

Slide 1 - Slide 1

Precision Skills University  
SCHOOL OF BUSINESS SUPPORT

Back Next

Precision DRILLING

# HIGH PERFORMANCE HIGH VALUE

**WHAT WE EXPECT OF YOU**  
**MODULE 1: INTEGRITY**  
LESSON 1: Integrity Defined

Text Captions

**WHAT WE EXPECT OF YOU**  
**MODULE 1: INTEGRITY**

LESSON 1: Integrity Defined

## Slide 2 - Slide 2



Precision  
SKILLS  
UNIVERSITY  
SCHOOL OF BUSINESS SUPPORT

WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY  
LESSON 1: Integrity Defined

BackNext

LESSON INTRO

**Welcome to**

**WHAT WE EXPECT OF YOU**  
**MODULE 1: INTEGRITY**  
**LESSON 1: INTEGRITY DEFINED**

The first lesson of **Precision Drilling's** Corporate Policy Compliance course.

- In Lesson 1, you will explore the concept of "Integrity" and how it relates to our company.
- Once you have finished Lesson 1, you will be equipped with an understanding of integrity and how it is a vital ingredient in creating an ethical culture at **Precision**.



## Text Caption


LESSON INTRO

**Welcome to****WHAT WE EXPECT OF YOU**  
**MODULE 1: INTEGRITY**  
**LESSON 1: INTEGRITY DEFINED**

The first lesson of **Precision Drilling's** Corporate Policy Compliance course.

- In Lesson 1, you will explore the concept of "Integrity" and how it relates to our company.
- Once you have finished Lesson 1, you will be equipped with an understanding of integrity and how it is a vital ingredient in creating an ethical culture at **Precision**.
- When you are ready to begin Lesson 1, please click the "**NEXT**" button in the upper right hand corner.

## Slide 3 - Slide 3




Precision  
SKILLS  
UNIVERSITY  
SCHOOL OF BUSINESS SUPPORT

WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY  
LESSON 1: Integrity Defined

BackNext

CONSIDER

**WHAT IF THERE WERE NO SUCH THING AS "INTEGRITY?"**



What if you woke up one morning and you had somehow been transported to a world without integrity - where you were the only person who had integrity?

What would that world be like?

Would it be possible to know who was being honest and truthful and who wasn't?

Would you be able to ensure fairness and fair play would be practiced in all dealings - personal and business?

How could you conduct business at all in such a world?

Could you exist in a world without any integrity?

## Text Captions

CONSIDER

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## Slide 4 - Slide 4



Precision  
SKILLS  
UNIVERSITY  
SCHOOL OF BUSINESS SUPPORT

WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY  
LESSON 1: Integrity Defined

BackNext

CONSIDER

**WHAT IF THERE WERE NO SUCH THING AS "INTEGRITY?"**



Companies - big and small, global and local - and especially **Precision** - thrive only in an environment of integrity.

Integrity is what makes success even possible.

What if there were no such thing as integrity? Would a company like **Precision** even be able to interact successfully with its employees, let alone, potential customers?

Would we be able to accomplish anything if we spent the vast majority of our time making sure everyone else was acting with integrity?

We can only control what is within our control - namely, ourselves and our own conduct - which is why it is vital for everyone at **Precision** to act with Integrity.

## Text Captions

CONSIDER

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## Slide 5 - Slide 5



**Precision**  
 SKILLS  
 UNIVERSITY  
SCHOOL OF BUSINESS SUPPORT

**WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY**  
**LESSON 1: Integrity Defined**

Back
 Next

## THE DEFINITION OF INTEGRITY

CONSIDER

What does the word "Integrity" actually mean? Below is the dictionary definition of the word "Integrity." As you can see - there are actually **TWO** distinct meanings for the word "Integrity." The first definition defines integrity as "*The quality of being honest and having strong moral principles*" - and the second defines integrity as "*The state of being whole and undivided.*" However - in the case of **Precision** - both definitions are applicable.

One could say that "**Precision** and its Employees are whole, undivided and unified in its mission to be honest, ethical and truthful - to have integrity - in all things we do together as a company."

Please study the definitions of "Integrity" below in detail until you are satisfied with your understanding of them. When you are finished, please click the "**NEXT**" button.

