



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M A Csiplo

**Respondent:** Lewmar Ltd

**Heard at:** Southampton

**On:** 12, 13 and 14 January 2026

**Before:** Employment Judge Craft

## **Representation**

**Claimant:** Himself

**Respondent:** Ms J Sharratt, Counsel

# JUDGMENT

1. Upon application by the Respondent under Rule 38(1)(a) and (c) of the Employment Tribunal Rules of Procedure 2024 the Claimant's claims for direct race discrimination and harassment by reason of race are dismissed because the Claimant had not complied with an order of the Tribunal and these claims had no reasonable prospect of success.
2. The Claimant's claim that he was subjected to detriments within the terms of s.47B Employment Rights Act 1996 because he had made two qualifying protected disclosures as defined by s.43B of the Act fails and is dismissed.

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Employment Judge Craft  
22 January 2026

JUDGMENT SENT TO THE PARTIES ON  
7 February 2026

Jade Lobb  
FOR THE TRIBUNAL OFFICE

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://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 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/>.