



EMPLOYMENT TRIBUNALS

Claimant: Mr Z Sadique

Respondent: DHL Services Ltd

Heard at: Midlands West Employment Tribunal

On: 13 February 2026 via CVP

Before: Employment Judge Noons

Appearances

Claimant: In person

Respondent: Mr Pal – Counsel

JUDGMENT

It is the decision of the Employment Tribunal that:

1. The claimant's claims are dismissed.
2. All of the claimant's claims were presented outside of the statutory time limits for such claims.
3. It was reasonably practicable for the claimant to have issued his claims under the Employment Rights Act 1996 within the statutory time limits.
4. The claims brought under the Equality ACT 2010 are outside of the statutory time limits and it is not just and equitable to extend that time limit.

Employment Judge Noons

DATED: 13 February 2026