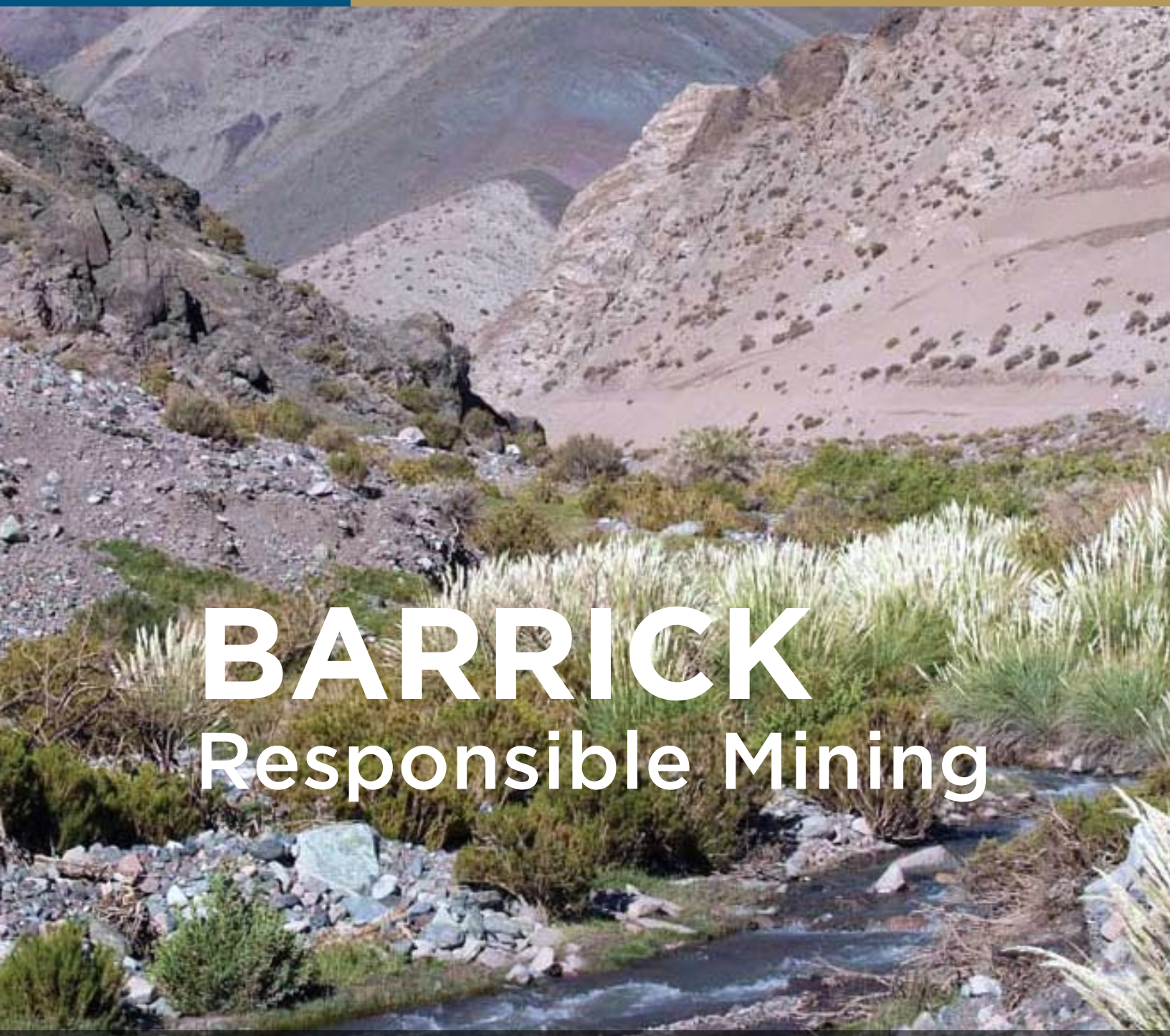
BARRICK

Global commitment. Local engagement.



BARRICK
Responsible Mining

Barrick Gold Corporation
2009 Responsibility Report

ABOUT BARRICK

Barrick Gold Corporation [Barrick] is a leading international gold producer, with a portfolio of 26 operating mines and nine advanced exploration and development projects located on five continents, and large land positions on many prospective mineral trends. Our primary products consist of gold and copper, with silver as a secondary product. Barrick entered the gold mining business in 1983 and has been grounded in three key complementary strategies ever since: a consistent investment in exploration and development; a district development approach aimed at optimizing reserves on highly prospective gold belts; and disciplined acquisitions and mergers. Today, these strategies are working to position Barrick for a future of sustained, profitable growth.

The company has a successful track record of mine development, having completed the development of the Tulawaka, Lagunas Norte and Veladero mines in 2005, the Cowal mine in early 2006, the re-opening of the Ruby Hill mine in 2007 and the opening of the Buzwagi mine in 2009. Barrick also has a new generation of projects that advanced significantly in 2009: Cortez Hills in Nevada and Pueblo Viejo in the Dominican Republic. As well, our Pascua-Lama project was moved into construction.

Barrick is dedicated to Responsible Mining. This commitment includes providing a safe and healthy workplace for our employees, protecting the environment, and sharing the benefits of mining with local communities and host nations.

Barrick's corporate offices are located in Toronto, Canada. For operational structure, Barrick is

WHOLLY-OWNED MINES	
Bald Mountain	Kanowna
Bulyanhulu	Lagunas Norte
Buzwagi	Lawlers
Cortez	North Mara
Cowal	Osborne
Darlot	Pierina
Golden Sunlight	Plutonic
Goldstrike	Ruby Hill
Granny Smith	Veladero
Hemlo	Zaldívar

JOINT-VENTURE MINES (PERCENT OWNERSHIP IN BRACKETS)	
Kalgoorlie (50%)	Round Mountain (50%)
Marigold (33.3%)	Tulawaka (70%)
Porgera (95%)	Turquoise Ridge (75%)

ADVANCED EXPLORATION AND DEVELOPMENT PROJECTS (JOINT-VENTURE PERCENT OWNERSHIP IN BRACKETS)	
Cerro Casale (51%)	Kainantu
Cortez Hills	Pascua-Lama
Donlin Creek (50%)	Pueblo Viejo (60%)
Federova (50%)	Reko Diq (37.5%)
Kabanga (50%)	

organized into four operational regions [Africa, Australia-Pacific, North America and South America],* each with a regional office. These offices are located in Salt Lake City, USA; Dar es Salaam, Tanzania; Santiago, Chile; and Perth, Australia. At the end of December 2009, the company had 20 wholly-owned mines, six joint venture mines, nine advanced exploration and development projects, along with a number of closure and legacy properties and exploration sites.

Barrick operates mines and has exploration and development projects in 11 countries: Argentina, Australia, Canada, Chile, Papua New Guinea, Pakistan, Peru, Russia, South Africa, Tanzania, and the United States. We are a public company listed on the Toronto and New York Stock Exchanges. The company's stock symbol is ABX.

The company's gold and silver products are sold to smelters or on the world-wide gold and silver market. Copper is sold on copper markets. We do not sell directly to retail customers.

Barrick is an international company with over 19,000 employees. Financial information, including revenues, net earnings, assets, shareholder equity and annual production, can be found in our 2009 Annual Report, available on the Barrick website or by requesting a printed copy from the Toronto office.

* In February 2010 Barrick announced the creation of Africa Barrick Gold [ABG] which will hold Barrick's African mines and exploration properties.

During 2009, there were three significant changes to the company. These included:

- Mr. Aaron Regent became President and CEO effective January 16, 2009.
- The Henty mine in Tasmania, Australia was sold to Bendigo Mining Ltd in July, 2009.
- Development of the Buzwagi project was completed and operations began in May, 2009.

Barrick was recognized or won a number of external awards in 2009.

- Barrick was named one of the Best 50 corporate citizens in Canada for 2009 by Corporate Knights, the Canadian Magazine for Responsible Business.
- Barrick Founder and Chairman Peter Munk received the 2009 Business Leader of the Year Award from The University of Western Ontario's Richard Ivey School of Business.
- Barrick's Cowal mine won the annual Excellence Award from the New South Wales Minerals Council for its innovative collaboration, through the Lake Cowal Foundation, to deliver almost $9 million of environmental and educational projects for local communities.
- Twenty Barrick sites won awards for "exemplary safety performance" from the International Society of Mine Safety Professionals.
- Barrick's Goldstrike mine received the 2009 Nevada Excellence in Mine Reclamation Award for the Design Clydesdale Waste Rock Facility; the award was presented by the Division of Minerals, Department of Wildlife, Division of Environmental Protection, Bureau of Land Management, and the U.S. Forest Service.

ABOUT THIS REPORT

The Global Reporting Initiative's [GRI] vision is that reporting on economic, environmental and social performance by organizations is as routine and comparable as financial reporting. The GRI pioneered the development of the world's most widely used sustainability reporting framework and is committed to its continuous improvement and application worldwide. This framework sets out the principles and indicators that organizations can use to measure and report their economic, environmental, and social performance.

Barrick has chosen to report according to the GRI Sustainability Reporting Guidelines for the past six years, using G3, the third version of the guidelines for the past three years. The annual Responsibility Reports, based on the GRI framework, can be used by us, and by our stakeholders, to benchmark our performance against others in our industry.

Report Profile

The 2009 Responsibility Report covers the 2009 calendar year, which corresponds to Barrick's financial year. Reference may be made in this report to an activity that occurred early in 2010, if it helps to clarify a particular issue. Barrick's previous Responsibility Reports have also been annual reports; they are available on the Barrick website.

For information regarding the Responsibility Report please contact:

Peter Sinclair, Vice President,
Corporate Social Responsibility
Barrick Gold Corporation
Brookfield Place,
Canada Trust Tower
161 Bay Street, Suite 3700
Toronto, ON M5J 2S1
Canada

Telephone: 416.861.9911
Toll Free: 800.720.7415
Fax: 416.861.2492
Email:
responsiblemining@barrick.com

Readers can also complete the on-line feedback form available on the Barrick website **www.barrick.com**

Report Scope and Boundary

Each year, a determination is made as to what issues to cover in the Responsibility Report. In order to ensure a balanced and reasonable presentation of our performance, we use the GRI principles for defining content: materiality, completeness [sufficient coverage], stakeholder inclusiveness, and relevance to sustainability.

Report Content

In compiling our 2009 report, we were guided by our Corporate Social Responsibility Charter, the International Council on Mining and Metals [ICMM] sustainable development framework and its 10 Principles, as well as the GRI-G3 indicators. Material 'core' and 'sector supplement' G3 indicators have been addressed along with a number of 'additional' indicators.

We completed an internal high level risk assessment including input from all regions and corporate functional groups and prioritized the material issues from that exercise. Externally, we considered topics raised by a wide range of stakeholders, questions from our Annual Shareholder's Meeting, issues raised in the media, and greater societal concerns and trends. We then reviewed the materiality of these topics and selected the most significant topics for reporting. Our intention is to report on these material topics in sufficient detail to allow our stakeholders to confidently assess our performance.

Materiality

An organization is faced with a wide range of topics on which it could report. Materiality is the threshold at which an issue or indicator becomes significantly important that it should be reported. Assessments of materiality take into account the basic expectations expressed in international standards and agreements, an organization's overall strategy, along with concerns expressed by stakeholders and by broader social expectations.

We have provided responses to all G3 core indicators, the finalized Mining and Metals Sector Supplement [published in March 2010], and a number of the G3 additional indicators, and we have provided additional detail on material issues. These issues include community involvement, environmental performance and worker safety. Less emphasis has been placed on product responsibility as we do not sell our products directly to the public.

Report Boundary and Limitations

This report and accompanying website data tables contain information on our wholly-owned and joint-venture operations, along with regional and corporate offices. We also provide limited information on our closure properties and advanced exploration and development projects, when material. There are no specific limitations on the scope or boundary of our report, except as reported above. We report on all material issues and impacts.

We report data and significant issues from our joint-venture operations, whether we manage them or not. We also provide information, when material, on subsidiaries, provided they have been under our operational control for at least one year.

Report Data

Barrick's data is sourced from our sites using a variety of data measurement techniques. Much of the information is entered directly into a global data management system. Data review and verification occurs at the site, regional, and corporate levels.

Greenhouse gas calculations vary from country to country, depending on country-level calculation guidelines or requirements. If there are no guidelines or requirements for a particular region, the Mining Association of Canada's Greenhouse gas calculation worksheets are used.

Currency is reported in US Dollars. Data are reported using the metric system.

Most data are aggregated within the report as this is a corporate report. However, data tables, which have five years of data separated by each operation, are available on our website. Data are often presented in two ways; as absolute data and as intensity metrics against tonnes of ore processed. Most numbers are rounded to provide an approximation due to a concern about a lack of precision in some aspects of our data collection systems. Data collection continues to improve each year. Significant errors will be acknowledged when identified or in the next Responsibility Report.

Restatements of Information

There were minor corrections to some of the 2007 information in the on-line responsibility data tables due to receiving additional information in 2009.

Significant Changes to report scope and boundary

There are no significant changes to our report scope or boundary for 2009.

GRI Content and Assurance

Barrick's 2009 Responsibility Report was prepared using the structure of the GRI Reporting Framework [the G3] and the Metals and Mining Sector Supplement. The G3 framework has been followed throughout the Report. The GRI Content index table is accessible from the top navigation bar.

Barrick has internal controls in place, including internal auditing procedures, operational and management review systems, and verification processes for assessing information and assuring that the information reported is accurate.

Since the 2002 Responsibility Report, Barrick has used a third-party consultancy to provide an independent review and opinion of our report and associated website information.

Since 2008, as members of the International Council on Mining & Metals [ICMM], we now externally assure our reporting using the ICMM Assurance Procedure.

Assurance is an evaluation method that uses a specific set of principles and standards to assess the quality of a reporting organization's subject matter and systems, as well as the processes and competencies that underlie its performance.

For the 2008 report, we retained Environmental Resources Management to provide external assurance as outlined in the ICMM Assurance Procedure. This included assuring against two of five ICMM Subject Matters:

- the alignment of our company's sustainability policies and procedures to ICMM's 10 Sustainable Development Principles, and
- the company's self-declared application level of the G3 Guidelines.

For this 2009 report, we retained Bureau Veritas to provide a more detailed external assurance, including assurance against the full five subject matters:

- the alignment of our company's sustainability policies and procedures to ICMM's 10 Sustainable Development Principles
- the company's self-declared application level of the G3 Guidelines
- the company's material sustainable development risks and opportunities
- the existence and status of implementation of systems that the company is using to manage material sustainable development risks and opportunities, and
- the company's performance during the reporting period for material sustainable development risks and opportunities.

Bureau Veritas interviewed employees at all levels of the company, completed seven site visits and conducted stakeholder interviews during their assurance process.

Bureau Veritas' assurance letter is available **here**.

INDEPENDENT ASSURANCE STATEMENT

Introduction and objectives of work

Bureau Veritas North America (Bureau Veritas) was engaged by Barrick Gold Corporation (Barrick) to conduct independent 3rd party assurance of its 2009 Corporate Responsibility Report. This Assurance Statement applies to the information included within the scope of work described below.

The information and its presentation in the 2009 Corporate Responsibility Report are the sole responsibility of the management of Barrick. Bureau Veritas was not involved in the drafting of the Report. Our sole responsibility was to provide independent assurance on its content.

Scope of work

Barrick requested Bureau Veritas to include in its independent assurance the following:

- Data and information included in the Barrick Corporate Responsibility Report for the 2009 reporting period;
- Appropriateness and robustness of underlying reporting systems and processes used to collect, analyze and review the information reported;
- Evaluation of the Report against the general principles of Completeness, Materiality and Responsiveness;
- Evaluation of the Report against the principles of Accuracy, Accessibility, Balance, Clarity, Comparability, Reliability, Timeliness and Stakeholder Inclusiveness in the GRI Reporting Framework, as defined in the GRI Sustainability Reporting Guidelines G3;
- Evaluation of the Report against the five ICMM Subject Matters and the 10 Principles For Sustainable Development.

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

- Activities outside the defined assurance period;
- Positional statements (expressions of opinion, belief, aim or future intention by Barrick);
- Financial data audited by a previous 3rd party.

Methodology

As part of its independent assurance, Bureau Veritas undertook the following activities:

1. Interviews with relevant personnel of Barrick through a global sample;
2. Review of documentary evidence produced by Barrick;
3. Audit of selected performance data back to the source;
4. Visited seven Mine and project site visits in Australia, Tanzania, Chile, Argentina and Nevada, and visits to the corporate headquarters in Toronto;
5. Review of Barrick data and information systems for collection, aggregation, analysis and internal verification and review;
6. Verification of stakeholder engagement activities with an expanded survey of stakeholders and with interviews at the corporate level and at the visited sites.
7. Correlation of information with previous year's reports.

Our work was conducted against Bureau Veritas' global standard procedures and guidelines for external Assurance of Sustainability Reports, based on current best practice for independent assurance. For this assignment, we used the International Standard on Assurance Engagements (ISAE) 3000 and the GRI G3 Sustainability Reporting Guidelines.

The work was planned and carried out to provide reasonable, rather than absolute assurance and we believe it provides a reasonable basis for our conclusions.

Our findings

On the basis of our methodology and the activities described above, it is our opinion that:

- The information and data included in 2009 Barrick Corporate Responsibility Report are accurate, reliable and free from material mistakes or misstatements.
- The Report provides a fair representation of Barrick's activities over the reporting period.
- The information is presented in a clear, understandable and accessible manner, and allows readers to form a balanced opinion of Barrick's performance during the 2009 reporting period.
- The Report properly reflects Barrick's commitment to Completeness, Materiality and Responsiveness in its operations.
- The Report includes performance data and information sufficient to demonstrate conformance with the reporting expectations for GRI G3 Level A.
- The Report presents information that adequately demonstrates alignment with the ICMM 10 Principles for Sustainable Development.
- Barrick has addressed all five of the ICMM Subject Matters and has provided information to support the conclusion that they have substantially met these requirements.

Subject Matter 1.) The alignment of Barrick's sustainability policies and procedures to ICMM's 10 Sustainable Development Principles.

We observed that all the Principles have been incorporated into Barrick policy statements and are properly aligned with the relevant ICMM Position Statements.

Subject Matter 2.) Barrick's material sustainable development risks and opportunities based on its own review of the business and the views and expectations of its stakeholders.

We observed the Corporate Responsibility Report addresses the material risks identified resulting from its operations. These risks were identified through the documented Barrick Development System which includes the views of its stakeholders.

Subject Matter 3.) The existence and status of implementation of systems that Barrick is using to manage the identified material sustainable development risks and opportunities.

We observed that Barrick is making substantial progress in standardizing its approach to material risks. Barrick has implemented a management system approach for its environmental material risks.

Subject Matter 4.) Barrick's performance during the given reporting period for the identified material sustainable development risks and opportunities.

Barrick includes performance information for its material risks in the Corporate Responsibility Report.

Subject Matter 5.) Barrick's self-declared application level of the G3 Guidelines

We found that Barrick has adequately responded to the GRI G3 reporting requirements for a Level A rating. Barrick has also reported performance against additional indicators included in the Metals and Mining Sector Supplement.

- Barrick has established appropriate systems for the collection, aggregation and analysis of relevant information about its material risks.
- Barrick has documented processes in place for consulting and engaging with its key stakeholders in a structured and systematic manner.
- Barrick has effectively implemented underlying global data collection, review, reporting and verification practices that provide a high

level of confidence that the information is complete and accurate.

- Barrick's management team continues to develop effective processes for the embedding of corporate responsibility concepts and practices in the company.
- Barrick is implementing a management systems approach for environmental risks and has certified some sites to ISO 14001.

Key areas for ongoing development

Based on the work conducted, we recommend that Barrick consider the following:

- Stakeholder engagement practices at the corporate level could be enhanced to be more proactive and less reactive.
- Develop methods to more accurately determine indirect social and economic benefits for communities around mine sites.
- Continue with implementation of initiatives to create more internal accountability for site data management and reporting.
- Revise the due diligence process for social and environmental issues at acquired assets to more fully address the potential for reputational issues.

Statement of independence, impartiality and competence

Bureau Veritas is an independent professional services company that specializes in Quality, Health, Safety, Social and Environmental management with over 180 years history in providing independent assurance services.

No member of the assurance team has a business relationship with Barrick, its Directors or Managers beyond that required of this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest.

Bureau Veritas 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, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Bureau Veritas standard methodology for the Assurance of Sustainability Reports.

Bureau Veritas North America
Costa Mesa, CA
April 19, 2010

EXECUTIVE VIEWPOINT

In 2010, Barrick is focused on meeting production and cost targets, completing projects on budget and on time, and maintaining our strong financial position. These are all very important priorities; however, *how* we achieve these goals will be just as important as reaching them.

Over the past year since joining Barrick, I have met with a host of stakeholders – investors, government officials, our own employees, non-governmental organizations (NGOs) and suppliers. Listening to them has provided great insight into many of the broader trends that are affecting the mining industry.

We are seeing increasingly high public expectations of how companies should conduct themselves. There is also greater scrutiny of the mining sector by critics, NGOs, communities, governments, and other stakeholders, especially in developing countries. This is coupled with calls for more reporting, accountability, and legislative oversight of the mining sector. We see similar trends in project financing, where a major part of the discussion now focuses on social and environmental issues.

