Expression of Interest

Notice of Expression of Interest for the Provision of Consultancy services to undertake a Regional Environmental and Social Impact Assessment (ESIA) for Kabaale Industrial Park (KIP) - UNOC/CONS/20-21/00067

1. The Uganda National Oil Company Limited (UNOC) has allocated funds to be used for the acquisition of the consultancy services described below; The Entity now invites eligible consultants to submit sealed expressions of interest for Provision of Consultancy services to undertake a Regional Environmental and Social Impact Assessment (ESIA) for Kabaale Industrial Park (KIP) as per the background information below;

The Government of Uganda through the Ministry of Energy and Mineral Development (MEMD) acquired 29.57 km² of land for development of an Industrial Park in Buseruka Sub-County in the District of Hoima.

The Park will host the Refinery, an International Airport, upstream crude oil export hub, Midstream Heavy industries (Polymer, Fertilizer), support infrastructure (water treatment plant, waste water treatment plant, Electric power plant, storage tanks, warehouses and access roads), Free Trade Zone among others.

2. Purpose
The Terms of Reference (TORs) will assist Uganda National Oil Company Limited to identify capable and experienced firms to provide Environmental and Social Impact Assessment services.

The Firm and/or Consortium of firms will undertake an ESIA that complies with National Legislation and conforms to the World Bank Environmental and Social Framework, IFC Environmental and Social Performance Standard and the Equator Principles. It is worth noting that this procurement is reserved for only National/Resident firms.
3. **Specific Objectives**

The aim of this ESIA is to draw up a framework to ensure that environmental and social impacts of the planned Kabaale Industrial Park are identified and measures to address them outlined. The following specific objectives will be addressed:

i. Review all previous studies for the KIP and surrounding areas to collate all baseline data on physical, biological and socio-economic setting of the development area to conduct an evaluation of the state of its Environment;

ii. Conduct surveys to update the baseline data on physical, biological and socio-economic setting of the development area;

iii. Review national, regional and international policy, legal and administrative framework relevant to the development including the bills and their attendant regulations;

iv. Review the World Bank Environmental and Social Framework, IFC Environmental and Social Performance Standard, the Equator Principles and United Nations Guiding Principles for Business and Human Rights, identifying the applicable areas;

v. To consult relevant stakeholders, including potentially affected persons and document their concerns regarding the proposed development;

vi. To identify and assess the positive and negative significant environmental and social impacts and provide a set of recommendations for the avoidance and/or minimization of the negative impacts and maximization of the positive impacts;

vii. Identify, describe and geo-reference ecosystems whose (ecosystem services) may be impacted upon and propose mitigation measures which may include biodiversity off sets;

viii. To prepare an Environmental and Social Impact Statement (ESIS);

ix. Develop an Environmental and Social Management and Monitoring Plan to guide environmental management during development of the park. The plan shall consist of the required actions, the entity responsible for the action, the timelines, indicators and cost estimates; and

x. Provide a set of recommendations for the project design to avoid and/or minimize the negative impacts and maximize the positive impacts of the project.
4. **Scope of Assignment**

4.1 **Interpretation of the Master Plan**
Provide a comprehensive description of the project in respect to the environmental and social context of the area.

4.2 **Description of the Area Environment**
The Consultants shall review the Environmental Baseline Study undertaken in 2013, identify gaps and address them. In addition, the Consultant shall describe the area environment as detailed below:

4.2.1 **Physical Environment**
This task involves the generation of baseline data that will be used to describe the KIP area, and the study area/geographical boundaries, methodology to be used for baseline and other data will be described in detail.

The physical environment, including the topography and soils, aesthetic values, geology of the area, climate and meteorology, ambient air quality, surface and ground water hydrology, existing water pollution discharges, and receiving water quality (nearby streams, springs and ponds) will be described. Any existing sources of pollution and how they are likely to impact on the area are to be identified and evaluated by the Consultant.

4.2.2 **Biological Environment**
This is to include; the flora and fauna, sensitive habitats, rare or endangered species, species of commercial importance, species of medicinal and/or cultural importance will be described in detail. Special attention will be attached to protected/gazetted areas and other ecologically-sensitive areas that are within the vicinity that could be affected by the development i.e.to include but not limited to Kabwoya Game Reserve, Bugoma Forest, Wambabya Forest, wetlands.

