

NYSDA 2022 OFFSHORE WIND SOLICITATION ORECRFP22-1

New York Jobs & Workforce Plan

Public Version

Community Offshore Wind LLC

Lease OCS-A0539



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19.3-A Jobs and Workforce Plan – Narrative Component

19.3. New York jobs and workforce plan

NYSERDA solicitation requirements

Our New York jobs and workforce plan addresses each requirement laid out by NYSERDA in Appendix H. The table below identifies each solicitation requirement.

Table 19-28 Solicitation requirements

Solicitation requirement	Section
Proposers are encouraged to source labor and build clear career pipelines for job growth in New York State, as well as identify partnerships with workforce partners such as labor unions and labor management joint training programs	19.3.2 19.3.3 19.3.5
Proposers should specifically describe commitments to existing workforce retraining, and engagement of New York's skilled labor force in accord with Appendix H	19.3.5
Proposers must include a detailed New York Jobs and Workforce Plan that describes the Project's impact and benefit to New York's offshore wind workforce with specific focus on recruiting and collaborating with skilled trades / labor unions, members of Disadvantaged Communities, MWBEs and SDVOBs	19.3; 19.3.3 19.3.5
A successful Jobs and Workforce Plan ensures opportunities for union labor, provides necessary skills training, sets high safety standards, reduces timeline risk, and promotes a more diverse workforce	19.3.3 19.3.4
The Plan should further describe the qualitative value of the actions the Proposer intends to take	19.3.5
The Plan should address health and safety training and commitment to incident reporting and loss prevention. The Plan should describe the actions the Proposer intends to take to further diversity, equity, and inclusion principles, including good faith efforts to contract with MWBEs and SDVOBs	19.3.4
The Plan should clearly indicate how the Proposer intends to incorporate labor requirements set forth in the RFP, such as payment of Prevailing Wages, negotiating a Project Labor Agreement (PLA), adhering to Labor Peace Agreement (LPA) requirements, and maximizing opportunities for members of Disadvantaged Communities, MWBEs and SDVOBs	19.3.4
Proposers should distinguish between job creation and job retention in existing manufacturing facilities. Jobs claims must include labor hours, locations, wages, benefits, and training investments. Jobs in Disadvantaged Communities, MWBEs and SDVOBs should be identified as well	19.3.2 & NY Jobs and Workforce Attachment

Proposers must name a Labor Liaison in the Plan, who is instrumental in the Plan formation, and who will be engaged early in development to help identify and establish relationships with relevant Labor unions. A brief biography of the Labor Liaison should be provided to support an assessment of their subject matter expertise.	19.3.3 & NY Jobs and Workforce Attachment
Plans should detail which labor unions have already been identified and if any partnerships exist presently or are planned. The Proposer must describe how, specifically, it will identify labor union stakeholders relevant to both the onshore and offshore development, construction, and operation of the Project	19.3.3 19.3.4
The Proposer must also describe how it will communicate and work with labor unions and workforce training suppliers throughout project development including appropriate project milestones for labor engagement	19.3.3
At a minimum, Proposers should detail a plan to engage and begin negotiating a PLA with the unions whose members perform work in transmission and distribution, power generation, as well as the construction, operation and maintenance of power plants and port or marine infrastructure.	19.3.3 19.3.4
Further, within the PLA, Proposers shall include detailed proposed funding or partnerships that will provide access to training, internships, and recruitment for members of Disadvantaged Communities, as well as MWBEs and SDVOBs	19.3.5
The Plan should articulate and quantify, to the extent possible, the potential cost savings that a PLA could offer to the Project. Detail how incorporating a PLA into the development, construction, and operation of the Project may offer project savings, schedule savings, shift expectations, labor harmony, training opportunities, and other benefits	19.3.4
Proposers shall identify opportunities for collaborating, developing, investing in, or establishing partnerships with the New York State offshore wind workforce training efforts currently underway or in the planning stages	19.3.5
The Plan must account for the need to coordinate with members of the Jobs and Supply Chain Technical Work Group (JSC-TWG) and a narrative depicting awareness of the current offshore wind workforce training ecosystem	19.3.5
Proposers must be aware and detail their plans to recruit and invest in existing workforce training within the state. Plans may include funding to establish a new training center or seek to utilize existing and geographically diverse training centers, schools, and apprenticeship programs	19.3.5
The Plan should describe how the Proposer is considering providing support for the transition of New York's communities, local unions, and workers impacted by reduced use of fossil fuel electricity generation or repurposing of fossil fuel infrastructure	19.3.6

Proposers are encouraged to explore ways of providing new private investments to foster job growth in areas impacted by the closure of fossil fuel, coal energy plants, and nuclear energy plants 19.3.6

Proposers are encouraged to explore creating advisory boards comprised of community members, workers, and unions representing those workers, to evaluate any transition programs proposed which will help ensure a just transition 19.3.6

19.3.1. Summary

At Community Offshore Wind, we are committed to leading this once-in-a-generation opportunity to create an equitable, diverse, and highly skilled clean energy workforce in New York. According to the National Renewable Energy Laboratory (NREL), to meet the nation's goal of 30 GW of offshore wind energy by 2030, the average number of FTE positions needed for a 100% domestic content scenario is 58,000⁹⁶. In order to meet this demand, industry, organized labor, academia, and other workforce entities need to be in lockstep with one another. In our New York Jobs and Workforce Plan (as illustrated in Figure 19-3), [REDACTED]

[REDACTED]

[REDACTED] At Community Offshore Wind, we believe it is central that offshore wind and clean energy jobs are accompanied by strong labor standards across all phases of development to ensure successful implementation of the Climate Leadership and Community Protection Act (The Climate Act). We aim to lead by example on 'Just Transition' principles by securing high-road labor agreements in Project Labor Agreements (PLAs), Labor Peace Agreements (LPAs), Buy- American, and workforce development plans while addressing the intersecting crises of climate change and racial and socioeconomic inequities. [REDACTED]

[REDACTED]

[REDACTED] Moreover, the LPA is not limited to operations and maintenance personnel, which is the only requirement of the RFP, but will also include both supply chain and maritime employees.

