

 <b>BARRICK</b>	<b>Global Harassment Standard</b>
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<b>GENERIC/ CRITICAL</b>	Critical
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**SCOPE:**  
 This Standard applies to all Barrick employees (permanent and contract), all employees of Barrick subsidiaries or affiliates, and all third party contractors, suppliers and agents during the course of work performed for or on behalf of Barrick.

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The Barrick Gold Corporation's (together with its subsidiaries, "Barrick") *Human Rights Policy* states that Barrick does not tolerate discrimination against individuals on the basis of race, colour, gender, religion, political opinion, nationality or social origin, or harassment of individuals freely employed.

Barrick is committed to providing safe workplaces for its workforce, free from harassment and violence. Barrick considers harassment and violence to be unacceptable behaviour in the workplace and will not tolerate this behavior under any circumstances. In implementing this Standard, Barrick affirms its commitment to:

- Taking reasonable precautions to prevent workplace harassment and violence;
- Upholding the rights of all people in the workplace to a safe working environment free from workplace harassment and violence;
- Supporting diversity and inclusive workplace practices;
- Promoting respect amongst all people in the workplace; and
- Encouraging fair and equitable treatment of people in the workplace.

## **Purpose**

The purpose of this Standard is to define workplace harassment and violence, establish and detail the responsibilities of all persons in Barrick's workplace(s) to maintain a workplace free from harassment and violence, and ensure that incidents of workplace harassment and violence are investigated in a timely and equitable manner.

The Standard is intended to supplement and not supplant applicable local laws and applies in tandem with any procedure in effect in a country or site.

## **Scope**

This Standard applies to all Barrick employees (permanent and contract) and all third party contractors, suppliers and agents during the course of work performed for, or on behalf of, Barrick.

In this Standard "workplace" means any place where employees are engaged in activities related to Barrick's work including, but not limited to, sites, offices, Barrick vehicles, third-party facilities and off-site locations where employees meet for business or Barrick social functions.

This Standard applies to all interactions between those performing work on behalf of Barrick, including electronic communications and interactions through various platforms, including but not limited to communications over handheld devices, via e-mail, or through social media applications.

In this Standard "third party" means a supplier, contractor, sub-contractor or agent who provides and receives payment for services or goods related to work performed in connection with any aspect of a Barrick operation (including office and sites).

## What is Harassment?

In this Standard, the term “harassment” means any form of behaviour, when committed by a Barrick employee or a third party, that is not welcome and which offends, humiliates or intimidates a person and includes sexual harassment and workplace violence.

Examples of workplace harassment may include but are not limited to:

- Intimidating or offensive jokes or innuendos;
- Displaying or circulating offensive pictures or materials;
- Offensive or intimidating telephone calls and/or emails;
- Bullying (including physical, social and cyber-bullying);
- Unwelcome or unwanted verbal or non-verbal conduct, including physical or verbal assaults, threats, coercion and intimidation; and
- Knowingly downloading, transmitting, copying, distributing, retrieving, or displaying derogatory, discriminatory, threatening or obscene material generated from or shown on a Barrick system (including but not limited to; desktop computer, laptop, Blackberry/ Smartphone), or using Barrick’s email system.

Conduct constituting workplace harassment may be, but does not have to be, based on an individual’s race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status, disability, or as otherwise described in Barrick’s *Human Rights Policy*.

Although workplace harassment usually refers to a course of repeated conduct, a single serious incident of such behaviour that has a lasting harmful effect on an employee may also constitute harassment.

The following conduct DOES NOT constitute workplace harassment:

- The normal and reasonable exercise of supervisory and management rights and responsibilities including, but not limited to, job assignments, working hours, performance feedback and reviews, work evaluations and disciplinary action;
- Differences of opinion;
- Minor disagreements between an employee and another person; and
- Isolated incidents of rudeness.

## What is Sexual Harassment?

Sexual harassment is a form of workplace harassment, committed by a Barrick employee or a third party that includes, but is not limited to:

- Unwelcome comments, remarks or jokes about a person’s gender, sex or sexual orientation;
- Unwanted comments or questions about a person’s physical appearance or personal life;
- Suggestive behaviours such as leering and ogling or other sexually aggressive gestures;

- Displaying or distributing sexually explicit or otherwise offensive material through print or electronic media;
- Unwelcome advances, invitations or propositions of a sexual nature or repeated invitations after previous requests have been refused;
- Advances, invitations or propositions of a sexual nature, which might, on reasonable grounds, be perceived as placing a condition on a person's future employment, assignments or opportunity for promotion or training;
- Making or threatening reprisals after a negative response to sexual advances, invitations or propositions of a sexual nature; and
- Unwanted physical contact or verbal abuse or threats of a sexual nature.

Sexual harassment can be physical, verbal or written. Males and females can be subjected to sexual harassment from a person of the same or opposite gender.

