



## SPANDANA

Date: 15/10/2025

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

#### **Background:**

This is with reference to the case registered on 20/06/2025, under Financial misconduct, with allegations of Pre-closure Misappropriation against Mr./Ms./Mrs. **OM PRAKASH**, bearing the Emp. ID - SF0068508. The employee has not taken due care while discharging his/her duties, and the charges mentioned in: Initial SCN dated 23/06/2025 and Detailed Show Cause Notice (DSCN) issued post Fraud Investigation on 12/07/2025. (Copy of the SCN letter/s is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 28/08/2025, informing that Mr./Ms./Mrs. OM PRAKASH, 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 19/06/2025 from Mr./Ms./Mrs. Dost Devlal Jaiswal SF0052962 Associate Vice President, it was informed to the management that Mr./Ms./Mrs. OM PRAKASH SF0068508 Customer Retention Associate allegedly committed misconduct under Pre-closure Misappropriation on 08/05/2024. The complaint mail is attached as **Annexure -III**.

Also, it has been presented that the Show Cause Notice dated 23/06/2025 was issued to Alleged Employee OM PRAKASH against the alleged charges. After that, considering that Mr./Ms./Mrs. OM PRAKASH'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 23/06/2025. 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 23/06/2025, which is attached as **Annexure - V**.

And then presented the alleged employee's reply to the Detailed Show Cause Notice via letter dated 16/07/2025, 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. [1752303153744\\_SSFL Fraud Investigation Report Baikunthpur \(CHGL2073\) OM PRAKASH.xlsx](#)

1. [1752303153744\\_Evidence.zip](#)

1. [1752303153744\\_SSFL Fraud Investigation Report Baikunthpur \(CHGL2073\) OM PRAKASH.pdf](#)

Thereafter, an opportunity was given to Mr./Ms./Mrs. OM PRAKASH 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:** Financial Fraud  
**Conclusion:** Yes
2. **Member Id:** SF0002115 **Name:** Deependra Shrivastava **Department:** Operations  
**Decision:** Termination **Committee type:** CommitteeMembers  
**Observation:** Pre-Close fraud  
**Conclusion:** Yes
3. **Member Id:** SF0076555 **Name:** Arvind Kumar Maurya **Department:** Internal Audit  
**Decision:** Termination **Committee type:** CommitteeMembers  
**Observation:** Recommended for L1. Based on the evidence submitted against the allegation of Fraud, it proves that the employee has committed financial fraud. Amount to be recovered, 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. OM PRAKASH has violated Company's rules and is guilty of the charges mentioned under the said category in the Show Cause Notice dated 23/06/2025 and the Detailed Show Cause Notice (DSCN) issued post Fraud Investigation dated 12/07/2025.**

Inquiry Committee / Officer

Date: 15/10/2025

### **Annexures**

- [Annexure - 1 \( Show Cause Notice \)](#)
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- [Annexure - 2 \( Notice of Inquiry \)](#)
- [Annexure - 4 \( Suspension Letter \)](#)
- [Annexure - 5 \( SCN Reply \)](#)
- [Annexure - 5 \( SCN Reply \)](#)