



EMPLOYMENT TRIBUNALS

Claimant: Mr Witold Stankiewicz

Respondent: Neptune (Europe) Limited

Heard at: Bristol (by CVP)

On: 22 & 23 July 2026

Before: Employment Judge C H O'Rourke

Appearances

For the Claimant: Ms A Waszak – HR consultant

For the Respondent: Ms L Thomas - counsel

JUDGMENT

The Respondent unfairly dismissed the Claimant, but reliant on the principle in **Polkey v A E Dayton Services Ltd [1987] UKHL 8**, no compensatory award is made.

23 July 2026

Employment Judge O'Rourke

Sent to the parties on:

05 August 2026

For the Tribunal Office:

Phoebe Hancock

Note - Reasons for the judgment having been given orally at the hearing, 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.