



Human Rights

Respect for human rights is a core part of our sustainability strategy.

In This Section

[Security](#)

[Addressing our impact](#)

[Building strong relationships](#)

[Our indigenous communities](#)

[Diversity and inclusion](#)

We work across a diverse range of communities and countries, and the way we do business can both create and destroy opportunity — to contribute to a better world.

Highlights in 2023

[ABOUT](#)

[OPERATIONS](#)

[SUSTAINABILITY](#)

[INVESTORS](#)

[CAREERS](#)

[NEWS](#)

[ENGLISH](#)

[ESPAÑOL](#) [SPANISH](#)

Search





Group Sustainable
Human Rights p



Human rights tra



New Voluntary



+3,800 public ar
Security and Hu



40% of employe



New **Socio-Eco**
partners at Hem



Updated **Collab**



We updated our human



As part of our commitment to the United Nations
Voluntary Principles on Security and Human Rights



The Supplementary Water Project provides clean water to certain local communities and associated infrastructure.

Human rights

We have zero tolerance for human rights violations in our standalone Human Rights and Human Rights (U) Guidelines for Multinational

Our policy is implemented following the merger with our expanded business

During 2020, we reviewed
the Use of Force Standard

Responsibility for the
Executive, with support
Resources Executive

At a site level, the mirror
the on-the-ground impact

Our policy includes co

- **Training**
Provide training
- **Due Diligence**
Conduct human
operations where
measures to mi
- **Compliance**
Comply with an
of Human Right
- **Periodic Audit**
Conduct period
to give us confi
or use external
respond to the t

Security

Since 2010, we have
providers, local comm
rights principles in co
undergo pre-employ
also provide a proof c

Security personnel als
which is aligned with
Any private security p
employees do not car
Republic have memo
the VPs.

The Porgera Joint Ve
which also reflects the

A key focus of our hu
operations with the re
our security operating

Performance

In 2020, we trained more than 10,000 employees on human rights and Human Rights.

During 2020, all employees completed updated training on human rights.

Updating our training

Barrick is committed to contributing to society through training for our employees.

Each year, we assess the expectations of our stakeholders — including governments, communities, and investors — to ensure our training is relevant and effective.

Following a review by external specialists, we updated our online training content to reflect the latest best practices.

During 2020, we completed training for managers and all employees.

The workshops and training sessions that help our people understand and conduct our business responsibly.

We plan to roll out new training content in 2021.

Our 80% rule

More generally, we are committed to human rights to ensure the safety, force, vulnerability, and well-being of 80% in order to ensure specific security and safety where we have a significant human rights and safety impact. The same topics are covered in our training.

Most crucially, we are committed to the communities affected by our human rights violations.



Addressing our

When Barrick and Ramo
range of legacy issues
level staff have worked
alternate solutions can
negatively impact our

Some of these legacy

Riverine tailing

Barrick utilizes a river
means that rather than
erodible rock into the
management. However
are unacceptably high
lowest risk option. We

For example, prior to
criteria. This includes
raise the pH level of the
used to produce cement
material entering the

Further to this, the PJ
discharge requirement

100

100

1000

100

[illegible]

© 2006 The Authors
Journal compilation © 2006 Blackwell Publishing Ltd

100

© 2006 The Authors
Journal compilation © 2006 Blackwell Publishing Ltd

1000

1000

developing partnerships
generate sustainable

Tanzania: Alleg

In the first half of 2019
waste management a
Environment Manage

When Barrick acquire
assets, the North Mar
design capacity. Barri
North Mara became a
independent specialis
seepage and to reduc

This included detailed
analysis of the TSF, a
community borehole v
2019, we have also s
design capacity.

Allegations of v North Mara mir

Law and order has als
of Tanzania close to t
capacity is limited. Ci
the Tanzanian author

Since the mid-1990s,
private security forces

Progress since 2019

Since we assumed op
relationship with the l
from our presence. O
explain our plans for t
promises made by the

Other actions include
enter the mine site wh
replaced the internati
team is part of the cor
economic benefit to th

Independent review

The MMTC-PAMP ref
to undertake an inde
consultants Avanzar v
rights and the Volunta
assessment. The Syn
management and tha

While there remains r
have decreased. We
received each month

project supported by the
concluded that the as
PAMP continues trad

Pascua-Lama P

The Pascua-Lama pro
Chile and Argentina. I
suspended site works
sanctions and orderin
certain monitoring act

In 2020 following a le
imposed by the SMA
Chilean side of the Pa

On October 6, 2020, a
was brought before th
seeks to require the S
Court has not yet dec

The immediate next s
and Chilean legislatio
irreparable damage. A
social and environme
community.

