



Our Responsibility

While it is the duty of governments to protect human rights through the establishment and enforcement of appropriate laws, it is our duty as a company to respect and uphold those rights. For Kinross, respect and consideration for the human rights of our stakeholders is central to our commitment to responsible mining and to our licence to operate. In turn, we are responsible for meeting our stakeholders' expectations that we will respect their rights, listen to their concerns, and provide remedy when relevant.

Our Commitment

Kinross' commitment to human rights is integrated into everything we do through the following standards, policies, and practices:

- Our commitment to the [UN Global Compact](#)
- Our commitment to support and respect the protection of human rights in the workplace and the community, in accordance with the [Universal Declaration of Human Rights](#)
- [Our commitment to Responsible Gold Mining Principle 5 - Human rights and conflict](#)
- Our company values and [Safety and Sustainability Policy](#)
- Our commitment to align with the Voluntary Principles for Security and Human Rights
- [Kinross Code of Business Conduct and Ethics](#)
- Our [Supplier Standards of Conduct](#), and
- Our internal policies, practices and procedures, such as our Corporate Responsibility Management System (including health & safety, environment and community relations), labour policies and our standards for project permitting and consultation.

Our Approach

We use the [United Nations Guiding Principles for Business and Human Rights](#) to help identify priorities based on the context of the host countries where we operate, and the list of human rights as defined by the Universal Declaration of Human Rights, the International Labour Organization Core Conventions, Convention on Economic Social and Cultural Rights, and Convention on Civil and Political Rights. Key topics applicable to our industry include: equality of opportunity, accessibility, and accommodation, and compensation; freedom of association and collective bargaining; forced and child labour; public and private security; clean water, air and environmental health; and indigenous people's rights.

The Code of Business Conduct and Ethics lays down the broad principles governing human rights and provides avenues to redress suspected violation of human rights within the organization, including suppliers and contractors who have a relationship with Kinross. Overarching responsibility for the Code and its governance resides with the [Corporate Governance and Nominating Committee](#), which receives a quarterly report from management on Code compliance.

The following table summarizes potential human rights risk areas for our business and the relevant policies and standards in place to mitigate the occurrence of such risks.

