

	NATIONAL OIL CORPORATION OF KENYA	Ref No. NOCK/PRC/03(1745) (2025-2026)
	ADDENDUM NO. 1 A WRITTEN UNDERTAKING TO COMPLY WITH LABOUR LAWS MANDATORY REQUIREMENT MR12	Page 1 of 2

In reference to the **Tender for Provision of Security Guarding Services Framework Contract published on 5th February 2026.**

We hereby issue addendum No. 1 as below:

Preliminary/Mandatory Requirements/Evaluation Criteria

No.	Description
12	Tenderers MUST fill an undertaking to comply with labour laws. A written undertaking that the service provider shall comply with all the labour laws and the minimum wages guidelines during the entire period of the contract as per Private Security Regulatory Authority(PSRA).

Please find below form

UNDERTAKING TO COMPLY WITH LABOUR LAWS.

I,of P. O. Box being a resident of in the Republic of do hereby make a statement as follows:-

THAT I am the Chief Executive/Managing Director/Principal Officer/Director of (insert name of the Company) who is a Bidder in respect of Tender No. for(insert tender title/description) for(insert name of the Procuring entity) and duly authorized and competent to make this statement.

THAT we shall comply with all the labour laws and the minimum wages guidelines during the entire period of the contract as per Private Security Regulatory Authority (PSRA).

Total Minimum Gross Pay: Ksh.....

Mandatory Components:

- Basic Salary Ksh (.....),
- House Allowance 15 %(Ksh.....),
- Overtime (Ksh.....).

Statutory Deductions (Before Take-Home):

- PAYE (Ksh.....)
- NSSF (Ksh.....)
- SHIF (Ksh),
- Affordable Housing Levy (Ksh.....)

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During the entire period of the contract and understand that failure to meet this requirement at any time during the contract period will be a ground for cancellation of the contract. The key indicators on compliance for this are

- Payment of salaries in time there should be no complaints from your staff of delayed salaries.
- Procuring entity may make Impromptu request for a tax Compliance certificates from KRA and the same shall be submitted within seven days.
- Procuring entity may make Impromptu request for a Compliance certificates from NSSF and the same shall be submitted within seven days.
- Procuring entity may make Impromptu request for a Compliance certificate from SHIF/NHIF and the same shall be submitted within seven days.

.....
 (Title) (Signature) (Date)
 Bidder's Official Stamp

Except as clarified herein, all the other terms and conditions of the tender remain as is and are unchanged.

CHIEF EXECUTIVE OFFICER