

# Local Employment





## Our Responsibility

Across our operations, we have a responsibility to employ people from our host countries, providing meaningful jobs and opportunities for growth. For our host communities, this means helping to develop employability skills, which serve either for employment at Kinross over the life of mine or in the broader economy.

## Our Commitment

Our ESG strategy embodies our commitment to shared value in our host communities over the long term. We contribute to the well-being of our host communities through local job creation and providing meaningful livelihoods. Guided by our [Safety and Sustainability Policy](#), as well as through our Social Performance Management System (SPMS), we are committed to ensuring access to employment for local people both from the immediate local benefit footprint area and the host country.

Our support of the **World Gold Council’s Responsible Gold Mining Principles – Principles 6 and 7**, reinforces our commitment to shared value outcomes through responsible, fair and equitable local employment.

Responsible Gold Mining Principles			
	6.1 Wages and benefits 6.2 Preventing discrimination and employment 6.3 Child and forced labour 6.4 Freedom of association and collective bargaining 6.6 Diversity 6.6 Women in mining 6.7 Raising concerns		7.3 Creating local benefits

## 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. Across all of our operations and projects, 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 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.


Every Kinross operation has established practices and programs that encourage and promote the hiring of local talent.

Under our SPMS 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 SPMS.

## Accountability and Reporting

Employment is the responsibility of Kinross’ human resources leader at each site, reporting to the General Manager. Site teams are supported by corporate resources. The Senior Vice-President, Human Resources provides updates to the Board of Directors’ [Human Resource and Compensation Committee](#) on Kinross’ broad human resources strategy, and the Vice-President, Community Relations and ESG has functional responsibility for providing annual updates pertaining to the Benefit Footprint, including local employment, to the [Corporate Responsibility and Technical Committee](#) of the Board through the annual [Sustainability Report](#).

Kinross reports annually on employability programs and initiatives in our host communities and performance indicators primarily through our Sustainability Report, as well as other disclosures, social media channels and via our online [Kinross World newsletter](#).



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