

Britam

With you every step of the way

REQUEST FOR PROPOSAL (RFP)
RFP/2022/09-001

Employee Background Checks
Consultants

Release Date: Wednesday, 16th November, 2022

**Date for Receipt of bids: Monday 21st November, 2022 3.00 PM (GMT+3) in
Nairobi**

EXPRESSION OF INTENT TO PARTICIPATE IN TENDER

This form is to be completed on receipt of the tender document from Britam Holdings PLC. This page is to be completed immediately and a scan copy in PDF format e-mailed to procurement@britam.com

The data contained in this form will be used to send out any addenda that may arise. Firms that do not register their interest by completing this form may not be sent addenda that may arise.

Name of the firm's representative completing this form:

Firm's Name: _____

Address: _____

Tel No: _____

Email Address: _____

Signature: _____ Date: _____

Signed by (Name): _____

Position in Firm: _____

1.1. Background

Britam is a leading diversified financial services group, listed on the Nairobi Securities Exchange. The group has interests across the Eastern and Southern Africa region, with operations in Kenya, Uganda, Tanzania, Rwanda, South Sudan, Mozambique and Malawi. The group offers a wide range of financial products and services in Insurance, Asset management, Banking and Property.

The Group offers a wide range of products and services to individuals, small businesses, corporations and government entities. The range of products includes life insurance, pensions, health insurance, and general insurance through its insurance businesses in the region. The financial solutions which include, unit trusts, investment planning, wealth management, off-shore investments, retirement planning and discretionary portfolio management which are offered through its asset management business. In addition, the company carries out property development, and also has substantial investments in the banking sector. For More information please visit <http://www.britam.com>

1.2 RFP Terms and Conditions

The vendor shall be held to have examined the RFP documents carefully and must be satisfied that the RFP is fully understood. The vendor must clearly understand that all information given by Britam is expressly without guarantee. The vendor shall be deemed to be fully satisfied as to the correctness and sufficiency of this RFP before submitting their proposal. Failure by vendor to read and thoroughly examine the RFP will not excuse any failure to comply with the requirements of the RFP or any resulting agreement, nor will such failure be a basis for claiming additional compensation. Failure to comply with the requirements contained in this RFP may result in the rejection of the vendors' proposal.

These RFP terms and conditions and the other provisions contained in this RFP may be, at Britam's sole discretion, made a part of, and govern any Agreement resulting from, this RFP. For the avoidance of doubt, vendors are not permitted to disclose any Confidential Information including this RFP to any third party without the prior written approval of the Procurement Manager Britam.

1.3. Acknowledgement of Bidding Documents

Britam invites bids for Provision of Employee Background Checks Services in accordance with the requirements set out in this document. The Tender invite closes on or Before **Wednesday 20th July, 2022 3.00 PM (GMT+3) in Nairobi**, where each bidder is required to acknowledge receipt of the RFP, and notify his intention to submit a bid by [email to Britam through **procurement@britam.com**](mailto:procurement@britam.com); the mail should include the signed registration template above on **Page 2**

1.4. Bid Preparation and submission

Bid documents must be password protected and must be submitted as two separate files via procurement@britam.com addressed as follows;

RFP FOR PROVISION OF EMPLOYEE BACKGROUND

CHECKS SERVICES

Technical and Commercial/Financial bids and must be clearly identified as:

The file with the technical proposal should be identified as follows:

Technical Proposal for Provision of Employee Background Checks Services.

The file with the commercial proposal should be identified as follows:

Commercial/Financial Provision of Employee Background Checks Services

Britam shall be entitled to reject any proposal received after the due date and time. No extension of the closing date and time shall be allowed or granted by Britam.

A two-stage procedure will be adopted by the Company for evaluating the proposals, with the technical evaluation of all proposals received in time being completed prior to any financial proposal being evaluated.

1.5. Cost of bidding

The Bidder shall bear all costs associated with the preparation and submission of its bid, and Britam will in no case be responsible or liable for those costs, regardless of the conduct or outcome of the bidding process.

2.0 SCOPE OF REQUIREMENTS

2.1 Introduction

Britam would like to engage the services of a reputable company for Provision of Employee Background Checks Services.

2.2 Technical Requirements

Britam's Human Resource Department seeks a service provider for pre-employment background checks for new employees joining the organization. The focus of this service is to ensure that Britam gets insights into an employee's background by verifying the employee's information hence ensuring we hire reliable employees.

