

EENKOS





The Telegraph

10000 COMPANIES TO INSPIRE N BRITAIN

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Contents

Forewords

- 5 David Schwimmer CEO, London Stock Exchange Group
- 10 Anthony Hotson CEO, Cenkos
- 11 Keith Morgan CEO, British Business Bank
- 12 Luca Peyrano CEO, ELITE
- 13 Justin Fitzpatrick Co-founder and CEO, DueDil
- **15 Ben Wright** Business Editor, *The Telegraph*

Research findings

- 16 Crunching the numbers
- 18 1000 companies: UK snapshot

Sponsored features

74 Cenkos

Expert commentaries

- 4 The Rt Hon Theresa May MP Prime Minister of the United Kingdom
- 8 The Rt Hon Nicola Sturgeon MSP First Minister of Scotland
- 9 Jonathan Reynolds MP Shadow Economic Secretary to the Treasury
- **29 Tim Ward** CEO, Quoted Companies Alliance
- **39 Dr Adam Marshall** Director General, British Chambers of Commerce
- **57 Irene Graham** CEO, The ScaleUp Institute
- 73 Dr Liz Cameron OBE Director and Chief Executive, Scottish Chambers of Commerce
- 85 Gerard Grech CEO, Tech Nation
- **101 Jenny Tooth OBE** Chief Executive, UK Business Angels Association
- Marcus Stuttard Head of UK Primary Markets, LSEG
 Steve Bates OBE
 - CEO, UK BioIndustry Association

Company highlights

- 20 Creative Industries Production company Nutopia is credited with creating the 'megadoc'
- 30 Food & Drink
 - Food tech firm Gousto encourages simple, nutritious, at-home cooking for the family

40 Retail

Charlotte Tilbury MBE explains the success of her eponymous beauty brand

48 ELITE

Showcasing LSEG's support for ambitious businesses in the UK

- 58 Manufacturing & Engineering Reaction Engines is creating a revolutionary air-breathing rocket engine
- 66 ScotlandSpotlight on some of the companies
- making waves north of the border76 Technology & Digital Perkbox is on a mission to improve the
 - work life of employees
- 86 Leisure

Zip World is home to Europe's longest zip lines

94 Green

Recycling Lives and UK Waste Solutions aim to make recycling more efficient

102 Healthcare

Horizon Discovery and Ergomed are leading innovation in the pharmaceutical and biotechnology industries

At a glance

- 111 Getting to 1000
- Understanding our research methodology 112 Directory
- Companies, sectors, regions and revenues 136 Contacts
 - About London Stock Exchange Group

COMMENTARY

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

THE INSPIRATIONAL SMALL AND MEDIUM-SIZED BUSINESSES OF BRITAIN



For several years now, this report has provided us with a chance to thank and celebrate some of Britain's most inspirational businesses.

It pulls together, in one place, those exciting companies that are breaking new ground and making a real difference to the world around us. It demonstrates why this country has such a proud reputation for entrepreneurship.

It also lays bare how small and medium-sized businesses are the backbone of our economy, providing the jobs that support families and communities and drive our country's growth.

Our country has a history of being a great place to grow and start a business – and the innovation, creativity and entrepreneurialism that has always been the key to our success is tangibly demonstrated by those in this report.

I want to thank London Stock Exchange Group for once again bringing together such a great collection of British businesses, and I want to congratulate all of them for their outstanding achievements – and the hard work

"WE MUST ALWAYS ENSURE WE CREATE THE RIGHT CONDITIONS FOR SMALL AND MEDIUM-SIZED BUSINESSES TO FLOURISH"

and determination that so clearly underpins their success.

We must always ensure we create the right conditions for small and medium-sized businesses to flourish. Business knows it can never afford to stand still, and what is true for business is also true for us as a nation.

In a world of great change and technological advances, we must be ready to harness the opportunities that exist, and ensure our economy is ready to rise to the challenge of creating the businesses and jobs of tomorrow.

That is what our modem Industrial Strategy is about – getting the fundamentals of our economy right and backing Britain for the long-term, ensuring that we are poised to grow new industries, develop new exports and that we have people with the skills to take up more good jobs.

I have always said that setting up and running a business is one of the most socially responsible things you can do. So finally I want to thank the hardworking people behind the businesses in this report for the jobs they create and the contribution they make to our country – I believe they provide an inspiration to us all.

INSIDE THE **REPORT**



"We are pleased that over two-thirds of the companies are newly identified in this report, while we also welcome back companies that continue to thrive"

David Schwimmer, CEO, London Stock Exchange Group E nsuring that dynamic growth companies can realise their potential is vital to the UK's future prosperity. Small and medium-sized enterprises (SMEs) – accounting for 60% of all private sector employment – drive growth, innovation and job creation and are the lifeblood of the British economy. In the context of wider macro-economic uncertainty, supporting these businesses is critical to economic success and the creation of a society that works for everyone.

London Stock Exchange Group is proud to publish the sixth annual edition of our widely tracked report *1000 Companies to Inspire Britain*, which identifies the UK's fastest-growing businesses. On behalf of LSEG, I warmly congratulate all the companies selected for inclusion in the 2019 edition.

Key findings from the report

This year's report features companies from a range of sectors and regions, reflecting the entrepreneurial drive seen across the UK. We are pleased that over two-thirds of the companies are newly identified in this report, while we also welcome back companies that continue to thrive, including six firms that are making their fifth consecutive appearance.

While services account for about 80% of UK GDP, the report showcases the depth and breadth of high-growth British businesses across all sectors. The top five industries, accounting for 44% of the list, are Engineering & Construction, Information Technology, Retail, Manufacturing and Healthcare. London and South East England continue to have the greatest number of companies, followed by North West England, East of England and the West Midlands.



The revenue growth from North East England

"Companies in this year's report together created 95,827 UK jobs over the past twoyear period, a 39% increase compared to last year's report"

Overall revenue growth of the companies featured in the report was 108%, up significantly from 70% last year. This trend is a real cause for celebration and is a measure of the immense contribution that these companies make to the economy overall. Companies from North East England exhibited revenue growth among the highest in the country at 95%, and the number of companies on our list from this region increased by 55%.

Supporting growth

Companies in this year's report together created 95,827 jobs over the past two-year period, a 39% increase compared to last year's report. This is positive and the potential for further job creation is clear, with studies estimating that even just a 1% increase in the number of high-growth companies would represent an additional 238,000 jobs.

Ensuring that companies with high-growth potential can continue to grow, innovate and create jobs requires access to growth finance. One of the UK's great strengths is the wide variety of finance available to companies, from traditional debt and equity to newer platforms such as crowd-funding



The overall revenue growth of the companies featured

and peer-to-peer lending. However, a lack of awareness of the finance options available to growth companies has meant that too many entrepreneurs are scaling back their ambitions, rather than scaling up their businesses.

Research by the British Business Bank released this year suggests that more needs to be done to create awareness of the range of financing options available to growth companies. It found 56% of SMEs are still not aware of venture capital, equity crowd-funding and angel investment and have not considered using equity finance. What's more, the proportion of SMEs seeking external finance decreased to 36% in 2018 from 44% in 2012. In addition, seven in ten firms said they would prefer to forgo growth rather than take on external finance.

The vast majority of early stage finance still comes in the form of debt. While debt financing is often suitable for larger companies, it is not always the most appropriate route for start-ups and high-growth businesses. What these firms often need to grow their business is long-term patient equity capital, either through individual investors, private equity or public capital markets.

"More needs to be done to ensure companies across the UK are aware of their financing options and have access to both financial and non-financial support"

More needs to be done to ensure companies across the UK are aware of their financing options and have access to both financial and non-financial support for their development. That is why we are so proud to offer ELITE, our platform for high-growth companies that provides business support, mentoring and access to finance for fast-growing businesses. More than 180 UK companies have joined since 2015 and, this year, we launched ELITE Scotland, with a tailored offering and network specifically to support Scottish high-growth companies.

Encouragingly, the use of equity finance investment in the UK is growing. Measuring such investment as a proportion of



The proportion of equity capital across Europe raised on AIM

"An economy that truly works for everyone should see capital flow to innovative companies and entrepreneurs, creating the jobs of tomorrow"

Our supporters

Our sincerest thanks go to the sponsors of this report. The unwavering support of Cenkos over six years is testament to its dedication to championing UK growth companies.

The British Business Bank continues to champion the UK's small businesses, supporting greater access to finance; Duedil – which has itself featured in previous reports – has been instrumental in identifying the participating companies; while our media partner The Telegraph continues to demonstrate its long-standing commitment to highlighting the critical role entrepreneurship plays in the wider UK economy. We are also grateful to a wide range of expert contributors – British Chambers of Commerce, the UK Business Angels Association, Tech Nation, Scottish Chambers of Commerce, The ScaleUp Institute, the UK BioIndustry Association and Quoted Companies Alliance – for their unique and insightful perspectives on the growth finance landscape.

Finally, I would like to extend my personal thanks to the Prime Minister, The Rt Hon Theresa May MP; the First Minister of Scotland, The Rt Hon Nicola Sturgeon MSP; and the Shadow Economic Secretary to the Treasury, Jonathan Reynolds MP. This cross-party recognition of the need to support our dynamic SMEs in scaling up will be crucial to the UK's economic future.

I hope you enjoy reading the report and are inspired by the outstanding success of these companies from across the country.

David Schwimmer CEO, London Stock Exchange Group

GDP, the UK is catching up with the US, which has a robust equity culture. In 2015, the level of equity finance in the US was twice as large as in the UK, but that gap has narrowed to 1.5 times. There is a direct correlation between equity finance and the growth rates of SMEs. Companies exhibiting higher turnover growth, up to and beyond 100%, and higher employee growth, up to 100%, are proportionally more likely to have used equity finance.

High-growth companies aren't just young scaleups. According to The ScaleUp Institute, companies in existence for 10 to 15 years are most likely to be growing in excess of 80% per year, and those in existence for 20 years have higher revenues from exporting.

There remain fiscal barriers to equity finance. While debt is tax deductible, equity growth finance is taxed several times over in the form of corporate income tax, capital gains tax, dividend tax and the financial transaction tax, known as stamp duty.

Despite this, the potential of equity finance is clear. When the UK Government made changes to the taxation system that allowed shares in high-growth companies to be eligible for ISA inclusion, £4bn flowed into these companies, helping them to grow and invest. The exemption of AIM shares from stamp duty decreased the cost of capital for growth companies and supported further investment.

These changes have contributed to AIM's continued success as Europe's largest and most dynamic growth market. In 2018, it was responsible for raising 59% of the total equity capital raised across all of Europe's growth markets. As the UK focuses on building an export-led economy, it is notable that companies quoted on AIM – the world's most successful growth market – are five times more likely to export than the national average.

An economy that truly works for everyone should see capital flow to innovative companies and entrepreneurs, creating the jobs of tomorrow. LSEG supports the UK Government's Patient Capital Review and welcomes the £2.5bn British Business Bank fund, which directs billions of extra pounds of vital investment flows into the UK's most dynamic businesses. We look forward to continuing to work with policy makers to unlock access to patient capital and create more inspiring companies of the future.

COMMENTARY

THE RT HON NICOLA STURGEON MSP FIRST MINISTER OF SCOTLAND

SCOTLAND'S CONTINUING STORY OF SUCCESS AND AMBITION



T'm delighted that this year's report includes a dedicated Scottish chapter. It highlights the great innovative businesses emerging from Scotland, and shows that our economy is moving in the right direction – even in the face of all the uncertainties caused by Brexit. Confidence remains largely stable despite those uncertainties, reflecting business resourcefulness and resilience. It also reflects the Scottish Government's commitments to focus on our people and foster a sustainable and inclusive business environment for all to contribute to our future.

Scotland CAN DO is our approach to inclusion and collaboration. At its heart is a clear emphasis on partners working together to support growth and innovation, which goes hand in hand with wider benefits to all of society. It is starting to deliver results – Scotland's economy is now ranked as the fifth most supportive of entrepreneurship globally, ahead of all other UK nations, and up from 12th in 2013. The proportion of people in Scotland actively trying to start a business has doubled and the gender gap has reduced.

At the same time, we are acutely aware that growing and scaling companies will be critical to Scotland's long-term

economic success, so we have also helped establish the Scotland CAN DO SCALE movement. This brings together a range of partner-led activity aimed at supporting some of our country's most talented and ambitious entrepreneurs and smaller companies who want to take their business to the next level.

Another example of the support we are establishing is the Scottish National Investment Bank. This has the potential to transform Scotland's economy, providing capital for businesses at all stages in their investment lifecycle – as well as important infrastructure projects – to catalyse private sector investment. It will be a cornerstone institution in Scotland's financial landscape with ambition and vision to address our economic priorities in a sustainable, inclusive and ethical way.

Reflecting that entrepreneurial approach, Scotland is Now is a bold new campaign highlighting Scotland's reputation as a progressive, pioneering and dynamic nation. It brings together the collective efforts of the Scottish Government, VisitScotland, Scottish Enterprise, Scottish Development International and Universities Scotland to harness our energy, expertise and resources to reach out internationally, telling Scotland's story of success and ambition. Building on that, we will shortly publish *A Trading Nation*, our export growth plan, which will set out our strategy for supporting companies in Scotland to grow their exports.

We all know that our businesses will only thrive in a productive economy – and central to that is ensuring our workforce is of the highest quality. That is why, in addition to our investment in innovation, skills and infrastructure, we are taking a long-term view to build competitiveness and capacity through fair work practices – creating the environment for people to achieve their potential and ensuring companies attract and retain highly skilled and motivated employees. We published an ambitious *Fair Work Action Plan* and are also taking action to address the gender pay gap – in our education system, in the workplace and across society. Although Scotland ranks as the best place in the UK for workplace gender equality, that should not be the limit of our ambition and I want to go much further.

My hope is that more and more businesses – not just in Scotland, but globally – will recognise the benefits of adopting an approach that harnesses the opportunities of a diverse, inclusive and productive labour market and an enterprising culture. I hope this year's LSEG report will help to inspire the next generation of world-changing businesses.

COMMENTARY

JONATHAN REYNOLDS MP

SHADOW ECONOMIC SECRETARY TO THE TREASURY

SMES ARE INTEGRAL TO BRITISH PROSPERITY AND ITS ECONOMY



Small and medium-sized enterprises (SMEs) are the backbone of the British economy and their success is integral to Britain's prosperity. That is why I'm delighted to be introducing the *1000 Companies to Inspire Britain* report once again this year. The report tells a fantastic story about the ability of British businesses to thrive in the face of a challenging environment and celebrates some of the most exciting new SMEs in the UK.

It also reinforces the importance of supporting these enterprises to foster an inclusive and productive economy. SMEs provide 60% of all jobs in the private sector. Labour is committed to supporting SMEs and creating an economy that works for all. For too long, growth in this country has been centred in London and the South East. I was particularly pleased therefore to see an improving regional spread of high-performing businesses, with over half of the companies in the report coming from outside these areas. Indeed, the North East of England showed some of the highest revenue growth in the country at 95%.

We will work with businesses, large and small, to

ensure that inclusive growth and development are at the centre of our economy. Our strategy will support businesses across the country to create more highly skilled and higher-paid jobs. To do this, we will mandate the new National Investment Bank, along with regional development banks, to identify where the needs of SMEs are not being met by existing options and prioritise lending to bridge the funding gap.

The 1000 Companies to Inspire Britain report illustrates the strength of entrepreneurial spirit throughout this country. It's imperative that we listen to SMEs' concerns and do all that we can to ensure that they have access to the right capital at the right time to help them succeed into the future.

"LABOUR IS COMMITTED TO SUPPORTING SMES AND CREATING AN ECONOMY THAT WORKS FOR ALL"

EENKOS



"The UK is fortunate to have the world's most successful growth market in AIM" Cinspire Britain, which showcases some of the UK's leading growth businesses. Since its inception in 2005, Cenkos has raised over £18.9bn of equity capital for growth companies, a number of which have featured in this report. We firmly believe that equity financing is the most appropriate source of funding for growing businesses, as it enables business owners to react quickly to changing markets, without the burden of capital repayments.

The UK is fortunate to have the world's most successful growth market in AIM. More than 900 companies are trading on AIM to benefit from being at the heart of the global finance community. AIM was designed for small and medium-sized enterprises (SMEs) and has appropriate regulation and a wide range of institutional and other investors. Companies admitted to AIM gain access to a deep pool of capital, which is unavailable for many smaller private companies. A total of £5.5bn was raised in 2018 of which £1.6bn and £3.9bn were raised through IPOs and secondary issues respectively.

We resolutely believe, and indeed have shown, that quality growth companies with credible management teams are able to gain access to capital from equity investors, regardless of market conditions. Brexit has dominated the news over the last three years; despite this, SMEs have continued to thrive, employing over 16.3 million people and generating a combined turnover of £2trn in 2018, equivalent to 52% of the UK total. Foreign investors have been undeterred by the macro-economic environment, with capital inflows increasing by £149bn to £1,337bn in 2017, maintaining the UK's position as Europe's number one destination for foreign direct investment.

At Cenkos, we pride ourselves in forming long-lasting relationships with our corporate clients and connecting them with supportive shareholders. Cenkos is broker to over 100 companies listed on AIM and the Main Market, which range in size from less than £5m to over £1bn. For smaller companies, VCT and EIS schemes continue to support young, knowledgeintensive businesses and provide a wider pool of patient capital. If you are considering how best to fund the next stage of your company's growth, it may well be that accessing the equity markets in the UK is the best option for you. We would be delighted to have an informal, no obligations call or meeting to explore matters.

Artach

Anthony Hotson CEO, Cenkos





"We believe that providing better information to smaller businesses is the essential first step in encouraging them to seek the best finance for their needs" The British Business Bank, established in 2014, improves finance markets so they more effectively serve the needs of smaller UK businesses.

We are delighted to return as a sponsor of the *1000 Companies to Inspire Britain* report for a second year. Strong research, evidence and analysis provide the basis for our own interventions to improve finance markets for smaller businesses, and also benefit the industry more widely by increasing knowledge about those markets. The results of this in-depth analysis by London Stock Exchange Group are both timely and informative – and it's encouraging to see that 59 businesses in this year's list have been supported via British Business Bank programmes.

It's also positive to see evidence of strong revenue growth across the regions. Our Northern Powerhouse Investment Fund, which recently celebrated its second anniversary, has now supported over £184m of investment across the North, with more than 440 investments completed across 10 local enterprise partnership areas in the North West, Yorkshire and the Humber, and the Tees Valley. Our two other dedicated regional funds, the Midlands Engine and Cornwall & Isles of Scilly Investment Funds, are continuing to build their portfolios, while we recently made our first investment in a fund aimed exclusively at supporting growing businesses in Northern Ireland – the WhiteRock Growth Finance Fund.

We are continuing to develop awareness of our own programmes – such as our flagship Enterprise Finance Guarantee – across the country, and particularly in the regions outside of London. Our new UK Network, a team of dedicated managers covering all areas of the country, will provide insight into local finance markets, while our £100m Regional Angels Programme, which launched in October 2018, will support much-needed early-stage equity to businesses across the UK, particularly in areas that are currently under-represented.

As well as increasing the supply of finance through its programmes, however, the Bank is also putting in place measures aimed at increasing demand. We believe that providing better information to smaller businesses is the essential first step in encouraging them to seek the best finance for their needs. Our Finance Hub, a new online resource launched last year, provides independent and impartial information on the debt and equity finance options available to high growth and high growth potential smaller businesses. This sits alongside our more widely focused Business Finance Guide, co-published with Institute of Chartered Accountants in England and Wales and with contributions from a host of other organisations, including LSEG.

I hope you find LSEG's analysis of the 1,000 companies in this year's report both informative and inspirational.

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Keith Morgan CEO, British Business Bank

ELITE FOREWORD





"Together, the *1000 Companies to Inspire Britain* report and ELITE continue to support and champion Britain's fastest growing businesses" The 1000 Companies to Inspire Britain publication, celebrating Britain's fastestgrowing and dynamic businesses, continues to complement another key London Stock Exchange Group initiative, ELITE.

Launched in 2012, ELITE is a pioneering platform and ecosystem that helps private, ambitious companies grow and raise capital, offering them access to the skills, knowledge and networks they need to scale up their businesses. ELITE connects management teams to advisers, experts, and business leaders as well as each other, giving them the confidence to navigate and maximise opportunities for growth. ELITE also operates its own funding platform to enable efficient access to capital from a wide range of private, professional investors (debt and equity providers), helping companies achieve their potential. ELITE companies have undertaken transactions in excess of €12bn and we believe our platform has a role to play in creating efficient access to capital and markets.

Today, over 1,100 companies and more than 400 advisers and investors make up the global ELITE community, from 40 countries and 35 sectors. ELITE companies generate in excess of €81bn in combined revenues and account for over 478,000 jobs across the countries they operate in. This is mirrored in the dynamic community of the 200 UK ELITE businesses. We are proud that some of our UK ELITE companies are featured in this year's report, including Brewdog, FIRST Agency, LendInvest and La Fosse Associates. And, we very much look forward to some of this year's *1000 Companies to Inspire Britain* companies joining the ELITE community to build on their current success.

We remain passionate about supporting companies from across the country and believe this is only possible by working in collaboration with other organisations and stakeholders equally as passionate and focused. Earlier this year, we launched an ELITE Scotland initiative in collaboration with Scottish Enterprise and Highlands and Islands Enterprise. This is the first initiative of its kind for ELITE in the UK, building on the existing strong contingent of Scottish ELITE companies, as well as the vibrant entrepreneurial community in Scotland. Thirty-eight Scottish companies, which between them have created more than 2,600 jobs over the past two years, are featured in *1000 Companies to Inspire Britain* this year.

The international expansion of ELITE also continues with companies from Belgium, Czech Republic, Kenya, Mexico and Norway joining for the first time. And Ohio became the first US state to offer ELITE; Ohio is home to one of the largest concentrations of SMEs in the US and its ambitious mid-market companies can now access this unique community. To help consolidate our vision and stimulate the exchange of ideas and business opportunities among our companies and partners, last year we also held the first ELITE Day, convening our global ELITE community for a two-day event in Milan. This year's ELITE Day will be held in London in late October.

Together the *1000 Companies to Inspire Britain* report and ELITE continue to support and champion Britain's fastest-growing businesses, and showcase the innovators, job creators and business stars of today and tomorrow. Together with our partners, we are committed to supporting the most ambitious companies; together we are ELITE.

Luca Peyrano CEO, ELITE

🗩 DueDil



"As the country redefines long-standing political and economic relationships, small and medium-sized businesses will take on a more vital role" For the past five years, we at DueDil have had the pleasure of partnership with London Stock Exchange Group on identifying *1000 Companies* to Inspire Britain. As a trusted innovator in financial technology, we work with high-growth challengers and incumbents alike to improve their understanding of companies and the people behind them.

DueDil is the most comprehensive source of authoritative information on UK companies. Our clients use our intelligence platform to power core functions across their customer lifecycle, from go to market strategy and execution, to onboarding and risk assessment. In helping our clients better use data to identify opportunities and risks, we have a unique perspective on the health of millions of UK businesses and the economy as a whole.

The world has changed considerably since we began collaborating with LSEG on this report. As the country redefines long-standing political and economic relationships, small and medium-sized businesses will take on a more vital role in creating a prosperous future. The swift growth of the 1,000 companies in this report accentuates this. In the past year, they have created nearly 100,000 new jobs and grown annual revenue by more than 80% on average.

The pace and dynamism of this segment of the economy is striking. The 2019 report contains a number of familiar names, with 30% of last year's list making a repeat appearance. However, fewer than 10% of companies have made the list three years running, and just six companies have appeared every year since 2015.

We started DueDil to inform and connect the economy by telling the story behind every business. London Stock Exchange Group's *1000 Companies to Inspire Britain* report is an important manifestation of our purpose. We're proud to help champion the work they do for the scaleup economy, and the outstanding contributions of each of the 1,000 companies represented here.

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Justin Fitzpatrick Co-founder and CEO, DueDil

Over 14,000 UK businesses are more than doubling their revenue every year.

Are you one of them?

What if you could harness the power of authoritative insights on all of your potential customers?

Or if you could avoid the bad partners that could cripple your business?

DueDil provides rich insight and context on every UK and Irish company and the people who run them.

THE DUEDIL PLATFORM HELPS YOU:

- Intelligently devise and execute your go-to-market strategy using comprehensive company information, including industry, location and size
- Seamlessly clean, enrich, and maintain your CRM with the most accurate data, to get one source of truth on all customers and prospects
- Transform your digital customer experience using DueDil's flexible and easy to use API



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The Telegraph



"If we are serious about building an economy that works for everyone, we should ensure suitable patient capital flows to all our SMEs" Small and medium-sized enterprises (SMEs) are too easily ignored. By definition, individual firms don't employ many staff or generate much turnover or have many investors – not compared to the behemoths in the FTSE100. That is why the sector is too often overlooked. But collectively, SMEs power the UK economy. They account for 99.3% of private sector businesses, are responsible for 60% of private sector employment and generate 52% of private sector turnover, according to the Federation of Small Business.

That is why *The Telegraph* is proud to have partnered with London Stock Exchange Group on every edition of *1000 Companies to Inspire Britain*. The companies featured in this publication are the building blocks of the economy of tomorrow. It is right that these firms, and firms like them, are identified and celebrated.

The companies included in this report paint a picture of the future of the British economy that is regionally and sectorally diverse. More than half of the firms featured are from outside London and the South East. The largest industry represented is engineering and construction – once again dispelling the oft-repeated myth that the UK doesn't make anything anymore.

Some of the companies profiled in these pages are already household names, such as Innis & Gunn, Joseph Joseph and LendInvest. They are following in the footsteps of start-ups like Just Eat, which was formed in 2006, featured in this report in 2016 and is now in the FTSE100. With the proper support, there are likely to be many more companies you will read about in this report that will grow to help support the UK economy.

And therein lies the rub. These companies will only be able to fulfil their potential if they have access to the necessary investment. The UK has the most sophisticated financial services industry in the world and is home to the internationally-successful growth capital market, AIM.

But SMEs are still at the back of the queue when it comes to accessing long-term patient capital, with 80% of SME financing coming in the form of debt. SMEs should not be restricted to finance that comes with so many strings attached that companies are impeded in their ambition.

If we are serious about building an economy that works for everyone, we should ensure suitable patient capital flows to all our SMEs, so they all have the opportunity to reach their full potential. Innovation must be fostered, potential nurtured and entry to new markets encouraged. The Government must widen access to patient, long-term, equity capital and put access to finance at the heart of its industrial strategy.

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Ben Wright, Business Editor, The Telegraph







THE 1,000 COMPANIES: TURNOVER RANGE

£6m-£50M	<u>ш</u>	770
£50m-£100M		147
£100m-£200M		70
£200m-£250M		13





CREATIVE INDUSTRIES

THE UK'S CREATIVE INDUSTRIES ARE AN ECONOMIC POWERHOUSE, WITH GROWTH IN THE SECTOR OUTPERFORMING THE WIDER ECONOMY. AS DEMAND CONTINUES TO SOAR, THIS BOOM IN CREATIVE ENTREPRENEURSHIP WILL GENERATE NEW EMPLOYMENT OPPORTUNITIES

SECTOR AT A GLANCE

3.12 MILLION THE NUMBER OF JOBS IN THE UK'S CREATIVE ECONOMY IN 2017

x7 THE INCREASED VALUE OF UK CREATIVE INDUSTRIES

£5.2BN THE VALUE OF ARTS AND CULTURE GOODS AND SERVICES EXPORTED ABROAD FROM **UK/BOUGHT BY** TOURISTS EVERY YEAR

IN THIS SECTION » Nutopia creates epic, action-packed documentaries, while White Light works with the West End and other areas of the entertainment industry to provide show-stopping productions

Sources: UK Government Department for Digital, Culture, Media & Sport (DCMS)

CREATIVE SPARK

In 2017, the UK's Creative Industries made a record contribution to the economy – £101.5bn. Film, TV, radio, photography, music, advertising, museums, galleries and digital creative are all part of this thriving sector, and are accountable for one in 11 jobs in the UK. The Government and the Creative Industries sector, through the Creative Industries Council, have agreed a sector deal to unlock growth, and will invest more than £150m across the lifecycle of creative businesses



For the full directory turn to pages 112–135

LIGHT IT UP

White Light

www.whitelight.ltd.uk Sector: Design Region: London

White Light started its life as a theatre lighting hire company in 1971, when it supplied some of the biggest West End shows. However, since then, it has invested in technology to diversify into other markets including corporate events, broadcast, leisure and live music and its clients range from museums to theme parks.

Based in south west London, White Light has over 75,000 sq ft of warehouse space, 260 staff and an annual turnover of £35m, plus it has won several awards for its work. In the 2019 *The Sunday Times* HSBC International Track 200 league, it came in third place, and in 2018, it also won three prestigious awards: the IBC 2018 Innovation Award for Content Creation; Best Use of Audio Visual Technology at the Event Technology Awards; and the Merton Business Awards' Employer of the Year.

Since 2015, the company has expanded rapidly into the broadcast market, working on the FIFA World Cup, the Rugby World Cup and the Winter Olympic Games. Looking beyond sporting events, White Light's clients include the Harry Potter Studio Tour in London and a theme park in the UAE.

Bryan Raven, Managing Director of White Light, explains that the strength of the company throughout less favourable economic conditions is due to its industry. "The entertainment industry can be resilient to events such as recessions. While people can't afford luxuries like a new car or an expensive holiday, they can afford to entertain themselves, whether this is theatre trips, rock concerts or a visit to a theme park," he says.

For Bryan, the economic downturn can be used as an opportunity. "Recessions tend to sort out what we'd class as 'zombie companies'. We normally see competitors disappear or change direction in these periods as they quickly realise the commercial realities of aggressive pricing strategies."





White Light has helped in the production of some of the biggest West End shows, such as *Tina – The Musical* and *Harry Potter and the Cursed Child*



"While people can't afford luxuries like a new car or an expensive holiday, they can afford to entertain themselves" Bryan Raven, Managing Director, White Light

FOUNDRY FATHER

Foundry, a developer of creative software for the digital design and media and entertainment industries, was established in 1996. Since then it has been a leader in innovative and cutting-edge software, used to deliver visual effects and 3D content for the design and entertainment industries.

With over 7,000 customers globally, Foundry's technology has been used to create stunning visual effects for film and television, including on visual effects (VFX) Oscar-winning films. Foundry was named the Best Performing Company in 2018 by Megabuyte and was recently honoured by the Academy of Motion Picture Arts and Sciences for its significant contribution to motion pictures.

The film and television industries are rapidly changing due to the development of technology. Foundry is continually updating and creating

FOUNDRY.

www.foundry.com Sector: Technology Region: London

"We are seeing high growth in video-on-demand services like Netflix, Amazon, Hulu and Apple in the VFX industry"



The Foundry All Stars annual event celebrates the best in VFX

> Craig Rodgerson, CEO, Foundry



pioneering products, such as a digital 3D painting tool, so it does not fall behind. "We are seeing high growth in video-on-demand services like Netflix, Amazon, Hulu and Apple in the VFX industry," says CEO Craig Rodgerson. "These services invest in creating original content and the high demand for this content is driving innovation, efficiency and quality."

In 2018, Foundry launched a ground-breaking platform called Athera, the first cloud-based VFX platform that enables studios to create and collaborate on projects from around the world. Foundry's software applications are being used by the world's leading footwear and fashion product brands. Craig says: "These close partnerships are empowering brands and creative professionals to design and manufacture their products faster than ever before."

For a business starting out, Craig believes that smoothing out operations by using the right tools and keeping costs down is crucial. He says: "Thinking outside the box when it comes to optimising business processes is essential." 7,000

The number of customers Foundry has globally

SPECIAL AGENT

An independent global creative agency, AnalogFolk helps clients navigate the digital world.

Founder and CEO Bill Brock explains the theory underpinning the agency: "Digital technology is the most disruptive force we've ever seen, and it manifests itself in good and bad ways. Our job is to work with clients to help them use technology for good – both in their business and in wider society." The company has worked with some of the world's most famous brands, including Unilever, Nike, Nando's, Diageo and PepsiCo, by helping them capitalise on a new wave of innovation and reach.

Recent trends have suggested a shift in the market around bringing creative capabilities in-house rather than outsourcing to external agencies, but AnalogFolk has maintained its dominance by fostering mutually fruitful long-term relationships with clients. "For agencies that aren't strategic and lack strong partnerships, this shift poses a problem," says Bill. "However, for AnalogFolk, it's an

AnalogFolk

www.analogfolk.com Sector: Advertising & Marketing Region: London





AnalogFolk counts Nike as one of its clients

, Bill Brock, founder and CEO, AnalogFolk

opportunity. We're very strategic and have strong relationships with our clients, and our mission of using digital to make the analog world better will continue to be invaluable."

With offices around the world, including in London, Sydney, New York and Hong Kong, the company's global reach and experience guarantee a diverse and current approach to content. Diverse by its multinational nature, the company is also a strong advocate for diversity in the workplace. AnalogFolk has a 51:49 gender ratio, in favour of female employees, and nearly a fifth of employees are from BAME backgrounds. Clearly, the pioneering attitude of the company isn't just limited to technological innovation.



