

### **Reason for reconsideration / appeal :**

1. I am requesting the Employment Tribunal to investigate and take necessary actions on SCSC(Samsung Cambridge Solution Centre) Management Team (in terms of Human Rights Violation by causing Mental Health Issues to one to more Employees).
2. I am also requesting the Employment Tribunal to investigate the actions of SCSC Management who attempted to silence (suffocate) a former SCSC Employee using all means to stop him bringing the case to the Employee Tribunal (Victimization).
3. I am also requesting the Employment Tribunal to take necessary actions on SCSC Management Team to avoid tampering or hiding evidences of their Crime. Especially all people involved in the Grievance and Appeal process.

Please note:

SCSC refers "Samsung Cambridge Solution Centre"

Claimant refers "Narayanan Krishnan"

Respondent refers "Samsung Cambridge Solution Centre(SCSC)"

### **Very Important Notes:**

4. The Employment Tribunal assessing this case must understand the nature of the Person came seeking JUSTICE (It is a humble request).
5. According to our Moral Principle and Way of Life (People of Tamil Nadu, India), As long as the person seek right JUSTICE must be given every chance to produce evidence required. But it is injustice to threaten the individual bringing case to the court.
6. The Act of seeking JUSTICE (especially when others are affected) should be considered as "Thavam". The word "**Thavam**" comes from the verb-root 'thavi' meaning "to undergo suffering" to achieve boon. A man who allows his body to suffer without food and water and meditates, is a thavasi and what he does is '**Thavam**'. As for me it is a service I am doing for my ancestors who valued Morality and Humanity more than their lives.
7. When JUSTICE is served right, then it becomes a law. Such laws can be referred later in other cases based on its own circumstances. So it is reasonable to say the Person seeking JUSTICE is more powerful than honorable Judges. That is the bond between Lawmaker - Law - JUSTICE - Judicial System. However Lawmakers of the modern world are afraid these days when there is a threat to their job.
8. If Justice System don't serve the person come seeking JUSTICE, He will choose vengeance as his path. There are other ways to seek vengeance. Even teaching their children about the nature of Crime SCSC committed for their employees & immigrants and making them(my own children) to seek JUSTICE for their upcoming generations to come. When they can influence more people to do the same. Then there will be an army of Legal Fighters (lawyers) come knocking Samsung's door, if they think what I am doing is right.
9. Employment Tribunal must understand that I am seeking JUSTICE and not threatening, not taking revenge, So I humbly request the Employment Tribunal not to consider this as an act of Vengeance.
10. I hope Employment Tribunal will treat all the parties involved in this case as equal, allow everyone to get a fair chance to defend themselves. Justice System knows Conscience is a strange thing.

### **Little Background of Claimant:**

#### **Native Address:**

GangaiAmman Temple (Street), Kizhakku Maruthur Village, Ulundurpet Taluk, Kallakurichi (District), [Old: Villupuram (District)], Tamil Nadu (state), India - 607204.

#### **Local Address:**

18, Glebe Road, Peterborough, PE2 8BG, Cambridgeshire (County), United Kingdom.

### **My view and opinion on JUSTICE (as learned from my maternal Grandfather):**

1. JUSTICE is a birthright of every human being. I think when you deserve JUSTICE and seek JUSTICE dearly to help and protect the livelihood others It does not allow you to sleep. Even God will put down His ego and descend from His throne to provide JUSTICE for under privileged people. I think, JUSTICE (Both Moral & Legal) is a tool to make the world a better place to live.
2. All the divine spirits, deity and God we worship directly and indirectly are all talking to my Subconscious mind and forcing me to uphold the Moral JUSTICE (Morality and Human Value) me and my ancestors highly valued more than their lives. I or Any common man may fail to understand the core meaning of JUSTICE, fear to come to court. But when our Spirits, Deity and Gods choose MORAL JUSTICE is the only way to bring Harmony of Life according to the Laws of Land, Then they all stimulate the Subconscious mind to enlighten us to uphold MORAL JUSTICE.
3. People working in Justice System are generally blessed to uphold the Law with an Eagle eye, based on my Grandfather's own words. When the People committed crime come to face the law or such an Eagle eye, their nerves will indicate their fears of the law of the land. When they do Law's inner sense captures it, even though common people won't notice it much as it will not be visible to their vision. This is how our Spiritual belief system works.

