

## GRI Content Index

The disclosures referenced are available in the corresponding PDF documents which are available online on kinross.com through the hyperlinks provided.

### General Standard Disclosures

<b>Organizational Profile</b>				
GRI standard number	Indicator description	Location/response	UNGC principle	Page number
102-1	Name of the organization	<a href="#">2017 CR Report – Kinross Gold Profile Annual Information Form</a>		2 5
102-2	Activities, brands, products, and services	<a href="#">2017 CR Report – Kinross Gold Profile Annual Information Form</a>		2 11
102-3	Location of headquarters	<a href="#">2017 CR Report – Kinross Gold Profile Annual Information Form</a>		2 5
102-4	Location of operations	<a href="#">2017 CR Report – Kinross Gold Profile</a>		2
102-5	Nature of ownership, legal form	<a href="#">Annual Information Form</a>		5
102-6	Markets served	<a href="#">2017 CR Report – Kinross Gold Profile</a>		2
102-7	Scale of the organization	<a href="#">2017 CR Report – Kinross Gold Profile</a>		2
102-8	Information on employees and other workers	<a href="#">2017 CR Report – Engaging Our Workforce</a>	6	50-51
102-9	Supply chain	<a href="#">2017 CR Report – Managing Our Supply Chain</a>		22-23
102-10	Significant changes to the organization and its supply chain	<a href="#">2017 CR Report – About this Report Annual Information Form – General Development of Business</a> <a href="#">2017 Annual Report – MD&amp;A, Mining Operations</a>		7-8 9-11 MDA16-MDA26
102-11	Precautionary Principle or approach	<a href="#">2017 CR Report – Precautionary Approach</a>	7	24
102-12	External initiatives	<a href="#">2017 CR Report – Voluntary Commitments and Memberships</a>		130
102-13	Membership of associations	<a href="#">2017 CR Report – Voluntary Commitments and Memberships</a>		130
<b>Strategy and Analysis</b>				
GRI standard number	Indicator description	Location/response	UNGC principle	Page number
102-14	Statement from senior decision-maker	<a href="#">Message from Chief Executive Officer, 2017 CR Report</a> <a href="#">2017 Annual Report – Letter to Shareholders</a>		3-4 1-3
102-15	Key impacts, risks, and opportunities	<a href="#">2017 CR Report – Managing Risks</a> <a href="#">2017 CR Report – Materiality</a> <a href="#">2017 CR Report – Advancing the Sustainable Development Goals</a> <a href="#">Annual Information Form – Risk Factors</a>		24-25 9-11 15-16 70-86
<b>Ethics and Integrity</b>				
GRI standard number	Indicator description	Location/response	UNGC principle	Page number
102-16	Values, principles, standards, norms of behaviour	<a href="#">2017 CR Report – Ethical Business Conduct</a>	1, 2, 6, 10	17-18
102-17	Mechanisms for advice and concerns about ethics	<a href="#">2017 CR Report – Ethical Business Conduct</a>	1, 2, 10	17

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**General Standard Disclosures**

