



## **Announcement of Sako Provincial Police Station**

**Subject: Anti-Bribery Policy**

**Fiscal Year B.E. 2569 (2026)**

Pursuant to the Organic Act on Anti-Corruption B.E. 2561 (2018), Section 128, Paragraph One, which prohibits any state official from accepting property or any other benefit that may be calculated as monetary value from any person, except for property or benefits lawfully entitled under laws, rules, or regulations issued by virtue of legal provisions, unless such acceptance is by ethical custom according to the criteria and amounts prescribed by the National Anti-Corruption Commission (NACC); and pursuant to the Royal Thai Police Code of Ethics B.E. 2564 (2021), Clause 2(2), requiring honesty and integrity, performance of duties according to laws and regulations of the Royal Thai Police with transparency, without behavior implying unlawful personal gain, accountability for duties and human rights, readiness for inspection and responsibility, good conscience, and consideration for society; and Clause 2(4), requiring prioritization of public interest over personal interest, public-mindedness, cooperation, sacrifice for the common good, and contribution to social welfare; together with the National Reform Plan on Prevention and Suppression of Corruption and Misconduct (Revised Edition), which specifies Key Reform Activity No. 4 to develop the Thai bureaucratic system to be transparent and free from conflicts of interest, Goal 1, Item 1.1, requiring all government agencies to declare themselves as agencies whose officials do not accept gifts or presents of any kind from the performance of duties (No Gift Policy).

Therefore, in order to prevent conflicts between personal interests and public interests (Conflict of Interest), bribery, gifts, presents, or any other benefits affecting the performance of duties, guidelines for anti-bribery practices (Anti-Bribery Policy) and non-acceptance of gifts, presents, or any other benefits (No Gift Policy) from duty performance are hereby established as follows:

**Objectives**

1. To prevent or reduce opportunities for bribery and conflicts of interest in various forms among police officers under Sako Provincial Police Station.
2. To promote awareness among police officers under Sako Provincial Police Station to refuse all forms of gifts and presents arising from duty performance.
3. To create a strong and sustainable organizational culture of integrity and transparency within the government system.
4. To establish measures, guidelines, and mechanisms for preventing the giving or receiving of bribes or other benefits.
5. To establish guidelines regarding the acceptance of hospitality or gifts by executives and police officers under Sako Provincial Police Station in accordance with relevant laws and regulations.
6. To support and elevate operations under the National Strategy Master Plan and the National Reform Plan on Prevention and Suppression of Corruption and Misconduct, including serving as part of the Integrity and Transparency Assessment (ITA) guidelines for public agencies.

**Scope of Application**

This policy applies to all police officers under Sako Provincial Police Station.

**Definitions**

“Bribe” means property or any other benefit given to a person to induce that person to perform or refrain from performing any act in their position, whether lawful or unlawful, as desired by the bribe giver. This includes gifts, presents, facilitation payments, tokens of goodwill, donations, entertainment, and similar benefits where the offering or acceptance may reasonably be considered bribery, including giving or receiving such benefits afterward.

“Gifts, presents, or other benefits affecting duty performance” means money, property, services, or any other benefits of value, including tips, received by state officials in addition to salary or normal government benefits, which may influence decisions, approvals, permissions, or other official acts in a manner that improperly benefits the giver in the past, present, or future.

“Property” means assets and intangible objects that may have value and may be possessed, such as money, houses, vehicles, and shares.

“Acceptance of property or other benefits by ethical custom” means acceptance of property or other benefits from relatives or persons given on various customary occasions according to traditions, culture, or accepted social etiquette.

“Relatives” means ascendants, descendants, siblings sharing the same father and mother or either parent, uncles, aunts, spouse, ascendants or descendants of the spouse, adopted child, or adoptive parent.

“Other benefits” means things of value such as discounts, entertainment, services, training, or similar benefits.

“Performance of duties” means actions or performance by state officials in positions to which they are appointed or assigned, whether generally or specifically, as police officers with powers and duties prescribed by law.

“Supervisor” means a person with authority to command, supervise, monitor, and inspect police officers under their command.

“Subordinate” means all police officers under Sako Provincial Police Station other than supervisors.

