



Request for proposals

Skills Intelligence Dashboard

InnoEnergy

Company KIC InnoEnergy SE

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1. Table of contents

1. Table of contents	2
2. Overview of InnoEnergy	3
3. Scope of work	3
4. Proposal Process	8
4.1. Participation	8
4.2. Submission of proposal	8
4.3. Validity of the proposals	10
4.4. Requests for additional information or clarification	10
4.5. Costs for preparing proposals	10
4.6. Ownership of the proposals	10
4.7. Clarification related to the submitted proposals	10
4.8. Negotiation about the submitted proposal	11
4.9. Evaluation of proposals	11
4.9.1. Evaluation Criteria: LOT 1 - Skills Intelligence	11
4.9.2. Evaluation Criteria: LOT 1 - Database and Dashboard	12
4.10. Signature of contract(s)	13
4.11. Cancellation of the proposal procedure	14
4.12. Appeals/complaints	14
4.13. Ethics clauses / Corruptive practices	14
4.14. Many journeys. One welcome.	14
4.15. =Annexes	15

2. Overview of InnoEnergy

InnoEnergy is a European company fostering the integration of education, technology, business and entrepreneurship and strengthening the culture of innovation. The challenge is big, but our goal is simple: to achieve a sustainable energy future for Europe. Innovation is the solution. New ideas, products and services that make a real difference, new businesses and new people to deliver them to market. At InnoEnergy we support and invest in innovation at every stage of the journey – from classroom to end-customer. With our network of partners we build connections across Europe, bringing together inventors and industry, graduates and employers, researchers and entrepreneurs, businesses and markets.

We work in three essential areas of the innovation mix:

- Education to help create an informed and ambitious workforce that understands the demands of sustainability and the needs of industry.
- Innovation Projects to bring together ideas, inventors and industry to create commercially attractive technologies that deliver real results to customers.
- Business Creation Services to support entrepreneurs and start-ups who are expanding Europe's energy ecosystem with their innovative offerings.

Bringing these disciplines together maximises the impact of each, accelerates the development of market-ready solutions, and creates a fertile environment in which we can sell the innovative results of our work.

For more information about our company please visit the following website:

<http://www.innoenergy.com/about-innoenergy/>

3. Scope of work

The InnoEnergy Skills Institute (IESI) is a public-private education business line of InnoEnergy to support the transformation of the European industry towards an electrified and green future, funded by the European Union (EU). The IESI provides training solutions and skills intelligence for the clean energy value chains as new and strong, strategic industrial pillars are established across Europe. The IESI provides pan-European training solutions and skills intelligence with a strong focus on distance learning tools and e-Learning, powered by its network and all its industry partners.

IESI skills intelligence is core for the services and solutions provided and is used for multiple purposes such as learning journey creation, assessments, trends analysis, etc.

At present, InnoEnergy Skills Institute has an AI-based Workforce Intelligence Platform that provides access to skills requirements for a specific list of job profiles, including proficiency levels and skills demand trends. It also includes a limited set of historical job-listing data, time-to-hire metrics, and salary information for a smaller selection of roles or job groups, as well as external labour market data for specific job profiles (such as talent supply in the market and certain location insights). The platform also provides forecasting of skills demand for the specified job profiles.

3.1. General Objectives

The InnoEnergy Skills Institute invites proposals from qualified vendors to design, develop, and implement a Skills Intelligence Dashboard. We are looking for one or more partners with a proven

track record in data engineering, analytics, and reporting. We are looking for partners who can deliver professional high-quality services.

InnoEnergy seeks a long-term partnership in which the lean InnoEnergy organisation leads the strategic direction, while the selected partner(s) take responsibility for the operational execution of data collection, processing, integration, analysis, and visualisation. The partnership will support the continuous and dynamic capture of workforce and labour market data across Europe and the United States, aligned with InnoEnergy's skills intelligence strategy.

The skills intelligence dashboard will support industry, education providers, and policymakers in aligning job profiles and training programmes with real-time labour market demand - thereby helping to accelerate the energy transition.

