



# Dear Sultan Ahmed bin Sulayem, CEO of DP World, Owners of P&O Ferries

## RE: P&O Ferries mass termination of British seafarers

As you are aware, on March 17, P&O Ferries announced via Zoom that it was terminating the contracts of all its 800 seafarers with immediate effect, and that they would be replaced by non-union, agency workers.

The manner in which this has been done appears to be in clear violation of UK labour legislation and international labour standards, a fundamental breach of collective bargaining and an attack on workers' rights.

We are aware that P&O Ferries is a subsidiary of DP World and that this is part of DP World's wider plan for P&O Ferries.

Around the world transport workers and our allies in civil society expect and demand better. Multinational corporations like yours can and should treat workers with dignity and respect their rights under the law.

DP World claims it values "relationships built on a foundation of mutual trust and enduring partnership" and wants to be a world-leader on ESG. You signed up to the UN Global Compact committing to respect workers' fundamental rights.

Yet DP World's much vaunted sustainability statements are meaningless if you allow your subsidiary company to act illegally and directly undermine those very rights in the UK.

P&O firing of all staff with immediate effect is unacceptable.

We call on you to:

- Urgently convene a meeting with the two unions, Nautilus International and the RMT, together with the UK Government, to rectify the current situation.
- Guarantee that this will not happen in any other DP World wholly owned subsidiary and that you will uphold your ESG commitment to the principles of the UN Global Compact and behave equitably and show respect to all workers in your supply chain.
- Commit to social dialogue, respectful industrial relations and to develop a closer relationship with the ITF and our affiliates across all DP World owned subsidiaries that ensures that no worker has to ever endure being sacked via Zoom again.

Signed,

International Transport Workers' Federation  
European Transport Workers' Federation  
National Union of Rail, Maritime and Transport Workers  
Nautilus International

**Alongside 10,103 transport workers and their supporters from 177 affiliated unions  
in solidarity with the 800 sacked P&O seafarers**



ACOD/CGSP Telecom Vliegwezen/Aviation	Clerical and Commercial Workers' Union	Flight Attendants' Association of Australia - International Division
Action Syndicale Pour Le Developpement	Communication & Transport Workers' Union of Tanzania	FNV
ACV - Openbare Diensten	Danish Maritime Officers	Fórsa - (aka Irish Municipal, Public and Civil Trade Union (IMPACT))
ACV - Transcom	Deniz Çalisanlari Dayanisma Dernegi (DAD-DER) Marine Employees' Solidarity Association (MESA)	Forward Seamen's Union of India
ACV Puls	DHL Employees Union	General Federation of Private Railway & Bus Workers' Unions
Air Transport Services Senior Staff Association	Dock, Maritime, Shipyard and Warehouse Workers' Union of Turkey	General Trade Union of Air Transport and Tourism
Airports of Thailand Public Company Limited State Enterprise Worker Union (AOT-SWU)	Dockers' Union of Russia	enya Shipping, Clearing Freight Logistics and Warehouse Workers Union
All India Railwaymen's Federation	E tū	Kesatuan Pelaut Indonesia (KPI)
All-Japan Federation of Transport Workers' Unions	Estonian Seamen's Independent Union	Korean Federation of Port & Transport Workers' Unions
All-Japan Prefectural and Municipal Workers Union	Fagforbundet	Korean Public Service and Transport Workers' Union
All-Japan Seamen's Union	Fagligt Fælles Forbund (3F)	Marine Engineers' Beneficial Association
Amalgamated Union of Seafarers, Hong Kong	Federação Nacional dos Trabalhadores em Aviação Civil	Marine Transport Workers' Trade Union of Ukraine
Antigua & Barbuda Workers' Union	Federación de Servicios a la Ciudadanía de CCOO	Maritime and Dockworkers' Union Ghana
Asociación Argentina de Aeronavegantes	Federación Estatal de Servicios, Movilidad y Consumo de la Unión General de Trabajadores (FeSMC-UGT)	Maritime Union of Australia
Asociación Colombiana de Aviadores Civiles	Fédération CGT des Cheminots	Maritime Union of New Zealand
Asociación de Personal Aeronáutico	Fédération des Officiers de la Marine Marchande UGICT CGT	Merchant Navy Officers' Guild - Hong Kong
Asry Labour Union	Fédération FO de l'Equipement, de l'Environnement, des Transports et des Services (FEETS-FO)	Mumbai Port Trust, Dock and General Employees' Union
Associated Marine Officers' and Seamen's Union of the Philippines	Fédération Générale des Transports et de l'Environnement (CFDT)	National Confederation of Transport Workers' Union (NCTU)
Associated Philippine Seafarers' Union, APSU (ALU-TUCP)	Fédération Nationale des Syndicats de Transports CGT	National Railway Workers' Union
Associated Society of Locomotive Engineers & Firemen (ASLEF)	Fédération Nationale des Syndicats Maritimes CGT	National Union of Public and General Employees
Association of Flight Attendants (AFA) - Communications Workers of America (CWA)	Fédération Nationale des Transports et de la Logistique Force Ouvrière	National Union of Rail, Maritime and Transport Workers
Association of Nigeria Aviation Professionals	Fédération Nationale des Travailleurs des Transports - Union Générale des Travailleurs Algériens	National Union of Seafarers of India
Australian Institute of Marine & Power Engineers	Fédération Nationale des Travailleurs des Transports (FNTT)	National Union of Seamen of India
Australian Maritime Officers Union	Federation Nationale Travailleurs Ports Algériens (UGTA)	National Union of Transport and Allied Workers
Australian Municipal, Administrative, Clerical and Services Union	Federation of Transport, Petroleum and Agricultural Workers	Nautilus International (NL)
Australian Rail, Tram & Bus Industry Union	Fédération Syndicale des Travailleurs des Transports du Togo (FESYTRAT)	Nautilus International (Switzerland)
Australian Workers' Union	Fédération Syndicale Libre des Travailleurs du Transport et Entretien Mécanique de Guinée	Nautilus International (UK)
Auto, Taxi & Private Sector Transport Workers HMS Federation	Fédération Syndicale Professionnelle Nationale des Transports et Mécaniques Générales	Nepal Transport Labour Association (Nepal Yatayat Mazdoor Sangh) (NETWON)
Aviation & Airports Services Workers Union (Kenya)	Fellesforbundet	New Zealand Merchant Service Guild Industrial Union of Workers Inc.
B C Ferry & Marine Workers' Union	Finnish Seafarers' Union FSU	Norsk Jernbaneforbund
Bangladesh Biman Cabin Crew Union	Finnish Transport Workers' Union	Norsk Sjøoffisersforbund
Bangladesh Merchant Marine Officers' Association	First Union	Norwegian Seafarers' Union
Belgische Transportarbeidersbond Union Belge du Transport et de la logistique		Norwegian Union of Marine Engineers (NUME)
Bermuda Industrial Union		Orden Mexicana de Profesionales Marítimos y Portuarios, Similares y Conexas
Birlesik Tasimacilik Çalisanlari Sendikasi (BTS) (United Transport Workers' Union)		Prospect
British Airline Pilots' Association, BALPA		Public and Commercial Services Union
Bulgarian Seafarers' Trade Union		Rail and Maritime Transport Union Inc.
Canadian Merchant Service Guild		



