

REQUEST FOR EXPRESSIONS OF INTEREST (REOI)

Provision of Temporary Labor Services

1. Introduction

Staatsolie Maatschappij Suriname N.V. ("Staatsolie") hereby invites qualified and experienced labor-service providers, staffing agencies and recruitment firms to submit Expressions of Interest (EOI) to prequalify for the provision of temporary labor services to Staatsolie and its subsidiaries.

The requirement covers the sourcing, recruitment, mobilization, administration and management of temporary personnel across technical, operational, administrative, project-support, HSEQ, ICT, finance, specialist and offshore disciplines. Services may be delivered on-site in Suriname, remotely from abroad, or through hybrid arrangements.

Respondents may submit an EOI for one or more lots, subject to demonstrated capability, relevant experience, legal and regulatory compliance, financial capacity, market reach and delivery capability.

This REOI is part of a prequalification process intended to establish a shortlist of qualified companies for the next stage of the competitive procurement process. Participation does not constitute an award or guarantee of future business. Staatsolie reserves the right to invite additional suppliers where deemed necessary to ensure adequate competition.

For more information about Staatsolie, please visit: www.staatsolie.com

2. Scope of Work

Temporary labor under this REOI means an individual supplying time and expertise for temporary operational or specialist work under the day-to-day direction and supervision of Staatsolie, with payment based on actual hours worked. Result-based consultancy, managed services, outsourced work packages, engineering deliverables, maintenance/works contracts and other engagements where the supplier carries responsibility for an end result are excluded.

2.1 Lot Structure

Lot	Service category	Indicative scope
Lot 1	Local Temporary Labor Services	Sourcing, employing and administering locally available temporary personnel for on-site, hybrid or remote assignments.
Lot 2	International Temporary Labor Services	Sourcing and mobilization of international temporary personnel, including cross-border deployment capability.
Lot 3	Full-Service Employment Support	International total-package support, including employer-of-record/payroll administration, mobilization, immigration, travel, accommodation and assignment support where applicable.
Lot 4	Recruitment & Selection Services	International recruitment-only services, including market search, screening, selection support and candidate presentation.

2.2 Required Personnel Disciplines

- Technical and engineering disciplines
- Operations and production
- Maintenance and project support
- Health, Safety, Environment and Quality (HSEQ)
- Information and Communication Technology (ICT)
- Finance and administration
- Specialist and offshore functions
- Other temporary roles that meet Staatsolie's temporary-labor qualifying criteria

2.3 Core Service Capabilities

- Candidate sourcing, screening and submission against stated competency requirements.
- Ability to support urgent, peak-demand, specialist and replacement requirements.
- Employment administration, contracts, payroll, statutory remittances and worker support, where applicable to the lot.
- Mobilization and demobilization, onboarding and offboarding support.
- Work- and residence-permit, immigration, travel and accommodation support for international placements, where applicable.
- Compliance with labor, tax, social-security, immigration, insurance and HSEQ requirements.
- Transparent operational reporting on requisitions, placements, lead times, mobilization status and risks.
- Support for knowledge transfer, handover and continuity for specialist and offshore assignments.

3. Eligibility and Associations

Respondents may be:

- Local firms registered in Suriname;
- International firms; or
- Associations, consortia, joint ventures, or sub-contractor/sub-supplier arrangements thereof.

Respondents using an association shall state its nature and identify the lead firm. Regardless of composition, each respondent shall demonstrate that all disciplines, compliance obligations, administrative services, market access and delivery capacity necessary for the lot(s) selected are adequately covered.

4. Prequalification Requirements

Interested suppliers must provide evidence for the following pass/fail prequalification requirements:

- Legal eligibility and valid registration with the Chamber of Commerce (or equivalent authority), including corporate information;
- Demonstrated experience in the supply of labor services to the oil and gas or energy sector;
- Completed vendor profile including project track records and client references;
- Adequate financial capacity, supported by approved financial statements (3 years) on company letterhead (credit reference upon request);

- Ability to meet applicable labor-law, tax, social-security, immigration, insurance and worker-classification obligations;
- Joint-venture/association information (if applicable), identifying members and lead firm;
- Willingness to register and qualify on Staatsolie's SAP Ariba Supplier platform, within two weeks from the EOI;
- Commitment to local participation, capability development and knowledge transfer where feasible;
- Signed declaration of integrity and compliance, confirming that neither the respondent nor its directors, officers, employees or affiliated entities has been involved in or convicted of bribery, corruption, fraud, money laundering, child labor or human trafficking;
- Ability to comply with Staatsolie HSEQ, integrity, ethical recruitment and worker-welfare requirements;
- Ability to provide a clear single point of contact, escalation arrangements and periodic performance reporting.

5. Local Content

Staatsolie is committed to maximizing local content in all procurement activities. Respondents are encouraged to demonstrate how their proposal contributes to local content objectives, including but not limited to:

- Use of local labor and subcontractors where feasible;
- Technology transfer and capacity building initiatives;
- Joint ventures or teaming arrangements with locally registered businesses.

6. Shortlisting

EOIs will be assessed on a pass/fail basis. Only respondents meeting all mandatory criteria will be shortlisted for the ITB stage.

#	Prequalification Criterion	Mandatory	Evidence Required
1	Legal eligibility, registrations and good standing	Yes	Registration certificate
2	Compliance with labor, tax, social-security, immigration and insurance obligations	Yes	Relevant permits, licenses, insurances
3	Relevant temporary labor/recruitment experience and client references	Yes	Reference projects and client references (last 3 years)
4	Financial capacity	Yes	Approved financial statements (last 3 years), credit reference on request
5	HSEQ and pre-mobilization controls appropriate to selected disciplines and risk profile	Yes	HSEQ policy and relevant HSEQ documentation
6	Local content and knowledge-transfer approach	Yes	Statement of local participation
7	Integrity and compliance declaration; references and conflict-of-interest disclosure	Yes	Signed declaration and references

Staatsolie may:

- accept or reject any Expression of Interest;
- request clarifications or additional information;
- shortlist any number of respondents;
- invite additional suppliers where deemed necessary to ensure adequate competition;
- cancel or modify the process at any stage for due reason and without incurring any liability.

This REOI is issued solely for the purpose of identifying respondents with the required capability, experience, and capacity. Submission of an EOI does NOT constitute a commitment, award, contract, or guarantee of future business with Staatsolie Maatschappij Suriname N.V.

All costs and expenses incurred by the respondent in connection with this REOI process shall be borne entirely by the respondent.

7. Submission Information

Interested suppliers are requested to complete only the relevant questions in the provided webform below. This questionnaire will determine the prequalification results using key factors rating your organization's capacity to meet critical requirements. To remain eligible for participation in the tender procedure, we encourage you to take part in the EOI. Additional information may be obtained upon request via the e-mail address below.

Issue Date	5 October 2026
Submission Deadline	26 October 2026, 15:00 Suriname time
Submission Method	Forms link
Language	All submissions and communications shall be in English or Dutch
Contact for Information	tenders_upstream@staatsolie.com

Staatsolie Maatschappij Suriname N.V.

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