REQUEST FOR PROPOSAL (RFQ)

RFP No. ASLM/HR/10/31/23

FOR THE PROVISION OF GLOBAL PENSION SERVICES

CLOSING DATE: 10 NOVEMBER 2023

When replying to the RFP, please mention the RFP No in the subject line.

1.0. INTRODUCTION

The African Society for Laboratory Medicine (ASLM) is a Pan-African professional body, working to advocate for the critical role and needs of laboratory medicine and networks throughout Africa. For more information, please visit our website at https://aslm.org.

2.0. OBJECTIVE OF THE ASSIGNMENT | SCOPE OF WORK | EXPECTED DELIVERABLES

ASLM as an organisation has offices in South Africa and Ethiopia. Further, a significant number of our staff operate on remote basis both within Africa, Europe, Middle East and North America.

ASLM is looking for an international pension provider for our staff positioned in different jurisdictions as highlighted above. Our key requirements are highlighted below:

- Ability to accept a lump sum check, in USD from the organization at the end of every month
• Having obtained the lump sum check, ability to disaggregate and post the contributions into individual staff accounts based on a schedule provided by ASLM together with the lump sum check
• Ability for staff to visualize their contributions, and accumulated investment income from anywhere in the world
• Track record of safely investing the amounts contributed
• Ability for members to withdraw the funds accumulated in their accounts upon leaving the ASLM, without tax burden
• Ability for staff to make extra optional payments into their accounts as they deem convenient
• Provision of life cover for all ASLM staff equivalent to 24month’s salary for each staff member
• Any other pertinent advantages that the service provider may profer

OPTIONAL PERIODS:

The initial term of the service shall be three (3) years from the date of signing. ASLM may exercise its right to extend the contract by additional years subject to the performance of the service provider and other strategic factors, as mutually agreed

3.0. MANDATORY REQUIREMENTS

• Company profile with Certificate of Incorporation and all other applicable licenses, permit, authorizations and certifications required per applicable laws and regulations. The company profile should provide additional information such as Registration name and trading name if applicable, physical address, telephone, contact person, period in business, key personnel/management and line of business.

4.0. EVALUATION CRITERIA AND SUBMISSION REQUIREMENTS

ASLM will accept proposals from bidders that provide Best Value and satisfy the requirements stipulated in the solicitation. All submissions/proposals will be evaluated against the set Evaluation Criteria provided below. Each proposal should contain the items listed in the Submission Requirements column in the following table.

<table>
<thead>
<tr>
<th>Evaluation Criteria</th>
<th>Submission Requirements</th>
<th>Weight</th>
</tr>
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</table>

Physical Office Address: Joseph Tito Street, Nega City Mall, Suite 800, P.O.Box 5487 Kirkos Subcity, Kebele 08, Addis Ababa, Ethiopia (+251) 11-557-1021
The Pivot, Block E, Third floor, Montecasino Boulevard, Fourways, 2055, Gauteng, South Africa (+271) 08-808-592 info@asl.org www.ASLM.org
1. Past performance of similar work
   References of Historical Returns of accumulated fund (last 5 years) 40%

2. Fund Flexibility
   As per requirements highlighted in the Objective of the Assignment Section Above 40%

3. Administration Fees
   Fee Structure of the fund manager 20%

**Total** 100%

### 5.0. CONTRACT TYPE

For this procurement, ASLM will issue out a Firm Fixed Price Contract on its terms and conditions indicating the service provider’s quoted firm fixed price, scope of work, deliverables, timelines duration of contract and other instructions.

### 6.0. SUBMISSION REQUIREMENTS

Completed bids must be addressed to the Procurement Committee and send electronically on or before the closing date and time to rfpsubmission@aslm.org only.

### 7.0. PROPOSED TIMELINES

<table>
<thead>
<tr>
<th>Date</th>
<th>Activity</th>
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<tbody>
<tr>
<td>01 Nov 2023</td>
<td>Release of RFP and publicly posted on ASLM website:</td>
</tr>
<tr>
<td>6 Nov 2023</td>
<td>Deadline for submission of inquiries related to this RFQ directed to Email to: and all questions must clearly identified with the solicitation #</td>
</tr>
<tr>
<td>7 Nov 2023</td>
<td>Indicate the RFP number indicated at the top of this RFP (i.e. RFQ #) in your proposals</td>
</tr>
<tr>
<td></td>
<td>Response to all inquiries released and posted publicly to ASLM website.</td>
</tr>
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While ASLM is desirous of maintaining the proposed timelines, delays necessitated by unforeseen circumstances.

