BARRICK

Low Risk Scope of Work Form

Document Reference:	Revision Number	Original Issue Date	Review Date
BGC-CORP-FORM-003	0	January 20, 2025	January 18, 2030

Project Name	**Maintenance of the met lab Atomic Adsorption Spectrometer Agilant 55A**
Site Location:	**Met Lab / Process plant**
Risk Rating of SOW: (Based on Pre-Bid Risk Assessment)	☒ **Low** ☐ **Medium** *(Check one)*

Approver	Name	Signature	Date
Technical Representative	Teddy Kapotwe		28 May 2026
Safety Only Required for medium risk projects	Bernard Coulibaly		28 May 2026

1. PROJECT OVERVIEW

Outline the specific deliverables, objectives and boundaries of the project.

The project involves performing the Semi-annual service of the Atomic Adsorption Spectrometer Agilant 55A

2. GENERAL DESCRIPTION OF WORK

2.1. DELIVERABLES (KPI'S)

Deliverable	Description	Expected Date
Deliverable 01	Assess the current status of the equipment	2026/06/15
Deliverable 02	Cleaning	2026/06/15
Deliverable 03	Replacement of service kit items	2026/06/15
Deliverable 04	Recommissioning	2026/06/15
Deliverable 05	Reporting	2026/06/15
Deliverable 06	Click or tap here to enter text.	Click or tap to enter a date.

2.2. PROJECT LOCATION

Provide an address and describe the specific location of the scope of work.

Kibali Gold Mines, Watsa district, Haut Uela/DRC

Metallurgical Laboratory/ Process plant

2.3. EQUIPMENT AND TOOLS REQUIRED

List all equipment and tools required to perform the Job.

Items supplied by Contractor

. O ring Kit;
. Service Kit;
. An agilent certified technician

Items supplied by Barrick

- Technician accommodation
- Technician flight to site

2.4. INSURANCE AND WARRANTY REQUIREMENTS

Provide list of applicable insurances or warranties.
Requirements to be identified by the Contract Specialist

N/A

2.5. PROJECT RISK IDENTIFICATION

All project risks shall be identified within the Pre-Bid Risk Assessment taking into consideration all safety, environmental and community risks. Please attach the Pre-Bid Risk assessment to this document.

3. HEALTH AND SAFETY REQUIREMENTS

The Contractor shall apply all requirements established in Barrick's Health and Safety standards, as well as policies and procedures. The Contractor must consider all the requirements to prepare and submit a specific health and safety plan for the project using Barrick's Safe Work Plan form (please attach).

3.1 SPECIFIC SAFETY REQUIREMENTS

List the specific safety requirements associated with the job/work and all applicable procedures.

The following shall be applied:

. Suitable PPE to be used
. Suitable tools
. Oxygne and acethylene lines inspection for leaks
. Compliance to safety policy of the Metallurgical laboratory
. Plant and Met lab induction: mandatory

3.2 HEALTH AND SAFETY PROCEDURES

List all applicable Health and Safety operational procedures.

The following health and safety operational procedures shall be applied:
• Barrick Safe Work Plan Procedure: A comprehensive Safe Work Plan specific to this project must be submitted and approved by Barrick before mobilization. The plan must address all identified hazards and control measures.
• Daily Toolbox Talks: Daily safety briefings must be conducted with all personnel covering the day's activities, specific hazards, and control measures.
• Job Hazard Analysis (JHA): A detailed JHA must be completed for each phase of work and reviewed with all affected personnel before task commencement.
• Incident Reporting and Investigation: All incidents, near misses, and unsafe conditions must be reported immediately to the Barrick Project Technical Representative and investigated in accordance with Barrick's incident investigation procedures.
• Medical Surveillance: All personnel must undergo pre-employment medical examinations and be certified fit for work involving chemical exposure and physical demands of the project.
• Contractor Safety Orientation: All contractor personnel must complete Barrick's site-specific safety induction before site access is granted.
• Emergency Evacuation Procedures: All personnel must be familiar with emergency evacuation routes, assembly points, and emergency contact numbers.

4. ENVIRONMENTAL REQUIREMENTS

The Contractor shall apply all the requirements established in Barrick's Environmental Guidelines for Contractors, comply with Barrick's Environmental Policy, and meet all other applicable environmental requirements, procedures or standards to present the specific environmental management plan for the project if applicable.

4.1 ENVIRONMENTAL SPECIFIC REQUIREMENTS

List the specific Environmental requirements associated with the job/work and all applicable procedures.

