

Policy

The policy of ES is to apply a basic management concept of flexibility that allows the sector to effectively organize and operate to achieve strategic objectives that satisfy Northrop Grumman shareholders, customers, employees, suppliers, and the communities in which the sector operates, as described in Corporate Command Media Policy CP A1, Management Principles.

ES strives to:

- Advance the growth and development of the sector by sustaining and enhancing technological and other competitive advantages applicable to the markets in which the sector chooses to compete.
- Support the goal of the company to achieve total returns for its shareholders that exceed the returns achieved by Standard & Poor's 500 Aerospace Group.
- Deliver for its customers the best value products and services at competitive prices.
- Recognize and reward employees' contributions, improve the safety and quality of work life and be open and honest regarding the impact of company plans and performance on the future of employees.
- Treat its suppliers as essential team members.
- Comply with all applicable laws and regulations and function as a responsible and benevolent corporate citizen in the communities in which the sector conducts its business.
- Maintain effective internal controls.
- Execute its business strategies in accordance with the highest standards of business conduct and integrity.

ES further applies this basic management concept through the Northrop Grumman Values, reflected in the Northrop Grumman Standards of Business Conduct, which serve as guidelines for all employees to:

- Take responsibility for quality.
- Deliver customer satisfaction.
- Provide leadership as a company and as individuals.
- Act with integrity in all we do.
- Regard our suppliers as essential team members.

The Management concept and values must be used together to determine:

- The nature and extent of business risk the company is willing to accept.
- The manner in which authority and responsibility are assigned.
- The development and maintenance of the sector command media.

ES achieves its strategic objectives through the development and maintenance of internal policies, procedures, systems and processes written delegations of authority, and the development and implementation of strategic and annual operating plans and budgets. Management incorporates leadership development, organization structure, goal setting, performance measurement, compensation, training communication, and planning and reporting to achieve strategic objectives.

Every officer, manager, and employee is responsible at all times for their own actions or inactions. The responsibility cannot be avoided by delegation.

The company values and management principles support the company's Vision Values Behaviors to be the most trusted provider of systems and technologies that ensure the security and freedom of our nation and its allies.

Responsibilities

Implementation of this policy is assigned to all ES Managers

References

Command Media	CP A1 Management Principles
Other	Standards of Business Conduct Vision Values Behaviors