



REPUBLIC OF LIBERIA
CENTRAL BANK OF LIBERIA



REQUEST FOR PROPOSAL /BID
FOR THE
PROVISION OF SECURITY GUARD SERVICES TO ALL
CBL FACILITIES
RFP#: CBL/RFP/26/2025

CENTRAL BANK OF LIBERIA
Lynch & Ashmun Streets
1000 Monrovia 10 Liberia

ISSUANCE DATE: DECEMBER 23, 2025
SUBMISSION DATE: JANUARY 6, 2026

INVITATION TO BID

CENTRAL BANK OF LIBERIA

Lynch & Ashmun Streets
1000 Monrovia 10, Liberia

Re: Letter of Invitation to Bid-Provision of Security Guard Services at the CBL Headquarters, Disaster Recovery Site – Virginia, Collectorates in Montserrado County, National Housing and Saving Bank – Waterside, River Gee Cash Hub, Gbarnga Cash Hub and Voinjama Cash Center – Lofa County.

Dear Sir/Madam:

The Central Bank of Liberia (CBL) hereby solicits bids for **Provision of Security Guard Services at the CBL Headquarters, Disaster Recovery Site – Virginia, National Housing and Saving Bank – Waterside, River Gee Cash Hub, Gbarnga Cash Hub and Voinjama Cash Center – Lofa County. (RFP No.: CBL/RFP/26/2025)** for the period January 1, 2026, to December 31, 2026.

The Central Bank of Liberia (CBL) seeks the services of a qualified and licensed private security firm (“the Service Provider”) to provide comprehensive security guard services at all CBL facilities nationwide. The objective is to ensure continuous protection of CBL staff, visitors, infrastructure, assets, cash operations, and information resources, in accordance with CBL security policies and applicable Liberian laws.

Accordingly, the CBL invites interested bidders to pick up the solicitation document and may obtain further information from the Bank’s head office on the corner of Ashmun and Lynch Streets beginning Teusday, December 23, 2025.

Sealed Proposal may be delivered to the Procurement section on the 7th floor of the CBL Head Office no later than **2:00 PM on Tuesday, January 6, 2026, in hard copies or electronically to procurement@cbl.org.lr**. **Electronic submission should be protected by passwords.** Late submission of proposal will not be accepted. This request for proposal (RFP) can also be accessed on the CBL’s website (www.cbl.org.lr).

Signed: _____
Maakai A. Amblard
DIRECTOR
General Support Services Department

Instructions to Bidders (ITB)

A. Introduction

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| 1. Scope of Bid | <p>1.1 The Central Bank of Liberia (hereinafter referred to as the Purchaser) wishes to receive bids for provision of Security Guard Services to all Central Bank of Liberia Facilities (hereinafter referred to as the Service).</p> <p>1.2 All bids are to be completed and returned to the Purchaser in accordance with these Instructions to Bidders.</p> |
| 2. Source of Funds | <p>2.1 The Purchaser shall fund this procurement from its approved budget to pay for the contract (hereinafter referred to as the “Contract”) for which this Invitation for bid is issued toward the provision of Security Guard Services to all Central Bank of Liberia Facilities.</p> <p>2.2 Payments will be made only at the request of the Purchaser and upon approval by a designated official of the Central Bank of Liberia in accordance with terms and conditions of the contract agreement between the Purchaser and the Service provider (hereinafter referred to as the “Contract”), and will be subject in all respects to the Financial Administration of the Republic of Liberia. No party other than the Service provider shall derive any rights from the Contract or have any claims to the funds.</p> |
| 3. Eligible Bidders | <p>3.1 This Invitation for Bid is open to all eligible service provider.</p> <p>3.2 State owned enterprises may participate only if they are legally and financially autonomous, operate under commercial law, and are not a dependent agency of the Purchaser.</p> |
| 4. Cost of Tender | <p>4.1 The Bidder shall bear all costs associated with the preparation and submission of its bid, and the Purchaser will, in no case, be responsible or liable for those cost, regardless of the conduct or out come of the Biding process.</p> |

