



EMPLOYMENT TRIBUNALS

Claimant: Mr I Ashraf

Respondent: Enigma Security Solutions Limited

Heard at: Watford (by CVP) **On:** 10 July 2025

Before: Employment Judge Baran

Appearances:

Claimant: In person

Respondent: O Dobbie (Counsel)

JUDGMENT

The judgment of the Tribunal is as follows:

1. The claim was not presented within the applicable time limit. It was reasonably practicable to do so. The claim is therefore dismissed.

Approved by:

Employment Judge Baran

10 July 2025

Judgment sent to the parties on:
22 July 2025
For the Tribunal Office:

Notes

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 placed online.

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/