



INTERNATIONAL
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WORKERS'
FEDERATION



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Dear Mads Nipper, Group President and CEO, Ørsted

We would like to thank you and Mr. Rasmus Skov for the continued dialogue between the International Transport Workers' Federation (ITF) and our affiliates around the world. We, the undersigned unions, were pleased to hear the remarks you made when you addressed the ITF and International Longshoremen's Association (ILA) delegation in June, including Ørsted A/S's commitment to labor unions and workers' rights.

After that meeting, the ITF unions were optimistic that previous missteps taken by Ørsted US would be corrected. That has not happened.

We are writing today to express our concerns about the actions of Ørsted US, their treatment of the US maritime unions – both seafarers and dockers – which undermine and contradict both the statements you have personally made about labor rights and the company's code of conduct.

As you are aware, the ILA and ITF met with Ørsted A/S and Ørsted US representatives on 13 June 2023, to resolve an ongoing dispute stemming from the disregard shown by Ørsted US for dockers in New London, Connecticut. At that meeting, it was agreed that Ørsted US would:

- Negotiate with the ILA to reach a memorandum of understanding for New London and other ports the company plans to expand to.
- Negotiate a training program for the ILA, akin to agreements they have already signed with other unions, including the International Union of Operating Engineers (IUOE).
- Negotiate with the ITF to reach an agreement for all ITF maritime unions in the United States, akin to the agreement signed with the Building and Construction Trades Unions.

To our disappointment, there has been no progress made on these commitments. Instead, the US maritime unions have been met with resistance from Ørsted US to engage in a constructive dialogue on what was agreed upon.

Unfortunately, this seems to be a continuation of Ørsted US' modus operandi since the company entered the United States. While we acknowledge there were meetings with the maritime unions, the commitments made at those meetings by Ørsted US have proved nothing more than lip service.

In the meeting on 31 July 2023, between Ørsted US and ITF Seafarers' affiliates, we were notified that Ørsted US signed twenty-year contracts with historically anti-union shipping companies – a direct violation of Ørsted's Code of Conduct.

Ørsted US' Chief Operating Officer and Labor Relations Manager have shown they are incapable of resolving the issues facing maritime labor. Further, we are disappointed by the lack of accountability from the parent company. We now call on you to engage directly with the US maritime unions, including resolving the issues with the ILA, to ensure that Ørsted lives up to its Code of Conduct.



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Seafarers and dockers are vital to Ørsted's supply chain and our members are ready and able to cooperate with you to ensure the smooth delivery and continued service of Ørsted's offshore wind projects globally.

To that end, we also stand united in holding Ørsted accountable for its actions and for living up to its Code of Conduct in all countries it operates and throughout the company's supply chain. We will not stand idly by as Ørsted US undermines standards on which Ørsted headquarters pride itself.

Yours sincerely,

International Transport Workers' Federation (ITF)

European Transport Workers' Federation (ETF)

International Dockworkers' Council (IDC)

International Longshoremen's Association (ILA)

United Federation of Workers in Denmark (3F)

Alongside 216 undersigned transport unions:

ACOD/CGSP Telecom Vliegwezen/
Aviation

Action Syndicale Pour Le
Developpement

Air Transport Services Senior Staff
Association (ATSSSAN)

Airports of Mauritius Ltd Employees
Union (AMLEU)

Alba Trade Union (ATU)

Alianza de Tranviarios de México

All India Railwaymen's Federation (AIRF)

All Pakistan Civil Transport Workers'
Union

Amalgamated Transport and General
Workers' Union (ATGWU)

Amalgamated Union of Seafarers, Hong
Kong

American Maritime Officers (AMO)

Asociacion Colombiana De Mecanicos
De Aviaiton (ACMA)

Asociación de Personal Aeronáutico

Asry Labour Union

Associated Labor Unions

Associated Society of Locomotive
Engineers & Firemen (ASLEF)

