



THESSALONIKI PORT AUTHORITY SA

**INVESTMENT GENERAL DIVISION
PROCUREMENT DIVISION**

**CALL FOR OPEN TENDER (TED 049/2020) FOR THE SUPPLY OF GUARDING/SECURITY
SERVICE IN ACCORDANCE WITH ISPS CODE OF THPA SA (PORT AND NON-PORT)
FACILITIES SA.**

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INVESTMENT GENERAL DIVISION
PROCUREMENT & INVESTMENT DEPARTMENT

CALL FOR OPEN TENDER
(TED 049/2020)
FOR THE SUPPLY OF GUARDING/SECURITY SERVICES IN ACCORDANCE WITH ISPS CODE OF THPA SA
(PORT AND NON-PORT) FACILITIES

TENDER PROCEDURE SUMMARY DOCUMENTATION

OPEN TENDER	
ECONOMIC OPERATOR	THESSALONIKI PORT AUTHORITY SA Main activity: Port services Address: Inside the Port of Thessaloniki GR 54625, Thessaloniki Tel.: 2310593121, Fax: 2310510500 Email address: secretariat@thpa.gr Website: http://www.thpa.gr
Tender closing date	28/07/2020
Final date to submit clarification requests	20/07/2020
Award criterion	Most advantageous bid based on price and qualitative criteria
Estimated procurement value	1.170.000,00€ / year plus VAT
Option right value	234,000.00€ plus VAT (a 20% of the Initial Estimated Cost)
Contract Term	Two (2) years with an extension option for one (1) more year.
Contact person for clarifications	Name: George Papageorgiou & Chrissanthi Athanasiou E-mail : gpapageorgiou@thpa.gr & cathanasiou@thpa.gr Phone: +302310593305,360

PART A: GENERAL & SPECIAL TERMS

ARTICLE 1 - Description of the Physical & Financial Scope of the Contract

1.1. Physical Scope

The object of the tender is the provision of security/guarding services in conformity with ISPS Code in ThPA SA facilities (port and non-port), according to the following terms and specifications.

1.2. Financial Scope

1.2.1 Estimated Contractual Price

The estimated contract value amounts to 1.170.000,00euro (**ONE MILLION ONE HUNDRED SEVENTY THOUSAND euro per year**), plus 24% VAT.

1.2.2. Option value

ThPA SA reserves an option right in a percentage that may reach up to twenty percent (20%) of the contractual price, i.e. up to the amount of 234.000,00euro (**TWO HUNDRED AND THIRTY FOUR THOUSAND euro per year**) plus 24% VAT.

The option right refers to the number of extra security guards for meeting regular and extraordinary requirements, at the discretion of THPA SA, **depending on the regular and extraordinary requirements that arise**, with a corresponding increase of the monthly expenses to cover these requirements, which shall be directly linked to the number of security guards and their working hours.

To exercise the option right, ThPA must notify the Contractor at least 6 hours before taking up the service by email to the Contractor's email address.

The following events of extraordinary requirements for the Port and THPA SA Port Facilities are given as examples: e.g. increase in the security level, Passenger Terminal-Cruise, Passenger Terminal 2 - (IntraSchengen^Cat. A Ships), Crete Line) - RORO PAX - ThPA SA Building guarding, Events - Social events, Port - Port Facility Touring, Yacht guarding, Special Type ships, Emergency guarding measures by order of the Central Port Authority, Anchorage manning, Cinema Festival etc.

The expenses to meet these extraordinary needs shall be paid in addition to the regular expenses and shall be calculated based on the cost/hour, as in the bid, and according to the number of man-hours used.

1.3. Duration

The contract duration is set to two (2) years, with an extension option for one (1) more year.

1.4. Award Criterion

The Contract will be awarded according to the criterion of the most technically and economically advantageous bid based on the best value for money, according to the following criteria.

	<i>Evaluation element (EE)</i>
	Average turnover (tenderer's general experience)

	Average turnover in large-scale projects (tenderer's specific experience)
	Average days of personnel insurance (number of employed personnel)
	Insurance coverage
	Certifications
	Project development plan

ARTICLE 2 - Right to participate - Quality Selection Criteria

2.1 Eligible participants

2.1.1. Eligible to participate in the tender are the Natural and Legal Persons, Cooperatives, Joint Ventures of Associations of Economic Operators that submit a joint bid with a relevant object.

Associations of economic operators, including temporary partnerships, are not required to have a specific legal form for bidding. The selected Joint Venture or Association of Suppliers may be required to assume a specific legal form to the extent that the specific legal form is necessary for the proper execution of the contract.

When a bid is submitted by an association of economic operators, all its members are liable against the contracting authority, jointly and severally.

2.1.2. The participants must:

- Not be in a state of bankruptcy, liquidation or compulsory receivership.
- Not be convicted by means of a final judgement for the offences listed below. In the case of Limited Liability Companies and Limited or General Liability Partnerships, this requirement refers to the Administrators. In the case of Société Anonymes, this requirement refers to the Chairman and Managing Director. In all other cases, this requirement refers to the natural persons managing the company.
 - a) Participation in a criminal organisation, as defined in Article 2(1) of EU Council Joint Action No. 98/733/JHA,
 - b) Bribery, as defined in Article 3 of the Council Act of 26 May 1997(21) and Article 3(1) of Council Joint Action 98/742/JHA,
 - c) Fraud within the meaning of Article 1 of the Convention relating to the protection of the financial interests of the European Communities.
 - e) Money laundering or terrorist financing, as defined in article 1 of Directive 91/308/EC of the European Council on the prevention of the use of the financial system for the purpose of money laundering.
 - e) embezzlement (article 375 of the Criminal Code)
 - f) fraud (article 386-388 of the Criminal Code)
 - g) extortion (article 385 of the Criminal Code)
 - h) forgery (article 216-218 of the Criminal Code)
 - i) perjury (article 224 of the Criminal Code)
 - j) bribery (article 235-237 of the Criminal Code)
 - k) bankruptcy fraud (article 398 of the Criminal Code)

- l) The Contracting Authority may reject a candidate's bid if, within the two (2) years before the deadline for submitting the bid, three (3) acts of imposing a fine were imposed against him by the competent audit bodies of the Labour Inspectorate for violations of labor law, which, according to the Ministerial Decision No. 2063/Δ1632/2011 (B' 266), as applicable, are of "high" or "very high" severity and result cumulatively from three (3) controls carried out or two (2) acts of imposing a fine imposed by the competent audit bodies of the Labor Inspectorate for violations of the labor law regarding undeclared work, arising cumulatively from two (2) controls carried out..."
- To hold a tax and social security clearance form.

2.2 Economic & Financial Standing

With regard to their financial and economic standing and in order to sign this contract, the economic operators must:

- Have an average turnover of at least 5,000,000 euros in the last **3 years (2017-2019)**. Specifically:
 - a) a turnover from provision of security services described in par. a),d),e), g) and h) of Art. 1, **Law 2518/1997 equal or higher than 3.900.000€ plus VAT.**
 - b) a turnover from provision of security services described in par. e) of Art. 1, Law 2518/1997 equal or higher than **1.000.000€ plus VAT.**
 - c) a turnover from provision of security services described in par. a),d),e), g) and h) of Art. 1, Law 2518/1997 **equal or higher than 100,000€ plus VAT.**
- Have insurance policies of a A' class Insurance Company to cover:
 - a) General Civil Liability with protection against unlawful acts as laid down in European Regulation 725/2004 with a minimum maximum liability limit per incident and a maximum annual **limit of 2.500.000 & 5.000.000 respectively.**
 - b) Employer Civil Liability with a minimum maximum liability level per incident and an annual yearly **limit of 1.000.000 & 1.000.000 respectively** and
 - c) Professional Civil Liability with a minimum maximum liability level per incident and an annual yearly limit of **3.000.000 & 6.000.000** respectively.

2.3 Technical & Professional Capacity

2.3.1. Suitability for engaging in the professional activity

The economic operators involved in this process must perform a professional activity relevant to the object of service provision. More specifically, they need to:

- Have an operating license for the provision of security services, in accordance with Law 2518/97, as amended and in force;
- An AOA certificate in force by the Shipping and Island Policy Ministry
- Prior to the signing of the award contract according to the Ministerial Decision 4434/1.2.08 (Official Gazette B-1877 12.9.2008) on licensing of security service provision by the competent Port Authority for the provision of security service at ThPA SA port facilities.

2.3.2. Technical capacity

As regards the technical professional capacity that the economic operators participating in this tender need is:

- Have the necessary trained personnel in accordance with the provisions of decision no. 4434.1/02/08/12.9.2008 of the Ministry of Mercantile Marine, the Aegean & Island Policy.
- Have signed yearly contracts of over 750,000 euros per contract in the last three years (2017-2019) for provision of the services described in Art. 1 of Law 3707/08, excluding the services under par. b, c, f, and g.

2.4 Quality assurance & environmental management standards

Economic operators participating in this tender procedure need to comply with quality management standards ISO 9001:2015, OHSAS 18001:2007, ISO 14001:2012, ISO 39001:2012.