<b>Governance</b>				
GRI standard number	Indicator description	Location/response	UNGC principle	Page number
102-18	Governance structure	<a href="#">2018 Management Information Circular</a> <a href="#">2017 CR Report – Corporate Responsibility Governance and Organizational Structure</a>		109-113 29
102-19	Delegating authority	<a href="#">2017 CR Report – Corporate Responsibility Governance and Organizational Structure</a> <a href="#">2018 Management Information Circular</a>		29
102-20	Executive-level responsibility for economic, environmental, and social topics	<a href="#">2017 CR Report – Corporate Responsibility Governance and Organizational Structure</a> <a href="#">2017 CR Report – Engaging our Workforce</a> <a href="#">2017 CR Report – Our Strategy for Environmental Stewardship</a> <a href="#">2017 CR Report – Energy and Climate Change</a>		29 49 106 114
102-21	Consulting stakeholders on economic, environmental, and social topics	<a href="#">2017 CR Report – Our Strategy for Empowering Communities</a> <a href="#">2018 Management Information Circular – Say on pay and shareholder engagement</a>		61-67 50-51
102-22	Composition of the highest governance body and its committees	<a href="#">2017 Annual Report – Corporate Governance Highlights</a> <a href="#">2018 Management Information Circular – Our board of directors</a>		6 110-111
102-23	Chair of the highest governance body	<a href="#">2017 Annual Report – Corporate Governance Highlights</a>		6
102-24	Nominating and selecting the highest governance body	<a href="#">2018 Management Information Circular – Nomination and method of voting for directors</a>		114
102-25	Conflicts of interest	<a href="#">2018 Management Information Circular – Code of Business Conduct and Ethics</a>	10	111
102-26	Role of highest governance body in setting purpose, values, and strategy	<a href="#">2018 Management Information Circular – Appendix A</a>		122-124
102-27	Collective knowledge of highest governance body	<a href="#">2018 Management Information Circular</a>		4, 37
102-28	Evaluating the highest governance body's performance	<a href="#">2018 Management Information Circular – Assessing the board</a>		114
102-29	Identifying and managing economic, environmental and social impacts	<a href="#">2018 Management Information Circular – Appendix A</a>	1,2, 7,8,9,10	122-124
102-30	Effectiveness of risk management processes	<a href="#">2017 CR Report – Managing Risks</a> <a href="#">2018 Management Information Circular</a>	1,2, 7,8,9,10	24-25 41-42, 44-45
102-31	Review of economic, environmental, and social topics	<a href="#">2017 CR Report – Corporate Responsibility Governance and Organizational Structure</a> <a href="#">2018 Management Information Circular</a>	1,2, 7,8,9,10	29 41-42, 44-45
102-32	Highest governance body's role in sustainability reporting	<a href="#">2017 CR Report – Corporate Responsibility Governance and Organizational Structure</a>		29
102-33	Communicating critical concerns	Critical concerns are received via Kinross' Whistleblower Policy and via formal community grievance mechanisms at the site/community level. <a href="#">2017 CR Report – Ethical Conduct</a> <a href="#">2018 Management Information Circular – Audit and risk committee</a>	1,10	17 42
102-34	Nature and total number of critical concerns	<a href="#">2017 CR Report – Ethical Conduct</a> <a href="#">2017 CR Report – Human Rights</a> <a href="#">2017 CR Report – Non-discrimination</a>		17 19 58

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**General Standard Disclosures**

GRI standard number	Indicator description	Location/response	UNGC principle	Page number
102-35	Remuneration policies	<a href="#">2018 Management Information Circular, Compensation Governance</a>		48-51
102-36	Process for determining remuneration	<a href="#">2018 Management Information Circular, Compensation Discussion and Analysis</a>	10	64
102-37	Stakeholders' involvement in remuneration	<a href="#">2018 Management Information Circular – Say on pay and shareholder engagement</a>		50-51

**Stakeholder Engagement**

GRI standard number	Indicator description	Location/response	UNGC principle	Page number
102-40	List of stakeholder groups	<a href="#">2017 CR Report – Empowering Local Communities</a>		65
102-41	Collective bargaining agreements	<a href="#">2017 CR Report – Labour Rights, Freedom of Association and Collective Bargaining</a>	1,3	58-59
102-42	Identifying and selecting stakeholders	<a href="#">2017 CR Report – Empowering Local Communities</a>		65
102-43	Approach to stakeholder engagement	<a href="#">2017 CR Report – Empowering Local Communities</a>		61-65
102-44	Key topics and concerns raised	<a href="#">2017 CR Report – Key Stakeholder Issues</a>	1,2	68-76

