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The disclosures referenced are available both online and in corresponding PDF documents. Hyperlinks to online references in the online CR report and other Kinross disclosures have been provided below, as well as page references to PDF versions of the CR report and other Kinross disclosures.

STANDARD DISCLOSURES PART I: PROFILE DISCLOSURES

1. Strategy and Analysis

PROFILE DISCLOSURE	DESCRIPTION	RESPONSE/LOCATION ONLINE	LOCATION IN PDFS
1.1	Statement from the most senior decision-maker of the organization.	2011 CR Report – Message from the CEO Detailed information relating to specific challenges and achievements is covered in the Message from the CEO from the senior executive responsible for corporate responsibility.	1-3
1.2	Description of key impacts, risks, and opportunities.	2011 CR Report – Key Risks, Impacts and Opportunities 2011 Annual Information Form	14 56-68

2. Organizational Profile

PROFILE DISCLOSURE	DESCRIPTION	RESPONSE/LOCATION ONLINE	LOCATION IN PDFS
2.1	Name of the organization.	2011 CR Report – Corporate Profile	a
2.2	Primary brands, products, and/or services.	2011 CR Report – Corporate Profile Product produced is gold doré (an unrefined gold intermediate product that also generally contains silver and may contain minor amounts of other metals).	1
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	www.kinross.com	
2.4	Location of organization's headquarters.	2011 CR Report – Contact Us	130
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	2011 CR Report – Corporate Profile 2011 CR Report – Reclamation and Closure	a 125
2.6	Nature of ownership and legal form.	2011 Annual Information Form	4
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	2011 Annual Information Form	8
2.8	Scale of the reporting organization.	2011 CR Report – Corporate Profile www.kinross.com	a
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	2011 CR Report – Report Scope and Boundary	7
2.10	Awards received in the reporting period.	2011 CR Report – Awards and Recognitions	23

3. Report Parameters

PROFILE DISCLOSURE	DESCRIPTION	RESPONSE/LOCATION ONLINE	LOCATION IN PDFS
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	2011 CR Report – Report Scope and Boundary	7
3.2	Date of most recent previous report (if any).	2011 CR Report – Report Scope and Boundary	7
3.3	Reporting cycle (annual, biennial, etc.)	2011 CR Report – Reporting Cycle	8
3.4	Contact point for questions regarding the report or its contents.	2011 CR Report – Report Content and Materiality	9
3.5	Process for defining report content.	2011 CR Report – Report Content and Materiality	9
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	2011 CR Report – Our Approach to Reporting	7-9
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	2011 CR Report – Our Approach to Reporting	7-9
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	2011 CR Report – Our Approach to Reporting 2011 Data Tables	7-9

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3. Report Parameters (continued)

PROFILE DISCLOSURE	DESCRIPTION	RESPONSE/LOCATION ONLINE	LOCATION IN PDFS
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	2011 CR Report – Our Approach to Reporting Data are reported in U.S. dollars unless otherwise indicated. Kinross reports using the metric system. In some cases, we have reported data both on an absolute basis and on an intensity basis against tonnes of ore processed. Frequency rates in all safety data are per 200,000 hours worked.	7-9
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	2011 CR Report – Our Approach to Reporting	7-9
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	2011 CR Report – Our Approach to Reporting	7-9
3.12	Table identifying the location of the Standard Disclosures in the report.	2011 GRI Index	
3.13	Policy and current practice with regard to seeking external assurance for the report.	2011 CR Report – Report Content and Materiality	9

