

## Indigenous Communities – Approach and Engagement

We are committed to identifying and understanding the specific needs of indigenous communities which may be vulnerable to negative impacts and potentially excluded from positive benefits arising from our mining activities. We meet this commitment through our support of recognized international guiding principles, rigorous corporate governance and oversight, and Kinross' framework of policies and sustainability management systems. Kinross' approach to First Nations communities and indigenous peoples includes:

- **Alignment with respected international standards** including the [United Nations Guiding Principles for Business and Human Rights](#) (indigenous peoples) and conformance with the [World Gold Council's Responsible Gold Mining Principles](#) (RGMPs), Principle 7 and the specific principles pertaining to indigenous peoples including free, prior and informed consent (7.6), the preservation of cultural heritage from adverse impacts (7.7) and resettlement (7.8).
- **Commitment through our [Safety and Sustainability Policy](#) and [Code of Business Conduct and Ethics](#)** to respect internationally recognized human rights and a pledge to implement best practices with regard to indigenous peoples.
- **Board-level governance** through the [Corporate Responsibility and Technical Committee](#) (CRTC) with oversight for sustainability strategy, policy and performance including development of positive community relationships.
- **Executive-level accountability** at the Senior Leadership Team for all aspects of sustainability, supported by corporate functional leads in particular the Senior Vice-President Safety and Sustainability.
- **Regional and site-level responsibility** for all aspects of Kinross sustainability performance residing with Kinross' Senior Vice-Presidents, Operations in our three regions, the Americas, Russia and West Africa and the General Managers of Kinross' mining operations.
- **Our Site Responsibility Plan (SRP)** and our Human Rights Adherence and Verification Program, outline the best practice management system that we require all of our sites to follow, as appropriate, to engage with indigenous peoples consistent with international standards and in compliance with applicable law. To learn more, see our management approach to Working with Indigenous Communities and our most recent [Sustainability Report](#).

We believe that when mining is undertaken with appropriate safeguards, and in the spirit of cooperation and consultation, it is a strong source of positive benefits for host communities and indigenous groups. Insight into the positive benefits of Kinross operations are articulated in our past Corporate Responsibility and Sustainability Reports, which we have published biannually since 2007.

**Kinross mine sites and engagement with First Nations and Indigenous communities**

<b>Location</b>	Alaska
<b>Mine site or Project</b>	Manh-Choh project (formerly known as the 'Peak' project)
<b>Indigenous People</b>	<a href="#">Upper Tanana Athabascan (Tetlin village)</a>
<b>Year Engagement began</b>	2020
<b>Type of agreement</b>	New project (acquisition in October 2020); community support agreement renewed annually
<b>Grievance mechanism</b>	In development
<b>Cultural heritage</b>	In development
<p><b>Positive benefits</b></p> <p>Following the acquisition of a 70% interest in the formerly named Peak project located in Alaska, we began working closely with the local Upper Tanana Athabascan Village of Tetlin. The project is situated within a mineral lease owned by the Village. In early 2021, the project was renamed 'Manh Choh' following consultation with Tetlin village. The name can be translated from the Upper Tanana Athabascan language to 'Big Lake', referring to the nearby Tetlin Lake, a site of high cultural significance to the community. We have maintained existing community programs through the annual Community Support Agreement and road maintenance schedule. People from the community have been hired for the exploration and baseline programs and local businesses from Tetlin and other local towns are being used for logistical support.</p> <p>The Company has held productive meetings with leaders of the Village of Tetlin, while respecting restrictions due to the pandemic, who have indicated their support for the project development plan. Production at Manh Choh is anticipated to commence in 2024, with positive outcomes expected to include contributions to the state economy, additional employment opportunities and other benefits to local communities.</p> <p>For additional information on the Peak project see:</p> <ul style="list-style-type: none"> <li>• <a href="#">Kinross to acquire 70% interest in Peak Gold project in Alaska</a></li> </ul>	

<b>Location</b>	Chile
<b>Mine site or Project</b>	La Coipa
<b>Indigenous People</b>	Colla See page 79 of our <a href="#">2017 Corporate Responsibility Report</a>
<b>Year Engagement began</b>	2015
<b>Type of agreement</b>	Protocols in place with 5 of 6 communities; voluntary agreements in place covering 75 specific actions (ongoing implementation) Regular, planned engagement with 6 <sup>th</sup> community
<b>Grievance mechanism</b>	In place; active use of relationship tool to surface and address issues

