

Inclusion and Diversity



Our Responsibility

As a global company, we have a responsibility to foster a culture of inclusion across our operations and projects. Our success as a business relies upon a diverse and engaged workforce.

Our Commitment

We respect and value people of all backgrounds and encourage diversity to unlock greater value for our business. Our “People Commitments” enshrine our pledge to “champion diversity”, a principle that is also embodied in a variety of Kinross policies and initiatives including:

- The Kinross Way for Inclusion & Diversity
- Kinross’ Code of Business Conduct (Code), which covers inclusion and non-discrimination based on race/ ethnicity, nationality, religion, sexual orientation, family responsibilities, including pregnancy, disabilities and age, and reinforces our role as an equal opportunity employer and our commitment to fair employment
- The Board of Director’s Diversity Policy, which sets out expectations that the composition of the board will reflect a diverse mix of skills, experience, knowledge and backgrounds, and also sets a target of 33% female representation at the Board level
- Kinross’ [Safety and Sustainability Policy](#)

- BlackNorth Initiative. Kinross’ CEO and Board of Directors have pledged our support for Canada’s [BlackNorth Initiative](#). While our commitment to non-discrimination and anti-racism is entrenched in our Code, the BlackNorth pledge commits our Company to address the urgent need for action to foster a more inclusive and diverse workforce where everyone has equal access to opportunities. BlackNorth recognizes the important role that we can play as an employer and business leader to promote the elimination of anti-black racism wherever it exists. We will report regularly on our progress and our global approach to deliver on these commitments across the Company



Our Approach

Advancing inclusion and diversity is a priority from our corporate office to the front - line mining operations. Across the company, we foster a culture of inclusion and celebrate a range of perspectives, cultures and backgrounds. At the corporate level, we strengthen diversity by ensuring inclusive environments for teams at the highest levels of the Company. Our Senior Leadership Team, Leadership Advisory Team and General Managers are all trained in unconscious bias and inclusive leadership.

Kinross’ Senior Vice-Presidents of Operations are accountable for advancing inclusion and diversity at our operations. While there is no “one size fits all” approach to advancing inclusivity, we expect all of our operations to implement programs, identify initiatives and celebrate events to advance inclusion in a manner that makes sense for their site. Our Living Our Values Awards (LOVA), provides a common, unifying bond while honouring diversity in thought, behaviour and problem solving among employees globally.

Under the umbrella of “deliver future value”, achievements in diversity and inclusion are considered in company performance for all employees.



Kinross is a member of Catalyst, an organization dedicated to “creating workplaces that work for women”. We are also members of the Canadian Centre for Diversity and Inclusion, dedicated to helping employers build inclusive environments that are free of prejudice and discrimination, and boost awareness of the benefits arising from a diverse workforce. These memberships provide our human resources teams with access to a broad range of international diversity and inclusion research, reports, toolkits and newsletters, as well as webinars to help inform and drive diversity and inclusion programs and awareness across our company.

We are also a member of the 30% Club in support of the belief that it is good business practice to have women holding at least 30% of board seats and to share the aspiration to collectively reach this goal.

The corporate Human Resources department, under the leadership of the Vice-President, Global Human Resources, formulates and implements policies addressing diversity and inclusion and lays down the framework for training and development initiatives. The Vice-President, Global Human Resources is also a member of Kinross’ Leadership Advisory Team.

Management provides updates to the Board of Director’s [Human Resource and Compensation Committee](#) on Kinross’ human resources strategy. Emerging trends, regulations and reporting requirements with respect to diversity and inclusion are also considered annually by the Corporate Governance and Nominating Committee of the Board of Directors.



For more information on workforce diversity and inclusion initiatives, see our most recent [Sustainability Report](#).