



EMPLOYMENT TRIBUNALS

Claimant: Mr N Cowell
Respondent: 4 Degrees C Ltd
Heard at: London East Employment Tribunal (by video)
On: 9 June 2025
Before: Employment Judge Hook

Representation

Claimant: In person
Respondent: Mr J Lawless (director) and Mrs R Lawless (managing director)

JUDGMENT

The judgment of the Tribunal is that:-

1. The claimant's claim for unlawful deductions from wages is not well founded and is dismissed.
2. The claimant's claim for unpaid holiday pay is well founded to the extent that he is awarded £399.

Employment Judge Hook
Dated: 9 June 2025

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

All 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.

