

1000 COMPANIES TO INSPIRE BRITAIN



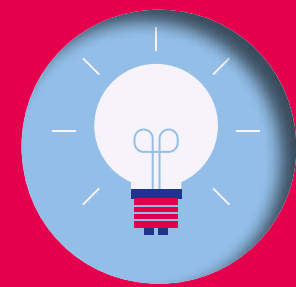
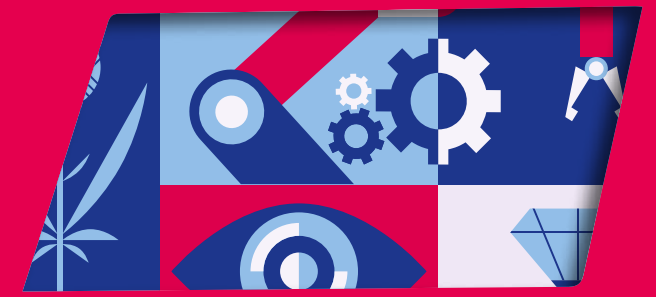
London
Stock Exchange Group

1000

COMPANIES TO INSPIRE

BRITAIN

2018



2018



**5 YEARS OF 1000
COMPANIES TO
INSPIRE BRITAIN**

This edition marks
the 5th anniversary of
celebrating the great
and the good of British
business

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BRITAIN

2018

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COMMENTARY

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

THE UK'S DYNAMIC BUSINESSES UNDERPIN DAILY LIFE



**“FROM DYNAMIC START-UPS TO
ESTABLISHED FAMILY FIRMS,
SMEs ARE THE BACKBONE OF
OUR COUNTRY”**

The world around us, the world we take for granted in so many ways, has been shaped by businesses. From when you first woke up this morning to when you go to sleep tonight, you will constantly be interacting with the fruits of innovative entrepreneurs' labours. The apps on your smartphone, the coffee in your cup, the train that takes you to the office and the TV you relax in front of at the end of the day, they are all made possible by a complex web of private companies.

When you flick a switch, the lights come on thanks to a string of businesses. When you want to buy food, you can do so thanks to a supply chain of companies that leads from a seed producer to the bread on your table.

Businesses do not just provide jobs and boost the economy, valuable though both those roles are. They make daily life possible, providing us with a standard of living few could have dreamed of less than a century ago.

To me, that is why all businesses, especially smaller ones, are inspiring; taking the spark of an innovative idea and shaping it into a life-changing reality. And the 1,000 small and medium-sized businesses listed here are among the very best.

Their work touches on every aspect of our lives. Look at Everyman Cinemas, bringing beautiful old buildings back into use and breathing new cultural life into communities across the UK. Sedgefield's Kromek Group, developing technology that protects us from threats as diverse as cancer and terrorism; or Selkirk's Spark Energy, supplying gas and electricity to hundreds of thousands of rental properties.

From dynamic start-ups to established family firms, SMEs are the backbone of our country. I want to build an economy that works for all, and that means working with, and listening to, smaller firms. The priorities I have set – a more productive, skilled workforce, and an economy balanced across the UK and open to new opportunities – can only be achieved if we listen to these businesses. And they lie at the heart of our industrial strategy, a strategy designed not just to support the big household names, but all the companies, large and small, that underpin our daily life.

I believe in a brighter future for this country, one in which new technology and new thinking brings better jobs for more people. The 1,000 innovative companies recognised in this report are at the forefront of doing just that. I certainly found them inspiring, and I am sure you will too.

INSIDE THE REPORT



**“SMEs are the heartbeat
of our economy, driving
jobs and growth. Their
dynamism plays a huge
part in the UK's ability to
innovate and export”**

Nikhil Rathi, CEO,
London Stock Exchange plc

Policymakers of all political persuasions are clear: small and medium-sized enterprises (SMEs) are the heartbeat of our economy, driving jobs and growth. Their dynamism plays a huge part in the UK's ability to innovate and export, and, in doing so, creates high-quality jobs for the next generation, while addressing stubborn structural economic issues, such as low productivity.

At London Stock Exchange Group, we agree and are proud to publish the fifth annual edition of our groundbreaking report: *1000 Companies to Inspire Britain*, which identifies the United Kingdom's fastest-growing SMEs and high-growth companies across multiple sectors and regions.

Key findings from the report

The service sector contributes about 80% of UK GDP, but our research paints an encouraging picture of diversity among the country's fastest-growing SMEs. The top five industries represented, accounting for 40% of the list, includes Financial Services but the biggest industry by far is Engineering & Construction, followed by Information Technology. The UK can be confident in its economic potential in both traditional and newer business sectors.

While London and the South East are traditionally regarded as the engine of British economic growth, more than 60% of businesses on our list are located outside that region. Companies in the North West and the West Midlands also see the highest growth, with turnover increasing by more than two and three times the national average, respectively.

83%

The average turnover growth in Edinburgh

“The service sector contributes about 80% of UK GDP, but our research paints an encouraging picture of diversity among the country’s fastest-growing SMEs”

This is against a strong national average of 71% turnover growth – similar to the 2016 figure and up from 50% the year before.

Edinburgh is one of the top ten cities for average turnover growth at 83%, while the number of firms from Northern Ireland has doubled on last year. In Wales, innovative clinical healthcare providers, including to the NHS, operating across a multitude of cutting-edge health disciplines, make up 15% of the companies featured, three times the national average. Given that six out of ten private sector workers across the UK are employed by small or medium-sized businesses, the picture painted by our latest study is grounds for optimism.

The question is will we capitalise on this opportunity or let it slip away?

71%

The national average turnover growth, up from 50% in 2015

How do we reach our post-Brexit potential?

Brexit has highlighted many issues, which businesses large and small are working to address, along with UK and EU Governments, in order to ensure the continued economic well-being of all citizens. From frictionless access to markets and movement of skilled labour, to reducing trade barriers through appropriate and cooperative standards of international regulation.

But some issues pre-date Brexit, including ensuring dynamic SMEs like those in our report can realise their potential and scaleup into the global leaders of tomorrow. This means having a healthy growth finance market that works for all companies and investors. The vast majority of SME finance, however, comes in the form of debt. Debt may not always be the right financing vehicle for start-ups, which need to invest permanent capital in growing their business instead of servicing a loan every month.

“But some issues pre-date Brexit, including ensuring dynamic SMEs like those in our report can realise their potential and scaleup into the global leaders of tomorrow”

Over-reliance on debt means too many entrepreneurs are scaling back their ambitions rather than scaling up their businesses. According to the Bank of England, a third of UK SMEs see themselves as having made too little investment, across the range of funding options open to them. More than a fifth of these businesses either ran into onerous collateral requirements or were unable to obtain funding for the duration they required – barriers that are unique to the debt market.

Yet, while the Government incentivises debt through tax-deductibility, equity growth finance is taxed several times over from capital gains tax to dividend tax to stamp duty.

In economies like the US, equity investment is more fiscally viable and prevalent. This may explain why 60% of the world’s most valuable companies come from America, while less than 15% come from Europe – down from 30% a decade ago. China, by the way, is catching up fast.

Despite the fiscal bias against it, the potential of equity finance is clear. When the Government made shares in high growth companies eligible for ISA inclusion, £4bn flowed into them, helping them to grow and invest. The exemption of AIM shares from stamp duty, ensuring a fairer cost of capital for growth companies, was also very welcome. As we seek to build an export-led economy, it is notable that companies quoted on AIM – the UK’s globally successful capital growth market – are five times more likely to export than the national average.

And the potential of SMEs is just as clear. Research has shown, on average, the most dynamic of these can lay claim to eight patents or trademarks each. Innovation like this means the jobs they create tend to be high quality and well paid, helping to address our productivity problem and giving the next generation the economic future they deserve.

Last year, the UK created a record number of start-ups. Some studies estimate just a 1% increase in the number of high-growth companies would drive an additional 238,000 jobs.

An economy that truly works for everyone should see capital flow bottom up to risk takers and entrepreneurs who create the jobs of tomorrow, not just top down to a few major corporations. So, we welcome the Government’s recognition when setting out its Industrial Strategy that more must be done to support innovative businesses to scaleup. We fully supported the Patient Capital Review and the £2.5bn British Business Bank fund will ensure billions of extra pounds of vital investment flows into our dynamic SMEs.

The Government should be commended for engaging with this problem while other issues compete for its attention and we look forward to continuing to work with policy makers to continue to widen access to patient capital.

If we seize this opportunity, the economic rewards could be huge.

£2.5bn

The amount the British Bank Fund is flowing into dynamic SMEs

“An economy that truly works for everyone should see capital flow bottom up to risk takers and entrepreneurs who create the jobs of tomorrow”

Our supporters

Our sincerest thanks go to our sponsors, without whose backing this report could not be possible. Cenkos and the Business Growth Fund’s unwavering support over five years is testament to their dedication to UK SMEs. We are delighted to also welcome the British Business Bank as a sponsor this year.

DueDil – who itself has featured in one of these reports – has been instrumental in identifying and auditing the participating companies, while our media partner *The Telegraph* continues to demonstrate its long-standing commitment to highlighting the cause of SMEs and the wider role UK markets play in supporting entrepreneurship and innovation around the world.

I am grateful to a wide range of expert contributors: BCC, UK BBA, BVCA, CBI, FSB, Scottish Chambers of Commerce, Tech City UK, ScaleUp Institute and QCA for their unique and insightful perspectives on the SME and growth finance landscape.

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

I hope you are inspired.



Nikhil Rathi
CEO, London Stock Exchange plc

COMMENTARY

THE RT HON NICOLA STURGEON MSP
FIRST MINISTER OF SCOTLAND

THE GROWING CONFIDENCE OF SCOTTISH BUSINESS



There is much to be inspired by in this year’s report. I am pleased by the inclusion of a dedicated Scottish chapter, along with portraits of 46 Scottish companies, a near 10% increase on last year. This is testament to a growing confidence and capability in our business community.

The portraits illustrate resourcefulness and commitment to innovation to ensure that we meet the challenges ahead – a future where it is crucial that we do not just consume, but instead design and produce the innovations that will create wealth, jobs and drive progress.

Delivering a positive environment for business to thrive is what drives the Scottish Government’s work –

this will be achieved not just through our excellent public agencies, but through collaboration with partners in the private and third sectors, too. Under the banner of Scotland CAN DO, partners from all sectors work together to promote, support and celebrate entrepreneurial activity.

Research has shown an increasing number of adults, particularly young adults, see themselves starting their own business and this suggests our approach is paying off. To have a successful future, we must have a strong base to work from and I am delighted that we have a record number, more than 365,000, of SMEs operating in Scotland and employing more than 55% of our workforce.

Making the most of international opportunities is essential, not least with the continuing uncertainties surrounding Brexit and the direct threat it poses to jobs, investment and living standards. It remains a priority of the Scottish Government to protect our place in Europe, including our continued place in the single market.

We demonstrate this commitment through our innovation and investment hubs operating in Dublin, Brussels, London and Berlin, and by expanding our efforts through Scottish Development International to promote our exports in Europe. Meanwhile – for the fifth year in a row – Scotland remains the top UK location outside London for foreign direct investment.

It’s not just about what we do, though, it’s about how we do it. The Scottish Business Pledge is a voluntary commitment by companies to adopt fair practices we know benefit companies, employees and the wider society. It recognises and celebrates the achievements and ambition of businesses operating in Scotland, while helping to shift the tide in favour of greater equality. My hope is that more and more businesses – not just in Scotland, but globally – will recognise the benefits of such a values-led approach.

I hope this year’s LSEG report will help to inspire the next generation of world-changing businesses.



“Now is the time to hold our nerve and match long-term, patient capital with the ambition of home-grown business talent. As we’ve seen once again in this report – it is a force to be reckoned with indeed”

Huge congratulations to each of the businesses featured in London Stock Exchange Group’s *1000 Companies to Inspire Britain*. It is a fantastic achievement, and one I hope you and your teams are enormously proud of.

The report serves as a reminder of the talent and ambition that exists amongst smaller and medium-sized businesses (SMEs) in the UK. This is BGF’s third year as sponsors and, I’m delighted to say, the second year we have featured as one of the 1,000 companies ourselves.

Our long-term equity investments are helping more and more SMEs to scale up into the big businesses of tomorrow, with many featuring on this year’s list, including Castleton Technology, Hawk Group, Johnsons Aggregates, Medigold Health, PPS, Renal Services, Satellite Services Worldwide and The Coaching Inn Group. Working together with their management teams as a long-term investor, we’re helping them to seize opportunities, expand their reach, and strengthen their boards.

As a minority investor dedicated to British businesses, we don’t take control of the companies we back. And, we’re proud to be the global leader in providing equity capital for companies that want to grow. Equity investment as a whole soared to record levels over the past year, with recent data released by Beauhurst showing investment into high-growth British businesses reaching £8.3bn – more than double the previous 12 months. This is excellent news for SMEs, rightly touted as the lifeblood of the British economy, and especially promising, considering the continued uncertainty around Brexit.

However, there is still work to do. The number of Government-backed deals continues to reduce, the balance between domestic funding and foreign appetite needs to be redressed, and we need to do more to mobilise the large pool of domestic capital in the UK. Now is the time to hold our nerve and match long-term, patient capital with the ambition of home-grown business talent. As we’ve seen once again in this report – it is a force to be reckoned with indeed.

Congratulations again to every company listed. Here’s to another year of bright, bold, British growth.

Stephen Welton
CEO, Business Growth Fund

COMMENTARY

JONATHAN REYNOLDS MP
SHADOW ECONOMIC SECRETARY TO THE TREASURY

POWERING ENTREPRENEURIAL
AMBITIONS



Each one of the companies in this inspiring book is the product of a much longer and less glamorous backstory of sleepless nights and hard graft. The entrepreneurial spirit apparent within these pages is what kept these businesspeople going through the stress and sacrifices to make their idea a success. That spirit is not just laudable, but essential to our economy.

SMEs provide 60% of private sector jobs. They are at the frontline of technological changes such as digital manufacturing, which means agile, small businesses have the potential to power our economy into the future.

We want these positive growth stories to flourish. But, we know that right now, smaller companies cannot always access the capital they need at the right time to take their growth up to the next level. Evidence from the *Financing Investment Report*, written for Labour by GFC Economics in December 2017, showed that the outstanding stock of loans to SMEs has dropped from £197.8bn in April 2011 (when the data starts) to £165.4bn in October 2017. Small companies need finance to scaleup – as the report emphasised, even if company balance sheets look healthy, a lack of investment in new technology will compromise businesses’ ability to compete globally in the long term. Given the productivity gap we continue to face in the British economy, this urgently needs addressing.

“THE ENTREPRENEURIAL SPIRIT
APPARENT WITHIN THESE
PAGES IS WHAT KEPT THESE
BUSINESSPEOPLE GOING”

I was especially pleased to see that some of the fastest SME growth is happening in the North West. I say this not just as an MP of the region – it is widely recognised that growth has been concentrated in London and the South East for far too long. This is why Labour wants to mobilise capital for small businesses throughout the UK with a new National Investment Bank, which will support a network of regional development banks and aim to fill in funding gaps. Small companies need access to a range of financing options, which are matched to where they are in their growth cycle.

The innovations in this book prove that we are incubating a new generation of British entrepreneurs. By making sure that capital flows to small companies and around the country, we can build a more resilient post-Brexit economy around a thriving SME backbone.



“Small and medium-sized
enterprises continue to be the
beating heart of the UK economy”

Cenkos is proud to once again be sponsoring *1000 Companies to Inspire Britain*. Small and medium-sized enterprises continue to be the beating heart of the UK economy, with the combined turnover for SMEs in 2017 standing at £1.9trn, equivalent to 51% of the UK total. Despite the importance of SMEs to the UK economy, it would appear that there is still a lack of awareness of alternative sources of funding to debt. This is evidenced by the British Business Bank, which reported that only 1% of SMEs used equity finance over the past three years.

With statistics showing that SMEs continue to favour debt financing, we believe that opportunities are being missed from the benefits that the flexibility and the more permanent nature of equity financing can bring to companies. Equity investors’ longer investment horizons and greater appetite for risk allow growing companies to innovate without the burden of capital repayments. Indeed, equity can often be regarded as a more prudent means of financing, with no covenants and being able to avoid the impact of any future tightening credit conditions.

The UK remains a world-leading market and Europe’s number one destination for foreign direct investment, with capital inflows of \$254bn in 2016. The introduction of the AIM market in 1995 has played a key part in this, connecting investors to growing companies, with an aggregate of \$141bn raised for nearly 3,800 growth-oriented SMEs; \$57bn for IPOs and \$84bn for secondary offerings. The UK continues to be the home of some of the world’s biggest investors that are constantly seeking high-growth investment opportunities. Recent years have seen stock markets become more resilient to digesting macro events and we can say confidently that quality growth companies with credible management teams should always be able to find access to capital from the equity investors, regardless of market conditions.

At Cenkos, we have a strong track record of connecting investors with SMEs focused on accelerating their growth. Since our inception in 2005, Cenkos has raised almost £18bn in equity finance, with fund raisings varying in size from £1m to more than £1bn. For smaller companies, VCT and EIS 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.

Anthony Hotson
Anthony Hotson
CEO, Cenkos



“Along with existing resources, this significant increase will unlock up to £13bn of finance to help UK smaller businesses realise their full potential”

The UK economy has a strong track record in generating start-ups, the latest available international comparisons showing the UK is the forerunner in the G7 in terms of business birth rates. On scaleups, crucial for growing the economy, our recent Small Business Finance Markets report has some encouraging news also – international comparisons of the share of high-growth enterprises shows that the UK has proportionately more scaleups than either Germany or France, and that this position is growing.

Despite this, there is plenty more for the UK to do as we seek to become the best place in the world, not just to start up, but also to grow a business. The benefits that scaled-up businesses bring to the UK economy are clear – more jobs, more investment, higher tax receipts and increased productivity.

The 2017 Patient Capital Review, led by HM Treasury, found that one of the biggest barriers faced by young, innovative businesses with growth ambitions is a lack of access to longer-term investment, be it through the availability of growth capital or simply a lack of awareness of the options available to them.

As the UK's national economic development bank, the British Business Bank's mission is to make finance markets work more effectively for smaller businesses, enabling those businesses to prosper, grow and build UK economic activity. We do this by increasing the supply and diversity of finance available to smaller businesses and by providing information to smaller businesses to increase their understanding and awareness of their options.

While we are already the UK's largest British-based venture capital investor, with more than £1bn of capacity across our programmes, and are increasing the resources allocated to supporting equity for scaleup companies, the 2017 Autumn Budget represented a step change in our capabilities.

The Government's commitment of £2.5bn of additional resources to the Bank, increasing our funding by two-thirds, will make it easier to finance innovation and ensure that the best knowledge-intensive, high-growth businesses can get access to the venture capital needed to scaleup.

Along with existing resources, this significant increase will unlock up to £13bn of finance to help UK smaller businesses to realise their full potential. This will attract private sector capital into the market – the central goal of the Patient Capital Review – and ensure that British smaller businesses looking to scaleup can do so here in the UK.

Keith Morgan
CEO, British Business Bank



“Together, the *1000 Companies to Inspire Britain* report and ELITE are championing the best of Britain's businesses”

The *1000 Companies to Inspire Britain* report plays a significant role in championing some of Britain's fastest-growing businesses. It also complements another important London Stock Exchange Group growth company initiative, known as ELITE.

ELITE is our pioneering international business support and capital raising programme, helping ambitious, high-quality private companies to prepare and structure for the next stage of development. ELITE introduces company leaders to business school resources and gives them access to a community of like-minded entrepreneurs, leading advisers and investors.

In the past year alone, ELITE has expanded in to Brazil, China and Saudi Arabia, signing partnerships with the Institute for the Development of Capital Markets in Brazil, the Shenzhen Stock Exchange and the Saudi Small & Medium Enterprises Authority. As part of the ELITE China launch, ELITE UK companies were given the opportunity to take part in an investor roadshow to forge closer links with the Chinese investor community.

Today, close to 800 companies make up the growing international ELITE community. Companies come from across 27 countries and more than 30 sectors, including technology, food and drink, healthcare and manufacturing. They are generating €55bn in combined revenues and account for more than 250,000 jobs across Europe and internationally.

The UK represents a dynamic community of over 120 companies and many have been included in the *1000 Companies to Inspire Britain* reports over the past five years.

The following pages highlight the impressive growth of some of this year's ELITE UK companies in the report: E-Leather, the environmentally-friendly-materials technology company; LendInvest, the alternative property lender and investment platform; Renal Services, the leading independent supplier of dialysis services in the UK; Evolution Funding, the UK's largest point of sale motor finance broker; and The Coaching Inn Group, specialists in hotel, restaurant and coffee shop venues across the UK.

In 2017, LendInvest became the first ELITE UK company to access the UK debt capital markets. The company launched a £50m, five-year dated retail bond on London Stock Exchange's Order Book for Retail Bonds.

ELITE is constantly innovating to enhance its services and support for companies. Its latest innovation is its own funding platform, ELITE Club Deal, helping to bridge the funding gap and streamline the capital-raising process for ELITE companies, bringing them together with professional investors and corporate advisers in a secure and efficient environment.

Sitting at the heart of the international capital markets, we see it as our fundamental responsibility to provide an ecosystem for companies of all sizes to flourish. Together, the *1000 Companies to Inspire Britain* reports and ELITE are championing the best of Britain's businesses and channelling growth capital to the innovators, job creators and business stars of tomorrow.

Luca Peyrano
CEO, ELITE



“DueDil was started to help others discover and pursue business opportunities within the UK by opening up its entire private company data”

For the fourth year running, we at DueDil are delighted to help London Stock Exchange Group sourcing businesses for *1000 Companies to Inspire Britain*. As a financial technology company in constant contact with the UK's most exciting firms, we knew our data would shine a spotlight on some inspiring ideas and people. Importantly, it also shows that Britain is a great place to start and grow a company, even in these times of uncertainty.

This year's issue of *1000 Companies to Inspire Britain* contains a number of household names, but it also includes a huge number of lesser-known businesses with turnover between £6m and £50m, and from the length of the country, not just London. These fast-growing smaller companies will become vital to the nation's economy as they scale domestically and abroad. The future is very bright.

As an American entrepreneur, people often ask me why DueDil is based in London, as opposed to New York or Silicon Valley. One in every ten directors of the companies on this list is also non-British. Like DueDil, they benefit from the UK's incredibly friendly environment for entrepreneurs from around the world, with tax incentives, proportionate and consistent regulation and visas for highly-qualified migrants. Long may this continue.

DueDil was started to help others to discover and pursue business opportunities within the UK by opening up its entire private company data. This cohort of companies that we've found is set to inspire the next generation of British business success; through the power of the tool that we've built, you can know about them now.

Justin Fitzpatrick
Co-founder and COO, DueDil

Rich insight and context on private companies and the people who run them.

Complete and connected company information to help businesses find opportunities and evaluate risks – seamlessly delivered in a beautiful online interface and via an intuitive API.

USE DUEDIL TO

- ▶ Segment and prospect for companies more intelligently
- ▶ Enrich your CRM database and plan sales territories
- ▶ Run comprehensive KYC & AML checks on new customers
- ▶ Minimise credit risk and approve more companies to work with



The Telegraph



“The UK has the most sophisticated global financial services industry in the world and is home to the internationally successful growth capital market, AIM”

It's often said that small and medium-sized businesses are the backbone of an economy. That metaphor works on two levels: small businesses support the entire corporate structure of the UK – accounting for 99.3% of private sector businesses, responsible for 60% of private sector employment and generating 51% of private sector turnover, according to the Federation of Small Business – but are also, like the spines of many deskbound workers – too easily neglected.

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

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

Some of the companies profiled in these pages are already household names, such as Leon Restaurants and Secretescapes.com. They are following in the footsteps of start-ups like Just Eat, which was formed in 2006, featured in this report in 2016 and was last year promoted to the FTSE100. With the proper support, there are likely to be many more companies you will read about in this report that will grow to help support the UK economy.

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

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

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

Ben Wright,
Business Editor of *The Telegraph*



London
Stock Exchange Group

A world-leading IPO market

100+ IPOs

We saw over 100 IPOs on London Stock Exchange in 2017, an increase of 54% by number of IPOs compared to 2016, and more than anywhere else in Europe

£40.4bn+

More than £40.4bn was raised in London through IPOs and follow on capital combined this year, 34% higher than in 2016

£14.8bn+

More than £14.8bn was raised through IPOs, nearly 4 times higher than the next European competitor

9/10

London's IPOs became even more international in 2017, with 9/10 of the top IPOs by size coming from outside of the UK

20

North American companies chose London for their listing in 2017

44

In 2017, 44 companies floated on AIM, the world's leading international growth market, raising nearly £2bn

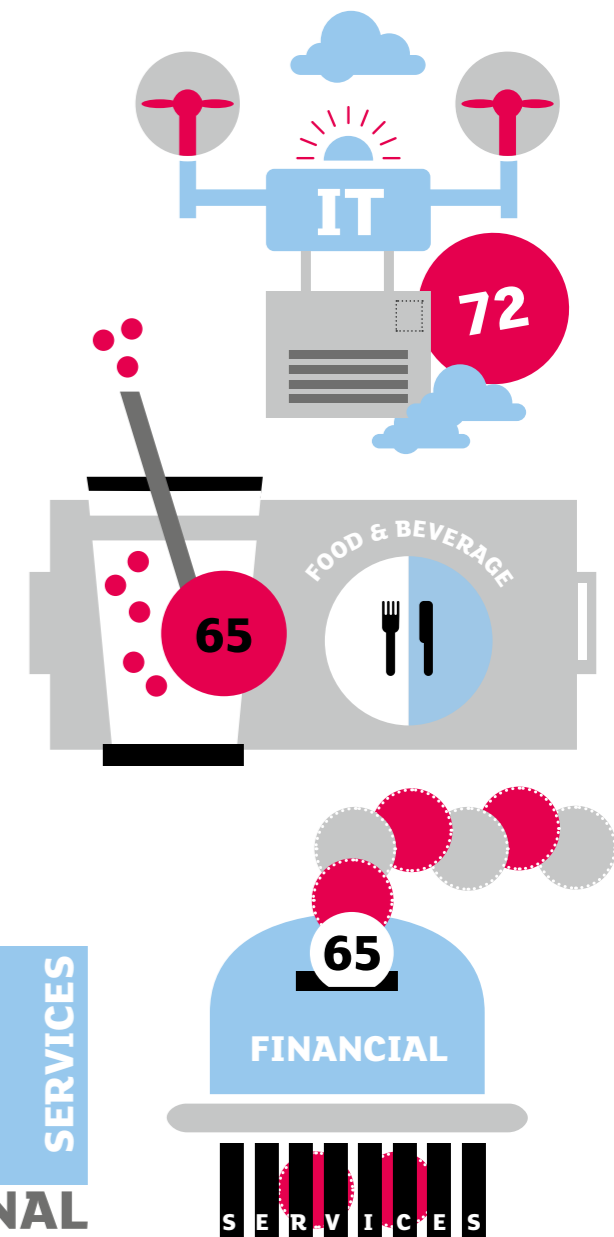
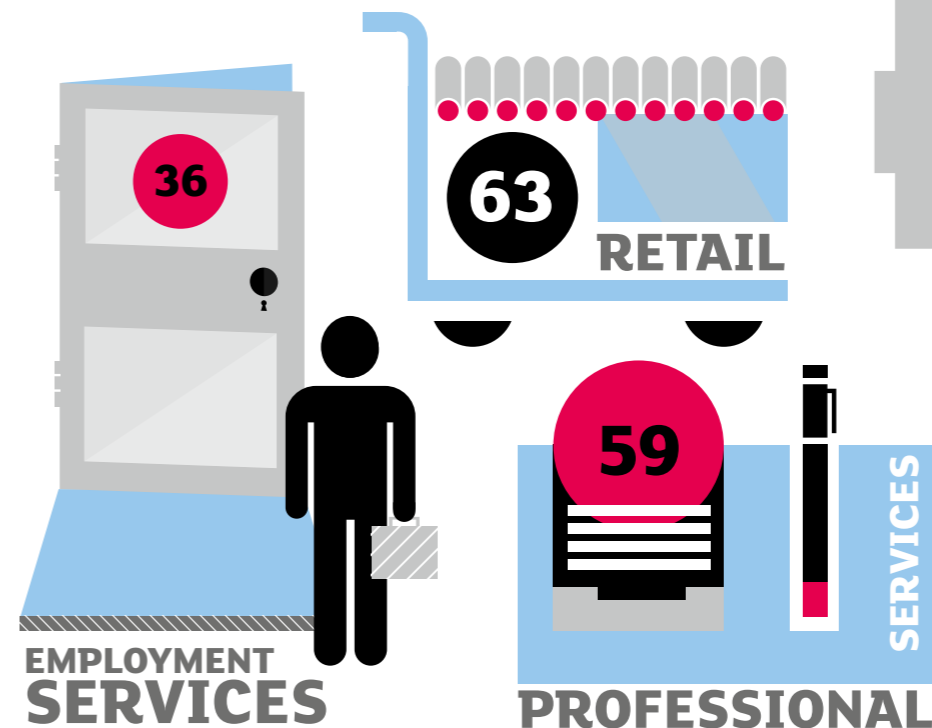
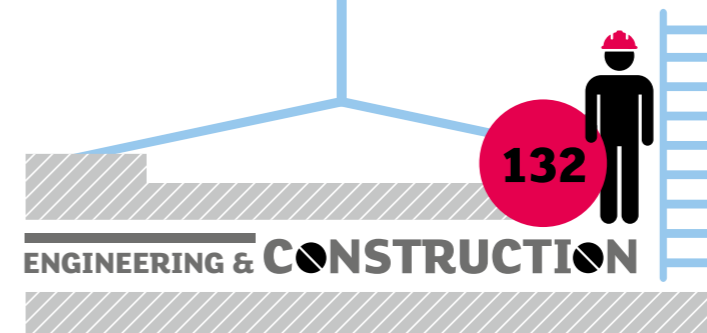
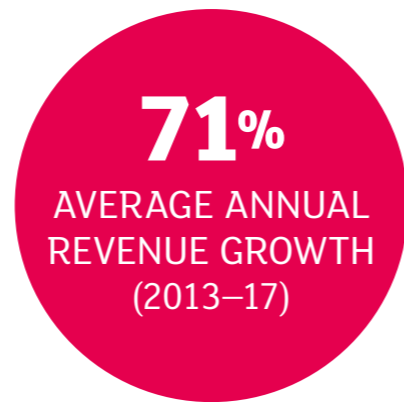
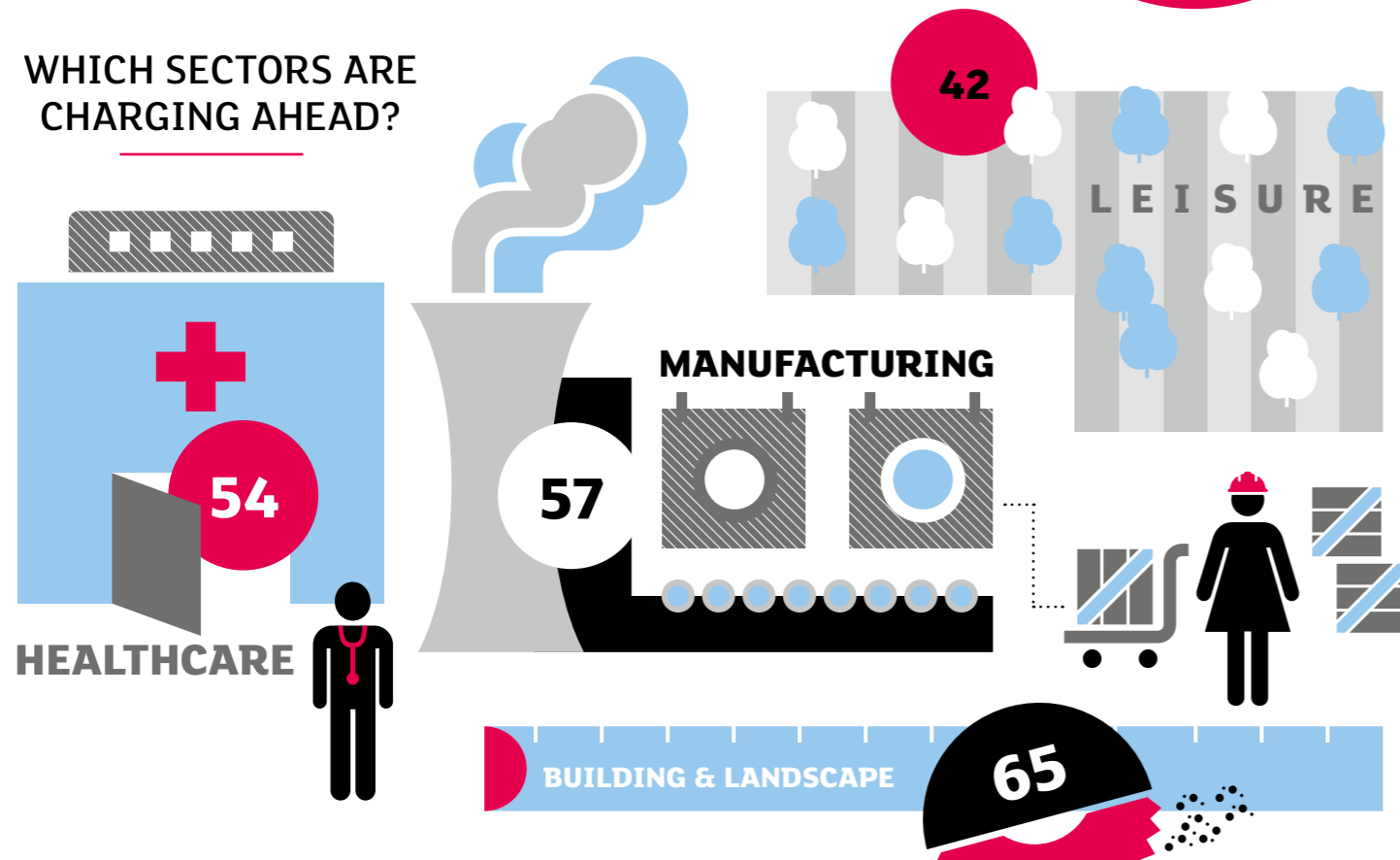
£5bn+

Over £5bn has been raised on AIM in follow-on fundraising from existing issuers in 2017, +27% compared to 2016

CRUNCHING THE NUMBERS

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

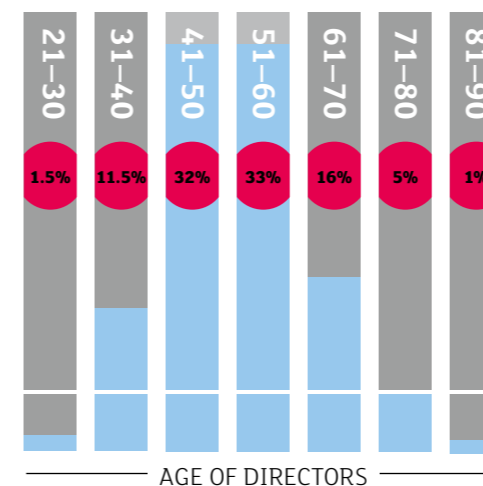
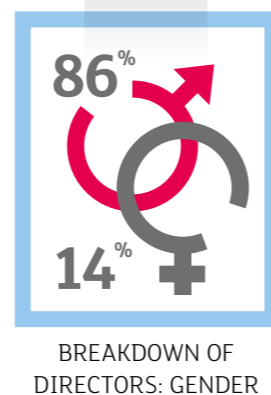
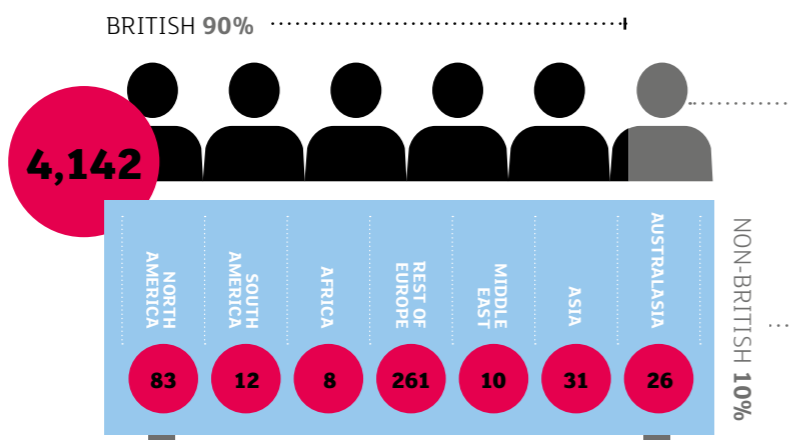
WHICH SECTORS ARE CHARGING AHEAD?



RESEARCH FINDINGS ||

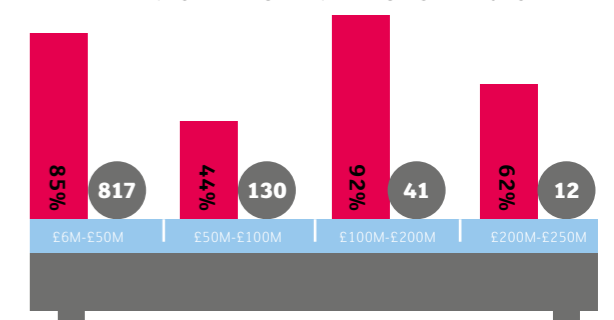
COMPANY DIRECTORS UNDER THE SPOTLIGHT

THE 1,000 COMPANIES HAVE A COMBINED TOTAL OF 4,142 DIRECTORS



HOW MUCH HAVE THE 1,000 COMPANIES GROWN BY?