REQUIREMENTS

The ideal Employee Background Checks firm should have expertise in;

- Verification and authentication of academic and professional certifications of the potential employee.
- Verification of records relating to professional membership as provided by the employee.
- Verify employment history of the potential employee.
- Criminal and reference checks.
- Verification of education history as provided by the potential employee.
- ID verification.
- Provide overall employee suitability regarding the specific position.

SCOPE OF WORK

The selected firm will provide the following Background Checks Services for the successful candidates:

- 1. Employment History.** The firm shall be required to verify the work/employment history as stated by the prospect employee. To achieve this, the firm may be required to directly engage with the companies listed by the prospect employee.
- 2. Education History.** The firm shall be required to verify the education history as provided by the prospect employee. This will also include the verification of academic and professional certificates and memberships as provided by the prospect employee. This shall also entail liaising directly with education institutions and professional bodies.
- 3. Criminal Checks.** The firm shall be required to verify the criminal history, if any, for the prospect candidate. This can be done by requesting for a valid (Less than 1 year) Police Clearance Certificate from the prospect employee.
- 4. Reference Checks.** The firm shall perform reference checks of three referees provided by the prospect employee.

PERIOD OF PERFORMANCE

- Any contract resulting from this RFP is anticipated to run for a period of one year.

TERMS AND CONDITIONS

1. The Proposal request is not and will not be considered an offer by Britam.
2. All responses must be received on or before the date and time indicated. All late responses will be rejected.
3. All unresponsive responses will be rejected.

4. All proposals will be considered binding offers. Prices proposed must be valid for the entire period provided by respondent or required by RFP.
5. All awards will be subject to Britams contractual terms and conditions and contingent on the availability of donor funding.
6. Britam reserves the right to accept or reject any proposal or cancel the RFP process at any time, and shall have no liability to the proposing organizations submitting proposals for such rejection or cancellation of the request for proposals.
7. Britam reserves the right to accept all or part of the proposal when award is provided.
8. All information provided by Britam in this RFP is offered in good faith. Individual items are subject to change at any time, and all bidders will be provided with notification of any changes. Britam is not responsible or liable for any use of the information submitted by bidders or for any claims asserted therefrom.
9. Britam reserves the right to require any bidder to enter into a non-disclosure agreement.
10. The bidders are solely obligated to pay for any costs, of any kind whatsoever, which may be incurred by bidder or any third parties, in connection with the Response. All responses and supporting documentation shall become the property of Britam, subject to claims of confidentiality in respect of the response and supporting documentation, which have been clearly marked confidential by the bidder.
11. Bidders are required to identify and disclose any actual or potential Conflict of Interest.

FORM/CONTENT OF RESPONSE

FORMAT FOR TECHNICAL PROPOSAL

Section A: Firm's proposed approach and methodology for the Scope of Work.

Section B: Firm's proposed work plan to achieve the Scope of Work. Proposals shall indicate the estimated length of time required to implement each of the 4 services listed above under the third section for a given job vacancy.

Section C: Firm's relevant experience in delivering similar works. Proposals shall describe how the firm meets the general requirements described in the third section above.

Section D: A brief outline of the firm/agency and services offered, including:

- Full legal name, jurisdiction of incorporation and address of the company
- Full legal name and country of citizenship of company's President and / or Chief Executive Officer, and all other officers and senior managers of the company
- Year business was established

Section E: Qualifications of key staff who will be assigned to this project

FORMAT FOR FINANCIAL PROPOSAL

Section A: Summary of total costs inclusive of applicable taxes broken down in sections

Section B: Detailed breakdown of each cost section

Section C: Proposed payment terms per recruitment

GENERAL REQUIREMENTS

All proposals shall:

1. Be communicated in English language.
2. Contain detailed cost in **Kenyan Shillings**, with applicable Tax/Charges clearly indicated.
3. Provide requested payment terms and conditions.
4. Include a contact name, email address, and telephone number to facilitate communication between Britam and the submitting organization.
5. Costs should be stated in unit costs as much as possible, to allow for the flexibility in the increase or decrease of scope where necessary.
6. Be valid for a period of 90 days.

SELECTION CRITERIA

Each response to this RFP will be evaluated based on the requirements set out in this RFP. At Britam's sole discretion, the most suitable proposals may be selected for follow-up questions or to provide an oral presentation.

Britam reserves the right to award the contract to a firm whose proposal is deemed to be in the best interest of and most advantageous to Britam.