### **How I understood all these Connection:**

1. I am just composing a small portion of what happened in one of the informal meetings before, as part of the Grievance Process. "People Team Head" during the informal meetings insisted me to ask my Future Employer to Financially support Clawback I owe for SCSC. I said to her that "I will end up Signing very big Clawback amount way bigger than what I signed with SCSC. How will a Person in my position do that, after facing all the Mortally Dangerous Issues I faced with my Line-Manager in SCSC. I denied her request. For that She went on to suggest another method of paying the Clawback. She (People Team – HR Head) forced me to extend the Notice Period for few more months until I pay the Clawback in full in SCSC and then join my future employer. What an outrageous behavior. I very clearly warned her If I end up signing bigger Clawback I will come with full energy to prove to court all their Crimes, Because I know where and How I can collect the Evidence.
2. In the next informal meeting with "People Team Head" and "DevSys Manager" when I explained the reason for overtime works with the complete data collected from Samsung Systems. **"DevSys Manager's (Line-Manager of my former Line-Manager in SCSC)" face went entirely pale as if his blood circulation is completely stopped.** I did not know the reason for this reaction earlier, looks like this was noticed by subconscious mind, but I never could connect earlier. **"People Team Head - HR Head"** immediately asked **"Devsys Manager"** to go to other room for a break. Why She did that I don't know. When I shown my full intention and determination that I would like to go to court to get paid for the extra hours I worked, Then **"People Team Head - HR Head"** (even though She was very adamant) face and hands went entirely

pale and Her hands were shivering. I did not know the answers for it earlier. It took long time for me to understand it was their **"Fears of Law of their Land for the heinous crime(s) they committed"**.

3. Everybody in the world no matter which religion they are following, They are always raised by listening to the stories of greatness of their ancestors and services they done to the human society. When we hear those stories, we feel like we are also blessed with those skills. Our Ancestors speak to us, when we dearly need those skills. They pass on their wisdom to our subconscious mind to establish all the connections to save the destruction of their Devine Lineage (dynasty). They do this for protecting the humanity, nature and their own dynasty (Lineage).
4. Law is to protect the People, Humanity and Nature. How can a Person sitting in the chair of "Head of People Team" and can justify their intention of cutting Flesh from one's heart, even if your contract gives permission to do so. I have never seen such an act of evil intention in my entire life.
5. I must thank the Employment Tribunal Judge who shown unusual silence and remorse in her face several times in the Hearing Day. I found sometimes her hands were shivering when I boldly answered many questions without hesitation. I later I felt her inability to do right JUSTICE, but why. Because LEGAL JUSTICE is bound to rule books.
6. **Even though I shown my full intention to pay the remaining Clawback amount to the Respondent(Samsung Cambridge) when Employment Tribunal Judge was asking me while sitting in the Witness Stand, Why the "Barrister of Respondent" came back to me during court recess time and asked me whether I was willing to withdraw the case, if they withdraw theirs counter claim. I stood firmly on my position to pay the money legally. Respondent's Barrister went on to persuade Employment Tribunal Judge to pass judgement to pay the remaining Clawback, Judge said She would not. I thought it was her Conscience, that did not allow to pass the Judgement in favor of them.**
7. **I still stand by my position to pay that money SCSC thinks that I owe them (£ 3,356.61). I am keeping a chunk of that money in my reserve to pay them at right time, Probably when the Respondent ask or Civil court pass an order for repayment or when they chose to pay me for those extra hours.**
8. On 26-Dec-2022, One of my old Friend from Samsung called to inform that SCSC is hiring two more DevOps Apps Engineer. This message angered me further, drove me to a conclusion People are made what they are. You can't teach butcher the pain of animals he slaughters. Because he thinks he is not committing any sin which is true, Because he bring food to the plates of remaining Faint hearted People. But the Parties involved in the Grievance, Grievance Appeal, Even the Legal People handled the Employment Tribunal Case are human only, yet they did not show any sign of upholding the right JUSTICE. Conscience is bloodline for people in the Justice System. They (People Team & Legal Team) are responsible for making the Workplace safer both Physically and Psychologically. But They were all trying to hide the facts, lying and tried to justify their action even though I strongly believed JUSTICE was mine. It is pity they don't know everything leaves a Trace. Soon they will get their comeuppance. GOD of JUSTICE will never forgive them for the Crimes they done against humanity.
9. Coming back to where I left, I could not and did not sleep very well after hearing this news from my friend. So many things was running on my mind. My Head was heavy with hundreds of questions and lots of memories of incidents which did not matter to me earlier were coming to my mind. All my senses were telling that criminals are getting away. I could not connect anything. I firmly believe they are deceiving me, But I am still an immigrant who don't understand the laws of this Land.
10. **Next Day (I guess 27-Dec-2022) in the late morning around 8 or 9 AM, I got a bad vision in which a small boy of my son's age was walking towards a front of a slowly moving train, I was watching him from behind as a third person with complete horror. Then I was hurrying to stop the boy but he just stepped in front of the slowly Train. I felt my face turned entirely pale and broke out from that vision. This was the final call, all my instincts woken up, started connecting reasons for the pale faces of all the parties involved in this Employment Tribunal Claim. They just used my innocence to stop me going to court with**

