



Policy on the Anti-Corruption, Bribery and Conflicts of Interest of the Department of Cultural Promotion

Concentration on the measures on the anti-corruption and bribery in accordance with both Thai and foreign laws, such as the measures of the Office of the National Anti-Corruption Commission and the United Nations' UN Convention Against Corruption (UN Convention Against Corruption), etc., is the matter that every sector expects and is committed to complying with for its concrete results.

Policy :

Department of Cultural Promotion is committed to complying with the law on the corruption and bribery for civil servants. It is considered that any action that is a violation of the said law is illegal and does not comply with the work supervision policy. Personnel at all levels must resist and refrain from doing such things.

Guidelines :

Executives and personnel of the Department of Cultural Promotion have a duty to comply with both Thai and international laws, rules and regulations regarding the anti-corruption and bribery.

1. Executives and personnel of the Department of Cultural Promotion should focus on public interest more than their personal interest, and must perform their duties for the benefit of the people and the country only in order to prevent conflicts of interest.

2. Executives and personnel of the Department of Cultural Promotion are expected to perform their duties with transparency. This includes preparing to receive a performance inspection by the Department of Cultural Promotion or by related agencies or the public all the time.

3. Paying money or providing valuables or services such as gifts, entertainments, or travels to government officials or foreign state, whether directly or indirectly, to cause that person to act or refrain from doing any act which is against the law is an act that is extremely inappropriate. This also includes avoiding the encouragement or collaboration in causing other people to do such acts.

Policy of the Director-General of the Department of Cultural Promotion

Re: Measures to Prevent Bribery and Conflicts of Interest of the Department of Cultural Promotion

Corruption is an obstacle to the progress of the organization, society and the nation. A part of the corruption is bribery and conflicts of interest. Department of Cultural Promotion has guidelines for performing duties to prevent the personnel from engaging in bribery and conflict of interest continuously by campaigning to strictly instill it as part of performances.

This starts with the personnel within the organization to build the awareness of "honesty, benefits for the people, refusal of bribery or misuse of authority and no conflicts of interest for the performances of the Department of Cultural Promotion."

For the people and stakeholders' confidence that the Department of Cultural Promotion possesses the management in compliance with the principles of good governance. and measures against the corruption in all forms, it is thus agreed to establish guidelines to follow **"Preventive measures against bribery" and "Preventive measures against conflicts of interest of Department of Cultural Promotion personnel"** for all the executives and personnel of the Department of Cultural Promotion to strictly observe.

I am confident that all the executives and personnel of the Department of Cultural Promotion will adhere to the performance of their duties under the law, rules, regulations, and ethical principles for sustainable progress and growth.



(Mr. Kowit Pakamart)

Director – General of the Department of Cultural Promotion

October B.E. 2566 (2023)

Guidelines for “Bribery Prevention”

Personnel at all levels of the Department of Cultural Promotion must follow the following guidelines.

1. They must follow the policy on the anti-corruption, bribery and code of ethics for Civil Servants of the Department of Cultural Promotion, including other rules and regulations of the Department of Cultural Promotion without any involvement with all forms of corruption, whether directly or indirectly.

2. They must not perform any action that shows the intention for corruption and bribery for stakeholders of the Department of Cultural Promotion for the matters of their direct or indirect responsibilities in order to gain benefits for the organization, themselves or involved ones.

3. They must not neglect any actions that are considered fraud and corruption in relation to the Department of Cultural Promotion. It is considered a duty to notify the supervisor and to offer cooperation in investigating facts.

4. For any action that may be at risk of fraud and corruption, the personnel at all levels of the Department of Cultural Promotion must perform such actions with caution.

5. Giving or receiving gifts, presents, entertainment and other related expenses must be in accordance with the Good Practices specified in the regulations of the Department of Cultural Promotion on the ethics of civil servants of the Department of Cultural Promotion B.E. 2559 (2016), including the Department of Cultural Promotion's Notification of the Intention for the Anti-Corruption, dated 5 October B.E. 2560 (2017).

6. Donations of money for charity must be done on behalf of the Department of Cultural Promotion with a purpose of the benefit of society. The receiver must be an organization that is reliable, is certified, and must operate with transparency and pass the steps as specified in the regulations of the Department of Cultural Promotion and be legal, as well as must perform monitoring and inspection, to ensure that the donations are not used as an excuse for bribery.

7. Business and government procurement relationship with the government or private sectors, including work contacts with the government sector or government or private officials as well as the persons involved in carrying out the activities of the Department of Cultural Promotion, must be transparent, be truthful and be in compliance with relevant laws.

8. Department of Cultural Promotion supports and encourages the personnel at all levels to realize the importance and awareness of the anti-corruption, as well as establish internal controls to prevent corruption and bribery in all forms.

9. The guidelines for the anti-corruption cover personnel management process ranging from the personnel recruitment or selection, promotion, training and performance evaluation. Commanders at all levels are required to communicate with their subordinates to perform the activities under their responsibilities and to supervise operations to be efficient and consistent with these guidelines.

10. Department of Cultural Promotion provides justice and protect its personnel or any other person who reports clues or evidence of the corruption related to the Department of Cultural Promotion.

11. Those who commit corruption are considered to be in violation of the regulation on Personnel Management

12. Department of Cultural Promotion regularly reviews operational guidelines and measures in accordance with the law amendments.

A handwritten signature in blue ink, appearing to read 'K. Pakamart'.

(Mr. Kowit Pakamart)

Director – General of the Department of Cultural Promotion

October B.E. 2566 (2023)

Guidelines for “Preventive Measures against the Conflicts of Interest of the Department of Cultural Promotion Personnel”

Department of Cultural Promotion personnel must have a thinking system that can differentiate matters of position and personal affairs clearly for what is right and what is wrong, what can be done and what can't be done, what is a personal interest and what is a public one to be separated. They must not take advantage of government personnel or properties for their own personal gains. They must not encroach on state affairs. They must put the interests of the public or the organization over the interests of themselves, relatives, and friends. They must not seek benefits from their government positions. They must not receive properties or any other benefits from performing duties. In case of any conflict between personal interests and public interests, public benefits are held as the main focus.

This principle of strictly separating personal and public interests is consistent with the guidelines of government officials in accordance with the Civil Service Code of Ethics, Section 5, which requires civil servants to separate personal matters from their positions and adhere to the public interests of the nation over self-interests by performing the following actions.

1. They must not take advantage of personal relationships to other people, whether relatives, friends, or personal benefactors, for the discretion to be beneficial or harmful to that person, or for treating that person in a different manner from other people because of preference or hatred.

2. They must not spend government work time, money, properties, personnel, services or facilities for their personal benefits unless legally permitted.

3. They must not do anything or hold a position or perform any operations in a personal capacity which causes ambiguity or is suspected of being contrary to the public interest within the responsibility of the duty.

In case of a doubt, a civil servant must stop such actions and inform a commander, a head of the government agency and ethics committee for consideration. When the ethics committee makes a decision, an action is taken accordingly.

4. For performing directly responsible duties for a government agency, a state enterprise agency, a public organization, or any government agency, or other duties, a civil servant must focus on the government's interests as the main priority. In case where there is a conflict between the government's or the public's interests and personal or group ones which is necessary to make a decision, a civil servant must prioritize government and public interests.