



# EMPLOYMENT TRIBUNALS

BETWEEN

**Claimant**  
Mr Duke

**Respondent**  
Nettitude Ltd t/a  
LRQA Nettitude

AND

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

**HELD AT** Midlands West                      **ON** 7-9 April 2026

**EMPLOYMENT JUDGE** Harding

**Representation**

**For the Claimant:** In Person

**For the Respondent:** Ms Page, Counsel

## JUDGMENT

The judgment of the tribunal is that the claimant's claim of unfair dismissal, contrary to sections 94 and 98 of the Employment Rights Act 1996, fails and is dismissed.

**Employment Judge Harding**

Approved on: 9 April 2026

Note: Full reasons were given orally at the hearing. Written full reasons will not be provided unless requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision. Rule 60(4D). Written full reasons are published on line.