



EMPLOYMENT TRIBUNALS

Claimant

Mr Manuel Trillo Fernandez

Respondent

v Greene King Retail Services Limited

Heard at: London Central

On: 29,30 & 31 July 2025

Before: Tribunal Judge RE Peer acting as an Employment Judge

Representation

For the Claimant: In person

For the Respondent: Mr Pickard, Counsel instructed by ESP Solicitors Limited

JUDGMENT

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. There is a 100 % chance that the claimant would have been fairly dismissed in any event.
3. It is just and equitable to reduce the basic award payable to the claimant by 100% because of the claimant's conduct before the dismissal.

Tribunal Judge Peer acting as an Employment Judge

Date 31 July 2025

JUDGMENT SENT TO THE PARTIES ON

12 August 2025

FOR THE TRIBUNAL OFFICE