Britam will not award a contract to any bidder where there is indication of a lack of business integrity. The firm with the winning proposal will be notified in writing. Those who will not get selected may or may not be notified, at Britam's sole discretion.

SECTION 3 - GENERAL CONDITIONS OF CONTRACT

3.1. Introduction

Specific terms of contract shall be discussed with the bidder whose proposal will be accepted by the Company. The resulting contract shall include but not be limited to the general terms of contract as stated below from 3.2 to 3.14.

3.2. Award of Contract

Following the opening and evaluation of proposals, the Company will award the Contract to the successful bidder whose bid has been determined to be substantially responsive and has been determined as the best evaluated bid. Britam will communicate to the selected bidder its intention to finalize the draft conditions engagement in consultation with the bidder.

3.3. Application of General Conditions of Contract

These General Conditions (sections 3.2 to 3.14) shall apply to the extent that they are not superseded by provisions in other parts of the Contract that shall be signed.

3.4. Bid Validity Period

Bidders are requested to hold their proposals valid for one hundred and twenty (120) days from the closing date for the submission.

3.5. Non-variation of Costs

The prices quoted for the service and subsequently agreed and into the contract shall be held fixed for the contract period.

3.6. Delays in the Bidder's Performance

- 3.6.1. Delivery and performance of the Transaction shall be made by the successful Bidder in accordance with the time schedule as per Agreement.
- 3.6.2. If at any time during the performance of the Contract, the Bidder should encounter conditions impeding timely delivery and performance of the Services, the Bidder shall promptly notify the Company in writing of the fact of the delay, its likely duration and its cause(s). As soon as practicable after receipt of the Bidder's notice, the Company shall evaluate the situation and may at its discretion extend the Bidder's time for performance, with or without liquidated damages, in which case the extension shall be ratified by the parties by amendment of the Contract.
- 3.6.3. Except in the case of "force majeure" as provided in Clause 3.14, a delay by the Bidder in the performance of its delivery obligations shall render the Bidder liable to the imposition of liquidated damages pursuant to Clause 3.8.

3.7. Liquidated damages for delay

The contract resulting out of this RFP shall incorporate suitable provisions for the payment of liquidated damages by the bidders in case of delays in performance of contract.

3.8. Applicable Law

This agreement arising out of this RFP shall be governed by, and construed in accordance with the laws of Kenya and the parties submit to the exclusive jurisdiction of the Kenyan Courts.

3.9. Bidder's Obligations

- 3.9.1. The Bidder is obliged to work closely with the Company's staff, act within its own authority, and abide by directives issued by the Company that are consistent with the terms of the Contract.
- 3.9.2. The bidder should provide the necessary certifications and documentations to show to their eligibility.
- 3.9.3. The Bidder will abide by the job safety measures and will indemnify the Company from all demands or responsibilities arising from accidents or loss of life, the cause of which is the Bidder's negligence. The Bidder will pay all indemnities arising from such incidents and will not hold the Company responsible or obligated.

3.9.4. The Bidder is responsible for managing the activities of its personnel, or subcontracted personnel, and will hold itself responsible for any misdemeanors.

3.9.5. The Bidder will not disclose the Company's information it has access to, during the course of the work, to any other third parties without the prior written authorization of the Company. This clause shall survive the expiry or earlier termination of the contract

3.10. The Company's Obligations

In addition to providing Bidder with such information as may be required by the bidder to complete the bid submission, Britam shall,

- (a) Provide the Bidder with specific and detailed relevant information concerning the requirements.
- (b) In general, provide all information and access to Company's personnel;
- (c) make available to the Bidder, for the Bidder's use in fulfillment of this Agreement, conventional office facilities for use by the employees of Bidder, if agreed and required; and
- (d) Appoint a coordinator who shall arrange any access to its information and staff required by Bidder for its performance under the contract, if agreed and required

3.11. Confidentiality

The parties undertake on behalf of themselves and their employees, agents and permitted subcontractors that they will keep confidential and will not use for their own purposes (other than fulfilling their obligations under the contemplated contract) nor without the prior written consent of the other disclose to any third party any information of a confidential nature relating to the other (including, without limitation, any trade secrets, confidential or proprietary technical information, trading and financial details and any other information of commercial value) which may become known to them under or in connection with the contemplated contract. The terms of this Clause shall survive the expiry or earlier termination of the contract.