Mining, as an extractive industry, has a significant impact on the communities and environments where we operate. In order to mine, we must disturb land and use both energy and water. Our operations can also have a social impact on local communities, for example through resettlement or shifting social dynamics. I believe our efforts and innovative approaches in managing and mitigating these impacts are making all the difference, as we generate meaningful benefits for our host communities.

Responsible Mining is central to our way of doing business at Barrick. It is also vital to the future of the mining business.

Only by operating in a safe and socially responsible manner can we maintain our license to operate and ultimately be successful as a company. Success requires a commitment to a safe workplace, environmental stewardship, respect for people and communities wherever we operate, and conducting our business practices to the highest ethical standards.

Perceptions of our performance are first shaped at the community level, where we have a strong track record. Along with jobs and training, our community programs and partnerships with reputable NGOs have brought improved education, health services and economic development to many communities. In some of the most disadvantaged parts of the world, these programs are creating the conditions for accelerated economic and social development. Whether it's by developing a skills training program for local communities in the Dominican Republic or by providing small-scale farmers in Tanzania with access to new markets, we are supplying real benefits to the communities where we operate.

Going forward, we are improving the effectiveness of our community programs by creating a Social Management System that combines our existing guidelines and other tools into a single, streamlined system. We are also in the process of implementing formal grievance mechanisms (or locally suitable alternatives) at each site according to Barrick standards.

On the environmental front, we have set our sights on strengthening our performance on a global scale. Barrick works from a foundation of compliance with all domestic permits and laws and builds from there. We are in the process of fully implementing the company's environmental management system at all operations and projects and gaining regional or site ISO 14001 certification by 2011. On issues such as water conservation or mine closure, we have developed environmental standards that set out best practices and clarify what the company requires of our operations.

We also set ambitious targets for ourselves. Along with better reporting procedures, our goal is to achieve a 10 percent reduction in environmental incidents over 2009. Taken together, these environmental performance commitments are about positioning Barrick as a leader in our industry.

In 2009, we completed a risk assessment to identify and address the business risks associated with climate change, while continuing to improve overall energy efficiency. Based on this assessment, in 2010, Barrick is implementing a global climate change standard at all operations. And we continue to strengthen our company-wide focus on water conservation, adopting new engineering techniques and pioneering practices that reflect the latest thinking in our industry.

Our commitment to the health and safety of our employees remains as strong and unwavering as ever. Keeping our people safe is job one. Our strategy in this area focuses on continued implementation of the Courageous Leadership program, along with additional initiatives, such as company-wide driver training and risk procedures, tools and training materials. In 2010, we are aiming for zero fatalities, a 10 percent reduction in lost-time injuries, and a 15 percent reduction in total injuries.

Our overarching commitment to responsible mining is also guided by Barrick's code of business conduct and ethics. Therefore we are working to maintain and strengthen the ethical culture of the company with additional ethics training programs for employees. Simply put, we want every employee to feel 100 per cent confident that the right way to do the job is always the ethical way.

Many of the key sustainability-related risks to the company are tied to compliance. A fundamental aspect of responsible mining is making sure that every location is fully compliant with all permits, laws, regulations, and company standards. A spill or a lapsed permit can leave a site at risk of government action, fines or even shutdown. Likewise, if we fail to address the social and economic needs of the communities surrounding our operations, we risk losing our social license to operate. However, our values demand that we don't stop at basic compliance.

We aim to be leaders in responsible mining.

At Barrick, our continuing challenge will be to ensure each of our 26 operations adhere to the strict global mining standards and international obligations set out by organizations and agencies such as the International Council on Mining and Metals, the International Finance Corporation and the Global Reporting Initiative, upon which this report is based.

Barrick is taking the right steps to proactively address the range of issues we face as a company and within the mining sector. Industry leadership doesn't require perfection. But it does require a willingness to always try to improve performance.

I am especially proud of our people, who are bringing a commitment to continuous improvement to the workplace everyday.

They are making it possible for Barrick to be the business partner and employer of choice for governments and communities around the world. By managing our issues and setting increasingly high performance standards, we are creating a competitive advantage for Barrick now and for years to come.

Aaron Regent
President and Chief Executive Officer

GOVERNANCE, CORRUPTION AND COMMITMENTS

Governance

Governance structure

Barrick's Board of Directors is responsible for the stewardship of the company and for oversight of the management of its business affairs, while our senior management is responsible for the management and day-to-day operation of the company. Barrick's approach to social responsibility is framed by our Corporate Social Responsibility Charter.

The Board has an Environmental, Health and Safety [EHS] Committee which is responsible for reviewing Barrick's environmental, safety and health, and corporate social responsibility [CSR] policies and programs; including overseeing performance, monitoring current and future regulatory issues, and making recommendations to the Board, where appropriate, on significant matters in respect of environmental, safety, health and CSR. The EHS Committee has two members who are independent Board members and two members who are on the Barrick executive management team. To promote the effective functioning of the Board of Directors and its Committees, the Board has adopted a set of corporate governance guidelines and formal Board and Committee Mandates setting out the roles and responsibilities of the Board and its Committees.

In 2009, the EHS Committee received 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 projects, security matters, and CSR programs. Also in 2009, the EHS Committee approved amendments to the EHS Committee's mandate to formally expand the EHS Committee's purpose and responsibilities to include oversight of Barrick's CSR programs and performance.

In 2009, senior management's Environmental, Health, Safety and Sustainability [EHSS] Committee reformed into an Executive Community, Environmental, Health, Safety, and Security [CHESS] Committee to more clearly reflect a focus on our top sustainability issues. The CHESS Committee reviews corporate social responsibility performance trends and issues, approves CHESS CSR business plans.

Aaron Regent, President and Chief Executive Officer and Peter Munk, Barrick's Founder and Chairman, discuss strategy

The Board of Directors

The Chair of the Board of Directors is also an officer of the company. The Board holds regularly scheduled sessions throughout the year during which the independent directors meet in the absence of the non-independent directors and management. The independent sessions are presided over by the Lead Director. The Lead Director was elected by the independent directors to preside at the independent sessions and to perform such other duties as the Board may determine. The Lead Director facilitates the functioning of the Board independently of management, serves as an independent leadership contact for directors, and assists in maintaining and enhancing the quality of the company's corporate governance.

In 2009, the Board was comprised of 15 members, nine of whom were considered independent, pursuant to the applicable corporate governance standards of securities regulatory authorities and/or stock exchanges.

Shareholders, employees and other interested parties may communicate directly with the Board by sending correspondence, marked to the attention of the Lead Director or the Chairman of the Corporate Governance and Nominating Committee, to the following address:

Barrick Gold Corporation
Brookfield Place,
Canada Trust Tower
161 Bay Street, Suite 3700
Toronto, ON M5J 2S1
Canada

Barrick's Compensation Committee is comprised entirely of independent directors. The Committee is responsible for assisting the Board in monitoring, reviewing and approving Barrick's compensation policies and practices, and administering our share compensation plans. The Compensation Committee reviews and makes recommendations to the Board with respect to the corporate goals and objectives relevant to the compensation of the Chief Executive Officer and evaluating the performance of the Chief Executive Officer in light of those goals and objectives, and recommends to the Board the compensation level of the Chief Executive Officer based on this evaluation. The Committee is also responsible for reviewing and making recommendations to the Board with respect to director and senior management compensation and succession planning for the Chief Executive Officer and other senior executives. Please see the "Compensation Discussion and Analysis" section of Barrick's **2010 Management Proxy Circular** for a description of Barrick's compensation policies and practices for our executive officers in 2009.

The Corporate Governance and Nominating Committee is responsible for identifying and recommending to the Board individuals qualified to become members of the Board. The Board then recommends director nominees to the shareholders for election at each annual meeting. In considering nominees to the Board of Directors, the Corporate Governance and Nominating Committee assesses the ability of candidates to contribute to the effective oversight of the 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 Barrick.

The Corporate Governance and Nominating Committee identifies candidates for appointment as independent directors, both through individuals known to the Corporate Governance and Nominating Committee or other members of the Board and with the assistance of an external search firm. In the future, the Corporate Governance and Nominating Committee intends to identify and recommend a candidate for appointment as an independent director who has particular expertise and experience in corporate social responsibility, environmental and/or human rights issues relevant to the mining industry.

Board overview of sustainability
Our Board of Directors has an Environmental, Health and Safety [EHS] Committee whose purpose is to assist the Board in overseeing (a) the company's environmental, safety and health, and CSR policies and programs, and (b) the company's environmental, safety and health, and CSR performance.

The Committee's responsibilities with respect to environmental, safety and health, and CSR matters include:

- reviewing and making recommendations in regard to the company's environmental, safety and health and CSR management programs, including corporate policies and procedures
- reviewing and making recommendations in regard to environmental, safety and health and CSR compliance issues, if any
- satisfying itself that the management of the company monitors trends and reviews current and emerging issues in the areas of environment, safety and health and CSR, and

evaluates their impact on the company

- reviewing incident reports to assess whether environmental, safety and health, and CSR management procedures were effective in such incidents, and to make recommendations for improvement, and to determine if such incidents are of significance to report to the Board
- reviewing the scope of potential environmental liabilities and the adequacy of the environmental management system to manage these liabilities
- reviewing the company's safety and health performance to assess the effectiveness of safety and health programs and to make recommendations for improvement, and determine if any safety and health issues that may be identified as a result of such review are of significance to report to the Board
- receiving reports from management on the company's corporate social responsibility performance to assess the effectiveness of the corporate social responsibility program

In all cases, the Committee will, where appropriate, report to the Board and make recommendations to the management of the company and/or to the Board.

Honesty and Integrity. The Code of Conduct guides our behavior

The Executive CHESS Committee [formerly the Environmental, Health, Safety and Sustainability Committee] is comprised of our Chief Executive Officer, Chief Operating Officer and the company's most senior executives. The Executive CHESS Committee's mandate is to provide leadership, set policy and strategic direction, and ensure that an appropriate and integrated organizational structure exists across the company in the areas of environment, health, safety, and the broader functions associated with maintaining our license to operate - including sustainability, community relations, NGO initiatives and government affairs. The Committee approved Barrick's Corporate Social Responsibility Charter and CE&SD Guidelines. The Community Relations Strategy was developed in consultation with the Senior Leadership Team and Regional Presidents.

The Board EHS Committee meets on a quarterly basis. The Executive CHESS Committee meets on a regular basis, up to four times each year.

Review of Board, Committee, and Director performance

The Board has adopted an annual process to evaluate the functioning of the Board, each of the Committees of the Board, and individual directors. As part of such process, each of the members of the Board and the members of each Committee annually complete detailed evaluation questionnaires relating to the performance and effectiveness of the Board, the relevant Committee, the Chair of the Board, and the Chair of each Committee. The evaluation questionnaires cover matters such as the operation of the Board and its Committees, the adequacy of information provided to directors, Board structure, agenda planning for Board and Committee meetings, and strategic direction and process, and take into account the duties and responsibilities set out in the Board and Committee mandates. Completed questionnaires are returned to external legal counsel, who compile the results and review such results with the Chairman of the Corporate Governance and Nominating Committee. The results of the evaluations are then reviewed by the Corporate Governance and Nominating Committee and are reported to the full Board.

Vision, values and codes of conduct

Barrick Vision

To be the world's best gold company by finding, acquiring, developing and producing quality reserves in a safe, profitable and socially responsible manner.

Barrick Core Values

As we conduct our business around the world, we have always been guided by our commitment to responsible behavior. In practice, this translates into bringing long-term benefits to the communities where we operate, and fostering a culture of excellence and collaboration among our employees. By upholding the Barrick Core Values in everything we do, we open up opportunities to earn the trust of our stakeholders and to create shared value.

Behave Like an Owner: We accept accountability for our actions and results. We treat the company's assets as our own. We are entrepreneurial and look for opportunities to grow our business. We act with integrity, operating within the letter and spirit of the law and Barrick's Code of Business Conduct and Ethics.

Act with a Sense of Urgency: We are decisive, take initiative and make tough decisions when necessary. We set priorities and act on them.

Be a Team Player: We work safely at all times. We respect our colleagues and those we interact with outside our organization. We listen to others for understanding and we ask for help. We build trust and celebrate our successes. We help others improve their effectiveness. We promote confidence and trust in each other's capabilities.

Continually Improve: We are always committed to improvement. We build on good ideas, learn from our mistakes and challenge the status quo. We think outside of the box and have a desire to succeed and add value to our work.

Deliver Results: We have a clear vision of where we're going and the plan to get there. We focus our resources to achieve our objectives. We pay attention to detail and keep our commitments. We deliver results.

Code of Business Conduct and Ethics

Barrick's success is built on a foundation of personal and professional integrity and commitment to excellence. 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 embodies the commitment of Barrick to conduct business in accordance with all applicable laws, rules and regulations, and the highest ethical standards throughout our worldwide organization. The Code has been adopted by the Board of Directors and applies to every Barrick employee, including the Chief Executive Officer and other senior executive and financial officers, and to members of our Board of Directors.

In addition to the Code, every employee, officer and director must also read and comply with Barrick's Anti-Fraud Policy, Disclosure Policy, Insider Trading Policy, Anti-Bribery and Anti-Corruption Policy, Safety and Occupational Health Policy, Environmental Policy, and the policies of his or her particular business unit.

All Barrick employees, officers and directors are accountable for adhering to the Code and each individual is responsible for reporting behavior that violates the Code. When applying the Code to their actions, employees should seek full compliance, not only with the letter of the Code, but also with the spirit of its rules.

Barrick's Standards of Conduct in the Code set out the responsibilities of employees regarding conflicts of interest. They are required to comply with the Code and have an obligation to act in the best interests of Barrick. They should avoid conflicts of interest. In particular, they may not use, or attempt to use, their position at Barrick to obtain any improper personal benefit.

If a conflict of interest exists, and there is no failure of good faith on the part of the employee, our policy, generally, is to allow a reasonable amount of time for the employee to correct the situation in order to prevent undue hardship

or loss. However, all decisions in this regard will be in the discretion of the Chief Executive Officer or the General Counsel, whose primary concern in exercising such discretion will be the best interests of Barrick.

Barrick respects the right of employees to take part in financial, business and other activities outside their jobs. These activities, however, must be free of conflict with responsibilities as Barrick employees. Barrick directors, for example, must not serve as directors or officers of, or work as employees or consultants for, a competitor or an actual or potential business partner of Barrick without prior approval of the Chief Executive Officer or the General Counsel.

Corruption

Barrick is committed to the highest standards of corporate governance and professional integrity. We conduct our business around the world in an ethical, honest, and accountable manner and in accordance with all applicable laws, rules, and regulations. We are committed to transparency in our business practices, consistent with good governance and commercial confidentiality. Corruption is the misuse of public power for private profit, or the misuse of entrusted power for private gain. Barrick expects all employees, officers and directors to take all responsible steps to identify and raise potential corruption issues before they lead to problems.

A "conflict of interest" occurs when an individual's private interest improperly interferes, or appears to interfere, with the interests of Barrick. A conflict situation can arise when an employee or director takes actions or has private interests that may make it difficult to perform his or her company work objectively and effectively. Conflicts of interest may cause an employee or director to make decisions based on personal gain rather than in the best interests of Barrick They should avoid conflicts of interest.

Risks related to corruption

The company's Code of Business Conduct and Ethics [the Code] outlines our obligations to comply with all applicable laws, prevent conflicts of interest, maintain confidentiality, protect company assets, and deal fairly with suppliers and competitors. The associated Anti-Bribery and Anti-Corruption Policy [the Anti-Corruption Policy] sets out Barrick's commitment to compliance with Canada's Corruption of Foreign Public Officials Act, the U.S. Foreign Corrupt Practices Act, and applicable local anti-bribery and anti-corruption laws. All employees are required to read the Code and associated policies, including the Anti-Corruption Policy, and all management and supervisory personnel are required to annually recertify their compliance.

Anti-corruption training

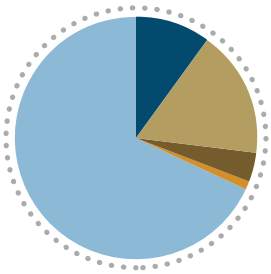
All supervisory and administrative employees are required to complete training sessions on the Code of Business Conduct and Ethics and its associated policies, including the Anti-Corruption Policy.

Actions taken in response to corruption

We have established a clear communication framework to ensure that concerns about ethical issues are reported appropriately. To support compliance with the Code and associated policies, we have a Code of Business Conduct and Ethics / Anti-Fraud Escalation Policy to ensure that suspected violations of the Code are reported to the appropriate levels of management and to the Audit Committee of the Board.

Violations of the Code and associated policies are grounds for disciplinary action up to and including termination of employment. The majority of inquiries in connection with violations of the Code in 2009 were related to petty theft at our operating sites. While not all the investigations relating to the complaints received in 2009 have been closed, we do not consider any of the inquiries respecting violations of the Code in 2009 to have a significant adverse effect on Barrick's ethical culture.

Code of Conduct Inquiries Received in 2009



Conflicts of Interest	10%
Other Misconduct*	17%
Employee Harassment and Discrimination	4%
Environmental, Safety & Occupation Health Practices	1%
Theft**	68%

* This category consists of other complaints of misconduct and incidents of theft amounting to greater than $1,000 in value.

** The vast majority of incidents of theft consist of petty theft under $1,000 in value.

Public policy development and lobbying

Mining is a heavily regulated industry and Barrick maintains a continuing dialogue with governments and regulators at all levels regarding regulatory issues and other items of business interest. Barrick belongs to a wide range of industry associations and also works closely with international non-government organizations to develop appropriate standards and guidelines for our industry. Industry associations [national and international] include the following:

Australian Institute of Mining & Metallurgy
Cámara Argentina de Empresarios Mineros
International Council on Mining and Metals
Minerals Council of Australia
Mining Association of Canada
National Mining Association
Prospectors and Developers Association of Canada
Sociedad Nacional de Mineria, Petroleo y Energia [Peru]
Tanzanian Chamber of Mines
World Gold Council

Legal actions and significant fines

Our Code of Business Conduct and Ethics prohibits employees and directors from entering into arrangements which restrict our ability to compete with other businesses or the ability of other businesses to compete freely with Barrick.

There were no legal actions, fines or non-monetary sanctions for incidents of corruption or anti-competitive behavior in 2009.

Commitments to External Initiatives

In keeping with our commitment to social responsibility, Barrick has adopted a number of voluntary codes and initiatives that address a range of economic, social and environmental issues. We recognize the importance of responding to social issues and have become members in various associations / organizations that advance a social responsibility agenda.

Precautionary approach

We recognize that there may be significant impacts to the existing natural environment, both temporary and long-lasting, due to the presence of our mining operations. As a result, we use a precautionary approach throughout the life of a mine – from development through closure – by first assessing potential impacts, then evaluating how to avoid, control, or mitigate these impacts.

External codes and initiatives

Carbon Disclosure Project since 2005
Devonshire Initiative since 2007
Extractive Industries Transparency Initiative since 2006
Global Reporting Initiative since 2005
International Cyanide Management Code since 2005

Memberships and partnerships

CSR Organizations

Business for Social Responsibility
Clinton Global Initiative
Global Business Coalition on HIV/AIDS, Tuberculosis and Malaria
International Network for Acid Prevention
Transparency International – Canada
Transparency International – Papua New Guinea
Transparency International - Peru
UN Global Compact

Non-government Organizations

Abott Fund
Ademi Foundation [Dominican Republic]
African Medical and Research Foundation

Agualimpia [Peru]
Aid for AIDS in Nevada [USA]
AIDS Business Coalition [Tanzania]
América Solidaria [Chile]
Aqualimpa [Peru]
Asian Development Bank – HIVAIDS
Association of Private Health Hospitals [Tanzania]
Bighorns Unlimited [USA]
Boys and Girls Clubs of Elko [USA]
Bridge2Aid
Canadian Council for Africa [Canada]
Children's Book Project for Tanzania
Conservation International [Papua New Guinea]
Council of Alaska Producers [USA]
Dar Independent Schools League [Tanzania]
Ducks Unlimited [USA]
EnGender Health [Tanzania]
Fundación Cisneros [Latin America]
Fundación Teletón [Chile]
Instituto Argentino de RSE – IARSE [Argentina]
Kainantu District AIDS Council [Papua New Guinea]
Lake Cowal Foundation [Australia]
Lander County Sustainable Development Committee [USA]
Makutano [Tanzania]
Malaria No More [Tanzania]
Muhimbili University of Health and Allied Sciences [Tanzania]
Nature Conservancy [USA]
Population Service International
Porgera District Women's Association [Papua New Guinea]
Porgera Environmental Advisory Komiti – PEAK [Papua New Guinea]
Public Education foundation [USA]
Rocky Mountain Elk Foundation [USA]
Rotary Australia [Papua New Guinea]
South African Institute of International Affairs
Tanzania Education Authority
Tanzania Medical Students Association
Tanzanian House of Talent
Tanzania National Malaria Control Program
Touch Foundation [Tanzania]
Teletón [Chile]
Trout Unlimited [USA]
Un Techo para Chile [Chile]
United Way of the Great Basin [USA]
Un Techo para mi País [Peru]
United States Agency for International Development
USAID
Vocational Education & Training Authority [Tanzania]
Volunteer Surgical Missions [Australia- Tanzania]
Wild Turkey Federation [USA]
World Vision Canada [Peru]

Mining Associations

Alaska Miners Association [USA]
Australian Institute of Mining & Metallurgy
Cámara Argentina de Empresarios Mineros [Argentina]
California Mining Association [USA]
Consejo Minero [Chile]
International Council on Mining and Metals [ICMM]
Minerals Council of Australia
Mining Association of Canada
Montana Mining Association [USA]
National Mining Association [USA]
Nevada Mining Association [USA]
New Mexico Mining Association [USA]
Northwest Mining Association [USA]
Prospectors and Developers Association of Canada
Sociedad Nacional de Mineria [Chile]
Sociedad Nacional de Mineria, Petroleo y Energia [Peru]
Tanzania Chamber of Minerals & Energy
World Gold Council

Trade Associations

Instituto de Ingenieros de Minas del Perú
International Society of Mine Safety Professionals
National Fire Protection Association [NFPA]
Society of Mining and Metallurgical Engineers
US National Safety Council

ECONOMIC

Barrick's presence brings economic opportunities to areas around our mine sites and projects, which are often located in isolated areas or developing countries. The economic contribution of our business operations provides a powerful catalyst for sustainable, long-term development in these host communities and regions. Our aim is to support a stable business environment including, at times, the development of local supplier industries, and a skilled, educated and healthy workforce.

