

Hill Ethics and Compliance Awareness Month

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

The theme for Ethics and Compliance Awareness Month this year is "Speak with Respect, Act with Integrity." Our theme reinforces the significance that two of our values have in our daily activities and reminds us of the role that each of us has in shaping our ethical culture. We must take personal responsibility for our actions and results by holding ourselves accountable for every interaction we have with others and every decision we make.

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 Hill every day.

Other Ethics and Compliance Awareness Month suggestions:

- Refresh yourself on the Hill Code of Ethics and Business Conduct booklet.
- Raise your awareness of Hill's ethics and compliance programs and resources.
- Complete your ethics and business conduct training requirements.
- Nominate deserving employees for the Hill On-the-Spot Ethics Recognition Award.
- Each week, discuss one company value and how it affects the work you do daily.
- Download the Hill 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.
- Go to [OpenLine & Contact Information – Hill](#) for information about channels to report misconduct, including how to reach your Business Conduct Officer (BCO).

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