

Human Rights



Objective, Purpose, and Context

Kinross’ business *purpose* is to deliver value through operational excellence, balance sheet strength, disciplined growth, and responsible mining.

Our business success depends upon meeting our responsibility as a Company to uphold and respect human rights.

Integrated into everything we do, Kinross’ policy statement *objective* as it pertains to human rights is to respect the rights of others and to take remedial actions when issues arise.

We have identified Human Rights as a material Sustainability topic for Kinross and a foundational priority for the Company, of critical importance to our stakeholders and the long-term success of our business.

Material Impacts, risks and opportunities (IROs) as they pertain to human rights are embedded within Kinross’ other Policy Statements, including [Business Ethics](#), [Corruption and Bribery](#) [Responsible Procurement](#), [Stakeholder Engagement](#), and [Respectful Workplace](#) and [Fair Working Conditions](#).

This policy statement describes:

- Scope and application: who is affected and where they can find information
- Commitments and approach: how we aim to meet the policy statement objective
- Accountability: who is responsible from site level to Board of Directors

Scope and Application

This policy statement applies to all Kinross geographies and assets, operations and projects and the global upstream and downstream components of our value chain.

Our stakeholders have been considered in this policy statement as described below:

Stakeholder	Policy statement effect on stakeholder	Consideration of stakeholder in setting this policy statement
Own Workers	To provide clarity on company commitments and approach	Company values and culture
Investors/ Financial	To provide clear governance information	Outreach on Sustainability topics
Communities	To provide clarity on company commitments and approach	Relationship, impacts and local benefits
Media	To provide transparency about our commitments and approach	Response to requests and/or proactive outreach
Governments	To provide transparency about our commitments and approach	Relationship, reporting as required and compliance with applicable regulation
Insurers	To provide clear governance information	Outreach on Sustainability topics
Refiners	To provide clear governance information	Through conformance with the Responsible Gold Mining Principles
Suppliers / contractors	To provide clarity on company commitments and approach	Through engagement on Supplier Standards of Conduct and Sustainability topics
Civil Society	To provide transparency about our commitments and approach	Through partnerships and engagement

Commitments and Approach

As a senior gold company, Kinross is *committed* to the membership requirements of the World Gold Council through its **Responsible Gold Mining Principles**. Principle 5 refers specifically to Human rights and conflict (5.1. UN Guiding Principles, 5.2 Avoiding complicity, 5.3 Security and human rights, 5.4 Conflict) and Principle 6 Labour Rights (6.2 Preventing discrimination and bullying, 6.3 Child and forced labour, 6.4 Freedom of association and collective bargaining, 6.7 Raising concerns).

We are *committed* to the following international principles, standards, policies and practices:

- As a supporter of the [UN Global Compact](#), the [Ten Principles of the UN Global Compact](#), specifically Principles 1 and 2 (human rights), Principles 3, 4, 5 and 6, pertaining to Labour Rights. Our commitment to the UN Guiding Principles on Business and Human Rights and inherent commitment to the eight core conventions of the International Labour Organization (ILO) and the United Nations Covenants on Economic, Social and Cultural Rights, and on Civil and Political Rights
 - Our support and respect for the protection of human rights in the workplace and the community, in accordance with the [Universal Declaration of Human Rights](#)
 - Our Company values and [Safety and Sustainability Policy](#), which specifically identifies Human Rights
 - Our commitment to align with the [Voluntary Principles for Security and Human Rights](#).
 - Kinross’ [Code of Business Conduct and Ethics](#), which lays down broad principles governing human rights and provides avenues to report suspected human rights violations and redress when verified, including any committed by suppliers, contractors and agents conducting Kinross business.
 - Our Modern Slavery Statement
 - Our [Supplier Standards of Conduct](#)
 - Our internal policies, practices and procedures, such as our Social Performance Management System, Environmental Management System, and Health and Safety Management System and our standards for project permitting and consultation.
- Kinross takes an integrated *approach* to mitigate and manage human rights risks across the Company (Table 1). This includes:
- Strong governance expressed through our public statements (e.g. Policy Statement, Human Rights).
 - Functional area and site accountability for those human rights pertinent to them, with a foundation in Kinross’ values, policies and management systems.
 - Access to a [Whistleblower system](#), with its established procedures for addressing allegations of harm.
 - Building awareness and strengthening our culture through training and internal communications.
 - Monitoring of performance through internal reporting channels, as well as internal audits, external assessments and external assurance (e.g., Responsible Gold Mining Principles).

- Reporting publicly on our performance through our annual Sustainability report and internally on a regular basis to senior leadership and the Board of Directors.

