

# **TENDER DOCUMENT**

For Construction of 3-door gender-segregated latrines at Bullaargi Primary School

TENDER NO. PGI/002/07/2024



Empower Girls, Save Community

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Empower Girls, Save Community

#### **SECTION I: LETTER OF INVITATION**

REF: PGI/002/07/2024 Dear Sir/Madam

SUBJECT: TENDER FOR Construction of 3-door gender-segregated latrines at Bullaargi Primary

School

With regards to the above-mentioned subject invitation to tender, please find below the documents, which constitute the tender report.

- i. Letter of Invitation to tender
- ii. Tender Notice
- iii. Instructions to tender
- iv. Technical Specifications
- v. Pastoralist Girls Initiative (PGI) Terms and conditions
- vi. General conditions of contract
- vii. Standard forms
- viii. Pastoralist Girls Initiative Child Protection Policy

We look forward to receiving your tender **bid** as per the tender notice instructions.



#### TENDER NOTICE

## Construction of 3-door gender-segregated latrines at Bullaargi Primary School

Pastoralist Girls Initiative (PGI) is an indigenous, Garissa based Non-Governmental Organization that was registered in 2008. PGI works to enhance the capacity of women and girls from ASAL communities to develop resilience, economic growth and adaptation to climate change. In doing so we work with a wide range of stakeholders interested in the EMPOWERMENT of women and girls from the pastoralist communities to achieve their potential and improve the quality of their lives as individuals and collectively that of the entire community. PGI works largely focuses on girls and women to develop their leadership skills and empower them to take lead in addressing challenges that affect their development including early marriages, female genital mutilation, and education amongst others. It supports women to initiate income-generating activities as well as develop resilient skills to cope with ever changing environmental factors. PGI's vision is: 'Empowered ASAL communities realizing their fullest potential and leading dignified human lives'. Its mission is: 'To promote sustainable development by enhancing the capacities of ASAL communities through integrated development approaches'. The strapline is enabling prosperous futures interest.

To access this tender document, tenderers shall download free of charge from Pastoralist Girls Initiative website; www.pastoralistgirls.org.

Tenderers must quote REF: PGI/002/07/2024 during the application.

Bid documents should be dropped at the PGI Garissa Office tender box at the reception.

Tenders MUST be received not later than 10:00 a.m. Monday 5th August, 2024. Documents presented after the deadline will NOT be accepted. Tenders will be opened Monday 5th August, 2024 at 10:30 a.m. at PGI Offices-National Bank Building, Garissa First floor. All bidders or their representatives are welcome to the opening of the tender.

Completed tender documents should be addressed to: -

Pastoralist Girls Initiative P.O. Box 457 – 70100, Garissa, Kenya.

For any inquiries please contact:

procurement@pastoralistgirls.org

#### SECTION II: INSTRUCTIONS TO TENDERERS

#### Checking

The Tenderer is required to check the numbers of the pages and should any be found to be missing or in duplicate or the figures or writing indistinct, he must inform PGI immediately and have the same rectified. Should the Tenderer be in doubt about the precise meaning of any words or figures he must inform PGI in order that the correct meaning may be decided upon before the date for the submission of the tender.

No liability whatsoever will be admitted nor claim allowed in respect of errors in the tender due to mistakes in the Bills of Quantities which should have been rectified in the manner spelt above.

## **Queries during tendering**

Any doubt or perceived ambiguity as to the meaning or intention of the tender documents, or any other question arising shall be communicated in writing to PGI before the tender is submitted. PGI will upon receipt of any such query, set out the intent and meaning of any part. Written copies of PGI's response including a description of the inquiry but without identifying its source, will be sent to all prospective tenderers who have been issued with the tender documents.

#### Amendment of tender documents

"At any time prior to the deadline for submission of tenders, PGI may, for any reason, whether at his own initiative or in response to a clarification requested by a prospective tenderer, modify the tender documents by the issuance of an Addendum.

The Addendum will be sent in writing or by cable to all invited tenderers who have been issued with the tender documents and will be binding upon them. Prospective tenderers shall promptly acknowledge receipt thereof by letter or cable to PGI."

In order to afford prospective tenderers reasonable time in which to take an addendum into account in preparing their tenders, PGI may, at his own discretion, extend the deadline for the submission of tenders

## A. DESCRIPTION OF THE WORKS

The works involves the following:

- i. Construction of 2 No. 3-door pit latrines at Bullaargi Primary School
- ii. Water connection to the latrines and provision of handwashing sinks
- iii. Installation of wall and floor-mounted handicap grab bar rails 30mm diameter and height 900mm
- iv. Branding of the facilities

#### **General Requirements**

These specifications describe the requirements for provision of permanent latrines to improve sanitation for flood-affected schools in Garissa.

## The tenderers MUST present information along with their offers as follows:

- (i) Shortest possible delivery period.
- (ii) Staff Information on proper representatives.
- (iii) Copy of certificate of Registration/Incorporation
- (iv) Copy of Valid tax compliance Certificate
- (v) Valid Business Permit
- (vi) Registration with National Construction Authority

- (vii) Proof of experience in carrying out the proposed works. Submit names/references of three (3) clients where similar services have been successfully implemented within the last two (2) years.
- (viii) Audited Accounts for the last two (2) years (2022 and 2023)
- (ix) Provide a detailed production to delivery work plan.
- (x) Submit a brief company profile indicating expertise in the works.
- (xi) Serialized Document
- (xii) Must fill the form of tender in the format provided.

The bidder should bear in mind that the work plan proposed should be reasonable simple, with minimum timeline provided. The contractor should be ready to work within those timelines and lack of delivery within the proposed work plan will attract a penalty or cancellation of the contract.

## **SECTION III: TECHNICAL SPECIFICATIONS**

All goods and equipment supplied under these specifications shall conform to the referred standards unless otherwise specified. Other national or manufacturers' standards shall be accepted on condition that they ensure substantial equivalence or higher to i. Kenyan laws and by-laws and supply and local authority requirements, and ii. Relevant British Standard Specifications and Codes of Practice, published by the British Standards Institution (hereafter referred to as B.S. and C.P. respectively) as implemented in Kenya,

## SECTION IV: PASTORALIST GIRLS INITIATIVE TERMS AND CONDITIONS

 Closing date and time for submission of tenders Monday 5th August, 2024 at 10:00 a.m

#### 2. Submission of tenders

Tenders to be submitted to the tender Box in PGI Garissa Office with sealed envelopes marked by company stamp to the below physical address:

PASTORALIST GIRLS INITIATIVE OFFICE
NATIONAL BANK BUILDING
First Floor

P.O. Box457 – 70100, Garissa, Kenya.