#### **Guidelines for Preventing Bribery**

1. Police officers at Sako Provincial Police Station are prohibited from engaging in any form of bribery, directly or indirectly.
2. Police officers under Sako Provincial Police Station are prohibited from demanding or accepting bribes for personal benefit or for the benefit of others.
3. Compliance with anti-corruption policies is mandatory, and involvement in corruption in any form, directly or indirectly, is prohibited.
4. Duty performance must strictly comply with police regulations, disciplinary rules, and relevant laws.
5. No action constituting bribery, giving, or receiving bribes shall be committed.
6. Expenses disbursement within subordinate units must strictly comply with laws and relevant regulations.
7. Acceptance of donations or sponsorships in the form of money, objects, or property for any activity or project must strictly comply with regulations, announcements, and rules, with receipts or evidence of receipt attached to reports every time.
8. Acceptance of property or other benefits by ethical custom shall strictly comply with the NACC Notification on Criteria for Acceptance of Property or Other Benefits by Ethics of Officials B.E. 2563 (2020).

### **Measures for Violations / Penalties**

1. Violations or non-compliance with this policy may result in disciplinary action, criminal prosecution, or other legal action, including against supervisors who ignore or fail to act upon known violations, with disciplinary penalties up to dismissal from government service.
2. Lack of awareness of this policy and/or related laws cannot be used as an excuse for non-compliance.
3. Supervisors under Police Department Order No. 1212/2537 dated October 1, 1994, are responsible for supervising and ensuring strict compliance with this policy among subordinates.

### **Monitoring and Inspection Measures**

1. The Inspector of Sako Provincial Police Station declares an intention to administer the organization with honesty, integrity, transparency, and good governance principles, and shall publicize this to police officers and external stakeholders.
2. Supervisors under Police Department Order No. 1212/2537 dated October 1, 1994, are responsible for supervising, monitoring, and inspecting subordinate police officers to ensure compliance with this announcement. Any violations must be promptly reported to the Inspector of Sako Provincial Police Station.
3. Sako Provincial Police Station shall review and improve operational guidelines as appropriate or in response to significant changes in relevant factors.
4. The Administration Division of Sako Provincial Police Station shall prepare statistics on bribery incidents, including problems and obstacles, and report them quarterly to the Inspector.

### **Complaint and Whistleblowing Channels**

1. Sako Provincial Police Station Office
2. By mail: Sako Provincial Police Station, No. 548, Moo 4, Sako Subdistrict, Su-ngai Padi District, Narathiwat Province 96140
3. Telephone: 073-653 570
4. Fax: 073-653 570
5. Email: sakopolicestation@gmail.com
6. Website: <https://sako.narathiwat.police.go.th>

### Protection Measures for Complainants / Whistleblowers / Witnesses and Confidentiality

1. Complaints shall be handled confidentially and protected in accordance with the Official Information Confidentiality Regulations B.E. 2544 (2001). Information providers and complainants may face difficulties; therefore, complaints against government officials shall initially be treated as official secrets. Anonymous complaints shall only be considered if accompanied by clear evidence and identifiable witnesses. Whistleblowers concerning influential persons must have their names and addresses concealed. If not concealed, relevant agencies must be informed and protection measures provided as follows: "Supervisors shall exercise discretion as appropriate to protect complainants, witnesses, and information providers in investigations from danger or unfair treatment arising from complaints, testimony, or information provided." If the accused is named, both complainants and accused persons shall be protected because facts have not yet been verified and accusations may be malicious or cause harm. If complainants request anonymity or non-disclosure of their identity, agencies must not reveal their names to the accused agency because complainants may suffer harm due to the complaint.

2. Upon filing a complaint, complainants and witnesses shall not face actions affecting their employment or livelihood. If any measures are necessary, such as separating workplaces to prevent contact between complainants, witnesses, and accused persons, consent from complainants and witnesses must be obtained.

3. Requests from victims, complainants, or witnesses, such as transfers or preventive measures, should be appropriately considered by responsible persons or agencies.

4. Protection shall be provided to complainants against retaliation or harassment.

Announced on April 1, B.E. 2569 (2026)

Police Lieutenant Colonel



(Singhanat Hoitakhu)

Inspector, Sako Provincial Police Station