

At Kinross, putting people first is one of our core values. Accordingly, Health and Safety among employees, partners, contractors and suppliers in the communities in which we operate is our number one priority. To uphold these core values Kinross will:

- Ensure that systems are implemented to prevent harm to our people, processes and property.
- Hold every employee and contractor, in all aspects of Kinross' business life cycle, accountable for performing their work in a safe manner and complying with Kinross' Health and Safety Standards.
- Meet or exceed applicable legal and regulatory requirements in the communities in which we operate.
- Operate our business in a manner that empowers and creates accountability for each region and site to implement, maintain and continuously improve its Health and Safety System.

**Regional Vice-Presidents are required to:**

- Foster a culture of openness and transparency by sharing regional best practices and lessons-learned.
- Be actively engaged in the Health and Safety Programs throughout the region and ensure this commitment is demonstrated at all levels.
- Recognize and reward exceptional behavior with respect to Health and Safety.

**The corporate Health and Safety Team has been established to:**

- Set performance expectations, develop over-arching policy, minimum standards and annual plans for continual improvement.
- Provide guidance and assurance for the site-level execution of Health and Safety management practices.
- Monitor and regularly communicate Health and Safety performance, trends and best practices.

**Regional Health and Safety Personnel are required to:**

- Develop regional Health and Safety Programs for their operations, which comply with Kinross' minimum standards and reflect the specific needs, culture, and regulatory requirements found within the particular region.
- Ensure that operating sites within the region develop and apply their Health and Safety Programs in a consistent manner throughout the region.
- Assist, advise, monitor and continuously improve the Health and Safety Program at each regional site..

**Vice-Presidents, General Managers & Directors of all sites including Exploration & Projects are required to:**

- Develop, implement, monitor and continually improve the Health and Safety Program with clear roles and responsibilities to ensure compliance with Kinross' Regional requirements, Corporate Health and Safety Standards and local regulatory requirements.
- Foster a culture of reporting and responsiveness to ensure workplace issues and incidents are acknowledged and addressed.
- Demonstrate their personal support of the Health and Safety Program by actively participating in the program as defined by site, regional and corporate requirements.

**All workers, whether Kinross or contract employees, are required to:**

- Support the Health and Safety Program by taking personal responsibility for their Health and Safety and actively supporting all aspects of Kinross' Health and Safety Program.



J. Paul Rollinson  
Chief Executive Officer



Warwick Morley-Jepson  
Executive Vice-President and Chief Operating Office