Pascua remains an in
comprehensive intern
permitting and develo
Central to any future c
to proactively address

Building strong

At Barrick, we believe
creation of a motivate
our commitment to hu

Management ap

Open and honest con
communication chanr
union member status)
participate in collectiv
upholding the Internat
an honest and constr

We also encourage o
President and CEO to

Some of the key ways

- Town hall meet
- Digital platforms
- Trade union rep

During 2020, our eng

We have collective ba
unions. Approximately
place.

We offer competitive
country-based approa
workers make more th

Developing

Mining has trad
number of wom
empower wome
of initiatives to l

One of our key
provides identif
technical exper

This includes a
leadership skills

Community

In the first quar
attended by 37
write applicatio
had new job off
restrictions. Ho
workshops in th



Our indigenous

Indigenous peoples of
physical, spiritual, cul

Considering the value
partnership approach
beneficial relationship
peoples can contribut

Management ap

Our commitment to re
and their distinct inter
statement to obtain F

We require all sites w
outlines specific actio
no reported incidents

Donlin Alaskan Native

Establishment of frien
Yukon-Kuskokwim (Y
long term relationship
comprised native Alas

Hemlo **Netmizaagamig** **Metis Nation of**

Establishment of the i
support as well as op
First Nations partners
Superior Hemlo Fund

Nevada Gold M **Native America**

Establishment of the l
emergency food distri
businesses, continued
Foundation (WSSF), c
term sustainability of c

Pascua-Lama **Diaguita comm**

We do not have a for
respectful relationship
including hygiene sup
sustainable developm

Updating c

Our operations
of the Western
on engagement

We strive to be
tribes in the are

This commitme
is designed to b
classes within t

Since the third c
Agreement to r

The key change

- Updating
changing
- Inclusion
McDermi
- Inclusion
developm
term.

In the fourth qu

for signing.



The 2020 gradua

Hemlo: Intro

Our Hemlo min
of Biigtigong Ni
These are prog
to find balance
ancestors.

Our goal is to fo

In 2020, we negotiated Netmiza agreements and are categorizing agreements into

The establishment of the principle of long-term strategic planning is one of those plans.

“Establishing C
indigenous part
their ambitions
Hemlo’s life, thi
Sustainability a

Diversity and in

We know a diverse w
problem-solving skills

At Barrick, our approach is to maximize their maximum potential by employing the best people regardless of sexual orientation. Through our diversity, the Board represents women to represent a

We also work to right particularly in the emerging significant investment variety of background become future leader internship programs of generation of mining the organization, including

We seek to improve t

- Finding ways to
- Changing culture employment and
- Working with go
- Supporting alte

Creating a

At Barrick, we ensure that women work with local suppliers. We encourage women to wear face masks and gloves, while a

Soon after masks
asked local tailors
surgical mask pro
community, pro
worker at the m
designed to cov

During 2020, B commissioned 10,000 masks and 5,000 masks are in constant shillings each (a during 2020.



Improving

Barrick is a dyn
breadth of pers
term value for a
up in a board ro
ethnicity, geogr
helps us meet o
diversity is a pa
mining industry
Board was stre
Kabagambe. M
of female direct

Ms Kabagambe
of senior leader
World Bank wh
and the African

***“I’ve been imp
Barrick,” expl
to gender, car
and sharehold
to measure the***

***“This is reflec
levels from int
identify and de
pipeline of div***

In 2021 we upd
30% of our Boar
Committee is co
the Board.

 [Linkedin](#)

 [Instagram](#)

 [Twitter](#)

 [Facebook](#)



Email Update

Get the latest news

Enter your Email

By providing your email address
you may withdraw your consent at any

Submit

[Unsubscribe](#)

Contact Us

Legal & Privacy

[English / Español](#)

Copyright © 2021 Barrick Gold