

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 "Values in Action: Winning the Right Way." Our values are the foundation of our ethical culture. They guide our decisions and actions to ensure we consistently exhibit the highest levels of professional and ethical conduct each day, enabling us to always deliver the highest quality work to our internal and external customers.

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 your teams – in your actions and your 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.
- Complete your ethics and business conduct training requirements.
- Nominate deserving employees for the Hill Values In Action Ethics Recognition Award.
- Go to [OpenLine & Contact Information – Hill](#) for information about channels to report misconduct, including how to reach your Business Conduct Officer (BCO).
- Participate in the awareness activities and events at your location throughout the month.
- 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.
- Raise your awareness of Hill's ethics and compliance programs and resources by reviewing information available on Homeport.

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