Case Number: 6046799/2025

EMPLOYMENT TRIBUNALS

Claimant: **Mr William Ngiamiarto**

Respondent: **Coty Manufacturing UK Limited**

Heard at: **London South Employment Tribunal (by Cloud Video platform)**

On: **02 November 2026**

Before: **Employment Judge Taylor**

Representation
Claimant: **Ms Christi Scarborough,** Counsel
Respondent: **Ms Jenni Darling, Solicitor**

JUDGMENT

The claim of unfair dismissal was not presented within the applicable time limit. It was reasonably practicable to do so. The claim unfair dismissal is therefore dismissed.

The claims of age discrimination, race discrimination and disability discrimination were not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claims are therefore dismissed.

The claimant has no reasonable prospect of establishing that it is just and equitable to extend the time limit for bringing the claim. The claim is therefore struck out under Employment Tribunal Rule 38(1)(a).

Approved by:

Employment Judge Taylor

02 November 2026

JUDGMENT SENT TO THE PARTIES ON
4 November 2026

FOR THE TRIBUNAL OFFICE

P Wing

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/