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CAUTIONARY STATEMENT ON FORWARD LOOKING INFORMATION




Certain information contained or incorporated by reference in this document, including any information as to our economic contributions, 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 "believes", "expect", "target", "plan", "objective", "goal", "aspires", "aim", "strategy", "vision", "anticipate", "intend", "continue", "estimate", "long-term", "potential", "contemplate", "strive", "seek to", "promote", "priority", "opportunity", "predict", "may", "will", "can", "could", "should", "would", and similar expressions identify forward-looking statements. In particular, this document contains forward-looking statements including, without limitation, with respect to (i) Barrick's social and economic development contributions; (ii) Barrick's environmental, health and safety, corporate social responsibility (including sustainable development, community relations, land management and security matters), and human rights programs, policies and performance; (iii) the estimated timing to achieve environmental, social and energy reduction targets; (iv) projected capital, operating and exploration expenditures; (v) joint ventures and partnerships; (vi) the potential impact and benefits of Barrick's digital transformation; (vii) production rates; and (viii) expectations regarding future performance and other outlook or guidance.

Forward-looking statements are necessarily based upon a number of estimates and assumptions that, while considered reasonable by the Company as at the date of this document 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: 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 the Company does or may carry on business in the future; damage to the Company's reputation due to the actual or perceived occurrence of any number of events, including negative publicity with respect to the Company's handling of environmental matters or dealings with community groups, whether true or not; availability and increased costs associated with mining inputs and labor; 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; employee relations, including the loss of key employees; the benefits expected from transactions being realized; our ability to successfully integrate acquisitions or complete divestitures; risks associated with the implementation of Barrick's digital transformation initiative, and the ability of the projects under this initiative to meet Barrick's capital allocation objectives; increased costs and risks related to the potential impact of climate change; 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, and disruptions in the maintenance or provision of required infrastructure and information technology systems; failure to comply with environmental and health and safety laws and regulations; timing of receipt of, or failure to comply with, necessary permits and approvals; uncertainty whether some or all of the Best-in-Class initiatives and targeted investments and projects will meet the Company's capital allocation objectives; and business opportunities that may be presented to, or pursued by, the Company. 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 document 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 document.

The Company 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.

In This Report

 INTRODUCTION	 TOPIC-SPECIFIC DISCLOSURES	 APPENDICES
About This Report	GRI 102 : General Disclosures	End Notes
2	4	110
Barrick Gold	GRI 201: Economic Performance	
3	34	
Corporation United	GRI 202: Market Presence	
Nations Global	GRI 203: Indirect Economic Impacts	
Compact	GRI 204: Procurement Practices	
Communication on	GRI 205: Anti-Corruption	
Progress 2017	GRI 301: Materials	
	GRI 302: Energy	
	GRI 303: Water	
	GRI 304: Biodiversity	
	GRI 305: Emissions	
	GRI 306: Effluents and Waste	
	GRI 307: Environmental Compliance	
	GRI 308: Supplier Environmental Assessment	
	GRI 414: Supplier Social Assessment	
	GRI 401: Employment	
	GRI 404: Training and Education	
	GRI 402: Labor/Management Relations	
	GRI 403: Occupational Health and Safety	
	GRI 405: Diversity and Equal Opportunity	
	GRI 406: Non-Discrimination	
	GRI 407: Freedom of Association and Collective Bargaining	
	GRI 408: Child Labor	
	GRI 409: Forced or Compulsory Labor	
	GRI 410: Security Practices	
	GRI 411: Rights of Indigenous Peoples	
	GRI 412: Human Rights Assessment	
	GRI 413: Local Communities	
	GRI 415: Public Policy	
	GRI 419: Socio Economic Compliance	
	Artisanal and Small-scale Mining	
	Resettlement	
	Closure Planning	
	Non-Managed Operations	



ABOUT THIS REPORT

Barrick believes that transparency – whether through disclosing payments to governments, reporting on our energy and water use, voluntarily opening ourselves to third-party scrutiny, or otherwise – is integral to our partnership culture.

We have produced this GRI Content Index to provide interested stakeholders with a snapshot of our sustainability performance and progress. Unless otherwise noted, the information in this GRI Content Index is presented as of December 31, 2017. This GRI Content Index contains excerpts from Barrick's online 2017 Sustainability Report, 2017 Annual Information Form, 2018 Information Circular and other public disclosure. The basis for preparation of Barrick's sustainability report and disclosure of sustainability-related information may differ from materiality standards used by Barrick for other purposes, such as our securities regulatory filings and financial reporting. Unless otherwise noted, excerpted information is presented as originally disclosed as of the date of those documents and has not been updated or revised as of the date of this Index.

This report is prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option. It contains all the relevant sustainability-related information on which Barrick reports and is organized in accordance with the applicable GRI Disclosures and Topics. It also refers to the relevant sustainability reporting requirements for the annual United Nations Global Compact (UNGC) Communication on Progress and the Sustainable Development Principles from the International Council on Mining and Metals (ICMM).

This Index complements Barrick's online Sustainability Report, where we provide regular updates on our sustainability performance and progress. This report is available at www.barrick.com/sustainability.

LEGEND	
C	GRI Standard Core Indicator
▲	Material Issue – High Priority
■	Material Issue – Medium Priority
●	Fully Reported
○	Partially Reported
UNGC	United Nations Global Compact Principles
ICMM	International Council on Mining and Metals – 10 Principles of Sustainable Development
AIF	Annual Information Form
IC	2018 Information Circular

BARRICK GOLD CORPORATION UNITED NATIONS GLOBAL COMPACT COMMUNICATION ON PROGRESS 2017

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, labor standards, community relations, environment, and anti-corruption into its culture and day-to-day operations. For the past ten 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 Index since 2007.

The following Communication on Progress provides an overview of Barrick's key achievements in 2017 and objectives for 2018, aligned with the UNGC principles and the indicators corresponding to the GRI Sustainability Reporting Standards. As Barrick is a member of the ICMM, Barrick has also linked this annual update with ICMM's Sustainable Development principles.

We hope you will find this Communication on Progress informative and invite you to view the Barrick website, our annual Sustainability Report, and the Beyond Borders stakeholder publications for further detailed information on the Company's commitment to corporate social responsibility and the principles of the UNGC.

Kelvin Dushnisky

President



GRI	GENERAL DISCLOSURES			
	102	ORGANIZATIONAL PROFILE		
102-1	Name of the organization	AIF p. 1	ICMM	UNGC
Barrick Gold Corporation				
102-2	Activities, brands, products, and services	AIF p. 22	ICMM	UNGC
Barrick's principle products and sources of earnings are gold and copper				
102-3	Location of headquarters	AIF p. 13	ICMM	UNGC
Barrick's head and registered office is located at: Brookfield Place, TD Canada Trust Tower 161 Bay Street, Suite 3700 Toronto, Ontario, M4J 2S1 Canada				
102-4	Location of operations	AIF p. 16	ICMM	UNGC
The Company has interests in operating mines or projects in Canada, the United States, the Dominican Republic, Peru, Chile, Argentina, Tanzania, Zambia, Australia, Papua New Guinea, and Saudi Arabia.				
102-5	Ownership and legal form	AIF p. 13	ICMM	UNGC
Barrick is a corporation owned by shareholders.				
102-6	Markets served	AIF p. 39-40	ICMM	UNGC
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 mine, copper concentrate is sold to Zambian 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.				
102-7	Scale of the organization	Annual Report AIF p. 13	ICMM	UNGC
<p>Total number of people employed by Barrick: 10,000+ (Barrick-operated sites)</p> <p>Total number of operations: Barrick's business is organized into operating segments for financial reporting purposes, comprising eleven individual minesites, Barrick Nevada (composed of the Cortez and Goldstrike properties), one publicly traded company (Acacia) and one project (Pascua-Lama). In the 2017 Sustainability Report, only Barrick-operated sites are reported. For more information, please see Disclosure 102-45.</p> <p>Revenue: \$8.374 billion</p> <p>Total Capitalization: Total Debt \$6.4 billion; Total Equity \$11.067 billion</p> <p>Quantity of Products: 5.3 million ounces of gold and 413 million pounds of copper</p>				

102-8	Workforce	Talent Management	ICMM	UNGC					
			6						
WORKFORCE COMPOSITION – 2017									
	EMPLOYEES			CONTRACTORS			TOTAL WORKFORCE		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
BARRICK TOTAL	8,914	1,339	10,253	n/a	n/a	13,757	n/a	n/a	24,010
	87%	13%		n/a	n/a		n/a	n/a	
ARGENTINA	66	9	75	2,902	61	2,963	2,968	70	3,038
	88%	12%		98%	2%		98%	2%	
CANADA	645	165	810	281	8	289	926	173	1,099
	80%	20%		97%	3%		84%	16%	
CHILE	177	44	221	728	102	830	905	146	1,051
	80%	20%		88%	12%		86%	14%	
DOMINICAN REPUBLIC	1,937	261	2198	2,452	143	2,595	4,389	404	4,793
	88%	12%		94%	6%		92%	8%	
PERU	1,185	126	1311	1,169	548	1,717	2,354	674	3,028
	90%	10%		68%	32%		78%	22%	
UNITED STATES	3,253	521	3774	n/a	n/a	3,016	n/a	n/a	6,790
	86%	14%		n/a	n/a		n/a	n/a	
ZAMBIA	1,651	213	1864	2042	305	2,347	3,693	518	4,211
	89%	11%		87%	13%		88%	12%	
EMPLOYEES BY GENDER AND EMPLOYMENT TYPE – 2017									
				FEMALE	MALE	TOTAL			
FULL-TIME				1,232	8,242	9,474			
				13.0%	87.0%				
PART-TIME				5	0	5			
				100.0%					
FIXED TERM FULL-TIME				100	669	769			
				13.0%	87.0%				
FIXED TERM PART-TIME				1	4	5			
				20.0%	80.0%				
CASUAL				0	0	0			
BARRICK TOTAL				1,338	8,915	10,253			
				13%	87%				
102-9	Supply Chain	Supply Chain	ICMM	UNGC					
			9						
<p>Barrick's Supply Chain function purchases, stores, and delivers \$3.5-4.5 billion annually in supplies, equipment, and services to Barrick's mines and offices. The group sources products ranging from diesel fuel and chemical reagents to IT equipment and haul trucks from more than 20,000 vendors worldwide.</p>									



102-10	Significant Changes	AIF p. 16-18	ICMM	UNGC	
<p>Barrick's strategy is focused on growing free cash flow per share over the long term. The Company aims to achieve this by: (i) maintaining industry leading margins, driven by operational excellence, technological innovation and superior execution; (ii) maintaining a superior portfolio of assets and allocating capital with discipline and rigor; (iii) maintaining a robust balance sheet that can withstand gold price volatility and support investment through metal price cycles; and (iv) leveraging the Company's talent and distinctive partnership culture as competitive advantages.</p> <p>Barrick is focused on continuously improving the productivity and efficiency of the Company's existing operations, while pursuing step changes in performance over the long-term through investments in digital systems and innovation. Starting in late 2016 and throughout 2017, Barrick laid the foundation for its digital transformation through a series of pilot projects primarily focused at the Cortez property in Nevada. This allowed Barrick to evaluate digital solutions and their potential economic returns in a controlled environment with rigorous oversight. In 2018, Barrick's digital strategy will focus on completing the first iteration of an enterprise-grade, data analytics platform, referred to as the "Barrick Data Fabric". Barrick will also accelerate the implementation of digital projects across its other operations, with an initial focus in Nevada.</p> <p>The Company is also advancing four feasibility-level projects that have the potential to contribute more than one million ounces of annual production to Barrick, with initial contributions beginning in 2021. Projects in Nevada at Cortez Deep South, Goldrush, and Turquoise Ridge have been approved and are in execution (final Board approval for the start of major construction at Goldrush remains pending). Optimization work on a sequenced project to potentially extend the life of the Lagunas Norte mine in Peru remains underway. Barrick's portfolio also contains a number of undeveloped greenfield gold deposits, providing further optionality and leverage to gold prices. These include Alturas, Donlin Gold, Norte Abierto and Pascua-Lama.</p> <p>All projects undergo rigorous scrutiny by the Company's Investment Committee at every stage of evaluation and development, prioritizing free cash flow generation, risk-adjusted returns, and capital efficiency. Each project is benchmarked against a 15% hurdle rate using a long-term gold price assumption of \$1,200 per ounce and ranked accordingly.</p>	<p>Barrick's exploration programs strike a balance between high-quality brownfield projects, greenfield exploration, and emerging discoveries that have the potential to become profitable mines. In line with Barrick's focus on growing its exploration portfolio, the Company has also cultivated active partnerships with a number of junior exploration and development companies as the Company seeks to identify potential new core mineral districts for the Company. These partnerships include ATAC at the Orion project in the Yukon, Osisko at the Kan property in northern Québec, and Premier Gold at Cove McCoy in Nevada.</p> <p>In support of maintaining a robust balance sheet, Barrick is targeting a reduction of the Company's total debt from \$6.4 billion as of year-end 2017 to around \$5 billion by the end of 2018. The Company expects to achieve this primarily by using cash flow from operations and cash on hand, and potentially through further portfolio optimization. Barrick intends to continue to pursue debt reduction with discipline, taking only those actions that are sensible for the Company, on terms favourable to shareholders.</p> <p>Driving an ownership culture across the Company is another key element of Barrick's strategy. In 2016, the Company created the Global Employee Share Plan, which awards Barrick common shares to employees based on overall Company performance. These shares are purchased by Barrick on the open market and must be held for as long as an employee remains with the Company. As of March 19, 2018, Barrick employees now own more than 1.5 million shares of the Company as a result of the Global Employee Share Plan, fostering a culture of ownership across the organization.</p> <p>Barrick also carried out the following initiatives in 2015, 2016, and 2017 to optimize its portfolio and strengthen its balance sheet:</p> <ul style="list-style-type: none"> In 2015, Barrick reduced its total debt by \$3.1 billion, exceeding an original debt reduction target of \$3 billion for the year, through a combination of normal course repayments and early debt retirements. Barrick completed the following transactions in 2015 as part of this debt reduction strategy. On July 23, 2015, Barrick completed the sale of the Cowal mine in Australia for cash consideration of \$550 million. On August 31, 2015, Barrick 				

completed the sale of 50% of its interest in the Porgera mine in Papua New Guinea to Zijin Mining Group Company for cash consideration of \$298 million. On September 29, 2015, Barrick closed a gold and silver streaming transaction with Royal Gold, Inc. (“Royal Gold”) for production linked to Barrick’s 60% interest in the Pueblo Viejo mine in the Dominican Republic. Royal Gold made an upfront cash payment of \$610 million and will continue to make cash payments for gold and silver delivered under the agreement (for more information about the Pueblo Viejo streaming transaction, see “Material Properties – Pueblo Viejo Mine”). On December 1, 2015, Barrick completed the sale of 50% of its Zaldívar copper mine in Chile to Antofagasta plc. In August 2016, Barrick finalized the working capital adjustments resulting in final consideration of \$950 million. On December 17, 2015, Barrick completed the sale of the Ruby Hill mine and Barrick’s 70% interest in the Spring Valley project, both in Nevada, to Waterton Precious Metals Fund II Cayman, LP for cash consideration of \$110 million.

- In 2016, Barrick reduced its total debt by \$2.04 billion, or 20%, from \$9.97 billion to \$7.93 billion, exceeding its original target of \$2 billion, through a combination of normal course repayments and early debt retirements, including completion of two cash tender offers. On January 11, 2016, Barrick completed the sale of the Bald Mountain mine and its 50% interest in the Round Mountain mine, both in Nevada, to Kinross Gold Corporation (“Kinross”) for cash consideration of \$610 million, subject to certain closing adjustments.

- On June 9, 2017, Barrick completed a transaction with Goldcorp Inc. (“Goldcorp”) to form a new joint venture at the Cerro Casale project in Chile. Pursuant to the transaction, Goldcorp acquired a 25% interest in Cerro Casale from Barrick. The transaction, coupled with the concurrent purchase by Goldcorp of Kinross’s 25% interest in Cerro Casale, resulted in Barrick and Goldcorp each holding a 50% interest in the joint operations. Goldcorp entered into a separate agreement for the acquisition of Exeter Resource Corporation, whose sole asset was the Caspiche project, located approximately 10 kilometers north of Cerro Casale. The Caspiche project was contributed to the joint venture by Goldcorp. The joint venture is now referred to as Norte Abierto and includes the Cerro Casale, Caspiche and Luciano deposits.
- On June 30, 2017, Barrick completed the sale of 50% of its interest in the Veladero mine in Argentina to Shandong Gold Mining Co., Ltd. (“Shandong”) for cash consideration of \$960 million, plus post-closing working capital adjustments of approximately \$30 million received in the fourth quarter of 2017 (for total proceeds of approximately \$990 million). The two companies also formed a working group to explore the joint development of the PascuaLama deposit, and will evaluate additional investment opportunities on the highly prospective El Indio gold belt on the border of Argentina and Chile.
- In 2017, the Company reduced its total debt by \$1.51 billion, or 19%, exceeding the original 2017 debt reduction target of \$1.45 billion.

102-11	Precautionary Approach		ICMM	UNGC
			2	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.



102-12		External Initiatives	Stakeholder Engagement	ICMM	UNGC
				1 2	8
ORGANIZATION	DATE OF ADOPTION / MEMBERSHIP	FOCUS			
BSR	2007	BSR is a U.S.-based, not-for-profit organization focused on sustainability and business. BSR works with its global network of more than 250 member companies to develop sustainable business strategies and solutions through consulting, research, and cross-sector collaboration. Barrick is part of the Human Rights working group at BSR.			
CARBON PRICING LEADERSHIP COALITION	2016	The Carbon Pricing Leadership Coalition is an international, voluntary partnership between businesses, governments, and civil society organizations. The Coalition aims to strengthen carbon pricing policies, facilitate the integration of existing carbon pricing policies, and provide platforms for carbon pricing discussion and collaboration.			
CDP (CARBON DISCLOSURE PROJECT)	2005	The CDP is an independent, not-for-profit organization holding the largest database of primary corporate climate change information in the world. Thousands of organizations from across the world's major economies measure and disclose their greenhouse gas emissions and climate change strategies through CDP; and water management strategies are now reported through CDP-Water Disclosure.			
DEVONSHIRE INITIATIVE	2007	The Devonshire Initiative (DI) is a forum for leading Canadian international development NGOs and mining companies to come together in response to the emerging social agenda surrounding mining and community development. Members believe that a collaborative presence between the Canadian private sector and NGOs in emerging markets can be a force for positive change. The ultimate objective of the DI is improved social and community development outcomes wherever Canadian mining companies operate overseas. Barrick is a member of its Steering Committee.			
EXTRACTIVE INDUSTRIES TRANSPARENCY INITIATIVE	2006	The EITI is a coalition of governments, companies, civil society groups, investors, and international organizations. It supports improved governance in resource-rich countries by the verification and full publication of company payments and government revenues from oil, gas, and mining.			
GLOBAL REPORTING INITIATIVE	2005	GRI developed the world's most widely used sustainability reporting framework. The framework sets out the principles and indicators that organizations can use to measure their economic, environmental, and social performance.			
INTERNATIONAL COUNCIL ON MINING & METALS	2006	The ICMM was formed by the world's leading mining companies. ICMM members believe that by acting collectively the mining, minerals and metals industry can best ensure its continued access to land, capital and markets as well as building trust and respect by demonstrating its ability to contribute successfully to sustainable development. As members we are committed to implementing the ICMM Sustainable Development Framework.			



INTERNATIONAL CYANIDE MANAGEMENT CODE	2005	The International Cyanide Management Code For The Manufacture, Transport and Use of Cyanide In The Production of Gold (the Cyanide Management Code) is a voluntary program for the gold mining industry to promote responsible management of cyanide use in gold mining, enhance the protection of human health, and reduce the potential for environmental impacts. Companies that become signatories to the Cyanide Management Code must have their operations audited by an independent third party to demonstrate their compliance with the Cyanide Management Code.
INTERNATIONAL NETWORK FOR ACID PREVENTION (INAP)	1998	Acid drainage is one of the most serious and potentially enduring environmental problems for the mining industry. Left unchecked, it can result in such long-term water quality impacts that it could well be this industry's most harmful legacy. Effectively dealing with acid drainage is a formidable challenge for which no global solutions currently exist. INAP is an industry group created to help meet this challenge.
TRACE INTERNATIONAL INC.	2011	Trace International Inc. is a non-profit membership association that pools resources to provide practical and cost-effective anti-bribery compliance solutions for multi-national companies and their commercial intermediaries. Barrick is a member of the Trace International Board.
UNITED NATIONS GLOBAL COMPACT	2005	The UN Global Compact provides a framework for businesses to align their operations and strategies with ten universally-accepted Principles (the Ten Principles) in the areas of human rights, labor, the environment and anti-corruption.
GLOBAL COMPACT NETWORK CANADA	2013	The Global Compact Network Canada (GCNC) is the local network chapter of the United Nations Global Compact. As the 101st local network of the UN Global Compact, the GCNC supports Canadian signatories (both Canadian firms and subsidiaries of global signatories) in the implementation of the Ten Principles, while facilitating and creating opportunities for multi-sectoral and multi-stakeholder collaboration. Barrick is a member of the GCNC Board.
VOLUNTARY PRINCIPLES ON SECURITY AND HUMAN RIGHTS	2010	The Voluntary Principles were developed out of a multi-stakeholder process involving companies and NGOs as a means of providing guidance to companies in the extractive sector on maintaining the security of their operations in a manner that respects human rights and fundamental freedoms.
WORLD GOLD COUNCIL	1987	The World Gold Council is a market development organization for the gold industry consisting of and funded by 23 gold mining companies from around the world, including Barrick to provide industry leadership, whilst stimulating and sustaining demand for gold.

102-13	Membership of Associations	Government Affairs	ICMM	UNGC
			2 10	8 9

Industry associations Barrick is a member of (national and international) include the following:

- | | |
|--|---|
| <ul style="list-style-type: none"> • Cámara Argentina de Empresarios Mineros (Argentina) • Cámara Minera de San Juan (San Juan, Argentina) • Cámara Minera y Petrolera de la República Dominicana (Dominican Republic) • Consejo Minero (Chile) • Chamber of Mines (Zambia) • International Council on Mining and Metals | <ul style="list-style-type: none"> • Mining Association of Canada (Canada) • Nevada Mining Association (Nevada) • Prospectors and Developers Association of Canada (Canada) • Sociedad Nacional de Minería (Chile) • Sociedad Nacional de Minería, Petróleo y Energía (Peru) • World Gold Council |
|--|---|



	GRI	GENERAL DISCLOSURES			
	102	STRATEGY			
102-14	Statement from President		Sustainability Report Summary	ICMM 2 10	UNGC
<p>At Barrick, our vision of being a sustainable 21st century company is clear: to partner with host governments and communities to transform their natural resources into sustainable benefits and mutual prosperity.</p> <p>In 2017, we continued to implement and make important progress on our sustainability strategy, which this report outlines in further detail. We are guided by a belief that we can best achieve our sustainability goals by: managing our impacts on people and the environment; sharing the benefits of our activities; and engaging respectfully with others.</p> <p>To that end, in the past year, we developed a climate change strategy and set greenhouse gas emission reduction targets; we established a range of strategic partnerships, from an operational partnership with Shandong Gold Group in Argentina, to a digital learning partnership with Cisco in Nevada and Peru; and we advanced our digital transformation, introducing applications that are helping improve safety and our ability to manage environmental impacts at our mines.</p> <p>We also faced our share of challenges in 2017. While we achieved our lowest total reportable injury frequency rate in the company's history, this was marred by the tragic deaths of our colleagues Eulogio Gutierrez and Williams Garrido. Our expectation is for every person to go home safe and healthy every day. That we did not meet this goal is unacceptable.</p> <p>We also experienced another incident – our third in eighteen months – involving process solution on the heap leach pad at the Veladero mine in Argentina. We took immediate action to</p>			<p>reduce the risk of such an incident happening again. Together with Shandong, our new joint venture partner at Veladero, we are committed to improving our operational performance and regaining the trust and confidence of our community and government partners.</p> <p>Our commitment to sustainability in 2018 is as strong as ever, and motivates us to challenge the notion that mining is just an extractive industry. We see it entirely differently: as a mining company, we can create real and sustained value, but only by working in a transparent and collaborative way with our own people, as well as our government and community partners. When we get this right, everyone stands to benefit and advance together.</p> <p>This Sustainability Report Summary is intended to give you highlights of the progress we made in 2017 and what we aim to achieve in 2018 and beyond. We encourage you to also visit our website where we report in depth on these and other topics. If you have questions or comments, we invite you to share them with us at responsiblemining@barrick.com.</p>		
			 <p>Kelvin Dushnisky President</p>		

	GRI	GENERAL DISCLOSURES			
	102	ETHIC AND INTEGRITY			
102-16	Values and Code	Responsible Mining Governance	ICMM 1 2 4	UNGC 1 2 6 10	
<p>Our commitment to responsible mining is supported by a robust governance framework, setting out the Company's expectations of our people, suppliers, and contractors in the conduct of their daily work.</p> <p>At the core of this framework is the Code of Business Conduct and Ethics and Barrick's management systems, programs, and policies. These provide a common standard by which all sites are expected to operate—from community, health, environmental, safety, security, human rights, and ethical perspectives. These systems are complemented by expert advice from our external CSR Advisory Board, to help keep us true to our commitment to mining in a responsible manner.</p> <p>OUR VISION AND VALUES</p> <p>Our vision is the generation of wealth through responsible mining—wealth for our owners, our people, and the countries and communities with which we partner.</p> <p>We aim to be the leading mining company focused on gold, growing our cash flow per share by developing and operating high-quality assets, through disciplined allocation of human and financial capital, and operational excellence.</p> <p>OUR VALUES</p> <ul style="list-style-type: none"> PEOPLE: Attract and develop strong people who act with integrity, are tireless in their pursuit of excellence, and inspire others to be their best. URGENCY: Act with urgency. Seek out opportunities and determine how to capitalize on them. RESPONSIBILITY AND ACCOUNTABILITY: Act as an owner. Take initiative. Own up to mistakes and learn from them. Drive change. Always look for ways to make things better. PARTNERSHIPS: Earn trust and create transparency to build enduring partnerships between our people and 		<p>with the countries and communities in which we operate.</p> <ul style="list-style-type: none"> OPERATIONAL EXCELLENCE: Lead the industry in safety and environmental practices—all while unleashing the full potential of all our assets through ingenuity, drive, and innovation. SHAREHOLDER VALUE: Allocate money and people to opportunities that grow our free cash flow per share, while maximizing our net asset value. EXECUTION: Do what we say we are going to do. <p>CODE OF BUSINESS CONDUCT AND ETHICS</p> <p>As a company and as individuals, we must guide our conduct by the highest standards of honesty, integrity, and ethical behavior. Barrick's Code of Business Conduct and Ethics ("the Code") embodies Barrick's commitment to conduct business in accordance with all applicable laws, rules, and regulations, and the highest ethical standards throughout our organization. The Code has been adopted by the Board of Directors and applies to every Barrick person, including the President and other senior executive and financial officers, and to our Board of Directors.</p> <p>We require our people, including Directors, to read and comply with the Code and associated policies. Barrick provides mandatory training on the Code and related policies to all new people, and requires all management and supervisory personnel to confirm their compliance annually. All Barrick people are accountable for adhering to the Code, and are responsible for reporting behavior that violates the Code.</p> <p>In 2017, the Code was revised and updated to make it less formal, more closely connected to our core values, and more user friendly by incorporating clear examples and a section of frequently asked questions.</p>			



102-18	Governance Structure	Responsible Mining Governance, IC p.33	ICMM 1 2 4	UNGC 10	
<p>Barrick’s Board of Directors provides oversight of this framework and systems as they are responsible for the stewardship of the Company, while our senior management is responsible for the management and implementation of the framework and systems.</p> <p>The Board has established five standing committees, all of which have a written mandate. In addition, all Board committees are comprised entirely of independent directors. The mandate of each of our committees is available at www.barrick.com/company/governance.</p>		<p>The Corporate Responsibility Committee supports the Board in fulfilling its oversight responsibilities regarding environmental, health and safety, corporate social responsibility (including sustainable development, community relations, and security matters), and human rights programs, policies, and performance. The Committee also makes recommendations to the Board, where appropriate, on significant matters relating to these issue areas.</p> <p>In 2017, the CR Committee was composed of five independent directors. In April 2018, Gary Doer stepped down from Barrick’s Board of Directors and the CR Committee of the board.</p>			
102-19	Delegating Authority	Responsible Mining Governance	ICMM 1 2 4	UNGC 10	
<p>Each quarter, the Corporate Responsibility Committee receives presentations from management on the Company’s environmental performance and initiatives, reclamation and closure costs, safety and health performance and initiatives, permitting and government approvals at the Company’s mines and projects, security matters, human rights issues and corporate social responsibility (CSR) programs.</p>					
102-20	Executive-level responsibility for economic, environmental, and social topics	Management	ICMM 1 2 4	UNGC 10	
<p>Peter Sinclair was appointed Chief Sustainability Officer in September 2015. In this role, Mr. Sinclair focuses on long-term, strategic sustainability trends, helping management and the Board of Directors anticipate changes, and manage key external risks to our license to operate. He leads our head office Community Relations, Corporate Social Responsibility, and Government Affairs teams, ensuring we maintain leading company-wide sustainability policies and practices, and engagement with external partners, including NGOs, international institutions, and the growing responsible investment community.</p>					

102-21	Consulting stakeholders on economic, environmental, and social topics	CSR Advisory Board	ICMM 1 2 4	UNGC 10	
<p>Barrick's CSR Advisory Board (the Advisory Board) was formed in 2012 and acts as an external sounding board on a range of corporate responsibility issues, including community relations, sustainable development, water, energy, climate change, security, and human rights.</p> <p>We benefit from the insight of world-renowned experts in human rights, sustainability, and international development, currently including Aron Cramer, Robert Fowler and Gare Smith. John Ruggie, author of the UN Guiding Principles on Business and Human Rights, serves as a Special Consultant to the Advisory Board.</p> <p>The Advisory Board is a forum for external thought leaders to engage with senior management at Barrick in construc-</p>		<p>tive discussion and lesson-sharing, providing intelligence on emerging trends and providing practical guidance on best practice in social and environmental performance. They meet with our Executive Chairman, President, Chair of the Board Corporate Responsibility Committee and other senior leaders in-person twice a year, as well as conducting annual visits to Barrick sites.</p> <p>These distinguished individuals bring diverse perspectives on the social and environmental issues and opportunities that face Barrick and the international mining industry. They encourage and challenge us with respect to our CSR programs and performance and help us continue to deliver on our commitment to responsible mining.</p>			
102-22	Composition of the highest governance body and its committees	IC p. 22-32	ICMM 1 2 4	UNGC 10	
<p>I. Executive: 2 directors (13%) are executive, 13 directors (87%) are non-executive directors.</p> <p>II. Independence: 13 directors (87%) of our Board are independent directors, 2 directors (13%) are non-independent directors.</p> <p>III. Tenure: Our directors are elected annually, individually, and by majority vote. The average tenure is 6 years.</p> <p>IV. Number of each individual's other significant positions and commitments: No board member serves on more than four other public boards. Full biographical details are found in the Annual Information Circular pp. 22-32.</p> <p>V. Gender: 3 directors (20%) are female, 12 directors (80%) are male.</p> <p>VI. Membership of under-represented social groups: The visible minority status of Barrick's Board Members is not described in Barrick's regulatory filings.</p> <p>VII. Competencies relating to economic, environmental and social topics: Please see table below from p. 13 of Barrick's Annual Information Circular.</p> <p>VIII. Stakeholder representation: N/A</p>					



Overview of our Board's Profile

		Benítez	Cisneros	Clow	Dushnisky	Evans	Greenspun	Harvey	Hatter	Lockhart	Marcel	Munk	Prichard	Shapiro	Thornton	Thrasher	TOTAL (of 15)	
Experience and Expertise	Mining Operations			✓	✓			✓			✓			✓		✓	6	
	Health, Safety & Environmental	✓		✓	✓			✓		✓	✓					✓	7	
	Capital Allocation & Financial Acumen		✓	✓	✓	✓	✓	✓				✓	✓	✓	✓	✓	11	
	Talent Development and Allocation & Partnership Culture	✓	✓			✓	✓	✓	✓	✓			✓	✓		✓	10	
	M&A Execution					✓	✓		✓			✓		✓	✓		6	
	International Business Experience and Global Partnerships	✓	✓	✓	✓	✓			✓		✓	✓		✓	✓	✓	11	
	Government and Regulatory Affairs & Community Relations	✓	✓		✓		✓			✓	✓		✓		✓	✓	9	
	Risk Management	✓		✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	12	
	Digital Technology and Innovation					✓			✓				✓				3	
Board Composition	Age	59	72	67	54	60	71	67	55	63	54	57	69	66	64	62	Average 63 years	
	Board Tenure	New	15	2	2	4	4	12	New	4	1	21	2	14	6	4	Average 6 years	
	Gender	Male		✓	✓	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓	12 (80%)
		Female	✓							✓	✓							3 (20%)
	Independence*	✓	✓	✓	P	✓	✓	LD/	✓	✓	✓	✓	✓	✓	✓	EC	✓	13 (87%)

* P = President; LD = Lead Director; EC = Executive Chairman

Legend:



Mining Operations: Experience at a senior level with mining operations, including production, exploration, reserves, capital projects, and related technology. Familiarity with setting performance expectations, driving continuous improvement through Best-in-Class operational standards, building operational leadership capabilities, and fostering innovation.



Health, Safety & Environmental: Knowledge of, or experience with, leading health, safety, and environmental practices and related requirements, including sustainable development and corporate responsibility practices and reporting.



Capital Allocation & Financial Acumen: Experience overseeing the allocation of capital to ensure superior risk-adjusted financial returns, including strengthening our capital structure, evaluating capital investment decisions, setting and enforcing thresholds for financial returns, optimizing asset portfolios, and knowledge of, or experience with, financial accounting and corporate finance.



Talent Development and Allocation & Partnership Culture: Thorough understanding of the key processes to ensure optimal human capital allocation including attracting, motivating, and retaining top talent. Familiarity with partnership structures and their related cultures. Experience in areas such as setting performance objectives, designing compensation plans, ensuring the right people are in the right roles, succession planning, and organizational design.



M&A Execution: Experience in evaluating and executing mergers, acquisitions, and asset sales, including the formation of partnerships and joint ventures across the globe.



International Business Experience and Global Partnerships: Experience conducting business internationally, including exposure to a range of political, cultural, and regulatory requirements. Familiarity with the critical role of partnerships with host governments, local communities, indigenous people, non-governmental organizations, and other stakeholders, and an understanding of how to establish and strengthen those partnerships.



Government and Regulatory Affairs & Community Relations: Experience with the workings of government and public and regulatory policy in Canada, the United States, and internationally. Familiarity with community engagement.



Risk Management: Knowledge of risk management principles and practices, an understanding of some or all of the key risk areas that a company faces, and an ability to probe risk controls and exposures.



Digital Technology and Innovation: Expertise in digital technology and innovation, including experience with leveraging digital technology to drive operational excellence, commercial innovation, and business transformation. Familiarity with technology-driven issues such as cybersecurity, data analytics and integration, cloud computing, autonomous technology, and wireless solutions.

