



EMPLOYMENT TRIBUNALS

Claimant: Mr H Snape

Respondents: (1) Ralph Ardill
(2) Christopher Flinos
(3) Ahmed Ismail
(4) Hayvn UK Ltd

At: Central London Employment Tribunal

Before: Employment Judge JL Wade

JUDGMENT

1. The respondents have failed to file any ET3 Grounds of Resistance in this case.
2. Having considered the ET1, EJ Wade has decided that a determination of the claim can properly be made without a hearing.
3. The Judgment of the Tribunal, made under rule 21 of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013, is that the respondent jointly and severally discriminated against the claimant because of his age and harassed him in breach of Equality Act sections 13, 39(1) and 26.

Employment Judge Wade
Dated: 28 October 2019

Sent to the parties on:
29/10/2019

For the Tribunal:
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