



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Hamlaoui

**Respondent:** Arabica Borough Limited

**Heard at:** London South via CVP **On:** 26, 27, 28 and 29 September 2022

**Before:** Employment Judge Khalil (sitting with members)  
Ms T Bryant  
Mr N Westwood

## Appearances

For the claimant: Ms Millin, Counsel

For the respondent: Mr Hussain, Consultant

## JUDGMENT

### Unanimous decision

The claimant's claims of direct race and direct religious discrimination contrary to S.13 Equality Act 2010 are not well founded and the claims are dismissed.

Reasons were given at the time and written reasons will not be provided unless they are asked for by a written request presented by any party within 14 days of the sending of this written record of the decision.

### Public access to Employment Tribunal decisions

All judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

**Case Number:2300012 /2020**

**Employment Judge Khalil**

**29 September 2022**