

1. Background

TMLSA has a current fleet of buses to transport local employees and contractors within the mine site, from the camp to the work area and back, or between work areas, as per below fleet list:

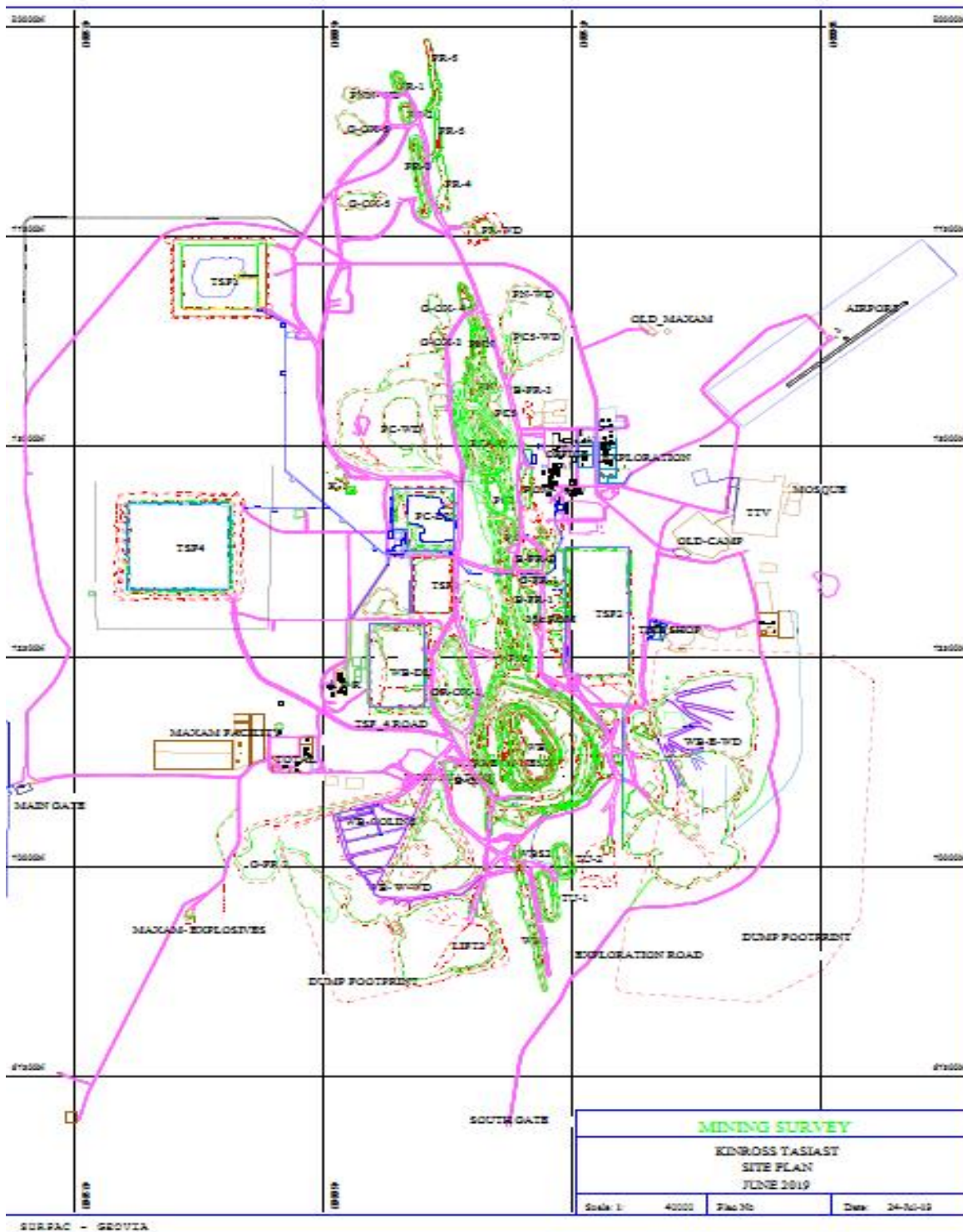
- 5 each, MAN 18-240 4x4 Automatic Transmission - 44 passenger,
- 2 each, TOYOTA Coaster - 14 passenger,
- 2 each, 44 passenger bluebird
- 4 each, Toyota HI ace mini buses - 14 passenger
- 4 each, Hyundai buses – 45 passenger
- 1 each, Mercedes bus – 8 passenger
- 1 each, Mercedes bus – 16 passenger
- 1 each, standby bus – 4x4 – 44 passenger or equivalent smaller busses.