B. THE BID DOCUMENTS

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| 5. Content of Tender Documents | <p>5.1 The service required, bid procedures and contract terms are prescribed in the Bid Documents. In addition to the Invitation for Bid, the Bid Documents include:</p> <ul style="list-style-type: none"> a. Instruction to Bidding (ITB); b. Bid Data Sheet. <p>5.2 The Bidder is expected to examine all instructions, forms, terms and specifications in the Bid Documents. Failure to furnish all information required by the Bid Documents or submission of a Bid not substantially responsive to the Bid Documents in every respect will be at the Bidder's risk and may result in the rejection of its Bid.</p> |
| 6. Clarification of Bid Documents | <p>6.1 A prospective Bidder requiring any clarification of the bid Documents may request the Purchaser in writing at the Purchaser's address indicated in Bid Data Sheet. The Purchaser will respond in writing or by email to any request for clarification of the bid documents which it receives no later than five (5) days prior to the deadline for the submission of Bid. The Purchaser's response (including an explanation of query without identifying the source of inquiry) will be sent in writing or email to all prospective bid, who have the bid Documents.</p> |
| 7. Amendment of Bid Documents | <p>7.1 At any time prior to the deadline for submission of Bid, the Purchaser may, for any reason, modify the Bid Documents by issuing Addenda.</p> <p>7.2 Any Addendum will be notified in writing to all prospective Bidders who have the bid Documents and shall be a part of the bid document.</p> <p>7.3 Where the Purchaser issues the Addendum very close to deadline for submission of bid, the Purchaser may extend the deadline for submission of bid in order to afford prospective Bidders a reasonable time to take the Addendum into account in preparing their Bid.</p> |

C. PREPARATION OF BID

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| 8. Language of Bid | 8.1 The Bid prepared by the Bidder and all correspondence and supporting documents relating to the bid exchanged by the bid and the Purchaser, shall be written in the English language. |
| 9. Bid Price | 9.1 The Bidder shall indicate on the appropriate Price Schedule the unit prices (where applicable) and total bid price of the service it proposes to deliver under the contract. |
| 10. Currency of Bid | 10.1 Prices shall be quoted in Liberian Dollars or United States Dollars, clearly separating employees into categories. |
| 11. Document Establishing Bidder's Eligibility and Qualifications | <p>11.1 Pursuant to Clause 10, the Bidder shall furnish, as part of its Bid, documents establishing the Bidder's eligibility to bid and its qualifications to perform the contract if its Bid is accepted.</p> <p>11.2 The documentary evidence of the Bidder's eligibility to bid shall establish to the Purchaser's satisfaction that the Bidder, at the time of submission of its bid, is from an eligible country.</p> <p>11.3 The documentary evidence of the Bidder's qualifications to perform the contract if its Bid is accepted shall establish to the Purchaser's satisfaction:</p> <p style="padding-left: 40px;">a. that the Bidder has the financial and technical</p> |

capabilities necessary to perform the contract.

- c. that the Bidder meets the Qualifications as specified in Bid Data Sheet.

12. Bid Security

- 12.1 The Bidder shall furnish as part of its Bid, Bid Security as specified in the *Bid Data Sheet*. The Bid security is required to protect the Purchaser against the risk of the Bidder's conduct, which would warrant the security's forfeiture .
- 12.2 The Bid Security shall, at the Bidder's option, be in the form of either a Manager Check, or Bank Guarantee from a bank in Liberia, a bond issued by an insurance or bonding institution, which has been determined by the Bidder to be acceptable to the Purchaser. The Bid Security shall be valid for 28 days beyond the period of validity of the Tender.
- 12.3 Any Bid not secured in accordance with paras 12.1 and 12.2 will be rejected by the Purchaser as non-responsive.
- 12.4 The Bid Security of unsuccessful bidders will be returned within 14 days after the expiration of the bid validity period .
- 12.5 The Bid Security of the successful Bidder will be discharged when the Bidder has furnished the required Performance Security and signed Contract.

13. Period of Validity of Bids

- 13.1 Bids shall remain valid for the period as specified in the *bid Data Sheet* after the date of Tender opening prescribed by the Purchaser. A bid valid for a shorter period shall be rejected by the Purchaser as non-responsive.
- 13.2 In exceptional circumstances, the Purchaser may solicit the Bidders' consent to an extension of the period of bid validity. The request and the responses thereto shall be in writing or by email. The validity of Bid Security period shall also be suitably extended. A Bidder may refuse the request without forfeiting its Bid Security. A Bidder granting the request will

not be required nor permitted to modify its bids.

