

BETWEEN

M FURLONG

Claimant

-and-

JAGUAR LAND ROVER

Respondent

DRAUGHT OF LIST ISSUES

1) What was the reason for dismissal?

- Alleged Conduct
- Alleged Vexatious Correspondence
- Alleged failure to follow reasonable safety instruction.

2) Was that a potentially fair reason?

- We were not contractually obligated to surrender our inalienable right of bodily autonomy for the alleged risk of the alleged virus.
- Any medical experiment must have freely informed consent.
- With no contractual obligation, we wished to politely decline the unilateral offer of the mask.
- Our attempts to negotiate were deemed: Vexatious.
- We suggested relocation to a green role which was refused.
- Therefore, we feel the reason was unfair.

Laws Breached/Broken

- Geneva convention
- Health and social care act 2012.
- Equality Act 2010
- Human Rights act 1988
- Nuremberg Code (1948)



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Witness my hand and official seal this
10 day of December, 2025

Keeper of Records Cosmic Gazette,
By CERK, TRUSTEE
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- 1. Magna Carta 1297:
 - - Chapter 29
 - - General Saving clause
- 2. Confirmation of the Charters 1297
 - - section I
- 3. Observance of due Process of Law (1368)
 - - section III
- 4. Confirmation of Liberties (1405)
 - - section I
- 5. Confirmation of Liberties (1423)
 - - section I
- 6. Bill of Rights (1688)
 - - the Subjects Rights
- 7. Human Rights Act (1998)
 - - Articles 6, 2, 3, 8, 12
- 8. European Convention on Human Rights (1950)
 - - Articles 2,3,8,10,13,14
- 9. Universal Declaration of Human Rights (1948)
 - - Articles 1, 2, 3, 6, 7, 8, 12, 20(1), 21, 25(2), 28, 30
- 10. International Covenant on Civil and Political Rights (1966)
 - - Articles 3, Part II, Article 1, 4.2, 5.1, 5.2, 6.1, 6.2, 7, 16, 17, 18, 26
- 11. Siracusa Principles

- - para 58.
- 12. International Covenant on Economic, Social and Cultural Rights (1966)
- - Articles 2, 5, 12
- 13. Convention for the Protection of Human Rights and Dignity of the Human Being with regard to the Application of Biology and Medicine: Convention on Human Rights and Biomedicine (ETS No 164) (4.IV.1997) :
- - Chapter II, Consent, Article 5 - General Rule
- 13. Human Rights and Bioethics 2005
- - Articles
- Case Law:
- - Montgomery v Lanarkshire Health Board (2015), U.K.
- - USA v Karl Brandt et al (1946), "the Medical cases", Nuremberg, Germany.
- Criminal Law
- 1. Offences against the Person Act (1861)
- - sections 18, 20, 21, 47
- 2. The Accessories and Abettors Act 1861
- - section 8
- 3. The Criminal Attempts Act (1981)

- - Part I, 1, 4, 5
- 4. The Criminal Law Act 1977
- - section 1
- 5. The Criminal Law Act 1967
- - section 4, 5
- 6. International Criminal Court Act (2001)
- - sections 50, 55,
- 7. Geneva Conventions Act 1957
- 8. Serious Crime Act 2015
- - section 75(A)
- 9. Fraud Act 1996
- Fraud Act 2006
- Employment law
- 1. Breach of contract
- 2. Breach of duty of care
- 3. Breach of implied term of “trust and confidence”
- 4. Breach of health and safety at work laws:
- Health and safety at work act 1974

- Management of health and safety at work regulations 1999 - section 3.
- 5, breach of Employment Rights Act
- The burden of proof is on he who affirms, not he who denies.
- Failure to prove the safety of both interventions is a failure to comply with the law as the common law demands that they first “Do no harm” Primum Non Nocere.

3) Did the respondent act reasonably in all circumstances:

- Did the employer have a genuine belief?
 - We feel there was an external influence at play which we believe was the motive for the fraud, possibly financial.
 - Held on reasonable grounds?
 - We refute this.
 - Of the guilt of the employee of that misconduct at that time?
 - We have a duty to protect our rights and body.
 - Having carried out such investigation as was reasonable in all the circumstances of the case?
 - Several pertinent facts were ignored during all investigations
4. Was that reason sufficient to justify dismissal (i.e. did it fall within the range of reasonable responses)?
- Company policy was not carried out correctly with respect to impact assessment
 - Company policy does not usurp UK law
5. If the dismissal was unfair, did the Claimant cause or contribute to the dismissal by any blameworthy or culpable conduct and, if so, to what extent?

- We feel we explored and exhausted every avenue to resolve the unilateral contract offer of the proposed benefit of a mask with our Conditional acceptance negotiations and offer to relocate, our self-certified exemption in line with government advice was rejected infringing on several Conventions/laws.

6. If the dismissal was procedurally unfair, what adjustment (if any) should be made to any award to reflect the possibility that the claimant would still have been dismissed in any event had a fair and reasonable procedure been followed?

- We documented the fraud of Failure to produce evidence, abuse of power and breaches of Canon law 1541 throughout the case.
- The procedure and alleged investigations overlooked most pertinent evidence when offered to the investigating agents
- we believe the respondent failed in its duty of care for due diligence in respect to the safeguarding of the health and wellbeing of its workforce.
- The terms of condition remain unanswered.
- The respondent has a thorough medical record; 3 out of the 4 witnesses were aware of it as it was their colleague who was the catalyst for the severe depression cause in 2015 by the denial of my legitimate request for Emergency Dependency, which was followed by a 2 and a half year attempted constructive dismissal which I believe I documented most thoroughly. Again, this was deemed vexatious, and I was sanctioned for Alleged abuse of the grievance procedure.



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Witness my hand and official seal this 10 day of December, 2025

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We would like to sincerely thank Judge Aspinall for her patience and reassuring presence a most comfortable hearing in a court discussing such important topics.