



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Buckley 3315387/2020  
Mr A Warsama 3315388/2020; 3315399/2020  
Mr G Williams 3315389/2020; 3315400/2020

**Respondent:** Car Giant Ltd R1  
Mr Chico Obhari R2

**Heard at:** Watford Employment Tribunal (In person)

**On:** 31 July; 1 to 4 August; 7 to 9 August 2023

**Before:** Employment Judge Quill; Ms K Charman; Mr D Wharton

## Appearances

For the claimant: Mr S Martins, consultant

For the respondent: Mr N Brockley, counsel

## JUDGMENT

1. By a unanimous decision, the complaints of unfair dismissal by each claimant are each not well-founded and are dismissed.
2. By a unanimous decision, the complaints by each claimant against each respondent of harassment related to race all fail and are dismissed.
3. By a unanimous decision, the complaints by each claimant against each respondent of direct discrimination because of race all fail and are dismissed.

**Case Number:** 3315387/2020, 3315388/2020, 3315389/2020,  
3315399/2020, 3315400/2020

4. The Claimants have requested written reasons, which will be produced and sent to the parties.

## **Employment Judge Quill**

Date: 9 August 2023

JUDGMENT SENT TO THE PARTIES ON

.....15/09/2023.....

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FOR THE TRIBUNAL OFFICE

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