



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Smith

**Respondent:** Radical Materials Limited

**Heard at:** Cardiff (in person)      **On:** 22, 23 and 24 June 2022

**Before:** Employment Judge G Cawthray

**Members:** Mrs L Bishop  
Ms M Lewis

**Representation**  
Claimant: In person  
Respondent: Ms Hatch, Counsel

## JUDGMENT

The unanimous judgment of the Tribunal is:

1. The Claimant's claims of discrimination arising from disability in relation to working from home and being required to work on fragrance projects were not present in time and it was not just or equitable to extend time and are dismissed; and
2. The Claimant's claim of discrimination arising from disability in relation to his dismissal is not well founded and is dismissed.

Employment Judge G Cawthray

Date: 24 June 2022

JUDGMENT SENT TO THE PARTIES ON 27 June 2022

FOR THE TRIBUNAL OFFICE Mr N Roche

Notes

Reasons for the judgment having been given orally at the hearing, 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.

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