



EMPLOYMENT TRIBUNALS

Claimant: Mr Michael Williams

Respondent: Saint-Gobain Building Distribution Limited

Heard at: Bristol (by video) **On:** 22 to 25 February 2021

Before: Employment Judge E Fowell

Ms C Lloyd-Jennings

Mr I Ley

Representation:

Claimant: Mrs C Trueman of Bridgewater Citizens Advice

Respondent: Mr T Sheppard instructed by Squire Patton Boggs (UK) LLP

JUDGMENT ON LIABILITY

1. The claimant's dismissal was unfair.
2. The complaint of failure to make reasonable adjustments for the claimant's disability is upheld.
3. The complaints of direct discrimination on grounds of disability and discrimination arising from disability are dismissed.

Employment Judge Fowell

Date: 25 February 2021

Judgment sent to the parties: 08 March 2021

FOR THE TRIBUNAL OFFICE

Note: 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.