Barrick Gold Corporation

United Nations Global Compact

Communication on Progress 2021

BARRICK

UN Global Compact

Communication on Progress in 2021   **May 2022**

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Barrick Gold Corporation Communication on Progress 2021

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

Barrick developed an industry-first Sustainability Scorecard, first disclosed in our 2019 Sustainability Report, that transparently measures our progress against key sustainability indicators. Each year we review the Sustainability Scorecard and update or refine metrics to ensure continued improvement and progress. These sustainability metrics are aligned with both our corporate strategy and the ambitions of the Global Compact.

The following Communication on Progress provides an overview of Barrick's key sustainability achievements during 2021 and key objectives for 2022. This Communication on Progress is aligned with the Global Compact principles and indicators corresponding with the GRI Sustainability Reporting Guidelines. As a member of the International Council on Mining and Metals (ICMM), we have also linked this annual update with the ICMM's Sustainable Development Principles, as well as the Sustainability Accounting Standards Boards (SASB).

Further detail on our progress can be found on the Barrick website, in our 2021 Sustainability Report and the sustainability section of the Annual Report.

I trust you will find this Communication on Progress informative.

Mark Bristow
President and Chief Executive Officer

The Ten Principles of the UN Global Compact

The UN Global Compact is a voluntary international initiative that asks companies to operate in a manner that meets fundamental responsibilities for human rights, labour, environment and anti-corruption. Barrick is committed to making a positive contribution to society and delivering value for all. The principles of the UN Global Compact align with and are integrated into our strategies, policies and procedures, as well as our annual Sustainability Scorecard.

The UN Global Compact's Ten Principles draw on:

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

The UN Global Compact's Ten Principles:

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

UN Global Compact Communication on Progress 2021 and GC Advanced COP Self-Assessment

Barrick's Communication on Progress 2021 was compiled in accordance with the information from the following publicly available publications:

- Annual Report 2021;
- Sustainability Report 2021;
- GRI Content Index and underlying dataset 2021;
- Human Rights Report;
- Code of Business Conduct and Ethics;
- Group Human Rights Policy;
- Group Anti-Corruption Policy; and
- Group Sustainable Development Policy.

These are available on our [website](#).

Our Communication on Progress also references a number of internal documents. This report outlines the results of our self-assessment on how we have met the Global Compact Advanced Level criteria and reference our implementation of best practices, followed by our Content Index on the ten principles. We consider that we have met a criterion when we communicate on its implementation or planned implementation.

Implementing the Ten Principles

Human Rights

The first two GC principles relate to human rights.

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

We have zero tolerance for human rights violations wherever we operate. We avoid causing or contributing to human rights violations and actively facilitate access to remedies. Our commitment to respect human rights is codified in our standalone Human Rights Policy and informed by the expectations of the UN Guiding Principles on Business and Human Rights (UNGPs), the Voluntary Principles on Security and Human Rights (VPs), and the OECD Guidelines for Multinational Enterprises. Our current Human Rights Policy establishes the fundamental premise of our approach to human rights. The Policy pays particular attention to potentially impacted stakeholders such as employees, contractors, and local communities and includes a commitment to respect the distinct nature of the rights of Indigenous Peoples and their relationship with the environment.

During 2021, we published our first, post-merger, standalone Human Rights Report which set out the activities and actions implemented by Barrick. This included a detailed description of our revised human rights training program and updated human rights-related standards including the Use of Force Standard, and the Voluntary Principles on Security and Human Rights Standard. Responsibility for the oversight and implementation of our Human Rights Program sits with our Group Sustainability Executive, with support from our Senior Vice-President, Business Assurance, Risk and Business Integrity, as well as our Human Resources Executive. At a site level, the mine general managers, security managers and the community relations team are responsible for the on-the-ground implementation of our Human Rights Program. *Further information on our Human Rights Program is found in our Human Rights Report and 2021 Sustainability Report, as referenced in the annexed Content Index.*

Labour Standards

The next four GC principles relate to labour standards.

