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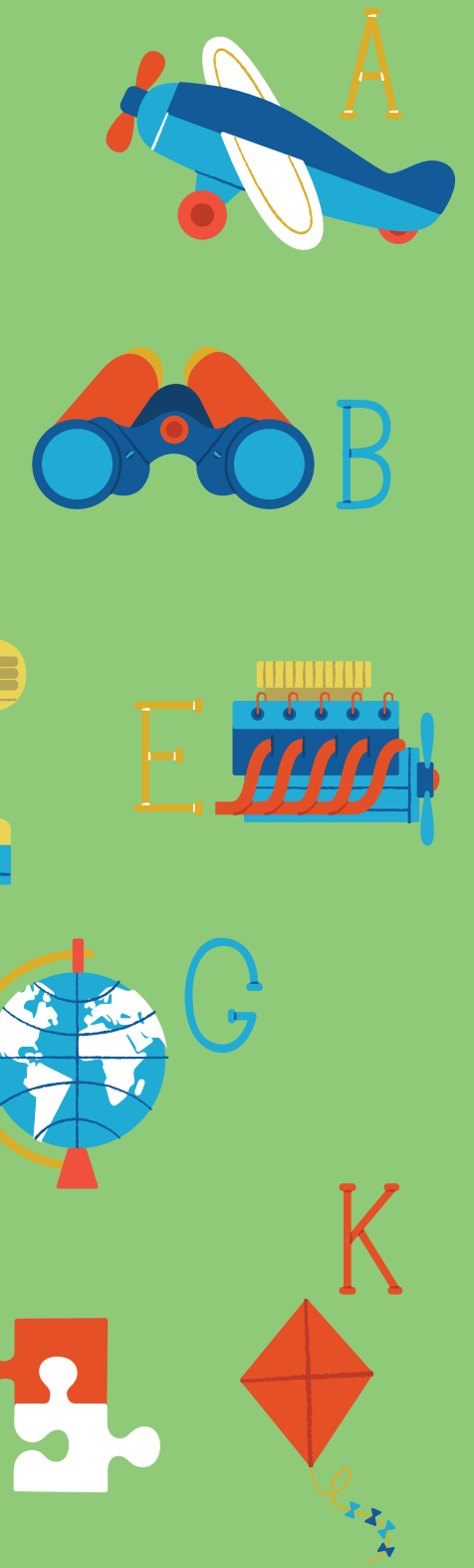
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Editor Hannah Stodell; Wardour editorial; Project Director Charlotte Tapp;  
Production John Faulkner and Jack Morgan

Wardour, Drury House, 34–43 Russell Street,  
London WC2B 5HA, United Kingdom  
+44 (0)20 7010 0999  
www.wardour.co.uk

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Stock Exchange Group

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# Contents

## Forewords

- 5 Xavier Rolet**  
CEO, London Stock Exchange Group
- 10 Tim Hinton**  
Managing Director, Mid Markets and SME Banking, Lloyds Bank
- 12 Stephen Welton**  
CEO, Business Growth Fund
- 14 Jim Durkin**  
CEO, Cenkos
- 16 Allister Heath**  
Deputy Director of Content and Deputy Editor, Telegraph Media Group
- 17 Damian Kimmelman**  
Co-founder and CEO, DueDil

## Research findings

- 18 Crunching the numbers**
- 20 1000 Companies UK snapshot**
- 44 Where are they now?**

## Sponsored features

- 34 Lloyds Bank**
- 46 Business Growth Fund**
- 76 Cenkos**
- 106 Lloyds Bank**

## Expert commentary

- 4 The Rt. Hon. George Osborne MP**  
Chancellor of the Exchequer
- 8 The Rt. Hon. Vince Cable MP**  
Secretary of State for Business, Innovation and Skills
- 9 Chuka Umunna MP**  
Shadow Secretary of State for Business, Innovation and Skills
- 32 Baroness Joanna Shields OBE**  
CEO and Chair, Tech City Investment Organisation
- 57 Dominic Jermey OBE**  
CEO, UK Trade & Investment
- 65 Simon Walker**  
Director General, Institute of Directors

- 74 John Cridland CBE**  
Director General, Confederation of British Industry
- 85 Kirstie Donnelly MBE**  
Managing Director, City & Guilds UK
- 93 Tim Ward**  
CEO, The Quoted Companies Alliance
- 104 Anthony Browne**  
CEO, British Bankers’ Association
- 117 Tim Hames**  
Director General, British Private Equity and Venture Capital Association

## Sections

- 22 Technology & Digital**  
Featuring Rega, Essence and ATG Media
- 36 Manufacturing & Engineering**  
Profiling Formaplex, Wootex UK and Brompton
- 48 Exports**  
Why Marine Specialised Technology is making waves in the UK and abroad
- 58 Creative Industries**  
How Focusrite has evolved to keep pace with innovation in the music industry
- 66 Food & Drink**  
Toasting the success of Aspoll and other leading industry players
- 78 Retail**  
How Rapha is racing ahead in retail, and other firms that are enjoying success
- 86 Knowledge Companies**  
Shining a spotlight on innovation-led businesses, including Mecatherm
- 94 Financial Services**  
Discovering why Animal Friends Insurance is taking the lead
- 108 ELITE**  
Focusing on some of the UK’s most ambitious, fast-growing private companies
- 119 Directory**
- 156 Contacts**

**COMMENTARY**

**THE RT. HON. GEORGE OSBORNE MP**  
CHANCELLOR OF THE EXCHEQUER

## BUILDING A MORE COMPETITIVE ECONOMY



This is a remarkable list of outstanding companies. These businesses have been built by the drive, commitment and vision of Britain's entrepreneurs and business leaders.

It is my privilege to be able to congratulate them all, and to thank London Stock Exchange Group (LSEG) for its work. The Alternative Investment Market (AIM) is the most successful growth market in the world. It is why fantastic companies like Just Eat choose to float in London, when they could go anywhere in the world. And we need to keep it that way.

When I became Chancellor in 2010, the economy was in chaos. A record budget deficit and a broken banking system had taken Britain to the brink. I set out our long-term economic plan and set about delivering it.

We can see our plan is working: there are more people in work than ever before, Britain was the fastest-growing major advanced economy last year, and – a testament to LSEG – it is estimated that 2014 was the best year for non-bank capital raising since 2007. This report is yet more proof that our economy is going from strength to strength.

A key part of our plan has been to boost investment, back entrepreneurs and support high-growth companies. We scaled up the Enterprise Investment Scheme and the Venture Capital

Trust Schemes in 2012, and we introduced the Seed Enterprise Investment Scheme (SEIS) to address the difficulties start-up companies can face in getting seed finance. It has already helped more than 2,000 companies raise over £175m, and we have now made the scheme permanent.

In 2013, we widened the eligibility of ISA investment to include AIM stocks. The impact has been profound. LSEG estimates that up to £4.4bn of ISA investments have been shifted to support high-growth small and medium-sized enterprises (SMEs) since we opened ISAs up to AIM shares. That is £4.4bn from individual savers being invested in some of the most exciting and inspirational companies this country has to offer. Last year we went further and abolished stamp duty on AIM transactions. Britain also became the first western country to issue a sovereign renminbi bond, and the first non-Islamic country to issue a sukuk bond – both landmark achievements that will keep Britain as the undisputed centre of the global financial

**“WE KNOW IT IS ONLY BY KEEPING TAXES LOW AND BUILDING A MORE COMPETITIVE ECONOMY THAT BUSINESSES LIKE THESE CAN THRIVE”**

system. Every step of the way, LSEG has been championing policies to promote growth and innovation – and its ELITE programme is a great innovation of its own.

I am proud of our record. But there is always more to do. If government creates the right environment, businesses and investors will rise to the challenge. Some in politics want to raise business taxes and intervene in markets. We know it is only by keeping taxes low and building a more competitive economy that businesses like these can thrive. And their success is vital. These companies are the lifeblood of our economy. On average, 1,000 jobs have been created for every day of this Government – and it is down to entrepreneurs and employers like these who personally take the risks and put their necks on the line. The Conservatives understand that. It is why our long-term economic plan has backing business at its heart. And it is only by working through this plan that we will build a stronger, more competitive economy and a brighter future for Britain.

## INSIDE THE REPORT



**“The 1,000 companies highlighted in our report have, on average, more than doubled their revenue in the last four years”**

Xavier Rolet, CEO,  
London Stock Exchange Group

Welcome to the second edition of London Stock Exchange Group's *1000 Companies to Inspire Britain*, a landmark report identifying the UK's most exciting and dynamic small and medium-sized businesses.

When we first launched this project in late 2013, our aim was to bring to life what we knew instinctively to be true, that these companies are the driving force behind the UK economy.

The term SME describes a very broad church of businesses, from the sole trader to the high-end manufacturer, and to discuss them all as a homogeneous group makes little sense. Indeed, there are more than four million SMEs in the UK. Within that number is a subset of exciting and promising companies of exceptional importance to UK economic growth and job creation.

The success of these companies, variously identified as 'gazelles', 'the magic 6%' or 'scale-ups', has a remarkably disproportionate effect on our national economic output. *The Scale-Up Report*, published last year by Sherry Coutu, found that boosting this 'sector' by just 1% would create as many as 230,000 new jobs and add £38bn to UK GDP.

Those figures are impressively high for two reasons. First, successful small companies, properly supported, can grow both employment and revenue at exceptional organic rates. The 1,000 companies highlighted in our report have, on average, more than doubled their revenue in the last four years, and the top 500 have more than tripled theirs. Second, because high-growth companies' success tends to be based on innovation rather than the strict cost control typical of large caps, the jobs they create are usually more highly skilled and more highly paid.



1/4

of the 1,000 companies operate in manufacturing, construction and engineering

“We need to build an ecosystem that promotes the right type of funding”

The knock-on effect of their growth is thus felt around the country. Not just from more employment but also from the benefits of higher tax receipts, helping to fund public, social and infrastructure spending. The success of our SMEs is inextricably linked to the success of the UK, and we should be aspiring to continue promoting them.

As this report demonstrates, the UK is already home to thousands of inspiring smaller companies. The country remains one of the easiest and best places in which to launch a company and, last year, more than 500,000 new start-ups were registered in Britain.

That phenomenal number is thanks, in part, to a determined, widespread focus to make it easier for UK entrepreneurs and young companies. Initiatives such as Tech City and Med City; local programmes supported by regional and central government; the tireless work of industry associations; and private sector-backed initiatives, have all helped to create a new wave of ambitious, companies with genuine entrepreneurial zeal.

The real challenge is the next step: making sure that the best start-ups have the environment and the support they need to scale up and make the transition from start-up to mature business, from million-pound-startlets to billion-pound-superstars. This isn't easy and, as *The Scale-Up Report* noted, competitive advantage doesn't go to the nations that focus on creating companies, it goes to those that focus on scaling companies.

At London Stock Exchange Group, when considering this issue, our natural focus is finance, particularly risk finance. It's an area in which the UK still lags behind and a clear area for improvement.

In part, the problem lies in a 50-year-long fixation on debt as the solution to every company's financial issues. The UK needs a healthy, proactive commercial banking industry, and we are delighted that an outstanding organisation like Lloyds is supporting the project.

We must stop seeing bank lending as a panacea, however. In many ways, banks have been dealt an impossible hand – they face enormous pressure to increase lending, while remaining subject to tough and increasingly complex new rules on regulatory capital and leverage ratios. The solution is to build a wider and deeper pool of risk capital that includes all types of funding, including private equity, public equity, venture capital money, crowd sourcing and business-angel investment. They can sit alongside debt as a funding tool, enriching our financing landscape. A healthy funding environment is a diverse one, with companies able to choose the right form of finance for each stage of their development.

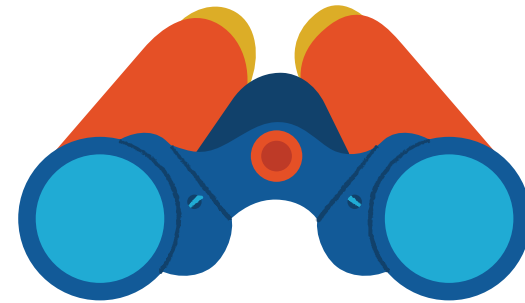
Progress is being made and the UK Government deserves praise for the steps it has taken. These include changes to the Enterprise Investment Scheme (EIS) and Venture Capital

“The problem lies in a 50-year-long fixation on debt as the solution to every company's financial issues”

Trust (VCT) schemes, allowing AIM shares to be held in ISAs, programmes such as Tech City's Future Fifty initiative, and the abolition of stamp duty on small-cap shares. We are also supportive of the Government's backing of employee share schemes empowering people to invest in the companies they work for. But there is more to do. We need to build an ecosystem that promotes the right type of funding for companies at each stage of their journey so that, together, we can drive our own prosperity.

#### Inside the report

In this report, we have not attempted to emulate other rankings of fast-growing SMEs. Instead, we have expanded the number of companies beyond the normal 100 or so, to 1,000, and focused on metrics beyond short-term revenue and profit growth. Often, analysis of SME performance does a good job of ranking companies that are operating



75%

More than three-quarters of the 1,000 companies hail from outside the capital

in industries at the top of the cycle. Interesting, but not necessarily reflecting the wider economy. Our selection criteria (see p119 for full details) require companies to have shown not just growing revenue in at least three out of the last four years, but also to have outperformed their sector peers. Our unique methodology, devised by DueDil (itself an SME), reveals a community of UK businesses richer and more varied than we believe has ever been identified in any other exercise of this type.

In this – our second report – we see some interesting trends emerging one year further on from the financial crisis. Certainly a recovery being built on jobs: 50 recruitment firms made the list, a 100% increase on the previous year.

And a recovery not limited to London either, with more than 75% of the 1,000 companies drawn from outside the capital. Fascinatingly, Scotland, Northern Ireland and Wales boosted their weighting by 30% from last year.

The sector diversity in 2015 is revealing too and should swiftly dispel the notion that the UK is a country that no longer makes anything. Exactly a quarter of the 1,000 companies operate in manufacturing, construction and engineering, and many within that group work at the very cutting edge of their industries. Continually strong UK sectors such as IT and telecommunications remain very well represented and within financial services this year, we see the emergence of several new challenger banks. Our nation's changing tastes and hobbies are also revealed – three Mexican restaurants make the list for the first time, as does a high-end cycling clothing manufacturer.

Naturally, the constraints of time and space have meant we have not been able to tell 1,000 stories or explore all the trends and dynamics that the research has uncovered. The full Directory, however, is at the back of this book and a searchable database can be found online at [www.1000companies.com](http://www.1000companies.com)

#### Our supporters

I want to thank our sponsors: Lloyds Bank, Business Growth Fund and Cenkos. Together, they have made this publication possible. I'm also particularly pleased, given the nature of

this project, that we have been supported by companies which work with SMEs at every stage of their funding and development process.

I also want to thank our media partner and supporter, *The Telegraph*, which is a committed champion of entrepreneurs and the vital role that these 1,000 companies, and those like them, play within the UK economy.

Our thanks also go to the who's who of expert contributors: British Bankers' Association, British Private Equity and Venture Capital Association, Confederation of British Industry, City & Guilds, Institute of Directors, Quoted

“The sector diversity in 2015 is revealing too and should swiftly dispel the notion that the UK is a country that no longer makes anything”

Companies Alliance, Tech City and UK Trade & Investment, as well as the Cabinet Ministers and senior politicians who have given this report their support: the Rt. Hon. George Osborne MP, the Rt. Hon. Vince Cable MP and Chuka Umunna MP. Their contribution to this publication is testament to the deep understanding, across all of the UK's major political parties, of the need to support, encourage and fight for the future of the UK's SMEs.

I hope you enjoy the report and I encourage you to explore the database of inspiring companies we have identified. The UK is getting back to full fighting economic strength and these 1,000 companies and stories are proof of all that the country has to offer. We hope you are inspired.

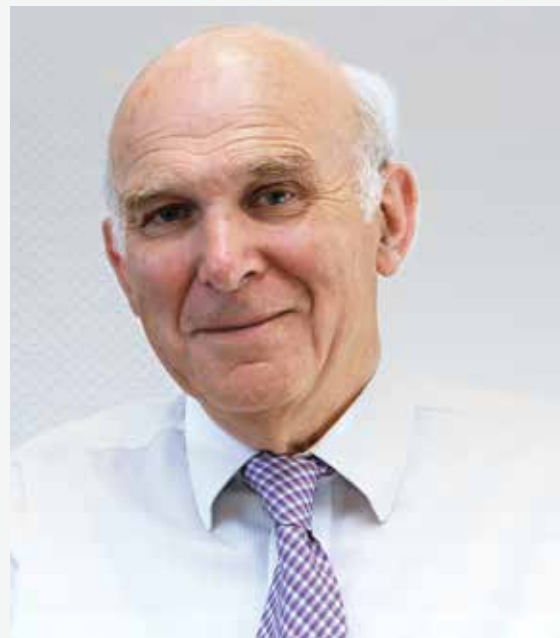
Xavier Rolet  
CEO, London Stock Exchange Group

## COMMENTARY

THE RT. HON. VINCE CABLE MP

SECRETARY OF STATE FOR BUSINESS, INNOVATION AND SKILLS

# BACKING VITAL ENTERPRISE



The same goes for the British Business Bank, established to provide SMEs with a diverse range of finance options. The Bank has £3.9bn of public funding, which it will utilise alongside private sector funds to enable up to £10bn of lending and investment. Among its programmes are the Venture Capital Catalyst Fund and Enterprise Capital Funds, designed to help dynamic young companies cross the 'valley of death' and end an over-reliance on bank funding. This public support complements private activity like the Business Growth Fund, which also targets innovative and growing companies.

It is also important that households across the UK can participate in – and benefit from – the growth of British SMEs. Our decisions to allow ISAs to be invested in shares of companies quoted on growth markets and to exempt these shares from stamp duty will support a stronger funding pipeline.

High-growth companies have also benefited from increased export support. Some 90% of the 48,000 companies helped by UK Trade & Investment in 2013–14 were SMEs. UK Trade & Investment is on hand to help firms take their first steps in international markets, source trade finance or credit insurance, and sell through online marketplaces overseas.

The first edition of this report, published in 2013, shone a light on a vital group of British businesses. Despite their small size and relative infancy, they are responsible for a disproportionate share of economic growth and job creation nationally.

Of course, almost all businesses in this country – 99.9%, in fact – are small or medium-sized. The Coalition Government has been attentive to their needs by capping business rates increases, cutting National Insurance bills and pushing through a sustained programme of deregulation.

But we have also sought to catalyse growth among the so-called 'vital 6%': companies, which, irrespective of sector, are often technology-focused, require specialist financial support and possess major export potential. There is a lot of overlap with the medium-sized 'gazelle' companies identified by the Confederation of British Industry.

We set up the Catapults with such firms in mind – providing the research and development facilities and expertise necessary to companies that are seeking to commercialise new and emerging technologies. The network now covers seven sectors, ranging from cell therapies to satellite applications to high-value manufacturing.

## “BUSINESS HAS WEATHERED A BRUTAL RECESSION YET ENTREPRENEURIAL SPIRIT IS ALIVE AND WELL”

As this second report on inspirational British companies comes out, there is still more to do to make this country the best place to start and grow a business. The legislation I'm currently taking through Parliament, for example, contains measures to increase the availability and sources of investment for small businesses, assist small business expansion overseas, improve access to the sizeable public procurement market and further reduce red tape.

Business has weathered a brutal recession yet entrepreneurial spirit is alive and well. There are 760,000 more private sector companies trading in the UK than there were in 2010. I commend anyone with the courage and determination to start a business – and I have only admiration for the firms showcased in this report. They are the very best advertisement for British enterprise, and powerful role models for any entrepreneurs in waiting.

## COMMENTARY

CHUKA UMUNNA MP

SHADOW SECRETARY OF STATE FOR BUSINESS, INNOVATION AND SKILLS

# OWNING THE FUTURE



Problems of a trade deficit that has lasted for four decades. Problems of productivity, with output per hour in the UK 17 percentage points below the average of our G7 rivals, the widest gap since 1992. And problems of a stubbornly persistent fiscal deficit – not helped because tax receipts remain low in an economy where the share of low-paid jobs is among the highest in the OECD.

As the high-growth, high-productivity, job-creating firms recognised in this publication show, we can already see a different future for Britain in pockets of our economy. Our challenge is to broaden this success – firm by firm, sector by sector, region by region – to make the most of global opportunities and ensure that the gains of growth are widely shared. As I said in the book I published in August 2014, we

## “EACH BUSINESS FEATURED HERE WILL HAVE ITS OWN INSPIRING STORY TO TELL”

must ensure that everyone can “own the future”. For this, we must make Britain not just a good place to start a new firm, but a great place to grow a business to its full potential.

For Labour, this means addressing the finance, skills and technology gaps that hold too many firms back, with an ambitious and coordinated industrial strategy. It requires continued investment in our science base and system of innovation, while giving cities and regions the power to shape their own destinies.

We need government to back business success, new ideas and apprenticeship training through the way it procures goods and services, and a new US-style small business administration to draw together business support. And it means investing in all our people, connecting all of the next generation with opportunity, and developing vocational pathways that are as clear to follow and as valued as the pathway to university.

We need this to begin in school, with the introduction of a new technical baccalaureate, before connecting young people to high-quality apprenticeships and then to new technical degrees for those who want them.

The success of these 1,000 companies shows us what is possible and gives us a glimpse of the future economy Britain could have. As we celebrate their success, our challenge is to make it easier for more firms to succeed on this scale, building a strong, resilient and balanced economy that benefits all.

Once again, London Stock Exchange Group has done a stellar job of bringing together this latest version of *1000 Companies to Inspire Britain*. It does exactly what it says on the tin, showcasing some of the brightest stars in the UK business firmament. The recognition of these companies is deserved, and it is right to celebrate their success.

Each business featured here will have its own inspiring story to tell about how it began, what motivated its growth and how it overcame the challenges it faced along the way. Individually, these stories can inspire us. But together, they do so much more: they allow us to imagine the possibilities for Britain's economic future; the kinds of secure, well-paid jobs we could be creating more of; the levels of productivity and balance of growth we could be achieving; and the success we could be enjoying in markets around the world. They give us confidence that we can build an economy where the opportunities of tomorrow are better than today, and where all can have a stake in our nation's future.

We know from recent experience that growth is necessary but insufficient on its own to raise living standards and balance the books. It matters, too, if the gains of growth are being widely shared and if the jobs created offer security today and hope for tomorrow. This is critical, because there are deep-seated problems in our economy we must address.



“Our pledges range from providing clear and transparent access to finance, to helping companies manage and mitigate their risks, to supporting them in overcoming the challenges of a fast-paced business environment”

Small and medium-sized businesses are the bedrock of the UK economy – champions of the great British entrepreneurial spirit.

This report is testament to that, with 1,000 examples of companies to inspire Britain. A thousand companies that make us all sit up and take notice, and wonder whether we could be more innovative, imaginative, efficient or progressive in our own businesses.

London Stock Exchange Group is showcasing this impressive collective, selected from the UK's diverse pool of vibrant companies – and at Lloyds Bank, we're delighted to be a key partner in this exciting project.

It's perfectly aligned to our own pledges of commitment to businesses that will fuel sustainable economic growth. Our pledges range from providing clear and transparent access to finance, to helping companies manage and mitigate their risks, to supporting them in overcoming the challenges of a fast-paced business environment.

Funding solutions are a crucial facilitator of ambition. That's why we currently provide more than £80bn of funding to businesses, and have pledged to grow our net lending to SMEs and mid-market companies by £6bn over the next three years.

While finance is always the cornerstone of our support, today's banks have a multi-layered role. We must go further, offering practical insight and specialist expertise that helps businesses to identify, assess and grasp opportunities – wherever they may be.

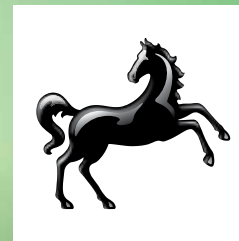
The truth is, these opportunities are everywhere. This report provides ample evidence of the new and exciting ways British businesses are making the most of them. Prepare to be inspired.

**Tim Hinton**  
Managing Director, Mid Markets and SME Banking, Lloyds Bank

# PLEDGE

## OUR COMMITMENT TO BRILLIANT BRITISH BUSINESS

Find out more at [lloydsbank.com/brilliantbusiness](https://lloydsbank.com/brilliantbusiness)



# LLOYDS BANK





“The decision to invite an outside investor into your business can have many benefits. First, it is often the catalyst for growth”

Britain is home to some of the most exciting and talented entrepreneurial businesses in the world. This report celebrates 1,000 of them – and it’s the reason we’re so pleased to be involved.

You will have heard of some of the people running these companies but others you will have not. What they all have in common is the talent and tenacity to take risks, create jobs and boost the economy. They are the country’s business heroes, and their long-term success depends on having the means and confidence to grow.

In fact, they are the reason Business Growth Fund (BGF) exists: to provide support and capital to help them fulfil their potential. And we’re not alone. Financiers, industry bodies and politicians are working to build an infrastructure that can support the big businesses of tomorrow. A good example is London Stock Exchange Group’s ELITE programme, which is unearthing hidden gems and helping entrepreneurs prepare for fundraising.

At the same time, there has been a growing understanding and awareness that equity partnerships come in all shapes and sizes. That’s tremendously exciting and it’s also one of the reasons why the use of equity capital is on the increase.

The decision to invite an outside investor into your business can have many benefits. First, it is often the catalyst for growth. To convince investors, you need a clear plan and the ability to execute it, which focuses the minds of management teams.

Second, once you have equity investment, it can be easier to bring in skills that may be missing from the business. Ambitious people want to be associated with growing companies and rewarding places to work.

Third, the ability for the founders to realise, through equity release, some of the wealth they have created can be powerful. It’s not that they want to sail off around the world; many want to remove some of the pressure on their personal lives – pay off the mortgage or know their children’s education is safe – to enable them to redouble their focus on the business.

Together, this allows entrepreneurs to continue to do what they do best: grow companies, create jobs and take the calculated risks that others will not. With the right support, I expect you will hear about many more of these inspirational companies in the years to come.

Stephen Welton  
CEO, Business Growth Fund

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

BGF is the UK’s most active provider of growth capital for companies with turnover of £5m to £100m. Since October 2011 we have invested almost £500m in businesses just like yours. Any more questions? 0845 266 8860 | [www.bgf.co.uk](http://www.bgf.co.uk)

Growth Capital Investors



“For the last ten years, Cenkos has been committed to bringing together capital and enterprise and to playing an ongoing role as a leading stockbroker in fostering shareholder returns”

We are delighted to be sponsoring the second edition of the London Stock Exchange Group’s report, showcasing companies which inspire Britain. Since the publication of the first edition in 2013, the UK economy has continued its recovery path, which has translated into broad-based growth for businesses. Alongside stronger economic fundamentals, improved market sentiment has played a critical role in supporting business growth. Access to capital, together with entrepreneurial talent, is the most important enabler of growth.

Equity finance has always been an ideal way to fund growth companies. It is permanent capital that takes a long view. The initiatives implemented in the last 24 months such as the inclusion of AIM stocks in ISAs, the abolition of stamp duty on AIM stocks and the continued impetus of VCTs, EISs and SEIS has helped to leverage the market’s impact and reach. Initial public offerings in London hit a seven-year high in 2014, with 58 companies joining the Main Market to raise £14.1bn while 80 companies raised £2.8bn from listing on AIM. The level of secondary fundraisings for quoted companies has been equally strong.

Despite the anticipated political and economic uncertainties in 2015, we see continued support for promising businesses with ambitious managements. For the last ten years, Cenkos has been committed to bringing together capital and enterprise and to playing an ongoing role as a leading stockbroker in fostering shareholder returns. This commitment sits at the core of the virtuous cycle of investment and reinvestment in the leading businesses of the future. We are excited and encouraged by the diversity, track record and potential of the companies identified in this report. The range of sectors and geographies and evidence of innovation create optimism for the future, but we must remain acutely aware of the resources required for these businesses to succeed on an international scale in what is a fast-moving, dynamic and competitive global marketplace. As market participants, we feel a responsibility to play our part. We enjoy bringing companies and investors together and offering them advice for the next stage of their growth journey.

AIM has been a vital source of capital for such companies and Cenkos has contributed significantly to that. Since we opened for business in 2005, we have raised over £11bn for a large number of companies. Fund raisings have varied in size from £1m to c.£1.5bn and our doors are always open to any companies that wish to discuss their capital needs.



Jim Durkin  
CEO, Cenkos

Our ethos is to focus on understanding our clients’ needs. This approach distinguishes us from our competition and enables our clients to develop their corporate ambitions.

We are a young entrepreneurial company with the benefit of experience. Our directors have on average more than 25 years’ experience in the UK securities market and are supported by a young team of talented professionals. They have led some of the most successful transactions in the UK securities market over the last few decades. This blend of youth and experience is what makes us a leading advisor to AIM listed companies.

# The Telegraph



“A diverse group of companies – from wholesalers to manufacturers, from retailers to exporters – here is the cream of the crop of Britain’s high-growth small business sector”

The financial crisis created many challenges for the business world, not least the impact it had on the funding of small and medium-sized businesses. Where once commercial banks were only too happy to back promising start-ups and family-run companies, so it was that the credit crunch sapped the lifeblood out of the sector.

But one of the notable facets of SMEs is their resilience in times of trouble. It should have been the case that with traditional forms of financing cut off, many small businesses withered on the vine.

As you can see from the many enlightening case studies in the pages of this report, however, nothing could be further from the truth. The companies featured are a testament to that resilience and sheer mindedness that the UK’s entrepreneurs have in spades.

A diverse group of companies – from wholesalers to manufacturers, from retailers to exporters – here is the cream of the crop of Britain’s high-growth small business sector; a crop which we are rightly celebrating.

*The Telegraph* has a long and proud history of reporting on and engaging with the companies in this sector, and, just as importantly, the entrepreneurs behind them. Although much of the reporting we and the rest of the media have engaged in since the crisis has focused on financial institutions and economies in crisis, it has often been from the SME world that the stories have been most memorable.

Success stories such as Julie Deane’s Cambridge Satchel Company (CSC) provide hope for all those entrepreneurs starting out with just an idea and a small amount of capital. Deane started the iconic British handbag company in 2007 with just £600. She began making leather satchels for the school children of Cambridge as a way to make enough money to move her eight-year-old daughter to a school where she wouldn’t be bullied. Today the business employs more than 100 people, exports to more than 120 countries, and recently received £13.5m of backing from a venture capital investor.

It is through reports such as this, and other events such as the annual Telegraph Festival of Business, that we celebrate fast-growing companies, and their founders. I am sure you will join with me in congratulating all those who feature within this fascinating report, and hope that you enjoy, as much as I have, reading about their success.

**Allister Heath**  
Deputy Director of Content and Deputy Editor, Telegraph Media Group



“People often say that The Valley doesn’t have the fin, and New York doesn’t have the tech, but I am convinced that London has the fintech”

As an American entrepreneur, I’m often asked why I’m building a business here in London, rather than in New York or San Francisco, or anywhere else for that matter. The answer is quite straightforward: something transformative is happening in the UK.

People often say that The Valley doesn’t have the fin, and New York doesn’t have the tech, but I am convinced that London has the fintech. This is in part because of the UK’s fortuitous geographical position. It sits between west and east, between the US and Asia, its time zone allowing it to act as a bridge and trading hub for the two largest markets in the world.

Over the past few years, Britain has also created an incredibly friendly environment for start-up and growth-stage companies. From visa policies for entrepreneurs, to tax incentives such as SEIS and EIS, to the abundance of serendipitous fintech opportunities within the financial community, the UK – and specifically London – has become one of the most exciting places to launch and grow a business.

I started DueDil partly to take advantage of this great business environment, but primarily to help others discover and pursue the endless business opportunities within the UK’s burgeoning economy by organising all of its private company data.

When London Stock Exchange Group first approached us regarding the *1000 Companies to Inspire Britain* project, we were delighted as we believe LSEG and DueDil share a very similar mission. This is to help drive the British economy’s renaissance by identifying the companies at the forefront of growth and providing them with the exposure, the opportunities and the tools they need to thrive.

We also knew that this project would be a great showcase for DueDil and the sophisticated tools we’ve built for filtering, segmenting and analysing the tens of millions of companies in our database based on dozens of third-party and proprietary datasets. To determine this year’s list, we insisted on at least three years of consistent turnover growth in the £6m–£250m range, a healthy balance sheet and strong credit health. These are solid UK SMEs with real forward momentum.

All of these companies are worth celebrating, and we can learn much from their success. It has been a real honour to work on this project and I look forward to following the progress of these 1,000 inspirational companies over the months and years to come.

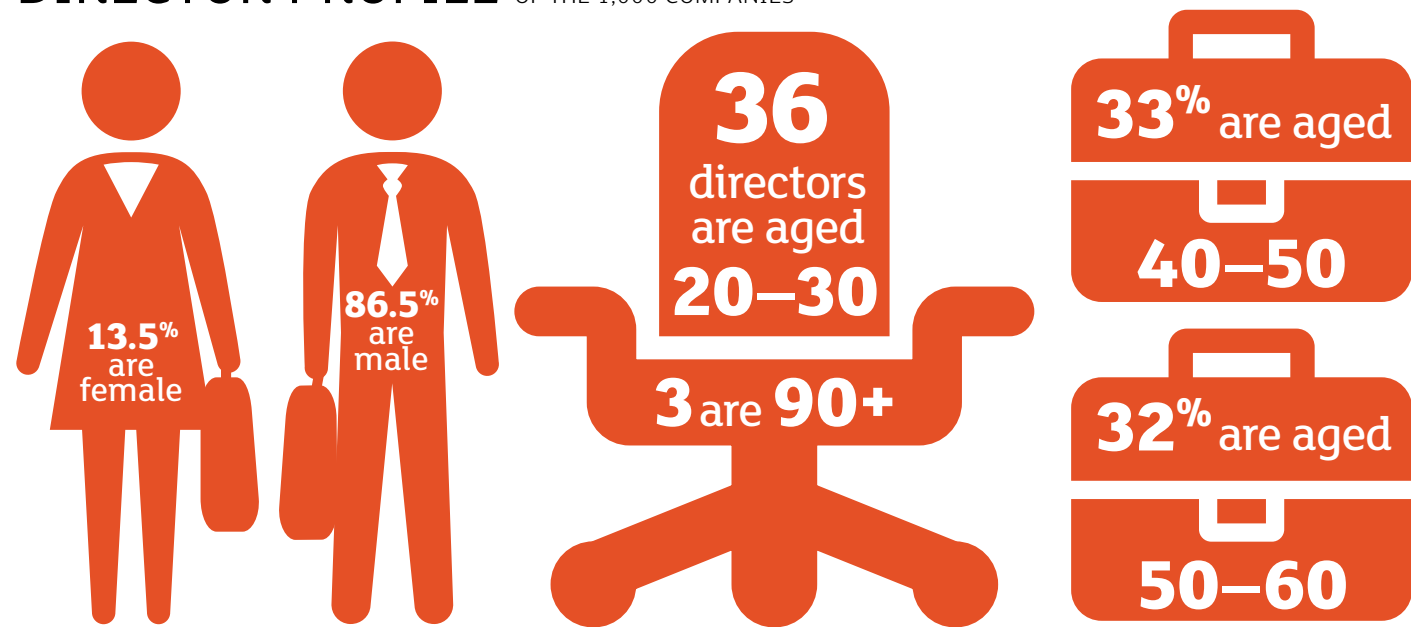
**Damian Kimmelman**  
Co-founder and CEO, DueDil



# CRUNCHING THE NUMBERS

SOME OF THE KEY FINDINGS FROM THE RESEARCH WE CARRIED OUT TO IDENTIFY THE 1,000 COMPANIES THAT ARE INSPIRING BRITAIN AND DRIVING THE UK ECONOMY

## DIRECTOR PROFILE OF THE 1,000 COMPANIES



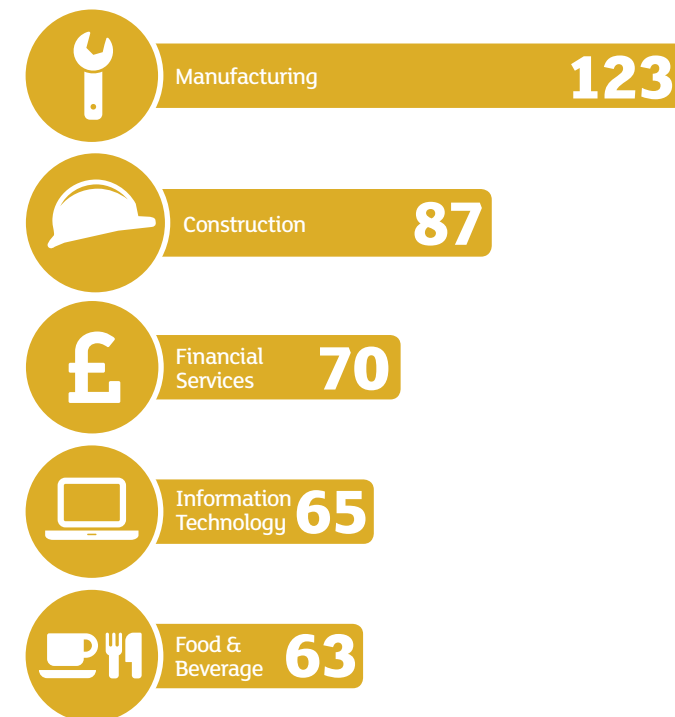
## TOP FIVE PERFORMING SECTORS

AVERAGE ANNUAL REVENUE GROWTH (2010–2014)

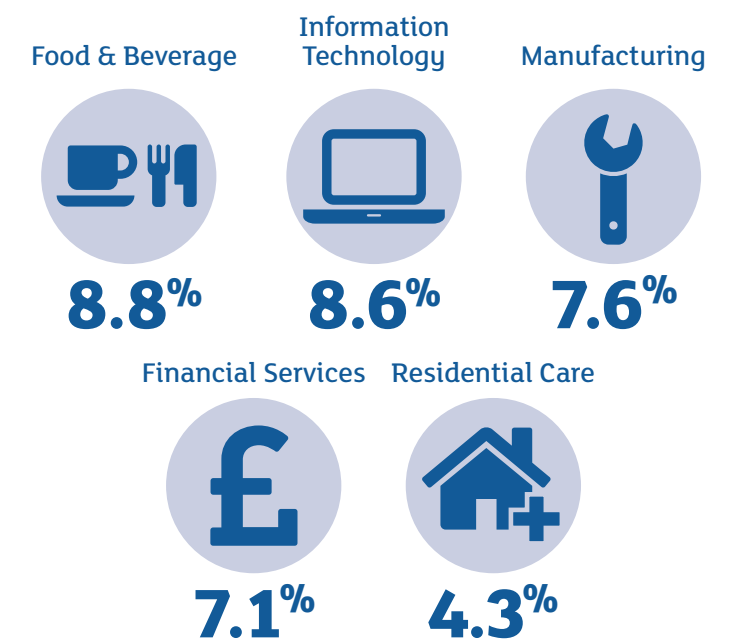


## SECTORS THAT SHINE

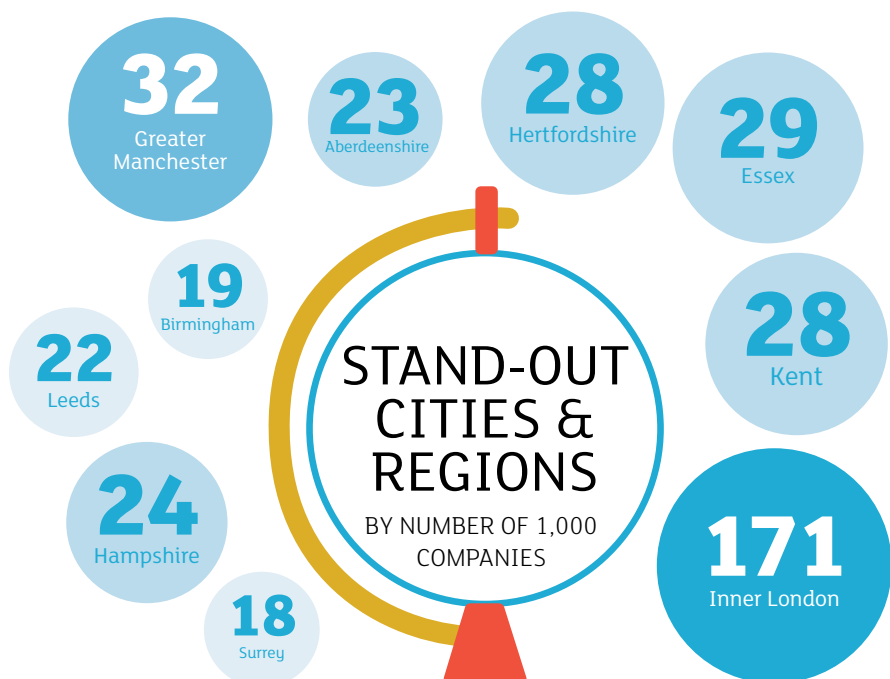
BY NUMBER OF 1,000 COMPANIES IN EACH SECTOR



## TOP FIVE SECTORS FOR JOB CREATION\*

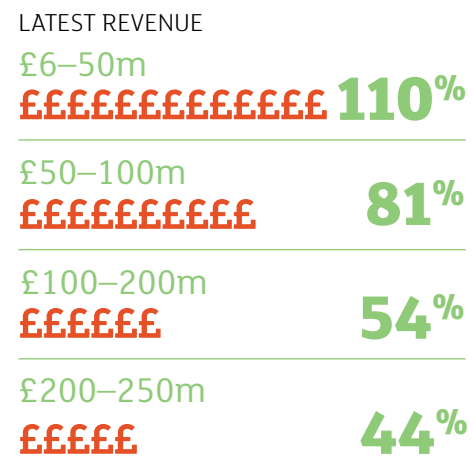


\*Based on jobs created in last two company filings. Excludes Employment Services



