



SPANDANA

Date: 19/11/2025

EX-PARTE INQUIRY REPORT

Background:

This is with reference to the case registered on 02/09/2025, under Financial misconduct, with allegations of Pre-closure Misappropriation against Mr./Ms./Mrs. **Sadanand Dadsena**, bearing the Emp. ID - SF0046415. 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 14/10/2025. (Copy of the SCN letter is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 06/11/2025, informing that Mr./Ms./Mrs. Sadanand Dadsena, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 07/11/2025. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 07/11/2025 (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 30/08/2025 from Mr./Ms./Mrs. Tulasiram Rajak SF0007638 Cluster Manager, it was informed to the management that Mr./Ms./Mrs. Sadanand Dadsena SF0046415 Branch Manager allegedly committed misconduct under Pre-closure Misappropriation on 22/08/2023. 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. [1756797410701_Re Fraudulent Activity Detected Signature Mismatch.msg](#)

Fraud Investigation Files:

1. [1760432971783_Fraud Investigation Report Bm sadanand dadsena.xlsx](#)

1. [1760432971783_Evidence-Sadanand dadsena.zip](#)

Thereafter, an opportunity was given to Mr./Ms./Mrs. Sadanand Dadsena 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: Collection Fraud
Conclusion: Yes
3. **Member Id:** SF0076555 **Name:** Arvind Kumar Maurya **Department:** Internal Audit
Decision: Termination **Committee type:** CommitteeMembers
Observation: Staff has already been terminated on other case earlier —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. Sadanand Dadsena 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 14/10/2025.

Inquiry Committee / Officer

Date: 19/11/2025

Annexures

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