



CENTRE AND MEMBER NEWS

EU: ESMA launches call for evidence on MiFID II sustainability in product governance

Linklaters' *ESG Newsletter* reported that on June 16 2023, the European Securities and Markets Authority (ESMA) launched a **call for evidence** on MiFID II suitability and sustainability. According to the **press release**, the objective is to provide answers on how firms apply the MiFID rules on sustainability. It is not proposing any specific changes to the guidelines. The aim is to help ESMA: (i) develop a better understanding of how MiFID II requirements are being implemented and applied by firms in the EU and the challenges firms face in their application; (ii) gain a better understanding of investor experience and reactions to the inclusion of sustainability factors in investment advice and portfolio management services; and (iii) collect information on the main trends in sustainable investment products and services to retail clients. The call for evidence closes on September 15 2023.

SAYE bonus rates return

EQ's employee share plan strategic development manager, QCA share schemes expert group deputy chair and Centre steering committee member, Jennifer Rudman, has provided a breakdown of the HMRC's recent changes to Save As You Earn (SAYE) bonus rates, explaining what companies **need to know when launching plans from August 18 this year**.

India - TCS charge: changes delayed!

Tapestry Compliance has alerted companies that a Tax Collected at Source (TCS) of 20 percent will be applied to any overseas remittance of participant funds in India from July 1 2023. This followed:

- ◆ an announcement that:
 - ◇ the existing TCS rate of five percent was being increased to 20 percent; and
 - ◇ the previous threshold of INR700,000 for the TCS to apply, was being removed.
- ◆ the overhaul of the foreign exchange rules: outward transfers under employee share plans are now being made under the Liberalised Remittance Scheme (LRS), to which TCS applies.

The planned changes had created much uncertainty and frustration for companies operating incentive plans involving outward remittances, such as purchase or matching plans.

On June 28, however, the Indian Ministry of Finance issued a press release with some last-minute helpful changes.

These included:

- ◆ Restoring an annual threshold: restoring the original annual threshold of Rs. 7 Lakh (the equivalent of INR700,000) per financial year, per individual and
- ◆ Delaying implementation: for any individual that exceeds this threshold, the 20 percent TCS will not take effect until October 1 2023.

Tapestry comment: “This is a very welcome (last minute!) revision to the 2023 Indian Budget announcement, so it is great to see the government responding to the local concerns over this increase.

“While historically, TCS would not necessarily be relevant for share plans (as employee share plan remittances did not necessarily fall under the LRS regime), companies will now (despite the good news changes) still need to consider whether participants will exceed this annual threshold and, if so, whether there will be any local obligations to withhold the 20 percent charge. Though note that, for many, this threshold may never be met by participants under contributory plans.

“We have seen that some companies and local banks have been taking different interpretations of the applicability of TCS to employee share plans. It is therefore recommended that companies engage with their local teams on these requirements to discuss their approach.”

MM&K launches Life in the Boardroom 23-24

For over 30 years MM&K has conducted a survey which provides participants with a comprehensive report on directors’ fees, time commitments, board effectiveness, board governance and other current board issues. Data are collected directly from directors themselves, rather than from company staff or annual reports, providing an accurate picture from the people who experience life in the boardroom first-hand. Deadline to participate is August 11 2023. For more information and to find out how to take part, visit [MM&K’s Chair and NEDs Surveys](#).

KKR: Collaboration provides focus on cybersecurity priorities

KKR’s global cco Bruce Karpati and ciso David Stern talk about building a successful relationship between compliance and tech, speaking to regulator’s language, and what and whom not to rely on when building and [maintaining your cybersecurity defences](#).

What privacy lawyers need to know about Artificial Intelligence and data protection

Generative AI and large learning models are a type of AI that creates new content such as images, music or text through complex algorithms that learn from patterns in training data. The technology can provide human-like responses and be used for everything from generating a travel itinerary for your next trip abroad to creating a bespoke piece of digital art based on a simple text prompt.