<b>Cultural heritage</b>	In place; community involvement in baseline studies; active cultural programs
<p><b>Positive benefits</b></p> <p>At La Coipa, programs covering education, training, and local business development have been the priority. Educational initiatives focus on helping adults from the communities to go back to school, and training initiatives enable community members to act as environmental monitors.</p> <p>In 2020, we continued engagement with local Colla communities regarding a permit application for a groundwater remediation system at the mine.</p> <p>For additional information on support to Indigenous communities in Chile through targeted initiatives see below:</p> <ul style="list-style-type: none"> <li>• <a href="#">See how Kinross Chile is supporting indigenous communities during COVID-19</a></li> <li>• <a href="#">Chile launches heritage development program with Colla Community</a></li> <li>• <a href="#">Colla community receives administrative training from Kinross Chile</a></li> </ul>	

<b>Location</b>	Chile
<b>Mine site or Project</b>	Lobo-Marte (project)
<b>Indigenous People</b>	Colla See page 59 of our <a href="#">2019 Sustainability Report</a>
<b>Year Engagement began</b>	2011
<b>Type of agreement</b>	Protocols in place with all six communities; active community participation in baseline studies for project EIA
<b>Grievance mechanism</b>	In place; active use of relationship tool to surface and address issues
<b>Cultural heritage</b>	In place; community involvement in baseline studies
<p><b>Positive benefits</b></p> <p>Kinross initiated a new partnership focused on improving community well-being at Lobo-Marte through diverse programs which collectively help to reduce poverty.</p> <p>In 2020 indigenous communities continued their participation in environmental baseline studies in support of Lobo-Marte's Environmental Impact Assessment. A protocol was signed with the Pai Ote Colla community, meaning that all six Colla indigenous communities related to the project have agreements with the company. The six communities are the same as those related to La Coipa.</p>	

<b>Location</b>	Chile
<b>Mine site or Project</b>	Maricunga (care and maintenance)

<b>Indigenous People</b>	Colla See page 73 of our <a href="#">2015 Corporate Responsibility Report</a>
<b>Year Engagement began</b>	1998
<b>Type of agreement</b>	Several agreements in place since 2005, updated in 2008 and 2013. Protocols terminated in 2018 due to mine closure and unresolved conflict between company and community leadership
<b>Grievance mechanism</b>	In place; not able to resolve conflict. Several legal actions ongoing.
<b>Cultural heritage</b>	Cultural programs done in the past
<p><b>Positive benefits</b></p> <p>Before mine closure, the Company provided continued financial assistance and scholarships to Colla elementary and high-school students who had to travel a substantial distance to attend classes. In 2014, Kinross supported 60 Colla students and their families. In 2015, support was provided to 80 students.</p> <p>In addition, veterinarian and other programs support for rural water management and animal husbandry methods continued into 2016 and included providing bales of animal feed in the winter for use in the high Cordillera.</p> <p>The Company also provided ongoing financial and in-kind assistance to other indigenous communities, including the Multicultural Native Association and the indigenous Colla Wayra Manta Tutjsi Community. Beginning in 2013, Kinross supported the Annual Cultural Carnival, Ancestral medicine program, Student Scholarships (approximately 20 students per year), and provided support for productive community projects.</p> <p>For additional information see:</p> <ul style="list-style-type: none"> <li>• <a href="#">Maricunga Invests in Indigenous Children's Education</a></li> </ul>	

<b>Location</b>	Nevada
<b>Mine site or Project</b>	Round Mountain
<b>Indigenous People</b>	Western Shoshone (Yomba, Duckwater tribes) See page 82 of our <a href="#">2017 Corporate Responsibility Report</a> and page 77 of our <a href="#">2015 Corporate Responsibility Report</a>
<b>Year Engagement began</b>	2007
<b>Type of agreement</b>	MOU in place since 2007
<b>Grievance mechanism</b>	In place
<b>Cultural heritage</b>	Procedure in place for heritage review prior to any ground disturbance
<p><b>Positive benefits</b></p> <p>Positive outcomes include the relocation of the proposed access road to address indigenous concerns, support for extending mine life and provisions to ensure monitors are present to identify any ancestral markers during development work, such as the Phase W expansion that began in late 2017.</p>	

Kinross' university scholarship program continued in 2016 and 2017, awarding eight scholarships to Western Shoshone students, of whom three are currently attending university studying nursing, electrical instrumentation, and psychology.

Round Mountain partnered with the Yomba Shoshone Tribe for a donation to help fund their Youth Summer Learning Program. This free program for Yomba Shoshone youth provided a structured educational program, focusing on diversity and inclusion, for 10 weeks during the summer holiday.