Economic performance
Barrick is one of the world's lowest cost gold producers. Our financial strength is a key competitive advantage, enabling use to execute our strategy and act quickly on opportunities to enhance shareholder value. We have the gold industry's only 'A' rated balance sheet.

Adjusted net income for 2009 was $1,810 million US dollars or $2.00 per share. Our operating highlights include gold production of 7,423 thousand ounces and copper production of 393 million pounds. For detailed information on Barrick's Direct Economic Value Generated and Distributed, please see Barrick's Annual Report for 2009 which includes our financial statements for the year ending December 31, 2009. Most economic information, including retained earnings and payments to capital providers and governments, is available in Barrick's Annual Report.

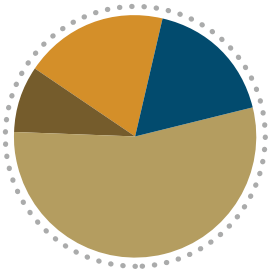
Economic include employee wages and benefits, taxes and royalties paid to governments, purchases of goods and services from local and regional suppliers, charitable donations, scholarships, and support for community programs and infrastructure development that provide for economic growth outside the influence of the mine. In 2009, Barrick contributed $8.7 billion to the local and regional economies of our host countries. For more information, please see the **Society** section of this report.

Defined benefit plans
Barrick has a number of instruments which provide post retirement benefits to employees. We have qualified defined benefit pension plans [a defined benefit plan promises a specified monthly benefit at retirement] that cover some of our Canadian, United States and Australian employees and provide benefits based on employees' years of service. We have non-qualified defined benefit

Value Added
(in millions of dollars)

Royalties & Taxes	1,100
Wages & Benefits	1,560
Regional Goods & Services	3,650
Local Goods & Services	2,410

Community Benefits
(in millions of dollars)



Donations	4.2
Community Initiatives Infrastructure	13.1
Partnerships/ Sponsorships	2.1
Scholarships	4.6

pension plans covering other employees and former directors of the company. As well, certain employees take part in defined contribution employee benefit plans [examples of defined contribution plans include 401(k) plans, 403(b) plans, RRSPs, employee share ownership plans, and profit-sharing plans].

Environmental protection expenditures

Environmental protection expenditures include the cost of environmental monitoring, mitigation of environmental contamination, purchase of equipment to reduce emissions, and the disposal of hazardous waste. Reclamation activities at our closure sites contribute significantly to these costs each year. Other environmental protection costs are often not tracked separately; therefore one inclusive number is not available. However, at a minimum, environmental protection expenditures for 2009 totaled $89 million.

Government assistance

Barrick did not receive any direct government financial assistance during 2009.

Barrick produced 7.4 million ounces of gold in 2009, at a total cash cost of $466 per ounce

EMPLOYEES

At Barrick, we recognize that attracting, retaining, and motivating the best employees is a critical factor for our business. An entrepreneurial and innovative spirit is central to our success. We are committed to developing the full potential of our employees. We offer a variety of career paths, challenging work assignments, career and skills development, attractive salaries, and benefits tailored to each region.

Due to the geographic and cultural diversity of our workforce, we have a blend of global, regional, and site-based Human Resources programs. We take a global approach to workforce planning and talent management to form a consistent understanding of the labor markets in which we operate and in the performance of our people. We take a regional approach to compensation and benefits, training, and employee relations to address the unique labor markets and social conditions in the countries where we operate. This combined approach has allowed us to implement targeted local programs that attract, retain, and motivate our staff, while reflecting local norms.

Responsible Person: Vice President, Human Resources

Employment and Labor/ Management Relations

Workforce and turnover

Barrick's workforce includes both employees and contractors. At the end of 2009, we had approximately 19,500 employees and 17,000 contractors working at our operations [both wholly-owned and joint-ventures], development projects, exploration groups, and regional and corporate offices.

Barrick's turn-over rate for employees has been tracked at the regional level for a number of years, but was not tracked globally until 2006. In 2009, our global turn-over rate was 10 percent. Most of our turn-over came from the Africa region. This information is not yet

2009 Workforce:
Including all Workers at Joint Venture Operations
as at December 31, 2009

available by age group and gender, but we are working towards providing this information [at least in regions where we can legally track these statistics] in the future.

Benefits

Barrick conducts business in many countries and provides wages and benefits relative to regional economics. We exceed average wages in the countries where we operate. Men and women employed in the same job category receive the same remuneration, according to their level of experience and length of employment.

Benefits provided are in line with cultural sensitivities and include a core group of health care benefits at all operations, as well as non-core regional benefits. Non-core benefits are partially determined by local competitive practices and needs, and may include pension and other retirement programs, maternity or parental leave, life and accidental death insurance, and employee assistance programs. In general, full-time employees receive our full complement of the benefits available in their region, while part-time and contract employees receive fewer benefits. Since this is locally determined, global information is not available.

Communication regarding operational changes

During major changes to our operations, we keep our employees informed through the Barrick News [our employee quarterly newsletter], targeted newsletters, on-line information sessions, the company intranet, and face-to-face meetings at each site as necessary. For those sites where there are collective agreements in place, we respect minimum notice periods regarding communicating operational changes.

Barrick's Core Values foster a culture of excellence and collaboration among our employees

At Barrick, nothing is more important than the safety of our people

Trade union representation

Barrick respects the rights of employees to freedom of association and collective bargaining. This includes the right of each individual employee to join a union or other labor association. We have a number of facilities around the world with unions or bargaining associations. We have worked, and continue to work, closely with these associations over the years to develop and manage effective labor relations programs. In 2009, approximately 30 percent of our employees were covered by collective bargaining agreements. The bulk of our union employees are located in Africa, South America and Papua New Guinea.

Strikes and lockouts

A strike is a work stoppage caused by the mass refusal of employees to perform work, usually in response to employee grievances. A lockout is a form of work stoppage in which an employer refuses to allow employees to work, often as a counter to a strike. Barrick did not experience any strikes or lockouts exceeding one week's duration in 2009.

Training and Education

Training

Personal development opportunities are an important benefit we provide to our employees. Skills development and apprenticeship programs are often available at our sites. In addition, tuition reimbursement is provided in many cases for off-site, employment-related education.

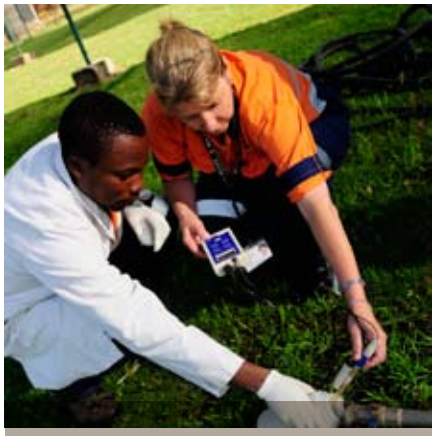
In 2009, Barrick provided 620,000 hours of environmental, health, safety, and emergency response training to employees and contractors, and almost 500,000 hours of technical, managerial, and

leadership education both on and off site. This training ranges from university degree courses, technical short courses, to one- and two-day computer skills courses. We also sponsored 350 apprenticeships at 19 operations in 2009.

Skill management and life-long learning

Barrick believes in life-long learning and that our employees can have multiple careers within our organization. Our career development program, known as Compass, includes career paths, development programs, and performance support resources that allow us to work with our employees to help them fulfill their potential. Skills development programs are role based. We integrate individual needs with work duties and career objectives. Most of our programs are self directed and utilize on the job assignments and mentoring to enable our staff to realize their goals. Additionally, professionals who participate in professional development programs, offered through universities or professional associations, are eligible for tuition reimbursement.

Barrick invests significant efforts in maintaining a leadership pipeline. Investments include programs like the Powerful Leadership program; a major initiative to strengthen the leadership skills of our supervisors and managers. This program builds skills for frontline personnel who have responsibility for coaching and managing employee performance. Powerful Leadership training develops skills for providing feedback and coaching, leading change, delegating, resolving conflict, managing performance problems, and motivating high performance teams.



Career development and training is an ongoing process at Barrick

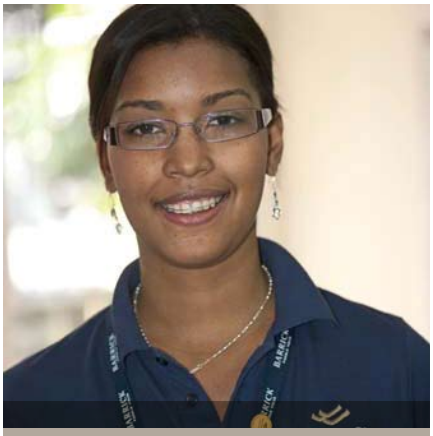
Career management processes are in place for Barrick employees

Advanced leadership development is achieved by sending our more seasoned managers through rotational and expatriate assignments, special projects, and Barrick-sponsored academic coursework. Many of our regions have longstanding relationships with universities and private institutions in their region.

Our investment in technical development sustains our ongoing achievements in operational excellence. We have a professional development program for engineers and geoscientists that have joined us directly from post-secondary education. This development program is designed to accelerate the learning curve and advance the careers of our technical employees through active mentoring from more experienced professionals, targeted

Courageous Leadership Training

The cornerstone of Barrick's approach to safety is Courageous Leadership training, which is mandatory for every employee at every mine site and office location. The course features case studies that illustrate the far-reaching consequences of injuries on people and families, and empowers employees to take the initiative to correct an unsafe situation or even stop production. Our goal is to create 20,000 courageous safety leaders throughout the organization who are attending to their own safety and that of their co-workers.



Local and regional hiring is a priority at our Pueblo Viejo project in the Dominican Republic

Barrick sponsored 350 apprenticeships at 19 operations in 2009

learning, and individualized work assignments.

Many Barrick employees are part of our Global Succession Planning Program which provides employees with a chance to increase their knowledge and skills by transferring them into assignments of greater complexity at other Barrick sites, both regionally and internationally.

When a mine closes, we may be able to offer continuing employment opportunities at other Barrick operations. In some regions, we offer out-placement services or help with resumes and job hunting strategies.

Career development

We currently have performance review and career management processes in place for employees at our operations and offices. Processes may vary from site to site, as Barrick has grown through acquisition and inherited different systems; however we are working to align these processes. One hundred percent of executives, senior and middle managers, and 25 percent of first line managers are covered by an annual formal performance planning and assessment processes. Supervisor and non-management individuals participate in site specific performance management review processes for professional and skilled employees. Employees in work crews at our operations have regular key performance indicator appraisals, often in a team format.

Diversity

A diverse workforce encourages creativity and innovation. We draw our workforce from many countries around the world, including each country where we operate, with the result that our workforce is extremely diverse in terms of national and ethnic backgrounds.

We are committed to the localization of our workforce. To this end, we recruit the bulk of candidates for employment from the local and regional areas near our operations. In 2009, the number of expatriates at our operations varied regionally, but globally they represented less than four percent of our employees.

The workforce in the mining industry is predominantly male, and many women see this as a barrier to gaining employment in the industry. At Barrick, our focus is to employ the best person for the job; to choose people on merit. Our challenge is to ensure that we are welcoming to women so that we can employ the best among a wide candidate base. We continue to introduce policies and flexible work practices to encourage higher participation rates of women in the workforce. At the end of 2009, approximately 12.5 percent of our workforce was female.

A number of women hold management positions throughout the company. At the end of 2009, 18 percent of our management and supervisory positions were held by women. This included one mine general manager, and,

at our corporate office, 17 women in senior management positions [director and above]. There are currently no women on Barrick's Board of Directors.

Equality of wages

We consider men and women equally in our search for new employees, and both sexes are encouraged to apply 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 gender biases 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 is so, there may be a perceived gender bias in salary. However, this more correctly reflects a gender bias in the work categories rather than in the rates of pay.

Human Rights, our Employees and Society

Barrick's Corporate Social Responsibility Charter affirms our commitment to observe the fundamental tenets of human rights. This commitment is imbedded in our corporate culture and is aligned with the principles in the UN Universal Declaration of Human Rights. We recognize that the scope and breadth of human rights is far reaching. As stated in the Declaration, "everyone has the right to a standard of living adequate

Careers in mining include engineering and the geosciences

for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services" and "everyone has the right to education." Barrick makes an active and positive contribution to human rights through programs that provide access to education, clean water, and health services for the communities neighboring our mines.

All our employees are to be treated with respect and dignity. We are committed to providing equal opportunity and freedom from discrimination for all of our employees and contractors. We are also committed to ensuring that our employees and contractors uphold the elimination of all forms of forced and compulsory labor and we support the effective abolition of child labor. Barrick promotes health and safety practices for our employees, and adheres to security practices based on the Voluntary Principles on Security and Human Rights [the Voluntary Principles].

Our commitment to these rights led Barrick to becoming a signatory to the UN Global Compact in 2005.

Our Code of Business Conduct and Ethics includes information on formal reporting channels and on our confidential Compliance Hotline and encourages employees to express concerns regarding ethical issues and to report human rights violations.

Human rights and procurement agreements

Barrick requires our suppliers to adhere to our applicable standards and policies. We developed a Supplier Code of Ethics which was implemented in 2008, and we screen our suppliers according to this Code. The Code is designed to help suppliers understand the business and ethical standards they must follow in any business dealings with, or on behalf of, Barrick. In all business dealings with Barrick, suppliers shall comply with the principles of the UN Global Compact, all applicable local laws and the suppliers own code of ethics policy. By the end of 2008, 60 percent of our significant suppliers had self-certified with our Supplier Code of Ethics. In 2009, the percentage remained the same although the amount we spent on procurement increased significantly. During 2009, many new, significant suppliers self-certified with our Supplier Code of Ethics program. From 2008 to 2009 we increased supplier participation by approximately 30 percent measured in terms of the number of suppliers who are certifying.

Discrimination

Discrimination involves the act of treating a person unequally on the basis of race, color, sex, religion, political opinion, nationality, or social origin. At Barrick, we believe that every individual must be accorded equal treatment and that everyone in the company is responsible for ensuring that the workplace is free from all forms of discrimination, harassment and retaliation.

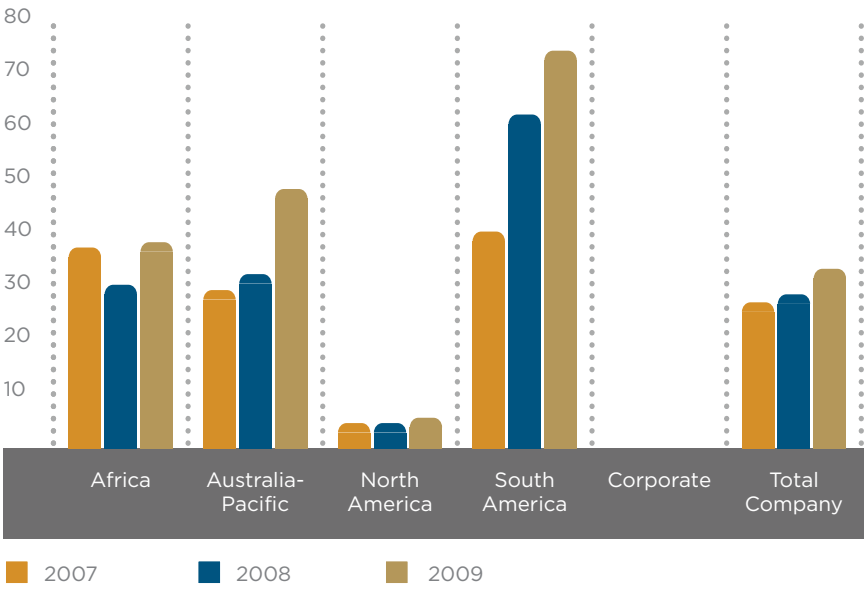
The company is committed to fair employment practices and a workplace in which all individuals are treated with dignity and respect. We do not tolerate or allow any type of discrimination prohibited by law. The company expects that all relationships among persons in the workplace will be professional and free of bias and harassment. We are committed to ensuring that both the letter and the spirit of the law is recognized with respect to promoting equal opportunity in the workplace and ensuring all persons [both employees and potential employees] are treated based on their merit.

Merit is the basis upon which decisions affecting employment and career development are made. The fundamental criteria are work performance, qualifications, competence, abilities, skills, knowledge, and experience relevant to the job.

Any employee, supervisor, or manager who is found, after appropriate investigation, to have engaged in unlawful discrimination, victimization, or harassment of another employee will be subject to appropriate disciplinary action, which depending on the circumstances, may include dismissal. In all cases, the action will be designed to ensure that there is no repetition of the conduct.

Union Membership

in Percent



Freedom of association

The International Finance Corporation [IFC] defines "freedom of association" as the right of workers and employees to join organizations without prior authorization. We respect the rights of our employees to freedom of association and collective bargaining. This means that each Barrick employee has the right to join a labor organization or labor union. We have a number of facilities around the world with unions and/or bargaining associations. We have worked, and continue to work, closely with these groups over the years to develop and manage effective labor relations programs.

We uphold our employees' right to freedom of association at all of our sites, therefore there are no significant risks to our employees regarding freedom of association. In 2009, approximately 30 percent of our employees were covered by collective bargaining agreements.

Child labor

The IFC defines "child labor" as 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 IFC definition of child labor. Barrick's minimum age for employment is 18, therefore there are no significant risks to our employees regarding child labor.

Our most significant contribution to the effective abolition of child labor is our investment in education, such as our partnership in the Atacama Commitment and the Intel/Cisneros Foundation Class 21 program in Chile, and our community infrastructure development projects that support schools, community centers and recreational areas.

Forced labor

The IFC defines "forced and compulsory labor" as all work or service, not voluntarily performed, which is extracted from an individual under threat of force or penalty. This includes bonded or indentured labor or similar coerced labor arrangements. Barrick does not engage in any type of forced or compulsory labor. There were no incidents of forced or compulsory labor at our operations in 2009.

Security personnel

Barrick explores and operates in places in the world where our employees and assets may

need to be protected from various security threats. In these places, we employ security staff or retain security contractors to protect our employees and assets. Although we are currently not a signatory participant to the Voluntary Principles on Security and Human Rights [VPSHR], Barrick has developed a security management system which incorporates the Voluntary Principles, is guided in our approaches and actions by the VPSHR, and includes our commitment to respect people and their rights.

As a part of the Security Management System we have a Security Policy. The Security Policy is endorsed and signed by the Chief Executive Officer, Chief Operating Officer and Vice President of Security & Crisis Management. The policy includes Barrick's commitment to human rights and the VPSHR.

We believe that effective security controls, standards, policies, and procedures contribute to the safety and protection of employees as well as the communities in which we operate.

Our comprehensive security management system, including the VPSHR, was implemented globally in 2008 and training programs are now in place at all relevant operations and projects. In 2009, we continued our program to implement the VPSHR including an external review process.

Human rights screening and training

Security challenges vary greatly by location. Effective security is a combination of physical security measures and strong community support. For our security employees and security contractor personnel, Barrick insists on careful screening for human rights abuses and thorough human rights training.

As part of our security system, all security employees and security contractor personnel are made aware of the Voluntary Principles on Security and Human Rights and the company's commitment to adhere to them. All security managers and security officers who carry firearms have received specific training on human rights and the Voluntary Principles. All operations where firearms are used are governed by the requirements of the United Nations Guidelines for the Use of Force and Firearms by Law Enforcement Officials [as required by the Voluntary Principles].

SAFETY AND HEALTH

Nothing is more important to Barrick than the safety, health and well-being of our workers and their families. Our safety vision of "Every person going home safe and healthy every day," supports this commitment to a safe and healthy workplace. All injuries and occupational illnesses are preventable, and there is no job worth doing in an unsafe way. Therefore, our goal is to be a zero incident company.

As a leader within the mining industry, Barrick is in the forefront of implementing operational improvements that result in superior safety and occupational health performance. Barrick's management practices fully integrate safety and occupational health evaluation, planning, and design into its business development strategies.

We believe that sound safety and occupational health practices are in the best interests of our employees, our business, our shareholders, and the communities in which we operate. The Barrick Safety and Health Management System and the Courageous Leadership program support the Barrick Safety and Health Policy and endorse our vision.