ARTICLE 3 – Proof of Fulfilment of the Participation Criteria

In order for the participants to demonstrate that they meet the respective selection criteria of *article 2, Eligibility - Quality Selection Criteria*, they must submit along with their bid the following participation documents:

a) To prove their eligibility in accordance with paragraph 2.1.1 & 2.1.2:

- A certificate of registration to the corresponding chamber (domestic economic operators) and a similar certificate/approval/licence from the competent authority in their country of origin (foreign economic operators).
- A solemn statement by the tenderers that the participation impediments defined in paragraph 2.1.2 do not apply for them, and that they have no reason to believe that these impediments shall apply during the bid validity period or any of its extensions.
- A sworn statement, in accordance with Law 3863/2010, by the legal representative of the participant before a notary, for fines imposed against him due to violations of labor law of “high” or “very high” severity prior to the end of the deadline for the submission of bids in this tender,
- Insurance and Tax Clearance certificate

b) To prove their financial and economic standing 2.2

- Financial statements for 2017, 2018, 2019.
- Solemn statement of the economic operator’s legal representative for an average turnover.
- A letter or statement by an Insurance Company, stating that they undertake to provide on behalf of said participant the insurance coverage for the specific project, in accordance with the Call for Tender, which are at least for the limits specified herein. Furthermore, it will be stated that ThPA SA will be referred to as extra insured party on the scope of liability of the Contractor pursuant to the contract that will be signed, to all aforementioned insurance coverage that will be signed by him throughout and within the framework of this tender and the ThPA SA personnel will be considered a third party of the insurance policy.
- In case of Joint Ventures, Associations or Partnerships of economic operators submitting a joint bid to the Tender, at least one of them will submit the above participating documents of par. (b) Article 3 of the Call.

c) To prove their compliance with the quality assurance standards

- Quality Assurance Certificate ISO 9001:2015,
- Quality Assurance Certificate ISO 18001:2007,

- Quality Assurance Certificate ISO 14001:2015
- Quality Assurance Certificate ISO 39001:2012
- In the case of consortia, Partnerships or Associations of Economic operators, that submit a joint bid to the tender, at least one of the entities may submit the above supporting documents referred to in paragraph (c) of Article 3 of the Call.

d) To prove suitability for engaging in the professional activity of par. 2.3.1:

- A solemn statement attesting that the tenderers fulfil the required criteria, accompanied by an operating license to provide Security Services, an AOA certificate in force by the Shipping and Island Policy Ministry and a solemn statement of the tenderer's legal representative where it will be stated that if the provision of the security services are assigned to a company it represents, an operating license will be submitted according to the MD 4434/1.2.08 (Official Gazette B-1877 12.9.2008) on licensing of security service provision by the competent Port Authority for the provision of security service at ThPA SA port facilities.
- Every economic operator participating in Joint Ventures, Associations or Partnerships of economic operators submitting a joint bid, submits the above solemn statement provided that one of them or a third economic operator submits a written commitment of the operators to rely on the capabilities of a third economic operator, who will hold an AOA Certificate.

e) To prove their technical ability in accordance with paragraph 2.3.2:

- Copies of the proof of monthly submissions of Analytical Periodical Statements for 2017, 2018, 2019.
- Lists with the employed personnel holding an A & B Category work license provided for in Art. 3 of Law 2518/97.
- A list and contract signed in the last three years (2017-2019) for services of an annual value of over €750,000 per contract, as described in Art. 1 of Law 3707/08 excluding the services under par. c), f) g), stating the financial value, the provision date and the service beneficiary, either public or private.

f) To prove their lawful incorporation and representation, the economic operators submit the corresponding legal establishment and lawful representation documents (such as articles of incorporation, certificate of changes, corresponding Government Gazettes, Board of Directors formal establishment in the case of SA, etc., depending on the participants legal form). The lawful incorporation, all the relevant amendments to the articles of association, the person/s that lawfully bind the company at the time of the tender (lawful representative, power of signature etc.), any third parties with representation authority, as well as their term and/or the term of the administrative body members/lawful representative must all derive from the aforementioned documents.

The Joint Ventures, Associations or Partnerships of economic operators submitting a joint bid, submit the operating license of Art. 2 of Law 2518/1997 and the participating documents of par. a,d and f for each participating economic operator. Also, the members need to submit an agreement between them which will state at least the following:

- The extent and type of participation of each member in the execution of the contract,

- Each of its members must state that it is liable jointly and severally against ThPA SA for each claim arising from the participation or execution of the contract,
- To declare a member as being in charge of the coordination and the management of all members,
- To appoint a joint representative of the Association etc. and its members to participate in this tender and represent the Association and its members before ThPA SA.

In the case when an economic operator wishes to rely on the capabilities of other operators to prove it will have the necessary means at its disposal, it must furnish a relevant written commitment by these operators to this end.

NOTE: The Solemn Statements specified in this call for tender, if prepared by Greek citizens, must be in the form provided for in article 8 (2) Law 1559/1986 and submitted by the interested natural persons or in the case of legal persons and depending on the legal status of the participating legal person: a) by general partners and administrators for general and limited partnerships or b) by administrators for limited liability companies or) by the legal representative for Société Anonyme (e.g. CEO) provided it is demonstrated by a Board of Directors Act published in a Government Gazette issue, where the relevant competence is stated.

ARTICLE 4 - Bid submission modalities & time

Bids are submitted by the economic operators during business days and hours, by no later than **28/7/2020** on **15:00** in Greek, not subject to terms, requirements, conditions or provisos.

Address for bid submission:

Thessaloniki Port Authority SA

(Administration Division - Secretariat Department)

Pier 1 (within the Port facilities)

GR 54625 Thessaloniki

After the closing date and time, it will no longer be possible to submit bids. Bids submitted late shall be returned.

ARTICLE 5 – Tender extension, amendment, addition or annulment

ThPA SA reserves the right to extend the bid submission date or cancel the award procedure or decide to repeat it at any stage without any liability, cost or penalty, following the decision of its competent body. THPA SA also reserves the right, in a transparent manner, to amend the terms of the procedure.

ARTICLE 6 – Clarifications on the Call of Tender

Clarification requests are submitted electronically at the THPA SA Procurement Department at gpapageorgiou@thpa.gr & cathanasiou@thpa.gr, up to 5 business days prior to the bid closing date.

Clarification requests submitted in other forms shall not be reviewed.

The clarifications shall be posted on the THPA SA website www.thpa.gr.

ARTICLE 7 - Bid Preparation – Content

The bid envelope must include the following:

- (a) one (sub)envelope* marked “Participation Documents - Technical Bid” and
- (b) a (sub)-envelope marked “Economical Bid”.

Also, the tenderers must submit:

- (c) a CD or flash disc with the bid content in electronic form (.pdf)

In all other respects, alternative bids, counteroffers or amended bids or any proposals that may be construed as counteroffers shall not be considered and shall be rejected by the THPA SA competent body, following the opinion of the Tender Committee.

ARTICLE 8 – Bid Validity Period

The submitted bids must be valid for **one hundred eighty (120) days** from the Tender bid opening date. Bids with a shorter validity period will be rejected **as unacceptable**.

The bid validity may be extended, if requested by ThPA SA, prior to its expiry, for a maximum period of time equal to the initial bid validity period specified in the Call. Any extension of the bid will be accompanied by an extension of the duration of the relevant participation guarantee.

ARTICLE 9 – Contents of (sub)envelope “Participation Documents - Technical Bid”

9.1. Participation Documents.

The economic operators submit the relevant information and supporting documents to participate in the tender, which include:

- A solemn statement whereby Candidates declare they unreservedly accept the terms of the Call, and that they have been apprised on the special terms and requirements of the Tender Object.
- A Participation Bond/letter of guarantee with a validity ≥ 120 calendar days, counting from the Tender Closing Date, in the amount of **twenty-eight thousand and eighty Euro (28,080€), accounting for 2% of the budgeted expense**, plus VAT. In the case of Joint Ventures, Associations or Partnerships, a Participation Bond is submitted **by every participating economic operator depending on its participation rate in the Association**. The Participation Bond shall be forfeited in favour of THPA SA in the case when the selected Contractor refuses, explicitly or silently, to come forward and sign the corresponding agreement or contract, within the specified deadline. Instead of a letter of guarantee, the corresponding amount may be deposited to the THPA SA bank account in Piraeus Bank, before the tender folder is submitted. The corresponding deposit slip must be included in the tender folder (sub-envelope “participation documents”).
- The documents specified above, in Article 3 - Proof of Fulfilment of the Participation Criteria.

9.2 Contents of the Sub-envelope “Technical bid”

The tenderers in the technical bid sub-envelope are invited to submit a reliable and realistic development plan of their project analysing in detail the strategies and methods they will apply to execute it. In particular:

- HR Policies
 - Staff Attraction Policies: Methods to attract the required number of employees and skills to staff the ordinary and extraordinary needs.
 - Retention Policies: Methods to retain staff to the project
 - Staff training policies: Policies to train the staff on the project thematic units.
- Business coverage of the project
 - OJT staff training policies
 - Drill implementation plan
 - Ordinary and extraordinary drill implementation plan
- Project management: Staffing the management team and IT management and reporting systems that will be used
- Project technical equipment quality Advantages of the suggested equipment that will be used in the project to strengthen supervision, surveillance, communication & safety controls at the level of port installation or check point
 - Summary of the equipment that will be used in the project with the description, type, equipment units and renewal time.
 - Technical brochures of manufacturers for the equipment that will be used at the project.
- Possibility to meet the project's extraordinary needs at 50% per safety level.

ARTICLE 10 – Contents of the Sub-envelope “Financial Bid”

The Financial Bid is drafted based on the herein attached sample and includes at least the following:

- a) Analysis of the annual cost of provided services in line with the sample
- b) the annual total offered price in euros, VAT excluded.
- c) Indicate the bid validity period, in accordance with Article 8 of this Call.
- d) Be signed by the lawfully authorised representative of the participating economic operator.

