

# Hill Code of Ethics and Business Conduct

Hill's Code of Ethics and Business Conduct identifies the core values, standards and behaviors that guide our commitment to the highest ethical standards. It also provides our view of the laws and regulations that impact the way we do business. The Code does not cover every legal or ethical question that you may face at Hill. It contains the general standards of conduct that are expected of all employees at Hill. Behaviors consistent with the Code of Ethics and Business Conduct are one of our most important workplace responsibilities. We have set high ethical standards. Following are some of the key points in our Code.

**Company Values:** Integrity, Safety, Respect, Engagement, Responsibility and Performance

**Our Expectations:** Do the right thing, especially when no one is looking.

**Reporting:** If you suspect that someone is behaving illegally or unethically, speak up!

**Civility:** Always treat others with dignity and respect.

**Conduct:** Demonstrate Hill's values in your actions. Conduct yourself in a manner that reflects positively on the company's image and identity at all times.

**Workplace Safety:** Hill is committed to providing a safe workplace for all employees.

**Retaliation:** Hill prohibits any form of retaliation.

**Final Word:** Our culture has always been built on our values, ethics and compliance, and this must continue. We must demand the highest standards from ourselves and from each other.

**The full Code of Ethics and Business Conduct is available [here](#).**



**CEO Message:** We are recognized as one of America's top large employers because of the strong values and ethics that drive our 44,000-strong teammates to do the right thing, regardless of the circumstances. Thank you for everything you do to support and enhance the culture of ethics and compliance at Hill.

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