



KINROSS

Our Values

What we believe in



PUTTING PEOPLE FIRST
OUTSTANDING CORPORATE CITIZENSHIP
HIGH PERFORMANCE CULTURE
RIGOROUS FINANCIAL DISCIPLINE

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.

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

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.



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