102-23	Chair of the highest governance body	IC p. 96-97	ICMM 1 2 4	UNGC 10		
<p>Our Executive Chairman, as representative of the Board and the owners, and as a meaningful owner himself, continues to play a critical leadership role in our transformation. He ensures that the priorities set by the Board are executed to the highest possible standard by the partnership. The responsibilities and activities of the Executive Chairman are subject to the oversight of the Board.</p> <p>The Executive Chairman actively oversees the partnership in a weekly meeting he chairs of Barrick's eight most senior partners, who we refer to as our Executive Committee. In these weekly meetings, each senior partner reports, one by one, on Barrick's key priorities: talent management with our Executive Vice President, Talent Management; Best-in-Class operations with our Senior Vice President, Operational and Technical Excellence; portfolio optimization with our Senior Executive Vice President, Strategic Matters; financial prudence and strategy with our Executive Vice President and Chief Financial Officer; exploration initiatives with our Executive Vice President, Exploration and Growth; and capital allocation and investment management with our Chief Investment Officer. The discussion then ends with new or outstanding priorities with our President and the Chief of Staff. Throughout these meetings, our Executive Chairman monitors progress, clarifies</p>		<p>direction, and emphasizes priorities, which he continues to do one-on-one with senior partners throughout the week.</p> <p>The Executive Chairman also communicates with shareholders, engages potential investors and, in concert with our President and other senior partners, works with our external partners, including host governments and joint venture partners. In addition, the Executive Chairman provides leadership and direction to the Board, and facilitates the operations and deliberations of the Board to satisfy the Board's functions and responsibilities under its mandate. More specifically, the Executive Chairman chairs each meeting of the Board and works in consultation with the Lead Director to, among other things, plan and organize the activities of the Board. Together with the Lead Director, the Executive Chairman ensures that the Board has all the information it needs to function effectively, at all times, including, as necessary, communication between Board meetings. The Executive Chairman serves as the principal liaison between the Board and the Executive Committee and meets with representatives of our shareholders and other partners on behalf of the Board. The Executive Chairman is also responsible for conducting an annual performance evaluation of our Executive Committee with input from the Lead Director.</p>				
102-24	Nominating and selecting the highest governance body	IC p. 98-99	ICMM 1 2 4	UNGC 10		
<p>Through the Corporate Governance & Nominating Committee, which is composed entirely of independent directors, the Board monitors best practices in corporate governance, develops corporate governance guidelines, and establishes appropriate structures and policies to allow the Board to function effectively and independently of management. The Corporate Governance & Nominating Committee recommends corporate governance policy changes to the Board as appropriate, and the Board approves our corporate governance guidelines annually.</p> <p>Shareholders elect directors annually to hold office until our next annual meeting or until their successors are elected or appointed. Shareholders vote for individual directors. Between shareholder meetings, the Board may appoint</p>		<p>additional directors within the maximum number set out in the Articles of the Company and provided that, after such appointments, the total number of directors would not be greater than one and one-third times the number of directors required to have been elected at the last annual meeting of shareholders. The Articles of the Company provide for a minimum of five and a maximum of 20 directors.</p> <p>The Corporate Governance & Nominating Committee is charged with identifying and reviewing potential candidates and recommending nominees to the Board for approval. The Corporate Governance & Nominating Committee strives to ensure that the Board possesses a broad range of experience and expertise so that it can effectively carry out its mandate and be an asset to the Company, both as a whole and</p>				



through its five standing committees. To promote this objective, the Corporate Governance & Nominating Committee oversees a process by which the areas of experience and expertise that the Board needs over the medium-term are identified.

We believe our Board nominees must strike the right balance between those who have the skills and experience necessary to ensure our business can secure and maintain our license to operate, and those who have technical and operating expertise and financial and business acumen. Based on their assessment of the existing experience and strengths of the Board and the needs of the organization, the Corporate Governance & Nominating Committee and the Board determine the competencies, skills, and qualities they should seek in new Board members. In recommending nominees, the Corporate Governance & Nominating Committee assesses the ability to contribute to the effective management of the Company, taking into account the needs of the Company and the individual's background, experience, perspective, skills, and knowledge that are appropriate and beneficial to the Company. Consistent with Barrick's Diversity Policy, the Committee and the Board also consider diversity criteria, such as gender, age, and ethnicity.

Nominees for membership to the Board are recommended to the Board by the Corporate Governance & Nominating Committee. In identifying candidates, the Committee

consults broadly with the other members of the Board and retains external consultants to assist with sourcing the best available candidates and/or consult with key stakeholders. Throughout the director nomination process, the Committee provides updates to the Board and solicits input on candidates. Candidates are interviewed by members of the Committee and other directors as appropriate. The Committee ultimately submits recommendations on Board composition to the full Board, which approves the nominees for submission to shareholders and election to the Board.

In 2017, the Corporate Governance & Nominating Committee, in conjunction with the Executive Chairman and the Lead Director, undertook a director recruitment program and retained an independent search firm to identify additional candidates for our Board and gave the advisor a specific mandate to propose diverse candidates, particularly women. As a result of this process, which is ongoing, Ms. Patricia A. Hatter and Ms. María Ignacia Benítez have been nominated for election at the Meeting. Ms. Hatter brings deep experience leading successful digital transformations, and supplements our Board with her knowledge of digital technology, technological innovation and cybersecurity – skills which are invaluable to advancing Barrick's digital strategy. Ms. Benítez brings many years of experience in the public and private sectors, including an intimate understanding of the Chilean political, legal, and regulatory system, and thorough awareness of the environmental issues that arise in the mining industry.

102-25	Conflicts of interest	IC p. 104-105	ICMM 1 2 4	UNGC 10	
<p>Our Code of Conduct, our Corporate Governance Guidelines, and the Business Corporations Act (Ontario) (the OBCA) specifically address conflict of interests involving directors. Pursuant to the Code, all of our directors are required to act in the best interests of the Company and to avoid conflicts of interest. Directors may not use their position to obtain any improper benefit for themselves. Our directors may not serve as officers or directors of, or otherwise be engaged with, a competitor or potential or actual business partner of the Company without the prior written approval of the Executive Chairman and the Chairman of the Corporate Governance & Nominating Committee.</p> <p>Our Corporate Governance Guidelines provide that directors are required to advise the Executive Chairman and the Chairman of the Corporate Governance & Nominating Committee prior to accepting a directorship of another public company or of any actual or potential competitor, business partner, or significant investor in the Company and to ensure that such service is consistent with Barrick’s conflict of interest standards.</p>		<p>Section 132 of the OBCA addresses conflicts of interest of a director of an Ontario corporation, such as Barrick. Among other things, the OBCA provides that a director of a corporation who: (a) is a party to a material contract or transaction or proposed material contract or transaction with the corporation; or (b) is a director or an officer of, or has a material interest in, any person who is a party to a material contract or transaction or proposed material contract or transaction with the corporation, is required to disclose in writing to the corporation or request to have entered in the minutes of meetings of directors the nature and extent of his or her interest. Such a director shall not attend any part of a meeting of directors during which the contract or transaction is discussed and shall not vote on any resolution to approve the contract or transaction, unless the contract or transaction relates to the director’s remuneration as a director or indemnity or insurance for services as a director, or is with an affiliate of the corporation.</p>			
102-35	Remuneration policies	IC p. 39-87 Responsible Mining Governance	ICMM	UNGC	
<p>A. Remuneration Policies: Information on our remuneration policies, including for the Board of Directors and senior executives, is described in full detail in Barrick Annual Information Circular, pages 40-46.</p> <p>B. Performance Criteria in Remuneration Policies for ESG topics: Barrick’s performance-based compensation system provides incentives that are both short-term and long-term in nature.</p> <p>Annual Performance Incentives for Senior Executives are based on short-term functional and operational priorities. Each Senior Executive has an individual scorecard with measures that relate to Barrick’s strategic principles and priorities. Weightings and goals vary by role, but most include a portion that relates to Barrick’s sustainability performance. In 2017, all non-executive personnel also had a portion of their annual incentive compensation tied to Barrick’s short-term Company scorecard. This included a “Reputation and License to Operate” component, composed of safety, environment, anti-corruption,</p>		<p>human rights, community relations, and compliance measures, accounting for 15% of the overall scorecard.</p> <p>Long-term incentives for Senior Executives are determined by a Company scorecard that tracks both financial and non-financial measures, including a “Reputation and License to Operate” component. This category accounts for 15% of the overall scorecard and is assessed based on both quantitative and qualitative measures. We measure our performance trajectory over time for environment (e.g., incidents) and safety (e.g., fatalities, Total Reportable Injury Frequency Rate). Qualitative measures include our overall compliance record, independent assessments of our corporate social responsibility related performance (e.g., International Council on Metals and Mining Assurance review, Dow Jones Sustainability Index listing), success in building and maintaining strong relationships with core stakeholders, and the quality of license-to-operate risk assessments.</p>			



102-36	Process for determining remuneration	IC p. 45-58	ICMM	UNGC	
<p>Process for determining remuneration: Please refer to our Annual Information Circular (pages 47-85) for the full process followed to determine remuneration.</p> <p>Remuneration Consultants and Independence: The Compensation Committee has sought the views of an independent compensation consultant on executive compensation-related matters from time to time. In May 2016, Pay Governance was selected by the Compensation Committee as its new independent consultant to assist with refining the Executive Chairman's compensation structure, on the basis of its broad experience advising compensation committees of a number of S&P/TSX60 cross-listed companies. In 2016, Pay Governance provided benchmarking advice and data for the Executive Chairman, materials on traditional and innovative</p>		<p>performance-based compensation models employed by other companies, as well as design and shareholder engagement support with the refined approach to compensation for the Executive Chairman. In 2017, Pay Governance provided benchmarking advice and data for the Executive Chairman. The chart below summarizes the fees paid to Pay Governance in 2017 and 2016 for services provided to the Compensation Committee. Pay Governance provides advisory services exclusively to the Compensation Committee and does not advise management.</p> <p>Remuneration consultant's relationships: Pay Governance provides advisory services exclusively to the Compensation Committee and does not advise management.</p>			
102-37	Stakeholders' involvement in remuneration	IC p. 9, 20-21	ICMM	UNGC	
<p>Consistent with our commitment to enhanced shareholder engagement, Barrick undertook a number of initiatives in 2017 to meet with, and facilitate feedback from, its shareholders. Highlights include the following:</p> <ul style="list-style-type: none"> • 2017 Operations and Technical Update: On February 22, 2017, Barrick hosted its first Operations and Technical Update, which was attended by a group of 544 significant shareholders and key analysts, and was broadcast via live video webcast for those unable to attend in person. Our Chief Innovation Officer and other senior executives and general managers of our core mines provided updates on Barrick's key growth opportunities at our operations and projects, as well as our progress on digital transformation, innovation, and sustainability initiatives. • Investor luncheon with independent directors: On November 17, 2017, J. Brett Harvey (Barrick's Lead Director and Chair of the Compensation Committee), along with Graham G. Clow (member of the Risk Committee), Dambisa F. Moyo (member of the Audit Committee, Corporate Governance & Nominating Committee, and Risk Committee), and J. Robert S. Prichard (member of the Compensation Committee and Risk Committee) hosted Barrick's second annual investor 		<p>luncheon in New York City without management present, which was attended by shareholders representing approximately 19% of Barrick's outstanding Common Shares. The purpose of the luncheon was to engage with investors and directly solicit their views on Barrick's strategy, performance, governance initiatives, and approach to executive compensation.</p> <ul style="list-style-type: none"> • 2017 Sustainability Briefing and sustainability engagement: On May 9, 2017, Barrick hosted its first Sustainability Briefing for investors, which was broadcast via live video webcast for those unable to attend in person. Online attendees also had the ability to submit questions electronically. Speakers included Nancy H.O. Lockhart, Chair of the Corporate Responsibility Committee, along with our Chief Sustainability Officer and other leaders from across the organization. This session focused on Barrick's commitment to responsible mining in partnership with host governments and communities in which we operate. During the fall of 2017, Barrick's Chief Sustainability Officer conducted a series of engagements which included meetings with a number of key shareholders in Europe regarding environmental and social matters. Enhanced investor engagement on sustainability issues will continue in 2018 in other regions, including North America. 			

- **Enhanced shareholder communication:** Barrick established a designated Investor Relations hotline to supplement the existing email address. The hotline provides shareholders with improved access to the Company and facilitates shareholder engagement. Shareholders may communicate their views to management through the Company's Investor Relations department at:

Attention: Investor Relations
Barrick Gold Corporation TD Canada Trust Tower
Brookfield Place 161 Bay Street, Suite 3700
P.O. Box 212
Toronto, Ontario M5J 2S1
Phone: (416) 307-7474
Email: investor@barrick.com

In December 2017, Barrick was awarded the top prize at the 2017 Awards of Excellence in Corporate Reporting, given by the Chartered Professional Accountants of Canada. Barrick was the recipient of a Platinum Award, which is given to companies that demonstrate exemplary quality across all four judging categories, namely: financial reporting, corporate


governance disclosure, electronic disclosure, and sustainability reporting.

SAY ON PAY ADVISORY VOTE

The Board has adopted a non-binding advisory vote relating to executive compensation to solicit feedback on our approach to executive compensation. The previous say on pay advisory vote held in 2017 was supported with the approval of 91.2% of those shareholders present at our 2017 annual meeting and voting in person or by proxy. Shareholders have the opportunity to vote "For" or "Against" the Company's approach to executive compensation.

Since this vote is advisory, it will not be binding on the Board. The Board remains fully responsible for its compensation decisions and is not relieved of this responsibility by a positive or negative vote. However, the Board and the Compensation Committee will consider the outcome of the vote as part of their ongoing review of executive compensation. The Company plans to hold an advisory vote on our approach to executive compensation on an annual basis.



	GRI	GENERAL DISCLOSURES			
	102	STAKEHOLDER ENGAGEMENT			
102-40	Stakeholder groups	Stakeholder Engagement	ICMM	UNGC	
			10		
<p>We prioritize engagement with stakeholder groups who are directly impacted and interested in our activities – such as local communities and host governments – and those that can have a significant impact on our business success – such as our investors, civil society, and governments.</p>					
102-41	Collective bargaining agreements	Labor Organizations	ICMM	UNGC	
<p>Approximately 26% of our people are represented by unions or collective bargaining associations in three countries. In addition, people are represented by unions at the Veladero and Porgera mines (which Barrick does not operate).</p>					
102-42	Identifying stakeholders	Stakeholder Engagement	ICMM	UNGC	
			10		
<p>We undertake regular stakeholder- and issues-mapping, to identify our stakeholders and the issues they care about most. We prioritize engagement with stakeholder groups who are directly impacted and interested in our activities – such as local communities and host governments – and those that can have a significant impact on our business success – such as our investors, civil society, and governments.</p> <p>At our mine sites, this means working closely with our people, local communities and government stakeholders who are located in the mine’s direct area of influence. At the enterprise-level, we engage with investors, our home government, and civil society organizations that are interested in our operations. Perception surveys, partnerships, participation in multi-stakeholder forums, and meetings are some of the ways that we engage and understand stakeholder interests and concerns about our sustainability performance.</p>					
102-43	Approach to stakeholder engagement	Stakeholder Engagement	ICMM	UNGC	
			10		
<p>Barrick’s business is about partnerships — with our people, governments, communities, suppliers, civil society, and other companies.</p> <p>This means balancing our own interests and priorities with those of others, helping both Barrick and our partners benefit from working together. It also means embracing a shared sense of responsibility to work constructively on matters of mutual interest and concern. Getting this balance right helps us maintain the support and confidence of our key stakeholders, which is essential for our business to succeed.</p> <p>Everywhere we operate, our approach to stakeholder engagement is based on the same core principle: that transparency is the currency of trust. For Barrick, transparency takes many forms, including inviting others to measure and assess our environmental and social performance, sharing information in a timely and accessible way, and listening to others’ points of view. We also seek third-party input and reviews because we know this can make our systems stronger. Ultimately, we do this so people will have more reason to trust what we are doing as a company.</p> <p>Putting this into practice means engaging with stakeholders in a wide variety of channels that are both accessible and culturally appropriate. These range from speaking with people daily at our offices in local communities, to inviting people to help us monitor air and water quality near a mine, to hosting an annual online briefing on Barrick’s sustainability performance for investors and other interested stakeholders.</p>					

102-44	Key topics and concerns raised	Stakeholder Engagement	ICMM 10	UNGC	
<p>In 2017, issues of concern expressed by our stakeholders included:</p> <ul style="list-style-type: none"> Local employment and local procurement at our operations Barrick’s human rights program and security practices Our environmental performance and remediation of any incidents Governance of joint-ventures and affiliates Our approach to climate change <p>The following table summarizes the ways that we engaged these site- and enterprise-level stakeholders in 2017, their key interests, and examples of how we have reported on or taken action on these interests.</p>					
STAKEHOLDER ENGAGEMENT IN 2017					
STAKEHOLDER GROUP	EXAMPLES OF STAKEHOLDER INTERESTS	EXAMPLES OF ACTIONS TAKEN			
LOCAL COMMUNITIES	<p>Jobs at the mine</p> <p>Transparency on environmental impacts</p> <p>Supplier opportunities</p> <p>More regular communication with the mine</p>	<p>SITE TOURS At our Pueblo Viejo mine in the Dominican Republic, we hosted 51 community visits to the mine. Almost a thousand community members were able to visit and learn about the site.</p> <p>GRIEVANCE MECHANISMS In 2017, Barrick-operated sites received 259 grievances, primarily related to contractor issues.</p> <p>COMMUNITY COUNCILS In Argentina, the Veladero mine convened monthly community councils to better listen and learn from the communities of Jachal and Iglesia.</p> <p>STAKEHOLDER PERCEPTION SURVEYS We conducted stakeholder perception surveys to independently measure support and better understand community concerns at all our sites in 2017.</p> <p>PRIORITIZING LOCAL CONTENT In 2017, local employment at Barrick-operated sites increased from 51% to 60%.</p> <p>ENVIRONMENTAL WATER MONITORING Almost 500 community members took air and water samples as part of a Pueblo Viejo participatory environmental monitoring program in 2017.</p>			
HOME AND HOST GOVERNMENTS	<p>Revenue transparency</p> <p>Social and economic development from mining</p> <p>Climate change</p> <p>Regulatory and legal compliance</p> <p>Responsible business practice</p>	<p>IN-PERSON MEETINGS Our Executive Directors engage with government and regulatory authorities on a regular basis. In 2017, the team in Zambia met with ZESCO – the state-owned power company – and concluded a legally binding addendum to the Power Supply Agreement (PSA) for 12 months between January and December 2017.</p> <p>SUPPORT FOR BUSINESS ACCOUNTABILITY We publicly supported the Government of Canada’s announcement of an additional accountability mechanism for Canadian businesses operating overseas, focused on dialogue and conflict resolution.</p> <p>ADOPTING CLIMATE TARGETS Barrick has set a goal to keep its current GHG emissions flat in the short term and is targeting a 30 percent reduction in GHG emissions by 2030, from a 2016 baseline of 3.5 MT CO2e emitted. This target is closely aligned with the national targets set by many of our host governments.</p>			



<p>HOME AND HOST GOVERNMENTS (CONT'D)</p>		<p>INCREASED TRANSPARENCY In 2017, Barrick published our inaugural Economic Contributions Report to detail how our policies and management systems support the social and economic development of the countries and communities where we operate. This included detailed information on our tax strategy, our efforts to prioritize local employment and local procurement, and our community investments.</p> <p>EITI PARTICIPATION As a member of the Extractives Industries Transparency Initiative, Barrick reports in detail on payments made to governments.</p>
<p>INVESTORS</p>	<p>Financial and operational performance Climate change Sustainability performance Governance</p>	<p>SUSTAINABILITY BRIEFING FOR INVESTORS Barrick held its first ever Sustainability Briefing for Investors in 2017, featuring presentations by many of the Company's leaders who drive Barrick's sustainability activities, underscoring just how integral sustainability is to our business.</p> <p>IN-PERSON MEETINGS In 2017, we held more than 100 engagements on environmental, social and, governance issues with our investors.</p> <p>COMMIT TO TCFD In 2017, we committed to supporting the voluntary recommendations of the industry-led Financial Stability Board Task Force on Climate-Related Financial Disclosures (TCFD). The TCFD recommendations are considered the new benchmark for disclosure of climate-related risks and opportunities.</p> <p>PARTICIPATION IN SUSTAINABILITY INDICES AND THIRD-PARTY RATINGS In 2017, Barrick was named to the Dow Jones Sustainability World Index for the 10th consecutive year. The Company was also included in the Dow Jones Sustainability North America Index for the 11th consecutive year.</p>
<p>OUR PEOPLE</p>	<p>Safe and healthy workplace Strong organizational culture Prosperous communities</p>	<p>TONE-FROM-THE-TOP Barrick opens its weekly company-wide Business Plan Review meetings with a Safety Share on a workplace safety issue, usually led by one of the sites. We also have a Value Share at the same meeting where we discuss how we put Barrick's values into action.</p> <p>TOWN HALLS We host virtual townhalls broadcast to all our people around the world to communicate with and listen to people following significant business changes.</p> <p>BARRICK INTRANET Through THE CORE, the Company's internal web portal, we shared approximately 500 stories and news items with our people in 2017.</p> <p>COMPLIANCE HOTLINE In 2017, our people raised more than 200 concerns about potential code of conduct violations through Barrick's compliance hotline and other reporting channels.</p> <p>SUPPORT FOR GIVING Barrick has introduced programs to match giving from our people to local charities at our Nevada mine sites and at our Toronto office.</p> <p>ORGANIZATIONAL HEALTH INDEX SURVEY In 2017, Barrick undertook a company-wide survey to better understand the cultural and leadership behaviors that can best drive our performance and help us achieve our business objectives.</p>

<p>CIVIL SOCIETY ORGANIZATIONS</p>	<p>Climate change</p>	<p>SITE TOURS The Lumwana mine in Zambia hosted a site tour for faith-based groups. They had expressed concerns over alleged uranium mining in the past, and the site staff made subject matter experts available to clarify concerns regarding this allegation.</p>
	<p>Sustainability performance</p>	<p>COLLABORATIVE PARTNERSHIPS With UNICEF Canada and the Government of Canada, Barrick organized a multi-sector working group to create a checklist and handbook to help companies better integrate the Voluntary Principles and children's rights. The checklist was launched in March 2017.</p>
	<p>Responsible business practice</p>	<p>ADDRESSING CONCERNS ABOUT REMEDY AT THE PORGERA JOINT VENTURE Barrick and Barrick Niugini Ltd. (BNL) engaged Dr. Margaret Jungk, former chair of the UN Working Group on Business and Human Rights, to head a team at the social non-profit Business for Social Responsibility (BSR). Dr. Jungk and her team have been tasked with making recommendations for providing improved access to effective remedy for populations who may be affected by the mine. This work has engaged many of the Framework's most vocal critics, and engaged international experts in a roundtable discussion at the UN Forum on Human Rights, as well as local and national voices in PNG.</p>
	<p>Human rights</p>	<p>THIRD-PARTY AUDITS Barrick engages a third-party consultant to provide independent external assurance on Barrick's performance and progress on a range of environmental, social, and governance (ESG) issues. We also engage a third-party to conduct independent Human Rights Impact Assessments of our sites.</p>



	GRI	GENERAL DISCLOSURES			
	102	REPORTING PRACTICE			
102-45	Organizational entities	Non-Managed Operations	ICMM	UNGC	
			10		
SUMMARY OF MINE OWNERSHIP AND OPERATORSHIP – 2017					
OWNERSHIP/OPERATORSHIP	MINE (% OWNERSHIP)	PROJECT (% OWNERSHIP)	REPORTED ON IN BARRICK'S SUSTAINABILITY-RELATED DISCLOSURES		
Wholly Owned/ Operated	Cortez Goldstrike Golden Sunlight Hemlo Lagunas Norte Pierina (in closure) Lumwana	Pascua-Lama Alturas Goldrush	Reported.		
Joint Venture – Barrick-operated	Pueblo Viejo (60%) Turquoise Ridge (75%)		Reported (100% basis).		
Joint Venture – Not operated by Barrick	Jabal Sayid (50%) Porgera (47.5%) Veladero (50%)	Donlin Gold (50%)	Information shared on behalf of JVs (100% basis); data is not included in Barrick totals unless otherwise indicated.		
Joint Venture – Partner operated	KCGM (50%) Zaldivar (50%)	Norte Abierto (50%) Kabanga (50%)	No.		
Affiliate-Operated	Acacia Mining plc (63.9%) (Bulyanhulu, North Mara, Buzwagi)		No.		

102-46	Defining report content and topic Boundaries	Prioritizing Sustainability Issues	ICMM	UNGC	
<p>A company of Barrick's size is faced with numerous social, environmental and economic issues on which it could report.</p> <p>Under the GRI¹ Standard, organizations focus their sustainability reporting on topics that can be reasonably considered important for reflecting an organization's economic, environmental, and social impacts, or influence the decisions of stakeholders. This helps us report on issues that are most relevant to our stakeholders and our business. We identify these issues through the following four-step process.</p> <p>1. ISSUE IDENTIFICATION</p> <p>We first identify a range of potential issues in the context of our social, economic, and environmental impacts, based on input from internal and external sources. We use the universe of potential issues identified by the GRI as a starting point. We also include issues such as mine closure and joint-venture governance, that are not included in the GRI framework but have been identified as relevant by stakeholders we engaged with in the past year.</p> <p>EXTERNAL SOURCES</p> <ul style="list-style-type: none"> • CSR Advisory Board • Industry and societal trends • Investor and ESG analyst requests • Peer companies • Stakeholder engagement • Community grievances <p>INTERNAL SOURCES</p> <ul style="list-style-type: none"> • Annual Information Form / Annual Report • Issues reported to Board • Site risks identified in Business Plan Reviews (BPRs) • Subject matter experts <p>2. ISSUE BOUNDARIES</p> <p>A topic may be material and relevant for sustainability reporting as a result of our own activity, including from our operations, closure properties or the conduct of our people, as well as from activities to which we contribute or are indirectly</p>		<p>linked to. We therefore consider our full value-chain impacts, both internal and external, when reporting.</p> <p>EXTERNAL</p> <ul style="list-style-type: none"> • Contractors • Governments • Industry peers • NGOs • Suppliers • Unions <p>INTERNAL</p> <ul style="list-style-type: none"> • Closure properties • Exploration • Offices • Operations • Projects <p>3. PRIORITIZATION & VALIDATION</p> <p>Each topic is assessed on a matrix in terms of its impact, both in terms of stakeholder perceptions and the economic, environmental, social, or business impact of the topic. We rank the issues based on the frequency with which they are identified by internal and external sources. The ranking of each issue is also reviewed and approved by senior decision-makers at Barrick. This process allows us to prioritize the issues in terms of low, medium, and high importance.</p> <p>4. REPORTING</p> <p>To support engagement and communication, we then group the relevant prioritized and validated GRI topics into issues for public reporting. In 2017, nine issues of high priority were identified through this four-step process. An additional ten issues were identified as having medium priority. We report on all of these issues in accordance with the GRI Standards: Core option. We partially report on other issues identified as being of low reporting priority, in accordance with regulatory or other reporting requirements.</p>	10		
<p>1. Formally known as the Global Reporting Initiative.</p>					



102-47	List of material topics	Prioritizing Sustainability Issues	ICMM	UNGC
			10	
	ISSUE	RELEVANT GRI TOPIC		
High Priority	Climate Change	Emissions (Greenhouse Gases), Energy		
	Community Relations	Local Communities, Rights of Indigenous Peoples		
	Government Affairs	Public Policy		
	Human Rights	Human Rights Assessments, Security Practices		
	Mine Closure	n/a		
	Workplace Safety	Occupational Health and Safety , Emergency Preparedness		
	Social & Economic Development	Economic Performance, Market Presence , Indirect Economic Impacts, Procurement Practices		
	Tailings, Heap Leach, and Waste Management	Effluents and Waste		
	Water Management	Water		
Medium Priority	Biodiversity	Biodiversity		
	Ethical Business Conduct	Anti-corruption		
	Environmental Approach	Environmental Compliance		
	Labor	Labor/Management Relations		
	Non-discrimination	Non-discrimination, Diversity and Equal Opportunity		
	Non-Managed Operations	n/a		
	Supply Chain	Supplier Social Assessment , Supplier Environmental Assessment		
	Working Conditions	Freedom of Association and Collective Bargaining, Child Labor, Forced or Compulsory Labor Employment		
	Talent Management	Training and Education Employment		
	Air Emissions	Emissions (non-GHG)		
Low Priority	Materials	Materials		
	Artisanal and Small-scale mining	n/a		
	Resettlement	n/a		
LEGEND GRI Topics Identified as High Priority GRI Topics Identified as Medium Priority Other GRI Topics				
102-48	Restatements of information		ICMM	UNGC
			10	
The data collected for this report has been gathered using the robust systems and tools currently in place for the reporting year. Continuous improvement of our data collection and analysis processes is an ongoing focus and the on-line data tables reflect minor corrections to certain historical environmental information.				

102-49	Changes in reporting	About This Report	ICMM 10	UNGC	
<p>This report and accompanying data tables contain information on all of our wholly owned operations and joint ventures where we are the operator, as well as on our country and corporate offices, projects and closure sites, where this was identified as a priority issue in our priorities issues assessment. We report on 100 percent of the data and significant issues from our operations and joint-venture operations where we are the operator.</p> <p>As part of our commitment to transparency, as of 2017, we also share information as reported to us on a 100% basis from joint-ventures in which we have an interest (but do not operate), including the Porgera, Jabal Sayid, and Veladero mines and the Donlin project. Barrick totals only include sites where we are the operators, unless otherwise indicated.</p> <p>We do not report on data from Acacia Mining plc (formerly African Barrick Gold). Barrick and Acacia are parties to a relationship agreement that regulates various aspects of the ongoing relationship between the two companies so that Acacia is capable of carrying on its business independently of Barrick. Consistent with this agreement, Acacia independently manages its corporate social responsibility (CSR) programs and issues its own annual CSR Report. As such, since 2013, our annual Sustainability Report has not included Acacia.</p>					
102-50	Reporting period	About This Report	ICMM 10	UNGC	
<p>The Sustainability Report is an annual report; it covers the 2017 calendar year, which corresponds to Barrick's financial year. Reference may be made in this report to an activity that occurred in 2018 if it helps to clarify a particular issue.</p>					
102-51	Date of previous report	About This Report	ICMM 10	UNGC	
<p>Barrick's previous Responsibility Reports have also been annual reports; the 2016 Responsibility Report was published in July 2017. These reports are available on the Barrick website.</p>					
102-52	Reporting cycle	About This Report	ICMM 10	UNGC	
<p>Annual</p>					
102-53	Contact point	About This Report	ICMM 10	UNGC	
<p>For additional information regarding the 2017 Sustainability Report, please contact:</p> <p>Peter Sinclair, Chief Sustainability Officer Barrick Gold Corporation Brookfield Place, TD Canada Trust Tower 161 Bay Street, Suite 3700 Toronto, ON M5J 2S1 Canada</p> <p>Telephone: 416.861.9977 Toll Free: 800.720.74.15 Email: responsiblemining@barrick.com</p>					



102-54	GRI Standards claim	About This Report	ICMM	UNGC	
Barrick reports to the GRI Sustainability Reporting Standards, in accordance with the Core option.					
102-55	GRI content index		ICMM	UNGC	
			10		
In our GRI Content Index, we have included a reference index for the 10 Principles of the UN Global Compact and the International Council on Mining and Metals (ICMM) Sustainable Development Principles in the table.					

102-56	Assurance	Assurance Letter	ICMM	UNGC
			10	



Bureau Veritas North America

2017 Independent Assurance Statement

Bureau Veritas North America (Bureau Veritas) was engaged by Barrick Gold Corporation to provide independent external assurance for Barrick's 2017 Sustainability Report. The assurance process also included an assessment of Barrick's performance and progress on a range of sustainability issues.

Building on the previous eight years, the assurance process is designed to further our understanding of how Barrick identifies its material risks and emerging issues in a changing environment, and to assess Barrick's performance against the International Council on Mining and Metals (ICMM) Sustainable Development Framework.

Objectives of the Assurance Process

1. Provide reasonable assurance over the stated content of the 2017 Sustainability Report including representations on the Barrick website;
2. Provide impartial commentary on Barrick's alignment with ICMM's 10 Sustainable Development Principles and eight Position Statements;
3. Assess implementation of the Voluntary Principles on Security and Human Rights;
4. Provide reasonable assurance over the 2017 Conflict-Free Gold Report;
5. Provide reasonable assurance over the 2017 greenhouse gas emissions inventory reported to CDP;
6. Provide reasonable assurance over the 2017 water withdrawal reported to CDP;
7. Acknowledge improvements from previous reporting years;
8. Propose recommendations for future development.

Barrick recognizes the need for a robust, transparent assurance process to ensure continued credibility with stakeholders and to act as a tool to drive continual performance improvement. Therefore, in addition to our commentary on the reporting processes, we provide further recommendations based on this period's assurance in a separate detailed report to Barrick's functional leads and corporate senior leadership team.

Scope of Assurance

1. Review relevant activities undertaken by Barrick over the reporting period January 1, 2017 through December 31, 2017;
2. Review the robustness of underlying reporting systems and processes used to collect, analyze and report relevant information;
3. Evaluate the 2017 Sustainability Report against the principles of the GRI Reporting Framework as defined in the GRI Standards;
4. Evaluate evidence provided to support Barrick's alignment with ICMM's 10 Sustainable Development Principles and eight Position Statements;
5. Interview employees and external stakeholders with respect to Barrick's sustainability performance during the reporting period;
6. Assess implementation of the Voluntary Principles on Security and Human Rights at one mine site;



7. Assess implementation of the World Gold Council (WGC)'s Conflict-Free Gold Standard as described in the 2017 Conflict-Free Gold Report for Barrick;
8. Verify Barrick's total water withdrawal reported to CDP for 2017;
9. Verify Barrick's GHG emissions inventory reported to CDP for 2017.

To conduct the assurance, we undertook the following activities:

- Detailed review of the 2017 Sustainability Report including source verification of performance data and factual information contained within the Report and the supplemental information on the Barrick website;
- Review of processes for identification and collation of relevant information, report content and performance data from mining operations;
- Interviews and follow-up communication with the corporate senior leadership team and functional leads in Toronto (Canada), Elko, Nevada (USA), Santo Domingo (Dominican Republic) and with mine managers and staff at the two mines we visited (see below);
- Site visits to two operating mines, including Goldstrike (USA) and Pueblo Viejo (Dominican Republic);
- Interviews with local stakeholders at each visited mine.

Our work was planned and executed in a manner designed to produce a reasonable level of assurance and to provide a sound basis for our conclusions. Our assurance process is aligned with and informed by the following international protocols:

- ICMM Sustainable Development Framework – Assurance Procedure
- GRI Standards
- International Standard on Assurance Engagements (ISAE) 3000 Revised, *Assurance Engagements Other than Audits or Reviews of Historical Financial Information* (effective for assurance reports dated on or after Dec. 15, 2015), issued by the International Auditing and Assurance Standards Board.
- ISO 14064-3:2006: *Greenhouse gases - Part 3: Specification with guidance for the validation and verification of greenhouse gas assertions*
- WGC's *Conflict Free Gold Standard – Guidance for Assurance Providers*

Limitations and Exclusions:

Excluded from the scope of our work is information relating to:

- Activities outside the defined reporting period and scope;
- Statements of commitment to, or intention to undertake future actions by Barrick;
- Statements of position, opinion, belief and/or aspiration by Barrick;
- Financial data audited by an external third party.

