

NYSDA 2022 OFFSHORE WIND SOLICITATION ORECRFP22-1

Chapter 19 Appendices

Public version 1/14/2023

Community Offshore Wind LLC
Lease OCS-A 0539



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19-1-1 BW Research detailed benefit modeling and verification

January 23, 2023

Appendix YY: Economic Benefits Estimation and Verification Methodology

Economic benefits claims provided in this bid have been produced and verified by BW Research Partnership, a leading economic and workforce research organization. The following methodology was used for calculating and validating economic benefits:

Methodology for estimating New York Economic Benefits

Type of Benefits	Estimation methodology
Project Related Economic Benefits Category 1	[Redacted]
Category 3	[Redacted]

6120 PASEO DEL NORTE, SUITE E2, CARLSBAD CA 92011
 155 SOUTH STREET, SUITE 103, WRENTHAM, MA 02093
 F (888) 457-9598



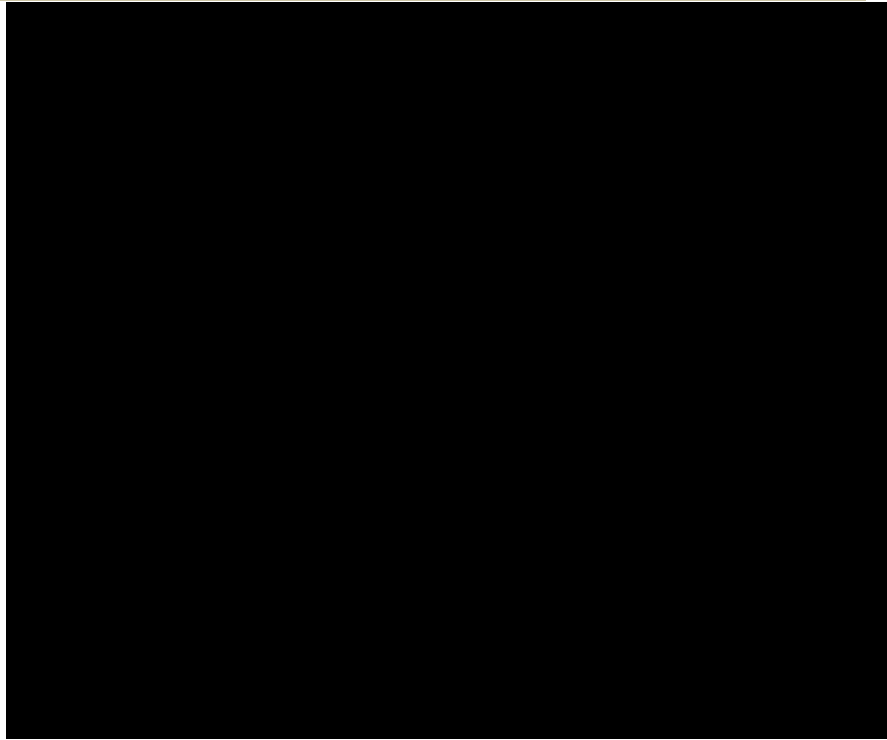
bwresearch.com

twitter.com/BW_Research

facebook.com/bwresearch



SCIP
related
Economic
Benefits



Each economic benefit claim made in this bid has been reviewed and approved by BW Research Partnership as either reporting a direct commitment or a modeled impact founded on verifiable, replicable, and best-practice approaches to economic benefit calculation in applied research.

Philip Jordan
Vice President
BW Research Partnership

6120 PASEO DEL NORTE, SUITE E2, CARLSBAD CA 92011
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bwresearch.com
twitter.com/BW_Research
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19-3-1 MOU with the New York State Building and Construction Trades Council for a PLA

**COMMUNITY OFFSHORE WIND, a partnership
of RWE and NATIONAL GRID
MEMORANDUM OF AGREEMENT**

This Offshore Wind Memorandum of Agreement (this "Agreement") is effective as of October 1, 2022 (the "Effective Date"), by and among COMMUNITY OFFSHORE WIND, LLC (the "DEVELOPER"), a Delaware limited liability company and joint venture between RWE Offshore Wind Holdings, LLC ("RWE") and NGV OSW Holdings, LLC ("National Grid"), and the NEW YORK STATE BUILDING AND CONSTRUCTION TRADES COUNCIL ("NYS BCTC"), its affiliated unions, and all other subordinate or intermediate bodies/organizations affiliated with such (collectively, the "Signatory Unions", and singularly "Signatory Union," and together, the "Union(s)," and, together with DEVELOPER, the "Parties").

WHEREAS The DEVELOPER has secured a Federal BOEM lease for area OCS-A 0539 in the New York Bight. The lease area has the potential to host 3 gigawatts (GW) of capacity for offshore wind turbines. RWE and National Grid have partnered to jointly develop, construct and operate offshore wind project(s) for Lease Area OCS-A 0539 (the "Project(s)", as well as other renewable projects;

WHEREAS the DEVELOPER plans to respond to NYSERDA's third solicitation for offshore wind ORECs, ORECRFP 22-1, which seeks to procure at least an additional 2000 MW of capacity, and where supported, the procurement of a larger quantity;

WHEREAS ORECRFP 22-1 includes key initiatives to advance New York's responsible approach to growing its offshore wind portfolio; including, among others:

- i. Supply Chain Investment Plans (SCIPs) that will support the development of a strong, local supply chain that will create jobs for New Yorkers;
- ii. Stakeholder Engagement Plans and New York Workforce and Jobs Plans that require proposers to detail how they plan to work with unions and others on recruitment and collaboration that will ensure a just transition and the ready supply of a well prepared workforce;

WHEREAS ORECRFP 22-1 requires that the proposers' Jobs and Workforce Plan detail plans for sourcing and recruiting workers, collaborating with skilled trades / labor unions and building clear career pipelines for job growth through partnerships with workforce partners, such as labor unions and apprenticeships;

WHEREAS the DEVELOPER recognizes that the Unions have both (1) existing trained and skilled workers qualified to perform scopes of work integral to the effective completion of offshore construction work, and (2) the recruitment and training infrastructure to develop new workers and to transition fossil fuel workers to green technologies, and (3) that commitments to good union jobs create a reliable pipeline of career opportunities; and

WHEREAS the Parties have a mutual interest in developing labor-management relations policies that support the responsible, efficient, safe, high-quality and timely completion of the Project(s) in a manner that is mindful of impacts on ratepayers, the transitioning workforce, as well as existing and new workers, and impacted communities;

NOW, therefore, the Parties agree as follows:

1. The DEVELOPER will collaborate with the Unions throughout its planning process and share its vision for the following:
 - a. the number, type, training and pay for all job opportunities that result from its development of any offshore wind project awarded through NYSERDA;
 - b. planning for a diverse, equitable and inclusive offshore wind industry in New York;
 - c. planning to transition existing energy workers into green energy jobs consistent with area standard labor standards and prevailing wage where applicable; and
 - d. workforce development and training opportunities for existing, transitioning, and new workers in the developing offshore wind industry.
2. The DEVELOPER will engage in good faith bargaining for Project Labor Agreements, for construction work associated with offshore wind installations, port projects, SCIP facilities, and other construction projects resulting from an award from NYSERDA.
3. In recognition of the common objective of supporting and creating good union jobs, and the DEVELOPER'S interest in meeting its objectives through union agreements, including Project Labor Agreement(s), the DEVELOPER will require its construction managers, prime contractors, general contractors and all contractors and subcontractors, to adhere to Project Labor Agreements negotiated with the Unions in good faith, and to participate in state-approved training and apprentice programs that support efforts to train displaced, and disadvantaged workers from marginalized communities and other new workers into pre-apprentice and apprentice programs.

4. The DEVELOPER and the Unions will negotiate labor relations policies that support successful projects, thriving communities, promote stability, safety, security, and work opportunities afforded by this Agreement and any contract awarded by NYSERDA.
5. This Agreement shall be non-binding upon the Developer and its successors and assigns. The Parties intend to work together in good faith to implement the terms of this Agreement and to negotiate definitive agreements, including one or more Project Labor Agreements, that bind the Parties for the duration of the development and construction of the Project(s). Prior to the implementation of such definitive documentation, the Developer agrees that in the event of a successor to the Developer or the Developer's interest in the Project(s), either in whole or in a controlling share, whether direct or indirect, by purchase of assets, common stock, merger, consolidation or otherwise, the Developer shall make best efforts to obtain from the successor a written agreement that shall be referred to as the "Successor Agreement". The Parties to this Agreement intend that this Successor Agreement should expressly state that: i) the Successor shall assume and perform unconditionally the obligations of the Developer under this Agreement and any executed Project Labor Agreement for the Project(s); and ii) the NYS BCTC and its affiliates are third party beneficiaries to the Successor Agreement. Notwithstanding any other provision of this Agreement, the Unions hereby waive any and all recourse against the Assignor for any such claims upon an effective and complete assignment.
6. NYS BCTC and the Unions agree to support the DEVELOPERS'S Project(s) in relevant written and oral public comments, public meetings, and other public forums relating to the development and/or construction of the Project(s).
7. Each of the undersigned individuals represents, warrants, and certifies that s/he is authorized to execute the Agreement in the capacity indicated. The Parties hereby expressly represent and warrant to each other that they have entered into this Agreement voluntarily, with proper authority, and without any reservation. The Parties acknowledge that the only consideration for this Agreement is expressly set forth within this Agreement and no further inducements or representations have been exchanged in connection herewith.

AGREED TO BY AND BETWEEN:

DocuSigned by:

8E9E0779E4EE

ON BEHALF OF COMMUNITY OFFSHORE WIND, LLC
By: Doug Perkins, President

28-Oct-22

Dated

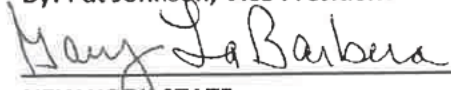
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ON BEHALF OF COMMUNITY OFFSHORE WIND, LLC

By: Pat Johnson, Vice President

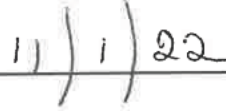


NEW YORK STATE
BUILDING AND CONSTRUCTION TRADES
COUNCIL

By: GARY LaBARBERA, President

26-Oct-22

Dated



Dated

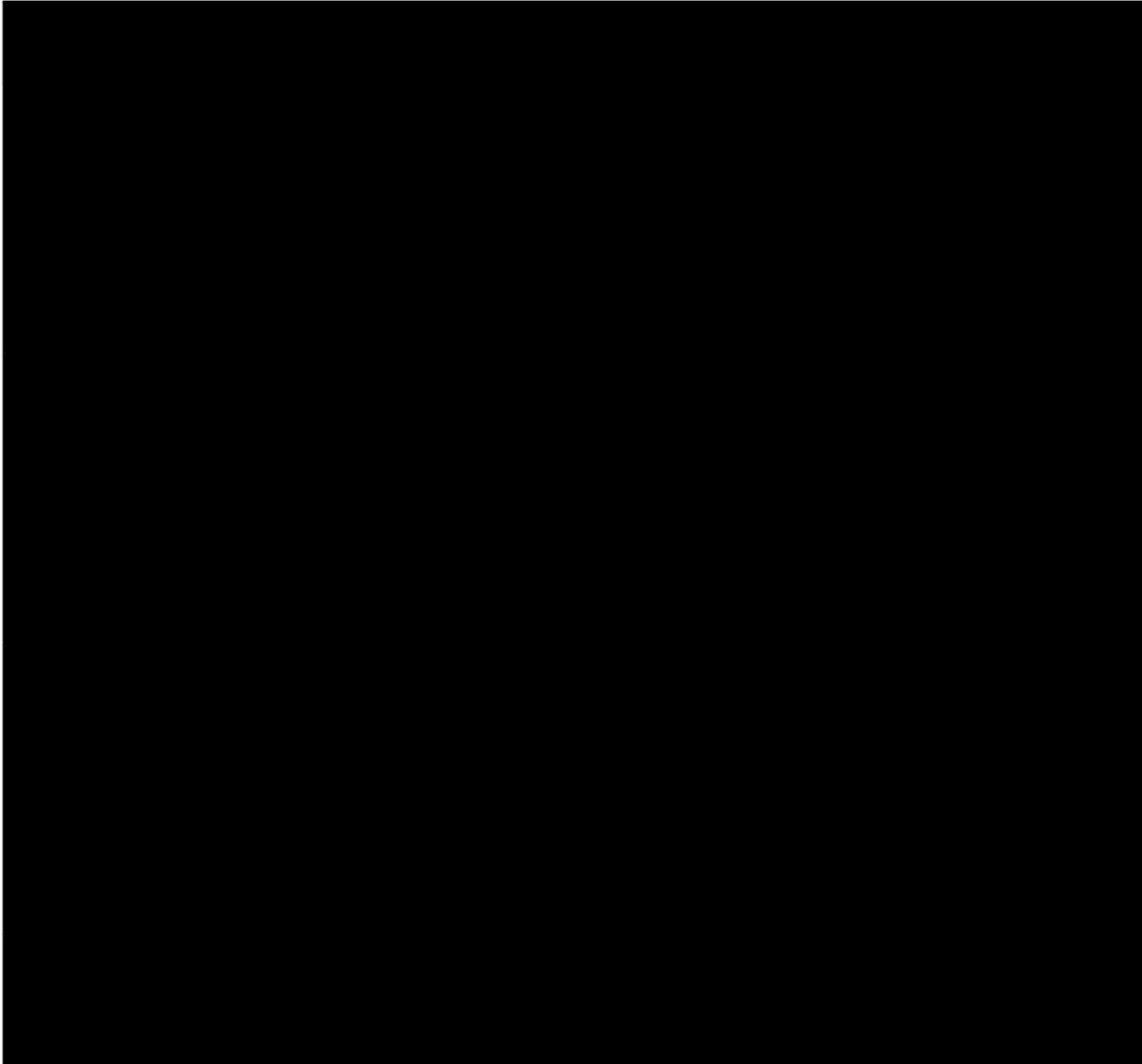
19-3-2 Workforce training and wraparound programs MOUs

