

**Announcement of Public Warehouse Organization
Regarding Measures to Refrain from Giving and Accepting Gifts
Fiscal Year 2025**

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Public Warehouse Organization recognizes the importance of management under good corporate governance guidelines and the efficient operation of the organization. Adhering to the principles of good governance, ethics, and a code of conduct is crucial for operating correctly, justly, transparently, verifiably, and without corruption. This commitment will enhance the confidence of stakeholders.

To strengthen the organizational culture of transparency and fairness, with zero tolerance for any form of corruption, employees are expected to perform their duties with honesty and integrity, considering the benefits of the organization and the nation. This aligns with the Organic Act on Prevention and Suppression of Corruption 2018, Section 128, and the national reform plan for preventing and suppressing corruption and misconduct (Revised Edition) Important reform activities (Big Rock) Activity 4 Develop the Thai bureaucracy to be transparent. There is no interest in goal 1, item 1.1, for all government agencies to declare themselves to be agencies that all government officials Do not accept gifts and gifts of any kind from the performance of duties (No Gift Policy) In accordance with the Ethical Standards Act 2022, Section 5(4), which requires government officials to prioritize public interest over personal gain, and Section 5(6), mandating fair and nondiscriminatory duty performance, government agencies must ensure that "All government officials do not accept gifts or gratuities of any kind in the performance of their duties, both before, during, and after performing their duties."

By virtue of Section 23 of the Royal Decree Establishing the Public Warehouse Organization, B.E. 2498, we hereby announce the policy of refraining from giving and accepting gifts of all kinds in the performance of duties (No Gift Policy).

Article 1 This announcement is titled "Announcement of the Public Warehouse Organization Regarding the Policy of Refraining from Giving and Accepting Gifts (No Gift Policy)."

Article 2 This announcement shall come into force from the day following the announcement date onwards.

Article 3 in this announcement

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“PWO” means the Public Warehouse Organization.

“Director General” means the Director of the Public Warehouse Organization.

“Executive/Supervisor” means the Bureau Director or above.

“Employee” means an employee of the Public Warehouse Organization.

“Disloyalty in duty” means performing or refraining from performing any act in a manner that may cause others to believe that one has a position or duty, even though they do not, or using power to seek improper benefits for oneself or others in order to seek improper benefits for oneself or others or commit an offense against the official position or an offense against the judicial position according to the Criminal Code or other laws.

“Performing duties” means the act or performance of duties of a government official in an appointed position or one assigned to perform any duties on behalf of the government or to act on behalf of the government in any duty, both general and specific, as a government official whose powers and duties have been specified by law or is carried out in accordance with the powers and duties specified by law to have powers and duties or administrative authority.

“Gifts that affect the performance of duties” means money, property, services, or any other benefits that have value and may influence decisions or actions in performing duties in a way that benefits the gift giver, in the past, while receiving, or in the future. For example, government officials receive gifts from private companies. Then help the private company win the bidding for the construction work of its own agency. Or in the case of becoming a consultant and receiving compensation for a private company which is under control Inspection of government agencies that government officials perform their duties Affects the freedom of decision-making of that government official. To change in a corrupt way, etc.

“Tip” means money that a visitor requests to use services with a government agency or given to government officials in return for services or with additional government officials In return for service from performing normal duties. Which is not a fee that the law specifies to accept

Article 4 Refusal to accept gifts and presents of all kinds in the performance of duties.

(1) Directors, executives, and all employees must not give or accept gifts, presents, property, or any other benefits that may be considered income from performing duties (No Gift Policy). This includes providing services according to the mission of the organization, with a commitment to stand against all forms of corruption and prevent wrongful performance of duties.

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(2) Every executive must set a good example and perform duties with honesty and integrity. They must also supervise and monitor employees to prevent actions contrary to relevant laws, regulations, or announcements.

(3) If there is an absolutely necessary reason to accept a gift to maintain goodwill, friendship, or good relations between individuals, executives and employees must inform the director within thirty days from the date of receiving them. The value of each occasion must not exceed three thousand baht and must not be illegal according to the announcement of the National Anti-Corruption Commission. Concerning the criteria for receiving property or other benefits based on the ethics of government officials, B.E. 2563 The director will decide whether to return the said assets or collect them and donate them to charity for the public benefit.

(4) The Human Resources Office will collect and prepare reports on performance in accordance with the No Gift Policy and submit them to the Director and the Office of the Public Sector Anti-Corruption Commission (PACC Office).

Therefore, this announcement is made for your acknowledgment and strict observance.

Announced on 4 April 2025



(Mr. Tirin Na Thalang)

Director General of Public Warehouse Organization