3.12. Force Majeure

13.4.1. Definition of Force Majeure

For the purposes of this Agreement, "**Force Majeure**" means an event which could not reasonably have been avoided by a diligent party in the circumstances, which is beyond the reasonable control of a party and which makes a party's performance of its responsibilities hereunder impossible or so impractical as reasonably to be considered impossible in the circumstances and includes, but is not limited to, war, riots, civil disorder, earthquake, storm, flood or adverse weather conditions, strikes, lockouts or other industrial action, terrorist acts, confiscation or any other action by government agencies.

13.4.2. Negligence and intentional acts

Force Majeure shall not include any event which is caused by the negligence or intentional action of a party or such party's subcontractors or agents or employees, or by a failure to observe good professional practice.

13.4.3. Financial constraints

Force Majeure shall not include insufficiency of funds or failure to make any payment required hereunder.

13.4.5. Performance excused

The failure of a party to fulfill any of its obligations hereunder shall not be considered to be a breach of, or default under, this Agreement insofar as such inability arises from an event of Force Majeure, provided that the party affected by such an event has taken all reasonable precautions, due care and reasonable alternative measures, all with the objective of carrying out the terms of this Agreement.

13.4.6. Duty to mitigate

A party affected by an event of Force Majeure shall take all reasonable measures to remove such party's inability to fulfill its obligations hereunder with a minimum of delay. The parties shall take all reasonable measures to minimize the consequence of any event of Force Majeure.

13.4.7. Notification

A party affected by an event of Force Majeure shall notify in writing the other party of such event as soon as possible, and in any event not later than five (5) days following the occurrence of such event, providing evidence of the nature and cause of such event, and shall similarly give notice of the restoration of normal conditions as soon as possible.

13.4.8. Consultation

Not later than thirty (30) days after Supplier, as a result of an event of Force Majeure, has become unable to discharge a material portion of the Operations, the parties shall consult with each other with a view to agreeing on appropriate measures to be taken in the circumstances.

3.13. Dispute resolution

3.15.1 Amicable Settlement

The parties shall use their best efforts to settle amicably any dispute arising from or in connection with the agreement resulting out of this RFP or the interpretation thereof.

3.15.2 Arbitration

If the dispute has not been settled pursuant to the mediation within ten (10) days from when the mediation was instituted, any party may elect to commence arbitration. Such arbitration shall be referred to arbitration by a single arbitrator to be appointed by agreement between the Parties or in default of such agreement within fourteen (14) days of the notification of a dispute, upon the application of either Party, by the Chairman for the time being of the Kenya Branch of the Chartered Institute of Arbitration of the United Kingdom.

Such arbitration shall be conducted in Nairobi in accordance with the Rules of Arbitration of the said Institute and subject to and in accordance with the provisions of the Arbitration Act 1995.

To the extent permissible by Law, the determination of the Arbitrator shall be final, conclusive and binding upon the Parties hereto.

Pending final settlement or determination of a dispute, the Parties shall continue to perform their subsisting obligations hereunder.

Nothing in this Agreement shall prevent or delay a Party seeking urgent injunctive or interlocutory relief in a court having jurisdiction.

3.14. Payment Terms

Payment shall be on the Company's Standard payment terms which are 30 days after invoice date and after completion of works. The payment shall be net of all applicable withholding taxes. Invoicing shall be at the certified completion as stipulated in the agreed project plan incorporated into the resultant contract.

Britam will not make any payments in advance. Britam will issue an LPO for all services required and the LPO will be paid 30 days from receipt of invoices in arrears. Britam will not accept partial deliveries and neither will it make partial payments.

3.15. Successful Bidder’s Obligations

The successful bidder:

- 3.15.1. Is obliged to work closely with Britam staff, act within its own authority, and abide by directives issued by the Company that are consistent with the terms of the Contract.
- 3.15.2. Will abide by the job safety measures and will indemnify the Company from all demands or responsibilities arising from accidents or loss of life, the cause of which is the Bidder's negligence. The Bidder will pay all indemnities arising from such incidents and will not hold the Company responsible or obligated.
- 3.15.3. Will be responsible for managing the activities of its personnel, or subcontracted personnel, and will hold it responsible for any misdemeanors.
- 3.15.4. Will not disclose the Company`s information it has access to, during the course of the work, to any other third parties without the prior written authorization of the Company. This clause shall survive the expiry or earlier termination of the contract.

4.0 SECTION 4 – SUPPLIER INFORMATION

4.1 BRITAM `S SUPPLIER QUESTIONNAIRE

Bidders, willing to be considered for the award of the **Tender for Employee Background Checks Services** are expected to furnish the Company with among others the following vital information, which will be treated in strict confidence by the Company.