[REDACTED]

[REDACTED] As identified by NREL⁹¹, "supplying the magnitude of skilled trade workers needed is a critical gap for manufacturing and supply chain factories, ports and staging terminals, and vessel maritime construction crews." In addition, the offshore wind industry must develop uniform training and safety standards along with addressing the safety and manufacturing certification requirements training providers must secure. For this purpose, we will collaborate with existing union training programs, post-secondary education providers, and workforce development programs to fund programs that address critical gaps while also delivering on our priority principles of creating equity-driven opportunities. [REDACTED]

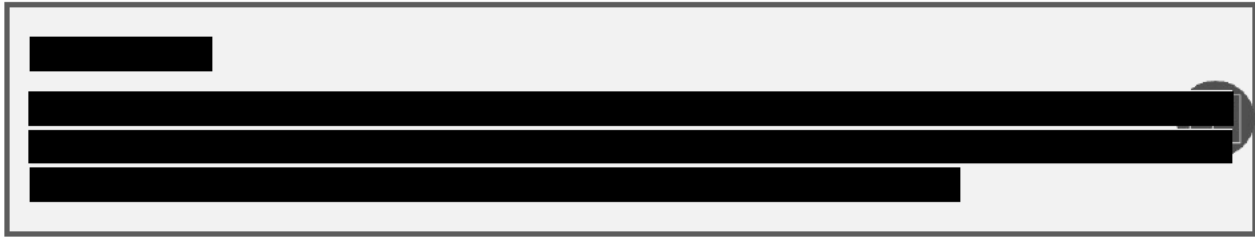
[REDACTED]

[REDACTED]

96 NREL (2022). U.S. Offshore Wind Workforce Assessment.

[Redacted text block]

[Redacted text block]



19.3.2. Jobs commitment

We are a community-focused company, and we are proud to present our **New York Jobs and Workforce Plan that prioritizes hiring from local communities to deliver a triple positive impact from our project activities while also delivering equitable opportunities to all individuals.** The windfarm and SCIP facilities will create a range of manufacturing and construction jobs with skills that can be leveraged from comparable advanced manufacturing and heavy industry jobs, as well as more highly skilled and technical jobs that are more specific to Offshore Wind, e.g., wind turbine service technicians. **See overview on number of jobs in Figure 19-17 in previous page, with a detailed list of job types and role descriptions in the attached New York Jobs and Workforce Plan as well as Order Data Form/SCIP Data Form.**

We will collaborate closely with all relevant stakeholders to deliver on our New York Jobs and Workforce Plan, including organized labor, NYSERDA, community organizations, and workforce training institutes to ensure creation of safe and family-sustaining jobs as well as an enabled workforce that is prepared to deliver on our ambitious target.

19.3.3. Labor engagement

At Community Offshore Wind, we view organized labor as a crucial partner in scaling up New York's workforce to meet offshore wind industry's demand. By utilizing union labor and investing in, and collaborating, with pre-apprenticeship, apprenticeship, and labor management training programs, we can meet the industry's workforce needs and facilitate the build-out and operations of offshore wind projects promptly and safely through the use of trained and experienced workers. All the while, we can prioritize labor neutrality and the Buy American provisions of public service law signed in 2021 in our SCIP.

It is worthwhile to acknowledge that union training programs are not only a tool to scale up our local workforce to meet offshore wind demand, but also a means for creating equitable career pathways for New Yorkers that lead to jobs that provide family-sustaining wages, fringe benefits, and financial security for our communities. For example, New York City's Building and Construction Trades Apprenticeship Readiness Collective (ARC) has a laser focus on addressing racial, social, and economic representation in the labor movement and continues to realize concrete results. ARC encompasses the following pre-apprenticeship programs that recruit from specific underserved or marginalized populations and provide direct entry into a Building Trades apprenticeship program: NY Helmets to Hardhats; Nontraditional Employment for Women (NEW); Pathways to Apprenticeship (P2P); and Construction Skills (CSKILLS). From 2016 to 2021, the ARC placed almost 2,000 individuals in unionized apprenticeship programs and has a retention rate of 78%.

[REDACTED]

[REDACTED] We will continue to utilize our labor liaison’s experience in organized labor to build trust and provide certainty that strong labor standards and practices will be utilized throughout the project’s life cycle, along with any related SCIP or supply chain investments.

[REDACTED]

[REDACTED] These include, but are not limited to:

- **Regional federations and labor coalitions:** New York City Central Labor Council; New York City Building and Construction Trades Council, Long Island Federation of Labor; The Building and Construction Trades Council of Nassau and Suffolk Counties; Hudson Valley Building and Construction Trades Council; Western NY Area Labor Federation; Greater Capital Region Building and Construction Trades Council; North America’s Building Trades Union (NABTU); and the Coalition of Black Trade Unionists.
- **Building and construction trades:** Utility Workers Union of America; International Brotherhood of Electrical Workers (IBEW); United Association of Plumbers, Fitters, Welders, and Service Technicians (UA); Laborers International Union of North America (LIUNA); United Steelworkers of America; International Union of Operating Engineers (IUOE); International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers; International Union of Elevator Constructors; United Brotherhood of Carpenters and Joiners of America; Operative Plasterers’ and Cement Masons’ International Association; International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers; Sheetmetal Workers International Association; International Brotherhood of Teamsters; and the International Union of Painters and Allied Trades.
- **Non-building and construction trades:** Seafarers International Union; International Longshoremen’s Union; Service Employees International Union; United Automobile, Aerospace and Agricultural Workers of America; Communication Workers of America (CWA); Industrial Division of CWA, IUE-CWA; and the International Association of Machinists and Aerospace Workers.

The labor liaison will continue to meet, educate, and consult labor unions, regional federations, and trade councils to identify the skillsets and the local affiliates that fit the needs for the project’s onshore and offshore activities. [REDACTED]

[REDACTED]

While the labor liaison is acutely aware of the labor movement's need to settle most of these jurisdictional matters by itself, her role will be to regularly communicate project-specific updates and provide transparency on the skills; job titles; descriptions, and estimated job figures to arm labor unions with the information they need to determine jurisdiction of work and to create robust offshore wind training programs through their respective apprenticeship programs.

"The Hudson Valley Building Trades believes Community Offshore Wind's commitments for the Newburgh and New Windsor areas will bring high-road, union jobs to our community. This is a generational opportunity for organized labor to be a key player in ensuring the clean energy industry leads to family-sustaining jobs."

Todd Diorio, President of the Hudson Valley Building and Construction Trades Council

[REDACTED]

We will communicate transparently with labor unions and coalitions, like CJNY and Jobs to Move America, to identify the project's job titles, descriptions and numbers throughout each phase of development while identifying skills gaps, necessary offshore wind specific certifications, and addressing the just transition of displaced and underemployed workers. We have developed a framework of workforce training programs (detailed in next section) and will work with organized labor to scale up pre-apprenticeship, apprenticeship, and other labor-management training programs (see next section).