4. Governance, Commitments, and Engagement

PROFILE DISCLOSURE	DESCRIPTION	RESPONSE/LOCATION ONLINE	LOCATION IN PDFS
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	2011 CR Report – Governance and Organizational Structure 2011 Annual Report	21 14
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	2011 Annual Report	14
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	Kinross' Board of Directors is comprised of 10 directors, nine of whom are considered independent and/or non-executive members and one executive director. 2012 Management Information Circular	16
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	2012 Management Information Circular	67
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	2012 Management Information Circular	32-36
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	2012 Management Information Circular Code of Business Conduct and Ethics	61-62
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.	2012 Management Information Circular	62
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	2011 CR Report – Kinross' Ten Guiding Principles for Corporate Responsibility 2011 CR Report – Ensuring Ethical Conduct 2011 CR Report – Kinross Health and Safety Policy www.kinross.com	11 13 62
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	2011 CR Report – Governance and Organizational Structure The CR Committee of the Kinross Board of Directors has primary responsibility for overseeing corporate responsibility matters. The charter of this committee, and other board committees is available on kinross.com. All members of the CR Committee are independent directors. In general, members of the CR Committee are chosen on the basis of their skills, experience and knowledge of issues that fall within the overall mandate of the Committee.	21
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	2012 Management Information Circular	65
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	2011 CR Report – Mining Gold Responsibly	24-25
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	2011 CR Report – Voluntary Commitments and Memberships	22

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4. Governance, Commitments, and Engagement (continued)

PROFILE DISCLOSURE	DESCRIPTION	RESPONSE/LOCATION ONLINE	LOCATION IN PDFS
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	2011 CR Report – Voluntary Commitments and Memberships	22
4.14	List of stakeholder groups engaged by the organization.	2011 CR Report – Key Stakeholder Issues	75-81
4.15	Basis for identification and selection of stakeholders with whom to engage.	2011 CR Report – Site Responsibility Plans	19
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	2011 CR Report – Engaging Our Stakeholders	73
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	2011 CR Report – Key Stakeholder Issues	75-81

STANDARD DISCLOSURES PART II: DISCLOSURES ON MANAGEMENT APPROACH (DMAS)

PROFILE DISCLOSURE	DESCRIPTION	RESPONSE/LOCATION ONLINE	LOCATION IN PDFS
DMA EC	Disclosure on Management Approach EC		
Aspects	Economic performance	For a detailed account of our economic management approach see the 2011 Annual Report . 2011 CR Report – Economic Responsibility	26-38
	Market presence	For a detailed account of our economic management approach see the 2011 Annual Report . 2011 CR Report – Economic Responsibility	26-38
	Indirect economic impacts	For a detailed account of our economic management approach see the 2011 Annual Report . 2011 CR Report – Economic Responsibility	26-38
DMA EN	Disclosure on Management Approach EN		
Aspects	Materials	2011 CR Report – Message from EVP, Corporate Affairs 2011 CR Report – Our Policy Framework and Corporate Responsibility Management System	4 17-20
	Energy	2011 CR Report – Our Policy Framework and Corporate Responsibility Management System 2011 CR Report – Energy and Climate Change	17-20 116-118
	Water	2011 CR Report – Our Policy Framework and Corporate Responsibility Management System 2011 CR Report – Water Management	17-19 108-114
	Biodiversity	2011 CR Report – Our Policy Framework and Corporate Responsibility Management System 2011 CR Report – Biodiversity	17-19 122-124
	Emissions, effluents and waste	2011 CR Report – Our Policy Framework and Corporate Responsibility Management System 2011 CR Report – Waste Management	17-20 119-121
	Products and services	Kinross is a precious metal producer and its products are not known to have any significant environmental impacts. As a result, our management approach is focussed on priority areas including impacts arising from the mining and processing of gold doré.	
	Compliance	2011 CR Report – Our Policy Framework and Corporate Responsibility Management System 2011 CR Report – Compliance	17-20 107
	Transport	Transportation impact from our operations is not material relative to the other impacts arising from our mining and processing operations.	
	Overall	2011 CR Report – Our Policy Framework and Corporate Responsibility Management System 2011 CR Report – Environmental Responsibility	17-20 105-129

