Our Values
What we believe in

www.kinross.com
Living these values is key to what we mean when we talk about “The Kinross Way.”

Our values act as a compass to guide us in how we do our work, and how we balance competing priorities as an organization.

While our business strategy and objectives may change from time-to-time, our values are non-negotiable and unchanging:

- They form a foundation upon which business decisions and long-term strategic plans will be developed and assessed;
- They provide a scorecard against which our individual performance will be evaluated, and against which new employees will be selected; and,
- They illustrate a standard of acceptable behaviour at Kinross, both in how we behave towards one another, and how we behave towards those who have a direct interest in our success as a company.
In short, our values comprise the fundamental DNA of the company. At Kinross, we have four values. These are:

1. **Putting People First**
   - Health and Safety is our number one priority - among employees, partners, suppliers, and in the communities where we operate.
   - We treat each other with fairness and respect, and seek constantly to provide opportunities for professional development and personal growth.
   - We will foster a working environment that celebrates and supports diversity.
   - As a global company, we recognize local cultures, customs and practices.

2. **Outstanding Corporate Citizenship**
   - We are committed to the highest ethical and governance standards in the industry.
   - We are vigilant in protecting the environment, and strive to minimize our environmental footprint.
   - We support sustainable initiatives focused on providing lasting benefits to the communities where we work.

3. **High Performance Culture**
   - We are a results-oriented company, with a relentless focus on the delivery and execution of high business objectives.
   - We value innovation, adaptability and accountability in executing against our business strategy.
   - We want our people to be known across the industry for their passion, sense of urgency, ability and initiative.
   - Teamwork is essential to what it means to work at Kinross.
   - Continuous improvement is central to our business culture.
   - We recognize and reward excellence.

4. **Rigorous Financial Discipline**
   - We are prudent with shareholders’ money.
   - Discipline is central to our management philosophy.
   - We will always pursue efficient ways to use the company’s resources.
   - We will always seek new ways to drive down costs.