19.3.4. Project labor agreements

Since the 1930s, Project Labor Agreements have promoted productivity, stability, and consistency on construction projects in the United States. This is a tool that has demonstrated success in planning projects, ensuring uniform safety standards and wages, and eliminating strikes or lockouts on a project, and thereby generally promoting efficiency in accomplishing established objectives. As the offshore wind industry matures, PLAs can help reduce risk and provide certainty in project development, especially given the current lengthy permitting milestones and regulations on federal, state, and local levels. In a Hill International cost-effectiveness study, a NYC School Construction Authority PLA from 2005-2009 was scrutinized. The report concluded that over five years, “total of major quantifiable cost savings resulting from utilization of a PLA in construction amount(ed) to \$221M⁹⁷.” In fact, most of the savings were from uniformity in shifts, and the collective bargaining agreements (CBAs) as construction continued without interruption, despite two unions being on strike.

[REDACTED]

[REDACTED]

[REDACTED]

Inherent in our PLA, LPAs, and future Collective Bargaining and Community Benefit Agreements (CBAs) is an intentional focus on providing equitable opportunities and reducing barriers for disadvantaged and underserved communities. We will negotiate provisions in these agreements that specifically address Diversity, Equity, Inclusion, and

⁹⁷ United States Department of Labor (USDOL). (2011). Implementation of Project Labor Agreements in Federal Construction Projects: An Evaluation. U.S. Department of Labor; Hill International.

Justice (DEIJ) goals and help open the conversation to addressing barriers to entry like license and legal conviction history requirements for training programs.

19.3.5. Community Offshore Wind training and development programs

Offshore Wind presents a generational opportunity to create a new industry from the ground up to support the clean energy transition. With NY realizing a 4.7 percent increase in clean energy jobs in 2021 over 2020⁹⁸ and a projected requirement of up to 58,000 jobs in Offshore Wind towards 2030 to meet 100% domestic content⁹⁹, **Community Offshore Wind has created a framework of programs to enable and empower New York’s communities to deliver on this immense opportunity.** We have developed these programs based on conversations and feedback from stakeholders in academia, labor, community organizations, workforce development programs, government, and industry. The programs will allow us to partner with local stakeholders not only to support the development, construction and the operations and maintenance activities at the wind farm but also enable manufacturing activities at SCIP facilities and the broader Offshore Wind Supply Chain in New York.

[REDACTED]

[REDACTED]

[REDACTED] At Community offshore wind, we have conducted a diligent process of identifying and soliciting proposals from partners that are most aligned with our philosophy and fulfill the following requirements:

- Creation of skills and/or opportunities that fulfill current critical gaps in the Offshore Wind supply chain
- Ability to provide equitable opportunities, measured by number of individuals historically enrolled from prioritized communities (i.e., disadvantaged and MWBE/SDVOB)
- Leveraging existing workforce development funding streams i.e., Workforce Investment Boards, NYS Empire State Development and NYSEERDA
- Engagement with organized labor on facilitating unionized career pathways
- Organizational capacity and market reputation to successfully deliver outcomes
- Agreement to conduct bi-annual reporting based on agreed KPIs for Community Offshore wind to track impact on an ongoing basis
- Located in disadvantaged communities and/or Community Offshore Wind host community (to the extent possible)

[REDACTED]

98 NYSEERDA (2022). Governor Hochul Announces Record Level of Clean Energy Jobs Reached in New York State.
99 NREL (2022). U.S.. Offshore Wind Workforce Assessment.

[Redacted text block]

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[Redacted text block]

[REDACTED]

[REDACTED]

[REDACTED]

There are critical skills gaps within the relatively nascent, yet rapidly accelerating, Offshore Wind industry in New York and we, at Community Offshore Wind, recognize our role as a responsible developer to equip our communities with the required capabilities to succeed in this clean energy transition, in coordination with the organized labor. As reported by NY Workforce Gap Analysis report¹⁰⁰, there are several occupations within Offshore Wind with 'severe' labor shortages: Plant and System Operators, Hoist and Winch Operators, Wind Turbine Service Technicians, and Continuous Mining Machine Operators. In addition, the report asserts that skills related to manufacturing and construction of Offshore Wind projects will account for 56.5% of jobs by 2040 (equating to almost 12,800 jobs in New York). We have prioritized addressing these skills gaps and support the needs of our wind farm across development, construction and O&M phases as well as the SCIP facilities and the broader New York offshore wind supply chain.

[REDACTED]

¹⁰⁰ NREL (2022). U.S. Offshore Wind Workforce Assessment.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

101 NREL (2022). U.S. Offshore Wind Workforce Assessment.
102 Based on NAICS 3-digit classification categories: <https://www.census.gov/naics/>.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

The New York State Department of Labor (NYS DOL) has identified the construction and skilled trades as a high-demand industry. However, due to half of trades workers approaching retirement age during the next decade, there must be an expansion of recruitment and retention to the organized trades. This demand will be compounded by the rapid build-out and deployment of offshore wind and clean

energy projects in the coming years. To meet this growing demand, labor union training programs are uniquely qualified to scale up and provide an “earn while you learn” model of on-the-job training, classroom instruction, and safety training to create the pathways to grow from an apprentice to a skilled tradesperson. We believe it is imperative to support the success of the union apprenticeship and pre-apprenticeship models across the State to become a trusted partner in expanding pathways to the labor movement.

[REDACTED]

[REDACTED]

[REDACTED]

103 See the New York Jobs and Workforce Plan attachment

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

19.3.6. Just transition

The key to unlocking the promise of an equitable offshore wind industry and green energy economy is ensuring a just transition for workers and communities. According to The Climate Act, “shaping the ongoing transition in our energy sector to ensure that it creates good jobs and protects workers and communities that may lose employment in the current transition must be key concerns of our climate policy.”¹⁰⁴ Additionally, the CLCPA recognizes that “setting clear standards for job quality and training standards encourages not only high-quality work but positive economic impacts”¹⁰¹.

