

Riga

Date of the document is the date of the time stamp of the last enclosed qualified electronic signature

Reg. No: 1.13p/LV-2026-49

## Electronic Procurement System

### **Answers to requests from the interested supplier in the procurement “International recruitment services”, ID No RBR 2026/3**

RB Rail AS presents following answers to requests received from the interested supplier until 9<sup>th</sup> April 2026:

No	Question (Request)	Answer
1.	What is the policy on home working/hybrid working?	In accordance with existing policies standard framework of working arrangement in RB Rail AS is hybrid work, with employees working three days from the office and two days from home office.
2.	If someone does not have immediate right to work e.g. a UK citizen but is willing to apply and get a visa prior to starting the work, is this acceptable? If so, does Rail Baltica offer any kind of sponsorship for this process?	Candidates who do not have an immediate right to work in the EU may still apply; however, any required work permit and visa (if applicable) must be secured and in force before employment begins. RB Rail AS provides administrative support to candidates in obtaining work permit.

Sincerely,

**V. Ezergaile**

Procurement commission member / secretary

Vineta Ezergaile  
vineta.ezergaile@railbaltica.org