



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant
MS A LIU

AND

Respondent
TLAM LTD

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT: BRISTOL ON: 29TH APRIL 2026

EMPLOYMENT JUDGE MR P CADNEY
(SITTING ALONE)

MEMBERS:

APPEARANCES:-

FOR THE CLAIMANT:- IN PERSON

FOR THE RESPONDENT:- MS C MALLIN-MARTIN (COUNSEL)

JUDGMENT

The judgment of the tribunal is that the claimant's claims of:-

1. Automatic Unfair Dismissal pursuant to s103A Employments Right Act 1996;
2. Public Interest Disclosure Detriment pursuant to s 47B Employment Rights Act 1996;
3. Harassment related to race pursuant to s 26 Equality Act 2010;
4. Victimisation pursuant to s27 Equality Act 2010;
5. Wrongful Dismissal / Breach of contract in the failure to pay notice pay;

Are not well founded and are dismissed.

(At the conclusion of the hearing summary oral reasons were delivered. As explained orally either party may request:

- i) Summary Written Reasons; or
- ii) Full Written Reasons.

If either party seeks either Summary or Full Written Reasons it must notify the tribunal in writing within 14 days of the date on which this judgment is sent to the parties.)

EMPLOYMENT JUDGE

Dated: 29th April 2026

**Judgment entered into Register
And copies sent to the parties on**

02 June 2026

**Phoebe Hancock
for Secretary of the Tribunals**