



Mairood Police Station Announcement

Anti-Bribery Policy

From performing duties Fiscal of the year 2026

Pursuant to Section 128, paragraph one, of the Organic Act on Anti-Corruption B.E. 2561 (2018), which prohibits any state official from accepting any property or other benefits that may be converted into monetary value from any person, other than those lawfully entitled under laws, rules, or regulations issued by virtue of legal authority, except for property or benefits accepted on ethical grounds and within the criteria and limits 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), which requires police officers to perform their duties with honesty and integrity, in accordance with laws and regulations of the Royal Thai Police, with transparency, without conduct implying the pursuit of unlawful benefits, while being accountable, respectful of human rights, open to scrutiny, and mindful of social responsibility; and Clause 2(4), which requires police officers to place public interests above personal interests, possess a public-minded spirit, cooperate and sacrifice for the common good, and contribute to the well-being of society and in accordance with the National Reform Plan on the Prevention and Suppression of Corruption and Misconduct (Revised Version), which prescribes Key Reform Activity No. 4: Developing the Thai Bureaucratic System to Be Transparent and Free from Conflicts of Interest, Target 1, Item 1.1, requiring all government agencies to declare themselves as organizations in which all state officials shall not accept gifts or gratuities of any kind arising from the performance of their duties (No Gift Policy).

Objectives

1. To prevent or reduce the risk of bribery and conflicts of interest in all forms among police officers under the jurisdiction of Mairood Police Station.

2. To promote awareness among police officers under the jurisdiction of Mairood Police Station and encourage them to refuse all forms of gifts, gratuities, and benefits received as a result of performing their official duties.

3. To strengthen and sustain a culture of integrity and transparency within the organization and throughout the public sector.

4. To establish measures, guidelines, and mechanisms for preventing the offering or acceptance of bribes and other improper benefits.

5. To prescribe guidelines governing the acceptance of hospitality, gifts, or other benefits by executives and police officers of Mairood Police Station in compliance with applicable laws, regulations, and related rules.

6. To support and enhance the implementation of the National Strategy, its Master Plans, and the National Reform Plan on the Prevention and Suppression of Corruption and Misconduct, as well as to contribute to the assessment of integrity and transparency in public sector agencies (Integrity and Transparency Assessment: ITA).

Scope of Application

This Policy is applicable to all police officers serving under the authority of Mairood Police Station.

Definitions

“**Bribery**” means any property, gift, benefit, or other advantage provided to a person in order to induce such person to perform or refrain from performing any act in connection with his or her official position or duties, whether such act is lawful or unlawful, as desired by the person offering the bribe. This includes gifts, gratuities, facilitation payments, tokens of goodwill, donations, entertainment, hospitality, and other benefits of a similar nature when their offer, provision, or acceptance can reasonably be regarded as a bribe. It also includes benefits provided or received after the relevant act has been performed. The acceptance of gifts arising from the performance of official duties differs from acceptance by virtue of customary practice, which refers to the acceptance of property or other benefits that may be converted into monetary value and are given on traditional occasions, festivals, or special events. Therefore, the acceptance of gifts, gratuities, or tokens of appreciation related to the performance of official duties may constitute bribery.

“Performance of Official 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, whether generally or specifically, including acting on behalf of another official position. In the case of police officers, it refers to acts performed pursuant to powers and duties prescribed by law or exercised under legal authority granted to police officers.

“Supervisor” means any person vested with the authority to direct, supervise, monitor, and inspect police officers under his or her command.

“Subordinate” means all police officers under the jurisdiction of Mairood Police Station, excluding supervisors.

Enforcement Measures and Disciplinary Actions

1. Any violation or non-compliance with this Policy may result in disciplinary action, criminal proceedings, or other legal actions under applicable laws and regulations. This includes direct supervisors who neglect or become aware of any misconduct but fail to take appropriate corrective action. Such disciplinary measures may extend up to termination of government service.

2. Ignorance of this Policy and/or relevant laws and regulations shall not be accepted as a justification for non-compliance.

3. Supervisors, pursuant to Police Order No. 1212/2537 dated 1 October 1994, shall have the authority and responsibility to supervise, monitor, and ensure that their subordinates strictly adhere to and comply with this Policy.

