



Announcement of Pho-Ngam Subdistrict Municipality  
Policy of not accepting neither gifts nor profits from performing duties of Pho-Ngam  
Subdistrict Municipality (No Gift Policy)  
Fiscal year 2026

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Pho-Ngam Subdistrict Municipality has emphasized on managing organization with good governance to build faith and confidence in society that Pho-Ngam Subdistrict Municipality is the good governance organization. Pho-Ngam Subdistrict Municipality hereby establishes a policy and commitment for all executives, sub-district employees, and personnel to **"refrain from receiving or giving"** gifts of any kind, as well as any other benefits from their duties. This policy applies to all gifts or benefits received or given before, during, or after the performance of duties that could lead to corruption and misconduct in the present and future. Pho-Ngam Subdistrict Municipality would also stand against all forms of corruption to promote the honesty value and create an integrity organization culture in strong and sustainable ways.

Therefore, it is hereby announced for your information and strict compliance.

Announced on April 24, 2026.

A handwritten signature in blue ink, appearing to read "Banterng".

(Mr. Banterng Panyadee)  
President of Pho-Ngam Subdistrict Municipality