51:49

The gender ratio at AnalogFolk, in favour of female employees

STARS OF THE SCREEN

Independent TV production company Nutopia is best known for its award-winning factual programming. Credited with creating the 'megadoc' – a huge, premium documentary series that often sits in American cable channel schedules – Nutopia was created in 2009. "At a time when everyone was talking about budgets getting squeezed, we went in the opposite direction and invented the megadoc, the creme de la creme of documentary series," CEO Jane Root explains.

Jane, former president of Discovery Networks and Controller of BBC Two, describes her company as "bringing clever, ambitious television to a global audience" and "making serious subjects entertaining and accessible". Specialising in epic cinematography and action-driven drama, Nutopia has worked with some of the entertainment industry's

nutopia_

www.nutopia.com Sector: Media Region: London



the 'best of the best' even at high prices"

leading lights, including Will Smith and Jeff Goldblum.

The firm has gone from strength to strength in the past decade and has been recognised as such. In 2017, Jane was awarded the Women in Film and TV 'Business Woman of the Year' award and the firm was included in *The Sunday Times* 2018 Profit Track 100 Ones to Watch list.

What does Jane put Nutopia's success down to? "Despite tightening budgets throughout the industry, we focused on the 'best of the best' even at high prices. With our history of producing the very best highend factual content, we have been well positioned to take advantage of the rise of the streaming video on demand (SVOD), with the audiences' appetite for quality content, and the increasing collaboration between film and television."

To counter the tough economic conditions in the past decade, Jane says the secret to success also lies in consistent investment in the best talent in the industry and creating a strong sense of community.



Filmmaker Darren Aronofsky and Nutopia worked together on a TV series – One Strange Rock

> On the set of One Strange Rock



2017

The year Jane Root received the Women in Film and TV 'Business Woman of the Year' award

CONSCIOUS DESIGN

Founded in 1995 and based in London, Londonewcastle creates developments in the capital for the design-conscious, delivering homes for private sale and affordable use. Ten years ago, Londonewcastle started its Arts Programme. This aims to bring London's creative community and its vacant spaces together, giving artists a place to showcase their work.

"We currently operate Gallery 46 in Whitechapel with an ever-changing roster of artists exhibiting, and Nomadic Gardens in Brick Lane, home to 100 allotment spaces, sculptors, artists and bee keepers. There's a real sense of community, where people from all walks of life collide," says David Barnett, co-founder and CEO.

Londonewcastle's work spans 11 London boroughs, with 455 homes across four projects currently under construction, including the restoration of a brutalist listed building in Poplar. In the pipeline over the next 10 years, David says there will be 2,786 units and 362,500 sq ft of commercial space in production.

The property industry is in a state of flux, according to David. "Our industry is undergoing

LONDONEWCASTLE

www.londonewcastle.com Sector: Construction Region: London





The lobby of a Londonewcastle development in Queen's Park, London

/ David Barnett, co-founder and CEO, Londonewcastle

its biggest ever change as a response to shifting attitudes amongst the younger generation towards home ownership. As with a lot of businesses established over the last century, real estate is seeing the impact of a generation that doesn't prioritise ownership," he says.

Beyond property and art, Londonewcastle has a charitable arm. In 2018, it established the Londonewcastle Charitable Foundation with the aim of helping disadvantaged communities across the world. "On Boxing Day 2018, nine of the team travelled out to the Thai/Myanmar border for our first ever project. We helped to build two classrooms, a water filtration unit and a fully equipped medical centre in a disadvantaged Myanmarese community," David says.





The number of units in the pipeline over the next decade for Londonewcastle



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BRIDGING THE FUNDING GAP FOR GROWING COMPANIES

TIM WARD

CEO, QUOTED COMPANIES ALLIANCE



"HISTORY SHOWS THAT EUROPE HAS AN ADDICTION TO TEMPORARY BANK DEBT AS A MEANS TO FINANCE GROWTH"

RAISING MONEY ON PUBLIC MARKETS CAN HELP FINANCE THRIVING BUSINESSES

The UK is recognised as being an open and receptive venue for growing companies both domestic and international. The public markets and the associated infrastructure of institutional investors, retail investors, advisers and liquidity providers has been built up over many years. This experience cannot be replicated easily and it has contributed to many thousands of growth companies being able to raise the necessary finance to build wealth for investors, employees and the wider stakeholder base.

The fact that 1000 Companies to Inspire Britain is in its sixth edition is testament to this breadth and depth of markets. Many companies have established a well-worn path to market. Their success should encourage others to consider this route as a very credible source of finance at the time of initial public offerings (IPO) and for subsequent rounds from experienced and committed long-term investors.

In every survey on economic sentiment that the Quoted Companies Alliance has conducted with YouGov, we have seen that while confidence about the UK economy is generally depressed, companies on public markets remain consistently positive about their own prospects. This has even been the case during several economic downturns.

History shows that Europe has an addiction to temporary bank debt as a means to finance growth. This is fine while interest rates are low and the economy is bouncing along nicely. But there is a time in the economic cycle when banks reduce, or even withdraw facilities, and this leaves companies exposed to the realities of shrinking working capital at a time when orders are drying up.

The public markets have a record of being able to bridge this funding gap. Two-thirds of money raised on AIM is related to further rounds of finance rather than at IPO. This reflects that investors are prepared to back companies who have an established track record, that investors take a long-term view beyond short-term downturns and that growth companies on public markets can operate with more confidence than those addicted to debt.

The OECD says that empirical results suggest that in most OECD countries, more debt is typically associated with slower growth while more stock market financing generates a positive growth effect. At a company level this has also proved to be the case.

This long-term open and receptive approach is not found in all public markets in Europe. It is possibly unique to the UK. It is one of the

"THE OECD SAYS THAT EMPIRICAL RESULTS SUGGEST THAT IN MOST OECD COUNTRIES, MORE DEBT IS TYPICALLY ASSOCIATED WITH SLOWER GROWTH"

reasons why we have a flourishing growth company environment where companies grow with confidence beyond the start-up and scale-up stages. We should not take this for granted, but in these uncertain times a place where permanent equity capital is available should not be overlooked. It is worth serious consideration by any company wanting to go to the next level.

FOOD & DRINK

CHANGING CONSUMER ATTITUDES AND BUYING BEHAVIOUR CONTINUE TO DRIVE GROWTH IN THE FOOD & DRINK SECTOR. WITH CONSUMERS DEMANDING HEALTHIER PRODUCTS AND A WIDER CHOICE OF FOOD ON-THE-GO, THE SECTOR IS CONTINUING TO EVOLVE

SECTOR AT A GLANCE

97% THE PROPORTION OF THE UK'S FOOD BUSINESSES THAT ARE SMEs

£4.5BN THE VALUE OF UK WHISKY EXPORTS, THE TOP UK FOOD & DRINK EXPORT

6% THE GROWTH IN SALES OF ORGANIC FOOD & DRINK PRODUCTS IN THE UK IN 2017

IN THIS SECTION » Gousto explains how it uses technology in its operations to deliver its easy-to-follow recipes and ingredient kits to customers, while Honest Burgers tells its humble beginnings in one site in Brixton to 31 restaurants across the UK across the UK

Sources: Food and Drink Federation (FDF), Wine and Spirit Trade Association (WSTA), Soil Association

DISH OF THE DAY

From small local producers to global brands, Britain has an enviable track record as an innovator and exporter of food and drink. Items such as Scotch whisky and plant-based burgers are continuing to drive growth. The Food & Drink sector contributes £31.1bn to the economy and in 2018 total export figures exceeded £23bn



BOX OF TRICKS

Gousto

www.gousto.co.uk Sector: Food & Beverage Region: London

Gallowing customers to sign up to a service that delivers precise ingredients and easy-tofollow recipe cards directly to their door.

The company describes itself as "food tech", using artificial intelligence and automation to customise recipes according to customer preferences. Gousto uses technology that enables customers to receive the recipes that suit their family's needs. "With free delivery, seven days a week, and meals that start from £2.98 per person, we are offering maximum convenience and variety to families across the UK," says Timo Boldt, CEO and founder of Gousto.

"We are currently putting two million meals on UK tables every month and we're constantly learning and adapting to make sure we are offering the best all-round product," Timo explains. "In tough economic conditions, families are eating out less and are looking for a convenient alternative that is competitive to supermarket prices."

Using data and technology is at the core of Gousto, and the business is determined to stretch its technological capabilities further, so it can offer a completely customisable platform for its customers. "Online is the fastest-growing segment of the grocery market and customers increasingly want to know exactly what's in their food, so personalisation is the key to successful retail," says Timo.

Gousto believes that a focus on people should be at the heart of a business. "A good team focuses on greatness for customers and therefore business success, so hiring fast shouldn't mean compromising on great talent," Timo explains.

With 100% year-on-year growth, Gousto is becoming one of the most inspiring food tech companies in Britain.





Timo Boldt is the CEO and founder of meal-kit company Gousto, which was established in 2012



"In tough economic conditions, families are eating out less and are looking for a convenient alternative that is competitive to supermarket prices" Timo Boldt, CEO and founder, Gousto

A CUP OF SUSTAINABILITY

Founded in 2010 by Suranga Herath, English Tea Shop is an independent speciality tea company. Headquartered in the UK with a manufacturing arm of the business in Sri Lanka, the company is committed to bringing a variety of 100% organic teas to its customers.

The tea industry has experienced a shift, driven by millennials who are looking for higher-quality and ethically sourced products, and this ties in with the firm's ethical approach to business. "As a pioneer of sustainable practices, we put our employees' and suppliers' livelihoods first using the principles of value sharing," says CEO Suranga. "We initiate schemes that allow our farmers to grow their entrepreneurial skills and consequently improve their quality of life." English Tea Shop reinvests 1% of its annual turnover back into the farms it works with, helping with issues such as education.



www.etsteas.co.uk Sector: Food & Beverage Region: London



Suranga expects that this increased demand for ethical businesses will grow stronger. He says: "Seventy per cent of consumers are more likely to buy from companies with strong and proven policies on sustainability and ethics."

Advising on business practice, Suranga recommends having a model that benefits both the business and the wider world in order to achieve real sustainable growth.

"The English Tea Shop has been leading the way for sustainable practices since its inception in 2010, which means there are huge opportunities for us to continue to make ethical business choices and pave the way for brands to follow."



The packaging factory of English Tea Shop in Sri Lanka

Suranga Herath, CEO, English Tea Shop



70%

The proportion of consumers more likely to buy from companies with strong policies on sustainability and ethics

CULTURE OF TRUST

H onest Burgers is a restaurant group specialising in homemade burgers and chips. "The burgers are chopped, not minced, to keep the natural texture and are made daily in our own butchery," says co-founder Tom Barton. "Our chips, relish, rosemary salt, fritters, pickles and sauces are all made from scratch in our prep kitchen. It's certainly not the easiest way, but we think it's the best."

Honest Burgers started in 2011 with £5,000, in a rainy field just outside Brighton. Now it has 31 restaurants, a prep kitchen and a butchery that makes 90% of its menu from scratch. It's also built a culture that the founders are very proud of. "Our restaurant culture is based around old school hospitality. We want you to feel like you're at home when you eat with us, and that starts the moment you walk through the door," says co-founder Phil Eeles.

The restaurant group opened its first site in Brixton Village, London, in 2011 and it was important to the business to keep things simple. "It's easy to try and please everyone,



www.honestburgers.co.uk Sector: Hospitality Region: London





Honest Burgers produces 90% of its menu from scratch

N Phil Eeles and Tom Barton, founders, Honest Burgers

but by doing so, you dilute what you're actually good at. We've stuck to what we know and worked at making that the best it can be – the humble burger and chips."

Honest Burgers is the only restaurant business in the country that has an LTTC (Less Than Thoroughly Cooked) accredited butchery, which means it can safely serve its burgers cooked medium.

The company prides itself on the transparency of its ingredient sourcing. "We've always been upfront about where our products come from, and opening our own butchery puts us in complete control of the traceability and quality of our beef. Plus, we're doing all this for a really good price, so it's helped us get a loyal following in our restaurants."



2011

The year Honest Burgers opened its first site in Brixton Village, London
FRUIT FOR THOUGHT

Fruitful Office began in 2006 with the idea of creating a simple, ecofriendly business that delivers quality fruit baskets to workplaces. At first it was a small operation, consisting of a small team waking up at 3am and purchasing fruit directly from New Covent Garden Market in London, packing the fruit in a small warehouse and distributing to just a handful of clients. In 2019, Fruitful Office is one of the leading office fruit delivery companies, providing baskets to more than 10,000 workplaces on a weekly basis, serving six countries.

"We have a focus on providing a cost-effective employee perk with a highly visible impact on life at work," says Director Vasco de Castro. "Every day we work on being the best we possibly can within our niche market. We strive to have a high-quality product, attentive customer service and



www.fruitfuloffice.co.uk Sector: Wholesale Region: East of England



"Every day we work on being the best we possibly can within our niche market"

the strongest environmental credentials in our industry." Fruitful Office employs 200 staff across five operational hubs and delivers 19,000 fruit baskets every week, benefiting more than 300,000 workers.

Its impact on its clients' lifestyles is palpable – 70% of the customers eat more fruit and 45% eat fewer unhealthy snacks. Productivity is also on the rise. A survey commissioned by the company saw an 11% increase in staff stating that they are working more productively since the introduction of the fruit basket, with 79% saying that the offering makes them feel more valued as an employee.

Vasco advises small start-up businesses to take advantage of networks. "Make use of your family and friends for support," he says. "Also, delegate wherever possible – if you try to do everything yourself, the business will not grow."



Fruitful Office has committed to plant one tree in Malawi for every fruit basket its clients consume

> The seasonal basket includes three or four fruit types that vary throughout the year





The proportion of employees who feel more valued as a result of Fruitful Office's baskets

MIXING IT UP

The Alchemist isn't a traditional cocktail bar and restaurant. "We are masters in the dark arts of molecular mixology and demons in the kitchen, with theatre and immersive experiences at our core," says Managing Director Simon Potts of his business. It has sites across the UK, including London, Newcastle, Chester and Cardiff.

The Alchemist has been included in *The Sunday Times* 100 Best Companies to Work For programme for three years running. "We are proud of this recognition, as we have grown our team of people from 430 to 916 during that period," says Simon.

Describing what makes The Alchemist stand out, he says: "Our mixologists create every cocktail with an obsessive eye for detail. Presented in vessels orchestrated to add a devilish dash of theatre, they bedazzle, bewitch and set the scene for everything we do. We have one of the most creative and immersive cocktail lists in the country."

The Alchemist has expanded on its cocktail offerings and has moved into the all-day dining



www.thealchemist.uk.com Sector: Food & Beverage Region: North West England





The Alchemist in MediaCityUK, Manchester

ر Simon Potts, Managing Director, The Alchemist

sector, too. "We have spent the last few years developing our food menu, adding breakfast and brunch options, researching the latest food trends and adapting to the change in guests' eating trends and preferences," says Simon. One of its latest is the 'Moving Mountains' burger, which is a vegan plant-based burger. The product accounts for one in four of its burger sales.

The Alchemist encourages its employees to connect with their local communities and charity initiatives. However, it also recognises the pressure this can create alongside working, so has introduced the 'Currency of Kindness'. "We're investing in our neighbourhoods, charity projects are getting access to committed individuals who want to make a difference, and our teams get to volunteer in work time, while getting paid."



"We are masters in the dark arts of molecular <u>mixology</u>"

916

The number of employees at The Alchemist

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FIXING THE FUNDAMENTALS

DR ADAM MARSHALL

DIRECTOR GENERAL, BRITISH CHAMBERS OF COMMERCE



"IMPROVING THE UK'S PHYSICAL AND DIGITAL INFRASTRUCTURE WILL BOOST PRODUCTIVITY AND UNLOCK BARRIERS TO GROWTH" BRITISH BUSINESSES ARE FACING CHALLENGES, BUT COMPANIES CONTINUE TO DEMONSTRATE RESILIENCE

This report is always a welcome opportunity to celebrate some of the most inspiring businesses across the UK.

I have the privilege of meeting many of these businesses in my role, as so many are members of Chambers of Commerce across the UK and around the world. They are a reminder of the quality, innovation, commitment and entrepreneurial spirit that drive our business communities.

There's no denying it has been a challenging year for many UK businesses, in the light of ongoing political uncertainty and the extent to which firms are in the dark about future conditions. But, as this report makes clear, companies from every part of the UK, and of every size and sector, continue to demonstrate their adaptability, resilience and determination to grow.

Our companies need the best possible conditions here at home to keep up the momentum.

Brexit has become a vacuum for so much of Westminster's energy and attention, to the detriment of the many important domestic issues that urgently need attention.

We must fix the fundamentals here at home to allow all our firms to prosper.

It all starts with people, who are at the heart of every business's success. Yet labour shortages are now at critical levels. It's up to firms to find new ways to unlock local talent, including re-thinking the way that they work and hire.

It it's up to government to deliver

an education and skills system that is fit for purpose, as well as a low cost and flexible immigration system that facilitates recruitment at all skills levels when local shortages exist.

"AS THIS REPORT MAKES CLEAR, COMPANIES FROM EVERY PART OF THE UK, AND OF EVERY SIZE AND SECTOR, CONTINUE TO DEMONSTRATE THEIR ADAPTABILITY, RESILIENCE AND DETERMINATION TO GROW"

Chambers of Commerce understand better than anyone the importance of place, and they work to make local business communities the best they can be. Central to this is connectivity – ensuring that firms can connect with people and markets locally, nationally and globally. Improving the UK's physical and digital infrastructure will boost productivity and unlock barriers to growth.

Finally, we need to encourage far more of our businesses to take advantage of opportunities around the world. Greater practical, local support for firms looking for new clients and markets would open doors to more international trade.

While the UK's political future remains unclear, there is no doubt about the ambition and passion of our businesses.

Chambers of Commerce stand ready to help firms through this time of transition and will continue to champion their interests at every level.

RETAIL 📎

WITH ONLINE NOW GROWING AT 10 TIMES THE RATE OF STORE SALES, THE UK'S RETAIL SECTOR IS EVOLVING AS TECHNOLOGY DISRUPTS TRADITIONAL BUSINESS MODELS

SECTOR AT A GLANCE

20.6% THE PROPORTION OF SALES THAT ARE ONLINE IN THE UK

No. 1

RETAIL IS THE UK'S LARGEST PRIVATE SECTOR EMPLOYER

13,560

THE HOURLY **FOOTFALL ON OXFORD STREET,** THE UK'S BUSIEST SHOPPING STREET

MBE explains how her eponymous brand has grown since 2013, and why shirtmaker TM Lewin has expanded into overseas territories

Sources: e-Marketer, Retail Economics, Statista

RETAIL THERAPY

Retail remains the single largest private employer in the UK, with one in 10 people working in the sector. Despite headlines about the demise of the high street, online still accounts for only 20% of total retail sales in the UK, meaning traditional forms of retail aren't going anywhere just yet



- The Orange Square Company
- Underground Toys Limited

For the full directory turn to pages 112–135

FOUNDATION FOR GROWTH

Charlotte Tilbury

www.charlottetilbury.com Sector: Retail Region: London

Charlotte Tilbury is the eponymous beauty and skincare brand founded by the MBE-awarded British makeup artist. The company is famous for award-winning products across skincare and colour cosmetics.

"My mission is to empower everyone in the world to be the most beautiful version of themselves," says Charlotte. "I saw an opportunity for simplicity in the market, focusing on creating products that were easy to use and easy to choose for consumers, with ground-breaking products of the highest quality. I wanted to create a brand where no one felt daunted, but was excited and empowered by it instead."

The brand has received a record-breaking number of awards – now more than 200 – since launching in 2013, culminating in an MBE for services to the beauty and cosmetics industry for Charlotte in 2018.

Charlotte believes that women will continue to buy makeup from a brand they love, regardless of the economic conditions. "Beauty – when it is done well – can be recession-proof. When you look good, you feel good: it changes your mindset and the world reacts to you in a different way. The sales of my products are accelerating as people still want products that empower and make them feel and look fabulous," she explains.

Since launching the brand, Charlotte has seen technological advancements, such as augmented reality, change shopping experiences. "I launched my Magic Mirror in 2016 – it was the first experience of its kind. It magically morphs my iconic makeup looks on to a customer's face, meaning they could effectively 'try-on' before purchase."

For small businesses starting out, Charlotte has some sage advice. "Visualise what you want, be overwhelmingly positive and don't give up until you get it."



CharlotteTilbury

The founder wanted to create a brand that makes customers feel empowered



"I saw an opportunity for simplicity in the market, focusing on creating products that were easy to use and easy to choose for consumers"

Charlotte Tilbury MBE, founder, Charlotte Tilbury

HOME TRUTHS

Created in 2003 by twin brothers Antony and Richard Joseph, Joseph Joseph designs and manufactures houseware products that solve everyday problems with innovative solutions. With 120 staff worldwide and a range of more than 450 products sold in more than 110 countries, the company has rapidly grown into a multi-award-winning international houseware brand with offices dotted around the globe.

Focusing on international markets has meant that 75% of Joseph Joseph's sales are now outside the UK, which has provided steady growth and allowed it to take advantage of developing markets.

The company has adapted to the shifting landscape in the retail market as consumers look beyond the high street to the convenience of online shopping. This shift in buying habits has created huge



www.josephjoseph.com Sector: Retail Region: London

"The company's success is down to its willingness to consistently fund the design of new products"



Twin brothers and founders of Joseph Joseph, Antony and Richard Joseph

The company is well known for its design-led approach to houseware



opportunities in retail and Joseph Joseph has therefore committed investment to developing its website and ecommerce offering over the coming years in order to keep pace.

The company's success is also down to its willingness to consistently fund the design of new products in order to branch out into different categories, launching waste management and bathroom products in the past two years.

For Antony and Richard, key for any business starting out is to find the one thing that they do really well – and to then consistently strive to be better than anyone else at doing it.

By having this focus, Joseph Joseph has built a solid reputation for innovation and managed to attract many new kitchenware customers in the process. As the business has become more successful, the company has been able to expand the range gradually and more effectively into other housewares areas.



The proportion of Joseph Joseph's sales outside the UK

DIAMOND PRECISION

Founded in 2007, VASHI is an innovative diamond jewellery retailer that has positioned itself in the market as an accessible luxury brand, somewhere between its luxury competitors and high street name retailers. It prides itself on "selling customers a powerful emotional experience rather than just a product", according to founder, Chairman and CEO Vashi Domínguez.

VASHI has carved a niche in the industry by catering to a desire to personalise jewellery. "Within the luxury industry, there is a lack of

customisation and the ability to do so is often limited and only available at the high end of the market," explains Vashi. "Personalisation delivers added value to consumers. It offers greater product uniqueness and deepens emotional engagement with both products and brands." He adds that British millennials are increasingly customising engagement rings, with couples customising them together.

VASHI customers are invited to take a handson approach to the creation of their jewellery as they collaborate with the jewellery makers –

VASHI

www.vashi.com Sector: Retail Region: London





VASHI has carved a niche in personalising jewellery for customers

The company has positioned itself as an accessible luxury brand

from initial design through to diamond selection and even stone setting.

The business has won several awards, including UK Business of the Year, as well as being named one of the Top 100 Businesses in Europe, and continues to expand. It has a staff of 100 and is growing rapidly, with the senior team bringing together strong experience in retail, brand, creative and digital marketing. In 2018, the company launched 50 new products, diversifying its core focus on bridal to a wider range of diamond jewellery.

For small businesses starting out, Vashi says there are business opportunities in all fields. "However, you need to have the desire and passion to build a customer proposition that exceeds what is available in the market."



50

The number of new products launched by VASHI in 2018

DREAM MAKERS

JAY-BE[®] is one of the UK's most distributed bed brands, supplying around 1,000 retailers around the world. Offering a whole range of products, including mattresses, sofa beds and folding beds, the father and son business has its roots in the early 1800s.

The company has found new opportunities in consumer demand for quick response times. Roger Durrans, Managing Director of JAY-BE[®], explains that in response to demand, the company began dispatching directly from its factory straight to the consumer. It also ensured that the vast majority of its products were available for next day delivery.

Roger says that the role of the internet has changed how the business communicates with its consumers. "We recognise that online plays an everincreasing role in communicating to the customers. We have proactively



www.jaybe.com Sector: Retail Region: Yorkshire and the Humber



improved our marketing assets, including a complete transformation of our website, the introduction of product videos and a wider range of photos to increasingly promote our brand and our wider values. We have also improved our logistical relationships in order to expand abroad."

The company produces approximately 300,000 beds and mattresses each year in its West Yorkshire factory and in the past year has undertaken lengthy research into the eco-impact of its industry. "We are more focused than ever on producing environmentally conscious products, as well as setting higher industry benchmarks for comfort, quality and true value."

JAY-BE[®] has worked hard on its sustainability credentials. Its Smart Fibre mattress, which is made from recycled plastics, has replaced foam in the majority of its products. Since their introduction, JAY-BE[®] has actively diverted more than the equivalent of 60 million plastic bottles from going into landfill. "With the notable shift in public interest, we have recently started to highlight this," says Roger, adding, "the biggest challenge is incorporating our values while remaining very competitive, although this is something we're determined and confident we can achieve."



JAY-BE[®] has ensured that the majority of its products are available for next day delivery

It offers a range of products, including mattresses, sofa beds and folding beds





The number of beds and mattresses produced each year in the JAY-BE[®] West Yorkshire factory

OFF THE CUFF

Founded in 1898, TM Lewin is a gentleman's shirt and tailoring retailer. The company opened its first shop on London's Jermyn Street and has since expanded its operations internationally, reaching 18 different markets.

The brand is synonymous with office workwear and continues to develop bold shirt styles, while always offering classic choices. "The essential white shirt has always dominated the office, and in many cases still does. However, the contemporary man is more daring in his outfit selection, which in turn grants us free rein to think more creatively about not only the essential formalwear items, but also how we can develop ourselves as the go-to premium lifestyle brand for every man, every day of the week," says Sven Gaede, CEO.

TM Lewin's international business has grown over its 120-year history, expanding into international markets in 2009. "Over this past decade, we have built on our portfolio in territories such as Australia, Dubai and South

T·M·LEWIN

www.tmlewin.co.uk Sector: Retail Region: London





TM Lewin aims to position itself as the go-to premium lifestyle brand for every man

ر Sven Gaede, CEO, TM Lewin

Africa. We have seen 15% international retail growth over the last two years and have substantial plans for expansion through wholesale and franchise," says Sven.

Fashion, by its very nature, doesn't stand still, but TM Lewin anticipates shifts in trends in more than just style. "The coming years will see the industry go through many exciting fashion step changes, but what we are equally excited by are the shifts in the way people shop and interact with our brand."

As TM Lewin looks to the future, it aims to focus on the 'store of the future' concept, developing an engaging shopping experience for all while retaining its core values of what it believes the true shopping experience should be.



"The contemporary man is more daring in his outfit selection"

15[%]

TM Lewin's international retail growth over the last two years

ELITE 🚿

ELITE HAS CONTINUED TO ACHIEVE KEY MILESTONES OVER THE PAST YEAR. IT HAS STRIVEN TO HELP AMBITIOUS PRIVATE COMPANIES UNLOCK THEIR POTENTIAL AND PREPARE FOR GROWTH 0()

SECTOR AT A GLANCE

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1,100+ THE NUMBER OF ELITE COMPANIES, UP 54% FROM 2017

£1.5BN

THE AMOUNT RAISED BY ELITE COMPANIES IN 2018

478,000 THE NUMBER OF EMPLOYEES IN ELITE COMPANIES WORLDWIDE

IN THIS SECTION » Aspens Services supplies schools with meals that keep up with the latest food trends, while La Fosse Associates has group through its has grown through its strategy of hiring entry-level employees

Source: ELITE

ELITE THE PATH TO GROWTH

ELITE HAS THE TOOLS AND DIVERSE NETWORKS TO HELP FAST-GROWING COMPANIES OVERCOME OBSTACLES AND ACHIEVE THEIR POTENTIAL

Successful business leaders are aware that to succeed, every area of the business needs to be aligned. This ensures that all members of staff are encompassed in the business's vision for immediate and future growth. Too often failure to do so can result in a disjointed company vision that is translated into differing objectives throughout the various business units.

For fast-growing companies where the path to growth can often seem uncertain and littered with immovable challenges, ensuring and implementing the appropriate strategy can prove difficult. Many have stumbled when scaling, from supply chain issues to a changing marketplace and a lack of funding. As businesses strive to grow their brand and face these numerous challenges head on, the decision of what to prioritise can become key.

ELITE, London Stock Exchange Group's ecosystem and platform for private, ambitious companies, is pioneering the way forward by offering companies structured support in all internal and external aspects of growth. Forming and articulating company vision is a core element of ELITE and is universal to every company regardless of size or industry. Based on the know-how ELITE has built in its six years of working with private companies from around the world, we have developed a digital diagnostic tool, the Growth Compass. It provides a framework to gather valuable insights into a company's genetic makeup by evaluating the business holistically. Aimed at assessing a company's readiness for the next stage, ELITE's Growth Compass focuses on 10 key areas of business growth - relevant to any growing company.

The start of a company's ELITE journey, The Growth Compass, provides a quality assessment of the company structure and position as well as the opportunity to create a tailored approach to establishing and implementing the successive stages on the journey.

"The Growth Compass not only serves as a relationship management tool for ELITE but also enables management teams to identify and focus on core areas of attention for them. It acts as a guide for the longer term, with companies being able to refresh their assessment as often as needed. We see the Growth Compass becoming a powerful tool for other entities. For example, our bank and corporate partners who are engaged with a large number of private companies in their value chain can use the compass to better understand their challenges and offer bespoke support to them," says Umerah Akram, Head of ELITE UK and Global Business Development.

ELITE companies benefit from structured workshops in each of the 10 areas of growth as well as access to an extensive network of experts, advisers, business leaders and investors. This collective environment is particularly conducive to collaboration to drive business forward as well as options for M&A, joint ventures and fundraising. Since ELITE's inception in 2012, 70 ELITE companies have gone through IPOs and bond issues on LSEG's markets, raising in excess of £2bn, and more than £250m has been raised on ELITE's funding platform.

With ELITE, the opportunities are endless. To start your ELITE journey, visit: elite-network.com/1000-companies-inspire-uk

ELITE'S GROWTH COMPASS

- GROWTH STRATEGY
- FUNDING & FINANCE
- MARKET ORIENTATION
- INTERNATIONALISATION
- OPERATIONS & PROCESSES
- INNOVATION
- PEOPLE
- DIGITALISATION
- CORPORATE GOVERNANCE
- RISK MANAGEMENT

ACCESSING CAPITAL IN THE UK



AGGREGATE REVENUE

COMPANIES

REGIONS

* Corporate transactions include: Μ&Α, JV, PE and VC deals, IPO ** Disclosed figures based on: PE/VC Deals (Zephyr data), IPOs and Bond Issues (LSEG data). Data period covers 1 April 2012–18 April 2019

EMPLOYEES

SECTORS

ELITE

BEST IN SHOW

LSEG's private business support and capital-raising platform, ELITE continues to help the country's most ambitious companies with the skills, knowhow, network and capital they need to expand their potential. 2018 was a year of achievements – ELITE welcomed 380 ambitious global companies to its network, growing to more than 1,100 members spanning 35 industries and 40 countries



FIRST AMONG EQUALS

FIRST

www.firstagency.com Sector: Advertising & Marketing Region: London

For more than 20 years, FIRST has been producing corporate events for top tier clients all over the world. Founded in London in 1996, FIRST provides event technology, venue sourcing, design and analytics solutions to global brands.

With more than 350 employees based in its New York, Los Angeles, London, Dublin, Singapore and Hong Kong offices, FIRST operates across five continents and works with clients across the financial services, aerospace, technology and non-profit sectors.

FIRST is on a path of growth, recently acquiring Clive, an experiential events agency. FIRST has also expanded its capabilities, global footprint and the industries it serves.

"FIRST has enjoyed sustainable growth through extending client relationships across our three regions: Americas, EMEA and APAC. Our strategic plan is simply to put the needs of our client FIRST," says Barry Richards, Chief Client Officer. "Our growth strategy has been consistent: we work with clients to ensure we understand their needs, deliver value and help them achieve their objectives. We're large enough to have global resources for our clients, and flexible enough to evolve rapidly and roll out new capabilities as required."

Maureen Ryan Fable, Group CEO and CEO Americas, notes the shifting landscape in the events sector. "More clients require global consistency as the marketplace gets smaller, with the ability to execute and truly deliver seamlessly across borders. Operating globally is both an opportunity and challenge."





The year FIRST was founded in London



Maureen Ryan Fable, Group CEO and CEO Americas, thinks that the challenges presented by the events sector can also be seen as opportunities



"More clients require global consistency as the marketplace gets smaller" Maureen Ryan Fable, Group CEO and CEO Americas, FIRST

COOKING UP A STORM

A spens Services is a privately owned company that provides catering services to schools and colleges. Established in 2008, the company has grown fast and employs over 2,500 people.

"We believe that the key to our success is changing the mindset of the people in our kitchens," says Ben Wood, Chief Operations Officer. "The whole culture of food has changed – children eat out at the weekends and expect to receive the same quality of food at school."