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PROFILE DISCLOSURE	DESCRIPTION	RESPONSE/LOCATION ONLINE	LOCATION IN PDFS
DMA LA	Disclosure on Management Approach LA		
Aspects	Employment	2011 CR Report – In the Workplace	39-60
	Labour/management relations	2011 CR Report – Labour Rights	58
	Occupational health and safety	2011 CR Report – Our Policy Framework and Corporate Responsibility Management System 2011 CR Report – Measuring Performance 2011 CR Report – Health and Safety	17 20-21 61-70
	Training and education	2011 CR Report – Our Policy Framework and Corporate Responsibility Management System 2011 CR Report – Employee Education, Training and Development	17 48-50
	Diversity and equal opportunity	2011 CR Report – In the Workplace 2011 CR Report – Workplace Diversity	39 51
DMA HR	Disclosure on Management Approach HR		
Aspects	Investment and procurement practices	2011 CR Report – Ensuring Ethical Conduct 2011 CR Report – Supplier Standards of Conduct 2011 CR Report – Human Rights	13 18 56-57
	Non-discrimination	2011 CR Report – Ensuring Ethical Conduct 2011 CR Report – Human Rights	13 56-57
	Freedom of association and collective bargaining	2011 CR Report – Human Rights/Labour Rights	56-58
	Child labour	2011 CR Report – Human Rights	56-57
	Forced and compulsory labour	2011 CR Report – Human Rights/Labour Rights	56-59
	Security practices	2011 CR Report – Security and Human Rights	60
	Indigenous rights	2011 CR Report – Human Rights 2011 CR Report – Working with Indigenous Peoples	56-57 82-88
DMA SO	Disclosure on Management Approach SO		
Aspects	Community	2011 CR Report – In the Community	71-104
	Artisanal and small-scale mining	2011 CR Report – Case Study 8: Formalizing Artisanal Mining at Fruta del Norte Although ASM occurs in Chile and Ghana, it does not affect Kinross' operations in those jurisdictions.	95-96
	Resettlement	2011 CR Report – Key Stakeholder Issues	81
	Closure planning	2011 CR Report – Mining Gold Responsibly 2011 CR Report – Reclamation and Closure	25 125-129
	Grievance mechanisms and procedures	2011 CR Report – Site Responsibility Plans 2011 CR Report – Mining Gold Responsibly All Kinross sites are required to have a grievance mechanism that has been communicated to stakeholders as part of their Site Responsibility Plans.	19 24-25
	Emergency Preparedness	2011 CR Report – Emergency Response	70
	Corruption	2011 CR Report – Ensuring Ethical Conduct	13
	Public policy	Kinross makes submissions from time to time regarding legislative and public policy issues and monitors public policy developments in its operating jurisdictions. Where appropriate, the Company participates in the public policy development process with elected officials and other relevant organizations in accordance with the Code of Business Conduct and Ethics.	
	Anti-competitive behavior	2011 CR Report – Ensuring Ethical Conduct	13
	Compliance	2011 CR Report – Managing Corporate Responsibility	10-20

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PROFILE DISCLOSURE	DESCRIPTION	RESPONSE/LOCATION ONLINE	LOCATION IN PDFS
DMA PR	Disclosure on Management Approach PR		
Aspects	Materials stewardship	Kinross' precious metal products do not present health or safety risks to our consumers. Kinross' main product is a semi-refined intermediate gold product, which is further processed by third-party refiners, thus typically product labelling, marketing, customer privacy and product use requirements do not apply to the Company's products.	
	Customer health and safety	See above	
	Product and service labelling	See above	
	Marketing communications	See above	
	Customer privacy	See above	
	Compliance	See above	

