



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Marc Hince  
**Respondent:** SIG Trading Limited  
**Heard at:** Manchester Employment Tribunal  
**On:** 12 March 2026  
**Before:** Employment Judge Tobin

## Representation

**Claimant:** In person  
**Respondent:** Ms A Rowlings (counsel)

## JUDGMENT

The claim of unfair dismissal, under s94 Employment Rights Act 1996, was presented outside the time limit contained in s111 Employment Rights Act 1996 and it was reasonably practicable for this claim to be presented within the appropriate time limit. Consequently, the Employment Tribunal does not have jurisdiction to hear the complaint brought by the claimant on 1 November 2024.

Proceedings are dismissed accordingly.

Approved by Employment Judge Tobin  
Dated: 12 March 2026

JUDGMENT SENT TO THE PARTIES ON

Date: 22 May 2026

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FOR THE TRIBUNAL OFFICE