



EMPLOYMENT TRIBUNALS

Claimant

Oliver Roberts

v

Respondent

Nano Fibre UK Ltd

Heard at: Cambridge

On: 26 January 2026

Before: Employment Judge Tynan (sitting alone)

Appearances

For the Claimant: In person

For the Respondent: Mr C Firmin, Litigation Consultant

JUDGMENT

The claim is not well founded and is dismissed.

Approved by:
Employment Judge Tynan

Date: 26 January 2026

Sent to the parties on: 4 February 2026

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For the Tribunal Office

Note

Reasons for the order 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

Judgments and Reasons for the Judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case.

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 is likely to be payable in most but not all circumstances. 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/>