Our Findings

On the basis of our methodology and the activities described above, we provide reasonable assurance that:

- The 2017 Sustainability Report (Report) provides clear and straightforward presentations of Barrick's material issues and their underlying management systems and controls.



- The information and data in the Report and the associated 2017 Sustainability Report Summary is accurate, reliable and free from material misstatements. Information in both the Report and Summary are clearly presented and understandable.
- Material issues have been appropriately identified through a comprehensive risk assessment process that was fully described to Bureau Veritas and is described in the Report.
- The Report provides a fair representation of Barrick's sustainability performance over the reporting period and provides readers with a balanced perspective of its material issues and operations.
- The Report advances Barrick's ongoing public communication about its operations, environmental and social impacts, and related programs to manage these impacts.
- Barrick has appropriate systems in place for the collection, aggregation and analysis of relevant information and has implemented adequate internal data quality and assurance practices.
- The corporate senior leadership team and country and site leadership teams continue to support a company-wide commitment to responsible mining practices at operations and projects.

ICMM Sustainable Development Framework

Barrick maintained its alignment with the ICMM Sustainable Development Framework, including ICMM's 10 Sustainable Development Principles and the applicable mandatory requirements of the eight Position Statements.

Voluntary Principles on Security and Human Rights

Barrick maintained its commitment to the implementation of the Voluntary Principles on Security and Human Rights. The high-risk site in our sample, Pueblo Viejo, has instituted appropriate systems and procedures to ensure adherence to the principles.

WGC Conflict-Free Gold Standard

Barrick has prepared and presented a Conflict-Free Gold Report for 2017 in accordance with the requirements of the Conflict-Free Gold Standard. We conclude that Barrick does not produce gold from conflict-affected or high risk areas as defined by the Standard.

GRI Standard Sustainability Reporting Guidelines

The 2017 Sustainability Report has been prepared in accordance with GRI Standards, including appropriate consideration of the Reporting Principles, profile disclosures, management approach disclosures and performance indicators to meet the requirements of GRI Standards: Core Option.

CDP

Barrick's greenhouse gas assertion for its 2017 company-wide emissions inventory was verified to be correct and complete within the bounds of materiality. A separate greenhouse gas verification statement was issued for CDP.



- The information and data in the Report and the associated 2017 Sustainability Report Summary is accurate, reliable and free from material misstatements. Information in both the Report and Summary are clearly presented and understandable.
- Material issues have been appropriately identified through a comprehensive risk assessment process that was fully described to Bureau Veritas and is described in the Report.
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- Barrick has appropriate systems in place for the collection, aggregation and analysis of relevant information and has implemented adequate internal data quality and assurance practices.
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CDP

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- With the increase in joint ventures not directly operated by Barrick, full consideration and advance planning should be given to how Barrick can affect policies at joint ventures relating to sustainable development, safety and health, environment and human rights.

Statement by Bureau Veritas of independence, impartiality and competence

The Bureau Veritas Group is an independent professional services company that specializes in Quality, Health, Safety, Social and Environmental management with over 185 years' history in providing independent assurance services.

No member of the verification team has a business relationship with Barrick, its Directors or Managers beyond that required of this assignment. Our assurance team is not involved in any other Barrick projects outside those of the independent assurance scope of work. We conducted this assurance independently and to our knowledge there has been no conflict of interest.


The Bureau Veritas Group has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

The assurance team has extensive experience in conducting assurance over environmental, social, security, safety, health and ethical information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of The Bureau Veritas Group standard methodology for the Assurance of Sustainability Reports and associated data.



Bureau Veritas North America, Inc.
Santa Ana, California, USA
May 2018




	GRI 201	ECONOMIC PERFORMANCE		
201	Management Approach ¹	Social and Economic Development	ICMM 1	UNGC 6 10
	<p>Barrick has an opportunity to contribute significantly to social and economic development in the communities and countries where we operate.</p> <p>Communities and host governments rightly expect to share in the benefits of mining. When we live up to their expectations, we are partners with host governments and communities in their own development, contributing to a more stable and prosperous society and a more secure license to operate.</p> <p>We share the benefits of mining in a number of ways, including buying and hiring locally², investing in education and health, helping diversify livelihoods, and paying our fair share of taxes.</p> <p>Barrick has established company-wide systems, standards and targets to help us live up to the expectations of our community and government partners.</p> <ul style="list-style-type: none"> Barrick has a Local Procurement and Contracting Standard, which requires our Community Relations and Supply Chain teams to develop the capacity of local and regional suppliers and help them improve their access to mine contracts and supplier opportunities. Barrick requires site Community Relations and Human Resources teams to develop Local Employment Plans, 	<p>which help create more opportunities for local people to work at our mines.</p> <ul style="list-style-type: none"> Our Local Content Framework helps sites use more local labor and buy more local goods and services. The framework is a guide, outlining the steps to develop local employment and local procurement programs and referencing best international practice. It helps sites be better partners in community and socio-economic development, which ultimately helps build a more secure license to operate. The significant taxes and royalties derived from mining operations are important sources of government revenue, used for infrastructure projects, health care, education, and other important public services. Our Tax Management Policy sets out global standards and provides guidance on tax risk management. Everywhere we operate, we pay our fair share of taxes and royalties to all levels of government. <p>By doing this, we add value and create prosperity for our people, our government and community partners, and our shareholders.</p>		

1 Barrick's management approach to economic performance and market presence are detailed together in Barrick's online 2017 Sustainability Report.

2 Local is defined in consultation with external stakeholders. In general, it includes nearby communities most impacted by mine activities or ancillary properties (such as power lines).

201-1	Direct economic value generated and distributed	ESG Data Tables	ICMM 1	UNGC 6 10				
ECONOMIC CONTRIBUTIONS – 2017								
	BARRICK TOTAL	ARGENTINA	CANADA	CHILE	DOMINICAN REPUBLIC	PERU	UNITED STATES	ZAMBIA
BARRICK-OPERATED	\$5,678,710,000	\$ 100,460,000	\$ 598,160,000	\$ 190,600,000	\$ 834,770,000	\$ 541,230,000	\$2,797,670,000	\$ 615,820,000
TAXES AND ROYALTIES	\$1,118,500,000	\$ 33,490,000	\$ 8,860,000	-\$ 4,570,000	\$ 180,730,000	\$ 121,750,000	\$ 688,700,000	\$ 89,540,000
OTHER PAYMENTS	\$ 77,370,000	\$ 8,250,000	\$ 9,780,000	\$ 0	\$ 1,420,000	\$ 920,000	\$ 54,400,000	\$ 2,600,000
COMMUNITY INVESTMENTS	\$ 23,410,000	\$ 520,000	\$ 2,320,000	\$ 550,000	\$ 2,690,000	\$ 6,220,000	\$ 9,640,000	\$ 1,470,000
PAYMENTS TO EMPLOYEES	\$1,160,570,000	\$ 12,550,000	\$ 208,090,000	\$ 37,800,000	\$ 98,290,000	\$ 85,150,000	\$ 631,650,000	\$ 87,040,000
PURCHASES OF GOODS AND SERVICES	\$3,298,860,000	\$ 45,650,000	\$ 369,110,000	\$ 156,820,000	\$ 551,640,000	\$ 327,190,000	\$1,413,280,000	\$ 435,170,000
INTERNATIONAL PURCHASES	\$ 530,150,000	\$ 3,490,000	\$ 89,700,000	\$ 3,330,000	\$ 248,540,000	\$ 17,430,000	\$ 61,600,000	\$ 106,060,000
LOCAL PURCHASES	\$ 351,300,000	\$ 680,000	\$ 31,280,000	\$ 2,220,000	\$ 23,360,000	\$ 17,120,000	\$ 272,120,000	\$ 4,520,000
NATIONAL PURCHASES	\$2,135,280,000	\$ 12,240,000	\$ 40,630,000	\$ 141,210,000	\$ 279,740,000	\$ 269,830,000	\$1,079,560,000	\$ 312,070,000
REGIONAL PURCHASES	\$ 282,130,000	\$ 29,240,000	\$ 207,500,000	\$ 10,060,000		\$ 22,810,000		\$ 12,520,000
201-3	Coverage of the organization’s defined benefit plan obligations	Annual Report p. 119	ICMM	UNGC				
<p>We have qualified defined benefit pension plans that cover certain former United States and Canadian employees and provide benefits based on employees’ years of service. Our policy is to fund the amounts necessary on an actuarial basis to provide enough assets to meet the benefits payable to plan members. Independent trustees administer assets of the plans, which are invested mainly in fixed-income and equity securities.</p> <p>As well as the qualified plans, we have non-qualified defined benefit pension plans covering certain employees and former directors of Barrick. No funding is done on these plans and contributions for future years are required to be equal to benefit payments.</p> <p>Actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are charged or credited to equity in OCI in the period in which they arise.</p> <p>Our valuations are carried out using the projected unit credit method. We record the difference between the fair value of the plan assets and the present value of the plan obligations as an asset or liability on the consolidated balance sheets.</p>								
201-4	Financial assistance received from government		ICMM	UNGC				
Barrick did not receive financial assistance from governments in 2017.								



	GRI	MARKET PRESENCE			
202	202	Management Approach ³	Social and Economic Development	ICMM	UNGC
<p>A diverse workforce encourages creativity and innovation. We draw our workforce from many countries around the world, and our global workforce is extremely diverse in terms of national and ethnic backgrounds. However, we are also committed to the localization of our workforce, and many of our sites have explicit targets for local employment. To achieve these aims, Barrick requires sites to develop plans to guide local employment efforts over the life of the mine and in 2017, approximately 60% of our workforce was from the local areas near our operations. In addition, approximately 97% of our people are nationals of the countries where we operate.</p> <p>Our Human Resources teams develop and lead these local employment plans, supported by the Community Relations</p>			<p>group. In general, these plans integrate recruitment and retention of local people into the broader human resources approach. This includes an assessment of the skills and capabilities available in the local community, the development of recruitment and retention programs targeted specifically at local communities, guidance on helping address skills shortages, and the creation of a culturally appropriate work environment.</p> <p>In addition to the Local Procurement and Contracting Standard, we have also developed a Local Content Framework to further support the efforts of our Supply Chain and Human Resources teams. The Framework details the steps that sites can take to develop effective local employment and local procurement programs, which reflects international best practice.</p>		
202-2		Proportion of senior management hired from the local community at significant locations of operation	Social and Economic Development	ICMM	UNGC
				1	6 10
				6	
SENIOR SITE MANAGEMENT FROM THE LOCAL COMMUNITY – 2017^{ii, iii}					
BARRICK TOTAL					39%
CANADA					80%
DOMINICAN REPUBLIC					0%
PERU					0%
UNITED STATES					90%
ZAMBIA					0%
MM		Proportion of total workforce from the local community	Social and Economic Development	ICMM	UNGC
				6	
PEOPLE FROM THE LOCAL COMMUNITYⁱⁱⁱ (2017)					
BARRICK TOTAL					60%
ARGENTINA					5%
CHILE					7%
CANADA					86%
DOMINICAN REPUBLIC					34%
PERU					16%
UNITED STATES					96%
ZAMBIA					48%

3 Barrick’s management approach to economic performance and market presence are detailed together in Barrick’s online 2017 Sustainability Report.

	GRI	INDIRECT ECONOMIC IMPACTS ⁴			
	203				
203-1	Infrastructure investments and services supported	Social and Economic Development	ICMM	UNGC	
			9		
TYPE OF COMMUNITY INVESTMENTS – 2017					
BARRICK TOTAL				\$	23,410,000
ARTS, CULTURE & SPORTS				\$	2,160,000
COMMUNITY ENGAGEMENT				\$	3,180,000
ECONOMIC DEVELOPMENT				\$	3,080,000
EDUCATION				\$	6,330,000
ENVIRONMENT				\$	2,090,000
HEALTH				\$	1,420,000
IN-KIND DONATIONS				\$	0
OTHER ACTIVITIES				\$	2,330,000
INFRASTRUCTURE				\$	2,820,000
203-2	Significant indirect economic impacts	Social and Economic Development	ICMM	UNGC	
			9		
<p>Indirect economic impacts are the result of the interactions we have with stakeholders and are an important part of our overall economic contribution. While difficult to precisely quantify, these include the impacts of our people, contractors, and the employees of supplier industries spending their payments, wages, and salaries. They also reflect economic impacts associated with improvements in community health and livelihoods (e.g., access to clean water, medical support and education facilities). A recent study by the World Gold Council found that a median multiplier of 1 could be factored into mining's indirect contribution to a country's gross value added (GVA).⁵ For example, in 2013, mining contributed about US\$171.6 billion GVA globally – US\$83.1 billion directly and US\$88.6 billion indirectly. The same study identified that a median employment multiplier of 2.7 could be attributed to indirect job creation. In other countries, for example in Argentina, this employment multiplier can be as high as three (according to recent research by KPMG). This means that every job we create at one of our Argentinian mines, for example, could contribute to an additional three jobs in Argentina.</p>					

4 Barrick does not have a separate management approach for indirect economic impacts. Our approach to economic contributions to the countries where we operate more broadly is described in GRI Indicators 201, 202 and 204.

5 Gross value added (GVA) is a term that refers to the value added to the goods and services produced in an area.



	GRI	PROCUREMENT PRACTICES			
	204	Management Approach	Supply Chain	ICMM	UNGC
204				1	

We believe that responsible economic development can and should improve the lives of stakeholders in the regions where we operate. When done responsibly, economic development is a contributor to a broad spectrum of positive impacts. Through local procurement, for example, the presence of our operations can directly help host communities and individuals enjoy the rights to work, to food and property, and to an adequate standard of living. We developed a Local Procurement Standard in 2013. The Standard was implemented in 2014 under the direction of the Community Relations group.

To support these efforts, Barrick has also put in place a local content framework. The development of the framework was a collaboration with all groups impacted by local content policies, including Supply Chain leads, Community Relations, Human Resource leads, mine General Managers, country Executive Directors, Construction Managers and Project

Directors. This framework outlines the steps needed to develop local employment and local procurement programs, referencing best international practice and embedding lessons learned from other Barrick sites. An important emphasis is on engaging with internal end users on the mine site and making sure local content programs align with their needs and concerns.

For more information on our activities regarding local procurement practices, see **Social and Economic Development**.

Along with buying locally whenever possible, Barrick often works with regional government economic development committees, where they exist, to help our suppliers diversify so that the eventual closure of a mine will not impose undue hardships on local businesses. See **Mine Closure** for more information.

204-1	Proportion of spending on local suppliers	Social and Economic Development	ICMM	UNGC
			2 9 10	

ECONOMIC CONTRIBUTIONS – 2017

	BARRICK		ARGENTINA		CANADA		CHILE		DOMINICAN REPUBLIC		PERU		UNITED STATES		ZAMBIA	
TOTAL PURCHASES	\$ 3,298,860,000		\$ 45,650,000		\$ 369,110,000		\$ 156,820,000		\$ 551,640,000		\$ 327,190,000		\$ 1,413,280,000		\$ 435,170,000	
INTER-NATIONAL PURCHASES	16%	\$ 530,150,000	8%	\$ 3,490,000	24%	\$ 89,700,000	2%	\$ 3,330,000	45%	\$ 248,540,000	5%	\$ 17,430,000	4%	\$ 61,600,000	24%	\$ 106,060,000
LOCAL PURCHASES ⁱⁱⁱ	11%	\$ 351,300,000	1%	\$ 680,000	8%	\$ 31,280,000	1%	\$ 2,220,000	4%	\$ 23,360,000	5%	\$ 17,120,000	19%	\$ 272,120,000	1%	\$ 4,520,000
REGIONAL PURCHASES	9%	\$ 282,130,000	64%	\$ 29,240,000	56%	\$ 207,500,000	6%	\$ 10,060,000	0%		7%	\$ 22,810,000			3%	\$ 12,520,000
NATIONAL PURCHASES	65%	\$ 2,135,280,000	27%	\$ 12,240,000	11%	\$ 40,630,000	90%	\$ 141,210,000	51%	\$ 279,740,000	82%	\$ 269,830,000	76%	\$ 1,079,560,000	72%	\$ 312,070,000

	GRI				
	205	ANTI-CORRUPTION			
205	Management Approach	Ethical Business Conduct	ICMM	UNGC	
			1	10	
<p>At Barrick, we insist that all of our interactions are conducted in an ethical, honest and accountable manner and in accordance with all applicable laws and regulations.</p> <p>Not only is corruption contrary to our values of integrity and responsibility, it also erodes the social fabric of the communities where we operate. With thousands of Barrick people, suppliers, and contractors, working in highly diverse countries, the possibility of our exposure to potential incidents of bribery and corruption is real.</p> <p>We have a Code of Business Conduct and Ethics, that identifies our obligations, as a company and as individuals, directors, officers, contractors, or third-party vendors to comply with all applicable laws and to avoid and report bribery and corruption wherever we work. It sets forth core principles that govern our work, and identifies the many resources available to help our people and contractors understand how these principles relate to their jobs.</p> <p>To communicate our high expectations of ethical behavior as clearly as possible, Barrick provides mandatory training on the Code to all new people working for Barrick. In addition, all people in administrative offices, and supervisors or above at mine or project sites, are required to undertake annual refresher training on the Code. In total, over 5,800 people at Barrick received focused anti-corruption training in 2017.</p> <p>Barrick expects all of its officers and people to take all responsible steps to prevent a violation of this Code, to identify and raise potential issues before they lead to problems, and to seek additional guidance when necessary. In the past year, our people raised concerns about potential violations of the Code either through local channels or through our formal reporting channels, including the confidential hotline.</p>		<p>countries where we operate.</p> <p>The program seeks consistency with the stated expectations of U.S. and Canadian regulatory authorities, and is overseen by the Audit Committee of the Board of Directors.</p> <p>As part of the program, Barrick has developed detailed procedures for government agreements, government support, and other transactions, including political donations, charitable contributions, government-related direct and in-kind support, <i>per diems</i>, meals, gifts, entertainment, and travel. Charitable contributions are also subject to enhanced processes. We have also introduced guidance materials in key areas (including risk assessments, invoice red flags, onboarding and monitoring intermediaries, asset acquisitions and joint ventures, and government-related support).</p> <p>We conduct risk assessments as well as systems and process testing of all (100%) of Barrick sites for risks related to corruption. This includes periodic in-depth site-level assessments for medium- and high-risk sites. In 2017, the Company completed desktop anti-corruption self-assessments in Chile, the Dominican Republic, and Peru, as well as live site-level assessments in Argentina and Zambia. The Porgera Joint Venture also conducted its own independent self-assessment. These and other assessments identified areas where communication between functional units and compliance can be strengthened.</p> <p>We also conduct due-diligence when entering into joint ventures or undertaking acquisitions.</p> <p>As part of our program, the Company sets internal Key Performance Indicators related to anti-corruption. In 2017, these included:</p> <ul style="list-style-type: none"> • Focused training and education activities: Of relevant people, identified on a risk-tiered basis, 98% received live anti-corruption training. The Audit Committee of the Board also received updated anti-corruption training. In total, more than 2,200 people received live anti-corruption training and an additional 3,650 people received online training. 			
<p>ANTI-CORRUPTION COMPLIANCE PROGRAM</p> <p>Barrick has a global Anti-Corruption Policy and Anti-Corruption Compliance Program that helps our efforts in seeking to adhere to Canada's <i>Corruption of Foreign Public Officials Act</i>, the U.S. <i>Foreign Corrupt Practices Act</i>, and applicable anti-bribery and anti-corruption laws in other</p>					



- **Due diligence of Barrick people and relevant vendors:** By the end of 2017, over 99% of mining operations third-party vendors (more than 10,600 vendors) had been onboarded as per the Vendor Onboarding Standard, which included at least baseline anti-corruption due diligence.
- **Scrutiny of government intermediaries and agents:** over 99% of new intermediaries and government-affiliated vendors received enhanced due diligence in 2017. Out of 178 government affiliated vendors, only one had not yet received due diligence by the end of 2017.
- **Frequent communications from Company leaders:** More than 30 ethics messages from senior corporate and site leaders were delivered to our people in 2017. In “effectiveness” testing through Sarbanes-Oxley scores, 99% percent of people confirmed basic knowledge of our anti-corruption policy.

Barrick expects its people to identify and raise concerns about unethical business conduct, including potential bribery or corruption issues. When corruption concerns are raised, indepen-

dent investigations are conducted. In support of this, we have established a clear and confidential reporting framework that:

- Allows for concerns to be raised properly;
- Includes internal procedures surrounding investigations of potential Code violations and reporting to appropriate levels of management and the Audit Committee of the Board as appropriate; and
- Includes a strong anti-retaliation statement for those who do raise concerns in a timely and good faith manner.

Under our procedures, we may voluntarily report information regarding corruption or fraud concerns and the results of an investigation we carry out to law enforcement, regulatory authorities or others, and cooperate with investigations that public authorities may undertake. We also will undertake appropriate disciplinary action up to and including termination of our people and third parties involved in unethical business conduct.

205-1	Operations assessed for risks related to corruption	Ethical Business Conduct	ICMM 1	UNGC 10	
<p>Each year, Barrick conducts a global risk assessment of all (100%) of Barrick sites for risks related to corruption; we then conduct periodic in-depth site-level assessments for medium- and high-risk sites. In 2016, the Company completed anti-corruption self-assessments at Lumwana and Veladero. These and other assessments identified areas where communication between functional units and compliance can be strengthened.</p>					

	GRI			
	301	MATERIALS		
301	Management Approach	Materials	ICMM	UNGC
			1	8
<p>Our sites use a wide range of materials – including explosives, processing reagents, and fuels – in their day-to-day operations. If not properly managed, these materials can pose a risk to the environment and the health of our our people and local communities.</p> <p>We work to manage chemicals and materials at our operations in a safe and responsible manner. We are guided in our approach by the Standards included in our Environmental Management System and Safety and Health Management System. As part of the management systems, we regularly assess and rank risks, including those posed by the use of hazardous materials, and then institute controls to manage those risks.</p> <p>The use of sodium cyanide, explosives, other chemicals or reagents, and fuels at our mining operations is monitored based on national regulations and global best practices, including the International Cyanide Management Code.</p> <p>As of 2017, all Barrick-mine sites that use sodium cyanide are Cyanide Code certified.</p> <p>CYANIDE</p> <p>Cyanide and an oxidant (such as oxygen) in solution are generally required to dissolve gold from ore. After 100 years of use and research, cyanide remains the predominant means by which gold is extracted from ore. Cyanide is a hazardous substance that can be harmful to people and animals above certain levels.</p> <p>Sodium cyanide is used at six of our owned or operated gold mining operations.⁶ At each of our operations, we have rigorous procedures in place for the safe transport, storage, handling, and disposal of cyanide.</p> <p>The Cyanide Code, developed by the International Cyanide Management Institute (ICMI), of which Barrick is a member, provides best practices for transporting, storing, using, and disposing of cyanide. Developed under the auspices of the United Nations Environment Program (UNEP), the Cyanide Code is the product of multi-stakeholder input and is sup-</p>		<p>ported by environmental advocacy groups around the world. The ICMI monitors adherence to the Cyanide Code through independent third-party audits. Sites are required to re-certify compliance with the Cyanide Code every three years. Audit documents and other information on Barrick’s compliance with the Cyanide Code is available on ICMI’s website.</p> <p>CONSUMABLE MATERIALS</p> <p>We use consumables and reagents in the extraction of gold and copper from the ores we mine. Key consumables include fuels, explosives, sodium cyanide, nitric and sulfuric acids, sodium hydroxide, and lime. The vast majority of our key process chemicals are consumed in our mining and processing applications; therefore, we buy them new and are not able to recycle them. Our Environmental Management System and environmental, health, and safety regulations require that we have controls in place to manage these materials responsibly throughout the mining process and from “cradle to grave,” which includes transportation, storage, and usage, and final disposal if needed.</p> <p>EXPLOSIVES</p> <p>In any construction or mining activity, explosives are used to break rock. Safety procedures and controls are in place at our operations related to storage, transportation, handling, and use of explosive materials such as ammonium nitrate fuel oil (ANFO) and emulsions.</p> <p>ELECTRICITY</p> <p>Barrick’s operations consume and/or generate energy in the form of electricity. Most of our electricity is purchased from utilities or other generators, or from regional and national grids. Some mines, such as the Pueblo Viejo mine in the Dominican Republic, generate their own electricity and one facility, the Western 102 Power Plant in Nevada, generates additional electricity to supplement the power available on the grid. We are engaged in ongoing programs to optimize energy efficiency and are committed to increasing our use of renewable energy, such as solar and wind energy generation, where practical.</p>		

⁶ The remaining two operations do not use cyanide: one does not process ore and the other is a copper mine. Of the joint-venture (JV) operations in which Barrick has a significant stake but does not operate, Porgera, Veladero, and KCGM are Cyanide Code certified; the Jabal Sayid and Zaldivar JVs are copper mines and do not use cyanide.



FUELS

We use a variety of different fuels at our operations around the world, including diesel, gasoline, propane, natural gas, and fuel oil. We have measures in place to prevent fuel spills and to contain spills in the event one occurs, in order to protect people and the environment. These measures include designing and constructing appropriate storage and piping, the use of multiple levels of spill containment, appropriate training of our people and contractors, and routine inspection and monitoring of storage facilities. Preventive maintenance programs for vehicle fleets and stationary power equipment also reduces the risk of spills. As a result, spills and leaks are detected quickly, the fuels are most often captured within containment, and long-term environmental impacts are prevented or mitigated.

TRANSPORTATION, RECYCLING, AND REUSE

Materials are transported to and from our mines typically by contractors. Our **Supplier Code of Ethics** requires suppliers

to mitigate the risk for environmental and safety and health impacts. Transporters must have emergency procedures in place to anticipate, assess, and respond to emergency situations in order to minimize any environmental impacts and protect people.


The Company's focus on materials conservation has led to the establishment of recycling and reuse programs at our operations. A variety of materials are recycled, depending on the recycling facilities available near each location, and can include scrap metals, used oil, batteries, tires, antifreeze, wooden pallets, drums, paper products, plastic, and glass. Re-use programs, such as tire re-treading and burning used oil for energy, are in place at several operations. Our business is resource extraction and does not involve manufacturing. Therefore, we do not have the opportunity to use materials that are wastes from external sources to create our products.

301-1	Materials used by weight or volume	ESG Data Tables	ICMM	UNGC	
			6	8	
MATERIALS USED (METRIC TONNES) – 2017					
CYANIDE				14,340	
CALCIUM HYDROXIDE (LIME)				592,330	

	GRI				
	302	ENERGY			
302	Management Approach ⁷	Climate Change	ICMM	UNGC	
			1	8 9	
<p>We understand the important link between energy use and climate change. By effectively managing our energy use, we are able to reduce our greenhouse gas (GHG) emissions, achieve more efficient production, reduce our draw from local energy grids, and save a significant proportion of our direct mining costs. Managing our energy use is therefore a business imperative.</p> <p>Conservation, energy efficiency and alternative energy sources form our core energy strategies. Barrick's Energy Management Policy establishes requirements for the effective administration and control of all energy sources (fuel, power, explosives) used by the Company. Throughout the mining process, our approach to managing energy use and climate change is informed by our Environmental Management System and associated Standards</p>					
302-1	Energy consumption within the organization	Climate Change	ICMM	UNGC	
			6 9	8 9	
ENERGY CONSUMPTION WITHIN THE ORGANIZATION			GJ	MWH	
A) NON-RENEWABLE FUEL			30,686,443	8,524,019	
B) RENEWABLE FUEL			263,095	1,236,846	
C) ELECTRICITY CONSUMPTION			1,1802,527	3,278,482	
D) ELECTRICITY SOLD			-	-	
E) TOTAL ENERGY CONSUMPTION			42,752,066	13,039,347	
302-3	Energy Intensity	Energy Use & Climate Change	ICMM	UNGC	
			6 9	8 9	
<p>In 2017, Barrick consumed 5.7 GJ of energy (fuel and electricity consumed within the organization) for every ounce of gold produced.</p>					

⁷ Barrick's online 2017 Sustainability Report reports on the Company's approach to energy use and climate change as one issue. We have duplicated the relevant content in for inclusion in the energy and emissions sections of this index.



	GRI			
	303	WATER		
303	Management Approach	Water Management	ICMM	UNGC
			1	8 9
<p>We strive to use only what we need and to reduce our impact on other water users in the countries and communities with whom we partner.</p> <p>Water is a shared, vital, and often scarce resource. As mining is a water-intensive industry, our activities, if not properly managed, have the potential to negatively impact the quality and availability of water for other users. Reducing our impacts on water resources is not only the responsible and ethical thing to do, but it also makes good business sense. If we do not live up to our commitment to manage water responsibly, we know that it weakens our partnerships with governments and communities. That is why we must maintain strong water-management capabilities and risk-management practices everywhere we operate.</p> <p>Our water use, through all stages of the mining life cycle, is guided by Barrick's Water Management Framework. The Framework is designed to facilitate site-based water stewardship that brings value to the Company while protecting our people, our partners, and the environment.</p> <p>Barrick's Water Management Framework was introduced in early 2017 and will guide our water management strategy going forward. It is aligned with the ICMM Position Statement on Water Stewardship and is based on three pillars:</p> <ul style="list-style-type: none"> Assess: We first assess our water-related risks and water conservation opportunities through rigorous analysis. Water stewardship will be integrated into life-of-mine planning in a systematic way, factoring in considerations like the long-term water balance and cumulative impacts. We try to proactively identify water risks across the mine life cycle and we put in place the right talent, the right plans and the right resources to effectively manage and mitigate these risks at all of our sites. Assure: We responsibly manage water resources by updating our standards, guidelines, assurance reviews and audits to mitigate our risks and continuously 		<p>improve our performance. Though every site has distinct characteristics and circumstances, these procedures provide consistency to our assessment and assurance processes. At its core, this follows a simple structure and each site must address a number of key considerations: what are your risks, what is your mitigation plan, what are your resources, how much will it cost to implement your plan, when will it be implemented, and what are the key milestones?</p> <ul style="list-style-type: none"> Collaboration: We engage continuously across our business to provide to all water-accountable people at Barrick the tools to share information, collaborate, innovate and build institutional knowledge. We will also engage continuously with other water users in our host countries and communities, and beyond, seeking their input and feedback on our plans and sharing information about how we use and manage water. <p>As part of Barrick's digital transformation, the Company is working to implement technology to automate water monitoring and decision making, increase the efficiency and effectiveness of our systems and improve transparency with our stakeholders. For example, since mid-2017, Barrick has been integrating digital weather forecasts into our site water models at our South American sites to help predict weather-related water risks in real time.</p> <p>In 2017, we regret to report that we had several environmental incidents related to water (described here).</p> <p>PRIORITIES IN 2018</p> <ul style="list-style-type: none"> Zero severe water-related environmental incidents. Expand our digital water-monitoring program from Pascua and Veladero to other sites. Automate our reporting to allow for continuous and consistent updates on water-related risks. Develop a training framework for Barrick's water-related functions. 		

WATER QUALITY

In order to safeguard and protect basin water resources, we must understand and report our water performance. All of our mines have established water-monitoring networks to monitor the quantity and quality of the basin water resources.

At some of our operations, water used for processing or encountered in mining is thoroughly treated and put back into the environment. This is done according to strict standards, and we continuously monitor the quality and quantity of any discharged water. Permit limits or legal standards govern the concentrations of certain constituents that can be discharged in the water. We also monitor the performance of our site water management systems, detect and act on any deviations, and pursue improvement opportunities.

If water quality parameters were to exceed permissible limits, we would report it to the relevant government agencies as required by our permit or relevant regulations. Our management leadership teams and environmental specialists share monitoring data routinely with the appropriate local authorities at all our operations. We also invite and welcome local authorities and stakeholders to regularly inspect our mine and water-management facilities.

Barrick has developed water-monitoring programs with communities located near our operations in Peru, Argentina, Zambia, Canada and the Dominican Republic.

WATER CONSERVATION

Barrick operates in a number of arid and semi-arid regions where we preferentially use lower quality brackish or saline water to meet our water needs. Using saline water also reduces costs and maximizes the availability of fresh water for other community users.

We utilize the “fit for use” principle to conserve fresh water by prioritizing the use of water with poor quality wherever possible instead of fresh water, and by recycling and reusing as much water as we can. An example of this is when a water outflow from one activity is used for another – such as wash-bay water being used for dust suppression following necessary treatment or gold-laden processing water being stripped of the gold and is then re-circulated back through the processing system. Barrick has made significant advances in metallurgical technologies for the gold and copper concentration process to reduce freshwater demand and reduce

costs associated with water. We understand that fresh water is a valuable resource and only consume it when necessary for demands such as reagent mixing and domestic water supply. The majority of our water demand is met by brackish or recycled sources.

Barrick also engages and collaborates with other water users, such as agricultural producers, to pursue sustainable management of water resources. In communities that lack clean water, we have programs in place to help maintain fresh water supplies.

WATER RISK

Barrick employs a variety of tools to assess water-related risks.

- The Company applies the **World Business Council for Sustainable Development’s Global Water Tool** to identify high and medium risk sites at country level;
- We plot our operations on the Global Monthly Water Scarcity map which is linked to the Water Footprint Network to assess stress at watershed level;
- We evaluate social water risk using the **WWF Water Risk Filter**; and
- We assess biodiversity water risk with IBAT4 (**Integrated Biodiversity Assessment Tool**) database.

In addition, Barrick’s Water Conservation Standard requires projects, operations, and closure sites to:

1. Develop and implement a water management plan, identify key water risks and opportunities, and support water planning;
2. Establish minimum criteria for monitoring, analysis and reporting of water data;
3. Establish a consistent approach for maintaining a sustainable site water balance; and
4. Establish a consistent approach to conduct water management risk assessments annually, and to analyze community relations, and social and biodiversity information.

We also monitor regional or local drought conditions if applicable. For example, Barrick closely follows the National Integrated Drought Information System for Nevada, USA, as part of site level water risk analysis. We also look for any potential linkage to mine water usage.



Barrick’s Community Relations Standard requires all high-risk sites to complete a Social Risk Assessment based on Barrick’s Formal Risk Assessment Process. Sites with high social risks related to water are able to assess inherent risks, review the effectiveness of current controls and develop additional controls, if necessary. The Social Risk Assessment informs the Community Relations annual work plan which is documented in a Site Social Management Plan. Outcomes from the Social Risk Assessment are reported to site and corporate senior management quarterly. High risks are also reported to the Board of Directors through the Community Relations and Corporate Social Responsibility Board Reports.

We also recognize that a wide range of supplies, from heavy equipment and tires to explosives and chemical agents, are needed for our operations. The production of these involves complex processes, various industries and multi-level supply chains, all of which have requirements for good quality fresh-water on which we are indirectly reliant. Recognizing this dependency, as part of our risk assessment process, we also assess our supply chain for water-related risks.

TRANSPARENCY

Transparency is the currency of trust, and integral to how we manage water. Our environmental specialists share monitoring data with appropriate regulators, and the mine’s water treatment facilities are inspected regularly by local authorities.

In 2016, Barrick introduced public, online **live water monitoring** at the Pascua-Lama project as part of our efforts to strengthen community trust at the site. Barrick also actively engages with local communities at six of our sites on water-related matters through community participatory water-monitoring programs and other forms of communication. In participatory monitoring, Barrick’s environment and community relations teams partner with local community members to collaboratively monitor water quality. By gathering data and viewing results side by side, these programs increase transparency in our processes, underscore our confidence in the measures and systems in place to maintain water quality, and, ultimately, help build trust with our partners who share this essential resource with us.

We also publish detailed **Company-wide water data online** and are long-time participants in the **CDP’s annual Water Program**. Barrick achieved a Leadership score of A- in our 2017 CDP Water response.

