

The Rt Hon Andy Burnham MP  
Prime Minister and First Lord of the Treasury  
The Prime Minister's Office  
10 Downing Street,  
London, SW1A 2AA

3 September 2026

### Why employee share ownership matters

Dear Prime Minister

I take this opportunity to congratulate you on your appointment as Prime Minister.

Successful enterprise creates wealth, but for that prosperity to be enduring and widely shared, those who contribute their skills and labour should also be able to participate in the growth in value of businesses they help to build. Employee share ownership provides one of the most practical, market-based ways of achieving that aim.

The UK has developed successful employee share schemes, including SIP, SAYE, CSOP and EMI, together with Employee Ownership Trusts (EOTs). These have helped many businesses align the interests of employees with long-term success. As the framework continues to evolve, there is an opportunity to enable more companies to extend participation more widely and to ensure that the tax system supports, rather than inadvertently constrains, those who wish to share the growth in value of their businesses with all employees.

I am pleased to enclose a revised edition of ***Why Employee Share Ownership Matters***. The publication argues that employee share ownership should be viewed not simply as a remuneration tool or a matter of tax policy, but as an important part of Britain's long-term economic strategy. For many people, a workplace share plan is also their first experience of investing. It introduces the principles of ownership, long-term saving and participation in capital markets, helping to create the next generation of informed and confident investors. Thus, employee share ownership complements the objectives of the UK's Retail Investment Campaign to broaden participation in wealth creation.

The evidence suggests that businesses with meaningful employee share ownership often enjoy stronger engagement, higher productivity, greater resilience and better long-term performance, while employees gain the opportunity to build capital alongside earnings. As the government pursues higher growth, stronger productivity and broader economic opportunity, we believe employee share ownership can make an important contribution.

I remember your own support for employee share ownership during your time as Chief Secretary to the Treasury, when you recognised the contribution that wider employee ownership could make to economic growth and wealth creation.

For almost forty years, the Employee Share Ownership Centre has worked with governments of all parties, HM Treasury, HMRC and business to advance broad-based employee share ownership. We would be delighted to put that experience at the disposal of your government. I hope you find the enclosed publication of interest and would welcome the opportunity to discuss its proposals with you.

yours

A handwritten signature in black ink that reads "Malcolm Hurlston". The script is cursive and fluid, with the first letters of each word being capitalized and prominent.

**Malcolm Hurlston CBE**

Founder and Life President

The Employee Share Ownership Centre