**in·teg·ri·ty**  
 /in'tegredē/  
 noun

- the quality of being honest and having strong moral principles; moral uprightness.  
 "he is known to be a man of integrity"  
 synonyms: **honesty**, **probity**, **rectitude**, **honor**, good character, principle(s), **ethics**, morals, righteousness, morality, virtue, **decency**, **fairness**, scrupulousness, **sincerity**, **truthfulness**, **trustworthiness**  
 "I never doubted his integrity"
- the state of being whole and undivided.  
 "upholding territorial integrity and national sovereignty"  
 synonyms: **unity**, **unification**, **coherence**, **cohesion**, **togetherness**, **solidarity**  
 "the integrity of the federation"

## Text Captions

CONSIDER


## THE DEFINITION OF INTEGRITY

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## Slide 7 - Slide 7



Precision  
SKILLS  
UNIVERSITY  
SCHOOL OF BUSINESS SUPPORT

WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY  
LESSON 1: Integrity Defined

BackNext

CONSIDER

**THE DEFINITION OF INTEGRITY - MORE DEFINITIONS**

Please take time to study these additional definitions of "Integrity." When you are finished, please click the "NEXT" button.

**"INTEGRITY.  
THE CHOICE BETWEEN  
WHAT'S CONVENIENT  
AND WHAT'S RIGHT."**

-Tony Dungy, *Uncommon*

All Rights Reserved

**"THE MOST TRAGIC  
THING IN THE WORLD IS  
A MAN OF GENIUS WHO  
IS NOT A MAN OF  
HONOR."**

GEORGE BERNARD SHAW

**REAL INTEGRITY  
IS DOING THE  
RIGHT THING,  
KNOWING THAT  
NOBODY'S GOING  
TO KNOW WHETHER  
YOU DID IT OR NOT.**

THE HAZARD/QUEPAC FOUNDATION

There is no better  
test of a man's  
integrity than his  
behavior when  
he is wrong.

Harold Williams

**"Success  
without  
integrity  
is failure."**

Amos Bronk  
16th C. English

**INTEGRITY IS THE  
ESSENCE OF  
EVERYTHING  
SUCCESSFUL.**

QUOTED BY  
R. Buckminster Fuller  
American Inventor


## Text Captions

CONSIDER

**THE DEFINITION OF INTEGRITY - MORE DEFINITIONS**

Please take time to study these additional definitions of "Integrity." When you are finished, please click the "NEXT" button.

## Slide 8 - Slide 8



Precision  
SKILLS  
UNIVERSITY  
SCHOOL OF BUSINESS SUPPORT


WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY  
LESSON 1: Integrity Defined

BackNext

CONSIDER

**THE DEFINITION OF INTEGRITY - LEADERSHIP**

Perhaps nowhere else is the need for "Integrity" more vital than in positions of Leadership - where decisions not only need to be made with Integrity, but where our leaders set an example for all others to follow. This is true for all leaders - up and down the **Precision** corporate ladder - from the Board Room out to the Control Room - on each and every Rig. Integrity - truthfulness and trustworthiness - ethical behavior and moral principles - plays a substantial role in being a team leader.



## Text Captions

CONSIDER

**THE DEFINITION OF INTEGRITY - LEADERSHIP**

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[illegible]

## OBSERVE

When you are ready to move forward to “**Observe**,” please click the “**NEXT**” button in the top right hand corner.



## Slide 10 - Slide 10



Precision  
SKILLS  
UNIVERSITY  
SCHOOL OF BUSINESS SUPPORT

WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY  
LESSON 1: Integrity Defined

BackNext

OBSERVE


## CP1 What We Expect

### Integrity

**Precision's** Code of Conduct sets forth expectations for each of us and offers guidelines for ethical behavior and integrity in our work.

**Precision's** values are demonstrated through our actions. It's important that we each: uphold our high ethical standards through ethical behavior, operate with integrity wherever we work and respect those we work with, both inside and outside our organization.

It's your responsibility to make sure that you fully understand **Precision's** Code and follow its guidelines in all situations.



## Text Captions

OBSERVE

## CP1 What We Expect


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## Slide 11 - Slide 11




Precision  
SKILLS  
UNIVERSITY  
SCHOOL OF BUSINESS SUPPORT

WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY  
LESSON 1: Integrity Defined

BackNext

CP1 What We Expect  
Integrity

OBSERVE



Integrity - or ethical conduct - means doing what is good, right, and honorable. Although doing what is right includes following the law, integrity and ethics goes beyond the law, guiding us to what we should do, not simply what we must do.