Sexual harassment may in certain circumstances constitute a criminal offence.

While sexual harassment can arise from a repeated course of unwelcome conduct, it may also arise from a single serious unwelcome act.

### **What is Workplace Violence?**

In this Standard, the term "workplace violence" includes, but is not limited to, the following behaviour committed by a Barrick employee or a third party:

- The exercise of physical force in a workplace that causes or could cause physical injury to an employee;
- An attempt to exercise physical force in a workplace that could cause physical injury to an employee; and
- A statement or behaviour that it is reasonable for an employee to interpret as a threat to exercise physical force against the employee, and that could cause physical injury to the employee.

Examples of workplace violence, include, but are not limited to:

- Hitting, kicking, punching, pushing, shoving, slapping, pinching, grabbing, or biting;
- Threatening to assault an individual; and
- Bringing a weapon of any kind to a Barrick workplace or possession of a weapon of any kind while carrying out Barrick business except where authorized by Barrick for the sole purpose of conducting Barrick business, or threatening to bring a weapon to a Barrick workplace.

## Responsibility of Managers/Supervisors

The responsibilities of managers and supervisors with respect to this Standard include:

- Ensuring that they comply with this Standard at all times;
- Monitoring the workplace to ensure as far as practicable that no employee is subjected to workplace harassment or violence;
- Immediately reporting all complaints of workplace harassment or violence they receive or witness to a designated local management contact (as such contacts are identified in the *Code of Business Conduct and Ethics*). In the case of serious or imminent threat of physical harm to any person from workplace violence, contacting the police;
- Working with duly- appointed departments to investigate and resolve a complaint or suspicion of workplace harassment or violence; and
- Taking disciplinary action as appropriate for breaches of this Standard.

## Responsibility of Employees

The responsibilities of employees with respect to this Standard include:

- Ensuring that they comply with this Standard at all times and acting responsibly to help establish a work environment that is free from harassment and violence;
- Following any procedure in their country or site pertaining to harassment and violence. In the absence of such a procedure, employees must inform a designated local management contact (as such contacts are identified in the *Code of Business Conduct and Ethics*) of, or contact the Compliance Hotline about, any incident of workplace harassment or violence. This obligation extends to employees who experience the prohibited conduct as well as those who become aware of the prohibited conduct regardless of whether they are personally involved and regardless of whether the prohibited conduct involves other employees or other third parties. In the case of a serious or imminent threat of physical harm to themselves or any person from workplace violence, employees should contact the police; and
- Cooperating with the Legal Department and/or Human Resources Department or anyone appointed or authorized by Legal and/or Human Resources to complete an investigation pursuant to this Standard.

## Responsibility of Barrick

The responsibilities of Barrick with respect to this Standard include:

- Taking reasonable precautions to protect employees and prevent workplace harassment and violence;
- Posting this Standard on Barrick's Intranet and/or a conspicuous place in the workplace;

- Ensuring that the process for reporting and investigating incidents of workplace harassment and violence is followed in accordance with the “*Human Rights Reporting and Escalation Procedure*” and, “*Human Rights Investigation Procedure*”;
- Identifying and implementing disciplinary action, as appropriate, for breaches of this Standard; and
- Ensuring that this Standard is reviewed at least annually.

Anyone who is involved in an investigation into an incident of workplace harassment or violence is expected to keep this information confidential, except where such disclosure is authorized by Barrick or is necessary to properly respond to the allegation.

### **Prohibition of Reprisal**

This Standard prohibits reprisals against employees who report an incident of workplace harassment or violence in good faith, or who assist in an investigation in response to an allegation of workplace harassment or violence. If an employee believes that he or she has suffered a reprisal in violation of this Standard, the employee should immediately advise his or her Human Resources representative or a designated local management contact or contact Barrick’s Compliance Hotline. Incidents of reprisal will also be treated as a serious violation of this Standard, and employees who engage in reprisals or threats of reprisals will be subject to disciplinary action, up to and including, termination of employment.

If Barrick determines, following an investigation, that the report of workplace harassment or violence was made maliciously or in bad faith or that an employee intentionally provided false information during the investigation, the employee maybe disciplined up to and including termination of employment.

### **Responsibilities**

Individual employees, Managers, and the Human Resources Department (Site, Country and Corporate) are responsible for administering this Standard.

Investigations under this Standard will be conducted in accordance with the following Barrick policies:

- Human Rights Reporting and Escalation Procedure; and,
- Human Rights Investigation Procedure

The Human Resources Department will ensure that the Standard is communicated, stored, and available to all employees. The Executive Vice President, Talent Management, Barrick Gold Corporation holds responsibility for the maintenance, interpretation, and exceptions for this Standard. Significant changes in the content of this Standard will be communicated by posting the revised Standard.

Country Executive Directors, Mine General Managers, Head Country In-House Legal Counsel and Human Resources Directors hold the responsibility for applicable procedures in each site or country.