



सत्यमेव जयते



**Embassy of India  
Phnom Penh  
(Cambodia)**

**Tender for Annual Maintenance Contract for House Keeping/Cleaning  
Services at Embassy of India, Phnom Penh as well as at Sayon  
Apartment # 42, Samdach Pan Avenue, St. 214, Phnom Penh, Cambodia**

**Tender No. PHN/ADM/815/1/2026  
Dated : 20/04/2026**

**Last date for submission of bid : 12/05/2026**

**Embassy of India  
No. 50-52, Street No. 214,  
Samdech Pan Avenue  
Khan Daun Penh  
Phnom Penh, Cambodia**

**PHN/ADMN/815/1/2026**  
**Embassy of India**  
**Phnom Penh**  
**(Administration Wing)**

**NOTICE INVITING TENDER**

Embassy of India, Phnom Penh invites Tender under two bid system from registered and authorized firms/agencies for providing Housekeeping/Cleaning services at Embassy of India, No. 50-52, Street No. 214, Samdech Pan Avenue, Khan Daun Penh, Phnom Penh, Cambodia and at Sayon Apartment # 42, Samdach Pan Avenue, St. 214, Phnom Penh, Cambodia as per details given in the tender documents.

2. The tender document can be downloaded from the websites <http://www.embindpp.gov.in> , <http://www.eprocure.gov.in> from 20/04/2026 onwards. Please note that any corrigendum/addendum in the above tender document, if required, will be posted in the website of the Embassy of India, Phnom Penh, as given above.

3. The interested firms/service agencies should submit the bids in two separate sealed covers, superscribed as "Technical Bid" and "Financial Bid". Both sealed covers should be put in a separate single envelope superscribed as "Tender No. PHN/ADMN/815/1/2026 for AMC for Housekeeping/Cleaning services at E/I, Phnom Penh and at Sayon Apartment # 42" and addressed to "Second Secretary (HOC), Embassy of India, No. 50-52, Street No. 214, Samdech Pan Avenue, Khan Daun Penh, Phnom Penh". The envelope should then be dropped at the Reception of the Embassy of India, Phnom Penh at the address given above. Please note that tender document will not be accepted after the expiry of stipulated date and time for the purpose (12/05/2026 till 1700 hrs) under any circumstances.

4. The Earnest Money Deposit (approx 5% of total estimated cost of AMC) of US\$ 630.00 (US\$ six hundred thirty only) in the form of Account Payee Demand Draft/Pay Order drawn in favour of "Embassy of India, Phnom Penh" is required to be submitted along with tender bids. **Annual estimated cost of US\$12600/- (including taxes) for annual maintenance contract for Housekeeping/Cleaning Services at Embassy of India, Phnom Penh.**

5. The Technical Bids will be opened on 14/05/2026 at 1600 hrs by a Committee authorized by the Competent Authority of the Embassy of India. The financial bids of only those bidders, whose Technical Bids are found responsive, shall be opened by the Committee authorized for the purpose on 15/05/2026 at 1600hrs. The pre-bid site visit may be conducted between 1100 hrs to 1300 hrs from 21/04/2026 to 11/05/2026 on prior appointment basis to assess the job requirement/quantum of work involved. For any queries, please write to [hoc.phnompenh@mea.gov.in](mailto:hoc.phnompenh@mea.gov.in) and [adm.phnompenh@mea.gov.in](mailto:adm.phnompenh@mea.gov.in) and contact at +85577286928 (Mr. Porn Chantha).

6. If a firm quotes NIL charges/consideration, the bid shall be treated as unresponsive and will not be considered.

7. The Competent Authority reserves the right to reject any or all the bids or cancel the tender, without assigning any reason and the decision of the competent authority of the Mission shall be final and binding.

Sd/-  
(Vijay Shankar Prasad)  
Second Secretary(HOC)  
20 April 2026  
Tel No. +855-10-926600

## **LETTER OF BID**

Dated :    /    / 2026

To,  
The Second Secretary(HOC)  
Embassy of India  
No. 50-52, Street No. 214,  
Samdech Pan Avenue,  
Khan Daun Penh, Phnom Penh

Reference : Invitation for Bid No. PHN/ADMN/815/1/2026 dated 20/04/2026.

We, the undersigned, declare that :

We have examined and have no reservations to the Bidding Documents, including Addenda issued in accordance with Instructions to Bidders,

2. We offer to execute in conformity with the Bidding Documents for AMC for Housekeeping/Cleaning services at the Embassy of India, No. 50-52, Street No. 214, Samdech Pan Avenue, Khan Daun Penh, Phnom Penh and at Sayon Apartment # 42, Samdach Pan Avenue, St. 214, Phnom Penh, Cambodia.

