



SPANDANA

Date: 07/07/2025

EX-PARTE INQUIRY REPORT

Background:

This is with reference to the case registered on 09/05/2025, under Financial misconduct, with allegations of Collection Misappropriation against Mr./Ms./Mrs. **Som Dutt Sharma**, bearing the Emp. ID - SF0074234. The employee has not taken due care while discharging his/her duties, and the charges mentioned in: Initial SCN dated 12/05/2025 and Detailed Show Cause Notice (DSCN) issued post Fraud Investigation on 23/05/2025. (Copy of the SCN letter/s is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 16/06/2025, informing that Mr./Ms./Mrs. Som Dutt Sharma, 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 09/05/2025 from Mr./Ms./Mrs. Mohammad Imityaj Gauri SF0093749 Cluster Manager, it was informed to the management that Mr./Ms./Mrs. Som Dutt Sharma SF0074234 Branch Quality Manager allegedly committed misconduct under Collection Misappropriation on 30/04/2025. 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. [1746792674050_1 RE_BQM Froud.msg](#)

1. [1746792674050_Re_BQM Froud.msg](#)

Fraud Investigation Files:

1. [1747883603100_Fraud Investigation Report RJ,Jhunjhunu RJ3511.xlsx](#)

1. [1747883603100_Evidence RJ,Jhunjhunu RJ3511.zip](#)

Thereafter, an opportunity was given to Mr./Ms./Mrs. Som Dutt Sharma 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.

- Member Id:** SF0071589 **Name:** Mohit Kishore Prasad **Department:** Human Resource
Decision: Drop Charges **Committee type:** CommitteeMembers
Observation: considered this as mistake and verbal warning not to repeat again.
Conclusion: Yes
- Member Id:** SF0076555 **Name:** Arvind Kumar Maurya **Department:** Internal Audit
Decision: Drop Charges **Committee type:** CommitteeMembers
Observation: As per the discussion with the employee and DAC member, advise not to repeat the same again in the future, an oral warning was given. This case should be closed with a Drop charge.
Conclusion: Yes
- Member Id:** SF0080719 **Name:** Suresh Kumar Yadav **Department:** Operations
Decision: Drop Charges **Committee type:** CommitteeMembers
Observation: Clients Predate Posting done from LO Side default clients not paying EWI
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. Som Dutt Sharma, has violated Company's rules and is not guilty of the charges mentioned under the said category in the Show Cause Notice dated 12/05/2025 and the Detailed Show Cause Notice (DSCN) issued post Fraud Investigation dated 23/05/2025.

Inquiry Committee / Officer

Date: 07/07/2025

Annexures

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