

Speak with Respect, Act with Integrity

At HII, we are committed to meeting the highest ethical standards. This starts with civility – it's the foundation of our ethical culture - but there's more to it than that. It is about being respectful to others and valuing the contributions they each bring to the workplace. It's about being courteous and professional in all interactions with others, even when you disagree.

And – it's about being honest and fair, accurate and thorough, and always delivering the highest quality work. It means always upholding the highest standards of integrity in everything that you do.

In his annual message to the workforce, CEO Chris Kastner stated, "At HII we will win and we will win the right way: by demonstrating our values and ethical behavior." To support winning the right way, the theme of our Ethics program for 2025 is, "Speak with Respect, Act with Integrity."

Speaking with respect and acting with integrity 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 HII's image and identity at all times.
- Be truthful, trustworthy and honorable in all aspects of my work while meeting my commitments and always doing the right thing.
- 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.