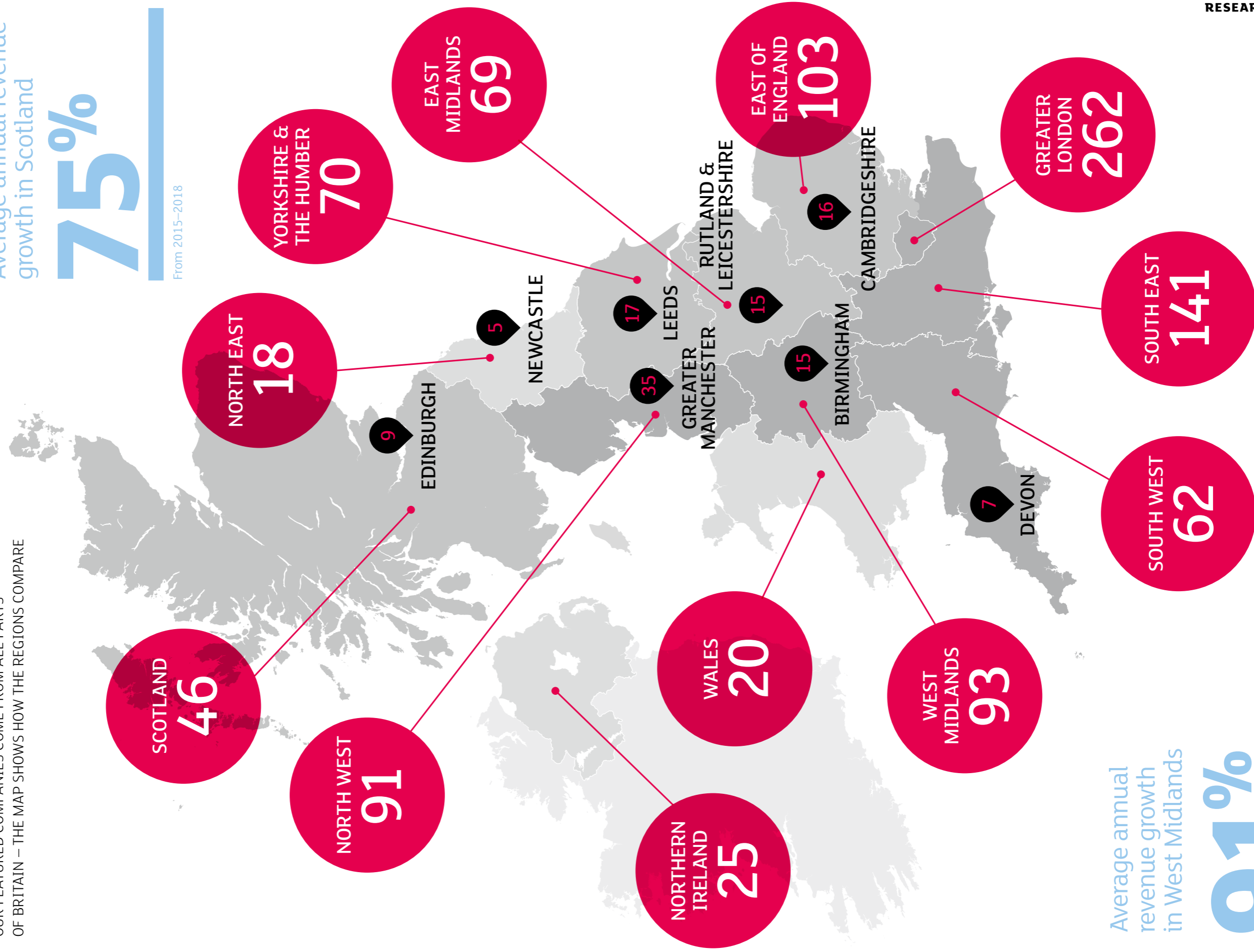
BY AVERAGE ANNUAL REVENUE SIZE 2013-17



1000 COMPANIES UK SNAPSHOT

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

Average annual revenue growth in Scotland
75%
From 2015–2018



Average annual revenue growth in West Midlands
91%
From 2015–2018

THE CREATIVE INDUSTRIES
CONTINUE TO LIVE UP TO THEIR
NAME BY BEING ONE OF THE MOST
INNOVATIVE PARTS OF THE UK
ECONOMY, DRIVING EXPORTS
WORTH MORE THAN £21BN A YEAR

SECTOR AT A GLANCE

£10.5M
AMOUNT THE
CREATIVE
INDUSTRIES
GENERATE FOR
THE UK ECONOMY
EVERY HOUR

3 MILLION
THE NUMBER OF
PEOPLE EMPLOYED
IN THE CREATIVE
ECONOMY

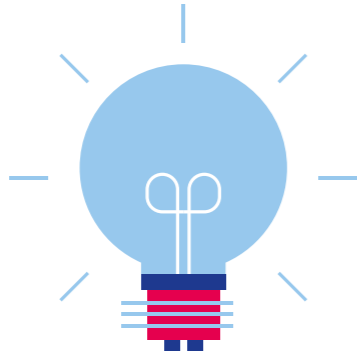
68%
THE PROPORTION
OF JOBS IN
THE CREATIVE
INDUSTRIES
THAT ARE
OUTSIDE LONDON

IN THIS SECTION »
PLP Architecture's
Lee Polisano talks about
the growing importance
of technology in its
industry and Altitude Film
Entertainment discusses
its various accolades

Source: Creative Industries
Council

ARTISTIC TRIUMPH

The creative industries have been growing twice as fast as the economy as a whole in recent years, with a 7.6% increase in the sector’s gross value add in 2016 alone. And, while the industry is often associated with the London tech sector, in fact, two-thirds of creative industries jobs are outside the capital, in areas as diverse as architecture, music, fashion and museums



**OTHER COMPANIES
THAT MADE OUR LIST**

- Brave Bison
- Bulletproof
- Coda Music Agency
- Keywords Studio
- Levitt Bernstein
- Parkeray

For the full Directory
turn to pages 128–153

BUILDING THE DREAM

PLP Architecture
www.plparchitecture.com
Sector: Architecture & Engineering
Region: London

PLP Architecture is a London-based architect practice led by a group of partners, including Lee Polisano, David Leventhal, Karen Cook and Ron Bakker, who formerly were in charge of Kohn Pedersen Fox Associates’ London office for more than 20 years. But, what makes PLP stand out from other architects? Lee Polisano, who is also the President of the firm, says it’s about more than building. “We’re an ideas-based company that deals with many facets of architecture, including design building, strategy work around the environment and a research group for innovation for materials and emerging technologies. We’re a varied consultancy that can provide services at many different ends of the urban spectrum.”

PLP Architecture’s portfolio includes The Edge building in Amsterdam, which is lauded for its sustainability and smart technology. The firm’s efforts have not gone unnoticed; three of its buildings were recently nominated for 32 awards, and took home 25 of them, including one from the British Council of Offices for Sky TV’s new headquarters.

For a firm that has expertise in technological areas, how does PLP see new, smarter technologies having a role in architecture? Lee says: “Tech has played a big role in it and it’s going to have an even bigger role. Not just tech in terms of new tools that people can design with, but how we use tech in buildings and cities, which means the architect’s office is going to change in terms of the make-up of the people that sit in it. We will have sociologists, researchers, people who understand artificial intelligence, smart materials; we will have a broad mix of individuals here who are not just architects.”



PLP/ARCHITECTURE

PLP Architecture is a London-based group of architects, designers and thinkers who value the transformative role of ideas



“We’re an ideas-based company that deals with many facets of architecture”

Lee Polisano, Partner and President, PLP Architecture

50%

The percentage of female qualified architects at the firm

INDEPENDENT THINKING

Award-winning media agency Republic of Media is the company responsible for planning and buying advertising for household names, such as Velux, Highland Spring and many others. Unlike many media agencies working with high-profile clients, though, it is proudly independent.

“Our independence keeps us curious and has created a culture where our people are empowered to innovate, push boundaries and deliver the most effective solutions,” says Managing Director Simon Crunden. “We use leading-edge planning tools to root every campaign in solid insight and audience understanding. Our unique culture creates an environment where our people are empowered to deliver the most creative, innovative and effective solutions.”



www.republicofmedia.co.uk
Sector: Advertising & Marketing
Region: North West England



There has been some controversy in the world of media planning and buying in recent years, with opaque trading deals by major ad networks threatening to undermine trust in the sector. As an independent agency, Republic of Media looks well-placed to deal with this issue.

“The past few years have seen a renewed focus by advertisers on transparency in the media supply chain,” says Simon. “Our focus on freethinking, transparency and openness means we reject volume and share deals to deliver the best deal on a client-by-client basis. We are motivated by results and making a tangible commercial difference to our clients.”

The agency currently employs 31 people across its two offices in Edinburgh and Manchester, having expanded its headcount by 50% last year. Its client base is also growing impressively, with new client wins over the past 12 months, including Magners Cider, FABB Sofas and Air Transat. For Simon, the agency’s approaches to its staff and clients are intrinsically linked.

“In just six years, we have established an outstanding reputation for results and integrity that has allowed us to attract the very best people, which, in turn, attracts the best clients,” he says. “The combination of people, results and culture has resulted in new client wins.”



Republic of Media counts the Scottish Government, STV and Highland Spring as its clients

The firm is one of the largest independent media agencies in the UK



50%

The growth in headcount in 2017

THE ART OF DEALING

With two Mayfair galleries, Richard Green is at the heart of the London art world. The family business has been dealing in paintings of the highest quality for four generations. It is not just a matter of buying and selling art works, though. The company also provides provenance and scholarly backgrounds on paintings, and advises on framing, hanging and all other aspects of collecting,— both for private clients and museums.

Although it is in many ways a traditional business, Richard Green is far from being

stuck in time. It recently redeveloped its building at 33 New Bond Street. “We were able to purchase the freehold, expand the space and turn it into a gallery for our blue-chip, 20th-Century British and European paintings and sculpture,” says Jonathan Green, CEO.

The company has also been active overseas, helping to launch two art fairs in New York under the TEFAF (The European Fine Art Fair) brand. “As a Trustee of TEFAF, I have been closely involved with this, and Richard Green has stands at both TEFAF New York fairs,” says Jonathan.



The galleries have a constantly changing selection of paintings and exhibit at international art fairs

For four generations, the family has been dealing in paintings

The art market is a constantly changing one, as the popularity of particular artists and schools rises and falls. Richard Green has invested heavily in the 20th-Century British market, with artists such as Henry Moore, Barbara Hepworth and Patrick Heron. Such works, along with other 20th-Century European pieces, are the focus of its 33 New Bond Street gallery. Farther up the street at 147 New Bond Street, the emphasis is on Old Masters, 18th-Century British, sporting and marine works, Victorian, Impressionist and Post-Impressionist paintings. The key to all this is adaptability.

“We are small and flexible enough to adapt to the changing climate,” says Jonathan. “We have grown the business by concentrating our time and effort into the American market and the museum market.”

RICHARD GREEN

FINE PAINTINGS • ESTABLISHED 1955

www.richardgreen.com
Sector: Arts
Region: London



1955

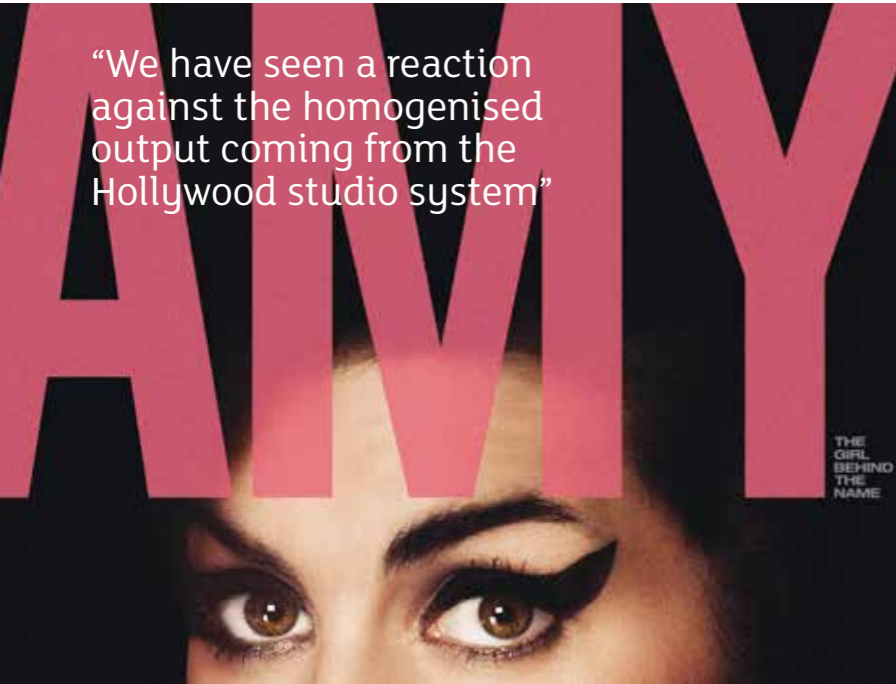
The year Richard Green was established

ART HOUSE BLOCKBUSTERS

Based in London's Soho, at the heart of the UK's film industry, Altitude Film Entertainment is an independent media company involved in every stage of TV and film production, finance, sales and distribution.

"We are vertically integrated and frequently work on projects at all stages of their lifecycle," explains Will Clarke, Co-founder. "We acquire projects at script stage, oversee them through production, sell them to international distributors and release them ourselves in UK and Irish cinemas, on DVD and Blu-ray, digital platforms and via broadcasters."

The company was set up in May 2012 and has built up an impressive track record in that time, with the films it has worked on receiving 13 nominations and two wins at the BAFTAs, and 17 nominations and seven wins at the Oscars.



Lady Macbeth was included in the Top Ten Independent Films list from National Board of Review in 2017

Ghost Stories is a 2017 horror film co-directed by Andy Nyman and Jeremy Dyson, adapted from their stage play



"We've been involved with Oscar-winning films every year we've been active, including *Moonlight*, *Amy* and *20 Feet from Stardom*," says Andy Mayson, Co-founder. "Our films have grossed more than £17m at the UK box office and we've sold 50 films internationally, grossing over \$60m in sales."

Among the other notable films it has supported are the multi-award-winning releases *Lady Macbeth*, *Loveless* and *The Florida Project*. Finding the next hit movie or TV show is never easy, but Altitude says that current audience trends are playing to its strengths.

"In recent years, we have seen a reaction against the homogenised output coming from the Hollywood studio system," says Andy. "While those films remain popular, there has also been a significant rise in the desire for films and TV series made with a more personal approach. These are the projects we have always supported. We seek out and embrace unique voices and perspectives that challenge the status quo because we know that audiences are hungry for new stories and new storytellers."

Among the productions it is currently working on are a film version of *Horrible Histories* and a biopic of Argentinian footballing giant Diego Maradona.

7

The number of Oscars Altitude Film Entertainment has won

REVOLUTIONARY THINKING

Award-winning advertising group Spark44 likes to do things differently. It describes itself as the first global joint venture between an agency and a client, with a 50:50 ownership model. As such, it focuses all of its efforts on just one client, its founding partner, Jaguar Land Rover (JLR), while remaining as an independent agency with its own in-house culture.

"The single client model across all marketing disciplines is not only highly effective, it is also extremely efficient as it allows us to spend less time and fewer resources on internal admin, or

competing with other global agencies for new business," says Ralf Specht, CEO of Spark44.

"We can dedicate significantly more time and focus to improving our client Jaguar Land Rover's business than traditional marketing."

The agency was formed in 2011 and currently operates through 18 offices around the world, with more than 1,000 employees. The approach it has taken has "impacted sales in an unprecedented way," says Ralf, with sales of JLR vehicles doubling over the past six years. This success has, in turn, led to the



www.spark44.com
Sector: Advertising & Marketing
Region: West Midlands



Spark44 was awarded the Global Effie for effectiveness in 2015

Spark44 was established with founding partner Jaguar Land Rover in 2011



agency winning more work from its client.

"Re-vitalising an iconic brand like Jaguar is a once-in-a-lifetime opportunity," Ralf says. "With the successful relaunch of Jaguar globally, our client awarded its equally iconic Land Rover brand to Spark44."

The agency thinks it has found an answer to the issues raised by the rapidly-changing advertising and consumer landscape, and thinks this could serve other brands and marketing agencies well, too. "I believe that brands operating globally should expect nothing less than a disruptive new agency model, one that can properly centre on clients' needs rather than just on their own bottom line," says Ralf. "There is big opportunity for those with an entrepreneurial mind-set who are willing to challenge conventions."

1,100

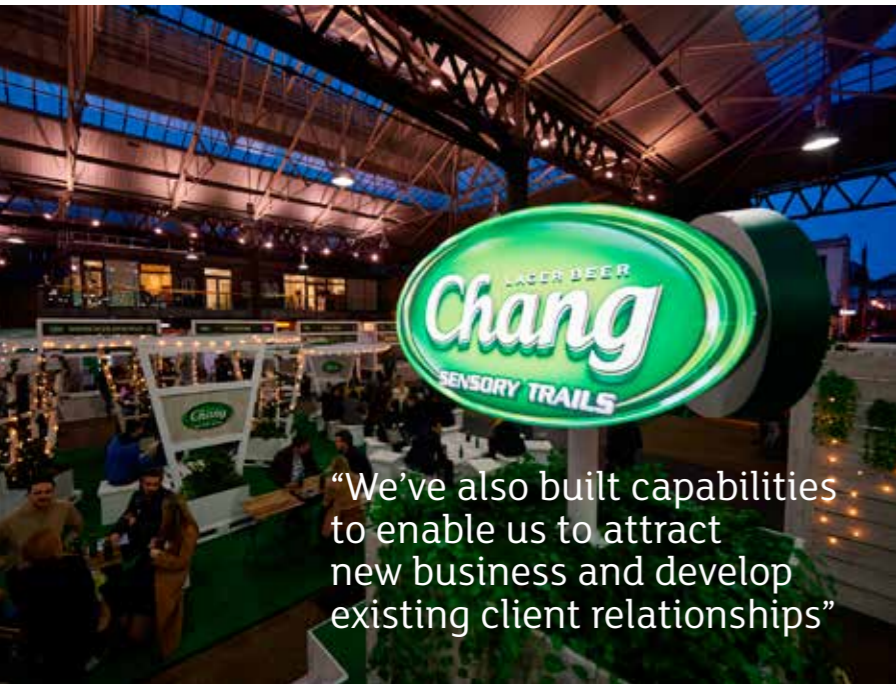
The number of employees at Spark44

GLOBAL GROWTH

Marketing agency FIRST was set up in London in 1996, originally under the name First Protocol. Its name may have shrunk, but, in every other way, the business has grown, in terms of the services it offers and the places from which it operates.

These days, the company, with some 250 employees, works with global brands to deliver everything from marketing and brand strategy to venue sourcing, event technology and data analysis. It also now has a presence in six locations across Europe, the US and Asia.

A crucial element in this growth has been the company's ability to develop in line with the demands of its clients. "As clients' needs have evolved, we've developed our expertise and skills by building our experiential and strategic marketing capabilities," says Mark Riches,



"We've also built capabilities to enable us to attract new business and develop existing client relationships"

Founder and Group Non-Executive Director. "We've also built capabilities to enable us to attract new business and develop existing client relationships. We take a focused approach to new client acquisition, identifying prospective clients who seek a true partner agency, where we know we can bring value and expertise."

The development of in-house skills has come about through a mixture of both organic growth and acquisitions. Among the latter deals, it bought Barkley Kalpak Agency in the US in May 2016 and Clive in the UK in January 2017. "Both agencies had creative and design strengths that complemented the logistics strength at FIRST, which has helped our expansion into new client sectors, as well as deepening existing client relationships," says Mark.

The history of the business has been one of constant evolution and development, – something that is unlikely to change soon. "More clients are demanding global consistency as the marketplace gets smaller and communication channels continue to evolve, so the ability to execute and deliver seamlessly across borders will be key," says Mark. "And the demands of technology will continue to challenge and shape the industry."

FIRST

www.firstagency.com
Sector: Leisure
Region: London



FIRST clients span many industries, from aerospace to healthcare

Maureen Ryan Fable oversees all operations for the FIRST US branch



250

The number of employees across six locations: London, Dublin, New York, Los Angeles, Singapore, and Hong Kong

CORRECTING THE IMBALANCE

JENNY TOOTH OBE
CHIEF EXECUTIVE, UK BUSINESS ANGELS ASSOCIATION



"ANGELS NOT ONLY PROVIDE VITAL EARLY-STAGE FINANCE, BUT ALSO BRING VALUABLE BUSINESS SUPPORT AND ADVICE"

ANGEL INVESTORS ARE CRUCIAL FOR SMALL BUSINESSES TO DEVELOP, BUT THERE IS A DISTINCT LACK OF FEMALE ENTREPRENEURS ACCESSING EQUITY INVESTMENT

Small businesses are vital to the UK economy, and there has never been a more important time to recognise their contribution. Angel investment is a major source of finance for early-stage entrepreneurs here in the UK, and this pool of investment is growing. Indeed, our recent research in partnership with the British Business Bank has shown that, despite recent economic uncertainty, 41% of angel investors invested more in 2016–17 than in the previous year, indicating that angels continue to view small businesses as a priority for their investing.

Angels not only provide vital early-stage finance, but also bring valuable business support and advice, including access to customers and markets, on average spending more than 1.5 days per week helping their portfolio businesses. Working in syndicates, angels are able to pool their risks, skill-sets and due diligence. In addition, syndication enables investors to bring much bigger sums to the deal and we frequently see deals involving angel investment worth more than £1m.

"RESEARCH HAS SHOWN THAT THE NUMBER OF WOMEN ENTREPRENEURS ACCESSING EQUITY INVESTMENT ALSO REMAINS VERY LOW"

Angels also support the entrepreneurs they back, by helping to identify next-stage growth finance and creating an interface with relevant VCs and PE investors.

Despite its benefits, we continue to see that levels of angel investing vary across the regions, with more than 69% of angel investment being made

into the so-called 'golden triangle' of London, Oxford and Cambridge. We are working to tackle this, connecting key players across the regions to increase the number of angel investors to build a more vibrant ecosystem for regional entrepreneurs. Initiatives such as our regional 'Angel Hubs' and new national e-learning programmes are helping to bring together the wealth of knowledge and skills that exists across the entrepreneurial community.

Elsewhere, a key challenge for the angel community is combating the low proportion of women angel investors, who are currently estimated to make up only around 15% of the existing angel population. In addition, research has shown that the number of women entrepreneurs accessing equity investment also remains very low compared to their male counterparts. To address this, we are undertaking

41%
THE PROPORTION OF ANGEL INVESTORS WHO INVESTED MORE IN 2016–17 THAN THE PREVIOUS YEAR

a focused and proactive campaign this year to raise awareness and bring knowledge to many more women entrepreneurs, helping them to access the start-up finance they need.

There is much to be done, but we can achieve this if we all work together across the entrepreneurial finance ecosystem to enable the UK's inspiring businesses to go farther on their journey to growth and success in the year ahead.

THE FOOD AND DRINK INDUSTRY IS THE BIGGEST MANUFACTURING SECTOR IN THE UK, WITH AN ANNUAL TURNOVER OF SOME £97BN. IT IS ALSO ONE OF THE FASTEST-EVOLVING, WITH MORE THAN 1,500 NEW PRODUCTS INTRODUCED EVERY QUARTER



SECTOR AT A GLANCE

£22BN
THE VALUE OF FOOD AND DRINK EXPORTS FROM THE UK

£97.3BN
THE TURNOVER OF THE FOOD AND DRINK INDUSTRY, EQUIVALENT TO 19% OF TOTAL UK MANUFACTURING TURNOVER

97%
THE PROPORTION OF BUSINESSES IN THE FOOD AND DRINK SECTOR THAT ARE SMALL TO MEDIUM-SIZED

IN THIS SECTION »
The Ginger Pig explains how it's trying to reinvent the idea of a high street butcher and Radnor Hills taps into the public demand for healthier soft drinks

Source: Food & Drink Federation

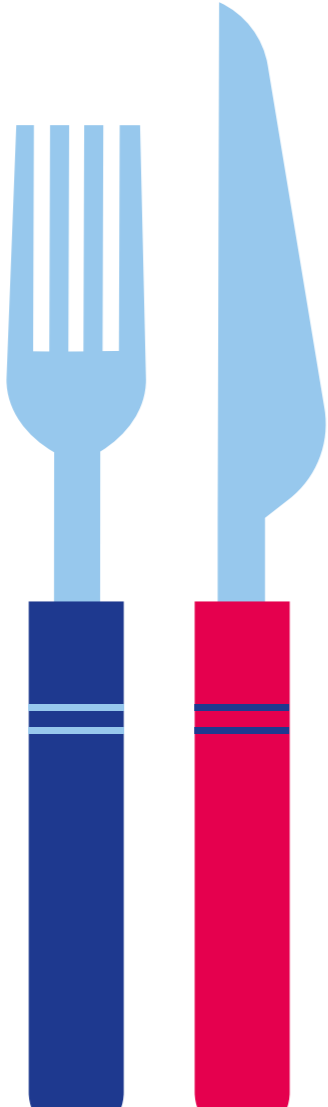
CREAM OF THE CROP

The food and drink industry is one of the most important creators of jobs in the UK, with around 400,000 people employed across the country, largely in small and medium-sized companies. The figure is only likely to grow in the coming years, with 140,000 new recruits likely to be needed by 2024 to feed the country’s growing population. The industry is having to deal with some significant challenges at the moment, not least the consequences of the Brexit vote, which could make life harder for a sector that currently relies on EU nationals for almost a third of its workforce

OTHER COMPANIES THAT MADE OUR LIST

- The Bread Factory
- Boston Tea Party
- Brewhouse and Kitchen
- Japan Centre Food Hall
- Leon
- Science in Sport
- Wenzel’s

For the full Directory turn to pages 128-153



RUM AND REGGAE

Turtle Bay
www.turtlebay.co.uk
Sector: Food & Drink
Region: South West England

Bringing a taste of the Caribbean to the UK, Turtle Bay serves its jerk chicken, goat curry and other traditional fare to more than one million customers every year at its network of more than 40 restaurants.

“Turtle Bay has embraced the opportunity to bring the Caribbean vibe to an increasing number of towns and cities across the UK,” says CEO Ajith Jayawickrema. “A huge part of the Turtle Bay experience is about the atmosphere in our restaurants. We create a positive, fun, happy ambience. It is all about capturing the heart and soul of the Caribbean through delicious food, tropical cocktails and an infectious reggae soundtrack.”

The casual dining sector has been going through a tough time in the UK, with a number of high-profile operators closing some of their restaurants. For Turtle Bay, the trick has been to constantly engage with its customers to ensure the experience it offers matches what they are looking for.

“At Turtle Bay, we never stop listening to our customers and we work very hard to make sure that they have a truly memorable experience when visiting our restaurants,” says Ajith. “Social media has also been an extremely valuable way to engage with our customers. We use Facebook, Twitter and Instagram extensively. We also have our own Spotify playlists that allow our passion for music to be shared directly. With social media being so integral to what we do, that two-way conversation now allows diners to play a pivotal role in influencing the Turtle Bay experience.”

Looking forward, the evolution in British eating habits should provide the company with the chance to develop further. “Opportunities lie with adapting to the trends of lower sugar and the prevalence of vegan and vegetarian food,” says Ajith. “The hugely-competitive landscape is a constant challenge and differentiating the unique Turtle Bay experience is the real opportunity.”



44

The number of Turtle Bay restaurants across the UK and Germany

Turtle Bay
Caribbean social

Turtle Bay is inspired by beach shack and street vendors across the Caribbean



“Opportunities lie with adapting to the trends of lower sugar and the prevalence of vegan and vegetarian food”

Ajith Jayawickrema, CEO, Turtle Bay

HEALTHY EATING

Essex-based Eat Natural's wide range of fruit and nut bars, toasted mueslis and granolas are becoming an ever-more prominent feature of supermarket shelves. The company's products are mostly made by hand in small batches, with 1,440 bars in each batch. That process enables it to keep quality to the fore, but their popularity means it needs to make a lot of batches, with demand currently running at around 2.5 million bars a week.

As well as strong sales in the UK, the company now exports to 35 countries around the world, with key markets ranging from nearby France to more distant countries, such as Japan. Another important destination is the Netherlands, which played a critical role in the early days of the business.



The company is celebrating its 21st anniversary this year

Eat Natural produces cereals and snack bars based on grains and nuts



ON A (SAUSAGE) ROLL

The Ginger Pig is helping to reinvigorate the idea of a great high-street butcher. The company rears native-breed pigs, sheep and cattle in North Yorkshire and uses these animals to supply its growing network of shops. It all began with a small stall in Borough Market in London, but the company has now grown to seven shops across the city and another in Loughton, Essex. More are planned in the future, including a new space in Borough Market, which will act as the hub of an online business offering nationwide delivery.

"In our eyes, our shops are part of the local fabric of everyday life, not just another shop on the high street," says Tim Wilson, Owner and Founder of the company. "From very humble beginnings in the early-'90s, The Ginger Pig has been at the forefront of bringing butchery back to London's high streets."

The company now makes more than 130,000 sausage rolls each year to sell in its shops, but the outlets are about more than simply selling meat. "As longstanding and experienced experts in the industry, we aim



www.thegingerpig.co.uk
Sector: Food & Drink
Region: Yorkshire and the Humber



The company farms more than 3,000 acres of its own pasture and North Yorkshire moorland

The Ginger Pig also runs butchery classes, including how to make a three-bird roast



"When we first created Eat Natural, we took the worst-possible space at a big trade show in Germany. We spent three long days with very little interest," recalls Co-founder Praveen Vijh. "And then, on the last day, as we were about to pack up and come home, a buyer from Holland's biggest supermarket, Albert Heijn, came over to taste our bars. He loved them and we landed our first big deal. The UK multiples followed suit very quickly."

These days, the company's products are available in most major supermarkets, independent health shops, petrol stations, cafés and high street chains, such as Boots and WHSmith. Looking back over the past 21 years, Praveen says one of the key lessons learnt has been to "always take the plunge and play with the big boys – you never know where it will get you."

For any young business starting out today, he advises entrepreneurs to "really love your product, really believe in it and don't be afraid to follow your own gut instincts. When we burst onto the scene, there was no other product like ours."

1,440

The number of bars in each batch. Eat Natural makes around 2.5 million bars each week

to pass on our knowledge to the customer, to better educate them in all aspects of butchery and farming, from the animals we rear in North Yorkshire, to knife skills and proper meat cooking," explains Tim.

Recent trends suggest people may eat less meat in the future, but Tim is sure that his company's position in the market means it will thrive nonetheless. "As meat gets more expensive, people may eat it a little less often, but they will still want to invest in special occasions and will increasingly demand better quality," he says. "The UK has always been and will always be a meat-eating nation. It is just up to the producers to supply the customer with what they want."

130k

The amount of sausage rolls handmade each year

THIRST QUENCHERS

A family-run soft drinks business in mid-Wales, Radnor Hills has been operating for more than 25 years. Using water from the family farm, the company sells both premium Welsh spring water and a growing range of soft drinks, producing around 250 million bottles a year.

A key area of recent growth has been the trend for lower-calorie drinks, partly as a result of changes to school food regulations, but also changing lifestyles in the wider population.

“One of the biggest opportunities for us has been the requirement for much lower-calorie and healthier soft drinks for students to consume at school,” says William Watkins, Managing Director. “The challenge for us has been to do this while retaining a great-tasting product. We have seen an increasing demand for healthier-style drinks in general that contain less sugar and we have developed a lot of products within this category.”



Radnor Hills is based on a farm near Knighton in mid-Wales



The premium sparkling drink flavours include strawberry and mint, elderflower and traditional lemonade

“We have seen an increasing demand for healthier style drinks”



Radnor Hills expects more innovation in this area, as the industry faces up to challenges such as the ‘sugar tax’ introduced in the UK in April 2018, following which drinks with more than 5% sugar content will incur an additional levy.

“The sugar tax has created a considerable amount of reformulation,” says William. “I believe many drinks being produced and launched in the future will look to sit underneath the threshold of the sugar tax levy. We will be looking to develop new products that fit within this sector.”

Another pressure it has had to deal with is the fall in the value of sterling since the Brexit vote, which has led to increased costs. But, the company has sought to tackle this head on.

“We have looked to automate our processes and be one of the best when it comes to production efficiencies,” says William. “We have invested in the most up-to-date techniques in terms of production so we can drive down our cost base. That has mitigated some of the increasing costs that have been brought about by the devaluation of sterling.”

180

The number of Radnor Hills employees

TURN THE SCALES

IRENE GRAHAM
CEO, SCALEUP INSTITUTE



“THE SCALEUP INSTITUTE HAS AN ONGOING PROGRAMME OF ANALYSIS, RESEARCH, EDUCATION AND LOCAL ENGAGEMENT”

SCALEUP COMPANIES ARE HIGHLY PRODUCTIVE, INNOVATIVE, DIVERSE AND INTERNATIONAL. INCREASING SUPPORT FOR THEM IS VITAL TO IMPROVE UK PRODUCTIVITY

Over the past few years, the number of UK scaleups has grown. ONS data for the years 2013 –2015 indicates that the number of businesses that can be classified as scaleups in the UK has risen from 26,985 in 2013 to 31,440 in 2015.

However, we still lag significantly behind international counterparts and need to continue to step up our game if we are to realise our ambition to be the best place in the world to scale a business.

While scaleups need help on talent, access to markets and leadership, they also cite access to finance – and, notably, patient capital – as a barrier to their growth.

It’s so important that the Government’s recent Industrial Strategy and the Patient Capital Review have focused on the actions needed to make sure that the UK environment is effective for not just starting but growing a business. It remains vital that the public and private sectors, with the finance community, work together and align resources towards our scaling firms.

The further economic growth that scaleups can generate will only occur if local scaleup leaders get the support when they need it most. We know that they most value locally-rooted resources to foster their growth. They want more local solutions tailored to their needs: more peer-to-peer networks where they can meet their counterparts; easier access and deeper connections to local educators, university research facilities and partners, particularly corporates and overseas customers, with whom they can collaborate.

When it comes to finance, scaleups are not just looking for cash; they want smart money, which brings knowledge, skills and customer and market connections with it.

The role of the British Business Bank and its partnership with the private finance and business community is ever-more important if we are to address the regional,

capital and knowledge asymmetries.

That is why the ScaleUp Institute is pleased to be collaborating with the British Business Bank, alongside London Stock Exchange and other key players, in a digital hub to better bring together the knowledge on growth capital across the country, as well as the establishment of regional relationship managers within the British Business Bank to better connect capital between locations and scaling businesses.

A large proportion of scaleup leaders are concerned about whether the UK will continue to be a good place to grow a business and do not believe they are as well served as businesses that are not growing as fast. We must now act in an even more coordinated and collaborative manner if we are to address their concerns and close the scaleup and productivity gaps.

“WHILE SCALEUPS NEED HELP ON TALENT, ACCESS TO MARKETS AND LEADERSHIP, THEY ALSO NEED FINANCE”

The ScaleUp Institute has an ongoing programme of analysis, research, education and local engagement. It is also imperative that work on harnessing existing Government data sources to identify scaling businesses is accelerated and completed, enabling far better intra-governmental, local and private sector engagement with our fastest-growing firms. This will increase the capacity for local ecosystem stakeholders to collaborate, and ensure that their scaleup leaders flourish.

Scaleups are of even greater importance now as we enter the Brexit era. We are fortunate to have very many capable, ambitious business leaders innovating to provide customers with better services than before. Together, let’s make Britain the best place in the world to scale a business.

ENCOURAGING GROWTH

TIM HAMES

DIRECTOR GENERAL, BRITISH PRIVATE EQUITY
& VENTURE CAPITAL ASSOCIATION



“MORE NEEDS TO BE DONE TO ENSURE THAT THE UK REMAINS ONE OF THE MOST ATTRACTIVE PLACES IN THE WORLD TO START, RUN AND INVEST IN A BUSINESS”

SMEs ARE THE ANATOMY OF THE NATION, WHICH IS WHY WE NEED TO CONTINUE OUR SUPPORT THROUGH POLITICIANS, REGULATORS AND MORE

It is difficult to believe this is already the fifth edition of this brilliant initiative. Of course, the world today looks a rather different place compared to 2013, but what has not changed is the absolutely vital role that SMEs play in the UK economy and society, and their deserved recognition in this publication.

£1.9^{bn}

THE TURNOVER GENERATED BY SMEs IN THE UK

Small and medium-sized enterprises are more than just numbers in a Treasury press release or economic paper: they are employers, revenue generators and community and social fixtures. There are estimated to be in excess of 5.687 million SMEs in the UK, employing more than 16 million people and generating a turnover of £1.9bn. Yes – it tends to be the larger companies that get much of the attention, and their contribution to British life is, of course, significant, but the SMEs show the real anatomy of a nation.

This is why SMEs not only require the continued support of politicians and regulators and the like, but they are also the reason why more needs to be done to ensure that the UK remains one of the most attractive places in the world to start, run and invest in a business. Our membership, currently topping 700 – a BVCA record – includes 300 private equity and venture capital fund managers. Over the past five years, they have invested £27bn into more than 3,800 UK companies. The overwhelming majority of these – 86% to be precise – were SMEs.

These, clearly, are not insignificant numbers and it is absolutely imperative

that the channels of funding are open and flowing freely. Yet access to finance is a long-standing problem for SMEs, be they start-ups, scaleups or beyond, and it is one recognised by the Government, most explicitly seen in the Patient Capital Review and released alongside the Autumn Budget in 2017.

It was a welcome development and one that could have a transformative impact on the SME funding environment, and help even more entrepreneurs, founders, owners and business leaders to fulfil their ambitions and spearhead the next generation of economic growth.

And, it is towards that future that I commend this report and London Stock Exchange Group’s wider support for high-growth companies.

“SMALL AND MEDIUM-SIZED ENTERPRISES ARE MORE THAN JUST NUMBERS IN A TREASURY PRESS RELEASE OR ECONOMIC PAPER”

To pick just 1,000 enterprises is an immensely challenging task; those featured within represent some of very best the UK has to offer.

When it comes to investing in the UK, we’ve got it covered.

BGF is the most active investor for growing companies and entrepreneurs across the UK and Ireland. We cover every growth-stage, sector and region and provide funding of between £1–10m for a minority stake. If you’re an ambitious company, who thinks big and wants to succeed, we can help realise your vision.

Duncan & Todd, a chain of opticians in Scotland, is just one of the 200+ businesses BGF has invested in.

BGF
Invested in Growth

0345 266 8860 | bgf.co.uk

RETAIL »

EMPLOYING SOME 2.8 MILLION PEOPLE ACROSS THE COUNTRY, THE RETAIL SECTOR LIES AT THE HEART OF THE UK BUSINESS WORLD. IT IS ALSO IN THE MIDST OF A PROFOUND CHANGE AS DIGITAL PLATFORMS CONTINUE TO DRAW CONSUMERS AWAY FROM THE HIGH STREET

SECTOR AT A GLANCE

192,000
THE NUMBER OF VAT-REGISTERED RETAILERS IN THE UK

1.6%
INCREASE IN RETAIL SALES FROM JANUARY 2017 TO JANUARY 2018

12%
THE PROPORTION OF RETAIL SALES MADE ONLINE

IN THIS SECTION »
MatchesFashion.com reveals its largest single order, via its app, and Tropic Skincare shares its mission for ethical beauty and talks about the 60 awards the firm has won

Source: RetailEconomics



PLACED TO MEET DEMAND

These days, any changes in retail sales figures are keenly picked at by economists and Government officials who know they are a critical indicator of both the health of the wider UK economy and consumer confidence levels. There are more than 290,000 retail outlets in the country and the sector now accounts for close to a third of all consumer spending, according to industry analysts RetailEconomics. The sector these days is one that increasingly relies on the internet, with annual growth in online retail sales of some 10%, which easily outstrips the low, single-digit figure for the industry as a whole



OTHER COMPANIES THAT MADE OUR LIST

- Footasylum
- Lovania
- Osprey
- Rapha
- Saddleback
- Seraphine
- Value Retail

For the full Directory turn to pages 128–153

THE PERSONAL TOUCH

Tropic Skincare
www.tropicskincare.com
Sector: Retail
Region: East of England

Susie Ma, Founder of Tropic Skincare, first started making the company’s bestselling body scrub in her mum’s kitchen at the age of 15. She went on to officially launch the brand in 2011 and has since expanded the range to more than 100 other beauty products, scooping up more than 60 industry awards along the way.

Susie has a clear philosophy for the brand as it grows. “My mission for Tropic is to create beauty products that are truly good for you,” she says. “No toxic chemicals, no marketing gimmicks, just natural, nutritious ingredients packed into our freshly-made products.

“I believe that staying on-trend and true to your ethics is crucial for growth. In the UK, 50% of consumers who bought beauty products in the past 12 months looked for products made with natural ingredients. The natural beauty industry is booming right now; shoppers are savvier and I think it’s important to listen.”

Although Tropic Skincare has developed into a substantial enterprise, Susie says that keeping the personal touch remains a vital part of what it does – something she learned the value of when selling her products from a market stall in the early days of the business.

“In a digital age, it’s far too easy to lose the human element of a brand, so, in 2013, I launched Tropic’s social selling platform,” she says. “We now have a growing family of more than 10,000 dedicated ambassadors that sell Tropic products across the country. It’s our job at HQ to inspire and empower them to ensure that they get the most out of their Tropic businesses.”

These ambassadors don’t just sell the products, they also help to shape the way the company operates. “At Tropic, we always listen, and often ask our ambassadors how products or campaigns are working for them, so we get real feedback, which allows us to continually improve and develop,” says Susie.



Tropic Skincare creates cruelty-free, vegan, natural beauty products



10,000

The number of Tropic ambassadors who have all started their own beauty business selling Tropic products

“The natural beauty industry is booming right now; shoppers are savvier and I think it’s important to listen”

Susie Ma, Founder, Tropic Skincare

FAST FASHION

Through its website and mobile app, its three London stores and its private-shopping townhouse, MatchesFashion.com offers its customers access to more than 450 established and new designers. It also offers 24/7 advice through MyStylist, its dedicated fashion concierge team.

It is all designed to ensure a user-friendly and luxury experience so that its customers – both male and female – can access the best in innovation and forward-looking fashion as easily as possible.

“Online retail has grown at an amazing rate, thanks to the consumers desire for convenience. We have kept ahead of our competitors by introducing initiatives such as 90-minute delivery in London and daily content that’s engaging and topical, exclusively via our app,” says Chief Executive Ulric Jerome.

MATCHESFASHION.COM
THE FASHION POINT OF VIEW

www.matchesfashion.com
Sector: Retail
Region: London



^ The e-boutique stocks clothes and accessories for men and women



> MatchesFashion.com started as a boutique in Wimbledon

A JEWEL IN THE UK’S CROWN

A jewellery firm in its third generation, Pragnell is built on and continues to flourish with its strong family-run heritage. It is now led by Charlie Pragnell, Managing Director and grandson of the Founder, George Pragnell.

George’s journey into the jewellery world began when he was taken on as an apprentice at the jewellers Biggs of Maidenhead, where he served members of the Royal Family. A few years later, in 1954, he and his family moved to Stratford-upon-Avon, where he took over a small jewellers.

