



## **Announcement of Pang Mapha Police Station**

### **Subject: Anti-Bribery Policy and No Gift Policy Fiscal Year 2026**

Pursuant to Section 128, paragraph one, of the Organic Act on Anti-Corruption, B.E. 2561 (2018), which prohibits state officials from receiving property or any other benefit that can be calculated in monetary terms from any person, other than property or benefits legally authorized by laws, rules, or regulations issued by virtue of the provisions of law, except for the receipt of property or any other benefit on an ethical basis in accordance with the criteria and amounts determined by the National Anti-Corruption Commission (NACC);

Concurrently with Clause 2(2) of the Police Code of Ethics, B.E. 2564 (2021), which mandates honesty, integrity, and the performance of duties in accordance with the laws and regulations of the Royal Thai Police with transparency, avoiding any behavior implying dishonest exploitation, maintaining accountability, and respecting human rights and social consciousness; and Clause 2(4), which emphasizes prioritizing the public interest over personal interest, possessing a public mind, and sacrificing for the public good;

In conjunction with the Revised National Reformation Plan on Prevention and Suppression of Corruption and Misconduct, which designates Key Reformation Activity 4: *Developing the Thai Bureaucracy into a Transparent and Benefit-Free System* (Target 1, Item 1.1), requiring all government agencies to declare themselves as entities where all state officials do not accept gifts and presents of any kind from the performance of duties (No Gift Policy);

Therefore, to prevent conflicts of interest, bribery, and the acceptance of gifts, presents, or any other benefits that affect the performance of duties, Pang Mapha Police Station hereby establishes the guidelines for the **Anti-Bribery Policy** and the **No Gift Policy** as follows:

#### **Objectives**

1. To prevent and mitigate opportunities for bribery and various forms of conflicts of interest among police officers under Pang Mapha Police Station.
2. To cultivate a conscious mindset among police officers to refuse all types of gifts and tokens from the performance of duties.
3. To foster a sustainable and strong organizational culture of integrity within the civil service system.
4. To establish explicit measures, guidelines, and mechanisms for preventing the offering and receiving of bribes or other illicit benefits.
5. To define appropriate protocols for hospitality expenses and official gifts for executives and police officers in compliance with relevant laws and regulations.

6. To support and elevate operations under the National Strategy, the Master Plan under the National Strategy, and the National Reformation Plan on Prevention and Suppression of Corruption and Misconduct, as well as to fulfill the criteria of the Integrity and Transparency Assessment (ITA) for government agencies.

### **Scope of Application**

This policy applies strictly to all police officers attached to Pang Mapha Police Station.

### **Definitions**

- **"Bribery"** means property or any other benefit offered or given to a person to induce them to perform, delay, or refrain from performing any act within their official capacity, whether lawful or unlawful, as desired by the giver. This includes gifts, presents, facilitation payments, tokens of goodwill, donations, entertainment, or similar advantages given or received retroactively that can reasonably be construed as a bribe.

*Note: Accepting gifts from the performance of duties differs from receiving them on an ethical basis. The latter refers to receiving property or benefits calculated in monetary terms given on traditional festivals or significant social occasions. Therefore, receiving gifts or tokens directly arising from the performance of duties may constitute bribery.*

- **"Performance of Duties"** means the actions or execution of responsibilities by a state official within their appointed position, assigned duties, or acting capacity, both generally and specifically, as authorized under the statutory powers of the police.
- **"Superior"** means a person vested with the authority to command, supervise, monitor, and audit police officers under their jurisdiction.
- **"Subordinate"** means all police officers attached to Pang Mapha Police Station, excluding their direct superiors.

### **Policy Violation Measures & Penalties**

1. Any violation or failure to comply with this policy may result in disciplinary action, criminal prosecution, or legal consequences under other relevant laws. This includes direct superiors who neglect misconduct or are aware of violations but fail to take proper corrective actions, which may carry severe disciplinary penalties up to dismissal from the civil service.
2. Unawareness of this policy announcement and/or relevant laws shall not be accepted as an excuse for non-compliance.
3. Superiors designated under Police Department Order No. 1212/2537, dated October 1, 1994, are authorized and required to strictly supervise and ensure that subordinates under their command adhere to this policy.

## Monitoring and Evaluation Measures

1. The Superintendent of Pang Mapha Police Station shall formally declare the organizational intent to govern with honesty, integrity, transparency, and good governance, ensuring this policy is communicated to all personnel and external stakeholders.
2. Designated superiors under Police Department Order No. 1212/2537 shall monitor and audit subordinates. Any detected violations must be reported to the Superintendent of Pang Mapha Police Station immediately.
3. Pang Mapha Police Station shall periodically review and update these implementation guidelines to align with significant regulatory or institutional changes.
4. The Administration Section of Pang Mapha Police Station shall compile statistics regarding bribery incidents, along with associated challenges, and submit a report to the Superintendent on a quarterly basis.

## Channels for Complaints and Whistleblowing

- **In Person:** Pang Mapha Police Station
- **By Mail:** Pang Mapha Police Station, Pang Mapha District, Mae Hong Son Province
- **Telephone:** 053-617171
- **Fax:** -
- **E-mail:** -
- **Official Website:** <https://pangmapha.maehongson.police.go.th/>

## Whistleblower, Complainant, and Witness Protection Measures

1. **Confidentiality:** The handling of all complaints shall be classified and protected in accordance with the *Regulations on the Safeguarding of Official Secrets, B.E. 2544 (2001)*. Initial complaints against officials shall be treated as strictly confidential. Anonymous complaints will only be investigated if they provide clear, verifiable evidence and specific witness details. For cases involving influential figures, the name and address of the complainant must be concealed.
2. **Duty of Protection:** Superiors shall exercise their discretion to order appropriate protective measures for complainants, witnesses, and informants during investigations to prevent harm, retaliation, or unfair treatment. Mutual protection shall be granted to both the complainant and the accused prior to final fact-finding verification to prevent malicious defamation. If a complainant explicitly requests anonymity, the receiving agency must strictly conceal their identity from the accused's unit.
3. **Employment Safeguards:** Complainants and witnesses shall not face any adverse actions affecting their career, duties, or personal livelihood. If precautionary measures—such as

temporary workplace separation—are required to prevent interaction between parties, the explicit consent of the complainant and witness must be obtained.

4. **Remedial Action:** Requests made by the injured party, complainant, or witness (such as temporary transfer requests or safety measures) shall be prioritized and evaluated by the responsible authorities as deemed appropriate to prevent harassment or retaliation.

Announced on April 1, 2026.

Pol.Col.

A handwritten signature in blue ink, appearing to read 'Dekhawat Nathilet', with a long horizontal stroke extending to the right.

( Dekhawat Nathilet )

Superintendent of Pang Mapha Police Station