

EXPRESSION OF INTEREST (EOI) FOR SELECTION OF THIRD PARTY CONTRACTOR (TPC) PAYROLL SERVICE AND NON-CORE ROLE MANPOWER RESOURCES FOR THE PERIOD 2024-2027

Vedanta Group has \$30bn revenue and \$10bn profit and further plans to invest \$20bn in next 4 – 5 years for the expansion of brownfield capacity and setting up green field capacity for Oil & Gas, Renewable Energy, Display glass, Semiconductor, Mining and Smelting. Vedanta is one of the leading players in the market.

Cairn Oil & Gas, Vedanta Ltd., is India's largest private oil and gas exploration and production company having current interest in 62 blocks and accounting for a quarter of India's domestic crude production, with a vision to produce 50% of India's oil and gas production.

Cairn Oil & Gas, Vedanta Ltd., invites experienced partners to express their interest in pre-qualification to participate in National Competitive Bidding (NCB) process for selection of **third-party contractor (TPC) payroll service and non – core role manpower resources for a period of three (03) years from 2024 -27.**

Brief Scope of Work is enclosed for ready reference as Annexure 1

The following are pre-qualification criteria for bidding for this tender:

1. The Bidder must have executed similar contracts as main contractor as per Scope of Work (attach valid copy of purchase/work order/contract along with completion certificate/ contract closure letter from the client/customer)
2. The Bidder shall submit valid documentary proof of GST Registration and Income Tax Registration number (PAN) (attach valid documentary proof in this regard).
3. The Bidder shall submit valid documentary proof of valid ESI Registration No. and Provident fund No. (attach valid documentary proof in this regard).

Interested Bidders who fulfil the above criteria shall submit their response with following details within seven (07) days of the publication of this EOI.

1. Bidder's Company profile, Organisation set-up
2. Last three (03) years audited financials along with relevant supporting documents
3. The bidder should not be under liquidation, court receivership or similar proceedings, should not be bankrupt. (attach self-declaration by the bidder on its letterhead duly signed and stamped).

Annexure 1- Scope of Work

1. Key Points:

A) TPC Manpower:

- Currently we have approx. 117 (vanilla + Consultants) contractual workforce who are working on payroll of a third-party vendor.
- INR 2.7 crore (approx.) of TPC salary payout per month, actual details to be shared during tender

B) Non-Core service manpower:

- Approx. 160 members

Commercial Model or Breakup of Schedule of Rate –

Sl. No.	Manpower Type	Salary	Markup
A	TPC Manpower	To Be Quoted - No	To Be Quoted – Yes
B	Other Non-Core Manpower	To Be Quoted – Yes	To Be Quoted – Yes

1. Base salary
2. Statutory costs (Insurance, Provident Fund)
3. Markup fee (Fixed fee per resource per month)
4. Food, transport and accommodation (FTA)

- **Note:** For TPC Manpower – Salary shall be prescribed by Cairn
- Pay and Collect model – All the salaries to be paid out on 1st of every month and vendor shall collect payment in 30 days.

Scope of work for **third party contractor (TPC) payroll service non – core role** broadly includes:

- Provision of third-party contractor (TPC) Payroll Manpower (Currently we have approx. 117 vanilla + day raters/Consultants' contractual workforce who are working on payroll of a third-party vendor).
- Non – core role Manpower services includes Administrator , Logistics Coordinator(Light & Heavy vehicles) , Data Entry Operator -SAP , Document Controller , Trainer , Coordinator -Stakeholder Management , Coordinator - Land Acquisition , Logistics Coordinator-(RIG) , Logistics Coordinator-(RIG Less) , Environment Support Staff(Environment Field Coordinator) , Environment Support Staff(Horticulturist) , MM (Material Planning Coordinator) , PM (Maintenance Planning Coordinator) , Supervision Manpower - Asset Integrity , Xmas tree Technician , JP Technician , JP redressor , Lab chemist , Artificial Lift (SRP Sucker rod pump / Electrical Submersible Pump) Technician , Radio Officer, LIFTING SPECIALIST - MBA & PE/Drilling, WH – Helper – WH, SAP Support– WH , WH Supervisor services etc .

Vedanta on behalf of the JV partners invites reputed Contractors with demonstrated HSE performance to express their interest to participate in pre-qualification as bidders and to participate in National Competitive Bidding Process (NCB) process.

Financial GO/NO-GO Criteria

- a. Turnover - Turnover in each of the immediately preceding two (02) financial years should be equal to estimated average Annualised Contract value.
- b. Net Worth - Positive net worth in each of the immediately preceding two (02) financial years.
- c. Liquidity Ratio – Liquidity ratio in each of the preceding two (02) financial years should not be less than one (01).

Technical GO/NO-GO Criteria

- a. Minimum of three (03) years in preceding five (05) years servicing/supplying of the similar scope. similar services for Oil and Gas industries/Petrochemicals/manufacturing plants/Cement plants/Fertiliser Industry / Large Scale industries at work site locations.

Also, note

- i. Normally standalone financials of the bidding entity only will be considered. However, consolidated financials at the bidding entity level, if available, can also be submitted. Parent company or Affiliate's financials can be submitted and considered, subject to submission of Parent/ Affiliate company guarantee. This should be clearly mentioned in the EoI response.
- ii. Where the bidding entity is unable to meet the Financial Evaluation Criteria, Parent/Holding Company Audited Financials can be considered, subject to:
 - a) Submission of Financial guarantee in the form of 10% Bank guarantee of Annualised Contract Value.
 - b) Commitment Letter from Parent/Company to provide financial support to the bidding entity.
- iii. Evaluation will be done only on the basis of the published annual reports/audited financials containing Auditor's report, Balance sheet, Profit and Loss a/c and Notes to Accounts.
- iv. In case of unaudited statements (if there are no audit requirements for auditing of financials as per the local law), the financials shall be accompanied by a certificate from a Certified Accountant. Certificate should also mention the fact that there is no requirement of audit of the financials as per the local law.

All qualifications and exceptions brought out in Auditor's report and Notes to Accounts would be factored in while undertaking financial evaluation

The interested Contractors/ Consortiums should evince interest to participate in the Expression of Interest by clicking on the "Evince Interest" link for the corresponding EoI listing on the Cairn Website i.e. <http://www.cairnindia.com> and submit their contact details online within **seven (07) days** of publication of this EoI. Further to this, interested contractors would be invited to submit their techno-commercial bids (Unpriced and Priced) for evaluation and qualification via Smart Source (Cairn's e-Sourcing Platform).