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JOHN GLEN MP

ECONOMIC SECRETARY TO THE TREASURY

MAKING THE UK A PLACE TO START A BUSINESS

Year-on-year, London Stock Exchange Group showcases a great collection of businesses that are worthy of our admiration. This year is no different, yet it is more important than ever that we champion these companies.

Small and medium-sized enterprises (SMEs) are engines of our economy and play a critical role in every part of the UK. This year has undoubtedly been a challenging year for these companies with COVID-19 delivering an unprecedented shock to our economy. I am inspired by the way in which UK SMEs have risen to the challenge, adapting their operations and constantly innovating to continue to serve their customers and clients. They have demonstrated real ingenuity and resilience, and they are spurring on the UK's recovery.

The Government is proud to have stood shoulder-to-shoulder with UK SMEs, delivering one of the most generous and comprehensive packages of business support globally. This has included grants, government-backed loans, deferred VAT payments, business rates relief, support for the self-employed, protections for commercial tenants, the furlough scheme and now the Job Support Scheme and Job Retention Bonus. Together, these measures are helping to support businesses through uncertain times, allowing them to protect jobs so that they are ready to take advantage of new opportunities in the future.

As our economy recovers and moves forward, we will continue to support SMEs – to grow and create jobs in our communities. We have a clear plan to help current and future British businesses succeed, both in the UK, where they drive regional prosperity, and overseas, as the UK opens up to international markets.

We are determined to make the UK one of the best places in the world to start and grow a business. One of the biggest challenges for SMEs is raising the finance that suits their needs. The British Business Bank continues to support SMEs to this end: 98,000 smaller businesses have received over £8bn of finance since its formation in 2014. Small businesses facing cash flow pressures caused by COVID-19 have also been able to access two government-guaranteed loan schemes – the Bounce Back Loan Scheme and the Coronavirus Business Interruption Loan Scheme – with over a million businesses benefitting from more



than £53bn in loans to date. Those that rely on equity investment have also had access to our Future Fund, with over 700 businesses benefitting so far.

Looking through this year's collection of innovative, high-growth companies, I am delighted to see so many examples of green businesses and sustainable initiatives. The coming years will be defining in terms of how the UK leads the fight in tackling climate change. As hosts of COP26 in November 2021, the UK is determined to show true global leadership on this critical issue and the Chancellor's Plan for Jobs was an important indication of the Government's commitment. These ambitious, new, sustainable industries will create new job opportunities for Britons while also allowing the UK to deliver on its climate targets – they deserve our admiration.

As the economy moves forward, we will continue to ensure that capital flows to British SMEs, so that they can create the jobs, wealth and industries of the future. I hope to see the companies in this publication and many others go on to further successes. The Government will do its utmost to support them.

“We are determined to make the UK one of the best places in the world to start and grow a business”

DAVID SCHWIMMER

CEO, LONDON STOCK EXCHANGE GROUP

INSIDE THE 2020 REPORT

Small and medium-sized enterprises (SMEs) are the backbone of the UK economy. They drive growth, lead innovation and provide a critical source of jobs. It is vital that we continue to support UK SMEs as we rebuild a post COVID-19 economy. London Stock Exchange Group (LSEG) is committed to championing these companies and playing our part in helping them succeed.

SMEs account for around 60% of employment and over 50% of turnover in the UK private sector. Many of the companies featured in this report now face new challenges due to the impact of the pandemic, so supporting these businesses and shining a light on their stories is crucial.

LSEG is proud to publish the seventh edition of our *1000 Companies to Inspire Britain* report, which identifies the UK's most dynamic and fastest-growing businesses. On behalf of LSEG, I congratulate all of the companies selected for inclusion in the 2020 edition. I hope these companies inspire you, as they have inspired us with their stories of resilience, growth and entrepreneurship.

Key findings from the report

This year's report highlights the regional and sector diversity of the UK's SMEs and the entrepreneurial spirit shown by these companies.

The top five industries represented by this

year's companies account for over 40% of the list, led by Engineering & Construction, Manufacturing, Food & Beverage, Retail and Technology. Food & Beverage is also one of the top three sectors for jobs created, following Professional Services and Employment Services.

Companies in this year's report have together created 42,606 jobs in the two years to the end of 2019, further demonstrating the contribution SMEs can make to the recovery from the COVID-19 pandemic. Supporting these businesses is beneficial for both local employment and local economies. The leading regions for job creation include London, North West England, South East England, Yorkshire and the Humber and the West Midlands.

London and South East England continue to contribute the greatest number of companies, followed by East of England, North West England, and Yorkshire and the Humber. Scotland and the East Midlands have recorded the highest increase in representation compared to the 2019 report.

Overall, the average revenue growth of the companies featured in this report is 41.2%. Companies from London, Wales and South East England are among the regions that have recorded revenue growth above the UK rate.

As well as their contribution to the UK economy, companies featured in this year's report have inspired us through their ability



› to respond to the challenges presented by the global COVID-19 pandemic. We have seen companies adapt their operations to manufacture and distribute personal protection equipment and COVID-19 testing kits, including TRB Lightweight Structures, Oxford Nanopore Technologies and LumiraDx. They have also supported their local communities and the NHS through monetary and in-kind donations, with MADE donating sofas, sofa beds, and other items to the NHS, Community Windpower setting up funds and BrewDog producing and donating over £1m worth of sanitiser to healthcare charities, key frontline workers and NHS hospitals.

Supporting UK businesses

As businesses across the UK continue to navigate the impact of COVID-19 on their operations, the importance of accessing finance efficiently has never been greater. The UK Government has announced a number of supportive measures for SMEs, including business rates relief, grants, and wage and loan support. Listed companies across all growth stages have been able to turn to the

£33.5BN

THE GROSS VALUE ADDED
CONTRIBUTED BY AIM COMPANIES
TO UK GDP IN 2019 ALONE

42,606

THE NUMBER OF JOBS CREATED BY
THE 1,000 COMPANIES IN THE TWO
YEARS TO THE END OF 2019

41.2%

THE OVERALL AVERAGE REVENUE
GROWTH OF THE 1,000 COMPANIES

“Access to capital is crucial for high-growth companies to reach their potential”

public markets, not only to raise capital to strengthen their balance sheets, but also to fund research and growth. In addition to financial support, scenario planning and the sharing of best practices remain vital to business stability and long-term growth during these unprecedented times.

Access to capital is crucial for high-growth companies to reach their potential. The variety of capital available to companies across all stages of their development continues to expand – from traditional debt and equity to newer platforms such as crowdfunding and peer-to-peer lending. Recent reports show that while bank lending to small businesses has remained relatively flat, the volume of equity investment, asset finance and peer-to-peer lending has continued to rise. In addition, 73% of businesses surveyed would rather forgo growth than take on debt, which illustrates the importance of choice and awareness of financing opportunities in enabling companies to reach their potential.

Together, the UK Government, financial advisers and the wider financial community can do more to ensure SMEs across the UK can access the best financing options available to them to fund each stage of their development. Tax can play a key role in this. While debt is tax deductible, it may not be suitable for smaller businesses who have to prioritise payments and interest over innovation and growth. Equity finance is taxed several times in the form of corporate income tax, capital gains tax, dividend tax and stamp duty. What growing firms often need to finance

their potential is long-term patient equity capital, with options available through individual investors, private equity or public capital markets.

LSEG has worked with the UK Government to ensure that fiscal incentives such as Enterprise Investment Schemes, Venture Capital Trusts and Business Property Relief support long-term growth and enable companies to transition from private ownership to the public market as seamlessly as possible without facing funding gaps. Similarly, the eligibility of AIM shares for Individual Savings Accounts and their exemption from stamp duty have improved market efficiency, making it more attractive for both retail and institutional investors. This in turn has increased the availability of capital for companies. These changes have contributed to the ongoing track record of AIM as Europe's most successful growth market, accounting for 60% of the total equity capital raised across all of Europe's growth markets

“The British Business Bank continues to support the development of the UK's small businesses”

“As well as raising awareness of financing options and easing access to capital, non-financial support is also crucial”

in 2019. We welcome the Government’s continued support for SME growth markets in the UK through public policy and the tax system, and we look forward to continuing our work with policymakers to facilitate access to patient capital for the next generation of the UK’s most inspiring companies.

Celebrating its 25th anniversary in June 2020, AIM has not only adapted and evolved to meet the needs of growth companies and their investors, it has also remained resilient through economic cycles, and has a vital role assisting business with the recovery from the COVID-19 pandemic. Recent research from Grant Thornton found that, in 2019 alone, AIM companies contributed £33.5bn gross value added (GVA) to UK gross domestic product and directly supported more than 430,000 jobs, an increase of 35% and 22%, respectively, over the past five years. Since March 2020, AIM-quoted companies have raised over £3.2bn in further capital. This underlines an important function of public markets: enabling issuers to access capital at all stages in their development and raise repeat rounds of permanent capital.

We are also proud to partner with PrimaryBid, which enables public companies to access additional capital and liquidity via a wider investor base including retail investors, and improves retail investors’ access to equity transactions.

As well as raising awareness of financing options and easing access to capital, non-financial support is also crucial for the

development of growing companies. Our ELITE platform provides business support, mentoring and access to finance for fast-growing businesses. Through ELITE, we are helping companies assess the impact of COVID-19 on their businesses and adjust their operations to devise resilient growth plans. Across LSEG, we remain passionate about supporting companies across the country, working in collaboration with large and small businesses, capital providers, stakeholders and partners to help rebuild and reopen the UK economy.

Our supporters

On behalf of LSEG, I would like to thank the sponsors of this report. The British Business Bank continues to support the development of the UK’s small businesses and has played a key role in facilitating greater access to finance for SMEs during this pandemic. Cenkos has now supported this report for the seventh year and remains dedicated to championing UK growth companies. Our research partner, Beauhurst, has been instrumental in identifying the companies of this year’s report and measuring the impact they have had on the UK economy; and our media partner, *The Telegraph*, continues to highlight the critical role entrepreneurship plays within the UK economy.

We are also grateful to our expert contributors, providing their insights on the UK SME and growth finance landscape – British Chambers of Commerce, the UK

£3.2BN+

THE AMOUNT RAISED BY AIM-QUOTED COMPANIES IN FURTHER CAPITAL SINCE MARCH 2020

Business Angels Association, Tech Nation, Scottish Chambers of Commerce, the UK BioIndustry Association, the ScaleUp Institute, BVCA and Quoted Companies Alliance.

Finally, I would like to extend my personal thanks to the Economic Secretary to the Treasury, John Glen MP; the First Minister of Scotland, The Rt Hon Nicola Sturgeon MSP; and the Shadow Chancellor of the Exchequer, Anneliese Dodds MP. This cross-party recognition of the need to champion our dynamic SMEs in scaling up will be crucial to the UK’s economic future.

I hope you enjoy reading our *1000 Companies to Inspire Britain* report and join us in championing the UK’s SMEs.



DAVID SCHWIMMER

CEO, LONDON STOCK EXCHANGE GROUP

THE RT HON NICOLA STURGEON MSP
FIRST MINISTER OF SCOTLAND

SUPPORTING SCOTTISH SMEs THROUGH THE CRISIS

Thank you for the opportunity to be part of this valued publication. I am especially pleased to see, once again, a whole chapter dedicated to Scottish businesses.

Small and medium-sized enterprises (SMEs) are indeed major contributors to the Scottish economy. In 2019, SMEs operating in Scotland accounted for more than 99% of all private sector businesses, providing around 1.2 million jobs. Of course, I'm very conscious of the tremendous impact on those businesses of the COVID-19 pandemic. To help illustrate: right at the start of the pandemic, we established a special helpline offering access to finance and expertise through our economic development agencies. At the peak of the crisis, this helpline managed 2,500 calls per day. This compares to previous typical levels of around 40.

We have also been grateful for FindBusinessSupport.Gov.Scot, a facility that aims to ensure that all products and services offered by our public agencies are available and visible through one point of entry. This of course has offered a very useful means of sharing the latest advice and details of support for businesses during the pandemic. Aiding the survival of Scotland's businesses has clearly been paramount. Which is why we have offered a support package totalling £2.3bn. This includes a £972m package of rates relief and other Non-Domestic Rates Income measures; Grant Schemes worth over £1bn; and a £185m additional support fund.

At the same time we have also kept a keen eye on the future strength and resilience of the Scottish economy, especially on the businesses that will create jobs and spur our renewed economic growth. Hence our continued support for prestigious programmes like the Scottish EDGE Fund, which offers awards of up to £150,000 to some of our most dynamic early-stage businesses. The record number of applications to the reopened competition underpins how the Scottish entrepreneurial spirit has by no means dampened as a result of the present crisis.

Meanwhile, we have also launched a comprehensive £38m package of support for innovative early stage businesses whose routes to investment and growth have been hampered by coronavirus. The package is the result of insight gathered through



direct engagement with partners and companies operating in the early-stage high-growth market. Initiatives of this kind will help to stimulate, and indeed shape, Scotland's economic recovery.

Equally important in that respect will be the establishment of the Scottish National Investment Bank. Due to be operational by the end of 2020, the Bank will be at the forefront of shaping an economy with fair work, inclusive growth and net-zero emissions at its heart. Supporting the transition to net-zero will be the Bank's primary mission as part of Scotland's Green New Deal: a £3bn package of investments to attract green finance, create jobs and lift living standards.

For centuries, Scotland has been at the forefront of transformational change thanks to our talent, expertise and ambition. Now, as we face down one of the greatest global crises of modern times, we are determined to build on that heritage – along with other key advantages such as a skilled workforce, lower living costs and high quality of life. That is why we are taking such pains to support our investors, entrepreneurs and businesses through this challenging time.

“Scotland has been at the forefront of transformational change thanks to our talent, expertise and ambition”

ANNELIESE DODDS MP

SHADOW CHANCELLOR OF THE EXCHEQUER

SMEs: THE CORNERSTONE OF LOCAL ECONOMIES



“The economic recovery will require us to be ambitious about our country’s future – and ambitious for our SMEs”

This year’s *1000 Companies to Inspire Britain* report tells a fascinating story about the ability of British businesses to thrive in the face of an uncertain economic environment.

The economic and social value of UK small and medium-sized enterprises (SMEs) is significant. They are the cornerstone of local economies across the UK, often with innovation and community focus at their heart. They are catalysts for regional economic growth and represent over 99% of all UK private sector businesses by number. Their continued success is crucial to our country’s future prosperity.

Starting and then running a small business, and supporting its growth, can be a challenge at the best of times. Current circumstances have made these tasks even harder. For many business people, the current period has been the hardest they have ever faced.

I applaud the resilience of UK SMEs who have been rising to recent challenges, by adapting how they deliver their services to their customers, whilst maintaining support for their employees and for local communities. That support must now be matched

with provisions to ensure that SMEs’ economic capacity is maintained, wherever possible.

The economic recovery will require us to be ambitious about our country’s future – and ambitious for our SMEs. Only by placing jobs and sustainability at the heart of our national strategy will we ensure that our economy builds back to be better and more resilient than it was before. That will require a strategy for getting Britain on track to deliver our net-zero commitments and support the creation of new, green jobs across the UK, driving forward renewable energy, and helping all sectors to play an active role in the transition.

The recovery must also involve an intense focus on promoting productivity across every sector of our economy, and every region. Shortages in skills and investment which already posed problems for the UK’s economy are even more critical now.

As this report shows, SMEs across the country are well placed to play an active, agile role in this recovery and renewal – grasping and delivering the technologies of the future, training and reskilling our workforce and revitalising local economies and communities.



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**British
Business
Bank**





“As the UK’s national economic development bank, our mission is to make finance markets work better for smaller businesses, wherever they are in the UK”

In a year that has been particularly challenging for businesses across the UK, the British Business Bank is delighted to return as lead sponsor of the *1000 Companies to Inspire Britain* report for a third year.

Smaller businesses have shown great strength and resilience that has allowed many of them to survive the COVID-19 pandemic, and it is encouraging to see that 150 businesses featured in this year’s list have been supported by one of our British Business Bank programmes.

As the UK’s national economic development bank, our mission is to make finance markets work better for smaller businesses, wherever they are in the UK and we are integral to supporting the Government in leading Britain’s recovery, lighting the way for those businesses as they move from survival, to prosperity and growth once more. As the UK economy shifts its focus from stabilisation to recovery, we need to ensure smaller businesses can manage the many new challenges they face.

While the British Business Bank continues to be a key element in the Government’s immediate response to COVID-19, supporting upwards of £57bn of finance to well over a million businesses at their time of greatest need, we are likely also to play a vital role in the recovery. As well as supporting continued finance to businesses as they emerge from the pandemic, we also have a key role in providing them with information on the wider choices of finance available to help them recover and grow.

A key instrument in delivering this information and support for smaller businesses is our Finance Hub, which provides independent finance information for businesses in the UK. With the advent of COVID-19, as more businesses have been forced to pause growth plans and focus on survival and recovery instead, we have similarly adapted our Finance Hub. Having originally been dedicated to providing support and information for high-growth businesses, the Hub also now provides vital, actionable information to support as many smaller businesses through this challenging period as possible.

As a bank, we remain committed to levelling up economic activity through regional access to finance across the country, so it is great to see such a diverse geographical spread in this report. Our regional funds, the Northern Powerhouse Investment Fund, Midlands Engine Investment Fund and Cornwall & Isles of Scilly Investment Fund, are dedicated to reversing the UK’s regional imbalances in smaller business finance, while our UK Network provides a network of relationship managers who are working across the country to improve regional access to finance.

I hope you find the stories of business success in LSEG’s *1000 Companies to Inspire Britain 2020* report an uplifting reminder of the resilience and positivity of UK smaller businesses.

ANGELENE WOODLAND

CHIEF MARKETING OFFICER, BRITISH BUSINESS BANK



“We firmly believe that equity financing is the most appropriate source of funding for growing businesses”

Cenkos is proud to once again be sponsoring *1000 Companies to Inspire Britain*, which showcases some of the UK's leading growth businesses. Since inception in 2005, Cenkos has raised over £19bn 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. Over 800 companies are trading on AIM and benefitting 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. Even with a challenging backdrop, over £13bn has been raised since 2018 through initial public offerings and secondary issues.

We know, and indeed have demonstrated throughout this year, that quality growth companies with credible management teams are able to gain access to capital from equity investors, regardless of market conditions. Even with the considerable challenges of Brexit and COVID-19, this remains the case. Investors will support SMEs, which continue to be the major employers in the UK and play such a crucial part in the growth of our economy.

At Cenkos, we pride ourselves on forming long-lasting relationships with our corporate clients and connecting them with supportive shareholders. Cenkos is broker to approximately 100 companies listed on AIM and the Main Market, which range in size from less than £5m to over £1bn. For smaller companies, venture capital trusts and enterprise investment schemes continue to support young, knowledge-intensive 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.

JIM DURKIN
CEO, CENKOS



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We are an independent specialist securities firm focused on SMEs delivering capital and corporate advice to support sustainable growth

Performance: NOMAD clients raised £493 million on AIM in 2019

Track Record: Over £19 billion raised since inception in 2005

Flexibility: £1 million to £1.4 billion transaction range

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The Telegraph



“This year has been unlike any other before it and the report includes a chapter highlighting the resilience and innovation displayed by many small companies during the COVID-19 pandemic”

It is one of my favourite statistics. Of the 5.9 million private sector businesses in the UK, 5.8 million have fewer than 50 employees. That's a loooooooooong tail. British business is, to all intents and purposes, small businesses.

In fact, only around 8,000 businesses have more than 250 employees. And yet media attention (*mea culpa!*) is predominantly focused on just a tiny fraction of that number, which is itself only a tiny fraction of the UK's business ecosystem.

That's why I have such affection for London Stock Exchange Group's annual report focusing on the country's thriving small business community. Individually, many of the companies featured within these pages would be too small to garner much attention; collectively, they provide a portrait of the driving force behind the vast majority of this country's jobs and economic output.

You also get a totally different perspective when you look at UK business through the other end of the telescope. We are, for example, constantly told the trouble with Britain today is that we no longer make anything. Well, tell that to the businesses that comprise the *1000 Companies to Inspire Britain 2020*. Just look at the top three sectors from which they are drawn: 173 of them operate in Engineering & Construction, 97 in Manufacturing, and 81 in Food & Beverage. All these companies are making things, be it high-spec parts for fighter jets or marmalade.

Of course, this year has been unlike any other before it and the report includes a chapter highlighting the resilience and innovation displayed by many small companies during the COVID-19 pandemic.

Many companies effectively had to go into hibernation for several months, many others were forced to completely overhaul their business models. The UK Government came up with a range of schemes to help companies through this time, but many were not available to small businesses or were too complicated for them to access.

However, the pandemic has also acted as a catalyst, showing up bad business models and accelerating existing trends. As the focus shifts from preserving existing jobs in the old economy to creating jobs in the new economy it is inevitably the companies profiled in this report, and those like them, that will do the majority of the hard work in getting us back on track.

Good luck. We're all counting on you.

A handwritten signature in black ink that reads "Ben Wright".

BEN WRIGHT,
BUSINESS EDITOR, *THE TELEGRAPH*

Beauhurst



“No two businesses are the same, so each has faced its own challenges from the global response to the virus”

This is our first year partnering with London Stock Exchange Group to identify *1000 Companies to Inspire Britain*. Beauhurst tracks the UK's fastest-growing, most ambitious and most innovative companies. So implementing the rigorous methodology to identify the companies that populate the pages of this edition of *1000 Companies to Inspire Britain* comes naturally to us.

Nonetheless, it is not an easy task in any year. And while it is by no means the biggest challenge 2020 has presented, making sure these 1,000 companies can still inspire, even in the pandemic context, has had its difficulties.

Beauhurst tracks 40,000 of the UK's growing businesses. This involves looking at their investments, acquisitions and financials, but it has also meant tracking more granular news about their performance and involved our researchers evaluating the impact of lockdown restrictions on each company's business model. Some companies experienced a surge in demand, others moved to selling their goods and services online-only, while others still experienced crippling problems in their supply chains. No two businesses are the same, so each has faced its own challenges from the global response to the virus and each has devised its own strategies for recovery.

Previous editions of this report have highlighted the important role that these companies play in driving growth in the UK economy. One cannot overemphasise the importance of their role in driving the UK's recovery. Luckily, many of them are in a good position to do so: with the head of steam built up prior to the pandemic and the additional fuel provided by the government-backed financial support schemes, they will help to make the recovery as V-shaped as possible.

Beauhurst celebrated its 10th birthday this year and I'm pleased and proud that we've worked on this important report in our anniversary year. Improving understanding of these engines of economic growth and prosperity is our mission and this report does just that.

HENRY WHORWOOD,
HEAD OF RESEARCH AND CONSULTANCY, BEAUHURST



“Ensuring companies innovating across the country have access to the right capital at the right time will be key to the UK’s recovery and growth”

In these challenging times, it is more important than ever to champion and support the UK’s growing companies. London Stock Exchange Group (LSEG) continues to do so, through its public markets, broader thought leadership and publications such as the *1000 Companies to Inspire Britain* report. Complementing this is the Group’s private market initiative ELITE. ELITE was set up with a vision to create deeper engagement between ambitious companies and capital providers at a global level.

Over the past few years, ELITE has worked with more than 1,500 companies from 45 countries and 36 sectors, providing them with the access to expertise, business insights and capital that they need to realise the next stages of their growth. The experience of each of our companies through the COVID-19 pandemic has been unique – some thriving, including those featured in this publication, while others have focused on continuing to operate through challenging circumstances.

To provide support during the COVID-19 pandemic, ELITE has provided valuable practical advice from our partners and stakeholders, not only to our members but also to the broader small and medium-sized enterprise (SME) community. We are helping companies devise resilient growth plans that consider five key aspects: people, sales, operations and supply chain, cost optimisation, and liquidity. Creating an action plan for each of these and tapping into expert advice will help companies emerge stronger and to ultimately make an impact on the economies in which they operate and employ staff. Entrepreneurs and management teams have valued the opportunity created by ELITE to share challenges and plan for their future.

Ensuring companies innovating across the country have access to the right capital at the right time will be key to the UK’s recovery and growth. Sitting at the heart of financial markets combined with our regional outreach, and through our connection with innovation creators and supporters, we believe that ELITE has much to contribute.

Building on our collaboration with Scottish Enterprise in 2019, we continue to partner with national and regional agencies across the UK, including the Development Bank of Wales and Business Wales. The UK’s response to finding solutions to COVID-19 challenges beyond healthcare has highlighted examples of research and innovation excellence which need to be showcased and supported by the broadest set of investors. ELITE’s private market, a platform connecting companies to a diverse range of professional investors, is therefore helpful to companies and sectors looking for capital as it exposes them to the investment community. ELITE companies have undertaken transactions worth £14bn, of which 28% have been on LSEG markets, highlighting the activity of SMEs and the continued need to ensure efficient access to private and public markets.

At LSEG and ELITE we remain passionate about proactively supporting companies from across the UK, working in collaboration with large and small businesses, capital providers, stakeholders and partners to help rebuild and reopen the UK economy.

You can read more about some of our companies in the ELITE chapter of this year’s *1000 Companies to Inspire Britain* report. To find out more about how we help businesses, visit www.elite-network.com.

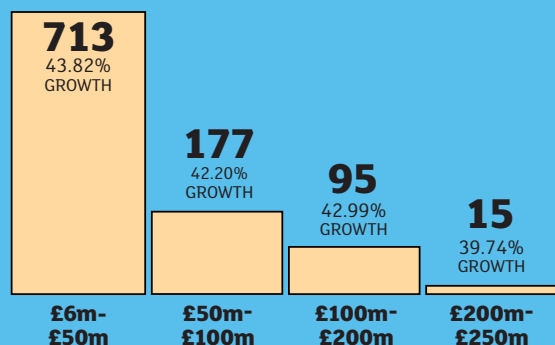
Umerah Akram

UMERAH AKRAM,
HEAD OF ELITE UK, LONDON STOCK EXCHANGE GROUP

CRUNCHING THE NUMBERS

HERE IS A SNAPSHOT OF OUR RESEARCH INTO THE 1,000 COMPANIES THAT ARE INSPIRING BRITAIN AND DRIVING THE ECONOMY

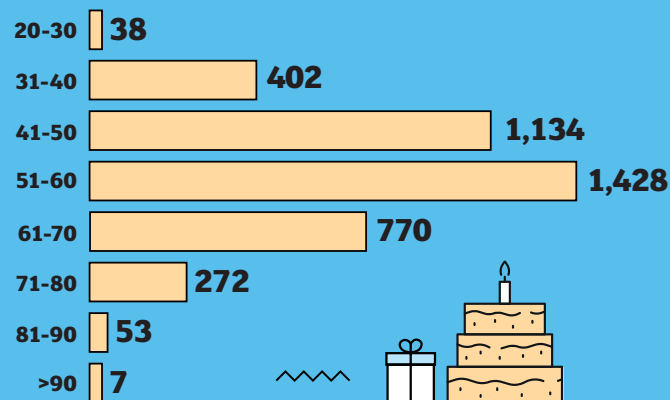
1,000 COMPANIES TURNOVER RANGE



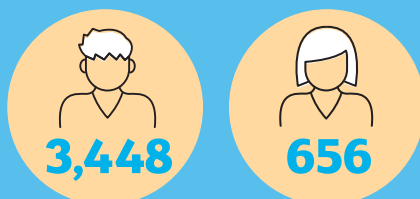
AVERAGE ANNUAL REVENUE GROWTH

41.2%

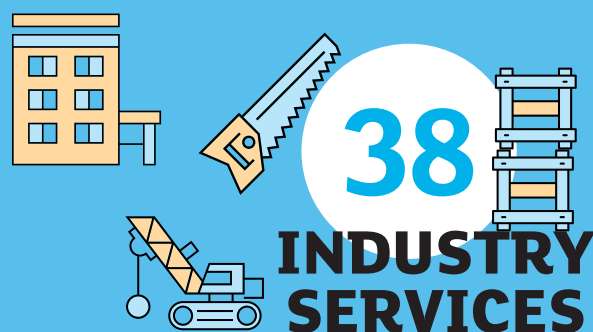
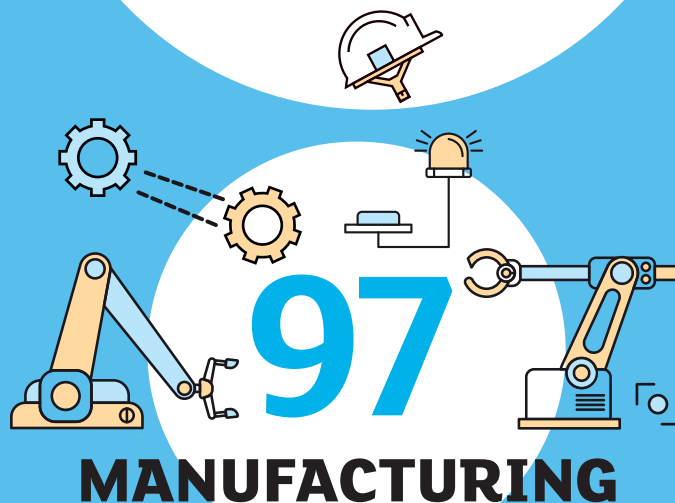
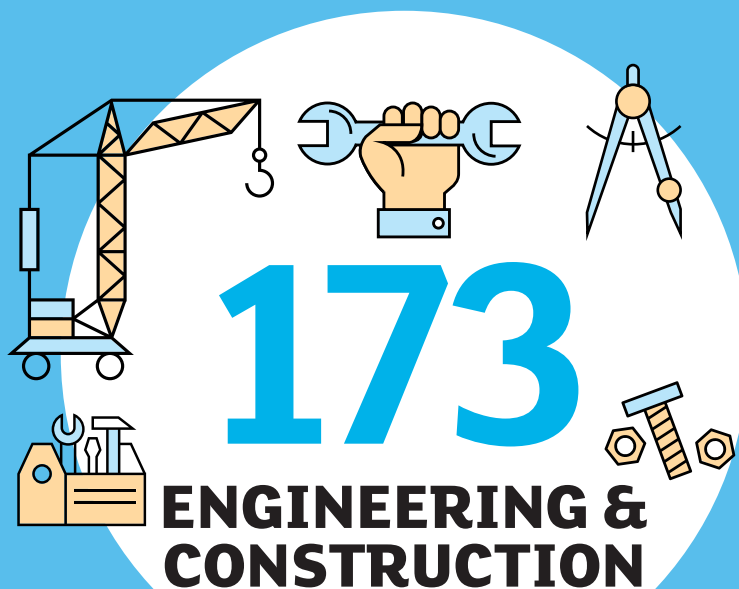
DIRECTORS BY AGE

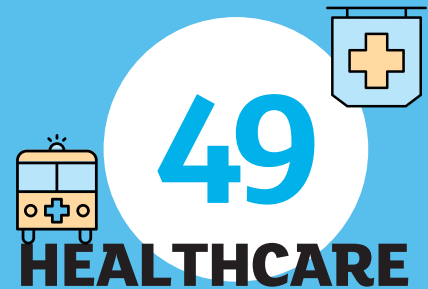
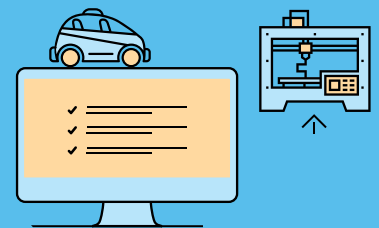
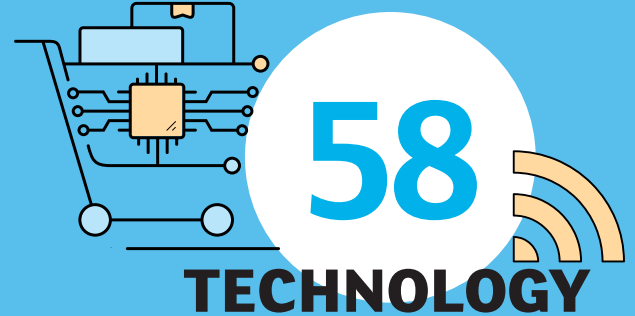


DIRECTORS BY GENDER



THE TOP PERFORMING SECTORS





THE 1,000 COMPANIES
CONTRIBUTED TO THE UK
ECONOMY, CREATING JOBS
ACROSS THE REGIONS

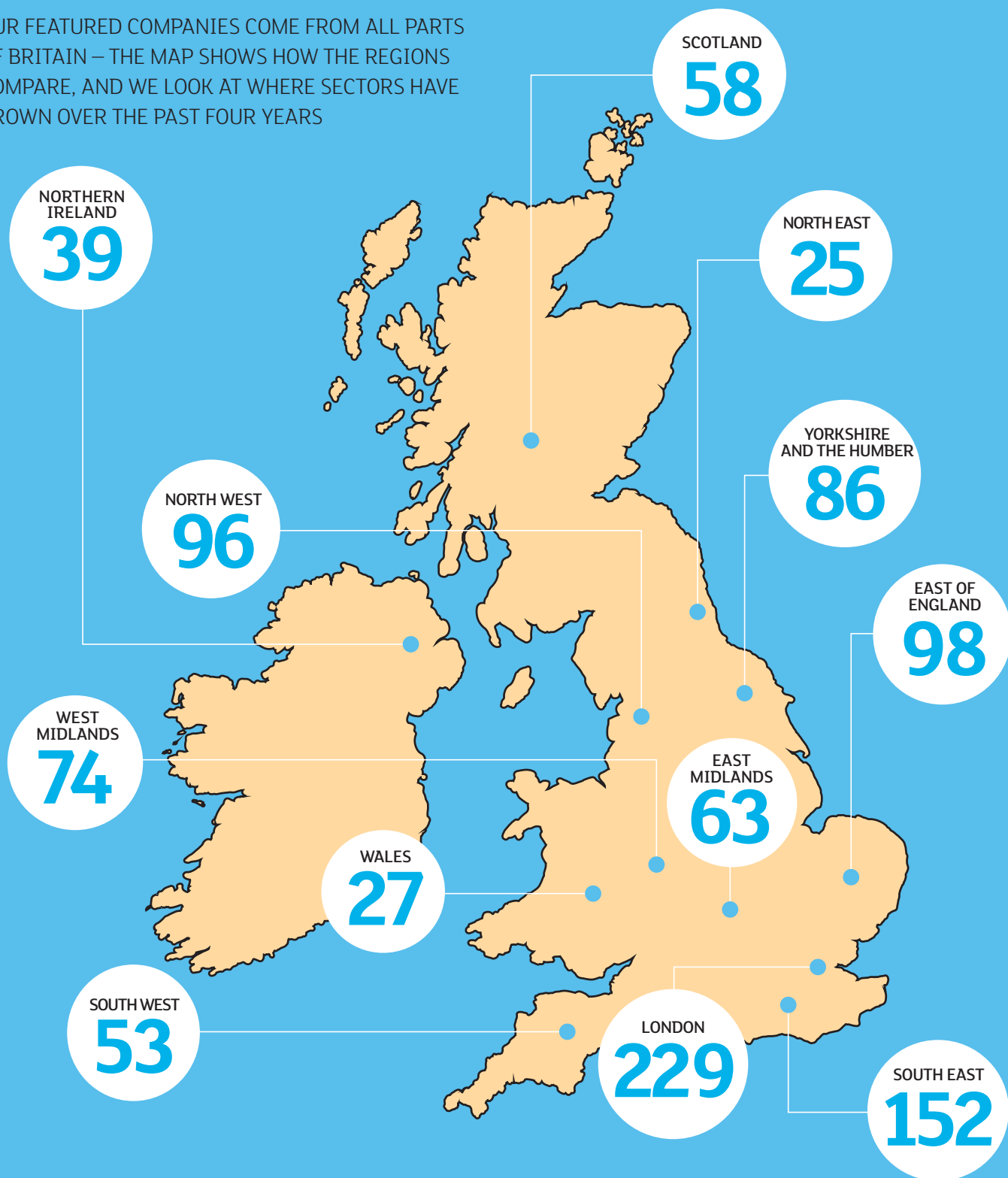
**JOBS CREATED IN THE
TWO YEARS TO THE
END OF 2019**

42,606

UK

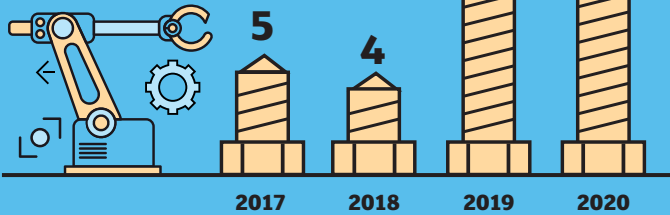
SNAPSHOT

OUR FEATURED COMPANIES COME FROM ALL PARTS OF BRITAIN – THE MAP SHOWS HOW THE REGIONS COMPARE, AND WE LOOK AT WHERE SECTORS HAVE GROWN OVER THE PAST FOUR YEARS



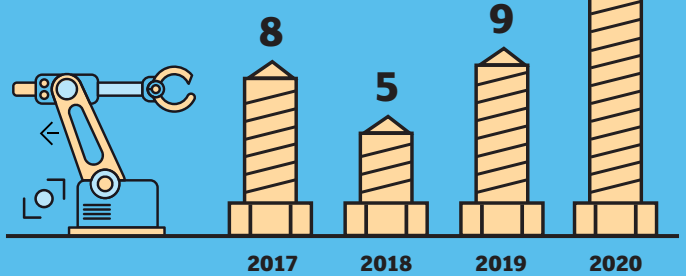
BUILDING UP IN THE SOUTH EAST

The Manufacturing sector is increasing its presence in the South East region



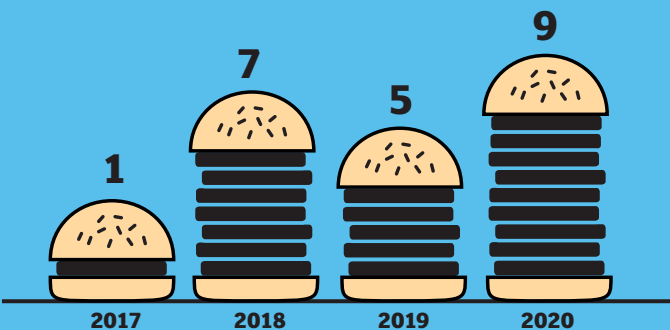
SOARING IN YORKSHIRE AND THE HUMBER

Manufacturing in this region is also seeing an increase in inclusion



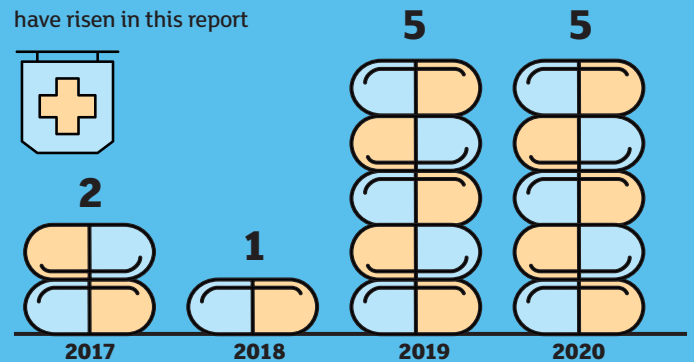
CHEERS TO THE NORTH WEST

Food & Beverage companies are on the up in the North West



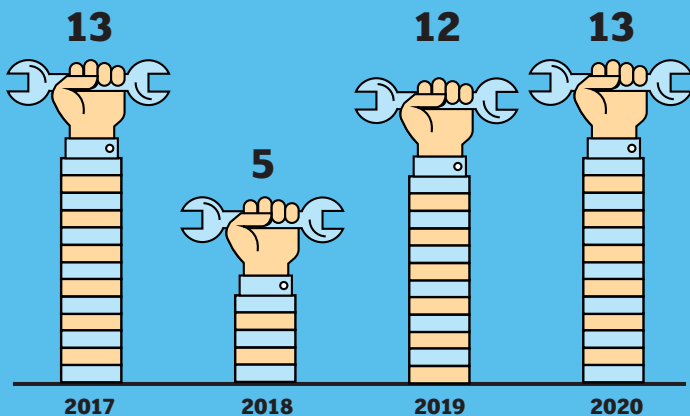
NORTH WEST HEALTHCARE

Healthcare companies in the North West have risen in this report



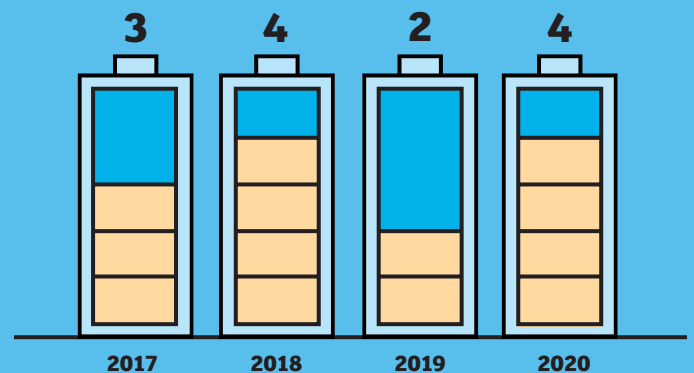
ENGINES AT THE READY

The Engineering & Construction companies in the North West have seen an increase in representation



SOUTH WEST AUTOMATION

This year sees the highest number of South West Technology & Digital companies so far





London
Stock Exchange

Estimate your ESG Disclosure Score

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www2.lseg.com/sustainablefinance/ESGdisclosure-assessment



LEADING THE WAY

WHILE THE IMPACT OF THE COVID-19 PANDEMIC ON THE ECONOMY AND BUSINESSES IN THE UK CONTINUES TO BE SIGNIFICANT, SOME COMPANIES HAVE RESPONDED TO THE CHALLENGE BY CREATING OPPORTUNITIES FOR THEIR BUSINESS TO GROW. IN THIS CHAPTER, WE SHINE A LIGHT ON THREE BUSINESSES THAT HAVE CONTINUED TO FLOURISH DESPITE THE PANDEMIC

In 2019, there were 5.9 million small and medium-sized enterprises (SMEs) in the UK, employing more than 16 million people. Operating in sectors as diverse as Artificial Intelligence, Agritech and Construction, these companies are integral to UK productivity. By their very nature, small companies can't afford to keep large reserves of cash and are therefore especially vulnerable to sudden economic shocks. The pandemic has had an impact beyond business cash flows, extending to wider society and households across the UK.

