



# EMPLOYMENT TRIBUNALS

**Claimant:** Dawid Sadlo

**Respondent:** Air Liquide Healthcare Ltd

**Heard at:** Bristol Employment Tribunal    **On:** 4 April 2023

**Before:** Employment Tribunal Millard

**Representation**

Claimant: Attended

Respondent: Mr Paul Wilson (Counsel)

## JUDGMENT ON A PRELIMINARY ISSUE

1. The claim of unfair dismissal is dismissed.

The Tribunal has no jurisdiction to hear the claim. It was presented out of time and it was reasonably practicable for it to have been presented in time.

2. The claim of automatic unfair dismissal is dismissed.

The Tribunal has no jurisdiction to hear the claim. It was presented out of time and it was reasonably practicable for it to have been presented in time.

3. The claim of direct race discrimination is dismissed.

The Tribunal has no jurisdiction to hear the claim. It was presented out of time and it is not just and equitable to extend time.

4. The claim of indirect race discrimination is dismissed.

The Tribunal has no jurisdiction to hear the claim. It was presented out of time and it is not just and equitable to extend time.

Employment Judge Millard  
Date: 4 April 2023

Judgment & reasons sent to the Parties on 14 April 2023

For the Tribunal Office