

HII Ethics and Compliance Awareness Month

During the month of August, HII celebrates Ethics and Compliance Awareness Month. The purpose of Ethics and Compliance Awareness Month is to focus intentionally on HII's values, communicate ethical standards and keep the ethics priority "fresh" in employees' minds.

This year's theme for Ethics and Compliance Awareness Month is "Ethics Starts with You." Our theme reinforces the fact that each of us has a significant role in shaping our ethical culture. We must each take personal responsibility for our actions and results, and we must hold ourselves accountable for every interaction we have with others, every decision we make and every task we complete.

During the month, we encourage intentional discussions of ethics and compliance issues you have encountered or may encounter in your roles. Leaders are also encouraged to use this month as an opportunity to reinforce to their teams – in their actions and their communications – the importance of modeling ethical leadership and responsibility in the work we do at HII every day.

Other Ethics and Compliance Awareness Month suggestions:

- Review the HII Code of Ethics and Business Conduct booklet.
- Raise your awareness of HII's ethics and compliance programs and resources.
- Complete your ethics and business conduct training requirements.
- Nominate deserving employees for the HII On-the-Spot Ethics Recognition Award.
- Each week, discuss one company value and how it affects the work you do daily.
- Download the HII Ethics and Compliance App for free in the Google Play or Apple app stores and use it as a resource.
- Participate in the awareness activities and events at your location throughout the month.
- Be on the lookout for results to be shared from our recent Ethics Survey and consider what you can do to help us continuously improve.

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