



EMPLOYMENT TRIBUNALS

Claimant: Mr O Demirus
Respondent: Zeroavia Limited
Heard at: Bristol (by CVP) **On:** 13 August 2025
Before: Employment Judge Gray-Jones

Representation

Claimant: In Person
Respondent: Mr J Chambers (Solicitor)

PRELIMINARY HEARING IN PUBLIC

JUDGMENT

1. The claim was not presented within the applicable time limit. It was reasonably practicable to do so. The claim is therefore dismissed.

Employment Judge D Gray-Jones

Date: 13 August 2025

JUDGMENT SENT TO THE PARTIES ON
9 September 2025

Jade Lobb
FOR THE TRIBUNAL OFFICE

Note

Written reasons will not be provided unless 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.