



SPANDANA

Date: 11/06/2025

EX-PARTE INQUIRY REPORT

Background:

This is with reference to the case registered on 29/04/2025, under Financial misconduct, with allegations of Collection Misappropriation against Mr./Ms./Mrs. **Sumit Sahu**, bearing the Emp. ID - SF0057112. The employee has not taken due care while discharging his/her duties, and the charges mentioned in:

The Detailed Show Cause Notice (DSCN) was issued on 10/05/2025. (Copy of the SCN letter is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 04/06/2025, informing that Mr./Ms./Mrs. Sumit Sahu, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 06/06/2025. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 06/06/2025 (Inquiry date), I/we along with other committee members were present; however, the alleged employee was not present for the Inquiry.

Submissions from the Committee:

The Inquiry Committee/Officers presented the version of the management along with the documents/evidence submitted, as stated below:

The Inquiry Committee/Officer submitted that, through the mail dated 28/04/2025 from Mr./Ms./Mrs. Shailendra Singh SF0045569 Branch Manager, it was informed to the management that Mr./Ms./Mrs. Sumit Sahu SF0057112 Credit Assistant allegedly committed misconduct under Collection Misappropriation on 02/09/2021. The complaint mail is attached as **Annexure -III**.

Employee has not responded to the Show Cause Notice issued.

Thereafter, the Committee has validated the available records (reports) and factual information provided by the management in support of the charges made.

List of available records and information (evidence if any) presented during the inquiry proceedings:

Evidences:

1. [1745922636373_Found Froudent Activity.msg](#)

Fraud Investigation Files:

1. [1746449031115_Evidence_Mahoba.zip](#)

1. [1746449031115_Fraud Investigation Report - UP Mahoba UP2692_FN25-26-00404.xlsx](#)

Thereafter, an opportunity was given to Mr./Ms./Mrs. Sumit Sahu to verify/examine the witness/evidence in their defense.

Submissions from Alleged Employee:

The alleged employee did not attend the inquiry proceedings, despite prior communication. The Inquiry was closed after confirming with the attending parties that they had full opportunity to present witnesses and evidence, and that nothing else was to be presented.

Observations:

Observations of the inquiry committee/officers based on the evidence produced/submitted by the alleged employee and/or complainant.

1. **Member Id:** SF0073747 **Name:** Pramod Kumar Cherukat **Department:** Human Resource
Decision: Termination **Committee type:** CommitteeMembers
Observation: The employee has already exited from the system.
Conclusion: Yes
2. **Member Id:** SF0076555 **Name:** Arvind Kumar Maurya **Department:** Internal Audit
Decision: Termination **Committee type:** CommitteeMembers
Observation: The employee has already left.
Conclusion: Yes
3. **Member Id:** SF0015698 **Name:** Omkar Namdev **Department:** Operations
Decision: Termination **Committee type:** CommitteeMembers
Observation: Pls added this amount and inform to employee for recover this
Conclusion: Yes

Inquiry Findings:

On hearing both the sides, statements recorded above and reviewing the supporting evidence submitted by both the parties, it is thereby concluded that there is adequate evidence to support the charges, and Mr./Ms./Mrs. Sumit Sahu has violated Company's rules and is guilty of the charges mentioned under the said category in the Detailed Show Cause Notice (DSCN) issued on 10/05/2025.

Inquiry Committee / Officer

Date: 11/06/2025

Annexures

- [Annexure - 1 \(Show Cause Notice \)](#)
- [Annexure - 2 \(Notice of Inquiry \)](#)