As part of its water initiative, the ICMM is developing a consistent and simple, yet robust, water reporting **approach** for the mining and metals industry based on the **Mineral Council of Australia’s Water Accounting Framework**. Barrick fully intends to report to this framework once it is complete.

303-1	Water withdrawal by source	Water Management	ICMM	UNGC
			6 9	8 9
WATER WITHDRAWAL¹ (ML³) – 2017				
FRESH SURFACE WATER			21,685	
BRACKISH/SALINE SURFACE WATER			0	
FRESH GROUNDWATER			13,899	
BRACKISH/SALINE GROUNDWATER			3,893	
MUNICIPAL WATER			32	
TOTAL			39,598	
1 Barrick currently does not purposely harvest rainwater for its water supplies or track rainwater use. Barrick sites do not currently receive wastewater from other organizations.				
303-2	Percentage and total volume of water recycled and reused	Water Management	ICMM	UNGC
			6 9	8 9
Approximately 77% of the water Barrick used was recycled in 2017 – approximately 119.4 Mm ³ .				

	GRI			
	304	BIODIVERSITY		
304	Management Approach	Biodiversity	ICMM	UNGC
			1	8
<p>Biodiversity forms the basis of many ecosystem services. These include the provision of fresh water and of raw materials such as food and fuel, climate regulation, soil formation, and recreational services, which keep people, and the natural environment, alive and healthy.</p> <p>We recognize that our mining activities can have an impact on local biodiversity and the provision of these essential services. We see biodiversity loss as both a regulatory risk and a risk to our relationships with host communities. One of our fundamental responsibilities is to remediate, as effectively as possible, our impacts to the environment.</p> <p>Throughout the mining process, we follow the guidance provided by our internal Environmental Management System and associated Standards, along with guidance provided by the International Council on Mining and Metals (ICMM), to determine how to manage our impacts on biodiversity. We are committed to engaging with local communities, including Indigenous Peoples, regarding these impacts.</p> <p>We aspire to safeguard, manage, and eventually reclaim lands, with a focus on protecting biodiversity.</p> <p>To put this into practice, Barrick has in place a Biodiversity Standard, which establishes minimum standards for the management of biodiversity.</p> <p>The Biodiversity Standard and our management approach are focused on ways to achieve beneficial outcomes for potentially impacted key biodiversity features at new projects and major expansions of existing properties.⁸ This includes combining the elements of the Mitigation Hierarchy of avoidance, mitigation and restoration programs with biodiversity offsets and/or other conservation actions, so landscapes in the regions benefit over time from our presence. Nonetheless, all of our mines are managed with the goal of minimizing impacts on biodiversity.</p> <p>PARTNERSHIPS</p> <p>As part of our commitment to look for opportunities to improve conservation at our sites and the landscapes in which we operate at a global level, we continue to support, both</p>		<p>financially and through active participation, groups such as the Cross-Sector Biodiversity Initiative, ICMM’s Biodiversity Working Group and Proteus (the United Nations Environment Programme’s World Conservation Monitoring Centre). Each partnership and working group supports the continued growth of good practice among industry leaders and exposes us to the most current thoughts to consider as we work towards our improvement goals.</p> <p>MITIGATION HIERARCHY</p> <p>Avoid: Avoid impacts on certain components of biodiversity.</p> <p>Minimize: Reduce the duration, intensity and/or extent of impacts that cannot be completely avoided.</p> <p>Rehabilitate/restore: Rehabilitate degraded ecosystems or restore cleared ecosystems following exposure to impacts that cannot be completely avoided and or minimized.</p> <p>Offset: Compensate for any residual significant, adverse impacts that cannot be avoided, minimized, and/or rehabilitated or restored.</p> <p>LAND MANAGEMENT</p> <p>Land disturbance is a consequence of mining. Our aim is to minimize our footprint, mitigate disturbances and, once mining is finished, leave behind land that will support productive uses for future generations.</p> <p>Careful planning during development and operations helps to reduce the area affected by mining activities, as well as the environmental effects of disturbance. Barrick has a Mine Closure Standard that requires that we close our properties in a manner that is timely and cost-effective and that restores an ecosystem that can support productive post-mining land use.</p> <p>Of the 1.2 million hectares of surface land owned, leased or managed by Barrick, just over 25 thousand hectares (two percent) has been disturbed over the years by our operations. The rest has been left in its natural state or utilized for other activities, including agriculture and livestock grazing. Over the course of Barrick’s operations, over 6,000 hectares have been</p>		

8 A new project is defined as a project which has not entered pre-feasibility as of January 1st, 2016



<p>reclaimed to the agreed post-mining land use. 116 hectares of disturbed land were reclaimed in 2017.</p> <p>We have implemented controls at our operations to safeguard wildlife from mine processes and chemical exposure. These controls include barriers such as fencing and netting, the use of "bird balls" and other covers for ponds and tanks, and cyanide destruction processes at operations that use cyanide.</p>		<p>In 2017, we regret that one major wildlife mortality event took place. Approximately fifteen birds were found dead in a processing pond at the Veladero mine (which is not operated by Barrick) in November 2017. This event was reported to the relevant authorities and the site will be upgrading the pond by installing a mesh and various hazing techniques to deter future bird landings.⁹ In addition, pond inspections will be increased, particularly during the migratory season.</p>		
MM1	Amount of land disturbed or rehabilitated	Biodiversity	ICMM	UNGC
			6 7	8
LAND BALANCE – 2017				HECTARES
TOTAL LAND DISTURBED AND NOT REHABILITATED AT THE BEGINNING OF THE YEAR				25,003
TOTAL AMOUNT OF LAND NEWLY DISTURBED (IN REPORTING PERIOD)				975
TOTAL AMOUNT OF LAND NEWLY REHABILITATED (IN REPORTING PERIOD)				116
TOTAL LAND DISTURBED AND NOT YET REHABILITATED AT END OF YEAR				25,863
MM2	Sites identified as requiring biodiversity management plans	Biodiversity	ICMM	UNGC
			6 7	8
<p>In 2017, four sites (three operating mines and one project) were considered to require biodiversity management plans due to their proximity to protected areas and the detection of threatened species. Many of our sites integrate biodiversity management plans into site environmental management plans. In addition, most Barrick sites, regardless of their proximity to protected areas, include some level of protection and programs to monitor terrestrial and aquatic flora and fauna in their environmental management plans.</p>				
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity	ICMM	UNGC
			6 7	8
<p>Barrick acknowledges the tensions that exist around access to, and competing uses of, land. We also recognize the importance of biodiversity conservation, the need for properly designated and managed systems of protected areas. As a member of the International Council on Metals and Mining (ICMM), we support the Mining and protected areas position statement and have therefore committed to neither explore nor initiate mining within World Heritage Sites, and to respect the requirements of legally designated protected areas.</p> <p>Barrick has one property (Pierina) located near a World Heritage Site, one project (Alturas) located within 15km of a UNESCO Man and Biosphere Reserve, one project (Pascua-Lama) within the multi-use area of a UNESCO Man and Biosphere Reserve, and three operations (Hemlo, Turquoise</p>		<p>Ridge, and Lumwana) near International Union for Conservation of Nature (IUCN) protected areas. In addition, our Pueblo Viejo mine is located near a national park in the Dominican Republic. Finally, the Veladero mine (which is not operated by Barrick) is also located within the multi-use area of a UNESCO Man and Biosphere Reserve.</p> <p>In Peru, the 1,300-hectare Pierina mine (now in closure) is located 10 kilometers southwest of the Huascarán National Park and World Heritage Site. World Heritage Sites are properties that have outstanding universal cultural or natural value as identified by the World Heritage Committee. Members of the Committee are elected from countries that are parties to the World Heritage Convention (established by UNESCO).</p>		

⁹ A major wildlife mortality is an event in which five or more wildlife mortalities occur due to a single unwanted event or a single mortality occurs five or more times during a calendar year due to mine-related circumstances that are similar.

The Lama side of the Pascua-Lama project – as well as the 21,000- hectare Veladero mine – are located within the multi-use area of the San Guillermo Man and Biosphere Reserve (San Guillermo MAB) in Argentina. The San Guillermo MAB, comprising 990,000 hectares, is a thriving ecological micro-region, home to diverse migrating species such as condors, vicuñas, guanacos, pumas, and flamingos. MABs are places where UNESCO seeks to reconcile conservation and cultural diversity with economic and social development through partnerships between people and nature. The San Guillermo MAB has a nucleus, buffer and multi-use area. Mining is one of the many human uses permitted in the multi-use area of the San Guillermo MAB. Barrick supports the creation of a management plan for the San Guillermo MAB, which is an important requirement to maintaining biosphere reserve status according to the UNESCO principles.

Barrick has set up a fund to support monitoring and controls within the San Guillermo MAB. The money is intended for a number of projects and has so far been used to purchase

vehicles to support biological monitoring and water management programs, as well as for the construction of two mountain shelters in the biosphere reserve area.

Our sites near IUCN protected areas include our operation in Zambia, which is located within 10 kilometers of a Forest Reserve (unclassified IUCN protected area), and PVDC in the Dominican Republic, where one of our pipelines crossed through a protected area declared in 2009 by the Dominican government. The tailings storage facility of the Hemlo mine in Ontario, Canada, is within 15 kilometers of White Lake Provincial Park (IUCN Cat II), and Turquoise Ridge is close to the Osgood Mountain milkvetch plant habitat (IUCN Cat V), but no impacts are expected from either operation. In North America, some of our sites are identified as sensitive by local entities, such as sage grouse and Lahontan cutthroat trout habitats.

We also have operations located within or near areas considered of High Biodiversity Value¹⁰ (see the table below). Our Environmental Management System (EMS) directs our people to heed their responsibility to protect these sensitive habitats.

SITES NEAR PROTECTED AREAS OR AREAS OF HIGH BIODIVERSITY VALUE – 2017

SITE	PROTECTED AREAS	AREAS OF HIGH BIODIVERSITY
ALTURAS	Within 15 km of the San Guillermo Man and Biosphere Reserve	
HEMLO	10-15 km from White Lake Provincial Park (IUCN Cat II)	
LAGUNAS NORTE		Within a Biodiversity Hotspot and Endemic Bird Area
LAMA; VELADERO (NOT OPERATED BY BARRICK)	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.	Within a Key Biodiversity Area
LUMWANA	Within 10km of the Acres Forest Reserve (IUCN unclassified Protected Area)	Within a High Biodiversity Wilderness Area
PIERINA	Between 5 & 10 km away from the Huascarán National Park declared in 2009	Within a Biodiversity Hotspot Endemic Bird Area
PUEBLO VIEJO	Infrastructure crosses Aniana Vargas National Park declared 2009	Within a Biodiversity Hotspot and Endemic Bird Area
TURQUOISE RIDGE	Between 5 & 10 km from the Osgood Mountain Milkvetch Habitat (IUCN Cat V)	
PORGERA (NOT OPERATED BY BARRICK)		Within Endemic Bird Area and High Biodiversity Wilderness Area

¹⁰ Determined by high-level corporate risk assessments using tools such as the Integrated Biodiversity Assessment Tool (UNEP-WCMC), rather than individual site impact analyses.



<p>304-4</p>	<p>Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk</p>	<p>Biodiversity</p>	<p>ICMM 6 7</p>	<p>UNGC 8</p>	
<p>Many national conservation organizations, along with the International Union for Conservation of Nature (IUCN), have developed inventories of plant and animal species listed by conservation status. The main purpose of the IUCN's Red List and other national and international conservation lists is to catalogue and highlight those plants and animals that are facing a high risk of local and/or global extinction or are close to meeting the threatened-status thresholds.</p> <p>Barrick's support in the development and use of additional conservation data tools, such as the Integrated Biodiversity Assessment Tool (IBAT), is now providing easier access to protected area information and the potential presence of Red-Listed species for our operations and projects to consider in mine development. The IBAT provides a broad scope of</p>		<p>habitat and species potential in an area, which is followed up by field work when required to determine if habitat on the ground would be suitable for the flagged sensitive species.</p> <p>Based on the latest information available through the IBAT, we estimate that approximately 89 species listed as threatened¹¹ by the IUCN could be present at our sites if the habitat were suitable. In our original environmental impact assessment¹² for each site, the Company identified twenty-five threatened species, including one critically endangered and three endangered species near our sites. At a local level, some species are also identified as sensitive by local regulations; by identifying these species we are able to develop appropriate management plans to avoid harm where necessary.</p>			
<p>IUCN RED-LISTED SPECIES LISTED AS POTENTIALLY PRESENT IN AREAS AFFECTED BY OPERATIONS – 2017</p>					
<p>IUCN RED-LIST CATEGORY</p>		<p>THROUGH IBAT</p>			
<p>CRITICALLY ENDANGERED</p>		<p>6</p>			
<p>ENDANGERED</p>		<p>32</p>			
<p>VULNERABLE</p>		<p>51</p>			
<p>NEAR THREATENED</p>		<p>75</p>			
<p>DATA DEFICIENT</p>		<p>66</p>			
<p>LEAST CONCERN</p>		<p>Between 113 and 946</p>			
<p>TOTAL</p>		<p>343-1176</p>			
<p>At many sites, we have projects specifically designed to protect rare or key wildlife; at others, we strive to enhance habitats. For example, at the Pueblo Viejo mine in the Dominican Republic, we have worked for several years with locally and internationally renowned scientists to protect several frog species that have been identified on the project site.</p> <p>In Nevada, we support fire management programs to protect sage grouse and mule deer habitats, among other habitat and wildlife restoration programs, through the Barrick Conservation Council. In addition to fire protection, in 2015, Barrick signed a Bank Enabling Agreement with the</p>		<p>Department of the Interior through USFWS and the BLM to voluntarily mitigate for impacts to sage grouse habitats in Nevada. Parties agreed to use The Nature Conservancy's Conservation Forecasting Tools to build a Habitat Conservation Bank to compensate for significant impacts of future mining activities. In 2017, activities were focused on developing and implementing project plans within Barrick's Mitigation Bank to preserve and restore sage grouse habitat, as well as setting up the administrative details to manage the mitigation bank. Greater sage grouse are wide ranging and can be found across much of the western United States.</p>			

11 Threatened species are considered by the IUCN to be those listed as Vulnerable, Endangered or Critically Endangered

12 The dates of site environmental impact assessments vary according to when the site was permitted.

13 Some species of least concern may be present at more than one Company property.

	GRI				
	305	EMISSIONS			
305	Management Approach ¹⁴		Air Emissions; Climate Change	ICMM	UNGC
			6 10	8 9	
<p>Climate change, including shifts in temperature and precipitation and more frequent severe weather events, will affect the mining industry in a range of possible ways.</p> <p>Volatile climatic conditions can affect the stability and effectiveness of infrastructure and equipment; potentially impact environmental protection and site closure practices; lead to changes in the regulatory environment, including increased carbon tax regimes; and potentially impact the stability and cost of water and energy supplies.</p> <p>We therefore view climate change as a company, community, and global concern. In 2017, we developed a climate change strategy aligned with our overall business strategy to grow free cash flow per share through safe and responsible mining.</p> <p>We understand the important link between energy use and climate change. By effectively managing our energy use, we are able to reduce our greenhouse gas (GHG) emissions, achieve more efficient production, reduce our draw from local energy grids, and save a significant proportion of our direct mining costs. Managing our energy use is therefore a business imperative.</p> <p>Conservation, energy efficiency and alternative energy sources form our core energy strategies. Barrick's Energy Management Policy establishes requirements for the effective administration and control of all energy sources (fuel, power, explosives) used by the Company. Throughout the mining process, our approach to managing energy use and climate change is informed by our Environmental Management System and associated Standards.</p> <p>Barrick's climate change strategy has three pillars:</p>			<p>reputational) and physical (e.g., extreme climate events) aspects of climate change. We have identified the top three climate-related risks and opportunities for our business: an increase in extended duration extreme precipitation events; an increase in climate change regulations to limit greenhouse gas (GHG) emissions; and increased global investment in innovation and low carbon technologies. The assessment also included a review of the current mitigation and controls associated with each risk and identified areas which may need further strengthening to reduce risk.</p>		
<p>I. Understand and mitigate the risks associated with climate change: In 2017, we performed a climate change risk assessment, using our standard risk management framework. We assessed risks and opportunities across both potential transition (e.g., regulatory, policy,</p>			<p>II. Reduce the Company's impact on climate change: Over the course of 2017, we analyzed our current and forecasted GHG emissions to develop an ambitious but realistic goal to reduce Barrick's GHG emissions. Mining is an energy-intensive business, and we understand the important link between energy use and GHG emissions. By effectively managing our energy use, we can reduce our draw from local energy grids, reduce our GHG emissions, achieve more efficient production, and save direct mining costs. Barrick has set a goal to keep its current GHG emissions flat in the short term and is targeting a 30 percent reduction in GHG emissions by 2030, from a 2016 baseline of 3.5 MT CO₂e emitted. This target is also closely aligned with the national targets set by many of our host governments.</p>		
<p></p>			<p>III. Improve our disclosure on climate change: In 2017, we committed to supporting the voluntary recommendations of the industry-led Financial Stability Board Task Force on Climate-related Financial Disclosures (TCFD). The TCFD recommendations are considered the new benchmark for disclosure of climate-related risks and opportunities, and Barrick was the only Canadian mining company to make this public commitment. We will implement the full recommendations over the next two years.</p>		



AIR EMISSIONS

We design facilities and conduct our operations in ways that control and reduce air emissions. All Barrick operations manage their air emissions in accordance with local laws, regulations, and permit requirements, including the use of dust suppressant, dust collection systems, and scrubbers.

Barrick's mining and processing activities have the potential to emit regulated air pollutants, including particulate matter, sulfur dioxide, nitrogen oxides, carbon monoxide, and mercury.

Barrick reports on releases of air emissions through applicable government reporting programs, such as Canada's **National Pollutant Release Inventory**, the United States' **Toxic Release Inventory**, and the **United States' Greenhouse Gas Reporting Program**. We also voluntarily report greenhouse gas emissions through the Carbon Disclosure Project (CDP). In 2017, we committed to supporting the voluntary recommendations of the industry-led **Financial Stability Board Task Force on Climate-Related Financial Disclosures** (TCFD).

DUST

Dust is the most common air emission at our mine sites. We suppress dust emissions from many activities including roads, crushers, and conveyor belt systems through the application of water to roads, the operation of water sprays and dust collection systems at point sources, and the application of natural or synthetic dust suppression products where suitable.

SULFUR & NITROGEN OXIDES

Our operations have the potential to release sulfur and nitrogen oxides (SOx and NOx) to the atmosphere, primarily through fuel combustion or processing certain types of ores. We work to manage these emissions through controls such as low NOx burners, selective catalytic reduction (SCR) for stationary sources, and scrubbers. Information on SOx and NOx emissions is collected and reported in jurisdictions such as Nevada. In other jurisdictions, mines may not routinely collect this data where there are no permit requirements to do so.

MERCURY

At a number of our operations, the ore we process naturally contains mercury that can be released as a vapor during processing. Barrick is actively engaged in closely monitoring and managing mercury emissions, as well as finding ways to reduce them. Depending upon the mercury concentration in ore and other risk factors, Barrick employs a variety of controls, including scrubbers, condensation towers, and activated carbon filters to trap mercury before it can be discharged to the atmosphere.

See **Tailings & Waste Management** for information on elemental mercury and mercury compounds.

NOTE: We calculate and report all emissions using the 2006 IPCC Guidelines for National Greenhouse Gas Inventories Volume 2.

305-1	Direct (Scope 1) GHG Emissions	Air Emissions; Energy Use and Climate Change	ICMM	UNGC	
			6 10	8 9	
GHG EMISSIONS – SCOPE 1 (METRIC TONNES CO2e)					
	2014	2015	2016	2017	
BARRICK TOTAL	2,955,000	2,945,000	2,896,000	2,753,000	
The 2016 baseline for Barrick's climate strategy was established based on sites the company operated in 2016. As such, the Veladero mine is included Barrick's greenhouse gas and energy use totals. Data on the Porgera and Jabal Sayid mines are not included in the total.					
305-2	Energy Indirect (Scope 2) GHG Emissions	Air Emissions; Energy Use and Climate Change	ICMM	UNGC	
			6 10	8 9	
GHG EMISSIONS – SCOPE 2 (METRIC TONNES CO2e)					
	2014	2015	2016	2017	
BARRICK TOTAL	372,500	427,600	565,000	569,000	

The 2016 baseline for Barrick's climate strategy was established based on sites the company operated in 2016. As such, the Veladero mine is included Barrick's greenhouse gas and energy use totals. Data on the Porgera and Jabal Sayid mines are not included in the total.

Scope 2 Emissions data is provided on a market based approach. When calculating Scope 2 emissions on a location based approach, total emissions were 3,400,000 metric tonnes in 2017.

305-3	Other indirect (Scope 3) GHG Emissions	Air Emissions; Energy Use and Climate Change; CDP	ICMM	UNGC	
			6 10	8 9	

GHG EMISSIONS – SCOPE 3 (METRIC TONNES OF CO2e)

	2014	2015	2016	2017
BARRICK TOTAL	670,600	708,000	688,000	644,600

305-4	GHG emissions intensity	Air Emissions; Energy Use and Climate Change	ICMM	UNGC	
			6 10	8 9	

In 2017, Barrick's GHG intensity for mining was 624 kgCO2e per ounce of gold produced.

305-6	Emissions of ozone-depleting substances	Air Emissions	ICMM	UNGC	
			6 10	8 9	

Barrick operations do not manufacture ozone-depleting substances (ODS) or equipment that would use them. We also do not use materials that contain ozone-depleting substances, except fire extinguishers, some refrigerants and machine shop solvents; therefore, emissions of these substances are minimal.


305-7	Nitrogen oxide (NOx), sulfur oxides (SOx) and other significant air emissions	Air Emissions	ICMM	UNGC	
			6 10	8 9	

TOTAL AIR EMISSIONS (TONNES) – 2017

PM10 EMISSIONS ¹	342
NOX EMISSIONS	636
SOX EMISSIONS	200
MERCURY AIR EMISSIONS	0.2043

1 Only includes sites where reporting is required by government regulation.



	GRI 306	EFFLUENTS AND WASTE			
306	Management Approach	Tailings and Waste Management	ICMM 1	UNGC 8 9	
<p>As part of the mining process, large volumes of mine wastes – including waste rock and tailings may be produced. We manage these wastes based on accepted best practices.</p> <p>Mining involves the removal and processing of ore – the rock containing economically recoverable amounts of desired metals. To access the ore deposits, waste rock must be removed and stored in waste rock dumps and, after processing, mine tailings may be produced and stored in engineered tailings storage facilities (TSFs). Alternatively, the crushed ore may be placed in heap leach facilities (HLFs) for irrigation with process solutions and recovery of the desired metals.</p> <p>If not properly managed, these facilities can fail and lead to harmful impacts on the environment and nearby communities. This is why we have established internal requirements based on accepted best practices, and why these facilities are carefully designed and monitored by internal and external experts.</p> <p>Barrick has a Tailings and Heap Leach Management Standard to help our sites comply with applicable laws and regulations and help us to align with accepted international practice. The Standard aligns with the Canadian Dam Association (CDA) Dam Safety Guidelines, the CDA Technical Bulletin: Application of Dam Safety Guidelines to Mining Dams and the recently revised Part 10 of the Health, Safety and Reclamation Code for Mines in British Columbia. It establishes the minimum geotechnical, hydrological, hydrogeological and environmental design, construction, operation and closure criteria and procedures for Barrick’s TSFs and HLFs.</p> <p>PRIORITIES IN 2018</p> <ul style="list-style-type: none"> • Zero tailings or heap leach facility incidents • Automate data collection at TSFs • Improve internal Tailings communications by developing a Tailings Stewardship Dashboard <p>TAILINGS MANAGEMENT</p> <p>Under certain extraction and processing techniques, large</p>		<p>volumes of mine tailings may be produced and stored in engineered tailings storage facilities (TSFs).</p> <p>The TSF can include a tailings dam(s), the impoundment, access roads, diversion channels, downstream seepage collection ponds, and other facilities. If not properly managed, TSFs can fail, leading to potential significant impacts on the environment and nearby communities. Barrick did not experience any TSF geotechnical incidents in 2017.</p> <p>In early 2016, a revised Tailings and Heap Leach Management Standard was introduced at Barrick to help our sites locate, design, construct, operate, and close their TSFs in compliance with applicable laws and regulations and in alignment with accepted international practice. The Standard establishes the minimum geotechnical, hydrological, hydrogeological, and environmental design, construction, operation, and closure criteria and procedures for Barrick’s TSFs.</p> <p>We conduct daily routine inspections at our operations, and annual dam safety inspections are conducted by the Engineer of Record¹⁵. Independent third-party reviews are conducted at a minimum of every two to four years at high-risk TSFs, and independent internal Management Assurance Reviews (MARs) of TSFs are conducted every one to three years.</p> <p>Nine TSFs at eight sites¹⁶ received MAR’s of their adherence to the Tailings and Heap Leach Management Standard in 2017. The company also engaged with the Review Team on several occasions to review ongoing designs or studies at Pueblo Viejo and Hemlo.</p> <p>Over 90 third-party reviews of Barrick-operated TSFs have been conducted since 1998.</p> <p>According to the Standard, an Engineer of Record (EoR) must be identified for all design and construction work, and must remain engaged during operation and into closure. A Responsible Person (RP) is also identified for each TSF, whether in design, construction, operation, or closure care and maintenance.</p>			

¹⁵ An Engineer of Record is an appropriately qualified, licensed, experienced and competent geotechnical engineer employed by the retained consulting firm selected by Barrick

¹⁶ Cortez has two TSFs, both of which had MARs in 2017.

We also require that each RP establish and maintain a dedicated management system. This includes preparing and updating key management documents such as life-of-mine tailings generation and storage requirements; closure plans; a compliance plan; an organizational chart; an operation, maintenance, and surveillance manual; a formal risk assessment; and an emergency preparedness and response plan.

The Standard also establishes the following minimum geotechnical, hydrological, hydrogeological and environmental design, construction, operation and closure criteria and procedures for Barrick's TSFs.

- They must be designed, constructed, operated, closed and reclaimed with the consideration of protection of: human health, water and air quality, domestic live-stock and aquatic, avian and terrestrial wildlife. Where cyanide solutions are present, the requirements of the **International Cyanide Management Code** must be followed.
- They must be designed, constructed, operated, closed and reclaimed to prevent the uncontrolled release of solids and/or fluids, and the compromise of (i.e. unacceptable damage to) buried elements including filter zones and/or geosynthetic liners, resulting from large-scale structural instability such as slope failure or deformation. Adequate controls must be provided for all phases to prevent unacceptable erosion by wind and water. Potential physical and chemical degradation of structural elements such as TSF embankment fills and HLF ore must be considered.
- Reclamation and post-operation performance requirements must be incorporated in the design and operating plans to reduce closure construction costs and long-term liabilities. Where regulatory and property-ownership conditions allow the possibility of returning a closed TSF or HLF site to the state, the design, permitting agreements, and reclamation strategy should avoid perpetual care.
- Each active TSF and HLF must be monitored and subjected to routine technical inspections and reviews.

Among other performance obligations, the Standard requires that the results of daily inspections by trained site staff be reported the same day to the RP. All operating TSFs are also inspected at least once a year by the EoR responsible for the design of the TSF or by a suitably qualified and experienced

geotechnical engineer outside of Barrick with a comprehensive understanding of the TSF design and operating phase. Barrick also conducts formal internal assurance of sites' adherence to the Standard, as overseen by our corporate assurance group.

In addition, Barrick conducts Dam Safety Reviews (DSR) carried out by an Independent Engineer at a minimum of once every seven years. Facilities that have a higher Failure Consequence Classification have DSRs carried out every five years. DSRs involve detailed analysis of the design, construction and operation of the TSF, which the Independent Engineer will compare to best international practice.

The company also contracts independent, internationally recognized geotechnical experts to conduct third-party reviews at many of its planned, operating, and closed TSFs at a frequency based on perceived risk, site conditions, and other factors (at a minimum, every two to four years at operating TSFs assigned an Extreme or High Failure Consequence Classification under Barrick's Standard). Barrick began its third-party TSF review program in 1998, and has completed over 90 reviews. While these third-party reviews normally focus on the technical aspects of tailings management, they may also include (or in some instances be dedicated to) the geotechnical and hydrological performance of waste rock dumps, heap leach operations and water management structures.

Through a tailings stewardship program, we aim to: further improve, company-wide, our in-house capability to undertake basic TSF monitoring, planning, and reporting work while ensuring the quality of results; further develop the overall technical and reporting capability of our site staff; promote identification and sharing of best practices among sites; and better demonstrate to the public and regulators our commitment to ensuring TSF safety. In 2017, Barrick was able to develop its Tailings Stewardship Program at Pueblo Viejo and will continue to do this on a site-by-site basis.

HEAP LEACH MANAGEMENT

At some sites, gold ore is processed using heap leaching. With heap leaching, ore is generally crushed to approximately the size of large gravel particles and placed on an impermeable geomembrane liner system. The ore is then irrigated with a chemical solution that dissolves the desired metals; this solution is typically sodium cyanide (for gold recovery).



The composite liner, a combination of clay soils and impermeable synthetic membranes, is designed so that no solution escapes the leach pad. Equally important, the composite liner system also allows Barrick to recover the leach solution carrying the dissolved metals for further processing. Leak detection, down-gradient monitoring, and other safety features are also typical of our designs.

The crushed ore in HLFs remains after the gold has been extracted and the leach solution has been recovered. At the end of operations, the heap-leached ore is rinsed by recirculating solution and then is allowed to drain down, facilitating both maximum gold recovery and environmental protection. Any residual seepage, captured by the liner system after closure, is treated to meet water-quality standards before being released to the environment. We then work to re-integrate the closed HLF with the existing, surrounding environment. For example, at some sites we have re-contoured the HLF and capped it with a multi-layered soil cover that minimizes rainwater infiltration and allows revegetation.

Barrick did not experience any heap leach facility geotechnical incidents in 2017.

WASTE ROCK MANAGEMENT

Mining involves the extraction of ore – the rock containing economically recoverable amounts of desired metals – from the host rock. The waste rock – the rock that does not contain economically recoverable amounts of desired metals – must also be removed, though mining plans minimize the amount of waste rock relative to extracted ore as much as possible. In 2017, Barrick deposited 52.2 million tonnes of waste rock to waste rock facilities.

Because waste rock naturally contains concentrations of potentially harmful elements, the material must be properly managed to reduce the risk of contamination associated with acid rock drainage (ARD) and/or metals leaching (ML). Across Barrick's operations, approximately 53% of the waste rock deposited in 2017 had the potential to generate ARD/ML. To manage this risk, Barrick has implemented mitigation management at operations where the waste rock, heap leach and/or tailings have demonstrated the potential to generate ARD/ML.

Waste rock is generally placed into engineered waste rock storage facilities which, once full, can be re-contoured,

covered with soil, and revegetated. In some cases, waste rock can also be used to backfill open pits or underground tunnels. Waste rock that has high potential to generate ARD/ML can be encapsulated by non-reactive waste rock or co-disposed in tailings storage facilities where it is submerged to significantly limit geochemical reaction rates, thus minimizing ARD/ML. At times, non-reactive waste rock – material that does not have the potential to generate ARD/ML – may be used to construct road beds or tailings dams.

PARTNERSHIP

Barrick is a member of the **International Network for Acid Prevention (INAP)**. We have participated in the ongoing revisions of the **INAP Global Acid Rock Drainage (GARD) Guide**, a worldwide reference for ARD prevention and mitigation. Experts from Barrick and several countries contributed their knowledge to the Guide's development and revision. The GARD Guide will continue to be updated as knowledge increases. INAP is also currently working on identifying key areas for further research, including waste rock cover guidance.

MERCURY WASTE MANAGEMENT

Mercury is a naturally occurring element that is present, at some operations, in the ore we process. As a result of processing, mercury is separated from the ore. Depending upon mercury concentration in ore and other risk factors, Barrick employs a variety of controls, including retorts, scrubbers, condensation towers, and activated carbon filters, to trap mercury vapor before it can be discharged to the atmosphere. Mercury condensation and safe storage are part of our safe practices on site.

Mercury wastes generated from these air pollution control devices must be responsibly managed to minimize potential risks to human health and the environment. Barrick promotes responsible management of mercury by following our Environmental Management System, applicable regulatory framework, and the **ICMM position statement on mercury risk management**.

As required by the *Mercury Export Ban Act (MEBA)*, Barrick ceased the export of elemental mercury from U.S. facilities in January 2013. MEBA mandated that the United States Department of Energy construct a federal mercury repository to accept elemental mercury generated by mining and other activities, but to date the repository has not been built.

Therefore, elemental mercury captured from air pollution controls at our U.S. operations is currently stored pending the construction of the federal mercury repository. Mercury compounds are disposed of at a licensed hazardous waste facility in compliance with applicable law. Strict handling, packaging, and transportation procedures are in place to help protect both people and the environment against mercury exposure during shipping.

In the case of operations at Latin American sites, elemental mercury is currently securely stored on site in compliance with applicable law. However, the company is actively seeking responsible ways of stabilizing the elemental mercury in a solid form (as mercury sulfide or cinnabar) and then continuing with a safe and final disposal of this residue on a long-term basis. The objective of this initiative is to align with current international efforts, such as the UN Minamata Convention, to find alternative technologies for certain industrial processes that depend on mercury and to avoid, if possible, the availability of elemental mercury in the global market.

NON-PROCESSING WASTE DISPOSAL

A number of non-process wastes are generated each year at our operations. These wastes may differ by country and by operation, but typically include scrap metals, waste oils, cans and bottles, spent tires, and office and camp waste. While we try to recycle these wastes as much as possible, this is not always feasible at some of our remote sites or at operations located in countries where recycling is not available. Non-hazardous waste that is not recycled is usually landfilled (either in municipal landfills or landfills constructed on the mine property) or incinerated¹⁷, on or off the site.

We also generate a relatively small amount of hazardous waste each year. These wastes include batteries, fluorescent

lights, certain oils, solvents, electronic waste and laboratory assay wastes. As with process materials, the types of hazardous wastes vary among our sites; however, all are recycled or disposed of according to the appropriate regulation in the countries where we operate.

RIVERINE TAILINGS MANAGEMENT

The Porgera mine in Papua New Guinea is operated by Barrick Niugini Limited (BNL), an independent operating entity which is jointly owned by Barrick and Zijin Mining. The mine deposits the majority of tailings material into a nearby river under government permit and regulation and BNL's own internal oversight.

When Barrick acquired the Porgera mine in 2006, we extensively investigated alternative waste management methods to replace the existing riverine tailings disposal process. No practicable alternatives were found due to a number of factors, including the steep and unstable terrain, high rainfall, frequent landslides and seismic activity surrounding the Porgera mine.

Ongoing monitoring results show that the river system is operating as expected and that, downstream of the mixing zone, water quality and sediment are consistent with the stringent metal limits established by the Australia and New Zealand Environment and Conservation Council. To date, the mine has not exceeded environmental permit water quality compliance levels.

In the future, Barrick will build mines that rely on other methods of disposal of mining and processing material, and avoid riverine tailing disposal methods.

Despite this, in the future, Barrick will build mines that rely on other methods of disposal of mining and processing material, and avoid riverine tailing disposal methods.