## GROWTH BY REVENUE SIZE

AVERAGE ANNUAL REVENUE GROWTH (2010–2014)

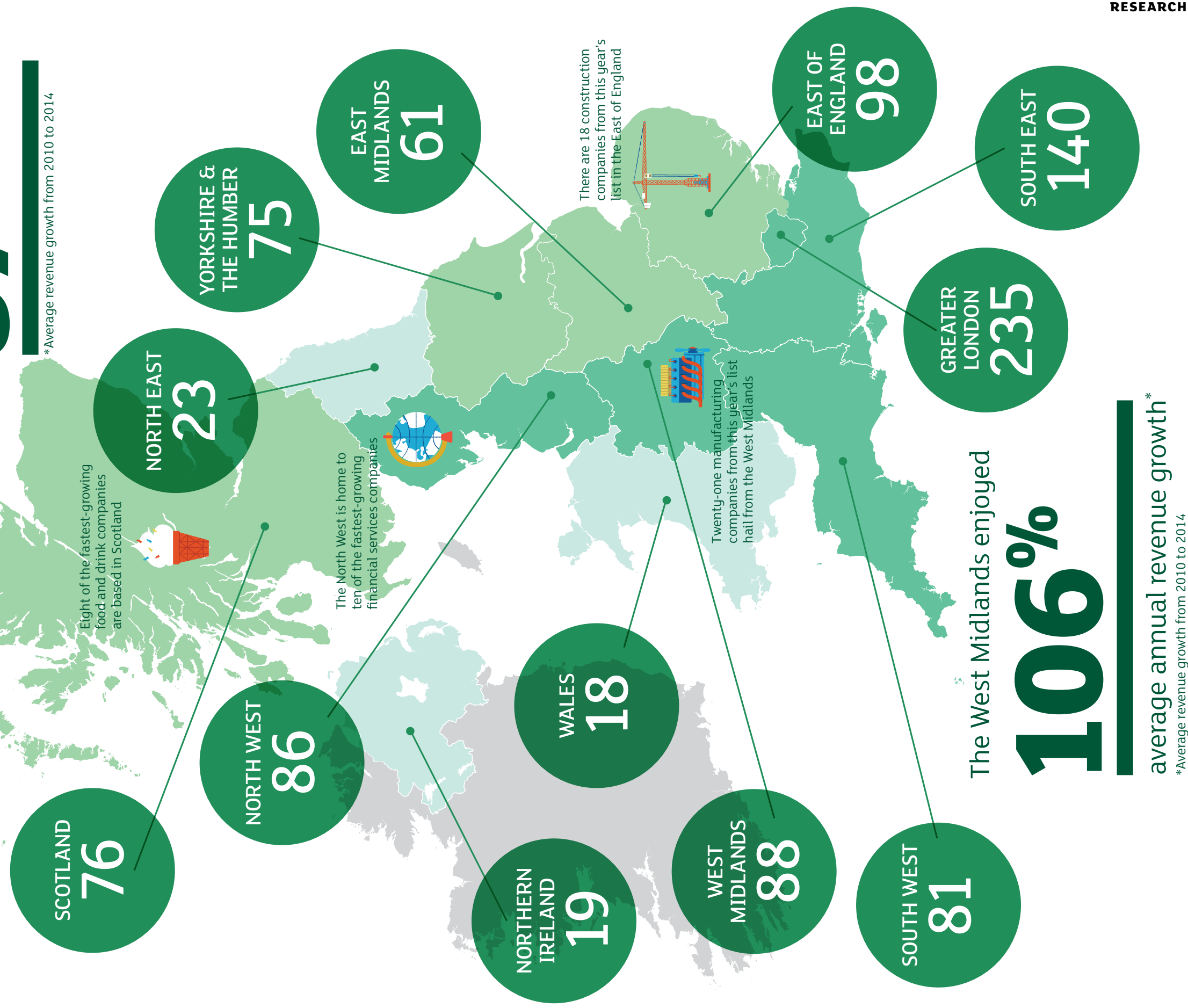


# 1000 COMPANIES UK SNAPSHOT

FIND OUT ABOUT THE REGIONS THAT INSPIRE

Average annual revenue growth\* in Scotland increased by **87%**

\*Average revenue growth from 2010 to 2014





## TECHNOLOGY & DIGITAL »

A NEW GENERATION OF TECHNOLOGY COMPANIES IS SECURING THE UK'S STATUS AS A LEADING HUB FOR DIGITAL INNOVATION AND DRIVING GROWTH IN THE WIDER ECONOMY

## SECTOR AT A GLANCE

### 7 YEARS

IN 2014, THE TECH SECTOR ENJOYED ITS STRONGEST GROWTH SINCE 2007

### £12 BILLION

WILL BE ADDED TO LONDON'S ECONOMY BY TECH FIRMS OVER THE NEXT DECADE

### £3.4 BILLION

THE ESTIMATED VALUE OF THE CYBERSECURITY SECTOR IN 2017, UP FROM £2.8 BILLION IN 2013\*

### IN THIS SECTION »

Rega CEO Phil Freeman stresses the importance of keeping on top of tech trends. Tech City CEO and Chair Joanna Shields shares her thoughts on the sector on page 32

\*Source: Department for Business, Innovation and Skills



# SILICON ISLAND

THE UK TECHNOLOGY SECTOR IS EXPANDING MORE RAPIDLY THAN ANY OTHER INDUSTRY, WITH GROWTH IN LONDON, THE SOUTH EAST AND EAST ANGLIA OUTPACING SILICON VALLEY,\* AND DOZENS OF CLUSTERS EMERGING BEYOND THE CAPITAL. THE UK GOVERNMENT'S DECISION TO PUT CODING AT THE HEART OF THE NATIONAL CURRICULUM FOR CHILDREN AS YOUNG AS FIVE SIGNALS AN EVEN BRIGHTER DIGITAL FUTURE

\*Source: South Mountain Economics



## OTHER COMPANIES THAT MADE OUR LIST

- ASK4
- Croma Security Solutions Group Plc
- Gamesys Perform Group Plc
- Perform Group Plc
- SoundCloud
- YouView TV
- Zoopla Property Group Plc

For the full Directory turn to pages 119–154

## HI-ACHIEVER

### Rega Research

www.rega.co.uk  
Sector: Electronic Manufacturing  
Region: Southend-on-Sea

Specialist hi-fi manufacturer Rega has come a long way since its inception 40 years ago. It was once a one-man operation where Roy Gandy, then a technical editor for Ford, spent his free time installing friends' hi-fi equipment and building loudspeakers to sell. Today, the business exports to nearly 40 different countries and produces an average of 2,000 turntables each month. Each product is carefully assembled by hand and 90% of components are sourced from the UK.

Rega CEO Phil Freeman believes the company owes its success to a series of simple, unique and long-lasting designs. "This, combined with great-value musical performance, gives our products the edge," he says.

While keeping on top of trends is key for many technology businesses, Rega actively chooses not to follow industry changes, and instead sticks to what it knows. "It is important to recognise your strengths and not blindly follow fashions," Phil explains.

That said, the company constantly looks for ways to improve its existing range of products and develop new ones. The recent resurgence of vinyl products, for instance, pushed Rega to create a range of new turntables – a venture that wasn't without its challenges.

"Our main problem has been supplying our products on time, due to the extreme growth in demand," Phil says. "It may seem like a nice problem, but it's as serious as any other problem we have faced over the past five years. We have made huge investments in people and infrastructure, continually reinvesting any profit back into the company in order to improve our performance and safeguard our future."

So, what's next for Rega? "We have now achieved a self-supporting and financially stable level, which is all we ever wanted to achieve," says Phil. "This creates job security and gives us the ability to reinvest in new designs and equipment to make us even more efficient."



# 2,000

turntables are produced by Rega, on average, each month

**rega** The specialist hi-fi manufacturer exports to nearly 40 different countries



"We have now achieved a self-supporting and financially stable level, which is all we ever wanted to achieve"

Phil Freeman, CEO, Rega

## IN-DEMAND DIGITAL

In the past decade, the advertising and marketing industry has experienced a seismic shift towards digital. One of the companies at the forefront of this change is Essence, a global digital marketing agency and the world's largest independent buyer of digital media. Starting out with a small team in London in 2005, Essence now employs 500 people in six offices across three continents.

Founding Partner and Executive Chairman Matt Isaacs reveals that the economic recession actually benefited the business: "After the 2008 crash, companies put their advertising budgets under more scrutiny and looked for areas that could deliver greater accountability. Essence benefited as digital advertising gained a greater share of total advertising and we grew our share within digital."

*essence.*

www.essencedigital.com  
Sector: Advertising & Marketing  
Region: Inner London



Essence has "created a culture that produces innovative work"

Essence is the world's largest independent buyer of digital media



It's not all plain sailing, though, as the speed and dynamism of the sector throws up its own challenges. "We operate in a complex market where new industry influencers and technologies emerge every year," explains Matt. "However, as we've built our business from scratch in the past ten years, we have no legacy from before digital marketing became important. We've built a team of experts and created a culture that produces innovative work."

Looking to the future of the industry, Matt echoes other digital entrepreneurs in his concern for the shortage of talent: "The UK should boost its digital competitiveness by investing in access to training in specialist skill areas such as technologists, user experience designers, analysts and more."

# 500

people are employed by Essence in six offices spread across three continents

## HOT DATA

Technology is central to business, and every company needs server space. Infinity fulfils this need and is growing fast, providing high-quality data centre facilities and services in locations across London.

Infinity began as a wholesale data centre company in 2006, and soon realised that the amount of data centre space required could vary dramatically, according to the size of an organisation and spikes in demand for its services. To suit the changing needs of its customers, Infinity branched out into retail

co-location and flexible data centre solutions.

While global corporations may need a whole data centre to themselves, start-up companies and small or medium-sized organisations usually only require a small number of server racks. Infinity now offers both, catering for businesses of every size and character.

Within any company, IT requirements fluctuate. Retail businesses may hit a peak around Christmas, while gambling companies might experience a surge during big sporting events. Recognising that organisations would

*infinity*

www.infinitysdc.net  
Sector: Information Technology  
Region: Milton Keynes



Infinity provides high-quality data centre facilities and services at its London sites

The company has branched out into retail co-location and flexible data centre solutions

rather avoid always paying for their predicted peak usage, Infinity devised some flexible solutions.

Infinity CEO Stuart Sutton says its Infinite Data Centre proposition is perfect for companies with changing IT needs. "It provides the flexibility and agility to scale both space and power requirements in line with IT workloads," he says. "This has provided us with differentiation in the market and makes the data centre part of the IT solution, not just a building where your IT resides."

# 2006

Infinity launched as a wholesale data centre company in 2006





## DIGITAL REVOLUTION

One of the biggest quandaries facing companies today is how to connect with consumers effectively in the digital age. Friday helps organisations tackle that challenge head-on.

It designs and builds digital products and services such as websites, tools and applications for companies and adapts their platforms, systems and infrastructure to heighten the digital experience for their customers. "Digital creates constant and threatening turbulence for organisations," explains Friday CEO Alex Wright. "Customers bring new expectations to any digital service experience – things like precise control, immediacy, ubiquity, responsiveness – and use them as selection criteria. For us, this turbulence is normal, familiar and brimming with opportunity."

## friday

www.wearefriday.com  
Sector: Information Technology  
Region: Inner London



Friday designs and builds digital products and services for companies

CEO Alex Wright attributes the company's success to the quality of its people



## GOING ONCE, GOING TWICE AND SOLD!

ATG Media is a global pioneer of live and timed auction webcasts. From its first incarnation as the flagship publication for the fine art and antiques market, *Antiques Trade Gazette*, it has achieved what most publishing businesses can only dream of: a transformation into a multi-media agency.

Today it publishes *Antiques Trade Gazette*, operates its arts and antiques auction portal, the-saleroom.com, and industrial and commercial auction portals BidSpotter.com, BidSpotter.co.uk and i-bidder.com, as well

as white label solutions for auctioneers. More than £300m-worth of business passed under its virtual hammer in 2014.

"We have a history of challenging the status quo," says CEO Anne Somers. She attributes the company's success to its willingness to explore new markets and venture where others haven't before, as she notes, "in the face of considerable industry scepticism". Few saw the potential of the *Antiques Trade Gazette*, fewer still saw online bidding as a viable idea, though many in the industry must be kicking themselves now.

## Antiques Trade Gazette

www.atgmedia.com  
Sector: Media  
Region: Inner London



The company brings together buyers and sellers of antiques

It sold more than £300m in total hammer value in 2014

ATG Media publishes *Antiques Trade Gazette*



Alex claims the two most important contributors to the company's success have been the quality of its people and the clarity and authenticity of its purpose. The company has grown its workforce by 50% over the past two years. It anticipates more than 200% growth in the number of its employees over the next five years and plans to add offices in North America and Asia to better serve its global client base.

# 50%

Friday has grown its workforce by 50% over the past two years

"It's been amazing to see how much the auction industry has changed and adapted to the digital age," says Anne. "We have been quite successful at bringing our customers – not the most tech-savvy of people – with us as our business has evolved. We are on first name terms with many of our auctioneers and bidders, and that won't change." Perhaps this explains the company's ability to grow on average by 26%, year-on-year, since 2009, bucking the economic trend.

# 26%

ATG Media has grown, on average, by 26%, year-on-year since 2009



## THE PERSONAL TOUCH

Venntro, formerly Global Personals, operates several internationally recognised brands, including JustSingles.com, DatingAgency.com and Smooch.com. Its portfolio also includes White Label Dating, an award-winning platform that allows brands, affiliates and entrepreneurs to power their own branded online dating sites.

While many companies were hit hard by the recession, Venntro continued to grow – in fact, it actively recruited during this period. “Because of the nature of the business model, individuals and publishers looked to White Label Dating to help them weather the recession,” says CEO Ross Williams. “Meanwhile, consumers found online dating and social networking to be a cost-effective way of meeting new people,” he adds.



www.venntro.com  
Sector: Information Technology  
Region: Berkshire

## GETTING IT RIGHT

Prosource is a managed IT services provider focusing on infrastructure, operational and project requirements across the corporate enterprise market. It is the largest independent IT services company in Scotland and provides global coverage via offices in Aberdeen, London, Houston, Calgary and Dubai.

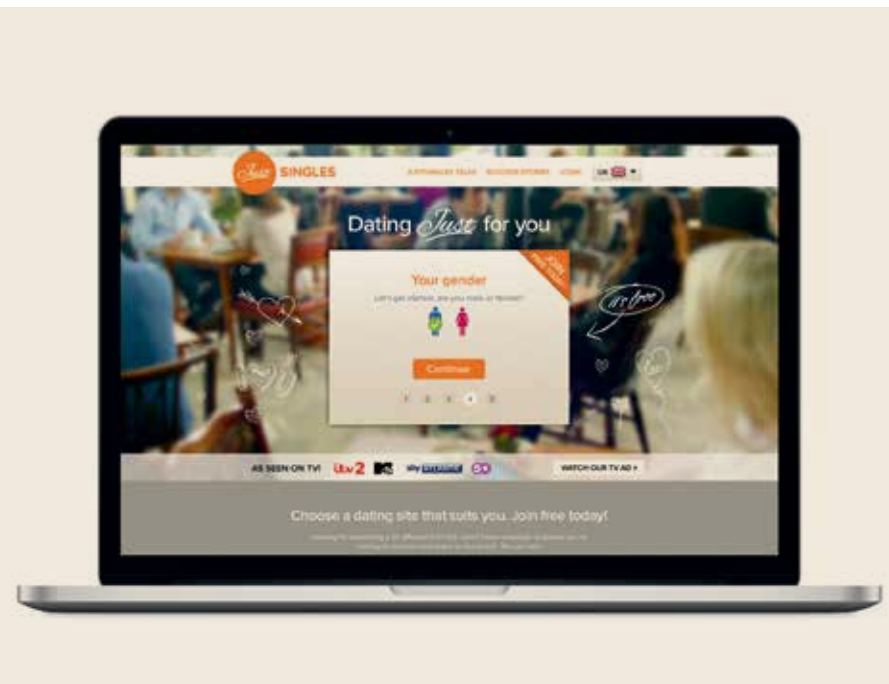
“The one constant in IT is change,” note the Founding Directors Stewart Proctor, Steve Mackie and Alan Cowie. And no single industry has seen more change than IT. “During the past 30 years, we have witnessed

several sea-changes in technology and how it is serviced, including migration from the multi-million-pound mainframe to the £500 desktop,” they add.

There has been a mass outsourcing of services followed by offshoring, and now a move to cloud-based storage and management systems. Not to mention the rise and rise of ever-connected, high-speed internet access. Prosource prides itself on having managed to stay ahead of these trends.



www.prosource.it  
Sector: Information Technology  
Region: Aberdeenshire



CEO Ross Williams says the company's founders understand customers' needs

Online dating and social networking are helping consumers weather the recession



The managed IT services provider focuses on infrastructure, operational and project requirements

Prosource has offices in Aberdeen, London, Houston, Calgary and Dubai



Founded in 2003 and headquartered in Windsor, Venntro also has offices in London, San Francisco and Melbourne, and provides services to more than 40 million people in all major English-speaking markets. Its annualised revenues are approaching £50m.

In the next few years, Venntro plans to add complementary online dating and lifestyle products to its portfolio, offering consumers a more varied experience and adapting to the shift in the marketplace from desktop computers to mobile devices. It believes this will maintain its market leadership in a number of areas, as well as supporting its expansion into non-English-speaking markets.

Ross puts part of the company's success down to the fact that its founders have used its services, so they know what customers want. And he sticks to a common-sense mantra: “Turnover is vanity, profit is sanity, cash is reality.”

# 40<sup>m</sup>

Venntro provides services to more than 40m people

Moreover, the company also stayed ahead of the financial crisis. “In a five-year period, during the biggest downturn for a generation, Prosource trebled its revenues and headcounts,” say Stewart, Steve and Alan. “We are optimistic that as the general economy continues to improve, there will be further opportunities for Prosource to grow in the next five years.”

The trio attributes Prosource's success to its values and ethics. “Doing the right thing for our customers has seen us become a trusted partner and not just ‘another vendor’. During times of adversity, it is even more important to hold true to your core principles.”

# 1999

The company was established in 1999 and has witnessed several sea-changes in IT



**COMMENTARY**

**BARONESS JOANNA SHIELDS OBE**

CEO AND CHAIR, TECH CITY INVESTMENT ORGANISATION

**FROM TECH CITY TO TECH NATION**



The UK has become a tech nation. In the past year, brilliant digital companies have continued to spring from collaborative communities of entrepreneurs, supported by established businesses and government.

All across the country these companies are disrupting traditional

industries, forging innovative sectors and creating an entirely new way of doing business.

The advent of the UK National Cluster Alliance, created by Tech City in 2013, has played an important role in this growth. The UK National Cluster Alliance was set up to engage digital businesses across the country, bringing together leading figures from thriving digital clusters with the specific purpose of using their collective expertise to accelerate digital growth in the UK.

In 2014, investment in London's tech companies alone was double that of the year before, and it is now 20 times what it was five years ago. The UK is now the fastest-growing economy in the G7, and the most digitally enabled, with more of our GDP attributed to the internet economy than in any other G20 country, at over 10%. Of the 20 million people who work in the UK, 1.5 million are within the 'tech' sector. Bringing employment to 7.5% of our total workforce, the vast majority of these jobs have been created in the last five years. Within that same time frame, Britain's technology sector has evolved from a diaspora of localised clusters into

**1.5m**

**PEOPLE IN THE UK WORK IN THE 'TECH' SECTOR**

a nationwide success story. Across the entire country, there are pockets of digital excellence, each with their own unique DNA. Take, for example, Bournemouth or Poole, places in which there

exists an unrivalled base for digital advertising and marketing service businesses, or Dundee, famed for its gaming sector.

Big data, the internet of things and cloud computing are examples of areas in which Britain's digital industry is leading the way. We have also become world class in many verticals of the tech and digital economy, including fintech, digital advertising and marketing, data management and analytics, software development, e-commerce and media and entertainment.

More than just an impressive national attribute, our tech businesses are driving the growth of Britain's economy and have successfully consolidated our country's reputation as an innovative, world-class digital destination.

The diversity of our nation's digital capabilities is key, as our wide range of specialisms makes us the optimum target for foreign companies looking to expand their footprint internationally. Our headline tax rate is the lowest in the

**"BRITAIN'S TECHNOLOGY SECTOR HAS EVOLVED FROM A DIASPORA OF LOCALISED CLUSTERS INTO A NATIONWIDE SUCCESS STORY"**

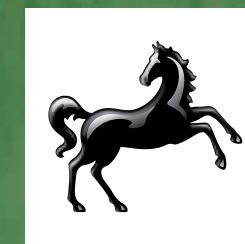
G20, we have a wealth of talent graduating from our leading universities, and policies such as our specialist visas bring endless opportunities. Ultimately, what we have on offer is the world's most ambitious package of incentives for founders and investors alike.

We are still at the beginning of an amazing journey. We must continue to support the tech sector and sustain our incredible rate of growth to date, consolidating our position as global leaders in this area.

By capitalising on our core digital strengths and nurturing their development, we can help more cities across the UK become international leaders which will, in turn, ensure the continued prosperity of the British economy.

**DEDICATION**  
**BACKING 100,000 BRITISH START-UPS**

[lloydsbank.com/brilliantbusiness](http://lloydsbank.com/brilliantbusiness)



**LLOYDS BANK**

Start-up figure relates to Lloyds Banking Group during period July 2013 - June 2014.

Authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority under Registration Number 119278. The Lloyds Banking Group includes companies using brands including Lloyds Bank, Halifax and Bank of Scotland and their associated companies. More information on the Lloyds Banking Group can be found at [lloydsbankinggroup.com](http://lloydsbankinggroup.com).

# UNLOCKING THE VALUE OF THE DIGITAL AGE

THE UK IS A RICH BREEDING GROUND FOR COMPANIES THAT HAVE TURNED THE LATEST TRENDS AND TECHNOLOGIES TO THEIR ADVANTAGE. THESE COMPANIES WILL HELP TO INSPIRE US ALL TO FIND THE TRUE VALUE OF THE DIGITAL AGE

**A**cross the UK, companies and organisations are demonstrating the diverse potential applications of digital technology. Cloud services are being used to back up data and support project management, social media is creating a buzz around brands and mobile payments are making life easier for both buyer and seller. Some businesses are even exploring innovative online crowdfunding schemes to complement traditional funding routes. The list goes on.

## Opportunities for all

It's not just the big players who are benefiting. It's increasingly clear that no business can afford to be left behind the march of new technology – but that also means there are opportunities everywhere.

Businesses of all shapes and sizes are finding ways to leverage the value of the digital age. Some companies could be described as 'born digital', such as iomart Group, which foresaw the emergence of 'the cloud' and has invested in physical Tier 1 infrastructure, network, people and systems to provide high availability cloud services. Other, traditionally lower-tech companies, are also seeing the benefits. Small traders are reducing their overheads and accessing a broad marketplace through online retail platforms such as eBay and Etsy, for example. In more industrial settings too, progressive manufacturers are deploying all sorts of high-tech solutions, right down to rugged tablets, robust enough for use on the shop floor, to support increasingly smart production processes. But not everyone is making the most of the digital opportunity.

# 74%

of UK adults used the internet to purchase goods or services in 2014

## Untapped digital strengths

We do come from a position of strength. The UK's digital economy is a major source of growth and contributes more to national GDP in the UK than it does in any other G20 country.

Despite this, and the presence of regional clusters of digital innovation in places as diverse as London, Middlesbrough, Manchester and Aberdeen, the full benefits are not being fully realised. Lloyds Bank's inaugural annual Business Digital Index showed that growing businesses are failing to fully exploit the power of the digital age. The index, which launched in 2014, measures the digital maturity of SMEs and charities in the UK.

## Barriers to opportunity

So what's stopping these businesses? A key barrier appears to be perceived benefits, with over 30% of surveyed organisations stating that being online was not relevant to their business.

Furthermore, according to our report *Britain's Digital Opportunity*, which considers what businesses need to do to optimise their potential in a digital economy, 36% of SMEs in the UK have no website. However, of those businesses that have developed their online capability, 51% have reported an increase in sales. That's a strong indication that growth can be accelerated by encouraging online development.

As digitisation continues, this will become a more pressing issue for businesses. Technology moves swiftly and this pace of change will continue. With latest figures showing that 74% of UK adults used the internet to purchase goods or services in 2014 – up from 53% in 2008 – consumer demand for online is high and businesses risk missing the boat.

Many businesses do have understandable concerns about the risks involved with online trade, particularly around cybersecurity. The challenge is to strike a balance between providing convenience and robust protection, for themselves and for customers. Simple steps can help increase security, including maintaining and testing anti-virus software, encouraging password strength, tracking hardware and enforcing rules around staff access to external websites.

## Innovation that drives efficiency

Risk mitigation is a concern, but it is one that can be addressed – and the benefits are compelling. Opportunities within the digital economy are vast. Business-to-business

“51% of businesses that have developed their online capability have reported an increase in sales”



The UK is one of the strongest internet economies

Opportunities within the digital economy are vast



relationships, internal processes and management information can all be enhanced by new technology across data analytics, automated reconciliation and up-to-the-minute data streaming.

For example, paper-based, manually intensive, error-prone accounts receivables processes now have accessible and affordable digital counterparts.

Similarly, on the accounts-payable side, digital solutions such as mobile payments or card programmes support greater visibility and control.

Banks play a major role in supporting more streamlined processes for customers and developing cutting-edge solutions. The forward-thinking companies that are embracing digitisation to promote efficiencies are finding that banks are responding by investing in channel innovation. Lloyds Bank is no exception.

## Support to realise digital potential

The role of banks is broader than financial technology innovation, too. We also understand the need to support businesses in other ways. As a founder partner of Go ON UK, the UK's Digital Skills Alliance, we are committed to encouraging and supporting organisations and individuals to understand the benefits the internet can bring. It's something we take very seriously and we have developed a 'Digital know how' guide, available free on our website, to help small businesses establish and optimise their digital strategy. It includes information about online banking, researching and interacting with suppliers, and streamlining administration.

As more and more businesses of all sizes adopt digital solutions to enhance market-facing opportunities or drive internal efficiencies, we will continue to celebrate their success. It's an inspiration to us all.





MANUFACTURING & ENGINEERING »

DESPITE AN INCREASINGLY COMPETITIVE GLOBAL ENVIRONMENT, STRONG DOMESTIC DEMAND IS BOOSTING PRODUCTION LEVELS ACROSS A WIDE RANGE OF MANUFACTURING ACTIVITIES

SECTOR AT A GLANCE

**£139 BILLION**  
THE INDUSTRY'S CONTRIBUTION TO THE NATIONAL ECONOMIC OUTPUT

**2.6 MILLION**  
PEOPLE WORK IN MANUFACTURING – 8% OF ALL UK JOBS

**3,624**  
THE NUMBER OF HIGH-GROWTH SMALL BUSINESSES IN MANUFACTURING IN 2013\*

IN THIS SECTION »

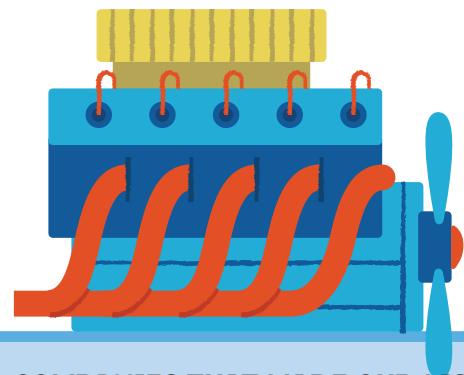
Formaplex CEO Ian Wilson talks about how the company will meet the growing needs of its global customers. We also highlight the successes of Wooltex UK, Brompton and Rigmar

\*Source: Octopus Investments



# MAKING THE FUTURE

ALTHOUGH THE MANUFACTURING SECTOR'S SHARE OF EMPLOYMENT HAS DECLINED SINCE THE LATE 1970S, PRODUCTION LINES ARE WHIRRING IN FACTORIES ACROSS THE UK, GIVING CAUSE FOR OPTIMISM. DOMESTIC DEMAND LIFTED FACTORY ORDERS TO A FOUR-MONTH HIGH IN DECEMBER 2014, ACCORDING TO THE CBI'S INDUSTRIAL TRENDS SURVEY. INVESTMENT IN NEW FACILITIES AND MACHINERY, RESEARCH AND DEVELOPMENT, AND RECRUITMENT, COUPLED WITH AN INCREASINGLY SKILLED WORKFORCE, IS CREATING A SOLID OUTLOOK FOR UK MANUFACTURERS



## OTHER COMPANIES THAT MADE OUR LIST

- Field International Holdings (Dorset)
- Glacier Energy Services Holdings
- Graphene Nanochem Plc
- Judges Scientific Plc
- Lone Star Management Europe
- Rhyal Engineering
- X-Cel Superturn (GB)

For the full Directory turn to pages 119-154

## MADE TO LAST

**Formaplex**  
www.formaplex.com  
Sector: Manufacturing  
Region: Hampshire

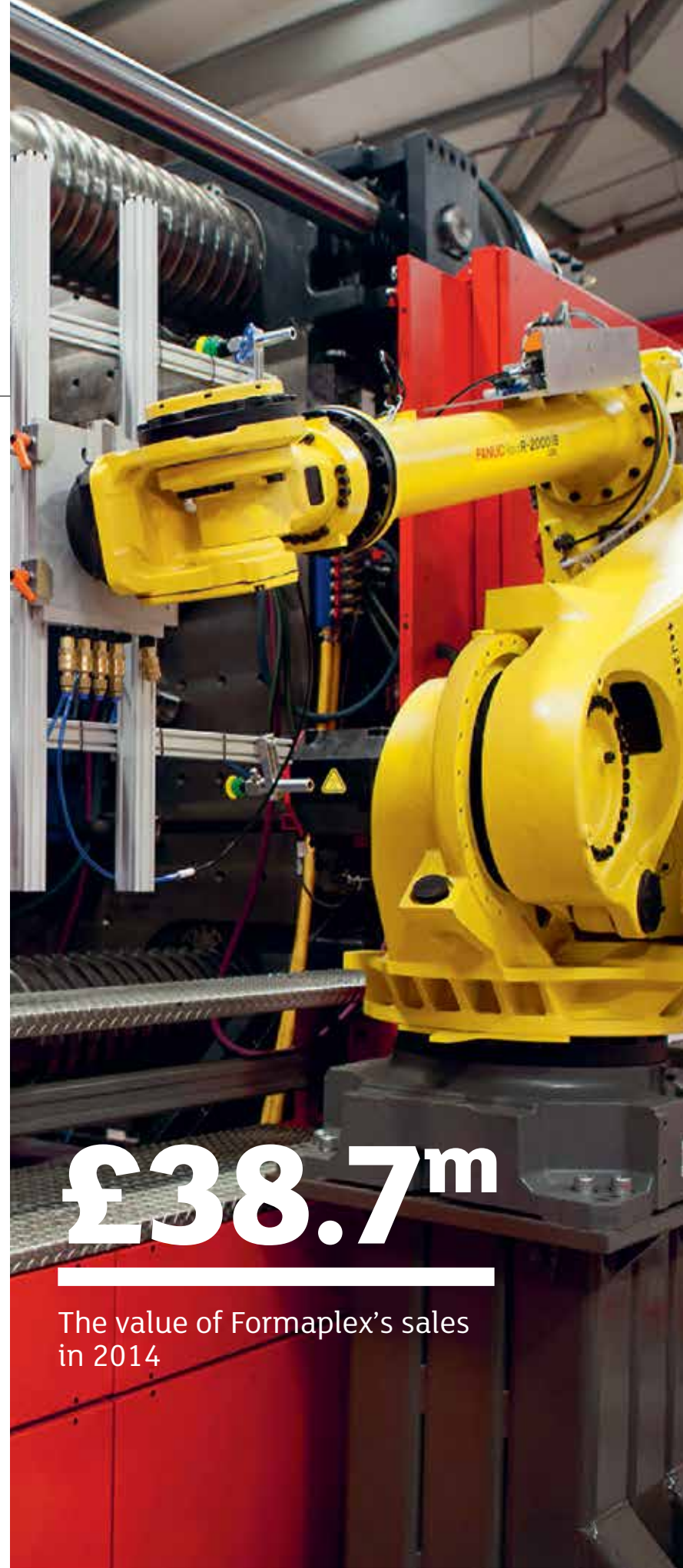
**F**ormaplex is a Hampshire-based manufacturing group that uses innovative processes to deliver tooling and component solutions to a variety of companies. Using cutting-edge technology, it works across specialist industries, such as aerospace, defence and motorsport, to provide world-class design and manufacturing.

Founded by former industrial apprentices Dave Shooter and Ian Wilson in 2001, Formaplex is a preferred supplier to many of the big players in the automotive industry. "We're one of Europe's leading manufacturers of injection-mould tooling," says Ian. "Our tooling team provides comprehensive, integrated solutions, offering advice, design, logistics, project management, measurement, quality assurance, jig manufacture and end-of-arm tooling to our global customer base."

Sales have grown significantly, from £9m in 2008 to £38.7m in 2014, and Ian attributes much of that success to the company's large-scale investment in state-of-the-art technology. "The company's policy of continuous investment in the latest technology ensures accuracy, precision and a guaranteed product for the customer," he says.

The company is currently operating three sites in Hampshire with a footprint of 140,000 sq ft, and further investment of £2m is planned to fund an additional 30,000 sq ft of Formaplex factory space later this year. Ian says: "This expansion will provide increased capacity to meet the growing needs of our global customers across a diverse range of demanding industries."

In addition to the 300-plus staff currently employed by Formaplex, a further 50 engineers, project managers and designers will be hired as the company continues to expand. "Our professional approach to building customer relations and providing world-class tooling solutions will increase our market share worldwide," says Ian.



# £38.7m

The value of Formaplex's sales in 2014

**FORMAPLEX** The company provides tooling and component solutions to a range of companies



"The company's policy of continuous investment in the latest technology ensures accuracy, precision and a guaranteed product for the customer"

Ian Wilson, CEO, Formaplex



**POWERING AHEAD**

Camlin is a technology company that designs, manufactures and provides solutions to the global energy and transport sectors. These solutions include asset management equipment for power transformers; sophisticated software for monitoring electrical networks; automation systems for rail signalling networks; and fault location and management for underground low voltage networks. In such a complex and technical market, a dedicated focus on the specific requirements of customers is crucial, says John Cunningham, Chairman and CEO. "This, allied to deep technical expertise in key areas, allows Camlin to create unique solutions that meet real needs," he explains. "A close-knit management team with a clear idea of the company vision allows decisions to be made relatively quickly and



Technical expertise helps Camlin stay one step ahead

Camlin designs, manufactures and provides solutions to the global energy and transport sectors



helps keep Camlin ahead of the curve." Staying one step ahead relies on technical know-how, which is wide-ranging – spanning electronics to laser physics and partial discharge monitoring to infra-red photo-acoustic spectroscopy. Recruiting such expertise has been a significant challenge for the company as it has grown, but the opening of new technical centres of excellence around the world has helped. Looking ahead, John plans to maintain aggressive growth plans, in terms of revenue, profit and scope, and expects Camlin's workforce to grow by approximately 50% to 80% in the next five years. "Scope will increase with technology, facilitating expansion into multiple new industry sectors," he says, adding that the growth in personnel will be spread across numerous global locations and include frontline commercial staff, research and development, and manufacturing.

**80%**

Camlin's workforce is projected to grow by up to 80% in the next five years

**TWO WHEELS GOOD**

As the world's cities grow and road congestion becomes a bigger and bigger problem, more people are choosing to travel by bicycle rather than car. One cycle brand that has capitalised on this phenomenon is Brompton, the British manufacturer of folding bikes. Founded in 1988, its first production facility was housed in a railway arch, but strong growth – particularly in the wake of the financial crisis of 2008 – has seen it move to 22,000 sq ft premises in West London.

"We continued to see solid growth during the recession and have averaged around 20% compound growth year-on-year for the last seven years," says CEO Will Butler-Adams. "During a recession, people look to tighten their belts and jumping on a bike to get about town is a good way to start. It costs virtually nothing to run and you can give up the gym membership at the same time." The company has long been export-oriented and Brompton bikes are now available in more than 40 countries around the world, including



Brompton has a 22,000 sq ft production facility in West London

The company's bikes are available in more than 40 countries globally



the US, Ireland and Spain. "Exporting seems daunting, complicated and risky, but it isn't, it is fun," says Will. "It diversifies your market and allows you to go on holiday, pretending it's work!" He adds: "Our aim is to continue to innovate in order to deliver delightful products that improve living in cities across the world. To achieve this, we will need more brain power, so we expect to grow our staff to around 500 in the next five years, which is about double the number we have now."

**20%**

Brompton's average compound growth year-on-year for the last seven years



## WEAVING PROFITS

The European textiles business has long been dominated by cheap imports from the Far East, but Wooltex UK has found a lucrative niche, concentrating on premium fabrics for the office and seating markets, as well as the window-blind sector. Over the last five years it has almost tripled its revenues, from just over £6m in 2010 to £17.5m in 2014.

"Our philosophy has always been to focus on sectors of the industry that have barriers to entry for low-cost offshore producers, which means concentrating on high-quality, high-specification performance fabrics for which customers demand short delivery times," says Peter Timmins, Founder and Managing Director. "The combination of a mainly local supply chain and lean manufacturing principles allow this to be achieved competitively."



www.wooltexuk.com  
Sector: Textile Manufacturing  
Region: Calderdale & Kirklees



Wooltex focuses on premium fabrics for the office and seating markets, and window blinds

It specialises in high-quality, high-specification performance fabrics



"More than 90% of our products are exported, mainly to the EU. As an export-led company, our competitiveness is affected a great deal by the exchange rate of the pound. Long-term investment in plant, people and infrastructure are all key to boosting competitiveness."

Wooltex's biggest problem in recent years has been keeping up with continually increasing customer demand as it has lacked space for expansion and had trouble recruiting people with the necessary skills, but that is about to change.

"We are currently undergoing a big expansion of our manufacturing capability to both increase capacity and to allow us to do more in-house processing rather than using outside subcontractors," says Peter. "We expect to create a further 50 to 60 jobs over the next two to three years."

# £17.5<sup>m</sup>

Wooltex's revenues in 2014 – up from just over £6m in 2010

## STRONG FOUNDATIONS

Rigmar Group has been solving project challenges for the rig repair, subsea, marine, civil and petrochemical industries since 2007. The company's expertise in engineering and design, construction, fabrication, inspection, access, scaffolding, coatings, accommodation, electrical, instrumentation and moorings meets the individual needs of each client.

"The company is young and responsive, but is supported by an experienced team," says CEO Keith Nelson. It is this adaptability that

has seen the company become more robust and efficient in the current economic climate. Savvy acquisitions and investments have also meant that Rigmar Group has never had to compromise on quality.

"To achieve our vision and be the leading provider of support services, we need to evolve, improve and invest," says Keith. "It is this ethos that has helped us weather the storms and to develop the trust and respect of our customers."



www.rigmar.co.uk  
Sector: Mining Services  
Region: Aberdeenshire



Rigmar services the rig repair, subsea, marine, civil and petrochemical industries



Saltire Energy Group CEO Mike Loggie attributes its market-leading position to the skill of its employees

Rigmar was established in 2007



## STRIKE IT RICH

Established in 1986, Saltire Energy Group is a supplier of state-of-the-art drilling equipment to the global oil and gas industry. It has diversified into three specialisms: Saltire Energy, Saltire Drilling Tools and Saltire Pressure Control.

Not only is the equipment on loan manufactured by industry leaders, it is rigorously inspected post-rental. "Our employees play an essential part in ensuring we continue to be a market leader within our industry," says CEO Mike Loggie.

Despite the falling oil price causing a significant downturn in the oil industry, the long-term future looks more encouraging, notes Mike. "The Organization of Petroleum Exporting Countries has forecast that the global demand for oil will rise to 96 million barrels per day in 2019, an annual average increase of up to one million barrels per day, which is 7% higher than 2013," he says. "Due to there being limited alternatives to hydro-carbon to supply the world's energy needs, demand is expected to continue to grow."



www.saltire-energy.com  
Sector: Oil & Gas Support Services  
Region: Aberdeenshire

# 1986

The year in which Saltire Energy Group was established

# WHERE ARE THEY NOW?

HOW THE LAST LIST OF 1,000 COMPANIES PERFORMED

**147**  
made the list again

They've enjoyed

**250%** average revenue growth over the last 4 years

Since the last list revenues have grown



171%



92%



126%



58%

over **£500m** raised on London Stock Exchange



**London**  
Stock Exchange

IPOs include



Raised  
£360m



£70m  
market cap at IPO



£170m  
market cap at IPO



Intelligent  
Energy

£460m  
market cap at IPO

**boohoo.com** It missed this year's list but hit a market cap of £538m at IPO

**Think of us as the Junior Partner. But one with a phenomenal network of connections. An in-depth knowledge of business and finance. A wealth of strategic and operational expertise. Years of experience in your sector. And £10 million to invest in your business. Today.**

BGF is the UK's most active provider of growth capital for companies with turnover of £5m to £100m. Since October 2011 we have invested almost £500m in businesses just like yours. 0845 266 8860 | www.bgf.co.uk





# CREATING A COHORT OF EXCELLENCE

BUSINESS GROWTH FUND (BGF) IS UNLOCKING THE POTENTIAL OF SOME OF THE UK'S BRIGHTEST BUSINESSES

**B**GF has big ambitions. We're working to create something special – a network of entrepreneurs who can share knowledge, experiences and ideas to accelerate growth in their own businesses and each other's.