Rights Topic	Potential Area of Risk	Standards/Applicable Kinross Policies	Kinross Initiatives
Workplace	As with any multinational company, respect for workers' rights is an important focus in all jurisdictions. This includes workplace standards for our contractors. Through our participation in the UN Global Compact, Kinross is committed to promoting the core International Labour Standards (ILO).	Code of Business Conduct and Ethics; Whistleblower Policy, Supplier Standards of Conduct; Supply Chain Policy; Safety and Sustainability Policy	Ensuring access to a robust grievance mechanism through our Whistleblower Policy, enables our employees and contractors to report any potential concerns with respect to human and labour rights, safety and any other workplace matters anonymously without fear of reprisals. Through our Communication on Progress, we report annually on activities relevant to the ILO core standards. We ensure that Kinross salaries are fair and appropriate within the context of each operating jurisdiction including gender considerations, and provide high quality site accommodation, health, leisure, and food facilities as appropriate.
Non-discrimination	Working with multiple cultures requires a strict commitment to building a Kinross culture of non-discrimination.	Code of Business Conduct and Ethics; Whistleblower Policy; Supplier Standards of Conduct; Our People Commitments; Kinross Way for Diversity and Inclusion; Kinross Way for Talent Resourcing	Our Whistleblower Policy and Kinross Integrity Hotline provides our workers with a confidential mechanism to report any concerns regarding potential cases of discrimination. We work proactively to mitigate the risk of bias in hiring practices.
Human trafficking, coerced labour and child labour	According to the UPR*, these practices exist in some of our host countries. Company policies ensure this should not occur at our operations, and our Supplier Standards of Conduct, Supply Chain Policy and due diligence process are designed to prevent the potential risk of these practices in our supply chain.	Code of Business Conduct and Ethics, Suppliers Standards of Conduct; Supply Chain Policy; procedure for assessment of forced labour at Tasiast.	Supplier pre-qualification, as well as a commitment to support our Supplier Standards of Conduct, include support for and protection of human rights.
Clean water, clean environment, and health	Kinross implements world-class practices for environmental management in order to minimize our impact on host community natural resources. Community engagement plays an important role in keeping the public well-informed regarding the Company's management of environmental impacts, addressing any real or perceived areas of concern, and supporting community health initiatives.	Code of Business Conduct and Ethics, Suppliers Standards of Conduct; Safety and Sustainability Policy; Corporate Responsibility Management System, Environmental Management Standards; Site Responsibility Plans	Our Safety and Sustainability risk-based audit program enables us to take an integrated approach to identifying and mitigating potential risks at each of our operations. All sites are required to have community engagement plans in place, which together with grievance mechanisms in each community, help ensure that potential local concerns about water, environment and health risks are heard, understood and resolved.
Arbitrary arrest and torture	According to the UPR* framework, the actions of public security forces in some host countries sometimes deviate from accepted norms. Diligence is required to ensure security programs at our operations, whether public or private, are conducted in a way that respects human rights, consistent with the Voluntary Principles on Security and Human Rights (VPSHR).	Human Rights Adherence and Verification Program, Security Policy	Our Human Rights Adherence and Verification Program (HRA&VP) ensures adherence and implementation of the VPSHR. Our program includes annual training at all operating mines to ensure that all security personnel, as well as key site management, understand and are consistently compliant with human rights best practices.
Corruption	Corruption may compromise the proper control functions of government officials or regulators, or prevent host communities from receiving value generated by mining. The UPR* cites corruption in areas such as judiciary, police, and general bureaucracy in some host countries. Kinross has a zero-tolerance policy for bribery and is a Supporter of the Extractive Industries Transparency Initiative.	Code of Business Conduct and Ethics, Whistleblower Policy, Government Relations Policy and Guidelines, Supplier Standards of Conduct, Supply Chain Policy, Anti-Corruption Payments Protocol, Donations and Sponsorship Policy, Disclosure, Confidentiality and Insider Trading Policy	Kinross' due diligence process supports our framework of policies and standards pertaining to anti-corruption. An ongoing global anti-corruption training program is also in place and conducted regularly to maintain employee and management awareness of Kinross' expectations for ethical conduct and to recognize risks of corruption. In our interactions with public officials, we follow a strict compliance protocol to verify that our activities do not violate the US Foreign Corrupt Practices Act (FCPA) and the Canadian Corruption of Foreign Public Officials Act (CFPOA).
Indigenous Peoples	In some areas, indigenous peoples have been historically disadvantaged and may experience discrimination of other forms of political and social disadvantage that hinder their self-determination. When undertaken responsibly and in consultation, in accordance with the Company's guidelines for indigenous relations, mining can be a strong source of positive benefits for the indigenous communities.	Safety and Sustainability Policy, Environmental Policy and Standards, Site Responsibility Plans.	Kinross' Site Responsibility Plans (SRP) require sites to conduct due diligence to understand where our activities may impact the lands, rights, or interests of indigenous peoples. Our consultation process requires us to identify mutually acceptable solutions to avoid, minimize, or mitigate adverse impacts prior to beginning any activities that would cause those impacts.
Life, Liberty, and Security	Host communities often have strong negative perceptions and fears that mining will impact their lives and those of their children. Kinross strives for transparency and strong community engagement during project permitting and throughout the mine life cycle with the goal of allaying negative concerns and delivering positive benefits.	Safety and Sustainability Policy, Corporate Responsibility Management System	Identifying, assessing and avoiding impacts and risks to human rights through our business activities over the life of mine and in our supply chain.

*UPR – Universal Periodic Review conducted by the UN High Commissioner on Human Rights

Security and Human Rights

Kinross' Human Rights Adherence and Verification Program (HRA & VP) is our internal program to ensure that our approach follows the [Voluntary Principles on Security and Human Rights](#). The HRA & VP includes the following core elements:

- **Annual Training** at all Kinross operating mines to ensure that all security personnel, as well as key site management, understand and are consistently compliant with human rights best practices and standards as they relate to security. The training is required for all private security personnel and Kinross management teams. Public security forces are invited and encouraged to attend.
- **Monitoring** the records of private and public security providers used by the Company
- **Comprehensive Audits** conducted annually to assess risks and measure public and private security compliance across all Kinross sites
- **Human Rights Risk Assessments** as part of the site security audits at each site, consistent with the Verification Program from the Voluntary Principles on Security and Human Rights guidelines
- **A robust reporting system** for allegations reporting and verification, investigation and resolution, monitoring of investigations by public officials, and other essential elements of security oversight. Grievances pertaining to security and human rights are managed through our [Whistleblower Policy](#).

Responsibility for human rights currently resides within two leading functions at Kinross, specifically the Vice-President, Safety and Sustainability, a position that reports directly to the Executive Vice-President and Chief Technical Officer and the Executive Vice-President and Chief Legal Officer, who both report directly to the Chief Executive Officer.

Risks relating to human rights are broadly tracked in the context of operations and license to operate and form part of the key risk profile reported to the [Audit and Risk Committee](#) (ARC) and the [Corporate Responsibility and Technical Committee](#) (CRTC) of the Kinross Board of Directors on a quarterly basis. The CRTC also is responsible for oversight with respect to security and receives an annual security update from the Vice-President, Global Security. Material security risks are also reported to the ARC and the CRTC every quarter.



To learn more about our human rights framework and performance, see our most recent [Sustainability Report](#).