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

During 2020 and 2021, our engagement practices were adapted to conform with Covid-19 social distancing requirements, and this continued into 2022. Approximately 43% of our employees are union members or have collective bargaining agreements in place and such collective bargaining / enterprise agreements with unions cover wages, benefits, and other employment terms. *Further information is found in our 2021 Sustainability Report, as referenced in the annexed Content Index.*

Environment

The next three GC principles relate to the environment.

At Barrick, we know the environment in which we work and our host communities are inextricably linked, and we apply a holistic and integrated approach to sustainability management. Environmental stewardship is a fundamental responsibility of any modern mining company and a critical part of our business strategy. Regardless of the strength and rigor of the environmental management practices in place, the reality is that mining does have an impact on the natural environment. We are nevertheless committed to managing and minimizing these impacts. Responsibly managing our environmental impacts reduces risk, and also helps to deliver a sustainable legacy for the regions in which we operate. By applying the highest standards of environmental management, using natural resources and energy efficiently, recycling and reducing waste, and working to protect biodiversity, we can deliver significant cost savings to our business, reduce future liabilities, and help build strong stakeholder relationships. *Further information is found in our 2021 Sustainability Report, as referenced in the annexed Content Index.*

Water

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

- Maintain basin-wide and site-specific water balances and consider the availability of water resources, impacts from climate change and both current and future water demands;

- Development and implement site-wide water quality monitoring programs and management plans; and

- Minimise water use and maximise water efficiency;

- Engage with stakeholders, and disclose our water use and management performance.

Given the diverse geographies in which Barrick operates, how we manage water to meet these commitments varies from site to site. *Further details on Barrick's approach to water management are provided in the 2021 Sustainability Report, as referenced in the annexed Content Index.*

Climate Risk and Resilience

We recognize that climate change, including shifts in temperature, precipitation and more frequent severe weather events, could affect our operations in a range of possible ways. We also know that climate change impacts will be unevenly distributed and that the poorest countries and communities are at greatest risk. Biodiversity loss and climate change, and the socio-economic connection, are all inextricably linked.

We continued to review and update our Climate Change Strategy, originally developed in 2017. The objectives of our Climate Change Strategy can be summarized as follows:

- Identify, understand and mitigate the risks associated with climate change by building climate change resilience to limit exposure to increasing regulation, scrutiny, and physical climate risks;

- Maintain an updated greenhouse gas (GHG) emissions baseline and reduction target;

- Continuously improve our disclosure on climate change to provide the market with annual Climate Change Strategy disclosures that incorporate scenario analysis and are aligned with the Task Force on Climate-Related Financial Disclosures (TCFD) framework;

- Switch to cleaner energy sources and increase the proportion of renewable energy in the company's energy mix; and

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

During 2021, we updated our emissions reduction roadmap to demonstrate our decarbonisation strategy to meet our 30% emissions reduction target by 2030, as well as the expected roadmap to achieving net-zero emission in 2050. The roadmap is based on both feasible projects that have been identified, capital committed and are being implemented, as well as expected technological changes and availability to the industry. Ultimately, our vision is net zero GHG emissions by 2050 achieved primarily through GHG reductions and carbon offsets for hard to abate emissions, and only where those offsets have a biodiversity or social benefit. Throughout 2021 we also worked to progress our Scope 3 (value chain) emissions and understand the material sources and set out a roadmap for supplier engagement and target setting. *Further detail on Barrick's approach to climate change including emissions calculation processes are detailed in the 2021 Sustainability Report, as referenced in the annexed Content Index.*

Biodiversity
Biodiversity underpins many of the ecosystem services on which our mines and their surrounding communities depend. Protecting biodiversity and preventing nature loss is also critical and inextricably linked to the fight against climate change. Our aim is to play a positive role in the management of the biodiversity in the areas in which we operate and for it to play a positive role in community development, as the two are intrinsically linked.

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

To reinforce and help us fulfil these commitments, we developed a new biodiversity standard for Barrick which aims to manage our biodiversity risks and opportunities. Each site manages these risks and opportunities through its Biodiversity Action Plan (BAP); all operational sites achieved their target of developing a BAP by the end of 2021. *Further details regarding Barrick's approach to biodiversity management is provided in the 2021 Sustainability Report, as referenced in the annexed Content Index.*

Anti-corruption

The final GC principle relates to corruption.

