



EMPLOYMENT TRIBUNALS

Claimant: Mr Hans Johansson

Respondent: Blackswan Technologies AI Ltd

Heard at: Croydon

On: 2 May 2025

Before: Employment Judge Liz Ord

Representation:

Claimant: In person
Respondent: Not appearing

JUDGMENT

1. The complaints of unauthorised deductions from wages, consequential losses, and unpaid expenses are well-founded and succeed.
2. The respondent is ordered to pay the claimant the sum of **£80,149.62**. This sum comprises the following:
 - a. Part net salary outstanding from 1.7.23 to 31.3.24 in the sum of £2,127.57 (period of 9 months when salary was only partially paid).
 - b. Full net salary outstanding from 1.4.24 to 30.4.25 in the sum of £63,315.85 (13 months at £4,870.45 – salary usually paid in 3rd week of the month).
 - c. Employer pension contributions from October 2023 to May 2025 plus May 2023 in the sum of £12,319.86 (21 months at £586.66 per month – pension contributions paid on 1st working day of the month).
 - d. Consequential losses in the sum of £2,204.09, incurred from sale of shares due to lack of salary.
 - e. Unpaid corporate expenses for laptop delivery in the sum of £182.25.

Employment Judge Liz Ord

Date: 2nd May 2025

Judgment sent to parties on:

Date: 19th May 2025

For the Tribunal Office

Notes

1. 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. If written reasons are provided, they will be displayed on the tribunal's online register of judgments, which is visible to internet searches.