To draft the financial bid, the tenderers will use the following data:

Precondition	Price
Year days	365
Sundays & Bank holidays	59

When submitting their bid, the tenderers must attach an analysis of the employment cost stating:

- a) The number of employees.
- b) The days and hours of work.
- c) The collective labor agreement which workers are subject to.
- d) The amount of the budgeted amount relating to any kind of lawful earnings of these employees.
- e) The social security contributions based on the budgeted amounts.
- f) The contractor’s profit and other overheads

Bids with an offered percentage of equipment, consumables, administrative and contractor’s benefit lower than 10% of the employment cost will be rejected.

In the case when there is a later change in the employee salaries by law, collective agreement, arbitration award, ministerial decision or other similar regulation or by agreement of the parties or,

similarly, by reduction of the social security employee and employer contributions or other encumbrances on the salaries of these employees, which will be used by the Contractor to fulfil its obligations, this will prompt a corresponding change in the Contractor Fee.

Alternative bids, counteroffers or amended bids or any proposals that may be construed as counteroffers shall not be considered and shall be rejected by the THPA SA competent body following the recommendation of the Tender Committee.

ARTICLE 11 - Language

The official language of this procedure is the Greek language and any bids and information included therein must be prepared in Greek or be accompanied by an official Greek translation. With regard to foreign public documents, the Hague Convention of 10 May 1961, ratified by Law 1497/1984 (A/188) is applicable. No. 1497/1984.

Note that the dominant phrasing is always the Greek one.

ARTICLE 12 - Bid Evaluation

The opening of the bids will be made without the presence of the participants. After the opening of the bids, THPA SA, proceeds to their **evaluation** via the appointed **Evaluation Committee**.

The tender evaluation committee addresses requests to the participating economic operators to provide clarifications on the submitted supporting documentation and the economic operators provide the clarifications within the specified deadlines, as the case may be.

Participants in the tender are informed of the acceptance or rejection of their bid.

Article 13 - Award criteria

The contract award criterion is the most economically advantageous tender based on best quality-price ratio, which is calculated based on the following criteria.

#	Evaluation element (EE)	Weighting Factor
EE1	Average turnover (tenderer's general experience)	10%
EE2	Average turnover in large-scale projects (tenderer's specific experience)	20%
EE3	Average days of personnel insurance (number of employed personnel)	15%
EE4	Insurance coverage	5%
EE5	Certifications	5%
EE6	Project development plan	45%
	Total	100%

Average turnover (EE1)

An average turnover plus VAT regarding the safety services that were or are being provided as described in Ar. 1 of law number 3707/07 excluding the services under par. c), f) g), in the last three years (01/01/2017 to 31/12/2019).

It is demonstrated by a list an contracts as described in Ar. 1 of law number 3707/08 excluding services under par. c), f) g), which were provided during the above years, showing the financial value, the date of provision and the service beneficiary, either public or private. The reference to this specific service is accompanied by a performance guarantee by the respective body, either public or private.

An average turnover of less than [5.000.000] is scored with 0 points.

An average turnover of [5.000.000] is scored with 100 points.

The highest average turnover will be scored with 120 points.

All amounts in between will be scored proportionally between 100 and 120 points.

Average turnover in large-scale projects (EE2)

It is based on the services that have been or are being provided successfully in the last three years (01/01/2017 to 31/12/2019).

It is demonstrated by a list and contracts for services of annual value of over 750,000 euros per contract as described in Ar. 1 of law number 3707/08 excluding services under par. c), f) g), which were provided during the above years, showing the financial value, the date of provision and the service beneficiary, either public or private. The reference to this specific service is accompanied by a performance guarantee by the respective body, either public or private. To calculate the average, we sum up the number of contracts with a value of over 750,000 and divide it by the number of years (3)

Average turnover in large-scale projects of less than 2,000,000 is scored with 0 points.

Average turnover in large-scale projects of over 2,000,000 is scored with 100 points.

The highest average of contract values is scored with 120 points.

All amounts in between will be scored proportionally between 100 and 120 points.

Average days of insurance (EE3)

Average days of insurance of employed personnel regarding the security services that were or are being provided as described in Ar. 1 of law number 3707/08 excluding services under par. c), f) g), in the period from 01/01/2017 to 31/12/2019. To calculate the average, we sum up the number of insurance days indicated on the Analytical Periodical Statements for every month from 01/01/2017 to 31/12/2019 and divide it by the number of months (36).

An average number days of insurance of less than [10.000] is scored with 0 points.

An average days of insurance of [10.000] is scored with 100 points.

The highest average days of insurance is scored with 120 points.

All amounts in between will be scored proportionally between 100 and 120 points.

Insurance coverage (EE4)

Insurance coverage:

General Civil Liability with protection against unlawful acts as laid down in European Regulation 725/2004 with a minimum maximum liability limit per incident and a maximum annual limit of 2.500.000 & 5.000.000 respectively

Employer Civil Liability with a minimum maximum liability level per incident and an annual yearly limit of 1.000.000 & 1.000.000 respectively and

Professional Civil Liability with a minimum maximum liability level per incident and an annual yearly limit of 3.000.000 & 6.000.000 respectively

is scored with 100 points.

General Civil Liability with protection against unlawful acts as laid down in European Regulation 725/2004 with a minimum maximum liability limit per incident and a maximum annual limit of 5.000.000 & 10.000.000 respectively

Employer Civil Liability with a minimum maximum liability level per incident and an annual yearly limit of 1.500.000 & 1.500.000 respectively and

Professional Civil Liability with a minimum maximum liability level per incident and an annual yearly limit of 5.000.000 & 10.000.000 respectively

is scored with 120 points.

All amounts in between will be scored proportionally between 100 and 120 points.

Quality of provided services (EE5)

Tenderers who on the day of the tender, had certificates from recognized independent certification bodies in security service provision ISO 9001:2015, OHSAS 18001:2007, ISO 14001:2015, ISO 39001:2012 will get 100 points.

Tenderers who on the day of the tender, had certificates from recognized independent certification bodies in security service provision Certifications ISO 22301 & ISO 27001:2013, will get 110 points.

Tenderers who had certificates from recognised independent certification bodies in security with a scope of application for the provision of security services, on the day of the Tender, certificates in addition to the above, receive 120 points.

n security service provision OHSAS 18001:2007, ISO 14001:2015, will get 120 points.

Project development plan (EE6)

The tenderers in the technical bid sub-envelope are invited to submit a reliable and realistic development plan of their project analysing in detail the strategies and methods they will apply to execute it. In particular:

1. HR Policies (25%)
 - Staff Attraction Policies: Methods to attract the required number of employees and skills to staff the ordinary and extraordinary needs.
 - Retention Policies: Methods to retain staff to the project
 - Staff training policies: Policies to train the staff on the project thematic units.
2. Business coverage of the project(25%)
 - OJT staff training policies
 - Ordinary and extraordinary drill implementation plan
 - Relevant Organization Chart
3. Project management: Staffing the management team and IT management and reporting systems that will be used(20%)
4. Project technical equipment quality Advantages of the suggested equipment that will be used in the project to strengthen supervision, surveillance, communication & safety controls at the level of port installation or check point(10%)
5. Possibility to meet the project's extraordinary needs at 100% per safety level. (10%)
6. Project timetable (10%)

Determining the most Advantageous Bid (AB)

To determine the most advantageous bid, based on cost, the Technical and Financial bids of the Candidates that were not eliminated during the check of the participation supportive documents will be evaluated based on the criteria set herein. For the selection of the most advantageous bid, based on cost, only the bids that were technically accepted and comply with the other terms of this Call will be evaluated.

For the selection of the most advantageous bid, based on cost, only the bids that are acceptable according to the inviolable terms of the call will be evaluated.

For the Determination of the most Advantageous Bid (AB), the annual aforementioned price, plus VAT, as indicated on the Financial Bid Form will be taken into account.

Bids that are vague, contradictory, not unconditional, incomplete or do not include all the requirements of this Bid **will be rejected as unacceptable**. Bids expressing reservations or modifications to any term of this bid will also be rejected.

In no case, any bid with hidden costs or bids that do not offer a solution for all the services, as requested and describe in this call will not be accepted.

For the benchmarking of the Technical Bids that will be acceptable and will not be eliminated in a previous stage of the procedure, the Tender Committee will record in a comprehensive list the detailed score of each Technical Bid, "counting them" from Stech 1 to Stech. N (where n is the number of the participants).

It identifies the Technical Bid with the highest total score and records it in a field as **Stech max**.

Then, using the following formula, it calculates the relevant score Srel. fin (a) of each bid completing the respective column of the above list.

$$\mathbf{Srel.tech(a) = Stech(a) / Stech.max}$$

Where: Brel.tech(a) is the relevant score of the a financial bid of a
Btech. (a) is the comparative score of the a financial bid of a
Btech.max is the score of the best technical bid

For the benchmarking of the financial bids that will be acceptable and will not be eliminated in a previous stage of the tender procedure, the Tender Committee records on a comprehensive list the Financial bids "counting them" from Sfin.1 to Sfin.n (where n is the number of the lastly submitted Financial Bid).

It identifies the lowest bid price and records it in the field **Sfin. min**

Then, using the following formula, it calculates the relevant score Srel. fin (a) of each bid completing the respective column of the above list.

$$\mathbf{Scomp.fin(a) = Sfin.min / Sfin(a)}$$

Where: Bcomp.fin(a) is the comparative score of the a financial bid
Bfin.min is the lowest offered bid
Bfin.(a) is the offered price for a

After the completion of the technical and financial benchmarking, the Tender Committee will classify the bids on a Comparative Table in a descending order of the final score:

$$\mathbf{S = 0,75 * (Srel.tech(\alpha)) + 0,25 * (comp.fin(a))},$$

Where S will be the final score rounded to the nearest 2nd decimal place.

