



REQUEST FOR INFORMATION (RFI)

Pre-Employment Background Checks

Introduction

We are a global technology company, driving energy innovation for a balanced planet. We create amazing technology that unlocks access to energy for the benefit of all – Paving a path to net zero and beyond:

- Innovating in oil and gas
- Decarbonizing industry
- Delivering digital at scale
- Scaling new energy systems

We are energy innovators, pushing the limits of technology to deliver outstanding performance for our customers and stakeholders. In today's competitive global economy, we know that strong relationships with our suppliers are important to enable our ability to meet our and our customers' needs.

Our preferred suppliers are those who collaborate with us in a professional, ethical, competitive, and cost-effective manner consistent with SLB policies, procedures, and business objectives.

SLB is seeking suppliers who can support the following:

Scope of Services

SLB is seeking information from qualified suppliers capable of providing comprehensive pre-employment background screening services in Guyana and other jurisdictions. The purpose of this Request for Information (RFI) is to assess supplier capabilities, market offerings, service delivery models, compliance standards, and pricing structures for employment screening services:

1. Government-Issued Identification Verification

Verify the authenticity of government-issued identification documents, such as:

- Passport
- National Identification Card
- Driver's License
- Other government-issued identification accepted under local law

2. Criminal Record Check

To the extent permitted by applicable law, perform criminal background investigations covering:

- National/Federal criminal records
- State, provincial, regional, or equivalent criminal records
- County, district, parish, or equivalent court records
- Felony convictions
- Misdemeanor convictions (where available)
- Deferred Adjudications
- No-contest pleas
- Pending criminal cases (where legally permissible)

Coverage must include all jurisdictions in which the individual has lived or worked during the previous seven (7) years.

3. Sex Offender Registry Search

Conduct searches of applicable sex offender registries where legally available.

Vendor Response:



- List databases and registries searched.
- Identify geographic coverage.
- Explain limitations in jurisdictions where registries are unavailable.

4. Global Sanctions and Watchlist Screening

Search against relevant global sanctions and watchlists, including but not limited to:

- United Nations (UN)
- U.S. Office of Foreign Assets Control (OFAC)
- European Union (EU) sanctions lists
- United Kingdom sanctions lists
- World Bank debarment lists
- Politically Exposed Persons (PEP) databases
- Global watchlists and enforcement databases

5. Motor Vehicle Record (MVR) Check

Where driving is a requirement of the position, conduct a motor vehicle records search.

The search should identify:

- One or more serious traffic violations
- Two or more non-serious traffic violations
- Suspension, cancellation, or revocation of driver's license
- Driving under the influence of alcohol or controlled substances
- Vehicular manslaughter convictions
- Hit-and-run offenses or leaving the scene of an accident
- Current license status and class

Eligibility Criteria

To be considered, suppliers must meet the following criteria:

1. Compliance & Governance

- Agreement with SLB's terms and conditions.
- Adherence to ethical, legal, and regulatory standards.
- Compliance with applicable data protection laws and regulations.

2. Operational Capability

- Standard turnaround time for each screening component.
- Expedited service options.
- Candidate consent process.
- Customer support model and service hours.

3. Local Content Requirements

- Valid Local Content Certification.
- Tax Identification Number (TIN).
- Business Registration/Certificate of Incorporation



Submission Requirements

Interested companies are encouraged to submit an Expression of Interest (EOI) that includes the following:

1. Company Profile
 - Overview of the company, including history, size, and areas of expertise.
 - Details of experience in providing Background checks.
 - Organizational structure and key personnel.
 2. Local Content Compliance
 - Proof of registration with Center of Local Business Development (if available).
 - Valid Local Content Certification and TIN Certificate.
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Submission Instructions

- Email your EOI to GYSourcing@slb.com by 18th September 2026.
 - Include the EOI scope name in the subject line of the email: "Pre-Employment Background Checks"
 - Late submissions will not be considered.
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Disclaimer

This RFI is for information-gathering purposes only and does not constitute a commitment or tender. SLB reserves the right to modify or cancel this RFI at any time.

Contact Information

For any questions or clarifications, please contact:

Email: GYSourcing@slb.com