Commonly used routes, and timetable, on a daily basis, are shown below:

TASIAST SHUTTLE BUS SERVICE					
Pick up/Drop Off Locations	Shuttle Timings	Schedule	Bus	Bus Capacity	Time to Destination
TTV/Mobile Maintenance / TTV	05h40-17h50	2 Trips	1	44	around 10 min
TTV/Mobile Maintenance ADMIN & SCM / TTV	06h40- 13H00-14H00- 18h00	3 Trips	1	44	around 10 min
TTV/Mobile Maintenance / TTV	07h45 -20h00 - 19H45-08H00	2 Trips	1	44	around 10 min
Support Site Service	06h50-12h50-13h50-17h50	3 Trips	1	14	around 10 min
TTV/Wartsila Power Station/TTV	06h40- 17h40 - 18H40 - 6H40	2 Trips	1	22	around 30min
TTV/ADR-Treatment-Dump Leach /TTV	5h40 - 18h00 - 17H40 - to 06h00	2Trips	1	44	around 30min
TTV/ADR- Dump Leach - FIXED Maintenance/TTV	6h40 - 18h00	1Trips	1	44	around 30min
TTV/Exploration/TTV	06h50-12h50-13h50-16h50	2Trips	1	14	around 5min
TTV/Supervisor Mobile Maintenance/TTV	5h20-12h00-13h00-17h50	2Trips	1	44	around 10 min
TTV/Plant/Treatment Team/ TTV	06h45-19h00 18H40-07H00	2 Trips	1	44	around 5min
TTV/Fixed Plant Maintenance Team / TTV	05h25-18h00 17H25 -06H00	2 Trips	1	44	around 5min
TTV/Admin Admin/TTV	06h50-11h50-12h50-17h50	3 Trips	1	44	around 10min
TTV/Admin Admin/TTV	06h50-13h50-14h50-17h50	3 Trips	1	44	around 10min
TTV/Airport/TTV	6h 00 To 19h00 (As per Flight Schedules)	As Required		As Required	around 5min
TTV/Drill and Blast/TTV	5h30-17h45	1Trips	1	14	around 30min
TTV/Mining dispatch/TTV	05h20- 17h00 17h20- 5h00	2 Trips	1	14	around 10min
TTV/ Security G 4 S /TTV	5h40- 18H00 17H45 -06h00	2 Trips	1	44	around 1hour

TTV/ Contractors Yards-Lifting/TTV	6h50-12H50-13h50- 18H00	3 Trips	1	44	around 20min
TTV/Fuel crew -Mining MEM /TTV	06h30-18H40	1 Trips	1	14	around 10min
TTV/ Locality /TTV	08h00-16h00	As Required	1	14	around 1h30min
TTV/Mining Load and Haul EST DAMP /TTV	day shift 4h30-5H00-05H40-6H20 , night shift 16h30-17h00-17h30-17h55 17h40 - 05h30	4 Trips	1	44	around 20min
TTV/Mining Load and Haul WEST BRANCH /TTV	day shift 4h30-5H00-05H40-6H20 , night shift 16h30-17h00-17h30-17h55 17h40 - 05h30	4 Trips	1	44	around 20min
NEW Mining Load and Haul TAXI services 24/24/7/7 Days	day shift 4h30-16h30- night shift 17h30-05h30	As Required	1	44	24/24 7/7 days
TTV/MEM , TIRE SHOP /TTV	day shift 06h30-12h00-13h00-19h00 , night shift , 18h30-07h00	3 Trips	1	14	around 10min
TTV/ west facility /TTV	06h50 - 18h00	2Trips	1	44	around 25min

2 Site Map:



Additionally, in Nouakchott, some drivers are requested to transport VIP passengers mainly between office, TMLSA guesthouse and airport

3. Scope

Through this RFP, TMLSA is seeking for a qualified contractor to provide bus drivers, to work on site, on a rotation schedule, and car drivers to work from NKT, as requested by Company. The numbers of requested drivers are shown on the table below. Please note that it's also required a HSE Fleet supervisor on site at all times. Drivers at the mine (in **bold**) site will be working on a rotation schedule. Tasiast drivers will be required to obtain a Tasiast License, on site. Company will provide training and perform the driving test.