STANDARD DISCLOSURES PART III: PERFORMANCE INDICATORS

Economic

PROFILE DISCLOSURE	DESCRIPTION	RESPONSE/LOCATION ONLINE	LOCATION IN PDFS
Economic performance			
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	2011 CR Report – Distributing Economic Value Kinross formally participates in the EITI, and has operations in Ghana and Mauritania, two participating EITI countries.	29-30
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	2011 CR Report – Energy and Climate Change 2011 Annual Information Form	116-117 59
EC3	Coverage of the organization's defined benefit plan obligations.	2011 CR Report – Distributing Economic Value Kinross is phasing out its historical retirement plans.	29
EC4	Significant financial assistance received from government.	2011 CR Report – Distributing Economic Value	29
Market presence			
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	2011 CR Report – Compensation and Benefits	53
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	2011 CR Report – Measuring Our Benefit Footprint	31-32
EC7	Procedures for local hiring and proportion of senior management and workforce hired from the local community at significant locations of operation.	2011 CR Report – In the Workplace/Our Strategy 2011 CR Report – Workplace Diversity 2011 CR Report – Case Study 4: Developing a Skilled Workforce in Mauritania	42-43 51 44-46
Indirect economic impacts			
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	2011 CR Report – In the Community In the Community and Social Development section of this report, we provide a country by country overview of community investments.	71-104
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	2011 CR Report – Measuring Our Benefit Footprint Kinross contributes to addressing social and community needs in all of our host communities. Our activities are directed to capacity building at the local and regional level. Through our Site Responsibility Plans, an integral component of our CR Management System, we are working to measure economic impacts through the Kinross Benefit Footprint.	31

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Environmental

PROFILE DISCLOSURE	DESCRIPTION	RESPONSE/LOCATION ONLINE	LOCATION IN PDFS
Materials			
EN1	Materials used by weight or volume.	2011 Data Tables	
EN2	Percentage of materials used that are recycled input materials.	Recycled materials and/or scrap are not used in primary metal mining.	
Energy			
EN3	Direct energy consumption by primary energy source.	2011 CR Report – Energy and Climate Change 2011 Data Tables	116
EN4	Indirect energy consumption by primary source.	2011 CR Report – Energy and Climate Change 2011 Data Tables	116
EN5	Energy saved due to conservation and efficiency improvements.	2011 CR Report – Energy and Climate Change	118
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	2011 CR Report – Energy and Climate Change	117-118
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	2011 CR Report – Energy and Climate Change	117-118
Water			
EN8	Total water withdrawal by source.	2011 CR Report – Water Management 2011 Data Tables	108
EN9	Water sources significantly affected by withdrawal of water.	2011 CR Report – Water Management	110
EN10	Percentage and total volume of water recycled and reused.	2011 CR Report – Water Management 2011 Data Tables	108-109
Biodiversity			
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	2011 CR Report – Biodiversity	122-124
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	2011 CR Report – Biodiversity Activities, products and services have no known significant impacts on biodiversity in protected areas or areas of biodiversity outside protected areas. There are no material impacts on biodiversity from resettlement.	122-124
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.	2011 CR Report – Reclamation and Closure 2011 Data Tables	125
EN13	Habitats protected or restored.	2011 CR Report – Reclamation and Closure 2011 Data Tables	125-129
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	2011 CR Report – Biodiversity	122-124
MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place.	2011 CR Report – Biodiversity All Kinross sites are required to have biodiversity management plans.	122
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	2011 CR Report – Biodiversity	122
Emissions, effluents and waste			
EN16	Total direct and indirect greenhouse gas emissions by weight.	2011 CR Report – Energy and Climate Change 2011 Data Tables	116
EN17	Other relevant indirect greenhouse gas emissions by weight.	2011 Data Tables Kinross' Carbon Disclosure Project Submission at www.cdproject.net	
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	2011 CR Report – Energy and Climate Change	117-118
EN19	Emissions of ozone-depleting substances by weight.	Emissions of ozone-depleting substances are minimal as Kinross' operations restrict their use, except for a limited number of fire extinguishers, refrigerants and special solvents.	
EN20	NO _x , SO _x , and other significant air emissions by type and weight.	Emissions of NO _x and SO _x are primarily from mobile equipment and are not considered significant air emissions for Kinross.	

