
STATEMENT ON INDUSTRIAL ACTION

Wednesday 12 March, 2025, Koidu, Kono District, Sierra Leone – The management and board of Koidu Limited (“Koidu”) today publicly clarifies its position regarding the recent industrial action taken by some of its employees at Koidu Diamond Mine (the “Mine”):

Care

- Our absolute priority remains the safety and wellbeing of our employees and the community.
- We maintain our position of zero tolerance to any violence, intimidation or incitement thereof.
- The Government of Sierra Leone (“GoSL”) has offered the full support of its security forces.

Community

- The illegal strike action (a violation of sections 64 and 67 of the Industrial Relations and Trade Union Act 2023) was called with a number of demands, including increasing wages, reinstating dismissed workers, and other pay and conditions related items.
- We want to engage in direct negotiations as soon as possible to address all of these concerns, but can only do so if the industrial action is called off immediately so staff can return to work safely.
- Failure to work within the laws of Sierra Leone, as well as the continuing of incitement of actions to obstruct workers from returning to work (particularly violence), is likely to result in the withdrawal of all staff from the Mine on the grounds of safety.
- This will result in the ceasing of all operations; an existential threat to the Mine itself.

Commitment

- We have sought throughout this dispute to engage through the correct channels, as stipulated by Sierra Leonean law, with the various ministries within the GoSL – including meetings with the Minister of Employment, Labour and Social Security on Friday 7 March, 2025.
- We have tried to engage directly on multiple occasions with the Minister of Mines, the National Minerals Agency, the Chief Minister, as well as His Excellency President Dr Julius Maada Bio himself.
- The GoSL has been informed by Koidu of its intent to address all concerns raised by the aggrieved.
- It includes a proposal to review workforce salaries, introduce a quarterly diamond price-based bonus scheme, and implement other initiatives.
- These measures will take immediate effect upon reaching amicable compromises and concluding negotiations.

Clarifications

- Koidu remains fully committed to the long-term sustainability of both the Mine and the future of Sierra Leone’s broader hard rock diamond industry, which remains significantly under threat.
- Koidu refutes allegations of taking part in any corrupt or dishonest practices, all of which are baseless – every diamond of all sizes extracted from the mining operations are fully accounted for, under GoSL supervision and in accordance with the Kimberley Process Scheme.
- Koidu will make a further statement disclosing the other ambitious initiatives it has offered to the key constituents within the GoSL, and to its local and regional stakeholders in due course.