



EMPLOYMENT TRIBUNALS

Claimant: Mr M Cole

Respondent: Micro Focus Software UK Limited

Before: Employment Judge Gumbiti-Zimuto
Members: Mrs M Harris and Mr P Miller

Heard at: Reading **On:** 2-5 June 2025

Appearances
For the Claimant: In person
For the Respondent: Mr M Green, counsel

JUDGMENT

The claimant's complaints of unfair dismissal, and age discrimination are not well founded and are dismissed.

Approved by:
Employment Judge Gumbiti-Zimuto

Date: 5 June 2025

Sent to the parties on: 25 June 2025

For the Tribunals Office

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.

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/>