



EMPLOYMENT TRIBUNALS

Claimant: Mr L Cunha

Respondent: (R1) ZCO Ltd
(R2) Mr Gummakonda

RECORD OF A FINAL HEARING

Heard at: London South (in person)

On: 1-3 May 2024

Before: Employment Judge Hart, Ms Evans, Ms Wickersham

Appearances

For the claimant: Representing himself

For the respondent: Mr Walker, litigant consultant

JUDGMENT

The unanimous Judgment of the Tribunal is that:

1. The claims for direct religious discrimination under section 13 of the Equality Act 2010 do not succeed and are dismissed.
2. The claims for direct age discrimination under section 13 of the Equality Act 2010 do not succeed and are dismissed.

Employment Judge Hart

Date: 8 May 2024

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at 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/>