



## SPANDANA

Date: 19/11/2025

### **EX-PARTE INQUIRY REPORT**

#### **Background:**

This is with reference to the case registered on 18/06/2025, under Financial misconduct, with allegations of Collection Misappropriation against Mr./Ms./Mrs. **Ashutosh Padhan**, bearing the Emp. ID - SF0087885. 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 08/07/2025. (Copy of the SCN letter is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 28/08/2025, informing that Mr./Ms./Mrs. Ashutosh Padhan, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 29/08/2025. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 29/08/2025 (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 18/06/2025 from Mr./Ms./Mrs. Phleshwar Miri SF0053624 Branch Manager, it was informed to the management that Mr./Ms./Mrs. Ashutosh Padhan SF0087885 Credit Assistant allegedly committed misconduct under Collection Misappropriation on 07/09/2024. 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: No evidence files found.

Fraud Investigation Files:

1. [1751962630424\\_SSFL Fraud Investigation Report Pussore \(CHGL2136\) Ashutosh Padhan.xlsx](#)

1. [1751962630424\\_Evidence..zip](#)

Thereafter, an opportunity was given to Mr./Ms./Mrs. Ashutosh Padhan 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:** SF0002115 **Name:** Deependra Shrivastava **Department:** Operations  
**Decision:** Termination **Committee type:** CommitteeMembers  
**Observation:** Collection Fraud  
**Conclusion:** Yes
2. **Member Id:** SF0077378 **Name:** Dalpreet Kaur **Department:** Human Resource  
**Decision:** Termination **Committee type:** CommitteeMembers  
**Observation:** Financial Fraud  
**Conclusion:** Yes
3. **Member Id:** SF0076555 **Name:** Arvind Kumar Maurya **Department:** Internal Audit  
**Decision:** Termination **Committee type:** CommitteeMembers  
**Observation:** Staff have already been terminated on other case—the amount to be recovered from him, if any.  
**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. Ashutosh Padhan 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 08/07/2025.**

Inquiry Committee / Officer

Date: 19/11/2025

## **Annexures**

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