

BARRICK NORTH AMERICA REGIONAL BUSINESS UNIT

DRUG & ALCOHOL POLICY – FIT FOR DUTY

PURPOSE

This policy applies to all operations within the Barrick North America Regional Business Unit (“Barrick North America”). Barrick North America is committed to maintaining a safe and healthy work environment for all its employees, contractors, consultants, vendors, and visitors. In order to meet this responsibility, our employees and others on Barrick properties must be physically and mentally fit to perform their duties safely and efficiently. It is the responsibility and obligation of employees, contractors, consultants, vendors and visitors in the performance of their work to abide by the terms of this policy and to be in a proper mental and physical condition that provides for a safe and healthy work environment.

It is the policy of Barrick North America to maintain a workplace that is drug and alcohol free and to enforce a zero tolerance standard for our employees, contractors, consultants, vendors and visitors. Barrick North America employees shall not be involved with the unlawful use, possession, sale, or transfer of drugs or narcotics in any manner. Further, Barrick North America employees shall comply with the restrictions on use and possession of alcohol provided in this policy.

Barrick North America further sanctions the use of both “Random” and “For Cause Testing” at its operations and offices within North America where federal, state, and/or local laws recognize these practices.

SCOPE

This policy applies to all employees, contractors, consultants, vendor and visitors at Barrick North America properties.

GENERAL

Employees, contractors, consultants, vendors and visitors at Barrick North America properties are expected to be drug and alcohol free when they report for work, during the conductance of Barrick business, in a Barrick North America vehicle or sponsored transportation, and shall remain in this condition during the performance of their duties.

The following drug alcohol-related conduct or action is reason for discipline up to, and including termination of employment and/or removal from Barrick North America property:

- Testing positive on a drug or alcohol test administered by or at the direction of Barrick North America;
- Reporting to work under the influence of illegal drugs or alcohol;
- Use, possession, sale, or solicitation of illegal drugs on or off the job;

- Use of alcohol on Barrick North America property or premise^{*} ;
- Refusal to submit to a drug or alcohol test administered by or at the direction of Barrick North America; and
- Intentional adulteration of urine samples by employees.

“Prohibited drugs” are defined as illegal under federal, state or local laws. These may include and are not limited to those identified in Table 1 and will be included in the testing screen as appropriate:

TABLE 1 – PROHIBITED DRUGS

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|--|--------------------------------------|------------------------|
| • Amphetamines ⁽¹⁾ | • Opiates Metabolites ⁽²⁾ | • Phencyclidines (PCP) |
| • Marijuana Metabolites ⁽³⁾ | • Cocaine Metabolites | • |

(1) Includes amphetamines and methamphetamines;

(2) Includes codeine, morphine, acetyl morphine (heroin);

(3) Includes delta-9-tetrahydrocannabinol-9-carboxylic acid (THC)

DRUG AND ALCOHOL TESTING

This policy provides for detecting drug and alcohol use through urine, hair, blood, swabs or other approved testing processes. All testing protocols will be consistent with U.S. Department of Transportation (DOT) at 49 CFR Part 40, unless specific state or local regulations are applicable. Detection, screening and confirmation limits will be consistent with DOT unless specific state or local regulations are applicable. For the purposes of this policy, the alcohol limit is 0.02 or greater alcohol concentration using an evidential breath testing (EBT) breathalyzer.

Pre-employment Testing

Drug tests will be conducted as a routine part of the pre-employment physical examination and offer for all prospective hires (full-time, temporary, and summer) at Barrick North America operations.

- Hair testing will be the standard method for drugs and urine testing for alcohol for pre-employment testing.

Applicants must satisfactorily pass both the physical examination and drug screen. Offers of employment are contingent upon the applicant satisfactorily meeting this requirement. If the drug screening indicates the presence of illegal drugs, the offer of employment will be rescinded.

^{*} Company owned housing / accommodations are exempted from this requirement

For Cause Testing

Drug and/or alcohol tests will be conducted as a part of the investigation of ***all*** vehicular accidents and accidents involving injuries. Other *for cause* testing will be conducted at supervisor's discretion for: (1) "near-misses" incidents (vehicular or personal); (2) irrational or unusual behavior; (3) reporting to work in an apparent unfit condition; or (4) clear observations concerning behavior and/or alcohol odors.

- Individuals who refuse to submit to drug/alcohol test will be terminated from employment or otherwise removed from BGNA premises.
- Any employee, in any job, who is perceived to be under the influence of drugs and/or alcohol will be removed immediately from the job and transported for testing. Appropriate disciplinary action will be taken in the event the employee tests positive or his/her drug or alcohol use is otherwise confirmed.