**Reporting Practice**

GRI standard number	Indicator description	Location/response	UNGC principle	Page number
102-45	Entities included in the consolidated financial statements	<a href="#">2017 Annual Report – Note 3, Notes to the Consolidated Financial Statements</a>		FS11
102-46	Defining report content and topic boundaries	<a href="#">2017 CR Report – About this Report</a> <a href="#">2017 CR Report – Materiality</a>		7-8 9-11
102-47	List of material topics	<a href="#">2017 CR Report – Materiality</a>		10-11
102-48	Restatements of information	<a href="#">2017 CR Report – About this Report</a>		8
102-49	Changes in reporting	<a href="#">2017 CR Report – About this Report</a>		7-8
102-50	Reporting period	<a href="#">2017 CR Report – About this Report</a>		7
102-51	Date of most recent report	<a href="#">2017 CR Report – About this Report</a>		7
102-52	Reporting cycle	<a href="#">2017 CR Report – About this Report</a>		7
102-53	Contact point for questions regarding the report	<a href="#">2017 CR Report – About this Report</a>		8
102-54	Claims of reporting in accordance with the GRI Standards	<a href="#">2017 CR Report – About this Report</a>		7
102-55	GRI content index	<a href="#">2017corporateresponsibilityreport.kinross.com</a>		
102-56	External assurance	<a href="#">2017 CR Report – About this Report</a>		8

**Specific Standard Disclosures**

<b>Economic Standards Series</b>				
GRI standard number	Indicator description	Location/response	UNGC principle	Page number
<b>Economic Performance</b>				
201-103	Management Approach Disclosures	<a href="#">2017 CR Report – Materiality</a> <a href="#">2017 CR Report – Generating Socio-Economic Value</a> <a href="#">2017 CR Report – Tax Transparency</a>	10	9-11 39-42 46

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**Specific Standard Disclosures**

GRI standard number	Indicator description	Location/response	UNGC principle	Page number
201-1	Direct economic value generated and distributed	<a href="#">2017 CR Report – 2017 Distribution of Economic Value</a> <a href="#">2017 Annual Report – Financial Statements and Notes</a>		41
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">2017 CR Report – Climate Change Risks and Opportunities</a> <a href="#">cdp.net – See Kinross response</a>		117
<b>Market Presence</b>				
202-103	Management Approach Disclosures	<a href="#">2017 CR Report – Materiality</a> <a href="#">2017 CR Report – Measuring our Benefit Footprint</a> <a href="#">2017 CR Report – Local Employment</a> <a href="#">2017 CR Report – Engaging our Workforce</a> <a href="#">2017 CR Report – Local Procurement</a>	6	9-11 40 42 48-49 42
202-2	Proportion of senior management hired from the local community	<a href="#">2017 CR Report – Local Employment</a>	6	42
<b>Indirect Economic Impacts</b>				
203-103	Management Approach Disclosures	<a href="#">2017 CR Report – Materiality</a> <a href="#">2017 CR Report – Our Strategy for Empowering Communities</a> <a href="#">2017 CR Report – Community and Social Development</a>		9-11 61-66 83-103
203-1	Infrastructure investments and services supported	<a href="#">2017 CR Report – Community and Social Development</a> <a href="#">2017 CR Report – Kinross’ Sustainable Legacy in Washington State</a>		83-103 45
203-2	Significant indirect economic impacts	<a href="#">2017 CR Report – Significant indirect economic impacts</a> <a href="#">2017 CR Report – Contributing to Sustainable Development in Rural Mauritania</a> <a href="#">2017 CR Report – Kinross’ Sustainable Legacy in Washington State</a>		83-103 44 45
<b>Procurement Practices</b>				
204-103	Management Approach Disclosures	<a href="#">2017 CR Report – Materiality</a> <a href="#">2017 CR Report – Managing our Supply Chain</a> <a href="#">2017 CR Report – Measuring our Benefit Footprint</a> <a href="#">2017 CR Report – Local Procurement</a>	10	9-11 22-23 40 42
204-1	Proportion of spending on local suppliers	<a href="#">2017 CR Report – Local Procurement</a>		42
<b>Anti-Corruption</b>				
205-103	Management Approach Disclosures	<a href="#">2017 CR Report – Materiality</a> <a href="#">2017 CR Report – Ethical Conduct</a> <a href="#">Code of Business Conduct and Ethics</a>	10	9-11 17-18 19-21
205-1	Operations assessed for risks related to corruption	<a href="#">2017 CR Report – Ethical Conduct</a>	10	18
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">2017 CR Report – Ethical Conduct</a>	10	18
205-3	Confirmed incidents of corruption and actions taken	<a href="#">2017 CR Report – Ethical Conduct</a>		18