3. Our bid shall be valid for a period of 180 days from the date fixed for the bid submission deadline in accordance with the Bidding Documents and shall remain binding upon us and may be accepted at any time before the expiry of the period.

4. If our bid is accepted, we commit to submit a Performance Security Deposit in accordance with the Bidding Documents.

5. We also declare that the Government of India or any other Government body has not declared us ineligible or blacklisted us on charges of engaging in corrupt, fraudulent, collusive or coercive practices or any failure/lapses of serious nature.

6. We also accept all the terms and conditions of this bidding document and undertake to abide by them, including the condition that you are not bound to accept highest ranked bid/lowest bid or any other bid that you may receive.

Yours sincerely,  
Authorized Signatory

(Authorized person shall attach a copy of Authorization for signing on behalf of Bidding Company)  
Full Name and Designation  
(To be printed on Bidder's letterhead)

## **DATES TO REMEMBER**

<b>Events</b>	<b>Date</b>
Notice Inviting Tender	20/04/2026
Starting date of Tender submission	21/04/2026 (1000 hrs to 1700 hrs from Monday to Friday)
Site visit	21/04/2026 to 11/05/2026 (1100 hrs to 1300 hrs from Monday to Friday)
Pre-bid meeting	11/05/2026 at 1500 hrs
Last date of Tender Submission	12/05/2026 – till 1700 hrs
Opening of Technical Bids	14/05/2026 – 1600 hrs
Opening of Financial Bids (only those who qualify in the minimum eligibility criteria)	15/05/2026- 1600 hrs

### 1. GENERAL INSTRUCTIONS :p

- 1.1 For the Bidding/Tender Document Purposes, the Embassy of India, Phnom Penh shall be referred to as 'Client' and the Bidder/Successful Bidder shall be referred to 'Contractor and /or Bidder or interchangeably.
- 1.2 The tender document can be downloaded from the websites of <http://www.embindpp.gov.in> and <http://www.eprocure.gov.in> from 20/04/2026 onwards. The last date of submission of bids is 12/05/2026 till 1700 hrs.
- 1.3 While all efforts have been made to avoid errors in the drafting of the tender documents, the Bidder is advised to check the same carefully. No claim on account of any errors detected in the tender documents shall be entertained.
- 1.4 The bidder shall submit the copy of the authorization letter/Power of Attorney as the proof of authorization for signing on behalf of the Bidder.
- 1.5 All Bidders are hereby explicitly informed that conditional offers or offers with deviations from the conditions of Contract, the bids not meeting the minimum eligibility criteria, Technical Bids not accompanied by EMD of requisite amount/format, or any other requirements, stipulated in the tender documents are liable to be rejected.
- 1.6 The Parties to the Contract/Agreement shall be the successful bidder (to whom the work has been awarded) and the Client, Embassy of India, Phnom Penh.
- 1.7 For all purposes of the contract including arbitration thereunder, the address of the bidder mentioned in the bid shall be final unless the bidder notifies any change of address by a separate letter handed over personally/courier or by email to the Embassy of India, Phnom Penh. The bidder shall be solely responsible for the consequences of any omission or error to notify any change of address in the aforesaid manner.

1.8 The bidders are required to visit the site to assess the quantum of work involved before submitting the tender. Once the tender is submitted, it will be presumed that the bidder as seen and understood the complete work involved.

## 2. Scope of Work :

- 2.1 Sweeping / mopping/dusting/ vacuum cleaning of common area, balconies, office- rooms, toilets, lobbies, library, staircases, window panes, office furniture/ equipment's, entrance gates and other places within the premises as directed from time to time, including removal of waste material and discarded furniture items. This will include the following:
- a) **Housekeeping** – Daily cleaning on all working days from Monday to Friday of all office rooms, conference room, common areas, toilets, lobbies, staircase, balconies, pantries, glass doors/windows water fittings and fixtures in the Chancery building and at #42, Sayon Apartment, Samdach Pan Avenue, St. 214, Phnom Penh.
  - b) Lobbies/staircases/Corridors of the Chancery building to be cleaned/mopped twice a day.
  - c) Toilets to be cleaned twice a day (morning & afternoon).
  - d) Daily cleaning of open/covered parking, guard room, entrance & exit areas.
  - e) Vacuum cleaning of carpeted area in office twice a week and shampooing of carpets as and when required.
  - f) Washing / cleaning with cleaning agents, and mopping of all toilets attached to rooms and common toilets on daily basis. Top-up hand wash liquid dispensers / replace soap & fresheners etc.
  - g) Glass panes of doors and windows to be cleaned twice a week.
  - h) Removal of cob webs from ceiling and walls of rooms, stairs and common areas once a week.
  - l) Sweeping of open area outside main gate of Chancery up to the main road including area having signboard of Chancery and backside.
  - j) Periodical cleaning of Venetian blinds.
  - k) **Bids should include cost of cleaning material including garbage bags, toilet rolls, hand liquid soaps, air fresheners, brasso, insect killers, naphthalene balls/urinal cubes etc.**
  - l) The final authority to increase the number of items, mentioned above rests with Embassy of India, Phnom Penh. Service provider needs to render the upkeep and maintenance services in respect of these increased number of items.
  - m) The Contractor shall employ in consultation with the Embassy of India only those persons who are physically and medically fit and whose antecedents have been verified and cleared by the local police/Administration.
  - n) The workers engaged by the Contractor will be the employees of the Contractor and the Embassy of India will not, in any way, be responsible for any liability/compensation on account of accident, injury or death of workers while performing their work inside the Embassy premises.

