

# Responsibility Report

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## GRI Index

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For our 2013 Responsibility Report, we have combined our GRI (G3) – based sustainability reporting with the requirements for the annual UN Global Compact Communication on Progress and the ICMM Sustainable Development Principles in the Table below. We will also post an electronic version of this table and a link to the 2013 Responsibility Report on the Global Compact [website](#).



# Barrick Gold Corporation UN Global Compact Communication on Progress 2013/2014

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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. For the past five years, Barrick has been ranked as a world leader in social and environmental responsibility by the Dow Jones Sustainability World Index, and has been part of the North America listing since 2007. The following Communication on Progress provides an overview of Barrick's 2013 key achievements and objectives for 2014, 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, annual Responsibility Reports and Beyond Borders stakeholder publications for further detailed information on our commitment to corporate social responsibility and the principles of the UNGC.

Kelvin Dushnisky  
Senior Executive Vice President

Barrick Gold Corporation UN Global Compact Communication on Progress

GRI Disclosure Section	GRI (G3) Disclosure and Indicators	UN Global Compact: COP Addressed	ICMM Sustainable Development Principles	Location in Responsibility Report
Strategy and Analysis	1.1 Executive viewpoint	Barrick's Statement of Continuing Support for the UNGP	Principle 2	<a href="#">CEO Letter</a>
	1.2 Strategy		Principles 2 and 4	<a href="#">CEO Letter</a> <a href="#">Our Strategy and Management Approach</a>
Organizational Profile	2.1 Name of organization	No specific COP requirement. Description of Barrick's size, nature and locations provide the context for understanding our actions and performance on UNGC Principllets.	Principles 2 and 4	<a href="#">About Barrick</a> <a href="#">Annual Report, pg 13</a>
	2.2 Products			<a href="#">About Barrick</a> <a href="#">Products</a> <a href="#">Annual Report, pg 16</a>
	2.3 Operational structure			<a href="#">About Barrick</a> <a href="#">Annual Report, pg 16</a>

2.4 Headquarters

[About Barrick](#)

[Annual Report, pg 80](#)

2.5 Countries of operation

[About Barrick](#)

[Annual Report, pg 16](#)

2.6 Nature of ownership

[About Barrick](#)

[Annual Report, pg 16, 80](#)

2.7 Markets served

[Annual Report, pg 16, 80](#)

2.8 Scale of organization

[Annual Report, pg 16, 80](#)

2.9 Significant changes

Principle 10

[About Barrick](#)

2.10 Awards received

[Employee Awards](#)

[About Barrick](#)

Report Parameters

3.1 Reporting period

No specific COP requirement.

Principle 10

[About Barrick](#)

3.2 Date of most recent report

Descriptions of the scope of the report provide the opportunity to see

Principle 10

[About Barrick](#)

3.3 Reporting cycle

how Barrick defines its 'sphere of influence'.

Principle 10

[About Barrick](#)

3.4 Contact point

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Principle 10

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[About Barrick](#)

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3.5 Defining report content

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Principles 4 and 10

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[About Barrick](#)

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[Materiality Process](#)

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3.6 Report Boundary

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Principle 10

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[About Barrick](#)

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3.7 Limitations

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Principle 10

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[About Barrick](#)

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3.8 Joint ventures and subsidiaries

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Principle 10

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[About Barrick](#)

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3.9 Data

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Principle 10

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[About Barrick](#)

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3.10 Restatements of information

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Principle 10

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[About Barrick](#)

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3.11 Significant changes

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Principle 10

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[About Barrick](#)

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3.12 GRI index

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Principle 10

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GRI Index

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3.13 Assurance

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Principle 10

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[Independent Assurance](#)

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Governance, Commitments and Engagement

4.1 Governance Structure

4.1 to 4.7 describe how Barrick is structured to meet its CSR commitments, including the UNGC Principles.