In practical terms, acting ethically with integrity means:

- Distinguishing right from wrong
- Having the courage to do what is right even when it is difficult
- Acting honestly and speaking truthfully
- Treating others with respect
- Taking responsibility for your actions

Precision's employees, business partners, and communities expect that we will act with honesty and integrity. Your actions directly affect Precision's reputation and credibility, so it is important that you maintain high ethical standards at all times. This includes conducting yourself in a professional manner, complying with local laws, and adhering to Precision's Code of Business Conduct Policy and other policies in all your business dealings.

## Text Captions

OBSERVE

CP1 What We Expect  
Integrity


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## Slide 12 - Slide 12



**WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY**  
 LESSON 1: Integrity Defined

Back
 Next



### CP1 What We Expect

#### Recognizing and Dealing with Unethical Behavior

An ethical issue arises when you encounter a situation that does not align with **Precision's** values. Some are easy to spot, such as lying to a supervisor or committing bribery, but some situations are not always clear.

If a situation arises where the right way to act is not immediately straightforward, ask yourself:

- Could the action I am considering be illegal?
- Is it at odds with **Precision's** values and Code?
- Does my involvement give me an unfair benefit?
- Could this situation harm **Precision** or the community?
- Would this action embarrass me or **Precision** if it became publicly known?

If you answer yes to any of these questions, you are likely facing an ethical dilemma.

Although it is good to seek input on ethical decisions, be aware of undue pressure and influence from others who may want to steer you toward a potentially unethical solution for personal gain.

Never bow to pressure or risk safety or reputation in order to win business or cover for someone else. In addition, use caution when giving or receiving gifts or entertainment that could appear like a bribe.

Before taking action, consider which choice you would make if you were not under pressure or if money was not a factor. If you are ever unsure, seek guidance from an appropriate internal resource.

## Text Captions

OBSERVE

## CP1 What We Expect

## Recognizing and Dealing with Unethical Behavior

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## Slide 13 - Slide 13



Precision  
SKILLS  
UNIVERSITY  
SCHOOL OF BUSINESS SUPPORT

WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY  
LESSON 1: Integrity Defined

BackNext

OBSERVE


### CP1 What We Expect

#### Reporting Unethical Behavior

Unethical behavior jeopardizes employee morale, shakes business partners' confidence, and can even violate local laws. Crossing ethical boundaries can lead to criminal or civil penalties, including fines and imprisonment.

When faced with an unethical situation or a need to report unethical behavior, seek guidance in **Precision's** Code of Business Conduct Policy, and don't be afraid to ask for help from your supervisor, a Human Resources representative, or a member of the Legal department. You may also report wrongdoing through **EthicsPoint**, which can be accessed through our external website.

You do not need absolute proof but simply a good faith belief that your report is true. Remember - **Precision** has a non-retaliation policy in place to protect anyone that reports violations in good faith.



## Text Captions

OBSERVE

### CP1 What We Expect

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## Slide 14 - Slide 14



Precision  
SKILLS  
UNIVERSITY  
SCHOOL OF BUSINESS SUPPORT

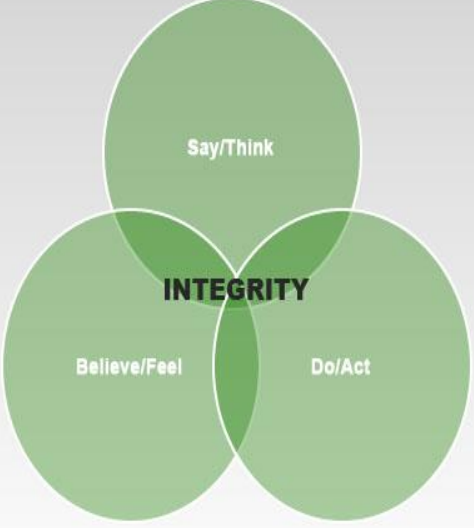
WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY  
LESSON 1: Integrity Defined

BackNext

OBSERVE

### CP1 What We Expect

To summarize, **Precision** expects you to carry out your responsibilities and always act with our high standard of ethics, integrity and professionalism. This means:



- Obeying the law, including employment and safety laws
- Respecting our policies and procedures
- Being honest
- Acting in our best interests
- Avoiding conflicts of interest
- Protecting our property and other assets; and
- Reporting any suspected breach of the Code.