The following specific environmental requirements must be implemented:
• Environmental Management Plan (EMP): The contractor must develop and submit a project-specific Environmental Management Plan for approval by Barrick before work commencement. The EMP must address all potential environmental impacts and mitigation measures.
• Waste Classification and Segregation: All waste generated during the project must be classified, segregated, and stored in designated areas. Hazardous waste must be clearly labeled and stored in compliance with DRC regulations and Barrick standards.
• Noise and Vibration Management: Construction activities must be scheduled to minimize disturbance to nearby operations and communities. Noise levels must comply with Barrick's occupational exposure limits and local regulations.
• Environmental Training: All contractor personnel must receive environmental awareness training covering waste management, spill response, and environmental protection measures specific to this project.

4.2 ENVIRONMENTAL PROCEDURES

List all applicable Environmental operational procedures.

Click or tap here to enter text.

5. SOCIAL REQUIREMENTS

For the development of this project, the Contractor must apply all the social requirements established in Barrick's social performance policy, with the objective to support the company's social commitment to sustainable development.

5.1 SOCIAL SPECIFIC REQUIREMENTS

List the specific social requirements associated with the job/work and all applicable procedures.

Click or tap here to enter text.

5.2 SOCIAL PROCEDURES
List all applicable Social operational procedures.
Click or tap here to enter text.

6. CERTIFICATIONS AND COMPETENCIES

Mark an X in the box next to all applicable certifications and competencies.

COMPETENCE	Applies	COMPETENCE	Applies
Fall From Heights	☐	Fire (Hot Work)	☒
Confined Space	☐	Hazardous Substances	☒
Stored Energy (LOTOTO)	☒	Excavations and Penetration (trenching)	☐
Lifting	☐	Working with High Voltage Lines	☐
Hazards Recognition/ Risk Assessment	☒	Mobile Equipment	☐
Blasting and Explosives	☐	Other:	☐

Other Applicable Competencies/Certifications

7. SOW MANAGEMENT

The following documents must be attached when submitting this form to the Contract Specialist:

- ☒ Pre-Bid Risk Assessment
- ☐ Reference Documents: Images, documents, drawings
- ☐ Other: Click or tap here to enter text.

8. APPENDIX

Documents:
Drag and drop documents from your files here…

Images/drawings:
Drag and drop images from your files here…

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Select all the Fatal Risks present:


☑ Stored Energy


☐ Falling from Heights


☐ Lifting


☐ Blasting and Explosives


☑ Hazardous Substances and Chemicals


☐ Confined Spaces


☐ Mobile Equipment


☐ Fall of Ground


☐ Rotating Equipment


☑ Fire

Control Effectiveness:	Field risk assessment, usage of suitable PPE & lock out
Additional actions needed before job start:	Met lab and Plant induction to be done
Identified Risk Level:	☒ Low ☐ Medium ☐ High ☐ Very High

Responsible	Name	Signature	Date
Technical Representative	Teddy Kapotwe		2026/05/28
Safety Representative	Bernard Coulibaly		2026/05/28

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PRE-BID RISK ASSESSMENT FORM

Document Reference:	Revision Number	Original Issue Date	Review Date
BGC-CORP-FORM-002	0	January 20, 2025	January 18, 2030

Project Name: (Reference SOW)	**Maintenance of the met lab Atomic Adsorption Spectrometer Agilant 55A**
Project Description:	**Semi-annual service of the Atomic Adsorption Spectrometer Agilant 55A**

Tasks	Hazards	Controls
To assess the current status of the unit	Fire, chemical burns, toxic exposure (vapors, fumes)	. Leak checks on gas line prior startup, . Use of appropriate PPE .Neutralize and dispose of chemical waste correctly
Cleaning	Stored energy	. to ensure all sources of energy are properly isolated (electricity, oxygen, acethylene mainly)
Replacement of worn out items	Hand injury	. use of suitable tools, . Gloves to be used
Recommissioning	Fire, chemical burns, toxic exposure (vapors, fumes)	. Leak checks on gas line prior startup, . Use of appropriate PPE .Neutralize and dispose of chemical waste correctly
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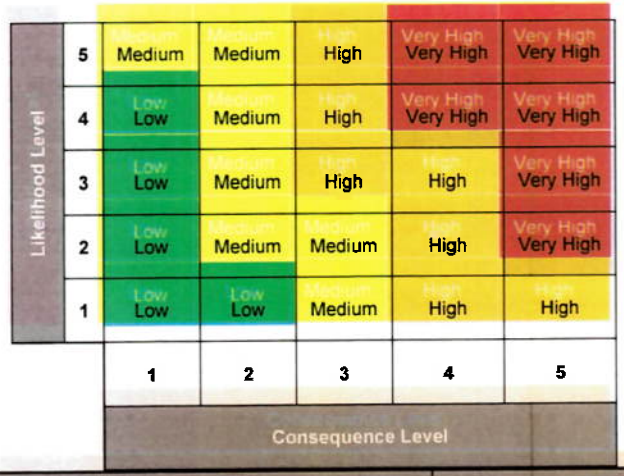
Appendix