The most Advantageous Bid will be the one with the highest score S. In case the technical bids have the same score, they are classified in descending order of the technical evaluation score.

In the event of an association of companies and save the cases where this tender asks from each member of the association specific supporting documents, the participants in company associations can be scored based on the evaluation elements of one of the participants in the association.

ARTICLE 14 – Contract – Amendments – Unilateral Termination

After the announcement of the tender result, a contract is signed between ThPA SA and the selected company. To sign the contract, the Contractor must submit a Performance Guarantee and copies of the insurance policies.

The contract may be amended during its term of validity, without the need for a new contract conclusion procedure, following a mutual agreement between the two parties.

ThPA Reserves the right to suspend or terminate the Contract after a 3-month notice period. In this case, the Contractor is obligated to continue to perform its tasks until such time as THPA SA deems that its services are no longer required, receiving its payment in accordance with the terms of the Contract.

The Contract must be terminated when the cases of paragraph 5 or paragraph 7, article 68 of Law 3863/2010, as in effect, are applicable.

ARTICLE 15 – Contract Execution Terms

The contractor shall be responsible for adhering to the provisions of the labour and social security legislation, as well as the legislation on the health & safety of the employees and the prevention of occupational hazards. Moreover, it shall be obligated to send to THPA SA, every month, proof of payment of the salaries, as well as any severance pay due, and proof of payment of the social insurance contributions for their employees involved in the execution of this contract.

For the rest, the provisions of Art. 9 of Law 4554/2018.

ARTICLE 16 – Performance Guarantee

To sign the contract, the Contractor must submit a Performance Guarantee, the amount of which is defined as five (5%) on the contract value, not including VAT, delivered before or upon contract signing.

The performance guarantee shall be valid indefinitely. In the case of Joint Ventures, Associations or Partnerships, a Participation Guarantee is submitted by every participating economic operator depending on its participation rate in the Association.

The performance guarantee shall be forfeited in the case where the terms of the contract are violated, as specifically defined.

The performance guarantee shall cover the implementation of all contractual terms and any requirement of the contracting authority or the developer against the Contractor, in their entirety and without discriminations.

ARTICLE 17 – Contract Monitoring

The implementation of the contract is monitored by the Port Facility Security Officer, according to the provisions of paragraph 5.1. of Part B of the Call. In particular:

- for the control and the delivery of works the Port Facility Security Officer of ThPA SA will draft a Security Report about the full compliance with the terms of the Contract.
- the Security Report shall be submitted to the THPA SA Managing Director SA

ARTICLE 18 – Funding - Payment Method

The procurement financing shall be included in the THPA SA regular budget.

The CONTRACTOR shall be paid every calendar month within sixty (60) days from the date the invoice is issued. The CONTRACTOR shall receive the monthly invoice amount for regular and extraordinary services.

The payment item for the CONTRACTOR shall be the monthly statements issued by the Head of Security of THPA SA regarding the strict adherence to the Contract Terms, which are submitted to the Accounting Department of ThPA SA Finance Division.

For the payment of the monthly contract price, the CONTRACTOR must submit to ThPA SA (Accounting Department):

- a) Invoice or receipt for services rendered;
- b) Tax clearance form;
- c) Proof of payment of the salaries, as well as any severance pay due, and proof of payment of the social insurance contributions for their employees.
- d) A copy of the contract with a Safety Engineer, submitted to the Labour Inspectorate, proving that the health and safety of the employees is safeguarded.

Any amounts of fines to be imposed on the Contractor due to a penalty or other cause will be deducted from the next payment account.

ARTICLE 19 – Price Adjustment

The offered prices may only be adjusted in the case where there is a subsequent change in the remuneration of employees by law, collective agreement, arbitration, ministerial decree and other similar arrangement or by agreement of the parties or a corresponding change in the employees' and employer's social security contributions or other contributions related to the employees' specialties which will be used to fulfil the contractor's obligations will result in a corresponding change in his total Remuneration. It has to be noted that the percentage profit on the service cost shall remain fixed throughout the duration of the Contract.

ARTICLE 20 – Contract execution - Penalties – Contractor forfeiture

Penalties

For any inadequate staffing or inadequate performance of Contractor's contractual obligations, the following penalties shall be imposed by the Managing Director of ThPA SA: the following penalties shall be imposed by the CEO of ThPA SA:

- a) For incomplete or irregular staffing of a guard (shift) for persons/hand baggage/baggage control, access control and guarding (static and patrolling), a penalty of five hundred (500) euros per person is imposed.
- b) For failing to maintain a checkpoint specified in the Port Facility work schedule a fine of five thousand (5.000) euro.
- c) For improper security checks, a penalty of five hundred (500) euro.
- d) For failing to adhere to the labour legislation, a penalty of five hundred (500) euro

- e) For misconduct - during the performance of his/her duties - concerning the behavior of a guard (of the contractor's staff) and his/her replacement thereof, a penalty of one thousand (1,000) euros is imposed for any loss or damage occurred.
- f) In the case of repetition of breaches (a), (b), (c), (d) and (e), the respective fine is doubled.

Contractor forfeiture

The Contractor may be declared in forfeit by ThPA if it is found that:

- in any way all or part of the Contract is allocated to third parties;
- the Contractor's lawful permit to provide Security Services or the law enforcement authorisation of the competent Port Authority has been revoked;
- the Contractor did not provide the agreed services. In the case when the Contract Terms are repeatedly violated, the Contractor may be declared in forfeit. ThPA SA reserves the right to be compensated for any damage due to the forfeiture.
- There has been a serious misconduct noted during the performance of the duties of the guards.

The declaration of the Contractor as forfeit shall entail:

- The forfeiture in favour of ThPA SA of the performance guarantee or participation guarantee.
- The assignment of the provision of these services to the next lowest bidder and the coverage of any loss incurred for the Company at the expense of the forfeited Contractor. If a smaller monthly remuneration occurs for the new Contractor, the balance shall be kept by ThPA SA
- The temporary or permanent exclusion of the Contractor from future tenders of ThPA SA.

Furthermore, if the contractor terminates untimely and without the consent of ThPA SA before the contract expire, he is obliged to pay to THPA SA as a penalty, the amount of four thousand eight hundred euro (€4,800) per day for each day of termination and until the Contract expiry date or any extension date.

In such case, THPA SA has the right to recruit a third party, at any price, and shall be entitled to request from the forfeited Contractor to pay any arising price difference. At the same time, THPA SA may seize the Performance Guarantee, without any reductions to the amount of the daily penalty.

In order for the Contractor to be declared forfeit for all the aforementioned cases, the Tender Committee shall deliver its opinion.

ARTICLE 21 - Dispute Resolution - Applicable Law

This procurement is governed by the Greek and EU Legislation and any dispute that may arise between THPA SA and the Contractor, regarding the execution, implementation of or, in general, the relationships created with this contract and until the guarantee period of the contractual object expires shall be settled by the competent courts in Thessaloniki.

PART B: TECHNICAL TERMS

ThPA SA intends to assign to a Private Security Service Company the security/guarding service provision both in accordance with ISPS Code (Port and Non-Port) covered by the approved PFSP of ThPA SA and the Port facilities (Port and Non-Port) covered by the approved PFSP of ThPA SA, provided that ThPA SA obtains and installs the necessary security equipment and logistics infrastructure for the following tasks:

1. Security guards (static and patrolling);
2. Access controls (person identification, vehicle, container, railways identification etc.)
3. Security investigation of persons, hand luggage, luggage, vehicles, containers and railways, etc.;
4. Control of cargo, mail, supplies and inventory.

The security services described above will be provided throughout the defined area of the Port and the Port Facility of ThPA SA and in particular to the access control points and areas designated by the Port Security Officer and the Deputy Port Facility Security Officer according to:

1. "Port Security Plan" and
2. "Port Facility Security Plan" of ThPA SA

Indicatively throughout the perimeter of the Port and the Port Facility, the interface areas (Port and Port Facility land area), as well as at the specific access control points (e.g. Passenger Terminal, Gates of vehicle and railway access to the Port Facility, the Port Facility Security Control Center (KEALE) and the Restricted Access Areas).

PORT - PORT FACILITY

1. Port.

1.1 Port Description

As it is mentioned in the current Port Facility Security Plan and is depicted in the attached Port Facility plan, or as it will- if necessary - be modified in the future, depending on the operational needs of ThPA SA.

1.2 Regular Guarding job positions in the Port.

The Contractor will staff in accordance with the respective guidance of the Port Facility Security Officer, the regular job posts mentioned in the table below.

Area	Yearly working hours
Passenger Terminal Gate - Port Main Gate	8,760 h
Warehouse 1 Gate - Thessaloniki Festival	8,760 h
Gate 11	8,760 h
Repair shop Gate	8,760 h
Pre Port Parking	4,480 h
Pier A - Pedestrian Patrol	4,880 h
Port Area D' Officer	2,032 h

(Table 1)

The above requirements must be met to perform the audits and Security Level 1 security investigation at the Port Facility. In any change in the Security level, the hours and number of employees adjust to the requirements of the Port Security Plan accordingly.

The expenses concerning the employment of the extra staff and the Passenger Terminal Security Staff, whenever it shall be necessary and as they will incur in order to meet extraordinary needs, will be paid additionally, on a cost/hour basis, as indicated by the Contractor's bid and the number of man-hours used.

1.3 Job Description places (Table 1)

1.3.1. Passenger Terminal Gate

The personnel is in charge of the Identification control and the Security investigation of all passengers such as:

1. Transactors
2. Workers ,
3. Passengers and their luggage,
4. Commercial ship crews,
5. Visitors,
6. Supplies and vehicles carrying them,

And generally the visual inspection of building facilities and waiting rooms according to the rates indicated on the PSP, depending on the security level sought by the Port.

