



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr G Georgiev

**Respondents:** FedEx Express UK Transportation Limited

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

**Heard at:** Southampton

**On:** 15 to 18 December 2025

**Before:** Employment Judge Gray

### Appearances

For the Claimant: In person  
(assisted by a Court appointed interpreter  
- Miss T Lisiyska – Amirashayeri, on days 1 and 2  
- Miss M Spirdonova on day 4)

For the Respondent: Mr Wright (Counsel)

## JUDGMENT

**The judgment of the tribunal is that the Claimant's complaints of unfair dismissal, direct race discrimination and victimisation fail and are dismissed.**

Approved by:  
**Employment Judge Gray**  
Dated 18 December 2025

Judgment sent to Parties on  
12<sup>th</sup> January 2026

---

Simon Fraser

---

**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.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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 here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>