1.0 Corporate Information

No.	PARTICULARS	RESPONSE
1.1.	Full name of organization:	
1.2.	Is your organization(Please tick one)	I) a public limited company? yes, please attach copies of the company’s memorandum of association and articles including any change of name

No.	PARTICULARS	RESPONSE
	ii) Public listed company? If yes, attach copies as (i) above ii) A limited company? If yes, attach copies as (i) above iii) A partnership? Yes attach partnership deed iv) A sole trader? Yes attach business certificate v) other (please specify)	
1.3.	Date of Registration:	
1.4.	Full physical address of principal place of business: Full postal of the principal place of business:	
1.5.	Registered address if different from the above: Post Code:	
1.6.	Telephone number:	
1.7.	Fax number:	
1.8.	E-mail address:	
1.9.	Website address (if any):	
1.10.	Company Tax PIN: (Kindly provide a copy of the PIN Certificate where applicable)	

No.	PARTICULARS	RESPONSE	
1.11.	VAT Registration number: (Kindly provide a copy of the VAT Certificate where applicable)		
1.12.	Period in which you have been in the specific business for which you wish to be pre-qualified.		
1.13.	Names of the Shareholders, Directors and Partners Kindly provide original copy of an official search report issued by the Registrar of Companies showing the directors and shareholders of the company (Companies For CR 12). The report should not be more than one month old.		
1.14.	Associated companies(if any)		
1.15.	Provide the name company's certified Secretary/Auditors		
1.16.	Please provide a copy of the most recent annual return together with a filing receipt (where applicable)		
1.17.	Name of (ultimate) parent/holding company (if this applies):		
1.18.	Companies Registry number of parent/holding company (if this applies):		
1.19.	Contact person within the organization to whom enquiries about this bid should be directed:	NAME:	
		TITLE	
		TEL:	
		FAX:	

No.	PARTICULARS	RESPONSE	
		EMAIL:	

4.2 Trade References

Please provide in the table below details of at least three (3) projects you have undertaken relevant to the job you are bidding for performed over the last three (3) years, or that are relevant to this prequalification document.

No	Customer Organization (name)	Customer contact name and phone number	Value of businesses transacted: (Kshs)
1			
2			
3			

5.0 Certifications, Accreditations and Approvals

Detail any relevant certifications and accreditations by principals or accreditation bodies and attach copies of such certification. Such certifications may be for your company or for your individual staff as relevant to the work they do and the key skills for the service or goods you propose to supply.

6.0 Agencies and Partnerships

- a) Detail any agencies and partnerships that you have that are relevant to the categories of goods and/or services you are interested in supplying.
- b) List your primary sources of supply for goods that you propose to supply.

7.0 EVALUATION

(a) Mandatory Requirements

You shall be required to attach the following mandatory documents **where applicable**.

- i. Certificate of Incorporation/Partnership deed/business
- ii. Trading Certificate where applicable
- iii. TAX PIN Certificate

- iv. Certificate from relevant authorities where applicable
- v. VAT Certificate
- vi. Tax Compliance certificate.
- vii. List of Directors, telephone and their postal address

NB: Attach all the above documents

(b) General Requirements

- i. The returned documents must be bound and clearly marked as per clause **1.4. Bid preparation and submission**
- ii. Britam will examine the documents to determine completeness, general orderliness and sufficiency in responsiveness.
- iii. Suppliers shall not contact Britam on the matter relating to the tender process from the time of submission to the official communication of the results. Any attempts by the supplier to influence Britam in the evaluation shall result in disqualification of their application as suppliers.
- iv. The applicants should have registered offices and Britam reserves the discretion of visiting physical premises from which the applicant conducts business if so desired to confirm existence and capability to deliver the said goods/services.

8.0 Declaration

I declare that to the best of my knowledge the answers submitted in this pre-qualification questionnaire (and any supporting documentation) is correct. I understand that any misrepresentation will render my organization ineligible to participate in any future business activities with Britam Holdings PLC.

FORM COMPLETED BY

Name:	
Position (Job Title):	
Telephone number:	
Email:	

Signature:	
Stamp/Seal	

FORM WITNESSED BY	
Name:	
Position (Job Title):	
Date:	
Telephone number:	
Email:	
Signature:	
Stamp/Seal	

SECTION 5 - BRITAM SUPPLIER CODE OF CONDUCT

5.1. GENERAL

This Code is applicable to all Britam suppliers (hereinafter "Supplier" or "Suppliers") and their employees (be they temporary, casual or permanent) and sub-contractors throughout the world. Britam requires all Suppliers to conduct their business dealings with Britam in compliance with this Code and in compliance with all laws applicable to the Supplier's' business, wherever conducted.