With an overwhelming amount of development in AI and a fast evolving regulatory landscape, Fieldfisher’s Lorna Cropper and Max Burdyl take a closer look at what you need to know to strike the [right balance between enabling innovation and managing risks](#).

ISSB issues first global sustainability disclosure standards

On June 26 the ISSB, the new sustainability standard setting arm of the IASB, published IFRS S1 and IFRS S2.

IFRS S1 requires an entity to disclose information on all sustainability related risks and opportunities that might reasonably affect the entity’s cash flows, access to finance, and cost of capital over the short, medium or long-term.

IFRS S2 has similar requirements to IFRS S1, but applies to: entity climate-related physical risks; entity climate-related transition risks; and entity available climate-related opportunities. In addition, there is specific guidance for eleven major sectors.

Damian Carnell commented in CORPGRO's *Newspoint* bulletin: "Sustainability and ESG reporting is important, but is often fragmented and inconsistent. The ISSB has taken on a major global challenge to create a well marshalled set of reporting standards which will be consistent: over time; between countries and companies; and with a read across to financial statements. This is to be much welcomed.

"The advent of IFRS S1 and S2 are an important first step which builds on the earlier work of the TCFD and SASB.

"Vitality, these standards **set out disclosure requirements - not performance standards.**"

NCEO founder discusses Esops in podcast

On June 29, Paul Spiegelman of the Small Giants Community, an organisation of companies that "choose to be great instead of big," has produced a **podcast** with NCEO founder Corey Rosen on employee ownership.

Paul had considered selling his own company to an Esop many years ago, but said "I started to learn about these options and I have to tell you that I just became overwhelmed. I just couldn't understand it enough—it became so complicated that I didn't seriously consider it at the time," so asked Corey: "*What has changed to make the establishment of an Esop simpler or easier to understand?*"

The new Jersey FSC outsourcing policy: overview, impact and actions required

The Jersey Financial Services Commission has published the final version of its revised Outsourcing Policy, which will come into force on January 1 2024 following a six month transitional period. The scope of the policy has been expanded to include businesses who are regulated under a wider range of regulatory laws.

Where a business is subject to AML/CFT/CPF obligations but not otherwise regulated or supervised, it is only subject to the Outsourcing Policy for the AML/CFT/CPF activities outsourced (other than to its AMLSP).

For businesses already subject to the current Outsourcing Policy, much in the new policy will look familiar, and there are some helpful changes, but existing outsourcing arrangements and other service provider appointments will still need to be reassessed against the new requirements to ensure that they will remain compliant post January 1.

A briefing from Ogier covers the key changes and summarises what businesses need to do during the six month transitional period to **prepare for the new policy coming into force.**

VG expands employee incentives offering with team addition

VG, one of Jersey's largest independent providers of trust, corporate and fund administration, has appointed Jamie Hodgkinson as a senior corporate administrator in its employee incentives team, as part of its strategic expansion.

Jamie brings experience in employee benefit trusts, share plan administration,

corporate nominee structures and general asset management for a range of businesses including private, portfolio and publicly listed companies. He joins the team headed by Joel Wheeler, under the directorship of Stephen Langan, which manages a significant portfolio of client structures.

Mr Langan commented: “Jamie is an excellent addition to our business and brings with him a wealth of experience. We are delighted to have Jamie on board.”

John Meehan’s farewell to Global Shares

John Meehan posted a letter on social media to explain why he wanted to leave Global Shares: “Dear all, I want to share a quick personal update. After eight years of working for Global Shares and following the sale of the business to JP Morgan, I have decided it is time to move on. “My time at GS has been incredibly enjoyable and challenging in equal measure. Over the past eight years, we’ve grown from a team of c. 100 to over 800 and expanded into 20 offices worldwide. I feel very fortunate to have been able to combine my passion for equity incentives with my passion for Japan and to be part of a successful Irish fintech to boot. Most importantly, I have had the opportunity to work with some amazing colleagues, clients and partners along the way. A heartfelt ‘thank you’ to all of you who have shared this journey with me. I am confident that the Global Shares business will grow from strength to strength under JP Morgan’s stewardship and I wish them every success. “As for next steps, I am taking a career break for now which may extend into early retirement – let’s see! Best wishes John”.