We aim to achieve the following objectives:

- **Data Insight** – Provide users with actionable insights into job market trends, emerging skills, and demand patterns across the clean tech sectors. Include specific labour market indicators across the EU and, ideally, global coverage, focusing on IESI-selected job profiles and clean technology value chains.
- **User Experience** – Deliver a clean, modern, and intuitive interface that allows users to easily explore, interpret, and interact with data visualizations and insights.
- **Flexibility** – Ensure the system is modular and adaptable, allowing administrators to create or modify dashboards, and to integrate new data sources via API, webhook, file upload, or other standard data exchange methods.
- **Scalability** – An architecture that supports the seamless addition of new data points, metrics, or dashboards as the system evolves and expands.
- **Accessibility & Permissions** – Implement robust user management and access control features to manage viewing, editing, creation, and deletion rights across different user groups and organisations.
- **Data Quality & Performance** – Guarantee that data displayed is accurate, up to date, and reliable, with performant queries and efficient refresh cycles for real-time or near-real-time updates.
- **Interoperability** – Enable compatibility with existing IESI data systems and platforms, and external reporting tools to facilitate data sharing and integration across platforms (LXP, AI Workforce Analytics).
- **Security & Compliance** – Ensure all data handling complies with relevant data protection regulations (e.g., GDPR) and industry best practices for cybersecurity and privacy.
- **Reporting & Export** – Provide configurable export and reporting functionalities (e.g., PDF, CSV, Excel, or online link) to allow users to extract insights and share outputs easily.
- **Sustainability & Maintenance** – Deliver clear documentation, maintenance processes, and training materials to ensure long-term usability and knowledge transfer to internal teams.

We have divided the scope of work into 2 lots (LOTs):

LOT 1: Data Intelligence – Platform capable of delivering the required (and additional) labour market and skills data necessary to enable the development of the dashboard.

LOT 2: Database + Dashboard – Develop a solution that aggregates all data sources into a centralised database, performs any necessary data mapping or transformation, and presents the results through a clear, user-friendly dashboard interface.

Respondents to this Request for Proposals may choose to respond to one or both LOTs, clearly specifying which deliverables they intend to cover. Each proposal should indicate a price per LOT. It is not expected that necessarily a single vendor will cover both LOTs. Instead, the focus should be on demonstrating strengths in covering one or more LOTs effectively.

Notes about the LOTS:

- A bidder may be appointed for one or more LOTs.
- In exceptional cases InnoEnergy might appoint several bidders to ensure that our needs are covered.

3.2. Detailed Work Scope

In this chapter, we will provide a summary of the requirements for each LOT (category) included in this Request for Proposals (RFP). For a comprehensive and detailed list of requirements specific to each LOT, please refer to Annex 3: Skills Intelligence Dashboard – Detailed Requirements Form.

Respondents are required to carefully review the detailed requirements for their selected LOT(s) and complete the corresponding tab in Annex 3: ISI Detailed Requirement Form, which is provided as an Excel sheet. Relevant tabs in Annex 3 must be filled by indicating "Yes" or "No" for each requirement and providing Vendor Comments. It is essential to ensure that responses align with the outlined specifications and expectations. If only a part of line items can be covered, the vendor must use the comment field to specify that. The completed Annex 3, along with all necessary documentation and supporting materials, must be submitted as part of the proposal response package. More information about the proposal process and Response documents will follow in point 4.

LOT1 requirements for Skills Intelligence

The AI-based Workforce Intelligence Platform at InnoEnergy Skills Institute already provides for a specific list of job profiles the skills requirements, proficiency levels, skills demand trends, and skill demand forecasting, along with some historical job listings data, time-to-hire, salary data, and location insights. This existing dataset is aimed to be integrated into the new dashboard, while we are seeking an additional layer of data to enhance workforce planning and analytics, as outlined below:

Data	Example
Geographic	Ability to show a geographic heat map which shows, per job role or job groups within specific sectors, which areas have the most critical job demand.
Workforce forecasts	Projections of workforce demand by role, value chain stage, and geography, identifying trends up to 2030 and beyond.