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Environmental (continued)

PROFILE DISCLOSURE	DESCRIPTION	RESPONSE/LOCATION ONLINE	LOCATION IN PDFS
Products and services			
EN21	Total water discharge by quality and destination.	2011 CR Report – Water Management 2011 Data Tables	109-114
EN22	Total weight of waste by type and disposal method.	2011 CR Report – Waste Management 2011 Data Tables	119-121
MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks.	2011 CR Report – Waste Management 2011 Data Tables	119-120
EN23	Total number and volume of significant spills.	2011 CR Report – Spills and Releases 2011 Data Tables	114
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	No hazardous waste was transported internationally by Kinross.	
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	Kinross' discharges of water and runoff do not significantly affect any water body or related habitat.	
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Kinross' precious metal products are not known to have significant environmental impacts. Mercury is a naturally occurring mineral in some of the ore we mine. Because all mercury compounds are toxic, Kinross takes considerable care to collect by-product mercury production and prevent its release into the environment. We have management systems in place at all of our operations, regulated under state and federal permits specific to each jurisdiction, to safely collect and transport mercury. We currently sell all the mercury we produce to a responsible mercury recycler. In 2011, Kinross produced 45 tonnes of mercury, all of which was sold to Bethlehem Apparatus Company in Pennsylvania. All of Kinross' mercury production is from La Coipa in Chile. In response to growing concern about mercury in the environment (e.g. U.S. Mercury Export Ban Act of 2008), Kinross is developing a revised strategy for the disposal of by-product mercury from its operations. At this time we anticipate that future production within the US will be stabilized and placed into long-term storage (ultimately to be provided by the US Department of Energy). We continue to evaluate responsible disposal alternatives for our Chilean mercury production.	
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Due to the precious nature of our products, very large percentages are known to be recycled. Packaging associated with these products is negligible.	
Compliance			
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	2011 CR Report – Compliance 2011 Data Tables	107
Transport			
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Environmental impacts of transportation of goods, services and people are comprehensively assessed in environmental planning documents and are monitored over the life of each Kinross operation. Transportation corridors are selected based upon risk assessment and transport controls and mitigation implemented as needed. Emergency response plans include collaboration with local emergency response agencies. Potential impacts are mitigated in various ways, including risk assessment of transportation corridors and mitigation, contractual arrangements with shippers to control potential impacts, and emergency response labs and preparation. If and when they occur, spills associated with transportation are reported under our overall spills reporting. We also report on stakeholder concerns arising from transportation-related issues as part of our stakeholder issues management.	
Overall			
EN30	Total environmental protection expenditures and investments by type.	Environmental protection expenditures are directed to key areas including environmental monitoring, waste management and disposal, emissions reduction, as well as reclamation. These expenditures are considered an integral part of Kinross' ongoing operating costs and capital expenditure program at our sites and are not tracked and reported separately. Reclamation and remediation expenses were \$12.2 million in 2011 and \$6.3 million in 2010.	

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Social: Labour Practices and Decent Work

