



EMPLOYMENT TRIBUNALS

Heard at: Croydon (a hybrid hearing) **On:** 6 to 14 November 2023

Claimant: Mr Abdeljalil Drahmame

Respondent: E.ON Energy Solutions Limited

Before: Employment Judge E Fowell

Ms H Bharadia

Mrs S Laurence-Doig

Representation:

Claimant Hamed Zovidavi of counsel, instructed by Machins Solicitors LLP

Respondent James Boyd of counsel, instructed by Pinsent Masons LLP

JUDGMENT

The unanimous decision of the Tribunal is as follows:

1. The claimant was not constructively dismissed.
2. The complaint of harassment on grounds of race or religion is dismissed.
3. The complaint of direct discrimination on grounds of race or religion is dismissed.
4. The complaint of harassment on grounds of disability is dismissed.
5. The complaint of victimisation is dismissed.

Employment Judge Fowell

Date 14 November 2023