From an engagement ring fit for the Queen to a world-record-busting, limited edition, Patek Philippe watch, it is the incredibly diverse range of goods that makes the historic business the success it is today. Charlie comments: “We have the most diverse range of goods and services in jewellery-related matters in the UK. We have a fantastic selection of luxury watches from the world’s leading watch brands, to a beautiful collection of modern, antique and period jewellery, and modern and antique silver.”



www.pragnell.co.uk
Sector: Retail
Region: West Midlands



^ Pragnell also has workshops for jewellery, watches and clocks



< The jeweller stocks a range of modern and antique pieces



“It’s all about engaging with our customer across multiple touchpoints and bringing our brand to life”

Although based in London, the business is global in its reach, shipping to more than 176 countries. “We have developed fully-translated sites for France and South Korea, and have a global events calendar. It’s all about engaging with our customer across multiple touchpoints and bringing our brand to life,” says Ulric. “Putting the customer at the heart of our business and providing them with the best in global style across a variety of platforms has given us a strong customer base on a global scale, and each of these customers, in turn, acts as a brand ambassador.”

The company’s business model relies on staying abreast of developments in the fast-moving technology arena, as much as in the world of fashion, but it often pays dividends – its largest single order to date via its mobile app, for example, was for £94,000.

“At MatchesFashion.com, we consider ourselves both a tech and a fashion company, and both are renowned for the speed with which they change,” says Ulric. “We always refer to our balance of logic and magic, where our curious spirit is anchored by a strong tech and business infrastructure, as key to our success.”

£94k

The value of the largest single order via mobile app

With showrooms in London’s Mayfair and Stratford-upon-Avon, Pragnell has a strong British presence. However, the business opportunities for the family jewellers stretch much farther afield. “We look at the international markets and now employ Mandarin, Arabic, German and Russian speakers, as we are continuing to develop our international clientele,” Charlie says.

Charlie believes in an international approach, and thinks that this should be a strategy more widely used in the UK. “There should be teams of diplomats and business leaders making regular trips to North America, the Middle East and China, developing new contacts and building on existing relationships,” he suggests.

1954

The year George Pragnell opened his shop in Stratford-upon-Avon

PET PARADISE

If your pet deserves a treat, Rosewood is likely to have what you're looking for. Over the past 58 years, the company has provided toys, grooming and bedding products for pets in the UK and overseas, designing its own products as well as sourcing from other suppliers. Its range covers the needs of all domestic pets, including dogs, cats, rabbits, guinea pigs and fish, and last year, the company exported its goods to more than 40 countries.

"Our experience and knowledge of this market means there is high demand for our own-brand products, from both retailers and consumers alike," says Neil Panter, Managing Director. "We introduced more than 500 new Rosewood brand or customer own-label lines to our portfolio in 2017."

This corner of the retail market has some particular characteristics,

Rosewood
It's a pet thing!

www.rosewoodpet.com
Sector: Retail
Region: West Midlands



"Expenditure during a pet's life has never been higher"

which the company knows it needs to keep in mind. "Pet accessories are very rarely a destination buy," says Neil. "As is the case with most impulse lines, presenting products appropriate to the right shopping environment, combined with the right price, packaging and offering a benefit to either pet, owner or both, will result in a sale."

"There are some difficulties, though, including the current trend for people to have their first pet at an older age than used to be the case. On the other hand, the market tends to be resilient, even if wider economic conditions are tough."

"Modern living puts great pressure on responsible pet ownership and young people are exposed to so many other distractions that they end up getting their first pet later in life. However, the flip side is that people are living longer and, in turn, are keeping their pets longer," says Neil. "Expenditure during a pet's life has never been higher and, with the rapid increase of products for pets, we cannot see a change in the upward curve."



Rosewood also stocks dog-friendly beer and paw-secco

It provides products for dogs, cats, small animals, pet birds, wild birds, aquatics and more



500

The number of new brands added to Rosewood's portfolio in 2017

FLOWER POWER

If you've ever bought a potted plant for your home, you may well have bought a Hill Brothers plant. The company grows and sells more than three million house plants a year, including orchids, begonias, hydrangeas and poinsettias. Alongside that, the company also designs and sources all the ceramic hardware and packaging used.

"We grow around 80% of the plants that we supply ourselves and work with other UK and continental growers to supply a large range of seasonally well-focused products," says

Greg Hill, Managing Director. "On our busiest day, we pack more than 30,000 plants."

This sector of the ornamental horticultural industry has generally been dominated by the large multiple retailers, but Hill Brothers has managed to carve out a useful niche for itself.

"The sector was always dominated by large trading businesses that didn't produce anything themselves," says Greg. "By aligning ourselves more closely with our customers, we can produce products that are designed with the UK consumer in mind. As producers



www.hillplants.com
Sector: Farming & Fishery
Region: South East England



Hill Brothers is one of the biggest poinsettia and orchid growers in the UK



Hill Brothers grows more than three million pot plants a year



ourselves, we have been able to work more closely with other UK growers to facilitate more UK-grown product into the market."

Even in tough economic times, the market for ornamental plants has tended to be fairly resilient. Even so, it is still critically important for a supplier like Hill Brothers to ensure that it can provide the right product at the right time.

"Ornamental plants are an impulse product and our focus has remained on ensuring that we continue to offer fantastic, eye-catching products at great value that perform well for our end consumers," says Greg. "Plants allow people to express themselves and people are using them to enhance their living areas. There is a real push to start bringing the outdoors into the home and house plants are the ideal way to do this."

4

The number of Hill family generations who have grown ornamental plants for nearly 100 years

BUSINESS GROWTH FROM ALL CORNERS OF THE ECONOMY

HENRIETTA JOWITT
DEPUTY DIRECTOR-GENERAL, CBI



“WE WOULD LIKE TO SEE BETTER AWARENESS THAT BUSINESS GROWTH CAN COME FROM ANYWHERE IN THE ECONOMY”

THE GOVERNMENT AND THE FINANCIAL SERVICES SECTOR NEED TO CONTINUE TO SUPPORT UK SMEs, PUSHING THE USE OF EQUITY FUNDING

With an incredibly busy start to the year for businesses, we were pleased to see the Government keeping firms’ needs front of mind through the Patient Capital Review. It is critical that UK businesses receive the right advice, tools and access to finance so that they can grow and innovate.

Now is the time to foster a true, long-term investment culture in the UK. Only 36% of SMEs use external finance and, while scaling up is not appropriate for all such businesses, we believe that both Government and the financial services sector have work to do in making them aware of their financing options for growth. In particular, we are aware that equity funding is relatively under-utilised.

Patient Capital is key to this ambition and the Government should continue to build on the British Business Bank’s existing successes. Current public and private initiatives are far from reaching their full potential and, given the potential gap left by the withdrawal of the European Investment Fund, which is specifically set up to fulfil the needs of SMEs, the British Business Bank could increase its scope to make up that shortfall in support.

We would like to see better awareness that business growth can come from anywhere in the economy, not just those sectors that are perceived to offer high-growth potential. We want to see a welcoming attitude to all types of firms, as the concept and application of patient capital are refined, regardless of perceived levels of innovation.

36%
THE AMOUNT OF SMEs THAT USE EXTERNAL FINANCE TO SCALEUP

The final part is, of course, the source of investment capital. Short-term public investment, via the British Business Bank, could, for example, act as a signal to private investors. This should be managed carefully, to ensure that private money isn’t crowded out. The CBI is also confident that global pension funds can have a central role to play in the provision of patient investment in the future.

Many companies seeking investment say they want a different kind of partner. Someone to help them scale, without taking control. To challenge them – without driving them too hard, too fast.

That’s why we exist.

Hawk group, a plant hire and earthworks company based in Shropshire, is just one of the 200+ businesses BGF has invested in.

BGF
Invested in Growth

0345 266 8860 | bgf.co.uk

BACKING BRITAIN'S GROWING BUSINESSES

BGF IS INVESTING IN BRITAIN'S FUTURE, HELPING SMEs WITH AN ALTERNATIVE FUNDING MODEL

By providing long-term, patient capital for a non-controlling stake, BGF is helping Britain's most ambitious companies to scaleup and branch out on their own terms.

How do you find the right funding model for your business? Equity investment, bank debt or self-funding? It's a question every business owner grapples with which as they consider how they can grow their company, whether they are just starting out or want to accelerate their expansion.

Until recently, the choice of funding for businesses looking to grow fell between a fairly rigid binary of traditional private equity investment or bank debt. Many SMEs wanted a different kind of investment partner, someone who could help fund sustainable, long-term growth without taking control, and who wasn't going to jump ship if the company went through a rocky patch. The industry needed an alternative, a third option that was flexible and entrepreneur-centric.

BGF was set up in 2011 to provide long-term patient capital to the UK's most ambitious growing companies. Here's why we're different:

"WE KNOW THAT AS WELL AS FINANCIAL FIREPOWER, IT'S THE PEOPLE THAT MAKE THE DIFFERENCE BETWEEN A GOOD BUSINESS AND A GREAT BUSINESS"

Minority stakes

BGF is a non-controlling, minority investor. We take a minority stake in the companies we invest in (typically 10-40%), meaning that we don't get involved in the day-to-day running of the business and, crucially, the decision over if, when, or how to exit the company remains in the hands of the business owner.

Patient capital

We won't rush you. We provide long-term, patient capital – also known as growth capital – to enable sustainable growth over a long period of time. Unlike traditional private equity firms, we don't have a deadline for a return on our investment.

This is because our capital comes from a £2.5bn balance sheet backed by the UK banks, not third-party investors. While private equity firms will typically look to realise their investment within a fixed time period, in order to provide a return to their own investors, our investment cycle is determined by the needs of your business – not the other way round. Patience is a virtue, after all.

Well connected

We know that as well as financial firepower, it's the people that make the difference between a good business and a great business. So, we help businesses to strengthen their boards. Our Talent Network is made up of executive-level figures with a wealth of expertise in a range of sectors. Think of it as a personalised networking tool.

Broad sector experience

We invest across all sectors – from retail to manufacturing, technology to education – to support a range of growth strategies: rollouts, acquisitions, broadening management teams, or site expansion. And with offices across the UK, our investors are able to reinforce their sector experience with local knowledge and regional contacts.

Invested in your future

We're in it for the long haul. With a seat on the board of more than 220 companies, we're well versed in the ups and downs of business life. We know that a successful partnership means supporting, not steering. As one of our portfolio companies said:

"I quickly began to realise that BGF's approach was different – it would very much be an additional layer of support rather than any loss of control. It's like finding out the big boy in the playground is your best friend. It makes everything easier." (Miles Dunkley, SLG Group)

£1-10^m

in first investments and more in subsequent rounds

ASHES TO ASHES

Derby-based Johnsons Aggregates is a recycler of incinerator bottom ash (IBA), which reduces the amount of waste going to landfill. Johnsons extracts metals from the IBA and turns the residue into a quality aggregate, suitable for the construction industry, thereby avoiding any material going to landfill. Britain falls significantly behind other European countries in its IBA recycling capacity. The industry is heavily regulated and Johnsons is one of a very limited number of companies in the UK with the capability to recycle IBA.

In 2016 BGF, invested £5m into Johnsons. The company opened a new recycling facility in Stanton, Derbyshire, in 2017, and increased the tonnes of IBA recycling from 150,000 to 450,000 per annum. It then provided a further £4m of follow-on funding to support the expansion of the new site for both existing and incoming investors.

The company offers customers flexible risk-sharing solutions aimed at reducing operating costs and ensuring that they benefit from favourable changes in metals market pricing.



www.johnsonsassagregates.com
Sector: Engineering & Construction
Region: East Midlands



Johnsons Aggregates has two fully Environment Agency permitted sites, with two more in planning

Renal Services clinic provides dialysis in a comfortable setting, with refreshments and TVs

"The industry is heavily regulated and Johnsons is one of a very limited number of companies in the UK with the capability to recycle IBA"



www.renalservices.com
Sector: Healthcare
Region: London

EXCELLENCE IN PATIENT CARE

Renal Services is the fourth-largest provider of dialysis services in the UK, working closely with the NHS to treat patients with end-stage kidney failure, where patients' kidneys can no longer sustain life. Using haemodialysis, a patient's blood is filtered and cleaned through a machine external to their body three times a week. In the UK, as of 2012, there were around 55,000 ESRD patients, of which circa 27,000 were treated via HD. This figure has been growing steadily at an annual rate of 4% over the past 17 years.

For further information, go to page 59.

220

The number of companies backed by BGF



LSEG'S ELITE IS AN ECOSYSTEM THAT PROVIDES THE COUNTRY'S FASTEST-GROWING PRIVATE COMPANIES WITH THE CAPITAL, SKILLS AND NETWORK REQUIRED TO SCALE AND EXTEND THEIR POTENTIAL

SECTOR AT A GLANCE

£256M
THE AMOUNT
RAISED THROUGH
IPOS FOR ELITE
COMPANIES

124
THE NUMBER OF
ELITE COMPANIES

18,000
EMPLOYEES ACROSS
THE ELITE UK
COMPANIES

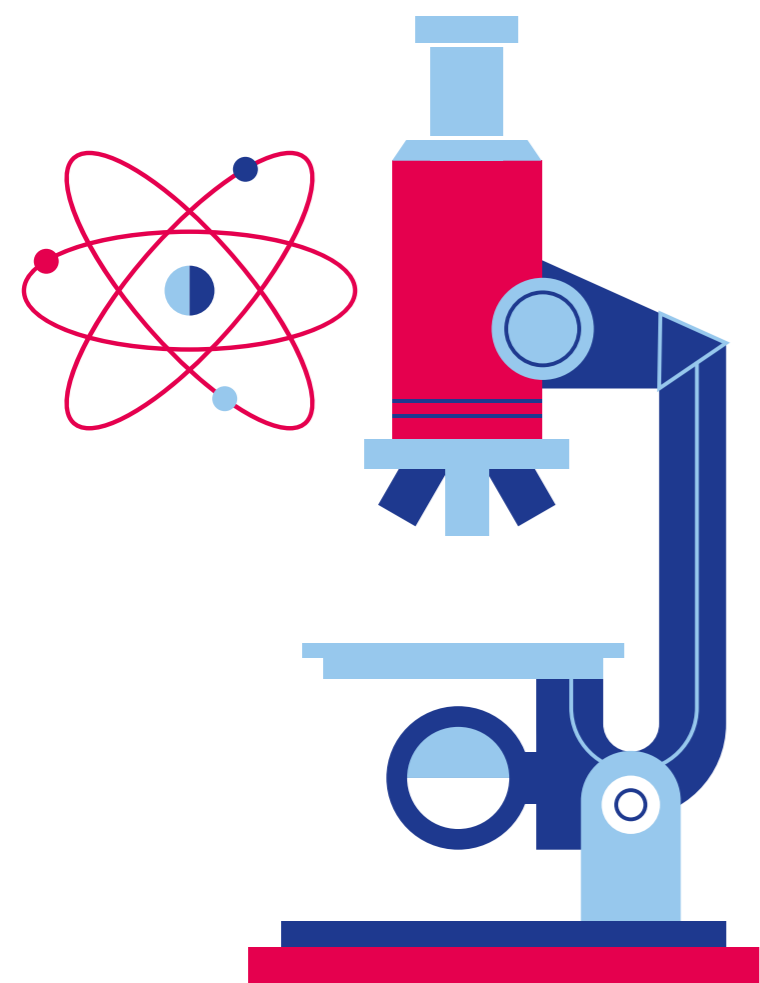
IN THIS SECTION »
Renal Services talks about
its nurse-led dialysis
treatment, with a focus on
the patient's comfort, and
E-Leather leads the way in
smart textiles

Source: LSEG



DRIVEN BY SUCCESS

More than 800 companies have joined ELITE programme, LSEG’s business support and capital raising programme for ambitious private companies, since it was set up in 2012. Today, ELITE has expanded into 27 countries, including China and Brazil. The most recent expansion – announced in February 2018 – brought the programme to Saudi Arabia. In total, the companies that have joined the ELITE programme generate more than£55bn in revenues and account for more than 250,000 jobs. The programme marked another milestone in March 2018, when IntegraFin Holdings became the first ELITE company to list on the Main Market in London



BRINGING THE PAST INTO THE PRESENT

The Coaching Inn Group
www.coachinginngroup.co.uk
Sector: Leisure
Region: East Midlands

In market towns across the country, old inns that once acted as hubs for entire communities have often fallen into disrepair or disuse. Fixing that situation is what The Coaching Inn has made its speciality.

“We purchase under-loved coaching inns at the heart of a market town and bring them back to life,” says Chief Executive Officer Kevin Charity. “We give careful consideration to the history and the property itself, making sure that we don’t destroy the integrity of the building, but we add a 21st-Century twist. With most inns having a 300-year track record, it doesn’t take much to ignite the love and make them once again the focal point of the community.”

The company provides a premium offering, which it says has been proven to work well even during the tough economic times of recent years. “We have made sure that we offer the best possible product we can, delivered consistently,” says Kevin. “The economic climate over the past ten years has played well for our premium offer. When it comes to leisure spend, there has been a significant shift to ‘premiumisation’. Instead of going out three or four times a week, people are visiting less frequently but spending on higher-priced, better-quality drinks and food products.

The same goes for bedrooms. Our premium refurbishments fit this model perfectly.”

Buying and refurbishing freehold properties is a capital-intensive process and the company has been able to secure finance from the Bulldog Hotel Group to enable it to roll out its business model. Such support has enabled it to develop 14 inns so far, with £4m spent on refurbishments in the past 12 months alone.

“One of the key ingredients to our growth is having a solid provision of capital,” says Kevin. “By the very nature of having a sound financial footing, growth starts to become a by-product of this. It enabled us to make the right decisions.”



600

The number of team members across its 14 inns in ten counties



The Coaching Inn Group specialises in market town hotel, restaurant and coffee shop venues throughout the UK



“The economic climate over the past ten years has played well for our premium offer. When it comes to leisure spend, there has been a significant shift to ‘premiumisation’”

Kevin Charity, CEO, The Coaching Inn Group

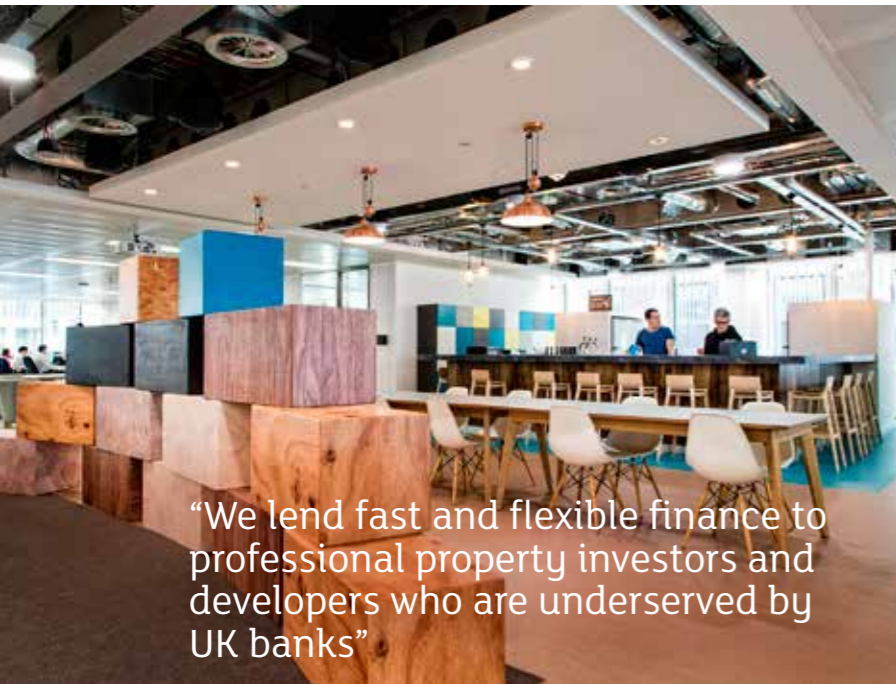
LAND BANKING

LendInvest operates a marketplace for property lending and investing and has become one of the UK's largest non-bank mortgage lenders. The business was set up in 2008, and, since then it has enabled its investors – which range from individuals through to multinational institutions – to lend close to £1.1bn. The people borrowing this money via LendInvest have bought or built more than 3,500 properties worth more than £1.7bn in 120 towns and cities across the UK.

“We lend fast and flexible finance to professional property investors and developers who are under-served by UK banks,” explains Christian Faes, Co-founder and Chief Executive Officer. “By developing technology that alleviates pain points in the mortgage application journey, we make the process of getting a mortgage easier, faster and a lot more efficient.”



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



“We lend fast and flexible finance to professional property investors and developers who are underserved by UK banks”

The company is taking advantage of what Christian describes as a “slow and outdated” UK mortgage market. “There are very few tech-enabled lenders like us,” he says. “The market is dominated by banks that are burdened with ever-changing regulation, legacy loan books and outdated technology. Our tech-first approach gives us an advantage over these incumbent lenders, helping to deliver a faster, more efficient customer journey.”

The company has set itself a series of strategic objectives against which it measures all of its decisions and its performance. They include a goal to continually diversify its funding base by creating new funding sources and provide the scope for more investors to get involved in the market.

“We’ve democratised the market, opening up the asset class to all types of investors for the first time, from global institutions to private individuals,” says Christian. “Not only have we built one of the most diversified property lenders in the country, but we are also continually giving ourselves the flexibility and resilience to lend through cycles responsibly.”



LendInvest built the largest institutional funding base of any European FinTech lender on record

Christian Faes,
Co-founder and Chief
Executive Officer



£40^m

LendInvest’s reported
revenue in 2017

COMMUNITY CARE

There is a growing demand in the UK for patient care away from hospitals, not least in terms of renal care. With a network of dialysis units across the UK, Renal Services is stepping in to meet that demand. Among its key strengths is that it can claim to be the only provider in the UK able to offer complete flexibility in terms of the equipment, medical devices and drugs it supplies as part of its contracts.

The company has adopted a flexible approach in picking sites, using converted office space, old cottage hospitals and industrial units

as well as creating new modular buildings. But it is not just about being closer to patients’ homes, according to Stefano Ciampolini, Chief Executive Officer.

“Renal Services has developed an efficient model of care in which it provides satellite dialysis units away from a hospital. These have allowed high-quality services to be made available to patients in their local community in a cost-efficient manner and in a short time frame,” says Stefano. “We have also opened dialysis units in under-served areas near



Stefano Ciampolini,
Chief Executive Officer

Renal Services is not limited to using one manufacturer’s products, so it can provide the most appropriate treatment



www.renalservices.com
Sector: Healthcare
Region: London



holiday hotspots, such as Devon, Hayling Island and Skegness. By offering holiday dialysis, patients are able to enjoy holidays whilst still receiving treatment.”

Adapting to market needs is likely to become more important in the future, given some of the trends under way in the NHS, which is continually looking to secure improved services for lower costs. But, this should provide opportunities for growth, according to the company.

“It is likely we will see the geographical coverage of some of the UK’s renal hubs reduce in size, with some NHS hospital trusts taking the management of the renal service back in-house,” says Stefano. “This may mean we will see a higher number of smaller and shorter contracts becoming available.”

19%

The CAGR Renal
Services has
generated
since 2007

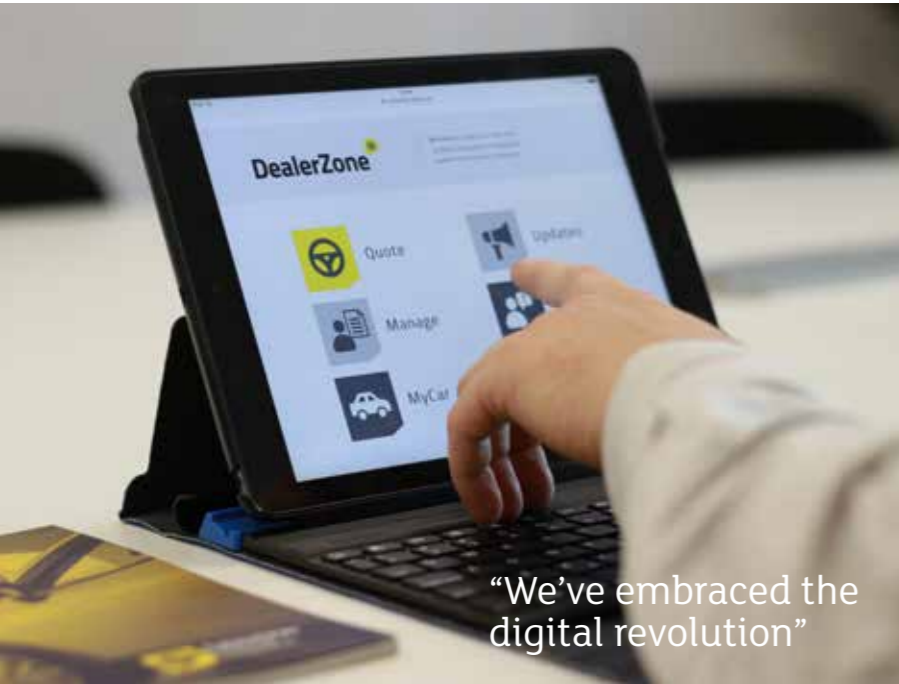
DRIVING CAR PURCHASES ONLINE

Chesterfield-based Evolution Funding is a fast-moving, award-winning automotive retailer and finance provider. Since setting up in 2002, it has steadily expanded its operations. In 2009, it began to provide vehicle rentals through a division now called EVOGO, and in 2012, it opened its first car dealership under the Mike Brewer Motors brand. In the years since, it has also opened an accident repair centre and added a second dealership in Luton. It has also launched a number of online offerings, including car buying and car finance services.

"We've made big steps towards migrating the motor finance journey online and we've developed our technology to support a streamlined customer journey," says Chief Operating Officer Lee Streets. "Our challenge, as with most markets, is how to create a fully digital experience for consumers."



www.evolutionfunding.com
Sector: Financial Services
Region: East Midlands



"We've embraced the digital revolution"

As Lee suggests, the company is now increasingly focused on developing its web-based services, with the aim of helping dealers to shift the financing part of a car purchase onto the internet to improve convenience and efficiency. As well as having its own dealerships, the group also provides motor finance to consumers via 4,000-plus dealer partners and groups.

"We've embraced the digital revolution," adds Jeremy Levine, Chief Executive Officer. "Technological innovation is a key driver in our business and we've invested heavily in developing ways to leverage consumer appetite for convenience. Our finance pre-screening, quotation and lead generation technology turns the traditional showroom finance process into a digital customer journey."

The success of the company's efforts is clear from the speed at which it is growing. In April 2016, the company joined London Stock Exchange Group's ELITE programme as part of the fifth cohort. Since then, growth for the company has continued apace. In 2017, it increased turnover by 40% to £100m, and the number of vehicles it financed more than doubled to 33,924, with some £346m paid out in advances.



Evolution Motor Finance is the UK's largest point-of-sale motor finance broker

In 2017 company turnover increased by 40%, to £100m



33,924

The number of vehicles funded by Evolution Funding

PLANES, TRAINS AND AUTOMOBILES

Peterborough-based E-Leather produces a lightweight, high-performance composite material, which is made using natural leather fibres. It is a fast-growing business that supplies interiors and seating for planes, buses and trains, as well as footwear and other leather products. Most of its sales are focused on the export market, with 90% going to overseas customers, such as German rail operator Deutsche Bahn and US low-cost airline JetBlue.

"There is strong and growing demand for materials that outperform traditional products

and have a lower environmental impact," says Chris McBean, President of the company. "We develop long-term partnerships with some of the world's leading brands and tailor our technology to meet their specifications and design ideas."

The company has posted impressive growth rates to date, with international sales growing by almost 75% last year, and it has won numerous awards. The business is on the cusp of a further period of growth, having recently concluded a new funding round.

"We raised £70m to enable us to build a



www.eleathergroup.com
Sector: Manufacturing
Region: East of England



E-Leather's products provide the look and feel of traditional leather

Discarded leather is upgraded in a patented E-Leather process



new innovation centre and factory in the UK which is four times bigger than the current headquarters," says Chris. "The range of markets we sell into will continue to expand, as will the number of brand partnerships we have. When the market is tough, the world's leading brands respond by looking for growth and innovation."

The key for the business is adapting to the constantly-changing trends in the market and the evolving needs of its customers. "We will continue to innovate," says Chris. "Understanding design trends and brand strategies will enable us to define our priorities, so we can continue to develop products that meet emerging needs. We will drive innovation and think of ourselves as a global business that is centred in the UK, finding and making the best of opportunities in the global market."

90%

The proportion of sales that are exports



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MANUFACTURING & ENGINEERING »

MANUFACTURING UNDERPINS MUCH OF THE UK’S INTERNATIONAL TRADE AND PROVIDES MILLIONS OF JOBS IN THE PROCESS, IN AREAS RANGING FROM FURNITURE TO MACHINERY, PLASTICS AND ELECTRICAL EQUIPMENT

SECTOR AT A GLANCE

45%
THE SHARE OF UK EXPORTS THAT COME FROM THE MANUFACTURING INDUSTRY

397,000
THE NUMBER OF PEOPLE EMPLOYED IN THE UK’S CAR MANUFACTURING INDUSTRY AND RELATED SUPPLY CHAIN

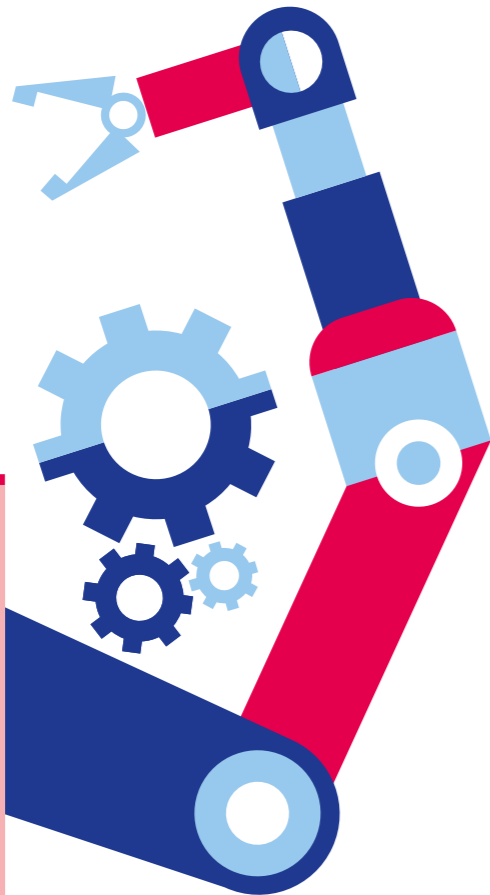
10%
THE PROPORTION OF GDP ACCOUNTED FOR BY THE MANUFACTURING SECTOR

IN THIS SECTION »
Glass container manufacturer Croxsons explains why consumers are moving away from mass-produced items, to craft pieces, and Whitemeadow reports that there has been a rise in popularity of buying British

Source: EEF the manufacturers’ organisation; House of Commons Library

ENGINEERING EXCELLENCE

The UK’s manufacturing sector proved the sceptics wrong in 2017 by growing more strongly than most analysts had expected in what some like to term the ‘march of the makers’. Although its share of overall economic activity has been slipping, the industry remains a core part of the UK’s wider economy and is a key enabler for other sectors to thrive. It is also a very forward-thinking industry, accounting for an estimated 70% of all research and development spending in the UK. The Industrial Strategy published by the Government in November 2017 could help the sector to grow even more strongly in the future



**OTHER COMPANIES
THAT MADE OUR LIST**

- Andy Thornton
- Clayton Glass
- Downland Bedding
- Gemfields
- GKR Scaffolding
- Metallisation
- SRL Traffic Systems

For the full Directory
turn to pages 128–153

SEAL OF APPROVAL

Croxsons
www.croxsons.com
Sector: Manufacturing
Region: London

Croxsons is a family-owned business based just outside London, supplying glass containers and closures, and other packaging, to food and drinks manufacturers around the world.

The company does not manufacture the products it sells, rather, it seeks to maintain a diverse strategic supply chain, which allows it to offer a wider range of products from multiple partners. “Offering a range of industry standards means a reduced risk from customer concentration and provides flexibility in being able to respond to an ever-changing and growing market,” says Tim Croxson, Chief Operating Officer.

The business has a history, which dates back to the 19th-Century but it is firmly moving with the times these days, as consumer habits evolve. “The growth in the popularity of craft products, with consumers moving away from mass-market brands, has been a big opportunity that we have been able to take advantage of,” says Tim. “Consumers are concentrating their spend on better-quality products and brands that are more aspirational. We have been able to supply into this significant sector.”

Further changes are likely in the coming years as demand for different packaging materials changes, but it seems likely that demand for glass ought to remain robust, given it is sustainable and more easily recyclable than many other alternatives. As Tim points out, “Even when disposed of incorrectly in landfill, glass will do zero damage to the environment.”

One key reason why the company has been able to survive and thrive for so long is its consistent attention to quality, and that is something that will not change. “Our utmost aim is to reduce the amount of headaches that our customers experience through excellent quality, over-and-above service, and all with the ethos that comes with a family business that is more than 145 years old,” says Tim. “This is underpinned by excellent service, which strives to understand our customers and their challenges.”



The Croxson family has been working in the bottle industry for nearly 150 years



1872

The year Croxsons was founded by William Croxson

“The growth in the popularity of craft products, with consumers moving away from mass-market brands, has been a big opportunity”

Tim Croxson, Chief Operating Officer, Croxsons

THE NEW STONE AGE

J. Rotherham is a family-run business that has become a leader in luxury stone products over the course of 90 years. Based on a former World War II air base in Yorkshire, it mixes the most advanced stone-working technologies with traditional craftsmanship to create exquisite kitchen work surfaces, tables, fireplaces and architectural stone masonry. An eye for innovation and appreciation of technology has been the cornerstone of the business for many years. The company installed the first stone-working computer numerical control (CNC) machine in the UK in 1988 and the world's first robotic line for kitchen worktop production in 2017. "Technology is evolving rapidly within the stone industry," says Managing Director Matt Rotherham, the fourth generation of his family to lead the company. "We have seen opportunities to capitalise on new

J. ROTHERHAM
EST. 1927

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



"Technology is evolving rapidly within the stone industry"



Kitchen worktops form a significant part of J. Rotherham's stone masonry portfolio



It offers bespoke stone fireplaces, luxury kitchen worktops and architectural and designer stonework

technologies as an aid to traditional craftsmanship." The growing synergy between man and machine has meant that quality levels have increased substantially, as finished products are now more consistent and reliable than in the past. There have also been some challenges to cope with, though. "We had to let go of 75 of our 145 employees during the recession in 2009 after our largest client went into administration," says Matt. Since then, the company has rebounded in impressive fashion and now employs more than 250 people. As it looks to the future, the business draws inspiration from a wide range of places. In a nod to the aviation history of its location, the company recently launched its 'Stealth' kitchen island, inspired by the angles of the iconic Lockheed F-117 Nighthawk stealth fighter jet. Matt says the business also takes inspiration from Japanese 'clean water' philosophy. "Traditionally, Japanese rice farmers have had to be extremely careful not to pass on dirty water to their neighbours, which could devastate the village's yield," he explains. "We instil a sense of individual responsibility to do the job right, and keep finding ways to continuously improve our performance."

250

The number of staff J. Rotherham employs

PRECISION ENGINEERING

The Carfulan Group supplies advanced manufacturing solutions to more than 700 customers across a wide range of industries, from aerospace to automotive, oil and gas, medical, education and design. The group started out as a specialist in multi-sensor metrology through its OGP UK division, but, over the years, it has expanded its offering. In 2007, it added 3D printing to its portfolio, followed by tool pre-setting and inspection in 2012 and turned-part measurement solutions in 2016.

"Our mission is to help manufacturers to make the best parts they can, in the most efficient way possible," says Managing Director Chris Fulton. "We offer best-in-class solutions at every stage of the manufacturing process and we're able to do it for businesses of all sizes." The company has been enjoying strong growth, increasing its turnover from £5m in 2012 to £12m in 2017, helped by an Advanced Innovation Centre that it opened in south Derbyshire in early-2015. "Our state-of-the-art, purpose-built showroom



Managing Director Chris Fulton

SYS Systems, a division of Carfulan Group, is the leading supplier of Stratasys 3D printers in the UK

facility houses the very latest technology, supporting product development, training and testing," says Chris. "It has given our engineers the scope to push boundaries more than ever before and, consequently, they've been in greater demand." Staying at the cutting edge is vital for a company such as Carfulan, as the requirements of UK-based engineering companies become ever-more exacting. "There is a growing demand for smaller and more intricate manufactured parts and components, for example, in the medical sector, where materials and specifications are covered by tight regulations," says Chris. "Our products and software can help businesses to meet these demands quickly, efficiently and with unerring accuracy, offering them a rapid return on investment."

CARFULAN GROUP
www.carfulan.com
Sector: Information Technology
Region: East Midlands



400%

Carfulan's staffing increase since 2002. The firm now employs more than 50 people

SITTING PRETTY

In showrooms across the UK, you will find handcrafted sofas and beds made by Nottinghamshire-based Whitemeadow. The company has been operating since the early-1990s and, today, is the largest independently-owned upholstery manufacturer in the country, supplying the majority of blue-chip high street names, as well as premium independent retailers. Whitemeadow still manufactures upholstery at the same site it started from, although it has expanded into a string of other workshops in the area and now employs some 450 staff across six sites. Recent events in the UK have meant the business is having to cope with the consequences of the Brexit vote, which has pushed up its costs. “The main challenge we face, which came into effect following the Brexit result, is the hugely-significant price increases of raw



WHITEMEADOW
Inspiring British Sofas

www.whitemeadow.com
Sector: Manufacturing
Region: East Midlands



“The general public are buying with more interest in the sourcing of materials, in where items are made and who makes them”



Whitemeadow offers a wide range of styles, from classical to contemporary

The firm partners with many of the UK's largest blue-chip multi-store and independent retailers



materials,” says Ian Oscroft, Managing Director. “In essence, every aspect of the cost of manufacturing has risen, from key materials, such as timber, fabrics and foam fillings, through to small sundry items, such as staples and zips.” However, that hasn't stopped Whitmeadow from pushing forward. The company has responded by focusing on improving its infrastructure and investing in its staff, as well as its operations. The introduction of new production equipment, including automated, fabric-cutting machines, has allowed it to increase output efficiency, for example, and helped it to continue growing. Ian says that maintaining its home base has also worked to the company's advantage in other ways, as consumers are increasingly opting for products made closer to home. “In recent years, we have seen a shift in our customers' focus, with an increased emphasis on buying British as a preferred option,” says Ian. “The general public is buying with more interest in the sourcing of materials, in where items are made and who makes them. Providing this continues to grow, we remain very optimistic about future opportunities.”

350

The amount of different products Whitmeadow produces

ON A PLATE

From its base in St Helens, Poppies Europe has become one of the largest independent napkin manufacturers in the UK, producing more than 60 million napkins a week. In addition, it supplies other disposable paper products, such as table covers and plates to the catering and hospitality industry. Over the past five years, the company has tripled its net assets. That expansion has, in part, been a result of the company's acquisition strategy, with deals in 2012 and 2015, which have allowed the business to accelerate its

market penetration and expand its products. In this industry, pricing is a key issue but quality and service are also important. “We continue to work closely in partnership with our customers to ensure they have the highest level of service so that they can meet their needs in a competitive marketplace,” says Masoud Khadem, CEO. “Price is a prominent factor in our industry, although, with challenging trading conditions and the increasing cost of raw materials, we are seeing a shift whereby service, quality and innovation are paramount.”



There are more than 100 professionals operating efficiently from the four-acre site

Poppies Europe can customise its disposable products with a client's artwork

As in any sector, innovation is a fundamental part of a successful growth strategy, and Poppies Europe continues to look for ways to improve its offering. “We see digital innovation as being key in our personalised printed napkin division,” says Masoud. “Digital-photo-quality images printed on a napkin will open new markets.” To make the most of such opportunities, investment is needed and Poppies Europe has an expenditure programme to develop high-speed production lines and enhance its operations. It has also devoted a lot of time to training and supporting its staff. “Efficient machinery and lean processes with a happy workforce have been central to our success. Never forget your staff. A company is only as good as the people running it.”



www.poppieseurope.com
Sector: Manufacturing
Region: North West England



10

The number of languages spoken across the company

GOOD THINGS COME IN SMALL PACKAGES

GERARD GRECH
CHIEF EXECUTIVE, TECH CITY UK



“SINCE THE DIGITAL TECH SECTOR IS CREATING JOBS TWICE AS FAST AS THE WIDER ECONOMY, IT’S IMPORTANT TO PROVIDE IT WITH THE RIGHT CONDITIONS TO THRIVE”

SMALL BUSINESSES ARE THE LIFE-BLOOD OF THE TECH SECTOR, WITH DIGITAL TECH BUSINESSES REPORTING A TURNOVER OF £170BN

Some of the world’s biggest companies – think Facebook, think British-based MatchesFashion.com – were once just small businesses, started in a garage or on a suburban high street.

As we watch Elon Musk put a luxury car into orbit, we have to celebrate the dreamers, the ambitious entrepreneurs who think that anything is possible and will put in the hours to prove it.

In the tech sector, SMEs and start-ups are providing high-quality jobs, employment to more than a million people and great career avenues for people with good skills.