UK SMEs will be instrumental to the

economic recovery. Throughout this period, we have seen examples of great leaders managing through uncertainty and companies showing great resilience during challenging circumstances. Companies have been able to raise finance during the pandemic to fund innovation and growth, in addition to shoring up their balance sheets.

Our research partner for this report, Beauhurst, has analysed the 28,499 ambitious companies it tracks on its platform, looking at the impact of COVID-19 so far. It is too early to know the full extent

of the impact on the UK's businesses, but we can observe particular pressure points and potentially positive stories from the COVID-19 pandemic. Beauhurst's headline findings show a mixed picture emerging. They found that 22% of jobs in the high-growth economy are under immediate threat, with 615,000 start-up and scaleup jobs at severe or critical risk. However, of the analysed companies, 68% indicated that the pandemic has had a low or moderate impact on their business, and 15% said it has had a potentially positive impact.

Unsurprisingly, limitations on essential

“The pandemic will leave a lasting legacy for the UK economy and businesses. It has forced companies to rethink the way they conduct business”

➤ physical services are cited as the most common impact to operations across all companies, with 28% of respondents indicating this was the case for them. However, it's encouraging to see that the second most commonly cited impact is a surge in demand for goods and services, with 19% of companies saying this was the case for them.

Some businesses, sectors and regions have been positively affected. According to Beahurst data, London is home to the highest proportion of companies that have seen potentially positive impacts (17%), with the surrounding regions of the South East and East of England also doing well. Northern Ireland comes in second place, with 16% of companies being potentially positively impacted.

The number of positive outcomes in London, the South East and East of England could be attributed to the high density of tech companies in these regions. Tech companies are the most likely to have experienced a positive or low negative impact from the COVID-19 pandemic, with Voice over Internet Protocol (VoIP), Educational Technology and eHealth businesses performing particularly well. These companies have been in demand during the pandemic, supporting employees who are working from home, among other things.

The pandemic will leave a lasting legacy for the UK economy and businesses. It has forced companies to re-think the way they conduct business; by moving their offering online, changing their product offering, or shifting their focus to creating pandemic-specific products including COVID-19 testing kits and vaccines. In this chapter, we will look at three businesses that have adapted their businesses and show how the decisions they took during the pandemic have proved to be beneficial to them and to wider society.

SOMETHING NEW, SOMETHING BLUE

Bluetree Group

Sector: Industry Services

Region: Yorkshire and the Humber

www.bluetreegroup.co.uk

Bluetree Group manufactures and sells high-quality products through its three brands; Instantprint, Route 1 Print, and Bluetree Medical. “We are one of the UK’s fastest-growing printers and the UK’s first manufacturers of Type IIR surgical face masks,” says Adam Carnell, a Director at Bluetree Group. The company is the first in England to produce Meltblown, a filtration layer used in personal protection equipment.

Bluetree Group invests in the latest technology and builds its offering to meet customer needs. “Over the past 12 months, we have invested over £18m into our production facility and recruited an additional 400 colleagues, doubling in size, enabling us to produce 20 million Type IIR masks per week,” says Adam.

In April 2020, the World Health Organization appealed to industry to increase the supply of surgical masks by 40% worldwide. Bluetree responded to this by converting their 45,000 sq ft

warehouse into the UK’s first Type IIR surgical mask production facility; including in-house production of Meltblown and an on-site laboratory to conduct quality assurance testing. By May, the firm had become a fully certified mask manufacturer and started fulfilling orders in July. It initially planned to target small businesses but, in August, was commissioned by the UK Government’s Make Scheme to produce over 352 million type IIR masks for the NHS, alongside supplying the UK Dental and Veterinary sectors.

For a small business starting out, James Kinsella, a Director of the Group, has some sage advice: “Get a mentor,” he says. “Many people will be willing to give up time to support new businesses. You can utilise all of these experiences in your business. It will also give you a great sounding board.”

BluetreeGroup





CRAFTING SUPPORT

BrewDog

Sector: Food & Beverage

Region: Scotland

www.brewdog.com

Scotland-born BrewDog, founded in 2007, is the world's first carbon-negative international beer business. With its origins in brewing, in 2009, it bought its first bar in Aberdeen. It now has more than 104 bars across the world in the UK, EU, US and Australia.

"BrewDog has been on a mission to make other people as passionate about great craft beer as we are. From the Headliner series, which includes pack leaders like the flagship Punk IPA, to the Amplified range (beer, but turned up to 11), BrewDog brews beer that blows people's minds and has kick-started a revolution," says James Watt, CEO.

Throughout the COVID-19 pandemic, BrewDog had to close bars in line with

government advice, which led to a loss of revenue. However, it quickly pivoted into a delivery service, which allowed it to recoup 21% of its overall losses. Not only was it providing the nation with drinks, but it also produced Punk Sanitiser as part of the pandemic effort, donating over 500,000 bottles to the NHS and supporting charities. It has also made and sold thousands of its BrewDog NHS Heroes pack (a case of beer), where all the profits from every single case were donated to the Help NHS Heroes charity.



VACCINE MACHINE

Oxford Biomedica

Sector: Healthcare

Region: South East

www.oxfordbiomedica.co.uk

Oxford Biomedica is a pioneer of gene and cell therapy. The company has played a critical role in developing this area of science, which is now widely recognised as the future of healthcare. Oxford Biomedica focuses on developing life-changing, potentially curative treatments for serious diseases and has built a sector-leading lentiviral vector delivery system, the LentiVector® platform.

Through the COVID-19 pandemic, Oxford Biomedica has had key worker status, which has allowed it to continue providing services to its healthcare customers. "The agility and dedication demonstrated by our workforce is recognised as a key strength of our business and has helped us manage the challenges associated with COVID-19 and lockdown," says John Dawson, CEO of Oxford Biomedica.

The company is the lead manufacturer

of a potential COVID-19 vaccine that's being developed by AstraZeneca. It has signed an 18-month supply agreement to produce AstraZeneca's AZD1222 vaccine on a commercial scale.

"During the COVID-19 pandemic, we cemented our position as a leading gene and cell therapy group and developed working practices operationally at OxBox, our manufacturing facility, but also commercially by signing a number of new partnerships. This means we can carry on with business as normal if such a situation were to happen again," John concludes.



CREATIVE INDUSTRIES

Capitalising on the use of technology, the Creative Industries sector continues to entertain and educate the population. From film, TV and animation to virtual reality games, Britain is a creative force to be reckoned with. Plus, this flourishing sector benefits from a wealth of homegrown and international talent

COMPANIES FEATURED

- 1000heads
- Jones Knowles Ritchie
- RadioWorks Group
- Sandbag
- Winch Design

SECTOR AT A GLANCE

9.6%

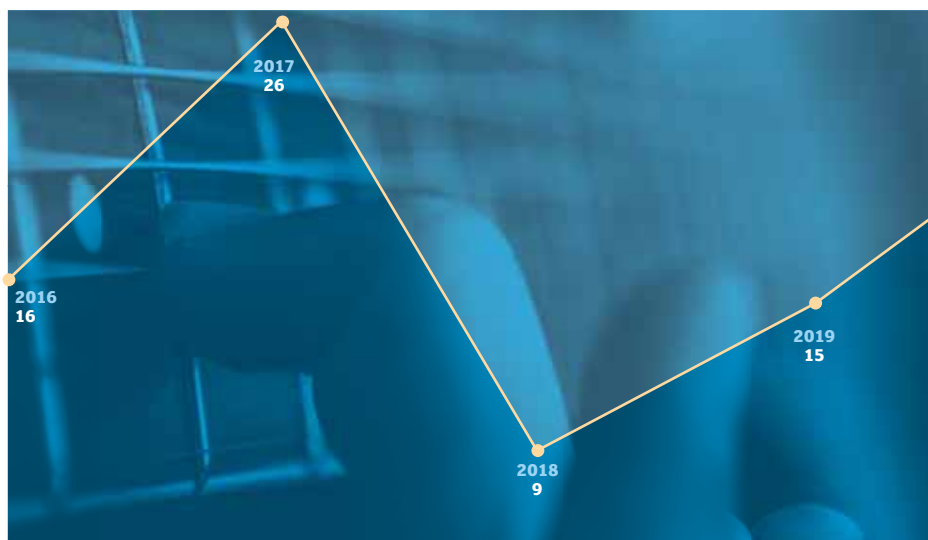
THE PROPORTION OF ALL
UK JOBS THAT WERE IN THE
CREATIVE ECONOMY IN 2019

£1.95BN

THE TOTAL SPEND
GENERATED BY UK FILM
PRODUCTION IN 2019

£7.9BN

THE VALUE OF UK
ADVERTISING EXPORTS
IN 2018



FEATURED COMPANIES

22 IN 2020
THE NUMBER OF
ADVERTISING AND
MARKETING COMPANIES
INCLUDED IN THE REPORT
FROM 2016–2020

IN THIS SECTION

Sandbag creates full-service merchandise for some of the world's leading artists, including Radiohead, and RadioWorks Group originally launched as the UK's first-ever independent radio advertising specialist

Sources: UK Government, Creative Industries Federation, Creative Industries Council, *UK Advertising Exports Report 2020*, *We Are UK Film*

OTHER COMPANIES THAT MADE OUR LIST

- Blue Square
- Clerkenwell Films
- Cutting Edge Group
- Fundamental Media
- Stortford Interiors

**For the full directory
turn to pages 122–145**

ARTISTIC TRIUMPH

The Creative Industries are defined by the UK Government as “those industries which have their origin in individual creativity, skill and talent and which have potential for wealth and job creation through the generation and exploitation of intellectual property”. It covers a wealth of job sectors from Advertising and Architecture to Createch and Fashion.

In 2018, the UK's Creative Industries contributed almost £13m to the economy every hour, making their growth five times faster than the national economy. For the year, they contributed £111.7bn gross value added to the economy. This is greater than the automotive, aerospace, life sciences, and oil and gas industries combined.

According to the Creative Industries Federation, the UK is seen by trend forecasters as a key market, and if trends don't take off here, they're unlikely to be considered truly global. The UK is therefore a trailblazer in the creative world and sets an international standard for the rest of the world.

HEADS TOGETHER

1000heads

Sector: Advertising & Marketing

Region: London

www.1000heads.com

Established in 2000, 1000heads has always recognised the importance of social and digital marketing in its own right. The company knows how important word of mouth is to brands – and realised that the rise of social and digital media would only further reinforce this.

Today, with brands having caught up to this vision, the company finds it is in high demand. The company now has six global offices and 170 employees. It has seen particular growth of late in North America, where it has doubled in size in the past three years and recently established a presence on the West Coast.

“More and more brands are wanting to put social and digital at the heart of their marketing strategy rather than a ‘bolt-on’ to a traditional media approach,” says Mike Davison, CEO of 1000heads. “This trend has enabled 1000heads to grow from a niche channel specialist to a lead strategic partner with major global brands.”

1000heads helps its clients to adapt to the ever-changing tech and culture landscape.

Delivering social-first data, creative and strategic consultancy services, and insight, it advises clients such as Google, UNIQLO and The North Face. The company is committed to always creating work that treads new ground for its clients and aims to transform the way brands talk and are talked about.

Of course, 1000heads has had to adapt to the COVID-19 pandemic and new customer needs created by it. “There has been a refocusing of client priorities towards investing further in social platforms and technologies. The pandemic has driven even faster (and broader) adoption of social across society,” explains Mike. “Whatever the sector, all our clients have looked to us for strategic support and to adapt their communications strategies to reflect what’s happening. Right now, the order of the day is being prepared for anything and to expect the unexpected.”



1000heads now has six global offices from London to Sydney, Berlin to New York, employing 170 people



2000

THE YEAR 1000HEADS
WAS ESTABLISHED



MUSIC TO MY EARS

Sandbag

Sector: Media

Region: South East

www.sandbagheadquarters.com

Connecting the world's leading artists with their beloved fans, Sandbag is a full-service merchandise company with offices in the UK and Los Angeles. Established in 2002, it has since grown organically and now employs more than 70 people. The founders of Sandbag are Grammy award winners who started the company as friends first and were cautious about their growth strategy, including recruitment. "As owners, we invested everything back into the company. With knowledge, experience and some great advice along the way we learnt to recruit the right talent in order to grow the business," says Mel Maxwell, Director of Sandbag.

The company works with some of the world's most respected and influential artists, including Radiohead and Blink-182, and it creates merchandise products for retail, licensing, global touring and e-commerce campaigns, as well as creating, selling and managing VIP ticketing packages.

One of the pinnacle moments in

the company's life so far has been its expansion into the US in 2013. "There are far more artist managers based in Los Angeles than anywhere else. Being an independent British-headquartered company with our particular heritage and client base has been seen to be a breath of fresh air compared to corporate-owned competitors," says Mel.

The music industry has been heavily impacted by technology, with the advent of streaming music services and the decline of physical music retailers on the high street. However, Sandbag sees this as an important opportunity to connect fans with their favourite artists. "This has rightly emphasised the need for companies, such as Sandbag, to provide fans with beautiful and collectable physical products alongside exceptional service," says Mel.

SANDBAG

Sandbag has created merchandise for music artists such as Glass Animals and Future Islands



70

THE NUMBER OF PEOPLE
EMPLOYED BY SANDBAG
ACROSS ITS OFFICES IN
THE UK AND LOS ANGELES

“Our growth has been primarily driven through the intersection of culture and commerce”



Above: James Nixon, CEO, Europe, Jones Knowles Ritchie

BRAND NEW DAY

Jones Knowles Ritchie

Sector: Advertising & Marketing

Region: London

www.jkrglobal.com

With offices in London, New York and Shanghai, Jones Knowles Ritchie (JKR) spans three time zones and has a truly impressive global reach. The design-led creative company has been around for 30 years and includes major international brands such as Budweiser, Dunkin' and M&M's among its clients. Newer companies that are making waves due to their market-disrupting products are also counted among the agency's client list, such as Hippeas and MatchaBar.

“Our growth has been primarily driven through the intersection of culture and commerce,” says James Nixon, CEO Europe, JKR. “New technologies, consumer behaviours and wider cultural trends have put branding and the need to stand out in a more digital world right at the heart of the Chief Marketing Officer's wish list. Additionally, we have been able to create new products and programmes that have allowed our strategic relationships to grow further outside of the day-to-day business needs.”

This year has seen the agency launch notable campaigns across its offices including the first-ever global masterbrand for Heinz, a new visual identity for American fast food chain Popeyes, and a motion-led personal brand identity for champion gymnast Courtney Tulloch. It has also garnered accolades at multiple award shows including ADC, One Show and D&AD.

jones knowles ritchie

DESIGNS FOR LIFE

Winch Design

Sector: Design

Region: London

www.winchdesign.com

Founded in 1986, Winch Design was originally established as a specialist exterior and interior yacht designer. The company has grown exponentially and has expanded its portfolio to aviation and architecture studios. The success of Winch Design's growth can be seen through its global client base and through the increased demand for architectural projects, which now account for half of the company's activity. "At Winch Design, the spirit is highly creative, and it is through the collective energy of our people that we deliver clients' dreams," says Aino-Leena Grapin, CEO of Winch Design. The company continues to branch out and innovate, with the in-house computer-generated imagery team developing 3D virtual reality capabilities to further add to the client's design experience.

At the centre of the company are its people. Winch Design continually invests in the health and well-being of its employees and ensures courses are available to everyone, whether it be for Mental Health First Aid or in-house and external training. Daily team lunches are offered to all, and the company regularly hosts away days. Along with an employee of the month scheme and monthly company-wide meetings, this all helps to create a strong company culture.

Another key area is sustainability – Winch Design has partnered with the Water Revolution Foundation and has signed its Code of Conduct, committing to prioritising sustainability throughout its entire supply chain, and has also signed the Walpole British Luxury Sustainability Manifesto. Furthermore, Winch Design is a long-standing supporter of the ocean conservation charity Blue Marine Foundation, and has been accredited by Planet Mark, which acknowledges Winch Design's commitment to reducing carbon emissions year on year. The company is also launching a social and ecological strategy this year, Life Worth Living.

"The spirit is highly creative, and it is through the collective energy of our people that we deliver clients' dreams"



WINCH DESIGN

THE FUTURE OF LISTENING

RadioWorks Group

Sector: Advertising & Marketing

Region: London

www.radioworks.co.uk

RadioWorks Group launched in 1990 as the UK's first-ever independent radio advertising specialist. Working with advertisers and agencies across all UK commercial radio stations, it sought to demystify what was seen as a difficult and complicated medium due to an increase in new licences and formats.

Now offering services including airtime planning and buying, copywriting, podcast curation and broadcast PR, the Group comprises eight specialist companies and employs more than 50 people across London and Carlisle. Its work has been recognised, becoming the UK's first radio advertising specialist to be registered and accredited by the Institute of Practitioners in Advertising. The Group is also the only UK radio advertising specialist to have been awarded the RadioCentre's Certificate of Excellence. One of its specialist companies is Maple Street Creative, which incorporates creative, copywriting and production studios, where the audio and content, including podcasts, are created.

While traditional FM and AM radio is still in rude health, the move to digital has expanded the Group's horizons. "We were quick to demystify the digital audio space with the

launch of DigitalAudioWorks, which helps brands navigate this new landscape, clarifying the differences between traditional broadcast radio and the digital streams," explains Michael Charnley-Heaton, founder and CEO of RadioWorks Group.

By understanding the latest technology and its market potential, RadioWorks Group has helped its clients grasp opportunities. "We are at the forefront of how advertisers and agencies capitalise on the benefits afforded to them by digital audio platforms like Spotify, Deezer and DAX," says Michael, excited about the launch of PodcastWorks as it aims to create new content and revenue streams. "There's a boom in podcasts and the intimate targeting and measurement opportunities they provide advertisers." RadioWorks has also launched RadioTradingDesk.com, which is an automated trading platform bringing radio stations and advertisers together online.



Left: Michael Charnley-Heaton, founder and CEO, RadioWorks Group





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1st

London rated as the premier hub for green finance*

230+

bonds raising over £43 billion

90+

green funds and ETFs

80+

issuers awarded our Green Economy Mark

\$26^{tn}

could be delivered through to 2030 from 'bold climate action'

100+

FTSE Russell ESG Indexes

To find out more visit www2.lseg.com/sustainablefinance

* according to the Global Green Finance Index

THE UK'S THRIVING ANGEL COMMUNITY

AS THE ANGEL INVESTOR COMMUNITY CONTINUES TO SUPPORT UK BUSINESSES IN THEIR GROWTH, THE UK BUSINESS ANGELS ASSOCIATION IS ALSO WORKING TO ADDRESS THE CURRENT IMBALANCES IN ACCESS TO ANGEL INVESTMENT CAPITAL

An effective and connected entrepreneurial finance ecosystem is vital for the successful growth and scaling of small businesses across the UK – and a thriving angel community is an essential component of this supply chain of scaleup finance. Many of the inspiring businesses featured in this report have successfully accessed angel finance to build their early-stage growth and scale.

Last year showed a continuing rise in the level of angel investment in innovating businesses, with an increase in the value of initial and follow-on investments made by angel investors and with more experienced angels committing over 20% of their disposable assets in backing growth-focused entrepreneurs. However, 2020 has been a challenging time for the angel investment market. Angel investors have focused on supporting the growth of the businesses in their existing portfolios during the COVID-19 crisis, providing strategic support, mentoring and hands-on help, while many have been providing extensive additional funding, bringing forward investment rounds to their investee businesses to enable them to continue to survive and grow.

As we look to reset the economy and boost entrepreneurial growth across the UK, it will be vital to ensure that we can rebuild an effective supply of angel investment across the UK to ensure that we can meet the needs of the many businesses seeking to scale. Notably, as we rebuild angel investment capital, we need to ensure that we can address the existing imbalances in access to angel investing which have been highlighted during this period, including businesses in the regions, women-led teams and businesses from underrepresented communities.

The UK Business Angels Association will

continue its work in building capacity of angel investment in the regions outside the Golden Triangle, supported by the rollout of the £100m British Business Investments Regional Angel Programme. We are also a founding signatory of the new Investing in Women Code and will work to actively support increased investment in women founders. However, we have also recognised the need to establish a new framework of good practice to increase access to angel investment for all underrepresented growth-focused founders, including increasing the diversity of the angel investment base.

As we look to boost the growth prospects of our scaling businesses across the UK, I hope that we can work together to build strong investment ecosystems to enable many more great businesses to access the risk capital they need to successfully grow and scale in the year ahead.



JENNY TOOTH OBE
CHIEF EXECUTIVE, UK BUSINESS
ANGELS ASSOCIATION

“We need to ensure that we can address the existing imbalances in access to angel investing, including businesses in the regions, women-led teams and businesses from underrepresented communities”

FOOD & DRINK

From Sunday roasts to fusion cuisine, the UK is home to a plethora of places to dine. The vegan food revolution is in full flow as British consumers look to reduce their consumption of animal products, and this has created an exciting opportunity in the sector. Meanwhile, the British wine industry is one of the fastest growing in the world

COMPANIES FEATURED

- GAIL's Bakery Bread Holdings
- Giggling Squid
- Pure
- The Lakes Distillery

SECTOR AT A GLANCE

4 MILLION

THE NUMBER OF PEOPLE
EMPLOYED IN THE UK'S
FOOD SUPPLY CHAIN

£23.6BN

THE VALUE OF FOOD &
DRINK EXPORTS IN 2019

3.2 MILLION

THE NUMBER OF VINES
PLANTED IN THE UK IN 2019



FEATURED COMPANIES

81 IN 2020

THE NUMBER OF FOOD & BEVERAGE COMPANIES INCLUDED IN THE REPORT FROM 2016–2020

IN THIS SECTION

Giggling Squid has tapped into the UK's growing appetite for more adventurous food, and GAIL's Bakery continues its mission to be a neighbourhood bakery, throughout the COVID-19 pandemic

Sources: Food and Drink Federation, UK Government, Make UK, Kantar, Scotch Whisky Association, WineGB

OTHER COMPANIES THAT MADE OUR LIST

- Burts Potato Chips
- Castle Dairies
- Charlie Bigham's
- Pieminister
- The Cake Crew

For the full directory turn to pages 122–145

RAISING SPIRITS

The Food & Drink sector is the largest manufacturing industry in the UK, bigger than automotive and aerospace combined. It contributes £31.1bn to the economy annually, and the food supply chain employs four million people. Small and medium-sized enterprises are well represented, accounting for 79% of businesses in the Food sector.

The industry is full of innovators, and with consumers pushing for healthier, sustainably sourced foods, and palates becoming more refined, there are plenty of opportunities for new ideas and growth. One of the sector's biggest success stories is the whisky industry – the UK is the largest exporter of whisky in the world by a factor of six.

Even before the COVID-19 pandemic, the UK online grocery market was thriving. However, in September 2020, online grocery sales had risen by 77% year-on-year over the previous four weeks – with the cumulative increase in orders since the start of lockdown coming to £3.2bn. Even in trying times, the sector shows how it can evolve to meet challenges.

FAMILY THAI

Giggling Squid

Sector: Food & Beverage

Region: South East

www.gigglingssquid.com

There are two faces behind Thai restaurant chain Giggling Squid: husband and wife Andy and Pranee Laurillard.

"We started from a determination to do things differently," explains CEO Andy. "We saw that what was missing from the food scene was that true Thai feel – energetic, informal, adventurous and truly welcoming. At our heart is the spirit of Thai mealtimes – plentiful dishes, bold flavours and exotic ingredients, to be shared and enjoyed together. This ethos remains at the heart of our operations."

Growth in the popularity of Thai cuisine has expanded Giggling Squid's reach: the restaurant now employs 900 staff across 35 sites. "Consumer tastes have moved beyond the traditional – they're looking for something different. We've grabbed that opportunity and carved out a niche, while remaining broad enough to be economically viable," explains Andy. "There are lots of generic operators and there aren't very many differentiated ones. We've maximised on that."

The husband-and-wife team have been

strategic in their choice of locations, opting for market towns and suburbs where people are looking for high-quality, provincial dining. "We've taken sites where other operators haven't made it work, and then put in our offer, which is a bit different," says Andy.

The company's ambitious growth plans have required heavy infrastructure investment, including the strengthening of the operations team, the development of a training programme to attract and retain talent, and establishing an in-house marketing team to drive brand awareness, attract new customers and encourage loyalty from existing ones. "It's our priority to ensure that our guests receive the best possible experience, and team investment is vital to ensure we continue to do this alongside our growth."



Below: Andy Laurillard,
CEO, Giggling Squid



900

THE NUMBER OF STAFF
EMPLOYED BY GIGGLING
SQUID ACROSS 35 SITES



PURE AMBITION

Pure

Sector: Food & Beverage

Region: London

www.pure.co.uk

Offering healthy food in a café-style setting with an appetite for sustainability, Pure, before lockdown, served more than 100,000 customers every week across its 22 stores and corporate catering gigs. “We put the pleasure back into food-on-the-go,” says Spencer Craig, CEO and founder of Pure.

Pure serves natural, handmade and wholesome food – and this healthy approach extends beyond its kitchens. It has been working hard to improve its sustainability credentials and has made significant steps towards reducing its carbon footprint so far. Its efforts have led to it becoming the market leader in reusable cup usage, in pre-pandemic times, with 20% of its customers purchasing hot drinks in this way.

The company has taken steps to make its packaging as sustainable as possible too. It uses only 100% biodegradable cutlery made from corn, its salad bowls are made from 90% recycled plastic, plastic straws have been banished, and paper bags and napkins are only available at the request of the customer.

Its shops also use 100% renewable energy and it claims to be the only high-street food-to-go business that actively dissuades customers from buying bottled water by offering free filtered still and sparkling water in all its shops, including station and airport branches.

Pure also invests in its employees in terms of career development. “This includes training courses for every role, including a test and graduation to progress within our shop teams to our ‘Guru’ positions, such as Barista,” says Spencer. “We have a number of courses to help our team develop beyond these roles and into management. We are very proud that over 80% of our managers and most of our head office team started their careers in the Pure Kitchens.”

The company also boasts a 0% gender pay gap across the whole business, and a 0.1% female pay advantage in its shops.



Below: A Pure team at one of its 22 sites



80%

THE PROPORTION OF PURE'S MANAGERS AND HEAD OFFICE TEAM THAT STARTED THEIR CAREERS IN PURE KITCHENS

Below: Tom Molnar,
CEO and co-founder,
GAIL's Bakery Bread
Holdings



BREAD AND BUTTER

GAIL's Bakery Bread Holdings

Sector: Food & Beverage

Region: London

www.gailsbread.co.uk

From a small craft bakery out of two garages 18 years ago, with no food accreditation but a reputation for baking, GAIL's Bakery now owns 63 bakery sites in London and the South East, with three additional sites planned for opening before March 2021. GAIL's is a neighbourhood bakery specialising in craft baking, serving 150,000 customers a week, and together with its wholesale arm, The Bread Factory, employs 1,850 people.

Not only selling to the consumer through its local bakeries, the GAIL's team works with local producers to bring baking to retail customers daily in 100 Waitrose stores, Ocado nationally and Amazon Fresh. The Bread Factory started baking nearly 30 years ago and currently serves around 1,500 customers per day.

The biggest opportunity for GAIL's as a craft producer and seller is the change in the public's view of food. "People today are much more interested and engaged in what they eat than they were when we first started, and a big challenge was for people to understand why it was worth spending a bit more for chef-quality premium food and baking. We understood that

you needed an authentic and trusted brand to stand behind craft baking and make the case," says Tom Molnar, CEO and co-founder of GAIL's Bakery Bread Holdings.

COVID-19 has impacted its business through greater hygiene requirements and relocation of demand, and to address these changes it has introduced new products to make sure its offer remains premium and relevant. It has also moved online and expanded its digital offer to include not only catering, but also home delivery and click and collect, and continues to grow following its strategy of locating in neighbourhoods where people live and are increasingly working.

"We recommitted to our core mission to be the neighbourhood baker, and bakers feed their communities," says Tom.

GAIL's

DISTILLED KNOWLEDGE

The Lakes Distillery

Sector: Food & Beverage

Region: North West

www.lakesdistillery.com

Surrounded by the stunning mountains and waters of the Lake District, The Lakes Distillery embraces every element of the whisky making process in order to offer consumers the highest quality. After £18m of investment, 10 years of development and five years of spirit creation, the company released The Whiskymaker's Reserve No. 1 in September 2019. This was the first in a series of single malt whiskies that will showcase the company's sherry-led whisky technique.

The Lakes Distillery believes that a top-tier team is essential to the production of the finest whiskies. Whiskymaker Dhavall Gandhi is actively involved at every stage of the process – an approach not taken by all distilleries. “It's only by understanding how flavours are created throughout the spirit's journey through the distillery that you can fully comprehend flavour possibilities,” explains Nigel Mills, the company's co-founder and CEO.

Knowledge about whisky is increasing, with enthusiasts interested in sophisticated flavour experiences that are achieved through authentic processes. The Lakes Distillery focuses on flavour and quality every step of the way, and this approach has brought a dedicated customer base as well as industry awards and recognition. The distillery was named one of the 2019 whisky ‘Brands to Watch’ by The Spirits Business, and the World Whisky Day campaign named it “one of the eight distilleries to visit before you die” in both 2018 and 2019.

With The Lakes Distillery only going from strength to strength, Nigel has sound advice for anyone starting a company. “If you don't have a mentor, find one. Some 70% of businesses with a mentor survive at least five years, compared with only 35% without.”

“If you don't have a mentor, find one”



Above: Whiskymaker Dhavall Gandhi in the process of blending



Right: The Lakes Distillery in Cumbria



EQUITY MARKETS PROVIDING A LIFELINE FOR COMPANIES

THE COVID-19 PANDEMIC HAS SHONE A LIGHT ON THE IMPORTANCE OF EQUITY MARKETS WORKING FOR ENTREPRENEURS, INVESTORS AND THE WIDER ECONOMY

The nature of the UK's public equity markets is undoubtedly changing, but their importance and the economic purpose they serve remains. This is especially the case for smaller, growing companies like those included in the *1000 Companies to Inspire Britain* report.

The UK is recognised throughout Europe and beyond as having unique and vibrant markets for smaller companies. This is attributed to the exceptional interplay between companies, different types of investors, advisers and liquidity providers. This infrastructure has enabled a large number of small companies to access capital, allowing them to scaleup and grow. This has helped to build wealth for investors, employees and wider UK society.

Currently, there are many challenges facing the UK. Undoubtedly, the most significant challenge is in relation to the COVID-19 pandemic and the health of the nation. Equally important is the resulting economic impact that the pandemic has had as a result of lockdown in an attempt to limit the spread of the virus. The crisis has presented significant challenges to companies from all different sectors and of varying sizes.

However, the crisis has shown (yet again) that equity markets are a lifeline for companies as they are able to tap the market for funds at a time when access to other forms of finance is either unwise or unavailable. Short-term survival has been assured for many companies, while the additional finance others have been able to obtain will enable them to take advantage of acquisition opportunities. This is evidence that equity markets work.

As attention switches to recovery and avoiding the potential economic crisis that could ensue, we must be mindful that public equity markets, and the small and mid-size

quoted companies that operate on them, can also play a key part in a medium-term solution for the economy.

Public companies can exhibit resilience and adaptability due to the advantages permanent equity has over temporary bank debt. This is a way for a growing company to create a stable capital base upon which to build a developing business model.

While the current crisis has undoubtedly necessitated an appreciable increase in corporate debt issuance through the various government schemes, there will be a shift towards stimulating demand and building further resilience to future economic shocks. High levels of debt correspond to higher levels of economic volatility, unstable financial systems and slower growth.

Growth companies are key to the future health of the UK economy. With the right platform they are able to scaleup and grow, to create the jobs and the wealth that Britain



TIM WARD
CEO, QUOTED COMPANIES ALLIANCE

“The UK is recognised throughout Europe and beyond as having unique and vibrant markets for smaller companies to access capital”

needs in periods of volatility and uncertainty. It is the collective responsibility of the equity market players to ensure that the best possible conditions for growth are maintained and expanded. Careful choice of the type of capital required could accelerate and potentially re-risk the growth of many companies.

In short, we have seen, and will continue to see, that equity markets work for entrepreneurs, investors and the wider economy.

RETAIL

In August 2020, retail sales volumes increased by 0.8% when compared with July – the fourth consecutive month of growth, resulting in an increase of 4.0% when compared with February’s pre-pandemic level. Meanwhile, consumers are also placing increasing importance on sustainable and ethical sourcing and manufacture, while demanding greater payment flexibility

COMPANIES FEATURED

- Aspinall of London
- Bremont Watch Company
- MADE

SECTOR AT A GLANCE

1/3

THE PROPORTION OF
CONSUMER SPENDING
THAT WENT THROUGH
RETAIL IN 2018

26%

THE PROPORTION OF
INTERNET SALES AS A
PERCENTAGE OF RETAIL
SALES IN AUGUST 2020

10%

THE GROWTH OF THE UK
RETAIL SECTOR BETWEEN
2015 AND 2019



FEATURED COMPANIES

67 IN 2020

THE NUMBER OF RETAIL COMPANIES INCLUDED IN THE REPORT FROM 2016–2020

IN THIS SECTION

Bremont's name has its beginnings rooted in an unusual biplane experience, while MADE continues to push its online offering, which suits the more digital-led consumers the sector is attracting

Sources: ONS, money.co.uk, Retail Economics, Retail Gazette, Retail Times, BearingPoint, Deloitte

OTHER COMPANIES THAT MADE OUR LIST

- Beauty Bay
- Downland Bedding Company
- ME+EM
- Seasalt
- Sweaty Betty

For the full directory turn to pages 122–145

BAGS OF POTENTIAL

The British public likes to spend big, shelling out an estimated £33bn on Christmas gifts alone in 2019, which equates to £500 per person. According to market research company Retail Economics, the total value of UK retail sales in 2019 was £394bn.

Before the pandemic, consumer confidence was dampened by Brexit uncertainty. However, lockdown unzipped Britain's purses once more as people turned to retail therapy. By August 2020, total retail sales volumes were 4% higher than just before lockdown. Home improvement and food shopping went a long way to driving this growth.

Online sales jumped 51% year-on-year to August 2020 as a result of social distancing and lockdowns. This dramatic shift is expected to accelerate long-term trends such as direct-to-consumer selling and a seamless online shopping process is more important than ever.

With high standards demanded by Britain's shoppers, who are also increasingly concerned with sustainability, retailers who make it here have a strong proposition. The cream of the crop join generations of British brands whose names are recognised internationally, too.

WATCH THIS SPACE

Bremont Watch Company

Sector: Retail

Region: South East England

www.bremont.com

Flying starts don't always follow emergency landings, but this was the case for brothers Nick and Giles English, co-founders of watch manufacturers Bremont Watch Company.

In the late 90s, the two were flying over France in a vintage biplane when they were forced to make an emergency landing in a pea field. Although they had turned up without an invitation, the farmer who owned the field received them with warm hospitality. His name was Antoine Bremont, and the two brothers repaid his kindness by naming their watch business after him. Since then, the company has become one of the top 10 chronometer producers in the world. In fact, the components that make up a Bremont chronometer are machined to the most accurate level of any machinist in the UK.

The company is currently focusing on growing its business overseas, with investment in geo-specific marketing campaigns. "This is generating significant brand visibility, which, in turn, drives footfall to our points-of-sale within our key growth markets," explains

Giles. "We now have boutiques in Hong Kong, the United States, Australia and United Arab Emirates, alongside key wholesale accounts within these markets."

And while they may have one eye on the rest of the world, they are also expanding on home soil. The company has made heavy investments in infrastructure, building a new 35,000m² state-of-the-art facility in Henley-on-Thames.

"The new HQ will house our entire watch manufacturing operation and head office under one roof," says Giles. "The building matches our ambitions with capacity for further growth. It's a stunning design architecturally, and we hope it will act as a beacon of British watchmaking for years to come. In addition to this, we are investing in job creation and training watchmakers via an apprentice training scheme we started in 2010."

BREMONT

Below: Giles English, co-founder, Bremont Watch Company



35,000m²

THE SIZE OF BREMONT'S
STATE-OF-THE-ART FACILITY
IN HENLEY-ON-THAMES



HEIRLOOM ACCESSORIES

Aspinal of London

Sector: Retail

Region: South East

www.aspinaloflondon.com

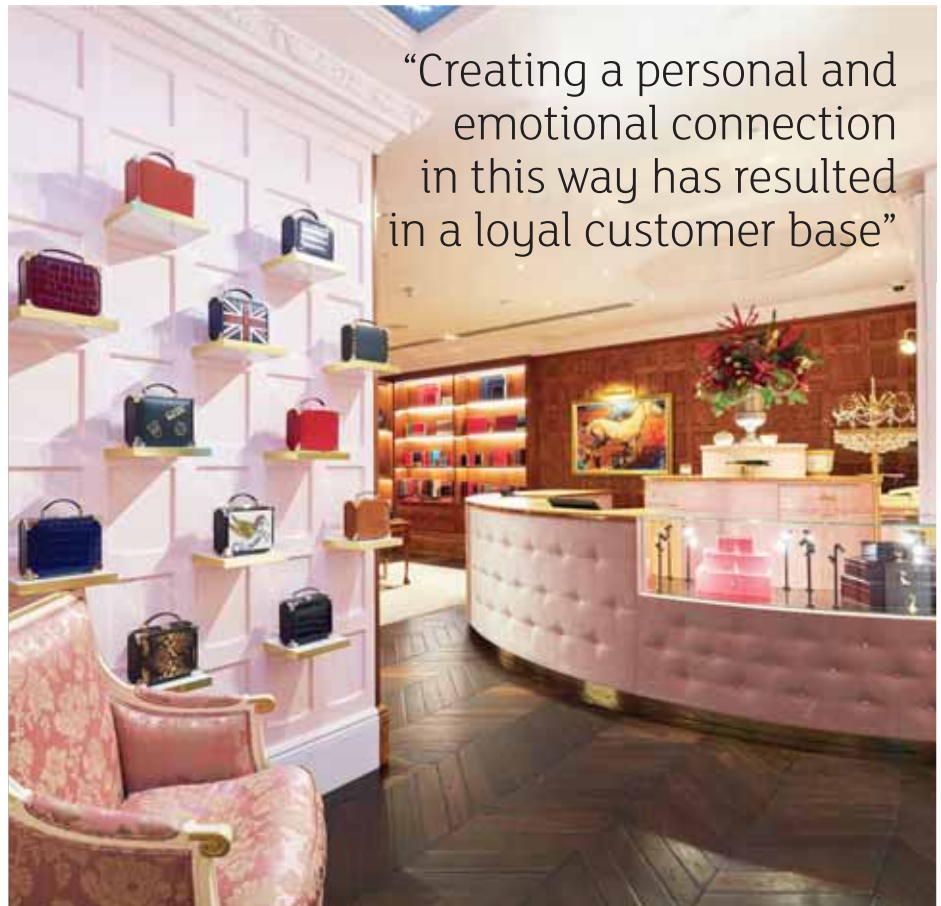
A quintessentially English lifestyle brand, Aspinal is a byword for quality, with every product designed to last a lifetime. The brand specialises in luxury, handcrafted leather gifts, handbags and travel accessories in a range that sees 50 new designs released each year in hundreds of different colours.