[REDACTED]

[REDACTED] This will result in significant impacts on workers and local communities, including members of our coalition. We will prioritize these community groups in targeted training and development opportunities to equip them with necessary skills and knowledge to succeed during this transition phase [REDACTED]

[REDACTED]

A holistic sense of a just transition is not only about addressing fossil fuel and displaced workers but reimagining the communities that have hosted this generation for decades and have reaped the consequences. [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

In addition, we will leverage the experience of one of our parent company, National Grid, who has a long history of training and upskilling their workforce for the next generation of energy solutions. Although at this time, this project would not result in the closure of any National Grid energy generating [REDACTED] National Grid is committed to ensuring those workers will be provided with the necessary training and skills required if they would like to support the Community Offshore Wind project. The adaptability and resolve of the National Grid workforce can be found at their respective power generating facilities, for instance the workforce at these locations had to be retrained as energy generation sources switched away from coal to oil, then later from oil to natural gas. National Grid is committed to using the training programs that will be created using funding from Community Offshore Wind, when and where appropriate, and expects to pay non-discounted rates for the programs to ensure non-discriminatory utilization of funding and impact.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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[REDACTED]

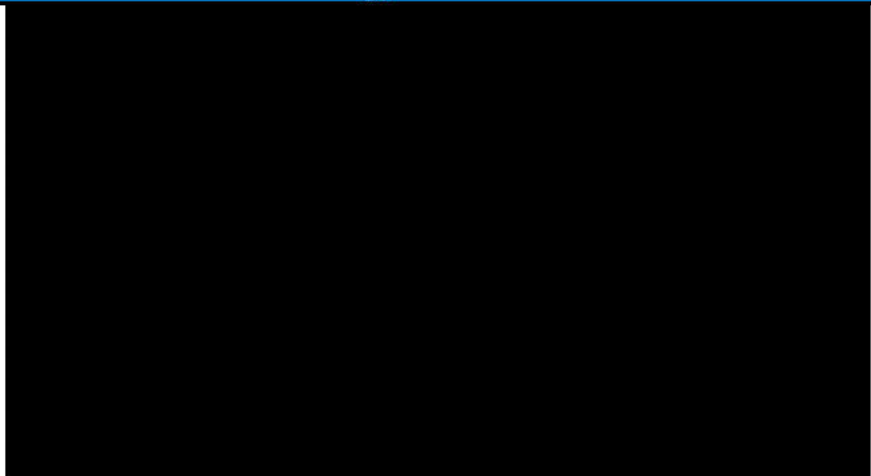
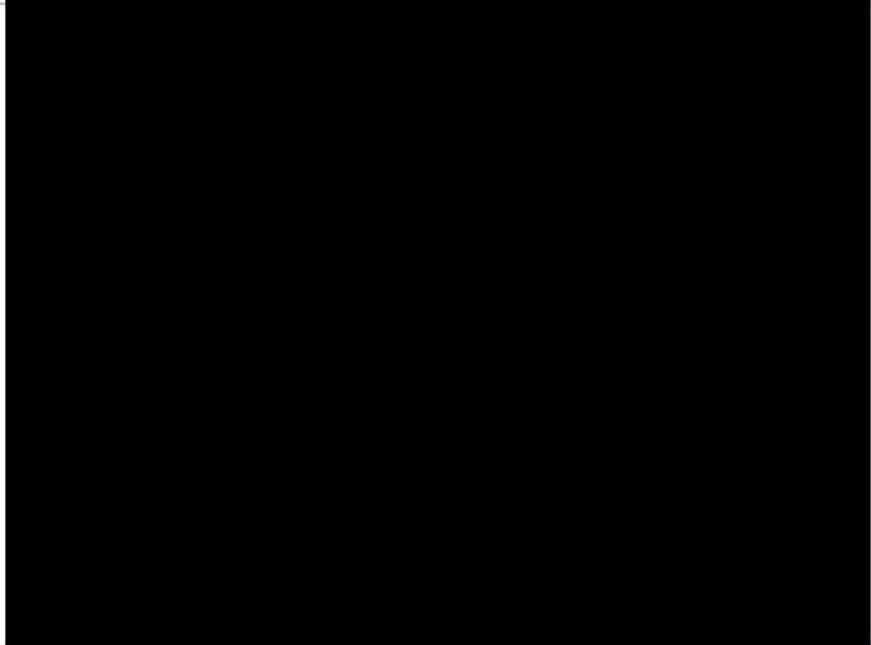
19.3-B BW Research detailed benefit modelling and verification

January 23, 2023

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 Category Related 1 Economic Benefits	
<hr/> Category 3	

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 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

[REDACTED]

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

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19.3-C Appendices

This document contains confidential information and is excluded from this public version.

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:

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

28-Oct-22

Dated

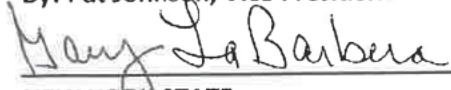
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ON BEHALF OF COMMUNITY OFFSHORE WIND, LLC