There’s nothing ‘small’ about these businesses, where the average salary is almost £51,000, 44% higher than the average non-digital salary, and the digital tech turnover of the UK is now worth £170bn.

Since the digital tech sector is creating jobs twice as fast as the wider economy, it’s important to provide it with the right conditions to thrive.

Our Government has become increasingly knowledgeable about the digital tech sector and wants to do more for the small and growing companies that could create Europe’s first Facebook or Google.

Evidence of its enthusiasm for tech was seen in November 2017, when Tech City UK was given more funding and an expanded role so that it can work to connect ambitious entrepreneurs across the country.

Tech City UK and Tech North merged in April 2018, and became Tech Nation. This new venture will connect people in the fastest-growing tech clusters around the

country. By sharing knowledge and expertise, we can help people to build entrepreneurs’ businesses faster and more successfully, so that they have a chance to compete on the world stage.

We already run programmes for tech businesses at different stages on their journey, but we plan to expand these to cover some of the hottest sectors right now.

Venture capital investment into the UK tech sector has continued to be high even with Brexit, and, in 2017, stood at £2.99bn, higher than any other European country.

Plans are being made to plug possible future funding gaps, as we leave the EU, from the British Business Bank. We must do all that we can to make sure that we stay out in front.

As we approach Brexit, there is also concern from small companies about talent shortages. The number of visas available to those in tech has been increased recently and Tech Nation is actively promoting this visa so that the sector uses its full allocation.

The UK already has a world-leading position in many new technologies including artificial intelligence, autonomous cars and Fintech. Within these sectors, there are many fast-growing businesses that have huge potential.

By networking across sectors, we amplify the abilities and reach of our most promising companies and people.

With the right environment and advice, the small can quickly scale to become significant in the tech world. Next stop is global.



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

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- Flexibility:** £1 million to £1.4 billion transaction range
- Focus:** One of the largest teams dedicated to UK Growth Companies
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Placing £10m Feb 18	Placing £150m Dec 17	Placing £15m Nov 17	Placing £17m Oct 17	IPO £9m Jul 17	IPO £393m Apr 17



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STILL ACCELERATING GROWTH

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

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

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

Cenkos is recognised in the market for its fundraising capabilities. Since inception in 2005, we have raised more than £18bn for our clients in transactions that range from less than £1m to £1.4bn, demonstrating the flexibility and strength of our offering. This allows us to support a business from an early stage and its initial admission to AIM through to the Main Market. We are consistently one of the most active fundraisers on AIM.

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

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

Since inception, Cenkos has been very active in advising and raising funds for some of the most successful businesses in the market, from technology to support services, small and large. Our integrated, client-centric approach brings

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

together longstanding relationships with institutional investors, with market insight and a wealth of transaction experience across the economic cycle and across sectors.

A number of our clients, including: 1PM, Comptoir Libanais, Everyman Cinemas, FairFX, Mercia, Plastics Capital, Restore, SiS, Smart Metering Systems, and Venn Life Sciences, are featured in this report and we feel proud to have contributed to their success.

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

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

£18^{bn+}

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

ANGLING FOR SUCCESS

Angling Direct sells fishing tackle products and related equipment through its network of 21 retail stores, located throughout the UK.

The company currently sells more than 21,500 fishing tackle products, including capital items, consumables, luggage and clothing. The company also owns and sells fishing tackle products under its own brand, Advant, which was formally launched in March 2016.

Since 2003, the company has continued to acquire and open new stores, taking the total number to 21 retail stores. In 2015,

the company opened a 30,000sq ft central distribution centre in Rackheath, Norfolk, where the company has invested significantly to rapidly grow its e-commerce sales channel.

For the 12 months to January 2018, revenue for the company increased to £30.2m, with continued investment in the ecommerce platform resulting in a 54% increase in sales.

The company's success can be attributed to its entrepreneurial management team, headed by Executive Chairman Martyn Page, and its CEO, Darren Bailey. The company joined AIM



Angling Direct has stores all over the UK, from Ashford to Wigan

Angling Direct stocks all types of specialist products, such as bait boats and bivvies

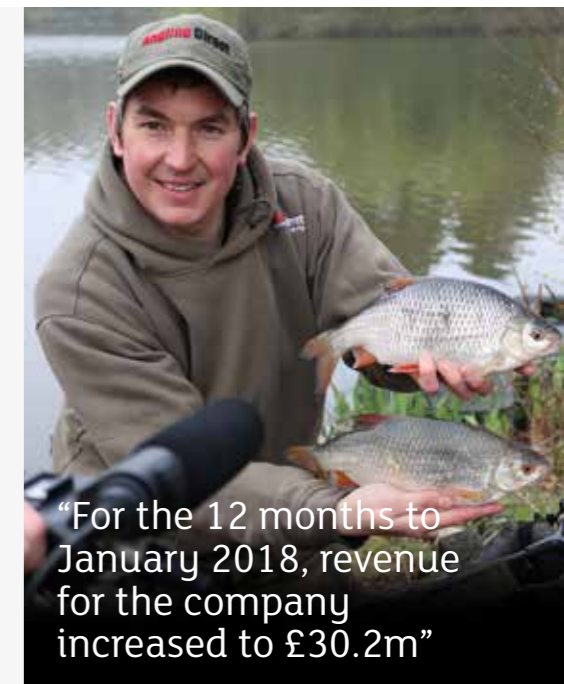
in July 2017, to consolidate the fragmented angling market and to raise growth capital to rapidly scale its retail network.

Angling Direct's organic and acquisition-led growth strategy attracted a number of significant institutional investors to the IPO. It also enabled management to sell down a portion of their holding, yet maintain a significant shareholding in the company to benefit from its future growth.

Darren says: "Joining AIM was a significant moment for the company, as we seek to accelerate growth, namely through enhancing the ecommerce platform and expanding our retail stores in the UK. Cenkos provided us with expert guidance, ensuring that we achieved the right result for both existing and incoming investors."

Angling Direct
Serious about your fishing

www.anglingdirect.co.uk
Sector: Farming and Fishery
Region: London



“For the 12 months to January 2018, revenue for the company increased to £30.2m”

2004

The year Angling Direct was founded

SCOTTISH FIRMS »

SCOTTISH BUSINESSES PLAY A CENTRAL ROLE IN THE HEALTH OF THE UK ECONOMY, WITH A LEADING POSITION IN KEY SECTORS RANGING FROM FOOD AND DRINK TO ENERGY, EDUCATION AND TOURISM

SECTOR AT A GLANCE

£15BN
THE GROSS
VALUE ADD OF
THE SCOTTISH
FINANCIAL
SERVICES SECTOR

500
THE NUMBER OF
LIFE SCIENCES
COMPANIES BASED
IN SCOTLAND

54%
THE SHARE
OF SCOTTISH
ELECTRICITY
CONSUMPTION MET
WITH RENEWABLE
ENERGY

IN THIS SECTION »
Family-owned seafood
supplier, Joseph
Robertson, explains the
challenges of Brexit, and
SecuriGroup talks business
growth, having trebled in
size in the past five years

Sources: Scotland.org,
Scottish Renewables

MADE IN SCOTLAND

It may be best known in many parts of the world for its whisky and salmon, but Scotland has far more to offer than just those two products. These days, it is a diverse and vibrant part of the wider UK economy, with world-class technology firms, a string of highly-regarded universities, an important financial services industry and an energy sector that is branching out from a traditional focus on oil and gas into new areas like renewables – indeed, the world’s first floating wind farm is located in the North Sea, just a few miles off the coast from the town of Peterhead

OTHER COMPANIES THAT MADE OUR LIST

- Advance Construction Group
- Ferguson Transport & Shipping
- Indigo Sun
- John Ross Jr
- Lothian Electric Machines (LEMAC)
- Professional Beauty Systems
- ToolStop

For the full Directory turn to pages 128–153



FAMILY-FRIENDLY FISH

Joseph Robertson
www.josephrobertson.co.uk
Sector: Farming & Fishery
Region: Scotland

Joseph Robertson is a family-owned and -run business that was set up in Aberdeen 140 years ago. The company is one of the largest independent seafood businesses in the UK, with key product lines including coated fillets and fishcakes, but it has also expanded into the vegetarian and ‘free-from’ categories.

“We supply a range of products to major retailers across the UK, manufacturing for the retailers’ own-label brands,” says Managing Director Michael Robertson. “In addition, the company has product ranges through its own Swankies and Get Hooked brands. We are committed to sourcing ethically-sustainable raw material and supplying the very best quality, best value products possible.”

The company suffered a setback in late-2005 when a fire destroyed its factory, but it managed to bounce back quickly. “The company survived the disaster, with a new state-of-the-art £8.4m factory designed and built in under 14 months. The new facility was officially opened in May 2007,” says Michael.

More recently, there have been other, more promising changes for the company to deal with, both at home and abroad. “In recent years, there has been a reduction in the number of direct competitors within our industry, which has strengthened our position,” says Michael. “Brexit has also brought with it opportunity. The weakening of the pound has made the export market more appealing and it is an area of the business we are actively looking to grow.”

However, he adds that Brexit also presents challenges in terms of staff recruitment and retention, at a time when there is already upward pressure on labour costs. “There are opportunities to be had by going down the route of automation and making processes more streamlined and less labour intensive,” adds Michael. “That will lead to increased efficiencies, as well as a reduction in labour costs and dependency on migrant workers.”



£8.4m

The cost of Joseph Robertson’s new state-of-the-art factory



Joseph Robertson is the oldest family-owned fish-processing firm in the UK



“We are committed to sourcing-ethically sustainable raw material and supplying the very best quality, best value products possible”

Michael Robertson, Managing Director, Joseph Robertson

GIVING THE GREEN LIGHT

In many ways, the current shape of Dow Waste Management – a family-owned and -run firm with a 40-year heritage – is all down to a fact-finding visit to Sweden in 2009 by Managing Director Sheila Dow and her brother, Marshall. The siblings were inspired by the Scandinavian approach to waste management and decided to follow their lead.

“Seeing what they did over there was a lightbulb moment for my brother and me,” says Sheila. “Overnight, we realised where we wanted to go as a family business.”

Since then, the company has become the first in Scotland to build a refuse-derived fuel (RDF) production facility and the first to ship processed biomass wood chip to Sweden. The company also built the first gas-to-grid anaerobic digestion plant in Scotland.



“Overnight we realised where we wanted to go as a family business”

Alongside the renewable energy activity are some more prosaic business services, such as civil engineering and the renting out of bins, skips and tipper trucks.

Overall, the company’s cutting-edge approach has meant that its employees have developed new expertise and specialist knowledge and it has enabled Dow Waste Management to diversify into new markets. “It’s a virtuous circle with innovation – and Sweden! – at its heart,” says Sheila.

The uncertainty created by Brexit is a real challenge to an export-focused company like this, particularly as it remains unclear when and where new regulations and legislation will come into force in areas such as the landfill tax and recycling targets.

“We rely heavily on exporting,” says Sheila. “RDF is loaded from our licensed site in Grangemouth and shipped out. Bales of plastic and cardboard leave by the lorry-load to travel down south and beyond. UK exporters such as Dow need to keep a close eye on Brexit to maximise the benefits of our trading relationship with Europe while taking advantage of new opportunities that life outside the EU will bring.”



Every year, thousands of tonnes of rubbish are shipped to power people’s homes



Managing Director
Sheila Dow

11

The number of acres that the recycling facility in Cumbernauld covers

JOB SECURITY

Operating across the UK and Ireland, SecuriGroup delivers a range of professional security services, from corporate guarding to stewarding of major events, leisure security, key holding and mobile response, all supported by an array of electronic solutions.

The company trebled in size in the past five years, and is now able to take on large tasks. It deployed more than 1,100 security personnel to the 2014 Ryder Cup, searching and screening more people on each competition day than pass through security at Heathrow’s Terminal 5.

“The basis of our historic growth and success has been the delivery of a consistently high level of service,” says Russel Kerr, Managing Director. “A dependable business is a resilient one and we have demonstrated that procuring services from investing in a quality security provider, such as ourselves, will deliver long-term value and peace of mind for our customers.”

This is a heavily regulated sector and SecuriGroup works closely with the Security Industry Authority, which manages the compulsory licensing of security personnel



SecuriGroup has more than 2,500 employees deployed across 450 countries



SecuriGroup has a staff retention rate of 89%

in the UK and also administers an Approved Contractor Scheme. “By working proactively with the regulator, the police and other stakeholders, SecuriGroup continues to demonstrate to buyers its commitment to quality and is consistently ranked in the top 5% of the accreditation scheme,” says Russel.

The employees are key to its success, which Russel says ought to be at the centre of any business. “Recruit, retain and develop the best people. Our organisation is defined by the quality, skills and dedication of our people, and they will always be our greatest and most valued asset,” he says. “We understand the benefits of a highly-motivated workforce, and how this translates into a consistently strong product and long-term client relationships.”



1,100

The number of security personnel SecuriGroup deployed to the 2014 Ryder Cup



CONFIDENCE BOOST FOR SCOTTISH BUSINESS

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

BOTH THE BRITISH AND SCOTTISH ENTREPRENEURIAL SPIRITS INSTIL HOPE INTO THE SCOTTISH CHAMBERS OF COMMERCE FOR THE FUTURE

Showing, not telling, is the best way to communicate great ideas, and the stories contained in *1000 Companies to Inspire Britain 2018* have the power to inspire thousands more to follow their paths to success.

The companies contained between these covers embody the best of British ambition, innovation, investment and raw business talents. We at Scottish Chambers of Commerce (SCC) are excited by their example, and will do what we can to support companies as they seek to replicate this kind of turbocharged success. It is built on hard work, trial and error, and boundless creative energy.

At a time of much talk about the uncertainty that comes with big political change, SCC is confident about the ability of Scottish and British business to endure even the most changeable circumstances.

The kind of qualities shared by *1000 Companies to Inspire Britain* are familiar to us from the best of the Scottish businesses we encounter every day. The abundance of entrepreneurial energy they possess gives us the confidence to predict exciting times ahead for Scottish business.

“SCC IS CONFIDENT ABOUT THE ABILITY OF SCOTTISH AND BRITISH BUSINESS TO ENDURE EVEN THE MOST CHANGEABLE CIRCUMSTANCES”

One of the most prominent features of Scottish business life now is the renewed sense of urgency behind the drive to boost the international operations of our SME business base.

A sizeable number of the business

stories contained in this showcase of talent have vital lessons with which to inspire us all to be more globally focused, and to be looking at exports at an earlier stage in the life of the businesses.

It's not just IT-related start-ups that should aspire to being 'born global', it's increasingly necessary for all businesses to embody a global mindset. This applies with added force in Scotland, where the potential of international ecommerce can unlock Scottish business, notably, our rural enterprises, from the tyranny of geography – shrinking long supply chains and increasing almost infinitely our potential customer base.

“THE ENTREPRENEURIAL ENERGY GIVES US THE CONFIDENCE TO PREDICT EXCITING TIMES AHEAD FOR SCOTTISH BUSINESS”

As well as being a vital revenue earner, they are a spur to, and a cause of, greater productivity, and, ultimately, nothing matters more for the long-term health of our businesses than boosting productivity to grow profitability.

The Scottish Chambers of Commerce congratulates each and every business that has won a place in *1000 Companies to Inspire Britain 2018*. Thank you for showing us the way and continuing to spur us on.

CUTTING DOWN ON WASTE

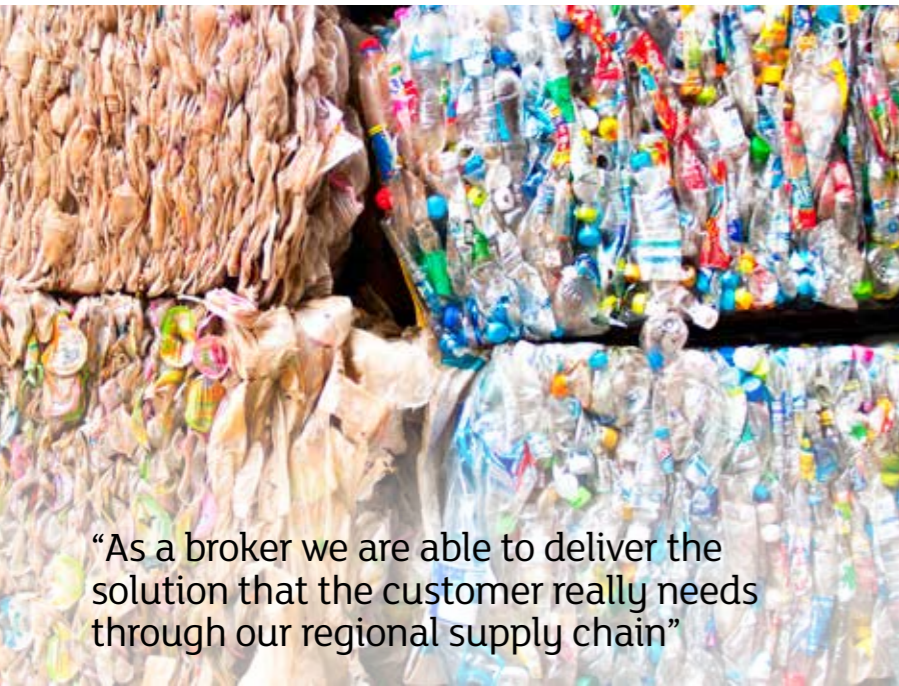
One of the country's largest waste management companies, SWR has built up a strong portfolio of customers across multiple sectors, including automotive and logistics, grocery, retail, healthcare, property management and facilities management.

Rather than running its own trucks, the company operates as a broker, finding the right supplier for each customer's needs.

“As a broker, we are able to deliver the solution that the customer really needs through our regional supply chain,” says Andy Butler, CEO. “We are totally agnostic to what collection equipment we hold in our depots as we do not run any of our own trucks. We find the right supplier to deliver the right solution and, as a result, increase companies' green credentials, whilst driving down cost at the same time.”



www.swrwastemanagement.co.uk
Sector: Waste Management
Region: Scotland



SWR is currently the largest outsourced waste company in the UK

One of the firm's goals is sending zero to landfill



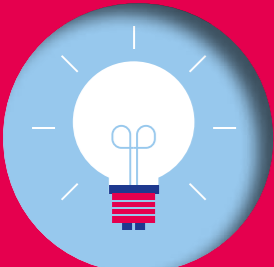
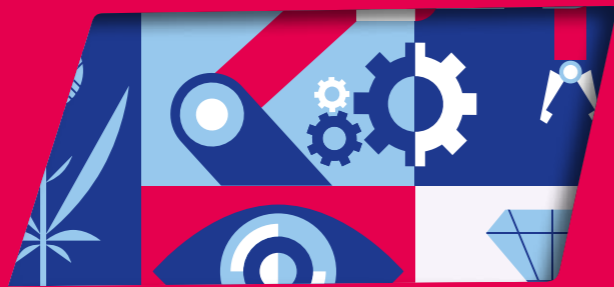
25.2%

The company's average growth per year to date since 2012

SWR has some 90 employees, with an annual turnover of £41m at the end of 2017. It has largely grown organically, but it recently completed its first acquisition, buying New Star Environmental in late 2017. Andy is confident that the company can continue to take advantage of the opportunity-rich landscape.

As the landscape changes, the company will need to adapt. The waste management industry is rising in prominence as individuals and companies become more aware of the need for sustainable practices and that is driving change in the industry itself.

“Historically, the industry has been driven by bin lift cost, but, in the coming years, it will become more focused on the weight of waste being produced by the end user,” says Andy. “This is good for the environment and for the producer, as data will be more readily available which will highlight the volume of waste being produced. If that data is used efficiently, there is a huge opportunity for the waste management industry. Awareness is key in order to change people's historic recycling habits.”



FOR FIVE

FIVE OUTSTANDING COMPANIES HAVE FEATURED IN THIS REPORT SERIES OVER THE PAST FIVE YEARS, CONSISTENTLY GENERATING BUSINESS GROWTH AND OUTPERFORMING THEIR PEERS. READ ON TO HEAR THEIR INSPIRING STORIES

25%
THE GROWTH
IN NUMBERS
OF FEATURED
COMPANIES IN THE
EAST OF ENGLAND,
FROM 2013 TO 2018

76%
THE AVERAGE
REVENUE GROWTH
OF COMPANIES
IN NORTH-WEST
ENGLAND, BETWEEN
2015 AND 2017

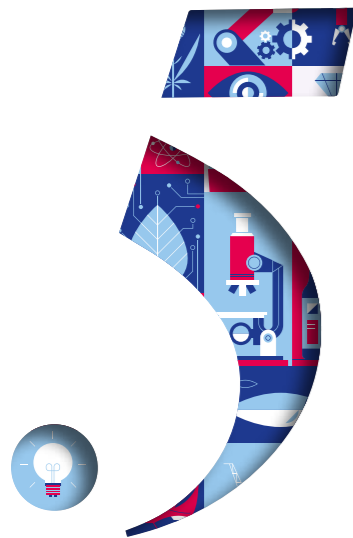
100%
OF 5 FOR FIVE
COMPANIES ARE
BASED OUTSIDE
OF LONDON

4 OUT OF 5
COMPANIES
REALISED THEIR
CORPORATE
STRATEGY BY
RAISING FINANCE
ON AIM

SOURCE: LSEG

IN THIS SECTION
The five companies featured here have appeared in our list of *1000 Companies to Inspire Britain* for each of the past five years. They range from aquaculture specialists Benchmark Holdings to innovative Scottish brewing company Brewdog. Their approaches may well be as diverse as the sectors in which they operate, but one thing they share is an ability to develop products and services that customers clearly value.





FOR FIVE

FISHING FOR GROWTH

Benchmark Holdings

www.benchmarkplc.com

Sector: Research

Region: Yorkshire and the Humber

BUSINESS BY NUMBERS

200 MILLION
THE NUMBER OF
SALMON EGGS THE
COMPANY PRODUCES
PER YEAR FOR THE
SALMON AQUACULTURE
INDUSTRY

£40M
THE AMOUNT
THE FIRM HAS
INVESTED IN THE
PAST FIVE YEARS

952
THE NUMBER OF
PEOPLE BENCHMARK
EMPLOYS,
REPRESENTING
42 DIFFERENT
NATIONALITIES.
43% ARE FEMALE



Malcolm Pye,
Chief Executive
Officer

Benchmark is a company that likes to live up to its name, setting an industry standard for technology-rich products that support aquaculture producers around the world. Over the past five years, it has invested more than £40m in research and development (R&D) in a pioneering effort to apply gene editing to aquaculture, and it now has 70 products in its development pipeline.

“Our aim is to address some of the main challenges facing the industry, such as disease, quality, profitability and sustainability,” explains Chief Executive Officer Malcolm Pye. “We have retained our position in the market by developing strong relationships with our clients and by staying at the forefront of technology. Our technology leadership is the result of our ability to attract top scientists, our R&D investment and our acquisition strategy.”

Having started out as a consulting-led firm with three founding partners in 2000, Benchmark has transformed itself into an international group employing close to 1,000 staff, comprising 42 nationalities and with total revenues of £140m. The company now has more than 1,400 customers across 70 countries.

“There are two factors that have been key to our sustained growth,” explains Malcolm. “Firstly, our vision to become a global leader in the areas of genetics, advanced nutrition and health. The second key factor has been access to capital, which was enabled through our listing on AIM in 2013 and without which we would not have been able to execute our strategy.”

The company prides itself on both investment and patience, as can be seen with Ectosan, which is the result of more than a decade of research and capital investment. “The launch of this new product exemplifies our mission and core competencies,” says Malcolm. “It addresses one of the main disease challenges in aquaculture today in a sustainable way.”



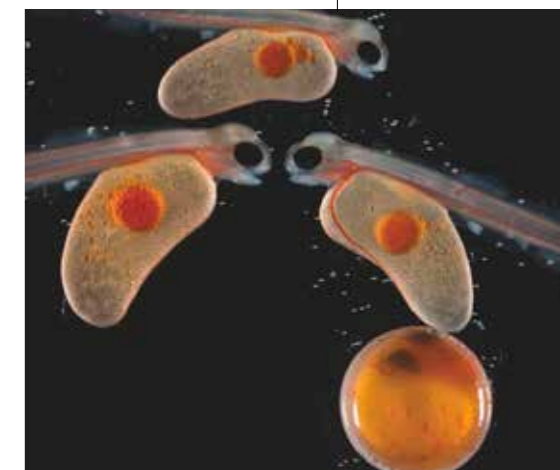
“Our aim is to address some of the main challenges facing the industry, such as disease, quality, profitability and sustainability”

Malcolm Pye,
Chief Executive Officer,
Benchmark Holdings

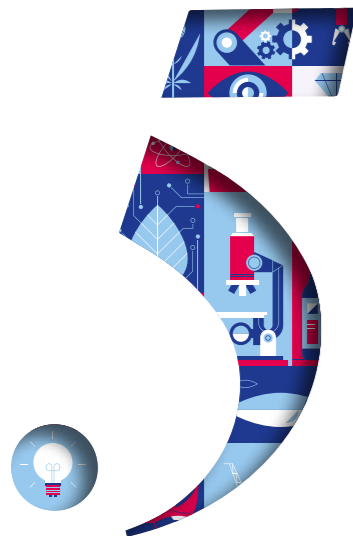
5 FOR FIVE >>



In March 2017,
Benchmark partnered
with a blue-chip firm in
the salmon market



Aquaculture continues
its rise as the
fastest-growing food-
producing sector



FOR FIVE

BARKING UP THE RIGHT TREE

BrewDog

www.brewdog.com
Sector: Food & Drink
Region: Scotland

Craft beer brewery BrewDog started on its mission to transform its industry in April 2007, with two employees, Co-founders Martin Dickie and James Watt, and one dog.

"We were bored of the industrially-brewed lagers and stuffy ales that dominated the UK beer market," Martin says. The duo leased a building in Fraserburgh in Aberdeenshire and began making small batches of hand-filled beers, and sold them at local markets and out of the back of a van.

Today, BrewDog has more than 1,000 employees (and a dog), has brewed 343,253 hectolitres of beer, has 70,000 shareholders and 49 bars across the world, from Southampton to Sao Paulo, Brazil. Plans to open the world's first ever craft beer hotel in Aberdeen are well on the way, scheduled to open in the first half of 2019.

The growth to date has been powered by its record-breaking Equity for Punks crowdfunding initiative, which has seen the brewery raise over £50m since 2009.

In October 2017, the brewery launched its fifth round of funding to further its global expansion, including new breweries in Asia and Australia, and the creation of a dedicated craft beer TV network.

"We are on a mission to make people as passionate about great craft beer as we are. This means having a strong workforce where no one is carried; every person plays an integral part in the business. Everyone acts as business owners. Everyone performs at an exceptional level. We have a high-performance culture. At BrewDog, we count in dog years: we are moving at a speed of knots, and the people who are truly right for our business are consistently uncompromising and relentless in their efforts," says Martin.

"For all of us at BrewDog, craft beer is more than something to be enjoyed on a Friday night when the week has come to an end. It is a way of life." Cheers to that!



"We are on a mission to make other people as passionate about great craft beer as we are"

Martin Dickie, co-founder,
BrewDog

5 FOR FIVE >>



BrewDog has had more than 75,000 investors to date, through its Equity for Punks fundraising platform



Among BrewDog's wide variety of beers, it has also created an alcohol-free beer and a gluten-free beer

BUSINESS BY NUMBERS

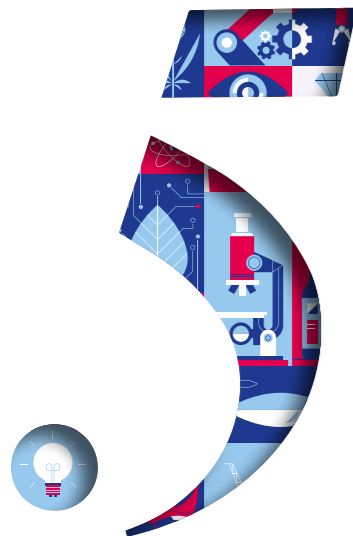
5 OUT OF 10
THE NUMBER OF BREWD OG BEERS IN THE TOP 10 BESTSELLING CRAFT BEERS IN THE UK

93%
THE AMOUNT SALES WERE UP, YEAR-ON-YEAR, AT THE END OF SEPTEMBER 2017

10%
THE AMOUNT OF PROFIT DISTRIBUTED TO ALL STAFF, WITH A FURTHER 10% BEING DONATED TO CHARITABLE CAUSES



Martin Dickie and James Watt, Co-founders



FOR FIVE

CHICKEN AND EGG

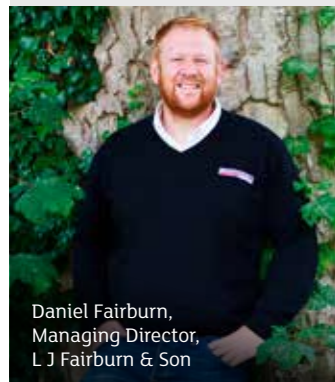
L J Fairburn & Son
www.ljfairburnpoultry.co.uk
Sector: Farming & Fishery
Region: East Midlands

BUSINESS BY NUMBERS

30
THE NUMBER OF AWARDS L J FAIRBURN & SON HAS WON IN THE PAST FIVE YEARS

£20M
THE AMOUNT THE FIRM IS INVESTING IN CAPITAL EXPENDITURE OVER FIVE YEARS

17
THE NUMBER OF LAYING FARMS THE COMPANY OPERATES



Daniel Fairburn,
Managing Director,
L J Fairburn & Son

L J Fairburn & Son started producing eggs in Alford, Lincolnshire, in 1951 with 150 chickens. It's now one of the country's largest suppliers, with five million hens providing more than 17 million eggs a week to the likes of Aldi, Asda, Costco, Morrisons and Sainsbury's.

The company has developed a vertically-integrated business model, which, in addition to looking after all those chickens, involves farming its own arable land, operating its own feed mill and running a haulage fleet.

"Our complete vertical integration means that every input into our finished product is within our control," says Daniel Fairburn, Managing Director. "Innovation is key. We have the knowledge and technology to breed new types of hens to create different-coloured eggs and to feed our hens bespoke diets to produce things like omega-enriched eggs. These speciality and premium egg offerings give our retail customers choice and the opportunity to take advantage of higher price points."

The company has enjoyed impressive growth in recent years, boosting its turnover from £23.5m in 2012 to £80.8m last year and increasing its staff numbers from 52 employees in 2012 to 250 today.

"The development and implementation of our business model focus on sustainable future growth through inward investment, having put 85.5% of profits back into the business over the past five years," says Daniel. "We have improved efficiency, invested in technology, genetics, data and infrastructure and are continually driving the business forward."

Despite all this, the company is also staying true to its roots. "Our business is centred on family and, while it has grown rapidly, family values, business integrity and transparency are the key principles, to which the team remains loyal," says Daniel.



"We have the knowledge and technology to breed new types of hens to create different-coloured eggs"

Daniel Fairburn,
Managing Director,
L J Fairburn & Son

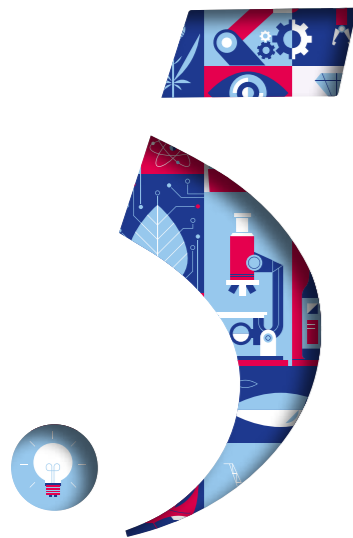
5 FOR FIVE >>

L J FAIRBURN & SON
LIMITED

The company started in 1951, with 150 chickens that were bought for £150



It delivers more than 16 million British-Lion-approved eggs every week



FOR FIVE

GET SMART

SMS

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

BUSINESS BY NUMBERS

750
THE NUMBER OF
EMPLOYEES AT SMS

£36M
THE AMOUNT OF
REVENUE SMS
GENERATED LAST
YEAR

983%
THE PERCENTAGE
INCREASE OF SMS
SHARE PRICE FROM
60P AT ADMISSION TO
£6.50 IN MID-2017



Alan Foy,
Chief Executive
Officer, SMS

From a small gas connections business to a large end-to-end utilities company, Smart Metering Systems (SMS) started on the road to success in 1995.

Now, the company provides everything from project managing the installation of the gas and/or electricity supply and connection through to the procurement, installation and management of meter assets, data collection, and ongoing energy management solutions.

The business transformed from a UK-wide contracting service to a meter asset manager in 2004, followed by the development of its own meter asset portfolio from 2009 onwards. After this, it added smart metering and a data management facility to its offering, serving industrial and commercial markets, as well as domestic customers. The business floated on AIM in 2011 and has since grown its share price tenfold. "We were installing 2,000 meters a month when we were admitted to AIM. By December that year, we were installing 9,000 meters a month because we had the capital we needed," says Alan Foy, Chief Executive Officer.

SMS is now in the FTSE AIM 50 index and has recently come back to market in November 2017 to raise an additional £150m to fund its future growth.

SMS took over Utility Partnership Ltd in 2014, marking its first acquisition and the coming together of two very similar companies, sharing values and culture. "I am convinced that we wouldn't have been able to buy that business if we hadn't been listed," says Alan.

In 2015, there were 300 employees and two offices. Now, following a further three acquisitions, there are more than 750 employees spread across 12 locations nationwide; this shows the fast pace and magnitude of the company's growth over the past few years.



"I am convinced that we wouldn't have been able to buy that business if we hadn't been listed"

Alan Foy, Chief Executive Officer, SMS

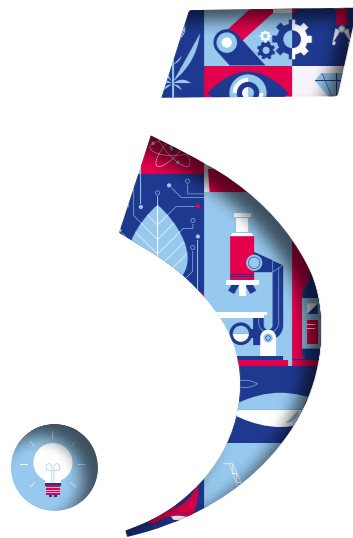
5 FOR FIVE >>



SMS owns and manages utility metering assets and provides energy management solutions throughout the UK



SMS launched in 1995 with a desire to increase competition in the gas industry supply market



FOR
FIVE

ENERGY EFFICIENCY

Inspired Energy
www.inspiredplc.co.uk
Sector: Professional Services
Region: North West England

BUSINESS BY NUMBERS

280
EMPLOYEES ACROSS
FIVE SITES IN THE UK
AND IRELAND

£120M
IPO IN NOVEMBER
2011 WITH
INITIAL MARKET
CAPITALISATION
OF £11M, GROWING
TO MARKET CAP IN
FEBRUARY 2018 IN
EXCESS OF £120M

9
SUCCESSFULLY
COMPLETED
ACQUISITIONS
SINCE IPO IN 2011



Mark
Dickinson,
CEO, Inspired
Energy

A IM-listed Inspired Energy is a leading UK energy procurement consultant that works with small and medium-sized enterprises (SMEs) and larger corporates in both the UK and Ireland.

The company has demonstrated strong growth over the years, not least because of its healthy appetite for acquisitions. It has successfully completed nine acquisitions since it listed on the market in 2011 and has grown from an initial market capitalisation of £11m to a value of more than £120m, as of early-2018.

The company attributes its strong performance to developing and delivering a market-leading range of energy advisory services. “A strategic approach, coupled with intelligent thinking, has enabled us to meet and exceed the expectations of every client, shareholder and employee to date,” says Mark Dickinson, CEO. “We continue to innovate and invest our time, passion and specialist industry knowledge to ensure that we remain at the forefront of energy purchasing.”

The company provides its consultancy services both during the negotiation of energy contracts and throughout the lifetime of those contracts.

“Our experienced buying team guides some of the UK’s leading companies to ensure that they maximise their buying opportunities in the energy market,” says Mark. “Whether its energy procurement, market analysis, historical audits, energy management, bureau services or renewable energy projects, we are dedicated to providing a best-in-class solution, that is ready and able to optimise and manage our customers’ energy needs.”

At the heart of the business is the aim of optimising the value of every pound spent on utilities by its clients and Inspired Energy’s growth over the years has, in fact, assisted it in achieving that goal,” says Mark.



“At the heart of the
business is the aim of
optimising the value
of every pound”

Mark Dickinson, CEO,
Inspired Energy

5 FOR FIVE >>

INSPIRED
ENERGY PLC

Established in 2000,
Inspired Energy
Solutions has grown
to become one of
the largest energy
consultants in the UK



Inspired Energy has
a team of almost 300
energy professionals

Welcome to ORB

ORB, the Order book for Retail Bonds from London Stock Exchange, gives companies – from ambitious SMEs to large multinationals – access to the capital they need for growth. As the UK’s only regulated retail bond platform, it enables businesses to access additional investors and an entirely new source of funding. With ORB, you can take the direct route to a high profile liquid market – and a wider investment audience.

To download the latest ORB guide and contact us, visit

londonstockexchange.com/orbguide



London
Stock Exchange Group

BIG THINKING FOR SMALL BUSINESSES

MARTIN MCTAGUE
POLICY DIRECTOR,
FEDERATION OF SMALL BUSINESSES



“ACCESS TO GROWTH FINANCE IN ALL ITS FORMS IS AN IMPORTANT DRIVER OF SUPPORTING GROWTH AND ENHANCING PRODUCTIVITY”

WE NEED TO LOOK AHEAD, POSITIVELY, AND SEE BREXIT AS A WAY FOR SMALL BUSINESSES TO CAPITALISE UPON NEW MARKETS

Our 5.7 million small businesses are the engine of the UK economy. In the past year of arguably unprecedented uncertainty and spiralling costs of doing business, they have remained resilient. I am proud to represent a broad and eclectic spectrum of smaller businesses – many of which have the aspiration to grow and to scale up fast.

Access to growth finance in all its forms is an important driver of supporting growth and enhancing productivity. Asymmetries in information on growth finance need to be overcome so smaller businesses can pick the right options that work for them. In relation to equity finance, and notwithstanding the findings of the patient capital review, we would emphasise the importance of seed and early-stage equity financing options, be that angel or crowdfunding platforms. On the supply side, we believe that increasing the number of business angels should help to address the currently pronounced regional variations in the availability of early-stage equity finance. Just as important as equity finance are other growth finance options including venture debt, mezzanine funds, peer-to-peer lending and growth loans.

Small businesses need to innovate – but this does not always need to be new-to-market innovation. Indeed, there is an argument that it is not so much that businesses are innovating less but rather that this innovation is not being ‘diffused’ in the wider business ecosystem as it once was. Alongside the focus on the Grand Challenges within the Industrial Strategy, which will help many of our disrupter small businesses, for example, in the care and clean energy sectors, we also want to see a strong focus on supporting new-to-firm innovation amongst SMEs.

Recent events, including the collapse of Carillion, brought into sharp relief

the pernicious effect of poor payment practice and late payments. Good supply chain practice is a broad church covering everything from supporting suppliers to innovate, for example, through technological change, through to engaging in good payment practice. Meaningful change needs to come from the top i.e. at board level. We are calling for a requirement

“OUR 5.7 MILLION SMALL BUSINESSES ARE THE ENGINE OF THE UK ECONOMY”

to appoint a single non-executive director (NED), with a specific duty to report on behalf of the company suppliers, presenting their findings to their executive board and, subsequently, including them in the company’s annual report.

With Brexit on the horizon, small businesses are looking to capitalise upon new and exciting trade opportunities with global markets, as well as continuing to benefit from frictionless trade with the EU. However, our research has consistently shown that trading with non-EU markets is less ‘easy’ than trading with the EU single market. It’s essential that the Department for International Trade’s Global Growth Pilot, which has been piloted for medium-sized businesses, is also rolled out to small and micro businesses.

Policy makers must not fall into the trap of thinking that small businesses think in terms of the discrete policy constructs of innovation, exporting, accessing growth finance. They look at strategic growth in the round and that is why it is important that there is a compelling business support offer to support small businesses looking to grow and become more productive. The end of EU funding provides a unique opportunity to re-energise the business support landscape across the whole of the UK.

