



Our Responsibility

Kinross is an equal opportunity employer. As an ethical and responsible employer, we have a responsibility to respect labour rights including fair and equal treatment on all aspects of labour conditions as well as freedom of association.

Our Commitment

Our commitment to fairness and equality is entrenched in our [Code of Business Conduct and Ethics](#), our participation in the UN Global Compact, our commitment to uphold the [UN Guiding Principles on Business and Human Rights](#), and inherent commitment to support the Core Labour Conventions of the International Labour Organization (ILO) including ILO 98 (principles for freedom of association). Through these commitments, and demonstrated practice, we do not tolerate any discrimination on the basis of race, colour, religion, gender, sexual orientation, national origin, age or disability. We are committed to maintaining policies and practices to conform with the **World Gold Council's Responsible Gold Mining Principles – Principle 6** pertaining to Labour Rights.

Responsible Gold Mining Principles

	<p>1.1 Legal compliance 1.2 Code of Conduct</p>		<p>6.1 Wages and Benefits 6.2 Preventing discrimination and bullying 6.3 Child and forced labour 6.4 Freedom of Association and Collective Bargaining 6.5 Diversity 6.7 Raising concerns</p>
---	---	---	--

We are committed to complying with applicable legislation for labour rights, in particular that pertaining to child and forced labour (modern slavery).

Our Approach

Respect, equality and fairness are essential to our human resources strategy. We strive to ensure equal treatment of all employees across our operations during their employment with Kinross. This starts with the tone set by senior leadership, cascading down through the organization and at site level through General Managers and their site management teams. This is complemented by training and support from the Corporate Human Resources team, to ensure that labour rights are respected and that the tools are in place to prevent issues from occurring and when they do, provide access to remedy.

As part of our ethical compliance program, our training and associated sign-off process for the Code of Business Conduct and Ethics, helps build and maintain awareness of, and respect for, labour rights. Guided by our commitment to equity, we provide equal pay for equal responsibility and also offer employees at all levels with opportunities to grow and develop through fair access to training.

Freedom of Association and Collective Bargaining

Responsibility for collective bargaining resides at the site level, with corporate support and oversight as needed. While all of our employees in Canada and at our mining operations in the United States are non-unionized, collective bargaining agreements are in place at our operations located in:

- Brazil
- Chile
- Mauritania

Continued on next page

Retrenchment

From time to time, we face the need to reduce our workforce. Whether these reductions arise from difficult market conditions, adjustments in business strategy, or end of mine life, Kinross has adopted an approach to retrenchment based on the [International Finance Corporation \(IFC\) Guidelines for Retrenchment](#).

In all cases, we adhere to Kinross' values to ensure that our employees are treated fairly, with dignity and respect, in a manner consistent with international, national and local laws and regulations as a minimum standards. Minimum notice periods pertaining to operational changes vary across our operating jurisdictions. In the event of a mine closure process, Kinross has developed guidance for human resources professionals: [The Mine Closure Planning Best Practices Guide for Human Resources](#).

Employee grievances pertaining to labour rights, including matters pertaining to freedom of association and collective bargaining, are received via the Kinross Integrity Hotline and are treated as confidential according to the Whistleblower Policy.

Accountability and Reporting

Matters pertaining to labour rights fall within our Human Resources Management System and management responsibility resides with Senior Vice-President, Human Resources. Oversight and governance are the responsibility of the Human Resource and Compensation Committee of the Board of Directors.

We report annually in our Sustainability Report, as well as regulatory filings such as our Annual Information Form, on any labour actions and/or strikes at our sites, as well as the status of our collective agreements and relevant negotiations, equity initiatives and compliance.



For more information on our workforce and collective bargaining agreements, see our most recent [Sustainability Report](#).