

Lord Mayor's Coffee Colloquies

SDG10-Reduced Inequality: Productivity & Employee Share Ownership

INTRODUCTION

The 695th Lord Mayor of the City of London, Alderman Professor Michael Mainelli Mayoral Theme “**Connect to Prosper**” celebrates our multiple knowledge miles, showing that the UK is a place where problems come to be solved. The Coffee Colloquies will demonstrate this, bringing together varied voices from in and around the city to talk about how their work supports the achievement of one of the UN Sustainable Development Goals. Through fast-paced transfer of knowledge, and with a focus on connections and networking, the Coffee Colloquies will invigorate our knowledge miles as the World's Coffee House.

At this Colloquy, organised by the Employee Share Ownership Centre, nine experts will address Goal 10: Reduced inequality within and among countries. While markets and trade liberalisation have lifted billions out of poverty in recent decades, stark differences between and within nations persist. The speakers will highlight the forces, trends and techniques that will help to reduce inequalities, not least the financial participation of employees in enterprise.

The event will consider how inequality might be addressed by raising productivity helped by the use of employee share ownership. Factors that contribute to this include ground-up volunteer led initiatives, and the practical steps individuals can take to contribute to closing the gap between the ‘haves’ and ‘have-nots.’

PROGRAMME

- 08:45 – 09:15 Arrival and coffee served
- 09:15 – 09:20 Opening remarks by the Lord Mayor's Aldermanic Representative, Alexander Barr
- 09:20 – 10:00 Nine expert presentations
- 10:00 – 10:30 Open Q&A, moderated by Robert Pay
- 10:30 – 11:15 Discussion, Networking, Coffee
- 11:15 – Close

ABOUT THE ESOP CENTRE

The Employee Share Ownership (Esop) Centre is a non-profit subscription based organisation which draws from over 30 years of experience to inform, lobby and research in the interest of developing all forms of broad-based employee share ownership plans in the UK and Europe. The Centre works with governments, the European Commission, businesses and employee organisations to build widespread support for employee share ownership and spread the wages of capital.

The first employee share ownership plan in the United Kingdom was launched in 1987 at Unity, the trade union bank. Esop Centre Life President Malcolm Hurlston CBE - inspired by a visit to the United States where he studied the use of employee stock ownership plans in American airline companies - was instrumental in bringing about this first employee share plan. Drawing on these experiences, he formed the Employee Share Ownership Centre in 1988.

Broad-based employee share ownership means that all employees in a company – from the boardroom to the shop floor – are able, and indeed incentivised, to acquire shares in the company for which they work. We believe this is good for employees, companies and the economy as a whole – a view supported by a wide range of policy makers, business leaders and ordinary employees.

PRESENTATIONS

David Craddock, Esop Centre (Founder and Director of David Craddock Consultancy Services)

The Role Of Employee Share Ownership In Meeting SDG 10:

- ⇒ How direct employee share ownership's role in increasing productivity and social mobility can provide a route to addressing UN SDG target 10.1: *"By 2030, progressively achieve and sustain income growth of the bottom 40 per cent of the population at a rate higher than the national average"*; and target 10.2: *"Empower and promote the social, economic and political inclusion of all."*

Ifty Nasir, Esop Centre (Founder and CEO of Vestd)

Equity Participation: Across The Team, And Across Borders:

- ⇒ Everyone who contributes to the success of a business, should have access to a share of that success; • Equity participation should be available to the many, not just the 'top' few; • Equity participation should reach as far as from where the contribution is received.

James Ashton, QCA

Why Public Companies Care About Employee Share Ownership:

- ⇒ • Equity as engagement, fostering loyalty in a tight employment market; • Key differentiator public vs private; • Paternalistic role of business post-Covid – what it does, how it communicates; • But what's missing: simpler schemes, wider adoption, better research of the upside.

Lorraine Young, The Worshipful Company of Chartered Secretaries and Administrators

Addressing SDG 10.1 and 10.2 -

International Share Plans – Sharing Wealth Across The World:

- ⇒ • Benefits of employee ownership; • Employee ownership for listed companies; • Critical success factors and challenges; • What can we do to make a difference?

Damian Carnell, Esop Centre (Founder and Director of CORPGRO)

Addressing SDG 10.1 and 10.2 with ideas to reduce inequalities "within" countries; and SDG 10.A and 10.B: special treatment for least developed nations (LDNs), where the focus is reduced inequalities between countries. -

A Global Sovereign Debt Equity Swap Programme:

- ⇒ • Share proceeds made available to employees of companies based in the participating LDNs; • Jubilee debt movement of 1998 to 2000: while some debt was forgiven (\$130 billion in fact for 38 nations) much was not, as non-forgiven nations were deemed "too rich" by the then G8. It is those nations where a debt-employee equity swap protocol makes most sense.

