



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms A Searle, Miss A Schmidt-lanz & Miss A Chambers

**Respondent:** The Net-a-Porter Group Ltd

## JUDGMENT

The claim is struck out.

## REASONS

1. Each of the claimants complain of unfair dismissal.
2. Section 108 of the Employment Rights Act 1996 requires a claimant to have not less than two years' service to make an unfair dismissal complaint.
3. The claimants were each employed by the respondent for less than two years.
4. Therefore, the claimants are not entitled to bring these proceedings.
5. Each the of claimants has failed to give an acceptable reason, despite being given the opportunity to do so, why the complaint should not be struck out.
6. Accordingly, the claim brought by each of them is struck out.

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**Employment Judge Ramsden**  
Date: 17 September 2024

JUDGMENT SENT TO THE PARTIES ON  
**1 October 2024**

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FOR THE TRIBUNAL OFFICE