



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Munir Aslam  
**Respondent:** John Lewis Plc  
**Heard at:** East London Hearing Centre  
**On:** 8, 9 and 10 April 2026  
**Before:** Employment Judge Gardiner

## Representation

Claimant: Self-represented  
Respondent: Mr Lachlan Wilson, counsel

# JUDGMENT

## The judgment of the Tribunal is that:-

1. The Claimant was unfairly dismissed contrary to Section 98(4) Employment Rights Act 1996.
2. A reduction of 25% shall be made to the basic award under Section 122(2) Employment Rights Act 1996 on the basis that it would be just and equitable to do so given the Claimant's contributory conduct.
3. A reduction of 25% shall be made to the compensatory award under Section 123(6) Employment Rights Act 1996 on the basis that the dismissal was contributed to by actions of the Claimant.
4. An increase of 10% shall be made to the compensatory award under Section 207A(2) Trade Union & Labour Relations Consolidation Act 1992 on the basis that the Respondent has failed to comply with the ACAS Code of Conduct on Disciplinary Procedures, that failure was unreasonable, and it would be just and equitable in all the circumstances to make an increase of 10%.
5. The Claimant is entitled to the sum of **£6825** by way of basic award, being 13 x £700 = £9100 reduced by 25%.