- o) The Contractor shall ensure compliance of local laws related to the workers engaged for the above mentioned work.
- p) The Contractor is required to maintain highest level of cleanliness in the Embassy premises.
- 2.2 The cleaners should be provided with proper working Uniforms which are to be worn compulsorily during the entire working time, 0800 hrs to 1600 hrs.
- 2.3 Everyday Garbage will be collected from each room in the morning. The collected garbage should be disposed off in accordance with the relevant regulations of Phnom Penh City. No garbage shall be allowed to be accumulated in the Embassy premises. No burning of waste material shall be permitted in the premises. Garbage trolley should be provided by the Contractor long with suitable garbage bags.

### 3. **MINIMUM ELIGIBILITY CRITERIA :**

- 3.1 The following shall be the minimum eligibility criteria for selection of bidders at technical bid stage of the bidding process:

- a) **Legally Valid Entity :** The Bidder/Bidding Firm shall necessarily be a legally valid entity either in the form of a Limited Company or a Private Limited Company registered under the relevant Act or a firm having trade license granted by City Corporation to do business in Phnom Penh. The proof for supporting the legal validity of the Bidder/Bidding Firm shall be attached with the bid.

- b) **Registration :** The Bidder/Bidding Firm must have VAT registration with the concerned authority. The proof in support of the same shall be attached with the bid documents.

- c) **Experience :** The Bidder shall have a **minimum of 5 years of continuous experience** in providing maintenance services for the scope of work for Embassies/High Commissions/Government Ministries/Departments/Public Sector Companies/reputed corporate organizations/multinational companies.

- d) **Company profile/information regarding key personnel :** The bidding company shall also include in its bid, as per proforma at Annexure – 5 to this document, details about the company and about its key personnel.

- 3.2 Documents supporting the Minimum Eligibility Criteria:

- (i) As proof of having fully adhered to the minimum eligibility criteria at 3.1(a), attested copies of certificates issued by the respective authority should be attached with the bid documents.

- (ii) As proof of having fully adhered to minimum eligibility criteria at 3.1(b), attested copy of VAT registration certificate should be attached with the bidding document.

- (iii) As proof of having fully adhered to minimum eligibility criteria at 3.1(c), attested copies of experience certificates for completed work/ongoing work issued by the Foreign Embassies/High Commissions/Government Ministries/Department/Public Sector Companies/reputed corporate organizations/multinational companies shall be attached with bid document.

(iv) As proof of having fully adhered to minimum eligibility criteria at 3.1 (d), copies of supporting documents for company profile/information about key personnel may be provided along with Annexure-5 to this tender document.

#### 4. **EARNEST MONEY DEPOSIT:**

4.1 The Earnest Money Deposit (EMD) will be 5% (approx ) of total estimated cost of AMC of US\$12,600. The EMD of US\$ 630.00 (US\$ six hundred thirty only) in the form of account Payee Demand Draft/Pay Order issued by any reputed Bank drawn in favour of "Embassy of India, Phnom Penh" has to be submitted along with the bid. The validity of the Demand Draft/Pay Order must be up to 6(six) months from the last date for submission of bids. **Annual estimated cost of US\$12,600/- (including taxes) for annual maintenance contract for Housekeeping/Cleaning Services at Embassy of India, Phnom Penh and at #42, Sayon Apartment, Samdach Pan Avenue, St. 214, Phnom Penh.**

4.2 Bidders shall not be permitted to withdraw their offer or modify the terms and conditions thereof. In case the bidder fails to observe and comply with the stipulations made herein or backs out after quoting the rates, the aforesaid bid security shall be forfeited to the Government or will render the bidder ineligible to submit bids for contracts with the Embassy of India, Phnom Penh.

4.3 The bids without Earnest Money Deposit will be summarily rejected.

4.4 No claim shall lie against the Mission in respect of erosion in the value or interest on the amount of earnest money deposit or security deposit i.e. no interest will be payable on EMD.

