



**Announcement of NongKhae Police Station**  
**Subject: Anti-Bribery Policy (Anti-Bribery Policy)**

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In accordance with the Organic Act on Anti - Corruption, B.E 2561, Section 128 Paragraph one, public officials are prohibited from accepting assets or any other benefit which may be calculated in monetary value from any person except for the assets or benefit which may be entitled to such person under the laws, rules or regulations permitted by virtue of law, unless the acceptance of assets or other benefit is on ethical basis under the criteria and amount as prescribed by the National Anti-Corruption Commission and the Police Code of Ethics, B.E.2564, 2(2) being honest, perform legal duties as regulations of the Royal Thai Police with transparency. Do not show behavior that implies exploitation. Responsible for human rights duties. Be ready to be audited and liable, have good conscience social considerations and 2(4) think of the public interest rather than the personal benefit, have public minded, cooperate and sacrifice for the public benefit and happiness of the society along with the National Reform Plan on prevention and suppression of corruption and misconduct (Revised Edition) determine important reform activities, Activity 4: Develop the Thai bureaucratic system to be transparent and non-beneficial. Goal 1, 1.1 requires all government agencies to declare that all government officials do not accept all kinds of gifts and gratuities from performing their duties (No Gift Policy)

Therefore, in order to prevent conflicts of interest between one's own interests and the public interest (Conflict of Interest) from accepting bribes, gifts, or any other benefits that affect the performance of duties of NongKhae Police Station. Therefore, guidelines for anti-bribery have been established (Anti-Bribery Policy) and do not accept gifts, gratuities or any other benefits (No Gift Policy) from performing duties. The details are as follows:

**1. Purpose**

1.1 To prevent or reduce the opportunity to receive bribes. Conflicts of interest in various forms for police officer of NongKhae Police Station

1.2. To encourage police officers of NongKhae Police Station have a conscience in refusing Receiving gifts and all kinds of favors in the performance of duties

1.3. To build a corporate culture of integrity and transparency. (Organization of Integrity) of the bureaucracy to be strong and sustainable.

1.4. To determine measures, guidelines, and mechanisms to prevent giving/receiving bribes or any other benefits.

/1.5. To set...

1.5. To set guidelines for receiving entertainment fees. or gifts from executives and police officers Under the jurisdiction of NongKhae Police Station To comply with relevant laws and regulations.

1.6. To support and enhance operations under the national strategy, master plan under national strategy and the national reform plan for preventing and suppressing corruption and misconduct. It is also part of the guidelines for evaluating morality and transparency in government agencies (Integrity and Transparency Assessment: ITA).

## **2. Regulation**

Applicable to subordinate all police officers of NongKhae Provincial Police Station

## **3. Definition**

"Bribe" means property or other benefits given to a person for the purpose of doing or omitting. Do not act in any way in office, whether it is legitimate or unlawful, according to the person who pays the bribe. Requirements, including receiving gifts, convenience fees. Goodwill machines, donations, adopting and similar benefits. When a offer of giving or receiving that can be reasonably considered a bribe and includes giving or receiving each other afterwards. (Accepting gifts from the performance of duties is different from receiving by virtue of virtue, which refers to receiving property or other benefits that may be calculated as money from persons giving to each other on occasions, festivals or important dates.)

"Gifts, presents, or any other benefits that affect the performance of duties" means money, property, services, or any other benefits that have value and include tips. which government officials receive in addition to salary, income, government benefits in normal cases and affect decisions, approvals, permits, or Any other act in the performance of duties in a manner that benefits the giver of the gift in a dishonest way. either in the past or at the time of receipt or in the future

"Property" means property and intangible objects. which may have a price and may be held such as money, houses, cars, stocks

"Receiving property or any other benefits in an ethical manner" means receiving property or Any other benefits from relatives or people given on various occasions Usually according to tradition or culture or given according to etiquette practiced in society.

"Relatives" means parents, descendants, brothers and sisters. or sharing the same father or mother, uncle, aunt, spouse, ascendant or descendant of the spouse. Adopted child or adoptee

"Any other benefit" means things of value. including price reductions Receiving entertainment, receiving services, receiving training or anything else of the same nature

/ "Performance of Duty"

“Performance of Duty” means the actions or performance of duties of a government official in the appointed position or has been assigned to perform any duties or to act instead. In what duties, both general and specific duties as a police officer are prescribed by law? Powers and duties or acts in accordance with the powers and duties specified by law to be the powers and duties of the police.

“Commander” means a person who has the authority to command, supervise, monitor, and inspect police officers under his command.

“Subordinate” means subordinate police officers. NongKhae Provincial Police Station, all officers in addition to the commander

#### **4. the guidelines of Anti-Bribery**

4.1. Police officers of NongKhae Police Station are prohibited from getting involved in giving, accepting in any form of bribery whether directly or indirectly.

4.2. All police officers under the NongKhae Provincial Police Station are prohibited. Demand or accept bribes for personal gain or the benefit of others.