We meet entrepreneurs and owner managers from all walks of life: a scientist or manufacturing boss from Cambridge; a hotelier in Scotland; a digital wizard in Shoreditch or Manchester – and plenty more besides. What they all have in common is ambition, talent and energy, and, overwhelmingly, they know what they want for their businesses.

But they also know the challenge is in the journey. Growing sales from £5m or £10m to £50m or £100m requires a sensible and detailed business plan, with a strong management team, and heaps of perseverance. And it is a journey that, more often than not, requires investment.

Some entrepreneurs continue to be influenced by age-old views of what it means to take an equity investment: namely, that it's burdensome and results in loss of control. But with the increase in the supply of growth capital (BGF was set up in 2011 and has up to £2.5bn to deploy) and a growing number of companies putting this capital to work, more and more entrepreneurs understand that equity investments come in all shapes and sizes. The key is finding the right one for your business.

# £2.5bn

BGF has up to £2.5bn to deploy

**BGF's purpose is to champion British businesses by providing:**

**Capital: money to spend**

Implementing growth plans – which might mean hiring more staff, buying new machinery, making acquisitions or diversifying into new areas – requires capital. But not all entrepreneurs can or want to self-fund their expansion plans, particularly if it means laying down millions of pounds upfront at an additional risk to their personal finances or assets. It is also important to be adequately capitalised – not all entrepreneurs can or want to build their businesses on debt alone.

BGF has the express purpose of providing growing companies with a different type of funding option: long-term, patient (meaning no forced exit) capital in exchange for a minority stake.

**Connections: access to senior, experienced business men and women**

One of the concerns we hear time and again from entrepreneurs relates to the lack of access to strategic support and advice. This is ideally from someone who carries the battle scars of business and has come out the other side with ambitions to help others succeed.

With this in mind, BGF has created a talent network of more than 1,000 of the UK's most successful business people. We show chief executives the breadth of our network and help them pick out two or three people to meet, based on their specific brief. So far, we've helped over 50 of our investee companies find the right person for their business.

**Confidence: to shine**

With capital and connections, comes confidence. There's a lot to admire in entrepreneurs: they're the visionaries and the risk-takers and their success depends on having a robust support infrastructure. We want to encourage our investee companies to continue doing what they're doing. We're doing that both through financial backing and a network of entrepreneurs that matter, who are building the businesses and the relationships that count.

## BUY AND BUILD

**T**CL Group is a master of creating and maintaining outdoor spaces of all shapes and sizes. The BGF-backed company works with housebuilders, local authorities and heritage estates across the UK. From keeping gardens pruned to creating jaw-dropping landscapes, TCL can increase property values exponentially for property developers or private clients.

Since April 2014, TCL's CEO Simon Cashmore has secured more than £15m growth capital from BGF. The money is funding

organic growth but it's also allowed the company to make a number of new company acquisitions – three in the eight months since BGF's first investment.

"I saw an opportunity to bring a 'buy and build' strategy to the business," Simon explains. "TCL had a small range of services but I wanted to extend the portfolio. I knew clients would buy more from us."

He was right. When Simon took over TCL in 2007, the business turned over £5.5m. Today, it generates revenues of more than £45m.



www.tclgrp.co.uk  
Sector: Building & Landscape Services  
Region: Northamptonshire



Since April 2014, TCL has secured more than £15m from BGF

Mobile company Bullitt is the worldwide licensee for CAT



www.bullitt-group.com  
Sector: Manufacturing  
Region: Berkshire

## SILVER BULLITT

**T**he Bullitt Group was founded in January 2009 by Richard Wharton, Colin Batt and David Floyd. The business designs, manufactures, markets and sells mobile phones and connected devices in partnership with global brands.

The founders identified an opportunity to develop branded consumer electronics that better reflected the core values of the brand, rather than the manufacturer. For example, they found that the rugged mobile device market was a relevant yet under-served sector, and set about identifying the best global brand to partner with.

A year later, Bullitt had secured the exclusive licence for CAT globally, for mobile phones and accessories, and the business took off. BGF invested in December 2012, enabling Bullitt to develop audio devices for Ted Baker and connected mobile devices for Kodak. Bullitt has signed deals with a number of other international brands including, most recently, Ministry of Sound.

Richard believes that Bullitt offers customers real individuality. "We are able to deliver truly differentiated devices to consumers, addressing the demand for something more distinctive," he says.



EXPORTS »

APPETITE FOR 'BRAND BRITAIN' IS GROWING AMONG EMERGING NATIONS AND UNLOCKING OPPORTUNITIES FOR UK EXPORTERS WHO ARE EXPLORING NEW ROUTES TO MARKET

SECTOR AT A GLANCE

**£1 TRILLION**  
TARGET SET BY THE GOVERNMENT FOR INCREASING EXPORTS BY 2020

**78%**  
OF SME EXPORTERS BELIEVE 2015 WILL BE AN IMPROVEMENT ON 2014\*

**£13.2 BILLION**  
THE VALUE OF UK EXPORTS TO NON-EU STATES IN JULY 2014

IN THIS SECTION »

Marine Specialised Technology Group Sales Director Philip Hilbert reveals how the company is making waves abroad. We also feature commentary from UK Trade & Investment CEO Dominic Jermy on building export success

\*Source: Open to Export



# MADE IN THE UK

WHILE THE EUROZONE CRISIS HAS LIMITED THE UK'S EXPORT VOLUMES TO THE EU, NEW TRADE ROUTES WITH EMERGING NATIONS SHOW ENCOURAGING SIGNS FOR THE FUTURE. CHILE WAS THE FASTEST-GROWING EXPORT PARTNER FOR THE UK IN 2013, WITH EXPORTS TOTALLING £1.2 BILLION, WHILE EXPORTS TO CHINA GREW TO £12.4 BILLION. BOOSTING EXPORTS TO THE WORLD'S FASTEST-GROWING ECONOMIES IS CRITICAL FOR THE UK'S COMPETITIVENESS AND LONG-TERM ECONOMIC RECOVERY



## OTHER COMPANIES THAT MADE OUR LIST

- County Milk Products
- Kobalt Music Group
- Lucent Lighting (UK)
- Medisafe UK
- Mobica
- Oliver Valves
- Xaar Plc

For the full Directory turn to pages 119–154

## MAKING WAVES

**Marine Specialised Technology**  
 www.mstltd.com  
 Sector: Manufacturing  
 Region: Liverpool

**M**arine Specialised Technology (MST) designs and manufactures rigid inflatable and high-speed workboats for military and commercial customers worldwide. The international corporation offers sales and support services in over 21 countries, and largely owes its success to a relentless drive for innovation and quality, says Group Sales Director Philip Hilbert.

Finding the right people to join the business initially proved challenging. "This was particularly difficult in the earlier years when the company was a lot smaller," says Philip.

But sheer determination and a rise in global maritime threats gave the company the impetus to succeed. "International terrorism, human trafficking and smuggling are on the rise, and these are all core areas in which our products are used by military forces," Philip explains. "While military budgets have been reduced in most countries around the world, funding for specialist elite forces has often been increased to fight this new breed of asymmetrical maritime threats."

MST recently expanded its premises by 30,000 sq ft, to serve the growing number of logistical support, parts and servicing contracts that the company has been awarded. "To accommodate this development, our overall workforce will need to expand by 30% over the next 12 months, with another 10% anticipated within our new build and other divisions," says Philip.

For small businesses starting out, Philip says the current economic climate is not a reason to avoid going into business. "In fact, it is probably a better time to start, as it makes you tougher in the long run," he says.

"My advice would be to underestimate any potential income and overestimate your anticipated costs. Our original three-year business plan effectively took twice as long to achieve!"



The company designs and manufactures rigid inflatable and high-speed workboats for military and commercial customers



"My advice would be to underestimate any potential income and overestimate your anticipated costs"

Philip Hilbert, Group Sales Director, MST

**30,000**

MST has expanded its premises by 30,000 sq ft



## WHISKY GALORE

Single malt Scotch whiskies have never been more popular on the world market and BenRiach, which owns and operates three single-malt distilleries in Speyside, has been reaping the rewards.

Founded in 2004 with the acquisition of the venerable BenRiach distillery, the company also owns a bottling plant at Newbridge near Edinburgh. Exports represent 90% of the business.

"As an independent distiller, we see ourselves as a boutique, artisanal whisky maker," says Managing Director Billy Walker, "and the market for this style of whisky has developed significantly.

"The business has experienced very healthy growth since it started, but especially in the last three years. Despite the challenging economic market conditions, the world is a more accessible marketplace."



www.benriachdistillery.co.uk  
Sector: Food & Beverage  
Region: Edinburgh



Single malt Scotch whiskies are enjoying strong sales globally

BenRiach owns and operates three single malt distilleries in Speyside



Another challenge lies in the need to think very long-term on the production front. "In our business we have to adopt a 12-year plan to ensure that we are producing and laying down sufficient stocks of maturing whisky to fulfil our medium-to-long-term forecasts," says Billy. "The biggest challenge is funding the stock, with the key costs being barley, wood, energy and manpower.

"However, our profit growth has been very encouraging, and we are in a cash-generative position. Also, as a result, we have a very good relationship with our bank, RBS, based on an asset-financed agreement, and this allows us to react quickly and positively when opportunities to develop the business present themselves."

With this in mind, Billy has some sound advice for entrepreneurs embarking on a new business: "Focus on a realistic and achievable business plan, understand your markets and make sure that your money plan and your business plan are compatible."

**90%**  
of BenRiach's business is in exports

## ROCK STARS

Ikon Science is the self-proclaimed "present and future of geoprediction". It develops innovative technologies in collaboration with its clients and with leading global universities and research centres. It builds these technologies into commercial software solutions on its RokDoc platform, which helps geologists and engineers understand and predict the properties and behaviour of rocks and hydrocarbon fluids in the Earth's subsurface. This enables Ikon's clients – the world's oil and gas exploration and production

companies – to target and drill profitable and safe wells. Led by Founder and CEO Martyn Millwood Hargrave, Ikon prides itself on its tight customer focus, ensuring its developments are relevant to the challenges its clients face. Its world-class team includes people from 30 countries and who speak 35 languages.

According to Martyn, Ikon's people have helped this small, growing company grab the attention of the world's large oil companies through perseverance, focus and innovative

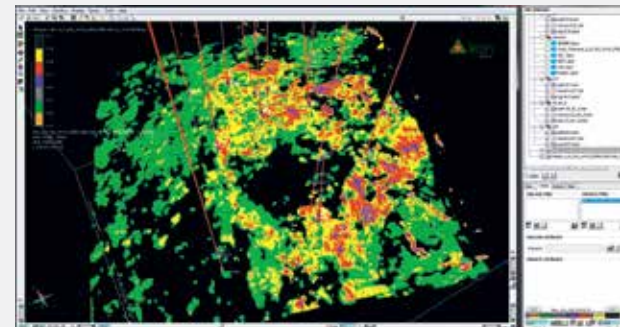


www.ikonscience.com  
Sector: Information Technology  
Region: Greater London



Ikon Science employs people from 30 countries

The company helps geologists and engineers predict the behaviour of rocks and fluids in the Earth's subsurface



products. Over the next five years, he plans to increase the company's headcount by 50% – the result of growth in terms of market visibility, new clients, a larger product footprint and an expanded geographic reach.

With the price of oil having dropped by 50% in the second half of 2014, Ikon's clients are searching for more cost-efficient and safer exploration and production practices and technologies. Ikon's focus on innovation, its advanced tools and its expertise, position it well to increase oil recovery in shale oil and conventional oil fields, help reduce capital costs and create value and competitiveness for its clients.

**50%**  
Founder and CEO Martyn Millwood Hargrave plans to increase the company's headcount by 50%





**BRIGHT FUTURE**

A shared passion for quality and design brought John Fearon and James Bassant together in 1997 to form Astro Lighting. The company supplies contemporary bathroom, interior, exterior and LED lighting, and designs and prototypes every product in-house.

It is a truly international business. "Astro exports at least 50% of its turnover to more than 34 countries," says John, Astro's Managing Director. "Over the next five years, Astro expects to further its reputation as a complete supplier for lighting projects, and to become established in the US and other countries where there are particularly attractive growth opportunities." Astro Lighting's success in international trade was officially recognised when it received the Queen's Award for Enterprise in 2013, winning the International Trade category. With continued



www.astrolighting.co.uk  
Sector: Wholesale  
Region: Essex



^ Astro Lighting designs and prototypes every product in-house

> The company supplies contemporary bathroom, interior, exterior and LED lighting



**EXPORTING SUCCESS**

Commodities trader and chemicals-to-steel exporter Gapuma is bullish about the future, after trebling its turnover and more than doubling its profits since the financial crisis hit in 2008.

"Our recent success has been rooted in our previous strategic choices," says Jack Bardakjian, Group Managing Director. "In the 1990s, when investing in Africa was unfashionable, Gapuma chose to take on the massive challenges thrown up by Nigeria and Ghana – among others – and to embrace the

unique opportunities presented by them."

A slump in global demand for raw materials, as well as the high-profile decline in the oil price, have hit commodity trading profits but Jack says that Gapuma has made shrewd choices in this area.

"It has been an essential part of our strategic marketing exercises to identify the niche markets that are holding on or indeed still growing," he says. "Furthermore, the business is diversifying into manufacturing and looking at making further inroads into logistic solutions.



www.gapuma.com  
Sector: Professional Services  
Region: Milton Keynes



^ Gapuma says its recent success has been rooted in its previous strategic choices



< M&S Logistics transports bulk chemicals



international expansion, Astro forecasts workforce growth of about 60% in the next five years. The company couldn't have achieved all of this without its ongoing dedication to innovation. When John and James first started out, they noted the limited choice in bathroom lighting within the industry. This area has since become their specialism.

"Astro has been pioneering in its development of splash-proof bathroom lighting, a sector in which it can boast Europe's most comprehensive range," says John.

With continued advances in this area and robust growth in hospitality and high-end domestic lighting, Astro Lighting is on a strong path. "Set your quality bar high," John advises. "Knowledge is everything – you need to understand the market you plan to enter. And always act with integrity, because you can never overestimate the value of reputation."

**60%**

workforce growth is forecast by the company in the next five years

**DRIVING GROWTH**

M&S Logistics is a global tank container operator which specialises in the intermodal transport of bulk chemicals.

According to Managing Director David Kew, the company's widespread experience in rail, sea and road carriage provides the basis for a complete service – whatever the distance. Its key priority is to ensure that products are handled safely at every stage of delivery and arrive on time.

"While focusing on cost efficiencies we have also ensured that high levels of quality and standards are maintained and we pride ourselves on our ability and willingness to provide excellent customer care," says David. And thanks to a global management team and dedicated, driven and experienced colleagues in local offices, the company has a great understanding of the different markets in which it operates.

Over the next five years, M&S Logistics aims to double both the size of its fleet and its staff count by expanding its global office network.



www.mslogisticsltd.com  
Sector: Transportation Services  
Region: Cheshire East

**5 years**

The company hopes to double both the size of its fleet and its staff count during this period



## LASER-GUIDED SAFETY

Guidance Navigation is a high-tech products company specialising in laser and microwave positioning and navigation. Much of its business comes from the sale of local position reference sensors for Dynamic Positioning (DP) systems that enable ships to hold their position and operate safely in close proximity to offshore oil and gas installations.

Its track record of delivering significant safety and cost benefits by bringing innovative position-measurement technologies to high-value markets across several continents has earned it numerous awards.

Since its foundation in 1991, Guidance has won the Queen's Award for Enterprise twice – the second time in 2014, the same year that it was recognised by HSBC's Global Connections 2014 competition as one of the UK's most innovative and forward-thinking companies.



www.guidance.eu.com  
Sector: Electronic Manufacturing  
Region: Leicestershire & Rutland



Guidance CEO Jan Grothusen expects the company's workforce to increase over the next five years

Guidance specialises in laser and microwave positioning and navigation



"Our key value is that we're driven by our customers' requirements and we are committed to deliver reliability, quality and durability in our products from the first R&D activity to after-sales service," says CEO Jan Grothusen. "Our success is based on innovation and being a forward-thinking and proactive organisation. These qualities, alongside an impressive product portfolio, are responsible for the company's success."

"As an ambitious global business we are committed to maintaining our leading position through significant investment in our people and technologies to deliver products that will help shape the future of our industries."

Guidance more than doubled its revenues between 2009 and 2013 through "a careful balance of M&A and organic growth", says Jan, and he expects the company's workforce to increase over the next five years alongside financial growth.

# 1991

Founded in 1991, Guidance has twice won the Queen's Award for Enterprise

## COMMENTARY

**DOMINIC JERMEY OBE**

CEO, UK TRADE & INVESTMENT

## BUILDING EXPORT SUCCESS



This year's *1000 Companies to Inspire Britain* report should leave you in no doubt that the UK's small and medium-sized businesses are among the most innovative and creative in the world.

The range and breadth of their expertise is matched only by their drive to succeed. However, there remains one area in which some lag behind their main European competitors – exporting.

We estimate that about a third of the UK's medium-sized businesses do not yet export, while of those that do, just 17% generate revenues outside the EU. This compares with 25% in Germany and 30% in Italy. This is a considerable missed opportunity. High-growth markets such as China, India and Brazil all expect significant growth between now and 2020, due in part to the rise of the global middle class. We must seize this opportunity – and we can.

The UK is in the enviable position of being able to supply both the products this burgeoning group requires, and the infrastructure, services and expertise needed to house, transport and care for them. Opportunities exist throughout the supply chain. This is where the kind of innovative, high-growth companies celebrated in this report can reap the rewards. Selling abroad is the surest path to successful, sustainable long-term growth. UK Trade & Investment (UKTI) research shows that companies that export are not only more productive, more innovative and more efficient than those that don't, but are also more likely to survive a recession and achieve levels of growth not otherwise possible.

**1/3 OF UK MEDIUM-SIZED BUSINESSES DO NOT YET EXPORT**

A company's ability to export is neither governed by its size nor determined by its turnover – although those that do are likely to see both of these measures grow

exponentially. Some of the UK's most successful exporters are categorised as small businesses. To make sure these companies are able to realise their export potential, UKTI is increasing its number of international trade advisers and introducing a dedicated package of support for first-time exporters. This includes small grants for new exporters, as well as visits to potential markets, support for digital exporting and an incubator service to prepare companies for exporting.

UKTI also works closely with UK Export Finance (UKEF) to help small and medium-sized businesses solve the financial challenges involved in selling their goods and services overseas. UKEF's Direct Lending Programme was recently increased to £3bn, its loan size eligibility criteria relaxed, its interest rates cut to the lowest levels permitted internationally and the number of specialist advisers it employs across the UK doubled. And the figures are compelling: on average, businesses earn £100,000 in

**"WE MUST SEIZE THIS OPPORTUNITY – AND WE CAN"**

additional sales within 18 months of working with UKTI. There's never been a better time to explore new markets overseas and UKTI is here to help.





CREATIVE INDUSTRIES »

FROM MUSIC AND SOFTWARE TO ADVERTISING AND MARKETING, THE UK'S MOST CREATIVE MINDS HAVE BECOME A SOURCE OF GLOBAL INFLUENCE TO BE RECKONED WITH

SECTOR AT A GLANCE

**£8 MILLION**  
THE HOURLY VALUE GENERATED IN THE UK BY THE CREATIVE INDUSTRIES

**100,000**  
STUDENTS GRADUATE ANNUALLY IN THE UK IN CREATIVE SUBJECTS

**£31 BILLION**  
THE GOVERNMENT PLANS TO DOUBLE THE VALUE OF THE INDUSTRY'S EXPORTS TO THIS FIGURE BY 2020

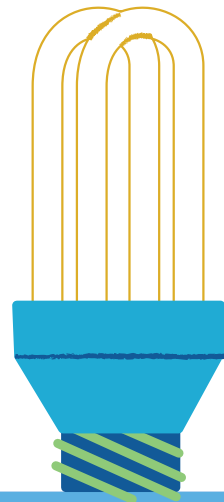
**IN THIS SECTION »**  
Focusrite explains how it is rewriting the rules of the music industry. We also profile other leading names in the creative sector including The Foundry and Allford Hall Monaghan Morris





# HARD CRAFT

THE UK'S CREATIVE INDUSTRIES, WHICH SPAN FILM AND TELEVISION THROUGH TO GRAPHIC DESIGN AND ARCHITECTURE, ARE AN ENGINE FOR GROWTH, CONTRIBUTING £71 BILLION TO THE ECONOMY EACH YEAR. A FURTHER BOOST IS ON THE WAY IN 2015 AND BEYOND, THANKS TO A MULTI-MILLION-POUND PLEDGE BY INDUSTRY AND THE GOVERNMENT TO OFFER CUTTING-EDGE TRAINING IN DISCIPLINES SUCH AS GAMES DESIGN, ANIMATION AND VISUAL EFFECTS



**OTHER COMPANIES THAT MADE OUR LIST**

- Blinkx Plc
- Hawthorn Theatrical
- KEO Films
- Sadie Coles HQ
- Smyle Creative
- Streeters Holdings
- White Cube

For the full Directory turn to pages 119-154

## NEW WAYS OF MAKING MUSIC

**Focusrite Audio Engineering**  
 www.focusrite.com  
 Sector: Electronic Manufacturing  
 Region: Buckinghamshire

With the rise of iTunes, the advent of streaming services such as Spotify, the resulting drop in CD sales and the boom in digital recording technologies, it's safe to say the music industry has changed almost beyond recognition in the past decade. It's no surprise, then, that global music and audio products group Focusrite aims to "take advantage of disruptions in music making, recording platforms and how music is listened to" and "make music easier to make".

The company provides hardware and software to professional and amateur musicians through its two brands: Focusrite, which makes audio interfaces for recording artists, and Novation, which produces synthesisers and computer-enabled technology.

Focusrite's CEO Dave Froker plans to achieve the company's future goals through a four-part growth strategy.

First, it will build on its market share through product innovation. Second, it will exploit industry trends. Third, it will continuously evolve the sales channel to capture margin. Finally, it will enter adjacent market segments, both organically and through acquisitions.

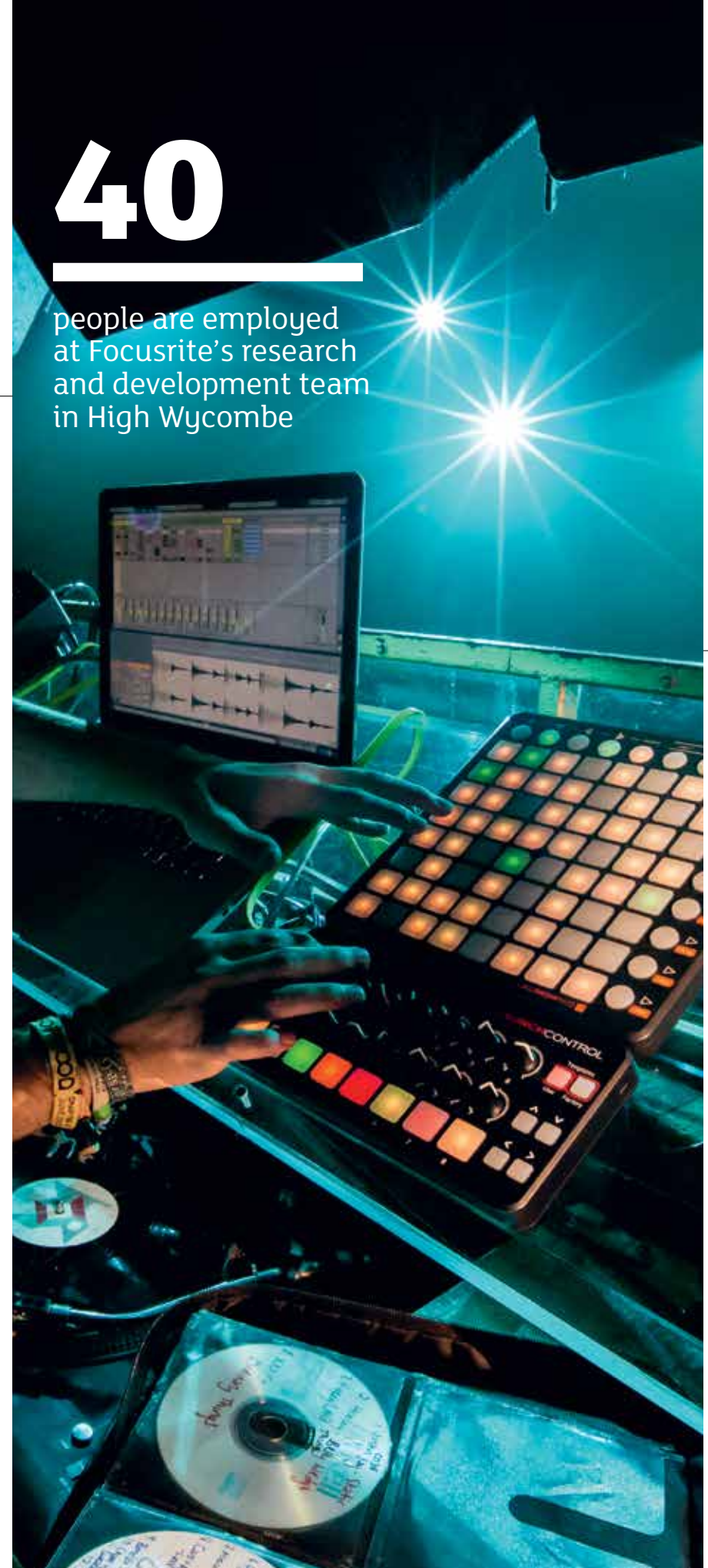
Based in the UK, Focusrite has a marketing subsidiary in Los Angeles – a sensible move given that 35% of its revenue comes from the US, its largest market. The group has a global customer base, with a distribution network that covers approximately 160 territories.

Dave says the company prides itself on its proven financial track record, built on the back of "strong organic growth in revenue and profits over the last six years".

Equally important is its focus on developing technologically innovative products. It has a full-time, 40-strong research and development team at its High Wycombe HQ, led by Robert Jenkins, a Focusrite employee of 25 years' standing.

# 40

people are employed at Focusrite's research and development team in High Wycombe



## Focusrite Plc

The company aims to take advantage of disruptions in music making, recording platforms and how music is listened to



Dave Froker, CEO

The company provides hardware and software to professional and amateur musicians



CLEAR VISION

The Foundry makes software that enables artists and designers to create high-end visuals for media production. "Almost every major studio uses our solutions for media production," says CEO Bill Collis. "Our offerings for the product design market are revolutionising the workflow for some of the biggest fashion and automotive brands in the world."

Bill attributes this success to passion. "For businesses starting out, or any business for that matter, if it's simply about making money, you'll lose interest and drive," he says.

In 2012, The Foundry merged with California-based Luxology, a move that resulted in a huge change for both businesses. "The size, complexity and product portfolio of our business greatly increased, requiring integration and expansion in every part of the company... it sure was hard

**THE  
FOUNDRY.**

www.thefoundry.co.uk  
Sector: Information Technology  
Region: Inner London



Courtesy of Framestore and Heyday Films



3D designer Harald Belker uses MODO software and 3D printing for Kaenon sunglasses design

The Foundry's software enables artists and designers to create visuals for media production



BETTER CONVERSATIONS

We Are Social is focused on innovative, creative and effective social media marketing. Created in 2008, just as the social media market was maturing commercially, today it has a global team of 500.

Nathan McDonald, Co-founder and Global Managing Partner, says: "As early movers in the space, we were able to capitalise on rapidly growing demand and, ever since, that's meant we've been able to stay ahead of the other specialist shops that later set up, or traditional agencies that have incorporated

social into their offering." We Are Social uses its social media, digital, PR and marketing expertise on global, regional and local projects for clients such as Heinz, Mondeléz, Heineken, Jaguar and Adidas.

Over the coming years, the leadership team will be working hard to retain the company's start-up culture and avoid replicating the approach of more traditional, larger agencies.

In 2013, We Are Social announced a partnership with BlueFocus, China's leading marketing services group. The



www.wearesocial.net  
Sector: Advertising & Marketing  
Region: Inner London



The company worked with Evian to bring its Live Young campaign to life

The leadership team will be working hard to retain the company's start-up culture over the coming years

We are Social worked with Adidas on its World Cup 2014 campaign



work," says Bill. However, the results speak for themselves: The Foundry has entered the design market and is now part of a large, well-connected and globally distributed workforce. Bill says: "As a result, we've become smarter about the way we communicate and more willing to increase the places around the world where we build offices."

Looking ahead, the UK needs to concentrate on being a source of talent and a happy home for a digital workforce, says Bill. "We need a focus on training for the right digital skills, solid infrastructure and working practices, and technologies that enable a digital generation."

**2012**

The Foundry merged with California-based business Luxology

move will strengthen the company's global infrastructure and allow it to take advantage of the fast-growing Chinese market, which is "something our global clients have already been asking us for", says Nathan.

We Are Social has always had an international outlook, and opened offices in Milan and Paris within a couple of years of trading. "Having a global mindset from day one was crucial to driving our expansion," says Nathan. "I'd advise all small businesses setting out to embrace it."

**500**

people are employed by We are Social across the whole business



## BUILDING GROWTH

Working on the new Google campus in King's Cross would be a dream job for most architecture practices, but Allford Hall Monaghan Morris (AHMM) has a long history of working for such prestigious clients.

The international business has worked on diverse projects that range from London's BBC Television Centre and Scotland Yard headquarters to the University of Amsterdam's law campus. It also exhibited at the Venice Biennale in 2014.

Since AHMM first opened more than 20 years ago, the practice has cemented its reputation for producing aesthetically desirable yet functional buildings. "Our focus has always been on the quality of our work, its clarity of concept, its intelligence of thinking and the delivery of the building itself," says Managing Director Peter Morris. This approach

**ALLFORD  
HALL  
MONAGHAN  
MORRIS**

www.ahmm.co.uk  
Sector: Architecture & Engineering  
Region: Inner London



^ AHMM worked on London's BBC Television Centre

> The practice has a reputation for producing aesthetically desirable yet functional buildings



has garnered several awards along the way, including the Architectural Practice of the Year 2013.

With commercial success and an ever-expanding roster of clients, the business has tripled in size since 2008 to a workforce of 320. Peter puts AHMM's success partly down to its ability to create work in true collaboration with clients.

A cleverly diversified portfolio has also meant that the practice has been able to weather economic challenges. "We don't specialise in one type of building but retain a broad spread of work across public and private sectors, in the UK and abroad. This diversity has enabled us to grow during all phases of the economic cycle," says Peter.

# 320

The workforce of AHMM – which has tripled since 2008

## COMMENTARY

**SIMON WALKER**

DIRECTOR GENERAL, INSTITUTE OF DIRECTORS

## SUPPORTING OUR UNSUNG HEROES



Nobody should doubt the importance of small and medium-sized companies. Indeed, the stats are impressive. More than five million businesses employ 15 million people, and account for just under half of the UK private sector's turnover.

But what does this really tell us? We know that SMEs

work hard, create jobs and generate considerable revenue. However, those numbers don't tell us very much about the type of work they do or how they go about it.

The sector is vast, and the *1000 Companies to Inspire Britain* report features a fraction of the country's most dynamic and inspiring businesses. This is the cohort of high-growth companies that are leading the charge into the modern economy, changing the terms of business, questioning the status quo, chasing opportunities to grow, challenging incumbents and disrupting old models.

Technology underpins most of the forces driving these changes. Some might think that this prices out SMEs. But technology alone is meaningless unless it's coupled with a vision and a belief in a new way of doing things. And it is Britain's smaller companies that are in the best position to take advantage of this new era. They can innovate faster, often with far more intuition and urgency than their larger competitors.

Many small businesses are collaborative and innovative by necessity, reaping the benefits of opening themselves up to new opportunities. Most are companies you've never heard of, quietly making their way in the world.

**"THE VAST MAJORITY OF BUSINESSES ARE RUN BY GOOD PEOPLE TRYING TO DO THE RIGHT THING"**

At a time when business still faces a reputational crisis, it's vital to remember that the vast majority of businesses are run by good people trying to do the right thing. They don't make the headlines. They won't always win awards. They are the unsung heroes of our economy, quietly getting on with running successful businesses up and down the country.

Some people have a tendency to think of small companies as parochial or insular. This is a profound mistake. I know from my own travels around the country, meeting Institute of Directors (IoD) members in every region of the UK, that small and medium-sized businesses in all industries can be at the forefront of some of the most exciting technological and cultural changes, driving the innovation, disruption and creativity that is hauling our economy into the 21st century. The IoD will be with them every step of the way, and I'm delighted to be supporting this celebration of Britain's most incredible businesses.

**"SOME PEOPLE HAVE A TENDENCY TO THINK OF SMALL COMPANIES AS PAROCHIAL OR INSULAR. THIS IS A PROFOUND MISTAKE"**





FOOD & DRINK >>

FOOD AND DRINK COMPANIES ARE THE TOAST OF THE UK ECONOMY, BRINGING 16,000 NEW PRODUCTS TO MARKET EACH YEAR. THE INDUSTRY SPENDS £1 BILLION ANNUALLY ON R&D, HELPING IT STAY ONE STEP AHEAD OF CHANGING CONSUMER DEMAND



SECTOR AT A GLANCE

**400,000** PEOPLE ARE DIRECTLY EMPLOYED BY THE FOOD AND DRINK INDUSTRY

**96%** OF BUSINESSES ARE MICRO- TO MEDIUM-SIZED

**45%** INCREASE IN VALUE-ADDED EXPORTS IN FIVE YEARS

IN THIS SECTION >>

Aspall brothers Barry and Henry Chevallier Guild explain how they have stayed true to the company's ethos built up over eight generations. We also profile Wahaca and Barburrito, two companies that have brought a taste of Mexico to the UK

# RECIPE FOR SUCCESS

NO SECTOR HAS BEEN IMPERVIOUS TO THE RECESSION, BUT UK FOOD AND DRINK MANUFACTURING HAS HELD UP WELL AGAINST THE ECONOMIC HEADWINDS, WITH INCREASED EXPORTS AND NEW JOB CREATION. FIGURES SHOW THAT THE UK GOVERNMENT HELPED 2,500 FOOD AND DRINK BUSINESSES SELL THEIR PRODUCE ABROAD IN THE 12 MONTHS TO OCTOBER 2014 – MORE THAN EVER BEFORE – GENERATING £300M FOR THE UK ECONOMY



## OTHER COMPANIES THAT MADE OUR LIST

- Belvoir Fruit Farms
- Glens of Antrim Potatoes
- Orchard Valley Foods
- Pod Food
- Prima Cheese
- Staples Vegetables
- The Big Prawn Co.

For the full Directory turn to pages 119–154

## VINTAGE CROP

### Aspall

www.aspall.co.uk  
Sector: Food & Beverage  
Region: Suffolk

The image of ‘over-ice’ cider – popularised by the likes of Magners and Bulmers in the mid-noughties – has broadened as more consumers in the UK seek out premium craft varieties.

One producer that led this trend and is reaping the benefits is Aspall. The Suffolk-based cyder, juice and vinegar company dates back to 1728 when Clement Chevallier planted his first apple trees at Aspall Hall. Today, the business is owned and run by his eighth-generation descendants, Barry and Henry Chevallier Guild, who continue to grow and press apples on site.

According to the brothers, a humble obsession with the apple in all its glory and a passion for the quality of the products, even in tough times, has driven all eight generations of the Chevallier family. “This unswerving focus has made Aspall a modern British success story,” they explain. “We operate at the premium end of the market with high-quality products that represent value for money. We are very clear about who we want to deal with and make sure that our customers receive exceptional service in terms of support, delivery and logistics.”

The business spans four centuries but Aspall, an emblem of the modern British artisan, is continuing to adapt and evolve. Substantial production upgrades at a time when “economic pressures were severe” and a major rebranding exercise in 2014 signal its commitment to the future.

According to Barry and Henry, being clear about what you stand for is key for any small business starting out. “Imagine in your wildest dreams how big your business could grow and then ask yourself the question: ‘Can I or will I be making my product or delivering my service in exactly the same way as when I started?’ If the answer is ‘no’, be prepared to take the flack if people start saying that your product or service isn’t what it was when you started.”



# 1728

The year in which Clement Chevallier planted his first apple trees at Aspall Hall



The Suffolk-based company produces cyder, juice and vinegar



“We are very clear about who we want to deal with and make sure that our customers receive exceptional service in terms of support, delivery and logistics”

Barry and Henry Chevallier Guild, owners, Aspall



## MEXICAN MAGIC

Since the opening of its first site in London's Covent Garden in 2007, Mexican restaurant chain Wahaca has expanded to 13 venues across the capital and has also opened a restaurant in Cardiff. The company was co-founded by MasterChef winner Thomasina Miers and through the running of its various festivals, three food trucks and Mexican film and culture events, it's considered to be a curator of Mexican culture in the UK.

It's known for its fresh street-food-inspired menu and great-value dishes, but Wahaca's Co-founder Mark Selby believes the company's success is mainly down to its employees. "Finding great people to work with and giving them the tools to be innovative and inspiring is key," he explains. "We spend time making sure that all our staff are really



www.oaxaca.co.uk  
Sector: Food & Beverage  
Region: Inner London



Wahaca has expanded to 13 venues across London

The Mexican restaurant chain was co-founded by Mark Selby and MasterChef winner Thomasina Miers



knowledgeable about our products so they can engage with customers to create a vibe that makes Wahaca feel special."

Twice voted Sustainable Restaurant Group of the Year by the Sustainable Restaurant Association, Wahaca uses British ingredients where possible to re-create the flavours of Mexican markets. Its meat is sourced within the UK and all fish is caught sustainably. "Food pricing has been a challenge in recent years," Mark reveals. "But we have worked hard with our suppliers to make sure we don't compromise the quality of our offer, while keeping the price as low as we can."

Another challenge has been finding the right sites for Wahaca's new openings. "London has become very congested," says Mark. "However, we've just opened in Cardiff and it's been hugely successful, so that's given us a great deal of confidence to keep looking at interesting cities around the UK."

# 2007

The year in which Wahaca opened its first site in Covent Garden

## CHANGE IS BREWING

The term 'craft' means different things to different people. For Greenwich-based modern craft brewer Meantime, it's about putting a unique twist on different beer styles that have been around for centuries.

"Harnessing technology, keeping an eye on tradition – but not being a slave to it – and spending extra time maturing our beers, gives us greater taste and flavour," explains Meantime CEO Nick Miller. "Our London Pale Ale has a got a small

quantity of American hops in it, so it's a traditional London recipe but it's got its own twist."

Meantime brews a wide variety of high-quality modern craft beer (keg and bottle) for retailers and bars across the UK and also exports to 40 different countries. Alongside its London Pale Ale, main lines include London Lager, Pilsner and Yakima Red, but it brews up to 40 other varieties in a typical year.

By autumn 2015, the company's production capability will have increased to 175,000



www.meantimebrewing.com  
Sector: Food & Beverage  
Region: Inner London



Meantime's London Pale Ale includes a small quantity of American hops

Production capability has increased almost nine-fold since 2011

hectolitres – almost a nine-fold increase from its 2011 levels. Its biggest challenge, according to Nick, has been keeping up with demand and "sizing the brewery in the most capital-efficient way to service customer and drinker requirements".

And those requirements are changing, as consumers' palates become ever more discerning. "The beer market is being reinvigorated, a bit like the coffee market was 20 years ago," says Nick. "People are drinking less but better quality and are seeking out products that have a point of difference – and that's something we have."



# 40

Meantime exports to 40 different countries



## FOOD REVOLUTION

From its first shop in Chelsea in 1997, itsu has grown to become a lunchtime favourite among workers across the capital.

Today, the Asian-inspired food company – which is the brainchild of Julian Metcalfe, Co-founder of Prêt à Manger and the Metcalfe's Food Company – has 52 shops and two dine-in restaurants, largely concentrated in London. In 2013, it opened its first regional shop in Oxford. Its stores serve a range of sushi, salads and snacks, alongside hot food offerings and desserts, and have an average spend of £6.10 per customer.

According to Julian, the company is dedicated to lower-fat, lower-calorie, restaurant-inspired food that tastes as good as it looks. "Our purpose is to help you eat beautiful," he says. "itsu's strong family



www.itsu.com  
Sector: Food & Beverage  
Region: Inner London



itsu sells a range of sushi, salads and snacks, alongside other hot offerings

The company is dedicated to serving food that tastes as good as it looks



Morgan Davies and Paul Kilpatrick founded Barburrito in 2005

Each site sells fresh, Mexican-inspired food in a fast-paced, casual dining environment



## SPICING UP THE MARKET

Mexican cuisine has taken the fast food industry by storm. Capitalising on this foodie trend, Morgan Davies and Paul Kilpatrick founded Barburrito, the UK's first burrito bar chain, back in 2005. The duo were determined to put a fresh spin on this pre-existing restaurant concept and journeyed across North America to see what the world's best burrito bars had to offer. Inspired by what they tasted, they set up shop in Manchester and later opened a further ten sites across the UK, each selling fresh,

Mexican-inspired food in a fast-paced, casual dining environment.

Embracing start-up culture helped Morgan and Paul get to where they are today. "Stay humble and inquisitive," Morgan advises new businesses. "Talk to everyone you can to better understand your business model and the opportunities and challenges in your sector." But don't be afraid to dream big, he adds. "We have always strived to punch above our weight, aiming at an early stage to provide a brand, food and



www.barburrito.co.uk  
Sector: Food & Beverage  
Region: Greater Manchester

trees, operational excellence and drive to provide nutritious, affordable food allow us to pay rents formerly only afforded to high-street junk food giants."

He attributes the company's success to its people and its dedication to serve top-quality, freshly prepared food. "Affordable, delicious, green and good for you – not for rabbits," he says.

In 2015, itsu plans to open between 12 and 15 new stores in the UK, both in central London and regionally. Its five-year plan also includes international expansion. "The growth of itsu depends entirely on our people," says Julian. "Slowly and steadily we hope to more than double our workforce over the next five years – wherever possible promoting from within."