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

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

ANNEX: Sustainability Report Content Index

Reporting framework	Number	Description	Reported	Reference in 2021 Sustainability Report	ICMM Principle	UN Global Compact Principle	SDG	Comment
GRI	102-1	Name of the organization	Fully	About this report				Barrick Gold Corporation
GRI	102-2	Activities, brands, products, and services	Fully	Annual Information Form				Barrick's **principal** products and sources of earnings are gold and copper.
GRI	102-3	Location of headquarters	Fully	Our business at a glance: Managing our business Sustainably				Toronto, Canada
GRI	102-4	Location of operations	Fully	Our business at a glance: Managing our business Sustainably				
GRI	102-5	Ownership and legal form	Fully	Annual Information Form				Barrick is a corporation owned by shareholders. It is listed on both the New York and Toronto stock exchanges.
GRI	102-6	Markets served	Fully	GRI content index				Gold can be readily sold on numerous markets throughout the world. Governments, central banks and other official institutions hold significant quantities of gold as a component of exchange reserves. Since there are a large number of available gold purchasers, Barrick is not dependent upon the sale of gold to any one customer. At the Lumwana and Jabal Sayid copper mines, concentrate is sold to smelters. Since there are a large number of available copper cathode and copper concentrate purchasers, Barrick is not dependent upon the sale of copper to any one customer.
GRI	102-7	Scale of the organization	Fully	Our business at a glance: Managing our business Sustainably, 2021 Annual Information Form; 2021 Annual Report				**Total number of people employed by Barrick:** 21,348
								Total number of operations: 16 (excluding Porgera on Care and Maintenance and considering each operation associated with NGM).
								Revenue: $11.985 billion
								Total Capitalization: As of December 31, 2021, total debt was $5.105 billion and total equity was $32.307 billion
								Quantity of Products: In 2021 on an attributable basis, Barrick's gold production was 4.437 million ounces and copper production was 415 million pounds of copper.
GRI	102-8	Information on employees and other workers	Fully	Workforce Composition				Full data set found in the attached data sheets.
GRI	102-9	Supply chain	Fully	Social and Economic Development - Supply Chain				
GRI	102-10	Significant changes to the organization and its supply chain	Fully	Introduction - Mark Bristow: Mining Sustainably for a Better Future; About this Report; 2021 Annual Information Form				
GRI	102-11	Precautionary Principle or approach	Fully	GRI content index		7		Since there may be significant impacts to the environment due to our operations, Barrick is committed to using a precautionary approach throughout the life of a mine. When contemplating changes to mine plans we first assess potential environmental impacts, and then evaluate how to avoid, control or mitigate these impacts, even when there is a lack of scientific certainty as to the likelihood or magnitude of the impacts.
GRI	102-12	External initiatives	Fully	Our Business at a Glance: Managing our Business Sustainably				
GRI	102-13	Membership of associations	Fully	Our Business at a Glance: Managing our Business Sustainably				Barrick holds membership of the following national associations: Cámara Argentina de Empresarios Mineros, Cámara Minera de San Juan (Argentina), Cámara Minera y Petrolera de la República Dominicana, Consejo Minero (Chile), Chamber of Mines (Zambia), Chamber of Mines of DRC, Groupement des Professionels des Mines de la Cote d'Ivoire (GPMCI), Chamber of Mines of Senegal, Groupement des Professionels du Secteur Minier du Mali (GPSMM), Mining Association of Canada, Nevada Mining Association, Prospectors and Developers Association of Canada, Sociedad Nacional de Mineria (Chile), Sociedad Nacional de Mineria, Petroleo y Energia (Peru). It also holds member of the following international associations: International Council on Mining and Metals (ICMM), the UN Global Company and International Cyanide Management Institute (ICMI) and the World Gold Council.
GRI	102-14	Statement from senior decision-maker	Fully	Introduction - Mark Bristow: Mining Sustainably for a Better Future	2			
GRI	102-15	Key impacts, risks, and opportunities	Fully	Our Approach	2			
GRI	102-16	Values, principles, standards, and norms of behavior	Fully	Our Approach - Business Integrity and Ethics	2		16	
GRI	102-17	Mechanisms for advice and concerns about ethics	Fully	Our Approach - Business Integrity and Ethics - Doing business in an ethical manner				
GRI	102-18	Governance structure	Fully	Our Approach - Governance of Sustainability	2			
GRI	102-19	Delegating authority		Our Approach - Governance of Sustainability	2			

