



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr. K. Khadam

**Respondent:** Superdrug Stores Plc.

**Heard at:** Watford by CVP                      **On:** 11 March 2025

**Before:** Employment Judge S. Matthews

## Representation

**Claimant:** Did not attend

**Respondent:** Ms. Matano (solicitor)

# JUDGMENT

The claimant's claims of indirect race discrimination, harassment related to race, victimisation, unfair dismissal and unlawful deductions from wages are DISMISSED.

## REASONS

1. The claimant did not attend. The tribunal has had no correspondence from the claimant since the ET1. The respondent has received no response to its correspondence to the claimant. The tribunal emailed the claimant the day before the hearing with a link for the CVP. The clerk telephoned the claimant today and left a message but there was no response. I waited until 14.15 before starting the hearing. The tribunal had no information before it about the reasons for the claimant's absence.

2. Given the lack of communication from the claimant and the lack of any potential explanation for his failure to attend I decided that it was in the interests of justice to dismiss the claim.

3. The claimant has brought another claim which is in almost identical terms to this one (case number 3304462/2024). That claim is listed for a case management hearing on 18 March 2025 and for a final hearing on 14, 15, 16 and 17 October 2025. The hearing on 18 March 2025 in relation to that claim remains listed for case management.

Approved by:

**Employment Judge S. Matthews**

**11 March 2025**

JUDGMENT SENT TO THE PARTIES ON

12 March 2025

FOR THE TRIBUNAL OFFICE

## **Notes**

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

[www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)