



# THE EMPLOYMENT TRIBUNALS

## Claimant

## Respondent

**Ms P Kunjuraman**

**v**

**Zaha Hadid Limited and another**

**Heard at:** London Central

**On:** 21, 24, 25 June 2019  
In Chambers 1 August 2019

**Before:** Employment Judge Glennie

### Representation:

**Claimant:** Ms N Ling (Counsel)

**First Respondent:** Ms E Banton (Counsel)

**Second Respondent:** Neither present nor represented

## JUDGMENT ON PRELIMINARY HEARING

### The judgment of the Tribunal is as follows:

1. Disclosures 1, 2, 8, 9, 10 (regarding Iran), 12, 13, 14, 15 and 16 relied on by the Claimant are not qualifying disclosures within the meaning of section 43B of the Employment Rights Act 1996 by reason of the operation of section 43B(4). The Claimant is not able to rely on these disclosures for the purposes of her complaints of detriment and unfair dismissal by reason of protected disclosures.
2. Disclosures 3, 4, 5, 6, 7, 10 (regarding Russia), 11, 17, 18, 19 and 20 do not fall within section 43B(4) of the Employment Rights Act. The Claimant is not prevented from relying on these for the purposes of her said complaints of detriment and unfair dismissal by reason of that section or by reason of any asserted legal professional privilege.
3. With the agreement of the parties, written reasons for this judgment will be sent subsequently.

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Employment Judge Glennie

Dated: 1 August 2019

Judgment sent to the parties on:

1 August 2019

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For the Tribunal Office