4.5 The bid security may be forfeited:

(I) If the bidder withdraws his bid during the period of validity of the bids specified by the bidder in the bid form ; or

(ii) In case of successful bidder, if the bidder:

(a) fails to sign the contract in accordance with the terms of the tender document;

(b) fails to furnish required Performance Security Deposit in accordance with the terms of Tender Documents within the time frame specified by the client; or

(c) fails or refuses to honour his own quoted prices for the services or part thereof.

#### 5. **VALIDITY OF BIDS:**

5.1 Bids shall remain valid and open for acceptance for a period of 180 days from the last date of submission of Bids.

5.2 In case, client calls the bidder for negotiation then this shall not amount to cancellation or withdrawal of original offer which shall be binding on the bidder.

5.3 The client may request for extension for another period of 60 days, without any modifications and without giving any reasons thereof.

5.4 PRE-BID MEETING/SITE VISIT: Interested firms/service agencies may visit the site for visualization and better understanding of the quantum of work during 21/04/2026 to 08/05/2026 between 1100 hrs to 1300 hrs after fixing a prior appointment through e-mail on [hoc.phnompenh@mea.gov.in](mailto:hoc.phnompenh@mea.gov.in) or [adm.phnompenh@mea.gov.in](mailto:adm.phnompenh@mea.gov.in). A pre-bid meeting will take place on 11/05/2026 at 1500 hrs at Embassy of India, Phnom Penh.

## 6. PREPARATION OF BIDS:

6.1 **Language** : Bids and all accompanying documents shall be in **English** only. The technical as well as the financial bids should be submitted in two sets – one original and one copy.

6.2 **Technical Bid** : Technical Bid should be prepared as per the instructions given in the Tender Documents along with all required information, documents in support of the minimum eligibility criteria. **All the documents comprising the Technical Bid shall be put in a separate sealed envelop superscribed as “Envelope A - Technical Bid”**. Documents comprising the Bid:

- a) Technical Bid Submission Form duly signed and printed on Company's letterhead.
- b) Contact Details Form, duly filled and signed & stamped.
- c) All attested supporting documents in proof of having fully adhered to minimum eligibility criteria as referred in Section-3 above.

6.3 **Earnest Money Deposit**: Earnest Money Deposit (EMD) of US\$ 660.00 (US\$ six hundred sixty only) in the form of account payee Demand Draft or Pay Order to be submitted separately in a sealed envelope superscribed as **“Envelope B - Earnest Money Deposit”**.

6.4 **Financial Bid** : Bidder shall prepare the Financial Bid in the Price Schedule as provided in the Tender Document. Financial Bid shall be put in a separate sealed envelope superscribed as **“Envelope C - Financial Bid”**.

## 7. SUBMISSION OF BIDS:

7.1 The Bidding firms have to submit the tenders in two bid system (i) Technical Bid and (ii) Financial Bid in the prescribed proforma. Tenders are to be submitted to The Second Secretary(HOC), Embassy of India, No. 50-52, Street No. 214, Samdech Pan Avenue, Khan Daun Penh, Phnom Penh. All the documents in support of eligibility criteria etc and other required documents are to be submitted along with the Tender Documents. **No Tender Documents will be accepted after the expiry of stipulated date and time for the purpose under any circumstances whatsoever.**

**The tender shall be submitted in sealed envelopes as described below:**

<b>Envelope 'A'</b>	-	<b>Technical Bid</b>
<b>Envelope 'B'</b>	-	<b>EMD (Demand Draft/Pay Order)</b>
<b>Envelope 'C'</b>	-	<b>Financial Bid</b>

7.2 No Bid shall be accepted after the specified date and time. However, the Competent Authority in the Embassy reserves the right to extend the date/time for submission of bids, before opening of the Technical Bids.

## 8. **BID OPENING PROCEDURE :**

8.1 **The Technical Bids (Envelope A)** shall be opened in the Conference Room in the Embassy on 14/05/2026 at 1600 hrs in the presence of bidders or their representatives and the Tender Evaluation Committee constituted by the Competent Authority of the Embassy of India. After evaluation of Technical Bids, a list of qualified bidders will be prepared by the Embassy. **The Financial Bids (Envelope 'C')** will be opened on 15/05/2026 at 1600hrs of shortlisted bidders.

8.2 Bids shall be declared as valid or invalid based on the preliminary scrutiny, i.e. on site verification of documents submitted by the bidders by the Tender Evaluation Committee. The financial bids will be opened on result of such scrutiny. However, in case any thing found false or forged in contrary to the documents submitted by the bidder, its bid will be rejected and suitable legal action may be taken.

8.3 The Financial Bids of only those bidders, who qualify at Technical Bid stage, shall be opened by the Committee authorized for the purpose. Those bidders who qualify in the technical bid stage, will be intimated through mail/phone about the date for opening of the Financial Bids.

