

## 2023 Progress Update

This Report is published pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (“the Act”) for submission to the Minister of Public Safety, and sets out the steps that Kinross Gold Corporation and its subsidiaries (the “Company” or “Kinross”), have taken during the year ended December 31, 2023, and are continuing to take, to combat and address the risk of forced and child labour in its business and supply chains. For a chart showing Kinross’ material operating subsidiaries, see our [Annual Information Form](#). Kinross Gold Corporation submits this report on its own behalf and on behalf of its reporting subsidiaries: Kinam (B.C.) Ltd., EastWest Gold Corporation, and KG U.S.A. Holdings Inc.

Each section describes our actions to prevent and reduce the risk of child labour and forced labour in our business and supply chains.

### Our Business

Kinross is a gold mining company with mines and projects in the United States, Canada, Brazil, Chile, and Mauritania. Kinross is headquartered in Toronto, Ontario, and is publicly traded on the Toronto Stock Exchange and the New York Stock Exchange. Further information on each of our operations can be found on our website ([www.kinross.com](http://www.kinross.com)). Information on company structure can be found in our [Annual Information Form](#). Kinross works with approximately 5,000 suppliers globally with a five-year average of 82% procurement spend occurring in our host countries, see [Kinross Sustainability Report](#).

### Current Governance Structure and Controls

Kinross endeavors to only conduct business with reputable persons who are involved in legitimate business activities. Kinross’ dealings with its suppliers are required to be conducted in a manner that does not compromise the integrity or negatively impact the reputation of the supplier or Kinross. Kinross seeks to work only with suppliers that have adopted policies and procedures that require ethical conduct.

Kinross integrates human rights best practices into our worldwide business and decision-making processes. Key human rights topics applicable to our industry include economic opportunity, accessibility and accommodation, and compensation; freedom of association and collective bargaining; forced and child labour; security forces; clean water, air, and environmental health; and indigenous peoples’ rights.

Before contracting with Kinross, all suppliers are required to confirm their understanding and commitment to our Supplier Standards of Conduct (SSoC) or represent and demonstrate that they adhere to an equivalent set of principles, and to confirm their intent to conduct their operations in a way that aligns with the Kinross Code of Business Conduct and Ethics. In addition, our suppliers are required to provide periodic reaffirmation of their understanding and commitment to our SSoC. By confirming their commitment to the latter, suppliers are expected to meet standards of behavior for safety, human rights and labour, environment, and business conduct.

Kinross policies and other governance applicable to labour rights and human rights can be viewed below and on our website at [kinross.com/sustainability/esg\\_analyst\\_centre](http://kinross.com/sustainability/esg_analyst_centre).

## 1. Supplier Standards Code of Conduct

Kinross' Supplier Standards Code of Conduct (SSoC) applies to all suppliers providing goods or services to Kinross. As per our Supply Chain Policy, all suppliers are required to acknowledge our SSoC, which is part of the Supplier Due Diligence process. Contract Templates have a schedule which requires the SSoC to be inserted and the terms and conditions make reference to compliance with the SSoC.

The SSoC includes the following requirements:

- Support the elimination of all forms of modern slavery including forced and compulsory labour and human trafficking with a view to exploitation,
- Support the effective abolition of child labour, and,
- Establish systems to ensure compliance with international standards and laws on modern slavery and the rights of children; and support the elimination of discrimination in respect of employment and occupation.

## 2. Code of Business Conduct and Ethics

Kinross' Code of Business Conduct and Ethics mandates that all representatives, suppliers, and agents uphold human rights in the communities where Kinross operates, emphasizing a zero-tolerance policy for human rights violations. The Code applies to Kinross representatives defined as any Director, Officer, Employee and Contractor. Employees are required to sign the Code as part of their onboarding process. Kinross representatives must at all times strive to comply with the Code of Business Conduct and Ethics, as well as all other applicable Kinross Policies and all applicable laws, rules and regulations, violations of which by Kinross representatives are grounds for disciplinary action including but not limited to termination of employment, directorship or contract.

In accordance with its Code of Business Conduct and Ethics, Kinross contractually requires suppliers to comply with applicable legal requirements (including those with respect to forced labour and child labour) and any applicable Kinross policies including but not limited to Kinross' Supplier Standards of Conduct.