Contractors must quote **Ref: PGI/002/07/2024** in their applications and the Construction company name, telephone and email address at the back of the cover envelope.

#### 3. Opening of Tenders

- i. Pastoralist Girls Initiative (PGI) will open all tenders in the presence of tenderers' representatives who choose to attend, on **5th August**, **2024 at 10:30 a.m.** and in the location specified in the Invitation to Tender.
- ii. The tenderers' or their representatives are encouraged to attend and will be required to sign a register evidencing their attendance.
- iii. The tenderers' names, tender modifications or withdrawals, tender prices, discounts and such other details as PGI, at its discretion, may consider appropriate, will be announced at the opening.

#### 4. Clarification of Tenders

- i. To assist in the examination, evaluation and comparison of tenders PGI may, at its discretion, ask the tenderer for clarification of its tender. The request for clarification and the response shall be in writing, and no change in the prices or substance of the tender shall be sought, offered, or permitted.
- ii. Any effort by the tenderer to influence PGI in its tender evaluation, tender comparison or contract award decisions will result in the <u>Rejection</u> of the tenderers' tender.

## 5. Preliminary Examination

Prior to the technical evaluation, PGI will determine the substantial responsiveness of each tender to the tender documents. For purposes of this paragraph, a substantially responsive tender is one which conforms to all terms and conditions of tendering. PGI determination of a tender's responsiveness is to be based on the contents of the tender itself without recourse to extrinsic evidence.

The Preliminary Examination will check for the existence of the following mandatory documents:

- (i) Copy of certificate of Registration/Incorporation
- (ii) Copy of Valid tax compliance Certificate
- (iii) Valid Business Permit
- (iv) Registration with National Construction Authority
- (v) Proof of experience in carrying out the proposed works. Submit names/references of three (3) clients where similar services have been successfully implemented within the last two (2) years.
- (vi) Audited Accounts for the last two (2) years (2022 and 2023)
- (vii) Provide a detailed production to delivery work plan.
- (viii) Submit a brief company profile indicating expertise in the works.
- (ix) Must fill the form of tender in the format provided
- (x) Must serialize the document

#### 6. Language of offers

Tender should be received in English Language

# 7. Period of validity of offers

This bid will be valid for a minimum of ninety (90) days from date of tender submission.

#### 8. Currency

The currency in this tender should be in Kenyan Shillings (Kshs)

## 9. Cost of Tendering

The contractor shall bear all costs associated with the preparation and submission of its tender, and PGI, will in no case be responsible or liable for those costs, regardless of the conduct or outcome of the tendering process.

## 10. Tender Form

a) The Tenderer shall complete the Tender Form and the appropriate Price Schedule furnished in the Tender documents, including the sample of goods to be supplied, a brief description of the goods and prices.

#### 11. Tender Prices

The Tenderer shall indicate on the appropriate Price Schedule the unit prices and total tender price for the works under the contract. Prices must be inclusive of VAT and any other taxes.

#### 12. Type of contract

The contract offer is for specific quantity as described in the Bill of Quantities.

#### 13. Contents

The tender document comprises the documents listed below, and addenda issued in accordance with Instructions to contractors

- I. Letter of Invitation to tender
- II. Tender Notice
- III. Instructions to tender
- IV. PGI Terms and conditions
- V. General conditions of contract
- VI. Specifications and drawings
- VII. Tenderer's Relevant Experience
- VIII. Tender technical evaluation
- IX. Tender's Declaration

The Contractor is expected to examine all instructions, forms, terms and specifications in the tender documents. Failure to furnish all information required by the tender documents or to submit a tender not substantially responsive to the tender documents in every respect will be at the contractor's risk and may result in the rejection of its tender.

#### 14. Tenderer's Memorandum

All tenders submitted shall (mandatory) include copies of the following documents: -

- (a) Copy of certificate of Registration/Incorporation
- (b) Copy of Valid tax compliance Certificate
- (c) Valid Business Permit
- (d) Registration with National Construction Authority
- (e) Proof of experience in carrying out the proposed works. Submit names/references of three (3) clients where similar services have been successfully implemented within the last two (2) years.
- (f) Audited Accounts for the last two (2) years (2022 and 2023)
- (g) Provide a detailed production to delivery work plan.
- (h) Submit a brief company profile indicating expertise in the works.
- (i) Must fill the form of tender in the format provided
- (j) Fully filled tender document and returned in its original form without missing pages.

## 15. Opening of tenders

All tenders will be opened on **5th August 2024 at 10:30 a.m** by PGI procurement committee and bidder or their representatives who choose to attend are welcomed to witness the opening at PGI Garissa Office. Thereafter PGI procurement committee will carry on the evaluation of the tender process.

## 16. Evaluation of tender

The PGI procurement committee will evaluate all bids based on specifications, references, capacity, capability, financial and experience factors. Bids will not be evaluated on price alone but also on administrative and technical compliance in order to be qualified. PGI is not bound to accept the lowest bidder. The decision of the procurement committee will be final and the outcome of the tender process will be communicated via email.

#### 17. Site Visit

The tenderers are highly advised to visit the site and acquaint themselves with the conditions on site before presenting their tenders. Where works are described as "to match existing, the Contractor must ensure that. No claim for want of knowledge arising from failure to ascertain the site conditions will be entertained or allowed under any circumstances.

## 18. Cancellation of the tender procedure

PGI Procurement committee has the liberty to cancel this process based on valid reasons and will state reasons for such actions.

## 19. Data Protection

PGI guarantees that all procurement activities are confidential and transparently documented for internal and donor audit purposes.

