METALKOL SOCIETE ANONYME

N* 473, Boulevard Lumumba, Quartier Industrial, Commune Manika
Ville de Kolwezi
Haut Katanga Province, Democratic Republic of Congo

Date : 19/11/2026

RTR-CS000000726 : Appel d'offres

Chers prestataires de services potentiels, nous sollicitons par la présente votre intérêt pour soumettre une candidature concernant le service : « **REVEGETATION ET REHABILITATION 2026-2027 »**

Si vous souhaitez candidater, veuillez :

1. Confirmer votre intérêt en envoyant un courriel à rtr_tenders@ergafrica.com , en indiquant la raison sociale de votre entreprise et en précisant dans l'objet **« REVEGETATION ET REHABILITATION 2026-2027** »

2. Décrire votre expérience dans les services concernés : depuis quand proposez-vous ces services et nombre de contrats que vous avez menés à bien.

3. Soumissionner l'offre technique qui comprend :
   a. Compétences du personnel et plan de gestion HSE
   b. Approche technique et méthodologie d'exécution
   c. Plan d'assurance qualité, de suivi et de maintenance
   d. Expérience pertinente et références (minimum trois (3) ans)
   e. Équipements et ressources disponible

4. Le dossier complet doit être soumis dans un délai de **7 Jours ouvrable soit du 19 au 27 Novembre 2026**

5. La visite d'inspection du site de Metalkol est prévue les **23 ou 24 novembre 2026 à 09h00**. La participation devra être confirmée au moins 24 heures à l'avance par retour de courriel à l'équipe Sécurité de Metalkol

6. La session de questions et réponses en rapport avec l'appel d'offre sera ouverte à **partir 25 Jusqu' au 26 Novembre 2026**

7. Dès réception de votre confirmation d'intérêt, et votre offre nous procéderons à un contrôle de conformité préalable de votre entreprise.

Si les étapes de contrôle, de pré-évaluation et celle d'évaluations sont concluantes, nous vous aviserons l'étape suivante

Cordialement,

ANNEXURE A

ACKNOWLEDGEMENT OF INVITATION TO TENDER

PLEASE NOTE:

This acknowledgement MUST be completed by or before:
20 November 2026.

ENQUIRY NO: **RTR-CS000000726**
ENQUIRY: **Revegetation and Rehabilitation 2026-2027**

TO: **ERG Africa** Telephone **:**

ATT: **Lisette Samba** Email **:** Lisette.Samba@ergafrica.com

FROM: _____

Acknowledge receipt of the above enquiry and confirm that we:

☐ Will be submitting a tender

☐ Will not be submitting a tender for the following reasons:

Our reason for not submitting a tender is:

.....

.....

SIGNED: _____

DATE: _____

DESIGNATION: _____

COMPANY: _____

QUALIFICATION CRITERIA

TECHNICAL			
#	**Description**	**Scoring**	**technical evaluation criteria**
1	Personnel Competence and HSE Management Plan	15	Submit an organization chart, key personnel CVs, qualifications, responsibilities, and a task-specific HSE Plan with risk assessment. Evaluation will consider competence, supervision, and control measures.
2	Technical Approach & Methodology:	15	Submit a comprehensive method statement and phased work plan. Evaluation will consider completeness, feasibility, and compliance with the SOW.
3	Quality Assurance, Monitoring and Maintenance	25	Submit a QA/QC plan, inspection records, monitoring schedule, and corrective actions. Evaluation will consider measurable outcomes and compliance with the SOW.
4	Relevant Experience and References — Minimum Three (3) Years	15	Minimum 3 years' relevant rehabilitation and revegetation experience. Evaluation will consider project relevance and successful delivery.
5	Equipment & Resources	30	Submit equipment and resource schedule with availability and support evidence. Evaluation will consider suitability and capacity to execute the work plans
Minimum technical score of 70/100 across Criteria 1-5, and a Pass for Criterion 6 and 7, to qualify for commercial evaluation.			
6	Mandatory ARSP certificate	Pass/Fail	ARSP Certificate: Valid ARSP certificate required (Pass/Fail) is mandatory in accordance with DRC regulations
7	Mandatory Degree of Minister of Mine	Pass/Fail	Valid Accreditation Certificate in accordance with DRC mining code.
COMMERCIAL			
Commercial evaluation will be conducted based on the provided evaluation criteria, Competitive price, project schedule (Lead time) and suitable payment .			

