



**1000**

**COMPANIES TO INSPIRE**  
**BRITAIN** **2017**

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**THE RT HON THERESA MAY MP**  
PRIME MINISTER OF THE UNITED KINGDOM

## THIS IS AN EXCITING TIME FOR OUR COUNTRY'S HIGH GROWTH BUSINESSES – OLD AND NEW



**“I WELCOME LSEG’S FOCUS IN  
THIS PUBLICATION ON THE UK’S  
MOST DYNAMIC AND FASTEST  
GROWING BUSINESSES”**

Britain’s small and medium-sized businesses are the cornerstone of our economy. From dynamic start-ups to established family firms, they showcase the UK as an entrepreneurial and versatile place to do business.

Businesses play a crucial role in creating jobs, training staff, generating wealth and supporting a stronger economy and fairer society.

So I welcome London Stock Exchange Group’s focus in this publication on the UK’s most dynamic and fastest growing businesses, and I want to congratulate all of the 1000 high growth and innovative companies across the UK featured in this year’s report.

Those businesses and many more like them are going to be a crucial part of our mission to build a stronger, fairer country. They are the ones who will help deliver prosperity that is shared by everyone, helping to command the public trust that is needed to maximise the opportunities that free markets and free trade bring.

And this is an exciting time for our country’s high growth businesses – old and new. There are brilliant inventions and innovations being created in every part of the UK – and there is huge untapped potential, as highlighted in this report, which we must do our best to nurture.

Across all sectors and all parts of the country, small businesses need to have the opportunity to turn from

bright start-ups into successful scale-ups. We need to back these innovators with long-term investment and patient capital.

London Stock Exchange Group does important work in promoting non-bank finance to growth and scale-up companies across the UK. This report is a great example of that, as well as its ELITE business education programme for high-growth firms. LSEG also provides the UK with a key and unique asset: the AIM market – the world’s most successful stock market for high growth companies.

The Government’s work in producing a Modern Industrial Strategy is important to this, too. As part of our Plan for Britain we will encourage and support the key sectors of our economy, spreading jobs, prosperity and opportunity around the whole of the United Kingdom. We will do everything possible to make sure that Britain is one of the most competitive places in the world to found or grow a business. We will work to break down the obstacles to getting long-term investment into innovative firms, including through our Patient Capital Review.

And we will make sure that Britain leads the world in the industries of the future – and that our children and grandchildren are equipped to do the high-skilled, high-paid jobs these industries will provide.

# INSIDE THE REPORT



“These companies are  
our greatest prospect for  
building a resilient and  
productive economy that  
works for everyone”

Xavier Rolet KBE, CEO,  
London Stock Exchange Group

Welcome to the fourth edition of our annual report highlighting *1000 Companies to Inspire Britain*. This pioneering publication continues to identify the United Kingdom’s most dynamic SMEs and high growth potential companies across sectors and regions, highlighting the best of British small business.

When we launched the inaugural edition of *1000 Companies to Inspire Britain* in 2013, we said our aim was to bring to life what we instinctively knew to be true: that these companies are the lifeblood of the UK economy.

Four years on, this report not only shows that continues to be the case, but also that – in these times of global macro-economic and geo-political uncertainty – these companies are our greatest prospect for building a resilient and productive economy that, in the words of the Prime Minister, ‘works for everyone’.

Combined with the fact the UK created a record number of 650,000 start-up firms in 2016, this report starkly illustrates the economic potential of the UK’s SMEs. As I’ve written before, their impact is to create an ‘anti-fragile’ SME economy: more robust; more flexible and less prone to boom and bust, an idea that was first put forth by economist Naseem Taleb, author of *The Black Swan*. Our independent research validates that view.

This report gives a platform to companies growing at exceptional rates – 70 per cent on average. Our selection criteria (full details on p115) also require these firms to have out-performed their sector peers. And the composition of companies continues to show a community of UK businesses more rich and varied than we believe has been identified in any other similar exercise.

# £38<sup>bn</sup>

The amount a 1% increase in the number of high-growth businesses would add to GDP

And because these companies tend to grow through innovation – either offering new services or reimagining the provision of existing business models – the jobs they create are more productive, addressing another major structural problem in our economy.

### The right kind of growth finance

So their potential is clear. The question is: how do we realise it?

In their Green Paper on creating a Modern Industrial Strategy, the Government identified a growing number of startups as a positive thing, but pointed out it will also mean there will be more firms in need of later stage growth funding in the coming years.

The overwhelming majority of fast growing companies in this report are micro-companies, with annual revenues between £6 and £50 million. We need to help more of these smaller companies to scale-up to the next level and beyond.

“While debt may be a suitable funding tool to help established blue-chip firms, it is ill-suited to help SMEs, entrepreneurs and high growth potential companies”

Regrettably, UK corporate finance has traditionally been skewed towards supporting larger established blue chip companies who, in the last decade, have grown slowly and created few net new jobs. These large companies mainly rely on debt to manage and re-finance their obligations. In fact, last year the UK and European Governments spent €570bn of taxpayers’ money subsidising corporate debt.

But while debt may be a suitable funding tool to help established blue chip firms, it is ill-suited to help SMEs, entrepreneurs and high growth potential companies. Small companies in receipt of a bank loan must prioritise managing that debt or risk default, instead of using all their financial and human capital to innovate and grow.

“It is important to highlight companies with the potential to ‘scale-up’ – those which have an astonishing impact on our economic output”

For example, the biggest sector represented by number of companies this year – engineering and construction – is closely followed by financial services, demonstrating that the UK has great promise for both our traditional and more recent economic success stories.

And over half of the companies come from outside London and the South East with over 35 per cent coming from the Northern Powerhouse and Midlands Engine regions.

It is important here to highlight companies with the potential to ‘scale-up’ – those which have an astonishing impact on our economic output.

The CBI have previously confirmed how just 3,000 scale-up medium sized businesses contributed a vital £59bn to the UK economy over three years when the UK economy was fighting to stave off recession. A mere 1% increase in the number of high growth businesses would create 230,000 new jobs and add £38bn to UK GDP.

# 35%

Over a third of this year’s companies come from the Northern Powerhouse and Midlands Engine regions

# 80%

The proportion of UK SME lending that’s still in the form of debt

What they need is long-term ‘patient’ capital, like equity, where people seek investment to grow their business either through individual investors, on capital markets, or through crowdfunding and peer-to-peer platforms. They need capital to flow directly from investors to risk-takers, innovators, entrepreneurs and small business owners up and down the country, instead of being concentrated through a few big banks. Finance must come from the bottom up, not the top down.

However, 80 per cent of UK SME lending is still in the form of debt. Why does this bias against innovative high growth potential companies persist? Because debt is tax deductible, whilst every pound of equity income is taxed up to four times – through corporate income tax, capital gains tax, dividend tax and the financial transaction tax also known as “stamp duty”.

Yet the economic potential of patient equity capital is so clear: when the Government previously made shares on AIM (the UK growth market which has raised £100bn specifically for 3,600 high growth companies) eligible for ISA inclusion, over £4bn flowed into these companies, practically overnight, helping them to grow and invest.

So the Government’s focus on supporting businesses to start and grow in their Industrial Strategy Green paper is very welcome – especially their review into long-term patient capital. As they continue to rebalance our economy so it works for everyone, they should recalibrate our tax system to give equity – and the SMEs that depend on it – a chance.

Additionally, they are also correct to note that these companies do not just need appropriate growth capital to scale-up, but also leadership and management skills to make the right decisions for a business. I am delighted that London Stock Exchange Group’s very own ELITE initiative – a bespoke business support and capital raising programme to develop high growth private companies – now supports over 700 global firms, including over 90 in the UK.

### Our supporters

I would like to sincerely thank all of our sponsors. The Business Growth Fund, Cenkos and HSBC have been supporters of this report for a number of editions, together with DueDil, and were instrumental in making this publication possible.

“I am delighted that London Stock Exchange Group’s very own ELITE initiative now supports more than 700 global firms, including over 90 in the UK”

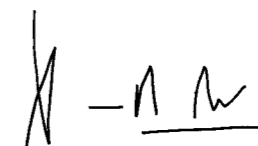
All these businesses have distinguished themselves as champions of SMEs at key stages of their funding and development process.

Our media partner, *The Telegraph*, continues to be committed to supporting entrepreneurs and the vital role companies like these play within the UK economy.

The breadth of expert contributors: the UK BAA, BCC, BVCA, CBI, British Business Bank, EEF, FSB, QCA, ScaleUp Institute, Scottish Chambers of Commerce and Tech City UK are testament to the quality of this report.

Last but not least, I would like to extend my personal gratitude to The Rt Hon Theresa May MP, The Prime Minister of the United Kingdom, The First Minister of Scotland, The Rt Hon Nicola Sturgeon MSP, Rebecca Long Bailey MP, Shadow Secretary of State for Business, Energy and Industrial Strategy and other senior politicians who have contributed to this report. Their support underlines the cross party support for, and commitment to, advancing policies to help UK SMEs grow, which is so vital for the country’s economic future.

I hope you enjoy reading the report and exploring the list of these fantastic companies that are doing so much to inspire Britain.



Xavier Rolet KBE  
CEO, London Stock Exchange Group

## COMMENTARY

THE RT HON NICOLA STURGEON MSP  
FIRST MINISTER OF SCOTLAND

## SMEs PLAYING A PIVOTAL ROLE IN SCOTLAND



The Scottish companies featured in this publication are excellent examples of how innovative businesses are across the full breadth of sectors, and across the country.

Small and medium-sized enterprises play a pivotal role in Scotland's economy, with 348,000 operating in Scotland, providing an estimated 1.2 million jobs.

The Scottish Government has consistently been committed to creating a positive and supportive business environment for all businesses to flourish in Scotland, which helped us to attract more foreign direct investment projects than any other part of the UK outside of London in 2015.

Scotland's economic strategy sets out an over-arching framework for how we aim to achieve a more productive, cohesive and fairer Scotland. Our approach is based on two mutually reinforcing pillars; increasing competitiveness and tackling inequality.

Our budget proposals provide investment in key drivers of growth, such as transport, higher and further education, digital infrastructure, housing and energy. The proposals also ensure that Scotland has a highly competitive business rates regime.

We are in a position where the fundamentals of Scotland's economy remain strong, with GDP continuing to grow over the past year and 40,000 more people in employment than before the recession.

Despite Scotland overwhelmingly rejecting Brexit, the potential economic damage from leaving the EU – and especially from the hard Brexit now promoted by the UK Government – means we must continue to act to make Scotland as competitive as possible.

Our first priority is protecting our place in Europe, and crucially our continued place in the single market – which is around eight times larger than the UK's alone.

Our infrastructure investment plan is delivering major improvements, with projects worth almost £6 billion currently under construction.

To help small and medium-sized businesses grow and enter new markets, we will launch our £500 million Scottish Growth Scheme, where the Scottish Government shares the risk with lenders to help companies undertake investment. This will offer guarantees to young businesses – which would otherwise be unable to secure sufficient capital from lenders – to meet their full growth ambitions.

We will also continue to offer a highly competitive business rates regime. In April 2017 we cut the rates poundage and expanded the Small Business Bonus Scheme – which has already saved businesses more than £1.2 billion since 2008 – so that it lifts 100,000 properties out of rates altogether. Taken together, our proposals will support jobs by delivering a fair and competitive tax environment, ensuring that Scotland's businesses can develop and expand.

Partnership is a key element of supporting businesses in Scotland. We are working with local government partners to deliver Business Gateway, as well as with Scottish Enterprise and Highlands & Islands Enterprise to ensure businesses are supported to meet their growth aspirations, invest in R&D, innovation and efficiency improvements, and help companies maximise the returns on their investment.

Such partnerships are not only within Scotland. Our international outlook is at the heart of developing new links and seeking new investment opportunities that are so important to increasing production of businesses in Scotland.

We are supporting this through our programme to develop Innovation and Investment hubs in Dublin, Brussels, London and Berlin, as well as expanding our efforts through Scottish Development International in Europe to promote our exports.

We've got the people, the natural resources, the research base and the international reputation to achieve greater success.



“Every one of the businesses we have backed is committed to pursuing growth, taking risks and making personal sacrifices in order to continue building bigger businesses”

Congratulations to each of the businesses that feature in this year's *1000 Companies to Inspire Britain* book. It is a fantastic achievement and a recognition of everything that you have done to build a thriving company.

We hear it said a lot that smaller and medium-sized enterprises (SMEs) are the lifeblood of the British economy. This is not rhetoric: it is absolutely and inescapably true. SMEs create up to two-thirds of all new jobs, they account for 60% of all private sector employment and 47% of all private sector turnover in the UK. They are also the main drivers of productivity growth.

Take a look at the government's *Building our Industrial Strategy* consultation paper and you will see an emphasis on productivity. Right now, Britain is on average one day a week less productive than France, Germany and the US. That's a sobering thought, but it's also a clear marker in the sand.

The most effective way to reduce this gap is to identify, support, encourage and invest in the nation's most innovative, ambitious and entrepreneurial companies – and then to hold them up as a beacon to others. We cannot and should not be shy about this.

This is why London Stock Exchange Group's *1000 Companies to Inspire Britain* book is so important, and it is why Business Growth Fund (BGF) is so passionate about offering our support to the campaign.

BGF has invested in more than 160 companies across the UK, some of whom feature in this book. Every one of the businesses we have backed is committed to pursuing growth, taking risks and making personal sacrifices in order to continue building bigger businesses. In exchange, we provide them with long-term funding and support to help them achieve their ambitions.

Looking ahead, the next 12 months are not likely to be easy for any business. For the time being, uncertainty is firmly entrenched. But many good entrepreneurs and management teams know that uncertainty, in and of itself, isn't always a bad thing. Most have learnt not to obsess about an ideal situation and will look out for the opportunities amid the uncertainty.

My hope is that you will remain visible over the next 12 months and beyond; that you continue to grow; and that your achievements continue to be recognised. If the UK succeeds in closing the productivity gap, there is no doubt in my mind that this will be because of the collective efforts of businesses just like yours.

Stephen Welton  
CEO, Business Growth Fund

**COMMENTARY****REBECCA LONG BAILEY MP**

SHADOW SECRETARY OF STATE FOR BUSINESS, ENERGY AND INDUSTRIAL STRATEGY

**HELPING SMEs RISE TO THE CHALLENGE**

Small and medium-sized enterprises (SMEs) are the backbone of the British economy – they constitute 99.9% of businesses, employ 60% of people in the private sector and have a combined turnover of £1.8tn, which is 47% of all private-sector turnover. SMEs play a pivotal role in the British economy and their strength is integral to Britain's prosperity.

London Stock Exchange Group's *1000 Companies to Inspire Britain* report is a celebration of the most exciting and dynamic SMEs in the UK. It highlights the importance of supporting these enterprises in order to encourage an inclusive and productive economy. These firms form the lifeblood of UK high streets and town centres, and the stories catalogued in this report provide a wealth of examples of SMEs embracing the changing UK economic landscape.

There are, however, a number of challenges ahead for SMEs. First, though only one in five businesses export, they do so overwhelmingly to the European Union (EU). Getting a Brexit deal that protects these businesses is therefore vital.

Second, tax regulation for SMEs can often be complicated. In some cases it can be unfair. Business rates are one such example that often unfairly disadvantage SMEs in expensive town centres, compared to large online firms with no physical presence or an out-of-town location.

**“SMEs CONSTITUTE 99.9% OF BUSINESSES, EMPLOY 60% OF PEOPLE IN THE PRIVATE SECTOR AND HAVE A COMBINED TURNOVER OF £1.8TN, 47% OF ALL PRIVATE-SECTOR TURNOVER”**

Third, there are regional disparities. Business densities across all firm types remain higher in the south than in the north – so there remains scope for expansion of SMEs in the north.

Despite these challenges, at the beginning of 2017 the confidence measure currently stands at +8.5, up from -2.9 in the previous quarter. In the face of numerous challenges, SMEs remain resilient. This is why it is so often these enterprises that embrace change and drive forward our economy.

The *1000 Companies to Inspire Britain* report is thus an important contribution to the literature on SMEs. It raises awareness of Britain's success in this area, as well as highlighting what needs to be done to make business flourish.



“We continue to see investor support for promising businesses with ambitious management”

We are once again delighted to be sponsoring the fourth edition of London Stock Exchange Group's report showcasing companies that inspire Britain. Since the publication of the first edition in 2013, the UK economy has continued on its path to recovery across a range of businesses. Access to capital, together with entrepreneurial and managerial talent, has been and will continue to be a critical enabler of this growth.

Despite the challenging economic backdrop, we remain optimistic about the UK business environment and prospects, and are pleased to have experienced a strong start to the year, with a number of significant fundraisings successfully executed for our clients. We continue to see investor support for promising businesses with ambitious management.

The local equity markets represent a competitive advantage for businesses in the UK, particularly in the case of smaller companies where AIM is unrivalled in Europe. In 2016, £20.8bn was raised in the London equity markets. This compares with £34.5bn and £32.3bn in 2015 and 2014 respectively.

Cenkos has raised in excess of £15bn since its inception in 2005. We are proud to have contributed to the success of some of the companies highlighted on the following pages, from executing an initial IPO to raising the capital and providing the advisory support for ambitious corporate transactions. Our clients are representative of the sector and regional diversity of the 1000 companies, and our efforts are aligned to meet their needs.

Cenkos remains committed to bringing together capital and enterprise, and to playing an ongoing role as a leading stockbroker in fostering shareholder returns. This effort sits at the core of the virtuous cycle of investment and reinvestment in the leading businesses of the future.

**Jim Durkin**  
CEO, Cenkos

**So, what exactly is our investment focus?**  
**High-tech to high street.**  
**Factories to fitness.**  
**Print to digital.**  
**Getaways to takeaways.**  
**Hard data to software.**  
**Big energy to a wee dram.**  
**Downtime to downloads.**  
**Good design to good health.**  
**Clicks to bricks.**  
**Whatever the sector, our focus will always be on you, your business and your plans.**

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“Even with a backdrop of ongoing economic and political flux, the UK currently has record levels of employment and encouraging GDP forecasts. Now is the time for businesses to turn the situation to their advantage”

Since we were founded in 1865 to finance trade between Asia and the West, HSBC has been where the growth is, connecting our customers to opportunities. Our fundamental aims have remained the same, enabling businesses to thrive and economies to prosper, while also, ultimately, helping people to realise their ambitions.

Over the past century and a half, we have seen unprecedented change across the globe and are always ready to support our customers as they seek growth, regardless of the challenges in the broader economic and geopolitical climate.

With President Donald Trump coming into power earlier this year and the outcome from Brexit negotiations still far from clear, businesses continue to operate in a time of real uncertainty. For many, the temptation is to adopt a ‘wait and see’ approach; however, despite the fact that the dust is yet to settle, I believe 2017 is a time for action and businesses should not put their growth plans on hold.

Even with a backdrop of ongoing economic and political flux, we should recognise that the UK currently has record levels of employment and encouraging GDP forecasts. Liquidity also remains strong. As a result, now is the time for businesses to turn the situation to their advantage and it’s our commitment at HSBC to support businesses in realising their plans.

At a fundamental level, UK plc is in excellent shape because of the high quality of management overseeing our corporates across the country. This, along with intelligent and prudent balance sheet management, cost control, innovation and improved productivity gives me confidence. Though these are unprecedented times, there is an inherent strength and resilience in UK plc that will allow us all to come through this period of uncertainty.

HSBC continues to work with businesses to enable their expansion both at home and overseas. We like to be where the action is; we like to be where the business is. At HSBC, we want UK businesses to thrive and prosper, and we are here to support them every step of the way.

**Ian Stuart**  
UK and European Head of Commercial Banking, HSBC UK

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# The Telegraph



“Understanding how to grow is at the root of each and every successful business, big or small, and it is what binds the companies in this inspiring list”

Sustained growth is like a chimera – oft talked about, but rarely seen. It is sought after by most in business, but found by few. And even fewer know what the triggers are to deliver it. But growth is one of the, if not the, most important metrics a small business can be measured on.

Without growth, there is no sustainability of earnings. Without growth there are no earnings. Growth can be many things, and come in many different ways, but without it, a company cannot continue to survive. Not for very long in any case. Understanding how to grow is at the root of each and every successful business, big or small, and it is what binds the companies in this inspiring list of the UK’s fastest-growing ventures.

Resting on their laurels or past successes is not on the agenda for the founders and executives of these 1000 companies. Instead, they have got to where they are today – and where they will be tomorrow – by hard graft, sheer determination and a willingness to do something different. They are a varied bunch – from Monica Vinader, the jewellery maker said to be a favourite of the Duchess of Cambridge, to tonic maker Fever-Tree – but each one has growth at its core.

Although engineering and construction is by far the biggest sector represented, all business is here – from FinTech and IT to retailers and manufacturing. The geographical spread of the chosen 1000 is also stark. As a proud Lancastrian by birth I am more than pleased to say that more than half of the companies come from outside London and the South East, with 35% from the great Northern Powerhouse and the more recent Midlands Engine.

Those who have followed the 1000 Companies project for the last few years – *The Telegraph* has been proudly partnering London Stock Exchange Group on this since it began in 2013 – will know that it has previously featured success stories such as fashion retailer Boohoo and The Hut Group.

Lurking within this year’s list are bound to be companies that, in short order, can and will be just as, if not more, successful as such standout businesses. *The Telegraph* is proud to put its name to this list, and to toast those businesses that have been chosen that are already forming the lifeblood of the British economy.

**James Quinn**  
Group Business Editor, *The Telegraph*

# DueDil



“Some of these fast-growing smaller companies will soon become vital to the nation’s economy as they scale domestically and abroad”

We at DueDil are proud to partner with London Stock Exchange Group on *1000 Companies to Inspire Britain* for the third year running.

As a financial technology business in constant contact with the UK’s most exciting companies, we knew our data would shine a spotlight on some inspiring ideas and people. Importantly, it also shows that Britain is a great place to start and grow a company, even in these times of uncertainty.

This year’s *1000 Companies to Inspire Britain* report contains familiar names, but it also includes a huge number of lesser-known companies with turnover between £6m and £50m. These companies come from a range of industries and are based all across the country, not just in London. Some of these fast-growing smaller companies will soon become vital to the nation’s economy as they scale domestically and abroad. The future is very bright.

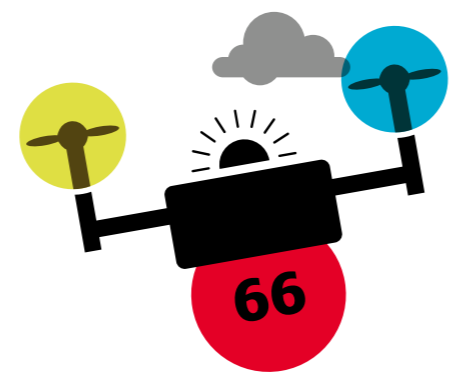
As an American entrepreneur, I’m often asked why DueDil is based in London, as opposed to New York or Silicon Valley. One in every 11 directors of the companies listed in this book is also non-British. Like DueDil, their companies benefit from the UK’s entrepreneur-friendly environment, including tax incentives, proportionate and consistent regulation, and visas for highly qualified migrants. Long may this situation continue.

We started DueDil to realise our vision of an open information economy; an economy where companies of all sizes can access information and tools to help them identify growth opportunities and mitigate risks. Soon to be the largest and richest source of company information in Europe, DueDil has millions of interesting stories within its data. The companies that we’ve found as part of this report are set to inspire the next generation of British business success. Through the power of DueDil, now you can know about them as well.

**Justin Fitzpatrick**  
Co-founder and COO, DueDil

# CRUNCHING THE NUMBERS

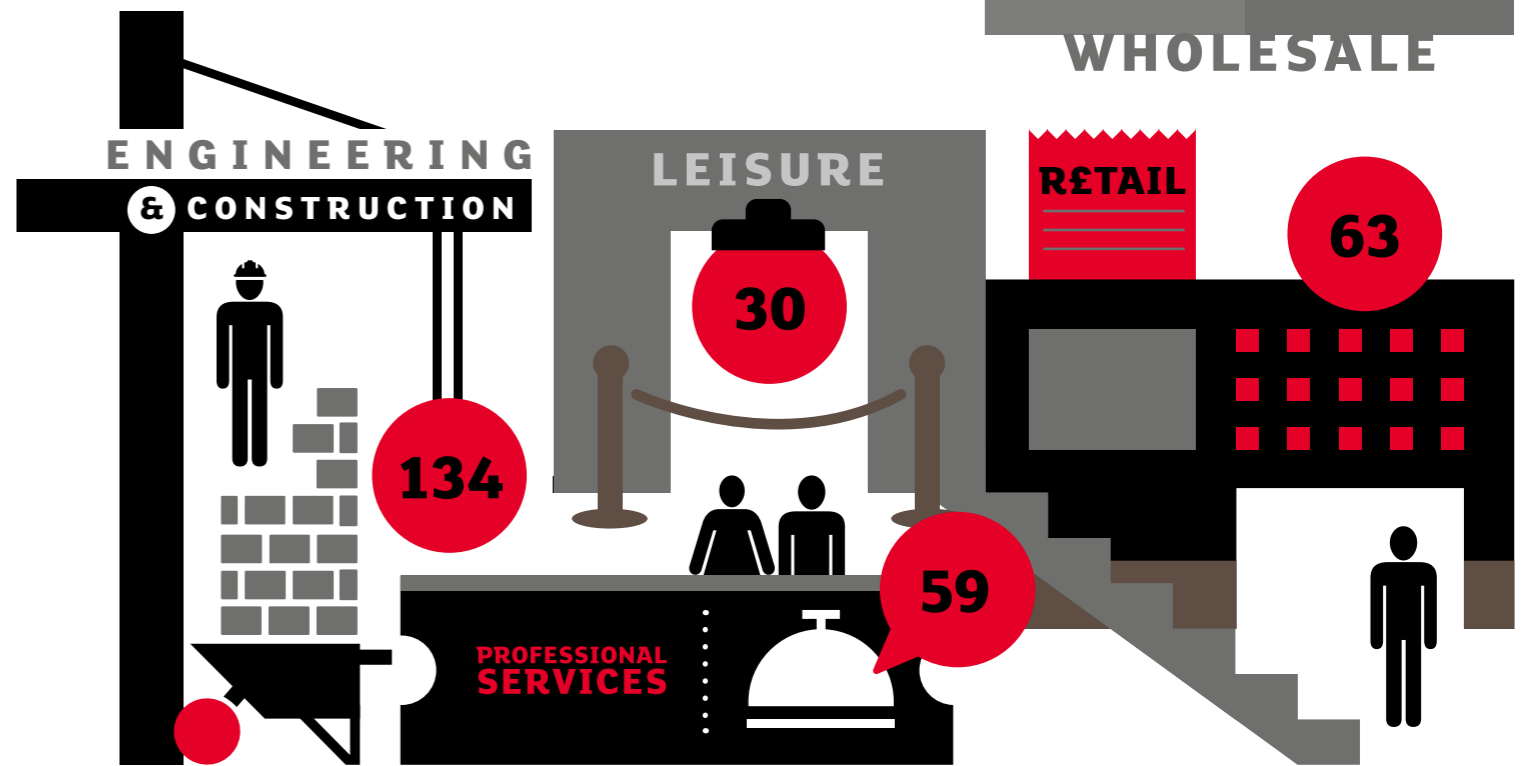
HERE IS A SNAPSHOT OF OUR RESEARCH INTO THE 1000 COMPANIES THAT ARE INSPIRING BRITAIN AND DRIVING THE ECONOMY



INFORMATION TECHNOLOGY

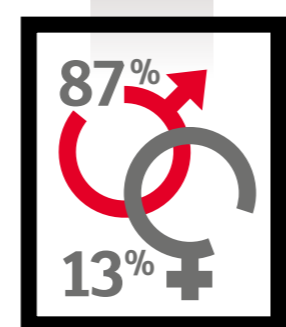
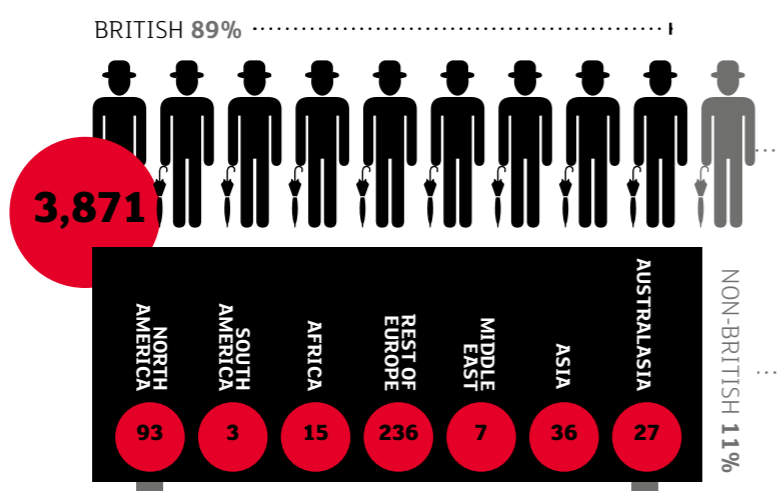


## WHICH SECTORS ARE CHARGING AHEAD?



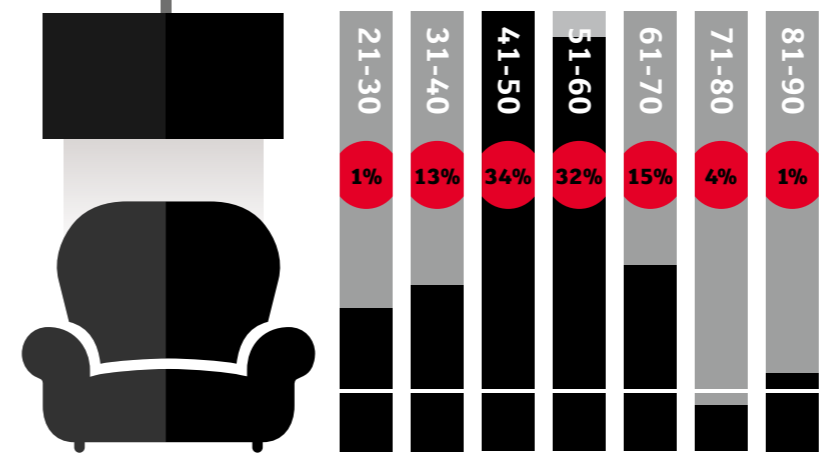
## COMPANY DIRECTORS UNDER THE SPOTLIGHT

THE 1000 COMPANIES HAVE A COMBINED TOTAL OF 3,871 DIRECTORS



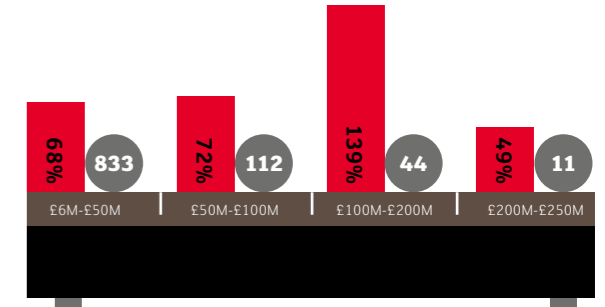
BREAKDOWN: GENDER

## AGE OF DIRECTORS



## HOW MUCH HAVE THE 1000 COMPANIES GROWN BY?

BY AVERAGE ANNUAL REVENUE SIZE 2012-16



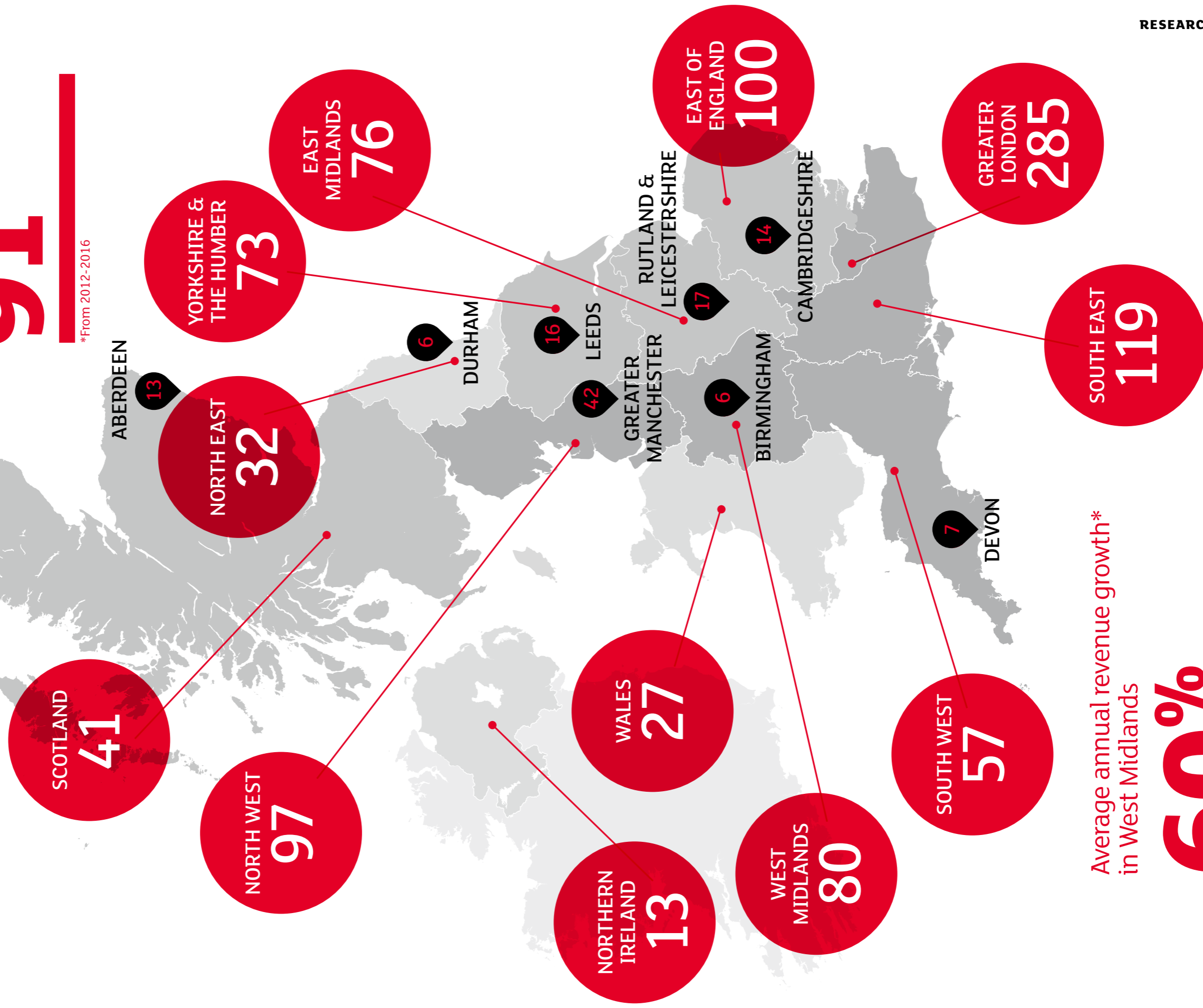
# 1000 COMPANIES UK SNAPSHOT

ONCE AGAIN, OUR FEATURED COMPANIES COME FROM ALL PARTS OF BRITAIN – THE MAP SHOWS HOW THE REGIONS COMPARE

Average annual revenue growth\* in Scotland

# 91%

\*From 2012-2016



Average annual revenue growth\* in West Midlands

# 60%

\*From 2012-2016

CREATIVE »

THE CREATIVE INDUSTRIES  
HAVE BEEN GROWING FASTER  
THAN THE WIDER UK ECONOMY  
SINCE 2010, LED BY KEY AREAS  
SUCH AS DESIGN, ADVERTISING  
AND MARKETING, MUSIC AND  
THE PERFORMING ARTS

SECTOR AT A GLANCE

**£84.1 BILLION**  
THE AMOUNT  
THE CREATIVE  
INDUSTRIES  
GENERATE FOR THE  
UK ECONOMY A YEAR

**£9.6 MILLION**  
THE AMOUNT  
THE CREATIVE  
INDUSTRIES  
GENERATE FOR  
THE UK ECONOMY  
EVERY HOUR

**5.2%**  
CREATIVE  
INDUSTRIES' SHARE  
OF THE UK ECONOMY

IN THIS SECTION »

Creature of London's  
Dan Shute explains  
the benefits of being  
a young agency, and  
James Burstall talks  
about positioning  
Argonon as a global  
bridge for international  
co-production

Sources: Department for Culture,  
Media & Sport – Creative  
Industries Economic Estimates  
report, January 2016

# CREATIVE LICENCE

From art galleries and architecture to traditional crafts and the development of video games, the UK's creative industries help to drive economic activity, shape the communities we live in and strengthen the UK's exports. Today the sector is among the fastest-growing parts of the nation's economy, enhancing the UK's international reputation and position of influence as a global creative hub



## OTHER COMPANIES THAT MADE OUR LIST

- Alan Baxter
- Creature
- Little Tiger
- Once Upon A Time
- Paperhat Group
- Talon
- Touch Associates

For the full Directory turn to pages 116-150

## A MODEL OF MISBEHAVIOUR

**Creature of London**  
 www.creaturelondon.com  
 Sector: Creative Industries  
 Region: London

In one sense, Creature of London is a young advertising agency, but it could just as easily be described as a creative company. It makes campaigns for consumer brands like Tetley and Anchor, and its diverse client list includes Gatwick Airport, The Green Party and the British Academy of Film and Television Arts (BAFTA). But beyond that, the agency has also produced Olivier-nominated immersive theatre, award-winning fashion films and music videos.

"We're big believers in the power of intelligent misbehaviour to drive cultural impact for our clients, our collaborators and ourselves," says Creature of London Co-founder and Managing Partner Dan Shute. "We love being an advertising agency, but being a creative company is a lot more fun."

Behind this joyous attitude lies a shrewd approach to business. In tough economic times, clients tend to cut back on their spending and advertising is one obvious area where that can happen. This can present ad agencies with lots of problems, but Creature of London says it has been able to make the most of the situation.

"As odd as it may sound, pressure on client budgets has been incredibly positive for us," explains Dan. "We're designed to offer a more cost-effective, better-value set-up and service, and clients only pay for what they're using. Taking a risk with a young agency can make a lot more sense rather than sticking with the tried-and-tested establishment."

Creature of London's success offers proof that small, adaptable ad agencies with good ideas can still thrive and, in some ways, are in a better position than the industry behemoths.

"Nimble', 'flexible' and 'reactive' have been industry watchwords for a decade now, but people are starting to demand that companies actually live by them and the old model just can't deliver that," says Dan. "As an industry, we've never had more ways to make amazing stuff and it's the smaller, more nimble agencies that are best placed to do that."



# 100

How many staff the firm sees as the ceiling for its workforce if it is to retain its unique culture



Creature of London takes pride in being more than just an ad agency, describing itself as a creative company



"Nimble', 'flexible' and 'reactive' have been industry watchwords for a decade now, but people are starting to demand that companies live by them"

Dan Shute, Co-founder and Managing Partner, Creature of London

## THAT'S ENTERTAINMENT

Argonon boasts a collection of awards for entertainment that any Hollywood actor would be proud of. The multi-genre media production group has won more than 60 international awards for its shows, including a 'Best Single Documentary' BAFTA for *Murder Trial*, a 'Best Digital Programme Non-Fiction' Emmy for *D-Day: As It Happens* and a Prix Italia award in the Performing Arts category for *The World of Matthew Bourne*.

Such accolades are testament to the work that the group, which comprises 11 companies, has created from its headquarters in London and its other offices in Glasgow, New York and Vancouver, where it produces programming for major broadcasters and online platforms in the UK, the US and Canada.

"The group produces more than 2,000 hours of content a year and



www.argonon.com  
Sector: Creative Industries  
Region: London



"Argonon distributes on all the major international platforms, both traditional and emerging"

distributes on all the major international platforms, both traditional and emerging, including the BBC, Channel 4, Amazon, YouTube and Snapchat," says CEO James Burstall.

The group aims to become a hub for international collaboration and its reach is steadily expanding around the world, with partnerships now stretching into a number of Asian countries. "We have positioned Argonon as a global bridge for international co-production, capitalising on our excellent contacts in Europe and North America in particular, but also more recently in South Korea, India and China," says James.

It's a strategy that allows Argonon to make the most of its intellectual property, which will be a key focus in the next five-year cycle for the business, starting this year.

The group will be concentrating its efforts on a number of key programming formats, including factual, entertainment, game shows and scripted drama, and marketing them worldwide. "Our intention is to grow the company every year, which will also entail gradually increasing our staff numbers," adds James. "Crucially, we are focused on further diversifying our talent, both on and off screen, and being a leading example of diversity among media groups."



Ballet is just one of many forms of arts that Argonon has produced shows for

Entertainment is one of the key programming formats the group will be concentrating on



## REACHING FOR THE STARS

The UK advertising industry has many independent agencies, but most of them focus on creative and production rather than media planning and buying. Focusing on the latter activities has given the7stars something of a competitive edge. The company is now the UK's largest independent media planning and buying agency and works with clients such as Suzuki, Iceland and Gumtree.

"We think our independence benefits the advertisers that work with us because we are free from corporate structures and processes,

which enables us to have greater flexibility and speed," says the7stars Co-founder Jenny Biggam. "As a company, it is liberating to not have external shareholders. If someone has a good idea then we can act on it immediately."

Being agile certainly helps in such a fast-moving industry. Advances in digital media and technology means there's a huge amount of data for agencies to analyse these days. And although analysing this data made life more complex for these businesses, it has also created opportunities.



www.the7stars.co.uk  
Sector: Creative Industries  
Region: London



"We need a combination of analytical skills and creative flair"

If any of its people has a good idea, the7stars feels able to act on it immediately

The company enjoys being free from corporate structures and processes

# 60+

International awards that Argonon has won for its shows

"When we launched the business in 2005 there was no Facebook advertising, no Twitter and YouTube was in its infancy," recalls Jenny. "Today these channels are the bedrock of many of our campaigns. Our job is to understand how these channels complement existing ones such as press, television and outdoor, so we need a combination of analytical skills and creative flair."

Underpinning these qualities is a disciplined approach to business that has seen the7stars withstand economic difficulties on its way to becoming a leading media agency.

Looking ahead, the company is determined to retain its independence. Indeed, it recently launched a sister agency, The Bountiful Cow, so it can continue to expand without losing its entrepreneurial spirit.