Passengers and luggage are checked using the available devices provided by ThPA SA or by physical control. A percentage of checked persons-luggage is likely to be checked again, regardless of the findings of the first check, in accordance with the respective orders of the Port Facility Security Officer-Port Area D' Officer and the procedures of the Port Facility Security Plan.

1.3.2. Warehouse 1 Gate - Thessaloniki Festival

The personnel is in charge of the Identification control and the Security investigation of all passengers such as:

1. Transactors
2. Workers
3. Passengers and their luggage,
4. Commercial ship crews,
5. Visitors,
6. Supplies and vehicles carrying them,

And generally the visual inspection of building facilities and waiting rooms according to the rates indicated on the PSP, depending on the security level sought by the Port.

Passengers and luggage are checked using the available devices provided by ThPA SA or by physical control. A percentage of checked persons-luggage is likely to be checked again, regardless of the findings of the first check, in accordance with the respective orders of the Port Facility Security Officer-Port Area D' Officer and the procedures of the Port Facility Security Plan.

1.3 . 3 Gate 11

The personnel is in charge of the Identification control and the Security investigation of all passengers such as:

1. Transactors
2. Workers
3. Passengers and their luggage,
4. Commercial ship crews,
5. Visitors,
6. Supplies and vehicles carrying them,

And generally the visual inspection of building facilities and waiting rooms according to the rates indicated on the PSP, depending on the security level sought by the Port.

Passengers and luggage are checked using the available devices provided by ThPA SA or by physical control. A percentage of checked persons-luggage is likely to be checked again, regardless of the findings of the first check, in accordance with the respective orders of the Port Facility Security Officer-Port Area D' Officer and the procedures of the Port Facility Security Plan.

1.3. 4 Gate Workshops

The personnel is in charge of the Identification control and the Security investigation of all passengers such as:

1. Transactors
2. Workers
3. Passengers and their luggage,
4. Commercial ship crews,
5. Visitors,
6. Supplies and vehicles carrying them,

And generally the visual inspection of building facilities and waiting rooms according to the rates indicated on the PSP, depending on the security level sought by the Port.

Passengers and luggage are checked using the available devices provided by ThPA SA or by physical control. A percentage of checked persons-luggage is likely to be checked again, regardless of the findings of the first check, in accordance with the respective orders of the Port Facility Security Officer-Port Area D' Officer and the procedures of the Port Facility Security Plan.

1.3.5 Pre Port Parking

- Registration of the container number (software) in the system
- Entry/Exit control of the loaded trucks in the area
- Banning entry to empty trucks in the area
- Area supervision

1.3.6 Pier A– Pedestrian Patrol

- External supervision of ThPA SA Central Administration Offices
- External supervision of Pier A Building and Facilities
- Visual control of Pier A Visitors
- Entry/ Exit Control of catering trucks in Pier 1.
- Entry/ Exit Control of private vehicles in Pier 1.
- Entry/ Exit Control of motorcycles in Pier 1.
- Entry/ Exit Control of bikes in Pier 1.

1.3.7 Port Area D' Officer

His duties are defined by the relevant PFS and the relevant instructions of the PSO.

He shall have the overall responsibility for the security of his area as geographically defined in the PFS and reports to the PSO and his Deputy for the following:

1. Sets the number and positions of access points in conformity with the Port Security Plan and must ensure that all access points are guarded in conformity with specific procedure of the above Plan, depending on the current Port security level.
2. Keeps monitoring the effectiveness of the procedure and reports to the Port Security Officer or his Deputy.
3. Coordinates the security measures with the security officers of Companies, Bodies, Ships, captains and ships management companies who are connected to the Port and Port facility area, who are connected to his area of responsibility on access control issues.
4. Defines the suitable places based on the Port Security Plan for conducting controls and safety investigations.
5. Ensures that the regular inspections of the area fencing and access points are conducted with a view to detecting any attempt or indication of an attempt of a non-authorized access.
6. He is in charge of issuing Person and Car Access Licenses in the Port's D' Area.
7. He in charge of issuing annual private car parking cards and monthly public use truck parking cards in the same Port area.
8. He also participates in the Emergency Response Plan of ThPA SA under the guidance of the Officer Implementing the said ThPA Plan.
9. He participates in all ThPA SA drills and exercises SA

2. Port Facility

2.1. Port Facility Description.

As it is mentioned in the current Port Facility Security Plan and is depicted in the attached Port Facility plan, or as it will- if necessary - be modified in the future, depending on the operational needs of ThPA SA.

2.2. Regular job posts at the port facility (ISPS)

The Contractor will staff in accordance with the respective guidance of the Port Facility Security Officer, the regular job posts mentioned in the table below.

Area	Yearly working hours
Deputy Port Facility Security Officer-Deputy Port Security	2,032 h
Port Facility Security Control Center Shift Guard (vehicle)	8,760 h
PFSCC	17,520 h
Gate MG24	14,600 h
Gate FZG 10A/PG17	14,600 h
On-board safety patrol (vehicle)	11,680 h
Gate MG24 (Vehicles)	5,840 h
Explosive and Narcotics Detection Unit	2,032 h
Container Terminal Internal Gate – Night	2,920 h
Gate 16 & buffer parking	4,480 h
Gate 16 – Pedestrians	4,480 h

(Table 2)

The above requirements must be met to perform the audits and Security Level 1 security search at the Port Facility. In any change in the Security level, the hours and number of employees adjust to the requirements of the Port Security Plan accordingly.

The expenses concerning the employment of the extra staff and the Passenger Terminal Security Staff, whenever it shall be necessary and as they will incur in order to meet extraordinary needs, will be paid additionally, on a cost/hour basis, as indicated by the Contractor's bid and the number of man-hours used.

2.3 Job Description places (Table 2)

2.3.1. Deputy Head of Security of Port Authorities - Deputy Port Security Officer

He has the overall responsibility for supporting the Head of Security of Port Authorities and the Port Security Officer of ThPA SA in daily monitoring security in the Port and Port Facility area. In particular, he has the responsibility of monitoring the Project on behalf of the Contractor and ensure the implementation, maintenance and control of effectiveness of all procedures and measures of the Port Facility Plan and the Port Facility Security Plan under the guidance of the D' Area Officer of THPA SA

On a daily basis, he works with all the Contractor's personnel and most particularly:

- 1) The Port Area D Officer

for the security measures that need to be applied by the transacting security officers of the Companies, Custom brokers, shipping agencies, transport companies, Concessionnaires, Public Bodies and Services, ships, captains, Security Managers of the Ships Management Companies who are connected to the Port and Port facility area, crews, Private and Public Car drivers, visitors, courier employees, distributors on control issues of access and for choosing the suitable area for conducting controls and security investigations.

Ensures that the regular inspections of the area fencing and access points are conducted with a view to detecting any attempt or indication of an attempt of a non-authorized access.

He is in charge of issuing Person and Car Access Licenses:

1. In the Port Facility
2. In the Port assisted by the Area D' Officer
3. Moreover for the Port D'Area, he works with the Area D' Officer for the issuance of the annual private car parking cards and monthly public use truck parking card.

Finally, he participates in the Emergency Response Plan of ThPA SA under the guidance of the Officer who is in charge of Implementing the ThPA SA plan and in all drills and exercises of ThPA SA

The duties of the Deputy Port Facility Security Officer also include communication with the shipping companies and the cruise company representatives. He is also in charge of all the cruise-related competences falling under the operation of the Passenger Terminal.

2.3.2 KEALE Guard manager

He has overall responsibility for supporting the Deputy Head of Security of Port Authorities and the D'Area Officer of ThPA SA port in the daily monitoring of the Port Facility and Port D Area security.

In particular, he has the responsibility of monitoring the Project on behalf of the Assistant Head of Security of Port Authorities and the D'Area Officer of ThPA SA port and ensure the implementation, maintenance and control of effectiveness of all procedures and measures of the Port Facility Plan and the Port Facility Security Plan under the guidance of the D'Area Officer of THPA SA Port . On a daily basis, he works with all the Contractor's personnel and most particularly:

1. The KEALE personnel
2. The vehicle patrol unit
3. All the static guard Guards.

for the security measures that need to be applied by the transacting security officers of the Companies, Custom brokers, shipping agencies, transport companies, Concessionaires, Public Bodies and Services, ships, captains, Security Managers of the Ships Management Companies who are connected to the Port and Port facility area, crews, Private and Public Car drivers, visitors, courier employees, distributors on control issues of access and for choosing the suitable area for conducting controls and security investigations. Ensures that the regular inspections of the area fencing and access points are conducted with a view to detecting any attempt or indication of an attempt of a non-authorized access.

He participates in the Emergency Response Plan of ThPA SA under the guidance of the Officer who is in charge of (Contingency Plan Implementation Officer) implementing the ThPA SA Contingency Plan and all drills and exercises of THPA SA

There will be foot and vehicle patrols and they will be carried out in accordance with the program and the instructions provided by the Deputy Port Facility Security Officer. The guard manager shall be in charge of applying the safety, supervision, surveillance of the guard staff. To carry out the vehicle patrols, an appropriate vehicle will be used, whose procurement and operating costs (e.g. fuel costs, maintenance, etc.) will be borne by the Contractor. The number and type of patrols is determined by the Deputy Port Facility Security Officer.

2.3.3. On-board safety patrol: There will be foot and vehicle patrols and they will be carried out in accordance with the program and the instructions provided by the Port Facility Security Officer.