Protecting pensions in a time of crisis

As financial pressure on household incomes continues, it is more important than ever that people engage with their pensions. WEALTH at Work director Jonathan Watts-Lay has shared his latest research and insights. He looks at how to better engage people with their pensions throughout their career to improve their financial future, **especially during times of crisis**.

UK NEWS

Supporting employees' mental health

If employees feel they can talk openly about mental health, problems are less likely to build up. This could lead to less time off due to poor mental health and improved morale at work. A useful guide from ACAS suggests how employers can create a supportive environment, talk to someone with poor mental health, make reasonable adjustments for someone with a disability and go about **getting support**.

Median monthly pay up 9.7% year-on-year in June

Median monthly pay for June 2023 has been estimated at £2,308, a 9.7 percent increase from June 2022 and a 24.1 percent rise from February 2020, according **to data from the Office for National Statistics (ONS)**.

Its latest labour market figures revealed this is an increase on the previous month, when median monthly pay stood at £2,270. Annual growth in median pay for employees in June was highest in the health and social work sector at 28.4

percent, and lowest in the transportation and storage sector at 5.3 percent. This reflects the pay settlement to NHS workers, which included a pay increase backdated to April and a one-off bonus worth at least £1,250 per employee.

The ONS also found there was strong regular pay growth at 7.3 percent year-on-year in the three months to May, unchanged from the previous month. The single-month figure for May fell from 7.7 percent to 7.1 percent, which is lower than April's 9.7 percent increase following the rise in the national living wage.

Darren Morgan, director of economic statistics at the ONS, said: "While the total number of vacancies remains high, it has now been falling for a year and the pace of decline has accelerated recently. Pay excluding bonuses has again risen at record levels in cash terms. Due to high inflation, however, the real value of weekly earnings is still falling, although now at its slowest rate since the end of 2021."

John Pearce, senior vice president of payroll operations at CloudPay, added: "With the cost of living still increasing and inflation rates remaining stubbornly high, pay increases aren't going to be sustainable for all. We believe a balance needs to be struck where employees are paid fairly but are also given access to benefits and financial education or advice that provides more than pay support."

"It's clear that people are struggling to make their wages go further and there needs to be additional help, driven by employers, to enable them to access tailored financial advice. Businesses need a smarter approach, and that includes flexibility around pay and financial learning."

Britons are the worst investors

Britons are the worst investors in Europe and have around £1.8trn sitting idle in savings accounts. That's around the entire value of the FTSE 100, a report by the Centre for Policy Studies found. UK retail investors own just 21p per £1 of stocks and bonds and other assets, the lowest proportion in Europe. Just 12 percent of London-listed shares are owned by UK residents, down from more than 50 percent in the 1960s, *City A.M.* reported.

British Chambers of Commerce launches forecast unit

The British Chambers of Commerce (BCC) has launched an economic forecasting unit, *the Guardian* reported. It is campaigning to replace the Confederation of British Industry as the leading voice of businesses in the UK. The new unit will provide quarterly forecasts that the BCC claims will offer members "best-in-class intelligence on the big strategic issues impacting the UK economy".



CENTRE EVENTS

Esop Centre webinar – August 1

Thank you to everyone who took part in April's discussion on possible **responses to the government's call for ideas on SIP and SAYE**. The Centre's next Esop Sofa-newspad Review will be at 11:00am on Tuesday August 1 (re-scheduled from June 21). The discussion will focus on the plan issuer company point of view. The panel will include *newspad* 2022 award winner Kier Group's Jonathan Sturman, who will share the story of Kier's road to Eso success. Jonathan and the rest of our panel of share schemes experts are looking forward to responding to your questions and comments. **Register today to take part in the conversation.**

For your diaries

Keep an eye on your in-box for details about further forthcoming Centre events. The newspad all-employee share plan awards 2023 will be launched next month. For the spring of 2024: the employee share plans and trustees conference with STEP Jersey is in the planning stages (date to be confirmed); and the afternoon of Thursday April 25 is pencilled for next year's British Isles employee share plan symposium and awards presentations. Please contact the team at esop@esopcentre.com to express your interest in speaking, attending or nominating award entrants.



