



Announcement of Phang Khon Police Station

Subject Anti-Bribery Policy (Anti-Bribery Policy)

Fiscal of the Year 2026

According to the Cabinet resolution on December 8 2020 approved the national reform plan . In terms of prevention and suppression of corruption and misconduct (revised edition) by specifying To be driven To carry out important reform activities (Big Rock) Reform activity number 4 : Develop the Thai bureaucracy to be transparent and free of benefits. Goal number 1, section 1.1, “ Have every government agency declare itself to be an agency that All government officials do not accept gifts and gifts of any kind while performing their duties (No Gift Policy).

To drive reform activities according to the national reform plan above. Create transparency within the agency Create values in performing duties and should be practiced as an honest culture of Phang Khon Police Station Therefore, it was announced as an anti-bribery policy. (Anti-Bribery Policy) and policy not accepting gifts and all kinds of gifts (No Gift Policy) from performing duties for police officers under the Phang Khon Police Station Everyone does not accept gifts and gifts of any kind from performing their duties. All forms of corruption that are the actions of police officers at all levels are prohibited, whether it is offering (Offering) , making promises (Promising) , Requesting (Soliciting), demanding (Demanding), giving or accepting bribes (Giving or Accepting Bribes), Phang Khon Police Station has therefore created the “ Anti-Bribery Policy” (Anti-Bribery Policy)” in writing. To be a guideline for practice and to prevent Police officers under Phang Khon Police Station broke the law. It is against all forms of bribery. It is also part of the guidelines for evaluating morality and transparency in operations. of government agencies (Integrity and Transparency Assessment : ITA)

1. Purpose

1) to protect or reduce the opportunity to receive bribes Conflicts of interest in different forms Any other to government officials police under the jurisdiction Phang Khon Police Station

2) To encourage police officers under Phang Khon Police Station. Be conscious of refusing to receive bribe All kinds of gifts and favors from performing duties.

3) To create an ethical and transparent organizational culture. of the bureaucracy to be strong and sustainable.

4) Express the spirit and determination of Phang Khon Police Station. In combating bribery gift and all kinds of gifts from performing duties.

5) It sets the criteria and is used as a guideline for supervisors. and police officers under their jurisdiction to practice anti-bribery practices All kinds of gifts and favors from performing duties.

6) To encourage police officers to be vigilant and report sightings. accepting bribes Gifts and souvenirs of all kinds from performing duties.

2. Scope

Anti-Graft Policy (Anti-Bribery Policy) of Phang Khon Police Station To be effective with supervisors and all police officers under Phang Khon Police Station This guideline must be strictly implemented according to the steps. It also aims for partners Contracting party or persons related to police officers to support the implementation of this policy as well.

3. Definition

" **policeman** " means that government official It is responsible for patrolling and maintaining the peace. arrest and crack down on illegals Or in other words policeman That is Person whose duty is to protect the people's peace As we have always heard The word " Pitak " means Take care of and protect Citizen of the country so The police are therefore responsible. Taking on a huge responsibility in providing care and protection To bring peace to the citizens of the country.

" **Corruption** " mean Using power gained through duty for personal gain or corruption by using or relying on a position The power and influence that they have For the benefit of yourself and/or others

“ **Bribe** ” means that Property or other benefits given to a person in order for that person to act. or refraining from doing what the bribe payer wants bribe Therefore, it means money given in the form of compensation. But it is done in order to help in corruption. Giving bribes is therefore wrong. Giving bribes to government officials to approve various projects Any other This causes the government to pay many times more than it should actually pay. classified as direct corruption of the royal government.

" **gift** " means that money or property or any other benefits given to each other for hospitality goodwill and shall include money or any other property given as a reward given out of affection or for favors or give as a reward Providing special rights that are not rights reserved for the general public to receive discounts. Property or the granting of special rights to receive services or entertainment, including travel expenses. or travel Accommodation cost Cost of food or anything else of the same nature and whether it is given as a card ticket or any other evidence advance payment or refund later

“ **Gift** ” means that Things that are given to those who love and respect them.

“ **Receiving property or any other benefits in an ethical manner** ” means that Receiving property or Any other benefits from relatives or people given on different occasions Any other Usually according to tradition tradition or culture or give to each other according to the manners that are practiced in society. ”

“ **Any other benefits?** ” means that something of value namely price reduction Entertainment Receiving service, receiving training or anything else of the same nature

“ **Partners** ” means that Product seller Contractor and / or service provider both juristic persons and natural persons Phang Khon Police Station including subcontractors of product sellers Contractor and / or such service providers.

