

Case: 6024929/2025



EMPLOYMENT TRIBUNALS

Claimant: Mr Gary Lynch

Respondent: Rolls-Royce PLC

AT A HEARING

Heard at: Sheffield **On:** 6th, 7th & 8th May 2026
Before: Employment Judge Lancaster

Appearances

For the claimant: Ms C Brooke-Ward, counsel
For the respondent: Mr J Cook, counsel

JUDGMENT

The claim is dismissed.

EMPLOYMENT JUDGE LANCASTER

DATE 8th May 2026

JUDGMENT SENT TO THE PARTIES ON

.....
AND ENTERED IN THE REGISTER

.....
FOR SECRETARY OF THE TRIBUNALS

Note

Summary reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless 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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Public access to employment tribunal decisions

Judgments 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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>