MM3	Total amount of Overburden, rock, tailings, and sludges and their associated risks	Tailings and Waste Management	ICMM 6 8	UNGC 8 9	
<p>In 2017, Barrick:</p> <ul style="list-style-type: none"> deposited 52,184,000 metric tonnes of tailings material deposited 145,858,000 metric tonnes of waste rock produced 158 metric tonnes of mercury as a by-product/co-product <p>A full description of how we manage risks associated with these wastes is described in the Management Approach above.</p>					

¹⁷ Incineration is the process of treating waste by combustion of organic substances contained in waste materials.



306-1	Water discharge by quality and destination	Water Management	ICMM 6 8	UNGC 8 9
In 2017, Barrick discharged 60 Mm3 of water back to the environment once it met water quality permit limits.				
306-3	Significant spills	Our Approach to the Environment	ICMM 6 8	UNGC 8 9
SITE	DESCRIPTION	IMPACT		
VELADERO (ARGENTINA)	On the evening of March 28, the monitoring system at Veladero detected a rupture of a pipe carrying gold-bearing solution on the leach pad. All solution was contained within the operating site.	The incident did not pose any threat to the health of our employees, communities, or the environment. No solution reached any diversion channels or watercourses. All affected soil was promptly excavated and placed on the leach pad.		
VELADERO (ARGENTINA)	Approximately 3000L of fuel was spilled in the open pit after a drill machine's fuel tank was ruptured. This incident was reported to the local authorities according to the site's contingency and communications plan. This incident took place following the commencement of joint venture operations at the Veladero mine.	Limited environmental impact within the open pit. The area of the spill was contained to the open pit working platform and was cleaned up.		
VELADERO (ARGENTINA)	Fifteen birds were found dead in a process solution holding pond of the site's leaching valley. This incident took place following the commencement of joint venture operations at the Veladero mine.	Impact to fauna. Remediation involved the placement of netting on top of the pond.		
LAGUNAS NORTE (PERU)	Truck-shop floor clean-up water by-passed treatment and was discharged onto a remediated slope and channel. The water, which contained hydrocarbon residues, did not reach a water course and did not leave the operating site.	Limited impact to soil which was remediated.		
LAGUNAS NORTE (PERU)	A small, localized slide in a bench slope of the leach pad facility occurred on a recently installed irrigation cell. As a result, heap leach material went over the perimeter berm (approximately 40 m2).	The material impacted a service road and industrial soil was immediately remediated. All material was contained within the operating site; no solution reached any diversion channels or watercourse.		
LAMA (ARGENTINA)	During a warm period of the 2016-2017 summer, flows of contact water from the Marcelo Tunnel at Lama increased to unusual levels which exceeded the existing capture system. This caused a small volume of tunnel water to temporarily by-pass the treatment plant (approximately 10% of the flow).	No impact to water quality. This was because only a small percentage of water was temporarily untreated and the Company took immediate actions to divert the water back into a contingency channel and pond system.		
PUEBLO VIEJO (DOMINICAN REPUBLIC)	The site experienced issues with the Effluent Treatment Plant (ETP). This resulted in a temporary period where the discharged treated water exceeded compliance thresholds, particularly with regards to suspended solids.	No impact on the downstream water environment. This was due to the low concentrations of the partially treated water and the short duration of the discharge.		
DONLIN GOLD (UNITED STATES OF AMERICA)	Less than 150L of diesel was spilled at a pump station into a nearby wetland. The Donlin project is not operated by Barrick.	No long-term impact. The spilled diesel fuel was cleaned up.		

	GRI 307	ENVIRONMENTAL COMPLIANCE				
307	Management Approach	Environmental Approach	ICMM 1	UNGC		
<p>Our goal is to create positive impacts and to leave the places that we operate better than we found them. Mining impacts the physical environment, including the land, air, water and other important resources that we share with others. Our partners—including our people, host governments, communities, shareholders, and civil society—expect that we will manage and minimize any negative impacts our operations may have on the environment. We hold the same expectations. This is a fundamental responsibility of any company operating in the 21st century.</p> <p>Barrick is committed to minimizing and mitigating our potential impacts on the environment, and where negative consequences do occur, to implement appropriate reclamation and remediation measures. To this end, Barrick has an Environmental Policy that outlines our commitment to environmental stewardship. The Policy is supported by our Environmental Management System (EMS), which is aligned with ISO 14001, a variety of leading environmental standards and guidelines, and regular internal and third-party assurance reviews.</p> <p>While Barrick applies proven management practices to help prevent pollution and minimize impacts, we are not immune to environmental incidents at our mine sites.</p>		<p>In 2018, Barrick will implement a digital environmental stewardship program. Building from successful pilots related to the digitization of air and water monitoring in 2017, digital environmental stewardship seeks to automate data collection, evaluate performance in real-time and streamline reporting to increase reliability, transparency and help reduce environmental impacts.</p> <p>INDEPENDENT CERTIFICATION</p> <p>The following gold mines have been independently certified to ISO 14001:</p> <ul style="list-style-type: none"> • Cortez • Golden Sunlight • Goldstrike • Hemlo • Lagunas Norte • Pierina • Pueblo Viejo • Porgera • Veladero <p>Barrick’s Lumwana copper mine and the Jabal Sayid copper mine (which is not operated by Barrick) are working towards ISO 14001 certification in 2019.</p>				
307-1	Non-compliance with environmental laws and regulations	Environmental Approach Q1 2018 Report	ICMM 6	UNGC		
<p>Most of these incidents tend to involve small spills of oils, fuel, and chemical or process solutions. Rapid spill response generally includes: clean-up and recovery, rehabilitation of affected areas, investigation into root causes, and identification of actions to prevent subsequent incidents.</p> <p>At times, more severe incidents, classified as Reportable Environmental Incidents¹⁸ (REIs), may occur. All REIs are fully investigated by the Company and we update and change our practices and policies where needed to reflect lessons learned. By taking this approach, we have been able to drive down the number of REIs that occur on an annual basis from 53 in 2014 to eight in 2017 – an 85% reduction. In 2018, our goal is to reduce the total number of REIs to four or less. The eight REIs</p>		<p>that occurred in 2017 are described in the table below.</p> <p>On December 27, 2017, the Veladero mine received notice of a resolution from the San Juan Provincial mining authority requiring payment of an administrative fine of approximately \$5.6 million (calculated at the prevailing exchange rate on December 31, 2017) encompassing both the September 2016 incident and the March 2017 incident. On January 23, 2018, in accordance with local requirements, the Company paid the administrative fine and filed a request for reconsideration with the San Juan Provincial mining authority. On March 28, 2018, the Company was notified that the San Juan Provincial mining authority had rejected the request for reconsideration.</p>				

18 A Reportable Environmental Incident (REI) is defined as an incident that has a “high” ranking on Barrick’s REI Severity Index and usually requires immediate reporting to relevant government agency authorities.




	GRI				
	308	SUPPLIER ENVIRONMENTAL ASSESSMENT			
	414	SUPPLIER SOCIAL ASSESSMENT			
	Management Approach ¹⁹	Supply Chain	ICMM	UNGC	
			1		
<p>Barrick recognizes that the conduct and behavior of our suppliers, vendors and contractors can affect – both positively and negatively – the quality of our workplace, the environment, and the lives of people in local communities, as well as our reputation and ability to operate effectively.</p> <p>We expect and demand that our supply chain partners uphold Barrick’s principles of ethical business conduct and respect for human rights. As a company, we strive to do business only with those suppliers who share these principles.</p> <p>Barrick’s approach to working with suppliers is based on the principle of partnership: we believe that, by working collaboratively – both internally with end-users and externally with our vendor partners - we can consistently lower the total cost of ownership, providing goods and services with security of supply, while supporting efficient work processes across sites and global categories. To this end, we work closely with our supply chain to pursue fair-minded competition, continuous improvement, and a mutual focus on ethical conduct.</p> <p>BARRICK’S SUPPLY CHAIN</p> <p>The function purchases, stores and delivers \$3.5–\$4.5 billion annually in supplies, equipment and services to Barrick’s mines and offices. The group sources products ranging from diesel fuel and chemical reagents to IT equipment and haul trucks from more than 20,000 vendors worldwide.</p> <p>PRIORITIES IN 2018</p> <ul style="list-style-type: none"> • Achieve 100% Vendor Onboarding and Risk Assessments of our new vendors • Continue to automate and digitize Supply Chain processes in 2018 <p>SUPPLIER CONDUCT</p> <p>As part of our commitment to human rights, Barrick developed and implemented a Supplier Code of Business Conduct</p>		<p>and Ethics in 2008 and added enhancements to it in 2014. It covers important issues such as anti-bribery, anti-corruption, human rights, health, safety, and environmental protection – principles Barrick holds dear and expects our partners to share. It is our intent to deal only²⁰ with suppliers who have accepted the Supplier Code of Business Conduct and Ethics.</p> <p>In support of this goal, Barrick has put in place a Vendor Onboarding System and Standard. Under the Standard, we conduct due diligence on all entities receiving funds from Barrick – including suppliers, service providers, and civil society groups. The onboarding process covers the Supplier Code of Business Conduct and Ethics, Barrick’s human rights program, and anti-corruption, as well as adherence to the company’s safety and environmental standards.</p> <p>The process itself may include internal and external questionnaires, a search of the World Check database, a request that the vendor register with TRACE International’s due diligence system, TRAC , and vendor self-certification of its willingness to comply with Barrick’s Supplier Code of Business Conduct and Ethics. Once a vendor is assessed by our Supply Chain group, it may be added to Barrick’s Approved Vendor Register. Under the system, all new vendors are to be assessed according to the Standard and current vendors are to be assessed every three years. High-risk vendors are to be assessed every year.</p> <p>Once Barrick agrees to do business with a supplier, relevant contracts will contain human rights compliance provisions. We may also provide focused training and support to certain suppliers. Under our Human Rights Policy, suppliers are expected to report human rights issues if and when they become aware of them and we will investigate the behavior of existing suppliers and contractors related to human rights issues. We will also ask relevant suppliers to periodically provide certifications that they are not aware of any unreported human rights allegations, and we may offer focused training to certain suppliers.</p>			

19 Barrick’s Management Approach to Supplier Environmental Assessment and Supplier Social Assessment is the same and reported together in our sustainability-related disclosures, including our online 2017 Sustainability Report.

20 Low-value transactions, non-repetitive transactions in low-risk areas, and some transactions with local suppliers will not undergo the same rigor as those suppliers being fully certified.

308-1	New suppliers that were screened using environmental criteria	Supply Chain	ICMM	UNGC	
			6		
We conducted due diligence on 99% of new mining operations suppliers in 2017 — more than 10,600 vendors.					
414-1	New suppliers that were screened using social criteria	Supply Chain	ICMM	UNGC	
			9		
We conducted due diligence on 99% of new mining operations suppliers in 2017 — more than 10,600 vendors.					




	GRI					
	401	EMPLOYMENT				
	404	TRAINING AND EDUCATION ²¹				
	Management Approach	Talent Management	ICMM	UNGC		
			1	3 6		
<p>Our business is driven by the diverse skills, expertise, and passion of our more than 10,000 people.</p> <p>When we invest in their skills and leadership, we are investing in both their success and ours. For this reason, we are a learning organization, working with our people around the world to help them develop their existing capabilities and discover and acquire new skills as well. Doing so not only contributes to their career potential, but also means we are investing in the talent we need to be a leading 21st-century company.</p> <p>Due to the geographic and cultural diversity of our workforce, we have developed a blend of global, country-based, and site-based human resources policies and programs. We take a global approach to senior leadership development, performance, and talent management; we take a country-based approach to compensation and benefits, training, and relations with our people. This allows us to address the unique labor markets and social conditions in the various countries where we operate while supporting the attraction and development of key performers.</p> <p>In 2016, Barrick created a program to make all Barrick employees—from the millwright to the mine clerk—a Barrick shareholder. With an initial allocation of 25 common shares per person the program has grown to a total of 165 shares distributed per employee. These shares must be held as long as the employee is working for Barrick. We expect this to continue to grow over time, in line with the Company's performance. Our people are not just employees, they are owners, with all that this implies.</p>		<p>ENGAGEMENT & RECOGNITION</p> <p>There are a number of factors that drive our people's sense of well-being and therefore their sense of engagement in the workplace. Among the most significant are feeling recognized and valued for work performed, receiving fair pay, and developing skills and knowledge that will facilitate employability for a lifelong career. We work to address these factors through performance feedback, development programs and education opportunities, and through the wages and benefits we provide.</p> <p>At Barrick, we recognize and reward people for good work and for the contributions they make to the organization. Barrick offers awards to recognize excellence in specific areas that are directly aligned with our priorities. Moreover, the Company promotes Visible Felt Leadership as a way to provide people with ongoing feedback, coaching, and recognition. We understand that fair and proper recognition drives engagement and strengthens our culture.</p> <p>Each year, executives and senior and middle managers undertake an annual, formal performance assessment process at the head office and country offices. At sites, supervisors and non-management individuals participate in a similar performance review process for professional and skilled personnel. People in work crews at our operations have regular assessments driven by key performance indicators, often in a team format. Each of these performance review scenarios provides an opportunity for people at all levels both to be recognized for good performance and to set goals to help improve performance.</p>				
401-1	New employee hires and employee turnover	Talent Management	ICMM	UNGC		
			3	3 6		
EMPLOYEE TURNOVER – 2017						
TOTAL EMPLOYEE TURNOVER RATE AS A PERCENTAGE OF TOTAL EMPLOYEES				10.9%		
VOLUNTARY EMPLOYEE TURNOVER RATE AS A PERCENTAGE OF TOTAL EMPLOYEES				4.5%		
TOTAL NUMBER OF EMPLOYEES LAID-OFF IN THE LAST FISCAL YEAR				134		

21 Barrick's Management Approach to Employment and Training & Education are reported together in our sustainability-related disclosures, including our online 2017 Sustainability Report.

401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Talent Management	ICMM 3	UNGC 3 6
<p>We provide wages and benefits relative to country economics, matching or exceeding median wages in the countries where we operate. Men and women employed in the same job category receive similar remuneration, according to their level of experience and length of employment, using the same remuneration range. Our benefits programs are country-focused and are primarily determined by local practices and personnel needs, but they may also include access to Company programs. Benefits provided include a core group of health care benefits at all operations as well as non-core country-specific benefits. Non-core benefits may include pension and other retirement programs, maternity or parental leave, life and accidental death insurance, wellness programs, and employee assistance programs.</p> <p>In general, Barrick people receive our full complement of benefits available in their country locations, while part-time and contract workers may receive a smaller number of these benefits. The availability and type of benefits offered to part-time and contract workers vary by country. In all cases, people receive benefits required by law and these may be supplemented by additional benefits.</p> <p>Below is a list of these benefits, by country:</p> <ul style="list-style-type: none"> Canada: All full- and part-time employees at the Toronto Head Office, except for those employed on a temporary basis for a year or less, receive extended health, life, and disability benefits. Temporary employees are not eligible for retirement benefits. Temporary employees at our Hemlo mine site do not qualify for benefits. Chile: Vacation bonus does not apply to temporary or part-time employees. Dominican Republic: All employees receives fringe benefits such as a pension plan, workers' compensation and social security. Temporary employees are not eligible for elements such as a transportation bonus, food bonus, or benefits program provisions for childbirth, marriage or the death of a family member, and they do not qualify 		<p>for paid time off. Private health insurance is provided to our employees and their eligible dependents.</p> <ul style="list-style-type: none"> United States: In order to be eligible for benefits, an employee needs to be regularly scheduled to work at least 30 hours per week. If they are working less than 40 hours, some of their benefits, for example, vacation, would be pro-rated but the rest of the eligibility would be the same as if they were a full-time employee. <ul style="list-style-type: none"> A part-time regular employee is one who is regularly scheduled to work more than 25 but less than 30 hours per week. They are not eligible for health insurance (medical dental or vision) or life insurance benefits (basic life, supplement life, accidental death or dismemberment or dependent life insurance) or any disability coverages. The only benefits they receive are 401(k) and pro-rated vacation. A part-time employee who is regularly scheduled to work less than 25 hours per week is not eligible for any of the benefits programs. Peru and Zambia: The same benefits are provided to temporary employees, the only difference being contract type and duration. <p>Barrick has a number of instruments that provide retirement and savings benefits to our people. We have non-qualified, defined-benefit pension plans covering certain employees and former directors of the company. As well, certain personnel take part in defined-contribution employee savings plans (examples include 401(k) plans, 403(b) plans, RRSPs, and deferred profit-sharing plans).</p> <p>In many countries, Barrick provides outplacement support to our people whose employment has been severed. Services vary by country, but are designed to provide people with the tools and resources needed to support their job search effort and may include transition counseling, résumé writing, job search assistance, and life skills training.</p>		



404-1	Average hours of training per year per employee	Talent Management	ICMM 3 5	UNGC	
Our people participated in more than 750,000 hours of training in 2017, almost 75 hours of training per person.					
404-2	Programs for upgrading employee skills and transition assistance programs	Talent Management	ICMM 3 5	UNGC	
<p>Our people are our greatest asset. We are becoming a talent-obsessed firm, as any leading organization should be, and strongly believe in professional development and life-long learning.</p> <p>Barrick has processes and programs to provide skills development, training, and other development opportunities for our people throughout their career. In 2017, the Company introduced an Integrated Learning Academy to provide site-based and cohort-based training programs. It acts as a Center of Excellence resource for each site on site-specific training, while refining the enterprise-wide programs.</p> <p>Site-specific Learning Academy programs include the Barrick Operations Leadership Development Program (BOLD) for site leaders, the Barrick Unlocking Impact in Leadership Development (BUILD) for superintendents, and the Barrick Essential Supervisor Development (BEST) for supervisors. These are designed to strengthen the skills of site supervisors and leaders, while maintaining the required depth of leadership capability for some of Barrick's most critical roles. Such programs build the necessary skills for leaders at multiple levels to develop the capability of our people, monitor the development and coaching of future leaders, and manage performance. Enterprise-wide programs include cross-functional, cohort based programs targeted at senior leaders, emerging leaders, and site Chief Financial Officers (CFOs).</p>	<p>Through these programs, our aim is to develop and execute a leadership learning strategy that supports the transition from Front-Line Supervisors to Superintendent/Managers to Emerging Leaders to Senior Leaders.</p> <p>In implementing our training programs, we leverage digital technology such as webinars and e-learning modules to improve the learning experience and to mitigate the challenges of remote operating environments. We also use our talent management process to identify and develop high-potential, globally mobile people, providing them with a variety of assignments to help them advance their careers. We also have several partnerships in place with universities around the world to facilitate the development of our people. For example, with the University of Nevada, we support a program that provides management-skills training to supervisors and managers from our sites across northern Nevada.</p> <p>Barrick's Compass program is an apprenticeship development program designed for early career professionals to equip themselves with the knowledge and practical skills necessary for their technical roles. It offers cross-functional modules in areas like exploration geology, mine geology, metallurgy, mining, processing, and safety and health, to increase the technical proficiency of graduates and entry-level staff. The program is experiential, with participants advancing their capabilities by completing structured, on-the-job assignments coupled with mentoring guidance to support their career progression in the industry.</p>				

	GRI 402	LABOR/MANAGEMENT RELATIONS			
402	Management Approach	Labor Organizations	ICMM 1	UNGC 3 6	
	<p>Barrick respects our people’s rights to freedom of association and collective bargaining.</p> <p>This includes the right of each individual person to join a union or other labor association. Approximately 26% of our people are represented by unions or collective bargaining associations in three countries. In addition, people are represented by unions at the Veladero and Porgera mines (which Barrick does not operate).</p> <p>We strive to work closely with labor unions or collective bargaining associations to develop and manage effective labor relations programs. We consider activities and actions conducted by site safety and health committees to be essen-</p>	<p>tial to embedding a culture of safety within the Company. Therefore, all sites with union membership have safety topics included in labor agreements.</p> <p>At Pueblo Viejo, an employee union is seeking a collective bargaining agreement and has requested mediation by the Dominican Republic Ministry of Labor for this purpose. Local management has challenged the representation of the employee union at the mediation on the basis that it has not yet achieved the legal standing required for collective bargaining under the Dominican Republic Labor Code. The mediation process has been temporarily suspended pending a court ruling on this matter.</p>			
MM4	Number of Strikes and Lock-outs exceeding one week’s duration, by country	Labor Organizations	ICMM 3	UNGC 3 6	
	<p>In 2017, we did not experience any work stoppages related to labor disputes longer than one week’s duration at any of our sites.</p>				
402-1	Minimum notice periods regarding operational changes	Labor Organizations	ICMM 3	UNGC 3 6	
	<p>Good communication with our people is essential for effective management of our global organization. Our people can access our Company intranet – the Core – for daily and quarterly updates on Company affairs. During major changes to our operations, we keep our people informed through global webcasted town halls, targeted announcements, online information sessions, the Company intranet, and face-to-face meetings at sites and offices as necessary. We engaged in more than 20 consultations with unions regarding organizational changes in Barrick in 2017. For those operations where there are collective bargaining agreements in place, we respect minimum notice periods regarding communicating operational changes as indicated in the agreement.</p>				



	GRI 403	OCCUPATIONAL HEALTH AND SAFETY			
403	Management Approach	Workplace Safety; Occupational Health	ICMM 1	UNGC 1	
<p>Every incident is preventable and everyone has the right to a safe working environment.</p> <p>Exposure to mining equipment, harsh weather conditions, loud noises, potential rock falls, hazardous chemicals, confined spaces, slips, trips and operator error can all contribute to workplace injuries.</p> <p>We are committed to achieving a zero-incident work environment with a safety culture based on teamwork and leadership. We believe that the prevention of all incidents is a realistic goal and not just a theoretical objective. With any less demanding objective, injuries and illnesses become acceptable. Belief in this principle provides a commitment to determine and eliminate the root cause so that future occurrences can be prevented. Nothing is more important than the safety, health and well-being of our workers and their families.</p> <p>Barrick's Safety & Health Policy and Safety & Health Management System are the primary tools that guide our efforts to achieve zero incidents. They require safety and occupational health evaluation, as well as planning and design to be integrated into our business development strategies. All our people and contractors are responsible for safety in our mines, exploration, closure sites and in the communities where we operate. Management establishes safety goals, requires accountability for performance, and provides the necessary resources. Safe production is always our goal, and these tools help sites stay committed to continuous improvement in safety performance.</p> <p>We have implemented important safety and health programs and activities, special training for emergency response teams, performance measurement, risk-assessment processes, recognition programs for safety achievement, and a steady flow of information to keep people focused on continuous safety improvement. Safety training programs are conducted for our people and contractors at all Barrick operations and projects, as well as at our office locations.</p> <p>Regular corporate assurance reviews at our operations help identify safety and occupational health hazards and confirm that effective controls are in place and monitored for contin-</p>		<p>ued improvement and effectiveness. When safety and health assurance reviews identify deficiencies, we pinpoint the root causes so that preventive actions can be implemented.</p> <p>We achieved the lowest safety incident record in our history in 2017 with a total reportable injury frequency rate of 0.35.</p> <p>PRIORITIES IN 2018</p> <ul style="list-style-type: none"> • Zero fatalities. • Zero severe safety and occupational health incidents. • Achieve a Total Reportable Incident Frequency Rate (TRIFR) of 0.32. • Implement a consistent approach to life saving controls <p>FATALITIES</p> <p>We deeply regret to report two fatalities at Barrick in 2017.</p> <p>In February, we lost William Francisco Garrido Miranda, a contractor at our Pascua-Lama site in Chile, when he suffered fatal injuries after an unsecured load fell on him. Barrick has continued to emphasize and improve its Courage to Care program – a training program that reinforces a culture of safety among our people. Through this program, we can affirm the message that nothing is more important than the safety, health, and well-being of our people and their families.</p> <p>In November, we had a second fatality when Eulogio (Bot) Gutierrez, a surveying technician at our Hemlo mine in Canada, was fatally injured after being struck by a piece of mobile equipment while working in the underground mine. In response, Barrick is working hard to reinforce its Fatal Risk Management and Lifesaving Controls Programs. These programs require sites to establish and improve controls in areas related to employee safety and health, such as proximity detection and collision avoidance, resulting in fewer injuries and fatalities.</p> <p>LIFE SAVING CONTROLS</p> <p>Over the past decade, we have seen a substantial improvement in our total reportable injury frequency rate (TRIFR) and other safety statistics. Nevertheless, we continue to experience</p>			

fatalities at Barrick mine sites. We are increasing our efforts so that we eliminate fatalities and achieve our safety vision of every person going home safe and healthy every day.

We have identified 15 fatal-risk categories that continue to be our focus for improvement going forward. The top five risk categories include: Operation of Mobile Equipment (Heavy), Operation of Mobile Equipment (Light Vehicle), Stored Energy, Fires (fixed and mobile), and Use of Cranes and Lifting Devices. The internal assurance review process and trending analysis help to identify emerging risks, as well as to show where progress is being made towards improving controls and reducing fatal-risk-related incidents.

Building on this analysis, we have developed a Fatal Risk Management Plan based on the **ICMM critical control management guidance**. This is a fundamental change in thinking whereby sites are required to have processes in place to effectively monitor the identified controls that work to prevent the identified fatal incidents.

In 2017, each site was required to implement Life Saving Controls for their top five fatal risks. All Barrick-operated sites achieved this target. In 2018, each site will create Critical Control Management Plans for each of the remaining applicable controls.

FATIGUE

Fatigue is inherent in any operation in which people work late into the night, start early in the morning, or work long hours. It is generally believed that fatigue can negatively affect an operation in many ways: fatigued people are less productive, more prone to health problems, more likely to quit and, most importantly, more likely to be in an incident.

We turned our attention to fatigue in 2011 and began to develop a Fatigue Risk Management Standard (FRMS) using the science of circadian physiology. This Standard is now implemented across the Company and provides a consistent structure and approach to program components such as training, work scheduling and monitoring.

At the same time, we are investigating how we can identify fatigue episodes on the job. Through the use of various technologies, Barrick is piloting the monitoring of individuals' sleep quality in order to identify those who, through lack of sleep, are highly likely to have a sleep event during a shift. This information can help workers identify ways to help combat fatigue and improve their overall health.

We are also piloting Fatigue Monitoring and Intervention Technologies at many of our mine sites. These innovative technologies range from cameras that monitor eye movement to head bands that monitor changes in brain wave activity. At the Pueblo Viejo mine in the Dominican Republic, a 2017 pilot experienced a 97% reduction in micro-sleeps following the introduction of fatigue management technology.

To support this technology, Barrick has a specific training course for shift workers called Managing a Mining Lifestyle. Through the Managing a Mining Lifestyle course and working with our management teams, our aim is to develop a culture where our people are comfortable reporting fatigue.

SAFETY COMMITTEES

Barrick believes that everyone is responsible for workplace safety. Therefore, we have safety committees at all sites and hold regular safety meetings to help address the needs of each site. Many of our operations conduct daily safety meetings, while others conduct weekly meetings.

Joint representation of managers, supervisors and workers on our safety committees helps us hold each other accountable for superior safety and health practices and provides the leadership and resources needed to achieve our vision. Safety interactions, using tools such as Visible Felt Leadership and task observation programs, are also conducted by functional areas within each operation to involve all workers in eliminating unsafe conditions in the work environment.

OCCUPATIONAL HEALTH & WELLNESS

We work to optimize our people's health and well-being to support their quality of life and reduce the risk of injury and illness.

We seek to identify and manage the risks arising from physical, chemical and other workplace hazards by anticipating, identifying, evaluating, and controlling these health hazards and exposures in the first place.

To do this, our sites carry out site-specific occupational health activities and programs, depending on the exposure at each site to health risks. Barrick's **Safety & Health Policy** and **Safety & Health Management System** are the primary tools that guide our efforts towards achieving zero incidents. They require safety and occupational health evaluation, as well as planning and design to be integrated into our business development strategies.



Barrick monitors sites to verify they are meeting industrial hygiene standards, including regulations on chemical, physical, and biological hazards control.

Our sites also promote wellness initiatives, including stop-smoking programs, fatigue management and travel security training. Through data collection and monitoring, we have identified respiratory illness, improper body positioning that contributes to sprains and strains, fatigue and poor lifestyle health as the top health risks within the Company. We have put in place several programs to address these risks.

Our goal is to create a sustained trend towards the elimination of occupational illness at our mine sites.

In 2017, priority objectives included health exposure determinations and mitigation actions, mitigation of physical demands for top high-risk tasks and providing functional capacity evaluations²² for newly hired and transferred people. The Company is also seeking to implement critical control wellness leading indicators for occupational health based on the ICMM critical control management guidance

RESPIRATORY ILLNESS

Respiratory illness is a concern within the mining industry and, without proper controls in place, it is difficult to detect since symptoms are often not present until years after exposure. Because of this, Barrick has industrial hygiene programs that detect exposure agents such as dust, gases and fumes, which are tracked in a database management system. This helps us to better identify exposure to agents and allows us to develop measures to mitigate these exposures.

When we identify potential exposure to agents, we first seek to remove workers from the exposure by changing the job or finding an alternative means of completing the work. Alternatively, we may substitute whatever is causing the exposure with a less hazardous chemical agent. Should these methods not be feasible, we implement engineering controls such as dust collection systems and ventilation systems. When systems are being installed or repaired, or where engineering controls simply are not enough, Personal Protection Equipment such as respirators are used to protect our workers.

Barrick has had in place a Respiratory Protection Standard across the Company since 2012, and we conduct periodic assurance reviews against the Standard, at a minimum of

every two years at each site. In addition, through our Health and Wellness program, we conduct periodic medical checks for people who have a high risk for respiratory illness (such as those who are frequently exposed to silica).

Industrial hygienists use personal monitoring and analytical methods to detect the extent of worker exposure to contaminants and employ engineering work practice controls and other methods to control potential health hazards. Our hygienists have developed a global database to collect exposure data, which is helping us identify areas where controls are lacking or inadequate.

EMERGENCY RESPONSE

The ultimate goal of Barrick's Safety and Health Management System and supporting programs is to prevent all incidents from occurring in the first place.

At the same time, the Company maintains a high degree of emergency preparedness with appropriate plans, resources and training to minimize the impact on workers, families, the community and operations should an emergency occur.

Based on risk assessments, all our sites develop appropriate plans and provide the resources and training required to respond effectively to potential emergencies. Emergency Preparedness audits are performed at least every two years and Incident Command and Crisis Management systems are in place at each Barrick mine site and office.

In 2018, the Company will conduct a 3rd party review of emergency response at many sites and host a global emergency response summit in 2018.

Our site-specific emergency response plans cover the actions:

- Regular testing of emergency procedures
- Identification of emergency scenarios
- List of population and residential centers at risk
- List of environmental and wildlife populations at risk
- List of functions of key people
- Procedure for internal communication
- Procedure for external communication
- Criteria for determining levels of alerts
- On-site and external resources available (e.g. mutual aid agreements)
- Toxicity testing facilities (gas, water)

²² A functional capacity evaluation is used to determine someone's ability to function within their role.



Fatalities: We regret to report that we had two fatalities in 2017. In February, we lost William Francisco Garrido Miranda, a contractor at our Pascua-Lama site in Chile, when he suffered fatal injuries after an unsecured load fell on him. In November, we had a second fatality when Eulogio (Bot) Gutierrez, a surveying technician at our Hemlo mine in Canada, was fatally injured after being struck by a piece of mobile equipment while working in the underground mine.

Types of Injuries: Through data collection and monitoring, we have identified respiratory illness, improper body positioning that contributes to sprains and strains, fatigue and poor lifestyle health as the top health risks within the Company.

403-3	Workers with high evidence or high risk of diseases related to their occupation	Occupational Health and Wellness	ICMM 4 5	UNGC	
<p>HIV/AIDS and malaria remain a health problem for many people in Zambia. We have programs in place, often in collaboration with NGO partners, to address these illnesses, including HIV/AIDS Voluntary Counseling and Testing (VCT), HIV/AIDS awareness, peer educators, anti-retroviral therapy (ART), and mosquito abatement. These programs have both on-site and community components. One hundred percent of at-risk people who work for Barrick and their families (with regard to HIV/AIDS and/or malaria) are currently eligible to access preventive initiatives or treatment. Affected people and their families are receiving treatment, highly subsidized or free of charge.</p>					
403-4	Health and safety topics covered in formal agreements with trade unions	Labour Organizations	ICMM 4 5	UNGC	
<p>100% of agreements with unions cover safety and health topics.</p>					

	GRI				
	405	DIVERSITY AND EQUAL OPPORTUNITY			
	406	NON-DISCRIMINATION ²³			
	Management Approach	Non-Discrimination	ICMM	UNGC	
			1	1 2 6	
<p>Barrick is committed to providing equal opportunity and freedom from discrimination for all our people. Numerous studies – including our own internal reporting, assessments, and investigations – have confirmed that gender equality, sexual harassment, and gender-based violence are very real risks in the mining industry. Mining continues to be a male-dominated industry.</p> <p>We also operate in environments where treatment of women may not always reflect international norms, including the right to equality and non-discrimination. Indeed, Barrick's own past experience regarding sexual violence when we operated the Porgera mine reflects that unfortunate reality.</p> <p>Barrick's Code of Business Conduct and Ethics, our Human Rights Policy, and our Policy with Respect to the Declaration of Fundamental Principles and Rights at Work set the tone for the maintenance of a safe and ethical workplace at all Barrick operations and offices. We require that our work environment be free from discrimination and harassment. We also extend these commitments to our third parties through our corporate policies.</p> <p>In 2017, approximately 12% of Barrick's workforce was female, including approximately 15% of management, 13% of executives and 13% of the Board of Directors. Following the annual general meeting on April 24, 2018, 20% (3 of 15) of the members of Barrick's Board of Directors are women.</p> <p>EMPLOYMENT PRACTICES</p> <p>Barrick is committed to fair employment practices and a workplace in which all individuals are treated with dignity and respect. We do not tolerate discrimination. Our Code of Business Conduct and Ethics and Human Rights Policy both cover harassment and discrimination, and require Barrick to deal fairly with our people and third parties. We believe that every individual within the Company must be accorded equal treatment, and we are each responsible for a workplace that is free from all forms of discrimination, harassment and retaliation.</p> <p>The Company expects that all relationships among our people in the workplace will be professional and free of bias and harassment. We are committed to promoting equal opportunity in the workplace and treating all people – both our people and potential personnel – based on their merit. The fundamental criteria for career advancement are work performance, qualifications, competence, abilities, skills, knowledge and experience relevant to the job.</p> <p>We consider men and women equally in our search for new personnel, and people of either gender are encouraged to apply for employment in all job categories. Men and women employed in the same job category receive the same remuneration, according to their level of experience and length of employment. However, there may be a gender bias that is predominant in different labor categories. For example, outdoor manual labor may have a higher hourly pay than inside office workers, and there may be a bias of males in the first category and females in the second. Where this occurs, there may be a perceived gender bias in salary. This may actually reflect a gender bias in the choice of work categories rather than in the rates of pay. In 2017, the ratio of male to female salaries at Barrick was 0.93.</p> <p>Anyone who is found, after appropriate investigation, to have engaged in unlawful discrimination, victimization, or harassment of another person at Barrick will be subject to appropriate disciplinary action, which, depending on the circumstances, may include dismissal. In all cases, the action will be designed to avoid repetition of the conduct.</p> <p>To underscore our steadfast position against sexual harassment in the workplace, we have a global anti-harassment standard. We also have dedicated programs to address sexual harassment, which include training, reporting, monitoring and other steps to reduce the likelihood of harassment and assist victims when it occurs.</p> <p>In 2017, approximately 5,800 people at Barrick were trained on harassment, including sexual harassment.</p>					

23 Barrick's Management Approach to Diversity and Equal Opportunity and Non-Discrimination are the same.



We recognize that we still have much work to do on our sites and in our offices and we are considering additional programs in local communities focused on gender rights and gender-based violence. We acknowledge that we have

a responsibility to help prevent and mitigate human rights violations in our local communities, as on our properties, and we are actively considering additional programs and initiatives to help meet that responsibility.