## **TENDER DATA SHEET**

| A. G  | eneral  |   |  |
|-------|---|---|--|
| 1.1   | Reference number of the Invitation to Tender (ITT)  | PGI/002/07/2024   |  |
| 1.2   | Procuring Entity is   | Pastoralist Girls Initiative(PGI)   |  |
| 1.3   | Name of the Project   | Construction of 3-door gender-segregated latrines at Bullaargi Primary School   |  |
| 1.4   | The components include the following:   | <ul> <li>i. Construction of 2 No. 3-door pit latrines at Bullaargi Primary School</li> <li>ii. Water connection to the latrines and provision of handwashing sinks</li> <li>iii. Installation of wall and floor-mounted handicap grab bar rails 30mm diameter and height 900mm</li> <li>iv. Branding of the facilities</li> </ul> |  |
| 1.5   |   | use the electronic procurement system only to upload the tender documents on the bidders <b>MUST NOT</b> submit their bids electronically.  |  |
| B. Te | endering Document   | triis inilialive  |  |
| 2.1   | The tenderers are highly advised to visit the site and acquaint themselves with the conditions on site before presenting their tenders.  No claim for want of knowledge arising from failure to ascertain the site conditions will be entertained or allowed under any circumstances. |   |  |
| 2.2   | PARTICULARS OF APPENDIX TO INSTRUCTIONS TO TENDERS  | Any questions in writing should reach the Procuring Entity not later 2 <sup>nd</sup> August, 2024   |  |
| C. Pı | reparation of Tenders   |   |  |
| 3.1   | Alternative Tenders "shall I  | not be considered.  |  |
| 3.2   | Alternatives to the Time Schedule shall not be permitted.   |   |  |
| 3.3   | The Tender document <b>must be</b> serialized   |   |  |
| 3.4   | Tenderers shall quote for the following components or services on a single-responsibility basis: <b>As per the BoQ bills</b>  |   |  |
| 3.4   | Place of destination:   | Township Sub-County of Garissa County.  |  |
| 3.5   | The prices quoted by the Tenderer <i>shall not</i> be subject to adjustment during the Performance of the Contract.   |   |  |

| 3.6  | The Tenderer is required to quote in Kenya Currency the portion of the Tender price that corresponds to expenditures incurred in that currency. |  |
|------|---|--|
| 3.7  | Tender validity period  | 90 days.   |
| 3.8  | Tender price adjustment   | Not Applicable   |
| 3.9  | Standstill Period   | The Standstill Period is 5 Calendar Days after the date the Procuring Entity has transmitted to all Tenderers that submitted a Tender, the Notification of its Intention to Award the Contract to the successful Tenderer.   |
| 3.10 | Procurement-related<br>Complaint Procedures   | The procedures for making a Procurement-related Complaint are detailed in the "Notice of Intention to Award the Contract" herein and are also available from the PPRA website <a href="mailto:info@ppra.go.ke">info@ppra.go.ke</a> or <a href="mailto:complaints@ppra.go.ke">complaints@ppra.go.ke</a> or <a href="mailto:complaints@ppra.go.ke">complaint</a> |
|      |   | following:  1.the terms of the Tendering Documents; and  2.the Procuring Entity's decision to award the contract.  |



# SECTION V: GENERAL CONDITONS OF CONTRACT Definitions

In this Contract, the following terms shall be interpreted as indicated:

- i. "The Contract" means the agreement entered into between PGI and the contractor as recorded in the Contract Form signed by the parties, including all attachments and appendices thereto and all documents incorporated by reference therein.
- ii. The term "The Contractor" means the individual or firm supplying the Goods under this Contract to PGI.
- iii. "The Contract Price" means the price payable to the Tenderer under the contract for the full and proper performance of its contractual obligations.
- iv. The Contractor's Bid is the completed bidding document submitted by the Contractor to PGI
- v. Bill of Quantities means the priced and completed Bill of Quantities forming part of the Bid
- vi. The Works are what the Contract requires the Contractor to construct, install, and hand over
- vii. "PGI" means the procuring organization who employs the Contractor to carry out the Works.

## (a) Use of Contract Documents and Information

The Contractor shall not, without PGI 's prior written consent, disclose the Contract, or any provision thereof, or any specification, or information furnished by or on behalf of PGI in connection therewith, to any person other than a person employed by PGI.

#### (b) Contractor in the performance of the Contract

The Contractor shall not, without PGI 's prior written consent, make public or advertise the fact that it is implementing the works for the PGI, nor shall contractor in any way whatsoever use the name and emblem of PGI.

## (c) Inspection and Tests

PGI or its representative shall have the right to inspect and/or test the goods to confirm their conformity to the Contract specifications. PGI shall notify the Contractor in writing, in a timely manner, of the identity of any representatives retained for these purposes.

The inspections and tests may be conducted on the premises of the Contractor or its sub-contractor (s), while work is in progress, at point of delivery and/or at the good's final destination. If conducted on the premises of the Contractor or its sub-contractor(s), all reasonable facilities and assistance, including access to production data, shall be furnished to the inspectors at no charge to PGI.

Should any inspected or tested works fail to conform to the specifications, PGI may reject the works, and the Contractor shall either replace the rejected materials or make good part of the works to meet specification requirements free of cost to PGI.

PGI 's right to inspect, test and, where necessary, reject the works and materials after delivery shall in no way be limited or waived by reason of the works having previously been inspected, tested, and passed by PGI or its representative prior to the goods' delivery.

Nothing in the paragraphs stated above shall in any way release the Contractor from any warranty or other obligations under this contract.

#### (d) Goods, Personnel and Equipment

The Contractor shall employ the key personnel and use correct to carry out the Work. If PGI or Contractor determines, that any employee of the Contractor be determined to have engaged in Fraud and Corruption during the execution of the Works, then that employee shall be removed.

From the Starting Date until the Completion Date, the risks of personal injury, death, and loss of or damage to property (including, without limitation, the Works, Plant, Materials, and Equipment) which are not PGI's risks are Contractor's risks.

The Contractor is required to procure goods from local manufacturers or approved local distributors. Any goods, works and production processes with characteristics that have been declared by the relevant national environmental protection agency or by other competent authority as harmful to human beings and to the environment shall not be eligible for procurement.

#### (e) Contractor to Construct the Works

The Contractor shall construct and install the Works in accordance with the Specifications and Drawings. The Contractor shall be responsible for the safety of all activities on the Site.

The Works to Be Completed by the Intended Completion Date. The construction period shall be **8 weeks**.

## (f) Correction of Errors

Tenders that are substantially responsive will be checked by PGI for any arithmetic errors in computation and summation.

PGI shall not undertake any correction of errors.

Bids found to contain arithmetic errors will be rejected.

## (g) Award of Contract

The award of the Contract will be made to the tenderer whose tender has been determined to be substantially responsive to the tendering documents and who has offered the lowest evaluated tender price, provided that such tenderer has been determined to be eligible.

PGI reserves the right to accept or reject any tender, and to cancel the tendering process and reject all tenders, at any time prior to the award of Contract, without thereby incurring any liability to the affected tenderer or tenderers or any obligation to inform the affected tenderer or tenderers of the grounds for the action.

The tenderer whose tender has been accepted will be notified of the award prior to expiration of the tender validity period in writing or by email. At the same time the other tenderers shall be informed that their tenders have not been successful.

Contract price variations shall not be allowed.

The Contractor is expected to start works immediately after award of the Contract.

## (h) Payment

The Bill of Quantities shall contain priced items for the Works to be performed by the Contractor. The Bill of Quantities is used to calculate the Contract Price. The Contractor will be paid for the quantity of the work accomplished at the rate in the Bill of Quantities for each item.

