

BARRICK

2023 Modern Slavery Report

This Report is produced by Barrick Gold Corporation and its subsidiary, Barrick Gold Inc¹ (“Barrick” or the “Corporation” or “our” or “we”) for the financial year ending December 31, 2023 (the “Reporting Period”) and sets out the steps taken to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere or of goods imported into Canada by the Corporation, in compliance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act (S.C. 2023)* (the Act).

1. Barrick’s structure, activities and supply chains

Barrick is a Canadian public company listed on the Toronto Stock Exchange (ABX) and the New York Stock Exchange (GOLD). Barrick entered the gold mining business in 1983 and is a leading international gold company. Our principal products and source of earnings are gold and copper. Barrick is engaged in the production and sale of gold and copper, as well as related activities such as exploration and mine development. As of December 31, 2023, Barrick employed approximately 24,600 employees worldwide, including employees at operations jointly owned and operated by Barrick. Barrick also employed approximately 29,300 contractors. Approximately 12,600 employees are represented by a labour union or are covered by collective bargaining agreements. Globally, Barrick has interests in operating mines or projects in 18 countries, including Canada, USA, Argentina, Chile, Côte d’Ivoire, the Dominican Republic, the Democratic Republic of the Congo, Mali, Pakistan, Papua New Guinea, Saudi Arabia, Tanzania and Zambia. Barrick’s portfolio includes six Tier One Gold Assets². Barrick is committed to partnering with our host countries and communities to transform their natural resources into tangible benefits and mutual prosperity, in a manner that prevents and reduces the risk of forced labour or child labour.

Barrick’s supply chain for the production, sale and distribution of gold and copper covers operational requirements throughout the complete mine lifecycle from exploration to closure. The main categories representing 80% of Barrick’s procurement expenditures are: heavy mining and plant equipment, transportation, warehousing logistics (inland, air and sea), diesel fuel and lubricants, natural gas and contract labour. For 2023, Barrick’s main purchasing categories and the percentage that these categories represent of Barrick’s overall expenditures were:

¹ This report is submitted jointly by Barrick Gold Corporation and its wholly owned subsidiary Barrick Gold Inc, both of which are reporting entities under the Act.

² Tier one Gold Assets is an asset with a \$1,300 per ounce reserve with potential for five million ounces to support a minimum 10-year life, annual production of at least 500,000 ounces of gold and with all-in sustaining costs per ounce life-of-mine that are in the lower half of the industry cost curve. Tier One assets must be located in a world class geological district with potential for organic reserve growth and long-term geologically driven value addition.

Category	Spend %
Services	32%
Heavy Mining Equipment (HME)	16%
Fuel and Energy	16%
Fixed Plant	10%
Commodities	6%
Miscellaneous	6%
Drilling	5%
Reagents	4%
Explosives	2%
Tires	1%
Logistics	1%
Total	100%

Barrick’s supply chain strategy focuses on sourcing materials and services from local suppliers to maximize the value generated in the countries in which we operate. In 2023, Barrick sourced materials from over 74 countries with the most significant portion of procurement sourced from North America (43%).

2. Barrick’s Policies and due diligence processes in relation to forced or child labour

Barrick believes that to succeed, modern mining companies must embrace and integrate environmental, social and economic considerations in all business decisions and deliver these through responsible partnership with our stakeholders. Our sustainability vision is underpinned by four key pillars: creating economic benefits; protecting health & safety; respecting human rights; and minimizing our environmental impacts.

Wherever we operate, we and the third parties that we work with respect the human rights of everyone impacted by our operations, seek to avoid causing or contributing to human rights violations, prevent adverse human rights impacts from occurring, and provide a remedy where adverse human rights impacts do occur. We do not tolerate violations of human rights committed by our employees, affiliates, or any third parties acting on our behalf or in relation to any aspect of our operations. We have zero tolerance for, and our Human Rights Policy clearly prohibits the use of child labour, prison labour, or any form of forced labour, slavery or servitude in our operations, supply chain or any associated business activity. We are committed to, and always strive to, act in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs), the Voluntary Principles on Security and Human Rights (Voluntary Principles) and the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.

