

SCOPE OF LABOUR SERVICES

The purpose of this tender is for participants to provide, in a prompt and professional manner skilled workers for the job functions as mentioned below:

Position	Type	Job Group	Count*
Administrative Assistant	Monthly	Monthly	1
Camp Support Planner	Monthly	Monthly	0
Clerk	Monthly	Monthly	0
Commissary Attendant	Monthly	Monthly	0
Drill & Blast Technician	Monthly	Monthly	0
Expeditor	Monthly	Monthly	1
Emergency Response Officer	Monthly	Monthly	0
Heavy Duty Mechanic "CARICOM"	Monthly	Monthly	4
HR Officer	Monthly	Monthly	1
Kitchen & Storage Administrator	Monthly	Monthly	1
MetLab Technician	Monthly	Monthly	2
Lab Technician	Monthly	Monthly	0
Mill Planner	Monthly	Monthly	0
Office Assistant	Monthly	Monthly	1
Quality Assurance Technician	Monthly	Monthly	0
Security Officer	Monthly	Monthly	17
AC Technician, Level 1	Hourly	Trade Skilled Labor	0
AC Technician, Level 2	Hourly	Trade Skilled Labor	0
AC Technician, Level 3	Hourly	Trade Skilled Labor	4
Assistant Cook, Level 1	Hourly	Trade Skilled Labor	0
Assistant Cook, Level 2	Hourly	Trade Skilled Labor	0
Assistant Cook, Level 3	Hourly	Trade Skilled Labor	0
Baker, Level 1	Hourly	Trade Skilled Labor	0
Baker, Level 2	Hourly	Trade Skilled Labor	0
Baker, Level 3	Hourly	Trade Skilled Labor	0
Blaster, Level 1	Hourly	Trade Skilled Labor	1
Blaster, Level 2	Hourly	Trade Skilled Labor	0
Blaster, Level 3	Hourly	Trade Skilled Labor	0
Bushcutter, Level 1	Hourly	Support Labor	2
Bushcutter, Level 2	Hourly	Support Labor	6
Bushcutter, Level 3	Hourly	Support Labor	2
Camp Attendant, Level 1	Hourly	Support Labor	0
Camp Attendant, Level 2	Hourly	Support Labor	0
Camp Attendant, Level 3	Hourly	Support Labor	0
Carpenter, Level 1	Hourly	Trade Skilled Labor	3
Carpenter, Level 2	Hourly	Trade Skilled Labor	5
Carpenter, Level 3	Hourly	Trade Skilled Labor	1

Compactor Operator, Level 1	Hourly	Trade Skilled Labor	0
Compactor Operator, Level 2	Hourly	Trade Skilled Labor	1
Compactor Operator, Level 3	Hourly	Trade Skilled Labor	3
Cook, Level 1	Hourly	Trade Skilled Labor	0
Cook, Level 2	Hourly	Trade Skilled Labor	0
Cook, Level 3	Hourly	Trade Skilled Labor	0
Coreshack Helper/Splitter, Level 1	Hourly	Support Labor	0
Coreshack Helper/Splitter, Level 2	Hourly	Support Labor	1
Coreshack Helper/Splitter, Level 3	Hourly	Support Labor	0
Crusher Helper, Level 1	Hourly	Trade Skilled Labor	0
Crusher Helper, Level 2	Hourly	Trade Skilled Labor	1
Crusher Helper, Level 3	Hourly	Trade Skilled Labor	3
Dozer Operator, Level 1	Hourly	Trade Skilled Labor	3
Dozer Operator, Level 2	Hourly	Trade Skilled Labor	3
Dozer Operator, Level 3	Hourly	Trade Skilled Labor	0
Drill & Blast Helper, Level 1	Hourly	Support Labor	2
Drill & Blast Helper, Level 2	Hourly	Support Labor	11
Drill & Blast Helper, Level 3	Hourly	Support Labor	82
Driver, Level 1	Hourly	Support Labor	0
Driver, Level 2	Hourly	Support Labor	0
Driver, Level 3	Hourly	Support Labor	0
Dump Truck Operator, Level 1	Hourly	Trade Skilled Labor	0
Dump Truck Operator, Level 2	Hourly	Trade Skilled Labor	0
Dump Truck Operator, Level 3	Hourly	Trade Skilled Labor	1
Electrician, Level 1	Hourly	Trade Skilled Labor	0
Electrician, Level 2	Hourly	Trade Skilled Labor	2
Electrician, Level 3	Hourly	Trade Skilled Labor	5
E/I Technician	Hourly	Trade Skilled Labor	0
E/I Technician	Hourly	Trade Skilled Labor	5
E/I Technician	Hourly	Trade Skilled Labor	1
Fieldworker, Level 1	Hourly	Support Labor	0
Fieldworker, Level 2	Hourly	Support Labor	0
Fieldworker, Level 3	Hourly	Support Labor	2
Fuel Bay Attendant, Level 1	Hourly	Trade Skilled Labor	0
Fuel Bay Attendant, Level 2	Hourly	Trade Skilled Labor	0
Fuel Bay Attendant, Level 3	Hourly	Trade Skilled Labor	3
Fuel & Lube Truck Operator, Level 1	Hourly	Trade Skilled Labor	0
Fuel & Lube Truck Operator, Level 2	Hourly	Trade Skilled Labor	1
Fuel & Lube Truck Operator, Level 3	Hourly	Trade Skilled Labor	5
Haul truck Operator, Level 1	Hourly	Trade Skilled Labor	1
Haul truck Operator, Level 2	Hourly	Trade Skilled Labor	23
Haul truck Operator, Level 3	Hourly	Trade Skilled Labor	122
Heavy Duty Electrician, Level 1	Hourly	Trade Skilled Labor	0

