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SCOPE OF WORK (SOW)

Provision of Medical Screening & Fitness-to-Work Services

Rosebel Gold Mines N.V. (RGM)

1. BACKGROUND INFORMATION

Rosebel Gold Mines N.V. (RGM) operates a large-scale gold mining operation in Suriname. Due to the high-risk nature of mining activities—including heavy equipment operation, blasting, confined space entry, working at heights, exposure to dust and noise, and shift work—strict medical fitness standards are required.

To ensure compliance with occupational health and safety standards, RGM seeks to appoint a qualified Medical Services Provider through a competitive tender process to conduct medical screenings for:

- New employees
- Contractors
- Visitors requiring site access

All individuals must be medically assessed and certified **Fit to Work** prior to commencing any activities on site.

2. PURPOSE & EXPECTED RESULTS

2.1 Purpose

The purpose of this contract is to engage a licensed and experienced Occupational Health Medical Services Provider to conduct pre-employment, pre-placement, contractor, and visitor medical screenings to ensure individuals are medically fit to safely perform duties within a mining environment.

2.2 Results to be Achieved by the Contractor

The Contractor shall:

- Conduct risk-based medical examinations aligned with specific job titles.
- Determine and certify medical fitness status (Fit, Fit with Restrictions, Temporarily Unfit, Permanently Unfit).
- Identify medical conditions that may pose safety risks in a mining environment.
- Ensure full compliance with Suriname labor and health regulations.
- Maintain confidential medical records.
- Provide timely medical clearance to prevent operational delays.
- Provide medical advisory support to HR and HSE when required.
- Take notice off RGM pre-employment procedure and apply examinations accordingly as advised and required.

3. ASSUMPTIONS & RISKS

3.1 Assumptions Underlying the Contract

- RGM will provide job descriptions and risk classification per position.
- All individuals will provide accurate medical history information.
- The Contractor holds valid medical licenses and certifications.
- Laboratory and diagnostic services are accredited.

3.2 Risks

- Delays in medical reporting may impact mobilization schedules.
- Inaccurate medical assessments may result in safety incident and medical emergencies
- Confidentiality breaches may expose RGM to legal risks.
- Inadequate capacity during peak recruitment periods.

The Contractor must outline mitigation strategies for the above risks.

4. SCOPE OF SERVICES

4.1 Description of the Assignment

The Contractor shall provide comprehensive occupational medical screening services to assess fitness-to-work for new hires, contractors, and visitors prior to site access approval.

Services must align with mining industry standards and RGM's internal Health & Safety policies.

4.2 Specific Work

The Contractor shall perform, at minimum:

A. Pre-Employment / Pre-Placement Medical Examinations (PEME)

- Full medical history review
- Physical examination
- Vital signs and BMI
- Vision testing (including color blindness)
- Audiometry (hearing test)
- Spirometry (lung function test)
- Chest X-ray (where applicable)
- ECG (for designated roles)
- Laboratory testing (blood panel, glucose, cholesterol)
- Drug & alcohol screening
- Fitness classification report
- Check the status of immunizations/vaccinations required per job title/function as also mentioned in the RGM pre-employment procedure

B. Risk-Based Assessments (where applicable)

- Heavy equipment operators
- Blasting personnel
- Confined space workers
- Working at heights
- Shift workers
- Exposure to silica dust and noise
- Heat stress exposure

C. Contractor & Visitor Screening

- Basic medical clearance
- Health questionnaire review
- Drug & alcohol testing
- Fit-to-Enter certificate

D. Fitness Certification

Each individual shall receive one of the following classifications:

- Fit to Work
- Fit to Work with Restrictions
- Temporarily Unfit
- Permanently Unfit

Medical certificates must clearly reference job title and risk category.

4.3 Responsible Department

The contract will be managed by:

- Human Resources Department (Talent Acquisition)
- Health, Safety & Environment (HSE) Department

4.4 Location

Medical screenings shall be conducted:

- At the Contractor's accredited medical facility in Suriname; and/or
- At RGM site (if mobile services are proposed and approved).

Site location: Rosebel Mine Site, Brokopondo District, Suriname.

4.5 Start Date & Period of Implementation

- Anticipated Start Date: April 1, 2026
- Contract Duration: Initial 1-year contract with possible extension based on performance.
- Services must be available on short notice to accommodate recruitment cycles.

4.6 Facilities to be Provided by RGM

RGM may provide:

- Access to job descriptions and risk classification matrix.
- Site access (if on-site screening is required).
- Workspace for periodic on-site medical campaigns (if applicable).
- Forecast of recruitment volumes.

5. REQUIREMENTS

5.1 Key Experts

The Contractor must provide:

- Registered Occupational Health Physician (Lead)
- Licensed General Practitioner
- Occupational Health Nurse(s)
- Certified Laboratory Technician
- Radiology Technician (if imaging provided)
- Medical Review Officer (for drug testing oversight)

Minimum 5 years of occupational health experience required, preferably in mining or heavy industry.

Expert in analyzing the audiometry and spirometry results.

5.2 Facilities to be Provided by the Contractor

The Contractor shall provide:

- Fully equipped medical facility
- Laboratory and diagnostic equipment
- Audiometry and spirometry equipment
- ECG machine
- Breathalyzer and drug testing kits
- Secure medical record management system
- Qualified medical staff
- Insurance and professional indemnity coverage

5.3 Reporting Requirements

The Contractor shall provide:

- Individual medical fitness certificates (within 24–72 hours).
- Monthly summary reports including:
 - Number of individuals screened
 - Fitness outcomes
 - Common medical findings (aggregated, non-confidential)
- Immediate notification of critical medical findings impacting safety.
- Quarterly performance reports.

5.4 Submission and Approval of Reports

- Fitness certificates must be submitted electronically to HR.
- Reports must be signed by a licensed physician.
- RGM reserves the right to request clarification or additional medical review.
- All reports must comply with confidentiality standards.
- All Reports must be shared with RGM physicians

5.5 Monitoring & Evaluation

Performance will be evaluated based on:

- Turnaround time
- Accuracy and completeness of medical assessments
- Compliance with regulatory standards
- Confidentiality adherence
- Client service quality
- Capacity to handle peak volumes

Key Performance Indicators (KPIs) will form part of the Service Level Agreement (SLA).

Approved by

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