# 159

Current staffing levels at the7stars

## MAKING AN IMPRESSION

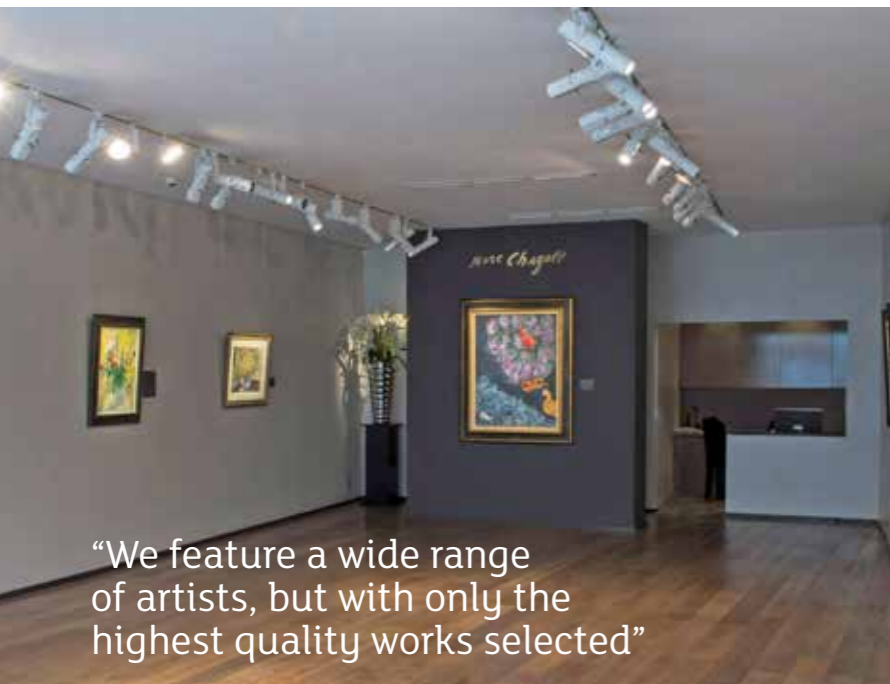
When it comes to displaying paintings, Alon Zakaim Fine Art chooses quality over quantity – a formula that’s proving to be a winning one for the commercial art gallery in Mayfair, London.

The gallery focuses on impressionist, modern and contemporary art, including works by the likes of Claude Monet, Pablo Picasso and Marc Chagall. “We feature a wide range of artists, but with only the highest quality works selected,” says Founder and Director Alon Zakaim. “Alongside major impressionists and key modern works, the gallery features solo exhibitions of both emerging artists and established names in the contemporary art world.”

Alon Zakaim Fine Art takes a traditional approach to being a dealer, buying artworks outright (either by itself or in partnership), rather than

Alon Zakaim  
Fine Art

www.alonzakaim.com  
Sector: Creative Industries  
Region: London



^ The gallery prefers to buy artworks rather than borrow from collectors

> Founder and Director Alon Zakaim likes to showcase the work of emerging artists



“We feature a wide range of artists, but with only the highest quality works selected”

borrowing them from collectors. “This gives us full control of the works and, with a large inventory, we can expand our network by lending pieces to other dealers who show them internationally,” says Alon. “It opens up the possibility of selling the paintings to clients we might not otherwise meet.”

And, although the world of art collecting has inevitably been affected by the recent slowdown of the wider economy, this has created some exciting opportunities for dealers such as Alon Zakaim Fine Art. “When the economy is struggling, cash is king and we find that some collectors look to liquidate parts of their collection. Some of the best deals we have done are when the market is struggling,” explains Alon. “We recently managed to acquire an important and beautiful 19th-century painting for almost a quarter of what it was sold for privately five years previously. Fashions and tastes change, and this particular artist might not be as sought after as he once was, but it still represents very good value.”

Alon Zakaim Fine Art is now eyeing some major changes in the near future, including a move to bigger premises. The gallery is also planning further eye-catching exhibitions. “An exhibition of Picasso works on paper is in the pipeline,” says Alon. “We will continue to focus on exhibiting top-quality artworks.”

18

The number of years that Alon Zakaim has worked independently as an art dealer

# The world’s leading growth market

£100bn

AIM reached £100bn capital raised mark

38

There were 38 IPOs and 263 further fundraisings in 2016 on AIM

£4.9bn

Raised on AIM on 2016 alone through IPOs and further fundraisings

## Global

AIM REMAINS A VERY INTERNATIONAL MARKET

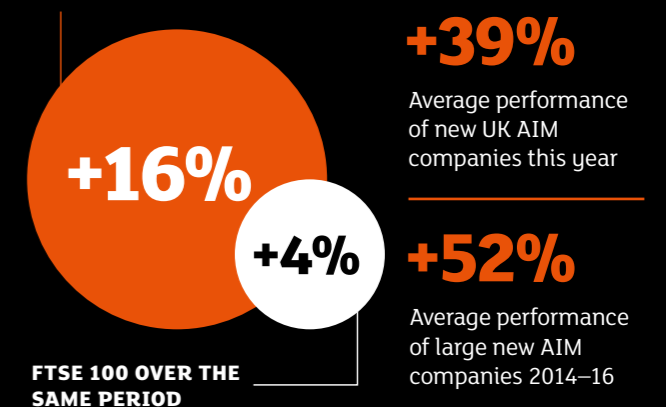
48 companies with international operations floated in the last three years

1/3 of total

www.lseg.com/aim

## Performance

AVERAGE PERFORMANCE OF NEW AIM COMPANIES IN THE LAST THREE YEARS



London  
Stock Exchange Group



# THE IMPORTANCE OF THINKING GLOBAL

**MARTIN MCTAGUE**  
POLICY DIRECTOR, FEDERATION OF SMALL BUSINESSES

WE NEED TO ENSURE SMALL BUSINESSES GET THE SUPPORT THEY NEED TO DEVELOP THEIR BIG IDEAS AND SELL THEM BEYOND BRITAIN'S SHORES

Our UK small businesses regularly punch above their weight, and it's fantastic to see their achievements celebrated. This latest edition of *1000 Companies to Inspire Britain* provides a great opportunity to showcase the innovation and creativity at the very root of our economy.

We rely on our small firms to drive growth and create jobs, no matter the economic or political environment.

**5.5<sup>m</sup>**  
**THE NUMBER OF SMALL BUSINESSES IN THE UK**

Small businesses with big ideas must be supported in their ambitions by the government and organisations like the Federation of Small Businesses (FSB). One of the ways we can do this is by harnessing the potential of export.

We know that small companies that export are more likely to survive, grow and innovate. At the moment, one in five small businesses is selling their goods and services offshore. But last year, FSB's research uncovered a promising appetite for exporting among the wider small business population. We found that the number of small businesses currently exporting is matched by those that would consider it.

**500<sup>m</sup>**  
**THE NUMBER OF CONSUMERS IN EUROPE'S SINGLE MARKET**

So, what's stopping these small firms from taking the global leap? Many of those interested express a lack of confidence in fully grasping the

opportunities of trading overseas, or they find themselves limited in capacity, time and resources.

The most common challenge facing small business exporters is finding overseas customers and marketing their product to them. Recognising this fundamental gap, the Department for International Trade recently launched an online trade hub, Great.gov.uk. Efforts like this, which make it easier for smaller firms to reach overseas buyers and vice versa, are crucial. We want to see more practical advice and specific support targeted at the nation's 5.5 million small businesses so that they can look beyond UK shores at new and expanding territories.

**"THERE ARE MILLIONS OF NEW CUSTOMERS TO REACH BEYOND OUR EXISTING BORDERS"**

As the government embarks on a new post-Brexit global trade drive, small businesses should be front of mind. Nine out of ten of our export members trade with European Union (EU) countries. The single market gives them simple access to 500 million consumers. For a start, the UK must negotiate a bold and ambitious free-trade agreement with the EU so that small firms can continue to trade and operate easily within European markets after Brexit.

At the same time, there are millions of new customers to reach beyond our existing borders. If the UK can secure agreements with new markets, there could be enormous opportunities for small businesses. It is our responsibility – shared with Government and wider industry – to make sure that UK small businesses are ready to compete on the world stage.



**"WE KNOW THAT SMALL COMPANIES THAT EXPORT ARE MORE LIKELY TO SURVIVE, GROW AND INNOVATE"**

## OUR NETWORK CONNECTS YOU TO THE WORLD. IMAGINE THE POSSIBILITIES.

With an extensive global network, you could make things happen wherever you're looking to take your business.

At HSBC, we have experienced teams on the ground in over 50 countries, where 90% of the world's trade and capital flows originate\*. This means we have both the expertise and connections that could help your business grow in today's most important markets.

To find out more, please visit [www.business.hsbc.uk/growth](http://www.business.hsbc.uk/growth)

HSBC

\*Source: HSBC network analysis, Global Insight (2015) and United Nations Conference on Trade and Development (2014). Issued by HSBC Holdings plc. Approved for use in the UK by HSBC Bank plc. AC39831

## A CLASS APART

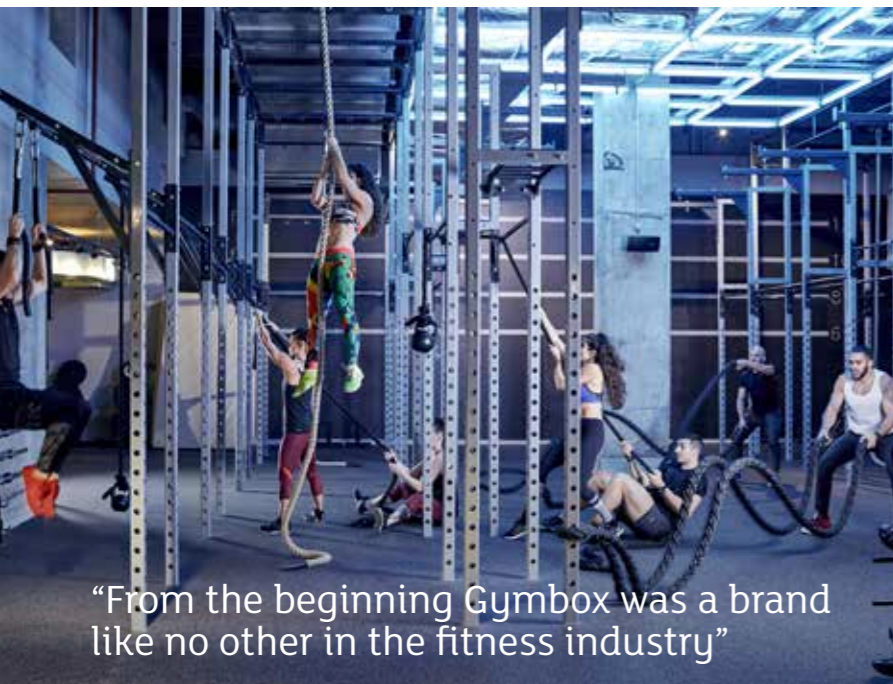
From humble beginnings in a London car park to revenues of £16m in 2016, Gymbox has successfully differentiated itself within a crowded industry. And, having been named one of the UK's "coolest brands" by Coolbrands UK for five years running, Gymbox Founder Richard Hilton attributes the company's success to "ensuring that working out is as much fun as going out".

For Gymbox, finding a point of difference has been key. The ethos of 'anything goes' has remained since its very beginnings, and today it still differentiates itself by the fun, energetic atmosphere and the experimental classes the gyms offer.

Founded in 2001, the company now has a membership of 25,000 working out at eight sites across London that offer an eclectic mix of



www.gymbox.com  
Sector: Leisure  
Region: London



"From the beginning Gymbox was a brand like no other in the fitness industry"



Boxing is among the classes on offer to members of Gymbox



The firm attributes its success to ensuring working out is as much fun as going out

classes such as Lactic Jungle and Aerial Yoga. "From the beginning, Gymbox was a brand like no other in the fitness industry and we continue to make sure we are the first to market with new product offerings," says CEO Marc Diaper. "Our USP is our class timetable, and we put a lot of resource into that to ensure there is no product like us in the UK and the offering is constantly evolving to keep us fresh."

The company opened its first gym in 2003, originally partnering with Fitness First, and since then has successfully raised funding for each new site through venture capital and support from HSBC.

At the end of 2016, Gymbox secured a £39m funding package from existing funders to facilitate the next phase of growth, including the opening of three new sites in London. HSBC provided a debt package totalling £26m while BGF, which has backed the business since 2014, provided equity finance of £13m.

"In the early days, we typically sought funding as we opened each new site," says CFO Scott Vernon. "The strength of the business now means we're also able to grow organically and fund new sites from within the business going forward."

**£16<sup>m</sup>**

Gymbox's revenues since 2016

## THE MEAL DEAL

Throughout history, the enjoyment of food has had a special place in society. So, when online order and delivery marketplace Just Eat revealed its intention of creating "the world's greatest food community", it knew it was tapping into some mouth-watering commercial possibilities.

The business has enjoyed a series of fruitful funding rounds over the years enabling it to execute, acquire and launch its way to global online leadership. It has also benefited from finding the right people, key among them

its Chairman since 2011, Dr John Hughes CBE. From the outset, he pressed home the importance of investing in technology as an enabler. "Just Eat looks like a really straightforward operation but it is actually a pretty sophisticated marketing and demand creation business," he explains.

Building and maintaining its online presence has leveraged a 'rich combination' of promotional tools. Traditional TV and transit advertising, sport sponsorship and on-the-street brand awareness campaigns have run



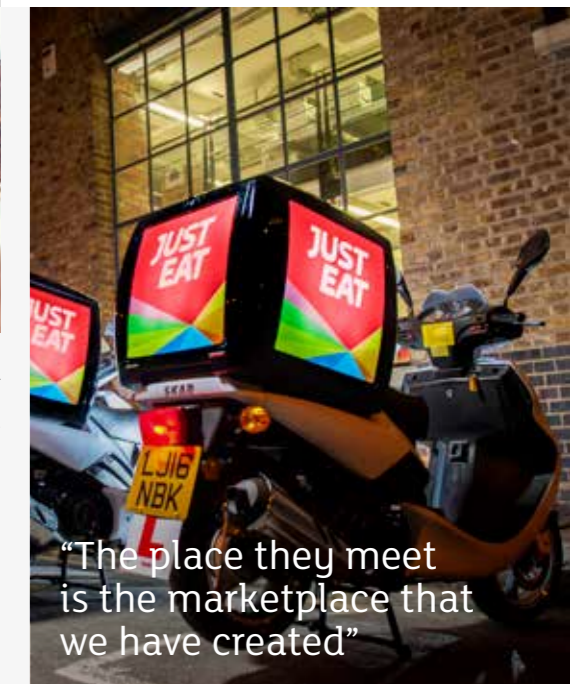
In 2015 Just Eat connected 13.4 million customers with restaurants



Establishing a strong online presence has helped the company to promote its business

## JUST EAT

www.just-eat.co.uk  
Sector: Food & Beverage  
Region: London



"The place they meet is the marketplace that we have created"

in parallel with a strong online presence, harnessing the power of search engine optimisation and social media to amplify the message.

This helped Just Eat connected 13.4 million customers with more than 60,000 restaurants in 2015, and Dr Hughes feels that creating "the world's greatest food community" is entirely achievable. Just Eat serves two vast constituencies – consumers and restaurant owners. "The place they meet is the marketplace that we have created," he notes.

To thrive in business, Dr Hughes is a firm believer that leaders need to stay focused on keeping together "...a great business model and a great team". Strong teamwork, he adds, speaks for itself, but an effective business model must create intrinsic value.

**100**

How many different cuisine types can be ordered through Just Eat

FOOD & DRINK »

FOOD AND DRINK IS ONE OF THE MOST INNOVATIVE SECTORS IN THE UK ECONOMY, BRINGING 16,000 NEW PRODUCTS TO MARKET AND INVESTING £1BN IN INNOVATION EVERY YEAR

SECTOR AT A GLANCE

**96%**  
THE PROPORTION OF FOOD AND DRINK BUSINESSES THAT ARE MICRO- TO MEDIUM-SIZED

**£580 MILLION**  
THE VALUE OF CHOCOLATE EXPORTS IN 2015, MAKING IT THE BIGGEST EXPORT CATEGORY IN THE FOOD AND DRINK SECTOR

**£21.9 BILLION**  
THE SECTOR'S GROSS VALUE ADD TO THE UK ECONOMY

IN THIS SECTION »

Pev Manners explains how Belvoir Fruit Farms has tapped into demand for artisan brands, while Charlie Bigham talks about his firm's commitment to using the very best ingredients

Source: Food & Drink Federation

# RECIPE FOR SUCCESS

Food and drink is the UK's largest manufacturing sector and a key ingredient of the nation's wider economic activity, buying two-thirds of what British farmers produce. The sector is also benefiting from a growing appetite for British products overseas – the industry has doubled its exports over the past decade to £12.8bn. At the same time, it's doing its bit to improve the environment, cutting CO<sub>2</sub> emissions by almost a third since 1990 and reducing the salt content of food by 10% in the past five years

## SPARKLING EFFORT

**Belvoir Fruit Farms**  
[www.belvoirfruitfarms.co.uk](http://www.belvoirfruitfarms.co.uk)  
 Sector: Food & Drink  
 Region: East Midlands

**B**elvoir Fruit Farms is a family-run business that makes a range of premium soft drinks aimed at adults, including cordials, lightly sparkling pressés and alcohol-free 'wines without the hangover'. All these drinks are handmade and bottled on the farm using only natural ingredients – and the lack of artificial colourings, preservatives, additives or sweeteners is something that resonates with today's consumer.

"Where possible we use British-grown ingredients," emphasises Managing Director Pev Manners, "and for the product for which we are best known – Elderflower Cordial – we use elderflowers harvested from our own 80 acres of plantations or picked from the local hedgerows".

To an extent, Belvoir's success is a result of being in the right place at the right time, believes Pev. "We've been able to benefit from the growing consumer interest in provenance and artisan brands," he explains. "Consumers are seeking smaller brands with a good story behind them."

Sales have stayed buoyant despite the tough economic climate of recent years and export sales have also been going well – they now account for more than 16% of total sales and Belvoir's drinks can be found across continental Europe, the Middle East, the US, China and Japan. In 2015, the company opened a new bottling line to help meet this growing demand.

"Our drinks have always been premium and positioned as a treat, so UK sales have remained relatively consistent despite the economic downturn, while our burgeoning export market has helped boost overall sales," says Pev.

For the same reason, public concerns about sugar content and the imminent imposition of a sugar tax is not such a big issue for Belvoir. Even so, the company has launched a range of light pressés that contain 30% less sugar than standard recipes. Pev says these pressés are selling well, "so the sugar debate has created new opportunities for us too!"



Belvoir's drinks are capturing the growing demand for smaller, artisanal brands



"We've been able to benefit from the growing consumer interest in provenance and artisan brands. Consumers are seeking smaller brands with a good story behind them"

Pev Manners, Managing Director, Belvoir Fruit Farms



### OTHER COMPANIES THAT MADE OUR LIST

- Artisan Finnebrogue
- Crawshaws
- Orchard Valley Food
- Shoryu Ramen
- The Foodfellas
- Tomlinson Dairies
- Tortilla

For the full Directory turn to pages 116–150

16%

Export sales account for this proportion of the firm's total sales

## READY FOR ANYTHING

Charlie Bigham's is taking advantage of the growing consumer demand for ready meals that offer value for money, rather than simply a low price. The range of handmade meals it produces, which include everyday dishes such as fish pie and lasagne and the more exotic Moroccan chicken tagine and red Thai curry, are all made with "uncompromisingly good, fresh ingredients", the company says proudly.

Such is the popularity of these meals that they're now sold by Waitrose, Sainsbury's and Tesco as well as other shops nationwide. "Over the last few years we've been able to sell our food in an increasing number of shops throughout the UK and demand keeps growing," says Charlie. "Even during tough economic times, the British consumer has always been prepared to invest in food that is of a high quality."

*Charlie Bigham's*

www.bighams.com  
Sector: Food & Drink  
Region: London

"The British consumer has always been prepared to invest in food that is of a high quality"



Charlie Bigham's has been able to sell its food in an increasing number of shops

All the company's meals are made with "uncompromisingly good, fresh ingredients"



## TASTY PROPOSITION

Pipers Crisps cooks locally sourced potatoes and seasons them with flavours from passionate producers, all with the aim of producing "Britain's tastiest crisps".

It's an approach that's paying off. The company has grown by more than 20% a year on average since its humble beginnings in 2004, when it hand-delivered 20 boxes of crisps to four pubs and a farm shop. Today its snacks are sold in around 12,000 outlets nationwide and in more than 30 countries around the world.

According to Co-Founder Alex Albone, the company's success is down to its focus on core strengths and making "...crisps as they should taste".

"We have done a number of things to grow our business," explains Alex. "Firstly, we pride ourselves on our robust flavours. Secondly, we have invested heavily in our people to deliver ambitious sales targets and manufacturing expertise. This includes looking to recruit the best possible people and then investing heavily in their training. Thirdly, we have



www.piperscrisps.com  
Sector: Food & Drink  
Region: Yorkshire and the Humber



Pipers Crisps is becoming a familiar brand across the UK

The company recently launched a new flavour of crisps to accompany gin consumption



"We recruit the best people, then invest heavily in their training"

The company, which was set up by Charlie Bigham himself in 1996, focuses on incremental improvements, by seeking to be a little bit better every day, every month and every year in everything it does. "We are obsessive about what our food tastes like," says Charlie. "To deliver on this we need to be obsessive about who our suppliers are, how we make our food and ensure that we have an engaged, well-trained team of people to make it."

That team is set to expand, with Charlie Bigham's currently investing in a large new kitchen that will enable the company to potentially double the number of people it employs within the next five years.

The expansion reflects a determination to keep moving forward as a business. Innovation, attention to detail and constant monitoring of trends are prerequisites for a sector as competitive as food and drink. Charlie Bigham's expects the environment to become even more competitive in the years ahead and plans to stay focused on making year-on-year productivity gains. Charlie adds: "We also know that consumers will become more demanding from both a quality and value for money perspective."

# 1996

Charlie Bigham founded his eponymous company in this year

invested in new equipment to ensure that we stay ahead of future demand."

Constantly changing demand means Pipers Crisps must always be ready to adapt. "We recently launched Wild Thyme & Rosemary flavour crisps, which were intended to be an accompaniment to the emerging trend in gin consumption," says Alex.

The company is also ready to respond to any efforts to tackle obesity. "We are conscious that there will be changes in consumer behaviour over the next few years that will impact the snack industry and may provide opportunities for us," says Alex. "The public and the government are aware of the threats of obesity and therefore there may be a challenge to adjust portion size and recipes in the future, which we respond to positively."

# 12,000

Outlets nationwide sell Pipers Crisps

## FEVER PITCH

Over the past decade or so, the UK's drinks market has seen growing demand for high-quality mixers, particularly in the spirits market – a trend that Fever-Tree has tapped into with spectacular results.

The firm has become the world's leading supplier of premium natural mixers for alcoholic spirits by retail sales value, distributing to more than 65 countries worldwide. It all started in 2005, when the firm launched its Fever-Tree brand to provide high-quality mixers for premium spirits. Today Fever-Tree sells a range of carbonated mixers to hotels, restaurants, bars and cafés (on-trade), as well as selected retail outlets (off-trade).

“Over the last few years there has been a ‘premiumisation’ trend, particularly in the premium spirits market,” says Tim Warrillow, Co-Founder and CEO of Fever-Tree. “This sits alongside the movement



www.fever-tree.com  
Sector: Food & Drink  
Region: London



“Over the last few years there has been a ‘premiumisation’ trend, particularly in the premium spirits market”



Fever-Tree has seen huge demand for its products abroad

The company's range of high-quality mixers have captured the consumer imagination



towards long drinks and mixability, which is driving the pace of growth in the UK mixer category. As the latest market data demonstrates, Fever-Tree is changing the shape of the wider mixer market. We have clearly captured the consumer imagination and made people appreciate the importance of a high-quality mixer.”

Such demand for its products helped the company to achieve 118% growth in the UK in 2016, and expand its share of the entire mixer category at retail to 24%. Fever-Tree has also seen huge demand for its products abroad. In the 2015 financial year, two-thirds of its sales were to customers outside the UK, particularly in the US and Europe.

This market penetration is a reflection of the strong performance the business has delivered since joining AIM in 2014. “We have made excellent progress in developing the optimum infrastructure, relationships and team to capitalise on the strength of our brand,” says Tim.

With Fever-Tree expecting demand for premium mixers to keep growing, Tim believes great opportunities exist for the company to grow its business further. He says: “We are only in 16,000 of the estimated 55,000 premium on-trade UK accounts, and have increased our sales capabilities to take advantage of these opportunities.”

# 118%

The growth that Fever-Tree achieved in the UK in 2016

# COMMUNITY SPIRIT

**DR ADAM MARSHALL**  
DIRECTOR GENERAL, BRITISH CHAMBERS OF COMMERCE (BCC)



“THESE ARE FIRMS THAT RECOGNISE THAT THEIR OWN SUCCESS IS INTRINSICALLY LINKED TO THE SUCCESS OF THE PLACES THEY CALL HOME”

MANY OF THE DYNAMIC BUSINESSES IN THIS REPORT RECOGNISE THAT MAKING A STRONG CIVIC IMPACT CAN LEAD DIRECTLY TO IMPROVEMENTS IN THEIR BOTTOM LINE

As someone who travels the length and breadth of the UK, meeting business communities in every nation and region, I know first-hand that inspiring companies can be found in every corner of the UK.

That's why I am so pleased to welcome London Stock Exchange Group's annual showcase of some of the very best businesses – of all sectors, sizes, regions and nations – whose innovative approach and can-do spirit leads them to new heights.

The dynamism of these businesses, and so many more like them, will be crucial to driving our economy forward through a period of significant change.

Growing businesses are only as strong as the teams they build. Their lasting success depends on recruiting and retaining the right people. The companies in this report are prime examples of recognising and fostering great talent and skills. Crucially, they are businesses that invest in their staff and develop the sort of modern working environments that make people feel valued and supported.

Alongside people, place also matters. As we see in Chamber business communities in our towns, cities and counties, dynamic businesses like those in this report often also have deep roots into local civic life.

These are firms that recognise that their own success is intrinsically linked to the success of the places they call home – and that a strong civic impact can lead directly to improvements to the bottom line. They are also the companies whose people engage with schools and colleges; champion local regeneration projects; support local charities; invest in apprentices and training; and act as ambassadors for their areas.

At this time of great political and economic change, it's important for dynamic businesses to stay focused on the fundamentals – and to be willing to take calculated risks in order to grow.

Businesses across Britain have shown significant resilience over the past year, and many firms have done their best to ignore the ‘noise’ around them and concentrate their energies on developing their own products, markets and growth strategies. The 1000 companies showcased in this report are living proof that British businesses can seize

**“DYNAMIC BUSINESSES LIKE THOSE IN THIS REPORT OFTEN HAVE DEEP ROOTS INTO LOCAL CIVIC LIFE”**

opportunities and flourish, even in fast-changing conditions.

That's not to say that more cannot be done. As Chambers of Commerce all across the UK make clear, firms still face unacceptably high upfront costs, skills gaps and inadequate infrastructure – all of which present barriers to growth and success.

So as we champion the UK's success stories, let us also champion the home-grown reforms that would enable dynamic companies, both present and future, not just to start up here in Britain – but to achieve their growth potential here, too.

Around the world, let us champion the UK's entrepreneurial spirit, its innovative business culture, and its reputation as a positive and honest partner for trade. Now, more than ever, let's show the world that our towns and cities – the homes of our dynamic businesses – are open for business.

RETAIL »

UK CONSUMERS SPEND AROUND  
£1BN A WEEK ONLINE, CREATING  
BOTH OPPORTUNITIES AND  
CHALLENGES FOR COMPANIES  
OPERATING IN WHAT IS ONE OF  
THE UK ECONOMY'S MOST  
IMPORTANT SECTORS

SECTOR AT A GLANCE

**£339 BILLION**  
THE VALUE OF UK  
RETAIL SALES  
IN 2015

**15.2%**  
THE PROPORTION  
OF RETAIL SALES  
MADE ONLINE

**290,315**  
THE NUMBER OF  
RETAIL OUTLETS  
IN THE UK

IN THIS SECTION »

Sarah Dunning, CEO of  
Westmorland, talks about  
running service stations  
with a difference, while  
Golden Bear's Founder  
John Hales explains why  
licences have been key to  
his firm's success

Sources: Retail Economics,  
Office for National Statistics

# TURNING UP THE VOLUMES

Retail sales in October 2016 grew by 6.6% year-on-year, the largest such increase since January 2011, with non-food stores leading the way. This growth suggests that, so far at least, the UK's consumers haven't been put off by worries about Brexit. Although the falling value of the pound in the second half of 2016 has created a headache for some businesses, the fast-growing sub-sector of online retailing may offer a way for them to keep their sales volumes healthy



## OTHER COMPANIES THAT MADE OUR LIST

- Dura Beds
- Gear4Music
- Mary Katrantzou
- Porta Romana
- Saddleback
- Tangle Teezer
- World of Books

For the full Directory turn to pages 116-150

## MOTORING AHEAD

**Westmorland**  
 www.westmorlandfamily.com  
 Sector: Retail  
 Region: North West England

When the M6 was built through their hill farm in Cumbria, the Dunning family could have been forgiven for being unhappy about it. Instead they turned the arrival of the motorway into an opportunity by opening Tebay Services, a small 30-seat café serving home cooked, locally sourced food. Tebay Services became the UK's first family-run motorway service station when it opened in 1972 – and the family has been running service stations with a difference ever since.

CEO Sarah Dunning says of the business, Westmorland: "We are a food business that happens to operate in the roadside services industry. Our principal motorway service areas have no franchises, but instead have a farm shop and a kitchen. We produce all our own food for our kitchens and our farm shops enable us to work with many small artisan producers from the surrounding area and beyond. The cornerstone of our approach is building businesses from their local area."

It's an approach that has paid off. Westmorland now employs 1000 people and in 2014 it opened its second site – Gloucester Services on the M5. Following the model set by Tebay, the service station works with 130 producers within a 30 mile radius and 70 regional producers. "It's well known for its food," says Sarah. "Built adjacent to the beautiful Cotswold escarpment, it is also a building that has won a number of architectural awards."

The business has also opened a Tebay Services Hotel and the Junction 38 Services, which is a mile from Tebay Services, is aimed specifically at truck and coach drivers.

"Our key focus is on creating a unique offer in the industry in which we operate and having a positive impact on our customers, producers, colleagues and our local communities," says Sarah. "We are not interested in growth for growth's sake, but we are looking at some exciting development opportunities, both in our existing businesses and beyond."



Westmorland seized the opportunity afforded by the construction of the M6 to develop highly praised, family-run service stations



"We are a food business that happens to operate in the roadside services industry. The cornerstone of our approach is building businesses from their local area"

Sarah Dunning, CEO, Westmorland

70

The number of local food producers that Westmorland is partnering with



## BEAR NECESSITIES

Some 20 years ago, Golden Bear had a breakthrough moment when it obtained the rights to develop toys for the launch of *Teletubbies*, a TV show that has turned out to be enduringly popular with its target market of pre-school children. The company has since designed, manufactured and marketed toys linked to many other shows, including *In the Night Garden*, *Twirlywoos* and *Mr Tumble Something Special*.

"Our reputation has been built on delivering high-quality plush and plastic toys which children can enjoy and parents can trust," says Chairman John Hales. "Key licences are integral to our success. Many well-known children's TV programmes form part of the collection and the company has also formed associations with other top brands such as JCB and Mini."



www.goldenbear toys.com  
Sector: Retail  
Region: West Midlands

## A DESIGN FOR RETAIL LIFE

Oliver Bonas has come a long way since opening its first shop in Fulham, London back in 1993. Today the retailer has 58 stores nationwide offering a diverse collection of products, from women's clothing and jewellery to furniture, homeware, unusual gifts and the odd item that defies categorisation.

In creating products for these stores, the retailer's team of designers takes its inspiration from a wide range of genres. Founder and CEO Oliver Tress believes the decision to carve out a niche by establishing

a team to produce products to the company's own designs and specifications has been the biggest factor behind its success.

"It has never been more important to have a 'USP' and this has given us a point of difference with the customer, landlords and the media," he says. "As well as giving us three successive years of double-digit growth, historically, it has also helped us secure new sites, often at favourable rates."

Oliver Bonas continues to look for new opportunities for growth, both through

## OLIVER BONAS

www.oliverbonas.com  
Sector: Retail  
Region: London



TV tie-ins have proved a hugely successful and profitable part of Golden Bear's portfolio

Founder and Chairman John Hales is now targeting the international market



"We have a track record of doubling sales every three years; we feel this is manageable"



Oliver Bonas has carved out a niche in a very competitive area of business

The stores offer a range of quirky gifts such as marble mirrors and leather trays



The development of own-label toys for leading retailers is another element of the business and, in addition to children's TV characters, the company has also branched out into other areas.

"The mascot rights for the London Olympics of 2012 raised the company's profile considerably and broadened our customer base in the UK and overseas," says John. "Licence acquisitions in a number of different segments have also enabled us to move into nursery, girls and boys categories. This has created the opportunity to develop new suppliers to help increase the capacity of the business."

The market for toys, especially in the pre-school sector, has grown consistently in recent years and the company says it aims to continue growing with it. Golden Bear plans to expand by at least 50% over the next five years in order to meet the demands of new licensing deals and product launches.

"We have just finalised an agreement for worldwide rights of a new property which will be launching in 2017 and negotiations are underway for several other new licences," adds John. "It is important to us that we grow our international footprint, and this will be a main objective over the next five years."

# 50%

The amount by which Golden Bear aims to expand its business over the next five years

diversification in product lines and increasing its international footprint. Online sales are expanding strongly ahead of target and the retailer is taking steps to increase international e-commerce sales. The company is also due to open its first airport store in 2017.

"We will seek to employ around 700 extra staff over the next five years in order to meet growing customer demand," says Oliver.

Oliver's advice for anyone wanting to start up a business and emulate his company's success is to keep it simple, with a scalable business model and total clarity about why you are setting up the business. He advises new businesses to seek help with an open mind. "No one knows everything," he says, "so work out what help you need and find a way to bring people with you."

# 58

The number of stores that Oliver Bonas has nationwide, compared to just one store in 1993

## A GEM OF AN IDEA

Personalisation is one of the main characteristics of the Monica Vinader jewellery brand. Along with high-quality craftsmanship and an accessible price point, this focus on making jewellery personal has helped the retailer carve out its own niche.

“Big jewellery companies can design by numbers and I never wanted to do that,” says Founder and CEO Monica Vinader. “We create pieces that customers can make their own, whether through stacking and styling or personalising with our complimentary engraving service. Customers can engrave not only messages or special dates, but also a doodle or even their own handwriting for a truly personal finish.”

It was a retail offering that helped the firm flourish, despite its launch coinciding with the start of the 2008 recession. “Cash flow was tight

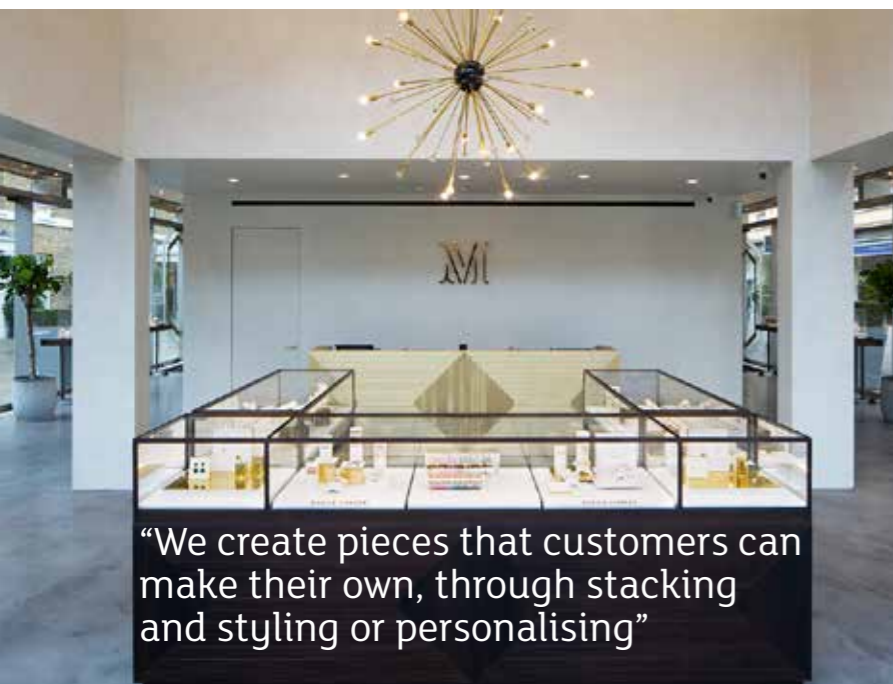
MONICA VINADER



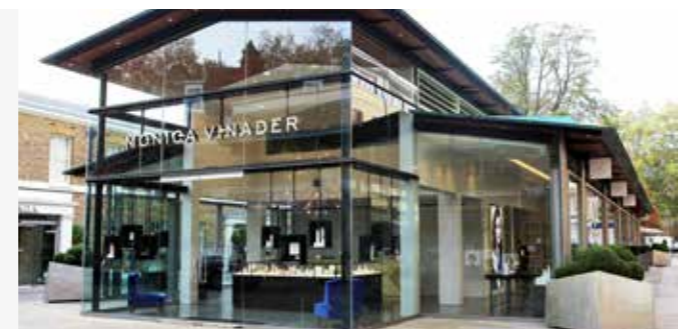
www.monicavinader.com

Sector: Retail

Region: East of England



“We create pieces that customers can make their own, through stacking and styling or personalising”



^ The company has its own stores and its jewellery is stocked by Harrods, Selfridges and Liberty, among others

> Monica Vinader is taking a responsible but ambitious approach to expansion



## BEDDING IN A BUSINESS

There’s nothing like a personal experience to help you identify a gap in the market – just ask Charlie Marshall, Founder of Loaf. “Having lost a whole Saturday trying to buy a bed, I saw an opportunity to make the shopping experience as quick and hassle-free as possible,” he explains.

His epiphany led to the creation of Loaf two years later, in 2008. To begin with, the retailer’s offering was predominantly online, with a range of what Charlie describes as “12 beautifully made beds and one perfect

mattress”. The fuss-free formula worked. Since then, Loaf has expanded its range of laidback furniture, launching a line of sofas in 2012 and gradually extending into other parts of the house. The business has also moved offline, creating a series of physical stores.

“Today, we offer characterful, handmade furniture for the entire home. We’re now officially a multi-channel retailer with two ‘bells-and-whistles’ physical spaces in Battersea and Notting Hill,” he says. “Our Loaf Shacks, as we call them, help to remove



www.loaf.com

Sector: Retail

Region: London



“We offer characterful, handmade furniture for the entire home”

^ Loaf expanded from beds to sofas in 2012 and then into other furniture

< The company aims to keep the process of buying as hassle-free as possible



and it was high risk, but we were disciplined,” recalls Monica. “To grow a company in a recession is a huge challenge and the fact we have seen healthy growth is an enormous accomplishment.”

The company has been building a network of boutiques, as well as its wholesale distribution and its online store. Since 2014, it has also set its sights on markets beyond the UK. Its first overseas move was a shop in Hong Kong and since then it has opened stores in a number of other key cities around the world. The retailer is maintaining a cautious approach as it expands, but it remains ambitious.

Monica says: “I think we have been quite diligent and careful, and have worked hard for our success. We are very responsible about the way we manage our cash flow, and financial constraints have stopped us opening more stores.

“We have big ambitions and are focusing on our global expansion, opening flagship boutiques in both New York and Singapore and looking at ways to build brand awareness in these new markets. My goal is to have a store in every fashion capital.”

# 2008

The year in which Monica Vinader launched her eponymous firm

a barrier to make the whole shopping process even easier.

“An awful lot of customers purchase on the web, but the big prize is getting out to the masses and you need a showroom to do that. But interesting, characterful spaces in the right location are very hard to find,” notes Charlie. “We want to get it right every single time.”

The company posted a turnover of around £33m last year. It employs over 100 people and invests heavily in training them.

“Successful people I know tend to have a similar pattern of behaviour: they’re self-critical and analytical,” says Charlie. “It’s not just about recognising your weaknesses so you can improve your business, but also recognising what you’re doing well so you can do more of that.”

# £33m

Loaf’s approximate turnover last year

# CREATING A VIRTUOUS CIRCLE

**KEITH MORGAN**  
CEO, BRITISH BUSINESS BANK

SECURING FUNDS CAN PROVE DIFFICULT FOR SMALL BUSINESSES, SO WE NEED TO MAKE FINANCE MARKETS WORK BETTER FOR THEM AT ALL STAGES OF THEIR DEVELOPMENT



**“ON A REGIONAL LEVEL, WE ARE KEENLY AWARE OF THE WELL-DOCUMENTED DISPARITIES IN FUNDING ACROSS THE UK’S REGIONS, ESPECIALLY EQUITY FINANCE”**

Small businesses and entrepreneurs up and down the UK will know how difficult it can be to secure finance. They face challenges accessing finance through markets that have a multitude of structural issues including a lack of early stage equity funding and an unwillingness to provide debt funding to young, innovative companies lacking a track record and collateral.

As the UK’s government-owned business development bank, our mission is to make these finance markets work better for small businesses in the UK at all stages of their development. We do that by working with more than 90 private sector partners to provide a range of funding programmes to tackle these challenges. We support our partners through funding and guarantees, enabling them to provide finance to businesses at every stage of their journey including asset finance, debt funds and peer-to-peer or technology-enabled lending – thereby helping to diversify supply and stimulate competition in the market.

One example is our commitment of over £100m to back peer-to-peer lenders such as Funding Circle to ensure small businesses can access funding through innovative direct-lending platforms. Our work with Funding Circle alone has helped create an estimated 30,000 new jobs and opened up small-business lending to a wide range of investors and, importantly, increased competition in the market.

In the important scale-up space, over £1.3bn has been committed by both government and the private sector into our venture capital funds that help high-growth smaller businesses access the equity capital they need to scale up. The importance of this venture activity was underlined by the further £400m

the British Business Bank received at the recent Autumn Statement to use for later stage venture capital, where we’d identified a gap in the market. We have also been active in our earlier-stage Enterprise Capital Funds, notably with our groundbreaking ‘Accelerated Digital Ventures’ fund worth £150m, backed by the Bank and two major institutional investors, Woodford and L&G.

On a regional level, we are keenly aware of the well-documented disparities in funding across the UK’s regions, especially equity finance. Our recently launched Northern Powerhouse Investment Fund (NPIF), to be followed by a similar Midlands Engine fund, will provide over £400m in government funding to northern start-up and scale-up businesses. NPIF will produce greater levels of investment, increase the focus on the potential opportunities across the region and provide increased flexibility in the type of funding provided. Working with local partners, we believe it will contribute to better economic outcomes for the regions’ businesses, growth and jobs.

As well as the supply side, we see the demand side as key to making markets work. Here the evidence shows that there remains a low awareness among smaller businesses of the funding choices available beyond the high-street banks. Finding the right option is not always easy. To navigate through these options, our Business Finance Guide, jointly published with the ICAEW’s Corporate Finance Faculty and in partnership with 21 other business organisations, outlines the finance options available to businesses at all stages. Businesses and their advisors can take the interactive journey or download a copy at [www.thebusinessfinanceguide.co.uk/bbb](http://www.thebusinessfinanceguide.co.uk/bbb)

# Cheques and balances.

**Working alongside traditional and alternative lenders, BGF’s long-term equity funding can offer companies the optimum funding for balanced and sustainable growth. And because we only take a minority stake, you stay in control.**  
0345 266 8860 | [www.bgf.co.uk](http://www.bgf.co.uk)

# INVESTING IN BRITAIN'S FUTURE

BY MAKING EQUITY INVESTMENTS IN RETURN FOR A MINORITY STAKE, BGF IS ABLE TO HELP COMPANIES OVER THE LONG TERM AND ACT AS A PARTNER THEY CAN CALL ON TO HELP THEM SCALE UP THEIR BUSINESS

There are typically two sources of funding that companies use as a means of growing or accelerating growth in their business. In no particular order, one is self-funding, which means waiting until there is enough cash in the company to reinvest, and the other is bank debt.