To meet these expectations, Aspens Services' chefs are often recruited from restaurants and hotels, bringing with them culinary skills that complement the company's menus. "We keep abreast of food trends and are proud to offer family favourites, international flavours and the latest dishes inspired by the high street," says Edward Wright, Head of Food.



www.aspens-services.co.uk Sector: Wholesale Region: West Midlands



The company offers a wide range of dishes, and keeps up with the

latest food trends

Aspens Services focuses on providing nutritious meals and snacks to schools



"Our range of seasonal and nutritious dishes are cooked on-site, using British-sourced ingredients."

Listening to customers has been key to the company's success. "The company's growth has been achieved through understanding the market and our customers' needs," says Jamie Wickett, Head of Procurement, adding that the company is looking to offer more vegan and low-sugar dessert options.

The fast-growing focus on the environment by young people is something Aspens Services is keen to support, working alongside schools to reduce the use of plastic bottles, packaging and disposables. "Generation Z pupils are passionate about energy, single-use plastics and waste," explains John Roe, Chief Executive Officer.

Aspens Services is also working with young people through The Academy. Launched in 2019, this apprenticeship programme offers learning opportunities to develop the business leaders of the future.



The number of employees at Aspens Services

CULTURE WITH A HEART

S pecialising in recruitment in the technology and digital sector, La Fosse Associates' CEO James Parker reveals: "It's how we do it that makes us different."

La Fosse leads by example, looking after its employees in a way it hopes the recruitment industry will follow. "Our vision is simple: to build a company by treating people well," says James. "We believe that a culture with a heart is the best way to rapidly grow a great business."

When Simon La Fosse founded the company in 2007, he set aside 40% of the equity to be

gifted to staff. Also, the company has recently launched its pro-bono advisory practice, connecting charities with leaders on an advisory basis, waiving the usual fee. La Fosse Associates' charitable efforts have seen the company presented with the Give Something Back award at the Lloyds National Business Awards.

The business is built on an 80% associate, or entry-level, hiring model. This means that the company's success is dependent on finding people who love learning, before developing them to a high standard. This method has



www.lafosse.com Sector: Professional Services Region: London





La Fosse Associates' growth strategy is to invest in people

James Parker, CEO, La Fosse Associates

increased the company's headcount to 200. "Our growth strategy is to invest in our people," says James. "Our learning and development programme isn't just a branch of our business – it underpins our entire strategy."

With more businesses moving towards outsourcing their recruitment, La Fosse Associates understands that its continued success lies in consultants who are able to advise as well as recruit. "To set the agenda for best practice, we need to ensure that every consultant has a depth of knowledge that will allow them to provide real value," says David Roberts, Director of Contract Recruitment, explaining that this will enable consultants to make the move from a "service provider to a strategic partner".





The growth in average yearly gross profit since inception

MORTGAGE DISRUPTORS

endInvest operates a marketplace for mortgages and is one of the largest non-bank mortgage lenders in the UK. The company uses proprietary technology to make mortgage applications easier and also helps different types of investors – from individuals to some of the world's largest financial institutions – to invest in mortgages. To date, LendInvest has lent over £2bn and has built a significant and diverse capital base.

"As a business, we are focused on serving the perennially under-served borrower – individuals seeking a mortgage in a seamless, timely fashion. Simultaneously, we provide investors with the unique opportunity to invest directly in mortgages, which are an attractive, secured asset class," says Christian Faes, co-founder and Chief Executive Officer.

"Getting a mortgage has traditionally been a time-intensive, inefficient

L^I lendinvest

www.lendinvest.com Sector: Financial Services Region: London

"Borrowers increasingly demand a technology-driven, seamless journey that puts their needs first"

process, with individuals struggling to get finance on terms that they require," says Christian. "Borrowers increasingly demand a technology-driven, seamless journey that puts their needs first."

The tech-enabled lender is meeting the needs of the investors in its mortgages by providing them with access to private debt investments in a straightforward way.

"LendInvest has shown how a technology-driven approach to lending can help take a leading position in the highly competitive specialist loans market. "Over the past year, the firm has made significant headway in the buy-to-let market, while continuing to make vital investment in building out our proprietary technology across the business. Our sights are now firmly set on continuing to build out our platform, and ultimately, on the opportunity to disrupt the £200bn mainstream UK mortgage market," explains Christian.



LendInvest helps those looking for mortgages, and those who want to invest in them too

> Christian Faes, co-founder and Chief Executive Officer, LendInvest



£2^{bn}

The amount LendInvest has lent to date



THE INSPIRING NATURE OF SCALEUPS

IRENE GRAHAM CEO, THE SCALEUP INSTITUTE



"IT IS SO IMPORTANT THAT WE TREAT SCALING BUSINESSES AS A SEGMENT IN THEIR OWN RIGHT"

THE CONTINUOUS GROWTH OF SCALEUP COMPANIES IS SIGNIFICANTLY CONTRIBUTING TO THE UK ECONOMY

Scaleup businesses are truly inspiring and significant contributors to UK plc. This report is vital in celebrating our growth heroes.

Scaleups are twice as innovative as large firms, twice as likely to be operating in international markets and are significant UK employers – indeed more likely to offer apprenticeships than their counterparts. Scaleups exists across all sectors and areas of the UK and on average are 42% more productive than their peers.

The good news is that there are more of them than ever before.

Our recent analysis of the latest ONS data from 2017 shows that the number of high-growth, scaleup businesses in the UK increased to 36,510 - a 3.7% increase over the previous year. This means that the economy added 1,300 companies going through a period of rapid growth and that overall there are 35% more scaleups than in 2013.

Strikingly, these scaleups generate £1.3trn in turnover to the UK economy – 68% of the overall £1.9trn turnover generated by almost six million SMEs in 2017. They are also an employment powerhouse, accounting for approximately 3.4 million jobs across all sectors and areas of the UK economy.

This is why it is so important that we treat scaling businesses as a segment in their own right and tailor interventions to their growth needs.

While these increasing numbers are encouraging, the rate of growth has slowed from its average annualised rate of 9.3% between 2013 and 2016. Regional disparities also continue to persist – those regions growing fastest in their density of scaleups are doing so at almost five times the rate of others. This reinforces the imperative for local intervention and action.

Scaleups continue to face major challenges on five fronts: gaps in talent and skills; access to markets both at home and overseas; opportunities to develop leadership capacity; a need to access finance, notably, patient capital; and a lack of flexible infrastructure.

£1.3^{trn} THE AMOUNT SCALEUP BUSINESSES GENERATE IN TURNOVER FOR THE UK ECONOMY

It is also essential to increase knowledge and awareness of the right kinds of finance to support a business's growth, which is why we are working closely with the British Business Bank on its finance hub and regional network, as well as with Innovate UK 's scaleup services.

A critical part will be the ongoing work to harness existing Government data sources and facilitate greater data sharing across government in order to identify scaling businesses effectively and in a timely manner. More real time information will enable more effective private and public sector engagement with scaling businesses at a local level. This in turn will increase the capacity for local ecosystem stakeholders to collaborate and ensure that scaleup leaders flourish.

Only through collaboration can we make the UK the best place in the world to scale a business, enabling companies to achieve their export and innovation potential.

MANUFACTURING & ENGINEERING

THE BRITISH MANUFACTURING & ENGINEERING SECTOR IS CONTINUING TO ATTRACT TALENT, EXPANDING ON ITS REPUTATION AS A MELTING POT OF SKILLS AND INNOVATION

SECTOR AT A GLANCE

£1.23TRN THE AMOUNT **GENERATED BY** THE ENGINEERING SECTOR IN THE UK

1 IN 5 THE PROPORTION OF PEOPLE IN THE UK WHO WORK IN THE MANUFACTURING & ENGINEERING SECTOR

13.5% THE PRODUCTIVITY **GROWTH OF THE** ELECTRONICS SECTOR, FROM 2012 TO 2017

IN THIS SECTION »

moves with the demand of portable charging in public spaces, offering USB charging and data connectivity solutions, while Reaction Engines is developing an airbreathing rocket engine

Sources: EEF, EngineeringUK

DREAM MACHINES

Manufacturing & Engineering is one of the UK's broadest sectors, with specialist areas including aerospace, chemical, telecoms and electronics. Britain is the birthplace of the industrial revolution and remains a leading manufacturing nation, with 2.6 million people employed in the sector. It is now entering a new era with the rise of automation and artificial intelligence, which will help streamline production lines and provide firms with more opportunities for growth



- Bluetree Group
- C. Wynne and Sons Limited
- MII Engineering Limited
- The Rosebery Group
- Vivalda Group Plc

For the full directory turn to pages 112–135

PUMP IT UP

Aspen Pumps

www.aspenpumps.com Sector: Manufacturing Region: South East England

A spen Pumps has grown from three engineers in a shed to a global market leader in the design, manufacture and distribution of condensate removal pumps and ACR ancillaries. With an in-house laboratory, a design team, a multilingual customer service team and over 30 sales representatives, Aspen Pumps has established its position on the international HVAC/R (heating, ventilation, air conditioning and refrigeration) stage.

Recently, Aspen Pumps launched the STORM Chemicals range and acquired UK tool specialist JAVAC, positioning Aspen Pumps as the go-to company for condensate removal pumps and accessories. With approximately 75% of UK market share for these pumps, its move into ancillary tools and chemicals has offered further growth domestically, as well as opportunities abroad.

CEO Adrian Thompson is confident that Aspen Pump's growth will continue despite international trade barrier challenges and increasing competition. He believes the firm will "maintain strong and consistent branding, instantly recognisable in all overseas markets" and "will continue to invest heavily in developing a strong multinational distribution base".

For aspiring firms, Adrian encourages investing in people and having a fearless attitude towards setting a price point that matches the quality and brand position of the product. He also recommends remembering that strong and mutually beneficial supplier and customer relationships "will keep you ahead of the competition and give you that platform for profitability".

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Adrian Thompson has been the CEO of Aspen Pumps since 2007 and has seen the firm go from strength to strength



"Maintain strong and consistent branding, instantly recognisable in all overseas markets"

Adrian Thompson, CEO, Aspen Pumps

75%

The share Aspen Pumps has of the condensate removal pumps market

LEADING THE CHARGE

Founded in 1986, OE Electrics Group designs and manufactures electrical power, USB charging and data connectivity solutions for installation into commercial furniture. Its products can be found in call centres, hospitals and home offices.

"Working in the commercial office, laboratory, education, hospitality and transport sectors, we provide clients with products to accommodate their specific requirements," says Tim Hobbs, Technical Director of OE Electrics. "With a comprehensive range of international socket outlets, we can provide power modules to suit any territory, enabling globally active clients to achieve seamless integration of power and data across their entire network."



www.oeelectrics.co.uk Sector: Manufacturing Region: Yorkshire and the Humber

OE Electrics patented a TUF charger – twin USB fast charger – which has been globally recognised as an essential component for the provision

"The widespread uptake of mobile devices, both personally and commercially, has been a big opportunity"



of USB charging in public spaces. The firm has over 250,000 TUF USB chargers in its products in more than 62 countries. In 2019, the company launched a patented reversible USB connector in TUF, allowing users to upgrade their USB charger without the need for an electrician.

"The widespread uptake of mobile devices, both personally and commercially, together with the new ways of working in the flexible modern workplace, has been a big opportunity for OE Electrics Group," says Tim.

OE Electrics has capitalised on its 30 years' experience of modular plugand-play electrical solutions for the commercial office sector, along with the development of market-leading USB charging technology. Now, the company is able to access new markets where furniture manufacturers need solutions to allow users to charge their devices virtually anywhere.



The OE Electrics headquarters in Wakefield

> Tim Hobbs, Technical Director, OE Electrics





The year OE Electrics Group was founded

OUT OF THE WOODS

Based in Stowmarket in Suffolk, Timberwolf is one of Europe's leading manufacturers of professional wood chippers. Primarily created to serve the horticulture and arboriculture sectors, it has invested in research to ensure that its unrivalled petrol and diesel wood chippers consistently perform and deliver the best possible experience for its customers.

"We design products to meet our customers' specific needs. For example, the sub 750kg wood chipper series is one of Europe's best selling and is an arborist's favourite, due to unparalleled performance for its weight class," says Chris Perry, Managing Director of Timberwolf. "This has contributed to growth in our export market, with sales increasing by 256% since 2015, allowing for further staff investment to sustain this growth."

In January 2019, new legislation was introduced to reduce engine emissions from all non-road machinery by ceasing production of some of the highest-emitting engines.

TIMBERWOLF

www.timberwolf-uk.com Sector: Manufacturing Region: East of England





Timberwolf's sub 750kg wood chipper

ر Chris Perry, Managing Director, Timberwolf

However, Timberwolf is using this legislation to its advantage by engineering a new range of diesel machines, fitted with Stage V-compliant engines. "These produce lower emissions and offer the superior power and performance the industry expects from the company," says Chris. "The legislation had caused confusion within the industry, so we created our 'Stage V – All the Facts, #NoOmissions' campaign to bring clarity for all to access and learn from."

For a small business looking to grow, Chris believes that understanding the customers and their needs is of the utmost importance. He also advises "identifying what sets you apart and never compromising on quality".





The growth of Timberwolf's export sales since 2015

WATCH THIS SPACE

Counded in 1989, Reaction Engines is an aerospace manufacturer currently developing a revolutionary air-breathing rocket engine – SABRE™ (Synergetic Air-Breathing Rocket Engine). The company employs over 200 staff predominantly in the UK, but also has an office and a testing facility in the US.

"We aim to be twice as fast as the fastest jet engine and more efficient than the most efficient rocket engines. SABRE™ enables hypersonic flight over five times the speed of sound," explains Mark Thomas, Chief Executive of Reaction Engines. "With its wide range of operations and scalability, SABRE™ will allow the development of the next generation of truly reusable space launch vehicles, along with hypersonic aircraft, and represents a defining moment in powered flight."



REACTION ENGINE

www.reactionengines.co.uk Sector: Engineering Region: London



Reaction Engines offers a range of capabilities, from propulsion systems and advanced heat exchanger design and development, through to advanced manufacturing and precision machining. "Our heat exchanger technology has the potential to revolutionise what can be achieved with thermal management across a range of industries, from aerospace to motorsport, industrial processes and the energy industry," says Mark.

"Reaction Engines has benefited from a partnership model where targeted government support has matched significant private sector investment. Public funding has been critical, too, with commitments from the UK Space Agency, the European Space Agency and the Defense Advanced Research Projects Agency in the US. This has accelerated the company from the research phase to the design, development and testing of the SABRE™ engine," he says.

With the space flight sector going through a transformational era, there are very significant opportunities opening up and new players emerging. "The UK Government estimates that the global space market will be worth £400bn by 2030," says Mark, looking forward to the challenges ahead.



Reaction Engines is developing a Synergetic Air-Breathing Rocket Engine (SABRE™)

> Mark Thomas, Chief Executive, Reaction Engines





The number of staff employed by Reaction Engines

ALL PART OF THE PROCESS

The Carfulan Group provides advanced manufacturing technology solutions across a wide range of sectors, including aerospace, automotive, education and medical. The group comprises four divisions: OGP UK, SYS Systems, Zoller UK and VICIVISION UK. The companies in the Carfulan Group offer precision and performance for manufacturing processes, through multi-sensor metrology, 3D printing and tool pre-setting.

"The company's mission is to empower

manufacturers to improve their production processes and achieve end-product excellence. We are inspired by helping businesses to push the boundaries of innovation and exceed their own expectations," says Carfulan Group Managing Director Matt Fulton.

As demand and confidence in UK manufacturing continue to grow, this has enabled the Carfulan Group to identify and specialise in the full range of complementary, front-to-back technologies



www.carfulan.com Sector: Technology Region: East Midlands





Carfulan Group distributes Stratasys 3D printing equipment through SYS

ر Matt Fulton, Managing Director, Carfulan Group

serving the sector. "Our intuitive products are helping businesses to move smoothly towards Industry 4.0 – a new era of interconnectivity, automation and selfmonitoring, where machines have the ability to analyse and communicate both with each other and with their human co-workers, creating smoother processes and more productive 'smart factories'," explains Matt. Also, in 2015 the company opened a stateof-the-art showroom space in Derbyshire.

The Carfulan Group's products and software are in high demand in the precision engineering arena – in December 2018, its inaugural Manufacturing Performance Network event attracted more than 140 visitors from all around the UK.



2015

The year Carfulan Group opened a state-of-the-art showroom space in Derbyshire

SCOTLAND

THE MOMENTUM OF SCOTLAND'S ECONOMY IS PICKING UP PACE, WITH FOOD & DRINK, OIL & GAS AND FINTECH INDUSTRIES LEADING THE WAY ACROSS THE GLOBE

SECTOR AT A GLANCE

£7BN

THE CONTRIBUTION BY SCOTTISH FINTECH AND FINANCIAL **COMPANIES TO** UK GDP

217,000 THE NUMBER OF PEOPLE EMPLOYED IN SCOTTISH TOURISM, THE HIGHEST-EMPLOYING SECTOR IN SCOTLAND

NO. 1 THE CONSTRUCTION SECTOR IS FORECAST TO BE SCOTLAND'S FASTEST-GROWING EMPLOYER IN 2019, SUPPORTING 15,000 ADDITIONAL JOBS BY 2023 BY 2023

IN THIS SECTION » Wester Ross Fisheries rears its fish with a traditional focus, which is labour intensive and uses no automation or cameras, while Innis & Gunn delivers distinctive new beers

Sources: Scottish Development International (SDI), EY

FROM SCOTLAND, WITH LOVE

Scotland's passion for innovation has made it an inspirational place to do business. With globally recognised business networks, Scotland's international export market is valued at £32.4bn and the largest sector for exports continues to be Food & Beverage, worth £5.9bn



For the full directory turn to pages 112–135

ALWAYS IN SEASON

Angus Soft Fruits

www.angussoftfruits.co.uk Sector: Food & Beverage Region: Scotland

Celebrating its 25th birthday in 2019, Angus Soft Fruits is a leading supplier of berries to UK and European retailers. Established as a family business in 1994 by Lochy Porter, his father Willie and cousin James Gray, the company sells fruit directly to retailers. In 2018, it sold approximately 28,400 tonnes of soft fruit using this model. "We are passionate about delivering great tasting fruit," says Finance Director Neil Redford. "In addition to growing and packing berries, we also breed in-house varieties of strawberries, raspberries and blackberries."

To ensure that it can meet the UK's demand for soft fruits, which has dramatically risen over the last 10 years, the company has invested in technology that can help provide fruit throughout the year, not just in season. The company developed the Seaton System, an apparatus of table-top polytunnel growing that allows fruit and vegetables to be grown free of pesticide residues. This enables the company's growers to produce fruit from May until November, a huge increase from 30 years ago, when the Scottish berry season lasted only two weeks each year.

Angus Soft Fruits has also heavily invested in creating a larger variety of fruit. In 2003, it released the original AVA strawberry variety, which became the first strawberry grown in the UK to be sold into premium lines at leading retailers. "We have always invested in our varietal development programme," says Neil, "with the primary aim of bringing new selections to the market that have improved flavour, appearance, shelf life, disease resistance and yield."

SCOTLAND



The number of tonnes of fruit sold by Angus Soft Fruits in 2018



Angus Soft Fruits, based in East Seaton, is a family-run business that was founded in 1994



"We are passionate about delivering great tasting fruit. We breed in-house varieties of strawberries, raspberries and blackberries"

Neil Redford, Finance Director, Angus Soft Fruits

THE FUTURE STORYTELLERS

Axis Studios is an animation and visual effects firm that works within the entertainment industry. It partners with clients in four areas of entertainment – TV, video games, film and theme park markets – to tell engaging stories.

The growth in video streaming platforms and the demand for content has created a range of opportunities for the company. "The method in which content is distributed to audiences has changed dramatically. The on-demand nature, coupled with the ability to release content worldwide in one go, has seen more diverse stories and visual styles available to audiences who are looking for a blend of mainstream and niche entertainment," says Richard Scott, CEO at Axis Studios.

A X I S S T U D I O S www.axisanimation.com

Sector: Entertainment

Region: Scotland

Axis Studios began in Glasgow and has expanded with offices in Bristol



and London, and has 14 different nationalities in its team. "Our growth has been organic throughout our entire existence as a studio, meaning it is driven by opportunities that come directly from our clients. We have avoided a 'build it and they will come' approach. We feel this has allowed us to strike a good balance between growing and evolving, while being able to measure risk and adapt where necessary," Richard explains. Using this approach, Axis has diversified, moving from a focus on a single market in entertainment, to building relationships and a portfolio of work across the entertainment sector.

For budding business owners, Richard advises finding someone to do it with. "I think it is very tough to start a business alone. I'm an advocate for having at least one partner or senior team member in place that you can bounce ideas off. If you don't have that partner, look to have an external mentor or contacts running their own businesses, who you can discuss things with."



Axis Studios' projects include TV show Happy!

> Richard Scott, CEO, Axis Studios





The number of different nationalities on the Axis Studios team

FULL OF HOPS

Tnnis & Gunn is a brewing company based L in Edinburgh. Founded in 2003 by Dougal Gunn Sharp, a master brewer, its lager is the number one craft lager in Scotland, and the number two craft beer brand in the UK off-trade. It's also one of Scotland's most successful international craft beer brands, exporting to over 35 countries, and is the number one imported craft beer in Canada.

"Our team give 100% commitment every single day to make amazing beers for people all over the world to enjoy, and we love

to see drinkers discover something new." says Dougal.

"From our flagship bourbon barrel-aged beer The Original, to Innis & Gunn Craft Lager, and boundary pushing limited-editions, our beers are renowned for guality and flavour. We sold over 2.5 million cases of beer last year across the UK and over 35 export markets."

The global shift in consumer behaviour towards premiumisation has led a growing demand for higher quality products. "We are one of the brands driving craft beer's march



www.innisandgunn.com Sector: Food & Beverage Region: Scotland







Dougal Gunn Sharp, founder, Innis & Gunn

Innis & Gunn's lager is brewed using naked golden oats

into the mainstream, broadening our portfolio because people want to try different types of beer," says Dougal.

By 2025, the value of craft beer within the total beer market will almost treble, according to Dougal. He also thinks that the health and wellness trend is going to be a huge driver of innovation in the beer industry. "If you look at the current transformation in the low- and non-alcoholic beer sector, we can already see that this is becoming a more mainstream and lifestyle-driven choice. Our challenge is to develop and deliver distinctive new beers and give consumers more choice."

2. The number of cases of

beer sold last year by Innis & Gunn
LEAPING AHEAD

Wester Ross Fisheries is the oldest and only independently owned Scottish salmon farmer in the UK. Founded in 1977, the company has established itself as one of Scotland's leading fish exporters.

Based in the Scottish Highlands, Wester Ross farm is in one of the most sparsely populated parts of Europe. The farm's salmon is produced without the use of medicine, hormones, genetically modified organisms or antibiotics. They are also allowed extra time to grow, resulting in fish that are rich in omega-3, vitamins and full of umami flavours.

Managing Director Gilpin Bradley explains: "We focus on traditional labourintensive ways of hand-rearing, using no automation and no cameras." The Scottish salmon industry is booming, thanks in large part to growing demand for sustainable seafood. "One of the biggest challenges we'll be



www.wrs.co.uk Sector: Food & Beverage Region: Scotland



facing in the coming years will be to keep up with growing demand while not compromising on the quality of Scottish salmon, all the while trying to grow salmon in a highly sustainable environment," Gilpin explains. "Preserving our land and our seas for future generations is crucial."

Looking ahead, Gilpin says he is aiming to further grow the business overseas, due in part to shortages in other markets and high demand for premium Atlantic salmon. "Now, more than 75% of all our salmon are exported, mainly to the US, continental Europe, the Middle East and Far East Asia," he says.

The company is proud of its local heritage, a message that Gilpin feels other UK firms could learn from. To boost competitiveness, businesses should focus on promoting their provenance, as that resonates with discerning customers. He adds that for businesses just starting out, a fearless and adventurous attitude is crucial. "Don't be afraid to explore new markets, to meet new people. All this new experience will shape into stronger and more knowledgeable leaders."



Wester Ross Fisheries uses wrasse, which are a cleaner fish that help rid salmon of sea lice

Gilpin Bradley, Managing Director, Wester Ross Fisheries



75%

The proportion of Wester Ross salmon that is exported



AN INSPIRATIONAL PLACE TO DO BUSINESS

DR LIZ CAMERON OBE

DIRECTOR AND CHIEF EXECUTIVE, SCOTTISH CHAMBERS OF COMMERCE



"THE OUTSTANDING BUSINESSES CONTAINED IN THE PUBLICATION DISPLAY IMMENSE AMBITION, INNOVATION AND ENTREPRENEURIAL DRIVE" BRITAIN SHOULD BE INSPIRED BY THE INNOVATIVE EXCELLENCE OF THE COMPANIES IN THIS REPORT

I there was ever a time when business leaders could use a little inspiration, it is now. Reading the latest edition of London Stock Exchange Group's 1000 Companies to Inspire Britain delivers on that much-needed dose of motivation. The outstanding businesses contained in the publication display immense ambition, innovation and entrepreneurial drive, and all are to be congratulated on their achievements. My role as Chief Executive of Scotland's largest business network is a privileged one.

As a globally recognised business network, our priority is to accelerate business growth by expanding our international links and exporting potential, fostering and developing our future business leaders and building a skilled workforce fit for the future. Every day I have the opportunity to meet and interact with business leaders who are nurturing their company talent, fostering innovation and working hard to secure investment

"SCOTLAND HAS A GREAT STORY TO TELL AND OUR IMPRESSIVE COMPANIES HAVE GRASPED THE THISTLE OF INNOVATION AND CREATED OPPORTUNITIES WITH A STRONG LEGACY"

to grow their business. They inspire me and share my ambition that Scotland has the best possible environment to support business growth and job creation, and that Scotland is a place where there is opportunity for all. Scotland has a great story to tell and our impressive companies have grasped the thistle of innovation and created opportunities with a strong legacy. We have tradition, like in the Scotch whisky sector, which has

"WE ARE ALSO HOME TO WORLD-CLASS UNIVERSITIES AND FURTHER EDUCATION INSTITUTIONS WHICH ARE PREPARING OUR YOUNG PEOPLE TO PLAY THEIR PART IN SHAPING THE INDUSTRIES OF TODAY AND THE FUTURE"

grown from illicit stills of the 18th century to a dynamic, global industry with exporting as its lifeblood. We host Europe's energy capital, which is focused on both exporting its engineering technology to oil and gas basins around the globe as well as supporting the UK's transition to a low-carbon economy. We are also home to world-class universities and further education institutions that are preparing our young people to play their part in shaping the industries of today and the future.

Scotland is truly a nucleus of entrepreneurial excellence, from wave-powered generators to high fashion, to globally renowned salmon and pioneering data technology. We have all the right ingredients to grow, nurture and succeed. The time is now to be inspired and set our sights even higher to the next great horizon.

EENKOS

PARTNERING WITH GROWTH

CENKOS IS AN INDEPENDENT SPECIALIST SECURITIES FIRM FOCUSED ON SMEs, DELIVERING CAPITAL AND CORPORATE ADVICE TO SUPPORT SUSTAINABLE GROWTH

Cenkos Securities is a leading specialist securities firm focused on small and medium-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, follow-on fundraisings and pre-IPO investments
- 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 £18.9bn for our clients in transactions that range from less than £1m to £1.4bn, demonstrating the flexibility and strength

£18.9^{bn}

The amount raised since 2005 for Cenkos clients in transactions that range from less than £1m to £1.4bn of our offering. This allows us to support a business from an early stage and its initial admission to AIM through 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

"THE UK EQUITY CAPITAL MARKETS PROVIDE AN EXCELLENT SOURCE OF LONG-TERM FUNDING FOR UK BUSINESSES WITH AMBITIOUS PLANS"

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 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 1PM plc, Angling Direct plc, Diversified Gas & Oil plc, FairFX Group plc and Venture Life group plc, 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 to 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 on providing rapid, early feedback and making practical suggestions for alternative options if we cannot help you ourselves.



A PARADIGM SHIFT IN ENDOSCOPIC SURGERY

Creo Medical Group is a medical device company, founded by Professor Chris Hancock in 2003, focusing on the emerging field of surgical endoscopy to perform clinical procedures minimally and non-invasively.

The company has developed CROMA, an advanced energy electrosurgical platform that can deliver optimised microwave and bipolar radiofrequency energy through a single accessory port. This technology enables a wide range of miniature endoscopic devices to cut, coagulate and ablate tissue with precision. Creo's technology saves time and cost but, most importantly, it dramatically improves patient outcomes by moving procedures from the operating theatre to the endoscopy suite.

Speedboat[®] is the first device that has been developed for use with the CROMA Advanced Energy platform. Speedboat[®] allows the removal of cancerous and pre-cancerous gastrointestinal lesions using a flexible endoscope in a single large piece (en-bloc), providing a more complete and accurate specimen for analysis and reducing the need for frequent endoscopic checks.

Creo has successfully used its quotation since it was admitted to trading on AIM in December 2016. Cenkos raised the company £20m at IPO and a further £48.5m in July 2018 to accelerate the development of its suite of products for the CROMA Advanced Energy platform.

This equity capital has enabled Creo to make significant progress towards the commercial launch of its first suite of products, including:

- FDA clearance for its Speedboat[®] device and the CROMA platform
- A clearly defined and repeatable Clinical Education Programme, with over 60 physicians trained and a strong pipeline of further trainees
- Patients treated in the US, UK, South Africa and Spain in both upper and lower gastrointestinal procedures
- Framework distribution agreements to seed devices in numerous countries in Europe, Southern Africa and Asia-Pacific regions

The market has rewarded the company for achieving these strategic objectives with the market capitalisation increasing from £61m at IPO to approximately £240m at the end of March 2019.

Craig Gulliford, CEO, says: "Joining AIM was a significant moment for Creo, as we sought to accelerate the development of our products. Cenkos has introduced patient and supportive shareholders to our register and has provided us with expert guidance since we joined the market."



www.investors.creomedical.com Sector: Medical Devices Region: Wales



CROMA Advanced Energy Platform

TECHNOLOGY & DIGITAL

(10) (1

WITH LONDON BEING THE SECOND MOST CONNECTED HUB IN THE WORLD, AFTER SILICON VALLEY, THE UK'S TECHNOLOGY SECTOR IS GROWING ALMOST THREE TIMES FASTER THAN THE REST OF THE ECONOMY

000

SECTOR AT A GLANCE

x2.6 THE RATE AT WHICH THE UK'S TECH SECTOR IS EXPANDING

+13% THE GROWTH IN DIGITAL TECH EMPLOYMENT IN THE UK, FROM 2014 TO 2017

£6.8BN

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77

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THE VALUE OF VENTURE CAPITAL AND PRIVATE EQUITY INVESTMENT IN UK TECH COMPANIES IN 2016

IN THIS SECTION Perkbox's mission is to improve the work life of millions of employees globally and YunoJuno connects freelancers to jobs via an online platform

Source: Tech Nation

тесн **ТНАТ**

Tech Nation's 2018 report details the growth of the digital technology sector, underlining the UK's ambition to be the best place in the world to start and build a digital tech business. The sector is worth nearly £184bn to the UK economy, up from £170bn in 2016, and jobs are on the rise – the video games industry alone is worth over £1bn to the economy and employs 20,430 people

OTHER COMPANIES THAT MADE OUR LIST



PERK UP

Perkbox

www.perkbox.com Sector: Professional Services Region: London

Perkbox is on a mission to create a better society, by helping employees succeed in life and work. Through its employee experience platform, it offers access to health insurance, through Perkbox Medical; discounts and freebies from brands, through Perks; and a survey tool that lets a firm gather and act on employee feedback. Perkbox serves companies from SMEs to large companies such as Whole Foods, Nando's, Caffè Nero and Levi Strauss & Co.

Headquartered in London, Perkbox opened a second office in Sheffield in early 2017. In 2018, it began expanding internationally, opening a third office in Paris and a fourth office in Australia in 2019. By working closely with customers, Perkbox wants to improve the employee experience of 100 million employees by 2025 – 100 times more than the current base.

"Employees spend a third of their lives at work, but there is no longer a clear split between life at work and life outside of it. According to our research, three in 10 employees feel like they're regularly being kept up at night thinking about work," says Saurav Chopra, co-founder and CEO of Perkbox. "Employers have a responsibility to ensure they're providing their staff with the ability to live financially, physically and mentally healthy lives. That's why Perkbox has created a multi-product platform that gives businesses the opportunity to provide a great employee experience, retaining talent and becoming the employer of choice."

Perkbox's focus on making employees feel engaged and feel valued has helped the company thrive, despite tough economic conditions. "We're perhaps one of the few companies whose products become more relevant during times of uncertainty. What's more, it's a rewarding feeling to be able to sell products that can make a meaningful difference to the lives of employees."



Perkbox's directors (from left to right): Chieu Cao, co-founder and CMO; Saurav Chopra, co-founder and CEO; Gautam Sahgal, COO



"We're perhaps one of the few companies whose products become more relevant during times of uncertainty" Saurav Chopra, co-founder and CEO, Perkbox

The year by which Perkbox wants to improve the experience of 100 million employees

202

FREELANCE FREEDOM

Counting Google as one of its clients, YunoJuno is a online marketplace that pairs jobs in London with freelancers, and recorded £104m turnover in 2018. "When we first started the company, the dream was to empower the freelance community and their employers by providing a direct and transparent route to connect with each other. To us, that just simply made sense," says CEO and founder Shib Mathew.

