

EXPRESSION OF INTEREST (EOI) FOR SELECTION OF CONTRACTOR FOR COMPLIANCE
MANAGEMENT SERVICE 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 more than a quarter of India's domestic crude oil production and 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 **providing Human Resources Compliance Management (HRCM) Services for a period of three years.**

Selected partner to provide HR Compliance Management and Time Management Services for Cairn Oil & Gas, Vedanta Ltd. The partner has to ensure compliance of Cairn Oil & Gas, Vedanta Ltd., employees and associated business partner compliances.

Brief Scope of Work is enclosed for ready reference as Annexure 1. Detailed scope of work will be shared with the qualified bidders.

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 i.e. handling all HR statutory labour compliances as per the laws applicable under state and central government rules (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 should be in existence for at least last three financial years. (relevant documentary proof to be submitted)
4. Head / Registered / Corporate Office / Branch Office should be in Delhi / NCR (relevant documentary proof to be submitted)

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

1. Bidder's Company profile, Organization set-up
2. Last 3 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 letter-head duly signed & stamped)

Annexure 1- Scope of Work

1. Brief Scope of Work

The Partner will ensure Statutory/Labour Compliance Management, Time Office Management and Business Partner Management for Vedanta Cairn Oil & Gas operations. The partner will ensure no or minimal disruptions in the operations by complying all applicable regulations and statutory compliances.

Partner/Contractor will provide full support on Statutory Compliance deployment for the Company at all its Mines, Factories, Project sites (including Drilling, Seismic), and Offices across India. Contractor will deploy appropriate dedicated resources at various locations that includes but not limited to Barmer (Rajasthan), S.Yanam (Ravva), Suvali (CBOS-2), Viramgam, Radhanpur - Bhogat (Pipeline Operations), Gurgaon (Head Office), Assam, Offshore and other city offices/Sites / Sub Location etc.

However the resources deployment shall be increased based on the future business requirement, expansion of business activities, etc. Centrally a principle managerial level resource shall be deployed at Gurgaon and Barmer, who will be the Contractors representative responsible for ensuring service delivery as per Scope of work, regular flow of compliance MIS and advise Company's HR team on compliance related matters. The resources deployed for Company shall have appropriate educational qualification, relevant experience, knowledge and expertise in Labour Laws and Compliance Management.

The resources deployed will be solely for the Company and concern site only. Provision of minimum resources deployment at any point of time at the locations mentioned below:

| S. No. | Site | No. of Resources |
|--------|----------------------------|------------------|
| 1 | Gurgaon | 1 |
| 2 | Ravva | 2 |
| 3 | Suvali | 1 |
| 4 | Viramgam | 2 |
| 5 | Bhogat | 1 |
| 6 | Barmer | 11 |
| 7 | OALP - Barmer/Assam/Cambay | 2 |
| 8 | Time Office - Barmer | 3 |

The Company requires Contractor to conduct / assist / Ensure / Provide HR Compliance Management services to the Company. Any compliance that arises due to change of law at any time, at any site is part of this scope. This scope includes company and business partner employee's compliances.

The interested suppliers/parties should evince interest to participate in the Expression of Interest by clicking on the "Evince Interest" link against the corresponding Eol listing on the Cairn website i.e. <http://www.cairnindia.com> and submit their contact details online. Further to this, interested suppliers / contractors/parties would be invited to submit their response via Smart Source (Cairn's e-Sourcing Platform).

The interested bidders should "Evince interest" to participate in Eol within 07 days of publication of Expression of Interest.