Reporting framework	Number	Description	Reported	Reference in 2021 Sustainability Report	ICMM Principle	UN Global Compact Principle	SDG	Comment
GRI	102-20	Executive-level responsibility for economic, environmental, and social topics		Our Approach - Governance of Sustainability				
GRI	102-21	Consulting stakeholders on economic, environmental, and social topics		Our Approach - Governance of Sustainability & Stakeholder engagement	10			
GRI	102-22	Composition of the highest governance body and its committees	Fully	2021 Information Circular				
GRI	102-23	Chair of the highest governance body	Fully	2021 Information Circular				
GRI	102-24	Nominating and selecting the highest governance body	Fully	2020 Information Circular				
GRI	102-25	Conflicts of interest	Fully	2021 Information Circular				
GRI	102-35	Remuneration policies	Fully	Introduction - Integrating ESG into our Incentive Compensation; 2021 Information Circular				
GRI	102-36	Process for determining remuneration	Fully	Introduction - Integrating ESG into our Incentive Compensation; 2021 Information Circular				
GRI	102-37	Stakeholders' involvement in remuneration	Fully	2021 Information Circular				
GRI	102-40	List of stakeholder groups	Fully	Our Approach - Stakeholder Engagement				
GRI	102-41	Collective bargaining agreements	Fully	Human Rights - Building Strong Labour Relations				
GRI	102-42	Identifying and selecting stakeholders	Fully	Our Approach - Stakeholder Engagement				
GRI	102-43	Approach to stakeholder engagement	Fully	Our Approach - Stakeholder Engagement				
GRI	102-44	Key topics and concerns raised	Fully	Our Approach - Stakeholder Engagement				
GRI	102-45	Entities included in the consolidated financial statements	Fully	Introduction - About this Report				
GRI	102-46	Defining report content and topic Boundaries	Fully	Our Approach - Materiality Assessment				
GRI	102-47	List of material topics	Fully	Our Approach - Materiality Assessment				
GRI	102-48	Restatements of information	Fully	GRI content index				Barrick restated its historical data following changes to the methodology to capture a wider scope of industrial emissions, updated conversion factors, and to include emissions from smaller contributors (such as gasoline). Certain joint venture properties were also not included in Barrick's previous reporting.
GRI	102-49	Changes in reporting	Fully	Introduction - About this Report				
GRI	102-50	Reporting period	Fully	Introduction - About this Report				1 January 2021 to 31 December 2021
GRI	102-51	Date of most recent report	Fully	Introduction - About this Report				
GRI	102-52	Reporting cycle	Fully	Introduction - About this Report				Annually
GRI	102-53	Contact point for questions regarding the report	Fully	GRI content index				sustainability@barrick.com
GRI	102-54	Claims of reporting in accordance with the GRI Standards	Fully	Introduction - About this Report				Barrick reports to the GRI Sustainability Reporting Standards, in accordance with the Core option.
GRI	102-55	GRI content index	Fully	GRI content index				
GRI	102-56	External assurance	Fully	Letters of independent assurance				Data used in the Sustainability Report has been assured by an independent external assurer, Apex Companies LLC. The assurance statement is available online
GRI	GRI DMA		Fully	Social and Economic Development	1	6, 10		
GRI	GRI 201-1	Direct economic value genreated and distributed	Partially	Social and Economic Development			2, 5, 7, 9	Full data set found in the attached data sheets.

