



TSM Verification Summary Report

Facility Information

Name of company	Barrick Gold Corporation
Name of facility	Hemlo Mine
Address	ON-17, Hemlo, ON P0T 2E0, Canada
Country of operation	Ontario, Canada
Products/metals produced on site	Gold
Types of operations included in scope:	
Mining	<input checked="" type="checkbox"/>
Milling	<input checked="" type="checkbox"/>
Smelting	<input type="checkbox"/>
Hydrometallurgical	<input type="checkbox"/>
Refining	<input type="checkbox"/>
Other (<i>please explain</i>)	Processing facility and TSF
Types of infrastructure included in scope: None	
Roads	<input type="checkbox"/>
Rails	<input type="checkbox"/>
Ports	<input type="checkbox"/>
Other (<i>please explain</i>)	

Verifier and Verification Information

Verification firm	Apex Companies, LLC
Confirmation that all verifiers involved in the verification are accredited TSM verifiers	Yes
Date(s) of verification activities	April 2023 for Safety and Health Protocol June through August 2023 for remaining Protocols
Verification period	August 2022 through August 2023
Summary of the verification methodology	<ul style="list-style-type: none"> • Interviews with relevant personnel of Barrick and Hemlo Mine. • Review of Hemlo Mine, and where appropriate Barrick corporate, TSM Protocols self-assessment performance indicator ratings.

	<ul style="list-style-type: none"> Review of documentary evidence produced by Barrick and Hemlo Mine to support the TSM Protocols self-assessment performance indicator ratings as measured against the requirements of MAC's Towards Sustainable Mining Performance Indicators. Past interviews (in 2017 and 2020) with appropriate Communities of Interest (First Nations, local/regional government, local suppliers and community members and regulatory agency officials). Review of Barrick and Hemlo Mine data and information systems and methodology for collection, aggregation, analysis and review of information used to determine the TSM self-assessment performance indicator ratings.
Summary of the verification activities	Interviews with appropriate Hemlo and Barrick corporate staff and review of documentation provided by Hemlo to substantiate the self-assessment ratings.

Summary of Findings

Criterion	Rating <i>C, B, A, AA or AAA (unless otherwise indicated)</i>	Examples of Evidence Consulted
Biodiversity Conservation Management		
1. Corporate biodiversity conservation commitment, accountability, and communications	B	Barrick Biodiversity Standard Barrick Biodiversity Policy
2. Biodiversity conservation planning and implementation	C	Biodiversity conservation or management plan has not yet been developed for Hemlo
3. Biodiversity conservation reporting	C	Site personnel indicated that biodiversity is not reported to facility level senior management
Climate Change		
1. Corporate climate change management	AA	Corporate GHG emissions reductions goals and road map to emission reductions are described in annual Sustainability Report. Climate Risk and Resilience Management described in sustainability section of Barrick website. Barrick has various projects completed or in planning stages at many of its mines for renewable energy and switching to lower carbon intensity fuel.
2. Facility climate change management	B	Barrick has an Environmental Policy which requires energy to be used as efficiently as possible. Barrick also has a corporate management approach for climate risk & resilience and a corporate wide plan to reduce GHG emissions, with some of the plans including projects at Hemlo. These policies and approaches are endorsed by upper management and flow down to the facility level. Hemlo has conducted a climate change assessment. Although a plan is not currently in-place to meet all level A requirements, Hemlo is operating within the spirit of TSM requirements and a Hemlo specific plan to meet all level A requirements for this indicator will be completed by Mid-2024.

