



SPANDANA

Date: 20/08/2025

EX-PARTE INQUIRY REPORT

Background:

This is with reference to the case registered on 09/07/2025, under Financial misconduct, with allegations of Collection Misappropriation against Mr./Ms./Mrs. **Mangal Chand Yadav**, bearing the Emp. ID - SF0069437. 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 14/07/2025. (Copy of the SCN letter is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 06/08/2025, informing that Mr./Ms./Mrs. Mangal Chand Yadav, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 06/08/2025. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 06/08/2025 (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 09/07/2025 from Mr./Ms./Mrs. Karan Kumar SF0059960 Assistant Manager, it was informed to the management that Mr./Ms./Mrs. Mangal Chand Yadav SF0069437 Customer Retention Associate allegedly committed misconduct under Collection Misappropriation on 24/01/2025. 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:

1. [1752063043720_mangal.pdf](#)

1. [1752063043720_Customer_Sub-Ledger.xls](#)

1. [1752063043720_Customer_Sub-Ledger \(1\).xls](#)

Fraud Investigation Files:

1. [1752455285321_Fraud Investigation Report RJ_Didwana RJ3214 \(Complaint No-FN25-26-01309\).xlsx](#)

1. [1752455285321_Evidence RJ Didwana RJ3214 \(Complaint No-FN25-26-01309\).zip](#)

Thereafter, an opportunity was given to Mr./Ms./Mrs. Mangal Chand Yadav 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:** SF0071589 **Name:** Mohit Kishore Prasad **Department:** Human Resource
Decision: Termination **Committee type:** CommitteeMembers
Observation: Staff is already terminated
Conclusion: Yes
2. **Member Id:** SF0080719 **Name:** Suresh Kumar Yadav **Department:** Operations
Decision: Termination **Committee type:** CommitteeMembers
Observation: Already terminated
Conclusion: Yes
3. **Member Id:** SF0076226 **Name:** Saptarshi Sankar Bose **Department:** Internal Audit
Decision: Termination **Committee type:** CommitteeMembers
Observation: Fraud Identified and reported, whereas staff already exit.
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. Mangal Chand Yadav 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 14/07/2025.

Inquiry Committee / Officer

Date: 20/08/2025

Annexures

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