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**Specific Standard Disclosures**

<b>Environment Standards Series</b>				
GRI standard number	Indicator description	Location/response	UNGC principle	Page number
<b>Materials</b>				
301-103	Management Approach Disclosures	Kinross does not report consumption of materials, including energy, by renewable and non-renewable categories. <a href="#">2017 CR Report – Materials Use</a> <a href="#">2017 CR Report – Managing Waste, Non-Mineral Waste</a>	7,8	112 120
301-1	Materials used by weight or volume	<a href="#">2017 CR Data Tables</a> <a href="#">2017corporateresponsibilityreport.kinross.com</a>		133-145
<b>Energy/Climate Change</b>				
302-103	Management Approach Disclosures	<a href="#">2017 CR Report – Materiality</a> <a href="#">2017 CR Report – Our Corporate Responsibility Management System</a> <a href="#">2017 CR Report – Managing our Environmental Footprint</a> <a href="#">2017 CR Report – Energy and Climate Change</a>	7,8	9-11 26-29 105-106 114-117
302-1	Energy consumption within the organization	<a href="#">2017 CR Report – Energy and Climate Change</a> <a href="#">2017 CR Data Tables</a> <a href="#">2017corporateresponsibilityreport.kinross.com</a>		115 133-145
302-3	Energy intensity	<a href="#">2017 CR Report – Energy and Climate Change</a> <a href="#">2017 CR Data Tables</a> <a href="#">2017corporateresponsibilityreport.kinross.com</a>		114-115 133-145
302-4	Reduction in Energy Consumption	<a href="#">2017 CR Report – Energy and Climate Change</a>	7,8,9	114-116
<b>Water</b>				
303-103	Management Approach Disclosures	<a href="#">2017 CR Report – Materiality</a> <a href="#">2017 CR Report – Our Corporate Responsibility Management System</a> <a href="#">2017 CR Report – Our Strategy for Environmental Stewardship</a> <a href="#">2017 CR Report – Water Management</a>	7,8	9-11 26-29 106-107 109-110
303-1	Total water withdrawal by source	<a href="#">2017 CR Data Tables</a> <a href="#">2017corporateresponsibilityreport.kinross.com</a>		133-145
303-3	Water recycled and reused	<a href="#">2017 CR Report – Water Management</a> <a href="#">2017 CR Data Tables</a> <a href="#">2017corporateresponsibilityreport.kinross.com</a>	8	109 133-145
<b>Biodiversity</b>				
304-103	Management Approach Disclosures	<a href="#">2017 CR Report – Materiality</a> <a href="#">2017 CR Report – Our Corporate Responsibility Management System</a> <a href="#">2017 CR Report – Our Strategy for Environmental Stewardship</a> <a href="#">2017 CR Report – Biodiversity</a>	7,8 7,8	9-11 26-29 106-107 121-122
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<a href="#">2017 CR Report – Biodiversity</a>		122
304-3	Habitats protected or restored	<a href="#">2017 CR Report – Biodiversity</a>	8	122
304-4	IUCN Listed Species	<a href="#">2017 CR Report – Biodiversity</a>		121-122

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**Specific Standard Disclosures**