By: Pat Johnson, Vice President

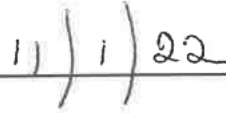


NEW YORK STATE
BUILDING AND CONSTRUCTION TRADES
COUNCIL

By: GARY LaBARBERA, President

26-Oct-22

Dated



Dated

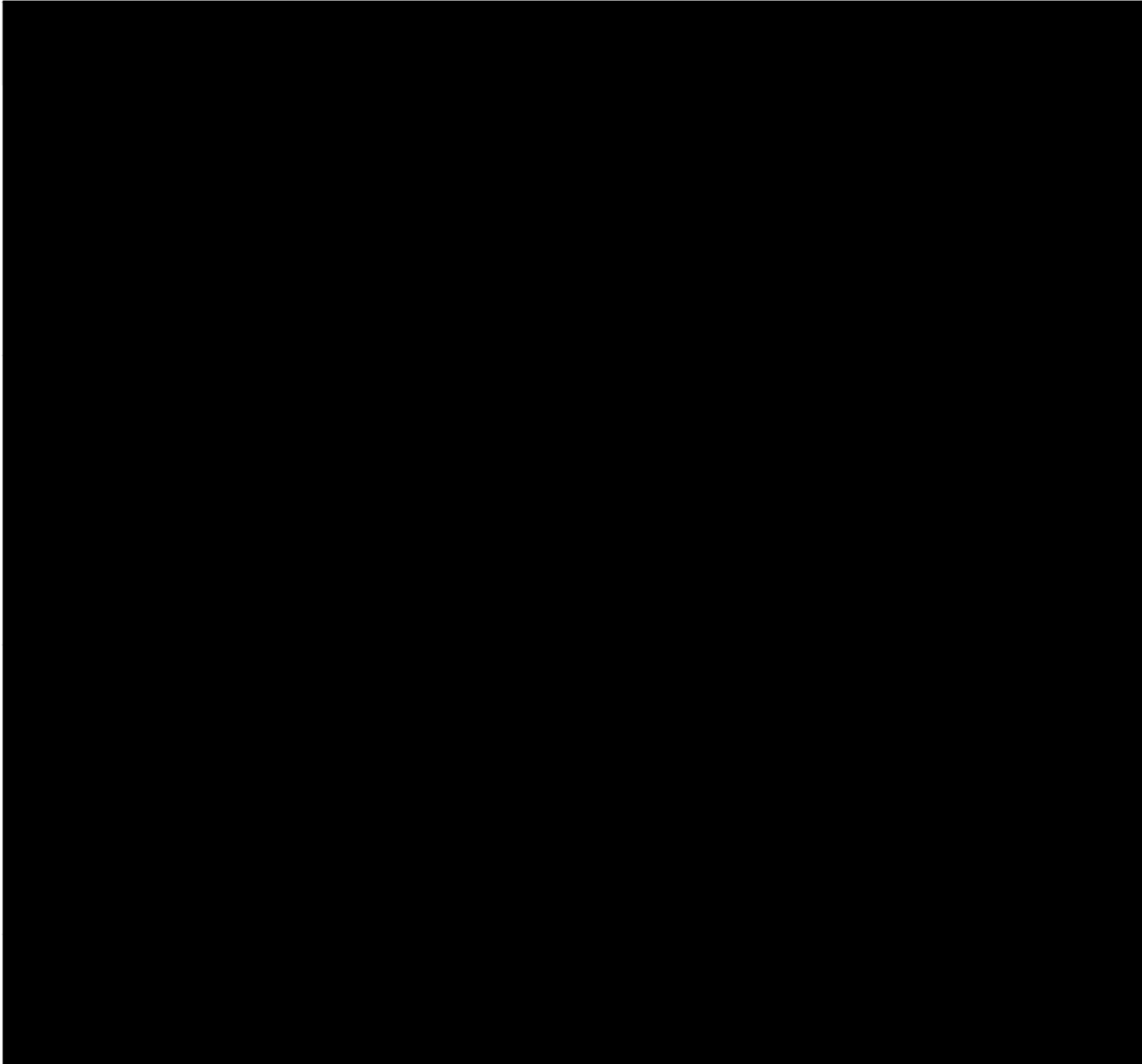