The guard shall be in charge of applying the safety, supervision, surveillance of the guard staff. To carry out the vehicle patrols, an appropriate vehicle will be used, whose procurement and operating costs (e.g. fuel costs, maintenance, etc.) will be borne by the Contractor. The number and type of patrols is determined by the Deputy Port Facility Security Officer.

He participates in the Emergency Response Plan of ThPA SA under the guidance of the Officer who is in charge of (Contingency Plan Implementation Officer) implementing the ThPA SA Contingency Plan and all drills and exercises of THPA SA

2.3.4 KEALE (Port Facility Security Control Center) Personnel: The personnel of the PFSCC shall monitor the cameras, the vibration detection equipment etc.

2.3.5 Guarding personnel in the other gates

The Gate Guard staff controls the traffic of vehicles and persons, according to the Port Facility Security Plan. This control is carried out by, indicatively, granting of entry permission, keeping a Gate book, identity checks, etc. The control is carried out using the equipment provided by ThPA SA or the Contractor's equipment.

The Guards of Gate MG 24 (16 exit), Gate MG 16 (10A exit, if required for this Gate) and Gate SG2 (railroad), in addition to their other duties, will receive all the necessary documents for export of goods and containers (goods delivery license by ThPA SA, etc.), in order for them to be able to check that all necessary payments are made, the orders for which are issued either by the stock warehouse or by ThPA SA for a specified quantity and the guard shall sign the document concerning the payment of the respective claims of ThPA SA.

- The security staff of Zone A of the Port Facility is responsible for the control and security checks of all Passengers and their baggage, merchant ships, visitors, supplies and their vehicles and for the surveillance of waiting areas. Passengers and baggage are checked using the available devices provided by ThPA SA or by physical control. A percentage of checked persons-baggage is likely to be checked again, regardless of the findings of the first check, in accordance with the respective orders of the Port Facility Security Officer and the procedures of the Port Facility Security Plan.
- He participates in the Emergency Response Plan of ThPA SA under the guidance of the Officer (Contingency Plan Implementation Officer) implementing the ThPA SA Contingency Plan and all drills and exercises of THPA SA

2.3.6 Technical specifications regarding an explosive & narcotics detecting unit

The team consists of the main operator and a hand-held detector. The Contractor shall have a main operator for a hand-held explosive & narcotics detecting unit. The operator will be trained by the supplier who will be selected by THPA SA to supply the hand-held detector. The aim of the training is to ensure an on-going, quick and effective sampling control of vehicles, hand luggage and persons through the smoke and odour detection and through sampling during their waiting time and before they are loaded to vessels complying to ISPS code, to a percentage set in the current Port Facility Assessment and Security Plan and to domestic vessels provided that the Port Security Officer orders, by a relevant written order, a sampling control. In parallel, at least two more of the contractor's guards will be trained at his own cost in case of replacement of the main operator and after instructions of the Port Facility Security Officer. The operator must be a security guard licensed under

Law 2518/1997 as amended by Law 3707/2008 and currently in force and have a Screener Certificate from Vocational Training Centre.

He participates in the Emergency Response Plan of ThPA SA under the guidance of the Officer who is in charge of (Contingency Plan Implementation Officer) implementing the ThPA SA Contingency Plan and all drills and exercises of THPA SA

It is noted that the Port Facility Security Officer will retain the right to, at his/her discretion, reduce staffing of the above jobs depending on ship arrivals and current passenger traffic as well as the security level at the Port and Port Facility.

3. Non-regular Job Positions

3.1 Port - Port Facility Guarding temporary job positions

The Contractor will staff the temporary job positions indicated on the table below (Table 3) in accordance with the respective instructions of the Port Facility Security Officer (Guarding Order Issue - Within Contract - Within option) following approval by the respective ThPA SA Director-Department Head and its update by the Port Facility Security Officer and the Deputy Port Facility Security Officer.

Based on the Working hours and 20% Option, the following table covers jointly the Guarding emergency works as follows:

Area	Indicative Yearly working hours 20% of the Annual Total	Option Work distribution hours
Dock 11, ISPS	20%	5,252 h
Passenger Terminal - Cruise	20%	5,252 h
ThPA SA Building Guarding	20%	5,252 h
Passenger Terminal 2 (IntraSchengen^ Cat A Ships) Category A (Crete Line) - RORO PAX - Luggage control	10%	2,626 h
Events - Social events	5%	1,313 h
Port and Port Facility Touring	5%	1,313 h
Yacht guarding - Special Type Ships	5%	1,313 h
Emergency guarding measures by	5%	1,313 h
Anchorage manning	5%	1,313 h
Cinema Festival	5%	1,313 h

(Table 3)

The above requirements must be met to perform the audits and Security Level 1 security search at the Port Facility.

The expenses concerning the employment of the extra staff and the Passenger Terminal Security Staff, whenever it shall be necessary and as they will incur in order to meet extraordinary needs, will

be paid additionally, on a cost/hour basis, as indicated by the Contractor's bid and the number of man-hours used.

3.2 Job Description places (Table 3)

3.2.1 Increase in the Port Safety Level - Port Facility.

As defined in the Port Facility Plan and the Port Facility Security Plan of ThPA SA

3.2. 2 Passenger Terminal 1 (Cruise- Extra Schengen)

- Passenger Terminal Supervisor*;
- Security Staff;

6 persons (5 men + 1 woman);

*one of whom also acts as a supervisor 2 hours before arrival and 1 hour after departure.

3.2 . Dock 11

Guarding activation of international voyage ships that will berth in a specific platform of ThPA SA in conformity with the requirements of the PFSP and the ISPS Code.

3.2.4 Passenger Terminal 2 (Cruise- Intra Schengen and Category A Ships (Crete Line)

Passenger Terminal Supervisor*, as above for the Extra Schengen

- Security Staff:

3 persons for the controls in the arch metal detectors, X-ray devices to detect explosives and dangerous materials (X-rays with a possible operation of the "T.I.P." system).

1 person at the entrance and for patrols at the dock and Gate G10a

2 people at Gate G10a for vehicle control, as long as the Gate operates and for as long as vehicles move towards ferries (Crete line) and definitely 2 hours before arrival and 1 hour after departure.

Service of Passengers and Vehicles at Ro – Ro Ships*

2 people at the passenger entrance - exit;

2 people at the vehicle entrance - exit.

As long as Ro – Ro ships are served and Ro – Ro ship passengers and vehicles are handled and, in any case, security checks and controls will take place 2 hours before the ship arrives and 1 hour after its departure.

Passenger Terminal Security Staff: A supervisor for 24-hour coverage and guards for as long as ships are served (2 hours before arrival and 1 hour after departure);

It is noted that the Port Facility Security Officer will retain the right to, at his/her discretion, reduce staffing of the above jobs depending on ship arrivals and current passenger traffic as well as the security level at the Port and Port Facility.

3.2.5 ThPA Building Guarding

ThPA SA Building internal or external static guarding that will be requested for a specific period of time and for a specific reason.

3.2.6 Events - Social events

Open events (e.g. Political speeches) - Social events (e.g. Running race finish; historic event commemorations etc) in ThPA SA facilities.

3.2.7 Port and Port Facility Touring

VIP visits to THPA SA Port and the Port Facility and need to organize a tour for them in the Port - Port Facility premises.

3.2. 8 Yacht guarding - Special Type Ships

There is a need for Guarding Yachts and Special Type ships e.g. (Scientific, war, protocol visits and visits from other states) by order of ThPA SA.

3.2. 9 Emergency guarding measures by order of the Central Port Authority

Adoption of emergency measures by the Central Port Authority and increase in the number of Guards, apart from the number of Regular Guards, for a specific Port or Port Facility area and for a specific reason and period.

3.2.10 Anchorage manning

It consists of the manning of Dishwashing Stations to serve ships berthing in the ThPA SA Port-Port Facility.

3.2.11 Thessaloniki Festival

It consists of staffing the Security staff for the total duration of the annual Thessaloniki Festival held in the Port of Thessaloniki.

4. Guarding personnel skills in ThPA SA Port and the Port Facility SA (ISPS),

4.1. Port staff Skills

All staff that will be employed in the Port Facility must be over 25 years of age and hold a high school certificate or an equivalent title (except for the D'Area Officer who must be University graduate (Higher Educational Institute or Technological educational institutes) and must have at least the qualifications listed below, namely:

- how to use a P/C-office applications (D'Area guard, Coordinators, Passenger Terminal Supervisors) and
- English (D'Area Officer, Coordinators, Gate Supervisors, Passenger Terminal Supervisors).

- they must have the Category A work license of law number 2518/97 as amended and currently in force, as well as experience in security issues as follows:

Port Area D' Officer:	2 years,
Guard coordinator (shift)	2 years,
Guard coordinators;	1 year,

Gate Supervisors: 1 year,

Extras: Depending on the position and the duties assigned: 1 year.

The staff will be experienced (at least one (1) year of experience), specialized, trained, in accordance with the requirements of the current legislation and with knowledge acquired in similar guarding settings. The staff must be capable of dealing with emergencies within the limits of Greek law and international conventions, always with respect for human dignity.

Staff must also have the ability to communicate orally and manage crowded gatherings. At the same time, staff should be familiar with steady position tactics.

Staff should be moral and of excellent attitude, understanding the guarding mission and the basic concepts of public relations. Knowledge of fire safety, firefighting, first aid and computers is desirable.

Staffing the posts outside the port authorities that do not fall under the ISPS Code may be done by personnel that has received internal training by the recognized security institute ESA Security Solutions S.A. according to the provisions of Annex I and II of the Ministerial Decision 4442.20/01/2008.

