



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/>