Reporting framework	Number	Description	Reported	Reference in 2021 Sustainability Report	ICMM Principle	UN Global Compact Principle	SDG	Comment
GRI	GRI 201-2	Financial implications and other risks and opportunities due to climate change	Fully	Environment - Climate Risk and Resilience			2, 5, 7, 9	
GRI	GRI 201-3	Defined benefit plan obligations and other retirement plans	Fully	2021 Annual report			2, 5, 7, 9	
GRI	DMA		Fully	Social and Economic Development	1	6, 10		
GRI	GRI 202-2	Proportion of senior management hired from the local community	Fully	Social and Economic Development - Sharing the Benefits			8	Full data set found in the attached data sheets.
GRI	DMA		Fully	Social and Economic Development	1			
GRI	GRI 204-1	Proportion of spending on local suppliers	Fully	Social and Economic Development - Supply Chain			8	Full data set found in the attached data sheets.
GRI	DMA		Fully	Our Approach - Business Integrity and Ethics - Doing Business in an Ethical Manner	1, 4	10		
GRI	GRI 205-1	Operations assessed for risks related to corruption	Fully	Our Approach - Business Integrity and Ethics - Progress in 2021			8	We conducted several anti-corruption risk assessments at our operations and used the results of these assessments to improve and update the Business Integrity and Ethics program. In 2021, we performed third party risk assessments at the Pueblo Viejo mine and our Tanzanian operations with specific emphasis on the North Mara mine. While there were no material findings from these risk assessments, the results and lesson learned form an action plan for these sites and opportunities for improvement are incorporated into our processes.
GRI	GRI 205-2	Communication and training about anti-corruption policies and procedures	Partially	Our Approach - Business Integrity and Ethics			8	We train all new employees on the Code of Business Conduct and Ethics during onboarding. Certain identified employees, such as country executive directors or community relations officers who may have interaction with governments and the local community, receive enhanced live training. All full time employees are required to undergo an online annual refresher training with a goal of over 90% completion. In 2021, the global completion rate was 100%. In addition, at least 90% of Barrick's government-exposed employees received live training. Meeting the 90% target is part of the annual executive remuneration scorecard.
SASB	EMM-MM-510a.1	Description of management system for prevention of corruption and briberiy through out the value chain	Fully	Our Approach - Business Integrity and Ethics - Doing Business in an Ethical Manner				
SASB	EMM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption percpetion index	Fully	GRI Content index				Barrick has operations in the Democratic Republic of Congo which is one of the ten lowest ranked countries on Transparency International's Corruption perception index. Production for Kibali in 2021 on a 100% basis was 808,000 ounces of gold.
GRI	Management approach disclosures			Environment - Mercury Management & Cyanide Controls	6, 8	8		Full data set found in the attached data sheets.
GRI		Cyanide management	Fully	Environment - Cyanide Controls				
GRI	Management approach disclosures			Environment - Climate Risk and Resilience	1, 6	8, 9		
GRI	GRI 302-1	Energy consumption within the organization	Fully	Environment - Climate Risk and Resilience			7, 13	Full data set found in the attached data sheets. Energy use calculated using volumes of fuel or electricity used and relevant IPCC energy factors.
GRI	GRI 302-3	Energy intensity	Fully	Environment - Climate Risk and Resilience			7, 13	Full data set found in the attached data sheets. Energy intensity only includes energy consumed within the organization (fuel and electricity use). Tonnes of ore processed and ounces of gold produced are included at a 100% basis.
SASB	EM-MM-130a.1	(1) Total energy consumed, (2) percentage grid energy, (3) percentage renewable	Fully	Environment - Climate Risk and Resilience				Full data set found in the attached data sheets.
GRI	Management approach disclosures			Environment - Water Management	1, 6	8, 9		
GRI	GRI 303-3	Water withdrawal	Fully	Environment - Water Management - Our Performance			6	Full data set found in the attached data sheets. Data has been compiled in accordance with the ICMM Water Accounting Framework. Our total water withdrawal in 2021 was 171,892ML