14. Format and Signing of Bids

- 14.1 The Bidder shall prepare one original document comprising the bid and clearly marked **“ORIGINAL”**. In addition, the Bidder shall submit Four (4) copies of the bid and clearly marked as **“COPIES”**. In the event of discrepancy between them, the original shall prevail.
- 14.2 The original and copy of the bid shall be typed written and shall be signed by the Bidder or a person or persons duly authorised to sign on behalf of the Bidder. The letter of authorisation shall be indicated by written power-of-attorney accompanying the bid. All pages of the bid, where entries or amendments have been made, shall be initialed by the person or persons signing the Tender.

D. SUBMISSION OF BIDS

15. Sealing and Marking of bids

- 15.1 The Bidder shall seal the original and the copy of the bids in two inner envelopes and an outer envelope, duly marking the inner envelopes as “Original” and “Copy”.
- 15.2 The inner and outer envelopes shall:
- a. Be addressed to the Purchaser at the address given in the *Bid Data Sheet*:
 - c. Provide a warning **“Not to Open Before”** the time and date for bid opening as specified in the *Bid Data Sheet*.
- 15.3 If the outer envelope is not sealed and marked as required the Purchaser will assume no responsibility for the bid misplacement or premature opening.

16. Deadline for Submission of Bids

- 16.1 Bid must be received by the Purchaser at the address and no later than the time and date specified in the *Bid Data Sheet*.
- 16.2 The Purchaser may, at their discretion, extend the deadline for

the submission of bids by issuing an amendment, in which case, all rights and obligations of the Purchaser and Bidders previously subject to the original deadline will thereafter be subject to the deadline as extended.

17. Late Bids

- 17.1 Any Bid not received within the date and time specified in ITB Clause 20 will not be accepted and will be returned unopened.

18. Process to be Confidential

- 18.1 Information relating to the examination, clarification, evaluation, and comparison of bids and recommendations for the Award of Contract shall not be disclosed to Bidders or any other persons not officially concerned with such process until the Award to the successful Bidder has been announced.

19. Clarification of bids

- 19.1 To assist in the examination, evaluation and comparison of Bids, the Purchaser may, at its discretion, ask any Bidder for clarification of its bids, including breakdowns of unit rates. The request for clarification and the response shall be in writing and no change in the price or substance of the Tender shall be sought, offered or permitted, except as required to confirm the correction of arithmetic errors discovered by the Purchaser in the evaluation of the bids.

20. Examination of Bids and Determination of Responsiveness

- 20.1 The Purchaser will determine whether each Bid:
- a. meets the eligibility criteria
 - b. has been properly signed.
 - c. is accompanied by the required securities.
 - d. is substantially responsive to the requirements of the Tender documents.
- 20.2 Arithmetical errors will be rectified on the following basis:
- i. If there is a discrepancy between the unit price and the total price that is obtained by multiplying the unit price and quantity, the unit price shall prevail and the total price shall be corrected. If the Bidder does not accept the correction of the errors, its bids will be rejected, and its Bid Security may be forfeited,

- ii. If there is a discrepancy between words and figures, the amount in words may prevail.

20.3 Prior to the detailed evaluation, the Purchaser will determine the substantial responsiveness of each Bid to the Bid Documents. A substantially responsive Bid is one which conforms to all the terms and conditions of the bid Documents without material deviations. The Purchaser's determination of a Bidder's responsiveness is to be based on the contents of the bid itself. A material deviation or reservation is one:

- a. which affects in any substantial way the Scope, Quality, or Performance of the Contract.
- b. which limits in any substantial way, inconsistent with the bid documents, the Purchaser's rights or the Bidder's obligations under the contract; or
- c. whose rectification would affect unfairly the competitive position of other Bidders presenting substantially responsive bids.

20.4 A bid determined as not substantially responsive will be rejected by the Purchaser and may not subsequently be made responsive by the Bidder by correction.

21. Evaluation and Comparison of Bids

21.1 The Purchaser will evaluate and compare only the Tenders determined to be substantially responsive.

21.2 The Purchaser's evaluation of a bids will be on the basis of bid Price.

21.3 The Purchaser's evaluation of a bids will consider, in addition to the bid Price one or more of the following factors as specified in the *Bid Data Sheet*:

- e. Other specific criteria indicated in the *Bid Data Sheet* and/or in the Technical Specifications.

