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Note: Correspondence is arranged in reverse chronological order.
Email addresses, other direct contact details and signatures have been redacted.
Certain details relating to travel arrangements have been redacted.

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Ms. Anneke Van Woudenberg
Rights and Accountability in Development (RAID)
Studio 204
Screen Works,
22 Highbury Grove
Highbury East
London
United Kingdom
N5 2EF

13 April 2023

Dear Ms Van Woudenberg

I refer to your letter of 24 March 2023 concerning Mr Emmanuel Chacha.

You now appear to raise concerns that Barrick is or may be seeking to 'repress' reporting on the incident involving Mr Chacha. Barrick is committed to freedom of the press. Barrick asked only that, in the interests of Mr Chacha's family and given the ongoing police investigation, RAID report responsibly and accurately on the incident. In this regard, we note that RAID's initial tweets, before the official autopsy report, suggested – wrongly – that Mr Chacha had been shot, citing unnamed 'local community members'. Notwithstanding having been proven wrong, RAID has still not deleted its tweets of 14 March 2023, nor made any corrective statement, thus maintaining the incorrect narrative of your earlier rumour.


To the extent that you appear to justify your speculative reporting before the official autopsy report by reference to Barrick's statement of 12 March 2023, it is of course pertinent that our statement, in contrast to your tweets, was made after the initial police statement and was limited to confirming that the incident had occurred and that a full report would follow after the autopsy had been completed. It is puzzling that your letter would make such a blatant misrepresentation.

We already confirmed in our statement that Mr Chacha was an employee of NMGM. The investigation by the police task force, based on the results of the autopsy and information from people present at the scene has concluded that the cause of Mr Chacha's death was due to injuries caused by falling from height.

To the extent that local press and local community members have questions, we would encourage them to engage with us or the Police directly.

Barrick has a proud track record of constructive dialogue with the local community.

Yours sincerely,



Mark Bristow
President and Chief Executive Officer
For and on behalf of
BARRICK GOLD CORPORATION



6 April 2023

Mark Bristow
President and CEO
Barrick Gold Corporation
TD Canada Trust Tower
161 Bay Street, Suite 3700
Toronto, Ontario
M5J 2S1
Canada

Dear Mr Bristow,

Re: North Mara Gold Mine

Thank you for your letter of 11 February and to your team for hosting us at the North Mara mine from 30 January to 1 February. We welcomed the opportunity to engage with Barrick's team and to discuss the security and human rights situation at the mine. We hope our important dialogue will continue. In this regard, we would welcome a follow-up meeting either virtually or with your team in London to continue our discussions. Do please let us know if this is also of interest to Barrick and we can then find a time which is mutually convenient.

As you noted in your recent letter, there are several matters on which both sides agreed to follow-up on after the site visit. We are doing so via this letter, but would be happy to correspond further, as we had initially intended, with Duncan Pettit and Antoine Thibaud as representatives of Barrick's head office at the site visit.

The Barrick team agreed to provide answers or additional information on several issues. We set these out below and look forward to receiving the clarifications. For our part, we agreed to further reflect on our discussions and provide concrete recommendations that we hope Barrick will implement. You will find these attached as Annex A to this letter. We also agreed to consider providing information about the human rights violations based on our research that will assist Barrick's investigations. Attached as Annex B is a table with information on the violations we have documented. We also attach as Annex C the slideshow presentation from our visit.

In addition, you raised a number of points in your letter, which we also address below.

Barrick's response to human rights violations

We believe it is vital that human rights violations, including those documented in RAID's briefings, be properly investigated by Barrick and that Barrick have an accurate and full appreciation of the human rights issues at the mine. It is therefore our key recommendation that Barrick launch a credible, independent and transparent investigation, at arms-length from management, into human rights abuses at the mine. In our view this is an essential next step to understand the extent of the violations, identify what needs to be done to halt any further abuses, address any weaknesses in oversight and provide remedy to victims where appropriate. During our site visit,

Rights and Accountability in Development (RAID)

Studio 204, Screen Works, 22 Highbury Grove, Highbury East, London, N5 2EF, United Kingdom

Charity No. 1150846 | UK Company No. 04895859

WWW.RAID-UK.ORG

we provided examples of where other companies had implemented such investigations, and we encourage Barrick to apply this best practice.

We hope Barrick's own monitoring of police conduct is already providing information about human rights incidents. Barrick refers to this monitoring in its annual report to *The Voluntary Principles on Security and Human Rights* where it [says](#) that it monitors police conduct at the North Mara mine and has a Human Rights Investigation Procedure and a Human Rights Reporting and Escalation Procedure that covers "investigating incidents involving public security and provides guidance on when to involve the local authorities." We urge Barrick to also transparently report on the information it is collecting as part of these efforts.

Yet whatever information is currently in Barrick's possession, it appears to be incomplete, as was discussed during our site visit. We understand that the separate investigative teams that existed under Acacia Mining (namely the "Mine Investigations Group" and the "Community Impacts and Remedies Investigations Team") have been discontinued by Barrick. If correct, we would be grateful for further clarification on this and what has been put in place to replace these functions. Considering the serious nature of the human rights violations by police assigned to the mine over many years, a team specifically mandated and capacitated to investigate alleged human rights violations, separate from other teams within the mine, appears to be essential.

Provision of information

RAID's public reporting on the human rights violations at the North Mara mine since Barrick took operational control has been extensive. We have published 47 pages of information and detailed accounts, written over 33 pages in correspondence to Barrick about the abuses, and explained our research at length to the Barrick team during the recent visit. RAID's reports and correspondence alone therefore provide a wealth of information about the human rights incidents, and we remain perplexed at Barrick's position that it "cannot respond in any way" to the allegations until further information is provided by RAID.

As we explained during our site visit and as set out in our methodology, many of RAID's interviews were conducted with the express agreement that we keep people's identities confidential, and much of the documentary evidence gathered, such as medical-related records, contains personal information. Conducting confidential interviews is one of the techniques used by human rights researchers to ensure that people can speak freely. They assume particular importance in contexts where people are fearful of being targeted, arrested, or mistreated by those they have been critical of. In the case of North Mara, people we interviewed repeatedly told us they feared speaking out, as we have mentioned in our public reporting, in earlier correspondence, and during our site visit.

Nevertheless, we wish to be as helpful as possible and to share details where we can within the limits of confidentiality agreed with those we have interviewed. Please find at Annex B information in a format we hope you will find helpful.

Information from Barrick

During the course of our site visit to North Mara, the Barrick team agreed to provide the following:

- a) How the dissolution of the Community Development Committee by the Regional Commissioner was resolved.

- i. In April 2020, it was [reported](#) that the then-Regional Commissioner had dissolved the North Mara mine’s Community Development Committee for what he described as its misuse. In our tri-partite meeting with the District Commissioner, the District Commissioner confirmed that the CDC had been closed due to mismanagement of funds, and said that the funds previously managed by the CDC are now managed by a District Council.
 - ii. Barrick’s [reporting](#), however, has continued to refer to the CDC as the means through which it is investing in community projects, and says that “the Regional Government lifted a ban on the CDC”. We would thus be grateful for your explanation as to the status of the CDC and the implications of the findings of, and measures imposed by, the Regional Commissioner for its operation in North Mara.
- b) Barrick’s team also agreed to provide a copy of the brochure that was posted in the community informing community members of the mine’s grievance mechanism. We understand that this brochure sets out in general the grievance procedure that currently exists, but if there are other, more detailed procedures governing the operation of the grievance mechanism, we would be grateful if you Barrick would also provide a copy of these. As said during the site visit, publishing the detailed operating procedures of a grievance mechanism is not only best practice, it is also critical so communities understand the process, what types of grievance will be accepted, and how a complaint will be dealt with.

Other matters raised in Barrick’s letter

Your letter makes assertions regarding RAID’s publications that are inaccurate, including remarks about the statement we issued after the site visit, in response to Barrick’s statement. We do not believe it is constructive to correct these in detail, and stand by our statement and reporting. However, we do wish to note that we have included in our reporting on the North Mara mine Barrick’s position, as again articulated in your letter, that the mine does not employ, “supervise, direct or control” police assigned to it, and is not responsible for their conduct.

At the same time, RAID will, of course, continue to include information regarding the ways in which the mine’s relationship with the police is structured. This information includes, as Barrick’s team confirmed, that the mine continues to pay per diems to the police assigned under the Memorandum of Understanding, as well as providing them with other benefits, including food and accommodation.

As you will see in Annex A, amongst our key recommendations is that Barrick publish the MoU, which would help to clarify the relationship as it currently stands.

Legal actions


During our site visit, questions were raised by Barrick’s team regarding RAID’s relationship to legal actions arising from alleged human rights abuses at the North Mara mine. As we stated during our meetings, RAID is not party to such legal actions, nor does it represent any parties in those actions. Suggestions to the contrary are not accurate.

To clarify, RAID supports the right of those with human rights claims to pursue justice and remedy through the courts, and the cause of those who help to give effect to that right. Access to justice

is a fundamental right in international human rights law. RAID will continue to advocate for the cause of those seeking justice and redress for human rights violations and work to further access to remedy. Such efforts are consistent with our independence and mission as a human rights organisation, as set out on our website.

Once again, we would welcome an opportunity to continue our important discussions on these and other human rights issues. I look forward to hearing back from you as to whether a virtual meeting or a face-to-face with the team in London might be possible in the coming months, and for Barrick's response to our 24 March 2023 letter.

Yours sincerely,



Anneke van Woudenberg
Executive Director

Annex A

RAID Recommendations to Barrick concerning security and human rights at North Mara mine

- Establish a fully credible, transparent and independent investigation into the killings, assaults and other human rights abuses at the North Mara mine. This should be at arms-length from management and report to Barrick's Board of Directors, and its Terms of Reference (ToRs) and findings should be published in full.
- Take urgent steps to assess security structures and investigative procedures at the mine with a human rights lens to ensure strict adherence by all security units (internal security and police assigned to the mine) to international and Tanzanian law and human rights standards, and to significantly reduce the mine's current dependency on the police.
- To enable transparency and build confidence with local communities, and consistent with the Voluntary Principles on Security and Human Rights and UN experts' recommendations, publish the Memorandum of Understanding (MoU) with the police and government authorities, as well as Barrick's contract with the Tanzanian government (as per EITI).
- Immediately ensure all police officers with a record of human rights abuses are removed from any operational responsibilities linked to mine security.
- Use Barrick's leverage and relevant information held by the company to help bring to justice those credibly accused of violating human rights.
- Publish contracts with all security providers, such as the contract with Nguvu Moja.
- Appoint an experienced and appropriate human rights expert to lead efforts on human rights and community protection. This person should develop a human rights protection plan, and liaise with local communities, human rights NGOs, police and local authorities. The plan should set out transparent and clear procedures for steps that the police, authorities and the mine will take to protect human rights, and include regular and meaningful public reporting on the measures implementation.
- Ensure any grievance mechanism meets human rights standards, including regarding transparency and independence; publish the standard operating procedures, and take the steps necessary to ensure that remedy is promptly available (see [RAID's 2019 report](#) with detailed recommendations regarding North Mara's previous grievance mechanism).
- Take all steps necessary to provide prompt and appropriate remedy to those who have already been harmed by Barrick's operations, including by police assigned to the mine.

Annex B

RAID's reporting concerning human rights violations at the North Mara mine

This table has been prepared for Barrick's information. It is based on RAID's public reporting and correspondence regarding human rights violations against Kurya residents on or in the vicinity of the North Mara mine by police assigned to the mine since Barrick assumed operational control in September 2019.

Since September 2019, RAID has conducted over 200 interviews in person and by phone, including with those injured, witnesses, family members, village leaders, local authorities, elected officials, former mine employees, security personnel, and members of the Tanzania Police Force. Please further note in respect of the below table:

- 14 March 2022 Briefing refers to RAID's briefing of that date, which for ease of reference may be found [here](#);
- 11 November 2022 Briefing refers to RAID's briefing of that date, which for ease of reference may be found [here](#);
- 20 December 2022 Response refers to RAID's statement of that date, which for ease of reference may be found [here](#); and,
- References to letters are to RAID's correspondence to Barrick, which for ease of reference may be found [here](#).

	Death or Injury	Report/ Correspondence/ Statement	Date (in or around)	Person(s) harmed	Description of incident, including cause of injuries
1	Death	14 March 2022 Briefing/14 February 2022 Letter	December 2019	Male, resident of local village	Died after he was shot with live ammunition fired by 'mine police' (term used by local residents for police assigned to/guarding the mine) during a mine-related security operation.
2	Death	14 March 2022 Briefing/14 February 2022 Letter	April 2021	Male, resident of local village	Died after being injured by the 'mine police' during a mine-related security operation
3	Death	14 March 2022 Briefing/14 February 2022 Letter	July 2021	Male, resident of local village	Died after he was shot with live ammunition fired by 'mine police' during a mine-related security operation
4	Death	14 March 2022 Briefing/14 February 2022 Letter	December 2021	Male, resident of local village	Died after being struck during a mine-related security operation with a large projectile fired by 'mine police'
5	Death	11 November 2022 Briefing/11 and 21 July 2022 Letters	March 2022	Male, resident of local village	Died after he was shot with live ammunition fired by 'mine police' during a mine-related security operation
6	Death	11 November 2022 Briefing/11 and 21 July 2022 Letters	June 2022	Male, resident of local village	Died after being shot with live ammunition fired by 'mine police' during a mine-related security operation
7	Death	20 December 2022 Response/Barrick 03 December 2022 Statement	November-December 2022	Male, resident of local village	Died after being shot with live ammunition by 'mine police' during a mine-related security operation. Barrick's 03 December 2022 statement said: "The nature of the deceased's injury and the cause of his death have not yet been established, however an investigation of the incident will be requested from the authorities by North Mara". To RAID's knowledge, no further report has been published on the findings of an investigation

8	Injury	11 November 2022 Briefing/21 July 2022 Letter	June-July 2020	Male, resident of local village	Injured during a mine-related security operation when he was shot by 'mine police'
9	Injury	14 March 2022 Briefing/14 February 2022 Letter	June 2021	Male, resident of local village	Injured when motorcycle he was riding was struck by a mine vehicle driven by 'mine police'
10	Injury	14 March 2022 Briefing/14 February 2022 Letter	June 2021	Female, resident of local village	Injured when motorcycle she was riding was struck by a mine vehicle driven by 'mine police'
11	Injury	14 March 2022 Briefing/14 February 2022 Letter	July 2021	Male, resident of local village	Injuries suffered due to beating by 'mine police' during a mine-related security operation
12	Injury	14 March 2022 Briefing/14 February 2022 Letter	September 2021	Male, resident of local village	Injured when he was shot with live ammunition fired by 'mine police' stationed at a mine road
13	Injury	14 March 2022 Briefing/14 February 2022 Letter	December 2021	Male, resident of local village	Injuries suffered due to beating by 'mine police' during a mine-related security operation
14	Injury	14 March 2022 Briefing/14 February 2022 Letter	December 2021	Male, resident of local village	Injured when he was shot during a mine-related security operation with live ammunition fired by the 'mine police'
15	Injury	14 March 2022 Briefing/14 February 2022 Letter	December 2021	Male, resident of local village	Injured when he was shot with live ammunition fired by 'mine police' during a mine-related security operation
16	Injury	11 November 2022 Briefing/02 November 2022 Letter	January 2022	Male, resident of local village	Injured during a mine-related security operation when he was shot with projectile fired by 'mine police'
17	Injury	11 November 2022 Briefing/11 and 21 July 2022 Letters	February 2022	Male, resident of local village	Injured when he was shot with live ammunition fired by 'mine police' during a mine-related security operation
18	Injury	11 November 2022 Briefing/11 and 21 July 2022 Letters	March 2022	Male, resident of local village	Injuries suffered due to being tortured in mine-related security operation involving 'mine police'
19	Injury	11 November 2022 Briefing/21 July 2022 Letter	March 2022	Male, resident of local village	Injured when he was shot during a mine-related security operation with live ammunition and projectile fired by 'mine police'
20	Injury	11 November 2022 Briefing/02 November 2022 Letter	March 2022	Male, resident of local village	Injuries suffered from being tortured in mine-related security operation involving 'mine police'
21	Injury	11 November 2022 Briefing/11 and 21 July 2022 Letters	March 2022	Male, resident of local village	Injuries suffered due to being tortured in mine-related security operation involving 'mine police'
22	Injury	11 November 2022 Briefing/11 and 21 July 2022 Letters	March 2022	Male, resident of local village	Injured when he was shot by 'mine police' with live ammunition during a mine-related security operation
23	Injury	11 November 2022 Briefing/11 and 21 July 2022 Letters	April 2022	Male, resident of local village	Injuries suffered due to beating by 'mine police' during a mine-related security operation
24	Injury	11 November 2022 Briefing/02 November 2022 Letter	April 2022	Male, resident of local village	Injuries suffered due to being tortured in mine-related security operation involving 'mine police'
25	Injury	11 November 2022 Briefing/ 21 July 2022 Letter	April 2022	Male, resident of local village	Injured when he was shot during a mine-related security operation with live ammunition fired by 'mine police'

26	Injury	November 2022 Briefing/02 November 2022 Letter	April 2022	Male, resident of local village	Injuries suffered due to being tortured in mine-related security operation involving 'mine police'
27	Injury	11 November 2022 Briefing/02 November 2022 Letter	June 2022	Male, resident of local village	Injured during a mine-related security operation when he was shot with projectile fired by 'mine police'
28	Injury	11 November 2022 Briefing/11 and 21 July 2022 Letters	June 2022	Male, resident of local village	Injuries suffered due to being tortured in mine-related security operation involving 'mine police'
29	Injury	11 November 2022 Briefing/11 and 21 July 2022 Letters	June 2022	Male, resident of local village	Injured when he was struck by 'mine police' during a mine-related security operation
30	Injury	11 November 2022 Briefing/21 July 2022 Letter	July 2022	Male, resident of local village	Injured when he was shot with projectile fired by 'mine police' during a mine-related security operation
31	Injury	11 November 2022 Briefing/11 and July 2022 Letters	July 2022	Male, resident of local village	Injured when he was shot with live ammunition fired by 'mine police' during a mine-related security operation
32	Injury	11 November 2022 Briefing/02 November 2022 Letter	August 2022	Male, resident of local village	Injured when he was shot with live ammunition fired by 'mine police' during a mine-related security operation
33	Injury	11 November 2022 Briefing/02 November 2022 Letter	August 2022	Male, resident of local village	Injured after being tortured and shot with projectiles fired by 'mine police' in mine-related security operation
34	Harmful effects of teargas	14 March 2022 Report/14 February 2022 Letter	January 2022	Local residents, including elderly woman and children	Teargas fired by 'mine police' near children on their way to school, causing distress to children and resulting in an elderly woman passing out for several hours
35	Harmful effects of teargas	14 March 2022 Report/14 February 2022 Letter	February 2022	Shopkeepers and other local residents, including young woman and children	Teargas and live ammunition fired by 'mine police' at and around local shops during a mine-related security operation, causing distress to children and harming young woman after contents discharged

Annex C

Presentation.



24 March 2023

Mark Bristow
President and CEO
Barrick Gold Corporation
TD Canada Trust Tower
161 Bay Street, Suite 3700
Toronto, Ontario
M5J 2S1
Canada

Via Email

Dear Mr Bristow,

Re: Death of Mr Emmanuel Chacha

We write regarding the death of Mr Emmanuel Chacha, who we understand was a mine employee who died underground at North Mara mine's Gokona pit on 11 March 2023.

Accusations regarding RAID's Twitter thread

We were surprised by your letter of 22 March 2023 in which various accusations were made regarding RAID's publication on 14 March of a Twitter thread comprising five tweets concerning Mr Chacha's death, which your letter says "pre-empt[ed] the autopsy and the police investigation". We do not believe that the accusations in your letter, which include characterising the thread as "an attempt to undermine legitimate investigations" and suggesting it had the potential "to encourage and condone criminal and dangerous behaviour", have merit.

The thread collated public reporting on the incident, including a [statement](#) from Barrick which said Mr Chacha "fell to his death" after "illegally digging". It also included a statement by the police, as well as a report by a Tanzanian news outlet, the latter of which included the allegation that Mr Chacha was shot by police. We fail to see how collating such reporting could be taken to encourage or condone criminal or dangerous behaviour or be viewed as an attempt to undermine investigations. Indeed, RAID backed the call for a credible investigation, including reporting by Barrick and the police regarding the incident. Furthermore, Barrick's own statement about Mr. Chacha's death was issued before the police reported on the incident.

We hope that Barrick would agree that journalists and human rights organisations, including RAID, ought to be free to report on incidents such as Mr Chacha's death, even if such reporting occurs before, or is inconsistent with, a police report, including to note any conflicting statements. Certainly, it would not be appropriate for Barrick to seek to repress such reporting by journalists or human rights organisations.

Questions concerning Mr Chacha's death

Barrick's decision to report publicly on deaths at the mine site or linked to its operations at North Mara is to be welcomed. Transparent and accurate reporting of such incidents, with full details,

Rights and Accountability in Development (RAID)

Studio 204, Screen Works, 22 Highbury Grove, Highbury East, London, N5 2EF, United Kingdom

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can help to build trust with local communities and to improve the human rights situation. With this in mind, we note there remain outstanding questions concerning Mr Chacha's death that the public reporting by Barrick and the police do not yet answer. We would thus be grateful if you could please clarify Barrick's understanding of what occurred. In particular:

- Could you please confirm if Mr Chacha was an employee of Barrick or a subsidiary thereof, or of a subcontractor? In Barrick's statement, Barrick says the police found he was "an employee of NMGM", but there is no Barrick confirmation on this point.
- If Mr. Chacha was an employee, what was his job and was he authorised to enter the underground at Gokona? If not, how did he obtain access?
- Was the deceased shot or otherwise injured by police or other security personnel at the mine during the security operation? (We note that the police only reported that Mr Chacha's death was not due to being shot, whereas your letter interprets the police statement as specifically confirming that any suggestion the deceased was shot was inaccurate).
- Please could you clarify what evidence Barrick has that Mr Chacha was engaged in illegal mining and that there was no use of force against him? Was he acting alone or as part of a group? Were other Barrick employees or police engaged in the same activities?
- Is Barrick conducting its own investigation, separate from the police, and if so, what steps has it taken and what reporting will be made as to its findings?
- On what basis is the government task force to combat gold smuggling operating underground at the mine, and in particular is it under the MoU that applies to police assigned to the mine?


A number of these questions, and others, have been raised in local press reporting and by local community members and we urge Barrick to clarify these matters publicly.

Constructive engagement

We are keen to have constructive discussions with Barrick and hoped our recent visit would help to improve understanding on both sides. As we discussed with your team, we remain troubled by the human rights situation at the North Mara mine and will continue to report on it. We will shortly be responding to your earlier letter to us with a detailed response. I hope that on the basis of our response, we can continue our important dialogue with you and/or your team.

Finally, please allow me to assure you that if we post this letter on our website, we will include your letter with the attachments.

Yours sincerely,



Anneke Van Woudenberg
Executive Director

Ms. Anneke Van Woudenberg
Rights and Accountability in Development (RAID)
Studio 204
Screen Works,
22 Highbury Grove
Highbury East
London
United Kingdom
N5 2EF

22 March 2023

Dear Ms. Van Woudenberg,

I refer to the recent illegal mining incident at North Mara Gold Mine (NMGM) which occurred on 11 March 2023 and to our press release issued the very next day.

On 11 March 2023, the independent Tanzanian government task force combating gold smuggling investigated a lead at NMGM. The individual, illegally digging for gold-bearing ore in an abandoned and barricaded stope of the underground mine, fell to his death when he attempted to escape arrest by the Tanzanian task force. In our press release of 12 March 2023, we referred to the Regional Police Commander's (RPC) public statement, which suggested that a full report would be made after the autopsy on the deceased had been completed.

Regrettably, RAID chose to pre-empt the autopsy and the police investigation by publishing a series of tweets on 14 March 2023, mere days after the incident, engaging in reckless speculation about the cause of the deceased's death, specifically by airing unsubstantiated rumours that the deceased was shot. Those tweets were retweeted by others associated with RAID, including you. We can only conclude that those tweets were an attempt to undermine legitimate investigations including the autopsy which is in line with what you have been advocating with respect to incidents like this.

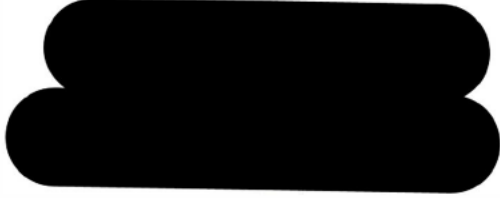
The now-completed autopsy and police investigation proves that there was no use of force against the deceased, who died after falling from height when attempting to evade arrest. We refer you to the RPC's statement of 20 March 2023 and our press release dated 21 March 2023 which are attached for ease of reference. The RPC in his statement confirmed that these rumours were untrue, and specifically that information spread on social media suggesting that the deceased was shot was inaccurate.

By spreading unsubstantiated rumours, RAID's conduct has the potential to encourage and condone criminal and dangerous behaviour which puts people's lives at risk. This is not the first time that you have chosen to spread unsubstantiated rumours and we would ask that you immediately desist from speculation on incidents occurring in or around the NMGM while the relevant investigations are still ongoing, particularly because RAID has no official representation on the ground or in the community, as we have pointed out numerous times.

More generally, we had expected that following the recent visit by RAID to the NMGM, RAID would take a more constructive approach to illegal mining issues arising at the Mine.

If you choose to post this letter on your website, I would request that you publish it together with all the attachments with equal prominence so your readers will have the benefit of all the facts. In the meantime, we will be publishing this letter on our website under the North Mara section.

Yours sincerely



Mark Bristow
President and Chief Executive Officer
For and on behalf of
BARRICK GOLD CORPORATION

CC: Hon. Mwita Waitara
Member of Parliament Tarime Rural Constituency
P.O.Box 16,
Nyamwaga – Tarime

Encl.: RPC's statement of 20 March 2023 as published on Mara Online Website:
<http://www.maraonlinenews.com/2023/03/rpc-tarime-rorya-mfanyakazi-wa-mgodi-wa.html?m=1>
Barrick Gold Corporation statement of 21 March 2023



Menu



Menu



NEWS

TAARIFA

Kampuni ya Barrick yatoa taarifa zaidi baada ya Jeshi la Polisi kutoa taarifa kamili za kifc

[Home](#) [HABARI](#) [RPC Tarime Rorya: Mfanyakazi mgodi wa Barrick North Mara hakufa kwa kupigwa risasi, alijirusha shimoni](#)

RPC Tarime Rorya: Mfanyakazi mgodi wa Barrick North Mara hakufa kwa kupigwa risasi, alijirusha shimoni

[March 20, 2023](#) [HABARI](#)



Na Mara Online News

KAMANDA wa Polisi Mkoa (RPC) wa Polisi Tarime Rorya, ACP Geoffrey Sarakikya (pichani) amesema mfanyakazi wa mgodi wa Barrick North Mara, Emmanuel Chacha (26) hakufa kwa kupigwa risasi.

