



## SPANDANA

Date: 13/12/2025

### **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. **Shridhar Shekhappa Malagund**, bearing the Emp. ID - SF0098128. The employee has not taken due care while discharging his/her duties, and the charges mentioned in: Initial SCN dated 17/11/2025 and Detailed Show Cause Notice (DSCN) issued post Fraud Investigation on 18/11/2025. (Copy of the SCN letter/s is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 23/11/2025, informing that Mr./Ms./Mrs. Shridhar Shekhappa Malagund, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 24/11/2025. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 24/11/2025 (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 11/11/2025 from Mr./Ms./Mrs. Gowrishankar D B SF0083293 Manager, it was informed to the management that Mr./Ms./Mrs. Shridhar Shekhappa Malagund SF0098128 Branch Manager allegedly committed misconduct under Collection Misappropriation on 09/06/2025. The complaint mail is attached as **Annexure -III**.

Employee has not responded to the Show Cause Notice issued.

And then presented the alleged employee's reply to the Detailed Show Cause Notice via letter dated 20/11/2025, which is attached as **Annexure - V**.

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. [1762851936702\\_FW\\_132050\\_OD\\_Issue - Borrower paid branch not updated EMI correctly Loan ID 358854884.msg](#)

Fraud Investigation Files:

1. [1763362494452\\_IA SSFL Fraud Investigation Report - KA Udupi - KA1869.xlsx](#)
1. [1763362494452\\_Evidences - KA Udupi - KA1869.zip](#)

Thereafter, an opportunity was given to Mr./Ms./Mrs. Shridhar Shekhappa Malagund 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:** SF0020755 **Name:** Basavraj Heggappa Lamani **Department:** Operations  
**Decision:** Termination **Committee type:** CommitteeMembers  
**Observation:** Staff agreed that he did the mistake, So recommended for Termination  
**Conclusion:** Yes
2. **Member Id:** SF0091077 **Name:** Shivaraj MH **Department:** Human Resource  
**Decision:** Termination **Committee type:** CommitteeMembers  
**Observation:** Discussed with employee along with Operations and Audit team during ZDAC meeting. Employee attended the meeting however failed to provide any evidence which proves he is innocent. It has been observed and concluded that employee was involved in financial misappropriation. Hence recommending for Termination.  
**Conclusion:** Yes
3. **Member Id:** SF0057517 **Name:** Deepak Kothawade **Department:** Internal Audit  
**Decision:** Termination **Committee type:** CommitteeMembers  
**Observation:** In the DAC meeting, the employee was present and admitted to the fraud. Based on the evidence reviewed, the committee has recommended termination.  
**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. Shridhar Shekhappa Malagund has violated Company's rules and is guilty of the charges mentioned under the said category in the Show Cause Notice dated 17/11/2025 and the Detailed Show Cause Notice (DSCN) issued post Fraud Investigation dated 18/11/2025.**

Inquiry Committee / Officer

Date: 13/12/2025

## **Annexures**

- [Annexure - 1 \( Show Cause Notice \)](#)
- [Annexure - 1 \( Show Cause Notice \)](#)
- [Annexure - 2 \( Notice of Inquiry \)](#)
- [Annexure - 5 \( SCN Reply \)](#)