Principle 1

[Governance Structure](#)

[AIF, pg 130-136](#)

[Annual Report, pg 157-160](#)

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4.2 Board independence

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Principle 1

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[Governance Structure](#)

[Information Circular, pg 8-10](#)

[AIF, pg 130-136](#)

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4.3 Board structure

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Principle 1

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[Governance Structure](#)

[Information Circular, pg 8-10](#)

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4.4 Shareholder and employee communication

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Principle 1

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[Annual Report, pg 159](#)

[Information Circular, pg 10](#)

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4.5 Executive compensation and performance

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Principles 1 and 2

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[Information Circular, pg 32](#)

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4.6 Conflicts of interest

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Principle 1

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[Information Circular, Schedule B, pg 4](#)

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4.7 Board qualifications

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Principle 1

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[Information Circular, pg 28-29](#)

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4.8 Vision, values and code of conduct

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Barrick's statement of commitment is aligned with the UNGC Principles

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Principles 1 and 2

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[Governance Structure](#)

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4.9 Board overview of

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These indicators

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Principle 1

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[Governance Structure](#)

sustainability	describe Barrick's mechanisms for high-level oversight.		<a href="#">Information Circular, pg 9</a>
4.10 Review of board performance		Principle 1	<a href="#">Information Circular, pg 8-19</a>
4.11 Precautionary approach	Actions taken to implement Principle 7.	Principle 2	<a href="#">Our Strategy and Management Approach</a>
4.12 External codes and initiatives	Barrick's participation in other CSR initiatives is consistent with its commitment to the UNGC	Principle 1	<a href="#">External Commitments</a>
4.13 Memberships		Principle 1	<a href="#">External Commitments</a>
4.14 Barrick's stakeholder groups identified	Barrick has shared programs on implementation of the UNGC Principles with stakeholders throughout this report	Principle 10	<a href="#">Our Stakeholders</a>
4.15 Basis for identification of stakeholders		Principle 10	<a href="#">Our Stakeholders</a>
4.16 Stakeholder Engagement		Principles 1 and 10	<a href="#">Our Stakeholders</a>

4.17 Key topics and concerns raised by stakeholders

Principles 4 and 10

[Materiality Process](#)

Economic	Management Approach	Actions taken to implement Principles 1, 4, 6 and 7.	Principle 1	<a href="#">Responsible Mining</a>
				<a href="#">Our Strategy and Management Approach</a>
	EC1 Economic performance	No specific COP requirement.	Principle 9	<a href="#">Social and Economic Development</a>  <a href="#">Annual Report, pg 75-79</a>  <a href="#">Data Tables</a>
	EC2 Financial implications of Climate Change	Actions taken to implement Principle 7.	Principle 6	<a href="#">Energy Use and Climate Change</a>
	EC3 Defined benefit plans	No specific COP requirement.	Principle 9	<a href="#">Information Circular, pg 32</a>  <a href="#">Employee Development</a>
	EC4 Government financial assistance			<a href="#">Annual Report, pg 117-119</a>
	EC5 Ratio of Wages	Outcomes of implementing Principle 1.	Principle 9M	<a href="#">Employee Development</a>



				<a href="#">Employees and Human Rights</a>
	EC6 Local purchases	No specific COP requirement.	Principle 2	<a href="#">Social and Economic Development</a> <a href="#">Data Tables</a>
	EC7 Local employment	Actions taken and outcomes from implementing Principle 6.	Principle 9	<a href="#">Social and Economic Development</a> <a href="#">Data Tables</a>
	EC8 Infrastructure development	No specific COP requirement.	Principle 9	<a href="#">Social and Economic Development</a> <a href="#">Data Tables</a>
	EC9 Indirect economic impacts		Principle 4	<a href="#">Social and Economic Development</a>
Environmental	Management Approach	Actions taken to implement Principles 7, 8 and 9.	Principle 1	<a href="#">Our Strategy and Management Approach</a>
	EN1 Materials used	Outcomes from implementing Principles 8 and 9.	Principles 6 and 9	<a href="#">Waste and materials</a> <a href="#">Data Tables</a>
	EN2 Recycled materials		Principles 6, 8 and 9	<a href="#">Waste and materials</a>

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EN3 Direct energy consumption

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Outcomes from implementing Principle 8.

