

First Onsite Property Restoration

SUBCONTRACTOR / PROVIDER – ETHICS STATEMENT

First Onsite Property Restoration (“First Onsite”) requires its Subcontractors and Providers to conduct business in a professional and ethical manner.

First Onsite requires its Subcontractors and Providers to apply the following ethical behavior, in all dealings with First Onsite, its clients and team members.

1. Our employees are forbidden from owning or having **ANY** interest in **ANY** Subcontractor or Provider. Likewise, our Subcontractors and Providers acknowledge and agree that they have not and will not enter into any type of ownership agreement and/or inducement, whether written, spoken, implied or understood with First Onsite employees.
2. First Onsite employees are forbidden from receiving any payment or other consideration for work from Subcontractors or Providers. This includes any gifts in trade, cash, trips or anything which may or may be considered “kickbacks” or other benefits or consideration, in order to gain favor in obtaining work from First Onsite or its employees. Likewise, Subcontractors and Providers are prohibited from offering any inducement to any First Onsite employee. Should you ever be asked to provide an inducement please call First Onsite at 800-622-6433 and ask to speak with First Onsite’s General Counsel.
3. First Onsite employees are forbidden from asking Subcontractors or Providers to perform any action which would violate any local, state or federal laws. In addition, Subcontractors and Providers should never perform any action that is unethical, unlawful or unsafe. Should you ever feel you are being asked to do anything which would violate local, state or federal laws or is otherwise unethical or unsafe, please call First Onsite at 800-622-6433 and ask to speak with First Onsite’s General Counsel.
4. All Subcontractor and Provider records must be true and accurate. First Onsite employees are forbidden from asking that invoices be modified to reflect anything other than actual and true costs, materials, labor or other changes. Subcontractors and Providers are prohibited from modifying invoices or bills to indicate any amount other than that reflecting actual invoice amounts and those which the Subcontractor or Provider expects to be paid in full by First Onsite. Production of dual invoice’s or statements indicating different amounts other than what is expected to be paid is forbidden. Should any First Onsite team member or employee ever ask you to provide two invoices showing different amounts please call First Onsite at 800-622-6433 and ask to speak with First Onsite’s General Counsel.
5. While working on First Onsite job sites, any client information, documentation or proprietary information shall be and remain confidential. If you are ever approached by anyone, other than a First Onsite representative, and asked about the client for whom you are working or the project you are working on, you agree to contact the First Onsite supervisor directly responsible for that job BEFORE acting upon the outside request.
6. Should First Onsite ever need to conduct an investigation regarding a client or project, Subcontractor or Provider agrees to fully cooperate in such investigation.
7. By acknowledging this Ethics Statement, Subcontractor or Provider agrees to conduct business with First Onsite and its clients in an ethical and professional manner and specifically acknowledging and agreeing to the matters set forth herein. This document is not meant to cover every ethical issue and is not a recitation of all laws and policies which apply to First Onsite’s business.