



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Patrik Tong

**Respondent:** GXO Logistics (UK) II Limited

**HELD AT:** Manchester (via CVP) **ON:** 18<sup>th</sup> May 2023

**BEFORE:** Employment Judge Anderson

## REPRESENTATION:

**Claimant:** In Person

**Respondent:** Ms Levine (Counsel)

# JUDGMENT

1. The Tribunal does not have jurisdiction to consider the complaints of direct discrimination because of nationality and harassment related to nationality as they were presented outside the time limit prescribed by s.123 Equality Act 2010 and it is not just and equitable to extend time.

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Employment Judge Anderson

19<sup>th</sup> May 2023

JUDGMENT SENT TO THE PARTIES ON

1 June 2023

FOR THE TRIBUNAL OFFICE

Notes

1. 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.
2. Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.