

COMPLIANCE



20 May 2021

Austal Teammates,

As an employer of over 4,000 employees and a major government contractor, our business relies on our ability to comply with laws, rules and regulations. Not only do we need to ensure that there are effective policies and training in place so employees know what is expected from them, but employees must also be able to report misconduct anonymously and without the fear of retaliation. We have recently contracted with *Lighthouse* to provide employees with a **new 24-7 interactive Tip Line** that can be accessed anywhere around the world. Employees can call, email, fax or make a report directly through the *Lighthouse* website (shown below) or app. Employees also can choose whether they wish to remain anonymous and can receive feedback on the status of their report.

Primary Website: www.lighthouse-services.com/austalusa

Phone Number: (251) 445-1957 (will be redirected to *Lighthouse*)

As a reminder, **all employees have an obligation to report misconduct**. Any employee who acquires information that gives them reason to believe that another employee—regardless of that employee's position at the company—is engaged in prohibited conduct must promptly report such information. Employees may do so by speaking to their supervisor, manager, and/or human resource representative directly about any concerns, and the *Lighthouse* Tip Line is an alternative option for reporting misconduct.

Austal USA **does not tolerate retaliation** in any form. Whether or not employees choose to reveal their identity when reporting suspected violations, Austal USA will treat the reported information as confidential to the extent possible while ensuring a fair and full investigation, and will not take, and prohibits anyone in the Company from taking, any actions of retribution or retaliation against any employee because he/she made a report, even if the report proves to be mistaken but was submitted in good faith.

As we launch the new Tip Line, we hope that you take to heart our **Austal USA value of always being ethical**. Your personal ethics not only serve as a guide for your personal daily behaviors, but they also directly steer our company's moral compass. Remember that if you **'See Something. Say Something.'**

Regards,

Mr. Rusty Murdaugh

AUSA Interim President:

Handwritten signature of Rusty Murdaugh in blue ink, written over a horizontal line.

Mr. John Bell

AUSA Chief Compliance Officer (CCO):

Handwritten signature of John Bell in blue ink, written over a horizontal line.

Ms. Allison Stiller

AUSA Board of Managers Compliance Committee Chair:

Handwritten signature of Allison Stiller in blue ink, written over a horizontal line.

Austal USA Headquarters

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austalusa.com