



Protect Yourself from Recruitment Fraud

At **True Environmental**, integrity is at the heart of everything we do—including how we hire. We are committed to providing a safe, transparent, and trustworthy recruitment experience for every candidate. Unfortunately, recruitment fraud has become increasingly common across industries, and we want to ensure you can confidently identify legitimate communication from our team.

What You Need to Know

Recruitment misrepresentation can appear in many forms, such as fake job postings, unsolicited emails, or social media messages. Here's how you can recognize genuine communication from **True Environmental**:

Authentic Communication

True Environmental will only contact candidates using official email addresses ending in @true-environmental.com or through our secure applicant management platforms.

Be cautious of any email that uses misspellings, extra characters, or variations of our domain.

No Payments Required

True Environmental will **never** request payment or fees during any stage of the recruitment process—applications, interviews, equipment, training, or job offers.

Official Offers Only

All employment offers are issued through secure True Environmental channels. We do not send offer letters through unsolicited email attachments or informal messages.

No Advance Compensation

True Environmental will **never** request or provide payment before your employment begins or before any hours are worked.

Red Flags to Watch For

Be alert for signs of potential recruitment fraud, including:

- Promises or offers that seem “too good to be true”
- Unsolicited job offers or messages from unofficial or personal accounts
- Requests for personal information, banking details, or any form of payment
- Messages claiming to come directly from True Environmental leadership without verification

What to Do If You Suspect Fraud or Misrepresentation

If you believe you've encountered suspicious recruitment activity:

- Do **not** respond, click links, or provide any personal information
- Report the activity to us at: true.hr.recruitmentfraud@true-environmental.com
- Visit our official careers page at true-environmental.com/careers to verify open roles and apply safely

Our Commitment

Your career journey deserves honesty, fairness, and transparency. True Environmental is dedicated to protecting candidates from deceptive recruitment practices and ensuring that every interaction reflects our values of trust and integrity.

