



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4100376/2025

Held in Glasgow on 4 December 2025

Employment Judge S Cowen

Ms Patzka

**Claimant
Represented by
Ms Janusz (solicitor)**

WRC Recycling Limited

**FirstRespondent
Represented by
Mr Hendley (solicitor)**

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

1. The Claimant was disabled with osteoarthritis under the definition in s.6 Equality Act 2010, during the relevant period up to 28 November 2024.

Date sent to parties

05 December 2025