# £6.10

The average spend per visit in itsu's stores

restaurant experience that would normally be associated with one of our sector leaders."

Barburrito has doubled both its turnover and its workforce in the last 18 months, and, over the next two years, it aims to become a recognised national brand.

Morgan says: "We started the great burrito revolution in this country and we intend to keep growing and developing to become the UK's most-loved burrito bar brand."

"Talk to everyone you can to better understand your business model and the opportunities and challenges"

Morgan Davies, Co-founder, Barburrito



**COMMENTARY**

**JOHN CRIDLAND CBE**

DIRECTOR GENERAL, CONFEDERATION OF BRITISH INDUSTRY

**SCALING UP THE ECONOMY**



We are fortunate in the UK to have thousands of innovative, disruptive companies that power our economy forwards alongside larger, household names.

These firms already contribute much to the business landscape and we should be proud that new business creation has risen over the last five years, with

more than half a million new companies registering with Companies House every year.

But setting up is just the first stage – scaling up is the big challenge. Only 0.4% of companies based in the UK scale up to beyond 250 or more employees, compared with 0.7% in the US. Nurturing start-ups, accepting some will fail but supporting those that are ready to take risks, will help to overcome this challenge.

By establishing high-quality business support programmes with strong brands that small businesses recognise and trust, cutting red tape and raising our performance on exports – only one in five small firms based in the UK export, versus one in four in the EU – we will give them the best chance of success.

Medium-sized firms in particular have a big impact. They make up less than 2% of all firms in the UK, but account for nearly a quarter of all sales and around 20% of all jobs. However, with the right support, they could be contributing even more, so government and the wider business community need to work together to raise ambitions

**0.4%**  
**OF UK-BASED COMPANIES SCALE UP TO BEYOND 250 EMPLOYEES**

for growth.

First, firms need the right skills at the right time to scale up. Good external advice can be vital in making key decisions such as setting up a board, appointing

an HR Director or launching into new international markets. Schemes like the Growth Accelerator and UKTI's export support for medium-sized companies are starting to make an impact, and must be allowed to develop further.

Second, we need to ensure that the finance is available to match companies' growth ambitions. Banks will continue to be a major source of funds, but we must also look beyond them. This means upping the pace in establishing a private placement market capable of financing medium-sized firms, incentivising long-term equity investments through the tax system, and bringing new players into the follow-on venture capital market so it can rival Silicon Valley.

The future is bright for our small and medium-sized companies. By taking these steps to really tap into their potential, we could make it even brighter.

**“WE NEED TO ENSURE THAT THE FINANCE IS AVAILABLE TO MATCH COMPANIES’ GROWTH AMBITIONS”**



Since foundation in 2005 we have raised

£ **11.6** bn

for our clients

We focus on growth companies that require access to capital to fund their expansion. AIM's flexibility, with its Nominated Advisor support, provides a strong platform for finance and corporate development. We offer our clients quality advice and access to equity finance at all stages of their development, helping you to meet your corporate ambitions.



London +44 (0) 20 7397 8900  
Edinburgh +44 (0) 131 220 6939

info@cenkos.com  
www.cenkos.com



# ACCELERATING GROWTH

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

Cenkos Securities is an independent, specialist securities firm. Like many of the companies profiled in this report, we are an entrepreneurial, growing business.

We share a passion for growth. In our short history, we have raised more than £11.5bn for our clients through the public markets in order to fund and accelerate their growth. We are extremely proud of their success.

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. In addition, the UK markets benefit from an exceptionally strong base of institutional investors with a long-term investment horizon who understand and support growth companies. Their commitment to growth companies

**“THE UK MARKETS BENEFIT FROM AN EXCEPTIONALLY STRONG BASE OF INSTITUTIONAL INVESTORS WITH A LONG-TERM INVESTMENT HORIZON”**

spans many decades and is essential in scaling up promising businesses to become industry leaders.

The improved market environment we have experienced over the past 18 months has created an opportunity for companies to access the capital markets for the first time through an IPO. Cenkos has been very active in advising and raising funds for some of the most exciting businesses joining the market. Many of the companies in this report will benefit from accessing the equity markets in the future and we look forward to helping them achieve their goals.

We are proud to highlight Benchmark Holdings, one of our clients who joined the market to access funding and accelerate its growth. Its IPO has been transformative.



## MAKING ITS MARK

Benchmark was founded in 2000 when Malcolm Pye, Roland Bonney and Ruth Layton set their sights on building a profitable business based on the growing need to create greater sustainability in the food chain. Changing consumer preferences, stricter regulation and outdated methods of operation were putting pressure on food businesses and supply chains.

Malcolm, Roland and Ruth's unique combination of practical, scientific and corporate insight, and decades of experience,

meant they were perfectly placed to develop solutions to meet these challenges.

With four divisions and bases in 11 countries around the world, Benchmark is engaged with the world's major industries at every stage of food production to help repair and build a global food chain that is more efficient, economical, ethical and environmentally friendly, and that can serve the future of humanity.

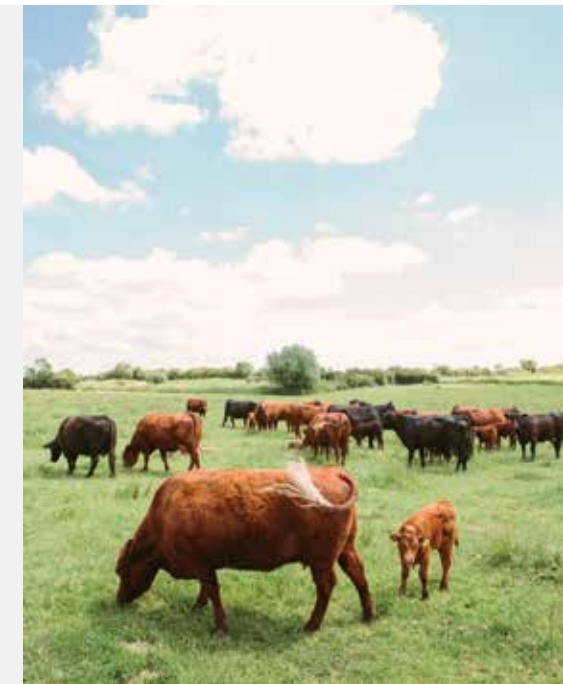
All the markets in which the group operates are growing rapidly, driven by a global



www.benchmarkplc.com  
Sector: Science & Technology  
Region: Sheffield

Benchmark specialises in the supply of applied biotechnology, sustainability science and knowledge transfer

Aquaculture provides more animal protein to the global market than beef



# £11.5<sup>bn</sup>

Cenkos has raised more than £11.5bn for its clients through the public markets

need to find more sustainable food sources. Aquaculture is a particular focus for the group, as it now provides more animal protein to the global market than beef.

The directors believe that Benchmark's success can, to a considerable extent, be attributed to the early decision to become part of the development of the rapidly emerging global aquaculture, sustainability and technical knowledge transfer sectors. They believe that this, coupled with a high level of reinvestment and management's ability to move quickly to access opportunities in these areas, has allowed Benchmark to become a leader in these markets.

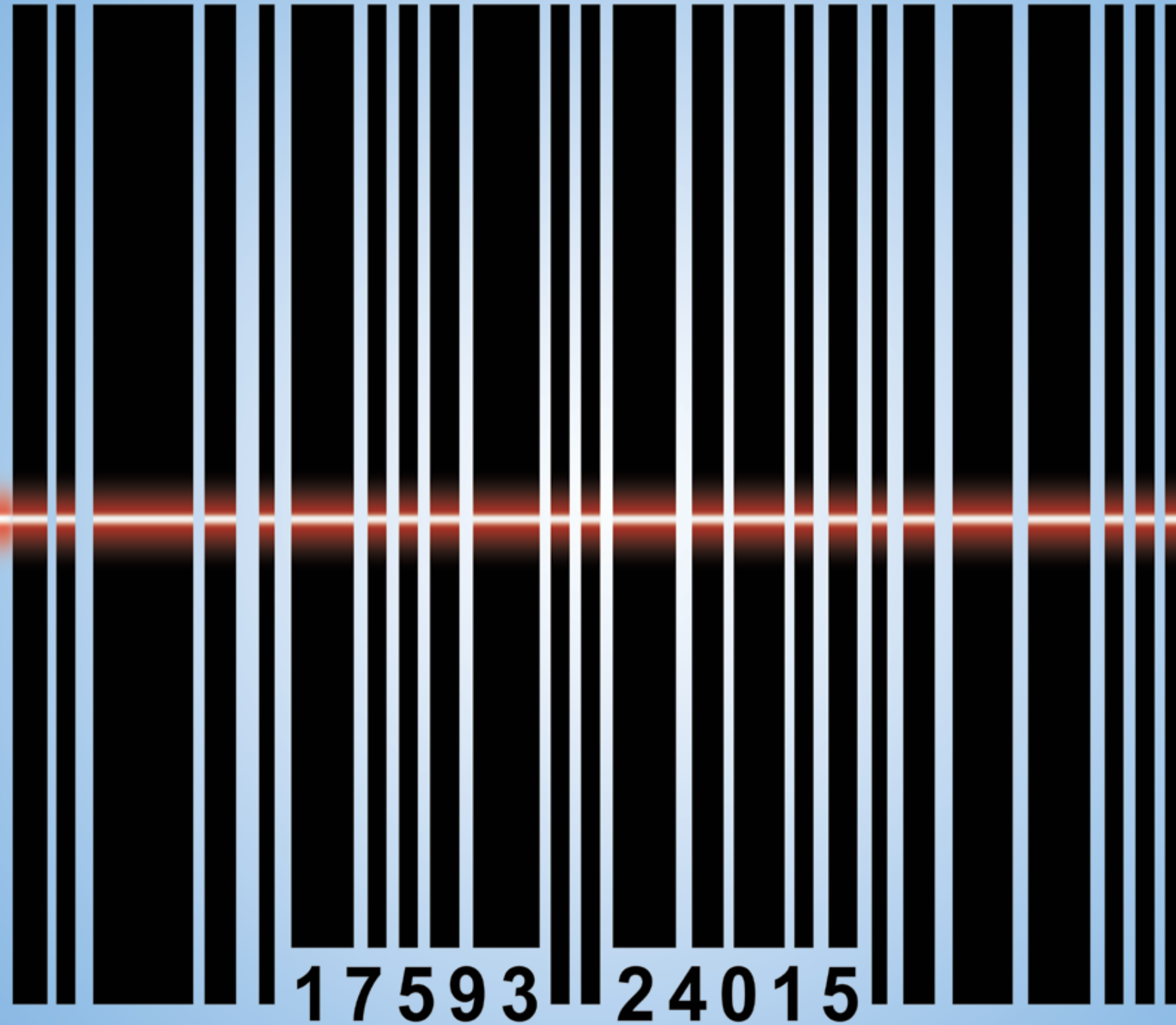
Benchmark listed on AIM in December 2013, to access capital to fund its ambitious expansion plans, enhance its profile with

customers, partners and suppliers and attract high-calibre talent. It initially raised £28m at admission from some of the UK's leading institutional investors. Since then, the company has made four international acquisitions including aquaculture vaccine and development assets from Zoetis Inc. and the purchase of the world's renowned salmon breeding companies, Salmobreed and Stofnfiskur. This double acquisition was funded via an additional £70m in December 2014, and has enabled the company to create a new business division in animal breeding and genetics.

“Our admission has benefited us in ways we had not predicted and has increased our credibility among our clients and partners,” says Benchmark CEO Malcolm Pye.



SHIFTS IN CONSUMER BEHAVIOUR ARE DISRUPTING THE RETAIL LANDSCAPE AND GIVING RISE TO NEW DIGITAL PLATFORMS AND TECHNOLOGIES THAT AUGMENT THE SHOPPING EXPERIENCE



**SECTOR AT A GLANCE**

**9%** OF UK BUSINESSES ARE RETAILERS

**£1,275** IS INVESTED BY RETAILERS IN TRAINING PER EMPLOYEE

**4 IN 10** VISITS TO E-RETAIL WEBSITES ARE MADE VIA MOBILES AND TABLETS

**IN THIS SECTION** »

Rapha's Simon Mottram discusses the importance of experiential retail. We also profile other sector leaders including Discover the World, [notonthehighstreet.com](http://notonthehighstreet.com) and Orlebar Brown



# BRICKS AND CLICKS

AS SMARTPHONES BECOME UBIQUITOUS AND SOCIAL NETWORKS GROW IN SOPHISTICATION, CONSUMERS ARE FINDING NEW WAYS TO SHOP. THEY'RE NOT JUST PURCHASING IN STORE WITH BRICK-AND-MORTAR RETAILERS, BUT WHEREVER AND WHENEVER THEY FIND INSPIRATION. SHOPPING VIA A SMARTPHONE HAS REACHED 41% OF INTERNET USERS IN THE UK, ACCORDING TO FIGURES FROM MINTEL, AND THOSE THAT DO VENTURE INTO STORES ARE FINDING THEIR EXPERIENCES INCREASINGLY INTERACTIVE AND IMMERSIVE



## OTHER COMPANIES THAT MADE OUR LIST

- Cath Kidston Group
- GuitarGuitar
- Legend Footwear
- Roman Originals Plc
- Sofa.com
- The Hut Group
- Watch Shop

For the full Directory turn to pages 119–154

## PEDAL POWER

### Rapha Racing

www.rapha.cc  
Sector: Retail  
Region: Inner London

Stores offer shoppers the chance to try before they buy but for premium road cycling retailer Rapha, they also facilitate new social connections.

“We’re selling experiences. Sometimes that is symbolised by a product, but it can also be hanging out in a Cycle Club or taking a Rapha Travel trip to an amazing mountain somewhere,” says Rapha’s Founder and CEO Simon Mottram. “We’re selling cycling itself, not the stuff that goes with it.”

This ethos has served the London-based company well and Rapha’s passion for the sport has helped it grow sales by more than 30% each year since Simon founded the business in 2004. “We go the extra mile,” he says. “Whether it’s making new products, making products better, putting on events or working with the world’s top racing team [Team Sky] – it all comes from the fact that we’re completely obsessed by cycling.”

A clear focus on the customer and a wider cycling boom has helped Rapha build a cult following across the globe. The business already has Cycle Clubs in seven countries, including the US, Australia and Japan, and in 2015 it will add three more in Amsterdam, Hong Kong and Los Angeles.

The key challenge will be keeping up with the rapid pace of growth, says Simon. “Making 300 different products that justify a premium price and do exactly what the customer wants is really hard,” he adds.

The UK accounts for just under 30% of the company’s annual sales but the nation’s cycling enthusiasts can look forward to more innovation in 2015, including extra lines for the fashion-focused City range, eyewear and a new women’s collection in collaboration with Liberty of London from the autumn.

An ongoing focus for the company will be its global Rapha Cycling Club (RCC), which launched in December 2014. Benefits of the invitation-only club include priority access to Rapha events and an international cycling concierge service.



# 30%

The growth in sales that Rapha has enjoyed each year since the business was founded in 2004

# Rapha

Rapha has Cycle Clubs in seven countries and in 2015 will add three more sites



“Making 300 different products that justify a premium price and do exactly what the customer wants is really hard”

Simon Mottram, Founder and CEO, Rapha



## SENSE OF ADVENTURE

Discover the World is a specialist, high-end tour operator that offers bespoke holidays to some of the world's most exciting places. "We focus on a select number of destinations, including Iceland, Canada, New Zealand and Antarctica," explains Managing Director and Co-founder Clive Stacey. "We know these areas intimately and, using that specialist knowledge, we work directly with the customer to design a travel experience tailored precisely to their wishes."

As well as tailoring trips to suit customers' requirements, Discover the World also offers a range of pre-defined activities for individual travellers, small escorted tours and educational group trips. "Expertise is in demand and there has always been a need for our style of holiday," says Clive.



www.discover-the-world.co.uk  
Sector: Travel  
Region: Surrey



Alongside bespoke trips, Discover the World offers activities for individual travellers



The company focuses on a select number of destinations, including Iceland, Canada, New Zealand and Antarctica

Discover the World offers bespoke holidays to some of the world's most exciting destinations



## POOLSIDE REVOLUTION

Appalled by the standard of the men's swimming gear at a pool party in Rajasthan in 2005, photographer Adam Brown resolved to produce a range of swimwear that would hark back to the elegance and sophistication of the French Riviera and Palm Beach of the 1960s. The company's approach is "a short you can swim in" rather than a "swim short".

Brown's collection of tailored shorts has now evolved into a full resort range including T-shirts, polo shirts, knitwear and accessories.

"We filled a big gap in the market when we first began by offering a transitional tailored option for men on holiday," says Adam. "We have banned elasticated, unflattering swim trunks and have changed the mindset of the man on holiday. Our collections are now going from strength to strength."

The company doubled its headcount in the 18 months to the end of 2014 and expanded internationally by opening an office in New York.



## ORLEBAR BROWN

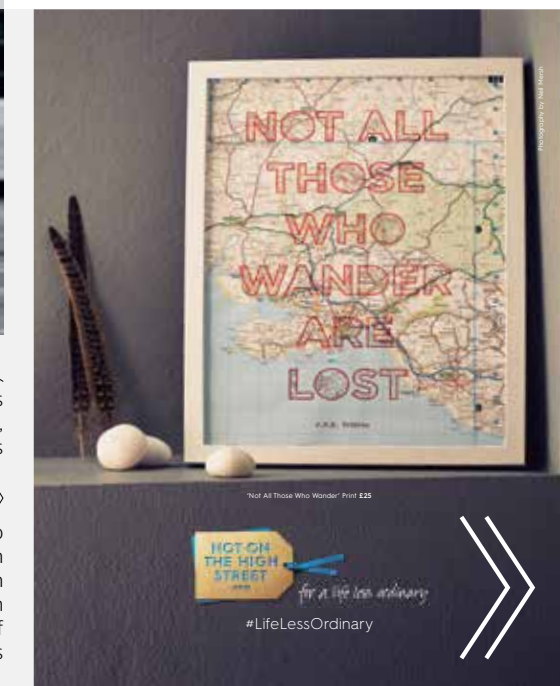
www.orlebarbrown.co.uk  
Sector: Retail  
Region: Inner London



UK consumers want "inspirational, unique products that speak volumes about their taste"

Orlebar Brown has banned elasticated, unflattering swim trunks

Visitors to notonthehighstreet.com can pick from thousands of bespoke items



Images ©Ragnar TH Sigurdsson; Peter Harrison

While the demand for travel shows no sign of abating, the nature of the industry means that it can face unexpected challenges. "When the Eyjafjallajökull volcano erupted in Iceland in 2010, we experienced a sizeable drop in sales to our main destination," reveals Clive. "However, after it had finished, many people were enthralled by the images of the beautiful country they'd seen on TV and wanted to visit it."

After celebrating its 30th birthday in 2014 with the launch of a new website, Discover the World's next plan for development is the iDiscover travel guide for self-drive holidays. Hosted on an iPad Air, iDiscover offers a range of travel guides in one interactive, portable format and is loaned free of charge to clients when they collect their hire car.

# 2014

The company celebrated its 30th birthday last year with the launch of a new website

## NICHE CHIC

When Holly Tucker and Sophie Cornish set up notonthehighstreet.com from a kitchen table in 2006, online marketplaces were still in their infancy. But in the years that followed, the duo's idea to give small businesses offering high-quality, desirable products a virtual route to market proved to be inspired.

Today, visitors to the site can choose from thousands of bespoke items from a leather rugby ball wash bag or bottle of beard oil to a fur-lined parka or personalised dinosaur babygrow.

"Notonthehighstreet.com responded to a fundamental consumer need with a disruptive, innovative retail business model," says Chief Financial Officer Andy Botha. "UK consumers have become disillusioned with an increasingly homogenised high street and are looking for inspirational, unique products that speak volumes about their taste," he adds.

The company now employs 200 people and launched its first marketplace outside the UK in Germany in late 2014.



www.notonthehighstreet.com  
Sector: Retail  
Region: Greater London

# 200

people are employed by notonthehighstreet.com, which launched in Germany in 2014



## SEASIDE SUCCESS

A retail business that started off with one shop in Penzance, Seasalt is now a multi-channel seller of women's clothing, accessories and homeware through online, retail and wholesale.

The Falmouth-based designer and manufacturer supplies the John Lewis Partnership, Next and around 400 independent retailers throughout the UK as well as exporting via European sales agents and its website seasaltcornwall.co.uk.

However, it's not all been plain sailing. "Without doubt, our biggest challenge was when the bank baulked at supporting us in 2008 when the credit crunch hit," says Brand Director Neil Chadwick. "Despite having very healthy wholesale orders, we were faced with potentially closing our business. Fortunately we managed to re-bank with Clydesdale, which was

**seasalt**  
CORNWALL

www.seasaltcornwall.co.uk  
Sector: Retail  
Region: Cornwall & Isles of Scilly



^ The company opened its first shop in Penzance and is now based in Falmouth

> Seasalt sells women's clothing, accessories and homeware



Seasalt is inspired by the creative and maritime heritage of Cornwall

extremely supportive. It's a good job too as we are now one of Cornwall's larger companies, providing employment to nearly 500 people, and are a key contributor to the South West economy.

He adds: "We are very proud of the quality of our products and their design. From our studios overlooking Falmouth Bay, we are inspired by the creative and maritime heritage of Cornwall.

"We have also invested heavily in our business's infrastructure, our back-end systems and in recruiting and retaining first-class people. We have remained committed to a sustained growth plan and intend to continue doing so."

Seasalt hopes to boost its current turnover of £30m and its long-term goal is to be Cornwall's largest private employer.

**£30<sup>m</sup>**

Seasalt's current turnover

## COMMENTARY

**KIRSTIE DONNELLY MBE**

MANAGING DIRECTOR, CITY & GUILDS UK

## APPRENTICESHIPS – BECAUSE THEY'RE WORTH IT



Small and medium-sized businesses are the lifeblood of the UK economy and have made a huge contribution to its continued growth. Roughly five million SMEs employ more than 15 million people across the UK, and that number grows every year.

So how do we ensure that our vitally important SMEs continue to thrive? The answer is people. Whether you're a high-street hairdresser or an international tech firm, you share a common need to ensure that you have a constant flow of talented people ready and able to fill the roles your flourishing business creates.

As all the political parties have recognised, apprenticeships will play a significant part in ensuring that we're able to meet the ever-increasing demands of businesses across the country. And why wouldn't they? An apprentice is a huge asset, as he or she can be moulded to meet the needs of your business, bringing enthusiasm, fresh ideas and new skills to boot. And the numbers stack up, too. It's estimated that an apprentice is worth about £214 per week to a business through reduced costs, improved quality of product and service, and better profit margins.

Sadly, though, apprenticeships have received a bad rap in recent years. A lot of meddling from successive governments has left them with an undeserved reputation as a poor alternative to university. An overly bureaucratic

system has also made it extremely difficult for some small businesses to participate.

But there are changes afoot. The UK Government is working on plans to give employers

much more say over the workings of the apprenticeship system. As part of this reform, it has announced its intention to channel funding via employers from 2017. At City & Guilds, we strongly support the principle of putting 'the power of the purse' into the hands of the employer, but, as always, the devil is in the detail.

Under the new system, employers will be expected to contribute to what the government invests, and the burden of administration for training and funding will now be placed on the business rather than the training providers. While it is thought that the businesses will ultimately see more back from the government than they put in, we at City & Guilds fear these changes could discourage even more SMEs from participating.

Our hope is that businesses recognise the huge advantages an apprentice could bring and that the changes are seized as an opportunity to take control of the apprenticeship system. We know there is work to be done by everyone to get to this point. We will certainly

**“AN APPRENTICE IS A HUGE ASSET, AS HE OR SHE CAN BE MOULDED TO MEET THE NEEDS OF YOUR BUSINESS, BRINGING ENTHUSIASM, FRESH IDEAS AND NEW SKILLS TO BOOT”**

be playing our part by communicating what the changes mean as they happen and lobbying government to ensure businesses get what they need. We are already carrying out research into best practice, advising government and supporting learning establishments and employers to ensure that apprenticeships are fit for purpose and provide the high-quality workforces our industries demand.

My dream is to see a new apprenticeship system that enables more and more SMEs to flourish and gives our young people access to the fantastic careers they deserve. Because at the end of the day, you're worth it. And so are they.

**£214**

ESTIMATED VALUE OF AN APPRENTICE PER WEEK TO A BUSINESS





**KNOWLEDGE COMPANIES** »

INNOVATION-LED BUSINESSES AND UNIVERSITIES ARE HARNESSING THE POWER OF COLLABORATIVE RESEARCH AND DEVELOPMENT BY WORKING TOGETHER MORE CLOSELY TO GENERATE NEW COMMERCIAL OPPORTUNITIES

**SECTOR  
AT A GLANCE**

**8,500**  
KNOWLEDGE  
TRANSFER  
PARTNERSHIPS  
(KTPs) BETWEEN  
UNIVERSITIES AND  
BUSINESSES HAVE  
BEEN FORMED IN  
THE LAST DECADE

**£1.8 MILLION**  
PLOUGHED INTO  
R&D FOR EVERY £1M  
OF GOVERNMENT  
MONEY INVESTED IN  
KTPs IN 2013–14

**£89 MILLION**  
NEW FUNDING WILL  
BE INVESTED IN  
THE UK CATAPULT  
NETWORK TO  
CREATE INNOVATIVE  
NEW TECHNOLOGY

**IN THIS SECTION** »  
Mecatherm Managing  
Director Chris Emes  
explains how the company  
has built a global brand  
name for itself in the  
aluminium furnace  
industry. We also profile  
ABT Loadmac, First  
Derivatives and 1Spatial



# GIVE AND TAKE

A GROWING NUMBER OF COMPANIES ACROSS THE COUNTRY ARE TAPPING INTO THE RAW TALENT OF GRADUATES TO GENERATE NEW IDEAS. THE BREADTH OF SOLUTIONS BEING PIONEERED BY KNOWLEDGE TRANSFER PARTNERSHIPS IS WIDE-REACHING, ADDRESSING GLOBAL CHALLENGES SUCH AS FOOD SECURITY, CLIMATE CHANGE AND HEALTH. THEY ALSO GIVE STUDENTS THE COMMERCIAL EXPERIENCE AND SKILLS THEY NEED TO GET THEIR FOOT ON THE FIRST RUNG OF THE CAREER LADDER



## OTHER COMPANIES THAT MADE OUR LIST

- Advanced Medical Solutions Group Plc
- Breezemount UK
- Ebac Holdings
- Harvard Engineering
- Kainos Software
- Niftylift Ltd
- TTC Group (UK) Plc

For the full Directory turn to pages 119–154

## RECYCLING PROFITS

**Mechatherm International**  
 www.mechatherm.com  
 Sector: Metal Manufacturing & Engineering  
 Region: Dudley

**M**echatherm International, a company that supplies furnaces and casting machines to the aluminium industry, has experienced accelerated growth since the turn of the millennium after recognising the potential of recycled aluminium.

It adapted its product range to include a wider range of furnaces to recycle different types of aluminium scrap and took on more people to cope with its expanded catalogue and larger order book.

“Between 2010 and 2013, our staff levels increased from 53 to 69 employees as we achieved larger value and more sophisticated equipment orders involving a higher technical content,” says Chris Emes, Managing Director. “We believe the innovation we implemented in designing new generations of furnaces has made a significant impact on business growth and worldwide furnace technology.”

Mechatherm designs now include innovative multi-chamber furnaces using specialist technologies for burners, internal gas recirculation and incineration, and electromagnetic stirring. The construction of the furnaces has also been dramatically improved to enable these features to be implemented. This, coupled with a strong export drive via the recruitment of agents and licensees worldwide, has enabled the company to establish itself as a global brand name in the aluminium furnace industry.

Chris adds: “As the world’s consumption of aluminium increases in many industries, the production of new aluminium in smelters and the recycling of existing aluminium will undoubtedly increase. The challenges will be to continually improve our product range against international competition as well as remain economically priced.”

In the short term, Mechatherm intends to consolidate its gains, which have taken its annual turnover to £25m, but it is hoping to boost its growth over the next five years.



**£25m**

The value of Mecatherm annual turnover

**Mechatherm** The company supplies furnaces and casting machines to the aluminium industry



“Between 2010 and 2013, our staff levels increased from 53 to 69 employees as we achieved larger value and more sophisticated equipment orders”

Chris Emes, Managing Director, Mecatherm



## HEAVY LIFTING

Cab, roll bar and chassis manufacturer ABT Loadmac, which also has its own market-leading range of truck-mounted forklifts, has experienced strong growth in recent years despite tough economic conditions.

Managing Director Mark Hignett attributes this to “continuously scanning for appropriate new opportunities” to grow sales, then trusting its positive and hard-working engineers in the business to organise and manufacture the products.

He adds: “During the recession we adapted and flexed our manufacturing capacity and were able to provide a rapid response to our customers’ erratic product demand. We kept existing customers and found new ones by saying honestly what we could do for them and then doing what we said.”



www.abtproducts.com  
Sector: Manufacturing  
Region: Hertfordshire



ABT Loadmac has experienced strong growth despite tough economic conditions

The cab, roll bar and chassis manufacturer also has its own range of truck-mounted forklifts



Mark hopes ABT will become the “obvious” first choice of customers in its field and expects to increase its workforce by 40% over the next five years.

He says genuine – not headline-grabbing – and easily accessible financial support for SME manufacturers would help boost the UK’s competitiveness. This would assist the introduction of new technology and automation and train staff to operate and maintain this equipment. It would also help the company sell its increased capacity and quality globally.

For a small business starting out, Mark has the following advice: “Do it! And do it with conviction – you are not an employee any more; you finish work when the job is done!” It’s also important to have a clear picture of what you want your business to look like. “Have a good idea of how much and when your business will spend money, and when and how much money it will receive from its customers.”

# 40%

The expected increase in ABT Loadmac’s workforce over the next five years

## SHIFTING SANDS

CDE Global has 20 years’ experience in the global construction materials industry. Today, it operates in the construction and recycling, mining, specialist industrial sands and environmental sectors, in seven regions and on six continents.

Brendan McGurgan, CDE Global’s Managing Director, says: “Our commitment to new product development is a critical factor in our success – we have a track record of bringing new products to the construction materials and mining markets to challenge industry assumptions.”

CDE Global provides construction materials to producers and mining companies with advanced processing systems that allow their customers to make better products with less waste and reduced costs.

And by working directly with customers, the business differentiates itself from its competitors. Whereas a typical supplier in the industry might sell through a distributor network, CDE’s customers buy direct, and can collaborate in the design of the processes and systems they are ordering.



www.cdeglobal.com  
Sector: Manufacturing  
Region: Northern Ireland



First Derivatives is experiencing demand from a range of new sectors, including marketing, utilities, telecoms and pharma

The company operates in seven regions across six continents

CDE Global provides construction materials to producers and mining companies

## BIG PROFITS IN BIG DATA

First Derivatives has been providing IT consultancy to the leading global investment banks for 18 years but it has recently gained a reputation as a frontrunner in one of the world’s most important emerging technology markets: big data.

The company’s database software, developed for use in capital markets – the most challenging of all the big data sectors – has been independently verified as the fastest and most efficient software when it comes to handling large volumes of data in real time. As a result, First Derivatives is experiencing demand from a range of new sectors, including marketing, utilities, telecoms and pharma.

“We have built our reputation within capital markets through both deep domain knowledge and a focus on the systems that matter most to our clients,” says Founder and CEO Brian Conlon. The group plans to maintain, if not increase, a pace of recruitment that has seen its headcount mushroom from just 233 people in 2009 to 1,100 today.



www.firstderivatives.com  
Sector: Financial Services  
Region: Northern Ireland

# 1,100

First Derivatives’ headcount – up from 233 in 2009



## GROWTH OFF THE CHARTS

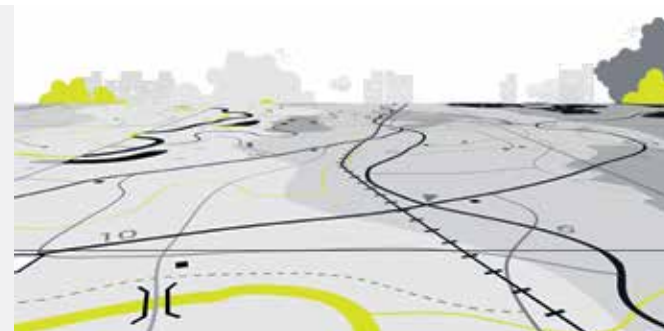
**D**emand for geospatial data about the world we live in is growing fast and Cambridge-based 1Spatial is at the forefront of this field. The company provides software and services to users and creators of the largest authoritative geospatial databases globally, helping them to collect, manage, plan, maintain, publish and interpret location-specific information.

1Spatial's diverse client list spans a wide range of industry sectors, including transport, insurance and defence, as well as national mapping authorities, utilities and land-management companies.

"The strength of our solutions and intellectual property, combined with the capability of our people to keep innovating and advancing our offerings, are key to the success of the business," says CEO Marcus Hanke.



www.1spatial.com  
Sector: Information Technology  
Region: Cambridgeshire



1Spatial provides software and services to users and creators of geospatial databases

Its clients span a range of sectors, including transport, insurance and defence



"Clients continually challenge convention and we produce innovative solutions that utilise our core IP to deliver off-the-shelf software solutions. With an ever-increasing reliance on spatial and location-critical data, demand for our expertise has never been greater."

In an economic environment where clients "increasingly have to do more with less", 1Spatial has responded by bringing new products to market that are more efficient and effective than their predecessors and that reduce both capital expenditure and operating costs.

Marcus remains optimistic about the future, however, as the global geospatial technology market is forecast to hit \$10.6bn in 2015 and associated markets, such as utilities and smart cities, are also booming. "As the reliance on authoritative geospatial data grows and underpins the security and safety of nations, a strong growth pattern for our industry emerges for the future," he says.

# \$10.6<sup>bn</sup>

The forecast for the global geospatial technology market in 2015

## COMMENTARY

**TIM WARD**

CEO, THE QUOTED COMPANIES ALLIANCE

## PUBLIC EQUITY – PERMANENT CAPITAL FOR BUSINESS



SMEs are the lifeline of the UK economy. They make a significant contribution to the UK's economic output and are big job creators. As these businesses grow, they inevitably need capital and must weigh up various financing options. The fact of the matter is that most turn to some form of debt financing when

faced with this choice.

The most recent financial crisis has shown us that this cannot be the most sustainable option. During the crisis, banks called in their loans when times got tough and, despite economic recovery, bank debt is still hard to come by, with pundits positing that we will never get back to pre-crisis lending levels.

Raising public equity is often discounted by growing companies and put in the 'too-difficult' box. However, public equity has many benefits that can make it a source of permanent capital for your business.

For example, becoming a quoted company gives you access to capital on a continual basis. Your company is able to go back to long-term equity shareholders for subsequent fundraising rounds, as well as supplement this with other sources of finance. This can lead to a diverse and sustainable shareholder base.

In addition, it provides an objective and real-time valuation of the business, as well as a market for your company's shares. As a result, you can attract, reward and incentivise employees with stock options. Employees and other investors are able to buy and sell shares, thus participating in the company's growth and success.

**"RAISING PUBLIC EQUITY IS OFTEN DISCOUNTED BY GROWING COMPANIES AND PUT IN THE 'TOO-DIFFICULT' BOX"**

A listing can also provide numerous business opportunities. It can offer a potential exit for owners. It can also lead to beneficial acquisitions, using your company's shares as an alternative to cash. Equally, becoming a public company can increase profile and visibility, which can help attract more customers and reinforce your relationship with suppliers. This, in turn, can open up access to new markets and business opportunities. So, your listing becomes a quality kitemark.

However, all this comes with its challenges. Being a public company comes with significant costs – both financial and time. Your company's share price and value may be affected by factors outside your control as the market reacts to economic conditions or sentiment.

With an increased profile comes greater public scrutiny. External investors will expect results and long-term growth. But, the more your company actively engages with investors and manages expectations, the more opportunities for growth and support will come.

**"BECOMING A PUBLIC COMPANY CAN INCREASE PROFILE AND VISIBILITY"**

Public equity provides SMEs with permanent capital that helps to generate long-term, sustainable growth and more growing businesses should consider how it could help them. It is not an option to be taken lightly, but, for the right company at the right stage of development, it can accelerate growth and can create sustainable long-term value for shareholders.





## FINANCIAL SERVICES »

CAUTIOUS OPTIMISM IS RETURNING TO THE UK FINANCIAL SERVICES SECTOR, THANKS TO GROWING BUSINESS VOLUMES, RISING PROFITS AND CONFIDENCE IN THE LONGER-TERM ECONOMIC OUTLOOK

### SECTOR AT A GLANCE

**1.1 MILLION**  
THE NUMBER OF PEOPLE EMPLOYED BY THE FINANCIAL SERVICES SECTOR, OR 3.8% OF THE UK'S TOTAL WORKFORCE

**60%**  
OF FINANCIAL FIRMS REPORTED GREATER PROFITS IN THE THREE MONTHS TO SEPTEMBER 2014, COMPARED WITH THE PREVIOUS QUARTER\*

**£65.6 BILLION**  
IN TAXES WERE PAID BY FINANCIAL INSTITUTIONS IN 2013-14 – THE HIGHEST AMOUNT SINCE 2007\*

**IN THIS SECTION »**  
We feature some of the companies driving growth in the financial services sector, such as Animal Friends Insurance and Make It Cheaper.

\*Sources: CBI/PwC survey; PwC



# READY FOR RECOVERY

HEALTHIER PROFITS AND NEW HIRES SIGNAL A NEW ERA FOR UK FINANCIAL SERVICES, WHICH SAW ITS STRONGEST GROWTH FOR SEVEN YEARS IN 2014. THE 100TH CBI/PWC SURVEY OF THE SECTOR HINTS AT A NEW PHASE OF RECOVERY, WITH FIRMS FEELING MORE ASSURED ABOUT DEMAND LEVELS AND REGAINING A SENSE OF COMPETITION AS THEY TURN THEIR ATTENTION TO NEW CUSTOMERS AND BUSINESS



## OTHER COMPANIES THAT MADE OUR LIST

- Liberty Leasing Plc
- Mortgage Advice Bureau (Holdings) Plc
- Oakley Capital
- OneSavings Bank Plc
- Stanhope Capital Management
- The Pulse Umbrella Group
- Zeus Capital

For the full Directory turn to pages 119–154

## TOP DOG

**Animal Friends Insurance**  
[www.animalfriends.org.uk](http://www.animalfriends.org.uk)  
 Sector: Insurance  
 Region: Wiltshire

For specialist pet insurance provider Animal Friends, maintaining a strong business focus has been absolutely essential. Concentrating on dog, cat and horse insurance for British pet owners has allowed the company to deliver the best policies at the right prices.

As Managing Director and Founder Elaine Fairfax explains: “Our specialisation has also helped our ongoing commitment to developing cutting-edge technological solutions, such as our award-winning Pawtal claims administration system.”

The company also owes its success to a great network of staff. “From policy sales and administration to premium collection and claims, everything is done in house,” she says. “Our excellent relationship with our underwriters helps us create innovative policies, but our staff members have also given us the edge, as their enthusiasm for the brand is transmitted to potential customers. All our staff are animal-lovers and many have professional pet care qualifications, having previously worked in the pet care industry.”

The proof is in the figures. Despite the recession, Animal Friends has enjoyed strong growth in recent years. The company went from delivering 12,000 policies and £2m total in premiums in July 2008, to almost 500,000 policies and over £60m in premiums at the start of 2015. But it’s also keen to give back. By the end of 2014, the insurance provider had donated over £2m to more than 300 animal charities.

Over the next five years, Animal Friends aims to take advantage of market opportunities and become the largest provider of pet insurance in the UK. Elaine says: “Greater competitor activity, as well as our own nationwide campaigns, are making more people aware of the benefits of pet insurance, and with around 65% of pet owners still uninsured, there are huge opportunities for the industry.”



**Award Winning Claims Initiative**

**animal Friends**  
 Pet Insurance  
 The company provides dog, cat and horse insurance to British pet owners



“All our staff are animal-lovers and many have professional pet care qualifications, having previously worked in the pet care industry”

Elaine Fairfax, Managing Director and Founder



## SHAKING UP THE BANKING SECTOR

When it was founded in 2010, Metro Bank was the UK's first new high-street bank in over a century. Its raison d'être, according to CEO Craig Donaldson, is to provide "unparalleled levels of service and convenience" to its customers, whom he calls the lifeblood of its business. Metro Bank branches open early and close late 362 days a year, complemented by its 24/7 local call centre and personal mobile banking app.

From its first branch in Holborn, Metro Bank has now opened more than 30 stores across London and the South East, with 400,000 customer accounts. Craig says: "We are reinventing the rules of retail banking to make things simpler and more convenient, and provide customers with an amazing banking experience."



www.metrobankonline.co.uk  
Sector: Financial Services  
Region: Inner London



Metro Bank branches open early and close late, 362 days a year

Metro Bank has opened more than 30 stores across London and the South East of England



In addition to customer service, the bank prides itself on its investment in its workforce. It created almost 700 jobs in 2014 and hopes to bring its total employment figure to 5,000 by 2020.

"The next few years certainly look to be both challenging and exciting for the banking industry," says Craig, adding that UK consumers and businesses have been poorly treated by their banks and have come to expect bad service. "We're proud to take a stand against this by revolutionising UK banking."

He says the bank takes a customer-centric approach to everything it does, always thinking about what is going to improve its customers' banking experience and constantly innovating. "We welcome more new entrants to the sector, who will hopefully bring with them varied models that will challenge the status quo, increase competition and give customers real choice."