TECHNOLOGY & DIGITAL »

ONE OF THE MOST CRITICAL INDUSTRIES FOR THE FUTURE OF THE ECONOMY, THE UK'S TECHNOLOGY AND DIGITAL SECTOR CONTINUES TO DRAW IN INVESTMENT FROM AROUND THE WORLD, ATTRACTED BY A DEEP POOL OF START-UPS

SECTOR AT A GLANCE

£170BN
THE TURNOVER OF DIGITAL BUSINESSES IN THE UK IN 2015

1.6 MILLION
THE NUMBER OF DIGITAL TECH JOBS IN THE UK

14
THE NUMBER OF 'UNICORN' BUSINESSES IN LONDON, MORE THAN ANY OTHER CITY IN EUROPE

IN THIS SECTION »
Media agency Republic of Media explains how staying independent keeps the business curious, and Unit9 talks about how crucial new technology is to its business

Source: Tech Nation 2017 report, by TechCity

LET’S GET DIGITAL

The UK has a leading position in Europe when it comes to technology, attracting far more investment into the sector than any other country around the continent. Its strong position is underpinned by the strength of British universities and the vibrant community of start-ups in the 30+ cities and tech clusters around the country. While London is the most important centre for this industry – with £56bn of the industry’s total turnover of £170bn – other centres play a vital role, with close to 70% of digital tech investment being made outside the capital in 2016, led by Edinburgh and Cambridge

GETTING CREATIVE

Unit9
www.unit9.com
Sector: Media
Region: London

From developing a ‘magic mirror’ to show men what they would look like with a new hairstyle, to using an Alpine slope as a huge canvas where autonomous robots could draw messages and pictures, the creative minds at Unit9 like to push the boundaries of what’s possible and what’s expected.

“We use creativity to leverage the latest technologies,” says Piero Frescobaldi, Founder and Group Chief Executive of Unit9. “We are the go-to partner for brands and their agencies looking to create experiences that are unlike any TV ad. We create content that turns consumers into audiences and advertising into entertainment.”

Being able to surprise audiences that have grown used to a diet of visual special effects is not easy, but Unit9 strives to do that through a combination of live events and clever use of technology, along with playfulness and storytelling. It reaches its audiences through a mixture of personal devices, live events, online films, games and social platforms. “Recently, people have been getting jaded by the overflow of visual effects on screens. Everything feels fake. So, we decided to bring magic back into reality,” says Piero.

The company operates from London, Los Angeles, New York, Berlin and the Polish city of Łódź, and has a client list that encompasses dozens of household names. Part of its success is its relentless search for innovation and a willingness to put money into that pursuit.

“We have grown because we have not been afraid of change,” says Piero. “In a world that keeps changing, reinvention is far more important than optimisation; drive and determination are more important than experience. What worked yesterday may not work tomorrow and signs from the market inevitably arrive too late. So, we anticipate by inventing new offerings with one constant: young, independent, talent-obsessed with craft. Putting all the efforts in people and quality, not the pocket, has been our winning strategy.”



Unit9 counts 20th Century Fox, Disney, Twitter, Adidas and Google among its clients



“We create content that turns consumers into audiences and advertising into entertainment”

Piero Frescobaldi, Founder and Group Chief Executive, Unit9

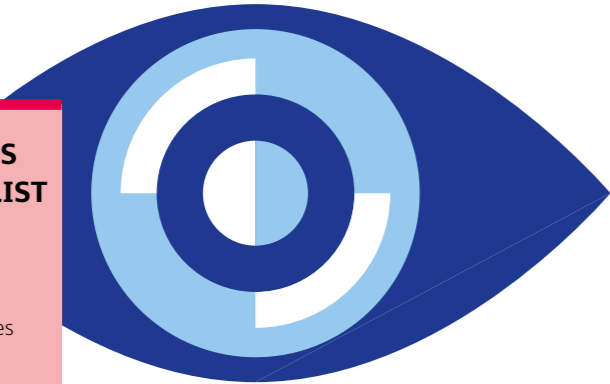
20%

Gross profit invested in new capabilities every year

OTHER COMPANIES THAT MADE OUR LIST

- Badoo
- CloudSense
- Connect Managed Services
- GKFX
- iStorage
- Kalixa

For the full Directory turn to pages 128–153



TEACH THE WORLD

London-based Learning Technologies Group (LTG) provides training to more than 1,000 organisations around the world, including global corporates and governments. It is made up of six operating businesses, enabling it to offer carefully tailored solutions to clients across any sector.

“Globally, organisations are understanding the need to have a culture of learning to meet a rapidly-changing environment,” says Jonathan Satchell, Chief Executive. “The industry is experiencing a revolution and we are uniquely placed to help organisations put learning at the heart of their business and corporate strategy.”

The company has grown strongly through a combination of organic growth and M&A deals. This combined strategy has enabled it to expand into the Americas and the Asia-Pacific region, while



learning
technologies
group

www.ltgplc.com
Sector: Information Technology
Region: London

HOMING IN ON SUCCESS


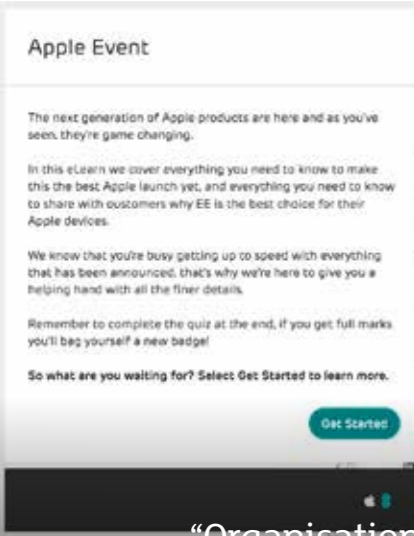
ZPG brings together some of Britain's most trusted digital brands, including property portals Zoopla and PrimeLocation, and price comparison sites uSwitch and Money.co.uk. Between them, these attract more than 50 million visits from British consumers per month.

In addition to its consumer-facing brands, ZPG has also developed a string of property data and software products and services, such as Hometrack, ExpertAgent and MoveIT, which are used by some 25,000 business partners. The theme linking everything is the idea of empowering smarter property and household decisions.

“By innovating and differentiating, we have created brands with high levels of consumer loyalty and partner engagement,” says Founder and Chief Executive Alex Chesterman. “We have been one of the fastest-growing tech businesses in Britain over the past decade by combining organic growth with a number of acquisitions and partnerships to accelerate our growth and market position.”



www.zpg.co.uk
Sector: Technology
Region: London




“Organisations are understanding the need to have a culture of learning to meet a rapidly-changing environment”




Two LTG companies collaborated on award-winning cyber security awareness training game, Zero Threat



LTG has worked with Royal Mail for enterprise learning



ZPG's headquarters is based in London Bridge



Zoopla helps consumers to research the market and find their next home by combining hundreds of thousands of property



Alex Chesterman, Founder and Chief Executive, ZPG

doubling EBIT year-on-year since 2013. “We’ve grown the business through a combination of organic growth and strategic and considered acquisitions,” says Jonathan. “This has meant we have diversified revenue streams globally and increased revenues from outside the UK to 46%. This has insulated us from a certain amount of local, macro headwinds. We’ve also increased our cross-selling, fully linking our portfolio of businesses and developed a key account management strategy so that we can maximise revenue.”

Jonathan is confident that LTG’s industry will continue to grow in the years ahead, as organisations increasingly appreciate the efficiencies that can come from effective and engaging learning programmes. It is an evolving industry, though, with changes coming from the development of new ways of learning using technologies such as virtual reality, augmented reality and artificial intelligence.

“Business owners and managers need to know that when their employees spend time learning, it will increase their competence, improve their productivity and allow them to develop as a person. This is a change of mindset that is happening and will only gather pace,” says Jonathan.

1,000

The number of companies LTG is working with to move learning to the heart of their business

The business was set up in 2007 and launched its services a year later. Since then, the group has created more than 1,000 jobs. The success of the company is all the more impressive, given that it was launched in what was a tough economic climate, particularly for the property sector.

“We launched in 2008 at the height of the credit crunch. And, we were taking on more established and better-funded players,” says Alex. “But, there is always room in the market for new and different propositions. One doesn’t need to be first, you just need to be better. Some of the best businesses have been built in the most challenging times and, if you have a good idea and are committed to making it a success, then kick the barriers out of the way, don’t take ‘no’ for an answer and get on with it.”

25k

The number of British business partners using ZPG’s services

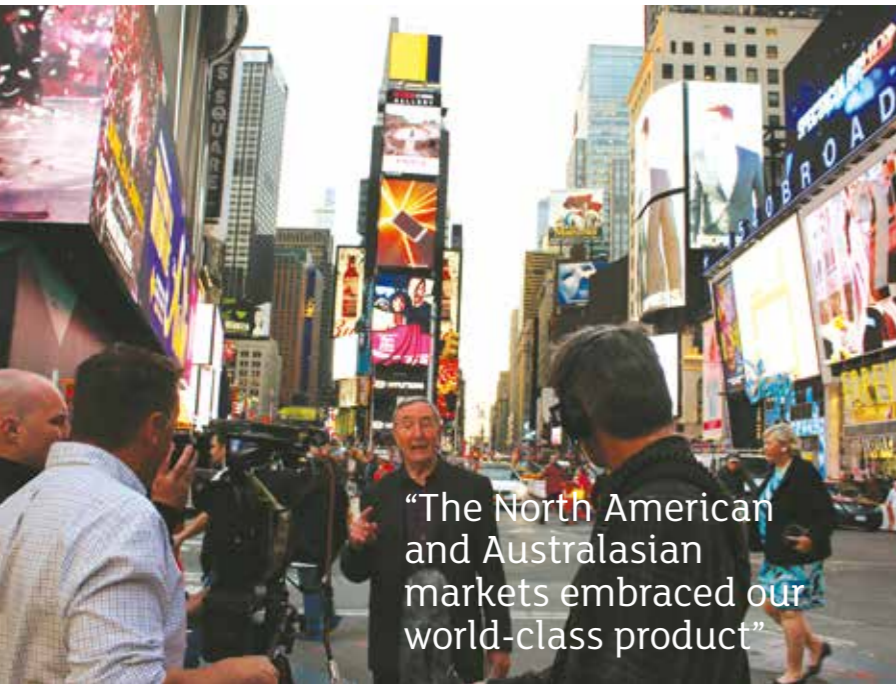
THE SOUND OF SUCCESS

Manchester-based PHMG has developed a lucrative niche for itself, creating custom-made audio for its clients, featuring music produced by a talented team boasting BAFTA and Emmy nominations. Its services are used by some 32,000 companies in 39 countries across the globe, including household names such as Audi, Coca-Cola and Samsung.

“PHMG provides organisations with inspiring audio branding productions, creating a sound that captures the unique identity of our clients and their distinct brand personalities,” says Managing Director Grant Reed. “Played across radio ads, online, in company videos and across a host of other touchpoints, an audio brand becomes synonymous with the organisation, connecting with consumers in a memorable, emotional way.”

PHMG

www.phmg.com
Sector: Creative
Region: North West England



“The North American and Australasian markets embraced our world-class product”

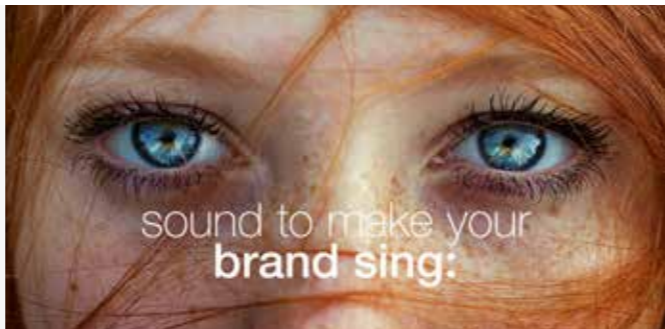
The company has been in business for 20 years and has grown to more than 400 employees across the UK, the US, Canada and Australia.

“By establishing executable processes, we developed a model that allowed our Brand-Sound-Track™ to be delivered globally. The North American and Australasian markets embraced our world-class product, taking audio branding across the globe,” says Grant. “Our US headquarters in Chicago is the powerhouse of our global operation, bringing together employees from every area of the business.”

There is plenty of potential for further growth, with Grant pointing out that “businesses of all sizes now understand the value of delivering a complete brand experience to meet the high expectations of an increasingly demanding client base. Every company needs to develop an identity that connects with the consumer at all levels.”

Despite the global outreach it now has, though, the company still views the resources closest to home as a vital element in its success.

“Our biggest opportunity has come in the talent readily available on our doorstep,” says Grant. “We’ve been able to build our team with the music industry’s finest composers, creative copywriters, world-class voice artists and producers, unrivalled in technical skill.”



^ The company creates custom audio branding productions

PHMG’s clients include Samsung, Audi and Coca-Cola



39

The number of countries PHMG operates in

AN EYE FOR A BARGAIN

Encouraging customer loyalty is one of the key challenges facing retailers in the current hyper-competitive environment. In an effort to successfully deal with this, many of the UK’s biggest high street names have turned to Guildford-based Eagle Eye. The company’s digital marketing platform, Eagle Eye AIR, allows its customers to issue and redeem digital offers and rewards at scale and across multiple channels. Among those to sign up for it are the likes of Asda, Greggs, John Lewis, Marks & Spencer, Pizza Express and Tesco.

The digital aspect of the service is critical, given that traditional loyalty programmes have, in many cases, lost their appeal with consumers who are increasingly looking for more relevant, timely and personalised rewards.

“Eagle Eye helps businesses in the retail, grocery and hospitality industries to create a real-time connection with their customers and drive engagement,” explains Tim Mason, CEO. “This allows our clients to improve their customer offer and accelerate their

eagle eye

www.eagleeye.com
Sector: Information Technology
Region: London



Brands using Eagle Eye get an enriched single-customer view with real-time performance

Digital loyalty schemes also eliminate fraud through real-time voucher redemption and unique IDs



Tim Mason, CEO, Eagle Eye

innovation. Real-time offers enable highly-relevant targeting, giving customers much more value and offering companies the chance to truly understand their customers, rewarding them whilst they are still in store, thereby maximising engagement.”

The company recently expanded into the North American market through a contract with Loblaw, Canada’s largest retailer, to work with it to convert two of its existing loyalty programmes – used by eight million and 11 million consumers, respectively – into one new scheme. The new loyalty platform went live in February. “This highly-complex project was a milestone achievement for the company and we have significantly enhanced our platform as a result,” says Tim.

59%

The amount of millennials who say it is important for a loyalty scheme to have a digital option

DRIVING THE ECONOMY

DR ADAM MARSHALL

DIRECTOR GENERAL, BRITISH CHAMBERS OF COMMERCE (BCC)



“WITH BREXIT DOMINATING THE HEADLINES, IT’S ALL TOO EASY TO FORGET ABOUT THE ISSUES AT HOME THAT ARE OF EVEN GREATER IMPORTANCE TO BUSINESS”

PEOPLE ARE THE REASON WHY UK BUSINESSES ARE THRIVING, BUT ACROSS THE NATION, FIRMS TELL OF LABOUR SHORTAGES

The annual *1000 Companies to Inspire Britain* book is a great opportunity to celebrate the innovation, diversity and dynamism of British business. I’m honoured to contribute, and I’m particularly pleased to see Chambers of Commerce members showcased again this year.

When it comes to great businesses, you need look no further than then membership of Accredited Chambers of Commerce. As I travel across the regions and nations of the UK, I get the chance to meet member companies that represent the best and brightest of our business communities.

Great people sit at the heart of every great business. The best businesses, like those recognised in this report, understand that their success relies on talent and skills. Nurturing this talent and investing in training, while creating inspiring working environments, encourages committed teams that drive a company forward.

People are the backbone of business success. Yet, across the country, business communities are reporting that labour shortages are really starting to bite. The Government, business and education sectors must work together to build a training system that allows people to reach their potential and produces a reliable pipeline of future talent. Firms also need a clear, easy-to-use and less-expensive immigration system to be able to plug gaps in the workforce when they can’t do so here at home.

People and skills are crucial to the UK’s future success and

competitiveness, but so too are other elements of the domestic agenda, including the physical and digital infrastructure and cost of doing business, which must be addressed. For companies to flourish, conditions need to be in place in the domestic business environment to support their growth and ambition.

“WHEN IT COMES TO GREAT BUSINESSES, YOU NEED LOOK NO FURTHER THAN THEN MEMBERSHIP OF ACCREDITED CHAMBERS OF COMMERCE”

With Brexit dominating the headlines, it’s all too easy to forget about the issues at home that are of even greater importance to business. Get the fundamentals right, and we’ll sweep away barriers to growth and unlock the potential and competitiveness of UK firms in the years to come.

Over the past two years, the resilience and adaptability of UK companies has shone through in the midst of political uncertainty. As the UK enters a new chapter, we must support our business communities through a time of great adjustment, and encourage firms to grab hold of opportunities as they arise.

Chambers of Commerce across the country remain committed to fighting for the interests of business, and championing the entrepreneurial spirit and innovation that drives the economy.

TheCityUK



London
Stock Exchange Group

FINANCE FOR FINTECH

Our landmark report includes findings from research with 400+ fintech companies in 8 countries on their growth ambitions, finance and regulatory needs:

- 72% plan to expand into new countries
- The US, China and UK are top three markets for international expansion
- Companies, on average, expect 80% growth over next three years
- 35% say that raising finance is their top priority
- 85% say they are very or reasonably likely to raise funds on public markets within next three years

Our report also includes insights from ten leading fintech entrepreneurs.

Find out more and download the report by visiting www2.londonstockexchange.com/Finance-For-Fintech

THE UK'S LEISURE, HOSPITALITY AND TOURISM SECTOR REVELS IN ITS DIVERSITY. FROM CITY BREAKS TO SPORTS EVENTS OR JUST A TRIP TO THE LOCAL CINEMA, THE SECTOR BRINGS IN £117BN IN REVENUE A YEAR

SECTOR AT A GLANCE

4.5 MILLION
THE NUMBER OF PEOPLE EMPLOYED IN THE UK'S LEISURE SECTOR

10%
THE PROPORTION OF UK GDP ATTRIBUTED TO THE LEISURE SECTOR

31
THE NUMBER OF UK SITES INCLUDED IN UNESCO'S WORLD HERITAGE LIST

IN THIS SECTION »
Yorkshire Wildlife Park explains how it conducts market research on pricing and value for money, to keep at the forefront of its industry, and Galgorm Resort & Spa brings a slice of luxury to Ireland

Sources: British Hospitality Association, Deloitte, PwC, UNESCO

AT ONE'S LEISURE

The leisure industry is one of the UK’s most important export earners, accounting for more than 12% of total service sector exports. It has also been a strong provider of new jobs, with more than 330,000 posts created over the past five years. The Brexit vote presents a significant challenge to this industry, given that 15% of its workforce and 63% of inbound holidaymakers come from the EU. There are plenty of positives for the industry to build on though, from the growing demand for health and fitness to the vibrant nightlife economy of major cities and the rise in recent years of the ‘staycation’

OTHER COMPANIES THAT MADE OUR LIST

- followme2AFRICA
- IHG
- Lease Corporation International (LCI)
- The City Pub Company
- Touch
- Vision Nine
- Winning Moves

For the full Directory
turn to pages 128–153



LUXURY RETREAT

Galgorm Resort & Spa
www.galgorm.com
Sector: Leisure
Region: Northern Ireland

Galgorm Resort & Spa is situated on 163 acres of lush parkland along the banks of River Maine, 30 minutes from Belfast. As well as the award-winning spa, the facilities include 122 guestrooms and suites, a selection of restaurants and bars, and extensive conference and banqueting facilities.

“Our business is about creating exceptional, bespoke experiences for each of our guests,” explains General Manager Colin Johnston. “We offer an authentic Irish welcome with luxury facilities to allow guests to curate their own bespoke stay. Some of the unique spa experiences include riverside tubs, serenity garden bathing, a Celtic sauna ritual, relaxation in the Orangery and a snow cabin for year-round wintery fun.”

The strong growth of the Northern Ireland tourism industry has been a welcome trend over the past decade, with the province now receiving more than 2.2 million overseas visitors a year. That is somewhat at risk from the Brexit vote, which has created a number of challenges for the hospitality industry around financial volatility, recruitment and the potential loss of EU funding. However, there have been some positive side effects, too, including the fall in the value of sterling, which has made Northern Ireland a more appealing destination for inbound tourists.

“The falling value of the pound has made Northern Ireland better value for tourists and helped to entice more visitors from the Republic of Ireland and European markets, helping to propel the sector to new heights,” says Colin.

The Resort’s success has been underpinned by continuous investment in the property and the people who deliver it. The key to maintaining positive momentum in the future will mean that approach continues.

“We have remained focused on delivering a quality product and bringing unique, memorable experiences to Ireland,” says Colin. “We focus on staff development, training and well-being to retain talent. It’s our people who make the difference.”



22

Number of awards
Galgorm Resort & Spa
won in 2017

GALGORM
RESORT & SPA

Galgorm Resort & Spa is set within 163 acres of lush parkland, with the River Maine flowing through the estate



“Our business is about creating exceptional, bespoke experiences for each of our guests”

Colin Johnston, General Manager, Galgorm Resort & Spa

BRINGING A CITY TO LIFE

For the past 50 years, Time Out has been showing people how to make the most of the cities they live in or are visiting. Having started out providing information about London in 1968, it has since expanded around the world and is now present in 108 cities across 39 countries, reaching an average global monthly audience of some 242 million people.

Julio Bruno, Chief Executive of Time Out Group, says the company's aim is to inspire people to make the most of their cities. "Millions of people globally rely on our unique, curated content and exceptional experiences to discover and enjoy cities around the world," he says.

The company, which has had its shares listed on London's AIM since June 2016, is made up of two divisions. Time Out Digital is a multi-platform media, entertainment and ecommerce business that provides

TimeOut

www.timeout.com
Sector: Leisure
Region: London



"Millions of people globally rely on our unique, curated content and exceptional experiences"

much of what the company is best known for, including travel guides and entertainment listings in both print and digital formats.

In recent years the group has also expanded into a new arena with its Time Out Market division. This arm of the business is based on the idea of developing a physical space to bring together the best a city has to offer in terms of food and culture, all under a single roof. The concept was first rolled out in the Portuguese capital, Lisbon, in 2014 and has since become a leading tourist attraction in the city. "In 2017, the Time Out Market in Lisbon saw 3.6 million visitors, proving the strength of the format ahead of openings in other exciting cities over the next few years," says Julio. "New Time Out Markets are set to open in Miami in 2018 and in Boston and Chicago in 2019."



Time Out Market in Lisbon is an original concept that creates food and cultural experiences

In 2018, Time Out celebrates 50 years since the brand launched in London



108

The number of cities in which Time Out is present

THE GREAT ESCAPE

Secret Escapes is a luxury travel members' club, which has built up a membership base of some 52 million people around the world. Last year, it recorded total sales of £403m and sold more than eight million room nights, with holidays ranging from boutique weekend breaks in the Cotswolds to long-haul luxury travel in the Indian Ocean.

"Our goal is to inspire the world to escape," explains Alex Saint, CEO and Co-founder of the company. "We do this by offering a highly curated set of incredible deals on luxury hotels

and holidays every week to our members."

Like its customers, the company has itself been travelling overseas. Having proven its model in the UK throughout 2011, it took its first steps abroad in 2013 by launching in Germany and Sweden. "With some local tweaks to the model and plenty of hard work, we cracked those markets and have since launched in a further 18 markets, including the US and Asia," says Alex.

The company takes pride in being able to offer hand-picked deals to its members at exclusive prices, which, they believe, are

secret Escapes

www.secretescapes.com
Sector: Leisure
Region: London



All of the hotels and spas are hand-picked by travel experts

Secret Escapes sells more than eight million rooms a year



substantially cheaper than elsewhere online. The key is a ruthless focus on product excellence. "When we get it right, our product is impossible to ignore," says Alex.

However, the ever-changing nature of the leisure market means it always has to be ready to adapt. Research suggests that consumers are becoming more interested in purchasing experiences over material goods and this is likely to be a focus for the business in the future.

"We believe that the winners in our space will be the ones who provide maximum inspiration for their audience," says Alex. "Packaging together accommodation, travel and experiences into off-the-shelf short breaks or holidays will be a crucial method of growing travel spend in the next decade. We believe in selling ideas rather than just hotel rooms."

52m

The number of members globally

THE LION KINGS

Yorkshire Wildlife Park, a wholly-owned subsidiary of the Wild Life Group, is one of the UK's fastest-growing attractions, with annual visitor numbers reaching more than 750,000. The draws for all those people coming through the gates of the 300-acre site include numerous big cats, the only polar bears in England and a series of renowned walk-through animal areas.

"We have developed and grown by investing in Yorkshire Wildlife Park year on year, with new species, new attractions and developing commercial activities," says CEO Cheryl Williams. "Zoos have changed significantly over the past decade and Yorkshire Wildlife Park has been ahead of this with innovative reserves and experiences."

The company is constantly looking for new ways to ensure that it is at the front-of-mind for its target audiences and continually conducts market



www.yorkshirewildlifepark.com
Sector: Leisure
Region: Yorkshire and the Humber



^ The zoo has nearly 400 animals and 70 different species



> Cheryl Williams, CEO

"The leisure industry is constantly changing, with new standards of experience, quality and technology"

research on pricing and value for money. It has also become adept at using technology, according to Cheryl.

"The leisure industry is constantly changing, with new standards of experience, quality and technology. Keeping ahead of these is both a challenge and an opportunity," she says. "Technology cannot replace the thrill of seeing a tiger face-to-face for the first time, but it does give us greater capability to reach audiences, engage with them and convert them to customers."

With more than 300 employees at the height of the season, the Wild Life Group is one of the biggest employers in the Sheffield area. In addition to its position as a major visitor attraction, the park also plays an important role in terms of animal conservation and welfare. In 2010, for example, it rescued 13 lions from Romania.

In the future, there should be even more for visitors to admire, as the business has recently acquired a further 150 acres. "The next big opportunity is the planned expansion of the park," says Cheryl. "This will give the group the opportunity to make Yorkshire Wildlife Park a major national destination."

750k

The number of visitors per year

MOVIE MAGIC

Cinema-going is a central element of the UK leisure market, but not every town can sustain a huge multiplex. The opportunity to create smaller movie theatres to cater for such places is what Merlin Cinemas specialises in, bringing the magic of the movies to smaller towns and communities where the major cinema chains are not present.

"The company operates in old, traditional and sometimes beautiful cinemas, many of which have been saved and restored or, in the case of some historic buildings, converted

into cinemas," says Geoff Greaves, Managing Director. "We offer a comfortable modern experience while retaining as much of the original fabric of the building as possible."

The company was started in 1990 at the Savoy Penzance in Cornwall, which is probably the oldest continuously operating cinema in Britain, having never closed or been used for any other purpose since it was built in 1912. Expansion over almost three decades has left Merlin Cinemas with a presence across the country, although there are still plenty of



^ Merlin Cinemas operates the most southerly cinema in the UK mainland at Penzance

< In many cases, the cinemas operating were saved from closure

opportunities to pursue. Its experience to date has shown that establishing a cinema at the heart of a town centre can help to maintain a vibrant local economy, and its screens now attract more than a million customers a year.

Since 2011, the company has been focused on digital cinema projection, which has freed it from the challenges of moving large physical prints around the country, given it a greater access to more of the latest films, and enabled it to show events live by satellite from anywhere in the world, – a key growth area for cinemas these days.

"Going digital has made it possible for audiences to enjoy opera, ballet and theatre in even the most remote locations," says Geoff. "Whilst the technology was expensive to install, it offers a higher-quality on-screen projection."



www.merlincinemas.co.uk
Sector: Leisure
Region: South West England



1990

The year Merlin Cinemas was formed

LET'S ENSURE THE UK IS HELPING GROWING FIRMS

TIM WARD
CEO, QUOTED COMPANIES ALLIANCE

PUBLIC EQUITY CAN PLAY AN EVEN GREATER ROLE IN HELPING THE UK'S SCALEUPS TO THRIVE



"FOR MANY FAST-GROWING COMPANIES, A BIG PART OF HOW THEY DEVELOP WILL INVOLVE RAISING FINANCE"

It's hard not to feel excited about the prospect of watching these 1,000 companies progress and seeing what they will achieve in the years ahead.

For many fast-growing companies, a big part of how they develop will involve raising finance and, for some, going to the UK equity capital markets and becoming a quoted company will be the right way to do this.

The benefits of seeking public equity from a market like AIM includes not only access to capital for growth, but also the ability to make acquisitions by using quoted shares as currency, as well as a heightened public profile and status with customers and other stakeholders.

Becoming a quoted company is a big step, but not just something for the giant multinationals of this world. There are currently around 2,000 small and medium-size quoted companies in the UK, which is about 85% of all quoted companies. The contribution that these companies make to the UK economy is considerable – they employ approximately 1.4 million people, which is around 5.5% of private sector employment.

85%

THE AMOUNT OF SMALL BUSINESSES THAT ARE QUOTED COMPANIES

The UK has Europe's biggest growth capital market in AIM. Joining AIM can enable companies to receive public equity financing while allowing them to develop in a more flexible regulatory

structure. It also helps to avoid much of the disproportionate legal and other burdens levied on smaller companies on the regulated markets.

As an example, there has been a lot of interest in companies' corporate governance in recent years. AIM companies have the choice of which governance code to follow; they do not have to adhere to the UK Corporate Governance Code as Main Market companies do. Following a recognised corporate governance code can help small and medium-size companies to develop. Many of these companies opt to follow the QCA's Corporate Governance Code, which is tailored specifically for small and mid-size companies.

"BECOMING A QUOTED COMPANY IS A BIG STEP, BUT NOT JUST SOMETHING FOR THE GIANT MULTINATIONALS OF THIS WORLD"

We've seen great progress when rules and regulations are made by Government departments and regulators, as they are now more inclined to think 'small first', but the UK can do more and the Government should strategically support the wider growth company sector as it supports certain specific industries through its Industrial Strategy.

We are all dependant on the future of each of these 1,000 companies; our future economic welfare depends on their development. The public markets are a key feature in enabling growing companies to grow and deliver.



Capital for growth

ELITE companies have the opportunity to access the London Stock Exchange Group's private placement platform designed to streamline the capital raising process.

ELITE Club Deal connects companies with professional investors, offering companies a variety of funding options in an integrated environment.

ELITE Club Deal is the natural next step in the evolution of ELITE's suite of services offered to ELITE companies from financial education to capital raising.

Bridging the gap towards the Capital Markets

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London
Stock Exchange Group

THE GROWTH OF RENEWABLE ENERGY, RECYCLING AND OTHER GREEN INITIATIVES IS HELPING TO CREATE A VALUABLE NEW INDUSTRY IN THE UK, WORTH MORE THAN £60BN A YEAR TO THE ECONOMY

SECTOR AT A GLANCE

£61.1BN
THE ANNUAL VALUE OF THE ENVIRONMENTAL GOODS AND SERVICES SECTOR

18.7%
THE GROWTH IN VALUE OF ENVIRONMENTAL GOODS AND SERVICES, BETWEEN 2010 AND 2014

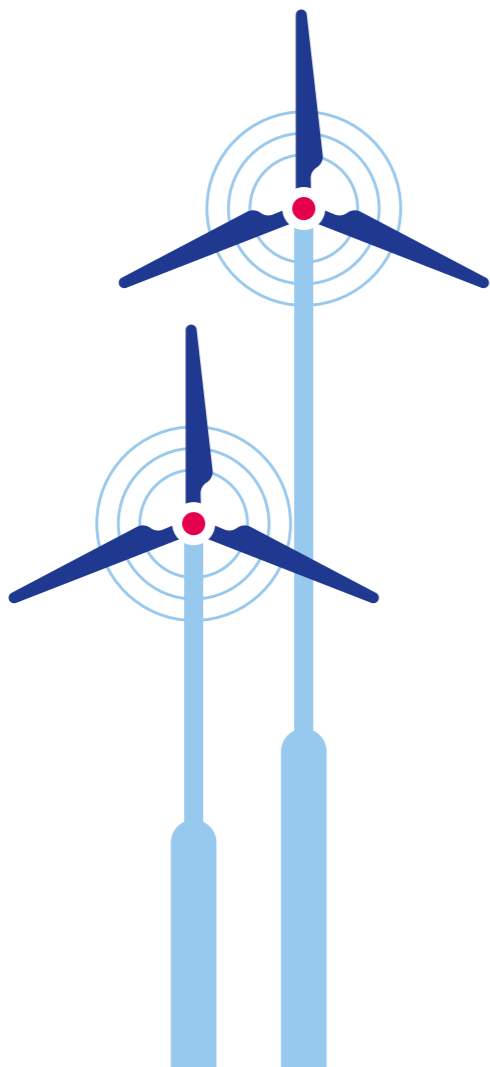
29%
THE FALL IN GREENHOUSE GAS EMISSIONS BETWEEN 1990 AND 2015

IN THIS SECTION »
First Mile makes recycling easy for businesses, and Greencoat explains how onshore and offshore wind will play an important role in the UK's future energy mix

Source: Office for National Statistics

THE GRASS IS GREENER

From the growing popularity of electric cars to the increasing recognition of the importance of recycling, the UK is undoubtedly becoming a ‘greener’ country. That is in no small part due to the innovation and dedication shown by local companies, which are encouraging Brits to develop new habits. The Office for National Statistics reports that the energy efficiency of the UK has improved in recent years because of more efficient manufacturing techniques, greener transport and the UK’s total fuel use declining by almost 25% since its 2005 peak. However, there is still more to do, with greenhouse gas emissions from road transport still increasing



OTHER COMPANIES THAT MADE OUR LIST

- Ashcourt
- Fern Trading Limited
- Francis Flower
- Go Green
- GRS
- JWS Holdings
- WSR Recycling

For the full Directory turn to pages 128–153

THE FUTURE’S BRIGHT

Ecotricity
www.ecotricity.co.uk
 Sector: Energy & Utility
 Region: South West England

Gloucestershire-based Ecotricity is a pioneer in the green energy sector in the UK, having delivered its first electricity in April 1996, derived from landfill gas. Since then, it has installed 71 windmills with a total capacity of almost 82MW that, between them, save more than 100,000 tonnes a year in carbon dioxide. The company has also expanded into other areas, such as mobile phone services and electric vehicle charging points.

“We are a hybrid organisation, mission-led like an NGO but using the tools of business to achieve that mission, which is to advance sustainability,” explains Dale Vince, Founder. “We operate in the fields of energy, transport and food, making more sustainable options available to homes and businesses in the pursuit of greater sustainability and, ultimately, a green Britain.”

Ecotricity’s growth has been partly funded by a series of four ‘ecobonds’, which have raised a total of £56m to date. In pursuit of further growth opportunities in the future, the company has also set up an Eco Lab, in which it carries out research and development in three sectors that are critical to reducing carbon emissions further, namely energy, transport and food.

With electric vehicles coming of age, increasing awareness about the need for more sustainable lifestyles, business practices and the continual advances being made in technology, the company is looking forward to the opportunities that lie ahead.

“Smart technology will transform the way we power our homes and run the National Grid,” says Dale. “Renewable energy and electric vehicles will empower people, make them less dependent on energy companies and more interdependent. Tough economic times don’t affect the need for greater sustainability in all walks of life and don’t diminish increasing demand for solutions to that end – in fact, it’s the opposite in many ways. Sustainability is increasingly the more economic option.”



ecotricity

Ecotricity was one of the world’s first green energy companies



“Smart technology will transform the way we power our homes and run the National Grid”

Dale Vince, Founder, Ecotricity

102,789

The amount, in tonnes, of CO₂ saved by Ecotricity in 2016

WINDS OF CHANGE

The UK has become one of the most enthusiastic adopters of wind energy in the world, providing plenty of opportunities for a company like Greencoat UK Wind, the first renewable infrastructure fund to list on London Stock Exchange Group Main Market.

The fund restricts its activities to investments in already operational wind farms. It currently has ownership stakes in 30 onshore and offshore sites, from Little Cheyne Court on the south-east coast of England to Slieve Divena in Northern Ireland and Kildrummy in the north of Scotland. The portfolio also includes a 20% share in the Clyde wind farm in Scotland, one of the largest onshore operations in the UK. In total, the 30 farms have a combined electricity-generating capacity of 741MW.



www.greencoat-ukwind.com
Sector: Financial Services
Region: London



Greencoat UK Wind was the first renewable infrastructure fund to list on the LSE Main Market

Stephen Lilley, Partner at Greencoat Capital



Although the opportunities for the sector are immense, the company still takes a careful approach to any potential investments. “The pool of UK wind assets we can acquire from is worth more than £60bn, presenting a host of opportunities to grow the company,” says Stephen Lilley, Partner at Greencoat Capital, the investment manager to Greencoat UK Wind. “We look at a lot of new operating UK wind farms every year and adopt a highly-disciplined and selective approach to acquisitions. In the past, we’ve been through long periods when we didn’t find value and didn’t invest.”

The future for the industry looks bright, given the rapid fall in the cost of wind energy projects, which makes them ever-more competitive. And, unlike some infrastructure sectors, UK wind is not impacted by asset scarcity.

“Clearly, onshore and offshore wind will play an important role in the UK’s future energy mix. Wind is the most mature renewable technology, and onshore is already cost-competitive with coal, gas and nuclear power,” says Stephen. “Significant reductions in offshore wind costs should foster even more investment in this technology, where the UK is already a global leader.”

58.3%

The total historic shareholder return in the period between March 2013 and December 2017

RECYCLING GROWTH

Across the UK, more than 1,100 companies rely on UK Waste Solutions to take the hassle out of business waste management and recycling. Rather than owning a fleet of bins and trucks, UK Waste Solutions acts as a brokerage, sourcing the highest-quality and best-fit service provider for each of its clients.

“As a broker, we have the ability to tap into the entire UK infrastructure of waste management facilities. We embrace the innovation that happens and are focused on bringing the best of this to our clients,” says

Managing Director Max Kanda. “What makes us really proud is our ability to optimise and add value to the services received by our clients.”

The company is not simply focused on disposing of the waste generated by its clients, though. It also helps to educate and train its clients to improve their processes and make them more efficient.

“The opportunities to add value are not limited to service provision or processing technology,” says Max. “Data, information and education have become increasingly



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



UK Waste Solutions has diverted 186,000 tonnes of material from landfill

More than 4% of its turnover was invested in R&D from 2017–2018, specifically in its bespoke enterprise software platform, The Hub



important requirements for our customers when looking for opportunities to improve the way they manage, develop and report on their investment in waste and recycling services. Our bespoke customer engagement programmes with high-profile and highly-regarded brands have demonstrated our ability to deliver innovative and cost-effective solutions.”

However, there are some significant challenges to overcome as well.

“The UK waste management industry has taken some huge strides over the past 10–15 years, largely driven by EU legislation,” says Max. “The combination of Brexit, a Chinese crackdown on importing recyclable material and the Government’s failure to commit to a clear policy that would help to deliver new waste facilities are major challenges.”



1,100

The number of local, regional and national customers

FIRST PORT OF CALL

The core aim of First Mile is to make recycling easy for businesses and, in the process, to inspire the business community to adopt a more responsible attitude to environmental issues. It is proving to be fertile ground for growth. Last year, the company collected more than 30,000 tonnes of waste for recycling from businesses in London and Birmingham. “Choosing to recycle is often the first step to sustainability that businesses take,” says Founder and Chief Executive Bruce Bratley. “By making recycling as accessible as possible, we not only help to improve the planet, but we can also raise awareness of the shocking environmental issues, such as single-use plastics being dumped in our oceans.” The company tries to lead by example and, last year, rolled out zero-emission bicycle deliveries, as well as electric and Euro 6 emissions-

first mile
easy recycling

www.thefirstmile.co.uk
Sector: Waste Management
Region: London



“Choosing to recycle is often the first step to sustainability that businesses take”



First Mile recycles 66% of all the material it collects, compared with a London average of 33%

The business provides 24/7 customer service



standard vehicles (the most stringent European standard for light commercial vehicles) to reduce its emissions output. First Mile is understandably proud of the fact that its entire fleet of 67 vehicles produces less harmful carbon dioxide and nitrogen oxide emissions than a single old London Routemaster bus. The company’s approach to the environment is not a sentimental one, though, – it is one that makes business sense. “Recycling properly is cheaper for businesses,” says Bruce. “We have helped customers through tough economic conditions by making recycling easier than ever, so they can do more and reduce costs.” This strong business case, combined with the rising awareness of environmental issues, means the company is looking forward to a period of what it hopes will be strong growth. “In the next five years, the business aims to triple its number of employees,” predicts Bruce. “On average and to date, we have added 30 new customers a day and 70% come via word of mouth. We will also be continuing to develop our technology to build a robust platform that will be the foundation to expand our service to businesses nationally.”

200

The number of employees working across the business, plus one dog

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GETTING TO 1000 THE METHODOLOGY

TO BUILD THIS LIST, THE FINANCIAL TECHNOLOGY COMPANY DUE DIL COMBINED KEY FINANCIAL PERFORMANCE INDICATORS AND SECTOR BENCHMARKS THAT ARE AVAILABLE IN ITS ONLINE TOOL

Company status

Companies must be active and registered in the UK. Companies that have a parent incorporated in a foreign country are excluded, except for specific tax shelters. Ltd, PLC and LLP entities are all considered. Investment vehicles and funds are excluded, as are charities and non-profit organisations.