"We wanted to power the shift towards freelancing and facilitate a new reality where a person didn't have to feel like 'going freelance' was a jump into the unknown."

YunoJuno's approach to making freelance life simpler and more accessible has proved incredibly successful. In 2018, it helped freelancers in London book more than 281,000 days of work – 769 years altogether.

YunoJuno[%]

www.yunojuno.com Sector: Professional Services Region: London



and their employers" The company has ensured that it has refined its services by employing people who have real experience of the freelancing world. "Just about everyone working at YunoJuno has experience as a freelancer or working with freelancers, and the online platform has been built by freelancers

from the YunoJuno Network." This focus on ensuring the right people are doing the right job has led to YunoJuno doubling in size every year since its inception in 2012.

Shib explains that one of the secrets to YunoJuno's success is the focus on a 'product-market fit', by solving a real-life problem for freelancers and the businesses that use them.



YunoJuno hosts an annual awards ceremony celebrating freelancers

> Shib Mathew, co-founder and CEO, YunoJuno





The amount of work in years that YunoJuno booked for freelancers in 2018

BUY AND SELL

A uction Technology Group (ATG) powers online marketplaces for buying art and antiques, industrial and commercial equipment, and retail returns on the secondary market. It launched the first of its five online platforms in 1998.

"We give tens of millions of customers easy access to the incredible value and millions of unique items we help sell each year," says CEO John-Paul Savant. "ATG is transforming not only the way people see the secondary art market, but how they buy and sell within it." In 2018, ATG facilitated 14,189 auctions, which sold over 12,000 lots per day. "We are making buying at auction accessible, easy and transparent," says John-Paul. "We are disrupting the way people see buying and selling on the secondary market, changing it from a world where specialist dealers buy and then resell from stores at much higher prices, to a world where anyone can access that opportunity."

ATG has been thriving in recent years, selling to users in 148 countries, which it puts down



www.auctiontechnologygroup.com Sector: Technology Region: London





An Ice Age cave bear skeleton and a rare mahogany cabinet are among the items sold on ATG

Antique design pieces are also up for grabs

to its ability to flourish during any economic climate. "Auctions tend to do well in good times and in bad, so more than being counter-cyclical, we are cycle-neutral. In good times, people have disposable income and buy more, often seeking unique or special items," John-Paul explains. "In less good times, people offload assets to cover shortfalls and seek bargains."

John-Paul trusts ATG's success will continue. "I believe we are disrupting the secondary market the way Amazon did for books, Auto Trader did for cars or one of many online property portals are doing for real estate," says John-Paul. "In 2018, over £1.2tm was sold on the top 75 marketplaces and over 50% of global online sales took place on marketplaces. This is a growing trend and one we are well positioned to lead for our industries."



1998

The year Auction Technology Group launched its platform thesaleroom.com

FUNDAMENTAL UNDERSTANDING

E stablished in 1992, CAE Technology Services is an IT infrastructure solutions provider with a service-led approach that combines technology, people and process. "We passionately believe that infrastructure technology, adopted effectively, delivers a fundamentally better experience for the way that everybody lives, improves and achieves," says Justin Harling, CEO.

achieves," says Justin Harling, CEO. "Technology drives change, and this should be a constructive force. We understand that technology impacts a whole organisation, every person in it, every single day. The outcomes we deliver are the difference between success and failure; a good or a bad day." he explains.

CAE Technology Services was named one of *The Sunday Times*' Best 100 Mid Companies 2019, and Justin says that the firm has invested



www.thisiscae.com Sector: Technology Region: East of England



person in it, every single day"



CAE Technology Services invests heavily in its people and their development

Justin Harling, CEO, CAE Technology Services



heavily in its people and their development. "It ensures that they are in the best possible position to embrace change and develop a culture that allows them to thrive. This directly translates into how service is delivered

to a customer," he says. Technology continues to develop and drive change at a pace not seen since the last industrial revolution, Justin believes. "The difference it can make to every organisation represents a remarkable opportunity – if it is properly understood and deployed with the consideration of the wider impact it will have on employees and customers."

The way customers use and consume technology has changed immeasurably, with IT now central to most business strategies. "This means a much wider business engagement in decision-making. IT can no longer sit in a darkened basement reactively dealing with faults, characterised by a 'computer says no' mentality," says Justin.

1992

The year CAE Technology Services was created

IN THE LOOP

S tarting with five people working from a shed, LoopMe was founded in 2012 and has established itself as a globally renowned company with offices in the UK, Singapore, Ukraine and the US. LoopMe works with some of the world's biggest brands and media agencies, using cutting-edge artificial intelligence (AI) to optimise media outcomes and bring campaigns to mobile, computers and connected TVs.

CEO and co-founder Stephen Upstone explains how LoopMe works. "Rather than relying on proxy advertising metrics like clicks and video views, LoopMe uses cutting-edge data science and advanced machine learning techniques to optimise advertising campaigns to those who are most likely to do the desired outcome of the ad – whether it's brand awareness, purchase intent, store visits or even sales." This approach is delivering results for LoopMe – its PurchaseLoop product, which uses AI to optimise video advertising, has won four separate awards for innovative technology.

LoopMe's fast growth has been impressive, and is recognised in several industry leagues

loopMe

www.loopme.com Sector: Advertising & Marketing Region: London





LoopMe uses AI to optimise the media outcomes

Stephen Upstone, CEO and co-founder, LoopMe

including the Hiscox Tech Track 100, the Inc. 5000 list and Deloitte's Fast 50 rankings.

"To see sustained growth, it's really important to nurture the right talent in the UK, and this should start at a young age with a career in technology made accessible to all," says Stephen. "There are so many roles in tech, from data science to client services and marketing, and it's important that this is communicated and prioritised within the education system from a young age."

Stephen's advice for small businesses starting out is to understand the value that your company can bring. "You should be communicating this to your customers and, most importantly, delivering on it."



2012

The year LoopMe was established

A HELPING HAND

S end for Help Group is one of the largest lone worker safety providers, and protects more than 150,000 end users across the UK and Ireland. It has developed fob-sized GPS personal safety alarms and apps to provide discreet personal protection. "Our devices and applications connect users to our purpose-built Alarm Receiving Centre at the push of a button, so that they can communicate directly with specially trained controllers, who'll assist and alert a designated contact or the emergency services," says James Murray, Chief Executive of Send for Help Group.

The service is used by clients across a variety of organisations including NHS Trusts, local authorities, housing associations and hundreds of commercial businesses. The company's Incident Management Centre (IMC) was the first in the UK to be certified to BS 8484, the highest lone



www.sendforhelp.co.uk Sector: Technology Region: South East England

We spotted a gap in the market to utilise GPS technology for gotecting lone workers"

worker monitoring industry standard. To gain this accreditation the facility has been specially designed to protect it against a variety of threats, including intruders, gas attacks, flooding, explosions and lightning strikes.

"We spotted a gap in the market to utilise GPS technology for protecting lone workers," says James, explaining that over the past decade there has been a growing awareness of health and safety. This includes the introduction of new legislation such as the Corporate Manslaughter Act, which has been a wake-up call for employers. "We identified and targeted key sectors with vulnerable employees that are exposed to risk such as the NHS, who employ a large number of community staff visiting patients at home."

James believes there are more people that Send for Help Group can provide for. "With an estimated eight million lone workers in the UK, there is room for further growth. In Europe and America the lone worker protection market is forecast to double from £105m per annum to £226m by 2021," he explains.



James Murray, Chief Executive, Send for Help Group

> The MicroSOS lone worker safety device



150^k

The number of people Send for Help Group currently protects



THE UK AT THE FOREFRONT OF START-UPS

GERARD GRECH CHIEF EXECUTIVE, TECH NATION



"UK TECH HAS LONG BEEN AT THE FOREFRONT OF INNOVATIVE START-UPS. WE'RE BRILLIANT AT CONCEIVING AND BUILDING GAME-CHANGING BUSINESSES" ACROSS THE UK, TECH START-UPS AND SCALEUPS ARE PUNCHING ABOVE THEIR WEIGHT INTERNATIONALLY

As the UK expands its reach on the global stage, the sector that we can confidently predict will help propel us forward is our world-leading tech. Across the UK, our tech start-ups and scaleups are pioneering ideas and businesses that will shape how we live, work and play for decades to come.

The Tech Nation 2019 Report – in association with the World Economic Forum and with data from Companies House, GitHub, StreetBees, DealRoom and PitchBook – shows that the UK is punching well above its weight internationally. To date, an impressive 35% of European tech businesses valued at \$1bn or over (known as unicorns) were created here in the UK. In addition, the UK now has six cities which have produced at least two unicorns each, including Cambridge and Manchester.

But the report's most exciting finding by far shows Britain stepping up to the scaleup challenge.

UK tech has long been at the forefront of innovative start-ups. We're brilliant at conceiving and building game-changing businesses. We lead Europe's investment in new tech businesses, with over £6bn of start-up investment in 2018.

Scaling and growing a tech business is not the same as starting it from scratch. Managing the step up from a founding team in a co-working space to an international enterprise with global partners and alliances – that is something else. It requires a bold mindset prepared to think not just locally and linearly, but globally.

Our report shows that the shift is already happening. The UK now ranks fourth in the world for attracting scaleup investment, after the US, China and India. Scaleup tech investment is 2.5 times higher than expected based on the relative size of the UK economy in 2018. From December 2018 to February 2019, high-growth firms in London grew by over 56%, faster than anywhere else in the world. And between 2017 and 2018, investment in high-growth digital tech firms shot up by 61% – largely driven by ambitious UK tech scaleups.

The growth in scaleup investment is especially striking in Fintech, where the UK ranks number one in the world (generating £4.5bn in funding between 2015 and 2018). Ambitious bank and investment scaleups such as OakNorth, Monzo, Starling and Revolut are already becoming global household names.

Scaling-up is good news for jobs. The UK is a hotbed for tech talent, employing 5% of the world's high-growth tech workers, ahead of Japan, France and Sweden. Investment data shows that AI and big data are increasingly prevalent in the scaleup story.

While London is naturally a hub for global investment and talent, scaleup success across the UK is crucial as we compete globally. For the first time, the team at Tech Nation examined data from scaleup investment in cities across the world over a specific period of time.

For example, for a period of time in 2018 and early 2019, Oxford attracted the same amount of scaleup investment as Paris. Similar investment patterns were found between Reading and Philadelphia, while Manchester attracted comparable levels of scaleup investment as Budapest.

It's time to raise our game even further, building not only national networks, but also international ecosystems around the world. International clusters could allow us to fire up opportunities anywhere from Austin to Singapore. As UK tech scales up, it's time to keep our digital vision global and exponential.

To find out more about tech scaleups, visit technation.io

LEISURE

FROM STAYCATIONS THROUGH TO DINING OUT, SPENDING ON LEISURE SERVICES CONTINUES TO INCREASE AS UK CONSUMERS TAKE ADVANTAGE OF THEIR FREE TIME

SECTOR AT A GLANCE

£129BN THE ANNUAL UK SPEND ON LEISURE ACTIVITIES

+5%

THE ANNUAL **GROWTH IN SPEND** ON EATING OUT IN THE UK

30%

THE PERCENTAGE OF UK ADULTS SPENDING MORE ON LEISURE IN 2018 THAN IN 2017

IN THIS SECTION » Zip World is home to the world's fastest zip line, and the longest in Europe, while Grange Park Opera is producing shows for a 21st century audience

Sources: Deloitte, Mintel, LeisureDB

AT YOUR LEISURE

Dependent on consumer confidence and business sentiment, the Leisure sector is moving with the times as it drives efficiency with new technology and draws on social media to connect with digitally active customers



THAT MADE OUR LIST

- The Blackpool Pier Company
- The Harleyford Estate

For the full directory turn to pages 112–135

EVENTS WITH A DIFFERENCE

Camm & Hooper

www.cammhooper.com Sector: Hospitality Region: London

amm & Hooper specialises in delivering exceptional events in London's iconic buildings. The company works with clients to create weddings, exhibitions, fashion shows and product launches, helping to deliver the events from start to finish.

The team at Camm & Hooper can offer support and help on audiovisual and production, catering and trusted suppliers. It also boasts a Chief Booze Engineer who heads up the drinks offering.

"Each and every single member of our team is unique. With them they bring unique recipes, artefacts, concoctions and design ideas," says Darren Hart, Director of Sales. "This has all helped us to remain appealing to people who want something a little different from an event. We're a flexible bunch who love a challenge and we love that our events and spaces all have a narrative behind them."

Camm & Hooper has grown its business through investing in digital marketing and technology. "We have implemented new technology within our sales force to manage the demand and also raise our conversion rate," says Darren, adding that the technology has also made the sales team more efficient, saving them 10 hours a week of admin time compared with the system the company previously had in place.

The company also prides itself on having 1,000 individually sourced antique decanters across its five sites.

Darren believes that, in the future, the events venue industry will turn towards a model that is more centred around booking systems. "Currently, there are lots of single operator venues and largely a poor use of technology across the industry. In time, I believe we'll see more groups move towards booking systems that mirror Airbnb, airlines and hotel models."





Camm & Hooper boasts a Chief Booze Engineer who heads up the drinks offering



"Each and every single member of our team is unique. With them they bring unique recipes, artefacts, concoctions and design ideas"

Darren Hart, Director of Sales, Camm & Hooper

BARNSTORMERS

The Cripps Group operates six wedding venues (soon to be seven) in the UK, for those wishing to marry. Each of its wedding barns has a civil wedding licence and the company also offers hospitality services.

Founded in 1990 as a single Cotswold wedding barn, Cripps now has barns in various locations, including Shropshire, Staffordshire, the Cotswolds and Northumberland. Between 2018 and 2019, a total of 841 weddings were held at Cripps Group barns.

"Cripps Group is a service provider and it's interesting that its marketing has become entirely digital over the last few years – this has been in parallel to the continuing computerisation of the operations," says Simon Keeling, Director at Cripps Barn Group. There are also plenty of opportunities in the UK for owners of landed estates. "Intermediating



www.crippsandco.com Sector: Hospitality Region: South West England



between owners of landed estates, who wish to monetise redundant agricultural assets, and couples wishing to get married in interesting and attractive places has been an opportunity for us. Cripps Group has been able to do this by capitalising on its reputation in the sector."

The wedding business isn't without its challenges and Simon sees increased competition on the horizon. "The challenge will be to stay ahead of the game and the key will be the ability to deliver very large numbers of weddings consistently. The secret lies in being sufficiently well organised to do this."

Simon has some words of advice for entrepreneurs starting out. "All businesses are people businesses and people are complicated creatures: be organised and make sure you have the capacity to focus on details as well as on the bigger picture."



Cripps has benefited from a growing appetite for marriages in interesting locations

Each of the wedding barns has its own civil wedding licence





The number of weddings held at Cripps Group barns in 2018 and 2019

IN FULL VOICE

Grange Park Opera is a professional opera company located in the Surrey Hills, just 21 miles from Trafalgar Square. It is also responsible for building the Theatre in the Woods in 2017, the UK's first new opera house of the 21st century, which took the company only 11 months.

Around 16,000 people attend Grange Park Opera every year, and since its inception in 1998 it has staged more than 75 operas. From the traditional to the unexpected, its shows range from Puccini's *La Bohême* and Stein's *Fiddler on the Roof* to its 2020 production of *The Life & Death of Alexander Litvinenko*, a world premiere.

Many celebrated singers have appeared in Grange Park Opera's productions, including Bryn Terfel, Simon Keenlyside, Joseph Calleja and Joyce DiDonato. The company also seeks to advance the careers of young British singers and to introduce the next generation to opera, with the particular aim of reaching out to those who haven't been before. Beyond the summer, the company aims to use music

GRANGE PARK OPERA

www.grangeparkopera.co.uk Sector: Entertainment Region: South East England





The Theatre in the Woods was the UK's first new opera house of the 21st Century

> Wasfi Kani, founder and CEO, Grange Park Opera

and drama to advance personal development – particularly with younger people – and engender a sense of community.

Wasfi Kani, founder and CEO of Grange Park Opera, explains how the opera market has grown in the past five years but points out that this is also a challenge. "Audiences have a lot of choice and the challenge is to be distinctive – through the quality of singers and repertoire. But, our location on the edge of London has given Grange Park Opera a competitive advantage."

The company has managed to navigate its fair share of obstacles. It was a real challenge getting planning permission to build a fivestorey building in a green belt, raising the funds, building the opera house in just 11 months and winning a new audience, but the opera company hit all the right notes.



16^k

The number of people who attend Grange Park Opera every year

NEW LINE OF BUSINESS

Zip World is home to Europe's longest zip lines, high-rope cavern adventures and underground trampolining. Founded in 2013, the company has three sites across North Wales and has contributed more than £251m to the regional economy in the past five years.

The company prides itself on pushing the boundaries and breaking records. Sean Taylor, founder and CEO, explains: "Zip World's innovation has seen it achieve many notable achievements: Velocity 2 is the fastest zip line in the world and the longest in Europe, and Titan is Europe's largest zip zone."



www.zipworld.co.uk Sector: Entertainment Region: Wales

Sean believes that innovation is important for all organisations but feels that in Zip World's sector, which is all about unique, shareable experiences, it's non-negotiable.

"In Zip World's sector, which is all about unique, shareable experiences, innovation is non-negotiable"

Creating destination venues has been a key driver for growth at Zip World, meaning there are more sites for families to visit. Sean says this has increased spending that is passed on to customers by creating new events. "In 2018, Zip World launched its first Halloween-inspired event and more are now in the calendar," he says, explaining that investing in high-quality events has had an impact on brand awareness thanks to a combination of new, creative content marketing initiatives and "excellent customer experiences".

For Sean, talent, customer focus and forethought have been crucial within the business. "Ensure you have people around you that have sound judgement," he says. "Work hard on a great customer journey, both on and offline, ensure your product has repeatability and look to add value for customers wherever you can. Finally, have a plan and stick to it."



Velocity 2 is the fastest zip line in the world and the longest in Europe

> Sean Taylor, founder and CEO, Zip World





The amount Zip World has contributed to the North Wales regional economy over the past five years



Offering access to a deep pool of liquidity both in the UK and Europe



London Stock Exchange's markets include the Main Market – London's flagship venue for equity, debt and exchange traded products, offering businesses access to Europe's most liquid pool of capital – and AIM – the world's leading market for growth companies.



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GREEN 📎

RENEWABLE, RECYCLING, SUSTAINABILITY AND ENVIRONMENTAL BUSINESSES ARE ALL PART OF THE GREEN ECONOMY, WHICH CONTINUES TO GROW AS NEW TECHNOLOGIES EVOLVE AND INVESTMENT SOARS

SECTOR AT A GLANCE

£5.1BN THE ANNUAL CAPITAL INVESTMENT IN THE RENEWABLES SECTOR IN THE UK

43.7% THE OVERALL HOUSEHOLD WASTE RECYCLING RATE IN THE UK

\$10BN THE COMBINED AMOUNT RAISED BY 38 GREEN COMPANIES ON MARKETS IN LONDON

IN THIS SECTION » Recycling Lives has both renewable energy and social impact high on its agenda, while Camco helps create sustainable energy projects in developing and emerging markets

Sources: ONS, DEFRA, Greenfinanceinitiative.org

GREEN LIGHT

As the low-carbon and renewable energy economy arew by 6.8% in 2017 to £44.5bn, the UK's green economy is shooting up. Looking to the future, Britain plans to generate a third of its electricity from offshore wind farms by 2030, boosting the value of exports of offshore wind services and equipment to £2.6bn per year

OTHER COMPANIES



WHAT GOFS AROUND

Recycling Lives

www.recuclinalives.com Sector: Waste Management Region: North West England

ecucling Lives, a national recycling and Kwaste management business that uses its commercial operations to fund and sustain social programmes across the UK, was founded in 2008.

The company gives businesses, authorities and households a place to recycle their waste as efficiently as possible. Operating 12 recycling sites nationally, it offers services to recycle scrap metal, scrap cars, electronic equipment and general waste.

However, Recycling Lives' focus isn't just on recycling waste, it also manages three social programmes designed to help rehabilitate offenders, support the homeless and redistribute food. "We guarantee social value alongside environmental and financial value from the contracts we deliver," says William Fletcher, Chief Executive of Recycling Lives Group.

The social programmes make a tangible social difference, with its offender rehabilitation programme recording low reoffending rates of less than 5%. The firm also offers jobs to many of the men and women whom it supported in prison, with dozens of past offenders currently employed at Recycling Lives.

"Our social business model has granted us a number of opportunities, from securing investment to sourcing the very best staff and winning work with blue-chip businesses," says William. "We win work from commercial clients based on our social values as much as our commercial expertise."

Looking forward, Recycling Lives is keen to continue refining the recycling process until it achieves the highest possible standard. "Where waste products cannot be recycled, we are developing energy from waste solutions, creating electrical energy from waste residue created in our fragmentising process."

GREEN





William Fletcher, Chief Executive of Recycling Lives, wants to refine the recycling process



"We guarantee social value alongside environmental and financial value" William Fletcher, Chief Executive, Recycling Lives

CLIMATE FOR FINANCE -

Founded in 1989, Camco Clean Energy is at the forefront of renewable energy development and climate action. Established as a renewable energy and climate change consultancy, Camco is now a market leader in climate finance. The company helps create sustainable energy projects in developing and emerging markets through advice on funding options and how to raise finance.

Since its creation, Camco has provided creative finance solutions worth \$15bn across 180 projects. It has seized opportunities in emerging markets across the globe and is now the manager of the Renewable Energy Performance Platform, which was set up to encourage private investment in Sub-Saharan Africa's renewable energy sector.



www.camco.energy Sector: Energy Region: London

"The exponential rise in demand for renewable energy is transforming

"There is huge growth potential for renewable energy in emerging markets – the technologies and business models are evolving rapidly"



energy markets across the world. Against this backdrop, Camco has emerged as a global leader in low-carbon energy projects and climate finance," says Managing Director Geoff Sinclair.

"There is huge growth potential for renewable energy in emerging markets – the technologies and business models are evolving rapidly," explains Geoff. "Financing this transformation is a huge opportunity but poses significant challenges. The market conditions for these investments, the sophistication of financial structures and investor interest in the asset classes are all developing. As a result, there is the potential for much more investment to flow into this sector."

Looking at the global success Camco has enjoyed, Geoff has some straightforward advice for small businesses starting out: "Pick your niche, make sure you know what you're talking about and go for it."



The Green Village Electricity project in Nigeria, which Camco helped raise finance for

The projects Camco supports cover a wide range of technologies, including solar PV panels





The value of creative finance solutions Camco has provided

WASTE NOT, WANT NOT

Waste management company UK Waste Solutions (UKWSL) acts as a brokerage firm, finding service providers for each of its clients' waste needs, rather than owning its own fleet of bins and trucks. With more than 4,000 local, regional and corporate customers, it's the second-fastest-growing waste and resource company in the UK.

In 2018, the company launched the UKWSL Academy to ensure that it continues to provide the highest level of service to its clients and service providers. "Through the UKWSL Academy, all members of the UKWSL team can upskill, developing new skills and improving costing capabilities in order to progress through our growing business," explains Max Kanda, Managing Director of UKWSL.

In the past year, the company's client base has grown from 1,100 to 4,000, connecting with UKWSL through The Hub, its bespoke software system. This simplifies the interaction between client, supplier and internal departments, ensuring a smooth transaction. ukwsi making waste work

www.ukwsl.co.uk Sector: Waste Management Region: East Midlands





/ Max Kanda, Managing Director, UKWSL

The Hub is UKWSL's bespoke software system that connects to clients and suppliers

With environmental legislation creating opportunity for growth, the topic of waste management has been elevated to boardroom discussions in many organisations. The drive to divert waste away from landfill and deliver more sustainable options has allowed UKWSL to capitalise on its model of finding the right homes for material on a local and regional basis, with the ability to deliver consolidation of services on a national basis.

"We have also progressed through our ability to implement tailored engagement programmes to deliver increased recycling and cost reduction to clients of all sizes," says Max.





The number of UK Waste Solutions clients

WINDS OF CHANGE

G of wind energy strategy in the world. Across its 34 wind farm investments, both onshore and offshore, the company has saved the UK energy market over 1,000,000 tonnes of CO₂ since its creation in 2012, delivering 2 TWHR of electricity in 2018 – enough to power half a million homes for a year.

The company is a specialist asset manager fund operating solely within the UK renewable energy sector. "Our size means we are better placed than ever to capitalise on the £50bn pool of operating onshore and offshore wind assets in the UK – which is predicted to grow to £75bn by 2020," says Stephen Lilley, Partner at Greencoat UKW. "We look at a lot of new operating UK wind farms every year and adopt a



www.greencoat-ukwind.com Sector: Energy Region: London

"Our size means we are better placed than ever to capitalise on the £50bn pool of operating onshore and offshore wind assets"

> highly disciplined and selective approach to acquisitions." By investing entirely within the UK, the company avoids currency risk and global market volatility. The philosophy has proven to be successful, fulfilling its investor pledges of dividend growth in line with RPI inflation. Greencoat UKW's approach relies on the market value of wind energy growing as a whole. In March 2019, the UK Government announced its ambition to have clean, green offshore wind power more than 30% of British electricity by 2030, which is a positive move forwards for the company and the country.



Corriegarth Wind Farm in Scotland is one of the sites acquired by Greencoat UK Wind

> Stephen Lilley, Partner, Greencoat UK Wind



2012

The year Greencoat UK Wind was created



GROWING WITH ANGEL INVESTMENT

JENNY TOOTH OBE

CHIEF EXECUTIVE, UK BUSINESS ANGELS ASSOCIATION



"OUR LATEST SURVEY AMONG OUR COMMUNITY SHOWED THAT 42% HAD INVESTED MORE LAST YEAR THAN THE PREVIOUS YEAR" ANGEL INVESTORS ARE CRUCIAL FOR SMALL BUSINESSES TO DEVELOP, BUT THERE IS A DISTINCT LACK OF FEMALE ENTREPRENEURS ACCESSING EQUITY INVESTMENT

ngel investment is a vital source A of finance for small businesses to launch them on their journey from start-up to successful scaleup business. At this time of economic uncertainty here in the UK, it is heartening to see that angels are continuing to back small businesses. Indeed, our latest survey among our community showed that 42% had invested more last year than the previous year. Many angels have been through multiple economic cycles and know how to address key challenges for small businesses, also recognising that exciting new opportunities for innovation and disruption can emerge during these periods.

Angel investors often have themselves been entrepreneurs, or built and grown businesses, enabling them to bring strong added value alongside the risk capital, including access to strategic support and direct introductions to customers and markets. Angels generally invest in syndicates also frequently co-investing with VCs and VCTs to help build the investment deal, while providing access to important follow-on capital as the company grows.

Yet for entrepreneurs outside the Golden Triangle of London, Oxford and Cambridge, there remain significant challenges in accessing the angel

"MANY ANGELS HAVE BEEN THROUGH MULTIPLE ECONOMIC CYCLES AND KNOW HOW TO ADDRESS KEY CHALLENGES" investment they need. At UK Business Angels Association we are therefore working with partners across the UK to build a much greater pool of angel investors in the wider regions, helping to grow capacity in existing angel groups and to identify and build new angel communities. We are also supporting the new Regional Angels Programme launched this year by British Business Bank bringing £100m co-investment funds to stimulate more angel investment across the regions.

A further key challenge that we all share and that has been reinforced by important research this year, is how to address the low level of women entrepreneurs who are accessing risk capital across the UK. We know that a diverse base of capital is needed if we are going to successfully tackle this issue. An important factor is the low proportion of women angel investors in our community and our recent research into the barriers and opportunities for women in angel investing revealed that 30-50% of the portfolio of most women investors consists of women-led businesses. Thus, we are proactively working to increase the number of women investors to enable many more women entrepreneurs to access the start-up finance they need.

We know that these inspiring businesses need access to an effective supply of risk capital to achieve their growth potential and we will continue to work with all key players in the year ahead to build a more effective and connected finance ecosystem.

HEALTHCARE

WITH CARE DELIVERY, DIGITAL TRANSFORMATION AND REGULATORY COMPLIANCE PUSHING THEIR WAY TO THE TOP OF THE AGENDA, THE BUILDING BLOCKS OF THE HEALTHCARE SECTOR ARE SHIFTING

40 0.65 Comments II

SECTOR AT A GLANCE

11% THE PROPORTION OF THE UK WORKFORCE EMPLOYED IN THE HEALTHCARE SECTOR

\$14BN THE PREDICTED VALUE OF THE UK PRIVATE HEALTHCARE MARKET BY 2025

NO. 1

ARTIFICIAL **INTELLIGENCE (AI)** IN HEALTHCARE CURRENTLY DOMINATES ALL **OTHER INDUSTRIAL** APPLICATIONS OF AI IN EQUITY DEALS

IN THIS SECTION » Ergomed is aiding the development and safe testing of drugs, while Horizon Discovery is leading the charge in core multification gene modification

Sources: Healthmanagement.org, Persistence Market Research, CB Insights

A PICTURE OF HEALTH

The Healthcare sector is undergoing rapid change, with a move to a more customer-centric and digitalised approach. Sector leaders need to collaborate with all stakeholders – both within their ecosystem and those in converging industries – as they shape the future of healthcare

OTHER COMPANIES THAT MADE OUR LIST

- Frontier Medical Group Ltd
- Medica Group Plc
- Oxford Nanopore Technologies Ltd

For the full directory turn to pages 112–135



CLINICAL EFFECTIVENESS

Ergomed

www.ergomedplc.com Sector: Pharmaceuticals & Biotechnology Region: South East England

roomed provides services to the international pharmaceutical industry to support the development of new drugs and the monitoring of drug safety. Managing clinical development, trial management and drug safety services, the company has conducted more than 600 clinical trials in 53 countries.

Ergomed works across a broad range of medical areas, including small molecule drugs, monoclonal antibodies and immunotherapy. Its scope is now expanding as the drug safety market develops. "The market is forecast to grow to more than \$8bn by 2024," says Dr Miroslav Reljanović, founder and Executive Chairman. "Through our expertise, geographical reach and investment in new technology, including robotics and process automation, we have built a strong position in this area."

Another business focus for Ergomed is rare diseases. "An estimated 30 million people worldwide suffer from rare diseases and the market for orphan drugs is forecast to be \$200bn by 2020. Through a strategic acquisition and in-house expertise, the company has positioned itself as a leader in this fast-growing area of drug development," explains Miroslav.

When starting a business, Miroslav believes entrepreneurs need to have conviction and a well-defined strategy. "You need to really believe in the business opportunity, be clear about your differentiation and commit to an overall direction and path when you set out," he says, adding that you need both determination and flexibility. "Not everything will work and the ability to withstand setbacks and learn from them is crucial. Those who succeed combine persistence and drive with the courage to face and learn from mistakes "



The number of clinical trials Ergomed has conducted



Ergomed continues to expand its business as the healthcare sector develops – moving into areas such as rare diseases and drug safety





"You need to really believe in the business opportunity, be clear about your differentiation and commit to an overall direction and path when you set out"

Dr Miroslav Reljanović, founder and Executive Chairman, Ergomed

CRACKING THE CODE

Counded in 2005, Horizon Discovery is a gene editing and modulation technology company. It allows the biopharmaceutical and clinical diagnostics industries to gain a greater understanding of gene function, identify the genetic drivers behind human disease and develop personalised molecular, cell and gene therapies.

The company offers products and services to scientists across the life sciences sector, helping them to alter almost any gene and modulate its function in human or animal cells.

"Gene editing is a fast-emerging area in the life sciences sector, and the use of gene editing technologies are becoming common practice in research and throughout the drug development process," says Terry Pizzie, CEO of Horizon Discovery. The company has capitalised on this opportunity by



www.horizondiscovery.com Sector: Pharmaceuticals & Biotechnology Region: East of England

"Gene editing technologies are becoming common practice in research and throughout the drug development process"

focusing resources on developing an expertise in this arena. "As a result, our customers are found in world-leading academic institutes and top pharmaceutical companies."

The demand for gene editing will continue to rise and be adopted by pharmaceutical and biotech companies as well as academia, according to Terry. "We will continue to innovate and adapt to the needs of our customers to maintain that position as the field evolves and develops."

For aspiring business owners, Terry encourages a bold and courageous approach. "When we were developing the gene editing and modulation technologies and services, we were not afraid to be bold and challenge the status quo. Any innovative, small business needs to differentiate itself from its peer group and ensure that its offerings are making breakthroughs that others are not."



