



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A Kanabar  
**Respondent:** The Matrix Alliance Ltd  
**Heard at:** Leicester Hearing Centre, Kings Court, 5A New Walk,  
Leicester, LE1 6TE  
In public  
**On:** 11 February 2025  
**Before:** Employment Judge Adkinson sitting alone  
**Appearances**  
**For the claimant:** In person  
**For the respondent:** Mr M Heijnk, Director

## JUDGMENT

UPON hearing from the parties

UPON the claimant accepting he was not an employee of the respondent

AND UPON the Tribunal concluding that in any event the claim for breach of contract would have no reasonable prospect of success because the claimant cannot point to a contractual entitlement to the expenses he claims and there is no other reason to allow the claimant to continue

IT IS ORDERED THAT the claimant's complaint for breach of contract is dismissed.

(This does not affect any other claims. They will be heard and determined in the normal way.)

Approved by the Judge

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Employment Judge Adkinson

Date: 11 February 2025

JUDGMENT SENT TO THE PARTIES ON

.....13 February 2025.....

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FOR THE TRIBUNAL OFFICE

**Notes**

Reasons for the judgment or order 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**

All judgments (apart from withdrawal judgments) and written reasons for the judgments (if provided) are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the parties in a case.

**Appeals**

You can appeal to the Employment Appeal Tribunal if you think a legal mistake was made in an Employment Tribunal decision. There is more information here: <https://www.gov.uk/appeal-employment-appeal-tribunal>.

**Recordings**

If a Tribunal hearing has been recorded, you may request a transcript of the recording upon payment of any fee due. 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. You can access the Direction and the accompanying Guidance here: <https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>.