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Principle 6

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[Data Tables](#)

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[Energy Use and Climate Change](#)

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EN4 Indirect energy consumption

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Principle 6

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[Data Tables](#)

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[Energy Use and Climate Change](#)

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EN5 Conservation and energy efficiency

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Outcomes from implementing Principles 8 and 9.

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Principles 6 and 8

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[Data Tables](#)

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[Energy Use and Climate Change](#)

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EN6 Energy efficiency initiatives

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Actions taken to implement Principles 8 and 9.

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Principles 6 and 8

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[Energy Use and Climate Change](#)

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EN7 Renewable energy

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Principles 6 and 8

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[Energy Use and Climate Change](#)

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EN8 Water use

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Outcomes from implementing Principles 8 and 9.

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Principle 6

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[Water Management](#)

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[Data Tables](#)

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EN9 Significant effects on water sources

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Principle 6

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[Water Management](#)

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EN10 Water conservation, reuse, recycle

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Principles 6 and 8

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[Water Management](#)

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EN11 Land management

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Outcomes from implementing Principle 8.

Principle 7

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[Land and Wildlife Management](#)

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EN12 Significant impacts on Biodiversity

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Principle 7

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[Biodiversity](#)

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EN13 Protection and restoration of habitats

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Principle 7

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[Biodiversity](#)

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[Land and Wildlife Management](#)

[Mine Closure](#)

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EN14 Managing impacts on Biodiversity

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Actions taken to implement Principle 8.

Principle 7

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[Biodiversity](#)

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[Land and Wildlife Management](#)

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EN15 IUCN Red Listed species

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Outcomes from implementing Principle 8.

Principle 7

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[Land and Wildlife Management](#)

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EN16 Greenhouse gas (GHG) emissions

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Principle 6

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[Energy Use and Climate Change](#)

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[Data Tables](#)

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EN17 Other relevant GHG emissions

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Principle 6

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[Air Emissions](#)

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EN18 GHG emission reduction initiatives

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Actions taken and outcomes from

Principles 6 and 8

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[Energy Use and Climate Change](#)

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	implementing Principles 7, 8 and 9.		
EN19 Ozone depleting substances	Outcomes from implementing Principle 8.	Principle 6	<a href="#">Air Emissions</a>
Other significant EN20 Air Emissions		Principle 6	<a href="#">Air Emissions</a>
EN21 Water discharges		Principle 6	<a href="#">Water Management</a>
EN22 Non-processing waste disposal		Principles 6 and 8	<a href="#">Waste and materials</a>
			<a href="#">Data Tables</a>
EN23 Significant environmental spills and incidents		Principle 6	<a href="#">Significant Issues in 2013</a>
EN24 Hazardous waste		Principles 6 and 8	<a href="#">Waste and materials</a>
			<a href="#">Data Tables</a>
EN 25 Significant environmental impacts from discharges and runoffs		Principle 6	<a href="#">Significant Issues in 2013</a>
			<a href="#">Water Management</a>
EN26 Significant environmental impacts	Actions taken to implement Principles	Principles 6, 8 and 9	<a href="#">Products</a>

of Products	7, 8 and 9.		
EN27 Product recycling	Outcomes from implementing Principles 8 and 9.	Principle 6	<a href="#">Products</a>
EN27 Product recycling	Outcomes from implementing Principles 8 and 9.	Principle 6	<a href="#">Products</a>
EN28 Fines for environmental non-compliance	Outcomes from implementing Principle 8.	Principle 6	<a href="#">Significant Issues in 2013</a>
			<a href="#">Data Tables</a>
EN29 Significant environmental impacts of transportation	Outcomes from implementing Principle 8.	Principle 8	<a href="#">Products</a>
EN30 Environmental protection expenditures	Actions taken to implement Principles 7, 8 and 9.	Principle 6	<a href="#">Annual Report, pg 89-90</a>