# 700

jobs were created by Metro Bank in 2014, and it hopes to employ 5,000 people by 2020

## HELPING HAND

Jonathan Elliott, CEO and Founder of Make It Cheaper, believes small businesses are key to Britain's economy – and he's keen to help them save as much time and money as possible.

Founded in 2007, Make It Cheaper provides a telephone service that helps small to medium-sized businesses find better utilities deals. Having built a customer base of 250,000 in just eight years, Make It Cheaper has established itself as the go-to company for utilities advice. "We do such a terrific job

that three of the top-five price comparison sites – MoneySupermarket, uSwitch and Gocompare – work in partnership with us," says Jonathan.

Word of mouth recommendation has been instrumental in accelerating the company's growth. "Customer satisfaction is the company's heartbeat, and is measured using the Net Promoter Score [NPS] system via a constant stream of text and email feedback," says Jonathan. "Each adviser has their own score, which forms one of their core



www.makeitcheaper.com  
Sector: Professional Services  
Region: Greater London



Make It Cheaper helps small to medium-sized businesses find better utilities deals

Word of mouth recommendation has been key to accelerating the company's growth

performance indicators. Company-wide, Make It Cheaper has to reach an NPS benchmark of +65 before any staff bonuses are triggered. We finished 2014 with an NPS of +69, ranking us above the likes of Apple."

Trust, like word of mouth, also emanates from great customer service. "That trust allows us to execute a 'just do it for me' solution for renewing customers," Jonathan explains. "Businesses can get on with their day jobs, knowing that someone is monitoring the market for them, helping them to stay on the best deals."

# 2007

Make It Cheaper was founded in 2007 and now has a customer base of 250,000



## SUCCESS THROUGH CAUTION

Global Prime Partners (GPP) provides institutional-strength services to start-up and emerging hedge funds. These funds, due to their small amounts of capital, are not usually welcomed or serviced by the big-name, bulge-bracket banks. That's where GPP comes in.

GPP provides trade-execution, margin-financing and stock-lending services to these small-funds businesses. It also provides capital introduction and consultancy services for all other aspects of doing business in the hedge fund sector.

Since GPP was founded in 2009, there has been a notable increase in its small AUM (assets under management) client base. This is reflected in the start-up hedge fund segment more widely. With smaller amounts of capital being invested in these start-ups, they fall below the minimum

### GlobalPrimePartners

[www.globalprimepartners.com](http://www.globalprimepartners.com)

Sector: Financial Services

Region: Inner London



GPP provides trade-execution, margin-financing and stock-lending services

The firm has grown from six to 65 people since its foundation in 2009



## LOOKING OUT FOR THE LITTLE GUY

Arbuthnot serves two very different customer segments via its two subsidiaries: private banking and wealth management through Arbuthnot Latham, and the retail sector through Secure Trust Bank.

Arbuthnot Latham consists of four core elements – private banking, wealth management, financial planning and investment management services.

Secure Trust Bank's core business is to provide banking services, including a range of lending solutions and deposits. It also

provides fee-based current accounts to UK customers who may not be served adequately by other banks. It has recently entered the commercial finance and SME lending business markets.

Despite the financial crisis, Arbuthnot Latham has grown its business and expanded its footprint by opening new offices in Manchester and Dubai, alongside its existing offices in London and Exeter.

Secure Trust, meanwhile, was separately listed on AIM in November 2011, the first



ARBUTHNOT BANKING GROUP PLC

[www.arbuthnotlatham.co.uk](http://www.arbuthnotlatham.co.uk)

Sector: Financial Services

Region: Inner London



Arbuthnot Latham has opened new offices in Manchester and Dubai, alongside its UK sites

Arbuthnot spans private banking and wealth management, and the retail sector



thresholds of the larger banks, which won't take them on as clients. GPP has prospered as a result, growing from six to 65 people since its foundation. It expects a further 200% to 300% growth in employee headcount by 2020, barring any unforeseen obstacles, with an additional focus on automation.

"The biggest challenges we have had have been the regulatory changes being rolled out that affect our industry," explains GPP CEO Julian Parker. "So far, those changes have affected the big banks more than us little firms, as the big banks have much bigger risk due to the size of their clients and the lending that they provide."

GPP is prepared for a big upswing in business as investors start to come back to the sector generally. Julian says: "This will allow us to service larger funds that could get into bigger banks, but prefer our boutique, personalised service."

# 2020

GPP expects 200% to 300% growth in employee headcount by 2020

successful listing of a bank on London Stock Exchange for a number of years.

Henry Angest, Chairman and Chief Executive of the group, attributes the fact that neither subsidiary was adversely affected by the crash to the group's "conservative philosophy". "Critical for the survival of a small bank was its positioning before the crisis," he says. "Not being exuberant, not going out on a limb. In short, being a boring bank."

With hindsight, Arbuthnot considers it had a "good crisis" and continues to conduct business in "a prudent and sensible fashion".

# 2011

Arbuthnot Latham's subsidiary, Secure Trust Bank, was separately listed on AIM in November 2011



## A BULLISH OUTLOOK

Digital start-ups in the UK are thriving and the nation's digital economy is the fastest-growing in the G20.

Dealmaker GP Bullhound has its eye on the most promising of these tech companies and advises both them and their shareholders on how to create value by strategic dealmaking – either through raising money or mergers and acquisitions.

According to Co-founder and Managing Partner Hugh Campbell, the last five years have seen the company benefit from the shift away from large investment banks. “Emerging technology companies are now looking for advice on how to fund their fast-growing businesses from smaller and more specialist firms like GP Bullhound,” he says.

### GP Bullhound

www.gpbullhound.com  
Sector: Financial Services  
Region: Inner London



^ The dealmaker advises tech companies and their shareholders on how to create value

> GP Bullhound has benefited from the shift away from large investment banks



This growth, however, has also brought its own challenges and opportunities. “As an advisory business we are exposed to the fluctuations of investor sentiment, which affects our ability to take a long-term view (three to five years) on how our revenues will develop with a high degree of certainty,” he says. “To balance this out, we created an asset management business to establish a more recurring revenue stream and capitalise on the fact that we advise some great companies, which will create vast shareholder value in the future.”

For a small business starting out, knowing your target market and making sure your offer fulfils a clear need in the market are crucial. Hugh says: “Once you have that, put all of your efforts into making that service and/or product the best in the market, as you only get one chance to make your mark.”

# G20

The UK has the fastest-growing digital economy in the G20

## A DAVID AMONG GOLIATHS

The Exchange Traded Products (ETP) market is dominated by the subsidiaries of several very large investment banks but Source – an independent operator – has grown to become one of the top five ETP firms in Europe. ETPs are funds that track indices such as the FTSE and AIM, but unlike most other types of funds, they can be bought and sold on a stock exchange.

“We have developed a loyal investor base by delivering investments that are differentiated from others in the market and structured

effectively for our investors,” says CEO Ted Hood. “In many cases, this has been accomplished through innovation. For example, we were the first company in Europe to launch actively managed ETPs, and we remain the dominant provider in that area.”

Over the past five years, Source has built up a range of around 80 products and it expects growth in the European ETP market to accelerate in the coming years.

### source

www.source.info  
Sector: Financial Services  
Region: Inner London



^ Source has become one of the top five ETP firms in Europe

> The company was the first in Europe to launch actively managed ETPs



For small businesses starting out, it's important not to forget your point of differentiation. “Many businesses fall into the trap of forgetting what set them apart from the competition in the first place, and what it was that their customers found appealing,” says Ted. “This is too often the case when companies begin to branch out into new areas, either with new product lines or new markets.

“Continue doing what your customers expect from you, while also looking for ways to continually do it better,” he advises.

# 80

Source has built up a range of 80 products





**COMMENTARY**

**ANTHONY BROWNE**

CEO, BRITISH BANKERS' ASSOCIATION

**BRITAIN'S BANKS ARE READY TO LEND**



Small and medium-sized businesses are Britain's engine for growth. They provide jobs, bind communities together and help fuel the economic recovery. That's why it is vital that banks support those looking for finance and help them to realise their potential.

The news on SME lending in 2015 looks positive. The most recent survey by the SME Finance Monitor found that approval rates for financial applications are rising.

In the last 18 months, more than seven out of ten businesses had a "yes" from their finance provider, and almost half of all SMEs said they have plans to grow in the next 12 months. Against this backdrop, interest rates remain at historic lows.

The survey also found that fewer businesses now consider access to finance to be a major barrier to their growth in the next 12 months. Of greater concern were day-to-day issues, such as cash flow, and governmental factors like future policy and regulation.

The Bank of England's figures reveal that from July to September 2014, £13.2bn of new SME borrowing was approved. This is almost 30% more than in the same quarter of 2013.

Banks are also offering SMEs a range of support options, including free mentoring services to help entrepreneurs grow their businesses. We have launched Mentorsme,

**£13.2<sup>bn</sup>**

**OF NEW SME BORROWING WAS APPROVED JULY-SEPTEMBER 2014**

Britain's first gateway for SMEs looking for mentoring services, and it has reached more than 200,000 businesses and provides access to more than 27,000 mentors.

Meanwhile, the Better Business Finance (BBF) initiative – run by the major high-street banks – also provides important information and support.

The key factor for a business is getting the right type of finance at the right stage.

Bank finance, however, is not always the right option for every business. The banks will refer businesses that aren't suited to bank finance over to Community Development Finance Initiatives, specialist peer-to-peer funders or equity providers. And over the next year, there will be further moves to build on the work that many banks are already doing, to broaden out referrals to alternative lenders.

The message is clear – Britain's banks are ready to lend and there has never been a better time to approach them to see how they might be able to help.

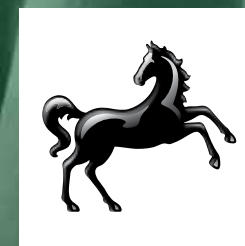
**"THE KEY FACTOR FOR A BUSINESS IS GETTING THE RIGHT TYPE OF FINANCE AT THE RIGHT STAGE"**



# PASSION

NO ONE IS GROWING LENDING MORE TO SMALL BUSINESSES

[lloydsbank.com/brilliantbusiness](http://lloydsbank.com/brilliantbusiness)



**LLOYDS BANK**

Lloyds Banking Group had the largest SME net lending growth of banks participating in the Funding for Lending Scheme during the first half of 2014. All lending is subject to a satisfactory credit assessment. Authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority under Registration Number 119278. We subscribe to The Lending Code; copies of the Code can be obtained from [www.lendingstandardsboard.org.uk](http://www.lendingstandardsboard.org.uk). The Lloyds Banking Group includes companies using brands including Lloyds Bank, Halifax and Bank of Scotland and their associated companies. More information on the Lloyds Banking Group can be found at [lloydsbankinggroup.com](http://lloydsbankinggroup.com).



# BETTER RELATIONSHIPS MEAN BETTER BUSINESS

IN THE BUSINESS WORLD, THE REAL ONES TO WATCH ARE THOSE THAT UNDERSTAND THE VALUE OF COLLABORATION

Relationships are at the heart of all business interactions with staff, suppliers, customers and support services. Forward-thinking businesses are investing time and resources in building stronger relationships and reaping the rewards that they offer.

## Engaging employees

For the majority of businesses, the workforce represents the single highest cost, so getting the most out of that investment is crucial. Keeping your employees happy and loyal helps to future-proof your business. With an estimated 22% of UK job vacancies hard to fill due to a lack of skills, according to the *UKCES Employer Skills Survey 2013*, this can make a difference to business survival and growth.

Progressive businesses have already recognised the link between happiness and productivity, with happy individuals\* boosting productivity by an estimated 12%. Multiply that across UK businesses and the potential economic impact is staggering.

## Securing supply chains

Relationships with suppliers are also vital. Supply-chain shocks, such as the Japanese tsunami in 2011 and its effects on global production lines, or the scandals affecting the UK food chain, have led savvy companies to place as great an emphasis on their suppliers as their customers. Supply-chain transparency and security are crucial to reputation and growth.

\*<http://tinyurl.com/kvsumnc>

22%

of UK job vacancies are hard to fill due to a lack of skills

Treating your suppliers well will also help to ensure that your order takes priority in an increasingly competitive landscape. As product demand increases, companies have to meet that demand or risk reputational damage and loss of business.

A more holistic approach to supplier relationships can also help protect your supply chain over the longer term. Meeting the demands of increased orders can place a strain on suppliers, for example; so, as you grow, ensuring that your supplier has sufficient working capital to fund such an increase is essential. One strategy is supplier finance. This allows suppliers to obtain earlier settlement of their invoices, supporting their cash flow and tightening the relationship between buyer and supplier.

## Enhancing customer insight

Protecting and growing sales depends on understanding client needs and offering great service. Technology solutions can help. Customer Relationship Management (CRM) systems offer businesses an efficient way to create and maintain customer relationships – and mine data to generate valuable, strategy-informing insights. Great examples of this include some of the major retailers, such as Tesco, which uses data driven by its Clubcard scheme to provide tailored product offers and customer research. Customers are engaged with the promise of a comprehensive ‘rewards’ system.

Although CRM systems can be an affordable solution for companies of all sizes, smaller businesses can engage with their customers without the need for significant investment through social media. As a communication channel, social media is a good way to share information and influence opinion, and smart use can help strengthen relationships. Businesses ignore this at their peril. Disengagement allows businesses to reach a huge audience. Disengagement, on the other hand, can lead to your company being overlooked, or to detrimental experiences and opinions being shared far and wide, unchecked.

## Building networks

The best relationships work both ways and, indeed, across networks. Many businesses are innovating by exploring joint venture-style agreements, cooperatives or local loyalty

“Building and maintaining relationships with our customers offers us a deep insight into their businesses”



Relationships with suppliers are vital in an increasingly competitive landscape

Keeping your employees happy and loyal helps to future-proof your business



schemes, such as the ‘Shop Tameside’ plan which launched in Greater Manchester last year, to reward customers for shopping in independent stores that sign up to the scheme.

Industrial sectors know the value of supporting interwoven relationships to facilitate benefits for all parties, too. It’s central to the success of the Manufacturing Technology Centre (MTC) in Coventry, for example. The MTC is one of seven centres that make up the High Value Manufacturing Catapult launched by the Government to provide a world-class environment to develop and demonstrate new technologies and manufacturing processes on an industrial scale, in partnership with industry and academia. The MTC also seeks to bridge the skills gap in the UK, with the first National Advanced Manufacturing College opening in September 2015.

Our support for the MTC is much more than just providing banking facilities. We offer lateral thinking about how to engage with other Lloyds Bank clients, through tours and networking events, boosting the MTC’s potential client base

and offering our manufacturing businesses access to cutting-edge technology. We have also deepened our relationship with the MTC by providing a £5m grant over five years to support a new Lloyds Bank Advanced Manufacturing Training Centre for engineering apprentices.

Investing time in nurturing new relationships can also help businesses to leverage external expertise that can be as valuable as capital investment. For example, external bodies, such as UK Export Finance, the Business Growth Fund and Scottish Enterprise, offer guidance and support that can make a real difference.

At Lloyds Bank, relationships are the cornerstone of our business. Building and maintaining relationships with our customers offers us a deep insight into their businesses. This allows us to back business ambition more efficiently and effectively. But banking is also a two-way street and businesses should invest in building relationships and trust, to benefit from through-the-cycle support.



**ELITE** »

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HIGH-GROWTH, AMBITIOUS COMPANIES ARE GETTING ACCESS TO THE FUNDING AND ADVICE THEY NEED TO TRANSITION TO THE NEXT STAGE OF THEIR LIFECYCLE THROUGH LSEG'S ELITE BUSINESS SUPPORT PROGRAMME

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**SECTOR AT A GLANCE**

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**200**  
COMPANIES ARE PART OF THE ELITE PROGRAMME IN THE UK AND ITALY

**£19.5 BILLION**  
IN TOTAL REVENUES

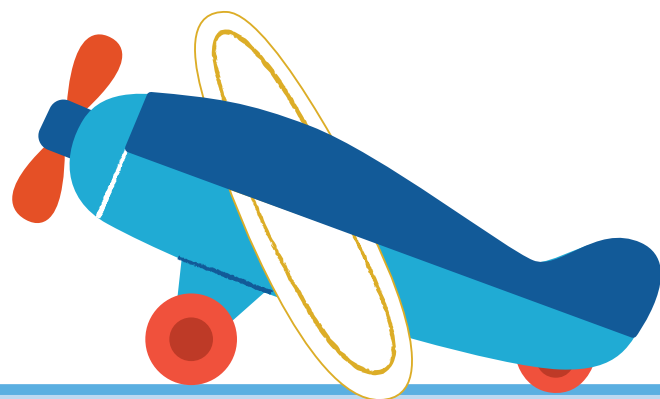
**88,000**  
EMPLOYEES

**IN THIS SECTION** »  
Oakman Inns' Peter Borg-Neal reveals his winning formula for good pubs and good people. We also highlight the growth potential of a crop of ELITE businesses, including Benefex, Unruly and Company Shop



# ONES TO WATCH

LONDON STOCK EXCHANGE GROUP'S ELITE PLATFORM PROVIDES THE MOST EXCITING AND AMBITIOUS PRIVATE COMPANIES WITH ACCESS TO THE FUNDING AND ADVICE THEY NEED TO MOVE ON TO THEIR NEXT STAGE OF GROWTH. THE IMPORTANCE OF HIGH-GROWTH SMALL BUSINESSES SHOULDN'T BE UNDERESTIMATED. DESPITE ACCOUNTING FOR JUST 3.4% OF THE UK ECONOMY, THEY WERE RESPONSIBLE FOR A SIZEABLE 36.2% OF GROWTH IN 2013, ACCORDING TO OCTOPUS INVESTMENTS



## ABOUT ELITE

ELITE has been designed to facilitate structured engagement between the UK's most exciting private growth companies, entrepreneurs and business leaders as well as the corporate advisory and investor community. It is a three-part service of education, business support, mentoring and access, delivered in collaboration with Imperial College Business School.

**Get READY.** A comprehensive programme for founders and managers stimulating organisational review and change

**Get FIT.** Focus on your company-specific goals with a tailored and dedicated team of advisers

**Get VALUE.** Capitalise on the benefits of phase one and two to assess funding options and access new business opportunities

**To find out more about the ELITE programme, including how to apply to join, either as a company or partner, please visit [www.elite.londonstockexchange.com](http://www.elite.londonstockexchange.com)**

## RESTORING FAITH IN PUBS

**Oakman Inns & Restaurants**  
www.oakmaninns.co.uk  
Sector: Food & Beverage  
Region: Hertfordshire

**M**odern pubs don't always live up to the ideal of a cosy retreat, but Oakman Inns & Restaurants is doing all it can to rectify this.

Oakman operates nine gastropubs in market towns across Hertfordshire, Buckinghamshire and Oxfordshire, and plans are under way to add four more sites to its repertoire.

Each historic property is carefully selected and lovingly restored, giving every pub a unique atmosphere. Signature food, drink and hospitality complete the package. Across its portfolio, Oakman boasts wood-fired pizzas, all-year-round barbecues, boutique bedrooms, bakeries and cobbled courtyards.

"At Oakman, we give each new property its own special character, combining a respect for its heritage and setting with contemporary design, and make it an important part of its local community," says Oakman Founder and CEO Peter Borg-Neal. "Our success is built on the experience we deliver. It's all in the detail and our passion is to get every detail right. We love what we do and hope that it shows."

Founded in 2005, Oakman has pursued a cautious growth plan, slowly expanding its property base as each new acquisition proves its popularity. This approach and investment in its staff has served the company well. "The key to that success has been our people," says Peter. "We have always invested in them and they, in turn, have rewarded our faith."

Macroeconomic conditions and other factors such as political uncertainty will continue to affect the discretionary spending of consumers and present challenges for the company, but Peter envisages a bright future. "There will be winners and losers," he says. "The opportunity is to be the right side of that equation, and enjoy the upside in market share as other competitors exit the market." Peter aims to operate 40 sites by 2020, with a workforce of 1,400 – a 300% increase.

# 300%

Oakman plans to grow its workforce from 350 to 1,400 employees by 2020 – a 300% increase

**Oakman**  
INNS & RESTAURANTS

The company operates nine gastropubs across Hertfordshire, Buckinghamshire and Oxfordshire



"We give each new property its own special character, combining a respect for its heritage and setting with contemporary design"

Peter Borg-Neal, CEO, Oakman Inns & Restaurants



## REAPING THE BENEFITS

It's one thing to offer employee benefits such as health insurance and pensions but quite another to generate interest in them. Step forward Southampton-based Benefex. It offers not only benefits platforms but also employee engagement and communication programmes that help organisations to unleash the power of their people.

"Our success comes from focusing on our culture, continual investment in our people and exceptional technology," says Founder and CEO Matt Macri-Waller. "We have grown the business in tough economic conditions by focusing on delivering innovation and value to every single client."

Some communication tools that Benefex has used recently include scratch cards, online interactive quizzes, social media platforms and branded merchandise. Matt adds: "Our market is developing rapidly in the

**Benefex**  
www.benefex.co.uk  
Sector: Employment Services  
Region: Southampton



Benefex says its success comes from focusing on its culture, people and technology

Communication tools include social media platforms



UK and internationally. We are focused on disrupting the HR technology market and therefore continuing to aggressively grow is a core part of our strategy. The number one challenge is getting the right talent into our business at the right time. Through growth, constant change and innovation, we spend a significant amount of time finding the right people to help us maintain the pace."

Matt would like to see the government boost Britain's competitiveness by removing obstacles to conducting business and doing more to recognise and celebrate success. He also believes that more should be done to educate people commercially before they enter the world of work. "Talent comes from everywhere and we should be teaching the foundations of how businesses work in schools, alongside technical skills such as coding," he says.

**"Talent comes from everywhere and we should be teaching the foundations of how businesses work in schools"**

Matt Macri-Waller, Founder and CEO, Benefex

## TAKING THE LEAD

Looking after a pet can be an expensive affair. That's probably why online retailer MedicAnimal is flourishing. Conceived by ex-Goldman Sachs broker Ivan Retznac and veterinarian Andrew Bucher, MedicAnimal sells pet health products directly to pet owners, combining vast choice with significant discounts.

The website caters for everything from cats, dogs and bunnies to more obscure companions such as birds of prey, reptiles and goats. "The company's success has been a

result of delivering value to the end customer," says Ivan. "MedicAnimal provides a far wider range of food, medicines and accessories to customers, typically at far lower prices and with the convenience of home delivery. In addition to this, the company provides free veterinary advice, allowing customers to better understand how to care for their pets."

Ivan founded the web-based business in partnership with Andrew in 2007. Initially funded by the duo and their friends and relations, rapid growth eventually attracted

**MedicAnimal**  
care with a conscience  
www.medicanimal.com  
Sector: Veterinary  
Region: Inner London



MedicAnimal was initially funded by Ivan, Andrew and their friends and families

The web-based business plans to expand across Western Europe



the backing of venture capital. "The business has grown more than tenfold in the past four years, and by far one of the biggest challenges has been scaling the team and operations to keep pace with growth in sales," says Ivan.

MedicAnimal has big ambitions for the future, with plans to expand across Western Europe, doubling or even tripling its staff in the next five years. "Pet ownership and pet spend are growing dramatically across Europe, which will benefit all companies in our space," says Ivan. "As such, competition is expected to intensify and the company's challenge is to continue to offer value to its customers."

# 2007

The year Ivan Retznac and Andrew Bucher founded MedicAnimal



## VIRAL VIDEOS

Unruly is a leading programmatic platform for social video advertising, powered by a unique set of data that comprises 1.3 trillion video views and analyses 1.6 billion shares per day. With 84% of Ad Age 100 brands using Unruly's technology to reach and engage with customers, it's fair to say that it's a major player in the video advertising technology world.

"We help brands get their online video campaigns watched and shared across the open web," explains Unruly's Co-founder and CEO, Scott Button. "Some of our most famous campaigns include T-Mobile's 'Life's For Sharing', Evian's 'Roller Babies' and Dove's 'Real Beauty Sketches', which recently entered the *Guinness Book of Records* as the most viewed advertisement of all time."



www.unrulymedia.com  
Sector: Advertising & Marketing  
Region: Inner London



< Hiring the best talent is the company's biggest challenge

> Unruly has expanded to 13 offices globally, with sites in Sydney, New York and Singapore



From its London HQ, Unruly has expanded to 13 offices worldwide, including sites in Sydney, New York and Singapore. "Our success is down to three things," says Scott. "Firstly, technology and innovation – our unique data set helps brands crack the code on social video sharing. Secondly, our global reach means we can deliver multi-territory campaigns at speed and scale. Finally, our passionate team of people."

Hiring the best talent is the company's biggest challenge. "There's a critical skills gap in the UK for developers," says Scott. "To address this in the longer term, we need to focus on how we educate UK children, and our Co-founder Sarah Wood is on the board of Your Life, a campaign to get more 16- to 18-year-old children taking up maths and physics."

# 84%

of Ad Age 100 brands use Unruly's technology to reach and engage with customers

## SIGHTS ON SUCCESS

Online retailer Vision Direct is looking ahead to the future of eye care. The company sells contact lenses and related products to online consumers at a lower price than the average optician.

"Our business is disrupting the traditional opticians' industry by providing a compelling combined proposition of improved service with lower prices," explains Vision Direct CEO Michael Kraftman. "We combine this with effective marketing, highly efficient operations and a strong commitment to fast

delivery and excellent customer service."

While most businesses struggled to cope with the economic downturn, Vision Direct benefited from a new generation of consumers who were happy to experiment with new online brands in order to save money. The eye care specialist now sells to over 40% of the UK's online market, and it has a significant presence in Ireland, Spain and the Netherlands.

Consumers' willingness to purchase eyewear online has helped Vision Direct develop quickly and successfully and assisted in the



www.visiondirect.co.uk  
Sector: Retail  
Region: Inner London



> The company has benefited from a new generation of shoppers who are experimenting with online brands

< Vision Direct sells contact lenses and related products to online consumers



company's acquisition of its largest competitor in 2014. But with accelerated growth came infrastructural changes, as Michael explains. "The biggest challenge has been managing growth, particularly attracting talented people and implementing systems," he says. "Building a top management team has been a slow process, with some mistakes along the way. Getting the right balance between our entrepreneurial spirit and a more formal, systemised approach, which is essential as we grow, has been difficult at times."

Now that the company has mastered this balance, its future looks bright. Contact lenses will gain a larger share of the optical market, as innovations make them more comfortable to wear and more suitable for older people, predicts Michael.

# 40%

Vision Direct sells to over 40% of the UK's online market



## CLOSING THE LOOP

The UK food industry wastes around three-and-a-half million tonnes of food every year. Barnsley-based Company Shop estimates that 10% of this is fit for human consumption and has devised a way to put that food to good use, while building an incredibly successful business along the way.

The family-owned company prevents food from going to landfill by redirecting it to stores and an online service. The food is then sold at a discount to members, who are mostly drawn from the food industry or emergency services.

“We stop good food going to waste, while delivering positive social, environmental and economic impacts for the retailers, manufacturers and brands we work with,” says John Marren, Founder and Chairman of



www.companyshop.ltd.uk  
Sector: Retail  
Region: Barnsley,  
Doncaster & Rotherham



Company Shop prevents food from going to landfill by redirecting it to stores and an online service

Company Shop Founder and Chairman John Marren with his family



Company Shop. “In the last year alone, we redistributed more than 30,000 tonnes of food. We’re aiming to double the volume of stock we handle within the next three to five years.”

The ethical merchant has developed close relationships with food retailers and manufacturers. “Because our partners have confidence that we will handle their brands as if they are our own, we have been able to secure endorsement from across the industry and recognition from our peers,” says John.

Company Shop has actually benefited from the tough economic conditions that have put the food industry under closer scrutiny. “In 2013, we generated an annual turnover of £28m, an increase of 30% in sales on 2012,” says John. “Despite the majority of profits being reinvested into the business infrastructure to gear for further growth, we still returned a gross profit.”

**10%**  
of UK food industry waste is fit for consumption, according to Company Shop

## COMMENTARY

TIM HAMES

DIRECTOR GENERAL, BRITISH PRIVATE EQUITY AND VENTURE CAPITAL ASSOCIATION

## ENTERPRISING GROWTH



The UK economy is now firmly back in growth mode. After the deepest recession since the Second World War, the country finds itself looking forward to a bright future as robust economic performance, powered by businesses large and small, ensures our role as a competitive player on the world stage.

Now is the time to consider how to make this growth sustainable. Small and medium-sized businesses have, rightly, been the focus of policy-makers, for the seeds of future economic prosperity lie within this vastly important community of companies. By encouraging innovation, productivity, exporting and business investment, the UK can lay down the fundamentals of growth. We need to turn today’s start-ups into tomorrow’s market leaders, transforming our SMEs into global operators.

This is where venture capital and private equity will have a pivotal role to play. In fact, it already does. Over the past five years, private equity and venture capital funds have invested approximately £30bn into more than 3,900 companies based in the UK. About 90% of these are small and medium-sized businesses.

And this happens throughout the country. Whether it is biotech in Nottingham, oil and gas in Aberdeen, media in Manchester or semiconductors in Bristol, where

**£30<sup>bn</sup>**  
THE SUM INVESTED BY PRIVATE EQUITY AND VENTURE CAPITAL OVER THE PAST FIVE YEARS

investment is required and business expertise sought, private equity and venture capital will be found. Our members invest in the sorts of business that will be central to Britain’s ability

to compete and lead in the new economy. High-growth businesses, backed by experienced investors, can help Britain achieve the innovation and growth that is crucial to our position in the world economy.

In order to achieve this, we need, in crude terms, more money and, crucially, more sources of money. Banks are not lending to first-time customers, especially small companies – even those with large growth potential. It should be a priority to divert all the capital we can muster towards viable companies in this space.

We should be encouraging investment into early-stage companies from all corners, and there needs to be a widening and deepening of the investor pool, whether they be traditional institutions such as pension funds; others such as family offices and large corporates through corporate venturing schemes; or individuals such as business angels or through syndicates and crowdfunding.

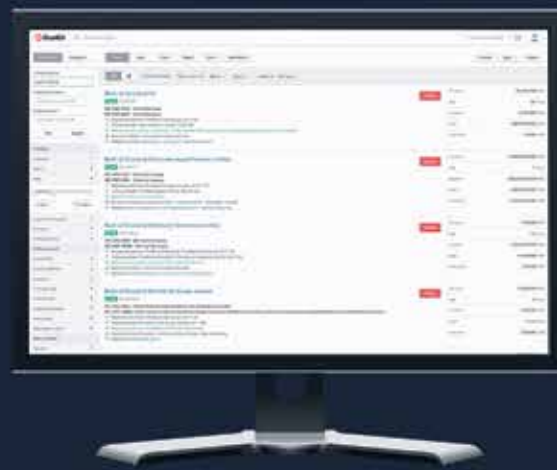
Britain must now cement its position as the home of enterprise and one of the best places in the world to innovate and invest. But this can only happen with a holistic examination of the funding ecosystem and by encouraging greater investment from more sources.

**“WE SHOULD BE ENCOURAGING INVESTMENT INTO EARLY-STAGE COMPANIES FROM ALL CORNERS”**





Organisations such as London Stock Exchange, Investec and multiple UK government departments trust DueDil to put together custom lists for **lead generation, research and industry benchmarking.**



DueDil's Prospect Builder Tool



Zipcar® recently created a list for a marketing campaign that achieved a 40% conversion rate.



# GETTING TO 1,000 THE METHODOLOGY

TO IDENTIFY THE 1,000 COMPANIES, THE FINANCIAL TECHNOLOGY COMPANY DUE DIL BLENDED P&L PERFORMANCE INDICATORS, BALANCE SHEET ANALYSIS AND CREDIT HEALTH CHECKING

## Company status

Companies must be UK-registered and active. Companies whose parent is incorporated in a foreign country are excluded, except for specific tax shelters. Ltd, Plc and LLP entities are all considered.

Investment vehicles and funds are excluded, as are charities and non-profit organisations.

## Size and age

Independent company or consolidated group revenues must be between £6m-£250m, based on latest Companies House filings. Companies are excluded that were incorporated within the past three years (i.e. after 1 December 2011).

## Balance sheet

Any company with a >20% deterioration in net assets over a three-year period is excluded.

## Grading

Having identified the longlist of eligible companies, we then separate them into their Standard Industrial Classification (SIC) grouping and compute the average compound annual growth rate % (based on turnover growth) for each SIC sector over a four-year period (four sets of accounts, where four sets of accounts are available).

Within each SIC sector, we then rank companies by their individual CAGR %, and identify the companies that have most outperformed their sector averages.

We weight our calculations to favour latest-year growth. Finally, we exclude the 10% of companies with the lowest credit score.



**1Spatial Plc p92**

www.1spatial.com  
Sector: Information Technology  
Region: Cambridgeshire  
Revenue: £10M to £20M

**3D Steelwork Ltd**

www.3dsteelwork.com  
Sector: Metal Manufacturing & Engineering  
Region: Northern Ireland  
Revenue: £10M to £20M

**4Com Plc**

www.4com.co.uk  
Sector: Telecommunications  
Region: Devon  
Revenue: £20M to £30M



**A Bromberg (Exporters) Ltd**

Sector: Wholesale  
Region: Inner London  
Revenue: £6M to £10M

**A.David & Co Ltd**

www.adavid.co.uk  
Sector: Food & Beverage  
Region: Bath & Avon  
Revenue: £20M to £30M

**ABT Loadmac Ltd p90**

www.abtproducts.com  
Sector: Manufacturing  
Region: Hertfordshire  
Revenue: £6M to £10M

**AC Plc**

www.acflooring.co.uk  
Sector: Specialist Construction  
Region: Bedfordshire  
Revenue: £20M to £30M

**AM 2 PM Recruitment Solutions Ltd**

www.am2pm.uk.com  
Sector: Employment Services  
Region: Birmingham  
Revenue: £20M to £30M

**A1 Comms Ltd**

www.a1comms.co.uk  
Sector: Retail  
Region: Derbyshire  
Revenue: £100M to £150M

**Aaron Heating Services Ltd**

www.aaronsservices.co.uk  
Sector: Specialist Construction  
Region: Suffolk  
Revenue: £10M to £20M

**Abbots 380 Ltd**

www.2heads.tv  
Sector: Advertising & Marketing  
Region: Buckinghamshire  
Revenue: £10M to £20M

**Abbott Risk Consulting Ltd**

www.abbottriskconsulting.com  
Sector: Professional Services  
Region: Glasgow  
Revenue: £10M to £20M

**ABCA Systems Ltd**

www.abcasystems.co.uk  
Sector: Specialist Construction  
Region: Greater Manchester  
Revenue: £10M to £20M

**Aberforth Geared Income Trust Plc**

www.aberforth.co.uk  
Sector: Financial Services  
Region: Inner London  
Revenue: £10M to £20M

**Abra Wholesales Ltd**

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

**Accesso Technology Group Plc**

www.lo-q.com  
Sector: Information Technology  
Region: Surrey  
Revenue: £30M to £40M

**Accumuli Plc**

www.accumuli.com  
Sector: Security  
Region: Hampshire  
Revenue: £10M to £20M

**Accura Group Ltd**

www.accura.co.uk  
Sector: Metal Manufacturing & Engineering  
Region: Wolverhampton  
Revenue: £30M to £40M

**Acorn Ltd**

www.acorn.ltd.uk  
Sector: Real Estate  
Region: Greater London  
Revenue: £10M to £20M

**Acome Plc**

www.acome.co.uk  
Sector: Leisure  
Region: Buckinghamshire  
Revenue: £20M to £30M

**Active Pathways Ltd**

www.optimacare.co.uk  
Sector: Residential Care  
Region: Kent  
Revenue: £10M to £20M

**Adconnection Ltd**

www.adconnection.co.uk  
Sector: Advertising & Marketing  
Region: Inner London  
Revenue: £20M to £30M

**ADM Pressings Ltd**

www.admpressings.co.uk  
Sector: Metal Manufacturing & Engineering  
Region: Tyneside  
Revenue: £10M to £20M

**Adrian Marsh Ltd**

www.adrianmarsh.net  
Sector: Farming & Fishery  
Region: Shropshire  
Revenue: £10M to £20M

**Advance Construction Group Ltd**

www.acscotland.com  
Sector: Construction  
Region: Lanarkshire  
Revenue: £50 to £75M

**Advanced Computer Software Group Plc**

www.advancedcomputersoftware.com  
Sector: Information Technology  
Region: Surrey  
Revenue: £200M to £250M

**Advanced Engineering Techniques Ltd**

www.aetuk.com  
Sector: Metal Manufacturing & Engineering  
Region: Barnsley, Doncaster & Rotherham  
Revenue: £6M to £10M

**Advanced Forwarding Ltd**

www.advanceforwarding.co.uk/index.html  
Sector: Transportation  
Region: Bradford  
Revenue: £6M to £10M

**Advanced Medical Solutions Group Plc**

www.admedsol.com  
Sector: Pharmaceuticals & Biotechnology  
Region: Cheshire West & Chester  
Revenue: £50M to £75M

**Advanced Processing Ltd**

www.advancedsupplychain.com  
Sector: Transportation Services  
Region: Bradford  
Revenue: £30M to £40M

**AdviserPlus Business Solutions Ltd**

www.adviserplus.com  
Sector: Information Technology  
Region: Birmingham  
Revenue: £10M to £20M

**Aegeus Industries Ltd**

www.spooner.co.uk  
Sector: Manufacturing  
Region: Bradford  
Revenue: £30M to £40M

**AFG Media Ltd [Morphsuits]**

www.morphsuits.co.uk  
Sector: Retail  
Region: Lothian  
Revenue: £10M to £20M

**AGC Equity Partners Ltd**

www.agecequitypartners.com  
Sector: Financial Services  
Region: Inner London  
Revenue: £6M to £10M

**Age Partnership Ltd**

www.agepartnership.co.uk  
Sector: Financial Services  
Region: Leeds  
Revenue: £10M to £20M

**Agincare Homes Holdings Ltd**

www.agincare.com  
Sector: Residential Care  
Region: Devon  
Revenue: £6M to £10M

**Ailsa Building Contractors Ltd**

www.ailsabuilders.co.uk  
Sector: Specialist Construction  
Region: Lanarkshire  
Revenue: £10M to £20M

**Akaal Group Plc**

www.stanmoreltd.co.uk  
Sector: Construction  
Region: Greater London  
Revenue: £75M to £100M

**Albany Products Ltd**

Sector: Wholesale  
Region: Greater Manchester  
Revenue: £40M to £50M

**Alboro Holdings Ltd**

www.frimstone.co.uk  
Sector: Mining  
Region: Cambridgeshire  
Revenue: £30M to £40M

**Alderley Plc**

www.alderley.com  
Sector: Oil & Gas Support Services  
Region: Bath & Avon  
Revenue: £75M to £100M

**Alfred Cheyne Engineering Ltd**

www.ace-winces.co.uk  
Sector: Metal Manufacturing & Engineering  
Region: Aberdeenshire  
Revenue: £30M to £40M

**Alford Hall Monaghan Morris Ltd p64**

www.ahmm.co.uk  
Sector: Architecture & Engineering  
Region: Inner London  
Revenue: £10M to £20M

**Almaren Ltd**

www.almaren.co.uk  
Sector: Construction  
Region: Cambridgeshire  
Revenue: £20M to £30M

**Amerisur Resources Plc**

www.amerisurresources.com  
Sector: Oil & Gas  
Region: Wales  
Revenue: £75M to £100M

**Amoria Bond Ltd**

www.amoriabond.com  
Sector: Employment Services  
Region: Greater Manchester  
Revenue: £20M to £30M

**Amphora Topco Ltd**

www.amphora-research.com  
Sector: Information Technology  
Region: Surrey  
Revenue: £40M to £50M

**AMR Textiles Ltd**

www.amrtextiles.co.uk  
Sector: Textile Manufacturing  
Region: Greater Manchester  
Revenue: £20M to £30M

**AmTrust International Ltd**

www.amtrustinternational.com  
Sector: Insurance  
Region: Inner London  
Revenue: £150M to £200M

**Anesco Ltd**

www.anesco.co.uk  
Sector: Specialist Construction  
Region: Berkshire  
Revenue: £100M to £150M

**Anglian Country Inns Ltd**

www.angliancountryinns.co.uk  
Sector: Food & Beverage  
Region: Hertfordshire  
Revenue: £6M to £10M

**Angus Montgomery Ltd**

www.montex.co.uk  
Sector: Advertising & Marketing  
Region: Inner London  
Revenue: £10M to £20M

**Animal Friends Insurance Services Ltd p96**

www.animalfriends.org.uk  
Sector: Insurance  
Region: Wiltshire  
Revenue: £10M to £20M

**Ansell Electrical Products Ltd**

www.ansell-electrical-products.co.uk  
Sector: Wholesale  
Region: North Yorkshire  
Revenue: £20M to £30M

**Antler New Homes Ltd**

www.antlerhomes.co.uk  
Sector: Construction  
Region: Surrey  
Revenue: £20M to £30M

**Apple Group Holdings Ltd**

www.applehomeimprovements.co.uk  
Sector: Building & Landscape Services  
Region: Devon  
Revenue: £20M to £30M

**AppSense Holdings Ltd**

www.appsense.com  
Sector: Information Technology  
Region: Merseyside  
Revenue: £50M to £75M

**APSE Consulting Ltd**

Sector: Legal & Accounting  
Region: Greater Manchester  
Revenue: £30M to £40M

**Aqua Fabrications Ltd**

www.aquafab.co.uk  
Sector: Manufacturing  
Region: Lancashire  
Revenue: £10M to £20M

**Aran Services Ltd**

www.aranservices.co.uk  
Sector: Specialist Construction  
Region: Suffolk  
Revenue: £10M to £20M

**Arbuthnot Banking Group Plc p101**

www.arbuthnotgroup.com  
Sector: Financial Services  
Region: Inner London  
Revenue: £100M to £150M

