



EMPLOYMENT TRIBUNALS

Claimant

Respondent

v

Mr Artur Niitoja

1. Snozone Ltd
2. Mr Gary Adcock

Heard at: Cambridge
On: 13,14 and 15 November 2023
Before: Employment Judge Andrew Clarke KC
Members: Ms Wendy Smith
Mr David Snashall

Appearances

For the Claimant: In person
For the Respondents: Ms Katharine Bailey, Counsel

JUDGMENT

1. The claimant was not directly discriminated against by either respondent by reason of his nationality (or otherwise) and all claims against those respondents are dismissed.

Employment Judge Andrew Clarke KC

Date: 23/11/2023

Sent to the parties on: 9/1/2024

N Gotecha
For the Tribunal Office

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.