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## JOINT STATEMENT

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### THE MINISTRY OF EMPLOYMENT, LABOUR AND SOCIAL SECURITY & KOIDU LIMITED

**Thursday 20<sup>th</sup> March, 2025** – Following extensive discussions between the Ministry of Employment, Labour and Social Security and the leadership of KOIDU limited in the wake of the peaceful protest and the agreement of a resolution framework, the Ministry of Employment, Labour and Social Security (“**MELSS**”) and Koidu Limited (“**Koidu**”) hereby encourage Koidu’s national workforce to immediately return to work.

Upon their return, MELSS and Koidu will immediately agree solutions to the recommendations and advice outlined by the MELSS in their letter to the General Manager of Koidu on 28 February 2025, as referenced in Appendix 1 of this release.


Extensive discussions between MELSS and Koidu have taken place. Both parties are confident that once the national workforce has returned to work solutions to all of the concerns raised by MELSS will be reached within 48 hours. In addition to the above, it has been agreed to introduce quarterly bonus payments to the national workforce based on the diamond export pricing which is supervised by the Government of Sierra Leone (“**GoSL**”). This bonus scheme will come into effect on 2 April 2025. These bonuses will be awarded based on parameters to be negotiated and agreed between Koidu and MELSS.


Even after lengthy discussions, Koidu has insisted on not re-employing individuals who have been dismissed. In the spirit of the constructive relationship that has been established between all parties involved in the negotiations especially the Ministry of Employment, Labour and Social Security, and at the specific request of the Government of Sierra Leone, Koidu will pay full end of service benefits to dismissed employees. Any employee who is aggrieved shall utilise the avenues provided for in the Employment Act of 2023.

Koidu Limited reconfirms that the operations of Koidu are in full compliance with the laws of Sierra Leone. Diamond production and exports are under the full supervision and control of GoSL officials representing key government institutions.

GoSL and Koidu are committed to restore long term industrial peace and stability to the benefit of all stakeholders. To achieve this objective, MELSS and Koidu will establish the Koidu Workers Forum (“**KWF**”) chaired by the Honourable Minister of Employment, Labour and Social Security. The KWF will develop initiatives in line with international best practice for the benefit of the national workforce and other stakeholders.

For further information or comment please contact: [ict@moelss.gov.uk](mailto:ict@moelss.gov.uk) or [info@octeagroup.com](mailto:info@octeagroup.com)

  
Mohamed Rahman Swaray  
Minister of Employment, Labour and Social Security

  
Rocco Vermeulen  
For and on behalf of the Board of Directors  
Koidu Limited



**GOVERNMENT OF SIERRA LEONE**

**MINISTRY OF EMPLOYMENT, LABOUR AND SOCIAL SECURITY  
NEW ENGLAND VILLE  
FREETOWN**

**Ref: MELSS/28/02/25**

The General Manager,  
Koidu Holdings Limited,  
84 Wilkinson Road,  
Freetown.

28<sup>th</sup> February, 2025

Dear Sir,

**MINISTRY'S POSITION IN RESPECT OF THE IMPASSE BETWEEN MANAGEMENT  
AND STAFF OF KOIDU HOLDINGS**

You would recall that following series of complaints received by this Ministry in respect of labour activities at your mine site, several meetings were held resulting to the recommendation of certain actions to be undertaken by management and staff to ensure a peaceful coexistence in order to foster industrial peace and harmony.

Despite these assurances from both sides, the Ministry has noted with grave concern the ongoing disciplinary actions being taken by your management that has resulted to suspensions, terminations and dismissals against members of the United Mine Workers Union in your company. As you are aware, there are ongoing unsolved matters that need to be addressed.

Consequent on the above substantive matters, we hereby make the following recommendations;

1. Reinstate without precondition all workers suspended, terminated and dismissed as a result of advocating for their right from the 22<sup>nd</sup> August, 2024 to date and to forward copies of all rescinded letters to the Ministry for our attention.
2. Pay all backlog salaries and other benefits to staff affected in point number 1 above
3. Increase 30% to the existing salary of staff effective 1<sup>st</sup> April, 2025 to make up for the historical injustice
4. Pay risk allowance to staff working at areas identified high risk areas during the risk assessment
5. Management to provide bus service for staff at selected pick-up points to ease movement
6. Management to provide medical facility in accordance with the Labour Laws

7. Management to allow staff to choose banks of their choice for the purpose of salary payment
8. Pay inducement allowance to staff as a way of motivation
9. Management to provide safe drinking water to all staff
10. Management to improve on housing, meal and education allowance
11. Management to establish salary advance scheme for all national staff
12. Management to pay overtime where it is applicable (Section 65(1) Employment Act).
13. Cost of living allowance to be added to their basic salary
14. Recognition of trade union rights without prejudice as provided for in Part III Section 12 of the Employment Act No 15 - 2023

It is our hope that you would accord the contents of this letter the necessary action that it deserves.

Your fullest cooperation cannot be over emphasized.

Yours faithfully,



A.J.P. Lebbie

**For: Senior Permanent Secretary**

**Copy:** Minister, MELSS

Deputy Minister, MELSS

Commissioner- Anti Corruption Commission

Secretary General, Sierra Leone Labour Congress

Executive Secretary, Sierra Leone Employers Federation

Secretary General, UMU