



SPANDANA

Date: 20/06/2025

INQUIRY REPORT

Background:

This is with reference to the case registered on 10/04/2025, under Financial misconduct, with allegations of Collection Misappropriation against Mr./Ms./Mrs. **Aashishkumar Tamboliya**, bearing the Emp. ID - SF0083192. The employee has not taken due care while discharging his/her duties, and the charges mentioned in: Initial SCN dated 11/04/2025 and Detailed Show Cause Notice (DSCN) issued post Fraud Investigation on 16/04/2025. (Copy of the SCN letter/s is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 09/05/2025, informing that Mr./Ms./Mrs. Aashishkumar Tamboliya, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 10/05/2025. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 10/05/2025 (Inquiry date), the following parties were present for Inquiry proceedings:

1. Alleged Employee - Mr./Ms./Mrs. Aashishkumar Tamboliya (SF0083192 , Credit Assistant)
2. Mr./Ms./Mrs. Arvind Kumar Maurya (SF0076555 , Associate Vice President)
3. Mr./Ms./Mrs. Mohit Kishore Prasad (SF0071589 , Deputy Vice President)
4. Mr./Ms./Mrs. Vimesh Mahendrabhai Shah (SF0062146 , 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 10/04/2025 from Mr./Ms./Mrs. Om Prakash Sharma SF0074401 State Auditor, it was informed to the management that Mr./Ms./Mrs. Aashishkumar Tamboliya SF0083192 Credit Assistant allegedly committed misconduct under Collection Misappropriation on 07/01/2025. 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:

1. [1744102972230_FW Major Observation GJ Limdi\(Jhalod\)GR3061.msg](#)

Fraud Investigation Files:

1. [1744451652842_Fraud Investigation Report GJ Limdi\(Jhalod\) GR3061.xlsx](#)

1. [1744451652842_Evidence GJ Limdi\(Jhalod\) GR3061.zip](#)

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

Submissions from Alleged Employee:

Mr./Ms./Mrs. Aashishkumar Tamboliya presented their defense statement and evidence as follows:

Mr./Ms./Mrs. Aashishkumar Tamboliya stated : **"he was at Atten NOI, and he replied Not his fault; he collected the amount and submitted it full amount to BM Ashok khant, also, he submitted his own money (we cross-checked with BM on the Same call BM was not accepted; he said Ashish submit some Collection amount & rest collection Rs pending from Ashish to submit with company). "**

Where applicable, the statement/evidence/witness of Mr./Ms./Mrs. Aashishkumar Tamboliya 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.

- Member Id:** SF0076555 **Name:** Arvind Kumar Maurya **Department:** Internal Audit
Decision: Termination **Committee type:** CommitteeMembers
Observation: Amount to be recovered and case to be closed as per policy.
Conclusion: Yes
- Member Id:** SF0071589 **Name:** Mohit Kishore Prasad **Department:** Human Resource
Decision: Termination **Committee type:** CommitteeMembers
Observation: Level 1 misconduct so termination
Conclusion: Yes
- Member Id:** SF0062146 **Name:** Vimesh Mahendrabhai Shah **Department:** Operations
Decision: Termination **Committee type:** CommitteeMembers
Observation: Amount to be Recovered & Recommending Termination as Well.
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. Aashishkumar Tamboliya has violated Company's rules and is guilty of the charges mentioned under the said category in the Show Cause Notice dated 11/04/2025 and the Detailed Show Cause Notice (DSCN) issued post Fraud Investigation dated 16/04/2025.

Inquiry Committee / Officer

Date: 20/06/2025

Annexures

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