Horizon Discovery helps biopharmaceutical and clinical diagnostics industries to understand genes better

> Terry Pizzie, CEO, Horizon Discovery





The year Horizon Discovery was founded



THE HEALTHCARE SECTOR CONTINUES TO GROW

MARCUS STUTTARD

HEAD OF UK PRIMARY MARKETS, LONDON STOCK EXCHANGE GROUP



"THE UK HEALTHCARE MARKET OFFERS PLENTY OF OPPORTUNITIES AND THIS IS CERTAINLY REPRESENTED BY THE 69 HEALTHCARE COMPANIES THAT MADE THE LIST" COMPANIES OPERATING IN THE HEALTHCARE INDUSTRY ARE A MAJOR DRIVING FORCE IN THE UK

From pharmaceuticals to biotechnology, the UK Healthcare sector continues to showcase an inspiring story of growth and diversity and is a key engine of innovation. From a strong foundation built on excellence in fundamental science and entrepreneurial spirit, the healthcare sector continues to evolve and is producing new ideas and new entrants into the market.

Companies operating in the healthcare industry increasingly need to be able to adapt quickly to the application of new technologies, collaborate with a diverse range of stakeholders and meet the changing needs of consumer demands.

The UK healthcare market offers plenty of opportunities and this is certainly represented by the 69 healthcare companies that made the list this in this year's report, up from 54 in last year's edition. With an average annual revenue growth of 54%, they continue to be both a major driving force in the UK economy and a critical driver of improved healthcare for individuals.

The report also finds that twothirds of Healthcare companies come from outside London and the South East, painting a picture of balanced growth, with those from the North West experiencing second highest average turnover growth in the country. This regional diversity can also be observed in the sub-sectors they operate in, where digital tech is becoming an increasingly important trend in the industry and within recent IPOs on London Stock Exchange markets. We continue to fully support this growth by enabling entrepreneurs to access the most international pool of capital to finance their ideas and ambitions. More than 100 healthcare companies are admitted to AIM and the Main Market, with a total market capitalisation of over £200bn have accessed capital, facilitating investment in the future technologies that will continue to improve our lives.

Since 2018, 53 healthcare companies covering three different continents and with valuations at a time of deal ranging up to £80bn have accessed London Stock Exchange's public equity markets, raising a total of £4bn. From scaling businesses to global champions, our markets will continue to provide tailored solutions to all companies through a globally respected regulatory environment and access to a dedicated pool of high-quality long-term capital.

E210 THE TOTAL MARKET CAPITALISATION OF 100 HEALTHCARE COMPANIES ADMITTED TO AIM AND THE MAIN MARKET


Capital for growth

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Contact us: www.elite-network.com

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ATTRACTIVE INVESTMENTS IN BIOTECH AND PHARMACEUTICAL COMPANIES

STEVE BATES OBE

CEO, UK BIOINDUSTRY ASSOCIATION



"THE SUCCESS OF THE SMES IN THIS REPORT, AND MANY MORE, BRINGS GREAT HEALTH, SOCIAL AND ECONOMIC BENEFITS TO THE UK" IT'S AN EXCITING TIME TO BE A PART OF THE GROWING BIOTECH AND PHARMACEUTICAL SECTORS. INVESTORS SHOULD REVIEW OPPORTUNITIES TO HELP THESE SMEs FLOURISH

The UK's vibrant life sciences SME community is a key driver of the economy that not only delivers scaling unicorns that will be world leaders in their own right, but also feeds innovation into some of the largest pharmaceutical companies in the world, underpinning their future value.

The biotech and pharmaceutical companies featured in this report are at the cutting-edge of science. Take Oxford Nanopore – its portable DNA sequencer has allowed the early detection of Ebola in the remotest parts of Africa; while Horizon Discovery is leading the world in gene editing. Plus, Midatech Pharma is using nanotechnology to improve chemotherapy. If that's not inspiring, I don't know what is.

These technologies take years to develop and require significant investment. Many biotech companies will spend the first five or more years of their existence in a pre-revenue state, conducting R&D fuelled by successive rounds of venture capital fundraises. Even when they IPO, they

"MANY BIOTECH COMPANIES WILL SPEND THE FIRST FIVE OR MORE YEARS OF THEIR EXISTENCE IN A PRE-REVENUE STATE"

are often still pre-revenue or operating at a loss. This can make it hard to attract investment. It also means that the list presented in this report, which excludes pre-revenue companies, shows only a small proportion of Britain's inspiring biotechs. These companies include: Sensyne Health, which is working with the NHS to use patient data to improve healthcare; Freeline Therapeutics, which has raised £122m in less than a year to finance its development of gene therapies; and the unicorn company BenevolentAI, which is using artificial intelligence to speed up drug discovery.

£2.2^{bn} THE INVESTMENT IN THE UK'S BIOTECH SMES IN 2018

The UK's biotech SMEs received an incredible £2.2bn investment in 2018, with half of that going into private businesses. Much of the investment came from overseas investors. Our latest data shows that momentum has continued in the first quarter of 2019. It shows that the UK Government's industrial strategy is paying dividends as global investors flock to invest in UK innovation, jobs and growth in life sciences.

But British generalist and retail investors are missing out on the opportunity. Pension scheme savers especially are not benefiting from the real asset value growth that earlystage and scaling SMEs can deliver. There is welcome regulatory change and building momentum in the pensions industry that may reverse this risk-averse mentality, which is something that we must all support and play our part in delivering.

The success of the SMEs in this report, and many more, brings great health, social and economic benefits to the UK. There are still so many diseases without a cure, health inequalities to address and people in need of well-paid jobs. It is essential that we continue to support SMEs so they can deliver on these challenges.

A world-leading IPO market

79

IPOs on London Stock Exchange in 2018, the highest in Europe, raised £9.5 billion.

£36bn

A total £36bn equity capital was raised in London in 2018 through IPOs and follow on issuance.

53

21 IPOs and a further 32 introductions and new listings from international companies.

3/5

London's IPOs became even more international in 2018, with 3/5 of the top IPOs by size coming from outside of the UK.

21 tech

This is a five-year high for the sector and we have seen more tech IPOs (21) on London Stock Exchange than any other European exchange. 36

AIM is the most successful growth market in Europe with 36 AIM IPOs.



GETTING TO 10000 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 that have a parent 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 that have been incorporated within the past three years (i.e. after 1 November 2016) are excluded.

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 more than 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.

The list of companies in the 1000 Companies to Inspire Britain (the "Report") has been compiled based on information made publicly available by each company, and neither LSEG nor DueDil take any responsibility in relation to such information. Furthermore, neither LSEG nor DueDil make any representation or warranty as to the accuracy, reliability or completeness of any of that public information, or of the Report.

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1Pm Plc

www.1pm.co.uk Sector: Financial Services Region: South West England Revenue: £30M to £40M

3T Logistics

www.3t-europe.com Sector: Logistics Region: East Midlands Revenue: £10M to £20M

4D Structures Ltd

www.4dstructures.co.uk Sector: Construction Region: London Revenue: £30M to £40M

8Build Ltd

www.8build.co.uk Sector: Construction Region: London Revenue: £100M to £150M



APS Group

www.apsgroup.uk.com Sector: Agriculture Region: North West England Revenue: £100M to £150M

A P P Wholesale Plc

www.appwholesaleplc.co.uk Sector: Wholesale Region: London Revenue: £100M to £150M

A T Contracting & Plant Hire Ltd

www.atcontractingplanthire.com Sector: Engineering Region: West Midlands Revenue: £10M to £20M

ADA Fastfix Ltd

www.adafastfix.co.uk Sector: Retail Region: South East England Revenue: £10M to £20M

A Edmonds & Co Ltd

www.edmonds.uk.com Sector: Design Region: West Midlands Revenue: £6M to £10M

AJN Steelstock Ltd

www.ajnsteelstock.co.uk Sector: Transportation Services Region: East of England Revenue: £100M to £150M

A&D Logistics

www.adlogistics.co.uk Sector: Logistics Region: Scotland Revenue: £6M to £10M

A&H Construction & Developments (Holdings) Ltd

www.ahconstruction.com Sector: Construction Region: West Midlands Revenue: £100M to £150M

Abel Homes

www.abelhomes.co.uk Sector: Construction Region: East of England Revenue: £20M to £30M

Absolute Apparel Ltd

www.absoluteapparel.co.uk Sector: Retail Region: West Midlands Revenue: £20M to £30M

ACC Aviation Group

www.accaviation.com Sector: Transportation Services Region: South East England Revenue: £75M to £100M

Accent Catering Services Ltd

www.accentcatering.co.uk Sector: Food & Beverage Region: South East England Revenue: £10M to £20M

Accomplish Group

www.accomplish-group.co.uk Sector: Healthcare Region: West Midlands Revenue: £50M to £75M

Account Technologies Ltd

www.accounttechnologies.com Sector: Technology Region: London Revenue: £50M to £75M

Acepark Ltd

www.aceparkdevelopment.co.uk Sector: Construction Region: North West England Revenue: £50M to £75M

ACM Group Ltd

www.alphacapitalmarkets.co.uk Sector: Financial Services Region: South East England Revenue: £20M to £30M

Active Flooring Solutions Ltd www.active-flooring.com

Sector: Construction Services Region: North West England Revenue: £6M to £10M

Adenstar Ltd

www.adenstar-group.co.uk Sector: Construction Region: South East England Revenue: £10M to £20M

Adjustopen Ltd

www.solrecruit.co.uk Sector: Professional Services Region: West Midlands Revenue: £20M to £30M

Admiral Environmental Group Ltd

www.advancedinteriors.co.uk Sector: Design Region: London Revenue: £30M to £40M

Advance Construction Group Ltd www.acscotland.com Sector: Construction

Region: Scotland Revenue: £200M to £250M

Advantage Sales

& Marketing Ltd www.advantagesmollan.com Sector: Advertising & Marketing Region: London Revenue: £150M to £200M

AFH Financial Group Plc

www.afhfinancialgroup.com Sector: Financial Services Region: West Midlands Revenue: £30M to £40M

Aftab Currency Exchange Ltd

www.acemoneytransfer.com Sector: Financial Services

Region: North West England Allergy Revenue: £6M to £10M www.all

Age Partnership Group Ltd

www.agepartnership.co.uk Sector: Financial Services Region: Yorkshire and the Humber Revenue: £30M to £40M

Agincare Homes Holdings Ltd

www.agincare.com Sector: Healthcare Region: South West England Revenue: £10M to £20M

Agribriefing 1364 Ltd

www.briefingmedia.com Sector: Technology Region: London Revenue: £10M to £20M

Agrivert Holdings Ltd

www.agrivert.co.uk Sector: Waste Management Region: South East England Revenue: £30M to £40M

Aib Foods Ltd

www.aibfoods.co.uk Sector: Food & Beverage Region: West Midlands Revenue: £10M to £20M

Airline Investments Ltd

www.flybmi.com Sector: Transportation Services Region: East Midlands Revenue: £150M to £200M

Ak Retail Holdings Ltd

www.yoursclothing.co.uk Sector: Retail Region: East of England Revenue: £75M to £100M

AKW Group Ltd

www.akwgloballogistics.co.uk Sector: Logistics Region: North West England Revenue: £30M to £40M

Al Rayan Bank Plc

www.alrayanbank.co.uk Sector: Financial Services Region: London Revenue: £40M to £50M

Albion Computers Plc

www.albion.co.uk Sector: Retail Region: London Revenue: £30M to £40M

Alderburgh Ltd

www.alderburgh.com Sector: Construction Services Region: North West England Revenue: £10M to £20M

Allergy Therapeutics Plc

www.allergytherapeutics.com Sector: Pharmaceuticals & Biotechnology Region: South East England Revenue: £50M to £75M

Alliance Group Solutions Ltd

www.alliancegs.co.uk Sector: Engineering Region: East Midlands Revenue: £6M to £10M

Alliance Pharma Plc

www.alliancepharmaceuticals.com Sector: Pharmaceuticals & Biotechnology Region: South West England Revenue: £100M to £150M

Allison Baby UK Ltd

www.joiebaby.com Sector: Retail Region: London Revenue: £40M to £50M

Allocate Software

www.allocatesoftware.com Sector: Technology Region: London Revenue: £50M to £75M

DIRECTORY

Alloy Fabweld Ltd

www.alloyfabweld.com Sector: Engineering Region: East of England Revenue: £6M to £10M

Alpha Marketing Holdings Ltd

www.alphaofficefurniture.com Sector: Design Region: Northern Ireland Revenue: £20M to £30M

Althams Travel Services Ltd

www.althams.co.uk Sector: Travel & Leisure Region: North West England Revenue: £100M to £150M

Amarin Corporation Plc

www.amarincorp.com Sector: Pharmaceuticals & Biotechnology Region: London Revenue: £100M to £150M

AMI

www.ami.international Sector: Professional Services Region: South West England Revenue: £6M to £10M

AnalogFolk Group Ltd pg 25

www.analogfolk.com Sector: Advertising & Marketing Region: London Revenue: £20M to £30M

Anders Electronics Plc

www.andersdx.com Sector: Engineering Region: London Revenue: £10M to £20M

Angling Direct Plc

www.anglingdirect.co.uk Sector: Retail Region: East of England Revenue: £30M to £40M

Anglo Pacific Group Plc

www.anglopacificgroup.com Sector: Metals & Mining Region: London Revenue: £30M to £40M

Angus Soft Fruits pg 68

www.angussoftfruits.co.uk Sector: Food & Beverage Region: Scotland Revenue: £100M to £150M

Anthesis Consulting Group Ltd

www.anthesisgroup.com Sector: Professional Services Region: South East England Revenue: £10M to £20M

Apcer Life Sciences Ltd www.apcerpharma.com

www.apcerpharma.com Sector: Healthcare Region: East Midlands Revenue: £10M to £20M

Apollo Underwriting No 5 Ltd

www.apollounderwriting.com Sector: Financial Services Region: London Revenue: £20M to £30M

App Construction Ltd

www.appconstruction.co.uk Sector: Construction Region: Yorkshire and the Humber Revenue: £20M to £30M

Application Solutions

(Safety and Security) Ltd www.asl-control.co.uk Sector: Technology Region: South East England Revenue: £6M to £10M

Appsbroker Ltd

www.appsbroker.com Sector: Technology Region: South West England Revenue: £10M to £20M

Aquascot Ltd

www.aquascot.com Sector: Agriculture Region: Scotland Revenue: £50M to £75M

Arcus Solutions (Holdings) Ltd

www.arcusfm.com Sector: Industry Services Region: London Revenue: £75M to £100M

Arrow Film Converters Ltd

Sector: Packaging Region: Yorkshire and the Humber Revenue: £6M to £10M

Arrows Group Global Ltd

www.arrowsgroup.com Sector: Professional Services Region: London Revenue: £30M to £40M

Ascensos Ltd

www.ascensos.com Sector: Professional Services Region: London Revenue: £20M to £30M

Ash & Lacy Holdings Ltd

www.ashandlacy.com Sector: Construction Region: West Midlands

Revenue: £40M to £50M Ashcourt Contracts Ltd

www.ashcourt.com Sector: Construction Region: Yorkshire and the Humber Revenue: £30M to £40M

Ashvale Civil Engineering (Holdings) Ltd

www.ashvalecivilengineering.co.uk Sector: Engineering Region: East of England Revenue: £20M to £30M

Ashworth and Parker Ltd

www.endclothing.co.uk Sector: Retail Region: North East England Revenue: £100M to £150M

Asiatic Carpets Holdings Ltd

www.asiatic.co.uk Sector: Retail Region: London Revenue: £10M to £20M

Aspen Pumps pg 60

www.aspenpumps.com Sector: Manufacturing Region: South East England Revenue: £50M to £75M

Aspens Services Ltd pg 54

www.aspens-services.co.uk Sector: Wholesale Region: West Midlands Revenue: £30M to £40M

Aspire Pharma Holdings Ltd

www.aspirepharma.co.uk Sector: Pharmaceuticals & Biotechnology Region: South East England Revenue: £30M to £40M

Astrak Group Ltd

www.astrakgroup.co.uk Sector: Construction Region: Scotland Revenue: £20M to £30M

Astro Lighting Holdings Ltd

www.astrolighting.com Sector: Wholesale Region: East of England Revenue: £30M to £40M

AT Medics Ltd

www.atmedics.com Sector: Healthcare Region: London Revenue: £20M to £30M

ATC Brokers Ltd

www.atcbrokers.co.uk Sector: Financial Services Region: London Revenue: £6M to £10M

ATD Travel Services Ltd

www.atdtravelservices.co.uk Sector: Travel & Leisure Region: London Revenue: £10M to £20M

Athena (UK) Ltd

www.athenacivilengineering.co.uk Sector: Engineering Region: Yorkshire and the Humber Revenue: £10M to £20M

Athena Care Homes (UK) Ltd

www.athenacarehomes.co.uk Sector: Healthcare Region: London Revenue: £10M to £20M

Atlas FM Ltd

www.atlascleaning.co.uk Sector: Industry Services Region: London Revenue: £50M to £75M

Atom Bank Plc

www.atombank.co.uk Sector: Financial Services Region: North East England Revenue: £10M to £20M

Attraqt Group Plc

www.attraqt.com Sector: Technology Region: London Revenue: £10M to £20M

Auction Technology Group pg 81

www.auctiontechnologygroup.com Sector: Technology Region: London Revenue: £20M to £30M

Autins Group Plc

www.autins.co.uk Sector: Manufacturing Region: West Midlands Revenue: £20M to £30M

Avanti West Midlands Ltd

www.avantikb.co.uk Sector: Manufacturing Region: West Midlands Revenue: £10M to £20M

AVC (Stairbox) Ltd

www.stairbox.com Sector: Manufacturing Region: West Midlands Revenue: £10M to £20M

Aviation & Defence Spares Ltd

www.aviationdefence.co.uk Sector: Engineering Region: South West England Revenue: £10M to £20M

Avonside Group Services

www.avonsidegroupservices.co.uk Sector: Industry Services Region: North West England Revenue: £75M to £100M

Avtrade Holdings Ltd

www.avtrade.co.uk Sector: Engineering Region: South East England Revenue: £150M to £200M

Axis Productions Ltd pg 70

www.axisanimation.com Sector: Entertainment Region: Scotland Revenue: £10M to £20M

Azuri Technologies Ltd

www.azuri-technologies.com Sector: Energy Region: East of England Revenue: £6M to £10M



B J Champion Holdings Ltd www.thechampiongroup.co.uk Sector: Construction Region: South East England Revenue: £20M to £30M

Badoo Ltd

www.badoo.com Sector: Technology Region: London Revenue: £20M to £30M

Bailey Family Investments Ltd

www.thecarfinancecompany.co.uk Sector: Financial Services Region: Wales Revenue: £150M to £200M

Bankside Patterson Ltd

www.bankside-patterson.co.uk Sector: Manufacturing Region: Yorkshire and the Humber Revenue: £20M to £30M

Banner Contracts (Halnabu) Ltd

www.bannercontracts.co.uk Sector: Industry Services Region: Yorkshire and the Humber Revenue: £10M to £20M

Bar Fever Ltd

www.feverbasingstoke.com Sector: Entertainment Region: South West England Revenue: £10M to £20M

Barons Pub Company Ltd

www.baronspubs.com Sector: Hospitality Region: South East England Revenue: £10M to £20M

Barrowcliffe Ltd

www.barrowcliffes.com Sector: Food & Beverage Region: East Midlands Revenue: £10M to £20M

Bayford & Co Ltd

www.bayford.co.uk Sector: Energy Region: Yorkshire and the Humber Revenue: £150M to £200M

Be Heard Group Plc

www.beheardgroup.com Sector: Advertising & Marketing Region: London Revenue: £30M to £40M

Bee Health Ltd

www.beehealth.com Sector: Pharmaceuticals & Biotechnology Region: Yorkshire and the Humber Revenue: £20M to £30M

Beechfield Brands Holdings Ltd www.beechfieldbrands.com Sector: Retail

Region: North West England Revenue: £30M to £40M

Benchmark Capital Ltd

www.benchmarkcapital.co.uk Sector: Financial Services Region: South East England Revenue: £75M to £100M

Benchmark Holdings Plc

www.benchmarkplc.com Sector: Pharmaceuticals & Biotechnology Region: Yorkshire and the Humber Revenue: £100M to £150M

Bennett's (Scotland) Ltd

www.bennettsgroup.co.uk Sector: Transportation Services Region: Scotland Revenue: £10M to £20M

Bennetts Cranes Ltd

www.tower-crane.co.uk Sector: Construction Services Region: South West England Revenue: £10M to £20M

Berens & Company Ltd

www.berrusjewellers.co.uk Sector: Retail Region: Yorkshire and the Humber Revenue: £50M to £75M

Berkeley De Veer Ltd

www.berkeleudeveer.co.uk Sector: Construction Region: Yorkshire and the Humber Revenue: £10M to £20M

BHID Group Ltd

www.bhid.co.uk Sector: Design Region: North West England Revenue: £50M to £75M

Bigblu Broadband Plc

www.bbb-plc.com Sector: Telecommunications Region: South East England Revenue: £40M to £50M

Bilby Plc

www.bilbyplc.com Sector: Engineering Region: East of England Revenue: £75M to £100M

Bioventix Plc

www.bioventix.com Sector: Pharmaceuticals & Biotechnology Region: London Revenue: £6M to £10M

Black Swan Data Ltd

www.blackswan.com Sector: Technology Region: London Revenue: £10M to £20M

Black Swan International Ltd

www.blackswan.co.uk Sector: Healthcare Region: East of England Revenue: £10M to £20M

Blu-3

www.blu-3.co.uk Sector: Engineering Region: South East England Revenue: £75M to £100M

Blue Motor Finance

www.bluemotorfinance.co.uk Sector: Financial Services Region: South East England Revenue: £50M to £75M

Blue Prism Group Plc

www.blueprism.com Sector: Technology Region: North West England Revenue: £20M to £30M

Bluetree Design and Print Ltd

www.bluetreegroup.co.uk Sector: Manufacturing Region: Yorkshire and the Humber Revenue: £30M to £40M

Bodywise (UK) Ltd

www.bodywiseuk.com Sector: Retail Region: South West England Revenue: £10M to £20M

Boreal Ltd

www.eakinltd.com Sector: Wholesale Region: Northern Ireland Revenue: £50M to £75M

Borley Engineering Services Ltd

www.cmbengineering.co.uk Sector: Engineering Region: Wales Revenue: £75M to £100M

Bower Green Ltd

www.bowergreen.co.uk Sector: Logistics Region: Yorkshire and the Humber Revenue: £10M to £20M

BPS Warwick Ltd

www.bpslifestyles.co.uk Sector: Wholesale Region: West Midlands Revenue: £20M to £30M

BR Pharma International Ltd

www.brpharmaceuticals.co.uk Sector: Pharmaceuticals & Biotechnology Region: East of England Revenue: £20M to £30M



Bradbury House

www.bradburyhouse.com Sector: Healthcare Region: South West England Revenue: £10M to £20M

Brandalley UK Ltd

www.brandalley.co.uk Sector: Retail Region: London Revenue: £20M to £30M

Brands Solution www.brandssolution.com Sector: Wholesale Region: North West England Revenue: £30M to £40M

Breakthrough Media Network Ltd

www.breakthroughmedia.org Sector: Media Region: London Revenue: £10M to £20M

BrewDog Plc

www.brewdog.com Sector: Food & Beverage Region: Scotland Revenue: £100M to £150M

Brewhouse & Kitchen Ltd

www.brewhouseandkitchen.com Sector: Food & Beverage Region: London Revenue: £10M to £20M

Bridgetown Holdings Ltd

www.mvkelly.co.uk Sector: Engineering Region: West Midlands Revenue: £200M to £250M

Brighttalk Ltd

www.brighttalk.com Sector: Professional Services Region: London Revenue: £20M to £30M

BSN Social Care

www.bsnsocialcare.co.uk Sector: Healthcare Region: London Revenue: £20M to £30M

BTL Group Ltd

www.btl.com Sector: Professional Services Region: Yorkshire and the Humber Revenue: £10M to £20M

BTR Building Services Ltd

www.btrbuildingservices.co.uk Sector: Construction Region: South East England Revenue: £10M to £20M

Buckland Care (Holdings) Ltd

www.bucklandcare.co.uk Sector: Healthcare Region: South West England Revenue: £6M to £10M

Bulletproof Design Ltd

www.wearebulletproof.com Sector: Design Region: London Revenue: £10M to £20M

Business Oil Platform Ltd

www.businessoilplatform.com Sector: Oil & Gas Region: London Revenue: £100M to £150M

BVG Group

www.bvg-group.co.uk Sector: Retail Region: South East England Revenue: £100M to £150M

BW Legal Services Ltd

www.bwlegal.co.uk Sector: Legal Region: Yorkshire and the Humber Revenue: £10M to £20M



C Walton Ltd www.bruntingthorpe.com Sector: Automotive Region: East Midlands Revenue: £30M to £40M

C Wynne & Sons Ltd

www.wynneconstruction.co.uk Sector: Construction Region: Wales Revenue: £40M to £50M

CAE Technology Holdings Ltd pg 82

www.thisiscae.com Sector: Technology Region: East of England Revenue: £75M to £100M

Calastone Ltd

www.calastone.com Sector: Technology Region: London Revenue: £20M to £30M

Caldwell Construction Ltd

www.caldwellconstruction.co.uk Sector: Engineering Region: West Midlands Revenue: £30M to £40M

Camco Clean Energy pg 98

www.camco.energy Sector: Energy Region: London Revenue: £6M to £10M

Camelot Care Ltd

www.camelotcare.co.uk Sector: Healthcare Region: South West England Revenue: £6M to £10M

Camlin Ltd

www.camlingroup.com Sector: Technology Region: Northern Ireland Revenue: £20M to £30M

Camm & Hooper pg 88

www.cammhooper.com Sector: Hospitality Region: London Revenue: £6M to £10M

Candour Logistics Ltd

www.candourlogistics.co.uk Sector: Logistics Region: North West England Revenue: £40M to £50M

Canford Healthcare Ltd

www.canfordhealthcare.co.uk Sector: Healthcare Region: South West England Revenue: £40M to £50M

Canmoor II Ltd

www.canmoor.com Sector: Real Estate Region: London Revenue: £10M to £20M

Capestone Organic Poultry Ltd

www.capestone.co.uk Sector: Food & Beverage Region: Wales Revenue: £20M to £30M

Car Benefit Holdings Ltd

www.carbenefitsolutions.co.uk Sector: Automotive Region: North West England Revenue: £20M to £30M

Caravela Ltd

www.caravela.coffee Sector: Agriculture Region: London Revenue: £20M to £30M

Cardinal Maritime Holdings Ltd

www.cardinalmaritime.com Sector: Transportation Services Region: North West England Revenue: £75M to £100M

Cardzone Ltd

www.cardzoneltd.com Sector: Retail Region: East Midlands Revenue: £20M to £30M

Caresoft Global Ltd

www.caresoftglobal.com Sector: Engineering Region: East of England Revenue: £20M to £30M

Carfinance247 Ltd

www.carfinance247.co.uk Sector: Financial Services Region: North West England Revenue: £30M to £40M

Carfulan Group Ltd pg 65

www.carfulan.com Sector: Technology Region: East Midlands Revenue: £10M to £20M

Carlton Leisure (UK) Ltd

www.carltonleisure.com Sector: Travel & Leisure Region: London Revenue: £50M to £75M

Carpenters Workshop Gallery

www.carpentersworkshopgallery.com Sector: Entertainment Region: London Revenue: £10M to £20M

Carrs Foods Holdings Ltd

www.carrsfoods.co.uk Sector: Food & Beverage Region: North West England Revenue: £40M to £50M

Castacrete Ltd

www.castacrete.co.uk Sector: Manufacturing Region: South East England Revenue: £20M to £30M

Castleton Technology Plc

www.castletonplc.com Sector: Technology Region: London Revenue: £20M to £30M

Cave Direct Ltd

www.cavedirect.com Sector: Food & Beverage Region: South East England Revenue: £10M to £20M

Cavendish Legal Group Ltd

www.clglaw.co.uk Sector: Legal Region: London Revenue: £6M to £10M

Cavey Dale Group Ltd

www.caveydale.com Sector: Professional Services Region: South East England Revenue: £6M to £10M

CCS McLays Ltd

www.ccsmclaysonline.co.uk Sector: Industry Services Region: Wales Revenue: £40M to £50M

CD (UK) Ltd

www.cdukltd.co.uk Sector: Construction Services Region: Yorkshire and the Humber Revenue: £20M to £30M

CDE Global Ltd

www.cdeglobal.com Sector: Construction Services Region: Northern Ireland Revenue: £50M to £75M

Cennox Holdings Ltd

www.cennox.com/uk Sector: Financial Services Region: South East England Revenue: £50M to £75M

Central Supplies (Brierley Hill) Ltd

www.centralsupplies.co.uk Sector: Food & Beverage Region: West Midlands Revenue: £40M to £50M

Centralnic Group Plc

www.centralnicgroup.com Sector: Technology Region: London Revenue: £20M to £30M

Cetas Shipping and Logistics Ltd

www.cetasshipping.com Sector: Logistics Region: London Revenue: £10M to £20M

Ceuta Holdings Ltd

www.ceutagroup.com Sector: Advertising & Marketing Region: South West England Revenue: £75M to £100M

CField Construction Ltd

www.cfieldconstruction.com Sector: Construction Region: London Revenue: £50M to £75M

снасо

www.chandcogroup.com Sector: Hospitality Region: South East England Revenue: £200M to £250M

Charles Taylor Plc

www.ctplc.com Sector: Financial Services Region: London Revenue: £200M to £250M

Charles Trent Ltd

www.trents.co.uk Sector: Automotive Region: South West England Revenue: £20M to £30M

Charlotte Holdings Ltd

www.charlottehltd.com Sector: Wholesale Region: London Revenue: £10M to £20M



Charlotte Tilbury pg 42

www.charlottetilbury.com Sector: Retail Region: London Revenue: £100M to £150M

Charmwish Ltd

www.majorplayers.co.uk Sector: Professional Services Region: London Revenue: £10M to £20M

Charter Court Financial Services Group Plc www.chartercourtfs.co.uk Sector: Financial Services Region: West Midlands Revenue: £200M to £250M

Chartway Group Ltd www.chartwaygroup.co.uk

Sector: Construction Region: South East England Revenue: £50M to £75M

CHC Group Ltd

www.chcltd.com Sector: Engineering Region: Northern Ireland Revenue: £10M to £20M

Cheevers & Howard Construction Ltd www.cheevershoward.co.uk Sector: Construction Region: London

Revenue: £20M to £30M

Cherrufield Holdings Ltd

www.cherryfield.co.uk Sector: Food & Beverage Region: London Revenue: £20M to £30M

Cheshire Mouldings & Woodturnings Ltd

www.cheshiremouldings.co.uk Sector: Construction Services Region: North West England Revenue: £20M to £30M

Cheshire West & Chester Leisure Cic

www.brioleisure.org Sector: Travel & Leisure Region: North West England Revenue: £10M to £20M

Chess Technologies Ltd

www.chess-dynamics.com Sector: Engineering Region: South East England Revenue: £10M to £20M

Chevalier Technologies Ltd

www.chevaliertechnologies.co.uk Sector: Engineering Region: London Revenue: £6M to £10M

Childrensalon Group Ltd

www.childrensalon.com Sector: Retail Region: South East England Revenue: £75M to £100M

Chrystal Consulting

www.chrystalconsulting.co.uk Sector: Professional Services Region: North West England Revenue: £20M to £30M

Cilantro Engineering UK Ltd

www.cilantroeng.co.uk Sector: Engineering Region: London Revenue: £50M to £75M

Cinos Ltd

www.cinos.co.uk Sector: Industry Services Region: South East England Revenue: £10M to £20M

Cirrus Inns Holdings Ltd

www.cirrusinns.co.uk Sector: Travel & Leisure Region: London Revenue: £20M to £30M

City District Ltd

www.citydistrict.co.uk Sector: Food & Beverage Region: Yorkshire and the Humber Revenue: £10M to £20M

City Gate Construction (Scotland) Ltd

www.citygateconstruction.co.uk Sector: Construction Region: Scotland Revenue: £10M to £20M

City Health Care Partnership CIC

www.cityhealthdental.co.uk Sector: Healthcare Region: Yorkshire and the Humber Revenue: £100M to £150M

CityFibre

www.cityfibre.com Sector: Telecommunications Region: London Revenue: £30M to £40M

Citygrove Securities Plc

www.citygrove.com Sector: Construction Region: South East England Revenue: £10M to £20M

Clayton Glass Ltd

http://claytonglass.co.uk Sector: Manufacturing Region: North East England Revenue: £20M to £30M

Clements Ltd

www.clementsretail.com Sector: Retail Region: East Midlands Revenue: £20M to £30M

Clipfine Holdings Ltd

www.clipfine.com Sector: Construction Services Region: London Revenue: £50M to £75M

Cloudfm Group Ltd

http://cloudfmgroup.com Sector: Professional Services Region: East of England Revenue: £50M to £75M

CMAC Group Ltd

www.cmacgroup.co.uk Sector: Transportation Services Region: North West England Revenue: £20M to £30M

CMI Corporation Ltd

www.cmilabsplc.com Sector: Technology Region: South East England Revenue: £6M to £10M



CMME Group Ltd

www.cmmemortgages.com Sector: Financial Services Region: South East England Revenue: £10M to £20M

Cobalt Consulting Holdings Ltd

www.cobaltrecruitment.com Sector: Professional Services Region: London Revenue: £20M to £30M

Coda Agency Ltd www.codaagency.com Sector: Entertainment Region: London Revenue: £10M to £20M