<b>Location</b>	Nevada
<b>Mine site or Project</b>	Bald Mountain
<b>Indigenous People</b>	Western Shoshone (Duckwater tribe) See page 82 of our <a href="#">2017 Corporate Responsibility Report</a> and page 77 of our <a href="#">2015 Corporate Responsibility Report</a>
<b>Year Engagement began</b>	2016
<b>Type of agreement</b>	Working with Western Shoshone stakeholders to establish an agreement
<b>Grievance mechanism</b>	In place for all stakeholders; not yet discussed with local tribes
<b>Cultural heritage</b>	Procedure being developed for heritage review
<b>Positive benefits</b>	
Bald Mountain works in conjunction with Kinross' Round Mountain operation in support of the Western Shoshone (Duckwater tribe).	

<b>Location</b>	Russia
<b>Mine site or Project</b>	Kupol - Dvoinoeye
<b>Indigenous People</b>	Chukchi (76%) Evens (8%) Koryaks, Yupiget, Chuvans, Kereks (16%) See page 81 of our <a href="#">2017 Corporate Responsibility Report</a>
<b>Year Engagement began</b>	2005
<b>Type of agreement</b>	Kupol Foundation established in 2010, equal representation of the Association of Indigenous Peoples of the North (RAIPON), the Government of the Chukotka region, and Kinross
<b>Grievance mechanism</b>	In place
<b>Cultural heritage</b>	Multiple cultural programs implemented through the Kupol Foundation
<b>Positive benefits</b>	
Outside of the career opportunities, consultation, and environmental training associated with our operations in Chukotka, Kinross supports a broad range of social development initiatives to help local indigenous peoples strengthen and preserve their culture.	

Many of these are focused on revitalizing native languages of the Chukotka indigenous peoples. With support from the Kupol Foundation, educational and teaching aids, dictionaries and fiction books have been published in the Chukchi, Eskimo and Even languages.

To celebrate the International Day of World Indigenous People, Kupol hosted the 2017 Indigenous Peoples' Games. The operation has also supported other traditional events such as reindeer sled races at the Chukotka village of Chuvanskoye, which Kupol sponsored in 2018.

For more information see:

- [2017 CR Report Case Study & Video: Strengthening Indigenous Culture in Russia](#)
- [Kupol sponsors reindeer races with local Indigenous community](#)
- [Kupol hosts 2017 Indigenous Peoples' Games](#)

<b>Location</b>	Russia
<b>Mine site or Project</b>	Udinsk project at Chulbatkan
<b>Indigenous People</b>	Negidals, Evenki
<b>Year Engagement began</b>	2019
<b>Type of agreement</b>	New project – engagement has started; no formal agreement in place yet
<b>Grievance mechanism</b>	In development
<b>Cultural heritage</b>	In development
<b>Positive benefits</b>	
<p>In the Khabarovsk region of far eastern Russia, we continued our engagement with the Administration of the Polina Osipenko district and village leaders at Udinsk and other local villages, including the local branch of the Indigenous Peoples Association. The Udinsk project is currently in development, with studies underway. The project is expected to commence production in 2025.</p> <p>Kinross has implemented some community projects with local stakeholders, mostly related to improving local infrastructure.</p>	

## Risk Management

We evaluate and manage risk through the following mechanisms:

**Lines of reporting** - The site health and safety, environment and community relations functions report to the site General Manager, either directly or through a direct report to the General Manager. These three functions have dotted line reports to their corporate and region counterparts who provide strategic and governance support. Site level reporting ensures that

site management is aware of issues and that sustainability functions are informed about operational plans and decisions which may impact stakeholders.

**Management systems** - All Kinross sites implement the Site Responsibility Plan, our management system for community relations. This includes standards covering stakeholder mapping and engagement, essential to ensure a structured approach on the ground to building and maintaining relationships. Ongoing, stable engagement based on genuine dialogue allows development of mutual understanding and timely resolution of issues. All sites keep risk registers, updated quarterly, which include social risk. Management of these risks is integrated into the Kinross Enterprise Risk Management system.

**Governance** - Weekly calls with all sites between the corporate Vice-President Community Relations and site Community Relations Leads ensures that support can be provided both for emerging issues and for ongoing action and strategy. This is complemented by regular site visits by the corporate Vice-President, Community Relations to have in depth meetings with site management and community relations teams. All sites have safety and sustainability risk-based audits every three years.

[Read more](#) about our approach to working with indigenous peoples.