The staff involved in the handling of baggage/hand baggage and passenger control X-ray machines, arch metal detectors and hand-held metal detectors must have: A certificate of professional competence following a screener training by a competent State Authority, accompanied by a Certificate– Attestation of the validity of the screener certificate, also issued by a competent State Authority, certifying the validity of the Screener Certificate at the time of the tender.

The staff that will perform the security - guarding services will be permanent and acceptable by ThPA SA.

Replacement of security staff is possible after informing the Port Facility Security Officer by e-mail, at least 12 hours before taking up the service. If the Contractor invokes force majeure, he/she should alert in due time and provide sufficient reasons for the replacement of staff. ThPA SA will have to approve the relevant request to replace the Contractor's staff as long as the requirements of this Agreement are met.

Also, ThPA SA reserves the right to ask for the immediate, final replacement of Contractor's employees, who have committed a disciplinary offence and the Contractor shall proceed to this replacement.

The approval of the D Area Officer is done following an agreement and approval by THPA SA. His employment is on a morning, 8-hour 5-day basis, the exact work shift of which will be determined by the Port Facility Security Officer of the Port Facility of ThPA SA with the legal days off.

The monthly remuneration of the Deputy Port Facility Security Officer will amount to one thousand eight hundred and ten euros (€1,200) gross, plus employer and other tax percentages, payable at the end of each month for his/her full employment. If upon request of ThPA SA, the D' Area Officer is requested to work over eight hours daily ThPA SA shall pay them all legal overwork and overtime

bonuses. The basic hourly labor cost of ThPA SA for the D'Area Officer is set at **10,48 plus 10% for administrative cost and contractor benefit i.e.: 11,53€**

It should be noted that due to the particular nature of the Director and the performance of the D' Area Officer duties, it may be necessary in some cases for him/her to be present at the Port Facility beyond the eight-hour and five-day employment at any time of the day and on public holidays to ensure the necessary conditions for the safe handling of cruise passengers, to identify / notify any imperfections or problems that may arise during the cruise ship's stay or other events.

The expenses concerning the employment of the D'Area Officer that will incur to meet the above-mentioned extraordinary needs will be paid additionally on the basis of the cost per hour as derived from the monthly gross remuneration of one thousand two hundred euros (€ 1,200€) and the number of man-hours used.

4.2. Port facility personnel skills

All staff that will be employed in the Port Facility and is indicated below must be over 25 years of age and hold a high school certificate or an equivalent title.

Furthermore, the Coordinators of the Guards, Passenger Terminal Supervisors and the personnel of the Port Facility Security Control Center, they will have at least the qualifications listed below, namely:

- how to use a P/C- office applications (Guard Coordinators, Passenger Terminal and KEALE Supervisors) and
- Knowledge of English language, **First Certificate in English** (Lower) level or an equivalent B1 and/or B2 National Foreign Language Exam System for the Deputy Port Security Officers and the KEALE personnel).

- they must have the Category A work license of law number 2518/97 as amended and currently in force, as well as experience in security issues as follows:

Shift Guard coordinator (shift):	2 years,
Guard coordinators;	1 year,
Gate Supervisors:	1 year,
1 year; Port Facility Security Control Center (KEALE) Supervisors:	1 year,
Security patrol:	1 year,
The MG 24 gate (exit) guards:	1 year

Extras: Depending on the position and the duties assigned: 1 year.

The staff will be experienced (at least one (1) year of experience), specialized, trained, in accordance with the requirements of the current legislation and with knowledge acquired in similar guarding settings. The staff must be capable of dealing with emergencies within the limits of Greek law and international conventions, always with respect for human dignity.

Staff must also have the ability to communicate orally and manage crowded gatherings. At the same time, staff should be familiar with steady position tactics.

Staff should be moral and of excellent attitude, understanding the guarding mission and the basic concepts of public relations. Knowledge of fire safety, firefighting, first aid and computers is desirable.

Staff must have received the training provided for by law number 3622/07 and the decision 4434.1/02/08/12.9.2008 of the Hellenic Coast Guard. The responsibility to provide (at all levels and categories of security staff used) the necessary training for the quality of the offered work, as provided by law number 3622/07 shall be borne by the contractor, who also bears all relevant costs.

For the rest of the staff, it is desirable for them to have knowledge or familiarity with PCs and to be able to use the English language.

The staff involved in the handling of baggage/hand baggage and passenger control X-ray machines, arch metal detectors and hand-held metal detectors must have: A certificate of professional competence following a screener training by a competent State Authority, accompanied by a Certificate - Attestation of the validity of the screener certificate, also issued by a competent State Authority, certifying the validity of the Screener Certificate at the time of the tender.

The staff that will perform the security - guarding services will be permanent and acceptable by ThPA SA.

Replacement of security staff is possible after informing the Port Facility Security Officer by e-mail, at least 12 hours before taking up the service. If the Contractor invokes force majeure, he/she should alert in due time and provide sufficient reasons for the replacement of staff. ThPA SA will have to approve the relevant request to replace the Contractor's staff as long as the requirements of this Agreement are met.

Also, ThPA SA reserves the right to ask for the immediate, final replacement of Contractor's employees, who have committed a disciplinary offence and the Contractor shall proceed to this replacement.

4.2.1 Deputy Port Facility Security Officer-Deputy Port Facility

In particular, the Deputy Port Facility Security Officer is required to hold a University, Technological Institute or Merchant Marine Academy degree and to:

- know how to use a P/C (use of personal computer and office applications);
- have a very good command of English;
- have an ISPS Code Training Certificate, in accordance with the applicable law concerning Deputy Port Facility Security Officers (IMO Model Course 3.21);
- have a work license provided by law number 2518/97 and at least 2-year work experience in security issues.

The acceptance of the Deputy Port Facility Security Officer is done following an agreement and approval by ThPA SA. His employment is on a morning, 8-hour 5-day basis, the exact work shift of which will be determined by the Port Facility Security Officer of the Port Facility of ThPA SA, with the legal days off.

His monthly remuneration will amount to one thousand five hundred euros (€1,500) gross, plus employer and other tax percentages, payable at the end of each month for his/her full employment. If upon request of ThPA SA, the Port Facility Security Officer is requested to work over eight hours daily, ThPA SA shall pay them all legal overwork and overtime bonuses. The basic hourly labor cost of SA for the D'Area Officer is set at **13,10 plus 10% for administrative cost and contractor benefit i.e.: 14,41€**

It should be noted that due to the particular nature of the ISPS Code and the performance of the Deputy Port Facility Security Officer duties, it may be necessary in some cases for him/her to be present at the Port Facility beyond the eight-hour and five-day employment at any time of the day and on public holidays to ensure the necessary conditions for the safe handling of cruise passengers, to identify / notify any imperfections or problems that may arise during the cruise ship's stay or other events.

The expenses concerning the employment of the Deputy Port Facility Security Officer that will incur to meet the above-mentioned extraordinary needs will be paid additionally on the basis of the cost per hour as derived from the monthly gross remuneration of one thousand five hundred euros (€ 1,500.00) and the number of man-hours used.

5. Contractor's obligations

The contractor must:

- 5.1 Ensure that the staff is decently and appropriately dressed in a staff uniform, in accordance with the requirements of law number 2518/97 as amended and currently in force, during the course of work at the Port Facility, as well as that they have the required work equipment,
- 5.2 Submit to ThPA SA in writing, upon signing of the Agreement and before taking up duties SA (Port Facility Security Officer - PFSO) all relevant information concerning:
 - a) the Contractor's representative and the Deputy Port Facility Security Officer and the D'Area Officer
 - b) the written notification according to the above will be accompanied by the submission of the necessary supporting documents - qualifications, as described below in paragraph and the acceptance of the above persons by ThPA SA will also be in writing.The replacement of the above persons after the signing and during the contract is only allowed after notification and written acceptance of ThPA SA. The replacement deadline is set to one month.
- 5.3 Notify in writing, after the signing of the contract and prior to any training -taking up work or apprenticeship, ThPA SA (Port Facility Security Officer) of the remaining security personnel that will staff the access points and security checkpoints at the Port Facility, in order for ThPA to check the supporting documents and proceed with staff acceptance. The notification will be made with a staff table certified by the Labor Inspection and will be accompanied by the submission of staff's professional permits, evidence of work experience and qualifications,

according to paragraph 2, Part B of their individual employment contracts, their individual employment contracts, the certifications they have received for their training, authorization to use machinery, etc. as provided in law number 3622/2007 and the acceptance of the above persons by ThPA SA is carried out by issuing and Entry License (Identification card - badge) for the Port Facility of ThPA SA.

- 5.4 Provide the appropriate staff after the signing of the contract and before taking up their duties, who will receive the relevant training by the Port Facility Security Officer. The Contractor must also have the necessary staff to be trained according to the training plan of the Port Facility Security Plan of ThPA SA, which includes training seminars and drills. Training will take place at the premises of ThPA SA and will be carried out by ThPA Port Facility Security Officer or another trainer authorized by the Port Facility. Staff training costs are borne by the contractor. Finally, the regular security staff of the contractor (24-hour work) is required to participate in the Port Facility security drills and exercises performed in accordance with the needs of ThPA SA and adhere to the provisions of the labour and social security legislation on the health & safety of the employees and the prevention of occupational hazards, according to Art. 9 of Law 4554/2018.
- 5.5 Have the necessary means of communication, such as VHF, to ensure the communication of staff with the Port Facility Security Officer.
- 5.6 During the performance of their duties, the Contractor's staff must keep all documents - reports - books according to the Port Facility Security Plan and accept any inspection by authorized bodies of ThPA SA, Central Port Authority of Thessaloniki or any other competent Authority.
- 5.7 Possess insurance contracts covering the Contractor's and its employees' professional liability over third parties including ThPA SA for covering damage up to two times higher than the annual conventional price and covering employer's civil liability over his staff, with the same events as provided in par. 2.2 of Par A of the Call, as they will be included in the insurance policy submitted throughout the term of the contract. The above coverages may not be directly or indirectly downgraded upon any modifications or additions to the Contract after its signing.