Reporting framework	Number	Description	Reported	Reference in 2021 Sustainability Report	ICMM Principle	UN Global Compact Principle	SDG	Comment
GRI	GRI 303-4	Water discharge	Fully	Environment - Water Management - Our Performance			6	Full data set found in the attached data sheets. Data has been compiled based on the ICMM Water Accounting Framework. In 2021, we discharged 81,346ML, 84% of which was to surface water such as rivers and streams. The bulk of the water we discharge is at our sites with high rainfall.
GRI	GRI 303-5	Water consumption	Fully	Environment - Water Management - Our Water Circuit			6	Full data set found in the attached data sheets. Data has been compiled based on the ICMM Water Accounting Framework. Water consumed during 2021 is 85,285ML.
SASB	EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations	Fully	Data tables				Full data set found in the attached data sheets.
GRI	Management approach disclosures			Environment - Biodiversity	6, 7	8		
GRI	GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Fully	Environment - Biodiversity			15	The following are near protected areas: Alturas (within 15km of the San Guillermo Man and Biosphere Reserve), Hemlo (10-15km from White Lake Provincial Park (IUCN Cat II), Lama, Veladero (both are in the multi-use area of San Guillermo Man and Biosphere Reserve. The nucleus of the Reserve is also an IUCN Cat II Protected Area)), Lumwana (within 10 km of the Acres Forest Reserve (IUCN unclassified Protected Area)), Pierina (5-10km from the Huascaran National Park, declared in 2009), Pueblo Viejo (Infrastructure crosses Aniana Vargas National Park - declared in 2009), Turquoise Ridge (Between 5-10km from the Osgood Mountain Milkvetch Habitat (IUCN Cat V), North Mara (within 25km of the Serengeti National Park (IUCN Cat II)). The following are in areas of high biodiversity value: Lama, Veladero (both are within a Key Biodiversity Area), Pierina (within a Biodiversity Hotspot Endemic Bird Area), Lumwana (within a High Biodiversity Wilderness Area), Pueblo Viejo (within a Biodiversity Hotspot and Endemic Bird Area), Porgera (within an Endemic Bird Area).
GRI	GRI 304-3	Habitats protected or restored	Partially	Environment - Biodiversity			15	Full data set found in the attached data sheets.
GRI	MM10	Amount of land disturbed or rehabilitated	Fully	Environment - Biodiversity & Closure - Land Disturbed/Rehabilitated			15	Full data set found in the attached data sheets.
SASB	EM-MM-160a.1	Description of environmental management policies and practices for active sites	Fully	Environment - Biodiversity & Closure - Management Approach				
SASB	EM-MM-160a.2	Percentage of mine sites where acid rock drainage (ARD) is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	Partially					Percentage of mine waste that is acid generating is reported at group, regional and site level in attached data tables.
SASB	EM-MM-160a.3	Percentage of (1) proved, and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Partially					See GRI304-1 for sites adjacent to protected areas and areas of high biodiversity value
GRI	Management approach disclosures			Environment - Climate Risk and Resilience	6, 10	8, 9		
GRI	GRI 305-1	Direct (Scope 1) GHG emissions	Fully	Environment - Climate Risk and Resilience			7, 13	Full data set found in the attached data sheets. Emissions include CO_2, CH_4, N_2O. PFCs, SF_6 and NF_3 are not reported as they are not material sources of emissions. Emissions are calculated using volumes of fuel consumed and applicable Greenhouse Gas Protocol factors.
GRI	GRI 305-2	Scope 2 Location and Market	Fully	Environment - Climate Risk and Resilience			7, 13	Full data set found in the attached data sheets. Emissions are calculated using applicable state-or province-specific location factors or IEA country-factors where these are unavailable. NGM includes Market Based factors.
GRI	GRI 305-3	Scope 3 GHG Emissions	Fully	Environment - Climate Risk and Resilience			7, 13	Emissions are calculated using appropriate factors. Emissions include CO_2, CH_4, N_2O. Only material categories included.
GRI	GRI 305-4	GHG emissions intensity	Fully	Environment - Climate Risk and Resilience			7, 13	Full data set found in the attached data sheets. Greenhouse gas intensity includes Scope 1 and Scope 2 - Market emissions. Tonnes of ore processed and ounces of gold produced are included at a 100% basis.
GRI	GRI 305-5	Reduction of GHG emissions	No	Environment - Climate Risk and Resilience			7, 13	
SASB	EM-MM-110a.1	Gross global scope 1 emissions, percentage covered under emissions limiting regulation	Partially	Environment - Climate Risk and Resilience				

