



**Tobacco Authority of Thailand Announcement  
on Anti-corruption and Misconduct Policy  
Fiscal year 2025**

Tobacco Authority of Thailand (TOAT) is an organization that adheres strictly to principles of morality, ethics, and transparency, and managing its operations in alignment with corporate governance principles for the best interests of the society, the environment, and all stakeholders. TOAT has strived to tackle Anti-corruption and Misconduct Policy in accord with the National Anti-corruption Strategy by establishing a written guideline called 'Anti-corruption and Misconduct Policy' must be strictly followed by TOAT Board of Directors, executives and staff in the following courses of action:

1. TOAT executives and staff must conduct themselves in accordance with organization's code of ethics and code of conduct, as outlined by the Board of Directors, Executives and Staff including Anti-corruption and Misconduct Policy of TOAT and must not break all laws regulations, disciplines, code of conduct, notification, order in terms of ethics, anti-corruption and misconduct.

2. TOAT directors, executives and staff must not accept, support, participate in, or engage in any actions that could potentially lead to corruption, whether for their own benefit or for that of others, whether directly or indirectly. They must prioritize the interests of TOAT personal interests, ensuring that there are no conflicts of interest, related bribery issue and followed No Gift Policy while performing duty.

3. TOAT directors, executives and staff must adhere to the TOAT Code of Conduct and Anti-corruption guidelines. They shall not violate the laws, regulations, announcements, or orders relating to anti - corruption.

4. TOAT directors, executives and staff are responsible for actively participating in all activities related to the TOAT Anti-Corruption Campaign while upholding as everyone's duty and responsibility.

5. TOAT staff shall revise and review procedures of important manuals and work processes to prevent corruption and misconduct. Also, it should provide sufficient details for implementation and regularly inspect compliance.

6. TOAT executives must communicate the Anti-corruption and Misconduct Policy to the staff in order to raise and trigger their growth mindset focused on honesty and transparency, and to be prepared for an audit and to cooperate in every Anti - corruption activities.

7. TOAT executives must ensure the protection of whistleblowers or informants regarding corruption cases, affirming that they must not encounter a threat or unfairness due to the petition or provision of evidence.

8. All levels of TOAT staff must not neglect or ignore any actions or intentions related to corruption within TOAT. It is a duty to notify the supervisor or responsible person to ensure acknowledgment and cooperation in any investigation.

9. TOAT's Anti-Corruption and Misconduct Policy promotes ethics in human resource management and development, including the advancement of morality and transparency. This policy applies across all departments. Procurement supervisors at every level are required to inform their staff about the processes to ensure thorough understanding, enabling effective implementation of business transactions under their responsibility. Additionally, they must monitor the implementation to ensure it is as effective as possible and fully compliant with the policy.

It is hereby publicly announced.

Issued on 8 November 2024



(Mr. Poomjit Pongpanngam)

Governor of Tobacco Authority of Thailand