8.4 The date fixed for opening of bids, if subsequently declared as holiday by the Government, the revised date of schedule will be notified. However, in absence of such notification, the bids will be opened on next working date, the time remaining unaltered.

8.5 A letter of authorization shall be submitted by the Bidder's representatives before opening of the Bids. Absence of bidder or their representative shall not impair the legality of the opening procedures.

8.6 After opening of the Technical Bids and verifying the EMD amount, the technical bids shall be evaluated to ensure that the bidder meet the minimum eligibility criteria as specified in the Tender Document.

## 9. **CLARIFICATION ON TECHNICAL BID EVALUATION:**

9.1 The Technical Bids shall be evaluated based on the available documents submitted by the bidder. To assist in the examination, evaluation, and comparison of the bids, and qualification of the bidders, the client may, at its discretion, ask any bidder for a clarification of its bid. Any clarification submitted by a bidder that is not in response to a request by the client shall not considered. The client's request for clarification and the response shall be in writing.

9.2 If a bidder does not provide clarifications of its bid by the date and time set in the client's request for clarification, its bid may be rejected.

9.3 Client also reserves the right to seek confirmation/clarification from the issuer agency, on the supporting documents submitted by the bidder as clause 3.2.

## 10. **PERFORMANCE SECURITY (PS):**

10.1 **The successful bidder has to deposit Performance Security which will be a sum equivalent to 10% of the accepted contract value** in favour of 'Embassy of India, Phnom Penh' payable at Phnom Penh in form of Demand Draft/Pay Order/Bank Guarantee within fifteen days of the acceptance of the **Letter of Award(LOA)**. Performance Security should remain valid for a period of sixty (60) days beyond the date of completion of all contractual obligations of the **service provider (SP)**. In case, the contract is further extended beyond the initial period, the Performance Security will have to be renewed accordingly by the SP. **No interest shall be paid on Performance Security.**

10.2 The Performance Security will be forfeited by order of the Competent Authority in Mission in the event of any breach or negligence or non-observance of any terms & conditions of the contract or for unsatisfactory performance or for non-acceptance of the work order. On expiry of the contract, portion of the Performance Security, as may be deemed fit by the Mission sufficient to cover any incorrect or excess payments made on the bills to the firm, shall be retained until the final audit report on the account of SP's bill has been received and examined.

10.3 If the Contractor fails to provide the Performance Security within fifteen days of the acceptance of LoA, such failure shall constitute a breach of the contract and the Mission shall be free to make other arrangements at the risk, cost and expense of the Contractor.

10.4 On due performance and completion of the contract in all respects, the Performance Security will be returned to the SP without any interest on presentation of an absolute 'No Demand Certificate' from the SP and upon return in good condition of any specifications, samples or other property belonging to the client, which may have been issued to the SP, for carrying out work stipulated in the contract.

## **11. VALIDITY OF CONTRACT:**

The contract, if awarded, shall be valid for a period of ONE YEARS (1 year). The contract may extended annually on year to year basis, for further 02 year (maximum tenure 03 years from the date of start of work initially) as per the contract signed on same terms and conditions and same rates, subject to satisfactory services provided by the vendor. In case of breach of contract or in the event of not fulfilling the minimum requirements/statutory requirements, the client shall have the right at any time to terminate the contract forthwith in addition to forfeiting the performance security amount deposited by the Contractor and initiating administrative actions for blacklisting etc. solely at the discretion of the competent authority in Mission.

## **12. PAYMENTS:**

12.1 After award of work, a price schedule shall be annexed to the Articles of Agreement according to which all payments shall be made to the SP towards the AMC.

12.2 The prices in the Price Schedule shall be inclusive of all applicable taxes as may be levied by the Government from time to time.

12.3 The Contractor shall be paid on a monthly basis for the services rendered in the preceding month. The billing cycle will be the 1<sup>st</sup> of every month to the last day of the month. The Contractor shall submit correct invoice in terms of quality and commercial aspects within 10 days of the succeeding month and payment shall be released within 20 days of submission of acceptable invoice.

12.4 All payments shall be made in US Dollar (US\$) by means of crossed cheques/bank transfer.

12.5 The client shall be entitled to deduct in accordance with applicable law, Income Tax or withholding tax or other deductions (as the case may be), from any payments made to the Contractor, and the amount so deducted shall be deemed to be a payment made to the Contractor.

12.6 The payment to the workers in accordance to minimum wages prescribed by the Government of Cambodia along with the statutory compliance Bonus is sole responsibility of the Contractor. Claim for any other escalation shall not be entertained by the Mission.

**13. Other Conditions, Force Majeure & Penalty Clause :**

13.1 The workers so provided should be on the roll of the Company.

13.2 The bidder must have satisfactory arrangements for training of its workers. Confirmation in this regard is to be given.