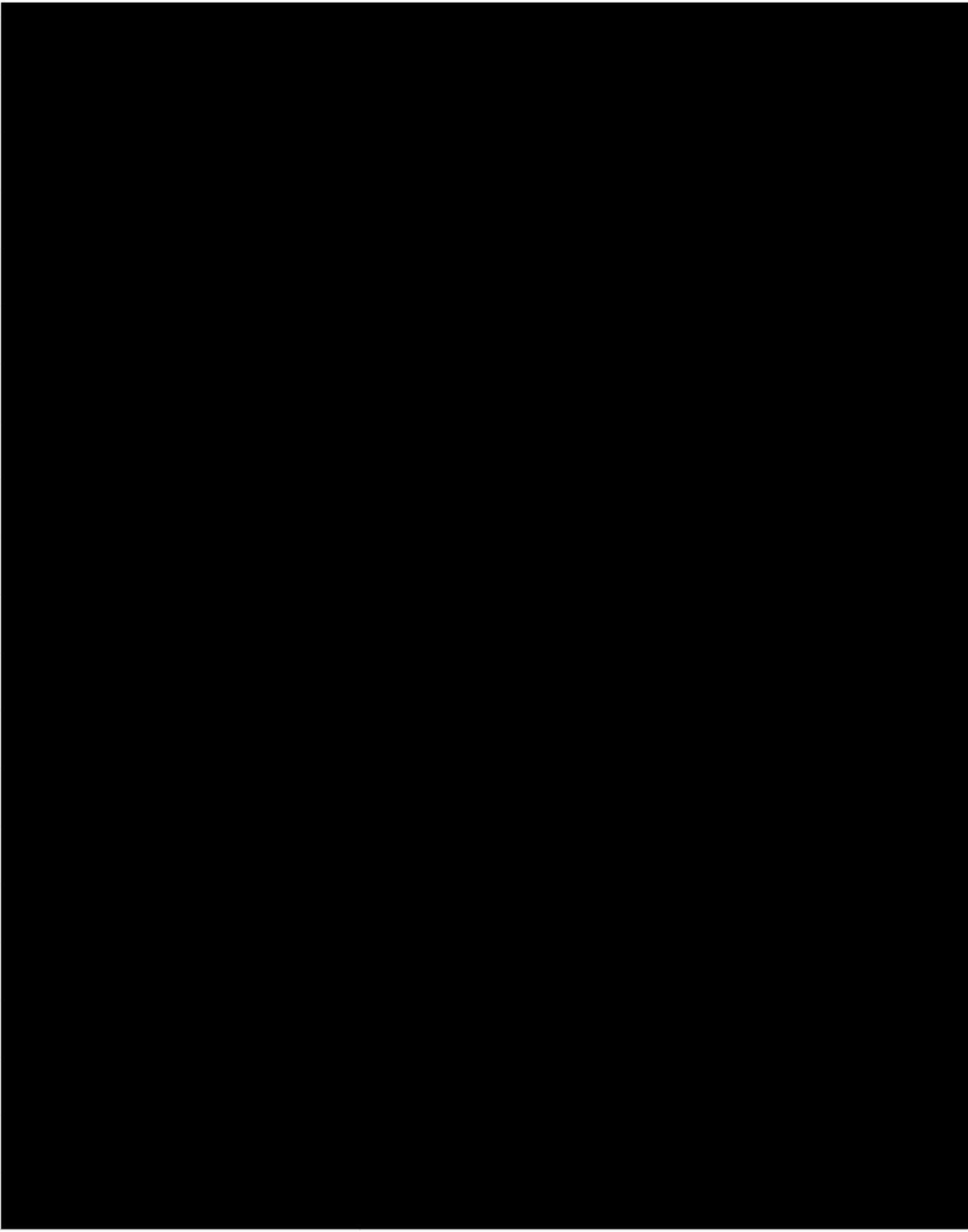
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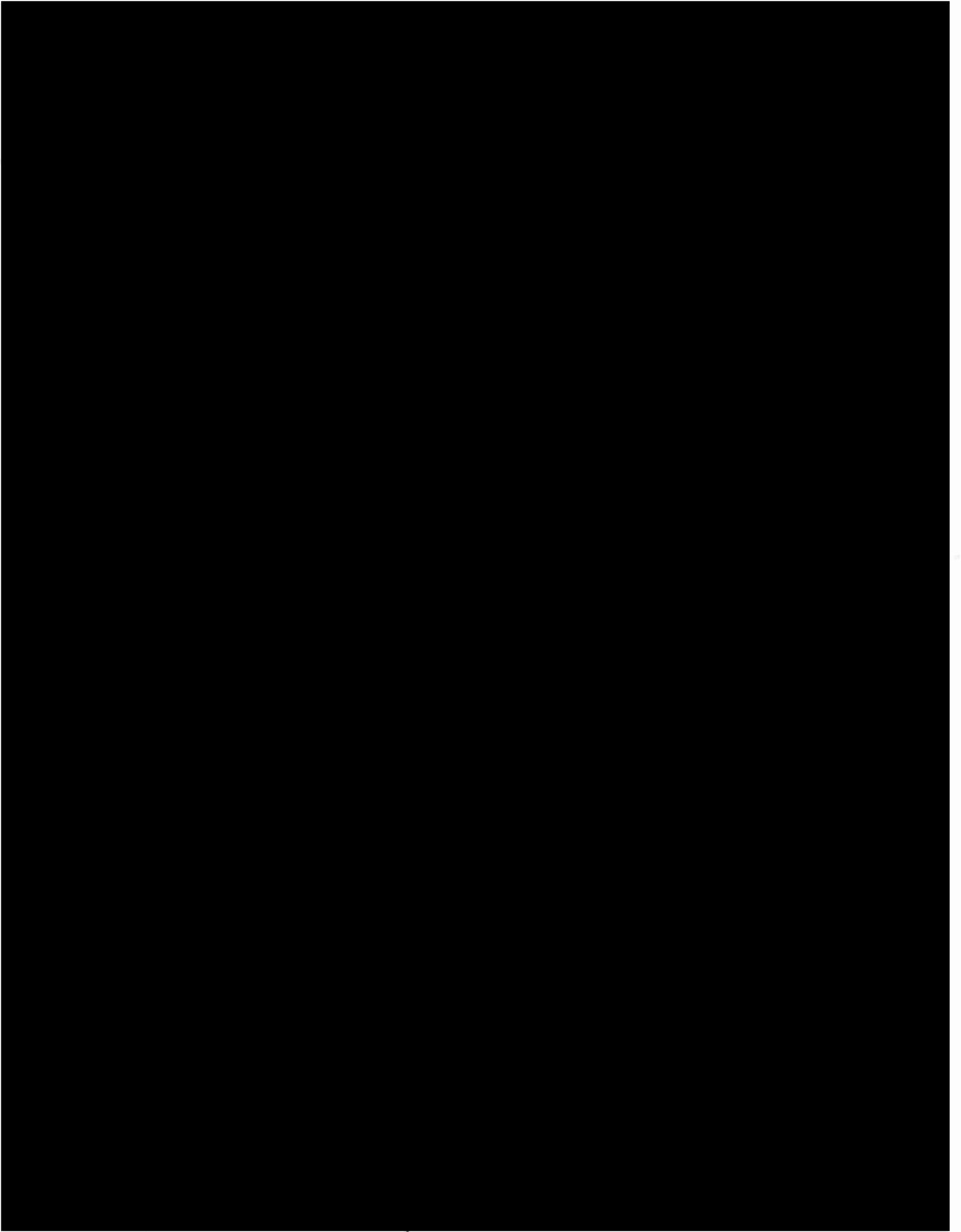
19-3-3 IWA community outreach

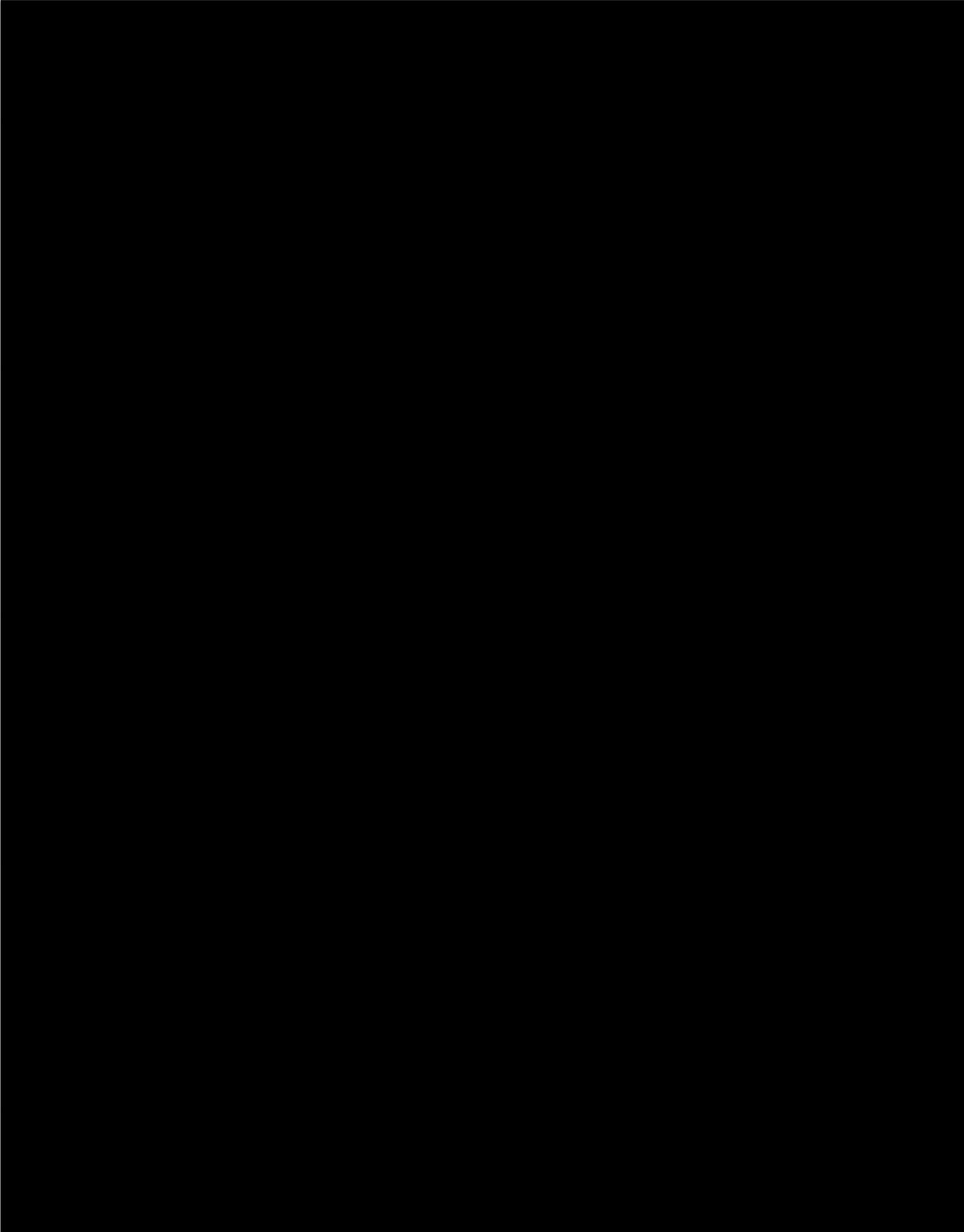
GRANT AGREEMENT

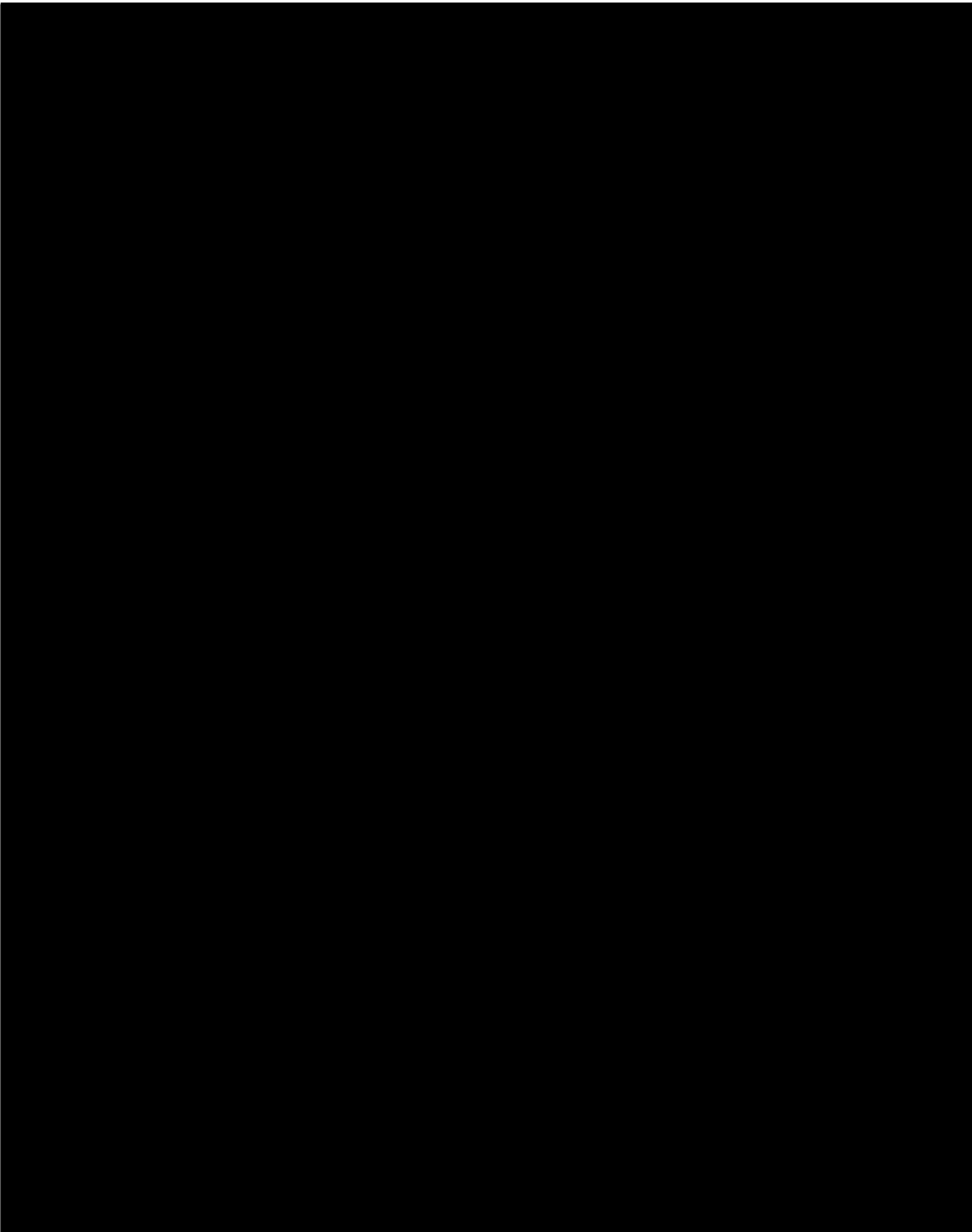
This Grant Agreement ("**Agreement**") is made by and between The Institute for Workforce Advancement ("**IWA**") located at 576 Broadhollow Road, Melville, NY 11747 and Community Offshore Wind, LLC, a Delaware limited liability company located at 353 North Clark St., 30th floor, Chicago, IL 60654 ("**Community Offshore Wind**") (hereinafter individually a Party, and collectively the "Parties,") effective as of the date payment is made pursuant to Section 2 and Appendix A (the "**Effective Date**") and sets forth the terms and conditions pursuant to which the Parties agree to work together.