405-1	Diversity of governance bodies and employees	Non-Discrimination	ICMM	UNGC	
			3	6	

EMPLOYEES BY CATEGORY AND DIVERSITY – 2017

	TOTAL %	GENDER %		MINORITY GROUP	AGE GROUP %		
		MALE	FEMALE		<30	30-50	>50
EXECUTIVES	1%	87.1%	12.9%	1.6%		51.6%	48.4%
MANAGEMENT LEVEL	5%	84.9%	15.1%	7.1%	2.1%	60.1%	37.8%
NON-MANAGEMENT EMPLOYEES	94%	88.1%	11.9%	4.8%	17.2%	64.1%	18.7%
TOTAL	100%	87.9%	12.1%	4.9%	16.3%	63.8%	19.9%

405-2	Ratio of basic salary and remuneration of women and men	Non-Discrimination	ICMM	UNGC	
			3	6	

RATIO OF MALE TO FEMALE SALARY – 2017

BARRICK TOTAL	0.93
ARGENTINA	0.85
CANADA	1.01
CHILE	1.26
DOMINICAN REPUBLIC	0.99
PERU	0.94
UNITED STATES	1.08
ZAMBIA	1.21

GRI	407	FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING			
	408	CHILD LABOR			
	409	FORCED OR COMPULSORY LABOR			
Management Approach ²⁴		Working Conditions	ICMM	UNGC	
			1 3	1 2 3	
<p>We support freedom of association, have zero tolerance for forced labor or child labor, and enforce a minimum-age requirement for our people.</p> <p>Mining is a sector in which people may not always have the right to just and favorable conditions of work.</p> <p>Our industry operates in environments where the use of forced and child labor, particularly in local communities and in supply chains, persists. In these locations, freedom of association, and the right to participate in labor associations, also may be strained. Barrick is committed to upholding the elimination of all forms of forced and compulsory labor, and to supporting the effective abolition of child labor. Barrick also supports the rights of workers to join a union or other labor association. We extend these commitments to our third parties.</p> <p>Barrick's Code of Business Conduct and Ethics ("the Code"), our Human Rights Policy, and our Policy with Respect to the Declaration of Fundamental Principles and Rights at Work set the tone for the maintenance of a safe and ethical workplace at all Barrick operations and offices. In 2017, approximately 3,650 people received e-training that included specific material regarding child labor and modern slavery and trafficking, including how to identify them on-site and in local communities, and where to report concerns where suspicions of child labor or modern slavery and trafficking may exist.</p> <p>CHILD LABOR</p> <p>Child labor is the employment of children that is economically exploitive, likely to be hazardous or to interfere with the child's education, or likely to be harmful to the child's health or physical, mental, spiritual, moral, or social development. The legal age at which young people may work varies from jurisdiction to jurisdiction. Barrick does not knowingly employ a person who is under the legal age of employment or where that employment would contravene the International Labour Organization's convention for age of employment. Barrick's</p>		<p>minimum age for employment is 18; therefore, our hiring practices preclude child labor at our sites in all countries where we operate.</p> <p>Barrick's most significant contributions to the effective abolition of child labor are our global investments in education, such as our partnerships with One Laptop per Child, the Public Education Foundation in Nevada, and our community infrastructure development projects that support schools, community centers, and recreational areas. We include information on child labor in our human rights training, providing information to people on how to identify and report concerns regarding child labor. We have also introduced a child rights and security checklist, which address the hiring of children in the security context, among other issues.</p> <p>FORCED LABOR AND MODERN SLAVERY</p> <p>Forced and compulsory labor is any work or service, not voluntarily performed, that is extracted from an individual under threat of force or penalty. This includes bonded or indentured labor, slavery or similar coerced labor arrangements.</p> <p>Barrick does not engage in any type of forced or compulsory labor at any of our operations or offices.</p> <p>Since 2016, we have included in our global human rights training a module on how our people can identify and report concerns regarding modern slavery and trafficking, whether internally or in our communities. In 2017, Barrick's human rights assessments were updated to include an enhanced assessment of trafficking.</p> <p>We readily acknowledge there are more steps we can take. These include thinking about additional approaches to identify modern slavery in our supply chain and further educating our workforce on how to spot evidence of modern slavery in local communities. We also will continue to work with civil society and other experts to identify new approaches to address this global problem.</p>			

24 Barrick's Management Approach to Freedom of Association and Collective Bargaining, Child Labor, and Forced and Compulsory Labor are reported on together in Barrick's online 2017 Sustainability Report.



FREEDOM OF ASSOCIATION

Barrick respects the rights of our people to freedom of association and collective bargaining. This includes the right of each individual to join a union or other labor association. We have a number of facilities around the world with unions or bargaining associations. Approximately 26% of our people are represented by unions or collective bargaining associations in three countries. In addition, people are represented by unions at the Veladero and Porgera mines (which are not operated by Barrick).

Due to our practice of communicating regularly with these associations, we have not had many significant labor relations issues involving our unions. Indeed, we strive to work closely with labor unions or collective bargaining associations to develop and manage effective labor relations programs. Depending on the requirements of the labor union or association, sites with union membership often have safety topics included in labor agreements. We consider activities and actions conducted by site safety and health committees to be essential to embedding a culture of safety within the Company.

408-1	Operations and suppliers at significant risk for incidents of child labor	Working Conditions	ICMM 1 3	UNG 1 2 5	
<p>Barrick has not identified evidence of slave or forced labor, child labor or human trafficking on any Barrick-operated site.</p> <p>Please see our Management Approach to Child Labor (above) for a full discussion on the measures Barrick takes to contribute to the effective abolition of child labor.</p>					
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Working Conditions	ICMM 1 3	UNG 1 2 4	
<p>Barrick has not identified evidence of slave or forced labor, child labor or human trafficking on any Barrick-operated site.</p>					

	GRI 410	SECURITY PRACTICES				
410	Management Approach	Security	ICMM	UNGC		
			1 3	1 2		
<p>Barrick explores and operates in diverse locations around the world where security contexts vary greatly. We also produce a precious commodity – gold – and our mine sites house valuable equipment, vehicles, commodities and materials that must also be safeguarded. In light of this, we recognize the need for an effective security program to protect people, products, assets and reputation.</p> <p>Often that means having to rely on public and private security. As a result, we may have no choice but to enter into relationships with security forces that have questionable human rights records, over which we have no control. The need to enter into these security relationships may arise because of violence in local communities, threats to the site and our people, or because the government insists on public security to protect an important national resource.</p> <p>Human rights-related issues in the mining sector that have involved public security personnel include:</p> <ul style="list-style-type: none"> • Discouraging union activity • Enforcing or extracting forced labor • Enforcing workforce discipline • Clearing or resettling people from their land • Using excessive force to make arrests or reduce security risks • Responding with violence to peaceful protests • Intimidating local communities, NGOs, and activists • Engaging in extortionate behavior, including taking money or equipment and sexual assaults <p>In addition, in developing countries, it is becoming increasingly common for governments to assign military personnel to perform policing activities, which has occurred at Porgera and elsewhere. Some of the challenges for companies can arise based on the distinct training regimens for military and police personnel, and access to appropriate equipment for policing activities.</p>			<p>In all locations, we contract with and employ private security personnel. While private security personnel at our sites generally do not carry hard munitions, they nonetheless can be implicated in serious human rights abuses. Many have prior experience in local police or military forces in which respect for human rights may be wanting or uneven, or are from local communities where violence is prevalent. Fully reliable vetting can be a challenge, and despite company training, messaging and monitoring, improper practices related to the use of force, detention, or investigations may occur. Indeed, local private security providers perpetrated the gender-based violence at Porgera, demonstrating vividly and terribly how substantial the risks of negative impacts can be and how attentive we and other companies must be to those risks.</p> <p>Because of these issues and others, multiple studies have confirmed that companies in the extractive sector, including Barrick, often face salient risks arising from their reliance on public or private security forces.</p> <p>Barrick has developed a Security Policy and Security Management System designed to respect human rights while protecting persons and property associated with our mines. We categorize our operations according to the security risk and, based on the security threat and the location of the operation, we determine which procedures and what type of protective equipment and infrastructure are required. Recognizing the risks that security-related matters pose to human rights and other areas of sustainability, security is subject to partial oversight from Barrick’s legal governance and compliance function. All security personnel receive human rights training on an annual basis. All of Barrick’s training requirements apply to third-party organizations providing security personnel.</p> <p>In 2017, we regret that we experienced a security-related incident at the Lumwana mine in Zambia. Incidents also occurred at the Porgera mine (which Barrick does not operate) in Papua New Guinea.</p> <p>At Lumwana there was an incident in which site security personnel improperly treated suspects arrested in the</p>			



township. Following an investigation, site security personnel were terminated.

At the Porgera mine, there were two security-related allegations in 2017. In March, national police cleared residential structures near the site fence line. This activity resulted in allegations of police misconduct and human rights abuses from community organizations. These were very serious allegations and which the police, the Independent Monitor, and the PJV investigated thoroughly. These allegations were clearly shown to be false, both as to PJV complicity in the activity and as to the substantive human rights allegations. Also, in March, a local group alleged that the police committed a sexual assault near the mine. This allegation was investigated and, as of yet, has not been confirmed. No individuals have come forward for medical or humanitarian assistance.

The Voluntary Principles on Business and Human Rights (VPs) guide and dictate our overall approach to providing security on a global basis; they are integrated into our Security Policy and operationalized by our Security Management System. This includes our engagement with public security providers (e.g., host nation military and police representatives) who may provide external security and response assistance, as well as private security providers. The VPs also help us formulate guidelines and train security personnel on the use of force and respect for human rights. We have Memoranda of Understanding with security agencies in Zambia, Peru, and the Dominican Republic, reflecting the terms of the VPs. The Porgera Joint Venture also has a Memorandum of Understanding with local police forces in Papua New Guinea. Barrick has created a template reflecting our security and human rights expectations for joint ventures and affiliates in which we have an interest but do not control, and seeks to use our leverage to help implement those expectations.

We seek to collaborate with peers to improve performance in this space. In July 2016, we organized, with UNICEF Canada and the Government of Canada, a multi-sector working group to create a checklist and handbook related to the VPs and children's rights. The checklist was launched in March 2017 and we subsequently revised Barrick's Corporate VP Standard to align with this new best practice guideline. Barrick also leads the Voluntary Principles Initiative (VPI) Training Project Working Group. We are working to develop a model security and human rights training package that will be available to all VPI members and perhaps more broadly.

Over the past several years, there are many ways in which we have sought to abide by the VPs, including:

- Focusing on the use of less-than-lethal munitions as part of our security approach;
- Helping to arrange for an independent observer of public security operations;
- Conducting background checks on security personnel or contractors, including developing a pre-employment procedure whereby we can use expanded searches and different forms of identity documentation if needed;
- Facilitating human rights training for public security at several locations, including in partnership with the International Committee of the Red Cross;
- Providing substantive input into public security training materials;
- Encouraging local stakeholder consultations related to public security arrangements with a range of governments;
- Participating in local working groups to discuss practices and their implementation;
- Reporting human rights incidents related to public security to appropriate authorities, sharing related internal information, and urging investigations; and
- Participating in and leading working groups with a range of stakeholders to develop tools and identify best practices to assist in implementation.

We assess our compliance with the VPs regularly through multiple internal and external review channels, develop action plans for follow-up, and consider the outcomes of the reviews in developing and strengthening our programs. For example, we conduct audits of both our compliance with the VPs (both internal audits and third-party audits) and our compliance with all related policies and procedures, such as the Security Code of Conduct, Use of Force procedure, pre-employment screening and related requirements.

In 2017, we conducted audits of security-related standards across three Barrick-operated sites (Pueblo Viejo, Cortez, and Lumwana) and three sites not operated by Barrick (Jabal Sayid, Porgera and Veladero) and worked to implement recommendations and follow-up activities. These audits

identified improved engagement between security personnel and the community at Pueblo Viejo, as well as increased conformance with the Voluntary Principles at Pueblo Viejo and Jabal Sayid.

Since 2011, we have also engaged Bureau Veritas to conduct annual external ICMM assurance audits on the VPs at some sites, resulting in a public Assurance Letter. As part of that process, Bureau Veritas completed a VP assessment at Pueblo Viejo in the Dominican Republic in early 2018.

Although these steps help mitigate the risks posed by public and private security, we recognize that substantial challenges remain. We will continue to consider approaches to vetting and training private security providers, including through collective action; the International Code of Conduct for Private Security Contractors Association (ICOCA) and activities within the VPs are both potential avenues. We also will consider ways, through the VPs, home governments and other

approaches, to help enhance the human rights training for public security, and avoid having public security officers with credible human rights violation accusations assigned to provide security around our sites. We will continue to work with leading civil society organizations, companies, and governments to identify best practices and practical solutions to the continued risks that security forces pose. In 2017, Barrick's Security team also conducted external benchmarking and research into step-change opportunities for the Company's security performance, particularly in terms of security structures and operating models.

PRIORITIES IN 2018

- Zero severe security-related incidents at Barrick-operated mine sites.
- Conduct assurance reviews at seven sites. These reviews will emphasize the role of critical security controls and overall effectiveness of security program.

410-1	Security personnel trained in human rights policies or procedures	Security	ICMM	UNGC
			1 3	1 2

In 2017, over 800 Barrick security personnel and approximately 790 Security contractor personnel (100% of security personnel) received dedicated, in-person human rights training, including use-of-force training. This comprised more than 17,500 hours of total training. All security personnel receive human rights training on an annual basis. All of Barrick's training requirements apply to third-party organizations providing security personnel.



	GRI 411	RIGHTS OF INDIGENOUS PEOPLES			
411	Management Approach	Indigenous Peoples	ICMM 1 3	UNGC 1 2	
<p>Successful partnerships with Indigenous Peoples can contribute to more sustainable land management, and a stable operating environment. Indigenous Peoples often have profound and special connections to the environment where Barrick operates.</p> <p>These connections are tied to their physical, spiritual, cultural, and economic well-being. Considering the values, needs, and concerns of Indigenous Peoples in site activities is fundamental to our partnership approach and the way we do business. Doing so can support the development of long-term, mutually beneficial relationships with those affected by our activities.</p> <p>Sites where Indigenous Peoples have rights over or special connections to the land where mining-related activities are located are required to develop and implement an Indigenous Peoples Plan that outlines specific actions to engage, address impacts, and provide opportunities to Indigenous Peoples.</p> <p>New projects and significant expansions of operations located on lands traditionally owned by, or under the customary rights of, Indigenous Peoples must also align their activities with the ICMM Position Statement on Indigenous Peoples and Mining. As a company, Barrick has committed to work towards obtaining consent from significantly impacted Indigenous Peoples for new projects and major changes to existing projects, aligned with the ICMM Position Statement.</p> <p>WESTERN SHOSHONE IN NEVADA</p> <p>The Cortez, Goldstrike, and Turquoise Ridge mine sites in northern Nevada exist within what was the traditional territory of the Western Shoshone people.</p> <p>While ownership of nearly all of this traditional territory now resides with the United States government, Barrick believes that the Western Shoshone tribes and bands that are located near our operations should realize long-term benefits from the development of mineral resources on these lands. For this reason, Barrick entered into a “Collaborative Agreement” with a group of Western Shoshone Tribes and Bands. The Collaborative Agreement is aimed at maintaining regular, ongoing engagement between Barrick and these Western</p>		<p>Shoshone communities and sharing a spectrum of benefits derived from Barrick’s operations with this important stakeholder group.</p> <p>COLLABORATIVE AGREEMENT</p> <p>The Collaborative Agreement between Barrick and the leaders of four Western Shoshone Tribes (Duckwater, Ely, Yomba, and Duck Valley) was signed in 2008. The South Fork and Wells Bands of the Te-Moak Tribe subsequently signed in 2011, the Elko Band signed in 2012, and the Te-Moak Tribe signed in 2013. While the Battle Mountain Band has not yet signed the Agreement, this community is included in virtually all of the Western Shoshone programs that Barrick implements or supports. All of the signatories agreed to an Update of the Agreement, which was finalized in 2014.</p> <p>The Collaborative Agreement establishes a common vision of long-term engagement and collaboration between Barrick and the eight Western Shoshone communities near Barrick’s Nevada operations. Under the Collaborative Agreement, Barrick shares benefits with these communities through support of education and socio-economic development programs that benefit community members. The Collaborative Agreement does not require signatory tribes and bands to give up their rights to challenge or oppose any of Barrick’s current or proposed mining operations. Additionally, the Collaborative Agreement does not give Barrick any rights to exploration, development or operation of mineral deposits or mines, or access related to these activities. Barrick does not conduct any activities on tribally owned lands in Nevada.</p> <p>ONGOING ENGAGEMENT</p> <p>Barrick maintains a program of frequent engagement with the Western Shoshone communities, including Quarterly Dialogue Meetings hosted by one of the tribes or bands. These meetings include council members, elders, members of various Advisory Committees, and Barrick staff and relevant consultants; they are also open to the broader Western Shoshone community. Barrick Native American Affairs staff and consultants also engage informally with the Western Shoshone communities on a frequent basis. This</p>			

includes attendance at open council meetings to provide updates and discuss concerns or interests, meetings with council leadership, meetings with managers of and beneficiaries of tribal programs that Barrick supports, participation in and attendance at community programs and functions, working with Western Shoshone scholarship recipients, and other tribal activities.

WESTERN SHOSHONE SCHOLARSHIP FOUNDATION (WSSF)

The Collaborative Agreement established the Western Shoshone Scholarship Foundation, a registered non-profit foundation funded by regular donations derived from Barrick's Nevada operations. The foundation currently has assets of over \$7.4 million and funds higher-education scholarships. At the time of writing, the WSSF has awarded 1,410 scholarships to Western Shoshone students who attend universities, colleges and vocational schools throughout the United States. The Foundation has granted \$3.1 million since it was established and will continue to assist future generations of Western Shoshone achieve their educational goals.

WESTERN SHOSHONE CULTURAL ADVISORY GROUP (WSCAG)

Under the Collaborative Agreement, Western Shoshone communities and Barrick established a cultural advisory group to provide input on exploration and mining projects and operations. The WSCAG is composed of elders and cultural leaders of the eight Western Shoshone communities. This group also acts as another forum for shared understanding between Barrick and the Western Shoshone.

COMMUNITY DEVELOPMENT INITIATIVES

Barrick supports a broad range of community development initiatives benefiting Western Shoshone communities, including programs focused on education, health, family welfare, and economic advancement.

Educational programs include a robust outreach and support program for Western Shoshone high school students to support paths to careers, including college and loan applications; tech and vocational education pursuits; scholarships and internships. In addition, Barrick supports providing computer equipment, library facilities, after-school programs that include tutoring and mentoring, supplementary nutrition, family counseling on educational opportunities, youth leadership events, and educational infrastructure in the communities.

Health initiatives focus on diabetes, nutrition, elder care, sports, exercise, and recreation.

Family welfare support has included programs aimed at child welfare, seniors, domestic violence, substance abuse and community healing.

Economic development initiatives include business management mentoring and consulting for tribal businesses, comprehensive community planning, upgrading of tribal infrastructure including tribal buildings, housing, roads, water systems, communications and internet access, and the development of additional infrastructure.

Barrick supports traditional cultural activities undertaken by the eight partner communities, including pow wows, fandangos, and other traditional practices. Cultural support also includes Shoshone language programs within the communities: four community-based Western Shoshone language programs; Shoshone Cultural Language Institute (SCLI); and a dual-credit Western Shoshone language course through Great Basin College.

The SCLI program brings high school-aged youth from Western Shoshone communities to Great Basin College every summer for a six-week residency program of language instruction and related cultural activities. In addition, the youth work with university staff to create Shoshone language resources such as children's books illustrating traditional stories in the Shoshone language and a talking dictionary. These resources are made available to Western Shoshone communities for their use in community-level language and cultural programs. SCLI staff also provide teacher training for those teaching Shoshone in the communities.

DIAGUITA COMMUNITIES NEAR PASCUA-LAMA

The Diaguita are the main Indigenous group in the area of Chile where the Pascua-Lama project is located. They comprise nearly six percent of the regional population, amounting to some 10,000 Diaguita in the region.

Pascua-Lama is located 80 kilometers from the nearest Diaguita settlement, making them some of the project's closest neighbors. Barrick continues to engage with the Diaguita and other local communities around the Pascua-Lama project to sustain dialogue and build greater trust; our emphasis is on transparent and open communication.



FIRST NATIONS COMMUNITIES NEAR HEMLO

Barrick’s Hemlo mine in northern Ontario is within close proximity of both the Pic Mobert and Biigtigong Nishnaabeg (formerly Pic River First Nations).

Barrick has developed strong relationships with both communities and actively engages with them on a number of issues, including skills development and environmental stewardship. The relationship provides both First Nations with opportunities for labor contracts, consultation on site closure planning, and training and educational opportunities.

COMMUNITY AGREEMENTS

We have agreements in place with Pic Mobert First Nation and Biigtigong Nishnaabeg, which provide a foundation of positive working relationships, specifically with regard to information sharing, environmental impacts, community/ cultural support, youth support, capacity building, training and employment. An Implementation Committee has been

formed with both First Nations consisting of representatives from the First Nation and the mine. The groups meet every six weeks to facilitate dialogue and maintain interactive relationships.

In October 2015, a memorandum of understanding (MoU) was signed with the Métis Nation of Ontario; the MoU’s objective is to establish a mutually beneficial, cooperative, productive, and ongoing working relationship between the mine and the Métis Nation of Ontario (MNO).

ENVIRONMENTAL MONITORING

Barrick provides ongoing funding for both First Nations to employ environmental monitors, one from each local First Nation community. Monitors work primarily in the First Nation, with only limited time spent at the mine site where they engage first-hand with Hemlo’s environment department in our sampling program and environmental monitoring program, when needed.

MM5	Total number of operations taking place in or adjacent to indigenous peoples’ territories, and number and percentage of operations or sites where there are formal agreements with indigenous peoples’ communities	Indigenous Peoples	ICMM 3	UNGC 1 2	
Four of Barrick’s mine sites (Hemlo, Cortez, Goldstrike and Turquoise Ridge) are located near the traditional territories of Indigenous Peoples. Barrick has formal agreements with the communities near these sites. As well, the Pascua-Lama project is located near the traditional territories of the Diaguita people.					
411-1	Incidents of violations involving rights of indigenous peoples	Indigenous Peoples	ICMM 3	UNGC 1 2	
No recorded incidents of violations involving the rights of indigenous peoples in 2017.					

	GRI	HUMAN RIGHTS ASSESSMENT		
	412			
412	Management Approach	Human Rights; Human Rights Assessments	ICMM 1 2	UNGC 3 10
<p>As a fundamental operating principle, we strive to respect human rights wherever we do business and recognize the equality and dignity of the people with whom we interact every day. Respect for our people, local community members, and local governments is part of our core values, which guide us in all we do.</p> <p>Carrying out that respect every day, in every situation, everywhere we operate, poses challenges for a global company like ours. We have interests in mining operations on five continents, employ more than 10,000 workers, have some 12,000 contractors, and work with some 10,000 vendors each year. Our mines operate in highly diverse social, economic and political environments, including locations where human rights may not be fully recognized or protected. Each location has a different cultural context, faces different risks of negative human rights impacts, and encounters different expectations from their respective host communities, governments, and key stakeholders.</p> <p>Barrick’s human rights compliance program is designed to help embed ethical behavior and a respect for our people and partners throughout our diverse operations. On a philosophical level, the compliance program is not a risk mitigation effort for the company; rather, it is a reflection of the company’s values and an outgrowth of our commitment to respect human rights and avoid negative human rights impacts.</p> <p>Approximately 7,350 of our people received human rights training in some format in 2017, including all Security personnel and contractors, and all Community Relations personnel. In total, this comprised more than 8,000 hours of human rights training across the Company.</p>		<p>We know that no program can eliminate all negative impacts that we may cause, contribute to, or be linked to through our operations. We believe, however, that through a logical and embedded program, we can mitigate those risks, and provide appropriate remedies when breaches take place.</p> <p>We have defined five core principles that underpin our human rights compliance program and six systematic elements that help us implement the program effectively. The compliance program, in turn, assists us in preventing or mitigating risks to rights-holders in six salient risk areas.</p> <p>CORE PRINCIPLES OF BARRICK’S HUMAN RIGHTS PROGRAM</p> <p>Through the five principles of the human rights compliance program, we strive to meet the responsibilities identified for companies in the UN Guiding Principles on Business and Human Rights (UNGPs), and maintain a structure that puts our human rights aspirations into practice.</p> <p>We accept, as we must, that even with the program, we still may cause, contribute to, or be directly linked to negative human rights impacts. Nor will the program always provide ready solutions to the dilemmas and challenges that we continually face. What the program does is to compel us to take a coherent and holistic approach, driven by clear guidelines and requirements, and with the necessary tools to operationalize it across our organization. And when we get this right, we move closer to fulfilling the simple commitment we set for ourselves: to respect human rights wherever we do business and to recognize the equality and dignity of the people with whom we interact every day.</p>		



THE FIVE CORE PRINCIPLES OF THE HUMAN RIGHTS COMPLIANCE PROGRAM	
<p>Principle 1: Grounded in Global Standards: Our human rights program is grounded in international human rights norms, including the International Bill of Human Rights and the eight core conventions of the International Labour Organization, and guided by the UN Guiding Principles on Business and Human Rights, the 10 Principles of the UN Global Compact, and similar standards. Internally, we treat human rights norms as obligatory and non-optional, like the laws we are subject to, wherever we operate. We believe that only through a globally integrated human rights compliance program can we meet our responsibility to respect the human rights of all our stakeholders.</p>	<p>Principle in practice: As a member of the International Council on Mining and Metals (ICMM), we are committed to conducting business in accordance with the ICMM's Sustainable Development Principles, which include a commitment to upholding fundamental human rights and respecting culture, customs, and values in dealing with our people and others affected by our activities.</p>
<p>Principle 2: Leadership from the Top: We believe that every person in every functional unit plays a role in respecting the human rights of our people, contractors and community members. At the same time, leadership from the top is essential to the program's success, including emphasizing the importance of the Program and the values that underlie it, and reflecting those values in practice.</p>	<p>Principle in practice: The Board of Directors approved our Human Rights Policy and Code of Business Conduct and Ethics. The Corporate Responsibility Committee of the Board oversees our Human Rights Program, receiving quarterly briefings. Executive Management seeks to reinforce the importance of respecting human rights by championing the Program and ethical behavior more generally, and there is frequent internal messaging regarding the values associated with the program, including through our weekly global Business Program Review (BPR) meetings. In 2012, we also established a Corporate Social Responsibility Advisory Board to provide Barrick's senior executives with external advice and guidance, and we tie human rights to executive compensation and our global bonus scorecard.</p>
<p>Principle 3: Embedded Throughout the Organization: Respecting human rights is a shared global responsibility. We have worked hard to integrate human rights considerations into Barrick's values, governance frameworks and the corporate management systems of different functional units. From Supply Chain and Human Resources to Security and Community Relations, when human rights elements are entrenched within day-to-day job performance to the point that they are indistinguishable from other aspects of work activities, they are truly operationalized and sustainable.</p>	<p>Principle in practice: In our hiring practices and vendor onboarding, we have embedded pre-screening questions for prospective Barrick people and vendors, essentially treating human rights concerns as a basic qualification. Our security procedures related to use of force, investigations, and detention, our environmental procedures related to water and pollution, and our safety procedures related to occupational health have been reviewed to account for potential human rights risks and impacts. One major improvement has also been strengthening of grievance mechanisms to include a category of human rights, greater responsiveness, corporate accountability and analysis of trends result in procedural changes. We are seeking to enhance our baseline due diligence, including specifically in relation to slave and forced labor, through a new compliance technology platform that will provide improved screening approaches.</p>
<p>Principle 4: Shared Learnings: To improve our own practices and to advance business respect for human rights, we are committed to sharing our successes, failures, and program features. We have formed, joined, and led initiatives and working groups focused on dialogue and mutual learning, such as the BSR Human Rights Working Group and the UN Global Compact, actively trying to advance human rights in the business community and offering examples of how it can be done and pitfalls to be avoided.</p>	<p>Principle in practice: Barrick serves on the Steering Committee for the UN Global Compact's Business for Peace Initiative and participates in the Global Compact Human Rights and Labor Working Group, as well as the UN Global Compact Supply Chain and Sustainability Working Group. In 2013, after recognizing that Canada lacked a local Global Compact network, we helped inaugurate the Global Compact Network Canada (GCNC), and have been on its Board of Directors since that time. We have led GCNC working groups to create a security and human rights assurance guide, a supply chain sustainability report, a podcast series on the Global Compact's ten principles, and an e-book on anti-corruption compliance. Most recently, we led a working group sponsored by the Government of Canada to raise awareness of the OECD Guidelines for Multinational Enterprises for Canadian businesses. In 2017, to help raise awareness around and identify collective solutions to endemic state and private sector human rights barriers, we sponsored a roundtable in Northern California with</p>

	<p>Freedom House on improving engagement between companies and human rights defenders, and a conference in Washington, D.C. on remedy in situations of limited leverage.</p>
<p>Principle 5: Partnership and Collaboration: We continue to face human rights dilemmas that defy easy answers. Addressing them is possible only in partnership and collaboration with our peers, business partners, and other stakeholders. While we may not always agree with our critics, we are committed to listening to their concerns and learning from their ideas. Through global multi-stakeholder initiatives such as the Voluntary Principles on Security and Human Rights (VPs), and through our community engagement at the local level, we work to advance respect for human rights both in our own operations and among the broader business community.</p>	<p>Principle in practice: Barrick has played an active role in the VPs, the leading multi-stakeholder initiative for security and human rights, including serving on its Steering Committee (2012-13, 2016-18), and chairing the Corporate Pillar (2013). In 2012, we volunteered to lead a working group to create a series of key performance indicators that are now followed by a number of companies, including us, in their reporting within the initiative. More recently, recognizing a lack of uniformity among companies and governments in their security support agreements, we participated in a VPs working group to create model clauses to use in support agreements between companies and governments. We have participated in a wide range of awareness raising activities, including most recently co-leading a working group with UNICEF to create a checklist and handbook applying the VPs to children's rights.</p>
<p>THE SIX SYSTEMATIC ELEMENTS OF THE HUMAN RIGHTS COMPLIANCE PROGRAM</p> <p>Barrick's Human Rights Compliance Program is a systematic global approach to help all our people, contractors, and business partners respect the human rights of all internal and external stakeholders impacted by our operations. We know, of course, that no program can eliminate all negative impacts that we may cause, contribute to, or be linked to through our operations. But we also believe that through a logical and embedded program, we can mitigate those risks, and provide appropriate remedies when breaches take place.</p> <p>Our Human Rights Compliance Program tries to maintain consistency with the UN Guiding Principles on Business and Human Rights (UNGPs) and other international norms. It also attempts to maximize efficiencies with other company compliance programs and activities wherever possible, enabling a coherent company approach composed of a culture of compliance, clear human rights guidelines and requirements, and effective global operationalization.</p> <p>To meet our objectives, there are six systematic elements that help define the program:</p> <ul style="list-style-type: none"> • Policies and Procedures • Governance and Oversight • Due Diligence • Training and Advice 	<ul style="list-style-type: none"> • Disciplinary Action and Remedy • Monitoring and Reporting • Salient Human Rights Risks <p>ELEMENT 1: POLICIES AND PROCEDURES</p> <p>Our Code of Business Conduct and Ethics and Human Rights Policy reflect the key requirements of our program, which are buttressed by a range of policies, procedures and standards.</p> <p>POLICIES</p> <p>Critical to any effective compliance program is a clear substantive policy and effective implementing documents. In 2011, we modified our Code of Business Conduct and Ethics to include an explicit commitment to respecting human rights. Also in 2011, we adopted a stand-alone Human Rights Policy, which contains the philosophical premise behind our human rights approach: that we will respect the human rights of all stakeholders impacted by our operations. It unequivocally states, "Barrick does not tolerate violations of human rights committed by its employees, its affiliates or any third parties acting on its behalf or related to any aspect of a Barrick operation."</p> <p>We regularly review and update the Policy, and solicit feedback on how it can be improved. In the course of modifying the Code and creating and revising the Policy, we have engaged with a wide range of experts, including the Keenan Ethics Institute, the Danish Institute for Human Rights, Triple R Alliance, our CSR Advisory Board and Professor Ruggie, UN Special Rapporteurs, BSR, and many others.</p>



The Policy applies to Barrick corporate offices and to every aspect of the mines and projects that Barrick operates, including all our people (on or off duty) and third-party contractors. It further declares that a human right is one recognized by the International Bill of Human Rights. It also mandates that we follow the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and we maintain a separate policy specifically dedicated to implementing the Declaration.

PUTTING IT INTO PRACTICE

While creating policies is important, meeting our commitment is the bigger test. We try to meet that test by embedding human rights considerations into Barrick's values, governance frameworks, and corporate management systems. From Supply Chain and Human Resources to Security and Community Relations, Barrick considers it our responsibility to respect human rights throughout the business. Indeed, the Policy is supported by and incorporates numerous function-specific policies. These include: the Supplier Code of Ethics, the Policy with Respect to the Declaration of Fundamental Principles and Rights at Work, the Security Management System, the Community Relations Management System (CRMS), the Anti-Bribery and Anti-Corruption Policy, the Safety and Health Management System, and the Environmental Management System. The Policy is translated into local relevant language, including Spanish and Russian. We also consider it important to be transparent about our policies, and most are publicly available on our website.

PROCEDURES

We also try to buttress our Human Rights Policy with a number of dedicated policies, standards, and guidelines. Internally, we place great importance on reporting concerns and investigations.

Likewise, for external stakeholders, securing and maintaining our license to operate depends on our ability to listen actively and be responsive when they raise issues of importance to them.

PUTTING IT INTO PRACTICE

In recent years, a priority in Barrick's CRMS, overseen by the Community Relations functional group, has been to require that all operations have an effective grievance mechanism in place. Consistent with the UNGPs, Barrick's CRMS provides all communities where we operate access to a simple and

culturally sensitive process through which they can provide feedback and seek resolution to legitimate concerns.

Another key procedure relates to reporting and investigating human rights-related allegations. A global internal procedure requires immediate reporting and escalation of information related to potential negative human rights impacts. All information about potential human rights violations must be reported, regardless of whether it seems credible to the person or the amount of detail that the person might know. The procedure also contains details on how information should be reported, and it includes an anti-retaliation provision. We also require that all allegations of negative human rights impacts must be investigated, though the nature and extent of the investigation may vary depending on the circumstances. Typically, for serious potential human rights breaches, we strive to create independence in our investigations. That may be through external investigators that we retain. It also may be through our corporate investigations unit, which is housed at our headquarters and is independent of the site or location where a breach may have occurred; the investigations unit is supervised by the Chief Compliance Officer (CCO) and Operations Officer, and the results are reported to a committee of the Board of Directors.

We require that all allegations of negative human rights impacts be investigated.

As a general proposition, we try to keep stakeholders updated on potentially serious negative impacts. Our community relations teams provide regular feedback and updates to community members who report concerns through our grievance mechanisms, and provide information directly and continually to potentially affected communities and individuals where there are potentially negative impacts of which they might not otherwise be aware. That has included in-person meetings, alerts through the media, and other formats. For serious allegations of negative impacts, we also may provide information and updates for activities involving joint ventures and business partners we do not control or operate. For instance, in 2017, the Company reported in depth on security-related allegations at the Porgera Joint Venture.

