

INTEGRITY

SAFETY

RESPECT

ENGAGEMENT

RESPONSIBILITY

PERFORMANCE

# ETHICALLY SPEAKING

*This newsletter is provided as a communication tool for all employees. Please share this information with employees during an upcoming staff or team meeting and encourage employees to read our [Code of Ethics and Business Conduct](#). Thank you for your continued support of our company's ethics and compliance programs.*  
**Dawn Smith**, Corporate Director, Culture and Ethics

## GAMBLING ON COMPANY PROPERTY

The NCAA Basketball Championship games provide a great opportunity to remind employees that gambling at work, including participating in office betting pools, is not permitted.

We want employees to have fun and enjoy watching the games. However, please remember that you may not gamble or participate in any game of chance (sports pool or lotteries) during company time, on company premises, using company resources or while conducting company business. Participating in office betting pools violates company policies, is disruptive, and reduces productivity.

Some managers may consider office betting pools harmless fun or a good team building activity and choose to either look the other way or even participate in the pools themselves. Managers should not condone gambling activity of any kind in the workplace. The appropriate course of action is to enforce our established anti-gambling policy in the workplace.

Enjoy rooting for your favorite teams - but don't take part in gambling of any kind at work!

**“ETHICS AND COMPLIANCE AREN'T JUST POLICIES, THEY REFLECT WHO WE ARE. THEY PROTECT OUR REPUTATION, OUR PEOPLE, AND OUR MISSION.”**

**CHRIS KASTNER, PRESIDENT AND CEO**

## VALUES IN ACTION ETHICS RECOGNITION PROGRAM

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. In 2025, we presented nearly 200 awards!

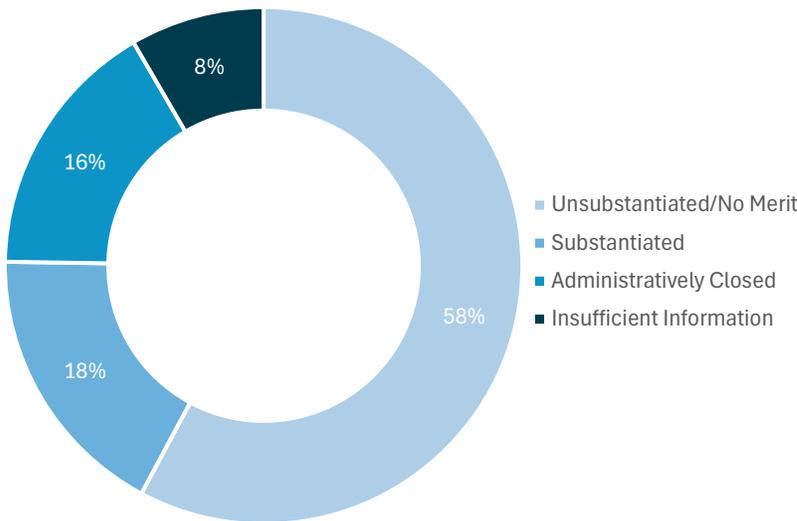
For more information and to nominate someone, see CO A605.

## 2025 OPENLINE ALLEGATIONS AND OUTCOMES

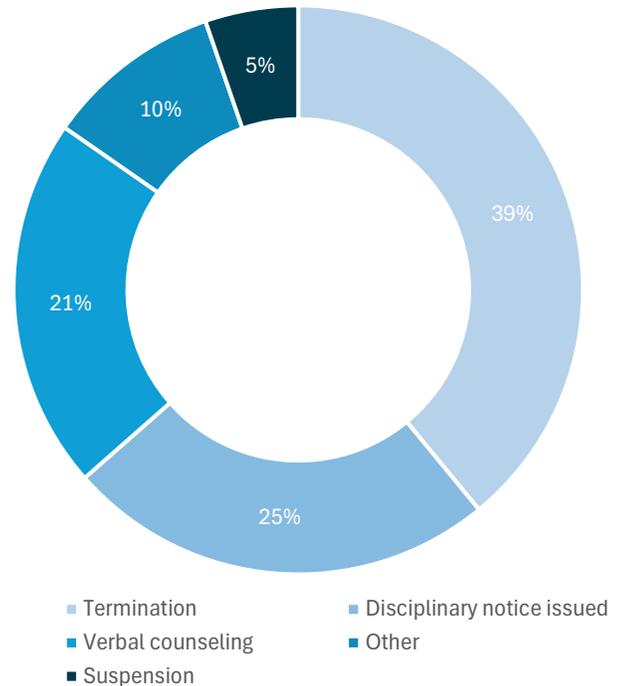
HII's OpenLine provides a means to report concerns or suspected violations of our Code of Ethics and Business Conduct. However, misconduct reported through leadership, HR, or other channels (referred to as non-OpenLine reporting) is also tracked.

The information on this page summarizing the 2025 OpenLine and non-OpenLine reporting is provided for your awareness.

- 2,966 cases were received, which represents a 1% decrease in case volume over 2024.
- The top 5 concerns reported include Civility, Employee Misconduct, Time Reporting, Labor Relations and Harassment. This accounted for 1,603 of the cases, and 320 were found to have merit.
- There were 224 reports of Time Reporting/Mischarging violations, and 51 were found to have merit. 39 of these resulted in termination.
- The average time to close a case was 54 days.
- The chart below summarizes the outcome of all cases closed in 2025.



- The chart below summarizes the action taken on cases closed in 2025 that were substantiated.



**Note: Other** includes actions such as policy/procedure review and training.

### DID YOU KNOW?

- 8% of cases closed in 2025 were closed for insufficient information. This means there were not enough details provided to enable a thorough investigation. Please follow up on all reports to the OpenLine to answer any questions the investigator may have while reviewing the concern.
- Calls involving concerns governed by a collective bargaining agreement are required by the contract to be resolved through the grievance procedure. These matters should be directed to a union representative.

INTEGRITY SAFETY RESPECT ENGAGEMENT RESPONSIBILITY PERFORMANCE