



EMPLOYMENT TRIBUNALS

Claimant: Mr Mohammad Rana

Respondent: Equifax Ltd

Heard at: London Central via CVP **On:** 20 January 2026

Before: Employment Judge Clark

Representation

Claimant: In person

Respondent: Ms C Casserley - Counsel

JUDGMENT

1. For reasons given to the parties' orally in the hearing, the claimant's claim of unlawful deduction from wages (in relation to his bonus) is struck out as he has no reasonable prospects of success in establishing that it was not reasonably practicable to submit a timely claim.
2. The respondent's application to strike out the claimant's four claims of unlawful harassment on the basis that they are out of time is refused. For the avoidance of doubt, the Tribunal has not determined whether it would be just and equitable to extend time for those claims. This will be a matter for the Tribunal at the full merits hearing.

H. Clark

Employment Judge H Clark

20 January 2026

JUDGMENT SENT TO THE PARTIES ON

17 February 2026

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FOR THE TRIBUNAL