Policies

Barrick sets expectations for our business activities at the Group level. These expectations are outlined in Barrick's Code of Business Conduct and Ethics (Code of Conduct), Human Rights Policy, Supplier Code of Ethics, and related company policies and supporting procedures. All companies, contractors and suppliers that we work with are contractually required to adhere to these Barrick policies. The Human Rights Policy is applicable to our entire workforce, including contractors and suppliers, at every site we operate. These policies outline our commitment to identifying and addressing human rights issues and setting the standards we expect all employees and partners to uphold. In all our relationships, we do our utmost to avoid being complicit in adverse human rights impacts, including benefitting from the human rights violations caused by others. The Human Rights Policy makes it clear that we do not tolerate the use of child labour, prison labour, or any form of forced labour, slavery, or servitude in any of our operations or supply chains. We comply with, and demand that our suppliers comply with, all relevant national and international human rights laws.

Employment conditions

We require that all employees comply with our Code of Conduct and Human Rights Policy. Barrick takes a country-based approach to determining salary bands, compensation and benefits, and we ensure that our workers are paid above the minimum wage in all relevant countries or regions. We also ensure employees are given all government-mandated benefits and additional locally appropriate benefits, which can range from healthcare to interest-free loans. As of December 31, 2023, 51% of Barrick's employees globally were covered by collective bargaining agreements.

Human Rights Due Diligence

Barrick has robust due diligence processes across all aspects of our operations. Barrick conducts thorough due diligence on all potential vendors and to account for any significant modifications to existing operations. In cases where a potential human right risk is identified, enhanced human rights due diligence is completed by internal or external teams. Enhanced and ongoing due diligence is conducted for contractors who are identified as presenting higher risks of negative human rights impacts or who provide goods and services on-site. Additional checks and risks assessments will be undertaken for these contractors, and controls may be implemented where necessary. High risk vendors may be subject to Business Integrity and Ethics training, including human rights. The training may be conducted once at the outset or as an ongoing annual requirement. We share any major changes to our policies, including human rights, with all contractors regardless of risk level. All suppliers and contractors are subject to our vendor onboarding program.

Pre-contract due diligence and vendor onboarding

Barrick has developed a Procurement Standard and a Global Vendor Onboarding Standard, which create a robust due diligence program for all our vendors, including our first-tier or direct suppliers who supply our critical materials. These contractors must complete a questionnaire on

anti-corruption and human rights in relation to both their own operations and suppliers, as well as those of their sub-contractors, and includes questions on compliance with legal requirements relating to modern slavery and human rights, the use of forced or child labour, workplace conditions, and anti-corruption. Alternatively, the supplier has the option of satisfying the requirements of TRACE International's TRACE due diligence process, which meets Barrick's requirements. Third party searches are completed on vendors and identified sub-contractors. The questionnaire also requires the contractor to list all sub-contractors or consultants to be hired and asks for confirmation that the contractor and its sub-contractors commit to act in accordance with the UNGPs and Voluntary Principles.

Human Rights Assessments

Human rights assessments are conducted at Barrick's operations on a two- or three-year cycle, depending on the level of risk at the site. In the first year, every operational mine conducts a self-assessment to evaluate the actual, potential, and perceived human rights and modern slavery risks and impacts. In the second year, an independent human rights assessment is conducted at mines identified to have medium and high exposure to human rights risks. Barrick's independent human rights assessments are conducted by external independent experts based on the international human rights covenants and declarations and guiding principles and standards such as the UNGP, International Labour Organization Declaration of Fundamental Principles and Rights at Work (ILO Principles), ILO Convention 138 and Voluntary Principles. Each assessment covers all the potential areas where the mine's operations could be exposed to human rights risks or cause or contribute negative human rights impacts, both actual and perceived. During 2023, third party assessments were undertaken at Jabal Sayid in Saudi Arabia, North Mara and Bulyanhulu in Tanzania, Loulo-Goukoto in Mali, and Kibali in the Democratic Republic of the Congo. Recommendations from all assessments are incorporated into action plans which are then implemented and tracked to enhance compliance with our required standards and foster continuous improvement.

