



EMPLOYMENT TRIBUNALS

Claimant: Mr M C Jones

Respondent: Kronospan Ltd.

HELD AT: Mold **on:** 10-11 February 2026

BEFORE: Employment Judge T. Vincent Ryan

REPRESENTATION:

Claimant: Mr P Harthan, Counsel

Respondent: Mr J Walters, Counsel

JUDGMENT

1. The judgment of the Tribunal in respect of Liability is that:
 - 1.1. The Claimant's following claims are well-founded and succeed:
 - 1.1.1. that he was Wrongfully Dismissed on 15th December 2025 (dismissal in breach of contract) and
 - 1.1.2. that he was Unfairly Dismissed for a reason related to conduct on 15th December 2025
2. The judgment in respect of Remedy is:
 - 2.1. Any Compensatory Award shall be reduced by 50% to reflect the "Polkey principle".
 - 2.2. Any Basic Award shall be reduced, and Compensatory Award shall be further reduced, by 50% in accordance with s.122 (2) and s.123 (6) Employment Rights Act 1996, respectively.
 - 2.3. The parties have reached terms of settlement of the Claimant's claim to Awards in respect of the above Liability Judgment, having taken into account the judgment at paragraphs 2.1 and 2.2 above, without a Remedy Hearing or

decision of the Tribunal. The Respondent shall pay to the Claimant, within 7 days the total sum of £26,017.54 comprising:

- 2.3.1. Unfair Dismissal Basic Award of £8,037.50
- 2.3.2. Unfair Dismissal Compensatory Award of £7,709.09
- 2.3.3. Damages for Wrongful Dismissal £10,271.04

3. The Recoupment Provisions do not apply.

Approved by Employment Judge T V Ryan

Date: 11.02.26

JUDGMENT SENT TO THE PARTIES ON

17 February 2026

FOR THE TRIBUNAL OFFICE
Katie Dickson

Note

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 (and no such request was made) or a written request is presented by either party within 14 days of the sending of this written record of the decision.