

Guiding Principles

for corporate responsibility

At **Kinross**, we have a responsibility to operate in a manner that is safe for our employees, protective of the environment, and beneficial to the host countries and communities where our operations are located.

Our **Guiding Principles for Corporate Responsibility** define this responsibility in specific terms that guide how we conduct our business. These principles are implemented and measured through detailed policies, standards, and programs in areas such as health and safety, environmental stewardship, and business conduct and ethics. We regularly measure our performance in each of these areas at a corporate, site and individual management level.

Do No Harm

1 Safety

We value the occupational health and safety of our workforce above all other priorities.

2 Environment

We protect the environment by proactively managing the environmental risks associated with our operations, in compliance with the more stringent of local regulations or Kinross Standards.

3 Community

We evaluate the social, environmental, economic, and post-closure impacts of our operations on communities and work with stakeholders to ensure we understand and account for their perspectives.

Make a Positive Contribution

4 Employment

We provide a rewarding, meaningful livelihood to our employees and promote a diverse, engaged workforce.

5 Local Benefit

We ensure access to employment, business and economic opportunities for local communities from our operations and projects.

6 Community Development

We work with stakeholders to ensure our operations make a positive contribution to host communities and their sustainable development.

Act Ethically and Transparently

7 Ethics

We adhere to the highest standards of business conduct and ethics in all of our dealings and operate in compliance with the law; we expect those with whom we do business to do the same.

8 Human Rights

We respect internationally recognized human rights, and implement best practices particularly with regard to security, indigenous peoples, and grievances.

9 Engagement

We engage with stakeholders in the communities where we operate and maintain an ongoing dialogue in a spirit of transparency, respect and good faith.

Continuous Improvement

10 Continuous Improvement

We work to improve our corporate responsibility performance through actions that reduce our environmental impacts, enhance our contribution to development, and keep us at the forefront of evolving expectations and best practices.

KINROSS