Heavy Duty Electrician, Level 2	Hourly	Trade Skilled Labor	0
Heavy Duty Electrician, Level 3	Hourly	Trade Skilled Labor	0
Heavy Duty Machinist, Level 1	Hourly	Trade Skilled Labor	1
Heavy Duty Machinist, Level 2	Hourly	Trade Skilled Labor	0
Heavy Duty Machinist, Level 3	Hourly	Trade Skilled Labor	0
Heavy Duty Mechanic, Level 1	Hourly	Trade Skilled Labor	1
Heavy Duty Mechanic, Level 2	Hourly	Trade Skilled Labor	1
Heavy Duty Mechanic, Level 3	Hourly	Trade Skilled Labor	19
House Attendant, Level 1	Hourly	Support Labor	2
House Attendant, Level 2	Hourly	Support Labor	4
House Attendant, Level 3	Hourly	Support Labor	24
Junior Warehouseman, Level 1	Hourly	Support Labor	0
Junior Warehouseman, Level 2	Hourly	Support Labor	0
Junior Warehouseman, Level 3	Hourly	Support Labor	9
Kitchen Helper, Level 1	Hourly	Support Labor	0
Kitchen Helper, Level 2	Hourly	Support Labor	1
Kitchen Helper, Level 3	Hourly	Support Labor	28
Kitchen Storekeeper, Level 1	Hourly	Support Labor	0
Kitchen Storekeeper, Level 2	Hourly	Support Labor	0
Kitchen Storekeeper, Level 3	Hourly	Support Labor	2
Lab Helper, Level 1	Hourly	Support Labor	0
Lab Helper, Level 2	Hourly	Support Labor	1
Lab Helper, Level 3	Hourly	Support Labor	21
Large Shovel Operator, Level 1	Hourly	Trade Skilled Labor	0
Large Shovel Operator, Level 2	Hourly	Trade Skilled Labor	0
Large Shovel Operator, Level 3	Hourly	Trade Skilled Labor	1
Laundry Attendant, Level 1	Hourly	Trade Skilled Labor	0
Laundry Attendant, Level 2	Hourly	Trade Skilled Labor	1
Laundry Attendant, Level 3	Hourly	Trade Skilled Labor	13
Light Duty Mechanic, Level 1	Hourly	Trade Skilled Labor	0
Light Duty Mechanic, Level 2	Hourly	Trade Skilled Labor	1
Light Duty Mechanic, Level 3	Hourly	Trade Skilled Labor	2
Mason, Level 1	Hourly	Trade Skilled Labor	0
Mason, Level 2	Hourly	Trade Skilled Labor	3
Mason, Level 3	Hourly	Trade Skilled Labor	1
Mill Helper, Level 1	Hourly	Trade Skilled Labor	2
Mill Helper, Level 2	Hourly	Trade Skilled Labor	12
Mill Helper, Level 3	Hourly	Trade Skilled Labor	32
Millwright, Level 1	Hourly	Trade Skilled Labor	9
Millwright, Level 2	Hourly	Trade Skilled Labor	9
Millwright, Level 3	Hourly	Trade Skilled Labor	2
Painter, Level 1	Hourly	Trade Skilled Labor	0
Painter, Level 2	Hourly	Trade Skilled Labor	1