Random Testing

A minimum of 20% of the workforce at all operations and offices will be randomly tested each year. Random testing will be performed using established procedures as established by the U.S. Department of Transportation (DOT) or other local regulatory agency.

For purposes of this policy, the following steps define the steps required for a testing procedure to be random.

1. *A candidate pool is established defining the population to be tested.*
2. *Everyone in the pool must have an equal chance of being selected and tested in each selection period.*
3. *The selection process should be done using a statistical valid method to select employees for testing, which may include: use of a random-number table, a computer based random number generator that is traceable to a specific employee. In order to assure validity of the testing process, the use of a 3rd Party vendor will be used to develop the random lists.*

Note: All other selection processes do not qualify as "random" and should be referred to by other terminology. Here are examples of selection processes that would not qualify as random:

- *Selecting names/numbers from a hat*
- *Blanket testing of site personnel or crews*
- *Selecting individuals from daily visitors list that are not included in the test pool*

- Testing procedures will be conducted in ways that protect both the confidentiality and dignity of individuals selected.
- Outside vendors qualified to perform the testing procedures will be utilized.
- Proper testing standards will be followed to ensure samples are collected preserving the "Chain of Custody."
- For samples showing no presence of prohibited substance, the employee will be returned to their work assignment.
- In the event the sample shows the presence of a prohibited substance (instant test) that employee will be placed on paid leave pending laboratory confirmation. In addition, the employee will be provided transportation to their home.

- It is never allowed for an employee to transport himself or herself off Barrick North America property following a positive test. If an individual expressly refuses to allow themselves to be transported to their home, site HR or management may call upon local police and/or other enforcement agencies to assist the individual to their home.
- Results of the confirmation testing will determine the appropriate course of action. Individuals testing positive will be terminated with concurrence of Site Human Resources (HR) and Senior Management.

TRAINING

Training will be provided to assist management in recognizing potential symptoms of drug and/or alcohol abuse that may lead to or cause a performance problem. Employees with drug and/or alcohol dependencies are encouraged to seek assistance through the Employee/Family Assistance Program (EFAP).

Training and/or information will be provided to all employees, contractors, consultants, and vendors regarding this policy. Barrick employees shall not knowingly invite or bring onto Barrick North America property any visitors whose presence would violate the terms of this policy.

EMPLOYEE / FAMILY ASSISTANCE PROGRAM

An employee experiencing problems with alcohol and/or drugs is urged to seek assistance voluntarily through the Employee/Family Assistance Program to resolve such problems **before** the problem becomes serious enough to require management referral and/or disciplinary action. Employees who seek EFAP assistance for a drug and/or alcohol issue before being drawn for a random test will be allowed to continue treatment without jeopardizing their employment. Employees who have been terminated under Fitness for Duty policy will be not be afforded the opportunity to enroll in the EFAP program..

Participation, in itself, in the Employee/Family Assistance Program for a drug and/or alcohol problem will in no way jeopardize an employee's job or employment prospects. However, participation will not:

1. Prevent normal disciplinary action for a violation that may already have occurred not related to their drug/alcohol problem;

- Or -

2. Relieve an employee of the responsibility to perform assigned duties safely and efficiently.

However, failure on the part of the employee to comply with the terms of the Employee/Family Assistance Program, rehabilitation, and/or aftercare may be cause for disciplinary action, including termination.

CONFIDENTIALITY

Drug testing and the results of such tests is confidential information. BGNA will not release any personal information relating to this policy nor identify a particular individual to anyone outside of the Barrick North America without written consent of the individual concerns subject to Barrick's right to seek professional and/or legal advice.

Any employee, in any job, who is perceived to be under the influence of drugs and/or alcohol will be removed immediately from the job and sent to the hospital, medical facility or other appropriate facility for testing.

PRESCRIPTION/NON-PRESCRIPTION DRUGS

An employee taking prescription or nonprescription drugs must report this use to their supervisor if the use of such drugs may affect the employee's ability to perform assigned duties or if the drugs contain any amount of a substance identified in Table 1. This requirement is in effect even if the employee only takes the medication during off-work hours. *It is very difficult, if not impossible, for any individual to know how long a drug will stay in the system and how long it can affect the employee's ability to perform their assigned duties.* An employee failing to follow this instruction may be subject to disciplinary action.