By entering into business transactions with Britam, the Supplier agrees to abide by the terms of this Code and acknowledge that compliance with this Code is required to maintain the Supplier's status as a Britam

Supplier. Britam shall have the right to terminate any Supplier's contract for failure to comply with the provisions of this Code.

Britam recognizes that local laws may in some instances be less restrictive than the provisions of this Code. In such instances Suppliers are expected to comply with the Code. If local laws are more restrictive than the Code, then Suppliers are expected to comply with applicable local laws.

5.2. PROVISIONS

In particular, Suppliers must comply with the following:

5.2.1. Relations with competitors

Suppliers will be required to comply with applicable antitrust or competition laws and will not engage in any restrictive trade practices. Suppliers will at all-time act in a manner that will uphold and encourage healthy competition.

The applicable anti-trust legislation with regard to Kenya operations is the Restrictive Trade Practices, Monopolies and Price Control Act (Cap 504 Laws of Kenya).

5.2.2. Bribes, Conflicts of Interest, Gifts and other Courtesies

5.2.2.1. Bribes

Suppliers shall not make or offer bribes or payments of money or anything of value to any Britam employee or any other person including officials, employees, or representatives of any government or public or international organisation, or to any other third party for the purpose of obtaining or retaining business with Britam. For the avoidance of doubt Britam considers an act of bribery to include the giving of money or anything of value to anyone where there is belief that it will be passed on to a government official or Britam employee for this purpose. Suppliers are required comply with all applicable local anti-bribery laws.

5.2.2.2 Gifts and other business courtesies

Suppliers shall ensure that any expenditure incurred in relation to any particular Britam employee or government official is in the ordinary and proper course of business and cannot reasonably be construed as a bribe or so as to secure unfair preferential treatment. A general guideline for evaluating whether a business courtesy is appropriate is whether public disclosure would be embarrassing to the Supplier or Britam.

- (a) they are advertising or promotional materials having wide distribution e.g. calendars, stationary etc; and

(b) Acceptance of the gift does not violate any applicable law.

5.2.2.3. Conflicts of Interest

No supplier shall enter into a financial or any other relationship with a Britam employee that creates a conflict of interest for Britam. A conflict of interest arises when the material personal interests of the Britam employee are inconsistent with the responsibilities of his/her position with the company. All such conflicts must be disclosed and approval to the transaction given.

5.2.3 Compliance and implementation

5.2.3.1 Licenses and Returns

The Supplier will be required to obtain and renew, in accordance with any law or regulations all permits, licenses and authorizations required for it to carry out its business. In addition, the Supplier will be required to prepare and file any returns that it may be required to file under its incorporation statute, the Companies Act (Cap 486 Laws of Kenya) or applicable local or Kenyan revenue legislation.

5.2.3.2. Taxation, Financial Integrity and Retention of Records

- 1) The Supplier will comply with all revenue laws and will not evade tax.
- 2) Suppliers will be required to maintain accurate and reliable financial and business records and shall not have any false or inaccurate accounting books or records related to Britam for any reason. Suppliers shall maintain all business records at the minimum in compliance with the provisions outlined by the Kenya Revenue Authority or local revenue authorities from time to time.
- 3) When any government investigation or audit is pending or ongoing then Suppliers will not destroy any relevant records until the matter has been investigated and closed.

5.2.4 VIOLATIONS

If a Supplier becomes aware of any known or suspected improper behavior by another Supplier in relation to their dealings with Britam or if a bribe or other inducement is requested from a Supplier by any Britam employee or any other person with the promise of influencing Britam's position as far as that Supplier is concerned or if the Supplier feels that a conflict of interests exists with one of

Britam's employees then all pertinent details should be reported in confidence to the following:

Contact

Address

CERTIFICATE OF COMPLIANCE

All vendors should sign the certificate of compliance as attached and return with their quotations/bids.

WE

HAVE READ THIS TENDER DOCUMENT FOR PROVISION OF EMPLOYEE BACKGROUND CHECKS SERVICES.

and agree with the terms and conditions stipulated therein.

Stamp and signature of the supplier

Name.....

Signature.....

Date.....

Signature of the witness

Name.....

Signature.....

Date.....

Company Stamp Seal

CONFIDENTIAL