



EMPLOYMENT TRIBUNALS

Claimant: Matt Lott
Respondent: Yepic AI Limited
Heard at: East London Hearing Centre (by Cloud Video Platform)
On: 11 March 2026
Before: Employment Judge A Rao

Representation

For the claimant: In person
For the respondent: In person

JUDGMENT ON LIABILITY

Wages

1. The complaint of unauthorised deductions from wages in the period 1 October 2024 to 2 December 2024 inclusive brought under section 23 of the Employment Rights Act 1996 is well-founded and succeeds.

Holiday pay

2. The complaint in respect of holiday pay brought under regulation 30 of the Working Time Regulations 1998 for the period of 1 October 2024 to 2 December 2024 inclusive is well-founded and succeeds.

Pay in lieu of notice

3. The claimant's complaint for breach of contract in respect of notice pay brought under the Employment Tribunals Extension of Jurisdiction (England and Wales) Order 1994 is dismissed upon withdrawal by the claimant.

Late pension contributions

4. The complaint of breach of contract due to late pension contributions, brought under the Employment Tribunals Extension of Jurisdiction (England and Wales) Order 1994, is dismissed as the claimant opted-out of the relevant pension scheme.

The parties are to provide submissions on remedy in accordance with the Case Management Orders dated 11 March 2026 sent out alongside this Judgment.

**Approved by:
Employment Judge A Rao
Dated: 11 March 2026**

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 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

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimant(s) and respondent(s).

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/>