



Announcement from Highway Police Station 3, Subdivision 2, Highway Police Division

Subject: Anti-Bribery Policy and No Gift Policy

Fiscal Year of B.E. 2569

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 between personal interests and the public interest (Conflict of Interest), as well as bribery, gifts, gratuities, or any other benefits that may influence the performance of duties, guidelines have been established for anti-bribery practices (Anti-Bribery Policy) and the refusal of gifts, gratuities, or any other benefits (No Gift Policy) arising from the performance of duties. The details are as follows:

1. Purpose

1.1 To prevent or reduce the risk of bribery and conflicts of interest in all forms involving police officers under the jurisdiction of the agency.

1.2 To promote awareness among police officers under the jurisdiction of the agency and foster a culture of refusing all forms of gifts, gratuities, and benefits received as a result of the performance of official duties.

1.3 To establish and sustain a strong organizational culture of integrity and transparency (Organization of Integrity) within the public sector.

1.4 To prescribe measures, guidelines, and mechanisms for preventing the offering or acceptance of bribes or any other undue benefits.

1.5 To establish guidelines governing the acceptance of hospitality, gifts, or other benefits by executives and police officers under the jurisdiction of the agency in compliance with applicable laws, regulations, and related requirements.

1.6 To support and enhance the implementation of the National Strategy and the National Reform Plan on the Prevention and Suppression of Corruption and Misconduct, as well as to serve as part of the framework for assessing integrity and transparency in public sector agencies (Integrity and Transparency Assessment: ITA).

2. Regulation

This Policy shall apply to all police officers under the jurisdiction of the agency.

3. Definition

“Bribe” means any property, asset, gift, benefit, or other advantage given to a person in order to induce such person to perform or refrain from performing any act in connection with his or her position or duties, regardless of whether such act is lawful or unlawful.

“Performance of Duties” means any act or duty performed by a state official in a position to which he or she has been appointed, assigned, or authorized to act on behalf of another official, whether generally or specifically, in the capacity of a police officer as prescribed by law, including any act carried out pursuant to the powers and duties vested in police officers under applicable laws.

“Gifts, Gratuities, or Other Benefits Affecting the Performance of Duties” means money, property, services, gratuities (tips), or any other benefits of monetary value received by a state official in addition to his or her salary, remuneration, or benefits ordinarily provided by the government. Such gifts, gratuities, or benefits are deemed to affect the performance of duties where they may influence, directly or indirectly, the official’s judgment, decision-making, approval, authorization, or any other exercise of authority in a manner that improperly favors the giver, whether in relation to past, present, or future actions.

4. Guidelines for the Prevention of Bribery

4.1 Police officers under the jurisdiction of Highway Police Station 3, Subdivision 2, Highway Police Division shall not become involved in the offering or acceptance of bribes in any form, whether directly or indirectly.

4.2 Police officers under the jurisdiction of Highway Police Station 3, Subdivision 2, Highway Police Division shall not solicit, demand, or accept any bribe for their own benefit or for the benefit of any other person.

4.3 All personnel shall strictly comply with the Anti-Corruption Policy and shall not engage in any form of corruption, whether directly or indirectly.

4.4 In the performance of their duties, all personnel shall strictly comply with police regulations, disciplinary rules, and all applicable laws and regulations.

4.5 No police officer shall perform or participate in any act that may constitute the offering or acceptance of a bribe.

4.6 Supervisors shall ensure that the disbursement and expenditure of funds within their respective units are carried out in strict compliance with applicable laws, rules, and regulations.

4.7 The acceptance of donations, sponsorships, financial contributions, materials, or assets for any activity or project shall be conducted in strict accordance with applicable rules, regulations, and official announcements. Official receipts or documentary evidence of receipt shall be maintained and attached to the relevant reports in every case.

4.8 With regard to the acceptance of property or any other benefits on ethical grounds, all police officers under the jurisdiction of Highway Police Station 3, Subdivision 2, Highway Police Division shall strictly comply with the Notification of the National Anti-Corruption Commission (NACC) Re: Rules on the Acceptance of Property or Other Benefits on Ethical Grounds by State Officials, B.E. 2543 (2000).

5. Measures for Handling Policy Violations / Disciplinary Sanctions

5.1 Any violation of or failure to comply with this Policy may result in disciplinary action, criminal prosecution, or other legal proceedings as prescribed by applicable laws and regulations. This shall also apply to any direct supervisor who neglects, ignores, or fails to take appropriate corrective action upon becoming aware of such misconduct. Disciplinary penalties may be imposed up to and including dismissal from government service.

5.2 Lack of knowledge, awareness, or understanding of this Policy and/or applicable laws and regulations shall not be accepted as a justification or excuse for non-compliance.