EO NEWS

AWI extends EO scheme as sales rocket

All staff at a leading manufacturer of round, flat and profile wire are now shareholders thanks to a recently completed management buy-out.

Alloy Wire International (AWI), which has two sites in the West Midlands and Yorkshire, was bought by directors Tom Mander, Andrew Du Plessis and Adam Shaw in January, and the new management team immediately extended the firm's employee ownership scheme to include all 33 employees.

It has been a long-term commitment that first started in 1999 when Bill Graham fulfilled a 23-year vision of putting staff at the heart of the business by giving them share ownership and, importantly, **the same opportunity to benefit from its growth.**

Tough Construction becomes Scotland's largest employee owned business

Ownership Associates UK reported in this month's *Ownership Matters* that Glasgow-based multi-service construction firm, Tough Construction, has become the largest business in Scotland to transfer its entire shareholding to an Employee Ownership Trust. Tough Construction employs more than 500 staff and directly employed on-site personnel.

Founded in 1974, the firm works mainly on projects for house builders throughout Central Scotland, Perthshire, Fife and Ayrshire. With a focus on investing in people and offering a multi-disciplinary service, the company has grown into one of Scotland's construction businesses.

The current shareholders, Bob Leishman, George Duncan and Kenny MacKenzie, took over the business in a management buyout in 2006. When considering their succession options, keeping the workforce secure and maintaining the high standards of service delivery was central to their thoughts. Managing director Bob Leishman said, “Our success is largely due to the loyal team we have at Tough Construction. We are fortunate that we have a low turnover relative to the sector, and that’s largely because we like to think we look after our people well, offering opportunities for training and development. A sale to a third party may have disrupted that. This move to employee ownership allows the company to continue to offer excellent service to our clients, and secure employment for our people.

“A sale to an employee ownership trust lets us have our exit, knowing that the company is in safe hands. We have a talented leadership team ready to take over and it’s time for the old guard to step aside. So far, the news has been well received by staff and clients. It remains business as usual and that’s good news for everyone.”

The three shareholders will retire following the completion of the transaction and the company has made two new board appointments. Gary Hassan will become commercial director and Mhari Greer is promoted to finance director. They join Craig Lavery (construction director) and Gillian Beaton (procurement director) on the board, alongside Alistair Lauder who has been promoted to the position of managing director.

Mr Lauder welcomed the changes: “The shareholders are demonstrating

tremendous vision in transferring their shareholding to the trust. I believe it is good for the company and for the employees. The company will celebrate its 50th anniversary next year, it will be good to do that as an employee-owned business. It’s a real privilege to be at the helm of such a great business at this exciting time. Yes, there will be challenges ahead but I’m confident that with the brilliant individuals we have working with us that the future for Tough Construction will be very bright indeed.”

Carole Leslie of Ownership Associates provided specialist employee ownership support.

Shore Group: Wellbeing at Work

July’s *Ownership Matters* reported how Leith-based medical device designers, Shore Group, has integrated wellbeing into its workplace:

Balancing work and life: Shore’s commitment to wellbeing

Life is more than just work—it’s about embracing a balanced lifestyle that allows employees to commit to their responsibilities, while also pursuing the things they love outside of the office.

Collaboration and growth

The firm firmly believes that when minds come together, we achieve much more. Staff work as a team, learning together and enjoying what they do. This collaborative attitude not only drives success but also builds strong relationships among team members. Through its training and development process, it fosters an atmosphere where personal growth is not only encouraged but actively supported.

Making a positive impact

A focus on medical design means that the firm has a positive impact on people's lives. Every project undertaken is driven by the desire to make a difference. The team finds immense satisfaction in knowing that its hard work and dedication directly contributes to improving the lives of others. The team forms great partnerships with clients, some being small start-up teams, so seeing their successes is rewarding.