Sasha Molodtsov, BDO and Diversity Project

Addressing Target 10.3 "Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard." -

Reducing Inequalities In The Financial Sector: Challenges, Progress And 2030 Horizon Scanning:

- ⇒ • Industry challenges and complexities; • Laws, policies and practices in development to reduce inequalities and promote equity in the financial industry in the City of London; • Transparency, disclosures and reporting and the extent to which this can be a driver of change.

Erik Johnson, Inclusion@Lloyd's

Connecting To Drive Inclusive Prosperity:

- ⇒ • The role of ground-up volunteer led initiatives (e.g. Inclusion@Lloyd's Partner Networks – industry engagement, education, recruitment, policy development); • Successes to date (e.g. Dive In Festival, iCAN & Link recruitment portals, diverse student outreach to local schools, insight days for prospective talent, Bermuda gay-marriage campaign); • What can you do personally or with others to have an impact on reducing inequality?

Jansev Jemal, Pro Bono Economics

Addressing target 10.2 –

Diversity Of The Workforce In The Charity Sector:

- ⇒ Examples of good practice, where the charity sector is leading the way, and areas where it still faces challenges.

Dr Andy Sloan founder of the International Sustainability Institute

Addressing target 10.1 "Reduce income inequalities"; and target 10.4 "Adopt fiscal and social policies that promote equality":

Making Piketty Proud:

- ⇒ virtue signalling of real virtue, a proposal to exploit the trend for sustainability metrics to widen the practice of Esops.

SPEAKERS

James Ashton, CEO, Quoted Companies Alliance—James is Chief Executive of the Quoted Companies Alliance, the members' organisation that champions the UK's community of 1000+ small and mid-sized publicly traded businesses - representing 91 percent of the quoted sector - and the firms that advise them. It believes the public markets can be the best place for companies to source the funds to grow, operate transparently and distribute wealth, fairly. James was City Editor and Executive Editor of the Evening Standard and Independent titles and before that City Editor of the Sunday Times. He is the author of several business books and chairs Oscar's Book Prize, the annual search for the UK's best picture book. James is also a non-executive director of Finsbury Growth & Income, the FTSE 250 investment trust.

Damian Carnell, Member of the Esop Centre's Steering Committee & Founder Director of CORPGRO—Damian founded CORPGRO, a consultancy that helps companies with executive compensation aiming for fair, sustainable growth, at the beginning of 2021, having previously been a Director with Willis Towers Watson for 22 years. Damian has over 35 years' experience advising leading companies on all aspects of executive compensation, but in particular performance pay supporting the business strategy. He was an advisor to the IASB on the share-based payment project IFRS2. Damian is a UK Chartered Accountant and holds degrees in Commerce from Birmingham University and an MBA from Cass Business School.

David Craddock, Member of the Esop Centre's Steering Committee & Founder Director of David Craddock Consultancy Services David is an independent consultant specialising in employee share ownership and reward management. A recognised authority on the subject, he is the author of *The Tolley's Guide to Employee Share Schemes*, along with many other essential books and courses. David's clients range from major public limited companies with international considerations to smaller private companies where the requirements are for Enterprise Management Incentives, tax-unapproved share scheme arrangements and market-making employee share trust structures. David has successfully established employee share schemes and employee benefit arrangements worldwide and to date has travelled to over 30 countries to personally facilitate their introduction. He enhances his service through a long experience in share reconstructions and share valuation.

Dr Jansev Jemal, Director of Research and Policy, Pro Bono Economics—Jansev leads the Research and Policy team at PBE having joined in 2022 to help shape and drive PBE's programme of work following the completion of the two-year Law Family Commission on Civil Society. Jansev has been a regular speaker and commentator on the state of the sector generally, as well as providing responses on behalf of PBE to ONS statistical releases. Her research has focused on the role of volunteering (formal, informal and skilled) and its effects, both for the individual and society more widely. Prior to joining PBE, Jansev worked for research agencies, including YouGov, Ipsos Mori and IFF Research, where she led on projects spanning the public, private and social sectors, as well as serving political and media clients. She also previously served as a local councillor for four years and worked in Parliament for two MPs, as well as working in public affairs. She has a PhD in political science.

