



EMPLOYMENT TRIBUNALS

Claimant:

Mr M Earnshaw

v

Respondent:

(1) GXO Logistics Services UK Ltd
(2) Mr T Lindsay

Heard at: Nottingham

On: 15-19 May 2026

Before: Employment Judge Fredericks-Bowyer
Tribunal Member Pratt
Tribunal Member Tansley

Appearances

For the claimant: Mr S Hoyle (Lay Representative)

For the respondent: Mr C Ludlow (Counsel)

JUDGMENT

1. The claimant was unfairly dismissed by the 1st respondent because he was dismissed through a procedure which was unfair.
2. The claimant committed gross misconduct and so his wrongful dismissal claim is not well founded and is dismissed.
3. The victimisation complaint is dismissed upon its withdrawal.
4. The following remainder of the claimant's complaints are not well-founded and are dismissed:-
 - 4.1. Automatic unfair dismissal (protected disclosure);
 - 4.2. Automatic unfair dismissal (trade union membership);
 - 4.3. Detriment following protected disclosures;
 - 4.4. Failure to make reasonable adjustments (the only complaint against the 2nd respondent); and
 - 4.5. Failure to pay holiday pay and pension payments.

Approved by:

Employment Judge Fredericks-Bowyer

Dated: 19 May 2026

Sent to the parties on

...20 June 2026.....

For the Employment Tribunal

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