As a service-driven brand, Aspinal's company values, staff training and personal brand experience all work together to give its customers a premium offering. How does this work in practice? "Aspinal's highly-skilled sales teams welcome customers into stores like they are entering their homes, offering refreshments and somewhere to relax while they are being looked after," says Iain Burton, Chairman and founder of Aspinal of London. "Creating a personal and emotional connection in this way has resulted in a loyal customer base."

Aspinal saw success in the key trading months of December (2019) and January (2020), with 15% and 20% like-for-like uplifts in in-store revenue respectively. Since launching in 2001, the brand has grown its bricks and mortar retail footprint to 10 standalone stores across the UK, concessions in Selfridges and Harrods, and four international standalone stores in the Middle East and China.

Reflecting the global shift towards environmentally friendly practices, Aspinal transports 95% of its products by road or sea, avoiding air freight wherever possible. In other efforts to be sustainable, the leathers used across its collections are by-products from other industries that would otherwise go to waste. Aspinal also aims to have a plastic-free supply chain within the next two years.

During the COVID-19 crisis, Aspinal of London launched #AspinalHeroes, an interactive social initiative to show appreciation to those at the forefront of the pandemic doing incredible and selfless work. Aspinal asked the nation to nominate their #AspinalHeroes and, over four weeks, it rewarded more than 400 people with a personalised gift from the brand to say thank you for their actions.



"Creating a personal and emotional connection in this way has resulted in a loyal customer base"

Above: Inside Aspinal of London's flagship store on Regent Street, London

Right: Iain Burton, Chairman and founder, Aspinal of London



MADE TO MEASURE

MADE

Sector: Retail

Region: Yorkshire and the Humber

www.made.com

Founded in the UK in 2010, MADE designs and sells furniture and homeware, primarily online. Now also present in nine markets across Europe, it has 600 employees and launches 250 new items each month on average.

MADE has an in-house design team, but also works directly with makers, suppliers and independent designers. "We cut out the middleman and pass those savings on to our customers," says Philippe Chainieux, Chief Executive of MADE. "Over the past 10 years, we have developed a unique model. We produce in small batches, meaning we can stay reactive to trends, alongside minimising any waste stock. This enables us to adapt to changing trends quickly; new lines can take just a few months from design to reach the market." As well as cutting down on waste in its supply chain, the company's commitment to sustainability is also seen in its use of a hybrid truck fleet to deliver its products in Paris (a method that will soon be rolled out to other cities).

Collaborating with both established designers and emerging names, MADE offers a wide range of innovative products and helps to nurture new

talent. It encourages customer input in all areas and uses its crowdsourcing platform TalentLAB to allow customers to directly influence which new designs are developed.

Even before the COVID-19 pandemic and subsequent lockdowns, MADE was constantly looking to improve its online experience. "Over the past 18 months, we have seen an accelerating trend towards customers shopping online for big-ticket items," explains Philippe. "Over the past few years, we have carried out significant investment in technology to create an online platform that can be scaled to support our rapid growth geographically and in terms of range. As the shift from high street to online accelerates, agility has never been more important to remain relevant." But MADE knows that sometimes, particularly for larger purchases, nothing can beat seeing a product in real life, and it has showrooms in several locations where customers can drop in.

Below right: Philippe Chainieux, Chief Executive, MADE

MADE.COM



600

THE NUMBER OF PEOPLE
MADE EMPLOYS



London
Stock Exchange Group

Issuer Services

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As we all adapt to a new normal, digital means of working, resilience, scalability and security of data have become even more important.

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PROSPERING IN CHALLENGING TIMES

THE UK HAS A UNIQUE OPPORTUNITY TO RECAST ITS NET IN BUSINESS ENVIRONMENTS, TO CAPTURE NEW MARKETS AND CREATE WEALTH. HOWEVER, THE GOVERNMENT PLAYS A SUPPORTING ROLE IN THIS

This report is always a welcome opportunity to celebrate some of the most inspiring businesses across the UK. It has arguably never been more important to recognise and support the innovation that drives successful British firms.

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.

This is a time of challenge and change for business communities. As the UK forges new relationships with trading partners in Europe and across the world, many firms are now considering how they will need to adjust their day-to-day operations.

This year, businesses are also facing the unexpected challenge posed by the spread of COVID-19 and its impact on the global economy. This will create additional pressures and costs for many businesses, and the pressure will be acute for some small and medium-sized firms.

But, as this report makes clear, companies operating in all sectors across the UK continue to demonstrate the resilience and dynamism needed to prosper.

For this to continue, UK business communities need the best possible conditions here at home to grow and thrive.

We have a historic opportunity to recast the UK business environment, allowing firms to seize opportunities in new markets and create wealth and prosperity across the UK. Disruption for some will mean opportunity for others – particularly the amazing British innovators and entrepreneurs highlighted in this report.

While many of the solutions to the big challenges we face will come straight from our can-do business communities, the UK Government must also play a supporting role.

The upfront costs of doing business in the

UK remain too high and continue to stifle investment and innovation. Firms are hit with thousands of pounds before turning over a single pound of profit. Over the coming year, we must reduce these creeping disincentives to investment and unlock growth.

Businesses are finding it increasingly difficult to recruit, retain and develop people. We need a skills system that puts technical and vocational training on a par with academic study, helping firms to access talent wherever they're based – both at home and abroad. We must invest in a physical and digital infrastructure network that is fit for the 21st century, connecting businesses to customers, supply chains and labour markets.

And we need to be leading the battle to contain climate change. Business and government need to work as partners in a redoubled effort to increase efficiency and reduce carbon emissions, while ensuring that businesses can still prosper.

“We must invest in a physical and digital infrastructure network that is fit for the 21st century, connecting businesses to customers, supply chains and labour markets”

While there is significant change ahead, there is no doubt that future prosperity depends on the success of innovative British business.

Chambers of Commerce stand ready to help firms through this time of change – and champion their interests at every level.



DR ADAM MARSHALL
DIRECTOR GENERAL,
BRITISH CHAMBERS OF COMMERCE



ELITE

From demystifying the funding process to connecting businesses with a global community of business leaders, advisers and investors, ELITE has a myriad of tools to help unlock company growth

COMPANIES FEATURED

- Brandwatch
- Conservatory Outlet Group
- Tharsus Group

SECTOR AT A GLANCE

£390M+

THE REVENUES OF THE 14
FEATURED ELITE COMPANIES
IN THIS YEAR'S REPORT

36%

THE COMPOUND ANNUAL
GROWTH RATE OF THE
FEATURED COMPANIES

6,300

THE NUMBER OF PEOPLE
EMPLOYED BY THE
FEATURED COMPANIES



IN THIS SECTION

Tharsus Group has helped streamline Ocado's operation by manufacturing robots, while Conservatory Outlet Group has taken advantage of 3D and virtual reality technology

Source: ELITE

**For the full directory
turn to pages 122–145**

STRIVING FOR GREATNESS

ELITE is London Stock Exchange Group's international business support and capital raising programme for ambitious and fast-growing companies. It's an ecosystem that helps businesses structure for the next stages of growth and access capital. Companies who join ELITE also become part of a vibrant, international community of entrepreneurs, investors and key stakeholders, and can gain invaluable knowledge through such networks.

Engaging with companies in over 45 countries and across 36 sectors, ELITE continues to expand its reach and wealth of expertise.

Through ELITE, companies can assess their future growth potential using the ELITE Growth Compass tool, where it can see how it places in 10 dimensions most critical for success. It provides a framework through which companies can gather valuable insights into their genetic makeup by evaluating the business holistically. To find out more about how ELITE helps businesses, visit www.elite-network.com.

INNOVATION FOR THE NATION

Tharsus Group

Sector: Manufacturing

Region: North East

www.tharsus.co.uk

Helping colleagues stay socially distant and building Ocado's grocery robots are just two of Tharsus Group's projects. Based in Blyth, Northumberland, Tharsus Group comprises Tharsus Limited, a maker of Strategic Machines, which helps companies apply technologies to solve their strategic automation challenges, and Universal Wolf, a disruptor in the complex sheet metal fabrication industry.

Ocado is a good example of the power of a Strategic Machine. Ocado realised the need of customers to have groceries ordered, a solution that was not provided by any of its competitors. Its solution was a platform of robots picking groceries on a grid-like structure, quicker than a human. The company partnered with Tharsus to manufacture these robots.

The Universal Wolf brand replaced the Tharsus Engineering brand of the 1960s to support a new disruptive strategy to capitalise on market trends – "namely a lack of diversity within the metal fabrication market and a challenge around offering a scalable manufacturing solution for customers", says

Brian Palmer, CEO of Tharsus Group.

As COVID-19's grip tightened, Tharsus Group realised protecting the global economy would be critical to overcoming the crisis, and the key to this would be getting people back to work. It has created Bump, a personal motion system designed to help people understand the way they move around a workplace and when they interact. The system is a combination of wearable devices and data management. It gives an immediate warning to wearers if they get too close, and generates management information to improve safety and business performance.

"In 12 weeks, from initial idea we took to market a social distancing system, which could be quickly and widely deployed to support our own business and thousands of others by bringing people back to work safely," says Brian. For Bump, Tharsus Group won a Royal Academy of Engineering President's Special Award for Pandemic Service.

tharsus

Below left: Rebecca Henry, Technical Officer, Tharsus Group

Below right: Brian Palmer, CEO, Tharsus Group (front)



12

THE NUMBER OF WEEKS IT TOOK TO PRODUCE A SOCIAL DISTANCING SYSTEM, FROM INITIAL IDEA TO MARKET

HOUSEHOLD NAME

Conservatory Outlet Group

Sector: Manufacturing

Region: Yorkshire and the Humber

www.conservatoryoutlet.co.uk

From extensions, orangeries and conservatories to windows and doors, Conservatory Outlet Group manufactures a range of home improvement products and supplies them to a network of independent retailers across the UK.

In recent years, the company has been able to benefit from new technology. "A huge opportunity is emerging in the home extension market for 3D design and visualisation software that helps homeowners to imagine what their project will look like," says Greg Kane, CEO of Conservatory Outlet Group. "We have heavily invested across the Group in bespoke software and virtual reality tools required to lead the way in creating realistic designs. These support the sales process of our retail network and place us one step ahead of our competitors."

Operating from a state-of-the-art 60,000 sq ft facility, the company manufactures up to 2,500 window and door frames per week. This summer, it unveiled a new aluminium collection of windows and doors to add to its product portfolio under an exclusive brand – the Eclipse Collection. Maximum glazing with minimal frames is an on-trend concept that has seen rising demand in the contemporary market.

This year has been hugely challenging for the construction industry, first impacted by the COVID-19 lockdown, then by an overwhelming surge in market demand for home improvement products in the months that followed. This demand has been compounded by an overstretched supply chain, which the business has worked hard to navigate. Sales at Conservatory Outlet Group are up more than 20% year-on-year for June, July and August.

The company continues to see emerging demand for contemporary single-storey extensions, rather than the traditional conservatory. "This means we're becoming more and more like a construction company," says Greg.



Above: The company's Eclipse Collection

Right: An installation by Conservatory Outlet Group



WATCH THIS SPACE

Brandwatch

Sector: Technology

Region: South East

www.brandwatch.com

Brandwatch is a social intelligence and analytics company. “We use sophisticated data science and artificial intelligence to analyse the public conversations around consumer opinion on the web,” explains founder and CEO Giles Palmer. “At Brandwatch, our purpose is to bring structure and meaning to the voices of billions of people, enabling brands to make decisions that truly connect with consumer needs.”

Established in 2007 in Brighton with just six employees, Brandwatch has since grown to nearly 600 employees across 10 global offices and is aiming to become Brighton’s first unicorn company with a £1bn valuation. The Brandwatch platform is used by more than 2,000 brands and agencies, including PepsiCo, British Airways and Dell. “We complement and transform decade-old research practices. The social web is the largest pool of consumer thought,” says Giles.

Mergers and acquisitions have played a significant role in the company’s growth strategy. In October 2018, Brandwatch merged with its largest industry competitor. “This was a double win as it bolstered our US presence

and allowed us to create the market-leading consumer research platform,” says Giles. In March 2019, the company acquired a London-based mobile survey start-up, setting itself further apart from competitors. “We now gather and analyse prompted and unprompted data. These differentiated data sets allow us to solve the biggest questions consumer-led organisations face.”

People are at the heart of how Brandwatch operates and it has appointed a Head of People Development. The main focus of this position is to roll out a global leadership development programme, celebrate the company’s first Learning at Work Week and encourage a culture of learning and sharing across the business. “We also have a close relationship with the University of Sussex, where many of our original engineering team studied natural language processing and cognitive sciences – two pillars of our product offering,” says Giles.



Brandwatch

Below left: Giles Palmer, founder and CEO, Brandwatch



2,000+

THE NUMBER OF
BRANDS AND AGENCIES
BRANDWATCH WORKS WITH





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SCAN ME





THE IMPORTANCE OF CELEBRATING SCALEUPS

SCALEUP COMPANIES CONTRIBUTE £1TRN TO THE UK ECONOMY. HOWEVER, THEY NEED SUPPORT IN OVERCOMING BARRIERS TO GROWTH, SUCH AS ACCESS TO MARKETS AT HOME AND OVERSEAS

Recognising and celebrating growth and the achievements of scaleups is more important this year than ever before, so this year's *1000 Companies to Inspire Britain* fulfils a vital role in 2020.

Our research has shown that scaleups contribute £1trn to the UK economy and account for half the turnover generated by all UK small and medium-sized enterprises per year. They employ 3.5m people and are 54% more productive than other businesses. They are twice as likely to operate in international markets. Even through the COVID-19 period, they are still investing in R&D and job creation. Many are doubling down on innovation, looking at new ways of working and the skills to enable these changes.

Our recent analysis of the latest ONS data from 2018 showed the first drop in the number of scaleups since 2013 – a decline of 7.8% to 33,860 – but it is also important to remember that real progress has been made over the past five years. The number of scaleups today is 25% higher than it was in 2013. That compares favourably with gross domestic product growth, which was just 11% over the same period.

However, this underscores how we must redouble our efforts to foster more scaleups and enable these resilient companies to overcome persistent barriers to growth.

These barriers are well known: 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. Another critical challenge is that large disparities in scaleup numbers persist at a regional level so levelling up across the UK must be a priority.

These challenges, which existed pre-COVID-19, have been exacerbated. For example, as shown in *The Future of Growth Capital* report issued this year by the ScaleUp Institute, Innovate Finance and Deloitte, the long-term growth capital gap – the difference between demand for and supply of growth capital – is calculated as standing near to £15bn each year. The pre-existing structural gap has effectively been doubled by COVID-19, placing greater pressure on regional and sector disparities.

We have the ingredients to overcome this finance gap – as well as to address access to talent, new markets or leadership capacity – but it will require even greater collaboration across public and private sectors to expand or realign our current efforts.

There is a need for the UK to be even more focused on regionally empowered models, which can operate at scale, with regional clusters and heightened connectivity, in order to provide support to local scaleups in fast and impactful ways. This will help every scaleup across every region and sector.



IRENE GRAHAM
CEO, SCALEUP INSTITUTE

“There is a need for the UK to be even more focused on regionally empowered models, which can operate at scale with regional clusters and heightened connectivity”



MANUFACTURING & ENGINEERING

From automotive to transportation, the Manufacturing & Engineering sector has a deep-rooted history in Britain. As the sector works towards the advanced stages of integrated automation known as Industry 4.0, there are some inspiring success stories

COMPANIES FEATURED

- Bradshaw Electric Vehicles
- Gripple
- TRB Lightweight Structures

SECTOR AT A GLANCE

£34.3BN

THE VALUE OF EXPORTS
PRODUCED BY THE
BRITISH AUTOMOTIVE
SECTOR, ANNUALLY

2ND

THE GLOBAL RANKING OF
THE UK IN THE AEROSPACE
MANUFACTURING SECTOR

54%

THE PROPORTION OF 11–14
YEAR-OLDS WHO SAID
THEY WOULD CONSIDER A
CAREER IN ENGINEERING,
IN 2019



FEATURED COMPANIES

97 IN 2020

THE NUMBER OF MANUFACTURING COMPANIES INCLUDED IN THE REPORT FROM 2016–2020

IN THIS SECTION

Bradshaw Electric Vehicles has been ahead of the sustainability curve since 1976, while Gripple's product provides a safer, greener alternative to traditional materials

Sources: The Manufacturer, Make UK, ONS, EngineeringUK

OTHER COMPANIES THAT MADE OUR LIST

- Grant Instruments
- Laker Vent Engineering
- Phoenix Textiles
- Tiger Trailers
- Triangle Fire Systems

For the full directory turn to pages 122–145

DREAM MACHINES

The Manufacturing sector hit the headlines for the right reasons in spring 2020 when dozens of companies around the UK responded to the Government's request for help dealing with the COVID-19 pandemic by switching production to medical equipment, personal protective equipment and hand sanitiser – even though most had no experience of making such things.

It provided further proof of the agility and resourcefulness of a sector that represents 69% of business R&D, as companies seek to grow by maximising their use of automation and technology. The UK is currently the ninth largest manufacturing nation in the world by output, and manufacturing accounts for 45% of its total exports.

Engineering is booming too: nearly 5.7 million people work in engineering enterprises in the UK, representing just over 19% of total employment.

MOVING WITH VISION

TRB Lightweight Structures

Sector: Manufacturing
Region: East of England
<https://trbls.com>

Most people in the UK have touched or used a product built by TRB Lightweight Structures, winner of the Hunts Post Huntingdonshire Business Growth & Business of the Year 2019. They probably just don't know it.

TRB Lightweight Structures designs, engineers and builds high-performance, lightweight structures to support clean transport solutions in the rail, automotive and commercial haulage industries. The company has used its decades of experience to develop new manufacturing processes to support customers moving towards green energy, in particular those transitioning towards new methods of energy storage, such as batteries or high-pressure tanks.

These new processes enable high-volume production of structural composite parts, which are lower weight and higher performance than traditional materials such as steel or aluminium, subsequently improving quality and reducing cost.

"The process is fully automated and uses new technology to go from fibre to finished part in 15 minutes, while the traditional

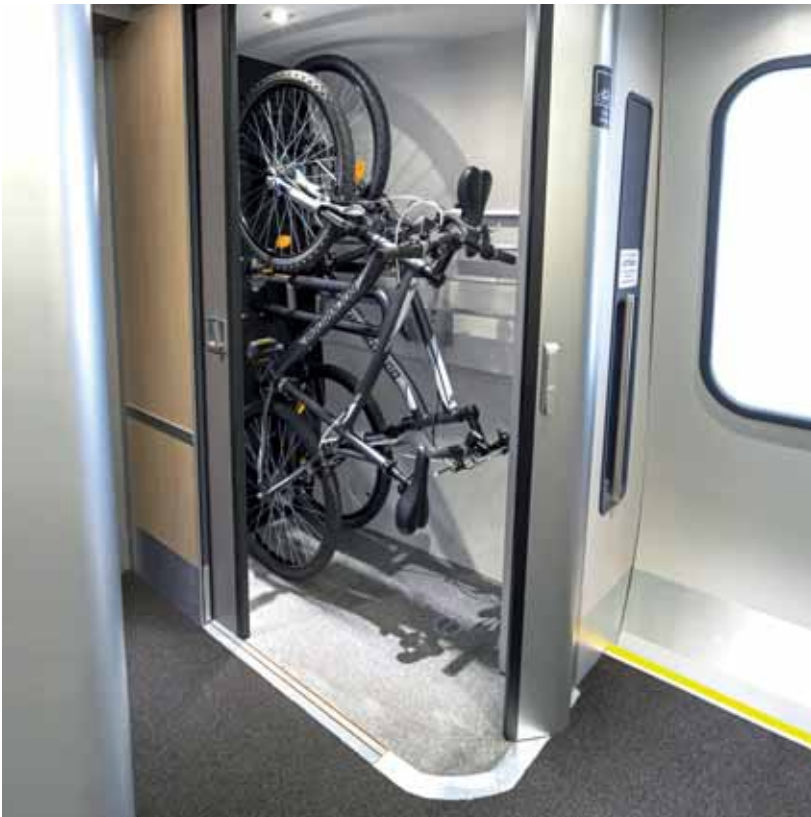
method takes four hours or more," explains Richard Holland, Managing Director of TRB Lightweight Structures. "This lets us help our rail customers reduce cost and improve reliability, and aids our automotive customers as they make the shift to electric vehicles."

For TRB, an equally important part of innovating for the future is investing in its team, which comprises 131 employees across three offices: two in the UK and another in the US. "We look for motivated people and support them in their growth," explains Richard. "We are financially supporting several production operators to go to college to earn their engineering degrees, we promote from within wherever possible and we have hired people right out of school who are smart and motivated and looking to apprenticeship schemes."

TRB LIGHTWEIGHT
STRUCTURES

Below left: A TRB
Lightweight Structures
bike and bulk
storage system

Below right:
A laminating
electric vehicle
battery enclosure



131
 THE NUMBER OF TRB
 LIGHTWEIGHT STRUCTURES
 EMPLOYEES ACROSS
 ITS THREE OFFICES

“Follow your passion and you won’t have to work for the rest of your life”



Above and left: Examples of Bradshaw Electric Vehicles’ product range, including tow tractors and load carriers

STEERING TOWARDS SUCCESS

Bradshaw Electric Vehicles

Sector: Manufacturing

Region: East of England

www.bradshawev.com

Chances are, if you’ve visited an airport, a golf course, a hospital, a school or a university – or even a nuclear scientific research laboratory – you’ll have come across the output of Bradshaw Electric Vehicles. Since 1976, the company has been manufacturing and distributing electric vehicles all over the UK. With a focus on tow tractors, load carriers and pedestrian-controlled vehicles, the company also designs and builds completely bespoke vehicles, such as those for persons with reduced mobility used in all major UK airports.

While Bradshaw Electric Vehicles has been at the forefront of producing electric-powered transport for more than 40 years, the more recent shift from government and industry towards protecting the environment puts the company in a strong position. “Electric is now at the forefront of the automotive industry, and with a change in government policy and the need for zero-emission vehicles, Bradshaw Electric Vehicles is best placed to provide economically viable zero-emission industrial and commercial vehicles,” says Drew Bradshaw, Joint Managing Director of Bradshaw

Electric Vehicles. And this is exactly what the company has shown in its new position as sole UK distributor for French electric-vehicle manufacturer Goupil, whose vehicles are distributed in 35 countries.

The staff remain the company’s priority, with budget set aside for the ongoing training of each individual staff member, to ensure skill levels remain high. “The aim is to keep them all safe and well, so that when the time comes and the world starts to return to normality, we have maintained our skill and experience levels and will once again be at the forefront of the industrial electric vehicle market,” says Drew.

Since opening its doors, Bradshaw Electric Vehicles has seen year-on-year growth, based on its pillars of quality, safe and robust vehicles, and a skilled workforce – and passion. “My advice to anyone starting out in business would be to follow your passion,” says Drew, “and you won’t have to work for the rest of your life.”

BRADSHAW
ELECTRIC • VEHICLES

GETTING TO GRIPPLE WITH IT

Gripple

Sector: Manufacturing

Region: Yorkshire and the Humber

www.gripple.com

With a name deriving from the product's 'grip' and 'pull' technology, Gripple is a producer of wire joiner and tensioners, and wire rope suspension systems. Alongside agriculture, the business operates in the construction and civil engineering industries. "All Gripple solutions are proudly manufactured in Sheffield and are characterised by patented problem-solving innovation that delivers significant time, labour and carbon dioxide savings," says Ed Stubbs, Managing Director at Gripple.

Gripple is a 100% employee-owned business, meaning all of its 800 people around the world own shares in the company and are united by the 'Gripple Spirit', which describes "the collective values of honesty, passion, a desire to have fun at work and an enthusiasm to challenge convention", Ed explains.

New product development has always been at the core of Gripple's achievements, but recent economic conditions have emphasised how crucial this strategy has been in keeping the business growing and moving forward. "Thanks to significant investment in automated machinery, just-in-time manufacturing and an agile approach to business, Gripple began to manufacture Perspex protective screen kits and protective visors (issued free to key workers) to further supplement sales as we operated throughout lockdown," he says.

The UK is seeing an ever-increasing emphasis on traceability and sustainability, and the company is evolving with this. "Gripple products provide a lighter, greener and safer alternative to traditional materials, with contractors making an average saving of 97% in embodied carbon when using Gripple for suspending building services," Ed says.

Its people are at the heart of its success and sustainability, and this was recently demonstrated by the business's £1m investment in a dedicated training centre and social space in Sheffield, which provides employees with a wide-reaching syllabus of funded training and NVQ courses at all levels.



Above: Inside the Old West Gun Works in Sheffield, Gripple's HQ

Left: Ed Stubbs, Managing Director, Gripple

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Marketplace

Issuer Services Marketplace is an online business to business repository curated and vetted by London Stock Exchange.



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Providing you with control and transparency to simplify your transactions by digitising debt capital market issuances allowing you to manage transactions in complete privacy through automation.



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NURTURING AND PROMOTING THE UK'S ENTREPRENEURSHIP

HIGH-GROWTH COMPANIES ARE CRUCIAL TO THE UK'S ECONOMIC SUCCESS, AND FOR THE ECONOMY TO THRIVE NOW AND IN THE FUTURE, WE MUST MAKE SURE WE ARE CULTIVATING AN ENVIRONMENT WHERE ENTREPRENEURSHIP CAN FLOURISH

The UK is internationally recognised as a home of innovation. We have the talent, the technology and, crucially, the funding. We attract businesses, entrepreneurs and capital from across the world and, as the country embraces its new role on the global stage, it is imperative our position at the forefront of the technological revolution is not only maintained but enhanced. Our start-ups, scaleups and growth companies are key to this.

For the UK economy to thrive, both in the immediate term and in the future, as we address the challenges arising from the COVID-19 crisis, we need a business and investment environment that nurtures and actively promotes entrepreneurship and fast-growing businesses. To that end, *1000 Companies to Inspire Britain* continues to be an excellent initiative, acting as a showcase for the extraordinary work being undertaken throughout the country.

As the UK Government embarks on a strategy to address the post-COVID recovery of the UK economy and ongoing productivity challenges present in different parts of the country – while simultaneously ensuring we have an outward-looking, internationally-focused economy – start-ups and scaleups will be a core component in achieving those aims.

For evidence, look no further than the research the BVCA published in March, where we explored the economic impact of angel investment and venture capital. We found there are in excess of 21,000 businesses operating in the UK which have raised angel or venture capital in the last five years and, combined, they employ more than 220,000 people.

Together these companies generate £36.5bn in turnover and contribute almost

£20bn to the UK's economic output. Even more impressive is the effect these businesses have on the wider economy. Once you factor in the impact on the supply chain and other areas, this translates into well over half a million jobs and more than £37bn of gross domestic product.

These are clearly very significant numbers and, while the study was conducted before the pandemic, the results nevertheless underline just how important high-growth companies are to the UK's economic success. We must ensure the UK remains a leading destination for investment, and a place that attracts the people that entrepreneurs' businesses need to grow and succeed. As this very publication demonstrates, we are doing it already. Now, we need to make sure we not only keep doing it, but do it even better.



MICHAEL MOORE
DIRECTOR GENERAL, BVCA

“We attract businesses, entrepreneurs and capital from across the world and, as the country embraces its new role on the global stage, it is imperative our position at the forefront of the technological revolution is not only maintained but enhanced”



SCOTLAND

From tech to tourism, farming to fisheries – business is booming north of the border. And, with a space industry that's set to be worth £4bn by 2030, Scotland is cementing its place firmly on the world's business stage

COMPANIES FEATURED

- Commsworld
- Exterity
- Loch Duart

SECTOR AT A GLANCE

34%
THE PROPORTION OF
INVESTMENT INTO
SCOTLAND IN 2018 IN THE
DIGITAL AND BUSINESS
SERVICES SECTOR

£2.5BN
THE VALUE OF SCOTLAND'S
SPACE SECTOR IN 2017. BY
2030, THE INDUSTRY AIMS
TO GROW THIS TO £4BN

£14BN
THE VALUE OF SCOTLAND'S
FOOD & DRINK SECTOR TO
ITS ECONOMY EACH YEAR



FEATURED COMPANIES

58 IN 2020

THE NUMBER OF SCOTTISH COMPANIES INCLUDED IN THE REPORT FROM 2016–2020

IN THIS SECTION

Loch Duart explains its sensitive approach to raising fish, while Exterity enables the distribution of broadcast-quality digital TV and video over internet protocol networks

Sources: Scottish Development International, Scottish Enterprise, Scottish Government, EY

OTHER COMPANIES THAT MADE OUR LIST

- Bruce Taverns
- Cyclops Electronics
- Empteezy
- Henbury
- Scotia Double Glazing

For the full directory turn to pages 122–145

MADE IN SCOTLAND

With an approximate population of around 5.5 million, in 2019, Scotland's GDP was £168.14bn. It also has one of the lowest unemployment rates in Europe at 4.3%. There are around 354,000 private sector enterprises currently operating in Scotland, and an estimated 99.3% of these companies are small and medium-sized enterprises (SMEs), providing 1.2 million jobs.

Scotland is also the most attractive location in the UK outside of London for foreign direct investment (FDI), according to the EY *UK Attractiveness Survey 2020*, and Scottish cities are thriving hubs for business. Glasgow, Edinburgh and Aberdeen feature in the top 10 cities outside London for FDI.

There are a wealth of sectors leading the way in Scotland, with Scotland's Economic Strategy identifying those sectors where it has a distinct comparative advantage. These are: Food and Drink (including agriculture and fisheries); Creative Industries (including digital); Sustainable Tourism; Energy (including renewables); Financial and Business Services; and Life Sciences.

SWIMMING UPSTREAM

Loch Duart

Sector: Food & Beverage

Region: Scotland

www.lochduart.com

Salmon is one of Scotland's biggest success stories, and Loch Duart is part of this triumph. Established in 1999, the company has since been rearing the fish in the communities of Sutherland and the Hebrides. An independent business, it employs around 100 people, with some 75 of those employees working all day at sea.

While the salmon is reared in Scotland, it is enjoyed around the world. Loch Duart sells to the foodservice industry in more than 15 countries. One of the reasons for its success is its sensitive approach to raising fish, which in turn produces the highest-quality salmon with the lowest possible environmental impact. The process is also reflected in the flavour and enhances the levels of Omega-3 in the fish. "Our mission is to produce salmon that tastes as salmon really should taste," says Andy Bing, Sales Director and co-founder of Loch Duart.

Loch Duart uses small-scale farming methods that optimise husbandry, and invests heavily in the best, most nutritious feed. The company doesn't use an off-the-shelf formulation, it has a bespoke feed, which is

high in marine content to mimic the diet of a wild salmon. The focus is on using fishmeal from Icelandic waters, which is carefully monitored, and only sustainable catch from quota-driven fisheries is selected. "We're the only salmon farmers in the world using this high-quality diet," says Andy.

The business went through a culture shift in 2015, replacing its existing 'command and control' management structure with an inclusive and engaging culture. One of its new policies is the profit-sharing bonus that is attainable for every member of staff and has a value of up to 25% of annual salary. The company now has silver accreditation in the Investors in People assessment scheme.

The impact of COVID-19 on the sector has been significant, with foodservice demand down. Loch Duart has reacted to this by buying its own processing plant and opening new sales channels to the discerning consumer.



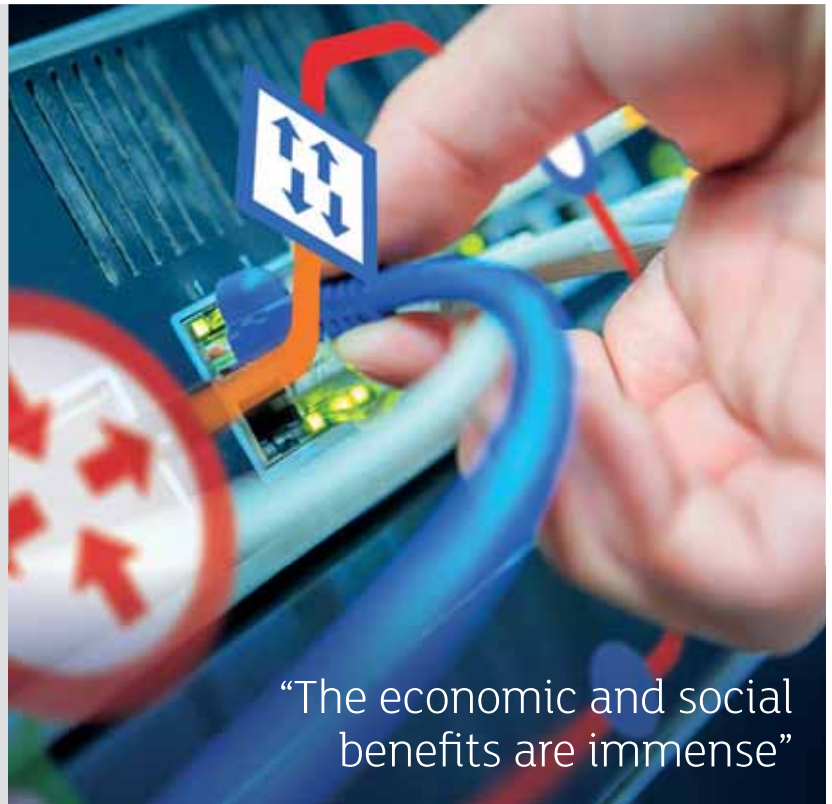
"We're the only salmon farmers in the world using this high-quality diet"



Above: Andy Bing, Sales Director and co-founder, Loch Duart



Above: Ricky Nicol, CEO, Commsworld



GROWING THE NETWORK

Commsworld

Sector: Telecommunications

Region: Scotland

www.commsworld.com

Edinburgh-based Commsworld is one of the UK's largest telecommunications network providers, offering cloud, security and voice solutions. It manages the largest privately-funded optical core network in the UK.

"We have built an enviable, and some would say unique, reputation for delivering highly complex digital infrastructures and unified communications to some of the largest and most high-profile organisations across the UK," says CEO Ricky Nicol.

A significant milestone in Commsworld's development came in 2012 when it acquired specialist communications company Fluency Communications. This enabled the company to build a next-generation network from scratch, which in turn helped it to win three of the largest public-sector wide area network (WAN) and internet protocol (IP) telephony contracts in the UK. Further recognition came in 2020 when Commsworld was ranked 27th in the list of the top 50 privately-owned technology companies in the UK at the Megabyte50 Awards.

"The telecommunications market needs

to embrace the phasing-out of copper-based technologies and the rapid growth in data consumption, as well as an increasing reliance on cloud and hosted services. All of this brings exciting new opportunities for Commsworld," says Ricky. Operating from four locations with a workforce of 110, which includes recognised industry specialists, the company is now planning to penetrate further into the public and enterprise sectors, with a focus on growing its client base in England.

"We've built our own carrier-grade network with UK and international reach, delivering highly complex and critical digital infrastructures. We can now genuinely compete on a level playing field, which is important at an enterprise level," explains Ricky, who is an evangelist for the value of networked communications and the potential for deploying full fibre networks across the whole of the UK. "The economic and social benefits are immense."

COMMSWORLD

ON DISPLAY

Exterity

Sector: Technology

Region: Scotland

www.exterity.com

Founded in 2001, Exterity is a provider of specialist internet protocol (IP) video and digital signage technology. The company is internationally deployed by some of the most recognised brands in the world, enabling the distribution of broadcast-quality digital TV and video over IP networks.

Exterity's workforce is based across the globe, with 105 staff employed at its headquarters in Fife, Scotland, and eight regional sales offices in London, New York, Paris, Dubai, Riyadh, Johannesburg, Singapore and Sydney, all providing local multilingual sales and technical support for customers.

While the company's core business is geared towards enterprise and venue solutions, one of the fastest-growing sectors for Exterity has been hospitality – notably the hotel and cruise industries, across Europe, the Middle East and Asia-Pacific in particular. "In 2018, we established Accommttec, a division of Exterity, in response to accelerating demand for complete hospitality technology solutions. Within 24 months, Accommttec has come to represent 20% of Exterity Group turnover.

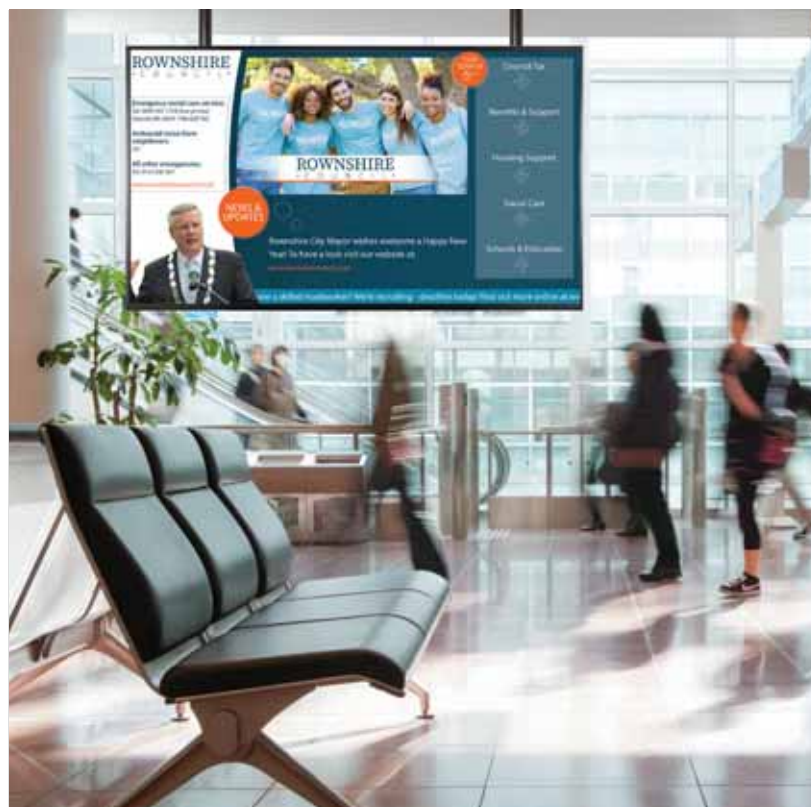
We have also experienced significant growth from large-scale projects, particularly in the government sector in all our key regions," says Colin Farquhar, CEO of Exterity.

Having such a global reach has mitigated exposure to economic challenges in any single region, says Colin. "Exporting has been critical to the growth and success of the company since our first international sale in 2006, and now accounts for 75% of turnover," he explains. Exterity continues to grow, with a 15% increase in revenue and staff from 2018 to 2019, and an increase of 80% in revenue alone since 2017. Its reported turnover for 2019 was £15.95m.

The company's growth has been recognised by several industry bodies too, winning a Queen's Award for Enterprise: International Trade 2020, Best Performing Company With Over 50 Employees award at the Fife Business Awards 2019, and BVCA's Growth Management Team Award Scotland 2019.



Below right: Colin Farquhar, CEO, Exterity



15%

THE INCREASE IN
EXTERITY'S STAFF
AND REVENUE FROM
2018 TO 2019



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THG

A case study for London tech IPOs

Manchester-based THG has become a global player in ecommerce and one of the UK's biggest digital success stories. Now its founder Matt Moulding has taken his company public in a £1.88bn IPO.

