



SPANDANA

Show Cause Notice

Date : 5/4/2025

To,
Employee Name : Prabir Kumar Naik
Employee ID : SF0095254
Designation : Credit Assistant
Branch : OR0378

Subject : Show Cause Notice

Dear Prabir Kumar Naik,

With reference to the complaint number DC-FY-2025-00044 which has been reported on 02/04/2025.

It has been reported that due care is not taken by you while discharging your job responsibilities. An allegation of Consumption of alcohol on duty/entering office premises in an inebriated state, Abusive behaviour under Non-Financial misconduct has been made against you. It has been found that

It has been reported that due care is not taken by you while discharging your job responsibilities. An allegation of " In disciplinary issue (Using unethical language with superiors & Consuming alcohol in working hours) is violating the Code of conduct has been made against you. Such practices lead to the departmental integrity issue and against the company's code of conduct".

You are hereby informed that any deviation on the part of any official of the Company while discharging the official responsibilities or any other deviation from the Company policies during the same is serious misconduct as per the policy and procedures of the Company.

The above act of yours if proven will amount to serious misconduct on your part and gross violation of the Company's Disciplinary policy & procedures and attract serious disciplinary actions.

Given the above you are asked to explain/reply through the mail id or the mobile number which was registered as per the company records, if any, within 48 hours from day of receipt of this show cause notice that why disciplinary action should not be taken against you as per the policy of the Company, failing to which the Company will proceed in the matter as per the records available, on the presumption that you have no explanation and have accepted the above alleged charges.

For Spandana Sphoorty Financial Limited
Authorized Signatory

Radhakrishna Eale
Senior Vice President (Human Resources)