PROFILE DISCLOSURE	DESCRIPTION	RESPONSE/LOCATION ONLINE	LOCATION IN PDFS
Employment			
LA1	Total workforce by employment type, employment contract, and region.	2011 CR Report – In the Workplace/Performance and Goals In addition to an employee workforce, Kinross uses the services of various contractors for operations, exploration and construction. Based on the number of contractor hours worked, Kinross estimates that approximately 11,500 people worked for Kinross as contractors onsite at operations and projects in 2011. Regionally, this represents approximately 510 contractors in North America, 6,200 in South America, 4,400 in West Africa and 390 in Russia.	41
LA2	Total number and rate of employee turnover by age group, gender, and region.	2011 CR Report – In the Workplace/Performance and Goals Employee turnover is an important metric for Kinross as an indicator of how we perform as an employer. Reviewed on a monthly basis, it is measured and tracked by voluntary and involuntary turnover. Kinross does not report turnover by age as this disclosure is not material to our business, but turnover by gender has been reported.	41
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	2011 CR Report – Compensation and Benefits	52-53
Labour/management relations			
LA4	Percentage of employees covered by collective bargaining agreements.	2011 CR Report – Labour Rights	58
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	2011 CR Report – Labour Rights	58
MM4	Number of strikes and lock-outs exceeding one week's duration, by country.	Kinross did not experience any work stoppages, strikes or lock outs exceeding one week in duration during the reporting period.	
Occupational health and safety			
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	2011 CR Report – Health and Safety Approximately 92% of Kinross' workforce is represented in joint management worker health and safety committees.	61
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	2011 CR Report – Health and Safety/Performance and Goals 2011 Data Tables In 2010, there was one employee fatality at the Kupol operation as an employee was crushed while performing maintenance on a piece of equipment. In June 2011, a worker at the Fort Knox gold mine sustained fatal injuries as a result of a fall while performing regular duties in the primary crusher area. In early 2012, a worker at the Chirano mine sustained fatal injuries when crushed by a piece of heavy equipment while performing his regular duties at the Akwaaba underground mine. Employee absenteeism is not a material indicator for Kinross and is not reported corporately.	63
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	2011 CR Report – Case Study 6: The Chirano Malaria Control Program	66-69
LA9	Health and safety topics covered in formal agreements with trade unions.	Kinross' formal agreements include provisions for personal protective equipment, health and dental coverage and additional support in the case of oncological diseases	
Training and education			
LA10	Average hours of training per year per employee by employee category.	2011 CR Report – Employee Education, Training and Development/ 2011 CR Report – Focus on Training Kinross employees also receive approximately two hours of mandatory environment training annually. Training is the responsibility of Kinross sites and these figures are not reported corporately.	48-50, 64-65
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	2011 CR Report – Employee Education, Training and Development	48-50
LA12	Percentage of employees receiving regular performance and career development reviews.	2011 CR Report – Compensation and Benefits All Kinross employees receive regular performance and career development reviews.	52
Diversity and equal opportunity			
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	2011 CR Report – Workplace Diversity	51
LA14	Ratio of basic salary of men to women by employee category.	Compensation at Kinross is based on individual performance and job classification and gender has no bearing on compensation.	

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Social: Human Rights

PROFILE DISCLOSURE	DESCRIPTION	RESPONSE/LOCATION ONLINE	LOCATION IN PDFS
Investment and procurement practices			
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	Zero. Kinross does not have any investment agreements in place that include provisions pertaining to human rights and/or human rights screening.	
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	Zero during the reporting period. However, Kinross wants to do business with suppliers that share its approach to corporate responsibility. The new Supplier Standards of Conduct, being rolled out in 2012, will require suppliers to self-review and will be subject to periodic on-site review and screening of their operations.	
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	2011 CR Report – Security and Human Rights Kinross tracks and reports based on number and percentage of people trained.	60
Non-discrimination			
HR4	Total number of incidents of discrimination and actions taken.	There were zero reported incidents of discrimination during the reporting period.	
Freedom of association and collective bargaining			
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	There are no risks to freedom of association or collective bargaining at Kinross' operations.	
Child labour			
HR6	Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour.	There are no risks for incidents of child labour at Kinross operations.	
Forced and compulsory labour			
HR7	Operations identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour.	2011 CR Report – Labour Rights There is no material risk of force or compulsory labour at Kinross operations.	58-59
Security practices			
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	2011 CR Report – Security and Human Rights	60
Indigenous rights			
MM5	Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities.	Kinross has four operations located adjacent to Indigenous Peoples Territories. All of these sites have formal agreements in place with local indigenous communities.	
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	There were no reported incidents of violations of rights of Indigenous People's in 2010 and 2011.	

