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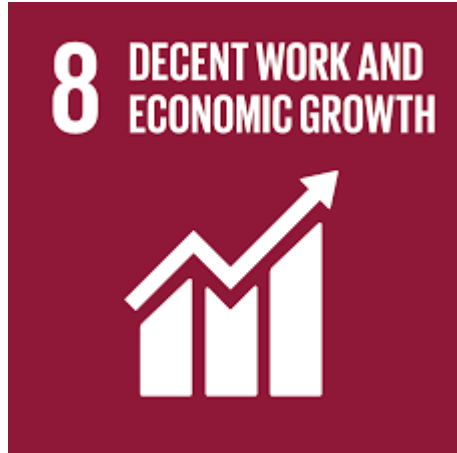
Sharing the ownership in Peru and Mexico: The case of a French MNE prompting the SDGs achievement

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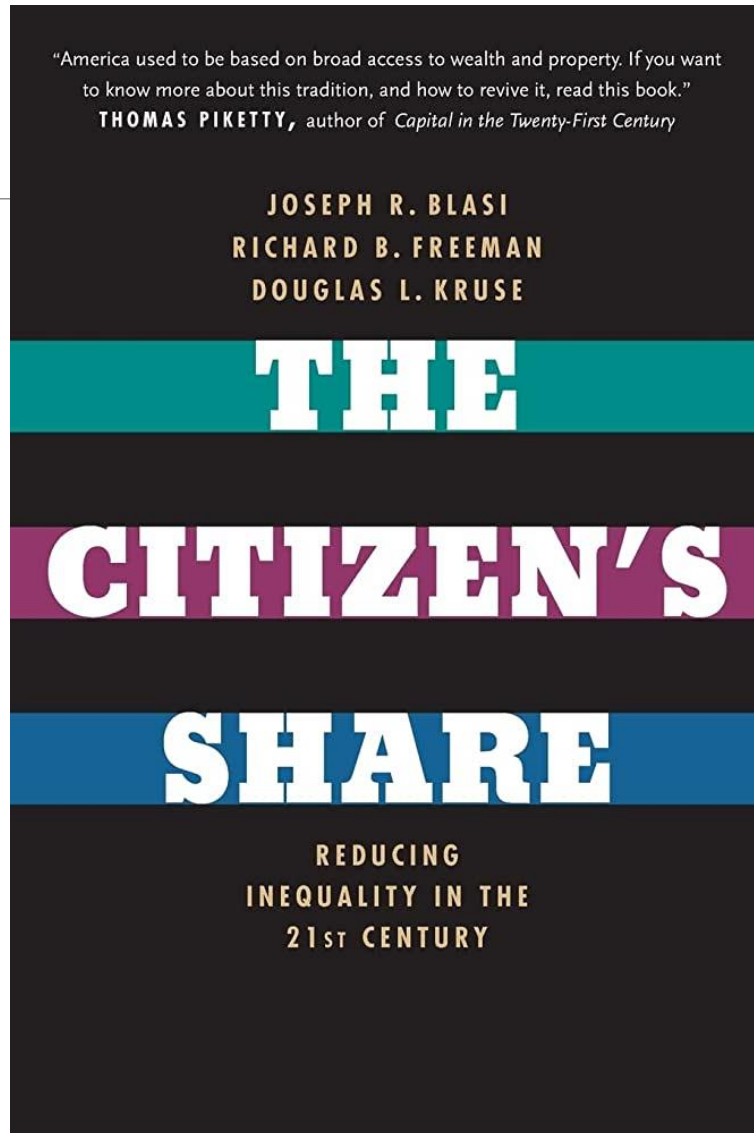
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SDGs affected by employee ownership



- Increased corporate performance
- Better workplace outcomes



- 30% ownership of US companies => 10% decreased Gini coefficient (Dudley & Rouen, 2021)



- ESO can address race, gender income and wealth gaps
- ESO contributes to asset building of households

The case

➤ **The company**

- A manufacturing company (construction, renovation/infrastructure and mobility) founded in the 1665 with presence in 75 countries.
- The company employs more than 166,000 people
- €44.2 billion in sales
- 3 out of 4 employees work outside France.
- 2 employee directors and 1 employee representing the employee shareholders (21% of the board)

➤ **Employee ownership**

- Employees hold 8% of the company's stocks and they are the first shareholder
- 60.000 employees have shares
- First ESPP in 1988 and one offered every year since then
- The % of shares held by employees, % of employees and the number of countries participating are indicators related to SDG 8 and to the the global reporting initiative 401-2

Main results

➤ **SDG 8: Decent work and economic growth**

- Integration of ESO in the corporate strategy and governance
- Alignment of interests and communication policy
- Alignment between ESO and the corporate social responsibility policy

➤ **SDGs 1 and 10: No poverty and reduced inequalities**

- Employees' financial well-being
- ESPP management

Evidence from Peru

“These are stocks which value are going to go up and can also go down, so we show you, we make a five-year projection of how the stock was overall.”

“... this program gives you the opportunity to save because it is an agreement that you sign with the company where you have five years, where you are not going to touch that money.”

“Imagine, here five years your son may already be entering or going to enter university or want to do something else, you have something that will help you a lot.”

“What is most attractive is that the company gives you three additional shares when you buy one. Second, we have the possibility to pay in several installments...”