Labour Practices	Management Approach	Actions taken to implement Principles 1, 3 and 6.	Principle 1	<a href="#">Our Strategy and Management Approach</a>
	LA1 Workforce statistics	No specific COP requirement.		<a href="#">Employee Development</a> <a href="#">Employees and Human Rights</a>  <a href="#">Data Tables</a>

LA2 Workforce turnover

Outcomes from implementing Principle 6

[Employee Development](#)

[Data Tables](#)

LA3 Benefits

No specific COP requirement.

[Employee Development](#)

LA4 Trade union representation

Outcomes from implementing Principles 1 and 3.

Principle 3

[Labour Organizations](#)

LA5 Communication regarding operational changes

Outcomes from implementing Principle 3.

Principle 4

[Labour Organizations](#)

LA6 Safety and health committees

Outcomes from implementing Principle 1.

Principles 4 and 5

[Workplace Safety](#)

LA7 Safety and health performance

Principles 4 and 5

[Workplace Safety](#)

[Occupational Health and Wellness](#)

[Data Tables](#)

LA8 Assistance to workforce, families and communities regarding serious diseases

Actions taken to implement Principle 1.

Principle 5

[Occupational Health and Wellness](#)

[Social and Economic Development](#)

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LA9 Trade unions and safety and health

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Principle 3 and 8

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[Labour Organizations](#)

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LA10 Training

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No specific COP requirement

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Principle 2

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[Employee Development](#)

[Workplace Safety](#)

[Emergency Response](#)

[Data Tables](#)

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LA11 Skill management and life-long learning

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Principle 9

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[Employee Development](#)

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LA12 Career development

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Principle 9

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[Employee Development](#)

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LA13 Diversity of governance bodies and employees

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Outcomes from implementing Principles 1 and 6.

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Principle 3

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[Information Circular, pg 11-17](#)

[AIF, pg 130-136](#)

[Employee Development](#)

[Employees and Human Rights](#)

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LA14 Equality of wages

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Principle 3

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[Employee Development](#)

[Data Tables](#)

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Human Rights

Management Approach

Actions taken to implement Principles 1, 2, 3, 4, 5 and 6.

Principle 1

[Our Strategy and Management Approach](#)

HR1 Human rights and investment agreements

Outcomes from implementing Principles 1, 2, 3, 4, 5 and 6.

Principles 1 and 3

[Supply chain](#)

HR2 Human rights and suppliers

Actions taken and outcomes from implementing Principles 1, 2, 3, 4, 5 and 6.

Principles 1 and 3

[Supply chain](#)

HR3 Human rights training for employees

Outcomes from implementing Principles 1, 2, 3, 4, 5 and 6.

Principle 3

[Human Rights](#)

[Employees and Human Rights](#)

HR4 Discrimination

Actions taken and outcomes from implementing Principles 1, 2 and 6.

Principle 3

[Employees and Human Rights](#)

HR5 Freedom of association

Actions taken to implement Principles 1, 2 and 3.

Principle 3

[Employees and Human Rights](#)

HR6 Child labour

Actions taken to implement Principles 1, 2 and 5.

Principle 3

[Employees and Human Rights](#)



HR7 Forced labour      Actions taken to implement Principles 1, 2 and 4.      Principle 3      [Employees and Human Rights](#)

HR8 Security personnel and human rights training      Outcomes from implementing Principles 1 and 2.      Principle 3      [Human Rights](#)

HR9 Incidents of violation of rights of Indigenous people      Actions taken and outcomes from implementing Principles 1 and 2.      Principle 3      [Security and the Voluntary Principles](#)

HR9 Incidents of violation of rights of Indigenous people      Actions taken and outcomes from implementing Principles 1 and 2.      Principle 3      [Indigenous Peoples](#)

