



SOCIAL RESPONSIBILITY POLICY

Kirkland Lake Gold is committed to making a positive impact by creating meaningful opportunities for our employees and local suppliers, and by facilitating lasting improvements in the communities in which we operate.

Kirkland Lake Gold believes that Social Responsibility is essential to operational and financial success and is committed to developing relationships based on open and honest communication with our stakeholders. To further our commitment to Social Responsibility, Kirkland Lake Gold endeavours to:

- **Meet or Exceed** all applicable laws, regulations, and Kirkland Lake Gold company standards.
- **Acknowledge** cultural and other human rights and ensure all levels of the workforce understand and respect such rights.
- **Integrate** social responsibility into our decisions and activities.
- **Act Ethically and Respectfully** regarding Indigenous rights, cultural beliefs and aspirations.
- **Understand, encourage and promote** cross-cultural awareness.
- **Engage** our stakeholders regarding their values in connection with the development, operation and closure of mineral projects.
- **Communicate** openly and honestly with respect to the Company's performance in a timely manner.
- **Maintain** ongoing dialogues based on transparency, respect and good faith.

To fulfil our commitment to social responsibility, we will aim to continually improve our performance by regularly:

- reviewing objectives and targets;
- engaging with our employees and stakeholders to find improvements that benefit both local economic development and our shareholders;
- identifying and managing significant social impacts, risks and opportunities;
- measuring and reporting performance transparently against objectives and targets; and
- communicating this policy to our employees, contractors, suppliers and visitors while also making it available to the public.

