Case Number: 6022013/2024

EMPLOYMENT TRIBUNALS

Claimant: Mr Stephen Larocque

Respondents: ISS Facility Services Limited (1)

Excellerate Services UK Limited (2)

Heard at: Watford Employment Tribunal **On:** 15 September 2026

Before: Employment Judge Arullendran

REPRESENTATION:

Claimant: In person
Respondent: Mr Chaitanya Kediyal (counsel)

JUDGMENT

The Judgment of the Employment Tribunal is that the claims were not presented within the applicable time limit. It is not just and equitable to extend the time limit. All the claims are dismissed.

Approved by:

Employment Judge Arullendran

15 September 2026

Judgment sent to the parties on:

26 October 2026

For the Tribunal:

Notes

Summary reasons for the judgment having been given orally at the hearing, full or summary 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. If full written reasons are provided they will be placed online.

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

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