**Arch Syndicate Investments Ltd**

www.archcapgroup.com  
Sector: Insurance  
Region: Inner London  
Revenue: £40M to £50M

**Arch Underwriting at Lloyd's Ltd**

www.archinsurance.co.uk  
Sector: Insurance  
Region: Inner London  
Revenue: £10M to £20M

**Arcus Solutions (Holdings) Ltd**

www.arcus.premonition.co.uk  
Sector: Building & Landscape Services  
Region: Greater London  
Revenue: £40M to £50M

**Ards Tyre Service Ltd**

www.moderntyres.com  
Sector: Motor Vehicle Retail  
Region: Northern Ireland  
Revenue: £10M to £20M

**Argus Media Ltd**

www.argusmedia.com  
Sector: Media  
Region: Inner London  
Revenue: £75M to £100M

**Arrhenius Holdings Ltd**

www.arrhenius-holdings.com  
Sector: Food & Beverage  
Region: Norfolk  
Revenue: £40M to £50M

**Ashley Properties Aberdeen Ltd**

Sector: Real Estate  
Region: Aberdeenshire  
Revenue: £6M to £10M

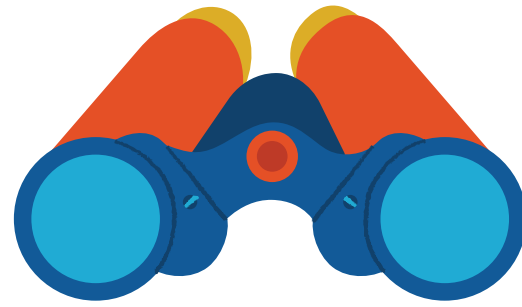
**ASK4 Ltd**

www.ask4.com  
Sector: Information Technology  
Region: Sheffield  
Revenue: £10M to £20M

**Aspall Cyder Ltd p68**

www.aspall.co.uk  
Sector: Food & Beverage  
Region: Suffolk  
Revenue: £10M to £20M





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**Asset Development & Improvement Ltd**  
www.assetdev.com  
Sector: Information Technology  
Region: Aberdeenshire  
Revenue: £30M to £40M

**Associated Continuity Teams Ltd**  
www.act-clean.com  
Sector: Waste Management  
Region: Inner London  
Revenue: £10M to £20M

**Astro Lighting Ltd p54**  
www.astrolighting.co.uk  
Sector: Wholesale  
Region: Essex  
Revenue: £10M to £20M

**ATG Media Holdings Ltd p29**  
www.atgmedia.com  
Sector: Media  
Region: Inner London  
Revenue: £10M to £20M

**Audio Network Ltd**  
www.audionetwork.com  
Sector: Media  
Region: Essex  
Revenue: £10M to £20M

**Auto Silicone Hoses Ltd**  
www.autosiliconehoses.com  
Sector: Retail  
Region: Calderdale & Kirklees  
Revenue: £6M to £10M

**Autoparts & Diagnostics Ltd**  
www.autopartsanddiagnostics.com  
Sector: Motor Vehicle Retail  
Region: Gloucestershire  
Revenue: £10M to £20M

**Autoscan (UK) Ltd**  
www.autoscan.co.uk  
Sector: Information Technology  
Region: Warwickshire  
Revenue: £10M to £20M

**Avation Plc**  
www.avation.net  
Sector: Rental & Leasing  
Region: Inner London  
Revenue: £30M to £40M

**Avtrade Holdings Ltd**  
www.avtrade.co.uk  
Sector: Professional Services  
Region: Brighton & Hove  
Revenue: £50M to £75M

**Awilco Drilling Plc**  
www.awilcodrilling.com  
Sector: Mining Services  
Region: Inner London  
Revenue: £100M to £150M

**B-Sporting Ltd**  
www.sportsshoes.com  
Sector: Retail  
Region: Bradford  
Revenue: £30M to £40M

**B.B. Price Ltd**  
www.bbprice.co.uk  
Sector: Metal, Manufacturing & Engineering  
Region: Dudley  
Revenue: £10M to £20M

**Bak2 Group Ltd**  
www.bak2group.com  
Sector: Telecommunications  
Region: Greater London  
Revenue: £20M to £30M

**Bako Scotland**  
www.bakoscotland.co.uk  
Sector: Food & Beverage  
Region: Durham  
Revenue: £30M to £40M

**Baldwins Crane Hire Ltd**  
www.baldwinscranehire.co.uk  
Sector: Specialist Construction  
Region: Buckinghamshire  
Revenue: £10M to £20M

**Baldwins Holdings Ltd**  
www.baldwinsaccountants.co.uk  
Sector: Legal & Accounting  
Region: Walsall  
Revenue: £6M to £10M

**Bamboo Distribution Ltd**  
www.bamboodistribution.com  
Sector: Wholesale  
Region: Hertfordshire  
Revenue: £30M to £40M

**Banner Contracts (Halnaby) Ltd**  
www.bannercontracts.co.uk  
Sector: Mining Services  
Region: North Yorkshire  
Revenue: £6M to £10M

**Barburrito Ltd p73**  
www.barburrito.co.uk  
Sector: Food & Beverage  
Region: Greater Manchester  
Revenue: £6M to £10M

**Barker Ross Staffing Solutions Ltd**  
www.barkerross.co.uk  
Sector: Employment Services  
Region: Leicester  
Revenue: £20M to £30M

**Barlow Motors Ltd**  
www.bestseatdeals.com  
Sector: Motor Vehicle Retail  
Region: Wolverhampton  
Revenue: £30M to £40M

**Barretts of Aspley Ltd**  
www.barrettsfaspley.co.uk  
Sector: Metal, Manufacturing & Engineering  
Region: Bedfordshire  
Revenue: £10M to £20M

**Barrhead Travel 2007 Ltd**  
www.barrheadtravel.com  
Sector: Travel  
Region: Inverclyde & Renfrewshire  
Revenue: £75M to £100M

**Barron Wood Distribution Ltd**  
www.barronwooddistribution.co.uk  
Sector: Transportation Services  
Region: Lancashire  
Revenue: £30M to £40M

**Barstone Ltd**  
www.smartct.com  
Sector: Information Technology  
Region: Buckinghamshire  
Revenue: £20M to £30M

**Bartfeld Trading Ltd**  
Sector: Wholesale  
Region: Inner London  
Revenue: £50M to £75M

**Barton Firtop Engineering Co Ltd**  
www.bartonfirtop.co.uk  
Sector: Manufacturing  
Region: Worcestershire  
Revenue: £10M to £20M

**Bassett Property Holdings Ltd**  
www.bassettsgroup.co.uk  
Sector: Real Estate  
Region: Swansea  
Revenue: £50M to £75M

**Bateman Groundworks Ltd**  
www.batemangroundworks.co.uk  
Sector: Engineering & Construction  
Region: Norfolk  
Revenue: £10M to £20M

**Bates Office Services Ltd**  
www.batesoffice.co.uk  
Sector: Wholesale  
Region: Kent  
Revenue: £10M to £20M

**BB Legal Ltd**  
www.eqlegal.co.uk  
Sector: Legal & Accounting  
Region: Greater Manchester  
Revenue: £10M to £20M

**BDB Design Build Ltd**  
www.bdbdesignbuild.com  
Sector: Construction  
Region: Barnsley, Doncaster & Rotherham  
Revenue: £20M to £30M

**Beetham Organisation**  
www.beetham.eu  
Sector: Real Estate  
Region: Liverpool  
Revenue: £10M to £20M

**Belvoir Fruit Farms Ltd**  
www.belvoirfruitfarms.co.uk  
Sector: Farming & Fishery  
Region: Leicestershire & Rutland  
Revenue: £10M to £20M

**Benchmark Holdings Plc p77**  
www.benchmarkplc.com  
Sector: Science & Technology  
Region: Sheffield  
Revenue: £20M to £30M

**Benefex Holdings Ltd p112**  
www.benefex.co.uk  
Sector: Employment Services  
Region: Southampton  
Revenue: £6M to £10M

**Benoy Ltd**  
www.benoy.com  
Sector: Architecture & Engineering  
Region: Nottinghamshire  
Revenue: £50M to £75M

**Benson Park Ltd**  
www.bensonpark.co.uk  
Sector: Food & Beverage  
Region: Kingston upon Hull  
Revenue: £20M to £30M

**BI Electrical Services (NI) Ltd**  
www.bielectrical.com  
Sector: Specialist Construction  
Region: Northern Ireland  
Revenue: £10M to £20M

**Big Cars Ltd**  
www.big-cars.co.uk  
Sector: Motor Vehicle Retail  
Region: Essex  
Revenue: £6M to £10M

**Binatone Voxel Ltd**  
www.binatonetelecom.com  
Sector: Wholesale  
Region: Greater London  
Revenue: £40M to £50M

**Biocomposites (UK) Ltd**  
www.biocomposites.com  
Sector: Pharmaceuticals & Biotechnology  
Region: Staffordshire  
Revenue: £10M to £20M

**BJSS Ltd**  
www.bjss.co.uk  
Sector: Information Technology  
Region: Leeds  
Revenue: £40M to £50M

**Blackwood Plant Hire Ltd**  
www.blackwoodplanthire.co.uk  
Sector: Rental & Leasing  
Region: Ayrshire  
Revenue: £6M to £10M

**Blayhall Ltd**  
www.starprofessional.com  
Sector: Information Technology  
Region: Hertfordshire  
Revenue: £10M to £20M

**Blaze Signs Holdings Ltd**  
www.blaze-signs.com  
Sector: Advertising & Marketing  
Region: Kent  
Revenue: £30M to £40M

**Blinkx Plc**  
www.blinkx.com  
Sector: Media  
Region: Inner London  
Revenue: £100M to £150M

**Block Solutions Ltd**  
www.block-solutions.net  
Sector: Information Technology  
Region: Inner London  
Revenue: £20M to £30M

**Bluesource Information Ltd**  
www.bluesource.co.uk  
Sector: Information Technology  
Region: Inner London  
Revenue: £10M to £20M

**Bobcat of London Ltd**  
www.bobcatoflondon.com  
Sector: Wholesale  
Region: Inner London  
Revenue: £6M to £10M

**Bowood Farms Ltd**  
Sector: Farming & Fishery  
Region: Staffordshire  
Revenue: £20M to £30M

**Brady Public Ltd Company**  
www.bradyplc.com  
Sector: Information Technology  
Region: Cambridgeshire  
Revenue: £20M to £30M

**Breedon Bowen Ltd**  
www.breedonaggregates.com  
Sector: Mining  
Region: Leicestershire & Rutland  
Revenue: £6M to £10M

**Breezemount UK Ltd**  
www.breezemount.com  
Sector: Transportation  
Region: Daventry  
Revenue: £20M to £30M

**Brentstar Holdings Ltd**  
www.europa-group.co.uk  
Sector: Insurance  
Region: Bath & Avon  
Revenue: £40M to £50M

**Brewdog Plc**  
www.brewdog.com  
Sector: Food & Beverage  
Region: Aberdeenshire  
Revenue: £10M to £20M

**Bridgebank Ltd**  
www.bridgebankltd.co.uk  
Sector: Engineering & Construction  
Region: Nottinghamshire  
Revenue: £20M to £30M

**Brightsun Travel (UK) Ltd**  
www.brightsun.co.uk  
Sector: Travel  
Region: Greater London  
Revenue: £75M to £100M

**Britam Defence Ltd**  
www.britamdefence.com  
Sector: Security  
Region: Inner London  
Revenue: £20M to £30M

**British Electric Lamps Ltd**  
www.bellighting.co.uk  
Sector: Electronic Manufacturing  
Region: Greater London  
Revenue: £10M to £20M

**Brompton Bicycle Ltd p41**  
www.bromptonbicycle.com  
Sector: Manufacturing  
Region: Greater London  
Revenue: £20M to £30M

**Broom House Investments Ltd**  
www.jamesclay.co.uk  
Sector: Food & Beverage  
Region: Calderdale & Kirklees  
Revenue: £20M to £30M

**Bryant Group (Scotland) Ltd**  
www.bryantgroup.co.uk  
Sector: Employment Services  
Region: Aberdeenshire  
Revenue: £10M to £20M

**Bryken (Holdings) Ltd**  
www.bryken.com  
Sector: Metal Manufacturing & Engineering  
Region: Merseyside  
Revenue: £10M to £20M

**BTS Group Ltd**  
www.btsgroupuk.com  
Sector: Forestry & Logging  
Region: Suffolk  
Revenue: £40M to £50M

**Bulldog Hotel Group Ltd**  
www.bulldoghotelgroup.co.uk  
Sector: Accommodation  
Region: Lincolnshire  
Revenue: £6M to £10M

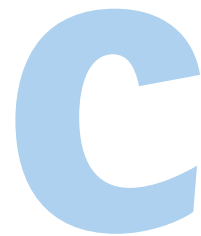
**Bullitt Group Ltd p47**  
www.bullitt-group.com  
Sector: Manufacturing  
Region: Berkshire  
Revenue: £30M to £40M



**Burden Bros Holdings Ltd**  
www.burdenbros.co.uk  
Sector: Engineering & Construction  
Region: Kent  
Revenue: £10M to £20M

**Burness Paull LLP**  
www.burnesspaull.com  
Sector: Legal & Accounting  
Region: Edinburgh  
Revenue: £30M to £40M

**Business Control Solutions Group Ltd**  
www.businesscontrolsolutions.com  
Sector: Information Technology  
Region: Peterborough  
Revenue: £10M to £20M



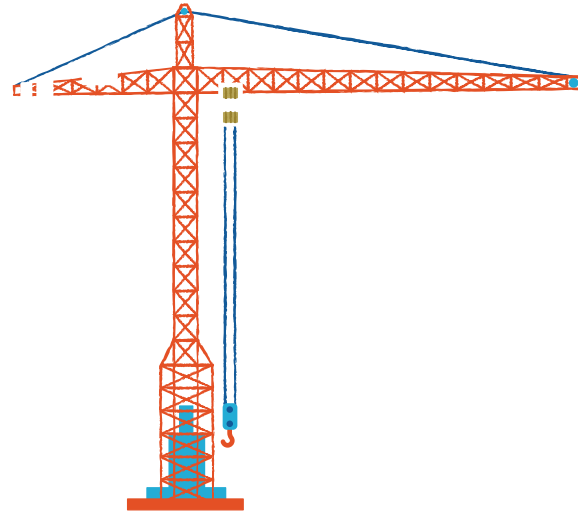
**C F Struthers (Holdings) Ltd**  
www.cfstruthers.co.uk  
Sector: Metal Manufacturing & Engineering  
Region: Kingston upon Hull  
Revenue: £6M to £10M

**C R Macdonald Ltd**  
www.crmacdonald.co.uk  
Sector: Construction  
Region: Worcestershire  
Revenue: £10M to £20M

**C. J. Petrow International Ltd**  
www.cjpetrow.co.uk  
Sector: Wholesale  
Region: Inner London  
Revenue: £150M to £200M

**Cable Services Enterprises Ltd**  
www.cableservices.co.uk  
Sector: Electronic Manufacturing  
Region: Flintshire & Wrexham  
Revenue: £20M to £30M

**Caddick Group Plc**  
www.caddick.co.uk  
Sector: Engineering & Construction  
Region: Leeds  
Revenue: £100M to £150M



**Cambridge Maintenance Services Ltd**  
www.cambridgemaintenance.co.uk  
Sector: Building & Landscape Services  
Region: Cambridgeshire  
Revenue: £6M to £10M

**Cameron Hall Developments Ltd**  
www.wynyardhall.co.uk  
Sector: Accommodation  
Region: Hartlepool & Stockton-on-Tees  
Revenue: £10M to £20M

**Camlin Ltd p40**  
www.camlinrail.com  
Sector: Electronic Manufacturing  
Region: Northern Ireland  
Revenue: £10M to £20M

**Cancer Partners UK Ltd**  
www.cancerpartnersuk.org  
Sector: Healthcare  
Region: Hampshire  
Revenue: £10M to £20M

**Capital Bridging Finance Ltd**  
www.cbfl.co.uk  
Sector: Financial Services  
Region: Inner London  
Revenue: £10M to £20M

**Capital City Service Ltd**  
www.ccstele.co.uk  
Sector: Telecommunications  
Region: Hertfordshire  
Revenue: £50M to £75M

**Capitol Engineering Services Ltd**  
www.thecapitolgroup.co.uk  
Sector: Specialist Construction  
Region: Greater London  
Revenue: £10M to £20M

**Captec Ltd**  
www.captec.co.uk  
Sector: Manufacturing  
Region: Hampshire  
Revenue: £10M to £20M

**Care & Support Partnership Community Interest Company**  
www.seqol.org  
Sector: Healthcare  
Region: Swindon  
Revenue: £30M to £40M

**Care Visions Ltd**  
www.carevisions.co.uk  
Sector: Residential Care  
Region: Edinburgh  
Revenue: £10M to £20M

**Cargostore International Ltd**  
www.cargostore.com  
Sector: Rental & Leasing  
Region: Greater London  
Revenue: £10M to £20M

**Carlton Resource Solutions Holdings Ltd**  
www.carltonresourcesolutions.com  
Sector: Employment Services  
Region: Aberdeen  
Revenue: £20M to £30M

**Cars 2 Ltd**  
www.cars2.co.uk  
Sector: Motor Vehicle Retail  
Region: Wakefield  
Revenue: £30M to £40M

**CASCO Finance Ltd**  
www.balcombecarehomes.co.uk/pages/home.aspx  
Sector: Residential Care  
Region: Southampton  
Revenue: £6M to £10M

**Caspian Networks Ltd**  
Sector: Food & Beverage  
Region: Bristol  
Revenue: £20M to £30M

**Caterers Choice Ltd**  
www.catererschoice.co.uk  
Sector: Wholesale  
Region: Huddersfield  
Revenue: £40M to £50M

**Cath Kidston Group Ltd**  
www.cathkidston.com  
Sector: Retail  
Region: Inner London  
Revenue: £100M to £150M

**Cathay Investments Ltd**  
www.cathay-investments.com  
Sector: Science & Technology  
Region: Surrey  
Revenue: £30M to £40M

**Cawingredients Ltd**  
Sector: Food & Beverage  
Region: North Yorkshire  
Revenue: £40M to £50M

**CDE Global Ltd p91**  
www.cdeglobal.com  
Sector: Manufacturing  
Region: Northern Ireland  
Revenue: £30M to £40M

**Centek Holdings Ltd**  
www.centekgroup.com  
Sector: Manufacturing  
Region: Devon  
Revenue: £30M to £40M

**CeX (Franchising) Ltd**  
www.uk.webuy.com  
Sector: Wholesale  
Region: Greater London  
Revenue: £10M to £20M

**CG Asset Management Ltd**  
www.cgasset.com  
Sector: Financial Services  
Region: Inner London  
Revenue: £10M to £20M

**Chadwick Brothers Ltd (Seasalt Cornwall) p84**  
www.seasaltcornwall.co.uk  
Sector: Retail  
Region: Cornwall & Isles of Scilly  
Revenue: £20M to £30M

**Chambers Travel Group Ltd**  
www.chamberstravel.com  
Sector: Travel  
Region: Inner London  
Revenue: £10M to £20M

**Chantacre Ltd**  
www.rwcivilengineering.co.uk  
Sector: Engineering & Construction  
Region: Hampshire  
Revenue: £10M to £20M

**CHAP (Holdings) Ltd**  
www.chap.co.uk  
Sector: Construction  
Region: Aberdeenshire  
Revenue: £50M to £75M

**Chartway Group Ltd**  
www.chartwaygroup.co.uk  
Sector: Construction  
Region: Kent  
Revenue: £10M to £20M

**Cheshire Holdings Ltd**  
www.northcheshirewindows.com  
Sector: Specialist Construction  
Region: Warrington  
Revenue: £100M to £150M

**Cheshire Mouldings & Woodturnings Ltd**  
www.cheshiremouldings.co.uk  
Sector: Manufacturing  
Region: St Helens  
Revenue: £10M to £20M

**Chester Hall Precision Engineering Ltd**  
www.chester-hall.co.uk  
Sector: Metal Manufacturing & Engineering  
Region: Essex  
Revenue: £20M to £30M

**Chi Partners Holdings Ltd**  
www.chiandpartners.com  
Sector: Advertising & Marketing  
Region: Inner London  
Revenue: £150M to £200M

**Childrensalon Ltd**  
www.childrensalon.com  
Sector: Retail  
Region: Kent  
Revenue: £20M to £30M

**Chisholm Hunter Holdings Ltd**  
www.chisholmhunter.co.uk  
Sector: Retail  
Region: Glasgow  
Revenue: £20M to £30M

**Churchill Retirement Plc**  
www.churchillretirement.co.uk  
Sector: Real Estate  
Region: Hampshire  
Revenue: £75M to £100M

**CIE UK (Holdings) Ltd**  
www.cie.plc.uk  
Sector: Construction  
Region: Kent  
Revenue: £6M to £10M

**CIET (UK) Ltd**  
www.ciet.ie/index.php  
Sector: Specialist Construction  
Region: Berkshire  
Revenue: £10M to £20M

**City & Country Group Plc**  
www.cityandcountry.co.uk  
Sector: Construction  
Region: Essex  
Revenue: £40M to £50M

**City Financial Investment Company Ltd**  
www.cityfinancial.co.uk  
Sector: Financial Services  
Region: Leeds  
Revenue: £20M to £30M

**City Legacy Ltd**  
www.citylegacy.co.uk  
Sector: Construction  
Region: Glasgow  
Revenue: £50M to £75M

**Clinigen Group Plc**  
www.clinigengroup.com  
Sector: Pharmaceuticals & Biotechnology  
Region: Staffordshire  
Revenue: £100M to £150M

**Clipper Contracting Group Ltd**  
www.clippercontracting.co.uk  
Sector: Construction  
Region: Devon  
Revenue: £40M to £50M

**Clugston Group Ltd**  
www.clugston.co.uk  
Sector: Engineering & Construction  
Region: Scunthorpe  
Revenue: £150M to £200M

**Coate Water Care Company Ltd**  
www.coatewatercare.co.uk  
Sector: Residential Care  
Region: Swindon  
Revenue: £6M to £10M

**Comland Plc**  
www.comland.co.uk  
Sector: Real Estate  
Region: Buckinghamshire  
Revenue: £10M to £20M

**Comline Auto Parts Ltd**  
www.comline.uk.com  
Sector: Motor Vehicle Retail  
Region: Luton  
Revenue: £20M to £30M

**Comms Factory Group Ltd**  
www.community.plus.net  
Sector: Telecommunications  
Region: West Sussex  
Revenue: £40M to £50M

**Communications Plus Ltd**  
www.communicationsplusltd.co.uk  
Sector: Telecommunications  
Region: Merseyside  
Revenue: £20M to £30M

**Company Shop Ltd p116**  
www.companysshop.ltd.uk  
Sector: Retail  
Region: Barnsley, Doncaster & Rotherham  
Revenue: £20M to £30M

**Complete Price Eyewear Ltd**  
www.outsideclinic.co.uk  
Sector: Healthcare  
Region: Swindon  
Revenue: £20M to £30M

**Concentia Capital Ltd**  
www.imagesound.com  
Sector: Media  
Region: Derbyshire  
Revenue: £6M to £10M

**Concept Data Display Ltd**  
www.concept-data.com  
Sector: Plastic Manufacturing & Engineering  
Region: Leeds  
Revenue: £6M to £10M

**Concept Recruitment Group Ltd**  
www.conceptrecruitment.com  
Sector: Employment Services  
Region: Leeds  
Revenue: £30M to £40M

**Conneely Drylining Ltd**  
www.cdl-ltd.co.uk  
Sector: Construction  
Region: Essex  
Revenue: £10M to £20M

**Conneely Facades Ltd**  
www.cdl-ltd.co.uk  
Sector: Construction  
Region: Greater London  
Revenue: £6M to £10M

**Conservatory Outlet Ltd**  
www.conservatoryoutlet.co.uk  
Sector: Specialist Construction  
Region: Wakefield  
Revenue: £10M to £20M

**Content Guru Ltd**  
www.contentguru.com  
Sector: Telecommunications  
Region: Berkshire  
Revenue: £6M to £10M



**Content Media Corporation Ltd**

www.contentmediacorp.com  
Sector: Media  
Region: Inner London  
Revenue: £50M to £75M

**Convergence (Group Networks) Ltd**

www.convergencegroup.co.uk  
Sector: Information Technology  
Region: Solihull  
Revenue: £20M to £30M

**Cordium Consulting**

www.cordium.com  
Sector: Professional Services  
Region: Inner London  
Revenue: £10M to £20M

**Coronation International Ltd**

www.coronationfunds.co.uk  
Sector: Financial Services  
Region: Inner London  
Revenue: £10M to £20M

**Cottingham (Holdings) Ltd**

www.markgroup.co.uk  
Sector: Utilities  
Region: Leicester  
Revenue: £200M to £250M

**County Milk Products Ltd**

www.countymilk.co.uk  
Sector: Food & Beverage  
Region: Cheshire East  
Revenue: £200M to £250M

**CPT International (UK) Ltd**

www.cptinternational.co.uk  
Sector: Wholesale  
Region: Birmingham  
Revenue: £6M to £10M

**Cranbrook Basements Ltd**

www.cranbrookbasements.co.uk  
Sector: Construction  
Region: Greater London  
Revenue: £6M to £10M

**Crawford Healthcare Holdings Ltd**

www.crawfordhealthcare.com  
Sector: Healthcare  
Region: Cheshire East  
Revenue: £10M to £20M

**Credit Security Ltd**

www.creditsecurity.co.uk  
Sector: Financial Services  
Region: Buckinghamshire  
Revenue: £6M to £10M

**Croma Security Solutions Group Plc**

www.cromagroup.co.uk  
Sector: Security  
Region: Hampshire  
Revenue: £10M to £20M

**Crown Domestic Appliances Ltd**

www.crowndomesticappliances.com  
Sector: Wholesale  
Region: Worcestershire  
Revenue: £6M to £10M

**Crown Products (Kent) Ltd**

www.crownluce.co.uk  
Sector: Manufacturing  
Region: Kent  
Revenue: £50M to £75M

**Crown Technologies Ltd**

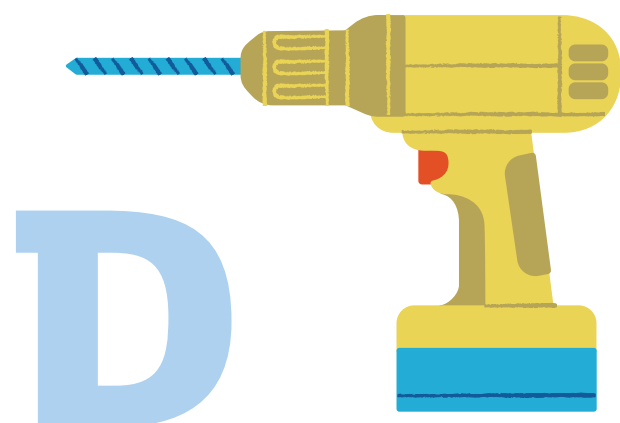
www.crownhouse.com  
Sector: Metal Manufacturing & Engineering  
Region: Kent  
Revenue: £10M to £20M

**CTruk Group Ltd**

www.ctruk.com  
Sector: Manufacturing  
Region: Essex  
Revenue: £20M to £30M

**Curtis Banks Ltd**

www.curtisbanks.co.uk  
Sector: Financial Services  
Region: Bristol  
Revenue: £6M to £10M

**D.G. Weaver Ltd**

www.dgweaver.co.uk  
Sector: Motor Vehicle Retail  
Region: Wales  
Revenue: £20M to £30M

**D.K. Engineering Ltd**

www.dkengineering.co.uk  
Sector: Motor Vehicle Retail  
Region: Hertfordshire  
Revenue: £50M to £75M

**D.M. Keith Ltd**

www.dmkeith.com  
Sector: Motor Vehicle Retail  
Region: Leeds  
Revenue: £50M to £75M

**Dacrylate Ltd**

www.dacrylate.co.uk  
Sector: Manufacturing  
Region: Nottinghamshire  
Revenue: £6M to £10M

**Dairy Partners Ltd**

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

**Dalziel Scotland Ltd**

www.dalzielservices.co.uk  
Sector: Building & Landscape Services  
Region: Lanarkshire  
Revenue: £6M to £10M

**Danbro Ltd**

www.danbro.co.uk  
Sector: Financial Services  
Region: Lancashire  
Revenue: £150M to £200M

**Dancourt Plant Hire Ltd**

www.dancourt.co.uk  
Sector: Engineering & Construction  
Region: Bristol  
Revenue: £10M to £20M

**Darwin Enterprise Ltd**

www.darwinrecruitment.com  
Sector: Employment Services  
Region: Essex  
Revenue: £10M to £20M

**Datapath Group Ltd**

www.datapath.co.uk  
Sector: Information Technology  
Region: Derby  
Revenue: £10M to £20M

**Datum Monitoring Services Ltd**

www.datummonitoring.com  
Sector: Specialist Construction  
Region: Greater Manchester  
Revenue: £6M to £10M

**David Hayton Ltd**

www.davidhayton.co.uk  
Sector: Motor Vehicle Retail  
Region: Cumbria  
Revenue: £30M to £40M

**Davidson Brothers (Shotts) Ltd**

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

**DCI Group Ltd**

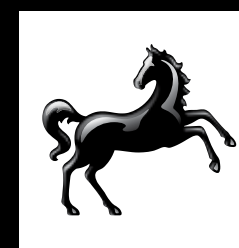
www.dciigroup.com  
Sector: Telecommunications  
Region: Suffolk  
Revenue: £75M to £100M

## COMMERCIAL BANKING

# VISION

LENDING MORE THAN £80 BILLION TO BRITISH BUSINESSES

[lloydsbank.com/brilliantbusiness](http://lloydsbank.com/brilliantbusiness)



# LLOYDS BANK

Lloyds Banking Group lending figure relates to committed facilities to UK resident companies, as at August 2014. All lending is subject to a satisfactory credit assessment. Authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority under Registration Number 119278. We subscribe to The Lending Code; copies of the Code can be obtained from [www.lendingstandardsboard.org.uk](http://www.lendingstandardsboard.org.uk). The Lloyds Banking Group includes companies using brands including Lloyds Bank, Halifax and Bank of Scotland and their associated companies. More information on the Lloyds Banking Group can be found at [lloydsbankinggroup.com](http://lloydsbankinggroup.com).



**Dechado Group Ltd (Pets Corner)**

www.petscorner.co.uk  
Sector: Retail  
Region: West Sussex  
Revenue: £20M to £30M

**Denbow International Ltd**

www.denbowinternational.com  
Sector: Specialist Construction  
Region: Devon  
Revenue: £6M to £10M

**Derek Slack Motors Ltd**

www.derekslackmotors.co.uk  
Sector: Motor Vehicle Retail  
Region: Teesside  
Revenue: £10M to £20M

**Design Bridge Ltd**

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

**Desk Top Publishing Micro Systems Ltd**

www.dtpgroup.co.uk  
Sector: Information Technology  
Region: Leeds  
Revenue: £30M to £40M

**Destec Engineering Ltd**

www.destec.co.uk  
Sector: Metal Manufacturing & Engineering  
Region: Nottinghamshire  
Revenue: £10M to £20M

**Dhesi Group Plc**

www.dhesiplc.com  
Sector: Construction  
Region: Inner London  
Revenue: £10M to £20M

**Digital Deployment Associates Ltd**

www.digital-phone.co.uk  
Sector: Retail  
Region: Suffolk  
Revenue: £10M to £20M

**Digital View Group Ltd**

www.digitalview.com  
Sector: Manufacturing  
Region: Hertfordshire  
Revenue: £6M to £10M

**Dine Contract Catering Ltd**

www.dine.org.uk  
Sector: Food & Beverage  
Region: Warrington  
Revenue: £20M to £30M

**Direct Medics Ltd**

www.directmedics.com  
Sector: Employment Services  
Region: Northern Ireland  
Revenue: £10M to £20M

**Discover The World Ltd p82**

www.discover-the-world.co.uk  
Sector: Travel  
Region: Surrey  
Revenue: £10M to £20M

**Distinction Doors Holdings Ltd**

www.distinctiondoors.co.uk  
Sector: Manufacturing  
Region: Barnsley, Doncaster & Rotherham  
Revenue: £30M to £40M

**DMWSL 660 Ltd**

www.tinopolis.com  
Sector: Media  
Region: Wales  
Revenue: £100M to £150M

**DOC Cleaning Ltd**

www.doccleaning.co.uk  
Sector: Building & Landscape Services  
Region: Essex  
Revenue: £10M to £20M

**Domestic & General Insulation Ltd**

www.dgi.org.uk  
Sector: Specialist Construction  
Region: Worcestershire  
Revenue: £75M to £100M

**Don Valley Engineering Holdings Ltd**

www.donvalleyeng.com  
Sector: Engineering & Construction  
Region: Barnsley, Doncaster & Rotherham  
Revenue: £10M to £20M

**Dotdigital Group Plc**

www.dotdigitalgroup.com  
Sector: Advertising & Marketing  
Region: Inner London  
Revenue: £10M to £20M

**Dow Investments Plc**

www.dow-investments.com  
Sector: Financial Services  
Region: Clackmannanshire & Fife  
Revenue: £6M to £10M

**Drydens Ltd**

www.drydenslaw.com  
Sector: Legal & Accounting  
Region: Bradford  
Revenue: £10M to £20M

**Duradiamond Healthcare Ltd**

www.duradiamondhealthcare.com  
Sector: Telecommunications  
Region: Perth & Kinross & Stirling  
Revenue: £10M to £20M

**Dynamic Metals Ltd**

www.dynamicmetalsltd.co.uk  
Sector: Metal Manufacturing & Engineering  
Region: Hemel Hempstead  
Revenue: £6M to £10M

**Dynamus Group Ltd**

www.triagecentral.co.uk  
Sector: Employment Services  
Region: Perth & Kinross & Stirling  
Revenue: £75M to £100M



**E. Sidwell Ltd**

www.esidwell.co.uk  
Sector: Wholesale  
Region: Warwickshire  
Revenue: £10M to £20M

**Eaglecliff Ltd**

www.eaglecliff.co.uk  
Sector: Employment Services  
Region: Kent  
Revenue: £40M to £50M

**East Coast Viners Grain LLP**

www.ecvanimalnutrition.co.uk  
Sector: Food & Beverage  
Region: Aberdeenshire  
Revenue: £50M to £75M

**East London Textiles Ltd**

www.east-london-textiles.com  
Sector: Wholesale  
Region: Essex  
Revenue: £6M to £10M

**East Sussex Press Ltd**

www.pureprint.com  
Sector: Manufacturing  
Region: East Sussex  
Revenue: £40M to £50M

**Ebac Holdings Ltd**

www.ebac.com  
Sector: Manufacturing  
Region: Durham  
Revenue: £10M to £20M

**EBECS Ltd**

www.ebecs.com  
Sector: Information Technology  
Region: Derbyshire  
Revenue: £10M to £20M

**Ebiquity Plc**

www.ebiquity.com  
Sector: Advertising & Marketing  
Region: Inner London  
Revenue: £50M to £75M

**Echo Sourcing Ltd**

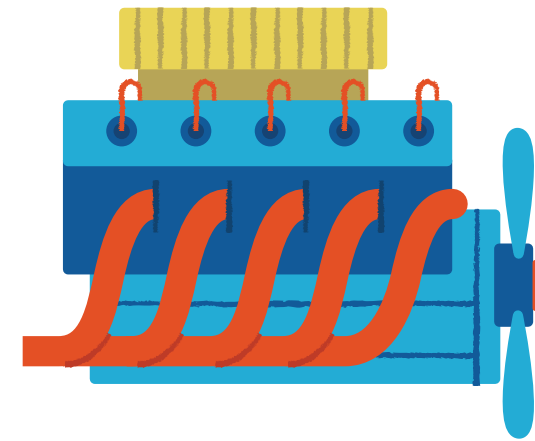
www.echosourcing.co.uk  
Sector: Textile Manufacturing  
Region: Inner London  
Revenue: £50M to £75M

**Eclipse Web Ltd**

www.eclipsecolour.com  
Sector: Printing  
Region: Northamptonshire  
Revenue: £30M to £40M

**ECS Europe Ltd**

www.ecs.co.uk  
Sector: Information Technology  
Region: Glasgow  
Revenue: £30M to £40M



**Edif Group Ltd**

www.edifgroup.com  
Sector: Architecture & Engineering  
Region: Surrey  
Revenue: £50M to £75M

**Edison Investment Research Ltd**

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

**Ed's Easy Diner Holdings Ltd**

www.edseasydiner.co.uk  
Sector: Food & Beverage  
Region: Inner London  
Revenue: £10M to £20M

**Edward Rawlings Properties Ltd**

www.rawlings.co.uk  
Sector: Real Estate  
Region: Hampshire  
Revenue: £10M to £20M

**EKF Diagnostics Holdings Plc**

www.ekfdiagnostics.com  
Sector: Healthcare  
Region: Wales  
Revenue: £30M to £40M

**Electrix International Ltd**

www.electrix.co.uk  
Sector: Metal Manufacturing & Engineering  
Region: Durham  
Revenue: £6M to £10M

**Elmdene Group Ltd**

www.millboard.co.uk  
Sector: Manufacturing  
Region: Coventry  
Revenue: £10M to £20M

**Emarket Ltd**

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

**Emerge Ltd**

www.emerge.co.uk  
Sector: Advertising & Marketing  
Region: Bournemouth & Poole  
Revenue: £50M to £75M

**Emtec Group Ltd**

www.emtecgroupltd.co.uk  
Sector: Construction  
Region: Lanarkshire  
Revenue: £20M to £30M

**Endava Ltd**

www.endava.com  
Sector: Information Technology  
Region: Inner London  
Revenue: £40M to £50M

**Engenda Group Ltd**

www.engenda-group.com  
Sector: Engineering & Construction  
Region: Merseyside  
Revenue: £20M to £30M

**Ennismore Fund Management Ltd**

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

**Entertainment Insurance Partners Ltd**

www.rtworlwide.com  
Sector: Insurance  
Region: Inner London  
Revenue: £10M to £20M

**Entier Ltd**

www.entier-services.com  
Sector: Food & Beverage  
Region: Aberdeenshire  
Revenue: £30M to £40M

**Eoth Ltd**

www.equipuk.com  
Sector: Wholesale  
Region: Derbyshire  
Revenue: £30M to £40M

**Equal Approach Ltd**

www.equalapproach.com  
Sector: Employment Services  
Region: Staffordshire  
Revenue: £6M to £10M

**Esendee Holdings Ltd**

www.eclcivils.co.uk  
Sector: Engineering & Construction  
Region: Leicestershire & Rutland  
Revenue: £20M to £30M

**ESP Systex Holdings Ltd**

www.espsystex.co.uk  
Sector: Information Technology  
Region: Kingston upon Hull  
Revenue: £30M to £40M

**Essence Digital Group Ltd p26**

www.essencedigital.com  
Sector: Advertising & Marketing  
Region: Inner London  
Revenue: £100M to £150M

**Ethical Forestry Ltd**

www.ethicalforestry.com  
Sector: Forestry & Logging  
Region: Bournemouth & Poole  
Revenue: £20M to £30M

**Ethical Fruit Company Ltd**

www.ethicalfruitcompany.co.uk  
Sector: Farming & Fishery  
Region: Worcestershire  
Revenue: £10M to £20M

**EuNetworks Fiber UK Ltd**

www.eunetworks.com  
Sector: Telecommunications  
Region: Inner London  
Revenue: £10M to £20M

**Euro Choice Ltd**

Sector: Wholesale  
Region: Greater London  
Revenue: £20M to £30M

**Europe Incoming Holdings Ltd**

www.europeincoming.com  
Sector: Travel  
Region: Greater London  
Revenue: £20M to £30M

**Evalueserve UK Ltd**

www.evalueserve.com  
Sector: Professional Services  
Region: Essex  
Revenue: £6M to £10M

**Everest Advisors (UK), Ltd**

www.everestre.com  
Sector: Financial Services  
Region: Inner London  
Revenue: £6M to £10M

**Evolution Funding Ltd**

www.evolutionfunding.com  
Sector: Financial Services  
Region: Derbyshire  
Revenue: £10M to £20M

**Evolve Telecom Ltd**

www.evolvecomms.com  
Sector: Retail  
Region: Essex  
Revenue: £20M to £30M

**Exchequer Solutions Ltd**

www.exchequersolutions.co.uk  
Sector: Employment Services  
Region: Cheshire West & Chester  
Revenue: £50M to £75M

**Exony Ltd**

www.exony.com  
Sector: Information Technology  
Region: Berkshire  
Revenue: £6M to £10M

**Exponential-e Ltd**

www.exponential-e.com  
Sector: Telecommunications  
Region: Inner London  
Revenue: £40M to £50M



**Express Bi Folding Doors Ltd**  
www.expressbifolds.co.uk  
Sector: Manufacturing  
Region: Leeds  
Revenue: £10M to £20M

# F

**F.C. Stark Ltd**  
www.fcstark.co.uk  
Sector: Construction  
Region: Kent  
Revenue: £10M to £20M

**Facilities & Corporate Solutions Ltd**  
www.fcslasermail.com  
Sector: Printing  
Region: Birmingham  
Revenue: £6M to £10M

**Fairlie Holdings Ltd**  
www.fairliehealthcare.co.uk  
Sector: Healthcare  
Region: Greater London  
Revenue: £6M to £10M

**Falcon Crane Hire Holdings Ltd**  
www.falconcranes.co.uk  
Sector: Rental & Leasing  
Region: Norfolk  
Revenue: £20M to £30M

**Fascap Group Ltd**  
www.fascap.co.uk  
Sector: Financial Services  
Region: West Sussex  
Revenue: £6M to £10M

**Faststream Holdings Ltd**  
www.faststream.co.uk  
Sector: Employment Services  
Region: Southampton  
Revenue: £30M to £40M