GRI standard number	Indicator description	Location/response	UNGC principle	Page number
G4-MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	<a href="#">2017 CR Data Tables</a> <a href="#">2017corporateresponsibilityreport.kinross.com</a>		133-145
G4-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	<a href="#">2017 CR Report – Biodiversity</a>	8	122
<b>Emissions</b>				
305-103	Management Approach Disclosures	<a href="#">2017 CR Report – Materiality</a> <a href="#">2017 CR Report – Our Corporate Responsibility Management System</a> <a href="#">2017 CR Report – Our Strategy for Environmental Stewardship</a> <a href="#">2017 CR Report – Air Emissions</a> <a href="#">2017 CR Report – Energy and Climate Change</a>	7,8	9-11 26-29  106-107 113 114-115
305-1	Direct Greenhouse Gas Emissions (GHG) (Scope 1)	<a href="#">2017 CR Report – Energy and Climate Change</a> <a href="#">2017 CR Data Tables</a> <a href="#">2017corporateresponsibilityreport.kinross.com</a>		115 133-145
305-2	Indirect GHG Emissions (Scope 2)	<a href="#">2017 CR Report – Energy and Climate Change</a> <a href="#">2017 CR Data Tables</a> <a href="#">2017corporateresponsibilityreport.kinross.com</a>		115 133-145
305-3	Other Indirect GHG Emissions (Scope 3)	<a href="#">2017 CR Report – Energy and Climate Change</a>		115
305-4	GHG Emissions Intensity	<a href="#">2017 CR Report – Energy and Climate Change</a> <a href="#">2017 CR Data Tables</a> <a href="#">2017corporateresponsibilityreport.kinross.com</a>		115 133-145
305-5	Reductions of GHG emissions	<a href="#">2017 CR Report – Energy and Climate Change</a>	7,8,9	114-116
305-6	Emissions of ozone depleting substances	These emissions are not material to Kinross.		
305-7	Emissions of NOx, SOx	<a href="#">2017 CR Report – Air Emissions</a>		113
<b>Effluents and Wastes</b>				
306-103	Management Approach Disclosures	<a href="#">2017 CR Report – Materiality</a> <a href="#">2017 CR Report – Our Corporate Responsibility Management System</a> <a href="#">2017 CR Report – Our Strategy for Environmental Stewardship</a> <a href="#">2017 CR Report – Spills and Releases</a> <a href="#">2017 CR Report – Waste Management</a>	7,8	9-11 26-29  106-107 108 118-120
306-1	Water discharged by quality and destination	<a href="#">2017 CR Data Tables</a> <a href="#">2017corporateresponsibilityreport.kinross.com</a> We do not report on total water quality at a corporate level.	8	133-145
306-2	Waste by type and disposal method	Given the range of waste disposal methods across Kinross, we do not track or report waste disposal by method at the corporate level. <a href="#">2017 CR Report – Non-Mineral Waste</a> <a href="#">2017 CR Data Tables</a> <a href="#">2017corporateresponsibilityreport.kinross.com</a>	8	120 133-145
306-3	Total number and volume of significant spills	<a href="#">2017 CR Report – Spills and Releases</a>	8	108

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**Specific Standard Disclosures**

GRI standard number	Indicator description	Location/response	UNGC principle	Page number
306-4	Transport of hazardous waste	While Kinross reports the weight of hazardous waste disposed, actual volumes of hazardous waste transported are not material to Kinross. <a href="#">2017 CR Data Tables</a> <a href="#">2017corporateresponsibilityreport.kinross.com</a>	8	133-145
G4-MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks	<a href="#">2017 CR Data Tables</a> <a href="#">2017corporateresponsibilityreport.kinross.com</a>		133-145
<b>Environmental Compliance</b>				
307-103	Management Approach Disclosures	<a href="#">2017 CR Report – Materiality</a> <a href="#">2017 CR Report – Our Corporate Responsibility Management System</a> <a href="#">2017 CR Report – Our Strategy for Environmental Stewardship</a> <a href="#">2017 CR Report – Environmental Compliance</a>	7,8	9-11 26-29 106-107 108
307-1	Monetary value of significant fines, and non-monetary sanctions	<a href="#">2017 CR Report – Environmental Compliance</a> <a href="#">2017 CR Data Tables</a> <a href="#">2017corporateresponsibilityreport.kinross.com</a>		108 133-145
<b>Land Use</b>				
G4-MM6	Total amount of land disturbed or rehabilitated	<a href="#">2017 CR Data Tables</a> <a href="#">2017corporateresponsibilityreport.kinross.com</a> <a href="#">2017 CR Report – Biodiversity</a>	8	133-145 121-122
<b>Closure Planning</b>				
G4-MM10	Number and percentage of operations with closure plans	All nine mine sites representing 100%. <a href="#">2017 CR Report – Reclamation and Closure</a> <a href="#">2017 CR Report – Community Planning for Mine Closure</a>	8	126-129 66
<b>Supplier Environmental Assessment</b>				
308-103	Management Approach Disclosures	<a href="#">2017 CR Report – Managing our Supply Chain</a>	8	22-23
308-1	Percentage of new suppliers screened using environmental criteria	As required by our Supplier Standards of Conduct, new suppliers to Kinross are screened based on a range of criteria, including environmental criteria. We are unable to report the number and percentage of new suppliers screened during this reporting period. We expect to report fully against this topic in future reports. <a href="#">2017 CR Report – Managing our Supply Chain</a>	8	22-23
<b>Social Standards Series</b>				
GRI standard number	Indicator description	Location/response	UNGC principle	Page number
<b>Employment</b>				
401-103	Management Approach Disclosures	<a href="#">2017 CR Report – Materiality</a> <a href="#">2017 CR Report – Engaging our Workforce</a>	1,2,3,4,5,6,10	9-11 48-59
401-1	New employee hires and turnover	<a href="#">2017 CR Report – Workforce Metrics</a>	6	51
<b>Labour/Management Relations</b>				
402-103	Management Approach Disclosures	<a href="#">2017 CR Report – Materiality</a> <a href="#">2017 CR Report – Labour Rights</a>	3 3	9-11 58-59