"Maelezo ya watu waliokuwepo kwenye eneo la tukio, na kutokana na matokeo ya uchunguzi wa mwili wa marehemu Emmanuel Chacha - uliofanywa na Daktari katika Hospitali ya Rufaa Bugando Mwanza, kifo chake kimetokana na majeraha yaliyotokana na kujirusha kwenye shimo lenye urefu wa mita 20.

Kamanda Sarakikya ametupilia mbali taarifa zilizosambazwa kwenye mitando ya kijamii zikidi kuwa mfanyakazi huyo aliuawa kwa kupigwa risasi.

"Taarifa zilizosambaa kwenye mitandao ya kijamii kuwa kifo cha Emmanuel Chacha kilitokana na kupigwa risasi sio za kweli, huu ndio ukweli," RPC Sarakikya amesisitiza leo asubuhi wakati akihitimisha taarifa yake hiyo kwa vyombo vya habari - ambayo Mara Online News imepata nakala yake.

Kamanda huyo wa Polisi ametoa ufafanuzi huo kutimiza ahadi aliyotoa Machi 12, 2023 kwamba atatoa taarifa kamili ya kifo hicho baada ya kupata majibu ya kidaktari ya uchunguzi wa mwili wa marehemu huyo.

Katika taarifa yake ya awali, alisema kifo hicho kilitokea Machi 11, 2023 katika eneo la Gokona Underground ndani ya mgodi wa Barrick North Mara.

RPC Sarakikya alifafanua kuwa kabla ya kujirusha kwenye shimo, timu ya kikosi kazi ilimkukuta mfanyakazi huyo akiiba mawe yanayodhaniwa kuwa na dhahabu ndani ya mgodi huo.

Alibainisha kuwa timu hiyo ya kikosi kazi ilijumuisha afisa madini wa mkoa, maafisa kutoka wa jeshi la Polisi, kitengo cha ulinzi cha mgodi huo na kampuni ya ulinzi ya Nguvu Moja.

#Tunakuhabarisha Ukweli kwa Weledi

Tags **HABARI#**

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Kampuni ya Barrick yatoa taarifa zaidi baada ya Jeshi la Polisi kutoa taarifa kamili za kifo cha mfanyakazi wa mgodi wa North Mara

TAARIFA ZAIDI KUTOKA JESHI LA POLISI TANZANIA KUHUSU KIFO CHA ANAYESHUKIWA KUWA MCHIMBAJI HARAMU

Dar es Salaam, Tanzania, Machi 21, 2023 – Kampuni ya Dhahabu ya Barrick (NYSE:GOLD) (TSX:ABX) – Kama ilivyoripotiwa mnamo tarehe 12 Machi 2023, tukio lihusianalo na usalama lilitokea katika Mgodi wa Dhahabu wa North Mara (NMGM) mnamo Machi 11, 2023 na kusababisha kifo. Kikifanyia kazi taarifa zilizopokelewa, kikosikazi huru cha Senkai ya Tanzania kinachopambana na utoro shwaji wa dhahabu kiliomba kuingia kwenye mgodi wa North Mara ili kukagua eneo lililokuwa na viziwi katika sehemu ya mgodi wa chini kwa chini, ambapo palishukiwa kuwa uchimbaji haramu ulikuwa ukifanyika. Kufuatia ukaguzi huo, mchimbaji haramu alipatikana katika chimbo lisilotumika na lililokuwa limezungushiwa kizuzi na, katika harakati za kujaribu kutoroka asikamatwe, alianguka na kufariki. Jeshi la Polisi lilianzisha uchunguzi rasmi wa tukio hilo na kutoa taarifa kuwa aliyefariki ni Emmanuel Chacha, mfanyakazi wa NMGM na kuwa taarifa kamili ya tukio hilo itatolewa baada ya kukamili kwa uchunguzi wa mwili wa marehemu.

Katika taarifa yake iliyotolewa Machi 20, 2023, Kamanda wa Polisi Mkoa wa Kanda Maalumu ya Kipolisi ya Tarime-Rorya, ACP (Kamishina Msaidizi wa Polisi) Geoffrey Sarakinya, alithibitisha kuwa taarifa zilizopatikana kutoka kwa watu waliokuwapo eneo la tukio pamoja na matokeo ya uchunguzi wa mwili wa marehemu, kifo cha marehemu kilitokana na majaraha yaliyosababishwa na kuanguka kutoka juu.

Wakati wa uchunguzi huo, kulikuwa na taarifa za uvumi kwenye mitandao ya kijamii, zikidai kuwa Bw. Chacha alikufa kwa kupigwa risasi, zikitaka kuyumbisha uchunguzi wa polisi unaoendelea. Katika maelezo yake, Kamanda wa Polisi Mkoa alithibitisha kuwa taarifa hizo hazina ukweli. Vitendo kama hivyo si tu kwamba havisaidi, bali pia vinaonesha ukosefu wa hali ya juu wa uwajibikaji kwa vile vinachochea na kuhimiza uvumi kabla ukweli wote haujathibitishwa na uchunguzi kufuata hatua stahiki.

Kwa maelezo zaidi kutoka Barrick

Makusano ya Kampuni na wawekezaji na vyombo vya habari
 Keith du Plessis
 +44 20 7557 7738
 +27 83 266 5847
 Barua pepe: barrick@trpar.com

Meneja wa nchi wa Mawasiliano na uhusiano wa Kampuni
 Georgia Mutagahywa
 +255 754 711 215
 Barua pepe: georgia.mutagahywa@barrick.com

Tovuti: www.barrick.com

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MKOA WA MARA (2023)**

**VIJANA MNAKARIBISHWA
KUTOA MAONI YENU JUU YA
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UZINDUZI WA MARA ONLINE NEWS ☰



Mkuu wa Mkoa wa Mara, Adam Malima (mwenye kofia katikati) akionesha cheti cha usajili wa Blogu ya Mara Online News wakati wa uzinduzi wake mjini Tarime, Desemba 15, 2020. Kulia ni Mbunge wa Viti Maalum Mkoa wa Mara, Ghati Zephania Chomete na Mhariri Mtendaji wa blogu hiyo, Mugini Jacob (wa pili kulia), miongoni mwa viongozi wengine mbalimbali.

Uzinduzi wa mpango wa ugawanaji maji mto Mara



Tuna kila sababu ya kufurahia uzinduzi huu wa mpango wetu wa usimamizi wa rasilimali za maji mto Mara. Ndivyo wanavyelekea kusema viongozi hawa.

SAUTI YA MARA

Tunakuhabarisha
Ukweli kwa Weledi

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TANZANIAN POLICE UPDATED REPORT ON THE DEATH OF SUSPECTED ILLEGAL MINER

Dar es Salaam, Tanzania, March 21, 2023 – Barrick Gold Corporation (NYSE:GOLD) (TSX:ABX) – As reported on 12 March 2023, a security-related incident occurred at North Mara Gold Mine (NMGM) on 11 March 2023 which resulted in a death. Acting on information received, the independent Tanzanian government task force combating gold smuggling requested access to North Mara mine to inspect a barricaded, remnant area in the underground mine where it was suspected that illegal mining was taking place. On inspection, an illegal miner was found in a disused and barricaded stope and, in attempting to escape arrest, he fell to his death. The police launched a formal investigation into the incident and reported that the deceased individual was Emmanuel Chacha, an employee of NMGM and that a full report on the incident would be provided after the autopsy of the deceased is completed.

In a statement released on 20 March 2023, the Regional Police Commander of Tarime-Rorya Special Police Zone, ACP Geoffrey Sarakikya, confirmed that statements obtained from persons at the scene of the incident, as well as the results of the autopsy, proved that the deceased's death was due to injuries caused by falling from height.

During the investigation there was speculation on social media, alleging that Mr Chacha died as a result of being shot, seeking to influence an ongoing police investigation. In his statement, the Regional Police Commander confirmed that this information was untrue. Such actions are not only unhelpful, but extremely irresponsible as they fuel rumours and encourage speculation before all the facts have been established and the investigation can follow due process.

Barrick Enquiries

Investor and media relations

Kathy du Plessis

+44 20 7557 7738

Email: barrick@dpapr.com

Corporate communications and

country liaison manager

Georgia Mutagahywa

+255 754 711 215

Email: georgia.mutagahywa@barrick.com

Website: www.barrick.com

To: Anneke Van Woudenberg
Rights & Accountability in Development Limited (RAID)
Unit 204
Screenworks 22 Highbury Grove
Highbury East
London, England
N5 2EF
By email to: raid@raid-uk.org

February 11, 2023

Dear Ms. Van Woudenberg

Response to your visit to North Mara Gold Mine on 30 January 2023 –1 February 2023

We reiterate our thanks for our constructive meetings last week in Tanzania. As a responsible business, we, at all times, encourage transparent and frank engagement with our stakeholders, including civil society. We are happy to have had the opportunity to demonstrate to RAID, through you, the transformative impact North Mara Gold Mine Limited's (NMGML) sustainability strategy has had on its host communities in Tanzania.

We note your press release of 3 February 2023 and in particular your statement that you will be following up with Barrick and the Tanzanian Government with your recommendations on human rights issues. We again encourage you to address your allegations against the police with the Government of Tanzania. We also wish to set the record straight with respect to the following:

- As was made clear throughout your visit to North Mara, Barrick/NMGML does not supervise, direct, control or instruct any mission, assignment or function of the Tanzanian police force, which is a state institution. We would welcome your acknowledgement of the same in any future press releases.
- While your press release refers to the sharing of information concerning 32 alleged human rights incidents, you did not in fact provide information regarding these incidents during our recent meetings but only referred us to prior "public reports" or correspondence. As we repeatedly expressed, your "public reports" do not contain any specific information or evidence on these alleged incidents and they therefore remain unsubstantiated. We note that you are considering sharing the information concerning these alleged human rights incidents and until such time as we receive same, you would understand that we cannot respond in any way. We cannot see any reason for, and are troubled by the fact that, RAID would continue to withhold the information either from us or from the appropriate authorities. We will of course undertake to treat all information provided with the utmost sensitivity.
- Separately, you have not made available to us the written presentation you talked to during the meetings with our teams. In the spirit of transparency and reciprocity, we would ask that you share it with us.
- Your press release states that the meeting with village leaders and the local member of parliament, and attended by RAID and NMGML staff, was at 'odds with views voiced in forums not convened by Barrick'; the implication being that both local government officials and elected village leaders did not feel able to speak out in NMGML's presence. Such insinuations are not only insulting to us but I am sure will offend the leaders you are referring to. As you are well aware from our discussions, local communities have in fact on prior occasions, and during the most recent meeting attended by RAID and NMGML, expressed concerns as to the accuracy of RAID's allegations. Need I remind you that the intention of the meeting was to observe our

BARRICK

engagements with our communities, and it was in fact the chair (the Member of Parliament) of the community meeting that invited RAID to express your concerns and findings. To insinuate that this was a platform expressly for you, or that the representatives were uneasy with Barrick's presence misrepresents actuality. As we have shared with you before, the same leaders have put their views in writing.

- Lastly, it is disturbing that your release refers to "killings" and "torture" by the Tanzanian police as if those are proven facts, and not merely allegations. By implication, you also suggest that Barrick and NMGML are complicit in the deeply disturbing acts you refer to. Such allegations are not only completely untrue, but also inflammatory and defamatory. Those are completely inappropriate statements, especially given that despite repeated requests, you have yet to provide any information to substantiate your allegations.

We look forward to continuing our dialogue on these matters.

Yours sincerely



Mark Bristow

President and CEO, Barrick Gold Corporation

7/26/23, 1:33 PM

Mail [REDACTED] Outlook

Re: New human rights concerns North Mara Mine

Anneke Van Woudenberg [REDACTED]

Thu 1/5/2023 7:07 PM

To: Mark Bristow [REDACTED]

Cc: [REDACTED]

Dear Mark,

I can confirm that we are happy to proceed with your new proposed dates of January 30 and 31st and the agenda for the site visit to the North Mara mine.

Once again, its regrettable that the assertions made in your email are either incorrect or demonstrate a misunderstanding of the role of human rights groups, but I look forward to discussing these and other matters in more detail with the Barrick team during the upcoming visit. I trust one of your team will send further information regarding the meeting point in Mwanza and any other logistical matters.

We are pleased Barrick is prepared to meet with RAID and I look forward to meeting the team in North Mara in a few weeks.

With my best regards,

Anneke

From: Mark Bristow [REDACTED]**Date:** Wednesday, 4 January 2023 at 18:11**To:** Anneke Van Woudenberg [REDACTED]**Cc:** [REDACTED]**Subject:** FW: New human rights concerns North Mara Mine

Dear Anneke

It is clear we have divergent views on this matter, which we can leave for discussion in January.

The way you describe your organisation's role is the very issue we have raised with you – RAID focuses on partnerships from afar but is not personally or directly on the ground. You cannot claim to be in partnership with the community if the community does not know who RAID is. We work with the majority of the local and national NGOs at North Mara, but RAID has not been one of those as it appears not to have a presence at North Mara.

Developing communities is a natural prerequisite to improving human rights; the former of which you make clear that you have no intention of doing, nor have you acknowledged the work Barrick and North Mara is doing in this area. I do not agree with your premise in separating 'Human Rights Organisations' from 'Human Rights Development'. However what alarms me is the alternatives and recommendations you have made to date which would reverse and impede human rights in the Mara Region. Once you come to site you would fully understand the impact your recommendations would have in the context of this region and the local communities.

Again, this is an agenda item for your site visit so we will leave this debate for our meeting.

There is no need for this back and forth to continue when we have agreed to tackle these issues on site. We look forward to greeting you in Tanzania and hosting you at North Mara. We do not want to cut the site visit short to allow for travel if RAID has more important business elsewhere. As we have done throughout 2022, we will again accommodate your schedule and move the

7/26/23, 1:33 PM

Mail [REDACTED] Outlook

site visit dates to the week commencing 30 January.

Please confirm the proposed dates and agenda by **6 January** if possible, so the appropriate arrangements can be made.

I suggest the following programme which include some small changes:

Day 1 (30 January):

- ~9:30 (TBC) [REDACTED] Mwanza to North Mara
- 11:00 Site Induction and mine tour
- 12.30 Lunch
- 13:30 Discussion on Sustainability, Security and Human Rights
 - North Mara presentation
 - (sustainability strategy, TSF and Water Management, community engagement, relocation, security operations and grievance mechanism)
 - Presentation by RAID of its research findings
 - (methodology, summary of key findings, key concerns, recommendations)
 - Discussion
- 17:00 Close

Day 2 (31 January):

- 8:30 Site Visit: Community Development Projects
- 10:30: RAID to observe a regular meeting with the North Mara Community Engagement Meeting
- 12:00: Lunch break
- Afternoon:

Constructive tri-partite meetings with police and local authorities

- Meeting between Barrick, the District Commissioner and RAID regarding security, human rights and community development
- Meeting between Barrick, the Police Commissioner and RAID regarding security and human rights
- ~16:00: Close Out meeting

1 February:

- [REDACTED] to Mwanza

Regards,
Mark

From: Anneke Van Woudenberg [REDACTED]
Sent: Tuesday, 20 December 2022 18:58
To: Mark Bristow [REDACTED]
Cc: [REDACTED]

Subject: EXT: Re: New human rights concerns North Mara Mine

Dear Mark,

Thank you for your email.

You make a number of observations and accusations which are regrettable, and which are tangential to the human rights concerns we have raised. We have responded to Barrick's public comments, link is [here](#), which also covers some of the matters raised in your email.

As stated in my previous correspondence, we are pleased that Barrick is prepared to meet and we are happy to travel to North Mara for such a meeting. Once again, we do so in good faith and with the intention of engaging in meaningful discussions about the concerns we have raised.

We have sought to rework our schedule in order to accommodate your request for a meeting the week of January 16. We believe this can now work as long as the meetings take place on January 16 and 17.

7/26/23, 1:33 PM

Mail [REDACTED] Outlook

We have a commitment in the UK on January 19, which cannot be re-arranged, and we will need to allow adequate travel time for the return journey. I would be grateful if you could confirm if the timing we propose is possible. If not, we would suggest w/c January 23 or w/c January 30 as alternatives where we have less time constraints.

Based on our previous correspondence it is our understanding that the visit will be on-the-record and will cover the following agenda:

Day 1:

- ~9:30 (TBC) [REDACTED] Mwanza to North Mara
- 11:00 Site Induction and mine tour
- 12.30 Lunch
- 13:30 Discussion on Sustainability, Security and Human Rights
 - Overview of operations and presentation by Barrick (sustainability strategy, TSF and Water Management, community engagement, relocation, security operations and grievance mechanism)
 - Presentation by RAID of its research findings (methodology, summary of key findings, key concerns, recommendations)
 - Discussion
- 17:00 Close

Day 2:

- 8:30 Site Visit: Community Development Projects
- 10:30: RAID to observe a regular meeting with the North Mara Community Engagement Meeting (please could you set out whether you would like us to make a presentation at this meeting and how you might envision discussing human rights issues)
- 12:00: Lunch break
- Afternoon:
 - Constructive tri-partite meetings with police and local authorities
 - Meeting between Barrick, the District Commissioner and RAID regarding security, human rights and community development
 - Meeting between Barrick, the Police Commissioner and RAID regarding security and human rights (note: please could you let us know which police commissioner you have in mind for this meeting)
- ~16:00: Close Out meeting (please note, this may need to be slightly earlier depending on how we return to Mwanza) [REDACTED] back to Mwanza.

Do please let me know if we have agreement on the above so we can begin to make travel arrangements.

On a separate note, you mention that RAID has “shown no will to partner” with Barrick. I fear you may misunderstand our role. We are a human rights organization, not a development one. We partner with human rights groups, human rights defenders and local communities harmed by corporate wrongdoing and we stand with them to seek justice and remedy. See more about our mission [here](#). I would be happy to discuss our mission further during the visit if that is of interest.

In the meantime, I look forward to returning to visit the North Mara mine once again and to meeting the Barrick team.

With my best regards,

Anneke

Anneke Van Woudenberg
Executive Director

Rights and Accountability in Development (RAID)
www.raid-uk.org | Twitter: [@raidukorg](https://twitter.com/raidukorg)

7/26/23, 1:33 PM

Mail [REDACTED] - Outlook

Email [REDACTED]
Tel [REDACTED]

From: Mark Bristow [REDACTED]
Date: Monday, 12 December 2022 at 07:01
To: Anneke Van Woudenberg [REDACTED]
Cc: [REDACTED]
Subject: FW: New human rights concerns North Mara Mine

Dear Anneke,

I agree we have different perspectives the most striking is we are on the ground working with the community every day. In addition we have very clear goals, measure our impacts ourselves as well as through independent bodies and most importantly by the people themselves. As far as we can tell RAID is not on the ground and in the community in any form.

I remain puzzled over your claim that RAID has conducted nine research missions in the community surrounding the mine, however, you, who speaks about the community with such conviction, have never personally participated in any of those missions. I am a firm believer in getting on the ground myself, and engaging with our workforce and communities. That is why I visit every mine site across the group at least quarterly and I engage directly with a broad cross section of society in open forums. This is when I can fully appreciate the unique context in which each site operates as well as get a deeper understanding of the community needs.

What astounds me is you make these accusations, many without substance, and yet unlike most other credible NGO's we work with, RAID does not have a presence in this country, has shown no will to partner with us to develop and uplift the community and despite us extending an invitation to you in July 2022, you still have not visited.

The team are prepared to make themselves available on the week starting the 16 January (as we have our Q4 management meetings across our portfolio and we are reluctant to delay the meetings a single day given that you keep dragging things out) and we will stick to the minimum of two full days following the already agreed agenda and programme.

Regards

Mark

From: Anneke Van Woudenberg [REDACTED]
Sent: Wednesday, 30 November 2022 14:53
To: Mark Bristow [REDACTED]
Cc: [REDACTED]
Subject: EXT: Re: New human rights concerns North Mara Mine

Dear Mark,

Thank you for your email.

7/26/23, 1:33 PM

Mail Outlook

It seems we have different perspectives on how best to discuss and find solutions to the human rights issues RAID has documented at the North Mara mine. In our experience, initial and timely discussions with management, followed by site visits if needed, is an effective way to proceed. Be that as it may, we are prepared to travel to North Mara to meet with the Barrick team and other officials as soon as is feasible and are grateful that Barrick is prepared to arrange further follow up meetings if necessary, which is helpful. We are keen to have constructive discussions about the security/human rights situation at the mine and how remedy could be provided for those who have been harmed. We do so in good faith and with the intention of engaging, as you suggest, in meaningful discussions about the concerns we have raised.

I don't wish to be pedantic, but I would like to just stress again that our research is not based on unsubstantiated allegations or hearsay, as you say in your email. The 'third parties' you refer to include those directly affected by, or with a direct connection to, the North Mara mine. We have conducted nine research missions to North Mara since Barrick took operational control of the mine and interviewed at length over 178 individuals including those harmed, eye-witnesses who can corroborate accounts, local authorities, police, security personnel, former mine officials and others. I hope you agree that our findings are important to discuss. I look forward to doing so with the Barrick team as soon as we have dates for a site visit that work for both parties.

I look forward to hearing back from you or Grant about our proposed dates and a new agenda. Please do not hesitate to reach out to me if this can be more quickly agreed over a phone call. I would be happy to do so and can be reached on [REDACTED]

With my best regards,

Anneke

From: Mark Bristow [REDACTED]
Date: Sunday, 27 November 2022 at 15:39
To: Anneke Van Woudenberg [REDACTED]
Cc: [REDACTED]

Subject: FW: New human rights concerns North Mara Mine

Dear Anneke,

Thank you for your email.

I feel compelled to clear up the misconception that a virtual meeting or a meeting in London with the Barrick executives to discuss the concerns you have raised will not be effective and as we have now repeatedly requested, visiting the site and meeting the community and elected and appointed officials and the North Mara Team along with some Barrick executives is the only way to progress things in a constructive manner.

We do not want just to tell you about our regular engagement with the communities and the elected and appointed village and community authorities along with the investment in time and money in developing the Community Development Committees and advancing a range of community focussed projects. Instead, we want to show you the reality on the ground so that you can experience first-hand the impact our partnership approach has had on the local communities, rather than relying on acquired second hand information. The only way for you to truly understand and discuss the issues you have raised is to be on the ground, meet the communities, the elected leadership, appointed authorities and the police as well as our team on site. Making accusations on unsubstantiated alleged situations obtained from third parties need to be put in context and it is only then that meaningful discussions on the concerns you have raised can be held.

I acknowledge that you now have internal approval to travel to North Mara and given the seriousness of your accusations and allegations I would of thought that you would share our anxiety to have these

7/26/23, 1:33 PM

Mail [REDACTED] Outlook

meetings timeously. I would remind you that we invited you back in July and its taken this much time and still we have not been able to meet you in North Mara. It goes without saying that following the site visit, we will be happy to arrange further meetings, if necessary, with the appropriate people.

I, with Grant will discuss your proposed dates for visiting North Mara with our site team and come back to you with preferred dates and an agenda.

Kind Regards

Mark

From: Anneke Van Woudenberg [REDACTED]
Sent: Tuesday, 22 November 2022 20:29
To: Mark Bristow [REDACTED]
Cc: [REDACTED]

Subject: EXT: Re: New human rights concerns North Mara Mine

Dear Mark,

Let me assure you that we have been, and remain, extremely eager to meet with Barrick. This is precisely why we have proposed meeting on numerous occasions, whether virtually or in person. We would like to hear more from Barrick about your interactions with the community. At the same time, we believe it is important we meet to discuss in detail the security and human rights concerns identified in our research.

It seemed logical to take advantage of the fact that both RAID representatives and key members of the Barrick team are in London to begin that discussion and to work out the modalities of the site visit. From our side, it's disappointing that this won't be possible.

However, I can confirm that RAID is eager to proceed with a site visit to North Mara and that this has been agreed internally within RAID.

I would suggest the next step is for Barrick and RAID to agree a more detailed agenda, building on what we have set out in our emails below and to agree dates. In light of the upcoming Christmas holidays, it seems to make sense to look at dates in January and February. We are available between January 24 and February 12 if that timeframe works from Barrick's side.

I look forward to hearing back and to soon meeting the Barrick team.

Best regards,

Anneke

From: Mark Bristow [REDACTED]
Date: Friday, 18 November 2022 at 16:56
To: Anneke Van Woudenberg [REDACTED]
Cc: [REDACTED]

Subject: RE: New human rights concerns North Mara Mine

Dear Anneke,

I must say this is a disappointing turn of events.

We have made the intentions of the site visit to North Mara clear since our initial invitation was made to you in July. We have consistently stated that these meetings would be constructive and collaborative. This could only be achieved if all parties are present during the engagements.

7/26/23, 1:33 PM

Mail Outlook

You have made a number of highly troubling allegations that you know we believe are without merit, and unfairly disregard the excellent work we are doing with the local community at North Mara since we took control of the operations in 2019. We are anxious to have you with us on site to observe this first-hand so we can finally dispel your concerns.

Your last-minute request to postpone this long-awaited trip affects the schedules of numerous people, and delays our ability to finally put to rest the allegations you have made.

Unfortunately, again we now are standing by, waiting for you to confirm your willingness to witness first-hand the work we are doing on the ground.

Once we have a fresh confirmation from you that you are willing to proceed, I will ask Grant Berringer to reach out to you, to sort out the final details of the rescheduled trip. Until we have that confirmation, which we consider an important signal that you and RAID are prepared to deal with us fairly and with an open mind, we see no point in having the face-to-face meeting with Grant you propose.

Finally, I confirm that your proposal as to the manner in which the meetings in Tanzania will be conducted is fine with us, and consistent with our expectations.

I look forward to hearing from you.

