



EMPLOYMENT TRIBUNALS

Claimant: Ersoy Kubilay

Respondent: B&M Retail Limited

Heard at: Watford Employment Tribunal

On: 30 June 2026

Before: Employment Judge G Elliott

REPRESENTATION:

Claimant: in person

Respondent: Robert Lassey, counsel

ORDER FOR COSTS

1. The claimant is ordered to pay to the respondent, towards its costs incurred while represented by a legal representative, the total amount of £500, to be paid to the respondent on or before 30 June 2028.
2. Payment may be made in instalments, or in a single sum, at the claimant's election.
3. Payment must be made into such bank account as is notified by the respondent to such claimant email and/or postal address as has been specified by the claimant for use in this claim.

Approved By

Employment Judge G Elliott

30 June 2026

Order sent to the parties on:

4 August 2026

For the Tribunal:

Notes

Reasons for the decision 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.

All judgments (apart from judgments under Rule 51) and any 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 at www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/