



# EMPLOYMENT TRIBUNALS

**Claimants:** Mr S Balmont (C1) and Claimants 2-11

**Respondent:** Flogas Britain Limited

**Heard at:** Swansea

**On:** 27<sup>th</sup> June 2025

**Before:** Employment Judge H J Randall  
Mrs A Burge  
Mrs J Keene

## REPRESENTATION:

**Claimants:** Mr M Puar (Counsel)

**Respondent:** Mr P Mitchell (Counsel)

## JUDGMENT

The unanimous judgment of the Tribunal is as follows:

### Inducements relating to collective bargaining

1. The complaint under s.145B of the Trade Union Labour Relations (Consolidation) Act 1992 for inducements relating to collective bargaining is not well-founded and is dismissed.

**Approved by:**  
Employment Judge H J Randall  
27<sup>th</sup> June 2025

Judgment sent to the parties on:

18 July 2025

For the Tribunal:

Adam Holborn

**Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

**Public access to employment tribunal decisions**

Judgments (apart from judgments under rule 51) and reasons for the judgments 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 claimant(s) and respondent(s) in a case.