



EMPLOYMENT TRIBUNALS

Claimant: Mr Patrick Bainbridge
First Respondent: Ares Renewables Limited
Second Respondent: Kingdom Energy System Limited

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Heard at: Southampton Employment Tribunal (by CVP)
On: 14 August 2026
Before: Employment Judge Kelly (sitting alone)

Appearances

For the claimant:	In person
For the first respondent:	No attendance
For the second respondent:	No attendance

JUDGMENT

The judgment of the Tribunal is that:

1. The First Respondent automatically unfairly dismissed the Claimant. The First Respondent is ordered to pay the Claimant compensation for unfair dismissal of £74,738.00.
2. The claim against the Second Respondent is dismissed.

Employment Judge Kelly
Date: 14 August 2026

Sent to the parties on
11 September 2026

Note

Written reasons will not be provided unless 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.