Painter, Level 3	Hourly	Trade Skilled Labor	0
Pipefitter, Level 1	Hourly	Trade Skilled Labor	4
Pipefitter, Level 2	Hourly	Trade Skilled Labor	4
Pipefitter, Level 3	Hourly	Trade Skilled Labor	0
Plumber, Level 1	Hourly	Support Labor	1
Plumber, Level 2	Hourly	Support Labor	0
Plumber, Level 3	Hourly	Support Labor	0
Pump Man, Level 1	Hourly	Support Labor	0
Pump Man, Level 2	Hourly	Support Labor	6
Pump Man, Level 3	Hourly	Support Labor	6
Sampler, Level 1	Hourly	Support Labor	0
Sampler, Level 2	Hourly	Support Labor	0
Sampler, Level 3	Hourly	Support Labor	1
Small Excavator Operator, Level 1	Hourly	Trade Skilled Labor	0
Small Excavator Operator, Level 2	Hourly	Trade Skilled Labor	11
Small Excavator Operator, Level 3	Hourly	Trade Skilled Labor	16
Storekeeper, Level 1	Hourly	Support Labor	0
Storekeeper, Level 2	Hourly	Support Labor	0
Storekeeper, Level 3	Hourly	Support Labor	2
Tireman, Level 1	Hourly	Trade Skilled Labor	0
Tireman, Level 2	Hourly	Trade Skilled Labor	2
Tireman, Level 3	Hourly	Trade Skilled Labor	0
Toolcrib Attendant, Level 1	Hourly	Trade Skilled Labor	0
Toolcrib Attendant, Level 2	Hourly	Trade Skilled Labor	0
Toolcrib Attendant, Level 3	Hourly	Trade Skilled Labor	1
Wash Bay Attendant, Level 1	Hourly	Trade Skilled Labor	0
Wash Bay Attendant, Level 2	Hourly	Trade Skilled Labor	1
Wash Bay Attendant, Level 3	Hourly	Trade Skilled Labor	5
Water Bottling and Transport Attendant, Level 1	Hourly	Trade Skilled Labor	0
Water Bottling and Transport Attendant, Level 2	Hourly	Trade Skilled Labor	0
Water Bottling and Transport Attendant, Level 3	Hourly	Trade Skilled Labor	2
Warehouse Helper, Level 1	Hourly	Support Labor	0
Warehouse Helper, Level 2	Hourly	Support Labor	0
Warehouse Helper, Level 3	Hourly	Support Labor	0
Welder, Level 1	Hourly	Trade Skilled Labor	18
Welder, Level 2	Hourly	Trade Skilled Labor	1
Welder, Level 3	Hourly	Trade Skilled Labor	1
*Count: 618 contractors. This is for illustrative purposes only and is based on the situation as of Dec. 15, 2025.			

The participants in the tender process must have the following:

- (a) Extract of the Chamber of Commerce and Industry;
- (b) A valid permit to function as intermediaries and be compliant with the provisions set in *inter alia* the act on providing labor force by intermediaries and other laws and regulations;
- (c) All sources in place to be able to provide skilled personnel with specific expertise upon RGM request at any time to fulfill various duties;
- (d) The skilled personnel must be able to read and write, knowledgeable of basic Dutch/English languages, have the needed technical training (certificate/diploma), work experience and good work ethics, be medically cleared, and possess a valid police clearance (Verklaring Goed Gedrag) and positive reference check. Proof of training can be requested by RGM prior to the commencing of tasks. For specific job functions a valid Surinamese driver's license will be required;
- (e) Ability to provide the requested labor services according to the following Key Performance Indicators:

