



EMPLOYMENT TRIBUNALS

Claimant: Miss. E. Pierce
Respondent: Nudo Limited
Heard at: London South Employment Tribunal
On: 4th August 2025
Before: Employment Judge Sudra sitting with non-legal members Mr. Newlyn and Mr. Fairbank

Appearances

Claimant: Mr. K. Ali of Counsel
Respondent: Failed to Attend

JUDGMENT

The Claimant's claim is well founded and upheld.

1. The complaint of unfair dismissal is well founded and upheld.
2. The complaint of maternity discrimination is well founded and upheld.
3. The complaint of direct sex discrimination is well founded and upheld.
4. The complaint of unauthorised deductions from wages is well founded and upheld.
5. The complaint of holiday pay is well founded and upheld.
6. The complaint of redundancy pay is well founded and upheld.
7. The complaint of notice pay is well founded and upheld.

8. The Claimant is awarded the sum of **£83,604.07p** made up as follows

- (i) A compensatory award for unfair dismissal of £500.00p (in respect of the loss of statutory rights).
- (ii) A compensatory award for discrimination (in respect of past loss of earnings and pension contributions) of £24,573.12p.
- (iii) Interest on the compensatory award for discrimination of £1,866.67p (calculated at 4% for 32 weeks (EDT to 29th January 2024)).
- (iv) An award for injury to feelings of £20,000.00p.
- (v) Interest on the award of injury to feelings of £3,733.33p (calculated at 8% from 19th April 2023 to date of Final Hearing).
- (vi) An award for redundancy pay of £3,215.00p
- (vii) An award for unauthorised deductions from wages of £2,380.48p.
- (viii) An award for unpaid accrued annual leave of £5,802.43p.
- (ix) An award for unpaid notice pay of £6,471.94p.
- (x) An Acas uplift of 10%.
- (xi) A grossing up payment of £8,206.81p (calculated on the basis that the first £30,000.00p (plus the tax-free allowance of £12,570.00p) of the award will incur no income tax, and the remainder will incur income tax at the rate of 20%).

9. The Respondent must pay the Claimant the sum of, **£83,604.07p** within 21 days of the date this judgment is sent to the parties.

Employment Judge Sudra

Date: 5th AUGUST 2025

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.

Public access to employment tribunal decisions

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.