

## Ethics Starts With You

At HII, we are committed to meeting the highest ethical standards. In order to achieve this commitment, we must each seek and accept personal responsibility for our actions and results at all times. This means we must hold ourselves accountable for every interaction we have with others, every decision we make and every task we complete. Each of us has a role in shaping our ethical culture by demonstrating our company values every day.

**To help keep top of mind the role we each play, the theme of our Ethics program for 2024 is**

**“Ethics Starts With You.”**

### **Holding myself accountable for our ethical culture means I will:**

- Use our HII values of Integrity, Safety, Respect, Engagement, Responsibility and Performance to guide my decisions and actions.
- Demonstrate civility through behaviors that are respectful, courteous, helpful, supportive, reasonable and understanding.
- Avoid any situation that would result in, or give the appearance of, a conflict between any personal interests and the interests of HII.
- Conduct myself in a manner that reflects positively on the HII's image and identity at all times.
- Avoid behavior that demeans, abuses or shows disrespect to any individual, including racist, sexist or ethnic comments, jokes or gestures, and any conduct or statement that creates an intimidating, hostile or offensive work environment.
- Speak up if I am asked to do something I believe is unethical, inconsistent with HII's values, or in violation of a policy or procedure, or if I become aware of any such activities.

Supervisors/Foremen - Please share this message with employees who do not have computer access. Post it for employee review.