Time-series analysis	Data showing changes in job demand, skill demands, and other indicators over time, for different clean tech sectors, with the ability to select and compare different time ranges.
Transferability and frequency of skills	Data linking skills demanded across sectors that can be transferable, including the frequency of their appearance in job listings.
Technology and automation impact	Insights on how automation, digitalisation, and AI adoption influence job demand and skill requirements within sectors and job groups.
Labour market indicators	Data around wage trends, existing workforce levels per country, labour mobility, or other indicators not already available to IESI, for high demand or critical jobs within the different sectors

LOT2 requirements for database and dashboard

Requirement Area	Summary
Data Ingestion & Pipeline Creation	Data from various sources is ingested accurately and reliably into the central database on a set cadence. Include mechanisms for traceability, error handling, and versioning to ensure data lineage and transparency.
Database Management	Organizes and structures data effectively, with flexible field types, real-time syncing. Acts as the backbone of the Skills Intelligence Dashboard. Preferably, maintain modular separation between private (internal) and public (external) data layers.
Relational Database	Enables data connectivity across multiple tables with necessary data mappings, transformation logic, and conditional formatting.
Dashboard Visualisations	Visualisations may include, for example, heat maps, trend lines, bar charts, bubble maps, and network graphs to display geographic job demand, skill transferability across clean tech sectors, labour market trends, skill frequencies, and workforce projections. The dashboard should support interactive filters and drill-down views by sector, role, and geography. More details shown below the table.
Dashboard reporting	Dashboards can be downloaded in various formats and can also be scheduled to be sent to clients on a desired basis.
Dashboard UX	Dashboards should be a clean and modern interface, which is intuitive to use and easy to navigate.
Sort/filtering	Supporting use cases such as filtering by sector, value chain stage, geography, timeframe, and comparing job profiles with labor market demand.
Access Control and Permissions	User permissions allow us to be able to control who can view, edit, create, or delete dashboards. With possibility for both internal and external parties to access the dashboard, with defined access tiers.
Integrations	Supports API-based external integrations, webhooks, and modular plugin architectures for extended functionality. Support embedding of dashboards or visual components directly into external environments (via iframe or secure URL).

Automation	Allows custom multi-step workflow automations, AI-powered content processing, and automated notification setups.
Data Migration	Provides tools for importing legacy data, bulk import/export via CSV/XML, and preserving structured historical records.
Accessibility	The interface should be accessible 24/7 and fully responsive across devices.
Branding	Allow for InnoEnergy Skills Institute branding.

Visualisation examples for the Workforce Intelligence Dashboard for clarification

1. Geographic insights

- Interactive heat maps displaying job demand intensity by country, region, or city for selected job roles or job groups within clean technology sectors.
- Maps showing skill shortages or critical demand by geographic area.
- Bubble maps overlaying job vacancy concentrations or workforce supply-demand gaps across Europe and/or globally.

2. Workforce projections

- Bar charts or line charts projecting workforce demand by role, value chain stage, and/or geography up to 2030 (and beyond).
- Diagrams illustrating workforce flows between value chain stages or job groups over time.

3. Time-series and trend analysis

- Interactive charts displaying temporal changes in job postings and skill demand frequency.
- Dual-axis charts comparing skill demand growth rates against job posting volumes.

4. Skills transferability and frequency

- Network graphs mapping relationships between transferable skills across different sectors or roles.
- Diagrams showing the direction of skill overlaps between job families (e.g., battery, hydrogen, solar, and wind).
- Bar charts ranking the most transferable or frequently demanded skills.

5. Technology, automation, and AI impacts

- Comparative charts showing changes in skill importance/job relevance/job shifts before and after automation/AI adoption scenarios.
- Impact heat maps showing the effect created by technological change.

6. Labour market indicators

- Bubble charts combining variables such as workforce size and job vacancy rate.

7. Interaction features

- Dynamic filters by value chain stage, job role, skill, country, or time period.
- Drill-down functionality enabling users to move from macro-level (EU/global) to sectoral views.

Contract duration and terms

The contract duration is for 12 months. In case the budget coverage for future support for the services presently tendered, plus the continuing need for the services provided by the tenderer, InnoEnergy might have the option to extend the contract with the winner of the present supplier selection process with another 12 months. Any possible pricing changes during the contract

extension must be incorporated in this submitted proposal that will be part of the financial evaluation. No adjustments can be made in the pricing conditions during the extension unless specified in the proposal. The contract extension will be done through a direct award procedure. This extension is subject to financial coverage and high-quality performance of the contractor as well as continuous need for the services, however this does not bind InnoEnergy to carry out an extension.

Operational Execution

After the selection of Partner(s), Project Managers from both sides will be assigned. The high-level implementation plan will be available one month after assigning the Partner. The Project Managers will agree on a more detailed implementation scheme and the necessary project follow up procedures. As per the agreement between InnoEnergy and the selected Partner(s), an implementation project will be set up to execute the processes described above.

