



EMPLOYMENT TRIBUNALS

Claimant: Mr A Panton

Respondent: Sysco GB Limited

Heard at: Watford (in public, by CVP)

On: 31 July 2026

Before: Employment Judge Harrison

Appearances

For the claimant: In person

For the respondent: Mr Stenson, Counsel

JUDGMENT

The Judgment of the Tribunal is as follows:

1. The claim of unfair dismissal was not presented within the applicable time limit. It was reasonably practicable to do so. The claim of unfair dismissal is therefore dismissed.
2. The claims of disability discrimination were not presented within the applicable time limit, but it is just and equitable to extend the time limit. The claims of disability discrimination will therefore proceed.
3. The Claimant did not have a disability as defined in section 6 of the Equality Act 2010 at the time of the events the claim is about by reason of anxiety, depression or chronic back pain.

Approved by Employment Judge Harrison

31 July 2026

JUDGMENT SENT TO THE PARTIES ON

3 August 2026

FOR THE TRIBUNAL OFFICE

Full reasons for the judgment having been given orally at the hearing, summary or full written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision. If full written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any full written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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/>