



EMPLOYMENT TRIBUNALS

Claimant

Mr Sujith Manuel

v

Respondent

Netduma Limited

Heard at: Cambridge (in person)

On: 20 May 2024

Before: Employment Judge Ord

Appearances

For the Claimants: Mr R Kohanzad, Counsel

For the Respondent: Ms T Sandiford, Counsel

JUDGMENT on DISABILITY

1. The Claimant was disabled at the material times by virtue of breathing difficulties.
2. The Claimant has not established that he was otherwise disabled at the material times.

21 May 2024

Employment Judge M Ord

Sent to the parties on: 31/05/2024

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.

Public access to Employment Tribunal decisions

Judgments and Reasons for the Judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal Hearing has been recorded you may request a transcript of the recording, for which a charge is likely to be payable in most but not all circumstances. If a transcript is produced it will

not include any oral Judgment or Reasons given at the Hearing. The transcript will not be checked, approved or verified by a Judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>