



THE EMPLOYMENT TRIBUNAL

SITTING AT: LONDON SOUTH BY CVP

BEFORE: EMPLOYMENT JUDGE MORTON

BETWEEN:

Mr A Babouri

Claimant

AND

Krinkles UK Ltd (Continental Landscapes)

Respondent

ON: 30 April 2026

Appearances:

For the Claimant: Mr M Babouri, the Claimants son

For the Respondent: Mr D Brown, Counsel

Judgment

1. The claimant did not present his claims within the relevant statutory time limits.
2. It was reasonably practicable for him to have presented his claim of unfair dismissal within the time limit set out in s111(2) Employment Rights Act 1996.
3. It would not be just and equitable to extend the time limit set out in s 123 Equality Act 2010 for the presentation of his claim of discrimination because of religion.
4. The Tribunal does not therefore have jurisdiction to hear the claims and they are hereby dismissed.

Approved by:
Employment Judge Morton
Date: 30 April 2026

Judgment sent to the parties and entered in the Register on 12 May 2026.

For the Tribunal Office: P Wing

P Wing

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.

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