13.3 The Company should submit precise profile of its key clients along with details of services provided.

13.4 If any cleaner is absent on a given day, the company will provide a substitute for him/her otherwise proportionate deductions will be made from the monthly payment.

13.5 In case the Service Provider fails in adhering to the daily cleaning requirements at Embassy's premises, and Embassy has to make alternative arrangements for daily cleaning, then SP would reimburse the cost of such arrangements.

13.6 SP would be fully responsible for all acts of omission or negligence, dishonesty or misconduct of its employees for work at Embassy's premises. SP would indemnify Mission against any compensation/claim and damages etc. due to accident or injury to its employees or death due to accident or otherwise, which may arise out of and during the course of their duties. Embassy would not be liable to pay any damages or compensation to such cleaners or to any third party.

13.7 In case of any complaint, either as regards the nature of service or as regards the behaviors of cleaners on duty or otherwise, Service Provider would be intimated and would be required to take corrective measures promptly.

13.8 Embassy reserves the right to amend/withdraw any of the terms and conditions in the tender documents or to reject any or all tenders without giving any notice or assigning any reason. The decision of the Embassy in this regard shall be final and binding on all.

13.9 Embassy reserves its right to revoke the contract at any time, if the services rendered are not found satisfactory during the period of the contract. Embassy may, by written notice sent to Housekeeping agency, terminate the contract, in whole or in part at any time for its convenience. The notice of termination shall specify that termination is for the Embassy's convenience, the extent to which performance of work under the contract is terminated and the upon which such termination becomes effective.

**13.10 The bidder must have modern equipment(s) facilities, as has been defined in brief scope of work. Machinery, equipment, material and consumables proposed to be used should be clearly indicated. List of equipment owned by the company may also be furnished with the bid.**

13.11 The employees of the bidder deployed at Embassy's premises should have bank accounts and the company should be ready to provide proof of payment of salary to each employee. The bidder will have to ensure compliance of all mandatory labour laws/regulations laid down by Government of Cambodia. This will include payment of minimum wages and other benefits like bonus, leave, cost of uniform etc to bidder's each employee will solely be the liability of the bidder only.

13.12 The bidder shall maintain at all times machinery/equipment and other resources required for upkeep and cleanliness of the premises of the Client. The bidder would be responsible for all mandatory compliance for social, safety and environmental issues related to the performance of the service provider in the Embassy's premises as stated in the eligibility criteria.

13.13 Embassy reserves the right to remove any person found unfit.

**Annexure - 1**

**Format for Submitting the Financial Bid**

(To be submitted in a separate sealed cover superscribed as “Envelope C – Financial Bid”)

BID No. PHN/ADMN/815/1/2026

Dated : / /2026

To  
Second Secretary(HOC)  
Embassy of India  
No. 50-52, Street No. 214,  
Samdech Pan Avenue  
Khan Daun Penh  
Phnom Penh, Cambodia

**FINANCIAL BID**

<b>Sl. No.</b>	<b>Particulars</b>	<b>Total price (in US\$) per month</b>
1	Cost for manpower, cleaning materials, machinery/equipment etc as per requirement laid down in the tender document	
2	Taxes, if any* (percentage rate to be indicated)	
<b>Total (1+2)</b>		

\* To be quoted at the Government of Cambodia prevailing rate and Government Notification to be attached.

**Annual costing for the above items (Monthly value X 12 months) = US\$**

Yours faithfully,

(Signature of Authorized Signatory)

Name : -----  
Designation : -----  
Company Seal : -----

**Letter of Award**

No.

To :  
(Name of Contractor)

Date :

This is to notify you that your Tender dated (insert date) for the execution of the Works for Annual Maintenance Contract for House Keeping/Cleaning Services at Embassy of India, Phnom Penh and #42, Sayon Apartment, Samdach Pan Avenue for the Contract Price of US\$----- (amount in figures and in words), as corrected and modified in accordance with Instructions to Tenderers is hereby accepted by the Embassy of India, Phnom Penh.

2. You are requested to proceed with the execution of the Works on the basis that this Letter of Award shall constitute the formation of a Contract, which shall become binding upon you signing the Contract Agreement with seven (7) days and furnishing a Performance Security within fifteen (15) days.

We attach the Contract Agreement for your perusal and signature.

(Vijay Shankar Prasad)  
Second Secretary(HOC)

**Contract Agreement**

Contract/Agreement No. PHN/ADMN/815/1/2026

Dated :

THIS AGREEMENT is made on ..... between the Embassy of India, Phnom Penh (Hereinafter referred to as "Client" which expression unless excluded or repugnant to the context be deemed to include his successors and assigns), and whose principal place of office is at plot No. 50-52, Street No. 214, Samdech Pan Avenue, Khan Daun Penh, Phnom Penh, Cambodia and #42, Sayon Apartment, Samdach Pan Avenue, St. 214, Phnom Penh .

