



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Joseph  
**Respondent:** VP PLC  
**Heard at:** East London Hearing Centre  
**On:** 16 – 19 September 2025  
**Before:** Employment Judge Iman  
**Members:** Ms S Harwood,  
Mrs B Saund

## Representation

**Claimant:** Self-represented  
**Respondent:** Mr Wood (Counsel)

The Employment Judge gave judgment on behalf of the panel as follows:-

# JUDGMENT

The claims of unfair dismissal and race discrimination were not well founded and were dismissed. The claim of unlawful deduction of wages was withdrawn at the commencement of the hearing.

**Approved by:**  
**Employment Judge Iman**  
**Dated: 20 October 2025**