The Consultant will be required to come with the KIP re-vegetation plan that will guide the greening of the park preferably with indigenous species and being mindful not to introduce alien invasive species.

Furthermore, the Consultant will be required to propose and develop terms of reference for initiatives that have to be undertaken to mitigate adverse impacts on the flora and fauna both within and vicinity of the KIP.

4.3 **Socio Economic Assessment**
A social assessment was completed as part of the Environment and Social Baseline and the initial findings and baseline could be used by the consultant to update the social assessment. The updated social assessment will describe the current social and economic situation and possible impacts of the proposed project on directly and indirectly affected communities.

The Consultant will develop a robust sampling base of at least 20% of affected population and entities to provide a contemporary baseline needed for evaluation of impacts and, if required, measures to be carried out to mitigate negative impacts and to enhance positive impacts and opportunities. The assessment will be fully gender informed as the household surveys will be based
on roughly equal numbers of man and women, separate woman focus groups will be organized and specific questions related to development problems and priorities for women will be integrated into the questionnaire.

The assessment will focus on social aspects including:

4.3.1 In-migration
The development of the KIP is mostly likely to cause in-migration of people in search of employment and business opportunities. The Consultant shall assess the likely impacts including social ills and overwhelming of social amenities.

4.3.2 Historical and Cultural Resources
The area is bound to have physical cultural resources of importance due to its rich history. Therefore, the Consultant will be required to undertake HCR assessment to evaluate and mitigate the impacts.

4.3.3 Local Community Inclusion
Experience in implementing specialized projects has soon that many local communities do not benefit. The Consultant will be required to assess and come up with recommendations on local community inclusion which will result in obtaining a social license to operate.

4.3.4 Gender Inclusion
Women remain underrepresented in industrial sector employment therefore the Consultant will be required to undertake an assessment that will establish factors that might impede overall workforce gender parity. Thereafter develop a gender action plan that will outline proactive initiatives to recruit and retain female employees.

4.3.5 Resettled PAPs
To acquire the KIP land of 29.34 Sq Km a significant number of local residents had to be displaced both physically and economically. The Consultant will be required to evaluate the resettlement exercise undertaken and offer recommendations for addressing any shortfalls. While undertaking this evaluation, the consultants will assess compliance to National Legislation and conformance to World Bank/IFC standards and Equator Principles.

4.4 Policy, Legislation and Regulatory Frameworks
The consultants will carry out a comprehensive review and description of all the relevant policies, laws and regulations including the several Acts and regulations that have been amended but awaiting approval. In addition, the relevant international conventions and treaties ratified by Uganda must be reviewed.

4.5 Industry Standards and Good International Industry Practices
The Consultants will be required to undertake a review and description of relevant Industry Standards and Good International Industry Practices. This must include the American Institute of Petroleum Standards, IOGP Guidelines, IUCN Standards, Good Practices for the Collection of Biodiversity Baseline Data (Multilateral Financing Institutions Biodiversity Working Group & Cross Sector
4.6 Stakeholder Consultations
The consultants will be expected to carry out a comprehensive Stakeholder analysis at the initial stages of the ESIA which will guide the formulation of the stakeholder engagement plan of the whole exercise. The categories of stakeholders are community, district and national. The outcome of these consultations including minutes of meetings with signed attendance sheets shall be appended to the ESIA report.

If the Executive Director deems it necessary to have a public hearing, then the consultant will be expected to fully participate in all the sessions.

4.7 Analysis of alternatives to the proposed project
The Consultant will identify and propose alternatives that would achieve the same objectives as the KIP Master Plan but in a more sustainable manner. This may entail optimization in terms of re-orientation of the park components, change in technology, among others.

4.8 Environmental Risk Assessment
The Consultant will be required to develop terms of reference for undertaking an Environmental Risk Assessment as stipulated in the National Environment Act 2019 114(2).

4.9 Cumulative Impact Assessment
The team will be required to undertake assessment of the potential incremental impacts of associated projects and other developments beyond the KIP but may impact the Project’s Area of Influence (AoI). The approach of the assessment will be based on the IFC’s Good Practice Handbook to Cumulative Impact Assessment and Management.