But these are not the only options. To a greater or lesser extent, you will have heard of others: private equity, business angels, peer-to-peer lending, crowd funding, mini-bonds, venture capital and growth capital, to name a few.

BGF was set up in 2011 to provide a new type of funding option for small and mid-sized companies: one that differed from traditional private equity and provided an alternative to debt. So, taking each of these in turn, how does BGF fit into the funding ecosystem?

Firstly, we make equity investments in return for a minority stake – which means we don't run your business,

## £1.1bn+

**BGF has invested more than a billion pounds in businesses**

you do. And, we invest off our own balance sheet. That's important because it means we can provide funding over the longer term and we don't rush or pressure a company to exit. Again, this should happen at a time that is right for the business, or even not at all.

Secondly, equity capital is not necessarily a default option to debt, but it can be one solution for a business whose growth plans contain a level of risk that a bank is unable to fund. In recent times, plenty of business owners have had first-hand experience of the importance of a strong, adequately capitalised balance sheet and no longer can, or want to, build their business on debt alone. Our investments

can provide an 'equity cushion' for companies that are taking on additional risk by embarking on a growth strategy. Indeed, for many of the businesses we back, growth is often funded by a combination of debt and equity – the two can go hand-in-hand.

## 2,000+

**The number of business people in the network BGF has created**

Thirdly, we become a partner in your business. This partnership is based on an alignment of interests and a shared goal, supported by a properly funded plan that allows business owners to focus on execution. We know from experience that good execution of well-thought-through plans is the key to success in any business.

We have now invested in excess of £1.1bn, and backed more than 165 growing British businesses. They are putting our capital to work hiring people, supporting an export drive, funding acquisitions, rolling out new retail sites, driving innovation, investing in R&D and more.

And we have created a network of more than 2,000 of the UK's most successful business people who can provide support and guidance to the entrepreneurs we back. We believe that with investment and connections comes confidence. And we believe that the success of Britain's entrepreneurs depends on having a robust support infrastructure and on finding the right partners at the right time.

*BGF invests in companies with revenues typically between £5m–£100m. We make initial investments typically between £2m and £10m and can provide further funding to support continued growth.*

### IN THE ZONE

Zone is the UK's leading independent digital specialist. The business has put together a 250-strong team that boasts expertise and capabilities in strategy, technology and content to help clients define and deliver their digital futures.

By deploying these experts into independent, agile teams, Zone has been able to deliver transformational work – from supporting the entire digital infrastructure of Gatwick Airport to mapping out, then executing, social media strategies for

Coca-Cola – and was named 2016 Agency of the Year at the British Interactive Media Association (BIMA) awards.

BGF provided Zone with a £6m investment in 2015 to support its ambitious expansion strategy. Since then, the company has continued to grow its team, bringing in new talent across a range of specialisms, and acquiring Cologne-based content specialist Conceptbakery, digital consultancy Head and tech consultancy Conversion Science.



www.zonedigital.com/uk  
Sector: Advertising & Marketing  
Region: London



Zone has continued to grow its team since 2015 to support its expansion strategy

Sertec runs its business from its headquarters in Coleshill



### STAMPING GROUND



www.sertec.co.uk  
Sector: Metal Manufacturing & Engineering  
Region: West Midlands

Sertec Group Holdings is one of the UK's largest independent manufacturers of stampings and welded assemblies. The company is a key supplier partner to JLR and other large automotive manufacturers and produces more than three million parts per week across five operating sites in Birmingham. Headquartered in Coleshill, the business was established more than 50 years ago and generates revenues of £260m today, compared to £40m in 2008.

BGF provided Sertec with an initial investment of £10m in February 2016 as part of a £20m funding package with Lloyds Banking Group and an additional £5m in August 2016.

To date, Sertec has used the funding to support the acquisition of WILD automotive, a precision-engineering company based in Birmingham; expand its operations by moving into a new 145,000 sq ft facility that's being used as a distribution centre for finished parts; and purchase 12 new machines.



LSEG'S ELITE PROGRAMME OFFERS A HELPING HAND TO SOME OF THE COUNTRY'S FASTEST-GROWING YOUNG BUSINESSES, GENERATING WEALTH AND PROSPERITY FOR THE UK AS A WHOLE IN THE PROCESS

**SECTOR AT A GLANCE**

**700**  
THE NUMBER OF COMPANIES, ADVISORS AND INVESTORS THAT MAKE UP THE ELITE COMMUNITY

**26**  
THE NUMBER OF COUNTRIES FROM WHICH ELITE COMPANIES HAVE BEEN DRAWN, FROM ACROSS MORE THAN 30 INDUSTRY SECTORS

**£35 BILLION**  
THE COMBINED REVENUES OF ELITE COMPANIES

**IN THIS SECTION** »  
Stefano Ciampolini, CEO of Renal Services (UK), talks about the company's nurse-led approach, while Evolution Funding's Jeremy Levine emphasises the benefits of embracing new technology and regulatory change

Source: LSEG

# STEP UP TO THE TOP

ELITE is an exciting initiative that supports ambitious companies to scale up and structure for the next stages of growth and external investment. Since 2014, ELITE has helped close to 100 UK companies expand, connect to business networks and explore different capital options. Today ELITE is a vibrant ecosystem of more than 700 companies, advisers and investors

## LIFESAVING SERVICES

**Renal Services (UK)**  
[www.renalservices.com](http://www.renalservices.com)  
 Sector: ELITE  
 Region: London

It's hard to overstate the importance of the work that Renal Services (UK) does. The company is a leading independent supplier of dialysis services in the UK, providing treatment to patients with end-stage renal disease (ESRD), an illness in which a patient's kidneys can no longer sustain life without assistance. This vital service offers an alternative to traditional large dialysis chains and dialysis product manufacturers.

"We work closely with the NHS to deliver the highest level of care in the most comfortable environment," says CEO Stefano Ciampolini. "We are a nurse-led company that places patients and their needs at the heart of our activities."

Demand for those activities is growing. "In recent years, we have seen NHS Trusts looking increasingly to high-quality private providers to deliver innovative patient care on their behalf," explains Stefano. "We have benefited from this trend as we are ready to step in at short notice to design, build and manage clinics and provide patient care across the UK. We deliver this while also consistently providing cost savings and cash-flow assistance to our NHS partners."

Renal Services (UK) currently has ten dialysis units around the UK, from Alnwick in Northumberland to Launceston in Cornwall, with a total of more than 50 treatment stations within the units. The company is expecting a period of strong growth in the coming years as a result of the increasing number of patients who need dialysis, with demand growing globally by around 7% a year. To meet that demand, the company expects to double over the next five years, and double its staff numbers too so it can maintain its existing staff-to-patient ratio.

Stefano's advice for entrepreneurs is to ensure their business is addressing a clearly defined market niche. He says: "A relentless focus on driving customer satisfaction, functional specialisation and employee engagement, while retaining close control over your cash flow, should provide the foundations for sustainable growth."



**7%**

Annual global growth in demand for dialysis



Its expertise in a niche market has enabled Renal Services (UK) to work closely with the NHS in providing dialysis



"We are a nurse-led company that places patients and their needs at the heart of our activities"

Stefano Ciampolini, CEO, Renal Services (UK)



## THE WHEEL DEAL

Whether someone wants to rent a vehicle or finance the purchase of one, Evolution Funding offers them a solution. The company's main brand, Evolution Motor Finance, is the UK's largest point-of-sale motor finance broker. The firm also has a vehicle loans business, Evolution Loans, a vehicle rentals brand called EVOGO and a vehicle retail arm, Mike Brewer Motors.

CEO Jeremy Levine says: "Our portfolio of complementary, best-in-class brands, products and services are designed to put the customer first and help our partnerships to grow." And grow they have, with the company now working with more than 2,500 approved partner dealerships and groups across the UK. In 2016, it funded more than 35,000 vehicle loans for both private and business customers.



www.evolutionfunding.com  
Sector: ELITE  
Region: East Midlands

"Our biggest opportunities have come through embracing technology and regulatory change"



Mike Brewer Motors is the retail arm of the business, located in Sheffield and Luton

Evolution Funding gives customers the chance to fund the car they've always wanted



## ON THE RIGHT TRACK

As the UK's largest ground engineering contractor, Van Elle Holdings has worked on infrastructure projects involving railways for many years – and from that work the group spotted a great opportunity for growth in the on-track rail sector. It's an opportunity that the company seized in 2013. "Van Elle now runs 14 customised road-rail vehicles to allow for piling in a broad variety of ground conditions," says CEO Jon Fenton.

This sound business instinct has helped Van Elle Holdings come a long way since it was

founded in 1984. Today the company offers its customers a wide range of geotechnical services, including site investigation, piling and ground stabilisation. It also manufactures and installs precast concrete products for use in foundations.

The company continues to expand its road-rail capabilities, too. In 2015 it obtained a provisional principal contractor licence, enabling it to contract directly with Network Rail on projects in the UK, while last year it was confirmed as a provider under Network



www.van-elle.co.uk  
Sector: ELITE  
Region: East Midlands



Site investigation, piling and ground stabilisation are areas of expertise for Van Elle



Having successfully listed on AIM in October, the company is looking to grow its business



"Van Elle reacted quickly and decisively to the financial crisis"

"Our success hinges on creating strong, prosperous and mutually beneficial partnerships," he says. "We've worked hard to form and nurture partnerships with a wide range of stakeholders, from our dealers and funders through to our advisers, suppliers and customers."

Technology is crucial to the company's offering, with its DealerZone platform enabling faster decisions on loans and car purchases to be made. "Our biggest opportunities have come through embracing technology and regulatory change," says Jeremy. "With a strong culture of innovation and improvement, Evolution Funding has used its market-leading technologies and unique data insights to drive a more agile, sophisticated approach to delivering motor finance."

With the business growing fast, Evolution Funding expects staff numbers to increase from 270 to more than 330 over the course of 2017 – which makes having the right recruitment policy vital to the continued health of the company. "For us, attitude is everything," says Jeremy. "We look for the best people, but that doesn't need to mean the best education or the longest industry experience. What's really important to us is that our people are passionate, focused, creative, positive and committed."

**35,000**

Number of vehicle loans funded for either private or business customers in 2016

Rail's track bed stabilisation programme. There have been tough times, but, recalls Jon: "Van Elle reacted quickly and decisively to the financial crisis, resulting in only one year in which turnover decreased. It otherwise remained profitable throughout the period. We came out in better shape than many of our peers, with enhanced growth in turnover and profit in the past three years."

Looking ahead, the company continues to seek opportunities in diversification, expansion and acquisition. Jon says the firm's strategy for the next five years includes: "Expansion into complementary markets and adjacent geographies through the provision of additional products and services, as well as exploring opportunities to expand our presence in other markets."

**£84<sup>m</sup>**

The turnover of Van Elle in 2016, up from £30m five years ago

## TAKING THE PAIN OUT OF CAR BUYING

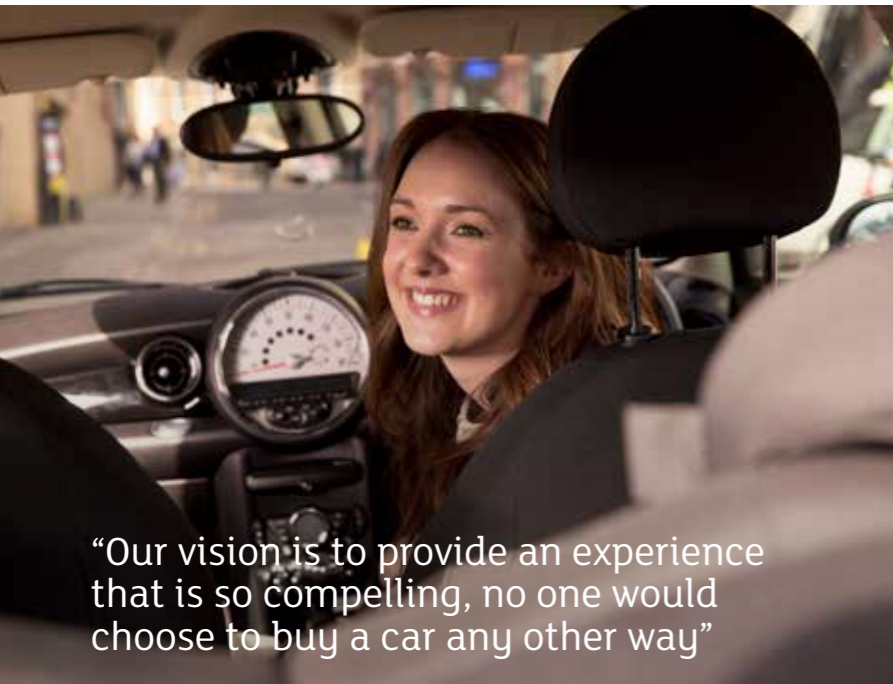
Other than a house, buying a car is typically the biggest purchasing decision a person will make. It's a decision that can prove daunting, especially given the complexities of the car market, but it's one that Zuto aims to make hassle-free.

The Macclesfield-based company is a credit broker (rather than a lender) that matches car buyers with lenders. It also handles the paperwork and pays the dealer, allowing the new owner to simply collect their new car and drive away.

"Our vision is to provide an experience that is so compelling, no one would choose to buy a car any other way," says CEO James Wilkinson. "We provide an end-to-end solution, bringing transparency and trust to every stage of the car-buying journey."



www.zuto.com  
Sector: ELITE  
Region: North West England



Buying a car is a big financial commitment and people want to make the right decision

Zuto aims to simplify the car-buying process for the benefit of its customers



"Our vision is to provide an experience that is so compelling, no one would choose to buy a car any other way"

Zuto, which was founded in 2006, today has more than 300 employees and announced plans last year to recruit another 70 people to help it meet its growth objectives. "The size of the existing market has presented an enormous opportunity for scale within the UK," says James. "We are using our tech capabilities to capitalise on this, alongside a controlled increase in headcount."

The company is also eyeing expansion into some markets overseas. "The coming years will see us continuing to focus on our customers, significantly increase our market share within the UK and deliver a product that we are confident to launch in new international territories," says James.

As Zuto expands, the business is increasingly looking for ways to use new digital technologies to improve its service. "The UK finance sector has seen increasing levels of innovation in recent years, with progressive technology used to digitalise customer experiences," notes James. "We focus significant resources on pioneering these developments in tech, in order to achieve growth and market scale. We are continually testing the commercial viability of new features."

# 300+

The number of staff at Zuto, with a further 70 soon to be recruited

# ENABLING ELITE COMPANIES TO THRIVE

**LUCA PEYRANO**  
CEO, ELITE

FROM ADVICE ON STRATEGY TO GUIDANCE ON HOW TO ATTRACT FUNDING, ELITE IS HELPING ENTREPRENEURS TO TURN THEIR DREAMS INTO REALITY



"THESE BUSINESSES ARE THE GROWTH ENGINES OF THE ECONOMIES IN WHICH THEY OPERATE AND NEVER MORE SO THAN IN THESE CURRENT VOLATILE ECONOMIC TIMES"

Over London Stock Exchange's 300-year history, its central purpose has been to connect ambitious companies with investment capital. These businesses are the growth engines of the economies in which they operate and never more so than in these current volatile economic times.

The *1000 Companies to Inspire Britain* reports play a significant role in championing some of Britain's fastest-growing business. But they sit alongside another significant London Stock Exchange Group growth company initiative, known as ELITE.

ELITE is our pioneering international business support and capital raising ecosystem, helping ambitious, high-quality companies prepare and structure for the next stage of growth. It introduces company leaders to business school resources and gives them access to a community of like-minded entrepreneurs, leading advisers and investors. Launched by Borsa Italiana in 2012, it was rolled out across the UK in 2014 and across the rest of Europe and internationally in 2015.

Today more than 700 companies, advisers and investors make up the growing international ELITE community.

**£35bn**  
THE COMBINED REVENUES ELITE FIRMS ARE GENERATING

Over 500 ELITE companies in 26 countries from more than 30 sectors, including technology, food and drink, healthcare, and manufacturing, are generating £35bn in combined revenues and account for over 175,000 jobs across Europe and beyond.

The UK represents a dynamic community of over 90 ELITE companies and four are included in this year's *1000 Companies to Inspire Britain* report. The following pages highlight the impressive growth of these ELITE

**"ELITE IS AN OPPORTUNITY FOR FIRMS AND THEIR LEADERS TO BECOME PART OF A VIBRANT COMMUNITY"**

companies: Renal Services, the leading independent supplier of dialysis services in the UK; Evolution Funding, the UK's largest point-of-sale motor finance broker; Van Elle, the UK's largest ground engineering contractor; and online car finance specialist Zuto.

ELITE is an opportunity for firms and their leaders to become part of a vibrant community, in which fast-growing companies can thrive long after the structured engagement is over. The programme is constantly innovating to enhance its services for companies. Its latest innovation, private placement platform ELITE Club Deal, helps to bridge a funding gap and streamline the capital-raising process for ELITE firms, bringing them together with professional investors and corporate advisers in a secure and efficient environment.

Together, the *1000 Companies to Inspire Britain* reports and ELITE have an integral role to play in championing the best of Britain's businesses and channelling growth capital to the innovators, job creators and stars of tomorrow.

More of the UK's inspiring companies can benefit from the support provided through ELITE. Visit elite-growth.com to find out more.



# PLAYING THE LONG GAME

**JENNY TOOTH OBE**  
CHIEF EXECUTIVE, UK BUSINESS ANGELS ASSOCIATION



**“IT IS VITAL THAT WE ALL WORK TOGETHER AT THIS TIME TO CREATE A CONNECTED FINANCE ECOSYSTEM”**

WE NEED TO ENSURE THERE’S A CONNECTED CHAIN OF ‘PATIENT CAPITAL’ TO ENABLE THE UK’S ENTREPRENEURS AND START-UPS TO ACHIEVE THEIR FULL GROWTH POTENTIAL

Entrepreneurs are key engines of the UK economy and it is exciting to see the growth achieved by the 1000 fantastic businesses that are showcased in this report.

Angel investment continues to be a major source of finance for the nation’s early-stage entrepreneurs. But Angel investors bring much more than simply finance to help entrepreneurs achieve their growth ambitions. Many investors bring business experience, industry and market knowledge, networks and contacts to support the companies they back.

Angel investment is generally carried out through syndicates of angels, working together to pool their finance, share risks, due diligence and skills, and to support further follow-on rounds.

Angels also frequently co-invest alongside other sources, which creates the opportunity to build deals of significant size, drawing on a range of sources from other angel groups, crowdfunding, venture capital, bank finance and grants, enabling flexible packages of funding to meet the needs of the business.

**“MANY INVESTORS BRING BUSINESS EXPERIENCE, INDUSTRY AND MARKET KNOWLEDGE, NETWORKS AND CONTACTS TO SUPPORT THE COMPANIES THEY BACK”**

Nevertheless, with over 65% of early equity funding being focused on London and the Southeast, we are aware that many entrepreneurs from around the UK’s regions are failing to access the capital that they need to build their business. We are therefore connecting

with key players across the nation’s regions to increase the number of angel investors in the year ahead, to help build a more vibrant ecosystem for regional entrepreneurs.

**“WHILE THERE ARE SOME FUNDS IN THE UK WITH THE CAPACITY TO OFFER LONG-TERM PATIENT CAPITAL, THERE IS MUCH MORE WORK TO BE DONE”**

A further challenge we face in the UK, and a key priority area for the UK Business Angels Association (UKBAA), is that, while there is strong capacity for financing businesses in the seed and early-growth stages, there is a lack of sufficient capability to support later-stage business growth.

**65%**  
**THE PROPORTION OF EARLY EQUITY FUNDING FOCUSED ON LONDON AND THE SOUTH EAST**

While there are some funds in the UK with the capacity to offer long-term patient capital, there is much more work to be done. Otherwise the best of the UK’s high-growth companies will seek investment elsewhere to realise their ambitions and the UK economy will lose out.

It is vital that we all work together at this time to create a connected finance ecosystem to enable these exciting and inspiring businesses to further their journey to global scale-up success in 2017.

# ELITE Connect

## Your connection to investment opportunities

In a world where new technologies are having a direct impact on the way people interact and communicate across the globe, London Stock Exchange Group is offering a highly innovative solution that allows you to evolve with this rapidly changing environment.

ELITE Connect is a platform dedicated to investor relations and corporate access businesses bringing together public companies, institutional investors and intermediaries to facilitate and expand interaction and increase productivity.

ELITE Connect provides a unique suite of user-friendly technology services to support and enhance your day-to-day investor relations and corporate access activity by providing an exclusive community and the ability to:

- be visible to investors, public companies and intermediaries exclusively
- have a dedicated profile page
- target new investors
- create meeting opportunities
- share presentations, documents and updates
- meet digitally using a dedicated video conferencing tool
- broadcast and attend live webcast to a large audience
- keep track of meetings that took place on the platform through an embedded client relationship management tool.

Find out more at [www.elite-connect.com](http://www.elite-connect.com)  
Contact us at [eliteconnect@lsegroup.com](mailto:eliteconnect@lsegroup.com)



A **professional network** to connect people, follow companies of interest, send messages and request meetings.



A **calendar**, fully embedded on the platform, to coordinate availability and schedule meetings with other users.



A **digital meeting room**, featuring high-quality and easy to use video, with document sharing and note taking facilities.



A unique view of your personal **communication and meeting history** with people and companies.



A **personalised quality content stream** populated by companies, investors and trusted sources.



**Company and investor search** with advanced filters on interests, size, location and industry.



**London**  
Stock Exchange Group

**MANUFACTURING & ENGINEERING** »

ALMOST HALF OF ALL UK EXPORTS COME FROM MANUFACTURING – AND THE SECTOR'S ADOPTION OF NEW TECHNOLOGY SUGGESTS ITS IMPORTANCE TO THE ECONOMY WILL ONLY CONTINUE TO GROW

**SECTOR AT A GLANCE**

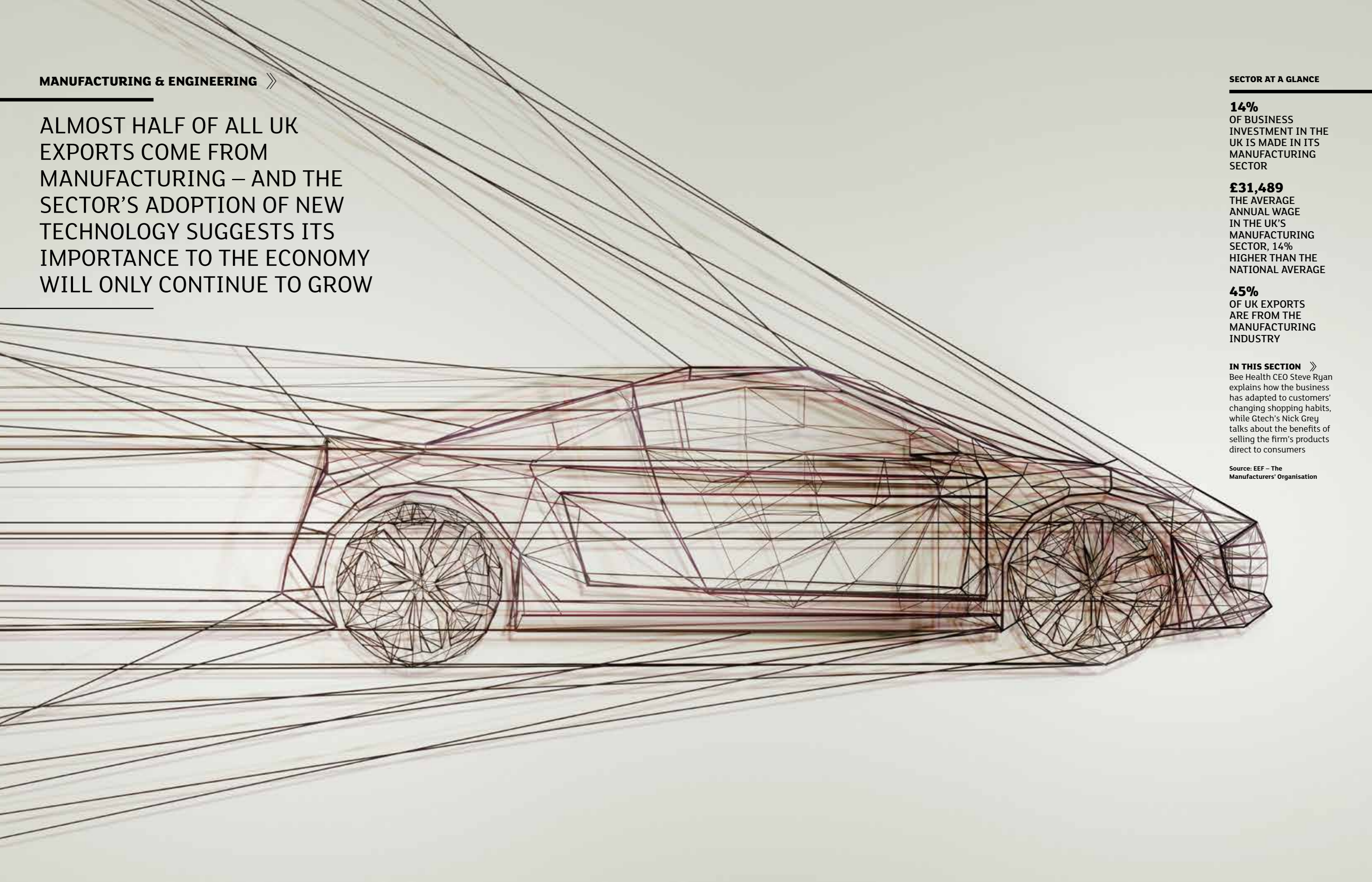
**14%**  
OF BUSINESS INVESTMENT IN THE UK IS MADE IN ITS MANUFACTURING SECTOR

**£31,489**  
THE AVERAGE ANNUAL WAGE IN THE UK'S MANUFACTURING SECTOR, 14% HIGHER THAN THE NATIONAL AVERAGE

**45%**  
OF UK EXPORTS ARE FROM THE MANUFACTURING INDUSTRY

**IN THIS SECTION** »  
Bee Health CEO Steve Ryan explains how the business has adapted to customers' changing shopping habits, while Gtech's Nick Grey talks about the benefits of selling the firm's products direct to consumers

Source: EEF – The Manufacturers' Organisation



# INDUSTRIAL STRENGTH

Despite the stories about the decline in British manufacturing, the UK is still the ninth-largest manufacturer in the world and the sector is growing – one in six manufacturers have ‘re-shored’ activities to the UK, usually to improve quality or accelerate delivery times. The industry is now gearing up for the ‘Fourth Industrial Revolution’, based on the ever-growing use of digital technology and taking advantage of technological developments such as cloud computing and the Internet of Things



## OTHER COMPANIES THAT MADE OUR LIST

- Bartec Auto ID
- Cabauto
- City Gate Construction
- Greenray
- Magma
- MJL Group
- Turbine Efficiency

For the full directory turn to pages 116–150

## IN RUDE HEALTH

### Bee Health

www.beehealth.com  
Sector: Manufacturing & Engineering  
Region: Yorkshire and the Humber

**B**ee Health is a vitamin, mineral and supplement manufacturer that specialises in private label and contract manufacture for some of the world’s biggest retailers, in addition to having its own vitamin and supplement brands.

From its facility in Bridlington, Yorkshire, the company produces more than 85 million capsules and tablets a week and has built up a strong reputation with its customers – so much so that it was named ‘Supplier of the Year’ and ‘Best Vitamins, Herbals, Minerals & Supplements Supplier’ for 2016 by Holland & Barrett, one of the UK’s leading health food shop chains.

Sales through physical stores are still a vital part of the industry, but online shopping has grown at an astonishingly fast rate. Steve Ryan, CEO of Bee Health, says retailers on the Amazon platform accounted for around 25% of Bee Health’s turnover this year, compared to just 3% the year before.

“The internet has provided us with a huge opportunity over the last few years,” he says. “As shopping habits have changed, our traditional retail customers have been looking to grow the e-commerce side to their businesses. We have also seen tremendous growth from young online retailers, using sites like Amazon and eBay.”

To keep up with rising demand, Bee Health has been investing in new machinery and taking on more staff. “New health and beauty brands are looking for greater flexibility and we have looked for growth areas and invested in specialist machinery,” says Steve, speaking of the company’s continuing development.

“For example, last year we installed a new soft gel plant, opening up a raft of new product lines for our customers. We are currently one of only two soft gel manufacturers in the UK and our plant investment means that we will grow to produce 100 million tablets and capsules a week.”

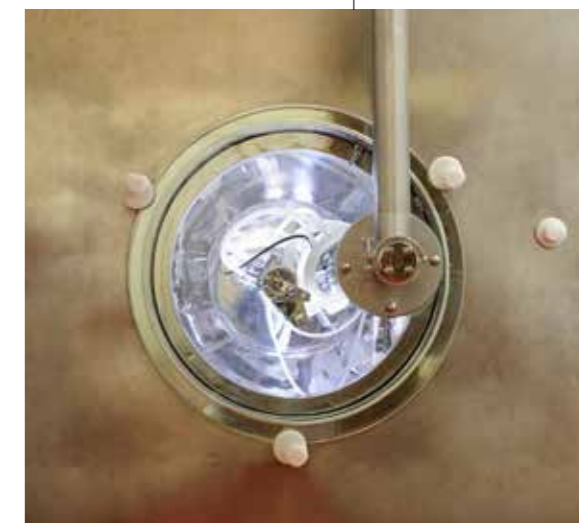


# 25%

The proportion of total turnover which is sold via Amazon, up from 3% the previous year



Bee Health is hoping its investment in staff and machinery will enable the company to grow its business and keep up with demand



“As shopping habits have changed... we have seen tremendous growth from young online retailers, using sites like Amazon and eBay”

Steve Ryan, CEO, Bee Health

## CUTTING THE CORD

**G**tech designs and sells innovative cordless appliances for the home and garden, including vacuum cleaners, lawnmowers, hedge trimmers and electric bicycles.

The company expanded its product range in September last year with the launch of the Gtech AirRam Mk2, the latest version of its award-winning cordless vacuum cleaner, which was first brought to market in 2012. The popularity of that product has formed a significant part of the company's success to date.

Another aspect of the business that has proved highly successful is its focus on selling its appliances online. Since Gtech was set up in 2001, it has sold more than 22 million products in 19 countries. "We have marketed our products direct to consumers through our website rather

**Gtech**

www.gtech.co.uk  
Sector: Manufacturing & Engineering  
Region: West Midlands



"Some of the best designers in the world are British and we are seen around the world as leaders in design"



Gtech's Nick Grey sees cordless as the future of appliances

AR20 is one of a number of products that have enjoyed strong online sales



## TRUE DETECTIVES

**S**edgefield-based Kromek Group is one of the world's leading developers of imaging and radiation detection products. Its devices are designed for hospitals, airports and other sites, and help to detect everything from cancer to explosives and even radioactive materials that could be used in a 'dirty bomb'.

"We have developed market-leading solutions in all three of our target markets: medical, security and nuclear," says group CEO Dr Arnab Basu. "We have identified gaps in the market and come up with disruptive products

at competitive prices." In the medical sector, Kromek's imaging products are used to provide earlier and more reliable detection of cancer, cardiac conditions and osteoporosis, while using lower doses of radiation.

The company is also at the forefront of the development of cadmium zinc telluride, identified by global giants like Toshiba, Siemens, GE and Phillips as key to their future CT and SPECT scanning technology.

In the security market, Kromek's machines are used to screen liquids, aerosols and gels at

**kromek**  
detect image identify

www.kromek.com  
Sector: Manufacturing & Engineering  
Region: North East England



Kromek's expertise has allowed it to identify gaps and produce innovative solutions



Spun out of the University of Durham's Physics Department, the company is set for further growth



than via traditional retailers," says Nick Grey, Founder of Gtech. "This has helped us build a close relationship with our customers. We focus on three areas: we design products that perform very well, we aim to provide the best customer service in our industry and we carefully analyse and optimise our marketing."

Gtech believes the future will be cordless and is confident that its approach should help it to win even more customers in the years ahead. "I think corded products will be phased out and we will see a stronger focus on performance and customer service," predicts Nick. "The high level of consumer interaction should help stronger products and customer performance win out over other factors."

The company plans to expand into five new markets in the coming years and also to double its workforce to around 300 staff.

Over the past 15 years, Gtech has become exactly the sort of UK success story that Nick thinks the nation should be making more of. "The UK should focus on its design profession," he urges. "Some of the best designers in the world are British and we are seen around the world as leaders in design."

**22<sup>m</sup>**

The amount of products sold – in 19 different countries – since the company was established in 2001

airports to check they don't include explosive materials. And in the nuclear market, Kromek has developed a networked mobile device, the D3S, which can detect the tiniest traces of radioactive material.

"We have grown the business through innovation," continues Arnab. "We have produced the smallest mobile commercial product for detection of nuclear radioactive materials and have been awarded the sole supplier contract by DARPA, an agency in the US government's Department of Defense.

"We are at the start of our growth trajectory. We have moved from the R&D phase into the full commercialisation phase and we are selling more products in multiple markets. Our core technology is in place and we expect to increase our workforce significantly."

**3**

The number of markets in which Kromek specialises – medical, security and nuclear

## WELD-WIDE SUCCESS

For more than 35 years, QA Weld Tech has been involved in the welding, fabrication and machining of high-performance steels and alloys for use in some of the world's most challenging environments. The Middlesbrough-based engineering firm, which was founded in 1980, specialises in complex fabrications for the oil and gas, power generation, nuclear, and petrochemicals industries.

As the search for energy resources has taken oil and gas companies into deeper and more hostile environments, QA Weld Tech has developed its capabilities to meet the requirements of its customers. This includes offering a turnkey service, from technical and design support, and project management through to fabrication, testing, coating and packaging. The company has recently worked on projects at the pre-salt oil wells



www.qaweldtech.co.uk  
Sector: Manufacturing & Engineering  
Region: North East England



“The last two years have been about ensuring we become a leaner and more agile business”



^ Rigorous testing is needed when making products for use in challenging environments

> QA Weld Tech sees diversification as the way forward for its business



## BUILDING ON FIRM FOUNDATIONS

At its core, Woodmace is a specialist civil engineering and groundworks contractor but, in recent years, it has steadily expanded its skillset. Today, its services cover areas such as reinforced concrete structures, ground engineering and piling, soil stabilisation and diamond drilling and cutting.

The company's recent growth has come about in part through acquisitions, which has enabled it to supply a broad range of services as a single package. “Woodmace provides a one-stop-shop for clients to deliver

high-risk ground engineering packages and the superstructure within a construction project,” explains Director Russell Crate. “This is attractive to our clients as they can employ one company to carry out multiple tasks.”

The company believes that its business is only as effective as its people and equipment. Throughout its history, Woodmace has continued to invest in both areas. That, Russell says, has helped during previous tough times as the company ensured “we were prepared”. The diversity of the group's client base should



www.woodmace.co.uk  
Sector: Manufacturing & Engineering  
Region: South West England



“The aim is to seek growth and development across the construction industry”

^ Woodmace now offers its clients a total package of engineering services

< One of the company's projects was the extension to the popular Tank Museum in Bovington, Dorset



in the Santos Basin off the coast of Brazil, the Kaombo project in the ultra-deep offshore waters of Angola and the M'Boundi oil field in the Republic of Congo.

“Significant growth has been achieved through understanding our customers' needs and adapting our strategy and investment decisions to maximise these opportunities,” says Managing Director Charles Tighe.

Tough physical environments are one thing, but in the past few years the company has also had to cope with a very challenging economic environment, in particular the oil price correction in late 2014. As a consequence of this, explains Charles, “the last two years have been about focusing on further developing our management systems and processes and ensuring we become a leaner and more agile business.”

This tough environment has also prompted QA Weld Tech to look to develop its services for customers in other areas. “The strategy is to reduce the dependency on oil and gas – which is cyclical and dependent on the headline price of a barrel of oil – and expand into complementary market sectors where we are able to deploy our experience, capabilities and expertise,” continues Charles.

# 1980

The year that the Middlesbrough-based firm was founded

ensure that the company can absorb any market slowdown in the future.

Over its 30-year history, Woodmace has built up experience and expertise in the industrial, commercial and retail sectors as well as housing, highways, renewable energy and high-security research facilities. The company's relationships with the Ministry of Defence and the Ministry of Justice mean that it is well-positioned to benefit from recent government spending commitments.

“There will, as always, be new work streams within the construction industry,” says Russell, who is confident that Woodmace has everything it needs to thrive, whatever the market conditions. “Strategically the aim is to seek growth and development across various sectors within the construction industry.”

# 30

The number of years Woodmace has been operating and expanding its areas of expertise

# MAKING A DIFFERENCE

**TERRY SCUOLER**  
CEO, EEF THE MANUFACTURERS' ORGANISATION

**SMEs ARE VITAL TO THE SUCCESS OF UK MANUFACTURING, BUT THEY NEED HELP FROM GOVERNMENT AND THE CITY IF THEY'RE TO THRIVE AND GROW**

Innovative and enterprising businesses have always been key to the prosperity of the UK and economic growth.

Despite the headlines large companies attract, some 96% of manufacturing businesses are small and medium-sized enterprises (SMEs), often operating in complex supply chains with dynamic relationships with their customers and suppliers. They are key to the success of many of our most successful sectors such as aerospace, automotive, electronics and pharmaceuticals. I am delighted, therefore, to praise the 1000 inspirational companies in this book and London Stock Exchange Group for supporting them.

As we embark on Brexit, it is difficult to assess the impact of this momentous decision on the psychology of investors and consumers. One thing is certain, however, and that is that the importance of SMEs driving the future growth of our economy is only likely to keep increasing. While the process of leaving Europe may be difficult and prospects may remain uncertain, it will inevitably create opportunities for those companies that are prepared to invest, to take

**“SMEs ARE KEY TO THE SUCCESS OF MANY OF OUR MOST SUCCESSFUL SECTORS SUCH AS AEROSPACE, AUTOMOTIVE, ELECTRONICS AND PHARMACEUTICALS”**

risks and to exploit the new avenues for exporting that potential new trade deals will create.

The down payment that the Chancellor made on a modern industrial strategy in the Autumn Statement should also help the growth of SMEs. A highlight of

the strategy was a focus on innovation, productivity and exports. As the government's Green Paper on Industrial Strategy develops, support must focus

**“THE DOWN PAYMENT THAT THE CHANCELLOR MADE ON A MODERN INDUSTRIAL STRATEGY IN THE AUTUMN STATEMENT SHOULD HELP THE GROWTH OF SMEs”**

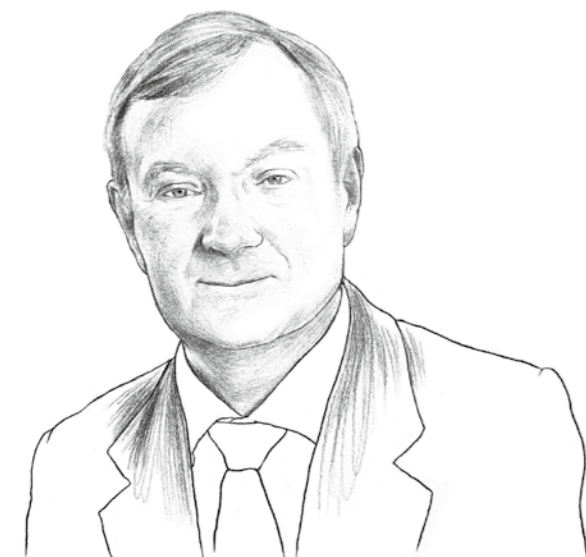
on initiatives that improve the UK's ability to commercialise successful leading-edge research through the use of the R&D tax credit, patent box and other incentives.

Much of this type of investment for SMEs is not without risk but, well-managed, can be highly rewarding and financially lucrative. This is where

**96%**  
**THE PROPORTION OF UK MANUFACTURING BUSINESSES THAT ARE SMEs**

the City can also play its part in the success of the 1000 companies highlighted in this book by taking a similarly longer-term approach to investing in UK companies. By doing so, it will provide the vital third piece of the jigsaw, together with government support and the investment made by companies themselves.

Such measures can only help improve productivity, increase private-sector investment, drive competitiveness and increase overall economic performance – a truly worthy objective.



**“AS THE PAPER DEVELOPS, SUPPORT MUST FOCUS ON INITIATIVES THAT IMPROVE THE UK'S ABILITY TO COMMERCIALISE SUCCESSFUL LEADING-EDGE RESEARCH”**



CORPORATE FINANCE

CORPORATE BROKING

RESEARCH

EXECUTION

Cenkos Securities is an independent specialist securities firm focused on UK small and mid-cap companies.

We aim to be entrepreneurial, whilst seeking to establish long-term relationships with corporate and institutional clients. Our directors and senior management have on average more than 25 years' experience and have led some of the most successful transactions in the UK securities market.

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Singapore +65 6816 1928

# ACCELERATING GROWTH

CENKOS SECURITIES IS HELPING SOME OF THE UK'S MOST PROMISING BUSINESSES REALISE THEIR POTENTIAL

Cenkos Securities is a leading, specialist securities firm focused on small and mid-size companies. We act as a nominated adviser (NOMAD), sponsor and broker to businesses looking for equity finance to fund their growth. Our ethos is to focus on understanding our clients' needs to deliver solutions. These may include:

- Access to capital through an IPO or follow-on fundraising
- A broader shareholder register
- Liquidity for early stage investors
- M&A execution
- A strong and stable share price to support corporate activity

Cenkos is recognised in the market for its fundraising capabilities. Since inception in 2005, we have raised more than £15bn for our clients in transactions that range from less than £1m to £1.4bn, demonstrating the flexibility and strength of our offering. This allows us to support a business from an early stage and its initial admission to AIM through

**“THE UK MARKETS BENEFIT FROM AN EXCEPTIONALLY STRONG BASE OF INSTITUTIONAL INVESTORS WHO UNDERSTAND AND SUPPORT GROWTH COMPANIES”**

to the Main Market. We are consistently one of the most active fundraisers on AIM.

Through AIM and the Main Market of London Stock Exchange, the UK equity capital markets provide an excellent source of long-term funding for UK businesses with ambitious plans. The UK markets benefit from an exceptionally strong base of institutional investors who understand and support growth companies. Their commitment spans many decades and has been essential in scaling up promising businesses to become industry leaders.

Since inception, Cenkos has been very active in advising and raising funds for some of the most successful businesses in the market from technology to support services, small and

**“EVERY DAY WE WORK WITH PROMISING BUSINESSES AND AMBITIOUS MANAGEMENT TEAMS TO HELP THEM ACHIEVE THEIR CORPORATE OBJECTIVES”**

large. Our integrated client-centric approach brings together longstanding relationships with institutional investors, with market insight and a wealth of transaction experience across the economic cycle and across sectors.

A number of our clients including Kromek, Smart Metering Systems, Comptoir Libanais, Personal Group and the Everyman Media Group are featured in this report and we feel proud to have contributed to their success.

Every day we work with promising businesses and ambitious management teams to help them achieve their corporate objectives. We also work with business owners looking for an exit. Some of our most successful market transactions have facilitated an exit for private equity groups. We know well the issues facing entrepreneurs and business owners and how to address them.

If you are considering making use of the equity markets, whether as a business, private or public, or as a business owner, we would be delighted to have an informal conversation. We pride ourselves in providing rapid, early feedback and making practical suggestions for alternative options if we cannot help ourselves.