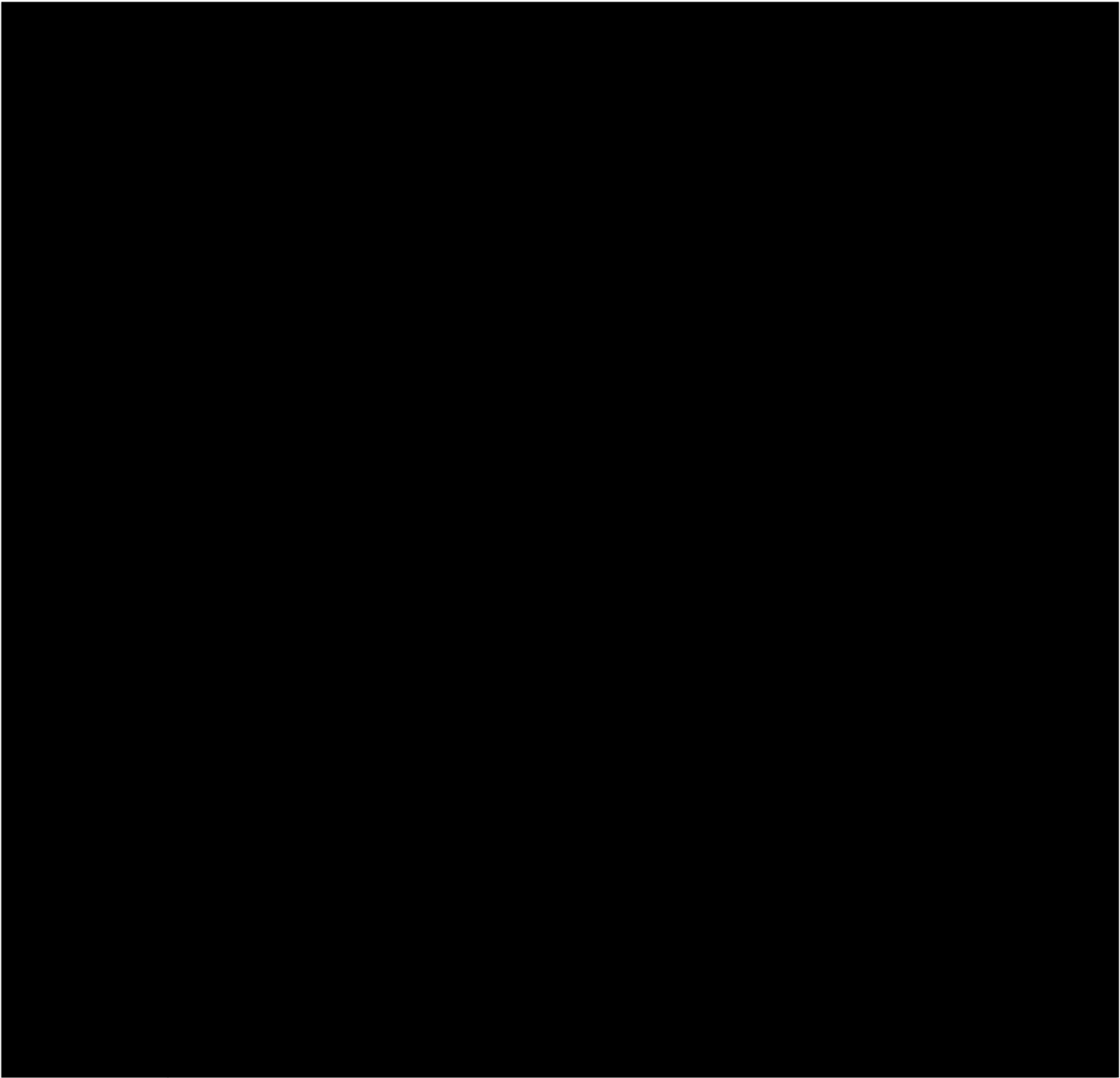






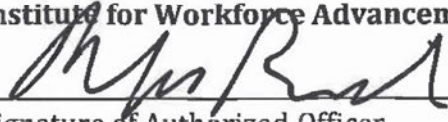






IN WITNESS WHEREOF, the Parties hereto have caused their duly authorized representatives to execute a counterpart of this Agreement as of the Effective Date.

Institute for Workforce Advancement



Signature of Authorized Officer

Philip Rugile

Printed Name

Executive Director

Title

1/24/2023

Date

Community Offshore Wind, LLC



Signature of Authorized Officer

Douglas Perkins

Printed Name

President & Project Director

Title

1/25/2023

Date



Signature of Authorized Officer

Patrick Johnson

Printed Name

Vice President & Deputy Project

Title Director

1/25/23

Date

APPENDIX A

19-3-4 Union Letters of Support



Building and Construction Trades Council of Nassau and Suffolk Counties

Matthew Aracich, President
Michael Bourgal, Secretary Treasurer

Stephen Flanagan, Vice President
William Hill, Recording Secretary

John Cush, Sergeant at Arms
Trustees: Janet Powers, Timothy McCarthy, Brian Nigro

January 20, 2023

Mr. Gregory Lampman
NYSERDA Offshore Wind Program Director
17 Columbus Circle
Albany, NY 12203

Dear Mr. Lampman,

Community Offshore Wind, a joint venture between RWE Renewables and National Grid, is responding to NYSERDA's 2022 Request for Proposals for procuring Offshore Wind Renewable Energy Certificates (ORECs) to deliver clean energy to the state of New York. On behalf of the Building and Construction Trades Council of Nassau and Suffolk Counties, AFL-CIO, representing over 65,000 members across Long Island, I support the project and believe Community Offshore Wind will deliver clean energy to the Northeast efficiently, reliably, and safely while creating good union career opportunities for Long Islanders.

Community Offshore Wind (COSW) has the collective experience for executing successful large infrastructure and clean energy projects, but also the familiarity with the people that live and work in Nassau County. RWE is one of the world's leading companies in offshore wind and has constructed 18 wind farms. National Grid serves over 20 million people throughout the Northeast, including New York, and has developed large-scale infrastructure projects across the US and UK. Given the joint venture's experience in generation and transmission locally, they are uniquely qualified to help address the just transition of displaced workers as we move towards the clean energy economy.

Since February 2022's NY Bight lease sale, the joint venture continues to be present throughout communities in New York and have made an impact. They are collaborating with organized labor, education, and workforce training facilities on how to build a local and diverse workforce and provide individuals with the education and training necessary to have family-supporting careers. Already, the COSW team has secured a memorandum of understanding (MOU) with the NYS Building Trades for a Project Labor Agreement (PLA) on the construction of the project and the related manufacturing facility construction needs. Additionally, COSW is demonstrating their intentionality of unionization in the operations and maintenance and manufacturing sectors by pursuing a Labor Peace Agreement (LPA) with Climate Jobs NY and appropriate labor organizations. In the future, the Nassau and Suffolk Building Trades

Affiliated with Building and Construction Trades Department AFL-CIO

390 Rabro Drive, Suite A • Hauppauge, NY 11788 • (631) 951-3315/16 • Fax No. (631) 951-3317

looks forward to collaborating, attending, and creating awareness of COSW and the good union jobs expected from its development.

Community Offshore Wind is working with local suppliers and minority-owned businesses to create an environmentally conscious, regional supply chain. The team is also committed to utilizing union shops and working with local non-profit organizations to provide educational, economic, and environmental benefits to underserved communities.

The project will sit on the largest parcel in the New York Bight and has the potential to host 3 GW of capacity, enough to power over one million homes. The project will help New York State meet the goals of the Climate Leadership and Community Protection Act, which has set a target that 70 percent of the state's electricity be produced from renewable resources by 2030.

I express my support for Community Offshore Wind's proposal to NYSERDA to provide clean energy from offshore wind to the state of New York.

In Solidarity,



Matthew Aracich

President, Building and Construction Trades Council of Nassau and Suffolk Counties

John R. Mooney, *President*
Maureen Fox, *Exec. Vice Pres.*
Devin Parker, *1st Vice Pres.*
Thomas Larson, *2nd Vice Pres.*



Robert McKay, *3rd Vice Pres.*
Sean O'Neill, *Treasurer*
Oneida N. Alvarez, *Secretary*

Mr. Gregory Lampman
NYSERDA Offshore Wind Program Director
17 Columbus Circle
Albany, NY 12203

January 13, 2023

Dear Mr. Lampman,

Community Offshore Wind, a joint venture between RWE Renewables and National Grid, is responding to NYSERDA's 2022 Request for Proposals for procuring Offshore Wind Renewable Energy Certificates (ORECs) to deliver clean energy to the state of New York. On behalf of the Civil Service Employees Association Long Beach Unit #7569, representing over 500 library, housing, lifeguard, and sanitation workers, I support the project and believe Community Offshore Wind will deliver clean energy to the Northeast efficiently, reliably, and safely while creating good union career opportunities for New Yorkers.

Community Offshore Wind (COSW) has the collective experience for executing successful large infrastructure and clean energy projects, but also the familiarity with the people that live and work in New York. RWE is one of the world's leading companies in offshore wind and has constructed 18 wind farms. National Grid serves over 20 million people throughout the Northeast, including New York, and has developed large-scale infrastructure projects across the US and UK. Given the joint venture's experience in generation and transmission locally, they are uniquely qualified to help address the just transition of displaced workers as we move towards the clean energy economy.

Since February 2022's NY Bight lease sale, the joint venture continues to be present throughout communities in New York and have made an impact. They are collaborating with organized labor, education, and workforce training facilities on how to build a local and diverse workforce and provide individuals with the education and training necessary to have family-supporting careers. Already, the COSW team has secured a memorandum of understanding (MOU) with the NYS Building Trades for a Project Labor Agreement (PLA) on the construction of the project and the related manufacturing facility construction needs. Additionally, COSW is demonstrating their intentionality of unionization in the operations and maintenance and manufacturing sectors by pursuing a Labor Peace Agreement (LPA) with Climate Jobs NY and appropriate labor organizations.

Our members are on the frontlines every day maintaining and operating the City of Long Beach. We understand what it takes to rebuild communities from natural disasters exacerbated by climate change. After Superstorm Sandy and other recent intense storms, it is clear that we need clean energy. Our community has a unique opportunity to be a leading voice in supporting responsible offshore wind development. The Long Beach CSEA unit looks forward to collaborating, attending, and creating awareness of COSW and the good union jobs expected from its development.

John R. Mooney, *President*
Maureen Fox, *Exec. Vice Pres.*
Devin Parker, *1st Vice Pres.*
Thomas Larson, *2nd Vice Pres.*



Robert McKay, *3rd Vice Pres.*
Sean O'Neill, *Treasurer*
Oneida N. Alvarez, *Secretary*

Community Offshore Wind is working with local suppliers and minority-owned businesses to create a secure and high-road regional supply chain. The team is also committed to utilizing union shops and working with local non-profit organizations to provide educational, economic, and environmental benefits to underserved communities.

The project will sit on the largest parcel in the New York Bight and has the potential to host 3 GW of capacity, enough to power over one million homes. The project will help New York State meet the goals of the Climate Leadership and Community Protection Act, which has set a target that 70 percent of the state's electricity be produced from renewable resources by 2030.

I express my support for Community Offshore Wind's proposal to NYSERDA to provide clean energy from offshore wind to the state of New York.

Sincerely,

John Mooney
President
CSEA Long Beach Unit #7569



L. Todd Diorio
Laborers Local 17
President

Tony Speziale
I.U.P.A.T. D.C. 9
Vice President

Sam Fratto
IBEW Local 363
Vice President

Bob Ambrosetti
Plumbers and Steamfitters 373
Treasurer

Matt Stoddard
Ironworkers Local 417
Recording Secretary

January 3, 2023

Mr. Gregory Lampman
NYSERDA Offshore Wind Program Director
17 Columbus Circle
Albany, NY 12203

Dear Mr. Lampman,

Community Offshore Wind, a joint venture between RWE Renewables and National Grid, is responding to NYSERDA's 2022 Request for Proposals for procuring Offshore Wind Renewable Energy Certificates (ORECs) to deliver clean energy to the state of New York. On behalf of the Hudson Valley Building and Construction Trades Council, representing over 8,000 members across four counties in New York, I support the project efforts to bring primary and secondary steel manufacturing to the City of Newburgh and the Town of New Windsor while creating good union career opportunities in the Hudson Valley.

Community Offshore Wind (COSW) has the collective experience for executing successful large infrastructure and clean energy projects, but also the familiarity with the people that live and work in New York. RWE is one of the world's leading companies in offshore wind and has constructed 17 wind farms. National Grid serves over 20 million people throughout the Northeast, including New York, and has developed large-scale infrastructure projects across the US and UK. Given the joint venture's experience in generation and transmission locally, they are uniquely qualified to help address the just transition of displaced workers as we move towards the clean energy economy.

Since February's NY Bight lease sale, the joint venture continues to be present throughout communities in New York and have made an impact. They are collaborating with organized labor, education, and workforce training facilities on how to build a local and diverse workforce and provide individuals with the education and training necessary to have family-supporting careers. Already, the COSW team has secured a memorandum of understanding (MOU) with the NYS Building Trades for a Project Labor Agreement (PLA) on the construction of the project and the related manufacturing facility construction needs. Additionally, COSW is demonstrating their intentionality of unionization in the operations and maintenance and manufacturing sectors by pursuing a Labor Peace Agreement (LPA) with Climate Jobs NY and appropriate labor organizations. In the future, the Hudson Valley Building Trades looks forward to growing support for our Build-N-Beyond pre-apprenticeship program in coordination with COSW and being partners throughout the Project's development.

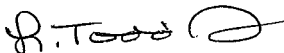


Community Offshore Wind is working with local suppliers and minority-owned businesses to create an environmentally-conscious, regional supply chain. The team is also committed to utilizing union shops and working with local non-profit organizations to provide educational, economic, and environmental benefits to underserved communities.

The project will sit on the largest parcel in the New York Bight and has the potential to host 3 GW of capacity, enough to power over one million homes. The project will help New York State meet the goals of the Climate Leadership and Community Protection Act, which has set a target that 70 percent of the state's electricity be produced from renewable resources by 2030.

I express my support for Community Offshore Wind's proposal to NYSERDA to provide clean energy from offshore wind to the state of New York.

Sincerely,

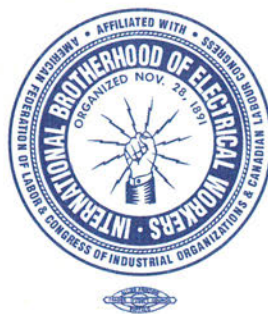
A handwritten signature in black ink, appearing to read "T. Diorio". The signature is fluid and cursive, with a large loop at the end.

