

CALL FOR TENDER

SUMMARY INFORMATION

Call for Tender Number	WS3361798262
Subject	Leonardo UK Automated Access Control System Replacement Programme (AACS)
Description of the supply	This programme of works is to replace multiple legacy Access Control Systems currently deployed across its UK estate with a standardised Gallagher-based solution. The programme aims to consolidate existing systems into a single enterprise architecture, providing improved security, standardised administration, enhanced resilience and a common credential management strategy across all UK sites. The Principal Contractor will appoint a Client-approved Gallagher specialist subcontractor to supply, configure, install, test and commission the Gallagher access control system as part of the main works package. The Principal Contractor will remain responsible for overall delivery, coordination and integration of the works.
Type of supply	Works (including pre-construction and design coordination services)
Duration of contract/work	PCSA period followed by the main works contract, in accordance with the project programme (to be confirmed)
Estimated value of the contract	£3,000,000
General awarding criteria	The proposed contract will be awarded on the basis of the Most Advantageous Tender: Programme, and delivery methodology, Resource and team, Similar Experience, Risk Management, Health and Safety & Security. As the Client has selected Gallagher High Security as the approved enterprise access control platform, tenderers will not be evaluated on alternative technical solutions. Instead, the assessment will focus on the Contractor and the approved subcontractor's ability to successfully manage and integrate the delivery of the Gallagher High Security system, whilst demonstrating manufacturer accreditation to install and maintain the system, value for money, programme certainty, risk management, operational continuity and successful delivery of the works.
Date of publication	27th October 2026
Deadline	11th Novemeber 2026



DETAILED INFORMATION

1. General information

Leonardo UK Limited, operating under the direction and coordination of Leonardo Società per Azioni (Leonardo SpA), an Italian joint stock company, is issuing this call for tender for the provision of hard and soft facilities management services, including catering, across its UK estate.

Leonardo SpA is a global security company that realises multi-domain technological capabilities in Aerospace, Defence and Security. Leonardo UK Limited (hereinafter referred to as "Leonardo") is one of the UK's leading aerospace companies and one of the biggest suppliers of defence and security equipment to the UK Ministry of Defence. The company operates from 8 main sites across the country, along with its corporate head office in London, employing around 8,500 highly skilled people. Globally, Leonardo SpA is among the top ten world players in Aerospace, Defence and Security, with more than 53,000 employees and a significant industrial presence in Italy, the United Kingdom, Poland and the USA. In 2022, Leonardo SpA recorded consolidated revenues of €14.7 billion and invested €2 billion in Research and Development.

With over 100 years of collaboration with the UK Armed Forces, Leonardo continues to design and manufacture advanced platforms and technologies that enhance operational safety. The company is also expanding its reach beyond the defence sector, delivering innovative solutions for blue-light services and civil markets. As a trusted industry partner, Leonardo fosters long-term collaborations while actively seeking new partnerships. Its strong heritage and reputation provide a solid foundation for establishing Leonardo as the preferred choice for military and civil customers in the UK and globally.

As one of the UK's leading engineering companies, Leonardo offers expertise across a wide range of disciplines, including innovation, engineering, design, and manufacturing. These capabilities not only drive the company's success but also contribute significantly to the UK economy, both nationally and regionally. With its combined skills and technological excellence, Leonardo is well-positioned to shape the future of Aerospace, Defence, and Security.

Further information about Leonardo UK Limited can be found at <http://www.uk.leonardocompany.com/>

2. Services

Leonardo is seeking expressions of interest from suitably qualified contractors for the pre-construction, design, coordination and subsequent delivery of AACS Replacement Programme for eight facilities.

The works are expected to be undertaken within, over or in close proximity to a live 24/7 operational facility.

The successful Contractor will be required to plan and execute the works so that disruption to Leonardo's operations is kept to an absolute minimum.

The Main Contractor is appointed early to support buildability, planning and supply chain engagement, the Main Contractor's scope could be structured as follows. The anticipated scope includes, but is not limited to:



Stage 1: Pre-Construction Services Agreement (PCSA)

Under the PCSA, the contractor will review and coordinate the RIBA Stage 3 design, provide buildability, sequencing and value engineering advice, and support the resolution of design issues. The contractor will work with the approved Gallagher integrator and Leonardo's Digital Solutions team to develop the system and hosting requirements. They will also engage the approved Gallagher specialist, coordinate design input, obtain quotations, review lead times, and develop cost plans, a target cost, the construction programme, phasing and migration strategies, and risk controls. The contractor will confirm that the required training, clearances and accreditations are in place to support delivery.

Stage 2: Main Contract Services

Subject to successful completion of the PCSA and agreement of the contract sum, the Main Contractor will manage and deliver the works, including subcontractors, suppliers, programme, quality, change control and client liaison. The contractor will manage the approved Gallagher specialist and coordinate equipment delivery, installation, testing, commissioning and migration from the existing system. The works will include required fixings, containment, electrical and data infrastructure, Gallagher equipment installation, builders' work, fire stopping and making good. The contractor will also manage site supervision, logistics, permits, security, operational interfaces and health and safety duties under CDM, including the Construction Phase Plan, site inductions and audits. Testing will include factory and site acceptance testing where required, witnessed testing, system integration, cutover and operational readiness. At completion, the contractor will provide as-built documentation, O&M manuals, asset information, training coordination, defects management and final handover.

