



# EMPLOYMENT TRIBUNALS

BETWEEN

**Claimant**

**AND**

**Respondent**

Mr E Constantinescu

Amazon (UK) Services Limited

**Heard at:** London Central

**On:** 25, 26, 27 September 2019

**Before:** Employment Judge Stout  
Mr I McLaughlin  
Mr P Secher

## Representations

**For the Claimant:** In person

**For the Respondent:** Ms Ahmad (Counsel)

# JUDGMENT

The unanimous judgment of the Tribunal is that the Respondent did not:

- (1) Directly discriminate against the Claimant contrary to ss 13 and 39(2)(c)/(d) of the Equality Act 2010; or
- (2) Victimise the Claimant contrary to ss 27 and 39(2)(c)/(d) of the Equality Act 2010.

Those claims are accordingly dismissed.

The Respondent has failed to pay to the Claimant 8.195 hours holiday pay to which he was entitled under his contract of employment.

The holiday pay claim is accordingly allowed and the Respondent is to pay the Claimant the agreed sum of £103.67 by way of damages for breach of contract.

Employment Judge : Stout

Date: 27<sup>th</sup> Sept 2019

JUDGMENT & REASONS SENT TO THE PARTIES ON

07/10/2019

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FOR THE TRIBUNAL OFFICE

Reasons having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.