**Fayre Oaks Ltd**  
www.fayreoaks.co.uk  
Sector: Wholesale  
Region: Bath & Avon  
Revenue: £10M to £20M

**Fideliti Ltd**  
www.fideliti.co.uk  
Sector: Financial Services  
Region: Warrington  
Revenue: £100M to £150M

**Field International Holdings (Dorset) Ltd**  
www.fieldinternational.com  
Sector: Manufacturing  
Region: Bournemouth & Poole  
Revenue: £10M to £20M

**Fieldrose Ltd**  
Sector: Food & Beverage  
Region: Greater London  
Revenue: £30M to £40M

**Fileder Holdings Ltd**  
www.fileder.co.uk  
Sector: Manufacturing  
Region: Kent  
Revenue: £6M to £10M

**Fio's Cash & Carry Ltd**  
Sector: Wholesale  
Region: Inner London  
Revenue: £20M to £30M

**Fire Glass UK Ltd**  
www.fireglassuk.com  
Sector: Specialist Construction  
Region: Sandwell  
Revenue: £6M to £10M

**Fireclad Ltd**  
www.fireclad.com  
Sector: Specialist Construction  
Region: Southend-on-Sea  
Revenue: £30M to £40M

**Firestone Diamonds Plc**  
www.firestonediamonds.com  
Sector: Mining  
Region: Inner London  
Revenue: £6M to £10M

**First Derivatives Plc p91**  
www.firstderivatives.com  
Sector: Financial Services  
Region: Northern Ireland  
Revenue: £50M to £75M



**First Point Group Ltd**  
www.firstpointgroup.com  
Sector: Employment Services  
Region: Inner London  
Revenue: £30M to £40M

**First Property Group Plc**  
www.fprop.com  
Sector: Real Estate  
Region: Inner London  
Revenue: £10M to £20M

**First Scottish Group Ltd**  
www.firstscottish.com  
Sector: Transportation Services  
Region: Clackmannanshire & Fife  
Revenue: £10M to £20M

**Flameproofings Ltd**  
www.john-holden.com  
Sector: Textile Manufacturing  
Region: Greater Manchester  
Revenue: £10M to £20M

**Flamstead Holdings Ltd**  
www.hlplastics.co.uk/flamstead-group  
Sector: Plastic Manufacturing & Engineering  
Region: Derbyshire  
Revenue: £50M to £75M

**Fleetmill Ltd (Legend Footwear)**  
www.legendfootwear.co.uk  
Sector: Retail  
Region: Greater London  
Revenue: £10M to £20M

**Fletchers Solicitors Ltd**  
www.fs.co.uk  
Sector: Legal & Accounting  
Region: Sefton  
Revenue: £6M to £10M

**Fluidata Ltd**  
www.fluidata.co.uk  
Sector: Telecommunications  
Region: Inner London  
Revenue: £10M to £20M

**Flynn Pharma (Holdings) Ltd**  
www.flynnpharma.com  
Sector: Pharmaceuticals & Biotechnology  
Region: Hertfordshire  
Revenue: £50M to £75M

**Focusrite Audio Engineering Ltd p60**  
www.focusrite.com  
Sector: Electronic Manufacturing  
Region: Buckinghamshire  
Revenue: £30M to £40M

**Footasylum Ltd**  
www.footasylum.com  
Sector: Retail  
Region: Greater Manchester  
Revenue: £50M to £75M

**Ford Fuels Ltd**  
www.fordfueloils.co.uk  
Sector: Wholesale  
Region: Bath & Avon  
Revenue: £100M to £150M

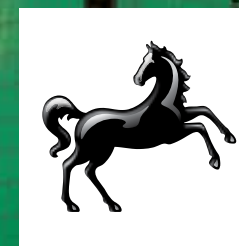
**Forest Support Services Ltd**  
www.forestsupportservices.co.uk  
Sector: Specialist Construction  
Region: Monmouthshire & Newport  
Revenue: £10M to £20M

**Fork Rent Plc**  
www.fork-rent.co.uk  
Sector: Rental & Leasing  
Region: Suffolk  
Revenue: £20M to £30M

# AMBITION

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**Formaplex Group Ltd p38**

www.formaplex.com  
Sector: Manufacturing  
Region: Hampshire  
Revenue: £30M to £40M

**Forum Advisors Management Ltd**

www.forumpartners.com  
Sector: Financial Services  
Region: Inner London  
Revenue: £6M to £10M

**Forward Industrial Products Group Ltd**

www.forwardindustrial.com  
Sector: Manufacturing  
Region: Birmingham  
Revenue: £10M to £20M

**Foundation Developments Ltd**

www.foundation-dev.com  
Sector: Specialist Construction  
Region: Greater London  
Revenue: £75M to £100M

**Foundation Piling (Holdings) Ltd**

www.foundation-piling.co.uk  
Sector: Construction  
Region: Shropshire  
Revenue: £10M to £20M

**FRA Holdings Ltd [Forensic Risk Alliance]**

www.forensicrisk.com  
Sector: Legal & Accounting  
Region: Inner London  
Revenue: £6M to £10M

**Frederic Smart & Son Ltd**

www.frederic-smart.co.uk  
Sector: Wholesale  
Region: Cambridgeshire  
Revenue: £20M to £30M

**Full of Joy Ltd**

www.joythestore.com  
Sector: Retail  
Region: Inner London  
Revenue: £10M to £20M

**Fullfield Ltd**

www.fullfieldfm.com  
Sector: Building & Landscape Services  
Region: Essex  
Revenue: £30M to £40M

**Fundamental Media Ltd**

www.fundamentalmedia.net  
Sector: Advertising & Marketing  
Region: Inner London  
Revenue: £30M to £40M

**Furmanac Ltd**

www.furmanac.co.uk  
Sector: Textile Manufacturing  
Region: Birmingham  
Revenue: £10M to £20M

**Futureheads Recruitment Ltd**

www.wearefutureheads.co.uk  
Sector: Employment Services  
Region: Inner London  
Revenue: £6M to £10M

**Futures For Children Ltd**

www.futures-for-children.org  
Sector: Residential Care  
Region: Kent  
Revenue: £10M to £20M

**FWA Holdings Ltd**

www.fwagroup.co.uk  
Sector: Specialist Construction  
Region: Kent  
Revenue: £30M to £40M



**G Forces Web Management Ltd**

www.gforces.co.uk  
Sector: Information Technology  
Region: Kent  
Revenue: £10M to £20M

**GSM Group Ltd**

www.gsmgroup.co.uk  
Sector: Manufacturing  
Region: Leeds  
Revenue: £30M to £40M

**GSM Holdings**

www.gsm.org.uk/en  
Sector: Education  
Region: Inner London  
Revenue: £20M to £30M

**G. & B. (North West) Ltd**

www.gandbnw.co.uk/  
Sector: Specialist Construction  
Region: Greater Manchester  
Revenue: £10M to £20M

**G.H. Financials Ltd**

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

**G&P Group Holdings Ltd**

www.gpqm.com  
Sector: Professional Services  
Region: Walsall  
Revenue: £10M to £20M

**Gamesys Ltd**

www.gamesyscorporate.com  
Sector: Information Technology  
Region: Inner London  
Revenue: £150M to £200M

**Gapuma Group Ltd p55**

www.gapuma.com  
Sector: Professional Services  
Region: Inner London  
Revenue: £50M to £75M

**Gas World Ltd**

www.gasworldltd.co.uk  
Sector: Specialist Construction  
Region: Bristol  
Revenue: £6M to £10M



**GCH Capital Ltd**

www.gchcapital.co.uk  
Sector: Financial Services  
Region: Inner London  
Revenue: £50M to £75M

**Gemcom Ltd**

www.gemcom.co.uk  
Sector: Wholesale  
Region: Inner London  
Revenue: £40M to £50M

**GG Glass & Glazing Ltd**

www.ggglass.co.uk  
Sector: Specialist Construction  
Region: Liverpool  
Revenue: £6M to £10M

**Gh2 Ltd**

www.ghgrain.co.uk  
Sector: Transportation Services  
Region: Kent  
Revenue: £50M to £75M

**Gilbertson & Page Ltd**

www.gilpa.co.uk  
Sector: Food & Beverage  
Region: Hertfordshire  
Revenue: £10M to £20M

**Glacier Energy Services Holdings Ltd**

www.glacier.co.uk  
Sector: Utilities  
Region: Aberdeenshire  
Revenue: £10M to £20M

**Glass Recycling (UK) Ltd**

www.glassrecycle.co.uk  
Sector: Waste Management  
Region: Barnsley, Doncaster & Rotherham  
Revenue: £20M to £30M

**Glazerite Windows Ltd**

www.glazerite.net  
Sector: Plastic Manufacturing & Engineering  
Region: Northamptonshire  
Revenue: £10M to £20M

**Glens of Antrim Potatoes Ltd**

www.goapotatoes.co.uk  
Sector: Farming & Fishery  
Region: Northern Ireland  
Revenue: £6M to £10M

**Glide 2 Ltd**

www.glide.uk.com  
Sector: Utilities  
Region: Birmingham  
Revenue: £10M to £20M

**Global Prime Partners Ltd p100**

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

**Globe Business Publishing Ltd**

www.globebusinesspublishing.com  
Sector: Advertising & Marketing  
Region: Inner London  
Revenue: £10M to £20M

**Goedhuis & Company Ltd**

www.goedhuis.com  
Sector: Food & Beverage  
Region: Inner London  
Revenue: £20M to £30M

**Gold Care Holdings Ltd**

www.goldcarehomes.com  
Sector: Residential Care  
Region: Greater London  
Revenue: £20M to £30M

**Goldentree Financial Services Plc**

www.goldentreefs.co.uk  
Sector: Financial Services  
Region: Warrington  
Revenue: £6M to £10M

**Goldfoster Ltd**

www.built-offsite.com  
Sector: Specialist Construction  
Region: Shropshire  
Revenue: £20M to £30M

**GP Bullhound Holdings Ltd p102**

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

**Grampian Continental Ltd**

www.grampianco.com  
Sector: Transportation Services  
Region: Aberdeenshire  
Revenue: £10M to £20M

**Grangewood Builders Ltd**

www.grangewood.co.uk  
Sector: Specialist Construction  
Region: Essex  
Revenue: £20M to £30M

**Graphene Nanochem Plc**

www.graphenenanochem.com  
Sector: Manufacturing  
Region: Surrey  
Revenue: £30M to £40M

**Gravitas Recruitment Group Ltd**

www.gravitasrecruitmentgroup.com  
Sector: Information Technology  
Region: Inner London  
Revenue: £10M to £20M

**Great Northern Envelope Company Group Holdings Ltd**

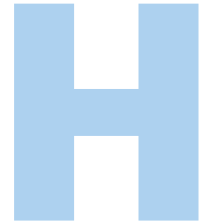
www.gne.co.uk  
Sector: Manufacturing  
Region: Leeds  
Revenue: £10M to £20M

**Greencroft Bottling Company Ltd**

www.greencroftbottling.com  
Sector: Food & Beverage  
Region: Durham  
Revenue: £20M to £30M

**Greentech Recycling Plc**

www.gt-recycle.com  
Sector: Waste Management  
Region: Buckinghamshire  
Revenue: £10M to £20M



**Grid Defence Systems Ltd**

www.griduk.com  
Sector: Manufacturing  
Region: Buckinghamshire  
Revenue: £6M to £10M

**Grindeys Solicitors Ltd**

www.grindeys.co.uk  
Sector: Legal & Accounting  
Region: Stoke-on-Trent  
Revenue: £20M to £30M

**GTC Utility Construction Ltd**

www.gtc-uk.co.uk  
Sector: Specialist Construction  
Region: Suffolk  
Revenue: £20M to £30M

**Guidance Navigation Holdings Ltd p56**

www.guidance.eu.com  
Sector: Electronic Manufacturing  
Region: Leicestershire & Rutland  
Revenue: £10M to £20M

**GuitarGuitar Ltd**

www.guitarguitar.co.uk  
Sector: Retail  
Region: Glasgow  
Revenue: £10M to £20M

**GWORKS Ltd**

www.gworksLtd.com  
Sector: Specialist Construction  
Region: Bath & Avon  
Revenue: £10M to £20M

**HIS Holdings Ltd**

www.hisltd.co.uk  
Sector: Retail  
Region: Western Isles  
Revenue: £30M to £40M

**H Walton Ltd**

www.hwaltons.co.uk  
Sector: Wholesale  
Region: East Yorkshire  
Revenue: £50M to £75M

**H. Docherty Ltd**

www.docherty.co.uk  
Sector: Manufacturing  
Region: Berkshire  
Revenue: £10M to £20M

**Hadrian Healthcare Ltd**

www.hadrianhealthcare.co.uk  
Sector: Residential Care  
Region: Tyneside  
Revenue: £6M to £10M

**Harder Bros. Ltd**

www.harderbros.com  
Sector: Food & Beverage  
Region: Leeds  
Revenue: £30M to £40M

**Hardyman Group Ltd**

www.hardyman-group.co.uk  
Sector: Specialist Construction  
Region: Solihull  
Revenue: £10M to £20M

**Hare It House Holdings Ltd**

www.bathales.com  
Sector: Food & Beverage  
Region: Bath & Avon  
Revenue: £6M to £10M



**Harper Group Management Ltd**

www.harpergroup.co.uk  
Sector: Construction  
Region: Sandwell  
Revenue: £10M to £20M

**Harris Tobias Ltd**

www.harristobias.com  
Sector: Wholesale  
Region: Essex  
Revenue: £40M to £50M

**Harry Fairclough Group Ltd**

www.harryfairclough.co.uk  
Sector: Engineering & Construction  
Region: Warrington  
Revenue: £30M to £40M

**Harvard Engineering Ltd**

www.harvardengineering.com  
Sector: Electronic Manufacturing  
Region: Leeds  
Revenue: £30M to £40M

**Hawk Hire Ltd**

www.hawk-group.co.uk  
Sector: Specialist Construction  
Region: Shropshire  
Revenue: £10M to £20M

**Hawthorn Theatrical Ltd**

www.hawthorns.uk.com  
Sector: Wholesale  
Region: Leicestershire & Rutland  
Revenue: £10M to £20M

**Hay Bluff Ltd**

www.eagleplant.co.uk  
Sector: Rental & Leasing  
Region: Somerset  
Revenue: £20M to £30M

**Heage Road Vehicle Services Ltd**

www.hrvs.co.uk  
Sector: Motor Vehicle Retail  
Region: Derbyshire  
Revenue: £10M to £20M

**Healthcare House Ltd**

www.healthcare.co.uk  
Sector: Wholesale  
Region: North Yorkshire  
Revenue: £10M to £20M

**Heartstone Inns Ltd**

www.heartstoneinns.co.uk  
Sector: Food & Beverage  
Region: Berkshire  
Revenue: £6M to £10M

**Heat Recovery Solutions Ltd**

www.heatrecoveryolutions.co.uk  
Sector: Manufacturing  
Region: Greater London  
Revenue: £6M to £10M

**Heating Plumbing Supplies Group Ltd (Heating Plumbing Supplies Ltd)**

www.hpsmerchant.co.uk  
Sector: Wholesale  
Region: East Sussex  
Revenue: £40M to £50M

**Heltor Ltd**

www.heltor.co.uk  
Sector: Wholesale  
Region: Devon  
Revenue: £50M to £75M

**Henrob Ltd**

www.henrob.com  
Sector: Metal Manufacturing & Engineering  
Region: Flintshire & Wrexham  
Revenue: £40M to £50M

**Heptares Therapeutics Ltd**

www.heptares.com  
Sector: Pharmaceuticals & Biotechnology  
Region: Hertfordshire  
Revenue: £6M to £10M

**Hereford Contract Canning (HCC) Ltd**

www.hccanning.com  
Sector: Metal Manufacturing & Engineering  
Region: Hertfordshire  
Revenue: £6M to £10M

**Heron Food Group Ltd**

www.heronfoods.com  
Sector: Food & Beverage  
Region: East Yorkshire  
Revenue: £200M to £250M

**HGF Business Services Ltd**

www.hgf.com  
Sector: Legal & Accounting  
Region: Leeds  
Revenue: £6M to £10M

**HH Law Ltd**

www.hh-law.co.uk  
Sector: Legal & Accounting  
Region: Liverpool  
Revenue: £10M to £20M

**Hidden Instruments Ltd**

www.hiddeninstruments.com  
Sector: Manufacturing  
Region: Warrington  
Revenue: £10M to £20M

**High Grove Beds Ltd**

www.highgrovebeds.co.uk  
Sector: Manufacturing  
Region: Calderdale & Kirklees  
Revenue: £10M to £20M

**High Seat Holdings Ltd**

www.hslchairs.com  
Sector: Retail  
Region: Leeds  
Revenue: £20M to £30M

**Highlander Computing Solutions Ltd**

www.highlandercomputing.com  
Sector: Wholesale  
Region: Sheffield  
Revenue: £10M to £20M

**Hodgson Sayers Ltd**

www.hodgson-sayers.co.uk  
Sector: Construction  
Region: Durham  
Revenue: £10M to £20M

**Holt Doctors Ltd**

www.holtDoctors.co.uk  
Sector: Employment Services  
Region: North Yorkshire  
Revenue: £10M to £20M

**Home Marketing Ltd**

www.homeagency.co.uk  
Sector: Advertising & Marketing  
Region: Leeds  
Revenue: £20M to £30M

**Hopkins & Moore (Developments) Ltd [Hopkins Homes]**

www.hopkinshomes.co.uk  
Sector: Construction  
Region: Suffolk  
Revenue: £6M to £10M

**Horizon Discovery Ltd**

www.horizondiscovery.com  
Sector: Pharmaceuticals & Biotechnology  
Region: Cambridgeshire  
Revenue: £6M to £10M

**Hosein Ltd**

www.broadwaytravel.com  
Sector: Travel  
Region: Luton  
Revenue: £6M to £10M

**HPC Healthline UK Ltd**

www.hpchealthline.co.uk  
Sector: Food & Beverage  
Region: Greater London  
Revenue: £75M to £100M

**HTA Group Holdings Ltd**

www.htagroup.co.uk  
Sector: Metal Manufacturing & Engineering  
Region: Warwickshire  
Revenue: £6M to £10M

**Human Capital Investment (Group) Ltd**

www.hcigltd.com  
Sector: Financial Services  
Region: Inner London  
Revenue: £150M to £200M

**Humber Developments Ltd**

www.humbergrowers.com  
Sector: Farming & Fishery  
Region: East Yorkshire  
Revenue: £10M to £20M

**Huntswood CTC Ltd**

www.huntswoodctc.com  
Sector: Employment Services  
Region: Berkshire  
Revenue: £150M to £200M

**Hydrodec Group Plc**

www.hydrodec.com  
Sector: Oil & Gas Support Services  
Region: Inner London  
Revenue: £20M to £30M

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M11.S015.  
GU15.WC1V.  
LN3.G20.E1.  
RG30.CF63.  
EC4.CV6.LS25.  
TS27.WV10.  
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 Growth Capital Investors



# I

**IC Consultants Ltd**

www.imperial-consultants.co.uk  
Sector: Professional Services  
Region: Inner London  
Revenue: £20M to £30M

**I Wilson Holdings Ltd**

www.wilsondesignsourcesupply.com  
Sector: Advertising & Marketing  
Region: Inverclyde & Renfrewshire  
Revenue: £50M to £75M

**I.J. McGill transport Ltd**

www.ijmcgilltransport.com  
Sector: Transportation Services  
Region: Bath & Avon  
Revenue: £10M to £20M

**Ian Mosey Ltd**

www.ianmosey.com  
Sector: Farming & Fishery  
Region: North Yorkshire  
Revenue: £50M to £75M

**iCandy World Ltd**

www.icandyuk.com  
Sector: Manufacturing  
Region: Bedfordshire  
Revenue: £10M to £20M

**ID Medical Group Ltd**

www.id-medical.com  
Sector: Employment Services  
Region: Milton Keynes  
Revenue: £75M to £100M

**Ideagen Plc**

www.ideagenplc.com  
Sector: Information Technology  
Region: Derbyshire  
Revenue: £6M to £10M

**IGas Energy Plc**

www.igasplc.com  
Sector: Oil & Gas  
Region: Inner London  
Revenue: £75M to £100M

**Iiaa Ltd**

www.iiaa.eu  
Sector: Wholesale  
Region: Greater London  
Revenue: £10M to £20M

**Ikon Science Ltd p53**

www.ikonscience.com  
Sector: Information Technology  
Region: Greater London  
Revenue: £20M to £30M

**In Touch Games Ltd**

www.mfortune.co.uk  
Sector: Gambling & Betting  
Region: Dudley  
Revenue: £10M to £20M

**Incentive FM Group Ltd**

www.incentivefmgroup.com  
Sector: Building & Landscape Services  
Region: Inner London  
Revenue: £40M to £50M

**Independent Transition Management Ltd**

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

**Industria Personnel Services Ltd**

www.industria-jobs.co.uk  
Sector: Employment Services  
Region: Leicester  
Revenue: £10M to £20M

**Infectious Media Ltd**

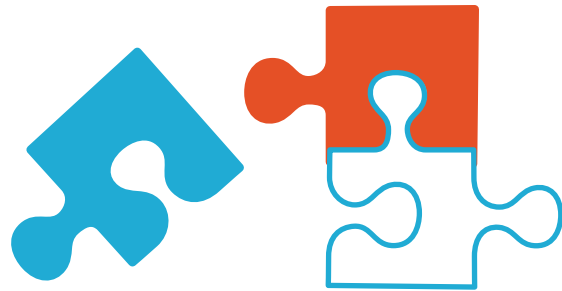
www.infectiousmedia.com  
Sector: Advertising & Marketing  
Region: Inner London  
Revenue: £10M to £20M

**Infinity SDC Ltd p27**

www.infinitysdc.net  
Sector: Information Technology  
Region: Milton Keynes  
Revenue: £10M to £20M

**Ink Development Company Ltd**

Sector: Construction  
Region: Greater London  
Revenue: £20M to £30M



**Inspired Energy Plc**

www.inspiredenergy.co.uk  
Sector: Utilities  
Region: Lancashire  
Revenue: £6M to £10M

**Inspired Thinking Group Holdings Ltd**

www.inspiredthinkinggroup.com  
Sector: Advertising & Marketing  
Region: Birmingham  
Revenue: £40M to £50M

**Instinctif Partners Holdings Ltd**

www.instinctif.com  
Sector: Advertising & Marketing  
Region: Inner London  
Revenue: £40M to £50M

**Insurance Factory Ltd**

www.insurancefactory.co.uk  
Sector: Insurance  
Region: Birmingham  
Revenue: £10M to £20M

**Integrated Care 24 Ltd**

www.ic24.org.uk  
Sector: Healthcare  
Region: Kent  
Revenue: £50M to £75M

**Interact Medical Ltd**

www.interactmedical.co.uk  
Sector: Employment Services  
Region: Milton Keynes  
Revenue: £30M to £40M

**Interlink Direct Ltd**

www.interlink-direct.co.uk  
Sector: Wholesale  
Region: Greater London  
Revenue: £10M to £20M

**Internetq Plc**

www.internetq.com  
Sector: Information Technology  
Region: Inner London  
Revenue: £75M to £100M

**Interport Ltd**

www.interportltd.com  
Sector: Wholesale  
Region: Greater London  
Revenue: £100M to £150M

**Iomart Group Plc**

www.iomart.com  
Sector: Information Technology  
Region: Glasgow  
Revenue: £50M to £75M

**IOR Group Ltd**

www.iorgroup.co.uk  
Sector: Specialist Construction  
Region: Surrey  
Revenue: £20M to £30M

**IQE Plc**

www.iqep.com  
Sector: Manufacturing  
Region: Wales  
Revenue: £100M to £150M

**ITH Pharma Ltd**

www.ithpharma.com  
Sector: Pharmaceuticals & Biotechnology  
Region: Greater London  
Revenue: £10M to £20M

**Itsu Ltd p72**

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

# J

**J B Tustain Motors Holdings Ltd**

Sector: Motor Vehicle Retail  
Region: Birmingham  
Revenue: £20M to £30M

**J Banks Industries Ltd**

www.jbanks.co.uk  
Sector: Financial Services  
Region: Staffordshire  
Revenue: £6M to £10M

**J K R Contractors Ltd**

www.jkrcontractors.com  
Sector: Construction  
Region: Aberdeenshire  
Revenue: £6M to £10M

**J. B. Developments & Construction Ltd**

www.jb-developments.co.uk  
Sector: Construction  
Region: Greater London  
Revenue: £10M to £20M

**J.E. Porter Ltd**

Sector: Food & Beverage  
Region: Lincolnshire  
Revenue: £50M to £75M

**J.M. Finn & Co Ltd**

www.jmfinn.com  
Sector: Financial Services  
Region: Inner London  
Revenue: £50M to £75M

**Jam Recruitment Ltd**

www.jamrecruitment.co.uk  
Sector: Employment Services  
Region: Greater Manchester  
Revenue: £10M to £20M

**James Tolland & Company Ltd**

www.jamestolland.co.uk  
Sector: Wholesale  
Region: Northern Ireland  
Revenue: £30M to £40M

**Jean-Luc Developments Ltd**

Sector: Construction  
Region: Hertfordshire  
Revenue: £20M to £30M

**Jeesal Akman Care Corporation Ltd**

www.jeesal.org  
Sector: Residential Care  
Region: Norfolk  
Revenue: £6M to £10M

**Jemmtec Ltd**

www.magmaceramics.com  
Sector: Manufacturing  
Region: Calderdale & Kirklees  
Revenue: £6M to £10M

**Jerseytex Ltd**

www.jerseytex.com  
Sector: Textile Manufacturing  
Region: Sandwell  
Revenue: £10M to £20M

**Jetline Travel Ltd**

www.jetlinetravel.com  
Sector: Travel  
Region: Inner London  
Revenue: £10M to £20M

**Jigsaw Foods Ltd**

www.jigsawfoods.co.uk  
Sector: Food & Beverage  
Region: Nottinghamshire  
Revenue: £10M to £20M

**JKT Holdings Ltd**

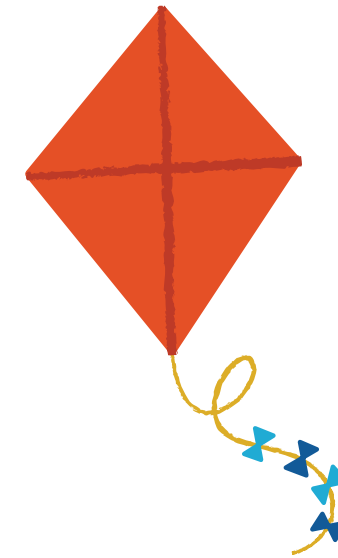
www.arctableware.com  
Sector: Wholesale  
Region: Worcestershire  
Revenue: £20M to £30M

**Joedan Holdings Ltd**

www.joedan.co.uk  
Sector: Manufacturing  
Region: Hampshire  
Revenue: £10M to £20M

**John Good & Sons Ltd**

www.johngood.co.uk  
Sector: Transportation Services  
Region: Kingston upon Hull  
Revenue: £40M to £50M



**John Mackle (MOY) Ltd**

www.macklepetfoods.com  
Sector: Food & Beverage  
Region: Northern Ireland  
Revenue: £20M to £30M

**John Nixon Ltd**

www.nixonhire.co.uk  
Sector: Rental & Leasing  
Region: Tyneside  
Revenue: £30M to £40M

**Jonathan Lee Contracts Ltd**

www.jonlee.co.uk  
Sector: Employment Services  
Region: Dudley  
Revenue: £50M to £75M

**JSJ Partnership Ltd**

www.jsjpartnership.co.uk  
Sector: Financial Services  
Region: East Yorkshire  
Revenue: £10M to £20M

**JSK Commercial Ltd**

Sector: Wholesale  
Region: Greater Manchester  
Revenue: £10M to £20M

**JSM Construction Ltd**

www.jsm-construction.com  
Sector: Engineering & Construction  
Region: Hertfordshire  
Revenue: £30M to £40M

**JTA Holdings Ltd**

www.jtassocs.com  
Sector: Media  
Region: Birmingham  
Revenue: £40M to £50M

**Judges Scientific Plc**

www.judges.uk.com  
Sector: Manufacturing  
Region: West Sussex  
Revenue: £30M to £40M

**Just Eat Plc**

www.justeat.com  
Sector: Food & Beverage  
Region: Inner London  
Revenue: £75M to £100M

# K

**Kainos Software Ltd**

www.kainos.com  
Sector: Information Technology  
Region: Northern Ireland  
Revenue: £40M to £50M

**Kans & K&Y (Holdings) Ltd**

www.kansandkandy.com  
Sector: Wholesale  
Region: Durham  
Revenue: £10M to £20M

**Kartell UK Ltd**

www.kartelluk.com  
Sector: Retail  
Region: Bedford  
Revenue: £20M to £30M

**Kavanagh Motor Group Ltd**

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

**KBR Foreign Exchange Plc**

www.kbrforeignexchange.com  
Sector: Financial Services  
Region: Thurrock  
Revenue: £150M to £200M



**Kelly Install Operations Ltd**  
www.kelly.co.uk  
Sector: Telecommunications  
Region: Greater London  
Revenue: £30M to £40M

**Keltruck Ltd**  
www.keltruck.com  
Sector: Motor Vehicle Retail  
Region: Sandwell  
Revenue: £100M to £150M

**Kenwood Travel Ltd**  
www.kenwoodtravel.com  
Sector: Travel  
Region: Inner London  
Revenue: £50M to £75M

**KEO Films Ltd**  
www.keofilms.com  
Sector: Media  
Region: Devon  
Revenue: £6M to £10M

**Kerridge Commercial Systems Ltd**  
www.kerridgecommercialsystems.com  
Sector: Information Technology  
Region: Berkshire  
Revenue: £20M to £30M

**Kew (Electrical Distributors) Ltd**  
www.kewelectricaldistributors.com  
Sector: Wholesale  
Region: West Sussex  
Revenue: £40M to £50M

**Kinapse Ltd**  
www.kinapse.com  
Sector: Professional Services  
Region: Greater London  
Revenue: £10M to £20M

**Kinnaird Travel Ltd**  
www.kinnairdtravel.co.uk  
Sector: Travel  
Region: Aberdeenshire  
Revenue: £50M to £75M

**Kinnell Holdings Ltd**  
www.kinnell-holdings.co.uk  
Sector: Insurance  
Region: Ayrshire  
Revenue: £20M to £30M

**KMP Taste Ltd**  
www.kmpgroup.co.uk/index.html  
Sector: Food & Beverage  
Region: Inner London  
Revenue: £10M to £20M

**Kobalt Music Group Ltd**  
www.kobaltmusicgroup.org  
Sector: Media  
Region: Inner London  
Revenue: £100M to £150M

**Kober Ltd**  
Sector: Food & Beverage  
Region: Calderdale & Kirklees  
Revenue: £100M to £150M

**Kokoba Ltd (MedicAnimal) p113**  
www.medicanimal.com  
Sector: Veterinary  
Region: Inner London  
Revenue: £50M to £75M

**Kondor Ltd**  
www.kondor.co.uk  
Sector: Wholesale  
Region: Devon  
Revenue: £75M to £100M



**L.J. Fairburn & Son Ltd**  
www.ljfairburnpoultry.co.uk  
Sector: Farming & Fishery  
Region: Lincolnshire  
Revenue: £30M to £40M

**Lagan Construction Group Holdings Ltd**  
www.laganconstruction.com  
Sector: Engineering & Construction  
Region: Northern Ireland  
Revenue: £150M to £200M

**Laidlaw Acquisitions Ltd (Shawbrook)**  
www.shawbrook.co.uk  
Sector: Financial Services  
Region: Inner London  
Revenue: £75M to £100M

**Laila's Fine Foods Ltd**  
www.lailasfinefoods.co.uk  
Sector: Food & Beverage  
Region: Blackpool  
Revenue: £10M to £20M

**Lakehouse Holdings Ltd**  
www.lakehouseholdings.com  
Sector: Construction  
Region: Greater London  
Revenue: £150M to £200M

**Lambert Brothers Holdings Ltd**  
www.lambertbrothers.co.uk  
Sector: Transportation Services  
Region: Hampshire  
Revenue: £10M to £20M

**Lambert Metals International Ltd**  
www.lambert-metals.co.uk  
Sector: Wholesale  
Region: Hertfordshire  
Revenue: £50M to £75M

**Lamp Group Ltd**  
www.lampinsurance.com  
Sector: Insurance  
Region: West Sussex  
Revenue: £40M to £50M

**Landmark Plc**  
www.landmarkplc.com  
Sector: Rental & Leasing  
Region: Inner London  
Revenue: £10M to £20M

**Laptop Outlet Ltd**  
www.laptopoutlet.co.uk  
Sector: Retail  
Region: Greater London  
Revenue: £6M to £10M

**Lausanne Topco Ltd**  
www.groupimd.com  
Sector: Advertising & Marketing  
Region: Inner London  
Revenue: £10M to £20M

**Laxmi Developments Ltd**  
www.laxmicon.co.uk  
Sector: Architecture & Engineering  
Region: Greater London  
Revenue: £6M to £10M

**Leap29 Ltd**  
www.leap29.com  
Sector: Employment Services  
Region: Cheshire East  
Revenue: £10M to £20M

**Levant Restaurants Group Ltd**  
www.levant.co.uk  
Sector: Food & Beverage  
Region: Greater London  
Revenue: £10M to £20M

**Liaison Financial Services Ltd**  
www.liaisonfs.com  
Sector: Financial Services  
Region: Worcestershire  
Revenue: £6M to £10M

**Liberty Leasing Plc**  
www.libertyleasing.co.uk  
Sector: Financial Services  
Region: Hampshire  
Revenue: £6M to £10M

**Lindsell Train Ltd**  
www.lindselltrain.com  
Sector: Financial Services  
Region: Inner London  
Revenue: £10M to £20M

**Linear Recruitment Ltd**  
www.linearrecruitment.co.uk  
Sector: Employment Services  
Region: Sheffield  
Revenue: £20M to £30M

**Linecross Group Ltd**  
www.linecross.co.uk  
Sector: Plastic Manufacturing & Engineering  
Region: Leicestershire & Rutland  
Revenue: £20M to £30M

**Liontrust Asset Management Plc**  
www.liontrustassetmanagement.co.uk  
Sector: Financial Services  
Region: Inner London  
Revenue: £20M to £30M

**Lipco Holding Company Ltd**  
www.lipco.co.uk  
Sector: Manufacturing  
Region: Dorset  
Revenue: £6M to £10M

**Liquid Friday Ltd**  
www.liquidfriday.co.uk  
Sector: Employment Services  
Region: Portsmouth  
Revenue: £50M to £75M

**Liquid personnel Ltd**  
www.liquidpersonnel.com  
Sector: Employment Services  
Region: Greater Manchester  
Revenue: £30M to £40M

**Lister Square (no.4) Ltd [ParcelinQ]**  
www.jbt.co.uk  
Sector: Transportation Services  
Region: Lothian  
Revenue: £20M to £30M

**LMC Oxford Holdings Ltd**  
www.lmc.co.uk  
Sector: Professional Services  
Region: Oxfordshire  
Revenue: £6M to £10M

**LMGH Ltd**  
www.lmgqi.com  
Sector: Information Technology  
Region: Essex  
Revenue: £30M to £40M

**Lodge Service International Ltd**  
www.lodgeservice.com  
Sector: Professional Services  
Region: Inner London  
Revenue: £10M to £20M

**Lombard Risk Management Plc**  
www.lombardriskmanagement.com  
Sector: Information Technology  
Region: Inner London  
Revenue: £20M to £30M

**Lone Star Management Europe Ltd**  
www.lonestareurope.co.uk  
Sector: Metal Manufacturing & Engineering  
Region: Walsall  
Revenue: £6M to £10M

**Lookers Colborne Ltd**  
www.colbornes.co.uk  
Sector: Motor Vehicle Retail  
Region: Greater Manchester  
Revenue: £200M to £250M

**Loppingdale Plant Ltd**  
www.ecorr.co.uk  
Sector: Specialist Construction  
Region: Essex  
Revenue: £20M to £30M

**Lorica Insurance Brokers Group Ltd**  
www.loricainsurance.com  
Sector: Insurance  
Region: Hertfordshire  
Revenue: £6M to £10M

**Lowdham Leisureworld Ltd**  
www.lowdhams.com  
Sector: Motor Vehicle Retail  
Region: Nottinghamshire  
Revenue: £30M to £40M

**Lowy Holdings Ltd**  
www.lowygroup.co.uk  
Sector: Accommodation  
Region: Inner London  
Revenue: £10M to £20M

**LSC Facades Ltd**  
www.lscfacades.com  
Sector: Specialist Construction  
Region: Hampshire  
Revenue: £20M to £30M

**LSE Retail Group Ltd**  
www.lseretailgroup.co.uk  
Sector: Retail  
Region: Greater Manchester  
Revenue: £6M to £10M

**Lucent Lighting (UK) Ltd**  
www.lucent-lighting.com  
Sector: Wholesale  
Region: Greater London  
Revenue: £6M to £10M

**LUX Management & Investments Group Ltd**  
www.caffeconcerto.co.uk  
Sector: Food & Beverage  
Region: Inner London  
Revenue: £10M to £20M

**Lynx Recruitment Ltd**  
www.lynxrecruitment.co.uk  
Sector: Employment Services  
Region: Berkshire  
Revenue: £6M to £10M



**M&S Logistics Ltd p55**  
www.mslogisticsltd.com  
Sector: Transportation Services  
Region: Cheshire East  
Revenue: £20M to £30M

**M L Accessories Ltd**  
www.mlaccessories.co.uk  
Sector: Wholesale  
Region: Bedfordshire  
Revenue: £10M to £20M

**M.B. Crocker Ltd**  
Sector: Farming & Fishery  
Region: Devon  
Revenue: £10M to £20M

**M.J. Ferguson Ltd**  
www.mjferguson.co.uk  
Sector: Specialist Construction  
Region: Essex  
Revenue: £20M to £30M

**M.J. Hickey Plant Hire & Contracts Ltd**  
www.mjhickey.co.uk  
Sector: Rental & Leasing  
Region: Northumberland  
Revenue: £10M to £20M

**M.T.S. Cleansing Services Ltd**  
www.mtscleansing.co.uk  
Sector: Waste Management  
Region: Kent  
Revenue: £50M to £75M

**Maindec Computer Solutions Ltd**  
www.maindeccomputersolutions.com  
Sector: Information Technology  
Region: Buckinghamshire  
Revenue: £40M to £50M

**Make Believe Ideas Ltd**  
www.makebelieveideas.com  
Sector: Media  
Region: Hertfordshire  
Revenue: £10M to £20M

**Make It Cheaper Group Ltd p99**  
www.makeitcheaper.com  
Sector: Professional Services  
Region: Greater London  
Revenue: £10M to £20M

**Malvern Tyres Holdings Ltd**  
www.malverntyres.co.uk  
Sector: Retail  
Region: Gloucestershire  
Revenue: £50M to £75M

**Manorview Hotels Ltd**  
www.manorviewhotels.co.uk  
Sector: Accommodation  
Region: Inverclyde & Renfrewshire  
Revenue: £6M to £10M



**Mansion House Consulting Ltd**  
www.mansionhouseconsulting.com  
Sector: Professional Services  
Region: Inner London  
Revenue: £10M to £20M

**Mar City Plc**  
www.marcityplc.com  
Sector: Construction  
Region: Birmingham  
Revenue: £20M to £30M

**Marine Specialised Technology Ltd p50**  
www.mstltd.com  
Sector: Manufacturing  
Region: Liverpool  
Revenue: £10M to £20M

**Marketing VF Ltd**  
www.cliniccompare.co.uk  
Sector: Healthcare  
Region: Inner London  
Revenue: £10M to £20M

**Marla Tube Fittings Ltd**  
www.marla.co.uk  
Sector: Wholesale  
Region: Warwickshire  
Revenue: £100M to £150M

**Marlico Ltd**  
http://marlico.co.uk/  
Sector: Wholesale  
Region: Devon  
Revenue: £20M to £30M

**Marske Site Services Ltd**  
www.marskesiteservices.com  
Sector: Engineering & Construction  
Region: North Yorkshire  
Revenue: £10M to £20M

**Massey Bros (Feeds) Ltd**  
www.masseyfeeds.co.uk  
Sector: Food & Beverage  
Region: Cheshire East  
Revenue: £75M to £100M

**Masterstaff Group Ltd**  
www.masterstaff.co.uk  
Sector: Employment Services  
Region: Sheffield  
Revenue: £50M to £75M

**Mattioli Woods Plc**  
www.mattioli-woods.com  
Sector: Financial Services  
Region: Leicestershire & Rutland  
Revenue: £20M to £30M

**Maxxima Ltd**  
www.maxxima-group.co.uk  
Sector: Employment Services  
Region: Essex  
Revenue: £40M to £50M

**McAlpine & Company Ltd**  
www.mcalpineplumbing.com  
Sector: Plastic Manufacturing & Engineering  
Region: Inverclyde & Renfrewshire  
Revenue: £50M to £75M

**MCB Finance Group Plc**  
www.mcbfinance.com  
Sector: Financial Services  
Region: Inner London  
Revenue: £20M to £30M

**McDermott Holdings Ltd**  
www.mcderm.co.uk  
Sector: Engineering & Construction  
Region: Birmingham  
Revenue: £30M to £40M

**MCE Insurance Ltd**  
www.mceinsurance.com  
Sector: Insurance  
Region: Northamptonshire  
Revenue: £20M to £30M

**McGill & Co Ltd**  
www.mcgill.co.uk  
Sector: Specialist Construction  
Region: Angus & Dundee City  
Revenue: £30M to £40M