4.10 Determination of the potential impacts of the proposal
The consultants will be required to distinguish between significant positive and negative impacts, direct and indirect impacts, and short term and long-term impacts. Further, the consultants will identify and classify impacts which are unavoidable or irreversible. To the extent possible, the consultants will describe impacts quantitatively and explain significant information gaps as well as any uncertainties that may be associated with impact prediction. The impacts assessed will include the following:

4.10.1 Transboundary Impacts
The development of the KIP will require the utilization of shared resources (i.e. water abstraction from the Lake Albert which is an international water resource) and impacts of the developments may go beyond the national boundaries i.e. oil spills, air emissions, depletion of fish stokes. The Consultant shall therefore be required to assess the potential transboundary impacts.
4.10.2 Area Drainage/hydraulics
The KIP has three water catchment areas within its boundaries which must be preserved for the good of the downstream users and environment. The KIP development will entail cutting and filling of elevations and depressions which will impact on the area drainage. The Consultant will assess the impact on drainage and proposed mitigation measures.

The Consultant develop terms of reference for the design of a sustainable drainage system for the entire KIP which will be submitted as a separate document.

4.10.3 Natural Resource Conservation
The KIP development will utilize natural resource in significant amount especially water that will be abstracted from Lake Albert. This assessment will offer a framework for conservation of natural resources for example availing irrigation water to the neighboring communities through recycling of spent process water which can boost agriculture leading to increased household income.

The Consultant shall also assess the Ecosystems services and determine whether the development will cause significant irreversible impacts that will call for offsetting. In the event that biodiversity offsets are deemed necessary, the Consultant shall develop Terms of Reference for designing biodiversity offsets.

4.10.4 Harmonization with regional and local development plans
This assessment will evaluate the compatibility of the KIP development with Albertine Graben Regional Physical Development Plan (PDP) and the earmarked growth centers PDP (Kiziranfumbi, Kyangwali, Kabwoya, Kyarushesha and Buhuka) and any planned developments within the vicinity. The Consultant shall define compatible developments that can be executed within the vicinity of the KIP.

4.11 Mitigation and Management of impacts
The Consultant will be expected to develop an Environmental and Social Management Plan and its attendant management plan including the Biodiversity Action Plan, Wetland Management Plan, Cultural Heritage Management Plan, Influx Management Plan.

The consultant will recommend implementable and cost-effective mitigation measures to prevent or minimize significant adverse impacts. The proposed mitigation measures will be consistent with Uganda’s laws as well as Industry Standards and GIIP. Measures to enhance and maximize the beneficial impacts will also have to be recommended. Costs for implementing those measures will be estimated as well.

5. Interested consultants should provide information demonstrating that they are eligible and possess the required qualifications to perform the services supported with relevant documentation.
6. The short-listing criteria will include:

   a) Eligibility in accordance with PPDA act rules and regulations:

   i. A copy of the Valid & Current Trading License (2020)

   ii. A copy of a Certificate of Incorporation/Registration

   iii. A copy of the Power of Attorney to the signatory of the application


   v. A signed QHSE Policy and the QHSE Form herein

   vi. A National Content Strategy, Policy Statement and a National Content Form herein

   vii. A signed ethical code of conduct

   viii. A signed statement indicating that the consultant does not have a conflict of interest as per ITC Clause 5 of the RFP for Consultancy Services following publication of a notice of Expression of Interest issued by PPDA, March 2014 (available from UNOC on request).

   ix. A signed statement that the Applicant has not lost a case in Courts of Law and/or any other dispute resolution mechanism, pertaining to the Applicant’s failure to meet its obligation to any extent, to any Client for provision of similar services or had any contract terminated by any of their client(s) because of deficiencies in the execution of similar services, wrong doing by the company or other similar deprecating causes, in the last three (3) years.

   x. Reservation Schemes shall apply; Only National Providers (those owned, controlled by Ugandans and registered in Uganda) and Resident Providers (companies registered locally but not national providers and have been registered for a period of not less than two years in Uganda) can participate.

b) The firm’s organizational setup with an organizational structure showing key departments of the firm to perform the required design and documentation services.

c) Experience in similar assignments in nature and scope of at least five (5) similar projects in the last 10 years. Additional projects will be an added advantage.

