



Promoting Ethics Internally:

Email from President and CEO, Kelly Ortberg – “Full Speed Ahead”

Twice a month, President and CEO Kelly Ortberg addresses the entire employee population with his “Full Speed Ahead” email message. On March 21, 2014, Ortberg announced that Rockwell Collins had been named one of the World’s Most Ethical Companies by Ethisphere Institute for the fifth year in a row, and emphasized that ethics is critical for our future success.



*Full speed
ahead*



March 21, 2014


Team,

Last night, the Ethisphere Institute recognized Rockwell Collins as one of the [World's Most Ethical Companies](#) during a dinner in New York City. Folks, this is a big deal. Rockwell Collins is one of only three companies in the Aerospace and Defense industry named this year. Personally, I wasn't surprised to learn of the recognition, but I think it's great that people externally are acknowledging what we already know internally.

The award was based on five key areas: our ethics and compliance program; our reputation, leadership and innovation; governance; corporate citizenship and responsibility; and our culture of ethics. We all can be proud of this recognition as it reflects our commitment to uphold the highest ethical standards in our business practices. We've always had a culture that values integrity, and our strong heritage over the past 80 years has been built on trust. As we grow and expand globally, we're maintaining those highest standards and working to ensure compliance with all applicable laws and regulations.

No matter where you are in the world, it's important to remember that individual choices shape how people view Rockwell Collins. Your actions help build trust with our customers and other stakeholders. Doing the right thing isn't always easy, especially in locations where we're not as familiar with customs and expectations. Yet, we all know that doing the right thing helps our brand and is important for future success.

Full speed ahead,



Promoting Ethics Internally:

2014 Ethics Posters

These posters are displayed in all Rockwell Collins facilities across the globe, demonstrating our commitment to ethics and integrity, and providing employees with several channels to ask questions about our Standards of Business Conduct or report suspected violations of company policy.

Trust starts with each of us.

"Ethics is about more than what we say. It's about how we act. How we treat our customers and one another. It's how we build trust every day."

— Kelly Ortborg
CEO and president

If you need to ask a question or report a concern about our Standards of Business Conduct, contact your leader or another member of management, Human Resources or the Ombudsman.

How to contact the Ombudsman

Phone*

United States and Canada	1.866.224.8137
Australia	0011.800.3545.5565
China, France, Germany, Netherlands, New Zealand, United Kingdom	00.800.3545.5565
Singapore	001.800.3545.5565
Mexico (Mexicali location)	837.3443
India	0008.00001.6423
All other locations	+1.319.295.7714

*Additional codes or symbols may be required to reach an outside line or dial an external number from within our facilities. Contact the IT Service Desk or your local IT representative for assistance.

Email
ombudsman@rockwellcollins.com

Fax
+1.319.295.5211
1.866.873.3584 (toll free from U.S. and Canada only)

External mail
Rockwell Collins Ombudsman
400 Collins Road NE
Cedar Rapids, IA 52498-0001
U.S.A.

Rockwell Collins Online
Access the Standards of Business Conduct website under "S" in the index, then click "contact the Ombudsman" on the SBC homepage.

Reports to the Ombudsman may be made anonymously unless prohibited by local country laws.

Rockwell Collins
Building trust every day

Promoting Ethics Internally:

Standards of Business Conduct Welcome Message from Clay Jones and Kelly Ortberg

This message from Chairman of the Board and former CEO Clay Jones and President and CEO Kelly Ortberg featured in our Standards of Business Conduct addresses all employees and highlights the personal responsibility each of our employees has for upholding our standards in all that they do. Our success as a company begins with a culture that values teamwork, integrity, innovation, leadership, a focus on our customers and a commitment to upholding the highest ethical standards in all of our business practices.



Standards of Business Conduct

Standards of Business Conduct

Message from

At Rockwell Collins, our he

That success begins with a source of communication that values teamwork, integrity, innovation, leadership and a focus on our customers. It also requires a specific commitment to upholding the highest ethical standards in all of our business practices.

As we grow our company in markets around the world, we must ensure that we operate in compliance with all applicable laws and regulations, maintain the highest ethical standards, and remain committed to unquestioned integrity.

Our Standards of Business Conduct is a company-wide code of conduct that describes the ethical standards we expect all employees to follow when conducting business. It is our enduring commitment to doing the right thing, in the right way, for the right reasons, every time – and everywhere.

Throughout our code of conduct, you'll find that it's about more than just policies; it's the responsibilities each of us have to ensure we always conduct ourselves in accordance with our Standards of Business Conduct. This document will also help you identify the resources available within the company to assist you with an ethics or legal compliance matter.

We encourage you to read and become familiar with this information. Keep it in a convenient place, bookmark the SBC website for easy reference, and review it whenever you need to find resources to help answer questions or report concerns. Remember, each one of us is responsible for upholding our standards of business conduct so that we can maintain the trust of our customers and uphold the proud heritage that everyone expects of Rockwell Collins.

Trust starts with me.

Rockwell Collins
Building trust every day

Clay Jones
Chairman and CEO

Robert K. Ortberg
President

Promoting Ethics Internally:

New Employee Ethics Training – Welcome Message from President and CEO, Kelly Ortberg

This training is deployed to all new Rockwell Collins employees and must be completed within 30 days of their hire date. The training covers key policies within our Standards of Business Conduct, and outlines the several channels employees have for asking questions and reporting concerns.



Hello, I'm Kelly Ortberg. I'd like to take this opportunity to be one of the first to welcome you to Rockwell Collins. We are happy to have you as a valuable member of our team. Every one of our employees play an important role in our company. No matter where you are located around the globe, or what your job responsibilities, we all have one common goal—to conduct business with unquestionable integrity every day.

At Rockwell Collins, our heritage is built on trust—and our future success depends on it. That success begins with a shared vision—"Working together creating the most trusted source of communication and aviation electronic solutions" - and it involves a culture that values teamwork, integrity, innovation, leadership and a focus on our customers. It also requires a commitment to upholding the highest ethical standards in all of our business practices.

Ultimately, ethics at Rockwell Collins is about doing the right thing, in the right way, for the right reasons, every time. Operating honestly and ethically has contributed significantly to our success and has earned the trust of our customers, suppliers, communities, and each other.

In fact, Rockwell Collins has been recognized as one of the World's Most Ethical Companies by the Ethisphere Institute for the past four years, and we are proud to be consistently honored in the marketplace as an ethical company. Our reputation for ethics is one of our most valuable assets and you—and every employee in our organization, has a role in achieving and upholding that distinction.

The most important way you can accomplish this is to understand and comply with our Standards of Business Conduct. It serves as the Rockwell Collins code of conduct and describes the ethical standards we expect from all employees. Take the time to read it, and visit the SBC website for additional information and resources—even bookmark the site for easy reference.

Again, welcome to Rockwell Collins—and thank you in advance for your role in upholding our proud heritage of ethical business conduct going forward.