



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

MR M RAWLINGS

AND

Respondent

VIVO DEFENCE SERVICES LTD

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT: BRISTOL ON: 8TH / 9TH SEPTEMBER 2025

EMPLOYMENT JUDGE MR P CADNEY
(SITTING ALONE)

MEMBERS:

APPEARANCES:-

FOR THE CLAIMANT:- MS L HINAM (MOTHER)

FOR THE RESPONDENT:- MS G REZAIE (COUNSEL)

JUDGMENT

The judgment of the tribunal is that:-

1. The claimant's claim that he was unfairly dismissed is not well founded and is dismissed.

(If either party seeks written reasons for the decision given orally it must apply in writing within 14 days of the date on which this Judgment is promulgated.)

EMPLOYMENT JUDGE CADNEY

Dated: 9th September 2025

**Judgment entered into Register
And copies sent to the parties on
02 October 2025**

for Secretary of the Tribunals