



Our Responsibility

While it is the duty of governments to protect human rights through the establishment and enforcement of appropriate laws, it is our responsibility as a company to uphold, respect and advance those rights. We are responsible for conducting due diligence to avoid infringing the rights of others and to address harms when they do occur.



Our Commitment

For Kinross, respect and consideration for human rights is central to our commitment to responsible mining. We are committed to respecting human rights as defined by the Universal Declaration of Human Rights, the International Labour Organization’s eight core conventions, and the United Nations Covenants on Economic, Social and Cultural Rights, and on Civil and Political Rights. Human rights topics of particular focus for Kinross include: equality of opportunity, accessibility, and accommodation; freedom of association and collective bargaining; human trafficking, forced and child labour; equal remuneration; discrimination; women’s rights; public and private security; access to clean water, air and environmental health; and Indigenous People’s rights.

Kinross’ commitment to respect human rights is integrated into everything we do through the following international principles, standards, policies, and practices:

- Our commitment to the **UN Global Compact** and the **UN Guiding Principles on Business and Human Rights**
- Our commitment to support and respect 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 calls out 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 investigate 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 Corporate Responsibility Management System (including health & safety, environment and community relations) and our standards for project permitting and consultation.
- Our commitment is also expressed through the **World Gold Council’s Responsible Gold Mining Principles – Principles 5 and 6**. Kinross receives external third-party assurance annually to affirm conformance with these principles.

Responsible Gold Mining Principle				
	5.1 UN Guiding Principles			
	5.2 Avoiding complicity			
	5.3 Security and human rights			
	5.4 Conflict			
		6.2 Preventing discrimination and bullying		
		6.3 Child and forced labour		
		6.4 Freedom of association and collective bargaining		
		6.7 Raising concerns		

Our Approach

We take an integrated approach to mitigate and manage human rights risks across the Company. This includes:

- Strong governance expressed through our public statements (e.g. Management Approach on 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 risks. 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, as well as key site management, 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 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 and Procedure.

Any substantial engagement with public security forces requires a Memorandum of Understanding, including human rights considerations, and reviewed at a senior legal level. The following table summarizes potential human rights risk areas for our business and the relevant policies and standards in place to mitigate the occurrence of such risks.

Rights Topic	Potential Risk and Our commitment	Standards/Applicable Kinross Policies	Kinross Measures to Mitigate and Manage Risk
Workplace	For any multinational company, the risk of abuse of worker and contractor rights is a top concern. Kinross is committed to ensuring this does not happen, through strong internal governance and systems, backed up by our commitments to international conventions and standards. Through our participation in the UN Global Compact, Kinross is committed to promoting the eight fundamental core International Labour Standards (ILO), including the right to freedom of association and collective bargaining.	Code of Business Conduct and Ethics; Whistleblower Policy; Supplier Standards of Conduct; Supply Chain Policy; Safety and Sustainability Policy.	Ensuring access to a robust grievance mechanism through our Whistleblower Policy, enables our employees and contractors to report any potential concerns with respect to human and labour rights, including freedom of association, collective bargaining and equal remuneration, safety and any other workplace matters anonymously without fear of reprisals. Through our Communication on Progress, we report annually on activities relevant to the ILO and in our Sustainability and ESG Report, we report on our progress pertaining to the core conventions. We ensure that Kinross salaries are fair and appropriate within the context of each operating jurisdiction, including gender considerations, and provide high quality site accommodation, health, leisure, and food facilities as appropriate.
Non-discrimination	There is a risk of bias, conscious or unconscious, in hiring, promotion and other areas. Kinross is committed to an organizational culture across its global operations where all people are treated equally and fairly.	Code of Business Conduct and Ethics; Whistleblower Policy; Supplier Standards of Conduct; Our People Commitments; Kinross Way for Diversity, Equity and Inclusion; Kinross Way for Talent Resourcing.	Our Whistleblower Policy and Kinross Integrity Hotline provides our workers with a confidential mechanism to report any concerns regarding potential cases of discrimination. We work proactively to mitigate the risk of bias in hiring practices.
Human trafficking, forced labour and child labour	According to the United Nations’ Universal Periodic Review, these practices exist in some of our host countries, while also being a global risk. Kinross is committed to ensuring that modern slavery in all its forms does not occur at our operations and projects. In addition, we act to mitigate the potential for these practices to occur in our supply chain.	Code of Business Conduct and Ethics, Supplier Standards of Conduct; Supply Chain Policy; Modern Slavery Statement.	Our corporate Human Rights Task Force is working to strengthen our corporate governance framework and management system pertaining to human rights with a focus on due diligence process across our supply chain.
Clean water, clean environment, and health	Mining activities impact the environment and there is a risk of impacts beyond those which have been permitted. Kinross has a comprehensive environmental management system, designed to mitigate these risks and ensure the safety of the environment and local communities.	Code of Business Conduct and Ethics; Suppliers Standards of Conduct; Safety and Sustainability Policy; Corporate Responsibility Management System; Environmental Management Standards; Social Performance Management standards..	Our Safety and Sustainability risk-based audit program enables us to take an integrated approach to identifying and mitigating potential risks at each of our operations. All sites are required to have community engagement plans in place, which together with grievance mechanisms in each community, help ensure that potential local concerns about water, environment and health risks are heard, understood and resolved. We work with local stakeholders on a wide range of initiatives to help provide access to fresh water supplies, health services, and a clean environment.
Arbitrary arrest and torture	According to the UPR* framework, there is a risk that actions of public security forces in some host countries sometimes deviate from accepted international norms. Kinross is committed to implementation of effective due diligence to ensure security programs at our operations, whether public or private, are conducted in a way that respects human rights, consistent with the Voluntary Principles on Security and Human Rights (VPSHR).	Human Rights Adherence and Verification Program; Security Policy; HRA&VP toolkit (a tool developed by Kinross to facilitate site self- assessment of consistency with the Voluntary Principles).	Our Human Rights Adherence and Verification Program ensures adherence and implementation of the VPSHR. Our program includes annual training at all operating mines to ensure that all security personnel, as well as key site management, understand and are consistently compliant with human rights best practices. Our corporate security team conducts periodic site audits to assess implementation of the HRA&VP and consistency with the Voluntary Principles.

