

February 24,2026

Tender for Supply of Operations Outsourced Staff (T/HUT/OPS/01/2026)

Dear Messer's:

Hutchison Ports operates three fully integrated container terminals at Egypt's main commercial ports of Alexandria, EL Dekheila (AICT) and Abu Qir. (AQCT). AICT and AQCT are a subsidiary of Hutchison Ports, the world's leading port network. AICT and AQCT invite your estimated company to a tender for **Supply of Operations Outsourced Staff (T/HUT/OPS/01/2026)** as per attached documents and below terms.

Tender terms & conditions:

1. Tender to be send in 2 sealed Bids (1 financial & 1 technical) to our head quarter address (Quay 98 Dhekelia port, Alexandria Egypt), Attention: **Mr. Joe Law (CEO) addressed to "Tender Box"** tender name (**Supply of Operations Outsourced Staff**) and reference (**T/HUT/OPS/01/2026**) to be written on sealed bids.
2. The technical & financial sealed bids offer to be sent not later than **March 5, 2026, at 04:00 PM.**
3. Late offers are not accepted, offers must be dated.
4. The financial offer must include:
 - A. **Attached Price form after adding prices using the same form then to be signed and stamped.**
 - B. Updated and a valid commercial register and tax ID for Local companies / Letter of association for foreign companies.
 - C. Financial statement for last three years to be send within the financial offers.
 - D. The attached acknowledgement to be signed and stamped.
 - E. Pre-Qualification Questionnaire to be filled, signed and stamped.
 - F. Attached Anti-Fraud policy signed and stamped.
 - G. Attached code of conduct signed and stamped.
 - H. Attached Whistleblowing policy signed and stamped.
 - I. Attached Safety Annex signed and stamped.
5. Financial offer to be valid for a period of (120) days and will not accept any increase in prices during offer validity period.
6. All tender documents to be resend signed & stamped within the technical envelops.
7. Contact person details to be mentioned within the technical and financial offers (Name, Direct phone and email)
8. Alexandria international container terminal & Abo-Qir Container Terminals (AQCT/AICT) reserves the right to accept or reject any bids without giving any reasons.

9. Kindly note that the Tender Document, Pricing Form, and all attached Annexes are integral and binding parts of this tender, and submission of your offer confirms full compliance with all requirements stated therein.

Anti-Fraud and Anti-bribery policy statement

- AQCT/AICT is committed to upholding high standards of business integrity, honesty and transparency in all its business dealings.
- AQCT/AICT is committed to dealing with its customers and suppliers in a fair, honest and professional manner, while seeking best value for the business
- All suppliers are required to adhere to this Anti bribery policy statement, breach of which may lead to block the supplier from any of AQCT/AICT deals.
- The company reserves the right to terminate contractual relationships with other individuals (suppliers.... etc.) if they breach this policy.
- A bribe is an inducement or reward offered, promised or provided in order to gain any commercial, Contractual or Personal Advantage.
- All accounts, invoices, and other document and records relating to dealings with suppliers, and business contacts, should be prepared and maintained with strict accuracy and completeness.
- Suppliers / vendors are strictly prohibited from.
 - Offering, promising, giving or authorizing, directly or indirectly, any bribe or kickback to or for the benefit of any of AQCT/AICT employees (whether in private or public) to obtain any improper business or other improper advantage in relation to AQCT/AICT business.
 - Soliciting, accepting or receiving any bribe or kickback from any employees (whether in private or public) in return from providing any improper business or other improper advantage in relation to the AQCT/AICT business
 - Otherwise using illegal or improper means (including bribes, favors, blackmail, financial payments, inducements, secret commissions or other rewards) to influence the actions of others; or
 - Acting as an intermediary for a third party in the solicitation, acceptance payment or offer of a bribe or kickback.
- Supplier courtesies must comply with the following principles.
 - They must be reasonable and not excessive.
 - They must be of modest value, both in isolation and when considered in the context of other gifts and hospitality offered to the same recipients.
 - They must be appropriate and consistent with reasonable business practice.
 - They must be provided with the intent only to build or maintain a business relationship or offer normal courtesy, rather than to influence the recipient's objectivity in making a specific business decision.
 - They should never be offered for something in return.
 - They must be permissible under all applicable laws, rules and regulations.
- If supplier becomes aware of any actual or suspected breach of this policy, he must report such incidents to the head of business unit and /or the head of finance of the business unit.