Employee owners

As an employee-owned company, Shore has a unique advantage – all have a personal investment in the company's future, and all share in its success. In a recent employee survey, it was found that people feel a strong sense of being part of a team and have an influence on the future direction of the company.

Work-life balance

Life extends beyond the workplace, and the company values the importance of a healthy work-life balance. Staff work hard, but make sure to finish on time so they can do the other things in life they love.

- ◆ A range of initiatives support this balance.
- ◆ A hybrid model for working between the office and at home.
- ◆ A cycle-to-work scheme encourages eco-friendly commuting options, promoting physical well-being while reducing the carbon footprint.
- ◆ A sociable bunch, so at the end of the week, there is the option to unwind and socialise at the pub conveniently located next to the office.
- ◆ Additionally, a social committee plans special event days throughout the year. You'll see the team getting involved in activities like attending Edinburgh Fringe Festival shows, taking part in treasure hunts around the city and playing pitch and putt. Many of the team at Shore have a passion for the outdoors, so it has been known for them to get together to climb the Scottish Munros at weekends.

Local discounts and support

Shore takes great pride in Leith's recognition as one of the world's coolest neighbourhoods. The firm understands the importance of supporting local businesses and the positive impact it has on the local community. That's why it has partnered with local delis to offer exclusive discounts to employees. Thursday mornings are another highlight of the week: always expect a stampede towards the kitchen when the breakfast rolls from the nearest deli are delivered.

The company is also committed to giving back to the community and supporting charitable causes that align with its values. It selects four each year, the most recent charities it has supported are: Empty Kitchens Full Hearts, Edinburgh NE Foodbank, Citadel Youth Centre, and NHS Lothian Charity.

Shore transitioned to employee ownership three years ago and hasn't looked back. Shore Group used its annual summer social event to mark Employee Ownership Day and to showcase this impact employee ownership has on employees, businesses, the wider economy, communities, and the environment.

EOT Round-up

- ◆ Community, education, urban regeneration specialists **Ainsley Gomon Architects**
- ◆ Timber buildings specialist **Arctic Cabins**
- ◆ Home care provider **Bluebird Care**
- ◆ Business technology and communications specialist **Grapevine**
- ◆ Real estate management firm **MAPP**
- ◆ Consulting engineer **Roger Casey Associates**
- ◆ Builders' merchants **Scott Parnell**
- ◆ Timber fencing, sheds, pallets and garden products producer **Somerlap**
- ◆ Earthmoving and material recycling equipment supplier **Warwick Ward (Machinery)**

WORLD NEWS

Global tax deal at risk as first pillar teeters

Reuters reported that one of the two pillars of a global corporate tax overhaul due to come into force next year is at risk of collapsing as plans over how to share taxing rights on the 100 biggest, most profitable multinationals fall victim to domestic US politics.

