



EMPLOYMENT TRIBUNALS

Claimant: Mr Jagjeet Kumar

First Respondent: Vapes LDN Limited

Second Respondent: Mr Elliot White

Heard at: London South Tribunal

On: 14th to 17th March 2023

Before: Employment Judge Clarke
Ms J Forecast
Mr S Townsend

Representation:

Claimant: Mr M Raffell (litigator)

Respondent: Ms Y Barlay (Consultant)

JUDGMENT

- (1) The complaint of failure to pay the National Minimum Wage against the First Respondent and the complaint of direct sexual orientation discrimination against both the First and Second Respondents are each dismissed on withdrawal.
- (2) The complaint of unlawful deduction from wages against the First Respondent is dismissed on withdrawal, payment of the sum claimed having been made in full by the First Respondent.
- (3) The complaints of direct race discrimination and harassment on grounds of race against both the First and Second Respondents are not well-founded. This means that the Tribunal does not find that the Claimant was discriminated against by either of the Respondents because of his race.

- (4) The complaints of sexual harassment and harassment on the grounds of sexual orientation against both the First and Second Respondents are not well-founded. This means that the Tribunal does not find that the Claimant was sexually harassed by either of the Respondents or was subjected to harassment on grounds of sexual orientation.

Employment Judge Clarke
Date: 17th March 2023