Size and age

Independent company or consolidated group revenues must be from £6m–£250m, based on latest Companies House filings. Companies that have been incorporated within the past three years (i.e. after 1 November 2015) are excluded.

Financial performance

Each company's average annual turnover growth rate is calculated over a three-year period (based on four sets of accounts, where four sets of accounts are available). The calculations are weighted to favour latest-year growth. Any company with more than 20% deterioration in net assets over a three-year period is excluded.

Sector benchmarking

Having identified the long list, the eligible companies are then separated into their Standard Industrial Classification (SIC) groupings. Within each SIC sector, the companies are ranked by their individual growth rates, and those that have most outperformed their sector averages are identified.

1pm plc
www.1pm.co.uk
Sector: Financial services
Region: South West England
Revenue: £10M to £20M

24x7 Ltd
www.24x7ltd.co.uk
Sector: Transportation services
Region: East of England
Revenue: £6M to £10M

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

A

A.Mir and Co
www.a-mir.co.uk
Sector: Manufacturing
Region: West Midlands
Revenue: £10M to £20M

A.P. Webb Plant Hire Ltd
www.apwebbplanthire.co.uk
Sector: Rental & Leasing
Region: West Midlands
Revenue: £10M to £20M

A&E Elkins Ltd
www.aeelkins.co.uk
Sector: Building & Landscape Services
Region: London
Revenue: £40M to £50M

AA Woods
www.aawoods.co.uk
Sector: Waste Management
Region: East of England
Revenue: £10M to £20M

AAM Group
www.aamgroup.co.uk
Sector: Rental & Leasing
Region: East of England
Revenue: £10M to £20M

Absolute Apparel
www.absoluteapparel.co.uk
Sector: Wholesale
Region: West Midlands
Revenue: £10M to £20M

Abzena
www.abzena.com
Sector: Pharmaceuticals & Biotechnology
Region: East of England
Revenue: £10M to £20M

Accora
www.accora.uk.com
Sector: Healthcare
Region: East of England
Revenue: £10M to £20M

Acorne Ltd
www.acorne.co.uk
Sector: Professional Services
Region: South East England
Revenue: £40M to £50M

Active Flooring Solutions
www.active-flooring.com
Sector: Building & Landscape Services
Region: North West England
Revenue: £6M to £10M

Acturis
www.acturis.com
Sector: Information Technology
Region: London
Revenue: £50M to £75M

Adams Aviation
www.adamsaviation.com
Sector: Metal Manufacturing & Engineering
Region: South East England
Revenue: £20M to £30M

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

Adey Steel Group
www.adeysteelgroup.co.uk
Sector: Metal Manufacturing & Engineering
Region: East Midlands
Revenue: £20M to £30M

ADT Workplace
www.adtworkplace.com
Sector: Architecture & Engineering
Region: North West England
Revenue: £30M to £40M

Advance Construction Group
www.advance-grouppltd.com
Sector: Engineering & Construction
Region: Scotland
Revenue: £150M to £200M

Advanced Insulation
www.advancedinsulation.com
Sector: Metal Manufacturing & Engineering
Region: South West England
Revenue: £50M to £75M

AFI Training
www.afi-training.co.uk
Sector: Education
Region: Yorkshire and the Humber
Revenue: £50M to £75M

AGC Equity Partners
www.agcequitypartners.com
Sector: Financial Services
Region: London
Revenue: £10M to £20M

Age Partnership
www.agepartnership.co.uk
Sector: Financial Services
Region: Yorkshire and the Humber
Revenue: £20M to £30M

Agetur UK
www.agetur.co.uk
Sector: Engineering & Construction
Region: South East England
Revenue: £40M to £50M

Agincare
www.agincare-homes.co.uk
Sector: Healthcare
Region: South West England
Revenue: £10M to £20M

Airedale Group
www.airedale-group.co.uk
Sector: Metal Manufacturing & Engineering
Region: Yorkshire and the Humber
Revenue: £40M to £50M

Airworld Tours
www.airworldtours.com
Sector: Leisure
Region: London
Revenue: £10M to £20M

AJN Steelstock
www.ajnsteelstock.co.uk
Sector: Transportation Services
Region: East of England
Revenue: £75M to £100M

Alderburgh
www.alderburgh.com
Sector: Building & Landscape Services
Region: North West England
Revenue: £10M to £20M

Alert Systems
www.alertsystems.co.uk
Sector: Security
Region: South West England
Revenue: £6M to £10M

Alliance Health Group
www.alliancehealthgroup.co.uk
Sector: Healthcare
Region: West Midlands
Revenue: £10M to £20M

Allum & Sidaway
www.allumandsidaway.co.uk
Sector: Retail
Region: South West England
Revenue: £6M to £10M

Alpha
www.alphacapitalmarkets.co.uk
Sector: Financial Services
Region: South East England
Revenue: £6M to £10M

Altitude Film Entertainment pg 28
www.altitudefilm.com
Sector: Arts
Region: London
Revenue: £10M to £20M

Amanda Cunliffe
www.amandacunliffesolicitors.co.uk
Sector: Legal & Accounting
Region: North West England
Revenue: £10M to £20M

Amathus
www.amathusdrinks.com
Sector: Food & Beverage
Region: London
Revenue: £50M to £75M

AMG Care Services Group
www.amgnursing.com
Sector: Healthcare
Region: West Midlands
Revenue: £20M to £30M

Amino Communications
www.aminocom.com
Sector: Information Technology
Region: East of England
Revenue: £75M to £100M

Andy Thornton
www.andythornton.com
Sector: Manufacturing
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Antac Support Services
www.antac.co.uk
Sector: Professional Services
Region: South East England
Revenue: £10M to £20M

Anthesis Group
www.anthesisgroup.com
Sector: Legal & Accounting
Region: South East England
Revenue: £6M to £10M

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

Apeer
www.appeer.co.uk
Sector: Manufacturing
Region: Northern Ireland
Revenue: £10M to £20M

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

Applebridge Construction
www.applebridgeconstruction.com
Sector: Engineering & Construction
Region: North East England
Revenue: £10M to £20M

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

Aptus Utilities
www.apтусutilities.co.uk
Sector: Oil & Gas Support Services
Region: North West England
Revenue: £20M to £30M

AR Demolition
www.ardemolition.co.uk
Sector: Engineering & Construction
Region: East Midlands
Revenue: £10M to £20M

Arthur David
www.arthurdavid.co.uk
Sector: Farming & Fishery
Region: South West England
Revenue: £40M to £50M

Ash & Lacy
www.ashandlacy.com
Sector: Engineering & Construction
Region: West Midlands
Revenue: £30M to £40M

Argonaut Capital Partners
www.argonautcapital.co.uk
Sector: Financial Services
Region: Scotland
Revenue: £10M to £20M

Ashcourt
www.ashcourt.com
Sector: Building & Landscape Services
Region: Yorkshire and the Humber
Revenue: £20M to £30M

Ashford Commercial
www.ashfordcommercial.co.uk
Sector: Manufacturing
Region: London
Revenue: £10M to £20M

Aspens
www.aspens-services.co.uk
Sector: Food & Beverage
Region: West Midlands
Revenue: £20M to £30M

Aviation plc
www.avation.net
Sector: Rental & Leasing
Region: London
Revenue: £50M to £75M

Avinity
www.avinity.com
Sector: Wholesale
Region: South East England
Revenue: £20M to £30M

AW Repair Group
www.awaccidentrepair.com
Sector: Automotive
Region: East Midlands
Revenue: £6M to £10M

AWW
www.aww-uk.com
Sector: Architecture & Engineering
Region: South West England
Revenue: £6M to £10M

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

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

Athena
www.athenacivilengineering.co.uk
Sector: Building & Landscape Services
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Atlas Leisure Homes
www.atlasleisurehomes.co.uk
Sector: Real Estate
Region: Yorkshire and the Humber
Revenue: £30M to £40M

Augean
www.augeanplc.com
Sector: Waste Management
Region: Yorkshire and the Humber
Revenue: £75M to £100M

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

Auto Insider
www.autoinsider.co.uk
Sector: Automotive
Region: West Midlands
Revenue: £10M to £20M

Autorama
www.autorama.co.uk
Sector: Rental & Leasing
Region: East of England
Revenue: £30M to £40M

Arrow Global
www.arrowglobal.net
Sector: Financial Services
Region: North West England
Revenue: £200M to £250M

Arrows Group
www.arrowsgroup.com
Sector: Employment Services
Region: London
Revenue: £30M to £40M

Astute
www.astute.global
Sector: Electronic Engineering
Region: East of England
Revenue: £50M to £75M

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Revenue: £10M to £20M

Atlas Leisure Homes
www.atlasleisurehomes.co.uk
Sector: Real Estate
Region: Yorkshire and the Humber
Revenue: £30M to £40M

Augean
www.augeanplc.com
Sector: Waste Management
Region: Yorkshire and the Humber
Revenue: £75M to £100M

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

Auto Insider
www.autoinsider.co.uk
Sector: Automotive
Region: West Midlands
Revenue: £10M to £20M

Autorama
www.autorama.co.uk
Sector: Rental & Leasing
Region: East of England
Revenue: £30M to £40M

Arrow Global
www.arrowglobal.net
Sector: Financial Services
Region: North West England
Revenue: £200M to £250M

Arrows Group
www.arrowsgroup.com
Sector: Employment Services
Region: London
Revenue: £30M to £40M

Astute
www.astute.global
Sector: Electronic Engineering
Region: East of England
Revenue: £50M to £75M

Arthur David
www.arthurdavid.co.uk
Sector: Farming & Fishery
Region: South West England
Revenue: £40M to £50M

Arthur David
www.arthurdavid.co.uk
Sector: Farming & Fishery
Region: South West England
Revenue: £40M to £50M

Ash & Lacy
www.ashandlacy.com
Sector: Engineering & Construction
Region: West Midlands
Revenue: £30M to £40M

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

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

Athena
www.athenacivilengineering.co.uk
Sector: Building & Landscape Services
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Atlas Leisure Homes
www.atlasleisurehomes.co.uk
Sector: Real Estate
Region: Yorkshire and the Humber
Revenue: £30M to £40M

Augean
www.augeanplc.com
Sector: Waste Management
Region: Yorkshire and the Humber
Revenue: £75M to £100M

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

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www.autoinsider.co.uk
Sector: Automotive
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Revenue: £10M to £20M

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Arrow Global
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www.arthurdavid.co.uk
Sector: Farming & Fishery
Region: South West England
Revenue: £40M to £50M

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Sector: Farming & Fishery
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Revenue: £40M to £50M

Ash & Lacy
www.ashandlacy.com
Sector: Engineering & Construction
Region: West Midlands
Revenue: £30M to £40M

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

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

Athena
www.athenacivilengineering.co.uk
Sector: Building & Landscape Services
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Badoo
www.badoo.com
Sector: Information Technology
Region: London
Revenue: £10M to £20M

Baillie Gifford
www.bailliegifford.com
Sector: Financial Services
Region: Scotland
Revenue: £6M to £10M

Baldwins Accountants
www.baldwinsaccountants.co.uk
Sector: Financial Services
Region: West Midlands
Revenue: £20M to £30M

Bankside Patterson
www.bankside-patterson.co.uk
Sector: Metal Manufacturing & Engineering
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Banner Contracts
www.bannercontracts.co.uk
Sector: Engineering & Construction
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Banor Capital Ltd
www.banorcapital.com
Sector: Financial Services
Region: London
Revenue: £20M to £30M

Bargate Homes
www.bargatehomes.co.uk
Sector: Engineering & Construction
Region: South East England
Revenue: £30M to £40M

Barons Pub
www.baronspubs.com
Sector: Food & Beverage
Region: South East England
Revenue: £6M to £10M

Barron Wood Distribution
www.barronwooddistribution.co.uk
Sector: Postal Services
Region: North West England
Revenue: £50M to £75M

Bates Office
www.batesoffice.co.uk
Sector: Professional Services
Region: South East England
Revenue: £20M to £30M

Baxall Construction
www.baxallconstruction.co.uk
Sector: Engineering & Construction
Region: South East England
Revenue: £20M to £30M

bChannels
www.bchannels.com
Sector: Legal & Accounting
Region: South East England
Revenue: £6M to £10M

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

Beacon Communications
www.beaconcomms.co.uk
Sector: Building & Landscape Services
Region: South West England
Revenue: £20M to £30M

Beal Homes
www.beal-homes.co.uk
Sector: Engineering & Construction
Region: Yorkshire and the Humber
Revenue: £30M to £40M

Beard
www.beardconstruction.co.uk
Sector: Engineering & Construction
Region: South West England
Revenue: £100M to £150M

Bee Health
www.beehealth.com
Sector: Pharmaceuticals & Biotechnology
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Beechcroft
www.beechcroft.co.uk
Sector: Engineering & Construction
Region: South East England
Revenue: £40M to £50M

Beechfield brands
www.beechfieldbrands.com
Sector: Retail
Region: North West England
Revenue: £20M to £30M

Bell Brothers Nurseries
www.bellbrothersnurseries.com
Sector: Building & Landscape Services
Region: East Midlands
Revenue: £6M to £10M

Belvoir
www.belvoirlettingsplc.com
Sector: Real Estate
Region: East Midlands
Revenue: £6M to £10M

Benchmark pg 86
www.benchmarkplc.com
Sector: Research
Region: Yorkshire and the Humber
Revenue: £100M to £150M

Bennetts Cranes Ltd
www.tower-crane.co.uk
Sector: Engineering & Construction
Region: South West England
Revenue: £6M to £10M

Benniman
www.benniman.co.uk
Sector: Engineering & Construction
Region: West Midlands
Revenue: £40M to £50M

BES Utilities
www.besutilities.co.uk
Sector: Energy & Utility
Region: North West England
Revenue: £50M to £75M

Bespoke Construction
www.bespokeconstruction.co.uk
Sector: Engineering & Construction
Region: West Midlands
Revenue: £20M to £30M

Bestfoods
www.bestfoods.eu
Sector: Food & Beverage
Region: London
Revenue: £40M to £50M

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

BEW Electrical Distributors Ltd
www.bewdirect.co.uk
Sector: Retail
Region: East of England
Revenue: £50M to £75M

Bewley Homes
www.bewley.co.uk
Sector: Real Estate
Region: South East England
Revenue: £75M to £100M

Bigham’s
www.bighams.com
Sector: Food & Beverage
Region: London
Revenue: £40M to £50M

Bilby
www.bilbypkc.com
Sector: Building & Landscape Services
Region: London
Revenue: £50M to £75M

Biocomposites
www.biocomposites.com
Sector: Healthcare
Region: West Midlands
Revenue: £30M to £40M

Bionical
www.bionical.com
Sector: Healthcare
Region: East Midlands
Revenue: £30M to £40M

Blackwood Plant Hire
www.blackwoodplanthire.co.uk
Sector: Engineering & Construction
Region: Scotland
Revenue: £10M to £20M

Blue Apple
www.blue-apple.co.uk
Sector: Food & Beverage
Region: South West England
Revenue: £10M to £20M

Blue Group
www.blue-group.com
Sector: Engineering & Construction
Region: Scotland
Revenue: £10M to £20M

Bluecrest Health Screening
www.bluecresthealthscreening.co.uk
Sector: Healthcare
Region: London
Revenue: £6M to £10M

Bluetree
www.bluetreegroup.co.uk
Sector: Printing
Region: Yorkshire and the Humber
Revenue: £20M to £30M

Bolt & Heeks
www.boltandheels.co.uk
Sector: Engineering & Construction
Region: East of England
Revenue: £30M to £40M

Boss Cabins
www.bosscabins.co.uk
Sector: Metal Manufacturing & Engineering
Region: East Midlands
Revenue: £20M to £30M

Boston Tea Party
www.bostonteaparty.co.uk
Sector: Food & Beverage
Region: South West England
Revenue: £10M to £20M

BPC Interiors
www.bpcinteriors.com
Sector: Architecture & Engineering
Region: London
Revenue: £20M to £30M

Brave Bison
www.bravebison.io
Sector: Media
Region: London
Revenue: £10M to £20M

BrewDog pg 88
www.brewdog.com
Sector: Food & Beverage
Region: Scotland
Revenue: £50M to £75M

Brewhouse & Kitchen
www.brewhouseandkitchen.com
Sector: Food & Beverage
Region: London
Revenue: £6M to £10M

Brian James Trailers
www.brianjames.co.uk
Sector: Automotive
Region: West Midlands
Revenue: £10M to £20M

Brickability
www.brickability.co.uk
Sector: Building Materials
Region: Wales
Revenue: £50M to £75M

Bridgford
www.bridgford.co.uk
Sector: Engineering & Construction
Region: West Midlands
Revenue: £30M to £40M

Brigade Electronics
www.brigade-electronics.com
Sector: Automotive
Region: South East England
Revenue: £30M to £40M

Brio Leisure
www.brioleisure.org
Sector: Leisure
Region: North West England
Revenue: £10M to £20M



Bristol and Avon Group
www.bristolandavontransport.co.uk
Sector: Building & Landscape Services
Region: South West England
Revenue: £20M to £30M

Brookgate
www.brookgate.eu
Sector: Engineering & Construction
Region: East of England
Revenue: £50M to £75M

Brooks Macdonald Group Plc
www.brooksmacdonald.com
Sector: Financial Services
Region: London
Revenue: £75M to £100M

Browns
www.brownsbm.co.uk
Sector: Building & Landscape Services
Region: East Midlands
Revenue: £30M to £40M

Bruntingthorpe
www.bruntingthorpe.com
Sector: Automotive
Region: East Midlands
Revenue: £20M to £30M

Bryan’s Salads
www.bryanssalads.co.uk
Sector: Food & Beverage
Region: North West England
Revenue: £20M to £30M

Bulletproof
www.wearebulletproof.com
Sector: Engineering & Construction
Region: London
Revenue: £10M to £20M

Business Growth Fund
www.bgf.co.uk
Sector: Financial Services
Region: London
Revenue: £50M to £75M

Bywaters
www.bywaters.co.uk
Sector: Waste Management
Region: London
Revenue: £40M to £50M

Carfulan Group pg 69
www.carfulan.com
Sector: Information Technology
Region: East Midlands
Revenue: £10M to £20M

Carmel
www.carmelclothinguk.com
Sector: Retail
Region: East Midlands
Revenue: £50M to £75M

Carpenter & Paterson Ltd
www.cp-ltd.co.uk
Sector: Building Materials
Region: Wales
Revenue: £20M to £30M

Carrs Foods
www.carrsfoods.co.uk
Sector: Food & Beverage
Region: North West England
Revenue: £30M to £40M

Cassellie
www.cassellie.co.uk
Sector: Engineering & Construction
Region: Yorkshire and the Humber
Revenue: £20M to £30M

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

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

Caval
www.planetcaval.com
Sector: Employment Services
Region: Yorkshire and the Humber
Revenue: £20M to £30M

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

Car Benefit Solutions
www.carbenefitsolutions.co.uk
Sector: Transportation Services
Region: North West England
Revenue: £20M to £30M

Cavendish Education
www.cavendisheducation.com
Sector: Education
Region: London
Revenue: £10M to £20M

CCP Building Products Ltd
www.cheshireconcrete.co.uk
Sector: Engineering & Construction
Region: Wales
Revenue: £10M to £20M

CCS McLays
www.ccsmcclays.co.uk
Sector: Manufacturing
Region: Wales
Revenue: £20M to £30M

CDE
www.cdeglob.com
Sector: Building Materials
Region: Northern Ireland
Revenue: £50M to £75M

Central Supplies
www.centralsupplies.co.uk
Sector: Wholesale
Region: West Midlands
Revenue: £30M to £40M

CentralNic
www.centralnic.com
Sector: Legal & Accounting
Region: London
Revenue: £20M to £30M

Certain
www.recruitmentuk.caresoftglobal.com
Sector: Employment services
Region: East of England
Revenue: £20M to £30M

Ceuta Group
www.ceutagroup.com
Sector: Legal & Accounting
Region: South West England
Revenue: £75M to £100M

Chambers Recycling
www.chambers-group.co.uk
Sector: Waste Management
Region: South East England
Revenue: £10M to £20M

Chandlers Building Supplies
www.chandlersbs.co.uk
Sector: Building & Landscape Services
Region: South East England
Revenue: £40M to £50M

ChargePoint
www.thechargepoint.com
Sector: Pharmaceuticals & Biotechnology
Region: North West England
Revenue: £10M to £20M

Charles Faram
www.charlesfaram.co.uk
Sector: Farming & Fishery
Region: West Midlands
Revenue: £30M to £40M

Charles Russell Speechlys
www.charlesrussellspeechlys.com
Sector: Legal & Accounting
Region: London
Revenue: £40M to £50M

Chartway Group
www.chartwaygroup.co.uk
Sector: Building & Landscape Services
Region: South East England
Revenue: £50M to £75M

Cheevers Howard
www.cheevershoward.co.uk
Sector: Engineering & Construction
Region: London
Revenue: £10M to £20M

Chemilines
www.chemilines.com
Sector: Manufacturing
Region: London
Revenue: £50M to £75M

Cheque and Credit Clearing Company
www.chequeandcredit.co.uk
Sector: Financial Services
Region: London
Revenue: £30M to £40M

Cheshire Mouldings
www.cheshiremouldings.co.uk
Sector: Manufacturing
Region: North West England
Revenue: £20M to £30M

Chess Dynamics
www.chess-dynamics.com
Sector: Security
Region: South East England
Revenue: £10M to £20M

Chestnut Homes
www.chestnuthomes.co.uk
Sector: Engineering & Construction
Region: East Midlands
Revenue: £20M to £30M

Churchesfire
www.churchesfire.com
Sector: Building & Landscape Services
Region: South East England
Revenue: £10M to £20M

Churchill Retirement Living
www.churchillretirement.co.uk
Sector: Real Estate
Region: South East England
Revenue: £150M to £200M

CityFibre
www.cityfibre.com
Sector: Information Technology
Region: London
Revenue: £10M to £20M

Citynet
www.citynet.eu.com
Sector: Financial Services
Region: London
Revenue: £6M to £10M

Civils Store
www.civilsstore.co.uk
Sector: Engineering & Construction
Region: South West England
Revenue: £6M to £10M

Claims Consortium Group
www.claimsconsortiumgroup.co.uk
Sector: Professional Services
Region: South West England
Revenue: £40M to £50M

Clayton Glass
www.claytonglass.co.uk
Sector: Manufacturing
Region: North East England
Revenue: £10M to £20M

Clegg Gifford
www.cginsurance.com
Sector: Insurance
Region: London
Revenue: £10M to £20M

Click Travel
www.clicktravel.com
Sector: Leisure
Region: West Midlands
Revenue: £150M to £200M

ClicTime Holdings Ltd
www.clictime.com
Sector: Retail
Region: North East England
Revenue: £10M to £20M

Cloudfm
www.cloudfmgroup.com
Sector: Professional Services
Region: East of England
Revenue: £10M to £20M
Cloudreach
www.cloudreach.com
Sector: Information Technology
Region: London
Revenue: £40M to £50M

CloudSense
www.cloudsense.com
Sector: Information Technology
Region: London
Revenue: £20M to £30M

Clubhouse Golf
www.clubhousegolf.co.uk
Sector: Retail
Region: North West England
Revenue: £10M to £20M

CMI
www.cmilabsplc.com
Sector: Information Technology
Region: South East England
Revenue: £6M to £10M

Cobalt
www.cobaltrecruitment.com
Sector: Employment Services
Region: London
Revenue: £20M to £30M

Coda Music Agency
www.codaagency.com
Sector: Arts
Region: London
Revenue: £10M to £20M

Collins Earthworks Ltd
www.collinsearthworks.co.uk
Sector: Building & Landscape Services
Region: East Midlands
Revenue: £30M to £40M

Commhoist
www.commhoist.co.uk
Sector: Building & Landscape Services
Region: North West England
Revenue: £10M to £20M

Community Dental Services
www.communitydentalservices.co.uk
Sector: Healthcare
Region: East of England
Revenue: £10M to £20M

Complete Office Solutions
www.c-o-s.co.uk
Sector: Professional Services
Region: Yorkshire and the Humber
Revenue: £30M to £40M

Comptoir
www.comptoirlibanais.com
Sector: Food & Beverage
Region: London
Revenue: £20M to £30M

Conamar
www.conamar.co.uk
Sector: Engineering & Construction
Region: East of England
Revenue: £30M to £40M

Connect Managed Services
www.connectmanaged.com
Sector: Information Technology
Region: London
Revenue: £10M to £20M

Connect Scaffolding
www.connectscaffolding.co.uk
Sector: Engineering & Construction
Region: East of England
Revenue: £10M to £20M

Connop & Son
www.connopandson.com
Sector: Farming & Fishery
Region: West Midlands
Revenue: £10M to £20M

Contamac
www.contamac.com
Sector: Manufacturing
Region: East of England
Revenue: £10M to £20M

Contechs
www.contechs.co.uk
Sector: Automotive
Region: East of England
Revenue: £40M to £50M

Continental Bottle Company Ltd
www.continentalbottle.co.uk
Sector: Manufacturing
Region: North West England
Revenue: £10M to £20M

Contract Supplies (White Goods) Ltd
www.contractsupplies.com
Sector: Engineering & Construction
Region: West Midlands
Revenue: £10M to £20M

Conveyancing Data Services
www.conveyancingdata.com
Sector: Information Technology
Region: South East England
Revenue: £6M to £10M

Copernus
www.copernus.co.uk
Sector: Food & Beverage
Region: Yorkshire and the Humber
Revenue: £40M to £50M

Cording Real Estate Group
www.cordinggroup.com
Sector: Real Estate
Region: London
Revenue: £6M to £10M

The Core Group
www.coretel.co.uk
Sector: Information Technology
Region: London
Revenue: £30M to £40M

Core-Asset Consulting
www.core-asset.co.uk
Sector: Employment Services
Region: Scotland
Revenue: £10M to £20M

CorpAcq
www.corpacq.com
Sector: Financial Services
Region: North West England
Revenue: £150M to £200M

County Supplies London
www.countysupplieslondon.co.uk
Sector: Food & Beverage
Region: London
Revenue: £6M to £10M

Coupland Cardiff (CCAM)
www.couplandcardiff.com
Sector: Financial Services
Region: London
Revenue: £6M to £10M

CR7 Services
www.cr7services.com
Sector: Information Technology
Region: South East England
Revenue: £6M to £10M

Crawshaws
www.crawshawbutchers.com
Sector: Food & Beverage
Region: Yorkshire and the Humber
Revenue: £40M to £50M

Cream
www.creamuk.com
Sector: Advertising & Marketing
Region: London
Revenue: £10M to £20M

Creightons plc
www.creightons.com
Sector: Retail
Region: East of England
Revenue: £30M to £40M

Cromar Building Products
www.cromarbuildingproducts.com
Sector: Building & Landscape Services
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Crosscrown Ltd
www.rugbycarehomes.co.uk
Sector: Healthcare
Region: West Midlands
Revenue: £6M to £10M

Crown Care
www.crowncaregroup.co.uk
Sector: Healthcare
Region: North East England
Revenue: £6M to £10M

Croxsons pg 67
www.croxsons.com
Sector: Manufacturing
Region: London
Revenue: £10M to £20M

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

Custodian REIT
www.custodianreit.com
Sector: Real Estate
Region: East Midlands
Revenue: £20M to £30M

CVS Group plc
www.cvsukltd.co.uk
Sector: Professional Services
Region: East of England
Revenue: £200M to £250M

Cygnnet Properties & Leisure plc
www.cygnnetproperties.co.uk
Sector: Real Estate
Region: London
Revenue: £6M to £10M

D

DAB Civil Engineering Contractors Ltd
www.dab-engineering.co.uk
Sector: Building & Landscape Services
Region: East Midlands
Revenue: £10M to £20M

Dale Brothers UK Ltd
www.dalebrothers.co.uk
Sector: Postal Services
Region: North West England
Revenue: £10M to £20M

Damira Dental Studios
www.damiradental.co.uk
Sector: Healthcare
Region: London
Revenue: £6M to £10M

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

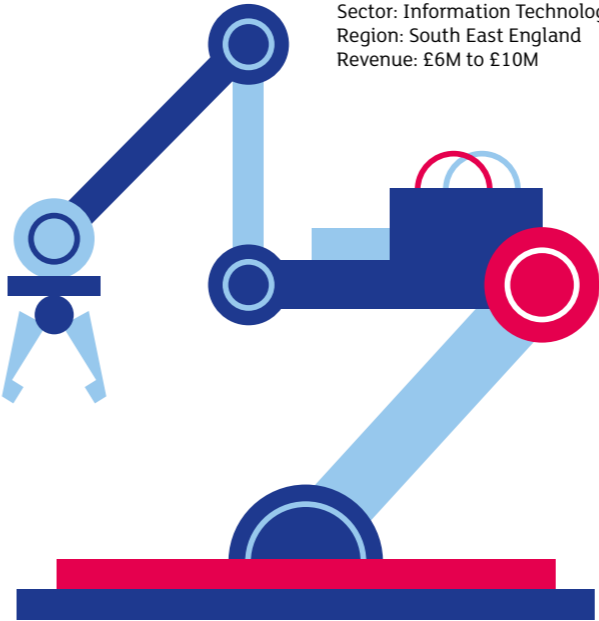
DataArt
www.dataart.com
Sector: Information Technology
Region: London
Revenue: £6M to £10M

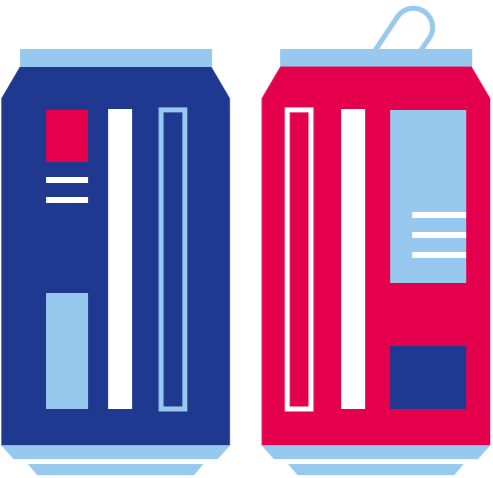
David Ashley Construction Ltd
www.davidashleyconstruction.co.uk
Sector: Building & Landscape Services
Region: East Midlands
Revenue: £6M to £10M

David Christopher Jewellers
www.davidchristopher.co.uk
Sector: Retail
Region: West Midlands
Revenue: £10M to £20M

Davisons Solicitors
www.davisonsinfo.co.uk
Sector: Legal & Accounting
Region: West Midlands
Revenue: £6M to £10M

Dawnfresh
www.dawnfresh.co.uk
Sector: Farming & Fishery
Region: Scotland
Revenue: £50M to £75M





Fairfax Plant Hire
www.fairfaxplanthire.co.uk
Sector: Engineering & Construction
Region: Yorkshire and the Humber
Revenue: £10M to £20M

FairFX
www.fairfxplc.com
Sector: Information Technology
Region: London
Revenue: £10M to £20M

Falcon Tower Crane Services Ltd
www.falconcranes.co.uk
Sector: Engineering & Construction
Region: East of England
Revenue: £40M to £50M

FDM
www.fdmplc.com
Sector: Printing
Region: London
Revenue: £10M to £20M

Feed Communications
www.feed.xyz
Sector: Advertising & Marketing
Region: London
Revenue: £6M to £10M

Felix O'Hare & Co Ltd
www.felixohare.co.uk
Sector: Engineering & Construction
Region: Northern Ireland
Revenue: £40M to £50M

Ferguson Transport & Shipping
www.fergusontransport.co.uk
Sector: Postal Services
Region: Scotland
Revenue: £10M to £20M

Fern Trading Ltd
www.fermtrading.com
Sector: Financial Services
Region: London
Revenue: £200M to £250M

Fever-Tree
www.fever-tree.com
Sector: Food & Beverage
Region: London
Revenue: £100M to £150M

Fevore Group
www.fevore.co.uk
Sector: Rental & Leasing
Region: South East England
Revenue: £50M to £75M

FGS Agri
www.fgsagri.co.uk
Sector: Farming & Fishery
Region: South East England
Revenue: £10M to £20M

Finnebrogue Artisan Ltd
www.finnebrogue.com
Sector: Food & Beverage
Region: Northern Ireland
Revenue: £40M to £50M

Finsa Europe
www.finsaeurope.com
Sector: Financial services
Region: London
Revenue: £6M to £10M

Fire Glass
www.fireglassuk.com
Sector: Manufacturing
Region: West Midlands
Revenue: £10M to £20M

FIRST pg 30
www.firstagency.com
Sector: Leisure
Region: London
Revenue: £30M to £40M

First Call Contract Services
www.firstcallcontractservices.co.uk
Sector: Employment Services
Region: London
Revenue: £50M to £75M

First Derivatives (FD)
www.firstderivatives.com
Sector: Professional Services
Region: Northern Ireland
Revenue: £150M to £200M

First Mile pg 124
www.thefirstmile.co.uk
Sector: Waste Management
Region: London
Revenue: £10M to £20M

FK Group
www.fkgroup.co.uk
Sector: Building & Landscape Services
Region: North West England
Revenue: £50M to £75M

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

followme2AFRICA
www.followme2africa.com
Sector: Leisure
Region: London
Revenue: £10M to £20M

fonacab
www.fonacab.com
Sector: Transportation Services
Region: Northern Ireland
Revenue: £10M to £20M

Fonix
www.fonix.com
Sector: Information Technology
Region: London
Revenue: £40M to £50M

FoodFellas
www.thefoodfellas.co.uk
Sector: Food & Beverage
Region: East of England
Revenue: £50M to £75M

Footasylum
www.footasylum.com
Sector: Retail
Region: North West England
Revenue: £100M to £150M

Formation Group
www.formationgroupplc.com
Sector: Engineering & Construction
Region: London
Revenue: £20M to £30M

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

Forza
www.forza-doors.com
Sector: Manufacturing
Region: South East England
Revenue: £10M to £20M

Foundation Piling UK
www.foundation-piling.co.uk
Sector: Engineering & Construction
Region: West Midlands
Revenue: £10M to £20M

FP Hurley and Sons Ltd
www.fphurley.co.uk
Sector: Building & Landscape Services
Region: Wales
Revenue: £20M to £30M

Francis Flower
www.francisflower.com
Sector: Waste Management
Region: South West England
Revenue: £20M to £30M

Frank Key
www.frank-key.co.uk
Sector: Building & Landscape Services
Region: East Midlands
Revenue: £20M to £30M

Fred Champion Groundworks
www.fcgroundworks.com
Sector: Building & Landscape Services
Region: South West England
Revenue: £40M to £50M

Frontier Medical Group
www.frontier-group.co.uk
Sector: Healthcare
Region: Wales
Revenue: £30M to £40M

FTDI Chip
www.ftdichip.com
Sector: Information Technology
Region: Scotland
Revenue: £40M to £50M

FTI Group
www.fti-group.co.uk
Sector: Oil & Gas Support Services
Region: South West England
Revenue: £10M to £20M

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

Futureheads
www.wearefutureheads.com
Sector: Employment Services
Region: London
Revenue: £10M to £20M

Futures
www.futures.co.uk
Sector: Professional Services
Region: Yorkshire and the Humber
Revenue: £10M to £20M



Galgorm Resort & Spa pg 110
www.galgorm.com
Sector: Leisure
Region: Northern Ireland
Revenue: £10M to £20M

Gaming Realms
www.gamingrealms.com
Sector: Information Technology
Region: London
Revenue: £30M to £40M

GBE Services Ltd
www.gbeservices.co.uk
Sector: Engineering & Construction
Region: London
Revenue: £6M to £10M

GDC
www.genuinedining.com
Sector: Food & Beverage
Region: London
Revenue: £6M to £10M

Geary's Bakery
www.gearysbakeries.co.uk
Sector: Food & Beverage
Region: East Midlands
Revenue: £10M to £20M

Geda Construction
www.geda.co.uk
Sector: Engineering & Construction
Region: Northern Ireland
Revenue: £30M to £40M

Gemfields
www.gemfields.com
Sector: Engineering & Construction
Region: London
Revenue: £150M to £200M

Gemini ARC
www.geminiarc.co.uk
Sector: Engineering & Construction
Region: West Midlands
Revenue: £30M to £40M

Generate
www.generate-fs.co.uk
Sector: Financial Services
Region: London
Revenue: £20M to £30M

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

GenMed
www.genmed.me.uk
Sector: Healthcare
Region: Wales
Revenue: £30M to £40M

Gift Universe
www.giftuniverse.com
Sector: Retail
Region: South East England
Revenue: £50M to £75M

Gill Aggregates
www.gillaggregates.com
Sector: Building Materials
Region: South East England
Revenue: £20M to £30M

Ginger Pig pg 37
www.thegeringerpig.co.uk
Sector: Food & Beverage
Region: Yorkshire and the Humber
Revenue: £10M to £20M

GKFX
www.gkfx.com
Sector: Financial Services
Region: London
Revenue: £75M to £100M

GKR Scaffolding
www.gkrscaffolding.co.uk
Sector: Building & Landscape Services
Region: South East England
Revenue: £20M to £30M

Gladman
www.gladman.co.uk
Sector: Real Estate
Region: North West England
Revenue: £40M to £50M

Glen Farrow
www.glenfarrow.co.uk
Sector: Professional Services
Region: East Midlands
Revenue: £6M to £10M

Global
www.globalautocare.co.uk
Sector: Automotive
Region: Yorkshire and the Humber
Revenue: £20M to £30M

Global Chair Components Ltd
www.globalchaircomponents.co.uk
Sector: Manufacturing
Region: East of England
Revenue: £10M to £20M



Global Graphics
www.globalgraphics.com
Sector: Printing
Region: East of England
Revenue: £10M to £20M

Globus
www.globus.co.uk
Sector: Metal Manufacturing & Engineering
Region: Scotland
Revenue: £30M to £40M

GlucorX
www.glucorx.co.uk
Sector: Healthcare
Region: South East England
Revenue: £10M to £20M

Go Ape
www.goape.co.uk
Sector: Leisure
Region: East of England
Revenue: £30M to £40M

Go Green
www.gogreen.co.uk
Sector: Waste Management
Region: Yorkshire and the Humber
Revenue: £20M to £30M

GP Plumbing & Heating Engineers
www.gpplumbingandheating.com
Sector: Professional Services
Region: South East England
Revenue: £10M to £20M

GPF Lewis
www.gpflewis.co.uk
Sector: Building & Landscape Services
Region: East of England
Revenue: £20M to £30M

GPL Group
www.gplgroup.co.uk
Sector: Building & Landscape Services
Region: North West England
Revenue: £30M to £40M

Grant Property
www.grantproperty.com
Sector: Real Estate
Region: Scotland
Revenue: £10M to £20M

Grapeshot
www.grapeshot.com
Sector: Information Technology
Region: East of England
Revenue: £6M to £10M

Green Man Gaming
www.greenmangaming.com
Sector: Information Technology
Region: London
Revenue: £30M to £40M

Greenbrook Healthcare
www.greenbrook.nhs.uk
Sector: Healthcare
Region: West Midlands
Revenue: £20M to £30M

Greencoat pg 122
www.greencoat-ukwind.com
Sector: Financial Services
Region: London
Revenue: £75M to £100M

Griffin
www.griffinmarkets.com
Sector: Financial Services
Region: London
Revenue: £6M to £10M

GRS
www.grsroadstone.co.uk
Sector: Waste Management
Region: West Midlands
Revenue: £150M to £200M

GSA Capital
www.gsacapital.com
Sector: Financial Services
Region: London
Revenue: £200M to £250M

GTL Europe
www.gtl-europe.co.uk
Sector: Professional Services
Region: East of England
Revenue: £20M to £30M

Gulliver's
www.gullivers.co.uk
Sector: Rental & Leasing
Region: South West England
Revenue: £75M to £100M

GV Multimedia
www.gvmultimedia.com
Sector: Information Technology
Region: London
Revenue: £20M to £30M

H

H&M Security
www.hmsecurityservices.co.uk
Sector: Security
Region: London
Revenue: £10M to £20M

HD Ricketts
www.hdricketts.co.uk
Sector: Building & Landscape Services
Region: West Midlands
Revenue: £10M to £20M

H.H. Smith
www.hhsmith.co.uk
Sector: Engineering & Construction
Region: North West England
Revenue: £20M to £30M

Hales Jobs
www.halesgroup.co.uk
Sector: Employment Services
Region: East of England
Revenue: £20M to £30M

Hallmarq
www.hallmarq.net
Sector: Arts
Region: South East England
Revenue: £6M to £10M

Halsion
www.halsion.online
Sector: Engineering & Construction
Region: South East England
Revenue: £40M to £50M

