



EMPLOYMENT TRIBUNALS

Claimant: Mr P Wendolowski

Respondents: (1) DHL E-Commerce UK Ltd
(2) Katie Thomas
(3) Kelvin Kenkins

Heard at: Cardiff **On:** 14 April 2026

Before: Employment Judge S Moore

Representation

Claimant: In person
Respondent: Ms M Sharp, Counsel
Interpreter: Mrs K Neale-Picard

PRELIMINARY HEARING IN PUBLIC JUDGMENT

The judgment of the Tribunal is as follows:

1. The complaints of unfair dismissal, unauthorised deduction from wages, breach of contract and unpaid holiday pay were not presented within the applicable time limit. It was reasonably practicable to do so. The complaints are therefore dismissed.
2. The complaints of direct race discrimination and race related harassment were not presented within the applicable time limit. It is not just and equitable to extend the time limit. The complaints are therefore dismissed.

Approved by:

Employment Judge S Moore

14 April 2026

JUDGMENT SENT TO THE PARTIES
ON

15 April 2026

Miriam Drake
FOR THE TRIBUNAL OFFICE

Notes

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. If written reasons are provided they will be placed online.

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 claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/