Association of Flight Attendants (AFA)
- Communications Workers of America
(CWA) (AFA-CWA)

Association of Workers in GOCCs and
GFIs - Transport Group

Australian Institute of Marine & Power
Engineers

Australian Maritime Officers Union

Australian Municipal, Administrative,
Clerical and Services Union

Australian Rail, Tram & Bus Industry
Union

Aviation Industry Employees' Guild

B C Ferry & Marine Workers' Union

Bangladesh Inland Water Transport
Corporation Workers' Union

Bangladesh Merchant Marine Officers'
Association

Bangladesh Noujan Sramik Federation

Belgische Transportarbeidersbond
Union Belge du Transport et de la
logistique

Bulgarian Seafarers' Trade Union

Bustamante Industrial Trade Union

Calcutta Port Shramik Union

Centralorganisationen Søfart

Centro de Jefes y Oficiales Maquinistas
Navales

Chennai Container Terminal Employees
Union

Civil Aviation Labor Union

Cochin Port Staff Association

Communication and Transport Workers'
Union of Zanzibar (COTWU ZNZ)

Confederação Nacional dos
Trabalhadores em Transportes
Aquaviários e Aéreos, na Pesca e nos
Portos (CONTTMAF)

Confederation of Christian Trade Unions
(CSC) - Public Services (ACV-Openbare
Diensten)

Confederation of Christian Trade Unions
(CSC) - Transcom (ACV-Transcom)

Construction Forestry Maritime Mining
and Energy Union (CFMMEU)

CUPE National Airline Division (CUPE)

Czech Trade Union of Seafarers (CTUS)

Danish Aviation and Railway Federation
(BLJ)

Deniz Çalışanlari Dayanisma Dernegi
(DAD-DER) Marine Employees'
Solidarity Association (MESA)

DHL World Wide Express (I) Pvt. Ltd.
Employees' Union

Dighi Port Sthanik Kantrati Kamgar

Dock Workers' Union of Liberia

Dockworkers' Union Kenya (DWU)

Estonian Seamen's Independent Union

Fórsa

Fédération des Syndicats des
Travailleurs et Auxiliaires du Transport
du Burkina (FESYTRAT-B)

Federação Nacional dos Trabalhadores
em Aviação Civil



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Federacao dos Trabalhadores em Transportes Rodoviaros do Estado de Sao Paulo (FTTRESP)

Federatia Nationala a Sindicatelor Portuare (FNSP)

Federación Bolivariana de los Trabajadores y Trabajadoras de Transporte Afines y Conexos (FBTTT)

Federación de Servicios a la Ciudadanía de CCOO

Federación de Tripulantes de la Marina Mercante de Chile

Federación Dominicana de Trabajadores de Zonas Francas, Industrias Diversas y de Servicios

Fédération Générale des Transports et de l'Environnement (CFDT)

Fédération FO de l'Equipeement, de l'Environnement, des Transports et des Services (FEETS-FO)

Fédération Nationale des Transports et de la Logistique Force Ouvrière

Federation Nationale Travailleurs Ports Algériens (FNTPA-UGTA)

Federatie Nederlandse Vakbeweging (FNV)

Federation of Korean Seafarers' Unions (FKSU)

Federation of Mongolian Railway Workers Trade Union

Federation of Oil Unions in Iraq (IFOU)

Federation of Transport Trade Unions in Bulgaria (FTTUB)

Federation of Transport Workers (FNTT)

FeSMC-UGT

Fiji Longshoremen & Staff Association

Finnish Seafarers' Union (FSU)

Finnish Transport Workers' Union

First Union

Forward Seamen's Union of India

General Confederation of Drivers and Transport Workers in Lebanon (GCDTW)

General Trade Union of Air Transport and Tourism

General Transport, Petroleum & Chemical Workers' Union of TUC (GTPCWU-TUC)

General Union for Transport Workers (GUTW)

