**Matrix for Sustainability Criteria**

UNDP Nigeria is seeking to recruit a service provider that will assist in reducing cost and ensuring that value for money. The service provider is also expected to recognize the need to protect the social aspects concerning its employees are respected. bidders are required to indicate the level of engagement and compliance with the terms of reference in relation to sustainability and demonstrate their current status.

**Social aspects (40 points)**

The social aspect relates to the staff employed by the service provider. The Bank would like to see how the staff are treated in terms of the following criteria.

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| **Criterion** | **Description** | **Points** |
| Equal remuneration to all staff regardless of their ethnicity, background, migrant status, sex etc. | Explain in detail the approach. | 05 |
| Payment of statutory benefits on behalf of staff to relevant authorities. | Explain in detail the approach. | 05 |
| Compliance with all wage and hour laws. Workers’ compensations must be guaranteed in accordance with national applicable laws and regulations. | Explain in detail the approach. | 05 |
| Employing Staff coming from the local communities. | Explain in detail the approach. | 05 |
| Comply to elimination of all forms of forced or compulsory labour. | Explain in detail the approach. | 05 |
| No employment vulnerable populations such as young children, pregnant women, elderly or people sensitive to chemical exposure. | Explain in detail the approach. | 05 |
| Compliance with and respect of local laws and customs when establishing standardized ethical and moral  conducts. | Explain in detail the approach. | 05 |
| An occupational health and safety policy:  • First aid and accident arrangements,  • Occupational health and safety training for staff,  • Regular equipment maintenance, and  • Use of protective gears- clothing, boots, gloves for staff depending on the nature of the nature of the job they do. | Explain in detail the approach. | 05 |
| **MAXIMUM OBTAINABLE POINTS** | | **40** |
| **ENDED** | | |