



SPANDANA

Case Id: DC-FY-2025-04418

Date: 21/07/2026

EX-PARTE INQUIRY REPORT

Background:

This is with reference to the case registered on 26/09/2025, under Financial misconduct, with allegations of Collection Misappropriation against Mr./Ms./Mrs. **Teekam Singh Sisodiya**, bearing the Emp. ID - SF0048063. The employee has not taken due care while discharging his/her duties, and the charges mentioned in: Initial SCN dated 29/09/2025 and Detailed Show Cause Notice (DSCN) issued post Fraud Investigation on 07/10/2025. (Copy of the SCN letter/s is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 29/10/2025, informing that Mr./Ms./Mrs. Teekam Singh Sisodiya, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 05/11/2025. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 05/11/2025 (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 26/09/2025 from Mr./Ms./Mrs. Nirbhay Singh Karada SF0079612 Area Head, it was informed to the management that Mr./Ms./Mrs. Teekam Singh Sisodiya SF0048063 Credit Assistant allegedly committed misconduct under Collection Misappropriation on 01/09/2025. 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. [1758864871330_RE_Complaints raise LO Teekam Singh Sisodiya SF0048063.msg](#)

Fraud Investigation Files:

1. [1759835613397_Fraud Investigation Report - MP Soyat Kalan MP2768.xlsx](#)

1. [1759835613397_Soyat kalan Evidence.zip](#)

Thereafter, an opportunity was given to Mr./Ms./Mrs. Teekam Singh Sisodiya 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:** SF0073747 **Name:** Pramod Kumar Cherukat **Department:** Human Resource
Decision: Termination **Committee type:** CommitteeMembers
Observation: Based on evidence, the employee was found guilty. The employee did not attend the inquiry and also did not respond to the SCN. Therefore, it is recommended to close the case with termination.
Conclusion: Yes
2. **Member Id:** SF0064036 **Name:** Pankaj Dharmik **Department:** Internal Audit
Decision: Termination **Committee type:** CommitteeMembers
Observation: Employee didn't attend the inquiry call and also not yet responded on the SCN. Based on the facts and available evidence, the employee is found guilty and therefore the committee has decided to close this case with Termination.
Conclusion: Yes
3. **Member Id:** SF0077370 **Name:** Manish Kumar Paroha **Department:** Operations
Decision: Termination **Committee type:** CommitteeMembers
Observation: • Employee attended the enquiry and accepted the charges, recommended for L1 action.
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. Teekam Singh Sisodiya has violated Company's rules and is guilty of the charges mentioned under the said category in the Show Cause Notice dated 29/09/2025 and the Detailed Show Cause Notice (DSCN) issued post Fraud Investigation dated 07/10/2025.

Inquiry Committee / Officer

Date: 21/07/2026

Annexures

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