Continued on next page

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Corruption	Corruption may compromise the proper control functions of government officials or regulators, or prevent host communities from receiving value generated by mining. The UPR* cites corruption in areas such as judiciary, police, and general bureaucracy in some host countries. Kinross is committed to zero tolerance for bribery and corruption and is a supporter of the Extractive Industries Transparency Initiative.	Code of Business Conduct and Ethics; Whistleblower Policy; Government Relations Policy and Guidelines; Supplier Standards of Conduct; Supply Chain Policy; Anti- Corruption Payments Protocol; Donations and Sponsorship Policy; Disclosure; Confidentiality and Insider Trading Policy.	Kinross’ due diligence process supports our framework of policies and standards pertaining to anti-corruption. An ongoing global anti-corruption training program is also in place and conducted regularly to maintain employee and management awareness of Kinross’ expectations for ethical conduct and to recognize risks of corruption. In our interactions with public officials, we follow a strict compliance protocol to verify that our activities do not violate the US Foreign Corrupt Practices Act (FCPA) and the Canadian Corruption of Foreign Public Officials Act (CFPOA).
Indigenous Peoples	There is a risk that indigenous peoples and their unique rights may not be fully considered in the different stages of the mining process. Kinross is committed to Free, Prior, and Informed Consent (FPIC), whereby consent is seen as a process of ongoing engagement during the entire mining life cycle to build consensus on both the company's activities and those of the indigenous community.	Safety and Sustainability Policy; Environmental Policy and Standards; Social Performance Management Systems.	Kinross’ Social Performance Management System (SPMS) require sites to conduct due diligence to understand where our activities may impact the lands, rights, or interests of indigenous peoples. Our consultation process requires us to identify mutually acceptable solutions to avoid, minimize, or mitigate adverse impacts prior to beginning any activities that would cause those impacts.
Life, Liberty, and Security	There is a risk of negative social impacts related to mining activities. Kinross is committed to transparent and strong community engagement during project permitting and throughout the mine life cycle with the goal of allaying negative concerns and delivering positive benefits.	Safety and Sustainability Policy; Corporate Responsibility Management System and Standards.	Kinross’s Site Responsibility Plan (SRP) requires sites to identify and assess social risks, with action plans to manage and mitigate such risks.

Governance and Accountability

Functional responsibility resides with the Vice-President, Community Relations and ESG and the Vice-President, Global Security. Management accountability resides with the Senior Vice-President, Human Resources who reports to the Chief Executive Officer.

A cross-functional corporate human rights taskforce, including Community Relations, Legal/Compliance, ESG Strategy, Health & Safety, Human Resources, Security, and Supply Chain, develops strategy for approval by senior leadership.

Board of Directors oversight matters pertaining to human rights as they relate to our ESG strategy are reported to the Corporate Responsibility and Technical Committee (CRTC) of the Board of Directors. The CRTC is also responsible for oversight of security and receives an annual security update from the Vice-President, Global Security. Material security risks are also reported to the Audit and Risk Committee (ARC) and the CRTC every quarter. Risks related to human rights are broadly tracked in the context of operations and license to operate and form part of the key risk profile reported to the ARC and the CRTC of the Kinross Board of Directors on a quarterly basis.



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