7. **CORE TEAM**

   The Consultant shall field, as a minimum the specialists/experts listed below;

   i. **ESIA Team Leader:** The ESIA Team leader who must be at least a holder of bachelors and master qualifications in disciplines such as environmental sciences, civil or environmental engineering with other trainings in Environmental Impact Assessment. He or she must have over
10 years’ experience in conducting ESIA studies for large scale infrastructure development projects. In addition, he / she must be a registered Environment Practitioner (Team Leader) with the National Environment Management Authority as provided in the National Environment (Conduct and Certification of Practitioners) Regulations of 2003. He / She must have led a similar study on projects that subscribe to World Bank Environmental and Social Safeguard requirements or AfDB ISS or Equator Principles or any other Multilateral Finance Institution Environment and Social Safeguards.

ii. **Process Engineer:** The ESIA Team will include a Process Engineer having at least 8 years’ experience in industrial park design and management or industrial process management. He / She must possess at least a degree in Mechanical Engineering, Manufacturing Engineering or related Engineering degree.

iii. **Water Resources Management Specialist:** He/She must be at least a holder of civil or water engineering or hydrology bachelor’s degrees with strong background in areas of drainage/hydraulics design for infrastructure projects. He or she should have at least 8 years in water resources assessment studies. Must have conducted studies on projects that subscribe to world bank group EHS requirements or Equator Principles.

iv. **Herpetologist:** He/she shall be at least a holder of a bachelors and master’s degree in Zoology and an experience of at least 8 years in conducting ESIA studies as a herpetologist. Must have conducted studies on projects that subscribe to world bank group or Equator Principles biodiversity conservation requirements.

v. **Insect Entomologist:** He/she shall be at least a holder of at least of a bachelors and master’s degree in Zoology and an experience of at least 8 years in conducting ESIA studies as an insect entomologist. Must have conducted studies on projects that subscribe to world bank group or Equator Principles biodiversity conservation requirements.

vi. **Ornithologist:** The Ornithologist should be at least a holder of bachelor’s degree in Zoological sciences with working field experience in birds’ taxonomy and ecology. He / she should have at least 8 years’ experience in conducting ESIA studies. Must have conducted studies on projects that subscribe to world bank group or Equator Principles biodiversity conservation requirements.

vii. **Mammologist:** He/She shall be at least a holder of a bachelors and master’s degree in Zoology with an experience of at least 8 years in conducting ESIA studies as a mammologist. Must have conducted studies on projects that subscribe to world bank group or Equator Principles biodiversity conservation requirements.
viii. **Botanist:** He/She shall be at least a holder a bachelor and a master’s degree in Botany with experience of at least 8 years in conducting ESIA studies as a botanist. Must have conducted studies on projects that subscribe to world bank group or Equator Principles biodiversity conservation requirements.

ix. **Sociologist:** He / She must be at least a holder a bachelor and master’s degrees in any of the following fields; sociology, social work and social administration and anthropology. Must have at-least 8 years’ experience in social impact assessments, development of social management plans, land acquisition and involuntary resettlement, stakeholder engagement and community development projects. Must have conducted studies on projects that subscribe to world bank group EHS requirements or Equator Principles.

x. **Aquatic System Ecologist:** The Specialist should have a degree in Zoology with specialization in aqua culture, aquatic environments. He / She must have at least 8 years’ experience of assessing aquatic environments. Must have conducted studies on projects that subscribe to world bank group or Equator Principles biodiversity conservation requirements.

xi. **Natural Resource Economist:** The specialist must possess at least a postgraduate degree in ecological economics or environmental economics. He / She should have experience of at least 8 years in Natural resources valuations studies focusing on choices of options regarding changes in land uses for given ecosystems.

xii. **Physical Planner:** The specialist must possess aat least a Bachelor’s Degree in Physical Planning or related field a postgraduate degree in Physical Planning or related field will be an added advantage. He /she should have experience of at least 8 years in physical planning. Experience on working on similar projects will be added advantage.

xiii. **Physical Cultural Specialist:** The specialist must possess at least a postgraduate degree in Heritage Management or related field. He / She should have experience of at least 8 years. Must have conducted studies on projects that subscribe to world bank group or Equator Principles cultural heritage requirements.

xiv. **GIS Specialist:** The specialist must have a degree in Geographical Information Systems (GIS) or land use planning or mapping or Surveying. He/she should have experience of at least 5 years in using applications such as ArcView and associated packages for production of maps using appropriate technologies such as GPS.

