

HII's 2022 Ethics Video

Mike Petters

Executive Vice Chairman, HII Board of Directors

This year at HII, we are focusing on civility and how it can play a leading role in our day-to-day interactions.

You've heard me say that our ethical culture starts with you. Your interactions with others are a key factor in shaping our company's culture.

We expect employees to treat each other with dignity and respect, and to communicate in a courteous and professional manner.

We feel so strongly about this, that we revised our values last year so that integrity, safety, engagement, responsibility and performance are now joined by respect.

Respect for others is one of the most fundamental components of an ethical culture – and civility is at the core of respect.

Regardless of your job title, every employee becomes a leader when they place civility at the center of their interactions and take on the job of making all of those around them better.

What does that look like?

It's about having productive disagreements about how to approach a project.

It looks like safe and courteous driving when you arrive and leave the job site.

And it is flipping the Golden Rule on its head. You've heard from childhood that we should treat others the way we want to be treated.

Now consider treating others the ways - they - want to be treated.

Doing this effectively means we must get to know our colleagues better – understanding how they prefer to communicate, taking cues from their body language and learning about the things that motivate them.

A strong ethical culture increases employee engagement, trust and responsible decision making throughout the company – which, in turn, creates value for our customers, shareholders, suppliers, communities and you, our employees.

I challenge each of you to help shape the attitudes and behaviors of others by setting a positive and civil example each and every day.



Video Transcript

At HII, our decisions and actions are based on our company values, compliance with the law, and our company policies and procedures. If you see actions that are in conflict with any of these, then speak up and report that action to your supervisor, security or HR representative.

And remember - HII does not and will not tolerate retaliation against any employee who in good faith reports misconduct or cooperates with an investigation.

On behalf of HII's Board of Directors and the senior executive team, thank you for continuing to follow our high ethical standards now and into the future.