



EMPLOYMENT TRIBUNALS

Claimant: Ms S Thaker
Respondent: Prologik Limited

Heard at: Watford Employment Tribunal (In Public; In Person)
On: 14 to 17 April 2026

Before: Employment Judge Quill; Ms G Bhatt MBE; Ms A Telfer

Appearances

For the Claimant: Mr C Sekar, counsel
For the respondent: Mr J Heard, counsel

JUDGMENT

1. The judgment on the preliminary issue (paragraph 5.9 of list of preliminary issues) is that the Respondent has shown that the equality clause in the Claimant's contract of employment had no effect in relation to a difference between the Claimant's terms and any of the comparators terms because the Respondent has shown that each relevant difference was because of a material factor which
 - 1.1. did not involve treating the Claimant less favourably because of sex
 - 1.2. was no a factor within section 69(2) EQA
2. All the remaining complaints (those not dealt with by the April 2024 judgment) are therefore dismissed.

Approved by:

Employment Judge Quill

Date: 1 May 2026

JUDGMENT SENT TO THE PARTIES ON

.26 May 2026

FOR THE TRIBUNAL OFFICE

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If there are written full reasons for the judgment, they are also published. Written summary reasons are not published.

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.

The reasons given orally were the summary reasons. An oral request for written reasons was made and the written reasons will be supplied in due course.

If written summary reasons are provided, then written full reasons will not be provided unless requested by any party by a written request received by the Tribunal within 14 days of the sending of the written summary reasons.

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