The above staff requirements form the minimum for the proposed project. Consultants may propose additional staff relevant for this assignment.
The updated Curriculum Vitae of the proposed professional staff should be presented in the format provided for in this EOI.

Reporting Requirements and Deliverables
In all, the ESIA process and reporting is to be guided by the provisions in EIA Guidelines for Uganda of 1997; the National Environment Act 2019 as well as EIA Regulations of 1998. In this case, the process will include preparation of a Scoping Report which will be followed by detailed ESIA study. The different study reports to be produced by the consultant are summarized below but detailed in the following subsections:

<table>
<thead>
<tr>
<th>No.</th>
<th>Report/Document Title</th>
<th>Number of copies</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Inception Report 2 weeks after signing contract</td>
<td>2 copies plus a soft copy</td>
</tr>
<tr>
<td>2</td>
<td>Draft Scoping Report¹ within 4 weeks from date of signature of the contract.</td>
<td>4 copies plus a soft copy</td>
</tr>
<tr>
<td>3</td>
<td>Final Scoping Report - 2 weeks after receipt of the comments on Draft Scoping Report from the client.</td>
<td>5 copies plus 1 CDs having soft copy</td>
</tr>
<tr>
<td>4</td>
<td>Draft ESIA - 24 weeks from commencement of the study.</td>
<td>4 copies plus a soft copy</td>
</tr>
<tr>
<td>5</td>
<td>Public Hearing²</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Final ESIA - 4 weeks from date of receipt of comments on the draft ESIA from the client.</td>
<td>5 copies plus 1 CDs having soft copy</td>
</tr>
</tbody>
</table>

In addition, the Consultant will be required to submit weekly progress reports

**Duration of the assignment and timing of the ESIA**
The ESIS shall be completed and submitted to NEMA within 8 months from the time of signing the Contract Agreement but the schedule must be structured in such a manner that seasonal variations (dry and wet season) are also assessed especially with regards to biodiversity. In addition, the schedule must factor in the NEMA approval time for the TOR. If a public hearing is conducted then the final ESIS, having public hearing comments incorporate, will be submitted within 7 months from the submission date of the first version of the ESIS to NEMA.

**Services and facilities to be provided by the Client and the Consultant**

**The Client:** The client will:-

---

¹ This will be accompanied by the proposed detailed work plan for the ESIA and will also present the overview of all environmental and social baseline data. This will include an overview of all the environmental baseline data available and, based on the data gap analysis, the baseline data which are still required to be collected during the ESIA phase including the work-plan how to collect these data.

² Public Hearing will be the decision of Executive Director NEMA during the review of the ESIA Report and based on the comments on the ESIA from the review process.
i. Designate staff to serve as coordinator for the project;

ii. Provide documentation of previous studies conducted related to the assignment including KIP Masterplan, Environmental Baseline Study for the KIP, Hoima International Airport ESIA; KIP RAP Report;

iii. Establish contacts with the relevant stakeholders for purposes facilitating the study process;

iv. Liaison and assistance to obtain any other information and documents required from other Government of Uganda (GOU) agencies and which the client considers essential for the proper conduct of the assignment.

**The Consultant:** The consultant shall be responsible for providing the following facilities for their use:

i. Office and residential accommodation

ii. Computer hardware, software, communication, office supplies etc

iii. All necessary vehicular transport; and

iv. All necessary support facilities

8. Consultants may associate with other firms in the form of a joint venture to enhance their qualifications. The form of association where applicable should be indicated in the Expression of Interest.

9. Interested eligible consultants may obtain further information at the address given below from 8:00am to 4:30pm.

10. Sealed and clearly labelled Expressions of Interest (One Original & One copy) must be submitted and delivered in hard and soft copy to the address below at or before **10:00am on Friday 30th October, 2020.** The address of the Procuring & Disposing Entity is;

   **Uganda National Oil Company Ltd**
   **Plot 15 Yusuf Lule Road**
   **P.O. Box 36316**
   **Kampala, Uganda.**
   **Email:** pl.unoc@unoc.co.ug

11. The Bids/Expressions of Interest will be virtually opened in the presence of the bidders’ representatives who choose to attend the online public bid opening via Microsoft Teams Platform at **11:00am on 30th October, 2020.**

12. Bidders/Consultants **must** submit the Names, Position, Email and Telephone contact(s) of their representatives (using email in 8 above) who will attend the virtual bid opening session not later than two (02) days before the deadline for submission.