Todd Diorio
President
Hudson Valley Building and Construction Trades Council

25001 Water St.
Watertown, NY 13601

Telephone: (315) 782-5630
FAX Number: (315) 788-5701

**International
Electrical**



**Brotherhood
Workers**

LOCAL UNION NO. 910

John O'Driscoll
Business Manager & Financial Secretary

December 20, 2022

Mr. Gregory Lampman
NYSERDA Offshore Wind Program Director
17 Columbus Circle
Albany, NY 12203

Dear Mr. Lampman,

Community Offshore Wind, a joint venture between RWE Renewables and National Grid, is responding to NYSERDA's 2022 Request for Proposals for procuring Offshore Wind Renewable Energy Certificates (ORECs) to deliver clean energy to the state of New York. On Behalf of the fourteen IBEW Construction Local Unions, I support the project and believe Community Offshore Wind will deliver clean energy to the Northeast efficiently, reliably, and safely while creating good union career opportunities for New Yorkers.

Community Offshore Wind (COSW) has the collective experience for executing successful large infrastructure and clean energy projects, but also the familiarity with the people that live and work in Nassau County. RWE is one of the world's leading companies in offshore wind and has constructed 17 wind farms. National Grid serves over 20 million people throughout the Northeast, including New York, and has developed large-scale infrastructure projects across the US and UK.

Since February's NY Bight lease sale, COSW continues to be present throughout communities in New York and has made an impact. They are collaborating with organized labor, education, and workforce training facilities on how to build a local and diverse workforce and provide individuals with the education and training necessary to have family-supporting careers.

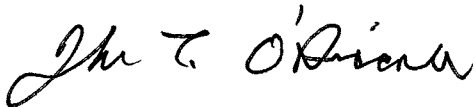
The COSW team has secured a memorandum of understanding (MOU) with the NYS Building Trades for a Project Labor Agreement (PLA) on the construction of the project and the related manufacturing facility construction needs. Their labor liaison demonstrates good faith to ensure that there is a holistic approach in crafting PLAs and other labor agreements. Additionally, COSW is intentional in seeking unionization in the operations and maintenance and manufacturing sectors by pursuing a Labor Peace Agreement (LPA) with Climate Jobs NY and appropriate labor organizations. In the future, the International Brotherhood of Electrical Workers (IBEW) looks forward to collaborating, attending, and creating awareness of COSW and the good union jobs expected from its development for our members.

Community Offshore Wind is working with local suppliers and minority-owned businesses to create an environmentally-conscious, regional supply chain. The team is also committed to utilizing union shops and working with local non-profit organizations to provide educational, economic, and environmental benefits to underserved communities.

The project will sit on the largest parcel in the New York Bight and has the potential to host 3 GW of capacity, enough to power over one million homes. The project will help New York State meet the goals of the Climate Leadership and Community Protection Act, which has set a target that 70 percent of the state's electricity be produced from renewable resources by 2030.

I express my support for Community Offshore Wind's proposal to NYSERDA to provide clean energy from offshore wind to the state of New York.

Sincerely,

A handwritten signature in black ink, reading "John T. O'Driscoll". The signature is written in a cursive style with a large initial "J" and a prominent "O'".

John T. O'Driscoll

Chairman IBEW New York State Construction Business Managers Subcommittee



INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

LOCAL UNION 1049

100 Corporate Drive • Holtsville, NY 11742 • Telephone: (631) 234-1800 • Facsimile: (631) 234-1034

Patrick Guidice
Business Manager

James Cooper
President

Thomas J. Dowling
Secretary



January 19, 2023

Mr. Gregory Lampman
NYSERDA Offshore Wind Program Director
17 Columbus Circle
Albany, NY 12203

Dear Mr. Lampman,

Community Offshore Wind, a joint venture between RWE Renewables and National Grid, is responding to NYSERDA's 2022 Request for Proposals for procuring Offshore Wind Renewable Energy Certificates (ORECs) to deliver clean energy to the state of New York. On behalf of the International Brotherhood of Electrical Workers Local 1049, representing approximately 4000 members on Long Island, I support the project and believe Community Offshore Wind will deliver clean energy to the Northeast efficiently, reliably, and safely while creating good union career opportunities for New Yorkers.

Community Offshore Wind (COSW) has the collective experience for executing successful large infrastructure and clean energy projects, but also the familiarity with the people that live and work in New York. RWE is one of the world's leading companies in offshore wind and has constructed 18 wind farms. National Grid serves over 20 million people throughout the Northeast, including New York, and has developed large-scale infrastructure projects across the US and UK. Given the joint venture's experience in generation and transmission locally, they are uniquely qualified to help address the just transition of displaced workers as we move towards the clean energy economy.

Since February 2022's NY Bight lease sale, the joint venture continues to be present throughout communities in New York and have made an impact. They are collaborating with organized labor, education, and workforce training facilities on how to build a local and diverse workforce and provide individuals with the education and training necessary to have family-supporting careers. Already, the COSW team has secured a memorandum of understanding (MOU) with the NYS Building Trades for a Project Labor Agreement (PLA) on the construction of the project and the related manufacturing facility construction needs. Additionally, COSW is demonstrating their intentionality of unionization in the operations and maintenance and manufacturing sectors by pursuing a Labor Peace Agreement (LPA) with Climate Jobs NY and appropriate labor organizations.

Currently, IBEW Local 1049 has approximately 1,800 unionized employees that work in National Grid's natural gas and power plant operations and distribution network as well as skilled craft workers employed as contractors and we look forward to collaborating, attending, and creating awareness of COSW and the good union jobs expected from its development.

Community Offshore Wind is working with local suppliers and minority-owned businesses to create a secure and high-road regional supply chain. The team is also committed to utilizing union shops and working with local non-profit organizations to provide educational, economic, and environmental benefits to underserved communities.

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I express my support for Community Offshore Wind's proposal to NYSERDA to provide clean energy from offshore wind to the state of New York.

Sincerely,

A handwritten signature in black ink that reads "Pat Guidice". The signature is written in a cursive, flowing style.

Pat Guidice
Business Manager





Local One

International Union of Elevator Constructors of New York and New Jersey - (AFL-CIO)



47-24 27th Street • Long Island City, New York 11101
Phone: (718) 767.7004 • Fax: (718) 383.0068
WWW.LOCALONEIUEC.COM

January 19, 2023

Mr. Gregory Lampman
NYSERDA Offshore Wind Program Director
17 Columbus Circle
Albany, NY 12203

Dear Mr. Lampman,

Community Offshore Wind, a joint venture between RWE Renewables and National Grid, is responding to NYSERDA's 2022 Request for Proposals for procuring Offshore Wind Renewable Energy Certificates (ORECs) to deliver clean energy to the state of New York. On behalf of the International Union of Elevator Constructors (IUEC) Local 1, representing 3,000 members that live and work in New York City, Westchester, Rockland, Long Island and New Jersey, I support the project and believe Community Offshore Wind will deliver clean energy to the Northeast efficiently, reliably, and safely while creating good union career opportunities for New Yorkers.

Community Offshore Wind (COSW) has the collective experience for executing successful large infrastructure and clean energy projects, but also the familiarity with the people that live and work in Nassau County. RWE is one of the world's leading companies in offshore wind and has constructed 18 wind farms. National Grid serves over 20 million people throughout the Northeast, including New York, and has developed large-scale infrastructure projects across the US and UK. Given the joint venture's experience in generation and transmission locally, they are uniquely qualified to help address the just transition of displaced workers as we move towards the clean energy economy.

Since February 2022's NY Bight lease sale, the joint venture continues to be present throughout communities in New York and Long Island and have made an impact. They are collaborating with organized labor, education, and workforce training facilities on how to build a local and diverse workforce and provide individuals with the education and training necessary to have family-supporting careers. Already, the COSW team has secured a memorandum of understanding (MOU) with the NYS Building Trades for a Project Labor Agreement (PLA) on the construction of the project and the related manufacturing facility construction needs. Additionally, COSW is demonstrating their intentionality of unionization in the manufacturing sector by pursuing labor neutrality with their suppliers. In the future, IUEC Local 1 looks forward to collaborating, attending, and creating awareness of COSW and the good union jobs expected from its development for our members.

Community Offshore Wind is working with local suppliers and minority-owned businesses to create a secure and high-road regional supply chain. The team is also committed to utilizing union shops and

working with local non-profit organizations to provide educational, economic, and environmental benefits to underserved communities.

The project will sit on the largest parcel in the New York Bight and has the potential to host 3 GW of capacity, enough to power over one million homes. The project will help New York State meet the goals of the Climate Leadership and Community Protection Act, which has set a target that 70 percent of the state's electricity be produced from renewable resources by 2030.

I express my support for Community Offshore Wind's proposal to NYSERDA to provide clean energy from offshore wind to the state of New York.

Sincerely,



Lenny Legotte
President- Business Manager
International Union of Elevator Constructors (IUEC) Local 1



NEW YORK STATE CONFERENCE
INTERNATIONAL UNION OF OPERATING ENGINEERS

44-40 11th STREET • LONG ISLAND CITY, NY 11101

Tel: (212) 929-5327

Fax: (718) 729-3070

Affiliated with the AFL-CIO



January 18, 2023

Mr. Gregory Lampman
NYSERDA Offshore Wind Program Director
17 Columbus Circle
Albany, NY 12203

Dear Mr. Lampman,

Community Offshore Wind, a joint venture between RWE Renewables and National Grid, is responding to NYSERDA's 2022 Request for Proposals for procuring Offshore Wind Renewable Energy Certificates (ORECs) to deliver clean energy to the state of New York. On behalf of the New York affiliates of the International Union of Operating Engineers (IUOE), representing over 36,000 members throughout the state, I support the project and believe Community Offshore Wind will deliver clean energy to the Northeast efficiently, reliably, and safely while creating good union career opportunities for New Yorkers.

Community Offshore Wind (COSW) has the collective experience for executing successful large infrastructure and clean energy projects, but also the familiarity with the people that live and work in New York. RWE is one of the world's leading companies in offshore wind and has constructed 18 wind farms. National Grid serves over 20 million people throughout the Northeast, including New York, and has developed large-scale infrastructure projects across the US and UK. Given the joint venture's experience in generation and transmission locally, they are uniquely qualified to help address the just transition of displaced workers as we move towards the clean energy economy.

Since February 2022's NY Bight lease sale, the joint venture continues to be present throughout communities in New York and have made an impact. They are collaborating with organized labor, education, and workforce training facilities on how to build a local and diverse workforce and provide individuals with the education and training necessary to have family-supporting careers. Already, the COSW team has secured a memorandum of understanding (MOU) with the NYS Building Trades for a Project Labor Agreement (PLA) on the construction of the project and the related manufacturing facility construction needs. Additionally, COSW is demonstrating their intentionality of unionization in the operations and maintenance and manufacturing sectors by pursuing a Labor Peace Agreement (LPA) with Climate Jobs NY and appropriate labor organizations. In the future, IUOE looks forward to collaborating, attending, and creating awareness of COSW and the good union jobs expected from its development.

Community Offshore Wind is working with local suppliers and minority-owned businesses to create a secure and high-road regional supply chain. The team is also committed to utilizing union shops and working with local non-profit organizations to provide educational, economic, and environmental benefits to underserved communities.

The project will sit on the largest parcel in the New York Bight and has the potential to host 3 GW of capacity, enough to power over one million homes. The project will help New York State meet the goals of the Climate Leadership and Community Protection Act, which has set a target that 70 percent of the state's electricity be produced from renewable resources by 2030.

I express my support for Community Offshore Wind's proposal to NYSERDA to provide clean energy from offshore wind to the state of New York.

Sincerely,

A handwritten signature in black ink, appearing to read 'TAC', with a horizontal line above it.

Thomas A. Callahan
President





DC9
NEW YORK

DISTRICTCOUNCIL9.NET

BUSINESS MANAGER/
SECRETARY TREASURER
Joseph Azzopardi

PRESIDENT
John Drew

Mr. Gregory Lampman
NYSERDA Offshore Wind Program Director
17 Columbus Circle
Albany, NY 12203

Dear Mr. Lampman,

Community Offshore Wind, a joint venture between RWE Renewables and National Grid, is responding to NYSERDA's 2022 Request for Proposals for procuring Offshore Wind Renewable Energy Certificates (ORECs) to deliver clean energy to the state of New York. On behalf of District Council 9 Painters and Allied Trades, representing over 11,000 members in New York, We support the project and believe Community Offshore Wind will deliver clean energy to the Northeast efficiently, reliably, and safely while creating good union career opportunities for New Yorkers.

Community Offshore Wind (COSW) has the collective experience for executing successful large infrastructure and clean energy projects, but also the familiarity with the people that live and work in New York. RWE is one of the world's leading companies in offshore wind and has constructed 17 wind farms. National Grid serves over 20 million people throughout the Northeast, including New York, and has developed large-scale infrastructure projects across the US and UK. Given the joint venture's experience in generation and transmission locally, they are uniquely qualified to help address the just transition of displaced workers as we move towards the clean energy economy.

Since February's NY Bight lease sale, the joint venture continues to be present throughout communities in New York and have made an impact. They are collaborating with organized labor, education, and workforce training facilities on how to build a local and diverse workforce and provide individuals with the education and training necessary to have family-supporting careers. Already, the COSW team has secured a memorandum of understanding (MOU) with the NYS Building Trades for a Project Labor Agreement (PLA) on the construction of the project and the related manufacturing facility construction needs. Additionally, COSW is demonstrating their intentionality of unionization in the operations and maintenance and manufacturing sectors by pursuing a Labor Peace Agreement (LPA) with Climate Jobs NY and appropriate labor organizations. In the future, IUPAT DC 9 looks forward to collaborating, attending, and creating awareness of COSW and the good union jobs expected from its development, and realizing consistent training and safety standards for offshore workers.

