



# EMPLOYMENT TRIBUNALS

**Claimant**

Mr J Tossou-Ayayi

v

**Respondent**

Ethos Foods UK Limited (1)  
Ms A Pstras (2)

Heard at: Central London Employment Tribunal (via CVP) On: 15-16 November 2021

Before: Employment Judge Norris sitting with Members: Professor J Holgate & Ms R Rose

Representation:

Claimant – In person

First Respondent – Mr P Delafield, consultant/Mr K Akram, director

Second Respondent – In person

## JUDGMENT

The Tribunal's unanimous decision is that:

- 1) The Claimant's complaint of age-related harassment was presented out of time and it would not be just and equitable to extend time.
- 2) The Claimant's complaint of race-related harassment is not well-founded and fails.
- 3) The claim is accordingly dismissed.

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Employment Judge Norris

Date: 16 November 2021

JUDGMENT SENT TO THE PARTIES ON

.16/11/2021.

FOR THE TRIBUNAL OFFICE

Note: *Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless a written request is received from any party within 14 days of the sending of this record of the decision.*