- Largest UK IPO in 5 years
- Largest UK internet IPO on record
- Largest Tech IPO by market value at listing in the UK
- Largest ever IPO on the standard segment
- Largest ever IPO of a founder-owned company

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EMBRACING UNCERTAINTY AND THRIVING

COMPANIES HAVE SHOWN RESILIENCE AND DETERMINATION THROUGH THE COVID-19 PANDEMIC. DRIVING TRANSFORMATION IS THE SCOTTISH CHAMBER NETWORK, WHICH IS FIGHTING TO TRANSLATE THE GOALS OF COMPANIES TO POLICYMAKERS

Companies across the UK have suffered a shock that has had no equal in the living memory of those who lead or work for them. Now more than ever it is essential that we share our successes in overcoming the challenges that have impacted almost every part of our economy. This is why we welcome London Stock Exchange Group's *1000 Companies to Inspire Britain 2020*, which highlights those companies that have embraced uncertainty to not just survive but also thrive.

As Scotland's leading business organisation, representing 30 local chambers of commerce, the SCC Network has thousands of members that have stared adversity in the eye and continued on. Some of them have adapted quickly to grasp new opportunities that have arisen as a result of dramatic changes in the market and to regulation. Others have battened down hatches in order to weather the storm brought by the COVID-19 pandemic. Some will have emerged stronger, others less so, while there are fears some may not emerge at all.

All have shown resilience and determination. These are key attributes of those involved in building and growing a successful business and a sustainable economy.

Businesses are now also looking to move forward. While the pandemic brought sudden changes for employers, employees and customers alike, prior to this the departure of the UK from the European Union brought its own uncertainties to bear. As businesses in Scotland emerged from the lockdown and grappled with the size and sentiment of the domestic market, a number have been factoring in what trade will look like. As new barriers, both trade and non-trade, are made clear to businesses with customers in the EU, the will to widen horizons to further markets increases.

Through change comes transformation

and the Scottish Chamber Network is working tirelessly to translate the aims and visions of businesses to policymakers across local, national and international governments. This will become increasingly important as change driven in the wake of the recent crisis aims towards an ambitious future, including the move towards a net-zero economy. The voice of business is crucial to the delivery of a credible, sustainable recovery that supports the energy transition. Alongside these we will also continue our work to ensure the skills of the workforce meet other changes on the way, such as those being driven by sweeping strides in technology and automation.

Time waits for no one. And as we race towards the end of 2020, there will be manifold versions of what success looks like. This showcase of *1000 Companies to Inspire Britain* must continue to do just that, highlighting the innovation, endurance and ambition for this generation of businessmen and women as well as the next.



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

“Time waits for no one. And as we race towards the end of 2020, there will be manifold versions of what success looks like. This showcase of *1000 Companies to Inspire Britain* must continue to do just that”

A hand wearing a bright orange nitrile glove is holding a silver-colored metal ring. A small metal spoon is positioned above the ring, containing a pile of fine black powder. The background is a blurred blue surface.

AIM

For the past 25 years, AIM has continued to provide a resilient platform for growth companies to raise equity capital and be supported by a community of companies, advisers and investors

COMPANIES FEATURED

- Gear4music
- Ideagen
- SDI Group
- Smart Metering Systems
- YouGov

SECTOR AT A GLANCE

£17.7BN

THE COMBINED MARKET
CAPITALISATION OF THE 60
AIM COMPANIES FEATURED
IN *1000 COMPANIES TO
INSPIRE BRITAIN*

£3.9BN

THE AMOUNT RAISED BY
THE FEATURED COMPANIES
SINCE ADMISSION

44%

THE PROPORTION OF THE 60
AIM COMPANIES' REVENUES
THAT ARE INTERNATIONAL



IN THIS SECTION

Smart Metering Systems is at the forefront of smart energy solutions, while Gear4music continues its growth through international expansion

Source: AIM

**For the full directory
turn to pages 122–145**

AIM FOR THE STARS

London Stock Exchange's growth market, AIM, has just celebrated its 25th anniversary. It was established in 1995 with just 10 companies and an aggregate value of £82m. Since that time, it has developed into the world's most successful and established market for dynamic, high-growth companies.

AIM helps founders and entrepreneurs fulfil their growth ambitions and potential. Sixty AIM companies have featured in this year's *1000 Companies to Inspire Britain* report.

These companies span a range of sectors, with 14 of the 60 being in the Industrials sector, 12 in Technology and eight in Healthcare. These companies also come from all over the country, with London home to 23 of the 60. These 60 companies raised a total of £634m on admission to AIM and have grown to have a combined market capitalisation of £17.7bn. Between January and July this year, 10 of these companies raised a further £322m.

BRIGHT IDEA

Ideagen

Sector: Technology

Region: East Midlands

www.ideagen.com

Ideagen's software and services are used by around 6,000 organisations operating in highly regulated industries, such as aviation, banking and finance and life sciences. Its clients include seven of the top 10 UK accounting firms, all of the top aerospace and defence companies, and 75% of the world's leading pharmaceutical firms. Ideagen helps clients to meet their quality, health and safety and environment (QHSE) and governance, risk and compliance (GRC) obligations.

Its main operational premises are spread throughout the UK, the EU, the US, the Middle East and Southeast Asia, and it employs approximately 600 people. Ideagen is seeing an increase in demand with growing use of its technology products in and outside of the workplace. "We are seeing a demand for cloud-based, rather than on-premise, solutions. This provides an opportunity for us as we are able to deliver cutting-edge cloud-based Software as a Service solutions that suit the needs of our clients while at the same time providing a steady annual recurring revenue for our business," says Ben Dorks, CEO of Ideagen Plc.

In May 2020, Ideagen announced a partnership with the World Health Organization (WHO) to support its vital collaboration and policymaking work with member states and other bodies during the COVID-19 pandemic. Ideagen's leading document collaboration and governance software, PleaseReview, has allowed WHO to collaborate on documents in real time, with a secure means of capturing comments and providing a full audit trail of responses. In such unprecedented times, it's of vital importance that these are recorded correctly. This software helped deliver WHO's 73rd annual World Health Assembly, which was its first virtual assembly.

Over the past five years, Ideagen's share price has increased from 47p to 200p. "This significant increase in the value of the company would not have been possible without our presence on AIM," says Ben.

Below: Ben Dorks, CEO, Ideagen



6,000

THE NUMBER OF
ORGANISATIONS THAT
USE IDEAGEN'S PRODUCTS



ACQUIRING GROWTH

SDI Group

Sector: Technology

Region: East of England

www.scientificdigitalimaging.com

SDI Group is an AIM company specialising in the acquisition and development of a portfolio of companies that design and manufacture products for use in digital imaging, sensing and control applications in science, technology and medical markets.

Founded in 2007, SDI has grown through organic and acquisitive growth. In the past six years, the Group has added 11 companies to its portfolio. Mike Creedon, CEO of SDI Group who joined the board in 2010, says that the turnover of the Group has grown from £6.9m in 2015 to £24.4m in 2020.

On how the Group works as a business, Mike says: "Companies choose to join us as we allow the acquired business to run autonomously, retaining its independence, brands and culture, while providing strong financial support and access to specialist resources within the Group." He adds: "We have a reputation of being honourable and never changing the deal terms, with recent acquisitions being priced at four to six times earnings before interest and taxes."

Despite the challenges brought about by

COVID-19, all the Group's businesses have continued to operate. "We have seen some slowdown in orders in some parts of the business, but with our diversified offering, these have been offset by strong demand from the Life Sciences and Healthcare sectors," Mike says.

One example of this is MPB Industries, which designs, manufactures and sells a range of flowmeters and control instrumentation. MPB Industries is a subsidiary of the Group and was part of VentilatorChallengeUK. This project saw a consortium of UK industrial, technology and engineering businesses from across different sectors coming together to produce medical ventilators for the UK, as a reaction to the COVID-19 pandemic.



Below: Chell's (one of SDI's acquisitions) nanoDaq-LT range pressure sensors, used by F1 teams

Below right: Synoptics (owned by SDI) AutoCOL Colony, a counting device for plates



£24.4M

THE TURNOVER OF SDI GROUP IN 2020



GET SMART

Smart Metering Systems

Sector: Energy
Region: Scotland
www.sms-plc.com

Since its initial public offering (IPO) on AIM in 2011, Smart Metering Systems (SMS) has grown from 40 employees to 1,270. In that same period, its long-term indexed-linked revenues have achieved a 40% compound annual growth rate. An independent, fully integrated end-to-end installer and manager of future smart energy assets, its offering includes smart meters, grid-scale battery storage electrical vehicle chargers and solar assets.

Paving the way to the future, SMS has been involved in several high-profile projects, including electricity design and optimisation for London's Olympic Park, National Rail and Hinkley Point C nuclear power station.

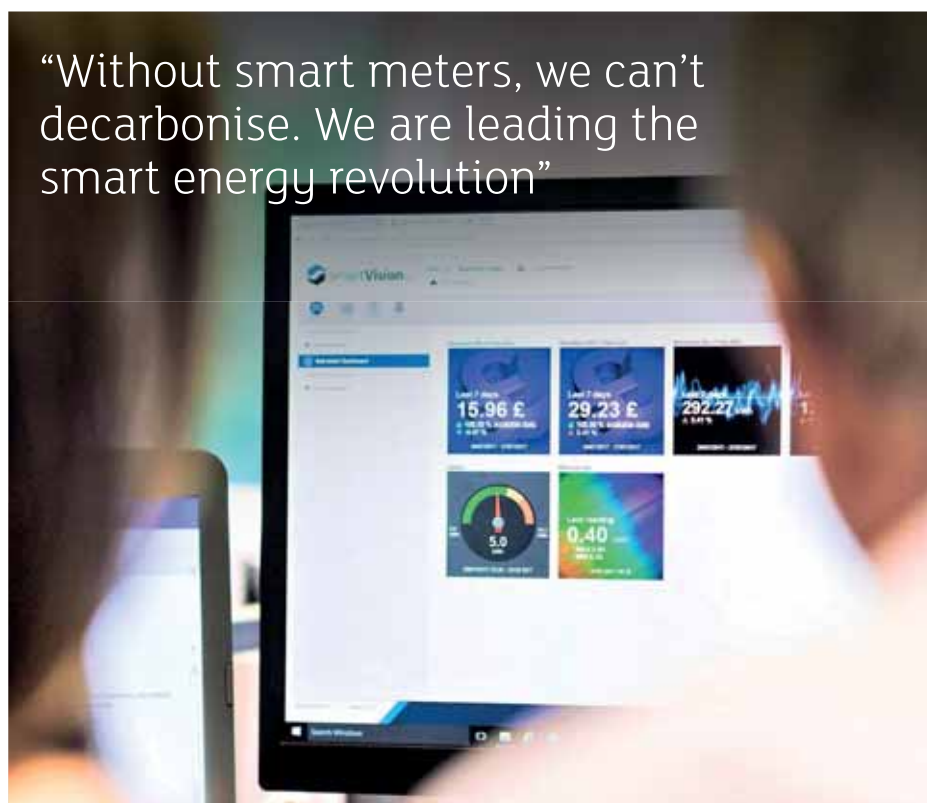
Its smart meter rollout is one of the first steps to decarbonising the UK, according to Alan Foy, CEO of SMS. "Without smart meters, we can't decarbonise. We are leading the smart energy revolution and are truly at the heart of delivering the UK Government's net-zero carbon ambition," says Alan. SMS also holds London Stock Exchange's Green Economy Mark, which recognises public companies and funds that derive 50% or more of their revenues from environmental products and solutions.

SMS's IPO on AIM has also maximised its opportunities in the industrial and commercial metering space. "Between 2014 and 2016, we acquired four companies, including electricity specialist UPL, two UK-wide engineering companies and a cloud-based technology company. All these positioned us for domestic smart metering opportunities," says Alan.

In 2019, SMS acquired the Solo Energy platform, which provides a blockchain-based renewable assets aggregation platform. "We also signed a funding partnership with Columbia Threadneedle European Sustainable Infrastructure Fund to unlock the funding requirement and maximise opportunities in the carbon reduction assets space."

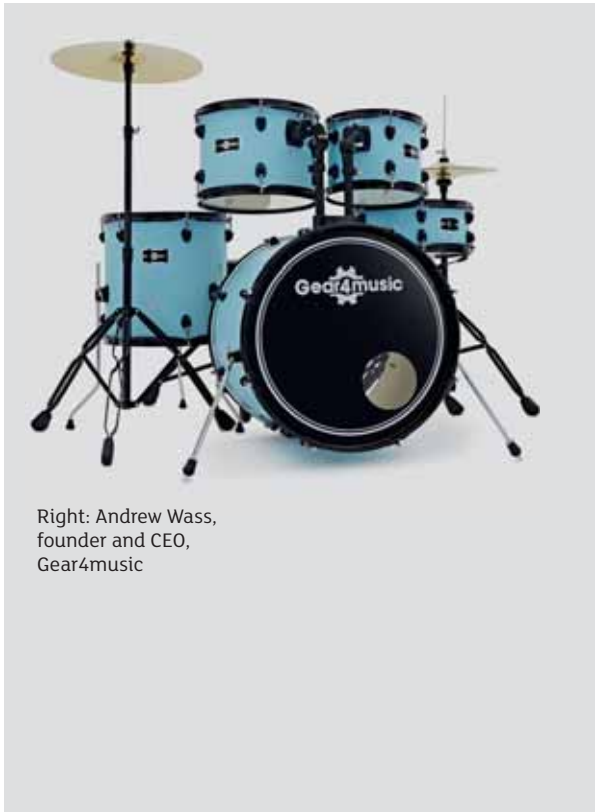
Alan says AIM has also helped increase SMS's market capitalisation almost 10-fold. "AIM has provided SMS with the right exposure to such an investor base," he concludes.

"Without smart meters, we can't decarbonise. We are leading the smart energy revolution"



Smart Metering Systems aims to help deliver the Government's net-zero carbon target





Right: Andrew Wass,
founder and CEO,
Gear4music



“You need to work incredibly hard, and never ever give up”

FACE THE MUSIC

Gear4music

Sector: Entertainment

Region: Yorkshire and the Humber

www.gear4music.com

With a track record of growth and international expansion since its launch in 2003, Gear4music is the largest UK-based online retailer of musical instruments and music equipment, employing more than 460 staff.

In the past four years, Gear4music has moved into new headquarters in York, set up distribution hubs in Sweden and Germany, and opened a software development office in Manchester. “International expansion has been a huge growth opportunity for us, which has been possible due to the multilingual and multicurrency platform we’ve built. We now deliver to over 190 countries, with nearly half our revenues coming from outside of the UK,” says Andrew Wass, founder and CEO.

From 2015 to 2020, Gear4music revenues grew from £24m to £120m, and as the business has expanded, it has invested £12m in designing and building a bespoke ecommerce platform specifically for the music equipment market. The platform has 20 international versions spanning 15 languages, which has aided its international expansion.

Joining AIM has helped Gear4music,

including providing it with access to funds that have aided its development and expansion into Europe. “Being a quoted company also provides a level of reassurance for our trading partners, helping to raise our profile with both customers and suppliers,” Andrew explains.

“The success of a business is always determined by its people, and creating a supportive, team-based mentality within a positive working environment is just as important as the right training and equipment,” says Andrew. This is why Gear4music always takes the approach of ‘investing ahead of time’ into its teams and people, to help drive growth.

For businesses starting out, Andrew has some advice: “You have to be confident in your ideas while being realistic, plan meticulously but accept those plans may change. Most importantly, you need to work incredibly hard, and never ever give up,” he concludes.



GLOBAL SEARCH

YouGov

Sector: Professional Services

Region: London

www.yougov.co.uk

Digital-based market research and data analytics company YouGov has more than 10 million panellists globally who complete its surveys. Each day, the panel provides the company with millions of data points across a range of areas such as consumer attitudes, opinions and behaviours.

Established in 2000, YouGov is rapidly expanding and, to maintain this growth, the company places its employees as a high priority. "We have to build and develop our staff. At a senior level, we have made a series of strategic hires to evolve our management structure to help us achieve these ambitious growth plans," says Stephan Shakespeare, CEO and co-founder of YouGov. "But doubling revenue and margins can only be achieved through harnessing the potential of all of our staff."

YouGov joined AIM in 2005, and it has since helped the company in three specific ways, Stephan says. "Firstly, it helped us raise funds from the markets when we needed to. Secondly, it gave us an external measure of success, along with external reporting and

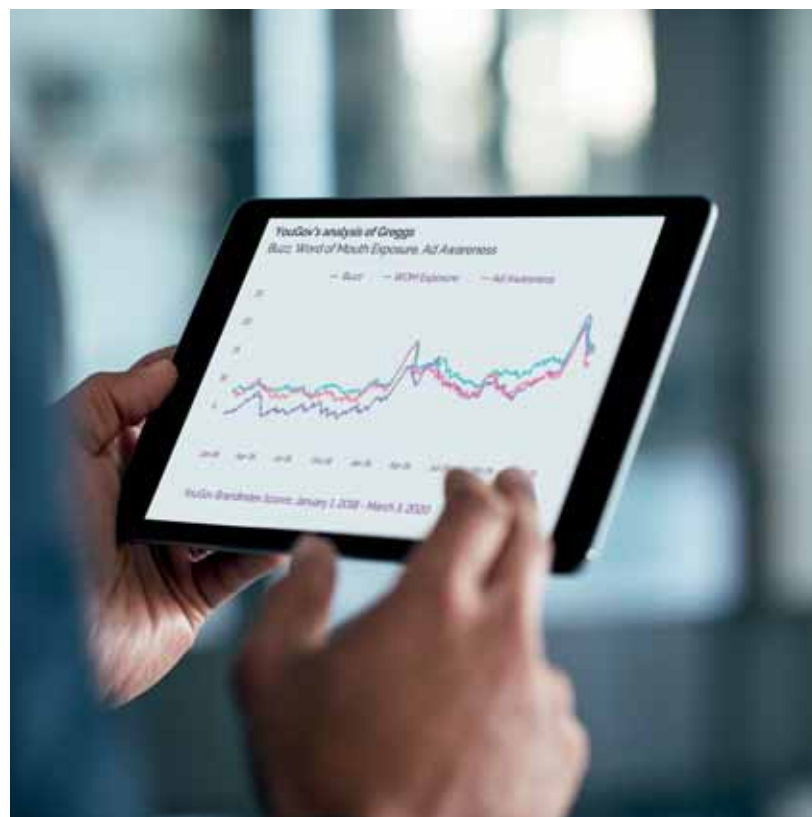
feedback from investors. And thirdly, it provided that support without being overly onerous for the small, fast-growing company that we were."

YouGov is not driven by short-term demands and can instead make long-term investment decisions, as it owns the capital in the company. "Not only do senior management hold notable shareholdings in the organisation, but we have also established a share purchase programme of up to one million shares," explains Stephan.

The company also owns Crunch, a data tool that collects and processes data quickly and more efficiently, meaning that consumers can access and understand the data almost instantaneously. It also owns the YouGov Cube, which is a codified connected data library that holds over 200,000 variables on consumers globally, providing greater depth and richness to its audience data.

YouGov

Below right: Stephan Shakespeare, CEO and co-founder, YouGov



10 MILLION

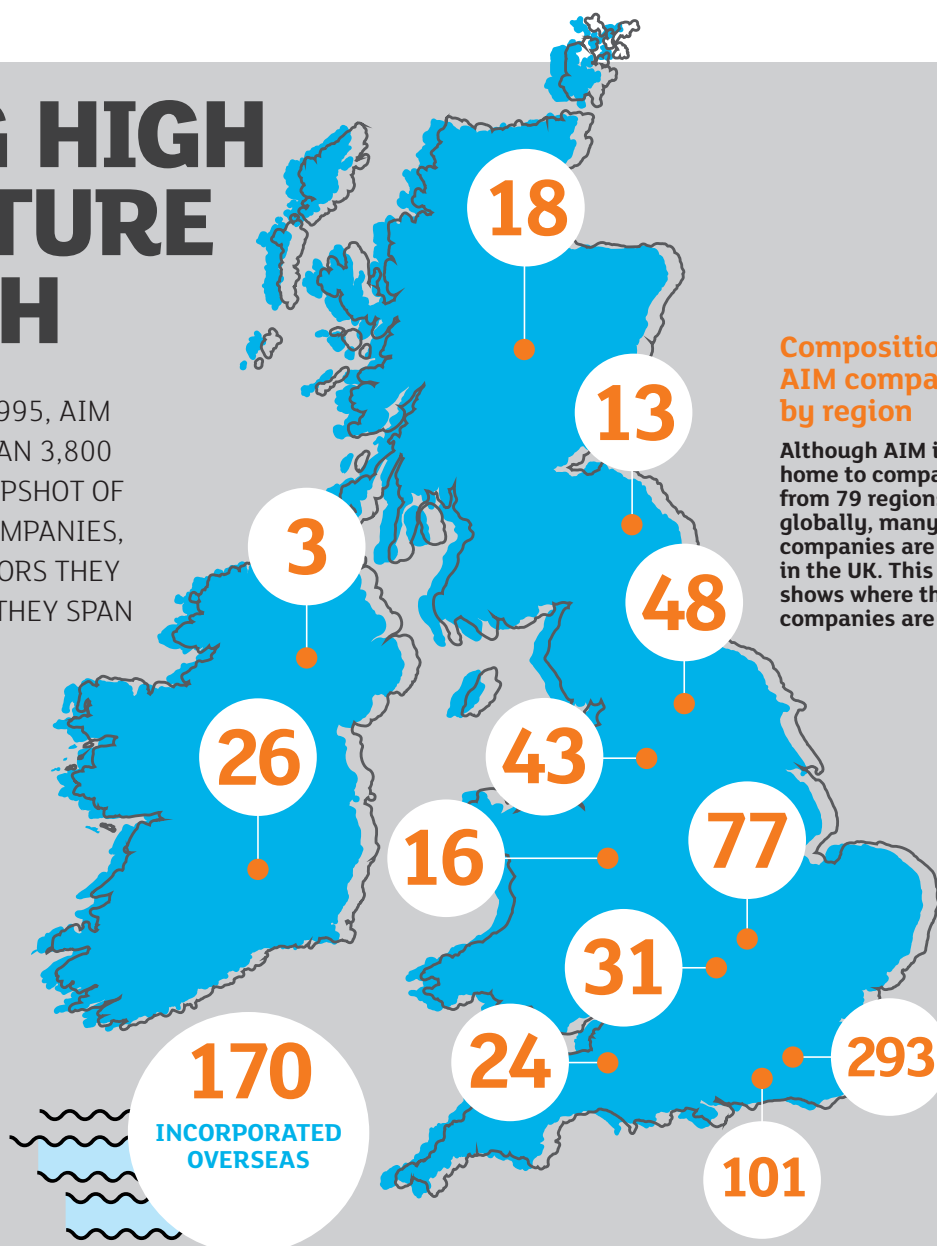
THE NUMBER OF PANELLISTS
GLOBALLY WHO COMPLETE
YOUNGOV'S SURVEYS

AIMING HIGH FOR FUTURE GROWTH

SINCE ITS INCEPTION IN 1995, AIM HAS SUPPORTED MORE THAN 3,800 COMPANIES. HERE'S A SNAPSHOT OF THE BREADTH OF AIM'S COMPANIES, ILLUSTRATED BY THE SECTORS THEY COVER AND THE REGIONS THEY SPAN

Composition of AIM companies by region

Although AIM is home to companies from 79 regions globally, many of the companies are based in the UK. This map shows where these companies are located.



3,800+

THE NUMBER OF COMPANIES AIM HAS SUPPORTED SINCE 1995

£45.4bn

THE AMOUNT RAISED AT ADMISSION BY AIM COMPANIES SINCE 1995

£72.4bn

THE AMOUNT RAISED IN FOLLOW-ON FUNDING BY AIM COMPANIES SINCE 1995

170
INCORPORATED OVERSEAS

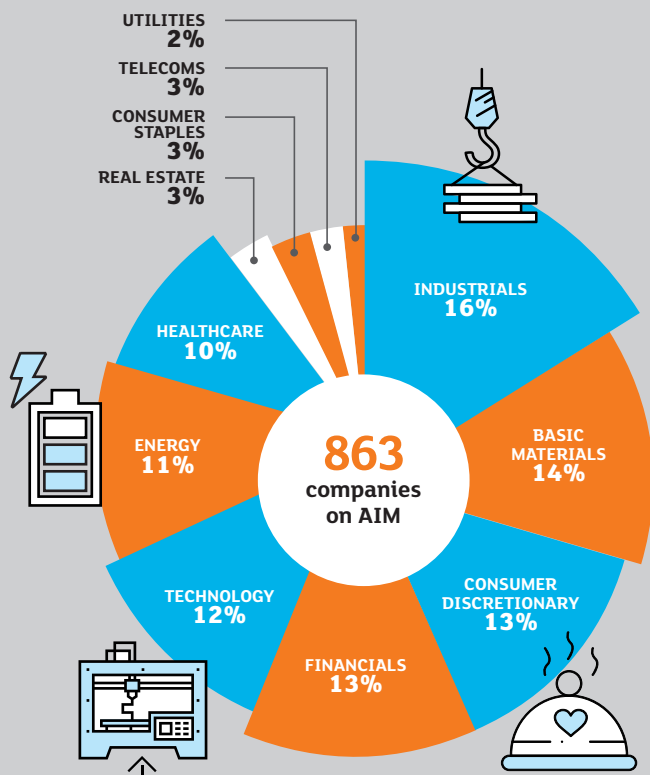
Gross value added (GVA) and employment contribution of AIM in 2019

	GVA	Employment
Direct	£33.5bn	430,387
Indirect	£20.3bn	294,085
Induced	£13.4bn	181,118
TOTAL	£67.2bn	905,590

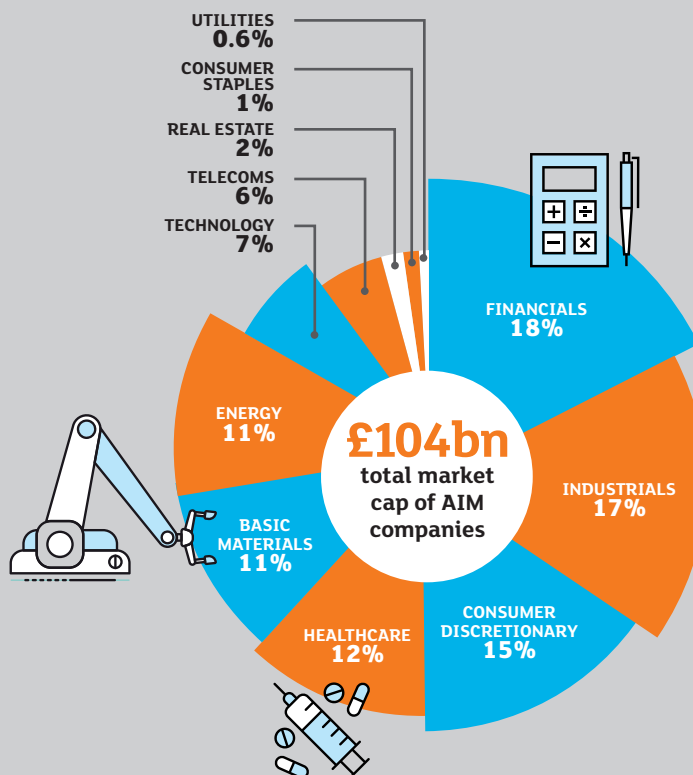
Source: Grant Thornton analysis

AIM by industry

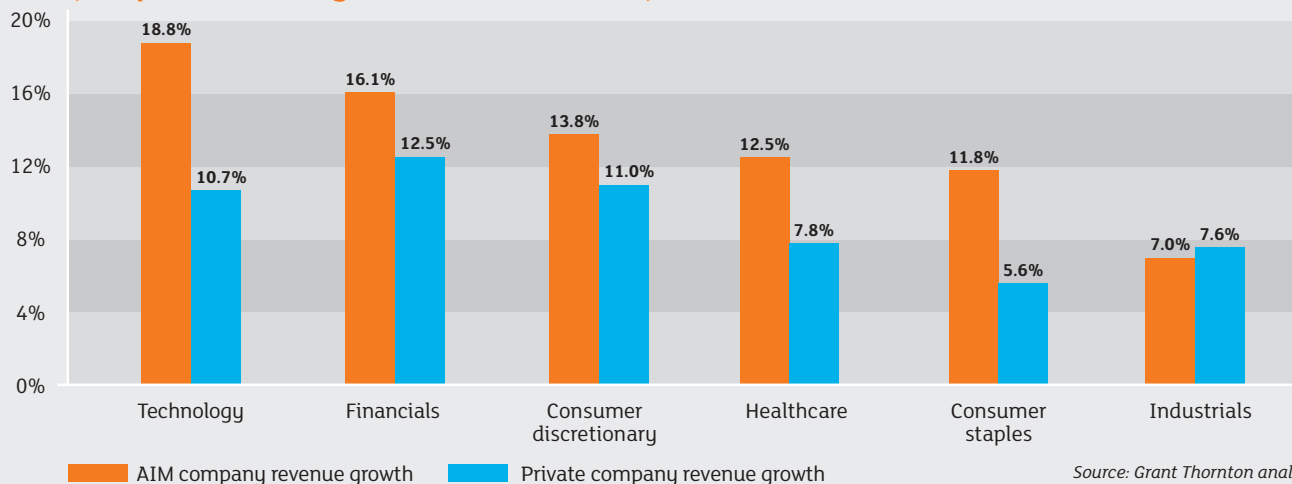
Number of companies as of 31/12/2019



Market capitalisation (market cap) as of 31/12/2019



AIM company vs private company revenue growth (compound annual growth rate 2015–2019)



Source: Grant Thornton analysis of BvD Orbis and Datastream data



London
Stock Exchange



AIM | 25

Celebrating 25 years of growth

£104^{bn}

In 1995, AIM launched with ten companies valued at £82 million. Today, AIM is home to 863 companies with a combined market cap of £104 billion.*

£118^{bn}

Since 1995, 3,865 companies have raised almost £118 billion on AIM.

2/3^{rds}

In 2019, AIM delivered around two thirds of European growth funding.

£20.4^m

The average amount of new money raised during the first five years of AIM was £2.8 million. During the past five years it has been £20.4 million.

1/3rd

Almost one third of AIM's companies are now headquartered or have the majority of their operations outside the UK.

2.4^{bn}

In its first full year of trading, the daily volume of trades of AIM companies averaged 21.9 million. In the current year, it's 2.4 billion.

* as of January 2020

To find out more visit
www.londonstockexchange.com/raise-finance/equity/aim





HELPING COMPANIES GROW WITH AIM

AIM HAS PROVED ITSELF TO BE AN ENDURING MARKET ACROSS ALL CYCLES AND SECTORS. TODAY, THIS NEED FOR A MARKET FOR YOUNG, DYNAMIC, INNOVATIVE COMPANIES IS GREATER THAN EVER

In June 2020, AIM celebrated its 25th anniversary. For a quarter of a century, AIM has established itself as a leading platform for smaller and growing companies to gain earlier and efficient access to the public markets, supported by a community of experienced investors and advisers.

Throughout its history, AIM has adapted and evolved to meet the needs of growth companies. It has adapted to business and economic cycles – from the technology boom at the start of the millennium to the global financial crisis – and it will continue to do so. It has proved itself to be an enduring market for all cycles and sectors.

Today, this need for a market for young, dynamic, innovative companies is greater than ever.

We are proud to see 60 AIM-quoted companies featured in this year's *1000 Companies to Inspire Britain* report. Between them, they have raised a combined £634m on admission and have collectively come back to market to raise capital a further 179 times, raising on average £18m per transaction. These companies have also shown the true global reach of AIM, with 44% of their revenues arising from exports.

The COVID-19 pandemic has demonstrated the capacity of AIM to enable its quoted companies to access capital quickly and efficiently. Some companies have used the proceeds raised since the onset of the pandemic

to shore up their balance sheets. Many have used the funds to help them return to or maintain their growth trajectory, to support further acquisitions or adapt their business models to new ways of working.

Public equity markets are extremely efficient at providing long-term funding at the very moment that companies need it. The diverse range of investors accessible to companies through AIM, from individuals to global institutions, provides companies with access to capital and liquidity at IPO and throughout their life on AIM. The investor base has been able and willing to stand behind companies to support them during an exceptionally testing period.

AIM has a critical part to play to support growth, innovation and employment across the UK economy. In many regional and sub-regional economies, these companies are flagships and demonstrate the benefits of using equity capital. They provide a model and example for growth. They create local employment opportunities and economic value. They attract investment that will not only help facilitate the economic recovery but will also help stimulate new growth in new industries and sectors.

Congratulations to each of the companies featured in this year's report, and on their wider contribution to the UK economy. During this unprecedented time, access to capital continues to be key to ensuring SMEs can thrive and enabling their growth aspirations to be met.



MARCUS STUTTARD
HEAD OF AIM AND
UK PRIMARY MARKETS,
LONDON STOCK EXCHANGE

“In many regional and sub-regional economies, these companies are flagships and demonstrate the benefits of using equity capital. They provide a model and example for growth”

TECHNOLOGY & DIGITAL

London has long been regarded as a global innovation leader, with scaleups in the capital now growing at 56%. But Manchester, Birmingham, Cambridge, Liverpool and the Thames Valley are getting in on the tech act too

COMPANIES FEATURED

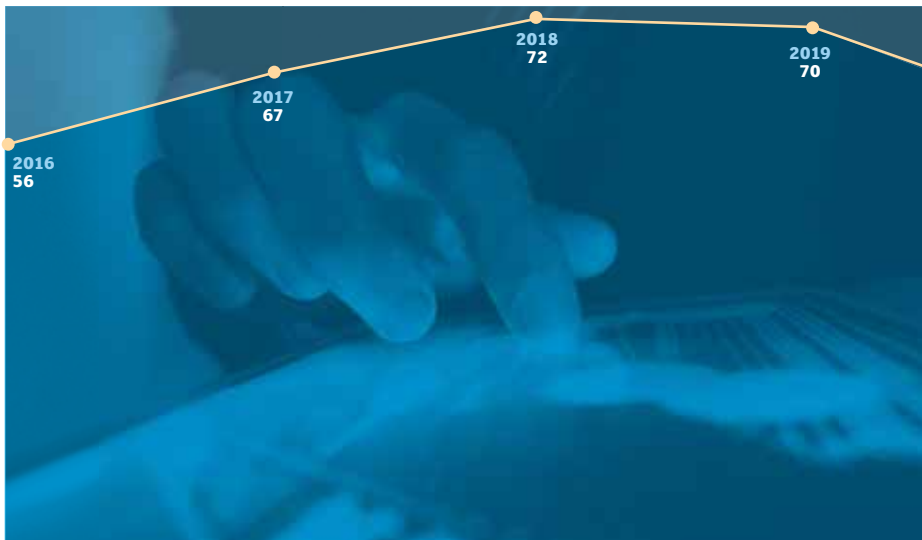
- BJSS
- ParentPay
- Phoenix Datacom
- XMOS

SECTOR AT A GLANCE

56%
THE RECENT GROWTH
RATE FOR LONDON
TECH SCALEUPS

6X
THE GROWTH IN ARTIFICIAL
INTELLIGENCE INVESTMENT
FROM 2014 TO 2018

51.7%
THE INCREASE IN
EMPLOYMENT IN THE TECH
CATEGORY BETWEEN 2011
AND 2018



FEATURED COMPANIES

58 IN 2020

THE NUMBER OF TECHNOLOGY COMPANIES INCLUDED IN THE REPORT FROM 2016–2020

IN THIS SECTION

BJSS, a technology solutions company, is not only focused on organic growth, but making sure it's a rewarding place to work, too. Also, XMOS is at the forefront of voice-activated technology, providing the brains for smart devices

Sources: The Department for Digital, Culture, Media & Sport, Tech Nation/Dealroom, The Creative Industries

OTHER COMPANIES THAT MADE OUR LIST

- Nasstar Plc
- Owtanet
- Six Degrees Group
- Sol-tec
- Wifinity

For the full directory turn to pages 122–145

TECH SAVVY

The Technology & Digital sector is an important growth area for the UK's small and medium-sized enterprises. Figures released by the Department for Digital, Culture, Media & Sport in February 2020 reveal that the UK's Technology & Digital sector added £149bn to the overall UK economy in 2018, more than £400m per day, and accounting for 7.7% of the UK economy.

With digital solutions becoming particularly important for many public and private organisations during the COVID-19 pandemic, it's unsurprising that investors have continued to back technology and digital firms through this period. Despite significant COVID-induced headwinds across the UK, tech firms raised a total of £4.2bn in investment funding between January and June 2020.

London firms alone raised £3.2bn in funding during this period – more than digital businesses in Paris, Stockholm, Berlin and Tel Aviv combined – with Fintech, enterprise software and energy tech firms receiving the biggest shares of this investment. Such resilience in the face of adversity shows that the UK Technology & Digital sector remains a major player on the global stage.



Above: Glynn Robinson,
chairman, BJSS

AGILE SERVICE

BJSS

Sector: Technology
Region: Yorkshire and
the Humber
www.bjss.com

With a 27-year track record of building and providing enterprise-class technology solutions, BJSS counts companies from the Healthcare, Public Sector, Financial Services, Energy and Retail sectors among its clients.

Since 1993, BJSS has grown organically to have 10 offices across the UK, two in the US and one in Portugal, employing 1,350 members of staff. "Our growth strategy is not driven by acquisitions. Instead, we focus on organic growth, being easy to work with and doing the right thing for customers," says Glynn Robinson, BJSS chairman.

"Our growth is dependent on our ability to attract and retain a high calibre of people. We invest heavily in our employer proposition, staff relationships and making BJSS a rewarding and positive place to work," he explains. This ambition is captured in the company's Great Place to Work initiative. This goes beyond employment benefits by finding tangible ways to develop the best working environment for its people. "This initiative is sponsored by the BJSS Board, and it creates an atmosphere where everyone is supported, respected, inspired,

fulfilled and nurtured to achieve their full potential, professional objectives and make the most of their BJSS experience," says Glynn.

Throughout the COVID-19 pandemic, BJSS has maintained robust financial controls and deployed new ways of working to support its remote and distributed teams. It believes it will emerge from the pandemic in a strong position. It chose to maintain its scale and large delivery capability to assist clients with programmes of work that provide continued access to healthcare, mitigate productivity losses, and safeguard the uninterrupted delivery of essential goods and services.

BJSS is prepared for digital innovations and has positioned itself as a preferred partner to manage these innovations on behalf of heavily regulated organisations and government departments. "This helps them to meet the demands of constant change," Glynn concludes.

bjss

MAKING THE GRADE

ParentPay

Sector: Technology

Region: West Midlands

www.parentpay.com

Cashless payment solution ParentPay allows parents to pay securely for day-to-day and one-off items for their children at school, from school dinners and school trips to charity donations and music lessons.

Thanks in part to the academisation of schools, which has accelerated the move towards digital solutions to improve efficiency, Coventry-based ParentPay now provides services to more than 18,500 schools across Europe, including 15,500 in the UK. Last year in the UK alone, ParentPay collected £1.2bn in payments from parents.

Significant growth has also taken place in continental Europe. Following the company's first acquisition in 2018, it has since acquired two new businesses and is the largest supplier of cashless payment solutions to schools in Germany, as well as providing communication and payment solutions to more than 85% of secondary schools in the Netherlands.

Since making its first profit in 2007, ParentPay's revenue grew to £34.6m in 2019. And this success has been noted. In 2019, ParentPay was awarded Tech Growth Business of the Year at the UK Tech Awards for the second time, and was ranked the UK's fifth-best performing privately-owned technology firm by Megabuyte.

Continued growth in the ecommerce market has led ParentPay to utilise its expertise in other digital solutions: Just Education, an online marketplace for supply teacher recruitment, and digital pocket money service nimbl. "The UK leads the European edtech market and has the second-highest adoption of cashless payments. ParentPay is leveraging its market-leading technology and expertise to create a pan-European platform for cashless and school payments," explains Clint Wilson, Corporate Development Director and former CEO of ParentPay.

After 15 years of leading the business, Clint announced former managing director of PayPal UK, Mark Brant, as ParentPay's new CEO. Mark will lead the next ambitious growth phase.



