

SCOPE OF WORK

RGM Process Plant Security & Project Management Specialist

1. Introduction

IAMGOLD - Rosebel Gold Mines N.V. is seeking a qualified Independent Security Contractor to provide specific consultancy services. The Independent Security Contractor must demonstrate capability, subject-matter resources and proven track-record to be able to provide security specialist services and solutions.

The Independent Security Contractor is required to perform the required services in strict accordance with their, Rosebel accepted Proposal. The proposal must adhere to and comply with ROSEBEL policies at all times.

The main objective of the service is to provide specialist support in Process Plant Security and Project Management (Security Capital Projects Coordination), while at the same maintaining the presence of **one (1)** on-site security specialist.

Independent Security Contractor must be in the position to provide an international experienced specialist with a proven track record in the precious metal mining industry with focus on gold security standards, organized work place theft, proficiency in operation of electronic security systems, project management, etc.

Maintaining confidentiality of the RGM security program and restricted information, as well as flexibility to extend work hours and schedules during emergencies, crises and investigations will be key criteria for Independent Security Contractor to abide by and support business continuity.

2. Concept of Operation

This detailed concept of operations will include, but shall not be limited to:

- Period of performance: **Two (2)** years.
- 8 weeks on-site and 4 weeks off-site (8 weeks will be site based and specialist is required to coordinate with site resources during 4 week off period to ensure continuity of process plant and investigative projects).
- Specialist will also be utilized as a force multiplier for:
 - operational support;
 - unrest, emergency and crisis's;
 - process plant shutdowns to direct security coverage and surveillance of high risk process areas containing larger concentration of high grade gold bearing material;
 - conducting after hours or extended periods of surveillance in support of suspected employee theft,
 - call-out and response after hours for security incident scene investigation and compiling of data for preliminary investigation findings.
- A fix monthly cost (all-inclusive for services, insurances, taxes, etc.) will be invoiced.
- Return flight costs from home base to Suriname, and reasonable travel expenses i.e. transit, overnight due to flight delays.
- RGM will be responsible for all in-country costs i.e. visa, transportation, accommodation, meals, and equipment for work related aspects.

3. DEFINITION OF REQUIREMENTS

Service A: Process Plant Security

- a) Coordinate gold and non-gold security standards relating to asset protection of the prime product through various processes.
- b) Provide gold protection and process security advice.
- c) Maintain the master copy of the process plant security manual – containing copies of all procedures and instructions.
- d) Coordinate the implementation of processing plant security action plans within the security discipline.
- e) Monitor compliance by employees, contractors and visitors to Gold Security Standards in all areas, including the refinery.
- f) Provide High Risk Process Security Training.
- g) Mentor RGM and contractor security personnel.
- h) Coordinate gold room security and bullion security.
- i) Coordinate and support special process plant security operations and related investigations/crime intelligence.
- j) Coordinate and ensure processing plant security related maintenance and work programs are conducted.

Services B: Project Management – Security Capital Projects

- a) Coordinate and ensure following documentation is completed for respective capital projects in accordance with IAMGOLD – RGM requirements:
 - Management of Change;
 - Risk Assessment;
 - Scope of Work;
 - Bill of Quantities
 - Project Tracker;
 - JHA's;
 - Procedure(s)
- b) Coordinate and engage with following internal stakeholders for respective capital projects:
 - Respective security section i.e. run of mines, process plant, electronic security
 - Surface Support (technical support and guidance to determine feasibility of execution of project with mine resources or contractor)
 - ICT (network support for electronic security projects)
 - Procurement or Category Management (purchase of materials or engagement of service provider)
 - Health & Safety (MOC, risk assessment & JHA)
 - Process Owner Representatives (security infra-structure projects at mine and processing areas)
- c) Coordinate and engage with contracted service provider or supplier(s) on:
 - Schedule (delivery of materials and/or work activities)
 - Site access and induction (HR, safety, security)
 - Permits
 - Logistics (transport, accommodation, etc.)
 - Safety Program (JHA's, Training, etc.)
 - Quality Control (Supervision, Inspection, etc.)
 - Installation, Commissioning, Testing, Training & Hand-Over

- d) Provide advice on industry best practices and solutions for security infra-structure, secure at source, physical security and mining security counter measures.

4. HEALTH & SAFETY

The Independent Security Contractor shall perform the services in accordance with RGM H&S polices, standards and procedures.

5. VOLUNTARY PRINCIPLES ON SECURITY AND HUMAN RIGHTS

The Independent Security Contractor is required to fully comply and adhere to all sections of the Voluntary Principles on Security and Human Rights (VPSHR) at all times.