19-3-2 Workforce training and wraparound programs MOUs

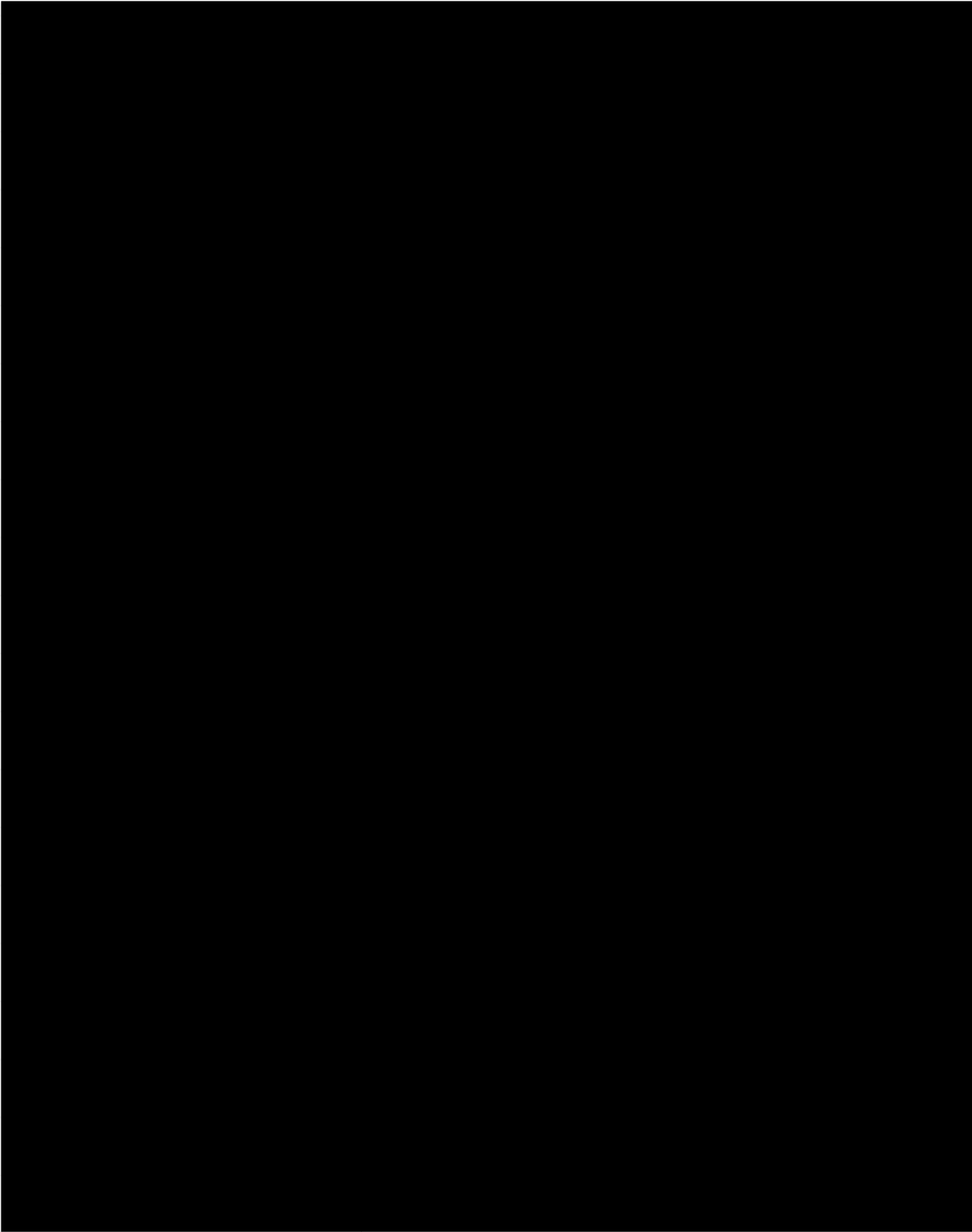
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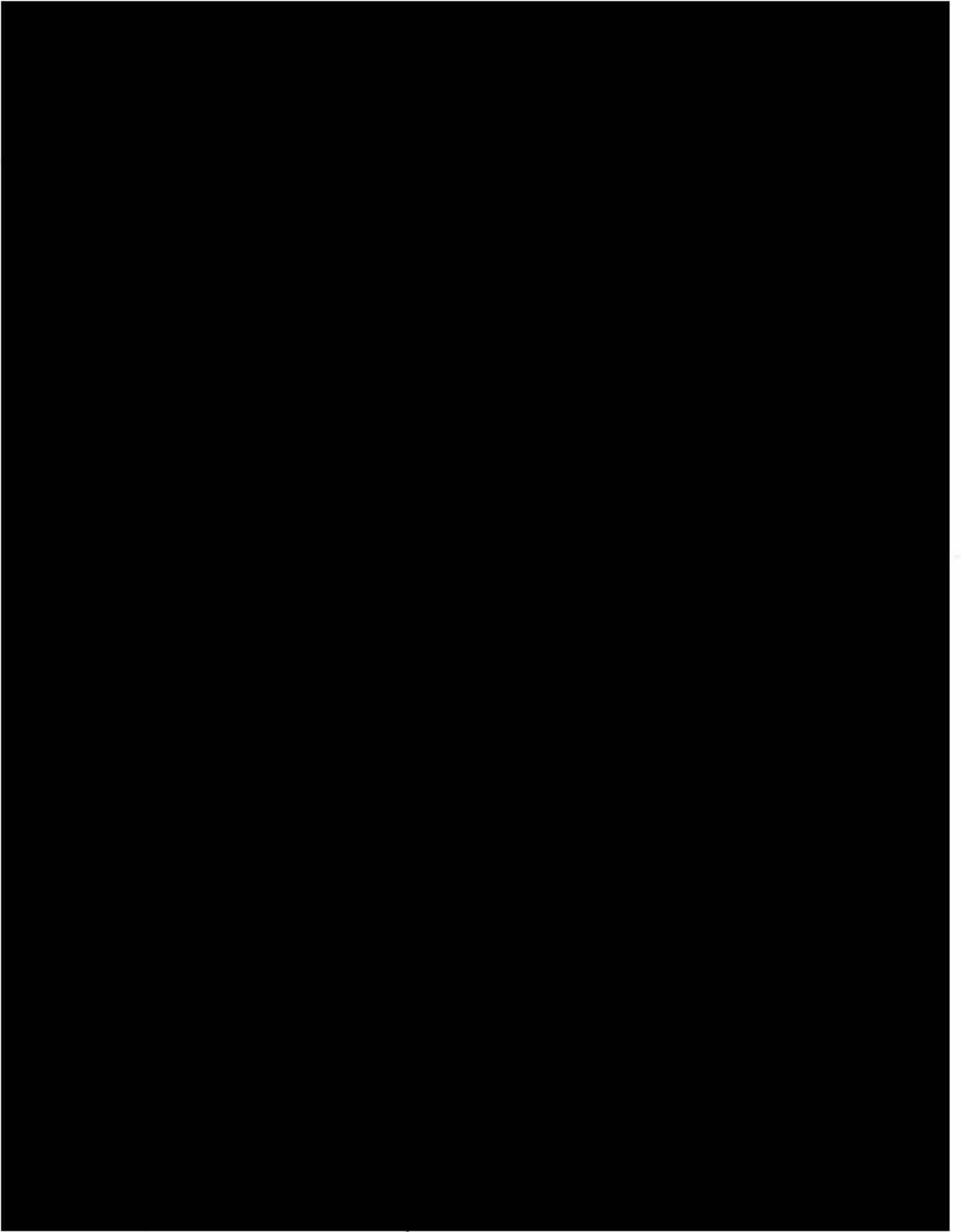
19-3-3 IWA community outreach