SCOPE OF SERVICES
Revegetation and Rehabilitation
Metalkol Site

	DESCRIPTION
Site:	*Metalkol SA*
Location:	*Metalkol RTR site*
Contract Owner:	*SAFETY, HEALTH AND ENVIRONMENTAL*

CHECKLIST	**YES**	**NO**
Dealings with Government Authorities		**No**
Advance Payment(s)		**No**
Labour Brokers	**Yes**	

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1. INTRODUCTION

1.1 Purpose of the Services

This Scope of Work outlines the requirements for the decommissioning, rehabilitation, and revegetation of the Residue Storage Facility (RSF) and associated mining areas at Metalkol SA, in compliance with the DRC Mining Code (Decree No. 038/2003, as amended by Decree No. 18/024 of 08 June 2018). Rehabilitation is a legal obligation and aims to minimize environmental liabilities, ensure long-term site stability, and restore the area for post-mining use.

Upon completion of process operations, reclamation, or dam stability work at Kingamyambo, Musonoi and process plant designated areas (defined by geographic coordinates) must be formally decommissioned by the responsible department (Mining, Process, or SIB) and handed over to the SHS/Environment Department for rehabilitation.

Rehabilitation must address:

- Use of topsoil and overburden.
- Stabilization of RSF structures and erosion control.
- Management of water balance, acid mine drainage, and contamination risk.
- Progressive revegetation using native species.

Therefore, the purpose of this Scope of Work is to define and implement rehabilitation measures during the operational phase of the Residue Storage Facility (RSF), kingamyambo, Musonoi and Process plant, with an emphasis on Phyto stabilization techniques. These efforts aim to improve surface stability, reduce environmental risk, and prepare the site for its long-term ecological and social reintegration.

1.2 Site location and access

1.2.1 Metalkol RTR site in the DRC. Approx. 14 km west of Kolwezi town in Lualaba province



2. OBLIGATIONS FROM THE SUPPLIER/ CONTRACTOR

2.1 DETAILED DESCRIPTION OF THE SERVICES

The Supplier/Contractor shall perform the following services as part of the rehabilitation program:

2.1.1. Capping and Soil Amendment

The Contractor shall implement soil capping, and amendment works to create a suitable medium for vegetation establishment and growth. Specifically, the Contractor shall:

- *Apply a **30 cm layer of topsoil** sourced from previously stockpiled soil, ensuring the material is evenly distributed and suitable for supporting plant growth.*
- *Incorporate organic amendments such as compost and treated sewage sludge into the topsoil layer to improve soil fertility, structure, and microbial activity.*

These measures aim to enhance plant rooting conditions and reduce the mobility of contaminants from the underlying tailings.

2.1.2. Selection of Native and Tolerant Plant Species

The Contractor shall identify and select plant species that are both native to the region and tolerant of the specific site conditions (e.g., metal-laden soils, low nutrient levels, arid climate). The selection must include:

- *Native grasses and shrubs that have demonstrated resilience and effectiveness in stabilizing tailings surfaces.*
- *Use of mycorrhizal fungi (e.g., Glomus mosseae) as plant inoculants to promote nutrient uptake, enhance drought tolerance, and support plant establishment on degraded soils.*

All selected species shall be approved by the Metalkol SA's Environment Department prior to planting.

3. Planting of Native and Tolerant Species

The Contractor shall establish vegetation across designated rehabilitation zones, including paddocks on TSF embankments and decommissioned areas, using a combination of planting and seeding techniques. The planting strategy shall include:

- *Manual planting of selected native shrubs and ground cover species in areas requiring targeted revegetation or slope stabilization.*
- *Broadcast seeding of native grasses and herbaceous species over broader areas where conditions allow for natural establishment.*
- *Hydromulch seeding, including application of a seed-mulch-fertilizer mixture, in areas prone to erosion or where improved germination support is required.*

All planting and seeding activities must be aligned with the best environmental practices and timed appropriately with seasonal weather patterns to ensure successful establishment.

