



EMPLOYMENT TRIBUNALS

Claimant: Renata Lapa

Respondent: GXO Logistics UK Limited

Heard at: Bury St. Edmunds (in public, in person)

On: 29, 30 June 2026 and 01, 02, 03 (in chambers), 06 (in chambers) and 07 July 2026

Before: Employment Judge Illing
W Smith
L Davies

Representation

Claimant: Ms U Piotrowska (Partner)
Respondent: Mr A Leonhardt (Counsel)

JUDGMENT

1. The Judgment of this Tribunal is as follows:
 - 1.1. The complaint that the respondent was in breach of the contractual terms of the Claimant's contract of employment is not well-founded and is dismissed.
 - 1.2. The complaint of unfavourable treatment because of something arising in consequence of disability is not well-founded and is dismissed.
 - 1.3. The following complaints of failure to make reasonable adjustments for disability are well-founded and succeed:
 - 1.3.1. Failure to allow the Claimant to take breaks when she needed and not applying the break policy.
 - 1.4. The remaining complaints of failure to make reasonable adjustments for disability are not well-founded and are dismissed.

Approved by:

Employment Judge Illing

07 July 2026

JUDGMENT SENT TO THE PARTIES ON
11 August 2026

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FOR THE TRIBUNAL OFFICE

Notes

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.

All judgments (apart from judgments under Rule 51) and any written full 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/