



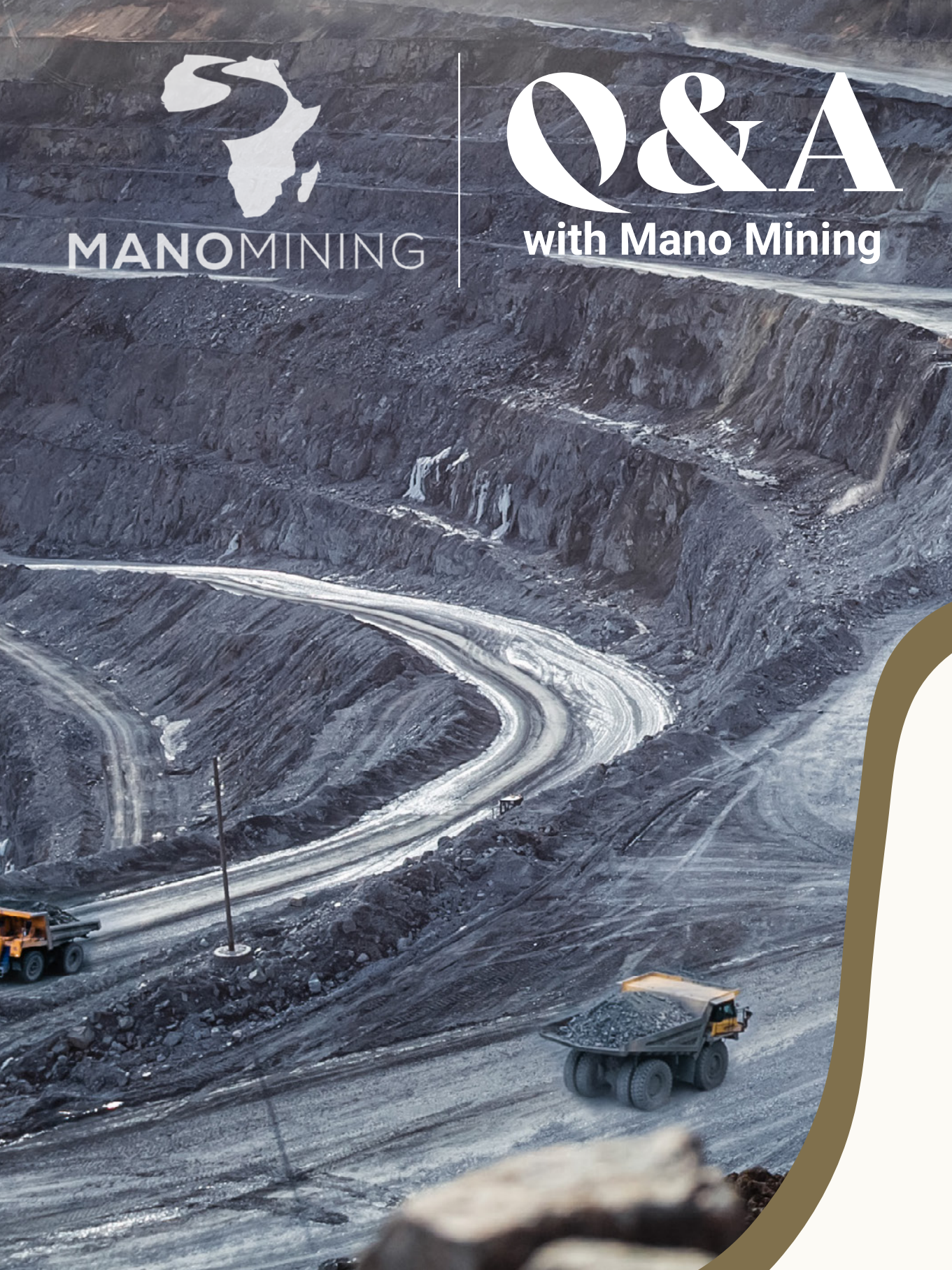
MANOMINING



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Q&A

with Mano Mining





Briefly introduce us to Mano Mining?

Mano Mining & Logistics Limited (Mano Mining) is a Sierra Leonean owned multi-disciplinary company with a focus on engineering, infrastructure, construction, geotechnical surveys, mining, procurement, logistics, and project management related services.