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**Social Standard Series**

GRI standard number	Indicator description	Location/response	UNGC principle	Page number
402-1	Minimum notice periods regarding significant operational changes, including whether or not it is specified in collective agreements.	Due to the global nature of, and the diversity, of Kinross operations, minimum notice periods regarding significant operational changes vary from jurisdiction to jurisdiction according to national and local laws and the specific collective agreements in place at operations. <a href="#">2017 CR Report – Retrenchment</a>	3	58
G4-MM4	Number of strikes and lockouts exceeding one week’s duration, by country	During 2016, Kinross experienced one strike which exceeded one week’s duration and no strikes in 2017. <a href="#">2017 CR Report – Freedom of Association and Collective Bargaining</a>	3	59
<b>Occupational Health And Safety</b>				
403-103	Management Approach Disclosures	<a href="#">2017 CR Report – Materiality</a> <a href="#">2017 CR Report – Our Corporate Responsibility Management System</a> <a href="#">2017 CR Report – Putting People First – Health and Safety</a>	1	9-11 26-29 31-38
403-1	Workers representation in formal joint-management-worker health and safety committee	<a href="#">2017 CR Report – Putting People First – Health and Safety</a>	3,6	31
403-2	Type of injuries, injury rates, occupational disease and work-related fatalities	We do not track and report lost day and absentee rates corporate-wide. Occupational health and safety performance is not tracked and reported by gender. <a href="#">2017 CR Report – Putting People First – Health and Safety</a> <a href="#">2017 CR Data Tables</a> <a href="http://2017corporateresponsibilityreport.kinross.com">2017corporateresponsibilityreport.kinross.com</a>		30, 32, 36 30 133-145
403-3	Workers with high incidence or high risk of occupational diseases related to occupation	<a href="#">2017 CR Report – Putting People First – Health and Safety</a>		36
403-4	Health and safety topics covered in formal agreements with trade unions	Collective agreements are negotiated at the regional/site level. Details on health and safety topics covered in these agreements vary from operation to operation, and agreement to agreement, and are not available at the corporate level.	3,6	36
<b>Training And Education</b>				
404-103	Management Approach Disclosures	<a href="#">2017 CR Report – Materiality</a> <a href="#">2017 CR Report – Employee Development</a>		9-11 54-56
404-1	Average hours of training per employee	<a href="#">2017 CR Report – Employee Development</a>		54-56
404-2	Programs for skills management and lifelong learning to support continued employability and assist in managing career endings	<a href="#">2017 CR Report – Employee Development</a>		54-55
404-3	Percentage of employees receiving regular performance and career development reviews	All full-time equivalent employees (100%) receive some form of individual performance appraisals based on management by objectives. <a href="#">2017 CR Report – Managing Kinross Talent</a>	6	56
<b>Diversity and Equal Opportunity</b>				
405-103	Management Approach Disclosures	<a href="#">2017 CR Report – Materiality</a> <a href="#">2017 CR Report – Engaging our Workforce</a> <a href="#">2017 CR Report – Diversity</a> <a href="#">2018 Management Information Circular – Diversity</a> <a href="#">2017 CR Report – Equal Pay for Equal Responsibility</a>	10 6 6	9-11 48-52 52 115 53