Reporting framework	Number	Description	Reported	Reference in 2021 Sustainability Report	ICMM Principle	UN Global Compact Principle	SDG	Comment
SASB	EM-MM-110a.2	Discussion of long-term and short-term strategy or plan to manage scope 1 emissions, emissions reduction target and analysis of performance against those targets	Fully	Environment - Climate Risk and Resilience - Roadmap to Net Zero				
GRI	Management approach disclosures	Mine waste	Fully	Environment - Waste Management	1, 6, 8	8, 9		
GRI	GRI 306-2	Waste by type and disposal method	No	Environment - Waste Management			6, 12	Full data set found in the attached data sheets.
GRI	GRI 306-3	Signficant spills	Fully	Environment - Responsible Environmental Stewards - Environmental incidents	6, 8	8, 9	6, 12	Full data set found in the attached data sheets
SASB	EM-MM-150a.1	Total weight of tailings waste, percent recycled	Partially	Environment - Waste Management - Performance				Full data set for tailings weight found in the attached data sheets.
SASB	EM-MM-150a.2	Total weight of mineral processing waste, percent reycled	Partially	Environment - Waste Management - Performance				Full data set for mineral processing waste found in the attached data sheets
SASB	EM-MM-150a.3	Number of tailings impoundments broken down by MSHA hazard potential	Fully	Environment - Waste Management - Responsible Tailings Management and Dam Safety & Tailings Storage Facilities				
GRI	Management approach disclosures		Fully	Environment - Responsible Environmental Stewards	4, 6, 8	8, 9		
GRI	GRI 307-1	Non-compliance with environmental laws and regulations	Fully	Environment - Responsible Environmental Stewards - Environmental incidents		3,10	6, 12	Incidents of significant fines and compliance issues are detailed in the AIF.
GRI	DMA		Fully	Human Rights - Building Strong Labour Relations	1	1, 3, 6		
GRI	GRI 402-1	Minimum notice periods regarding operational changes	Fully	Human Rights - Building Strong Labour Relations				
GRI	MM	Strikes and lockouts	Fully	Human Rights - Building Strong Labour Relations				
SASB	EM-MM-310a.1	Percentage of active workforce undercollective bargaining agreements, broke down by US and foreign nationals	Partially	Human Rights - Building Strong Labour Relations				Approximately 43% of our employees are union members or have collective bargaining agreements in place.
SASB	EM-MM-310a.2	Number and duration of strikes and lockouts	Fully	Human Rights - Building Strong Labour Relations				
GRI	DMA		Fully	Health and Safety - Occupational Health	4, 5			
GRI	GRI 403-8	Workers covered by an occupational health and safety management system	Fully	Health and Safety - Occupational Health - Our Approach to OHS			3, 8	100%
GRI	GRI 403-9	Work-related injuries	Partially	Health and Safety - Occupational Health			3, 8	Full data set found in the attached data sheets.
GRI	GRI 403-10	Work-related ill health	Partially	Health and Safety - Occupational Health			3, 8	Full data set found in the attached data sheets.
SASB	EM-MM-320a.1	(1) MSHA all incidence rate, (2) fatality rate, (3) Near miss frequency rate, and (4) erage number of hours of health & safety, and emergency response training for (a) full time workers, (2) contractors	Partially	Health and Safety - Occupational Health				Full data set found in the attached data sheets.
GRI	DMA		Fully	Human Rights - Training and Engagement	1, 3, 5	3, 6		

