

# Responsible Mining



Avalanche preparedness (here, Veladero, Argentina) is just one of the range of safety measures at high-altitude operations.

Responsible mining has always been an intrinsic part of this Company's business model, and is a key element of our vision to be the world's best gold company. It involves sharing the benefits of mining with the countries and communities where we work, establishing open dialogue and partnership in those communities, and earning the trust of all those with whom we interact by dealing fairly with them. Our performance record travels before us, creating opportunities to generate shareholder value and sustainable development.

## Safety and Health

At Barrick, we are committed to performing every job in a safe and healthy manner, in order to achieve our safety vision of "every person going home safe and healthy every day." The safety and health of all workers is the top priority at all Barrick operations. Key to the success of Barrick's safety and health commitment is leadership at every level of the organization. Courageous Leadership, a Company-wide safety program launched in 2004, is an example of this commitment. It draws on safety-related best practices, establishes clear roles and responsibilities for all personnel, and holds individuals accountable for their practices. By year-end 2005, Barrick's entire management and supervisory group had received training and trainers were beginning to work with hourly employees and contractors.

## Employee Development

Barrick believes in enabling employees to develop to their full potential. We respect and value each of our employees and observe the fundamental tenets of human rights, safety, and non-discrimination in the workplace. We fairly compensate our employees for their contributions, provide meaningful performance feedback to them, and offer them professional development and training opportunities. Employee involvement in issues affecting the workplace helps improve safety and work conditions, as well as our efficiency and our business overall.

## Community Development

It is a fundamental tenet of Barrick's business strategy to contribute to the sustainable economic and social development of the communities in which we work and live. We share the benefits associated with our mining operations in many different ways, including local hiring, local and regional buying, community infrastructural investment, small business development, and improved education and health services.

Local stakeholder consultation is the cornerstone of Barrick's responsible mining practice. Early in the development of a community/sustainability program, we conduct a socioeconomic assessment, which provides a useful benchmark for our community development efforts. Thereafter, we maintain a dialogue with community leaders and other



Bugarama's new secondary school, built by Barrick, is the first-ever for this Tanzanian ward. Housing for teachers will be added.



Environmental stewardship – here, water sampling at Goldstrike, Nevada – is a priority at every operation, worldwide.

stakeholders, which serves to prioritize these efforts, monitor performance, and adjust the focus of initiatives as appropriate. During 2005, for example, our community/sustainability program in Peru included financial and in-kind support for schools, health initiatives, small business, agricultural irrigation systems, and water, septic and electrification systems – all in partnership with the people, institutions and local authorities of the communities concerned.

### Partnerships

Wherever possible, Barrick draws on the skills and expertise of other organizations to complement our own community development programs. In 2005, we continued our relationships with three international non-governmental organizations (NGOs): CARE, Habitat for Humanity, and World Vision. We have also developed strong relationships with Indigenous Peoples, including partnerships with the Tahltan First Nations in British Columbia and the Wiradjuri Condobolin Registered Native Title Claimants Group in Australia. This type of multifaceted collaboration helps ensure that our support and programs are well-targeted and complementary to existing initiatives.

### United Nations Global Compact

In 2005, Barrick joined the UN Global Compact, an initiative to promote corporate citizenship by directly involving business in addressing some of the major social and environmental challenges that arise from increasing globalization. The ten principles of the Global Compact are based on internationally recognized norms and conventions in four critical areas: human rights, labor standards, the environment, and anti-corruption. By endorsing the Global Compact, Barrick has made a commitment to incorporate the ten principles into its culture, strategy, and day-to-day operations. It has also committed to report on the key practical actions it takes to support the ten Global Compact principles and their expected outcomes.

### Environment

Barrick has a responsibility to protect, reclaim, and where possible enhance the environment on the sites where we operate. We practice conscientious environmental stewardship and diligently apply proven management controls to achieve this goal. In 2005, Barrick became one of the first signatories to the International Cyanide Management Code for the Gold Mining Industry – a voluntary code developed by a multi-stakeholder committee under the auspices of the United Nations Environment Program and the International Council on Metals and the Environment. Signatories commit to follow the principles and implement the standards of practice of the Code, to have their relevant operations undergo a third-party audit and to make public the audit results.

### Charitable Giving

Barrick's Heart of Gold Fund is another way we contribute to the communities where we work and live. Barrick's policy is to give one percent of annual pre-tax income to charitable causes. Recipients range from community outreach programs to hospitals and schools, environmental programs, art and cultural events and major research institutions.