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**Social Standard Series**

GRI standard number	Indicator description	Location/response	UNGC principle	Page number
405-1	Composition of governance bodies and breakdown of employees by category	Kinross does not collect and track workforce data pertaining to minorities and vulnerable groups. <a href="#">2017 CR Report – Workforce Metrics</a> <a href="#">2018 Management Information Circular – Executive Summary</a> <a href="#">2017 CR Report – Diversity</a>	1,6	50-51 2-4 52
405-2	Ratio of basic salary and remuneration of women to men	<a href="#">2017 CR Report – Equal Pay for Equal Responsibility</a>	6	53
<b>Non-Discrimination</b>				
406-103	Management Approach Disclosures	<a href="#">2017 CR Report – Materiality</a> <a href="#">2017 CR Report – Ethical Business Conduct</a> <a href="#">2017 CR Report – Engaging our Workforce</a> <a href="#">2017 CR Report – Labour Rights</a>	6	9-11 17 48-49 58
406-1	Incidents of discrimination and actions taken	<a href="#">2017 CR Report – Labour Rights</a>	1,2,6	58
<b>Freedom of Association and Collective Bargaining</b>				
407-103	Management Approach Disclosures	<a href="#">2017 CR Report – Materiality</a> <a href="#">2017 CR Report – Human Rights</a> <a href="#">2017 CR Report – Engaging our Workforce</a> <a href="#">2017 CR Report – Freedom of Association and Collective Bargaining</a>	6 6	9-11 19 48-49 59
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	The right to freedom of association is not at risk at our operations. <a href="#">2017 CR Report – Freedom of Association and Collective Bargaining</a>	6	59
<b>Child Labour</b>				
408-1	Operations and suppliers at significant risk of child labour	While there is no significant risk of child labour at Kinross, and it is not considered material to Kinross, as a participant in the UN Global Compact, Kinross is committed to the abolition of child labour.	5	
<b>Forced Labour</b>				
409-1	Operations and suppliers at significant risk of incidents of forced or compulsory labour	While there is no significant risk of incidents of forced or compulsory labour at Kinross, and it is not considered material to Kinross, as a participant in the UN Global Compact, Kinross is committed to the elimination of all forms of forced and compulsory labour.	4	
<b>Security Practices</b>				
410-103	Management Approach Disclosures	<a href="#">2017 CR Report – Materiality</a> <a href="#">2017 CR Report – Human Rights</a> <a href="#">2017 CR Report – Security and Human Rights</a>	1,2 1,2 1,2	9-11 19-21 21
410-1	Security personnel trained in human rights policies or procedures	Kinross security training program extends to all security personnel (contractor and employees) onsite at Kinross operations. <a href="#">2017 CR Report – Security and Human Rights</a>		21

