

# Occupational Health and Safety

## Objective, Purpose, and Context

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

Mining and mineral processing is a heavy industry and our business activities rely upon large and complex equipment, handling of significant volumes of materials, and milling and production processes. At Kinross, we have a strong safety culture that is both our First Priority, embedded in our Values, and expressed through “Safeground”, our company-wide brand; this culture drives our success. Simply put, every single person at our mine sites should be able to leave work safe and healthy at the end of every day. Kinross’ policy statement *objective* is to protect the health, safety and well-being of our workforce above all other priorities.

We have identified Occupational Health and Safety as a material Sustainability topic for Kinross and a priority for the Company, of critical importance to our stakeholders and the success of our business.

This policy statement relates to the following material impacts, risks and opportunities (IROs):

Impact	Risk	Opportunity
On workers’ physical, psychosocial, and psychological health due to poor occupational health and safety conditions	To compliance and reputation from failure to ensure employee health and safety	<i>To increase operational efficiencies due to adequate health and safety training</i>
<i>On local community and economy from a healthy, well-managed workforce</i>	To reputation and operations from turnover caused by unsafe working conditions	<i>To achieve financial and strategic goals due to improved employee retention and motivation from high health and safety standards</i>
	Financial impacts of new regulatory health and safety requirements	

Note: text in italics identifies a positive impact and/or opportunity

### 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

Our commitment begins with ensuring that we maintain healthy workplaces by meeting, and where possible, exceeding all requirements for occupational health in the workplace pertaining to air quality, exposure to hazardous and non-hazardous substances and ensuring access to required personal protective equipment. As a senior gold company, Kinross is *committed* to the membership requirements of the World Gold Council through its **Responsible Gold Mining Principles**. Principle 2, Understanding our Impacts (2.1 Risk Management, 2.2 Stakeholder engagement, 2.3 Due diligence, 2.4 Impact assessment, 2.5 Resolving grievances) and Principle 4, refers specifically to Safety and Health (4.1 Safety, 4.2 Safety management systems, 4.3 Occupational health and well-being, 4.4 Community Health and Emergency Planning).

We are also *committed* to supporting progress towards the **Sustainable Development Goals** (SDGs). Kinross is focused on SDG 3 (Good Health and Well-being), specifically pertaining to the reduction of non-communicable diseases through prevention and treatment and promote mental health and well-being (3.4), address deaths and injuries from road traffic accidents (3.6), reduce deaths and illnesses through exposure to hazardous chemicals and air, water and soil pollution (3.9), and our contributions to strengthen the capacity in key jurisdictions where we operate for early warning, risk reduction and management of national and global health (3.d).

Our global *approach* to Health and Safety at Kinross is defined by **Safeground**, our brand which leverages the experiences of employees to strengthen our safety culture of trust, ownership, collaboration and shared purpose. Together with our site teams, it empowers every level of our organization to learn and contribute to improved work design, which in turn leads to safer and more successful operations. Safeground is rooted in six key principles which have been co-created by our teams across our operations (Figure 1).

Figure 1: Safeground Principles



Our Global Health and Safety Strategy (GHSS) contains three core pillars: **people**, **systems** and **processes**, and **technology**. The GHSS is people-centric and proactive and reaches beyond regulatory compliance, embedding a values- and principles-based culture throughout our entire organization and workforce. The strategy is implemented through our Health and Safety Management System (HSMS). The HSMS applies equally to our own employees and workers in the value chain working across all operations, development projects, reclamation sites and offices. As one of Kinross’ First Priorities, occupational health and safety performance, primarily proactive inputs, is tied to monthly and quarterly monetary incentives for mine site employees, while for the Senior Leadership Team (SLT) it is tied to compensation as part of the Corporate Responsibility Performance Metric. To learn more, see our most recent Management Information Circular. Across all our operating sites, we have joint management-worker Occupational Health and Safety Committees representing 100% of workers. Grievances pertaining to health and safety are reported through the Kinross Integrity Hotline, under our Whistleblower Policy. The HSMS places a strong focus on proactive drivers of safety and employee well-being.

## Proactive Drivers of Safety

Measuring our progress through leading indicators is integral to our safety strategy. Leading indicators support a proactive and positive approach to safety that engages employees and contractors and contributes to better safety outcomes. We have embedded leading indicators across our sites with clearly defined thresholds for leading performance (Table 1).