my Case. Their real intentions were to hide and cover up all their heinous Crime against humanity.

11. I must thank the Employment Tribunal Judge for hinting many times indirectly the real heinous Crimes hidden in the Case Bundle. I read everything from facial expression, shivering of her hands and body (which is an act against conscience). I also looked in the Eyes of Employment Judge which clearly said she is doing something against her code and responsibilities (may be due to fear, I will leave it to the Employment Tribunal Team's discretion).
12. I have and will have answers for every question the Respondent would ask in the Court in this regard.

### Crime/Wrongdoings of SCSC

I think there is more substantial evidence against the Parties(**SCSC Management involved in my Grievance and Grievance Appeal**) to accuse them for the series of heinous crimes against humanity (causing Mental Health Issues to various Employees, Causing various Other Health Hazards by loading excess amount of work on their Employees). All the documents submitted to Employment Tribunal can be used as Substantial Evidence for this case.

1. I do not wish to reveal the names of the employees who provided me information about the nature of Crimes committed by SCSC Management, as they are still working in Samsung Cambridge.
2. Their Crimes can be substantially proved in the SCSC Employees Employment History itself.
3. **"Line-Manager of DevOps Apps Team"(Mark Humphrey)** was directly responsible for causing Mental Health Issue and unmanageable stress among almost all of the employees worked under him during his entire tenure as a manager. This is not just my opinion, This is the fact as told by one of the Employee worked under him, who also suffered unmanageable stress while working under him.
4. On top of that, Later I heard **"Head of DevSys Group"** is a dangerous Manager who pressurize every manager working under him and Some of the Managers worked under him chose to take voluntary retirement and become individual contributors due to the unmanageable Stress and Work Pressure caused by him.
5. I literally don't know why **"Head of HR Department"** or the entire **"People Team"** did not take any actions against both of these Managers after all these Mental Health Cases(Crimes against humanity). One thing was very clear to me that the **"Head of DevSys Group"** is very close to **"VP and Managing Director"**. That is more than enough to hide what they have done.
6. For all of their actions, SCSC Management should be held accountable because they all broke the rules and Laws of the Land in order to survive in the Samsung's fast paced environment. I will leave it to the **Employment Tribunal** to Judge their actions.
7. **Substantial Evidence for their heinous Crimes can be referred in the Employment Tribunal Case Bundle, I raised against SCSC, in Which I mentioned the Mental Health Case of mine I reported to the Head of HR in June/July 2020. I will explain whole the incident in a separate document and who was responsible for it.**
8. **Later (July 2020 End or August 2020 beginning), I heard a shocking news from another Employee who experienced the same fate as mine. He is my former Teammate who worked with me (as a close friend, His name is AM) also told me he had also undergone Mental Health session in "Feb/Mar 2020". Eventually He decided to resign from the Company by March 2020 itself. Even in this situation, "HR Head" perfectly did her job of recovering Clawback money from him even after knowing he had attended Mental Health Session and She definitely know "Mark Humphrey" was the reason behind it. I will leave it to the Employment Tribunal to decide the nature of Respondents People Team.**

