



EMPLOYMENT TRIBUNALS

Claimant: Mr M Muhammad

Respondents: Stericycle SRCL Ltd (1)
Shred-It Ltd (2)

Heard at: Reading **On:** 30 September – 3 October 2024

Before: Employment Judge Anstis
Ms A Crosby
Mr F Wright

Representation

Claimant: In person
Respondent: Mr D Patel (counsel)

JUDGMENT

1. The claimant's complaints of race and sex discrimination are dismissed.
2. The second respondent (Shred-It Ltd) unfairly dismissed the claimant.
3. (By a majority) the claimant caused or contributed to the dismissal by blameworthy conduct and it is just and equitable to reduce the compensatory award payable to the claimant by 75% and it is just and equitable to reduce the basic award payable to the claimant by 75% because of the claimant's conduct before the dismissal.
4. The claimant's other claims are dismissed on withdrawal.

Employment Judge Anstis
Date: 4 October 2024

JUDGMENT SENT TO THE PARTIES ON
8 November 2024

FOR THE TRIBUNAL OFFICE

Notes

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 may be payable. 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/>