"The UK leads the European edtech market and has the second-highest adoption of cashless payments"

ParentPay allows parents to view school lunch menus and check dietary and nutritional information. Parents can also book and pay in advance



THE EARLY BIRD

Phoenix Datacom

Sector: Technology

Region: South East

www.phoenixdatacom.com

Phoenix Datacom allows its customers to see how its technology solutions will work in a unique setting, whether that's at home or in an office, in advance

Below right: John Carson, Managing Director, Phoenix Datacom

Phoenix Datacom, established in 1984, helps its clients to make security measures resilient, and ensure their networks and applications are always ready to deliver. "Due to the solutions and services we provide to many household names, the chances are that Phoenix Datacom is involved in the enabling and optimisation of many of your daily life activities, such as phone calls, internet browsing, video consumption and financial transactions," says John Carson, Managing Director.

The firm has won awards from its vendor partners in recognition of the technical competence of its engineers and for consistently exceeding business growth targets. Phoenix also conducts extensive technical and sales training for staff, and sponsors business-to-business IT Technical Salesperson (level 3) training for its business development graduates. It also has Cyber Essentials Plus certification.

As a network performance and security company, Phoenix Datacom has been well placed to help its customers adapt to the new normal of working life.

Its Cyberlab, which lets customers see how solutions will work in their unique environments and scenarios, has really come into its own. For example, it has enabled customers to see in advance how homeworking and new business applications will affect their firewalls' performance. The firm has also made it easier for customers to test and access their resources from any location. This is particularly valuable when security tool software updates need to be carried out and tested. And through deception technology, Phoenix Datacom is helping customers to cut through the 'cyber-noise' and remove targeted attacks before they can cause harm, which is particularly helpful at a time when working from home means cybercrime opportunities have greatly increased.



1984

THE YEAR PHOENIX
DATACOM WAS ESTABLISHED

INTO THE DEEP

XMOS

Sector: Technology

Region: South West

www.xmos.com

XMOS describes itself as a “deep tech company at the leading edge of the artificial intelligence of things (AIoT)”, according to its CEO, Mark Lippett. It develops processors that put intelligence, connectivity and enhanced computation at the heart of smart products – essentially providing the brains for smart devices in the home, healthcare, manufacturing, cars and more.

It is also a company of many firsts. XMOS was the first to announce a far-field voice interface for under \$1, which helps smart device manufacturers make voice control more natural, and it was the first to win Amazon Alexa Voice Service qualification for its far-field linear development kit, which helps device manufacturers to embed voice capabilities. The company was also the principal company to launch a fast, flexible and economical crossover processor for the AIoT, which enables connected device manufacturers to embed AI.

Established in 2005 as a spin-out from the University of Bristol, the company now has significant intellectual property, with

over 120 global hardware and algorithm patents. In addition, XMOS’s Chief Scientist is Grammy-award-winning mathematician Kevin Short. So far in 2020, XMOS has developed and launched a new disruptive crossover processor for the AIoT market called xcore.ai. “Fast, flexible and economical, xcore.ai puts intelligence at the core of smart products, opening up a potential \$3trn AIoT market,” says Mark.

He has three pieces of advice for entrepreneurs starting in their field. “First, understand your customer and the challenges they face to ensure you are offering the most valuable solutions. Second, know your unique selling point and be bold in your position in a competitive market. And finally, don’t be afraid to fail, as every failure is a learning step to success.”

Below: Mark Lippett,
CEO, XMOS



120

THE NUMBER OF GLOBAL
HARDWARE AND ALGORITHM
PATENTS XMOS HAS



UK'S TECH SCALEUPS ARE AT THE HEART OF TRUE GROWTH

TECHNOLOGY SOLUTIONS ARE INCREASINGLY DRIVING GROWTH IN THE UK, WITH THE DIGITAL SECTOR GROWING SIX TIMES FASTER THAN THE REST OF THE UK ECONOMY LAST YEAR. NOW IS THE TIME TO FOCUS ON THE FAST-GROWING TECH SCALEUPS

It remains too early to tell how widely the COVID-19 pandemic will impact the Technology sector. Early signs suggest that it has proven more resilient than others and there are widespread examples of how it has helped businesses in other sectors to be the same.

Clearly, the fact that tech solutions are increasingly driving growth in the private and public sector helps. The Digital Technology sector grew six times faster than the rest of the UK economy in 2019 and employs nearly three million people across the country. Over the coming years, businesses, consumers and governments will lean on tech solutions like never before.

But it is equally true that the UK tech ecosystem is built on strong foundations. The 2020 *Tech Nation* report delivered some of the most impressive investment figures UK tech has ever had. Last year, more than £10bn of inward investment was directed into the sector – amounting to more than a third of all tech investment into Europe. Year-on-year, the investment in the UK is higher than in any other country in Europe. And the gap is widening.

Further, there are a potential 95 businesses, based throughout the UK, that, with the right kind of support, are primed to become the tech unicorns of tomorrow. In fact, of the 220,000 tech companies in the UK, nearly 5,000 are classed as high-growth scaleups.

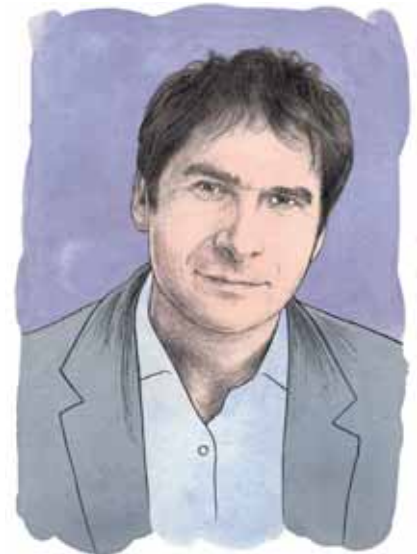
Venture capital invested in high-growth

businesses is most effective when paired with the right kind of support and knowledge networks for scaling. This helps leaders to deliver the kind of agility and company culture needed to operate in a global, dynamic economy.

Over the coming years, scaleup know-how will be increasingly vital. Scaleups are where the smart money is – 82% of inward investment last year went to scaling firms, and in the difficult months and years ahead, this will be more important than ever, as scaleups are the businesses that will provide the substantive gross domestic product growth and create new jobs.

At a time when we know more than ever that we need a more productive economy, we must zero in on where the true growth lies – in the UK's tech scaleups.

“Scaleups are where the smart money is – 82% of inward investment last year went to scaling firms, and in the difficult months and years ahead, this will be more important than ever”



GERARD GRECH
CHIEF EXECUTIVE, TECH NATION

A person wearing a blue t-shirt and blue jeans is standing outdoors. The t-shirt has a small yellow and black logo on the chest. The person's arm is visible, and they are standing on a wooden surface.

LEISURE

While the Leisure sector has seen business disruption due to COVID-19, resilient consumers are keen to spend their valuable free time wisely. In 2019, the UK's Arts, Entertainment and Recreation sector was estimated to be worth over £38.9bn, as consumers' passion for leisure activities continues

COMPANIES FEATURED

- Banana Split
- Blue Diamond
- Cannon Hall Farm
- Rayburn Tours

SECTOR AT A GLANCE

69%
THE GROWTH IN
THE DEMAND FOR
WELLNESS EXPERIENCES

60.45 MILLION
THE NUMBER OF
'STAYCATIONS' TAKEN IN
GREAT BRITAIN IN 2019

2,500
THE ESTIMATED NUMBER OF
MUSEUMS IN THE UK



FEATURED COMPANIES

23 IN 2020

THE NUMBER OF TRAVEL AND LEISURE COMPANIES INCLUDED IN THE REPORT FROM 2016–2020

IN THIS SECTION

Cannon Hall Farm offers families and schools a fun, educational day out, while Banana Split brings its four decades of experience to its clients all around the world

Sources: Museums Association, Mintel, IBISWorld, Spedding Goldthorpe, ONS, Asda

OTHER COMPANIES THAT MADE OUR LIST

- Bristol Zoo
- Mission Mars
- Sykes Cottages
- Waddington Custot

For the full directory turn to pages 122–145

MAKING MEMORIES

In 2019, the UK's Leisure sector as a whole was valued at £111bn, with consumers continuing to see the value in spending on experiences and making memories.

Each year the average family spends approximately £190 on trips to theme parks, £180 on activities such as bowling, mini golf and visiting arcades, £170 on trips to the zoo and £170 on trips to the cinema. On a weekly basis, the average household spends more than £79 on recreation and culture, the largest proportion of which contributes towards package holidays.

The types of exercise and holiday travel the UK is spending money on is also changing. An increase in boutique exercise classes has seen a rise in fitness spending, reaching over £22bn (compared with £17bn in 2010), while individuals are spending more on holidays that specifically include some sort of class or workshop.

TOP BANANA

Banana Split

Sector: Hospitality

Region: London

www.banana-split.com

Banana Split has been planning luxury and internationally renowned social, corporate and non-profit events for more than four decades. It puts on events, both in its geographical home, the UK, and across the globe – and whether it's a small, intimate dinner with friends or booking a global superstar for a milestone event, you name it, Banana Split has done it.

Four directors – two of which are newly appointed – lead the Banana Split team, whose formula for business growth is founded in employee satisfaction. “We are constantly looking for ways to stimulate and energise our team,” says Jamie Simon, Director and Head of Events at Banana Split. “We believe fun and hard work do not need to be mutually exclusive, especially in our industry.”

The full-service events agency has developed its external and internal operations in accordance with growing digital trends, implementing decentralised working for employees and using purpose-built apps to streamline event registration.

Understanding the importance of creating a unique virtual platform to showcase clients’

events has been an essential part of the company's 2020 strategy and has led to an Instagram following of more than 27,000. “Creating that perfect ‘Instagrammable’ image by way of a show-stopping photo opportunity within an events space or a jaw-dropping external installation is what sets us apart,” says Jamie.

In the events market, Jamie says it's especially important that new businesses determine their speciality. “Banana Split offers a variety of services, but this is based on over 40 years of experience, and recognising the distinctive differences between private and social events, and corporate and non-profit,” he says. “Find a niche and focus on it. The most important tip, though, is the client is number one.”

One final word of wisdom from Jamie: “Never stop being curious and learning. You are never the complete article.”

Below right: The Banana Split team



40+

THE NUMBER OF YEARS' EXPERIENCE BANANA SPLIT HAS AS AN EVENTS COMPANY

FIELD DAY

Cannon Hall Farm

Sector: Travel & Leisure

Region: Yorkshire and the Humber

www.cannonhallfarm.co.uk

A family-run working farm, Cannon Hall Farm is a “completely joined-up business and the perfect family day out in Yorkshire”, as Richard Nicholson, Director of Cannon Hall Farm, describes it. With an adventure playground and indoor play area, as well as opportunities to meet the animals, it caters to family outings and educational school trips.

Cannon Hall Farm employs over 350 people in a variety of roles, including farmers, chefs, bakers, and serving staff, and the farm has been voted best farm attraction and best farm shop in the UK. It opened its doors for business in 1989 and has experienced both opportunities and obstacles along the way. “Never has there been a more challenging economic outlook with huge uncertainty ahead. However, we’ve always forged forward despite troubling economic times,” says Richard.

The owner of the farm, Roger Nicholson, came up with the concept of opening to the public, but the bank advised that it would have to be sold as “he’d never be able to support his wife and family”. However, Roger managed to find another bank, opened in 1989 and last year the farm turned over almost £10m.

The company continues to adapt and expand too, and recently opened The Lucky Pup, a dog-friendly café. “After unprecedented success, we are now opening a new dog-friendly restaurant three times larger to cope with increased demand from the dog-owning sector,” says Richard.

Although a relatively traditional business, Cannon Hall Farm has won several awards for its digital marketing, online and through social media. “We have marketed our farming family and business on Facebook, Twitter and Instagram. In some weeks, our Facebook reach has been up to 2.5 million.” Roger recommends taking advantage of social media. “It’s mostly free and it allows you to give your business a personality so people know who you are and can put a face to the organisation.”



“We’ve always forged forward despite troubling economic times”



EVERYTHING'S ROSY

Blue Diamond

Sector: Leisure

Region: South East

www.bluediamond.gg

Blue Diamond is the second-largest garden centre group in the UK, operating 37 sites and employing 3,700 members of staff. The company offers plants and flowers, gardening supplies, furniture and, in some stores, restaurants. However, it hasn't always been a garden business.

In its earliest guise, Blue Diamond emerged as the Fruit Export Company in Guernsey in 1904. The company was created by a group of successful local businessmen who still have family links to the organisation today. Now, Blue Diamond is recognised as a Guernsey success story and continues to be owned and managed on the island with plants still at the heart of the business.

In 2018, Blue Diamond acquired nine stores of a collapsed garden centre chain. "These centres had a collective turnover of £36m and we grew the turnover of these businesses by 42% in one year to £51m. Our retail ethos is to unlock extraordinary growth from existing mature businesses," says Alan Roper, Managing Director of Blue Diamond. In September 2019, the company purchased a further seven centres.

To combat the seasonal nature of garden centres, Blue Diamond's offering of home retail and restaurants help make up 40% of the company's turnover. Its hospitality offering makes the centres more of a destination than simply a place to buy gardening supplies and plants. It also has a number of children's play areas within the centres, so they are suitable for all the family.

"The sector has evolved constantly for more than 30 years and there has been significant diversification that we have mirrored. Approximately 80% of our customers are female and we focus on their needs and expectations within a garden-centre environment. Focus constantly on your customers' needs and you remain relevant through natural evolution," says Alan.



Blue Diamond has expanded its offering to include homeware and furniture



SCHOOLS ON TOUR

Rayburn Tours

Sector: Travel & Leisure

Region: East Midlands

www.rayburntours.com

In business terms, Rayburn Tours organises tailor-made group tours to destinations around the world, with a particular focus on educational and youth trips. But to its clients, the company creates life-changing and confidence-building experiences.

Jamie Boyden, Joint Managing Director, Rayburn Tours explains: "Building every itinerary from scratch, we inspire our groups to seek new adventures, embrace new cultures and learn new skills. There's no substitute for those real-life experiences."

Established in 1965, Rayburn Tours specialises in educational trips, ski trips and sports tours for schools, as well as music tours for youth and adult groups. "School travel is our biggest market and our strategy for the last 10 years has been to expand into all major sectors within the school travel industry. We have a robust rolling three-year plan, which we're constantly monitoring ourselves against," says Jamie.

The long-term strategy provides a solid foundation for the company's recruitment and training. "Our long-term plan enables us to forecast growth areas and therefore recruit new people before they're actually required – ensuring that they're trained and in place for when they're needed," he says.

Rayburn Tours also has a proactive approach to productivity, investing heavily in technology to free up staff to focus on servicing customers. "Your customers are the people who keep the business going," concludes Jamie.

rayburntours

"We inspire our groups to seek new adventures, embrace new cultures and learn new skills"



Above: A Rayburn Tours geography trip to Iceland

Left: A geography tour to Morocco, organised by Rayburn Tours



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SCAN ME



GREEN

The clock is ticking on Britain's 30-year countdown to net-zero carbon emissions, and businesses are joining the race to greener power, transport and waste disposal

COMPANIES FEATURED

- Clarity Environmental
- Community Windpower
- Nurture Landscapes
- Wye Valley Group

SECTOR AT A GLANCE

2050

THE YEAR BY WHICH THE UK
IS COMMITTED TO REACH
NET ZERO-EMISSIONS

20%

THE PROPORTION OF UK
ENERGY PRODUCED THAT
IS RENEWABLE

43.5%

THE HOUSEHOLD RECYCLING
RATE IN 2018/2019, UP
FROM 11.2% IN 2000/2001



FEATURED COMPANIES

13 IN 2020

THE NUMBER OF RECYCLING COMPANIES INCLUDED IN THE REPORT FROM 2016–2020

IN THIS SECTION

Community Windpower is one of the UK's leading renewable energy companies, specialising in onshore wind farm projects. Also, Clarity Environmental provides ethical solutions to help the compliance, recovery and recycling industries

Sources: Energy UK, Department for Environment, Food & Rural Affairs, Statista, The Eco Experts, Sia Partners, ONS, UK Government.

OTHER COMPANIES THAT MADE OUR LIST

- Constantine Wind Energy Ltd
- Good Energy Group
- Greencoat UK Wind

For the full directory turn to pages 122–145

GREEN SPIRIT

It's an exciting time for the green economy in the UK. ONS figures released in January 2020 found that the UK's low carbon and renewable energy economy grew to £46.7bn in 2018, up 4.9% year-on-year. The Government is targeting two million 'green-collar' jobs in the UK by 2030 as part of the nation's 2050 net-zero target, and offshore wind employees are set to triple to 27,000 by 2030 through a new skills package.

While COVID-19 has created many challenges, it appears to have had a positive impact on the green landscape of the UK. It's reported that carbon emissions fell by 36% in the first four weeks of the lockdown.

Furthermore, UK consumers still intend to live more sustainable lives after the pandemic. According to analysis released by The Eco Experts in April this year, 63% of UK adults vowed to switch to more eco-friendly products throughout 2020 and beyond. All this adds up to a time of opportunity for green business in the UK.



Above: Peter Fane,
Managing Director,
Nurture Landscapes

“We are a family business and have stuck to our founding principles”



NURTURING THE ENVIRONMENT

Nurture Landscapes

Sector: Landscape Services

Region: South East

www.nurturelandscapes.co.uk

A horticultural landscaping business, Nurture Landscapes uses sustainably sourced materials in its daily operations, from grounds maintenance to winter gritting. Its recycling rate is 95% for general waste, while green waste is recycled and used as a soil improver. The company also invests in alternative technology to reduce its carbon footprint and has updated its fleet with hybrid vehicles, as well as increasing use of electric handheld machinery to lower emissions.

Customer loyalty is one of the key drivers of success for Nurture Landscapes – 90% of its business comes from existing clients. Also, its top 100 clients have been in the company's portfolio for three years or more, accounting for 67% of its total sales.

Nurture Landscapes has grown through a combination of organic growth and strategic acquisitions of family-owned companies across the country. “We are a family business and have stuck to our founding principles,” explains Peter Fane, Managing Director of Nurture Landscapes. “Acquiring similarly run businesses allows us to widen our geographical

footprint while keeping the feel of the business we started with and adding talented individuals to our team. We are a local business with the resources of a national company.”

In February 2018, the company made its largest acquisition, bringing Royal Warrant holder Gavin Jones into the fold. “The purchase of Gavin Jones was a poignant moment for Nurture, doubling our staff and our turnover,” Peter says. The company also invests in its staff at all levels, and Peter reveals the business spends around £200,000 on training its employees each year. It also offers horticultural apprenticeships with the aim of retaining the staff on completion of their training, and currently supports 50 apprentices. The company is also looking to create a Nurture Academy, an initiative that will identify the ‘rising stars’ within the business in order to fast-track their careers.



ANY WAY THE WIND BLOWS

Community Windpower

Sector: Energy

Region: Scotland

www.communitywindpower.co.uk

Positioned at the forefront of wind energy development, in 2019, Community Windpower's wind farms harnessed enough clean, green energy to power a city the size of Newcastle. The company has grown organically by more than 1,200% over the past 15 years.

Community Windpower continues to invest in local communities, including through its BeGreen brand, which has developed and delivered energy efficiency projects, sustainable investment and tangible benefits for local people. The company also works with schools, colleges and universities to create awareness of the wide range of jobs and careers in the renewable industry, and has employed graduates in its teams, helping them start their careers.

The company has also invested £750m in building renewable energy projects, providing homegrown clean green electricity to Nestlé UK, ENGIE, EDF and Statkraft.

In April 2020, as the growing impact of COVID-19 was being felt in communities across the UK, Community Windpower, alongside its community partners, put together a £255,000

COVID-19 Crisis Fund. "The fund is supporting families, charities, the NHS, schools and food banks across our wind farm communities, taking our investment into local communities past £5m," says Rod Wood, Managing Director of Community Windpower.

"Operating since 2001, we have a dedicated team of highly experienced civil and electrical engineers and environmental professionals who are committed to renewable energy to help reduce the serious threat that Climate Change now poses," adds Rod.

"Renewable energy (wind and solar) is now much cheaper than coal, oil, gas and certainly nuclear, even without the decommissioning and clean-up costs. The Government understands that onshore wind and solar are the cheapest forms of energy and most favoured by the British public," he explains.

Below left: Rod Wood,
Managing Director,
Community Windpower



£750M

THE AMOUNT COMMUNITY
WINDPOWER HAS INVESTED
IN BUILDING RENEWABLE
ENERGY PROJECTS



CRYSTAL CLEAR

Clarity Environmental

Sector: Waste Management

Region: South East

www.clarity.eu.com

With the appetite for sustainability on the rise, complying with environmental regulation is more important than ever. That's where Clarity Environmental steps in. Founded in 2002, the company works with a range of sectors to help businesses reduce their impact on the environment and meet their legal obligations.

Clarity Environmental initially began trading in packaging recovery notes (PRN) – the evidence of recycling needed by packaging producers to comply with the regulations – but the business experienced rapid growth. “Our PRN trading division remains a core part of our business, but we’ve diversified into other areas within our sector, and our business today offers a range of environmental compliance, recycling and recovery services,” says David Honcoop, Managing Director of Clarity Environmental.

Public awareness of plastics and packaging waste is at a high point in its history, and consumers have become increasingly hostile towards excessive and hard-to-use packaging. Together with imminent updates in legislation, the packaging industry is facing unprecedented change. “We pride ourselves on our ability to evolve in the face of external challenges and, as our business has expanded, we have been able to adapt our services. By understanding the needs of our customers and the external forces impacting their businesses – and by increasing resources and expertise – we have developed additional services to support our customers,” says David.

As the business has grown, Clarity Environmental has placed increased focus on staff development. Working in a specialist industry, internal staff progression is essential. “Our successful personal development programme has enabled us to take staff from newcomers to managerial positions in just a few years.” Another positive impact of the business’s growth is the ability to give back through its Clarity Cares charity committee, which has seen more than £100,000 donated to good causes since 2018, says David.



“We pride ourselves on our ability to evolve in the face of external challenges”



Above: The Clarity Environmental team with Hounds for Heroes, one of the charities it has partnered with

Right: David Honcoop, Managing Director, Clarity Environmental





“We continually invest in our team’s training and development”



Above: Copper wires, just one of the materials Wye Valley Metals processes

Left: Wye Valley Metals’ waste recycling facility

HEAVY METAL

Wye Valley Metals

Sector: Waste Management

Region: West Midlands

www.wyevalleygroup.co.uk

Avalon Metals Ltd, trading as Wye Valley Metals, is a metal and trade waste recycling business that runs the single largest waste recycling facility in Herefordshire. The company serves clients throughout the UK, including coverage to 90% of Network Rail’s infrastructure. Sustainability is of utmost importance to Wye Valley Metals and it operates at over a 99.5% recycling recovery rate, with less than 0.5% of waste going to landfill.

Wye Valley Metals is part of the Wye Valley Group of businesses, including Wye Valley Demolition Ltd, Wye Valley Skips Ltd, Warehouse 701 Ltd, and Hereford Quarries Ltd. This has created a synergic group covering waste management, recycling and the supply of reclaimed building materials.

The waste recycling industry is greatly dependent on global developments and is sensitive to changes in the UK and international markets. Wye Valley Metals is continually looking for ways to be less susceptible to outside forces, by producing higher added value products through investment in plant and infrastructure, and subsequently seeking new

and niche destinations for its products. This includes being active as new markets develop when the latest consumer products reach their end-of-life cycle: products such as solar panels, electric cars and the latest TV screens require new handling techniques and processing requirements. “When legislative requirements change, the challenge is to be early to identify these changes, differentiating ourselves from our competitors,” says Gavin Pettigrew, Quality Manager of Wye Valley Metals.

Another key focus area for the group is its personnel. “We continually invest in our team’s training and development. The spread of knowledge through the company and enthusiasm of all employees creates a sound basis to grow the business.”





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www2.lseg.com/sustainablefinance/greenequities



HEALTHCARE

This sector is not resistant to the pervasive impact of technology with artificial intelligence (AI), big data, 5G, robotics and the Internet of Things all set to play an increasing role in public and private healthcare provision

COMPANIES FEATURED

- Fortius Clinic
- Genmed
- LumiraDx
- Oxford Nanopore Technologies



SECTOR AT A GLANCE

240,000

THE NUMBER OF PEOPLE
EMPLOYED IN THE UK'S
LIFE SCIENCE INDUSTRY

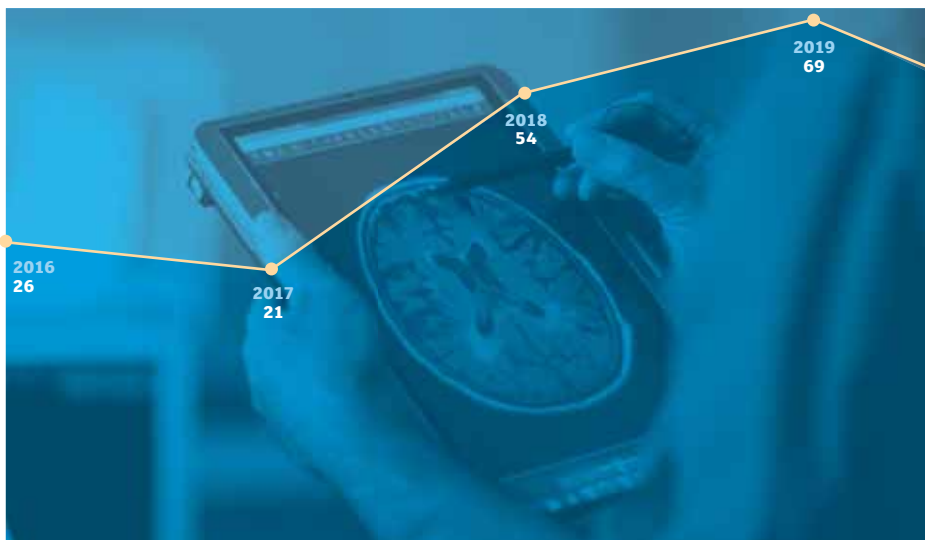
99%

THE ACCURACY OF
MAMMOGRAMS USING AI

OVER 320

HEALTHCARE M&A DEALS
WERE COMPLETED IN 2019
GLOBALLY





FEATURED COMPANIES

49 IN 2020

THE NUMBER OF HEALTHCARE COMPANIES INCLUDED IN THE REPORT FROM 2016–2020

IN THIS SECTION

Oxford Nanopore Technologies' aim is to enable the analysis of any living thing, by any person, in any environment, and LumiraDx has developed COVID-19 antibody and antigen tests

Sources: Santander Corporate & Commercial, Pharmaceutical Technology, PwC, FactSet

OTHER COMPANIES THAT MADE OUR LIST

- Crest Medical
- Medical Imaging Systems Limited
- Oxford PharmaGenesis
- Potens
- Team Medical Devices Limited

For the full directory turn to pages 122–145

FROM STRENGTH TO STRENGTH

The UK is globally recognised as a leading player in Healthcare and Life Sciences, and its position as an innovative market player has only been further affirmed by the COVID-19 pandemic. Demonstrating the country's expertise and ability, AstraZeneca and the University of Oxford are currently developing a potential vaccine, which, if successful, could have life-changing consequences.

The UK's Life Sciences sector generates £70bn in turnover per year and is the largest biotech cluster outside the US. GlaxoSmithKline, one of the top 10 pharma companies in the world, is based in the UK, and the top 20 pharma companies all have a presence in the UK.

Innovation is key to healthcare and biomedicine, and the UK's encouragement of R&D means it is at the forefront of new tech that will transform the future of healthcare and health solutions. Wearable tech, AI and machine learning, genomics and personalised medicine are all being developed by UK-based firms, showing that the industry continues to go from strength to strength.

SUPPORTING ROLE

Genmed

Sector: Healthcare

Region: South East

www.genmed.eu

Since it was founded in 2007, Genmed's story has been one of growth. It now offers the NHS the widest range of vendor-neutral managed service contracts in the market, providing access to capital and managing contracts. The company provides the resources needed by clinical and non-clinical departments in NHS Trusts to deliver patient care, whether that's in surgery, endoscopy, pathology, IT or imaging.

Genmed works in partnership with NHS Trusts to determine what clinical facilities or technology they need to support their strategy and workload. It negotiates with suppliers to manage costs and handles hundreds of supplier contracts, covering consumables, equipment and maintenance. The company also processes orders and invoices for product lines, providing operational support and management of the supply chain in order to deliver the required service level agreements and key performance indicators.

Currently working with 41 Trusts, Genmed manages more than 200 contracts that are worth around £315m. Over the past six years, its turnover has increased 513% and the number of staff has almost tripled from two years ago. Looking to the future, a new company has been incorporated in Dublin with a view to developing key partnerships with large medical suppliers to enter the European healthcare market.

"The key for any start-up is to watch cashflows in and especially outflows very closely," says Genmed Chairman Robin Modak, looking back at how the business has grown over the past 13 years. "Businesses always need more of a financial runway than they think. Small businesses should expect the unexpected and they should plan for it. They should look at what winning a new bit of business really means and the impact internally to support new business."



Right: Robin Modak,
Chairman, Genmed



A JOINT EFFORT

Fortius Clinic

Sector: Healthcare

Region: London

www.fortiusclinic.com

Fortius Clinic was launched in 2009 by a group of 12 specialists who set out to create a centre of excellence in the field of orthopaedic and musculoskeletal (MSK) healthcare. After 11 years of organic growth, Fortius is now the largest single group of orthopaedic and MSK consultants in Europe, with more than 80 world-class specialists, and ranks among the top 20 orthopaedic groups in the world. It operates three outpatient sites in central London, as well as the Fortius Surgical Centre and a Joint Replacement Centre in partnership with Bupa Cromwell Hospital.

The company's outpatient clinics provide consultations, diagnostic scans and interventional radiology services. Patients are treated by sub-specialists who cover the full range of orthopaedics, including hip, knee, groin, shoulder, foot, ankle, spine, hand and wrist, podiatry and pain conditions.

Fortius takes care of more elite athletes than any other MSK provider in Europe and is an accredited FIFA centre of excellence, making it a destination of choice for many

footballers from the UK and beyond. But Chief Executive Jim McAvoy stresses that the clinic's services are for everyone. "We enable people to live a life free from pain and injury," he explains. "Whether they are an elite athlete, an amateur sports person, a city professional or a retired individual, we get people back to doing what they do best."

An increasing focus in the industry is the move towards a value-based healthcare model, where payments are based on patient outcomes. This requires the collection and analysis of data, an area where Fortius is ahead of the curve. "I am passionate about new technology and how it can improve the quality of products and services," says Jim.

This harnessing of technology extends to human resources; the company uses an online talent assessment tool to help to build better individual and team understanding and chemistry, as part of its commitment to continuous improvement.

Below: Jim McAvoy,
Chief Executive,
Fortius Clinic

fortiusclinic



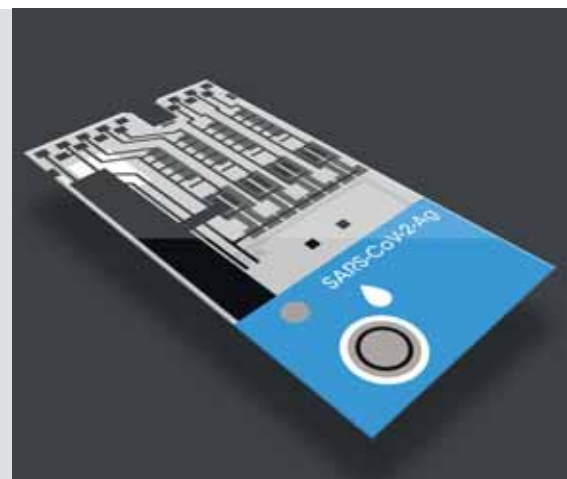
80+

THE NUMBER OF WORLD-
CLASS SPECIALISTS FORTIUS
CLINIC HAS





“LumiraDx developed a SARS-CoV-2 antigen and SARS-CoV-2 antibody tests”



Above: LumiraDx's SARS-CoV-2 antigen test chip

TIMELY DIAGNOSTICS

LumiraDx

Sector: Healthcare

Region: London

www.lumiradx.com

Making diagnostic-led care simpler and more accessible, LumiraDx was founded in 2014 by a group of entrepreneurs with more than three decades of experience. The LumiraDx Platform is designed to deliver lab-comparable diagnostic results at the point of care, within a few minutes. This includes fast and accurate COVID-19 tests. The Platform consists of a small, portable instrument, a microfluidic test strip and seamless, secure digital connectivity to the cloud and hospital IT systems.

Ron Zwanziger, Chair and Chief Executive Officer of LumiraDx, says that the COVID-19 pandemic has been challenging, but has also provided opportunities for the company. “In response to the COVID-19 pandemic and the resulting acute need for timely diagnostic information, LumiraDx developed SARS-CoV-2 antigen and SARS-CoV-2 antibody tests for use in community-based healthcare settings,” he says. LumiraDx is also working on providing access to Flu A/B-SARS-CoV-2 tests on the same test strip and Platform for the upcoming flu season.

Throughout the pandemic, LumiraDx was

identified as a company delivering essential work and, while it moved as much of its workforce as possible to remote working, critical parts of its research and development, laboratory, manufacturing, engineering, quality and support teams continued to work on site in Stirling, Scotland.

Ron says the Healthcare sector is seeing trends towards more community-based healthcare settings and a need for near-patient testing, but the promise of better outcomes and lower costs has not been fully recognised yet. “We believe that to achieve better health outcomes, healthcare providers require comprehensive diagnostic solutions that can provide fast, accurate test results at the point of care for a broad range of their testing needs, all at a reasonable cost,” he explains. The LumiraDx Platform, he hopes, will transform the delivery of healthcare in community-based settings.



“Oxford Nanopore Technologies aims to disrupt the paradigm of biological analysis”



Above: Dr Gordon Sanghera, CEO, Oxford Nanopore Technologies

Left: Oxford Nanopore's MinION device for DNA and RNA sequencing

IN THE RIGHT SEQUENCE

Oxford Nanopore Technologies

Sector: Healthcare

Region: South East

www.nanoporetech.com

Many companies claim to produce cutting-edge technology, but few can say their products have been used in space: Oxford Nanopore Technologies can. Its DNA/RNA sequencing technology is the only sequencing technology that offers real-time analysis, in fully scalable formats from pocket to population scale. Its vision is to enable real-time analysis of any living thing by anyone, anywhere. The portable nature of its MinION device means genome sequencing no longer has to be centralised through laboratories, saving researchers money and allowing them to work quickly in remote locations.

“Oxford Nanopore Technologies aims to disrupt the paradigm of biological analysis by making high-performance, novel DNA/RNA sequencing technology that is accessible and easy to use,” explains Dr Gordon Sanghera, CEO of Oxford Nanopore Technologies.

Since the COVID-19 pandemic began, the company has been working with public health laboratories and researchers globally. “Initially this was to support the rapid sequencing of SARS-CoV-2, the virus that

causes COVID-19. This was vital as public health authorities were trying to understand the identity of the virus, whether it was changing and how it was being transmitted, all in conjunction with other epidemiological data,” says Gordon. More recently, Oxford Nanopore has developed a test called LamPore to detect the virus that causes COVID-19. The test is being rolled out by the UK Government and beyond.

DNA/RNA sequencing is the cornerstone of impressive advances in medicine, helping to shed light on disease and create revolutionary new drugs. “Our electronics-based DNA/RNA sequencing technology is being used in more than 100 countries, for a range of biological research applications,” explains Gordon. “These include large-scale human genomics, cancer research, microbiology, plant science and environmental research.”



PULLING TOGETHER FOR LIFE SCIENCES

THE UK IS A HOUSEHOLD NAME IN THE LIFE SCIENCES AND BIOTECH INDUSTRIES, BUT IT NEEDS INVESTOR SUPPORT. WITH THE RIGHT CAPITAL, IT COULD TRANSFORM THE SECTOR

To build successful life science companies you need three things: great science; great people; and the money to back them to success. The UK is not short of any of these components, but they aren't pulling together in equal measure for our sector. As a result, we have a scaleup challenge and pension savers, in particular, are at risk of missing out on a key growth sector of the economy.

Great science is on our doorstep. We are second only to the US for Nobel Prizes and top universities. The UK is the third global life sciences cluster behind Boston and San Francisco, and we raised a quarter of all European biotech venture capital in 2019. Over two-thirds of European biotech start-ups since 2012 were founded in the UK.

UK biotechs are developing technologies that solve critical global challenges: companies like Oxford Nanopore, which developed the handheld DNA sequencing device used throughout China to diagnose and track the coronavirus; BenevolentAI, which is applying artificial intelligence to speed up and lower the cost of developing new medicines; and Juvenescence, which is searching for the secret to healthy ageing.

Great people are also on our doorstep, and we're also able to attract great people from around the world to work in our labs and our companies. The global size of our

ecosystem means it is less of a risk to take a role in a fast-growing company because highly trained people know they can move to other companies within the cluster without disrupting partners' careers or their children's education. The entrepreneurial flair in the current generation of scientists is fantastic, plus we see an exciting circulation of talent and ideas blurring the boundaries between tech and life sciences.

Finally, capital is on our doorstep in the City but is it seizing the opportunity? Historically, few have participated in the prevailing life sciences boom, but during the pandemic, we've welcomed support from the investor community, with many investing in the sector for the first time. This could be transformative for patients and the economy, and for shareholders, when combined with the global money we already attract – large pharma, US and Chinese venture capitalists are acutely aware of the opportunities. UK institutional and private investors cannot continue to miss out on this rich stream, offshoring this wealth creation opportunity to the US and increasingly Hong Kong and China. By investing in expertise, a virtuous revolving door can be created where UK institutional and retail investors insightfully support growth opportunities over the medium to longer term, see the returns, and keep coming back for more.



