



ASSURED
environments

Safeguarding brands+buildings+reputations



Anti Corruption Policy



Anti Corruption Policy

BRIBERY, ILLEGAL GRATUITIES, AND GIFTS

Assured Environments strictly forbids giving or promising anything of value to a government official or employee, whether to influence that person in his or her official duties or to encourage unlawful conduct.

In addition you may not give things of value to a government official or employee because of any official act performed or to be performed by that person. Even a “thank you” gift for the performance of official duties is not appropriate.

Such practices may be considered bribery and are illegal, and may seriously damage our reputation. Associates involved in any form of bribery could be subject to serious employment consequences, including involuntary separation from employment or even criminal prosecution.

These policies apply equally to former government employees and someone who has been elected but has not yet assumed office.

What is considered Bribery?

Bribery could include the giving or promising of anything of value with a corrupt intent, including but not limited to:

- Currency
- Favorable loans
- Goods or services
- Discounted goods or services
- Free upgrades
- Rebates
- Gifts
- Meals
- Entertainment
- Travel
- Job offers
- Donations to a charity suggested by an official
- Campaign contributions
- Intangibles such as valuable information



Who is Considered a “Government Official”?

- Elected or appointed government officials and their family members, including former and current officials and those waiting to assume office.
- Employees of national, state, and local governments, political party officials and employees of political parties candidates for political office
- Employees of international treaty organizations such as the United Nations.

Commercial Bribery and Improper Gifts

Never compromise ethical standards to gain a competitive advantage or to meet a business objective. This includes making or receiving improper payments or gifts.

Commercial Bribery

Payments made on behalf of Assured Environments and in connection with Assured Environments business must be made solely for lawful and legitimate business purposes.

You may not request, receive, give, or offer anything of value in the form of a bribe or kickback. This unethical practice is not acceptable simply because “everyone is doing it” or because it is “necessary to compete” in a particular market.

If you take bribes or kickbacks this deprives Assured Environments of your services and prevents Assured Environments from receiving the best possible value in negotiating for goods and services.

Giving bribes or kickbacks to employees or persons associated with Assured Environments business partners, clients, contractors, vendors, or suppliers may harm the other party, too.

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Promoting business through bribery is obviously unethical and may subject Assured Environments to civil lawsuits and criminal prosecution. Bribery in commercial transactions is illegal in the U.S.

For these reasons, associates involved with commercial bribery could be subject to serious employment consequences, including involuntary separation from employment or even criminal prosecution.

ACTING WITH HONESTY AND INTEGRITY

Improper Gifts

Assured Environments has established clear policies regarding the acceptance and giving of gifts between associates and business partners, clients, contractors, vendors, and suppliers. You are expected to abide strictly by these policies. A few highlights from the gift policy include:

- You may not request gifts for your personal benefit in connection with your work for Assured Environments.
- Assured Environments places specific annual aggregate limits on the type, value, and nature of unsolicited gifts that you may accept.
- Personal acceptance of discounts or free services from vendors may also be prohibited if you are responsible for procuring for Assured Environments those same types of products or services. These could be considered kickbacks.
- Avoid frequent acceptance of gifts, even if the gifts are not lavish and are individually within the value limits established by Assured Environments.
- Decline gifts otherwise permitted by Assured Environments policy if you know or suspect that the gift would violate the policies of the giver's employer.

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- Assured Environments policy strictly forbids the acceptance of cash other than an ordinary gratuity for those associates who routinely receive tips as part of their jobs.

Know Policy; Use Common Sense

In addition to abiding by Assured Environment's policy, use common sense in giving and accepting gifts in the context of business relationships.

Do not accept any gift that could compromise your objectivity in making decisions for Assured Environments, that creates the appearance of impropriety or that violates the law.

Involvement of Third Parties

Using a third party to make a corrupt or forbidden payment is just as wrong as making such a payment directly. Take care in selecting contractors, vendors, and suppliers who, in their work on behalf of Assured Environments, may interact with government officials and government employees. Perform appropriate due diligence and make sure third parties agree to abide by Assured Environment's prohibition against corrupt payments.

Further Investigation

If there is reason to question the purpose or amount of a payment or the integrity of another person working with or on behalf of Assured Environments, further investigation may be required. Assured Environments and the responsible associates could be held liable for consciously avoiding knowledge about the corrupt conduct of others.



Gifts and Entertainment

Even if done with honest intentions, giving things of value to government officials and employees may create the appearance of improper influence.

For these reasons, you must consider applicable rules and laws before providing to government officials and employees even inexpensive items of value that, if given in other circumstances, might be considered common courtesies (e.g., paying for taxi fare or a meal).

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The Assured Difference



PesTelligent®

- Comprehensive project management
- Tracking & documentation
- Project requirements
- Provides cost efficiency
- On-demand customer reporting



Assured Sustainability

- Green Pro compliant
- GreenShield® certified standard
- Documentation on-demand
- Programs for LEED® Certified Properties



Founded in Science

- On-staff entomologists
- Nationally renown expert advisory panel
- NPMA® and Copesan® board members



Trained and Certified

- All staff and technicians
- On-line, classroom and in-field training
- Customer service/safety training
- Pest ID and custom protocols via mobile hand-held devices



24/7/365 Accessibility

- 24/7/365 Internal call center
- 24/7/365 Tech coverage throughout area
- 24/7/365 On-line customer reporting



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