Regards,
Mark

From: Anneke Van Woudenberg
Sent: Thursday, November 17, 2022 12:28 PM
To: Mark Bristow
Cc:

Subject: EXT: Re: New human rights concerns North Mara Mine

Dear Mark,

Thank you for your email and the explanations on Barrick's intentions for the meeting, which are very helpful. Better understanding your objectives for the visit and the aims of the various meetings provides clarification previously missing from the draft agenda.

On the basis that we are there to observe and participate in Barrick's regular interactions with various stakeholders and to have constructive tri-partite discussions with police and local authorities, I believe we will be able to accept, but I'm afraid I do require a little bit of time to consult within RAID and with our trustees on this. Since we only received the draft agenda this week, I'm afraid there hasn't been adequate time to do those consultations.

We also wanted to set out clearly (for the avoidance of any doubt), that we understand any meetings with Barrick will be fully transparent and on-the-record. Should anything we discuss be considered commercially sensitive, Barrick representatives can tell us that clearly at the time, and we will respect that confidentiality. We will do the same in our communication with Barrick. This is the standard practice we use with all our meetings with corporate actors and works fairly for both parties. Having agreement on this in advance would be helpful, especially in light of your February 2022 letter to us which said that "it would not be appropriate to discuss any allegations raised by RAID outside of...court proceedings."

I am conscious that the dates for the visit are fast approaching and that logistics need to be finalised. In light of the above, we are of the view that a short postponement of the visit is in order. I hope you will agree.

We remain very keen to meet with Barrick to better understand the challenges faced at the North Mara mine and hear about how you are tackling the security and human rights issues. To assist in making this happen as soon as is feasible, I noticed that Duncan Pettit, who we were due to meet in North Mara, and Grant Berringer will be in London in early December for the *Mines and Money Conference*. Since the RAID team are based in London, we would like to propose an initial meeting with your team in early December to begin discussions and to work through any final details of the visit to North Mara. We can then agree the modalities of the visit and new dates to suit both sides. Of course, this doesn't replace a visit to the mine, but it will provide an opportunity for face-to-face meetings to begin.

Would this be an agreeable way forward?

Best regards,

7/26/23, 1:33 PM

Mail [REDACTED] - Outlook

Anneke

Anneke Van Woudenberg
Executive Director

Rights and Accountability in Development (RAID)
www.raid-uk.org | Twitter: [@raidukorg](https://twitter.com/raidukorg)

Email: [REDACTED]
Tel: [REDACTED]



From: Mark Bristow [REDACTED]
Date: Wednesday, 16 November 2022 at 14:34
To: Anneke Van Woudenberg [REDACTED]
Cc: [REDACTED]

Subject: RE: New human rights concerns North Mara Mine

Dear Anneke,

Thanks for the timeous response.

We are happy to adjust the agenda in Day 1 to allow for extended discussions. Thank you for your suggestion.

We, however, do not agree on your proposal to have bilateral meetings with the community representatives and various other public officials. This suggestion comes as a surprise as you have not raised this with us in any of our previous discussions. As stated in our letter of 14 July 2022, we have invited you, in good faith, to come to North Mara so you can see for yourself the numerous initiatives we have taken to improve the lives and livelihoods of our surrounding communities. The intention of this site visit is for you to observe the work we are doing, have constructive discussions with all stakeholders and seek to find common solutions for the benefit of the community which we believe is in the interest of all parties. This will not be achieved if you exclude Barrick from these discussions, we are an active part of the community and thus your suggestion of excluding us from meetings goes against the spirit of the visit as well as what we stand for with regard to community development, partnership and open and transparent engagement.

As you state in your email, you have met many of these stakeholders before and we of course engage with these stakeholders on a continuous basis. Having all parties together to discuss the concerns you have raised in your correspondence to us should not, in our view, have any impact on your independence or impartiality in any capacity and meets the spirit in which we invited you to meet us at North Mara. In terms of the community engagement meeting, our intention is to follow the agenda of our regular meetings so that RAID can observe these meetings but also to provide you with an opportunity to engage in this forum. Regarding the engagement with the authorities, again the spirit of our invitation is for all the parties to attend these meetings and engage in a collaborative manner on the issues raised by RAID.

In saying this, should you wish to organize bilateral meetings with the various stakeholders following your visit at North Mara, that is your prerogative and we will leave it to you to arrange the logistics

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Mail [REDACTED] Outlook

around such meetings, as we understand you have been liaising with them and need no assistance from us to facilitate these meetings.

We trust this clarifies the intention of the visit, it was never for you to conduct an independent assessment, rather it was arranged by Barrick in order to give you first hand context of the work we are doing in the communities, the aspects we are seeking to improve and the progress we have made thus far. We believe this is important context and information which you should have.

We look forward to meeting you and the RAID team at North Mara.

Regards,
Mark

From: Anneke Van Woudenberg [REDACTED]
Sent: Tuesday, 15 November 2022 13:23
To: Mark Bristow [REDACTED]
Cc: [REDACTED]

Subject: EXT: Re: New human rights concerns North Mara Mine

Dear Mark,

Thank you for your correspondence and the draft agenda. We will respond to the letter in due course, but please allow me to provide some quick feedback on the agenda to move things forward for our upcoming visit.

The RAID team will include myself and my colleague Michael Elliot. We are currently scheduled to arrive in Mwanza on Monday, November 21. From there [REDACTED]

[REDACTED] If your team could let us know what time to be at the airport and who to contact once we get there, that would be helpful.

For the schedule on 22 November:

- We believe it would be helpful to have a slightly longer timeframe for the discussions about security, human rights and the grievance mechanism. One way to accommodate this is to start the day with the induction and the mine tour, with the afternoon from 1.30 to 4.30 pm set aside for the discussion on the sustainability strategy, overview of operations, security, human rights, the grievance mechanism, remedy and relocation matters. As part of that discussion, RAID would be happy to also outline our research methodology and findings, including our engagement with the community. I hope you will agree that the mine tour in the morning should be helpful to situate our discussions in the afternoon.

For the schedule on 23 November:

- We look forward to visiting Barrick's community development projects in the morning.
- For the North Mara community engagement meeting, we assume this is a meeting with local Chairmen/women and other local community representatives? We have previously met with a number of them, but certainly value meeting with them again. It may already be what Barrick intends, but just to avoid any confusion, we assume the meeting will be off the mine site without Barrick representatives. As an independent human rights civil society group it is important we maintain our impartiality and independence, which I am sure you will understand. Perhaps Barrick could organize the meeting with the community engagement representatives you have identified at a nearby local venue (such as a school or similar)? We are happy to arrange to have an independent interpreter work with us to translate as needed during the meeting.
- Similarly, we welcome meeting again with the District Commissioner who we have met on previous occasions. On the police commissioner, would you mind identifying which one you have in mind? As above, it may already be what you intended, but we assume these meetings will be in their respective offices in Tarime and be a bilateral meeting between authorities and RAID. We would welcome Barrick's assistance in setting up the meetings as part of our visit and thank you for adding them to the agenda.

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Mail [REDACTED] - Outlook

- In light of the above, one way forward would be for us to finish the meetings with Barrick officials after visiting the community development projects in the morning (say at around 10 am). We could then independently make our way to the community engagement meeting and from there to Tarime to meet with the DC and the police. Once those meetings are concluded, we will make our own way back to Mwanza or rejoin Barrick for any final discussions [REDACTED].

I trust these modifications to the draft agenda will also work for Barrick. I await your response to finalise the agenda.

In the meantime, I look forward to meeting the Barrick staff in Tanzania soon.

Best regards,
Anneke

Anneke Van Woudenberg
Executive Director

Rights and Accountability in Development (RAID)
www.raid-uk.org | Twitter: [@raidukorg](https://twitter.com/raidukorg)

Email: avw@raid-uk.org
Tel: +44 (0) 77 11 66 4960 (WhatsApp)



From: Mark Bristow [REDACTED]
Date: Tuesday, 15 November 2022 at 01:36
To: Anneke Van Woudenberg [REDACTED]
Cc: [REDACTED]

Subject: RE: New human rights concerns North Mara Mine

Dear Anneke

Please see the preliminary agenda below. We still have some meetings to confirm so the agenda may move around but follow the same outcomes.
We have developed the site visit in good faith and trust the discussions will be constructive for both parties.

Please confirm your travel logistics to Mwanza

22 November, Tuesday:

- ~9:30 (TBC) [REDACTED] Mwanza to North Mara
- 11:00 Site Induction
- 11:30 Sustainability Strategy and Management Presentation:
 - Team
 - Overview of operations
 - TSF and Water Management
 - Community (engagement, development and grievance mechanism)
 - Security

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Mail [REDACTED] Outlook

- 12:30 Lunch
- 13:30 RAID to detail their engagements with the community and highlight concerns
- 14:30 Mine tour

23 November, Wednesday:

- 8:30 Site Visit: Community Development Projects
- 10:30: North Mara Community Engagement Meeting
- 12:00: Lunch break
- 13:30: District Commissioner Meeting (TBC)
- 15:00: Police Commissioner Meeting (TBC)
- 16:00: Close Out meeting

We also note your most recent publication and the unfortunate timing of its release, being just 2 weeks prior to your visit of North Mara. Despite this, we remain committed to hosting you at the mine in good faith and trust the conversations and interaction will be constructive.

Nevertheless, please find attached, our response to your publication and request that you publish this response on your website.

Regards,
Mark

From: Anneke Van Woudenberg [REDACTED]
Sent: Monday, 14 November 2022 09:31
To: [REDACTED]
Cc: [REDACTED]

Subject: EXT: Re: New human rights concerns North Mara Mine

Dear Mr Bristow and Mr Berringer,

I am following up on my earlier message to Grant regarding RAID's upcoming visit to the North Mara mine. The date for the visit is fast approaching and we are still waiting for the draft agenda. Might Barrick be in a position to share this soon? We have a number of matters we are keen to discuss during our visit regarding security, human rights and the grievance mechanism and it would be helpful to understand in advance how you envision including these issues.

Ahead of the visit, I hope you have had a chance to see RAID's most recent briefing detailing our findings regarding the human rights situation at the North Mara mine. We referenced this publication in our correspondence to you. For ease of reference, you can find it [here](#).

I expect our research findings may be of concern to Barrick. Please allow me to re-assure you that these findings are based on in-depth research. RAID have completed nine research missions to North Mara and communities surrounding the mine and conducted over 178 interviews in person and by phone including with those injured, witnesses, family members, village leaders, local authorities, elected officials, former mine employees, security personnel, and members of the Tanzania Police Force. Nearly all of the interviews were individual, and most lasted for more than an hour.

Our findings and full analysis can be found in [the briefing](#). But I do wish to point out two overriding concerns:

1. **An intensification of violence:** According to our findings, violence by police in mine-related security operations has led to 32 recorded shootings, incidents of torture and other assaults, resulting in six deaths since Barrick assumed operational control of the mine. Most of the incidents occurred in 2022. The intensification of the violence appears to coincide with the expansion of the mine's concession area and the replacement of the mine's internal security team with a new security provider, Nguvu Moja, in late 2020. According to those we interviewed, the appointment of Nguvu Moja and the removal of weapons, including "soft options", from its guards seems to have led to an expanded role for the police in the mine's security operations, and thus an increase in

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Mail [REDACTED] Outlook

violence. As you will know, RAID has previously noted problems with the mine's relationship with the police and urged Barrick to consider ending it.

- 2. Torture:** Our research also found alarming cases of torture, which may be a new tactic being used by police assigned to the mine. We found that the police tortured Kurya residents in mine-related operations to, among other things, extract confessions that they had trespassed onto the mine or been involved in theft from the mine, or force them to identify others allegedly involved in such activities. In at least two instances, RAID found indications that mine personnel may have been aware of the torture. As you will know, the prohibition of torture is a fundamental principle of international law and applies to all countries.

Further details on these issues and other human rights concerns are set out in the briefing.

As you will know, we have previously raised these concerns alongside others in correspondence and requested Barrick's response. Please note that Barrick's full response has been included in our publication.

One response, however, that remains outstanding is the results of Barrick's internal investigations into these serious allegations, as referenced in your 14 July 2022 correspondence. We trust we will be able to discuss the status of this investigation and its outcomes during our upcoming visit.

Let me re-iterate again, that we approach this visit in good faith and welcome an open and constructive discussion. Of course, this doesn't mean we will agree on all matters. But we are very keen to hear from the Barrick team about the human rights and security concerns, how such issues are being tackled and to answer questions Barrick may have about our research findings.

We look forward to hearing back from you soon.

Best regards,

Anneke

Anneke Van Woudenberg
Executive Director

Rights and Accountability in Development (RAID)
www.raid-uk.org | Twitter: [@raidukorg](https://twitter.com/raidukorg)

Email: [REDACTED]
Tel: [REDACTED]



7/26/23, 1:33 PM

Mail Outlook

From: Mark Bristow [REDACTED]
Date: Saturday, 8 October 2022 at 23:47
To: Anneke Van Woudenberg [REDACTED]
Cc: Grant Beringer [REDACTED]
Subject: RE: New human rights concerns North Mara Mine

Dear Ms Van Woudenberg,

Very good, thank you for your positive response. I will leave it to you and Grant to coordinate. Should you feel it necessary, please do not hesitate to reach out to me on any issue?
Regards

Mark

From: Anneke Van Woudenberg [REDACTED]
Sent: Wednesday, October 5, 2022 9:25 AM
To: Mark Bristow [REDACTED]
Cc: [REDACTED]
Subject: EXT: Re: New human rights concerns North Mara Mine

Dear Mr. Bristow,

We too welcome an open and constructive discussion, and I can assure you that we will approach any meeting with Barrick in that spirit.

From our side, we look forward to discussing how the mine is managing issues relating to security, human rights and the grievance mechanism, since these are all matters highlighted in our research findings. I trust during our visit there will be adequate time to discuss these issues in some detail and I look forward to seeing the agenda.

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Mail [REDACTED] Outlook

As you know, we regularly travel to North Mara. If your team can let us know when they would like us to arrive at the site the week of Nov 21, we will be at the gate at the appointed time.

I am happy to liaise with Grant on this and other arrangements moving forward.

Best regards,
Anneke

From: Mark Bristow <[REDACTED]>
Date: Saturday, 1 October 2022 at 00:38
To: Anneke Van Woudenberg <[REDACTED]>
Cc: [REDACTED]
Subject: FW: New human rights concerns North Mara Mine

Dear Ms. Van Woudenberg

We are very pleased that you will be available for the site visit over these dates.

In discussions with my team, we envisage the site visit to take two full days and thus you should be able to get back to the UK in time. In due course, we will provide you with the arrangements we have made in terms of getting to and from site so that you can make the necessary arrangements and flight bookings.

In saying that the Agenda will be full and we will send this to you shortly. Although we would welcome your review, the team on site is well versed in these sorts of visits and will have a comprehensive visit planned for you and your team. If there is any specific request from you in what you would like to be included please let us know?

We await your response, however, as stated before, we see this visit as an opportunity to collaborate and have constructive discussions held in good faith. Our intention is not to rehash the letters and points made in the various correspondence over the last few years that Barrick has operated the mine. We trust this is your understanding of the visit too.

Finally, in terms of the preparation for the visit, please can I ask that you liaise with Grant Beringer, our Executive responsible for Sustainability.

Regards,
Mark

From: Anneke Van Woudenberg <[REDACTED]>
Sent: Wednesday, 28 September 2022 09:52
To: Mark Bristow <[REDACTED]>
Cc: [REDACTED]
Subject: EXT: Re: New human rights concerns North Mara Mine

Dear Mr. Bristow,

Thank you for your email and alternative proposed dates.

We would be happy to meet with the team at the North Mara mine the week of November 21st. My only limitation is that I need to be back in the UK by the evening of November 25th for a previous engagement, but I trust we can work that into the plans and seek to arrange the visit for the earlier part of the week.

I look forward to receiving a draft agenda and contributing to it. We would welcome meeting the team in North Mara, hearing more about Barrick's initiatives, and to discussing in more detail how Barrick is

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Mail [REDACTED] Outlook

tackling the human rights concerns we have raised. I can assure you that we from our side this visit will be conducted in good faith.

As I mentioned previously, we will shortly be responding to some of the other points made in your letter of 12 August. We feel this is important to to clear-up any misunderstandings.

With my best regards,

Anneke

Anneke Van Woudenberg
Executive Director
Rights and Accountability in Development (RAID)
tel: [REDACTED]

From: Mark Bristow [REDACTED]
Date: Tuesday, 27 September 2022 at 12:19
To: Anneke Van Woudenberg [REDACTED]
Cc: [REDACTED]
Subject: FW: New human rights concerns North Mara Mine

Dear Ms. Van Woudenberg,

Thank you for your response to our letter and the acceptance of our invitation to visit the North Mara Mine to get a better understanding of the context and the work we are doing with the communities.

The dates you have proposed, unfortunately, are in the middle of our Quarterly Management Reviews, where my team and I visit each of the operations to review the quarter that past. This means that some of my team that would accompany you on your visit will not be available.

Could I suggest the week of the 21st November 2022. We envisage that we would require 2 full days on site [REDACTED]

Should you agree to the proposed dates, my team will draft an agenda for the visit which we will circulate to yourself in due course. As stated in our various responses we would very much like to show you the numerous initiatives we have taken to improve the lives and livelihoods of our surrounding communities and for you to meet with my team at North Mara, visit the communities and discuss the critical issues they are facing as well as the concerns you have raised.

As I have said before, we welcome this type of engagement and trust that it will be constructive and your participation will be in good faith.

Please let me know whether you will be available to visit during the proposed dates and we will start making the necessary arrangements.

Regards,
Mark

From: Anneke Van Woudenberg [REDACTED]
Sent: Thursday, September 15, 2022 10:07 AM
To: Mark Bristow [REDACTED]
Cc: [REDACTED]
Subject: EXT: Re: New human rights concerns North Mara Mine

Dear Mr. Bristow,

Thank you for your letter of 12 August and the suggested date for a meeting at the North Mara mine.

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Mail [REDACTED] - Outlook

We agree that a meeting to discuss the concerning human rights issues at the North Mara mine would be helpful. We too are of the view that this is the best way to begin to address some of these issues, rather than solely through correspondence.

We are prepared to come to North Mara to meet with Barrick and hope this will permit us to have full and fruitful communications. I regret that the week of October 24 will not work from our side due to prior commitments, but we would be able to meet on any date between 5 to 14 October 2022. I would be grateful if you could let me know if that might work from your side and we can then begin to make arrangements.

We will respond to some of the other points made in your letter in due course. We will, of course, also have an opportunity to discuss these and other points at the forthcoming meeting between Barrick and RAID.

I look forward to your response and to meeting the Barrick team in North Mara.

With my best regards,
Anneke

Anneke Van Woudenberg
Executive Director
Rights and Accountability in Development (RAID)
tel: [REDACTED]

From: Mark Bristow [REDACTED]
Date: Friday, 12 August 2022 at 13:46
To: Anneke Van Woudenberg [REDACTED]
Subject: RE: New human rights concerns North Mara Mine

Dear Ms Van Woudenberg

We have received and reviewed your latest letter to Barrick.

Please see attached our response.

Yours sincerely

Mark Bristow

From: Anneke Van Woudenberg [REDACTED]
Sent: Thursday, 21 July 2022 20:20
To: Mark Bristow [REDACTED]
Cc: [REDACTED]
Subject: Re: EXT: New human rights concerns North Mara Mine

Dear Mr. Bristow,

Thank you for your letter of 14 July. Please find attached our response.

With my best regards,

Anneke Van Woudenberg

7/26/23, 1:33 PM

Mail [REDACTED] Outlook

Anneke Van Woudenberg
Executive Director

Rights and Accountability in Development (RAID)
www.raid-uk.org | Twitter: [@raidukorg](https://twitter.com/raidukorg)

Email: [REDACTED]
Tel: [REDACTED]



From: Mark Bristow [REDACTED]
Date: Thursday, 14 July 2022 at 18:25
To: Anneke Van Woudenberg [REDACTED]
Cc: [REDACTED]
Subject: FW: EXT: New human rights concerns North Mara Mine

Dear Ms Van Woudenberg,

Thank you for your email below and letter enclosed.

Please see attached my response with additional documents referenced included.

Yours sincerely,

Mark Bristow

From: Anneke Van Woudenberg [REDACTED]
Date: 11 July 2022 at 20:01:07 GMT+2
To: Mark Bristow [REDACTED]
Cc: [REDACTED]
Subject: EXT: New human rights concerns North Mara Mine

Dear Mr. Bristow,

I am writing to you again in relation to human rights concerns at Barrick's North Mara Gold Mine. Since May 2022, RAID has conducted two further research missions to North Mara and received credible reports of local residents being killed and assaulted during mine-related security operations between February and July 2022. These are additional killings and assaults to those we reported on in our March [publication](#).

We note that lawyers representing Barrick wrote to us in March 2022 regarding earlier human rights concerns at the mine stating that Barrick did not intend to engage in further correspondence with RAID. However, as we plan to publish a report shortly based on the new findings, we believe it is important to seek Barrick's comment and response to our concerns. Should you wish to respond, we will need to receive it by 15 July 2022 in order to include it in our publication. More details about the new human rights concerns are in the attached letter.

7/26/23, 1:33 PM

Mail [REDACTED] Outlook

Please allow me to re-iterate again that we would welcome the opportunity to meet with you or other Barrick representatives to further discuss our research findings and our recommendations. We hope engagement on these important issues will be possible, particularly as our findings indicate a troubling rise in violence against local residents. We remain open to have such a meeting at your convenience. Please do not hesitate to reach out to me if this is of interest.

We look forward to your response.

With my best regards,

Anneke Van Woudenberg

Anneke Van Woudenberg
Executive Director

Rights and Accountability in Development (RAID)
www.raid.uk.org | Twitter: [@raidukorg](https://twitter.com/raidukorg)

Email: [REDACTED]

Tel: [REDACTED]

Ms. Anneke Van Woudenberg
Rights and Accountability in Development (RAID)
Studio 204
Screen Works,
22 Highbury Grove
Highbury East
London
United Kingdom
N5 2EF

14 November 2022

Dear Ms. Van Woudenberg


Barrick Gold Corporation (Barrick) picked up on RAID's most recent publication and has reviewed the report in detail. As we have often communicated to yourself, including in response to various allegations you have made, sustainability, which includes upholding human rights, is core to our business strategy. Since assuming operational control of North Mara Gold Mine (NMGM) from Acacia in September 2019, Barrick has invited and worked with numerous national and local NGOs, appointed several independent human rights specialists to conduct independent assessments of the initiatives we have led in this regard; these have included the assessments recently completed by MMTC-PAMP. As part of our collaborative approach, and in the spirit of utmost transparency, we have invited you and your team to visit the North Mara mine site. It is regrettable that you and RAID have taken the decision to publish such a report less than two weeks before we host you and your team on site.

We would like to stress that Barrick has repeatedly requested RAID to submit any evidence of its allegations to the Tanzanian Prosecuting Authority, and to Barrick for escalation and investigation. It is regrettable that in your report, you have simply repeated old allegations without being able to substantiate them. In addition, we have yet to see any evidence of RAID's development and upliftment of the community you suggest you represent in contrast with what we and our business partners do in terms of community investment.

Notwithstanding the timing of RAID's release of its latest publication and the egregious accusations it continues to make, Barrick remains committed to hosting you and your team at NMGM. We understand that this will be your first visit to the mine; accordingly, our team has been working hard to prepare a visit that will allow you to witness first-hand the situation on the ground and get a better understanding of community dynamics and our operations, our work and our commitment to the surrounding communities. We trust that you will welcome this as a unique opportunity for you to engage in a manner that is transparent, comprehensive and direct (rather than vicariously as appears to have been done so far) on the numerous allegations that have repeatedly found their way in your reports and correspondence.

Lastly, I request that you post this reply to your publication so your readers get a balanced understanding of the issues you have raised and are aware that you will be visiting the operation.

Yours sincerely,



Mark Bristow
President and Chief Executive Officer
For and on behalf of
BARRICK GOLD CORPORATION



2 November 2022

Mark Bristow
President and CEO
Barrick Gold Corporation
TD Canada Trust Tower
161 Bay Street, Suite 3700
Toronto, Ontario
M5J 2S1
Canada

Re: North Mara Gold Mine

Dear Mr Bristow,

Since our last correspondence, we have communicated via email regarding a meeting between RAID and Barrick, and I look forward to meeting your team at the North Mara mine the week of November 21.

As I mentioned in our exchanges, I would like to respond to some of the points made in your letter of 12 August 2022 to correct any misunderstandings and to provide additional information. I hope we will discuss all these matters further at the November meeting.

The “confirmation statement”

Your letter states that RAID had insinuated that Barrick orchestrated the “confirmation statement” from the local leadership under duress, or through fear of repercussions, by the government and that RAID was attempting to discredit local leaders.

Unfortunately, it appears you may have misunderstood the crux of our concern. We did not imply that the government had forced signatories to prepare or endorse the statement, nor do we seek to discredit local leaders. Rather, we were expressing our concerns about the fear many local residents have about criticizing the mine. During all of our recent visits to North Mara, local leaders and residents described an increasingly oppressive atmosphere in which people fear speaking out about any negative impacts of the mine. At least in part, this is due to concern that it will be seen as criticism of the Tanzanian government, which since 2019 holds a minority share in the mine. Moreover, residents’ ability to communicate these concerns, including with human rights organisations like RAID, is being limited. Such fears are part of a broader trend of narrowing civic and political space in Tanzania. This is a concern that has been noted by the Canadian government, the United Nations and international and national human rights groups.

We trust these matters are also of concern to Barrick. Hearing truthfully about any negative impacts of Barrick’s operations in Tanzania or elsewhere is surely crucial for your business. In our correspondence we were asking for Barrick’s response to how it was tackling this fear about speaking out. We further emphasized how important it was for Barrick to use its influence with government authorities to ensure local residents, journalists and human rights organisations are free to speak-out without (fear of) harassment or intimidation.

Rights and Accountability in Development (RAID)

Studio 204, Screen Works, 22 Highbury Grove, Highbury East, London, N5 2EF, United Kingdom

Charity No. 1150846 | UK Company No. 04895859

WWW.RAID-UK.ORG

Artisanal mining and access to waste rock

Your letter states that Barrick has not considered making waste rock accessible to the community. We are perplexed by your characterisation of the consequences or legality of such a decision. For instance, the importance of artisanal and small-scale mining is [publicly acknowledged](#) by the Tanzanian government. We also understand that local residents, including at recent meetings, encouraged the mine to make waste rock accessible at a designated area in the community, and that representatives of the mine had led some to understand that the mine was planning to do so. We would be grateful for any further clarification you could provide on this matter.