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**Social Standard Series**

GRI standard number	Indicator description	Location/response	UNGC principle	Page number
<b>Rights of Indigenous Peoples</b>				
411-103	Management Approach Disclosures	<a href="#">2017 CR Report – Materiality</a> <a href="#">2017 CR Report – Our Corporate Responsibility Management System</a> <a href="#">2017 CR Report – Human Rights</a> Kinross’ Corporate Responsibility Management System, including our Site Responsibility Plan guidance, defines Kinross’ management approach pertaining to Indigenous Peoples. <a href="#">2017 CR Report – Our Strategy for Empowering Local Communities</a> <a href="#">2017 CR Report – Human Rights Due Diligence</a> <a href="#">2017 CR Report – Working with Indigenous Peoples</a>	1,2  1,2  1,2 1,2 1,2	9-11 26-28  19-21  61 21 77-82
411-1	Incidents of violations involving rights of indigenous peoples	There were zero reported incidents of violations of the rights of indigenous peoples during the 2016 and 2017 reporting period.	1,2	
G4-MM5	Total number of operations taking place in or adjacent to indigenous peoples territories and the number of sites where there are formal agreements with indigenous communities	Five of our operations are located in or adjacent to indigenous peoples’ territories. <a href="#">2017 CR Report – Empowering Local Communities</a>	1,2	78
G4-MM6	Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples	There were zero significant disputes. <a href="#">2017 CR Report – Key Stakeholder Issues</a>	1,2	71-73
G4-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	Formal community grievance mechanisms are in place at all Kinross sites. 16 grievances were received during the reporting period and all were resolved within the required time frame. Of the grievances received, none pertained to land and customary rights of indigenous peoples. <a href="#">2017 CR Report – Human Rights Due Diligence</a>	1,2	21
<b>Human Rights Assessment</b>				
412-103	Management Approach Disclosures	<a href="#">2017 CR Report – Materiality</a> <a href="#">2017 CR Report – Human Rights</a>	1,2,3,4,5	9-11 21
412-1	Operations that have been subject to human rights assessments	Human rights risk assessments have been conducted at all Kinross sites (100%) over the past three years as part of Kinross’ Human Rights Adherence and Verification Program. <a href="#">2017 CR Report – Human Rights Due Diligence</a>	1,2	21
412-2	Employee training on human rights policies and procedures	<a href="#">2017 CR Report – Security and Human Rights</a>	1,2,4,5,6,10	21
<b>Local Communities</b>				
413-103	Management Approach Disclosures	<a href="#">2017 CR Report – Materiality</a> <a href="#">2017 CR Report – Corporate Responsibility Management System</a> <a href="#">2017 CR Report – Corporate Responsibility Governance and Organizational Structure</a> <a href="#">2017 – Our Strategy for Empowering Local Communities</a>	1,2	9-11 26-28  29 61-62
413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">2017 CR Report – Kinross Community Focus</a>	1	83-103

(Continued)

**Social Standard Series**

GRI standard number	Indicator description	Location/response	UNGC principle	Page number
<b>Supplier Social Assessment</b>				
414-103	Management Approach Disclosures	<a href="#">2017 CR Report – Materiality</a> <a href="#">2017 CR Report – Managing Our Supply Chain</a>	1,2,3,10	9-11 22-23
414-1	New suppliers that were screened for social criteria	As required by our Supplier Standards of Conduct, all suppliers to Kinross are screened based on a broad range of CR criteria including social criteria. We are unable to report the number and percentage of new suppliers screened during for this reporting period. We expect to report fully against this topic in future reports. <a href="#">2017 CR Report – Managing our Supply Chain</a>	2	22-23
<b>Public Policy</b>				
415-103	Management Approach Disclosures	<a href="#">2017 CR Report – Materiality</a> <a href="#">2017 CR Report – Engaging on Public Policy</a>	10	9-11 104
415-1	Political contributions	<a href="#">2017 CR Report – Engaging on Public Policy</a>	10	104
<b>Socio-Economic Compliance</b>				
419-103	Management Approach Disclosures	<a href="#">2017 CR Report – Materiality</a> <a href="#">2017 CR Report – Ethical Conduct</a> <a href="#">2017 CR Report – Managing Risks</a>	10	9-11 17 24-25
419-1	Non-compliance with laws and regulations in the social and economic area	<a href="#">2017 CR Report – Key Stakeholder Issues</a>		68
<b>Sector Specific: Artisanal and Small-Scale Mining</b>				
G4-MM8	Number (and percentage) of 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	During the reporting period, artisanal mining occurred at two (18%) (Tasiast and Chirano) out of nine operating mines. <a href="#">2017 CR Report – Key Stakeholder Issues</a>		76
<b>Sector Specific: Resettlement</b>				
G4-MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	<a href="#">2017 CR Report – Resettlement</a>	1,2	62