Table 1

Leading Indicator	Description
Corrected Hazards	The number of hazards identified and corrected by site safety programs over the course of year on a per employee basis.
Field Engagements	The number of times the average employee has a one-on-one safety discussion in the workplace with an individual more senior to their direct supervisor or senior supervisor, over the course of the year.
Safety Excellence Training Program	Global implementation of in-house designed Safety Excellence training program, tailored specifically to the cultural context at each site.

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Key corporate and site-based initiatives and programs include:

- **Human and Organizational Performance (HOP) and Operational Learning Teams (OLTs)** – HOP and OLT initiative focuses on strengthening safety and operational resilience. HOP fosters a learning mindset, while OLTs capture frontline worker insights to improve systems and working practices. Together, they support a proactive learning culture essential for sustainable, high-performing operations.
- **Kinross’ Global Safety Learning Forum** – Provides an important opportunity to leverage our collective safety knowledge, draw upon the experiences of Kinross’ subject matter experts, lessons learned and industry best practices. Led by our sites, and “served” by senior management, participants include representatives from all of Kinross’ active mine sites and development projects. The Forum meets quarterly and has a rotating chair and host site.
- **Safety Excellence Program** – Our Safety Excellence program is designed to empower workers to enhance workplace safety and take ownership of their professional growth. The program is tailored with local employees to reflect the unique cultural, demographic and spiritual characteristics of each operation.
- **Critical Risk Management** – Our critical risk management program (CRMP) prioritizes tracking the effectiveness of critical controls. At Kinross sites, we proactively manage critical work risks by engaging directly with workers. The program aims to regularly verify that critical controls are in place and performance thresholds are met, allowing us to correct hazards before serious incidents occur.

## Employee Health and Well-being

We deliver a broad range of programs and initiatives to support employee well-being by providing access to learning and resources, competitive employee benefits, and ongoing support for both physical and psychological well-being. To support the physical fitness of our employees and their families, most of our employees have Kinross-sponsored access to fitness facilities either on-site or in the local community, as well as opportunities to participate in sports activities.

Our mental health strategy is focused in three key areas: raising awareness of mental health among our employees and managers; normalizing conversations around mental health to reduce the stigma associated with mental illness, supported by a continued focus on advancing a culture of inclusion and belonging; and ensuring that our people have access to a range of mental health and well-being resources. Kinross’ Employee Assistance Programs also provide access to mental health resources including mobile mental health apps and access to mental health therapies such as Internet-based cognitive behavioral therapy. In the area of maternal and parental leave/benefits, legal requirements vary considerably across Kinross jurisdictions, leading to tailored approaches where, if possible, we go beyond legal requirements to provide additional benefits. These may include additional financial benefits, duration of benefits, travel support, and childcare.

At Kinross’ remote sites and projects, we provide medical capabilities to meet the daily medical needs of our employees and business partners. At our Round Mountain site in Nevada and Tasiast, in Mauritania, medical services are delivered through Round Mountain’s on-site state-licensed medical clinic and Tasiast’s third-party professional medical services with a team of physicians and nurses, including a dental clinic on site. At La Coipa in Chile, as a high altitude and remote site, medical services are provided by physicians and nurses located at site. At Manh Choh in Alaska, there is an onsite first aid clinic, staffed by a Physician Assistant and Paramedic to enhance emergency response capabilities. Bald Mountain has medical services onsite. Paramedic and medical treatment facilities are provided at the Great Bear project located in northern Ontario.



## Accountability

Functional responsibility for occupational health and safety resides with the Vice-President, Global Health and Safety. Management responsibility resides with the Executive Vice-President, Chief Operating Officer.

Accountability for health and safety at the site level resides with the General Manager of each operation and is reported monthly to the Chief Operating Officer. Employee health and wellness, including mental health, is a shared responsibility between Health and Safety and Kinross’ Human Resources team.

Supervisory level oversight resides at the Corporate Responsibility and Technical Committee of the Kinross Board of Directors.

This policy 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 – Health and Safety, dated May 2024.



For more information on our health and safety programs and performance, see our most recent [Sustainability Report](#).