13. The notice of expression of interest is available at the Entity’s website at **www.unoc.co.ug.**
The planned Procurement schedule (Subject to changes) is as follows:

<table>
<thead>
<tr>
<th>Activity</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Publication of Notice of Expression of Interest</td>
<td>8&lt;sup&gt;th&lt;/sup&gt; October, 2020</td>
</tr>
<tr>
<td>b. Closing date for receipt of Expression of Interest</td>
<td>30&lt;sup&gt;th&lt;/sup&gt; October, 2020 at 10:00am</td>
</tr>
<tr>
<td>c. Opening of Expression of Interest</td>
<td>30&lt;sup&gt;th&lt;/sup&gt; October, 2020 at 11:00am</td>
</tr>
<tr>
<td>d. Evaluation of Expressions of Interest</td>
<td>Between 2&lt;sup&gt;nd&lt;/sup&gt; &amp; 27&lt;sup&gt;th&lt;/sup&gt; November, 2020</td>
</tr>
<tr>
<td>e. Display of shortlist</td>
<td>Within 5 working days from approval of shortlist by Contracts Committee</td>
</tr>
</tbody>
</table>

CHIEF EXECUTIVE OFFICER
CODE OF ETHICAL CONDUCT IN BUSINESS FOR BIDDERS AND PROVIDERS
(Under Section 93 of the Public Procurement and Disposal of Public Assets Act, 2003)

1. Ethical Principles
   Bidders and providers shall at all times-
   (a) maintain integrity and independence in their professional judgement and conduct;
   (b) comply with both the letter and the spirit of-
       i. the laws of Uganda; and
       ii. any contract awarded.
   (c) avoid associations with businesses and organisations which are in conflict with this code.

2. Standards
   Bidders and providers shall-
   (a) strive to provide works, services and supplies of high quality and accept full responsibility for all works, services or supplies provided;
   (b) comply with the professional standards of their industry or of any professional body of which they are members.

3. Conflict of Interest
   Bidders and providers shall not accept contracts which would constitute a conflict of interest with, any prior or current contract with any procuring and disposing entity. Bidders and providers shall disclose to all concerned parties those conflicts of interest that cannot reasonably be avoided or escaped.

4. Confidentiality and Accuracy of Information
   (1) Information given by bidders and providers in the course of procurement processes or the performance of contracts shall be true, fair and not designed to mislead.
   (2) Providers shall respect the confidentiality of information received in the course of performance of a contract and shall not use such information for personal gain.

5. Gifts and Hospitality
   Bidders and providers shall not offer gifts or hospitality directly or indirectly, to staff of a procuring and disposing entity that might be viewed by others as having an influence on a government procurement decision.

6. Inducements
   (1) Bidders and providers shall not offer or give anything of value to influence the action of a public official in the procurement process or in contract execution.
   (2) Bidders and providers shall not ask a public official to do anything which is inconsistent with the Act, Regulations, Guidelines or the Code of Ethical Conduct in Business.

7. Fraudulent Practices
   Bidders and providers shall not-
(a) collude with other businesses and organisations with the intention of depriving a procuring and disposing entity of the benefits of free and open competition;
(b) enter into business arrangements that might prevent the effective operation of fair competition;
(c) engage in deceptive financial practices, such as bribery, double billing or other improper financial practices;
(d) misrepresent facts in order to influence a procurement process or the execution of a contract to the detriment of the Procuring and Disposing Entity; or utter false documents;
(e) unlawfully obtain information relating to a procurement process in order to influence the process or execution of a contract to the detriment of the PDE;
(f) withholding information from the PDE during contract execution to the detriment of the PDE.

I ........................................ agree to comply with the above code of ethical conduct in business.

---------------------------------  ---------------------------------
AUTHORISED SIGNATORY  NAME OF BIDDER/PROVIDER
QUALITY, HEALTH, SAFETY AND ENVIRONMENT FORM

[The Bidder is required to complete this form to demonstrate their commitment to QHSE Requirements as part of this contract.
Complete this form on your letterhead with all the requested details. Please include any accompanying attachments.
The submission must be authorized in the signature block below as confirmation of its Originality]

<table>
<thead>
<tr>
<th>Date:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Procurement Reference Number:</td>
<td></td>
</tr>
<tr>
<td>Subject of Procurement:</td>
<td></td>
</tr>
</tbody>
</table>

1. We have enclosed our policy on QHSE in relation to this procurement. This policy is in English and can be translated to such other local languages as required.