General Union of Iraq Southern Railways Workers (GUISRW)

General Union of Iraqi Air Transport (GUIAT)

General Union of Port Workers

General Workers' Union (GWU)

Georgian Seafarers' Union

Gewerkschaft vida

Government Services Employees Association

Guyana Labour Union

Independent Transport Workers' Association of Nepal

Industri Energi

Inlandboatmen's Union of the Pacific (IBU)

International Brotherhood of Teamsters

International Longshore and Warehouse Union (ILWU)

International Longshore and Warehouse Union Canada (ILWU Canada)

International Organization of Masters, Mates & Pilots (MM&P)

Iranian Merchant Mariners Syndicate (IMMS)

Karachi Port Trust Democratic Workers Union (KPT DWU)

Kenya Hotels and Allied Workers' Union (KHAWU)

Kenya Long Distance Truck Drivers & Allied Workers Union

Kenya Shipping, Clearing Freight Logistics and Warehouse Workers Union

Kesatuan Pelaut Indonesia (KPI)

Koja Container Terminal Workers Union (SP TPK Koja)

Lebanese Cabin Crew Association

Libyan General Federation of Trade Unions

Madras Port Trust Employees' Union

Malaysia Airports Employees Union (KESMA)

Marine Engineers' Beneficial Association (MEBA)

Marine Transport Workers' Trade Union of Ukraine

Maritime Union of Australia (MUA)

Maritime Union of India

Maritime Union of New Zealand

Maskinmeistarafelagid

Matatu Workers Union

Merchant Navy Officers' Guild Hong Kong

Meteorology and Civil Aviation Officers' Union (SAMAC)

Mongolian Transport, Communication & Petroleum Workers' Union (MTCPWU)

Namibian Transport and Allied Workers' Union (NATAU)

National Airline Employees' Association

National Association of Aircraft Pilots and Engineers (NAAPE)

National Confederation of Transport Workers' Union (NCTU)

National Federation of Indian Railwaymen

National Maritime Section NSZZ 'Solidarnosc'

National Road Transport Section NSZZ 'Solidarnosc'

National Transport Workers' Federation (FNTT)

National Union of Hospitality, Catering & Tourism Industries Employees

National Union of Rail, Maritime and Transport Workers (RMT)

National Union of Seafarers of India

National Union of Seafarers Sri Lanka

National Union of Teamsters and General Workers

Nautilus International (NL)

Nautilus International (UK)

Nepal Transport Labour Association (Nepal Yatayat Mazdoor Sangh) (NETWON)

New Maritime & General Kamgar Sanghatana

New Zealand Merchant Service Guild Industrial Union of Workers Inc.

Nigeria Merchant Navy Officers' and Water Transport Senior Staff Association

Nigeria Union of Railway Workers

Norsk Kabinforening

Norsk Lokomotivførerforbund

Norwegian Seafarers' Union



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Norwegian Union of Marine Engineers
(NUME)

Pakistan International Container
Terminal Limited Democratic Employees
Union (PICT DEU)

Pan-Hellenic Seamen's Federation
(PNO)

Parat

People's Unity of PIA Employees

Piston Land Transport Coalition

Port Officers' Union

Port Workers' Union of the Philippines
(PWUP)

Public Transport Operators Union

Railway and Allied Workers' Union

Railway Workers' Trade Union of Croatia

Railway Workers' Union (Open Line)

Railways Workers Union of Malawi

Romanian Seafarers' Free Union

Samoa First Union (SFU)

Seafarers' International Union of Canada

Seamen's & Fishermen's Trade Unions
Federation

Seamen's Union of Slovenia

Services, Industrial, Professional and
Technical Union (SIPTU)

Shipping and Customs Clearing Agents
Trade Union (SCCATU)

Shree Kutch General Mazdoor Sangh

Sierra Leone Seafarers Union (SLSU)

Sindicato Único de Trabajadores
Marítimos y Portuarios del Puerto del
Callao (SUTRAMPORPC)