AND

M/s. .... having its registered office at ..... (Hereinafter referred to as "the Contractor" which expression shall unless excluded by or repugnant to the context be deemed to include his successors, heirs, executors, administrators, representatives and assigns) of the other part for providing manpower services to Client

NOW THIS AGREEMENT WITNESSTH as follows:

WHEREAS the Client invited bids through open tender, vide Notice Inviting Tender dated .../.../.... for "providing Housekeeping services at Embassy of India under Tender No. PHN/ADMN/815/1/2026 dated ..../..../.....

AND WHEREAS the Contractor submitted his bid in accordance with the procedure mentioned along with the bid documents and represented therein that it fulfills all the requirements and has resources and competence to provide the requisite services to the Client.

AND WHEREAS the Client has selected M/s. .... as the successful bidder ("the Contractor") pursuant to the bidding process and negotiation of contract prices, awarded the Letter of Award (LoA) No. ...., to the Contractor on ..... for a total sum of .....(US\$ .....only) for providing Housekeeping services required at Embassy of India, No. 50-52, Street No. 214, Samdech Pan Avenue, Khan Daun Penh, Phnom Penh, Cambodia and at #42, Sayon Apartment, Samdach Pan Avenue, St. 214, Phnom Penh.

AND WHEREAS the Client desires that the housekeeping services be provided, performed, executed and completed by the Contractor, and wishes to appoint the Contractor for carrying out such services for an initial period of one year from .....to ....., extendable for further two years on yearly basis at the same rates and terms & conditions, subject to satisfactory performance by the Contractor.

AND WHEREAS the Contractor acknowledges that the Client shall enter into contracts with other contractors/parties for the housekeeping services of its premises in case the Contractor falls into breach of the terms and conditions as stipulated in the Tender Document and shall waive its claim whatsoever in this regard,

AND WHEREAS the terms and conditions of this Contract have been fully negotiated between the Client and Contractor as parties of competent capacity and equal standing.

AND WHEREAS the Contractor has fully read, understood and shall abide by all the terms and conditions as stipulated in the Tender Documents for providing housekeeping services in the Client's premises, failing which the Contract is liable to be terminated at any time, without assigning any reasons by the Client.

AND WHEREAS the Contractor shall be responsible for payment of Service Tax with Central Excise and Taxation Department. The documentary proof of the same must be submitted within one month of payment of particular bill for the amount of Service Tax Charged in the said bill

AND WHEREAS the Client and Contractor agree as follows:

In this Agreement (including the recitals) capitalized words and expressions shall have the same meanings as are respectively assigned to them in the Contract documents referred to.

The following documents shall be deemed to form and be read and construed as part of the Agreement. (This Agreement shall prevail over all other Contract documents):-

- \* The Letter of Award (LoA) issued by the Client;
- \* Letter of Acceptance by the Contractor;
- \* The complete Bid, as submitted by the Contractor;
- \* The Tender Document No. PHN/ADMN/815/1/2026 dated ..../..../.....
- \* The Addenda, if any, issued by the Client;
- \* Any other documents forming part of this Contract Agreement till date;
- \* Performance Bank Guarantee, Bank Guarantee;
- \* Charges- Schedule annexed to this Article of Agreement;
- \* Scope of work;

Any changes/modifications/amendments required to be incorporated in the Contract Agreement at a later stage shall be discussed and mutually agreed by both the parties and such supplementary agreements shall be binding on both the parties and shall form he part of this contract agreement.

**This Contract shall be governed by and construed in accordance with the laws of India. Each Party hereby submits to the jurisdiction as set out in the Dispute Resolution Procedure in the Conditions of Contract.**

IN WITNESS WHEREOF the parties hereto have caused this Agreement to be executed in accordance with laws of India on the day, month and year indicated above.

Signed on behalf of the Contractor

Signed on behalf of  
Embassy of India

(Authorized Signatory)  
Signatory)

(Authorized

**PROFORMA OF BANK GUARANTEE**  
(on non-judicial paper of appropriate value)

To  
The Head of Chancery  
Embassy of India  
Phnom Penh

BANK GUARANTEE NO.

DATE :

Dear Sir,

This has reference to the Work Order No. .... dated ..... having been placed by Embassy of India, Phnom Penh with M/s. .... for .....

The conditions of this order provide that the Contractor Shall,

- a. Arrange to carry out the services listed in the said order by the Client, as per details given in said order, and
- b. Arrange for service support and provide the items to the Client on site as per the work order and bid documents.

M/s. (Name of Contractor) has accepted the said work order with the terms and conditions stipulated therein and have agreed to issue the performance bank guarantee on their part, towards promises and assurance of their contractual obligations vide the work order No..... M/s. (Name of Contractor) holds a current account with us and has approached us and at their request and in consideration of the promises, we hereby furnish such guarantees as mentioned hereinafter.