Reporting framework	Number	Description	Reported	Reference in 2021 Sustainability Report	ICMM Principle	UN Global Compact Principle	SDG	Comment
GRI	GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Fully	Human Rights - Training and Engagement			4, 8	
GRI	DMA			Human Rights - Diversity, Equity and Inclusion	3	1, 2, 6		
GRI	GRI 405-1	Diversity of governance bodies and employes	Partially	Human Rights - Diversity, Equity and Inclusion				
GRI	DMA			Human Rights - Building Strong Labour Relations	1, 3	1, 2, 3		
GRI	GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Partially	Human Rights - Building Strong Labour Relations				We did not identify any evidence of violations of the right to freedom of association and collective bargaining at any of the sites across the expanded group.
GRI	DMA			Human Rights - Security	1, 3	1, 2		
GRI	GRI 410-1	Security personnel trained in human rights policies or procedures	Fully	Human Rights - Security				In 2021, we trained 2,269 private and public security personnel on the Voluntary Principles on Security and Human Rights.
GRI	DMA			Human Rights - Our Indigenous Partners	1, 2, 3, 4, 9	1, 2		
GRI	GRI 411-1	Incidents of violations involving rights of indigenous peoples	Fully	Human Rights - Our Indigenous Partners				There were no significant incidents or violations of rights involving indigenous populations at our sites in 2021.
GRI	DMA			Human Rights - Our Approach in Practice & Security	1, 2	1, 3, 10		Our mines conduct human rights assessments on at least a two-year cycle. In the first year, every operational mine conducts a self-assessment to evaluate the actual, potential and perceived human rights risks and impacts of the operation.
GRI	GRI 412-1	Operations that have been subject to human rights reviews or impact assessments	Fully	Human Rights - Our Approach in Practice				In 2021, we carried out independent human rights assessments at our Kibali, Loulo-Gounkoto, and Pueblo Viejo mines.
GRI	GRI 412-2	Employee training on human rights policies or procedures	Fully	Human Rights - Our Approach in Practice			4, 8	
SASB	EMM-MM-210a.1	Percentage of (1) proved, and (2) probable reserves in or near areas of conflict	No	Conflict Free Gold Report				See Barrick's Conflict-Free gold report for discussion of assets in or near areas of conflict.
SASB	EMM-MM-210a.2	Percentage of (1) proved, and (2) probable reserves in or near indigenous lands	Partially	Human Rights - Our Indigenous Partners				
SASB	EMM-MM-210a.3	Discussion of engagement processses and due diligence processes with respect to human rights, indigenous peoples, and operation in areas of conflict	Fully	Human Rights - Management Approach				
GRI	DMA			Social and Economic Development	1, 2, 3, 4, 9, 10			
GRI	GRI 413-1	Operations with local community engagement, impact assessments, and development programs	Partially	Social and Economic Development - The Primacy of Partnership			9, 10	
GRI	GRI 413-2	Operations with significant actual and potential negative impacts on local communities	Fully	Social and Economic Development - The Primacy of Partnership				
GRI	DMA		Fully	Social and Economic Development - Supply Chain	1, 2	3, 10		
GRI	GRI 414-1	New suppliers that were screened using social criteria	Fully	Social and Economic Development - Supply Chain			8	
GRI	DMA		Fully	Social and Economic Development - Supply Chain - Managing Supply Chain Risk	10			
GRI	GRI 415-1	Political contributions	Fully	Our Approach - Political Contributions	1	10		In 2021, our only political contributions were made in the United States. Total political contributions in the United States made by Barrick in 2021 were $23,500 made via the Barrick USA Employees PAC.

Reporting framework	Number	Description	Reported	Reference in 2021 Sustainability Report	ICMM Principle	UN Global Compact Principle	SDG	Comment
GRI	DMA		Fully	Social and Economic Development - Sharing the Benefits	9			
GRI	GRI 419-1	Non-compliance with laws and regulations in the social and economic area	Fully	AIF				
GRI	DMA			Our Approach - Resettlement - Artisanal and Small-scale Mining				
GRI	GRI MM8	Artisanal mining	Fully	Our Approach - Resettlement - Artisanal and Small-scale Mining				
GRI	DMA			Our Approach - Resettlement				
GRI	GRI MM9	Resettlement	Fully	Our Approach - Resettlement				
GRI	Management approach disclosures			Environment - Closure		8, 9		
GRI	MM10	Closure planning	Fully	Environment - Closure			8, 9, 10	