



SPANDANA

Show Cause Notice

Date : 19/12/2025

To,
Employee Name : Vivek Kumar
Employee ID : SF0081790
Designation : Credit Assistant
Branch : BH3286

Subject : Show Cause Notice

Dear Vivek Kumar,

With reference to the complaint number DC-FY-2025-05753 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

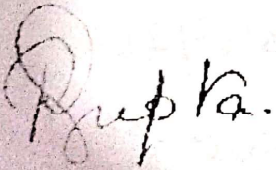
An allegation for negligence in LUC process violating the Code of conduct" has been made against you. Such process led to the departmental integrity issue and against the company policy.

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



Ranjanta Gupta
Vice President (Human Resources)

यैव मे

श्रीमान H.R. Sir

विषय S.c.n written explanation के संकष में

महाराज

मे विक्रम कुमार (SF0081790) मिरांज शाखामे
कार्यरत हूँ। मेरे द्वारा फिरोजपुर कम्पनि के
नियम उल्लंघन के लिए से आपसे
क्षमा प्रथी हूँ। और श्रीमान से वादा
करता हूँ कि आज के बाद मेरे इस तरह
का कोई कार्य नहीं किया जासगा इसके
लिए से आपसे आश्कस्त करता हूँ

आपका विश्वासी

नाम - विक्रम कुमार (SF0081790)

मो. - 9507810720

Vikram Kumar