**NYC—PAINTERS,
GLAZIERS,
WALLCOVERERS**
45 WEST 14TH STREET
NEW YORK, NY 10011
TEL: 212-255-2950
FAX: 212-255-1151

**STRUCTURAL STEEL
& BRIDGEPAINTERS**
36-18 33RD STREET
LONG ISLAND CITY, NY
11106
TEL: 212-447-0149
FAX: 212-545-8386

**DRYWALL TAPERS
& POINTERS**
45 WEST 14TH STREET
NEW YORK, NY 10011
TEL: 212-242-8500
FAX: 212-242-2356

**METAL POLISHERS
& SIGN & DISPLAY**
36-18 33RD STREET
LONG ISLAND CITY, NY
11106
TEL: 718-361-1770
FAX: 718-361-1934

NASSAU—SUFFOLK
103 CARLETON AVENUE
EAST ISLIP, NY 11730
TEL: 631-581-8900
FAX: 631-581-0189

WESTCHESTER—PUTNAM
595 WEST HARTSDALE AVENUE
WHITE PLAINS, NY 10607
TEL: 914-592-3696
FAX: 914-592-1232

HUDSON VALLEY
21 AIRPORT DRIVE
WAPPINGERS FALLS, NY
12590
TEL: 845-473-0564
FAX: 845-473-6550

ALBANY & NORTH
191 BROADWAY
MENANDS, NY 12204
TEL: 518-489-5791
FAX: 518-453-3588



DC9 NEW YORK

DISTRICTCOUNCIL9.NET

BUSINESS MANAGER/
SECRETARY TREASURER
Joseph Azzopardi

PRESIDENT
John Drew

Community Offshore Wind is working with local suppliers and minority-owned businesses to create an environmentally conscious, regional supply chain. The team is also committed to utilizing union shops and working with local non-profit organizations to provide educational, economic, and environmental benefits to underserved communities.

The project will sit on the largest parcel in the New York Bight and has the potential to host 3 GW of capacity, enough to power over one million homes. The project will help New York State meet the goals of the Climate Leadership and Community Protection Act, which has set a target that 70 percent of the state's electricity be produced from renewable resources by 2030.

We express our support for Community Offshore Wind's proposal to NYSERDA to provide clean energy from offshore wind to the state of New York.

Sincerely,

Joseph Azzopardi
Business Manager/ Secretary Treasurer
International Union of Painters and Allied Trades (IUPAT) District Council 9

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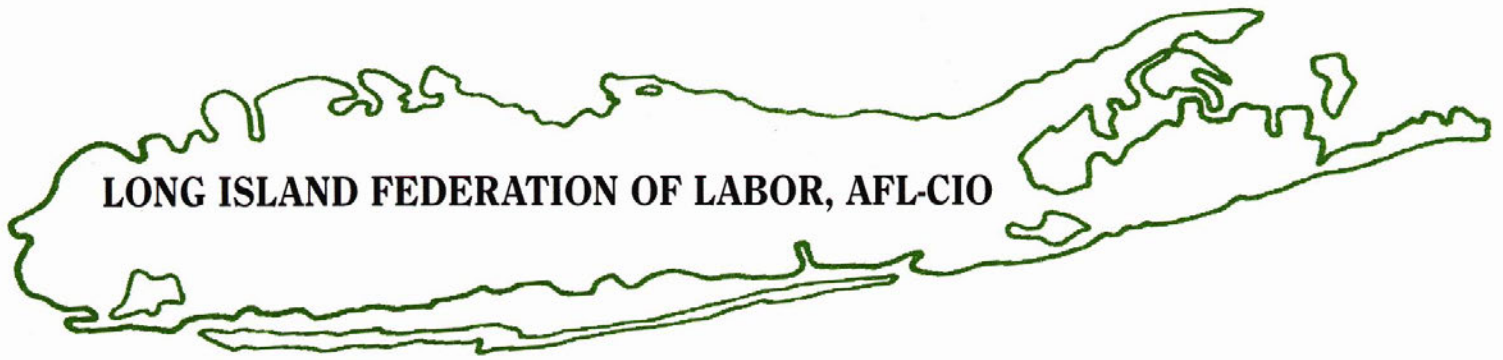
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ALBANY & NORTH
191 BROADWAY
MENANDS, NY 12204
TEL: 518-489-5791
FAX: 518-453-3588



January 20, 2023

Ms. Doreen Harris, President and CEO
New York State Energy Research and Development Authority
17 Columbus Circle
Albany, New York 12203

Dear Ms. Harris

On behalf of the Long Island Federation of Labor, AFL-CIO, representing over 250,000 union members and their families in Nassau and Suffolk Counties, to express our support for Community Offshore Wind, a joint venture between RWE Renewables and National Grid, in response to NYSERDA's third offshore wind solicitation. Community Offshore Wind's commitment to deliver clean energy safely, reliably, and efficiently while creating good union jobs for Long Islanders will have a positive impact on our region and build a brighter future for all New Yorker's.

Achieving the goals of the Climate Leadership and Community Protection Act (CLCPA) is vital to the future of our affiliates and their members. Working people are on the frontlines of the climate crisis and bear the brunt of every natural disaster. During Tropical Storm Isaias, Hurricane Sandy, and every other severe weather event that has impacted our region, working people respond in order to power our homes, rebuild our communities, and deliver public services. They do it all while dealing with the devastation inflicted on their own homes. They will once again be called upon to respond when the next severe weather event makes landfall. Therefore, we applaud your commitment to advancing this industry. Our movement firmly believes in an all of the above energy approach that help's New York lead on climate change responsibly.

The Community Offshore Wind (COSW) partners have experience delivering large infrastructure and clean energy projects, as well as a deep understanding of the people who call Long Island home. National Grid serves over 20 million people throughout the Northeast, including millions on Long Island. RWE is one of the world's leading companies in offshore wind. Their collective experience in generation, transmission, and offshore wind coupled with their local footprint makes them well positioned to address the just transition of displaced workers. This makes them an ideal partner to help New York achieve a real just transition.

Furthermore, the Community Offshore Wind team has secured a memorandum of understanding (MOU) with the NYS Building & Construction Trades Council for a Project Labor Agreement (PLA) on the construction of the project as well as the construction of related manufacturing facilities as needed. They are committed to the pursuit of a Labor Peace Agreement (LPA) covering operations, maintenance, and manufacturing to ensure workers are able to exercise their rights under the National Labor Relations Act free from employer interference. If successful in their bid, we look forward to collaborating with them and creating awareness of Community Offshore Wind and the good-paying union jobs expected to come from its development.

In order to realize the industries full economic potential, developers must prioritize a regional supply chain as more offshore wind farms are built in the Northeast. Community Offshore Wind has indicated a willingness to work with local suppliers and minority-owned businesses to create an environmentally-conscious, regional supply chain. If they are able to follow through on this commitment, building out the regional supply has the potential to revitalize our aging manufacturing base and would afford our workforce a competitive advantage to develop the unique skills needed to assemble offshore wind projects throughout the Eastern Seaboard.

Finally, the Community Offshore Wind project would sit on the largest parcel in the New York Bight, which has the potential to host 3 GW of capacity, enough to power over one million homes. This would be a significant step in helping New York State meet the goals laid out by the Climate Leadership and Community Protection Act.

Please let us know if we can provide any further input for your consideration of the Community Offshore Wind proposal to NYSERDA.

Sincerely,



John R. Durso
President



Ryan Stanton
Executive Director

4. The DEVELOPER and the Unions will negotiate labor relations policies that support successful projects, thriving communities, promote stability, safety, security, and work opportunities afforded by this Agreement and any contract awarded by NYSERDA.
5. This Agreement shall be non-binding upon the Developer and its successors and assigns. The Parties intend to work together in good faith to implement the terms of this Agreement and to negotiate definitive agreements, including one or more Project Labor Agreements, that bind the Parties for the duration of the development and construction of the Project(s). Prior to the implementation of such definitive documentation, the Developer agrees that in the event of a successor to the Developer or the Developer's interest in the Project(s), either in whole or in a controlling share, whether direct or indirect, by purchase of assets, common stock, merger, consolidation or otherwise, the Developer shall make best efforts to obtain from the successor a written agreement that shall be referred to as the "Successor Agreement". The Parties to this Agreement intend that this Successor Agreement should expressly state that: i) the Successor shall assume and perform unconditionally the obligations of the Developer under this Agreement and any executed Project Labor Agreement for the Project(s); and ii) the NYS BCTC and its affiliates are third party beneficiaries to the Successor Agreement. Notwithstanding any other provision of this Agreement, the Unions hereby waive any and all recourse against the Assignor for any such claims upon an effective and complete assignment.
6. NYS BCTC and the Unions agree to support the DEVELOPERS'S Project(s) in relevant written and oral public comments, public meetings, and other public forums relating to the development and/or construction of the Project(s).
7. Each of the undersigned individuals represents, warrants, and certifies that s/he is authorized to execute the Agreement in the capacity indicated. The Parties hereby expressly represent and warrant to each other that they have entered into this Agreement voluntarily, with proper authority, and without any reservation. The Parties acknowledge that the only consideration for this Agreement is expressly set forth within this Agreement and no further inducements or representations have been exchanged in connection herewith.

AGREED TO BY AND BETWEEN:

DocuSigned by:

BE9E00779E4EE

ON BEHALF OF COMMUNITY OFFSHORE WIND, LLC
By: Doug Perkins, President

28-oct-22

Dated

NEW YORK STATE IRON WORKERS DISTRICT COUNCIL
INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL, ORNAMENTAL AND REINFORCING IRON WORKERS

James P. Mahoney
President
227 E 56th Street, Suite 300A
New York, NY 10022
Phone: 212-302-1868
Fax: 212-302-1914
Email: jmahoney@iwintl.org



Garry Simmons
Assistant to the President
105 Homestead Court
Rotterdam NY 12306
Phone: 518-248-1242
Fax: 518-874-1725
Email: gsimmons@iwintl.org

LOCAL NO. 6
BUFFALO, NY

December 12, 2022

LOCAL NO. 9
NIAGARA FALLS, NY

Mr. Gregory Lampman
NYSERDA Offshore Wind Program Director
17 Columbus Circle
Albany, NY 12203

LOCAL NO. 12
ALBANY, NY

LOCAL NO. 33
ROCHESTER, NY

Dear Mr. Lampman,

LOCAL NO. 40
NEW YORK, NY

Community Offshore Wind, a joint venture between RWE Renewables and National Grid, is responding to NYSERDA's 2022 Request for Proposals for procuring Offshore Wind Renewable Energy Certificates (ORECs) to deliver clean energy to the state of New York. On behalf of the NYS Iron Workers District Council, representing over 10,000 members in New York, I support the project and believe Community Offshore Wind will deliver clean energy to the Northeast efficiently, reliably, and safely while creating good union career opportunities for New Yorkers.

LOCAL NO. 46
NEW YORK, NY

LOCAL NO. 60
SYRACUSE, NY

LOCAL NO. 197
NEW YORK, NY

Community Offshore Wind(COSW) has the collective experience for executing successful large infrastructure and clean energy projects, but also the familiarity with the people that live and work in Nassau County. RWE is one of the world's leading companies in offshore wind and has constructed 17 wind farms. National Grid serves over 20 million people throughout the Northeast, including New York, and has developed large-scale infrastructure projects across the US and UK. Given the joint venture's experience in generation and transmission locally, they are uniquely qualified to help address the just transition of displaced workers as we move towards the clean energy economy.

LOCAL NO. 361
BROOKLYN, NY

LOCAL NO. 417
NEWBURGH, NY

LOCAL NO. 440
UTICA, NY

LOCAL NO. 470
JAMESTOWN, NY

LOCAL NO. 576
BUFFALO, NY

Since February's NY Bight lease sale, the joint venture continues to be present throughout communities in New York and have made an impact. They are collaborating with organized labor, education, and workforce training facilities on how to build a local and diverse workforce and provide individuals with the education and training necessary to have family-supporting careers. Already, the COSW team has secured a memorandum of understanding(MOU) with the NYS Building Trades for a Project Labor Agreement(PLA) on the construction of the project and the related manufacturing facility construction needs. Additionally, COSW is demonstrating their intentionality of unionization in the operations and maintenance and manufacturing sectors by pursuing a Labor Peace Agreement(LPA) with Climate Jobs NY and appropriate labor organizations.

LOCAL NO. 580
NEW YORK, NY

LOCAL NO. 580 S
NEW YORK, NY

LOCAL NO. 824
GOUVERNEUR, NY

NEW YORK STATE IRON WORKERS DISTRICT COUNCIL

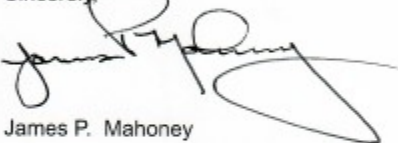
In the future, the NYS Iron Workers District Council looks forward to collaborating, attending, and creating awareness of COSW and the good union jobs expected from its development.

Community Offshore Wind is working with local suppliers and minority-owned businesses to create an environmentally-conscious, regional supply chain. The team is also committed to utilizing union shops and working with local non-profit organizations to provide educational, economic, and environmental benefits to underserved communities.

The project will sit on the largest parcel in the New York Bight and has the potential to host 3 GW of capacity, enough to power over one million homes. The project will help New York State meet the goals of the Climate Leadership and Community Protection Act, which has set a target that 70 percent of the state's electricity be produced from renewable resources by 2030.

I express my support for Community Offshore Wind's proposal to NYSERDA to provide clean energy from offshore wind to the state of New York.

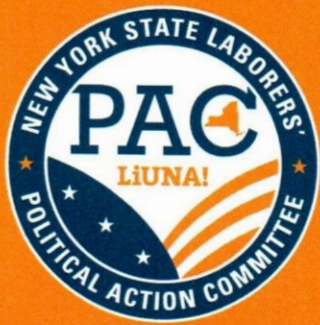
Sincerely,

A handwritten signature in black ink, appearing to read 'James P. Mahoney', written over a horizontal line.

James P. Mahoney

President

New York State Iron Workers District Council



January 5, 2023

Mr. Gregory Lampman
NYSERDA Offshore Wind Program Director
17 Columbus Circle
Albany, NY 12203

Dear Mr. Lampman,

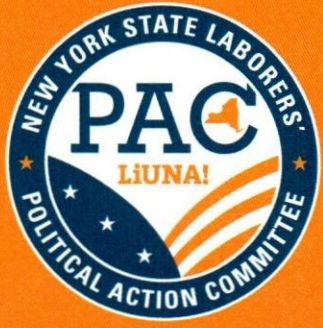
Community Offshore Wind, a joint venture between RWE Renewables and National Grid, is responding to NYSERDA's 2022 Request for Proposals for procuring Offshore Wind Renewable Energy Certificates (ORECs) to deliver clean energy to the state of New York. On behalf of the New York State Laborers' Union, representing over 40,000 members in New York, I support the project and believe Community Offshore Wind will deliver clean energy to the Northeast efficiently, reliably, and safely while creating good union career opportunities for New Yorkers.

Community Offshore Wind (COSW) has the collective experience for executing successful large infrastructure and clean energy projects, but also the familiarity with the people that live and work in Nassau County. RWE is one of the world's leading companies in offshore wind and has constructed 17 wind farms. National Grid serves over 20 million people throughout the Northeast, including New York, and has developed large-scale infrastructure projects across the US and UK. Given the joint venture's experience in generation and transmission locally, they are uniquely qualified to help address the just transition of displaced workers as we move towards the clean energy economy.