Unless otherwise stated, all payments and deductions shall be paid or charged in the proportions of currencies comprising the Contract Price.

Items of the Works for which no rate or price has been entered in shall not be paid for by PGI and shall be deemed covered by other rates and prices in the Contract.

#### (i) Prices

Prices charged by the Contractor for goods delivered and services performed under the Contract shall not, with the exception of any price adjustments authorized in General conditions of contract, vary from the prices by the Contractor in its Tender.

## (j) Assignment

The Contractor shall not assign, transfer, sublet or subcontract in whole or in part, its obligations to perform under this Contract, except with PGI 's prior written consent.

## (k) Subcontracts

The Contractor shall notify PGI in writing of all subcontracts awarded under this Contract if not already specified in the Tender. Such notification, in the original Tender or later, shall not relieve the Contractor from any liability or obligation under the Contract.

#### (I) Progress reports

Weekly and monthly progress reports shall be prepared by the Contractor and submitted to PGI. Each report shall include charts and detailed descriptions of progress, manufacturing and delivery details, tests, safety statistics, comparison of actual and planned progress photographs, etc.

Reporting shall continue until the Contractor has completed all work which is known to be outstanding at the completion date stated in the Taking-Over Certificate for the Works.

## (m) Termination for Default

PGI may, without prejudice to any other remedy for breach of Contract, by written notice of default sent to the Contractor, terminate this Contract in whole or in part.

- i. If the Contractor fails to deliver any or all of the goods within the period(s) specified in the Contract, or within any extension thereof granted by PGI.
- ii. If the Contractor fails to perform any other obligation(s) under the Contract.
- iii. If the Contractor, in the judgment of PGI has engaged in corrupt or fraudulent practices in competing for or in executing the Contract.

In the event PGI terminates the Contract in whole or in part, it may procure, upon such terms and in such manner as it deems appropriate, goods similar to those undelivered, and the Contractor shall be liable to PGI for any excess costs for such similar Goods.

## (n) Liquidated Damages

If the Contractor fails to deliver any or all of the goods within the period (s) specified in the contract, PGI shall, without prejudice to its other remedies under the contract, deduct from the contract prices liquidated damages sum equivalent to 5% of the price of the undelivered goods up to a maximum deduction of 10% of the undelivered goods. After this the Contractor may consider termination of the contract.

## (o) Resolution of Disputes

PGI and the Contractor shall make every effort to resolve amicably by direct informal negotiation any disagreement or dispute arising between them under or in connection with the contract.

If after thirty (30) days from the commencement of such informal negotiations both parties have been unable to resolve amicably a contract dispute, the provision of the arbitration Act of the Laws of Kenya shall apply.

## (p) Language and Law

The Language of the contract and the law governing the contract shall be English language and the laws of Kenya respectively unless otherwise stated.

## (q) Force Majeure

The Contractor shall not be liable for forfeiture of its performance security, or termination for default if and to the extent that it's delay in performance or other failure to perform its obligations under the Contract is the result of an event of Force Majeure.



#### **SECTION VI: STANDARD FORMS**

## Notes on the sample Forms

**Tenders Relevant Experience-** this form/table must be completed using the format provide to summarize the major relevant supplies/services carried out in the course of the past 3 years. The number of references provided must not be less than 4 companies.

**Form of Tender** - The Form of Tender must be completed by the tenderer and submitted with the tender documents. It must also be duly signed by duly authorized representatives of the tenderer.

**Confidential Business Questionnaire Form** -This form must be completed by the tenderer and submitted with the tender documents.

**Contract Form** -The Contract Form shall not be completed by the tenderer at the time of submitting the tender. The Contract Form shall be completed after contract award and should incorporate the accepted contract price.



## A. TENDERER'S RELEVANT EXPERIENCE

## Tender reference PGI/ 002/07/2024

| NGO/Company<br>Name | Description of Contract | Total<br>Contract<br>Value | Dates | Contact Details in NGO/Co. | Related Services |
|---------------------|-------------------------|----------------------------|-------|----------------------------|------------------|
|                     |                         |                            |       |                            |                  |
|                     |                         |                            |       |                            |                  |
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#### **B. TENDERER'S DECLARATION**

| Form of Tender  |
|---|
| Date:   |
| Tender No   |
| PASTORALIST GIRLS INITIATIVE (PGI) P.O. Box 457, 70100. |
| Garissa, Kenya.   |

In response to your invitation to tender for the above contract, we, the undersigned, hereby declare that:

- 1. Having examined and accepted in full the content of the dossier for invitation we hereby accept its provisions in their entirety, without reservations or restriction. We, the undersigned, offer to construct and complete the Works and remedy any defects in accordance with the Conditions of Contract, Specifications, Drawings and Bills of Quantities for the execution of Construction of 3-door gender-segregated latrines at Bullaarai Primary School for the sum ......Amount in words .....) or such other sums as may be ascertained in accordance with the Schedule of Prices attached herewith and made part of this tender.
- We undertake, if our tender is accepted, to deliver the goods in accordance with the delivery schedule specified.
- 4. We agree to abide by this tender for a period of 7 days from the date fixed for Tender opening of the Instructions to Tenderers, and it shall remain binding upon us and may be accepted at any time before the expiration of the period.
- 5. Until a formal Contract is prepared and executed, this tender, together with your written acceptance thereof and your notification of award, shall constitute a binding Contract between us.
- 6. We understand that you are not a bound to accept the lowest or any TENDER you may receive.
- 7. We confirm that we are not engaged in any corrupt, fraudulent, collusive or collusive or coercive practices and acknowledge that if evidence contrary to this exists, PGI reserves the right to terminate the contract with immediate effect.
- 8. The code of conduct to which PGI expects all of its contractors to respect is as per the points listed below and we confirm that we adherer to this code.
  - Employment is freely chosen
  - The rights of staff to freedom of association and to collective bargaining are respected.
  - Working conditions are safe and hygienic
  - No exploitation of children is tolerated.
  - Wages paid are adequate to cover the cost of a reasonable living
  - Working hours are not excessive
  - No discrimination is practiced.
  - No harsh or inhumane treatment of staff is tolerated.
  - Environmental Standards are adhered to.
- 9. We affirm as a minimum, comply with all statutory and other legal requirements relating to environmental impacts of our business in: -