Reports of human rights violations

In your previous letter, you referred to the reports of human rights violations that we had raised as extremely serious, warranting a thorough investigation conducted with the utmost care and meticulousness. You stated that you were instructing your team to investigate and to respond once such an investigation is complete. We provided you with further details of the incidents to facilitate the investigations and extended the time for you to respond. Please note that we still have not received a response.


Please allow me to once again reiterate how serious the situation appears to be based on our findings. Since our July correspondence, we have received credible reports of nine more assaults, and continue to investigate further reports of grave human rights violations. Several of these incidents appear to involve torture, and in some, people appear to be specifically targeted in coordination with mine personnel.

In total, since Barrick assumed operational control of the North Mara mine in 2019, we have now documented 32 incidents of human rights violations including shootings, incidents of torture and other assaults, resulting in six deaths. These latest incidents bring the reported death toll at the North Mara mine to at least 77 killed and over 300 wounded by police responsible for mine security, much of it after Barrick acquired the mine in 2006. These figures are based on credible reports of killings and injuries collected by international and national human rights groups and the Tanzanian parliamentary inquiry of 2016. We hope you agree that this is a situation which is untenable and must be urgently addressed.

As we have mentioned before, we will be publishing our findings shortly. As always, we welcome any response Barrick wishes to provide to the above, though in light of our publication schedule, we are unlikely to be able to incorporate any new response at this stage, though we will ensure Barrick's previous responses are fully reflected.

In the meantime, I very much hope that we will have an opportunity to discuss the human rights concerns in more detail at our November meeting. We look forward to meeting the Barrick team.

Yours sincerely,



Anneke Van Woudenberg
Executive Director

Ms. Anneke Van Woudenberg
Rights and Accountability in Development (RAID)
Studio 204
Screen Works,
22 Highbury Grove
Highbury East
London
United Kingdom
N5 2EF

12 August 2022

Dear Ms. Van Woudenberg

I acknowledge receipt of your letter dated 21 July 2022. Corresponding through incessant letters is not an effective way of communicating, especially considering we have invited you to visit North Mara Gold Mine. However, RAID makes the insinuation that Barrick Gold Corporation and/or North Mara Gold Mine Limited have somehow orchestrated, either under duress or through fear of repercussions by the Government, the statement by the local leaders attached to our previous correspondence. Such allegations are entirely false, inappropriate and deeply disturbing but more importantly are not conducive to the transparent and good faith engagement we are attempting to establish with RAID.

I should not have to justify the sequence of events, but based on RAID's propensity to misrepresent events, I will set the record straight: on 10 July 2022, we held a meeting with the villages' leadership as part of our regular engagement with the communities and at this meeting we requested that they investigate RAID's allegations made previously. On Monday 11 July, we received your letter and shared the letter the following day with the local leadership to include in their investigations. Why this sequence of events, or the fact that we have a working relationship with our neighbouring communities for daily dialogue, would be subject to '*cause for concern*' again demonstrates how far-removed RAID seems to be from the community. I reiterate, the local leaders compiled the statement on their own accord and without influence. We will not be drawn on RAID's attempts to discredit the local leaders.

That being said, I am pleased that you have accepted our invitation to come to North Mara mine and meet with our team and the local communities where we can discuss all the various issues you have raised, including the ones introduced in the aforementioned letter. I really believe that we will only make progress on these issues if you can see the very real and tangible improvement we have made at North Mara, rather than relying on some opaque indirect feedback, which is out of line with the community at large. As such, we do not see the necessity for a videoconference call, as engaging outside of a site visit and without community engagement and our onsite team will not resolve the issues.

We can propose the week of 24th October 2022. I look forward to your response for those dates most convenient for you.

In relation to the suggestion that RAID made of dumping waste rock in the community for them to mine in an effort to curb intrusions; we have not considered this course of action for a number of obvious reasons. Notwithstanding that this is not a sustainable solution and does not align with our objective of delivering economic and livelihood projects that are sustainable long after the mine closes, it will almost certainly create more violent interactions amongst those that mine this waste rock dump as they compete to remove the rock for it to be processed. There is also the very real risk that children will be recruited to assist in the mining of the waste rock. Finally, this would be illegal as artisanal mining is

currently not legislated in Tanzania. It is for these reasons we were surprised that RAID would suggest an action that, in addition to being a violation of the laws of the country, would exacerbate the risk for human rights infringements to occur.

Lastly, if you choose to post on your website or elsewhere your 11 and 21 July letters to me, I request that you post our reply letters and their attachments, this with equal prominence so your readers will have a balanced understanding of the issues you have raised.

Yours sincerely,



Mark Bristow
President and Chief Executive Officer
For and on behalf of
BARRICK GOLD CORPORATION



21 July 2022

Mark Bristow
President and CEO
Barrick Gold Corporation
TD Canada Trust Tower
161 Bay Street, Suite 3700
Toronto, Ontario
M5J 2S1
Canada

Via Email

Dear Mr Bristow,

Re: North Mara Gold Mine

Thank you for your response of 14 July. Your letter contains several misunderstandings that we believe are important to correct.

Allow me to first address a point on which we agree. We are pleased Barrick is prepared to meet with RAID. As you noted, we have written repeatedly, requesting an opportunity to engage with Barrick about the human rights concerns at the North Mara mine. In fact, we first requested such a meeting in July 2019, even before Barrick took operational control of the mine, and over the subsequent three years, we have repeated our request in writing several times. We are glad Barrick is now in a position for a meeting to go ahead and in order to expedite this, we propose that the first meeting occur by videoconference. We would be grateful if you could provide us with some options on dates that would be convenient for your team. Following that, we will, of course, also look forward to meeting your team in person in North Mara during our next visit there.

To correct the misunderstandings from your correspondence, we set out our response to each point below.

Statement by local leaders

You attached to your letter what you term a “confirmation statement” in Swahili (and an English translation) from a number of local leaders. We were alarmed by the circumstances of the statement and by its content.

Your letter states that you personally raised allegations of police violence made by RAID in a meeting with local leaders, including those from the 11 villages surrounding the mine “only a few days” before writing to us. From Barrick’s [news release](#) and other press coverage, we understand this meeting to have taken place before you received our 11 July letter. You said that shortly after your meeting, a number of the leaders “on their own accord” put together a “confirmation statement” denouncing RAID. The statement focuses on the most recent allegations of human rights abuses that we raised in our 11 July letter to Barrick and some of the language used is

Rights and Accountability in Development (RAID)

Studio 204, Screen Works, 22 Highbury Grove, Highbury East, London, N5 2EF, United Kingdom

Charity No. 1150846 | UK Company No. 04895859

WWW.RAID-UK.ORG

taken verbatim from our letter, which appears odd given the timing of your meeting with the local leaders.

Within less than “a few days” and without contacting RAID or, to our knowledge, making any enquiries with the injured individuals or those who lost family members, 22 of these village authorities, including seven village chairpersons, appear to have prepared a statement characterising the allegations as “false”. The statement further asserts that RAID has “intentionally” mis-stated facts and issues and urges Tanzanian authorities “to investigate and take necessary action” against RAID, as well as calling on Barrick “to report RAID to relevant authorities for further action”. In contrast, the statement applauds the work of Barrick in North Mara, saying “We can boastfully state that, NMGM strongly observes and upholds principles of human rights and dignity.” You attached this statement to your letter to us as proof of RAID’s “lack of understanding”.

The circumstances in which this “confirmation statement” was drafted give us cause for concern. As we have reported, and conveyed to you in correspondence, we have been repeatedly told by local residents that since Barrick launched its new partnership with the government of Tanzania in 2019 (allocating it a 16 per cent share of the mine), local people have feared speaking out against the mine, at least partly out of concern that it will be seen as criticism of the government. Your letter, with the attached statement, supports the idea that there are legitimate grounds for such fear. In our correspondence we raised with Barrick that local residents had reported local meetings convened by the mine, police officials and local leaders at which at least one official issued threats. We asked Barrick to respond to these concerns.

We trust you are aware of the trend of narrowing political and civic space in Tanzania, exemplified by government restrictions on the media, political opposition and nongovernmental organizations (NGOs). Numerous [human rights groups](#) have [reported](#) on this troubling trend, including the UN High Commissioner for Human Rights who [drew attention](#) to the increasing repression of the democratic and civic space in the country. Journalists, political opposition members, and human rights defenders have been [threatened, arbitrarily detained, violently attacked, abducted, and disappeared](#). The Canadian government has added its voice, [expressing](#) particular concern regarding restrictions imposed on NGOs operating in Tanzania, referring specifically to the NGO Act, which the “confirmation statement” cites in support of taking action against RAID.

We hope you agree that it is essential that journalists and independent human rights organisations like RAID are able to conduct their work free of harassment or intimidation, and that local residents living around the mine are able to express themselves freely about their experiences, life, and views of the mine without fear of reprisals. This is consistent with the UN Declaration on human rights defenders, which [provides](#) for the right to unhindered access to, and communication with, non-governmental organizations for the protection of human rights.

Critical views expressed by local residents about the activities of the mine and how it impacts their lives may not always make for comfortable reading, but it is the work of any responsible company to hear such views, to conduct credible and transparent investigations, and to take corrective action as necessary. It is also incumbent upon Barrick – which has [publicly assured](#) that it will not “tolerate threats, intimidation, or attacks on human rights defenders” – to use its influence to ensure that local residents, journalists and human rights organisations, including RAID, remain free to continue their lives and to work without (fear of) harassment or intimidation. We would be grateful if you could keep us informed of the steps Barrick is taking, and will take going forward, to do so.

Local leadership's awareness of RAID and its work

Your letter states that none of the people with whom you engaged during your visit to North Mara, including village chairpersons, ward and village executive officials, the District Commissioner and the local member of Parliament, knew of RAID or our work. The “confirmation statement” from local leaders attached to your letter further states that the signatories “have not been consulted to provide opinion by RAID on allegations raised.”

You say that you found this information astonishing, and so do we. Since 2014, when RAID began to conduct research on human rights abuses at the North Mara mine, we have consistently kept local and national authorities informed of our work and sought their perspective, information, and response to our findings. In the last 12 months alone, a member of RAID’s team has met with and sought responses from:

- Seven (former or current) village leaders;
- Three (former or current) Ward Councillors, with whom RAID met on several occasions during our research missions since August 2021; and,
- The District Commissioner and the District Administrative Secretary, who RAID met in Tarime in November 2021.

Amongst those we met is at least one signatory to the “confirmation statement”, who on condition of confidentiality agreed to be interviewed at length by RAID, and some of whose information was included in our March 2022 briefing.

Also in November 2021, RAID informed the local member of Parliament, Mwita Waitara, of our work in North Mara in writing and during two phone calls.

RAID also requested to participate in a civil society visit to the mine in January 2022 organised by Barrick for international and national NGOs, during which we understand the mine hosted a meeting with the 11 village chairpersons. Had Barrick not excluded RAID, despite RAID’s request, from this meeting, we would also have met with village chairpersons who were unable or unwilling to meet with us in other circumstances.

In addition to local leadership, RAID has continued to engage with national authorities about our work in North Mara. For instance, in March 2022, RAID wrote to Tanzania’s Inspector General of Police to inform him of our research and latest findings, seek his response and information, and request that he investigate and address concerns regarding the unlawful use of force and other reported misconduct by police officers assigned to the mine. In May 2022, RAID wrote to him again to request an in person meeting, and to Tanzania’s Minister of Minerals to request the same and inform him of our research and latest findings. That same month, RAID attended the Ministry of Minerals office and police headquarters in Dodoma for further discussion. Although the Minister was unable to meet with RAID after a last minute change of plans, RAID met with the Police Commissioner of Operations and Training, informed him of our work and findings, were provided with his response, and encouraged him to open an investigation into the allegations of unlawful use of force and other reported misconduct by police officers assigned to the mine.

Corroboration of concerns about police violence

You state that none of the leadership with whom you raised the issue corroborated RAID’s concerns about police violence. Once again, as you say, this is astonishing and we have information which contradicts it.

For instance, RAID has copies of letters to the mine officially stamped by the offices of village authorities whose representatives signed the “confirmation statement”, which specifically reference issues of violence by police guarding the mine. Current and former leaders we interviewed confirmed, on condition of confidentiality, that this violence is a significant concern. In fact, the above-referenced signatory to the statement told RAID that police guarding the mine “would sometimes fire teargas bombs or kill people. When someone gets injured or killed by being shot, chaos usually erupts”. Local residents have also told RAID that they reported issues of police violence to their respective village chairperson as recently as July 2022. We also have evidence showing the local MP, Mr Waitara, speaking publicly on the issue of police violence associated with the mine.

In these circumstances, it is clear that local authorities are aware of and share concerns about violence by police guarding the mine. If, as your information suggests, at least some of those authorities are prepared to discuss such concerns with RAID and others in the surrounding communities, but not in a meeting with Barrick, this is surely an issue Barrick should seek to address.

In any event, we are surprised Barrick considers the question of whether there are concerns regarding unlawful police violence to be in doubt. While Barrick denies responsibility for the activities of the police, it has not previously disputed that police violence is widely understood to be a concern. For instance, a publicly available court document filed by Barrick’s subsidiaries in the current UK legal action shows they admit that the mine received 96 allegations of “the use of excessive force by the Police” between 2015 and 2017 alone. These admissions follow a 2016 Tanzanian Parliamentary inquiry, which received reports of 65 killings and 270 people injured by police responsible for mine security. And more recently, although Barrick denied responsibility for the actions of the police, it did not deny that any of the killings and assaults against local residents by police between December 2019 and December 2021 reported by RAID in its March 2022 briefing occurred.

Provision of evidence to state agencies

As noted above, RAID has kept Tanzanian state agencies informed of its research and findings. This includes briefing the Police Commissioner of Operations and Training, who RAID encouraged to launch an investigation into the human rights violations at and around the mine. To the extent that we can facilitate such investigations, should they be commenced, while maintaining the confidentiality and safety of those who have shared information with us, we will do so.

However, RAID’s efforts in this regard do not obviate Barrick’s responsibilities in respect of investigating and ensuring accountability for human rights violations. Considering the mine’s relationship with the police and Barrick’s partnership with the government of Tanzania, it is particularly well placed to assure that both occur. In fact, doing so would appear to be mandated by Barrick’s commitment to act in accordance with the UN Guiding Principles on Business and Human Rights which set out that companies are to use their “leverage” to seek to prevent and mitigate human rights abuses “directly linked” to their operations. We note in this regard that when RAID met with the Police Commissioner, he said that the mine had not raised any allegations of misconduct or excessive force by the police.

Access to waste rock

You state that RAID’s “lack of understanding...was further reiterated” by our question regarding whether the mine is considering making waste rock accessible to the community. We would be grateful if you could clarify how seeking Barrick’s response to that question indicates a lack of understanding.

Investigation into allegations

You state that you have instructed your team to investigate the allegations, which, as you note, are extremely serious, and that you will respond when those are completed. We welcome Barrick's decision to investigate these incidents and look forward to hearing more about the findings. We also trust Barrick will investigate the previous incidents which we raised in February 2022 and reported on in detail in March? Since you did not confirm if these we would be included in Barrick's investigations we would be grateful if you could do so.

You state in your letter that the timeframe we provided for Barrick to respond was unrealistic, and that we provided scant information. We disagree on both points. Those we interviewed requested that they remain confidential, and as we have noted, there are strong grounds to believe that their safety may be at risk if they are identified. Further, the incidents we raised should already be known to the company. We understand they occurred on the mine concession, were committed by police who were using mine vehicles, were previously notified to the mine by those involved, and/or resulted in criminal prosecutions against the injured individuals in which security personnel contracted by the mine testified.

Moreover, all of the alleged incidents follow a similar pattern to those RAID already reported on in March 2022, regarding which RAID provided extensive details and engaged in lengthy correspondence with Barrick. It is thus to be expected that Barrick would have in place measures to ensure that police activities relating to the mine are monitored and incidents investigated promptly, without RAID needing to bring them to Barrick's attention.

That said, and to assist with your investigations, reports we have received described:

- One person shot in or around February 2022
- Three people shot and two incidents of torture in or around March 2022
- One person shot and one person beaten in or around April 2022
- One person shot, one person injured by being struck, and one incident of torture in or around June 2022;
- Two people shot in or around July 2022.

We would also like to inform you that since we wrote to you on 11 July, we have received further reports of human rights violations by police in mine-related operations, including four more assaults, which we are looking into. This includes an individual shot in or around early to mid-2020.

Relocation of local residents

On a separate note, we would like to raise with you new concerns expressed to us by local residents about the relocation of residents from areas to which the mine is expanding its operations. We have received reports that in some cases, this relocation may be involuntary, that compensation has been regarded as inadequate by those being relocated, and that no suitably alternative homes or land has been provided.

As you will know, the International Council on Mining and Metals, of which Barrick is a member, has developed [principles](#) to which all company members are required to commit. These include avoiding involuntary physical and economic displacement of families and communities, and restoring or improving livelihoods and standards of living where that is not possible. Other standards by which Barrick says it is guided, including the International Finance Corporation's

Performance Standards, make similar provisions, including making available adequate housing with security of tenure at resettlement sites when relocation is not avoided.

We would thus be grateful if Barrick could provide details on the process it is following in relation to relocation of local residents around the mine. In particular, how Barrick is ensuring that involuntary relocation is avoided and, where it is not avoided, what provision is being made to ensure that the human rights of those relocated are respected and their standards of living restored or improved.

Additional time to respond to RAID

You requested further time to investigate these and other human rights concerns that we have raised. In order to accommodate your request, and allow for further engagement, we would be grateful to receive your response by 17 August 2022.

Let me again assure you that Barrick's response will be taken into account in our forthcoming publication and your response will be published in its entirety.

Please send any information to RAID at [REDACTED] and if you require any further clarifications or have questions, please do not hesitate to contact me.

Thank you for your attention to this matter.

Yours sincerely,

[REDACTED]
Anneke Van Woudenberg
Executive Director

Ms. Anneke Van Woudenberg
Rights and Accountability in Development (RAID)
Studio 204
Screen Works,
22 Highbury Grove
Highbury East
London
United Kingdom
N5 2EF

14 July 2022

Dear Ms. Van Woudenberg

I acknowledge receipt of your letter dated 11 July 2022. I believe this is now the sixth correspondence you have written to me since late 2021 and note with regret that you continue to make serious unsubstantiated allegations against the Barrick Gold Corporation Group and North Mara Gold Mine Limited.

In the above reference letter, you have raised allegations of killings and assaults of local residents during what you described as “mine-related security operations”. These are extremely serious allegations of human rights incidents which warrant a thorough investigation conducted with the utmost care and meticulousness. As we have stated before, should RAID have any substantiated evidence of personal injuries caused by the Tanzania Police Force in the local communities surrounding the North Mara Gold Mine, you should provide this immediately to the proper public investigative and prosecution agencies in Tanzania so that these may be dealt with properly and in the appropriate manner. Let me, however, assure you that I have already instructed my team to proceed to investigate these allegations as we do not tolerate human rights violations at Barrick. However, given the seriousness of your allegations, you cannot reasonably expect that we will be in a position to respond within a 4 day timeline that you have arbitrarily set, namely before 15 July 2022. That timeframe is completely unrealistic and also inappropriate given the nature of the allegations and the scant information shared by RAID in this regard.

This being said, once the investigation has been completed, we will respond to the allegations in your letter. In the meantime, and in order to assist with our investigation, we request that you kindly share with us the reports of human rights abuses to which you refer in your letter (redacting the names of the individuals if need be).

I wanted to take this opportunity to inform you that I was at the North Mara Gold Mine only a few days ago where I met with the local leaders including the elected village chairpersons of the 11 villages surrounding the mine, ward and village executive officials, elders, as well as the District Commissioner, all in the presence of the local member of Parliament. This was a follow up meeting from one that myself and some of my executive team held with the leaders earlier this year in March. This was done as part of our continued open and transparent engagement with the local communities to understand their concerns as well as their needs and how we can be of assistance. It is based on this engagement that I am astonished by your allegations of police violence as I personally raised this issue with the leaders based off the allegations RAID has made, but none of the leadership corroborated the concerns or allegations made by RAID. In fact, more astonishing is the fact that, despite your alleged recent “missions” to North Mara, none of the people I personally engaged with knew of RAID or yourself nor

of the work you claim to be doing in the communities surrounding the mine. The leaders I met were so concerned by the issues I raised that shortly after my meeting with them at the North Mara Gold Mine, the elected village chairperson of the 11 villages surrounding the mine put together on their own accord the attached confirmation statement (an English free translation is enclosed for your convenience).

This lack of understanding of the community and on the ground engagement by yourself, was further reiterated by your query as to whether the mine is considering making waste rock accessible to the community as a solution to the intrusions. This leads me to believe that you are unfamiliar with the reality of the local residents whose interests and rights you purport to protect.

Regrettably, this begs the question of whether you actually have been engaging with the communities, as Barrick has been, or that you even have their interests at heart. Meanwhile, you continue to make serious and unsubstantiated allegations which are designed to impugn Barrick's reputation and may well be regarded as defamatory.

I was, however, pleased to read that you welcome the opportunity to meet with the Barrick team. This is something we agree with and would be more than happy to show you the numerous initiatives we have taken to improve the lives and livelihoods of our surrounding communities. We welcome engagement from any quarter and are willing to listen in good faith to any constructive feedback and suggestions for improvement. Consequently, I would like to extend a personal invitation to yourself and your team to meet with my team at North Mara to visit the communities and discuss the critical issues they are facing as well as the concerns you have raised.

If you choose to post on your website or elsewhere your 11 July letter to me or the report you have suggested will be released, I request that you post this reply letter together with the attached statement from the elected village chairpersons of the 11 villages surrounding the mine, this with equal prominence so your readers will have a balanced understanding of the issues you have raised.

Yours sincerely,



Mark Bristow
President and Chief Executive Officer
For and on behalf of
BARRICK GOLD CORPORATION

TAARIFA ZA VIONGOZI WA VIJJI 11 VINAVYOZUNGUKA MGODI KUHUSU MADAI YA RAID TAREHE 13 JULAI 2022

Sisi viongozi wa vijiji 11 vinavyozunguka Mgodu wa North Mara ni viongozi na wakuu wa masuala ya ulinzi, usalama na maendeleo ya wananchi katika vijiji vyetu. Tumepata taarifa kuhusu madai ya RAID juu ya Mgodu wa Barrick wa North Mara. Tumefuatilia na tumesikitishwa sana na uchapishaji unaoendelea wa ripoti za uongo na za kudhalilisha zinazotolewa na taasisi hiyo. Mara kwa mara, RAID huchapisha ripoti kuhusu kile wanachokiita ukiukwaji wa Haki za Kibinadamu na Mgodu wa Dhahabu wa Barrick North Mara; moja ya ripoti kama hiyo yenye kichwa cha habari "Mauaji mapya na mashambulizi katika mgodu wa Barrick Gold Tanzania yavunja madai ya uboreshaji mkubwa wa kampuni". Ripoti hii imechapishwa mwezi Machi 2022. Tumefuatilia zaidi na kugundua kuwa RAID iko katika mchakato wa kuchapisha na kutoa ripoti nyingine yenye madai kama hayo. RAID inadai kwamba;

1. Wamefanya misheni mbili za utafiti katika vijiji vyetu mnamo Mei 2022 kuhusu masuala ya mashambulizi toka kwa vyombo vya usalama na kusababisha mauaji.
2. Walipokea ripoti za kuaminika za wakazi wa eneo hilo hili kwamba kuna watu waliouawa na kushambuliwa na operesheni za vyombo vya usalama kati ya Februari na Julai 2022. Wamezidi kudai kwamba watu wawili waliuawa na angalau wengine kumi kujeruhiwa vibaya baada ya kupigwa, kupigwa risasi, na/au kuteswa.
3. Maafisa wa polisi wanaolinda Mgodu mara kwa mara huingia kwenye jamii na kurusha risasi za moto na mabomu ya machozi ovyo, kuvunja mali bila kibali, kuwakamata na kuwapiga wakazi kiholela, na kusababisha uharibifu wa mali.

Haya ni madai mazito ya ukiukaji wa masuala ya usalama, kijasusi na haki za binadamu katika nchi ya kidemokrasia kama Tanzania. Tunapenda kukumbusha kwamba kwa mujibu wa Ibara za 145 na 146 za Katiba ya Jamhuri ya Muungano wa Tanzania; Serikali za Mitaa ni vyombo vya utoaji haki na walinzi wa amani, usalama na haki za binadamu katika jamii zetu.

Kama wawakilishi wa jumuiya ya wenyeji kutoka vijiji 11 vinavyozunguka Mgodu, tumefanya kazi na mgodu ili kuhakikisha uzingatiaji thabiti wa masuala ya Haki za Kibinadamu na heshima ya jumuiya ya watu wa eneo hilo. Tunaweza kusema kwa majigambo kwamba, Mgodu wa North Mara unazingatia na kudumisha kwa dhati kanuni za haki za binadamu na utu ikiwa ni pamoja na kuhakikisha kuwa serikali za mitaa zinashiriki katika usalama na ulinzi wa shughuli na mali za mgodu.

Tungependa kusema kwamba, kwa mujibu wa sheria ya NGOs ya mwaka 2002 kama ilivyorekeshwa, NGOs zote zinazotaka kushirikisha jamii zinatakiwa kujitambulisha katika serikali za mitaa zinakotaka kufanya kazi. Kwa bahati mbaya, hakuna hata kijiji kimoja kati ya vijiji 11 kilichopokea taasisi kama hiyo. Vile vile, kwa kuzingatia unyeti wa taarifa za masuala ya ulinzi na usalama, mateso na mauaji, tuliona mashauriano sahihi yalihatijika kufanyika kabla ya kufanya majumuisho. Vijiji hivi 11 vimekuwa vikifanya kazi kwa karibu na vyombo vyote vya dola vikiwemo vyombo vya ulinzi na usalama vya serikali, mashirika yasiyo ya kiserikali ya kimataifa,

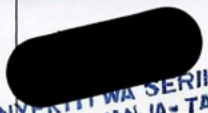


kitaifa na ndani ya Tarime na Barrick North Mara Gold Mine bila tatizo lolote. Kwa hiyo, tukiwa viongozi wa jamii katika vijiji 11 vinavyozunguka Mgodini wa North Mara;

1. Tumesikitishwa sana na njia isiyo ya kitaalamu ambayo masuala na ukweli hupotoshwa kimakusudi.
2. Hatujashirikishwa kutoa maoni na RAID juu ya madai yaliyotolewa; wala hatujui RAID ni nani, wanamwakilisha nani na wana maslahi ya aina gani.
3. Tunalaani na kuhimiza vikali vyombo vya dola vinavyohusika kuchunguza, na kuchukua hatua zinazohitajika. Hatuna uhakika kama RAID imesajiliwa kufanya kazi nchini Tanzania na ina mamlaka ya kisheria ya kukusanya, kuchapisha na kusambaza habari kuhusu usalama wa Tanzania bila mashauriano yanayofaa.
4. Tunawasihi Asasi za Kiraia na taasisi zingine zozote husika na watu binafsi kufuata taratibu zinazoruhusiwa kisheria katika kufanya tafiti na kushughulikia masuala ya jamii, ikiwa ni pamoja na kufanya mashauriano sahihi na mamlaka husika.

