



EMPLOYMENT TRIBUNALS

BETWEEN

CLAIMANT

RESPONDENT

GABRIELA BOLOHAN

V

SOLWAY FOODS LIMITED

HELD AT CARDIFF

ON: 13, 14, 15, 16 & 17 APRIL 2026

BEFORE: EMPLOYMENT JUDGE S POVEY

REPRESENTATION:

FOR THE CLAIMANT: IN PERSON

FOR THE RESPONDENT: MR BRONZE (COUNSEL)

JUDGMENT

1. All the complaints were presented in time and the Tribunal had jurisdiction to determine them.
2. The complaint of direct discrimination on grounds of sex is not made out and is dismissed.
3. The complaint of breach of the duty to make reasonable adjustments is not made out and is dismissed.

Order posted to the parties on

22 April 2026

Miriam Drake

For Secretary of the Tribunals

Approved by:

EMPLOYMENT JUDGE S POVEY

Dated: 20 April 2026

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) and 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 claimant(s) and respondent(s) in a case.