## Text Captions

OBSERVE

## CP1 What We Expect

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## Slide 15 - Slide 15



Precision  
CALLINGS  
UNIVERSITY  
SCHOOL OF BUSINESS SUPPORT

WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY  
LESSON 1: Integrity Defined

BackNext

**D**EVELOP

In the next section of Lesson 1, you will further explore "Integrity" through interactive Learning Activities.

When you are ready to begin this "**Develop**" Section, please click the "NEXT" button.

**Text Captions****D**EVELOP

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## Slide 16 - Slide 16



Precision  
SKILLS  
UNIVERSITY  
SCHOOL OF BUSINESS SUPPORT

WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY  
LESSON 1: Integrity Defined

BackNext

CP1 What We Expect

DEVELOP

Every day when you come to work, we expect you to carry out your responsibilities and always act:



- RESPONSIBLE



- ETHICAL



- WITH INTEGRITY



- PROFESSIONAL

PLEASE MOUSE OVER EACH PICTURE ABOVE FOR MORE INFORMATION

## Text Captions

DEVELOP

## CP1 What We Expect

Every day when you come to work, we expect you to carry out your responsibilities and always act:

- RESPONSIBLE
- ETHICAL
- WITH INTEGRITY
- PROFESSIONAL

**EACH MOUSE OVER BULLET TEXT FOR EACH PICTURE ABOVE IS INITIALLY HIDDEN**

## Slide 17 - Slide 17



Precision  
SKILLS  
UNIVERSITY  
SCHOOL OF BUSINESS SUPPORT

WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY  
LESSON 1: Integrity Defined

BackNext

DEVELOP

## CP1 Equal Employment

Precision constantly strives to provide a workplace for all employees and individuals that features the following:







- ALL-INCLUSIVE ENVIRONMENT
- EQUAL EMPLOYMENT
- EQUAL ADVANCEMENT

**PLEASE MOUSE OVER EACH PICTURE ABOVE FOR MORE INFORMATION**

## Text Captions

DEVELOP

## CP1 Equal Employment

Precision constantly strives to provide a workplace for all employees and individuals that features the following:

- EQUAL ADVANCEMENT
- EQUAL EMPLOYMENT
- ALL-INCLUSIVE ENVIRONMENT

**EACH MOUSE OVER BULLET TEXT FOR EACH PICTURE ABOVE IS INITIALLY HIDDEN**



## Slide 18 - Slide 18



Precision  
SKILLS  
UNIVERSITY  
SCHOOL OF BUSINESS SUPPORT

WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY  
LESSON 1: Integrity Defined

BackNext

CP1 All Inclusive

DEVELOP

As a company with operations around the world and a highly diverse customer base, **Precision** constantly encourages the following from all of its employees:



● IDEAS



● PERSPECTIVES



● SKILLS



● KNOWLEDGE



● CULTURES

PLEASE MOUSE OVER EACH PICTURE ABOVE FOR MORE INFORMATION

## Text Captions

DEVELOP

## CP1 All Inclusive

As a company with operations around the world and a highly diverse customer base, **Precision** constantly encourages the following from all of its employees:

- KNOWLEDGE
- CULTURES
- IDEAS
- PERSPECTIVES
- SKILLS

**EACH MOUSE OVER BULLET TEXT FOR EACH PICTURE ABOVE IS INITIALLY HIDDEN**

## Slide 19 - Slide 19

Precision SKILLS UNIVERSITY  
SCHOOL OF BUSINESS SUPPORT

WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY  
LESSON 1: Integrity Defined

Back Next

DEVELOP

**A WORLD WITHOUT INTEGRITY**  
IF YOU WERE THE ONLY PERSON WITH INTEGRITY ON A WORLD WITHOUT IT - HOW WOULD YOU TEACH OTHERS? CLICK ON THE TABS TO EXPLORE INTEGRITY LESSONS

ETHICS RESPECT  
HONESTY EQUALITY

**Text Captions**

DEVELOP

**RESPECT TAB:**

We respect the rights and differences of others and each of us plays a critical role in creating a fair and diverse workforce.

**ETHICS TAB:**

Every day when you come to work, we expect you to carry out your responsibilities and always act with Precision's high standard of

- \* Responsibility
- \* Ethics
- \* Professionalism
- \* Integrity

**EQUALITY TAB:**

Precision constantly strives to provide a workplace that features the following:


- \* All-Inclusive Workplace
- \* Equal Employment
- \* Equal Advancement
- \* For all Employees

**HONESTY TAB:**

Theft, Fraud, and Misuse

Do not steal, embezzle or misappropriate funds or property belonging to Precision.

