

Ms. Anneke Van Woudenberg
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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.

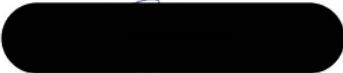
To the extent that you appear to justify your speculative reporting before the official autopsy report by reference to Barrick's statement of 12 March 2023, it is of course pertinent that our statement, in contrast to your tweets, was made after the initial police statement and was limited to confirming 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
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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,

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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.