



EMPLOYMENT TRIBUNALS

Claimant

Cinzia Marino

v

Respondent

Nicomatic (UK) Limited

Heard at: Cambridge

On: 9, 10, 11, 12, 13 March 2026 (five days)

Before: Employment Judge de Silva KC, Ms W. Smith, Mr C. Grant

Appearances

Claimant: Ms J May, Solicitor

Respondent: Mr J Lewis-Bale, Counsel

JUDGMENT

The judgment of the Employment Tribunal is as follows:

1. The Claimant's complaint of constructive unfair dismissal pursuant to section 98 of the Employment Rights Act 1996 is dismissed.
2. The Claimant's complaint of direct pregnancy and maternity discrimination pursuant to sections 13 and 39 of the Equality Act 2010 is dismissed.
3. The Claimant's complaint of indirect sex discrimination pursuant to sections 19 and 39 of the Equality Act 2010 is dismissed.

Approved by:
Employment Judge de Silva KC

Date: 20 March 2026

Sent to the parties on:

17 April 2026

For the Tribunal Office:

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