



EMPLOYMENT TRIBUNALS

Claimant: Mr. Z Sunsoay

Respondent: Payoneer (UK) Limited

Heard at: Birmingham

Method: By hybrid hearing – Parties by CVP, the Panel in person

On: 13 and 14 April 2026

Before: Employment Judge Smart in public
Miss R Addison
Mr. B Allen

Appearances:
For the Claimant: Himself
For the Respondent: Mr. P Sangha (counsel)

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

1. The Claimant's claims that he was subjected to detriment under s39 Equality Act 2010 because the Respondent committed direct age discrimination against him prohibited by s13 Equality Act 2010 are not well founded and are dismissed.

CASE MANAGEMENT DECISIONS

2. The Claimant's application to adduce additional documents into evidence was successful by consent for pages 1 – 3, 11 – 14 and 17 in the supplemental bundle.
3. The Claimant withdrew the application to adduce pages 21 – 25 in the supplemental bundle.
4. The remainder of the Claimant's application to adduce new documents into the evidence bundle was refused.
5. The Respondent did not pursue its strike out and deposit order application.

6. The Claimant requested written summary reasons of the tribunal's decision at the hearing. Those will be provided as soon as possible.

Judgment and Order approved
by:

Employment Judge G Smart

On 15 April 2026

The reasons for this decision were given orally at a hearing. If the oral reasons were summary reasons, written summary reasons will not be provided unless they have been requested in writing by any of the parties within 14 days of the date this judgment was sent to the parties. If the oral reasons were full reasons, full written reasons will not be provided unless they have been requested in writing within 14 days of the date this judgment was sent to the parties. Public access to employment tribunal decisions: Note that both judgments and full written 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 parties. 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/>