



EMPLOYMENT TRIBUNALS

Claimant: Mr Benedict Das

Respondent: Burberry Limited

Heard at: London Central ET **On:** 27, 28, 29 and 30 October 2025

Before: Employment Judge G. King

Representation

For the Claimant: Mr D. Bunting - counsel

For the Respondent: Mr R. Lassey - counsel

JUDGMENT

1. The Claimant's claim in respect of failure to make reasonable adjustments, pursuant to ss. 20 and 21 Equality Act 2010, in relation to items (a) to (e) inclusive in the agreed List of Issues is dismissed by way of withdrawal.
2. The Claimant's claim of discrimination arising from disability, pursuant to s.15 Equality Act 2010, is not well founded and is dismissed.
3. The Claimant's claim in respect of failure to make reasonable adjustments, pursuant to ss. 20 and 21 Equality Act 2010, in relation to items (f) to (i) inclusive in the agreed List of Issues is not well founded and is dismissed.
4. The Claimant's claim of direct discrimination in relation to disability, pursuant to s.13 Equality Act 2010, is not well founded and is dismissed.

Approved by Employment Judge G. King

Date: 30 October 2025

JUDGMENT SENT TO THE PARTIES ON

25 November 2025

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FOR THE TRIBUNAL OFFICE