Quantitative					
Type	Fill rate	Time To Fill	CV to Vacancy	COI content to Vacancy	CV to Interview
Job Group	Number of contractor positions requested by RGM against the number of positions filled by the supplier	Number of days between the submission date by RGM against the date the contractor position is filled by the supplier	Number of CVs/Resumes to be submitted by supplier for each contractor position request	Percentage of COI content/resumes sent by supplier for each contractor position request	Number of candidates to be interviewed for each contractor position request
Trade Skilled Labor	1:1	21	4	75%	3
Support Labor	1:1	14	4	100%	3
Monthly	1:1	30	2	75%	2

Qualitative	
Key Performance Indicator	Required Result
Responsiveness	<ul style="list-style-type: none"> <li>Timely management and quality candidate sourcing for candidate inquiries for both new requests and replacements. Indicators are the time to fill, fill rate, and turnover rate.</li> </ul>
Data Accuracy	<ul style="list-style-type: none"> <li>Contractors' work history is validated (references) and checked on timelines/logic, monthly headcount and employment end-date data are accurate and shared with all stakeholders on request, including invoice reconciliation.</li> <li>Demonstrates the ability to cascade accurate and validated communication from Rosebel Gold Mines in a timely manner with its workforce.</li> </ul>
Operational Efficiency	<ul style="list-style-type: none"> <li>Demonstrates diligence in practices regarding Induction Training requests for new contractors, PPE hand-over, HSE policy, Code of Conduct, etc.</li> <li>Timely and recurring availability onsite and provide communications/minutes to all relevant stakeholders with resolutions and action plans (whenever necessary).</li> </ul>
Compliance	<ul style="list-style-type: none"> <li>Adherence to supplier performance scorecard (Zero Tolerance Rules, supply of qualified candidates, filled jobs, response times, quality of work, adherence to Rosebel Gold Mines' policies).</li> <li>Completeness of pre-employment documents (ID card, valid Police Clearance, SOR, and Medical Clearance).</li> <li>Demonstrates diligence in the performance of re-certification of training/permits for its contractors and manages a timely renewal process whenever necessary (police clearance, medical screening, annual SOR document, Defensive Driving, and other training/permits assigned to the job).</li> </ul>

#### Other Requirements:

- The supplier must be qualified to provide skilled workers upon RGM request in accordance with the applicable laws of Suriname.
- The supplier must demonstrate sufficient financial capacity to cover at least one month's salaries and benefits for employees, ensuring timely monthly payments throughout the year.
- The supplier must assign at least one dedicated HR representative onsite at all times to manage employee-related matters, including complaints, communication, labor and workplace conflicts, and work stoppages.
- The supplier must ensure the timely payment of salaries, bonuses, medical insurance, and other employee benefits, fully complying with Surinamese law and RGM guidelines.
- The supplier must promptly replace workers in cases of absenteeism, including sick leave, annual leave, or unauthorized absence.
- The supplier must be able to manage their workers to ensure compliance with Rosebel Gold Mines' Code of Conduct, minimizing or preventing severe disciplinary incidents (e.g., theft, sexual harassment, fraud).
- The supplier must support RGM in guiding and managing the performance of skilled workers to prevent unnecessary or sudden operational disruptions.
- The supplier must ensure that skilled workers are properly trained for their assigned roles and provide swift replacement in case of a mismatch. Workers should be versatile wherever possible.
- The supplier must provide an onsite Health & Safety expert to ensure adherence to Rosebel Gold Mines' HSE regulations.
- The supplier must submit accurate monthly reports on hiring, filled positions, headcount, absenteeism (leave, sick leave, AWP), incidents, and disciplinary records.
- The supplier must provide contractors with required uniforms, safety shoes, and basic PPE (helmet, vest, safety glasses, gloves) in accordance with job requirements, ISO standards, and Rosebel Gold Mines' HSE standards, including replacements throughout the contract duration. Rosebel Gold Mines (RGM) will provide specialized, job-specific PPE (e.g., welding PPE, respiratory masks, laboratory PPE).
- The supplier must be able to lodge at least 50% of its workforce offsite at reasonable cost, or otherwise contribute toward camp accommodations at RGM.
- The supplier must promote local employment by sourcing at least 75% of their workforce from the local community of Brokopondo & Sipaliwini. A local is defined as a candidate/contractor who is either born in, has parents from, or is married to someone from the from the local community, Brokopondo & Sipaliwini district (Region 1 and 2) as described in Key definitions table below.
- The supplier must provide an estimate of Local Community of Interest (COI) content. As part of any contract, the supplier will be required to report on their local content on the 16th of every month throughout the contract duration. This reporting will support RGM's communications and stakeholder relations efforts.