## Slide 20 - Slide 20


**Precision Skills University**  
SCHOOL OF BUSINESS SUPPORT

**WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY**  
**LESSON 1: Integrity Defined**

Back
Next

**DEVELOP**

## INTEGRITY DEFINED

FIND ALL SEVEN WORDS THAT DEFINE INTEGRITY

### Answer Clues

Truthfulness, trustworthiness - these are words that also mean \_\_\_\_\_.

A second definition of Integrity is the state of being whole and \_\_\_\_\_.

In business it is important to \_\_\_\_\_.

Remaining words: 7  
Attempts: 0/5

C	J	A	H	T	R	Z	X	R	C	W	E	Q	M
U	W	Q	F	N	S	R	Z	B	Q	G	T	L	G
P	N	C	S	E	O	E	M	N	G	Z	A	C	I
Z	R	D	I	H	R	X	O	H	X	F	F	X	Y
K	Z	P	I	E	F	R	M	O	R	A	L	E	I
V	L	G	U	V	U	L	S	N	B	I	S	L	D
U	E	L	B	U	I	N	T	E	G	R	I	T	Y
A	W	A	D	W	F	D	I	S	I	N	N	I	D
V	S	Q	A	T	Y	M	E	T	Q	E	C	G	S
L	Y	X	A	M	P	V	J	D	Y	S	E	C	H
L	Y	L	F	R	E	M	S	W	G	S	R	B	R
C	N	P	J	S	R	O	D	G	M	V	E	N	O

Click the first and last letter of the word to make a selection.

## Text Captions

DEVELOP

Answer Key on next page.




## Widget Properties

<p><b>Question 1:</b> Integrity can be defined as the quality of being</p> <p><b>Answer 1:</b> Honest</p>	<p><b>Question 5:</b> Truthfulness, trustworthiness - these are words that also mean _____.</p> <p><b>Answer 5:</b> Integrity</p>	<p><b>Conclusion Title:</b> Congratulations</p>
<p><b>Question 2:</b> Having strong _____ principles can also be a definition of Integrity.</p> <p><b>Answer 2:</b> Moral</p>	<p><b>Question 6:</b> A second definition of Integrity is the state of being whole and _____.</p> <p><b>Answer 6:</b> undivided</p>	<p><b>Conclusion Text:</b> You have finished the word search!</p>
<p><b>Question 3:</b> Being _____ is vital for success</p> <p><b>Answer 3:</b> sincere</p>	<p><b>Question 7:</b> Precision as a whole can be said to be in _____ in its Integrity.</p> <p><b>Answer 7:</b> unity</p>	<p><b>Generate</b></p>
<p><b>Question 4:</b> In business it is important to have</p> <p><b>Answer 4:</b> fairness</p>		

Puzzle Size: ☐ ☒ Attempts: 5 Difficulty: 9  
1-9

## Slide 21 - Slide 21



Precision  
SKILLS  
UNIVERSITY  
SCHOOL OF BUSINESS SUPPORT


WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY  
LESSON 1: Integrity Defined

BackNext

EXAM

In the final section of Lesson 1, “**Exam**,” you will be asked some simple questions as Knowledge Checks to showcase your mastery of Lesson 1 course material.

When you are ready to take this short, ungraded quiz, please click the “**NEXT**” button.




## Text Captions

EXAM

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When you are ready to take this short, ungraded quiz, please click the “**NEXT**” button.

## Slide 22 - Slide 22



Precision  
SKILLS  
UNIVERSITY  
SCHOOL OF BUSINESS SUPPORT

WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY  
LESSON 1: Integrity Defined

Multiple Choice

EXAM

Review Area

You must answer the question before continuing.

Question 1 of 5

&lt;&lt;

&gt;&gt;

Submit

## Text Captions


EXAM

*Please select the best answer*For all its employees and for all individuals, **Precision** strives to provide

- A) An All-Inclusive Workplace
- B) Equal Employment
- C) Equal Advancement Opportunities
- D) All of the Above

Question 1 of 5

## Slide 23 - Slide 23



Precision Skills University  
SCHOOL OF BUSINESS SUPPORT

WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY  
LESSON 1: Integrity Defined

Multiple Choice

EXAM

*Please select the best answer*

Every day, Precision expects you to act

- ☐ A) Responsible
- ☐ B) Ethical
- ☐ C) Professional
- ☐ D) With Integrity
- ☒ E) All of the Above

Review Area

You must answer the question before continuing.

