

Private and confidential

Mr N Krishnan
18 Glebe Road
Peterborough
Cambridgeshire
PE2 8BG

24 February 2023

Sent by post and email: narayanan.k.1985@gmail.com

Dear Mr Krishnan

Our Client: Samsung Cambridge Solution Centre Ltd

We write in relation to your email correspondence of 21.02.2023 (6.00am) titled 'RE: 3320666/2021 - Human Rights Violation Complaint against Samsung Cambridge Solution Centre' (your email).

Employment Tribunal

It appears from the content of your email that you are unhappy with the decision of the Employment Tribunal.

We would suggest your decision to copy into your correspondence various ex-colleagues and media is inappropriate and not conducive to your attempts to get to the resolutions that you are seeking.

Whilst it is not for this firm to advise you, we do note that you remain unrepresented. In light of that, we would say that should you wish to seek redress on being unsuccessful in your claims against our client in the Employment Tribunal, then you must follow the appropriate appeals procedures in order to do so.

If you access gov.co.uk it details the relevant rules, procedures and contact details for the Employment Tribunal, however you are strongly encouraged to take legal advice. Most of your requests are outside the scope of what the Employment Tribunal framework can consider. You are also very likely to be past the date on which you can bring new types of claim against our client, given that the claims you suggest that you would like to pursue must be brought within specified time limits.

We note your email attaches some correspondence which is privileged as part of the ACAS Early Conciliation process, as well as witness statements which are not permitted to be shared publicly without express permission from an Employment Tribunal Judge. Those breaches of due process are noted.

UK General Data Protection Regulation

We note that your email was sent to multiple email addresses, many of which belong to individuals. Please be aware that except where personal data such as email addresses are used for your private, household purposes, the processing of that personal data is subject to the UK General Data Protection Regulation. The legislation and relevant regulatory guidance require data controllers to protect personal data – for example, group emails should be sent using the 'bcc' option in order not to reveal individuals' email addresses to other recipients. Those using the personal data also need to comply with the statutory Data Protection Principles and make sure that they protect and comply with the rights of the people whose email addresses they are using.

Allegations

The allegations set out in your email are refuted and will be dealt with to the extent that you request an appeal and that request is accepted by the Employment Appeal Tribunal.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Carrie March', with a stylized, cursive script.

Carrie March
Senior Associate
for Mills & Reeve LLP