



## EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Mrs K Soyemi**

**V**

**Monster Energy Europe Ltd**

**Heard at: Watford (CVP)**

**On: 1 June 2023**

**Before: Employment Judge G D Davison**

**Appearances:**

**For the Claimant: Mr A Effiong (Representative)**

**For the Respondent: Ms C Mallin-Martin (Counsel)**

The parties agreed the claims advanced had been presented late. The issue for consideration was whether the Tribunal should extend time and therefore have jurisdiction to hear the claims.

## JUDGMENT

1. The claim for constructive unfair dismissal was not brought in time. The Claimant has not established that it was not reasonably practicable for the claim to have been advanced in time and so the Tribunal does not have jurisdiction to hear the claim.
2. The various claims under the Equality Act were also not brought in time. The Claimant has not established that it would be just and equitable to extend time.

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**Employment Judge G D Davison**

1 June 2023

Sent to the parties on

28 July 2023

For the Tribunal

GDJ

Note:

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision. Parties must be aware that if written reasons are requested a detailed judgment will be issued which will be on the Tribunals' website to which members of the public have access.