4. Proposal Process

4.1. *Participation*

- a) Participation in this proposal procedure is open to all tenderers.
- b) All participants must sign the Tenderers' declaration form attached and submit it with the proposal. Please note that the tenderer may not modify the text, it has to be submitted signed as provided by InnoEnergy attached to the request for proposal document.

4.2. *Submission of proposal*

	DATE (Calendar dates)
RFP publication on website	8 December 2025
Deadline for requesting clarification from InnoEnergy	12 December 2025
Deadline for submitting proposals	18 December 2025
Intended date of notification of award	23 December 2025
Intended date of contract signature	30 December 2025

Proposals must be emailed in **English** to the following address to:

Contact name: for the attention of Andre Vieira and Katarzyna Malec

E-mail: andre.alvarez@innoenergy.com and katarzyna.malec@innoenergy.com

To evaluate the proposed platform(s), solutions and services, and to understand the scope of work and associated obligations, InnoEnergy requires that **the proposal shall contain:**

1. **Company Information:** summary of general information about the vendor and any proposed partners.
2. **LOTs Overview:** summary of the LOTs being bid for, including details on whether and how the vendor meets both overarching and LOT-specific requirements.
3. **Detailed Requirement capacity:** Completed Annex 3: ISI Detailed Requirements Form, providing detailed responses on how the vendor meets overarching and LOT-specific requirements (limited to the LOTs being bid for).
4. **Experience and References:** Examples of similar platforms previously developed and managed by the vendor.
5. **Project Management Approach:** Description of project management approach and examples of prior experience with similar projects (if available). If partners are involved, enclosed should be an approach to ensure the quality of services delivered by any partner of the vendor.
6. **Implementation Plan:** recommended implementation plan, outlining steps from design – launch and timelines for each.
7. **Support and Administration:** Description of the administration and support services to be provided to InnoEnergy. This will be discussed and incorporated into the vendor's "Support Level Agreement" (SLA).
8. **Client Obligations:** Summary of any obligations InnoEnergy must comply with, if applicable (including but not limited to the following examples: data processing, system requirements, system integration support).
9. **Legal:** Vendor's ability to comply with InnoEnergy legal standards and services. The least changes to the contract template shall receive the highest score.
10. **Insurance:** The proposal must specify whether the supplier has taken out a company liability insurance and/or professional liability insurance including the maximum amount of coverage in *Euro* per event per insurance.
11. **Cost Breakdown:** clear and detailed breakdown of all costs/pricing plans in *Euro*. Prices must be indicated as net amount + VAT.
 - Costs should cover requirements outlined in details requirements section as well as any additional (or optional) services that would be recommended or improved upon.
 - Costs should also be shown for potential future scalability. For example, adding more data points, reports, dashboards, users, etc.
 - Comprehensive list of all items and services covered in the Proposal, including full implementation package
 - Total yearly costs for a 1-year and a 2-year contract.

Responses should be concise and clear. The tenderer's proposal will be incorporated into any contract that results from this procedure. Tenderers are, therefore, cautioned not to make claims or statements that they are not prepared to commit to contractually. Subsequent modifications and counter-proposals, if applicable, shall also become an integral part of any resulting contract.

The tenderer represents that the individual submitting the natural or legal entity's proposal is duly authorized to bind its entity to the proposal as submitted. The tenderer also affirms that it has read the instructions to tenderers and has the experience, skills and resources to perform, according to conditions set forth in this proposal and the tenderers' proposal.

Tenderers are requested to submit with their proposal together with the filled-out Tenderers' declaration form (see point 4.1).

4.3. *Validity of the proposals*

Tenderers are bound by their proposals for 90 days after the deadline for submitting proposals or until they have been notified of non-award.

The selected winner must maintain its proposal for a further 60 days to close the contract.

Proposals not following the instructions of this Request for Proposal can be rejected by InnoEnergy.

4.4. *Requests for additional information or clarification*

The request for proposal should be clear enough to avoid tenderers having to request additional information during the procedure. In case the tenderers are in need of additional information or clarification, please address it to the address below. **All information requested or answered may only be done through written communication – email only.** All questions should be sent prior to deadline for requesting clarification as specified in 4.2. In case of complex or high value procurements, EIT InnoEnergy could arrange a clarification session which will be communicated to the tenderers.

