



# EMPLOYMENT TRIBUNALS

**Claimant:** Giulia Theurer  
**Respondent:** Percepta UK Limited  
**Heard at:** East London Hearing Centre  
**On:** 11-14 November 2025  
**Before:** Employment Judge Iman  
**Members:** Mrs B K Saund  
Ms G Forrest

## Representation

**Claimant:** Self- represented  
**Respondent:** Mr Maini- Thompson (Counsel)

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

# JUDGMENT

The claimant's claims of indirect sex discrimination and direct sex discrimination are not well founded and are dismissed.

**Employment Judge Iman**  
**Dated: 29 December 2025**

## Note

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.

## **Public access to employment tribunal decisions**

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

## 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/>