3. Facility performance targets and reporting	C	Public reporting takes place in the Annual Sustainability Report https://www.barrick.com/English/sustainability/reports-and-policies/default.aspx While Scope 1 and Scope 2 GHG performance targets have been set, an action plan to meet level A requirements for Indicator 3 has not been completed.
Crisis Management and Communications Planning - CORPORATE (YES or NO)		
1. Crisis Management and Communications Preparedness	No	Site reported that an up-to-date corporate crisis management plan does not exist.
2. Review	No	As above
3. Training	No	As above
Crisis Management and Communications Planning - FACILITY (YES or NO)		
1. Crisis Management and Communications Preparedness	Yes	The Hemlo Emergency Management Plan includes a Crisis and Emergency Response Framework and provides an example Incident Command Team. The plan is in place and was updated in June 2023 for the notification of downstream (water) users in the event of a spill or unauthorized discharge.
2. Review	Yes	The Hemlo Emergency Management Plan is reviewed and updated regularly and tested twice per year. The plan was recently updated due to a number of personnel changes at Hemlo.
3. Training	Yes	Quarterly testing of emergency response and preparedness and more frequently for high risk areas. A tabletop crisis simulation was conducted in late August 2023 as part of Global Industry Standard for Tailings Management (GISTM)
Indigenous and Community Relationships		
1. Community of Interest (COI) Identification	A	COI are identified on the stakeholder matrix. Hemlo has non-disclosure agreements in place with appropriate COIs. Internal Policy #50 defines processes for effective internal and external (COI) communication on all matters.
2. Effective COI Engagement and Dialogue	A	Hemlo has regularly scheduled and as-needed meetings with COIs. Apex reviewed COI meeting minutes. Pertinent staff are trained in cultural awareness via WebEx training and in-person meetings.
3. Effective Indigenous Engagement and Dialogue	A	Formal First Nation engagement meetings with Chief and Council are held at least twice per year, as well as regular as needed dialogue with various First Nations representatives, and at "Town Hall" presentation meetings to at-large First Nations community members. Cultural awareness training has been provided to Senior Leadership Team and other Hemlo employees by a First Nations lawyer and tribal senior representatives. Hemlo has agreements with the two First Nations tribes it engages with to provide funding for local education, training, employment, business opportunities, revenue opportunities and economic development projects.

4. Community Impact and Benefit Management	AA	Spill prevention and contingency plan, downstream water users' notification plan and emergency response plans identify potentially impacted COIs and consider impact and risks to COIs. COIs, particularly First Nations, have been, and continue to be, engaged on mine expansion plans and some potential expansion locations were ruled out as they were traditionally significant lands. Monthly procurement meetings are held with First Nations suppliers/contractors. Watershed meetings are held with COIs every 6-months. Formal and informal meetings and Town Hall meetings with COI allow COI to provide input to Hemlo on community impacts and benefits.
5. COI Response Mechanism	A	A Grievance and Resolution Procedure is in place. Grievances are tracked through resolution in the Community Relations Management System. COI are informed about the procedure and how to log a grievance at Town Hall meetings.
Preventing of Child and Forced Labour (Indicate YES or NO)		
1. Preventing Forced Labour	Yes	Barrick Human Rights Policy and Code of Business Conduct and Ethics
2. Preventing Child Labour	Yes	Barrick Human Rights Policy, and Mines and Mining Plant Occupational Health and Safety Act Regulation 854
Safety and Health		
1. Commitments and Accountability	AAA	Barrick Occupational Health and Safety Policy, Fatality Prevention Commitments, Internal ISO 45001 audit report, External ISO 45001 Audit report, Joint Barrick-Contractor Health and Safety committee meeting minutes, review of job descriptions.
2. Planning and Implementation	AA	Safety objectives, formal risk assessments, Job Safety Analysis, industrial hygiene programs (lead, dust/silica, cyanide, etc.), workplace inspection records, Internal and external ISO 45001 audits, External industrial hygiene legislative compliance audit report, emergency procedure plans and procedures.
3. Training, Behaviour and Culture	AAA	Annual strategy safety and health session with CEO. Reviewed bid evaluation matrix that includes safety questions, health and safety training matrix, records of H&S training, records of trainer being evaluated by trainees, planned job safety observations and KPIs for these, employee wellness newsletter, Human Care employee and family assistance program to support worker mental health.
4. Monitoring and Reporting	AA	Internal ISO 45001 audit completed every year, Reviewed Fatality Prevention Commitments field verification sheets, Joint Health and Safety Committee meeting minutes, planned workplace inspection procedures and records of inspections and documentation of corrective actions, ISO 45001 Management reviews and weekly Senior Leadership Team Meetings. Safety statistics are regularly communicated to employees through postings on bulletin boards and at shift line-out meetings.

