



## **ROSEBEL GOLD MINES N.V.**

### **Request for Proposal (“RFP”)**

#### **LABOUR SERVICES**

Issued:

Jan 26<sup>th</sup>, 2026

Due:

February 13<sup>th</sup>, 2026

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**1. INTRODUCTION****1.1 Contract description**

This bidding process should result in a service agreement.

**1.2 Nature of the Contract**

Fixed hourly rates, all inclusive

**1.3 Contract duration**

One (1) year

**1.4 Deadline for Proposals**

Proposals must be submitted on or before **February 06<sup>th</sup>, 2026**, via email to the address below with subject line: **LABOUR SERVICES**

Email: [Rosebel Procurement Bids@rosebel.com](mailto:Rosebel Procurement Bids@rosebel.com)

Any bids submitted after the deadline will be Rejected.

**1.5 Participation and Clarifications**

Acknowledgement of participation only after all requested requirements on "Scope Of work "can be met by contractor.

Acknowledgement of participation (**should include valid permit and other required documentation**) and Requests for information related to this RFP should be addressed via below e-mail no **later than Jan 29<sup>th</sup>, 2026**.

Name: Jaime Wong Chung

Title: Lead Procurement & Category Management

E-mail: [Jaime.WongChung@rosebel.com](mailto:Jaime.WongChung@rosebel.com)

All answers will be provided via e-mail, and all questions and answers will be shared with all bidders.

**1.6 Submission of Bids**

The bidder shall submit documents clearly showing heading **LABOUR SERVICES**.

**Documents submittal checklist**Technical Offer

The technical offer should meet all technical requirements.

- Introductory letter
- Relevant technical qualifications, approach & ability

- Experience - list of similar projects successfully executed over the past 5 years. Including references
- Relevant certification documents
- HSE Policies and Procedures

### **Financial Offer**

“Appendix C – BOQ Unit Rates” must be completed and submitted in excel format. Prices shall be monthly or hourly in USD and preferably fixed for the duration of the contract.

#### **1.7 Evaluation Criteria**

Selection criteria are based on a 100-point evaluation.

<b>Criteria</b>	<b>Points on 100-point basis</b>
Technical Qualifications, Approach & Ability	40 points
Experience - list of similar projects successfully executed over the past 5 years including references	20 points
Relevant certification, HSE Policies and Procedures	25 points
Cost Proposal	10 points
Responsiveness of the bidder	5 points

#### **1.8 Changes to Proposals**

The proposal submitted is irrevocable by the bidder. Bidders will not be permitted to alter their proposals once they have been submitted.

#### **1.9 Proposal Validity**

Proposals are required to be valid for (60) days.

#### **1.10 Liability for Costs, Expenses and Information**

Rosebel will not be liable for any costs or expenses incurred by any bidder including, without limitation, any expenses incurred in the preparation and submission of the proposal.

Rosebel does not make any representation or give any warranty as to the accuracy, currency, or completeness of the information provided in this RFP. Rosebel accepts no liability for any error, omission, or misleading information contained herein.

#### **1.11 Alternative Proposals**

Bidders are encouraged to propose alternative proposals for consideration by Rosebel. Alternate proposals that the bidder feels may offer additional advantages to Rosebel must be submitted simultaneously with the main proposal. They should be prioritized, and the benefits of each alternative proposal must be clearly stated.

Rosebel reserves the right to accept or reject proposed alternatives as it sees fit, and to claim for itself the financial benefit of a substitution. Rejection by Rosebel of the proposed alternatives is final. Rosebel is not obligated to give any reason for rejecting alternative proposals.

**1.12 Right to Clarify and Negotiate**

Rosebel without liability, cost, or penalty may in its sole discretion and at any time after proposal submission seek clarification from the bidder or negotiate items relating to the proposal.

Rosebel may request the bidder to confirm in writing any statement made by the bidder in relation to the clarification or negotiation.

Any written information received by Rosebel in response to clarification or negotiation will be considered an integral part of the bidder's proposal.

**1.13 Award of Contract**

The contract will be awarded to the most technically qualified lowest-priced bidder. Rosebel reserves the right to accept or reject any or all bids at any time prior to awarding contract.

**1.14 RFP Schedule of events**

<b>Date</b>	<b>Event</b>
2026-1-26	RFP sent
2026-2-2	Clarification deadline
2026-2-13	Deadline bid submission
2026-2-20	Proposal analysis completed
2026-2-27	Final negotiation(s) and Supplier(s) selection
2026-03-01	Contract start

**This timeline is subject to change. Any change will be communicated to all bidders.**

**2 APPENDICES**

- Appendix A: Proposal Letter**
- Appendix B: Scope of Services With Job descriptions**
- Appendix C: Bill of Quantities**
- Appendix D: RGM Standard Terms & Conditions Goods & Services**

**Rosebel Gold Mines N.V.  
Request for Proposal (“RFP”)  
LABOUR SERVICES**

**To: Rosebel Gold Mines N.V.**

Having examined the RFP, the receipt of which is hereby duly acknowledged, we, the undersigned, offer to execute the works in conformity with the said RFP in accordance with our Technical and Financial Proposal attached herewith and made part of this Proposal.

We have read, understood and accepted the RFP and its Appendices.

This proposal is subject to acceptance within the validity period as stipulated in the RFP.

Signed on behalf of the bidder:

**Name:**

**Date:**

**Signature:**

**[in the capacity of]**

**Duly authorized to sign on behalf of**

**Company Name:**

**Telephone number:**

**E-mail Address:**