



SPANDANA

Date: 19/09/2025

INQUIRY REPORT

Background:

This is with reference to the case registered on 07/05/2025, under Financial misconduct, with allegations of Theft against Mr./Ms./Mrs. **Deepak kuwar**, bearing the Emp. ID - SF0095872. 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 18/07/2025. (Copy of the SCN letter is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 08/08/2025, informing that Mr./Ms./Mrs. Deepak kuwar, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 08/08/2025. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 08/08/2025 (Inquiry date), the following parties were present for Inquiry proceedings:

1. Alleged Employee - Mr./Ms./Mrs. Deepak kuwar (SF0095872 , Senior Credit Assistant)
2. Mr./Ms./Mrs. Mohit Kishore Prasad (SF0071589 , Deputy Vice President)
3. Mr./Ms./Mrs. Saptarshi Sankar Bose (SF0076226 , Associate Vice President)
4. Mr./Ms./Mrs. Saket Nath Thakur (SF0062081 , Senior Vice President)

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 06/05/2025 from Mr./Ms./Mrs. Dipak Kumar Yadav SF0093542 Cluster Manager, it was informed to the management that Mr./Ms./Mrs. Deepak kuwar SF0095872 Senior Credit Assistant allegedly committed misconduct under Theft on 06/05/2025. The complaint mail is attached as **Annexure -III**.

Also, it has been presented that the Show Cause Notice dated 01/01/1970 was issued to Alleged Employee Deepak kuwar against the alleged charges. After that, considering that Mr./Ms./Mrs. Deepak kuwar's presence in the branch would potentially lead to influencing the evidence specific to the alleged charges, a suspension letter was issued to him on 10/05/2025. A copy of the same is attached as **Annexure -IV**.

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. [1746608928525_Re_Robbery intimation Kumarkhand.msg](#)

Fraud Investigation Files: No Fraud Investigation evidence is presented, as this case may not require such an investigation.

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

Submissions from Alleged Employee:

Mr./Ms./Mrs. Deepak kuwar presented their defense statement and evidence as follows:

Mr./Ms./Mrs. Deepak kuwar stated : **"staff involvement not found in snatching so case to be closed with drop charge"**

Where applicable, the statement/evidence/witness of Mr./Ms./Mrs. Deepak kuwar during the proceedings is included as **Annexure -VI**.

The inquiry was closed after confirming with all parties that they had full opportunity to present witnesses and evidence, and to examine and cross-examine, with nothing else to be presented in the Inquiry.

Observations:

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

- 1. Member Id:** SF0071589 **Name:** Mohit Kishore Prasad **Department:** Human Resource
Decision: Drop Charges **Committee type:** CommitteeMembers
Observation: Staff involvement not found in snatching and he himself registered police complain. He attended NOI and cleared the detailed situations under which the snatching happened.
Conclusion: Yes
- 2. Member Id:** SF0076226 **Name:** Saptarshi Sankar Bose **Department:** Internal Audit
Decision: Drop Charges **Committee type:** CommitteeMembers
Observation: This is the robbery incident, So not required to conduct CLV.
Conclusion: Yes
- 3. Member Id:** SF0062081 **Name:** Saket Nath Thakur **Department:** Operations
Decision: Drop Charges **Committee type:** CommitteeMembers
Observation: drop charges
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 no adequate evidence to support that Mr./Ms./Mrs. Deepak kuwar, has violated Company's rules and is not guilty of the charges mentioned under the said category in the Detailed Show Cause Notice (DSCN) issued on 18/07/2025.

Inquiry Committee / Officer

Date: 19/09/2025

Annexures

- [Annexure - 1 \(Show Cause Notice \)](#)
- [Annexure - 2 \(Notice of Inquiry \)](#)
- [Annexure - 4 \(Suspension Letter \)](#)