renewable sources by 2012 and 10% of our energy from renewable sources by 2017. We will review and update these targets every 5 years. To date, all operations have conducted energy self-assessments and have identified areas for improvement in energy consumption. We have already surpassed our renewable energy target; in 2008 we sourced over 14% of our purchased electricity from renewable sources.</p> <p>The use of biodiesel in underground operations in North America in 2008 offset approximately 4,800 tonnes of greenhouse gases. Barrick plans to expand this program and expects future reductions of 10,000 tonnes per year.</p> <p>Barrick established an Energy Group to assist our operations in implementing energy efficiency programs and alternative energy initiatives. 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. For example, in 2008, Goldstrike's Energy Team saved over \$1.1 million in energy costs through their energy reduction programs, communications and activities.</p> <p>Barrick is building a \$70 million wind farm in Punta Colarado, Chile, which will feature 18 wind turbines and supply 36 MWs of energy to Chile's power grid.</p>	<p>EN6, EN7 EN5 MM2 EN2, EN10 EN16, EN17,EN18, EN22, EC2</p>

	<p>Barrick continues to participate in the Carbon Disclosure Project.</p> <p>Biodiversity strategies and programs have been implemented at all sites where biodiversity has been identified as an important or material issue. Site-specific biodiversity programs are reviewed during company audits. There are academic, third-party and / or community stakeholder involvement in the biodiversity programs at the following sites: Goldstrike, Pierina, Plutonic, Cowal, Veladero and at some of our reclamation properties. Barrick is in the process of developing a corporate standard on biodiversity which will apply at all sites.</p> <p>In 2008, Barrick had \$16 million in environmental protection expenditures, including environmental monitoring, mitigation of environmental contamination, equipment to reduce emissions and the disposal of hazardous waste.</p> <p>All South American operations are ISO 14001 certified.</p> <p>14 Barrick operations were certified under the International Cyanide Management Code by the end of 2008 and another 2 early in 2009. This represents 87% of gold produced from mines with cyanide based production, with the exception of joint venture operations where we are not the operator and our joint venture partner has declined to certify the operation. The remaining sites that we have designated for certification are expected to be certified in 2009.</p> <p>In 2008, Barrick recycled 10 million liters of used oil, 72,000 metric tons of scrap metal, 3,400 metric tons of used tires and 350 metric tons of paper and cardboard.</p> <p>In 2008, we produced a comprehensive online Responsibility Report in an effort to be more environmentally conscious. An Executive Summary of the online report that was printed on 100% post-consumer waste fiber and is a carbon neutral document.</p> <p>In 2008, Barrick launched an international challenge to scientists and inventors worldwide called <i>Unlock the Value</i> program, calling for proposals for an economically viable and environmentally responsible way to increase silver recovery.</p>	
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<p>UNGC Principles:</p> <p>Corruption</p>	<p>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 value and are committed to transparency in our business practices, consistent with good governance and commercial confidentiality. Our Policies, Systems and Commitments that support this principle include:</p>
<p>PRINCIPLE 10 Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<ul style="list-style-type: none"> • <i>The Code of Business Conduct and Ethics</i> applies to all employees, officers and directors of Barrick. The Code includes detailed reporting provisions and standards of conduct including with respect to conflicts of interest, public disclosure, compliance with laws, proper use of company assets, financial controls and records, confidentiality, fair dealing and employee harassment and discrimination. All supervisory and administrative employees are required to certify their awareness, commitment, and compliance to the Code and Anti-Fraud Policy annually, including as to compliance with anti-corruption laws, and to participate in regular training on the Code. At our operations, contractors/suppliers/service providers/consultants working for Barrick are given information on the Code. A 1-800 Confidential Hot Line is available for all employees (in the language of their choice) who have questions or concerns about the Code and other ethical issues. The compliance and support for the Code is linked to employee remuneration for senior management. • Barrick has an Anti-Bribery and Anti-Corruption Policy which explicitly addresses the issues of corruption and bribery and provides guidelines for compliance with the Corruption of Public Officials Act (Canada), the Foreign Corrupt Practices Act (USA), and local anti-corruption laws. All employees in positions of trust are required to participate in training on anti-corruption laws. We also have a Disclosure Policy and an Insider Trading Policy. • Our Anti-Fraud Policy applies to all employees and sets out Barrick's requirements relating to the prohibition, recognition, reporting and investigation of suspected fraud, corruption, misappropriation and other similar irregularities. • In 2006, Barrick became the first Canadian mining company to officially endorse the Extractive Industries Transparency Initiative (EITI). A statement of our endorsement is published annually in our Responsibility Report and posted on our website (Corporate Responsibility section). Barrick is also a member of Transparency International Canada.

	2008 Outcomes & 2009 Objectives	GRI Indicators
	<p>As in past years, in 2008 all supervisory and administrative employees completed an annual certification regarding compliance with the Code of Business Conduct and Ethics and the Anti-Fraud Policy, including with respect to the Company's policy on anti-bribery and anti-corruption.</p> <p>To complement Barrick's existing training programs on the Code and the annual certifications of the Code, Barrick developed an on-line training module for supervisory and administrative employees in 2008. This initiative was implemented for Corporate office employees in the fourth quarter of 2008 and will be implemented across the Company in 2009.</p> <p>In addition, Barrick developed an on-line training program on the U.S. Foreign Corrupt Practices Act and related anti-corruption laws in 2008. All employees in positions of trust will be required to participate in this program. This initiative was implemented for Corporate office employees in the fourth quarter of 2008 and will be implemented across the Company in 2009.</p> <p>At the corporate level, in 2008 Barrick submitted its International-level EITI Company Self-assessment Form. This self-assessment form is posted on the EITI website. At the country level, Barrick has operations in two EITI candidate countries: Peru (candidate country since 2008) and Tanzania (candidate country since 2009). In both countries, Barrick is actively involved in the EITI process and complies in all material respects with its EITI-related obligations. In 2008, for example, Barrick actively encouraged the Tanzanian government to sign up to the EITI.</p>	SO2, SO3, SO4