Embassy of India, Phnom Penh shall be at liberty without reference to the Bank and without affecting the full liability of the Bank hereunder to take any other undertaking of security in respect of the Contractor's obligations and/or liabilities under or in connection with the said contract or to vary the terms vis-a-vis the Contractor or the said contract or to grant time and or indulgence to the Contractor or to reduce or to increase or otherwise vary the prices or the total contract value or to forebear from enforcement of all or any of the obligations of the Contractor under the said contract and/or the remedies of the Embassy of India, Phnom Penh under any security(ies) now, or hereafter held by the Embassy of India, Phnom Penh and no such dealing(s) with the Contractor or release or forbearance whatsoever shall have the effect of releasing the bank from its full liability of the Embassy of India, Phnom Penh hereunder or of prejudicing right of the Embassy of India, Phnom Penh against the bank.

This undertaking guarantee shall be a continuing undertaking guarantee and shall remain valid and irrevocable for all claims of the Embassy of India, Phnom Penh and liabilities of the Contractor arising upto and until date .....

Your right to recover the said sum of US\$.....(US\$..... only) from us in manner aforesaid will not be affected/or suspended by reason of the fact that any dispute or disputes have been raised the said M/s..... and/or that any dispute or disputes are pending before any officer, tribunal or court or Arbitrator.

Our liability under this guarantee is restricted to US\$.....(US\$..... only). Our guarantee shall remain in force until unless a suit action to enforce a claim under guarantee is filed against us within six months from (which is date of expiry of guarantee) all your rights under the said guarantee shall be forfeited and we shall be relieved and discharged from all liabilities there under.

We have power to issue this guarantee in your favour under Memorandum and Articles of Association of our Bank and the undersigned has full power to do under the power of Attorney dated \_\_\_\_\_.

Notwithstanding anything contained herein:

1. Our liability under this guarantee shall not exceed US\$\_\_\_\_\_(in words)
2. This bank guarantee shall be valid up to \_\_\_\_\_ & unless a suit for action to enforce a claim under guarantee is filed against us within six months from the date of expiry of guarantee. All your rights under the said guarantee shall be forfeited and we shall be relieved and discharged from all liabilities there after i.e. after six months from the date of expiry of this Bank guarantee.
3. We are liable to pay the guaranteed amount or any parts thereof under this bank guarantee only and only if you serve upon us a written claim or demand on or before .....
4. The Bank guarantee will expire on .....

Granted by the Bank

Yours faithfully,

For (Name of Bank)

SEAL OF THE BANK  
Authorized Signatory

**CONTACT DETAILS FORM**

**Bidder's description format summary**

Name of the Bidding Firm	
Name of Partner(s) & Nationality	
Name of the Authorized Signatory Nationality Passport/ID No.	
Telephone & Fax No.	
E-mail ID	
Year of Incorporation	
Registration No.	
Service Tax No.	
Registered Office & Address	
Branch Offices (with address and contact details) if any	
Average Annual turnover in the last five financial year	
Total Staff Strength with Nationality of Employees including technical staff	

**DETAILS ABOUT KEY PERSONNEL OF THE BIDDING COMPANY**

(With ID proof/supporting documents)

- 1.
- 2.
- 3.
- 4.
- 5.

**Bidder Information:**

(More detailed information on the following aspect may be given in typed form)

- \* Business background
- \* How many years has your firm been in business ? How many years under its present business name ?
- \* Attach a current organizational chart and include the total number of employees in your firm in Phnom Penh, by various locations.
- \* Has your firm, its subsidiaries or its parent companies, ever filed for bankruptcy ?
- \* Are there any judgments, claims, arbitration proceedings or suits pending or outstanding against your firm or its officers ?
- \* Has your firm filed any lawsuits or requested arbitration with regard to any contract(s) within the last five years ?

**Financial Information :**

- \* Please provide copies of your firm's audited financial statements (income statement, balance sheet, cash flow statements ) for the last three years.
- \* How long has your company been providing the services outlined in this Tender ? Please list contact names and phone number for three companies with which you have entered into facilities/property management contracts, and include a brief description of the scope covered under each.
- \* Please list your top five customers and indicate what % of your business they represent.
- \* Who are your bankers ?

**Suggested minimum Machinery & Equipment for Housekeeping.**

<b>Sl. No.</b>	<b>Machinery</b>	<b>Quantity</b>
1	Wet & Dry vacuum cleaner	1
2	Dry vacuum cleaner	1
3	Big Aluminium Ladder (Self supporting)	1
4	Glass Cleaning Kit wth 30 ft pole (Facade cleaning)	1
5	Jet washer for power cleaning of exterior walls	1
6	Scaffolding for cleaning of reception lobby	1