



EMPLOYMENT TRIBUNALS

Claimant: Mr Philip Meakins

Respondent: AstraZeneca UK Limited

Heard at: Watford (in public, by video)

On: 25 September 2025

Before: Employment Judge C H O'Rourke

Appearances

For the Claimant: In person

For the Respondent: Ms J Shepherd - counsel

PUBLIC PRELIMINARY HEARING JUDGMENT

1. The Claimant's claims of constructive unfair dismissal, automatic unfair dismissal and automatic constructive unfair dismissal are dismissed, upon withdrawal.
2. The Claimant's application to amend his claim to add a claim of victimisation is granted.
3. The Claimant's application for a rule 49 anonymity order, in respect of a witness, is refused.

4. The Respondent's application for a deposit order in respect of the Claimant's claim of indirect discrimination: same disadvantage (s.19A Equality Act) is refused.

Approved by:

Employment Judge O'Rourke

25 September 2025

Sent to the parties on:

16 October 2025

For the Tribunal Office: