

FOR THE EMPLOYMENT TRIBUNAL WATFORD

CASE NO: 3320666/2021 BETWEEN:

Mr NARAYANAN KRISHNAN

Claimant

and

SAMSUNG CAMBRIDGE SOLUTION CENTRE LIMITED Respondent

1. On the mail dated 21-March-2023, I have exposed various Crimes committed by Samsung Cambridge Solution Centre Management Team in their Workplace. As every Crimes I stated in that document took place in Samsung Cambridge Solution Centre (SCSC) Workplace, naturally it becomes the responsibility of Employment Tribunal to investigate into those Crimes. If the Employment Tribunal Judge is considering these Crimes are not under Tribunal Jurisdiction, I request the Employment Tribunal to redirect this case to the concerned Judicial Department.
2. I would like to inform to Employment Tribunal and also the Respondent that I am spending 50 GBP a month from my Salary to the Temple Food Charity in my Village starting from Mid of March-2023, That is from the Money (GBP **3,356.61**) I have reserved for SCSC which they think that I owe them still (even after what they have done to me and to many of my former colleagues). According to my Religious belief, I decided to spend 5000 INR Rupees every month for the Temple Food Charity in my Village (I decided that if Employment Tribunal Judge does not ask me to pay in the Judgement, I will spend it for others.). **If SCSC wish to go to Civil Court to collect that amount, I encourage them to go to Civil Court. I wish to see a honest Judge in the Judicial System in this Country. At least Me and My wife will have feel that my Children will be safe in this Country.**
3. These are not new Crimes I bringing to the court against Respondent. The Respondents (SCSC) HR Director **Rikke Holmgaard, Senior HR Manager Beth Summers and Vice-President Rajinder Gawera, Legal Team (Melanie James, Carrie March, Caroline Jennings)** they all aware of all these Crimes. As SCSC Management clearly aware of all their Crimes at first **“Stephen Roe” and “Beth Summers” manipulated the Grievance Report. Then “Raj Gawera” and “Beth Summers” has voluntarily the suppressed the sound of the Grievance Hearing Recordings in whichever places I reported their Crimes. “Stephen Roe” & “Mark Humphrey” are the primary responsible persons for all the Crimes I reported. HR Manager Beth Summers should be held accountable for all the Crimes. Even though there was so many mental health cases reported by Former Employees worked under Mark Humphrey, HR Manager and HR Team has not taken any measures to stop this Crimes. (Refer: Final Hearing Bundle – Page Number 323).**
4. Samsung Cambridge Solution Centre management team first manipulated the Grievance Report and Then manipulated Grievance Appeal Report. During the hearing Employment Tribunal Judge did not even consider these wrongdoings of SCSC Management as Crime. At the End of the Hearing Employment Tribunal Judge and Respondent’s Barrister were making a deal to write the Judgement in favour of Respondent like two Businessmen making a deal without any fear of getting caught, that too right in the middle of the Courtroom. It was an extreme shock to me; I have never expected that this kind of injustice would happen in a developed nation like United Kingdom. However, I had to wait for the written Reasons of Judgement to proceed with the appeal, as the written Judgement provided by the Employment Tribunal Judge did not have any information why She has dismissed the case. Employment Tribunal Judge did not tell in the courtroom why She dismissed the case.
5. Employment Tribunal Judge Olivia-Faith Dobbie has promised that She will send the written Judgement in 4 working days and Written Reasons in 6-8 working days during the hearing dated 20-10-2022. But She took more than 40 days(29-Nov-2022) to provide the

Written Judgement which simply said the case was dismissed. So, I had formally raised a request to provide written reasons for the Judgement on 2-Dec-2022. For this She took another 50 days and provided written reasons on 30-Jan-2023. Later She Rejected the reconsideration request I sent with a meaningless and silly reason, that I had not responded within 14 days. How can a Crime become a fair thing in just 14 days.