Codemasters Group Holdings Plc

www.codemasters.com Sector: Entertainment Region: West Midlands Revenue: £50M to £75M

Collingwood Insurance Services

www.collingwood.co.uk Sector: Insurance Region: North East England Revenue: £10M to £20M

Collins Construction Ltd

www.collins-construction.com Sector: Construction Region: London Revenue: £100M to £150M

Collins Earthworks Ltd

www.collinsearthworks.co.uk Sector: Construction Region: East Midlands Revenue: £50M to £75M

Colpac Ltd

http://colpacpackaging.com Sector: Manufacturing Region: East of England Revenue: £10M to £20M

Comino Media Ltd www.cinesite.co.uk Sector: Entertainment Region: London Revenue: £50M to £75M

Commercial Shipping Company (Oils) Ltd

www.cscfuelcards.com Sector: Oil & Gas Region: Northern Ireland Revenue: £50M to £75M

Community Dental Services CIC

www.communitydentalservices.co.uk Sector: Healthcare Region: East of England Revenue: £10M to £20M

Compleat Food Network Ltd

www.cfnltd.com Sector: Logistics Region: South East England Revenue: £20M to £30M

Comptoir Group Plc

www.comptoirlibanais.com Sector: Hospitality Region: London Revenue: £20M to £30M

Connect

www.connectcs.com Sector: Professional Services Region: London Revenue: £20M to £30M

Constantine Wind Energy Ltd

www.constantineland.com Sector: Energy Region: South East England Revenue: £10M to £20M

Consumer Marketing

Systems and Service's Ltd www.qube-learning.co.uk Sector: Education Region: London Revenue: £10M to £20M

Continental

www.continental-uk.com Sector: Oil & Gas Region: East of England Revenue: £40M to £50M

Contis Group Ltd

www.contisgroup.com Sector: Financial Services Region: Yorkshire and the Humber Revenue: £6M to £10M

Control Valve Solutions Ltd

www.controlvalvesolutions.co.uk Sector: Engineering Region: North West England Revenue: £6M to £10M

Cording Real Estate Group Ltd

www.cordinggroup.com Sector: Real Estate Region: London Revenue: £10M to £20M

Corin Orthopaedics

Holdings Ltd www.coringroup.com Sector: Healthcare Region: South West England Revenue: £100M to £150M

Corley + Woolley Ltd

www.corleywoolley.com Sector: Design Region: London Revenue: £20M to £30M

Corvia Ltd

www.ticketer.co.uk Sector: Technology Region: South East England Revenue: £6M to £10M

Countrywide Healthcare

Supplies Holdings Ltd www.countrywidehealthcare.co.uk Sector: Healthcare Region: Yorkshire and the Humber Revenue: £10M to £20M

Craig of Campbeltown Ltd

www.westcoastmotors.co.uk Sector: Automotive Region: Scotland Revenue: £20M to £30M

Create Health Holding Ltd

www.createhealth.org Sector: Healthcare Region: London Revenue: £10M to £20M

Creightons Plc

www.creightons.com Sector: Retail Region: East of England Revenue: £30M to £40M

CRF Health Group Ltd

www.crfhealth.com Sector: Healthcare Region: London Revenue: £100M to £150M

Cripps Barn Group Ltd pg 90

www.crippsandco.com Sector: Hospitality Region: South West England Revenue: £6M to £10M

Croftwood Care Ltd

www.minstercaregroup.co.uk Sector: Healthcare Region: South East England Revenue: £10M to £20M

Crown Care IV Ltd

www.crowncaregroup.co.uk Sector: Healthcare Region: North East England Revenue: £10M to £20M

CSPH Ltd

www.duffy.co.uk Sector: Construction Region: London Revenue: £20M to £30M

Cult Beauty Ltd

www.cultbeauty.co.uk Sector: Retail Region: South West England Revenue: £30M to £40M

Curae Ltd

www.kareplus.co.uk Sector: Healthcare Region: West Midlands Revenue: £10M to £20M

Cursor Controls

www.cursorcontrols.com Sector: Technology Region: South East England Revenue: £6M to £10M

Cussins Ltd

www.cussins.com Sector: Construction Region: North East England Revenue: £20M to £30M

Custom Commodities Ltd

www.customcommodities.com Sector: Transportation Services Region: London Revenue: £75M to £100M

CV-Library Holdings Ltd

www.cv-library.co.uk Sector: Professional Services Region: South East England Revenue: £30M to £40M

Cybele Solutions Holdings Ltd

https://corporate.lms.com Sector: Real Estate Region: North West England Revenue: £20M to £30M



D C Norris & Company Ltd www.dcnorris.com Sector: Manufacturing Region: London Revenue: £10M to £20M

DDC Foods Ltd

www.ddcfoods.co.uk Sector: Food & Beverage Region: London Revenue: £10M to £20M

D J Alexander Edinburgh Ltd

www.djalexander.co.uk Sector: Real Estate Region: Scotland Revenue: £6M to £10M

DR Collin & Son Ltd

www.drcollin.co.uk Sector: Agriculture Region: Scotland Revenue: £40M to £50M

D S Watson Civil Engineering (Anglia) Ltd www.dswatson.co.uk Sector: Engineering Region: East of England Revenue: £10M to £20M DW Stevenson Ltd www.stevensons.co.uk Sector: Retail Region: East of England Revenue: £10M to £20M

Daco Scientific Ltd

www.daco.co.uk Sector: Manufacturing Region: South East England Revenue: £6M to £10M

Dairy Partners Ltd www.dairypartners.co.uk Sector: Food & Beverage

Region: South West England Revenue: £75M to £100M

Daletech Ltd

www.daletechltd.com Sector: Construction Region: South East England Revenue: £20M to £30M

Daly Holdings Ltd

www.skyinsurance.co.uk Sector: Insurance Region: East of England Revenue: £10M to £20M

Daniel Charles Holdings Ltd

www.daniel-charles.co.uk Sector: Construction Region: East Midlands Revenue: £10M to £20M

dB Broadcast

www.dbbroadcast.co.uk Sector: Professional Services Region: East of England Revenue: £30M to £40M

Decora Blind Systems Ltd

www.decora.co.uk Sector: Manufacturing Region: Northern Ireland Revenue: £50M to £75M

Deeley Freed Developments Ltd

www.deeleyfreed.co.uk Sector: Construction Region: South West England Revenue: £10M to £20M

Defaqto

www.defaqto.com Sector: Financial Services Region: South East England Revenue: £10M to £20M

Delta Sales Ltd www.deltasales.ltd.uk Sector: Wholesale Region: London Revenue: £40M to £50M

Demon Tweeks Ltd

www.demon-tweeks.co.uk Sector: Retail Region: Wales Revenue: £50M to £75M Denim Merchants (UK) Ltd

www.dmljeans.co.uk Sector: Retail Region: North West England Revenue: £40M to £50M

Direct Line Supplies Ltd

www.dlsfoodservice.com Sector: Technology Region: North East England Revenue: £40M to £50M

Diversified Gas & Oil Plc

www.dgoc.com Sector: Oil & Gas Region: London Revenue: £30M to £40M

DMC Medical Ltd

www.dmchealthcare.co.uk Sector: Healthcare Region: London Revenue: £10M to £20M

Dodd Group Holdings Ltd

www.doddgroup.com Sector: Engineering Region: West Midlands Revenue: £100M to £150M

Done and Dusted

Productions Ltd www.doneanddusted.com Sector: Entertainment Region: London Revenue: £50M to £75M

Dotcom Retail Ltd

www.beautybay.com Sector: Retail Region: North West England Revenue: £50M to £75M

Dotdigital Group Plc

www.dotdigitalgroup.com Sector: Technology Region: London Revenue: £40M to £50M

Dow Group Ltd

www.dowuk.com Sector: Waste Management Region: Scotland Revenue: £10M to £20M

Drake & Morgan www.drakeandmorgan.co.uk Sector: Food & Beverage

Region: London Revenue: £40M to £50M

Dribuild Group Ltd www.dribuild.com Sector: Construction Region: South West England Revenue: £30M to £40M

Drink Warehouse UK Ltd

www.drinkwarehouseuk.co.uk Sector: Food & Beverage Region: South East England Revenue: £6M to £10M

DSL Holdings Ltd

www.dslgroup.co.uk Sector: Oil & Gas Region: East Midlands Revenue: £10M to £20M

Dukes Education Group Ltd

www.dukeseducation.com Sector: Education Region: London Revenue: £20M to £30M

Duo Equipment Ltd

www.duoplc.com Sector: Industry Services Region: West Midlands Revenue: £10M to £20M

Durham Box Company Ltd

www.durhambox.co.uk Sector: Packaging Region: North East England Revenue: £10M to £20M

Dyer Engineering

www.smarterstrongertogether.com Sector: Engineering Region: North East England Revenue: £10M to £20M



E C Drummond (Agriculture) Ltd www.ecdrummond.co.uk Sector: Agriculture Region: West Midlands Revenue: £30M to £40M

E-PPL Holdings Ltd

www.e-ppl.co.uk Sector: Automotive Region: West Midlands Revenue: £30M to £40M

EG Lewis Holdings Ltd www.eglewis.com

Sector: Engineering Region: Wales Revenue: £20M to £30M

EJ Taylor & Sons Ltd

www.ejtaylor.co.uk Sector: Construction Region: East of England Revenue: £40M to £50M

Eagle Eye Solutions Group Plc

www.eagleeye.com Sector: Technology Region: London Revenue: £10M to £20M

Easy-Trim Roofing and Construction Products Ltd

www.easy-trim.co.uk Sector: Construction Services Region: North West England Revenue: £10M to £20M

Easyhotel Plc

www.easyhotel.com Sector: Hospitality Region: London Revenue: £6M to £10M

Ebiquity Plc

www.ebiquity.com Sector: Advertising & Marketing Region: London Revenue: £75M to £100M

ECL Civil Engineering

www.eclcivils.co.uk Sector: Engineering Region: East Midlands Revenue: £100M to £150M

Eclectic Hotel Collection

www.eclectichotels.co.uk Sector: Hospitality Region: North West England Revenue: £10M to £20M

ECS Engineering Services Ltd

www.ecsengineeringservices.com Sector: Engineering Region: East Midlands Revenue: £10M to £20M

ECS Security Ltd

www.ecs.co.uk Sector: Technology Region: Scotland Revenue: £20M to £30M

Ede & Ravenscroft Ltd

www.edeandravenscroft.com Sector: Retail Region: London Revenue: £50M to £75M

Ediston Property

Investment Company Plc www.epic-reit.com Sector: Real Estate Region: London Revenue: £10M to £20M

Egress Software Technologies Ltd

www.egress.com Sector: Technology Region: London Revenue: £6M to £10M



Eims Global Ltd

www.eims.biz Sector: Professional Services Region: South West England Revenue: £20M to £30M

Electricity Settlements Company Ltd

www.lowcarboncontracts.uk Sector: Energy Region: London Revenue: £200M to £250M

Element Six (UK) Ltd

www.e6.com Sector: Engineering Region: South East England Revenue: £40M to £50M

Elite Frozen Foods Ltd

www.elitefoodservice.co.uk Sector: Food & Beverage Region: South East England Revenue: £30M to £40M

Elmbridge Pump Company Ltd

www.dutypoint.com Sector: Engineering Region: South West England Revenue: £10M to £20M

Emdico (London) Ltd

www.emdico.co.uk Sector: Retail Region: London Revenue: £10M to £20M

Emico

www.emico.co Sector: Engineering Region: East of England Revenue: £75M to £100M

Encore PMG Ltd

www.encoreestates.co.uk Sector: Real Estate Region: East of England Revenue: £6M to £10M

Endava Plc

www.endava.com Sector: Technology Region: London Revenue: £200M to £250M

Energi Recruitment Services Ltd

www.energi.uk.com Sector: Professional Services Region: South East England Revenue: £6M to £10M

Energy Systems Catapult Ltd

https://es.catapult.org.uk Sector: Professional Services Region: West Midlands Revenue: £20M to £30M

English Tea Shop pg 34

www.etsteas.co.uk Sector: Food & Beverage Region: London Revenue: £6M to £10M

Enhanced Elderly Care Ltd

www.enhancedcare.co.uk Sector: Healthcare Region: North East England Revenue: £6M to £10M

EOS IT Management

Solutions (UK) Ltd www.eosits.com Sector: Technology Region: Northern Ireland Revenue: £10M to £20M

eProp Services Plc

www.epropservices.com Sector: Technology Region: London Revenue: £10M to £20M

Equal Experts UK Ltd

www.equalexperts.com Sector: Professional Services Region: London Revenue: £50M to £75M

Ergomed Plc pg 104

www.ergomedplc.com Sector: Pharmaceuticals & Biotechnology Region: South East England Revenue: £40M to £50M

ESP Global Holdings Ltd

www.esp.co.uk Sector: Professional Services Region: South East England Revenue: £30M to £40M

Eton Bridge Partners Ltd

www.etonbridgepartners.com Sector: Professional Services Region: London Revenue: £30M to £40M

Euclid Ltd

www.euclid.ltd.uk Sector: Manufacturing Region: South East England Revenue: £6M to £10M

Eurocom Investments Ltd

www.eieltd.com Sector: Industrial Services Region: London Revenue: £30M to £40M

Everyman Media Group Plc

www.everymancinema.com Sector: Entertainment Region: London Revenue: £40M to £50M

Evolution Power Tools Ltd

www.evolutionpowertools.com Sector: Wholesale Region: Yorkshire and the Humber Revenue: £40M to £50M

Excel IT Services Ltd

www.excelit.com Sector: Technology Region: East of England Revenue: £20M to £30M

Express Group Ltd

www.expressgrouponline.com Sector: Engineering Region: Yorkshire and the Humber Revenue: £10M to £20M



FJ Booth Construction Ltd

www.fjbooth.com Sector: Construction Region: North East England Revenue: £10M to £20M

Facilities & Corporate Solutions Ltd

www.fcslasermail.co.uk Sector: Logistics Region: West Midlands Revenue: £10M to £20M

Fairfx Group Plc

www.fairfxplc.com Sector: Financial Services Region: London Revenue: £10M to £20M

Fairhome Group Plc

www.fairhomegroup.co.uk Sector: Construction Region: North West England Revenue: £40M to £50M

Fairways Care Ltd

www.fairways.org.uk Sector: Healthcare Region: Wales Revenue: £6M to £10M

Falcon Tower Crane Services Ltd

www.falconcranes.co.uk Sector: Industry Services Region: East of England Revenue: £40M to £50M

Fannin (UK) Ltd

www.fannin.eu Sector: Healthcare Region: East Midlands Revenue: £50M to £75M

Fast Pressure I Ltd

www.pirtek.co.uk Sector: Engineering Region: West Midlands Revenue: £30M to £40M

FCMS (NW) Ltd

www.fcms-nw.co.uk Sector: Healthcare Region: North West England Revenue: £10M to £20M

FDM Group (Holdings) Plc

www.fdmgroup.com Sector: Professional Services Region: London Revenue: £200M to £250M

Feed Communications Ltd

www.feed.xyz Sector: Advertising & Marketing Region: London Revenue: £10M to £20M

Fentimans Ltd

www.fentimans.com Sector: Food & Beverage Region: North East England Revenue: £30M to £40M

Fever-Tree Drinks Plc

www.fever-tree.com Sector: Food & Beverage Region: London Revenue: £150M to £200M

Fevore Ltd

www.fevore.co.uk Sector: Automotive Region: South East England Revenue: £50M to £75M

FGS Agri Ltd

www.fgsagri.co.uk Sector: Agriculture Region: South East England Revenue: £20M to £30M

Fidelius Financial Holdings Ltd

www.fidelius.co.uk Sector: Financial Services Region: South West England Revenue: £10M to £20M

Find Me A Gift Ltd

www.findmeagift.co.uk Sector: Retail Region: West Midlands Revenue: £10M to £20M

Finsa Europe Ltd

www.finsaeurope.com Sector: Financial Services Region: London Revenue: £10M to £20M

First Call Contract Services Ltd

www.firstcallcontractservices.co.uk Sector: Professional Services Region: London Revenue: £50M to £75M

First Central Insurance Management Ltd

www.1stcentralinsurance.com Sector: Insurance Region: South East England Revenue: £100M to £150M

First Choice Group 1999 Ltd

www.firstchoice-cs.co.uk Sector: Industry Services Region: West Midlands Revenue: £40M to £50M

FIRST pg 52

www.firstagency.com Sector: Advertising & Marketing Region: London Revenue: £50M to £75M

Flair Flooring Group Ltd

www.flairrugs.com Sector: Wholesale Region: East Midlands Revenue: £20M to £30M

Fleming Agri-Products Ltd

www.fleming-agri.co.uk Sector: Manufacturing Region: Northern Ireland Revenue: £10M to £20M

Fletchers Solicitors Ltd

www.fletcherssolicitors.co.uk Sector: Legal Region: North West England Revenue: £20M to £30M

Flowtech Fluidpower Plc

www.flowtechfluidpower.com Sector: Manufacturing Region: North West England Revenue: £75M to £100M

Fluid Options UK Ltd

www.fluidhygiene.com Sector: Industry Services Region: London Revenue: £10M to £20M

Fonacab (Belfast) Ltd

www.fonacab.com Sector: Transportation Services Region: Northern Ireland Revenue: £10M to £20M

Footasylum Plc

www.footasylum.com Sector: Retail Region: North West England Revenue: £150M to £200M

Forbes-CSAL Ltd

www.forbes-csal.com Sector: Professional Services Region: London Revenue: £10M to £20M

Formation Group Plc

www.formationgroupplc.com Sector: Construction Region: London Revenue: £30M to £40M

Formby Leisure Holdings Ltd

www.formbyhallgolfresort.co.uk Sector: Hospitality Region: London Revenue: £6M to £10M

Forza Timber Technology Ltd

www.forza-doors.com Sector: Manufacturing Region: South East England Revenue: £10M to £20M

Foundry pg 24

www.foundry.com Sector: Technology Region: London Revenue: £40M to £50M

FPR Group

www.fprgroup.com Sector: Professional Services Region: South East England Revenue: £10M to £20M

FPS Umbrella Payroll Ltd

www.fpsgroup.com Sector: Professional Services Region: London Revenue: £10M to £20M

Franke Coffee Systems UK Ltd

www.frankecoffeesystems.co.uk Sector: Wholesale Region: East of England Revenue: £20M to £30M

Freshcut Foods Ltd

www.freshcutfoods.co.uk Sector: Food & Beverage Region: East Midlands Revenue: £20M to £30M

Frontier Medical Group Ltd

www.frontier-group.co.uk Sector: Healthcare Region: Wales Revenue: £30M to £40M

Fruitful Office pg 36

www.fruitfuloffice.co.uk Sector: Wholesale Region: East of England Revenue: £10M to £20M

Funding Circle

www.fundingcircle.com Sector: Financial Services Region: London Revenue: £75M to £100M

Futurama

www.futurama.ltd.uk Sector: Design Region: Yorkshire and the Humber Revenue: £20M to £30M



GBA Services Ltd www.gbaservices.com Sector: Logistics Region: North West England Revenue: £30M to £40M

GH Financials Ltd

www.ghfinancials.com Sector: Financial Services Region: London Revenue: £150M to £200M

Galaxy Insulation and

Dry Living (Holdings) Ltd www.galaxyinsulation.co.uk Sector: Construction Services Region: Yorkshire and the Humber Revenue: £20M to £30M

Gap Vehicle Hire Ltd

www.gap-group.co.uk Sector: Industry Services Region: Scotland Revenue: £6M to £10M

Gaskells (North West) Ltd

www.gaskellswaste.co.uk Sector: Waste Management Region: North West England Revenue: £10M to £20M

Gaslog Services UK Ltd

www.gaslogltd.com Sector: Oil & Gas Region: London Revenue: £10M to £20M

GBE Services London Ltd

www.gbeservices.co.uk Sector: Manufacturing Region: London Revenue: £6M to £10M

GCP Student Living Plc

www.gcpuk.com Sector: Financial Services Region: South West England Revenue: £30M to £40M

Gear4music

www.gear4musicplc.com Sector: Retail Region: Yorkshire and the Humber Revenue: £75M to £100M

Gemcorp Capital

(Services) Ltd www.gemcorp.net Sector: Financial Services Region: London Revenue: £6M to £10M

Gemini Repairs Ltd

www.geminiarc.co.uk Sector: Automotive Region: West Midlands Revenue: £40M to £50M

Generate FS Ltd

www.generate-fs.co.uk Sector: Professional Services Region: London Revenue: £40M to £50M

Genius Sports Group Ltd

www.geniussports.com Sector: Technology Region: London Revenue: £50M to £75M

Genmed.Me Ltd

www.genmed.eu Sector: Healthcare Region: Wales Revenue: £30M to £40M

Genpact (UK) Ltd

www.genpact.com Sector: Technology Region: London Revenue: £50M to £75M

Geo

www.geotogether.com Sector: Energy Region: East of England Revenue: £20M to £30M

Get Fresh Cosmetics Ltd

www.bombcosmetics.co.uk Sector: Retail Region: South West England Revenue: £10M to £20M

Gift Universe Group Ltd

www.giftuniverse.com Sector: Retail Region: South East England Revenue: £50M to £75M

Gigaclear Plc

www.gigaclear.com Sector: Telecommunications Region: South East England Revenue: £6M to £10M

Gilltown Ltd

www.gilltown.co.uk Sector: Construction Region: South West England Revenue: £10M to £20M

Gladman Developments Ltd

www.gladman.co.uk Sector: Construction Region: North West England Revenue: £50M to £75M

GLD Group

www.gldgroup.com Sector: Retail Region: Scotland Revenue: £40M to £50M



Globaldata Plc www.globaldata.com Sector: Technology Region: London Revenue: £100M to £150M

Globe Locums Ltd www.globelocums.co.uk Sector: Professional Services Region: West Midlands Revenue: £30M to £40M

GlucoRx Ltd www.glucorx.co.uk Sector: Healthcare Region: South East England Revenue: £20M to £30M

Goldwing Cable Ltd www.goldwingcable.com Sector: Manufacturing Region: East of England

Revenue: £10M to £20M

Gooch & Housego Plc www.goochandhousego.com Sector: Technology Region: South West England Revenue: £100M to £150M

Goodfellow & Goodfellow Ltd www.goodf.co.uk Sector: Retail Region: North East England Revenue: £6M to £10M

Gordon & MacPhail www.gordonandmacphail.com Sector: Food & Beverage Region: Scotland Revenue: £30M to £40M

Gordon Dadds Group Plc www.gordondaddsgroup.com Sector: Professional Services Region: London Revenue: £30M to £40M Goshfood

www.goshfood.com Sector: Food & Beverage Region: East of England Revenue: £10M to £20M

Gousto pg 32 www.gousto.co.uk Sector: Food & Beverage Region: London Revenue: £20M to £30M

GPF Lewis Plc www.gpf-lewis.co.uk Sector: Construction Region: East of England Revenue: £30M to £40M

Granada Material Handling Ltd www.gmh.co.uk Sector: Industry Services Region: North West England Revenue: £10M to £20M

Grange Park Opera pg 91 www.grangeparkopera.co.uk Sector: Entertainment Region: South East England

Revenue: £6M to £10M

Green Man Gaming Ltd www.greenmangaming.com Sector: Entertainment Region: London Revenue: £40M to £50M

Greenbrook Healthcare (Hounslow) Ltd www.greenbrook.nhs.uk Sector: Healthcare Region: West Midlands Revenue: £30M to £40M

Greencoat UK Wind Plc pg 100

www.greencoat-ukwind.com Sector: Energy Region: London Revenue: £75M to £100M



Gresham Technologies Plc

www.greshamtech.com Sector: Technology Region: London Revenue: £20M to £30M

GRI Matrix Ltd

www.grigroup.co.uk Sector: Chemical Region: Yorkshire and the Humber Revenue: £20M to £30M

Griffin Markets Group Ltd

www.griffinmarkets.com Sector: Financial Services Region: London Revenue: £10M to £20M

Grinsty Holdings Ltd

www.arrowvale.co.uk Sector: Manufacturing Region: West Midlands Revenue: £6M to £10M

Grosvenor Farms Ltd

www.grosvenorfarms.co.uk Sector: Agriculture Region: North West England Revenue: £6M to £10M

Ground Control Holdings Ltd www.ground-control.co.uk

Sector: Landscape Services Region: East of England Revenue: £75M to £100M

GTS Flexible Materials Group Ltd

www.gts-flexible.co.uk Sector: Manufacturing Region: Wales Revenue: £10M to £20M

Gusto Restaurants Group Ltd

www.gustorestaurants.uk.com Sector: Hospitality Region: North West England Revenue: £20M to £30M



H & M Security Services Ltd

www.hmsecurityservices.co.uk Sector: Professional Services Region: London Revenue: £10M to £20M

H B Hydraulic Engineering Ltd

www.hbhydraulics.co.uk Sector: Manufacturing Region: South East England Revenue: £10M to £20M

HG Construction (Holdings) Ltd

www.hgconstruct.co.uk Sector: Construction Region: London Revenue: £100M to £150M

H Newton Hale & Sons Ltd

www.newtonhale.co.uk Sector: Wholesale Region: North West England Revenue: £10M to £20M

Hadham Ltd

www.hadham.net Sector: Engineering Region: East of England Revenue: £10M to £20M

Halsion Holdings Ltd

www.halsion.com Sector: Construction Region: South East England Revenue: £50M to £75M

Hampshire Trust Bank

www.htb.co.uk Sector: Financial Services Region: London Revenue: £40M to £50M

Handle Payroll Solutions Ltd

www.handle.co.uk Sector: Professional Services Region: London Revenue: £20M to £30M

Hannafin Holdings Ltd

www.hannafin.co.uk Sector: Construction Region: West Midlands Revenue: £30M to £40M

Hanover Communications

International (Holding) Ltd www.hanovercomms.com Sector: Professional Services Region: London Revenue: £10M to £20M

Harbour Hotels

www.harbourhotels.co.uk Sector: Hospitality Region: South West England Revenue: £30M to £40M

Harlow Bros Holdings Ltd

www.harlowbros.co.uk Sector: Manufacturing Region: East Midlands Revenue: £50M to £75M

Hartford Care Group Ltd

www.hartfordcare.co.uk Sector: Healthcare Region: South East England Revenue: £10M to £20M

Harwood Wealth Management Group Plc

www.retirementis.co.uk Sector: Financial Services Region: South East England Revenue: £20M to £30M

Harworth Group Plc

www.harworthgroup.com Sector: Construction Region: Yorkshire and the Humber Revenue: £50M to £75M

Hatzfeld Care Ltd www.hatzfeld.co.uk Sector: Healthcare Region: East Midlands Revenue: £6M to £10M

Haygrove Ltd www.haygrove.com Sector: Agriculture Region: West Midlands Revenue: £75M to £100M

HBS Electronics

www.hbselectronics.co.uk Sector: Telecommunications Region: East of England Revenue: £10M to £20M

Healthcare and Community Construction Ltd

www.hcconstruction.co.uk Sector: Construction Region: South East England Revenue: £6M to £10M

Healthcare Homes Holdings Ltd

www.healthcarehomes.co.uk Sector: Healthcare Region: East of England Revenue: £75M to £100M

Healthharmonie Ltd

www.healthharmonie.com Sector: Healthcare Region: West Midlands Revenue: £6M to £10M

Helios Underwriting Plc

www.huwplc.com Sector: Insurance Region: London Revenue: £30M to £40M

Henry Group (NI) Ltd

www.henrybrothers.co.uk Sector: Construction Region: Northern Ireland Revenue: £75M to £100M

Hexagon Care Services Ltd

www.hexagoncare.com Sector: Healthcare Region: North West England Revenue: £10M to £20M

HFC Prestige Products Ltd www.coty.com Sector: Retail Region: South East England

Revenue: £200M to £250M

High Court Enforcement Group Ltd

www.hcegroup.co.uk Sector: Legal Region: Wales Revenue: £10M to £20M

Highlight Horticulture Ltd

www.highlight.to Sector: Wholesale Region: East Midlands Revenue: £20M to £30M

Highway Stops Retail Ltd

www.highwaystops.co.uk Sector: Retail Region: London Revenue: £40M to £50M

Hindawi Ltd

www.hindawi.com Sector: Education Region: London Revenue: £10M to £20M

Hob Farms Ltd

www.ferryfast.co.uk Sector: Agriculture Region: West Midlands Revenue: £20M to £30M

Home Grown Hotels Ltd

www.limewoodhotel.co.uk Sector: Hospitality Region: South East England Revenue: £20M to £30M

Honest Burgers pg 35

www.honestburgers.co.uk Sector: Hospitality Region: London Revenue: £20M to £30M

Hopkins and Moore

(Developments) Ltd www.hopkinshomes.co.uk Sector: Construction Region: East of England Revenue: £150M to £200M

Hopkins Group Ltd

www.hopkinsgroup.ie Sector: Retail Region: East Midlands Revenue: £30M to £40M

Horizon Discovery Group Plc pg 106

www.horizondiscovery.com Sector: Pharmaceuticals & Biotechnology Region: East of England Revenue: £30M to £40M

Horizon International Cargo

www.hicargo.com Sector: Logistics Region: South East England Revenue: £40M to £50M

Horndean Ltd

www.cambridgehok.co.uk Sector: Agriculture Region: Yorkshire and the Humber Revenue: £10M to £20M

HSH Cold Stores Ltd

www.hshcoldstores.co.uk Sector: Transportation Services Region: Yorkshire and the Humber Revenue: £6M to £10M

Hudson Blue Ltd

www.hudsoncontract.co.uk Sector: Industry Services Region: Yorkshire and the Humber Revenue: £30M to £40M

Hugh L S Mcconnell Ltd

www.mcconnellroofing.com Sector: Construction Services Region: North West England Revenue: £10M to £20M

Hutch Games Ltd

www.hutchgames.com Sector: Entertainment Region: London Revenue: £6M to £10M

Huxloe Logistics Ltd

www.huxloe.com Sector: Logistics Region: East Midlands Revenue: £20M to £30M

Hydraquip Hose

& Hydraulics Ltd www.hydraquip.co.uk Sector: Industry Services Region: East of England Revenue: £20M to £30M



I Holland

www.tablettingscience.com Sector: Manufacturing Region: East Midlands Revenue: £10M to £20M

Ian Macleod Distillers Ltd

www.ianmacleod.com Sector: Food & Beverage Region: Scotland Revenue: £75M to £100M

iCandy World Ltd

www.icandyuk.com Sector: Retail Region: East of England Revenue: £20M to £30M

Icom Holdings Ltd

www.icomtel.com Sector: Telecommunications Region: South East England Revenue: £6M to £10M

Icon Solutions (UK) Ltd

www.iconsolutions.com Sector: Technology Region: London Revenue: £20M to £30M

Ideagen Plc

www.ideagen.com Sector: Technology Region: East Midlands Revenue: £30M to £40M

Ignite Energy Ltd

www.igniteenergy.co.uk Sector: Professional Services Region: South East England Revenue: £10M to £20M

Ikon Hardware Ltd

www.zoohardware.co.uk Sector: Retail Region: North West England Revenue: £10M to £20M

Imimobile Plc

www.imimobile.com Sector: Technology Region: London Revenue: £100M to £150M

Impact Contracting Solutions Ltd

www.impactcontracting.co.uk Sector: Professional Services Region: Yorkshire and the Humber Revenue: £100M to £150M

Incentive FM Group Ltd

www.incentive-fmgroup.com Sector: Industry Services Region: South East England Revenue: £75M to £100M

Inchcape Family Estates Ltd

www.gdg.travel Sector: Retail Region: London Revenue: £10M to £20M

Inchora Ltd

www.inchora.com Sector: Financial Services Region: South East England Revenue: £10M to £20M

Inclusion Housing

Community Interest Company www.inclusionhousing.org.uk Sector: Construction Region: Yorkshire and the Humber Revenue: £20M to £30M



Incorpore Ltd

www.incorpore.co.uk Sector: Healthcare Region: South East England Revenue: £10M to £20M

Independent Digital

News and Media Ltd www.independent.co.uk Sector: Media Region: London Revenue: £20M to £30M

Innis & Gunn pg 71

www.innisandgunn.com Sector: Food & Beverage Region: Scotland Revenue: £20M to £30M

Innovaderma Plc www.innovaderma.com Sector: Retail Region: London Revenue: £6M to £10M

Insideasia Tours Ltd

www.insideasiatours.com Sector: Travel & Leisure Region: South West England Revenue: £20M to £30M

Inspira Trading Ltd

www.inspiratrading.co.uk Sector: Wholesale Region: East of England Revenue: £6M to £10M

Inspired Energy Plc

www.inspiredenergy.co.uk Sector: Energy Region: North West England Revenue: £20M to £30M

Integral Powertrain Ltd

www.integralp.com Sector: Engineering Region: South East England Revenue: £20M to £30M

Intelligent Gaming Systems Ltd

www.intelligentgaming.co.uk Sector: Professional Services Region: North West England Revenue: £6M to £10M

International Direct Packaging Ltd

www.the-idp-group.com Sector: Packaging Region: East of England Revenue: £20M to £30M

International Energy Crops Ltd

www.iecsolutions.co.uk Sector: Energy Region: West Midlands Revenue: £20M to £30M

