



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs A Bronikowska

**Respondent:** Consensys Systems UK Ltd

**Heard at:** London Central **On:** 19, 20, 21, 22, 23 and 26 July 2021

**Before:** Employment Judge Horne

**Sitting with non-legal members:** Mrs J Griffiths  
Mr F Benson

## Representatives

For the claimant: in person

For the respondent: Ms J Coyne, counsel

## JUDGMENT

1. The respondent did not breach the sex equality clause in the claimant's contract. Although the claimant's work was like Mr Minter's work, the difference between her terms and his terms was because of a material factor, reliance on which did not involve treating the claimant less favourably than him because of her sex.
2. The claimant made protected disclosures on 27 January 2020.
3. The sole or principal reason for dismissal was not that she had made protected disclosures. She did not therefore have the right not to be unfairly dismissed.
4. The respondent did not victimise the claimant.

Employment Judge Horne

27 July 2021

SENT TO THE PARTIES ON: 27/07/2021

FOR THE TRIBUNAL OFFICE

**Note:**

- (1) This judgment follows a hearing on a remote video platform.
- (2) Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party makes a request in writing within 14 days of the date when this judgment is sent to the parties.