

# Anti-Bribery Policy (Anti-Bribery Policy)



Announcement from Nawhai Police Station

Subject: Anti-Bribery Policy

Fiscal Year 2025

In accordance with Section 128, Paragraph 1 of the Organic Act on Anti-Corruption, B.E. 2561 (2018), government officials are prohibited from receiving money or any other benefits that can be valued in monetary terms from any individual, except for those permitted by law, regulations, or rules issued under legal authority. However, exceptions apply to receiving gifts or benefits given in accordance with social norms within the limits set by the National Anti-Corruption Commission (NACC).

Additionally, the Code of Ethics for Police Officers B.E. 2564 (2021) outlines that police officers must act with integrity, follow legal and organizational regulations transparently, avoid misconduct, uphold human rights, be accountable, and prioritize the public interest over personal gains. Furthermore, the National Reform Plan on Anti-Corruption and Misconduct includes a key initiative to improve the transparency of Thai bureaucracy, with the objective that all government agencies must declare a No Gift Policy, meaning officers shall not accept any gifts or gratuities from performing their duties.

## Objective

This policy aims to:

1. Prevent or reduce opportunities for bribery and conflicts of interest within Nawhai Police Station.
2. Promote awareness among police officers to reject all forms of gifts and gratuities.
3. Establish a strong and sustainable culture of integrity and transparency within the organization.
4. Define measures and mechanisms to prevent bribery or undue benefits.
5. Regulate the acceptance of hospitality or gifts by executives and police officers in compliance with laws and regulations.
6. Support and enhance national strategies on anti-corruption, aligning with the Integrity and Transparency Assessment (ITA) standards for government agencies.

## Scope of Application

This policy applies to all police officers under Nawhai Police Station.

## Definitions

- Bribery: Any money or benefits given to influence an official to act or refrain from acting in their duties, whether legally or illegally, as per the giver's intent. This includes gifts, facilitation payments, tokens of goodwill, donations, entertainment, and similar benefits.
- Duty Performance: Actions performed by police officers as per their official role, appointment, assignment, or legal authority.
- Supervisor: An officer with authority to direct, oversee, and monitor subordinate police officers.
- Subordinate: Any police officer under Nawhai Police Station, except those in supervisory roles.

## Measures Against Violations & Penalties

1. Violations of this policy may result in disciplinary action, criminal prosecution, or other legal consequences, including against supervisors who knowingly ignore or fail to act on violations. The maximum penalty may include dismissal from service.
2. Lack of awareness of this policy or relevant laws cannot be used as an excuse for non-compliance.
3. Supervisors are responsible for ensuring subordinates strictly adhere to this policy.

## Monitoring & Evaluation

1. The Police Superintendent of Nawhai Police Station shall publicly declare a commitment to integrity and transparency.
2. Supervisors must monitor and inspect their subordinates and report violations immediately.
3. The policy will be periodically reviewed and updated as necessary.
4. The Administrative Division will compile statistics on bribery cases and report them quarterly to the Superintendent.

## Reporting Channels

If you witness or experience bribery or corruption, you can report it through:

- In-person: Nawhai Police Station
- Mail: Nawhai Police Station
- Phone: 087-175-0966
- Fax: 053-046-362
- Email: [policenawhai@gmail.com](mailto:policenawhai@gmail.com)
- Website: Nawhai Police Station Website

## Whistleblower Protection & Confidentiality

1. Complaints and whistleblower information will be classified and handled with confidentiality under the Official Information Act B.E. 2544 (2001) to protect informants from retaliation.
2. Whistleblowers and witnesses will not face repercussions related to their work or livelihood. If necessary, measures such as relocation may be considered with their consent.
3. Requests from complainants for workplace changes or protective measures will be assessed appropriately.
4. Whistleblowers will be safeguarded from retaliation or unjust treatment.

Issued on March 1, 2025

Police Colonel



(Thanadon Noisuwan)

Superintendent, Nawhai Police Station