



**Ingalls  
Shipbuilding**

A Division of Huntington Ingalls Industries

## Company Values

## Determine Your Company's Values

- Your company values will be the foundation of your ethics program.
- The best way to determine your company values is to talk with your company leadership and to your employees.
- Some companies found it most effective to use focus groups, others used written questionnaires or asked for suggestions from employees.

Ethics and Compliance is everyone's responsibility



- Whether writing a code or developing an ethics program, organizations need to identify and define a set of values that represent the ethical ideals of the organization.
- Regardless of the means by which you select your values, it is also important to draft a definition for each; employees need to know how you view these values, just as they need to know what ideals you consider to be important.

<https://www.ethics.org/eci/research/free-toolkit/definition-values>



# Questions to consider:

- Who are the stakeholders of our company?
- What do we stand for?
- What is most important to us?
- What do we believe in?
- How do we want to be perceived?
- What are your personal values?
- What are your professional values?
- What was the philosophy of the founders/owners of our company?
- What do we write about our company in our ads or other marketing materials?



# Example of Company Values

Honest

Integrity

Respect

Trust

Good Citizenship

Responsibility

Customer Satisfaction

Quality

People

Fairness

Commitment

Diversity

Leadership

Openness

Courage

Safety

Accountability

Cooperation

Teaming

Loyalty

Excellence

Creativity

Dignity

Conscientiousness





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