ALCOHOL USE

Alcohol consumption is prohibited for all employees during the workday, including rest and meal periods. The possession of alcohol in a Barrick North America vehicle or having alcohol in a personal vehicle on Barrick North America property is prohibited. The use of alcohol or the personal possession of alcohol (e.g., on the person or in a desk, toolbox, or locker) during the work day, on Barrick North America property or in a Barrick vehicle is cause for disciplinary action, including termination. The use and distribution of alcohol at official functions sponsored by Barrick North America shall comply with the terms of the Barrick Gold Corporation Drug and Alcohol Policy # C-HR-2.

CALL-OUTS

Employees scheduled to be "on call" are expected to be fit for duty upon reporting to work. An employee scheduled to be "on call" that is called out and is perceived to be under the influence of alcohol and/or drugs will be immediately removed from the job and taken to the appropriate facility for testing. Appropriate disciplinary action, which may include discharge, will be taken.

An employee not scheduled to be "on call" who is called out to report for work and is under the influence of alcohol and/or prescription drugs must so advise his or her supervisor and will not be allowed to report to work.

SPECIAL ACTION

To protect its employees and other individuals on Barrick North America property, Barrick will take whatever measures are necessary to determine if illegal drugs and/or alcohol are located or being used on Barrick North America property or its vehicles. These measures will not be taken unreasonably, but will be initiated only when BGNA believes the measures to be completely justified and necessary to ensure the safety and protection of its employees, contractors, vendors, consultants and members of the public. The measures may include, but not be limited to the following:

1. Federal, state, or local authorities may be called upon to assist in an investigation.
2. Possession of illegal drugs or drug paraphernalia on Barrick property will result in notification to law enforcement agencies.
3. Unannounced drug screens of employees may be conducted where a reason to suspect drug use exists. Refusal to participate in a drug screen will result in immediate removal from the job and may result in termination.
4. Authorized personnel may conduct searches of Barrick North America property, facilities, or equipment. Searches of people and of personal property located on Barrick North America premises may be conducted by supervision, management, or other Barrick officials.
 - a. The purpose of a search will be explained to the employee.
 - b. Searches of the person and of non-Barrick property (where reason to suspect exists) will not be conducted if an individual refuses to submit to a search. Upon refusal to submit to such a search, the purpose of the search and the potential implications of refusal will be carefully explained to the employee. Further refusal to submit to search will result in immediate removal of the employee from the job and may result disciplinary action, including termination of the employee. Refusal by contractors, vendors, consultants or visitors will result in being escorted from Barrick North America premises.

The decision to use the measures described above, or other similar measures, must be approved by the Senior Site Manager after consultation with the Human Resources.

APPLICATION OF POLICY TO CONTRACTORS AND VENDORS

All BGNA contractors and vendors are expected to have their own Drug and Alcohol Policy that includes a program to conduct their own drug and alcohol testing. Contractors' policies shall ensure workplace safety consistent with the terms of this policy. Contractors and vendors who exhibit behavior consistent with the use of prohibited substances will be escorted from the property

ADMINISTRATION

The terms of this policy are presented to Barrick employees for informational purposes only. They do not constitute or imply an employment contract between Barrick and any employee. This policy does not guarantee or ensure employment or continued employment for any employee.

Barrick North America reserves the sole and exclusive right to interpret and apply this policy in the manner Barrick North America deems appropriate. Barrick North America further reserves the right to change, modify, or revoke this policy at any time and in any manner it deems appropriate.

The Regional Director of Organization Effectiveness will be responsible for interpretation and administration of the policy.

ACKNOWLEDGMENT

I have read and understand BGNA “Drug and Alcohol - Fitness For Duty” Policy and agree to comply with its requirements (including drug and alcohol testing. I understand that compliance with this Policy is a condition of employment with BGNA or my remaining on BGNA property if I am a non-employee. I understand that disciplinary action or removal from BGNA property may be taken if I am found in violation of this Policy.

Name (Signature)