Handle Recruitment
www.handle.co.uk
Sector: Employment Services
Region: London
Revenue: £10M to £20M

Harbour & Jones
www.harbourandjones.com
Sector: Food & Beverage
Region: London
Revenue: £50M to £75M

Harlow Brothers
www.harlowbros.co.uk
Sector: Manufacturing
Region: Yorkshire and the Humber
Revenue: £50M to £75M

Harper Dennis Hobbs
www.hdh.co.uk
Sector: Real Estate
Region: London
Revenue: £6M to £10M

harris cm
www.harriscm.co.uk
Sector: Engineering & Construction
Region: Yorkshire and the Humber
Revenue: £50M to £75M

Harrison Holidays
www.harrisonholidays.com
Sector: Leisure
Region: North West England
Revenue: £10M to £20M

Harron Homes
www.harronhomes.com
Sector: Engineering & Construction
Region: Yorkshire and the Humber
Revenue: £100M to £150M

Hartford Care
www.hartfordcare.co.uk
Sector: Healthcare
Region: South East England
Revenue: £10M to £20M

Harvest Fine Foods
www.harvestfinefoods.co.uk
Sector: Food & Beverage
Region: South East England
Revenue: £10M to £20M

Harwood Wealth Management Group
www.harwoodwealth.co.uk
Sector: Financial services
Region: South East England
Revenue: £10M to £20M

Hawk Group
www.hawk-group.co.uk
Sector: Engineering & Construction
Region: West Midlands
Revenue: £100M to £150M

Haydock Finance
www.haydockfinance.co.uk
Sector: Rental & Leasing
Region: North West England
Revenue: £10M to £20M

Hayfin Capital Management LLP
www.hayfin.co.uk
Sector: Financial Services
Region: London
Revenue: £30M to £40M

Haygrove
www.haygrove.com
Sector: Food & Beverage
Region: West Midlands
Revenue: £75M to £100M

Hayward Transport
www.jhayward.co.uk
Sector: Transportation Services
Region: West Midlands
Revenue: £10M to £20M

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

HB Projects
www.hbprojects.co.uk
Sector: Engineering & Construction
Region: Yorkshire and the Humber
Revenue: £50M to £75M

HBS Group Southern
www.hbsgroupsouthern.co.uk
Sector: Building & Landscape Services
Region: South East England
Revenue: £20M to £30M

HE Simm
www.hesimm.co.uk
Sector: Building & Landscape Services
Region: North West England
Revenue: £50M to £75M

Heartstone Inns
www.heartstoneinns.co.uk
Sector: Food & Beverage
Region: South East England
Revenue: £6M to £10M

Heatherwick Studio
www.heatherwick.com
Sector: Architecture & Engineering
Region: London
Revenue: £20M to £30M

Helios Underwriting
www.huwplc.com
Sector: Professional Services
Region: London
Revenue: £20M to £30M

Help Your Claim Ltd
www.helpyourclaim.com
Sector: Professional Services
Region: North West England
Revenue: £10M to £20M

Helping Hands
www.helpinghandshomecare.co.uk
Sector: Healthcare
Region: West Midlands
Revenue: £50M to £75M

Hengoed Court
www.hengoedcourt.co.uk
Sector: Healthcare
Region: Wales
Revenue: £6M to £10M

Henry Construction
www.henryconstruction.co.uk
Sector: Engineering & Construction
Region: London
Revenue: £100M to £150M

Here
www.hereweare.org.uk
Sector: Healthcare
Region: South East England
Revenue: £50M to £75M

Herrco Cosmetics
www.herrco.co.uk
Sector: Retail
Region: East of England
Revenue: £10M to £20M

HF Group
www.hf-group.co.uk
Sector: Professional Services
Region: Scotland
Revenue: £30M to £40M

HG Construction (Holdings) Ltd
www.hgconstruct.co.uk
Sector: Engineering & Construction
Region: East of England
Revenue: £50M to £75M

Hicks Logistics
www.hickslogistics.co.uk
Sector: Transportation Services
Region: Wales
Revenue: £10M to £20M

Highways Stops Retail Ltd
www.highwaystops.co.uk
Sector: Retail
Region: London
Revenue: £40M to £50M

Highwood
www.highwoodgroup.co.uk
Sector: Building & Landscape Services
Region: South East England
Revenue: £20M to £30M

Hill Brothers pg 49
www.hillplants.com
Sector: Farming & Fishery
Region: South East England
Revenue: £10M to £20M

Hireco
www.hireco.co.uk
Sector: Professional Services
Region: South East England
Revenue: £20M to £30M

Hollybrook
www.hollybrookhomes.co.uk
Sector: Engineering & Construction
Region: London
Revenue: £50M to £75M

Hopkins Homes
www.hopkinshomes.co.uk
Sector: Engineering & Construction
Region: East of England
Revenue: £100M to £150M

Hopkins Merchandising
www.hopkinsgroup.ie
Sector: Manufacturing
Region: Building & Landscape Services
Region: Scotland
Revenue: £50M to £75M

Horizon
www.horizondiscovery.com
Sector: Research
Region: East of England
Revenue: £20M to £30M

Horizon International Cargo
www.hicargo.com
Sector: Transportation Services
Region: South East England
Revenue: £30M to £40M

Howard Tenens
www.tenens.com
Sector: Transportation Services
Region: South West England
Revenue: £50M to £75M

HTG Trading Ltd
www.htgtrading.co.uk
Sector: Food & Beverage
Region: East of England
Revenue: £10M to £20M

Hub West Scotland
www.hubwestscotland.co.uk
Sector: Engineering & Construction
Region: Scotland
Revenue: £75M to £100M

Hunter Macdonald
www.netcompany.com
Sector: Information Technology
Region: East of England
Revenue: £20M to £30M

HVC Supplies
www.h-v-c.com
Sector: Metal Manufacturing & Engineering
Region: West Midlands
Revenue: £10M to £20M

Hydes
www.hydesbrewery.com
Sector: Food & Beverage
Region: North West England
Revenue: £20M to £30M

I

I & H Brown
www.ihbrown.com
Sector: Building & Landscape Services
Region: Scotland
Revenue: £50M to £75M

I-pay
www.i-paye.com
Sector: Legal & Accounting
Region: North West England
Revenue: £50M to £75M

IC 24
www.ic24.org.uk
Sector: Healthcare
Region: South East England
Revenue: £75M to £100M

Icon Solutions
www.iconsolutions.com
Sector: Professional Services
Region: London
Revenue: £10M to £20M

Ideagen
www.ideagen.com
Sector: Information Technology
Region: East Midlands
Revenue: £20M to £30M

IEC Energy Crops
www.iec-energycrops.com
Sector: Farming & Fishery
Region: West Midlands
Revenue: £10M to £20M

iForce
www.iforcegroup.com
Sector: Transportation Services
Region: North West England
Revenue: £50M to £75M

IGI
www.iginsure.com
Sector: Insurance
Region: London
Revenue: £50M to £75M

IHG
www.ihg.com
Sector: Leisure
Region: London
Revenue: £30M to £40M

IKON
www.ikonconstruction.co.uk
Sector: Engineering & Construction
Region: South West England
Revenue: £20M to £30M

Image Factory
www.imagefactoryuk.com
Sector: Printing
Region: South West England
Revenue: £6M to £10M

Immunocore
www.immunocore.com
Sector: Research
Region: South East England
Revenue: £10M to £20M

Impcross
www.impcross.co.uk
Sector: Metal Manufacturing & Engineering
Region: South West England
Revenue: £10M to £20M

In-Time Watch & Jewellery Repairs
www.intime.co.uk
Sector: Retail
Region: North West England
Revenue: £6M to £10M

Inchora Home
www.inchora.com
Sector: Financial Services
Region: South East England
Revenue: £6M to £10M

Inclusion Housing
www.inclusionhousing.org.uk
Sector: Healthcare
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Indigo Sun
www.indigosun.co.uk
Sector: Retail
Region: Scotland
Revenue: £10M to £20M

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

Infobip
www.infobip.com
Sector: Information Technology
Region: London
Revenue: £200M to £250M

Ingenious
www.theingeniousgroup.co.uk
Sector: Financial Services
Region: London
Revenue: £20M to £30M

Inspiration Healthcare
www.inspiration-healthcare.com
Sector: Healthcare
Region: South East England
Revenue: £10M to £20M

Inspired Energy pg 94
www.inspiredplc.co.uk
Sector: Professional Services
Region: North West England
Revenue: £20M to £30M

Instant Offices
www.instantoffices.com
Sector: Real Estate
Region: London
Revenue: £50M to £75M

Integra Buildings
www.integrabuildings.co.uk
Sector: Engineering & Construction
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Integral Powertrain
www.integralp.com
Sector: Metal Manufacturing & Engineering
Region: South East England
Revenue: £20M to £30M

Intelipac
www.intelipac.com
Sector: Manufacturing
Region: West Midlands
Revenue: £20M to £30M

Intelliflo
www.intelliflo.com
Sector: Professional Services
Region: London
Revenue: £10M to £20M

Internet Fusion
www.internetfusion.co.uk
Sector: Retail
Region: East Midlands
Revenue: £10M to £20M

into lighting
www.into.co.uk
Sector: Architecture & Engineering
Region: South East England
Revenue: £6M to £10M

InXpress
www.inxpress.com
Sector: Transportation Services
Region: North West England
Revenue: £10M to £20M

Inzpire
www.inzpire.com
Sector: Automotive
Region: East Midlands
Revenue: £6M to £10M

IQ GLASS
www.iqglassuk.com
Sector: Information Technology
Region: South East England
Revenue: £10M to £20M

iStorage
www.istorage-uk.com
Sector: Information Technology
Region: London
Revenue: £6M to £10M

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

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

J

J Medler Ltd
www.jmedler.co.uk
Sector: Engineering & Construction
Region: East of England
Revenue: £10M to £20M

J. Rotherham pg 68
www.jrotherham.co.uk
Sector: Manufacturing
Region: Yorkshire and the Humber
Revenue: £10M to £20M

J&M Murdoch
www.jmmurdoch.com
Sector: Waste Management
Region: Scotland
Revenue: £10M to £20M

Jackson Lees Group
www.jacksonlees.co.uk
Sector: Leisure
Region: North West England
Revenue: £6M to £10M

Japan Centre Food Hall
www.japancentre.com
Sector: Retail
Region: London
Revenue: £20M to £30M

JCW Saunders
www.jcwsaunders.co.uk
Sector: Professional Services
Region: East of England
Revenue: £10M to £20M

JD Cooling
www.jdcooling.com
Sector: Metal Manufacturing & Engineering
Region: East of England
Revenue: £10M to £20M

Jhoots Pharmacy
www.jhootspharmacy.co.uk
Sector: Pharmaceuticals & Biotechnology
Region: West Midlands
Revenue: £10M to £20M

JKR Contractors Ltd
www.jkrcontractors.com
Sector: Building & Landscape Services
Region: Scotland
Revenue: £20M to £30M

Jobling Purser
www.joblingpurser.com
Sector: Building & Landscape Services
Region: North East England
Revenue: £10M to £20M

John F Hunt
www.johnfhunt.co.uk
Sector: Engineering & Construction
Region: East of England
Revenue: £75M to £100M

John Hellens (Contracts) Ltd
www.hellens.co.uk
Sector: Engineering & Construction
Region: North East England
Revenue: £10M to £20M

John Nicholls (Trading) Ltd
www.johnnichollstrade.co.uk
Sector: Retail
Region: South East England
Revenue: £40M to £50M

John Robertson Architects
www.jra.co.uk
Sector: Architecture & Engineering
Region: London
Revenue: £10M to £20M

John Ross Jr (Aberdeen) Ltd
www.johnrossjr.com
Sector: Food & Beverage
Region: Scotland
Revenue: £10M to £20M

Johnsons Aggregates and Recycling Ltd
www.johnsonsaggregates.com
Sector: Engineering & Construction
Region: East Midlands
Revenue: £10M to £20M

Joseph Robertson pg 78
www.josephrobertson.co.uk
Sector: Farming & Fishery
Region: Scotland
Revenue: £30M to £40M

JPJ Installations Ltd
www.jpjltd.co.uk
Sector: Manufacturing
Region: East of England
Revenue: £10M to £20M

JT Atkinson
www.jtatkinson.co.uk
Sector: Retail
Region: North East England
Revenue: £50M to £75M

Just Develop It
www.justdevelop.it
Sector: Financial Services
Region: South East England
Revenue: £10M to £20M

JWS Holdings
www.jwswwaste.co.uk
Sector: Waste Management
Region: North West England
Revenue: £10M to £20M

K

Kalixa
www.kalixa.com
Sector: Information Technology
Region: East of England
Revenue: £20M to £30M

Kampa
www.kampa.co.uk
Sector: Leisure
Region: East of England
Revenue: £20M to £30M

Kaybridge Construction
www.kaybridge.com
Sector: Building & Landscape Services
Region: London
Revenue: £20M to £30M

Kee Safety
www.keesafetygroup.com
Sector: Security
Region: West Midlands
Revenue: £50M to £75M

Kelkay
www.kelkay.com
Sector: Building & Landscape Services
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Kettle Interiors
www.kettleinteriorsagencies.com
Sector: Architecture & Engineering
Region: South East England
Revenue: £10M to £20M

Keystone Law
www.keystonelaw.co.uk
Sector: Legal & Accounting
Region: London
Revenue: £20M to £30M

Keywords Studio
www.keywordsstudios.com
Sector: Media
Region: London
Revenue: £75M to £100M

Kilnbridge
www.kilnbridge.com
Sector: Engineering & Construction
Region: London
Revenue: £50M to £75M

Kiltearn
www.kilteampartners.com
Sector: Financial Services
Region: Scotland
Revenue: £20M to £30M

Kinaxia Logistics
www.kinaxia.co.uk
Sector: Transportation Services
Region: North West England
Revenue: £50M to £75M

Kindertons Accident Management
www.kindertons.co.uk
Sector: Financial Services
Region: North West England
Revenue: £75M to £100M

Kingdom
www.kingdom.co.uk
Sector: Professional Services
Region: North West England
Revenue: £75M to £100M

Kitewood
www.kitewood.co.uk
Sector: Engineering & Construction
Region: London
Revenue: £40M to £50M

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

Knight Harwood
www.knight-harwood.com
Sector: Professional Services
Region: London
Revenue: £100M to £150M

Kobalt
www.kobaltnmusic.com
Sector: Leisure
Region: London
Revenue: £200M to £250M

Kurt Orban Partners
www.kopuk.co.uk
Sector: Metal Manufacturing & Engineering
Region: South East England
Revenue: £20M to £30M

L

L J Fairburn and Son Ltd pg 90
www.ljfairburnpoultry.co.uk
Sector: Farming & Fishery
Region: East Midlands
Revenue: £50M to £75M

L&C
www.landc.co.uk
Sector: Financial services
Region: South West England
Revenue: £40M to £50M

La Fosse Associates
www.lafosse.com
Sector: Employment Services
Region: London
Revenue: £50M to £75M

Laila's Fine Foods
www.lailasfinefoods.co.uk
Sector: Food & Beverage
Region: North West England
Revenue: £30M to £40M

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

Lamont Fireplaces and Stone
www.lamontfireplaces.com
Sector: Manufacturing
Region: Northern Ireland
Revenue: £6M to £10M

Lane4
www.lane4performance.com
Sector: Employment services
Region: South East England
Revenue: £10M to £20M

Laptop Outlet
www.laptopoutlet.co.uk
Sector: Retail
Region: London
Revenue: £10M to £20M

Lattimer
www.lattimer.com
Sector: Manufacturing
Region: North West England
Revenue: £10M to £20M

Lawrence David
www.lawrencedavid.co.uk
Sector: Automotive
Region: East of England
Revenue: £75M to £100M

Lead Forensics
www.leadforensics.com
Sector: Information Technology
Region: South East England
Revenue: £20M to £30M

Learning Technologies Group Plc pg 102
www.ltgplc.com
Sector: Information Technology
Region: London
Revenue: £20M to £30M

Lease Corporation International (LCI)
www.lciaviation.com
Sector: Rental & Leasing
Region: London
Revenue: £20M to £30M

Lee Marley
www.leemarley.com
Sector: Engineering & Construction
Region: South East England
Revenue: £40M to £50M

LEEC Ltd
www.leec.co.uk
Sector: Manufacturing
Region: East Midlands
Revenue: £6M to £10M

Leisure Furnishings
www.leisure-furnishings.co.uk
Sector: Manufacturing
Region: East Midlands
Revenue: £10M to £20M

LendInvest pg 58
www.lendinvest.com
Sector: Financial Services
Region: London
Revenue: £10M to £20M

Leon
www.leonrestaurants.co.uk
Sector: Food & Beverage
Region: London
Revenue: £40M to £50M

Levitt Bernstein
www.levittbernstein.co.uk
Sector: Architecture & Engineering
Region: London
Revenue: £10M to £20M

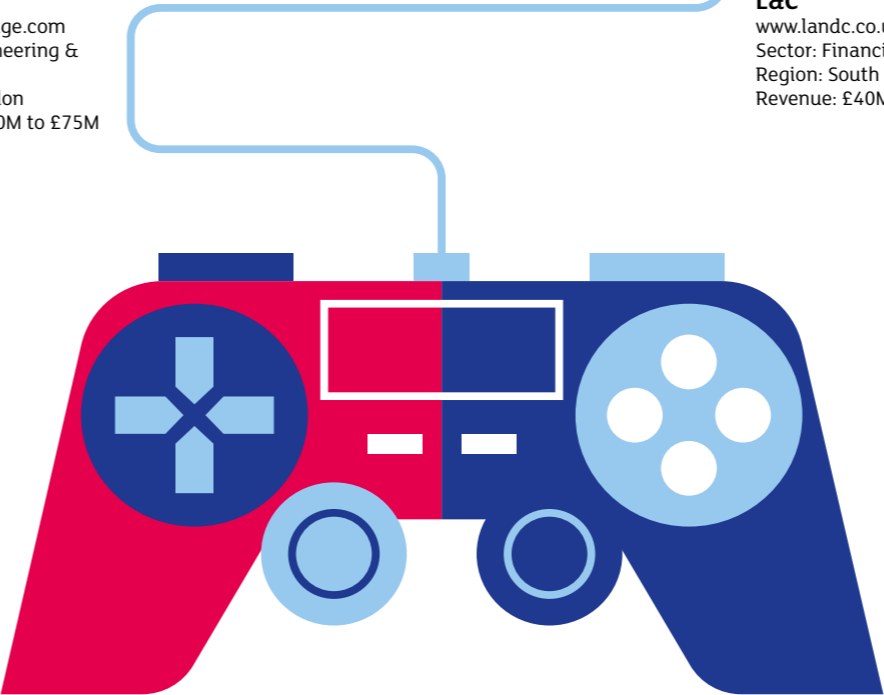
LEW Electrical Distributors
www.lewelectrical.co.uk
Sector: Retail
Region: East Midlands
Revenue: £20M to £30M

Lexon
www.lexonuk.com
Sector: Professional Services
Region: West Midlands
Revenue: £200M to £250M

Leyland SDM
www.leylandsdm.co.uk
Sector: Retail
Region: London
Revenue: £40M to £50M

Lignacite Ltd
www.lignacite.co.uk
Sector: Engineering & Construction
Region: East of England
Revenue: £20M to £30M

Lincs Inspire Ltd
www.lincinspire.com
Sector: Education
Region: Yorkshire and the Humber
Revenue: £6M to £10M



Lindemann Healthcare
www.lindemann.healthcare
Sector: Healthcare
Region: Scotland
Revenue: £6M to £10M

Lindsell Train
www.lindselltrain.com
Sector: Financial Services
Region: London
Revenue: £30M to £40M

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

Lintz Hall Farm
www.lintzhallfarm.co.uk
Sector: Farming & Fishery
Region: North East England
Revenue: £6M to £10M

Lioncourt Homes
www.lioncourthomes.com
Sector: Engineering & Construction
Region: West Midlands
Revenue: £40M to £50M

**Liverpool Solicitors
Armstrongs**
www.armstrong-law.co.uk
Sector: Legal & Accounting
Region: North West England
Revenue: £10M to £20M

Loaf
www.loaf.com
Sector: Retail
Region: London
Revenue: £30M to £40M

Lodge Park Ltd
www.lodgeparkhomes.co.uk
Sector: Engineering & Construction
Region: East Midlands
Revenue: £10M to £20M

London Hoist Ltd
www.londonhoist.co.uk
Sector: Engineering & Construction
Region: East of England
Revenue: £10M to £20M

Longulf
www.longulf.com
Sector: Manufacturing
Region: London
Revenue: £50M to £75M

**Lothian Electric Machines
(LEMAC)**
www.lemac.com
Sector: Automotive
Region: Scotland
Revenue: £40M to £50M

Lovania
www.lovania.co.uk
Sector: Farming & Fishery
Region: North West England
Revenue: £10M to £20M

LSE Retail Group Ltd
www.lseretailgroup.co.uk
Sector: Retail
Region: North West England
Revenue: £10M to £20M

LTS
www.ltsi.co.uk
Sector: Professional Services
Region: Scotland
Revenue: £6M to £10M

Lucas
www.lucasuk.com
Sector: Professional Services
Region: South East England
Revenue: £20M to £30M

Lundy Projects
www.lundy-projects.co.uk
Sector: Engineering & Construction
Region: North West England
Revenue: £30M to £40M

Luxoft
www.luxoft.com
Sector: Professional Services
Region: London
Revenue: £10M to £20M

Lynton Exports
www.lynton-exports.co.uk
Sector: Transportation services
Region: North West England
Revenue: £30M to £40M

LYST
www.lyst.com
Sector: Retail
Region: London
Revenue: £10M to £20M

M

M Markovitz Ltd
www.markovitz.co.uk
Sector: Building & Landscape
Services
Region: East Midlands
Revenue: £30M to £40M

M7 Real Estate
www.m7re.eu
Sector: Real Estate
Region: London
Revenue: £10M to £20M

Mac
www.mac-group.com
Sector: Engineering & Construction
Region: Northern Ireland
Revenue: £50M to £75M

MAC Surfacing
www.macsurfacing.com
Sector: Engineering & Construction
Region: West Midlands
Revenue: £10M to £20M

Macc Care
www.macccare.com
Sector: Healthcare
Region: West Midlands
Revenue: £6M to £10M

MadiganGill
www.madigangill.co.uk
Sector: Engineering & Construction
Region: London
Revenue: £50M to £75M

Maggie's
www.maggiescentres.org
Sector: Healthcare
Region: Scotland
Revenue: £6M to £10M

Majestic Bingo Ltd
www.majesticbingo.com
Sector: Leisure
Region: East Midlands
Revenue: £10M to £20M

Malosa
www.malosa.com
Sector: Pharmaceuticals &
Biotechnology
Region: South East England
Revenue: £10M to £20M

Marco Polo Intercontinental
www.marcopolointercontinental.com
Sector: Wholesale
Region: South East England
Revenue: £6M to £10M

Mark Thompson Transport
www.markthompsontransport.co.uk
Sector: Transportation Services
Region: North West England
Revenue: £10M to £20M

Marlborough
www.marlbroughhighways.co.uk
Sector: Engineering & Construction
Region: London
Revenue: £30M to £40M

Marlin Green
www.marlingreen.com
Sector: Employment Services
Region: London
Revenue: £6M to £10M

Marren
www.marren.co.uk
Sector: Retail
Region: East Midlands
Revenue: £6M to £10M

Marshall Wace
www.mwam.com
Sector: Financial Services
Region: London
Revenue: £40M to £50M

Mast Group
www.mastgrp.com
Sector: Manufacturing
Region: North West England
Revenue: £10M to £20M

Matchesfashion.com pg 46
www.matchesfashion.com
Sector: Retail
Region: London
Revenue: £200M to £250M

Matrix Networks
www.matrixnetworks.co.uk
Sector: Energy & Utility
Region: East of England
Revenue: £10M to £20M

Matthew Kibble Transport Ltd
www.matthewkibble.com
Sector: Transportation Services
Region: North West England
Revenue: £10M to £20M

Mayday Assistance
www.maydayassistance.com
Sector: Healthcare
Region: South East England
Revenue: £6M to £10M

McCarthy's
www.mccarthygroup.co.uk
Sector: Engineering & Construction
Region: West Midlands
Revenue: £6M to £10M

MCCGLC
www.mccglc.com
Sector: Advertising & Marketing
Region: London
Revenue: £10M to £20M

McConnell
www.mcconnellroofing.com
Sector: Building & Landscape
Services
Region: Scotland
Revenue: £10M to £20M

McGinley CEP
www.mcginleycep.co.uk
Sector: Employment Services
Region: East of England
Revenue: £100M to £150M

McMullan O'Donnell
www.mcmullanodonnell.com
Sector: Manufacturing
Region: Northern Ireland
Revenue: £10M to £20M

MCS Group Ltd
www.mcs-ltd.com
Sector: Engineering & Construction
Region: West Midlands
Revenue: £75M to £100M

Medigold Health
www.medigold-health.com
Sector: Healthcare
Region: East Midlands
Revenue: £10M to £20M

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

Medtrade
www.medtrade.co.uk
Sector: Pharmaceuticals &
Biotechnology
Region: North West England
Revenue: £10M to £20M

Mellors Group Events
www.mellorsgroupevents.com
Sector: Leisure
Region: East Midlands
Revenue: £10M to £20M

Mercia
www.merciatech.co.uk
Sector: Financial Services
Region: West Midlands
Revenue: £6M to £10M

Mereway Kitchens
www.merewaykitchens.co.uk
Sector: Architecture & Engineering
Region: West Midlands
Revenue: £20M to £30M

Merit
www.meritgroup.co.uk
Sector: Information Technology
Region: London
Revenue: £6M to £10M

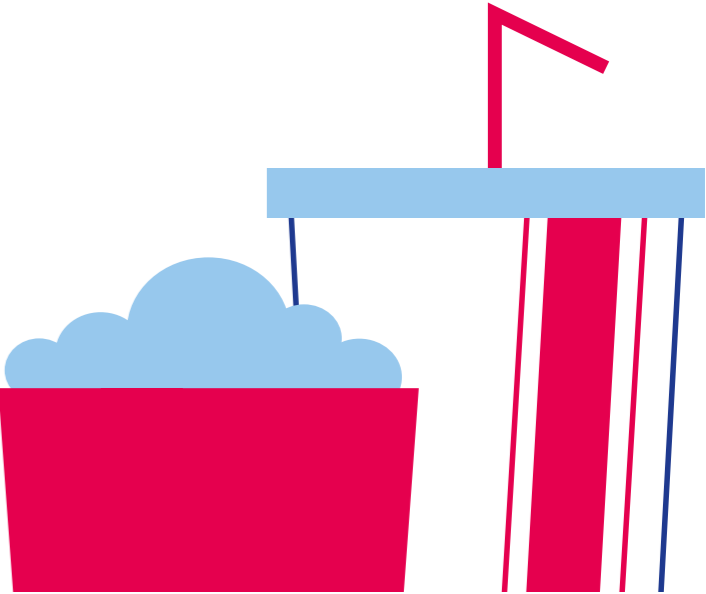
Merlin Cinemas pg 115
www.merlincinemas.co.uk
Sector: Leisure
Region: South West England
Revenue: £6M to £10M

Metallisation
www.metallisation.com
Sector: Pharmaceuticals &
Biotechnology
Region: West Midlands
Revenue: £10M to £20M

Metcalfe Farms
www.metcalfefarms.com
Sector: Farming & Fishery
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Meter Provida
www.meterprovida.com
Sector: Transportation services
Region: East Midlands
Revenue: £30M to £40M

Metpro Ltd
www.metpro.co.uk
Sector: Electronic Engineering
Region: West Midlands
Revenue: £10M to £20M



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

Mick George
www.mickgeorge.co.uk
Sector: Engineering & Construction
Region: East of England
Revenue: £75M to £100M

Midatech
www.midatechpharma.com
Sector: Pharmaceuticals &
Biotechnology
Region: South East England
Revenue: £6M to £10M

Midshire
www.midshire.co.uk
Sector: Retail
Region: West Midlands
Revenue: £6M to £10M

Miers Construction Products
www.miersconstructionproducts.co.uk
Sector: Engineering & Construction
Region: East of England
Revenue: £10M to £20M

Miller Fabrications
www.millerfabrications.com
Sector: Metal Manufacturing &
Engineering
Region: Scotland
Revenue: £10M to £20M

Mind Gym
www.uk.themindgym.com
Sector: Healthcare
Region: London
Revenue: £30M to £40M

Mirage
www.mirageinks.com
Sector: Printing
Region: South West England
Revenue: £10M to £20M

Mitie
www.mitie.com
Sector: Professional services
Region: South West England
Revenue: £30M to £40M

Mivan
www.mivan.com
Sector: Engineering & Construction
Region: Northern Ireland
Revenue: £10M to £20M

MJL Contractors Ltd
www.mjl-ltd.com
Sector: Building & Landscape
Services
Region: South West England
Revenue: £40M to £50M

Mleczko Delikatesy
www.mleczkodelikatesy.com
Sector: Food & Beverage
Region: London
Revenue: £20M to £30M

Modebest
www.modebest.co.uk
Sector: Engineering & Construction
Region: London
Revenue: £100M to £150M

Monex Group
www.themonexgroup.com
Sector: Transportation Services
Region: Wales
Revenue: £20M to £30M

Monica Vinader
www.monicavinader.com
Sector: Retail
Region: East of England
Revenue: £20M to £30M

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

Moran Logistics
www.moranlogistics.co.uk
Sector: Transportation Services
Region: East Midlands
Revenue: £40M to £50M

Morrisroe
www.morrisroe.co.uk
Sector: Engineering & Construction
Region: East of England
Revenue: £150M to £200M

Mortgage Advice Bureau
www.mortgageadvicebureau.com
Sector: Financial Services
Region: East Midlands
Revenue: £75M to £100M

Moss Electrical
www.mosselectrical.co.uk
Sector: Transportation Services
Region: South East England
Revenue: £50M to £75M

Motion Finance Ltd
www.motionfinance.co.uk
Sector: Financial Services
Region: West Midlands
Revenue: £6M to £10M

MP Brothers
www.mpbrothers.com
Sector: Engineering & Construction
Region: London
Revenue: £20M to £30M

MPB Structures Ltd
www.mpb.co.uk
Sector: Engineering & Construction
Region: East Midlands
Revenue: £75M to £100M

MSI Group
www.msigroupltd.com
Sector: Employment Services
Region: London
Revenue: £50M to £75M

MSP Capital
www.msppcapital.co.uk
Sector: Financial Services
Region: South West England
Revenue: £10M to £20M

MTrec
www.mtrec.co.uk
Sector: Employment Services
Region: North East England
Revenue: £40M to £50M

MWR
www.mwrinfosecurity.com
Sector: Information Technology
Region: South East England
Revenue: £10M to £20M

N

N20
www.n2o.co.uk
Sector: Advertising & Marketing
Region: South East England
Revenue: £20M to £30M

Nabco
www.nabcouk.com
Sector: Manufacturing
Region: East of England
Revenue: £6M to £10M

Nasstar
www.nasstar.com
Sector: Information Technology
Region: West Midlands
Revenue: £10M to £20M

Nationwide Cleaning
www.nationwidecleaning-fm.co.uk
Sector: Professional Services
Region: London
Revenue: £6M to £10M

Nationwide Concreting Ltd
www.nationwideconcreting.co.uk
Sector: Engineering & Construction
Region: South East England
Revenue: £10M to £20M

Natoora
www.natoora.co.uk
Sector: Food & Beverage
Region: London
Revenue: £10M to £20M

Natural Paving Products
www.naturalpaving.co.uk
Sector: Building & Landscape
Services
Region: Yorkshire and the Humber
Revenue: £20M to £30M

Navartis
www.navartis.co.uk
Sector: Employment Services
Region: Yorkshire and the Humber
Revenue: £30M to £40M

NCC Group
www.nccgroup.trust
Sector: Information Technology
Region: North West England
Revenue: £200M to £250M

NCMT
www.ncmt.co.uk
Sector: Metal Manufacturing & Engineering
Region: South East England
Revenue: £40M to £50M

Nectere
www.nectere.org
Sector: Professional Services
Region: West Midlands
Revenue: £20M to £30M

Neuven
www.neuven.co.uk
Sector: Professional Services
Region: North West England
Revenue: £75M to £100M

Nevilles
www.nevilleuk.com
Sector: Retail
Region: London
Revenue: £10M to £20M

NewRiver
www.nrr.co.uk
Sector: Real Estate
Region: London
Revenue: £10M to £20M

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

NGD
www.nextgenerationdata.co.uk
Sector: Information Technology
Region: South East England
Revenue: £10M to £20M

Nicol of Skene
www.nicolofskene.co.uk
Sector: Building & Landscape
Services
Region: Scotland
Revenue: £20M to £30M

NJC
www.njcdna.com
Sector: Professional Services
Region: South East England
Revenue: £20M to £30M

NMT Crane Hire
www.nmtcranes.co.uk
Sector: Engineering & Construction
Region: East of England
Revenue: £6M to £10M

Northwood Hygiene Products
www.disposablesukgroup.co.uk
Sector: Manufacturing
Region: West Midlands
Revenue: £50M to £75M

Nouvita
www.nouvita.co.uk
Sector: Healthcare
Region: East of England
Revenue: £6M to £10M

Nova
www.novacontracting.co.uk
Sector: Professional Services
Region: Yorkshire and the Humber
Revenue: £50M to £75M

NSC
www.nscglobal.com
Sector: Information Technology
Region: London
Revenue: £150M to £200M

Numeric Futures
www.numericfutures.co.uk
Sector: Information Technology
Region: West Midlands
Revenue: £20M to £30M

Nurture
www.nurturelandscapes.co.uk
Sector: Building & Landscape
Services
Region: South East England
Revenue: £20M to £30M

Ocean Holidays
www.ocean-holidays.co.uk
Sector: Leisure
Region: London
Revenue: £40M to £50M

OCL Facades Ltd
www.oclfacades.com
Sector: Engineering & Construction
Region: East of England
Revenue: £40M to £50M



O

O'Halloran and O'Brien Ltd
www.ohob.com
Sector: Engineering & Construction
Region: London
Revenue: £200M to £250M

Oakford Homes
www.oakfordhomes.co.uk
Sector: Engineering & Construction
Region: South East England
Revenue: £20M to £30M

Oaklands
www.oaklandsgroup.net
Sector: Engineering & Construction
Region: Yorkshire and the Humber
Revenue: £6M to £10M

Oakleaf Partnership Ltd
www.oakleafpartnership.com
Sector: Employment Services
Region: South West England
Revenue: £10M to £20M

Oakmont Construction
www.oakmontconstruction.co.uk
Sector: Engineering & Construction
Region: East of England
Revenue: £10M to £20M

Ocean Holidays
www.ocean-holidays.co.uk
Sector: Leisure
Region: London
Revenue: £40M to £50M

OCL Facades Ltd
www.oclfacades.com
Sector: Engineering & Construction
Region: East of England
Revenue: £40M to £50M

Office Principles
www.officeprinciples.com
Sector: Architecture & Engineering
Region: South East England
Revenue: £10M to £20M

Oliver Bonas
www.oliverbonas.com
Sector: Retail
Region: London
Revenue: £50M to £75M

Omar
www.omar.co.uk
Sector: Engineering & Construction
Region: East of England
Revenue: £30M to £40M

Omega Housing
www.omegahousing.co.uk
Sector: Professional Services
Region: South West England
Revenue: £10M to £20M

Onboard Corrugated
www.onboardcorrugated.com
Sector: Architecture & Engineering
Region: West Midlands
Revenue: £20M to £30M

One Call Recruitment
www.onecallrecruitment.co.uk
Sector: Employment Services
Region: East of England
Revenue: £20M to £30M

One Group Construction
www.onegroupconstruction.com
Sector: Engineering & Construction
Region: East of England
Revenue: £100M to £150M

One Stop Hire Ltd
www.onestophire.com
Sector: Engineering & Construction
Region: North West England
Revenue: £6M to £10M

Onepost
www.onepost.co.uk
Sector: Postal Services
Region: South West England
Revenue: £75M to £100M

OPM
www.opml.co.uk
Sector: Professional Services
Region: South East England
Revenue: £50M to £75M

OPM Group
www.opmgroup.co.uk
Sector: Manufacturing
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Optal
www.optal.com
Sector: Information Technology
Region: London
Revenue: £100M to £150M

Optionis
www.optionis.co.uk
Sector: Professional Services
Region: East of England
Revenue: £20M to £30M

Opus 2
www.opus2.com
Sector: Professional Services
Region: South East England
Revenue: £10M to £20M

Orbital Education
www.orbitaled.com
Sector: Education
Region: North West England
Revenue: £20M to £30M

Orbital Equipment Ltd
www.orbitalequipment.co.uk
Sector: Building & Landscape
Services
Region: East of England
Revenue: £10M to £20M

Orchard Street
www.orchard-street.co.uk
Sector: Real Estate
Region: London
Revenue: £10M to £20M

Orchard Valley Foods
www.orchard-valley.co.uk
Sector: Food & Beverage
Region: West Midlands
Revenue: £20M to £30M

Origin
www.origin-global.com
Sector: Manufacturing
Region: East of England
Revenue: £20M to £30M

Osprey
www.ospreyeurope.com
Sector: Retail
Region: South West England
Revenue: £20M to £30M

Outplay Entertainment
www.outplay.com
Sector: Leisure
Region: Scotland
Revenue: £10M to £20M

Outsource UK
www.outsource-uk.co.uk
Sector: Employment Services
Region: South West England
Revenue: £50M to £75M

Ovenden Papers
www.ovendenpapers.co.uk
Sector: Manufacturing
Region: East of England
Revenue: £30M to £40M

Oxford Biomedica
www.oxfordbiomedica.co.uk
Sector: Healthcare
Region: South East England
Revenue: £20M to £30M

Oxford Economics
www.oxfordeconomics.com
Sector: Financial Services
Region: South East England
Revenue: £20M to £30M

Oxford PharmaGenesis
www.pharmagenesis.com
Sector: Healthcare
Region: South East England
Revenue: £10M to £20M

P

P J Davidson (UK) Ltd
www.pjd.uk.net
Sector: Engineering & Construction
Region: South West England
Revenue: £30M to £40M

P2P Global Investments
www.p2pgi.com
Sector: Financial Services
Region: London
Revenue: £50M to £75M

Pacific Care
www.pacificcare.co.uk
Sector: Healthcare
Region: Scotland
Revenue: £6M to £10M

Pacific Produce
www.pacificproduce.co.uk
Sector: Food & Beverage
Region: South East England
Revenue: £40M to £50M

Pallet-Track
www.pallet-track.co.uk
Sector: Transportation Services
Region: West Midlands
Revenue: £75M to £100M

Palletline
www.palletline.co.uk
Sector: Transportation Services
Region: West Midlands
Revenue: £30M to £40M

Panic Transport
www.panictransport.co.uk
Sector: Transportation Services
Region: West Midlands
Revenue: £10M to £20M

Parkeray
www.parkeray.co.uk
Sector: Engineering & Construction
Region: London
Revenue: £75M to £100M

Passionate About People Ltd
www.passionateaboutpeople.co.uk
Sector: Employment Services
Region: South West England
Revenue: £50M to £75M

Pat Munro
www.patmunro.co.uk
Sector: Building & Landscape Services
Region: Scotland
Revenue: £20M to £30M

Paymentsense
www.paymentsense.co.uk
Sector: Information Technology
Region: London
Revenue: £40M to £50M

PCF Bank
www.pcf.bank
Sector: Financial Services
Region: London
Revenue: £75M to £100M

PCS
www.pcs-systems.com
Sector: Information Technology
Region: East Midlands
Revenue: £20M to £30M

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

PDQ Airspares
www.pdq-airspares.co.uk
Sector: Automotive
Region: South East England
Revenue: £10M to £20M

Peartree Cleaning Services
www.peartreecleaning.co.uk
Sector: Professional Services
Region: East of England
Revenue: £10M to £20M

Penny Hydraulics Group
www.pennyhydraulics.com
Sector: Manufacturing
Region: East Midlands
Revenue: £6M to £10M

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

Petersfield
www.peatfreecompost.co.uk
Sector: Farming & Fishery
Region: East Midlands
Revenue: £10M to £20M

PHMG pg 104
www.phmg.com
Sector: Leisure
Region: North West England
Revenue: £20M to £30M

Pipers
www.piperscrisps.com
Sector: Food & Beverage
Region: Yorkshire and the Humber
Revenue: £6M to £10M

Plant Impact
www.plantimpact.com
Sector: Research
Region: East of England
Revenue: £6M to £10M

Plastics Capital
www.plasticscapital.com
Sector: Plastic Manufacturing & Engineering
Region: London
Revenue: £50M to £75M