Risk Ranking matrix:
Compares likelihood of the risk with the consequence level based on the consequence criteria.

*This matrix will be used to evaluate the significance of the risk and its priority for attention.



Likelihood criteria:
Likelihood levels will be chosen from the table below based on the probability that the expected impact selected in from the consequence criteria will be experienced.

Level	Probability
5 Almost Certain	>90%
4 Likely	50% - 90%
3 Possible	>25% - <50%
2 Unlikely	10% - 25%
1 Very Unlikely	<10%

Consequence Criteria:
Consequence levels will be chosen from the table below based on the expected impact on Barrick, choosing the worst case of the consequence types that are pertinent. This should reflect the assessment of the existing controls and their effectiveness.

Level	Financial (Operating cash flow)	Shareholder Value (NPV/ Market cap)	Health and Safety	Environment	Society (Community, NGO, Government, Media)	Legal
5	>$250m	>$1b	Multiple fatalities or significant loss of quality of life to multiple people.	Severe regional impact resulting in permanent long-term impact to the environment. Immediately reportable to Government or State	Significant loss of trust by affected, national and/ or government threatening the continued viability of the operation. International and national government, NGO and media condemnation. Systemic pattern of gross human rights violations affecting multiple people.	Prolonged litigation likely. Potential jail terms and/or high fines for executives and directors. Potential very high fines for the company.
4	>$100m<$250m	>$500m<$1b	Single fatality or critical injury with a permanent negative impact to quality of life for one person	Significant impact with medium to long-term impairment and residual ecosystem effects. Regulatory agency mandated remediation and/ or monitoring over a long-term period to determine extent of adverse environmental impact. Immediately reportable to Government or State.	Community unrest and/or protest requiring intervention and substantial management attention. National and/or regional media coverage over several days and/or NGO condemnation. Individual gross human rights violation or systemic negative human rights impacts.	Prosecution of individuals and/or significant fines for individuals and/or the company.
3	>$20m<$100m	>$50m<$500m	Serious injury to one or more persons resulting in temporary negative impact to quality of life. (RDI & LTI)	Moderate impact resulting in medium – term impacts to the environment. Remediation completed in compliance with regulations over a medium-term period without any anticipated residual adverse environmental impacts. Potentially reportable to State or government, but not immediately.	Persistent community grievances, complaints, unrest or protests. National and/ or regional media coverage and/ or NGO scrutiny. Systemic or severe individual negative impacts on human rights.	Significant legislation or permit non-compliance or litigation likely resulting in settlement costs and/or fines.
2	>$1m<$20m	>$10m<$50m	Reversible injury to one person, (no lost time to work performance) but requiring medical treatment. (MTI)	Localized, minor impact within the current or planned disturbance area (or isolated offsite impacts.) Limited remediation, and/ or controls required to meet regulatory standards. Potentially reportable to State or Government but not immediately	Persistent complaints and grievances, unrest or protests. Local Media coverage. Isolated negative impacts on human rights	Legislation or permit non-compliance or litigation likely resulting in need for legal engagement.
1	<$1m	<$10m	Minor injury not affecting work performance and requiring only a single first aid treatment.	Environmental incident with an area already distributed by operations, with short-term impacts. Remediation carried out as part of routine processes. Not reportable to the government.	Minor complaints and grievances from local communities. No impact on human rights.	Minor non-compliance with legislation or permits.