6. During the Employment Tribunal Case was in progress, In SCSC, The Mental Health Advisor “**Lucy Bedford**” and HR Director “**Rikke Holmgaard**” (Supervisor of Beth Summers) were either resigned or persuaded to resign. I don’t know whether they are forced to quit the company to hide all their Crimes. Both “Lucy Bedford” and “Rikke Holmgaard” are directly involved in this case, and they definitely know it is a whistle blower case. (Note: I found out that this information as their e-mails were in deactivated when I sent the email on 21-Feb-2023. This is not a co-incidence, SCSC Legal Team or SCSC Management has a big hand in it. Among the HR People of Four People involved in this case, how can 2 HRs resign from the Company within a year while the Employment Tribunal was in progress).
7. From the Judgement Reasons provided (Judgement Reasons point number: 20) it was clear that Lucy Bedford was the person attended the informal meeting with me, I have very clearly told the reasons for my Resignation which was only “unmanageable stress” caused by Mark Humphrey and (Later I learned from Former Colleagues that his that “Stephen Roe” played a big role in all these Mental Health Incidents). It was also clear from Beth Summers statements that “Lucy Bedford” is also one of the Mental Health Advisors in SCSC. She is the one who conducted mental health session for my former Teammate AM. She is the one who handled so many mental health incidents where many of my former teammates involved. She did not Resign from SCSC when She handled those many incidents, But She Resigned from SCSC while this Employment Tribunal Case was in progress. Moreover, Lucy Bedford did not come to Employment Tribunal Hearing even though her name is mentioned in the Case Bundle document many places. So, it was definitely planed move from SCSC who could have persuaded Lucy Bedford to resign from SCSC. So, it was very clear that SCSC Management and their Legal Team has played a big role in hiding all their Crimes.
8. Immediately after the Grievance Appeal Hearing on 08-07-2021, Vice President and Managing Director of Samsung Cambridge Solution Centre took three days time-off right immediately to seek Legal Assistance to cover up all the Crimes committed by their close associates (Senior HR Manager, Senior Director – DevSys Manager). I don’t believe the fact that the “VP and Head of the SCSC”, leaving everything behind for 3 days (took emergency leave) just for GBP 3350. It was very clear that Vice President “Raj Gawera” knew each everything about the Crimes and Wrongdoings happened in SCSC.
9. Mark Humphrey and Stephen Roe both knew very well what their crimes (Mental Health Incidents) were. During Grievance (from Former Employees) and based on several other incidents, I came to know several former Employees already complained about them to the HR Management on several occasions. HR Team (Beth Summers, Lucy Bedford and Natasha Willet) very well aware of these incidents, I heard everything from their mouth during various informal meeting & discussions with them before.
10. I have seen with my own eyes on several occasions many former employees (teammates) used to resign or early retire due to the immense pressure caused by the Samsung Cambridge Solution Centre Management Team. But I never know their (SCSC) Legal Team can buy the Employment Tribunal Judge and modify the whole Employment Tribunal Hearing to hide all the Crimes (Mental Health Incidents) done by the Respondent (SCSC).
11. This case is perfect example, How If a group of People have a Grudge on someone (me), that too if those People are in highly powerful position like Judicial System (Employment Tribunal Judge, Respondent’s Barrister, Solicitor) and VP and Managing Director (Head of SCSC), Senior HR Manager, Senior Director, Line-Manager to suppress and victimize one

person, even if he has all the evidence for working 500+ more than his contractual hours.

12. As with case of Employment Tribunal Judge “Olivia-Faith Dobbie”, She had this case with her for nearly 90 days to give written reasons for her Judgement, not even once She felt she is doing wrong, (even though She know that I have worked more than 500+ hours which She agreed in the courtroom, but She gave entirely wrong statement when it comes to writing). How can She act as an Employment Tribunal Judge and provide fair Judgement to other People in future ?.
13. Many people who got affected by their Employers coming to the Employment Tribunal with a hope that their cases will be heard in a fair manner, and They think Employment Tribunal Judge will hear the dispute in impartial manner. I too believed the same way. But it is completely not true, Employment Tribunal Judges like “Olivia-Faith Dobbie” manipulate the Facts to write their Judgement. I don’t know why the Employment Tribunal Judge “Olivia-Faith Dobbie” did this injustice to me in my case whether it is for Money, For her Friend Barrister Caroline Jennings), Or for the Legal Firm. One thing for sure, if they (Employment Tribunal Judges and Legal Team) want to be unfair they are determined to go whichever extend they wished to go.
14. I want to inform to the Court why I am fighting in this case. I have the habit of teaching and sharing my knowledge to the fellow Teammates if they ask. In all the companies I worked, I was valued for this skillset of sharing my knowledge to others without any hesitation. I also have the habit of teaching my DevOps Skills to my friends without any expectation. I am very happy to see the people applying that knowledge in their work or in their day-to-day work. For a man of character, It was a heart-breaking thing to see so many of my Friends suffering unmanageable stress (that Leads to Mental Health Crisis”) under most dangerous Manager’s like Mark Humphrey, Stephen Roe. It was very sad to see Immigrants (former Teammates) who suffer under them and don’t have a chance to get away from the toxic work culture, because they all have Clawback. I have never seen any company like “Samsung Cambridge Solution Centre” in my entire life that destroyed career of so many People and made them as slaves for their company (by causing mental Health Issues and Unmanageable Stress). Especially there are few people still I trained are there in the company I don’t want them to suffer the same fate I suffered even anytime in the future. Even if they lose the Job they can find another job. If they suffer mental health issue, then It will be difficult for them to find a job even. So, everything what SCSC Management did during whole tenure while I was working as an Employee with them was unethical and was all against my Principle and But I did not have the courage to fight against while I was sitting in their company and getting the Salary from them, Moreover our way of life does not allow that. I thank God who gave me all the strength to bring this Heartless Criminals to the Public.
15. Employment Tribunal very aware that the Crime of causing mental health crisis for person is equivalent to committing rape or murder. Because the Mentally affected Person has more chances to become Permanently ill and they suffer mental trauma. Affected Person’s confidence will be broken entirely for the rest of the life. Moreover the affected Person, and the Family members of the affected person suffer a lot both Financially and Emotionally with unexplainable pain for the rest of their Life.
16. In SCSC, My Line-Manager alone has caused mental health issues to so many employees worked under him for so many years. His crimes continued even after I reported the case to Senior HR Manager Beth Summers. But His Manager Stephen Roe (Super Boss) never took any action against him), so more people are affected. Later I heard and learned from couple of former employees (during the grievance timeline) that they both (Stephen Roe, Mark Humphrey) are doing this Crimes for years. People in the HR Department has not done anything about those series of Crimes.
17. I hope, Public will imagine and understand the Crisis caused by a single Employment Firm like Samsung Cambridge Solution Centre in the Society. SCSC has the habit of hiring a lot of immigrants as they will not come out and speak of their Crimes, no matter how much