Date

APPENDIX A

POSSIBLE EFFECTS OF SUBSTANCE ABUSE

<u>SUBSTANCE</u>	<u>POSSIBLE EFFECTS</u>
Alcohol	Toxic Psychosis, Neurological and Liver Damage, Fetal Alcohol Syndrome
Marijuana	Bronchitis, Conjunctivitis, Possible Birth Defects
Amphetamines	Loss of Appetite, Delusions, Hallucinations, Toxic Psychosis
Nonprescription Stimulants	Hypertension, Stroke, Heart Problems
Cocaine	Loss of Appetite, Depression, Convulsions, Nasal Passage Injury, Heart Attack, Stroke, Seizure
Cocaine Free Base	Weight Loss, Depression, Hypertension, Hallucinations, Psychosis, Chronic Cough
Barbiturates	Severe Withdrawal Symptoms, Possible Convulsions, Toxic Psychosis
Methaqualone	Coma, Convulsions
Heroin	Addiction, Constipation, Loss of Appetite
Analogues of Synthetic Narcotics	Addiction, MPTP Induced, Parkinsonism
Morphine	Addiction, Constipation, Loss of Appetite
Codeine	Addiction, Constipation, Loss of Appetite
Oxycodone	Addiction, Constipation, Loss of Appetite
Meperidine	Addiction, Constipation, Loss of Appetite
Methadone	Addiction, Constipation, Loss of Appetite
Inhalants	Impaired Perception, Coordination, Judgment,
Nitrous Oxide	Kidney or Liver Damage, Peripheral Neuropathy, Spontaneous Abortion
LSD	May Intensify Existing Psychosis, Panic Reactions
Mescaline	Milder than LSD
MDA, MDE, MDMA, MMDA	Neurotoxic Effects
Psilocybin	Milder than LSD
PCP	Psychotic Behavior, Violent Acts, Psychosis
Tobacco	Loss of Appetite, Addictive, Lung Cancer, Effects on Fetus

PHYSICAL SIGNS OF POTENTIAL DRUG ABUSE

<u>SUBSTANCE *</u>	<u>PHYSICAL SIGNS OF USE / ASSOCIATED PARAPHERNALIA **</u>	<u>BEHAVIORAL SIGNS OF USE **</u>
Anabolic Steroids	Enlargement of muscle masses, weight gain, fluid retention, high blood pressure, atherosclerosis, increased plasma lipids, shrunken testes, liver disease, stroke, heart attack, death. Needles, syringes.	Stimulation, aggressive behavior, increased energy.
Cannabis Marijuana, hashish, (pot, dope, reefer, sinsemilla)	Bloodshot eyes, persistent cough or respiratory infection, increased appetite. Strong odor of burning rope or plant material, rolling papers, pipes, "roach clips", water pipes. Eye drops for clearing up bloodshot eyes.	Impaired concentration and short-term memory, uncontrollable laughter, apathy, sleepiness despite adequate rest.
Stimulants Amphetamines (speed, white cross, black beauties)	Dilated pupils, rapid breathing, decrease in appetite, weight loss, excessive talking, insomnia, hyperactivity.	Inexplicable mood swings (elation to depression), nervousness, auditory hallucinations and paranoid thinking after heavy use.
Cocaine (coke, toot, blow, nose, crack)	Nasal irritation, running or bleeding nose, dilated pupils, rapid respiration, hyperactivity. Razor blades, small mirrors, straws, screens for pulverizing cocaine crystals.	Rapid mood swings (elation to depression and back to elation within one hour), lack of money due to high cost of drug.
Depressants Alcohol Sedative-Hypnotics/ tranquilizers	Slurred speech, lack of coordination, shallow and slow breathing, alcohol-like intoxication.	"Drunken" behavior, possibly including aggressiveness and belligerence, frequent auto accidents or other physical mishaps.
Narcotics Opiates and other prescription painkillers, heroin, dilaudid, percodan	Pinpoint pupils, shallow and slow breathing, sleepiness, needles, syringes and eye droppers if drug is administered by injection.	Euphoria, dreamy behavior.
Hallucinogens LSD and related substances (acid, blotter, window pane, microdot)	Dilated pupils, small squares of plastic or paper with imprinted designs, tattoos, small colored tablets.	Hallucinations, confusion, disorientation, panic reactions, inappropriate laughing or crying.

Phencyclidine (PCP) (angel dust)	Increased blood pressure, lack of coordination, loss of sensitivity to pain, imprecise eye movements.	Withdrawal, confusion, disorientation, bizarre behavior, aggressiveness, hyperactivity alternation with stupor.
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Inhalants	Nasal irritation, rapid or erratic pulse, lack of coordination, headache, rags saturated with substance in question. Plastic bags, possession of containers of solvents for no apparent reason.	Confusion, "drunken" behavior, hallucinations, aggressiveness, hyperactivity.
Airplane model glue, toluene, gasoline and other petroleum products, deodorants and other aerosols, typewriter fluid		

* Many substances listed are available only in adulterated form through illegal channels. Up to 70% of drugs used by substance abusers are misrepresented in some way. Example: drugs sold as "speed" are represented as amphetamines, but often contain caffeine, phenylpropanolamine (PPA) or ephedrine.

** Although these symptoms may be indicative of drug use, many of the physical and behavioral signs can be associated with physical or mental illness, adolescence or the aging process. Be careful and thorough in investigating drug abuse. Get professional help.

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