**£15<sup>bn+</sup>**

**The amount Cenkos has raised for clients through transactions since its inception in 2005**

## MEZZE-MERISING POTENTIAL

Comptoir Group plc is the owner-operator of Comptoir Libanais, the branded Mediterranean and Lebanese restaurant business. The company currently operates 25 restaurants.

Its success is due to a strong management team led by Founder Tony Kitous and CEO Chaker Hanna, who have built a brand with broad appeal to customers throughout the day with a strong mezze, coffee and cocktail offering to compliment traditional breakfast, lunch and evening meal times. A relaxed

ambience, family-friendly environment, value for money and various options for those with specific dietary requirements give Comptoir an edge over alternative casual dining brands. The company also offers and promotes the healthy-eating options that Mediterranean food is able to provide customers.

Comptoir listed on AIM in 2016 with the objective of accessing capital to fund its ambitious national roll-out of the Comptoir brand – targeting 50 sites in five years – and also to enable the company to have

**COMPTOIR LIBANAIS**

www.comptoirlibanais.com  
Sector: Food & Beverage  
Region: London

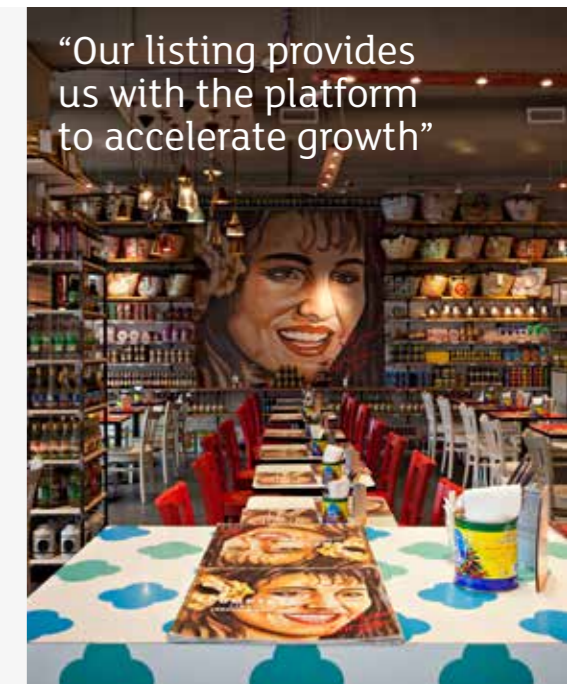


The company listed on AIM in 2016 to fund the ambitious national roll-out of its brand

Comptoir promotes the healthy-eating options that Mediterranean food offers customers

an equity currency that it can use to pursue the acquisition of complementary brands. The IPO attracted a number of significant institutional shareholders. It also enabled management to sell a small amount of shares, yet maintain a significant shareholding in the company to benefit from its future growth.

“Our IPO on AIM marked an important milestone in the development of Comptoir. Our listing provides us with the platform to accelerate the growth of the business, allowing us to bring our fresh, healthy, Lebanese dining experience to many more people across the UK,” says Chaker. “Cenkos Securities provided us with expert guidance, ensuring the IPO was undertaken in a timely and efficient manner while ensuring we achieved the right result for both existing and incoming investors.”



“Our listing provides us with the platform to accelerate growth”

**50**

**The number of restaurants Comptoir aims to have within the next five years**

**SCOTTISH FIRMS** >>

SCOTLAND'S ECONOMY IS STRIDING AHEAD IN A HUGE RANGE OF INDUSTRIES, WITH ITS COMPANIES DEVELOPING WORLD-CLASS EXPERTISE IN EVERYTHING FROM ENERGY TO ENTERTAINMENT



**SECTOR AT A GLANCE**

**38**  
THE NUMBER OF BOTTLES OF SCOTCH WHISKY EXPORTED EVERY SECOND

**60%**  
THE PROPORTION OF UK ONSHORE WIND ENERGY GENERATED IN SCOTLAND

**£6.4 BILLION**  
THE ANNUAL VALUE OF THE SCOTTISH TOURISM INDUSTRY

**IN THIS SECTION** >>  
Howard Johnson of Blaze Manufacturing Solutions talks about the importance of innovation, while CMS Windows Systems' Andy Kerr explains how the firm's environmental credentials have helped it secure long-term contracts

Source: Scotland.org



# TAKING THE HIGH ROAD

Scotland may be most famous for its exports of oil, textiles, whisky and salmon, but its economy is far more diverse than it's often given credit for. Among other things, it is Europe's fourth largest asset management centre and is a leader in areas such as life sciences and renewable energy development. The creative industries also play a central role in the Scottish economy – from the world's largest arts festival, the Edinburgh Fringe, which pulls in tourists from all over the world, to animation studios producing the UK's best-selling video game of all time, *Grand Theft Auto*

## BLAZING A TRAIL

**Blaze Manufacturing Solutions**  
 www.blazeman.co.uk  
 Sector: Scottish Firms  
 Region: Scotland

**B**laze Manufacturing Solutions is a market leader in fire safety protection, detection and loss prevention solutions for the energy sector. Located in Aberdeenshire, close to the heart of the UK's oil and gas industry, the company has developed systems to prevent fire in hazardous areas by monitoring the atmosphere for the accumulation of flammable gases.

The family-run business has gained a strong reputation within the energy sector, mainly thanks to the investments it has made in research and development. "Innovation is at the heart of our family business, which we started in our summer house only ten years ago," says Managing Director Howard Johnson. "Our technologies are blast- and fire-resistant and we have experts who are able to advise our clients on the most efficient solution to their problem. Last year, we invested heavily in research and development, which has meant we are significantly cheaper and more efficient than some of our European counterparts."

Blaze's innovations have seen it win a number of awards – and Howard says the company's reputation for developing breakthrough technologies has helped it greatly when entering new markets. Such expansion is vital to the firm's ongoing success. Blaze was originally set up as an oil services company, but it has followed a number of energy companies into the renewables sector.

"More and more oil and gas firms are turning to the renewables sector and this market has proven to be a huge opportunity for Blaze," says Howard. "We have already secured a number of significant wind farm contracts."

Other sectors of interest to Blaze include mining and working with the Ministry of Defence. As it expands into these areas, the company is determined to keep innovating.

"We are aiming to inaugurate our business in other sectors, and to ultimately become a trusted partner within these industries," says Howard, "and we will work extremely hard to continue to develop new and enhanced technologies to sustain our reputation as an innovator."

# 500%

The amount by which Blaze's annual turnover has grown since 2012



A programme of expansion and diversification has led to this family-run business becoming a market leader



Managing Director Howard Johnson and Finance Director Amy Johnson

"Innovation is at the heart of our family business, which we started in our summer house only ten years ago"

Howard Johnson, Managing Director, Blaze Manufacturing Solutions



### OTHER COMPANIES THAT MADE OUR LIST

- Albavet
- Balmoral Group
- Claymore Homes
- Inoapps
- Nucleus Financial
- Raeburn Brick
- Speratus Group

For the full directory turn to pages 116–150

## WINDOW OF OPPORTUNITY

Since it was founded in 2006, CMS Window Systems has established itself as one of the UK's leading manufacturers and installers of PVCu, aluminium and timber composite windows, doors and curtain walling systems. The Cumbernauld-based company produces 2,000 windows a week and thousands of square metres of curtain walling every year.

Energy efficiency is central to everything the firm does and its approach to the issue has been one of the most important elements underpinning its growth.

"Our environmental credentials have helped us to gain significant long-term contracts with a number of local authorities, changing the criteria for window and door-replacement tenders in the process," says Managing Director Andy Kerr.



"Our environmental credentials have helped us to gain long-term contracts with a number of local authorities"



The CMS Innovation Hub is used to deliver talks on energy efficiency in buildings

The company is based in Cumbernauld



"All waste, including all extracted window and door material, passes through our two dedicated recycling facilities and is reintroduced into the manufacturing process wherever possible, keeping costs down."

In 2014 the company created the CMS Innovation Hub, which has enabled it to physically demonstrate its sustainability ethos to potential clients and others. "We transformed a building that was 'G' rated for energy efficiency into one which is now 'A' rated, and avoided sending tonnes of waste to landfill in the process," says Andy.

Today the CMS Innovation Hub is used to deliver seminars to internal and external stakeholders on issues surrounding energy efficiency in buildings. "It is also a forum for wider industry consultation, debate and learning," adds Andy, "which is why we offer use of the facility, free of charge, to educational institutions and organisations devoted to energy efficiency and driving up housing standards".

The company also recently launched the CMS Silent-Therm Window, the country's first Quiet Mark-approved acoustic PVCu window, which is 'A' rated for energy performance and can reduce sound travel into a room by 5db, while at the same time optimising both heat insulation and solar gain. Andy concludes: "Innovation is the key to staying ahead of the competition."

# 2,000

How many windows the company produces every week

## SPARK LIFE

Spark Energy is not alone in taking on the UK's 'big six' energy giants, but by creating a niche for itself the company has managed to stand out from the competition.

"We've focused on building the UK's only independent energy supplier for the rental sector," explains CEO Chris Gauld. "We supply gas and electricity to rented homes right across the UK, saving agents, landlords, tenants and social housing organisations time and money with lower prices and better service. We invest in our service, partner with

the best and try to strike the right balance between value, service and responsibility."

With property prices so high these days, many UK residents end up renting rather than buying. This presents plenty of growth opportunities and the rented property sector has some particular characteristics on which a specialist supplier like Spark Energy can focus.

"With the sector's frequent move-in and move-out events, and plenty else to do as a result, we try to make life easier and cheaper for everyone in the chain," says Chris. "Energy



"It's difficult to be a specialist, but we're proving it can be done"



The company has carved out a specialist niche in the energy market and is thriving

Spark Energy uses The Academy to train its growing workforce, which now numbers more 300 people



is a challenging, complex market that gets a terrible press so it's difficult to be a specialist player, but we're proving it can be done."

In meeting clients' needs, the volatility of global energy prices is always a key consideration. With this in mind, the company signed a three-year deal with Macquarie Bank in December 2015 to provide long-term hedging, which has helped the firm protect its customers from fluctuations in prices. It has also invested in digital assets to keep costs low and convenience high for customers.

The strategy seems to be working. Chris says Spark Energy, which is based in Selkirk in the Scottish Borders, is on track to double its size over the next two years and, to that end, the company has also recently opened a training academy to help it develop its workforce.

# 350,000

The number of customers that Spark Energy supplies

## BINDING SUCCESS

**B**ell & Bain is a brand that's synonymous with printing in Scotland. The Glasgow-based printer and bookbinder has been producing books and journals for almost two centuries since it was founded by James Bell and Andrew Bain in 1831.

The firm might be one of the older printing companies still in existence in the UK, but it has been quick to move with the times. In order to expand during a difficult few years for the UK economy, Bell & Bain has focused on maximising the use of its machines while maintaining high standards and fast turnaround times for its customers.

Low interest rates have helped, making it easier for the company to invest, with the firm pouring £8m into the business in recent years. That investment has helped the company to stay at the forefront of the



www.bell-bain.com  
Sector: Scottish Firms  
Region: Scotland



Despite difficult trading conditions, the company has continued to innovate

Printer and bookbinder Bell & Bain has invested in the latest technology



"We now have two operational plants and expect a third over the next five years, with a 50% staff increase"

printing industry. Its facilities now include equipment such as Fujifilm's full-colour Jet Press 540W, which delivers a finished book in a single pass, and the latest generation of KBA printing presses, which can print almost one million sheets a week. The equipment allows the firm to print and bind a wide range of business, educational, financial, medical, scientific and religious books and journals.

Bell & Bain has been investing in manpower, too. "Over the last seven years the workforce has grown from 60 employees to 120," says Stephen Docherty, who is part of the management team that has owned Bell & Bain since the end of 2009. "We now have two operational plants and I expect a third over the next five years, with a 50% staff increase."

Those employees help the company to serve more than 600 clients, including major publishers such as The Open University, Cambridge University Press and Oxford University Press. Bell & Bain is now looking to grow its client list through expansion overseas, adds Stephen. He explains: "The opportunities will be to maximise on a weak pound and spread our wings to America."

# 1831

The year in which James Bell and Andrew Bain founded the company



# CREATING SCOTLAND'S NEW BUSINESS GIANTS

**LIZ CAMERON OBE**  
DIRECTOR AND CHIEF EXECUTIVE,  
SCOTTISH CHAMBERS OF COMMERCE

BY NURTURING SCOTLAND'S ENTREPRENEURS AND INVESTING IN THEIR BUSINESSES, WE CAN HELP THEM BUILD ON THE COUNTRY'S PROUD HISTORY OF INNOVATION



"SCOTTISH BUSINESS HAS A PROUD HALLMARK OF HIGH QUALITY AND EXCELLENT SERVICE, WITH INTERNATIONALLY RENOWNED SECTORS"

Ambition, innovation and entrepreneurial spirit are the attributes that have driven Scotland's economy for generations, and this year's list of *1000 Companies to Inspire Britain* is a truly incredible testament to our capability to grow, expand and innovate.

The dynamism of Scottish business can be felt all over – from the Central Belt cities to Dumfries and Galloway in the south and Caithness in the north – they form the cornerstone of our communities and create high-quality, well-paid jobs, innovating and driving economic growth across Scotland. From food and drink to textiles, to tourism and hospitality, to financial services and energy, Scottish business has a proud hallmark of high quality and excellent service, with internationally renowned sectors.

Great world inventions have emanated from these lands – from Alexander Graham Bell and the telephone to Alexander Fleming and the invention of penicillin. But we are in a completely different world now, with digital technology and social media changing our working and living environments. It has opened up massive opportunities, but only if we are brave enough, and have the tools, to grasp them.

**"THESE ARE SCOTLAND'S NEW ENTREPRENEURIAL GIANTS AND IT IS THEIR LEGACY AND LEADERSHIP THAT WILL INSPIRE A NEW GENERATION"**

We only have to look at the success of businesses such as Skyscanner, BrewDog and Clydespace – creating new business models that fit today's consumer and global environment. These are Scotland's

new entrepreneurial giants and it is their legacy and leadership that will inspire a new generation of inventors and innovators.

It is this business success that inspires the Chamber Network each day to nurture our talent, encourage innovation and secure investment. As Scotland's largest business network, our priority is to accelerate growth, and that means increasing international trade, fostering leaders through business mentoring, building a skilled workforce and unleashing the potential of ecommerce.

To make this happen, business has to harness the economic benefits of a diverse workforce that champions the

**"PUT SIMPLY, EMPLOYING A WIDE RANGE OF SKILLS, TALENTS AND BACKGROUNDS MUST FORM THE DNA OF EVERY BUSINESS"**

inclusion of women, ethnic minorities, disabled people and veterans. Put simply, employing a wide range of skills, talents and backgrounds must form the DNA of every business. After all, it is our skilled workforce that is the competitive edge of this century.

As we continue to nurture the roots of Scotland's entrepreneurial legacy, our collaborations with others are just as important. The work of London Stock Exchange Group, and its commitment to building strong links with the Scottish business community and across the country, will go a long way to adding value to businesses seeking to grow and scale, and I look forward to working with the Group to expand its presence in Scotland over the coming years.

# COMPANIES WORTH CHAMPIONING

**TIM HAMES**  
DIRECTOR GENERAL, BRITISH PRIVATE EQUITY  
& VENTURE CAPITAL ASSOCIATION

THE SHEER COURAGE OF BRITAIN'S ENTREPRENEURS IS SOMETHING TO MARVEL AT – AND WE SHOULD BE LOOKING TO SUPPORT, RATHER THAN HINDER THEIR PROGRESS

There are now many more awards for businesses, lists of companies and incentives for innovation than there used to be. This is a positive development reflecting a national culture that has truly started to recognise the importance of fast-growing firms to our economy and to our society. However, this 'cottage industry' can be a little confusing. Which research is really worth investigating?

## 5.25<sup>m</sup>

**THE NUMBER OF BUSINESSES THAT NOW EXIST IN THE UK**

My support for this publication, and for the work of all those at London Stock Exchange Group who have brought this information to light, is based on three factors. The first is its scale. One thousand companies might be but a snapshot of some 5.25 million businesses that now exist in the UK but it is still an enormous endeavour to accumulate the data. This work surpasses the test needed to be more than an intriguing, but ultimately limited, set of case studies and allows us the critical mass to draw interesting and important conclusions. The second element is the diversity that this report includes and indeed uncovers. This is a survey that shows how companies are changing the landscape across the whole of the UK, not just certain regions of it, and in a fascinating array of sectors, some of which did not even exist a decade ago.

Finally, I am strongly of the view that 'inspire' is the right word to employ when looking at the picture of the emerging business community contained within this publication. All of us – including the media, officials and politicians – should be inspired not only by the example

being set, but also by the sheer courage of the individuals and institutions that have struck out on their own.

Much of British public discourse this year and for the next few years will inevitably be dominated by Brexit and its implications, its challenges and its opportunities. It is, of course, crucial that the UK Government secures, as it is seeking to do, the best terms possible as we leave the European Union (EU). Yet, the reality is that whether we succeed or fail, as an economy and a country, beyond our exit will only be partly influenced by the rules and precise relationship between the UK and the EU after it. Our prosperity and our purpose as a nation will actually be shaped by whether or not we foster more companies like those featured in this report and create the conditions for them to thrive.

**“INSPIRE IS THE RIGHT WORD TO EMPLOY WHEN LOOKING AT THE PICTURE OF THE EMERGING BUSINESS COMMUNITY CONTAINED WITHIN THIS PUBLICATION”**

All of which means that it is more vital than ever that we champion the SME sector and celebrate those involved in it. Not all SMEs have the characteristics required to become supersized firms in the years to come but some of them will, and that ambition should be assisted rather than restricted by them encountering a raft of regulation as their numbers of employees start to rise.

The LSEG is to be lauded for the keen attention that it has provided to the businesses of the future. If that future is to be what we should want it to be then we all need to align with the LSEG in this wonderful enterprise.



**“IT IS MORE VITAL THAN EVER THAT WE CHAMPION THE SME SECTOR AND CELEBRATE THOSE INVOLVED IN IT”**

## IMAGINE RUNNING AS FAST AS YOU CAN THINK.

In the new efficient economy, time isn't measured in days or time zones. It's measured in seconds. At HSBC, our cash management innovation team is dedicated to developing solutions that could help your business stay ahead in these fast moving times.

For more information, go to [www.business.hsbc.uk/paymentsolutions](http://www.business.hsbc.uk/paymentsolutions)



TECHNOLOGY & DIGITAL »

THESE DAYS NOT MUCH CAN HAPPEN WITHOUT TECHNOLOGY – AND THE UK'S GROWING ARMY OF DIGITAL-SAVVY COMPANIES IS HELPING TO TRANSFORM OUR WORK AND LEISURE TIME

SECTOR AT A GLANCE

**58,000**  
THE NUMBER OF DIGITAL TECH BUSINESSES IN THE UK

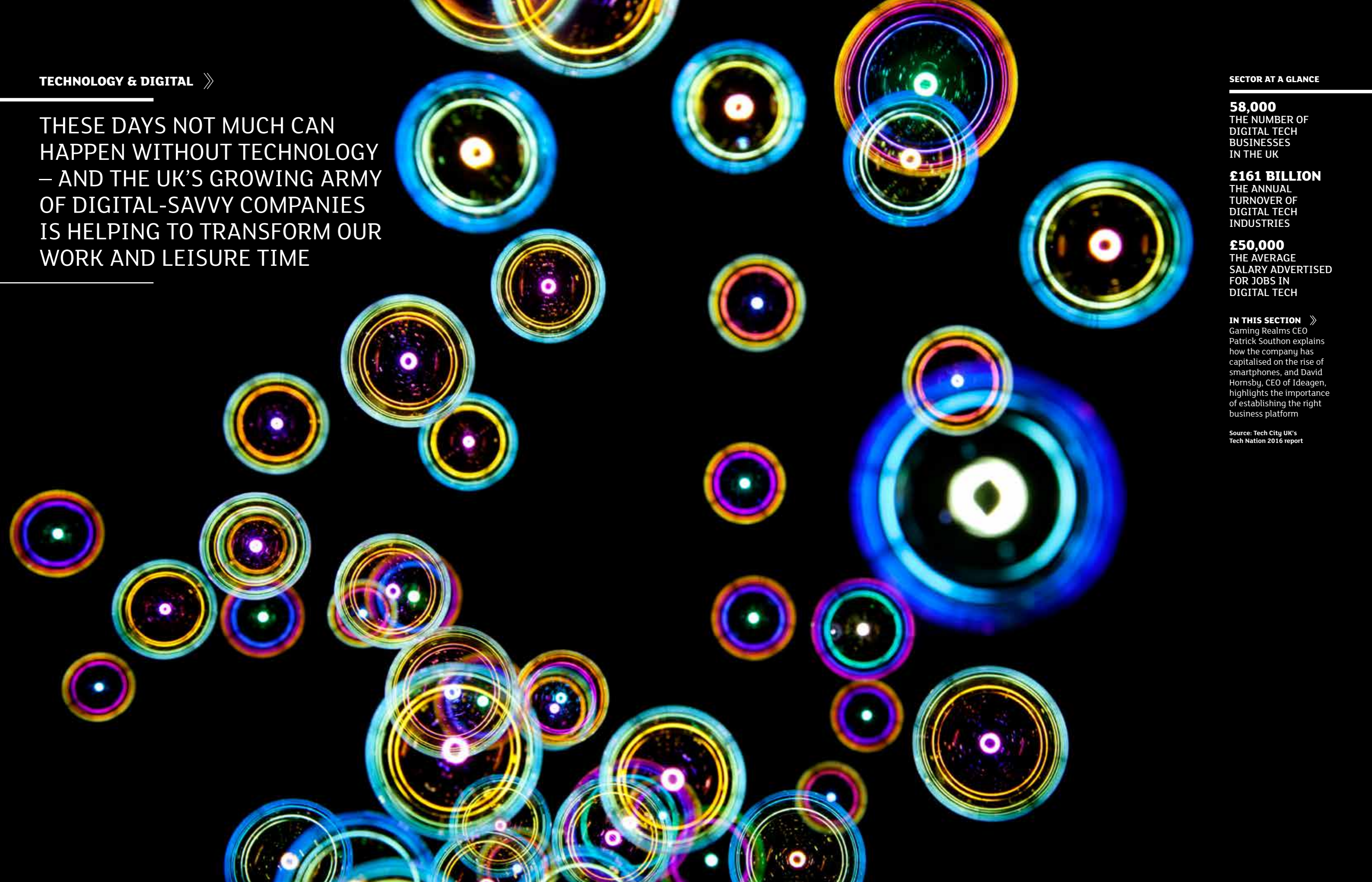
**£161 BILLION**  
THE ANNUAL TURNOVER OF DIGITAL TECH INDUSTRIES

**£50,000**  
THE AVERAGE SALARY ADVERTISED FOR JOBS IN DIGITAL TECH

IN THIS SECTION »

Gaming Realms CEO Patrick Southon explains how the company has capitalised on the rise of smartphones, and David Hornsby, CEO of Ideagen, highlights the importance of establishing the right business platform

Source: Tech City UK's Tech Nation 2016 report



# INNOVATION FOR THE NATION

The UK is becoming a digital nation and the industry is helping to drive innovation and change across the economy – over one in three of the technology sector’s 1.5 million jobs are within traditional industries. And contrary to popular perception, the industry is far from being one dominated by London: four in five tech jobs are based outside the UK’s capital and there are 27 key tech hubs nationwide, from Truro in the southwest to Dundee in Scotland and Belfast in Northern Ireland

## GAME OF PHONES

**Gaming Realms**  
www.gamingrealms.com  
Sector: Technology & Digital  
Region: London

**G**aming Realms, which develops, publishes and licenses mobile gaming content, including bingo and slots, is aiming to hit the jackpot in the coming years by becoming the UK’s leading developer of mobile gambling games. It’s also determined to turn its slots and casino games website, Slingo, into a household name.

Given how far the company has come since its launch in 2012, you wouldn’t bet against it realising these goals. Today, the company employs around 150 people and CEO Patrick Southon forecasts that on its current growth trajectory, the size of its workforce could easily double in the next five years.

The company has grown quickly by capitalising on the shift from people playing games on desktop PCs, to playing them on their smartphones. “We anticipated this trend four years ago and invested over £10m in building a ‘mobile first’ platform,” recalls Patrick. “Now 80% of our players are playing on mobile devices.”

Developing games that people want to play, while using data to help the firm focus on the minutiae of running a business, have also been key factors behind the rapid rise of Gaming Realms. “We thoroughly test every product release and every marketing change against a test group to evaluate commercial advantage,” explains Patrick. “It’s a time-consuming and expensive process, but it is proven to enhance the decision-making process as some of our most successful features are things that are counter-intuitive.”

An arguably tougher challenge is changing common perceptions of the gambling industry. Patrick recognises the problem but feels the media’s portrayal of the industry is often distorted. “Gambling is a super-regulated industry and yet only the worst aspects are ever publicised and that is a very small element of the whole,” he says. “Most players are responsible and enjoy their experiences.”



**GAMING REALMS**  
PLAYING A NEW GAME

Gaming Realms was quick to spot the opportunities created by smartphone gambling and is capitalising on that foresight



“We thoroughly test every product release and every marketing change against a test group. Some of our most successful features are things that are counter-intuitive”

Patrick Southon, CEO, Gaming Realms

**£10m**

The amount Gaming Realms invested in building a ‘mobile first’ platform for its games



### OTHER COMPANIES THAT MADE OUR LIST

- Flowgroup
- Lumi
- Nasstar
- Palringo
- Rambus Ecebs
- Skyscanner
- Team 17

For the full directory turn to pages 116–150

## MANAGING JUST FINE

Ideagen is a leading supplier of information management software to highly regulated industries, supplying governance, risk and compliance (GRC) solutions to companies involved in sectors ranging from healthcare and transport to aerospace and defence.

“Organisations require the tools we provide to help them identify, assess and manage corporate risk while complying with international industry standards,” explains CEO David Hornsby. “Many are only in the early stages of adopting an enterprise-wide approach.”

The company has operations in the UK, mainland Europe, the US and the Middle East, plus a global network of partners that gives it access to Asia-Pacific and South America. In total, Ideagen has close to 3,000 customers, which include seven of the top 10 accounting firms in the UK,



www.ideagen.com  
Sector: Technology & Digital  
Region: East Midlands



“Organisations require the tools we provide to help them identify, assess and manage corporate risk”



^ Ideagen's cloud-based SaaS offering has proved a big hit with customers



> Montreal-based airline Air Transat is one of Ideagen's global customers

more than 80% of NHS Trusts and seven of the biggest global aerospace and defence companies. Clients include KLM, Babcock and PwC, and the global nature of such companies offers Ideagen the potential to expand its sales within these organisations. The gradual adoption of cloud computing and software as a service (SaaS) offerings also gives the company plenty of opportunity to sign up more customers.

“We believe that the strength of our products, and establishing the right business platform, will enable us to play a leading role in the continually growing GRC sector,” says David. “Ideagen’s cloud-based SaaS offering, Enlighten, has been very well received within the aviation and rail industries. The product has opened doors to larger, more complex enterprise-level contracts.”

Much of the company’s growth has come through acquisitions – and that looks set to continue. “Ideagen is generally an acquisitions-based organisation which adopts a ‘buy and build’ policy,” says David. “We will continue to pursue opportunities to complement organic growth with strategic and bolt-on acquisitions. He continues: “Thanks to the strength of our business model, the quality of our products and the talent of our employees, we think we are in a great place.”

# 3,000

The number of customers Ideagen has worldwide

## PERSONAL TOUCH

Whether it's insurance, salary sacrifice schemes or retailer discounts, Personal Group is behind the employee benefits programmes of some of the UK's largest firms.

“We offer our clients a wide range of our own and third-party employee benefits via a technology platform that goes above and beyond salary,” explains CEO Mark Scanlon. “These programmes are designed to support productivity through a happier workforce, leading to better engagement, improved staff retention and the attraction of new employees.”

The company’s proprietary Hapi platform is designed to be simple to use and can be customised to include whatever benefits a client might want to offer its staff.

“Our investment in technology and developing our own proprietary employee benefits platform has enabled us to create a market-leading proposition,” says Mark. “It provides us with an offer and the flexibility to meet the needs of the market today and in the future, and allows us to serve an SME market previously unavailable to us.”

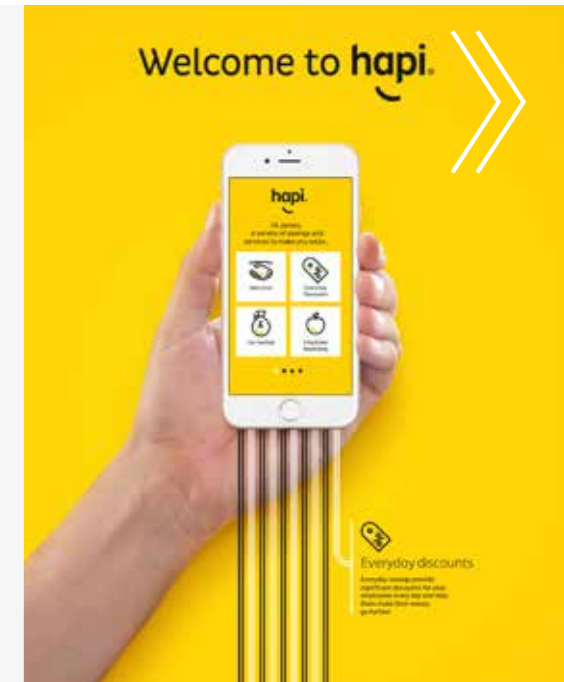


www.personalgroup.com  
Sector: Technology & Digital  
Region: South East England



^ Personal Group's proprietary Hapi platform aims to do what it says on the tin

< Its programmes can be personalised and applied to companies large or small



# 30%

Personal Group's increase in productivity thanks to its investment in technology

Personal Group's ambition is to triple the size of its workforce over the next five years. To support its strategy, the firm has gone to great efforts to simplify its own processes.

Mark says: “We have invested significantly in technology, meaning our sales teams have been able to see more customers and spend less time on administrative work. That has led to a 30% improvement in productivity.

“We believe productivity is key to being competitive and we believe that a happy workforce is a more engaged workforce, which leads to increased productivity. Paying attention to how you take care of your employees is very important. Over the past few years, we have invested significantly in our client offer, people, and technology and market access.”

## PASSING THE SCREEN TEST

**M**otion Picture Solutions has set itself the mission of helping to entertain audiences around the world by getting films onto the big screen. It's a mission that's as much about technology as it is about entertainment. The company works with major Hollywood studios such as Universal, Disney and Warner Bros, providing them with post-production and mastering services.

"We create and deliver theatrical content, using technology built to be simple and secure," says CEO Howard Kiedaisch. "Our electronic distribution platforms ensure that digital content arrives in time to be shown at cinemas on every continent."

The growth of digital cinema has been a key part of the company's success and the evolution of the internet continues to create fresh



Motion Picture Solutions  
www.motionpicturesolutions.com  
Sector: Technology & Digital  
Region: London



Staff numbers have doubled over the past five years and look set to continue to grow



The company's OnCinema platform offers effective electronic distribution

opportunities. "Film distribution and projection transitioned from the celluloid world a decade ago and we have specialised from the beginning in digital technology," reflects Howard. "Latterly, the growth of the internet's infrastructure and operating speeds has allowed us to host many services in the cloud, leading to considerable efficiencies."

The global popularity of cinema continues to grow, but different audiences have different needs and tastes, and this offers Motion Picture Solutions another avenue of development. "We employ a diverse, multi-lingual workforce and this, coupled with our London location, means we are able to capitalise on studios' international releases," says Howard. "A lot of our work involves 're-versioning' films for release in different territories."

Where the audiences and technology take the business next remains to be seen, but the development of more on-demand services is one possibility. "Keeping up with millennials is the challenge our industry is facing as they are used to an on-demand paradigm where they can get what they want, when they want it," notes Howard. "Fortunately, the digitisation of cinema brings with it the ability to screen a wider variety of programming, use more targeted marketing and deliver a faster response. This means that there are massive opportunities for the industry."

## BUILDING A SMART FUTURE

**C**oncepts around 'smart cities' and 'smart buildings' are rapidly turning into reality and one company at the forefront of this trend is London-based RedstoneConnect. Its technologies help clients run their real estate more efficiently, with services ranging from IT networking to building systems integration and 'wayfinding' in car parks and shopping centres.

"Buildings are evolving as quickly as today's working practices and our challenge is to keep ahead of this," says RedstoneConnect CEO Mark Braund. "Our customers continue to demand

greater agility and more innovative ways of maximising investment. We have deployed a host of technologies that have helped change the way our customers' employees engage with their working environment."

The company has attracted a wide range of clients, from global financial institutions and public-sector organisations to real estate owners and even entertainment venues. What these clients all have in common is that they have buildings that need managing, and RedstoneConnect's services are helping them



www.redstoneconnectplc.com  
Sector: Technology & Digital  
Region: London



Smart software makes RedstoneConnect more responsive to its clients' needs

The company's technology enables the firm's clients to manage their buildings more efficiently



"Buildings are evolving as quickly as today's working practices"

# £10<sup>bn</sup>

Gross value added to the UK economy each year by the international film industry

do that in a way that's not only effective but also saves them money, says Mark. "For most organisations, people and real estate are their largest costs, so redefining the relationship between the two can have a material impact on the bottom line."

The company has sharpened its focus on the Internet of Things technologies that can capture data from multiple systems in a way that helps optimise the use of real estate.

"This focus on smart software has aided our shift to annuity-based software income," says Mark. "This has enabled RedstoneConnect to foster closer relationships with our customers over the longer term, as well as giving them greater commercial flexibility to engage with us. Our challenge is to continue to innovate and meet the demands of our customers."

# 1995

The year that RedstoneConnect was founded



# BUILDING A BIGGER, BETTER BRITAIN

**GERARD GRECH**  
CEO, TECH CITY UK

FROM ARTIFICIAL INTELLIGENCE TO THE INTERNET OF THINGS, BRITISH COMPANIES CONTINUE TO BLAZE A TRAIL IN THE DEVELOPMENT OF NEW TECHNOLOGY

In a world of fast-changing political landscapes, it's satisfying to know that one area of life is not simply going according to plan, but far better than one dared hope.

According to our Tech Nation 2016 report, the UK's tech sector has gone from strength to strength, growing 32% faster than the rest of the economy, turning over £161bn and creating three times more jobs than the wider economy. According to an Organisation for Economic Co-operation and Development (OECD)/McKinsey report released in 2016, the UK's digital share of the economy was reported at 10% – the highest in the world, 2% higher than the US and 5% more than the European Union (EU) average.

Britain continues to be at the forefront of many tech developments. Driverless cars, the microchips behind smartphones, graphene, the Internet of Things, artificial intelligence, 3D printing, virtual reality and advanced robotics are all inventions in which UK-based companies and scientists play leading roles.

Our technology and science will continue to set the pace in the future because we have a phenomenal base from which to work. There are 170 universities in the UK, with six in the world's top 30 and 91 in the top 1,000. We have three of the world's top ten universities: Oxford University, Cambridge University and Imperial College. Our turnout of graduates is the highest in Europe. British universities produce more 5,000 new STEM PhDs per year.

The UK has some of the most favourable conditions in which to grow a tech business. Tax policies such as the Enterprise Investment Scheme

and the Seed Enterprise Investment Scheme encourage investment in early-stage companies. Initiatives such as the Financial Conduct Authority (FCA) sandbox allow companies to innovate with minimum risk. Schemes such as Enterprise Management Incentives help companies attract and retain the most talented members of staff, with tax-advantaged discretionary share-option plans.

The London Stock Exchange is the world's second-largest financial market by number of companies listed. Recent successes include payments firm Worldpay, which raised over \$2.6bn, and cyber security firm Sophos, now worth over \$1.6bn. Between 2011 and 2015 there were 22 tech IPOs on the London Stock Exchange, with average proceeds of \$492mn.

And, of course, Britain's world-beating financial services industry is proving to be the ideal setting for a thriving FinTech sector. Already, our exciting new FinTech market is estimated to be worth about £20bn in annual revenue. Government is right behind it, while Tech City UK recently committed to Her Majesty's Treasury to launch an industry-led panel to drive FinTech-specific policy recommendations.

But what about Brexit, I hear some ask? Although aspects of life after the EU have yet to take shape, I detect a general feeling of cautious optimism as tech entrepreneurs survey the shifting landscape, which they are very used to. The digital mindset is nothing if not adaptable, and many founders I speak to are poised to leap on the possibilities offered by global access to trade, and talent and digital policies we can directly shape and influence. The future is what we make of it.



**“BRITAIN’S WORLD-BEATING FINANCIAL SERVICES INDUSTRY IS PROVING TO BE THE IDEAL SETTING FOR A THRIVING FINTECH SECTOR”**

# LET'S GIVE SCALE-UP FIRMS A LEG-UP

**CAROLYN FAIRBAIRN**  
DIRECTOR-GENERAL, CBI

WITH SCALE-UP FIRMS CRITICAL TO THE UK'S SUCCESS, IT'S VITAL THEY GET THE SUPPORT THEY NEED TO HELP DRIVE THE NATION'S ECONOMY AT A TIME OF UNPRECEDENTED CHANGE

Much has changed since last year's publication of this report. But while the political centre of gravity has shifted, businessmen and women across the UK have been getting on with leading their companies.

And in important respects, the challenges and opportunities remain the same. As the UK seeks to forge a new relationship with the world, raising the productivity of our economy is now more important than ever. Productivity growth will help spread prosperity outside London and the South East and drive the UK economy through the uncertain times ahead. There is, after all, a lot of truth in American economist Paul Krugman's quote: "Productivity isn't everything, but in the long run it is almost everything".

Scale-up firms know this better than most, and their success is critical to the UK. In 2013, just 4% of fast-growing companies were responsible for nearly 20% of productivity growth in the UK economy. And, within the scale-up community, highly productive firms are twice as common. It's heartening that the Government's Industrial Strategy, long called for by the CBI, specifically emphasises support for scale-ups.

**4%**

**OF FAST-GROWING FIRMS WERE RESPONSIBLE FOR 20% OF UK PRODUCTIVITY GROWTH**

The health of the financial services industry is critical to growth firms, which rely heavily upon access to a diverse range of funding to fuel their success. Maintaining this will be particularly important in the context of Brexit, with

potentially lower funding available to UK businesses and universities. Furthermore, the establishment of the Industrial Strategy Challenge Funds, which includes additional money for research

**3%**

**THE INCREASE IN INVESTMENT IN R&D THAT THE CBI WANTS TO SEE BY 2025**

and Innovate UK, makes clear that the government has recognised the central role science and innovation play in growing a modern, productive economy. Funding for venture capital through the British Business Bank will also be positive for the overall innovation ecosystem, helping start-ups to scale up.

**“THE HEALTH OF THE FINANCIAL SERVICES INDUSTRY IS CRITICAL TO GROWTH FIRMS”**

Innovation has always been an important ingredient for success, as the swift adoption of new technologies is a trait common in most scale-ups. The UK has a great environment for new ideas but invests less in research and development (R&D) than its international competitors. That's why the CBI is at the forefront of a campaign to increase public and private investment in R&D to 3% of GDP by 2025.

Ultimately, as the government negotiates our exit from the European Union (EU) it must do everything in its power to demonstrate that the country is welcoming and open for business. In the meantime, helping scale-ups go from strength to strength will improve our productivity and help raise living standards right across the country.



**“HELPING SCALE-UPS GO FROM STRENGTH TO STRENGTH WILL IMPROVE OUR PRODUCTIVITY AND HELP RAISE LIVING STANDARDS RIGHT ACROSS THE COUNTRY”**

## LEISURE »

THE UK'S LEISURE INDUSTRY IS GROWING BY AROUND 5% A YEAR, EASILY OUTPACING THE WIDER ECONOMY. THIS GROWTH HIGHLIGHTS HOW, EVEN IN TOUGH TIMES, ECONOMICALLY AND POLITICALLY, COMPANIES IN THE SECTOR HAVE BEEN ABLE TO DELIVER THE EXPERIENCES THAT CONSUMERS VALUE

### SECTOR AT A GLANCE

**£117 BILLION**  
THE ANNUAL  
TURNOVER OF THE  
UK LEISURE SECTOR

**25%**  
THE PROPORTION OF  
LEISURE SPENDING  
THAT GOES ON  
RESTAURANTS,  
CAFÉS AND  
TAKEAWAY FOOD

**£5.8 BILLION**  
WHAT THE IN-HOME  
LEISURE MARKET IS  
NOW WORTH

### IN THIS SECTION »

Jonathan Arana-Morton, Founder of The Breakfast Club, talks about growing in tough times, while Everyman's Crispin Lilly reflects on his company's role in the renaissance of movie-going in the UK

Source: Deloitte

# AT YOUR LEISURE

Whether staying in or going out, the variety of leisure activities on offer continues to expand, encompassing restaurants, spas, theme parks, movie streaming services and lots of other entertainment besides. But whatever the nature of the activity, consumer confidence levels are more critical for the leisure industry than perhaps any other, and the sector has bounced back impressively from the 2008-2009 recession. Its future prosperity depends on companies staying nimble and being able to quickly anticipate and respond to consumers' ever-changing tastes



## OTHER COMPANIES THAT MADE OUR LIST

- Go Ape
- Impresario
- Inception Ventures Group
- Montpeliers
- Surf Bay Leisure
- The Hoxton
- Yorkshire Wildlife Park

For the full Directory turn to pages 116–150

## BREAKFAST OF CHAMPIONS

### The Breakfast Club

www.thebreakfastclubcafes.com

Sector: Leisure

Region: London

The Breakfast Club has come a long way since its humble beginnings with a small caf (a word it prefers to café) on D'Arblay Street in Soho, central London, back in 2005. It now has cafs in 14 locations in the UK capital and beyond, with another set to open in Oxford in October later this year. All this growth has come despite an often difficult economic environment.

"We've been going for 11 years and, to be honest, I can't really remember a time when economic conditions haven't been tough," says Founder Jonathan Arana-Morton. "The recession of 2008 to 2010 and its aftermath weren't exactly easy. I'm very proud of the fact that we have grown through such tough times. How you grow through challenging economic conditions is how you grow through any conditions – you just get on with doing what you do and do it well. Get that right, and you should always be fine."

Standing out from the crowd in the catering market isn't always easy. The Breakfast Club manages to do it by ensuring that each of its cafs is very different from any other, by focusing on the local community and paying a lot of attention to the quality of its staff.

"I've always been a huge believer in people, culture and purpose," says Jonathan. "The work we have been doing from a community perspective in the last few years has been exceptional, even if I say so myself! We recently won an award for our volunteering programme that I'm hugely proud of. Our commitment to the programme has helped us attract some wonderful people to The Breakfast Club, which is great, because in this industry, you are only as good as the people who stand in front of your customers."

Jonathan knows the business needs to keep adapting and improving, given how rapidly the industry is developing. "We are in the middle of unprecedented innovation in our industry," he notes. "There are some incredible concepts out there. It's a hugely exciting, challenging and unpredictable market – that's why I love what we do."



# 14

The number of cafs that The Breakfast Club runs, after starting with just one in 2005



Slow but steady expansion, along with an emphasis on recruitment, has proved to be a successful recipe for The Breakfast Club



"I'm a huge believer in people, culture and purpose. In this industry, you are only as good as the people who stand in front of your customers"

Jonathan Arana-Morton, Founder, The Breakfast Club

## CINEMATIC LICENCE

Movie-going is enjoying something of a renaissance in the UK – and at the heart of that renaissance is Everyman Cinemas, a nationwide network of independent boutique screens, each with its own identity.

