



## SPANDANA

Date: 21/07/2025

### **EX-PARTE INQUIRY REPORT**

#### **Background:**

This is with reference to the case registered on 30/04/2025, under Financial misconduct, with allegations of Collection Misappropriation against Mr./Ms./Mrs. **Siddesh S**, bearing the Emp. ID - SF0075940. 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 20/05/2025. (Copy of the SCN letter is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 18/06/2025, informing that Mr./Ms./Mrs. Siddesh S, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 18/06/2025. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 18/06/2025 (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 29/04/2025 from Mr./Ms./Mrs. Gowrishankar D B SF0083293 Manager, it was informed to the management that Mr./Ms./Mrs. Siddesh S SF0075940 Customer Retention Associate allegedly committed misconduct under Collection Misappropriation on 05/10/2023. 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. [1746005261111\\_FW\\_Fraud Observation at KA Sira-KAGL0185.msg](#)

Fraud Investigation Files:

1. [1747384434091\\_IA SSFL Fraud Investigation Report - KA Sira - KAGL0185.xlsx](#)

Thereafter, an opportunity was given to Mr./Ms./Mrs. Siddesh S 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:** SF0083293 **Name:** Gowrishankar D B **Department:** Internal Audit  
**Decision:** Termination **Committee type:** CommitteeMembers  
**Observation:** Agree with DAC members decision.  
**Conclusion:** Yes
2. **Member Id:** SF0091077 **Name:** Shivaraj MH **Department:** Human Resource  
**Decision:** Termination **Committee type:** CommitteeMembers  
**Observation:** Discussed with Operations and Audit team during ZDAC meeting. Employee did not attend meeting and not responded SCN/DSCN too. It has been observed and concluded that employee was involved in financial misappropriation. Hence recommending for Termination.  
**Conclusion:** Yes
3. **Member Id:** SF0067849 **Name:** Mahesh Halemane **Department:** Operations  
**Decision:** Termination **Committee type:** CommitteeMembers  
**Observation:** Emp not attended the meeting and so, concluded as termination.  
**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. Siddesh S 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 20/05/2025.**

Inquiry Committee / Officer

Date: 21/07/2025

### **Annexures**

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