3. Entities admitted to tender

The following are admitted to participate in the tender process:

- UK registered companies

The following entities are excluded from participating in the tender process:

- **Suppliers heavily reliant on Leonardo Group:** Suppliers whose annual turnover is more than 70% derived from orders placed by one or more companies within the Leonardo Group are not permitted to bid unless explicitly authorised by Leonardo
- **Parent and subsidiary companies:** Both a parent company and its subsidiaries cannot participate in the same tender. If this rule is violated, both entities will be disqualified.
- **Entities lacking professional reliability:** Any bidder deemed by Leonardo to lack the necessary professional reliability will be excluded from the tender without explanation. This includes, but is not limited to, bidders who, within the past three years, have:



- Had a contract terminated due to breach with Leonardo SpA or any Leonardo Group company.
- Delivered works, services, or supplies deemed non-compliant with contract requirements by Leonardo SpA or any Leonardo Group company.
- Violated provisions of the Leonardo SpA and Leonardo Group Code of Ethics in previous contracts.
- Failed to take delivery of goods or services assigned by Leonardo SpA or any Leonardo Group company due to default or negligence.
- Had a previously awarded Leonardo tender revoked.

4. Minimum requirements for participation

Entities meeting all of the following minimum requirements for participation (the “Minimum Requirements”) may be invited to tender. Evidence must be supplied with the Disclosure of Interest.

Financial Capacity

- Annual UK turnover of at least £6,000,000.

Insurance Thresholds

- Employer’s Liability insurance of at least £10,000,000 per occurrence.
- Public and Products Liability insurance of at least £10,000,000 per occurrence.
- Professional Indemnity insurance of at least £5,000,000 for each and every claim.

Certifications and Standards

- Certification to ISO 9001, or a demonstrably equivalent quality management standard.
- Certification to ISO 45001.
- NASC Full Contractor Membership, which may be held by the proposed scaffolding subcontractor.
- SSIP accreditation, such as Constructionline Gold, CHAS or SafeContractor.
- Evidence of the capability to undertake the works in accordance with BS 5975, BS EN 12811, NASC
- TG20:21 / TG9 and applicable CIBSE design guidance.

Experience and Operational Capability

Three case studies from within the past five years demonstrating relevant experience. Collectively, the case studies must evidence:

- Delivery of large-scale temporary or permanent works over, or in close proximity to, 24/7 operating facilities.
- Multi-consultant design management and coordination.
- Safe project delivery within high-security environments.
- Skills, Knowledge, Experience and Behaviours (SKEB) evidence for the organisations and individuals proposed to undertake the Principal Contractor and Principal Designer roles under CDM 2015 and the Building Regulations.
- Contractor to demonstrate management of subcontractor and how they will ensure KPI’s are met.



Required Delivery Capability

- Single-point delivery responsibility for design and management of the works. Specialist design packages may be delivered by external specialist consultants, subject to Contractor oversight and appropriate equivalent Professional Indemnity cover.
- A named Design Manager responsible for multidisciplinary coordination.
- A CIBSE or IMechE Chartered Engineer, either directly employed or externally appointed, to evaluate existing gas flues and other plant, design temporary or permanent alterations, and protect live MEP plant and services.
- Capability to undertake the Principal Contractor and Principal Designer duties under CDM 2015 and the Building Regulations.
- Ability to undertake (or appoint suitably qualified persons) to undertake asbestos R&D surveys on behalf of the Client, to identify the presence, location and extent of any asbestos containing materials and to develop a plan where these are identified so that these are managed or removed in line with the Control of Asbestos Regulations 2012 and all relevant HSE guidance.
- Stakeholder liaison and communications arrangements that minimise operational disruption.
- Baseline Personnel Security Standard (BPSS) screening for all personnel attending site.

5. Disclosure of Interest

By the deadline of this Call for Tender, parties interested in being invited to tender, provided they meet the requirements, are required to:

- Submit a 'Disclosure of Interest' form, as attached to the Call for Tender published on <https://www.leonardo.com/en/suppliers/tenders/call-for-tender>. This form, together with any attachments, should be signed by digital signature and sent to the following addresses:
 - Andrew.turnbull-kirk2@leonardo.com
 - leigh.channon2@leonardo.com
- Attachments should include:
 - • Copies of all requested certifications, accreditations and current insurance evidence.
 - • Evidence demonstrating compliance with all financial, insurance, certification, experience, SKEB and operational capability requirements stated above.

Please be aware that once the deadline for this Call for Tender has passed, no further responses or disclosures of interest will be accepted.

Additionally, submitting a disclosure of interest does not guarantee an invitation to participate in the tender. Leonardo reserves the right to make selections at its sole discretion and is under no obligation to provide reasons for its decisions.

6. Processing of personal data

Leonardo UK Limited, as Data Controller, will process personal data submitted in response to this Call for Tender in accordance with the UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018.



Personal data will be used solely for purposes related to the tender process, including assessment of eligibility, contract award, and contract management. Data may be shared with relevant third parties (e.g. auditors, advisors, service providers) as necessary and will be retained in line with Leonardo's data retention policies.

Participants have rights under the Data Protection Legislation, including access, rectification, and objection to processing. For more information, please see Leonardo's Privacy Notice at:

<https://www.leonardo.com/en/privacy-policy>

7. Other information

Details regarding bid submission procedures, grounds for exclusion, and other relevant information will be provided only to those parties who, after submitting their Disclosure of Interest along with the required documentation, and upon verification by Leonardo of their compliance with the minimum tendering requirements outlined in this Call for Tender, are formally invited to participate in the bidding process.

This request for disclosure of interest is non-binding and does not create any obligations or expectations for the entities submitting their interest. Leonardo retains full discretion to decide whether to award the tender, award only part of the contract, restart the tender process, or modify the invitation to tender.

Please note that this tender procedure and the related contract are subject exclusively to the rules of private law.

Yours faithfully,

Giuseppe Fortuna

Director of UK Indirect Procurement Leonardo UK