“Our cinemas create a truly memorable experience that exceeds expectations. They provide the highest standards possible in terms of comfort and entertainment, from the service of food and drink to seating and films,” says CEO Crispin Lilly. “A night out at Everyman represents excellent value and compares favourably with a meal at a restaurant or an evening at the theatre.”

The group currently has 20 cinemas, with nine across London and others in towns and cities around the nation, from Winchester to Harrogate. The cinemas range from the iconic 100-year-old Screen

### EVERYMAN

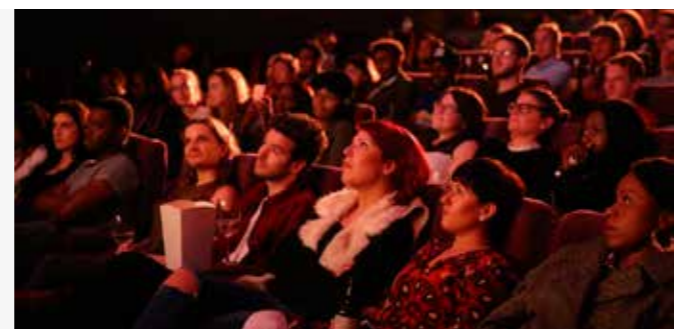
www.everymancinema.com

Sector: Leisure

Region: London



“We are first in line to bring back to life beautiful old derelict cinemas and the first port of call for operators that wish to offload neglected cinemas”



Audiences can watch in comfort, with a range of food and drink options on offer

The Everyman in Bristol opened last year and is housed in a beautiful Grade II-listed building



## MAKING CORPORATE LIFE MORE EVENTFUL

Whether you want to toboggan down a pop-up snow slope in the middle of a city or have a 20-foot oak tree integrated into your exhibition stand, The Event Business can help. The company is an innovative corporate event management business and, in the words of Managing Director Gary Davies, “we love a challenge!”

It’s a challenge that the Oxfordshire-based business has been meeting since it was launched in 1994 – and one that requires it to continually analyse the types of events it

organises and what new propositions it could offer in the future. The nature of the business is such that what is possible presents a constantly moving target.

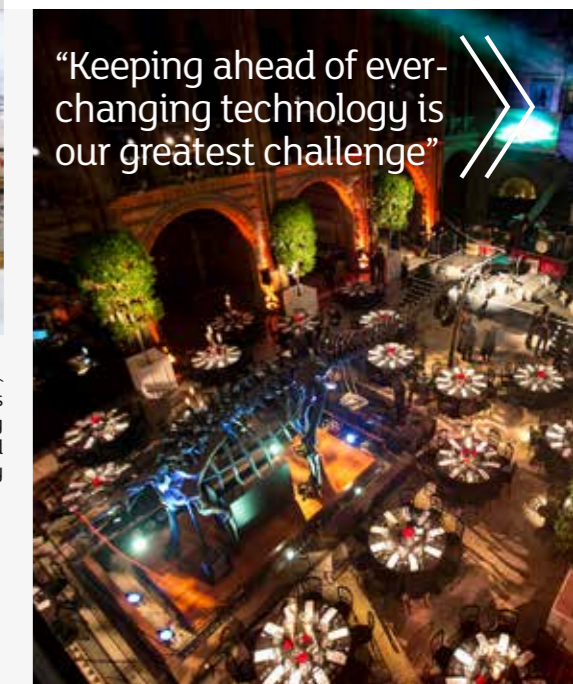
“Keeping ahead of ever-changing and rapidly advancing technology is our greatest challenge,” explains Gary. “Discovering new technologies in the field and bringing them to life for our clients has resulted in some of the most impressive, immersive, and creative event experiences in the industry. Effective innovation is key to our success.”

### the event business

www.theeventbusiness.co.uk

Sector: Leisure

Region: South East England



“Keeping ahead of ever-changing technology is our greatest challenge”

The Event Business is constantly introducing fresh ideas and new technology

The company has worked with Jaguar Land Rover across a number of events and launches



on the Green in Islington, north London, to a new boutique space in Birmingham Mailbox, an upmarket shopping and office development.

The company plans to open many more cinemas in the near future. “Everyman Cinemas is one of the fastest-growing independent networks in the UK and will be expanding into numerous new sites over the next two years,” says Crispin, who adds that the group is aiming to open between three to five new sites a year. “Our workforce is currently at 680, and it has doubled over the past 18 months.” The company has already signed a lease on a site in Edinburgh, with the cinema due to open in the Scottish capital in 2021.

With its cinemas helping to reinvigorate old sites and attract people to new developments, the company has had little trouble finding partners for its expansion plans. “Everyman is top of developers’ lists for bringing footfall to a new development – for example our cinema in Harrogate, which opened in September 2016,” says Crispin. “We are first in line to bring back to life beautiful, old derelict cinemas, such as in Bristol, which opened in May 2016. And Everyman is the first port of call for existing cinema operators that wish to offload their neglected cinemas.”

# 20

The number of cinemas Everyman currently has

Having the right staff is a critical ingredient too. Over the past 12 months, The Event Business has increased its workforce by 42%, and has plans to expand further over the next five years. The company has also built up a roster of carefully selected freelance event staff to support its core team, which gives it the flexibility to deal with the inevitable ups and downs in demand.

“This, along with our creative approach and excellent supplier relationships, means that we are able to add value to events, while ensuring our costs remain competitive,” explains Gary. “People are the most important element of any small business – your relationships with staff, clients and suppliers are integral to your success. Look after them well and the rest will follow.”

# 42%

The proportion that the workforce has increased by over the past year

## BACK TO THE FUTURE

Historically, the Welbeck Estate in rural Nottinghamshire was a traditional landed estate business that carried out all the activities you might expect, from farming and forestry to the letting of residential and commercial property. But these days it is in the midst of a transformation.

"We are now part of the way through a 20-year project to reinvigorate the heart of the estate and bring together rural and creative industries, education and the arts," says William Parente, Principal of the Welbeck Estates Company. "As part of this, we welcome visitors who come to enjoy great food, art and shopping within a beautiful rural setting."

The attractions include the Welbeck Farm Shop – which sells game, cheese, bread and beer from the Welbeck Estates Company and other local producers – and the Harley Gallery, which is home to the



**WELBECK**

www.welbeck.co.uk  
Sector: Leisure  
Region: East Midlands

"We are part-way through a 20-year project to bring together rural and creative industries, education and the arts"



Some two-thirds of the farm shop's produce is sourced from or prepared on the estate

The School of Artisan Food runs a number of courses, including classes in butchery



internationally significant Portland Collection of fine and decorative art. Another draw for more discerning palates is the School of Artisan Food, which runs food courses ranging from half-day 'taster' sessions to a year-long diploma in artisan baking – the first of its kind in the UK.

The ability of the company to develop its offering was significantly enhanced by the decision from the Ministry of Defence (MoD) in 2005 to leave the estate. The MoD had used Welbeck Abbey and other buildings as a college since 1954, but its departure allowed the Welbeck Estates Company to redevelop a substantial area of previously under-used buildings and assets.

The Welbeck Estates Company's continued investment in a wide and diverse range of property assets, and businesses have been another major factor in its continued growth, adds William, as has its ongoing commitment to embracing change. "The business needs to constantly explore technological and managerial change and innovation," William says. "This is obviously both a challenge and an opportunity, which runs right through the organisation."

It's clear that although the Welbeck Estates Company remains true to its historic past, it's continually looking to the future.

# 15,000

The number of acres that the Welbeck Estate covers

## TOUCH OF CLASS

When classic car collectors want to get their hands on an iconic Aston Martin or a famous Ferrari, they expect the very best in service – and that's what JD Classics sets out to deliver to its customers.

"We will source the right car for you, restore or modify it to your specification, prepare it for races and events, teach you how to drive it, get you entry to money-can't-buy races and experiences, and provide on-site engineering capabilities anywhere in the world," says JD Classics Founder and Director Derek Hood.

The business, which also offers car storage, financing and sales, began by serving the market for classic Jaguar cars. In response to customer demand however, it has expanded into other marques and is also developing its own physical footprint. "At the end of 2014, we opened a showroom in Mayfair, London, which has been transformative to the business and has considerably widened our customer base," says Derek, "and we have received funding from Charme Capital Partners, which we will use to further increase our footprint."



www.jdclassics.co.uk  
Sector: Leisure  
Region: East of England



"We will source the right car for you and teach you to drive it"



The company started with Jaguars but has expanded to take in other marques

The opening of its Mayfair showroom has enabled JD Classics to grow its customer base

As a first step we are aiming to establish a presence in the US during 2017."

Doing so will involve adding to the current 60-strong workforce, both in its workshop and within its sourcing and sales team, whose global network of buyers, sellers and collectors are invaluable to the business.

A robust customer base, along with a sound business model, has given the company the confidence to set itself the ambitious longer-term goal of becoming the world leader in the classic car market.

Derek says: "We are aiming to be the global service provider of choice for both new entrants and established participants in the classic car market, whichever marque they are interested in and wherever they are in the world."

# 60

The size of JD Classics' workforce, split between the sales and sourcing team and the workshop

## HOME COMFORTS

It's really a restaurant with rooms. That's how Home Grown Hotels describes each of its guest houses across the south of England, but the group is being somewhat modest. Each hotel is based on the concept of a restaurant with rooms and a kitchen garden, which together offer a touch of luxury combined with a homely charm.

"We are entrepreneurial boutique hoteliers," explains Chairman and CEO Robin Hutson. "We purchase, develop and operate hotels, reinventing a style of country house hotel that has not previously been achieved," continues Robin, who adds that the group has managed to grow the business "by sticking to what we do best and concentrating on the quality of the product". The hotels, which all come under THE PIG brand, range in size from 12 to 30 bedrooms and include THE PIG near Bath,



"We are entrepreneurial boutique hoteliers. We purchase, develop and operate hotels"



^ The original PIG hotel, at Brockenhurst in the New Forest



> A sumptuous free-standing bath at THE PIG in the wall in Southampton

THE PIG in the wall in Southampton and THE PIG on the beach in Studland, Dorset.

Although THE PIG brand was created in 2011, Home Grown Hotels' history began two years earlier, when it launched its five star Lime Wood hotel in the New Forest National Park, with a restaurant jointly run by top chefs Angela Hartnett and Luke Holder. The group also operates the Portetta ski hotel at Courchevel Moriond in the French Alps, along with a set of four luxury mountain lodges nearby.

Home Grown Hotels holds ambitions to expand its business further. "We could add another three or four hotels to THE PIG portfolio in the next five years," says Robin. "Our staff currently number 700, and this will increase to over 1,000."

The group, however, has been careful not to over-extend itself with debt in pursuing its expansion plans. It's also mindful that its growth prospects could be affected by the consequences of Brexit, which has created uncertainty for the hospitality industry as a whole. Robin says: "The impact of Brexit on free movement of labour will undoubtedly be our greatest challenge."

# 12-30

The range of rooms available at each of THE PIG's five hotels

# ECONOMIES OF SCALE

IRENE GRAHAM  
CEO, SCALEUP INSTITUTE



"THE GOOD NEWS IS THE NUMBER OF UK SCALE-UPS IS INCREASING, AND SCALING BUSINESSES HAVE HIGH-GROWTH AMBITIONS"

WE ALL HAVE A ROLE TO PLAY IN TURNING THE UK INTO A SCALE-UP NATION – AND MAKING IT THE BEST PLACE ON EARTH FOR FIRMS LOOKING TO SCALE THEIR BUSINESSES

It's important to celebrate the fastest-growing businesses in our nation. We need to know who they are, so we can all lean in – locally and nationally – to make sure these businesses get the access to talent, markets, leadership experience and growth capital they need. That's why the 2017 report of *1000 Companies to Inspire Britain* is so essential.

These 'scale-up' businesses matter because they are across sectors, in every area of the country and are generators of exports, jobs and growth in our local communities. They are highly productive, innovative and diverse. They are also a prime source of today's jobs and tomorrow's – as research by Octopus Investments has shown, high-growth firms create three times as many jobs each week as the FTSE 100.

The good news is that the number of UK scale-ups is increasing, and scaling businesses have high-growth ambitions: in the ScaleUp Institute's recent survey, more than four out of five scale-up leaders expected their growth to continue despite the uncertainties created by Brexit, while two-thirds are already exporting, with aspirations to do more.

That said, there is still much to be done if we are to realise our ambition to be the greatest scale-up nation in the world, with the hundreds of thousands of jobs, billions in economic value and prosperity that would bring. We need to mobilise data to improve the talent pipeline, increase scale-up leadership capacity, and assist customer acquisition.

'Growing pains' in companies that are scaling are inevitable, and we all have a role to play in breaking down the barriers that exist to allow their growth to flourish in every city and area of the country.

Once local communities can identify scale-ups, they can come together to

remove pain points and improve the environment in which scale-up leaders have chosen to locate their businesses.

That is why, in 2016, the ScaleUp Institute invested in an intensive education programme, in partnership with Goldman Sachs Foundation's 10,000 Small Businesses programme and Innovate UK, to help local ecosystems focus on their scaling businesses, develop plans to remove specific barriers and make relevant improvements to the business environment. And targeted export programmes are emerging too, such as the London Mayor's International Business Programme Go to Grow, while the work of Entrepreneurial Scotland is increasingly focused on scale-ups.

At a national level, the Government's Building our Industrial Strategy Green Paper demonstrates that it has fully recognised the economic importance of scale-ups. Most notably, among key ScaleUp Institute policy recommendations being taken forward, there is the commitment to review the use of HMRC data in identifying scaling businesses; the appointment of the Rt Hon Margot James, Minister for Small Business, as a cross-Government 'ScaleUp Champion'; and the focus on further building of local strengths.

Our scale-up businesses are of even greater importance as we enter the Brexit era. We are fortunate to have very many capable, ambitious business leaders innovating to provide customers with better services than before. And we are positioned to create unrivalled national competitive advantage by increasing the proportion of companies scaling up.

We all have a critical role to play. Together, let's make Britain the best place in the world for a leader to choose to scale their business.

FROM GREEN BONDS AND RECYCLING TO ELECTRIC VEHICLES, A GROWING NUMBER OF BRITISH BUSINESSES ARE MEETING GROWING CONSUMER DEMAND FOR ENVIRONMENTALLY FRIENDLY BUSINESS PRACTICES AND PRODUCTS



SECTOR AT A GLANCE

**96,500**  
THE ESTIMATED NUMBER OF LOW-CARBON AND RENEWABLE ENERGY BUSINESSES IN THE UK, GENERATING A TOTAL ANNUAL TURNOVER OF £46.2 BILLION

**46%**  
THE PROPORTION OF THE UK'S ELECTRICITY SUPPLIED BY LOW-CARBON POWER SOURCES IN 2015 – A RECORD

**39**  
THE NUMBER OF GREEN BONDS LISTED ON LONDON STOCK EXCHANGE, WHICH HAVE RAISED AROUND \$10 BILLION

**IN THIS SECTION** »  
POD Point's Erik Fairbairn highlights the exciting possibilities offered by electric vehicles, while Juliet Davenport, CEO of Good Energy, talks about harnessing natural, renewable sources

Sources: LSEG, Department for Business, Energy and Industrial Strategy, Office for National Statistics

# SUSTAINED EFFORT

Consumers are increasingly adopting more sustainable behaviours and expecting the same of businesses. What's more, companies are realising that embracing green practices and products is not only the right thing to do – it can also help them grow revenues, mitigate risk and create value. Whether it involves reducing food waste, using renewable energy to power motor vehicles or launching green bonds, British businesses are rising to the challenge of serving the burgeoning sustainability economy

## OTHER COMPANIES THAT MADE OUR LIST

- Biogen
- Chargemaster Plc
- Evo Green
- Fern Trading
- Greencroft Bottling
- Natural World Products
- Summerleaze

For the full Directory turn to pages 116–150

## TURNING ELECTRIC DREAMS INTO REALITY

**POD Point**  
www.pod-point.com  
Sector: Green  
Region: London

Electric cars are becoming an increasingly common sight on UK roads thanks to companies such as POD Point, which is building a national network of vehicle-charging points to enable the mass adoption of electric vehicles. "We have seen electric vehicles go from non-existent to around 50 different vehicles being available," says Erik Fairbairn, Founder and CEO of POD Point.

To date, the company has supplied more than 27,000 charge points, which have been placed in people's homes, businesses and various public locations. It's a rollout that the government has encouraged, with the Office for Low Emission Vehicles (OLEV) offering a £500 grant towards the cost of purchasing and installing home charging points.

The potential for many more to be installed looks huge. "We're only just beginning," says Erik. "We think that the UK will need over one million charge points by 2020, and we hope to be a large part of making that happen."

If the company's predictions prove correct, electric vehicles will soon become the norm rather than the exception. While these vehicles currently only account for in the region of 1.5% of all new cars sold in the UK, POD Point forecasts that this will increase to 10% by 2020 and 95% by 2030.

"Electric vehicles are just taking off, so the next few years of POD Point are going to be very exciting as we see electric vehicles become mainstream," predicts Erik. "The mass adoption of electric vehicles is going to be transformational for our business. We are currently doubling staff each year and we see that continuing for the foreseeable future. We're expecting the demand for POD Points to go up and up."

"The UK has got really good at starting companies, now we need to turn the really promising SMEs into the large global brands of the future," says Erik. "When the going gets tough, you just have to keep going!"



# 27,000

How many charge points POD Point has supplied for homes, businesses and various public locations



POD Point is well-positioned to take advantage of the growing market for electric cars by supplying UK-wide charging points



"The mass adoption of electric vehicles is going to be transformational for our business. We're expecting the demand for POD Points to go up and up"

Erik Fairbairn, Founder and CEO, POD Point



## POSITIVE ENERGY

**G**ood Energy is helping to transform the UK energy market into one that's far more sustainable. The electricity that the company sells to homes and businesses comes from more than 1,000 renewable energy sites, including wind farms in Cornwall and Yorkshire and a solar park in Dorset. The firm has also invested in a tidal lagoon project in Swansea Bay.

"Good Energy is one of the UK's first 100% renewable electricity supplier-and-generator companies. All of the electricity we provide comes from harnessing local, natural sources like sunshine, wind, rain and biofuels," says CEO Juliet Davenport, who founded the company in 1999. "It was conceived as a business that could harness consumer and business environmental concerns and be profitable. We believe we've



www.goodenergy.co.uk  
Sector: Green  
Region: South West England



"All the electricity we provide comes from harnessing local, natural sources like sunshine, wind, rain and biofuels"



CEO Juliet Davenport says Good Energy is at the forefront of the renewable energy revolution



The company's generation output grew by almost 20% year on year

become a catalyst for entrepreneurship among dozens of renewable power suppliers in England."

The firm recently launched Selectricity, a peer-to-peer energy-trading platform for businesses. It has also started to offer carbon-neutral 'green gas', with 6% of the gas coming from biomethane, produced from organic matter such as manure and sewage. Emissions from the gas are balanced with carbon-reduction schemes that support local communities in Malawi, Vietnam and Nepal. "We have started offering customers green gas to complement our electricity and we see demand growing," says Juliet.

Good Energy has also made its energy offering simpler for customers to understand. The company now offers just one standard electricity tariff and one dual-fuel tariff for both electricity and gas – another example of the firm keeping pace with changes in consumer demand.

Juliet says: "We've been well placed to capitalise on increased consumer awareness of competition and customers moving away from the big, old-fashioned energy companies. Many are looking for a supplier they can trust with good service and the opportunity to buy 100% renewable electricity. And the consumer trend towards ethical companies and businesses with a purpose also makes us attractive."

# 1,000+

The number of renewable energy sites from which the firm sells electricity

## ENSURING NOTHING GOES TO WASTE

**A**ll businesses can be planet savers. That's the belief of First Mile, which has become one of London's leading recycling companies by making it easy for firms to dispose of waste in a responsible way that meets growing regulatory requirements for sustainability.

"We automate the production of important compliance documents and also send every customer a monthly recycling report that supports businesses in achieving environmental accreditations," explains Founder and CEO Bruce Bratley. "It's a win-win

situation for the environment and business owners." Such is First Mile's confidence in its services that it never asks clients to sign contracts. Bruce says: "Our customers are free to leave if they don't think we're doing a good job. This approach has reduced admin costs, increased customer retention and driven customer referrals.

"Best of all, we now have 15,000 happy customers. Happy customers refer us to their neighbours, who see it as an opportunity to save money and time, especially when



www.thefirstmile.co.uk  
Sector: Green  
Region: London



First Mile is making good on its promise to customers to offer 'easy recycling'



Increasing automation such as driverless vehicles will further enhance capabilities



"Our customers are free to leave if they don't think we're doing a good job"

economic conditions are tough – 70% of our new customers come via referrals."

The company also sees an opportunity to enhance its offering through technology. "Artificial intelligence and robotics will transform recycling over the next five to ten years," predicts Bruce. "With more information about the flow of materials and what goes into products and packaging, waste can be recognised and sorted by robots."

He also expects to see driverless vehicles that allow a collection crew to collect recycling while the lorry self-drives on its route.

First Mile is determined to keep pace with such developments. Bruce vows: "We will keep enhancing our technology so that our vision of being able to recycle everything becomes a reality."

# 70%

The proportion of First Mile's new business that comes from customer referrals

## BUNDLE OF ENERGY

There are plenty of firms offering renewable energy today, but Ecotricity can say it has been there from the very start. The company, which was founded in 1995, claims to be the world's first green-energy company. It now supplies almost 200,000 customers across the UK from its growing fleet of wind and sun parks. "We focus on sustainability, particularly across the three biggest sources of carbon emissions, transport and food," says Ecotricity Founder Dale Vince.

The company got its first opportunity from the liberalisation of the UK's energy market in the 1990s. Recently, it has been taking advantage of advances in electric vehicles to expand into the transport sector.

"We built our own electric super car, the Nemesis, to show how cars without oil could look and feel," says Dale. "We've since built Europe's

**ecotricity**

www.ecotricity.co.uk

Sector: Green

Region: South West England



"We will expand the Electric Highway as electric vehicles replace the internal combustion car"

most comprehensive charging network – the Electric Highway – allowing electric vehicles to travel the length and breadth of Britain."

The Electric Highway network now consists of around 300 electricity pumps, and the company plans to continue expanding the number of charging sites to meet growing demand from electric car owners. "We will expand the Electric Highway as electric vehicles replace the internal combustion car," says Dale. "A big part of that will be powering transport with renewable energy, using home-scale battery storage and the interconnectivity between renewable energy, storage and transport."

Ecotricity seems determined to stay at the forefront of innovation and is eyeing up a number of other opportunities, including innovation in the water sector. The company is also committed to making 'green gas' from grass and in October last year the company received permission to build its first green gas mill in Hampshire.

"The coming years will be all about technology enabling a very different type of energy grid," says Dale. "We are moving towards people making their own power at home. The old top-down model is dead."



The company's wind and sun parks generate energy for almost 200,000 UK customers

Ecotricity Founder Dale Vince says we are moving towards people making their own power at home



# 300

The Electric Highway's charging network boasts this many electricity pumps

QUOTED COMPANIES ALLIANCE

# CAN I TRUST YOU WITH MY MONEY?

**TIM WARD**

CEO, QUOTED COMPANIES ALLIANCE

CORPORATE GOVERNANCE IS KEY FOR BRITISH BUSINESSES SEEKING TO CONVINCE POTENTIAL INVESTORS THAT THEIR COMPANIES ARE WORTH BACKING



"IT IS ESSENTIAL THAT THE RELATIONSHIP BETWEEN A COMPANY AND ITS INVESTORS GETS OFF TO A GOOD START"

There is a rite of passage in moving from being a private company to a company listed on London Stock Exchange. It is a big transition, and certainly not for the faint-hearted.

It is essential that the relationship between a company and its investors gets off to a good start. The IPO roadshow can pass in a blur – you meet many investors, all with different mandates, varying time horizons and different expected rates of return.

Your presentation may be the same to each investor and it's not always easy to be sure who it is you are talking to. But one thing they'll all want, over and above their individual requirements, is to see that the management team can be trusted to deliver on their promises and manage investors' money in the right way.

Once the IPO is over and the share register settles down, it is time to build up specific relationships with key shareholders. It is also essential to ensure that the wider investment community gets the material it needs to make informed decisions. Key investors want to meet you so that they can get a sense of who you are and how you behave, but

The Quoted Companies Alliance (QCA) produces its QCA Code, while the Financial Reporting Council is responsible for the UK Corporate Governance Code. Both these codes are widely used on AIM, with over a third of companies referring to the QCA Code. These form the basis of how a business should set itself up and how it should behave as a public company.

The QCA Code sets out 12 principles any company should follow – some private companies use it as a basis for building trust with their stakeholders. The principles include some recommended minimum disclosures which, adopted responsibly, will lead to stakeholders, investors and potential

"KEY INVESTORS WANT TO MEET YOU TO GET A SENSE OF WHO YOU ARE"

investors building a picture of a trustworthy company that will do its utmost to deliver on its promises.

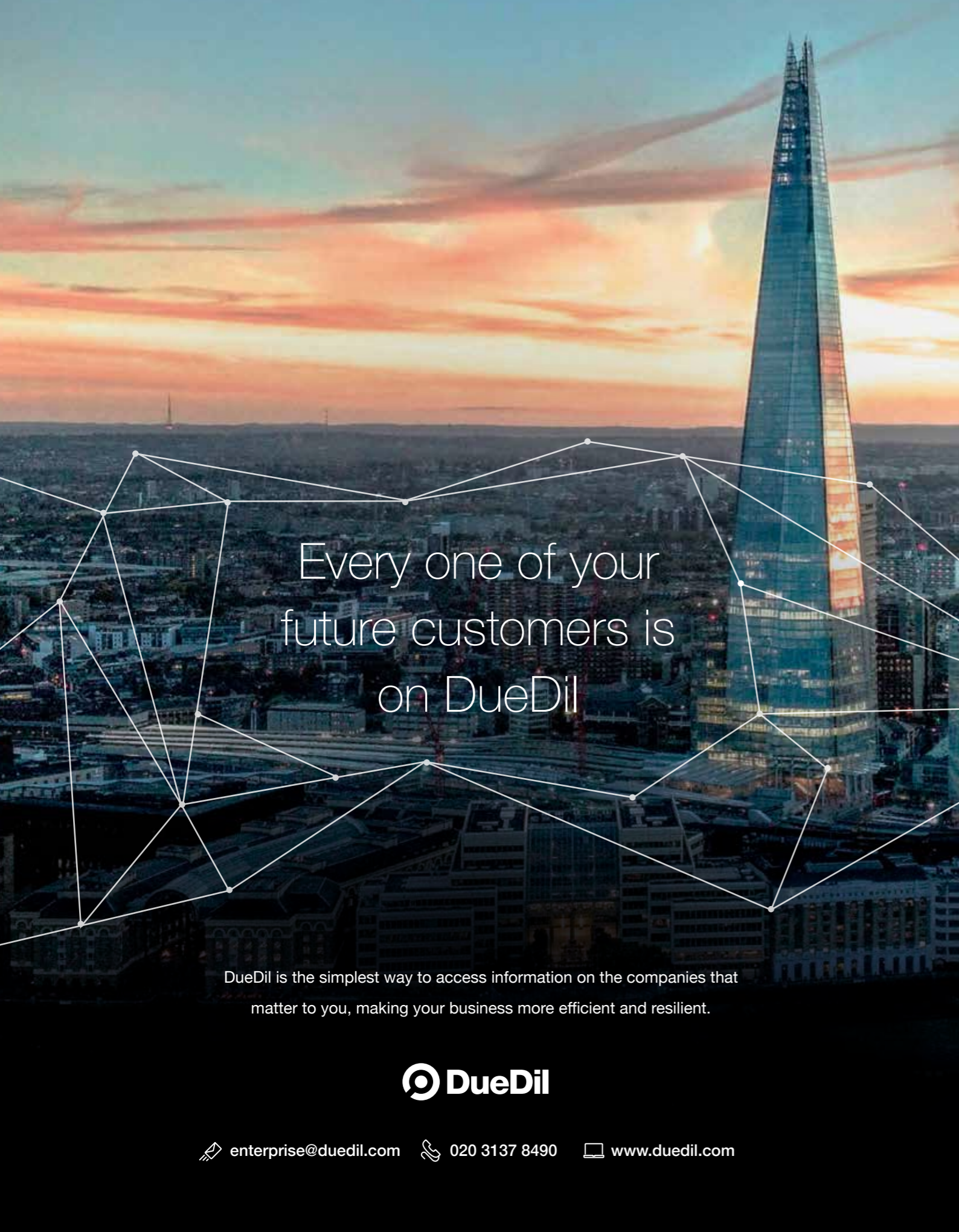
We all know that customer service is a key determinant of a company's success. Investor relationships should be the same. Some investors are direct customers; others are indirect, and receive their information through annual reports, websites and the media, particularly online services.

However, managing 'investor relations' is not good enough – what's needed is investor service. In the same way you want customers to trust in your product or service, as a public company you will need to ensure that your relationships with investors – institutional and private – are benchmarked against similar standards. If you get investor service right, then investors will trust you with their money.

# 12

THE NUMBER OF PRINCIPLES THAT THE QCA CODE SETS OUT

they don't get the whole picture in a one-hour meeting. And most private investors don't get to meet the management team except at the formal AGM. Yet both types of investor need to know that the company's organisational structure and behaviours are being attended to. This is the role of corporate governance.



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# GETTING TO 1000 THE METHODOLOGY

TO BUILD THIS LIST, THE FINANCIAL TECHNOLOGY COMPANY  
DUEDIL COMBINED KEY FINANCIAL PERFORMANCE INDICATORS  
AND SECTOR BENCHMARKS THAT ARE AVAILABLE IN ITS  
ONLINE TOOL

### Company status

Companies must be active and registered in the UK. Companies whose parent is incorporated in a foreign country are excluded, except for specific tax shelters. Ltd, PLC and LLP entities are all considered. Investment vehicles and funds are excluded, as are charities and non-profit organisations.

### Size and age

Independent company or consolidated group revenues must be from £6m–£250m, based on latest Companies House filings. Companies are excluded that have been incorporated within the past three years (i.e. after 1 November 2012).

### Financial performance

Each company's average annual turnover growth rate is calculated over a three-year period (based on four sets of accounts, where four sets of accounts are available). The calculations are weighted to favour latest-year growth. Any company with over 20% deterioration in net assets over a three-year period is excluded.

### Sector benchmarking

Having identified the long list, the eligible companies are then separated into their Standard Industrial Classification (SIC) groupings. Within each SIC sector, the companies are ranked by their individual growth rates, and those that have most outperformed their sector averages are identified.

# A

**A&H Construction & Developments**  
www.ahconstruction.com  
Sector: Engineering & Construction  
Region: West Midlands  
Revenue: £50M to £75M

**A&O IT Group**  
www.aoitgroup.com  
Sector: Information Technology  
Region: South East England  
Revenue: £10M to £20M

**Abacus Bathrooms**  
www.abacus-bathrooms.co.uk  
Sector: Manufacturing  
Region: Yorkshire and the Humber  
Revenue: £10M to £20M

**Abel Homes**  
www.abelhomes.co.uk  
Sector: Engineering & Construction  
Region: East of England  
Revenue: £10M to £20M

**Aberdeen Industry Investments Ltd**  
Sector: Financial Services  
Region: Yorkshire and the Humber  
Revenue: £10M to £20M

**Abra Wholesale Ltd**  
www.abrawholesales.co.uk  
Sector: Wholesale  
Region: London  
Revenue: £40M to £50M

**A.B.S Elbrow**  
www.abselbrow.co.uk  
Sector: Building & Landscape Services  
Region: South West England  
Revenue: £6M to £10M

**ABT**  
www.abtproducts.com  
Sector: Manufacturing  
Region: West Midlands  
Revenue: £6M to £10M

**AC GROUP**  
www.acflooring.co.uk  
Sector: Engineering & Construction  
Region: East of England  
Revenue: £30M to £40M

**AC Lloyd**  
www.acloyd.com  
Sector: Engineering & Construction  
Region: West Midlands  
Revenue: £20M to £30M

**Accesso**  
www.accesso.com  
Sector: Information Technology  
Region: South East England  
Revenue: £50M to £75M

**Ace 4 Kebabs**  
www.ace4kebabs.co.uk  
Sector: Food & Beverage  
Region: South East England  
Revenue: £10M to £20M

**Active Assistance Group**  
www.activeassistance.com  
Sector: Residential Care  
Region: South East England  
Revenue: £30M to £40M

**Activtrades**  
www.activtrades.co.uk  
Sector: Financial Services  
Region: London  
Revenue: £30M to £40M

**Acturis Group**  
www.acturis.com  
Sector: Information Technology  
Region: London  
Revenue: £40M to £50M

**Adam Smith Advisory Group Ltd**  
www.adamsmithinternational.com  
Sector: Professional Services  
Region: London  
Revenue: £100M to £150M

**Adey**  
www.adey.com  
Sector: Manufacturing  
Region: South West England  
Revenue: £20M to £30M

**Advance Construction Scotland**  
www.acscotland.com  
Sector: Engineering & Construction  
Region: Scotland  
Revenue: £100M to £150M

**Advanced Tooling Systems UK**  
www.atsuk.com  
Sector: Metal Manufacturing & engineering  
Region: South East England  
Revenue: £6M to £10M

**AFH Financial Group**  
www.afhfinancialgroup.com  
Sector: Financial Services  
Region: West Midlands  
Revenue: £20M to £30M

**Agema**  
www.agema-ind.com  
Sector: Plastic Manufacturing & Engineering  
Region: West Midlands  
Revenue: £10M to £20M

**Agglomeration Technology**  
www.aggtech.co.uk  
Sector: Manufacturing  
Region: Yorkshire and the Humber  
Revenue: £50M to £75M

**Aggora**  
www.aggora.co.uk  
Sector: Professional Services  
Region: West Midlands  
Revenue: £20M to £30M

**AGR Automation Ltd**  
www.agr-automation.com  
Sector: Manufacturing  
Region: Scotland  
Revenue: £10M to £20M

**Aimteq Solutions Ltd**  
www.aimteq.co.uk  
Sector: Oil & Gas Support Services  
Region: North West England  
Revenue: £6M to £10M

**Airworld Tours**  
www.airworldtours.co.uk  
Sector: Travel  
Region: London  
Revenue: £10M to £20M

**AKP Group**  
www.arkpro.co.uk  
Sector: Retail  
Region: Yorkshire and the Humber  
Revenue: £10M to £20M

**Alan Baxter**  
www.alanbaxter.co.uk  
Sector: Architecture & Engineering  
Region: London  
Revenue: £6M to £10M

**Albany Products**  
www.albanyproductsinternational.com  
Sector: Wholesale  
Region: North West England  
Revenue: £50M to £75M

**Albavet**  
www.albavet.co.uk  
Sector: Veterinary  
Region: Scotland  
Revenue: £6M to £10M

**Alfred Franks & Bartlett**  
www.afb.co.uk  
Sector: Manufacturing  
Region: London  
Revenue: £20M to £30M

**Allen Diesels**  
www.allen-diesels.com  
Sector: Engineering & Construction  
Region: East of England  
Revenue: £20M to £30M

**Allford Hall Monaghan Morris**  
www.ahmm.co.uk  
Sector: Architecture & Engineering  
Region: London  
Revenue: £20M to £30M

**Allneeds Group**  
www.allneedsgroup.co.uk  
Sector: Engineering & Construction  
Region: London  
Revenue: £30M to £40M

**Alon Zakaim pg 28**  
www.alonzakaim.com  
Sector: Arts  
Region: London  
Revenue: £20M to £30M

**Alpha Sights**  
www.alphasights.com  
Sector: Professional Services  
Region: London  
Revenue: £30M to £40M

**Alwayson Group Ltd**  
www.alwayson.co.uk  
Sector: Information Technology  
Region: South East England  
Revenue: £6M to £10M

**A M 2 P M Recruitment Solutions Ltd**  
www.am2pm.uk.com  
Sector: Employment services  
Region: West Midlands  
Revenue: £30M to £40M

**Amathus Drinks**  
www.amathusdrinks.com  
Sector: Food & beverage  
Region: London  
Revenue: £40M to £50M

**Amdocs**  
www.amdocs.com  
Sector: Information Technology  
Region: London  
Revenue: £50M to £75M

**Andy Thornton**  
www.andythornton.com  
Sector: Retail  
Region: Yorkshire and the Humber  
Revenue: £10M to £20M

**Animal Friends**  
www.animalfriends.org.uk  
Sector: Insurance  
Region: South West England  
Revenue: £10M to £20M

**Antac Support Services**  
www.antac.co.uk  
Sector: Building & Landscape Services  
Region: South East England  
Revenue: £10M to £20M

**Anthesis Group**  
www.anthesisgroup.com  
Sector: Financial Services  
Region: South East England  
Revenue: £6M to £10M

**Antin Infrastructure Partners**  
www.antin-ip.com  
Sector: Financial Services  
Region: London  
Revenue: £20M to £30M

**APD Autoparts & Diagnostics Ltd**  
www.autopartsanddiagnostics.com  
Sector: Automotive  
Region: South West England  
Revenue: £20M to £30M

**Apex**  
www.apex-contracting.co.uk  
Sector: Employment Services  
Region: North West England  
Revenue: £20M to £30M

**Aptus Utilities Ltd**  
www.aptusutilities.co.uk  
Sector: Oil & Gas Support Services  
Region: North West England  
Revenue: £10M to £20M

**A.P. Webb Plant Hire**  
www.apwebbplanthire.co.uk  
Sector: Building & Landscape Services  
Region: West Midlands  
Revenue: £6M to £10M

**Arcus Investment Limited**  
www.arcusinvest.com  
Sector: Financial Services  
Region: London  
Revenue: £10M to £20M

**Argonon pg 26**  
www.argonon.com  
Sector: Media  
Region: London  
Revenue: £40M to £50M

**Arianna Properties**  
www.tonymacaroni.co.uk  
Sector: Food & Beverage  
Region: Scotland  
Revenue: £10M to £20M

**ARM**  
www.arm.com  
Sector: Information Technology  
Region: East of England  
Revenue: £10M to £20M

**Arnold White Estates**  
www.arnoldwhiteestates.co.uk  
Sector: Accommodation  
Region: East of England  
Revenue: £6M to £10M

**Arrow Global**  
www.arrowglobal.net  
Sector: Financial Services  
Region: North West England  
Revenue: £150M to £200M

**Artemis Interior Services Ltd**  
www.artemisinteriors.com  
Sector: Building & Landscape Services  
Region: London  
Revenue: £10M to £20M

**Artisan Finnebrogue**  
www.finnebrogue.com  
Sector: Food & Beverage  
Region: Northern Ireland  
Revenue: £40M to £50M

**Asap Print**  
www.asap.uk.net  
Sector: Printing  
Region: East of England  
Revenue: £10M to £20M

**Ascot**  
www.ascotuw.com  
Sector: Insurance  
Region: London  
Revenue: £6M to £10M

**Ascot Lloyd**  
www.ascotlloyd.com  
Sector: Financial Services  
Region: South East England  
Revenue: £10M to £20M

**AT Medics Ltd**  
www.atmedics.com  
Sector: Healthcare  
Region: London  
Revenue: £10M to £20M

**Athona Recruitment**  
www.athona.com  
Sector: Employment Services  
Region: East of England  
Revenue: £30M to £40M

**Atlas Hotels**  
www.atlashotels.co.uk  
Sector: Leisure  
Region: West Midlands  
Revenue: £100M to £150M

**Austin Fraser**  
www.austinflaser.com  
Sector: Professional Services  
Region: South East England  
Revenue: £20M to £30M

**Automatic Retailing (Vending) LTD**  
www.arvending.co.uk  
Sector: Rental & Leasing  
Region: North East England  
Revenue: £10M to £20M

**AutoSiliconeHoses Ltd**  
www.autosiliconehoses.com  
Sector: Manufacturing  
Region: Yorkshire and the Humber  
Revenue: £10M to £20M

**Avalon**  
www.avalonuk.com  
Sector: Media  
Region: London  
Revenue: £75M to £100M

**Avanti**  
www.avantiplc.com  
Sector: Telecommunications  
Region: London  
Revenue: £50M to £75M

**Avecto**  
www.avecto.co.uk  
Sector: Information Technology  
Region: North West England  
Revenue: £10M to £20M

**AWH Utility Services**  
www.awh-utilityservices.ltd.uk  
Sector: Building & Landscape Services  
Region: South West England  
Revenue: £6M to £10M

**AWW**  
www.aww-uk.com  
Sector: Architecture & Engineering  
Region: South West England  
Revenue: £6M to £10M

# B

**BTE Plant Sales**  
www.bteplantsales.com  
Sector: Motor Vehicle Retail  
Region: East Midlands  
Revenue: £50M to £75M

**Baldwins**  
www.baldwinsaccountants.co.uk  
Sector: Financial Services  
Region: West Midlands  
Revenue: £10M to £20M

**Balmoral Group**  
www.balmoral-group.com  
Sector: Mining  
Region: Scotland  
Revenue: £100M to £150M

**Banor Capital**  
www.banorcapital.com  
Sector: Financial Services  
Region: London  
Revenue: £20M to £30M

**Bar2**  
www.bar2.co.uk  
Sector: Professional Services  
Region: East of England  
Revenue: £20M to £30M

**Barber of Sheffield**  
www.barberofsheffield.co.uk  
Sector: Metal Manufacturing & Engineering  
Region: Yorkshire and the Humber  
Revenue: £6M to £10M

**Barrier**  
www.barrierex.com  
Sector: Manufacturing  
Region: North East England  
Revenue: £10M to £20M

**Bartec Auto ID Ltd**  
www.bartecautoid.com  
Sector: Automotive  
Region: Yorkshire and the Humber  
Revenue: £10M to £20M

**Basetek**  
www.basetek.co.uk  
Sector: Oil & Gas Support Services  
Region: East of England  
Revenue: £20M to £30M

**Bates Office**  
www.batesoffice.co.uk  
Sector: Wholesale  
Region: South East England  
Revenue: £20M to £30M

**Battersea Power Station**  
www.batterseapowerstation.co.uk  
Sector: Engineering & Construction  
Region: London  
Revenue: £20M to £30M

**Beacon Comms**  
www.beaconcomms.co.uk  
Sector: Engineering & Construction  
Region: South West England  
Revenue: £20M to £30M

**Beal Homes**  
www.beal-homes.co.uk  
Sector: Engineering & Construction  
Region: Yorkshire and the Humber  
Revenue: £30M to £40M

**Beaufort Securities**  
www.beaufortsecurities.com  
Sector: Financial Services  
Region: London  
Revenue: £10M to £20M

**Bee Health Ltd pg 66**  
www.beehealth.com  
Sector: Manufacturing  
Region: Yorkshire and the Humber  
Revenue: £10M to £20M

**Beechcroft**  
www.beechcroft.co.uk  
Sector: Residential Care  
Region: South East England  
Revenue: £30M to £40M

**Bell & Bain pg 82**  
www.bell-bain.com  
Sector: Printing  
Region: Scotland  
Revenue: £10M to £20M

**Belvoir Fruit Farms pg 36**  
www.belvoirfruitfarms.co.uk  
Sector: Food & Beverage  
Region: East Midlands  
Revenue: £10M to £20M