9. **Later Another Two Employees (my Teammates, both are Female Employees, Indian immigrants) they have also went to the edge of anxiety and depression (starting point of mental health issue) as the Manager of DevOps Apps Team pressurized them with enormous loads of tasks (that involves lot of context-switching) assigned to them in parallel. According to Mark Humphrey (DevOps Apps Team Manager) Employees who worked on 9AM - 5:30 PM working pattern are specially marked as inefficient employees, non-flexible to SCSC Culture. Timeline of these incident happened are in November 2020 (for the first Female Employee) and between Feb/March 2021 (for the second Female Employee). They don't have courage to raise it as a case HR case as they were immigrants.**
10. Further Evidences can be collected from the Samsung Systems.
11. **Employment Data of all the employees who started working & worked under "Line-Manager of DevOps Apps" directly or indirectly from the Day when they joined Samsung Cambridge as an Employee.**
12. **Employment Data of all the employees who started working & worked under "Head of DevSys Team" and also former IT Team (It was called IT Team before DevOps Apps) directly or indirectly from the Day when they joined Samsung Cambridge as a Employee. Evidences that should be collected from their Employment data are Full Name(with Identities Hidden) Designation, Years of Experience, Start Date, End Date, Contractor, Full Time Employee, How many hours they worked approximately on a daily basis, The Designation Change, Team Change, Technology Change, Which Country they are from, Whether Samsung Provided Visa Sponsorship, What is their Clawback amount, How much Clawback amount Samsung has collected from them.**
13. **Employment Data of all the Employees who reported mental health issues since the Company CSR was acquired by Samsung.**
14. **Employment Data of all Employees we resigned from SCSC by taking "Early Retirement" from Service.**
15. **Employment Contracts of all the Employees who worked under DevSys should be reassessed to find the hideous evidences if there is any.**
16. **Most importantly Samsung Cambridge should provide complete list of Employees affected by Mental Health Issues to the Judicial System. Their Data should be dealt according to the Law of the Land with their own consent.**
17. **Leave Reports of all the employees who worked from the beginning to till now should be assessed to find out whether were given enough break or taken enough break.**
18. **If SCSC attempts to hide or tamper any Evidences, then Identities of all Employees in Samsung Cambridge should be cross verified with NHS Database System to learn and understand the Nature of their sickness and they should be analyzed whether it was caused due overtime working, unmanageable stress, or any other unfavorable work environment in SCSC.**

#### **Desired Outcome:**

1. Each of the People Team Members should be properly judged under the Crimes against humanity for not providing Physically and Psychologically Safe Work Environment.
2. Each of the People Team Members should be judged for not doing their work properly to bring safer environment for the SCSC Employees.
3. **People Team Head (HR Head), VP and Managing Director of SCSC, Head of DevSys Team (DevSys Manager), DevOps Apps Manager (my former line-manager) all should be Judged by the Employment Tribunal for misusing their Power and Authority that caused health hazards to one or more employees.**
4. **As I already agreed in Employment Tribunal especially in the Witness Stand, I am ready to pay the remaining Clawback amount £3,356.61. I have never refused to pay that amount. I have written evidences for that. I am open to show to the evidence to the Employment Tribunal Team if required.**

5. I request the Employment Tribunal to pay me for 500+ extra hours I worked for Samsung during my tenure, which is in-turn the Employment Tribunal Case I put against SCSC as I still feel I deserve right JUSTICE.
6. I also request the Employment Tribunal to pay me the same amount what SCSC has paid to their Legal Team to hide their Crimes, as they SCSC Management Team every chance to set things right in the Grievance itself. I will spend this amount for the righteous needs according to our Moral Principles. However I will leave it to the decision of Employment Tribunal with this request.
7. Employment Tribunal should set up a small legal Team (with One or Two Lawyers) to set right processes to make the whole Samsung Cambridge Safe and inclusive work environment for all the Employees working in it.
8. Employment Tribunal should ensure SCSC follow all the Employment Laws of this Land (United Kingdom) Properly.
9. Employment Tribunal should also ensure SCSC follow all the Guidance or rules set out in "UK Home Office" guidance to employ immigrants in SCSC.
10. As I am aware of all the SCSC methods of indirect torture that would cause immense pressure, which I learned over the past three years I can try my best to make the good souls I still value get both Physically and Psychologically Safe Working environment. I will study human rights law and serve as volunteer against Human rights Violations in any workplace (Even in India).