



# Video Transcript

## 2017 Ethics Video

Jan. 9, 2017

Mike Petters, President and CEO, Huntington Ingalls Industries

Welcome back and Happy New Year.

Leaders are often asked: What keeps you up at night? For me, the answer is simple: Someone at HII doing the wrong thing ... for the wrong reason ... on purpose. And someone else knowing about it and not speaking up.

Every year, we hear about more businesses plagued by ethical violations. From automakers to banks to defense contractors, we see how *not* doing the right thing can tarnish a company's reputation. And while I'm not here to assign any blame, it's clear to me that the "tone" starts at the top and permeates through the culture of the company.

At HII, our [Code of Ethics and Business Conduct](#) is not merely lip service. It is a set of core values, standards and behaviors that guide employees' commitment to the highest ethical standards.

We recently completed our employee business ethics survey. I'm happy to note that the overwhelming majority of employees feel that HII has an ethical culture.

But we can't just say we're ethical. We have to be ethical and act ethically.

Our [Company Values](#) are clear: Integrity, Safety, Honesty, Engagement, Responsibility and Performance. We should know them and live them daily.

Our ethics and compliance theme this year is also clear: "Always Do the Right Thing."

Even when it's hard. Even when no one is looking.

This applies not only to you, but to the people who work for you and with you.

Remember: You should report suspected violations of our Code of Ethics and Business Conduct to your [manager, HR Business Partner, Business Conduct Officer](#) or the company [OpenLine](#).

At HII, integrity is at the heart of who we are and what we do. We are accountable—individually and collectively—for the highest standards of ethics and integrity.

We do the right things ... for the right reasons ... on purpose. And we're not afraid to speak up to make sure we stay on the right track.

We stand for Hard Stuff Done Right.

On behalf of the Board of Directors and the senior leadership team, thank you for your commitment to HII's continued success—and to always doing the right thing.