- Waste managementPackaging and paperConservation

- Energy useSustainability

| Dated this   | day of | 20      |       |
|--|--------|---------|-------|
|  |        |         |       |
| (Signature) (In the capacity Duly authorized to sign tende |        |         |       |
| Company Name:  |        |         |       |
| Title of Signatory:  |        |         |       |
| Email Address  |        | _       |       |
| Tel. No  |        | -       |       |
| Physical Address   | Pagi   | ora     | ligt  |
| Company Stamp:   |        | i O I a | 1101  |
|  | Girls  | Initia  | itive |
|  |        |         |       |

## C. CONFIDENTIAL BUSINESS QUESTIONNAIRE FORM

You are requested to give the particulars indicated in Part 1 and either Part 2(a), 2(b) or 2 (c) whichever applied to your type of business

You are advised that it is a serious offence to give false information on this form

Part 1 – General:

**Business Name** 

| Location of business premises.                                    |   |                             |                |  |
|---|---|-----------------------------|----------------|--|
|   |   |                             |                |  |
| Plot No   |   | Street/Road                 |                |  |
|   |   |                             |                |  |
| Postal Address  | Tel No                                    | Mobile                      |                |  |
| Email   |   |                             |                |  |
|   | •••••                                     |                             |                |  |
| Nature of Business,   |   |                             |                |  |
| Registration Certificate No                                       | ).  |                             | •              |  |
|   |   |                             | rat-           |  |
| Maximum value of busine   | ss w <mark>h</mark> ich you can har       | ndle at any one time – Kshs |                |  |
| Name of your bankers  | 1 44                                      | ) LUI UII                   |                |  |
| Branch  |   |                             |                |  |
| Didition  | 1 42                                      | a Initiati                  | 1370           |  |
|   | 11111                                     | <del>8 1111111</del>        | <del>IVE</del> |  |
|   | Part 2 (a) – Sole P                       | roprietor                   |                |  |
| Your name in full   | Your name in full Age                     |                             |                |  |
| Nationality   |   |                             |                |  |
| Citizenship details   |   |                             |                |  |
| Part 2 (b) Partnership Given details of partners as follows:      |   |                             |                |  |
| Name  | Nationality                               | Citizenship Details         | Shares         |  |
|   | •   | CHIZOTISHIP DOTAIIS         |                |  |
| 2   |   |                             | ••••           |  |
| 3   |   |                             |                |  |
| 4   |   |                             |                |  |
|   |   |                             |                |  |
| Part 2 (c ) – Registered Company                                  |   |                             |                |  |
| Private or Public   |   |                             |                |  |
| State the nominal and issued capital of company-<br>Nominal Kshs. |   |                             |                |  |
| Issued Kshs.  |   |                             |                |  |
|   | Given details of all directors as follows |                             |                |  |
| Name  | Nationality                               | Citizenship Details         | Shares         |  |
|   |   |                             |                |  |

|    | 1                         |
|----|---------------------------|
|    | 2                         |
|    | 3                         |
|    |                           |
|    | 4                         |
|    | 5                         |
|    |                           |
| Do | ateSignature of Candidate |

If a Kenya Citizen, indicate under "Citizenship Details" whether by Birth, Naturalization or registration.



## D. CONTRACT FORM

| THIS AGREEMENT made the   | day of   | 20  | between   | The PGI   |
|---|--|---|---|---|
| (hereinafter called "the PGI) on  | the one part and   |   |   | •   |
| tenderer] of [city an other part;   | a County of fendere  | erj (nereinatter c  | allea "The Tenae  | rer") of the  |
| WHEREAS the PGI invited tenders   | for certain goods] a   | nd has accepte  | ed a tender by th   | ne tenderer   |
| for the supply of those goods in figures] (hereinafter called "the CNOW THIS AGREEMENT WITNESSET  | Contract Price).   | [c  | contract price in   | words and   |
| 1. In this Agreement words a  |  | nave the same m   | neaninas as are r   | esnectively   |
| assigned to them in the Condition   |  |   | icariirigs as are n   | 33pcc II v Ciy  |
| 2. The following documents this Agreement:  |  |   | ad and construe   | d as part of  |
| (a) Instructions to tender  |  |   |   |   |
| (b) Tender Form and the Price   |  | d by the tendere  | ∋r  |   |
| <ul><li>(c) the Schedule of Requirem</li><li>(d) the Technical Specification</li></ul>  |  |   |   |   |
| (e) the General Conditions of   |  |   |   |   |
| (f) the Special Conditions of   |  |   |   |   |
| (g) the PGI Notification of Aw  | ard ard  |   |   |   |
| In consideration of the payments the tender hereby covenants defects/mismatches/errors therei PGI hereby covenants to pay the remedying of defects therein, the under the provisions of the Control IN WITNESS whereof the partie accordance with their respective Signed, sealed, delivered bySigned, sealed, delivered by | s with the PGI to n in conformity in all tenderer in consider te Contract Price or act at the times and s hereto have cause laws the day and y | provide the respects with the respects with the ration of the provisuch other sum in the manner pused this Agreement first above were for the P | goods and to provisions of the visions of the good as may become orescribed by the province to be expritten.  GI) | ro remedy<br>e Contract.<br>ods and the<br>ne payable<br>e contract.<br>executed in |
| <u> </u>  |  |   |   | : [   |
| (Amend accordingly if provided I  | by Insurance Compo   | any)  |   |   |
|   |  |   |   |   |

Page **22** of **35** 

#### E. LETTER OF NOTIFICATION OF AWARD

|   | Pastoralist Girls Initiative                    |
|---|---|
| To:   |   |
| RE: Tender No   |   |
| Tender Name This is to notify you that the contract/s stat been awarded to you. | ted below under the above-mentioned tender have |

- 1. Please acknowledge receipt of this letter of notification signifying your acceptance.
- 2. The contract/contracts shall be signed by the parties within 14 days of the date of this letter.
- 3. You may contact the officer(s) whose particulars appear below on the subject matter of this letter of notification of award.