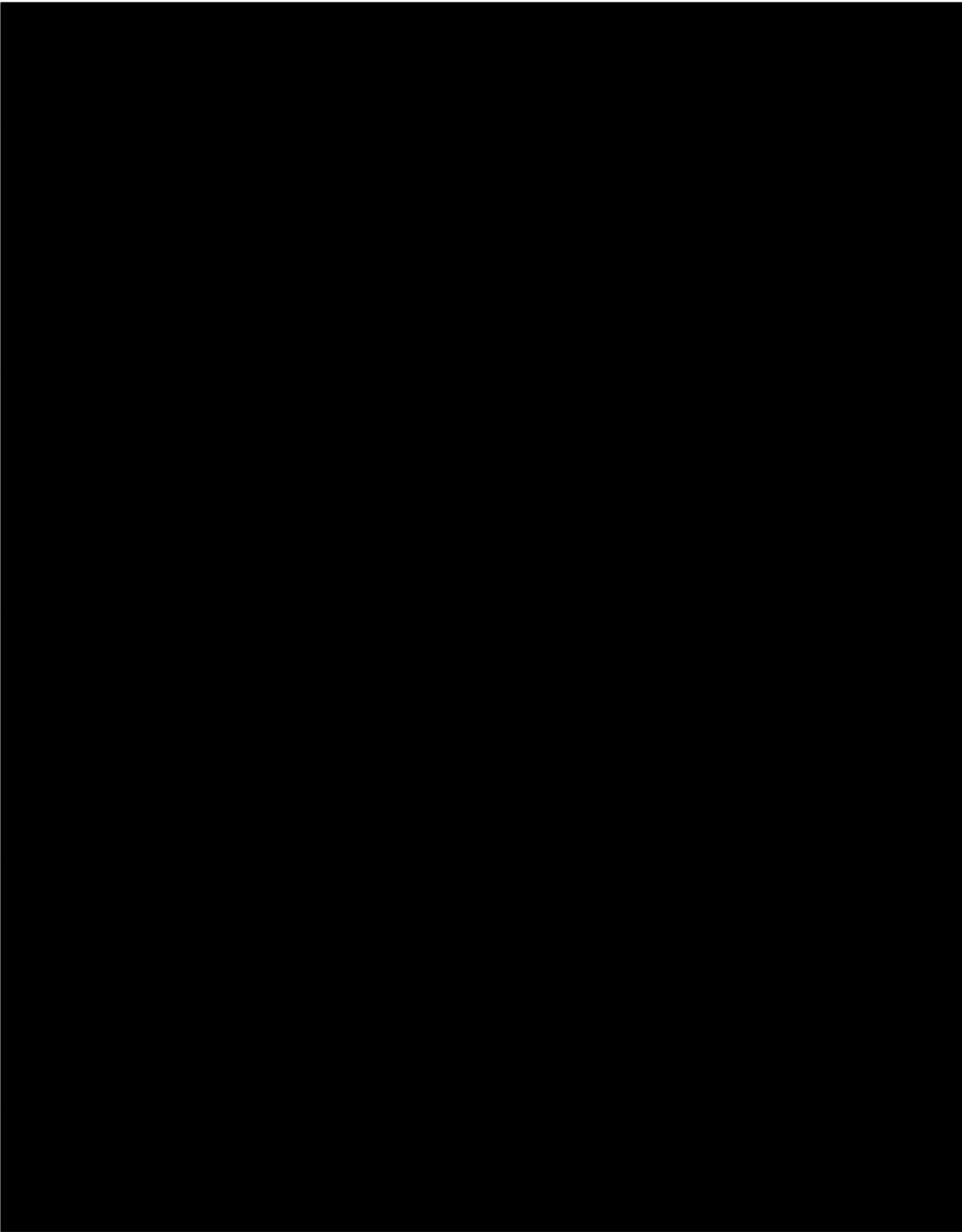
GRANT AGREEMENT

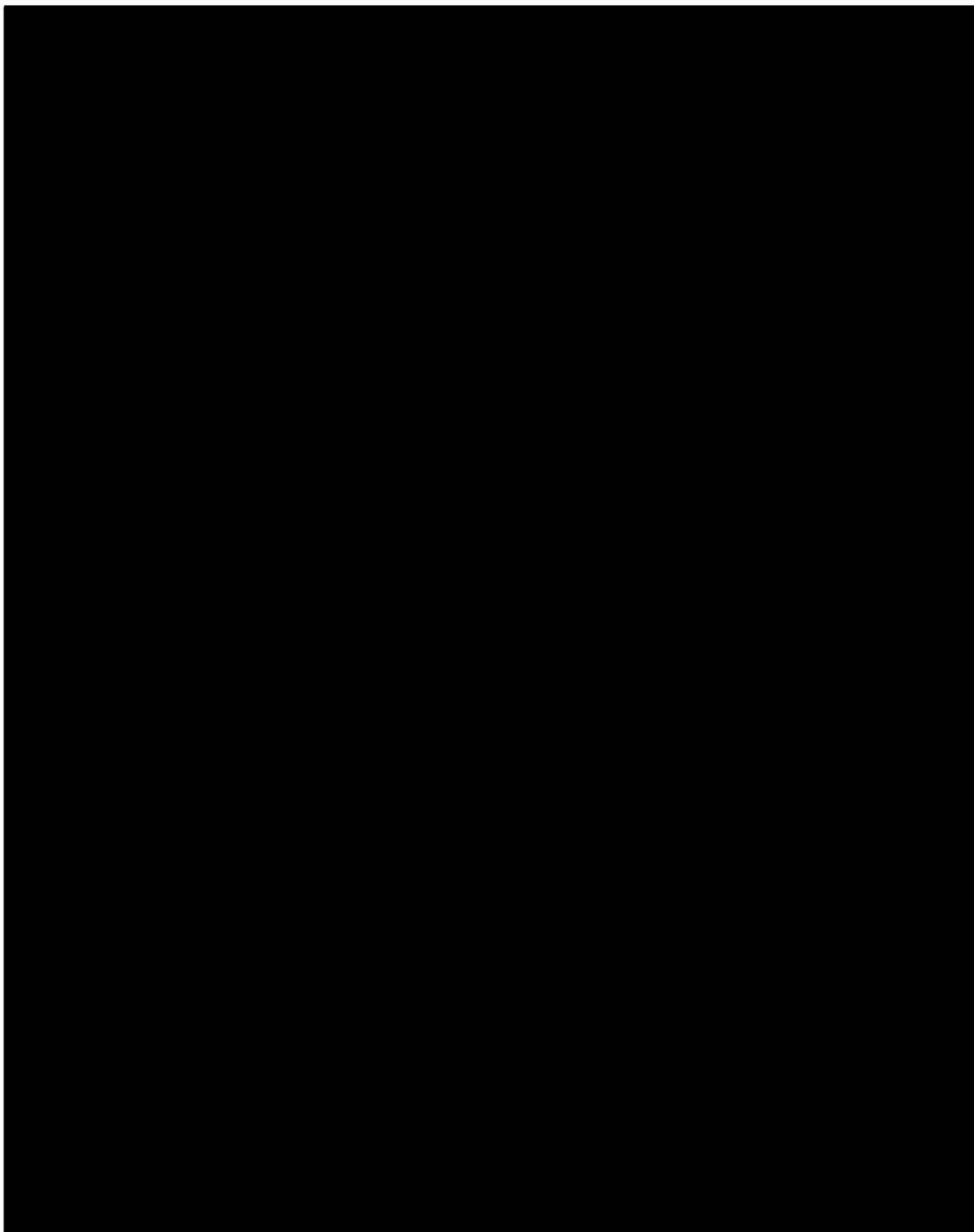
This Grant Agreement ("**Agreement**") is made by and between The Institute for Workforce Advancement ("**IWA**") located at 576 Broadhollow Road, Melville, NY 11747 and Community Offshore Wind, LLC, a Delaware limited liability company located at 353 North Clark St., 30th floor, Chicago, IL 60654 ("**Community 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.







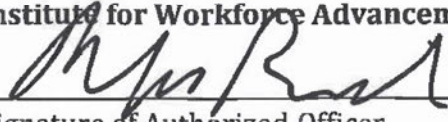






IN WITNESS WHEREOF, the Parties hereto have caused their duly authorized representatives to execute a counterpart of this Agreement as of the Effective Date.

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.

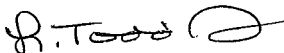


Community Offshore Wind is working with local suppliers and minority-owned businesses to create an environmentally-conscious, regional supply chain. The team is also committed to utilizing union shops and working with local non-profit organizations to provide educational, economic, and environmental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



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.

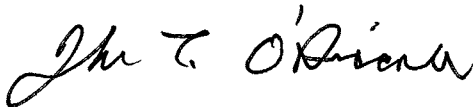
The COSW team has secured a memorandum of understanding (MOU) with the NYS Building Trades for a Project Labor Agreement (PLA) on the construction of the project and the related manufacturing facility construction needs. Their labor liaison demonstrates good faith to ensure that there is a holistic approach 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.