“ **Contracting party** ” means that Individuals or juristic persons who are contracting parties with government agencies.

“ **Government agency** ” means that ministry Bureau department government Local government, state enterprises Public organization Administrative agencies of constitutional organizations or other government agencies or any other agency that carries out state business according to law and receives subsidies or money or investment assets from the state.

" **contract** " means that Which contract? Any other That is made to carry out the project in procuring supplies or supplies. Whether by means of purchasing or hiring or any other method of government agencies according to the regulations of the Office of the Prime Minister that with supplies or regulations Requirements rule or regulations regarding supplies of that government agency Any other.

" **Payment of convenience fees** " means that Small amounts of expenses paid to government officials unofficial and it is provided only to ensure that government officials will carry out the process or as an incentive to act more quickly The process does not require the discretion of government officials. And it is an action that is right and responsible of the duties of that state such as Requesting various licenses etc.

" **Performing duties** " means the actions or performance of duties of a government official in an appointed position. or has been assigned to perform any duties or to act on behalf of the government in any particular duty, both general And it is only in the capacity of a police officer that the law has specified the powers and duties or the action is performed in accordance with the duties and responsibilities that the law specifies to have the powers and duties of the police.

4. Anti -Bribery Policy and Guidelines

4.1 Anti -Bribery Policy

Phang Khon Police Station This policy is specified to be enforced on police officers in police stations. Everyone's country is broken. Including Partners Contracting party without making demands carry out offer making a promise Giving or receiving a bribe All kinds of gifts and favors from performing duties For the benefit of the agency self family relatives friends acquaintance and to regularly review compliance with the said policy. as well as reviewing the practice guidelines and operational requirements to comply with changes in regulations. Regulations and legal requirements Anti- Bribery Policy (Anti-Bribery Policy) from performing duties They are as follows:

1) Police officers in the Phang Khon Police Headquarters Everyone is prohibited from accepting bribes. gift souvenir Gifts or any other benefits from performing duties (No Gift Policy) , including not giving or not receiving property or any other benefits. Due to the performance of duties.

2) Do not consent or sympathize with family members. Give or receive gifts or other benefits with those involved in the work.

3) In the case of wishing to express congratulations or good wishes on various festivals . The use of greeting cards should be encouraged. Or wish through online media instead of giving gifts. Gifts or any other benefits Unless it is an item for publicizing the operations of the agency according to opportunity and appropriateness. such as greeting card Calendar, diary, notebook, etc.

4) Commanders at all levels must behave as a good example. as well as supervising the police officers under his command to behave correctly and strictly As well as resisting the receipt of bribes , gifts and all kinds of favors. Including any other benefits from performing duties.

5) Perform duties with honesty and integrity. transparent Ready to receive inspection from the agency external.

6) Procurement of Phang Khon Police Station must be transparent. honest and follow procurement regulations. and in accordance with relevant laws and regulations.

4.2 Guidelines for anti-bribery (Anti-Bribery Policy) from performing duties

All police officers under Phang Khon Police Station must follow the guidelines given specified As follows :

1) Follow the anti-bribery policy. (Anti-Bribery Policy) and do not accept Gifts and all kinds of gifts (No Gift Policy) from performing duties Including regulations and regulations not to be involved in accepting bribes in any form whether directly or indirectly.

2) Do not do anything. which indicates the intention of accepting a bribe gift or present To those who have interests related to Phang Khon Police Station In matters for which he or she is responsible, directly or indirectly, in order to gain benefits for the organization. self or related people.

3) Do not ignore or be negligent when witnessing actions that are considered bribery-related. in performing duties It is considered a duty to notify the supervisor. or the responsible person knows and cooperate in investigating various facts.

4) in any action that may be at risk of receiving bribes gift or item Gift from performing duties Police officers at all levels must specifically comply with the following matters:

5) Procurement must be followed. Ministry of Finance regulations Concerning procurement and Government supplies management B.E. 2017 requires the procurement department to inform trading partners . or contracting party or related persons acknowledge that The police station has policies and procedures against giving and receiving bribes. Gifts and souvenirs of all kinds from performing duties must be strictly adhered to

5. Violation of policy

5.1 When receiving complaints or whistleblowing Phang Khon Police Station will be inspected according to the police disciplinary process. If the investigation

5.2 Phang Khon Police Station Disciplinary action will be taken against police officers under the authority who violate the rules. Compliance with this policy Including direct supervisors who ignore the wrongdoing or acknowledge it. that an offense was committed but no action was taken to deal with it properly and if violating this policy is an action malpractice or intentionally commit a criminal offense That person must be punished according to the rules and regulations. The work of Phang Khon Police Station or according to employment contract or according to law or related regulations with disciplinary offenses.

