



# EMPLOYMENT TRIBUNALS

**Claimants:** Mr K Harris and Mr A Esfandiari  
**Respondent:** Behold.ai Technologies Limited  
**Heard at:** Reading Employment Tribunal (by video)  
**On:** 25 November 2024  
**Before:** Employment Judge Annand

## Appearances

For the Claimants: Mr Harris and Mr Esfandiari, representing themselves  
For the Respondent: No appearance or attendance

# JUDGMENT

The judgment of the Tribunal is as follows:

1. The First Claimant's (Mr Harris) complaint of unauthorised deductions from wages regarding his salary payments is well-founded. The Respondent made unauthorised deductions from the First Claimant's wages in the period November 2023 to February 2024 in the amount of £19,166.66 (gross).
2. The First Claimant's complaint of breach of contract regarding the Respondent's failure to pay employer pension contributions is also well-founded. The Respondent failed to pay £880.56 in contributions.
3. The Respondent shall pay the First Claimant **£20,047.22**, which is a gross sum. The First Claimant is responsible for the payment of any tax or National Insurance.
4. The Second Claimant's (Mr Esfandiari) complaint of unauthorised deductions from wages regarding his salary payments is well-founded. The Respondent made unauthorised deductions from the Second Claimant's wages in the period November 2023 to June 2024 in the amount of £73,592.37 (gross).

5. The Second Claimant's complaint of breach of contract regarding the Respondent's failure to pay employer pension contributions is also well-founded. The Respondent failed to pay £1,210.77 in contributions.
6. The Respondent shall pay the Second Claimant **£74,803.14**, which is a gross sum. The Second Claimant is responsible for the payment of any tax or National Insurance.

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Employment Judge Annand  
Date: 25 November 2024

Sent to the parties on:  
3/1/2025

For the Tribunal Office:  
N Gotecha

### **Notes**

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.

### **Public access to employment tribunal decisions**

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.

### **Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>