



Supplier Engagement Plan

At HII we are committed to **doing business the right way**. Our suppliers play a vital role in ensuring HII achieves operational excellence and mission readiness.

As valuable partners to HII, **we expect all suppliers to be ethical and compliant in all aspects of doing business with HII**. This Supplier Engagement Plan provides a clear roadmap for maintaining high standards in ethics, security, sustainability, and business integrity.

Core Engagement Principles

At HII, we view our suppliers as essential partners in our mission to deliver quality and innovation — with integrity. This Supplier Engagement Plan outlines how we will maintain proactive, ethical, compliant, transparent, and collaborative relationships with our suppliers, ensuring they understand and align with our business standards and responsibilities.

HII is committed to conduct business with uncompromising integrity. We strongly encourage suppliers to have proactive and meaningful ethics and compliance programs established within their organizations. We want our suppliers to understand, foster, and mirror the ethical conduct expected from our employees in all business transactions.

Supplier Code of Conduct

HII suppliers are required to adhere to the [Supplier Code of Conduct](#), which includes expectations on:

- Compliance with applicable laws and regulations
- Maintenance of accurate records
- Respect for human rights (including human trafficking and employment practices)
- Operation in an ethical manner (including anti-corruption, insider trading, anti-trust and fair competition, conflict of interest and information protection practices)
- Work products that meet HII's quality standards
- Understanding of HII's core values: integrity, safety, respect, engagement, responsibility, and performance
- Reporting violations to the above expectations

Ethics & Integrity

- Conduct business with uncompromising integrity
- Prohibit gratuities and unethical behavior
- Abide by all applicable laws and regulations

HII expects the highest standard of ethical conduct in all supplier endeavors. We expect our suppliers to abide by the laws, regulations, policies, and procedures that apply wherever suppliers operate. As part of an overall ethics program, suppliers are also encouraged to be active in their communities.

Remember: Gratuities should not be offered.

Health & Safety Compliance

- Comply with all health and safety laws
- Maintain mechanisms for monitoring and enforcing safety standards
- Adhere to all safety procedures when operating within HII and government facilities

Suppliers shall adhere to all applicable laws and regulations associated with the health and safety of their employees and community. Suppliers should have a program or mechanism in place to enforce and monitor compliance with health and safety requirements including occupational safety, emergency preparedness, and occupational injury and illness. When at HII facilities, suppliers shall follow all health and safety requirements.

To understand how we engage our suppliers please see the [Supplier Code of Conduct](#). If there is a conflict between what is presented in this SEP and the HII Supplier Code of Conduct, please follow the [Code of Conduct](#).

Transparency & Respect

- *Communicate expectations and updates openly*
- *Treat one another as valued stakeholders contributing to shared goals*
- *Foster long-term partnerships built on trust and mutual respect*

Environmental Stewardship & Sustainability Expectations

- *Comply with federal, state, and local environmental regulations*
- *Implement procedures for:*
 - *Hazardous materials management*
 - *Waste reduction*
 - *Energy efficiency*
 - *Sustainable procurement*

Suppliers must adhere to all applicable environmental laws and regulations. Policies and procedures must be in place to protect the air, water and land at supplier facilities and in their community. Suppliers contracted to perform work on HII premises must follow all HII Environmental Health and Safety requirements.

Zero-Trust Architecture

- *Prepare for increased enterprise-level cybersecurity integration and compliance*

Security is paramount in all aspects of doing business with HII. Suppliers should have processes and programs in place to protect all sensitive data. When visiting HII facilities, suppliers must abide by all access requirements.

Cybersecurity & Data Protection

For sensitive information that is transmitted electronically, implementation of appropriate cybersecurity controls is required.

Cybersecurity Compliance

- *Respect and comply with all laws governing intellectual property rights and assertions, including protection against disclosure, patents, copyrights, and trademarks*
- *Adhere to DFARS 252.204-7012 and NIST SP 800-171 standards*
- *Provide Buyer with information required to assess and address any cybersecurity risks identified by the Supply Chain Cybersecurity Compliance and Risk Mitigation Program (SC3RMP)*

Restricted Technology

- *Comply with FAR 52.204-25 and do not deliver or use equipment from prohibited entities*

Contractual Integrity

- *Understand and comply with all Purchase Order and Subcontract requirements*
- *Flow down compliance obligations to sub-tier suppliers*
- *Maintain high quality and performance standards in line with HII and the government expectations*

HII suppliers must be aware of and adhere to all contractual requirements. Suppliers must flow down all applicable requirements and monitor their sub-tier suppliers. Suppliers should meet or exceed all quality requirements of the contract.

Supplier Monitoring & Auditing

- *Conduct routine assessments and audits*
- *Monitor performance indicators such as quality, delivery, and compliance metrics*
- *Enforce corrective actions when needed, including contract termination for non-compliance*

Community & Workforce Responsibilities—Human Rights

- *Uphold labor rights and non-discrimination practices*
- *Ensure ethical treatment of all employees*

HII values its people and expects the same of its suppliers. Worker human rights must be maintained. Suppliers must abide by all laws and regulations regarding the treatment and anti-discrimination of their workers.

Reporting Misconduct

If you believe HII or any of its employees or agents acted improperly or unethically—or you observe any misconduct related in any way to HII—please report such behavior to the HII OpenLine (1-877-631-0020) or at hii-openline.com. All reporting can be anonymous.

The HII OpenLine is available to anyone affiliated with HII and is administered by a third party. Individuals can seek guidance or report a suspected violation in the OpenLine.