Question 2 of 5

<< >>

Submit

## Text Captions

EXAM

*Please select the best answer*


Every day, Precision expects you to act

- A) Responsible
- B) Ethical
- C) Professional
- D) With Integrity
- E) All of the Above

Question 2 of 5



## Slide 24 - Slide 24



Precision  
SKILLS  
UNIVERSITY  
SCHOOL OF BUSINESS SUPPORT

WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY  
LESSON 1: Integrity Defined

Multiple Choice

EXAM

*Please select the best answer*

In practical terms, acting ethically with integrity means:

- ☐ A) Distinguishing right from wrong
- ☐ B) Having the courage to do what is right even when it is difficult
- ☐ C) Acting honestly and speaking truthfully
- ☐ D) Treating others with respect
- ☐ E) Taking responsibility for your actions
- ☒ F) All of the Above

Review Area

You must answer the question before continuing.

Question 3 of 5

<< >>

Submit

## Text Captions

EXAM


*Please select the best answer*

In practical terms, acting ethically with integrity means:

- A) Distinguishing right from wrong
- B) Having the courage to do what is right even when it is difficult
- C) Acting honestly and speaking truthfully
- D) Treating others with respect
- E) Taking responsibility for your actions
- F) All of the Above

Question 3 of 5

## Slide 25 - Slide 25



Precision  
SKILLS  
UNIVERSITY  
SCHOOL OF BUSINESS SUPPORT

WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY  
LESSON 1: Integrity Defined

True/False

EXAM

Integrity - or ethical conduct - means doing what is good, right, and honorable. Although doing what is right includes following the law, integrity and ethics goes beyond the law, guiding us to what we should do, not simply what we must do.

☒ A) True  
☐ B) False

You must answer the question before continuing.

Review Area  
Review Area

Question 4 of 5

<< >>

Submit

## Text Captions

EXAM


Integrity - or ethical conduct - means doing what is good, right, and honorable. Although doing what is right includes following the law, integrity and ethics goes beyond the law, guiding us to what we should do, not simply what we must do.

A) True

B) False

Question 4 of 5

## Slide 26 - Slide 26



Precision  
SKILLS  
UNIVERSITY  
SCHOOL OF BUSINESS SUPPORT

WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY  
LESSON 1: Integrity Defined

True/False

EXAM

Through unity and cohesion in its honesty, ethics and moral virtues, **Precision** possesses Integrity.

☒ A) True  
☐ B) False

Correct - Click anywhere or press 'y' to continue.

Incorrect - Click anywhere or press 'y' to continue.

You must answer the question before continuing.

Review Area

Question 5 of 5

<< >>

Submit

## Text Captions

EXAM

Through unity and cohesion in its honesty, ethics and moral virtues, **Precision** possesses Integrity.

A) True

B) False


Correct - Click anywhere or press 'y' to continue.

Incorrect - Click anywhere or press 'y' to continue.

You must answer the question before continuing.

Question 5 of 5

## Slide 27 - Slide 27



Precision  
SKILLS  
UNIVERSITY  
SCHOOL OF BUSINESS SUPPORT

WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY  
LESSON 1: Integrity Defined

Results

You Scored: {score}

Maximum Score: {max-score}

Correct Questions: {correct-question}

Total Questions: {total-questions}

Accuracy: {percent}


Attempts: {total-attempts}

Continue

Review Quiz

Review Area

## Text Captions



Precision  
DRILLING  
UNIVERSITY  
SCHOOL OF BUSINESS SUPPORT

WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY  
LESSON 1: Integrity Defined

BackNext

LESSON CONCLUSION

## Congratulations!

You have successfully completed "Lesson 1: Integrity Defined" - the 1st lesson in **Module 1: Integrity** of **WHAT WE EXPECT OF YOU - Precision Drilling's** Corporate Policy Compliance course!

In Lesson 1, you explored the concept of "Integrity" and how it relates to our company.

Now that you have finished Lesson 1, you possess an understanding of integrity and how it is a vital ingredient in creating an ethical culture at **Precision**.

When you are ready to begin the next lesson, please click the "NEXT" button in the upper right hand corner.

**Text Captions**

LESSON CONCLUSION

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