they are pressurized, because they all are under Clawback. The Judgement given by Employment Tribunal Judge Dobbie (entirely in favor of SCSC) will give all power to HR Team to commit their old Crimes again and again. Even after this I haven't lost the trust in the Legal System and Employment Tribunal totally; Hence I am exposing all the Crimes committed by SCSC to Public. I don't know the exact total number of people affected by SCSC so far with mental health issues.

18. As with the case of extra hours (more than contractual), I worked definitely more than 500+ hours. There is no doubt in that. Our Team must login before 9 AM everyday and we are also not allowed to log-off before 5:30 PM as we should be available to support all the internal customers in the core working hours. Our Team did not work in Flexible Timings. If we had to take a break for more than 30 mins we had to properly enter that in the Leave Management System (Cleverly the Respondent did not include Leave Report in the Final Hearing Bundle). Every day when we login in the System, we will notify our presence in the Team Group Chat. I had the habit of recording the chat history for Learning Purpose. This chat history is stored in Office Laptop. Since it had details of all other Employees I have not used as an Evidence. Since Respondent is very stubborn and adamant with the number of working hours. I request the Employment Tribunal to return my Office Laptop to prove that (also) as evidence as Extra Hours Worked. I don't think SCSC will ever pay for the extra hours I was forced to work in their Company during my 18 months tenure in there. And I don't think it will be of any use. Now those Evidence will not be that much worthy as I don't trust Employment Tribunal System itself anymore whether it will do any fair justice to the affected employees.
19. Only reason why Samsung Cambridge Solution Centre defending this case so hard is almost all of their Employees are working extra hours on a regular basis, (on top of their contractual hours), The Company never pays them or never gives any compensation-off (TOIL) for the extra hours. A large number of Employees are not at all taking their Government allocated leaves even as they are indirectly forced to work without taking their legal leaves by the Management with tight deadline at all the times.
20. Once I made the mistake of not taking the Discrimination Complaint against my Manager out of fear and also fear of committing sin (Thinking about the impact on Supervisor itself). That was big mistake. Because He has affected so many employees and their Families (before my complaint and after my complaint, later I learned it). I will not do the same mistake again. People involved in this Crime have the chance to affect many other People in the future especially the Employment Tribunal Judge Olivia-Faith Dobbie & Employment Barrister Caroline Jennings, also Solicitor Carrie March. So, I think it is fair that exposing everyone involved in case to public is the right thing. Then People who are affected by their Employers, will have a chance to know who these persons are when these persons are involved in their case.

Refer: <https://www.youtube.com/watch?v=vf9STyttOuQ>

21. I strongly request the Employment Tribunal to take appropriate action against the Judge "Olivia-Faith Dobbie" and Respondent Barrister "Caroline Jennings" for their involvement in Bribery and Corruption (right in the middle of the court), Judicial Misconduct which they have done to hide all the Human Rights Crimes of Samsung Cambridge Solution Centre. I also request the Employment Tribunal to take actions against Legal Team ("Carrie March") who supported this Judicial Misconduct.
22. I strongly request the Employment Tribunal to take necessary actions against SCSC Management (Mark Humphrey, Stephen Roe, Beth Summers, Raj Gawera) who orchestrated all the human rights Crimes (Several Mental Health Incidents) in their workplace. If Employment Tribunal does not have a Jurisdiction, I request them to redirect this case to responsible Judicial Department. If there is any punishment for exposing them to public, I will humbly accept the punishment, serve that punishment with my full heart. I hope I will get an honest Judge whether it is a Employment Tribunal Judge or Civil Judge to investigate my case this time.