



EMPLOYMENT TRIBUNALS

Claimant: Ms H Lu

Respondent: Herbprime Co Ltd

Heard at: Manchester Employment Tribunal

On: 07, 08, 09 and 10 July 2026

Before: Employment Judge M Butler

Representation

Claimant: Mr J Yin (claimant's son)

Respondent: Ms Y Wang (Solicitor)

JUDGMENT

1. The claimant has been found to be unfairly dismissed.
2. The Tribunal is not applying any Polkey deductions or deductions for contributory fault to any award made to the claimant.
3. The Tribunal is applying a 25% uplift for a failure by the respondent to comply with the relevant ACAS code of practice.
4. The claimant has been found to have been wrongfully dismissed.
5. This case will be listed for a further hearing to determine remedy.

Approved by:

Employment Judge M Butler

Date: 10 July 2026

JUDGMENT SENT TO THE PARTIES ON
20 August 2026

FOR THE TRIBUNAL OFFICE

Notes

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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/>