



EMPLOYMENT TRIBUNALS

Claimant: Mr E Biba

1st Respondent: Lion Capital LLP

2nd Respondent: Mr F Zappaterra

OPEN PRELIMINARY HEARING AT LONDON CENTRAL

Heard by CVP on 22 and 23 October 2024

Before: Employment Judge Nicolle

For the Claimant: in person

For the Respondent: Ms S Berry of counsel.

JUDGMENT

1. The claim that the Claimant was an employee within the meaning of section 230 (1) of The Employment Rights Act 1996 (the ERA) fails and is dismissed.
2. The Claimant was, however, a worker within the meaning of section 230 (3) (b) of the ERA.

REASONS

1. Oral reasons were given to the parties. Either party may request written reasons within 14 days of this judgment being sent to them.

Case Number: 2201523/2024

Employment Judge Nicolle

Dated: 24 October 2024

Sent to the parties on:

30 October 2024

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For the Tribunal Office