4. Erosion Control Measures

The Contractor shall implement both physical and biological erosion control strategies to protect rehabilitated areas from wind and water erosion. These measures shall include, at a minimum:

- *Installation of windbreaks using natural or artificial barriers to reduce wind speed and soil loss.*
- *Application of mulch or other soil covers to retain moisture, reduce erosion, and protect seedlings during the establishment phase.*

Additional erosion control structures shall be introduced as needed based on topography and site-specific risk assessments.

5. Community Engagement and Sustainable Development

The Contractor shall actively involve local communities in the rehabilitation process to maximize socio-economic benefits. As part of this obligation, the Contractor shall:

- *Provide employment opportunities for local residents, particularly in activities related to revegetation, soil preparation, and maintenance.*
- *Deliver on-the-job training and capacity-building programs to develop skills in environmental restoration and land management.*

These actions shall be coordinated with the Metalkol SA's CSR Department and align with the company's sustainability strategy.

6. **DELIVERABLES**

The Supplier/Contractor shall submit the following deliverables to Metalkol SA's Environment Department and other relevant stakeholders, in line with the execution of the rehabilitation services:

6.1. Rehabilitation Implementation Plan

A detailed work plan outlining timeline, methodologies, material requirements, equipment to be used, and staffing for the execution of rehabilitation and revegetation activities. This must include:

- Mapping of target areas with coordinates.
- Implementation schedule aligned with seasonal planting windows.
- Health, safety, and environmental risk mitigation measures.

6.2. Soil Preparation and Amendment Report

Documentation of all capping and soil amendment activities, including:

- Quantity and origin of topsoil used.
- Type and dosage of organic amendments applied.
- Soil testing results (pre- and post-treatment) for fertility, pH, and structure.
- Photos and verification of topsoil and amendment application.

6.3. Vegetation Establishment Plan and Species List

A plan and supporting documentation detailing:

- The final list of native and tolerant plant species (including grasses, shrubs, and herbaceous plants) approved by Metalkol SA's Environment Department.
- Seeding and planting specifications (e.g., spacing, density).
- Mycorrhizal inoculation methods and rates, where applicable.

6.4. Planting and Seeding Completion Report

Evidence of planting and seeding execution across rehabilitation zones, including:

- Breakdown of manual planting, broadcast seeding, and hydromulch seeding areas.
- GPS-based mapping of revegetated zones.
- Visual documentation (before, during, and after planting).
- Species survival and initial establishment monitoring data (first 3 months).

6.5. Erosion Control Plan and Implementation Record

A report detailing erosion control methods applied, such as:

- Type and locations of windbreaks or barriers installed.
- Type, quantity, and placement of mulch or soil stabilizers.
- Any other structures or natural reinforcements introduced for erosion control.
- Maintenance instructions and schedule.

6.6. Community Engagement and Employment Report

A record of all community involvement and socio-economic contributions, including:

- Number of local workers employed (disaggregated by gender, where possible).
- Training materials and attendance records.
- Recommendations for long-term involvement and skills development.

6.7. Monitoring and Progress Reports

Regular progress updates (e.g., monthly or quarterly, as agreed) covering:

- Physical progress vs. work plan.
- Vegetation success indicators (germination, growth rates, survival).
- Erosion and stability observations.
- Issues encountered and corrective measures taken.

6.8. Final Rehabilitation Completion Report

A comprehensive close-out report, including:

- Summary of all works conducted.
- Comparison against initial objectives and success criteria.
- Maps and photographic documentation.
- Recommendations for long-term maintenance and monitoring.
- Handover certificate signed by relevant Metalkol SA departments.

