



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Charalampos Kesoglou  
**Respondent:** CONTI LTD  
**Heard at:** East London Hearing Centre (Cloud Video Platform)  
**On:** 9 December 2025  
**Before:** Employment Judge Rao  
**Appearances:**  
For the claimant: Did not attend and was not represented  
For the respondent: Did not attend and was not represented

## JUDGMENT

### Non-attendance of parties

1. Neither party attended or was represented before me.
2. Both parties were notified of today's listing of a final hearing by way of a letter dated 12 September 2025 sent via the online portal.
3. An ET3 has been filed. Companies House records show that the respondent is still incorporated.
4. The claimant has provided a mobile telephone number. The Tribunal attempted to contact that number this morning but there was no answer.
5. I put the matter back to 11am while both parties were contacted by email. No reply was received by 11am.

6. I am satisfied that both parties have been notified of today's hearing and that the Tribunal has made all practicable enquiries to ascertain the reasons for their non-attendance.
7. In accordance with Rule 47 of the Employment Tribunal Procedure Rules 2024 the hearing proceeded in the absence of both parties.

**Unfair dismissal**

8. The claimant says he was unfairly dismissed without notice. He gives his dates of employment as 21 October 2024 to 18 February 2025. Pursuant to s.108 of the Employment Rights Act 1996, an employee who seeks to bring a complaint of non-automatic unfair dismissal must have been continuously employed for a period of not less than two years ending with the effective date of termination. The claimant does not satisfy this qualifying period of employment.
9. The ET1 claim form quotes from his dismissal notification which gives as the reasons for dismissal gross misconduct (unauthorised disclosure of confidential information, and providing false and misleading information to hourly-paid staff about holiday entitlements). The claimant gives no particulars of how this dismissal is unfair and on the limited information provided to me I cannot see that there is a complaint of automatic unfair dismissal.
10. Consequently, the complaint of unfair dismissal is not well-founded and is dismissed.

**Approved by:  
Employment Judge Rao  
Dated: 9 December 2025**

**Note**

Reasons for the judgment 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.