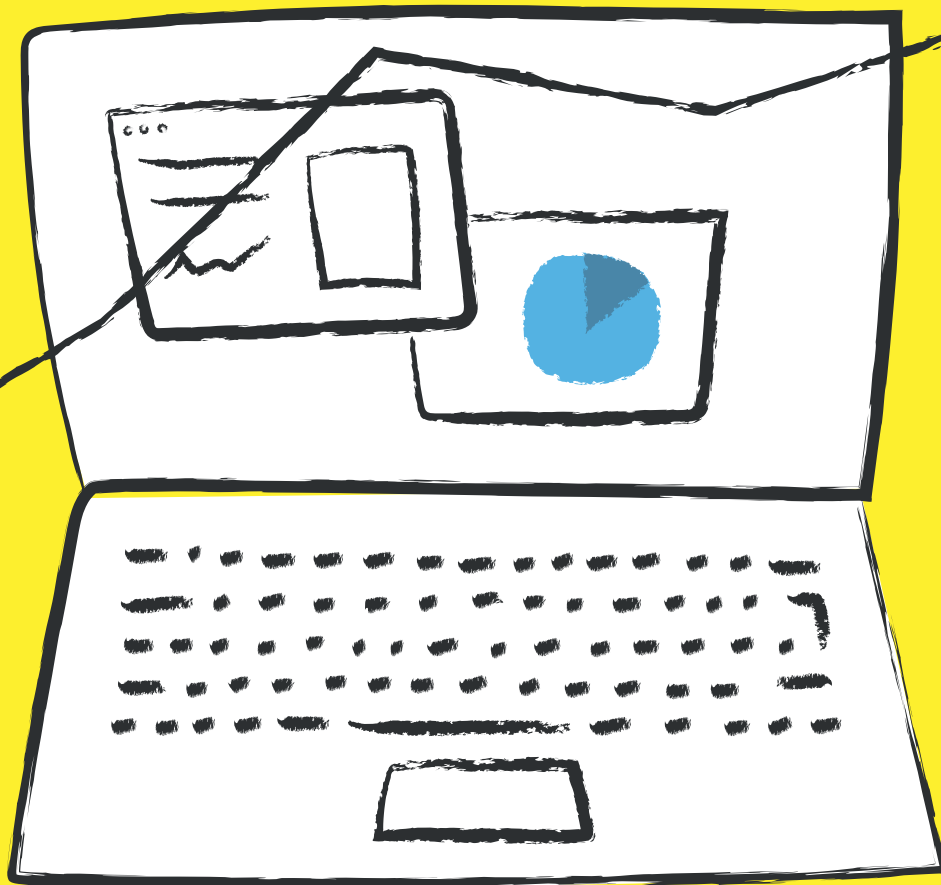
STEVE BATES OBE
CEO, UK BIOINDUSTRY ASSOCIATION

“Historically, few have participated in the prevailing life sciences boom, but during the pandemic, we’ve welcomed support from the investor community, with many investing in the sector for the first time”

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GETTING TO 1000 THE METHODOLOGY

TO BUILD THIS LIST, OUR RESEARCH PARTNER BEAUHURST 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 based on corporate structures as at December 2019. 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 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 report does not reflect company accounts issued in 2020. 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 Beauhurst take any responsibility in relation to such information. Furthermore, neither LSEG nor Beauhurst 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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1000heads pg 29

www.1000heads.com
Sector: Advertising & Marketing
Region: London
Revenue: £20M to £30M

1pm

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

1st CENTRAL

www.1stcentralcareers.com
Sector: Professional Services
Region: South East
Revenue: £100M to £150M

1ST Containers UK Ltd

www.1stcontainers.co.uk
Sector: Transportation Services
Region: London
Revenue: £10M to £20M

2 Moto

www.2moto.co.uk
Sector: Automotive
Region: North East
Revenue: £50M to £75M

24 X 7 Ltd

www.24x7ltd.co.uk
Sector: Transportation Services
Region: East of England
Revenue: £10M to £20M

3B Capital Ltd

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

**A1 Comms**

www.a1comms.co.uk
Sector: Advertising & Marketing
Region: East Midlands
Revenue: £100M to £150M

A1 Engineering Solutions

www.a1-es.com
Sector: Engineering
Region: South West
Revenue: £20M to £30M

AB Dynamics

www.abdynamics.com
Sector: Manufacturing
Region: South West
Revenue: £30M to £40M

Abbeydale Food Group

www.abbeydalefoodgroup.co.uk
Sector: Food & Beverage
Region: Yorkshire and the Humber
Revenue: £20M to £30M

AC Group

www.acplc.net
Sector: Construction Services
Region: East of England
Revenue: £50M to £75M

Accessplc IT Recruitment

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

Account Technologies

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

ACCSYS Technologies Plc

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

Active-Pcb Solutions

www.active-pcb.com
Sector: Manufacturing
Region: South East
Revenue: £10M to £20M

A C Whyte & Co Ltd

www.acwhyte.co.uk
Sector: Construction Services
Region: Scotland
Revenue: £10M to £20M

ADA Fastfix Ltd

www.adafastfix.co.uk
Sector: Construction Services
Region: South East
Revenue: £20M to £30M

Adaptimmune Therapeutics Plc

www.adaptimmune.com
Sector: Healthcare
Region: South East
Revenue: £40M to £50M

Adarma

www.adarma.com
Sector: Professional Services
Region: Scotland
Revenue: £30M to £40M

Adderstone 1993 Ltd

www.adderstonegroup.com
Sector: Construction
Region: North East
Revenue: £10M to £20M

Adept Care Homes

www.adeptcarehomes.co.uk
Sector: Healthcare
Region: East Midlands
Revenue: £10M to £20M

A&D Logistics

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

Aerospares 2000

www.aerospares2000.com
Sector: Engineering
Region: East of England
Revenue: £30M to £40M

Aero Tec Laboratories Ltd

www.atlltd.com
Sector: Manufacturing
Region: South East
Revenue: £10M to £20M

AE Spink Ltd

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

AFH Financial Group Plc

www.afhfinancialgroup.com
Sector: Financial Services
Region: West Midlands
Revenue: £50M to £75M

Age Partnership

www.agepartnership.co.uk
Sector: Financial Services
Region: Yorkshire and the Humber
Revenue: £50M to £75M

Aggarwal Group

www.aggarwalgroup.co.uk
Sector: Pharmaceuticals & Biotechnology
Region: Wales
Revenue: £20M to £30M

Agincare

www.agincare.com
Sector: Healthcare
Region: South West
Revenue: £20M to £30M

Agritrac Exports Ltd

www.hmrtractors.com
Sector: Agriculture
Region: Scotland
Revenue: £10M to £20M

Agriturf Holdings Ltd

www.burdens.com
Sector: Industry Services
Region: East Midlands
Revenue: £20M to £30M

A&H Construction

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

A H Fuel Oils Ltd

www.ahfueloils.com
Sector: Oil & Gas
Region: Northern Ireland
Revenue: £100M to £150M

Ahmad Tea

www.ahmadtea.com
Sector: Food & Beverage
Region: South East
Revenue: £50M to £75M

Aitch Group

www.aitchgroup.com
Sector: Real Estate
Region: London
Revenue: £40M to £50M

AJN Steelstock

www.ajnsteelstock.co.uk
Sector: Metals & Mining
Region: East of England
Revenue: £100M to £150M

AKV Group Ltd

www.akvlt.com
Sector: Construction Services
Region: North East
Revenue: £10M to £20M

Alchemy Metals Group Ltd

www.alchemymetals.com
Sector: Waste Management
Region: East of England
Revenue: £10M to £20M

Algo

www.algo.co.uk
Sector: Construction
Region: Scotland
Revenue: £10M to £20M

All About Food

www.allaboutfoodltd.com
Sector: Food & Beverage
Region: North East
Revenue: £30M to £40M

Alliance Pharma Plc

www.alliancepharma.co.uk
Sector: Healthcare
Region: South West
Revenue: £100M to £150M

Allied Hygiene

www.alliedhygiene.com
Sector: Manufacturing
Region: London
Revenue: £10M to £20M

Alpha Manufacturing Hixon Ltd

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

Alupack Holdings Ltd

www.coppicealupack.com
Sector: Manufacturing
Region: Wales
Revenue: £20M to £30M

Amelia Knight Holdings Ltd

www.ameliaknight.com
Sector: Retail
Region: North East
Revenue: £30M to £40M

AMI

www.ami.international
Sector: Industry Services
Region: South West
Revenue: £10M to £20M

Amino Technologies Plc

www.aminocom.com
Sector: Technology
Region: East of England
Revenue: £50M to £75M

Amius

www.amius.com
Sector: Financial Services
Region: London
Revenue: £10M to £20M

Amoria Bond

www.amoriabond.com
Sector: Professional Services
Region: North East
Revenue: £50M to £75M

Anabas

www.anabas.co.uk
Sector: Professional Services
Region: London
Revenue: £10M to £20M

AnalogFolk

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

Ancasta Topco Ltd

www.ancasta.com
Sector: Leisure
Region: South East
Revenue: £30M to £40M

Angling Direct Plc

www.anglingdirect.co.uk
Sector: Retail
Region: East of England
Revenue: £40M to £50M

Anglo-Norden Forest Products Ltd

www.anglonorden.co.uk
Sector: Construction Services
Region: East of England
Revenue: £30M to £40M

Anglo Pacific Group Plc

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

Animalcare Group Plc

www.animalcaregroup.co.uk
Sector: Pharmaceuticals & Biotechnology
Region: Yorkshire and the Humber
Revenue: £50M to £75M

Antal International

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

Anthesis

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

Anwyl Group

www.anwylgroup.co.uk
Sector: Construction
Region: Wales
Revenue: £75m to £100m

APAC Packaging

www.apacpackaging.com
Sector: Packaging
Region: East Midlands
Revenue: £10M to £20M

Applied Automation

www.appliedautomation.co.uk
Sector: Manufacturing
Region: South West
Revenue: £20M to £30M

APP Wholesale Plc

www.appwholesaleltd.co.uk
Sector: Wholesale
Region: London
Revenue: £150M to £200M

Aptitude Software Group Plc

www.aptitudesoftware.com
Sector: Technology
Region: South East
Revenue: £50M to £75M

Aptus Utilities

www.aptusutilities.co.uk
Sector: Construction Services
Region: North East
Revenue: £40M to £50M

Aquila Truck Centres Ltd

www.aquilatrucks.com
Sector: Automotive Services
Region: West Midlands
Revenue: £10M to £20M

Arcus

www.arcusfm.com
Sector: Professional Services
Region: London
Revenue: £100M to £150M

Ardent Tide

www.ardenttide.co.uk
Sector: Construction Services
Region: London
Revenue: £150M to £200M

Arpo Global Ltd

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

ASD Lighting

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

ASEE

www.aseeltd.com
Sector: Engineering
Region: Northern Ireland
Revenue: £30M to £40M

Ash & Lacy

www.ashandlacy.com
Sector: Construction
Region: West Midlands
Revenue: £40M to £50M

Ashcourt Contracts Ltd

www.sangwin.co.uk
Sector: Industry Services
Region: Yorkshire and the Humber
Revenue: £50M to £75M

Ashley Hotels

www.victoriainn.co.uk
Sector: Hospitality
Region: London
Revenue: £6M to £10M

Ashvale

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

Aspens

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

Aspinal of London pg 48

www.aspinaloflondon.com
Sector: Retail
Region: South East
Revenue: £30M to £40M

Aspire Pharma Holdings Ltd

www.aspirepharma.co.uk
Sector: Healthcare
Region: South East
Revenue: £40M to £50M

Astrak

www.astrakgroup.co.uk
Sector: Industry Services
Region: Scotland
Revenue: £30M to £40M

Athena Care Homes

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

Atlas FM

www.atlasfm.com
Sector: Professional Services
Region: London
Revenue: £75M to £100M

Attraqt Group Plc

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

Augusta & Co

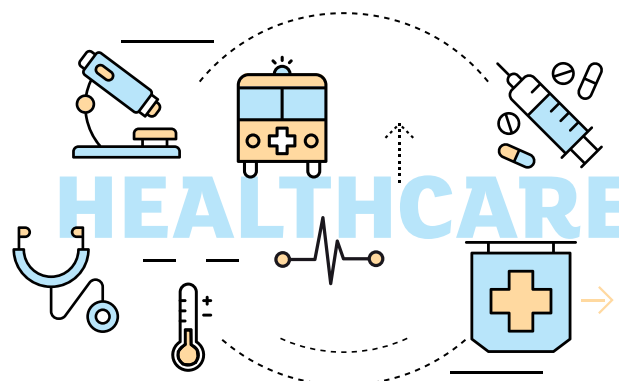
www.augustaco.com
Sector: Financial Services
Region: London
Revenue: £10M to £20M

Aura Metals Ltd

www.aura.co.uk
Sector: Metals & Mining
Region: London
Revenue: £40M to £50M

Austin Fraser

www.austinfraser.com
Sector: Professional Services
Region: South East
Revenue: £40M to £50M



Autoparts & Diagnostics

www.autopartsanddiagnostics.com
 Sector: Automotive Services
 Region: South West
 Revenue: £40M to £50M

Avingtrans Plc

www.avingtrans.plc.uk
 Sector: Energy
 Region: East of England
 Revenue: £100M to £150M

Avonside

www.avonsidegroup.co.uk
 Sector: Industry Services
 Region: North East
 Revenue: £100M to £150M

Avtrade

www.avtrade.com
 Sector: Industry Services
 Region: South East
 Revenue: £150M to £200M

Axis Group

www.axis-groupservices.co.uk
 Sector: Professional Services
 Region: London
 Revenue: £100M to £150M

Aztec Holdings (Europe) Ltd

www.aztecgroupp.co.uk
 Sector: Financial Services
 Region: South East
 Revenue: £30M to £40M

**BA Bush & Son Ltd**

www.bushtyres.co.uk
 Sector: Automotive
 Region: East Midlands
 Revenue: £40M to £50M

Baloo Hire Centres

www.balloohire.com
 Sector: Construction Services
 Region: Northern Ireland
 Revenue: £10M to £20M

Banana Split pg 99

www.banana-split.com
 Sector: Hospitality
 Region: London
 Revenue: £10M to £20M

Barnack Estates

www.barnack.com
 Sector: Construction
 Region: East of England
 Revenue: £10M to £20M

Barstone Ltd

www.smarterinteractive.co.uk
 Sector: Education
 Region: South East
 Revenue: £20M to £30M

Barton Firtop

www.bartonfirtop.co.uk
 Sector: Engineering
 Region: West Midlands
 Revenue: £10M to £20M

Beauty Bay

www.beautybay.com
 Sector: Retail
 Region: North East
 Revenue: £75M to £100M

Beechfield Brands

www.beechfieldbrands.com
 Sector: Retail
 Region: North East
 Revenue: £30M to £40M

Bemaco Steel

www.bemaco.biz
 Sector: Metals & Mining
 Region: Wales
 Revenue: £40M to £50M

Benchmark Holdings

www.benchmarkplc.com
 Sector: Healthcare
 Region: Yorkshire and the Humber
 Revenue: £150M to £200M

Benfleet Scrap Co

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

Bennetts Cranes

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

Bennett's Group

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

Benniman

www.benniman.co.uk
 Sector: Construction
 Region: West Midlands
 Revenue: £50M to £75M

Berkmann Family Holdings Ltd

www.berkmann.co.uk
 Sector: Wholesale
 Region: London
 Revenue: £50M to £75M

Berry Bros & Rudd

www.bbr.com
 Sector: Food & Beverage
 Region: London
 Revenue: £200M to £250M

BETA Pharmaceuticals

www.betapharmaceuticals.co.uk
 Sector: Healthcare
 Region: East of England
 Revenue: £40M to £50M

Bevisol

www.bevisol.com
 Sector: Food & Beverage
 Region: West Midlands
 Revenue: £40M to £50M

Big K (Holdings) Ltd

www.bigk.co.uk
 Sector: Industry Services
 Region: London
 Revenue: £20M to £30M

Bike Alert Plc

www.bikealert.com
 Sector: Wholesale
 Region: London
 Revenue: £20M to £30M

Bilby Plc

www.bilbyplc.com
 Sector: Industry Services
 Region: East of England
 Revenue: £50M to £75M

Bildurn (Properties) Ltd

www.bildurn.co.uk
 Sector: Real Estate
 Region: East Midlands
 Revenue: £50M to £75M

Biome Technologies

www.biometechnologiesplc.com
 Sector: Technology
 Region: South East
 Revenue: £6M to £10M

Bioventix

www.bioventix.com
 Sector: Manufacturing
 Region: South East
 Revenue: £6M to £10M

Bisichi Mining Public Ltd Company

www.bisichi.co.uk
 Sector: Metals & Mining
 Region: London
 Revenue: £40M to £50M

BJSS pg 91

www.bjss.com
 Sector: Technology
 Region: Yorkshire and the Humber
 Revenue: £100M to £150M

Black Swan Care Group

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

Blanchard Wells

www.blanchardwells.co.uk
 Sector: Construction Services
 Region: South East
 Revenue: £30M to £40M

Blue Cube (GB) Ltd

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

Blue Diamond UK Ltd pg 101

www.bluediamond.gg
 Sector: Leisure
 Region: South East
 Revenue: £75M to £100M

Blue Square

www.bluesquare.uk.com
 Sector: Advertising & Marketing
 Region: East of England
 Revenue: £30M to £40M

Blue Tree

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

Bluetree Group pg 24

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

BMSL Group

www.bmsgroupltd.co.uk
 Sector: Professional Services
 Region: North East
 Revenue: £75M to £100M

Boden & Davies Ltd

www.bodensgroup.com
 Sector: Manufacturing
 Region: North East
 Revenue: £10M to £20M

Bolt Markets Ltd

www.boltmarkets.com
 Sector: Financial Services
 Region: London
 Revenue: £10M to £20M

Bond Street Estates Plc

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

Bonhill Group Plc

www.bonhillplc.com
 Sector: Professional Services
 Region: London
 Revenue: £6M to £10M

Bounce

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

BPS Building & Plumbing Supplies

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

BrandAlley UK

www.brandalley.co.uk
Sector: Retail
Region: London
Revenue: £40M to £50M

Brandwatch pg 57

www.brandwatch.com
Sector: Technology
Region: South East
Revenue: £40M to £50M

Bremont Watch Company pg 47

www.bremont.com
Sector: Retail
Region: South East
Revenue: £20M to £30M

BrewDog pg 25

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

Bridges Electrical Engineering

www.bridgesltd.co.uk
Sector: Engineering
Region: South West
Revenue: £20M to £30M

Bristol, Clifton and West of England Zoological Society Ltd

www.bristolzoo.org.uk
Sector: Leisure
Region: South West
Revenue: £10M to £20M

Bri-Stor Systems

www.bri-stor.co.uk
Sector: Manufacturing
Region: West Midlands
Revenue: £30M to £40M

Broadgate Homes

www.broadgate-homes.com
Sector: Construction
Region: East Midlands
Revenue: £10M to £20M

Broadland Properties

www.countrycottageholiday.com
Sector: Hospitality
Region: Yorkshire and the Humber
Revenue: £40M to £50M

Broadoak Systems Ltd

www.leisurekingdom.co.uk
Sector: Automotive
Region: East Midlands
Revenue: £20M to £30M

Brockway Carpets (Holdings) Ltd

www.brockway.co.uk
Sector: Retail
Region: West Midlands
Revenue: £10M to £20M

Brown & Carroll

www.brown-carroll.co.uk
Sector: Construction Services
Region: East of England
Revenue: £40M to £50M

Bruce Taverns

www.brucegroupscotland.co.uk
Sector: Hospitality
Region: Scotland
Revenue: £6M to £10M

Bruntingthorpe

www.bruntingthorpe.com
Sector: Automotive Services
Region: East Midlands
Revenue: £40M to £50M

Bryn Thomas Cranes

www.brynthomascranes.com
Sector: Construction
Region: Wales
Revenue: £10M to £20M

Bulk Powders

www.bulkpowders.co.uk
Sector: Retail
Region: East of England
Revenue: £40M to £50M

Burts Potato Chips

www.burtschips.com
Sector: Food & Beverage
Region: South West
Revenue: £40M to £50M

Business Oil Platform

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

Byrom

www.byrom.plc.uk
Sector: Travel & Leisure
Region: North East
Revenue: £150M to £200M



C4 Carbides

www.c4carbides.com
Sector: Technology
Region: East of England
Revenue: £10M to £20M

Cabot Energy Plc

www.cabot-energy.com
Sector: Oil & Gas
Region: London
Revenue: £6M to £10M

Caddick Group Plc

www.caddick.co.uk
Sector: Construction
Region: Yorkshire and the Humber
Revenue: £200M to £250M

Calastone

www.calastone.com
Sector: Technology
Region: London
Revenue: £30M to £40M

Camelot Care

www.camelotcare.co.uk
Sector: Healthcare
Region: South West
Revenue: £10M to £20M

Cameron Homes

www.cameronhomes.co.uk
Sector: Real Estate
Region: West Midlands
Revenue: £150M to £200M

Camira

www.camirafabrics.com
Sector: Manufacturing
Region: Yorkshire and the Humber
Revenue: £75M to £100M

Campion Homes

www.campionhomes.com
Sector: Construction
Region: Scotland
Revenue: £30M to £40M

Canmoor

www.canmoor.com
Sector: Real Estate
Region: London
Revenue: £30M to £40M

Cannon Hall Farm pg 100

www.cannonhallfarm.co.uk
Sector: Travel & Leisure
Region: Yorkshire and the Humber
Revenue: £6M to £10M

Capital Care Group

www.capitalcaregroup.co.uk
Sector: Healthcare
Region: West Midlands
Revenue: £10M to £20M

Cappagh

www.cappagh.co.uk
Sector: Construction Services
Region: London
Revenue: £40M to £50M

Caravela Coffee

www.caravela.coffee
Sector: Food & Beverage
Region: London
Revenue: £20M to £30M

Car Benefit Solutions

www.carbenefitsolutions.co.uk
Sector: Automotive Services
Region: North East
Revenue: £30M to £40M

Carey London Ltd

www.careylondonltd.co.uk
Sector: Construction Services
Region: East of England
Revenue: £30M to £40M

Carousel Logistics

www.carousel.eu
Sector: Logistics
Region: South East
Revenue: £30M to £40M

Castacrete

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

Castle Dairies

www.castledairies.co.uk
Sector: Food & Beverage
Region: Wales
Revenue: £30M to £40M

Castlerock Recruitment Group

www.crg.uk.com
Sector: Professional Services
Region: North East
Revenue: £50M to £75M

Cave Direct

www.cavedirect.com
Sector: Food & Beverage
Region: South East
Revenue: £20M to £30M

CCS Mclays

www.ccsmlays.co.uk
Sector: Retail
Region: Wales
Revenue: £40M to £50M

CDUK

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

Celsus Group Ltd

www.medical-staffing.co.uk
Sector: Professional Services
Region: East of England
Revenue: £40M to £50M

Celtrade Ltd

www.celstores.com
Sector: Retail
Region: East Midlands
Revenue: £10M to £20M

Centralnic Group Plc

www.centralnic.com
Sector: Technology
Region: London
Revenue: £40M to £50M

Central Park Hotel Ltd

www.centralparklondon.co.uk
Sector: Hospitality
Region: London
Revenue: £10M to £20M

Ceramic Import and Manufacturing Company Ltd

www.cimchome.com
Sector: Wholesale
Region: Scotland
Revenue: £10M to £20M

Ceres Power Holdings Plc

www.cerespower.com
Sector: Technology
Region: South East
Revenue: £10M to £20M

Chainbridge Steel

www.chainbridgesteel.com
Sector: Wholesale
Region: North East
Revenue: £10M to £20M

Chancerygate

www.chancerygate.com
Sector: Real Estate
Region: London
Revenue: £75M to £100M

Charles Jackson & Co

www.cjgrain.co.uk
Sector: Wholesale
Region: East Midlands
Revenue: £20M to £30M

Charles Trent

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

Charlie Bigham's

www.bighams.com
Sector: Food & Beverage
Region: London
Revenue: £50M to £75M

Charlotte Tilbury Beauty

www.charlottetilbury.com
Sector: Retail
Region: London
Revenue: £100M to £150M

Cheevers Howard

www.cheevershoward.co.uk
Sector: Real Estate
Region: London
Revenue: £20M to £30M

Cheshire Mouldings

www.cheshiremouldings.co.uk
Sector: Manufacturing
Region: North West
Revenue: £30M to £40M

Childrensalon

www.childrensalon.com
Sector: Retail
Region: South East
Revenue: £75M to £100M

Chris Bowker Ltd

www.chrisbowker.co.uk
Sector: Engineering
Region: North East
Revenue: £20M to £30M

Chrystal Consulting

www.chrystalconsulting.co.uk
Sector: Professional Services
Region: North East
Revenue: £20M to £30M

**Churchmanor**

www.churchmanor.com
Sector: Real Estate
Region: East of England
Revenue: £10M to £20M

Cirrus Inns

www.cirrusinns.co.uk
Sector: Travel & Leisure
Region: London
Revenue: £20M to £30M

Citygrove

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

City Technical Services

www.citytechnical.co.uk
Sector: Energy
Region: Scotland
Revenue: £20M to £30M

C J Bourne (Asset Management) Ltd

www.seabourne-holdings.com
Sector: Logistics
Region: East of England
Revenue: £30M to £40M

C J Upton Holdings Ltd

www.cjupton.co.uk
Sector: Wholesale
Region: East Midlands
Revenue: £75M to £100M

CK Foods

www.ck-foods.com
Sector: Food & Beverage
Region: Yorkshire and the Humber
Revenue: £20M to £30M

Clarion Solicitors

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

Clarity Environmental Ltd pg 109

www.clarity.eu.com
Sector: Waste Management
Region: South East
Revenue: £20M to £30M

Clerkenwell Films

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

Click Travel

www.clicktravel.com
Sector: Travel & Leisure
Region: West Midlands
Revenue: £200M to £250M

Clipfine

www.clipfine.com
Sector: Construction Services
Region: London
Revenue: £75M to £100M

Cloudcall Group Plc

www.cloudcall.com
Sector: Technology
Region: East Midlands
Revenue: £6M to £10M

Cloudfm Group

www.cloudfmgroup.com
Sector: Industry Services
Region: East of England
Revenue: £50M to £75M

CMB Engineering

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

Coba International Ltd

www.coba.com
Sector: Manufacturing
Region: East Midlands
Revenue: £75M to £100M

Cobalt

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

Coffey Group

www.coffeygroup.com
Sector: Engineering
Region: North East
Revenue: £30M to £40M

Collins Earthworks

www.collinsearthworks.co.uk
Sector: Logistics
Region: East Midlands
Revenue: £75M to £100M

Comex 2000

www.comex2000uk.com
Sector: Telecommunications
Region: East Midlands
Revenue: £50M to £75M

Comland

www.comland.co.uk
Sector: Real Estate
Region: South East
Revenue: £30M to £40M

Commodity Centre

www.commoditycentre.com
Sector: Logistics
Region: East of England
Revenue: £20M to £30M

Commsworld pg 72

www.commsworld.com
Sector: Telecommunications
Region: Scotland
Revenue: £20M to £30M

Community Windpower pg 108

www.communitywindpower.co.uk
Sector: Energy
Region: Scotland
Revenue: £50M to £75M

Complete Utilities

www.completeutilities.co.uk
Sector: Construction Services
Region: South West
Revenue: £30M to £40M

Connect Communications

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

Connect Scaffolding

www.connectscaffolding.co.uk
Sector: Construction Services
Region: East of England
Revenue: £10M to £20M

Conservatory Outlet Group pg 56

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

Constant Air Systems

www.constantair.co.uk
Sector: Industry Services
Region: South East
Revenue: £10M to £20M

Constantine Wind Energy Ltd

www.constantinewindenergy.com
Sector: Energy
Region: South East
Revenue: £10M to £20M

Construction Metal Forming Ltd

www.cmf.uk.com
Sector: Construction Services
Region: Wales
Revenue: £20M to £30M

Continental

www.continental-uk.com
Sector: Oil & Gas
Region: East of England
Revenue: £40M to £50M

Contracts Support Services Ltd

www.csspeople.co.uk
Sector: Professional Services
Region: East of England
Revenue: £20M to £30M

Coordination Group Publications Ltd

www.cgpbooks.co.uk
Sector: Education
Region: North East
Revenue: £30M to £40M

Corley + Woolley

www.corleywoolley.com
Sector: Design
Region: London
Revenue: £30M to £40M

Cornthwaite Holdings Ltd

www.cornthwaiteag.co.uk
Sector: Agriculture
Region: North East
Revenue: £50M to £75M

CorrBoard

www.corrboarduk.com
Sector: Manufacturing
Region: Yorkshire and the Humber
Revenue: £40M to £50M

Countrywide Healthcare Supplies

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

Cousins Group (Contractors) Ltd

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

Crafter's Companion

www.crafterscompanion.co.uk
Sector: Retail
Region: North East
Revenue: £30M to £40M

Creative Composites

www.creativecomposites.co.uk
Sector: Manufacturing
Region: Northern Ireland
Revenue: £20M to £30M

Creightons Plc

www.creightons.com
Sector: Retail
Region: East of England
Revenue: £40M to £50M

Crescendo Biologics

www.crescendobiologics.com
Sector: Healthcare
Region: East of England
Revenue: £6M to £10M

Crest Medical

www.crestmedical.co.uk
Sector: Healthcare
Region: North East
Revenue: £40M to £50M

Crisp Malting Group

www.crispmalt.com
Sector: Food & Beverage
Region: East of England
Revenue: £150M to £200M

Croma Security Solutions Group Plc

www.cssgroupplc.com
Sector: Industry Services
Region: South East
Revenue: £30M to £40M

Crosby Composites

www.crosbycomp.co.uk
Sector: Engineering
Region: East Midlands
Revenue: £10M to £20M

Crown Oil UK

www.crownoiluk.com
Sector: Oil & Gas
Region: North East
Revenue: £150M to £200M

Croxsons

www.croxsons.com
Sector: Wholesale
Region: London
Revenue: £20M to £30M

C Smart Agricultural Services

www.smartagservices.jd-dealer.co.uk
Sector: Agriculture
Region: South West
Revenue: £40M to £50M

Cussins

www.cussins.com
Sector: Real Estate
Region: North East
Revenue: £30M to £40M

Cutting Edge Music (Holdings) Ltd

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

Cyclops Electronics Ltd

www.cyclops-group.com
Sector: Wholesale
Region: Scotland
Revenue: £10M to £20M



D A Cant

www.dacant.co.uk
Sector: Construction Services
Region: East of England
Revenue: £10M to £20M

DACO Scientific

www.daco.co.uk
Sector: Engineering
Region: South East
Revenue: £10M to £20M

Dairy Partners

www.dairypartners.co.uk
Sector: Food & Beverage
Region: South West
Revenue: £75M to £100M

Dalby Holdings Ltd

www.dalby.co.uk
Sector: Engineering
Region: East Midlands
Revenue: £10M to £20M

Daly Holdings

www.novitas.co.uk
Sector: Professional Services
Region: East of England
Revenue: £10M to £20M

Danaher & Walsh

www.danaherandwalsh.co.uk
Sector: Construction Services
Region: East Midlands
Revenue: £20M to £30M

Darrington Healthcare

www.darringtonhealthcare.co.uk
Sector: Healthcare
Region: Yorkshire and the Humber
Revenue: £6M to £10M

Darwin and Wallace

www.darwinandwallace.co.uk
Sector: Food & Beverage
Region: London
Revenue: £10M to £20M

Data Techniques

www.datatechniques.co.uk
Sector: Technology
Region: South East
Revenue: £40M to £50M

Davidsons Homes

www.davidsonsgroup.co.uk
Sector: Real Estate
Region: East Midlands
Revenue: £150M to £200M

David Wood Foods

www.davidwoodfoods.com
Sector: Food & Beverage
Region: South East
Revenue: £75M to £100M

Dawson Wam

www.dawsonwam.co.uk
Sector: Construction Services
Region: Northern Ireland
Revenue: £30M to £40M

Day Webster

www.daywebster.com
Sector: Professional Services
Region: East of England
Revenue: £100M to £150M

DDC Foods

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

Deeley Freed Developments Ltd

www.deeleyfreed.co.uk
Sector: Construction
Region: South West
Revenue: £10M to £20M

Dem-Master

www.dem-master.co.uk
Sector: Construction
Region: Scotland
Revenue: £20M to £30M

Devine Holdings Ltd

www.devinehomes.co.uk
Sector: Construction
Region: South East
Revenue: £50M to £75M

Diamond Resourcing Plc

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

Direct Heating & Plumbing Merchants Ltd

www.directheatingmerchants.co.uk
Sector: Industry Services
Region: East of England
Revenue: £10M to £20M

Direct Insurance Group

www.direct-ins.co.uk
Sector: Financial Services
Region: East of England
Revenue: £10M to £20M

Direct Medics

www.directmedics.com
Sector: Professional Services
Region: Northern Ireland
Revenue: £40M to £50M

Distribution Cable Jointing

www.dcjointing.co.uk
Sector: Engineering
Region: Yorkshire and the Humber
Revenue: £6M to £10M

Dodd Group

www.doddgroup.com
Sector: Construction Services
Region: West Midlands
Revenue: £150M to £200M

Downland Bedding Company

www.downlandbedding.co.uk
Sector: Retail
Region: North East
Revenue: £10M to £20M

D R Collin (Fish) Ltd

www.drcollin.co.uk
Sector: Food & Beverage
Region: Scotland
Revenue: £40M to £50M

drp

www.drpgroup.com
Sector: Advertising & Marketing
Region: West Midlands
Revenue: £30M to £40M

Duftons

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

Dunton Environmental

www.duntonenvironmental.com
Sector: Construction Services
Region: West Midlands
Revenue: £10M to £20M

Dynamic Metals

www.dynamicmetalsltd.com
Sector: Metals & Mining
Region: East of England
Revenue: £10M to £20M

**e92plus**

www.e92plus.com
Sector: Technology
Region: London
Revenue: £50M to £75M

Eagle EYE Solutions Group Plc

www.eagleeye.com
Sector: Advertising & Marketing
Region: South East
Revenue: £10M to £20M

Eaglemoss Capital Ltd

www.eaglemoss.com
Sector: Retail
Region: London
Revenue: £75M to £100M

Eagle Overseas

www.eagleoverseas.com
Sector: Logistics
Region: Northern Ireland
Revenue: £30M to £40M

Eastwood Group Holdings Ltd

www.eastwoodltd.com
Sector: Waste Management
Region: Northern Ireland
Revenue: £10M to £20M

Ebrex

www.ebrexlogistics.com
Sector: Logistics
Region: East of England
Revenue: £30M to £40M

Eccleston Homes

www.ecclestonhomes.co.uk
Sector: Real Estate
Region: North East
Revenue: £10M to £20M

E C Drummond

www.ecdrummond.co.uk
Sector: Food & Beverage
Region: West Midlands
Revenue: £20M to £30M

ECL Civil Engineering Ltd

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

Eclectic Hotels

www.eclectichotels.co.uk
Sector: Hospitality
Region: North East
Revenue: £10M to £20M

ECS Engineering Services

www.ecsengineering.com
Sector: Engineering
Region: East Midlands
Revenue: £10M to £20M

Ede Holdings

www.edehomes.co.uk
Sector: Real Estate
Region: South East
Revenue: £10M to £20M

Edenstone Homes

www.edenstonehomes.com
Sector: Real Estate
Region: Wales
Revenue: £30M to £40M

Edge Innovate

www.edgeinnovate.com
Sector: Manufacturing
Region: Northern Ireland
Revenue: £20M to £30M

Edmond Foods

www.edmondfoods.co.uk
Sector: Food & Beverage
Region: West Midlands
Revenue: £20M to £30M

Edwin James Holdings

www.edwinjamesgroup.co.uk
Sector: Engineering
Region: Scotland
Revenue: £100M to £150M

EFM Global Holdings Ltd

www.efm.global
Sector: Logistics
Region: South East
Revenue: £20M to £30M

Egerton Capital Ltd

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

EGL Homecare

www.eglhomecare.co.uk
Sector: Manufacturing
Region: East of England
Revenue: £50M to £75M

EHA Group

www.ehagroup.co.uk
Sector: Construction
Region: Northern Ireland
Revenue: £20M to £30M

E J Orr Ltd

www.orrsum.co.uk
Sector: Advertising & Marketing
Region: London
Revenue: £20M to £30M

Eland Cables

www.elandcables.com
Sector: Construction Services
Region: London
Revenue: £100M to £150M

Electrical & Mechanical Services (UK) Ltd

www.emsuk.net
Sector: Construction Services
Region: London
Revenue: £6M to £10M

Electrix

www.electrixinternational.com
Sector: Manufacturing
Region: North East
Revenue: £6M to £10M

Elite Fine Foods

www.elitefinefoods.co.uk
Sector: Food & Beverage
Region: South East
Revenue: £30M to £40M

Embark Group Ltd

www.embarkgroup.co.uk
Sector: Financial Services
Region: London
Revenue: £30M to £40M

emerchantpay

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

Emergency One

www.e1group.co.uk
Sector: Engineering
Region: Scotland
Revenue: £40M to £50M

Emerson & Renwick

www.eandr.com
Sector: Engineering
Region: North East
Revenue: £30M to £40M

Empire Tapes

www.empiretapes.com
Sector: Manufacturing
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Empiric Student Property Plc

www.empiric.co.uk
Sector: Real Estate
Region: London
Revenue: £50M to £75M

Empteezy

www.empteezy.co.uk
Sector: Manufacturing
Region: Scotland
Revenue: £30M to £40M

EMS

www.ems-limited.co.uk
Sector: Manufacturing
Region: South East
Revenue: £10M to £20M

Enablelink

www.enablelink.co.uk
Sector: Metals & Mining
Region: West Midlands
Revenue: £30M to £40M

END

www.endclothing.com
Sector: Retail
Region: North East
Revenue: £100M to £150M

Enterprise Control Systems

www.enterprisecontrol.co.uk
Sector: Manufacturing
Region: East Midlands
Revenue: £6M to £10M

EPE International

www.epeinternational.com
Sector: Wholesale
Region: Yorkshire and the Humber
Revenue: £20M to £30M

e-ppl

www.e-ppl.co.uk
Sector: Automotive Services
Region: West Midlands
Revenue: £40M to £50M

EQ Investors

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

Equal Experts

www.equalexperts.com
Sector: Technology
Region: London
Revenue: £75M to £100M

Equals Group Plc

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

Equatorial Traders

www.equatorialtraders.com
Sector: Food & Beverage
Region: London
Revenue: £50M to £75M

Equip Outdoor Technologies

www.equipuk.com
Sector: Retail
Region: East Midlands
Revenue: £50M to £75M

Ergomed

www.ergomedplc.com
Sector: Healthcare
Region: South East
Revenue: £50M to £75M

E&S Heating & Ventilation

www.esgroup.co.uk
Sector: Manufacturing
Region: South East
Revenue: £10M to £20M

ESL

www.electricsystemsltd.com
Sector: Telecommunications
Region: North East
Revenue: £40M to £50M

E T M Construction & Recycling Holdings Ltd

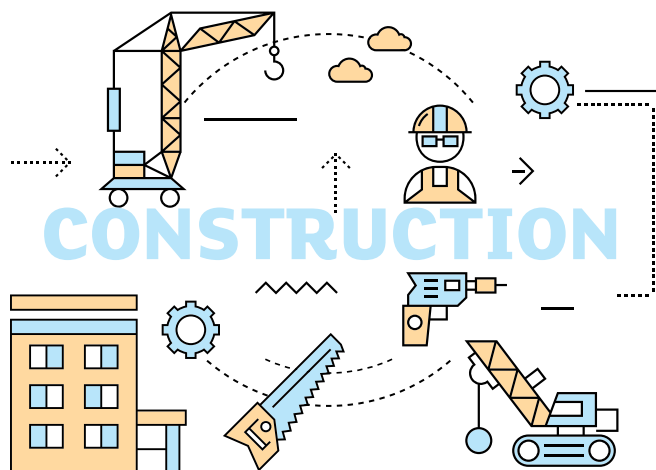
www.etmcontractors.co.uk
Sector: Construction Services
Region: South West
Revenue: £10M to £20M

Eton Bridge Partners

www.etonbridgepartners.com
Sector: Professional Services
Region: South East
Revenue: £40M to £50M

Euro Accessories Ltd

www.euroacc.co.uk
Sector: Construction Services
Region: North East
Revenue: £10M to £20M



Euro Auctions

www.euroauctions.com
Sector: Construction Services
Region: Northern Ireland
Revenue: £100M to £150M

Euro Food Brands

www.eurofoodbrands.co.uk
Sector: Food & Beverage
Region: East Midlands
Revenue: £100M to £150M

European Steel Sheets

www.europeansteelsheets.com
Sector: Manufacturing
Region: West Midlands
Revenue: £20M to £30M

Everyman Media Group Plc

<https://investors.everymancinema.com>
Sector: Entertainment
Region: London
Revenue: £50M to £75M

Evolution Foods

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

Evolution Funding

<https://web.evolutionfunding.com>
Sector: Financial Services
Region: East Midlands
Revenue: £100M to £150M

Exacta Plc

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

Exceed Energy

www.xcd.com
Sector: Energy
Region: Scotland
Revenue: £20M to £30M

ExcelRedstone

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

Exterity Ltd pg 73

www.exterity.com
Sector: Technology
Region: Scotland
Revenue: £10M to £20M

Extons Foods

www.extonsfoods.com
Sector: Food & Beverage
Region: North East
Revenue: £40M to £50M

Extrastaff

www.extrastaff.com
Sector: Professional Services
Region: East of England
Revenue: £30M to £40M

E-zec

www.e-zec.co.uk
Sector: Healthcare
Region: South East
Revenue: £30M to £40M



FAIRVIEW Hotels Ltd

www.fairviewhotels.com
Sector: Travel & Leisure
Region: East of England
Revenue: £30M to £40M

FD Copeland & Sons Ltd

<https://fdcopeland.com>
Sector: Retail
Region: London
Revenue: £20M to £30M

Fentimans

www.fentimans.com
Sector: Food & Beverage
Region: North East
Revenue: £40M to £50M

Ferns Group

www.fernsgroup.co.uk
Sector: Professional Services
Region: South East
Revenue: £40M to £50M

Fevertree Drinks Plc

www.fever-tree.com
Sector: Food & Beverage
Region: London
Revenue: £200M to £250M

FG Curtis Plc

www.curtispackaging.co.uk
Sector: Packaging
Region: South East
Revenue: £10M to £20M