6. Monitoring and inspection measures

6.1 Phang Khon Police Station Support and encourage police officers at all levels to see the importance of and have conscience in resisting bribery Gifts and tokens of duty

6.2 Phang Khon Police Station This policy will be reviewed and updated as appropriate. or at least every year if there are changes in various factors Any other significant such as There has been a change in the law.

6.3 All police officers under Phang Khon Police Station Must comply with the policy against accepting bribes, gifts and gifts in the performance of duties. It must not be involved in any form of corruption. not demanding Not accepting money things What other benefits? or carry out or accept corruption for their own benefit family friend and acquaintances whether directly or indirectly

6.4 Police officers under Phang Khon Police Station Must not ignore or be ignorant when witnessing Actions that are considered bribery Gifts and gifts from all forms of duty related to the police station Must notify supervisor or the responsible person knows and cooperate in investigating various facts If you have any doubts or inquiries, please consult your supervisor. or persons designated to perform responsibilities according to specified channels

6.5 If there are clues or complaints related to receiving bribes All gifts and rewards from service will be presented to the committee for urgent consideration. And if it is considered a significant matter, it will be presented to the Audit Committee.

6.6 Persons who accept bribes Gifts and tokens of duty or from corruption , including those involved It is considered a violation of work regulations. must be considered as a punishment highest level of punishment Including being punished according to law if the action is against the law.

7. Channels for reporting wrongdoing or complaints

If a police officer under the Pang Khon Police Station or any other person Found a question or have evidence that there are police officers under the authority or a person acting on behalf of Phang Khon Police Station got involved in receiving property Awards and souvenirs from performing duties You can report clues or complaints directly. Through the Superintendent of Phang Khon Police Station or through various contact channels Any other of Phang Khon Police Station The information of the whistleblower will be concealed. and keep it secret

However, The informer must act in good faith. If the Pang Khon Police Station Found that fraudulent whistleblowing was reported. or has the intention of bullying others to cause damage to their reputation Phang Khon Police Station will proceed as deemed appropriate.

Police officers under Phang Khon Police Station Stakeholders and the people You can submit complaints directly yourself. or in writing through various channels Any other As follows:

- 1) By the phone
 - Superintendent of Phang Khon Police Station : 085-6394040
 - Phang Khon Police Station : 042-771-505
- 2) By fax number : 042-771-505
- 3) Via E-mail : policephangkhn2022@gmail.com
- 4) Via mail By specifying first and last name telephone number with complaints

and sent to “ **Superintendent of Phang Khon Police Station** ” at the following address

Phang Khon Police Station
177 Nittayo Road Village No. 9,
Phang Khon Subdistrict,
Phang Khon District,
Sakon Nakhon
Province 47160

8. Measures to protect complainants and whistleblowers

8.1 Phang Khon Police Station will be fair and protect employees who report information or complaints. Complaint about receiving a bribe Gifts and tokens from duty All complaints will be kept secret and known only to the people involved.

8.2 Complainant Whistleblowers or those who cooperate in investigating information will be protected. as follows

(1) Complainant Whistleblowers or those who cooperate in investigating information are not required to reveal themselves. If you see that disclosing yourself may cause insecurity or have any consequences. with oneself or those close to oneself

(2) What information? Any other that can identify the complainant whistleblowers or those who cooperate in Check information will be kept confidential. Audit Committee of Phang Khon Police Station It will be carried out as carefully as necessary for the benefit of investigating the facts with safety in mind. and the impact on the complainant whistleblower Those who cooperate in verifying information and related persons are important

(3) Complainant Whistleblowers and people who cooperate in investigating information or provide information in good faith. No disciplinary action will be taken. and will be protected from actions that cause an impact or not safe such as Intimidation Threat Delay work interference or actions that are Bullying or causing unfair treatment

(4) In the case where the complainant Whistleblower or person who cooperates in investigating information believe yourself Threatened threaten Delay Interfering with work or acts of bullying or causing them to be treated unfairly Report to the Chairman of the Audit Committee. direct supervisor or if it has not been fixed yet Report via the complaint or whistleblowing channels above. However, Complainants, whistleblowers, or those who cooperate in investigating information can request Audit Committee of Phang Khon Police Station Establish any protection measures additional appropriate

This policy is effective from the 1 December 2025 onwards

Announce on 1 December 2025

Police Colonel

(Kiattipoom SuwannaTrai)

Superintendent of Phang Khon Police Station