



SPANDANA

Date: 14/07/2025

EX-PARTE INQUIRY REPORT

Background:

This is with reference to the case registered on 21/04/2025, under Financial misconduct, with allegations of Collection Misappropriation against Mr./Ms./Mrs. **Pavan Gajanan Valvekar**, bearing the Emp. ID - SF0068968. The employee has not taken due care while discharging his/her duties, and the charges mentioned in: Initial SCN dated 08/05/2025 and Detailed Show Cause Notice (DSCN) issued post Fraud Investigation on 10/05/2025. (Copy of the SCN letter/s is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 08/07/2025, informing that Mr./Ms./Mrs. Pavan Gajanan Valvekar, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 09/07/2025. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 09/07/2025 (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 18/04/2025 from Mr./Ms./Mrs. Tulshidas Shankar Dahikamble SF0031758 Cluster Manager, it was informed to the management that Mr./Ms./Mrs. Pavan Gajanan Valvekar SF0068968 Branch Quality Manager allegedly committed misconduct under Collection Misappropriation on 09/09/2024. 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: No evidence files found.

Fraud Investigation Files:

1. [1746776389790_IA Fraud Investigation Report MH Ichalkaranji-2 April 2025.xlsx](#)

1. [1746776389790_Evidence Pavan Gajanan Valvekar FN25-26-00277.rar](#)

Thereafter, an opportunity was given to Mr./Ms./Mrs. Pavan Gajanan Valvekar 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:** SF0057517 **Name:** Deepak Kothawade **Department:** Internal Audit
Decision: Termination **Committee type:** CommitteeMembers
Observation: He attend the meeting and Admit ths issue
Conclusion: Yes
2. **Member Id:** SF0088299 **Name:** Umesh Kumar **Department:** Operations
Decision: Termination **Committee type:** CommitteeMembers
Observation: ok
Conclusion: No
3. **Member Id:** SF0073747 **Name:** Pramod Kumar Cherukat **Department:** Human Resource
Decision: Termination **Committee type:** CommitteeMembers
Observation: To be terminated.
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. Pavan Gajanan Valvekar has violated Company's rules and is guilty of the charges mentioned under the said category in the Show Cause Notice dated 08/05/2025 and the Detailed Show Cause Notice (DSCN) issued post Fraud Investigation dated 10/05/2025.

Inquiry Committee / Officer

Date: 14/07/2025

Annexures

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