FGS Agri

www.fgsagri.co.uk
Sector: Agriculture
Region: South East
Revenue: £20M to £30M

Fidelius

www.fidelius.co.uk
Sector: Financial Services
Region: South West
Revenue: £10M to £20M

FILMS At 59 Ltd

www.filmsat59.com
Sector: Entertainment
Region: South West
Revenue: £6M to £10M

Filon GRP Ltd

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

Finnebrogue

www.finnebrogue.com
Sector: Food & Beverage
Region: Northern Ireland
Revenue: £75M to £100M

FIRST

www.firstagency.com
Sector: Advertising & Marketing
Region: London
Revenue: £50M to £75M

First Call Contract Services

www.firstcallcontractservices.co.uk
Sector: Professional Services
Region: South East
Revenue: £75M to £100M

First Derivatives Plc

www.firstderivatives.com
Sector: Technology
Region: Northern Ireland
Revenue: £200M to £250M

First People Recruitment Holdings Ltd

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

Flair Rugs

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

Flanagan Group Ltd

www.theflanangroup.com
Sector: Professional Services
Region: North East
Revenue: £20M to £30M

Flannery Plant Hire

www.flanneryplanthire.com
Sector: Construction Services
Region: London
Revenue: £75M to £100M

Fleming Agri-Products

www.fleming-agri.co.uk
Sector: Agriculture
Region: Northern Ireland
Revenue: £10M to £20M

Fletchers Solicitors

www.fletcherssolicitors.co.uk
Sector: Professional Services
Region: North East
Revenue: £20M to £30M

Flooring Superstore

www.flooringsuperstore.com
Sector: Retail
Region: North East
Revenue: £30M to £40M

Fluid

www.fluidhygiene.com
Sector: Industry Services
Region: London
Revenue: £10M to £20M

Folgate Insurance

www.folgateitd.com
Sector: Financial Services
Region: London
Revenue: £6M to £10M

fonaCAB

www.fonacab.com
Sector: Transportation Services
Region: Northern Ireland
Revenue: £20M to £30M

Footsure Western Ltd

www.footsure.net
Sector: Retail
Region: South West
Revenue: £20M to £30M

Fortius Clinic pg 116

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

Forza Doors

www.forza-doors.com
Sector: Manufacturing
Region: South East
Revenue: £10M to £20M

Fountain Food Machinery

www.fountainfoodmachinery.co.uk
Sector: Food & Beverage
Region: East of England
Revenue: £20M to £30M

Four

www.fourcommunications.com
Sector: Advertising & Marketing
Region: London
Revenue: £50M to £75M

FOX Contracts Ltd

www.fox-contracts.com
Sector: Construction
Region: Northern Ireland
Revenue: £20M to £30M

Fragomen (GB) Ltd

www.fragomen.com
Sector: Professional Services
Region: London
Revenue: £75M to £100M

Fragrance Direct (UK) Ltd

www.fragrancedirect.co.uk
Sector: Retail
Region: North East
Revenue: £30M to £40M

Francis Bugler Ltd

www.buglers.co.uk
Sector: Agriculture
Region: South West
Revenue: £10M to £20M

Franke Coffee

www.frankecoffeesystems.co.uk
Sector: Food & Beverage
Region: East of England
Revenue: £20M to £30M

Fred Champion

www.fcgroundworks.com
Sector: Industry Services
Region: South West
Revenue: £50M to £75M

Frontier Developments Plc

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

Fundamental Media

www.fundamentalmedia.com
Sector: Advertising & Marketing
Region: London
Revenue: £75M to £100M

Fundamentals

www.fundamentalsltd.co.uk
Sector: Energy
Region: South West
Revenue: £10M to £20M

Funding Circle

www.fundingcircle.com
Sector: Financial Services
Region: London
Revenue: £100M to £150M

Future Plc

www.futureplc.com
Sector: Advertising & Marketing
Region: South West
Revenue: £100M to £150M

F W S Carter & Sons Ltd

www.greendalebusinesspark.com
Sector: Real Estate
Region: South West
Revenue: £30M to £40M

**GAIL's Bakery Bread Holdings pg 41**

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

Gainford Care Homes

www.gainfordcarehomes.com
Sector: Healthcare
Region: North East
Revenue: £30M to £40M

Galamast

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

GAP

www.gap.uk.com
Sector: Manufacturing
Region: North East
Revenue: £100M to £150M

Gaskells

www.gaskellswaste.co.uk
Sector: Waste Management
Region: North East
Revenue: £10M to £20M

GB Group Plc

www.gbgplc.com
Sector: Technology
Region: North East
Revenue: £100M to £150M

GBA Services

www.gbaserVICES.com
Sector: Logistics
Region: North East
Revenue: £40M to £50M

GCH Capital

www.gchcapital.co.uk
Sector: Manufacturing
Region: London
Revenue: £100M to £150M

Gear4music (Holdings) Plc pg 82

www.gear4musicplc.com
Sector: Entertainment
Region: Yorkshire and the Humber
Revenue: £100M to £150M

General Traffic Ltd

www.generaltraffic.com
Sector: Technology
Region: North East
Revenue: £30M to £40M

Generate

www.generate-fs.co.uk
Sector: Professional Services
Region: London
Revenue: £50M to £75M

Generator Power

https://generator-power.co.uk
Sector: Energy
Region: Yorkshire and the Humber
Revenue: £40M to £50M

Genmed pg 115

www.genmed.eu
Sector: Healthcare
Region: South East
Revenue: £50M to £75M

Geo Kingsbury Holdings Ltd

www.kingsburyuk.com
Sector: Manufacturing
Region: South East
Revenue: £75M to £100M

Geos Group Ltd

www.geosgroup.com
Sector: Oil & Gas
Region: South East
Revenue: £200M to £250M

Gerrards

www.gerrardsonline.co.uk
Sector: Waste Management
Region: London
Revenue: £75M to £100M

G&G Goodfellows

www.goodf.co.uk
Sector: Food & Beverage
Region: North East
Revenue: £6M to £10M

GHB (Holding) Ltd

www.abgint.com
Sector: Manufacturing
Region: West Midlands
Revenue: £75M to £100M

G&H Group

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

Gibson Bros Ltd

www.gibsonbros.co.uk
Sector: Construction
Region: Northern Ireland
Revenue: £10M to £20M

Gift Universe

www.giftuniverse.com
Sector: Retail
Region: South East
Revenue: £50M to £75M

Gigaclear

www.gigaclear.com
Sector: Telecommunications
Region: South East
Revenue: £6M to £10M

Gigging Squid pg 39

www.gigglingsquid.com
Sector: Food & Beverage
Region: South East
Revenue: £20M to £30M

Gima

www.gimauk.com
Sector: Retail
Region: London
Revenue: £30M to £40M

GIMO

www.gimo.co.uk
Sector: Advertising & Marketing
Region: London
Revenue: £10M to £20M

GKR Scaffolding

www.gkrscaffolding.co.uk
Sector: Construction Services
Region: London
Revenue: £30M to £40M

Glasgiven Contracts

www.glasgiven.com
Sector: Construction
Region: Northern Ireland
Revenue: £20M to £30M

Glenmore Holdings Ltd

www.glenmore-group.co.uk
Sector: Construction Services
Region: London
Revenue: £20M to £30M

Glenthorp Ltd

www.lipsyncpost.co.uk
Sector: Entertainment
Region: London
Revenue: £20M to £30M

GLJ Recycling

www.gljrecycling.com
Sector: Waste Management
Region: Wales
Revenue: £20M to £30M

Global Autocare

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

Globaldata Plc

www.globaldata.com
Sector: Technology
Region: London
Revenue: £150M to £200M

Global Technologies Racing Ltd

www.gtrcomposites.com
Sector: Manufacturing
Region: South East
Revenue: £20M to £30M

Globus

www.globus.co.uk
Sector: Retail
Region: North East
Revenue: £50M to £75M

GMI Construction

www.gmiconstructiongroup.co.uk
Sector: Construction
Region: Yorkshire and the Humber
Revenue: £100M to £150M

Goedhuis & Co

www.goedhuis.com
Sector: Food & Beverage
Region: London
Revenue: £20M to £30M

Goldcrest Films

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

Gooch & Housego Plc

www.goochandhousego.com
Sector: Technology
Region: South West
Revenue: £100M to £150M

Good Energy Group Plc

www.goodenergygroup.co.uk
Sector: Energy
Region: South West
Revenue: £100M to £150M

Goodman Masson

www.goodmanmasson.com
Sector: Professional Services
Region: London
Revenue: £50M to £75M

Goonvean

www.goonveanholdings.com
Sector: Manufacturing
Region: South West
Revenue: £40M to £50M

Gordan & Macphail

www.gordonandmacphail.com
Sector: Food & Beverage
Region: Scotland
Revenue: £40M to £50M

GOS Tool & Engineering Services Ltd

www.gosengineering.co.uk
Sector: Engineering
Region: Wales
Revenue: £10M to £20M

Gousto

www.gousto.co.uk
Sector: Food & Beverage
Region: London
Revenue: £40M to £50M

GPF Lewis

www.gpflewis.co.uk
Sector: Construction Services
Region: East of England
Revenue: £30M to £40M

Granada Material Handling

www.gmh.co.uk
Sector: Construction Services
Region: North East
Revenue: £20M to £30M

Grant Instruments

www.grantinstruments.com
Sector: Manufacturing
Region: East of England
Revenue: £6M to £10M

Greencoat UK Wind Plc

www.greencoat-ukwind.com
Sector: Energy
Region: London
Revenue: £200M to £250M

Greenwich Millennium Village Ltd

www.greenwichmillenniumvillage.co.uk
Sector: Real Estate
Region: East of England
Revenue: £75M to £100M

Greig Engineering Ltd

www.greig-eng.co.uk
Sector: Engineering
Region: Scotland
Revenue: £6M to £10M

G-Research

www.gresearch.co.uk
Sector: Financial Services
Region: London
Revenue: £50M to £75M

Gresham House Plc

www.greshamhouse.com
Sector: Financial Services
Region: London
Revenue: £10M to £20M

Gripple pg 65

www.gripple.com
Sector: Manufacturing
Region: Yorkshire and the Humber
Revenue: £75M to £100M

Ground Control

www.ground-control.co.uk
Sector: Industry Services
Region: East of England
Revenue: £100M to £150M

GTS Flexible Materials

www.gts-flexible.com
Sector: Manufacturing
Region: Wales
Revenue: £10M to £20M



H&M Security

www.hmsecurityservices.co.uk
Sector: Industry Services
Region: London
Revenue: £10M to £20M

Habicus Group Ltd

www.silverdoorapartments.com
Sector: Real Estate
Region: London
Revenue: £6M to £10M

Hagan Homes Ltd

www.haganhomes.co.uk
Sector: Construction
Region: Northern Ireland
Revenue: £10M to £20M

Hainsworth

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

Haith Group

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

Halcyon Gallery

www.halcyongallery.com
Sector: Retail
Region: London
Revenue: £75M to £100M

Halsion Holdings

www.halsion.online
Sector: Construction Services
Region: South East
Revenue: £50M to £75M

Handle Freelance Solutions

www.handlefreelancesolutions.co.uk
Sector: Professional Services
Region: London
Revenue: £20M to £30M

Hannon

www.hannontransport.com
Sector: Transportation Services
Region: Northern Ireland
Revenue: £40M to £50M

Hanover Communications

www.hanovercomms.com
Sector: Advertising & Marketing
Region: London
Revenue: £10M to £20M

Harbour Hotels

www.harbourhotels.co.uk
Sector: Travel & Leisure
Region: South West
Revenue: £50M to £75M

Harlow Bros

www.harlowbros.co.uk
Sector: Manufacturing
Region: East Midlands
Revenue: £75M to £100M

Harmor Ltd

www.autocraftds.com
Sector: Manufacturing
Region: East Midlands
Revenue: £20M to £30M

Harold Hinchliffe Ltd

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

Harringtons Builders Plc

www.harringtonsplc.co.uk
Sector: Construction Services
Region: London
Revenue: £30M to £40M

Harris Pye

www.harrispye.com
Sector: Energy
Region: Wales
Revenue: £100M to £150M

Harrison

www.s-harrison.co.uk
Sector: Real Estate
Region: Yorkshire and the Humber
Revenue: £40M to £50M

Hartfordcare

www.hartfordcare.co.uk
Sector: Healthcare
Region: South East
Revenue: £20M to £30M

Harwin

www.harwin.com
Sector: Manufacturing
Region: South East
Revenue: £30M to £40M

Harworth Group Plc

www.harworthgroup.com
Sector: Real Estate
Region: Yorkshire and the Humber
Revenue: £75M to £100M

HAS Technology Group

www.hastl.com
Sector: Professional Services
Region: West Midlands
Revenue: £10M to £20M

Hathaway

www.hathaway-roofing.co.uk
Sector: Construction Services
Region: North East
Revenue: £30M to £40M

HATS Group

www.hatsgroup.com
Sector: Healthcare
Region: London
Revenue: £30M to £40M

Hatzfeld Care

www.hatzfeld.co.uk
Sector: Healthcare
Region: East Midlands
Revenue: £6M to £10M

Hawkins

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

Hawksmoor Group Ltd

www.hawksmoorim.co.uk
Sector: Financial Services
Region: South West
Revenue: £6M to £10M

Haygrove

www.haygrove.com
Sector: Agriculture
Region: West Midlands
Revenue: £75M to £100M

Hayward's

www.jhayward.co.uk
Sector: Transportation Services
Region: West Midlands
Revenue: £10M to £20M

HD Ricketts

www.hdricketts.co.uk
Sector: Construction Services
Region: West Midlands
Revenue: £10M to £20M

HealthHarmonie

www.healthharmonie.co.uk
Sector: Healthcare
Region: West Midlands
Revenue: £6M to £10M

Heathpatch Ltd

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

Heat Trace

www.heat-trace.com
Sector: Manufacturing
Region: North East
Revenue: £10M to £20M

Helios Underwriting Plc

www.huwplc.com
Sector: Insurance
Region: London
Revenue: £30M to £40M

Hemingways Marketing Services

www.hemingways.co.uk
Sector: Advertising & Marketing
Region: Yorkshire and the Humber
Revenue: £75M to £100M

Henbury Ltd

www.henbury.com
Sector: Retail
Region: Scotland
Revenue: £20M to £30M

Henley Homes

www.henley-homes.co.uk
Sector: Construction
Region: London
Revenue: £30M to £40M

Henry Brothers

www.henrybrothers.co.uk
Sector: Construction Services
Region: Northern Ireland
Revenue: £75M to £100M

Hereford Contract Canning

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

Hexagon Leasing

www.hexlease.com
Sector: Transportation Services
Region: East Midlands
Revenue: £20M to £30M

HGF

www.hgf.com
Sector: Legal
Region: Yorkshire and the Humber
Revenue: £50M to £75M

Highlight Horticulture

www.highlight.to
Sector: Agriculture
Region: East Midlands
Revenue: £10M to £20M

HILLS

www.hillsnumberplates.com
Sector: Retail
Region: West Midlands
Revenue: £50M to £75M

Hiscox Plc

www.hiscox.co.uk
Sector: Financial Services
Region: Yorkshire and the Humber
Revenue: £150M to £200M

Home From Home Care

www.homefromhomecare.com
Sector: Healthcare
Region: London
Revenue: £10M to £20M

Home Telecom

www.hometelecom.co.uk
Sector: Telecommunications
Region: South East
Revenue: £10M to £20M

Hopkins Group Ltd

www.hopkinsgroup.ie
Sector: Construction Services
Region: East Midlands
Revenue: £30M to £40M

Hopkins Homes

www.hopkinshomes.co.uk
Sector: Real Estate
Region: East of England
Revenue: £150M to £200M

Horndean Ltd

www.horndeangroup.com
Sector: Engineering
Region: Yorkshire and the Humber
Revenue: £20M to £30M

Hovat

www.hovat.co.uk
Sector: Packaging
Region: South East
Revenue: £10M to £20M

HRS Investments Ltd
www.heatexchangerspares.com
Sector: Industry Services
Region: East of England
Revenue: £30M to £40M

HTL
www.htlgroup.com
Sector: Construction Services
Region: North East
Revenue: £10M to £20M

Hugh Lowe Farms
www.hughlowefarms.com
Sector: Agriculture
Region: South East
Revenue: £10M to £20M

Hydraquip
www.hydraquip.co.uk
Sector: Industry Services
Region: South East
Revenue: £20M to £30M

I

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

Ideagen Plc pg 79
www.ideagenplc.com
Sector: Technology
Region: East Midlands
Revenue: £40M to £50M

Idec Group
www.idectech.com
Sector: Engineering
Region: North East
Revenue: £10M to £20M

Ifse Group Ltd
www.ifse.co.uk
Sector: Construction Services
Region: London
Revenue: £10M to £20M

I Holland
www.tablettingscience.com
Sector: Manufacturing
Region: East Midlands
Revenue: £20M to £30M

IMImobile Plc
www.imimobile.com
Sector: Technology
Region: London
Revenue: £100M to £150M

Impact International
www.impactinternational.com
Sector: Education
Region: North East
Revenue: £20M to £30M

Impax Asset Management Group Plc
www.impaxam.com
Sector: Financial Services
Region: London
Revenue: £50M to £75M

Impex Parts
www.impexparts.net
Sector: Automotive Services
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Inchora
www.inchora.com
Sector: Financial Services
Region: South East
Revenue: £10M to £20M

Independent Talent
www.independenttalent.com
Sector: Entertainment
Region: London
Revenue: £40M to £50M

INFINOX
www.infinox.com
Sector: Financial Services
Region: London
Revenue: £40M to £50M

Innis & Gunn
www.innisandgunn.com
Sector: Food & Beverage
Region: Scotland
Revenue: £20M to £30M

Innovaderma Plc
www.innovaderma.com
Sector: Healthcare
Region: London
Revenue: £10M to £20M

Intel
www.intel.co.uk
Sector: Professional Services
Region: East of England
Revenue: £20M to £30M

Insignia Investments Ltd
www.frisco.co.uk
Sector: Construction Services
Region: East of England
Revenue: £10M to £20M

Inspired Energy Plc
www.inspiredplc.co.uk
Sector: Energy
Region: North East
Revenue: £30M to £40M

Integra Contracts
www.integracontracts.com
Sector: Construction Services
Region: London
Revenue: £20M to £30M

Interactive Investor
www.ii.co.uk
Sector: Financial Services
Region: London
Revenue: £50M to £75M

InXpress
www.inxpress.com
Sector: Transportation Services
Region: North East
Revenue: £10M to £20M

IQ EQ Administration Services (UK) Ltd
www.augentius.com
Sector: Financial Services
Region: London
Revenue: £20M to £30M

Itc (Holdings) Ltd
www.immediatetransport.com
Sector: Transportation Services
Region: South East
Revenue: £10M to £20M

Iverson Tyres
www.iversontyres.com
Sector: Automotive
Region: London
Revenue: £20M to £30M

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

J

J A Ball
www.jaballltd.co.uk
Sector: Construction Services
Region: East Midlands
Revenue: £30M to £40M

J & A Beare
www.beares.com
Sector: Retail
Region: London
Revenue: £40M to £50M

James Hargreaves
www.jhplumb.com
Sector: Industry Services
Region: North East
Revenue: £75M to £100M

Jay-Be
www.jaybe.com
Sector: Retail
Region: Yorkshire and the Humber
Revenue: £10M to £20M

J&B Hopkins
www.jbhopkins.co.uk
Sector: Construction
Region: South East
Revenue: £40M to £50M

JB Kind
www.jbkind.com
Sector: Retail
Region: East Midlands
Revenue: £10M to £20M

J Coffey Group
www.jcoffey.co.uk
Sector: Construction
Region: London
Revenue: £100M to £150M

JD Cooling
www.jdcooling.com
Sector: Industry Services
Region: East of England
Revenue: £10M to £20M

Jeavons Coil
www.jeavonscoil.com
Sector: Wholesale
Region: West Midlands
Revenue: £20M to £30M

JellyCat
www.jellycat.com
Sector: Retail
Region: London
Revenue: £50M to £75M

Jenner
www.jenner-group.co.uk
Sector: Construction
Region: South East
Revenue: £50M to £75M

Jerseytex
www.jerseytex.com
Sector: Manufacturing
Region: West Midlands
Revenue: £20M to £30M

JG FOODS Ltd
www.grapetree.co.uk
Sector: Food & Beverage
Region: West Midlands
Revenue: £20M to £30M

J&K Confectionery
www.jkconfec.co.uk
Sector: Wholesale
Region: North East
Revenue: £20M to £30M

John Bownes
www.johnbownes.co.uk
Sector: Agriculture
Region: North East
Revenue: £10M to £20M

John Bradshaw Ltd pg 64
www.bradshawelectricvehicles.co.uk
Sector: Manufacturing
Region: East of England
Revenue: £10M to £20M

John Good Shipping

www.johngood.co.uk
Sector: Transportation Services
Region: Yorkshire and the Humber
Revenue: £75M to £100M

John Hanlon & Co Ltd

www.loaderhire.com
Sector: Construction Services
Region: East of England
Revenue: £10M to £20M

John King Chains Ltd

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

Johnsons Aggregates

www.johnsonsggregates.com
Sector: Waste Management
Region: East Midlands
Revenue: £10M to £20M

Joie

www.joiebaby.com
Sector: Retail
Region: West Midlands
Revenue: £50M to £75M

Jones Knowles Ritchie pg 31

www.jkrglobal.com
Sector: Advertising & Marketing
Region: London
Revenue: £40M to £50M

Jordeson Timber

www.jordeson.co.uk
Sector: Manufacturing
Region: Yorkshire and the Humber
Revenue: £40M to £50M

J & S Montgomery Ltd

www.jsmontgomery.jd-dealer.co.uk
Sector: Agriculture
Region: Scotland
Revenue: £10M to £20M

JT Atkinson

www.jtatkinson.co.uk
Sector: Retail
Region: North East
Revenue: £75M to £100M

Just Childcare

www.justchildcare.co.uk
Sector: Education
Region: North East
Revenue: £10M to £20M

Just Develop It

www.justdevelop.it
Sector: Financial Services
Region: South East
Revenue: £20M to £30M

**Kainos Group Plc**

www.kainos.com
Sector: Technology
Region: Northern Ireland
Revenue: £150M to £200M

Kane Group

www.kane-group.co.uk
Sector: Construction Services
Region: East of England
Revenue: £20M to £30M

Kantox

www.kantox.com
Sector: Financial Services
Region: London
Revenue: £6M to £10M

Kare Plus

www.kareplus.co.uk
Sector: Healthcare
Region: West Midlands
Revenue: £10M to £20M

KBC Logistics

www.kbclogistics.com
Sector: Transportation Services
Region: East of England
Revenue: £20M to £30M

Kch (UK) Holdings Ltd

www.kingsleyhealthcare.co.uk
Sector: Healthcare
Region: South East
Revenue: £10M to £20M

Kenny Waste Management

www.kennywastemanagement.co.uk
Sector: Waste Management
Region: North East
Revenue: £20M to £30M

Kew Electrical

www.kewelectrical.co.uk
Sector: Wholesale
Region: South East
Revenue: £75M to £100M

Keylite

www.keylitteroofwindows.com
Sector: Manufacturing
Region: Northern Ireland
Revenue: £30M to £40M

Keytree

www.keytree.com
Sector: Technology
Region: London
Revenue: £30M to £40M

KHIPU Networks

www.khipu-networks.com
Sector: Technology
Region: South East
Revenue: £10M to £20M

Kiltane Retail

www.kiltane.com
Sector: Retail
Region: Scotland
Revenue: £10M to £20M

Kinaxia

www.kinaxia.co.uk
Sector: Logistics
Region: North East
Revenue: £100M to £150M

KLT Construction

www.kltconstruction.com
Sector: Construction Services
Region: East of England
Revenue: £50M to £75M

Klyne Aviation

www.saxonair.com
Sector: Transportation Services
Region: East of England
Revenue: £20M to £30M

Knight Harwood

www.knight-harwood.com
Sector: Construction
Region: London
Revenue: £100M to £150M

KPI Recruiting Ltd

www.kpir.co.uk
Sector: Professional Services
Region: North East
Revenue: £10M to £20M

Kromek Group

www.kromek.com
Sector: Manufacturing
Region: North East
Revenue: £10M to £20M

Kurt Orban Partners

www.kopuk.co.uk
Sector: Manufacturing
Region: South East
Revenue: £30M to £40M

**Labels Shopping**

www.labelsshopping.co.uk
Sector: Retail
Region: West Midlands
Revenue: £6M to £10M

Laings Jewellers

www.laingsuk.com
Sector: Retail
Region: Wales
Revenue: £20M to £30M

Laker Vent Engineering

www.lakervent.co.uk
Sector: Engineering
Region: North East
Revenue: £10M to £20M

Lambson

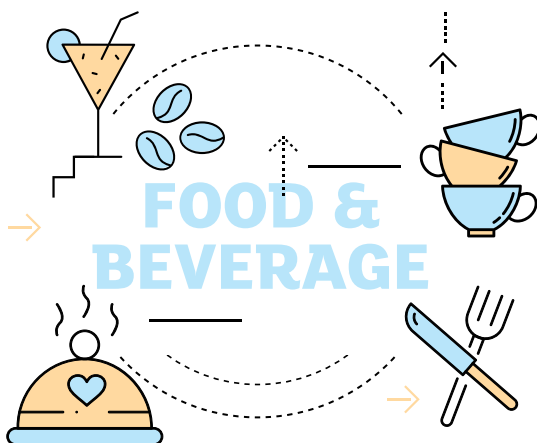
www.lambson.com
Sector: Manufacturing
Region: Yorkshire and the Humber
Revenue: £30M to £40M

Lamont Fireplaces

www.lamontfireplaces.com
Sector: Retail
Region: Northern Ireland
Revenue: £6M to £10M

Landmark

www.landmark-ltd.com
Sector: Construction
Region: South East
Revenue: £40M to £50M



Lane4

www.lane4performance.com
Sector: Professional Services
Region: South East
Revenue: £20M to £30M

Langham Hall Ltd

www.langhamhall.com
Sector: Financial Services
Region: London
Revenue: £10M to £20M

Larchfield Group

www.larchfield.com
Sector: Engineering
Region: South East
Revenue: £10M to £20M

Lasershape

www.lasershape.com
Sector: Metals & Mining
Region: East Midlands
Revenue: £10M to £20M

LCBSG Ltd

www.leonardcurtis.co.uk
Sector: Professional Services
Region: North East
Revenue: £10M to £20M

Lci Helicopters (UK) Ltd

www.lciaviation.com
Sector: Transportation Services
Region: London
Revenue: £30M to £40M

Learning Technologies Group Plc

www.ltgplc.com
Sector: Technology
Region: London
Revenue: £75M to £100M

Len Wright Ltd

www.wrightfarmproduce.co.uk
Sector: Food & Beverage
Region: North East
Revenue: £20M to £30M

LendInvest

www.lendinvest.com
Sector: Real Estate
Region: London
Revenue: £40M to £50M

Lenstore

www.lenstore.co.uk
Sector: Retail
Region: London
Revenue: £6M to £10M

Leon

www.leon.co
Sector: Food & Beverage
Region: London
Revenue: £50M to £75M

Lexstra Plc

www.lexstra.co.uk
Sector: Professional Services
Region: London
Revenue: £6M to £10M

Lindemann Healthcare

www.lindemann.healthcare
Sector: Healthcare
Region: Scotland
Revenue: £6M to £10M

Lioncourt Homes

www.lioncourthomes.com
Sector: Real Estate
Region: West Midlands
Revenue: £75M to £100M

Littlestar Services Ltd

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

Little Tiger Press

www.littletiger.co.uk
Sector: Education
Region: London
Revenue: £20M to £30M

L J Fairburn & Son

www.fairburnseggs.co.uk
Sector: Food & Beverage
Region: East Midlands
Revenue: £75M to £100M

Loadhog

www.loadhog.com
Sector: Packaging
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Loaf

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

Loch Duart pg 71

www.lochduart.com
Sector: Food & Beverage
Region: Scotland
Revenue: £40M to £50M

Lodge Tyre

www.lodgetyre.com
Sector: Automotive
Region: West Midlands
Revenue: £40M to £50M

Logical Personnel Solutions

www.logicalps.com
Sector: Professional Services
Region: Yorkshire and the Humber
Revenue: £50M to £75M

London Pilsner Ltd

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

Long Harbour Holdings Ltd

www.longharbour.com
Sector: Real Estate
Region: London
Revenue: £6M to £10M

Lorimer Care Homes Ltd

www.glenfairn.com
Sector: Healthcare
Region: Scotland
Revenue: £10M to £20M

Loudwater Trade & Finance

www.loudwateruk.com
Sector: Wholesale
Region: London
Revenue: £200M to £250M

Lough Erne Investments Ltd

www.readyeggproducts.com
Sector: Manufacturing
Region: Northern Ireland
Revenue: £50M to £75M

Lpa Group Plc

www.lpa-group.com
Sector: Manufacturing
Region: East of England
Revenue: £20M to £30M

Luceco Plc

www.luceco.com
Sector: Manufacturing
Region: London
Revenue: £150M to £200M

LumiraDx pg 117

www.lumiradx.com
Sector: Healthcare
Region: London
Revenue: £10M to £20M

Lynx (GP) Holdings Ltd

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



M7 Real Estate

www.m7re.eu
Sector: Real Estate
Region: London
Revenue: £50M to £75M

Macai

www.macai-limited.co.uk
Sector: Construction Services
Region: South East
Revenue: £10M to £20M

Macbryde Homes

www.macbryde-homes.co.uk
Sector: Real Estate
Region: Wales
Revenue: £20M to £30M

MADE pg 49

www.made.com
Sector: Retail
Region: Yorkshire and the Humber
Revenue: £150M to £200M

Magowan Tyres (N.I.) Ltd

www.magowantires.co.uk
Sector: Automotive
Region: Northern Ireland
Revenue: £30M to £40M

Maintel Holdings Plc

www.maintel.co.uk
Sector: Advertising & Marketing
Region: London
Revenue: £100M to £150M

MALA

www.mala.co.uk
Sector: Engineering
Region: London
Revenue: £10M to £20M

Malpas Tractors (Wrexham) Ltd

www.malpastractors.co.uk
Sector: Agriculture
Region: Wales
Revenue: £20M to £30M

Mane Contract Services Ltd

www.mane.co.uk
Sector: Professional Services
Region: East of England
Revenue: £50M to £75M

Manolete Partners Plc

www.manolete-partners.com
Sector: Financial Services
Region: London
Revenue: £10M to £20M

Maran (UK) Ltd

www.maranuk.co.uk
Sector: Transportation Services
Region: London
Revenue: £6M to £10M

Maritime House

www.maritimehouse.co.uk
Sector: Metals & Mining
Region: South East
Revenue: £20M to £30M

Mark Allen Group

www.markallengroup.com
Sector: Media
Region: South East
Revenue: £50M to £75M

Marshall Amps

www.marshall.com
Sector: Manufacturing
Region: South East
Revenue: £40M to £50M

Martin Bunzl

www.martinbunzl.co.uk
Sector: Industry Services
Region: London
Revenue: £40M to £50M

Mast Group

www.mast-group.com
Sector: Pharmaceuticals & Biotechnology
Region: North East
Revenue: £20M to £30M

Matchroom Sport

www.matchroomsport.com
Sector: Entertainment
Region: East of England
Revenue: £100M to £150M

Matthew Kibble Transport

www.matthewkibble.com
Sector: Transportation Services
Region: North East
Revenue: £10M to £20M

Maybrook Properties Ltd

www.maybrook.co.uk
Sector: Real Estate
Region: London
Revenue: £6M to £10M

M B Crocker

www.mbcrocker.co.uk
Sector: Agriculture
Region: South West
Revenue: £10M to £20M

Mccarthy Contractors (Bridgend) Ltd

www.jmccarthy.biz
Sector: Construction Services
Region: Wales
Revenue: £6M to £10M

Mclaren Packaging Ltd

www.mclarenpackaging.com
Sector: Packaging
Region: Scotland
Revenue: £20M to £30M

mcs Group

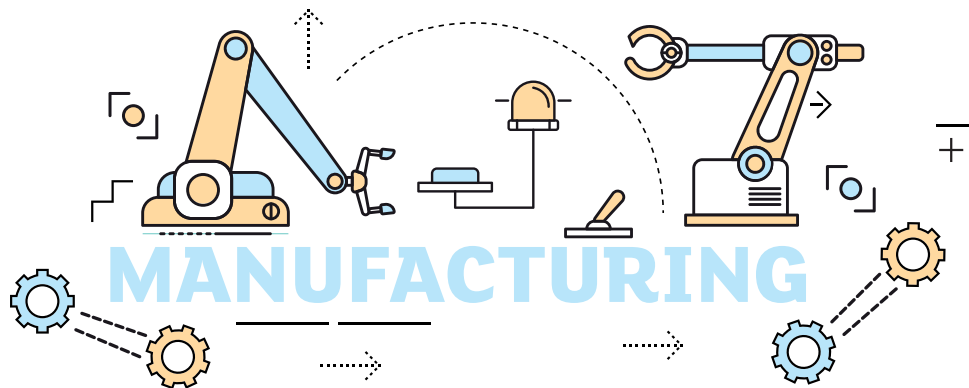
www.mcs-ltd.com
Sector: Construction
Region: West Midlands
Revenue: £100M to £150M

ME+EM

www.meandem.com
Sector: Retail
Region: London
Revenue: £10M to £20M

Mechatherm

www.mechatherm.com
Sector: Industry Services
Region: West Midlands
Revenue: £20M to £30M

**Medical Imaging Systems Ltd**

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

Medtrade

www.medtrade.co.uk
Sector: Pharmaceuticals & Biotechnology
Region: North East
Revenue: £30M to £40M

Meech

www.meech.com
Sector: Manufacturing
Region: South East
Revenue: £10M to £20M

Metropolitan Electrical Services

www.ms-services.co.uk
Sector: Energy
Region: London
Revenue: £20M to £30M

Michael W Halsall Solicitors

www.halsalls.com
Sector: Professional Services
Region: North East
Revenue: £10M to £20M

Michelmersh Brick Holdings Plc

www.mbhplc.co.uk
Sector: Manufacturing
Region: South East
Revenue: £40M to £50M

Mick George

www.mickgeorge.co.uk
Sector: Construction
Region: East of England
Revenue: £150M to £200M

Miers Construction Products

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

Mii Engineering

www.miiengineering.com
Sector: Engineering
Region: Wales
Revenue: £40M to £50M

Millar Tractors Ltd

www.millartractors.com
Sector: Agriculture
Region: Northern Ireland
Revenue: £30M to £40M

Millboard

www.millboard.co.uk
Sector: Construction Services
Region: West Midlands
Revenue: £30M to £40M

Minchem Ltd

www.minchem.co.uk
Sector: Metals & Mining
Region: South East
Revenue: £10M to £20M

Minerva Global

www.minervaglobal.co.uk
Sector: Food & Beverage
Region: South East
Revenue: £100M to £150M

Mission Mars

www.wearemissionmars.com
Sector: Travel & Leisure
Region: North East
Revenue: £20M to £30M

Mitchellson

www.mitchellson.co.uk
Sector: Construction
Region: South East
Revenue: £75M to £100M

MKR

www.meadekingrobinson.co.uk
Sector: Wholesale
Region: North East
Revenue: £50M to £75M

Mleczko Delikatesy

www.mleczkodelikatesy.com
Sector: Food & Beverage
Region: London
Revenue: £30M to £40M

MMR Research Worldwide

www.mmr-research.com
Sector: Advertising & Marketing
Region: South East
Revenue: £40M to £50M

M&M Supplies

www.mmsupplies.com
Sector: Logistics
Region: South East
Revenue: £20M to £30M

Modern Tyres

www.moderntyres.com
Sector: Automotive
Region: Northern Ireland
Revenue: £30M to £40M

Modus

www.modus.space
Sector: Construction
Region: London
Revenue: £100M to £150M

Molson Group

www.molsongroup.co.uk
Sector: Construction Services
Region: South West
Revenue: £150M to £200M

Moneycorp Financial Risk Management Ltd

www.moneycorp.com
Sector: Financial Services
Region: London
Revenue: £10M to £20M

Monica Vinader

www.monicavinader.com
Sector: Retail
Region: East of England
Revenue: £40M to £50M

Montane Ltd

www.montane.co.uk
Sector: Retail
Region: North East
Revenue: £10M to £20M

Moran Logistics

www.moranlogistics.co.uk
Sector: Logistics
Region: East Midlands
Revenue: £50M to £75M

Morris Leslie

www.morrisleslie.com
Sector: Construction Services
Region: Scotland
Revenue: £75M to £100M

Motive Offshore Group

www.motive-offshore.com
Sector: Manufacturing
Region: Scotland
Revenue: £10M to £20M

Mploy

www.mploystaff.com
Sector: Professional Services
Region: South West
Revenue: £30M to £40M

M&S Logistics

www.tankcontaineroperators.com
Sector: Logistics
Region: North East
Revenue: £50M to £75M

Mulgrew Haulage Ltd

www.mulgrew.com
Sector: Transportation Services
Region: Northern Ireland
Revenue: £20M to £30M

MV Commercial

www.mvcommercial.com
Sector: Transportation Services
Region: Scotland
Revenue: £30M to £40M

MVF

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

MyPay

www.mypay.uk.com
Sector: Professional Services
Region: North East
Revenue: £20M to £30M



N20

www.n2o.co.uk
Sector: Advertising & Marketing
Region: South East
Revenue: £30M to £40M

Nason Davis

www.nasondavis.com
Sector: Wholesale
Region: East of England
Revenue: £20M to £30M

Nasstar Plc

www.nasstar.com
Sector: Technology
Region: East Midlands
Revenue: £20M to £30M

Navartis

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

NCI Insurance

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

NCMT

www.ncmt.co.uk
Sector: Technology
Region: South East
Revenue: £40M to £50M

Nemco

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

Neuven

www.neuven.co.uk
Sector: Professional Services
Region: North East
Revenue: £150M to £200M

Newby Foods

www.newbyfoods.com
Sector: Food & Beverage
Region: Yorkshire and the Humber
Revenue: £10M to £20M

New England Seafood

www.neseafood.com
Sector: Food & Beverage
Region: London
Revenue: £150M to £200M

Newland Homes

www.newlandhomes.co.uk
Sector: Real Estate
Region: South West
Revenue: £50M to £75M

Newquip

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

Newton Hale

www.newtonhale.co.uk
Sector: Wholesale
Region: North East
Revenue: £10M to £20M

Newton Hall

www.newton-hall.com
Sector: Hospitality
Region: North East
Revenue: £6M to £10M

Nexus Underwriting

www.nexusunderwriting.com
Sector: Financial Services
Region: London
Revenue: £30M to £40M

NIC Services Group

www.nicgroup.co.uk
Sector: Industry Services
Region: Yorkshire and the Humber
Revenue: £50M to £75M

Nlyte Software Ltd

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

No1 Lounges

www.no1lounges.com
Sector: Travel & Leisure
Region: London
Revenue: £20M to £30M

Nobel Oil E&P (UK) Ltd

www.nobelupstream.com
Sector: Oil & Gas
Region: London
Revenue: £6M to £10M

Northcoast Seafoods

www.northcoastseafoods.co.uk
Sector: Food & Beverage
Region: Yorkshire and the Humber
Revenue: £100M to £150M

Northumberland Estates Ltd

www.northumberlandestates.co.uk
Sector: Real Estate
Region: North East
Revenue: £30M to £40M

Northwood Paper Sales Ltd

www.northwood.co.uk
Sector: Manufacturing
Region: West Midlands
Revenue: £75M to £100M

Norwest Foods International

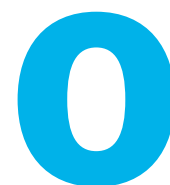
www.norwest-foods.com
Sector: Food & Beverage
Region: North East
Revenue: £100M to £150M

Nurture Landscapes pg 107

www.nurturelandscapes.co.uk
Sector: Landscape Services
Region: South East
Revenue: £50M to £75M

NWH Group

www.nwhgroup.co.uk
Sector: Waste Management
Region: Scotland
Revenue: £40M to £50M