Erik Johnson, Partner Network Initiative Lead and Board Member, Inclusion@Lloyd's—Erik has worked globally across many disciplines with a focus on general insurance, most recently as Active Underwriter of MIC Global Syndicate 5183. He sits on the Risk Management & Insurance Advisory Board of the University of Calgary's Haskayne School of Business. In 2012, he co-founded *Link*, the LGBT Insurance Network; establishing Inclusion@Lloyd's the following year, focusing on supporting six partner networks, through his initiative *Insurance Inclusion Networks*, which promotes collaboration and connections across the insurance sector, and sharing best practice guidance around diversity and inclusion within and beyond the London Market. Of these partner networks he helped found both iCAN, the Insurance Cultural Awareness Network and iDAWN, the Insurance Disability, Ability & Wellbeing Network. A member of the Worshipful Company of Insurers he has sat on the Insurance Women's Inclusivity Network Board since 2021 and was on the Executive Committee of the Insurance Institute of London, 2018-2021.

Sasha Molodtsov, Partner at BDO & Ambassador for the Diversity Project—Sasha is a Financial Services' Partner, leading the Diversity & Inclusion advisory team, which sits within BDO's Financial Service's ESG and Regulatory Advisory practice. She has recently returned from secondment with the Bank of England. Sasha also co-leads the Diversity Project's Ambassador programme, a cross-company initiative championing a truly diverse and inclusive UK investment and savings industry which aims to reflect the society it serves and ultimately build more sustainable businesses. Sasha is a mentor with Women in Banking and Finance, The 30% Club and The Prince's Trust; and is a charity trustee.

Ifty Nasir, Member of the Esop Centre & Founder CEO of Vestd—Ifty is the founder and CEO of Vestd, the platform that takes the cost and complexity out of setting up and managing share schemes for UK SMEs; allowing leaders to easily share the success delivered by the team, with the team. He is a strong believer in the 'Ownership Effect' and advises businesses on how to share equity to incentivise teams and unlock value. An entrepreneur since his teens, Ifty reached the most senior levels at BP and Essar Energy before branching out into the world of startups, setting out to uncover the challenges facing companies in 2014 and found that poor equity management was a serious startup killer. Along with cofounder Naveed Akram, Ifty launched Vestd as a remedy. Known as a creator of ShareTech, Ifty's opinion is trusted and sought across the media and the startup world.

Dr Andy Sloan, Founder of the International Sustainability Institute—Andy writes and advises on sustainability in the offshore sector. His published work includes *'21st Century Fiduciary Duty. A three-step framework for private wealth'* and *'TCFD, Climate Risk and Private Capital. What relevance public disclosure rules to private markets?'* He established Guernsey's green finance initiative some six years ago and founded the International Sustainability Institute in 2021, a think tank dedicated to the development of financial and fiscal sustainability in the offshore context. An economist by training, Andy's experience of policy development in the offshore sector spans three decades. He has served as Chief Economist and Head of Policy for Guernsey's government, Director of Financial Stability and International Policy Adviser for Guernsey's financial regulator and Deputy Chief Executive and Director of Strategy for the finance sector's promotional body.

Lorraine Young BSc FCG ACI Arb, Member of the Worshipful Company of Chartered Secretaries and Administrators—Lorraine is a chartered governance professional and accredited mediator who provides board advisory and related consultancy services. She is a non-executive director and audit committee chair at PHSC plc and a former non-executive director and remuneration committee chair at City of London Group plc. Lorraine is a Past President and Fellow of The Chartered Governance Institute. She has held senior inhouse governance roles at a number of FTSE companies. She ran her own company secretarial and corporate governance advisory practice for 13 years, which in 2016 she merged with the cosec team at the law firm where she was a partner. Since 2019, Lorraine has been pursuing her own consultancy interests once more. Lorraine is a member of the Worshipful Company of Chartered Secretaries and Administrators, where she is on the Court and chairs the Finance and General Purposes Committee. She is also on the advisory board of Indigo Independent Governance.

Robert Pay, Chairman of the Esop Centre—Rob has extensive experience in both professional and financial services. His roles have included being a Marketing Manager for a "Big Four" banking and securities practice, and a seven-year stint as the Global Chief Marketing Officer of leading international law firm, Clifford Chance. He was Head of Marketing at the London Stock Exchange where he was responsible for the marketing launch of AIM, the smaller companies' market, on whose Board he served. Immediately prior to relocating to the United States he was the Chief Marketing Officer for European law firm Taylor Wessing, where he worked with Z/Yen to create the Global IP Index. Rob has been an associate of Z/Yen since 1998 and has worked on a number of assignments including his current role chairing the Esop Centre.