Finally, we have created internal guidance documents to help our people in implementing our program. These include guidance on how to:

- Help detect and respond to allegations of retaliation for whistleblowers
- Map our people for appropriate training
- Conduct due diligence on prospective people and institute relevant controls
- Provide human rights remediation.

While our policy framework has grown substantially, we are still working to identify ways to strengthen it. In 2016, for instance, in response to growing concerns about global harassment, we introduced a new harassment standard to help provide greater workplace protections. We also felt we could do more to emphasize the importance of reporting concerns in good faith, and introduced new non-retaliation guidance for human resources and legal personnel. In 2017, we also enhanced our Code of Business Conduct and Ethics to make it easier to understand and apply. As we move forward, we will continue to look for ways to improve our systems and processes.

ELEMENT 2: GOVERNANCE AND OVERSIGHT

Day-to-day responsibility of the Human Rights Program is vested in the CCO. In addition, the CCO maintains a direct reporting line to relevant committees of the Board of Directors on compliance-related issues, including human rights and investigations. The CCO also oversees our anti-corruption program and maintains authority over other international regulatory requirements at the company, helping create efficiencies with the human rights program.

We believe that vesting the Program in the CCO is consistent with the UN Guiding Principles and how we view human rights. Guiding Principle 23(c) states that companies should “Treat the risk of causing or contributing to gross human rights abuses as a legal compliance issue wherever they operate.” As we interpret it, that means we should consider human rights norms to reflect a set of international legal obligations, to be followed in the same way as other international and local regulatory requirements.

PUTTING IT INTO PRACTICE

The Charter of the Corporate Responsibility Committee of the Board of Directors, composed of independent Board members, specifically includes human rights, and the Committee actively oversees our human rights program. The

Committee receives a quarterly update on salient human rights risks, key issues, trends, and projects and an annual update discussion of the Human Rights Policy and any significant changes. These may include significant allegations of human rights violations, transparency and reporting efforts, investigations, remediation efforts, human rights assessment findings and outcomes, and collective action projects. In 2017, quarterly presentations included issues related to many of our salient risks, including water quality and quantity, security related incidents at Porgera, sexual harassment, and serious injuries and fatalities.

As the program is primarily implemented on a local basis, accountability rests largely with our country leaders. Country legal or compliance heads are expected to provide local guidance, oversight, and implementation of the program in their respective jurisdictions. At the same time, we undertake a risk-tiered approach, placing emphasis and resources on those locations and functions where human rights risks are most acute.

Critical to embedding human rights awareness across our operations is senior management visibly emphasizing the core principles covered by the program. This helps underscore the importance of the program, promotes acceptance, and helps create a culture where our people strive to meet and not evade the requirements of the program. Indeed, while we have a robust training program (elaborated in Core Element #4 – **Training & Advice**), it is not possible to provide training on every potential situation that may arise. A culture of compliance helps our people abide by the values governing the program, and interpret events consistent with it.

There are several ways that we seek to achieve leadership from the top for the Program, including:

Executive Leadership. Our Human Rights Policy and Code of Business Conduct and Ethics were reviewed and approved by our Board of Directors, demonstrating the significance of these programs to the company. In 2017, issues related to our salient risks were discussed throughout the year, including issues related to water quality and quantity, workplace safety and fatalities, security and human rights issues, and sexual harassment and sexual violence. Executive management seeks to reinforce the importance of respecting human rights by championing the human rights compliance program and ethical behavior more generally through different



avenues, such as executive addresses, town halls, and global emails. We include human rights specifically within our enterprise risk matrix and we tie aspects of the program to executive compensation, as reflected in our 2018 Information Circular.

Business Plan Reviews. We also have a Business Plan Review (BPR) meeting every week, a reporting session that includes senior leaders of corporate functional units and sites. The BPRs are overseen by Barrick's President and other senior leaders. Once per month, the CCO reports at the BPR on how the human rights program is progressing against its relevant goals and on issues that might prevent the program from achieving its objectives. Each site and advanced project also must report in the BPR on license-to-operate issues, which by definition include the human rights program. The BPRs enhance transparency, reminding all global leaders about key areas of the program, as well as identifying progress, challenges and concerns.

CSR Advisory Board. In 2012, we established a Corporate Social Responsibility Advisory Board to provide Barrick's senior executives with external advice and guidance on emerging CSR issues and trends, as well as feedback on our performance. The Advisory Board includes highly respected figures from different disciplines: Aron Cramer, Robert Fowler, and Gare Smith, with John Ruggie serving as a special consultant. Chaired by Barrick's President, the board convenes twice per year, and as part of its mandate it receives updates on issues related to human rights matters at Barrick.

Executive Compensation. We tie aspects of the program to executive compensation, as reflected in our Information Circulars, and our performance on our human rights program is directly linked to the compensation for one director. We also directly tie performance under our human rights program (as well as our health and safety program) to our global bonus scorecard, which can impact people across the company; in 2017, the bonus scorecard includes key performance indicators on human rights related to messaging, onboarding, vendor due diligence and implementation of the VPs.

Frequent Messaging. There is frequent internal messaging regarding the values associated with the program and compliance with the program itself through company newsletters, in dedicated human rights posters that have been posted at all sites and projects, in flyers and handouts related to the program, via our social media channels, and through other means.

As with other areas of our program, we are continuing to think about ways to improve its governance and oversight. One area we are working on is how to improve our influence over, and visibility into, entities in which we own an interest, but do not control. Another area we are considering is whether to add additional personnel to help implement the program.

ELEMENT 3: DUE DILIGENCE

Given Barrick's size and diverse operational contexts, no single process can provide a full picture of the company's human rights impacts at any given location, much less around the world. We therefore take a holistic approach to understand our overall human rights footprint.

PUTTING IT INTO PRACTICE

Human rights impact assessments: One of the cornerstones of our due-diligence efforts is a stand-alone, independent human rights assessment program for Barrick-operated properties. The program is discussed in detail [here](#). The assessments are conducted by Avanzar, a respected independent third-party consultancy, and focus on actual, potential, and perceived impacts. Each site is assessed on a periodic cycle of two to three years, depending on risk. The focus is on continuous improvement, not a one-time identification of risks, to better allow for tracking the actions taken in response to impacts identified and their effectiveness. These actions are sometimes incorporated into the larger program as lessons learned. A well-regarded NGO, Fund for Peace, serves as an external independent advisor on the program, and Professor John Ruggie also provides advice and guidance on discrete issues associated with the assessments. In-depth assessments of applicable country-level risks have been provided by the Danish Institute for Human Rights.

The human rights assessment program began in 2011, and to date, all high- and medium-risk sites have been assessed at least once. In 2017, there were Human Rights and Voluntary Principles on Security and Human Rights assessments completed at Jabal Sayid (Saudi Arabia), Porgera (Papua New Guinea) and Pueblo Viejo (Dominican Republic). The findings are incorporated into our overall assessment of enterprise risks under our enterprise risk management system, and may be discussed during our weekly BPRs. Summary reports of the 2012, 2013 and 2014 assessments are available by request to s.jimenez@barrick.com.

Our approach is distinguishable from one-time “stand-alone” assessments. It is also different from functional unit management system assessments, although (as noted below) we seek to create synergies with other assessments that relate to human rights to help more effectively identify our human rights impacts and risks.

NEW ACQUISITIONS AND MINE PROJECTS

We recognize that it is important for our human rights program to extend in full to new operations that may be developed or acquired. In the mining industry, acquisitions and dispositions of assets are common. In addition, when sites evolve from exploration to construction to operation, their character, personnel, and risks change as well. We approach these areas in different ways.

Pre-acquisition (and disposition). Under our human rights program, we strive to conduct human rights due diligence as part of acquisitions to identify existing risks and impacts. To that end, we have created an internal guidance document, the Guidelines for Asset Acquisition and Disposition, to assist in conducting human rights due diligence for potential asset purchases (and sales).

Post-acquisition. Following an acquisition, it is important that we rapidly apply, and that the acquired company integrate, the human rights program (and other international regulatory and compliance programs) into its systems.

Pre-construction. Before mine projects are constructed, we strive to conduct human rights assessments and include them in the Environmental and Social Impact Assessment Reports.

As operations develop. As our operations develop, we continue to assess their human rights impacts, risks, and needs, and adjust the program accordingly.

Internal and external audits: In addition to our human rights assessments, we conduct a variety of internal and external audit and assurance activities that bear upon the human rights program. The results are examined over a multi-year period to identify trends and changes. We also consider the findings in conjunction with information generated by other processes, such as through our enterprise risk management process, internal audits, grievances, hotline reports, our third-party annual social assurance process, community and stakeholder engagement programs, engagements with site and functional leads, and our investigations into incidents.

Screening: Important for any compliance program is screening potential personnel whose background suggests they pose risks to the substantive principles at issue. All potential Barrick people receive pre-screening questions that could result in disqualification for employment based on past human rights violations. Everyone undergoes basic due diligence through a third-party research platform before being hired, and background checks are conducted for people in positions of trust. People in positions where human rights risks may be most prevalent, such as security, also receive heightened vetting and due diligence. In addition, job applications and/or accepted employment letters and agreements contain statements expressing our human rights expectations.

Supplier screening and onboarding: Negative human rights impacts can occur as a result of behavior from our suppliers and their subcontractors. Therefore, as with potential personnel, we educate potential suppliers on our human rights expectations to assist them in improving their human rights performance before we enter a relationship with them. Before contracting with a supplier, we require that the supplier abide by our Supplier Code of Ethics, which incorporates the Ten Principles of the UN Global Compact and key concepts of Barrick’s Human Rights Policy and Policy with Respect to the Declaration on Fundamental Principles and Rights at Work. We also include human rights considerations in our global Vendor Onboarding Standard. This includes basic due diligence related to human rights on all direct suppliers before contracting with them, and it may include enhanced due diligence on suppliers who may have elevated risks of negative human rights impacts or who provide goods or services on-site.

Once Barrick agrees to do business with a supplier, Barrick’s Code of Business Conduct and Ethics and Human Rights Policy apply to them in their work for us, just as it does to our own people. Our contracts with third parties typically have provisions requiring suppliers to abide by key human rights norms and Barrick policies, and we sometimes provide focused training to suppliers who have particular risks of negative human rights impacts. Under our Human Rights Policy, suppliers are expected to report human rights issues of which they become aware, and we may ask suppliers to periodically provide certifications that they are not aware of any unreported human rights allegations in their work. We conducted



due diligence on 99% of new mining operations suppliers in 2017 — more than 10,600 vendors. Where appropriate, we investigate allegations involving existing suppliers and engage with them in providing remediation for negative human rights impacts.

We are continuing to look at ways to make our diligence process more efficient and effective. In 2017, we incorporated into our human rights assessments additional, more in-depth indicators related to trafficking. We are actively considering different technology solutions to streamline our processes and allow for better record keeping and monitoring. We also are continuing to work with UNICEF and UNICEF Canada to develop a Child Rights and Security Checklist, to help improve the approach for us and others regarding children's rights in the security context and think about how to better protect vulnerable populations more generally.

ELEMENT 4: TRAINING AND ADVICE

We always try to be clear to our people and contractors about our human rights expectations and requirements. We start by conveying our expectations even before a new person joins the company. The pre-screening for prospective people not only helps us hire the best candidates, but also makes clear the primacy we place on ethical colleagues. In addition, employment letters and agreements contain statements expressing our human rights expectations, again making clear that our human rights standards are unwavering. Upon joining the company, all of our people, regardless of location or position, receive basic human rights training during their induction. More than 2,200 new people received this training in 2017. Certain relevant people, including all security personnel, also receive focused in-person human rights training pertaining to their areas.

Upon joining the company, all of our people, regardless of location or position, receive basic human rights training during their induction.

PUTTING IT INTO PRACTICE

On an annual basis, every person with a computer receives refresher training on human rights. Many other people who do not have computers receive training through other means, such as DVDs. In addition, in 2014, the Office of the General Counsel, created a Guidance for Employee Mapping, to help sites identify people who may be more exposed to

certain human rights risks and who therefore should receive enhanced, in-person human rights training on an annual basis. Consistent with that guidance, approximately 7,350 people received human rights training in some format in 2017, including all security personnel and contractors, and all Community Relations personnel. Our “train the trainer” model empowers country-level people to implement our training program and deliver relevant, accessible, and effective human rights training. For certain functional areas, such as security and Community Relations, Barrick tracks the effectiveness of this training through internal assurance processes and other means.

Finally, thousands of people are required to sign annual certifications stating that they are not aware of any potential unreported violations of our Human Rights Policy, and agreeing to report any they may learn of. This also serves as a reminder of the importance of the program.

While our training program is comprehensive, we are thinking of ways to improve it. The training could be more engaging for our people and contractors, and we are considering different training approaches.

In 2016, we introduced a new segment into all live and electronic training focusing on modern slavery. The segment provides common indicators of slave labor and includes advice on how to report such issues and concerns. In particular, the segment includes indicators to identify slave labor both within our operations and supply chain and in the local communities where many of our people and their families live. By empowering our workforce to identify slave labor in local communities, we hope to increase the impact of our training and further contribute to the global effort to eradicate modern slavery in all its forms. In 2017, we emphasized our Harassment Standard, which was recently introduced, along with the modern slavery segment. We also expect to emphasize our security training content related to children's rights and those of other vulnerable populations.

ELEMENT 5: DISCIPLINARY ACTION & REMEDY

Despite our efforts, we know our policies and procedures can be breached. We think it is important to provide clear information to our people and third parties on the ramifications of breaching our Human Rights Policy, and other policies, as well as our approach to how remediation will be addressed.

PUTTING IT INTO PRACTICE

At Barrick, our message to our people is clear: violation of our Human Rights Policy and related procedures may lead to discipline, up to and including termination. Those policies and procedures relate not only to avoiding human rights violations, but also to reporting information about known human rights violations, and cooperating with investigators reviewing human rights allegations. People have been disciplined and dismissed, and suppliers have been terminated, where individuals have committed human rights violations, have failed to report human rights violations, or have hindered investigations into potential human rights violations.

The potential disciplinary measures for our people range from individual counseling, to focused training, to oral or written warnings, to financial penalties, to termination in cases of serious breaches. In assessing the appropriate disciplinary measures, numerous factors are considered, including: the significance of the procedural breach (and thus of the human rights violation), whether the individual received prior training in the area, the length of time the individual has served in the position, whether the individual was on or off duty, local law, the level of cooperation with investigators, showings of remorse and individual remediation efforts, whether the individual has committed past breaches, and whether the breach was intentional.

For third-party suppliers, discipline for committing human rights violations, failing to report violations, or hindering investigations may include termination of existing relationships, requests for focused training, and other measures. We also are unequivocal in advising our people and third parties that, where we conclude that they have committed or contributed to serious human rights violations, we will cooperate with the police in prosecution efforts, and we may assist victims in seeking redress directly against perpetrators.

COMPLIANCE HOTLINE

Barrick has internal global procedures that outline the mechanisms that our people and third parties can use to notify local and head office management of potential human rights violations. These procedures also specify how alleged violations are to be investigated. Our people and third parties are routinely encouraged to use Barrick's Compliance Hotline to

report any potential human rights violations they might see or hear about. Details on the hotline are available on Barrick's website and intranet, and we are continually striving to identify additional means of reporting concerns. For instance, a few years ago we added a web based method of reporting, and in 2018, we are working toward creating a compliance app that will allow such reporting. Our Code of Business Conduct and Ethics emphasizes that employees and third parties who make reports in good faith will not be retaliated against, the importance of non-retaliation is emphasized in training on the Code (given to thousands of people each year), and we have an internal guidance document to assist supervisors and other operational leaders in monitoring and responding to potential retaliation against those who make reports.

GRIEVANCE MECHANISM & REMEDY

We recognize that our human rights compliance program may not prevent all negative impacts on rights holders, and we have policies and procedures so that every community in which we operate has simple, accessible grievance mechanisms to provide feedback and request remediation for legitimate concerns. Grievance channels vary by site, and include message boxes, telephone hotlines, town hall meetings, supervisors (for our people), and direct contact with Barrick people. Our annual human rights assessments include a review of how effectively the grievance mechanisms escalate potential human rights concerns. Our grievance mechanisms are also internally audited for implementation and effectiveness during regular audits of our Community Relations Management System (CRMS), and externally assessed against the UNGPs effectiveness criteria. Barrick has also commissioned independent reviews of site grievance mechanisms to test whether they are meeting the needs of the company, its mines and its host communities.

In 2017, our sites received 259 grievances and resolved 244 grievances, including cases carried over from the previous year. At the end of 2017, 34 grievances remained outstanding. The types and number of grievances vary significantly between sites. At the majority of our sites, grievances are primarily related to contractor behavior, property damage, and demands for local employment, local procurement, and contracting opportunities.



When we identify negative human rights impacts that we cause, contribute to, or are directly linked to, we strive to take a culturally appropriate and thoughtful approach to remediation and communication, and we seek to avoid obstructing access to other remedies in a manner consistent with the UNGPs. For instance, in the course of implementing the Porgera Remedy Framework, there was extensive debate over when and whether a company, in providing a remedy to someone under a grievance mechanism, can request that the person forgo future claims against the company for the same harms. Barrick welcomed this debate and sought the advice of a range of actors, including Professor Ruggie, the Office of the High Commissioner on Human Rights, leading human rights attorneys, and prominent human rights consultants and advisors. These experts helped shape Barrick's approach and confirmed that it was consistent with international standards.

We are sensitive to the importance of collaborative stakeholder and victim input in the development of appropriate remedies. We also recognize the potential need for independence in circumstances where remediation may be appropriate. That includes voluntary participation in independent state-based non-judicial complaints. For instance, we have engaged extensively with Canada's CSR Counselor on a range of issues, and in 2011 and 2012, we participated in an OECD National Contact Point facilitated dialogue arising from incidents at Porgera, reaching agreement with the notifiers on water monitoring and other issues. For serious negative human rights impacts, we have developed corporate guidelines regarding the internal personnel involved in assessing how remediation of negative human rights impacts will be handled, including consideration of reporting to local authorities.

In assessing when remediation may be appropriate and the nature of the remediation to be provided, we are particularly sensitive to the importance of victim participation, stakeholder input, and the potential need for independence from the operational unit that may be involved in the negative impact. While remedies for negative human rights impacts will naturally differ depending on the circumstances, in-kind remediation is often preferred to cash, and sites have adopted guidelines that consider such factors, including the degree and nature of the harm suffered, whether mine personnel were involved and on duty, whether third-party perpetrators

used mine resources or committed an act related to their contracted duties, the nature of the evidence in support of the claim, the individual's age and personal circumstances, and local laws. Examples of remedies provided include apologies, cash compensation, remediation of the underlying problem, focused training, and strengthening of processes. Where negative human rights impacts are caused or contributed to by entities in our value chain, we try to use leverage to have them provided with appropriate remedy and design processes to prevent recurrence.

We believe there are ways we can continue to improve our approach to disciplinary actions and remedies. One way is to help make more transparent our consideration of factors that may increase or decrease the severity of discipline; we hope our enhanced Code of Business Conduct and Ethics will help in that respect. We can work to make the operational grievance mechanisms at all of our sites more accessible and attentive to youths and children and their representatives. We also see room for improvement in our approach to influencing the grievance mechanisms at sites we do not operate but where we own a significant interest, and are considering different strategies.

ELEMENT 6: MONITORING & REPORTING

An important part of our program is persistent monitoring of our activities, particularly around our salient risks. In addition, while we strive to be transparent with our external stakeholders, we often must balance competing risks associated with disclosures, including commercially and legally sensitive information, potential harm to stakeholders, and confidentiality requirements. The UN Guiding Principles themselves acknowledge that tension.

PUTTING IT INTO PRACTICE

Our monitoring activities take different forms. For instance, we engage in a variety of local programs related to water monitoring and environmental impacts. Our audits and assessments also help assess the status of our programs and their impacts. Local communities, people and third parties also perform important monitoring of our activities, and can provide feedback through active engagement, our grievance mechanisms and the hotline. And of course, our Board of Directors, including our Corporate Responsibility Committee of the Board, provides important monitoring of our activities.

We also try to be transparent in the reporting of our program and performance. Consistent with the UN Guiding Principles, we publicize our human rights commitments to local communities and other stakeholders. This includes through consultations with our Community Relations personnel, who are best positioned to provide such information in a culturally appropriate way to potentially affected stakeholders in communities near our operations. As part of the Voluntary Principles (VPs), we also engage with and consult local communities about security arrangements and our expectations around human rights. With those potentially affected, we strive to discuss candidly our systems and processes for mitigating negative human rights impacts that we may cause or contribute to. We are open in our approach when negative impacts are caused by our suppliers, contractors, or other third parties. Moreover, we try to report formally when there are severe human rights impacts or risks of such impacts. We have also directly contacted and engaged with key external stakeholders about human rights incidents, progress in remediation efforts, and the relative effectiveness of our systems and processes.

Much of our global external reporting occurs on our website, which we update to reflect new information or events, or through our annual Sustainability Report. Additional reporting is done at conferences, roundtables, and workshops. Reporting also takes place through initiatives or groups in which we participate such as the annual reports to the VPs and to the International Council on Mining and Metals (ICMM). For the latter, an external letter of assurance related to our systems and processes is submitted each year and referenced in our Sustainability Report. Other avenues of transparency may occur with our increasing number of partnerships with civil society organizations. A report by UNICEF on a pilot project regarding human rights due diligence at our Lagunas Norte mine in Peru is one example, available here. Furthermore, for the historical sexual assaults at the Porgera mine, which Barrick previously operated, we supported the publication of an expert independent assessment of the formal remedy program that was instituted. That report is available here. Other recent examples include:

- Distributing booklets regarding human rights to local community members and government entities;
- Conducting community surveys on the prevalence of violence to gain feedback on how to improve security arrangements;

- Engaging with public officials and community authorities on how to promote respect for law and order, reduce conflict, and enhance and strengthen justice service delivery; and
- Providing education on the impacts of land purchase and sales.

In addition to this public reporting, there are several important internal reporting channels. As noted above, our human rights program and salient issues are discussed on a monthly basis with all global Barrick leaders in our BPRs and reported weekly by our sites in their license-to-operate report. In addition, the Corporate Responsibility Committee of the Board is briefed on a quarterly basis. The program is also frequently discussed through other avenues of communication, and elements are incorporated into compensation metrics. When incidents occur or human rights-related allegations are made, an escalation procedure requires immediate reporting to the CCO.

Looking forward, of the six key elements of the human rights compliance program, we believe our monitoring and reporting are perhaps the area where the most work can be done. We are considering ways, such as through our Human Rights Report, to improve our reporting on the elements of our program, where it can be improved and how it can grow. We also know we can be more effective in how we quantify and report on the effectiveness and impacts of our programs. To increase visibility into our operations in real time, we have established cameras available to the public at some of our sites; through technology and digitization, we are identifying other ways to increase that level of transparency.

SALIENT HUMAN RIGHTS RISKS

As an extractive company with global operations, we know there are many ways our activities may directly or indirectly, and positively or negatively, impact human rights. Our human rights program, and our engagement with internal and external experts and stakeholders, provides many of the important inputs and processes to help us identify these potential impacts. In identifying our salient risks, we undertook three sets of activities:

- Analyzing the past results of our internal processes. These include results from third-party human rights assessments, internal and external audits and assessments, hotline reports and investigations, grievances and our



enterprise risk management process, which includes root cause analysis.

- Analyzing sectoral risks and the risks in the countries and communities where we operate. Our participation in multi-stakeholder initiatives like the Voluntary Principles, in cross-sector working groups like BSR's Human Rights Working Group, and in industry associations like the Mining Association of Canada and the International Council on Mining and Metals (ICMM) are important sources of information. These and other forums help broaden our understanding of where the risk of adverse human rights impacts is most significant for mining companies.
- Formal and informal consultation with senior management, external experts and civil society organizations, and ongoing engagement with internal and external stakeholders, at our mine sites, in our host countries and communities, at the corporate level, and through workshops and meetings as well as one-on-one conversations. In addition, in 2017 and 2018 we have done extensive internal and external stakeholder surveys that have informed our salient risks.

As a result of that analysis, we continue to consider new data points and have reaffirmed six key areas that may pose risks to rights-holders, without specific reference to geographies. We continuously evaluate this list in light of issues we see in our operations, changes in the industry, and feedback from stakeholders. While other issues, such as those related to Indigenous Peoples, are important to us and within the extractive industry as a whole, they are not considered salient human rights risks for us - whether because of the nature of our assets, the geographies where we operate, or otherwise. That could change, of course, and hence it is important to continue to reflect on the nature of our risks and impacts.

- **Security**
- **Water Management**
- **Safety and Health**
- **Non-discrimination**
- **Working Conditions**
- **Resettlement**

HUMAN RIGHTS ASSESSMENTS

A cornerstone of our human rights program is a stand-alone, independent human rights assessment program for Barrick-operated properties.

Started in 2011, the program has assessed all high- and medium-risk sites operated by Barrick at least once, and the highest-risk operations have been assessed more than once. The assessments are conducted by Avanzar, a highly respected independent consulting organization that focuses on human rights-related assessments. Avanzar assesses the actual, potential, and perceived human rights risks and impacts at every high-risk Barrick operation and advanced project. In 2015, an assessment was conducted at the Pueblo Viejo mine in the Dominican Republic. In 2016, impact assessments were conducted at the Lagunas Norte and Pierina mines in Peru and the Lumwana mine in Zambia. In 2017, there were Human Rights and Voluntary Principles on Security and Human Rights assessments completed at the Barrick-operated Pueblo Viejo mine in the Dominican Republic, as well as Jabal Sayid mine in Saudi Arabia and the Porgera mine in Papua New Guinea, which Barrick does not operate.

Fund for Peace, a well-regarded NGO that works to prevent conflict and human rights abuses, has served as an external and independent advisor to the company in this project. Their role has included reviewing and editing the assessment tool used by Avanzar, providing guidance on the assessment plan, reviewing the reports, and discussing follow-up priorities. Professor John Ruggie, former UN Secretary General Special Representative for Business and Human Rights, may also provide advice and guidance on discrete issues associated with the assessments. Finally, several years ago, we developed a partnership with the Danish Institute for Human Rights, from which we have received detailed assessments of applicable country-level laws and the extent to which those laws are implemented, which has further informed our assessment approach.

THE METHODOLOGY USED

The third-party assessments of Barrick-operated properties use an assessment tool that covers all potentially relevant human rights and hundreds of individual indicators. The tool focuses on seven categories where extractive companies commonly face the prospect of causing, contributing to or

being linked to negative human rights impacts: (1) labor and working conditions; (2) Indigenous Peoples; (3) economic, social and cultural rights; (4) environment and health and safety; (5) land rights; (6) security; and (7) anti-corruption. Issues related to supply chain, third parties, and vulnerable peoples also are embedded throughout these seven categories. Each of the categories includes several sub-categories, composed of multiple individual indicators, which feed into a three-part question for the sub-category. These questions are: Does management have a procedure to address the risk? What actions demonstrate that the procedure has been followed? Do stakeholders believe the company is respecting the human right at issue?

Avanzar's methodology consists of documentary and desktop reviews to identify areas of greatest risk and concern at a country and site level (including consideration of geographic, social and economic-related risks); determining the assessment scope for each site; semi-structured interviews with Barrick people (on-site and by phone); semi-structured interviews with key external stakeholders (on-site and by phone); and draft report preparation for the CCO. The process includes substantial internal and external stakeholder engagement to gather information regarding perceived human rights impacts and to verify human rights risks and impacts identified. Avanzar's engagement methodology applies recognized qualitative research methods, including interviews, focus groups, and observation, to capture stakeholder concerns and issues related to Barrick's operations. Key providers of information include specific external rights-holders whose rights may be impacted by the mine, such as nearby communities, individuals who have been resettled, employees of mine contractors, and individuals who have lodged grievances with human rights implications.

DRAFTING THE REPORT AND INTEGRATION OF FINDINGS

After information is gathered and assessed against the tool, Avanzar provides a draft report to the CCO, incorporating and following our enterprise risk management matrix. The CCO shares a draft report with the external independent reviewer, and then with local management and relevant functional unit people who may be involved in managing salient issues. Those comments are reviewed and integrated, and the CCO issues a final report and proposed action plan. This plan

is then reviewed, adjusted and adopted by local management and other relevant personnel who may be involved in managing the pertinent issues. Once finalized, the process calls for action plan items to be included in a data system that automatically follows up with the assigned personnel to create accountability for executing the plan. Presentations on the reviews and follow-up are reported on a monthly basis during BPR sessions with senior company leaders, and quarterly to the Corporate Responsibility Committee of the Board of Directors. Avanzar also assesses whether issues identified in prior assessments have been effectively remediated. Where issues are not effectively remediated, we have learned, the causes can be lack of adequately dedicated resources, lack of training or understanding, or simply a lack of prioritization.

The findings, along with other perceived risks of negative impacts, are incorporated into our overall assessment of enterprise risks under our enterprise risk management system, which is presented to and overseen by the Risk Committee of the Board of Directors. Responses to issues and concerns identified by local external stakeholders are generally addressed by Community Relations personnel, management, and others at each individual site. To the extent that tensions arise between mitigating impacts and other business objectives, those tensions may be resolved through dialogue at the Board Committee level, during the BPRs, or in discussions between the CCO and relevant business units.

This assessment approach is distinguished from one-time "stand-alone" assessments, such as predictive assessments conducted during the feasibility and pre-feasibility stages of a project, and functional unit management system assessments designed to measure compliance with policies and procedures at mine sites. However, consistent with our holistic approach, we try to create synergies with other assessments that relate to human rights to help enhance our ability to accurately identify our human rights impacts and risks. Our compliance with the Voluntary Principles on Security and Human Rights, for instance, is assessed regularly through multiple internal and external review channels, with the outcomes considered by the company and Avanzar. Internal assurance work for functional areas whose activities present salient human rights risks, including Community Relations, Safety and Health, and Environment, also occur regularly.



412-1	Operations that have been subject to human rights reviews or impact assessments	Human Rights Assessments	ICMM 1 2	UNG 3 10	
<p>A cornerstone of our human rights program is a stand-alone, independent human rights assessment program for Barrick-operated properties.</p> <p>Started in 2011, the program has assessed all high- and medium-risk sites operated by Barrick at least once, and the highest-risk operations have been assessed more than once. The assessments are conducted by Avanzar, a highly respected independent consulting organization that focuses on human rights-related assessments. Avanzar assesses the actual, potential, and perceived human rights risks and impacts at every high-risk Barrick operation and advanced project. In 2015, an assessment was conducted at the Pueblo Viejo mine in the Dominican Republic. In 2016, impact assessments were conducted at the Lagunas Norte and Pierina mines in Peru and the Lumwana mine in Zambia. In 2017, there were Human Rights and Voluntary Principles on Security and Human Rights assessments completed at the Barrick-operated Pueblo Viejo mine in the Dominican Republic, as well as Jabal Sayid mine in Saudi Arabia and the Porgera mine in Papua New Guinea, which Barrick does not operate.</p>					
412-2	Employee training on human rights policies or procedures	Element 4: Training and Advice	ICMM 1 2	UNG 3 10	
<p>Upon joining the company, all of our people, regardless of location or position, receive basic human rights training during their induction. In 2017, more than 2,200 new people were onboarded and received human rights training. Certain relevant personnel, including all security personnel, also receive focused in-person human rights training pertaining to their areas.</p> <p>On an annual basis, every person with a computer receives refresher training on human rights. Approximately 7,350 people received human rights training in some format in 2017, including all Security personnel and contractors, and all Community Relations personnel.</p> <p>Finally, thousands of people are required to sign annual certifications stating that they are not aware of any potential unreported violations of our Human Rights Policy, and agreeing to report any they may learn of. This also serves as a reminder of the importance of the program.</p>					

	GRI 413	LOCAL COMMUNITIES					
	413	Management Approach	Community Relations	<table border="1"> <tr> <td>ICMM</td> <td>UNGC</td> </tr> <tr> <td>1</td> <td></td> </tr> </table>	ICMM	UNGC	1
ICMM	UNGC						
1							
<p>Local community support is vital to the success and sustainability of our business.</p> <p>A mine can bring increased economic activity, create local jobs, develop much-needed infrastructure, and provide tax revenue that helps support local governments in delivering local services. Conversely, mining can also contribute to social change, use scarce resources and contribute to an unsustainable influx of people into a community. At Barrick, we know that our ability to operate depends on us effectively managing both these positive and negative impacts. This makes community relations as important to us as any other part of our business.</p> <p>We believe strong relationships with communities are about getting the simple things right: managing our impacts (such as noise, traffic, and infrastructure), sharing the benefits of mining (primarily through buying and hiring locally) and acting with respect.</p> <p>Our work is guided by a Community Relations Management System (CRMS), composed of a Community Relations (CR) Policy, a CR Standard, and supporting procedures, guidelines, toolkits and audits. The CRMS defines explicit performance standards for community relations at Barrick projects and operations. It helps our sites get the simple – and important – things right and live up to our commitment of creating long-term mutual benefit in the communities where we operate.</p> <p>In 2017, we revised our CR approach to better align with the Company’s Sustainability Vision, which emphasizes sustainable benefits and mutual prosperity. We also introduced a company-wide scorecard to better measure our sites’ level of community support. The scorecard helps identify emerging social and environmental risks, as well as documenting site management of current risks. As part of the scorecard rollout, all sites conducted stakeholder perception surveys in 2017 to gauge community support. Through this tool, we now have a consistent way of measuring and reporting on progress at our sites.</p> <p>PRIORITIES IN 2018</p> <ul style="list-style-type: none"> Zero severe incidents involving local communities at sites Barrick operates. 		<ul style="list-style-type: none"> Achieve at least 70% stakeholder support from our local communities as measured by independent perception surveys. <p>CONTEXT-SPECIFIC APPROACHES</p> <p>The CRMS has been designed to respect the unique contexts of each site by setting minimum performance standards but otherwise leaving sites to determine the most appropriate and relevant approach to guide their planning and implementation efforts. Certain activities are required only at sites where they are relevant.</p> <p>These include topics such as:</p> <ul style="list-style-type: none"> Community Safety Indigenous Peoples Mine Closure Land Acquisition & Resettlement Artisanal Mining <p>COMMUNITY INCIDENTS</p> <p>While most of our mines enjoy constructive and stable relationships with local communities, incidents and protests do arise from time to time. As part of our commitment to transparency, we summarize below important community-related²⁵ incidents that occurred in 2017 and the steps we took to resolve them:</p> <ul style="list-style-type: none"> In October 2017, several community members from the nearby communities of Atupa and Antahuran blockaded the Pierina property in Peru, which is currently in closure. The blockade was in regard to concerns about local water supplies. As other local communities did not participate in the blockade, the mine had alternative routes to the site and the situation, although extended, had minimal impacts on the operation. The Pierina team, in collaboration with several government representatives, resolved the dispute through peaceful dialogue in early December 2017. 					

25 For information on security-related incidents see Security.



- In March, a pipe carrying process solution on the heap leach pad at Veladero ruptured. Although the solution was contained within the operating site, this was the third environmental incident at the mine in eighteen months. Following this incident, an environmental group protested the company for three days in the nearby community of Jachal. Together with Shandong, our new joint venture partner at Veladero, we are committed to improving our operational performance and regaining the trust and confidence of our host community and government partners.
- At the Porgera mine (which Barrick does not operate), we deeply regret to report that an illegal miner was fatally injured by earthmoving equipment while trespassing on the site. The incident was reported to local police immediately following notification of the incident by mine security. Police have advised that they have opened an investigation into the death, given the unusual nature of the incident, and the mine has and will support that investigation and continue to educate the community about the dangers of trespassing.