22. Contacting the Purchaser

- 22.1 No Bidder shall contact the Purchaser on any matter relating to its bid, from the time of the bid opening to the time the Contract is awarded. If the bidder wishes to bring additional information to the notice of the Purchaser, it should do so in writing.
- 22.2 Any effort by a Bidder to influence the Purchaser in the Purchaser's bid evaluation, bid comparison or contract award decisions may result in the rejection of the Bidder's bid

F. AWARD OF CONTRACT

23. Postqualification

- 23.1 In the absence of prequalification, the Purchaser will determine to its satisfaction whether the Bidder selected as having submitted the lowest evaluated responsive bid is qualified to satisfactorily perform the Contract.
- 23.2 The determination will consider the Bidder's financial, technical capabilities/ resources. It will be based upon an examination of the documentary evidence of the Bidder's qualifications submitted by the Bidder, as well as such other information as the Purchaser deems necessary and appropriate.
- 23.3 An affirmative determination will be a prerequisite for award of the Contract to the Bidder. A negative determination will result in rejection of the Bidder's bid, in which event the Purchaser will proceed to the next lowest evaluated bidder to make a similar determination of that Bidder's capabilities to perform satisfactorily.

24. Award Criteria

- 24.1 Subject to Clause 26, the Purchaser will award the Contract to the successful Bidder whose bid has been determined to be substantially responsive and has been determined as the lowest-evaluated bidder, provided further that the Bidder is determined to be qualified to perform the Contract satisfactorily.

25. Purchaser's

- 25.1 The Purchaser reserves the right at the time of award of

Right to Vary Quantities at Time of Award		Contract to increase or decrease by the percentage as specified in the <i>Bid Data Sheet</i> , the quantity of goods and services originally specified in the Schedule of Requirements without any change in unit prices or other terms and conditions.
26. Purchaser's Right to Accept Any Bid and to Reject Any or All Bid	26.1	The Purchaser reserves the right to accept or reject any bid, and at any time prior to award of Contract, without thereby incurring any liability to the affected Bidder or Bidders or any obligation to inform the affected Bidder or Bidders of the grounds for the Purchaser's action.
27. Notification of Award	27.1	The Bidder whose bid has been accepted will be notified of the award by the Purchaser prior to expiration of the bid validity period by to confirmed by a letter that its bid has been accepted.
	27.2	The notification of award will constitute the formation of the Contract
	27.3	Upon the successful Bidder's furnishing of performance security, the Purchaser will promptly notify each unsuccessful Bidder and will discharge its Bid Security.
	27.4	The contract will incorporate all Agreements between the Purchaser and the Successful Bidder.
28. Signing of Contract	28.1	At the same time as the Purchaser notifies the successful Bidder that its bid has been accepted, the Purchaser will call the successful Bidder to sign the Contract through Notification of Award.
	28.2	Within fourteen (14) days of receipt of the Notification of Award, the successful Bidder shall sign the Contract.
29. Performance Security	29.1	Within 14 days of receipt of notification of award from the Purchaser, the successful Bidder shall furnish the performance security in accordance with the Conditions of Contract, in the Performance Security Form provided in the Tender Documents: denominated in the type and proportion of amount as specified in the Notification of award.
	29.2	Failure of the successful Bidder to comply with the requirement above requirement shall constitute sufficient grounds for the annulment of the award and forfeiture of the

bid security in which event the Purchaser may make the award to the next lowest evaluated Tender or call for new bid.

- 29.3 The Performance Security provided by the successful bidder in the form of a Bank Guarantee as specified, shall be issued by a Bank in Liberia acceptable to the Purchaser.

30. Corrupt or Fraudulent Practices

- 30.1 The Government of the Republic of Liberia requires that Bidders under the contracts financed from public funds, observe the highest standard of ethics during the procurement and execution of such contracts. In pursuance of this policy, the following terms shall be interpreted as indicated:
- a. “corrupt practice” means the offering, giving, receiving or soliciting of any thing of value to influence the action of a public official in the procurement process or in contract execution; and
 - b. “fraudulent practice” means a misrepresentation of facts in order to influence a procurement process or the execution of a contract and includes collusive practice among Bidders (prior to or after bid submission) designed to establish bid prices at artificial non-competitive levels and to deprive the benefits of free and open competition.
- 30.2 a. The Purchaser will reject a proposal for award if the purchaser determines that the Bidder recommended for award has engaged in corrupt or fraudulent practices in competing for the contract in question.