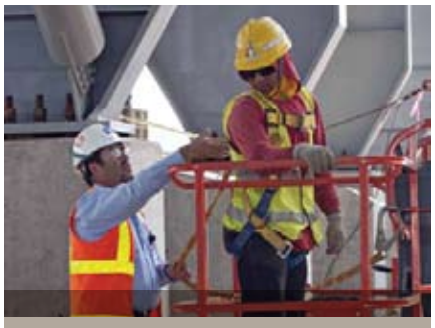
Regular corporate audits at our operations help ensure that safety and occupational health hazards have been identified and that effective safety and health management controls are in place. As with our environmental audits, when safety and health audits identify deficiencies, our investigations attempt to recognize the fundamental causes underlying these deficiencies so that effective corrective actions can be implemented.

Barrick actively participates in the following ICMM committees: Safety and Health Task Force; Fatality Prevention Working Group; and the Health Working Group.

Responsible Person: Vice President, Safety, Health and Risk

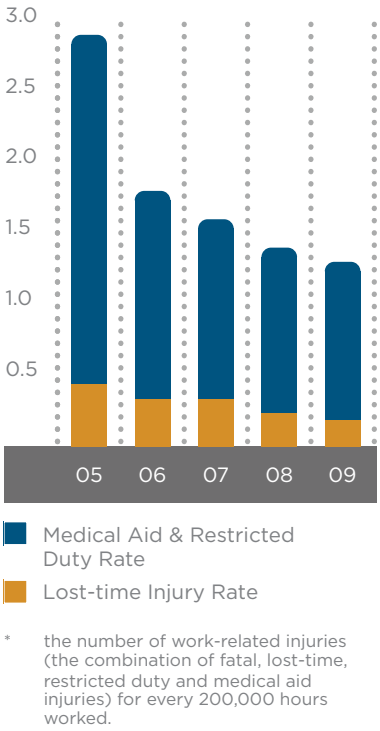
Safety

All our operations have safety and health committees and conduct regular safety meetings that fit the needs and requirements of each individual site. Many of our operations conduct daily safety meetings, while others conduct meetings on a weekly basis. Joint representation of managers, supervisors, and workers on our safety committees ensures that we hold each other accountable for superior safety and health practices and provide the leadership and resources needed to achieve our vision. Ad-hoc safety meetings are also conducted throughout the various functional areas, within each operation, to involve all workers in eliminating unsafe conditions in the work environment.



Barrick's commitment to safety has become one of the defining aspects of our company

Total Medical Treatment Injury Rate*



* the number of work-related injuries (the combination of fatal, lost-time, restricted duty and medical aid injuries) for every 200,000 hours worked.

BARRICK'S COMMITMENT TO SAFE DRIVING

Barrick is focused on driver safety, both on and off the mine site, with a variety of programs aimed at preventing incidents on the roads.

Drive First: 1] A series of on-line training modules designed to help employees improve their driving behaviors. 2] Light vehicle driving simulators have been placed in each region. Simulators are proven to be effective in training drivers on how to respond to unexpected conditions. 3] Barrick piloted in-vehicle monitoring devices that coach drivers on safe driving behaviors at two mines in 2009 and will begin global implementation of these devices in 2010.

You on Yarri: A coordinated road safety education program in Western Australia that focuses on safe road use, driver behavior, safe travel speeds, the purchase of safe vehicles, and the engineering of safe roads and roadsides.

Cell Phone Policy: Barrick issued a new operating policy banning the use of cell phones or other communication devices while driving. This applies to all employees using company cell phones in company or personal vehicles, on or off duty.

Regrettably, we had four fatalities in 2009. We are deeply saddened by these incidents. One contractor died from a bee sting. One contractor and two employees died as a result of falls. We have developed new procedures for identifying and removing bee hives on site, recording allergies, and stocking antidotes and special protective gear. We have also reviewed our procedures related to working at height, issued a global standard, and renewed our efforts to increase employee awareness.

Safety and health performance metrics are key measures towards our goal of zero workplace incidents. These performance metrics are substantiated by audits and inspections.

In 2009, we continued a ten-year trend of improving our reportable and lost-time injury frequencies. Since 2002, there has been a 66 percent improvement in Barrick's safety performance in total reportable injury frequency rates. Lost-time injury rate decreased 25 percent from 2008, while total reportable injury frequency rate decreased by 10 percent from 2008.

Thirteen reporting locations, including five operating mines and all of Barrick's project and exploration sites, completed the year with no lost time injuries. The Ruby Hill mine in Nevada completed the entire year with zero recordable injuries, which we consider to be world class performance.

Any written directive received from a regulatory agency, even those relating to minor housekeeping issues, is considered by us to be a regulatory action. In 2009 we received 794 regulatory actions at 20 sites. By the end of the year most of these actions had been addressed, with corrections underway for the remainder.

SAFETY AWARDS Barrick's efforts at creating a company-wide safety culture have earned acclaim from the International Society of Mine Safety Professionals (ISMSP). The ISMSP is a non-profit organization that promotes development of safety and health professionals throughout the international mining community.

At the organization's global conference awards ceremony in 2009, 20 Barrick sites (from all four business regions) earned awards for exemplary safety performance. Six locations won awards for achieving a million or more hours without a lost-time incident, demonstrating the company's commitment to Courageous Safety Leadership and dedication to a zero-incident safety culture. Fourteen other locations won recognition certificates after being nominated by the company for internal safety achievements and their diligent safety efforts.

Barrick's highly successful Courageous Leadership program continued in 2009. Quarterly training sessions are held in each region for new workers and for all workers at new projects. Refresher training courses continue as well. The next iteration of the program is due in 2010.

Risk management

Risk Management at every level of the organization is critical to our ultimate safety and health success. During 2009, a Management of Change tool was developed and implemented and training on the formal risk assessment tool was conducted in the regions. High Level Risk Assessments continued as well. Planned for 2010 is implementation of software to facilitate use of the tool and rollup of information to a central repository, and also to improve risk communication throughout the organization. This includes ensuring enterprise risks are addressed during company annual strategic planning.

Occupational Health

Occupational health refers to the identification and control of the risks arising from physical, chemical, and other workplace hazards in order to establish and maintain a safe and healthy working environment. These hazards may include chemical agents, dusts and solvents, heavy metals such as lead and mercury, and physical agents such as loud noise or vibration. Health management is a systematic approach to anticipating, identifying, evaluating, and controlling workplace health hazards and exposures. These must be assessed and monitored at a frequency that is specified by regulations or through an assessment process to determine the risks.

Barrick employees play a key role in managing their own health but the company can assist in several ways, primarily through education and information. Barrick can provide information that encourages employees to lead a healthy lifestyle.

In 2008, Site Health Risk Assessments were conducted at most of our sites to ensure employees have the right training and competencies so they can work safely in their work environments. As well, Barrick has stepped-up efforts to ensure the work environment meets the best standards related to risk factors such as dust, noise, or presence of chemicals. In 2009, we improved our capability to conduct monitoring on a number of sites by training key health and safety personnel in industrial hygiene principles and by acquiring additional sampling equipment. Most sites now use a dedicated database that allows capture and analysis of this sampling data in order to better understand hazards and mitigate the risks.

Three industrial hygiene staff positions have been added to our staff.

Our sites carry out specific occupational health activities and programs, depending on the exposure at each site, including;

- Noise monitoring, audiometric testing, and use of hearing protection
- Respiratory fitness, including pulmonary function tests, and use of respiratory protection
- Mercury, arsenic and lead biological monitoring
- Ergonomic assessments
- Wellness programs

Barrick recorded 43,470 total Illness Lost Days (includes days lost due to Malaria illnesses and illness at all projects and exploration sites) for 2009. This translates to 4.9 days per worker per year in South America, 1.7 for Australia Pacific, 2.2 for North America, 1.2 for Africa, with a company average of 1.9. In 2007, we began to gather data on the causes for absenteeism due to illness and in 2008 published the first annual Health Report identifying the top causes of days lost to illness.

Barrick continues to raise awareness for a healthy workplace. This includes further analysis of the data in the Barrick Health Reports, a focus on fitness for work, industrial hygiene programs, ergonomics in the workplace, and a review of malaria in Tanzania.

In 2008, we identified occupational diseases across the company; the top three included silicosis, noise-induced hearing loss, and muscular-skeletal disorders. In 2009, through our health risk assessments, we confirmed that the highest risk areas in occupational Illnesses going forward would be silicosis, noise-induced hearing loss, and muscular skeletal disorders. To that end, we will direct most of our energy to these areas in terms of mitigation strategies.

Barrick is a partner in the Lake Zone Initiative, a public-private partnership in Tanzania which is addressing public health issues including HIV/AIDS, malaria infections, and child and maternal health

At sites that have labor unions in place, union representatives and Barrick site management work together to ensure a mutual understanding of health and safety topics.

Community Health

As with our employees, the safety and health of the communities where we operate and where our employees live is vital to our commitment to responsible mining. We believe a healthy population is the foundation for sustainable development and a stable business environment. Our goal is to empower our employees, local families, and the broader community to lead healthier lives. A sample of Barrick's numerous wide-ranging health programs include funding community-based HIV/AIDS awareness programs and clinics in Tanzania, Papua New Guinea, North America and Australia; teaming up with World Vision to fight child malnutrition and poverty in Peru; expanding a successful oral hygiene campaign for school children in the San Juan province in Argentina; supporting several primary school breakfast programs in Australia. Barrick also works with governments and non-government organizations to help address local health challenges and, most often, systemic gaps in service delivery. See our **Society** section for more information.

Emergency Response

Barrick maintains emergency response teams at all its sites throughout the world. These highly trained, skilled professionals are the first responders to any mine emergency. They are experts at first aid, fire-fighting, dealing with hazardous chemicals, and emergency rescues. The teams log many hours of intensive training to ensure they are well prepared to respond to emergencies. In 2009, our teams completed 91,000 hours of emergency response training. To support their training, our teams compete in various mine rescue competitions with other mining companies. Many of our emergency response teams have earned awards at these competitions for rescue and fitness challenges.

Our emergency response teams reach out in times of need to the communities where we operate. Emergency Services Teams from Porgera were the first on the scene to a civilian aircraft crash in the highlands of Papua New Guinea in 2009. This response team is recognized as the only team with air rescue capability in Papua New Guinea. Emergency response teams in Tanzania and in remote areas of Australia have routinely responded to vehicle accidents in the community and, in Tanzania, have also responded to underground artisanal mining accidents.

And, in early 2010, our teams responded, first to Haiti and shortly afterward to Chile, when significant earthquakes struck these areas. Although our operations were not affected in either case, we played an active role in the relief efforts.

Nothing is more important to Barrick than the safety, health, and well-being of our workers and their families. Our vision is "Every person going home safe and healthy every day." We are committed to the identification, elimination, or control of workplace hazards for the protection of ourselves and others. Our goal is to be a zero incident company.

ENVIRONMENT

At Barrick, our goal is to minimize our footprint and safeguard the environment, now and for future generations. Responsible environmental management is central to our success as a leading gold mining company and we seek to continually improve our performance.

We are governed in our environmental management by our corporate Environmental Policy. The Policy outlines our commitment to pollution prevention, safeguarding the environment, educating our employees and communities about our environmental commitments, and applying proven management practices to prevent or mitigate negative environmental impacts. Performance indicators help us measure how well we are performing.

Application of the Environmental Management System Standard [EMSS] at each of our operations helps us realize these policy commitments The EMSS applies to Barrick activities at all properties, including joint ventures where we are the operator. It consists of 16 elements. Each element contains a statement of the standard of environmental conduct that Barrick expects, followed by a list of Management System Requirements. The Requirements represent the specific systems, practices, procedures or tasks that are, at a minimum, necessary to meet the Standard.

Once completely installed, the EMSS provides the threshold for an operation to move to ISO 14001 registration. Barrick's South American mines are all ISO 14001 registered and several other operations in various regions are currently pursuing registration. Our goal is to register all operating sites by the end of 2011.

We conduct environmental audits to verify that management systems are adequate to ensure performance commitments are achieved and that our operations are in compliance with government regulations and internal standards. When audits identify deficiencies, our investigations attempt to recognize the fundamental causes underlying these deficiencies so that effective corrective and preventative actions can be implemented.

Barrick actively participates in the following ICMM committees: Environment & Biodiversity Task Force; Climate Change Working Group; Water & Mining Working Group; Integrated Mine Closure Working Group; Materials Stewardship Task Force; and Mercury Working Group.

Responsible Person: Vice President, Environment

Materials

Materials used can be broadly separated into two categories; raw materials [the ore from which we extract gold and copper] and process materials which are materials used in the production of gold and copper but are not part of our final product. In the following section we report on 100 percent of materials at our wholly-owned operations and our joint ventures.

Raw Materials: Barrick mines gold and copper ore from both underground and open pit mines. The ore is processed on site by heap leaching or milling, to produce gold and copper concentrate, gold doré, and copper cathodes. In 2009, we processed 227.1 million metric tons of ore at our mines.

Process Materials: We use consumables and reagents in the extraction of gold and copper from the ores we mine. Key consumables in 2009 included fuels [discussed below in Energy], along with 189,100 metric tons of explosives, 45.2 million kilograms of cyanide, 1.2 million liters of nitric acid, 15.5 million kilograms of sodium hydroxide, 253.3 million kilograms of lime, and 1.3 million kilograms of grinding media.

Our key process materials are not recyclable. They are consumed in our mining and processing applications; therefore we buy them new. We do recycle a variety of materials from our mine sites, depending on the region. These materials include paper and cardboard, scrap steel and other metals, used oil, fluorescent lights, aluminum cans, metal drums, tires, and batteries.

The Cowal mine's cyanide plant in Australia was originally certified as Cyanide Code compliant in 2007 and was recertified in February 2010

Materials stewardship

The USEPA defines environmental stewardship as the responsibility for environmental quality shared by all those whose actions affect the environment. Materials stewardship involves environmental responsibility through both the mining process and product delivery.

Barrick's Environmental Policy and Environmental Management System Standard require that an environmental management program be in place at each site and that we prevent or mitigate our negative environmental impacts. This relates directly to *process* stewardship.

Our main products are gold and copper ore [with silver recovered as a co-product at certain operations] which are shipped to refiners or wholesalers. In 2008, we developed an internal task group to map materials stewardship pathways in order to engage with downstream product users. In 2009, other priorities took precedence; however the task group will continue to move forward in the future. This relates directly to *product* stewardship.

Elemental mercury is a co-product at some operations because it is present in the ore. It is our practice to ship mercury to reputable refiners [e.g. Bethlehem Apparatus]. For mercury shipments, strict handling, packaging, and transportation procedures are in place to protect both people and the environment. In 2009, we produced 91 metric tons of mercury from nine operations.

The Cyanide Code

Barrick registers our mines that use cyanide with the **International Cyanide Management Institute** [ICMI]. The ICMI developed the Cyanide Code, a code of best practice for transporting and using cyanide. Adherence to the Code is monitored by ICMI through independent third-party audits. We use cyanide at 23 mines. Nineteen of these mines have been certified as Cyanide Code compliant, three will be certified in 2010 and the fourth will be certified once processing resumes.

Energy

Responsible energy use benefits the company's bottom line, the environment and the communities where we operate, and involves an ongoing focus on the efficiency of our operations. Our energy comes mainly from fossil fuels and purchased electricity. We also source power from our renewable energy projects which include solar farms, biodiesel, and wind power projects. We report on 100 percent of energy and fuels at our wholly-owned operations, our joint ventures, and our other sites.

Direct energy consumption
Direct energy is energy that is produced and consumed by our company with the boundaries of our operations, projects, and offices. It includes fuels to run mobile equipment, to produce power and heat on-site and for Barrick-owned aircraft, and explosives used to mine the ore. We use large quantities of diesel, both to power our mining fleets and, in some cases, to generate on-site electricity. Over the past few years we have been sourcing more of our energy from renewables, including wind, solar power, and biodiesel. In 2009, Barrick's direct energy consumption from fuels at our operations, joint ventures, and other sites was 41.9 million gigajoules.

Indirect energy consumption
Indirect energy is energy that is produced outside the company's boundaries, purchased by Barrick and consumed on our sites. Indirect energy includes purchased electricity drawn from national grids in the countries where we operate. The total purchased electricity consumed by Barrick at our operations, joint ventures, and other sites in 2009 was 12.4 million gigajoules or 3.4 million megawatt hours.

Conservation and energy efficiency
Barrick is saving energy due to conservation and efficiency improvements. All operations have conducted energy self-assessments and have identified areas for improvement in energy consumption. We have energy champions at our operations who promote energy efficiency projects and programs. These include energy awareness education, the use of solar powered water heating and high efficiency lighting at some of our mine camps, compressor controls, ventilation fan monitoring, and fuel management programs. In Australia, for example, we have converted the power generation facilities at our remote Osborne and Darlot mines from diesel to natural gas.

Renewable energy
As part of Barrick's efforts to become more energy efficient and to reduce greenhouse gas emissions, we are working on innovative energy strategies. Our growing investment in clean power resulted in a number of initiatives introduced in 2009, as well as a continuation of initiatives begun in 2008. These include our jatropha biofuel project in Tanzania, our solar wind farm in Nevada, USA, and wind turbines in Chile and Argentina.

In 2009, 17 percent, or 2,133,242,000 megajoules, of our purchased electrical power was sourced from renewables. We also generated renewable energy at some sites. For example, the total 2009 energy generation from Barrick's solar farm in Nevada was over 2,450,000 kilowatt hours.

Financial implications of climate change
Barrick understands that climate change is an international and community concern. While uncertainties still exist as to the rate and magnitude of the impacts

731,900 cubic meters of diesel	7,300 cubic meters of gasoline
130,000 cubic meters of propane	264 million cubic meters of natural gas
97 cubic meters of fuel oil	2,900 cubic meters of aviation fuel
6,960 cubic meters of biodiesel	190,000 metric tons of explosives
4,420 metric tons of coal	80 metric tons of wood and charcoal

climate change will bring, these uncertainties should not delay effective action to counter the effects of this problem. In light of these risks, we must address the implications of climate change to protect our shareholders and society.

There are regulatory and physical risks related to climate change. These include the financial impact associated with legislation / regulation relating to emission levels and energy efficiency, along with significant risk to our energy supplies due to temperature changes, more frequent and severe weather, rising sea levels, increased drought, and thawing permafrost. These physical changes could require more stringent design and construction standards to ensure our facilities can withstand severe weather events.

We have established an Energy Group which has been assisting our operations in assessing energy efficiency opportunities with the goal of implementing energy efficiency programs and alternative energy initiatives. To provide corporate oversight of these programs and to more directly address the issue of climate change, we developed a global climate change program in 2007. Implementation of the program began in 2008 and has continued through 2009. As part of that program, and to ensure that potential financial risks associated with GHG emissions are considered in our economic decision-making, carbon emissions will be considered in all material decision-making. The evaluation of carbon emissions will depend on the type of decision being made. For acquisitions, the environmental due diligence will include the calculation of a carbon footprint and the development of a carbon mitigation plan. For new projects, an energy study will be performed and will include optimization of project energy efficiencies, an assessment of carbon emissions associated with potential power supply options, the climate change-related risks, mitigation and residual risks, and the development of a mitigation plan. This evaluation will promote consideration of energy alternatives to mitigate economic risks and minimize Barrick's carbon footprint. Our goal is to provide for Barrick's long-term competitiveness in a carbon-constrained economy, and to mitigate impacts.

Water

Barrick operates in some regions where there is a scarcity of water and in other areas where there is an excess of water over evaporation. However, regardless of where we operate, we understand that water availability is a critical concern for Barrick and for our stakeholders. We are focused on using water wisely and believe that water should be managed as a community resource, respecting the rights of other water users.

In 2008, we increased our focus on responsible water use through introduction of a new global Water Conservation Standard. Building on the company's existing monitoring programs, the Standard has now established water conservation

HYDROELECTRIC POWER IN THE DESERT

How can you commission a hydro-electric generator in the midst of Chile's Atacama desert; one of the most arid regions on Earth? At Barrick's Zaldivar mine, they made it happen.

Mine personnel developed the idea of capturing the energy from water which is already being pumped to the mine for use in processing, to generate electricity when it discharges from the pipe at the mine site. By this method, the site generates green electricity to use for the electrowinning of copper. This electricity will replace a portion of the more expensive, carbon-based power from the northern grid. During recent testing, the generator produced 100 kilowatts of power with the flow of 140 litres per second and 20 bars of pressure. The generator is rated for 187 kW, with energy output dependent upon water flow rates.

Chile's northern grid is supply limited, so this alternate power source is very welcome. Looking to the future, mine employees are working on ways to harness energy from the sun. The Atacama desert offers more solar radiation than most locations on our planet.

criteria and regular management review procedures at our sites. At a minimum, the Standard requires our operations to conduct risk assessments related to water, to implement systematic monitoring programs of water supply, storage, usage, and discharge, to develop and maintain site-wide water balances, and to institute water conservation programs that address significant risks at all stages of the mine life cycle.

Water use

Water is essential to our mining activities. Water use for ore processing, dust suppression, blasting rock, and other activities is closely monitored at all our operations and conservation opportunities are actively pursued. We obtain water from surface sources such as lakes and streams, from water captured on-site [rainwater or water pumped from an open pit, for example] or from groundwater sources.