Since February's NY Bight lease sale, the joint venture continues to be present throughout communities in New York and have made an impact. They are collaborating with organized labor, education, and workforce training facilities on how to build a local and diverse workforce and provide individuals with the education and training necessary to have family-supporting careers. Already, the COSW team has secured a memorandum of understanding (MOU) with the NYS Building Trades for a Project Labor Agreement (PLA) on the construction of the project and the related manufacturing facility construction needs. Additionally, COSW is demonstrating their intentionality of unionization in the operations and maintenance and manufacturing sectors by pursuing a Labor Peace Agreement (LPA) with Climate Jobs NY and appropriate labor organizations. In the future, the NYS Laborers looks forward to collaborating, attending, and creating awareness of COSW and the good union jobs expected from its development.

New York State Laborers'
Political Action Committee
18 Corporate Woods Blvd.
Albany, New York 12211
Tel: (518) 449-1715
Fax: (518) 449-1621
www.nysliuna.org

An affiliate of the Laborers' International
Union of North America, AFL-CIO



Community Offshore Wind is working with local suppliers and minority-owned businesses to create an environmentally-conscious, regional supply chain. The team is also committed to utilizing union shops and working with local non-profit organizations to provide educational, economic, and environmental benefits to underserved communities.

The project will sit on the largest parcel in the New York Bight and has the potential to host 3 GW of capacity, enough to power over one million homes. The project will help New York State meet the goals of the Climate Leadership and Community Protection Act, which has set a target that 70 percent of the state's electricity be produced from renewable resources by 2030.

I express my support for Community Offshore Wind's proposal to NYSERDA to provide clean energy from offshore wind to the state of New York.

Sincerely,

Vincent Albanese
Executive Director

New York State Laborers'
Political Action Committee
18 Corporate Woods Blvd.
Albany, New York 12211
Tel: (518) 449-1715
Fax: (518) 449-1621
www.nysliuna.org



An affiliate of the Laborers' International
Union of North America, AFL-CIO



Gregory R. Lancette
President

Michael Jarvis
Secretary-Treasurer

John J. Murphy
UA Int. Representative

January 12, 2023

Paul O'Connor
Plumbers & Gasfitters
Local 1

Edward J. Nadeau
Plumbers & Steamfitters
Local 7

John Carpenter
Plumbers & Pipefitters
Local 13

Ron Diaz
Plumbers & Steamfitters
Local 21

Sean Redden
Plumbers & Steamfitters
Local 22

Gregory R. Lancette
Plumbers & Steamfitters
Local 81

Daniel Crocker
Plumbers & Pipefitters
Local 112

Santino D'Amario
Plumbers & Pipefitters
Local 128

Richard P. Brooks
Plumbers Local 200

Robert Ambrosetti
Plumbers & Steamfitters
Local 373

Daniel Mulligan
Enterprise Association of
Steamfitters Local 638

Kenneth Lilley Jr.
Road Sprinkler Fitters
Local 669

Michael R. Jarvis
Plumbers & Steamfitters
Local 773

Dear Mr. Governor and
Mr. DA, I am the
Program Director
of the
New York State
Pipe Trades
Association
Local 12203

Dear Mr. and Mrs.

Our unit is proud to be a joint venture partner in the energy and national grid's response to the DA 2022 Request for Proposals for procuring more energy efficient certificates to deliver clean energy to the state of New York. The New York State Pipe Trades Association representing 12 locals and 200,000 members is proud to be leading the way in cooling and sprinkler installations across in the work support the project and believe in our unit's more and will deliver clean energy to the northeast efficient, reliable and safe while creating good union career opportunities for our workers.

Our unit is proud to be a part of the collective experience for executing successful large infrastructure and clean energy projects but also the familiarity in the local market and work in the New York State is one of the world's leading companies in more and has constructed the national grid series over 20 million miles throughout the northeast including the work and has developed large scale infrastructure projects across the state and the joint venture experience in generation and transmission localities are unique, qualified to help address the just transition of displaced workers as we move towards the clean energy economy.

Since February 2022, the BigT lease sale joint venture continues to be present throughout all units in the work and the state and are collaborating in its organized labor education and workforce training facilities on how to build a local and diverse workforce and provide individuals in the education and training necessary to make the most of the supporting careers.

Already the team has secured a memorandum of understanding with the Building Trades for a Project Labor Agreement (PLA) on the construction of the project and the related manufacturing facility construction needs. Additionally, it is demonstrating their intentionality of unionization in the operations and maintenance and manufacturing sectors pursuing a Labor Peace Agreement (PLA) with the state, local and appropriate labor organizations. Our members are eager to get to work in the clean energy economy. More and more potential to create fast opportunities for our members in hydrogen and thermal energy networks in the state and localities that are versatile and scalable. This will help decarbonize our economy, increase resilience and redundancy in the state and localities. We meet its clean energy goals in the future. The Pipe Trades looks forward to collaborating and creating awareness of the good union jobs expected from its development.

Our unit is proud to be a part of the local suppliers and inorganic businesses to create a secure and big road regional supply chain. The team is also committed to utilizing union shops and working with local non-profit organizations to provide educational, economic and environmental benefits to underserved communities.

The project will sit on the largest parcel in the New York BigT and has the potential to host 3 GW of capacity enough to power over one million homes. The project will help the New York State meet the goals of the climate leaders and our unit's Protection Act. The DA has set a target that 90 percent of the state's electricity be produced from renewable resources by 2030.

We express our support for our unit's more and industry proposal to the DA to provide clean energy for more and to the state of New York.

Sincerely,
John Murphy
John J. Murphy
John J. Murphy (Jan 12, 2023 17:13 EST)

John Murphy
International Representative, United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry

NORTH ATLANTIC STATES REGIONAL COUNCIL OF CARPENTERS

United Brotherhood of Carpenters and Joiners of America

Joseph Byrne
Executive Secretary Treasurer



William Banfield
Assistant to the Executive Secretary Treasurer

January 9, 2023

Mr. Gregory Lampman
NYSERDA Offshore Wind Program Director
17 Columbus Circle
Albany, NY 12203

Dear Mr. Lampman,

Community Offshore Wind, a joint venture between RWE Renewables and National Grid, is responding to NYSERDA's 2022 Request for Proposals for procuring Offshore Wind Renewable Energy Certificates (ORECs) to deliver clean energy to the state of New York. On behalf of the North Atlantic States Regional Council of Carpenters, representing over 30,000 carpenters, pile drivers, shop and millmen, millwrights, and floorcoverers in New York, Massachusetts, Connecticut, Rhode Island, New Hampshire, Maine and Vermont, I support the project and believe Community Offshore Wind will deliver clean energy to the Northeast efficiently, reliably, and safely while creating good union career opportunities for New Yorkers.

Community Offshore Wind (COSW) has the collective experience for executing successful large infrastructure and clean energy projects, but also the familiarity with the people that live and work in Nassau County. RWE is one of the world's leading companies in offshore wind and has constructed 17 wind farms. National Grid serves over 20 million people throughout the Northeast, including New York, and has developed large-scale infrastructure projects across the US and UK. Given the joint venture's experience in generation and transmission locally, they are uniquely qualified to help address the just transition of displaced workers as we move towards the clean energy economy.

Since February's NY Bight lease sale, the joint venture continues to be present throughout communities in New York and have made an impact. They are collaborating with organized labor, education, and workforce training facilities on how to build a local and diverse workforce and provide individuals with the education and training necessary to have family-supporting careers. Already, the COSW team has secured a memorandum of understanding (MOU) with the NYS Building Trades for a Project Labor Agreement (PLA) on the construction of the project and the related manufacturing facility construction needs. Additionally, COSW is demonstrating their intentionality of unionization in the operations and maintenance and manufacturing sectors by pursuing a Labor Peace Agreement (LPA) with Climate Jobs NY and appropriate labor organizations. In the future, the North Atlantic States Regional Council of Carpenters looks forward to collaborating, attending, and creating awareness of COSW and the good union jobs expected from its development.

Community Offshore Wind is working with local suppliers and minority-owned businesses to create an environmentally-conscious, regional supply chain. The team is also committed to utilizing union shops and working with local non-profit organizations to provide educational, economic, and environmental benefits to underserved communities.

NORTH ATLANTIC STATES REGIONAL COUNCIL OF CARPENTERS

United Brotherhood of Carpenters and Joiners of America

Joseph Byrne
Executive Secretary Treasurer



William Banfield
Assistant to the Executive Secretary Treasurer

The project will sit on the largest parcel in the New York Bight and has the potential to host 3 GW of capacity, enough to power over one million homes. The project will help New York State meet the goals of the Climate Leadership and Community Protection Act, which has set a target that 70 percent of the state's electricity be produced from renewable resources by 2030.

I express my support for Community Offshore Wind's proposal to NYSERDA to provide clean energy from offshore wind to the state of New York.

Sincerely,

A handwritten signature in black ink, appearing to be 'W Banfield', with a long horizontal line extending to the right.

William Banfield
Assistant Executive Secretary Treasurer

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

NEW YORK CITY & VICINITY DISTRICT COUNCIL OF CARPENTERS

JOSEPH A. GEIGER
Executive Secretary - Treasurer

PAUL CAPURSO
President /Asst EST

DAVID CARABALLOSO
Vice President /Asst EST



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January 16th, 2023

Mr. Gregory Lampman
NYSERDA Offshore Wind Program Director
17 Columbus Circle
Albany, NY 12203

Dear Mr. Lampman,

Community Offshore Wind, a joint venture between RWE Renewables and National Grid, is responding to NYSERDA's 2022 Request for Proposals for procuring Offshore Wind Renewable Energy Certificates (ORECs) to deliver clean energy to the state of New York. On behalf of the New York City District Council of Carpenters, representing over 20,000 members with distinct crafts, including shop and industrial carpenters, dock builders, millwrights, timbermen, high rise concrete, floor coverers, and more, I support the project and believe Community Offshore Wind will deliver clean energy to the Northeast efficiently, reliably, and safely while creating good union career opportunities for New Yorkers.

Community Offshore Wind (COSW) has the collective experience for executing successful large infrastructure and clean energy projects, but also the familiarity with the people that live and work in New York. RWE is one of the world's leading companies in offshore wind and has constructed 18 wind farms. National Grid serves over 20 million people throughout the Northeast, including New York, and has developed large-scale infrastructure projects across the US and UK. Given the joint venture's experience in generation and transmission locally, they are uniquely qualified to help address the just transition of displaced workers as we move towards the clean energy economy.

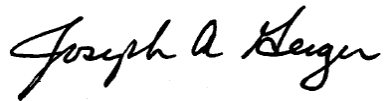
Since February 2022's NY Bight lease sale, the joint venture continues to be present throughout communities in New York and have made an impact. They are collaborating with organized labor, education, and workforce training facilities on how to build a local and diverse workforce and provide individuals with the education and training necessary to have family-supporting careers. Already, the COSW team has secured a memorandum of understanding (MOU) with the NYS Building Trades for a Project Labor Agreement (PLA) on the construction of the project and the related manufacturing facility construction needs. Additionally, COSW is demonstrating their intentionality of unionization in the operations and maintenance and manufacturing sectors by pursuing a Labor Peace Agreement (LPA) with Climate Jobs NY and appropriate labor organizations. In the future, the NYC District Council of Carpenters looks forward to collaborating, attending, and creating awareness of COSW and the good union jobs expected from its development.

Community Offshore Wind is working with local suppliers and minority-owned businesses to create a secure and high-road regional supply chain. The team is also committed to utilizing union shops and working with local non-profit organizations to provide educational, economic, and environmental benefits to underserved communities.

The project will sit on the largest parcel in the New York Bight and has the potential to host 3 GW of capacity, enough to power over one million homes. The project will help New York State meet the goals of the Climate Leadership and Community Protection Act, which has set a target that 70 percent of the state's electricity be produced from renewable resources by 2030.

I express my support for Community Offshore Wind's proposal to NYSERDA to provide clean energy from offshore wind to the state of New York.

Sincerely,

A handwritten signature in black ink that reads "Joseph A. Geiger". The signature is written in a cursive, flowing style.

Joseph A. Geiger
Executive Secretary-Treasurer
New York City and Vicinity District Council of Carpenters



Thomas M. Conway
International President

January 25, 2023

Mr. Gregory Lampman
NYSERDA Offshore Wind Program Director
17 Columbus Circle
Albany, NY 12203

Dear Mr. Lampman:

I write to you on behalf of the United Steelworkers (USW), representing thousands of members across New York and hundreds of thousands of workers across the United States and Canada, regarding Community Offshore Wind (COSW), a joint venture between RWE Renewables and National Grid. COSW is responding to NYSERDA's 2022 Request for Proposals for procuring Offshore Wind Renewable Energy Certificates (ORECs) to deliver clean energy to the state of New York. Our union supports the project's efforts to bring steel manufacturing to the Hudson Valley and Western NY region while creating good union career opportunities for New Yorkers.

Community Offshore Wind has the collective experience of its two partners in executing successful large infrastructure and clean energy projects, and also in the familiarity with the people that live and work in New York. RWE is one of the world's leading companies in offshore wind and has constructed 18 wind farms. National Grid serves over 20 million people throughout the Northeast, including New York, and has developed large-scale infrastructure projects across the U.S. and UK.

This project will sit on the largest parcel in the New York Bight and has the potential to host 3 GW of capacity, enough to power over one million homes. Since February 2022's NY Bight lease sale, the joint venture has conducted outreach to labor unions and other organizations on how to build a local and diverse workforce and provide individuals with the education and training necessary to have family-supporting careers.

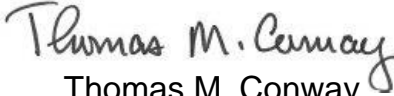
COSW is demonstrating their intentionality of unionization in the operations and maintenance and manufacturing sectors by advancing negotiations on a Labor Peace Agreement (LPA) with the New York State Federation of Labor, representing unions, including USW, across the state. In the future, our union looks forward to coordinating

with COSW to utilize our Veterans and Women of Steel programs and growing union jobs in NY State in the offshore wind supply chain.

In addition, COSW is working with local suppliers and minority-owned businesses to create a secure and high-road regional supply chain. Their stated commitment is to utilize union shops and work with local non-profit organizations to provide educational, economic, and environmental benefits to underserved communities.

Our union supports Community Offshore Wind's proposal to NYSERDA to provide clean energy from offshore wind to the state of New York because it articulates commitments to union labor and local supply chains.

Sincerely,


Thomas M. Conway
International President


SIU

AFFILIATED WITH THE SEAFARERS INTERNATIONAL UNION OF NORTH AMERICA • AFL-CIO

SEAFARERS INTERNATIONAL UNION

ATLANTIC • GULF • LAKES AND INLAND WATERS

104 BROADWAY • JERSEY CITY, NEW JERSEY 07306 • (201) 434-6000

MICHAEL SACCO
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VICE PRESIDENT

TOM ORZECZOWSKI
VICE PRESIDENT

KATHLEEN HUNT
VICE PRESIDENT

KAREN HORTON-GENNETTE
UIW NATIONAL DIRECTOR

Mr. Gregorio Lampan
NYSERDA Offshore Wind Program Director
17 Columbus Circle
Albany, NY 12203

January 23, 2023

Dear Mr. Lampman,

Community Offshore Wind, a joint venture between RWE renewables and National Grid, is responding to NYSERDA's 2022 Request for proposals for procuring Offshore Wind Renewable Energy Certificates (ORECs) to deliver clean energy to the state of New York. On behalf of the Seafarers International Union of North America, we are the largest Maritime union representing US merchant mariners. We represent 500+ members in the New York Metro area. I support the project and believe Community Offshore Wind will deliver clean energy to the Northeast efficiently, reliably, and safely while creating good union career opportunities for New Yorkers.

Community Offshore Wind (COSW) has the collective experience for executing successful large infrastructure and clean energy projects, but also the familiarity with the people that live and work in Nassau County. RWE is one of the world's leading companies in offshore wind and has constructed 17 wind farms. National Grid serves over 20 million people throughout the Northeast, including New York, and has developed large-scale infrastructure projects across the US and UK. Given the joint ventures experience in generation and transmission locally, they are uniquely qualified to help address the just transition of displaced workers as we move towards the clean energy economy.

Since February's NY Bight Lease Sale, the joint venture continues to be present throughout communities in New York and have made an impact. They are collaborating with organized labor, education, and workforce training facilities on how to build a local and diverse workforce and provide individuals with the education and training necessary to have family-supporting careers. Already, the COSW team has secured a memorandum of understanding (MOU) with the NYS Building Trades for a Project Labor Agreement (PLA) on the construction of the project and the related manufacturing facility construction needs. Additionally, COSW is demonstrating their intentionality of unionization in the operations and maintenance and manufacturing sectors by pursuing a Labor Peace Agreement (LPA) with Climate Jobs

NY and appropriate labor organizations. In the future, the Seafarers International Union looks forward to creating awareness of COSW, the good union jobs expected from its development, and collaborating with the team to understand unique standards, certifications, and training needed for mariners in the burgeoning offshore wind industry.

Community Offshore Wind is working with local suppliers and minority-owned businesses to create and environmentally-conscious, regional supply chain. The team is also committed to utilizing union shops and working with local non-profit organizations to provide educational, economic, and environmental benefits to undeserved communities.

The project will sit on the largest parcel in the New York Bight and has the potential to host 3 DW of capacity, enough to power over one million homes. The project will help New York State meet the goals of the Climate Leadership and Community Protection Act, which has set a target that 70 percent of the state's electricity be produced from renewable resources by 2030.

I express my support for Community Offshore Wind's proposal to NYSERDA to provide clean energy from offshore wind to the state of New York. If there is any questions I can be reached via email at rhenderson@seafarers.org or by phone at 201-434-6000 ext.236.

Sincerely,

A handwritten signature in black ink, appearing to read 'RH', with a long horizontal line extending to the right.

Raymond Henderson
Port Agent NY/NJ

19-4-1 National Grid Supplier Code of Conduct and Global Supplier Diversity Policy



Supplier Code of Conduct

December 2022

nationalgrid

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Section one

Supplier Code of Conduct

National Grid lies at the heart of a transforming energy system spanning the UK and US and is committed to being a responsible business in everything we do.

We are at the heart of one of the greatest challenges facing our society – delivering clean energy to support our world long into the future.

We value our relationship with you, as you play an essential part in helping create a more socially, economically, and environmentally responsible supply chain

Our Code of Conduct sets out our expectations, values, and fundamental principles which we expect you to extend into your business and your own supply chain. We play a vital role in delivering electricity and gas to millions of people and we will always do this safely, reliably and in a fair and affordable way for all.

At National Grid, we are a purpose led organisation and how we work is as important as what we do. Responsible business is how we do business and we expect our suppliers to ensure compliance with this Code.

We expect you to carry out your business in line with the values and aspirations outlined in this document, to act in accordance with the highest ethical standards and comply with all relevant laws, regulations and licenses when working for National Grid.

Along with this Code our [Responsible Business Charter](#) outlines our commitments and ambitions to lead the clean energy transition in areas where we can have the most impact on society. Working with all our stakeholders, including our supply chain, we follow principles of sustainability, equality, and accountability in all our actions.



Vivienne Bracken
Chief Procurement Officer
National Grid

Section two

Our Values and Ethics

We're committed to being a responsible business in everything we do. It's enshrined in our purpose – to Bring Energy to Life.

Our values describe what we stand for and guide our behaviour. They set the tone and shape the culture of our organisation. Every day we:

Do the Right Thing

- Stand up for safety every day
- Put our customers first
- Be inclusive, supporting and caring for each other
- Speak up, challenge and act where something doesn't feel right

Find a Better Way

- Embrace the power and opportunity of diversity
- Increase efficiency to help with customer affordability
- Work with others to find solutions for customers
- Commit to learning and new ideas

Make it Happen

- Take personal ownership for delivering results
- Be bold and act with passion and purpose
- Focus on progress over perfection
- Follow the problem through to the end

We take pride in our reputation for working responsibly with our customers, colleagues and consumers and we require the same standards from our suppliers.

At National Grid, we are committed to promoting an environment where everyone can feel comfortable raising concerns about actions or decisions, they think are unethical. We strongly believe in openness and transparency and encourage our employees and those working on our behalf to raise any concerns.

Examples of unethical behaviour may include, but are not limited to bullying, harassment, discrimination, fraud, bribery, corrupt business practices, human rights violations and any other unfair practices committed at a personal or corporate level. If you believe that an employee, contractor, or anybody else doing business with us has acted unethically or unlawfully, you must quickly bring this to our attention using the confidential helpline available on the back page.

In return, we will investigate the facts thoroughly, fairly and promptly when you raise a concern. This will be undertaken in the strictest confidence and we will not tolerate any form of retaliation or victimisation, where a concern is raised in good faith.

Section three

People

We will develop the skills to enable and accelerate the energy transition and strive to build a diverse workforce and inclusive culture.

Health and safety

In line with our key values, ensuring the health and safety of our employees, contractors and members of the public is one of our core values at National Grid. We strive to do the right thing, and ultimately be a recognised leader in the development and operation of safe, reliable, and sustainable energy infrastructure that creates a purpose and belonging. That will not only meet the needs of our customers and communities, but also provides safety to all of those within them.

We believe that everyone in National Grid and everyone we contract with, collectively and individually, has a part to play to achieve this.

We recognise our operations give rise to risk; however, we believe through commitment, robust management, and compliance with legislation/ industry best practice, we can eliminate or minimise these risks to a safe level. We expect the same commitment from our suppliers.

To work with National Grid, you must understand your health and safety responsibilities and be committed to creating an environment that is safe, healthy, and secure for all your employees, and anyone who may be affected by your undertaking. The safety of employees, contractors and members of the public is a mutual priority.

Wellbeing

Managing the wellbeing of our employees, contractors and supply chain is also one of our priorities. We know that where our people are engaged and healthy our work is more efficient, and our culture is more positive. We focus on the physical aspects of health, understanding the impact this may have on the psychological aspects of health too and we encourage you to do the same with your employees. We ensure we understand our fatigue risk, our stress risk, and that we design our workplaces and tasks around wellbeing needs, to ensure healthy and engaged employees and expect you to take the same approach to ensure wellbeing is a priority for your workforce.

Respecting human rights

National Grid requires all businesses in our supply chain to share our commitment to respecting, protecting, and promoting human rights. This includes alignment to the United Nations Guiding Principles on Business and Human Rights, The United Nations Global Compact Ten Principles, the core labour standards of the International Labour Organisation (ILO), the US Trafficking and Violence Protection Act 2000. The Department of State Principles of Combating Human Trafficking and the Ethical Trade Initiative (ETI) Base Code as a reference standard.

As a minimum, we expect:

- employment is freely chosen
- the right of collective bargaining
- safe and hygienic working conditions
- no use of child labour
- living wages are paid
- no excessive working hours
- no discrimination
- regular employment
- no harsh or inhumane treatment.

In meeting these expectations, you should have a full understanding of your business operations and wider supply chain, and ensure that any potential human rights risks are assessed, managed, and mitigated. You must comply with the requirements of the Modern Slavery Act 2015, and we encourage you to publish an annual modern slavery statement on the [Modern slavery statement registry](#) regardless of whether this is a legal obligation to do so.

On request, we may require further information detailing your approach to due diligence, risk assessment and evidence of how you mitigate any identified risks in your own business and supply chain.

The real living wage

In the UK, National Grid has demonstrated its commitment to fair play via accreditation with the [Living Wage Foundation](#). This commits both National Grid and contractors working on its behalf to pay, as a minimum, the real living wage as promoted by the Living Wage Foundation.

This is defined as contractors aged over 18 who work on behalf of National Grid for two or more hours a week for eight or more consecutive weeks.

This is an important principle for us, not just because it is the right thing to do, but because as a responsible business, we believe that everyone should be appropriately rewarded for the vital work we do to safely and reliably connect people to the energy they use.

The requirements of the Living Wage Foundation are mandated for all new UK contracts and embedded into our contract terms and conditions. We are asking for voluntary participation from suppliers within existing contracts. On request, we may require verification that the real living wage is being paid where contractually stipulated.

We expect employment agency partners to uphold the same standards of employment that we offer our direct employees and adopt the “employer pays” principle. This means that no employee of National Grid should ever have to pay to obtain access to temporary or permanent work within our organisation or supply chain.

The Prompt Payment Code

National Grid has demonstrated its commitment to the fair treatment of our suppliers by signing up to the Prompt Payment Code. We encourage our suppliers to adopt the principles of this code throughout their own supply chains.

For further information please visit the [government website](#).

Conflict minerals

National Grid is committed to complying with Section 1502 of the Dodd-Frank Act (“Conflict Minerals Rule”), a US federal law that requires us to publicly disclose the use of conflict minerals. The term ‘conflict minerals’ generally refers to cassiterite (tin), coltan (tantalum), wolframite (tungsten), and gold, or derivatives of these minerals from the Democratic Republic of Congo (DRC).

Our policy is not to use products containing conflict minerals. We expect you, as a business in our supply chain, to have a policy and controls in place to monitor and prevent the use of minerals sourced illegally or unethically.

If you know, or have reason to believe, that conflict minerals may be contained within the product that you are supplying to us and these are not from recycled or scrap sources, you must exercise due diligence to determine the source and chain of custody of the conflict minerals or derivatives, you must document your efforts and make your due diligence measures available to us on request and provide us with evidence of the origin of the conflict minerals in products supplied by you to us.



Section four

Communities

We will deliver sustainable energy safely, reliably, and affordably, ensuring no one gets left behind .

Supplier diversity, equity, and inclusion

We recognise that the markets in which we operate are multicultural and diverse. In turn, we need to support and develop diverse business enterprises within our communities.

It is National Grid's corporate policy to support supplier diversity, equity and inclusion. Expanding the diversity of suppliers in our supply chain is an important part of our procurement strategy. We understand the value of an inclusive supply chain that is richly diverse with ethnic, minority, women, LGBTQ, disabled, veteran and small and medium enterprises and other diverse businesses reflective of the communities we serve across the globe.

The Procurement department will support diverse businesses and build local diverse business capabilities to ensure these businesses have an equal opportunity to participate in the procurement process at National Grid.

Our [Global Supplier Diversity Policy](#) outlines our commitments, and this should be understood and applied into the supply chain ensuring there is an established approach to diversity, equity, inclusion, and respect in all aspects of business.

As a responsible business partner and active community participant, National Grid views supplier diversity as not just an internal corporate priority and policy but as an external priority to be supported and embedded in our communities. Diversifying our supply chain plays an important role in carrying out our core mission and delivering on our purpose. We want to ensure that we support the communities that we serve by acknowledging and addressing the economic and

social concerns confronting them especially in today's uncertain and challenging climate. Taking steps to provide for a diverse and inclusive supply chain is one way that we can do this. We work to address social inequalities and provide opportunities to diverse suppliers in our service territories with a commitment to:

- raise awareness around the existence and capabilities of diverse suppliers
- increase diverse supplier participation in sourcing opportunities
- identify subcontracting opportunities for diverse suppliers
- track and support spend with diverse suppliers
- mentor and strategize with diverse suppliers
- invest in skills training to prepare diverse suppliers to support and participate in today's and tomorrow's energy and utility sector. Responsibility at National Grid means applying our values to everything we do, every day. It's what society expects us to:
 - do the right thing
 - find a better way
 - make it happen.

And our team at National Grid is working hard to make it happen for diverse suppliers across the globe.

National Grid tracks Tier II Supplier Diversity spend in the USA and will request that US vendors supply us with your diverse spend numbers via our third party spend tracking tool. We encourage you to consider the use of small and diverse vendors in all your procurement activities.

Section five

Economy

We will power and heat society, and partner with regulators, our business partners, suppliers, and other key stakeholders.

Community and workforce resilience

Our approach to responsibility in our communities goes beyond safely maintaining the resilient energy system society expects. It is also about making sure our economic and social role in the community has the greatest possible positive impact.

We recognise the role the supply chain can play in supporting this approach and National Grid expects suppliers to understand how their activities impact their local area and wider community. We encourage them to make positive contributions and investments where appropriate, for example by providing local employment opportunities, skills, development, and workforce volunteering. We expect our suppliers to build positive relationships and minimise disruption to communities.

National Grid is committed to skills development within our own business and that of our supply chain to meet the skills gap challenges recognised as an issue in our industry. We strive for affordability and fairness, and we will develop skills for the future, with a focus on lower income communities to meet workforce resilience demands.

We expect our suppliers to support our approach to developing the workforce of the future to meet our net zero commitments and focus on formal training programs targeted in areas considered to be in short supply. This includes the use of apprentices, graduate schemes, and other development/training programmes.

Resilience and business continuity

National Grid expects all businesses in our supply chain to have aligned resilience and business continuity arrangements with Crisis Management and Pandemic Plans in place. These should be tested annually to ensure that you can continue to provide your services to National Grid in the event of any disruption to your operations.

As a minimum, these resilience arrangements should consider:

- people
- premises
- process (information and technology)
- providers.

These arrangements should be reviewed and exercised on a regular basis. More detail will be provided through the procurement process and contained within individual contracts, where business continuity arrangements may be subject to review as part of the ongoing management of the contract.



Section six

Environment

We will enable a fair and affordable transition to a clean energy economy and reduce our own emissions.