Monitoring and Evaluation Measures

1. The Superintendent of Mairood Police Station hereby declares the commitment to managing the organization with honesty, integrity, transparency, and good governance principles. This commitment shall be disseminated and communicated to all police officers under the jurisdiction, as well as relevant external stakeholders.

2. Supervisors, pursuant to Police Order No. 1212/2537 dated 1 October 1994, shall have the authority and responsibility to supervise, monitor, and inspect their subordinate police officers to ensure compliance with this Policy. In the event of any violation, such cases shall be promptly reported to the Superintendent of Mairood Police Station without delay.

3. Mairood Police Station shall regularly review and improve its operational guidelines as appropriate or in response to any significant changes in relevant circumstances.

4. The Administration Division of Mairood Provincial Police Station shall be responsible for compiling statistical data on bribery incidents, including related problems and obstacles, and shall report the findings to the Superintendent of Mairood Provincial Police Station on a quarterly basis.

Complaint and Whistleblowing Channels

1. Mairood Police Station (in person)
2. By post: Mairood Police Station, 177 Moo 1, Mairood Subdistrict, Khlongyai District, Trat Province 23110, Thailand
3. Telephone: +66 39 510 400
4. Fax: +66 39 510 400
5. Email: mairood@police.plb.go.th
6. Website: <https://mairut.trat.police.go.th>

Protection Measures for Complainants, Whistleblowers, Witnesses, and Confidentiality Safeguards

1. The consideration of complaints shall be classified according to confidentiality levels, and the protection of all related persons shall be strictly implemented in accordance with the Regulation on the Maintenance of Official Secrets B.E. 2544 (2001).

Complaints involving allegations against government officials shall be treated as official secrets at the initial stage of consideration, as disclosure may cause harm to the complainant or related persons. In the case of anonymous complaints (so-called “informal or unsigned complaints”), such complaints shall be considered only when they contain clear supporting evidence, verifiable circumstances, or identifiable witnesses.

For complaints concerning influential persons, the identity, name, and address of the complainant must be strictly concealed. In cases where the complainant does not request anonymity, the relevant agency shall nevertheless ensure protection and shall inform the responsible authorities to provide appropriate safeguards. Supervisors shall exercise discretion to issue protective measures as appropriate to ensure that complainants, witnesses, and persons

providing information in investigations are not exposed to harm, danger, or unfair treatment arising from their complaint, testimony, or cooperation in providing information.

Where a named accused person is identified in a complaint, protection shall be afforded to both the complainant and the accused, as the matter has not yet been verified through due process and may involve false accusations or malicious intent causing damage.

In cases where the complainant explicitly requests confidentiality or non-disclosure of their identity, the agency shall not disclose the complainant's identity to the subject of the complaint, as such disclosure may expose the complainant to harm or adverse consequences arising from the complaint.

In cases of whistleblowing involving influential persons, the name and address of the complainant must be kept strictly confidential. Where the complainant's identity is not concealed, the relevant authorities shall be informed, and appropriate protection measures shall be provided to the complainant as follows: "Supervisors shall exercise their discretion to issue appropriate orders to protect complainants, witnesses, and persons providing information in investigations. Such persons shall not be subjected to harm, threats, or unfair treatment arising from their complaint, testimony, or provision of information." Where the complaint includes the identification of an accused person, protection shall be extended to both the complainant and the accused, as the matter has not yet undergone fact-finding procedures and may involve false or malicious allegations causing harm or damage.

In cases where the complainant explicitly requests confidentiality or non-disclosure of their identity, the agency shall not disclose the complainant's identity to the subject of the complaint, as such disclosure may expose the complainant to harm or adverse consequences arising from the complaint.

2. Upon receipt of a complaint, the complainant and witnesses shall not be subject to any action that may adversely affect their duties, employment status, or livelihood.

3. Requests made by victims, complainants, or witnesses, such as requests for workplace transfer or other protective or remedial measures, shall be duly considered by the responsible person or competent authority on a case-by-case basis, as appropriate.

4. Complainants shall be protected from any form of retaliation, intimidation, harassment, or unfair treatment arising from their complaint.

Announced on February 11, 2026.

Pol.Lt.Col.

A handwritten signature in blue ink, consisting of a large loop at the top and a series of smaller loops and flourishes below.

(Pichit Puensan)

Chief of Mairood Police Station