7. Contractor Supplied Items

The Contractor shall provide the following, at its cost:

- PPE
- Tools required to ensure work is done
- Own transport
- Indigenous seed grasses and trees can be obtained from surrounding areas in sustainable manner

7.1. Resources: Contract Manning and Representation

7.1.1. Resource Requirements

RESOURCE	***QUANTITY***
PPE	*TBA*
Vehicle for employee's transportation	*1*

7.1.2. Personnel required

7.1.3. The Contractor's Management Personnel shall include the following non-trade categories:
7.1.4. A Contract Coordinator, to coordinate the overall delivery of the Services.
7.1.5. A Health, Safety and Environment (HSE) Adviser; and
7.1.6. The Contractor's Personnel shall include, but shall not be limited to, the following trade categories:
7.1.7. Supervisor (s), to supervise and monitor the day to day works. In addition to their other tasks, the Contractor's Supervisor(s) shall assist in the scheduling of the Contractor's personnel; and

7.2. Specific Responsibilities for the Contractor's personnel listed above:

Contract Coordinator Unless otherwise specifically stated in this Scope, the responsibilities of the Contractor's Contract Coordinator shall include:

7.2.1. Developing work scopes or scoping to align with ESF operation topsoil rehandling procedure and RSF OMS
7.2.2. Developing Service time-line requirements and managing interdependencies. To align with progressive cyclone wall development.
7.2.3. Attending works and shutdown planning meetings.
7.2.4. Overall service management and work planning.
7.2.5. Being a Point of Contact (POC) for the Company's responsible personnel in the execution and planning/scheduling of the Services.
7.2.6. Continuous improvement of the services performance with SHS Metalkol
7.2.7. Managing the Contractor's and the Company's risk registers.
7.2.8. Working to the Contractor's and the Company's HSE policies and procedures.
7.2.9. Attending the Contractor and appropriate Company safety meetings.
7.2.10. Conducting investigations into Service provision, of the HSE issues.
7.2.11. Identifying and escalating risks and/or defects to SHS team; and
7.2.12. Providing technical advice to SHS team around the Company's equipment.

7.3. **HSE Adviser**

The responsibilities of the HSE Advisers shall include:

7.3.1. Providing overarching day to day and systematic approach and application of the HSE considerations required to provide the Services under this Agreement.
7.3.2. Providing technical advice around HSE issues in general.
7.3.3. Managing the Contractor's and the Company's HSE risk registers.
7.3.4. Working to the Contractor's and the Company's HSE policies and procedures; and
7.3.5. Attending Contractor and Company safety meetings.

7.4. Supervisor

The responsibilities of the Contractor's Supervisors must include:

7.4.1 Assisting with resource scheduling and utilisation.
7.4.1. Leading and mentoring Contractor's personnel.
7.4.2. Developing work scopes / scoping service requirements.
7.4.3. Developing Service time-line requirements and managing interdependencies.
7.4.4. Being a POC for the Company responsible personnel in the execution and planning/scheduling of the Services.
7.4.5. Attending shut down meetings and other works meetings.
7.4.6. Overall service management and work planning.
7.4.7. Coordinating the Contractor's and the Company's HSE risk registers.
7.4.8. Working to the Contractor's and the Company's HSE policies and procedures.
7.4.9. Attending Contractor and Company safety meetings.
7.4.10. Conducting investigations into service provision of health and safety issues.
7.4.11. Identifying and escalating risks and/or defects to and
7.4.12. Issuing weekly report reports as per the Company's requirement and advice.

7.5. Labour Engagement

7.5.1. Base Load define the criteria for base load hours relating to the Scope.
7.5.2. Peak Load define the criteria for scope peak load hours relating to the Scope.

7.6. Work Management

7.6.1. The Contractor shall be responsible for the time and materials timesheets pertaining to the Services.
7.6.2. The Contractor shall be responsible for the work allocation of the Contractor's personnel, for the duration of the Agreement.
7.6.3. The Contractor shall be responsible for the scheduling of Job
7.6.4. Initiating Work performance
7.6.5. Executing Rehabilitation activity.