Security and Human Rights

Kinross’ Human Rights Adherence and Verification Program (HRA&VP) is a critical part of our strategy to manage security and human rights risk through our human rights risk assessments and ongoing monitoring. Aligned with the Voluntary Principles on Security and Human Rights, the HRA&VP takes a comprehensive approach to managing and mitigating risks through:

- Annual training at all Kinross operating mines to ensure that all security personnel, understand human rights 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 or every two years, aligned with the site risks, to assess risks and measure public and private security compliance across all Kinross sites.
- Risk assessment of Human Rights relevant to security.
- A robust reporting system for reporting and validation of allegations, 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.
- Any substantial engagement with public security forces requires a Memorandum of Understanding, including human rights considerations, and reviewed at a senior legal level.



Table 1 summarizes potential human rights risk areas for our business and the relevant policies and standards in place to mitigate the occurrence of such risks.

Table 1 Human Rights topics and risks most relevant to our business and mitigation measures

Rights Topic	Potential Risk and Our Commitment	Standards/Applicable Kinross Policies	Kinross Measures to Mitigate and Manage Risk
Workplace	Risk of abuse of worker and contractor rights. Kinross is committed to preventing this through strong governance, aligning with ILO core standards.	Code of Business Conduct and Ethics; Whistleblower Policy; Supplier Standards of Conduct; Supply Chain Policy; Safety and Sustainability Policy	Access to Whistleblower Policy; annual reporting on ILO activities; fair salaries; quality site facilities
Non-discrimination	Risk of bias in hiring, promotions. Commitment to equality and fairness globally.	Code of Business Conduct and Ethics; Whistleblower Policy; Supplier Standards of Conduct; Our People Commitments; Respectful Workplace Strategy; Kinross Way for Talent Resourcing	Confidential reporting via hotline; training sessions on bias and how to avoid it during the hiring process
Human trafficking, forced labour and child labour	These risks are present globally and in some host countries. Kinross is committed to preventing modern slavery in all forms.	Code of Business Conduct and Ethics; Supplier Standards of Conduct; Supply Chain Policy; Modern Slavery Statement	Modern slavery desktop risk assessment
Clean water, clean environment, and health	Risk of environmental impact from mining operations. Kinross applies comprehensive environmental management.	Code of Business Conduct and Ethics; Supplier Standards of Conduct; Safety and Sustainability Policy; Environmental Management Standards; Social Performance Management Standards	Risk-based audit programs; community engagement plans; support for clean water and health services
Arbitrary arrest and torture	Risk of deviation from norms by public security in host countries. Kinross implements monitoring for rights-respecting security.	Human Rights Adherence and Verification Program; Security Policy; HRA&VP toolkit	Annual training for security staff and contractors; audits; robust reporting and grievance systems
Corruption	Corruption undermines governance and community value. Kinross adopts zero tolerance and supports transparency.	Code of Business Conduct and Ethics; Whistleblower Policy; Government Relations Policy; Supplier Standards; Supply Chain Policy; Anti-Corruption Protocols	Due diligence and ongoing anti-corruption training; strict compliance with FCPA and CFPOA
Indigenous Peoples	Risk of neglecting indigenous rights. Kinross supports the seeking of consent through FPIC and ongoing engagement.	Safety and Sustainability Policy; Environmental Policy; Social Performance Management System	Due diligence and consultation processes to avoid or mitigate adverse impacts
Life, Liberty, and Security	Risk of negative social impacts. Kinross commits to transparency and strong community engagement.	Safety and Sustainability Policy; Social Performance Management Standards (SPMS).	SPMS to assess and manage social risks

Due Diligence

We understand sustainability due diligence as a set of governance and management systems, applied through a risk-based lens. Kinross is committed to responsible business conduct in line with our Code of Business Conduct and Ethics, our commitment to the UN Global Compact, the Universal Declaration of Human Rights, alignment with the Voluntary Principles on Security and Human Rights, as well as our conformance with the World Gold Council’s Responsible Gold Mining Principles. These are described in our updated Policy Statements (previously “Management Approach” documents) for our material topics.

Accountability

Functional responsibility for human rights resides with the Vice-President, Community Relations and Sustainability and the Vice-President, Global Security and Geopolitical Risk. Management responsibility resides with the Senior Vice-President, External Affairs.

Supervisory level oversight resides at the Corporate Governance and Nominating Committee and the Audit and Risk Committee of the Kinross Board of Directors. Matters pertaining to human rights are reported quarterly to the Board and Chief Executive Officer.

This policy statement will be reviewed annually in parallel with our Sustainability reporting cycle to ensure it accurately describes what we do in practice to manage our Sustainability impacts, risks and opportunities.

Document control

This policy statement forms an integral part of Kinross’ 2024 Sustainability Disclosures, approved by Board resolution on 27-May 2025, and replaces prior document – Management Approach Human Rights, dated May 2024.



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