Much of the water we use is recycled through our process facilities but some is lost through entrapment in tailings, evaporation in process ponds, through use as a dust suppressant, and in other mining activities. We therefore have to add water to our process circuits. This water is called make-up water. In 2009, Barrick used 83.2 million cubic meters of make-up water at our 26 mining operations; 43.3 million cubic meters sourced from groundwater [wells and pit dewatering] and 39.9 million cubic meters sourced from surface water [lakes, rivers, captured rainwater, etc.].

"Rain coats" are installed at the Buzwagi mine in Tanzania to collect rainwater for use as make-up water, thereby minimizing water withdrawal from local aquifers

Significant effects on water sources from withdrawal

Withdrawals from a water system can lower the water table, reduce biodiversity, cause land surface disturbance, and reduce the volume of water available for others. We manage our water withdrawals to take only the minimum water needed. Our operations also recycle water through our processing systems, use saline water preferentially in arid areas when available, and either use the water pumped out of our pits or return it to the local aquifer.

Some of our mines require dewatering operations to allow access to the ore bodies. Dewatering operations result in a temporary depression of the water table adjacent to the mine. Potential environmental impacts from dewatering have been identified in the environmental assessment processes at each site, and measures have been implemented to mitigate any impacts. See **Significant Environmental Incidents** for a summary of spills which impact water.

Water recycled and reused

Much of the water used for ore processing is recycled through the processing facilities at our operations. As well, water is reused at some sites. For example, water from one process can often be used for another, such as wash bay water used for dust suppression. In 2009, as a company-wide average, we recycled or reused 53 percent of our water. We look for innovative ways to reduce water use at our operations. For example, we use surficial paste tailings technology at our Bulyanhulu mine in Tanzania. This filtering process removes additional water from tailings slurry which is then reused in the process plant. The dewatered tailings are placed in an engineered tailings impoundment. Bulyanhulu is the first gold mine of its size to use this process which allows the plant to recycle up to 95 percent of its water requirement. In 2009, our Hemlo mine in Canada reduced, by 75 percent, their use of fresh water from a nearby creek by installing a pumping system which recycles dewatering water and storm water runoff back to the process system. They are now using less than four percent of the creek water allowed by their permit.

Biodiversity

Biodiversity loss due to competing land use, including mining, is an issue of global concern and we are committed to actively enhancing our contribution to biodiversity protection. Barrick operates on five continents, from near sea level to 4,000 meters above sea level, encompassing a wide variety of ecosystems. We are committed to conserving and managing these lands, and the many varieties of plant and animal life that inhabit them, by working in consultation with local communities and regulators. Our sites worldwide are engaged in efforts to protect, manage, and reclaim lands with a focus on enhancing the environment.

Land management and protected areas

Barrick manages large areas of land, either owned or leased [including surface rights and/or mineral rights]. Only a small percentage of this land – less than three percent – has been disturbed for mining activities. The rest is left in its natural state or utilized for agriculture and livestock grazing.

Some of our operations are located near World Heritage sites or in or near areas of high biodiversity value. World Heritage sites are properties having outstanding universal cultural or natural value which have been identified by the **World Heritage Committee**. Members of the Committee are elected from the countries that are Parties to the World Heritage Convention

A wide variety of animal species live within the influence of our operations

Local grasses flourish in the valley near our Pascua-Lama project in South America

[established by UNESCO]. We have two operations located near World Heritage sites: the North Mara mine located 20 kilometers west of the Serengeti National Park, Tanzania and the Veladero mine, bordering the San Guillermo Man and Biosphere Program Reserve, a buffer zone for the San Guillermo National Park, Argentina. In 2009, our Henty mine, bordering the Tasmania Wilderness World Heritage site [the South-West National Park, Australia], was sold to Bendigo Mining Ltd. Barrick's Biodiversity Standard requires that we neither explore nor initiate mining within World Heritage sites and that we respect the requirements of legally designated protected areas.

We also have operations located in areas identified as having sensitive habitats, including sage grouse and Lahontan trout habitat in the western United States, high Andes habitat in Argentina, Kapoche forest habitat in Tanzania, and the Lake Cowal wetland habitat in Australia. Our employees are mindful of their responsibility to protect these sensitive habitats. In some areas we partner with environmental and community organizations to protect and manage these lands. For example, our partnership with **Conservation International** and the University of British Columbia in Papua New Guinea, started in 2005, is helping to document the flora and fauna diversity of the country's highland areas located to the south of the Porgera mine. In 2009, the researchers discovered 50 spiders, three frogs, two plants, and a gecko that are believed to be new to science.

The total area of land owned, leased or managed by Barrick's operations was 1.8 million hectares at the end of 2009. Of this land, 58,600 hectares [or only three percent] have been disturbed by our operations. Currently, 35,400 hectares are disturbed and 23,200 hectares have been reclaimed

Blazing New Trails at Lake Cowal

Please click **here** for more information on the alliance of conservationists, farmers and miners protecting Australian wetlands.

[rehabilitated] to the agreed post-mining land use. The post-mining land use may differ from its prior condition and is the result of negotiation and agreement among various parties including governments, communities and our operations.

Managing biodiversity

Land disturbance is an unavoidable consequence of mining. To develop a mine we remove and stockpile topsoil in order to construct roads, locate process, maintenance, warehouse and other buildings. To access the ore we dig large open pits or access underground ore bodies through tunneling. We construct waste rock storage areas, heap leach facilities and tailings storage impoundments and dams. In doing so, we impact the biodiversity of the immediate areas around our mines. We also use large amounts of water in processing and pump water out of open pits if they are mined below the water table.

However, careful planning at Barrick's operations aims to minimize the area impacted by mining activities, to mitigate our

Planting trees on a disturbed area near our Pueblo Viejo project in the Dominican Republic

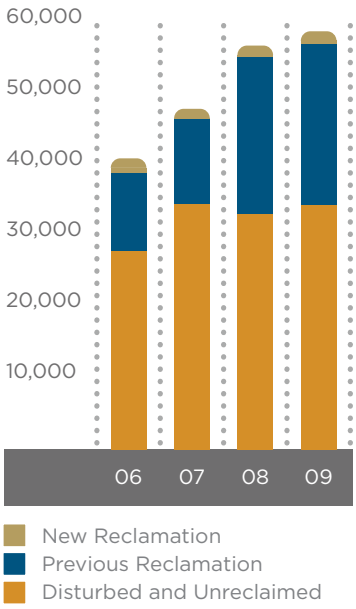
impacts, and to leave behind [upon closure] reclaimed lands that will support productive post-mining land uses. It is important to note that it is not usually possible to restore a mine site exactly as it was prior to mining, but it is possible to restore a healthy, thriving ecosystem.

Barrick has implemented controls at each operation 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, as well as cyanide destruction processes at some operations.

At many sites, we have projects specifically designed to protect rare or significant plant and animal life; at others, habitat enhancement projects are underway. Where possible, we implement native seed collection and soil management projects prior to mine development. Barrick has also established nurseries at a number of sites to grow local plant species for reforestation and

Land Status

In Hectares



revegetation during operations and once mining is complete. At some locations, we are revegetating areas off our property that were degraded by other land users.

Ecosystem services are the functions of ecosystems that provide benefits to people, such as fresh water, raw materials, climate and recreational services. Barrick uses ecosystem services in the course of our business. Therefore our environmental management systems pay particular attention to the water that we use, the plants and animals that we disturb, and the topsoil and overburden that we remove in order to mine the ore underneath. Our commitment to continual improvement means that we are constantly seeking ways to improve these efforts.

Nature Conservancy Partnership

The **Nature Conservancy**, established in 1951, is the world's largest conservation organization. Their mission is to preserve plants, animals and natural communities by protecting the habitat they need to survive

Barrick joined the Nature Conservancy International Leadership Council in 2008. On the ground projects with the Nature Conservancy include initiatives focused on preserving and protecting lands in Nevada, USA.

As a result of Barrick's 20-year partnership with neighboring ranchers, regulatory agencies, other mine operators and the **Nature Conservancy**, more than 90 kilometers of riparian habitat [creek-side plants and animals] has been restored in Nevada, near our mining operations. The success of this project has preserved and improved populations of the threatened, native Lahontan Cutthroat Trout along with many other riparian species.

Black swans near our Cowal mine in Australia are numerous and highly nomadic

This endangered yellow tree frog is found near our Pueblo Viejo project in the Dominican Republic

Barrick's Biodiversity Standard, developed in 2009, formalizes our stewardship activities and environmental management strategy. It requires us to integrate biodiversity into project planning and decision-making, to assess the direct and indirect impacts of new projects [and expansions of existing projects] on ecosystem services, to design projects that avoid potentially significant impacts on biodiversity, to exploit opportunities to protect and enhance biodiversity, to consult with stakeholders, and to engage in partnerships that address scientific and practical challenges relating to biodiversity protection or enhancement. The Standard applies from exploration through mine closure with the goal of no net loss to biodiversity. As described in the earlier sections on water, waste, and reclamation, we carefully manage our water use and our disposition of overburden and topsoil throughout the life of our mines. The Standard is now being implemented across the company.

Specific biodiversity strategies and programs have been implemented at operations where biodiversity has been identified as an important or material issue. We have specific programs at Bulyanhulu, Cowal, Goldstrike, Kalgoorlie-KCGM, Lagunas Norte, Pierina, Plutonic, Tulawaka and Veladero. However, all our sites have procedures in place to protect wildlife and sensitive habitats.

IUCN Red Listed Species

In 2008, Barrick's environmental professionals indentified 35 species of plants and animals located on or near our mine sites that are included on the **International Union for Conservation of Nature** [IUCN] Red List. In 2009, we reviewed that original list and extended the review to our projects as well. We have now identified 92 species on the Red List; 24 plant species, 31 bird species and 37 animal species.

The categories ranged from those of *least concern* [68 species] to those *endangered* [2 species]. These species are addressed in the Environmental Impact Assessments / Environmental Impact Studies for our sites. They are protected from the impacts of mining through the environmental management systems in place at our operations.

Environmental aspects of mine closure

A key component of our commitment to environmental protection is mine closure planning. All our operations have closure plans in place and budgets have been developed for concurrent reclamation.

Barrick developed a Mine Closure Standard in 2009 to promote closure of our properties in a manner that is timely and cost-effective, to demonstrate our commitment to sustainable resource management and responsibility, and to provide a basis for continual improvement for all Barrick properties. All our operations have reclamation plans in place which cover the environmental aspects of closure. These plans are produced during the initial project planning and design of each site. They are reviewed and updated during operations to ensure that environmental effects are addressed and financial obligations are satisfied. Barrick has also developed corporate guidance for closure cost estimation in an effort to lead the industry in accurately estimating closure costs.

During operations, when possible, disturbed areas are contoured and revegetated after they are no longer required for active mining [this is known as concurrent reclamation]. At closure, in order to return the remaining disturbed land to a stable state for post-mining land use, we remove, relocate, demolish, or transfer ownership of buildings and physical infrastructure; close pits and shafts; stabilize underground workings; treat tailings and process waters appropriately; and slope, contour, cap or cover, and revegetate our waste rock facilities, leach pads, and tailings impoundments. We also protect water resources and other environmental media to the extent necessary.

Barrick has taken a leading role in the design and construction of evaporative covers for both waste rock facilities and tailings impoundments, and has also won awards for its reclamation activities.

RANCHES IN THE AMERICAN WEST

Barrick manages a number of ranch properties in Montana, South Dakota, New Mexico, and Nevada. Our management goal for these lands is to be a good neighbor in the communities where we operate. Therefore, we have developed a management plan for each ranch which includes leasing some of the lands to ranchers for livestock grazing and/or growing alfalfa and alfalfa grass.

Long-term range assessment and annual reviews of the management plans are important in order to develop positive rangeland assets for livestock grazing as well as wildlife habitat. In 2009, we completed prairieland forage inventories on 12 leased properties. We will be incorporating the findings into the next series of management plans and partnering with our lessees to implement them.

Additional activities on our ranches include planting canola test plots for use as biofuels, using Boer goats as biological weed control, and installing solar panels for rangeland water pumping stations.

Emissions, Effluents, and Wastes

Emissions, effluents, and solid wastes are generated during mining and processing. Barrick reports on releases to air, water, and land under community 'right to know' emissions programs. In the United States we report through the **Toxics Release Inventory**,

in Canada through the **National Pollutant Release Inventory**, and in Australia through the **National Pollutant Inventory**.

Emissions to air

Greenhouse gas emissions

The weight of the scientific evidence links greenhouse gas [GHG] emissions to global climate change. Climate change is a global problem and requires a global solution. While the actions of a single company will not solve the problem, we will do our part. We are tracking our greenhouse gas emissions, investing in renewable energy technologies, and working to achieve increases in energy efficiency across our operations.

Direct GHG emissions are emissions from sources that are owned or controlled by the company. At Barrick, direct emissions originate from burning fuel for energy and from explosives use. Indirect GHG emissions are generated at sources owned or controlled by another organization, where the energy is then used by Barrick. This includes purchased electricity.

We track GHG emissions from our mining operations and, starting in 2008, from our office locations as well. In 2009, direct GHG emissions from our mining operations were 5.0 million metric tons and indirect GHG emissions totaled 2.1 million metric tons. Direct emissions from our other sites [offices, closure properties, development projects] were 182,000 metric tons and indirect emissions were 65,100 metric tons.

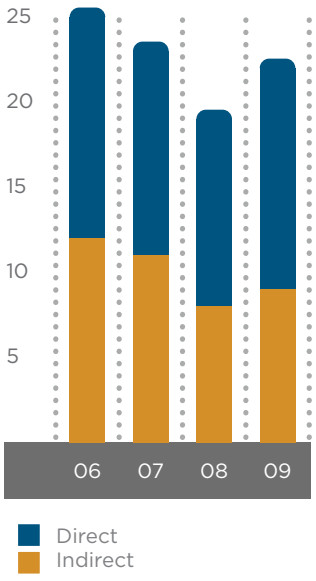
WOOD GULCH MINE LEACH PAD COVER

Barrick's Wood Gulch mine located in Nevada, USA, operated from 1988 to 1990 and reclamation was completed by 1993. Water monitoring over the years showed that a large volume of solution was still exiting the reclaimed leach pad each spring due to melting snow travelling through the pad. Barrick decided to cut off any more water from entering the pad to reduce the risk that contaminated water would reach a nearby stream.

In 2009, we returned to the site to install a special synthetic liner on top of the pad, a first for mining in Nevada. 430,000 square feet of liner went on the pad at a cost of roughly $1 million. The project took two years of planning and risk assessment, and involved the cooperation of the Forest Service, the Nevada Division of Environmental Protection and the Nevada Department of Wildlife. The decision to install the liner over the Wood Gulch leach pad was the right thing to do.

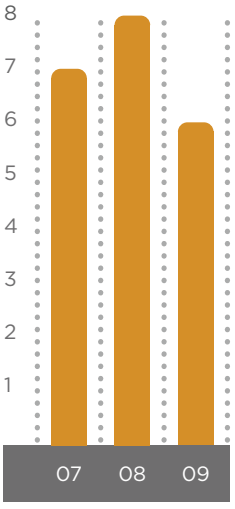
Greenhouse Gas Emissions Intensity

KilogramsCO2e/ Tonne of Ore Processed



Mercury Air Emissions

In Metric Tons

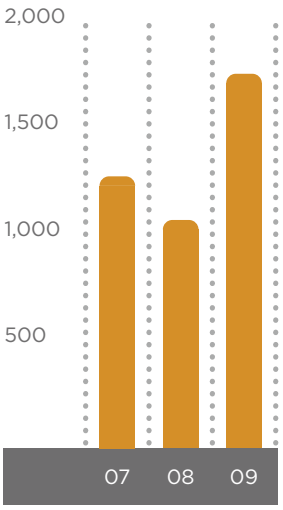


Transport-related activities such as business travel, employee commuting, delivery of goods and materials and our products, along with waste disposal activities are known as Scope 3 emissions. Barrick does not currently track Scope 3 emissions because of the difficultly collecting the information from our operations globally. We are assessing the possibility of doing so in the future.

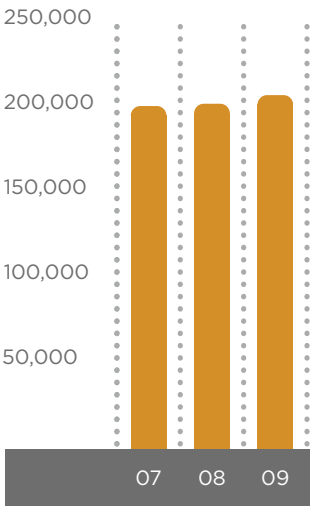
Barrick has been tracking and reporting GHG emissions from our operations for six years now, starting with 2004 data provided to the Carbon Disclosure Project in 2005. We have also established an Energy Group which has been assisting our operations in implementing energy efficiency programs and initiatives. Energy efficiency will serve to minimize GHG emissions. Innovative energy strategies implemented or underway include: solar and wind farms; energy awareness education; the use of solar water heating and high efficiency lighting at some of our mine camps; biodiesel use at our North American underground mines; compressor controls; and fuel management programs.

Ozone-depleting substances
Barrick sites do not use materials that contain ozone depleting substances, except for fire extinguishers and some refrigerants and machine shop solvents, therefore emissions of these substances are minimal.

PM10 Emissions
In Metric Tons



SOx Emissions
In Metric Tons



ENERGY EFFICIENCY STRATEGIES Innovative energy strategies that reduce greenhouse gas emissions are being pursued at our mines in every region. Two examples are below.

Construction is underway at our $70 million Punta Colorada wind farm project in Chile, near our Pascua-Lama project. The wind farm will feature 18 wind turbines and supply 36 megawatts of energy to Chile's power grid.

Barrick's Golden Sunlight Mine in Montana, USA implemented a drilling and blasting reduction program in 2009. We decreased our drill time, drill footage and explosive product, and transitioned to a gassed-emulsion blasting product. This program resulted in less blasting and reduced GHG emissions.

Other significant air emissions
Dust is the most common air emission at Barrick's operations. We suppress dust emissions from roads, crushers, and conveyor belt systems through the application of water to roads, the operation of mist sprays and dust collection systems at point sources, and the application of chemical surfactants at some locations.

Barrick's other significant air emissions are produced from both mobile and stationary sources. These emissions include particulate matter, sulphur and nitrogen oxides, and mercury. They are most often controlled by the use of filters, scrubbers, and other pollution control devices. Information on these emissions is routinely collected in Canada, Australia, and the USA and submitted to the national databases identified in the introduction to this section. In other jurisdictions, our mines may not routinely collect these data where there are no permit requirements to do so.

Water discharges
Barrick reuses and recycles water at most sites. However, we do have 16 operations and closure properties that release water to the environment once it meets water quality standards or permit conditions.

Water is discharged under permit at eight operations. In 2009, 41.0 million cubic meters was discharged once it met water quality standards. Barrick Energy and seven closed properties also discharge water to the environment. The total water discharged under permit from these properties in 2009 was 21.8 million cubic meters.

Non-processing waste disposal
A number of non-process wastes are generated each year at our operations. These wastes may differ by region and by operation, but typically include laboratory assay waste, scrap metals, waste oils, cans and bottles, tires, and office waste. As much as possible, we try to recycle these wastes, however this is not always possible at some of our remote sites or at operations located in countries where recycling is not available.

Non-hazardous waste which is not recycled is usually landfilled [either in municipal landfills or landfills constructed on the mine property] or incinerated. Hazardous waste is addressed below.

Hazardous waste disposal
Barrick generates hazardous waste from our operations. These wastes include batteries, fluorescent lights, oils, solvents, and laboratory assay wastes. The types of hazardous wastes vary among our sites; however all are recycled or disposed of in licensed waste facilities. In 2009, 15,200 cubic meters of liquid hazardous waste and 4,520 metric tons of solid hazardous wastes were disposed of or recycled according to the appropriate regulation.

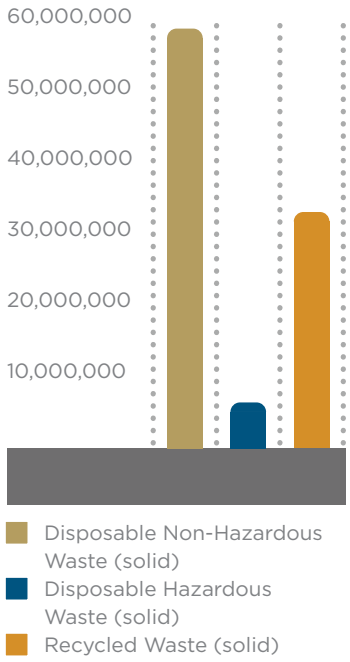
COMMUNITY WATER MONITORING

At our Lagunas Norte mine in Peru, our Community Water Monitoring program monitors the two watersheds surrounding the mine.

Communities elect representative to be trained in water monitoring procedures and each representative is responsible for showing and communicating results to their community. Training for community participants have been completed in each of the two water basins and monitoring sessions have occurred in each basin since 2007. Community representatives and Barrick staff bring samples to external independent certified labs, where the results are logged in a database, along with Barrick's own samples, and compared against the data in the mine's Environmental Impact Assessment.