The company was incorporated in Sierra Leone as a private company by Liability on the 1st of July 2022. The founding members, who are Sierra Leoneans take pride in the experience they have gained in working with both public and private sector companies.

Mano Mining was, in May 2023, awarded a contract at Sierra Rutile Limited for the provision of mining services at Lanti – Gbeni. Sierra Rutile Limited is the country's largest mining operation with an established operating history of more than 50 years in Sierra Leone.

At its mining operations at Sierra Rutile, Mano Mining currently employs 350 staff members of which 98 percent of the workforce are Sierra Leoneans headed by a full complement of Sierra Leonean senior management team.

What are some of the ongoing or recent projects that you are most interested in showcasing?

Mano Mining is currently implementing a 3-year mining services contract at Sierra Rutile Limited. The contract was awarded in May 2023, and operations are still ongoing.

What, for you, differentiates your business from the competition?

With combined experience of more than 70 years within the mining, energy, and construction industry, the founding members possess an excellent track record of achievement with which Mano Mining can assure its clients a competitive advantage.

Through provision of a complete mining solution, integrated engineering, construction, procurement, and logistics related services, Mano Mining assures its customers of adherence to the highest safety standards. Mano Mining is a committed company with a very strong adherence to sound principles of corporate governance which positively supports the effective functioning of its operation and therefore their clients are assured of accountability, transparency, and integrity for both internal and external stakeholders.

Could you tell us about some of the major challenges faced within the industry and the business itself and then detail how these have been overcome?

The rutile mining industry, which primarily extracts titanium dioxide for use in pigments, welding rods, and other industrial applications, faces several major challenges. Whilst Mano Mining is not directly involved in the processing of the rutile final product, its operations could be impacted by these challenges as the company is one of the leading contractors at Sierra Rutile Limited, engaged in ore mining. Below are the major challenges based on current trends and insights:

- **Environmental Impact and Regulation** – Rutile mining, often done through open pit as in the case of Sierra Rutile Limited, can lead to deforestation, soil erosion, and water contamination. In order to overcome this challenge, Sierra Rutile Limited operates under strict environmental regulations, being monitored by Sierra Leone's Environmental Protection Agency. Over the years, Sierra Rutile Limited has invested heavily in mitigation measures, such as rehabilitation of mined land and water management systems.

