

STATEMENT ON FORMER WORKERS

Monday 25 August, 2025 – The management and board of Koidu Limited (“**Koidu**” or the “**Company**”) today publicly updates the status of its former workers who were lawfully dismissed, and their legal action in Sierra Leone.

Since the suspension/dismissal of union representatives¹⁻⁵ by *both* Koidu and the United Workers Union in 2024, they have made baseless and malicious claims to extort the Company. They deceived Fatima Bio (the “**First Lady**”) who blindly championed their false claims without verifying their hearsay evidence or visiting the mine. The local Paramount Chiefs warned⁸ her that Koidu had committed no infraction, however she persevered with these individuals who had no authority because it better suited her narrative.

Koidu has been audited and inspected by various government departments over the past year that found *no* evidence⁹⁻¹⁷ of the alleged breaches either. Koidu is informed the evidence against it falls short of the threshold required by a respectable court. Mishcon de Reya LLP has advised Koidu it has a very strong case and its evidence will be presented to the international arbitration court in London.

The government has viewed the evidence, witnessed Koidu’s proven track record in Sierra Leone and recognises the strength of its case, so it has not charged the Company with any wrongdoing. Instead, the First Lady instructed her own lawyers, Tejan-Cole, Yillah & Partners, to commence legal action against Koidu in Sierra Leone on behalf of the dismissed workers to protect her reputation and avoid further embarrassment following her calamitous intervention in a labour dispute.

Her lawyers submitted forged and falsified documents to the Sierra Leonean High Court originating from a dishonest plaintiff who lacked any credibility⁶. They attempt to circumvent international standards by requesting *ex-parte* hearings that prevents Koidu from defending itself and proving its case. This abuse of process has rendered Koidu’s assets in Sierra Leone, including its account with GT Bank, frozen and unable to settle outstanding liabilities.

Koidu’s lawyers are vigorously defending the claims against it, however they face a politicised judiciary appointed by the First Lady’s husband, President Julius Maada Bio. Given the reputed lack of integrity of Sierra Leone’s legal system, to secure a fair hearing Koidu is left with no option other than to seek redress through international arbitration, as stipulated in *all* mining contracts in the country.

Conclusion

If the First Lady’s lawyers pursue their misleading claims against Koidu, while continuing to leverage its former workers to support her agenda, then regrettably Koidu will instruct its lawyers to counter-claim against the former workers for the damage and losses suffered through their unlawful actions under section 64(6) of the Industrial Relations & Trade Union Act 2023.

EVIDENCE

Union Representatives

1. Mr Charles Kanissie and Mr Sulaiman Mansary purport to be the president and secretary general of the 'Koidu Limited Workers Union', which does *not* hold a Collective Bargaining Certificate, so they had *no* lawful mandate to have dealings or negotiate with Koidu on behalf of its workers [Section 37 of the Industrial Relations & Trade Union Act 2023].
2. *Only* the United Mineworkers Union ("**UMU**") and its Koidu Branch hold a Collective Bargaining Certificate, whose branch president and national secretary are Mr Daniel Kaingbanja and Mr Ezekiel Dyke respectively [Article 1.1 of the 2022 Collective Bargaining Agreement].
3. The UMU indefinitely suspended Mr Mansary and Mr Kanissie because they "*wilfully disobeyed and neglected to carry out instructions to ensure a peaceful resolution... declared an illegal strike resulting in attacks and intimidation of fellow workers... undermining the peace and stability of the mine and created illegal industrial unrest*" [November 2024].
4. Mr Mansary was dismissed by Koidu for "*gross negligence, breach of confidentiality, fraud, making false statements and accusations, conduct leading to workplace disharmony, misuse of Company property, inciting workers and intimidation*" that he accepted [October 2024].
5. Mr Kanissie was suspended by Koidu for "*disrupting operations, threatening behaviour against workers, preventing the safety officer carrying out his duties and inciting violence amongst union members*". He was reinstated following government intervention; signing an acknowledgement of his accountability and commitment as to his future behaviour [November 2024].
6. Mr Amara Rogers is the lead plaintiff representing 850 former workers in the class-action lawsuit against Koidu; he forged the exchange rate section of his employment contract as an IT technician with unfettered access to Company records. He was summarily dismissed for gross misconduct for "*flagrant breach of confidentiality, deliberate misconduct, sabotaging Company operations, spreading false and malicious information, and egregious betrayal of trust*" [December 2024]. Mr Rogers lied on his CV and claimed in his court affidavit that he was on "*approved annual leave*" during the strike despite being dismissed months earlier [July 2025].
7. The Koidu Limited Workers Union tricked over 900 former workers into declaring mass resignations when signing to collect rice, distributed by the First Lady's representatives, to unlawfully claim end-of-service benefits [April 2025]. They supposedly resigned amidst their illegal strike whilst breaching their employment contracts, for which they were summarily dismissed, and therefore not entitled to end-of-service benefits [Sections 80(1) and 91(2) of the Employment Act 2023].
8. The First Lady posted a video on social media, citing the Paramount Chiefs, who warned her they were "*completely unaware*" of the alleged mistreatment of Koidu's workers. However she declared to them she knew better, without offering a legitimate explanation to contradict their knowledge or providing any evidence to support her assertions [March 2025].

EVIDENCE

Exchange Rate

9. On 16 June 2016, the Bank Governor and Minister of Finance of Sierra Leone sent a joint letter of intent to Christine Lagarde of the IMF attaching a Memorandum of Economic and Financial Policies, moving to the wholesale foreign exchange auction system, noting the USD-SLL exchange rate of USD 1 = SLL 5,639. The *government mandated* all companies to switch from dollar-denominated payments to the local currency, the Leone.
10. On 19 November 2016, Koidu signed a side agreement with the UMU to comply with this government directive, adjusting individual remuneration accordingly, so all salaries were paid in Leones and no longer linked to the US dollar. Only 351 workers, whose contracts were adjusted in 2016, remained in employment in 2025 and remarkably no formal grievances were raised during the intervening period, instead waiting until after the Leone had collapsed in value.
11. Section 26 of the Bank of Sierra Leone Act 2019 prohibits payments or transactions in foreign currency.

Government of Sierra Leone

12. **Ministry of Labour, Employment & Social Security (MELSS)** affirmed that Koidu “*adhered unwaveringly to principles of transparency and compliance with all regulatory mandates*” [July 2024] and it recommended “*the workers representatives should accept that they deceived the Ministry in denying the existence of the attested contract between workers and the company*” [August 2024].
13. **National Revenue Authority (NRA)** conducted an audit on Koidu’s payroll records and employee contracts since 2016, concluding there was “*no wrongdoing*” in response to allegations surrounding a pay dispute and the exchange rate [November 2024].
14. **Human Rights Commission of Sierra Leone** nominated Koidu for a “*prestigious award*” in recognition of Koidu’s “*invaluable contributions in the advancement of human rights in Sierra Leone*” [November 2024] with no adverse findings following its site visit [March 2025].
15. **National Social Security & Insurance Trust (NASSIT)** confirmed Koidu “*adheres to strict labour laws*” [December 2024].
16. **Sierra Leone Extractive Industries Transparency Initiative Report (SLEITI)** in collaboration with the **Anti-Corruption Commission (ACC)** confirmed that Koidu made the highest contribution (31%) of tax revenues from the entire extractive industry and was fully “*compliant*” with all national regulations [January 2025].
17. **Ministry of Mines & Mineral Resources** continues to feature Koidu prominently on its official website as one of the four large-scale mining companies in Sierra Leone [August 2025].