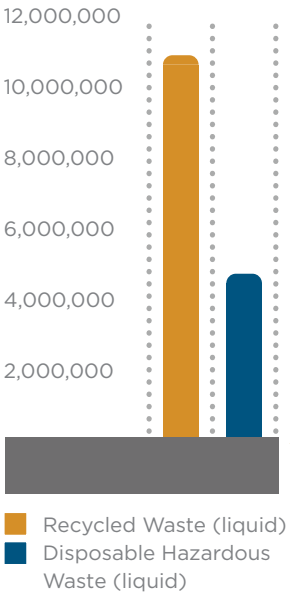
Solid Waste Disposal

In Kilograms



Liquid Waste Disposal

In Liters



Mining and processing waste disposal

Mining involves the removal of ore, the rock which contains economically-recoverable amounts of desired metals. To access the ore deposits, waste rock – the rock which does not contain economically recoverable amounts of desired metals – must be removed. As waste rock may contain various amounts of metals that are naturally present in minerals, it must be properly managed to reduce the risk of pollution, such as acid rock drainage and metals leaching. Waste rock is placed into engineered facilities where it can be covered with soil and revegetated, or returned to completed open pits or underground mines where it may be permanently submerged.

Depending on the type of rock, the minerals in the rock, and other geologic properties, the ore may be crushed, placed on large, leak-proof liners and chemically leached to extract the desired metals [called heap leaching], or it may be crushed further, mixed with water and chemicals into slurry and sent through a processing plant to extract the desired metals. Some of our mines contain both heap leach and process plant operations to recover gold and copper.

The crushed ore in our heap leach facilities is usually the size of gravel, and this material remains after the desired metals have been extracted and all the leach solution has been recovered. At the end of operations, these facilities are normally capped with a multi-layered soil cover that prevents rainwater infiltration and allows revegetation. The leak-proof liners underlying the heap leach facilities prevent seepage into the natural ground, and any residual seepage captured by the liners after closure is treated to meet water quality standards before being released to the environment.

Tailings are the finely-ground rock particles, usually the size of fine sand and silt, which remain after the crushed and slurried ore has been sent through our processing plants to allow removal of the desired metals. Tailings are most often pumped to engineered storage facilities [TSF]. We try to recover as much of the process water and residual chemicals as possible beforehand for re-use in our processing plants. We also recover water from our tailings storage facilities for re-use in processing.

Barrick designs, operates, and closes its waste rock storage facilities, heap leach facilities, and tailings storage facilities to internationally-accepted best practice, and complies with regulatory requirements for safety and environmental protection. We ensure that the technical, social, environmental, and economic requirements of the site and materials are met, and that we honor the commitments made to our stakeholders.

All design components and the overall designs are subject to

detailed risk assessments and critical review by fully-qualified engineers, scientists and socio-economic experts. In addition to daily inspections by fully-trained site staff, our active tailings facilities are inspected annually by the Engineer of Record or a similarly-qualified professional engineer. We also conduct regular corporate inspections and contract internationally-recognized experts to provide independent performance reviews of our operating and closed tailings facilities.

We are developing, and have in place at several mines, processes to reduce the water content in our tailings and to lessen our mine footprint. These processes include thickening tailings to the consistency of paste before delivering to the tailings storage facility, storing tailings in completed open pits, and mixing tailings with cement before backfilling in underground workings. At one of our operations, tailings are blended with crushed ore and sent to the heap leach facility for additional metals recovery.

At our Porgera mine in Papua New Guinea, we deposit tailings material into a nearby river under permit. More information about Porgera and riverine tailings disposal is presented in **Key issues and concerns in 2009**.

Barrick has implemented preventative management processes at its operations where

The total volume of gold ever mined – up to the end of 2009 – was approximately 165,000 tonnes. Sixty-five percent of that has been mined since 1950

the waste rock, heap leach and/or tailings have demonstrated the potential to generate acid rock drainage and metals leaching. We are a member of the **International Network for Acid Prevention**, an organization which works to address this global mining issue.

In 2009, we disposed of 493.3 million metric tons of waste rock and 56.1 million metric tons of tailings material.

Products

Barrick's main product is gold. Silver is recovered as a secondary product at some operations. In addition, our Zaldívar operation in Chile and the Osborne operation in Australia are copper mines.

The company sells its production through three primary distribution channels: in the gold spot market, under gold sales contracts between Barrick and various third parties, or to independent refiners of gold and copper concentrates. We do not have customers in the usual sense and neither package nor label products for retail sale, nor advertise or market our products.

We mine gold bearing ore, producing a concentrate or doré bars. Once refined, gold and silver are stable [they do not react] in the environment and are non-hazardous metals. Copper is produced as a concentrate or is processed into copper cathodes. Copper, although necessary for biological functioning, may be hazardous to plants and animals if ingested in large amounts. Recycling of our products occurs widely.

Product life cycle

Gold

Gold has been used as jewelry for over 6,000 years and its value as an adornment and token of affection remains strong. In some societies, gold jewelry is used as a family store of wealth in addition to adornment. Gold functions as an inflation hedge, an effective portfolio diversifier, and a currency reserve.

While jewelry and investment continue to be the primary uses of gold, thanks to its unique metallurgical properties, gold is used for medical innovations, the computer industry, the transportation and aerospace industries, and for communications. Among the many uses of gold are:

- Lasers used for delicate medical procedures

Because silver ions prevent bacteria and algae buildup, silver is fast becoming part of water purification systems in hospitals, small community water systems, pools and spas. The major benefit is that silver replaces traditional germ-killing methods that employ harsh, sometimes dangerous chemicals such as chlorine and bromine

- Critical electronic circuitry for vehicle air-bags and telecommunication equipment
- Pharmaceutical applications
- Dentistry

Because of its high value, gold has been recycled through the ages. It is estimated that over 85 percent of all gold historically mined is still in circulation. Additional information about gold is available at **www.gold.org**.

Silver

Silver is produced as a secondary product at many Barrick operations. Silver has a number of unique properties including its strength, malleability and ductility, its electrical and thermal conductivity, and the ability to endure extreme temperature ranges. These properties make it

Copper metal have been used for thousands of years. In the Roman era, copper was principally mined on Cyprus, hence the origin of the name of the metal as Cyprium, "metal of Cyprus", later shortened to Cuprum [Copper's chemical symbol is Cu]

a valuable element in our modern lives. Demand for silver comes from industrial uses, photography, jewelry, and silverware. Together, these categories represent more than 95 percent of global annual silver consumption.

Industrial and photographic silver are the most important sources of silver recycling where silver is recovered from industrial and photographic waste water. The recycling efficiency for silver scrap is approximately 97 percent. Additional information about silver is available at **http://minerals.usgs.gov**.

Copper

Copper is produced as a secondary product at the Bulyanhulu mine in Tanzania and as the main product at the Zaldívar mine in Chile and the Osborne mine in Australia. Copper is a critical component in electronic equipment, in building construction, and in transportation equipment. Along with gold and silver, copper is also used in jewelry design.

Naturally occurring levels of copper are not harmful to the environment or to animals. In fact, metabolisms of animals and humans require a certain level of copper to maintain good health. The amount of copper found in the human body is tiny, but it plays a critical role in a variety of biochemical processes. However, chronic exposure to excessive amounts of copper can cause liver and brain damage in animals, hence it is important to monitor copper concentrations. We routinely monitor the copper concentrations in the environment at our two copper mines.

Scientists, metallurgists and product developers are continually discovering new and beneficial uses for copper and copper compounds.

Current recycling rates for copper average over 85 percent. In fact, copper's recycling rate is higher than that of any other engineering metal. Additional information about copper is available at **http://minerals.usgs.gov**.

Product handling

Barrick sells into the worldwide gold market and, as a result, we are not dependent upon public purchasing with regard to the sale of our gold, silver, and copper. Gold concentrates are sold to independent smelters for further refining. Copper is sold to copper markets and through the COMEX commodity exchange. We do not market our products. We

are members of the World Gold Council. The Council works to promote the use of gold in jewelry and industrial applications, as well as to improve access to gold for investors, and maintains an active investor education program.

As Barrick does not sell or provide its products to the public, the doré bars, gold and copper concentrate and copper cathodes we produce do not carry public labeling. Therefore, there were no incidents of non-compliance with regulations concerning product information and labeling in 2009. Also, there were no incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of our products.

As Barrick does not sell or provide its products to the public, in 2009 there were no incidents of non-compliance with regulations and voluntary codes concerning practices related to customer satisfaction, including results of customer satisfaction surveys. There were also no incidents of non-compliance with regulations and voluntary codes concerning marketing communications.

Significant Environmental Impacts and Incidents

The activities associated with mining can lead to negative environmental impacts, potentially affecting soil, water, biodiversity, and human health. We work diligently to eliminate, reduce, or mitigate these impacts. Significant incidents are those that cause considerable negative impacts to soils, water, biodiversity, or human health.

Construction began at our Pascua-Lama project in South America in 2009

Significant environmental impacts of products

Barrick's main product is gold. Silver is recovered as a secondary product at some operations. In addition, our Zaldívar mine in Chile and the Osborne mine in Australia are copper mines.

Once refined, gold and silver are stable [they do not react] in the environment and are non-hazardous metals. Copper is produced as a concentrate or is processed into copper cathodes. Copper, is necessary for biological functioning; however copper compounds may be hazardous to plants and animals if ingested in large amounts. We monitor our effluents at our copper mines to ensure we are not introducing excess copper to the environment.

In 2009, there were no significant environmental impacts of our products.

Significant environmental incidents

Environmental incidents at our operations most often involve small spills of oils, fuels, and chemical or process solutions. Spill response includes cleanup and recovery, rehabilitation of the impacted area, and investigation and action to prevent subsequent incidents. In 2009, there were 40 corporate reportable spills at our 26 operations. Most were spills of hydrocarbons or process solutions. They were cleaned up and the areas remediated. Six of these spills flowed off the mine property. They are described in the table below.

We had a significant spill at our North Mara mine in Tanzania in 2009. For more information, see **Key Issues and Concerns in 2009**.

Protection of wildlife is a priority at our operations. However, each year we have a number of incidents where wildlife come into contact with chemical and process solutions or mine machinery. Investigation of these wildlife incidents promotes the opportunity for improvements. In 2009, there were 131 wildlife mortalities involving chemical and process solutions. The table below provides information on these incidents.

Barrick has in place an Environment Incident Reporting Standard which is a critical part of our environmental management process. Significant spills and wildlife incidents are reported to regulatory authorities, the corporate environmental

department, and then to the EHS Committee of the Board. These incidents are investigated and measures put in place, where appropriate, to prevent a recurrence.

Significant environmental impacts from discharges and runoffs

We discharge mine impacted water after treatment at 16 of our sites; eight operations, Barrick Energy, and seven closure sites. At these sites, we monitor receiving water quality to ensure that discharged effluents meet permit compliance limits. Biological monitoring at some sites also ensures that we are not having a negative impact. In 2009, there were no significant environmental impacts from the permitted discharge of 62.8 million cubic meters of water. For a discussion on our riverine tailings disposal at the Porgera mine, please see **Key Issues and Concerns in 2009**.

At our operations, we direct storm water runoff and local streams around the active mine areas so this water does not come into contact with mine chemicals. If runoff water does contact process solutions or chemicals, we can capture and treat it or use it in our processing activities.

Significant environmental impacts of transportation

Potential impacts of transportation of products, goods and materials used at our operations and of transportation of members of the workforce include an increase in greenhouse gas emissions, the potential for traffic accidents and increased exposure to dust from travel on unpaved roads.

At many of our operations we provide bus transportation for our employees to and from the site which reduces the risk of accidents, decreases the amount of dust and reduces our carbon footprint. Other operations have camp facilities so daily transportation is not required. Teleconferencing and video-conferencing have contributed to a reduction in employee plane travel over the past few years.

OFF-SITE SPILLS

Operation	Substance	Amount	Description of Incident
Homestake Closure Project	Untreated decant water	2,270 liters	Water released from tailings facility pipeline. Malfunctioning pipeline has been decommissioned and a slurry line will now be used to transfer water.
Kidston Closure Project	Seepage water	40 million liters	Seepage water released from reclamation dam as a result of significant rainfall. Barrick is working closely with the Queensland Environmental Protection Agency to prevent a recurrence.
	TSF water	100 liters	Water overflowed tailings storage facility due to pump failure and entered Copperfield River. Repairs have been made to faulty pump.
North Mara	TSF water	4,500 liters	Water released from tailings storage facility as a result of sudden increase in rainfall. Tailing deposition line is being extended around the embankment to form a beach and keep the tailings solution away from the dam.
	Seepage water	820,000 liters	Effluent from the tailings storage facility seepage pond and the waste rock dump seepage overflowed after the pumps were vandalized. Pumps fixed and reactivated.
	Low pH seepage water	37 million liters	Acid rock drainage entered the Tigithe River after leachate pond liners were stolen and vandalized. Affected area rehabilitated and pond liners replaced.

Construction began at our Pascua-Lama project late in 2009. Dust from construction vehicles was identified as a problem shortly thereafter. In order to reduce/eliminate the dust, our contractors were instructed to cover vehicle cargo holds and keep tires moistened.

Significant fines for environmental non-compliance

One of our goals is to operate in full compliance with all environmental regulatory requirements and permits. Any written directive from a regulatory agency, even those relating to minor housekeeping issues, is considered by us to be a regulatory action. In 2009, we received 70 regulatory actions at 13 sites. By the end of 2009, most of these actions had been addressed, with corrections underway for the remainder. We received four fines at four operations totaling $27,560 for environmental non-compliance.

WILDLIFE MORTALITIES

Operation	Species	Description of Incident
Bald Mountain	1 bird	Found in Process Area
Bulyahulu	13 birds	Found in Process Area
	1 mongoose	Found in Process Area
Buzwagi	1 pigeon	Found in Process Area
	80 birds of various species found over two week period	Found in Tailings Impoundment Area
Cortez	1 bird	Found in Diesel Storage Area
Cowal	2 birds	Found in Tailings Impoundment Area
Darlot	1 goat	Found in Process Area
	1 bird	Found in Process Area
	5 birds	Found in Tailings Impoundment Area
Kanowna	1 cat	Found in Process Area
	1 fox	Found in Process Area
Lawlers	15 birds	Found in Tailings Impoundment Area
	1 lizard	Found in Tailings Impoundment Area
Lagunas Norte	1 guinea pig	Found in Tailings Impoundment Area
North Mara	3 cows	Found in Tailings Impoundment Area
	1 donkey	Found in Process Area
Tulawaka	2 birds	Found in Tailings Impoundment Area

SOCIETY

Since Barrick began in 1983, we have participated in the economic and social development of communities around the world. With over two dozen operations and development projects across five continents, Barrick has worked with a range of host communities, each of them unique. Despite varying socio-economic conditions, political climates, and cultural histories, we consistently see a strong desire from the majority of community members to constructively engage with us to advance our mining projects, based on a mutual understanding that what is good for society is also good for business. The key to ensuring that the benefits of mining are shared with communities lies in adapting our global commitment to responsible mining so that it reflects the local realities of each of the communities where we work.

Throughout the life-cycle of a mine, Barrick's community relations employees are dedicated to understanding the concerns and issues facing our host communities. Our approach builds trust and mutually beneficial relationships that guide how we develop our mitigation plans and responsibly manage our risks. This engagement is a fundamental element of how we do business; ensuring that any potential impact of mining is adequately addressed, while fostering community empowerment and self-sufficiency.

Barrick's corporate community relations team, as well as regional and site community relations employees, are guided by our Community Relations Strategy and our Community Engagement and Sustainable Development Guidelines [CE&SD Guidelines]. The CE&SD Guidelines outline the principles, standards and approaches applied by Barrick during community interactions. They are based on international best practice including the International Finance Corporation [IFC] Performance Standards and ICMM's Sustainable Development Framework. Our Community Relations Strategy was launched in December 2008, strengthening the community relations function across the company and enabling us to improve the management of social risks and to enhance our social license to operate.

Barrick actively participates in the following ICMM committees: Community and Social Development Task Force; Artisanal Mining Working Group; Resource Endowment Initiative Working Group; Indigenous Peoples Working Group; and the Business and Human Rights Working Group.

Responsible Persons: Executive Vice President, Corporate Affairs and Vice President, Corporate Social Responsibility

Stakeholder Engagement

Barrick's stakeholder groups
Stakeholders are people or groups that have an interest in the activities of our company. They include:

- employees
- employees' families
- communities near our operations
- shareholders
- local, regional, and national governments
- suppliers and contractors
- non-government and community-based organizations
- socially responsible investment groups
- academic institutions
- regulatory authorities
- professional organizations
- peer companies
- labor unions and other collective bargaining associations

Identification and selection of stakeholders
Our stakeholders vary at the global, regional and site level. Through processes of stakeholder and issues mapping, we identify who our stakeholders are and what the key issues are for each stakeholder group. This activity assists us in setting strategic priorities for engagement and consultation by identifying, categorizing, and mapping the relationships between stakeholders at all levels at each location where we operate. Stakeholder mapping forms the basis for our community engagement programs.

Our employees form one of our most important stakeholder groups

We undertake preliminary stakeholder identification during the exploration phase, followed by detailed identification as part of the Environmental and Social Impact Assessment [ESIA] at the outset of a development project. Throughout the operational phase of our mines, stakeholder identification and issues mapping continues and results are updated annually in the Community Engagement & Sustainable Development Plans prepared by each operation or region. Cultural awareness is one of the many keys to identifying all relevant stakeholders, including possible vulnerable and minority groups.

Stakeholder engagement
Ongoing dialogue with our community stakeholders is one of the most effective tools to help us address the key issues associated with our business. Community dialogue starts at an early stage in the life of a mine – well before actual mining begins. We establish active outreach programs in host communities which can include local village meetings, open houses, site tours, community newsletters, town-hall meetings, both formal and informal question and answer sessions, and one-on-one discussions. When feasible, we establish community liaison offices in the local towns and communities in order to provide easier access for community members to discuss issues with company representatives. We make a concerted effort to ensure these offices are community friendly, culturally appropriate, and open to all. During active operations and through mine closure, we keep the lines of communication open by continuing with public meetings and, in many cases, with the formation of community advisory groups.

Barrick responds to community and other stakeholder concerns through its site-level grievance procedures, open and ongoing dialogue, press releases, the Barrick website, and this annual Responsibility Report, along with our Beyond Borders quarterly report. Beyond Borders is a stakeholder report which provides information about Barrick's responsible mining approach and initiatives around the world.

In 2009, meetings were held in all regions with members of our host communities, local and regional governments, local non-government organizations, and other interested stakeholders. We also engage with non-community stakeholders, including international non-government organizations through one-on-

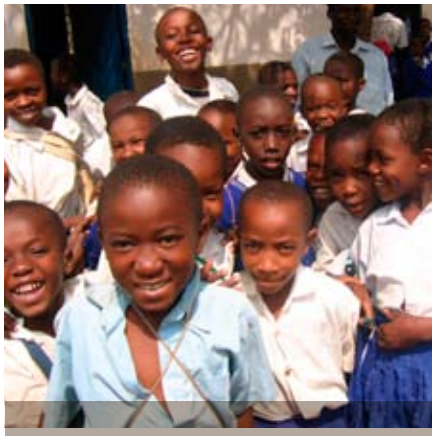
one meetings, teleconferences, participation in multi-stakeholder initiatives, and through our industry associations.

In 2009, as part of our ICMM Assurance process, our assurance consultants completed external stakeholder interviews in all four regions where we operate. Corporate stakeholders included corporate financial interests, pension funds and investor groups, non-governmental organizations, sustainable development research groups, and trade and mining associations. Stakeholders in our regions included community members, local landowners, local business people, indigenous peoples, government officials, women's groups, etc. Results of these stakeholder interviews will be reviewed at a senior level within the company in 2010.

GLOBAL COMMITMENT. LOCAL ENGAGEMENT.

Community Development

Barrick is proud of the contribution we have made in the area of community development at our sites and projects. It is often through sustainable programs and initiatives, developed with our community partners, that hope and future prosperity is sustained beyond the life of the mine. Over the last 25 years, we have seen many of our host communities prosper, showing visible signs



Investing in education for children in developing nations benefits local communities over the long term

of improved quality of life and standard of living. In 2008, we made our vision formal as a driving force of our corporate relations strategy. The Community Relations Vision is intended to capture the key elements of our community relations approach:

- Strong collaboration with the community
- Mutual benefits for the company and the community
- A positive sustainable legacy

Leaving a positive and sustainable legacy requires a strong understanding of the social and economic relationships between the mine and the surrounding communities. A sustainable legacy also represents a shift from a traditional philanthropy approach to strategic social investment and partnership development. Barrick focuses on sustainable development to benefit local communities over the long term. Our mines may operate in

COMMUNITY RELATIONS VISION

Working together with local communities for mutual long-term success

communities for 20 years or more in some cases, so we strive to provide opportunities for people to increase their skills and capabilities. This can bring lasting benefits to the community while we operate and after we leave.

Examples of providing opportunities at the local level include direct employment, local procurement, and community development projects. Associated with these examples are our efforts to develop lasting capacities, which will continue after mine closure. In emerging markets with limited infrastructure, gold mining in particular has been identified as an industry which can be an early-stage catalyst for longer-term development.

