



SPANDANA

Case Id: DC-FY-2026-03797

Date: 11/07/2026

INQUIRY REPORT

Background:

This is with reference to the case registered on 01/06/2026, under Financial misconduct, with allegations of Collection Misappropriation against Mr./Ms./Mrs. **Komal Sahu**, bearing the Emp. ID - SF0096060. The employee has not taken due care while discharging his/her duties, and the charges mentioned in:

Initial SCN dated 06/06/2026 and Detailed Show Cause Notice (DSCN) issued post Fraud Investigation on 29/06/2026. (Copy of the SCN letter/s is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 30/06/2026, informing that Mr./Ms./Mrs. Komal Sahu, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 30/06/2026. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 30/06/2026 (Inquiry date), the following parties were present for Inquiry proceedings:

1. Alleged Employee - Mr./Ms./Mrs. Komal Sahu (SF0096060 , Credit Assistant)
2. Mr./Ms./Mrs. Deepak Tewari (SF0071929 , State Head)
3. Mr./Ms./Mrs. Arvind Kumar Maurya (SF0076555 , Associate Vice President)
4. Mr./Ms./Mrs. Arpit Kumar Jain (SF0103552 , Manager)
5. Mr./Ms./Mrs. Arpit Kumar Jain (SF0103552 , Manager)

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 29/05/2026 from Mr./Ms./Mrs. Trilok Kumar Panchal SF0078195 Regional Investigation Manager, it was informed to the management that Mr./Ms./Mrs. Komal Sahu SF0096060 Credit Assistant allegedly committed misconduct under Collection Misappropriation on 13/12/2025. The complaint mail is attached as **Annexure -III**.

Also, it has been presented that the Show Cause Notice dated 06/06/2026 was issued to Alleged Employee Komal Sahu against the alleged charges. After that, considering that Mr./Ms./Mrs. Komal Sahu'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 06/06/2026. A copy of the same is attached as **Annexure -IV**.

And also then presented the alleged employee's reply to the Show Cause Notice via letter dated 29/06/2026, which is attached as **Annexure - V**.

And then presented the alleged employee's reply to the Detailed Show Cause Notice via letter dated 29/06/2026, which is attached as **Annexure - V**.

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: No evidence files found.

Fraud Investigation Files:

1. [1782465460529_Fraud Investigation Report-FN26-27-00617.xlsx](#)

1. [1782465460529_Evidence-FN26-27-00617.zip](#)

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

Submissions from Alleged Employee:

Mr./Ms./Mrs. Komal Sahu presented their defense statement and evidence as follows:

Mr./Ms./Mrs. Komal Sahu stated : **"As per the statement of borrower, this is the personal transaction of them hence no EMI collection was done and sent by borrower. Hence close with WL for doing personal transaction in the account."**

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

Observations:

- Member Id:** SF0071929 **Name:** Deepak Tewari **Department:** Operations
Decision: Warning letter **Committee type:** CommitteeMembers
Observation: As per member and the evidence it was a personal transaction no fraud was done as per member son
Conclusion: Yes
- Member Id:** SF0076555 **Name:** Arvind Kumar Maurya **Department:** Fraud Risk Management
Decision: Warning letter **Committee type:** CommitteeMembers
Observation: As per the statement of borrower, this is the personal transaction of them hence no EWL collection was done and sent by borrower. Hence close with WL for doing personal transaction in the account.
Conclusion: Yes
- Member Id:** SF0103552 **Name:** Arpit Kumar Jain **Department:** Human Resource
Decision: Warning letter **Committee type:** CommitteeMembers
Observation: As per the statement of borrower, this is the personal transaction of them hence no EMI collection was done and sent by borrower. Hence close with WL for doing personal transaction in the account.
Conclusion: Yes

On hearing both the sides, statements recorded above and reviewing the supporting evidence submitted by both the parties, it is thereby concluded that while there is no adequate evidence to support that Mr./Ms./Mrs. Komal Sahu violated Company's rules and is not guilty of the charges mentioned under the said category in the Show Cause Notice dated 06/06/2026 and the Detailed Show Cause Notice (DSCN) issued post Fraud Investigation dated 29/06/2026, there was a process deviation in the case.

Annexures