

**Mike Petters**  
**2018 Ethics Video Script**

Hello and welcome to the start of another exciting year at HII! I want to remind you about our ethics philosophy of always doing the right thing ... even when no one is looking.

I'm going to modify that this year and say: *especially* when no one is looking. At HII, every decision we make—*no matter how small*—is guided by our Code of Ethics and Business Conduct and by our Company Values: *Integrity, Safety, Honesty, Engagement, Responsibility and Performance*.

These values are the foundation of our ethical culture—a culture that inspires us to do the right thing each and every day. That doesn't mean we'll be perfect.

It means we're doing everything we can to ensure our safety and the quality of our products and services. With regard to cost and schedule, it means being honest and admitting when we don't meet a goal.

I can forgive somebody for missing a deadline. But I can't find a way to forgive somebody for lying or cutting a corner related to safety.

Doing the right thing also means celebrating those times we make hard decisions that *are* right ... And learning from those times when we don't. After all, it's how we respond to our mistakes that reveals our true character.

Regardless of where you work and what your job is, I have two expectations of every HII employee when it comes to ethics and compliance:

- One: Model the behavior you expect from others.
- Two: Speak up and report misconduct.

Please report suspected violations of our Code of Ethics and Business Conduct to your manager, your HR Business Partner, your Business Conduct Officer or the company OpenLine.

And remember that HII *does not and will not* tolerate retaliation against any employee who in good faith reports misconduct or cooperates with an investigation. I also want to remind you that HII has a policy of zero tolerance for ALL types of harassment—including sexual harassment.

We are committed to providing a safe and respectful work environment free from threats of violence, harassment, discrimination and bullying.

In closing, let me say this:

*Doing the right thing isn't always easy, but it is always right.*

*And there is no right way to do something wrong.*

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