Partnerships

There are people in many of the areas where we mine who need access to clean water, food, health care, housing, and education. We have dedicated significant resources to helping host communities improve their quality of life in these areas. In order to do this effectively, our community relations teams often partner with governments, non-government organizations, donor agencies,

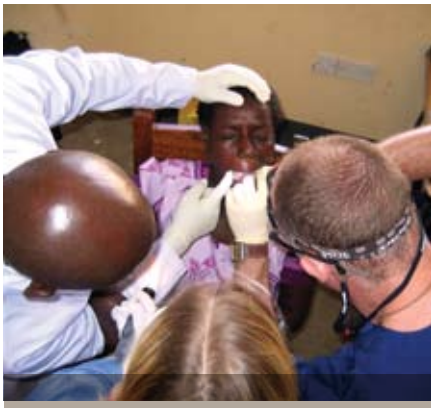
and multi-stakeholder groups. Our most successful partnerships are with organizations whose focus complements our existing community programs. By carefully selecting partners that offer the knowledge and local relationships that enhance the efforts of our skilled community relations staff, we are able to improve the quality of life in local communities.

In collaboration with our partners, we are able to provide access to clean water, health care, housing and education for thousands of people in the communities where we operate. These stronger communities contribute positively to our competitiveness through their ability to host thriving supplier industries, create a stable business environment, retain a skilled base of employees and provide essential services to their residents [which include our workers].

As an example, in rural Tanzania, Barrick has teamed up with Bridge2Aid, a non-governmental dental organization based in the United Kingdom [UK], to increase access to emergency dentistry by training local health workers to provide simple but vital procedures. In the past five years, Bridge2Aid's training program has increased access to dental care for more than one million people worldwide.

The first program at Bulyanhulu in May 2009 was a great success. The program uses UK dentistry volunteers to deliver the training. The volunteers were based at the Bulyanhulu mine for the duration of the two-week training program. The mine site provided accommodation, food and logistical support.

The group conducted free clinics in the localities around the mine site over six days. The goal was to train each clinical officer thoroughly, so the number of patients was limited to about 150 a day. Nonetheless, the legacy of each event is huge. Each clinical officer is responsible for between 10,000 and 15,000 people, so the Bulyanhulu program alone increased access to emergency dental care for about 70,000 people. The program was



Barrick is helping to sponsor the Bridge2Aid program in Tanzania, which trains local health workers to provide basic dental care to the communities neighboring our mines

ENGENDER HEALTH/CHAMPION PARTNERSHIP

To address the problem of HIVAIDS in the communities near Barrick's mines in Tanzania, Barrick launched the Engender Health/ CHAMPION program in 2009. A core objective of this program is to identify and work with partners to maximize expertise, resources and, ultimately, the success of the program. We are partnering with Engender Health, USAID, the Tanzanian government and Population Services International.

The program goal is to promote a national dialogue about gender roles, increase gender equitable beliefs and behaviors and, in doing so, reduce the vulnerability of men, women, and children to HIV/AIDS. The pilot program is located at the Bulyanhulu mine. The plan is to have this program established at all Barrick's mines in Tanzania. In 2010 we are expanding into North Mara and Buzwagi regions.

Currently Bulyanhulu has an established HIV/AIDS program that addresses both prevention and treatment. We run a modern clinic that provides a range of services, including testing, treatment, a peer educator program and condom distribution. The Engender Health/CHAMPION program is expanding and enhancing this program. It has the capacity to reach a population of over 50,000 people leading to changing behaviors with respect to HIV/AIDS, thus significantly reducing HIV/AIDS prevalence in the Kahama district, Tanzania.

extended to the Buzwagi mine in early 2010.

Capacity building

Capacity building is a long-term, continuing process involving activities which strengthen the knowledge, abilities, skills, and behavior of individuals and improve institutional structures and processes such that a community or region can efficiently meet its goals in a sustainable way.

For Barrick, capacity building activities are tailored to local needs and include infrastructure development [for example building roads, power sources, schools, medical clinics, water wells] apprenticeship programs, support for community initiatives, training and education opportunities, and scholarships for community members.

Women shop at a local market near our Porgera mine in Papua New Guinea

Our community relations employees work closely with host communities to create and implement integrated development programs that take into account local issues, concerns and needs, and focus on long-term sustainable development.

To read about examples of community programs at our Porgera mine in Papua New Guinea, please click **here**.

ENDEAVOUR SCHOLARSHIP PROGRAM

The Cowal mine in NSW Australia has provided eight students from the local communities with three year scholarships to attend university.

The scholarships were awarded as part of the Barrick Endeavor Scholarship Program which has provided a total of 80 scholarships to the local community since the program began in 2006. Barrick also committed $15,000 over three years to support the Country Education Foundation which assists young people with meeting the costs of tertiary education.

Empowering women around the world

Empowering women in Papua New Guinea

Women in Papua New Guinea [PNG] living near Barrick's Porgera mine are benefiting from resources provided by the company to pursue higher education, gain new skills, and become financially independent.

With financial support from the mine, the Porgera District Women's Association, established in 1999, provides local women with training in leadership, management skills, health and education, and micro-business and agriculture skills. The Association opened Porgera mine's first adult literacy school in 2000 helping more than 2,500 people learn to read and write over the past 10 years. Along with training and education, the Association also has a micro-credit scheme project, which loans money to women so that they can set up and run small-scale businesses that may result in their financial independence.

The Porgera mine began a sponsorship program in 2005 to help both men and women from across PNG finance their education. To date, 45 women have benefited from this program. The mine is also providing opportunities for hands-on professional experience through its Graduate Development Program, and through its local recruitment process. In 2009, four Porgeran women were hired by the mine and have just completed a demanding 6-month training program to become haul truck operators. For more information, click **here**.

Empowering women in the Dominican Republic

Barrick is working with the Canadian Embassy and the Centre for the Development of Women to develop a project in the small town of Cotuí, near our Pueblo Viejo project, that will train more than 150 women in leadership, accounting, and business skills.

A micro-credit scheme has been developed by the company which is enabling women entrepreneurs to set up small-scale businesses, such as food and services-related enterprises.

Empowering women in Pakistan

To enhance the economic empowerment of local women, the community relations staff at the Reko Diq project organized vocational training in tailoring for tribal women in this isolated western part of Pakistan. The goal of the project was to provide these women with skills which would enable them to run their own businesses in the future.

Two villages close to the project site, Siah Reg and Humai, were selected for the project and local women were chosen to participate. Following completion of the six week training course, the eight graduates, now trained in design, cutting, sewing and tailoring, received sewing machines to enable them to generate income, as well as to sew clothes for themselves and their families. The graduates then secured their first contract to prepare 90 uniforms for Humai school children.

Women living near our Pueblo Viejo project in the Dominican Republic now have the opportunity to learn leadership and business skills

Training will continue, moving to other small villages and expanding to include training in basic financial management skills and guidance on forming a business association. The community relations staff at Reko Diq anticipate that, in future, these women's associations would be able to supply uniforms for the entire workforce at Reko Diq.

Stakeholder oversight

The PEAK Committee at Porgera

At the Porgera mine in Papua New Guinea [PNG], the Porgera Environmental Advisory Komiti [PEAK] monitors and advises on the social and environmental performance of the mine and comments on its reports and activities. PEAK was established in 1997 in response to community concerns over the environmental impact of the Porgera mine. PEAK's initial activities concentrated on ensuring that external stakeholder views on environmental issues were heard and adequately addressed by the Porgera mine.

THE PINK HAUL TRUCK

When the Cowal mine in New South Wales, Australia decided to help raise awareness about breast cancer, they wanted to grab people's attention in a big way. The result was an unconventional paint job for one of the site's haul trucks. Freshly coated in pink paint, number 406 is now "proudly supporting breast cancer awareness" among employees and visitors to site.

PEAK's activities were expanded in 2003, to incorporate the key social and economic issues that will affect the Porgera Valley and surrounding areas following mine closure. PEAK continues to focus its activities on waste discharge, tailings disposal, the social issues surrounding mine closure, the long term sustainability of relocated communities, community health and education, law and order, and capacity building.

Citizen's Environmental Oversight Committee at Pascua-Lama

For our cross-border Pascua-Lama project in Chile and Argentina, a Citizens' Environmental Oversight Committee has been established. The objective of the

Citizen's Committee is to provide community-based oversight and monitoring for the project, as well as a forum to enable the Community to channel concerns to the company and, if needed, for conflict resolution. This Committee is comprised of local authorities, community leaders and Barrick representatives. In Argentina, there will be a comprehensive integrated monitoring plan which will include active participation by the community. Independent auditors will monitor the potential impacts of our operations during all phases of the project, in addition to regular on-site monitoring by the authorities.

Community Environmental Monitoring Group at Cowal

Barrick's Cowal mine in Australia has a Community Environmental Monitoring Group which was set-up to ensure compliance with the social and environmental requirements of the project permit. This independent group conducts audits on performance twice a year.

Environmental and Social Impact Assessments

Environmental and Social Impact Assessments [ESIAs] are conducted at every Barrick project whether or not they are required by local legislation. Conducting such pre-development studies is consistent with Barrick's approach to mine development and is outlined in our Community Engagement and Sustainable Development Guidelines [CE&SD]. The scope of the ESIA includes ancillary facilities as well, so transport routes, power plants, water extraction areas, for example, are included.

Infrastructure development includes building homes, hospitals, clinics, and schools, as well as the construction of local services such as water, power and sewer projects depending on the needs of the communities located near our mines

Barrick completes ESIAs in compliance with local government regulations, IFC Performance Standards, and Barrick's own internal policies. An important component of the IFC Performance Standards is that management systems, monitoring and reporting, and disclosure and consultation with stakeholders are required. Consultation, monitoring, reporting, and disclosure are part of the ongoing engagement process which reflects changing conditions and identifies new information.

The time period for an ESIA thus begins long before the mine has begun operations. Baseline information gathering often occurs over a 12 to 18 month period in order to collect data from all seasons and key stakeholders. The social baseline information that is collected is extensive and covers a comprehensive range of topics including a community profile of the history of the area, the people, and their cultures. Baseline information is both quantitative [demographics, employment, health, statistics, wildlife counts, soil analysis] and qualitative [perceptions of the project company]. This information helps to inform community engagement in the future.

Consultation with stakeholders for ESIAs takes many forms. It includes formal engagement activities such as town hall meetings and more informal community relations activities like door to door visits and other participatory interactions.

For example, at the Pueblo Viejo project in the Dominican Republic, community engagement began five years before the baseline data gathering began for the ESIA. The consultation process involved key stakeholders such as various levels of governments, community groups [e.g. women's groups, business associations, farmer's associations], community members [e.g. teachers, health care providers, local landowners] and other community representatives. The consultation process included a census of 1,268 households in 34 communities near the project.

The ESIA process also often includes doing an inventory of community-based organizations

and non-governmental organizations in the area and engaging those organizations in consultation. Data gathering and the engagement process are not limited to only the communities and stakeholders from the area of direct influence, but include stakeholders from the broader area of indirect influence as well. This allows a large number of stakeholders to be involved which is crucial for the development of social management and mitigation plans.

Another example is the community consultation for the Pascua-Lama project which started in 2000 and continues today. The process has included consultations in both Chile and Argentina; including both those regulated by law and consultations undertaken as part of Barrick's stakeholder engagement program. Barrick employees have participated in over 1,000 community meetings, made over 100 presentations to community groups and neighborhood associations, participated in 30 public events to present the Pascua-Lama project, conducted ad hoc seminars on key topics of concern to stakeholders [such as cyanide management, hazardous material transportation, water quality and quantity], and engaged in a comprehensive door-to-door campaign.

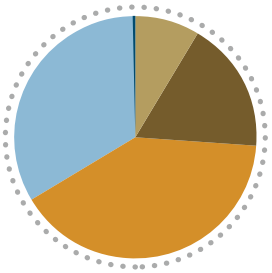
At our Reko Diq project in Pakistan, consultations with stakeholders began in 2004 and are ongoing. Prior to commencement of the latest round of consultations, a social scan was undertaken in the project area to identify and update the list of different project stakeholders and understand community preferences with respect to choice of consultation methods and tools. A combination of methods is being used for effective communication and to maximize reach and coverage. Stakeholders include regulatory agencies and non-governmental organizations, local government, tribal/village leaders, and community members from the local villages.

Sustainable development is only truly successful when local communities are involved and integrated into the process. Thus, during the ESIA process, community consultation is vital to ensure that the communities are included and can be committed to the mining project. Another crucial component of the ESIA process is that after the projected impacts have been identified and the management plans developed, there is further consultation on how to mitigate those impacts. This is an important part of the ongoing engagement process and ensures meaningful participation in the ESIA.

Economic Contributions

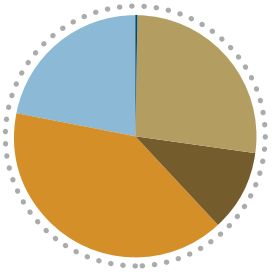
In addition to extensive capacity building programs, Barrick's direct economic contributions to host communities and governments are sizable. They include employee wages and benefits, taxes and royalties paid to governments, purchases of goods and services

Value Added North America
(in millions of dollars)



Community Benefits	6.3
Royalties & Taxes	380
Wages & Benefits	790
Regional Goods & Services	1,790
Local Goods & Services	1,500

Value Added South America
(in millions of dollars)



Community Benefits	6.7
Royalties & Taxes	470
Wages & Benefits	190
Regional Goods & Services	700
Local Goods & Services	380

from local and regional suppliers, charitable donations, scholarships, support for community initiatives, and non-mining infrastructure development. In 2009, Barrick contributed $8.7 billion to the local and regional economies of our host countries.

Wages

Barrick conducts business in many countries and generally provides wages and benefits relative to regional economics. We exceed average wages in the countries where we operate. Our entry level wage is much higher than the minimum wage in each country where we operate except for Tanzania. There was a change in legislation last year that means that our entry level wage for Tanzania is now the same as the minimum wage set by legislation. Benefits provided are in line with cultural norms and include a core group of health care benefits at all operations, as well as non-core regional benefits. Non-core benefits are partially determined by local competitive practices and needs, and may include superannuation and other retirement programs, maternity or parental leave, and employee assistance programs. Wages and benefits totaled $1,560 million in 2009.

Local and regional purchases of goods and services

Barrick gives preference to purchasing goods and services locally or regionally when possible. However, as a mining company, we must purchase high cost capital equipment [trucks, shovel, mills, etc.] and most bulk reagents where they are available. This is most often outside local or regional areas in developing countries. In 2009, we continued expansion of our local supplier development programs aimed at stimulating economic growth and creating business opportunities in communities where few economic opportunities previously existed. These programs are designed to generate business benefits and sustainable development for local communities by increasing the capacity of local suppliers. Supporting capacity building of our local and regional suppliers can increase the economic sustainability of local businesses beyond the life of the mine. In 2009, we spent $6,060 million on local and regional goods and services.

At the start of operations at the Buzwagi mine in Tanzania in 2009, over 90 percent of the mine's full-time employees were Tanzanian. Buzwagi has the lowest percentage of expatriates of any mine in the country

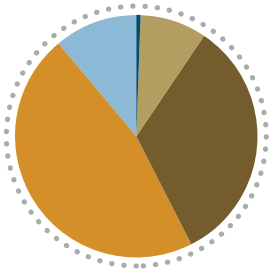
Value Added Australia-Pacific

(in millions of dollars)

Community Benefits	7.3
Royalties & Taxes	210
Wages & Benefits	440
Regional Goods & Services	940
Local Goods & Services	480

Value Added Africa

(in millions of dollars)



Community Benefits	3.6
Royalties & Taxes	40
Wages & Benefits	150
Regional Goods & Services	210
Local Goods & Services	50

LOCAL EMPLOYMENT AND LOCAL SUPPLIERS IN THE DOMINICAN REPUBLIC

The Pueblo Viejo project in the Dominican Republic made great advances in 2009 with respect to its employment and local supplier development programs. PVDC (Pueblo Viejo Dominicana Corporation) has coordinated with local governments, communities and local institutions to assess and establish an inventory of skills available in the communities near the mine site. The exercise will identify the gaps between the skills available for hire and the various skills needed to work at the project.

The skills inventory began in November of 2007, approximately one year after Barrick acquired the project. PVDC opened a Recruitment Office in the community of Cotuí where a Talent Database was eventually established. The data base is open to PVDC, its contractors and sub-contractors. In March and April of 2008, PDVC held talent fairs in the local communities which acquired another 1,336 applicants. By October 2009, approximately two years later, the database had 6,733 applicant data entries, with 3,566 of those available to hire. By the end of 2009, approximately 800 individuals from the PVDC Talent Database have been hired by contractors or sub-contractors.

In order to support the communities in obtaining the basic skills required to participate in the construction of the mine, a Craft Training Center was built at the entrance of the mine. It is expected by the time construction is completed, this center will have trained 1,500 community members. Furthermore, 2,200 individuals from local communities have participated in training to localize the workforce. As of late 2009, it was estimated that 90 percent of the PDVC workforce were Dominican nationals.

The Pueblo Viejo project continues to work to maximize local employment and supplier development. Consultation and collaboration with the local communities and municipalities has been integral in obtaining our social license to operate in the area.

Local employment

Employment is a direct potential benefit of a mining operation and often a key expectation of local communities. Local employment increases the net positive benefits to local communities by enhancing skills and providing income. Barrick reaps positive benefits too; local hiring can potentially provide us with significant cost savings on accommodation and transportation that might be required for non-local employees. Barrick is committed to the localization of our workforce. We recruit the bulk of candidates for employment from the local and regional areas near our operations. When expertise is not available locally, we look outside the region. Regional senior management staff is hired as often as possible from the host communities or host nations.

In 2009, the number of expatriates at our operations varied regionally, but globally they represented less than four percent of our employees.

Infrastructure development

Barrick believes that it is critical to share the benefits of mining with the communities, regions, and nations where we operate. One way of doing this is to contribute to the construction and maintenance of local infrastructure. For Barrick, significant areas of infrastructure development and investment include building schools and medical clinics and the construction of local services such as water supply, power, and sewer projects. In 2009, we invested $13.1 million in community initiatives and infrastructure development.

Indirect economic impacts

Direct economic impacts are often measured as the value of transactions between a company and its stakeholders, while indirect economic impacts are the results – sometimes non-monetary – of these transactions. Indirect economic impacts are an important part of our economic influence

in the context of community sustainability. They will vary depending on local circumstances, and are difficult to quantify. They include impacts from the spending of wages and salaries by our employees and contractors, as well as the employees of our supplier industries, along with the improvements in community health and livelihoods in communities where we provide clean water, medical and education facilities.

A study, by Consultora Malthus, of the socio-economic impact of Barrick's Veladero mine in the San Juan Province, Argentina, was completed in 2009 and explores both the direct and indirect impacts on local communities. The study identified clear trends of socio-economic improvement in such indicators as the percent of the population living in poverty conditions and general mortality rates. Also of note was both an absolute and relative increase in employment in San Juan Province versus the rest of the country.

Community relations employees from the Donlin Creek project met with over 50 villages in rural Alaska in 2009 to present the plans for Donlin

FIRST HIGH SCHOOL OF THE LUSAHUNGA WARD, TANZANIA

An isolated community near our Tulawaka mine in Tanzania has opened its first-ever secondary school thanks to a partnership between Barrick, the local government and community leaders. Barrick provided the building materials and engineering support, while community members supplied the labor.

In 2005, with Barrick's help, the local Mavota primary school had been refurbished and expanded by adding new classrooms and more housing for teachers. In the first year of the primary school, all students passed their final exams. Now those graduating from the Mavota school have somewhere to go.

The new Nyantakara secondary school already has 245 students enrolled and the number is expected to grow to 720, as more students enter the system.

Indigenous Relationships

Barrick recognizes that Indigenous Peoples deserve to be treated with respect and cultural sensitivity, and appreciate the extent of their unique local knowledge and close attachment to the land. We are committed to respectful, long-term engagement with the Indigenous communities in the areas where we have operations and exploration projects. As a member of the International Council on Mining and Metals (ICMM), Barrick endorses the *ICMM Position Statement on Mining and Indigenous Peoples*. The Statement promotes constructive relationships between the mining and metals industry and Indigenous Peoples based on respect, meaningful engagement, and mutual benefit, within the context of national laws, and in particular regard for the history of Indigenous Peoples in the culturally diverse countries were ICMM members operate. To learn more about ICMM's resources on Indigenous Peoples, please click **here**.

In April 2009, Barrick released a Beyond Borders edition focused on Indigenous Peoples, including our $2.5 million commitment to the CAPE (Capital for Aboriginal Prosperity and Entrepreneurship) Fund, an open letter from the Tahltan First Nation and a comprehensive profile of the Wiradjuri Condobolin community near the Cowal mine. Please click **here**.

Barrick works in partnership with the following Indigenous Peoples:

- Diaguita of the Huasco Alto near our Pascua-Lama project in Chile
- Wiradjuri Condobolin community near the Cowal mine in Australia
- Tahltan First Nation at the recently closed Eskay Creek mine in British Columbia
- Pic Mobert First Nation near the Hemlo mine in Ontario
- Alaska Native communities neighboring the Donlin Creek project
- Western Shoshone tribes in rural Nevada

COWAL NATIVE TITLE AGREEMENT AND CULTURAL HERITAGE MANAGEMENT PLAN

The Wiradjuri people are recognized as the Traditional Owners of the Lake Cowal area. Barrick worked collaboratively with the Wiradjuri Council of Elders and the Registered Native Title applicants, over a 15 month period to negotiate an equitable Native Title Agreement and Cultural Heritage Management Plan. Under the terms of the Agreement, signed in 2004, Barrick agreed to support the Wiradjuri community in the areas of environmental and cultural heritage, employment, training and education, and business development.