4.3. Adhere to the anti-corruption policy without getting involved in corruption, whether directly or indirectly.

4.4. Performing duties in compliance regulations and strictly as related laws.

4.5. Do not do anything that is considered giving or receiving a bribe

4.6. Supervise the disbursement of expenses of affiliated agencies in strict accordance with relevant laws, rules, and regulations.

4.7. Receiving donations or sponsorships whether money, object or property, any activity or project must strictly comply with regulations, rules, and announcement. Every time receiving money must include a receipt or evidence of money receipt to accompany the report.

4.8. Receiving property or any other benefits through moral conduct, all police officers under the NongKhae Provincial Police Station must comply with the announcement. The National Anti-Corruption Commission regarding the criteria for receiving property or other benefits through the ethics of officials, B.E. 2020, is strictly enforced.

#### **5. Punishment Measures/Infraction of Guidelines.**

5.1 Infraction of non-compliance with this policy may be subjected to disciplinary action or criminal proceedings or legal action, including direct commanders whom ignore wrongdoing or acknowledge that there is an offence but do not take corrective action with disciplinary penalties to the point of dismissal from government service.

5.2 Lack of awareness of this announcement, policy, and/or related laws, it cannot be used as an excuse for non-compliance.

5.3 Commanders under the Royal Thai Police Order No. 1212/2537, dated October 1 st , B.E. 2537, shall have the authority to supervise subordinates to strictly adhere and comply with this policy.

## **6. Monitoring measures/Inspections**

6.1. The superintendent of NongKhae Police Station announces the intention to manage the agency with honesty, transparency and in accordance with the principles of good governance by disseminating public relations to the police officers under the jurisdiction and informing the external stakeholders.

6.2. The commanders under the Royal Thai Police Order No. 1212/2537, dated October 1 st , B.E.2537, shall have the authority to supervise, monitor and inspect subordinated police officers who are under the jurisdiction to act in the accordance with the announcement in this edition. In the case that an action that infracts this announcement is found, shall report to the superintendent of NongKhae Police Station as soon as possible.

6.3. NongKhae Police Station will provide inspection to evaluate the implementation of this guideline annually, and arrange to revise and improve the appropriate practice guidelines at least once a year or according to the changes of various factors that are significant.

6.4 The administration sub-division of police station shall conduct the statistical data on receiving gifts or other benefits along with problems, obstacles, solutions and report to the superintendent of NongKhae Police Station every quarter.

## **7. Complaint/Whistle - blowing Channels**

1. Corruption and Misconduct Whistle - blowing Center of NongKhae Provincial Police Station office

2. By mail, NongKhae Police Station 66 NongKhae Subdistrict, NongKhae District, Saraburi 18140

3. By telephone number 036-371500

4. Via Email: nk.policiesaraburi@gmail.com

5. NongKhae Provincial Police Station website <https://nongkhae.saraburi.police.go.th/>

## **8. Measures to protect complainants/whistleblowers, confidentiality**

### **8.1 Measures to protect complainants and witness**

/8.1.1 Consideration ...

8.1.1 Consideration of complaints, classes of confidentiality and protection of those involved shall be identified in accordance with the regulations on government confidentiality, B.E. 2544. Submitting the complaint to the police agency for the consideration, informant and the complainant may face struggles, for example, complaint against government officials is initially considered as an official secret. If it is an anonymous letter, shall consider only those provide evidence, fully evident, as well as identifying a certain witness.

The whistle - blowing of influential people, the name and address of the complainant must be concealed. If not concealing the name and address of complainant, must notify relevant agencies and provides witness protection as follows: “the commander shall use discretion, give appropriate orders to protect the complainants, witnesses, and persons providing information in the investigation, do not allow danger or unfairness that may arise from complaints, of being witnessing or providing that information”. In case of revealing the name of the alleged culprit, must protect both the complainants and the accused because the matter has not yet passed the investigating process and may be a bullying, allegation causing suffer and damage. In the case of the complainant specified in the request to conceal or do not wish to reveal the complainant's name, the police agency must not disclose the name of the complainant to the respondent agency because the complainant may suffer from the issue complaining.

8.1.2 When there is a complaint, the complainants and witnesses will not be subjected to any action that affects their work duties and living or livelihood. If it is necessary to take any action, such as separating the workplace to prevent the complainants, the witnesses and the alleged culprit from meeting, etc., the consent of the complainants and witnesses must be obtained.

8.1.3 Requests from injured person, complainants, or witnesses, such as requesting to change the workplace or methods of prevention or solving problems should be considered by the responsible person or police agency as appropriate

8.1.4 Provide protection for complainants from being bullied

## **8.2 Measures to protect the alleged culprit**

8.2.1 During the consideration of the complaint, the alleged culprit has not been considered as committing offence and will be treated the same as other people.

8.2.2 Give the alleged culprit an opportunity to fully explain the allegations, including the rights to present documents/evidences

Announced on January 5th, 2026

Police Colonel 

(Narin Ruangsri)

Superintendent of NongKhae Police Station