



Case Id: DC-FY-2025-01421

Date: 31/07/2026

## **EX-PARTE INQUIRY REPORT**

### **Background:**

This is with reference to the case registered on 14/05/2025, under Financial misconduct, with allegations of Collection Misappropriation against Mr./Ms./Mrs. **Lipu Barik**, bearing the Emp. ID - SF0082946. 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 26/05/2025. (Copy of the SCN letter is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 17/06/2025, informing that Mr./Ms./Mrs. Lipu Barik, 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 14/05/2025 from Mr./Ms./Mrs. Suryakanta Sathuamahapatra SF0043187 Senior Manager, it was informed to the management that Mr./Ms./Mrs. Lipu Barik SF0082946 Credit Assistant allegedly committed misconduct under Collection Misappropriation on 09/07/2024. 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. [1785485577766\\_Jajpur Road-FN26-27-00914.pdf](#)

Fraud Investigation Files:

1. [1747977306213\\_Evidence-Kuakhia- FN25-26-00611.zip](#)

1. [1747977306213\\_Fraud Investigation Report -Kuakhia OR2706-FN25-26-00611.pdf](#)

1. [1747977306213\\_SSFL Fraud Investigation Report Kuakhia-OR2706-FN25-26-00611.xlsx](#)

Thereafter, an opportunity was given to Mr./Ms./Mrs. Lipu Barik 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:** SF0077378 **Name:** Dalpreet Kaur **Department:** Human Resource  
**Decision:** Termination **Committee type:** CommitteeMembers  
**Observation:** Already Terminated  
**Conclusion:** Yes
2. **Member Id:** SF0043187 **Name:** Suryakanta Sathuamahapatra **Department:** Internal Audit  
**Decision:** Termination **Committee type:** CommitteeMembers  
**Observation:** Termination under financial misappropriation  
**Conclusion:** Yes
3. **Member Id:** SF0070624 **Name:** Sanjaya Kumar Sahoo **Department:** Operations  
**Decision:** Termination **Committee type:** CommitteeMembers  
**Observation:** Terminated Staff  
**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. Lipu Barik 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 26/05/2025.**

Inquiry Committee / Officer

Date: 31/07/2026

### **Annexures**

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