



EMPLOYMENT TRIBUNALS

Claimants: (1) Mr Norbeto Dias Marques (2) Mr Erino Dos Santos Cruz

Respondents: (1) MyFood365 Ltd (2) Ms Peiyun Xuan

Heard at: Watford Employment Tribunal **On: 7 August 2026**

Before: Employment Judge Michell (sitting alone)

Appearances:

For the claimant: Mr B Large (barrister)

For the respondent: Mr I Winrow (solicitor)

JUDGMENT

First Claimant

1. The first respondent must pay the first claimant the sum of **£12,772.35**, which comprises:
 - a. £2,188.71 for loss of earnings.
 - b. £500 for loss of statutory rights.
 - c. A combined uplift on the above figures of 25% (£672.18) for non-compliance by the first respondent with the ACAS code of practise.
 - d. A basic award of £5,400.
 - e. An uplift on the basic award of 25% (£1,350) for non-compliance by the first respondent with the ACAS code of practise.
 - f. The sum of £209.06 for non-payment of a PAYE refund which was due to him.
 - g. An uplift on that sum of 25% (£52.40) for non-compliance by the first respondent with the ACAS code of practise.

- h. £2,400 (4 weeks' pay) in respect of the first respondent's failure to give him a statement of employment particulars (s38(3) Employment Act 2002).

Second Claimant

1. The first respondent must pay the second claimant the sum of **£2,102.30**, which comprises:
 - a. £376.24 as damages for wrongful dismissal.
 - b. An uplift on the above figure of 25% (£94.06) for non-compliance by the first respondent with the ACAS code of practise.
 - c. £1,632 (4 weeks' pay) in respect of the first respondent's failure to give him a statement of employment particulars (s38(3) Employment Act 2002).

APPROVED BY

Employment Judge Michell

Date: 9 August 2026

Sent to the parties on:

14 September 2026.....

For the Tribunal:

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Reasons were given at the hearing. Written reasons will not be given unless a written request for them is received by the Tribunal within 14 days of the sending of the written record of the decision.