



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Bagbozan  
**Respondent:** The Co-operative Group Limited

**Heard at:** Central London, by video      **On:** 23 September 2025  
**Before:** Employment Judge Bradford

**Appearances**  
For the Claimant: In person  
For the Respondent: Miss A Bibi, Litigation Consultant

## JUDGMENT

1. The Claimant's complaint that the Respondent failed to make reasonable adjustments in contravention of sections 20 and 21 Equality Act 2010 is dismissed, having no reasonable prospects of success, as the Claimant was not, at the relevant time, disabled in accordance with section 6 Equality Act 2010.

Employment Judge Bradford  
Date: 23 September 2025

JUDGMENT SENT TO THE PARTIES ON  
1 October 2025

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FOR THE TRIBUNAL OFFICE