

# Workplace Health and Safety

## Our Responsibility

Mining and mineral processing is a heavy industry relying upon large and complex equipment, handling of significant volumes of materials, and milling and production processes. Like any workplace, and together with each and every employee, we have a responsibility to manage the potential health and safety impacts arising at our operating sites and projects, and in the local community.

## Our Commitment

We value the health and safety of our workforce above all other priorities. This commitment is enshrined in Kinross' [Safety and Sustainability Policy](#) and our commitment to [Responsible Gold Mining Principle Four](#) pertaining to safety and health.

## Our Approach

No job is too important, and no task too urgent that it should be done in an unsafe manner. For Kinross, this means moving beyond regulatory compliance, embedding a values and performance-based culture throughout our entire organization and across our workforce.

Alongside our policy framework, our Corporate Responsibility Management System (CRMS) includes the following key components:

- Management framework and performance standards
- Regular and comprehensive training for employees and contractors
- Cardinal rules
- Leading and lagging performance statistics
- Annual site-level and corporate performance targets
- Monthly reporting mechanisms
- Site-level risk-based audits, as well as deep dive reviews of critical risk management controls

Our health and safety management system applies equally to employees and contractors and across all operations, development projects, reclamation sites and offices. As one of Kinross' First Priorities, health and safety performance is tied to monthly and quarterly bonuses for mine site employees while for the Senior Leadership Team (SLT) it is tied to compensation as part of the Corporate Responsibility Performance Metric. To learn more, see our most recent [Management Information Circular](#) and our most recent [Sustainability Report](#).

Across all of our operating sites, we have joint management-worker Occupational Health and Safety Committees representing 100% of workers. Grievances pertaining to health and safety are reported through the Kinross Integrity Hotline, under our Whistleblower Policy.

At the executive level, our Executive Vice-President and Chief Technical Officer is accountable for health and safety at the SLT level. The Senior Vice-President, Safety and Sustainability is responsible for ensuring global engagement in support of safety and health strategy, management standards and performance and is supported by the Director, Corporate Health and Safety, in this work. Kinross' Senior Vice-Presidents, Operations are also accountable for safety performance in our three operating regions. Each of our operating regions also has a health and safety director who provides direct support to site teams. Site-level accountability for safety resides with the General Manager of each operation and is reported monthly.

Oversight and governance rests with the Corporate Responsibility and Technical Committee (CRTC) of the Board of Directors and performance is reported to the Board quarterly.

## Critical Controls

Critical risk management (CRM) tracks the presence and effectiveness of controls versus the absence of incidents, as the primary focus of safety performance. Across Kinross sites, this means that rather than waiting for an incident to occur to take corrective action, we focus on managing proactively the critical risks associated with work activities. The goal of this program is to establish regular, measurable in-field verification that controls are in place, that performance thresholds are in place for action to occur, and that hazards can be corrected before an incident occurs. A leading indicator of performance under our CRM, requires periodic deep dive reviews of verifications and findings to ensure continuous improvement of the program.

## Employee Engagement and Corrected Hazards

Employee engagements require that every site employee will receive a minimum of one “personal” one-on-one engagement on safety every year with a supervisor or manager, underscoring the intimate connection of every employee to a safe workplace. Hazard identification and correction of site-specific hazards engages and requires cross-functional teams at each site to proactively identify and correct site-specific hazards, such as machinery guarding, isolation of energy standards, lifting and blocking etc. that pose a risk to safety. Finally, instead of tracking these indicators as “percent of plan”, we are tracking these as raw totals and benchmarking against the number of employees on a site basis. Conceptually, this is expected to help gauge the number of safety engagements and the number of corrected hazards, that an employee is involved in, on average over the course of the year. These indicators have been integrated into Kinross’ Four Point Plan as well as into the Corporate Responsibility Performance Metric and short-term compensation.

## Health and Safety Certifications

Developed by the U.S. National Mining Association (NMA), CORESafety certification is a safety certification that requires an independent third-party review to ensure compliance. A voluntary program, the CORESafety system

is designed to go beyond regulatory requirements as a risk-based mine safety and health management system anchored in leadership, management and assurance to emphasize accident prevention. The CORESafety system is becoming broadly accepted internationally and is considered by industry experts to meet or exceed the ISO45001 Occupational Health and Safety Management System. All of our North American operations are CORESafety certified. Our Paracatu site is OSHAS 18001 certified.

## Occupational Health and Wellness

To support the health and wellness of our employees, we provide a range of programs to address both potential occupational health risks and to support employee well-being across the company.

Employees receive training instructions on proper procedures and protective equipment to address a range of issues related to hazardous substances, noise, dust, musculoskeletal disorders, thermal stress, industrial hygiene, ergonomics and occupational health, we regularly monitor our employees and contractors, as well as our workplace environment for exposure to occupational health hazards.

All of our sites are required to engage a qualified industrial hygienist and conduct regular risk assessments of potential health issues. When significant risks are identified, formal and occupational health and industrial hygiene programs are developed and implemented.

We conduct personal, full-shift monitoring of workplace air quality, supported by biological monitoring campaigns for employees and workers with duties that potentially increase their exposure to workplace contaminants. Unless more conservative exposure limits are listed in regulatory requirements, our standard is to meet American Conference of Government Industrial Hygienists (ACGHI®) recommended exposure limits.



**For more information on our health and safety programs and performance, see our most recent [Sustainability Report](#).**