#### **ANNEXE 1**

#### PASTORALIST GIRLS INITIATIVE SAFEGUARDING POLICY

Pastoralist Girls Initiative (PGI) is a Registered NGO in Kenya. Pastoralist Girls Initiative (PGI) works to have an empowered pastoralist community able to realize its fullest potential in order to lead a dignified life with a mission of promoting sustainable development by enhancing pastoralist capacities through integrated development approaches. PGI prioritizes five key thematic areas to address poverty, social injustice and underrepresentation in decision making by overcoming challenges of gender disparity in access to education and resources, advocating against retrogressive cultural belief, engage communities on climate changes mitigation and adaptation, strengthening quality health care systems, amplifying women, girl's and indigenous voices. PGI works with various donors, stakeholders, collaborators and service providers in order to realise its vision

VALUES, PRINCIPLES AND BELIEFS AIM: we aim to protect children's rights including adults at risk, partner staff and staff within an organization against all forms of abuse and violence within families, schools, institutions, and communities. We support the prevention of exploitation, harmful traditional practices, and violence against children in their family and community; protection of children living in risky situations in communities; and restoration of children who have been abused, neglected, or exploited. Pastoralist Girls Initiative Safeguarding Policy takes care to be culturally sensitive and legally sound. This policy covers all beneficiaries, staff, Volunteers, Board members, Visitors, Partners, Contractors and others affiliated with partners or contractors. Purpose of Policy: This policy details the standards Pastoralist Girls Initiative will operate by to prevent, monitor, report and respond to harm or abuse suspected or known of all beneficiaries and associates We are committed to creating an environment where potential risks are identified, considered and minimized and there are clear responsibilities and easily accessible processes and procedures to ensure this in all areas of our work. We will meet our commitment to safeguard and protect all people in the following key areas:

A. Awareness

B. Prevention

C. Reporting

D. Responding

Girls Initiati

#### **ANNEXE 2**

#### **EVALUATION CRITERIA**

a) Preliminary Bid Responsiveness Assessment (Mandatory Requirements)
This will involve assessing whether bidders have complied with submission requirements and have also attached copies of mandatory eligibility and statutory documents. Evaluation at this stage will be conducted on Yes/No, and bidders are expected to comply with ALL required items so as to proceed to the next stage of evaluation.

| No. | Completeness and<br>Responsiveness Criteria       | Requirement  |
|-----|---|--|
| 1.  | Valid Tax Compliance<br>Certificate               | - Copy of Valid Tax Compliance Certificate   |
| 2.  | Registration with National Construction Authority | - Copy of Valid National Construction Authority (NCA)  |
| 3.  | Certificate of Incorporation                      | <ul><li>Copy of valid certificate</li><li>IDs of the Directors</li></ul>   |
| 4.  | Two (2) years Audited<br>Accounts (2022 & 2023)   | - Copies of Audited Accounts for the last Two years (2022& 2023)   |
| 5.  | Proof of Experience                               | <ul> <li>Submit names/references of three (3) clients where<br/>similar services have been successfully implemented<br/>within the last two (2) years</li> </ul> |
| 6.  | Work plan   | - A detailed production to delivery work plan/ program   |
| 7.  | Tender declaration                                | - Filled form of tender in the format provided   |
| 8.  | Physical Location                                 | <ul> <li>Copy of Valid Business Permit</li> <li>Dully filled Business Questionnaires</li> <li>Declaration and Company Stamp</li> </ul>                           |

Responsiveness at preliminary stage shall qualify candidates to Technical Evaluation Stage.

# b) Technical Responsiveness Evaluation ( ) [ ] [ ] [ ] [ ] [ ]

Tenders will be evaluated to ensure that they are substantially responsive to the technical specifications and contract conditions stated in the Tender Document. The determination of a tender's technical responsiveness will be based on the contents of the tender itself, subject to any clarifications received in the preliminary examination of Tenders. Items of this evaluation will be scored as below.

| Item | DESCRIPTION   | POINT Score<br>(marks) |
|------|---|------------------------|
|      | EXPERIENCE.   | Max 30                 |
| 1    |   |                        |
|      | names/references of three (3) clients where similar services have been        | 20                     |
|      | successfully implemented within the last two (2) years                        |                        |
|      | Completion certificates attached. Attach practical completion certificate     | 10                     |
|      | ONLY for past successfully delivered projects as evidence                     | 10                     |
|      | KEY PERSONNEL – Technical skill in terms of human resource. Attached CVs      |                        |
| 2.   | and certified copies of academic certificates detailing qualifications of key | Max 10                 |
|      | personnel who shall be involved in these assignments. The persons must be     |                        |

|    | working with the organization or sign on undertaking to work with the firm by  |         |
|----|--|---------|
|    | the time of submitting this tender throughout the job if awarded   |         |
| 3  | PLANT AND EQUIPMENT – (Edited as per requirement of the specific job – State the specific machinery required and how many as per the attached table) | Max 10  |
| 4  |  | Many 20 |
| 4. | WORK METHODOLOGY   | Max 30  |
|    | Program of works logically applicable to this task _To be revised to reflect that  |         |
|    | the best proposal with respect to the duration how long the Contractor   |         |
|    | anticipate the job will take gets the most marks   |         |
|    | Detail Methodology _ Logically articulated   | 10      |
|    | Attach Clear work plan/ schedule of works for execution of project   | 10      |
|    | Methodology on safety, environment and social safeguards   | 10      |
|    | TOTAL  | MAX 80  |
|    | REMARKS  |         |

NB: The pass mark for technical evaluation will be 60%. Tenders scoring above 60% will proceed to financial evaluation.

#### c) Financial Evaluation

The maximum number of points assigned to the financial proposal is allocated to the lowest price proposal. All other financial proposals receive points in inverse proportion. The suggested formula is as follows:

 $p = y (\mu/z)$ 

p = points for the financial proposal being evaluated,

y = maximum number of points for the financial proposal (here it is 20),

μ = price of the lowest financial proposal,

z = price of the financial proposal being evaluated

PGI will award the contract to the tenderer whose tender is determined to be substantially responsive to the tender documents and who scored the highest score as per formula below.

The Weights are as follows: -

Technical Proposal, T = 80%

Bid Amount, B = 20%

| -   |        | Bidder 1 | Bidder 2 | Bidder 3 |
|---|--------|----------|----------|----------|
|   | Points |          |          |          |
| TECHNICAL PROPOSAL SCORE; (T) - (Prorated to 80%) | 80     |          |          |          |
| BID AMOUNT; (B) - (20%)                           | 20     |          |          |          |
| Total Points                                      | 100    |          |          |          |
| RANKING   |        | 1        | 2        | 3        |

#### **ADDITIONAL TENDERING FORMS**

(The tenderer to strictly use the provided formats in providing information. The pages may be replicated where more than one is needed)

## **PERSONNEL FORM**

Tenderers should provide the names and details of the suitably qualified Contractor's Representative and Key Personnel to perform the Contract.

| Position | Name | Years of experience (general) | Years of experience in proposed position |
|----------|------|-------------------------------|--|
|          |      |                               |  |
|          |      |                               |  |
|          |      |                               |  |
|          |      |                               |  |

