



SPANDANA

Show Cause Notice

Date : 19/12/2025

To,
Employee Name : Dhananjay Kumar Ram
Employee ID : SF0080583
Designation : Credit Assistant
Branch : BH3286

Subject : Show Cause Notice

Dear Dhananjay Kumar Ram,

With reference to the complaint number DC-FY-2025-05754 which has been reported on 17/12/2025.

It has been reported that due care is not taken by you while discharging your job responsibilities. An allegation of Process lapse under Non-Financial misconduct has been made against you. It has been found that

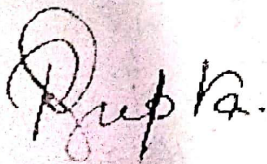
An allegation for negligence in LUC process violating the Code of conduct" has been made against you. Such practices lead to the departmental integrity issue and against the company policy.

You are hereby informed that any deviation on the part of any official of the Company while discharging the official responsibilities or any other deviation from the Company policies during the same is serious misconduct as per the policy and procedures of the Company.

The above act of yours if proven will amount to serious misconduct on your part and gross violation of the Company's Disciplinary policy & procedures and attract serious disciplinary actions.

Given the above you are asked to explain/reply through the mail id or the mobile number which was registered as per the company records, if any, within 48 hours from day of receipt of this show cause notice that why disciplinary action should not be taken against you as per the policy of the Company, failing to which the Company will proceed in the matter as per the records available, on the presumption that you have no explanation and have accepted the above alleged charges.

For Spandana Sphoorty Financial Limited
Authorized Signatory



Ranjeeta Gupta
Vice President (Human Resources)

सेवा में

श्रीमान H:R. शंख

विषय - S.C.N. ~~का~~ ~~व्यक्तिगत~~ Explanation के
संबंध में

महोदय

श्री धनंजय कुमार राय (560080583)

मिसेज आरबी में कार्यरत हूँ।

मैंने देखा कि हर कंपनी के नियम
उत्पन्न के लिए मैं आपसे समाप्रधान
करना हूँ और नी मान से वादा
करना हूँ कि आप के लिए मैं
द्वारा इस तरह का कोई कार्य नहीं
फिरा जायगा। अतः लिए मैं आपका
आभार करता हूँ

आपका विश्वासी

नाम - धनंजय कुमार राय

पि - 9546467550

(560080583)