



Sai Khao Police Station Announcement

Subject: Anti-Bribery Policy

In accordance with Section ๑๒๘, Paragraph One of the Organic Act on Anti-Corruption B.E. ๒๕๖๑ (๒๐๑๘), which prohibits any state official from accepting assets or any other benefits that may be calculated as monetary value from any person, except those permitted by laws, rules, or regulations issued under legal authority, except for acceptance by virtue of customary practice within the criteria and limits prescribed by the National Anti-Corruption Commission (NACC).

In addition, pursuant to the Royal Thai Police Code of Ethics B.E. ๒๕๖๔ (๒๐๒๑), Clause ๒(๒) requires honesty and integrity, lawful performance of duties in accordance with regulations and standards of the Royal Thai Police with transparency, without behavior implying unlawful benefit-seeking, accountability, respect for human rights, readiness for inspection, and social responsibility; and Clause ๒(๔) requires prioritizing public interest over personal interest, possessing public-mindedness, cooperation, and sacrifice for the common good.

Furthermore, in alignment with the National Reform Plan on Anti-Corruption (Revised Edition), Reform Activity No. ๔: Developing a transparent, corruption-free public sector, Target ๑, Item ๑.๑, which requires all government agencies to declare a policy that all officials shall not accept any gifts or gratuities from performing their duties (No Gift Policy).

Therefore, to prevent conflicts of interest and all forms of bribery, gifts, or other benefits affecting duty performance, Sai Khao Police Station hereby establishes the Anti-Bribery Policy with the following details:

Objectives

๑. To prevent or reduce opportunities for bribery and conflicts of interest in all forms among police officers.
๒. To promote awareness among police officers to refuse all gifts and gratuities arising from duty performance.
๓. To build a strong and sustainable culture of integrity and transparency within the organization.
๔. To establish measures, guidelines, and mechanisms to prevent giving or receiving bribes or other benefits.
๕. To define proper practices regarding hospitality and gift acceptance by executives and officers in compliance with relevant laws and regulations.
๖. To support and elevate operations in line with the National Strategy, Master Plans, and Anti-Corruption Reform Plan, as well as to serve as part of the Integrity and Transparency Assessment (ITA).

Definitions

- “Bribery” means assets or any other benefits given to a person to induce such person to act or refrain from acting in their official capacity, whether lawful or unlawful, including gifts, gratuities, facilitation payments, hospitality, donations, or similar benefits, whether given before or after the act.
- “Gifts, gratuities, or other benefits affecting duty performance” mean money, property, services, or other valuable benefits, including tips, received beyond normal salary or official benefits, which may influence decision-making or official actions in a corrupt manner.
- “Assets” mean tangible or intangible items with value, such as money, houses, vehicles, or shares.
- “Customary benefits” mean benefits received from relatives or others according to traditional, cultural, or social practices.
- “Relatives” mean parents, descendants, siblings, uncles, aunts, spouses, and related family members as defined by law.
- “Other benefits” mean anything of value such as discounts, entertainment, services, or training.
- “Duty performance” means any action performed by a state official under assigned authority or legal mandate.

- “Supervisor” means a person with authority to direct, control, and monitor subordinates.
- “Subordinate” means all police officers under Sai Khao Police Station.

Anti-Bribery Guidelines

၁. All officers are strictly prohibited from involvement in any form of bribery, directly or indirectly.
၂. Officers must not demand or accept bribes for personal or others’ benefit.
၃. Officers must comply with anti-corruption policies at all times.
၄. Duties must be performed strictly in accordance with laws and regulations.
၅. No action shall be taken that constitutes bribery.
၆. Financial disbursements must strictly comply with laws and regulations.
၇. Donations or support must follow regulations and be properly documented.
၈. Acceptance of customary benefits must comply with NACC regulations B.E. ၂၅၆၈ (၂၀၂၀).

Measures for Violations

၁. Violations may result in disciplinary action, criminal prosecution, or dismissal.
၂. Lack of awareness cannot be used as an excuse.
၃. Supervisors are responsible for ensuring compliance.

Monitoring Measures

၁. The Superintendent declares commitment to transparency and integrity.
၂. Supervisors must monitor and report violations promptly.
၃. Policies shall be regularly reviewed and improved.
၄. Reports on bribery cases shall be submitted quarterly.

Complaint Channels

၁. Sai Khao Police Station Office
၂. Postal Mail:
Sai Khao Police Station
၁၆၀ Moo ၂, Sai Khao Subdistrict, Khlong Thom District, Krabi ၈၈၈၀, Thailand
၃. Telephone: ၀၈၆-၁၈၈-၂၈၈
၄. Fax: ၀၈၆-၁၈၈-၂၈၈
၅. Email: Pabsaikaw@gmail.com
၆. Website: <https://saikhao.krabi.police.go.th/>

Whistleblower Protection and Confidentiality Measures

၁. All complaints shall be classified appropriately and handled with strict confidentiality in accordance with the Official Information Act B.E. ၂၅၆၆ (၂၀၂၃). When forwarding complaints for consideration, it is recognized that complainants and information providers may be adversely affected; therefore, all complaints shall initially be treated as confidential government information. In the case of anonymous complaints, consideration shall be given only to matters supported by clear evidence or credible circumstances where the individuals involved can be clearly identified.

For reports involving influential persons, the name and address of the complainant must be kept confidential. If such information is not concealed, the relevant authorities must be notified to provide protection. Supervisors shall

exercise discretion to ensure appropriate protection measures for complainants, witnesses, and informants during investigations, ensuring they are not exposed to danger or unfair treatment as a result of reporting, testifying, or providing information.

In cases where the accused person is identified, protection shall be provided to both the complainant and the accused, as the matter has not yet undergone fact verification and may involve unfair allegations. If the complainant requests anonymity, the agency must not disclose the complainant's identity to the accused.

၂. Upon submission of a complaint, complainants and witnesses shall not be subject to any action that affects their employment or livelihood. If necessary measures must be taken, such as separation of workplace to prevent confrontation between the complainant, witnesses, and the accused, such actions must be carried out with the consent of the complainant and witnesses.
၃. Requests from affected persons, complainants, or witnesses—such as relocation or preventive and corrective measures—shall be considered appropriately by the responsible authority.
၄. Complainants shall be protected from retaliation, harassment, or any adverse impacts resulting from their complain

Announced on this ၁၈th day of January ၂၀၂၁

Police Colonel



(Anupap Vitsaraman)

Superintendent of Sai Khao Police Station