**Benchmark Holdings**  
www.benchmarkplc.com  
Sector: Research  
Region: Yorkshire and the Humber  
Revenue: £40M to £50M

**Bennetts Associates**  
www.bennettsassociates.com  
Sector: Architecture & Engineering  
Region: London  
Revenue: £6M to £10M

**Benniman Construction Group**  
www.benniman.co.uk  
Sector: Engineering & Construction  
Region: West Midlands  
Revenue: £30M to £40M

**BES Utilities**  
www.beselectricity.co.uk  
Sector: Oil & Gas Support Services  
Region: North West England  
Revenue: £50M to £75M

**Bestfoods**  
www.bestfoods.eu  
Sector: Food & Beverage  
Region: London  
Revenue: £40M to £50M

**Bevisol**  
www.bevisol.com  
Sector: Food & Beverage  
Region: West Midlands  
Revenue: £10M to £20M

**BGF**  
www.businessgrowthfund.co.uk  
Sector: Financial services  
Region: London  
Revenue: £30M to £40M

**Big Cars**  
www.big-cars.co.uk  
Sector: Motor Vehicle Retail  
Region: East of England  
Revenue: £20M to £30M

**Big Motoring World**  
www.bigmotoringworld.co.uk  
Sector: Automotive  
Region: South East England  
Revenue: £75M to £100M

**Biocomposites**  
www.biocomposites.com  
Sector: Healthcare  
Region: West Midlands  
Revenue: £20M to £30M

**Biogen**  
www.biogen.co.uk  
Sector: Waste Management  
Region: East of England  
Revenue: £20M to £30M

**Blackbird Retail Holdings**  
www.blackbirdretail.co.uk  
Sector: Retail  
Region: East of England  
Revenue: £20M to £30M

**Blaze Manufacturing Solutions pg 78**  
www.blazeman.co.uk  
Sector: Oil & Gas Support Services  
Region: Scotland  
Revenue: £10M to £20M



**Blue Cedar Homes**  
www.bluecedarhomes.co.uk  
Sector: Engineering & Construction  
Region: South West England  
Revenue: £10M to £20M

**Blue Tree Ltd**  
www.bluetreegifts.co.uk  
Sector: Food & Beverage  
Region: East of England  
Revenue: £10M to £20M

**Bluestone Resorts Ltd**  
www.bluestonewales.com  
Sector: Leisure  
Region: Wales  
Revenue: £10M to £20M

**Bluetree Design and Print**  
www.bluetreedp.com  
Sector: Printing  
Region: Yorkshire and the Humber  
Revenue: £10M to £20M

**Bolt & Nut**  
www.bnml.co.uk  
Sector: Manufacturing  
Region: West Midlands  
Revenue: £10M to £20M

**Bolt and Heeks Construction**  
www.boltandheeks.com  
Sector: Engineering & Construction  
Region: East of England  
Revenue: £20M to £30M

**Bondcare**  
www.bondcare.co.uk  
Sector: Residential Care  
Region: London  
Revenue: £6M to £10M

**Bonnington Plastics**  
www.bonningtonplastics.co.uk  
Sector: Wholesale  
Region: East Midlands  
Revenue: £20M to £30M

**Boss Cabins**  
www.bosscabins.co.uk  
Sector: Manufacturing  
Region: East Midlands  
Revenue: £20M to £30M

**Boston Tea Party**  
www.bostonteparty.co.uk  
Sector: Food & Beverage  
Region: South West England  
Revenue: £10M to £20M

**Boulder Media**  
www.bouldermedia.tv  
Sector: Media  
Region: London  
Revenue: £20M to £30M

**Bowman Ingredients**  
www.bowmaningredients.co.uk  
Sector: Food & Beverage  
Region: East of England  
Revenue: £100M to £150M

**Bradbury**  
www.bradburyuk.com  
Sector: Manufacturing  
Region: Yorkshire and the Humber  
Revenue: £10M to £20M

**Brains**  
www.sabrain.co.uk  
Sector: Retail  
Region: Wales  
Revenue: £100M to £150M

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**Brand Machine**  
www.brandmachine.com  
Sector: Advertising & Marketing  
Region: London  
Revenue: £30M to £40M

**Brewdog Plc**  
www.brewdog.com  
Sector: Food & Beverage  
Region: Scotland  
Revenue: £40M to £50M

**Bridgeway Consulting Ltd**  
www.bridgeway-consulting.co.uk  
Sector: Engineering & Construction  
Region: East Midlands  
Revenue: £30M to £40M

**Broadway Travel**  
www.broadwaytravel.com  
Sector: Travel  
Region: East of England  
Revenue: £10M to £20M

**Brookcourt Solutions Ltd**  
www.brookcourtsolutions.com  
Sector: Information Technology  
Region: South East England  
Revenue: £10M to £20M

**Bruntingthorpe Proving Ground**  
www.bruntingthorpeaviation.com  
Sector: Transportation  
Region: East Midlands  
Revenue: £10M to £20M

**Bryans Salads**  
www.bryanssalads.co.uk  
Sector: Farming & Fishery  
Region: North West England  
Revenue: £20M to £30M

**Buffaload**  
www.buffaload.co.uk  
Sector: Transportation Services  
Region: East of England  
Revenue: £10M to £20M

**Burns Sheehan**  
www.burnssheehan.co.uk  
Sector: Employment Services  
Region: London  
Revenue: £10M to £20M

**BUYOLOGY**  
www.buyology.co.uk  
Sector: Retail  
Region: Wales  
Revenue: £20M to £30M



**CF Motoring Services**  
www.cfmotoringsservices.co.uk  
Sector: Motor Vehicle Retail  
Region: North East England  
Revenue: £10M to £20M

**Cabana**  
www.cabana-brasil.com  
Sector: Food & Beverage  
Region: London  
Revenue: £6M to £10M

**Cabauto**  
www.cabauto.co.uk  
Sector: Manufacturing  
Region: West Midlands  
Revenue: £40M to £50M

**Cable Services**  
www.cableservices.co.uk  
Sector: Wholesale  
Region: Wales  
Revenue: £30M to £40M

**Cablecraft**  
www.cablecraft.co.uk  
Sector: Manufacturing  
Region: East of England  
Revenue: £10M to £20M

**Calder Ltd**  
www.calderltd.com  
Sector: Oil & Gas Support Services  
Region: West Midlands  
Revenue: £20M to £30M

**Calendar Club**  
www.calendarclub.co.uk  
Sector: Retail  
Region: South West England  
Revenue: £30M to £40M

**Cambridge Maintenance Services Ltd**  
www.cambridgemaintenance.co.uk  
Sector: Professional Services  
Region: East of England  
Revenue: £10M to £20M

**Cameron**  
www.cameronhomes.co.uk  
Sector: Engineering & Construction  
Region: West Midlands  
Revenue: £50M to £75M

**Cameron Mackintosh**  
www.cameronmackintosh.com  
Sector: Leisure  
Region: London  
Revenue: £100M to £150M

**Campbell & Kennedy (UK) Ltd**  
www.campbellkennedy.co.uk  
Sector: Engineering & Construction  
Region: Scotland  
Revenue: £10M to £20M

**Campbell Lutyens**  
www.campbell-lutyens.com  
Sector: Financial Services  
Region: London  
Revenue: £50M to £75M

**Cantillon**  
www.cantillon.co.uk  
Sector: Building & Landscape Services  
Region: East of England  
Revenue: £20M to £30M

**Capestone Organic Poultry**  
www.capestoneorganic.co.uk  
Sector: Farming & Fishery  
Region: Wales  
Revenue: £10M to £20M

**Car Benefit Solutions**  
www.carbenefitsolutions.co.uk  
Sector: Transportation Services  
Region: North West England  
Revenue: £10M to £20M

**Care By Us**  
www.carebyus.co.uk  
Sector: Healthcare  
Region: East of England  
Revenue: £10M to £20M

**Care Homes Group**  
www.carehomesgroup.com  
Sector: Residential Care  
Region: London  
Revenue: £6M to £10M

**Care Management Group**  
www.cmg.co.uk  
Sector: Social Work  
Region: South East England  
Revenue: £50M to £75M

**Careline Lifestyles**  
www.carelinelifestyles.co.uk  
Sector: Social Work  
Region: North East England  
Revenue: £6M to £10M

**Carmel**  
www.carmelclothinguk.com  
Sector: Textile Manufacturing  
Region: East Midlands  
Revenue: £50M to £75M

**Carvers Building Supplies**  
www.carvers.co.uk  
Sector: Building & Landscape Services  
Region: West Midlands  
Revenue: £20M to £30M

**Castle Building Services**  
www.castlebs.co.uk  
Sector: Engineering & Construction  
Region: North East England  
Revenue: £30M to £40M

**Castle House**  
www.buildingcontractorsleeds.co.uk  
Sector: Engineering & Construction  
Region: Yorkshire and the Humber  
Revenue: £10M to £20M

**Cathay Investments**  
www.cathay-investments.com  
Sector: Financial Services  
Region: London  
Revenue: £30M to £40M

**Caval**  
www.planetcaval.com  
Sector: Employment Services  
Region: Yorkshire and the Humber  
Revenue: £10M to £20M

**Cavendish Education**  
www.cavendisheducation.com  
Sector: Education  
Region: London  
Revenue: £10M to £20M

**CBS Packaging**  
www.cbspackaging.co.uk  
Sector: Postal Services  
Region: West Midlands  
Revenue: £20M to £30M

**CCP Group**  
www.cheshireconcrete.co.uk  
Sector: Building Materials  
Region: Wales  
Revenue: £10M to £20M

**CDE**  
www.cdglobal.com  
Sector: Building Materials  
Region: Northern Ireland  
Revenue: £40M to £50M

**CentralNic**  
www.centralnic.com  
Sector: Professional Services  
Region: London  
Revenue: £10M to £20M

**Centriq Group**  
www.centriqgroup.com  
Sector: Information Technology  
Region: North West England  
Revenue: £10M to £20M

**CEX**  
www.uk.webuy.com  
Sector: Retail  
Region: East of England  
Revenue: £10M to £20M

**CFC Capital**  
www.cfccapitalco.com  
Sector: Financial Services  
Region: London  
Revenue: £20M to £30M

**Chainbridge Steel**  
www.chainbridgesteel.com  
Sector: Building Materials  
Region: North East England  
Revenue: £10M to £20M

**Champion**  
www.fcgroundworks.co.uk  
Sector: Engineering & Construction  
Region: South West England  
Revenue: £30M to £40M

**Chapel Down**  
www.chapeldown.com  
Sector: Food & Beverage  
Region: South East England  
Revenue: £6M to £10M

**Chargemaster Plc**  
www.chargemasterplc.com  
Sector: Electronic Manufacturing  
Region: East of England  
Revenue: £10M to £20M

**Chariot Oil & Gas**  
www.chariotoilandgas.com  
Sector: Oil & Gas  
Region: London  
Revenue: £6M to £10M

**Charles Faram**  
www.charlesfaram.co.uk  
Sector: Farming & Fishery  
Region: West Midlands  
Revenue: £20M to £30M

**Charlie Bigham's pg 38**  
www.bighams.com  
Sector: Food & Beverage  
Region: London  
Revenue: £30M to £40M

**Charter Court Financial Services**  
www.chartercourtfcs.co.uk  
Sector: Financial Services  
Region: West Midlands  
Revenue: £50M to £75M

**Chartway Group**  
www.chartwaygroup.co.uk  
Sector: Engineering & Construction  
Region: South East England  
Revenue: £30M to £40M

**Cheshire Mouldings**  
www.cheshiremouldings.co.uk  
Sector: Retail  
Region: North West England  
Revenue: £10M to £20M

**Children Salon**  
www.childrensalon.org  
Sector: Retail  
Region: South East England  
Revenue: £40M to £50M

**Chilli Marketing Brand Management Ltd**  
www.chilli.uk.com  
Sector: Advertising & Marketing  
Region: North West England  
Revenue: £50M to £75M

**Chippindale Plant Ltd**  
www.chippindale-plant.co.uk  
Sector: Building & Landscape Services  
Region: Yorkshire and the Humber  
Revenue: £10M to £20M

**Choice**  
www.choiceholding.com  
Sector: Financial Services  
Region: South East England  
Revenue: £10M to £20M

**Churches Fire Security Ltd**  
www.churchesfire.com  
Sector: Building & Landscape Services  
Region: South East England  
Revenue: £6M to £10M

**Churchill Retirement Living**  
www.churchillretirement.co.uk  
Sector: Accommodation  
Region: South East England  
Revenue: £100M to £150M

**Cimbria**  
www.cimbria.com  
Sector: Manufacturing  
Region: London  
Revenue: £100M to £150M

**Cirrus Inns**  
www.cirrusinns.co.uk  
Sector: Leisure  
Region: London  
Revenue: £10M to £20M



**City Gate Construction (Scotland) Ltd**  
www.citygateconstruction.co.uk  
Sector: Engineering & Construction  
Region: Scotland  
Revenue: £6M to £10M

**Civica Group**  
www.civica.co.uk  
Sector: Information Technology  
Region: London  
Revenue: £200M to £250M

**Claims Consortium Group**  
www.claimsconsortiumgroup.co.uk  
Sector: Professional Services  
Region: South West England  
Revenue: £30M to £40M

**Claymore Homes**  
www.claymorehomes.co.uk  
Sector: Engineering & Construction  
Region: Scotland  
Revenue: £20M to £30M

**Clearspring**  
www.clearspring.co.uk  
Sector: Wholesale  
Region: London  
Revenue: £10M to £20M

**Cleartrack (Evl) Ltd**  
www.cleartrack.co.uk  
Sector: Building & Landscape Services  
Region: South East England  
Revenue: £6M to £10M

**Cleveland Cable Company**  
www.clevelandcable.org  
Sector: Electronic Engineering  
Region: North East England  
Revenue: £200M to £250M

**Click Holdings**  
www.web.clickholdings.co.uk  
Sector: Wholesale  
Region: West Midlands  
Revenue: £100M to £150M

**Clifton Packaging**  
www.cliftonpackaging.co.uk  
Sector: Manufacturing  
Region: East Midlands  
Revenue: £10M to £20M

**Clinigen Group Plc**  
www.clinigengroup.com  
Sector: Healthcare  
Region: West Midlands  
Revenue: £150M to £200M

**Clipper**  
www.clippergroup.co.uk  
Sector: Transportation Services  
Region: Yorkshire and the Humber  
Revenue: £200M to £250M

**Clipper Contracting Group**  
www.clippercontracting.co.uk  
Sector: Employment Services  
Region: South West England  
Revenue: £75M to £100M

**CMS Window Systems pg 80**  
www.cmswindows.com  
Sector: Manufacturing  
Region: Scotland  
Revenue: £20M to £30M

**CNG (Group) Ltd**  
www.cngltd.co.uk  
Sector: Oil & Gas Support Services  
Region: Yorkshire and the Humber  
Revenue: £200M to £250M

**Coldunell Ltd**  
www.coldunell.com  
Sector: Real Estate  
Region: South East England  
Revenue: £10M to £20M

**Collins**  
www.collinsearthworks.co.uk  
Sector: Engineering & Construction  
Region: East Midlands  
Revenue: £30M to £40M

**Colorlord Ltd**

www.colorlord.com  
Sector: Manufacturing  
Region: North West England  
Revenue: £10M to £20M

**Comline Auto Parts Ltd**

www.comline.uk.com  
Sector: Automotive  
Region: East of England  
Revenue: £40M to £50M

**Compass Building & Construction Services Ltd**

www.compassbuild.co.uk  
Sector: Engineering & Construction  
Region: Scotland  
Revenue: £20M to £30M

**Compass Fostering**

www.compassfostering.com  
Sector: Social Work  
Region: East Midlands  
Revenue: £20M to £30M

**Comptoir Group pg 75**

www.comptoirlibanais.com  
Sector: Food & Beverage  
Region: London  
Revenue: £10M to £20M

**Computerworld**

www.computerworld.co.uk  
Sector: Information Technology  
Region: South West England  
Revenue: £10M to £20M

**Conamar**

www.conamar.co.uk  
Sector: Engineering & Construction  
Region: East of England  
Revenue: £30M to £40M

**Conexpo**

www.conexpo.co.uk  
Sector: Building Materials  
Region: Northern Ireland  
Revenue: £20M to £30M

**Conlon Ltd**

www.conlon.co.uk  
Sector: Engineering & Construction  
Region: South West England  
Revenue: £20M to £30M

**Contact Transport Ltd**

www.contacttransport.com  
Sector: Transportation  
Region: West Midlands  
Revenue: £10M to £20M

**Contechs**

www.contechs.co.uk  
Sector: Professional Services  
Region: East of England  
Revenue: £40M to £50M

**Continuum Group Ltd**

www.continuumattractions.com  
Sector: Leisure  
Region: Yorkshire and the Humber  
Revenue: £10M to £20M

**Cooke & Mason**

www.cookeandmason.com  
Sector: Professional Services  
Region: East Midlands  
Revenue: £6M to £10M

**Core**

www.coretel.co.uk  
Sector: Telecommunications  
Region: London  
Revenue: £30M to £40M

**Core Asset Consulting**

www.core-assetconsulting.co.uk  
Sector: Employment Services  
Region: Scotland  
Revenue: £10M to £20M

**Cornerstone Mutual Services**

www.cornerstone.coop  
Sector: Financial Services  
Region: North West England  
Revenue: £6M to £10M

**Corpacq**

www.corpacqplc.com  
Sector: Financial Services  
Region: North West England  
Revenue: £100M to £150M

**Crawford Healthcare**

www.crawfordhealthcare.com  
Sector: Healthcare  
Region: North West England  
Revenue: £20M to £30M

**Crawshaws**

www.crawshawbutchers.com  
Sector: Food & Beverage  
Region: Yorkshire and the Humber  
Revenue: £30M to £40M

**Creative Gardens**

www.creativegardens.com  
Sector: Retail  
Region: Northern Ireland  
Revenue: £6M to £10M

**Creature of London pg 24**

www.creaturelondon.com  
Sector: Advertising & Marketing  
Region: London  
Revenue: £6M to £10M

**Creditcall**

www.creditcall.com  
Sector: Information Technology  
Region: South West England  
Revenue: £6M to £10M

**Cromdale**

www.cromdale.com  
Sector: Real Estate  
Region: Scotland  
Revenue: £10M to £20M

**Crown Domestic Appliances**

www.crowndomesticappliances.com  
Sector: Wholesale  
Region: West Midlands  
Revenue: £6M to £10M

**Crown House Technologies**

www.crownhouse.com  
Sector: Information Technology  
Region: West Midlands  
Revenue: £10M to £20M

**CS Civils & Groundworks**

www.civilsandgroundworks.com  
Sector: Engineering & Construction  
Region: North West England  
Revenue: £6M to £10M

**CSL**

www.csldual.com  
Sector: Telecommunications  
Region: London  
Revenue: £10M to £20M

**Cunningham Lindsey**

www.cunninghamlindsey.com  
Sector: Professional Services  
Region: London  
Revenue: £10M to £20M

**Curtis Banks**

www.curtisbanks.co.uk  
Sector: Financial Services  
Region: South West England  
Revenue: £10M to £20M

**Custom Commodities Ltd**

www.customcommodities.com  
Sector: Transportation  
Region: London  
Revenue: £50M to £75M

**CVS (Commercial Valuers & Surveyors) Ltd**

www.cvsuk.co.uk  
Sector: Professional Services  
Region: North West England  
Revenue: £30M to £40M

**CXC Global**

www.cxcglobal.co.uk  
Sector: Professional Services  
Region: London  
Revenue: £40M to £50M

# D

**Dalepak Holdings Ltd**

www.dalepak.ltd.uk  
Sector: Wholesale  
Region: East Midlands  
Revenue: £20M to £30M

**Dane Architectural**

www.danearchitectural.com  
Sector: Architecture & Engineering  
Region: North East England  
Revenue: £20M to £30M

**Daniel Owen**

www.danielowen.co.uk  
Sector: Employment Services  
Region: South East England  
Revenue: £40M to £50M

**Data Interchange**

www.datainterchange.com  
Sector: Information Technology  
Region: East of England  
Revenue: £6M to £10M

**Datapath**

www.datapath.co.uk  
Sector: Information Technology  
Region: East Midlands  
Revenue: £20M to £30M

**David Phillips**

www.davidphillips.com  
Sector: Retail  
Region: London  
Revenue: £30M to £40M

**Deepdale Solutions**

www.deepdalesolutions.co.uk  
Sector: Engineering & Construction  
Region: North East England  
Revenue: £10M to £20M

**Deepings**

www.deepingsbuildingplumbing.co.uk  
Sector: Building Materials  
Region: East Midlands  
Revenue: £40M to £50M

**Desco**

www.desco.uk.com  
Sector: Building & Landscape Services  
Region: North East England  
Revenue: £6M to £10M

# "BELT & ROAD IS BIGGER THAN CHINA ALONE, IT'S THE WINDOW INTO TOMORROW'S GLOBAL ECONOMY."

Helen Wong — Chief Executive, Greater China, HSBC

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**Dialogue**  
www.dialogue.net  
Sector: Information Technology  
Region: London  
Revenue: £20M to £30M

**Digital Heaven**  
www.digital-heaven.co.uk  
Sector: Media  
Region: London  
Revenue: £10M to £20M

**Docmail**  
www.docmail.co.uk  
Sector: Information Technology  
Region: South West England  
Revenue: £40M to £50M

**Donovan Trading**  
Sector: Retail  
Region: East of England  
Revenue: £20M to £30M

**Dotdigital**  
www.dotdigitalgroup.com  
Sector: Information Technology  
Region: London  
Revenue: £20M to £30M

**Dragon Infrastructure Solutions**  
www.utilityinfrastructure.co.uk  
Sector: Oil & Gas  
Region: South East England  
Revenue: £10M to £20M

**Duchy Homes**  
www.duchyhomes.com  
Sector: Engineering & Construction  
Region: Yorkshire and the Humber  
Revenue: £10M to £20M

**Dudman**  
www.dudmangroup.co.uk  
Sector: Engineering & Construction  
Region: South East England  
Revenue: £10M to £20M

**Dura Beds**  
www.durabeds.co.uk  
Sector: Retail  
Region: Yorkshire and the Humber  
Revenue: £10M to £20M

**Durbin**  
www.durbin.co.uk  
Sector: Healthcare  
Region: London  
Revenue: £50M to £75M

**Dutton Builders Merchants**  
www.duttonbuildersmerchants.com  
Sector: Building Materials  
Region: North West England  
Revenue: £10M to £20M

**DVS**  
www.dvs.co.uk  
Sector: Retail  
Region: Wales  
Revenue: £10M to £20M

**DWS Bodyworks**  
www.dws-bodyworks.co.uk  
Sector: Motor Vehicle Retail  
Region: East of England  
Revenue: £50M to £75M

# E

**E-Leather**  
www.eleathergroup.com  
Sector: Textile Manufacturing  
Region: East of England  
Revenue: £10M to £20M

**ECL Civil Engineering**  
www.eclcivils.co.uk  
Sector: Engineering & Construction  
Region: East of England  
Revenue: £30M to £40M

**Earn Extra**  
www.earnextra.org.uk  
Sector: Employment Services  
Region: Yorkshire and the Humber  
Revenue: £10M to £20M

**Earthport**  
www.earthport.com  
Sector: Information Technology  
Region: London  
Revenue: £10M to £20M

**Easi Rent**  
www.easirent.com  
Sector: Automotive  
Region: North West England  
Revenue: £10M to £20M

**Ebac**  
www.ebac.com  
Sector: Manufacturing  
Region: North East England  
Revenue: £10M to £20M

**Ebecs Ltd**  
www.ebecs.com  
Sector: Information Technology  
Region: East Midlands  
Revenue: £20M to £30M

**Eccleston Homes**  
www.ecclestonhomes.com  
Sector: Engineering & Construction  
Region: North West England  
Revenue: £6M to £10M

**Ecotricity Group Ltd pg 112**  
www.ecotricity.co.uk  
Sector: Oil & Gas Support Services  
Region: South West England  
Revenue: £100M to £150M

**ECS**  
www.ecs.co.uk  
Sector: Information Technology  
Region: Scotland  
Revenue: £40M to £50M

**Edenhouse**  
www.edenhousesolutions.co.uk  
Sector: Professional Services  
Region: West Midlands  
Revenue: £30M to £40M

**Edgbaston Investment Partners**  
www.edgbastonip.com  
Sector: Financial Services  
Region: London  
Revenue: £10M to £20M

**EDM**  
www.edmgroup.com  
Sector: Professional Services  
Region: London  
Revenue: £50M to £75M

**Efficio LLP**  
www.efficioconsulting.com  
Sector: Professional Services  
Region: London  
Revenue: £30M to £40M

**Egertons Recovery**  
www.egertonsrecovery.com  
Sector: Motor Vehicle Retail  
Region: North West England  
Revenue: £10M to £20M

**Elmdene International Ltd**  
www.elmdene.co.uk  
Sector: Manufacturing  
Region: South East England  
Revenue: £10M to £20M

**Elmgrove Foods Ltd**  
www.elmgrovefoods.com  
Sector: Food & Beverage  
Region: Northern Ireland  
Revenue: £30M to £40M

**Elstead Lighting**  
www.elsteadlighting.com  
Sector: Manufacturing  
Region: South East England  
Revenue: £6M to £10M

**Emico**  
www.emico.co  
Sector: Engineering & Construction  
Region: East of England  
Revenue: £20M to £30M

**Emitex**  
www.emitex.co.uk  
Sector: Electronic Engineering  
Region: North West England  
Revenue: £20M to £30M

**Emmett**  
www.emmettuk.com  
Sector: Farming & Fishery  
Region: East Midlands  
Revenue: £50M to £75M

**Emtec Group**  
www.emtegroup.co.uk  
Sector: Building & Landscape Services  
Region: Scotland  
Revenue: £40M to £50M

**Encore Personnel**  
www.encorepersonnel.co.uk  
Sector: Employment Services  
Region: East Midlands  
Revenue: £50M to £75M

**End**  
www.endclothing.co.uk  
Sector: Retail  
Region: North East England  
Revenue: £20M to £30M

**Endava**  
www.endava.co.uk  
Sector: Professional Services  
Region: London  
Revenue: £75M to £100M

**Engage Partners Ltd**  
www.engageeducation.co.uk  
Sector: Education  
Region: East of England  
Revenue: £30M to £40M

**Engenda Group**  
www.engenda-group.com  
Sector: Engineering & Construction  
Region: North West England  
Revenue: £40M to £50M

**Environmental Engineering (UK) Ltd**  
www.environmental-engineering.co.uk  
Sector: Engineering & Construction  
Region: North West England  
Revenue: £10M to £20M

**ePayMe**  
www.epayme.co.uk  
Sector: Professional Services  
Region: London  
Revenue: £10M to £20M

**Equal Experts**  
www.equalexperts.com  
Sector: Information Technology  
Region: London  
Revenue: £30M to £40M

**Equinox Global**  
www.equinoxglobal.com  
Sector: Financial Services  
Region: London  
Revenue: £6M to £10M

**Ergomed Plc**  
www.ergomedplc.com  
Sector: Pharmaceuticals & Biotechnology  
Region: South East England  
Revenue: £30M to £40M

**Ersg**  
www.ersg.co.uk  
Sector: Employment Services  
Region: London  
Revenue: £20M to £30M

**ESP Group**  
www.the-espgroup.com  
Sector: Travel  
Region: Yorkshire and the Humber  
Revenue: £50M to £75M

**Essensys**  
www.essensys.co.uk  
Sector: Information Technology  
Region: London  
Revenue: £10M to £20M

**Etc. Venues**  
www.etcvenues.co.uk  
Sector: Real Estate  
Region: London  
Revenue: £30M to £40M

**eTech**  
www.etch.net  
Sector: Information Technology  
Region: West Midlands  
Revenue: £6M to £10M

**ETM Contractors**  
www.etmcontractors.co.uk  
Sector: Engineering & Construction  
Region: South West England  
Revenue: £10M to £20M

**Eurocell**  
www.eurocell.co.uk  
Sector: Retail  
Region: East Midlands  
Revenue: £150M to £200M

**Evalueserve**  
www.evalueserve.com  
Sector: Research  
Region: East of England  
Revenue: £10M to £20M

**Evergood Associates Ltd**  
www.evergoodassociates.co.uk  
Sector: Employment Services  
Region: East of England  
Revenue: £20M to £30M

**Everyman Media Group Plc**  
www.everymancinema.com  
Sector: Leisure  
Region: London  
Revenue: £20M to £30M

**Evo Green**  
www.evogreen.co.uk  
Sector: Engineering & Construction  
Region: East of England  
Revenue: £6M to £10M

**Evolution Funding pg 58**  
www.evolutionfunding.com  
Sector: Financial Services  
Region: East Midlands  
Revenue: £30M to £40M

**Exchequer Solutions Ltd**  
www.exchequersolutions.co.uk  
Sector: Employment Services  
Region: North West England  
Revenue: £100M to £150M

**Executive Serviced Apartments**  
www.esa-ltd.co.uk  
Sector: Accommodation  
Region: South East England  
Revenue: £6M to £10M

**Exemplar**  
www.exemplar.co.uk  
Sector: Engineering & Construction  
Region: London  
Revenue: £6M to £10M

**Expd8**  
www.expd8.co.uk  
Sector: Advertising & Marketing  
Region: South West England  
Revenue: £10M to £20M

**Expert Group**  
www.expertgroupukltd.co.uk  
Sector: Employment Services  
Region: Wales  
Revenue: £6M to £10M

**Express Vending Group**  
www.expressvending.co.uk  
Sector: Food & Beverage  
Region: East of England  
Revenue: £20M to £30M

# F

**Faircloth Construction Ltd**  
www.faircloth.co.uk  
Sector: Engineering & Construction  
Region: South East England  
Revenue: £20M to £30M

**Falcon Green**  
www.falcongreen.co.uk  
Sector: Employment Services  
Region: London  
Revenue: £10M to £20M

**Falcon Group**  
www.falcongrp.com  
Sector: Financial Services  
Region: London  
Revenue: £6M to £10M

**Falcon Tower Crane Services**  
www.falconcranes.co.uk  
Sector: Rental & Leasing  
Region: East of England  
Revenue: £20M to £30M

**Falko**  
www.falko.com  
Sector: Transportation Services  
Region: East of England  
Revenue: £30M to £40M

**Fasset**  
www.fasset.co.uk  
Sector: Professional Services  
Region: South East England  
Revenue: £20M to £30M

**Fastflow**  
www.fastflow.co.uk  
Sector: Engineering & Construction  
Region: North East England  
Revenue: £50M to £75M

**FPCR**  
www.fpcr.co.uk  
Sector: Professional Services  
Region: East Midlands  
Revenue: £6M to £10M

**Fern Trading**  
www.ferntrading.com  
Sector: Financial Services  
Region: London  
Revenue: £100M to £150M

**Fever-Tree Drinks pg 40**  
www.fever-tree.com  
Sector: Food & Beverage  
Region: London  
Revenue: £50M to £75M

**FGD Ltd**  
www.fgdLtd.co.uk  
Sector: Building Materials  
Region: West Midlands  
Revenue: £10M to £20M

**Fileturn**  
www.fileturn.co.uk  
Sector: Building & Landscape Services  
Region: South East England  
Revenue: £30M to £40M

**First Derivatives**  
www.firstderivatives.com  
Sector: Professional Services  
Region: Northern Ireland  
Revenue: £100M to £150M

**First Mile pg 111**  
www.first-mile.co.uk  
Sector: Waste Management  
Region: London  
Revenue: £10M to £20M

**First Property Group Plc**  
www.fprop.com  
Sector: Real Estate  
Region: London  
Revenue: £10M to £20M

**FK Group**  
www.fkgroup.co.uk  
Sector: Engineering & Construction  
Region: North West England  
Revenue: £40M to £50M

**Flame Homeware**  
www.flamehomeware.com  
Sector: Wholesale  
Region: Wales  
Revenue: £10M to £20M

**Flixmedia Ltd**  
www.flixmedia.co.uk  
Sector: Advertising & Marketing  
Region: London  
Revenue: £6M to £10M

**Flowgroup**  
www.flowgroup.uk.com  
Sector: Electronic Engineering  
Region: North West England  
Revenue: £40M to £50M

**Flowrite Refrigeration Holdings Ltd**  
www.flowriteservicesltd.co.uk  
Sector: Professional Services  
Region: South East England  
Revenue: £10M to £20M



**Forces Mutual**  
www.forcesmutual.org  
Sector: Insurance  
Region: West Midlands  
Revenue: £6M to £10M

**Fordway Solutions Ltd**  
www.fordway.com  
Sector: Professional Services  
Region: South East England  
Revenue: £10M to £20M

**Forest Fuels**  
www.forestfuels.co.uk  
Sector: Wholesale  
Region: South West England  
Revenue: £6M to £10M

**Forever Enterprises**  
www.foreverenterprises.net  
Sector: Plastic Manufacturing & engineering  
Region: London  
Revenue: £10M to £20M

**Formation Group**  
www.formationgroupplc.com  
Sector: Engineering & Construction  
Region: London  
Revenue: £20M to £30M

**Forum Partners**  
www.forumpartners.com  
Sector: Financial Services  
Region: London  
Revenue: £6M to £10M

**Foundation Piling**  
www.foundation-piling.co.uk  
Sector: Building & Landscape Services  
Region: West Midlands  
Revenue: £10M to £20M

**Frank Recruitment Group**  
www.frankgroup.com  
Sector: Professional Services  
Region: North East England  
Revenue: £75M to £100M

**Frederic Smart**  
www.frederic-smart.co.uk  
Sector: Farming & Fishery  
Region: East of England  
Revenue: £30M to £40M

**Fresh Insurance Group**  
www.fresh.co.uk  
Sector: Insurance  
Region: West Midlands  
Revenue: £10M to £20M

**Fresh Start Recruitment**  
www.fsr.uk.com  
Sector: Employment Services  
Region: East Midlands  
Revenue: £10M to £20M

**Freshlinc**  
www.freshlinc.com  
Sector: Transportation  
Region: East Midlands  
Revenue: £75M to £100M

**Frontier International (UK) Ltd**  
www.frontierinternational.co  
Sector: Oil & Gas Support Services  
Region: Scotland  
Revenue: £20M to £30M

**Fuel Recruitment**  
www.fuelrecruitment.co.uk  
Sector: Employment Services  
Region: West Midlands  
Revenue: £20M to £30M

**Fundamental Media**  
www.fundamentalmedia.net  
Sector: Advertising & Marketing  
Region: London  
Revenue: £30M to £40M

**Funding Circle**  
www.fundingcircle.com  
Sector: Financial Services  
Region: London  
Revenue: £10M to £20M

**Futureheads**  
www.wearefutureheads.co.uk  
Sector: Employment Services  
Region: London  
Revenue: £10M to £20M

**G**

**G-Research**  
www.gresearch.co.uk  
Sector: Financial Services  
Region: London  
Revenue: £20M to £30M

**G. Webb Haulage**  
www.gwebb.uk.com  
Sector: Transportation Services  
Region: East of England  
Revenue: £10M to £20M

**G's Global**  
www.gs-fresh.com  
Sector: Farming & Fishery  
Region: East of England  
Revenue: £30M to £40M

**G&P Quality Knowledge Service**  
www.gpqm.com  
Sector: Professional Services  
Region: West Midlands  
Revenue: £30M to £40M

**G2 Energy**  
www.g2energy.co.uk  
Sector: Electronic Engineering  
Region: South East England  
Revenue: £30M to £40M

**Galaxy Asset Management**  
www.galaxymanagers.com  
Sector: Financial Services  
Region: London  
Revenue: £6M to £10M

**Gama Aviation**  
www.gamaaviation.com  
Sector: Transportation Services  
Region: South East England  
Revenue: £150M to £200M

**Gaming Realms pg 88**  
www.gamingrealms.com  
Sector: Information Technology  
Region: London  
Revenue: £20M to £30M

**GBG**  
www.gbGPLC.com/uk  
Sector: Professional Services  
Region: North West England  
Revenue: £50M to £75M

**GCH Capital Ltd**  
www.gchcapital.co.uk  
Sector: Manufacturing  
Region: London  
Revenue: £50M to £75M

**Gear4Music**  
www.gear4musicplc.com  
Sector: Retail  
Region: Yorkshire and the Humber  
Revenue: £30M to £40M

**Geary's Bakery**  
www.gearysbakeries.co.uk  
Sector: Food & Beverage  
Region: East Midlands  
Revenue: £10M to £20M

**Gem Partnership**  
www.gempartnership.com  
Sector: Employment Services  
Region: North East England  
Revenue: £10M to £20M

**Gen2**  
www.gen2.ac.uk  
Sector: Employment Services  
Region: North West England  
Revenue: £20M to £30M

**Genpact**  
www.genpact.com  
Sector: Financial Services  
Region: London  
Revenue: £30M to £40M

**Giant Group**  
www.giantprecision.com  
Sector: Employment Services  
Region: London  
Revenue: £50M to £75M

**Gill Aggregates**  
www.gillaggregates.com  
Sector: Building Materials  
Region: South East England  
Revenue: £10M to £20M

**GKFX**  
www.gkfx.co.uk  
Sector: Financial Services  
Region: London  
Revenue: £50M to £75M

**GKR Scaffolding Ltd**  
www.gkrsc scaffolding.co.uk  
Sector: Building & Landscape Services  
Region: South East England  
Revenue: £20M to £30M

**Global Autocare**  
www.globalautocare.co.uk  
Sector: Motor Vehicle Retail  
Region: Yorkshire and the Humber  
Revenue: £10M to £20M

**Go Ape**  
www.goape.co.uk  
Sector: Leisure  
Region: East of England  
Revenue: £20M to £30M

**Goldcrest**  
www.goldcrestland.com  
Sector: Engineering & Construction  
Region: London  
Revenue: £20M to £30M

**Golden Bear pg 46**  
www.goldenbeartoys.com  
Sector: Retail  
Region: West Midlands  
Revenue: £10M to £20M

# Keep on. Don't stop 'til you get enough.

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 Growth Capital Investors

**Goldentree Financial Services Plc**  
www.goldentreefs.co.uk  
Sector: Financial Services  
Region: North West England  
Revenue: £10M to £20M

**Goldmore Asset Management**  
www.goldmore.co.uk  
Sector: Financial Services  
Region: South East England  
Revenue: £50M to £75M

**Good Energy pg 110**  
www.goodenergy.co.uk  
Sector: Oil & Gas Support Services  
Region: South West England  
Revenue: £50M to £75M

**GPF Lewis Plc**  
www.gpflewis.com  
Sector: Engineering & Construction  
Region: East of England  
Revenue: £10M to £20M

**Grant Property**  
www.grantproperty.com  
Sector: Real Estate  
Region: Scotland  
Revenue: £6M to £10M

**Gravitas Recruitment Group Ltd**  
www.gravitasrecruitmentgroup.com  
Sector: Employment Services  
Region: London  
Revenue: £20M to £30M

**Green Man Gaming**  
www.greenmangaming.com  
Sector: Information Technology  
Region: London  
Revenue: £20M to £30M

**Greencroft Bottling**  
www.greencroftbottling.co.uk  
Sector: Food & Beverage  
Region: North East England  
Revenue: £40M to £50M

**GreenMech**  
www.greenmech.co.uk  
Sector: Manufacturing  
Region: West Midlands  
Revenue: £10M to £20M

**Greenray**  
www.greenray.com  
Sector: Oil & Gas  
Region: East Midlands  
Revenue: £20M to £30M

**GreenTech**  
www.greentechplc.co.uk  
Sector: Information Technology  
Region: South East England  
Revenue: £50M to £75M

**Griffin Markets**  
www.griffinmarkets.com  
Sector: Financial Services  
Region: London  
Revenue: £6M to £10M

**Grindeys Solicitors Ltd**  
www.grindeys.co.uk  
Sector: Professional Services  
Region: West Midlands  
Revenue: £20M to £30M

**Gtech pg 68**  
www.gtech.co.uk  
Sector: Electronic Manufacturing  
Region: West Midlands  
Revenue: £50M to £75M

**GTL**  
www.gtl-europe.com  
Sector: Telecommunications  
Region: East of England  
Revenue: £20M to £30M

**Guaranteed Asphalt Ltd**  
www.guaranteedasphalt.com  
Sector: Engineering & Construction  
Region: London  
Revenue: £10M to £20M

**Guardian Global Technologies Ltd**  
www.ggtg.net  
Sector: Oil & Gas Support Services  
Region: Wales  
Revenue: £6M to £10M

**Guestline**  
www.guestline.com  
Sector: Information Technology  
Region: West Midlands  
Revenue: £10M to £20M

**Gymbox pg 32**  
www.gymbox.com  
Sector: Leisure  
Region: London  
Revenue: £10M to £20M



# H

**Hadrian Healthcare Group**  
www.hadrianhealthcare.co.uk  
Sector: Residential Care  
Region: North East England  
Revenue: £6M to £10M

**Hales Group**  
www.halesgroup.co.uk  
Sector: Employment Services  
Region: East of England  
Revenue: £20M to £30M

**Ham Baker Group**  
www.hambakergroup.com  
Sector: Manufacturing  
Region: West Midlands  
Revenue: £20M to £30M

**Happen**  
www.happen.com  
Sector: Advertising & Marketing  
Region: London  
Revenue: £6M to £10M

**Hardyman Group Ltd**  
www.hardyman-group.co.uk  
Sector: Engineering & Construction  
Region: West Midlands  
Revenue: £10M to £20M

**Harper Group Plc**  
www.harpergroup.co.uk  
Sector: Engineering & Construction  
Region: West Midlands  
Revenue: £20M to £30M

**Harron Homes**  
www.harronhomes.com  
Sector: Engineering & Construction  
Region: Yorkshire and the Humber  
Revenue: £75M to £100M

**Harwood Wealth Management Group**  
www.harwoodwealth.co.uk  
Sector: Financial Services  
Region: South East England  
Revenue: £6M to £10M

**Hatstand**  
www.hatstand.com  
Sector: Financial Services  
Region: London  
Revenue: £20M to £30M

**Hayward Transport**  
www.jhayward.co.uk  
Sector: Transportation Services  
Region: Yorkshire and the Humber  
Revenue: £10M to £20M

**Healthaid**  
www.healthaid.co.uk  
Sector: Retail  
Region: London  
Revenue: £10M to £20M

**Healthtemps Ltd**  
www.healthtemps.co.uk  
Sector: Employment Services  
Region: South East England  
Revenue: £6M to £10M

**Heathcotes Group**  
www.heathcotes.net  
Sector: Healthcare  
Region: East Midlands  
Revenue: £6M to £10M

**Heatherwick Studio Ltd**  
www.heatherwick.com  
Sector: Architecture & Engineering  
Region: London  
Revenue: £10M to £20M

**Helios Underwriting**  
www.huwplc.com  
Sector: Professional Services  
Region: London  
Revenue: £10M to £20M

**Help Your Claim**  
www.helpyourclaim.com  
Sector: Financial Services  
Region: North West England  
Revenue: £10M to £20M

**Hemnall**  
Sector: Engineering & Construction  
Region: East of England  
Revenue: £6M to £10M

**Hengoed Park**  
www.hengoedpark.com  
Sector: Residential Care  
Region: West Midlands  
Revenue: £6M to £10M

**Henry Construction**  
www.henryconstruction.co.uk  
Sector: Engineering & Construction  
Region: London  
Revenue: £50M to £75M

