



EMPLOYMENT TRIBUNALS

Claimant: Mr K Sangha

Respondent: GXO Logistics UK Limited

Heard at: Birmingham West

On: 28.07.2025

Before: Employment Judge L Mensah

Tribunal member: Ms J Keene and Mr S Woodhall

Type of hearing: Hybrid

Representation

Claimant: In person

Respondent: Mr Paul Sands (Solicitor)

Respondent witnesses in attendance:

Mr Martin Billingham: Shift Spilt Manager (C & D shift)

Mr Chris Smith: Site Manager

JUDGMENT

1. All claims are dismissed upon withdrawal.
2. The Claimant had withdrawn all the claims orally but for the Unfair Dismissal and the Holiday pay claim on the morning of the first day of a five-day case before us. The Respondent confirmed he had been paid his holiday pay, and they had filed the evidence of the same. We had taken the rest of the morning for reading.
3. The Claimant and Respondent then informed the Tribunal orally at 1.30pm that the Claimant wished to withdraw all claims and they had agreed to cover their own costs, in what Mr Sands described as a “Drop hands” agreement. The Claimant confirmed orally before the Tribunal that he understood he would not be entitled to

resurrect his claims once they were withdrawn, and the proceedings would be ended. We discussed this with him and were satisfied he understood the implications of the decision he had made.

4. In those circumstances all claims under these proceedings are dismissed.

Approved by:

Employment Judge Mensah

28.07.2025