Protecting the environment

At National Grid we are committed to being a responsible business, we recognise the value of the natural environment and we ensure that environmental sustainability considerations are included in our investment, procurement, and operational decisions.

We expect all our suppliers to support us in this approach and actively work towards making a positive impact on environmental factors linked to our operations. We are all responsible for protecting the environment.

As a minimum we require you to:

- comply with all legal requirements and obligations and have in place an environmental management system that is aligned to the requirements set out in standards such as ISO14001.
- act to prevent pollution which may result from your activities
- ensure that any activities that have an impact on natural habitats are conducted in a manner to protect biodiversity
- assess ways to reduce the impact of climate change on your activities by implementing mitigation and adaptation measures
- implement an environmental strategy and establish relevant metrics and targets, including, but not limited to:
 - the reduction of GHG emissions, helping us on our journey to net zero (and supporting the CDP supply chain program if requested)
 - a waste management process, aiming for zero waste sent to landfill (and if requested, report how much waste you produce)

- tracking of energy usage, using renewable sources where feasible and increasing energy efficiency where possible. Provide energy efficiency strategies upon request.
- ensuring resources are used efficiently, through good design, the use of sustainable materials, using less packaging, re-use, recovery, and recycling of materials
- seeing ways to enhance the natural value of the area for the benefit of communities and/or the environment
- a water management process to manage related risks including current and future water stress.

Our aim is to be a leading global utility, demonstrating technical and commercial solutions to help achieve net zero for the energy sector. We have targets to reduce our own greenhouse gas emissions and continue to explore making them more ambitious. We encourage all our suppliers to align to targets that are aimed at limiting the global temperature rise to 1.5C (above pre-industrial levels).



Section seven

Governance

We will make sure our governance mechanisms reflect our commitments, and that the principles of responsibility guide us in everything we do.

Business Ethics Standards, fraud, bribery, and corruption

At National Grid, we are committed to conducting our business in a fair, honest, and open way, and we expect you to be honest and fair as you conduct your business. We have a zero-tolerance approach to any type of bribery, fraud, or corrupt business practices. We expect you to have a programme in place to prevent these activities and to have procedures in place in accordance with all applicable local, state, federal or national laws or regulations.

This includes without limitation, the UK Bribery Act 2010, UK Finance Act 2017 (Criminal facilitation of Tax Evasion) and the US Foreign Corrupt Practices Act 1977.

We require you to have processes in place to protect employees who provide information related to any unfair or inappropriate business activities (whistleblowing), ensuring that you do not reveal their identity. In return, we ask that you communicate with us any business activities that could be deemed inappropriate so we can proactively work together to find resolution. In the event that we need to investigate any concerns, we expect you to fully cooperate and support/ facilitate any required investigative activity.

National Grid reserves the right to review your control procedures associated with the prevention and detection of fraud, bribery, and corrupt business practices. If we have serious concerns, whether they relate to our business or not, we will review our relationship with you.

Entertainment, hospitality, gifts, and cash rewards

We require you to help enforce our rules on business rewards, such as gifts, meals, hospitality, and entertainment.

We may accept hospitality and entertainment as long as it is appropriate, has a genuine business purpose and is within the guidelines as set out in our [Code of Ethics](#). The best way to avoid a potential conflict of interest is to avoid offering gifts, rewards, hospitality, or entertainment to our employees altogether.

We do not expect our employees to take part in any activity that would affect their judgement when dealing with you. We do not allow our staff to accept cash or cash equivalents, such as gift certificates.

Employees who directly buy goods, works or services for our business are not allowed to give or receive any gifts, hospitality or entertainment.

Testimonials and endorsements

We will not give testimonials or individual company endorsements including customer feedback surveys, and you should not request them. We may provide factual references on requests for work that has been completed on our behalf.

Social media

Social media is now an integral part of our society. It enables us to convey messages and opinions to a wide audience instantaneously. The messages you convey become permanent public statements reflecting upon you, your business, your clients, and customers – we must be able to recognise the perception of these actions and behaviours. We expect you to use social media in a responsible, reasonable, and respectful manner and any comments you make to align with the ethical values of National Grid.

If your social media activity is linked in any way – or could be deemed to be related to National Grid – by our customers, key stakeholders or others, the company has a legitimate interest in what is in the content being published, whether this is posted through a business or personal account. In particular, the posting of confidential National Grid proprietary information or business secrets, discriminatory, harassing, offensive, bullying, abusive, threatening, false or misleading comments is unacceptable. No new social media channels should be created using National Grid's brand without permission from the Group Social Media Team. Don't share embargoed company announcements prior to the time and date specified, or discuss sensitive business-related topics, such as our performance, or anything else to jeopardise our trade secrets, confidential company information or intellectual property.

Any breach of the above may result in action and could involve us requesting that you cease providing services to National Grid. Anyone suspected of committing a breach of this policy will be required to cooperate with our investigation.

Remember that, when you give recommendations about working with certain people you are doing this in your personal capacity, and this must be clear in the wording you use. You must not suggest that National Grid is recommending or endorsing. You cannot refer to other National Grid colleagues by name without their express consent. Your recommendation must also not refer to any National Grid proprietary information or anything else that is confidential or involves our customers.

Contractors working as contracted employees should ensure to adhere to the Group Social Media Policy on [Grid:home](#).

Security

National Grid is committed to ensuring effective controls are in place to protect employees and company assets, including physical and intangible assets such as information.

Any significant compromise of personnel, physical, information, or IT security could result in disruption, with potentially serious economic, delivery, safety, and social consequences.

We expect all our supply chain partners to demonstrate a similar commitment to security and have at a minimum the:

- appropriate internal policies and procedures covering people (e.g. background checks), process and technology
- security controls proportionate to the risk, which support the policies and procedures
- independent accreditation and assurance that security controls are in place
- necessary controls in place to detect security anomalies
- plans defining the appropriate activities to perform to respond to security incidents and events and recover from them.

In addition, any suppliers with access to National Grid data, equipment, people or information assets will also be required to review and understand National Grid's Security Policies and align with the requirements of (or be equivalent to) National Grid's IT Control Set.

Any violations of National Grid's Security Policies will be investigated and appropriate action will be taken.

Operational security

To ensure our commitment to delivering operational excellence, including excellent levels of security we will be relying on the cooperation of suppliers.

If you have been identified as a supplier who supplies us with a product or service which supports a National Grid operational system, service, or asset, we expect you to:

- agree and implement enhanced organisational and technical policies, procedures, and controls where relevant
- work with us to provide any information requested by the pertinent authorities to ensure we are compliant with the relevant laws and regulations.

Data protection

Personal data should be protected fully in compliance with all relevant data protection legislation including but not limited to the Data Protection Act 2018 (which incorporates the General Data Protection Regulations), California Consumer Privacy Act (or California Privacy Rights Act), New York SHIELD Act, Massachusetts Data Security Regulations, and Health Insurance Portability and Accountability Act.

Data protection and privacy laws regulate the collection, storage, use, disclosure, retention, and disposal of personal information, which can identify a living person.

We risk assess and carry out due diligence on our suppliers to ensure they meet our required standards. This may involve the collection of supplier personnel personal data, including, but not limited to the results of any background checks, names, and email addresses.

We expect you to have obtained the necessary legal consents or be able to demonstrate other lawful grounds for us to receive and process this personal data. We also expect you to process any personal data shared with you by National Grid lawfully and in accordance with your contractual obligations.

We expect you to:

- process personal information in a fair, lawful, proportionate and transparent manner
- only collect the personal information required to fulfil the service you are providing and to not further process this information in a manner incompatible with this service
- take steps to ensure personal information remains accurate and up to date
- have a retention schedule to ensure personal information is not retained longer than is necessary
- implement organisational and technical measures to ensure the integrity and confidentiality of personal information and provide independent accreditation and assurance over the controls related to the services (i.e. ISO 27001/SOC 1 and/or SOC 2, or equivalent standards)
- reasonably co-operate with and assist on data protection impact assessments or compliance matters which relate to the processing activities being carried out by you on behalf of National Grid.

- report as a matter of urgency any unauthorised disclosure of personal data which you are processing on National Grid's behalf and to fully co-operate with any remediation efforts and subsequent investigation
- only share personal data (or any other confidential information) with third parties where there are lawful grounds to do so and you either have prior written consent from National Grid to do so, or this is permitted by your contractual terms and conditions with National Grid
- only transfer personal data outside the United Kingdom where this is lawful and permitted by your contractual terms and conditions with National Grid.

Subcontracting and supply chain

Where allowed under the terms of the contract with National Grid to subcontract work or services to third parties, we require the following:

- prior written approval for contractors with transparent support locations
- subcontractors and third parties are informed, agree, and adhere to the provisions of this Supplier Code of Conduct and relevant agreements
- risk assessments with proper due diligence performed
- agreement that you are responsible for all acts of any subcontractor or third parties
- provide evidence upon request that the above is taking place.

Tax Compliance

National Grid expects its suppliers to ensure that they remain compliant with changes to UK tax law, and we will not work with suppliers who engage in any practices which may constitute tax evasion or involve workers not being taxed appropriately. For example, we expect you to have procedures in place to prevent the facilitation of tax evasion and to prevent other offences as set out in the Criminal Finances Act 2017.

We would also like to remind you of the importance of the changes to the off payroll working rules (IR35) effective from April 2021. We expect individuals involved in providing services to National Grid to be paid subject to deduction of PAYE tax. It is only permitted for individuals to provide their services via a personal service company (PSC), Sole Trader or other type of intermediary within our supply chain in exceptional circumstances.

If, in exceptional circumstances, you are providing services to National Grid which include a supply of labour through an intermediary (such as a PSC or Sole Trader), you must inform your National Grid Hiring Manager before services commence, so that compliance checks can be undertaken. If you are in any doubt as to whether a staffing arrangement you are using is affected by the off payroll working rules you should discuss this with your National Grid Hiring Manager. Failure to do so could place your organisation and National Grid at risk of being in breach of tax law, and National Grid reserves the right to require the immediate removal of any individuals found to be providing services via a PSC without approval within the supply chain.

National Security and Investment Act

National Grid is responsible for critical UK national infrastructure, and we, therefore, ask all suppliers to familiarise themselves with the legal regime under the National Security and Investment Act 2021 (NSIA). We expect our suppliers to notify us immediately if they believe that they may be subject to a “qualifying acquisition” under the NSIA, and on an ongoing basis, to assess and manage all other risks which the NSIA may give rise to. The NSIA applies throughout the life cycle of a transaction from pre-tender and through the entirety of project delivery. It also applies retrospectively to transactions already entered into. We reserve the right to raise clarification questions of suppliers in this regard at any time, and National Grid will make mandatory notifications under NSIA where required to do so by law. National Grid may also choose to make voluntary notifications under NSIA where it has concerns, in respect of a particular contract, which are relevant in the context of the NSIA.

Please note that in circumstances where the NSIA applies, the UK Government may issue an order which would have the effect of preventing National Grid from being able to continue to engage with you. This may result in termination of your contract with National Grid. Further information regarding the operation of the NSIA may be found [here](#).

Monitoring and reporting

National Grid requires you to evaluate your activities to make sure you are keeping to this Supplier Code of Conduct and adhering to its provisions throughout your work. We expect you to be able to demonstrate compliance to the principles set out in this document whilst working on behalf of National Grid. With this in mind, we require all suppliers to answer pre-qualification questionnaires accurately and maintain specified accreditations throughout the term of your contract with National Grid. For UK Suppliers, we expect you to maintain accreditation of the “Verify” requirements as part of the UVDB Achilles system.

You must have a process in place to remedy any instances of non-compliance, breaches or problems identified through audits, reviews, or inspections. You should bring to our attention immediately any significant issue, non-compliance or potential breach of legislation or regulation.

We also expect you to investigate and report any concerns or complaints you have about issues to do with breaking the law or standards which relate to our business, sub-suppliers or sub-contractors. We can then investigate and deal with these issues. We expect you to fully co-operate with us during any investigation we carry out and we do not accept any type of retaliation against any person or business who raises any concerns.

You should have suitable training in place for key personnel working with National Grid, introducing this Supplier Code of Conduct and its provisions along with your relevant policies and procedures. We may request, periodically, a letter of assurance certifying that you have complied or have brought issues to National Grid’s attention in a timely manner. We may conduct an audit or ask for further information relating to any of the areas mentioned above.

If you have any questions relating to the content of this policy, you should contact your Contract Manager where relevant. If you want to raise a concern or breach, please contact national Grid's Global Assurance Team using the details below:

UK

Focus helpline: 0800 298 6231*

Email: report@seehearspeakup.co.uk

In-house

Business conduct helpline: 0800 328 7212

Email: business.conducthelp@nationalgrid.com

US

Alert line: 1-800-465-0121*

Ethics Point - National Grid USA

In-house

Toll-free helpline: 1-888-867-6759

Email: businessconduct@nationalgrid.com

* (lines are open 24 hours a day, seven days a week)

National Grid plc
National Grid House
Warwick Technology Park
Gallows Hill
Warwick CV34 6DA
United Kingdom

[nationalgrid.com](https://www.nationalgrid.com)

Global Supplier Diversity Policy

National Grid, a global electricity and gas company based in the UK and northeastern US, is committed to being a responsible business partner in everything we do. It is enshrined in our purpose – to Bring Energy to Life. We have a duty to contribute to society and the communities we serve while keeping the lights on and the gas flowing.

As a responsible business partner and active community participant, National Grid views supplier diversity as not just an internal corporate priority and policy but as an external priority to be supported and embedded in our communities.

Diversifying our supply chain plays an important role in carrying out our core mission and delivering on our purpose. We want to ensure that we support the communities that we serve by acknowledging and addressing the economic and social concerns confronting them especially in today's uncertain and challenging climate. Taking steps to provide for a diverse and inclusive supply chain is one way that we can do this.

Expanding the diversity of suppliers in our supply chain is an important part of our procurement strategy. We understand the value of an inclusive supply chain that is richly diverse with ethnic, minority, women, LGBTQ, disabled, small and medium enterprises and other businesses reflective of our diverse communities across the globe.

Every day our Supply Chain Corporate Social Responsibility team is working across our global business units to address social inequalities in these business communities and provide opportunities to diverse suppliers in our service territories with a commitment to:

- Raise awareness around the existence and capabilities of diverse suppliers
- Increase diverse supplier participation in sourcing opportunities
- Identify subcontracting opportunities for diverse suppliers
- Track and support spend with diverse suppliers
- Mentor and strategize with diverse suppliers
- Invest in skills training to prepare diverse suppliers to support and participate in today's and tomorrow's energy and utility sector

Responsibility at National Grid means applying our values to everything we do, every day. It's what society expects us to:

- Do the right thing
- Find a better way
- Make it happen

And our team at National Grid is working hard to make it happen for diverse suppliers across the globe.



John Pettigrew
Chief Executive Officer