



EMPLOYMENT TRIBUNALS

Claimant: Mr K Fok

Respondent: Kier Limited

Heard at: Croydon (via CVP) **On:** 14, 15, 16, 17 and 18 September 2026

Before: Employment Judge Leith

Representation

Claimant: In person

Respondent: Ms Whittington (Counsel)

JUDGMENT

The complaint of direct race discrimination fails and is dismissed.

Approved by:
Employment Judge Leith

Date: 18 September 2026

JUDGMENT SENT TO THE PARTIES ON
24 September 2026

FOR THE TRIBUNAL OFFICE

P Wing

Notes

Full reasons for the judgment having been given orally at the hearing, full 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/>