

**ANGLOGOLD ASHANTI  
GEITA GOLD MINE**

**INVITATION FOR EXPRESSION OF INTEREST - PREQUALIFICATION OF SERVICE PROVIDERS FOR PROVISION OF EMPLOYEES WELLNESS PROGRAMME**

**I. INTRODUCTION**

Geita Gold Mining Limited ("The Company"), a subsidiary of AngloGold Ashanti ("AGA") is in northwestern Tanzania, in the Lake Victoria goldfields of the Geita region, about 5 km from Geita town.

The Company is in the process of prequalifying Service Providers for the Provision of Employee Wellness Programme and is, therefore, inviting eligible and interested Service Providers to submit expressions of interest as detailed below.

**NB: THE DOCUMENTS REQUESTED BELOW MUST BE SUBMITTED WHEN EXPRESSING INTEREST IN THIS SERVICE. SHORTLISTED CANDIDATES WILL BE SUBJECTED TO THE ANGLOGOLD SHANTI VETTING PROCESS.**

**II. Scope of Service:**

REFERENCE NUMBER	DESCRIPTION
GGME01965	PROVISION OF EMPLOYEES WELLNESS PROGRAMME

**III. INFORMATION REQUIRED**

PRE-QUALIFICATION REQUIREMENTS
<b>COMMERCIAL</b>
Company Profile and updated organogram
Company Code of Conduct and Ethics
NSSF Compliance certificate
Certificate of Incorporation, the most recent BRELA search, and the latest BRELA application of annual return.
Valid Tax Clearance Certificate (TCC), TIN Certificate and VAT Registration Certificate
Company Memorandum and Article of Association
Compliance with Mining Act-Approved Local Content Plan.
<b>FINANCIAL POSITION AND TERMS OF TRADE</b>
Applicants audited financial statements for the latest three years.
Bank statements of the Applicants active bank accounts for the past 6 months
<b>SAFETY AND ENVIRONMENTAL MANAGEMENT SYSTEMS</b>
OSHA Compliance Certificate
Environmental compliance Certificate
Workers' compensation fund Certificate
Safety and Environmental Policy
<b>OTHER POLICIES</b>
Gifts / Hospitality / Sponsorship Policy / Procedure
Policies / Procedures dealing with Forced and Child Labor
Policies / Procedures dealing with Abuse, Discrimination and Harassment
Grievance Procedure
Human Rights Policy / Procedure / Programmer

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**PAST EXPERIENCE**

At least 3 names of the applicant's clients, value and duration of the contracts entered with the clients in the past two years

**TECHNICAL CRITERIA (GGME01965)**

Provide comprehensive evidence of the organization's experience and capability in delivering similar wellness projects. Include detailed summaries of past projects, client references, and relevant certifications. Highlight successful outcomes and any innovative approaches used. Provide testimonials or letters of recommendation from previous clients to strengthen your submission

Provide detailed information on the technical expertise of the team, including qualifications, skills, and experience of key personnel. Attach CVs of experienced in-house counsellors, psychologists, and other relevant professionals. Highlight their specific roles in previous projects and any specialized training or certifications they hold.

Confirm availability of all necessary resources, including personnel, technology platforms, and materials to support the wellness programme. Provide a detailed resource plan that outlines how these resources will be allocated to meet project timelines and requirements. Include information on any partnerships or collaborations that enhance your resource capabilities.

Demonstrate compliance with relevant industry standards, regulations, and best practices. Include copies of any certifications or accreditations that verify adherence to these standards. Highlight commitment to ethical practices and continuous improvement in delivering wellness programmes.

Provide authorization letters from relevant authorities or organizations to demonstrate compliance as provider of wellness services. Ensure these letters clearly state authorization to deliver wellness programmes and any specific conditions or endorsements from the issuing bodies. E.g., Tanzania Psychological Association (TAPA)

**IV. How to Submit Expressions of Interest:**

Interested applicants must submit their expression Letters of Interest ("LOI") by quoting GGME01965 PROVISION OF EMPLOYEES WELLNESS PROGRAMME on the subject of the email, together with supporting information to the Company, which states the full name, address, telephone, and e-mail address of the Company, name of the principal contact, and signed by an authorized representative.

All LOIs and supporting documentation (in PDF format) must be received by the Company Office via e-mail at [geita.eoi@aga.gold](mailto:geita.eoi@aga.gold) without copying any individual from the Company (Geita Gold Mining Limited). Submissions must not be later than 8.30 AM on 31st March 2025. (the "LOI" Submission Deadline"). EOI submissions must not exceed 150MB per email. In case the size of the email exceeds 150MB, applicants must split the submissions into multiple emails.

Shortlisted Candidates will be notified within forty-five (45) calendar days from the submission deadline. Candidates not contacted within the forty-five (45) calendar days should consider themselves unsuccessful.

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