COMMUNITY ENGAGEMENT

Effectively engaging with local communities is as important to us as any other part of the business. Open, honest and respectful communication is essential to developing long-term, mutually beneficial partnerships. Strong partnerships, in turn, facilitate permitting and approvals and promote a more stable operating environment.

Effective engagement for Barrick means providing accessible information about our operations and our impacts, as well as providing access to company officials who will listen and – most importantly — act on community concerns.

Barrick's Community Relations Management System (CRMS) has explicit requirements for community engagement so that we can be confident we are working with communities in a consistent, comprehensive, and transparent manner everywhere we operate. As community engagement is a dynamic process, the CRMS is designed to enable sites to adjust their approach as local relationships change and evolve over the life of the mine. This includes detailed environmental and social impact assessments based on ongoing monitoring and community participation. Assurance and verification of site

performance are important parts of this approach, providing sites with feedback and opportunities for improvement.

Barrick's CRMS requires all sites to develop and implement stakeholder engagement plans. These plans must, at a minimum, be based on stakeholder identification, mapping and analysis; include a clear engagement action plan outlining engagement approach and frequency; and track and document all engagement activities.

As a company, Barrick also requires that all stakeholders be consulted and informed about site activities throughout the life of a mine, in a timely manner. All of the sites we operate must have processes in place to facilitate stakeholder participation in the decisions or matters that affect them. This helps communities stay informed of potential social impacts of a change in the mine plan, as well as the Company's plans to mitigate them.

The CRMS also helps sites build and sustain strong relationships by providing the guidance and tools on engagement best practices, identifying the key outcomes we seek to achieve, and measuring the effectiveness of our engagement activities.

These best practices include:

- Mapping stakeholders and assessing their priorities and concerns;
- Establishing a culturally appropriate way for people to communicate directly to the company;
- Developing two-way dialogue in order to build trust;
- Providing methods for stakeholders to raise concerns and grievances; and
- Documenting engagement activities for internal and external audiences.

Our CR teams are especially aware that engagement must be culturally appropriate and involve groups that may have been historically marginalized. For example, most of our sites explicitly document the proportion of women and men attending community meetings or visiting offices. Based on these statistics, specific engagement programs for women may be developed.

GRIEVANCE MANAGEMENT

We know that our activities have the potential to cause impacts on our community partners. Thus, an effective grievance mechanism allows local communities to communicate their concerns and issues directly to Barrick so that they may be resolved before they grow into a serious social incident.

Barrick has mandatory requirements related to the implementation and management of grievances. All sites must have a grievance mechanism approved by the Executive Director

and General Manager for receiving, documenting, tracking, reporting, and responding to complaints and grievances. The grievance mechanisms must be accessible to a wide range of stakeholders, including women and vulnerable people, and be culturally appropriate.

In 2017, our sites received 259 grievances and resolved 244 grievances, including cases carried over from the previous year. As of December 31, 2017, we were working to resolve 34 outstanding grievances at Barrick-operated mine sites.

TYPE	GRIEVANCES CARRIED OVER INTO 2017	NEW GRIEVANCES RECEIVED IN 2017	GRIEVANCES CLOSED IN 2017*	OUTSTANDING GRIEVANCES AT END OF 2017*
RESETTLEMENT	0	0	0	0
LAND	3	10	12	1
PROPERTY DAMAGE	2	41	33	10
CONTRACTOR ISSUES	4	110	104	10
LOCAL EMPLOYMENT	0	43	41	2
LOCAL PROCUREMENT	0	10	10	0
WATER	3	9	11	1
DUST/EMISSIONS	0	1	1	0
NOISE/LIGHT/VIBRATIONS	1	2	2	1
OTHER	6	33	30	9
BARRICK TOTAL	19	259	244	34

*including any historical grievances from previous years.

The types and number of grievances vary significantly between sites. At the majority of our sites, grievances are primarily related to contractor behavior, property damage, and demands for local employment, local procurement, and contracting opportunities.

The success of a grievance mechanism – or of a site’s relations with local communities – should not be measured by the number of grievances received. A lack of complaints may indicate a mechanism or company that is not trusted or is deemed unapproachable by local stakeholders. Conversely, large numbers of grievances can indicate open lines of communication and robust community engagement activities.

By tracking the number and types of grievances, we are able to better identify issues that are important to communities before they become significant social risks. For example, one of our sites in Peru identified an increase in the number of contractor-related grievances. This allowed the site to take immediate actions to address the problems. This included

engaging with the main contractor to have them hire a supervisor to address the social issues at their company and with their subcontractors, and commencing regular coordination meetings between supply chain, community relations and contractors to review any emerging community issues.

Similarly, we see that grievances related to local employment and procurement are common across many sites. As a company, this feedback provided clear evidence for the need to re-think how we manage these programs. Ultimately, it has led to the development of a local content framework to better support sites’ use of local labor, goods and services, and to a heightened focus on local content as part of our sustainability strategy.

COMMUNITY SAFETY

Safety is part of Barrick’s culture, and we are committed to reducing these impacts and ensuring the safety and security of local community members and our people.



While our presence near communities can have many positive impacts, including jobs, economic activity, training, and improved infrastructure, it can also carry adverse impacts that may affect the safety of surrounding communities, including increased traffic. Safety is part of Barrick's culture, and we are committed to reducing these impacts and ensuring the safety and security of local community members and our people.

Where there are significant potential risks to the safety of host communities, Barrick requires its sites to collaborate with these communities in developing a community safety program.

A community safety program identifies the activities required to mitigate all significant potential safety risks, including, at

a minimum, those related to road safety, access to emergency response and preparedness, and hazardous material transport. These programs are developed and implemented collaboratively with external stakeholders, including the local community. Obligations for community safety are also often included in permitting and regulatory requirements.

The company has developed guidance materials that help its sites and surrounding communities identify and manage together local safety risks, through the development of a community safety management plan. We have implemented these guidance materials at sites where community safety has been identified as a high risk, such as Pueblo Viejo (in the Dominican Republic) and Lumwana (in Zambia).

MM6	Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples	Community Relations	ICMM 2 3 4 9	UNGC	
We had no severe community incidents in 2017.					
MM7	The extent to which grievance mechanisms were used to resolved disputes relating to land use, customary rights of local communities and indigenous peoples, and the outcomes	Community Relations	ICMM 2 3 4 9	UNGC	
Not applicable.					
413-1	Operations with local community engagement, impact assessments, and development programs	Community Relations	ICMM 2 3 4 9	UNGC	
100% of sites.					
413-2	Operations with significant actual and potential negative impacts on local communities	Community Relations	ICMM 2 3 4 9	UNGC	
100% of sites.					

	GRI	PUBLIC POLICY			
	415				
415	Management Approach	Government Affairs	ICMM	UNGC	
			1	10	
<p>Successful mining relies on a partnership with host governments to extract their resources, creating benefits for the countries and communities in which we operate and for our shareholders.</p> <p>From exploration to construction, operation, and closure, our activities are significantly impacted by the political and regulatory environments of our host countries. We recognize that our mines can play a significant role – economically, socially and politically – in the jurisdictions where we operate.</p> <p>We take a partnership approach with all our stakeholders, including with our home and host governments. This means we work to align our interests and priorities with those of our government partners to provide real and sustained value from our operations.</p> <p>Barrick’s Executive Directors, their teams in-country, and the head office government affairs team work to build constructive relationships by regularly engaging with regulators, public-policy makers and non-governmental organizations.</p> <p>PRIORITIES IN 2018</p> <ul style="list-style-type: none"> Continue to engage with home and host governments Update Barrick’s lobbyist registry and provide training to all our people that engage with government <p>DIALOGUE WITH GOVERNMENT</p> <p>In 2017, our public policy activities focused on working with our industry associations so that Barrick’s position on important issues would be represented. All lobbying activities are compliant with regulations and reported to authorities as required.</p> <p>Key areas of activity in 2017 included:</p> <ul style="list-style-type: none"> Negotiating with the Government of Tanzania on issues pertaining to Acacia Mining plc (Acacia) and the country’s ban on mineral concentrate exports. Following extensive negotiations, Barrick and the Government of Tanzania agreed on a framework for a new partnership between Acacia Mining plc and the Government of Tanzania. A key term, among others, of the proposed 		<p>framework is the sharing of economic benefits generated by Acacia’s Bulyanhulu, Buzwagi and North Mara mines with Tanzania on a 50-50 basis going forward. Barrick and the Government of Tanzania also agreed to form a working group that will focus on the resolution of outstanding tax claims against Acacia. In 2018, we will continue to work with both Acacia and the Tanzanian government on implementing this framework.</p> <ul style="list-style-type: none"> Engaging with the Government of Canada via the Mining Association of Canada around the development of a Canadian Ombudsperson for Responsible Business Enterprise. The Ombudsperson will be mandated to investigate allegations of human rights abuses linked to Canadian corporate activity abroad. It will seek to assist wherever possible in collaboratively resolving disputes or conflicts between impacted communities and Canadian companies and will be empowered to independently investigate, report, recommend remedy and monitor its implementation. We support the Government of Canada’s announcement of an additional accountability mechanism for Canadian businesses operating overseas, focused on dialogue and conflict resolution. We look forward to engaging with the Ombudsperson in a transparent and constructive manner, to assure Canadians that mining activities continue to generate economic and social benefits for host communities and governments, while respecting human rights. Engaging with the Government in Zambia on a number of issues. In November 2016 the Zambian government issued a statutory instrument to restrict movement of commercial and public transport between 11 PM and 5 AM. This impacted Lumwana in terms of turnaround of shipping consignments into the Copperbelt smelters. We successfully engaged government and the statutory instrument was amended in November 2017 to accommodate our concerns. The Company also continued to engage with ZESCO – the state-owned power company in Zambia – on electric power rates. In 2017 we concluded a legally binding addendum to the Power Supply 			



Agreement (PSA) with ZESCO for 12 months between January and December 2017. In January 2018, Lumwana held further discussions with ZESCO to extend the agreement.

- Responding to the concerns of the San Juan government around the Company's operational performance at the Veladero mine. On March 28, 2017, the monitoring system at the Company's Veladero mine detected a rupture of a pipe carrying gold-bearing process solution on the leach pad. This solution was contained within the operating site; no solution reached any diversion channels or watercourses. On March 29, 2017, the San Juan provincial mining authority issued a violation notice against Minera Argentina Gold SRL (MAG) in connection with the incident and ordered a temporary restriction on the addition of new cyanide to the leach pad until corrective actions on the system were completed. In response, Veladero implemented a series of measures to strengthen the mine's operating systems, including

major modifications to the heap leach facility, as well as initiatives to improve community engagement, training, and local hiring. The mining authority lifted the suspension on June 15, 2017, following inspection of corrective actions.

- Engaging in the United States of America, through the National Mining Association, with the Environmental Protection Agency on its proposed financial assurance requirement under Section 108(b) of the Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA). The U.S. hard-rock mining community, industry associations, and western state governors worked together to illustrate that EPA's proposed financial assurance rule, as written, would be duplicative of other robust financial assurance requirements already in place by the states and the Department of Interior. Ultimately, EPA concluded that additional financial assurance requirements for the hard-rock mining industry were unnecessary.

415-1	Political Contributions	Government Affairs	ICMM 1	UNGC 10	
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In general, we do not contribute funding for politicians or political parties, except on a limited basis as allowed by law, by Barrick's Code of Business Conduct and Ethics, and our Anti-Corruption Program. In 2017, the Company made a total of approximately \$70,000 in political contributions to local politicians in Nevada in full compliance with applicable regulations. Full details of these activities are available on the Nevada Secretary of State's webpage.

	GRI 419	SOCIO ECONOMIC COMPLIANCE			
419	Management Approach		Responsible Mining Governance	ICMM 1	UNGC
<p>Our commitment to responsible mining is supported by a robust governance framework, setting out the Company's expectations of our people, suppliers, and contractors in the conduct of their daily work.</p> <p>At the core of this framework is the Code of Business Conduct and Ethics and Barrick's management systems, programs, and policies. These provide a common standard by which all sites are expected to operate—from community, health, environmental, safety, security, human rights, and ethical perspectives. These systems are complemented by expert advice from our external CSR Advisory Board, to help keep us true to our commitment to mining in a responsible manner.</p> <p>CODE OF BUSINESS CONDUCT AND ETHICS</p> <p>As a company and as individuals, we must guide our conduct by the highest standards of honesty, integrity, and ethical behavior. Barrick's Code of Business Conduct and Ethics ("the Code") embodies Barrick's commitment to conduct business in accordance with all applicable laws, rules, and regulations, and the highest ethical standards throughout our organization. The Code has been adopted by the Board of Directors and applies to every Barrick person, including the President and other senior executive and financial officers, and to our Board of Directors.</p> <p>We require all our people, including Directors, to read and comply with the Code and associated policies. Barrick provides mandatory training on the Code and related policies to all new people, and requires all management and supervisory personnel to confirm their compliance annually. All Barrick people are accountable for adhering to the Code, and are responsible for reporting behavior that violates the Code.</p> <p>In 2017, the Code was revised and updated to make it less formal, more closely connected to our core values, and more user friendly by incorporating clear examples and a section of frequently asked questions.</p> <p>POLICIES & MANAGEMENT SYSTEMS</p> <p>Barrick has in place specific policies that direct our people as they interact with their colleagues, people in communities,</p>			<p>government officials, the physical environment and others. To implement these policies, the Company has put in place management systems—from community relations to environment to security—setting expectations, defining performance standards, and providing the necessary tools to manage our social and environmental impacts.</p> <p>Every Barrick person must also comply with applicable portions of Barrick's Anti-Fraud Policy, Disclosure Policy, Insider Trading Policy, Anti-Bribery and Anti-Corruption Policy, Human Rights Policy, Policy with respect to the Declaration of Fundamental Principles and Rights at Work, Safety and Occupational Health Policy, Environmental Policy, and their particular country's policies. Together, these help embed our commitment to responsible mining practices across our business and translate this commitment into on-the-ground performance.</p> <p>A full inventory of our publicly disclosed policies is available on Barrick's Transparency Hub.</p> <p>SUSTAINABILITY METRICS IN PERFORMANCE-BASED COMPENSATION</p> <p>Barrick's performance-based compensation system provides incentives that are both short-term and long-term in nature.</p> <p>Annual Performance Incentives for Senior Executives are based on short-term functional and operational priorities. Each Senior Executive has an individual scorecard with measures that relate to Barrick's strategic principles and priorities. Weightings and goals vary by role, but most include a portion that relates to Barrick's sustainability performance. In 2017, all non-executive personnel also had a portion of their annual incentive compensation tied to Barrick's short-term Company scorecard. This included a "Reputation and License to Operate" component, composed of safety, environment, anti-corruption, human rights, community relations, and compliance measures, accounting for 15% of the overall scorecard. Detailed information is available in the annual Information Circular.</p> <p>Long-term incentives for Senior Executives are determined by a Company scorecard that tracks both financial and non-financial</p>		



measures, including a “Reputation and License to Operate” component. This category accounts for 15% of the overall scorecard and is assessed based on both quantitative and qualitative measures. We measure our performance trajectory over time for environment (e.g., incidents) and safety (e.g., fatalities, Total Reportable Injury Frequency Rate). Qualitative measures

include our overall compliance record, independent assessments of our corporate social responsibility-related performance (e.g., International Council on Metals and Mining Assurance review, Dow Jones Sustainability Index listing), success in building and maintaining strong relationships with core stakeholders, and the quality of license-to-operate risk assessments.

419-1	Non-compliance with laws and regulations in the social and economic area		ICMM	UNGC	
			1		
Barrick did not have any significant fines or non-monetary sanctions for non-compliance with laws or regulations in the social and economic areas in 2017.					

	ARTISANAL AND SMALL-SCALE MINING				
419	Management Approach	Artisanal Mining	ICMM	UNGC	
		1 5 9			
<p>Millions of people around the world maintain their livelihoods through artisanal and small-scale mining (ASM). Barrick has operations that are adjacent to thriving ASM communities, primarily in Peru. The individuals and groups engaged in ASM near our operations are important local stakeholders, and we work with them towards making their activities safer, healthier, and more profitable. Our work with artisanal miners is guided by our Community Relations Management System (CRMS).</p> <p>ASM miners and their dependents constitute a unique part of the local communities where we operate. However, the presence of ASM operations sometimes involves significant challenges, including poor environmental, and health and safety practices; heightened security risks to neighboring communities and operations; child and forced labor; inequitable distribution of benefits in communities; and an illegal trade in minerals. Given these complexities, we support efforts to legitimize what is sometimes an illegal activity often conducted in poor and unsafe working conditions.</p> <p>ILLEGAL MINING</p> <p>Illegal miners are people who enter a mine property without permission with the intention of stealing gold-bearing ore.</p>		<p>This differs from artisanal miners, who generate income from labor-intensive mining activities, often alongside large-scale mining operations.</p> <p>Our response to illegal mining is primarily driven by safety concerns – for both our people and the trespassers themselves. By entering unsafe areas of the mines (such as open pit walls, ore stockpiles, and active mining areas), illegal miners put their own lives and the lives of our employees at risk. The level of criminal and violent behavior often displayed by illegal miners can also threaten both the local community and our employees, the vast majority of whom are also from local communities. When incursions by illegal miners occur, our security personnel, who have been trained in the Voluntary Principles on Security and Human Rights, are the first to engage in a dialogue with them to encourage them to leave.</p> <p>We also believe there is a clear need to adopt community development strategies alongside and in coordination with improved security measures. The ultimate goal is to eliminate confrontation and work in harmony with local communities by supporting viable, sustainable livelihoods.</p>			
MM8	Number of company operating sites where artisanal and small-scale mining takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks	Artisanal Mining	ICMM	UNGC	
		1 5 9			
<p>It has been estimated that approximately 50,000 families are involved in ASM in Peru, most of them in rural areas, including the area near our Lagunas Norte mine. Historically, artisanal mining in Peru has often been unregulated.</p> <p>As part of our community engagement activities, we supported the artisanal mining formalization process launched by the Peruvian government. The development and legalization of artisanal miners through this formalization process will provide access for the ASM community to credit and markets, along with safer working conditions.</p> <p>To start this process, Barrick developed a socio-economic baseline with the ASM communities mining coal near Lagunas Norte and, in 2013, signed an Exploitation Agreement. This led to a partnership between the government, the ASM community and Barrick. The ASM community has gained formal recognition and is now legally able to mine.</p> <p>A second group of artisanal coal miners working near Lagunas Norte, the Asociación Regional de Carboneros de La Libertad (ARCALIB), is now initiating the formalization process, with Barrick's support.</p>					



		<p>RESETTLEMENT</p>				
		<p>Management Approach</p>	<p>Land Acquisition & Resettlement</p>	<p>ICMM</p> <p>1</p>	<p>UNGC</p> <p>1 2</p>	
<p>Barrick seeks to avoid resettlement whenever possible by exploring alternative project designs. At times, the construction or expansion of a mine may require land acquisition and, in some cases, resettlement of local communities.</p> <p>This can entail the physical displacement of people and a disruption of their livelihoods and represents a salient risk for Barrick. Poorly planned and managed land acquisition, including physical resettlement and economic displacement, can adversely impact communities and our relationships with them. Many companies, including ours, have been criticized for resettlement activities in the past.</p> <p>When resettlement cannot be avoided, Barrick’s Community Relations teams work together with affected households, communities, and host governments to manage resettlement in a manner consistent with local laws and international best practice. We know that effectively, responsibly, and respectfully managing the impacts and risks where displacement is unavoidable will help to limit negative outcomes, help us respect human rights and support our license to operate.</p> <p>Our approach to resettlement is set out in our Community Relations Management System (CRMS) and Community Relations Standard. Barrick has also developed guidance for sites contemplating resettlement to help them align with best practice.</p> <p>When faced with resettlement, sites are required to develop a Resettlement Action Plan (RAP). RAPs are developed with input from the affected communities and local authorities. A comprehensive RAP includes an entitlement framework, comprehensive compensation standards, livelihoods development programs, and ongoing monitoring and evaluation. These activities, complemented by continuous engagement, help us to deliver on our commitment to improve or, at least, restore the livelihoods and living standards of displaced families and communities.</p> <p>RESETTLEMENT AT THE PORGERA JOINT VENTURE</p> <p>Relocation programs have been a constant element at the Porgera Joint Venture (PJV) since the mine began operations.</p>		<p>During the early stage of the mine’s life, landowners preferred moving close to or, where possible, within their existing customary land. Since commencing operations, the Special Mining Lease (SML) has experienced significant in-migration and population growth, to the point where a relocation approach that enables continued occupation on the SML is no longer feasible.</p> <p>In 2012-13 the company undertook a comprehensive strategic review of relocation activities, with the aim of assessing whether to develop an alternative and improved process. The review was undertaken over an 18-month period and involved engagement with various local landowners and other stakeholders, and consideration of international practices and standards with respect to resettlement.</p> <p>The key recommendation of the review was to pilot an “off SML Resettlement” framework at Porgera. The essential difference in the two approaches (relocation versus resettlement) will involve moving from a “relocation” compensation based approach to a “livelihood” resettlement framework, which aims to facilitate improved social and economic outcomes for relocated households and in doing so significantly reduce the likelihood of landowners gradually moving back to the SML, which has been a significant issue under more recent relocation programs at the mine. (Further details on the differences between relocation and resettlement are below.)</p> <p>The term “pilot” is important in contextualizing this recommendation, as a number of significant challenges were identified that may impede the project’s successful implementation. Hence, the review recommends against attempting full-scale SML resettlement until such time as a pilot process of engagement, planning, implementation and monitoring can be undertaken to determine and test the likelihood of successful resettlement.</p> <p>The implementation of a resettlement project requires extensive consultation with a range of stakeholders, and in particular the landowners and the PNG Government. As the pilot project is to proceed on the basis of a resettlement project incorporating both physical relocation and livelihood restoration,</p>				

various issues and challenges need to be collaboratively discussed with landowners and the PNG Government. Resettlement Committees established at the national, local and community levels have been developed to allow for consistent, transparent and broad dialogue throughout the development and implementation of the pilot project.

In recognition of the various challenges and the need for extensive engagement with and support from various stakeholders, the Centre for Social Responsibility in Mining (CSRSM) completed an independent assessment of the resettlement framework evaluating its overall “do-ability” and “suitability” for use in the Porgera context.

The report concluded by highlighting 11 opinions on important matters for the key stakeholders to consider during the development and implementation of a resettlement approach.

A second phase of the CSRSM work involves Chairing an Independent Observer Panel, consisting of three persons, including a resettlement subject matter expert, an extractive

industry professional and a senior PNG national. The observers play an important role in:

- Reviewing and observing the pilot’s ongoing planning, development, and implementation;
- Considering the ability of stakeholders to work collaboratively through the various challenges;
- Developing independent public reports describing the pilot project’s progress, challenges, successes and key learnings.

In addition to the assessment report the panel has produced an annual report on the pilot project, the annual reports are publicly available through the CSRSM web-site.

Considering these factors, PJV’s commitment to resettlement must be expressed in terms of a joint government, landowner, and PJV commitment to resettlement. Such a commitment will be formalized in agreements that outline the specific roles and responsibilities of all parties as well as core principles of what is being agreed and mutually supported.

MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	Resettlement	ICMM	UNGC	
			5 9	1 2	

We did not undertake any resettlement activities at Barrick-operated mine sites in 2017.



	CLOSURE PLANNING			
Management Approach	Mine Closure	ICMM	UNGC	
		<div style="display: flex; justify-content: space-around; align-items: center;"> 1 2 6 9 </div> <div style="display: flex; justify-content: center; align-items: center; margin-top: 5px;"> 10 </div>	8	
<p>We start planning for mine closure even before construction begins. Every mine has a finite operational life, and the eventual closure of a mine can contribute to significant social, economic, and environmental changes, especially in nearby communities.</p> <p>We believe that properly closing a mine must involve mitigating our environmental impacts, as well as managing and addressing our partners' social and economic concerns. We recognize that it may not be possible to restore a mine site exactly as it was prior to mining, but it is possible to restore a healthy, thriving ecosystem, with lands that support productive post-mining land use.</p> <p>We have developed a Permitting and Closure Management System (PCMS) so that closure planning is integrated into our decision making before construction even begins. The pillars of the PCMS are to plan for closure from the start, develop reasonable cost estimates, execute to plan, and maximize asset value. The PCMS incorporates the requirements of a number of foundational Barrick policies, procedures and guidelines, including the Corporate Social Responsibility Charter, Environmental Management System and the Community Relations Management System.</p> <p>Over the life of a mine, reclamation, and closure technologies evolve, regulations can expand, stakeholder expectations can change, and our knowledge expands with lessons learned from around the world. Therefore, the PCMS has been designed to reflect and adapt to changing conditions by imposing a disciplined approach to initial engineering, robust management of change, and periodic reassessments of our assumptions.</p> <p>It is not uncommon for our sites to pursue expansion opportunities as they approach the end of their permitted mine life. If permitting is successful, and project economics justify expansion, this may delay closure. At the same time, they develop more detailed closure plans to be ready for any eventuality.</p>		<p>ENVIRONMENTAL CLOSURE</p> <p>Mine closure planning is an integral part of our commitment to environmental protection. During project development, closure planning is considered and mine closure plans are developed and submitted to regulatory scrutiny.</p> <p>All of our operating sites have mine closure plans in place, which are reviewed and revised regularly. Closure cost estimates are developed, which include funds for concurrent reclamation activities (progressive reclamation of disturbed lands during the operations stage when they are no longer needed for active mining). Financial assurance instruments for final reclamation are also posted in accordance with applicable law. Barrick also includes closure cost estimates in its publicly available financial disclosures.</p> <p>At closure, in order to return disturbed lands to a stable state for post-mining land use, we remove, relocate, demolish, or transfer ownership of buildings and physical infrastructure; remove and dispose of contaminated soils; close pits and shafts; stabilize underground workings; treat mine-impacted waters appropriately; and slope, contour, cap or cover, and (where practicable) re-vegetate our waste rock, heap leach and tailings facilities. We also protect water resources and other environmental media. The post-mining land use of a property may differ from its prior condition and is the result of negotiation and agreement with regulators and stakeholders.</p> <p>SOCIAL CLOSURE</p> <p>Mine closure can be disruptive to the social and economic activity of the communities near a mine. Planning for closure from the design stage, and throughout the life of a mine, helps us to better understand community perspectives, identify opportunities to mitigate social impacts, and make sure adequate resources are available to mitigate negative impacts where practical. Barrick's Community Relations Management System and the Community Relations Standard set explicit requirements for the consideration of social closure in all planning, from the project's design phase through the life of the mine.</p>		

To mitigate social, economic and other impacts on these communities, Barrick standards require that, three years prior to anticipated closure, all sites undertake a Social Closure Impact Assessment (SCIA), a Social Closure Risk Assessment (SCRA), and a Social Closure Plan (SCP). SCIA's focus on identifying the potential social risks and impacts to a community from mine closure and require the development of mitigation plans to address any identified risks and impacts.

Most social closure planning activities take place during development and operation and focus on promoting local capacity building. We support education and skills develop-

ment, and work in close collaboration with local economic diversification programs, where they exist, so that a healthy, sustainable community can continue to flourish once closure is complete.

As well as addressing the needs of local communities, Barrick provides our people assistance during closure to identify new potential career opportunities. Where possible, our goal is to offer continuing employment opportunities at other Barrick operations. We also offer out-placement services for people who are not able to relocate.

MM10	Number and percentage of operations with closure plans	Mine Closure	ICMM	UNGC
			<div style="display: flex; justify-content: space-around; align-items: center;"> 1 2 6 9 </div> <div style="display: flex; justify-content: space-around; align-items: center;"> 10 </div>	<div style="display: flex; justify-content: center; align-items: center;"> 8 </div>

We manage 33 closure sites, including the recently closed Pierina mine in Peru. As part of our efforts to rationalize our portfolio of closure sites, Barrick signed sale agreements for one of our closure sites and signed option agreements to permit exploration at two of our sites in 2017.

100% of our operating sites have environmental closure plans in place.



 NON-MANAGED OPERATIONS			
Management Approach	Non-Managed Operations	ICMM	UNGC
<p>Barrick holds interests in a number of companies and joint ventures (JVs) that it does not operate. As part of our commitment to partnership, we believe in working with our JV partners and affiliates to foster, support, and encourage sustainable business practices. While our programs and policies do not always extend to those sites and operations we do not operate, we seek to influence management action, for example, through contractual rights and Board membership. That may mean conducting or advocating for audits and assessments, pressing for compensation structures to reflect our priorities, seeking reports on incidents, engaging over aspects of their human rights programs, seeking regular progress reports, asking for details on training and stakeholder engagements, and through other efforts.</p>			
SUMMARY OF MINE OWNERSHIP AND OPERATORSHIP – 2017			
OWNERSHIP/OPERATORSHIP	MINE (% OWNERSHIP)	PROJECT (% OWNERSHIP)	REPORTED ON IN BARRICK'S SUSTAINABILITY-RELATED DISCLOSURES
WHOLLY OWNED/ OPERATED*	Cortez Golden Sunlight Goldstrike Hemlo Lagunas Norte Pierina (in closure) Lumwana	Pascua-Lama Goldrush Alturas	Reported.
JOINT VENTURE – BARRICK-OPERATED*	Pueblo Viejo (60%) Turquoise Ridge (75%)		Reported (100% basis).
JOINT VENTURE – INDEPENDENTLY-OPERATED	Jabal Sayid (50%) Porgera (47.5%) Veladero (50%)	Donlin Gold (50%)	Information shared on behalf of JVs (100% basis); data is not included in Barrick totals unless otherwise indicated.
JOINT VENTURE – PARTNER-OPERATED	KCGM (50%) Zaldivar (50%)	Norte Abierto (50%) Kabanga (50%)	No.
AFFILIATE-OPERATED	Acacia (63.9%) (Bulyanhulu, North Mara, Buzwagi)		No.
*Reported on in full in Barrick's sustainability-related disclosures.			

JOINT VENTURES NOT OPERATED BY BARRICK OR JOINT VENTURE PARTNER

Barrick has a stake in a number of operations and projects in which a separate entity manages the site on behalf of the owners. These include:

- **Veladero:** Veladero is a 50-50 joint venture operation with Shandong Gold Group, overseen by a joint Board of Directors, consisting of three nominees nominated by each JV partner.
- **Porgera:** Barrick (Niugini) Ltd. (BNL) is the 95% owner of the Porgera Joint Venture and is the manager of the operation. Barrick Gold Corporation and Zijin Mining Group each own 50% of BNL and hence each own 47.5% overall. The remaining 5% interest in the Porgera Joint Venture is held by Mineral Resources Enga and is divided between the Enga Provincial government (2.5%) and local landowners (2.5%).
- **Donlin:** Barrick and NOVAGOLD Resources Inc. have formed a jointly owned limited liability company, Donlin Gold LLC, which is advancing the project on their behalf.
- **Jabal Sayid:** Barrick formed a joint venture company, Ma'aden Barrick Copper Company (MBCC), with Saudi Arabian Mining Company (also known as Ma'aden) to operate the Jabal Sayid project. Ma'aden is 50% owned by the Saudi Arabian government. Barrick and Ma'aden own equal shares in MBCC.

In JVs not operated by Barrick, the Company uses its presence on the Board of Directors of the managing company to convey its expectations to management and seeks to exercise its influence for responsible mining practices. For example, we used our influence to encourage BNL to establish a sustainability committee of the Board, modeled after Barrick's Corporate Responsibility Committee. We have encouraged BNL and other JVs in which we have an ownership interest but which are not operated by Barrick to institute appropriate policies and practices regarding ethics and compliance, health and safety, environment, community relations, and human rights, among other issues. We also request immediate reporting of significant incidents to the BNL Board and regular reporting on its programs.

PARTNER-OPERATED JOINT VENTURES

Barrick also has interests in mines that are operated by a JV partner. These include a 50 percent stake in the Kalgoorlie Mine in Australia (operated by Newmont Mining Corporation); a 50 percent stake in the Zaldivar mine (operated by Antofagasta PLC); and a 50 percent stake in the Norte Abierto project (formerly Cerro Casale) in Chile (operated by Goldcorp Inc.). In such arrangements, Barrick uses its presence on the Board of Directors of the JV to convey its expectations to management and seek to exercise its influence for responsible mining practices.

AFFILIATES (ACACIA MINING PLC)

Acacia is a fully independent company, listed on the London Stock Exchange (LSE), operating with its own management team and a Board of Directors of whom a majority of are independent of Barrick. Barrick owns 63.9% of Acacia Mining Plc.

The LSE requires that premium-listed companies (such as Acacia) be independent of majority shareholders (such as Barrick, in this case), with all dealings being independent, at arm's-length, and otherwise in compliance with the UK Corporate Governance Code. The LSE established these rules to protect the interests of minority shareholders. These rules do give Barrick rights to information, and we have a right to appoint three of the eight Board members to exercise influence accordingly through Board participation (although currently Barrick has appointed two Board members).

However, the rules explicitly prohibit Barrick from exercising strategic control or directing Acacia's day-to-day activities and outcomes, and require a relationship agreement to discuss specifically how consistency with the LSE and UK Corporate Governance Code requirements are met.

Within the context of this arm's-length relationship, Barrick seeks to use influence on a number of matters, including its policies and programs related to human rights and its environmental practices around tailings impoundments.



END NOTES

- i Barrick defines “Senior Management” as the Mine General Manager and their direct reports.
- ii An agreed definition of “local” is established with input from stakeholders. In general, it refers to the nearby communities most impacted by the presence of a mine.
- iii Of the joint-venture operations in which Barrick has a significant stake but does not operate, Porgera, Veladero, and KCGM are Cyanide Code Certified; the Jabal Sayid and Zaldivar JVs are copper mines and do not use cyanide.
- iv A new project is defined as a project which has not entered pre-feasibility as of January 1st, 2016
- v A major wildlife mortality is an event in which five or more wildlife mortalities occur due to a single unwanted event or a single mortality occurs five or more times during a calendar year due to mine-related circumstances that are similar.
- vi The criteria we used to establish the need for a biodiversity management plan was proximity to a protected area and the presence of more than ten IUCN threatened species as determined by high-level corporate risk assessments using tools such as the Integrated Biodiversity Assessment Tool, rather than individual site impact analyses.
- vii Biodiversity management requirements changed in late 2015 after the Pascua-Lama project was suspended.
- viii The areas known as “zone 0” and “zone 1” by UNOPS correspond to the Upper Basin and the Potrerillos Valley (within the project), while the so-called “zone 2”, “zone 3” and “zone 4” are outside of the project area and downstream.
- ix Low-value transactions, non-repetitive transactions in low-risk areas, and some transactions with local suppliers will not undergo the same rigor as those suppliers being fully certified.
- x World Check is a database that is used to help to identify and manage financial, regulatory and reputational risk. World Check research identifies hidden risk, and reveals connections and associations between illicit parties, to provide a comprehensive view of risk across the global financial crime landscape.
- xi The TRAC system captures a range of due-diligence/compliance information submitted online by applicant suppliers. This information is then screened against international watch lists and verified to help meet anti-bribery compliance regulations, as well as compliance with emerging cross-border government regulations, conflict minerals reporting requirements, anti-money laundering laws and forced-labor trafficking laws.