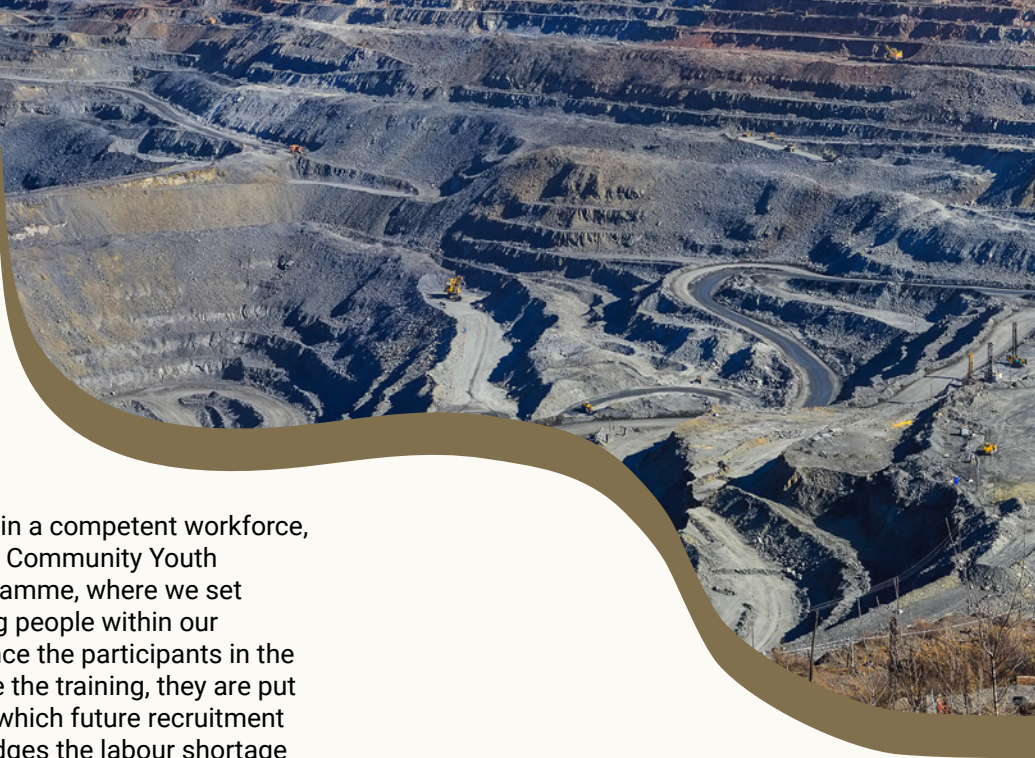
- **Resources Depletion and Accessibility** – High-grade rutile deposits are becoming harder to find, pushing companies to explore remote locations. Mano Mining through its client Sierra Rutile Limited is also facing these challenges. As the resources within the current mining areas continue to deplete, we have had to mine remnant mining blocks which leads to high extracting costs. In order to address this challenge, Sierra Rutile Limited, which is holding one of the world's largest and highest quality known natural rutile deposits, is working on the development of the Sembehun Project. This project presents an attractive development opportunity with a longer life of mine, good grades, contiguous deposits, and additional exploration potential that can all leverage on the current infrastructure investment.
- **Labour and Community Issues** – Mining operations often face resistance from local communities over land use, displacement, or environmental concerns. Mano Mining, working under the Sierra Rutile Limited framework has overcome this by securing a "social licence to operate". This has been achieved through negotiations, compensation, and community development programmes. Over the years, Mano Mining has provided food aid to communities within its operational areas, employment of youths to work at the mines, and has embarked on a series of human capital development projects such as the Community Youth Apprenticeship Programme.



What are your major future ambitions going forward and how will these goals be achieved?

The future ambition going forward is to be a world-class mining company, to grow and expand beyond the boundaries of Sierra Leone. To achieve this, we will continue to effectively deliver on current mining contracts which will enable us to build a long-term relationship with clients.

At Mano Mining, we believe that our employees are our greatest assets and have a significant role to play in our future ambitions. To attract and retain talent, we have robust training programmes where we train our operators on effective equipment usage, ensuring safety whilst maximising on production.



In our drive to maintain a competent workforce, we also launched the Community Youth Apprenticeship Programme, where we set out to train 100 young people within our operational areas. Once the participants in the programme complete the training, they are put in a talent pool from which future recruitment will be done. This bridges the labour shortage and puts us on track to achieve our future ambitions.

Could you tell us more about any environmental initiatives that you have in place?

Our environmental management initiative is a structured framework designed to minimise and mitigate the environmental impacts of our mining operations while ensuring compliance with regulatory requirements and promoting sustainability. Our environment management strategies entail the following:

- Water Management – protect water quality by ensuring that we install sedimentation ponds and filtration systems to manage runoff from the mining activities.
- Air Quality and Emissions – reduce dust using water sprays for dust suppression.
- Waste Management – minimise and safely dispose of mining waste through the segregation and recycle of non-hazardous materials.
- Biodiversity Protection – preserve local ecosystems and wildlife through supporting our client’s implementation measures to restore vegetation, support local biodiversity and reclamation of disturbed land.

- Community and Social Impact – addressing community concerns and enhance local benefits through the training of local workers in environmental stewardship roles.

What are you most proud of in relation to the company overall?

We are proud to be the first Sierra Leonean owned mining company to be awarded such a contract at Sierra Rutile Limited, after more than 50 years of operating. We are also incredibly proud that that we have been able to deliver for our clients, supporting them to maximise production whilst maintaining a safe operation.

What does the next 12 months look like for the business?

Our focus over the next 12 months will be on cost control and operational efficiency, ensuring that we achieve the production targets set by clients whilst we maintain high safety standards.



+232 99 00 0100

+232 79293949

Info@manomining.com

www.manomining.com



Tel: +232 99 00 0100
info@manomining.com
www.manomining.com



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