Railway Union	UNIA
Railway Workers' Union (Open Line)	Unifor
Seafarers & Maritime Workers' Union of Western Russia	Unión de Capitanes y Oficiales de Cubierta
Seafarers' International Union	Unión de Trabajadores del Transporte Marítimo, Aéreo, Terrestre y Afines (UTT)
Seafarers' International Union of Canada	Union des Syndicats UMT des Transports
Seamen and Waterfront Workers' Trade Union	Union for Service and Communications Employees
Services, Industrial, Professional and Technical Union (SIPTU)	Union Nationale des Syndicats Autonomes (UNSA Transport)
Sindikat Pomoraca Hrvatske (Seafarers' Union of Croatia)	Union of Shop, Distributive & Allied Workers
Sindikat Strojovoda Hrvatske - Train Driver Trade Union of Croatia (RETUC)	Unión Panameña de Aviadores Comerciales
Singapore Maritime Officers' Union	Unionen
Sjöbefälsföreningen (Maritime Officers' Association)	UNITE HERE
Suomen Laivanpäälystöliitto r.y. (Finlands Skeppsbefälsförbund)	Unite The Union
Swedish Municipal Workers' Union	United Seamen, Ports and General Workers' Union of Liberia
Swedish Transport Workers' Union	United Workers' Union of Liberia
Syndicat des Agents de la Météorologie et de l'Aviation Civile (SAMAC)	Vereinte Dienstleistungsgewerkschaft (ver.di)
Syndicat des Employés, Techniciens et Cadres de Belgique	VM - Félag vélstóra og málmæknimanna (Icelandic Union of Marine Engineers and Metal Technicians)
Syndicat des Travailleurs des Compagnies de Navigation Maritimes, Aériennes et de Transit du Togo	
Syndicat des Travailleurs du Port Autonome de Lomé (SYNTRAPAL)	
Syndicat National des Travailleurs de la Marine Marchande (SNTMM)	
Syndicat Unique de la Météorologie, de l'Aviation Civile et Assimilés (SUMAC)	
Syndicat Unique des Travailleurs des Transports Aériens et Activités Annexes du Sénégal	
Tanzania Seafarers' Union	
Teamsters Canada	
The Cochin Port Staff Association	
The Marine Officers Union (MOU)	
The Maritime Union of India	
The Trade Union for the Public and Welfare Sectors (JHL)	
Trade Union of Transport and Communications	
Transport & General Workers' Union	
Transport Industry Trade Union of Rail, Road, Air and Inland Navigation Workers of the Kazakhstan Republic	
Transport Salaried Staffs' Association (TSSA)	
Transport Workers' Division of Histadrut	
Transport Workers' Union of Australia	
Türkiye Denizciler Sendikası (Seafarers' Union of Turkey)	