Sindicato da Mestranga e Marinhagem
da Marinha Mercante, Energia e
Fogueiros de Terra (SITEMAQ)

Sindicato de Guincheros y Maquinistas
de Grúas Móviles de la República
Argentina

Sindicato de Trabajadores de la
Empresa PSA Panama International
Terminal, S.A. (SITRAEPSAPIT)

Sindicato de Trabajadores de la
Industria Portuaria de El Salvador
(STIPES)

Sindicato dos Engenheiros da Marinha
Mercante (SEMM)

Sindicato Interempresa de Oficiales de
Marina Mercante

Sindicato La Fraternidad

Sindicato Nacional de Trabajadores
de Rama, Servicios de la Industria del
Transporte y Logística de Colombia
(SNTT)

Sindicato Nacional dos Marinheiros e
Moços de Máquinas em Transportes
Marítimos e Fluviais (SINDFOGO)

Sindicato Nacional dos Oficiais da
Marinha Mercante (SINDMAR)

Sindicato Nacional dos Trabalhadores
dos Transportes Rodoviário e
Assistência Técnica (SINTRAT)

Singapore Maritime Officers' Union
(SMOU)

Solidarité Syndicale des Travailleurs et
Cadres du Congo

Somali Fisheries Workers Union
(SOFWU)

South African Transport & Allied
Workers' Union (SATAWU)

South Asia Pakistan Terminal Ltd
Democratic Workers Union (SAPTL -
DWU)

Suomen Konepäälystöliitto - Finlands
Maskinbefälsförbund

Swaziland Transport Communication &
Allied Workers Union

Swedish Transport Workers' Union (STF)

Syndicat des Dockers du Port de San
Pédro (SYDOPSA)

Syndicat des Travailleurs des
Compagnies de Navigation Maritimes,
Aériennes et de Transit du Togo
(STRANAVITTO)

Syndicat des Travailleurs du Rail
(SYTRAIL)

Syndicat National des Dockers du Togo

Syndicat National des Inscrits Maritimes
et Assimilés du Cameroun (SYNIMAC)

Syndicat National des Marins du Bénin
(SYNAMAB)

Syndicat National des Salaries du
Groupe Bolloré (SYNAS-GB)

Syndicat National des Travailleurs de la
Marine Marchande (SNTMM)

Syndicat Unique de la Météorologie, de
l'Aviation Civile et Assimilés (SUMAC)

Syndicat Unique des Travailleurs du Port
Autonome d'Abidjan

Teamsters Canada

Türkiye Denizciler Sendikası (TÜRK
DENİZ-İŞ)

Trade Union Action for Development
(Syndicat ACTIONS)

Trade Union of Railway Workers and
Transport Builders of Ukraine

Transport & Dockworkers' Union Kandla

Transport & Dockworkers' Union
Mumbai

Transport Employees Union Bihar

Transport Line Workers' Union of the
Mexican Republic (STLTRMAS)

Transport Workers Union of Kenya

Transport Workers' Union of Fiji

Transport Workers Union of America
(TWU)

Tuticorin Port Mariners' and General
Staff Union

Tuticorin PSA SICAL Container Terminal
Staff Union

UNIA

Unifor

Unión de Estibadores y Jornaleros del
Puerto de Veracruz

Unión de Marineros Mercantes y de Pesca
Colombianos

Union of Employees of Port Ancillary
Services Suppliers Port Klang
(UNEPASS)

Union of Professional Truck Drivers of
West Africa in Côte d'Ivoire

Unite the Union

United Services Union (ver.di)

United Union of Abidjan Independent
Port Workers (SUTRAPAA)

United Workers' Union of Liberia (UWUL)

Waterfront & Allied Workers' Union

Workers Union in the Ministry of
Transportation

Workers' Association of the Automotive
Transport Industry Córdoba, Argentina
(AOITA)