Bid Data Sheet

Introduction
Name of Purchaser: Central Bank of Liberia
The Source of Fundings: CBL Budget FY 2026
Name of Contract: Security Guard Services for CBL Facilities RFP#: CBL/RFP/26/2025
<p>Invitation for Bids is open to all eligible service providers who can provide:</p> <ul style="list-style-type: none"> a. Article of Incorporation b. Valid Business Registration c. Valid Tax Clearance d. Past performance records of previous and current customers, to include telephone numbers and email addresses for the past five (5) years. e. Copy of Certificate from GoL (MoJ) for the operation of a Security Firm f. Proof of any awards received as a security firm g. The essential equipment to be made available for the services by the successful Bidder shall be the below with evidence of Lease, Hire or Ownership: Equipment Type and characteristic include Uniforms, Badge, Flashlight, Walkie- Talkie/ Mobile phone, Handcuffs, ect; h. Detailed information including but not limited to price (cost per guard per month), insurance or bond coverage for the guards, salary structure and transportation facility for the guards. i. Names and Qualification of the Executives (2) and Supervisors (3) of the bidder (Degrees and Certificates) related to the services requested. j. Audited financial statements for the last THREE (3) years (2022, 2023 & 2024)
<p>For Clarification of Bid purposes only, the Purchaser's Address is</p> <p>Attention:</p> <p style="margin-left: 40px;"> Maakai A. Amblard Director General Support Services Department (GSSD) 7th floor Central Bank of Liberia Lynch & Ashmun Streets 1000 Monrovia 10 Liberia </p> <p style="margin-left: 40px;">Email: procurement@cbl.org.lr</p>
Purchaser can modify Bid documents before the Deadline for submission of Bids by issuing Addenda.

Language of the Bid: ENGLISH
BID PRICE AND CURRENCY
The price quoted should be: Liberian Dollars (LD) or United States Dollars (USD)
PREPARATION AND SUBMISSION OF BID
<p>EVALUATION AND QUALIFICATION REQUIREMENTS.</p> <ul style="list-style-type: none"> i. Compliance with Scope of Service. ii. It is not permissible to transfer this Bidding Document (BD) to any other company or vendor iii. Article of Incorporation iv. Valid Business Registration v. Valid Tax Clearance vi. Past performance records of previous and current customers, telephone number and email address. vii. Copy of Certificate from GoL (MoJ) for the operation of a Security Firm viii. Proof of any awards received as a security firm ix. The essential equipment to be made available for the services by the successful Bidder shall be the below with evidence of Lease, Hire or Ownership: Equipment Type and characteristic include Uniforms, Badge, Flashlight, Walkie- Talkie/ Mobile phone, Handcuffs, ect; x. Detailed information including but not limited to price (cost per guard per month), insurance or bond coverage for the guards, salary structure and transportation facility for the guards. xi. Names and Qualification of the Executives (2) and Supervisors (3) of the bidder (Degrees and Certificates) related to the services requested. xii. Audited financial statements for the last THREE (3) years (2022, 2023 & 2024)
Bid Validity Period: Sixty (60) days
Number of Copies: One (1) Original and Four (4) Duplicate Copies
<p>Address for Bid Submission:</p> <p>Maakai A. Amblard Director General Support Services Department (GSSD) 7th floor Central Bank of Liberia Lynch & Ashmun Streets 1000 Monrovia 10 Liberia</p> <p>Email: procurement@cbl.org.lr</p>
<p><u>Deadline for Bid submission:</u></p> <p>Date: Tuesday, January 6, 2026 Time: 2:00 PM</p>

Place: **Central Bank of Liberia**

BID EVALUATION

Criteria for Bid evaluation shall be on the basis of:

- i. Compliance with scope of service.**
- ii. Meeting the delivery terms and period as per schedule of requirements.**
- iii. Strong financial Liquidity.**
- iv. Capacity to deliver and provide reference and contact numbers for previous customers supplied with the same services for the past five (5) years.**
- v. Post-qualification exercise by Evaluation Panel members to ascertain the accuracy, authenticity, and verification of information and capacity of Bidder; and**
- vi. Business Registration Certificate, Tax Clearance Certificate, Article of Incorporation**
- vii. Copy of Certificate from GoL (MoJ) for the operation of a Security Firm**
- viii. Proof of any awards received as a security firm**
- ix. The essential equipment to be made available for the services by the successful Bidder shall be the below with evidence of Lease, Hire or Ownership: Equipment Type and characteristic include Uniforms, Badge, Flashlight, Walkie- Talkie/ Mobile phone, Handcuffs, ect;**
- x. Detailed information including but not limited to price (cost per guard per month), insurance or bond coverage for the guards, salary structure and transportation facility for the guards.**
- xi. Names and Qualification of the Executives (2) and Supervisors (3) of the bidder (Degrees and Certificates) related to the services requested.**
- xii. Audited financial statements for the last THREE (3) years (2022, 2023 & 2024)**

CONTRACT AWARD

Notification of Award shall be sent to the successful Bidder at any time prior to expiration of Bid Validity.

