



SPANDANA

Case Id: DC-FY-2025-05193

Date: 07/01/2026

EX-PARTE INQUIRY REPORT

Background:

This is with reference to the case registered on 11/11/2025, under Financial misconduct, with allegations of Collection Misappropriation against Mr./Ms./Mrs. **Basavaraj Nagappa Lamani**, bearing the Emp. ID - SF0055466. 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 27/11/2025. (Copy of the SCN letter is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 23/12/2025, informing that Mr./Ms./Mrs. Basavaraj Nagappa Lamani, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 24/12/2025. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 24/12/2025 (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 11/11/2025 from Mr./Ms./Mrs. Gowrishankar D B SF0083293 Manager, it was informed to the management that Mr./Ms./Mrs. Basavaraj Nagappa Lamani SF0055466 Cluster Manager allegedly committed misconduct under Collection Misappropriation on 03/10/2024. 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. [1762851735273 FW 132050 OD Issue - Borrower paid branch not updated EMI correctly Loan ID 358854884.msg](#)

Fraud Investigation Files:

1. [1763361441152_IA SSFL Fraud Investigation Report - KA Udupi - KA1869.xlsx](#)

1. [1763361441152_Evidences - KA Udupi - KA1869.zip](#)

Thereafter, an opportunity was given to Mr./Ms./Mrs. Basavaraj Nagappa Lamani 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.

- Member Id:** SF0020755 **Name:** Basavraj Heggappa Lamani **Department:** Operations
Decision: Termination **Committee type:** CommitteeMembers
Observation: He is not joined call, as per discussion we decided to Termination.
Conclusion: Yes
- Member Id:** SF0057517 **Name:** Deepak Kothawade **Department:** Internal Audit
Decision: Termination **Committee type:** CommitteeMembers
Observation: During DAC this employee was not present based on evidence and fact Recommendation Office order intimation.
Conclusion: Yes
- Member Id:** SF0091077 **Name:** Shivaraj MH **Department:** Human Resource
Decision: Termination **Committee type:** CommitteeMembers
Observation: Employee already terminated. Closing the case with Office order intimation.
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. Basavaraj Nagappa Lamani 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 27/11/2025.

Inquiry Committee / Officer

Date: 07/01/2026

Annexures

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