Contact name: for the attention of Mr Steven Patterson and Mrs Dimitra Maleka

E-mail: steven.patterson@innoenergy.com and dimitra.maleka@innoenergy.com

InnoEnergy has no obligation to provide clarification.

4.5. *Costs for preparing proposals*

No costs incurred by the tenderer in preparing and submitting the proposal are reimbursable. All such costs must be borne by the tenderer.

4.6. *Ownership of the proposals*

InnoEnergy retains ownership of all proposals received under this tendering procedure. Proprietary information identified as such, which is submitted by tenderer in connection with this procurement, will be kept confidential.

The potential or actual supplier should accept that during the implementation of the contract and for four years after the completion of the contract, for the purposes of safeguarding the EU's financial interests, InnoEnergy may transfer the proposal and the contract of the supplier to internal audit services, to the EIT, to the European Court of Auditors, to the Financial Irregularities Panel or to the European Anti-Fraud Office.

4.7. *Clarification related to the submitted proposals*

After submission of the proposals, they shall be checked if they satisfy all the formal requirements set out in the proposal dossier. Where information or documentation submitted by the tenderers are or appears to be incomplete or erroneous or where specific documents are missing, InnoEnergy may request the tenderer concerned to submit, supplement, clarify or complete the relevant information or documentation within an appropriate time limit. **All information requested or answered may only be done through written communication – email only.**

4.8. *Negotiation about the submitted proposal*

After checking the administrative compliance of the tenderers, InnoEnergy may negotiate the contract terms with the tenderers. In this negotiation InnoEnergy will ask all tenderers to adjust the proposal or specific sections of the proposal within an appropriate time limit. In case of negotiation, InnoEnergy shall provide further information about the proceedings and timing.

4.9. *Evaluation of proposals*

The quality of each proposal will be evaluated in accordance with the below mentioned award criteria. The award criteria will be examined in accordance with the requested service indicated in Section 3 of the document.

Evaluation of proposals will be done separately for each lot, based on the Evaluation criteria specific to each LOT.

4.9.1. *Evaluation Criteria: LOT 1 - Skills Intelligence*

Technical Criteria	Points
Ability to meet overarching objectives in relation to this LOT	6
LOT 1 Specific Technical Requirements, as per the submitted Annex 3	25
Vendor's Experience and References: Examples of similar platforms previously developed and managed by the vendor are fitting and can be applied to InnoEnergy business and use case, as per the submitted vendor proposal	6
The comprehensiveness and feasibility of the proposed Implementation Timeline and its details, as per the submitted vendor proposal	6
The availability and quality of ongoing support and administration provided by the platform vendor, as per the submitted proposal	6
Ability and willingness of InnoEnergy to meet the Client Obligations as mentioned in the vendor's proposal (0 points = obligations are too restrictive to 6 points = obligations cause no issues)	6
Vendor's ability to comply with InnoEnergy legal standards and services, as per the submitted vendor proposal	5
Compatibility and interoperability of the proposed platform with the InnoEnergy ecosystem	5
Company liability insurance	5

Total score for technical criteria	70
Financial Criteria	
Lowest offered price shall receive the highest score, other shall be calculated in relation to that in linear equation	30
Total score for financial criteria	30
Total maximum score	100

The quality of each proposal will be evaluated in accordance with the above-mentioned award criteria. The award criteria will be examined in accordance with the requested service indicated in Section 3 of the document.

Financial Criteria

The lowest offered price shall receive the highest score. Other offers will be scored in relation to the lowest price using a linear equation (maximum 30 points).

Total financial score: 30 points maximum

Total maximum score: 100 points

4.9.2. Evaluation Criteria: LOT 2 - Database and Dashboard

Technical Criteria	Points
Ability to meet overarching objectives in relation to this LOT	6
LOT 2 - Specific Technical Requirements, as per the submitted Annex 3	25
Vendor's Experience and References: Examples of similar platforms previously developed and managed by the vendor are fitting and can be applied to InnoEnergy business and use case, as per the submitted vendor proposal	6
The comprehensiveness and feasibility of the proposed Implementation Timeline and its details, as per the submitted vendor proposal	6
The availability and quality of ongoing support and administration provided by the platform vendor, as per the submitted proposal	6

