



EMPLOYMENT TRIBUNALS

Claimant: Mr Joshua Thompson

Respondent: MXTreality Limited

Heard at: London Central Employment
Tribunal (by CVP)

On: 9 and 10 October
2025

Before: Employment Judge A Close

REPRESENTATION:

Claimant: Mr Joshua Thompson

Respondent: Mr Toby Pettinger

JUDGMENT

The judgment of the Tribunal is as follows:

1. Unfair dismissal

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. The respondent shall pay the claimant a compensatory award of £2,281.83

2. Profit share

The claimant's complaint of breach of contract in relation to profit share is not well-founded and is dismissed.

3. Backdated pay - June 2024

1. The claimant's claim for breach of contract relating to the failure of the respondent to pay backdated pay in June 2024 is well-founded.
2. The respondent is ordered to pay the claimant £2,500. This sum is expressed as a gross amount with the expectation that the respondent will pay it to the claimant after deduction of tax.

4. Failure to provide payslips

The claimant's claim that the respondent failed to provide him with payslips for the period between August and November 2024 in accordance with section 8 of the Employment Rights Act 1996 is well-founded and succeeds.

The claimant's claims in relation to the failure to pay a statutory redundancy payment and bonus entitlements pursuant to his contract of employment were withdrawn by the claimant and are dismissed.

Employment Judge A Close

10 October 2025

JUDGMENT SENT TO THE PARTIES ON

24 October 2025

FOR THE TRIBUNAL OFFICE

M PARRIS