**Here**  
www.hereweare.org.uk  
Sector: Healthcare  
Region: South East England  
Revenue: £20M to £30M

**Hevey**  
www.hevey.co.uk  
Sector: Building Materials  
Region: East Midlands  
Revenue: £20M to £30M

**HFD Group**  
www.hfdgroup.com  
Sector: Real Estate  
Region: Scotland  
Revenue: £10M to £20M

**Higgidy**  
www.higgidy.co.uk  
Sector: Food & Beverage  
Region: South East England  
Revenue: £20M to £30M

**Highgrove Beds**  
www.highgrovebeds.co.uk  
Sector: Retail  
Region: Yorkshire and the Humber  
Revenue: £10M to £20M

**Highway Stops Retail**  
www.highwaystops.co.uk  
Sector: Retail  
Region: London  
Revenue: £20M to £30M

**HK Foods**  
www.hkfoods.co.uk  
Sector: Food & Beverage  
Region: West Midlands  
Revenue: £6M to £10M

**HLM Architects**  
www.hlmarchitects.com  
Sector: Architecture & Engineering  
Region: London  
Revenue: £10M to £20M

**Hoare Lea**  
www.hoarelea.com  
Sector: Engineering & Construction  
Region: South West England  
Revenue: £10M to £20M

**Hodgson Sayers**  
www.hodgson-sayers.co.uk  
Sector: Engineering & Construction  
Region: North East England  
Revenue: £10M to £20M

**Holovis**  
www.holovis.com  
Sector: Manufacturing  
Region: East Midlands  
Revenue: £10M to £20M

**Hooked on Fish**  
www.hooked-on-fish.co.uk  
Sector: Farming & Fishery  
Region: Yorkshire and the Humber  
Revenue: £30M to £40M

**Hopkins Homes**  
www.hopkinshomes.co.uk  
Sector: Engineering & Construction  
Region: East of England  
Revenue: £75M to £100M

**Horizon Asset**  
www.horizon-asset.co.uk  
Sector: Financial Services  
Region: London  
Revenue: £50M to £75M

**Host Capital**  
www.hostcapital.com  
Sector: Financial Services  
Region: London  
Revenue: £6M to £10M

**Houder Ltd**  
www.houderltd.com  
Sector: Engineering & Construction  
Region: London  
Revenue: £30M to £40M

**House Buyer Bureau**  
www.housebuyerbureau.co.uk  
Sector: Real Estate  
Region: East Midlands  
Revenue: £40M to £50M

**HSL**  
www.hslchairs.com  
Sector: Retail  
Region: Yorkshire and the Humber  
Revenue: £30M to £40M

**HTG Trading**  
www.htgtrading.co.uk  
Sector: Wholesale  
Region: East of England  
Revenue: £10M to £20M

**Hub West Scotland**  
www.hubwestscotland.co.uk  
Sector: Engineering & Construction  
Region: Scotland  
Revenue: £50M to £75M

**Huddersfield Commercials**  
www.huddersfieldcommercials.co.uk  
Sector: Automotive  
Region: Yorkshire and the Humber  
Revenue: £40M to £50M

**Human Support Group**  
www.humansupportgroup.co.uk  
Sector: Residential Care  
Region: North West England  
Revenue: £20M to £30M

**Humberside Aggregates**  
www.humberside-aggregates.com  
Sector: Building materials  
Region: Yorkshire and the Humber  
Revenue: £10M to £20M

**Hutton Group**  
www.hutton-group.co.uk  
Sector: Specialist Construction  
Region: East of England  
Revenue: £50M to £75M

**Hydes**  
www.hydesbrewery.com  
Sector: Food & Beverage  
Region: North West England  
Revenue: £20M to £30M

# I

**I-Paye**  
www.i-paye.com  
Sector: Employment Services  
Region: North West England  
Revenue: £40M to £50M

**ICG Medical**  
www.icg-medical.com  
Sector: Healthcare  
Region: London  
Revenue: £75M to £100M

**ICP**  
www.icpnet.com  
Sector: Advertising & Marketing  
Region: London  
Revenue: £6M to £10M

**ID Medical**  
www.id-medical.com  
Sector: Employment Services  
Region: South East England  
Revenue: £100M to £150M

**Ideagen Plc pg 90**  
www.ideagen.com  
Sector: Information Technology  
Region: East Midlands  
Revenue: £10M to £20M

**Ikon Finance**  
www.ikonfinance.com  
Sector: Financial Services  
Region: London  
Revenue: £6M to £10M

**Immunocore**  
www.immunocore.com  
Sector: Pharmaceuticals & Biotechnology  
Region: South East England  
Revenue: £10M to £20M

**Imperial Corporate Events**  
www.imperial.events  
Sector: Advertising & Marketing  
Region: East Midlands  
Revenue: £10M to £20M

**Impresario**  
www.impresariofestivals.co.uk  
Sector: Media  
Region: London  
Revenue: £20M to £30M

**In Touch Games**

www.intouchgames.co.uk  
Sector: Leisure  
Region: West Midlands  
Revenue: £20M to £30M

**In Touch With Bricks**

www.intouchwithbricks.co.uk  
Sector: Building Materials  
Region: North West England  
Revenue: £20M to £30M

**In Vino Veritas Ltd**

www.ivvlt.com  
Sector: Food & Beverage  
Region: West Midlands  
Revenue: £100M to £150M

**Inception Ventures Group**

www.inception-group.com  
Sector: Leisure  
Region: London  
Revenue: £6M to £10M

**Industria Personnel Services Ltd**

www.industria-jobs.co.uk  
Sector: Employment Services  
Region: East Midlands  
Revenue: £20M to £30M

**Industrial Cleaning Equipment Ltd**

www.ice-clean.com  
Sector: Professional Services  
Region: South East England  
Revenue: £10M to £20M

**Infinity**

www.infinitysdc.net  
Sector: Information Technology  
Region: South East England  
Revenue: £20M to £30M

**Inland Homes**

www.inlandhomes.co.uk  
Sector: Engineering & Construction  
Region: South East England  
Revenue: £100M to £150M

**Inntel**

www.inntel.co.uk  
Sector: Professional Services  
Region: East of England  
Revenue: £10M to £20M

**Inoapps**

www.inoapps.com  
Sector: Information Technology  
Region: Scotland  
Revenue: £20M to £30M

**Inspired Energy Solutions**

www.inspiredenergy.co.uk  
Sector: Professional Services  
Region: North West England  
Revenue: £10M to £20M

**Instant Offices (Holdings) Ltd**

www.instantoffices.com  
Sector: Professional Services  
Region: London  
Revenue: £40M to £50M

**Instinctif**

www.instinctif.com  
Sector: Professional Services  
Region: London  
Revenue: £40M to £50M

**Intelliflo**

www.intelliflo.co.uk  
Sector: Information Technology  
Region: London  
Revenue: £10M to £20M

**Intelligent Services**

www.intelligentservicesgroup.com  
Sector: Real Estate  
Region: North East England  
Revenue: £6M to £10M

**International Packaging**

www.interpak.com  
Sector: Plastic Manufacturing & Engineering  
Region: East of England  
Revenue: £10M to £20M

**Investis**

www.investis.com  
Sector: Information Technology  
Region: London  
Revenue: £20M to £30M

**Invicta IT**

www.invictait.com  
Sector: Information Technology  
Region: South East England  
Revenue: £10M to £20M

**Iprs Group Ltd**

www.iprsgroup.com  
Sector: Healthcare  
Region: East of England  
Revenue: £10M to £20M

**Ixxus**

www.ixxus.com  
Sector: Publishing  
Region: London  
Revenue: £10M to £20M

**J****J K R Contractors Ltd**

www.jkrcontractors.com  
Sector: Engineering & Construction  
Region: Scotland  
Revenue: £10M to £20M

**J R Smart**

www.jrsmart.com  
Sector: Engineering & Construction  
Region: Wales  
Revenue: £10M to £20M

**J. Ollif & Son Ltd**

www.ollif.co.uk  
Sector: Building & Landscape Services  
Region: London  
Revenue: £10M to £20M

**JCRA Group Ltd**

www.jcragroup.com  
Sector: Financial Services  
Region: London  
Revenue: £10M to £20M

**JD Classics pg 103**

www.jdclassics.net  
Sector: Retail  
Region: East of England  
Revenue: £100M to £150M

**Jennings Building & Civil Engineering Ltd**

www.jenningsbce.co.uk  
Sector: Engineering & Construction  
Region: Wales  
Revenue: £10M to £20M

**Jerram Falkus**

www.jerramfalkus.com  
Sector: Engineering & Construction  
Region: London  
Revenue: £50M to £75M

**Jestic**

www.jestic.co.uk  
Sector: Manufacturing  
Region: South East England  
Revenue: £20M to £30M

**Jetline Holidays**

www.jetlinetravel.com  
Sector: Travel  
Region: London  
Revenue: £30M to £40M

**Jhoots Pharmacy**

www.jhootspharmacy.co.uk  
Sector: Pharmaceuticals & Biotechnology  
Region: West Midlands  
Revenue: £10M to £20M

**John Adams Leisure Ltd**

www.johnadams.co.uk  
Sector: Wholesale  
Region: East of England  
Revenue: £20M to £30M

**John F Hunt**

www.johnfhunt.co.uk  
Sector: Engineering & Construction  
Region: East of England  
Revenue: £75M to £100M

**John Flowers Ltd**

www.johnflowers.co.uk  
Sector: Building & Landscape Services  
Region: North East England  
Revenue: £10M to £20M

**Joie**

www.joiebaby.com  
Sector: Retail  
Region: London  
Revenue: £10M to £20M

**Jointing Tech**

www.jointingtech.co.uk  
Sector: Electronic Engineering  
Region: South East England  
Revenue: £20M to £30M

**Jones**

www.jbhl.co.uk  
Sector: Engineering & Construction  
Region: Wales  
Revenue: £10M to £20M

**Junction 4 Pallets**

www.junction4pallets.co.uk  
Sector: Wholesale  
Region: Yorkshire and the Humber  
Revenue: £6M to £10M

**Just Develop It**

www.justdevelop.it  
Sector: Financial Services  
Region: South East England  
Revenue: £10M to £20M

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**Just Eat pg 33**  
www.just-eat.co.uk  
Sector: Food & Beverage  
Region: East of England  
Revenue: £200M to £250M

# K

**Kavanagh Motor Group**  
www.kavanaghmotorgroup.co.uk  
Sector: Motor Vehicle Retail  
Region: London  
Revenue: £10M to £20M

**Kaye Aluminium Ltd**  
www.kayealu.co.uk  
Sector: Metal Manufacturing & Engineering  
Region: Yorkshire and the Humber  
Revenue: £50M to £75M

**Kent Periscopes Ltd**  
www.kentperiscopes.co.uk  
Sector: Manufacturing  
Region: Wales  
Revenue: £6M to £10M

**Key Retirement Solutions**  
www.keyretirement.co.uk  
Sector: Professional Services  
Region: North West England  
Revenue: £30M to £40M

**Keystone Developments**  
www.keystonedevelopments.co.uk  
Sector: Engineering & Construction  
Region: East Midlands  
Revenue: £40M to £50M

**KGD**  
www.kgd.co.uk  
Sector: Manufacturing  
Region: West Midlands  
Revenue: £10M to £20M

**Kiltearn Partners**  
www.kiltearnpartners.com  
Sector: Financial Services  
Region: Scotland  
Revenue: £6M to £10M

**Kinaxia Logistics**  
www.kinaxia.co.uk  
Sector: Transportation  
Region: North West England  
Revenue: £10M to £20M

**Kindertons**  
www.kindertons.co.uk  
Sector: Financial Services  
Region: North West England  
Revenue: £75M to £100M

**King Construction**  
www.kingconstruction.co.uk  
Sector: Engineering & Construction  
Region: North West England  
Revenue: £10M to £20M

**Kingdom**  
www.kingdom.co.uk  
Sector: Security  
Region: North West England  
Revenue: £50M to £75M

**KK**  
www.kkfinefoods.co.uk  
Sector: Food & Beverage  
Region: Wales  
Revenue: £30M to £40M

**Knights of Old Group**  
www.knightsofoldgroup.com  
Sector: Transportation Services  
Region: East Midlands  
Revenue: £50M to £75M

**Kobalt Music**  
www.kobaltmusic.co.uk  
Sector: Media  
Region: London  
Revenue: £150M to £200M

**Kooltrade**  
www.kooltrade.co.uk  
Sector: Retail  
Region: North West England  
Revenue: £10M to £20M

**Kromek pg 69**  
www.kromek.com  
Sector: Metal Manufacturing & Engineering  
Region: North East England  
Revenue: £6M to £10M

**KW Bell Group**  
www.kwbell.co.uk  
Sector: Engineering & Construction  
Region: South West England  
Revenue: £30M to £40M

# L

**L Lynch (Plant Hire & Haulage) Ltd**  
www.llynch.com  
Sector: Rental & Leasing  
Region: London  
Revenue: £50M to £75M

**LJ Fairburn and Son Ltd**  
www.ljfairburnpoultry.co.uk  
Sector: Farming & Fishery  
Region: East Midlands  
Revenue: £50M to £75M

**La Fosse Associates**  
www.lafosse.com  
Sector: Employment Services  
Region: London  
Revenue: £30M to £40M

**Laila's Fine Foods**  
www.lailasfinefoods.co.uk  
Sector: Food & Beverage  
Region: North West England  
Revenue: £20M to £30M

**Lanchester Wines**  
www.lanchesterwinecellars.com  
Sector: Wholesale  
Region: North East England  
Revenue: £30M to £40M

**Landhold Developments**  
www.landhold.com  
Sector: Real Estate  
Region: London  
Revenue: £20M to £30M

**Lanes Group**  
www.lanesgroup.com  
Sector: Building & Landscape services  
Region: Yorkshire and the Humber  
Revenue: £100M to £150M

**Laptop Outlet**  
www.laptopoutlet.co.uk  
Sector: Retail  
Region: London  
Revenue: £10M to £20M

**Lark**  
www.larkinsurance.co.uk  
Sector: Insurance  
Region: London  
Revenue: £20M to £30M

**Laser Quantum**  
www.laserquantum.com  
Sector: Manufacturing  
Region: North West England  
Revenue: £10M to £20M

**Lawrence David Ltd**  
www.lawrencedavid.co.uk  
Sector: Automotive  
Region: East of England  
Revenue: £50M to £75M

**Learning Technologies Group Plc**  
www.ltgplc.com  
Sector: Information Technology  
Region: London  
Revenue: £10M to £20M

**Lee Baron Group Ltd**  
www.leebaron.com  
Sector: Real Estate  
Region: London  
Revenue: £10M to £20M

**Leisure Pass Group**  
www.leisurepassgroup.com  
Sector: Leisure  
Region: London  
Revenue: £50M to £75M

**Lewis**  
www.teamlewis.com  
Sector: Advertising & Marketing  
Region: London  
Revenue: £40M to £50M

**Liason**  
www.liasonfs.com  
Sector: Professional Services  
Region: West Midlands  
Revenue: £10M to £20M

**Lime Wood Group pg104**  
www.limewoodgroup.co.uk  
Sector: Leisure  
Region: South East England  
Revenue: £10M to £20M

**Linaro Ltd**  
www.linaro.org  
Sector: Information Technology  
Region: East of England  
Revenue: £40M to £50M

**Lindsell Train**  
www.lindselltrain.com  
Sector: Financial Services  
Region: London  
Revenue: £30M to £40M

**Linear**  
www.linearinvestment.com  
Sector: Financial Services  
Region: London  
Revenue: £10M to £20M

**Lingfield Park Resort**  
www.lingfieldpark.co.uk  
Sector: Leisure  
Region: South East England  
Revenue: £20M to £30M

**Lioncourt Homes**  
www.lioncourthomes.co.uk  
Sector: Real Estate  
Region: West Midlands  
Revenue: £40M to £50M

**Liontrust**  
www.liontrust.co.uk  
Sector: Financial Services  
Region: London  
Revenue: £30M to £40M

**Liquid Personnel**  
www.liquidpersonnel.com  
Sector: Employment Services  
Region: North West England  
Revenue: £75M to £100M

**Little Tiger**  
www.littletigerpress.com  
Sector: Publishing  
Region: London  
Revenue: £10M to £20M

**Livedrive**  
www.livedrive.com  
Sector: Information Technology  
Region: London  
Revenue: £10M to £20M

**Living Care**  
www.livingcare.co.uk  
Sector: Healthcare  
Region: Yorkshire and the Humber  
Revenue: £6M to £10M

**Llanmoor Homes**  
www.llanmoor-homes.com  
Sector: Real Estate  
Region: Wales  
Revenue: £20M to £30M

**Loaf pg 49**  
www.loaf.com  
Sector: Retail  
Region: London  
Revenue: £20M to £30M

**Lodge Park Holdings Ltd**  
www.lodgepark.uk.com  
Sector: Engineering & Construction  
Region: East Midlands  
Revenue: £10M to £20M

**Lognet**  
www.lognet-systems.com  
Sector: Professional Services  
Region: South East England  
Revenue: £10M to £20M

**London & Country**  
www.landc.co.uk  
Sector: Financial Services  
Region: South West England  
Revenue: £30M to £40M

**Lone Star Funds**  
www.lonestarfunds.com  
Sector: Financial Services  
Region: London  
Revenue: £20M to £30M

**Lothian Electric Machines Ltd**  
www.lemac.com  
Sector: Manufacturing  
Region: Scotland  
Revenue: £10M to £20M

**Lowri Beck**  
www.lowribeck.co.uk  
Sector: Professional Services  
Region: North West England  
Revenue: £40M to £50M

**LP4C**  
www.londonproperties4cash.com  
Sector: Financial Services  
Region: London  
Revenue: £50M to £75M

**LSE Retail Group**  
www.lseretailgroup.co.uk  
Sector: Retail  
Region: North West England  
Revenue: £10M to £20M

**Luceco**  
www.luceco.com  
Sector: Manufacturing  
Region: West Midlands  
Revenue: £100M to £150M

**Lumi**  
www.lumiglobal.com  
Sector: Information Technology  
Region: South East England  
Revenue: £10M to £20M

**Lundy Projects**  
www.lundy-projects.co.uk  
Sector: Engineering & Construction  
Region: North West England  
Revenue: £20M to £30M

# M

**Mind Gym**  
www.uk.themindgym.com  
Sector: Professional Services  
Region: London  
Revenue: £10M to £20M

**M Seven Real Estate**  
www.m7re.co.uk  
Sector: Real Estate  
Region: London  
Revenue: £10M to £20M

**Maats Tech Ltd**  
www.maats.co.uk  
Sector: Engineering & Construction  
Region: South East England  
Revenue: £30M to £40M

**Mac Roofing And Contracting Ltd**  
www.macroofing.com  
Sector: Engineering & Construction  
Region: North West England  
Revenue: £20M to £30M

**Mac-Interiors**  
www.mac-interiors.com  
Sector: Engineering & Construction  
Region: London  
Revenue: £30M to £40M

**Mac's Truck Sales Ltd**  
www.macstrucks.co.uk  
Sector: Transportation  
Region: Yorkshire and the Humber  
Revenue: £20M to £30M

**Madigangill**  
www.madigangill.co.uk  
Sector: Engineering & Construction  
Region: London  
Revenue: £40M to £50M

**Madison Drinks Compnay**  
www.madisondrinks.co.uk  
Sector: Food & Beverage  
Region: London  
Revenue: £10M to £20M

**Magal Engineering**  
www.magal.co.uk  
Sector: Metal Manufacturing & Engineering  
Region: South East England  
Revenue: £50M to £75M

**Magma**  
www.magmaceramics.com  
Sector: Manufacturing  
Region: Yorkshire and the Humber  
Revenue: £10M to £20M

**Maidenway**  
www.maidenway.com  
Sector: Real Estate  
Region: London  
Revenue: £6M to £10M

**MainPay**  
www.mainpay.co.uk  
Sector: Financial Services  
Region: Yorkshire and the Humber  
Revenue: £20M to £30M

**Maintel**  
www.maintel.co.uk  
Sector: Information Technology  
Region: London  
Revenue: £50M to £75M

**Majedie Asset Management**  
www.majedie.com  
Sector: Financial Services  
Region: London  
Revenue: £100M to £150M

**Management Resource Solutions**  
www.mrsplc.net  
Sector: Mining  
Region: South East England  
Revenue: £10M to £20M

**Manorview**  
www.manorviewhotels.co.uk  
Sector: Leisure  
Region: Scotland  
Revenue: £6M to £10M

**Mansion House Consulting**  
www.mansion-house.co.uk  
Sector: Financial Services  
Region: London  
Revenue: £20M to £30M

**Mark Allen Group**  
www.markallengroup.com  
Sector: Professional Services  
Region: London  
Revenue: £20M to £30M



**Mark Thompson Transport**  
www.markthompsontransport.co.uk  
Sector: Transportation  
Region: North West England  
Revenue: £10M to £20M

**Marlborough**  
www.marlboroughfunds.com  
Sector: Financial Services  
Region: North West England  
Revenue: £50M to £75M

**Marlico**  
www.marlico.co.uk  
Sector: Food & Beverage  
Region: South West England  
Revenue: £20M to £30M

**Mary Katrantzou**  
www.marykatrantzou.com  
Sector: Retail  
Region: London  
Revenue: £10M to £20M

**Maylim**  
www.maylim.co.uk  
Sector: Engineering & Construction  
Region: London  
Revenue: £20M to £30M

**McCarthys**  
www.mccarthygroup.co.uk  
Sector: Engineering & Construction  
Region: West Midlands  
Revenue: £6M to £10M

**MCCGLC**  
www.mccglc.com  
Sector: Advertising & Marketing  
Region: London  
Revenue: £6M to £10M

**Media 10 Ltd**  
www.media-ten.com  
Sector: Advertising & Marketing  
Region: East of England  
Revenue: £30M to £40M

**Media Circus Group Ltd**  
www.mediacircusgroup.com  
Sector: Advertising & Marketing  
Region: London  
Revenue: £20M to £30M

**Medigold Health**  
www.medigold-health.com  
Sector: Healthcare  
Region: East Midlands  
Revenue: £10M to £20M

**Mellors Group Events**  
www.mellorsgroup.com  
Sector: Leisure  
Region: East Midlands  
Revenue: £10M to £20M

**Merchant Place Developments**  
www.merchantdevelopments.com  
Sector: Engineering & Construction  
Region: London  
Revenue: £40M to £50M

**Metapack**  
www.metapack.com  
Sector: Financial Services  
Region: London  
Revenue: £20M to £30M

**Metro Bank**  
www.metrobankonline.co.uk  
Sector: Financial Services  
Region: London  
Revenue: £150M to £200M

**Mezzanine International Group**  
www.mezzanine.co.uk  
Sector: Engineering & Construction  
Region: South East England  
Revenue: £10M to £20M

**Mick George**  
www.mickgeorge.com  
Sector: Waste Management  
Region: East of England  
Revenue: £75M to £100M

**Midas Underwriting**  
www.midasuw.com  
Sector: Financial Services  
Region: East of England  
Revenue: £20M to £30M

**Millane Contract Services Ltd**  
www.millane.ltd.uk  
Sector: Engineering & Construction  
Region: East of England  
Revenue: £10M to £20M

**Millennium Ladieswear Manufacturers**  
Sector: Manufacturing  
Region: East of England  
Revenue: £20M to £30M

**Mimecast**  
www.mimecast.com  
Sector: Information Technology  
Region: London  
Revenue: £75M to £100M

**Missguided**  
www.missguided.co.uk  
Sector: Retail  
Region: North West England  
Revenue: £75M to £100M

**Miura Systems**  
www.miurasystems.com  
Sector: Information Technology  
Region: South East England  
Revenue: £20M to £30M

**MJ Church**  
www.mjchurch.com  
Sector: Waste Management  
Region: South West England  
Revenue: £40M to £50M

**MJL Group**  
www.mj-ltd.com  
Sector: Engineering & Construction  
Region: South West England  
Revenue: £30M to £40M

**Mleszko**  
www.mleczkodelikatesy.com  
Sector: Food & Beverage  
Region: London  
Revenue: £20M to £30M

**MMC Management**  
www.mmc-management.co.uk  
Sector: Employment Services  
Region: North West England  
Revenue: £6M to £10M

**Modebest**  
www.modebest.co.uk  
Sector: Engineering & Construction  
Region: London  
Revenue: £75M to £100M

**Modern Tyres**  
www.moderntyres.com  
Sector: Retail  
Region: Northern Ireland  
Revenue: £10M to £20M

**Molson**  
www.molsongroup.co.uk  
Sector: Engineering & Construction  
Region: South West England  
Revenue: £75M to £100M

**Mondrian Investment Partners Ltd**  
www.mondrian.com  
Sector: Financial Services  
Region: London  
Revenue: £10M to £20M

**Money**  
www.money.co.uk  
Sector: Financial Services  
Region: South West England  
Revenue: £20M to £30M

**Monica Vinader Ltd pg 48**  
www.monicavinader.com  
Sector: Retail  
Region: East of England  
Revenue: £10M to £20M

**Monopro**  
Sector: Real Estate  
Region: London  
Revenue: £6M to £10M

**Montpeliers**  
www.montpeliers.co.uk  
Sector: Leisure  
Region: Scotland  
Revenue: £10M to £20M

**Moran Logistics**  
www.moranlogistics.co.uk  
Sector: Transportation Services  
Region: East Midlands  
Revenue: £40M to £50M

**Morses Club**  
www.morsesclub.com  
Sector: Financial Services  
Region: Yorkshire and the Humber  
Revenue: £75M to £100M

**Mortgage Advice Bureau**  
www.mortgageadvicebureau.com  
Sector: Financial Services  
Region: East Midlands  
Revenue: £75M to £100M

**Motion Picture Solutions pg 92**  
www.motionpicturesolutions.com  
Sector: Arts  
Region: London  
Revenue: £10M to £20M

**Motor Parts Direct**  
www.mpdonline.co.uk  
Sector: Retail  
Region: East of England  
Revenue: £50M to £75M

**MPB**  
www.mpb.co.uk  
Sector: Engineering & Construction  
Region: East Midlands  
Revenue: £50M to £75M

**MPM**  
www.mpmproducts.co.uk  
Sector: Veterinary  
Region: North West England  
Revenue: £20M to £30M

**MSI Group**  
www.msigroupltd.com  
Sector: Employment Services  
Region: London  
Revenue: £50M to £75M

**Multistar Container Transport Ltd**  
www.multistar.com  
Sector: Transportation  
Region: North West England  
Revenue: £6M to £10M

**Mundy Cruising**  
www.mundycruising.co.uk  
Sector: Travel  
Region: London  
Revenue: £10M to £20M

# A world leading IPO market

## £5.5bn

2016 saw a total of £5.5bn raised through IPOs on the Main Market and AIM

## 65

There were 65 IPOs in 2016

## 39%

The 38 companies that floated on AIM ended the year up more than 39% on average

## 78%

78% of 2016 IPOs have ended the year above their IPO price

## 5

Equity deals in London raised over £1bn in 2016

## 38

38 IPOs on AIM compared to 31 in 2015



**London**  
Stock Exchange Group

**MWR Infosecurity Ltd**  
www.mwrinfosecurity.com  
Sector: Security  
Region: South East England  
Revenue: £10M to £20M

**Natures:Menu**  
www.naturesmenu.co.uk  
Sector: Food & Beverage  
Region: East of England  
Revenue: £20M to £30M

# N

**NDC Polipak**  
www.ndcpolipak.com  
Sector: Plastic Manufacturing & Engineering  
Region: West Midlands  
Revenue: £10M to £20M

**Nectere**  
www.nectere.org  
Sector: Professional Services  
Region: West Midlands  
Revenue: £20M to £30M

**NAL Developments Ltd**  
www.nal.ltd.uk  
Sector: Manufacturing  
Region: West Midlands  
Revenue: £10M to £20M

**Neptune**  
www.neptune.com  
Sector: Retail  
Region: South West England  
Revenue: £30M to £40M

**Nasco**  
www.nasco-uk.com  
Sector: Wholesale  
Region: London  
Revenue: £20M to £30M

**Netdimensions**  
www.netdimensions.com  
Sector: Information Technology  
Region: London  
Revenue: £6M to £10M

**Nasstar**  
www.nasstar.com  
Sector: Information Technology  
Region: West Midlands  
Revenue: £10M to £20M

**Network Telecom**  
www.networktelecom.co.uk  
Sector: Telecommunications  
Region: West Midlands  
Revenue: £10M to £20M

**Nationwide Concreting**  
www.nationwideconcreting.co.uk  
Sector: Engineering & Construction  
Region: South East England  
Revenue: £6M to £10M

**Neville**  
www.nevilleuk.com  
Sector: Food & Beverage  
Region: London  
Revenue: £10M to £20M

**Native Land**  
www.native-land.com  
Sector: Real Estate  
Region: London  
Revenue: £6M to £10M

**New World Builders**  
www.newworldbuilders.co.uk  
Sector: Engineering & Construction  
Region: East of England  
Revenue: £10M to £20M

**Natural Kitchen**  
www.thenaturalkitchen.com  
Sector: Food & Beverage  
Region: London  
Revenue: £6M to £10M

**Newspace Containers Ltd**  
www.newspace.co.uk  
Sector: Manufacturing  
Region: South West England  
Revenue: £10M to £20M

**Natural Selection Foods**  
www.evolutionfoods.co.uk  
Sector: Food & Beverage  
Region: West Midlands  
Revenue: £20M to £30M

**Newton Trailers**  
www.newtontrailers.com  
Sector: Rental & Leasing  
Region: East of England  
Revenue: £20M to £30M

**Natural World Products Ltd**  
www.nwp-recycle.com  
Sector: Waste Management  
Region: Northern Ireland  
Revenue: £20M to £30M

**Newvoicemedia Ltd**  
www.newvoicemedia.com  
Sector: Information Technology  
Region: South East England  
Revenue: £10M to £20M



**Nexus**  
www.nexusunderwriting.com  
Sector: Insurance  
Region: London  
Revenue: £10M to £20M

**Nicholsons**  
www.nicholsons.co.uk  
Sector: Metal Manufacturing & Engineering  
Region: North East England  
Revenue: £6M to £10M

**Nickrick Farms**  
Sector: Farming & Fishery  
Region: West Midlands  
Revenue: £6M to £10M

**Nicolas James Group**  
www.njg.co.uk  
Sector: Engineering & Construction  
Region: South West England  
Revenue: £10M to £20M

**Niftylift**  
www.niftylift.org  
Sector: Manufacturing  
Region: South East England  
Revenue: £75M to £100M

**Nitritex Ltd**  
www.nitritex.com  
Sector: Manufacturing  
Region: East of England  
Revenue: £10M to £20M

**NJC**  
www.notjustcleaning.co.uk  
Sector: Professional Services  
Region: South East England  
Revenue: £10M to £20M

**NMC Surfacing**  
www.nmcsurfacing.co.uk  
Sector: Engineering & Construction  
Region: Yorkshire and the Humber  
Revenue: £10M to £20M

**NMS International Group**  
www.nmsigrp.com  
Sector: Information Technology  
Region: East Midlands  
Revenue: £10M to £20M

**North Atlantic Drilling**  
www.nadlcorp.com  
Sector: Oil & Gas Support Services  
Region: Scotland  
Revenue: £50M to £75M

**North West Tools**  
www.entys.co.uk  
Sector: Wholesale  
Region: North West England  
Revenue: £10M to £20M

**Northern Offshore (UK) Ltd**  
www.northernoffshorelimited.com  
Sector: Oil & Gas Support Services  
Region: London  
Revenue: £50M to £75M

**Nostrum Group**  
www.nostrumgroup.com  
Sector: Information Technology  
Region: Yorkshire and the Humber  
Revenue: £6M to £10M

**Notcutts**  
www.notcutts.co.uk  
Sector: Retail  
Region: East of England  
Revenue: £6M to £10M

**NRL GROUP**  
www.nrl.co.uk  
Sector: Employment Services  
Region: North West England  
Revenue: £150M to £200M

**NSC Global**  
www.nscglobal.com  
Sector: Information Technology  
Region: London  
Revenue: £100M to £150M

**Nucleus Financial**  
www.nucleusfinancial.com  
Sector: Financial Services  
Region: Scotland  
Revenue: £20M to £30M

**Numeric Futures Holdings Ltd**  
www.numericfutures.co.uk  
Sector: Telecommunications  
Region: West Midlands  
Revenue: £10M to £20M

**Nursing 2000 Ltd**  
www.nursing2000.co.uk  
Sector: Employment Services  
Region: London  
Revenue: £10M to £20M

# O

**O'Halloran & O'Brien**  
www.ohob.com  
Sector: Engineering & Construction  
Region: London  
Revenue: £200M to £250M

**Oakford Homes**  
www.oakfordhomes.co.uk  
Sector: Real Estate  
Region: South East England  
Revenue: £10M to £20M

**Oaklands Construction**  
www.oaklandsconstruction.com  
Sector: Engineering & Construction  
Region: Yorkshire and the Humber  
Revenue: £6M to £10M

**Oakleaf**  
www.oakleafpartnership.com  
Sector: Professional Services  
Region: London  
Revenue: £6M to £10M

**Oakley Capital**  
www.oakleycapital.co.uk  
Sector: Financial Services  
Region: London  
Revenue: £20M to £30M

**OBG**  
www.obg.co.uk  
Sector: Pharmaceuticals & Biotechnology  
Region: North West England  
Revenue: £20M to £30M

**Objectivity**  
www.objectivity.co.uk  
Sector: Professional Services  
Region: West Midlands  
Revenue: £10M to £20M

**OC Sport**  
www.ocsport.com  
Sector: Advertising & Marketing  
Region: London  
Revenue: £10M to £20M



**OCSL**  
www.ocsl.co.uk  
Sector: Information Technology  
Region: South East England  
Revenue: £75M to £100M

**Octopus Investments**  
www.octopusinvestments.com  
Sector: Financial Services  
Region: London  
Revenue: £100M to £150M

**OD Group**  
www.od-group.com  
Sector: Engineering & Construction  
Region: London  
Revenue: £30M to £40M

**Oil NRG**  
www.oilnrg.co.uk  
Sector: Oil & Gas  
Region: North East England  
Revenue: £50M to £75M

**Olive**  
www.olive.co.uk  
Sector: Telecommunications  
Region: South East England  
Revenue: £20M to £30M

**Oliver Bonas pg 47**  
www.oliverbonas.com  
Sector: Retail  
Region: London  
Revenue: £30M to £40M

**Omar Group Ltd**  
www.omar.co.uk  
Sector: Manufacturing  
Region: East of England  
Revenue: £20M to £30M

**Onboard Corrugated Ltd**  
www.onboardcorrugated.com  
Sector: Manufacturing  
Region: West Midlands  
Revenue: £10M to £20M

**Once Upon A Time**  
www.onceuponlondon.com  
Sector: Advertising & Marketing  
Region: London  
Revenue: £10M to £20M

**One Group Construction**  
www.onegroupconstruction.com  
Sector: Engineering & Construction  
Region: East of England  
Revenue: £100M to £150M

**Onecom**  
www.onecom.co.uk  
Sector: Telecommunications  
Region: South East England  
Revenue: £50M to £75M

**Onepost**  
www.onepost.co.uk  
Sector: Postal Services  
Region: South West England  
Revenue: £50M to £75M

**OpenX**  
www.openx.com  
Sector: Information Technology  
Region: London  
Revenue: £50M to £75M

**Optal**  
www.optal.com  
Sector: Information Technology  
Region: London  
Revenue: £50M to £75M

**Opus 2 International**  
www.opus2.com  
Sector: Legal & Accounting  
Region: London  
Revenue: £10M to £20M

**Orbital Education**  
www.orbitaleducation.com  
Sector: Education  
Region: North West England  
Revenue: £10M to £20M

**Orbital Equipment**  
www.orbitalequipment.co.uk  
Sector: Engineering & Construction  
Region: East of England  
Revenue: £10M to £20M

**Orbital Payroll Group**  
www.orbitalservices.co.uk  
Sector: Professional Services  
Region: Yorkshire and the Humber  
Revenue: £10M to £20M

**Orchard Valley Foods**  
www.orchard-valley.co.uk  
Sector: Food & Beverage  
Region: West Midlands  
Revenue: £20M to £30M

**Origin**  
www.originbifolds.com  
Sector: Architecture & Engineering  
Region: East of England  
Revenue: £10M to £20M

**Orlebar Brown Ltd**  
www.orlebarbrown.co.uk  
Sector: Retail  
Region: London  
Revenue: £10M to £20M



**Osprey**  
www.ospreyeurope.com  
Sector: Residential Care  
Region: South West England  
Revenue: £20M to £30M

**Outreach**  
www.outreachltd.co.uk  
Sector: Engineering & Construction  
Region: Scotland  
Revenue: £10M to £20M

**OX Group**  
www.oxtools.co.uk  
Sector: Manufacturing  
Region: London  
Revenue: £10M to £20M

**Oxford Capital Partners Holdings Ltd**  
www.oxcp.com  
Sector: Financial Services  
Region: South East England  
Revenue: £6M to £10M

**Oxford PharmaGenesis**  
www.pharmagenesis.com  
Sector: Pharmaceuticals & Biotechnology  
Region: South East England  
Revenue: £10M to £20M

**Oxford Policy Management**  
www.opml.co.uk  
Sector: Professional Services  
Region: South East England  
Revenue: £40M to £50M

# P

**P. Flannery Plant Hire (Oval) Ltd**  
www.flanneryplanthire.com  
Sector: Transportation  
Region: London  
Revenue: £40M to £50M

**PAW Structures**  
www.pawstructures.com  
Sector: Metal Manufacturing & Engineering  
Region: Yorkshire and the Humber  
Revenue: £10M to £20M

**PJ Brown (Construction) Ltd**  
www.pjbrown.co.uk  
Sector: Engineering & Construction  
Region: South East England  
Revenue: £30M to £40M

**Pacific Produce**  
www.pacificproduce.co.uk  
Sector: Food & Beverage  
Region: South East England  
Revenue: £30M to £40M

**Paine Manwaring**  
www.painemanwaring.com  
Sector: Professional Services  
Region: South East England  
Revenue: £10M to £20M

**Pakeeza**  
www.pakeeza.co.uk  
Sector: Food & Beverage  
Region: North West England  
Revenue: £20M to £30M

**Palace Capital**  
www.palacecapitalplc.com  
Sector: Real Estate  
Region: London  
Revenue: £10M to £20M

**Paladone**  
www.paladone.com  
Sector: Retail  
Region: South East England  
Revenue: £10M to £20M

**Palletforce**  
www.palletforce.com  
Sector: Transportation Services  
Region: West Midlands  
Revenue: £100M to £150M

**Palringo**  
www.palringo.com  
Sector: Information Technology  
Region: North East England  
Revenue: £6M to £10M

**Paneltx**  
www.paneltex.co.uk  
Sector: Transportation  
Region: Yorkshire and the Humber  
Revenue: £40M to £50M

**Panther group**  
www.panthergroup.co.uk  
Sector: Transportation Services  
Region: East Midlands  
Revenue: £20M to £30M

**Paperhat group**  
www.paperhatgroup.com  
Sector: Media  
Region: London  
Revenue: £10M to £20M

**Paragon Interiors Group Plc**  
www.paragonplc.com  
Sector: Engineering & Construction  
Region: East Midlands  
Revenue: £40M to £50M

**Parcel2Go**  
www.p2g.com  
Sector: Transportation Services  
Region: North West England  
Revenue: £40M to £50M

**Pario Group**  
www.pariogroup.co.uk  
Sector: Employment Services  
Region: London  
Revenue: £10M to £20M

**Parkeray**  
www.parkeray.co.uk  
Sector: Engineering & Construction  
Region: London  
Revenue: £50M to £75M

**Parvus Asset Management**  
Sector: Financial Services  
Region: London  
Revenue: £50M to £75M

**Paymentsense Ltd**  
www.paymentsense.co.uk  
Sector: Information Technology  
Region: London  
Revenue: £20M to £30M

**Perform**  
www.performgroup.co.uk  
Sector: Media  
Region: London  
Revenue: £200M to £250M

**Personal Group Holdings Plc pg 91**  
www.personal-group.co.uk  
Sector: Employment Services  
Region: South East England  
Revenue: £50M to £75M

**Petrotechnics**  
www.petrotechnics.com  
Sector: Information Technology  
Region: Scotland  
Revenue: £10M to £20M

**PGL**  
www.pgl.co.uk  
Sector: Leisure  
Region: Wales  
Revenue: £10M to £20M

**PGR Builders & Timber Merchants**  
www.pgrtimber.co.uk  
Sector: Building materials  
Region: East of England  
Revenue: £20M to £30M

**PH Property Holdings**  
www.phph.co.uk  
Sector: Engineering & Construction  
Region: North West England  
Revenue: £10M to £20M

**PHMG**  
www.phmg.com  
Sector: Advertising & Marketing  
Region: North West England  
Revenue: £20M to £30M

**Pho**  
www.phocafe.co.uk  
Sector: Food & Beverage  
Region: London  
Revenue: £10M to £20M

**Phoenix Learning & Care**  
www.phoenixlearningcare.co.uk  
Sector: Education  
Region: South West England  
Revenue: £6M to £10M

**Picksons**  
www.picksons.co.uk  
Sector: Retail  
Region: South West England  
Revenue: £10M to £20M

**Piers Meadows Recruitment**  
www.piersmeadows.co.uk  
Sector: Employment Services  
Region: London  
Revenue: £10M to £20M

**Pipers Crisps pg 39**  
www.pipercrisps.com  
Sector: Food & Beverage  
Region: Yorkshire and the Humber  
Revenue: £6M to £10M

**Pixel Inspiration**  
www.pixelinspiration.co.uk  
Sector: Media  
Region: London  
Revenue: £6M to £10M

**PJ Care**  
www.pjcare.co.uk  
Sector: Healthcare  
Region: South East England  
Revenue: £10M to £20M

**Plan B Healthcare**  
www.planbhealth.co.uk  
Sector: Employment Services  
Region: London  
Revenue: £20M to £30M

**Plan B Professional Services**  
www.myplanb.it  
Sector: Financial Services  
Region: Scotland  
Revenue: £10M to £20M

**PMweb**  
www.pwebprint.com  
Sector: Printing  
Region: North West England  
Revenue: £10M to £20M

**POD Point pg 108**  
www.pod-point.com  
Sector: Automotive  
Region: London  
Revenue: £6M to £10M

**Polaris Britain**  
www.polarisbritain.com  
Sector: Motor Vehicle Retail  
Region: West Midlands  
Revenue: £10M to £20M

**Pollock Lifts**  
www.pollocklifts.co.uk  
Sector: Manufacturing  
Region: Northern Ireland  
Revenue: £10M to £20M

**Porchester Equity**  
www.porchesterequity.com  
Sector: Financial Services  
Region: South East England  
Revenue: £100M to £150M

**Port Haven Care Homes**  
www.porthaven.co.uk  
Sector: Residential Care  
Region: North West England  
Revenue: £20M to £30M

**Porta Romana**  
www.portaromana.com  
Sector: Retail  
Region: South East England  
Revenue: £10M to £20M

**Portland Fuel**  
www.portland-fuel.co.uk  
Sector: Oil & Gas  
Region: Yorkshire and the Humber  
Revenue: £20M to £30M