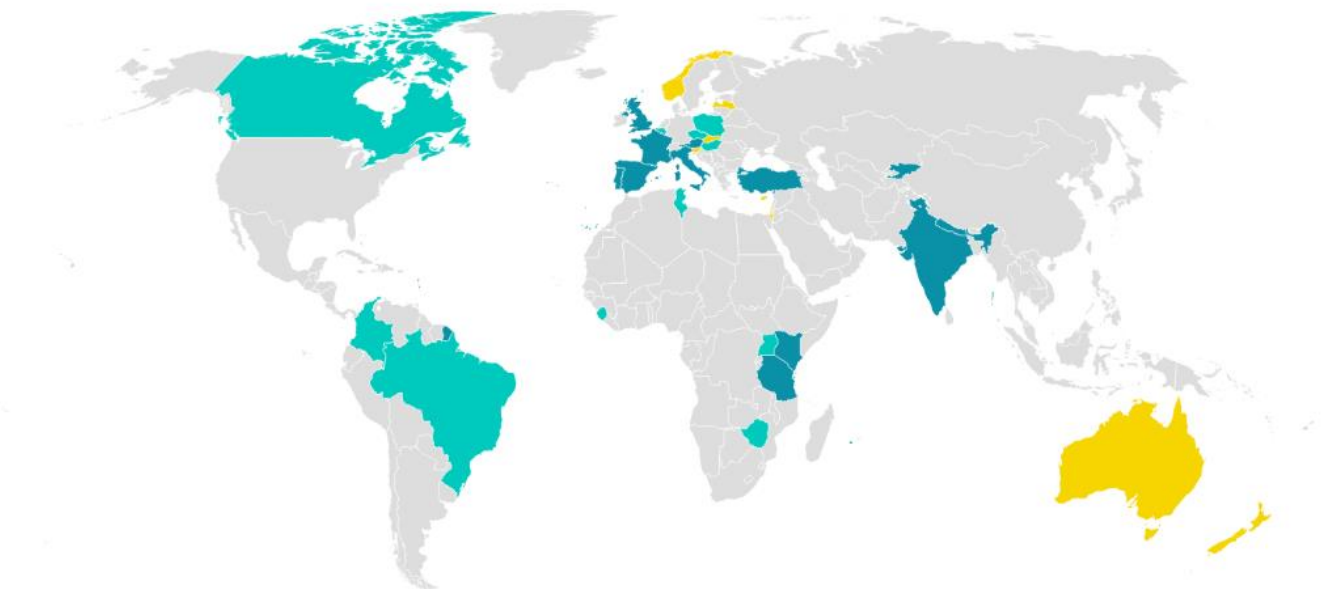
Nearly 140 countries are supposed to start implementing from next year a 2021 deal rewriting outdated rules of international taxation to deter multinational companies like Alphabet's Google or Amazon from booking profits in low-tax countries.

The deal, aimed in particular at mainly US-based digital giants, is built on a first pillar that aims to reallocate taxing rights on about \$200 billion in profits from the companies to the countries where they do business.

The second pillar aims to end a decades-long race to the bottom on tax rates. It tries to ensure companies with revenue greater than €750 million (\$820 million) pay a global minimum rate of 15 percent by allowing governments to apply a **top-up tax on revenues earned in countries with lower rates.**

National digital service taxes worldwide

● discussed ● implemented ● paused



Source: EU Tax Observatory

USA: DoL launches initiative to promote worker-owned businesses, increase workplace democracy, improve bottom line for many Americans

To help create and promote business ownership by America's workers, the US Department of Labor announced on July 10 the **launch of a new Employee Ownership Initiative** within its Employee Benefits Security Administration.

As part of the Worker Ownership, Readiness, and Knowledge Act in the SECURE 2.0 Act of 2022 and aligned with President Biden's promise to lead the most pro-worker administration in history, EBSA will implement a new programme to empower workers through ownership arrangements and educate them on getting greater rewards for their labour.

"Worker ownership arrangements help create pathways for employees to earn a fair share of the profits that their labour makes possible and will play a critical role in the Biden-Harris administration's fight to give workers a voice on the job and a seat at the table," said acting secretary of labour, Julie A Su. "This new Department of Labor initiative is an important step in implementing President Biden's economic plan to empower workers and grow the economy from the middle out and the bottom up — not the top down."

Graeme Nuttall of Centre member Fieldfisher commented: "This is an important announcement from the US Department of Labor: *'We will ... issue formal guidance on valuation of employer stock in employee stock ownership plans.'* This is long overdue. Also significant is the creation of a 'Division of Employee Ownership' to support the creation and expansion of worker-owned businesses."

India: Flipkart makes \$700 million payout to employees

Employees of e-commerce major Flipkart have received payments from a \$700 million employee stock option buyback, group ceo Kalyan Krishnamurthy told staff in an internal email, on July 14.

"...the Board of Directors had decided to pay \$43.67 (Rs 3,615) as compensation for each Esop (vested options for eligible current and former stakeholders and unvested options only for eligible current stakeholders) as of the record date of December 23 2022", the latest email from Krishnamurthy further added.

