



Announcement of Nongkhaem Police Station

Subject: Anti-Bribery Policy

For the Fiscal Year 2026

According to Section 128, Paragraph 1 of the Organic Act on the Prevention and Suppression of Corruption B.E. 2561 (2018), government officials are prohibited from receiving assets or any other benefits that can be converted into monetary value from any individual, except for those legally permissible under laws, regulations, or official provisions. Exceptions apply to receiving assets or benefits under customary traditions within the limits set by the National Anti-Corruption Commission (NACC). Furthermore, the 2021 Code of Ethics for Police Officers specifies in Section 2(2) that officers must perform their duties with integrity, transparency, and accountability while avoiding any improper personal gains. Section 2(4) emphasizes prioritizing public interest over personal benefits, promoting social responsibility, cooperation, and dedication to the welfare of society.

In line with the National Reform Plan on Corruption Prevention and Suppression (Revised Edition), which includes key reform activities such as ensuring transparency and eliminating conflicts of interest in government agencies, the goal is to declare all state agencies as "No Gift Policy" organizations where officials must not accept gifts or gratuities in any form from their official duties. Therefore, to prevent conflicts of interest, bribery, and acceptance of gifts or other benefits that may influence official duties, the following Anti-Bribery Policy and No Gift Policy guidelines are established

Objectives

1. To prevent or reduce opportunities for bribery and conflicts of interest among police officers at Nongkhaem Police Station.
2. To encourage police officers to develop a strong ethical stance against accepting gifts

and gratuities from their official duties.

3. To foster a culture of integrity and transparency within the police organization, ensuring a sustainable and ethical governmental system.
4. To establish measures, guidelines, and mechanisms to prevent the giving/receiving of bribes or undue benefits.
5. To define regulations on acceptance of hospitality and gifts by police officers in compliance with relevant laws and regulations.
6. To support and enhance national strategies on anti-corruption, aligning with integrity and transparency assessments (ITA) for public sector agencies.

Scope of Application

This policy applies to all police officers under the jurisdiction of Nongkhaem Police Station.

Definitions

- **Bribery** refers to assets or other benefits offered to an individual to influence their official actions, whether lawful or unlawful. This includes gifts, facilitation payments, goodwill gestures, donations, entertainment, and any similar benefits provided in exchange for official favors. The acceptance of gifts related to official duties differs from customary gifts exchanged on special occasions, which are permissible within traditional and legal boundaries.
- **Official Duties** refer to actions performed by government officials within their designated authority, whether by appointment or assignment, in accordance with legal responsibilities.
- **Supervisors** refer to individuals with authority to oversee, direct, and monitor the conduct of subordinate police officers.
- **Subordinates** refer to all police officers under the command of Nongkhaem Police Station, excluding supervisors.

Measures for Violations and Penalties

1. Non-compliance with this policy may result in disciplinary action, criminal prosecution, or other legal consequences, including penalties for supervisors who fail to act on known violations. Punishments may extend to dismissal from service.
2. Ignorance of this policy and relevant laws does not exempt an officer from compliance.
3. Supervisors, as per Police Department Order No. 1212/2537 dated October 1, 1994, are responsible for ensuring that subordinates strictly adhere to this policy.

Monitoring and Evaluation Measures

1. The Superintendent of Nongkhaem Police Station shall publicly declare a commitment to integrity and transparency, ensuring awareness among police officers and external stakeholders.
2. Supervisors are responsible for monitoring compliance with this policy and reporting any violations to the Superintendent without delay.
3. The station shall regularly review and update its anti-bribery measures to adapt to significant changes in circumstances.
4. The administrative department shall compile statistical data on bribery cases and report issues and challenges to the Superintendent quarterly.

Reporting Channels

1. In Person: Complaints may be submitted directly at NongKhaem Police Station to Police Colonel Kongsak Pannoi, Superintendent of NongKhaem Police Station, or by telephone at 081-988-7745.
2. By Post:
NongKhaem Police Station
160 NongKhaem Subdistrict, NongKhaem District, Bangkok 10160, Thailand
3. By Telephone: 02-429-3568 to 02-429-3572
4. By Fax: 02-429-3189
5. By Email: nongkhaempolice@gmail.com
6. Website: <https://www.nongkhaempolice.com/>

Protection Measures for Whistleblowers, Complainants, and Witnesses

1. All complaints submitted to Nong Khaem Police Station shall be classified in accordance with the Regulation on the Maintenance of Official Secrets B.E. 2544 (2001) to protect the identities of informants and prevent potential retaliation. Anonymous complaints shall be investigated only when sufficient evidence is provided.
2. Whistleblowers, complainants, and witnesses shall not be subjected to retaliation or any action affecting their work, personal life, or safety. Any necessary workplace adjustments to prevent direct confrontation between complainants, witnesses, and accused persons shall require the consent of the persons concerned.
3. Requests for protection measures, including workplace transfers or safety arrangements, shall be reviewed and considered by the responsible authorities of Nong Khaem Police Station.
4. Nong Khaem Police Station shall take appropriate measures to prevent retaliation, intimidation, harassment, or unfair treatment against whistleblowers, complainants, and witnesses.

Announced on January 1, 2026.

Police Colonel



(Kongsak Pannoi)

Superintendent of Nongkhaem Police station