

ETHICALLY SPEAKING

ETHICS AND COMPLIANCE AWARENESS MONTH

August is Ethics and Compliance Awareness Month! The purpose of Ethics and Compliance Awareness Month is to refocus on HII's values, communicate ethical standards and remind employees to make ethics a priority. During the month, ethics and compliance issues should be addressed and discussed, and various activities will be conducted.

The theme for Ethics and Compliance Awareness Month is "Speak with Respect, Act with Integrity." Our theme highlights two of our values, reinforcing the significance they have in our daily activities and reminding us of the role we each have in shaping our ethical culture. We are all personally responsible for our actions and the resulting outcomes. We must hold ourselves accountable for every interaction we have with others and each decision we make.

During the month, leaders are encouraged 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.

DO YOU KNOW YOUR BCO?

Each division has a designated Business Conduct Officer who has the primary role of acting as a resource to address questions and issues related to ethics and to promote an ethical culture. Find your BCO and their contact information [here](#).

ON-THE-SPOT ETHICS RECOGNITION PROGRAM

Ethics and Compliance Awareness Month is a great time to recognize a co-worker for their ethical behavior and actions.

The On-the-Spot Ethics Recognition Program provides timely recognition to employees whose ethical behavior and actions demonstrate company values in their everyday activities

To nominate someone, follow the instructions on form C941 (available on Corporate Command Media.)

**"ETHICAL BEHAVIOR
ISN'T JUST ABOUT
FOLLOWING RULES –
IT'S ABOUT DOING
THE RIGHT THING,
EVEN WHEN NO ONE
IS WATCHING."**

**CHRIS KASTNER
PRESIDENT AND CEO**

WHAT DO OUR VALUES MEAN?

At the Leadership Summit held earlier this year, a panel of HII leaders developed a “motto” and an explanation for what each of our values look like in action. Here’s a look at the first three values. The remaining values will be featured in the next edition of Ethically Speaking.

INTEGRITY

The relentless pursuit of right

By this we mean... I am committed to not only doing the right thing, but doing the thing right. I understand this requires persistent, proactive examination, and unwavering moral courage.

RESPECT

Give It, Get It

By this we mean... I do unto others, building stronger teams and driving performance by recognizing the value of every teammate.

RESPONSIBILITY

Own It!

By this we mean... I embrace a proactive and accountable attitude. I take full responsibility for my actions, decisions, and outcomes—whether successes or failures.

OPENLINE ACTIVITY AS OF 06/30/25

- 1,533 cases were received, which is a 2% decrease in call volume over this time last year.
- Nearly 25% of the cases involve Civility concerns, making this the top reported issue (388 cases).
- 16% of all cases closed during this time were found to have merit.
- 102 of the cases closed resulted in Termination. Over 20% of these were the result of substantiated Time Reporting allegations.
- 127 cases had to be closed without being investigated because insufficient information was provided. Please be sure to include details when reporting concerns, and follow up in case the investigator has any questions.
- The average time to close a case was 59 days.

HII AND THE DEFENSE INDUSTRY INITIATIVE (DII)

HII is a long-standing member of the DII, an organization comprised of representatives from nearly 80 member companies, primarily from the aerospace and defense industry, with the mission to promote and advance a culture of ethical conduct in every company that provides products and services through government contracting.

Pictured on the right are Chris Kastner and members of the HII ethics and compliance teams who participated in the annual DII Best Practices Forum in June. Chris, who serves as Vice-Chair of the Executive Steering Committee for the DII, provided opening remarks for the conference.



INTEGRITY

SAFETY

RESPECT

ENGAGEMENT

RESPONSIBILITY

PERFORMANCE