More than 24,000 people, including former Flipkart and Myntra employees, **are eligible for payments from the buyback.**

India: Esop to be a game changer in driving economic growth

In an interview with Vikas Jain, ceo of real estate firm Labdhi Lifestyle, the *Mid-Day* news publication asked why the firm has introduced an Esop for its employees - a rarity among real estate firms. Mr Labdhi explained that the Esop programme is a major milestone in the firm's journey to ensure employee motivation, retention and loyalty. "We value our employees and believe that this initiative will allow them to become **further invested in the company's culture, growth, and success.** Yes, you may say that it is a rarity in the real estate sector," he quipped.

India: The one problem with employee stock options

Shareholder activism in India is on the rise. The number of dissents by institutional shareholders has increased 44 percent, according to a shareholder advisory firm. The biggest **source of such dissent has been the employee stock options.**

LIBRARY OF WEBINAR BROADCASTS:

Esop Sofa: Hot Topics In Employee Share Ownership – Newspaper Review VI; Employee Share Plans & The Benefits For SMEs; Employee Share Schemes, Levelling-Up & Social Mobility; Why Employee Share Ownership Matters; International Share Schemes: Exporting the Vision; Esop Sofa: Hot Topics In Employee Share Ownership – Newspaper Review V; Share Schemes And The Impact Of Inflation; The Future of Gig Working As A Dynamic Economic Alternative; The Employee Voice: Share Plan Votes ; Esop Sofa: Hot Topics In Employee Share Ownership – Newspaper Review IV; Innovative Tax Techniques For Employee Share Schemes; Share Schemes For Non-Employees & The Gig Economy; Esop Sofa: Hot Topics In Employee Share Ownership; Building Back Better With Your Employees Through Shared Ownership ; EOTs: The Credible Alternative To Succession; The Role of Employee Share Schemes In Achieving The UN Sustainable Development Goals; Esop Sofa: Hot Topics In Employee Share Ownership - Newspaper Review ; Beyond Brexit: EU-UK Social Security Contribution Rules; Esop Sofa: Hot Topics – newspaper Review; The Share Valuation Worked Examples Group In The Changing Valuation Landscape ; Looking Ahead To 2021: Moving Beyond Brexit In Financial Services Regulation; Insights Into Share Valuation for Employee Share Schemes: Revealed Through Dynamic Case Studies; Lessons From Lockdown: Re-Assessing How You Manage Share Plans In A Digital Way; Employee Share Schemes: Innovative Communication Strategies Guaranteed To Increase Employee Take-

Up ; Selling Your Company To An EOT - How It Differs From An MBO; Institutional Investors' Views On The Use Of Share Plans; Esop Sofa – Hot Topics; Employment -Related Securities: The Complexity Unravelling Into Practical Application; Employee Ownership & The Future Of Capitalism; Could Equity Be Used To Replace A Portion Of An Employee's Salary?; The Case For Employee Share Ownership: The Heart Of The Matter Revealed; Esop Sofa Lockdown Stories; Share Valuation: The Wisdom On Price-Setting For Your Employee Share Schemes; Tools Of Engagement: The Power Of All-Employee Plans; Awarding Shares To Employees In A Covid-19 World; The Employee Share Trust: Establishing A Dynamic Market For Your Employee Share Schemes; How To Ensure All-Employee Share Plans Remain Relevant; Esop Sofa - What Are Today's Big Employee Share Ownership Questions?; Enterprise Management Incentives (EMIs) – Powerful Lessons From Five Practical Case Studies; Enterprise Management Incentives (EMIs) – Igniting Your Business By Sharing Success; Esop's Tales: The Foundation Of The Esop Centre.

Broadening horizons, Z/Yen Group is hosting a range of webinars over the coming weeks. For a full listing of Z/Yen, Long Finance, FS Club, and Esop Centre webinars look here - <https://fsclub.zyen.com/events/webinars/> - or sign up for mailings - <https://fsclub.zyen.com/#Subscribe>



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ABOUT NEWSBRIEF

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