6. Monitoring and Inspection Measures

6.1 The Chief Inspector of Highway Police Station 3, Subdivision 2, Highway Police Division shall declare and demonstrate a commitment to administering the unit with honesty, integrity, transparency, and in accordance with the principles of good governance. Such commitment shall be communicated and publicized to police officers under the jurisdiction of the unit as well as to external stakeholders.

6.2 Supervisors designated under Royal Thai Police Order No. 1212/2537, dated 1 October 1994, shall be responsible for supervising, monitoring, and inspecting police officers under their command and jurisdiction to ensure compliance with this Policy. In the event that any violation of this Policy is identified, the matter shall be reported to the Chief Inspector of Highway Police Station 3, Subdivision 2, Highway Police Division without delay.

6.3 Highway Police Station 3, Subdivision 2, Highway Police Division shall conduct regular inspections and evaluations of compliance with this Policy on an annual basis. The Policy shall be reviewed and revised, as appropriate, at least once a year or whenever significant changes in relevant circumstances or factors occur.

6.4 The Administration Section of Highway Police Station 3, Subdivision 2, Highway Police Division shall maintain statistical records regarding the receipt of gifts or other benefits, including any issues, obstacles, corrective actions, and recommendations. Such information shall be reported to the Chief Inspector of Highway Police Station 3, Subdivision 2, Highway Police Division on a quarterly basis.

7. Complaint and Whistleblowing Channels

7.1 Corruption and Misconduct Reporting Center, Highway Police Station 3, Subdivision 2, Highway Police Division

7.2 By Post to Highway Police Station 3, Subdivision 2, Highway Police Division,
Address: No.100, Koh Lak Subdistrict, Mueang District, Prachuap Khiri Khan Province
77000 Thailand

7.3 By Telephone: 032-611276

7.4 By E-mail: 2301highwaypolice@gmail.com

7.5 Website: <https://highway23.highway.police.go.th/>

8. Measures for the Protection of Complainants / Whistleblowers / Witnesses and Confidentiality

8.1 Measures for the Protection of Complainants and Witnesses

8.1.1 In considering complaints, the classification of information and the protection of all related persons shall be carried out in accordance with the Official Information Confidentiality Regulations B.E. 2544 (2001). When a complaint is referred to a responsible authority for consideration, the information provider and complainant may be exposed to hardship or adverse consequences. Therefore, complaints alleging misconduct by government officials shall, at the preliminary stage, be treated as official confidential information. Anonymous complaints shall be considered only where supporting evidence, surrounding circumstances, or clearly identifiable witnesses are provided. In cases involving reports concerning influential persons, the name and address of the complainant shall be kept confidential. If such information cannot be concealed, the relevant authority shall be notified and appropriate protection shall be provided to the complainant. Supervisors shall exercise their discretion as appropriate to protect complainants, witnesses, and information providers involved in fact-finding or investigative proceedings from danger, retaliation, unfair treatment, or any adverse consequences arising from the complaint, testimony, or provision of information. Where the complaint identifies an accused person, protection shall be afforded to both the complainant and the accused, as the matter has not yet been verified and may involve false, malicious, or unfounded allegations that could cause hardship or damage. Where a complainant expressly requests confidentiality or non-disclosure of identity, the responsible authority shall not disclose the complainant's identity to the subject of the complaint or any related party.

8.1.2 Upon the submission of a complaint, complainants and witnesses shall not be subjected to any action that adversely affects their employment, duties, status, or livelihood. Where protective measures are deemed necessary, such as the separation of workplaces to prevent contact between complainants, witnesses, and the accused, such measures shall be implemented only with the consent of the complainant and witness.

8.1.3 Requests made by injured parties, complainants, or witnesses, such as requests for relocation, workplace transfer, or other protective or remedial measures, should be considered by the responsible person or authority as appropriate.

8.1.4 Complainants shall be protected from retaliation, harassment, intimidation, discrimination, or any form of unfair treatment arising from the filing of a complaint or the provision of information.

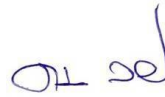
8.2 Measures for the Protection of the Accused

8.2.1 During the consideration of a complaint, the accused shall not be presumed guilty. The accused shall be treated fairly and afforded the same rights and treatment as any other person until the facts have been established and a determination has been made in accordance with applicable procedures.

8.2.2 The accused shall be given a full and fair opportunity to respond to the allegations and shall have the right to present explanations, documents, evidence, and witnesses in support of his or her defense.

Announced on April 1, 2026

Police Lieutenant Colonel

A handwritten signature in blue ink, appearing to read 'Thotsapol Kittilap'.

(Thotsapol Kittilap)

Chief Inspector of Highway Police Station 3,
Subdivision 2, Highway Police Division