

Values in Action: Winning the Right Way

At Hill, we are committed to meeting the highest ethical standards. This starts with our values – Integrity, Safety, Respect, Engagement, Responsibility, and Performance. Our values are the foundation of our ethical culture and guide our decisions and actions to ensure we consistently exhibit the highest levels of professional and ethical conduct in our work each day.

Putting our values into action builds trust with our stakeholders and ensures we will always deliver the highest quality work. This is winning the right way.

Because our values are at the core of our ethical culture, we recently changed the name of the On-the-Spot Ethics Recognition Program to the **Values in Action** Ethics Recognition Program. This award recognizes employees who show ownership of our values and demonstrate them through their behavior and actions. For more information and to nominate someone, see CO A605.

Putting our values in action means I will:

- Use our Hill 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.
- Conduct myself in a manner that reflects positively on Hill's image and identity at all times.
- Be truthful, trustworthy and honorable in all aspects of my work while meeting my commitments.
- Not cut corners when completing work by ensuring all processes are followed.
- Work safely at all times.
- Take full responsibility for my actions, decisions and outcomes.
- Speak up if I am asked to do something I believe is unethical, inconsistent with Hill'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.