Tunapenda kukumbusha kuwa, Rais wa Tanzania amekuwa mstari wa mbele kutafuta wawekezaji wa kukuza uchumi wa Tanzania na Mgodini wa Dhahabu wa North Mara ni ubia kati ya Barrick na Serikali ya Tanzania kupitia Twiga Minerals Co. Ltd. Tunawaomba Barrick kuripoti RAID kwa mamlaka husika kwa hatua zaidi na kuendelea na shughuli za Mgodini ili kunufaisha jamii za eneo la North Mara na nchi kwa ujumla.

Mwisho, ungependa kukumbusha kwamba, Barrick imekuwa na uwazi na kushirikisha wadau mbalimbali katika shughuli zake. Viongozi wa vijiji na jamii zinazozunguka North Mara wamekuwa na mazungumzo kadhaa na Mgodini katika masuala mbalimbali yenye maslahi kwa pamoja. Kama wawakilishi wa jumuiya ya eneo la North Mara, hatuna nia ya kuficha ikiwa haki za binadamu zinakiukwa na Barrick. Kando na hayo, vyombo vya habari, NGOs za ndani na serikali ya Tanzania zote zinafanya kazi na hazijagusia masuala haya wakati wowote. Tunawasihi RAID iwaache Barrick waendeele na shughuli zake na wasitumie Mgodini na jamii maskini zinazozunguka North Mara kwa manufaa binafsi.

Ni sisi,

No.	Jina	Cheo	Kijiji/Kata	Sahihi
1.	BUNINI J. BUNINI	VC	KEWANJA	
2.	CHACHA MICHAEL BABERE	VC	NYAMWAGA	
3.	LUCAS I. KICHOGO	VC	NTAROKOBA	

MWENKATI WA SERIKALI
KIJIJI CHA KEWANJA - TARIME

4.	PAULO MAISORI MASAKA	WEO-KEMAMBO	KEMAMBO	[REDACTED]
5.	MARWA NYAMAMWAGA	VEO-NYAKWASE	MAKURU GURU	[REDACTED]
6.	VENANCE B. KAROLI	WEO	KIBASUKA	[REDACTED]
7.	ZAKWADI F. TEMBA	VEO	NYABIGHAME	[REDACTED]
8.	HAPPINESS W. KAHALWE	WEO-NYAMWAGA	NYAMWAGA	[REDACTED]
9.	SUMUN SANSON	VEO	KEWANJA	[REDACTED]
10.	WINTRUBA E. MURIA	VEO	MTINIKATI	[REDACTED]
11.	MWITA M. KIRINDO	V/C	NYANGOTO	[REDACTED]
12.	Mogasi Gasper Namba	VEO	KERENDE	[REDACTED]
13.	GICHOGO GACHA NANKENA	VEO	GENKURU	[REDACTED]
14.	GACHA MAICURI	V/C	NYAKURURU	[REDACTED]
15.	MUSSA N. RAPHAEL	VEO	KOMAREKA	[REDACTED]

AFISA MTENDAJI
KIJUJI CHA KEWANJA

AFISA MTENDAJI
KIJUJI CHA NYANGOTO
S/LA 68 TARIME

VILLAGE EXECUTIVE OFFICER
KERENDE - TARIME

AFISA MTENDAJI
KIJUJI CHA GENKURU
TARIME

AFISA MTENDAJI
KIJUJI CHA KOMAREKA

16.	JOHN M. STUNGA	VC	GENKUSA	[REDACTED]
17.	MUKO MAGGDE	V/C	KIKERIDE	[REDACTED]
18.	STEPHANO NGWEINA	V/C	MSEGE	[REDACTED]
19.	MUTA M. MTATIRO	VEO	MSEGE	[REDACTED]
20.	FAUSTINE-C. KIKERERO	VEO	MATONIRO	[REDACTED]
21.	ROBERT MARWA MAKOMYO	VEO	NYANGOTA	[REDACTED]
22.	JAMES MAGGWE WAMBURA	VEO	NYAMWAGA	[REDACTED]
23.				
24.				
25.				

Local leaders statement from 11 Villages Surrounding the Mine on RAID allegations

We, village leaders from the 11 villages surrounding the Mine in North Mara, are the leaders and heads of safety, security and people development affairs in our villages. We have made follow up and are strongly saddened by continuous publication of false and disparaging reports by an institution named RAID. Repeatedly, RAID publishes reports on what they call abuses of Human Rights by Barrick North Mara Gold Mine; one of such report titled “New killings and assaults at Barrick Gold Tanzania mine Shatter Company’s radical improvement claims” published in March 2022. We have further made follow up and realized that RAID is in a process of making another publication on similar encounters. RAID claims that.

- They have conducted two research missions in our villages in May 2022 on issues of security assaults and killings
- They received credible reports of local residents killed and assaulted by security operations between February and July 2022. They claim further that two people killed and at least ten others badly injured after being beaten, struck, shot, and/or tortured.
- Police officers guarding the Mine regularly enter local communities and fire live ammunition and teargas indiscriminately, brake into properties without a warrant, arbitrarily arrested and beaten residents, and caused property damage.

These are serious allegation in breach of security, intelligence and human rights issues in a democratic country like Tanzania. We would like to remind that pursuant to Articles 145 and 146 the Constitution of the United Republic of Tanzania; Local Governments are the instruments of justice and custodians of peace, security, safety and human rights in our local communities.

As representatives of local community from the 11 villages surrounding the Mine, we have worked with the mine to ensure strong compliance to issues of Human Rights and respect of the local community. We can boastfully state that, NMGM strongly observes and

upholds principles of human rights and dignity including ensuring that local communities participate in security and protection of the mine activities.

We would like to state that, according to NGOs act of 2002 as amended, all NGOs wishing to engage the community need to introduce themselves in the local governments where they want to work. Unfortunately, none-of the 11 villages received such an institution. Similarly, given the sensitivity of the information on issues of security and safety, torture and killings, we thought proper consultation needed to take place before making conclusions. The 11 villages have been working closely with all state organs including state security apparatus, international, national and local NGOs in Tarime and Barrick North Mara Gold Mine without any problem. Therefore, as community leaders in the 11 villages surrounding the Mine in North Mara;

- We strongly disappointed by the unprofessional way in which issues and facts are intentionally erred and misstated.
- We have not been consulted to provide opinion by RAID on allegations raised; neither do we know who RAID is, whom they represent and what kind of interests they have. If they are engaging in credible research, they need to be open and consult relevant authorities.
- We condemn and strongly urge the relevant state organs to investigate, and take necessary actions. We are unsure as to whether RAID is registered to work in Tanzania and is legally mandated to collect, publish and share information on Tanzania security without proper consultations.
- We urge CSOs and any other relevant institutions and individuals to adhere to the procedures permitted by law in conducting research and addressing community issues, including by conducting appropriate consultations with the relevant authorities.

We would like to recall that, the President of Tanzania has been in the forefront to look for investors to promote Tanzania economy and North Mara Gold Mine is a joint venture between Barrick and Tanzania Government through Twiga Minerals Co. Ltd. We therefore, urge Barrick to report RAID to relevant authorities for further action and



11 July 2022

Mark Bristow
President and CEO
Barrick Gold Corporation
TD Canada Trust Tower
161 Bay Street, Suite 3700
Toronto, Ontario
M5J 2S1
Canada

Via Email

Dear Mr Bristow,

Re: North Mara Gold Mine

We are writing again in relation to human rights concerns at Barrick's North Mara Gold Mine. We note that lawyers representing Barrick wrote to us in March 2022 regarding earlier human rights concerns at the mine stating that Barrick did not intend to engage in further correspondence with RAID. However, as we plan to publish a report shortly based on new findings, we believe it is important to seek Barrick's comment and response to a number of concerns and questions.

As previously advised, in the interests of balanced and fair reporting, we strive to reflect all relevant information in our research and publications. In addition to information in response to the concerns raised, we are happy to receive any information you believe might be relevant. Barrick's response will be taken into account in our forthcoming publication. Should you wish to respond, we will need to receive it by 15 July 2022 in order to include it in our publication.

Reports of human rights abuses

Since May 2022, RAID has conducted two further research missions to North Mara. During these missions, we received credible reports of local residents being killed and assaulted during mine-related security operations between February and July 2022. For the avoidance of doubt, these are additional killings and assaults to those we reported on in our March [publication](#).

For security reasons, we cannot disclose their identities, but according to these reports, two people were killed and at least ten others were badly injured after being beaten, struck, shot, and/or tortured. In all of the cases, the reports referred to police operations linked to the mine. In a number of the cases, those interviewed specifically identified a police unit known as the "Crisis Response Team".

Local residents also reported that police guarding the mine have continued to regularly enter local communities during mine-related operations, where they have fired live ammunition and teargas indiscriminately, broken into properties without a warrant, arbitrarily arrested and beaten residents, and caused property damage.

Rights and Accountability in Development (RAID)

Studio 204, Screen Works, 22 Highbury Grove, Highbury East, London, N5 2EF, United Kingdom

Charity No. 1150846 | UK Company No. 04895859

WWW.RAID-UK.ORG

We understand that roughly 150 police officers continue to be assigned to the mine under a memorandum of understanding between the police and mine, pursuant to which the mine pays, equips, accommodates, and feeds the assigned officers. We also understand that the mine continues to provide benefits to other police officers in the region, including the use of vehicles, provision of fuel and accommodation, and payments.

During our research, we were also informed of meetings attended by community members that were convened in local villages by mine personnel, village leadership, and the police, in or around April 2022. At least four people we interviewed who attended the meetings said that at least one official threatened violence against local residents should they or their family members enter the mine site without permission, including that those who did so would be shot.

RAID was informed that people had communicated with the mine regarding some of the incidents described above. None of those interviewed were aware of a grievance mechanism at the mine or of any action taken by the mine to provide remedy for the harm caused .

We would be grateful for Barrick's response to these concerns and findings, including what steps Barrick (including Twiga Minerals and North Mara Gold Mine Ltd) has taken, or plans to take, to investigate these incidents, what the findings were, and what remedy, if any, has been provided for any harm suffered.

Above any general response, it would also be helpful for Barrick to specifically address in its response: (i) whether the "Crisis Response Unit" is providing services to, in, and/or around the North Mara mine and when this commenced; (ii) if the mine is providing ammunition to the police; and (iii) if the mine is giving consideration to making waste rock accessible to local communities, especially since access to waste rock appears to be a major motivator for incursions onto the mine site.

Once again, we would like to emphasize the importance of publishing the current and previous versions of the Memorandum of Understanding between the mine and the Tanzanian police. Being transparent about the mine's agreement with the police is not only consistent with best practice, it would also better inform local communities about the nature of the mine's relationship with the police.

As we have consistently conveyed to Barrick, we would welcome the opportunity to meet with you or other Barrick representatives, including from the North Mara mine, to further discuss our research findings and our recommendations. We hope engagement on these important issues will be possible, particularly as our findings indicate a troubling rise in violence against local residents. We remain open to have such a meeting at your convenience. Please do not hesitate to reach out to me at [REDACTED] if this is of interest.

In the meantime, should you wish to respond to the concerns set-out in this letter, we invite you to respond by 15 July 2022 to [REDACTED]

Thank you for your attention to this matter.

Yours sincerely,

[REDACTED]
Anneke Van Woudenberg
Executive Director



10 March 2022

Wilbert B. Kapinga
Managing Partner
Bowmans Tanzania Ltd
2nd Floor, The Luminary
Cnr Haile Selassie and Chole Roads
Masaki, Dar es Salaam
PO Box 78552
Tanzania

Via Email

Dear Mr Kapinga,

Re: North Mara Gold Mine

Thank you for your letter. We regret that Barrick has not responded to most of our questions relating to recent human rights incidents at the North Mara mine. Although we understand that Barrick does not intend to correspond further, we believe it is important to address several misrepresentations of RAID's position and partial interpretations of the human rights framework upon which your client relies.

Ongoing court proceedings

Your letter states that it is your understanding that RAID is "involved with" court proceedings in the High Court of England and Wales against Barrick's subsidiaries. To clarify, RAID is an independent, non-governmental organisation. It is not a party, nor a legal representative of any parties, to the proceedings underway against Barrick subsidiaries in the High Court.

The human rights incidents we raised with Barrick in correspondence on 14 February and 25 February 2022, on which we sought Barrick's response, are not subject to the legal proceedings. These incidents of killings and assaults occurred after those at issue in the proceedings. We remain of the view that there is nothing about the current proceedings that should prevent Barrick from addressing such incidents, which are of a very serious nature.

RAID's recent correspondence

Your letter states that our most recent correspondence is "legalistic and accusatory". We do not agree with that characterisation. We have sought to engage constructively with Barrick since it assumed operational control of the North Mara mine in an effort to improve the deeply troubling human rights situation, including proposing on multiple occasions a meeting with Mr. Bristow or his team where these issues could be further discussed. As we noted in our last letter, Barrick refused RAID's proposal.

Rights and Accountability in Development (RAID)

Studio 204, Screen Works, 22 Highbury Grove, Highbury East, London, N5 2EF, United Kingdom

Charity No. 1150846 | UK Company No. 04895859

WWW.RAID-UK.ORG

Our most recent research has found continuing reports of serious human rights abuses. We sought Barrick's response to these reports, as we do for all companies where we find such reports credible. Barrick did not respond to most of our questions. Your client raised other issues. We addressed these, corrected a number of inaccuracies and gave Barrick a further opportunity to clarify any information it considered inaccurate.

Correcting the record

Your letter states that Barrick has sought to "engage with RAID to 'correct the record'" and that RAID "continually makes serious and factually incorrect allegations concerning our client's commitment to redressing human rights violations".

We do not believe that this is an accurate description of what has occurred. RAID requested Barrick's response to credible reports that it had received concerning serious human rights abuses by police assigned to the North Mara mine, including killings, assaults and dangerous conduct during mine security operations that placed children and other local residents in harm's way. RAID informed Barrick that those interviewed were unaware of any grievance mechanism at the mine and that local leaders and residents increasingly expressed fear of speaking out.

Barrick did not engage to "correct the record" on any of these issues. It declined to address the allegations concerning the reports of recent human rights violations. It stated that it had a grievance mechanism, but provided no information about how that mechanism functions or how it can be accessed so that those harmed may be informed of its availability (which, *prima facie*, raises concern about it meeting effectiveness criteria under the UN Guiding Principles on Business and Human Rights (UNGPs) endorsed by Barrick). It stated that the mine does not employ, "supervise, direct or control" the police, which "operates under its own chain of command".

In our follow-up response, we sought to clarify our understanding of the relationship between the mine and the police based on interviews with the police, mine security personnel, local leaders and local residents, as well as our understanding of the mine's Memorandum of Understanding with the police. We set out 11 points detailing the support the mine provides to the police and the integration of the police within the mine's security structure. We requested that, if Barrick considered any of this information to be inaccurate, it identify that information and provide what it considers to be the correct information.

Your letter does not respond to this request, but instead simply asserts that Barrick is not liable or responsible for actions by the police.

Notwithstanding your client's decision to disengage with us on these matters, we would press upon Barrick the need to be transparent and accountable. Barrick should publish, at a minimum, the mine's Memorandum of Understanding with the police, all third party human rights assessments in full, and full procedures for its grievance mechanism. Local Tanzanian communities, who are directly impacted by the mine's operations, have a right to such information.

Barrick's liability for acts of the Tanzania police

Your letter states that "[c]onsistent with the Voluntary Principles for Security and Human Rights...companies operating abroad are not liable for the acts of the police forces of the host countries in which they are operating".

That is not RAID's understanding of the Voluntary Principles or the law. The Voluntary Principles are a non-binding, multi-stakeholder initiative that do not address, let alone determine, questions of liability. Furthermore, we understand that the question of Barrick subsidiaries' liability for the

acts of the police assigned to the North Mara mine is, in fact, an issue to be decided in the current UK court proceedings.

Barrick's responsibility for the conduct of the Tanzania police

Your letter states that “RAID’s starting point appears to be that as a matter of law and fact Barrick and/or North Mara Gold Mine Limited is responsible for the alleged conduct of the Tanzania Police Force” and that this starting point is inaccurate. We find Barrick’s response on this matter perplexing, as it appears inconsistent with its own public assurances and with those underlying human rights standards it says it follows.

As we noted, Barrick has [expressly](#) committed not to tolerate human rights violations committed by, amongst others, “third parties...related to any aspect of our operations”. Even if, as Barrick says, the mine does not employ, control, supervise or direct the police, Barrick thus accepts that it has a responsibility for violations involving the police that are “related to” its operations. Barrick’s own [reporting](#) also accepts that human rights impacts by the Tanzanian Police Force operating under its MoU with the mine “relate to” the company’s operations.

Further, as we also noted, Barrick’s [Human Rights Policy](#) states, “We are committed to and always strive to act in accordance with the UN Guiding Principles on Business and Human Rights [UNGPs], the OECD Guidelines for Multinational Enterprises, and the Voluntary Principles on Security and Human Rights”. Your letter confirms that North Mara Gold Mine Limited has a memorandum of understanding with the Tanzania Police Force. Where a company has a “business relationship” with another entity, including state security forces, these instruments provide that it will have a responsibility regarding human rights violations by that entity.

For instance, the UNGP’s provide that a company’s responsibility to respect human rights “requires” that they avoid causing or contributing to adverse human rights impacts, and remedy those it does cause or contribute to. They further provide that this responsibility requires companies to seek to prevent and mitigate impacts that are “directly linked to” their operations by their business relationships. Preventing and mitigating impacts includes using “leverage”, which exists where a company has “the ability to effect change in the wrongful practices” of another entity. According to Barrick’s [own reporting](#), its memorandum of understanding with the police allows it to “require” particular standards of conduct by the police.

Your client places an emphasis upon RAID raising incidents of wrongdoing by the Tanzanian police force with the authorities. We have always pressed, and will continue to press, the Tanzanian authorities about human rights violations by police. Barrick describes its Twiga joint venture with the Tanzanian government (of which North Mara mine is a key asset) as a “triumph of partnership”. Barrick therefore ought to be well placed to exert the maximum leverage on its partner over police conduct and impunity. The UNGP’s state: “for as long as the abuse continues and the enterprise remains in the relationship, it should be able to demonstrate its own ongoing efforts to mitigate the impact and be prepared to accept any consequences – reputational, financial or legal – of the continuing connection.”

The [OECD Guidelines](#) largely replicate the UNGP provisions in the relevant respects, and the Voluntary Principles expressly [recognise](#) that a company’s “responsibility” to respect human rights extends specifically to their relationship to state security forces. That responsibility, moreover, includes taking “appropriate measures” to ensure that those “credibly implicated in human rights abuses” do not provide security services.

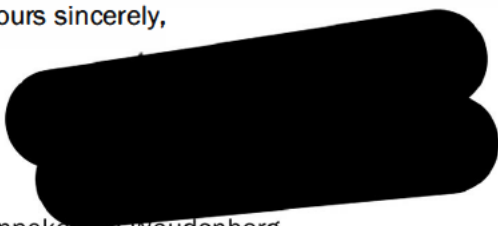
In our view, therefore, Barrick has itself already recognised, and has committed to live up to, a responsibility for actions by security forces (such as the Tanzanian police) with which it has a relationship, at least where those actions may have human rights impacts. The position that

Barrick has a responsibility for the actions of the Tanzanian police assigned to the mine who it pays, feeds, accommodates, and equips, and who are integrated into the mine's security structure, appears wholly consistent with Barrick's own public commitments.

Further correspondence

We regret that Barrick has decided not to engage further with RAID. However, should Barrick change its mind, we remain committed to engage to try to improve the human rights situation at the North Mara mine. As we said in our letter of 25 February, we will publish Barrick's response in full.

Yours sincerely,

A large black rectangular redaction box covers the signature area of the letter.

Anneke van Woudenberg
Executive Director

Cc: Mark Bristow, President and CEO Barrick
Martin Welsh, General Counsel, Africa and Middle East

**BOWMANS TANZANIA LIMITED**

2nd Floor, The Luminary
Cnr Haile Selassie and Chole Roads
Masaki, Dar es Salaam
PO Box 78552, Dar es Salaam, Tanzania
T +255 76 898 8640
E info-tz@bowmanslaw.com

www.bowmanslaw.com

Our Reference: [REDACTED]
Direct Line: [REDACTED]
Email Address: [REDACTED]

Your Reference: RAID
Date: 7 March, 2022

Ms. Anneke Van Woudenberg
Rights and Accountability in Development (RAID)
Studio 204
Screen Works,
22 Highbury Grove
Highbury East
London
United Kingdom
N5 2EF

Email: [REDACTED]

By Email

Dear Ms. Van Woudenberg,

We act for Barrick Gold Corporation. Considering the ongoing court proceedings at the High Court of England and Wales which we understand RAID is involved with against our client and due to the legalistic and accusatory nature of RAID's most recent correspondence, our client has asked that we respond to your letter dated 25 February 2022.

As RAID is aware, our client has worked tirelessly to mainstream human rights across its operations, and its human rights policy is rolled out across its sites, including at the North Mara Gold Mine.

It was mentioned to RAID previously that all of Barrick's sites, including at the North Mara Gold Mine, have an effective grievance mechanism in place to address community grievances, and every effort is being made to promote and encourage the ongoing use of the grievance procedure within the local community.

Our client has sought on several occasions to engage with RAID to "correct the record". As stated in its letter of 22 February 2022, our client has described its commitment to human rights, the approach to security at the North Mara Gold Mine, stakeholder engagement and the grievance mechanism, third party human rights assessments, and the role of the Tanzanian Police Force. Notwithstanding this and earlier correspondence, RAID continually makes serious and factually incorrect allegations concerning our client's commitment to redressing human rights violations. As to this:

1. RAID's starting point appears to be that as a matter of law and fact Barrick and/or North Mara Gold Mine Limited is responsible for the alleged conduct of the Tanzania Police Force. That is inaccurate.
2. The Tanzania Police Force is a state body with its own duties under Tanzanian law towards members of the public. Our client (as with any other private entity) is not responsible for the



conduct of the Tanzania Police Force. To the contrary, the Tanzania Police Force operates solely under its own chain of command in accordance with its own regulations.

3. Neither our client or North Mara Gold Mine Limited employs or has employed the Tanzania Police Force. There is no such thing as "mine police" as you suggest. The fact that there is a Memorandum of Understanding between North Mara Gold Mine Limited and the Tanzania Police Force, does not change this.
4. Consistent with the Voluntary Principles for Security and Human Rights, (i) companies operating abroad are not liable for the acts of the police forces of the host countries in which they are operating; and (ii) governments have the primary role of maintaining law and order. Further, our client has always complied with the Voluntary Principles for Security and Human Rights to reduce the risk of abuses by the Tanzania Police Force and promote respect for human rights generally.

Further to the above, we nor our client intend to engage in any further correspondence as it is clear RAID is unwilling to accept our client's position despite the reassurances our client has provided. However, we would ask, as before, that to the extent that RAID holds evidence of wrongdoing by the Tanzania Police Force, including of any alleged personal injuries involving the Tanzania Police Force, RAID, as a matter of priority, shares that information with the appropriate prosecuting authorities in Tanzania. Our client will cooperate fully with any complaint to the Tanzania Police Force or any other appropriate prosecuting authority.

Finally, we would ask that the contents of this letter and our clients' letter of 22 February 2022 are published in full in any forthcoming report by RAID.

Yours Sincerely,

Wilbert B. Kapinga
MANAGING PARTNER

cc: Martin Welsh
General Counsel, Africa and Middle East
Email: [REDACTED]



25 February 2022

Mark Bristow
President and CEO
Barrick Gold Corporation
TD Canada Trust Tower
161 Bay Street, Suite 3700
Toronto, Ontario
M5J 2S1
Canada

Via Email

Dear Mr Bristow,

Re: North Mara Gold Mine

Thank you for your 22 February 2022 reply to our letter, although we regret that you have not answered many of our questions or provided the materials we requested. Nevertheless, your response raises several additional questions that we hope you will be a position to answer. We would also like to address a number of misunderstandings set out in your letter.

For ease of reference, we have replicated the headings from your letter and set out the questions in **bold**.

Nguvu Moja Security Company

Thank you for confirming that Nguvu Moja are unarmed. As we wrote in our previous letter, considering that the police are more heavily armed than the Mine's private security contractor, and appear to operate with impunity, we hope you will agree that such an arrangement should not result in an expanded role for the police assigned to the Mine.

In this regard, Barrick's [statement](#) that the police "only enter the mine site when requested by senior management" seems particularly relevant (similar provision was made under previous versions of the Mine's Memorandum of Understanding with the police).

As part of our research, RAID has been informed by former Mine security personnel and police that, while this provision was in effect under the Mine's MoU, police have regularly operated on the Mine site, including for periods as part of joint patrols with Mine internal security.

Question:

- 1. How is the provision that police do not enter the mine site unless requested by senior management monitored and enforced? How often have the police entered the mine site since Barrick resumed operational control?**

Stakeholder Engagement and Grievance Mechanism

Your letter states that Barrick has worked “to ensure that [the community grievance mechanism] is accessible to all community members”, and Barrick has [committed](#) “to act in accordance with the UN Guiding Principles on Business and Human Rights”, which [provides](#) that grievance mechanisms should be, amongst other things, accessible, predictable and transparent.