[Significant Issues in 2013](#)

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Society      Management Approach      Management Approach      Principle 1      [Our Strategy and Management Approach](#)

SO1 Community development programs and practices      No specific COP requirement.      Principles 2, 3, 4 and 9      [Social and Economic Development](#)

SO2 Corruption analysis      Outcomes from implementing Principle 10.      Principle 1      [Community Engagement](#)

SO3 Anti-corruption training      Outcomes from implementing Principle 10.      Principle 1      [Anti-Corruption and Transparency](#)

SO3 Anti-corruption training      Outcomes from implementing Principle 10.      Principle 1      [Anti-Corruption and Transparency](#)

SO4 Actions taken in response to corruption	Actions taken to implement Principle 10.	Principle 1	<a href="#">Anti-Corruption and Transparency</a>
SO5 Public policy development and lobbying	Actions taken to implement Principles 1 to 10.	Principle 1	<a href="#">Government Affairs</a>
SO6 Contributions to political parties	Outcomes from implementing Principle 10.	Principle 1	<a href="#">Government Affairs</a>
SO7 Anti-competitive behaviour	No specific COP requirement.	Principle 1	<a href="#">Anti-Corruption and Transparency</a>
SO8 Significant fines for non-compliance		Principle 1	<a href="#">Information Circular, pg 103-107</a>

Product Responsibility	Management Approach	Actions taken to implement Principles 1 and 8.	Principle 1	<a href="#">Products</a>
	PR1 Product life-cycle	Actions taken and outcomes from implementing Principle 1.	Principle 8	<a href="#">Products</a>
	PR2 Non-compliance with product safety regulations	Outcomes from implementing Principle 1.	Principle 8	<a href="#">Products</a>
	PR3 Labelling	Action taken and outcomes from	Principle 8	<a href="#">Products</a>

		implementing Principle 8.		
	PR4 Non-compliance regarding product labelling	Outcomes from implementing Principle 8.	Principle 8	<a href="#">Products</a>
	PR5 Non-compliance regarding customer satisfaction	No specific COP requirement.		<a href="#">Products</a>
	PR6 Marketing			<a href="#">Products</a>
	PR7 Non-compliance regarding marketing			<a href="#">Products</a>
	PR8 Customer privacy breaches	Outcomes from implementing Principle 1.		<a href="#">Products</a>
	PR9 Fines for non-compliance regarding Products	No specific COP requirement.		<a href="#">Products</a>

Metals & Mining Sector Supplement	MM1 Amount of land disturbed and rehabilitated	Actions and outcomes from implementing Principles 7 and 8.	Principle 7	<a href="#">Land and Wildlife Management</a>
	MM2 Biodiversity management plans		Principle 7	<a href="#">Biodiversity</a>
	MM3 Mining and processing waste disposal	Actions and outcomes from implementing Principles 7, 8 and 9.	Principle 8	<a href="#">Waste and materials</a>

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MM4 Number of strikes and lockouts exceeding one week

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Outcomes from implementing Principles 1 and 3.

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Principle 3

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[Labour Organizations](#)

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MM5 Operations adjacent to Indigenous people's territories

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Actions taken and outcome from implementing Principles 1 and 2.

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Principle 3

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[Indigenous Peoples](#)

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MM6 Disputes and resolutions involving local communities or Indigenous people

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Principle 3

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[Indigenous Peoples](#)

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MM7 Grievance mechanisms used to settle disputes with communities or Indigenous Peoples

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Principle 3

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[Community Engagement](#)

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[Indigenous Peoples](#)

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MM8 Artisanal mining

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Principles 3 and 9

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[Artisanal Mining](#)

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Resettlement

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Principles 3 and 9

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[Resettlement](#)

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MM10 Social aspects of Mine Closure

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Principle 9

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[Mine Closure](#)

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MM11 Materials stewardship

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Actions taken and outcomes from implementing Principle

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Principle 8

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[Waste and materials](#)

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