

Our Responsibility

Across our operations, we have a responsibility to maximize the opportunities for local employment available from mining. This means helping to develop employability skills within the host community and country which serve either for employment at Kinross over the life of mine or to encourage job creation outside of Kinross.

Our Commitment

Creating meaningful livelihoods is a fundamental principle for Kinross. Through our Safety and Sustainability Policy, as well as through our Site Responsibility Plan (SRP), we are committed to ensuring access to employment for local people both from the immediate local benefit footprint area and the host country.

Our Approach

Our goal is to provide safe and fulfilling jobs for employees and be an employer of choice in our host countries and communities. Our human resources approach is grounded in six key areas: inclusion and diversity, employee engagement, employee development, local hiring, market competitive compensation and labour rights.

For local hiring, our approach is based on fairness of opportunity for people in the immediate local mine area balanced against a level playing field for all nationals.

This involves actions such as identification of vulnerable groups and implementation of education programs, skills training and internships. Regardless of the nature of the employment opportunity or Kinross location, we adhere to the principles of consistency and non-discrimination as outlined in our [Code of Business Conduct and Ethics](#), a corporate - wide commitment to abide by applicable human rights legislation, and conform to all applicable laws and regulations.

Under our SRP framework, we track and report quarterly the number of employees residing in our benefit footprint area. We also report the percentage of workforce and management hired from within our host countries, a key performance indicator within our Corporate Responsibility Management System.

Employment is the responsibility of Kinross' human resources leader at each site, reporting to the Site General Manager. Site teams are supported by regional oversight. Human Resources management provides updates to the Board of Directors' [Human Resource and Compensation Committee](#) on Kinross' broad human resources strategy, and the Vice-President, Safety and Sustainability provides annual updates pertaining to the Benefit Footprint, including local employment, to the [Corporate Responsibility and Technical Committee](#) of the Board.



To learn more about local employment at Kinross, see our most recent [Sustainability Report](#).