2. We acknowledge UNOC’s Strong Commitment to quality, health, safety and the protection of the environment (QHSE) and warrant that we have a written QHSE policy signed by the Managing Director or other Executive Director of ---- (Name of the Bidder) and is actively supported and endorsed by management. We further warrant that our QHSE policy is widely disseminated and understood among all our staff and personnel.

3. We shall ensure safe working conditions for our PERSONNEL during the work without any breach. Such Breach shall be deemed by UNOC to be a material breach of the terms of the Contract and UNOC shall be entitled to take appropriate action including instructing the bidder to a) remedy the breach, b) suspend the work or c) terminate the contract.

4. The --------- (Name of Bidder) commits itself to ensure that all activities undertaken in relation to the WORK to be done by its personnel and its Subcontractors comply with all applicable international, national, regional, local and other legislative requirements and regulations, particularly those relating to the protection of the environment, health and safety.

5. We are familiar with the contents and implications of all applicable environmental, health and safety LEGISLATION and regulations.

Signature: ___________________________  Name: ___________________________

Position: ___________________________  Date: ___________________________

(DD/MM/YY)

Authorized for and on behalf of:

Company:  __________________________

Address:  __________________________
National Content (NC) FORM

[The Bidder is required to complete the table below to demonstrate their commitment to National Content and how they are planning to achieve National Content as part of this contract. Complete this form on your letterhead with all the requested details in relation to National Content Requirements. Please include any accompanying attachments. The submission must be authorized in the signature block below as confirmation of its Originality]

<table>
<thead>
<tr>
<th>Date:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Procurement Reference Number:</td>
<td></td>
</tr>
<tr>
<td>Subject of Procurement:</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Item</th>
<th>National Requirement</th>
<th>Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Employment and training of Ugandans</td>
<td>Please provide a plan for employment and training of Ugandans that will be employed on this project stating the required qualifications of locally employed personnel including the monetary value/proportion of contract value that will be spent on remuneration and training (per person and aggregated) If the company is not registered yet, please provide the state of your in-country registration process.</td>
</tr>
<tr>
<td>2</td>
<td>Procurement of goods and services obtainable in Uganda</td>
<td>Please state in monetary value (as a percentage of contract sum) how much will be spent on procurement of in country goods, works and services and state the mechanisms to be used to offer opportunities to Ugandan suppliers.</td>
</tr>
<tr>
<td>3</td>
<td>Goods works and Services to be provided by Ugandan companies, Ugandan citizens and registered entities</td>
<td>Please provide a list of goods, works and services that will be procured from Uganda as part of this contract and the percentage of the Contract sum to be spent on them.</td>
</tr>
</tbody>
</table>

In order to demonstrate to UNOC that National Content commitments made herein are being achieved, we commit to report on the National Content achieved in line with the National Content plan and the contract agreement.

Signature: ___________________________ Name: ___________________________

Position: ___________________________ Date: ___________________________

Authorized for and on behalf of: ___________________________ (DD/MM/YY)

Company: _____________________________________________

Address: _____________________________________________
Format of Curriculum Vitae for Proposed Professional Staff

Proposed Position: ____________________________

Name of Bidder: ____________________________

Name of Staff: ____________________________

Profession: ____________________________

Date of Birth: ____________________________

Years of Experience: ____________________________

Years with Firm: ____________________________ Nationality: ____________________________

Membership in Professional Societies: ____________________________

Key Qualifications: (Relevant to the Assignment)

A list of Projects undertaken that relevant to the assignment:

Employment Record:

Languages:

Certification:
I, the undersigned, certify that to the best of my knowledge and belief, these data correctly describe me, my qualifications, and my experience.

________________________________________ Date: ____________________________
[Signature of staff member] \[Day/Month/Year\]

Full name of staff member: ____________________________

________________________________________ Date: ____________________________
[Authorised representative of the firm] \[Day/Month/Year\]

Full name of authorised representative: ____________________________