Standards for suppliers

Barrick requires all suppliers to commit to Barrick's Supplier Code of Ethics, which governs the conduct of all suppliers and their relevant sub-contractors when doing business with or on behalf of Barrick. Suppliers must accept and comply with the Supplier Code of Ethics in order to be eligible to do business with Barrick. This Supplier Code of Ethics builds upon the Code of Conduct and explicitly requires all suppliers and contractors to comply with the ILO Principles, the International Bill of Rights, the UN Global Compact (UNGCC), and all due diligence requests. This includes upholding the freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced and compulsory labour, and the effective abolition of child labour. Suppliers are also expected to have an internal process whereby grievances can be raised, and investigations can be undertaken for violations of the Supplier Code of Ethics.

Reporting and remediation

Barrick recognizes that regardless of how much due diligence, training, and guidance we carry out, there may be instances when we may contribute to negative human rights impacts. We aim to identify any impacts early and remediate them as soon as possible, establishing systems and identifying learnings to avoid and mitigate future impacts. Our Social Performance Policy requires each site to have an effective grievance mechanism to address community reports and concerns. We have also established grievance mechanisms accessible to our host communities, employees, contractors and business partner employees and their host communities. These mechanisms help us to identify and learn about issues and to resolve stakeholder concerns in a timely and proactive manner. Human rights complaints are classified at the corporate level, separately from other local reports and concerns, and escalated when the risk is identified as high. Our Human Rights Assessments evaluate how effectively these grievance mechanisms escalate, address, and resolve stakeholder complaints in a timely and mutually satisfactory manner. Additionally, our employees 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 of which they may become aware.

All employees, suppliers and contractors are encouraged to submit a report if they hear information suggesting that the conduct of an employee or third party could violate Barrick's Code of Conduct or Human Rights Policy, regardless of whether they know or believe it is a human rights violation. We also emphasize that there will be no adverse consequences for people who make timely reports of human rights concerns in good faith.

Barrick maintains a hotline that is available to all employees, as well as contractors, suppliers, business partners and community members. Barrick's hotline is an independent, confidential reporting service that is available 24 hours a day and is accessible via our intranet page, or the internet or by phone. Reports can be made online in English, French or Spanish, and phone interpreters are available in those and other languages. Information regarding the hotline and how to use it is provided in the Code of Conduct, as well as on posters in English and local languages across all our sites.

Once a report has been made, the hotline has a built-in follow up tool which can be used by reporters to check the report's status, ask additional questions, or provide updated information. We take all hotline calls seriously and investigate each complaint raised. Reports can be raised anonymously, and Barrick does not tolerate retaliation against those who submit reports in good faith. During 2021, Barrick introduced an optional feedback survey for all individuals submitting reports to the hotline for continued improvement to our hotline function.

In 2023, Barrick received 141 hotline reports, 76% of these reports concerned workplace conditions (including labour and safety concerns). None of these reports related to modern slavery (including forced or child labour) or contained any indications of modern slavery implications or risks.

3. How Barrick identifies and handles forced or child labour risks in its business and supply chain

Modern slavery risks may arise due to issues present in the countries and regions in which we operate and source from due to the goods and services we procure and the entities with which we engage. Barrick acknowledges that we operate in certain jurisdictions in which working conditions can be unjust and the use of child and forced labour in local communities and supply chains is prevalent. In other jurisdictions, where forced labour and child labour are not as common, there may be impacts on other labour rights such as freedom of association and the right to unionise. Barrick believes that identifying modern slavery risks is a vital step towards eradicating it. As such, modern slavery risks in our supply chain may change over time and these changes can reflect internal factors such as entering new territories, establishing new operations or external impacts.

Barrick maintains a Group Risk Register, which helps us identify and manage key risks, including modern slavery and human rights risks across all our operations and projects. Each quarter all site-level risk registers are submitted by region to our risk team for review. The most significant risks from each site are included by the Group Risk team in the Group Risk Register. Our risk criteria include impacts to our key stakeholders and rights holders as well as impacts to the company. Any human rights risk or modern slavery risk is considered a high risk unless controls are implemented.

4. Measures taken by Barrick to remediate forced or child labour

In 2020, Barrick implemented a range of updated human rights programs and policies, including a training program specifically relating to human rights and in 2023 we included modern slavery topics. Barrick has continued to drive and embed respect and accountability for human rights throughout our organisation, including in our operations and business relationships, from the very top of our management structure to all our employees globally, our supply chain, and all our business partners. As a responsible corporate citizen, Barrick takes an active role and works with our industry partners to identify and share best practices. In 2023, we participated in multi-stakeholder human rights initiatives such as the OECD Guidelines for Multinational Enterprises and the Voluntary Principles as well as with our key industry associations including: the World Gold Council (WGC); the International Council on Mining and Metals (ICMM); and the Mining Association of Canada (MAC).

