



EMPLOYMENT TRIBUNALS

Claimant: Mr G Kazis

Respondent: Michels Ventures 4 Limited

Heard at: Watford Employment Tribunal

On: 13 October 2025

Before: Employment Judge Arullendran

REPRESENTATION:

Claimant: In person

Respondent: Mr Alex Reid (solicitor)

JUDGMENT

The Judgment of the Employment Tribunal is as follows:

1. The stay on claims with the claim number 330290/2024 is lifted.
2. The claim of discrimination on the grounds of marriage and civil partnership is struck out under Employment Tribunal Rule 38(1)(a) because it has no reasonable prospect of success.
3. The claim of discrimination on the grounds of religion or belief is struck out under Employment Tribunal Rule 38(1)(a) because it has no reasonable prospect of success.
4. The claim of unauthorised deduction of wages is struck out under Employment Tribunal Rule 38(1)(a) because it has no reasonable prospect of success.
5. The claim of unfair dismissal with claim number 330655/2024 is struck out under Employment Tribunal Rule 38(1)(a) because it has no reasonable prospect of success.
6. The claims of dismissal and/or detriment related to health and safety is struck out under Employment Tribunal Rule 38(1)(a) because it has no reasonable prospect of success.
7. The final hearing due to start on 13 July 2026 is cancelled.

Approved by:

Employment Judge Arullendran

13 October 2025

Judgment sent to the parties on:

23/10/2025

For the Tribunal:

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings and accompanying Guidance, which can be found at www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/