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## Setting the Tone for Integrity in 2008

To My Colleagues:

Integrity in everything we do on behalf of Northrop Grumman remains a top priority. To have integrity as a company, we must each embrace it individually, acting ethically at all times and speaking up if we know, or even suspect, that unethical behavior is occurring. As we strive to “Set the Tone for Integrity” in our ethics program this year, I am committed to ensuring our reputation and solid ethical foundation and I thank you for joining me in this endeavor.

In our continuing efforts to raise the bar on ethics at Northrop Grumman, we have enhanced our Ethics program in a number of ways. Most importantly, in 2007 we established the Office of Corporate Responsibility reporting to Wes Bush and led by Sandra Evers-Manly, maximizing our commitment to ethics, diversity and corporate citizenship. Also, as a result of input from a number of our employees, we launched a quarterly report that details our companywide OpenLine activity and resolutions. The OpenLine is available to all employees as one means of raising concerns and asking questions about ethical behavior.

I’m pleased to report that this year we have further enhanced our OpenLine program. The OpenLine now uses one common number across the company and is also accessible via the Internet, offering enterprisewide coverage 24 hours a day, seven days a week.

There are other resources at your disposal for addressing ethical concerns, including talking to your manager, Human Resources representative, sector Business Conduct Officer, or the Legal department. The success of our program relies on every individual’s ability to communicate openly about ethical issues without fear of retaliation.

I know you share my pride in Northrop Grumman’s ethics and business conduct record, and I ask each of you to remain dedicated to maintaining and supporting ethical behavior across our company as we set the tone for integrity in 2008.



Ron Sugar  
Chairman and  
Chief Executive Officer