As a result of the Agreement, the Wiradjuri Condobolin Corporation (WCC) was established to facilitate the business, education, and employment opportunities for the Wiradjuri people. The WCC established the Wiradjuri Cultural Heritage Company that Barrick employed to manage Wiradjuri heritage protection activities during the mine's development and ongoing operation. At the height of these development activities, as many as sixty Wiradjuri cultural heritage field officers, working with qualified archaeologists, were responsible for identifying and preserving many artifacts found at the site. At completion of mine's operation, Barrick has committed to work with the Wiradjuri cultural heritage officers and archaeologists to replace the artifacts. The Cultural Heritage Company also delivers a comprehensive cultural heritage induction course for all new Barrick employees and contractors.

Relationships between mining companies and Indigenous Peoples are multi-faceted and ever evolving. Constructive engagement between Barrick and Indigenous Peoples can greatly benefit local communities, leading to improved infrastructure (e.g. access to clean water, power, roads), support for education and health services, employment and business opportunities, increased income flows through royalty streams and compensation payments, and environmental restoration and protection (e.g. through re-forestation initiatives, improved fire management, etc.)

In addition to sharing the direct benefits from opportunities associated with our mines, such as employment and business development programs, we also work closely with our Indigenous partners to develop initiatives that help preserve their unique cultural traditions and empower Indigenous youth, who are often marginalized and at-risk.

Barrick's most extensive and rewarding engagement has been with the Diaguita of the Huasco Alto near our Pascua-Lama project in Chile, the Wiradjuri Condobolin community near the Cowal mine in Australia, the Tahltan First Nation at the recently closed Eskay Creek mine in British Columbia, the Pic Mobert First Nation near the Hemlo mine in Ontario, Alaska Native communities neighboring the Donlin Creek project, and Western Shoshone tribes in rural Nevada.

SHOSHONE/GOSHUTE YOUTH LANGUAGE APPRENTICESHIP PROGRAM [SYLAP]

Barrick has sponsored a Shoshone language study program for youth in Salt Lake City Utah since 2007. The program is a partnership with the University of Utah which is archiving the Shoshone language. Barrick is also sponsoring Shoshone language teacher workshops. As part of SYLAP, Barrick partners with the University in providing grants for two graduate students to participate in the program.

In 2009, ten Shoshone students, from Nevada, Idaho and Utah, lived on campus at the University of Utah for six weeks while they attended Shoshone language classes, worked on a Shoshone dictionary, recorded elders, created children's books, and made a documentary. They also attended presentations where they were given information on applying for college and scholarships, along with a drug and alcohol prevention class. At the end of the six weeks the students felt they had gained a greater understanding of, and pride in their language and their culture, and felt more confident about their futures.

Agreements, capacity building, and cultural preservation

At the Hemlo mine in northern Ontario, Canada, we continue to fulfill the terms of the socio-economic agreement signed with the Pic Mobert First Nation, which was updated in 2009. The agreement creates new opportunities for the Pic Mobert people to develop skills for present and future mining opportunities, along with support for the development of First Nation-led businesses and involvement in environmental stewardship. In the fall of 2009, Hemlo's community relations staff had very successful meetings with the Pic River First Nation to develop the David Bell Mine Closure plan.

At the Cowal mine in Australia, we conducted a review of the 2004 Native Title Agreement and Cultural Heritage Management Plan to ensure ongoing compliance with the Agreements' commitments and develop strategies for the coming years. The two-day review process took place in 2009 and involved Barrick community relations staff and Wiradjuri representatives. The process was very successful in demonstrating ongoing compliance with the Agreements' commitments and intentions.

In Chile, the Diaguita community is highly concentrated in the Alto del Carmen municipality. Barrick signed an agreement with this municipality to promote tourism activity in the El Transito Valley. This agreement will benefit the Diaguita community by providing economic development through tourism-related businesses and opportunities for the Diaguita to sell their unique traditional crafts to visitors.

Throughout 2009, we continued to advance the Diaguita Ancestral Recovery Program (Rescate Ancestral Diaguita), organizing workshops on the traditional techniques for making woven and ceramic handicrafts. This year 65 Diaguita were involved in five workshops. Since the program began, we have organized 14 workshops and over 200 Diaguita have participated in these cultural preservation activities. To learn more about Barrick's commitment to the Diaguita, including the Farming Assistance Program, please click **here**.

Since 2006, Barrick has contributed nearly $1.6 million toward education, cultural preservation and community initiatives benefiting Western Shoshone tribes in rural Nevada. The Collaborative Agreement signed in 2008 has led to increased recruitment and training for Western Shoshone and has created 150 scholarships for Shoshone students, with $320,000 awarded to date. We are the most significant supporters of Native American education and Western Shoshone language preservation programs in Nevada.

Barrick has been the primary supporter of the Great Basin Indian Archive in Elko and the University of Utah Shoshone Language Preservation Program for many years. In 2009, $40,000 was allocated to the Owyhee Combined

CULTURALLY-SENSITIVE, EARLY ENGAGEMENT IN RURAL ALASKA

Throughout 2009, the Donlin Creek project team conducted extensive meetings with community members from 56 remote native villages in the Yukon- Kuskokwim region of Southwest Alaska. For key regional meetings hosted in Aniak and Bethel, the Donlin team brought the internal and external technical experts involved in the project's design, including engineers, biologists, and water management specialists. Through a "science fair" format, every aspect of the project's proposed development and operations were presented, and community members were able to engage directly with technical experts on their issues of interest and concern. In preparation for these meetings, Donlin Creek staff and external consultants participated in cross-cultural awareness training to facilitate constructive engagement with Alaska Native communities. An important resource for these community meetings was the Donlin Creek project booklet, written and designed to be accessible for communities that have limited experience with resource development projects. The booklet is available in both English and Yu'pik (the most prominent language of the Yukon- Kuskokwim region) and features many photos and visual representations of the project timeline, mining processes, environmental monitoring, employment opportunities, and reclamation activities. Click **here** to see the Donlin Creek website and view the booklet.

School. This grant saved a Shoshone language program, the only such program in a Nevada Public School. This year, over $85,000 was dedicated to supporting a Shoshone language preservation program at Great Basin College and to assist summer employment programs for Western Shoshone youth on their reservations.

In 2009, $263,800 was invested towards infrastructure development directly benefiting Western Shoshone communities, including the Ely Shoshone Tribe Elders Center; a building to house wellness and daycare programs for the Duckwater Shoshone Tribe; renovation of the historic Duck Valley court facilities; a computer lab and internet access for the Yomba Shoshone Tribe; restoration of the Owyhee Tribal Courthouse; and the Duckwater Community Park Project, which employed tribal youth during summer 2009. Building restoration and construction projects will continue to provide employment opportunities for Western Shoshone as the projects are developed.

In 2010, Barrick will continue to work closely with the former chairman of the Duckwater Shoshone Tribe to further develop recruitment, hiring, and retention programs for the Western Shoshone. We will also collaborate with Western Shoshone community leaders to create a cross-cultural awareness training program for Native and non-Native employees.

The Cortez Hills project in Nevada is the subject of a legal action in the US courts. To learn more about this lawsuit involving some Western Shoshone, please see **Key Issues and Concerns in 2009**.

Artisanal Mining

Many people around the world maintain their livelihoods through artisanal and small-scale mining [ASM]. The individuals and groups engaged in ASM near our operations are key stakeholders and we actively engage with them with a view to a safe, healthy, and profitable coexistence.

In early 2007, in collaboration with the government of Tanzania, Barrick initiated a program to assist the ASM communities near our North Mara and Bulyanhulu mines. An external expert was hired to ensure the program design incorporated lessons from other experiences in the ASM sector. In

Artisanal and small scale mining provides livelihoods for millions of people around the world

2008 and 2009, Barrick continued to develop this program. Our goal is to work with these artisanal mining communities to help them transform their activities into regulated, safe, productive, and sustainable small-scale mining operations. Baseline studies and detailed research has driven the creation of formalized mining cooperatives.

During 2009, the program focused on the introduction of appropriate technology, funding provision through legally-binding agreements and structures, technical inputs from the government, and ongoing training and skills transfer. An important focus of the initiative is the eradication of child labor and the use of mercury in small scale mining. Please click **here** for an example of our activities.

In Papua New Guinea [PNG], where there is also a concentration of artisanal miners near our Porgera mine, we are working in collaboration with the PNG government and local communities to establish programs which enhance the income-generating potential of artisanal mining or to provide alternative livelihood options. For example, our Porgera mine has partnered with a PNG vegetable marketing cooperative, Alele, to help re-establish livelihoods in the highlands potato industry.

Resettlement Working Group at Buzwagi

For our Buzwagi mine in Tanzania, a multi-stakeholder working group (government, community, business, etc.) was established during the planning of the Resettlement Program to represent different stakeholders during the project planning and resettlement stages, and to ensure that grievances from the community could be heard independently.

Resettlement

Barrick works together with host governments to manage, in a manner consistent with local laws and international best practice, the resettlement of people that may be affected by our operations. Engagement of affected communities is the cornerstone of Barrick's commitment and the key to successful resettlement programs. In alignment with the IFC standards on

resettlement, we seek to avoid, or at least minimize, involuntary resettlement by exploring alternative project designs.

Where resettlement is required, a Resettlement Action Plan [RAP] is prepared. A comprehensive RAP includes a livelihoods development program, coupled with ongoing monitoring and evaluation, to deliver our commitment to improve or, at least, restore the livelihoods and standards of living of displaced persons.

Mine Closure and Communities

Barrick has a role to play in contributing to the long term sustainability of the communities surrounding our mines. Traditionally, closure planning has been the responsibility of operation management and has focused primarily on employees, reclamation efforts, and environmental stewardship. However, there is now more focus on social closure planning. The social aspects of mine closure will affect the future of the stakeholders we have partnered with, the communities who have welcomed us, and our integrity as a socially responsible company. Social closure planning in collaboration with the local authorities is, therefore, essential.

Most closure planning activities take place during development and operations and focus on promoting local entrepreneurship. We support skills development and work in close collaboration with local economic diversification programs.

Each mine site completes a Closure Social Impact Assessment [CSIA], targeted for three years prior to closure of the operation. While appropriate community project planning supports the long term sustainability of neighboring communities, CSIAs focus on identifying the social risks and impacts to the community from mine closure and are followed by the development of mitigation plans to address these risks and impacts.

Closure planning also includes employee assistance to identify new career opportunities and transition plans as appropriate. Where possible, we may be able to offer continuing employment opportunities at other Barrick operations. In some regions, we can offer out-placement services or help with resumes and job hunting strategies. In 2009, we continued development of our guidelines for social closure, to be implemented in 2010.

At our Pierina mine in Peru, exploration efforts extended the life of the mine through 2013; however, social closure planning had already begun. Stakeholder consultation is critical during this phase, and the community relations team at Pierina continues to engage with local communities throughout this closure process. At our Porgera mine in Papua New Guinea, closure is likely to be more than 10 years away, yet integrated closure planning has already commenced with a detailed examination of the social impacts and risks to the Porgera valley following mine closure.

Key Issues and Concerns in 2009

Porgera mine, Papua New Guinea – Tailings management and the Norwegian pension fund divestment

In February 2009, a Norwegian pension fund announced that it divested its shares in Barrick, citing riverine tailings disposal at the Porgera mine in Papua New Guinea [PNG] as its reason. Barrick acquired its interest in Porgera as a result of the acquisition of Placer Dome Inc. in 2006. The Government of PNG also holds an interest in the mine. The decision by the Norwegian pension fund was not unexpected. The fund has consistently divested its holdings in extractive companies using riverine tailings disposal, including Rio Tinto, Freeport McMoRan and Vedanta Resources.

Upon Barrick acquiring its interest in Porgera in 2006, a comprehensive two-year study was conducted to review and evaluate alternatives to improve and reduce the discharge of tailings. This $5 million review examined the feasibility of building a large tailings storage facility [TSF] and other alternatives to mitigate environmental impacts. The study identified significant risk factors in ensuring a stable foundation for a large tailings storage facility due to the instability that can accompany high rainfall, deep soil cover and very steep terrain – a risk that would exist during construction, operation, and following mine closure. In addition, social factors such as the law and order challenges in PNG and, in particular, the presence of illegal miners were identified as significant risk factors. As a result, riverine tailings disposal will continue at this time, along with improvements and modifications to reduce tailings discharge. Porgera continues to pursue incremental process changes aimed at reducing both dissolved metals and suspended solids in the river.

The Porgera Environmental Advisory Komiti (PEAK), an independent body of experts and stakeholders responsible for reviewing the annual environmental monitoring reports of Porgera, will release a report in 2010 on the river system based on the most recent data.

Barrick continues to evaluate how best to share complex environmental monitoring data from Porgera and other Barrick-operated sites with stakeholders. We've recently updated the Porgera section of our website,

including more information on the riverline tailings review and examples of modifications to improve and reduce tailings discharge. Please click **here**.

Cortez Hills project, Nevada – Litigation in the US courts

The Cortez Hills project in Nevada is the subject of a legal action in the US courts. The current appeal is in response to the US Bureau of Land Management's (BLM) approval of the Project in November 2008. Barrick has intervened on behalf of the BLM. The plaintiffs, including the Western Shoshone Defense Project and Great Basin Resource Watch, allege that the agency failed to fully consider all impacts of the Cortez Hills project. They have sought an injunction to stop operations. A US District Court judge denied their request for an injunction in January 2009. The plaintiffs then appealed to the Ninth Circuit Court of Appeals as construction proceeded at Cortez Hills. In a December 2009 opinion, the Appeals Court denied the plaintiffs' substantive claims related to the site's religious significance, but ordered additional environmental analysis on two specific matters and mandated that the District Court decide the extent of appropriate injunctive relief in the interim.

Barrick submitted a motion to the District Court for a limited injunction, whereby we would continue operating under a modified mine plan that would comply with the Appeals Court decision while preventing significant economic hardship to the region. A hearing and a decision from the District Court

on an injunction is expected in the second quarter of 2010. In addition, a Supplemental Environmental Impact Statement, that addresses the issues raised by the Court of Appeals, is expected to be complete in the fourth quarter of 2010.

Barrick continues to support initiatives that benefit Western Shoshone communities. Since 2006, the company has contributed nearly $1.6 million toward education, cultural preservation, community infrastructure, and economic development.

Porgera mine, Papua New Guinea – Police deployment in the Enga Province

In April of 2009, the Government of Papua New Guinea [PNG] deployed approximately 150 police officers to restore law and order in the central highlands of Enga Province, near the Porgera mine, as part of "Operation Ipili." The purpose of the police deployment was to address a dramatic deterioration in law and order and the persistent threats to the safety and security of all lawful citizens throughout the region.

Prior to the police deployment, increased tribal fighting and crimes such as sexual assault and illegal mining were having a profoundly detrimental impact on these communities. The severe deterioration of law and order was exacerbated by a large influx of firearms, as well as drug and alcohol abuse. These problems were compounded by the declining capacity of law and justice institutions in Enga Province, which have been unable to keep pace with rapid in-migration to the Porgera region from other parts of the province and beyond. The population in the vicinity of the Porgera mine has increased, from several thousand when the mine was initially constructed in 1990, to approximately 50,000, largely as a result of in-migration of individuals from outside the local area, many of whom are transients seeking to benefit from the mining operation.

Along with elected officials, landowners, religious leaders, and other community members, the Porgera District Women's Association has been a vocal advocate of the police deployment. On July 3rd, Operation Ipili and the deployment of some 150 police officers to the Porgera region was officially terminated by police authorities. At the urging of community leaders and residents, a smaller police deployment of approximately 70 officers was initiated in mid-July and is currently in place, under a new commander.

The Porgera mine is committed to upholding the Voluntary Principles on Security and Human Rights, the UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials and the UN Code of

Conduct for Law Enforcement Officials. Consistent with Barrick's security model, security personnel at Porgera receive training in and are required to operate based on the Voluntary Principles and to uphold PNG laws. To learn more about the police deployment and other information on the Porgera mine, please click **here**.

North Mara mine, Tanzania – Water seepage into the Tigithe River

In May 2009, an environmental incident occurred at the North Mara mine when water seeped from a mine rock storage facility into the Tigithe River. The situation occurred when heavy rainy-season precipitation fell on a temporary mine rock storage facility on mine property, near the river. As the rain passed over and through rock stockpile, it contacted the naturally occurring sulphur contained in the rock, making the water acidic. This process is known as acid rock drainage [ARD]. As the rain water accumulated, it began to seep to the nearby river. The seepage was exacerbated by the theft of some of the impermeable material used to line waste water ponds located on the property. Thieves had cut out sections of the liner, which allowed the ponds to leak. This type of liner is often used as construction material and is considered valuable by local villages.

Water is routinely sampled by North Mara mine employees

This was an isolated incident, limited to a small geographic area and was responded to quickly. When decreased pH levels [indicating water acidity] were detected in the river [approximately 1,000 meters downstream], immediate action was taken by mine officials to notify authorities and to contain and stop the seepage. All water storage ponds were fitted with new liners, security was enhanced and the temporary mine rock storage facility was relocated. The land is currently undergoing remediation. Subsequent water sampling confirmed that pH levels in the river returned to normal and remain within statutory requirements under the Tanzanian Mining Act.

North Mara mine is subject to significant regulatory oversight. Regulatory authorities from the state environmental and mining departments visited North Mara to review the mine's corrective measures and expressed satisfaction with the actions taken. In October, the Parliamentary Sub-Committee on Land, Natural Resources and Environment visited the site and agreed with this conclusion. Tanzanian President Jakaya Kikwete also visited the site and, in a public meeting, indicated he was pleased with the mine's corrective actions.

GLOSSARY OF TERMS

Biodiversity: The variability among living organisms and the ecosystems of which they are part – this includes diversity within species, between species and within ecosystems.

By-product: A secondary metal or mineral product, such as silver, recovered in the milling process.

Capacity Building: Activities and initiatives which strengthen the knowledge and skills of individuals and improve structure and processes such that communities can grow and develop in a sustainable way.

Corporate Social Responsibility [CSR]: CSR is a form of corporate self regulation integrated into a business model where companies embrace the responsibility for the impact of their activities on the environment, consumers, employees, communities, and stakeholders. In essence CSR honors the triple bottom line – People, Planet and Profit.

Greenhouse Gas Emissions [direct and indirect]: Gaseous emissions to the atmosphere that contribute to climate change. Direct emissions are from sources owned by the company or operated on our properties. Indirect emissions are from sources not owned by us, but occur as a result of our activities [purchased electricity].

Ecosystem Services: The benefits people obtain from ecosystems. These include provisioning services such as food and water; regulating services such as flood and disease control; cultural services such as spiritual, recreational, and cultural benefits; and supporting services such as nutrient cycling that maintain the conditions for life on Earth.

ICMM: The International Council on Mining and Metals. ICMM was established in 2001 to act as a catalyst for performance improvement. Today, the Council brings together 19 mining and metals companies, as well as 30 national and regional mining associations and global commodity associations. ICMM's activities are aimed at strengthening performance and enhancing our contribution to sustainable development.

IFC: International Finance Corporation. IFC, a member of the World Bank Group, fosters sustainable economic growth in developing countries by financing private sector investment, mobilizing capital in the international financial markets, and providing advisory services to businesses and governments. The goal of the IFC is to improve lives, especially for the people who most need the benefits of growth.

ICUN Red Listed Species: The IUCN Red List is a list of globally threatened plants and animals provided by the International Union of Conservation of Nature.

Joint Venture: The partnership of two or more companies in a specific operation, each agreeing to share [according to ownership percentage] profit or loss. Operational control often depends on ownership percentage.

No Net Loss: The application of mitigation measures [such as biodiversity offsets] that should achieve measurable conservation outcomes and that can reasonably be expected to result in no net loss of biodiversity.

Open Pit: A mine where the minerals are mined entirely from the surface.

Post Closure Land Use: The condition of a mine property after the cessation of all mining and mine closure activities relative to the activities that the property can then support [e.g. wildlife habitat, agriculture, etc.].

Reclamation: The process by which lands disturbed as a result of mining activity are modified to support beneficial land use once mining is complete. Reclamation activities may include the removal of buildings, and other physical remnants of mining, closure of

tailings storage facilities, leach pads and other mine facilities, and contouring, covering, and revegetating disturbed areas.

Regulatory Action: Written directives from a regulatory agency specifying that existing conditions must be corrected. Due to varying degrees of regulatory oversight, a common definition of regulatory action is used by Barrick for consistent reporting purposes.

Riparian: An area around a stream or another watercourse which has distinctive vegetation and other characteristics which separate it from the land beyond the riparian zone. Healthy riparian zones provide a variety of important ecosystem services and they are often important habitats for wildlife.

World Heritage Sites: World Heritage Sites are a list of sites [such as a forest, mountain, lake, desert, monument, building, complex, or city] maintained by the international World Heritage Program and administered by the UNESCO World Heritage Committee. The program catalogs, names, and conserves sites of outstanding cultural or natural importance to the common heritage of humanity.

BARRICK

Global commitment. Local engagement.

Barrick Gold Corporation
Brookfield Place
TD Canada Trust Tower
161 Bay Street, Suite 3700
Toronto, ON M5J 2S1
Canada

Telephone: 416.861.9911
Toll Free: 800.720.7415
Fax: 416.861.2492

Email: responsiblemining@barrick.com