



SPANDANA

Date: 15/09/2025

INQUIRY REPORT

Background:

This is with reference to the case registered on 16/06/2025, under Financial misconduct, with allegations of Collection Misappropriation against Mr./Ms./Mrs. **Maruthi D G**, bearing the Emp. ID - SF0085196. The employee has not taken due care while discharging his/her duties, and the charges mentioned in: Initial SCN dated 27/06/2025 and Detailed Show Cause Notice (DSCN) issued post Fraud Investigation on 14/07/2025. (Copy of the SCN letter/s is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 05/09/2025, informing that Mr./Ms./Mrs. Maruthi D G, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 06/09/2025. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 06/09/2025 (Inquiry date), the following parties were present for Inquiry proceedings:

1. Alleged Employee - Mr./Ms./Mrs. Maruthi D G (SF0085196 , Credit Assistant)
2. Mr./Ms./Mrs. Gowrishankar D B (SF0083293 , Manager)
3. Mr./Ms./Mrs. Shivaraj MH (SF0091077 , Associate Vice President)
4. Mr./Ms./Mrs. Mahesh Halemane (SF0067849 , 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 16/06/2025 from Mr./Ms./Mrs. Gowrishankar D B SF0083293 Manager, it was informed to the management that Mr./Ms./Mrs. Maruthi D G SF0085196 Credit Assistant allegedly committed misconduct under Collection Misappropriation on 08/08/2024. 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: No evidence files found.

Fraud Investigation Files:

1. [1751706091949_IA SSFL Fraud Investigation Report - KA Pavagada - KA0204.xlsx](#)

1. [1751706091949_Evidences - KA Pavagada - KA0204.zip](#)

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

Submissions from Alleged Employee:

Mr./Ms./Mrs. Maruthi D G presented their defense statement and evidence as follows:

Mr./Ms./Mrs. Maruthi D G stated : **"Discussed with employee along with Operations and Audit team during ZDAC meeting. Employee attended the meeting however failed to provide any evidence which proves he is innocent. It has been observed and concluded that employee was involved in financial misappropriation. Hence recommending for Termination."**

Where applicable, the statement/evidence/witness of Mr./Ms./Mrs. Maruthi D G 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:** SF0083293 **Name:** Gowrishankar D B **Department:** Internal Audit
Decision: Termination **Committee type:** CommitteeMembers
Observation: Agree with DAC members decision.
Conclusion: Yes
2. **Member Id:** SF0091077 **Name:** Shivaraj MH **Department:** Human Resource
Decision: Termination **Committee type:** CommitteeMembers
Observation: Discussed with employee along with Operations and Audit team during ZDAC meeting. Employee attended the meeting however failed to provide any evidence which proves he is innocent. It has been observed and concluded that employee was involved in financial misappropriation. Hence recommending for Termination.
Conclusion: Yes
3. **Member Id:** SF0067849 **Name:** Mahesh Halemane **Department:** Operations
Decision: Termination **Committee type:** CommitteeMembers
Observation: Termination
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. Maruthi D G has violated Company's rules and is guilty of the charges mentioned under the said category in the Show Cause Notice dated 27/06/2025 and the Detailed Show Cause Notice (DSCN) issued post Fraud Investigation dated 14/07/2025.

Inquiry Committee / Officer

Date: 15/09/2025

Annexures

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