The Contractor shall have exclusive civil and penal liability against any third party, including the staff of ThPA SA for any accident or damage to persons or property that may occur during the performance of the security services due to his fault.

Also, the Contractor must apply the current provisions on workers' health and safety and on occupational risk prevention. Compliance with the above must be verified by submitting to ThPA the relevant proof.

- 5.8 The Contractor is obliged to notify ThPA SA about the Port Facility Security Officer, within one month from the signing of the Contract, of the written agreement between the Contractor and its staff regarding the numerical staffing of the Port Facility checkpoints during strikes, in accordance with law number 1264/82 as amended and currently in force.

In the absence of a trade union representing the staff of the Contractor's company-members, this agreement will be part of the individual recruitment contracts between Contractor company-members and employees.

In any case, in times of strikes, the security staff assigned to carry out the intended tasks should cover 75% of the required staff, as determined by the work program of ThPA SA and the allocation of security staff to checkpoints will be carried out by the Port Facility Security Officer.

5.9 Observe the timetable of each access point to the Port Facility or the program of patrols and guards or the program of the security checkpoints issued by the Port Facility Security Officer and communicated to the Contractor's representative per month for Security Level 1. This timetable may be subject to limited variations (amendments), upon a signed order by the Port Facility Security Officer to the Contractor's guard representative or coordinator, in order to better adapt it to the accommodated traffic needs.

This timetable will be covered by the Contractors' guards (shifts), starting at any time of the day, with a maximum shift duration of 8 hours and a minimum of 4 hours, according to the needs of the Port Facility.

5.10 Perform him/herself the above-described work in full and for the entire duration specified by the Contract and for its possible extension thereof, without the right to assign or in any way substitute it in whole or in part.

In the case of consortia and in the event that the necessary conditions for the participation of a company-member of a consortium cease to exist, the remaining participants of the consortium may continue to provide all the security services under this Contract and under the same pricing, as well as under the same qualitative and quantitative provision of services, only upon negotiation with ThPA SA and acceptance of the additional terms and conditions, in accordance with the procedure provided for in the Call regarding the resolution of any disputes that may arise and provided that the police authorization issued by the Port Authority has not been lifted.

6. Service provision execution

The staff must be capable of dealing with emergencies within the limits of Greek law and international conventions, always respecting human dignity. Staff must also have the ability to communicate orally and manage crowded gatherings. At the same time, staff should be familiar with steady position tactics.

Staff should be moral and of excellent attitude, understanding the guarding mission and the basic concepts of public relations. Knowledge of fire safety, firefighting, first aid and computers is desirable.

1. The duties of the security - guarding staff are (indicatively):

- ✓ The guarding of Port facilities.
- ✓ The control of the incoming persons and vehicles in the port, according to the provided entry and parking licenses.
- ✓ The recording of the details of the incoming persons and their vehicles in the Gate book (according to the instructions of the Contracting Authority).

- ✓ The regulation of the traffic of the vehicles entering the port areas and the provision of information/instructions about the provided parking spaces, authorized places of visit, services of the Contracting Authority and services within the Contracting Authority.
- ✓ The regulation of vehicle traffic and parking in port areas. The application of all appropriate measures to remove illegally parked vehicles near the gate, which impede/obstruct smooth traffic flow.
- ✓ The supervision of good and smooth operation of the controlled vehicle approach system (bars).
- ✓ Making sure that no photos of the port areas are taken without the written permission of ThPA SA and immediately informing the relevant Security Department of ThPA SA.
- ✓ Ensuring that people are prohibited from entering the port area for recreational fishing.
- ✓ The implementation of preventive action to prevent the vandalism of ThPA buildings - installations - tree-lined areas etc. due to theft, vandalism and other unlawful acts.
- ✓ Ensuring the guarding, control or demonstration to third parties (whenever the latter is required) of external or internal premises of ThPA SA (offices, warehouses, outdoor spaces, etc.).

2. Guarding-security staff will keep a book, in which both the outgoing and the guard taking-over will sign during the change of shift, as well as note the exact time of the change of shift. The change of shift will also be announced by telephone to the relevant Department of Security - Emergency Policy Design of ThPA SA.

3. The Contractor and his/her staff will keep confidential all information (documents, data, information, etc.) about ThPA SA or its activities during the contract's period of validity or after it expires. Therefore, it is expressly forbidden to provide information to anyone about the place of security or any other information. Otherwise, ThPA SA is entitled to claim compensation.

4. The staff will keep an "Incident Book", where he will be required to immediately record any incident.

7. ThPA SA Obligations A.E.

ThPA SA has provided to the access points of the Port Facility and to the points of persons-baggage security control with the appropriate equipment.

In particular:

- The points of persons-baggage security control at the Passenger Terminal have:
 - arch metal detectors, X-rays with a possible operation of the "T.I.P." system,
 - The points of baggage security control have X-ray devices to detect explosives and dangerous materials (X-rays with a possible operation of the "T.I.P." system) or an automated E.D.S. system
- The access points to the Port Facility have:
 - CCTV cameras;
 - vehicle search mirrors;
 - portable metal detectors.

The operational function and availability of the above equipment is under the responsibility of ThPA SA.

Provided that the contractor uses the same equipment (telecommunication equipment - XRAYs - METAL DET detection devices, etc.), he/she submits a relevant equipment table, which at the time of the Contract is considered as the security equipment of ThPA SA

The maintenance, calibration and repair of the equipment referred to in paragraph 7.2 is the sole responsibility of the Contractor and the operational function, classification and availability of the equipment is to be carried out by ThPA SA (Port Facility Security Officer).

In order for the contractor to effectively fulfil his contractual obligations, THPA SA must acquire and install the necessary security equipment and logistics infrastructure.

8. Monitoring Contract implementation

Any problems arising during the provision of the tendered services through the term of the Contract are resolved by an agreement between the representative of the Contractor (Deputy Port Facility Security Officer) and the Port Facility Security Officer of ThPA SA acting as its representative and coordinator of all matters relating to the Port Facility security.

The security staff provided by the contractor falls directly under the Port Facility Security Officer of ThPA SA who is responsible:

- For the full compliance with the terms of the contract of the port facility and the security company, with regard to security issues.
- For the supervision of the security services offered by the company's staff.
- For the appearance and behaviour of security staff at the port facility.
- For the use by the security staff of the special uniforms.
- For the security staff's knowledge and compliance with the Port Regulations, police - customs provisions and security instructions, which define the procedures and the way of behaviour within the port and the port facilities.
- For the training of security staff and its certification in the handling of security equipment, possibly required by the legislation currently in force.

The Procurement Division is responsible for monitoring issues of a more general nature that are not covered by the obligations of the Port Facility Security Officer and may arise during the course of the contract.

Issues of particular gravity arising during the term of the Contract will be resolved between the Contractor's representative and the Management of ThPA SA

Attachments:

Port- Port Facility Plan
SAMPLE FINANCIAL BID

MANAGING DIRECTOR & CHIEF EXECUTIVE OFFICER

FRANCO NICOLA CUPOLO

ANNEX A

PORT- PORT FACILITY SECURITY PLAN

			(3)	
Passenger Terminal Gate - Port Main Gate	8,760 h		1,172	
Warehouse 1 Gate - Thessaloniki Festival	8,760 h			
Gate 11	8,760 h			
Repair shop Gate	8,760 h			
Pre Port Parking	4,480 h			
Pier A - Pedestrian Patrol	4,880 h			
Port Facility Security Control Center Shift Guard	8,760 h			
PFSCC	17,520 h			
Gate MG24	14,600 h			
Gate FZG 10A/PG17	14,600 h			
On-board safety patrol	11,680 h			
Gate MG24 (Vehicles)	5,840 h			
Explosive and Narcotics Detection Unit	2,032 h			
Container Terminal Internal Gate - Night	2,920 h			
Gate 16 & buffer parking	4,480 h			
Gate 16 - Pedestrians	4,480 h			
(A) Total Employment Cost	131,312 h			0,00 €

Administrative Cost, Consumables	UNIT OF MEASUREMENT	Quantity	Price per unit	Total
Project Deputy Port Facility Security Officer	Gross Annual Cost	1		
Port Area D' Officer	Gross Annual Cost	1		
Training, participation in drills & exercises	Hours			
Petrol vehicle fully equipped with patrol terminals, communication configuration, fire extinguishers, road marking equipment, first aid kit (40,000 km per year)	Units	2		
Fuels	km	40000		
Uniforms, bullet-proofed vest, Personal Protective Equipment	Set			
Insurance coverage against illegal actions No. 4 par.1β of MD 4434.1/1/2/08 (Official Gazette B' 1877/12-09-2008)				
Civil Liability insurance coverage No. 4 par.1β of MD 4434.1/1/2/08 (Official Gazette B' 1877/12-09-2008)				
Fees to Port Authority No. 6, par. c&d of MD 4434.1/02/08 (Official Gazette B'				

1877/12-09-2008)				
Bid bonds				
Contribution for Children's Camps of Ar. 89 of Law 3996/2011	Units			
.....				
.....				
.....				
.....				
Contractor's profit				
(B) Total Administrative Cost, Consumable & Contractor's profit		%=		0,00 €
(C) Offered annual price before VAT				0,00 €