

# Responsible Mining

We are committed to making a positive difference in the places where we live and work. Each year builds on the strengths and experience of the previous year.

At Barrick, we are committed to making a positive difference in the communities in which we live and work. We recognize that responsible behavior is our calling card, and that it creates opportunities to generate greater value for our shareholders while also fostering sustainable development in the communities and countries where we operate. We strive to earn the trust of everyone involved – our employees, local community members, governments, and any other stakeholders with whom we interact.

Barrick's Social Responsibility Charter provides a policy framework for all our business activities worldwide. This framework is defined under four pillars: Ethics; Employees; Community; and Environment, Health and Safety.

## Ethical Behavior

The Barrick Code of Business Conduct and Ethics mandates that we conduct our business with the highest ethical standards and in accordance with all applicable laws, rules and regulations. Each year, our employees are required to review and renew, on an individual basis, their commitment to abide by the Code. They are also given the means to report conduct that violates the Code, in confidence when necessary.

We strive to act as a responsible corporate citizen, and we use our expertise to help facilitate constructive public dialogue and informed debate on issues of importance to Barrick, the mining industry, and the communities in which we operate. We do so both as an individual company, and through our affiliation with a variety of industry associations and initiatives that promote responsible mining practices, including the UN Global Compact, Global Business Coalition on HIV/AIDS and the Mining Association of Canada, to name a few.

## Our Employees

Barrick is committed to developing the full potential of its employees. This process starts with respect for each individual, and we act on that respect by observing the fundamental tenets of human rights, safety, non-discrimination and non-harassment in the workplace.

We compensate our employees fairly for their contributions, provide them with meaningful performance feedback, and offer them professional development and training opportunities. We encourage accountability and employee involvement in issues affecting the workplace, an approach that helps us continue to improve safety and work conditions, business efficiency, and the Company as a whole.

Our Courageous Leadership program, which involves all employees, goes far beyond merely 'teaching' safety. It emphasizes individual responsibility and leadership, so that everyone recognizes their personal role in ensuring workplace safety. Because of this emphasis on individual leadership, the program is strengthening a culture of responsibility and empowerment in all areas of employees' work lives, from safety to environment to production. Our goal is to have every employee go home in good health and uninjured, after every shift, each and every day. In 2006, our efforts resulted in a 41% reduction in our total medical injury rate. We are now instituting our new Powerful Leadership program, which builds on the success of Courageous Leadership and goes beyond empowerment to teach specific leadership skills.

We recognize that best practices continue to evolve in this important area, and we too will continue to evolve, learn, and apply what we learn.

## Community Development

Barrick fully considers social, cultural, environmental, governmental and economic factors when evaluating project development opportunities. In each community, we interact with local residents, governments, non-governmental organizations, international agencies and other interested groups to facilitate long-term and beneficial resource development. In all our dealings, we respect community interests and encourage open two-way dialogue, providing accurate, timely information and responding to the needs and concerns of the local communities.

These principles establish our priorities for action. We provide financial support to a range of organizations through our community programs and charitable donations. We build partnerships that help to develop local infrastructure and entrepreneurial capacity. We also develop local skills by providing employment for indigenous peoples and other members of the community. In Donlin Creek, Alaska, for example, 92% of our exploration camp employees and 90% of our crew supervisors are from the local Alaskan Native population.

We are proud of the recognition we receive for our careful attention to community interests and development. For example, Barrick's community engagement efforts at our Cowal mine in Australia received the 2006 Environment and Community Excellence Award from the New South Wales Minerals Council.

In Peru, our work in Cuncashca (associated with our Pierina mine) was honored with the Award for Excellence in Corporate Social and Ethical Responsibility by the Canadian Manufacturers and Exporters Association and the Canadian International Development Agency (CIDA). The work is an ongoing integrated agricultural and livestock project, developed in consultation with the Andres Avelino Caceres community council. We have established a demonstration farm and training facility in Cuncashca, where improved agricultural techniques, sewing, food nutrition and production, and business skills are being taught. The facility is also a focal point for various upgrades provided by Barrick to the community's cattle herd, irrigation system and local infrastructure. Because of the success in Cuncashca (measured in community impact and support), we have instituted a parallel program at Lagunas Norte.



Barrick won the Award for Excellence in Corporate Social and Ethical Responsibility in 2006 for its community based, integrated agriculture/livestock project associated with the Pierina mine in Cuncashca, Peru.

## Environment, Health and Safety

Barrick has a responsibility to protect, reclaim and enhance the environment on the sites where we operate. We constantly look for ways to improve our performance, and in 2006 took another step forward with our new Environmental Management System Standard (EMSS) – a 15-principle standard, consistent with ISO 14001, that will be required on all our sites. The EMSS is being fully implemented on a three-year schedule, with further tools and training each year. For many of our sites, full compliance will require only minor adjustment to their existing programs. In fact, during 2006 our Lagunas Norte Mine in Peru obtained ISO 14001 certification of its environmental management systems – the third Barrick operation to do so.

In 2005, Barrick became one of the first signatories to the voluntary International Cyanide Management Code for the Gold Mining Industry, developed under the auspices of the United Nations Environment Program (UNEP). In 2006, our Cowal Project was the first facility of any kind to receive International Cyanide Management Institute approval, when it received pre-operation certification.

Detailed information about our performance in all these areas can be obtained online, and in print. Visit [www.barrick.com](http://www.barrick.com) and click on Corporate Responsibility, or request a free copy of the print version of our annual Responsibility Report.