Scope of Services

Provision of Security Guard Services for the Central Bank of Liberia (CBL)

The provision of security services shall be based on the matrix below. Bidders may apply for all lots or for any number of lots desired.

Security Services Requirement Matrix

Lot No	Description of Service requested	Location/Assignment area	# Of Officers Required	# Of Shifts Required
1	Security Guard Services	CBL Garage, Parking Lot & National Housing & Savings Bank	26 Officers	Three (3)
2	Security Guard Services	Head Office, Disaster Recovery Site, & Collectorates (Montserrado County)	91 Officers	Three (3)
3	Security Guard Services	River Gee – River Gee Cash Hub and residence	14 Officers	Three (3)
4	Security Guard Services	Voinjama Cash Hub, Lofa County	11 Officers	Three (3)
5	Security Guard Services	Gbarnga Cash Hub, and residence, Bong County	25 Officers	Three (3)

1.0 General Service Requirements

The Service Provider shall deliver manned security services that ensure the safety, integrity, and operational continuity of all assigned CBL facilities. Services include, but are not limited to:

1.1 Access Control and Screening

- 24-hour monitoring and control of entry/exit points.
- Screening of employees, contractors, visitors, and vehicles.
- Verification of identification and enforcement of visitor management procedures.

1.2 Protection of Assets, Facilities, and Personnel

- Guarding CBL premises, equipment, cash-processing areas, and sensitive operational zones.
- Ensuring safety of staff, visitors, and critical infrastructure.
- Providing security coverage during cash loading/unloading and cash movement on premises.

1.3 Patrol and Surveillance Duties

- Conducting regular foot and static patrols to deter threats and detect irregularities.
- Implementing perimeter security measures and ensuring the integrity of fencing and barriers.

1.4 Emergency and Incident Response

- Responding promptly to alarms, disturbances, and incidents.
- Executing emergency procedures, including evacuation, fire response, and crisis management.
- Immediate notification to CBL Security Section and relevant national authorities when required.

1.5 Reporting and Documentation

- Maintaining accurate and up-to-date logbooks, visitor registers, incident reports, and patrol records.
- Submitting daily, weekly, and monthly reports, including incident summaries and recommendations.
- Reporting suspicious behavior, security breaches, or threats immediately.

2.0 Staffing and Deployment Requirements

2.1 Personnel Standards

All security officers must:

- Be properly vetted, licensed, and medically fit.
- Possess police clearance and undergo background and reference checks.
- Demonstrate professionalism, discipline, and knowledge of security operations.
- Be trained in access control, emergency response, first aid, conflict resolution, and customer service.

2.2 Deployment & Supervision

- Deployment must match the required number of officers per lot and per shift, as indicated in the matrix.
- A minimum of three (3) shifts shall be maintained daily.
- Supervisors shall conduct routine checks, inspections, and shift handovers.
- Service Provider must designate a Contract Manager as the primary liaison with CBL.

3.0 Equipment and Uniform Requirements

The Service Provider shall provide all necessary security equipment, including:

- Two-way radios and communication devices.
- Metal detectors, search mirrors, flashlights, and related tools.
- Logbooks, occurrence registers, and incident reporting forms.
- Professional uniforms, protective gear, and ID badges for all officers.
- Transportation means for supervisors (vehicle or motorbike), where required.

4.0 Compliance Requirements

The Service Provider shall:

- Comply with CBL's Standard Operating Procedures (SOPs) and security guidelines.
- Adhere to Liberian Labor laws regarding wages, benefits, social security, and insurance.
- Ensure confidentiality of all CBL operations and information.
- Maintain insurance coverage for personnel, public liability, and property damage.

5.0 Deliverables

The Service Provider must submit:

1. Deployment and duty roster for each lot.
2. Personnel training and qualification records.
3. Monthly performance and incident reports.
4. Emergency response procedures and escalation contacts.
5. Proof of statutory compliance and insurance coverage.