Ability and willingness of InnoEnergy to meet the Client Obligations as mentioned in the vendor's proposal (0 points = obligations are too restrictive to 5 points = obligations cause no issues)	6
Vendor's ability to comply with InnoEnergy legal standards and services, as per the submitted vendor proposal	5
Compatibility and interoperability of the proposed platform with the InnoEnergy ecosystem	5
Company liability insurance	5
Total score for technical criteria	70
Financial Criteria	
Lowest offered price shall receive the highest score, other shall be calculated in relation to that in linear equation	30
Total score for financial criteria	30
Total maximum score	100

The quality of each proposal will be evaluated in accordance with the above-mentioned award criteria. The award criteria will be examined in accordance with the requested service indicated in Section 3 of the document.

Financial Criteria

The lowest offered price shall receive the highest score. Other offers will be scored in relation to the lowest price using a linear equation (maximum 30 points).

Total financial score: 30 points maximum

Total maximum score: 100 points

4.10. Signature of contract(s)

The successful and unsuccessful tenderers will be informed in writing (via email) about the result of the award procedure.

For the contract the Service Agreement in Annex 2 shall apply. **Any change desired by the tenderer in the provisions contained in the body of this Service Agreement needs to be communicated to InnoEnergy as part of the proposal of such tenderer.** Background for this is that such desired changes need to be taken into account in the evaluation of the proposal of each tenderer under

Liability Exposure above. Significant changes are likely to lengthen the negotiation process, making it less likely that the Service Agreement can be signed in time.

Within 7 days of receipt of the contract from InnoEnergy, the selected tenderer shall sign and date the contract and return it to InnoEnergy. Upon receipt, InnoEnergy shall also sign and send back to the winner one signed copy. In case the winning tenderer is unable to enter into the contract within the above mentioned time period, InnoEnergy may decide to contract the second best.

4.11. Cancellation of the proposal procedure

In the event of cancellation of the proposal procedure, InnoEnergy will notify tenderers of the cancellation. In no event shall InnoEnergy be liable for any damages whatsoever including, without limitation, damages for loss of profits, in any way connected with the cancellation of a proposal procedure, even if InnoEnergy has been advised of the possibility of damages.

4.12. Appeals/complaints

Tenderers believing that they have been harmed by an error or irregularity during the award process may file a complaint. Appeals should be addressed to InnoEnergy. The tenderers have 5 days to file their complaints from the receipt of the letter of notification of award.

4.13. Ethics clauses / Corruptive practices

InnoEnergy reserves the right to suspend or cancel the procedure, where the award procedure proves to have been subject to substantial errors, irregularities or fraud. If substantial errors, irregularities or fraud are discovered after the award of the Contract, InnoEnergy may refrain from concluding the Contract.

The supplier shall take all measures to prevent any situation where the impartial and objective implementation of the contract is compromised for reasons involving economic interest, political or national affinity, family or emotional ties or any other shared interest ('conflict of interests'). He should inform InnoEnergy immediately if there is any change in the above circumstances at any stage during the implementation of the tasks.

4.14. Many journeys. One welcome.

Diversity, inclusion and equality of opportunity are core InnoEnergy values. We are committed to extending the same warm welcome to everyone, whatever their personal journey. We strive to ensure every voice is heard.

We value the contribution that different viewpoints make to our business of innovation. Having a variety of perspectives at all levels also equips us to meet the needs of the diverse communities we serve.

We extend our commitment across the career cycle. We recruit people from diverse backgrounds—for example, as of 2022, we employed 39 nationalities split 50-50 male-female. We then ensure that every member of our team is involved and valued, and receives equal recognition and opportunities for advancement.

In all areas of the employee experience (including recruitment, compensation and career development), and in all dealings with customers and communities, InnoEnergy staff will value merit regardless of age, social status, race, colour or genetic features, disability, ethnic/social origin or

national minority membership, gender, gender reassignment, sexual orientation, language, marital or partnership status, political or any other opinion, economic status, religion or spiritual belief.

Although we do not use this as a vendor selection criterion, we are interested in learning from others, and would be happy to receive anything about your Diversity values or policy that you would care to offer.

4.15. Annexes

Annex 1: Tenderers' Declaration form. Please only use this paragraph above 60K flows

Annex 2: Draft Contract Template.

Annex 3: Skills Intelligence Dashboard – Detailed Requirements Form.