



INTERNATIONAL  
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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 Çalisanlari 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'Equipement, 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)	Sindicato La Fraternidad	Türkiye Denizciler Sendikası (TÜRK DENİZ-İŞ)
Pakistan International Container Terminal Limited Democratic Employees Union (PICT DEU)	Sindicato Nacional de Trabajadores de Rama, Servicios de la Industria del Transporte y Logística de Colombia (SNTT)	Trade Union Action for Development (Syndicat ACTIONS)
Pan-Hellenic Seamen's Federation (PNO)	Sindicato Nacional dos Marinheiros e Moços de Máquinas em Transportes Marítimos e Fluviais (SINDFOGO)	Trade Union of Railway Workers and Transport Builders of Ukraine
Parat	Sindicato Nacional dos Oficiais da Marinha Mercante (SINDMAR)	Transport & Dockworkers' Union Kandla
People's Unity of PIA Employees	Sindicato Nacional dos Trabalhadores dos Transportes Rodoviário e Assistência Técnica (SINTRAT)	Transport & Dockworkers' Union Mumbai
Piston Land Transport Coalition	Sindicato Nacional dos Trabalhadores dos Transportes Rodoviário e Assistência Técnica (SINTRAT)	Transport Employees Union Bihar
Port Officers' Union	Singapore Maritime Officers' Union (SMOU)	Transport Line Workers' Union of the Mexican Republic (STLTRMAS)
Port Workers' Union of the Philippines (PWUP)	Solidarité Syndicale des Travailleurs et Cadres du Congo	Transport Workers Union of Kenya
Public Transport Operators Union	Somali Fisheries Workers Union (SOFWU)	Transport Workers' Union of Fiji
Railway and Allied Workers' Union	South African Transport & Allied Workers' Union (SATAWU)	Transport Workers Union of America (TWU)
Railway Workers' Trade Union of Croatia	South Asia Pakistan Terminal Ltd Democratic Workers Union (SAPTL - DWU)	Tuticorin Port Mariners' and General Staff Union
Railway Workers' Union (Open Line)	Suomen Konepäällystöliitto - Finlands Maskinbefälsförbund	Tuticorin PSA SICAL Container Terminal Staff Union
Railways Workers Union of Malawi	Swaziland Transport Communication & Allied Workers Union	UNIA
Romanian Seafarers' Free Union	Swedish Transport Workers' Union (STF)	Unifor
Samoa First Union (SFU)	Syndicat des Dockers du Port de San Pédro (SYDOPSA)	Unión de Estibadores y Jornaleros del Puerto de Veracruz
Seafarers' International Union of Canada	Syndicat des Travailleurs des Compagnies de Navigation Maritimes, Aériennes et de Transit du Togo (STRANAVITTO)	Unión de Marineros Mercantes y de Pesca Colombianos
Seamen's & Fishermen's Trade Unions Federation	Syndicat des Travailleurs du Rail (SYTRAIL)	Union of Employees of Port Ancillary Services Suppliers Port Klang (UNEPASS)
Seamen's Union of Slovenia	Syndicat National des Dockers du Togo	Union of Professional Truck Drivers of West Africa in Côte d'Ivoire
Services, Industrial, Professional and Technical Union (SIPTU)	Syndicat National des Inscrits Maritimes et Assimilés du Cameroun (SYNIMAC)	Unite the Union
Shipping and Customs Clearing Agents Trade Union (SCCATU)	Syndicat National des Marins du Bénin (SYNAMAB)	United Services Union (ver.di)
Shree Kutch General Mazdoor Sangh	Syndicat National des Salaries du Groupe Bolloré (SYNAS-GB)	United Union of Abidjan Independent Port Workers (SUTRAPAA)
Sierra Leone Seafarers Union (SLSU)	Syndicat National des Travailleurs de la Marine Marchande (SNTMM)	United Workers' Union of Liberia (UWUL)
Sindicato Único de Trabajadores Marítimos y Portuarios del Puerto del Callao (SUTRAMPORPC)	Syndicat Unique de la Météorologie, de l'Aviation Civile et Assimilés (SUMAC)	Waterfront & Allied Workers' Union
Sindicato da Mestrança e Marinhagem da Marinha Mercante, Energia e Fogueiros de Terra (SITEMAQ)	Syndicat Unique des Travailleurs du Port Autonome d'Abidjan	Workers Union in the Ministry of Transportation
Sindicato de Guincheros y Maquinistas de Grúas Móviles de la República Argentina	Teamsters Canada	Workers' Association of the Automotive Transport Industry Córdoba, Argentina (AOITA)
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 Oficiais de Marina Mercante		