



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr. K. Smith  
**Respondent:** Muller UK and Ireland Group LLP

**Heard at:** Bristol **On:** 1<sup>st</sup> October 2018

**Before:** Employment Judge R. Harper

**Representation**

**Claimant:** Mr. K. Smith  
**Respondent:** Mr. N. Roberts, Counsel

## JUDGMENT

1. The tribunal does not have jurisdiction to hear any allegation of discrimination before the period of three months before the presentation of the claim and it is not just and equitable to extend time.
2. The remaining discrimination claims are dismissed.

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Employment Judge R. Harper

Date: 2<sup>nd</sup> October 2018