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Social: Society

PROFILE DISCLOSURE	DESCRIPTION	RESPONSE/LOCATION ONLINE	LOCATION IN PDFS
Community			
SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	2011 CR Report – Managing Corporate Responsibility 2011 CR Report – Mining Gold Responsibly	12-20 24-25
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples.	No significant disputes. For an account of Kinross' activities and initiatives relating to land use and the customary rights of indigenous people see 2011 CR Report – Working with Indigenous Peoples	82-88
MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes.	Kinross' sites have grievance mechanisms in place as part of their Site Responsibility Plans. No grievances received during the reporting period.	
Artisanal and small-scale mining			
MM8	Number (and percentage) or company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks.	2011 CR Report – Case Study 8: Formalizing Artisanal Mining at Fruta del Norte ASM occurs in Brazil, Chile and in Ghana however, it does not affect or pose risks to Kinross operations in those jurisdictions. ASM also occurs in Ecuador and has been formalized.	95-96
Resettlement			
MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.	2011 CR Report – Key Stakeholder Issues/Relocation No other resettlement or relocation arising from Kinross' operations and development projects occurred during the reporting period.	81
Closure planning			
MM10	Number and percentage of operations with closure plans.	100%. 2011 CR Report – Reclamation and Closure	125
Corruption			
SO2	Percentage and total number of business units analyzed for risks related to corruption.	100%. Risk of corruption is included as part of Kinross' Enterprise Risk Management program and is applied to all Kinross sites.	
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	100% of management employees and about 75% of non-management employees (all sites excluding the sites in Ghana and Mauritania) had received training. Communication and initial roll-out to Kinross' West African sites is expected in 2012.	
SO4	Actions taken in response to incidents of corruption.	There were zero incidents of corruption during the reporting period.	
Public policy			
SO5	Public policy positions and participation in public policy development and lobbying.	See Response to DMA SO, public policy.	
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Although not an area of strategic focus, donations to political parties and politicians are made from time to time in accordance with Kinross' Code of Business Conduct and Ethics, Kinross Corporate Donations and Sponsorship Policy and approved by the Executive Vice-President, Corporate Affairs. In 2011, the Company's political donations totaled US \$4,400.	
Anti-competitive behavior			
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	2011 CR Report – Key Stakeholder Issues	75
Compliance			
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	2011 CR Report – Compliance The Company has received a citation issued by the U.S. Department of Labor Mine Safety and Health Administration (MSHA) relating to the 2011 fatality at Fort Knox. Kinross has appealed the citations issued by MSHA (and the findings contained therein) relating to the fatality. Kinross has not received a penalty assessment tied to the citations.	107

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Social: Product Responsibility

PROFILE DISCLOSURE	DESCRIPTION	RESPONSE/LOCATION ONLINE	LOCATION IN PDFS
Materials Stewardship			
MM11	Programs and progress relating to materials stewardship.	Kinross' precious metal products do not present health or safety risks to our consumers. Kinross' main product is a semi-refined intermediate gold product, which is further processed by third-party refiners, thus typically product labelling, marketing, customer privacy and product use requirements do not apply to the Company's products. For information on materials stewardship pertaining to Kinross' use of cyanide, see 2011 CR Report – Waste Management/Managing Cyanide	121
Customer health and safety			
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Kinross' precious metals products do not present health or safety risks to our consumers. Typical product labelling, marketing, customer privacy and product use requirements do not apply to our products.	
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	Kinross' precious metals products do not present health or safety risks to our consumers. Typical product labelling, marketing, customer privacy and product use requirements do not apply to our products. As a result, there were no reported incidents on non-compliance.	
Product and service labelling			
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	See response to DMA PR	
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	See response to DMA PR	
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	See response to DMA PR	
Marketing communications			
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	See response to DMA PR	
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	See response to DMA PR. Kinross had no such incidents of non-compliance.	
Customer privacy			
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	See response to DMA PR	
Compliance			
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	See response to DMA PR	