Key Definitions:

Local Community of interest	Region 1: Rosebel Concession - Brokopondo District; Balingsoela, Brownsweg, Klaaskreek, Kwakoe Gron, Marshallkreek, Nieuw Koffiekamp and Nieuw Lombe.
	Region 1: Upper Saramacca Concession "Sipaliwini District": Baling, Bilawatra, Misalibi, Nieuw Jacobkondre.
	Region 2: All other villages in the district Brokopondo, all other villages Upper Saramacca areas, and Sipaliwini District" Upstream Surinam river
Regional Suriname	Other Suriname locations not including Community of interest
CARICOM	Guyana
Foreign workers	Outside of Suriname

Local Community of Interest Contributions

As part of RGM's good Governance it is expected that the suppliers also contribute to the sustainable development of the Local Community of Interests. RGM will therefore require proof of the suppliers contribution to the sustainable development of the Local Communities of Interest. Quarterly detailed report will be requested from the suppliers outlining the below:

	Description of Items Included	COI Group	Value included in Proposal
1. Employment and Training			
2. Profit Sharing if Applicable			
3. Community Benefits			

Approved by

Rosebel Gold Mines N.V.

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Daniel Wu  
Human Resources Director

**Annex 1      Job Descriptions**

Position	Type
AC Technician, Level 3	Hourly
Assistant Cook, Level 3	Hourly
Baker, Level 3	Hourly
Blaster, Level 3	Hourly
Bushcutter, Level 3	Hourly
Camp Attendant, Level 3	Hourly
Carpenter, Level 3	Hourly
Compactor Operator, Level 3	Hourly
Cook, Level 3	Hourly
Coreshack Helper/Splitter, Level 3	Hourly
Crusher Helper, Level 3	Hourly
Dozer Operator, Level 3	Hourly
Drill & Blast Helper, Level 3	Hourly
Driver, Level 3	Hourly
Dump Truck Operator, Level 3	Hourly
Electrician, Level 3	Hourly
Fieldworker, Level 3	Hourly
Fuel Bay Attendant, Level 3	Hourly
Fuel & Lube Truck Operator, Level 3	Hourly
Haul truck Operator, Level 3	Hourly
Heavy Duty Electrician, Level 3	Hourly
Heavy Duty Machinist, Level 3	Hourly
Heavy Duty Mechanic, Level 3	Hourly
House Attendant, Level 3	Hourly
Junior Warehouseman, Level 3	Hourly
Kitchen Helper, Level 3	Hourly
Kitchen Storekeeper, Level 3	Hourly
Lab Helper, Level 3	Hourly
Large Shovel Operator, Level 3	Hourly
Laundry Attendant, Level 3	Hourly
Light Duty Mechanic, Level 3	Hourly
Mason, Level 3	Hourly
Mill Helper, Level 3	Hourly
Millwright, Level 3	Hourly
Painter, Level 3	Hourly
Pipefitter, Level 3	Hourly
Plumber, Level 3	Hourly
Pump Man, Level 3	Hourly
Sampler, Level 3	Hourly
Small Excavator Operator, Level 3	Hourly
Storekeeper, Level 3	Hourly
Tireman, Level 3	Hourly
Toolcrib Attendant, Level 3	Hourly

Wash Bay Attendant, Level 3	Hourly
Warehouse Helper, Level 3	Hourly
Welder, Level 3	Hourly
Administrative Assistant	Monthly
Camp Support Planner	Monthly
Clerk	Monthly
Commissary Attendant	Monthly
Drill & Blast Technician	Monthly
Emergency Response Officer	Monthly
Heavy Duty Mechanic "CARICOM"	Monthly
HR Officer	Monthly
Kitchen & Storage Administrator	Monthly
MetLab Technician	Monthly
Lab Technician, Assay Lab	Monthly
Mill Planner	Monthly
Office Assistant	Monthly
Quality Assurance Technician	Monthly
Security Officer	Monthly