## **EQUIPMENT FORM**

The Tenderer shall provide adequate information to demonstrate clearly that it has the capability to meet the requirements for the key equipment listed in Section II, Evaluation and Qualification Criteria. A separate Form shall be prepared for each item of equipment listed, or for alternative equipment proposed by the Tenderer

| Make     | Model &     | Owned/Hired     | Present  |
|----------|-------------|-----------------|----------|
|          | Year        |                 | Location |
| · . /    | · · · · · / | 70              | 11       |
| 1111S. 6 | $\neg ave$  | <del>Iomn</del> | numuu    |
|          |             |                 | 9        |
|          |             |                 |          |
|          |             |                 |          |
|          |             |                 |          |
|          |             |                 |          |
|          |             |                 |          |
|          |             |                 |          |
|          |             |                 |          |
|          |             |                 |          |
|          | 11/5,       | Year            | Year     |

#### **WORK METHODOLOGY**

- Method Statement
- Mobilization Schedule
- Construction Schedule
- Safety, Environmental & Social safeguards



## **BILLS OF QUANTITIES**

- The prices and rates inserted in the Bills of Quantities are to be the full inclusive costs of the works described under the items, complete in place and in accordance with the Specifications and Drawings, including setting out of the works, including costs and expenses which may be required in and for the construction of the works described, together with any temporary works and installations which may be necessary and all general risks, liabilities and obligations set forth or implied in the Documents on which the Contract is based
- 2. The unit rates for the various items listed in the BOQ shall include, except insofar as it is otherwise provided under the Contract, all labor, construction equipment, materials, erection, maintenance, supervision, insurances etc. set forth or implied in the Contract. These are all deemed to include all allowances for waste or surplus of any kind, which are not subject to measurement
- 3. The rates to be indicated in the Bills of Quantities shall be inclusive of all applicable Government duties and taxes including Value Added Tax (VAT).



|      | 3-DOOR PIT LATRINE (4.8MX1.8M)   |      |             |      |          |  |  |
|------|--|------|-------------|------|----------|--|--|
| No.  | Description  | Unit | Quantity    | Rate | Amount   |  |  |
| B.1  | Excavation of 4.0mx3.3m pit  | m³   | 40          |      |          |  |  |
| B.2  | Backfilling and levelling of surplus excavated material  | m³   | 25          |      |          |  |  |
| B.3  | Construction of 150mm thick masonry pit lining with 15mm mortar joints reinforced with 25mm wide hoop iron                           | m²   | 52          |      |          |  |  |
| B.4  | Construction of 150mm thick substructure masonry with 15mm mortar joints reinforced with 25mm wide hoop iron                         | m²   | 6           |      |          |  |  |
| B.5  | Single layer 500 gauge polythene<br>sheeting (damp proof membrane) with<br>minimum 300mm side and end laps                           | m²   | 13          |      |          |  |  |
| B.6  | 200mm thick C25/20 concrete pit cover slab and in anchoring posts. Rate to include formwork, curing, screed finishetc.               | m³   | 4           | 1    | •        |  |  |
| B.7  | 200mm thick C25/20 concrete floor slab<br>and ramp and in anchoring posts. Rate<br>to include formwork, curing, screed<br>finishetc. | m³   | 2.1         | al   | 1St      |  |  |
| B.8  | A142 BRC mesh to the floor slab  | m²   | 8           | 4.00 |          |  |  |
| B.9  | 200x200mm Beams  | m³   | 3.4         | 1121 | IVE      |  |  |
| B.10 | 600x200 strip footing  | m³   | 3           | CICL | . 1 1 0  |  |  |
| B.11 | D8 high tensile steel reinforcement Bars to B.S including bending, tying and hoisting into position and spacer block                 | kg   | 55<br>De (G | omm  | unity    |  |  |
| B.12 | D10 high tensile steel reinforcement Bars<br>to B.S including bending, tying and<br>hoisting into position and spacer block          | kg   | 40          |      | <i>-</i> |  |  |
| B.13 | D12 tensile steel reinforcement Bars to B.S including bending, tying and hoisting into position and spacer block                     | kg   | 40          |      |          |  |  |
| B.14 | superstructure masonry walling with<br>15mm mortar joints reinforced with 25mm<br>wide hoop iron                                     | m²   | 36          |      |          |  |  |
| B.15 | 4"x2" treated sawn cypress timber rafters laid in the masonry, fixed by steel strip, embedded in the masonry                         | no   | 7           |      |          |  |  |
| B.16 | 2"x2" treated sawn cypress timber purlins (cost to include all joining materials)  | no   | 3           |      |          |  |  |

| B.17 | 32G prepainted corrugated galvanized iron sheets(cost to include all joining materials)   | m²   | 15     |         |          |
|------|---|------|--------|---------|----------|
| B.18 | 8"x1" treated sawn cypress timber fascia<br>board ( cost to include joining materials<br>and painting)                                | m    | 15     |         |          |
| B.19 | Cement sand mortar screed rendering on internal and external walls  | m²   | 80     |         |          |
| B.20 | plastic emulsion paint on plastered internal and external walls (1 u/c) and two coats of gloss paint (2 f/c)                          | m²   | 80     |         |          |
| B.21 | 900x2100mm steel door   | no   | 3      |         |          |
| B.22 | 450mmx600mm fibre pit inspection cover  | no   | 1      |         |          |
| B.23 | Ceramic Asian toilet  | no   | 3      |         |          |
| B.24 | 110mm PVC vent pipe   | no   | 0.5    |         |          |
| B.25 | 2200mm long 150mm drain pipe  | no   | 3      |         |          |
| B.26 | provide materials and construct 1" PPR pipes and fittings to the latrine  | m    | 150    |         |          |
| B.27 | Supply materials and install pedestal sink complete with a tap and associated plumbing works on the front privacy wall of the latrine | No.  | 2      | ·a1     | ist      |
| B.28 | Supply and install wall mounted handicap grab bar rails 30mm diameter and height 900mm; as directed by the engineer                   | No.  |        | tion    | iva      |
| B.29 | Allow for permanent branding of all the facility as directed by the Engineer  | Sum  | 1      | trai    | TVC      |
|      | Total for one 3- door pit latrine   |      |        |         | - 4      |
| (-)  | Total for two latrines  | Deni | 100 (U | 0411411 | armiter. |