International Industrial Metals Ltd www.2im.global

www.2im.global Sector: Waste Management Region: East of England Revenue: £150M to £200M

Inxpress Global Ltd

www.inxpress.com Sector: Logistics Region: North West England Revenue: £10M to £20M

IQ Glass Solutions Ltd

www.iqglassuk.com Sector: Manufacturing Region: South East England Revenue: £10M to £20M

IS Prime Ltd

www.isprimefx.com Sector: Financial Services Region: London Revenue: £10M to £20M

It's All Good Ltd

www.allgoodsnacks.co.uk Sector: Food & Beverage Region: North East England Revenue: £20M to £30M

Iwoca Ltd

www.iwoca.co.uk Sector: Financial Services Region: London Revenue: £20M to £30M



J & K Confectionery Ltd www.jkconfec.co.uk Sector: Food & Beverage

Region: North West England Revenue: £20M to £30M

J A Ball Ltd www.jaballltd.co.uk

Sector: Construction Region: East Midlands Revenue: £20M to £30M

J P Dunn Construction Ltd

www.jpdunnconstruction.co.uk Sector: Engineering & Construction Region: South East England Revenue £30M to £40M

J Rotherham (Holdings) Ltd

www.jrotherham.co.uk Sector: Manufacturing Region: Yorkshire and the Humber Revenue: £20M to £30M

JA Stott (Carpentry) Ltd

www.stottcarpentry.co.uk Sector: Manufacturing Region: London Revenue: £10M to £20M

J Hayward & Sons Of Walsall Ltd

www.jhayward.co.uk Sector: Transportation Services Region: West Midlands Revenue: £10M to £20M

Jackson Lees Group Ltd

www.jacksonlees.co.uk Sector: Legal Region: North West England Revenue: £10M to £20M

James Hargreaves Holdings Ltd

www.jhplumb.com Sector: Industry Services Region: North West England Revenue: £75M to £100M

Jarell Ltd

www.jarell.co.uk Sector: Professional Services Region: West Midlands Revenue: £20M to £30M

Jay-Be pg 46

www.jaybe.com Sector: Retail Region: Yorkshire and the Humber Revenue: £10M to £20M

JBG Holdings Ltd

www.cashconverters.co.uk Sector: Retail Region: Yorkshire and the Humber Revenue: £30M to £40M

Jewellery Quarter Bullion Ltd

www.gold.co.uk Sector: Retail Region: West Midlands Revenue: £100M to £150M

JG Foods Ltd

www.grapetree.co.uk Sector: Food & Beverage Region: West Midlands Revenue: £20M to £30M

JJK Personnel Ltd

www.falcongreen.co.uk Sector: Professional Services Region: London Revenue: £30M to £40M

JLG Group Plc

www.thejust-group.com Sector: Financial Services Region: London Revenue: £6M to £10M

John Hanlon & Co Ltd

www.loaderhire.com Sector: Industry Services Region: East of England Revenue: £10M to £20M

John Pye & Sons Holdings Ltd

www.johnpye.co.uk Sector: Retail Region: East Midlands Revenue: £10M to £20M

Joseph Joseph pg 44

www.josephjoseph.com Sector: Retail Region: London Revenue: £50M to £75M

JP Corry

www.jpcorry.com Sector: Wholesale Region: Northern Ireland Revenue: £20M to £30M

JPJ Installations Ltd

www.jpjltd.co.uk Sector: Construction Services Region: East of England Revenue: £10M to £20M

Jubilee Metals Group Plc

www.jubileemetalsgroup.com Sector: Metals & Mining Region: London Revenue: £6M to £10M

Just Develop It Ltd

www.justdevelop.it Sector: Financial Services Region: South East England Revenue: £20M to £30M

Just Digital Ltd

www.justdigitalprint.co.uk Sector: Printing Services Region: East of England Revenue: £6M to £10M



K K Fine Foods Ltd www.kkfinefoods.co.uk Sector: Food & Beverage Region: Wales Revenue: £40M to £50M

K3 Capital Group Plc

www.kbscorporate.com Sector: Professional Services Region: North West England Revenue: £10M to £20M

Kampa UK Ltd

www.kampa.co.uk Sector: Retail Region: East of England Revenue: £30M to £40M

Kane Group Ltd www.kane-group.co.uk Sector: Construction Services Region: London Revenue: £20M to £30M

Kartell UK Ltd www.kartelluk.com Sector: Wholesale Region: East Midlands Revenue: £40M to £50M

Kennet Equipment Leasing Ltd

www.kennet-leasing.co.uk Sector: Financial Services Region: West Midlands Revenue: £10M to £20M

Kenny Waste Management Ltd

www.kennywastemanagement.co.uk Sector: Waste Management Region: North West England Revenue: £20M to £30M

Kerridge Commercial Systems Group Ltd

www.kerridgecs.com Sector: Industry Services Region: South East England Revenue: £50M to £75M

Keystone Law Group Plc

www.keystonelaw.co.uk Sector: Legal Region: London Revenue: £30M to £40M

Keywords Studios Plc

www.keywordsintl.com Sector: Entertainment Region: London Revenue: £100M to £150M

Kilnbridge

www.kilnbridgegroup.com Sector: Construction Region: London Revenue: £75M to £100M

Kiltane Retail Ltd

www.kiltane.com Sector: Retail Region: Scotland Revenue: £10M to £20M

Kinaxia Ltd

www.kinaxia.co.uk Sector: Logistics Region: North West England Revenue: £75M to £100M

Kindertons

www.kindertons.co.uk Sector: Financial Services Region: North West England Revenue: £150M to £200M

Kingfield Electronics Ltd

www.kingfield-electronics.co.uk Sector: Manufacturing Region: East Midlands Revenue: £10M to £20M

Kingsley Healthcare

www.kingsleyhealthcare.co.uk Sector: Healthcare Region: East of England Revenue: £6M to £10M

Klyne Aviation Ltd

www.lecmarine.com Sector: Transportation Services Region: East of England Revenue: £10M to £20M



Kromek Group Plc

www.kromek.com Sector: Technology Region: North East England Revenue: £10M to £20M

Kurt Orban Partners Ltd

www.kopuk.co.uk Sector: Manufacturing Region: South East England Revenue: £30M to £40M

Kyowa Kirin Pharmaceutical Development Ltd

www.kyowa-kirin.com Sector: Pharmaceuticals & Biotechnology Region: London Revenue: £10M to £20M



L J Fairburn and Son Ltd www.fairburnseggs.co.uk Sector: Farming and Fishery

Sector: Farming and Fishery Region: East Midlands Revenue: £75M to £100M

La Fosse Associates Ltd pg 55

www.lafosse.com Sector: Professional Services Region: London Revenue: £75M to £100M

Lagan Homes Group Ltd

www.lagan-homes.com Sector: Construction Region: Northern Ireland Revenue: £40M to £50M

Laing Glasgow Holdings Ltd

www.laingsuk.com Sector: Retail Region: Scotland Revenue: £10M to £20M

Lambson Ltd

www.lambson.com Sector: Chemical Region: Yorkshire and the Humber Revenue: £30M to £40M

Landmark Civil Engineering Ltd

www.landmark-ltd.com Sector: Engineering Region: South East England Revenue: £30M to £40M

Laptop Outlet Ltd

www.laptopoutlet.co.uk Sector: Retail Region: London Revenue: £10M to £20M

Lead Forensics Ltd

www.leadforensics.com Sector: Professional Services Region: South East England Revenue: £20M to £30M

Learning Technologies Group Plc

www.ltgplc.com Sector: Professional Services Region: London Revenue: £50M to £75M

Lemac No 1 Ltd

www.mcgavigan.com Sector: Manufacturing Region: East of England Revenue: £30M to £40M

LendInvest Ltd pg 56

www.lendinvest.com Sector: Financial Services Region: London Revenue: £30M to £40M

Leon Restaurants Ltd

www.leon.co Sector: Hospitality Region: London Revenue: £50M to £75M

Limbs & Things Ltd

https://limbsandthings.com Sector: Healthcare Region: South West England Revenue: £10M to £20M

Linergy Group Ltd

www.linergy.co.uk Sector: Energy Region: Northern Ireland Revenue: £10M to £20M

Local Fuel Plc

www.localfuel.co.uk Sector: Oil & Gas Region: London Revenue: £50M to £75M

Lockwood Publishing Ltd

www.lockwoodpublishing.com Sector: Entertainment Region: East Midlands Revenue: £6M to £10M

Logical Personnel Solutions Ltd

www.logicalps.com Sector: Professional Services Region: Yorkshire and the Humber Revenue: £40M to £50M

Logistical Building Services (Electrical) Ltd

www.logistical.co.uk Sector: Construction Region: South East England Revenue: £20M to £30M



Londonewcastle pg 27

www.londonewcastle.com Sector: Construction Region: London Revenue: £6M to £10M

LoopMe pg 83

www.loopme.com Sector: Advertising & Marketing Region: London Revenue: £20M to £30M

Lorclon Ltd

www.lorclon.com Sector: Engineering Region: London Revenue: £20M to £30M

Lorimer Care Homes Ltd

www.gatehealthcare.co.uk Sector: Healthcare Region: Scotland Revenue: £6M to £10M

LSDM Ltd

www.leylandsdm.co.uk Sector: Wholesale Region: West Midlands Revenue: £40M to £50M

LSN Diffusion Ltd

www.lsndiffusion.com Sector: Manufacturing Region: Wales Revenue: £10M to £20M

Luceco Plc

www.luceco.com Sector: Manufacturing Region: West Midlands Revenue: £150M to £200M

Lucion Services Ltd

www.lucionservices.com Sector: Industry Services Region: North East England Revenue: £10M to £20M

Luxoft UK Ltd

www.luxoft.com Sector: Professional Services Region: London Revenue: £20M to £30M

Lynn's Country Foods Ltd

www.finnebrogue.com Sector: Food & Beverage Region: Northern Ireland Revenue: £50M to £75M

Lyons & Annoot Ltd

www.lyonsannoot.co.uk Sector: Construction Region: South East England Revenue: £10M to £20M

Lyst Ltd

www.lyst.com Sector: Technology Region: London Revenue: £10M to £20M



M & S Logistics Ltd

www.tankcontaineroperators.com Sector: Transportation Services Region: North West England Revenue: £50M to £75M

M R Stephenson Ltd

www.stephenson-ssc.co.uk Sector: Construction Region: South East England Revenue: £50M to £75M

M&S On-Time Services Ltd

www.mnsontime.co.uk Sector: Professional Services Region: London Revenue: £20M to £30M

M7 Real Estate Ltd

www.m7re.co.uk Sector: Real Estate Region: London Revenue: £40M to £50M

Mac-Interiors Ltd

www.mac-group.com Sector: Construction Region: Northern Ireland Revenue: £75M to £100M

Macbrude Homes

www.macbryde-homes.co.uk Sector: Construction Region: Wales Revenue: £20M to £30M

Macc Care Ltd

www.macccare.com Sector: Healthcare Region: West Midlands Revenue: £6M to £10M

Macward Steel Slitting Services Ltd www.macwards.co.uk Sector: Manufacturing

Region: Wales Revenue: £6M to £10M

Manolete Partners Plc

www.manolete-partners.com Sector: Legal Region: South East England Revenue: £10M to £20M

Manolo Blahnik International Ltd www.manoloblahnik.com Sector: Retail Region: London Revenue: £30M to £40M

Manorview Hotels Ltd

www.manorviewhotels.co.uk Sector: Hospitality Region: Scotland Revenue: £10M to £20M

Map Group (UK) Ltd

www.mapgroupuk.com Sector: Technology Region: North East England Revenue: £30M to £40M

Revenue: £10M to £20M

Mar-Train Heavy Haulage Ltd

www.martrainhaulage.com Sector: Transportation Services Region: Northern Ireland

Marco Polo Intercontinental Ltd

www.marcopolointercontinental.com Sector: Wholesale Region: South East England Revenue: £6M to £10M

Marlborough Highways Group Ltd

www.marlboroughhighways.co.uk Sector: Engineering & Construction Region: East of England Revenue: £40M to £50M

Marine Harvest VAP UK Ltd

www.marineharvestscotland.co.uk Sector: Agriculture Region: Scotland Revenue: £100M to £150M

Mars Acquisition Ltd

www.marscapital.co.uk Sector: Financial Services Region: South East England Revenue: £10M to £20M

Marshall Amplification Plc

www.marshallamps.com Sector: Manufacturing Region: South East England Revenue: £30M to £40M

Martin Randall Travel Ltd

www.martinrandall.com Sector: Entertainment Region: London Revenue: £20M to £30M

Martin Williams (Hull) Ltd

www.martinwilliamshull.co.uk Sector: Engineering Region: Yorkshire and the Humber Revenue: £10M to £20M

Martindale Group Ltd

www.mjpetfoods-proteins.co.uk Sector: Wholesale Region: Yorkshire and the Humber Revenue: £20M to £30M

Mason Advisory Ltd

www.masonadvisory.com Sector: Professional Services Region: London Revenue: £10M to £20M

Mast Group Ltd

www.mastgrp.com Sector: Pharmaceuticals & Biotechnology Region: North West England Revenue: £20M to £30M

Master Removers Group Ltd

www.masterremovers.co.uk Sector: Transportation Services Region: London Revenue: £20M to £30M

Maylim Ltd

www.maylim.co.uk Sector: Landscape Services Region: South East England Revenue: £30M to £40M

McAuliffe Group Ltd

www.mcauliffegroup.co.uk Sector: Construction Services Region: West Midlands Revenue: £20M to £30M

McKinstry Skip Hire Ltd

www.mckinstryskiphire.co.uk Sector: Waste Management Region: Northern Ireland Revenue: £10M to £20M

Me and Em Ltd

www.meandem.com Sector: Retail Region: London Revenue: £6M to £10M

Mec Com Ltd

www.mec-com.co.uk Sector: Manufacturing Region: West Midlands Revenue: £10M to £20M

Medequip Group Ltd

www.medequip-uk.com Sector: Healthcare Region: London Revenue: £150M to £200M

Medica Group Plc

www.medicagroup.co.uk Sector: Healthcare Region: South East England Revenue: £30M to £40M

Medigold Health

Consultancy Ltd www.medigold-health.com Sector: Healthcare Region: East Midlands Revenue: £10M to £20M

Medlock FRB Ltd

www.medlockfrb.com Sector: Construction Region: North West England Revenue: £30M to £40M

Medtrade Products Ltd

www.medtrade.co.uk Sector: Healthcare Region: North West England Revenue: £30M to £40M

Mercia Technologies Plc

www.merciatechnologies.com Sector: Financial Services Region: West Midlands Revenue: £10M to £20M

Merlin Cinemas Ltd

www.merlincinemas.co.uk Sector: Entertainment Region: South West England Revenue: £6M to £10M

Merlin Diesel Systems Ltd

www.merlindiesel.com Sector: Manufacturing Region: North West England Revenue: £20M to £30M

Mersea Homes Holdings Ltd

www.merseahomes.co.uk Sector: Construction Region: East of England Revenue: £20M to £30M

METKA EGN Ltd

www.metka-egn.com Sector: Energy Region: London Revenue: £40M to £50M

Metrasens Ltd

www.metrasens.com Sector: Manufacturing Region: West Midlands Revenue: £10M to £20M

Metropolitan Electrical Services Ltd

www.mservices.co.uk Sector: Engineering Region: London Revenue: £20M to £30M

Mick George Ltd www.mickgeorge.co.uk Sector: Construction Region: East of England Revenue: £100M to £150M

Microgen Plc

www.microgen.com Sector: Technology Region: London Revenue: £50M to £75M

Mid Hants Ltd

www.midhants.com Sector: Industry Services Region: South East England Revenue: £10M to £20M

Midatech Pharma Plc

www.midatechpharma.com Sector: Pharmaceuticals & Biotechnology Region: South East England Revenue: £6M to £10M

Midwinter Solutions Ltd

www.midwinter-solutions.com Sector: Pharmaceuticals & Biotechnology Region: West Midlands Revenue: £50M to £75M

Miers Construction Products Ltd

www.miersconstructionproducts.co.uk Sector: Construction Region: East of England Revenue: £20M to £30M

MII Engineering Ltd

www.mii.co.uk Sector: Engineering Region: Wales Revenue: £30M to £40M

Miller Fabrications Ltd

www.millerfabrications.com Sector: Manufacturing Region: Scotland Revenue: £10M to £20M

Mills Contracts Ltd www.millscontracts.com Sector: Engineering Region: Northern Ireland Revenue: £20M to £30M

Mind Gym Plc www.uk.themindgym.com Sector: Professional Services Region: London Revenue: £30M to £40M

Mineco International Ltd

www.minecogroup.com Sector: Metals & Mining Region: London Revenue: £100M to £150M

Minerva Global Ltd www.minervaglobal.co.uk Sector: Food & Beverage Region: South East England Revenue: £150M to £200M

Mission Mars Ltd www.wearemissionmars.com Sector: Hospitality Region: North West England Revenue: £10M to £20M

Mission-Media Holdings Ltd

www.thisismission.com Sector: Advertising & Marketing Region: London Revenue: £30M to £40M

Mobile Phones Direct Ltd

www.mobilephonesdirect.co.uk Sector: Retail Region: South East England Revenue: £75M to £100M

Molson Group Ltd

www.molsongroup.co.uk Sector: Construction Services Region: South West England Revenue: £100M to £150M

Monica Vinader Ltd

www.monicavinader.com Sector: Retail Region: East of England Revenue: £30M to £40M

Monoworld Group Plc

www.monoworldrecycling.co.uk Sector: Waste Management Region: East Midlands Revenue: £10M to £20M

Moo Print Ltd

www.moo.com Sector: Retail Region: London Revenue: £75M to £100M

Moorburn Industries Ltd

www.whiskyshop.com Sector: Food & Beverage Region: Scotland Revenue: £10M to £20M

Morley Glass & Glazing Ltd

www.morleyglass.co.uk Sector: Manufacturing Region: Yorkshire and the Humber Revenue: £10M to £20M

Morris & Perry (Gurney Slade Quarries) Ltd

www.morrisandperry.co.uk Sector: Construction Region: South West England Revenue: £10M to £20M

Morrisroe Group Ltd

www.morrisroe.co.uk Sector: Construction Region: East of England Revenue: £200M to £250M

Mortgage Advice Bureau (Holdings) Plc

www.mortgageadvicebureau.com Sector: Financial Services Region: East Midlands Revenue: £100M to £150M

MPA Recruitment Ltd

www.mparecruitment.co.uk Sector: Professional Services Region: Northern Ireland Revenue: £10M to £20M

MRN Inflection Ltd

www.themrn.co.uk Sector: Healthcare Region: South East England Revenue: £10M to £20M

MSP Capital Ltd

www.mspcapital.co.uk Sector: Financial Services Region: South West England Revenue: £10M to £20M

Munro Healthcare Group Ltd

www.munro-group.com Sector: Healthcare Region: Scotland Revenue: £150M to £200M

MVF

www.mvfglobal.com Sector: Advertising & Marketing Region: London Revenue: £50M to £75M

Myunidays Ltd

www.myunidays.com Sector: Technology Region: East Midlands Revenue: £10M to £20M



N20 Ltd www.n2o.co.uk Sector: Advertising & Marketing Region: South East England Revenue: £30M to £40M

Nabco Group Ltd

www.nabcouk.com Sector: Retail Region: East of England Revenue: £6M to £10M

Nason Davis Holdings Ltd

www.nasondavis.com Sector: Wholesale Region: East of England Revenue: £20M to £30M

Natta Building Company Ltd

www.natta.co.uk Sector: Construction Region: South East England Revenue: £50M to £75M

ND Support Services Ltd

www.ndcare.co.uk Sector: Healthcare Region: West Midlands Revenue: £10M to £20M



Nectere Ltd www.nectere.org Sector: Professional Services Region: West Midlands Revenue: £30M to £40M

NES Holdings (UK) Ltd www.neshealthcare.co.uk Sector: Healthcare Region: East of England Revenue: £30M to £40M

Net World Sports Ltd www.networld-sports.co.uk Sector: Retail Region: Wales Revenue: £10M to £20M

Nettitude Ltd www.nettitude.com Sector: Technology Region: London Revenue: £10M to £20M

Neuven Solutions www.neuven.co.uk Sector: Professional Services Region: North West England Revenue: £100M to £150M

New England Seafood International Ltd www.neseafood.com Sector: Agriculture Region: London Revenue: £150M to £200M

New Relic UK Ltd www.newrelic.com Sector: Technology Region: London Revenue: £6M to £10M

New Wave Capital Ltd www.capitalontap.com Sector: Financial Services Region: London Revenue: £10M to £20M

Newland Homes Ltd www.newlandhomes.co.uk Sector: Construction Region: South West England Revenue: £50M to £75M

Newship Group Ltd www.newship.co.uk Sector: Construction Region: South East England Revenue: £150M to £200M

Next Generation Travel Ltd www.ngttravel.com Sector: Travel & Leisure Decien North West England

Region: North West England Revenue: £10M to £20M

Nexus Underwriting Management Ltd

www.nexusunderwriting.com Sector: Financial Services Region: London Revenue: £20M to £30M

NIC Services Group Ltd

www.nicgroup.co.uk Sector: Industry Services Region: Yorkshire and the Humber Revenue: £30M to £40M

Non-Standard Finance Plc www.nonstandardfinance.com Sector: Financial Services

Region: London Revenue: £100M to £150M

Norlake Hospitality Ltd

www.thehoxton.com Sector: Hospitality Region: London Revenue: £30M to £40M North of England Estates Ltd

www.thesquirrelgroup.co.uk Sector: Hospitality Region: North East England Revenue: £6M to £10M

Northgate Lighting Ltd www.northgatelighting.co.uk Sector: Wholesale Region: Yorkshire and the Humber Revenue: £10M to £20M

Northwood Hygiene Products Ltd

www.northwood.co.uk Sector: Wholesale Region: West Midlands Revenue: £75M to £100M

Norwest Foods

International Group Ltd www.norwest-foods.com Sector: Wholesale Region: North West England Revenue: £100M to £150M

Now Education Ltd www.noweducation.co.uk Sector: Professional Services Region: West Midlands Revenue: £10M to £20M

Now: Pension Trustee Ltd www.nowpensions.com

Sector: Professional Services Region: London Revenue: £10M to £20M

Nurture Landscapes Holdings Ltd

www.nurturelandscapes.co.uk Sector: Landscape Services Region: South East England Revenue: £40M to £50M

Nutopia pg 26

www.nutopia.com Sector: Media Region: London Revenue: £20M to £30M



Oak Tree Schools Holdings Ltd www.oaktreeschools.co.uk

Sector: Education Region: East of England Revenue: £10M to £20M

Oakley Advisory Ltd www.oakleyadvisory.com Sector: Financial Services

Sector: Financial Services Region: London Revenue: £10M to £20M

Oakmont Construction Ltd www.oakmontconstruction.net Sector: Construction Region: East of England

Region: East of England Revenue: £30M to £40M

Oakwood Door Designs Ltd www.uform.co.uk

Sector: Manufacturing Region: Northern Ireland Revenue: £20M to £30M

Ocean Holidays Ltd

www.ocean-holidays.co.uk Sector: Travel & Leisure Region: London Revenue: £40M to £50M

Octagonal Plc

www.octagonalplc.com Sector: Financial Services Region: London Revenue: £6M to £10M

Od Group

www.od-group.com Sector: Design Region: London Revenue: £75M to £100M

OE Electrics Ltd pg 62

www.oeelectrics.co.uk Sector: Manufacturing Region: Yorkshire and the Humber Revenue: £10M to £20M

Ogury Ltd

www.ogury.com Sector: Professional Services Region: London Revenue: £30M to £40M

Oliver Connell and Son Ltd

www.oliverconnell.com Sector: Construction Region: London Revenue: £50M to £75M

Oliver Grace Ltd

www.redindustries.co.uk Sector: Waste Management Region: West Midlands Revenue: £20M to £30M

Omex Environmental Ltd

www.omex.com Sector: Chemical Region: East of England Revenue: £10M to £20M

On a Roll Sandwich Company Ltd

www.onarollsandwich.co.uk Sector: Food & Beverage Region: North East England Revenue: £10M to £20M

One Avenue Group Ltd

www.oneavenuegroup.com Sector: Real Estate Region: South East England Revenue: £10M to £20M

Ooni Ltd

https://uk.ooni.com Sector: Manufacturing Region: South East England Revenue: £6M to £10M

Optal Ltd

www.optal.com Sector: Professional Services Region: London Revenue: £150M to £200M

Optionis Ltd

www.optionis.co.uk Sector: Professional Services Region: East of England Revenue: £200M to £250M

Origin Frames Ltd

www.origin-global.com Sector: Manufacturing Region: East of England Revenue: £30M to £40M

Osprey Aviation Services (UK) Ltd

www.pdgaviationservices.com Sector: Transportation Services Region: Scotland Revenue: £10M to £20M

Oxford Economics Ltd

www.oxfordeconomics.com Sector: Professional Services Region: South East England Revenue: £20M to £30M

Oxford Immunotec Global Plc

www.oxfordimmunotec.com Sector: Pharmaceuticals & Biotechnology Region: South East England Revenue: £75M to £100M

Oxford Nanopore Technologies Ltd

www.nanoporetech.com Sector: Pharmaceuticals & Biotechnology Region: South East England Revenue: £10M to £20M



P D M Produce (UK) Ltd www.pdmproduce.co.uk Sector: Agriculture Region: West Midlands Revenue: £50M to £75M

PP Group Holdings Ltd

www.ppgroupltd.co.uk Sector: Manufacturing Region: Yorkshire and the Humber Revenue: £10M to £20M

P2i Ltd

www.p2i.com Sector: Technology Region: South East England Revenue: £20M to £30M

Packington Pork Ltd

www.packingtonfreerange.co.uk Sector: Agriculture Region: West Midlands Revenue: £30M to £40M

Palletline Ltd

www.palletline.co.uk Sector: Logistics Region: West Midlands Revenue: £100M to £150M

Palman Ltd

www.pallet-track.co.uk Sector: Logistics Region: West Midlands Revenue: £75M to £100M

Parentpay (Holdings) Ltd

www.parentpay.com Sector: Technology Region: London Revenue: £20M to £30M

Parkline Enterprises Ltd

www.northwestcareandsupport.com Sector: Healthcare Region: Northern Ireland Revenue: £6M to £10M

Partnerre Corporate Member Ltd

www.partnerre.com Sector: Insurance Region: London Revenue: £50M to £75M

Paton Capital Ltd

www.patondevelopments.co.uk Sector: Construction Region: South East England Revenue: £10M to £20M

PCC Plc

www.pcc.plc.uk Sector: Chemical Region: East of England Revenue: £10M to £20M

PCML Group

www.pcml.net Sector: Manufacturing Region: London Revenue: £6M to £10M

PCT Healthcare (Holdings) Ltd

www.pcthealthcare.com Sector: Healthcare Region: North West England Revenue: £100M to £150M

Pendine Park Care

Organisation Ltd www.pendinepark.com Sector: Healthcare Region: Wales Revenue: £10M to £20M

Peninsula

www.peninsulagrouplimited.com Sector: Professional Services Region: North West England Revenue: £200M to £250M

Pentre Group

www.pentregroup.com Sector: Manufacturing Region: North West England Revenue: £10M to £20M

Perco (North East) Ltd

www.percofoods.co.uk Sector: Food & Beverage Region: North East England Revenue: £50M to £75M

Perfect Smile Group Holding Ltd

www.perfectsmile-dental.com Sector: Healthcare Region: London Revenue: £6M to £10M

Performance Horizon Group Ltd www.partnerize.com Sector: Technology Region: North East England Revenue: £10M to £20M

Perkbox Ltd pg 78

www.perkbox.com Sector: Professional Services Region: London Revenue: £30M to £40M

Peter Ward Homes Ltd

www.peterwardhomes.co.uk Sector: Construction Region: Yorkshire and the Humber Revenue: £20M to £30M

Pettits Ltd

www.motivair.co.uk Sector: Retail Region: East of England Revenue: £10M to £20M

PH Travel Ltd

www.getaflight.co.uk Sector: Travel & Leisure Region: London Revenue: £40M to £50M

Phelan Construction Ltd

www.phelans.co.uk Sector: Construction Region: East of England Revenue: £50M to £75M

Pho

www.phocafe.co.uk Sector: Hospitality Region: London Revenue: £20M to £30M

Phoenix Global Resources Plc

www.phoenixglobalresources.com Sector: Oil & Gas Region: London Revenue: £100M to £150M

Phoenox Textiles Ltd

www.phoenox.co.uk Sector: Manufacturing Region: Yorkshire and the Humber Revenue: £10M to £20M

Pickering Interfaces Ltd

www.pickeringtest.com Sector: Engineering Region: East of England Revenue: £10M to £20M

PJT Partners (UK) Ltd

www.parkhillgroup.com Sector: Financial Services Region: London Revenue: £50M to £75M

Place Partnership Ltd

www.placepartnership.co.uk Sector: Professional Services Region: West Midlands Revenue: £20M to £30M

Plantforce Rentals Ltd

www.plantforce.com Sector: Industry Services Region: South West England Revenue: £10M to £20M

Plastics Capital Plc

www.plasticscapital.com Sector: Manufacturing Region: London Revenue: £75M to £100M

PLP Architecture International Ltd

www.plparchitecture.com Sector: Architecture Region: London Revenue: £10M to £20M

Pod-Trak

www.pod-trak.com Sector: Construction Region: London Revenue: £30M to £40M

Polar Technology Management Group Ltd

www.polartechnology.co.uk Sector: Engineering Region: South East England Revenue: £10M to £20M

Portable Multimedia Ltd

www.voyager-systems.co.uk Sector: Retail Region: South East England Revenue: £30M to £40M

Portal Construction NW Ltd

www.portalnw.co.uk Sector: Construction Region: North West England Revenue: £10M to £20M

Portman Dental Care

www.portmandentalcare.com Sector: Healthcare Region: South West England Revenue: £50M to £75M

Potensial Ltd

www.potens-uk.com Sector: Healthcare Region: North West England Revenue: £20M to £30M

Pots & Co Ltd

www.potsandco.com Sector: Food & Beverage Region: London Revenue: £6M to £10M

Powakaddy International Ltd

www.powakaddy.co.uk Sector: Manufacturing Region: South East England Revenue: £10M to £20M

Premier Care Ltd

www.prem-care.co.uk Sector: Healthcare Region: North West England Revenue: £10M to £20M

Premier People Recruitment Ltd

www.ppronline.co.uk Sector: Professional Services Region: South East England Revenue: £20M to £30M



Premier Technical

Services Group Plc www.ptsg.co.uk Sector: Industry Services Region: Yorkshire and the Humber Revenue: £50M to £75M

Pregin Holding Ltd

www.preqin.com Sector: Technology Region: London Revenue: £30M to £40M

Pricecheck Toiletries Ltd www.pricecheck.uk.com

Sector: Wholesale Region: Yorkshire and the Humber Revenue: £50M to £75M

Prima Cheese Ltd

www.primacheese.co.uk Sector: Food & Beverage Region: North East England Revenue: £50M to £75M

Prime Global

Communications (UK) Ltd www.primeglobalcom.com Sector: Telecommunications Region: London Revenue: £40M to £50M

Proactis Holdings Plc

www.proactis.co.uk Sector: Technology Region: Yorkshire and the Humber Revenue: £20M to £30M

Prodigy Investments Ltd

www.prodigyfinance.com Sector: Financial Services Region: London Revenue: £10M to £20M

Promatic

www.promatic.co.uk Sector: Manufacturing Region: North West England Revenue: £10M to £20M

Proseal UK Ltd

www.proseal.com Sector: Wholesale Region: North West England Revenue: £50M to £75M

Prospect Housing Ltd

www.prospecthousing.net Sector: Accommodation Region: West Midlands Revenue: £10M to £20M

Prospero Group Ltd

www.prosperoteaching.com Sector: Professional Services Region: London Revenue: £20M to £30M



Pryme Group Holdings Ltd www.prymegroup.co.uk

www.prymegroup.co.uk Sector: Engineering Region: Scotland Revenue: £10M to £20M

Public Sewer Services Ltd

www.publicsewerservices.co.uk Sector: Industry Services Region: East of England Revenue: £10M to £20M

Publishers Group UK Ltd

www.pguk.co.uk Sector: Wholesale Region: London Revenue: £10M to £20M

Puckator Holdings Ltd www.puckator.co.uk

Sector: Wholesale Region: South West England Revenue: £10M to £20M

Pure Retirement Ltd

www.pure-retirement.co.uk Sector: Financial Services Region: Yorkshire and the Humber Revenue: £20M to £30M

PureCircle (UK) Ltd

www.purecircle.com Sector: Food & Beverage Region: South East England Revenue: £40M to £50M

Purelake Properties Ltd

www.purelake.co.uk Sector: Construction Region: London Revenue: £30M to £40M

Purplebricks Group Plc

www.purplebricks.com Sector: Real Estate Region: West Midlands Revenue: £75M to £100M

Pyramid Posters Ltd

www.pyramidshop.com Sector: Retail Region: East Midlands Revenue: £30M to £40M



Q Acoustics Ltd

www.qacoustics.co.uk Sector: Manufacturing Region: East of England Revenue: £10M to £20M