## 3. Whistleblower Policy

Kinross has established a whistleblower process that encompasses the reporting of various forms of misconduct, including concerns related to human rights (which encompasses all forms of forced labour and child labour). This policy sets out responsibilities, policies, and procedures for reporting and investigation of concerns regarding actual or suspected improper activities. Kinross representatives are required to report on violations of the Code of Business Conduct and Ethics, which includes unsafe working conditions (including, without limitation, any matter that involves a threat to the health and safety of Kinross representatives and/or the public or the environment), improper supplier activity, potential or actual non-compliance with applicable laws, rules, regulations and other regulatory requirements, and violations of any other Kinross policy. This whistleblower reporting mechanism is accessible to all employees or contractors, including suppliers, and allows for anonymous submissions. As per the Whistleblower Policy, all employees or contractors share the responsibility of ensuring their own behavior is free from these issues and reporting any incidents they become aware of.

## 4. Kinross Management Approach to Human Rights

Kinross has adopted a series of Management Approach documents covering material ESG (Environment, Social and Governance) topics, including human rights. These cover the Company's responsibilities, commitments, approach, accountability and reporting. The Human Rights Management Approach includes a table of human rights topics, including human trafficking, forced labour and modern slavery, and details risks and relevant company initiatives.

## Supply Chain Risk Assessment and Evaluation

As part of our commitment to responsible mining, we have a set of minimum standards of conduct for suppliers of goods and services (i.e., our SSoC) and a governance framework to support responsible procurement and to manage risk across our supply chain. For more information on our approach to managing our supply chain, see our Management Approach to [Managing our Supply Chain](#).

Kinross' business risks are managed through the Company's Enterprise Risk Management program. The Company undertakes a systematic process of identifying, assessing, and addressing risks from all sources that potentially affect the achievement of Kinross' strategic business objectives.

## Due Diligence and Stakeholder Engagement Processes

In late 2022, Kinross launched a cross-functional Human Rights Task Force. This Task Force includes members from various teams across the Company, including Human Resources, Compliance, Community Relations, Security, Supply Chain, Health and Safety, and ESG Strategy.

Kinross currently screens all suppliers providing goods or services to Kinross before initiating a contract. The assessment encompasses evaluating the supplier against Kinross' core risk areas, including, but not limited to, sanctions, adverse media, and political exposure.

Functional responsibility for supply chain lies with our Senior Director, Global Supply Chain who is ultimately responsible for ensuring our suppliers meet our expectations on all issues surrounding forced labour and child labour as outlined in our SSoC. The Senior Director, Global Supply Chain reports to the Chief Financial Officer. Reporting on human rights matters to the Board of Directors is through the Audit and Risk Committee and Corporate Responsibility and Technical Committee.

To assess supplier risks, Kinross follows a graduated approach based on criteria that are designed to ensure suppliers of goods and/or services to Kinross are dependable business partners. Suppliers are categorized as low-, medium- or high-risk, based on assessment criteria, including country-specific risk (i.e., operating jurisdiction or country of product origin, sector-specific risk (i.e., labour/services), or commodity-specific risks (i.e., cyanide, explosives). The current scope of our due diligence focuses on financial crime related matters (i.e., anti-corruption, conflicts of interest, etc.). The level of risk indicated for a particular supplier informs our supplier due diligence process.

## Grievance and Remediation Measures

Kinross has a whistleblower policy and whistleblower reporting mechanism that requires the reporting of various forms of misconduct and violations of law, including violations of human rights and labour rights. This whistleblower reporting mechanism is accessible to all employees and suppliers and allows for anonymous submissions. All Kinross representatives have the responsibility to report misconduct once they become aware of it. In 2023, Kinross did not receive any allegation or report of child labour or forced labour in its supply chain through its whistleblower reporting mechanism, and therefore did not need to take any measures to remediate any such issues, including for loss of income to vulnerable persons.

## Upskilling and Training

Through Kinross University, our employee learning management system, employees can access a wide range of learning resources. We deliver Code of Business Conduct & Ethics training to sites and at the corporate office on an in-person basis.

## Assessing Effectiveness: Monitoring and Reporting

Kinross maintains our current supplier due diligence program, primarily focused on financial crime due diligence. Metrics that demonstrate the performance and effectiveness of this program can be seen in our sustainability reports [kinross.com/sustainability/ESG](https://kinross.com/sustainability/ESG) analyst centre.

## Approval and Attestation

This report has been approved by the Board of Directors of Kinross Gold Corporation on its own behalf and on behalf of the other reporting entities as controlling shareholder.

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Full name:

J. Paul Rollinson

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Title:

Chief Executive Officer, Kinross Gold Corporation

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Date:

May 24, 2024

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I have the authority to bind Kinross Gold Corporation.



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