



EMPLOYMENT TRIBUNALS

Claimant: Mr Irfan Rafique
Respondent: Primark Stores Limited
Heard: Manchester Employment Tribunals
On: 27, 28, 29 & 30 May and 1 May 2026
Before: Employment Judge G Tobin

Attendance/Representation
Claimant: In person
Respondent: Ms L Quigley (counsel)

JUDGMENT

It is the decision of the Employment Tribunal that:

1. The claimant was not unfairly dismissed in breach of s94 Employment Rights Act 1996.
2. The claimant was not discriminated against on the grounds of his race, in breach of s13 Equality Act 2010. These allegations have no merit.
3. The claimant was not discriminated against on the grounds of his religion or belief in breach of s13 Equality Act 2010. These allegations have no merit.
4. The claimant was not discriminated against on the grounds of his sex in breach of s13 Equality Act 2010. These allegations have no merit.
5. The claimant was not harassed in relation to his age under s26 Equality Act 2010. This allegation has no merit.
6. The case being concluded, proceedings are accordingly dismissed.

Case Number: 6007985/2024

Approved by Employment Judge Tobin
1st May 2026

JUDGMENT SENT TO THE PARTIES ON

10 June 2026

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FOR THE TRIBUNAL OFFICE