As we wrote to you, those we interviewed in the communities around the Mine told us they were not aware of a grievance mechanism, let alone how to access it or how it operates. We would therefore like to stress the importance of publishing and pro-actively communicating the standard operating procedure and any other materials relevant to the operation of a grievance mechanism at the Mine, so that those who seek to use any grievance mechanism can do so in the knowledge of its operation. Without doing so, it is difficult to see how a grievance mechanism could meet Barrick’s human rights commitments (including effectiveness criteria under the UNGPs), or how Barrick’s record of registered and resolved grievances was achieved.

Third-Party Human Rights Assessments

Your letter states that “[t]he independent auditors who have undertaken thorough investigations at the North Mara Gold Mine since November 2019, have publicly commented on the considerable improvement that has occurred with...security matters at the mine since Barrick took over”.

The only public comments by an auditor or assessor that we are aware of relating to such investigations were made by Synergy following its November 2019 site visit ([here](#) and [here](#)). However, those comments are made by an appointee of the Mine’s refiner; did not refer to “considerable improvement” regarding security matters, but rather to findings made during the assessment that security forces at the Mine represented a “high priority” risk; and concluded that “risk management” required improvement, necessitating ongoing monitoring.

To our knowledge, Synergy has made no other public comments regarding the Mine. To date the full Synergy report has not been published, though we urge you to put this into the public domain. The Mine’s refiner MMTC-PAMP has [referred](#) to a December 2020 review by Synergy, but Synergy representatives advised RAID that this review was not based on an assessment conducted by Synergy, but involved comments to MMTC-PAMP on materials provided by Barrick. This desk-based review was also not published.

Your letter also refers to “local and national human rights and civil society organizations” that were invited “to undertake independent assessments at the Mine”. We are aware that the Mine invited a number of Tanzanian and international civil society organisations (though not RAID, despite our request to attend) to visit the Mine in January of this year. However, we understand that the invitation was for the purpose of engagement and did not involve any form of assessment by those organisations.

Questions:

- 2. Could you please identify where we may find the public comments by auditors referenced in your letter?**
- 3. Could you please provide further details regarding the human rights and civil society organisations referenced in your letter as being invited to undertake assessments, and where we may find information about these assessments?**

RAID and Synergy

We feel that it is also important to correct the record on Synergy's most recent assessment. RAID did not, as your letter states, "decline...to participate after being invited to contribute" to Synergy's February 2022 assessment. On the contrary, on 25 January 2022, RAID met via videoconference with two members of the Synergy team prior to their site visit to North Mara and briefed them at length on the findings of RAID's research and concerns regarding the human rights situation at the Mine. The contact with Synergy was initiated by RAID.

As you will recall, in your letter to us of 30 July 2021 declining our proposal of a meeting until the UK High Court proceedings and LBMA's investigation had "run their course", you informed us that Barrick had "suggested a further independent site review take place" under the LBMA's auspices. We responded, seeking further details about the review, including when it would occur, emphasising the importance that civil society and those harmed by the operations at North Mara be given the opportunity to participate. You responded that it "would be inappropriate" for Barrick to comment on it at that time.

Thus, on 17 December 2021, having reached out to the LBMA directly and been advised to contact Synergy, RAID emailed the latter to propose a meeting.

Having sought information from Barrick, the LBMA and Synergy, RAID only learned on 20 January 2022 that Synergy was planning a site visit of several days beginning 31 January. On 28 January, Synergy informed RAID that it had confirmed it would have its own vehicle and translator. The Synergy team asked if there was anyone RAID would like to arrange for them to meet.

As explained fully to Synergy in correspondence, RAID asked Synergy for its Terms of Reference prior to us making any such arrangements, which it regrettably did not provide. We did suggest a wide range of representative people and civil society organisations for Synergy to interview. RAID also connected Synergy with the legal representative of the claimants in the current High Court action so that arrangements could be made for Synergy to meet individuals who had representation.

We also note that the published analysis regarding Synergy's November 2019 assessment did not, as your letter states, culminate with statements issued by Synergy and PAMP. RAID [responded](#) to those statements and has yet to receive a response from either Synergy or MMTC-PAMP. Moreover, in March 2021, five civil society organisations, including Global Witness and RAID, wrote an [open letter](#) to the LBMA expressing serious concerns about the functioning of its Responsible Sourcing Programme.

Tanzania Police Force

Your letter states that "North Mara Gold Mine Limited does not supervise, direct or control any mission, assignment or function of the Tanzanian Police Force. The Tanzanian Police Force operates under its own chain of command and makes its own decisions on strategy".

Yet Barrick's [2020 Annual Report to the Voluntary Principles on Security and Human Rights](#) states that the Mine has an MoU with the Tanzanian Police Force under which police officers are "assigned to the site" and receive "support". It further states that the MoU "requires" the assigned officers to comply with particular standards and stipulates the terms on which they may receive support.

UN experts have [raised](#) concerns about the nexus between extractive companies and state security forces, finding that "the close association between State security forces and extractive companies raises questions about whose interest the public forces are defending." In making that

finding, the experts relied on evidence submitted concerning the relationship between the North Mara Mine and Tanzanian police.

In the course of our research, RAID has been informed by personnel who were employed at the Mine, police officers, and local leaders, that police assigned to the Mine site: (i) include members of the Field Force Unit; (ii) are regularly rotated, generally at least every three months; (iii) receive at least 50,000 Tanzanian shillings per day paid for by the Mine in addition to their regular governmental salary (more if they are senior officers); (iv) are accommodated in barracks provided by the Mine (with at least one more senior officer accommodated within the Mine site); (v) are provided meals by the Mine or a Mine sub-contractor; (vi) use Mine vehicles; and (vii) are provided with fuel and maintenance for Mine vehicles, for other Tanzanian police vehicles used by police assigned to the Mine, and those used by one, or more, other senior police officers in the region.

Those interviewed by RAID also described various ways in which police officers assigned to the Mine site are integrated within the Mine's security operations, for instance: (viii) by sharing radio frequencies; (ix) via the regular presence of a police officer in the Mine's control room; (x) through designation of locations of deployment; and (xi) by applying agreed practice regarding individuals arrested during Mine security operations (for example, police taking those arrested to security personnel at the Mine to note their personal details and take their photos).

Questions:

4. Does Barrick consider any of the information listed in points (i) through (xi) above to be inaccurate? If so, please could you identify the specific information considered inaccurate and provide the information that Barrick considers accurate.
5. Could you please clarify what type of "support" police officers receive under the MoU and how it is provided?

Once again, we would like to take this opportunity to strongly urge you to publish the MoU with the police. UN experts have [emphasised](#) the importance of extractive companies publishing memoranda of understanding with state security forces, stressing that keeping such arrangements confidential "prevents public scrutiny and accountability for the contents, implementation and overall conduct of security providers in the extractive industry".

Allegations Raised by RAID

Your letter states that "it would not be appropriate to discuss any allegations raised by RAID outside of the English High Court proceedings". RAID, of course, is not a party to the proceedings. While we understand a reluctance to comment in relation to the cases currently before the court, the allegations set out in our recent letter concern new incidents that are not subject to these proceedings. As such, there should be no legal impediment preventing Barrick from commenting on the allegations of extremely serious human rights abuses that we have raised, or sharing information that would enable accountability and remedy. Our experience with other companies is that their involvement in court proceedings has not prevented them from engaging with RAID or commenting on matters that are not subject to legal proceedings.

Your letter further states that "North Mara Gold Mine Limited would not be expected to monitor or police the Tanzania Police Force when the Tanzania Police Force undertake their day-to-day policing activities outside of the perimeter of the Mine", nor would it "always be aware of what policing activities the Tanzania Police Force undertake in the local communities".

As you will have noted from our letter, some of the new human rights incidents reported to us occurred within the Mine perimeter (even if narrowly defined by the wall). Others occurred just

outside the Mine walls and were described as incidents which were part of Mine security operations, including on a so-called Mine-owned road that runs alongside the Mine wall. Barrick's Report to the VPs states that "[p]olice conduct is monitored through CCTV cameras whenever police come on site" and former Mine personnel, interviewed by RAID, said that CCTV cameras also cover areas near to, but outside, the Mine's perimeter, including some nearby villages.

In fact, a letter to RAID from Acacia Mining of 7 March 2016 states that the Mine "continually monitor[s] the security situation in *and around* the Mine", including through "appropriate security infrastructure (such as cameras and CCTV)", and that "any allegation of human rights involving Tanzanian police deployed on *or around* NMGM" is followed up on by the Mine (emphases added). Acacia described such monitoring as "consistent with our commitment to the Voluntary Principles on Security and Human Rights".

We further note that Barrick's Report to the VPs states: "Both sites [North Mara and Bulyanhulu] have signed a memorandum of understanding (MoU) with the Tanzanian Police Force to maintain law and order *in relation to the areas around the mine sites.*" (Emphasis added)

Based on this information, it appears that Barrick clearly recognises that agreed policing extends outside the Mine's perimeter, however that is defined.

Questions:

6. Could Barrick provide comment on the human rights concerns we have raised that occurred after September 2019, and are therefore outside the scope of the current UK legal proceedings?
7. Does Barrick consider the information as to the scope of CCTV coverage and oversight of police assigned to the Mine to be inaccurate?
8. If the Mine no longer monitors the police assigned to the Mine site when they operate in "areas around" the site under the MoU, how does the Mine assure compliance with the standards that its MoU requires of the police?

Reporting Abuses to Tanzanian authorities

Finally, you have encouraged RAID to share the evidence of "personal injuries" involving the police with the appropriate prosecuting authorities. With other civil society organisations, RAID [wrote](#) to the previous President of Tanzania urging a judicial investigation into the unlawful use of force by Tanzanian police at the Mine, and met with Tanzanian authorities regarding police conduct at the Mine, including in 2018 with the Minister of Constitutional and Legal Affairs. Tanzanian civil society groups with whom RAID partners have continued that engagement. We can assure you that we will continue to raise our concerns about human rights abuses at the Mine with Tanzanian authorities.

However, the efforts by civil society groups, including RAID, to raise human rights concerns regarding Tanzanian police assigned to the Mine do not absolve Barrick of its own responsibility. Barrick's own policies recognise its responsibilities. For example, Barrick's [Human Rights Policy](#) states that "[w]e do not tolerate violations of human rights committed by our employees, affiliates, or any third parties acting on our behalf or related to any aspect of one of our operations" (emphasis added). It further states, "[i]n our relationships with host governments...we do our utmost to avoid being complicit in adverse human rights impacts" (emphasis added). The human rights incidents set out in our recent letter fall squarely within the scope of Barrick's human rights commitments.

Problematic behaviour by the Tanzanian police have also been reported by others. For example, the US State Department, in its latest [Country Report on Human Rights Practices: Tanzania](#), states: "Members of domestic security forces committed numerous abuses....In some cases the government took steps to investigate and prosecute officials who committed human rights abuses, but impunity in police and other security forces and civilian branches of government was widespread."

In light of the serious human rights abuses we, and others, have documented over many years, we urge you to initiate with the Tanzanian government (which is now a partner with Barrick in Twiga Minerals), a thorough, independent, transparent and credible investigation into the reports of human rights abuses at the North Mara Gold Mine, calling on involvement from international human rights experts, such as the UN Working Group on Business and Human Rights, UN and/or African special rapporteurs, and/or other African Union special mechanisms. The findings of such an investigation should be published in full.

We also again urge you, as we [did](#) to Acacia Mining and Barrick in June 2019, to urgently reconsider the security relationship between the Mine and the Tanzanian police in light of the reports of the police's continued involvement in serious human rights violations with impunity.

Intention to publish a report

In light of our publishing schedule, we would be grateful to receive your response by 2 March 2022.

Let me once again assure you that Barrick's response will be taken into account in our forthcoming publication and your response will be published in its entirety. Likewise, we trust our reporting about the human rights situation at the North Mara mine will similarly be reflected in Barrick's publications regarding human rights and sustainability.

Please send any information to RAID at avw@raid-uk.org, and if you require any further clarifications or have questions, please do not hesitate to contact me.

Once again, thank you for your attention to this matter.

Yours sincerely,

A large black oval redaction covering the signature of Anneke Van Woudenberg.

Anneke Van Woudenberg
Executive Director

Ms. Anneke Van Woudenberg
Rights and Accountability in Development (RAID)
Studio 204, Screen Works, 22 Highbury Grove,
Highbury East,
London,
United Kingdom
N5 2EF

22 February 2022.

Dear Ms. Van Woudenberg,

Thank you for your letter of February 14, 2022.

As stated in your letter, “in the interests of balanced and fair reporting, we strive to reflect all relevant information in our research and publications...can assure you that Barrick's response will be taken into account in our forthcoming publication”, we are therefore writing to you on the basis RAID will want to publish a fair and balance report and as such we expect our response to be published in its entirety within RAID's publication.

The Barrick Group's Commitment to Human Rights

Respect for human rights is a foundational value at the Barrick Group of companies and a central part of our sustainability vision. We have zero tolerance for human rights violations wherever we operate. We seek to avoid causing or contributing to human rights violations and we actively facilitate access to remedy for credible allegations.

Our commitment to respect human rights is codified in the Barrick Group's standalone Human Rights Policy which was released in January 2020 following the merger between Barrick Gold Corporation and Randgold Resources Limited. As you will see the policy is informed by the expectations of the UN Guiding Principles on Business and Human Rights (UNGPs), the Voluntary Principles on Security and Human Rights (VPs), and the OECD Guidelines for Multinational Enterprises.

The Barrick Group's Approach at North Mara Gold Mine

Nguvu Moja Security Company

Upon assuming operation control at North Mara Gold Mine, Barrick replaced the international security firm that previously provided security at the mine, with Nguvu Moja Security Services, a 100% Tanzanian owned and managed security company. Nguvu Moja's primary functions are to provide security at the main entrance gate at the North Mara Gold Mine, monitor CCTV cameras, undertake internal patrols within the mine perimeter, enforce compliance of the North Mara Gold Mine's security policies and procedures, and be first responders to security incidents within the perimeter of the mine.

All Nguvu Moja personnel are unarmed and regularly receive formal training including human rights training together with the following:

- Basic legal principles regarding security and the legal framework in which Nguvu Moja operates at the North Mara Gold Mine;
- International Security and Human Rights Principles and the VPs; and
- Barrick's Human Rights Policy and Security Standards, including Barrick's Use of Force standard.

Stakeholder Engagement and Grievance Mechanism

With our approach to stakeholder engagement, Barrick has created relationships of trust and mutual understanding necessary for a successful long-lasting partnership throughout the various communities at North Mara. We have expanded the opportunities and forums to ensure regular stakeholder engagement, and access to lodge community grievances. The mine has also focused on recruiting locally wherever the necessary skill sets are available.

The engagement platforms to enhance transparency and communication between the mine and our host communities includes:

- Continuous engagement with the local community through the mine's Community Relations Office which is located outside of the mine within a neighboring village to ensure our community relations team is easily accessible for all, within the surrounding communities.
- Monthly meetings between the mine and the villages that provide personnel for the SunguSungu security program. This is an open forum where issues of common interest and concerns are addressed and the remedy for critical issues collectively reached.
- Community Development Committee (CDC) meetings, which are an instrument for sustainable community development. The CDC comprises of local and religious leaders, representatives from the local authority, and representatives for the youth, women, elders and people with disability. The CDC oversees all community development projects and provides an additional forum to deal with any community concerns.
- Joint initiatives between the mine and the host communities to discuss issues of interest and concern, and implement the necessary solutions, such as participatory water monitoring, organizing community tours of the mine, and bilateral meetings with Village Chairpersons and Village Executive Officers to discuss security matters among others.

Since assuming operational control at the North Mara Gold Mine, Barrick has worked to improve the community grievance mechanism to ensure it is accessible to all community members. We have also worked to resolve grievances in a timeous manner, and to resolve historic grievances. We track the number of community grievances lodged on a weekly, monthly and quarterly basis. This helps us to understand and address any community concerns and identify patterns which can then be addressed.

The grievance mechanism is accessible to all in the surrounding communities, and grievants are encouraged to express themselves freely without fear of reprisal. A third-party ethics hotline is also available and allows community members to anonymously report a concern via the phone or online; this is further described in detail in both our [Sustainability Report](#) and our [Human Rights Report](#). Each grievance is carefully managed so at any one time we are able to demonstrate where in the resolution process the grievance sits and the work done to resolve matters.

Barrick's commitment to resolve grievances is demonstrated as follows:

- When Barrick took over the operation of the North Mara Gold Mine in September 2019, there were 84 outstanding grievances, which included longstanding legacy grievances and appeals.
- At the end of 2021, North Mara Gold Mine Limited had resolved and closed 73 of the legacy grievances, demonstrating our commitment to building strong relationships with the communities and addressing any concerns.
- The number of grievances has steadily decreased since 2019, with 45 grievances lodged in 2020, and due to the continuous engagement with our communities by our sustainability teams, only 10 grievances were lodged by the community in 2021.
- We engage and work with Clan Elders to resolve grievances. The Clan Elders are trusted members from the community, and represent the interests of community members, especially the vulnerable groups.
- A grievance is only closed once the remedy is agreed by both the grievant and the mine.

Third-Party Human Rights Assessments

We have undertaken numerous third-party human rights assessments at North Mara Gold Mine since assuming operational control. RAID has previously publicly commented on those third-party human rights assessments and therefore Barrick would like to highlight the nature and content of the assessments that have occurred to avoid any misunderstanding RAID may have.

The independent auditors who have undertaken thorough investigations at the North Mara Gold Mine since November 2019, have publicly commented on the considerable improvement that has occurred with environmental and security matters at the mine since Barrick took over operational control.

In 2019 an external assessment was conducted by the independent assessment firm, Synergy Global Consulting (Synergy), who were appointed by the gold refinery MMTC-PAMP in conjunction with the London Bullion Market Association (LBMA) and their Responsible Sourcing Programme. Synergy's assessment included various interviews with North Mara Gold mine employees, community members, and with the RAID's London office.

In January and February 2022, Synergy conducted a follow up assessment at North Mara Gold Mine. This assessment included consultation with not only North Mara employees, but also community representatives, and other human rights and civil society organizations in the region and elsewhere in Tanzania. It should be noted that Synergy conducted external interviews independently, with no Barrick observers or translators involved.

In addition to Synergy's work, North Mara Gold Mine has invited local and national human rights and civil society organizations to undertake independent assessments at the Mine. International human rights experts, Avanzar LLC, completed a Human Rights Assessment and VPs training at North Mara Gold Mine over the course of 2020 and assisted in developing an Action Plan for continued Human Rights improvements at the mine.

RAID and Synergy

Following Synergy's 2019 independent site assessment, RAID issued a [public statement in July 2020](#) making allegations that the assessment lacked independence, a lack of meetings with civil society

organizations and substantiated evidence. This published analysis culminated in both [Synergy](#) and [MMTC PAMP](#) issuing statements of their own reaffirming Synergy's independence, and providing a detailed explanation of Synergy's work and the process undertaken.

Considering therefore RAID's public statements of the unsatisfactory nature of Synergy and MMTC PAMP's site assessment in 2019 and the articles RAID subsequently published thereafter, it is unfortunate that RAID declined to participate after being invited to contribute to Synergy's February 2022 assessment.

Tanzania Police Force

RAID's letter makes many factually incorrect references to "*Mine Police*" and deliberately misleading references to "*Police employed by the Mine*". No police officers are (or have been) employed by North Mara Gold Mine Limited. The roles and duties of the Tanzania Police Force are prescribed by law, are under the authority of the State and, according to the relevant legislation, the Tanzania Police Force's role is to preserve law and order within the community.

Should RAID continue to make such inferences, it would demonstrate RAID's intention to issue a statement in full knowledge that it was deliberately misleading.

RAID's letter infers collusion and likely inappropriate behavior between the North Mara Gold Mine Limited and the Tanzania Police Force; this is denied to the fullest extent possible – such inferences may be considered defamatory by North Mara Gold Mine Limited.

North Mara Gold Mine Limited does not (nor would it be expected to) control an independent police force which is an institution of State created and governed by legislation and the Tanzania Constitution. North Mara Gold Mine Limited does not supervise, direct or control any mission, assignment or function of the Tanzania Police Force. The Tanzania Police Force operates under its own chain of command and makes its own decisions on strategy to deal with incidences as one would expect from a police force - for RAID to suggest otherwise is both inaccurate and simply not true.

Allegations Raised by RAID

RAID have highlighted in its letter incidences involving the local community and the Tanzania Police Force that occurred outside the perimeter of the North Mara Gold Mine.

Due to the ongoing litigation at the High Court of England and Wales concerning members of the local communities surrounding the North Mara Gold Mine who have made allegations against the Tanzania Police Force, it would not be appropriate to discuss any allegations raised by RAID outside of the English High Court proceedings. Accordingly, we do not intend to rectify here the many misleading statements and allegations in RAID's letter.

However, we would state that as with any other private company, North Mara Gold Mine Limited would not be expected to monitor or police the Tanzania Police Force when the Tanzania Police Force undertake their day-to-day policing activities outside of the perimeter of the Mine. Indeed, North Mara Gold Mine would not always be aware of what policing activities the Tanzania Police Force undertake in the local communities or elsewhere in region for that matter.

RAID makes mentions it holds evidence of alleged personal injuries involving the Tanzania Police Force yet has chosen to withhold and/or delay sharing that information with the appropriate prosecuting

authorities in Tanzania. It is our strong view that any corroborated evidence of wrongdoing by the Tanzania Police Force that RAID has access to, be passed to the Attorney General and the Director of Public Prosecutions of Tanzania as soon as possible.

RAIDs Intention to Publish

I trust the above information provides RAID with the appropriate corrections to RAID's misleading statements, and a deeper understanding of the Tanzania Police Force's roles and responsibilities. Barrick is not able to comment on matters that are currently before the High Court of England and Wales or in relation to the Tanzania Police Force's actions outside the North Mara Gold Mine's perimeter or elsewhere in Tanzania.

I have also outlined our approach and commitment to Human Rights, which is evidenced through the results of several independent human rights assessments undertaken since 2019, the most recent of which RAID declined to participate. The North Mara Gold Mine continues to work to improve relationships with our host communities through increased accessibility and engagement and work with our local partners to be responsible stewards.

Finally, RAID should forthwith pass any substantiated evidence of personal injuries caused by the Tanzania Police Force in the local communities surrounding the North Mara Gold Mine to the proper public investigative and prosecution agencies in Tanzania so that these may be dealt with properly in the appropriate manner.

Yours Sincerely,

A large black oval redaction covering the signature of Mark Bristow.

Mark Bristow
President and Chief Executive officer
for and on behalf of
BARRICK GOLD CORPORATION



14 February 2022

Mark Bristow
President and CEO
Barrick Gold Corporation
TD Canada Trust Tower
161 Bay Street, Suite 3700
Toronto, Ontario
M5J 2S1
Canada

Via Email

Dear Mr Bristow,

Re: North Mara Gold Mine

We are writing to you about further human rights concerns at the North Mara Gold Mine in Tanzania. We plan to publish a report shortly based on our new findings and seek Barrick's comment and response to a number of questions.

As you know, RAID has closely monitored the human rights situation in North Mara since 2014. We repeatedly raised concerns with Acacia Mining, its predecessor Africa Barrick Gold, and with Barrick Gold (as majority shareholder), regarding the excessive use of force by Tanzanian police employed by the Mine against local residents which was resulting in an alarming number of deaths and injuries. When you took over as the CEO at Barrick, we reached out to you to discuss our concerns in more detail, proposing a meeting with you and your team.

Following Barrick's acquisition of the remaining shares in Acacia Mining in September 2019, which brought the North Mara Mine back under Barrick's direct operational control, we have continued to monitor the human rights situation. Since September 2019, RAID has conducted six research missions to North Mara, and interviewed dozens of local residents, local authorities, human rights defenders, village leaders, former and current security personnel, including police, and former Mine staff, amongst others. I'm afraid we continue to receive credible and disturbing reports of human rights abuses by police employed at the Mine. These are set out below.

We plan to publish a report based on our findings and seek Barrick's response to a number of questions which you will find attached. In the interests of balanced and fair reporting, we strive to reflect all relevant information in our research and publications. In addition to information in response to the questions raised, we would be happy to receive any other information you believe might be relevant. We can assure you that Barrick's response will be taken into account in our forthcoming publication. In light of our publishing schedule, we would be grateful to receive your response by 23 February 2022.

Reports of human rights abuses

RAID received credible reports of local residents being killed and others suffering serious injuries by police employed by the Mine since September 2019. These reports described the incidents set

Rights and Accountability in Development (RAID)

Studio 204, Screen Works, 22 Highbury Grove, Highbury East, London, N5 2EF, United Kingdom

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out below. Please note that all references to the police are references to police officers employed by the Mine.

- In or around December 2019, a young man was shot and killed by Mine police around the tailings area near Nyabirama pit while complying with directions by the police to leave the area.
- In or around December 2019, a teenager was chased by Mine police into a pond, which had not been blocked off, around the tailings area near Nyabirama pit, where he drowned.
- In or around April 2021, a young man was injured by Mine police while on a road that runs along the Mine wall through Nyabichune village. The injuries are understood to have caused his death. Local residents told RAID that assaults and arbitrary arrests by Mine police along this road are common. Many say they have no choice but to use this road given the lack of alternative routes.
- In or around June 2021, a young man and woman on a motorcycle were deliberately struck by a Mine vehicle driven by the Mine police, causing them severe injuries.
- In or around July 2021, a young man was shot and killed as he was fleeing the Mine police outside the Mine gate by Nyabichune village. As part of the same incident, another young man was arrested and beaten by the Mine police, who subsequently detained him in a Mine vehicle, where he was subjected to further assaults and denied access to medical treatment.
- In or around September 2021, a young man was shot and injured by Mine police stationed at a Mine road. The young man was riding a motorcycle in Nyabichune village at the time.
- In or around December 2021, a young man was killed near Gokona pit after being struck in the head by a projectile, believed to be a sound bomb fired by Mine police.
- In or around December 2021, Mine police broke into the home of a Kewanja village resident and beat him.
- In or around December 2021, a young man was shot and injured by Mine police outside the wall enclosing Gokona pit.
- In or around December 2021, a young man was shot and injured by Mine police while walking along a road by the Mine wall that runs by Nyabichune village.

RAID was informed that several people had communicated with the Mine regarding some of the incidents. None of those interviewed were aware of any action taken by the Mine to provide remedy for the harm caused, or aware of a grievance mechanism at the Mine. In interviews conducted by RAID, local leaders and others are saying they are increasingly fearful to speak out against the Mine, in part due to closer ties between Barrick and the Tanzanian state. This is a marked change from RAID's previous research in the area.

