



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

Mr Michal Kloczkowski

v

Ikea Distribution Services Limited

## CERTIFICATE OF CORRECTION

### Employment Tribunals Rules of Procedure 2013

Under the provisions of Rule 69, the Reserved Judgment signed on the 7 May 2024 and sent to the parties on the 8 May 2024, contained an accidental slip, and paragraphs 145, 152, 158 and 164 are to be read as follows with the amendments shown as underlined and the deletion struck through :

145. As this unwanted conduct is not related to a relevant protected characteristic then the issue of whether ~~there~~ conduct had the proscribed effect ~~was any justification for such conduct~~, and whether his belief was a protected belief, need not be considered.

152. As this unwanted conduct is not related to a relevant protected characteristic then the issue of whether ~~there~~ conduct had the proscribed effect ~~was any justification for such conduct~~, and whether his belief was a protected belief, need not be considered.

158. As this unwanted conduct is not related to a relevant protected characteristic then the issue of whether ~~there~~ conduct had the proscribed effect ~~was any justification for such conduct~~, and whether his belief was a protected belief, need not be considered.

164. As this unwanted conduct is not related to a relevant protected characteristic then the issue of whether ~~there~~ conduct had the proscribed effect ~~was any justification for such conduct~~, and whether his belief was a protected belief, need not be considered.

Employment Judge L Brown

Date: 18 May 2024.....

Sent to the parties on: 23 May 2024...

.....  
For the Tribunal Office

**Important note to parties:**

Any dates for the filing of appeals or reviews are not changed by this certificate of correction and corrected written reasons. These time limits still run from the date of the original judgment, or original judgment with reasons, when appealing.