1	Bus Operations Drivers	15
2	VIP Drivers NKC	2
3	HSE & Fleet supervision	1

4. Contractor Requirements

4.1 Bus Operations

- (i) Provide qualified drivers for all bus trips as set out in (Bus Schedule above).
 - a. One (1) driver per vehicle.
 - i. Contractor is fully responsible to provide adequate number of drivers to meet all scheduled routes each day.
 - ii. Provision for an extra driver on site at all times in case of emergency.
 - iii. Contractor must ensure it has back up personnel available off site as well to mobilize quickly if multiple planned personnel are absent.
 - b. Contractor to provide a Manpower Plan detailing all personnel assigned to the Services and their rotation/time off schedules.
 - i. Contractor must have the ability to rotate drivers to accommodate rest periods.
 - ii. All driver rotations and working hours shall be in accordance with Mauritanian labor laws.
 - c. Contractor responsible for bus driver training and certification.
 - i. All Contractor personnel nominated must be certified with proof of such certification and experience provided to Company.
 - d. Drivers must have national issued valid certified driving license in order.
 - i. Drivers must have clear driving records as evidenced by report from Mauritanian driving authority.
 - e. Contractor to provide driver training documentation and programs.
- (ii) Company reserves the right to modify the schedule of trips to its requirements with reasonable notice to Contractor.
 - a. Where Company modified requirements change the number of Contractor personnel required (up or down) permanently then an adjustment (up or down) to the Monthly Base Rate shall be made based on the rates set in pricing summary
 - b. For Company modifications that have a short term impact only increased or decreased manpower , and adjustment shall be made to Contractors Monthly Base Rate as a separate

charge or credit based on the rates set in pricing summary

- (iii) Contractor must perform light cleaning of the bus cabin in advance of every trip verified by signed checklist.
 - a. Light cleaning means collecting any rubbish inside the cabin and cleaning up any spills and sweeping or vacuuming as needed for dust control.
- (iv) Contractor must perform Pre-Start checks, per current Company requirements, and document same for all busses prior to the first trip of each day.
- (v) Contractor must perform daily heavy cleaning of all busses (outside, undercarriage and inside cabin) at the end of each day.
 - a. TMLSA shall provide access to wash location facilities and/or water for washing the busses.
- (vi) Contractor must ensure the buses have the following functional equipment and/or items prior to each trip:
 - i. Functional seat belts,
 - ii. Functional/Certified fire extinguisher,
 - iii. Good condition tinted windows,
 - iv. Functional garbage bins,
 - v. Emergency roadside safety equipment and first aid kits.
 - vi. Fully operational air-conditioning sufficient to maintain 20 °C at all times
 - vii. Contractor shall not operate Busses that are not in compliance with the above basis safety requirements.
 - viii. Where any of the above safety requirements are not in compliance Contractor must inform Company immediately.
- (vii) Contractor must comply with all Mauritanian traffic legislation and assume liability for any penalties received during the rendering of services to TMLSA.
- (viii) Contractor must maintain a complete trip checklist record management system for each trip verifying compliance with Company requirements.
- (ix) Contractor responsible for driver training and certification.
 - a. Company will provide relevant training to obtain Tasiast driving license. Drivers must have national issued valid certified driving license in order.
 - b. Contractor to provide driver training documentation and programs.
- (x) Contractor must comply with all Mauritanian traffic legislation and assume liability for any penalties received during the rendering of services to TMLSA.

4.2

a) Availability and Performance KPI's

- (i) On time departure = 100%
- (ii) On time arrival = 100%

- (iii) Manpower Absenteeism =< 5%
- (iv) Attendance Daily Toolbox and Weekly Operation Planning Meetings = 100%
- (v) Fuel Logs Completed = 100%
- (vi) Route Logs Completed = 100%
- (vii) Pre-Start Checks Completed = 100%

b) Penalties related with lack of complying with KPI expectations:

2.1-Should the quarterly average on time departure and/or arrival decreases to a level between 90% and 75% a penalty consisting of an adjustment to deduct of 3% from the invoices from that quarter shall apply to the next invoice

2.2-Should the quarterly average on time departure and/or arrival decreases to a level between 75% and 60% a penalty consisting of an adjustment to deduct of 5% from the invoices from that quarter shall apply to the next invoice

2.3-Should the quarterly average on time departure and/or arrival decreases to a level less than 60% a penalty consisting of an adjustment to deduct of 7% from the invoices from that quarter shall apply to the next invoice

Penalties shall apply in case of one/several of above Failures in case of Contractor's responsibility. Penalties are cumulative.