Engagement with stakeholders

Barrick is committed to listening to our stakeholders and incorporating their input into our decision-making. We aim to build strong and lasting relationships grounded in trust and transparency, and this philosophy also guides our due diligence process. Through open, and honest engagement with potentially impacted rights-holders, we identify potential human rights and modern slavery risks that could damage these relationships and break trust. Our key

stakeholders and rights-holders include employees, suppliers, contractors, business partners, neighbouring communities and host governments.

Some of the ways we engage with employees are Town Hall meetings at each site, our digital platforms (including the intranet and hotline), and trade union representation at quarterly meetings with senior management. The nature of Barrick's engagement with other stakeholders will depend on the particular rights-holder and the nature of each site. It may include activities such as training, financial or similar support, program design and advice, physical infrastructure projects, community relationship-building, capacity building, and advisory work in drafting laws and regulations. We also conduct regular site visits, and our Human Rights Assessments include interviewing contractor employees to determine their perceptions of conditions at the site. Finally, we have established Community Development Committees (CDCs) at each of our operational mines. CDCs identify community needs and priorities and allocate funds to those initiatives which are most desired by the local community. They also provide a regular and important forum for discussion and information sharing between our operations and our local communities.

Memberships

In 2005, Barrick joined the UNGPs. This is a voluntary initiative that promotes corporate citizenship by directly involving businesses in tackling some of the major human rights, labour, anti-corruption, and environmental challenges that arise from increasing globalization. Barrick is a member of the WGC and ICMM, and we have implemented the WGC's Responsible Gold Mining Principles (RGMPs) and the ICMM's Mining Principles and Performance Expectations (MPPEs) (collectively referred to as RGMPs+). The RGMPs consolidate leading international standards, including the UNGPs and OECD Guidelines for Multinational Enterprises, into a single, coherent framework specific to the gold mining sector. Principle 6 of the RGMPs addresses labour rights, stating that WGC members "will ensure that our operations are places where employees and contractors are treated with respect and are free from discrimination or abusive labour practices". Specifically, Principle 6.3 states that WGC members "prohibit child labour, forced labour and modern slavery in our operations and in our supply chains."

The ICMM's MPPEs provide a comprehensive set of performance expectations for ICMM members to manage sustainability and human rights issues at the corporate level. Performance expectations relevant to Barrick's response to modern slavery are found in Part 3 of the MPPEs, and include:

- 3.1 – "Support the UNGPs by developing a policy commitment to respect human rights, undertaking human rights due diligence and providing for or cooperating in processes to enable the remediation of adverse human rights impacts that members have caused or contributed to."

- 3.4 – “Respect the rights of workers by: not employing child or forced labour; avoiding human trafficking; not assigning hazardous/dangerous work to those under 18; eliminating all forms of harassment and discrimination; respecting freedom of association and collective bargaining; and providing an appropriate mechanism to address workers grievances.”
- 3.5 – “Equitably remunerate employees with wages that equal or exceed legal requirements or represent a competitive wage within that job market (whichever is higher) and assign regular and overtime working hours within legally required limits.”

Applying these standards helps to drive standardization of our policies and standards and procedures reflects our unwavering commitment to responsible production and broadens and deepens our understanding of where the risk of adverse human rights impacts is most significant for mining companies.

5. Income support for vulnerable families affected by ending forced or child labour

Barrick is not aware any of activity to eliminate the use of forced or child labour in its operations or supply chains that resulted in lost income to families in the communities where it operates.

6. Training provided to employees on forced labour and child labour

We believe that equipping our employees, contractors and suppliers with the knowledge and requirements of our Business Integrity and Ethics program, including human rights, is key to the success of our program and in 2023 we continued to focus on our education program to enhance the knowledge base and employee understanding of our expectations.

In 2022, we developed and rolled out an immersive and scenario-based online ethics training program for all eligible employees to complete, this training includes both human rights and modern slavery topics. Our training program included an initial quiz to test knowledge and comprehension of our Business Integrity and Ethics program to determine the level of additional information and testing required in the compulsory training program. For the third consecutive year, 100% of required employees completed this training.