		Annual Sustainability Report https://www.barrick.com/English/sustainability/reports-and-policies/default.aspx
5. Performance	AA	Safety objectives with targets for both leading and lagging indicators are updated annually, and targets include contractors. Health and safety performance discussed at Joint Health and Safety Committee and weekly senior leadership meetings, Master ICMM Benchmarking against peer companies. Cannot achieve AAA due to fatality in 2021.
Tailings Management		
1. Tailings management policy and commitment	A	Barrick Tailings Management Policy. Barrick Tailings Management Standard
2. Assigned accountability and responsibility for tailings management	A	Barrick Tailings Management Standard outlines responsibilities for both the Engineer-of-Record and the Responsible Tailings Facility Engineer. An Accountable Executive Officer was assigned in August 2023.
3. Tailings management system and emergency preparedness	B	Various documents and plans currently make up the Tailings Management System. The Tailings Operation, Maintenance and Surveillance (OMS) Manual is the primary document that establishes a management framework for ongoing management and operations of the tailings system. This OMS Manual also discusses Emergency Planning and Response and Emergency Prevention and Preparedness.
4. Operation, Maintenance, and Surveillance (OMS) Manual	B	OMS Manual is in place. It is not currently in conformance with Version 2.1 of the OMS Guide, but is in the process of being updated, to meet the requirements of the OMS Guide and GISTM.
5. Annual tailings management review	A	Both internal and external TSF management reviews are performed. The most recent independent review was performed in June 2023 by the “Independent Geotechnical Review Board”, consisting of three independent external experts. Barrick’s Tailings Management Standard requires that TSFs be monitored and subjected to routine technical inspections and reviews. The Standard also requires that complete tailings dam safety inspections are conducted annually. Audits are performed in conformance with Barricks Tailings Management Standard, which is in conformance with GISTM.
Water Stewardship		
1. Water Governance	A	Water Management is a Significant Environmental Aspect and is included in regular management review meetings. Accountabilities are assigned through job descriptions. Commitments are built into the site’s environmental management system. Isometrix is used to track non-compliances. Commitments are communicated to employees and contractors via weekly environmental “Green Sheet” reports. Roles defined in job descriptions and in Spill Prevention and Contingency Plans.

2. Operational Water Management	AA	Water management is a SEA and risks are identified in site risk assessment. A water balance is in place and updated monthly. Surface and groundwater monitoring is in place and results of monitoring are reported. Water management related training is provided to relevant employees. Plan is in-place to notify downstream water users when a water related incident occurs.
3. Watershed-Scale Planning	AA	Watershed boundaries are identified through regulatory instruments and monitoring reports, and also noted in Closure Plan. Baseline water studies were conducted, and ongoing monitoring is performed to monitor effects on the watershed. Site engages with COIs, including two First Nations tribes, on water management/watershed issues, in meetings held every 6 months.
4. Water Reporting and Performance	AAA	<p>Water risks and SEAs are established. Water recycling target of 90%. Water recycling target has been met with a 92% recycling rate. Progress on water objectives and targets reported at management review meetings monthly and to the public at twice yearly meetings with COIs. COI feedback is sought at these meetings. Water data reported in Barrick's annual Sustainability Report is independently assured by Apex. COI feedback is sought at the twice yearly COI meetings as well as in meetings related to mine closure.</p> <p>Annual Sustainability Report https://www.barrick.com/English/sustainability/reports-and-policies/default.aspx</p>

Statement of Verification

Statement of Verification	
The external verification was conducted in accordance with the <i>Terms of Reference for Verifiers</i> and, accordingly, consisted primarily of interviews, data analysis, and examination (on a sample basis) of other evidence relevant to management's assertion of conformance to the requirements of the TSM performance indicators.	Yes - The external verification was conducted in accordance with the <i>TSM Verifier Terms of Reference</i> .
The scores indicated in this report are verified as being accurate based on the evidence reviewed during the external verification of this facility.	Yes - The scores in this report are considered accurate based on this verification.
Limitations	None
Additional comments	A site visit was not conducted. Verification activities were done remotely through document sharing, web meetings and phone calls. However, the Verification Service Provider (David Reilly) has physically visited Hemlo for the TSM verification twice in the past (2017 and 2020), with both visits including extensive COI stakeholder interviews. Therefore, a site visit was not deemed critical to the verification.
Has an additional assurance statement been provided by the verifier?	No
Name of lead verifier	David Reilly
Date of statement of verification	6 September 2023
Signature of lead verifier	