



EMPLOYMENT TRIBUNALS

Claimant: Mr Joost Barnas

Respondent: Tsoy Limited

Heard at: Watford Employment Tribunal (hybrid)
On: 1 and 2 September 2026

Before: Employment Judge Alliott
Ms M Harris
Mr F Wright

Representation
Claimant: In person
Respondent: Ms Emma White (litigation consultant)

JUDGMENT

The judgment of the tribunal is that:

1. The claim of sex discrimination is dismissed.
2. The respondent has made unauthorised deductions from the claimant's wages and the respondent is ordered to pay him the following sums:
 - (i) £10,000 bonus gross (subject to tax and National Insurance).
 - (ii) £1,750 gross pay 1 - 11 March 2025 (subject to tax and National Insurance).
 - (iii) £801.10 statutory sick pay 12 March – 30 April 2025 (subject to tax and National Insurance).
3. The claimant is to give credit for £2,000 paid to him on 5 March 2025.

Approved by:

Employment Judge Alliott

Date: 3 September 2026

JUDGMENT SENT TO THE PARTIES ON

17 September 2026

FOR THE TRIBUNAL OFFICE

Notes

Summary reasons were given orally at the hearing. Written summary reasons will not be provided unless requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.

All judgments (apart from judgments under Rule 51) and any written full reasons for judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimant(s) and respondent(s).

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 here:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/