

# Opening Remarks

## Defense Industry Initiative (DII) Best Practices Forum

Hal Yoh, Chair & CEO

Day & Zimmermann

June 7, 2018



**Day&Zimmermann**

*We do what we say.®*

# Defense Industry Initiative (DII) Best Practices Forum Opening Remarks – June 7, 2018



Day&Zimmermann

Partial transcription (excerpts):

Over 25 years, Day & Zimmermann has had a tremendous partnership with DII. We don't view it as a membership, but as a team of people – self guiding and regulating business ethics and conduct within the defense industry.

We have used DII to stay up-to-date with the latest best practices and have accessed the online communities and networking events to converse with others in their areas of expertise. DII has undeniably provided us with access to best-in-class education and training, specialized for the defense industry.

Working with the DII helped lead us to create our nine-step process for ethics and compliance. It centers around our Code of Ethics, and a number of different governance and process requirements used to attain our ethics and compliance goals within our organization. We continually reinforce a culture in which everyone, starting with the company's leaders, feels that they are accountable to ensure ethical conduct in their businesses. Building a culture where integrity is part of what's valued and respected in the workforce will help to ensure that people will do the right thing, and make ethical choices. I'm proud to say that at Day & Zimmermann we have 100% compliance in our online ethics training.

At Day & Zimmermann, as a family-owned and operated business we like to say that one of our key shareholder expectations is that we can honestly say that we're "Proud to Put Our Name On It." This is a very real concept to our employees when the shareholders are just down the hall – a key differentiator for a company like ours.

So WHY is it critical to have the winning equation of a culture of integrity and a strong ethics & compliance program, based on the latest best-in-class resources?

Culture of Integrity + Ethics & Compliance  
Supports a strong and ethical culture for business and government  
Accelerates self-governance

Helps customers meet their goals  
Holds companies accountable to the public and the law  
Encourages information sharing

--Hal Yoh, Chair and CEO, Day & Zimmermann



# Day & Zimmermann and DII

**DII** Defense Industry Initiative  
ON BUSINESS ETHICS AND CONDUCT



Over 25 years, Day & Zimmermann has had a tremendous partnership with DII

- Helps us to stay up-to-date with the latest best practices
- Ethics and compliance professionals gain access to online communities and networking events to converse with others in their areas of expertise
- Our people have access to best-in-class education and training, specialized for the defense industry
- We have a network of support for navigating issues that may arise



# Our Commitment to Ethics & Compliance Day & Zimmermann

- At D&Z, our foundation is our *Code of Ethics and Standards of Business Conduct* for all employees



Supported by a culture of ***We Do What We Say.***<sup>®</sup>