In addition to the incidents described above, RAID also received reports of police from the Mine entering nearby communities, including Nyabichune and Kewanja, and breaking into homes without a warrant, in what appear to be deliberate attempts to harass and/or intimidate residents. They also described the police as arbitrarily arresting and beating residents, as well as firing teargas and live ammunition indiscriminately, including around children. For example, local residents reported Mine police firing teargas near children in late January 2022 and in early

February 2022 in or around Nyabichune village. On a previous occasion in or around 2017, a one-year-old girl was reportedly badly affected by teargas fired by the Mine police. She continues to suffer from the after effects.

Employment of Nguvu Moja

While some of the reports of abuses we received date from shortly after Barrick resumed control of the Mine in September 2019, many relate to the last 12 months, coinciding with Barrick's appointment of Nguvu Moja as its security provider. RAID was told that Nguvu Moja have a more limited role in the provision of security than previous security providers at the Mine. We would be grateful to know if this is correct and have added this question to those set out below. If this is the case, has it been accompanied by an increased role for the Mine police? The reports we have received indicate there may be an expanded role for the Mine police in the security and related operations at the Mine. Considering the longstanding human rights concerns over the conduct and impunity of the police employed by the Mine, we find this troubling.

Ongoing employment of police at the Mine

As these reports indicate, the police's ongoing employment at the Mine continues to be central to many of the human rights-related concerns raised by local residents and leaders. Amongst other things, it is widely perceived to align the police with the Mine at the expense of local communities. Particularly given that victims of assault are generally required in Tanzania to obtain PF3 forms from the police, which are difficult to obtain if the police have perpetrated the assaults, it can also impede access to medical treatment.

RAID has also received reports that police employed at the Mine have been engaging in unlawful activities that include dangerous and reckless driving and ongoing, large-scale theft from the Mine, as well as soliciting payments for access to the Mine and its gold-bearing material. The theft is said to include fuel, food and gold-bearing material, amongst other things.

The theft of gold-bearing material is described as often involving collusion with Mine staff, financiers from outside the area, and frequently entails providing access for people from outside the Mine, including to underground and other high-value parts of the Mine. As you know, RAID has previously requested further information from Barrick regarding reports of one such incident, but understands that this practice is common.

Intention to publish a report

In light of our publishing schedule, we would be grateful to receive your response by 23 February 2022. Please send any information to RAID at [REDACTED] and if you require any further clarifications or have questions, please do not hesitate to contact me.

Thank you for your attention to this matter.

Yours sincerely,



Anneke Van Woudenberg
Executive Director

Questions from RAID to Barrick Gold

To: Barrick Gold

From: RAID

Date: 14 February 2022

Subject: Human rights concerns at North Mara Gold Mine (the “Mine”), Tanzania

We would welcome responses to the following questions. Please note, references to Barrick should be read to include Twiga Minerals and North Mara Gold Mine Limited.

Reports of human rights abuses

1. What steps has Barrick taken to investigate the incidents described in our letter, what were its findings, and what remedy, if any, has been provided for any harm suffered?
2. Barrick’s 2021 Human Rights Report states that “There have been no new security-related incidents raised to group level in the two years since Barrick acquired the remaining minority interest in Acacia”. What reporting system does Barrick have in place to ensure that such incidents are raised to group level and how is it monitored and enforced?

The Mine’s relationship with the police

3. Barrick’s 2020 Sustainability Report states that actions since 2019 include “reviewing the relationship with the local police to establish clear boundaries”. What was included in the scope of the review, what issues were identified as requiring clear boundaries, and what measures did Barrick implement to establish them?
4. Barrick’s 2020 Sustainability Report states that “Police now only enter the mine site when requested by senior management to engage on criminal matters”. In what circumstances were police entering the mine site previously and how are they prevented from entering unless requested?
5. Barrick’s 2020 Sustainability Report states that “We also no longer keep ammunition stored on site”. Where is the ammunition now stored, what does it consist of, and how does Barrick ensure that it is used in a lawful manner?
6. Other than measures described in Barrick’s 2020 Sustainability Report, what changes has Barrick implemented in relation to the employment and operation of the police at the Mine?
7. How many discharges of live ammunition by the police have been recorded since Barrick assumed operational control?
8. What measures does Barrick have to ensure that those injured by police employed at the Mine receive prompt and appropriate medical treatment, and how are they monitored and enforced?
9. What measures does Barrick have to ensure that local residents can express themselves freely without facing reprisals should they be critical of the Mine or those in its employ?

Theft by the police

10. What steps has the Mine taken to prevent police soliciting payments for access to the Mine and/or police theft from the Mine, including in relation to gold-bearing material and colluding to bring people onto the Mine site?
11. Since Barrick resumed operational control of the Mine, what is the value of gold-bearing material and fuel it has lost due to police-related theft? And what was the value of gold-bearing material and fuel that was lost due to such theft during the period under Acacia Mining?

Accountability of the police

12. How many police officers have been removed from the Mine due to unlawful conduct since Barrick resumed control, and how many of those were for the use of excessive force?
13. Is Barrick aware of any police officers employed at the Mine being disciplined or prosecuted for unlawful conduct, including the use of excessive force? If so, please describe what the relevant unlawful conduct was and the nature of the discipline and outcome of the prosecution.

Provision of security by Nguvu Moja

14. Can you please describe the role of Nguvu Moja in provision of security at the Mine, and any differences from previous security providers?
15. Barrick's 2021 Human Rights Report states that "all weapons" were removed from "all sites in 2019". Does this mean that no Nguvu Moja or Mine staff are permitted to carry any weapons at or around the Mine?
16. If Barrick considers weapons unnecessary to secure the Mine, why does it continue to employ armed police?

Grievance mechanism

17. Barrick's 2021 Human Rights Report states that it has a grievance mechanism in place at the Mine, with grievances tracked on a monthly basis. Can you please provide a breakdown of the grievances received at the Mine since September 2019, including the number and nature of the grievance, how many resulted in remedy, and the remedy provided?
18. We would be grateful if Barrick could provide copies of the standard operating procedure and any other documents governing any grievance mechanism at the Mine.

Public disclosure

19. We would also be grateful if Barrick could provide the following materials, which we have been unable to find in your public facing materials:
 - a. Copies of the memoranda of understanding with the Tanzanian police that have been in place for the Mine since the version dated August 2014;
 - b. Copies of the human rights impact assessments conducted by Avanzar and of the full assessments conducted as part of the London Bullion Market Association

Responsible Sourcing Programme since November 2019, which are referenced in Barrick's 2020 Sustainability Report.



17 December 2021

Mark Bristow
President and CEO
Barrick Gold Corporation
TD Canada Trust Tower
161 Bay Street, Suite 3700
Toronto, Ontario
M5J 2S1
Canada

Via Email

Dear Mr Bristow,

Re: North Mara Gold Mine

Thank you for your 6 December 2021 response to our letter concerning reports of individuals trapped underground at the North Mara Gold Mine (the Mine) in late 2020.

We wish to be helpful on this matter and are considering reaching out to Tanzanian authorities, as you have suggested. We would be grateful if you could provide contact details for those leading the respective investigations and/or task forces you mentioned in your letter so we can direct any concerns to the appropriate persons.

Before doing so, we would like to clarify several matters raised by your letter.

Findings of investigations

Your letter states that investigations by the Mine and Tanzanian authorities, including a Regional and District Security Committee, “did not locate any Tanzania residents who are not members of the mine’s personnel (as termed in your letter) at the Gokona underground mine”

Your letter further states that “day-to-day mining activities at the Gokona underground mine were suspended whilst the mine’s emergency team and the Tanzania authorities satisfied themselves following their systematic investigation underground, that there were no unauthorised individuals within the mine.”

These statements are not inconsistent with unauthorised individuals having been within the Mine previously, nor becoming trapped there for an extended period. We note in this regard that then Mara Regional Commissioner Adam Malima [confirmed](#) in April 2021 that an investigation had found that such individuals had previously been within the Mine. Specifically, he stated that an ongoing investigation “shows that there were people who entered and came out of the underground of the mine.”

As noted in our previous letter, Mr Malima publicly named five individuals suspected of financing the scheme, as well as two other suspects who were needed to complete the investigation. He

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stated that these suspects were obliged to report to the Mara Regional Police Commander or the Police Commander of Tarime-Rorya before the police began searching for them, indicating there was an ongoing police investigation at that time.

As Regional Commissioner, Mr Malima must have been aware of at least the investigation by the Regional and District Security Committee; it may, in fact, have been the investigation on which he based his announcement.

To clarify what the investigations referenced in your letter encompassed and what conclusion were reached, could you please:

- 1) Provide the dates for: (a) when the respective investigations commenced and ended; (b) when the mining activities at the Gokona underground mine were suspended; and (c) when the systematic investigation underground occurred.
- 2) Confirm whether Barrick is aware of any information found as part of the investigations indicating that individuals had accessed an underground area of the Mine in December 2020 and/or January 2021 without prior, formal authorisation, as the Regional Commissioner's announcement indicates.

If Barrick is aware of such evidence, please also describe what the evidence was and what steps were taken on the basis of it.

- 3) Explain on what grounds the Mine "understands that the allegations of intrusion at the Gokona underground mine were merely rumours which is not supported by any credible evidence" when the Regional Commissioner's investigation concluded that people had accessed underground areas and that financing such conduct merited criminal investigation.
- 4) Provide the information that the police shared that led the Mine to conclude that an investigation at Gokona pit was warranted.

Enquiries regarding missing persons

Your letter refers to meeting with local communities and checking for missing persons reports.

The Guardian's January 2021 [article](#) referenced in our letter states that relatives of seven "missing men" who "fail[ed] to emerge from pits of North Mara Gold Mine" had notified the Office of the District Commissioner seeking help in finding them.

The article provides details from the relatives regarding the individuals and their entry to the Mine. It states that the seven individuals entered "the pits on December 5 to scavenge for gold ore and had not returned" and includes the names of six of the "missing men": Charles Mashiku, Nyagwisi Charles, Mnanka Werema, Mahiri Tereni, Matiko Merenga, and Isaka Kamarage. The Regional Commissioner's announcement also named Nyagwisi Charles Marwa as a suspect.

To clarify the evidence considered as part of the Mine's investigation, could you please:

- 5) Confirm whether Barrick investigated what happened to the individuals who were reported missing, and if so, describe the findings.
- 6) Explain what, if any, steps Barrick has taken as regards these seven individuals.

Correcting statements

Finally, you stated in your correspondence that RAID's "letter makes a number of inaccurate comments". We would greatly appreciate it if you could identify the statements that Barrick believes to be inaccurate and why. This is important for any constructive engagement we might seek with Tanzanian authorities on this matter.

We remain open to meet with you or your staff to further discuss these and other human rights concerns. We understand that a site visit to North Mara for civil society groups is due to be organised in early January 2022 and look forward to receiving more details about this. The visit would provide an opportunity for RAID personnel and other civil society groups to hear more about the human rights and other security policies that Barrick has been implementing at the mine.

Thank you so much for your attention to this matter. We look forward to hearing from you, and would be grateful to receive your response by 7 January 2021.

Yours sincerely,

A black oval redaction box covering the signature of Anneke Van Woudenberg.

Anneke Van Woudenberg
Executive Director

Cc: Martin Welsh, General Counsel, Africa and Middle East

Anneke Van Woudenberg
Rights and Accountability in Development (RAID)
Studio 204
Screen Works
22 Highbury Grove
Highbury East
London N5 2EF
United Kingdom

6 December 2021

Dear Ms Van Woudenberg

North Mara Gold Mine

I refer to your letter dated 25 November 2021 enquiring about the alleged intrusion of non-mining personnel from the surrounding communities at the Gokona underground mine earlier this year.

The Tanzania Police informed the North Mara management team that they had heard of rumours of 7 intruders had allegedly entered the Gokona underground mine. Following receipt of that information a number of thorough investigations of the Gokona underground mine were conducted by the North Mara management team, the specially formed District Commissioner's Task Force, the Regional and District Security Committee, the National Task Force (consisting of members from the President's Office, Director of Criminal Investigations, Ministry of Minerals, Mining Commission, and representatives from State security), and the Tanzania Police Force. Those investigations did not locate any Tanzania residents who are not members of the mine's personnel (as termed in your letter) at the Gokona underground mine.

The North Mara management team held various meetings with the local communities surrounding the mine, and checked for missing persons reports at local police stations. From its enquiries, the North Mara Gold Mine understands that the allegations of intrusion at the Gokona underground mine were merely rumours which is not supported by any credible evidence. This view is also held by the separate investigations undertaken by the Tanzania authorities.

Both the Barrick Gold Corporation Group and the North Mara management team took the allegations seriously, and day-to-day mining activities at the Gokona underground mine were suspended whilst the mine's emergency team and the Tanzania authorities satisfied themselves following their systematic investigation underground, that there were no unauthorised individuals within the mine.

Your letter makes a number of inaccurate comments, and is speculative in places. I do not intend to rectify those misleading statements instead, and what would be more productive, is for you or your colleagues in Tanzania to disclose to the Tanzania authorities any corroborated evidence you have obtained that is contrary from the conclusions of the investigations undertaken by North Mara Gold Mine, the District Commissioner Task Force, the Regional and District Security Committee, the National Task Force and the Tanzania Police Force. I would encourage you to do this as soon as possible. I and my team would also appreciate a copy of any report RAID may file.

To your last point, our position on discussing the London Bullion Market Association's independent investigation of the North Mara Gold Mine remains as set out in our letter of 30 July 2021. It would be inappropriate for Barrick Gold Corporation to comment on that investigation until it is completed, and the pending personal injury cases at the High Court of England and Wales are concluded.

Yours faithfully



Dr D Mark Bristow
President and Chief Executive Officer
for and on behalf of
BARRICK GOLD CORPORATION



25 November 2021

Mr. Mark Bristow
President and CEO
Barrick Gold Corporation
TD Canada trust Tower
161 Bay Street, Suite 3700
Toronto, Ontario
M5J 2S1
Canada

Via Email

Dear Mr. Bristow,

Re: North Mara Gold Mine

We are reaching out to you to request Barrick's response to a serious incident in which individuals became trapped underground at North Mara Gold Mine (the Mine). We hope you might be able to provide answers to a number of questions we have.

We have taken note from your letter of 30 July 2021 that Barrick wishes the UK High Court and the LBMA's processes to complete before meeting with RAID to discuss broader human rights issues, but we believe this incident at the Mine merits us reaching out to you.

From two research missions to the North Mara area and from local press reporting, we have learned there was a serious breach of security at the Mine a year ago in early December 2020. According to credible and well informed sources, we understand seven Tanzanian residents, who were not Mine employees, gained access to a secure underground area for the purpose of taking gold-bearing rock. According to our sources, the incident seems to have been well organized, with private financial backers and involvement of Mine personnel. Some of the individuals involved in the scheme may have been duped into participating, unaware of the specifics of where they were going or what they would be doing.

Sources we spoke to said the group of seven individuals were expected to remain hidden in the underground area of the Mine for several days to collect gold-bearing rock. However, while conducting their activities, the group of seven were trapped when the tunnel in which they were hiding collapsed following blasting at the Mine. According to information we received, they had little food and very limited supplies of water. In late January 2021, after approximately 40 days trapped underground, the group of seven finally emerged. They were covertly removed from the Mine premises by Mine personnel.

[Media](#) and [government](#) sources publicly reported on this extraordinary incident. On 23 January 2021 a [news article](#) reported seven were feared dead after "vanishing" in Mine pits. According to this report, the individuals entered the Mine on 5 December and had not been found. Also in January 2021, the Hon. Mwita Waitara, Member of Parliament for the Tarime Constituency, gave a [public address](#) in which he said that the government had received news of people believed to

Rights and Accountability in Development (RAID)

Studio 204, Screen Works, 22 Highbury Grove, Highbury East, London, N5 2EF, United Kingdom

Charity No. 1150846 | UK Company No. 04895859

WWW.RAID-UK.ORG

be trapped at the Mine and had gone to the Mine to ensure that the individuals were found. In April 2021, the Regional Commissioner was reported as [saying](#) that while “no one is currently trapped underground...the investigation shows that there were people who entered and came out of the underground of the mine.” The Regional Commissioner named five individuals suspected of criminal conduct in funding the scheme.

We expect that an incident of this nature at a Barrick mining operation was alarming for you and your team, especially when Mine personnel may have colluded with those responsible for what appears to be criminal activity. What is especially concerning from our perspective is the length of time the group of seven were trapped underground and what, if any, action the Mine took to extract them. Notwithstanding the group’s intention or foreknowledge of this apparent illicit scheme, they managed to make it past the Mine’s security with assistance of Mine personnel and were on the Mine’s premises when they became trapped, which placed a duty of care upon the Mine.

During our research, credible sources also told us this was not the first incident of this nature and that organised crime between private financial backers and personnel employed by the Mine was not uncommon. Some reported that the Tanzanian police who guard the Mine under an arrangement with the Mine may play a role in such activities.

We have found no public reporting from Twiga Minerals or Barrick about this incident, either to the market or to local stakeholders. If such reporting does exist, do please let us know. We are also not aware of any information provided by the Mine to the relatives of those who were trapped during this long ordeal.

We would be grateful for clarification from Barrick on what occurred during the incident referred to above (see our questions attached). In addition to information in response to the questions raised, we would be happy to receive any other information you believe might be relevant. We would be grateful to receive your response by 3 December 2021 so we can take it into account alongside our consideration of other information we have received. The actions Barrick took during and after the incident will be reflected in any public reporting we may do on this incident.

I also wish to take this opportunity to correct a misperception from your last correspondence to us. You said that RAID had noted “significant improvements” on how the Mine was responding to human rights concerns, but I’m afraid this is not accurate. We remain concerned about the human rights situation at North Mara, particularly as the Mine’s ongoing process to acquire local land and force residents to sell their homes appears to be exacerbating tensions. A recent [posting](#) by the Regional Commissioner refers to the use of the police to avoid delays in assessing the land to be acquired. Furthermore, according to our latest research, there is no functioning grievance mechanism at the Mine.

While my last email to you noted our understanding, based partly on Barrick’s public statements, that Barrick had “rolled-out a number of new policies and procedures on human rights, grievance mechanisms, security issues and other community related matters,” we have not yet seen the publication of the underlying documents or clear evidence of tangible improvements. Of course, we remain hopeful that such an outcome will be achieved.

In your 30 July 2021 letter to us, you referred to a site review being organised with MMTC-PAMP and the LBMA. We would be grateful to receive further details about this review, including what it will involve and when it is due to occur. We trust civil society groups (including RAID) and those harmed by the operations at North Mara will be given the opportunity to provide input, since without such contributions the review would risk being incomplete and partial.

We remain open to meet with you or your staff to further discuss these and other human rights concerns. I hope we may be able to do so in the near future. In the meantime, I look forward to your response to our questions.

Yours sincerely,



Anneke Van Woudenberg
Executive Director

Questions from RAID:

Please note, references to Barrick should be read to include Twiga Minerals and North Mara Gold Mine Limited.

1. When did Barrick become aware that individuals may have been trapped within the Mine and what steps did it take in response?
2. Where in the Mine were the individuals trapped?
3. Did Barrick take steps to assist the individuals after they were trapped? If so, what steps did Barrick take?
4. What humanitarian or other assistance did Barrick provide to the seven trapped individuals once they emerged from underground? Please describe the assistance and when it was provided.
5. What steps did Barrick take to contact, liaise with and support the relatives of those trapped during and after the incident?
6. What measures has Barrick taken to investigate the incident and what were its findings?
7. Has Barrick taken steps to hold those in its employ accountable for involvement in the incident? If so, please describe these steps.
8. Is Barrick aware of any steps taken by Tanzanian authorities to hold those who organized the scheme to account?
9. Is Barrick aware whether police stationed at the Mine were involved in this scheme or other similar schemes in the past? If yes, what action was taken?
10. Has Barrick notified the market, the Tanzanian government, local communities or otherwise made a public statement regarding the incident?

North Mara Gold Mine

30 July 2021

Dear Mrs Van Woudenberg,

Thank you for your email of 13 July 2021. I am pleased that RAID has recognised the progress that North Mara Gold Mine Limited (North Mara) has made relating to the legacy social and environmental issues at the mine following Barrick Gold Corporation's (Barrick) acquisition of Acacia Mining plc (Acacia) in September 2019. Whilst significant improvements have been made through, as you note, new policies and procedures, an updated grievance mechanism and the establishment of a Community Development Committee, we do however recognise there is further work to be done and as such remain committed to continuing our community development and our local content programme in Tanzania.

As you well know, we have and remain engaged with the LBMA, through MMTC-PAMP, in fulfilling the review process that was requested by them based on allegations made through their Responsible Gold Guidance process. Barrick welcomed this independent review of North Mara and as such invited Synergy Global Consulting (Synergy) to conduct an independent third-party on-the-ground evidence-based assessment. The site visit took place in November 2019 only two months following the acquisition by Barrick of Acacia, however, we were confident that, even at this early stage, the review would recognise the actions North Mara had already taken as well as consider the plans we had developed, many in conjunction with the Government of Tanzania, that were still to be implemented.

The findings of this independent review were disclosed in an executive summary through the LBMA and the recommendation of the independent third-party assessment of North Mara (based on OECD Due Diligence Guidance and LBMA Responsible Gold Guidance) was that MMTC-PAMP continues trading with North Mara, whilst the focus continues on progressive improvement of the mitigation of and reporting on the identified risk areas.

I am pleased to note that since this independent review and report, Barrick has not only consistently reported progress against the recommended actions to the LBMA but the Sustainability Strategy for North Mara has continued to be implemented, which has focused on:

- **Partnering with our communities** - In the 23 years operating in emerging Africa, Randgold (which was subsequently merged with Barrick) built its license to operate on a commitment to economically empower our host countries and communities through a partnership model. This means that we invest in real partnerships with mutual responsibility. It is not always easy, but it is at the heart of our approach. This partnership is epitomised by our Community Development Committees or CDCs – and I am pleased to report that there is a fully functioning CDC at North Mara putting the community at the heart of the decision making process. To date we have implemented numerous community projects including the funding of 21 Agribusiness projects, building of schools and health clinics along with the upgrade of local and regional roads.
- **Sharing the benefits** - We hire and buy local wherever possible – this builds capacity, and keeps and injects money into the community. We have made significant progress at North Mara and in 2020 where we procured \$46,372,198 worth of goods and services from the region.
- **Engaging and listening to stakeholders** - We believe the most effective community engagement is managed and delivered at the local level. This was absent before Barrick acquired Acacia, and since then North Mara has worked tirelessly to communicate our vision to the communities and ensure they understand they are an important part of the future success of the operation. This engagement has also provided a forum for the resolution of long outstanding community grievances or to discuss the risks and opportunities linked to the mine

BARRICK

in a fair and open manner. This has, in conjunction with the updated grievance mechanism, seen us resolve the majority of the 84 open grievances the mine had at the start of October 2019 after Barrick assumed Acacia and now stands at 19 open grievances, six of which were legacy, at the end of 2020.

We continue to engage with MMTC-PAMP and the LBMA on our progress and have suggested that a further independent site review take place to verify this progress. It is our understanding that the LBMA will release a summary of the findings thereafter.

It is also important to note that in January 2021, independent human rights consultants, Avanzar, visited North Mara to provide training to the mine's security forces and local police on human rights and the Voluntary Principles on Security and Human Rights and to conduct a human rights impact assessment. A summary of this assessment and others conducted for the group will be published in a separate Barrick Human Rights report due for release in the next few weeks.

You will be aware of a number of North Mara personal injury cases that are pending with the High Court of England and Wales. These alleged incidents occurred at the North Mara mine prior to our acquisition of Acacia. Shortly after the acquisition, in September 2019, we immediately met with the claimants' lawyers and in order to resolve the issue we agreed to let them instigate proceedings in the UK High Court, where an adjudication process can be managed by a competent authority. Based on these court proceedings and the LBMA's independent investigation that is currently occurring at North Mara, and considering RAID's stated public interest in both, we believe it is appropriate to allow these processes to run their course, with findings publically disclosed, before we meet with you and your team.

However, once the investigation is completed and the High Court cases resolved we would welcome the opportunity to discuss the mine's development with you.

Yours sincerely



Mark Bristow
President and Chief Executive Officer

Delete Archive Report Reply Reply all Forward [Icons]

Meeting with RAID on North Mara



Anneke Van Woudenberg

[Icons]

To: Bristow, Mark [REDACTED]

Tue 7/13/2021 5:13 PM

Cc: [REDACTED] +2 others

Dear Mr Bristow

I am reaching out to request a meeting with you and/or your team to discuss the security and human rights situation at the North Mara mine in Tanzania

We were in touch previously when Barrick was closing the Acacia transaction. At that time, Barrick was revisiting the CSR programmes and related issues around the mine site.

We understand that Barrick has since rolled out a number of new policies and procedures on human rights, the grievance mechanism, security issues and other community related matters over the past year.

We would appreciate an opportunity to meet with you and/or your team working at North Mara mine to better understand the changes that Barrick has implemented.

Please do let us know when you and/or your team might be available over the coming weeks to meet virtually with us.

I look forward to hearing from you.

Best regards

Anneke Van Woudenberg

Anneke Van Woudenberg
Executive Director

Rights and Accountability in Development (RAID)
www.raid-uk.org | Twitter: [@raidukorg](https://twitter.com/raidukorg)

Email: [REDACTED]
Tel: [REDACTED]



Reply Reply all Forward

Thursday, July 27, 2023 at 21:53:50 British Summer Time

Subject: FW: Response from RAID to NMGML letter of 13 June
Date: Wednesday, 24 July 2019 at 16:56:48 British Summer Time
From: Bristow, Mark
To: Anneke Van Woudenberg
CC: [REDACTED]
Attachments: image001.jpg

Dear Anneke,

I believe we have been very clear regarding our position and shared with you our strategy and intentions as well as policy when it comes to social and community engagement and our view on stakeholders in general.

One thing I need to be clear about, we have no intention to give you the responsibility of managing our relationships and responsibilities or our business. We are happy to engage and listen which I believe we have demonstrated.

Right now we are facing some very complex challenges in getting the Acacia transaction closed, our people on to the ground and working with the Government of Tanzania to get the operations back to normal and operating. As part of that we will be revisiting the CSR programmes and related issues.

This is going to take some time and right now we are still working on the legal timeline for the transaction closing date.

I am sure we will have plenty of time to discuss your concerns along with other issues once we have dealt with the above and as I assured you in my previous response below. When ready we will let you know.

