



Announcement from Highway Police Station 2, Subdivision 3, 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 public interests (Conflict of Interest), as well as the acceptance of bribes, gifts, presents, or any other benefits that may influence the performance of official duties, the following guidelines on Anti-Bribery Policy and No Gift Policy — prohibiting the acceptance of gifts, presents, or any other benefits in connection with the performance of official duties — are hereby established, with details as follows:

Purpose

1. To prevent or reduce opportunities for the acceptance of bribes and conflicts of interest in various forms among police officers under the jurisdiction of Highway Police Station 2, Subdivision 3, Highway Police Division.

2. To promote among police officers under the jurisdiction of Highway Police Station 2, Subdivision 3, Highway Police Division, a conscientious awareness in refusing to accept gifts and presents of all kinds in the performance of their official duties.

3. To foster a strong and sustainable organizational culture of integrity and transparency (Organization of Integrity) within the civil service system.

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

5. To establish guidelines governing the acceptance of hospitality fees or gifts by executives and police officers under the jurisdiction of Highway Police Station 2, Subdivision 3, Highway Police Division, in compliance with applicable laws and regulations.

6. To support and enhance the implementation of operations under the National Strategy, the Master Plan under the National Strategy, and the National Reform Plan on the Prevention and Suppression of Corruption and Misconduct, as well as to serve as a component of the guidelines for the Integrity and Transparency Assessment of Government Agencies (ITA).

Regulation

These guidelines shall apply to all police officers under the jurisdiction of Highway Police Station 2, Subdivision 3, Highway Police Division

Definition

"Bribe" means any property or other benefit given to a person in order to induce that person to act or refrain from acting in the performance of their official duties, whether such act is lawful or unlawful, as desired by the person offering the bribe. This includes the acceptance of gifts and presents, facilitation payments, tokens of goodwill, donations, hospitality, and benefits of a similar nature, where the offering, giving, or receiving thereof may reasonably be considered to constitute a bribe, including giving or receiving after the fact. (The acceptance of gifts in the performance of official duties differs from acceptance by virtue of ethics, which refers to the acceptance of property or any other benefit convertible into monetary value from persons given on occasions, festivals, or significant days. Accordingly, the acceptance of gifts, presents, or tokens of goodwill in the performance of official duties may constitute bribery.)

"Performance of Official Duties" means any act or discharge of duties by a state official in a position to which they have been appointed, or assigned to perform any particular duty, or designated to act in an official capacity in substitution for another, whether generally or specifically, in the capacity of a police officer whose powers and duties are prescribed by law, or any act carried out pursuant to the powers and duties conferred upon police officers by law.

"Superior Officer" means a person vested with the authority to issue orders, supervise, monitor, and inspect police officers under their jurisdiction.

"Subordinate Officer" means every police officer under the jurisdiction of Highway Police Station 2, Subdivision 3, Highway Police Division, other than superior officers.

Measures for Handling Policy Violations / Disciplinary Sanctions

1. Any violation or failure to comply with this policy may result in disciplinary action, criminal prosecution, or proceedings under other applicable laws. This includes superior officers who neglect to act upon, or who are aware of, any misconduct but fail to take appropriate corrective action, and who shall be subject to disciplinary sanctions up to and including dismissal from government service.

2. Lack of awareness of this policy announcement and/or the relevant applicable laws shall not be invoked as grounds for non-compliance.

3. Superior officers in accordance with Royal Thai Police Order No. 1212/2537, dated 1 October B.E. 2537 (1994), are vested with the authority and duty to supervise and ensure that subordinate officers under their command strictly adhere to and comply with this policy.

Monitoring and Inspection Measures

1. The Chief Inspector of Highway Police Station 2, Subdivision 3, Highway Police Division, shall declare an intention to administer the agency with honesty, integrity, transparency, and in accordance with the principles of good governance, and shall disseminate and publicize such declaration to police officers under the jurisdiction of the station and to external stakeholders.

2. Superior officers in accordance with Royal Thai Police Order No. 1212/2537, dated 1 October B.E. 2537 (1994), are vested with the authority and duty to supervise, monitor, and inspect subordinate police officers under their command to ensure compliance with this announcement. In the event that any act in violation of this announcement is detected, such violation shall be reported to the Chief Inspector of Highway Police Station 2, Subdivision 3, Highway Police Division, without delay.

3. Highway Police Station 2, Subdivision 3, Highway Police Division, shall arrange for the periodic review and revision of operational guidelines as appropriate, or in accordance with any significant changes in relevant factors.

4. The Administrative Division of Highway Police Station 2, Subdivision 3, Highway Police Division, shall compile statistical data on bribery incidents, together with relevant problems, obstacles, and proposed remedial approaches, and shall submit a report thereon to the Chief Inspector of Highway Police Station 2, Subdivision 3, Highway Police Division, on a quarterly basis.

Complaint and Whistleblowing Channels

1. In person at Highway Police Station 2, Subdivision 3, Highway Police Division
2. By Post to Highway Police Station 2, Subdivision 3, Highway Police Division, 591 Sukhumvit Road, Mueang Subdistrict, Mueang District, Chonburi Province 20130
3. By telephone : 038 392 001
4. By fax : 038 392 001
5. By e-mail: hwpd3201@gmail.com
6. Official website: <https://highway32.highway.police.go.th/>

Protective Measures for Complainants / Whistleblowers / Witnesses and Confidentiality

1. In the consideration of complaints, a security classification shall be designated, and protection shall be afforded to all parties concerned in accordance with the Regulations on Official Confidentiality B.E. 2544 (2001). In cases where the referral of matters to the relevant agency for consideration may cause hardship to the informant or complainant — such as initial complaints lodged against government officials — such complaints shall be treated as official confidential information. In the case of anonymous complaints, only those that specify supporting evidence, clearly apparent surrounding circumstances, and identify specific witnesses shall be considered.

In cases involving the reporting of persons of influence, the name and address of the complainant shall be kept confidential. Where the name and address of the complainant cannot be concealed, the relevant agency shall be notified and protection shall be afforded to the complainant as follows: *"Superior officers shall exercise their discretion and issue appropriate orders to protect complainants, witnesses, and informants in the course of inquiry and investigation, so as to ensure they do not suffer harm or injustice that may arise from the act of filing a complaint, serving as a witness, or providing information."* In cases where the name of the accused is specified, protection shall be extended to both the complainant and the accused, as the matter has not yet undergone a fact-finding process and may constitute a malicious accusation causing hardship and damage to the parties concerned. Furthermore, where the complainant expressly requests in their complaint that their identity be concealed, or does not wish their name to be disclosed, the agency shall not reveal the complainant's name to the agency or person against whom the complaint is filed, as the complainant may suffer hardship as a consequence of the complaint.

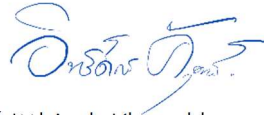
2. Upon filing of a complaint, no action shall be taken against the complainant or witnesses that adversely affects their official duties or livelihood. Should any measures be necessary — such as the separation of workplaces to prevent contact between the complainant, witnesses, and the accused — the prior consent of the complainant and witnesses must be obtained.

3. Requests made by aggrieved persons, complainants, or witnesses — such as requests for workplace transfer or measures to prevent or remedy the problem — shall be duly considered by the responsible person or agency as appropriate.

4. Complainants shall be afforded protection against any form of retaliation or victimization.

Announced on 14 May B.E.2569 (2026)

Police Lieutenant Colonel



(Itthisak Khumkhoon)

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