**Powakaddy**  
www.powakaddy.co.uk  
Sector: Retail  
Region: South East England  
Revenue: £6M to £10M

**Premier Logistics**  
www.premier-logistics.co.uk  
Sector: Transportation Services  
Region: East Midlands  
Revenue: £10M to £20M

**Premier Technical Services Group Plc**  
www.ptsg.co.uk  
Sector: Building & Landscape Services  
Region: Yorkshire and the Humber  
Revenue: £20M to £30M

**Premiership Rugby**  
www.premiershiprugby.com  
Sector: Leisure  
Region: London  
Revenue: £50M to £75M

**Preqin Holding Ltd**  
www.preqin.com  
Sector: Financial Services  
Region: London  
Revenue: £10M to £20M

**Prestige Recruitment**  
www.prestige-recruitment.com  
Sector: Employment Services  
Region: Yorkshire and the Humber  
Revenue: £30M to £40M

**Prime Education**  
www.primeeducation.com  
Sector: Education  
Region: South East England  
Revenue: £30M to £40M

**Primrose**  
www.primrose.co.uk  
Sector: Retail  
Region: South East England  
Revenue: £40M to £50M

**Princes Gate**  
www.princesgate.com  
Sector: Food & Beverage  
Region: Wales  
Revenue: £10M to £20M

**Principle Healthcare**  
www.principlehealthcare.com  
Sector: Manufacturing  
Region: Yorkshire and the Humber  
Revenue: £20M to £30M

**Proactis**  
www.proactis.co.uk  
Sector: Professional Services  
Region: Yorkshire and the Humber  
Revenue: £10M to £20M



**Procam Television Ltd**  
www.procam.tv  
Sector: Media  
Region: London  
Revenue: £10M to £20M

**Project One**  
www.projectone.com  
Sector: Professional Services  
Region: North West England  
Revenue: £20M to £30M

**Property Recycling**  
www.propertyrecycling.co.uk  
Sector: Building & Landscape Services  
Region: East of England  
Revenue: £6M to £10M

**Proseal**  
www.proseal.com  
Sector: Manufacturing  
Region: North West England  
Revenue: £30M to £40M

**Prosight**  
www.prosightspecialty.com  
Sector: Insurance  
Region: London  
Revenue: £6M to £10M

**Proximo**  
www.proximo.co.uk  
Sector: Insurance  
Region: North West England  
Revenue: £20M to £30M

**Public Sewer Services**  
www.publicsewerservices.co.uk  
Sector: Waste Management  
Region: East of England  
Revenue: £6M to £10M

# Q

**Q A Weldtech pg 70**  
www.qaweldtech.co.uk  
Sector: Engineering & Construction  
Region: North East England  
Revenue: £10M to £20M

**Qdos**  
www.qdosconsulting.com  
Sector: Insurance  
Region: East Midlands  
Revenue: £6M to £10M

**Qmac Construction Ltd**  
www.qmacconstruction.com  
Sector: Engineering & Construction  
Region: Northern Ireland  
Revenue: £10M to £20M

**Qmetric Group**  
www.qmetric.co.uk  
Sector: Insurance  
Region: London  
Revenue: £20M to £30M

**QTS Group**  
www.qtsgroup.com  
Sector: Engineering & Construction  
Region: Scotland  
Revenue: £50M to £75M

**Qualitysave**  
www.qualitysave.co.uk  
Sector: Retail  
Region: North West England  
Revenue: £50M to £75M

**Quartix**  
www.quartix.net  
Sector: Information Technology  
Region: Wales  
Revenue: £10M to £20M

**Quixant Plc**  
www.quixant.com  
Sector: Information Technology  
Region: East of England  
Revenue: £20M to £30M

**Raeburn Brick**  
www.raeburnbrick.co.uk  
Sector: Manufacturing  
Region: Scotland  
Revenue: £10M to £20M

**Rambus Ecebs**  
www.ecebs.com  
Sector: Information Technology  
Region: Scotland  
Revenue: £20M to £30M

**Rapha**  
www.rapha.cc  
Sector: Retail  
Region: London  
Revenue: £30M to £40M

**RCL**  
www.rclservices.com  
Sector: Building & Landscape Services  
Region: East of England  
Revenue: £10M to £20M

**Reach Active**  
www.reachactive.com  
Sector: Engineering & Construction  
Region: East of England  
Revenue: £20M to £30M

**Recroot**  
www.recroot.net  
Sector: Employment Services  
Region: East of England  
Revenue: £10M to £20M

**Red Box Recorders**  
www.redboxrecorders.com  
Sector: Telecommunications  
Region: East Midlands  
Revenue: £10M to £20M

**Red Recruitment**  
www.red-recruitment.com  
Sector: Employment Services  
Region: Wales  
Revenue: £10M to £20M

**Red Snapper Recruitment Ltd**  
www.redsnappergroup.co.uk  
Sector: Employment Services  
Region: London  
Revenue: £20M to £30M

**RedstoneConnect pg 93**  
www.redstoneconnectplc.com  
Sector: Information Technology  
Region: London  
Revenue: £40M to £50M

**Redwood**  
www.redwoodpartners.com  
Sector: Employment Services  
Region: London  
Revenue: £10M to £20M

**Reel Cinemas (Europe) Ltd**  
www.reelcinemas.co.uk  
Sector: Leisure  
Region: East Midlands  
Revenue: £10M to £20M

**Reflex**  
www.reflexvans.com  
Sector: Transportation Services  
Region: London  
Revenue: £10M to £20M

**Regal Crown Logistics**  
www.regalcrown.co.uk  
Sector: Transportation Services  
Region: North West England  
Revenue: £20M to £30M

**Reliable Contractors Ltd**  
www.reliablecontractors.co.uk  
Sector: Employment Services  
Region: South East England  
Revenue: £20M to £30M

**Renaker Build Ltd**  
www.renakerbuild.com  
Sector: Engineering & Construction  
Region: North West England  
Revenue: £50M to £75M

**Renal Services pg 56**  
www.renalservices.com  
Sector: Healthcare  
Region: London  
Revenue: £6M to £10M

**Renshaw Bay**  
www.renshawbay.com  
Sector: Financial Services  
Region: London  
Revenue: £6M to £10M

**Repl Group Worldwide Ltd**  
www.replconsulting.co.uk  
Sector: Professional Services  
Region: West Midlands  
Revenue: £6M to £10M

**Reston Waste Management**  
www.restonwaste.co.uk  
Sector: Waste Management  
Region: London  
Revenue: £10M to £20M

**Restore Document Management**  
www.restore.co.uk  
Sector: Professional Services  
Region: South East England  
Revenue: £75M to £100M

**Retro Apparels**  
Sector: Wholesale  
Region: London  
Revenue: £10M to £20M

**Revcap**  
www.revcap.co.uk  
Sector: Financial Services  
Region: London  
Revenue: £6M to £10M

**RFS**  
www.rfsgroup.net  
Sector: Financial Services  
Region: South West England  
Revenue: £10M to £20M

**Rhc Care**  
www.rhcare.co.uk  
Sector: Healthcare  
Region: North West England  
Revenue: £6M to £10M

**RI**  
www.research-instruments.com  
Sector: Pharmaceuticals & Biotechnology  
Region: South West England  
Revenue: £10M to £20M

**Richardson Hotels**  
www.richardsonhotels.co.uk  
Sector: Leisure  
Region: North West England  
Revenue: £10M to £20M

**Right Choice**  
www.rcib.co.uk  
Sector: Insurance  
Region: London  
Revenue: £10M to £20M

**Ripe Now**  
www.ripenow.co.uk  
Sector: Food & Beverage  
Region: East Midlands  
Revenue: £20M to £30M

**RJM International**  
www.rjm-international.com  
Sector: Manufacturing  
Region: South East England  
Revenue: £10M to £20M

**RO Group**  
www.rogroupp.co.uk  
Sector: Real Estate  
Region: East of England  
Revenue: £50M to £75M

**Roc Technologies**  
www.roctechnologies.com  
Sector: Information Technology  
Region: South East England  
Revenue: £10M to £20M

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**RACS Group Compliance**  
www.racsgroup.com  
Sector: Professional Services  
Region: South West England  
Revenue: £100M to £150M

**Radmat Building Products**  
www.radmat.com  
Sector: Engineering & Construction  
Region: East Midlands  
Revenue: £20M to £30M





**Rock Civil Engineering**  
www.rockcivils.com  
Sector: Engineering & Construction  
Region: East Midlands  
Revenue: £10M to £20M

**Roe Timberframe**  
www.roeltd.co.uk  
Sector: Engineering & Construction  
Region: South East England  
Revenue: £10M to £20M

**Roman Originals**  
www.romanoriginals.co.uk  
Sector : Retail  
Region : West Midlands  
Revenue : £50 to £75M

**Rotamead**  
www.rotamead.co.uk  
Sector: Building & Landscape Services  
Region: East of England  
Revenue: £10M to £20M

**Roundel**  
www.roundelkitchens.co.uk  
Sector: Manufacturing  
Region: North East England  
Revenue: £10M to £20M

**Roythornes Solicitors**  
www.roythorne.co.uk  
Sector: Legal & Accounting  
Region: East Midlands  
Revenue: £10M to £20M

**RP2**  
www.rp2-global.com  
Sector: Advertising & Marketing  
Region: East of England  
Revenue: £40M to £50M

**Rudolph and Hellmann Automotive**  
www.rh-automotive.co.uk  
Sector: Automotive  
Region: West Midlands  
Revenue: £30M to £40M

**Runnymede Homes**  
www.runnymedehomes.co.uk  
Sector: Engineering & Construction  
Region: South East England  
Revenue: £10M to £20M

**Rushton Hinchy Solicitors**  
www.rushtonhinchy.co.uk  
Sector: Legal & Accounting  
Region: North West England  
Revenue: £6M to £10M

**Russells Construction**  
www.russells-construction.co.uk  
Sector: Building Materials  
Region: North West England  
Revenue: £50M to £75M

**Ryder**  
www.ryderarchitecture.com  
Sector: Architecture & Engineering  
Region: North East England  
Revenue: £10M to £20M



**S Morris**  
www.smorris.co.uk  
Sector: Engineering & Construction  
Region: South West England  
Revenue: £20M to £30M

**S&A Group**  
www.sagroup.co.uk  
Sector: Farming & Fishery  
Region: West Midlands  
Revenue: £75M to £100M

**Sabre**  
www.sabreoceansolutions.com  
Sector: Transportation Services  
Region: Yorkshire and the Humber  
Revenue: £10M to £20M

**Saddleback**  
www.saddleback.co.uk  
Sector: Retail  
Region: South West England  
Revenue: £10M to £20M

**Sahara Presentation Systems**  
www.saharapl.com  
Sector: Wholesale  
Region: South East England  
Revenue: £30M to £40M

**Salamanca Group**  
www.salamanca-group.com  
Sector: Financial Services  
Region: London  
Revenue: £20M to £30M

**Saltash**  
www.saltashconstruction.co.uk  
Sector: Engineering & Construction  
Region: London  
Revenue: £20M to £30M

**Sambro**  
www.sambro.co.uk  
Sector: Wholesale  
Region: North West England  
Revenue: £50M to £75M

**Sanctuary Personnel**  
www.sanctuarypersonnel.com  
Sector: Employment Services  
Region: East of England  
Revenue: £100M to £150M

**SC Group**  
www.scgroup-global.com  
Sector: Transportation Services  
Region: South West England  
Revenue: £20M to £30M

**SCA Group**  
www.sca-group.com  
Sector: Building & Landscape Services  
Region: South West England  
Revenue: £6M to £10M

**Scarsdale Vets**  
www.scarsdalevets.com  
Sector: Veterinary  
Region: East Midlands  
Revenue: £6M to £10M



**Scott Parnell**  
www.scottparnell.com  
Sector: Manufacturing  
Region: East of England  
Revenue: £10M to £20M

**Scotts of Thrapston**  
www.scottsofthrapston.co.uk  
Sector: Manufacturing  
Region: East Midlands  
Revenue: £10M to £20M

**SDH Project Services**  
www.sdh-ps.com  
Sector: Engineering & Construction  
Region: Yorkshire and the Humber  
Revenue: £6M to £10M

**Seasalt**  
www.seasaltcornwall.co.uk  
Sector: Retail  
Region: South West England  
Revenue: £20M to £30M

**Sedacol**  
www.sedalcol.com  
Sector: Food & Beverage  
Region: Yorkshire and the Humber  
Revenue: £50M to £75M

**Select Health Care Ltd**  
www.selecthealthcare.co.uk  
Sector: Healthcare  
Region: West Midlands  
Revenue: £10M to £20M

**Sense**  
www.sense-network.co.uk  
Sector: Professional Services  
Region: North West England  
Revenue: £20M to £30M

**Seraphine**  
www.seraphine.com  
Sector: Retail  
Region: London  
Revenue: £10M to £20M

**Sertec pg 53**  
www.sertec.co.uk  
Sector: Metal Manufacturing & Engineering  
Region: West Midlands  
Revenue: £150M to £200M

**Service Care Solutions**  
www.servicecare.org.uk  
Sector: Employment Services  
Region: North West England  
Revenue: £30M to £40M

**SevenCapital**  
www.sevencapital.co.uk  
Sector: Real Estate  
Region: London  
Revenue: £20M to £30M

**SG Technologies**  
www.sgtec.com  
Sector: Manufacturing  
Region: London  
Revenue: £10M to £20M

**Shawbrook Bank**  
www.shawbrook.co.uk  
Sector: Financial Services  
Region: East of England  
Revenue: £200M to £250M

**Shepley Spring**  
www.shepleyspring.co.uk  
Sector: Food & Beverage  
Region: Yorkshire and the Humber  
Revenue: £10M to £20M

**Shires Equestrian**  
www.shiresequestrian.com  
Sector: Retail  
Region: West Midlands  
Revenue: £10M to £20M

**Shoryu Ramen**  
www.shoryuramen.com  
Sector: Food & Beverage  
Region: London  
Revenue: £6M to £10M

**Signal House Group**  
www.collis.uk  
Sector: Engineering & Construction  
Region: East Midlands  
Revenue: £10M to £20M

**Signature Care Homes**  
www.signature-care-homes.co.uk  
Sector: Residential Care  
Region: South East England  
Revenue: £6M to £10M

**Simco External Framing Solutions**  
www.simcoefs.com  
Sector: Engineering & Construction  
Region: West Midlands  
Revenue: £20M to £30M

**Simplexity Travel**  
www.simplexitytravel.com  
Sector: Travel  
Region: London  
Revenue: £6M to £10M

**Simplify Digital**  
www.simplifydigital.net  
Sector: Professional Services  
Region: London  
Revenue: £20M to £30M

**Skills Travel Ltd**  
www.skillsolidays.co.uk  
Sector: Travel  
Region: East Midlands  
Revenue: £10M to £20M

**Sky Lord Travel**  
www.skylordtravel.com  
Sector: Travel  
Region: London  
Revenue: £50M to £75M

**Skyscanner**  
www.skyscanner.net  
Sector: Information Technology  
Region: London  
Revenue: £100M to £150M

**Smart Solutions Recruitment**  
www.smartsr.co.uk  
Sector: Employment Services  
Region: Wales  
Revenue: £75M to £100M

**SMS Plc**  
www.sms-plc.com  
Sector: Professional Services  
Region: Scotland  
Revenue: £50M to £75M

**Solo Rail Solutions**  
www.solorail.com  
Sector: Transportation Services  
Region: West Midlands  
Revenue: £6M to £10M

**Sorbon Estate**  
www.sorbonestates.com  
Sector: Real Estate  
Region: South East England  
Revenue: £150M to £200M

**Souk Management**  
www.soukmanagement.co.uk  
Sector: Financial Services  
Region: London  
Revenue: £40M to £50M

**Source Personnel Ltd T/A Source and Lipton Fleming**  
www.wearesource.co.uk  
Sector: Employment Services  
Region: London  
Revenue: £10M to £20M

**South Coast Building Supplies**  
www.scbs.ltd  
Sector: Retail  
Region: South West England  
Revenue: £6M to £10M

**Spark Energy pg 81**  
www.sparkenergy.co.uk  
Sector: Oil & Gas  
Region: Scotland  
Revenue: £100M to £150M

**Spark44**  
www.spark44.com  
Sector: Advertising & Marketing  
Region: London  
Revenue: £40M to £50M



**Specialist People Services Group Ltd**  
www.spsgroup.uk.com  
Sector: Employment Services  
Region: Yorkshire and the Humber  
Revenue: £30M to £40M

**Spectra Packaging**  
www.spectra-packaging.co.uk  
Sector: Manufacturing  
Region: East of England  
Revenue: £6M to £10M

**Spectrum Premier Homes**  
www.spectrumpremierhomes.com  
Sector: Engineering & Construction  
Region: South West England  
Revenue: £20M to £30M

**Spencer Ogden Ltd**  
www.spencer-ogden.com  
Sector: Employment Services  
Region: London  
Revenue: £75M to £100M

**Speratus Group**  
www.thesperatusgroup.com  
Sector: Employment Services  
Region: Scotland  
Revenue: £6M to £10M

**Spigen**  
www.spigen.co.uk  
Sector: Retail  
Region: London  
Revenue: £6M to £10M

**Springhill Care Group Ltd**  
www.springhillcare.net  
Sector: Residential Care  
Region: North West England  
Revenue: £6M to £10M

**Sprue Aegis Plc**

www.sprueaegis.com  
Sector: Wholesale  
Region: London  
Revenue: £75M to £100M

**SRC Aggregates**

www.srcaggregates.co.uk  
Sector: Engineering & Construction  
Region: East of England  
Revenue: £20M to £30M

**SRS Rail System Ltd**

www.srsrailuk.co.uk  
Sector: Transportation Services  
Region: East Midlands  
Revenue: £10M to £20M

**St Pier Group**

www.stpier.co.uk  
Sector: Real Estate  
Region: South East England  
Revenue: £10M to £20M

**Stackright**

www.stackright.com  
Sector: Engineering & Construction  
Region: North West England  
Revenue: £10M to £20M

**Stanmore**

www.stanmoreltd.co.uk  
Sector: Engineering & Construction  
Region: London  
Revenue: £100M to £150M

**Stapem Offshore**

www.stapem-offshore.fr  
Sector: Oil & Gas Support Services  
Region: London  
Revenue: £10M to £20M

**Stephill Generators**

www.stephill-generators.co.uk  
Sector: Manufacturing  
Region: East Midlands  
Revenue: £10M to £20M

**Steve Hoskin Construction Ltd**

www.shc-ltd.co.uk  
Sector: Engineering & Construction  
Region: South West England  
Revenue: £40M to £50M

**Stonewood Builders**

www.stonewoodbuilders.co.uk  
Sector: Engineering & Construction  
Region: South West England  
Revenue: £10M to £20M

**Storefield Aggregates**

www.storefield.co.uk  
Sector: Building Materials  
Region: East Midlands  
Revenue: £10M to £20M

**Story Contracting Ltd**

www.storycontracting.com  
Sector: Engineering & Construction  
Region: North West England  
Revenue: £50M to £75M

**STR Group**

www.strgroup.co.uk  
Sector: Employment Services  
Region: South East England  
Revenue: £40M to £50M

**Strata**

www.strataproducts.co.uk  
Sector: Manufacturing  
Region: East Midlands  
Revenue: £20M to £30M

**Strategic Team Group**

www.strategicteamgroup.com  
Sector: Real Estate  
Region: Yorkshire and the Humber  
Revenue: £50M to £75M

**Streamline Shipping Group**

www.streamlineshippinggroup.com  
Sector: Transportation Services  
Region: Scotland  
Revenue: £40M to £50M

**Strongvox**

www.strongvox.co.uk  
Sector: Engineering & Construction  
Region: South West England  
Revenue: £30M to £40M

**Studwelders**

www.studwelders.co.uk  
Sector: Metal manufacturing  
& Engineering  
Region: Wales  
Revenue: £30M to £40M

**Summerleaze**

www.summerleaze.co.uk  
Sector: Building Materials  
Region: South East England  
Revenue: £20M to £30M

**Surepharm**

www.surepharm.com  
Sector: Manufacturing  
Region: East Midlands  
Revenue: £10M to £20M

**Surf Bay Leisure**

www.surfbayleisure.co.uk  
Sector: Leisure  
Region: South West England  
Revenue: £20M to £30M

**Swan Staff Recruitment Ltd**

www.swanstaff.co.uk  
Sector: Employment Services  
Region: South East England  
Revenue: £10M to £20M

**Swift**

www.swiftgroup.co.uk  
Sector: Retail  
Region: Yorkshire and the Humber  
Revenue: £200M to £250M

**Switch Concepts Ltd**

www.switchconcepts.com  
Sector: Information Technology  
Region: London  
Revenue: £30M to £40M

**Sygnature Discovery**

www.sygnaturediscovery.com  
Sector: Pharmaceuticals  
& Biotechnology  
Region: East Midlands  
Revenue: £10M to £20M

**T & R Precision Engineering Ltd**

www.trprecision.co.uk  
Sector: Architecture & Engineering  
Region: North West England  
Revenue: £6M to £10M

**T2 Group**

www.t2group.co.uk  
Sector: Employment Services  
Region: Wales  
Revenue: £10M to £20M

**Talon**

www.talonoutdoor.com  
Sector: Advertising & Marketing  
Region: London  
Revenue: £100M to £150M

**Tamar Energy**

www.tamarenergy.org  
Sector: Waste Management  
Region: London  
Revenue: £6M to £10M

**Tangle Teezer**

www.tangleteezer.com  
Sector: Retail  
Region: London  
Revenue: £20M to £30M

**Tanglewood Care Homes**

www.tanglewoodcarehomes.co.uk  
Sector: Residential Care  
Region: East Midlands  
Revenue: £6M to £10M

**Tardis Environmental UK**

www.tardishire.co.uk  
Sector: Waste Management  
Region: West Midlands  
Revenue: £10M to £20M

**Team 17**

www.team17.com  
Sector: Information Technology  
Region: Yorkshire and the Humber  
Revenue: £10M to £20M

**Tech21**

www.tech21.com  
Sector: Information Technology  
Region: London  
Revenue: £50M to £75M

**Techflow Marine**

www.techflowmarine.com  
Sector: Oil & Gas Support Services  
Region: North East England  
Revenue: £10M to £20M

**Teclon (UK)**

www.teclonuk.com  
Sector: Transportation Services  
Region: London  
Revenue: £40M to £50M

**Tetronics International**

www.tetronics.com  
Sector: Waste Management  
Region: London  
Revenue: £10M to £20M

**Thai Leisure Group**

www.thaileisuregroup.co.uk  
Sector: Food & Beverage  
Region: Yorkshire and the Humber  
Revenue: £20M to £30M

**The7Stars pg 27**

www.the7stars.co.uk  
Sector: Media  
Region: London  
Revenue: £200M to £250M

**The Advantage Travel Partnership**

www.advantagettravelcentres.com  
Sector: Travel  
Region: London  
Revenue: £10M to £20M

# Welcome to ORB

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**London**  
Stock Exchange Group

**The Bread Factory**

www.breadltd.co.uk  
Sector: Food & Beverage  
Region: London  
Revenue: £50M to £75M

**The Breakfast Club pg 98**

www.thebreakfastclubcafes.com  
Sector: Food & Beverage  
Region: London  
Revenue: £6M to £10M

**The Cambridge Strategy**

www.thecambridgestrategy.com  
Sector: Financial Services  
Region: London  
Revenue: £10M to £20M

**The Chesterford Group**

www.tcg-ltd.co.uk  
Sector: Food & Beverage  
Region: East of England  
Revenue: £10M to £20M

**The City Pub Company West**

www.citypubcompanywest.com  
Sector: Food & Beverage  
Region: London  
Revenue: £10M to £20M

**The Coaching Inn Group**

www.coachinginngroup.co.uk  
Sector: Leisure  
Region: East Midlands  
Revenue: £10M to £20M

**The Coleman Group**

www.coleman-co.com  
Sector: Engineering & Construction  
Region: West Midlands  
Revenue: £30M to £40M

**The Contact Company**

www.tcc.co.uk  
Sector: Professional Services  
Region: North West England  
Revenue: £10M to £20M

**The Event Business pg 101**

www.theeventbusiness.co.uk  
Sector: Advertising & Marketing  
Region: South East England  
Revenue: £10M to £20M

**The Foodfellas**

www.thefoodfellas.co.uk  
Sector: Food & Beverage  
Region: London  
Revenue: £40M to £50M

**The Frameworks**

www.theframeworks.com  
Sector: Advertising & Marketing  
Region: South East England  
Revenue: £6M to £10M

**The Furniture Practice**

www.thefurniturepractice.com  
Sector: Building & Landscape Services  
Region: London  
Revenue: £10M to £20M

**The Gym Group**

www.thegymgroup.com  
Sector: Retail  
Region: London  
Revenue: £50M to £75M

**The Harris Partnership**

www.harrispartnership.com  
Sector: Architecture & Engineering  
Region: Yorkshire and the Humber  
Revenue: £10M to £20M

**The Hoxton**

www.thehoxton.com  
Sector: Leisure  
Region: London  
Revenue: £20M to £30M

**The Livesey Shoe Company**

www.liveseyshoe.co.uk  
Sector: Retail  
Region: North West England  
Revenue: £10M to £20M

**The Maindec Group**

www.mcsa.co.uk  
Sector: Information Technology  
Region: South East England  
Revenue: £50M to £75M

**The Nexus Group**

www.nexusgroup.co.uk  
Sector: Financial Services  
Region: London  
Revenue: £6M to £10M

**The Recruitment Shop**

www.therecruitmentshop.co.uk  
Sector: Employment Services  
Region: London  
Revenue: £10M to £20M

**The Rutland Hotel**

www.rutlandhotel.com  
Sector: Leisure  
Region: Scotland  
Revenue: £10M to £20M

**Third Bridge**

www.thirdbridge.com  
Sector: Financial Services  
Region: London  
Revenue: £30M to £40M

**Thirteen Group**

www.thirteengroup.co.uk  
Sector: Accommodation  
Region: North East England  
Revenue: £150M to £200M

**Thomas Bow City Asphalt**

www.thomasbow.co.uk  
Sector: Engineering & Construction  
Region: East Midlands  
Revenue: £20M to £30M

**Thompson Aero Seating**

www.thompsonaeroseating.com  
Sector: Manufacturing  
Region: Northern Ireland  
Revenue: £50M to £75M

**TIMco**

www.timco.co.uk  
Sector: Wholesale  
Region: North West England  
Revenue: £20M to £30M

**TJ Waste**

www.tj-waste.co.uk  
Sector: Waste Management  
Region: South East England  
Revenue: £20M to £30M

**TLA**

www.tlworldwide.com  
Sector: Advertising & Marketing  
Region: London  
Revenue: £30M to £40M

**TMN**

www.tmnlimited.com  
Sector: Engineering & Construction  
Region: London  
Revenue: £6M to £10M

**Togher Construction**

www.tclonline.co.uk  
Sector: Engineering & Construction  
Region: London  
Revenue: £20M to £30M

**Tomlinson Dairies**

www.welovemilk.co.uk  
Sector: Food & Beverage  
Region: Wales  
Revenue: £40M to £50M

**Tomrods**

www.tomrods.co.uk  
Sector: Metal Manufacturing & Engineering  
Region: Yorkshire and the Humber  
Revenue: £50M to £75M

**Tortilla**

www.tortilla.co.uk  
Sector: Food & Beverage  
Region: London  
Revenue: £10M to £20M

**Total Computers**

www.totalcomputers.co.uk  
Sector: Information Technology  
Region: East Midlands  
Revenue: £50M to £75M

**Total Motion Ltd**

www.totalmotion.co.uk  
Sector: Transportation  
Region: East Midlands  
Revenue: £20M to £30M

**Touch Associates**

www.touchassociates.com  
Sector: Advertising & Marketing  
Region: South East England  
Revenue: £10M to £20M

**Tough Construction Ltd**

www.tough-construction.co.uk  
Sector: Engineering & Construction  
Region: Scotland  
Revenue: £30M to £40M

**Toureen Group**

www.toureenmangan.co.uk  
Sector: Building & Landscape Services  
Region: London  
Revenue: £75M to £100M

**Tracsis**

www.tracsis.com  
Sector: Transportation Services  
Region: Yorkshire and the Humber  
Revenue: £20M to £30M

**Trade Van Sales**

www.tradevan.com  
Sector: Motor Vehicle Retail  
Region: East of England  
Revenue: £6M to £10M

**Trakm8**

www.trakm8.com  
Sector: Insurance  
Region: South West England  
Revenue: £20M to £30M

**Transflex**

www.transflexvehiclerental.com  
Sector: Rental & Leasing  
Region: North East England  
Revenue: £10M to £20M

**Tredz**

www.tredz.co.uk  
Sector: Retail  
Region: Wales  
Revenue: £20M to £30M

**Tristan Capital Partners**

www.tristancap.com  
Sector: Real Estate  
Region: London  
Revenue: £20M to £30M

**Triton Construction Ltd**

www.tritonconstruction.co.uk  
Sector: Engineering & Construction  
Region: Yorkshire and the Humber  
Revenue: £30M to £40M

**Tropical Marine Centre**

www.tropicalmarinecentre.co.uk  
Sector: Wholesale  
Region: East of England  
Revenue: £10M to £20M

**TSL Projects**

www.tslprojects.com  
Sector: Professional Services  
Region: South East England  
Revenue: £50M to £75M

**TTC**

www.ttc-uk.com  
Sector: Education  
Region: West Midlands  
Revenue: £20M to £30M

**Tunnelcraft Ltd**

www.tunnelcraftltd.co.uk  
Sector: Engineering & Construction  
Region: London  
Revenue: £40M to £50M

**Turbine Efficiency**

www.turbine-efficiency.com  
Sector: Oil & Gas Support Services  
Region: Yorkshire and the Humber  
Revenue: £10M to £20M

**TVB**

www.tvbgroup.co.uk  
Sector: Food & Beverage  
Region: South West England  
Revenue: £20M to £30M



**TXM Plant**

www.txmplant.co.uk  
Sector: Building & Landscape Services  
Region: South East England  
Revenue: £40M to £50M

**Tyne Insulation**

www.tyneinsulation.co.uk  
Sector: Building Materials  
Region: Yorkshire and the Humber  
Revenue: £10M to £20M



**Udare**

www.maganumclothing.com  
Sector: Textile Manufacturing  
Region: London  
Revenue: £10M to £20M

**Uform**

www.uform.co.uk  
Sector: Wholesale  
Region: Northern Ireland  
Revenue: £10M to £20M

**UK Parking Control**

www.ukparkingcontrol.com  
Sector: Transportation Services  
Region: South East England  
Revenue: £10M to £20M

**UK Specialist Ambulance Service**

www.uksas.org  
Sector: Healthcare  
Region: London  
Revenue: £10M to £20M

**UKF Stainless**

www.ukfstainless.co.uk  
Sector: Metal Manufacturing & Engineering  
Region: West Midlands  
Revenue: £10M to £20M

**Ultima Furniture**

www.ultimafurniture.co.uk  
Sector: Manufacturing  
Region: Yorkshire and the Humber  
Revenue: £20M to £30M

**Unique Window Systems Ltd**

www.uniquewindowssystems.com  
Sector: Manufacturing  
Region: East Midlands  
Revenue: £10M to £20M

**Unison**

www.unisonltd.com  
Sector: Metal Manufacturing & Engineering  
Region: Yorkshire and the Humber  
Revenue: £6M to £10M



**Urban Recruitment**  
www.urbanrec.co.uk  
Sector: Healthcare  
Region: London  
Revenue: £40M to £50M

**Ustwo Fampany Ltd**  
www.ustwo.com  
Sector: Information Technology  
Region: London  
Revenue: £20M to £30M

**Utilitywise**  
www.utilitywise.co.uk  
Sector: Oil & Gas  
Region: North East England  
Revenue: £50M to £75M

# V

**V Installations**  
www.vinstallations.co.uk  
Sector: Engineering & Construction  
Region: West Midlands  
Revenue: £30M to £40M

**Van Elle pg 59**  
www.van-elle.co.uk  
Sector: Engineering & Construction  
Region: East Midlands  
Revenue: £75M to £100M

**Vario**  
www.variouk.com  
Sector: Printing  
Region: South East England  
Revenue: £6M to £10M

**Venture Life**  
www.venture-life.com  
Sector: Healthcare  
Region: South East England  
Revenue: £6M to £10M

**Verne Global**  
www.verneglobal.com  
Sector: Information Technology  
Region: London  
Revenue: £6M to £10M

**Vertex Pharmaceuticals Incorporated**  
www.vrtx.com  
Sector: Healthcare  
Region: London  
Revenue: £40M to £50M

**Victorian Plumbing**  
www.victorianplumbing.com  
Sector: Retail  
Region: North West England  
Revenue: £40M to £50M

**Vincent Stokes**  
www.vincentstokes.com  
Sector: Engineering & Construction  
Region: East Midlands  
Revenue: £10M to £20M

**VIP Nursing**  
www.vipnursing.co.uk  
Sector: Healthcare  
Region: London  
Revenue: £20M to £30M

**Vision**  
www.visionvehicles.co.uk  
Sector: Automotive  
Region: South East England  
Revenue: £6M to £10M

**Vivalda**  
www.vivalda.co.uk  
Sector: Engineering & Construction  
Region: London  
Revenue: £20M to £30M

# W

**W Lucy & Co Ltd**  
www.lucygroup.com  
Sector: Electronic Engineering  
Region: South East England  
Revenue: £200M to £250M

**Wahaca**  
www.wahaca.co.uk  
Sector: Food & Beverage  
Region: London  
Revenue: £30M to £40M



**Wallacespace**  
www.wallacespace.com  
Sector: Real Estate  
Region: London  
Revenue: £6M to £10M

**Walter Forshaw**  
www.walterforshaw.co.uk  
Sector: Building & Landscape Services  
Region: North West England  
Revenue: £6M to £10M

**Waltermiles**  
www.waltermiles.com  
Sector: Electronic Engineering  
Region: East Midlands  
Revenue: £20M to £30M

**Waltet**  
www.waltet.co.uk  
Sector: Engineering & Construction  
Region: South East England  
Revenue: £10M to £20M

**Warm Welcome**  
www.warm-welcome-hotels.co.uk  
Sector: Leisure  
Region: South West England  
Revenue: £6M to £10M

**Wasdell Group**  
www.wasdell.co.uk  
Sector: Pharmaceuticals & Biotechnology  
Region: South West England  
Revenue: £10M to £20M

**Watchfinder (UK) Ltd**  
www.watchfinder.co.uk  
Sector: Retail  
Region: South East England  
Revenue: £30M to £40M

**Waymark Asset Investments Ltd**  
Sector: Financial Services  
Region: London  
Revenue: £10M to £20M

**WCM Europe Ltd**  
www.wcmeurope.com  
Sector: Plastic Manufacturing & Engineering  
Region: East of England  
Revenue: £10M to £20M

**Cream UK Ltd**  
www.creamuk.com  
Sector: Advertising & Marketing  
Region: London  
Revenue: £10M to £20M

**We Are Friday Ltd**  
www.wearefriday.com  
Sector: Information Technology  
Region: London  
Revenue: £6M to £10M

**We Fight Any Claim**  
www.wefightanyclaim.co.uk  
Sector: Financial Services  
Region: Wales  
Revenue: £20M to £30M

**Welbeck pg 102**  
www.welbeck.co.uk  
Sector: Real Estate  
Region: East Midlands  
Revenue: £10M to £20M

**Welch And Tidy Ltd**  
www.welchandtidyltd.co.uk  
Sector: Wholesale  
Region: London  
Revenue: £20M to £30M

**Wellocks**  
www.wellocks.co.uk  
Sector: Food & Beverage  
Region: North West England  
Revenue: £30M to £40M

**Westmorland pg 44**  
www.westmorlandfamily.com  
Sector: Retail  
Region: North West England  
Revenue: £50M to £75M

**White Meadow Furniture Ltd**  
www.whitemeadow.com  
Sector: Retail  
Region: East Midlands  
Revenue: £20M to £30M

**White Oak Underwriting Agency Ltd**  
www.whiteoakuw.com  
Sector: Financial Services  
Region: London  
Revenue: £6M to £10M

**Whitehouse**  
www.whitehouseconstruction.co.uk  
Sector: Engineering & Construction  
Region: East Midlands  
Revenue: £10M to £20M

**Whitescape**  
www.whitescape.co.uk  
Sector: Engineering & Construction  
Region: South East England  
Revenue: £6M to £10M

**WhitmanFry Wealth Management**  
www.whitmanfry.co.uk  
Sector: Financial Services  
Region: London  
Revenue: £10M to £20M

**Widget**  
www.widget.co.uk  
Sector: Wholesale  
Region: East of England  
Revenue: £100M to £150M

**Wiggett Homes**  
www.wiggett.co.uk  
Sector: Engineering & Construction  
Region: North West England  
Revenue: £20M to £30M

**Wilder Logistics**  
www.wilderlogistics.com  
Sector: Transportation Services  
Region: South East England  
Revenue: £6M to £10M

**Wilson Power Solutions Group Ltd**  
www.wilsonpowersolutions.co.uk  
Sector: Oil & Gas Support Services  
Region: Yorkshire and the Humber  
Revenue: £10M to £20M

**Wilson Carpets**  
www.wilsonscarpets.com  
Sector: Retail  
Region: Yorkshire and the Humber  
Revenue: £10M to £20M

**Windmill Organics**  
www.windmillorganics.com  
Sector: Food & Beverage  
Region: London  
Revenue: £30M to £40M

**Winner Recruitment**  
www.winnerrecruitment.co.uk  
Sector: Professional Services  
Region: West Midlands  
Revenue: £10M to £20M

**Winning Pitch**  
www.winning-pitch.co.uk  
Sector: Professional Services  
Region: North West England  
Revenue: £10M to £20M

**Woodall Nicholson**  
www.woodall-nicholson.co.uk  
Sector: Automotive  
Region: North West England  
Revenue: £30M to £40M

**Woodway UK**  
www.woodwayuk.com  
Sector: Wholesale  
Region: East Midlands  
Revenue: £20M to £30M

**Woodford Heating Holdings Ltd**  
www.woodfordheating.com  
Sector: Specialist Construction  
Region: East of England  
Revenue: £20M to £30M



**Woodhead Construction**  
www.robert-woodhead.co.uk  
Sector: Engineering & Construction  
Region: East Midlands  
Revenue: £40M to £50M

**Woodland**  
www.woodlandni.com  
Sector: Manufacturing  
Region: Northern Ireland  
Revenue: £6M to £10M

**Woodmace pg 71**  
www.woodmace.co.uk  
Sector: Engineering & Construction  
Region: South West England  
Revenue: £20M to £30M

**World of Books**  
www.worldofbooks.com  
Sector: Retail  
Region: South East England  
Revenue: £30M to £40M

**World Remit**  
www.worldremit.com  
Sector: Information Technology  
Region: London  
Revenue: £20M to £30M

**World Wise Foods**  
Sector: Farming & Fishery  
Region: London  
Revenue: £30M to £40M

**Worldwide Book Services (UK) Ltd**  
www.worldwidebookservices.com  
Sector: Leisure  
Region: East of England  
Revenue: £6M to £10M

**Worldwide Recruitment Solutions**  
www.worldwide-rs.com  
Sector: Employment Services  
Region: North West England  
Revenue: £30M to £40M

**Wunda Group**  
www.wundaflorheating.co.uk  
Sector: Manufacturing  
Region: Wales  
Revenue: £6M to £10M



# Y

**Yorkshire Wildlife Park**  
www.yorkshirewildlifepark.com  
Sector: Leisure  
Region: South East England  
Revenue: £10M to £20M

**Your World Recruitment Group Ltd**  
www.yourworldrecruitmentgroup.com  
Sector: Employment Services  
Region: London  
Revenue: £75M to £100M

**Yours Clothing**  
www.yoursclothing.co.uk  
Sector: Retail  
Region: East of England  
Revenue: £40M to £50M

# Z

**Zantra Ltd**  
www.zantra.com  
Sector: Farming & Fishery  
Region: East of England  
Revenue: £20M to £30M

**Zenith Wholesale**  
www.zenithuk.co.uk  
Sector: Wholesale  
Region: East of England  
Revenue: £6M to £10M

**Zone pg 53**  
www.zonedigital.com/uk  
Sector: Advertising & Marketing  
Region: London  
Revenue: £10M to £20M

**Zuto pg 60**  
www.zuto.com  
Sector: Automotive  
Region: North West England  
Revenue: £20M to £30M

## 21 Construction

www.21construction.co.uk  
Sector: Engineering & Construction  
Region: London  
Revenue: £10M to £20M

## 3V Natural Foods

www.3vnaturalfoods.com  
Sector: Food & Beverage  
Region: South East England  
Revenue: £20M to £30M

## 5 Hertford Street

www.5hertfordstreet.com  
Sector: Leisure  
Region: London  
Revenue: £10M to £20M

# X

**Xeretec**  
www.xeretec.co.uk  
Sector: Printing  
Region: South East England  
Revenue: £50M to £75M

**Xerxes Equity**  
www.xerxesequity.com  
Sector: Manufacturing  
Region: East Midlands  
Revenue: £40M to £50M

**Xiros**  
www.xiros.eu.com  
Sector: Pharmaceuticals & Biotechnology  
Region: Yorkshire and the Humber  
Revenue: £10M to £20M

**Xpel Marketing Ltd**  
www.xpelmarketing.com  
Sector: Manufacturing  
Region: North West England  
Revenue: £10M to £20M

**Xport Sales**  
www.xportsales.com  
Sector: Wholesale  
Region: North West England  
Revenue: £10M to £20M



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ELITE is a vibrant community of entrepreneurs, business leaders, advisers and investors from 25 countries around the world.

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**London**  
Stock Exchange Group



## **London** Stock Exchange Group

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London Stock Exchange Group (LSE.L) is an international markets infrastructure business. Its diversified global business focuses on capital formation, intellectual property and risk and balance sheet management. LSEG operates an open access model, offering choice and partnership to customers across all of its businesses. The Group can trace its history back to 1698.

The Group operates a broad range of international equity, ETF, bond and derivatives markets, including London Stock Exchange; Borsa Italiana; MTS (Europe's leading fixed income market); and Turquoise (a pan-European equities MTF). Through its platforms, LSEG offers market participants, including retail investors, institutions and SMEs unrivalled access to Europe's capital markets. The Group also plays a vital economic and social role, enabling companies to access funds for growth and development.

Through FTSE Russell, the Group is a global leader in financial indexing, benchmarking and analytic services with approximately \$10 trillion benchmarked to its indexes. The Group also provides customers with an extensive range of data services, research and analytics through Mergent, SEDOL, UnaVista, XTF and RNS.

Post trade and risk management services are a significant part of the Group's business operations. In addition to majority ownership of LCH, a multi-asset global CCP operator, LSEG owns CC&G, the Italian clearing house; Monte Titoli, a leading European custody and settlement business; and globeSettle, the Group's CSD based in Luxembourg.

LSEG is a leading developer and operator of high performance technology solutions, including trading, market surveillance and post trade systems for over 40 organisations and exchanges, including the Group's own markets. Additional services include network connectivity, hosting and quality assurance testing. MillenniumIT, GATElab and Exactpro are among the Group's technology companies.

Headquartered in the United Kingdom, with significant operations in North America, Italy, France and Sri Lanka, the Group employs approximately 3,500 people.

Further information on London Stock Exchange Group can be found at [www.lseg.com](http://www.lseg.com)

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