Regards

Mark

From: Anneke Van Woudenberg [REDACTED]
Sent: Wednesday, July 24, 2019 2:54 PM
To: Bristow, Mark [REDACTED]
Cc: [REDACTED]
Subject: EX1:Re: Response from RAID to NMGML letter of 13 June

Dear Mark,

Thank you for your email of a few weeks ago. In light of the recent agreement between Barrick and Acacia on a buy-out deal, I hope you and your team might now be in a position to meet with RAID to discuss our concerns about the human rights situation at the North Mara mine. We would be very interested to better understand how Barrick intends to manage sustainability plans and community relations going forward.

Might it be possible for us to put a date in the diary in September for such a meeting?

Also, thank you for raising our earlier letter with Acacia's board of directors. We still await their response.

With my best regards,

Anneke

Anneke Van Woudenberg
Executive Director
Rights and Accountability in Development (RAID)

tel: [REDACTED]
email: [REDACTED]
skype: [REDACTED]
RAID UK Charity Registration No. 1150846

From: "Bristow, Mark" [REDACTED]
Date: Thursday, 4 July 2019 at 17:40
To: Anneke Van Woudenberg [REDACTED]
[REDACTED]
Cc: [REDACTED]
Subject: RE: Response from RAID to NMGML letter of 13 June

Dear Anneke

As you note, Barrick Gold Corporation are in discussions with Acacia presently, however, we do not exercise operational control at Acacia.

We agree that oversight on matters related to human rights and community engagement is the responsibility of a company's board. We have made Acacia aware that we have received your latest letter and they in turn have informed us that they intend responding and will keep Barrick in copy. As stated previously Barrick is committed to respecting the human rights of all individuals impacted by our operations, including employees, contractors and external stakeholders. This is highlighted in our Human Rights Policy which was reviewed and approved by our Board. Our policies related to community engagement and conflict-free gold further express our commitment to our host communities and the ethical mining of gold.

We have and are continuing to engage Acacia on these matters.

Depending on the outcome of the negotiations with Acacia, Barrick would be open to discussing these issues with yourself in order to get a better understanding of RAID's concerns and in particular sharing with you how we would manage our sustainability commitments and community relations going forward.

Regards

Mark

From: Anneke Van Woudenberg [REDACTED]
Sent: Wednesday, July 3, 2019 1:42 PM
To: Bristow, Mark <[REDACTED]>
Cc: [REDACTED]
Subject: FW: Response from RAID to NMGML letter of 13 June

Dear Mr. Bristow and Mr. Thornton,

Please find below and attached RAID's response to correspondence with Acacia Mining and North

Mara Gold Mine Ltd. You are copied on this correspondence, so I am attaching it for your reference. RAID's letter is addressed to Abraham Van Ghent who responded to us following our earlier letter to Acacia Mining's board of directors. As we note, we were rather perplexed that Mr. Van Ghent responded, instead of the Board, since the matters concerning human rights, the company's problematic community grievance process and the relationship with the Tanzania police are all matters over which the Board has oversight.

As offered previously, we would be happy to discuss our concerns with you or any of the new management at Barrick who are dealing with these matters. I am, of course, aware that you are in ongoing discussion about Barrick possibly buying out Acacia's minority shareholders. Should this go ahead, Barrick will inherit the difficult situation at North Mara.

Please do not hesitate to contact me if you would like further information about our findings and to discuss our recommendations for the way forward.

With my best regards,

Anneke

Anneke Van Woudenberg
Executive Director
Rights and Accountability in Development (RAID)
tel: + [REDACTED]
email: [REDACTED]
skype: [REDACTED]
RAID UK Charity Registration No. 1150846

7/26/23, 1:40 PM

Mail Outlook

Re: Letter on Human Rights Concerns at Acacia Mining for AGM

Anneke Van Woudenberg [REDACTED]

Thu 6/13/2019 12:24 PM

To: Bristow, Mark [REDACTED]
[REDACTED]

Dear Mark,

Thank you for the quick response.

In your email you reference that new management is engaging with Acacia on these matters. If possible, we would welcome an opportunity to meet with members of the new management team. This could provide your team with direct information from us about RAID's research at North Mara as well as an opportunity to ask any questions. We published a new 60-page in depth report yesterday analysing Acacia's grievance process at North Mara, which we believe is deeply problematic and not compatible with the UNGPs. In case it's of interest, the link to the report is [here](#).

I would be very happy to follow up with Gant Berenger from your side if a meeting on RAID's human rights findings at North Mara is of interest.

With my best regards,
Anneke

Anneke Van Woudenberg
Executive Director
Rights and Accountability in Development (RAID)
tel: [REDACTED]
email: [REDACTED]
skype: [REDACTED]
RAID UK Charity Registration No. 1150846

From: "Bristow, Mark" [REDACTED]
Date: Thursday, 13 June 2019 at 03:52
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Letter on Human Rights Concerns at Acacia Mining for AGM

Dear Anneke

Your letter to both John Thornton and myself refers:

As you are aware Barrick Gold Corporation does not exercise operational control at Acacia.

Barrick is committed to respecting the human rights of all individuals impacted by our operations, including employees, contractors and external stakeholders. Wherever we operate, we seek to avoid causing or contributing to human rights violations and to facilitate access to remedy. While governments have the primary responsibility to protect against human rights violations, we understand and accept our responsibility to respect human rights. We are committed to and always strive to act in accordance with the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational

7/26/23, 1:40 PM

Mail [REDACTED] Outlook

Enterprises, and the Voluntary Principles on Security and Human Rights, this is embedded in our policies.

Certain of our affiliates, such as Acacia, maintain their own distinct human rights policies and approaches, however we do and will continue to use all rights and powers at our disposal as significant shareholders to achieve policies that will, in principle, align with our policies.

Since the merger between Randgold and Barrick, our new management team have been engaging with Acacia on many aspects and will continue to do so.

Regards

Mark

From [REDACTED]
Sent: Tuesday, June 11, 2019 10:41 AM
To: Bristow, Mark [REDACTED]
Subject: Letter on Human Rights Concerns at Acacia Mining for AGM

Dear Mr, Bristow,

Please find attached a letter concerning the ongoing human rights situation at Acacia Mining's North Mara gold mine that was sent to the Board of Directors of Acacia today ahead of the company's AGM. In the letter we raise our serious concerns about the ongoing use of the Tanzanian police for security at the North Mara mine and the deeply flawed grievance process to address community complaints which humiliates victims and aggravates community tensions.

As the CEO of Barrick Gold, the majority shareholder, we have copied you on the letter. Should Barrick's offer to minority shareholders be formalized and accepted, it will be Barrick's sole responsibility to resolve the long-standing human rights issues at the North Mara mine. In our view the ongoing human rights issues severely undermine Acacia's legitimacy and its social licence to operate. As you will know, the violations are closely linked to the other pressing challenges facing Acacia including the Tanzanian government's [export](#) ban, the fines for environmental [damages](#), and the [corruption-related charges](#) against local subsidiaries and current or former employees, which I anticipate may also be discussed at the AGM.

I think that you share many of these concerns and we were encouraged when you publicly acknowledged at the Mining Indaba Acacia's failure to embrace local communities as an important factor contributing to the company's difficulties in Tanzania. We applaud your commitment to address the concerns.

In case you are unaware, I wanted to highlight two recent human rights incidents which are part of a wider pattern. On May 31, a man walking home along a public road near the mine after collecting medicine for his brother's cattle was injured as police guarding the mine opened fire, possibly with tear gas or other projectiles, while chasing so-called "intruders." As a result of the injuries, his hand was later amputated. In July 2018, a 9 year-old girl was crushed and killed by a mine vehicle apparently driven by the police as the driver took a short-cut at a mine-controlled crossroad. In the aftermath, at least 4 women who had come to sit by the young girl's body were injured by teargas canisters and other projectiles when the police sought to disperse a gathering crowd.

We hope you will use your influence to ensure Acacia's board and its senior management addresses the human rights issues. As set out in the attached letter, we believe action is required on two fronts: (1) to urgently reconsider the company's relationship with the Tanzanian police, who have been involved in

7/26/23, 1:40 PM

Mail [REDACTED] Outlook

many of the most serious human rights violations at North Mara, and (2) to suspend the existing grievance mechanism pending an independent review of the grievance process by a respected, internationally recognised third party.

I wish to assure you that I remain open to meet with you and any of your staff at your convenience to answer questions about the findings of our ongoing field research conducted in North Mara. Please do not hesitate to contact me.

Best regards,

Anneke Van Woudenberg

Anneke Van Woudenberg
Executive Director
Rights and Accountability in Development (RAID)

tel: [REDACTED]

email: [REDACTED]

skype: [REDACTED]

RAID UK Charity Registration No. 1150846



Rights and Accountability in Development

11 June 2019

Acacia Mining Plc
Board of Directors
5th Floor, No. 1 Cavendish Place
London, W1G 0QF

Sent Via Email To:

- Rachel English, Interim Chair of the Board
- Peter Geleta, Interim Chief Executive Officer
- Stephen Galbraith, Non-Executive Director
- Steve Lucas, Independent Non-Executive Director
- Alan Ashworth, Independent Non-Executive Director
- Deborah Gudgeon, Independent Non-Executive Director
- Adrian Reynolds, Independent Non-Executive Director

Dear Mesdames/Sirs:

In light of your upcoming Annual General Meeting on 13 June 2019, we write to once again raise the human rights situation at Acacia Mining's North Mara Gold Mine. In light of the ongoing lack of justice for serious human rights violations at the mine over many years, and the clear unsuitability of the company's grievance mechanism to provide a fair and suitable remedy to the scores of victims, we believe it is vital that Acacia considers ending its agreement with the Tanzania police to provide security at the mine.

We believe that questions about respect for human rights falls squarely within the scope of your responsibilities as Board members, and urge you to raise this matter with senior management and ensure it is acted upon.

RAID has been documenting human rights violations by forces providing security at the company's North Mara mine since 2014. These include killings, severe beatings and sexual violence. Between 2014 and 2016 alone, RAID and MiningWatch Canada [documented](#) 22 killings and 69 injuries at or near the mine. Acacia itself [acknowledges](#) 32 "trespasser-related" fatalities during that same period. For such a high number of violations to be occurring outside a conflict zone in a business context is shocking and exceptional.

While Acacia [notes](#) in its annual report that there has been a decrease in "security-related" incidents at the mine, RAID's research shows that serious human rights violations by forces providing security at the mine continue. In the latest incident on May 31, a man walking home along a public road near the mine after collecting medicine for his father's cows was injured as police guarding the mine opened fire, possibly with tear gas or other projectiles, while chasing so-called "intruders." As a result of the injuries, his hand was later amputated. In July 2018, a 9 year-old girl was crushed and killed by a mine vehicle apparently driven by the police as the driver took a short-cut at a mine-controlled crossroad. In the aftermath, at least 4 women who had come to sit by the young girl's body were injured by teargas canisters and other projectiles when the police sought to disperse a gathering crowd.

Compounding the human rights problem, is the mine's grievance mechanism, which lacks independence and is under the control of the company. Claimants bringing grievances are subjected to

a disempowering and often humiliating process, which permits the company to act as investigator, judge and jury on the serious human rights violations by its security agents and/or the Tanzania police working alongside them. The grievance process denies victims basic procedural rights, characterises them or their family members as “criminals”, and entrenches the stark power imbalance between a multinational gold mining company and impoverished local residents. Acacia’s revised grievance mechanism is failing victims and local residents and is a far cry from being compliant with the [United Nation Guiding Principles on Business and Human Rights](#).

RAID and other civil society organizations have [repeatedly](#) urged Acacia’s management to implement measures to prevent these violations from continuing and to provide appropriate redress to those who suffered harm. We have participated in Acacia’s consultation meeting with civil society, raised our concerns in written correspondence and in-person meetings. In our view, adequate steps to address the ongoing violence and the serious shortcomings to the company’s grievance mechanism have not been taken.

These ongoing human rights issues severely undermine the company’s legitimacy and its social licence to operate. The violations are closely linked to other pressing challenges facing Acacia including the Tanzanian government’s [export](#) ban, the fines for environmental [damages](#), and the [corruption-related charges](#) against local subsidiaries and current or former employees.

Mark Bristow, the CEO of Barrick, Acacia’s majority shareholder, appeared to acknowledge the concerns in February 2019 when he publicly [identified](#) Acacia’s failure to “embrace” local communities as an important cause of the company’s difficulties in Tanzania. The fact that Mr Bristow was asked about Acacia’s human rights record at North Mara during a high profile event at this year’s Mining Indaba demonstrates that action is needed to restore Acacia’s reputation.

Acacia has international responsibilities to respect human rights and enable access to remedy. As a priority, we urge you to take action on two fronts:

Firstly, to urgently reconsider the company’s relationship with the Tanzanian police, who have been involved in many of the most serious human rights violations at North Mara. That relationship is set out in written [agreements](#) between the police and Acacia’s local subsidiary, the North Mara Gold Mine Ltd, and began in at least 2010. The agreements set out that the police will provide security at the mine “in coordination” with the company’s security staff. In return, the company will provide per-diems, vehicles, fuel, accommodation, food and other benefits to the police. In essence, the relationship appears to transform the police into a privatised security force for the mine, rather than an institution mandated to protect local people.

The police acting at the North Mara mine are also unaccountable. Despite the dozens of deaths and scores of serious injuries to so-called “intruders” and bystanders at or near the mine, we are not aware of a single police officer who has been held to account. Acacia has a responsibility, in accordance with the UN Guiding Principles, to use its leverage to press the Tanzanian government to hold all perpetrators of abuse, including the police, to account. If Acacia has used its leverage, it has clearly proven to be ineffective. The violations and accompanying impunity have continued for nearly a decade and has long since reached a point where it should be ringing alarm bells for senior management and the Board.

Without meaningful controls to prevent police abuses at the North Mara mine, Acacia must consider whether it can continue to use the police for joint security operations. The ongoing use of the police for security acutely raises the risk the company may be complicit in the crimes committed. We urge the Board to review the use of the police for security operations at North Mara. If Acacia is unable to conduct its operations at North Mara without resorting to the Tanzanian police for security on an ongoing basis, then serious consideration will need to be given as to whether the company can responsibly conduct its gold mining business at North Mara.

Secondly, closely related to the ongoing and serious human rights abuses, is the deeply flawed grievance process Acacia is operating at North Mara which aggravates the harm to victims.

This process, first **published** in 2017, followed earlier iterations that were widely **criticised** by civil society. The revised version is highly problematic and has also been the subject of repeated criticisms from international and Tanzanian civil society, not least because a company-led grievance mechanism is not suitable for grave or systematic human rights violations. This week, RAID will be publishing a detailed critique of the revised grievance process, which we hope you will carefully consider.

The UN Guiding Principles require that grievance mechanisms be “rights compatible” and warn that poorly designed or implemented grievance mechanisms heighten the sense of disempowerment and disrespect experienced by those using such processes. In our view, Acacia’s seriously flawed grievance mechanism falls into that category and is not compliant with the UN Guiding Principles.

We urge you to suspend the existing grievance mechanism pending an independent review of the grievance process by a respected, internationally recognised third party, such as the UN Working Group on business and human rights, with a view to incorporating the repeated critiques made by victims, Tanzanian and international civil society. An internal review by company officials, or their advisers, responsible for the current mechanism will lack credibility and is unlikely to bring about the required changes. In the interim, we urge you to cooperate with local Tanzanian authorities to ensure accountability and to continue to take precautionary measures and provide humanitarian assistance.

In closing, please allow me to re-iterate that RAID has raised many of these issues previously, including in a letter to the Board dated 10 October 2018. The only response we received was a letter dated 30 November 2018, signed by the local operating subsidiary’s General Manager at North Mara. The letter did not meaningfully engage with any of the concerns raised, but focused instead on impugning, without citing any supporting evidence, RAID’s motivations in raising them. With respect, these matters fall squarely within the mandate and responsibility of the Board, and we urge you to treat them as such.

We have copied senior management in Barrick Gold Corporation since it is Acacia’s majority shareholder and has proposed acquiring the remaining minority shares. In our view, whoever owns Acacia Mining will need to address the human rights concerns at the North Mara mine.

We would be very happy to answer any questions from the Board or to provide further information if required.

Yours sincerely,



Anneke Van Woudenberg
Executive Director

Cc: Mark Bristow, CEO, Barrick Gold
John Thornton, Executive Chairman, Barrick Gold

Thursday, July 27, 2023 at 15:25:30 British Summer Time

Subject: RE: Human Rights Abuses at Acacia Mining and Proposed Merger with Barrick Gold
Date: Tuesday, 30 October 2018 at 07:59:55 Greenwich Mean Time
From: Mark Bristow
To: Anneke Van Woudenberg

Dear Anneke,

Happy to catch up should the transaction be approved.

Regards

Mark

From: Anneke Van Woudenberg [REDACTED]
Sent: 28 October 2018 17:13
To: Mark Bristow [REDACTED]
Subject: Re: Human Rights Abuses at Acacia Mining and Proposed Merger with Barrick Gold

Dear Mr. Bristow,

Thank you very much for your quick response and for passing our message to Barrick.

I hope we will be in touch again once there is a favourable vote from the shareholders and the merger has been confirmed placing you into the new position as CEO. I expect the troubles in Tanzania will not have been resolved before then.

All the best,

Anneke

From: Mark Bristow [REDACTED]
Date: Sunday, 28 October 2018 at 11:29
To: [REDACTED]
Subject: FW: Human Rights Abuses at Acacia Mining and Proposed Merger with Barrick Gold

Dear Ms Woudenberg

Thank you for your letter highlighting the issues at the Acacia Mining's North Mara Mine in Tanzania. I have passed your note to Barrick who I know are in contact with Acacia management. The past challenges as well as current issues playing out in Tanzania should be of importance to the mining industry and other stakeholders in that country and it is clear that all stakeholders should be working together to seek a lasting solution. Randgold Resources Limited proposed merger with Barrick Gold Corporation still requires a favourable vote from shareholders which will allow us to play a part in any successful outcome in Tanzania. Until such time, it goes without saying that we will work to be supportive where we can.

Kind regards

Mark Bristow

7/27/23, 4:42 PM

Mail Outlook

Human Rights Abuses at Acacia Mining and Proposed Merger with Barrick Gold

Anneke Van Woudenberg <avw@raid-uk.org>

Fri 10/26/2018 4:08 PM

To

Cc

1 attachments (160 KB)

RAID letter to M Bristow 26 October 2018.pdf;

Dear Mr. Bristow,

I am writing to you ahead of Rangold Resources Ltd.'s proposed merger with Barrick Gold Corporation to alert you to significant human rights concerns at Acacia Mining's North Mara Gold Mine in Tanzania. As you will be aware, Barrick holds a 63.9% interest in Acacia Mining. Not only are the human rights concerns at North Mara an important consideration for the merger, but once it is complete you, as the new CEO, will inherit this troubling situation.

I write to you to provide further background on the abuses and urge you to use your influence with Barrick to ensure the situation is appropriately and swiftly addressed.

My organizations, RAID, is an NGO with deep experience on the African continent exposing corporate human rights abuses and standing with victims to seek justice. RAID staff have conducted five detailed research missions to the North Mara mine in Tanzania, interviewing scores of victims and witnesses. Our research has uncovered that local people have been killed, beaten, or subjected to sexual violence at North Mara as the result of security operations and excessive use of force by police and mine security against so-called "intruders." We have raised our concerns repeatedly with Acacia's management and its board of directors.

I expect you are well aware that Acacia's loss of legitimacy in Tanzania could have important consequences for the proposed merger. At Randgold you highly value your company's reputation on the African continent and [identified](#) 'a lack of corporate and social responsibility' as a significant barrier to maintaining the social license to operate. Acacia's operations at its North Mara mine jeopardizes that social licence.

Attached is a letter addressed to you with further information and details.

Please do not hesitate to contact me if you have any questions or wish to discuss further.

With my best regards,

Anneke Van Woudenberg

Anneke Van Woudenberg
Executive Director
Rights and Accountability in Development (RAID)

tel:

email:

skype:

7/27/23, 4:42 PM

Mail  Outlook

RAID UK Charity Registration No. 1150846



Rights and Accountability in Development

26 October 2018

Mr Mark Bristow
Chief Executive Officer
Randgold Resources Limited
3rd Floor, Unity Chambers
28 Halkett Street, St. Heller
Jersey, JE2 4WJ
Channel Islands

Sent Via Email

Dear Mr Bristow,

RE: Human Rights Abuses at Acacia Mining and Proposed Merger with Barrick Gold

I am writing to you ahead of Rangold Resources Ltd.'s proposed merger with Barrick Gold Corporation to alert you to significant human rights concerns at Acacia Mining's North Mara Gold Mine in Tanzania. As you will be aware, Barrick holds a 63.9% interest in Acacia Mining. Not only are the human rights concerns at North Mara an important consideration for the merger, but once it is complete you, as the new CEO, will inherit this troubling situation.

I write to you to provide further background on the abuses and urge you to use your influence with Barrick to ensure the situation is appropriately and swiftly addressed.

[RAID](#) is a non-governmental organization which exposes corporate human rights abuses in Africa and stands with victims to seek justice. We were first alerted to the situation in North Mara in 2013 and our staff have conducted five detailed research missions to the area since then, interviewing scores of victims and witnesses. Our research uncovered that local people have been killed, beaten, or subjected to sexual violence at North Mara as the result of security operations and excessive use of force by police and mine security against so-called "intruders." The Tanzanian police operate at the mine under a Memorandum of Understanding between the company and the Tanzanian state.

RAID and MiningWatch Canada [documented](#) at least 22 people killed and 69 injured, many by bullets, at or near the Mine between 2014 and 2016, though the numbers may be much greater. A 2016 Tanzanian parliamentary [inquiry](#) into the abuses at North Mara, for instance, received complaints of 65 killings and 270 people injured by police jointly responsible for mine security. In September 2017, following a visit to the North Mara mine by a delegation of eminent legal judges and experts, the International Council of Jurists (ICJ) said it was "deeply concerned about the gravity of many of [the] allegations and the difficulties [victims] experienced in accessing any adequate remedy and reparation."

Acacia Mining has attempted to refute these reports. In March 2017, after considerable pressure to publish further information, the company finally confirmed in its [annual report](#) that there had been 32 “trespasser-related” fatalities between 2014 and 2016. Although there has been a decrease in the number of deaths over the past two years, incidents continue to occur.

What has compounded the problem is Acacia’s failure to justly compensate the victims or their families. Since 2014, we and others have raised [concerns](#) about the operational grievance mechanism Acacia uses to redress the human rights violations. It pressurised claimants to sign settlements they did not understand, used legal waivers to stop claimants turning to the courts, and offered inadequate compensation.

Following public pressure, Acacia published a revised version of its grievance mechanism in December 2017, but much [more work](#) needs to be done. The revised mechanism is still not compliant with human rights obligations. Furthermore, RAID met with victims in June 2018 and found that implementation on the ground falls far short of what is written in the new procedures. We and four other human rights groups raised our concerns [directly](#) with Acacia’s board of directors in April 2018 and RAID has done so again in October 2018.

The lack of adequate remedy for the harm suffered is part and parcel of an overall lack of justice. We are not aware of any police officer having been [held to account](#) by the Tanzanian authorities for the unlawful use of force or other serious human rights violations at North Mara. Acacia is also failing to adequately press for justice when violations are committed at its mines.

There have been repercussions beyond Tanzania. In 2013 a small number of victims engaged UK lawyers and brought their claims before the UK courts, since Acacia is a UK registered company. Acacia [settled](#) these claims in 2015. In 2017 a group of new victims instructed UK lawyers and also filed legal cases. These claims are yet to be resolved.

Over the past year and half, Acacia’s problems in Tanzania have multiplied which has further undermined its social licence to operate. The company is entangled in a multi-million-dollar tax and export [dispute](#) with the Tanzanian government and it is facing corruption charges [laid](#) against current and former Acacia employees and those of its subsidiary.

We have noted your [critical](#) views of how Barrick has handled the dispute with the Tanzanian government, and your role as an ‘[an interested by-stander](#)’ in these matters. I expect you are well aware that Acacia’s loss of legitimacy in Tanzania could have important consequences for the proposed merger. At Randgold you highly value your company’s reputation on the African continent and [identified](#) ‘a lack of corporate and social responsibility’ as a significant barrier to maintaining the social license to operate. Acacia’s operations at its North Mara mine jeopardizes that social licence.

Acacia holds a pre-emptive right to acquire gold mining businesses and exploration rights in Africa. According to the published [Disclaimer](#) to the merger, this may ‘impair the future growth of Barrick’s African gold operations following the merger’. While Acacia has agreed not to exercise its pre-emptive right in relation to Barrick’s merger with Randgold, it has [expressly reserved](#) it in relation to businesses and exploration rights in Africa going forward. Accordingly, the reputational,

litigation and other risks arising from Acacia's disregard of its corporate social responsibilities and human rights obligations have the potential to increase. If, as has been [reported](#), the newly merged company takes full ownership of Acacia post-merger, you will directly inherit the significant risks that accompany Acacia's Tanzanian operations.

Whichever direction the merger takes, I urge you to give special attention to the human rights concerns at Acacia's North Mara operations and to work with Barrick and Acacia to resolve the issues, including by ensuring that past victims are justly compensated and that Acacia's grievance process reflects, at a minimum, its stated aim of being compatible with the *United Nations Guiding Principles on Business and Human Rights* and other international standards. In our view, Acacia's grievance process is far from being compliant even with these standards.

The [announcement](#) of the proposed merger, states that following its completion the management team will be focusing on building 'trust-based partnerships with host governments and local communities to drive shared long-term value.' Undoubtedly, Acacia's North Mara operations will need to be a top priority.

Should you require any further information, please do not hesitate to contact me.

Yours sincerely,

A large black oval redaction covering the signature of Anneke Van Woudenberg.

Anneke Van Woudenberg
Executive Director

Cc:

- Christopher L. Coleman, Non-Executive Chairman
- Graham Shuttleworth, Finance Director and Chief Financial Officer
- Andrew J. Quinn, Independent Non-Executive Director
- Safiatou F. Ba-N'Daw, Independent Non-Executive Director
- Jemal-ud-din Kassum, Independent Non-Executive Director
- Jeanine Mabunda Lioko, Independent Non-Executive Director
- Olivia Kirtley, Independent Non-Executive Director
- Hilaire Diarra, Group Community and Environmental Officer