QOB Holding Company Ltd

www.qobinteriors.com Sector: Design Region: London Revenue: £10M to £20M

Quantiq Acquisitions Ltd

www.quantiq.com Sector: Technology Region: London Revenue: £10M to £20M

Quantum Group Ltd

www.quantumgroup.org.uk Sector: Healthcare Region: London Revenue: £6M to £10M

Quixant Plc

www.quixant.com Sector: Manufacturing Region: East of England Revenue: £75M to £100M

Quod Ltd

www.quod.com Sector: Construction Services Region: London Revenue: £10M to £20M

QWP Ltd

www.purex.co.uk Sector: Wholesale Region: Yorkshire and the Humber Revenue: £6M to £10M

Qxtel Ltd

www.qxtel.com Sector: Professional Services Region: London Revenue: £75M to £100M



R G Carter Southern Ltd www.rgcarter-construction.co.uk Sector: Construction Region: East of England Revenue: £30M to £40M

R W Armstrong Group Ltd

www.rwarmstrong.co.uk Sector: Construction Region: South East England Revenue: £50M to £75M

R&M Utility & Civil Engineering

Services South West Ltd www.rmutility.com Sector: Engineering Region: South West England Revenue: £10M to £20M

Rack Systems

(Engineering) Ltd www.racksystems.co.uk Sector: Manufacturing Region: Yorkshire and the Humber Revenue: £10M to £20M

Ram Tubulars Scotland Ltd

www.ramtubulars.co.uk Sector: Construction Region: Scotland Revenue: £10M to £20M

Reaction Engines Ltd pg 64

www.reactionengines.co.uk Sector: Engineering Region: London Revenue: £10M to £20M

Really Comfy Beds Ltd

www.loaf.com Sector: Retail Region: London Revenue: £40M to £50M

Recarta IT Ltd

www.recarta.co.uk Sector: Professional Services Region: South East England Revenue: £6M to £10M

Recycling Lives Holdings Ltd pg 96

www.recyclinglives.com Sector: Waste Management Region: North West England Revenue: £40M to £50M

Redlynch Agricultural Engineering Ltd

www.redlynchtractors.co.uk Sector: Engineering Region: South West England Revenue: £20M to £30M

Redwood Global Holdings Ltd

www.redwood-global.com Sector: Construction Services Region: South East England Revenue: £10M to £20M

Regulatory Finance Solutions Ltd

www.rfs.co.uk Sector: Professional Services Region: South West England Revenue: £50M to £75M

Renaker Build Ltd

www.renakerbuild.com Sector: Construction Region: North West England Revenue: £75M to £100M

REPL Group Worldwide Ltd

www.replgroup.com Sector: Technology Region: West Midlands Revenue: £20M to £30M

REPL International Ltd

www.repl.com Sector: Manufacturing Region: South West England Revenue: £30M to £40M

Republic of Media Ltd

www.republicofmedia.co.uk Sector: Advertising & Marketing Region: North West England Revenue: £50M to £75M

Restore Plc

www.restoreplc.com Sector: Industry Services Region: South East England Revenue: £150M to £200M

Revolut Ltd

www.revolut.com Sector: Financial Services Region: London Revenue: £10M to £20M

Revenue: £30M to £40M

RH Development (Property) Ltd

www.rhdevelopments.com Sector: Real Estate Region: East Midlands

Rinus Roofing Supplies Ltd

www.rinusroofingsupplies.co.uk Sector: Industry Services Region: North West England Revenue: £40M to £50M

RK Aggarwal Ltd

www.aggarwalgroup.co.uk Sector: Healthcare Region: Wales Revenue: £10M to £20M

RMS Cash Solutions Ltd

www.rmsgroupservices.com Sector: Industry Services Region: Northern Ireland Revenue: £6M to £10M

RN Wooler & Co (Holdings) Ltd

www.rnwooler.co.uk Sector: Construction Region: Yorkshire and the Humber Revenue: £50M to £75M

Roberts Limbrick Architects

www.robertslimbrick.com Sector: Architecture Region: South West England Revenue: £6M to £10M

Rock Civil Engineering Ltd

www.rockpowerconnections.co.uk Sector: Engineering Region: East Midlands Revenue: £20M to £30M

Rockhopper Exploration Plc www.rockhopperexploration.co.uk

Sector: Oil & Gas Region: London Revenue: £6M to £10M

Roundhouse Holdings Ltd www.roundhousedesign.com Sector: Design Region: London Revenue: £10M to £20M

Rowe Hankins (Holdings) Ltd

www.rowehankins.com Sector: Manufacturing Region: North West England Revenue: £6M to £10M

RS Connect

www.rsconnect.com Sector: Industry Services Region: West Midlands Revenue: £10M to £20M

RTD Crawford Ltd

www.rtdcrawford.com Sector: Manufacturing Region: Northern Ireland Revenue: £10M to £20M

Rush Hair Ltd

www.rush.co.uk Sector: Healthcare Region: London Revenue: £30M to £40M

Rushmon Ltd

www.rushmon.co.uk Sector: Construction Region: South East England Revenue: £20M to £30M

Russell Taylor Holdings Ltd

www.rt-holdings.com Sector: Professional Services Region: North West England Revenue: £75M to £100M

Rutland Cycling 2013 Ltd

www.rutlandcycling.com Sector: Retail Region: East Midlands Revenue: £20M to £30M

RWS Holdings Plc

www.rws.com Sector: Professional Services Region: South East England Revenue: £150M to £200M



S & U Plc www.suplc.co.uk Sector: Financial Services Region: West Midlands Revenue: £75M to £100M

Safeguard Global

www.safeguardworld.com Sector: Professional Services Region: North West England Revenue: £40M to £50M

Safestay Plc

www.safestay.com Sector: Hospitality Region: London Revenue: £10M to £20M

Sage Building Envelope Contractors Ltd

www.sageroofing.co.uk Sector: Construction Region: West Midlands Revenue: £6M to £10M

Sahara Holdings Ltd

www.saharaav.com Sector: Retail Region: South East England Revenue: £50M to £75M

Salecycle Ltd

www.salecycle.com Sector: Technology Region: North East England Revenue: £10M to £20M

Salt Recruitment Group Ltd

www.welovesalt.com Sector: Professional Services Region: London Revenue: £30M to £40M

Samuel Grant Packaging

www.samuelgrant.co.uk Sector: Packaging Region: Yorkshire and the Humber Revenue: £20M to £30M

Sandmaster (UK) Holdings Ltd

www.sandmaster.com Sector: Manufacturing Region: West Midlands Revenue: £10M to £20M

Sapphire Utility Solutions Ltd

www.sus.co.uk Sector: Industry Services Region: North West England Revenue: £20M to £30M

Sargent Electrical Services Ltd

www.sargentltd.co.uk Sector: Engineering Region: Yorkshire and the Humber Revenue: £10M to £20M

Satco Plastics Ltd

www.satcoplastics.com Sector: Manufacturing Region: East of England Revenue: £10M to £20M

SC Group-Global Ltd

www.scgroup-global.com Sector: Engineering Region: South West England Revenue: £50M to £75M

Science In Sport Plc

www.scienceinsport.com Sector: Retail Region: London Revenue: £10M to £20M

Scope Ophthalmics Ltd

www.scopeophthalmics.com Sector: Healthcare Region: South East England Revenue: £10M to £20M



Scott Logic Ltd www.scottlogic.co.uk Sector: Professional Services Region: North East England Revenue: £20M to £30M

Scott Parnell Ltd www.scottparnell.com Sector: Industry Services Region: London Revenue: £20M to £30M

SDH Project Services Ltd www.sdh-ps.com Sector: Telecommunications Region: Yorkshire and the Humber Revenue: £20M to £30M

SDL Property Services Group Ltd www.sdlgroup.co.uk Sector: Real Estate Region: East Midlands Revenue: £75M to £100M

Secret Escapes Ltd www.secretescapes.com Sector: Hospitality Region: London Revenue: £50M to £75M

Select Health Care Ltd

www.selecthealthcare.co.uk Sector: Healthcare Region: West Midlands Revenue: £30M to £40M

Send for Help Ltd pg 84

www.sendforhelp.co.uk Sector: Technology Region: South East England Revenue: £10M to £20M

Servium Ltd

www.servium.co.uk Sector: Technology Region: London Revenue: £20M to £30M

SGP Holdings (UK) Ltd www.sgpuk.com Sector: Retail Region: South East England Revenue: £30M to £40M

Sharpfibre Ltd www.sharpfibre.com Sector: Construction Services Region: East of England Revenue: £10M to £20M

Shaylor Holdings Ltd

www.shaylorgroup.com Sector: Construction Region: West Midlands Revenue: £100M to £150M

Shiner Ltd

www.shiner.co.uk Sector: Wholesale Region: South West England Revenue: £30M to £40M Shiny Sky Ltd

www.arrowprivatehire.co.uk Sector: Transportation Services Region: Yorkshire and the Humber Revenue: £10M to £20M

Shorelark Ltd www.ems-Ltd.co.uk Sector: Manufacturing Region: South West England Revenue: £10M to £20M

Shoryu Holdings Ltd

www.shoryuramen.com Sector: Hospitality Region: London Revenue: £10M to £20M

Shropshire Homes Holdings Ltd www.shropshire-homes.com Sector: Real Estate Region: West Midlands Revenue: £30M to £40M

Shuttercraft Ltd (Trading as S:CRAFT) www.shuttercraft.co.uk Sector: Manufacturing Region: South East England Revenue: £20M to £30M

Siamo Azzuri Ltd www.siamogroup.com Sector: Professional Services Region: West Midlands Revenue: £75M to £100M

Sian Wholesale Ltd www.sianwholesale.com Sector: Wholesale Region: South East England Revenue: £20M to £30M

Sidcot Group Ltd www.matryx-hygiene.co.uk Sector: Manufacturing Region: North West England Revenue: £30M to £40M

Sigma GRP Ltd www.sigmaretailsolutions.com Sector: Retail Region: Yorkshire and the Humber Revenue: £40M to £50M

Sigma Sports Ltd

www.sigmasports.com Sector: Retail Region: London Revenue: £10M to £20M

Signature Living Hotel Ltd

www.signatureliving.co.uk Sector: Entertainment Region: North West England Revenue: £10M to £20M

Signature Publishing Ltd

www.signaturepl.co.uk Sector: Design Region: South East England Revenue: £6M to £10M Signature Pubs Ltd www.signaturepubs.co.uk Sector: Hospitality Region: Scotland Revenue: £10M to £20M

Silbury Marketing Ltd www.silbury.co.uk Sector: Food & Beverage Region: South East England Revenue: £50M to £75M

Silxo Ltd www.silxo.com Sector: Professional Services Region: London Revenue: £6M to £10M

Simbec-Orion Group Ltd www.simbecorioncro.com Sector: Pharmaceuticals & Biotechnology

Region: Wales Revenue: £20M to £30M

Simginuity Ltd www.edm.ltd.uk

Sector: Engineering Region: North West England Revenue: £20M to £30M

Sir Richard Sutton Ltd

www.srsl.co.uk Sector: Hospitality Region: London Revenue: £50M to £75M

SJH-All Plant Holdings Ltd

www.shannonvaleplant.com Sector: Construction Services Region: East of England Revenue: £20M to £30M

SLG Allstars Ltd

www.slguk.com Sector: Retail Region: South West England Revenue: £30M to £40M

Sol-Tec Ltd

www.sol-tec.com Sector: Technology Region: South East England Revenue: £10M to £20M

Sorbon Estates

www.sorbonestates.com Sector: Real Estate Region: South East England Revenue: £50M to £75M

South Africa Lodge Holdings Ltd

www.cornerstonehc.co.uk/southafrica-lodge Sector: Healthcare Region: South East England Revenue: £6M to £10M

South Coast Building Supplies Ltd

www.scbs.ltd Sector: Wholesale Region: South West England Revenue: £10M to £20M

South East London

Doctors Co Operative Ltd www.seldoc.co.uk Sector: Healthcare Region: London Revenue: £10M to £20M

Southerns Ltd

www.southerns.co.uk Sector: Design Region: North West England Revenue: £40M to £50M

Specialist Waste Recycling Ltd

www.swrwastemanagement.co.uk Sector: Waste Management Region: Scotland Revenue: £30M to £40M

Speciality Drinks Ltd

www.specialitydrinks.com Sector: Food & Beverage Region: London Revenue: £50M to £75M

Spectra Packaging Solutions Ltd

www.spectra-packaging.co.uk Sector: Packaging Region: East of England Revenue: £10M to £20M

Spire Technology Ltd

www.spire.co.uk Sector: Retail Region: South West England Revenue: £50M to £75M

Sports Supplements Ltd

www.bulkpowders.co.uk Sector: Retail Region: East of England Revenue: £30M to £40M

Springfarm Architectural Mouldings Ltd

www.sammouldings.co.uk Sector: Manufacturing Region: Northern Ireland Revenue: £20M to £30M

SSSI Ltd

www.hinkcroft.co.uk Sector: Waste Management Region: London Revenue: £30M to £40M

Stackhouse Poland Group Ltd

www.stackhouse.co.uk Sector: Insurance Region: South East England Revenue: £30M to £40M

Standard Fuel Oils Ltd

www.standardfueloils.co.uk Sector: Energy Region: North West England Revenue: £40M to £50M

Starleaf Ltd

www.starleaf.com Sector: Technology Region: London Revenue: £10M to £20M

Startline Motor Finance Ltd

www.startlinemotorfinance.com Sector: Financial Services Region: London Revenue: £10M to £20M

Steel Dynamics Ltd

www.steel-dynamics.co.uk Sector: Manufacturing Region: North West England Revenue: £10M to £20M

Stillness 928 Ltd

www.christchurchgroup.co.uk Sector: Healthcare Region: East Midlands Revenue: £6M to £10M

Stoford Properties Ltd

www.stoford.com Sector: Construction Region: West Midlands Revenue: £40M to £50M

Stortford Interiors (UK) Ltd

www.stortford-interiors.com Sector: Design Region: East of England Revenue: £30M to £40M

Story Contracting Ltd

www.storycontracting.com Sector: Engineering Region: North West England Revenue: £100M to £150M

Story Homes Ltd

www.storyhomes.co.uk Sector: Construction Region: North West England Revenue: £150M to £200M

Stroma Group Ltd

www.stroma.com Sector: Industry Services Region: Yorkshire and the Humber Revenue: £20M to £30M

Structura UK Ltd

www.structura-uk.com Sector: Construction Services Region: London Revenue: £10M to £20M

Summerfield

Developments (SW) Ltd www.summerfield.co.uk Sector: Construction Region: South West England Revenue: £20M to £30M

Summit Platforms Ltd

www.summitplatforms.co.uk Sector: Industry Services Region: South East England Revenue: £10M to £20M

Supreme Freight Services Ltd

www.supremefreight.com Sector: Transportation Services Region: East of England Revenue: £50M to £75M

Supremia International Ltd

www.supremia.com Sector: Advertising & Marketing Region: London Revenue: £50M to £75M

Surgical Innovations Group Plc

www.surginno.com Sector: Manufacturing Region: Yorkshire and the Humber Revenue: £6M to £10M

Sutherland Global Services UK Ltd

www.sutherlandinsights.com Sector: Professional Services Region: London Revenue: £10M to £20M

Sweaty Betty

www.sweatybetty.com Sector: Retail Region: London Revenue: £50M to £75M

Sword Charteris Ltd

www.sworditsolutions.com Sector: Technology Region: London Revenue: £20M to £30M

Sykes Cottages Holdings Ltd www.sykescottages.co.uk Sector: Hospitality Region: North West England Revenue: £30M to £40M

Symphony Ventures Ltd

www.symphonyhq.com Sector: Professional Services Region: London Revenue: £6M to £10M

Synergize Consulting Ltd

www.synergizecl.co.uk Sector: Professional Services Region: South East England Revenue: £20M to £30M



T H Baker Holdings Ltd

www.thbaker.co.uk Sector: Retail Region: West Midlands Revenue: £50M to £75M

T P Niven Ltd

www.tpniven.co.uk Sector: Logistics Region: Scotland Revenue: £10M to £20M

Talasey Ltd

www.naturalpaving.co.uk Sector: Landscape Services Region: Yorkshire and the Humber Revenue: £30M to £40M

Target Umbrella Ltd

www.targetumbrella.co.uk Sector: Professional Services Region: Northern Ireland Revenue: £50M to £75M

Task Consumer Products Ltd

www.taskcp.co.uk Sector: Retail Region: West Midlands Revenue: £20M to £30M

Technoworld Plc

www.technoworld.com Sector: Retail Region: London Revenue: £20M to £30M

Telensa Holdings Ltd

www.telensa.com Sector: Technology Region: East of England Revenue: £20M to £30M

Tempest Resourcing Ltd

www.tempestresourcing.co.uk Sector: Professional Services Region: London Revenue: £30M to £40M

Templeman Trading Ltd

www.templemanrv.co.uk Sector: Wholesale Region: North East England Revenue: £20M to £30M

TET Ltd

www.tet.co.uk Sector: Technology Region: London Revenue: £40M to £50M

TFS Healthcare Ltd

www.tfshealthcare.co.uk Sector: Healthcare Region: London Revenue: £30M to £40M

Thakeham Client Ltd

www.thakeham-client.com Sector: Construction Region: South East England Revenue: £20M to £30M

The Alchemist pg 37

www.thealchemist.uk.com Sector: Food & Beverage Region: North West England Revenue: £30M to £40M



The Artisanal Spirits Company Ltd

www.artisan-spirits.co.uk Sector: Food & Beverage Region: Scotland Revenue: £6M to £10M

The Big Prawn Co Ltd

www.bigprawn.com Sector: Food & Beverage Region: East of England Revenue: £30M to £40M

The Blackpool Pier Company Ltd

www.blackpoolpiers.co.uk Sector: Entertainment Region: North West England Revenue: £6M to £10M

The Brand Machine Ltd

www.brandmachinegroup.co.uk Sector: Design Region: East of England Revenue: £50M to £75M

The Bridge (IT Recruitment) Ltd www.thebridgeit.com

Sector: Professional Services Region: North West England Revenue: £30M to £40M

The Challenger Multi Academy Trust

www.challengermultiacademytrust.org Sector: Education Region: East of England Revenue: £40M to £50M

The City Pub Company (West) Ltd

www.citypubcompany.com Sector: Food & Beverage Region: London Revenue: £10M to £20M

The Coaching Inn Group Ltd

www.coachinginngroup.co.uk Sector: Hospitality Region: East Midlands Revenue: £10M to £20M

The Consultus International Group Ltd

www.consultus.group Sector: Professional Services Region: East Midlands Revenue: £6M to £10M

The Foodfellas Ltd

www.thefoodfellas.co.uk Sector: Food & Beverage Region: East of England Revenue: £50M to £75M

The Fresh Food Company (2007) Ltd

www.freshfoodcompany.co.uk Sector: Food & Beverage Region: Scotland Revenue: £10M to £20M

The Fulham Shore Plc

www.fulhamshore.com Sector: Hospitality Region: London Revenue: £50M to £75M

The Gateshead

Housing Company www.gatesheadhousing.co.uk Sector: Real Estate Region: North East England Revenue: £50M to £75M

The Haciendas-Company Ltd

www.the-haciendas.com Sector: Hospitality Region: London Revenue: £30M to £40M

The Harleyford Estate

Group Of Companies Ltd www.harleyford.co.uk Sector: Travel & Leisure Region: South East England Revenue: £10M to £20M

The Keswick Enterprises Group Ltd

www.keswickenterprises.com Sector: Financial Services Region: London Revenue: £30M to £40M

The Mosaic Company

www.mosaiccompany.co.uk Sector: Retail Region: Yorkshire and the Humber Revenue: £20M to £30M

The Orange Square Company Ltd

www.orangesquare.uk.com Sector: Retail Region: London Revenue: £20M to £30M

The Original Holding Company Ltd www.norfolkcottages.co.uk

Sector: Hospitality Region: East of England Revenue: £10M to £20M

The Parkside Group (Holdings) Ltd

www.comar-alu.co.uk Sector: Construction Services Region: London Revenue: £20M to £30M

The Property Franchise Group Plc

www.martinco.com Sector: Real Estate Region: South West England Revenue: £10M to £20M

The Protection Specialist Ltd

www.thefairtradepractice.co.uk Sector: Financial Services Region: South East England Revenue: £30M to £40M

The Right Mortgage Ltd

www.therightmortgage.co.uk Sector: Financial Services Region: West Midlands Revenue: £10M to £20M

The Risk Advisory Group

(Holdings) Ltd www.riskadvisory.net Sector: Professional Services Region: London Revenue: £40M to £50M

The Rosebery Group Holdings Ltd

www.rosebery.co.uk Sector: Engineering Region: North West England Revenue: £10M to £20M

The Somerset Toiletry Company Ltd

www.thesomersettoiletryco.co.uk Sector: Healthcare Region: South West England Revenue: £6M to £10M

The Specialist Works Ltd

www.thespecialistworks.com Sector: Advertising & Marketing Region: South East England Revenue: £100M to £150M

The Standard Club

Corporate Name Ltd www.standard-club.com Sector: Insurance Region: London Revenue: £20M to £30M

The Station Hotel (Newcastle) Ltd www.cairnhotelgroup.com

Sector: Travel & Leisure Region: North East England Revenue: £50M to £75M

The Stellar Group Ltd www.stellargroup.co.uk

Sector: Professional Services Region: London Revenue: £20M to £30M

Thomas Dudley Group Ltd www.thomasdudley.co.uk

Sector: Manufacturing Region: West Midlands Revenue: £50M to £75M

Thomas Recruitment Ltd

www.thomasrecruitment.co.uk Sector: Professional Services Region: Wales Revenue: £10M to £20M

Tiger Trailers Ltd

www.tigertrailers.co.uk Sector: Manufacturing Region: North West England Revenue: £30M to £40M

Timberwolf pg 63

www.timberwolf-uk.com Sector: Manufacturing Region: East of England Revenue: £10M to £20M

Time Out Group Plc

www.timeout.com Sector: Travel & Leisure Region: London Revenue: £40M to £50M

TM Lewin pg 47

www.tmlewin.co.uk Sector: Retail Region: London Revenue: £100M to £150M

Tonroe Group Ltd

www.tslprojects.com Sector: Construction Region: South East England Revenue: £100M to £150M

Total Solutions (Southern) Ltd

www.totalrailsolutions.co.uk Sector: Construction Services Region: South East England Revenue: £6M to £10M

Total Support Services Ltd

www.tss-uk.com Sector: Industry Services Region: London Revenue: £20M to £30M

Touch Associates Ltd

www.touchassociates.com Sector: Advertising & Marketing Region: London Revenue: £40M to £50M

Tower Hamlets GP

Care Group CIC www.gpcaregroup.org Sector: Healthcare Region: London Revenue: £10M to £20M

Tradmet Ltd

www.tradmet.co.uk Sector: Financial Services Region: South East England Revenue: £50M to £75M

Transferwise Ltd

www.transferwise.com Sector: Financial Services Region: London Revenue: £100M to £150M

Travel Up Group Plc

www.flyingeagles.co.uk Sector: Travel & Leisure Region: South East England Revenue: £75M to £100M

Travellanda Ltd

www.travellanda.com Sector: Wholesale Region: London Revenue: £50M to £75M TRB Technology Group Ltd www.trbls.com Sector: Manufacturing Region: East of England Revenue: £10M to £20M

Trenton Box Company Ltd www.trentonbox.co.uk Sector: Packaging Region: East of England Revenue: £10M to £20M

Triangle Fire Systems Ltd

www.trianglesprinklersystems.co.uk Sector: Engineering Region: South East England Revenue: £10M to £20M

Tropic Skincare Ltd

www.tropicskincare.com Sector: Retail Region: East of England Revenue: £10M to £20M

Truphone Ltd

www.truphone.com Sector: Telecommunications Region: London Revenue: £30M to £40M

Turtle Bay Restaurants Ltd

www.turtlebay.co.uk Sector: Hospitality Region: South West England Revenue: £50M to £75M



Ubico Ltd

www.ubico.co.uk Sector: Waste Management Region: South West England Revenue: £30M to £40M

UK EFS Ltd www.lenstore.co.uk Sector: Retail Region: London Revenue: £6M to £10M

UK Waste Solutions Ltd pg 99

www.ukwsl.co.uk Sector: Waste Management Region: East Midlands Revenue: £20M to £30M

Uliving

www.uliving.co.uk Sector: Accommodation Region: London Revenue: £20M to £30M

ULS Technology Plc

www.ulstechnology.com Sector: Technology Region: South East England Revenue: £30M to £40M

Underground Toys Ltd

www.underground-toys.com Sector: Retail Region: East of England Revenue: £40M to £50M

Unique Window Systems Ltd

www.uws.co.uk Sector: Manufacturing Region: East Midlands Revenue: £10M to £20M

Unit 9 Ltd

www.unit9.com Sector: Technology Region: London Revenue: £10M to £20M

UP Global Sourcing Holdings Plc

www.upgs.com Sector: Logistics Region: North West England Revenue: £100M to £150M

USB International Ltd www.usbinternational.com Sector: Retail

Region: East of England Revenue: £10M to £20M



Vashi pg 45

www.vashi.com Sector: Retail Region: London Revenue: £6M to £10M

Vensyn Group Ltd

www.vensyn.com Sector: Professional Services Region: London Revenue: £100M to £150M

Venture Life Group Plc

www.venture-life.com Sector: Healthcare Region: South East England Revenue: £10M to £20M

Verex Group Ltd

www.verexgroup.com Sector: Insurance Region: East of England Revenue: £10M to £20M

Vermont Property Group Ltd

www.vermontcl.com Sector: Construction Region: North West England Revenue: £30M to £40M

Vestatec (UK) Ltd

www.vestatec.co.uk Sector: Engineering Region: South East England Revenue: £6M to £10M

View Automation Ltd

www.euautomation.com Sector: Industry Services Region: West Midlands Revenue: £30M to £40M

Vine Hotels Ltd

www.vinehotels.co.uk Sector: Industry Services Region: Yorkshire and the Humber Revenue: £6M to £10M

Virtual Clarity Ltd

www.virtualclarity.com Sector: Professional Services Region: London Revenue: £20M to £30M

Virtual Human

Resources Group Ltd www.v-hr.com Sector: Professional Services Region: London Revenue: £30M to £40M

Vision Nine

www.visionninegroup.com Sector: Entertainment Region: London Revenue: £10M to £20M

Vivalda Group Plc

www.vivalda.co.uk Sector: Engineering Region: London Revenue: £30M to £40M

Vizion Network Ltd

www.vizionnetwork.co.uk Sector: Transportation Services Region: Yorkshire and the Humber Revenue: £20M to £30M

Voice & Script International Ltd

www.vsi.tv Sector: Professional Services Region: London Revenue: £30M to £40M



W Denis (Holdings) Plc www.wdenis.co.uk Sector: Financial Services Region: Yorkshire and the Humber Revenue: £6M to £10M

WH Smith & Sons Holdings Ltd

www.whs-plastics.com Sector: Manufacturing Region: West Midlands Revenue: £50M to £75M

Walker Modular Ltd

www.walkermodular.com Sector: Construction Region: Yorkshire and the Humber Revenue: £50M to £75M

Want2Bthere Ltd

www.travelmatch.co.uk Sector: Travel & Leisure Region: London Revenue: £40M to £50M

Warrendale Wagyu

www.warrendale-wagyu.co.uk Sector: Food & Beverage Region: Yorkshire and the Humber Revenue: £10M to £20M

Warrens Group Ltd

www.warrens-group.com Sector: Waste Management Region: North East England Revenue: £10M to £20M

Water Intelligence Plc

www.waterintelligence.co.uk Sector: Industry Services Region: London Revenue: £10M to £20M

WaterRower Holdings Ltd

www.waterrower.co.uk Sector: Retail Region: London Revenue: £40M to £50M

WCCTV

www.wcctv.co.uk Sector: Manufacturing Region: North West England Revenue: £6M to £10M

Wealth at Work Group Ltd

www.wealthatwork.co.uk Sector: Education Region: North West England Revenue: £10M to £20M



Webb Plant Group Ltd www.apwebbplanthire.co.uk Sector: Industry Services Region: West Midlands Revenue: £10M to £20M

Wellhopped Ltd www.charlesfaram.co.uk Sector: Food & Beverage Region: West Midlands Revenue: £40M to £50M

Wenzels The Bakers Ltd www.wenzels.co.uk Sector: Food & Beverage Region: London Revenue: £20M to £30M

Wessex Care Ltd

www.wessexcare.com Sector: Healthcare Region: South East England Revenue: £6M to £10M

Wester Ross Fisheries pg 72

www.wrs.co.uk Sector: Food & Beverage Region: Scotland Revenue: £10M to £20M

WGC Ltd

www.wgc.ltd.uk Sector: Professional Services Region: London Revenue: £75M to £100M

Whitefield Nursing Home Ltd

www.brighterkind.com Sector: Healthcare Region: Scotland Revenue: £6M to £10M

Whitehill & Bordon Regeneration Company Ltd

www.wbrcompany.co.uk Sector: Construction Region: South East England Revenue: £20M to £30M

White Light pg 22

www.whitelight.ltd.uk Sector: Design Region: London Revenue: £30M to £40M

Whitemeadow

www.whitemeadow.com Sector: Manufacturing Region: East Midlands Revenue: £40M to £50M

William King Ltd

www.williamking.co.uk Sector: Manufacturing Region: West Midlands Revenue: £150M to £200M

Williams & Co

www.williams.uk.com Sector: Manufacturing Region: South East England Revenue: £50M to £75M

Willis Acorn Ltd

www.willinbrookhealthcare.co.uk Sector: Healthcare Region: West Midlands Revenue: £6M to £10M

Willshees Waste & Recycling Ltd

www.willshees.co.uk Sector: Waste Management Region: West Midlands Revenue: £10M to £20M

Wilson's Auctions Ltd www.wilsonsauctions.com

Sector: Professional Services Region: Northern Ireland Revenue: £20M to £30M

Wilsons Furnishers (Holdings) Ltd

www.wilsonscarpets.com Sector: Retail Region: Yorkshire and the Humber Revenue: £20M to £30M

Wilton Bradley Holdings Ltd

www.wiltonbradley.com Sector: Wholesale Region: South West England Revenue: £30M to £40M

Winner Recruitment

(Birmingham) Ltd www.winnerrecruitment.co.uk Sector: Professional Services Region: West Midlands Revenue: £10M to £20M

Wise Investment

www.wiseinvestment.co.uk Sector: Financial Services Region: South East England Revenue: £10M to £20M

Wolf Laboratories Ltd

www.wolflabs.co.uk Sector: Wholesale Region: Yorkshire and the Humber Revenue: £6M to £10M

Woodmace Ltd

www.woodmace.co.uk Sector: Construction Region: South West England Revenue: £20M to £30M

World First UK Ltd

www.worldfirst.com Sector: Financial Services Region: London Revenue: £75M to £100M

World Wise Foods Ltd

www.worldwisefoods.co.uk Sector: Food & Beverage Region: London Revenue: £50M to £75M

Worldremit Ltd

www.worldremit.com Sector: Financial Services Region: London Revenue: £50M to £75M



X4 Group Ltd www.x4group.co.uk Sector: Professional Services Region: London Revenue: £20M to £30M

Xbite Ltd

www.xbite.co.uk Sector: Retail Region: East Midlands Revenue: £30M to £40M



Y International (UK) Ltd www.yinternational.uk Sector: Wholesale Region: West Midlands Revenue: £20M to £30M

Yorkare Homes Ltd

www.yorkarehomes.co.uk Sector: Healthcare Region: Yorkshire and the Humber Revenue: £6M to £10M

Yorkshire Initiatives Ltd

www.ibbotsons.net Sector: Agriculture Region: Yorkshire and the Humber Revenue: £10M to £20M

YunoJuno pg 80

www.yunojuno.com Sector: Professional Services Region: London Revenue: £50M to £75M



Zip World Ltd pg 92

www.zipworld.co.uk Sector: Entertainment Region: Wales Revenue: £10M to £20M

Zoo Digital Group

www.zoodigitalgroup.com Sector: Media Region: Yorkshire and the Humber Revenue: £20M to £30M

ZPG Ltd

www.zpg.co.uk Sector: Real Estate Region: London Revenue: £200M to £250M





About London Stock Exchange Group

London Stock Exchange Group (LSEG) 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 (a European fixed income market); and Turquoise (a pan-European equities MTF). Through its platforms, LSEG offers market participants, unrivalled access to Europe's capital markets. The Group also plays a vital economic and social role, enabling companies, including SMEs, 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 \$15trn benchmarked to its indexes. The Group also provides customers with an extensive range of data services, research and analytics through The Yield Book, 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 and Monte Titoli, a leading European custody and settlement business.

LSEG Technology develops and operates high-performance technology solutions, including trading, market surveillance and post trade systems for more than 40 organisations and exchanges, including the Group's own markets.

Headquartered in the UK, with significant operations in North America, Italy, France and Sri Lanka, the Group employs approximately 4,500 people.

Further information on London Stock Exchange Group can be found at www.lseg.com. The Group's ticker symbol is LSE.L

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