



SPANDANA

Date: 19/06/2025

EX-PARTE INQUIRY REPORT

Background:

This is with reference to the case registered on 02/05/2025, under Financial misconduct, with allegations of Collection Misappropriation against Mr./Ms./Mrs. **Paleshwar Das**, bearing the Emp. ID - SF0080775. The employee has not taken due care while discharging his/her duties, and the charges mentioned in: Initial SCN dated 09/05/2025 and Detailed Show Cause Notice (DSCN) issued post Fraud Investigation on 13/05/2025. (Copy of the SCN letter/s is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 07/06/2025, informing that Mr./Ms./Mrs. Paleshwar Das, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 09/06/2025. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 09/06/2025 (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 01/05/2025 from Mr./Ms./Mrs. Tapas Roy SF0068949 State Auditor, it was informed to the management that Mr./Ms./Mrs. Paleshwar Das SF0080775 Credit Assistant allegedly committed misconduct under Collection Misappropriation on 02/08/2024. The complaint mail is attached as **Annexure -III**.

Employee has not responded to the Show Cause Notice issued.

Employee has not responded to the Detailed 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. [1746178460122_FW_EMI Misappropriations CH Baramkela_CHGL2194.msg](#)

Fraud Investigation Files:

1. [1747123755626_Evidence.rar](#)
1. [1747123755626_SSFL Fraud Investigation Report Baramkela \(CHGL2194\) Paleshwar Das.pdf](#)
1. [1747123755626_SSFL Fraud Investigation Report Baramkela \(CHGL2194\) Paleshwar Das.xlsx](#)

Thereafter, an opportunity was given to Mr./Ms./Mrs. Paleshwar Das 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:** SF0076226 **Name:** Saptarshi Sankar Bose **Department:** Internal Audit
Decision: Termination **Committee type:** CommitteeMembers
Observation: Staff fraud reported - Collection Misappropriation.
Conclusion: Yes
2. **Member Id:** SF0077378 **Name:** Dalpreet Kaur **Department:** Human Resource
Decision: Termination **Committee type:** CommitteeMembers
Observation: Not responded to SCN & NOI Mails, Already Inactive
Conclusion: Yes
3. **Member Id:** SF0002115 **Name:** Shrivastava Deepenedra **Department:** Operations
Decision: Termination **Committee type:** CommitteeMembers
Observation: Financial Fraud
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. Paleshwar Das has violated Company's rules and is guilty of the charges mentioned under the said category in the Show Cause Notice dated 09/05/2025 and the Detailed Show Cause Notice (DSCN) issued post Fraud Investigation dated 13/05/2025.

Inquiry Committee / Officer

Date: 19/06/2025

Annexures

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