# **TECHNICAL EVALUATION CRITERIA**

| S/NO | Required Information  | Maximum<br>marks | Marks<br>awarded |
|------|---|------------------|------------------|
| 1.   | Experience- names/references of three (3) clients where similar     | 20               |                  |
|      | services have been successfully implemented within the last two (2) |                  |                  |
|      | years attached  |                  |                  |
|      | <ul> <li>No of projects completed in the last two years</li> </ul>  |                  |                  |
|      | <ul> <li>3 Referees attach proof preferably INGO/NGO</li> </ul>     |                  |                  |
| 2.   | Experience- Completion certificates attached.                       | 10               |                  |
| 3.   | Key Personnel- CVs and certified copies of academic certificates    | 10               |                  |
|      | detailing qualifications of key personnel attached                  |                  |                  |
| 4.   | Plant and Equipment -specific machinery required attached           | 10               |                  |
| 5.   | Detail Methodology _ Logically articulated                          | 10               |                  |
| 6.   | Clear work plan/ schedule of works for execution of project         | 10               | 4                |
|      | attached  | 16               | 1 1              |
| 7.   | Methodology on safety, environment and social safeguards            | 10               | ) L              |
|      | Total score   | 80               |                  |
|      | Girls Initi   | atı v            | e                |
|      | Empower Girls, Save Con   | าทนท             | ity              |
|      |   |                  |                  |

## FINANCIAL EVALUATION CRITERIA

| TENDER FINANCIAL EVALUATION   |                                  |                                   |                 |  |  |  |  |
|-------------------------------|----------------------------------|-----------------------------------|-----------------|--|--|--|--|
| TENDER NO PGI/                | TENDER NO PGI/002/07/2024        |                                   |                 |  |  |  |  |
|                               |                                  |                                   |                 |  |  |  |  |
|                               |                                  |                                   |                 |  |  |  |  |
| TENDER NAME: Constru          | ction of 3-door gender-segreg    | ated latrines at Bullaargi Prima  | ary School      |  |  |  |  |
| $p = y (\mu/z)$               |                                  |                                   |                 |  |  |  |  |
|                               | ial proposal being evaluated,    |                                   |                 |  |  |  |  |
| *                             | f points for the financial propo | sal                               |                 |  |  |  |  |
| $\mu$ = price of the lowest f | • •                              |                                   |                 |  |  |  |  |
| z = price of the financial    | proposal being evaluated         |                                   |                 |  |  |  |  |
| F'                            |                                  |                                   |                 |  |  |  |  |
| Financial proposal maxii      | num points                       | 20                                |                 |  |  |  |  |
| *The maximum number           | of points assigned to the final  | acial proposal is allocated to th | a lowest price  |  |  |  |  |
| proposal                      | or points assigned to the illia  | ncial proposal is allocated to th | ie iowest price |  |  |  |  |
| ргорозаг                      |                                  |                                   |                 |  |  |  |  |
|                               |                                  |                                   | 1               |  |  |  |  |
| S/NO.                         | FIRM NAME                        | BID AMOUNT                        | POINTS          |  |  |  |  |
|                               | Pagi                             | Aran                              |                 |  |  |  |  |
|                               |                                  | VIGIL                             | 31              |  |  |  |  |
|                               |                                  | ~ ~ ~ ~ ~ ~                       |                 |  |  |  |  |
|                               | / T 1                            |                                   |                 |  |  |  |  |
|                               | [ 111° C                         | Initiati                          | VP              |  |  |  |  |
|                               | OHIO.                            | LITTUICUU                         | V               |  |  |  |  |

Empower Girls, Save Community

## NON STAFF CODE OF CONDUCT

Pastoralist Girls Initiative is committed to achieving its mission of a just world that advances human rights rights and equality for women and girls.

Suppliers, contractors, vendors & consultants of PGI are considered trusted associates of the organisation. The actions and behaviour of suppliers, contractors, vendors & consultants (whether inside or outside of the PGI offices and environment) can positively impact PGI's ability to achieve its mission but can also undermine PGI's ability to achieve its mission and damage PGIs reputation.

As such, PGI expects all suppliers, contractors, vendors & consultants that it engages with to manage their work and behavior in a way that complies with this Code of Conduct ("**Code**").

This Code applies to all suppliers, contractors, vendors & consultants who are engaged by or on behalf of PGI.

The Code forms part of the contract that a supplier, contractors, vendors or consultant enters into with PGI. A failure to adhere to the Code could result in that supplier contractors, vendors or consultant's engagement with PGI being terminated. In agreeing to this Code, suppliers, contractors, vendors & consultants confirm that they also hold their employees, subsidiaries, sub-contractors, consultants, and third parties that they engage accountable to the values and standards in this Code.

The code will include:

- Uphold the integrity and reputation of PGI by ensuring that professional and personal conduct is demonstrably consistent with PGI's values and standards.
- Conduct works and private life in a manner that avoids possible conflicts of interest with the work of PGI's
- Treat everyone with respect and dignity and challenge any form of harassment, discrimination, intimidation, exploitation or abuse.
- To not employ children (under 18).
- To not engage in slavery, forced labour, human trafficking, unfair working practices or inhumane working conditions.
- To create and maintain an environment that treats all employees with dignity and respect and will not use any threats of violence, verbal or psychological harassment or abuse.
- To ensure equality of opportunity and treatment in respect of employment and occupation without discrimination on grounds of race, colour, ethnic background, sex, gender, sexual orientation, age religion or belief and political opinion.

- To immediately report any concerns or suspicions in relation to slavery, forced labour, human trafficking, unfair working practices or inhumane working conditions.
- To ensure the payment of fair wages in full and directly to the workers concerned.
- To fulfill their obligations under local law regarding social contributions & tax payments.
- To maintain full compliance with all laws and regulations applicable to their business.
- Promote human rights, protect the environment and oppose criminal or unethical activities.
- Be responsible for the use of information, equipment, money and resources to which I have access by reason of my association with PGI's
- To not engage in any form of bribery, both giving or receiving.
- To implement measures to prevent opportunities for fraudulent activities to be undertaken by its employees.
- To report any suspected or confirmed incident relating to bribery, fraud or nepotism at the earliest opportunity to PGI and will not withhold any relevant information for any investigation.
- To ensure the proper use of PGI's resources and prevent them from theft, fraud or other damage (where in their control).
- To develop, implement, and maintain processes appropriate to their products to remove the risk of introducing counterfeit parts and materials into deliverable products.
- To report any security or safety incidents occurring where working with, for or on behalf of PGI
- To report any actual, possible or potential conflict of interest and declare to relevant management or a contact within PGI if the supplier or consultant is party to any business relationship with any organisation or person with whom PGI does business if that relationship creates a potential conflict of interest to working with PGI.
- In the event of the assignment you will come into contact with important and sensitive organization data. All information pertaining to this project (documentary, audio, digital, cyber, project documents, etc) belonging to PGI, which you may come into contact with in the performance of your duties under this consultancy/contract shall remain the property of the PGI who shall have exclusive rights over their use. Except for purposes of this assignment, the information shall not be disclosed to the public nor used in whatever form without written permission of PGI