7.7. Training

7.7.1. The COMPANY shall provide the following specific training to the Contractor's personnel:

7.7.2. The training that is required for each role for entry to the Company's Site includes the following:

TABLE 1 – COMPANY TRAINING REQUIREMENTS:

Contractor Role / *Company Training*	*Company Specific*	*Contract / Shut Coordinator*	*HSE Adviser*	*Supervisors*	*Trades*	*Riggers/ Advanced Riggers*	*Trade Assistants*
Site Inductions	✓	*M*	*M*	*M*	*M*	*M*	*M*
Proof of Drug & Alcohol Test Compliance		*M*	*M*	*M*	*M*	*M*	*M*
Apply risk management processes		*M*	*M*	*M*			
Communicate information		*M*	*M*	*M*			
Supervise on-site operations		*M*	*M*	*M*			
Show leadership in the workplace		*M*	*M*	*M*			
Fatigue Management Training	✓	*M*	*M*	*M*	*M*	*M*	*M*
Fatigue Management for Supervisors Training	✓			*M*			
Module One Isolation Officer Training	✓	*M*	*M*	*M*	*M*	*M*	*M*
Module Two Isolation Officer Training	✓			*M*	*M*		
Module Three Isolation Officer Training	✓			*R*			
JHA & Risk Identification Training	✓			*M*	*M*	*M*	*M*
Manual Handling Training	✓			*M*	*M*	*M*	*M*

Legend:
M = Mandatory
R = Mandatory for those personnel required to undertake tasks in the area
N = Nominated Responsible People

7.7.3. The Company shall provide specific training, as listed in **Table 1** above, for the Contractor's personnel at the commencement of the provision of the Services, in accordance with the Agreement's Pricing Schedule.

7.7.4. The Company's specific training may be amended and updated from time to time as part of the Company's changes to policies and procedures and the Contractor is expected to abide by those changes as and when they occur.

7.7.5. The Company has detailed work procedures and training procedures that may apply to some or all aspects of the Services. The Contractor is required to train its personnel in all training procedures and detailed work procedures. Further, the Contractor may reasonably recommend changes to the training and work procedures, as required.

7.7.6. The Contractor is required to notify the Company in writing prior to any scheduled training that Contractor Personnel are unable to attend.

RISKS

Please indicate the potential risks related to this project, by using ERGA's standard risk tool:

Risk name	Risk description / statement	Risk causes	Risk consequences	Exposure Period (From-To)	Control Name / Description (Control action for causes)	Probability		Financial impact						
							financial loss US$ mln Budget Year 2018	financial loss US$ mln 18 Months	Rating	Occupational Health & Safety	Environment	Quality	Reputational and Social	Legal & Compliance
Penalty, loss licence	Rehabilitation is legal requirement	Uncertainty in strategic targets	Lost opportunity to leverage volumes		18 month rolling production forecast									
		Uncertainty in LOM plans	Supplier reputational damage											
		Poor operational budgeting	Disruption of critical supplies											
		Absence of an aligned operational maintenance plan	Unbudgeted spares and services costs		MRP control testing accuracy of 18-month forecast.	3		40	4	0	0	0	0	0
		Unduly optimistic forecast norms.	Secured supply is inefficient.											
		Inadequate spatial compliance by mining	Variable consumption norms.											

IMPACT

Impact Area	Description	Quantitative assessment of Impact
Loss of mining licence	Stop activities	100 % per ton of CU produced

The below example is reflected on the above file.

Category			Performance Management Plan - Criteria			Combined Category and Criteria Weighting (%)	Minimum Acceptable Performance Level (%)
No.	**Description**	**Weighting (%)**	**No.**	**Description**	**Weighting (%)**		
1	**HSEC**	20	1.1	Total Compliance with all relevant DRC and ENRC HSEC regulations and policies.	100%	20%	95%
2	**Delivery**	20	2.1	% of goods delivered in full on time	100%	20%	95%
2	**Quality**	20	3.1	% of goods returns to Supplier due to quality performance issue	50%	10%	95%
			3.2	Number of warranty claims	50%	10%	80%
4	**Inventory**	15	4.1	Availability of product on site on demand (stock levels)	40%	6%	70%
			4.2	% of potential stock out	60%	9%	5%
5	**Customer Satisfaction**	10	5.1	Supplier knowledge about goods and services	40%	4%	80%
			5.2	Supplier ability to resolve problems effectively	30%	3%	80%
			5.3	Supplier's responses to emergencies	30%	3%	90%
6	**Cost**	15	6.1	Cost savings through product improvement and innovation	60%	9%	70%
			6.2	Impact of CI initiatives launched and underway	40%	6%	5%
	TOTAL	**100**				**100%**	