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
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<tbody>
<tr>
<td>10 Nov 2023</td>
<td>Deadline for Proposals submission.</td>
</tr>
<tr>
<td>17 Nov 2023</td>
<td>Final decision announced and Bidders receive feedback</td>
</tr>
<tr>
<td>30 Nov 2023</td>
<td>Contract confirmed &amp; issued out.</td>
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</table>

8.0. ASLM TERMS AND CONDITIONS

The following are the terms and conditions of ASLM and any exceptions to these should be noted in writing at submission:

8.1. This RFP is not an offer to enter into agreement with any party, but rather a request to receive proposals from companies interested in providing the goods or services outlined in this RFP.

8.2. The specifications prescribed are not in any way limited to any specific tenderer as they are based on generally achievable requirements and thus, participation in this solicitation is open to all legal vendors that are registered and comply with the laws of doing business in the applicable country where services will be rendered. The necessary legal, commercial, technical and financial requirements should be satisfied.

8.3. ASLM does not bind itself to accept the lowest tender price and reserves the right to reject all submissions, in whole or in part, enter into negotiations with any party, and/or award multiple contracts.

8.4. ASLM reserves the right (but is not under obligation to do so) to enter into discussions with one or more respondents in order to obtain clarifications or additional details, to suggest service delivery refinements in the proposal or other aspects of the proposal, or to negotiate the cost quotation.

8.5. All quotations MUST be typed, on company official letterhead with full contact details including physical address, contact phone, email. Submissions MUST be received on or before the closing date and time and all bids received after the closing date and time may not be considered.

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8.6. **ASLM shall NOT** be responsible for all costs involved in the preparation and submission of bids or proposals. All costs to be borne by the bidder and this is irrespective of the outcome.

8.7. Bid validity of quotation/proposals shall be 90 days.

8.8 **ASLM provides an equal opportunity for any vendor/supplier to participate irrespective of race, colour, religion, sex, or national origin and will receive equal treatment.**

8.9. **By participating, preparation and submitting this quotation or proposal, you represent that none from your organization has any conflict of interests.**

8.10. **To the maximum extent practical and possible, ASLM will strive to ensure that the finances provided in this procurement do not support organisations, companies and individuals associated with acts of terrorism, prostitution and drug trafficking.**

8.11. **ASLM reserves the right to delay, amend, reissue, or cancel all or part of this RFP at any time but feedback will be provided to the vendors who participated. Additionally, ASLM will be under no obligation to reveal, or discuss with any bidder how a quotation/proposal was assessed, or to provide any other information relative to the selection process. Respondents whose quotations are not selected will be notified in writing and shall have no claim whatsoever for any kind of compensation.**

8.12. ASLM reserves the right to waive or permit cure of non-material variances in the bid proposal if, in the judgment of ASLM, it is in ASLM’s best interest to do so. Non-material variances include minor informalities that do not affect responsiveness; that are merely a matter of form or format; that do not change the relative standing or otherwise prejudice other vendors; that do not change the meaning or scope of the RFP; or that do not reflect a material change in the services. In the event ASLM waives or permits cure of nonmaterial variances, such waiver or cure will not modify the RFP requirements or excuse the vendor from full compliance with RFP specifications or other contract requirements if the vendor is awarded the contract. The determination of materiality is in the sole discretion of ASLM.

8.13. **Failure to provide any of the above specifications and requirements may be considered non-responsive and disqualify the bidder from final selection.**

8.14. **ASLM ETHICAL STATEMENT:** As part of its commitment to engrain a culture of honesty and integrity in all its business processes, unethical conduct such as undisclosed conflict of interests, bribes and kickbacks and other corrupt activities are strictly prohibited and denounced. No employee at ASLM is not allowed to use their position(s) to pursue personal and unethical gain. In the same vein, bidders or potential suppliers and contractors are proscribed from offering bribes aimed at influencing the process and the outcome(s). ASLM implore vendors to embrace this culture in their interactions with us. Violation of this ethical principle and requirement will result in the supplier or service provider disqualified and ASLM will not solicit or accept bids in the future from the same.

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