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 "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

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

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& BRIDGEPAINTERS**
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LONG ISLAND CITY, NY
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& POINTERS**
45 WEST 14TH STREET
NEW YORK, NY 10011
TEL: 212-242-8500
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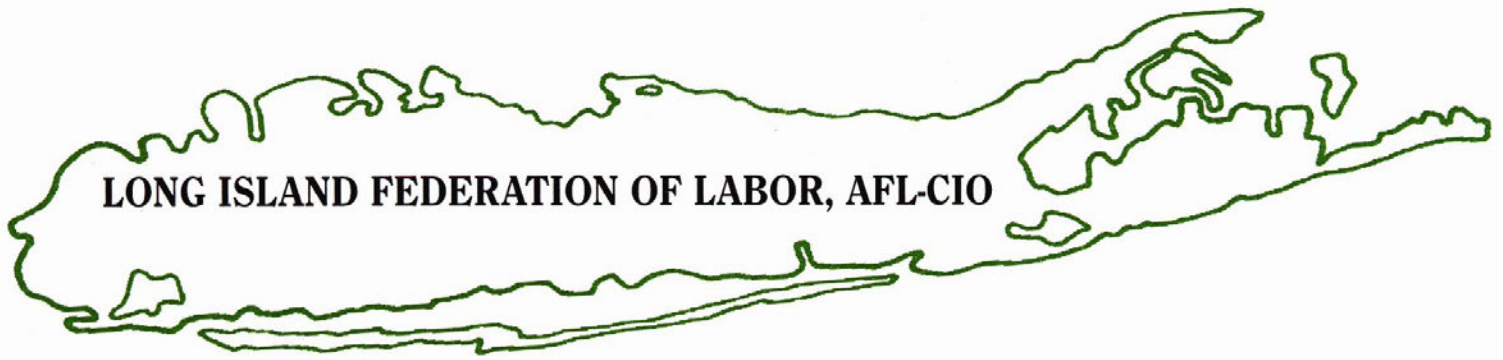
**METAL POLISHERS
& SIGN & DISPLAY**
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LONG ISLAND CITY, NY
11106
TEL: 718-361-1770
FAX: 718-361-1934

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103 CARLETON AVENUE
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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 NYSEDA'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

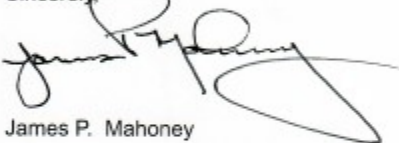
In the future, the NYS Iron Workers District Council looks forward to collaborating, attending, and creating awareness of COSW and the good union jobs expected from its development.

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.

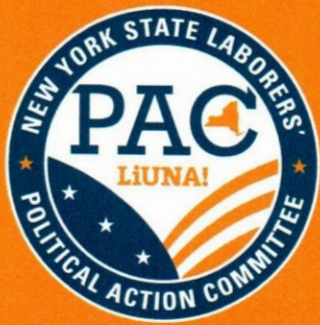
Sincerely,

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.

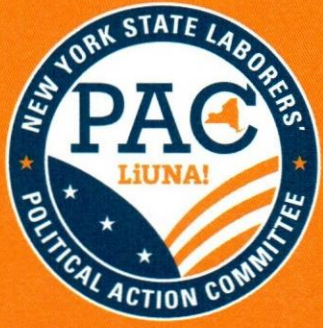
Community Offshore Wind (COSW) has the collective experience for executing successful large infrastructure and clean energy projects, but also the familiarity with the people that live and work in Nassau County. RWE is one of the world's leading companies in offshore wind and has constructed 17 wind 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
Alliance
12203

Dear Mr. and Mrs.

Our unit and I are in a joint venture between the...
for proposals for procuring...
representing 12 locals and 20000 of us...
cooling and sprinkler installations across in the...
energy to the northeast efficient...and safe...
creating good union career opportunities for our workers

Our unit and I are in...
projects but also the...
is one of the world's leading...
over 20 million...
generation and transition local...
to address the clean energy economy

Since February 2022...
the joint venture continues to be...
collaborating in its...
education and workforce training...
to build a local and...
diverse workforce and provide individuals...
the education and training necessary to...
sustaining careers

Already the team has secured a...
the Building Trades for a Project...
Additional...
is demonstrating their intentionality...
Peace Agreement...
and appropriate labor organizations...
our members are eager to get to work in the clean...
energy economy...
has the potential to create...
opportunities for our members in...
hydrogen and thermal...
networks...
that are versatile and scalable...
will help decarbonize our economy...
increase resilience and...
redundancy in the...
and help us meet its clean energy goals...
the future...
the Pipe Trades looks forward to collaborating...
attending and creating awareness...
and the good union jobs expected from its development

Our unit and I are in...
local suppliers and...
independent businesses to create a secure and...
regional...
supply chain...
team is also committed to utilizing union...
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...
Big and has the potential to host 3...
capacity...
enough to power over...
one million...
The project will help...
the goals of the...
and...
unit Protection Act...
has set a target that...
percent of the state's...
electricity be produced from...
renewable resources by 2030

We express our support for our unit...
and I are in...
proposal to...
DA to provide clean energy...
and...
to the state...
of our...

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 read 'W Banfield', with a long horizontal flourish 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



395 HUDSON STREET - 9TH FLOOR

NEW YORK, N.Y. 10014

PHONE: (212) 366-7500

FAX: (212) 675-3118

www.nycdistrictcouncil.com

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.

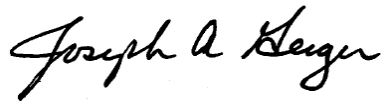
Since February 2022's NY Bight lease sale, the joint venture continues to be present throughout communities in New York and have made an impact. They are collaborating with organized labor, education, and workforce training facilities on how to build a local and diverse workforce and provide individuals 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.

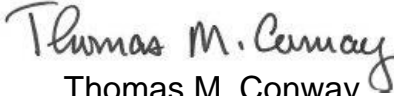
COSW is demonstrating their intentionality of unionization in the operations and maintenance and manufacturing sectors by advancing negotiations on a Labor Peace Agreement (LPA) with the New York State Federation of Labor, representing unions, including USW, across the state. In the future, our union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

AUGUSTIN TELLEZ
EXECUTIVE VICE PRESIDENT

DAVID HEINDEL
SECRETARY-TREASURER

GEORGE TRICKER
VICE PRESIDENT

JOSEPH T. SORESI
VICE PRESIDENT

DEAN CORGEY
VICE PRESIDENT

NICHOLAS J. MARRONE
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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 - Respecting human rights
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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

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