Fatal Risk	Critical Controls
Stored Energy	De-energize: Identify sources of energy and ensure they are zero-state
	LOTOTO: Remember to always lock out – tag out – try out
	Guards, Barriers, and Barricades: Ensure they are in position and effective
	Lock-out Device: Use the appropriate lock out device to isolate the energy source
	Personal Lock and Tag: Have your OWN lock and tag, with unique key
Falling from Heights	Rescue Plan: Ensure a rescue plan is in place before starting work above 1.8m.
	Fall Equipment: Inspect and wear the correct fall-restraint or arrest equipment when working above 1.8m.
	Tie Off: Stay 100% tied off at all times on approved anchor points.
	Elevated Platforms: Only work from certified elevated platforms.
	Barriers: Ensure barriers are in place to precent people or objects from falling over edge; ensure exclusion zones are demarcated.
Lifting	Lift Plan: Determine how the lift will be carried out with input from all persons involved.
	Equipment and Rigging: Ensure all lifting equipment is inspected, certified, and load is secured and controlled.
	Calculate and Confirm: Analyze the weight of the load and all associated equipment parameters.
	Drop Zone: Erect barricades and exclusion zones to restrict access to the area under a suspended load or within a drop zone.
	Communication: Positive communication from a single person to operator.
Blasting & Explosives	Communication: Scheduled and effective blast notification to all site personnel.
	Blast Design: Compliance with the approved drill and blast design.
	Transport Equipment: Safely transport explosives using approved, certified, and maintained explosives-transport equipment.
	Exclusion Zones: Establish and restrict access of personnel and equipment to blast exclusion zones with barricades.
	Access Control: Lock out – tag out on stinger and blast tag boards, to ensure all individuals are accounted for.
Hazardous Substances and Chemicals	PPE: Wear correct hazardous-materials PPE in line with Safety Data Sheet (SDS)
	Access: Restrict access to authorized personnel only
	Emergency Response: Containment: and exposure measures must be on hand and working according to SDS guidance
	Detection and Alarm Systems: Correct detection devices and alarms are in place and fully functional.
	Handling and Transfer: Protection protocols are in place when handling and transferring chemicals based on SDS.
Confined Space	Rescue Plan: Formulate a rescue plan and ensure that a spotter is in place at all times.
	Permit: Ensure you have a signed and complete permit to access entry point.
	Energy Isolation: All possible energy sources have been identified and controlled per lock out – tag out – try out (LOTOTO)
	Access Control: Work area to be demarcated and access control to be managed by a spotter at all entry points.
	Atmosphere: Test and confirm atmosphere is life-sustaining and continue monitoring.

Control Effectiveness: A relative assessment of the degree of modification that is currently present and effective compared with that which is reasonably achievable for a particular risk.

Descriptor	Guide
Fully Effective	Controls are as good as realistically possible, both well-designed and implemented as well as they can be.
Substantially Effective	Controls are generally well-designed and well implemented but some improvement is possible in their design or implementation.
Partially Effective	Controls are well-designed but are not implemented that well. OR While the implementation is diligent, it is clear that better controls could be devised.
Largely Ineffective	There are significant gaps in the design or in the effective implementation of controls – much more could be done.
Totally Ineffective	Virtually no credible controls relative to what could be done.

Mobile Equipment	Pre-Use Inspection: Confirm functionality of braking, steering, and safety devices.
	Parking: Follow safe, secure, and stable parking practices in designated parking areas.
	Traffic Management Plan: Adhere to road designs, rules, signage, and segregation of equipment and pedestrians.
	Berms and Windrows: Ensure that berms and windrows are installed to standard and maintained.
	Communication: Ensure positive communication is maintained at all times.
	Mobile Devices: Do not use phones, smart watches, or tablets when driving.
Fall of Ground	Workplace Inspection: Inspected, properly scaled down, and made safe.
	Geotechnical Inspection: Ensure that inspections are completed, and workplaces are continuously monitored.
	Ground Control Management Plan: Ensure that the plan is implemented and communicated.
	Barricading and Exclusion Zones: Ensure exclusion zones have been identified and maintained.
	Water Management: Establish a water management plan.
Rotating Equipment	Guards, Barriers, and Barricades: Ensure these are effective, in place, and maintained.
	Safety Devices: Ensure safety devices and interlocks have been tested and are in working condition.
	Energy Isolation: All possible energy sources have been identified and controlled per lock out – tag out – try out (LOTOTO)_
Fire	Combustible Materials Storage: Store combustible/flammable materials separately and safely.
	Ventilation: Ensure adequate ventilation in working areas and that systems are functioning and maintained.
	Fire Detection, Alarm, and Suppression: Ensure fixed and mobile equipment has functional fire detection and suppression system.
	Evacuation Plan: Be prepared and know your emergency plan, egress, refuse chamber, self-rescuer, and muster point.
	Hot Work Permit: Obtain a permit and implement the associated controls before starting work.