Oakbrook Finance

www.oakbrookfinance.com
Sector: Financial Services
Region: East Midlands
Revenue: £50M to £75M

Oakfield

www.oakfieldfood.co.uk
Sector: Wholesale
Region: East of England
Revenue: £200M to £250M

Oakmont Construction

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

Ocean Fish

www.ocean-fish.co.uk
Sector: Food & Beverage
Region: South West
Revenue: £30M to £40M

OCL Facades

www.oclfacades.com
Sector: Construction
Region: East of England
Revenue: £50M to £75M

Odfjell Drilling Shetland Ltd

www.odfjelldrilling.com
Sector: Oil & Gas
Region: Scotland
Revenue: £100M to £150M

OE Electrics

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

Off-Piste Wines

www.offpistewines.com
Sector: Food & Beverage
Region: South West
Revenue: £30M to £40M

Oilfast

www.oilfast.co.uk
Sector: Logistics
Region: Scotland
Revenue: £75M to £100M

Oldham Seals Ltd

www.oldhamseals.co.uk
Sector: Engineering
Region: South East
Revenue: £10M to £20M

Oliver Connell & Son

www.oliverconnell.com
Sector: Construction Services
Region: London
Revenue: £75M to £100M

One Stop Recycling

www.onestoprecycling.co.uk
Sector: Waste Management
Region: West Midlands
Revenue: £40M to £50M

Onecom Group

www.onecom.co.uk
Sector: Telecommunications
Region: South East
Revenue: £75M to £100M

On The Beach Group Plc
www.onthebeachgroupplc.com
Sector: Travel & Leisure
Region: North East
Revenue: £100M to £150M

Openview Group Ltd
www.openviewgroup.com
Sector: Technology
Region: London
Revenue: £40M to £50M

Optimum Group Services
www.weareoptimum.com
Sector: Industry Services
Region: London
Revenue: £50M to £75M

Orbital Payroll Group
www.orbitalservices.co.uk
Sector: Professional Services
Region: Yorkshire and the Humber
Revenue: £75M to £100M

Orega
www.orega.com
Sector: Construction
Region: London
Revenue: £10M to £20M

Origin Packaging
www.originltd.com
Sector: Packaging
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Owens (Road Services) Ltd
www.owensgroup.uk
Sector: Transportation Services
Region: Wales
Revenue: £50M to £75M

Owtanet
www.owta.net
Sector: Technology
Region: South West
Revenue: £30M to £40M

Oxford Biomedica Plc pg 25
www.oxfordbiomedica.co.uk
Sector: Healthcare
Region: South East
Revenue: £50M to £75M

Oxford Economics
www.oxfordeconomics.com
Sector: Financial Services
Region: South East
Revenue: £30M to £40M

Oxford Nanopore Technologies pg 118
www.nanoporetech.com
Sector: Healthcare
Region: South East
Revenue: £30M to £40M

Oxford PharmaGenesis
www.pharmagenesis.com
Sector: Healthcare
Region: South East
Revenue: £20M to £30M



Packt Publishing
www.packtpub.com
Sector: Retail
Region: West Midlands
Revenue: £10M to £20M

Padwicks Travel (Wembley) Ltd
www.travelpack.com
Sector: Travel & Leisure
Region: London
Revenue: £75M to £100M

Page Holdings Ltd
www.pageholdings.co.uk
Sector: Automotive Services
Region: South East
Revenue: £10M to £20M

Pageant Media Holdings Ltd
www.pageantmedia.com
Sector: Financial Services
Region: London
Revenue: £20M to £30M

Pakeeza Dairies
www.pakeeza.co.uk
Sector: Food & Beverage
Region: North East
Revenue: £30M to £40M

Palletline
www.palletline.co.uk
Sector: Transportation Services
Region: West Midlands
Revenue: £100M to £150M

ParentPay pg 92
www.parentpay.com
Sector: Technology
Region: West Midlands
Revenue: £30M to £40M

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

Patronus Partners Ltd
www.patronuspartners.com
Sector: Financial Services
Region: London
Revenue: £6M to £10M

Payen
www.payen.com
Sector: Technology
Region: London
Revenue: £6M to £10M

PCT Healthcare
www.pcthealthcare.com
Sector: Healthcare
Region: North East
Revenue: £100M to £150M

PDM
www.pdmproduce.co.uk
Sector: Food & Beverage
Region: West Midlands
Revenue: £50M to £75M

PDQ Airspares
www.pdq-airspares.co.uk
Sector: Engineering
Region: South East
Revenue: £30M to £40M

Pelican Engineering Co. Ltd
www.pelican-eng.co.uk
Sector: Engineering
Region: Yorkshire and the Humber
Revenue: £40M to £50M

Penlaw & Company Ltd
www.penlaw.co.uk
Sector: Construction Services
Region: East of England
Revenue: £40M to £50M

Pentland Homes
www.pentlandhomes.co.uk
Sector: Construction
Region: South East
Revenue: £40M to £50M

Peter Ward Homes
www.peterwardhomes.co.uk
Sector: Construction
Region: Yorkshire and the Humber
Revenue: £20M to £30M

PF Jones (Diesel Services) Ltd
www.pfjones.co.uk
Sector: Automotive
Region: North East
Revenue: £20M to £30M

Phoenix Datacom pg 93
www.phoenixdatacom.com
Sector: Technology
Region: South East
Revenue: £20M to £30M

Phoenix Global Resources Plc
www.phoenixglobalresources.com
Sector: Oil & Gas
Region: London
Revenue: £100M to £150M

Phoenox Textiles
www.phoenox.co.uk
Sector: Manufacturing
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Pieminister
www.pieminister.co.uk
Sector: Food & Beverage
Region: South West
Revenue: £10M to £20M

Pipers Crisps
www.piperscrisps.com
Sector: Food & Beverage
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Pivotal
www.wearepivotal.io
Sector: Financial Services
Region: South East
Revenue: £6M to £10M

Plantforce Rentals
www.plantforce.com
Sector: Construction Services
Region: South West
Revenue: £20M to £30M

Polyteck Building Services
www.polyteck.co.uk
Sector: Construction
Region: London
Revenue: £30M to £40M

Poppies Europe
www.poppieseurope.com
Sector: Manufacturing
Region: North East
Revenue: £20M to £30M

Portland Investment Group Ltd
www.masterstaff.co.uk
Sector: Professional Services
Region: Yorkshire and the Humber
Revenue: £50M to £75M

Potens
www.potens-uk.com
Sector: Healthcare
Region: North East
Revenue: £30M to £40M

Pottermore
www.uk.shop.pottermore.com
Sector: Entertainment
Region: London
Revenue: £30M to £40M

Power Health
www.powerhealth.co.uk
Sector: Food & Beverage
Region: Yorkshire and the Humber
Revenue: £6M to £10M

PP Group
www.ppgroupltd.co.uk
Sector: Manufacturing
Region: North East
Revenue: £10M to £20M

Pragnell
www.pragnell.co.uk
Sector: Retail
Region: West Midlands
Revenue: £50M to £75M

Precise Component Manufacture Ltd
www.pcml.co.uk
Sector: Engineering
Region: London
Revenue: £10M to £20M

Precon Products

www.preconproducts.co.uk
Sector: Construction Services
Region: East of England
Revenue: £30M to £40M

Premier Technical Services Group

www.ptsg.co.uk
Sector: Industry Services
Region: Yorkshire and the Humber
Revenue: £50M to £75M

President Energy Plc

www.presidentpc.com
Sector: Oil & Gas
Region: Yorkshire and the Humber
Revenue: £30M to £40M

Price Building Services

www.pricebuilding.com
Sector: Construction Services
Region: London
Revenue: £30M to £40M

Pricecheck

www.pricecheck.uk.com
Sector: Wholesale
Region: Yorkshire and the Humber
Revenue: £75M to £100M

Prima Cheese

www.primacheese.com
Sector: Food & Beverage
Region: North East
Revenue: £50M to £75M

PRM Group

www.prm ltd.co.uk
Sector: Logistics
Region: Northern Ireland
Revenue: £30M to £40M

Proseal

www.proseal.com
Sector: Food & Beverage
Region: North East
Revenue: £50M to £75M

Pure pg 40

www.pure.co.uk
Sector: Food & Beverage
Region: London
Revenue: £10M to £20M



QS Quacquarelli Symonds

www.qs.com
Sector: Education
Region: London
Revenue: £30M to £40M

QualitySolicitors Davisons

www.qualitysolicitors.com>davisons
Sector: Legal
Region: West Midlands
Revenue: £6M to £10M

Quest Employment

www.questemployment.co.uk
Sector: Professional Services
Region: East Midlands
Revenue: £50M to £75M

QXTEL

www.qxtel.com
Sector: Telecommunications
Region: London
Revenue: £100M to £150M



Rack Systems

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

RadioWorks Group pg 33

www.radioworks.co.uk
Sector: Advertising & Marketing
Region: London
Revenue: £20M to £30M

RAL

www.regionalairportslimited.com
Sector: Travel & Leisure
Region: South East
Revenue: £20M to £40M

RAM Tubulars Scotland Ltd

www.ramtubulars.co.uk
Sector: Construction
Region: Scotland
Revenue: £10M to £20M

Rapid Action Packaging

www.rapuk.com
Sector: Packaging
Region: London
Revenue: £30M to £40M

Rapid Electrical Distributors

www.rapidelectrical.com
Sector: Construction Services
Region: South East
Revenue: £10M to £20M

Rayburn Tours (Holdings) Ltd pg 102

www.rayburntours.com
Sector: Travel & Leisure
Region: East Midlands
Revenue: £10M to £20M

Rayner

www.rayner.com
Sector: Healthcare
Region: South East
Revenue: £30M to £40M

Reaction Engines

www.reactionengines.co.uk
Sector: Engineering
Region: South East
Revenue: £10M to £20M

Reassured

www.reassured.co.uk
Sector: Financial Services
Region: South East
Revenue: £30M to £40M

Rebound Group

www.reboundeu.com
Sector: Industry Services
Region: South East
Revenue: £100M to £150M

Recycling UK

www.recyclinguk.biz
Sector: Waste Management
Region: North East
Revenue: £30M to £40M

Red House Foods

www.redhousefoods.co.uk
Sector: Food & Beverage
Region: South West
Revenue: £20M to £30M

Red Industries

www.redindustries.co.uk
Sector: Waste Management
Region: West Midlands
Revenue: £20M to £30M

Reflex Vehicle Hire

www.reflexvehiclehire.com
Sector: Transportation Services
Region: East Midlands
Revenue: £30M to £40M

Regal Food Products

www.rfplc.com
Sector: Food & Beverage
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Remsdaq

www.remsdaq.com
Sector: Technology
Region: Wales
Revenue: £10M to £20M

Renaker

www.renakerbuild.com
Sector: Real Estate
Region: North East
Revenue: £100M to £150M

Repaircraft Plc

www.repaircraft.com
Sector: Manufacturing
Region: South East
Revenue: £6M to £10M

REPL

www.repl.com
Sector: Manufacturing
Region: South West
Revenue: £30M to £40M

REPL Group

www.replgroup.com
Sector: Professional Services
Region: West Midlands
Revenue: £20M to £30M

Republic of Media

www.republicofmedia.co.uk
Sector: Advertising & Marketing
Region: North East
Revenue: £75M to £100M

Restore Plc

www.restoreplc.com
Sector: Industry Services
Region: London
Revenue: £150M to £200M

Result Clothing

www.resultclothing.com
Sector: Retail
Region: East of England
Revenue: £30M to £40M

RH Developments

www.rhdevelopments.com
Sector: Real Estate
Region: East Midlands
Revenue: £30M to £40M

Rhenus Warehousing Solutions

www.rhenus.com
Sector: Logistics
Region: East Midlands
Revenue: £30M to £40M

Rhokett

www.rhokett.co.uk
Sector: Food & Beverage
Region: South East
Revenue: £20M to £30M

Rhpoint

www.rhpoint.com
Sector: Engineering
Region: South East
Revenue: £10M to £20M

Richard Austin Alloys

www.raaltd.com
Sector: Wholesale
Region: Scotland
Revenue: £150M to £200M

Richmond Group

www.therichmondgroup.co.uk
Sector: Financial Services
Region: Scotland
Revenue: £200M to £250M

Rinus Roofing Supplies
www.rinusroofingsupplies.co.uk
Sector: Construction Services
Region: North East
Revenue: £50M to £75M

Ripe Thinking
www.ripeinsurance.co.uk
Sector: Financial Services
Region: North East
Revenue: £10M to £20M

R Kennedy & Co (NI) Ltd
www.rkennedy.co.uk
Sector: Agriculture
Region: Northern Ireland
Revenue: £20M to £30M

Robert Leonard Group Ltd
www.robert-leonard.com
Sector: Real Estate
Region: East of England
Revenue: £6M to £10M

Robson
www.robson.co.uk
Sector: Technology
Region: Yorkshire and the Humber
Revenue: £20M to £30M

Rogers Stirk Harbour + Partners (Holdings) Ltd
www.rsh-p.com
Sector: Design
Region: London
Revenue: £20M to £30M

Ross Care Holdings Ltd
www.rosscare.co.uk
Sector: Healthcare
Region: North East
Revenue: £10M to £20M

Royston
www.royston.co.uk
Sector: Construction Services
Region: North East
Revenue: £20M to £30M

RSK Group
www.rsk.co.uk
Sector: Industry Services
Region: North East
Revenue: £200M to £250M

R Swain & Sons Ltd
www.rswain.com
Sector: Logistics
Region: South East
Revenue: £50M to £75M

RTD Crawford
www.rtdcrawford.com
Sector: Wholesale
Region: Northern Ireland
Revenue: £20M to £30M

Russell Group
www.russells.uk.com
Sector: Agriculture
Region: Yorkshire and the Humber
Revenue: £50M to £75M

Russel Taylor
www.russell-taylor.co.uk
Sector: Professional Services
Region: North East
Revenue: £100M to £150M

Rutland Cycling
www.rutlandcycling.com
Sector: Retail
Region: East Midlands
Revenue: £20M to £30M

R&W
www.rwcivilengineering.co.uk
Sector: Construction Services
Region: South East
Revenue: £40M to £50M

R W Armstrong & Sons
www.rwarmstrong.co.uk
Sector: Construction
Region: South East
Revenue: £50M to £75M



Safedale
www.safedale-ltd.co.uk
Sector: Healthcare
Region: London
Revenue: £10M to £20M

Sahara
www.saharaav.com
Sector: Technology
Region: South East
Revenue: £50M to £75M

Salt Recruitment Group
www.welovesalt.com
Sector: Professional Services
Region: London
Revenue: £40M to £50M

SAM
www.samonline.co.uk
Sector: Manufacturing
Region: Northern Ireland
Revenue: £30M to £40M

Sandbag pg 30
www.sandbagheadquarters.com
Sector: Media
Region: South East
Revenue: £20M to £30M

Sargents Bakeries
www.sargentsbakeries.co.uk
Sector: Food & Beverage
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Saul D Harrison & Sons Plc
www.harrisonwipes.co.uk
Sector: Retail
Region: London
Revenue: £10M to £20M

Science In Sport Plc
www.scienceinsport.com
Sector: Retail
Region: London
Revenue: £20M to £30M

Scotia Double Glazing
www.scotiawindowsanddoors.co.uk
Sector: Manufacturing
Region: Scotland
Revenue: £10M to £20M

Scott Group
www.scottgroupltd.com
Sector: Industry Services
Region: Scotland
Revenue: £150M to £200M

Scott Parnell
www.scottparnell.com
Sector: Construction
Region: East of England
Revenue: £30M to £40M

Scotts Fuels
www.scottsfuels.com
Sector: Industry Services
Region: Northern Ireland
Revenue: £75M to £100M

Scrapco Metal Recycling
www.scrapco.co.uk
Sector: Waste Management
Region: London
Revenue: £20M to £30M

SDI Group pg 80
www.scientificdigitalimaging.com
Sector: Technology
Region: East of England
Revenue: £10M to £20M

SDL Group
www.sdlgroup.co.uk
Sector: Real Estate
Region: East Midlands
Revenue: £75M to £100M

Seafast Group
www.seafast.com
Sector: Logistics
Region: East of England
Revenue: £10M to £20M

Seasalt
www.seasaltcornwall.co.uk
Sector: Retail
Region: South West
Revenue: £50M to £75M

Secret Escapes
www.secretescapes.com
Sector: Travel & Leisure
Region: London
Revenue: £100M to £150M

Sedamyl UK Ltd
www.sedamyl.com
Sector: Manufacturing
Region: Yorkshire and the Humber
Revenue: £100M to £150M

Select Healthcare Group
www.selecthealthcaregroup.com
Sector: Healthcare
Region: West Midlands
Revenue: £40M to £50M

Serica Energy Plc
www.serica-energy.com
Sector: Oil & Gas
Region: London
Revenue: £30M to £40M

Sers Energy Solutions Holdings Ltd
www.sersltd.co.uk
Sector: Construction Services
Region: Wales
Revenue: £20M to £30M

Seven Capital
www.sevendecapital.com
Sector: Real Estate
Region: West Midlands
Revenue: £75M to £100M

Seventeen Group
www.seventeengroup.co.uk
Sector: Financial Services
Region: London
Revenue: £10M to £20M

SG Controls
www.sgcontrols.co.uk
Sector: Manufacturing
Region: East of England
Revenue: £10M to £20M

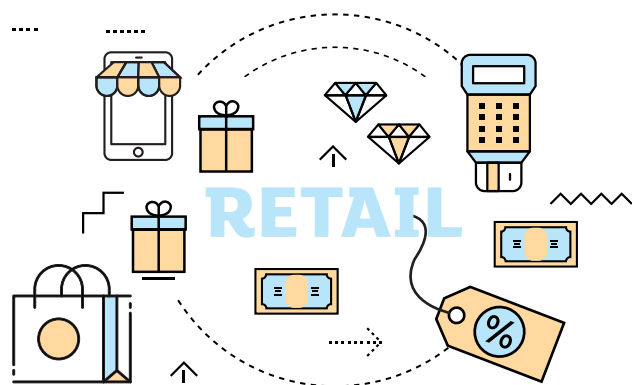
Shacklocks
www.shacklocks.com
Sector: Construction Services
Region: East Midlands
Revenue: £20M to £30M

Shannon Vale Plant Sales
www.shannonvaleplant.co.uk
Sector: Construction Services
Region: East of England
Revenue: £20M to £30M

Sian Wholesale
www.sianwholesale.com
Sector: Logistics
Region: South East
Revenue: £40M to £50M

Sigma 3 (Holdings) Ltd
www.sigma3.co.uk
Sector: Construction
Region: Wales
Revenue: £20M to £30M

Silicon Sensing Systems Ltd
www.siliconsensing.com
Sector: Manufacturing
Region: South West
Revenue: £20M to £30M



SimplyBiz Group

www.simplybizgroup.co.uk
Sector: Financial Services
Region: Yorkshire and the Humber
Revenue: £50M to £75M

Six Degrees Group

www.6dg.co.uk
Sector: Technology
Region: London
Revenue: £100M to £150M

SJM Alloys and Metals

www.sjmalloysandmetals.com
Sector: Industry Services
Region: East of England
Revenue: £30M to £40M

Smart Metering Systems pg 81

www.sms-plc.com
Sector: Energy
Region: Scotland
Revenue: £75M to £100M

Smith Brothers Stores Ltd

www.sbs.co.uk
Sector: Construction Services
Region: East Midlands
Revenue: £100M to £150M

Smylies

www.smylies.com
Sector: Food & Beverage
Region: North East
Revenue: £20M to £30M

Softbox Systems

www.softboxsystems.com
Sector: Packaging
Region: South East
Revenue: £40M to £50M

Solar Metals Ltd

https://solarmetals.co.uk
Sector: Waste Management
Region: South East
Revenue: £50M to £75M

Sol-Tec

www.sol-tec.com
Sector: Technology
Region: South East
Revenue: £10M to £20M

Solid Solutions Management

www.solidolutions.co.uk
Sector: Design
Region: West Midlands
Revenue: £50M to £75M

Soul Foods Group

www.soulfoodsgroup.com
Sector: Food & Beverage
Region: East of England
Revenue: £50M to £75M

South Coast Building Supplies

www.scbs.ltd
Sector: Construction Services
Region: South West
Revenue: £10M to £20M

Southwark Bridge Holdings Ltd

www.pettywood.co.uk
Sector: Advertising & Marketing
Region: South East
Revenue: £40M to £50M

Specialist Joinery Group

www.specialistjoinerygroup.co.uk
Sector: Manufacturing
Region: Northern Ireland
Revenue: £20M to £30M

Speciality Drinks

www.specialitydrinks.com
Sector: Food & Beverage
Region: London
Revenue: £50M to £75M

Speed 1971 Ltd

www.stagetruck.com
Sector: Transportation Services
Region: South East
Revenue: £10M to £20M

Spire Technology

www.spire.co.uk
Sector: Technology
Region: South West
Revenue: £50M to £75M

Ssl Group (UK) Ltd

www.signature-care-homes.co.uk
Sector: Healthcare
Region: South East
Revenue: £50M to £75M

Staircraft

www.staircraftgroup.com
Sector: Manufacturing
Region: West Midlands
Revenue: £40M to £50M

Stallergenes Greer Ltd

www.stallergenesgreer.com
Sector: Healthcare
Region: London
Revenue: £200M to £250M

Staples

www.staplesvegetables.co.uk
Sector: Agriculture
Region: East Midlands
Revenue: £100M to £150M

Startin Tractors Ltd

www.startintractors.co.uk
Sector: Agriculture
Region: East Midlands
Revenue: £10M to £20M

Startline Motor Finance

www.startlinemotorfinance.com
Sector: Automotive Services
Region: Scotland
Revenue: £20M to £30M

Steel Processing (Midlands) Ltd

www.steelprocessing.co.uk
Sector: Construction Services
Region: West Midlands
Revenue: £75M to £100M

Stevensons

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

Stonegrove Ltd

www.stonegrove.co.uk
Sector: Engineering
Region: South East
Revenue: £10M to £20M

Stonehage Fleming Services Ltd

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

Stortford Interiors

www.stortford-interiors.com
Sector: Design
Region: East of England
Revenue: £30M to £40M

Story Contracting

www.storycontracting.com
Sector: Construction Services
Region: North East
Revenue: £200M to £250M

Stott and May

www.stottandmay.com
Sector: Professional Services
Region: London
Revenue: £50M to £75M

Stourgarden

www.stourgarden.com
Sector: Agriculture
Region: East of England
Revenue: £30M to £40M

Strand Europe

www.kodakbatteries.com
Sector: Retail
Region: South East
Revenue: £40M to £50M

Strathroy Dairy Ltd

www.strathroydairy.com
Sector: Food & Beverage
Region: Northern Ireland
Revenue: £75M to £100M

Stratton Metal Resources Ltd

www.stratmet.com
Sector: Metals & Mining
Region: London
Revenue: £20M to £30M

Stroma

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

Structura

www.structura-uk.com
Sector: Manufacturing
Region: Scotland
Revenue: £10M to £20M

Stuart Peters

www.speters.co.uk
Sector: Retail
Region: London
Revenue: £50M to £75M

Sulaire

www.sulaire.com
Sector: Food & Beverage
Region: Scotland
Revenue: £20M to £30M

Summit Platforms

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

Sunley Group

www.sunley.co.uk
Sector: Real Estate
Region: London
Revenue: £10M to £20M

Sunseeker London Ltd

www.sunseekerlondon.com
Sector: Leisure
Region: London
Revenue: £150M to £200M

Supreme Freight Services

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

Sweaty Betty

www.sweatybetty.com
Sector: Retail
Region: London
Revenue: £50M to £75M

SWR Newstar

www.swrnewstar.co.uk
Sector: Waste Management
Region: South East
Revenue: £40M to £50M

Sykes Cottages

www.sykescottages.co.uk
Sector: Travel & Leisure
Region: North East
Revenue: £50M to £75M

Symetrica

www.symetrica.com
Sector: Industry Services
Region: South East
Revenue: £10M to £20M

Synergize Consulting

www.synergizecl.co.uk
Sector: Professional Services
Region: South East
Revenue: £30M to £40M

SysGroup

www.sysgroup.com
Sector: Technology
Region: North East
Revenue: £10M to £20M

**Talasey Group**

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

Tamworth Steel

www.tamworthsteel.co.uk
Sector: Metals & Mining
Region: West Midlands
Revenue: £10M to £20M

Tappex Thread Inserts Ltd

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

Tarak International Ltd

www.quizclothing.co.uk
Sector: Retail
Region: Scotland
Revenue: £40M to £50M

Tardis H20

www.tardish20.co.uk
Sector: Industry Services
Region: West Midlands
Revenue: £20M to £30M

Task Consumer Products

www.taskcp.co.uk
Sector: Manufacturing
Region: West Midlands
Revenue: £40M to £50M

Tasmar Ltd

www.asm-autos.co.uk
Sector: Waste Management
Region: South East
Revenue: £50M to £75M

Taylor Lindsey

www.taylorlindsey.co.uk
Sector: Real Estate
Region: East Midlands
Revenue: £10M to £20M

Team Medical Devices Ltd

www.team-consulting.com
Sector: Healthcare
Region: East of England
Revenue: £20M to £30M

Technoworld

www.technoworld.com
Sector: Retail
Region: London
Revenue: £30M to £40M

Techumbre Ltd

www.progressivesystemsltd.co.uk
Sector: Construction
Region: South West
Revenue: £10M to £20M

Templeman Trading

www.templemanrv.co.uk
Sector: Food & Beverage
Region: North East
Revenue: £40M to £50M

Teneo

www.teneo.net
Sector: Professional Services
Region: South East
Revenue: £50M to £75M

TET

www.tet.co.uk
Sector: Technology
Region: London
Revenue: £40M to £50M

Tharsus Group pg 55

www.tharsus.co.uk
Sector: Manufacturing
Region: North East
Revenue: £50M to £75M

The Abbey Group Cambridgeshire Ltd

www.taguk.co.uk
Sector: Real Estate
Region: East of England
Revenue: £10M to £20M

**The Artisanal Spirits Company**

www.smws.com
Sector: Food & Beverage
Region: Scotland
Revenue: £10M to £20M

The Breasley Pillows Ltd

www.breasley.co.uk
Sector: Manufacturing
Region: East Midlands
Revenue: £30M to £40M

The Cake Crew

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

The Coaching Inn Group

www.coachinginnngroup.co.uk
Sector: Hospitality
Region: East Midlands
Revenue: £20M to £30M

The Fulham Shore Plc

www.fulhamshore.com
Sector: Food & Beverage
Region: London
Revenue: £50M to £75M

The Furniture Practice

www.thefurniturepractice.com
Sector: Design
Region: London
Revenue: £40M to £50M

The Gina Group Plc

www.gina.com
Sector: Retail
Region: London
Revenue: £10M to £20M

The Gym Group

www.thegymgroup.com
Sector: Leisure
Region: London
Revenue: £100M to £150M

The Lakes Distillery pg 42

www.lakesdistillery.com
Sector: Food & Beverage
Region: North West
Revenue: £6M to £10M

The Munnelly Group

www.munnellys.com
Sector: Construction Services
Region: London
Revenue: £75M to £100M

The Original Cottage Company

www.originalcottages.co.uk
Sector: Travel & Leisure
Region: East of England
Revenue: £10M to £20M

The Rosebery Group Holdings Ltd

www.rosebery.co.uk
Sector: Energy
Region: North East
Revenue: £10M to £20M

The Signature Pub Group

www.signaturepubs.co.uk
Sector: Hospitality
Region: Scotland
Revenue: £20M to £30M

The Station Hotel (Newcastle) Ltd

www.roomsinn.co.uk
Sector: Travel & Leisure
Region: North East
Revenue: £75M to £100M

The Wastepack Group

www.wastepack.co.uk
Sector: Waste Management
Region: East of England
Revenue: £10M to £20M

The West Group (Fluid Power) Ltd
www.westgroup.co.uk
Sector: Manufacturing
Region: South East
Revenue: £10M to £20M

thebigword
www.en-gb.thebigword.com
Sector: Professional Services
Region: Yorkshire and the Humber
Revenue: £75M to £100M

Think Print (UK) Ltd
www.thinkprint.co.uk
Sector: Printing
Region: North East
Revenue: £20M to £30M

This Is It
www.thisisitstores.co.uk
Sector: Retail
Region: South West
Revenue: £30M to £40M

Thl (UK) Holdings Ltd
www.midsections.co.uk
Sector: Manufacturing
Region: West Midlands
Revenue: £50M to £75M

Thomas Sherriff & Co
www.thomassherriff.co.uk
Sector: Agriculture
Region: Scotland
Revenue: £30M to £40M

Thomas Storey Fabrications Group Ltd
www.thos-storey.co.uk
Sector: Engineering
Region: North East
Revenue: £10M to £20M

Thompson Lloyd & Ewart Ltd
www.thompson.co.uk
Sector: Wholesale
Region: London
Revenue: £75M to £100M

Thorpe Interior Group Ltd
www.thorpes-joinery.com
Sector: Construction Services
Region: East Midlands
Revenue: £10M to £20M

Tiger Trailers
www.tigertrailers.co.uk
Sector: Manufacturing
Region: North East
Revenue: £20M to £30M

TIMCO
www.timco.co.uk
Sector: Construction Services
Region: North East
Revenue: £40M to £50M

Time Wholesale
www.timews.co.uk
Sector: Wholesale
Region: London
Revenue: £50M to £75M

T-Met
www.t-met.co.uk
Sector: Metals & Mining
Region: Northern Ireland
Revenue: £30M to £40M

Tom Prichard (Holdings) Ltd
www.tomprichardcontracting.co.uk
Sector: Construction Services
Region: Wales
Revenue: £10M to £20M

Total Motion
www.totalmotion.co.uk
Sector: Transportation Services
Region: East Midlands
Revenue: £30M to £40M

Total Support Services
www.tss-uk.com
Sector: Industry Services
Region: London
Revenue: £30M to £40M

Tough Construction
www.tough-construction.co.uk
Sector: Construction Services
Region: Scotland
Revenue: £50M to £75M

Totally
www.totallyplc.com
Sector: Healthcare
Region: East Midlands
Revenue: £75M to £100M

Tower Trading Group Ltd
www.towertradinggroup.com
Sector: Financial Services
Region: London
Revenue: £30M to £40M

TP Group
www.tpgroup.uk.com
Sector: Engineering
Region: South East
Revenue: £30M to £40M

T P Niven
www.tpniven.co.uk
Sector: Transportation Services
Region: Scotland
Revenue: £20M to £30M

Tracey Concrete
www.traceyconcrete.com
Sector: Manufacturing
Region: Northern Ireland
Revenue: £10M to £20M

TransferWise
www.transferwise.com
Sector: Financial Services
Region: London
Revenue: £150M to £200M

TRB Lightweight Structures pg 63
https://trbls.com
Sector: Manufacturing
Region: East of England
Revenue: £10M to £20M

Triangle Fire Systems
www.trianglesprinklersystems.co.uk
Sector: Engineering
Region: South East
Revenue: £10M to £20M

Troy
www.troyuk.co.uk
Sector: Wholesale
Region: South West
Revenue: £100M to £150M

Troy Foods Ltd
www.troyfoods.co.uk
Sector: Manufacturing
Region: Yorkshire and the Humber
Revenue: £10M to £20M

TRP Sealing Solutions
www.trpsealing.com
Sector: Manufacturing
Region: West Midlands
Revenue: £30M to £40M

TSL Projects
www.tslprojects.com
Sector: Construction Services
Region: South East
Revenue: £150M to £200M

TXM Recruit Ltd
www.txmrecruit.co.uk
Sector: Professional Services
Region: South East
Revenue: £50M to £75M

Tyson
www.tysonconstruction.co.uk
Sector: Construction Services
Region: North East
Revenue: £20M to £30M



UCH Logistics
www.uchlogistics.co.uk
Sector: Transportation Services
Region: South East
Revenue: £20M to £30M

UK Flooring Direct
www.ukflooringdirect.co.uk
Sector: Retail
Region: East Midlands
Revenue: £20M to £30M

Ultimate Products
www.upgs.com
Sector: Advertising & Marketing
Region: North East
Revenue: £100M to £150M

Underwood Meat (Holdings) Ltd
www.thebutchersshop.co.uk
Sector: Food & Beverage
Region: Yorkshire and the Humber
Revenue: £50M to £75M

Unique Window Systems
www.uws.co.uk
Sector: Manufacturing
Region: East Midlands
Revenue: £20M to £30M

Unity Contracting Services
www.unitycs.co.uk
Sector: Construction Services
Region: London
Revenue: £50M to £75M

Universal Coal Plc
www.universalcoal.com
Sector: Metals & Mining
Region: London
Revenue: £150M to £200M

Universal Tyre Company (Deptford) (The) Ltd
www.universal-tyres.co.uk
Sector: Automotive Services
Region: South East
Revenue: £30M to £40M

Uphall Cambridge Ltd
www.accora.uk.com
Sector: Healthcare
Region: East of England
Revenue: £10M to £20M

Urban&Civic Plc
www.urbandcivic.com
Sector: Construction
Region: London
Revenue: £150M to £200M



Vectaire
www.vectaire.co.uk
Sector: Industry Services
Region: South East
Revenue: £10M to £20M

Vectair Holdings Ltd
www.vectairsystems.com
Sector: Technology
Region: South East
Revenue: £20M to £30M

Veezu
www.veezu.co.uk
Sector: Transportation Services
Region: Wales
Revenue: £30M to £40M

Vensyn Group

www.affinityflooring.co.uk
Sector: Construction Services
Region: London
Revenue: £100M to £150M

Ventcroft Ltd

www.ventcroft.co.uk
Sector: Manufacturing
Region: North East
Revenue: £10M to £20M

Venture Life Group Plc

www.venture-life.com
Sector: Manufacturing
Region: South East
Revenue: £10M to £20M

Verona Stone

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

Vestatec

https://vestatecdistribution.co.uk
Sector: Automotive Services
Region: East Midlands
Revenue: £10M to £20M

Victa Railfreight Ltd

www.victa-railfreight.com
Sector: Transportation Services
Region: South East
Revenue: £6M to £10M

Vidafresh

www.vidafresh.co.uk
Sector: Food & Beverage
Region: South East
Revenue: £50M to £75M

Virtual Clarity

www.virtualclarity.com
Sector: Technology
Region: London
Revenue: £30M to £40M

VIRTUS

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

Vital Energi

www.vitalenergi.co.uk
Sector: Energy
Region: North West
Revenue: £100M to £150M

VIVALDA

www.vivalda.co.uk
Sector: Construction Services
Region: West Midlands
Revenue: £30M to £40M

Vizion Network

www.vizionnetwork.co.uk
Sector: Automotive
Region: Yorkshire and the Humber
Revenue: £40M to £50M

Volga Gas Plc

www.volgagas.com
Sector: Oil & Gas
Region: London
Revenue: £30M to £40M

Volution Group

www.volutiongroupplc.com
Sector: Construction Services
Region: South East
Revenue: £200M to £250M

VQ Restaurants

www.vqrestaurants.com
Sector: Food & Beverage
Region: London
Revenue: £6M to £10M

VSI

www.vsi.tv
Sector: Technology
Region: London
Revenue: £50M to £75M

**Waddington Custot**

www.waddingtoncustot.com
Sector: Travel & Leisure
Region: London
Revenue: £20M to £30M

Walker Modular

www.walkermodular.com
Sector: Manufacturing
Region: Yorkshire and the Humber
Revenue: £50M to £75M

Warrendale Farms

www.warrendale-wagyu.co.uk
Sector: Food & Beverage
Region: Yorkshire and the Humber
Revenue: £20M to £30M

WasteCare

www.wastecare.co.uk
Sector: Waste Management
Region: Yorkshire and the Humber
Revenue: £50M to £75M

Wealth At Work Group Ltd

www.wealthatwork.co.uk
Sector: Financial Services
Region: North East
Revenue: £20M to £30M

Weaving Machinery

www.weavingmachinery.net
Sector: Manufacturing
Region: West Midlands
Revenue: £10M to £20M

WEIR & Mcquiston (Scotland) Ltd

www.wmqscotland.com
Sector: Construction Services
Region: Scotland
Revenue: £20M to £30M

Wendy WU Tours Ltd

www.wendywutours.co.uk
Sector: Travel & Leisure
Region: London
Revenue: £30M to £40M

Wenzel's

www.wenzels.co.uk
Sector: Food & Beverage
Region: East of England
Revenue: £20M to £30M

Westbourne Civil Engineering

Sector: Construction Services
Region: North East
Revenue: £30M to £40M

West Coast Motors

www.westcoastmotors.co.uk
Sector: Transportation Services
Region: Scotland
Revenue: £20M to £30M

Westminster Group Plc

www.wg-plc.com
Sector: Technology
Region: East Midlands
Revenue: £6M to £10M

WGM Engineering

www.wgmengineering.co.uk
Sector: Engineering
Region: Scotland
Revenue: £30M to £40M

Wheel Solutions

www.wheel-solutions.co.uk
Sector: Automotive
Region: West Midlands
Revenue: £20M to £30M

Whitehall Resources

www.whitehallresources.co.uk
Sector: Professional Services
Region: East of England
Revenue: £50M to £75M

White Light

www.whitelight.ltd.uk
Sector: Design
Region: London
Revenue: £30M to £40M

WHS Plastics

www.whs-plastics.com
Sector: Manufacturing
Region: West Midlands
Revenue: £75M to £100M

Wifinity

www.wifinity.co.uk
Sector: Technology
Region: London
Revenue: £10M to £20M

William Coates

www.williamcoates.com
Sector: Engineering
Region: Northern Ireland
Revenue: £20M to £30M

William King

www.williamking.co.uk
Sector: Metals & Mining
Region: West Midlands
Revenue: £150M to £200M

Williams & Co

www.williams.uk.com
Sector: Construction Services
Region: South East
Revenue: £75M to £100M

Wilsons Carpets

www.wilsonscarpets.com
Sector: Retail
Region: Yorkshire and the Humber
Revenue: £20M to £30M

Winch Design pg 32

www.winchdesign.com
Sector: Design
Region: London
Revenue: £20M to £30M

Windhoist

www.windhoist.co.uk
Sector: Construction Services
Region: Scotland
Revenue: £50M to £75M

Winner Recruitment

www.winnerrecruitment.co.uk
Sector: Professional Services
Region: West Midlands
Revenue: £10M to £20M

Wise Investments

www.wiseinvestment.co.uk
Sector: Financial Services
Region: South East
Revenue: £10M to £20M

Woodall Nicholson

www.woodall-nicholson.co.uk
Sector: Manufacturing
Region: North East
Revenue: £50M to £75M

Wood International Agency Ltd

www.woodia.co.uk
Sector: Industry Services
Region: East of England
Revenue: £50M to £75M

WRW Construction

www.wrw.co.uk
Sector: Construction
Region: Wales
Revenue: £50M to £75M

W & S Waste Management Ltd

www.wsrecycling.co.uk
Sector: Waste Management
Region: South West
Revenue: £20M to £30M



Wyatt Homes Ltd

www.wyattthomes.co.uk
Sector: Construction
Region: South West
Revenue: £30M to £40M

Wye Valley Group pg 110

www.wyevalleygroup.co.uk
Sector: Waste Management
Region: West Midlands
Revenue: £10M to £20M

Yorkare Homes

www.yorkarehomes.co.uk
Sector: Healthcare
Region: Yorkshire and the Humber
Revenue: £6M to £10M

YouGov Plc pg 83

www.yougov.co.uk
Sector: Professional Services
Region: London
Revenue: £100M to £150M

X

Xmos pg 94

www.xmos.com
Sector: Technology
Region: South West
Revenue: £6M to £10M

Z

Zaun Ltd

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

Y

Y International (UK)

www.yinternational.co.uk
Sector: Food & Beverage
Region: West Midlands
Revenue: £20M to £30M

YASA Motors

www.yasa.com
Sector: Automotive Services
Region: South East
Revenue: £6M to £10M

Zennor Petroleum Ltd

www.zennorpetroleum.com
Sector: Oil & Gas
Region: South East
Revenue: £30M to £40M

ZOO Digital Group

www.zoodigital.com
Sector: Technology
Region: Yorkshire and the Humber
Revenue: £20M to £30

London Stock Exchange Group

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