Human rights training is provided to all new employees and all employees who may impact human rights, receive reports or complaints on human rights, and oversee programs involving human rights. This includes management, legal personnel, human resources, security personnel, community relations personnel, individuals involved in administering the supply chain and overseeing third parties, and others. Additionally, enhanced live training is provided to employees in positions that are exposed to additional risk. Enhanced live training is provided in an interactive format with in-depth discussion on specific risk-based compliance topics and affords the opportunity for employees to ask specific questions of our Business Integrity staff. We

also continued to promote our hotline, emphasize our dedication to non-retaliation for whistleblowers across our operations and implemented an updated ethics training program, which all eligible employees and identified third parties were required to complete.

7. How we assess effectiveness

Oversight of the effectiveness of our human rights program rests with Barrick's Board of Directors and its three standing committees, the Environmental, Social, Governance & Nominating Committee (ESG & Nominating Committee), the Audit & Risk Committee and the Compensation Committee. The Audit & Risk Committee assists the Board in overseeing the company's management of principal risks, which include human rights risks, as well as the implementation of policies and standards for monitoring and modifying such risks.

Additionally, in 2019, we established an Environmental and Social Oversight Committee (E&S Committee) at the management level to affirm our commitment to sustainability and human rights. This committee is chaired by our President and Chief Executive Officer and is made up of key members of management and an independent sustainability consultant.

During 2023, Barrick undertook further self-assessment against the framework it has developed which brings together the requirements of the WGC's RGMPs and the ICMM's Performance Expectations. This process shows that we conform with the RGMPs+ and that there are no material non-conformances or partial non-conformances.

Investigations

Barrick's Human Rights Investigation Procedure details how reports of potential human rights violations are evaluated, investigated, brought to the attention of host-nation authorities, monitored, and reported on. If a human rights violation is reported, the local and/or corporate business integrity and/or legal teams establish an investigation group, which may include external experts. Investigations are conducted according to international standards to ensure protections for the individuals involved, and in collaboration with appropriate local authorities. We investigate allegations in our own operations, as well as any allegations received relating to existing contractors or suppliers. Where appropriate, we will engage with contractors and suppliers to determine the best way to address the allegations. This may include creating an improvement plan to mitigate current impacts and prevent future impacts or establishing systems to remedy the impacts caused.

Any violation of Barrick's human rights policy leads to disciplinary action, which can include termination of employment or contracts if necessary. If we discover any violation, we will cooperate with the relevant authorities and law enforcement agencies in prosecution efforts. We may also assist victims in seeking redress directly against perpetrators using internationally recognized channels. Investigations may also lead to a root cause analysis which we use to

develop recommendations for ways to prevent similar incidents from recurring. All investigations relating to allegations of potential human rights violations are reported to Barrick's Board of Directors through the Audit & Risk Committee. If the grievance mechanism, hotline, and the human rights investigation procedure do not provide adequate redress for adverse human rights impacts, Barrick will implement programs to remedy rights-holders when necessary. These programs are developed in accordance with the UNGPs and do not obstruct access to other remedies available to rights-holders, such as state-based remedies or other internationally recognized mechanisms.

Sustainability Scorecard

An important way that Barrick monitors the effectiveness of our actions in addressing human rights and modern slavery risks is through our Sustainability Scorecard. The Sustainability Scorecard sets out what we believe are the sustainability issues most relevant to our business and the industry. The Sustainability Scorecard ranks Barrick against our peers and internal metrics across priority sustainability areas. The human rights indicators on the scorecard include: the percentage of eligible employees receiving training on human rights; and independent human rights impact assessments with zero significant findings at high-risk sites. In 2023, Barrick scored a 46 ("A") on the Sustainability Scorecard. Additional information regarding our sustainability performance for 2023 and the Sustainability Scorecard can be found in our 2023 Sustainability Report.

8. Approval and attestation

This Report was approved pursuant to subparagraph 11(4)(a) of the Act by the Board of Directors of Barrick Gold Corporation. In accordance with the requirements of the Act, and in particular section 11 thereof, I, the undersigned, attest that I have reviewed the information contained in this report for the entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

I have the authority to bind Barrick Gold Corporation

Per:  _____

Full Name: Mark Bristow

Title: President and Chief Executive Officer