



SPANDANA

Date: 09/06/2025

EX-PARTE INQUIRY REPORT

Background:

This is with reference to the case registered on 25/04/2025, under Financial misconduct, with allegations of Pre-closure Misappropriation against Mr./Ms./Mrs. **Rajesh A R**, bearing the Emp. ID - SF0045732. The employee has not taken due care while discharging his/her duties, and the charges mentioned in: Initial SCN dated 29/04/2025 and Detailed Show Cause Notice (DSCN) issued post Fraud Investigation on 29/04/2025. (Copy of the SCN letter/s is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 26/05/2025, informing that Mr./Ms./Mrs. Rajesh A R, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 26/05/2025. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 26/05/2025 (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 24/04/2025 from Mr./Ms./Mrs. Gowrishankar D B SF0083293 Manager, it was informed to the management that Mr./Ms./Mrs. Rajesh A R SF0045732 Branch Manager allegedly committed misconduct under Pre-closure Misappropriation on 14/11/2024. 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:

1. [1745556949684_FW_Fraud Observation at KA Ramanathapura KAGL2034 branch.msg](#)

Fraud Investigation Files:

1. [1745905704395_Fraud Investigation Report - KA Ramanathapura - KAGL2034 Complaint No FN25-26-00353.msg](#)

Thereafter, an opportunity was given to Mr./Ms./Mrs. Rajesh A R 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:** SF0067849 **Name:** Mahesh Halemane **Department:** Operations
Decision: Termination **Committee type:** CommitteeMembers
Observation: All, emp did not attend the Inquiry call, so based on evidence produced by the Audit Team, it can be hereby concluded that there is adequate evidence to support that the alleged employee, has violated Company's rules.
Conclusion: Yes
2. **Member Id:** SF0091077 **Name:** Shivaraj MH **Department:** Human Resource
Decision: Termination **Committee type:** CommitteeMembers
Observation: Discussed with Operations and Audit team during ZDAC meeting. Employee did not attend meeting and not responded SCN/DSCN too. It has been observed and concluded that employee was involved in financial misappropriation. Hence recommending for Termination.
Conclusion: Yes
3. **Member Id:** SF0083293 **Name:** Gowrishankar D B **Department:** Internal Audit
Decision: Termination **Committee type:** CommitteeMembers
Observation: Agreed with DAC members decision.
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. Rajesh A R has violated Company's rules and is guilty of the charges mentioned under the said category in the Show Cause Notice dated 29/04/2025 and the Detailed Show Cause Notice (DSCN) issued post Fraud Investigation dated 29/04/2025.

Inquiry Committee / Officer

Date: 09/06/2025

Annexures

- [Annexure - 1 \(Show Cause Notice \)](#).
- [Annexure - 1 \(Show Cause Notice \)](#).