PLP Architecture pg 24
www.plparchitecture.com
Sector: Architecture & Engineering
Region: London
Revenue: £10M to £20M

PLUS Educational
www.plus-ed.com
Sector: Education
Region: London
Revenue: £20M to £30M

PMC Soil Solutions
www.pmcsoilsolutions.com
Sector: Building & Landscape Services
Region: East of England
Revenue: £6M to £10M

Polar Technology Management Group
www.polartechnology.co.uk
Sector: Information Technology
Region: South East England
Revenue: £10M to £20M

Poppies Europe Ltd pg 71
www.poppieseuropa.com
Sector: Manufacturing
Region: North West England
Revenue: £10M to £20M

Port Express
www.port-express.com
Sector: Transportation Services
Region: East of England
Revenue: £10M to £20M

Portsmouth Aviation
www.portav.com
Sector: Security
Region: South East England
Revenue: £50M to £75M

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

PPS Midlands Ltd
www.ppsequipment.co.uk
Sector: Transportation Services
Region: West Midlands
Revenue: £10M to £20M

Pragnell pg 47
www.pragnell.co.uk
Sector: Retail
Region: West Midlands
Revenue: £30M to £40M

Precious Homes
www.precious-homes.co.uk
Sector: Healthcare
Region: London
Revenue: £10M to £20M

Precon Products
www.preconproducts.co.uk
Sector: Engineering & Construction
Region: East of England
Revenue: £20M to £30M

Premier Freight Services Ltd
www.premierfreight.uk.com
Sector: Transportation Services
Region: East of England
Revenue: £10M to £20M

Premier Technical Services Group (PTSG)
www.ptsg.co.uk
Sector: Building & Landscape Services
Region: Yorkshire and the Humber
Revenue: £30M to £40M

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

PRI
www.unpri.org
Sector: Financial Services
Region: London
Revenue: £6M to £10M

Price Building Services
www.pricebuilding.com
Sector: Building & Landscape Services
Region: London
Revenue: £10M to £20M

Pricecheck
www.pricecheck.uk.com
Sector: Wholesale
Region: Yorkshire and the Humber
Revenue: £50M to £75M

Princess Gate
www.princesgate.com
Sector: Food & Beverage
Region: Wales
Revenue: £10M to £20M

Prism Medical UK
www.prismmedical.co.uk
Sector: Healthcare
Region: Yorkshire and the Humber
Revenue: £30M to £40M

PROACTIS
www.proactis.com
Sector: Information Technology
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Professional Beauty Systems
www.professionalbeautysystems.co.uk
Sector: Retail
Region: Scotland
Revenue: £20M to £30M

Prospect Housing
www.prospecthousing.com
Sector: Healthcare
Region: West Midlands
Revenue: £6M to £10M

Protex
www.protection.co.uk
Sector: Security
Region: North West England
Revenue: £10M to £20M

Public Sewer Services
www.publicsewerservices.co.uk
Sector: Building & Landscape Services
Region: East of England
Revenue: £6M to £10M

Pukka
www.pukkaherbs.com
Sector: Food & Beverage
Region: London
Revenue: £20M to £30M

Purplebricks
www.purplebricks.co.uk
Sector: Real Estate
Region: West Midlands
Revenue: £10M to £20M

Pye Homes
www.pyehomes.co.uk
Sector: Engineering & Construction
Region: South East England
Revenue: £20M to £30M

Q

QBS Software
www.qbssoftware.com
Sector: Retail
Region: London
Revenue: £20M to £30M

Quality Films
www.quality-films.co.uk
Sector: Manufacturing
Region: West Midlands
Revenue: £6M to £10M

Quality Save
www.qualitysave.co.uk
Sector: Retail
Region: North West England
Revenue: £50M to £75M

Quantum Pharma
www.quantumpharmagroup.com
Sector: Pharmaceuticals & Biotechnology
Region: North East England
Revenue: £75M to £100M

Quartix
www.quartix.net
Sector: Automotive
Region: East of England
Revenue: £20M to £30M

Quickmach Engineering
www.quickmach.co.uk
Sector: Metal Manufacturing & Engineering
Region: South West England
Revenue: £6M to £10M

Quixant
www.quixant.com
Sector: Metal Manufacturing & Engineering
Region: East of England
Revenue: £50M to £75M

R

R&M Utility
www.rmutility.com
Sector: Building & Landscape Services
Region: South West England
Revenue: £6M to £10M

Radnor Hills pg 38
www.radnorhills.co.uk
Sector: Food & Beverage
Region: Wales
Revenue: £30M to £40M

Rapha
www.rapha.cc
Sector: Retail
Region: London
Revenue: £50M to £75M

Rawlinson & Hunter
www.rawlinson-hunter.com
Sector: Professional Services
Region: London
Revenue: £10M to £20M

RBA Moody Bros (Contractors) Ltd
www.moody-construction.co.uk
Sector: Engineering & Construction
Region: Yorkshire and the Humber
Revenue: £6M to £10M

RCIB
www.rcib.co.uk
Sector: Insurance
Region: London
Revenue: £20M to £30M

RDM Group
www.rdmgroup.co.uk
Sector: Automotive
Region: South East England
Revenue: £10M to £20M

ReachActive
www.reachactive.com
Sector: Building & Landscape Services
Region: London
Revenue: £20M to £30M

Ready Egg Products
www.readyeggproducts.com
Sector: Farming & Fishery
Region: Northern Ireland
Revenue: £40M to £50M

Recroot
www.recroot.net
Sector: Employment Services
Region: East of England
Revenue: £20M to £30M

Red Snapper Group (RSG)
www.redsnappergroup.co.uk
Sector: Professional Services
Region: London
Revenue: £20M to £30M

RedstoneConnect
www.redstoneconnectplc.com
Sector: Information Technology
Region: London
Revenue: £40M to £50M

Remote Diagnostic Technologies
www.rdtltd.com
Sector: Healthcare
Region: South East England
Revenue: £10M to £20M

Renaker
www.renakerbuild.com
Sector: Engineering & Construction
Region: North West England
Revenue: £75M to £100M

Renal Services pg 59
www.renalservices.com
Sector: Healthcare
Region: London
Revenue: £6M to £10M

REPL
www.replgroup.com
Sector: Professional Services
Region: West Midlands
Revenue: £10M to £20M

Republic of Media pg 26
www.republicofmedia.co.uk
Sector: Advertising & Marketing
Region: North West England
Revenue: £50M to £75M

Resolute Corporate Holdings
www.resolutecorporate.co.uk
Sector: Manufacturing
Region: East of England
Revenue: £10M to £20M

Resource Efficient Solutions
www.refsol.co.uk
Sector: Waste Management
Region: Scotland
Revenue: £10M to £20M

Reston Waste
www.restonwaste.co.uk
Sector: Waste Management
Region: London
Revenue: £10M to £20M

Restore Plc
www.restoreplc.com
Sector: Professional Services
Region: South East England
Revenue: £100M to £150M

Retail Motor Industry Federation (RMI)
www.rmif.co.uk
Sector: Automotive
Region: London
Revenue: £20M to £30M

Retra Holdings
www.retra-group.com
Sector: Advertising & Marketing
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Reveal
www.revealmedia.co.uk
Sector: Information Technology
Region: East Midlands
Revenue: £6M to £10M

Reynolds Groundwork Services
www.reynoldsgroundworks.com
Sector: Building & Landscape Services
Region: London
Revenue: £10M to £20M

RFS
www.rfs.co.uk
Sector: Financial Services
Region: South West England
Revenue: £40M to £50M

Ribble Farm Fare
www.ribblefarmfare.co.uk
Sector: Farming & Fishery
Region: North West England
Revenue: £10M to £20M

Richard Green pg 27
www.richardgreen.com
Sector: Arts
Region: London
Revenue: £50M to £75M

Ridgewall

www.ridgewall.co.uk
Sector: Security
Region: London
Revenue: £10M to £20M

Ripe Now

www.ripenow.co.uk
Sector: Food & Beverage
Region: East Midlands
Revenue: £20M to £30M

RJ McLeod

www.rjmcleod.co.uk
Sector: Building & Landscape Services
Region: Scotland
Revenue: £150M to £200M

Robsons of Spalding

www.robsons.tc
Sector: Transportation Services
Region: East Midlands
Revenue: £10M to £20M

Rodanto Ltd

www.rodanto.co.uk
Sector: Farming & Fishery
Region: South East England
Revenue: £50M to £75M

Rodericks

www.rodericksdental.co.uk
Sector: Healthcare
Region: East Midlands
Revenue: £40M to £50M

Roger Dyson

www.rogerdyson.com
Sector: Transportation Services
Region: West Midlands
Revenue: £10M to £20M

Roman

www.romanoriginals.co.uk
Sector: Retail
Region: West Midlands
Revenue: £50M to £75M

Roman Ltd

www.roman-showers.com
Sector: Engineering & Construction
Region: North East England
Revenue: £10M to £20M

Rosewood pg 48

www.rosewoodpet.com
Sector: Retail
Region: West Midlands
Revenue: £20M to £30M

Rotamead

www.rotamead.co.uk
Sector: Building & Landscape Services
Region: East of England
Revenue: £10M to £20M

Roundel

www.roundelkitchens.co.uk
Sector: Engineering & Construction
Region: North East England
Revenue: £10M to £20M

Roythornes

www.roythorne.co.uk
Sector: Legal & Accounting
Region: East Midlands
Revenue: £10M to £20M

RSVP

www.rsvp.co.uk
Sector: Employment Services
Region: London
Revenue: £10M to £20M

Runnymede

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

Russell Group

www.russells.uk.com
Sector: Automotive
Region: Yorkshire and the Humber
Revenue: £40M to £50M

Saddleback

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

Sahara Presentation Systems Plc

www.saharaav.com
Sector: Information Technology
Region: South East England
Revenue: £30M to £40M

Samuel Grant Packaging

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

SAM

www.sammouldings.co.uk
Sector: Metal Manufacturing & Engineering
Region: Northern Ireland
Revenue: £20M to £30M

Salt

www.welovesalt.com
Sector: Employment Services
Region: London
Revenue: £30M to £40M

SCA Group

www.sca-group.com
Sector: Professional services
Region: South West England
Revenue: £10M to £20M

Scan Computers

www.scan.co.uk
Sector: Retail
Region: North West England
Revenue: £75M to £100M

Scolmore Group

www.scolmore.com
Sector: Electronic Engineering
Region: West Midlands
Revenue: £50M to £75M

Scott Brownrigg

www.scottbrownrigg.com
Sector: Architecture & Engineering
Region: London
Revenue: £20M to £30M

Scott Logic

www.scottlogic.com
Sector: Information Technology
Region: North East England
Revenue: £10M to £20M

Scott Parnell

www.scottparnell.com
Sector: Building & Landscape Services
Region: London
Revenue: £20M to £30M

Seraphine

www.seraphine.com
Sector: Retail
Region: London
Revenue: £10M to £20M

Serbi Gold

www.serabigold.com
Sector: Metal Manufacturing & Engineering
Region: London
Revenue: £40M to £50M

Servium

www.servium.co.uk
Sector: Information Technology
Region: London
Revenue: £10M to £20M

Service Care Solutions

www.servicecare.org.uk
Sector: Employment Services
Region: North West England
Revenue: £40M to £50M

Sigmagrp

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

Signature Living

www.signaturehotelliverpool.co.uk
Sector: Leisure
Region: North West England
Revenue: £6M to £10M

Simbec-Orion Group

www.simbecorioncro.com
Sector: Research
Region: Wales
Revenue: £20M to £30M

SIMCO EFS

www.simcoefs.com
Sector: Engineering & Construction
Region: West Midlands
Revenue: £20M to £30M

Sirona Care & Health

www.sirona-cic.org.uk
Sector: Healthcare
Region: South West England
Revenue: £100M to £150M

SiS

www.scienceinsport.com/uk
Sector: Retail
Region: London
Revenue: £10M to £20M

Skerritts Chartered Financial Planners

www.skerritts.co.uk
Sector: Financial Services
Region: South East England
Revenue: £6M to £10M

Skillcrown

www.skillcrownhomes.co.uk
Sector: Architecture & Engineering
Region: London
Revenue: £30M to £40M

SMARTETS

www.markets.com
Sector: Leisure
Region: London
Revenue: £20M to £30M

Smart Garden Products

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

SMD

www.smdltd.co.uk
Sector: Building & Landscape Services
Region: South West England
Revenue: £10M to £20M

SMS Plc pg 92

www.sms-plc.com
Sector: Energy & Utility
Region: Scotland
Revenue: £50M to £75M

Source

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

Southerns

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

Spark44 pg 29

www.spark44.com
Sector: Advertising & Marketing
Region: West Midlands
Revenue: £75M to £100M

Specialist Joinery Group

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

Specialist People Services Group

www.spsgroup.uk.com
Sector: Employment Services
Region: Yorkshire and the Humber
Revenue: £40M to £50M

Spectrum Community Health CIC

www.spectrumhealth.org.uk
Sector: Healthcare
Region: Yorkshire and the Humber
Revenue: £20M to £30M

Speedboard Ltd

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

Spink Property

www.spinkproperty.co.uk
Sector: Engineering & Construction
Region: London
Revenue: £30M to £40M

Springhill Care

www.springhillcare.com
Sector: Healthcare
Region: North West England
Revenue: £6M to £10M

SRC Aggregates

www.srcaggregates.co.uk
Sector: Building & Landscape Services
Region: East of England
Revenue: £20M to £30M

SRL

www.srl.co.uk
Sector: Manufacturing
Region: North West England
Revenue: £10M to £20M

SRS Road Rail

www.srsrailuk.co.uk
Sector: Rental & Leasing
Region: East Midlands
Revenue: £10M to £20M

Satco Plastics Ltd

www.satcoplastics.com
Sector: Plastic Manufacturing & Engineering
Region: East of England
Revenue: £10M to £20M

Satellite Solutions Worldwide

www.satellitesolutionsworldwide.com
Sector: Information Technology
Region: South East England
Revenue: £20M to £30M

SAV Systems

www.sav-systems.com
Sector: Education
Region: South East England
Revenue: £20M to £30M

SC Group

www.scgroup-global.com
Sector: Security
Region: South West England
Revenue: £40M to £50M

SCA Group

www.sca-group.com
Sector: Professional services
Region: South West England
Revenue: £10M to £20M

Scan Computers

www.scan.co.uk
Sector: Retail
Region: North West England
Revenue: £75M to £100M

Scolmore Group

www.scolmore.com
Sector: Electronic Engineering
Region: West Midlands
Revenue: £50M to £75M

Scott Brownrigg

www.scottbrownrigg.com
Sector: Architecture & Engineering
Region: London
Revenue: £20M to £30M

Scott Logic

www.scottlogic.com
Sector: Information Technology
Region: North East England
Revenue: £10M to £20M

Scott Parnell

www.scottparnell.com
Sector: Building & Landscape Services
Region: London
Revenue: £20M to £30M

SDH Project Services Ltd

www.sdh-ps.com
Sector: Oil & Gas Support Services
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Secret Escapes pg 113

www.secretescapes.com
Sector: Leisure
Region: London
Revenue: £30M to £40M

SecuriGroup pg 81

www.securigroup.co.uk
Sector: Security
Region: Scotland
Revenue: £30M to £40M

Sedalcol

www.sedalcol.com
Sector: Food & Beverage
Region: Yorkshire and the Humber
Revenue: £50M to £75M

Sedex

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

Select Healthcare Group

www.selecthealthcaregroup.com
Sector: Healthcare
Region: West Midlands
Revenue: £20M to £30M

Send for Help

www.sendforhelp.co.uk
Sector: Security
Region: South East England
Revenue: £6M to £10M

Sensée

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

Serabi Gold

www.serabigold.com
Sector: Metal Manufacturing & Engineering
Region: London
Revenue: £40M to £50M

Seraphine

www.seraphine.com
Sector: Retail
Region: London
Revenue: £10M to £20M

Serbi Gold

www.serabigold.com
Sector: Metal Manufacturing & Engineering
Region: London
Revenue: £40M to £50M

Servium

www.servium.co.uk
Sector: Information Technology
Region: London
Revenue: £10M to £20M

Service Care Solutions

www.servicecare.org.uk
Sector: Employment Services
Region: North West England
Revenue: £40M to £50M

Sigmagrp

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

Signature Living

www.signaturehotelliverpool.co.uk
Sector: Leisure
Region: North West England
Revenue: £6M to £10M

Simbec-Orion Group

www.simbecorioncro.com
Sector: Research
Region: Wales
Revenue: £20M to £30M

SIMCO EFS

www.simcoefs.com
Sector: Engineering & Construction
Region: West Midlands
Revenue: £20M to £30M

Sirona Care & Health

www.sirona-cic.org.uk
Sector: Healthcare
Region: South West England
Revenue: £100M to £150M

SiS

www.scienceinsport.com/uk
Sector: Retail
Region: London
Revenue: £10M to £20M

Skerritts Chartered Financial Planners

www.skerritts.co.uk
Sector: Financial Services
Region: South East England
Revenue: £6M to £10M

Skillcrown

www.skillcrownhomes.co.uk
Sector: Architecture & Engineering
Region: London
Revenue: £30M to £40M

SMARTETS

www.markets.com
Sector: Leisure
Region: London
Revenue: £20M to £30M

Smart Garden Products

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

SMD

www.smdltd.co.uk
Sector: Building & Landscape Services
Region: South West England
Revenue: £10M to £20M

SMS Plc pg 92

www.sms-plc.com
Sector: Energy & Utility
Region: Scotland
Revenue: £50M to £75M

Source

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

Southerns

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

Spark44 pg 29

www.spark44.com
Sector: Advertising & Marketing
Region: West Midlands
Revenue: £75M to £100M

Specialist Joinery Group

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

Specialist People Services Group

www.spsgroup.uk.com
Sector: Employment Services
Region: Yorkshire and the Humber
Revenue: £40M to £50M

Spectrum Community Health CIC

www.spectrumhealth.org.uk
Sector: Healthcare
Region: Yorkshire and the Humber
Revenue: £20M to £30M

Speedboard Ltd

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

Spink Property

www.spinkproperty.co.uk
Sector: Engineering & Construction
Region: London
Revenue: £30M to £40M

Springhill Care

www.springhillcare.com
Sector: Healthcare
Region: North West England
Revenue: £6M to £10M

SRC Aggregates

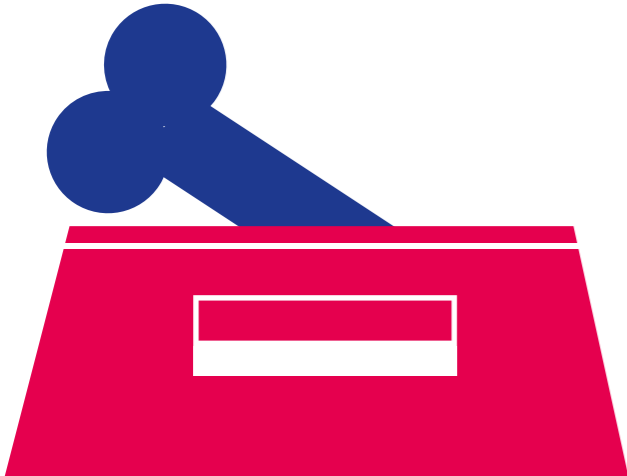
www.srcaggregates.co.uk
Sector: Building & Landscape Services
Region: East of England
Revenue: £20M to £30M

SRL

www.srl.co.uk
Sector: Manufacturing
Region: North West England
Revenue: £10M to £20M

SRS Road Rail

www.srsrailuk.co.uk
Sector: Rental & Leasing
Region: East Midlands
Revenue: £10M to £20M



SSEL
www.structurals-ltd.co.uk
Sector: Metal Manufacturing & Engineering
Region: West Midlands
Revenue: £6M to £10M

Stahlwille
www.stahlwille.co.uk
Sector: Metal Manufacturing & Engineering
Region: West Midlands
Revenue: £40M to £50M

Staircraft Integrated Solutions
www.staircraft-ltd.co.uk
Sector: Engineering & Construction
Region: West Midlands
Revenue: £20M to £30M

Stamco Building Supplies
www.stamco.co.uk
Sector: Engineering & Construction
Region: South East England
Revenue: £20M to £30M

Stephen
www.stephen.co.uk
Sector: Engineering & Construction
Region: Scotland
Revenue: £20M to £30M

Stephenson
www.stephenson-ssc.co.uk
Sector: Engineering & Construction
Region: South East England
Revenue: £30M to £40M

Steve Hoskin Construction Ltd
www.shc-ltd.co.uk
Sector: Engineering & Construction
Region: South West England
Revenue: £50M to £75M

STM Security Group
www.stmsecurity.com
Sector: Security
Region: London
Revenue: £20M to £30M

Story Homes
www.storyhomes.co.uk
Sector: Engineering & Construction
Region: North West England
Revenue: £150M to £200M

STR Group
www.strgroup.co.uk
Sector: Employment Services
Region: South East England
Revenue: £50M to £75M

Strata Service Solutions
www.strata.solutions
Sector: Information Technology
Region: South West England
Revenue: £6M to £10M

Strongvox Homes
www.strongvox.co.uk
Sector: Engineering & Construction
Region: South West England
Revenue: £30M to £40M

Su-Bridge Pet Supplies
www.su-bridge.co.uk
Sector: Retail
Region: East of England
Revenue: £20M to £30M

Succession Group
www.successiongroup.co.uk
Sector: Financial Services
Region: South West England
Revenue: £30M to £40M

Summerfield
www.summerfield.co.uk
Sector: Engineering & Construction
Region: South West England
Revenue: £10M to £20M

Summerlease
www.summerlease.co.uk
Sector: Building & Landscape Services
Region: South East England
Revenue: £20M to £30M

Summit Platforms
www.summitplatforms.co.uk
Sector: Rental & Leasing
Region: South East England
Revenue: £10M to £20M

Surf Bay Leisure
www.surfbayleisure.co.uk
Sector: Leisure
Region: South West England
Revenue: £20M to £30M

Sustainable Group (UK) Ltd
www.sustainablegroupuk.com
Sector: Building & Landscape Services
Region: North West England
Revenue: £10M to £20M

Sutherland
www.sutherlandglobal.com
Sector: Information Technology
Region: London
Revenue: £6M to £10M

SWR pg 82
www.swrwastemanagement.co.uk
Sector: Waste Management
Region: Scotland
Revenue: £20M to £30M

Sybron UK Ltd
www.sybron.co.uk
Sector: Professional Services
Region: East of England
Revenue: £6M to £10M

Synergize Consulting
www.synergizecl.co.uk
Sector: Professional Services
Region: South East England
Revenue: £20M to £30M

T

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

Task Consumer Products
www.taskcp.co.uk
Sector: Manufacturing
Region: West Midlands
Revenue: £10M to £20M

Tavistock Investments plc
www.tavistockinvestments.com
Sector: Financial Services
Region: South East England
Revenue: £30M to £40M

Taylor Lane
www.taylor-lane.co.uk
Sector: Engineering & Construction
Region: West Midlands
Revenue: £10M to £20M

Tebay Services
www.tebayservices.com
Sector: Retail
Region: North West England
Revenue: £75M to £100M

Technetix
www.en-gb.technetix.com
Sector: Information Technology
Region: South East England
Revenue: £100M to £150M

TEF Transport
www.teftld.co.uk
Sector: Postal Services
Region: Yorkshire and the Humber
Revenue: £6M to £10M

Tempest Resourcing
www.tempestresourcing.co.uk
Sector: Employment services
Region: London
Revenue: £20M to £30M

Templeman Retailing Ltd
www.retailing.templemanrv.co.uk
Sector: Food & Beverage
Region: North East England
Revenue: £10M to £20M

Ten
www.tengroup.com
Sector: Leisure
Region: London
Revenue: £30M to £40M

TET
www.tet.co.uk
Sector: Information Technology
Region: London
Revenue: £30M to £40M

Thakeham
www.thakeham.com
Sector: Engineering & Construction
Region: South East England
Revenue: £6M to £10M

The Ageas Bowl
www.ageasbowl.com
Sector: Leisure
Region: South East England
Revenue: £10M to £20M

The Authentic Food Co.
www.tafc.com
Sector: Food & Beverage
Region: North West England
Revenue: £50M to £75M

The Big Prawn Co.
www.bigprawn.com
Sector: Food & Beverage
Region: East of England
Revenue: £30M to £40M

The Bread Factory
www.breadltd.co.uk
Sector: Food & Beverage
Region: London
Revenue: £50M to £75M

The Chesterford Group
www.tcg-ltd.co.uk
Sector: Food & Beverage
Region: East of England
Revenue: £10M to £20M

The City Pub Company
www.citypubcompanywest.com
Sector: Food & Beverage
Region: London
Revenue: £10M to £20M

The Coaching Inn Group pg 56
www.coachinginnngroup.co.uk
Sector: Leisure
Region: East Midlands
Revenue: £10M to £20M

The Draft House
www.drafthouse.co.uk
Sector: Food & Beverage
Region: London
Revenue: £6M to £10M

The Fair Trade Practice
www.thefairtradepractice.co.uk
Sector: Professional Services
Region: South East England
Revenue: £20M to £30M

The Fry Group
www.thefrygroup.co.uk
Sector: Professional Services
Region: South East England
Revenue: £10M to £20M

The Future Cities Catapult
www.futurecities.catapult.org.uk
Sector: Engineering & Construction
Region: London
Revenue: £10M to £20M

The Gym Group
www.tggplc.com
Sector: Leisure
Region: London
Revenue: £50M to £75M

The IDP Group
www.the-idp-group.com
Sector: Manufacturing
Region: East of England
Revenue: £20M to £30M

The Insurance Factory
www.insurancefactory.co.uk
Sector: Insurance
Region: South East England
Revenue: £30M to £40M

The Italian Shop
www.italiancont.co.uk
Sector: Retail
Region: South East England
Revenue: £10M to £20M

The Low Carbon Contracts Company (LCCC)
www.lowcarboncontracts.uk
Sector: Energy & Utility
Region: London
Revenue: £10M to £20M

The P&A Group Of Companies
www.p-a-group.com
Sector: Manufacturing
Region: Wales
Revenue: £10M to £20M

The Pig Hotels
www.thepighotel.com
Sector: Leisure
Region: South East England
Revenue: £10M to £20M

The Property Franchise Group
www.propertyfranchise.co.uk
Sector: Real Estate
Region: South West England
Revenue: £6M to £10M

The Punjab Kitchen
www.punjabkitchen.co.uk
Sector: Food & Beverage
Region: North East England
Revenue: £6M to £10M

The Speratus Group
www.thesperatusgroup.com
Sector: Leisure
Region: Scotland
Revenue: £6M to £10M

The Valence Group
www.valencegroup.com
Sector: Financial Services
Region: London
Revenue: £10M to £20M

Third Bridge
www.thirdbridge.com
Sector: Financial Services
Region: London
Revenue: £50M to £75M

Thorncliffe Building Supplies Ltd
www.thorncliffebs.co.uk
Sector: Engineering & Construction
Region: Wales
Revenue: £20M to £30M

Thorp Precast
www.thorpprecast.co.uk
Sector: Engineering & Construction
Region: West Midlands
Revenue: £10M to £20M

Tide Construction Ltd
www.tideconstruction.co.uk/about
Sector: Engineering & Construction
Region: London
Revenue: £100M to £150M

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

TIMco
www.timco.co.uk
Sector: Wholesale
Region: North West England
Revenue: £20M to £30M

Time Out Group plc pg 112
www.timeout.com
Sector: Leisure
Region: London
Revenue: £30M to £40M

Tingdene Homes
www.tingdene.co.uk
Sector: Engineering & Construction
Region: East Midlands
Revenue: £10M to £20M

Tioga Ltd
www.tioga.co.uk
Sector: Electronic Engineering
Region: East Midlands
Revenue: £10M to £20M

ToolStop
www.toolstop.co.uk
Sector: Retail
Region: Scotland
Revenue: £40M to £50M

Top Notch Contractors Ltd
www.topnotchcontractors.co.uk
Sector: Building & Landscape Services
Region: North West England
Revenue: £10M to £20M

Top Online Partners
www.toponlinepartners.com
Sector: Information Technology
Region: West Midlands
Revenue: £75M to £100M

TORI Global
www.toriglobal.com
Sector: Professional Services
Region: London
Revenue: £30M to £40M

Total Care Support
www.totalcaresupport.com
Sector: Information Technology
Region: North West England
Revenue: £10M to £20M

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

TotallyMoney
www.totallymoney.com
Sector: Information Technology
Region: London
Revenue: £20M to £30M

Touch
www.touchassociates.com
Sector: Leisure
Region: London
Revenue: £20M to £30M

Tracscare
www.tracscare.co.uk
Sector: Healthcare
Region: West Midlands
Revenue: £50M to £75M

Tracsis
www.tracsis.com
Sector: Professional Services
Region: Yorkshire and the Humber
Revenue: £30M to £40M

Trak Global Group
www.trakglobalgroup.com
Sector: Research
Region: North West England
Revenue: £10M to £20M

Trakm8
www.trakm8.com
Sector: Information Technology
Region: South West England
Revenue: £20M to £30M

Transflex
www.transflexrental.co.uk
Sector: Rental & Leasing
Region: North East England
Revenue: £10M to £20M

Travel up
www.travelup.co.uk
Sector: Leisure
Region: South East England
Revenue: £40M to £50M

Travelmatch
www.travelmatch.co.uk
Sector: Leisure
Region: London
Revenue: £20M to £30M

Trimline
www.trimline.co.uk
Sector: Architecture & Engineering
Region: South East England
Revenue: £30M to £40M

Tristan Capital Partners
www.tristancap.com
Sector: Real Estate
Region: London
Revenue: £75M to £100M

Tritax Big Box
www.tritaxbigbox.co.uk
Sector: Real Estate
Region: London
Revenue: £75M to £100M

Tropic pg 44
www.tropicskincare.com
Sector: Retail
Region: East of England
Revenue: £6M to £10M

Troy
www.troynet.co.uk
Sector: Engineering & Construction
Region: South West England
Revenue: £75M to £100M

Trust Utility Management
www.trustutilitymanagement.co.uk
Sector: Energy & Utility
Region: East Midlands
Revenue: £10M to £20M

TSL Projects
www.tslprojects.com
Sector: Healthcare
Region: South East England
Revenue: £75M to £100M

TSW
www.thespecialistworks.com
Sector: Advertising & Marketing
Region: South East England
Revenue: £75M to £100M

Tunnelcraft
www.tunnelcraft.co.uk
Sector: Engineering & Construction
Region: East of England
Revenue: £40M to £50M

Turkingtons
www.turkington-construction.com
Sector: Engineering & Construction
Region: Northern Ireland
Revenue: £10M to £20M

Turnaround
www.turnaround-uk.com
Sector: Printing
Region: London
Revenue: £20M to £30M

Turtle Bay pg 34
www.turtlebay.co.uk
Sector: Food & Beverage
Region: South West England
Revenue: £40M to £50M

TY
www.ty.com
Sector: Retail
Region: South East England
Revenue: £20M to £30M

U

UCH Logistics
www.uchlogistics.co.uk
Sector: Transportation Services
Region: South East England
Revenue: £10M to £20M

Uform
www.uform.co.uk
Sector: Wholesale
Region: Northern Ireland
Revenue: £10M to £20M

UKWSL pg 123
www.ukwsl.co.uk
Sector: Waste Management
Region: East Midlands
Revenue: £20M to £30M

Unique Windows System
www.uws.co.uk
Sector: Manufacturing
Region: East Midlands
Revenue: £10M to £20M

Unit9 pg 100
www.unit9.com
Sector: Media
Region: London
Revenue: £10M to £20M

Urban Recruitment Group
www.urbanrec.co.uk
Sector: Employment Services
Region: London
Revenue: £50M to £75M

Utiligroup
www.utiligroup.com
Sector: Professional Services
Region: North West England
Revenue: £10M to £20M

V

Value Retail
www.chicoutletshopping.com
Sector: Retail
Region: London
Revenue: £150M to £200M

Venn Life Sciences
www.vennlifesciences.com
Sector: Research
Region: London
Revenue: £10M to £20M

Venquis
www.venquis.com
Sector: Employment Services
Region: London
Revenue: £10M to £20M

Venture Life
www.venture-life.com
Sector: Healthcare
Region: South East England
Revenue: £10M to £20M

Verdon Timber Group
www.verdonttimbergroup.co.uk
Sector: Manufacturing
Region: London
Revenue: £10M to £20M

Verex Group
www.verexgroup.com
Sector: Insurance
Region: East of England
Revenue: £6M to £10M

VGC Group
www.vgcgroup.co.uk
Sector: Engineering & Construction
Region: London
Revenue: £50M to £75M

Vidafresh
www.vidafresh.co.uk
Sector: Food & Beverage
Region: South East England
Revenue: £40M to £50M

Virtual Clarity
www.virtualclarity.com
Sector: Information Technology
Region: London
Revenue: £20M to £30M

VIRTUS Data Centres
www.virtusdatacentres.com
Sector: Information Technology
Region: London
Revenue: £20M to £30M

Vision Nine
www.visionninehq.com
Sector: Leisure
Region: London
Revenue: £10M to £20M

Vista
www.vistasupport.com
Sector: Information Technology
Region: Wales
Revenue: £10M to £20M

Vivalda
www.vivalda.co.uk
Sector: Engineering & Construction
Region: London
Revenue: £20M to £30M

Vizion
www.vizionnetwork.co.uk
Sector: Automotive
Region: Yorkshire and the Humber
Revenue: £20M to £30M

Volution Group
www.volutiongroupplc.com
Sector: Manufacturing
Region: South East England
Revenue: £150M to £200M

Voyage Care
www.voyagecare.com
Sector: Healthcare
Region: West Midlands
Revenue: £200M to £250M

VSI
www.vsi.tv
Sector: Leisure
Region: London
Revenue: £30M to £40M

W

W Maher & Sons Ltd
www.wmaherandsons.com
Sector: Waste Management
Region: North West England
Revenue: £10M to £20M

Walker Modular
www.walkermodular.com
Sector: Engineering & Construction
Region: Yorkshire and the Humber
Revenue: £40M to £50M

Wallacespace
www.wallacespace.com
Sector: Leisure
Region: London
Revenue: £6M to £10M

Walter Watson
www.walter-watson.co.uk
Sector: Metal Manufacturing & Engineering
Region: Northern Ireland
Revenue: £50M to £75M

Wasdell Group
www.wasdell.co.uk
Sector: Pharmaceuticals & Biotechnology
Region: South West England
Revenue: £20M to £30M

Watchfinder & Co.
www.watchfinder.co.uk
Sector: Retail
Region: South East England
Revenue: £50M to £75M

Waypoints
www.waypoints-care.co.uk
Sector: Healthcare
Region: South East England
Revenue: £6M to £10M

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

Wenzel's
www.wenzels.co.uk
Sector: Food & Beverage
Region: London
Revenue: £10M to £20M

West Coast Motors
www.westcoastmotors.co.uk
Sector: Transportation Services
Region: Scotland
Revenue: £20M to £30M

Westcott LLC
www.westcott.com
Sector: Financial Services
Region: East of England
Revenue: £6M to £10M

Westgreen
www.westgreen.com
Sector: Architecture & Engineering
Region: London
Revenue: £20M to £30M

WEX Inc
www.wexeurope.com
Sector: Financial Services
Region: London
Revenue: £10M to £20M

Whitby Seafoods
www.whitby-seafoods.com
Sector: Food & Beverage
Region: Yorkshire and the Humber
Revenue: £50M to £75M

Whitemeadow pg 70
www.whitemeadow.com
Sector: Manufacturing
Region: East Midlands
Revenue: £40M to £50M

Whittam Cox Architects
www.whittamcox.com
Sector: Architecture & Engineering
Region: East Midlands
Revenue: £6M to £10M

WHS Plastics
www.whs-plastics.com
Sector: Plastic Manufacturing & Engineering
Region: West Midlands
Revenue: £50M to £75M

Wifinity
www.wifinity.co.uk
Sector: Information Technology
Region: London
Revenue: £6M to £10M

William Whyte Cargo Handlers Ltd
www.whytecranes.com
Sector: Rental & Leasing
Region: Scotland
Revenue: £10M to £20M

Willshee's
www.willshees.co.uk
Sector: Waste Management
Region: West Midlands
Revenue: £10M to £20M

Wilson Power Solutions
www.wilsonpowersolutions.co.uk
Sector: Manufacturing
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Wilsons Auctions
www.wilsonsauctions.com
Sector: Leisure
Region: Northern Ireland
Revenue: £10M to £20M

Wilsons Carpets
www.wilsonscarpets.com
Sector: Retail
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Windmill Organics
www.windmillorganics.com
Sector: Food & Beverage
Region: London
Revenue: £40M to £50M

Winner Recruitment
www.winnerrecruitment.co.uk
Sector: Employment Services
Region: West Midlands
Revenue: £10M to £20M

Winning Moves
www.winningmoves.co.uk
Sector: Leisure
Region: East Midlands
Revenue: £20M to £30M

Woodford Heating and Energy
www.woodfordheating.com
Sector: Energy & Utility
Region: East of England
Revenue: £20M to £30M

Woodhead Construction
www.woodhead-construction.co.uk
Sector: Engineering & Construction
Region: East Midlands
Revenue: £50M to £75M

Woodland
www.woodlandni.com
Sector: Manufacturing
Region: Northern Ireland
Revenue: £10M to £20M

Woodlands Site Services Ltd
www.woodlands-ss.co.uk
Sector: Professional Services
Region: London
Revenue: £10M to £20M

Wordsworth Excavations
www.wordsworthexcavations.co.uk
Sector: Building & Landscape Services
Region: Yorkshire and the Humber
Revenue: £10M to £20M

WorldRemit
www.worldremit.com
Sector: Information Technology
Region: London
Revenue: £40M to £50M

WRW
www.wrw.co.uk
Sector: Engineering & Construction
Region: Wales
Revenue: £30M to £40M

WSR Recycling
www.wsrrcycling.co.uk
Sector: Waste Management
Region: North West England
Revenue: £10M to £20M

X

Xbite
www.xbite.co.uk
Sector: Wholesale
Region: East Midlands
Revenue: £30M to £40M

Y

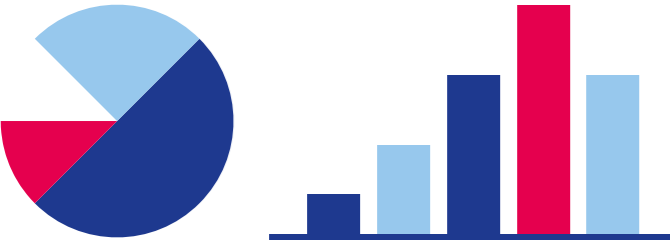
Yorkshire Wildlife Park pg 114
www.yorkshirewildlifepark.com
Sector: Leisure
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Your World
www.yourworldrecruitmentgroup.com
Sector: Employment Services
Region: London
Revenue: £100M to £150M

Z

Zeta Alarms Ltd
www.zetaalarmssystem.com
Sector: Security
Region: Wales
Revenue: £10M to £20M

ZPG plc pg 103
www.zpg.co.uk
Sector: Technology
Region: London
Revenue: £150M to £200M





London
Stock Exchange Group

About London Stock Exchange Group

London Stock Exchange Group (LSEG) is an international markets infrastructure business. Its diversified global business focuses on capital formation, intellectual property and risk and balance sheet management. LSEG operates an open access model, offering choice and partnership to customers across all of its businesses. The Group can trace its history back to 1698.

The Group operates a broad range of international equity, ETF, bond and derivatives markets, including London Stock Exchange; Borsa Italiana; MTS (a European fixed income market); and Turquoise (a pan-European equities MTF). Through its platforms, LSEG offers market participants, unrivalled access to Europe's capital markets. The Group also plays a vital economic and social role, enabling companies, including SMEs, to access funds for growth and development.

Through FTSE Russell, the Group is a global leader in financial indexing, benchmarking and analytic services, with approximately \$15trn benchmarked to its indexes. The Group also provides customers with an extensive range of data services, research and analytics through The Yield Book, Mergent, SEDOL, UnaVista, XTF and RNS.

Post trade and risk management services are a significant part of the Group's business operations. In addition to majority ownership of LCH, a multi-asset global CCP operator, LSEG owns CC&G, the Italian clearing house and Monte Titoli, a leading European custody and settlement business.

LSEG Technology develops and operates high-performance technology solutions, including trading, market surveillance and post trade systems for more than 40 organisations and exchanges, including the Group's own markets.

Headquartered in the UK, with significant operations in North America, Italy, France and Sri Lanka, the Group employs approximately 4,500 people.

Further information on London Stock Exchange Group can be found at www.lseg.com. The Group's ticker symbol is LSE.L

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