**Meantime Brewing Company Ltd p71**  
www.meantimebrewing.com  
Sector: Food & Beverage  
Region: Inner London  
Revenue: £10M to £20M

**Mechatherm International Ltd p88**  
www.mechatherm.com  
Sector: Metal Manufacturing & Engineering  
Region: Dudley  
Revenue: £20M to £30M

**Medical Services Ltd**  
www.medicalservicesuk.com  
Sector: Transportation Services  
Region: Inner London  
Revenue: £30M to £40M

**Medicx PH Ltd**  
www.medicxpharmacy.com  
Sector: Retail  
Region: Lancashire  
Revenue: £20M to £30M

**Medisafe UK Ltd**  
www.medisafeinternational.com  
Sector: Pharmaceuticals & Biotechnology  
Region: Hertfordshire  
Revenue: £10M to £20M

**Meika Ltd [Primrose]**  
www.primrose.co.uk  
Sector: Retail  
Region: Berkshire  
Revenue: £20M to £30M

**Mercian Ltd**  
www.mercian.org  
Sector: Wholesale  
Region: Cheshire East  
Revenue: £20M to £30M

**Meritas Developments Ltd**  
www.meritas.uk.com  
Sector: Science & Technology  
Region: Berkshire  
Revenue: £6M to £10M

**Mers Ins Ltd**  
www.liffordhall.co.uk  
Sector: Legal & Accounting  
Region: Birmingham  
Revenue: £10M to £20M

**Metapack Ltd**  
www.metapack.com  
Sector: Information Technology  
Region: Inner London  
Revenue: £6M to £10M

**Metro Bank Plc p98**  
www.metrobankonline.co.uk  
Sector: Financial Services  
Region: Inner London  
Revenue: £40M to £50M

**Metroworth Consulting (Europe) Ltd**  
www.metroworth.com  
Sector: Employment Services  
Region: Hampshire  
Revenue: £30M to £40M

**Mexican Grill Ltd**  
www.tortillaonline.co.uk  
Sector: Food & Beverage  
Region: Inner London  
Revenue: £6M to £10M

**Mid Kent Electrical Engineering Company Ltd**  
www.mke.co.uk  
Sector: Electronic Manufacturing  
Region: Kent  
Revenue: £10M to £20M

**Middleton Food Products Ltd**  
www.middletonfoods.com  
Sector: Food & Beverage  
Region: Wolverhampton  
Revenue: £10M to £20M

**Midland Food Services Ltd**  
www.midlandfoodservices.co.uk  
Sector: Food & Beverage  
Region: Northamptonshire  
Revenue: £6M to £10M

**Midshires Care Holdings Ltd**  
www.helpinghandshomecare.co.uk  
Sector: Residential Care  
Region: Warwickshire  
Revenue: £20M to £30M

**Mike de Courcey Travel Ltd**  
www.traveldecourcey.com  
Sector: Transportation Services  
Region: Coventry  
Revenue: £10M to £20M

**Milestone Operations Ltd**  
www.milestoneops.com  
Sector: Transportation Services  
Region: Inner London  
Revenue: £30M to £40M

**Milewood (Holdings) Ltd**  
www.milewood.co.uk  
Sector: Healthcare  
Region: Hampshire  
Revenue: £6M to £10M

**Mill Asset Management Group Ltd**  
www.millasset.co.uk  
Sector: Financial Services  
Region: Inner London  
Revenue: £6M to £10M

**Mill Row Ltd**  
www.telestack.com  
Sector: Manufacturing  
Region: Northern Ireland  
Revenue: £10M to £20M

**MJL Cornwall Ltd**  
www.mjl-ltd.com  
Sector: Construction  
Region: Cornwall & Isles of Scilly  
Revenue: £10M to £20M

**Mobica Ltd**  
www.mobica.co.uk  
Sector: Information Technology  
Region: Cheshire East  
Revenue: £20M to £30M

**Momenta Solutions Ltd**  
www.momentagroup.com  
Sector: Professional Services  
Region: Inner London  
Revenue: £75M to £100M

**Money Saving Group Ltd**  
www.the-money-group.co.uk  
Sector: Telecommunications  
Region: Cornwall & Isles of Scilly  
Revenue: £6M to £10M

**MoneyPlus Holdings Ltd**  
www.moneyplus.com  
Sector: Financial Services  
Region: Greater Manchester  
Revenue: £10M to £20M

**Monitise Plc**  
www.monitise-europe.co.uk  
Sector: Information Technology  
Region: Inner London  
Revenue: £50M to £75M

**Morgan GRP Ltd**  
www.envicoengineering.com  
Sector: Metal Manufacturing & Engineering  
Region: Wales  
Revenue: £10M to £20M

**Morisons Solicitors LLP**  
www.morisonsllp.com  
Sector: Legal & Accounting  
Region: Edinburgh  
Revenue: £6M to £10M

**Mortgage Advice Bureau (Holdings) Plc**  
www.mab.org.uk  
Sector: Financial Services  
Region: Derby  
Revenue: £10M to £20M

**Mosaic Print Management Ltd**  
www.mosaiccpm.co.uk  
Sector: Printing  
Region: Leeds  
Revenue: £20M to £30M

**Mosellic Ltd**  
Sector: Wholesale  
Region: Wakefield  
Revenue: £6M to £10M

**Motocaddy Holdings Ltd**  
www.motocaddy.com  
Sector: Manufacturing  
Region: Hertfordshire  
Revenue: £10M to £20M

**Motorhog Holdings Ltd**  
www.motorhog.co.uk  
Sector: Motor Vehicle Retail  
Region: Barnsley, Doncaster & Rotherham  
Revenue: £30M to £40M

**Motormile Finance UK Ltd**  
www.mmile.com  
Sector: Financial Services  
Region: Leeds  
Revenue: £10M to £20M

**MPM Products Ltd**  
www.mpmproducts.co.uk  
Sector: Wholesale  
Region: Cheshire East  
Revenue: £20M to £30M

**MYJ Services Ltd (White Cube)**  
www.whitecube.com  
Sector: Arts  
Region: Inner London  
Revenue: £10M to £20M

**MyPay Ltd**  
www.mypay.uk.com  
Sector: Employment Services  
Region: Greater Manchester  
Revenue: £10M to £20M



**N J Holdings Ltd**  
www.njscreenprints.co.uk  
Sector: Printing  
Region: Leicestershire & Rutland  
Revenue: £10M to £20M

**N.R.L. Group Ltd**  
www.nrlgroup.co.uk  
Sector: Employment Services  
Region: Cumbria  
Revenue: £100M to £150M

**NAC Trading Ltd**  
www.nac-group.co.uk  
Sector: Education  
Region: Sunderland  
Revenue: £30M to £40M

**Nasa Umbrella Ltd**  
www.nasaumbrella.com  
Sector: Employment Services  
Region: Bristol  
Revenue: £40M to £50M

**National Windscreens (Replacements) Ltd**  
www.nationalwindscreens.co.uk  
Sector: Retail  
Region: Staffordshire  
Revenue: £40M to £50M

**Natural World Products Ltd**  
www.nwp-recycle.com  
Sector: Waste Management  
Region: Northern Ireland  
Revenue: £20M to £30M

**NCI Vehicle Rescue Plc**  
www.rescuemycar.com  
Sector: Professional Services  
Region: North Yorkshire  
Revenue: £6M to £10M



**NDC Polipak Ltd**  
www.ndcpolipak.com  
Sector: Plastic Manufacturing & Engineering  
Region: Birmingham  
Revenue: £10M to £20M

**Neftex Petroleum Consultants Ltd**  
www.neftex.com  
Sector: Science & Technology  
Region: Oxfordshire  
Revenue: £10M to £20M

**Nelson (Northwest) Hotels Ltd**  
www.nelson-hotels.co.uk  
Sector: Accommodation  
Region: Cheshire West & Chester  
Revenue: £10M to £20M

**Neptune (Europe) Ltd**  
www.neptune.com  
Sector: Wholesale  
Region: Bath & Avon  
Revenue: £20M to £30M

**New Conveyor Ltd**  
www.conveyor-units.co.uk  
Sector: Manufacturing  
Region: Worcestershire  
Revenue: £10M to £20M

**Newell Stores Ltd**  
www.newellstores.com  
Sector: Retail  
Region: Northern Ireland  
Revenue: £20M to £30M



**Newland Homes Ltd**  
www.newlandhomes.co.uk  
Sector: Construction  
Region: Gloucestershire  
Revenue: £20M to £30M

**Newspace Containers Ltd**  
www.newspace.co.uk  
Sector: Metal Manufacturing & Engineering  
Region: Gloucestershire  
Revenue: £6M to £10M

**Newtco Ltd**  
www.churchwoodfinance.co.uk  
Sector: Financial Services  
Region: Greater Manchester  
Revenue: £20M to £30M

**NewVoiceMedia Ltd**  
www.newvoicemedia.com  
Sector: Telecommunications  
Region: Hampshire  
Revenue: £6M to £10M

**Nexus Tradeco Ltd**  
www.nexusgroup.org.uk  
Sector: Real Estate  
Region: Surrey  
Revenue: £50M to £75M

**Niftylift Ltd**  
www.niftylift.com  
Sector: Manufacturing  
Region: Milton Keynes  
Revenue: £50M to £75M

**Nigel Fredericks Ltd**  
www.nigelfredericks.co.uk  
Sector: Wholesale  
Region: Greater London  
Revenue: £30M to £40M

**Niramax Holdings Ltd**  
www.niramax.co.uk  
Sector: Transportation Services  
Region: Hartlepool & Stockton-on-Tees  
Revenue: £20M to £30M

**Niza Enterprises Ltd**  
Sector: Wholesale  
Region: Greater London  
Revenue: £6M to £10M

**Nobles Construction Ltd**  
www.noblesconstruction.co.uk  
Sector: Construction  
Region: Liverpool  
Revenue: £20M to £30M

**Nomad Holdings Ltd**  
www.nomadrail.com  
Sector: Telecommunications  
Region: Tyneside  
Revenue: £30M to £40M

**Norman Hay Plc**  
www.normanhay.com  
Sector: Metal Manufacturing & Engineering  
Region: Coventry  
Revenue: £40M to £50M

**Norney Holdings Ltd**  
www.fkgroup.co.uk  
Sector: Construction  
Region: Greater Manchester  
Revenue: £40M to £50M

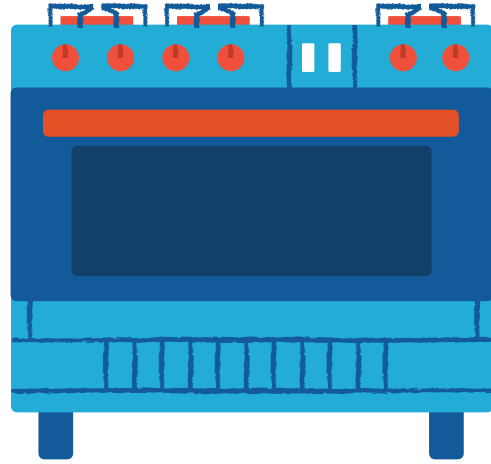
**North Down Grain Ltd**  
Sector: Farming & Fishery  
Region: Northern Ireland  
Revenue: £10M to £20M

**Northavon Mande Ltd**  
www.northavonmande.co.uk  
Sector: Manufacturing  
Region: Bath & Avon  
Revenue: £6M to £10M

**Northbridge Industrial Services Plc**  
www.northbridgegroup.co.uk  
Sector: Electronic Manufacturing  
Region: Staffordshire  
Revenue: £30M to £40M

**Notman Enterprise Ltd**  
www.middlegate.eu  
Sector: Transportation  
Region: Kingston upon Hull  
Revenue: £20M to £30M

**Notonthehighstreet Enterprises Ltd p83**  
www.notonthehighstreet.com  
Sector: Retail  
Region: Greater London  
Revenue: £20M to £30M



**Novosco Ltd**  
www.novosco.com  
Sector: Information Technology  
Region: Northern Ireland  
Revenue: £10M to £20M

**NRG Fleet Services Ltd**  
www.nrgfleet.com  
Sector: Rental & Leasing  
Region: Lancashire  
Revenue: £30M to £40M

**Nucleus Financial Group Ltd**  
www.nucleusfinancial.com  
Sector: Financial Services  
Region: Edinburgh  
Revenue: £10M to £20M

**Nurture Landscapes Holdings Ltd**  
www.nurturelandscapes.com  
Sector: Building & Landscape Services  
Region: Surrey  
Revenue: £10M to £20M

**Nviron Ltd**  
www.nviron.com  
Sector: Information Technology  
Region: Cheshire  
Revenue: £6M to £10M

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**Oakes Millers Ltd**  
www.hjlea.com  
Sector: Food & Beverage  
Region: Cheshire East  
Revenue: £100M to £150M

**Oaklands Farm Eggs Ltd**  
www.oaklandsfarmeggs.co.uk  
Sector: Farming & Fishery  
Region: Shropshire  
Revenue: £50M to £75M

**Oakley Capital Ltd**  
www.oakleycapital.com  
Sector: Financial Services  
Region: Inner London  
Revenue: £10M to £20M

**Oakman Inns & Restaurants Ltd p110**  
www.oakmaninns.co.uk  
Sector: Food & Beverage  
Region: Hertfordshire  
Revenue: £6M to £10M

**Oaxaca Ltd (Wahaca) p70**  
www.oaxaca.co.uk  
Sector: Food & Beverage  
Region: Inner London  
Revenue: £20M to £30M

**Ocean Automotive Ltd**  
www.oceanautomotive.co.uk  
Sector: Motor Vehicle Retail  
Region: Bournemouth & Poole  
Revenue: £75M to £100M

Nominated adviser, corporate broker  
or financial adviser to

122  
companies

We are trusted advisors due to the quality advice we provide. Our stable teams are motivated, committed and dedicated to addressing our clients' needs.



**O'Connor Utilities Ltd**  
www.ocultd.co.uk  
Sector: Specialist Construction  
Region: Greater Manchester  
Revenue: £50M to £75M

**Off-Piste Wines Ltd**  
www.offpistewines.com  
Sector: Food & Beverage  
Region: Gloucestershire  
Revenue: £20M to £30M

**Oil 4 Wales Ltd**  
www.oil4wales.co.uk  
Sector: Wholesale  
Region: Wales  
Revenue: £75M to £100M

**Oil Consultants Holdco Ltd**  
www.oilcon.org  
Sector: Professional Services  
Region: Sunderland  
Revenue: £20M to £30M

**Oil Spill Response Ltd**  
www.oilspillresponse.com  
Sector: Oil & Gas Support Services  
Region: Inner London  
Revenue: £50M to £75M

**Old Thorns Golf Hotel & Country Estate (Holdings) Ltd**  
www.oldthorns.com  
Sector: Accommodation  
Region: Hampshire  
Revenue: £6M to £10M

**Oliver Connell & Son Ltd**  
www.oliverconnell.com  
Sector: Engineering & Construction  
Region: Greater London  
Revenue: £10M to £20M

**Oliver Twinsafe Valves Ltd**  
www.valves.co.uk  
Sector: Metal Manufacturing & Engineering  
Region: Cheshire East  
Revenue: £20M to £30M

**Oliver Valves Ltd**  
www.valves.co.uk  
Sector: Metal Manufacturing & Engineering  
Region: Aberdeenshire  
Revenue: £30M to £40M

**Omnifone Ltd**  
www.omnifone.com  
Sector: Information Technology  
Region: Inner London  
Revenue: £40M to £50M

**One Health Group Ltd**  
www.onehealth.co.uk  
Sector: Healthcare  
Region: Sheffield  
Revenue: £10M to £20M

**OneSavings Bank Plc**  
www.osb.co.uk  
Sector: Financial Services  
Region: Kent  
Revenue: £200M to £250M

**Optimum Group Services Plc**  
www.optimumgroupservices.com  
Sector: Building & Landscape Services  
Region: Greater London  
Revenue: £30M to £40M

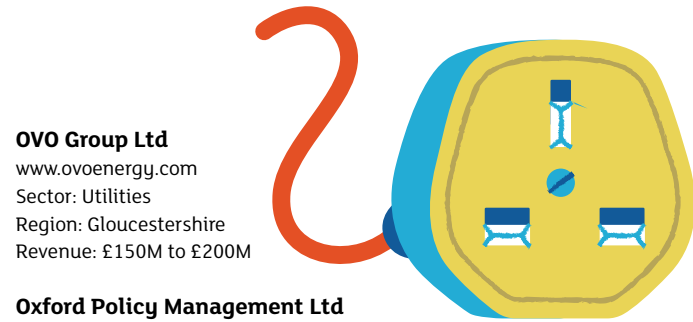
**Orchard Valley Foods Ltd**  
www.orchard-valley.co.uk  
Sector: Food & Beverage  
Region: Worcestershire  
Revenue: £10M to £20M

**Orlebar Brown Ltd p83**  
www.orlebarbrown.co.uk  
Sector: Retail  
Region: Inner London  
Revenue: £6M to £10M

**OSTC Ltd**  
www.ostc.com  
Sector: Financial Services  
Region: Greater London  
Revenue: £30M to £40M

**Outsource UK Ltd**  
www.outsource-uk.co.uk  
Sector: Employment Services  
Region: Swindon  
Revenue: £30M to £40M

**Overbrook Farm Ltd**  
Sector: Farming & Fishery  
Region: Staffordshire  
Revenue: £10M to £20M



**Pacific Produce Ltd**  
www.pacificproduce.co.uk  
Sector: Food & Beverage  
Region: Oxfordshire  
Revenue: £20M to £30M

**Paine Manwaring Heating Ltd**  
www.painemanwaring.com  
Sector: Building & Landscape Services  
Region: West Sussex  
Revenue: £10M to £20M

**Pajef Ltd**  
www.datainterchange.com  
Sector: Information Technology  
Region: Cambridgeshire  
Revenue: £6M to £10M

**Pamplona Capital Advisors Ltd**  
www.pamplonafunds.com  
Sector: Financial Services  
Region: Inner London  
Revenue: £40M to £50M

**Pantheon International Participations Plc**  
www.pantheoninternationalparticipations.com  
Sector: Financial Services  
Region: Devon  
Revenue: £10M to £20M

**Panther Warehousing Plc**  
www.panthergroup.co.uk  
Sector: Transportation  
Region: Warwickshire  
Revenue: £10M to £20M

**Parallel Consulting Ltd**  
www.parallelconsulting.com  
Sector: Employment Services  
Region: Inner London  
Revenue: £10M to £20M

**Pacer Technologies Ltd**  
www.pacer.co.uk  
Sector: Information Technology  
Region: Berkshire  
Revenue: £10M to £20M

**P. Flannery Plant Hire (Oval) Ltd**  
www.flanneryplanthire.com  
Sector: Specialist Construction  
Region: Greater London  
Revenue: £30M to £40M

**P. Hughes Construction Ltd**  
www.phughes.co.uk  
Sector: Engineering & Construction  
Region: Nottinghamshire  
Revenue: £10M to £20M

**P.J. Brown (Construction) Ltd**  
www.pjbrown.co.uk  
Sector: Transportation Services  
Region: West Sussex  
Revenue: £20M to £30M

**P2P Mailing Ltd**  
http://p2pmailing.co.uk  
Sector: Postal Services  
Region: Essex  
Revenue: £20M to £30M

**Pacer Technologies Ltd**  
www.pacer.co.uk  
Sector: Information Technology  
Region: Berkshire  
Revenue: £10M to £20M



**PC Specialist Ltd**  
www.pcspecialist.co.uk  
Sector: Information Technology  
Region: Calderdale & Kirklees  
Revenue: £20M to £30M

**PCL Transport 24/7 Ltd**  
www.pcl-transport.com  
Sector: Transportation  
Region: Hertfordshire  
Revenue: £50M to £75M

**Peak Scientific Holdings Ltd**  
www.peakscientific.com  
Sector: Science & Technology  
Region: Inverclyde & Renfrewshire  
Revenue: £20M to £30M

**Peddars Pigs Ltd**  
Sector: Farming & Fishery  
Region: Norfolk  
Revenue: £6M to £10M

**Penmoor UK Ltd**  
www.shepleyspring.co.uk  
Sector: Food & Beverage  
Region: Calderdale & Kirklees  
Revenue: £10M to £20M

**People Source Consulting Ltd**  
www.peoplesource.co.uk  
Sector: Employment Services  
Region: Bristol  
Revenue: £20M to £30M

**Perform Group Plc**  
www.performgroup.co.uk  
Sector: Media  
Region: Greater London  
Revenue: £200M to £250M

**Persistent Systems Ltd**  
www.persistent.com  
Sector: Information Technology  
Region: Edinburgh  
Revenue: £100M to £150M

**Pesto Restaurants Ltd**  
www.pestorestaurants.co.uk  
Sector: Food & Beverage  
Region: Greater Manchester  
Revenue: £6M to £10M

**Peter Cooper Motor Group Ltd**  
www.petercoopergroup.co.uk  
Sector: Motor Vehicle Retail  
Region: Hampshire  
Revenue: £50M to £75M

**Peter Duffy Ltd**  
www.peterduffyltd.com  
Sector: Engineering & Construction  
Region: Wakefield  
Revenue: £30M to £40M

**Petrolatina Energy Ltd**  
www.petrolatinaenergy.com  
Sector: Oil & Gas  
Region: Inner London  
Revenue: £30M to £40M

**Pharos Offshore Group Ltd**  
www.pharosoffshoregroup.com  
Sector: Architecture & Engineering  
Region: Gloucestershire  
Revenue: £10M to £20M

**Phipps & Company Ltd**  
www.phippсандco.net  
Sector: Wholesale  
Region: Northamptonshire  
Revenue: £150M to £200M

**Phlexglobal Holdings Ltd**  
www.phlexglobal.com  
Sector: Information Technology  
Region: Buckinghamshire  
Revenue: £10M to £20M

**Pinelog Group Ltd**  
www.pinelog.co.uk  
Sector: Manufacturing  
Region: Derbyshire  
Revenue: £10M to £20M

**Plan B Healthcare Plc**  
www.planbhealth.co.uk  
Sector: Employment Services  
Region: Inner London  
Revenue: £6M to £10M

**Planbea Ltd**  
Sector: Wholesale  
Region: Leeds  
Revenue: £6M to £10M

**Please Hold (UK) Ltd**  
www.phmg.com  
Sector: Advertising & Marketing  
Region: Greater Manchester  
Revenue: £10M to £20M

**Plumbstop Ltd**  
www.plumbstop.co.uk  
Sector: Specialist Construction  
Region: Gloucestershire  
Revenue: £10M to £20M

**Pod Food Ltd**  
www.podfood.co.uk  
Sector: Food & Beverage  
Region: Inner London  
Revenue: £10M to £20M

**Polar Capital Holdings Plc**  
www.polarcapital.co.uk  
Sector: Financial Services  
Region: Inner London  
Revenue: £75M to £100M

**Polarcus UK Ltd**  
www.polarcus.com  
Sector: Oil & Gas Support Services  
Region: Inner London  
Revenue: £50M to £75M

**Polyframe Holdings Ltd**  
www.polyframetrade.co.uk  
Sector: Manufacturing  
Region: Calderdale & Kirklees  
Revenue: £20M to £30M

**Poppies Europe Ltd**  
www.poppieseuropa.com  
Sector: Wholesale  
Region: Merseyside  
Revenue: £6M to £10M

**Porta Communications Plc**  
www.portacomunications.plc.uk  
Sector: Advertising & Marketing  
Region: Inner London  
Revenue: £20M to £30M

**Portman Healthcare Ltd**  
www.portmanhealthcare.co.uk  
Sector: Healthcare  
Region: Inner London  
Revenue: £10M to £20M

**Premier Group Recruitment Ltd**  
www.premiergroupuk.com  
Sector: Employment Services  
Region: Berkshire  
Revenue: £10M to £20M

**Preqin Holding Ltd**  
www.preqin.com  
Sector: Publishing  
Region: Inner London  
Revenue: £10M to £20M

**President Energy Plc**  
www.presidentenergyplc.com  
Sector: Oil & Gas  
Region: Inner London  
Revenue: £6M to £10M

**Prima Cheese Ltd**  
www.primacheese.co.uk  
Sector: Food & Beverage  
Region: Durham  
Revenue: £30M to £40M

**Prime Education & Training Ltd**  
www.primeeducation.co.uk  
Sector: Education  
Region: Brighton & Hove  
Revenue: £20M to £30M

**Pro-Direct Group Ltd**  
www.prodirectsport.com  
Sector: Leisure  
Region: Devon  
Revenue: £50M to £75M

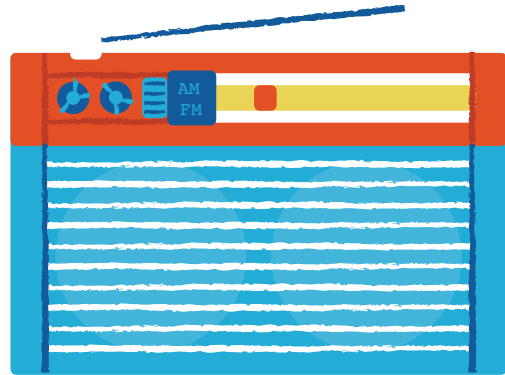
**Professional Reseller Group Ltd**  
www.stormfront.co.uk  
Sector: Retail  
Region: Devon  
Revenue: £50M to £75M

**Progress Bedford Ltd**  
www.progressskoda.co.uk  
Sector: Motor Vehicle Retail  
Region: Bedford  
Revenue: £20M to £30M

**Proper Music Group Ltd**  
www.propermusicgroup.com  
Sector: Media  
Region: Greater London  
Revenue: £20M to £30M

**Property Consortium (Holdings) Ltd**  
www.propertyconsortium.co.uk  
Sector: Real Estate  
Region: Somerset  
Revenue: £10M to £20M

**Prosource.It (UK) Ltd p31**  
www.prosource.it  
Sector: Information Technology  
Region: Aberdeenshire  
Revenue: £40M to £50M



**Providence Holdings Ltd**  
www.provhold.com  
Sector: Financial Services  
Region: York  
Revenue: £40M to £50M

**Qualitycourse Ltd**  
www.resource-transline.co.uk  
Sector: Employment Services  
Region: Calderdale & Kirklees  
Revenue: £100M to £150M

**Providor Ltd**  
www.providor.co.uk  
Sector: Oil & Gas Support Services  
Region: Cambridgeshire  
Revenue: £6M to £10M

**Quanta Consultancy Services Ltd**  
www.quanta-cs.com  
Sector: Employment Services  
Region: Hertfordshire  
Revenue: £20M to £30M

**Pump Supplies Ltd**  
www.pumpsupplies.co.uk  
Sector: Wholesale  
Region: Wales  
Revenue: £10M to £20M

**Quartix Holdings Plc**  
www.quartix.net  
Sector: Information Technology  
Region: Cambridgeshire  
Revenue: £10M to £20M

**PWP Building Services Ltd**  
www.pwp-ltd.co.uk  
Sector: Specialist Construction  
Region: Nottinghamshire  
Revenue: £10M to £20M

**Quattro Topco Ltd (Fourth)**  
www.fourth.com  
Sector: Information Technology  
Region: Inner London  
Revenue: £20M to £30M

**PWR Events Holdings Ltd**  
www.pwrevents.com  
Sector: Advertising & Marketing  
Region: Greater London  
Revenue: £20M to £30M

**Quintessential Finance Group Ltd**  
www.quintessentialfinancegroup.com  
Sector: Financial Services  
Region: Cheshire East  
Revenue: £30M to £40M

# Q

**Quadrant Group Ltd**  
www.quadrantgroup.co.uk  
Sector: Financial Services  
Region: West Sussex  
Revenue: £10M to £20M

**Quod Ltd**  
www.quod.com  
Sector: Professional Services  
Region: Inner London  
Revenue: £6M to £10M

# R

**Quality Save Ltd**  
www.qualitysave.co.uk  
Sector: Retail  
Region: Greater Manchester  
Revenue: £6M to £10M

**R & B Star (Electrical Wholesalers) Ltd**  
www.rbstar.co.uk  
Sector: Wholesale  
Region: Kent  
Revenue: £10M to £20M

**R.K. Aggarwal Ltd**  
www.aggarwalgroup.co.uk  
Sector: Retail  
Region: Wales  
Revenue: £10M to £20M

**RACS Collective Ltd**  
www.racsgroup.com  
Sector: Employment Services  
Region: Wiltshire  
Revenue: £50M to £75M

**Read Motor Group Ltd**  
www.read-hyundai.co.uk  
Sector: Motor Vehicle Retail  
Region: Lincolnshire  
Revenue: £10M to £20M

**Radio Works Ltd**  
www.radioworks.co.uk  
Sector: Advertising & Marketing  
Region: Inner London  
Revenue: £10M to £20M

**Readie Construction Ltd**  
www.readieconstruction.co.uk  
Sector: Construction  
Region: Kent  
Revenue: £30M to £40M

**Rainbo Supplies & Services Ltd**  
www.rainbosupplies.com  
Sector: Wholesale  
Region: West Sussex  
Revenue: £10M to £20M

**Reays Coaches Ltd**  
www.reays.co.uk  
Sector: Transportation Services  
Region: Cumbria  
Revenue: £6M to £10M

**Raj Cluster Ltd**  
www.rajcl.com  
Sector: Retail  
Region: Hampshire  
Revenue: £10M to £20M

**Red Sea Holidays UK Ltd**  
www.redseaholidays.co.uk  
Sector: Travel  
Region: Inner London  
Revenue: £30M to £40M

**Rapha Racing Ltd p80**  
www.rapha.cc  
Sector: Retail  
Region: Inner London  
Revenue: £20M to £30M

**Redgrave Luxury Ltd**  
www.richardmille.com  
Sector: Manufacturing  
Region: Inner London  
Revenue: £6M to £10M

**Raw TV Ltd**  
www.rawtelevision.co.uk  
Sector: Media  
Region: Inner London  
Revenue: £30M to £40M

**Redsky Wholesalers Ltd**  
www.redskywholesalers.com  
Sector: Wholesale  
Region: Berkshire  
Revenue: £10M to £20M

**Reach Active Group Ltd**  
www.reachactive.com  
Sector: Specialist Construction  
Region: Greater London  
Revenue: £6M to £10M

**Refuel (Brand Distribution) Ltd**  
www.refuelstore.com  
Sector: Wholesale  
Region: Buckinghamshire  
Revenue: £10M to £20M

**Rega Research Ltd p24**  
www.rega.co.uk  
Sector: Electronic Manufacturing  
Region: Southend-on-Sea  
Revenue: £6M to £10M

**RMS International Plc**  
www.rmsint.com  
Sector: Wholesale  
Region: Greater Manchester  
Revenue: £30M to £40M

**RegaLead Ltd**  
www.regalead.co.uk  
Sector: Manufacturing  
Region: Greater Manchester  
Revenue: £10M to £20M

**Robert Heath Group Ltd**  
www.robertheath.co.uk  
Sector: Utilities  
Region: Surrey  
Revenue: £20M to £30M

**RenaissanceRe Corporate Capital (UK) Ltd**  
www.renre.com  
Sector: Insurance  
Region: Inner London  
Revenue: £30M to £40M

**Roger Young Ltd**  
www.rogeryoung.co.uk  
Sector: Motor Vehicle Retail  
Region: Cornwall & Isles of Scilly  
Revenue: £50M to £75M

**Rex Features (Holdings) Ltd**  
www.rexfeatures.com  
Sector: Media  
Region: Inner London  
Revenue: £10M to £20M

**Roman Originals Plc**  
www.romanoriginals.co.uk  
Sector: Retail  
Region: Birmingham  
Revenue: £30M to £40M

**Rhyal Engineering Ltd**  
www.rhyalengineering.com  
Sector: Metal Manufacturing & Engineering  
Region: Wales  
Revenue: £10M to £20M

**Romans International Ltd**  
www.romansinternational.com  
Sector: Motor Vehicle Retail  
Region: Greater London  
Revenue: £30M to £40M

**Richbloom Holdings Ltd**  
www.dynamment.com  
Sector: Manufacturing  
Region: Nottinghamshire  
Revenue: £6M to £10M

**Ron Skinner & Sons Ltd**  
www.ronskinnerandsons.co.uk  
Sector: Motor Vehicle Retail  
Region: Wales  
Revenue: £30M to £40M

**Rigmar Services Ltd p43**  
www.rigmar.co.uk  
Sector: Mining Services  
Region: Aberdeenshire  
Revenue: £20M to £30M

**Rotamead Ltd**  
www.rotamead.co.uk  
Sector: Wholesale  
Region: Essex  
Revenue: £10M to £20M

**RiskSTOP Group Ltd**  
www.riskstop.co.uk  
Sector: Professional Services  
Region: Southampton  
Revenue: £10M to £20M

**Rowan Dartington Holdings Ltd**  
www.rowan-dartington.co.uk  
Sector: Financial Services  
Region: Bristol  
Revenue: £6M to £10M

**Risktec Solutions Ltd**  
www.risktec.net  
Sector: Professional Services  
Region: Lanarkshire  
Revenue: £20M to £30M

**RTC Group Plc**  
www.rtcgroupplc.co.uk  
Sector: Professional Services  
Region: Derby  
Revenue: £40M to £50M

**Rudridge Ltd**  
www.rudridge.co.uk  
Sector: Wholesale  
Region: Inner London  
Revenue: £40M to £50M

**Ruffer Management Ltd**  
www.ruffer.co.uk  
Sector: Financial Services  
Region: Inner London  
Revenue: £100M to £150M

**Rumenco Ltd**  
www.rumenco.co.uk  
Sector: Farming & Fishery  
Region: Staffordshire  
Revenue: £40M to £50M

**Runwood Homes Ltd**  
www.runwoodhomes.co.uk  
Sector: Residential Care  
Region: Essex  
Revenue: £75M to £100M

# S

**Saltire Energy Ltd**  
www.saltire-energy.com  
Sector: Oil & Gas Support Services  
Region: Aberdeenshire  
Revenue: £30M to £40M

**Sanctuary Personnel Ltd**  
www.sanctuarypersonnel.com  
Sector: Employment Services  
Region: Suffolk  
Revenue: £50M to £75M

**Sarginsons Industries Ltd**  
www.sarginsons.com  
Sector: Metal Manufacturing & Engineering  
Region: Walsall  
Revenue: £6M to £10M

**S.F.F. Services Ltd**  
www.sffservices.com  
Sector: Farming & Fishery  
Region: Aberdeenshire  
Revenue: £20M to £30M

**SDS Holdings Ltd**  
www.sdsltd.com  
Sector: Manufacturing  
Region: Somerset  
Revenue: £20M to £30M

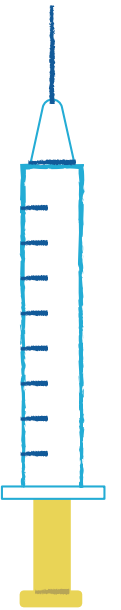
**Sadie coles HQ Ltd**  
www.sadiecoles.com  
Sector: Arts  
Region: Inner London  
Revenue: £30M to £40M

**Sedalcol UK Ltd**  
www.sedalcol.com  
Sector: Food & Beverage  
Region: North Yorkshire  
Revenue: £50M to £75M

**Safe House Holdings Ltd**  
www.bmfoods.co.uk  
Sector: Food & Beverage  
Region: Bristol  
Revenue: £30M to £40M

**Select Health Care Ltd**  
www.selecthealthcaregroup.com  
Sector: Healthcare  
Region: Dudley  
Revenue: £6M to £10M

**Sahara Holdings Ltd**  
www.saharapl.com  
Sector: Wholesale  
Region: Greater London  
Revenue: £20M to £30M





**Sense Adviser Services Ltd**

www.sense-network.co.uk  
Sector: Financial Services  
Region: Cheshire East  
Revenue: £10M to £20M

**Servadale Ltd**

www.servadale.co.uk  
Sector: Wholesale  
Region: Bradford  
Revenue: £10M to £20M

**Sevacare Holdings Ltd**

www.sevacare.org.uk  
Sector: Social Work  
Region: Wolverhampton  
Revenue: £50M to £75M

**Severn Glocon Group Plc**

www.severnglocongroup.com  
Sector: Metal Manufacturing & Engineering  
Region: Gloucestershire  
Revenue: £75M to £100M

**Sewells Reservoir Construction Ltd**

www.srcaggregates.co.uk  
Sector: Mining  
Region: Essex  
Revenue: £10M to £20M

**Shield Contract Services (UK) Ltd**

www.shieldcontractservices.co.uk  
Sector: Engineering & Construction  
Region: Hertfordshire  
Revenue: £30M to £40M

**Shields Environmental Group (Holdings) Ltd**

www.shields-e.com  
Sector: Telecommunications  
Region: Thurrock  
Revenue: £20M to £30M

**Shiftpoint Ltd**

www.shiftpoint.co.uk  
Sector: Information Technology  
Region: Derby  
Revenue: £20M to £30M

**Ship Shape Resources Ltd**

www.shipshaperesources.com  
Sector: Information Technology  
Region: Inner London  
Revenue: £40M to £50M

**SHS Integrated Services Ltd**

www.shs.uk.com  
Sector: Specialist Construction  
Region: Wales  
Revenue: £10M to £20M

**SICL Ltd**

www.sicl.co.uk  
Sector: Information Technology  
Region: Leeds  
Revenue: £6M to £10M

**Siddall Medequip Ltd**

www.medequipuk.com  
Sector: Healthcare  
Region: Calderdale & Kirklees  
Revenue: £75M to £100M

**Silverstar Foods Ltd**

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

**Simplify Digital Ltd**

www.simplifydigital.co.uk  
Sector: Retail  
Region: Bristol  
Revenue: £10M to £20M

**Sizebreed Construction Ltd**

www.sizebreed.com  
Sector: Specialist Construction  
Region: Greater London  
Revenue: £20M to £30M

**SJD Accountancy Ltd**

www.sjdaccountancy.com  
Sector: Legal & Accounting  
Region: Hertfordshire  
Revenue: £10M to £20M

**SLM Mackenzie Ltd**

www.mackenzieconstruction.com  
Sector: Engineering & Construction  
Region: Inverclyde & Renfrewshire  
Revenue: £20M to £30M

**SMA Vehicle Remarketing Ltd**

www.sma-group.co.uk  
Sector: Motor Vehicle Retail  
Region: Leeds  
Revenue: £20M to £30M

**Smart Card Software Ltd**

www.ecebs.com  
Sector: Information Technology  
Region: Glasgow  
Revenue: £10M to £20M

**Smart Metering Systems Plc**

www.sms-plc.com  
Sector: Utilities  
Region: Glasgow  
Revenue: £20M to £30M

**Smart Solutions (Recruitment) Ltd**

www.smartsolutionsrecruitment.com  
Sector: Employment Services  
Region: Wales  
Revenue: £40M to £50M

**SMH Products Ltd**

www.smhproducts.com  
Sector: Plastic Manufacturing & Engineering  
Region: Tyneside  
Revenue: £10M to £20M

**Smithie (UK) Ltd**

www.smithieuk.com  
Sector: Wholesale  
Region: Hampshire  
Revenue: £20M to £30M

**Smyle Creative Ltd**

www.smyle.co.uk  
Sector: Advertising & Marketing  
Region: Greater London  
Revenue: £6M to £10M

**Snows Business Holdings Ltd**

www.snowsgroup.co.uk  
Sector: Motor Vehicle Retail  
Region: Southampton  
Revenue: £150M to £200M

**Sofa.com Ltd**

www.sofa.com  
Sector: Retail  
Region: Inner London  
Revenue: £10M to £20M

**Solar Century Holdings Ltd**

www.solarcentury.com  
Sector: Specialist Construction  
Region: Surrey  
Revenue: £100M to £150M

**Solar Communications Group Ltd**

www.solarcommunicationsgroup.com  
Sector: Telecommunications  
Region: Wiltshire  
Revenue: £10M to £20M

**Solventis Ltd**

www.solventis.net  
Sector: Wholesale  
Region: Surrey  
Revenue: £100M to £150M

**SoundCloud Ltd**

www.soundcloud.com  
Sector: Information Technology  
Region: Inner London  
Revenue: £6M to £10M

**Source UK Services Ltd p103**

www.source.info  
Sector: Financial Services  
Region: Inner London  
Revenue: £10M to £20M

**South Coast Nursing Homes Ltd**

www.scnh.co.uk  
Sector: Residential Care  
Region: West Sussex  
Revenue: £10M to £20M

**Southern Dental Ltd**

www.southerndental.co.uk  
Sector: Healthcare  
Region: West Sussex  
Revenue: £30M to £40M

**Sovex Ltd**

www.sovexsystems.com  
Sector: Metal Manufacturing & Engineering  
Region: Nottinghamshire  
Revenue: £20M to £30M

**SP Holding Group Ltd**

www.spholding.co.uk  
Sector: Construction  
Region: Telford & Wrekin  
Revenue: £10M to £20M

**Space Solutions (Scotland) Ltd**

www.spacesolutions.info  
Sector: Building & Landscape Services  
Region: Aberdeenshire  
Revenue: £30M to £40M

**Spark Energy Ltd**

www.sparkenergy.co.uk  
Sector: Utilities  
Region: Edinburgh  
Revenue: £40M to £50M

**Sparshatts Holdings Ltd**

www.sparshatts.co.uk  
Sector: Motor Vehicle Retail  
Region: Kent  
Revenue: £75M to £100M

**SPC Europe Ltd**

www.spcuk.com  
Sector: Plastic Manufacturing & Engineering  
Region: Wiltshire  
Revenue: £20M to £30M

**Specialist Waste Recycling Ltd**

www.srwastemanagement.co.uk  
Sector: Waste Management  
Region: Inner London  
Revenue: £10M to £20M

**Specialty Powders Holdings Ltd**

www.aggtech.co.uk  
Sector: Food & Beverage  
Region: North Yorkshire  
Revenue: £40M to £50M

**Speed 1971 Ltd**

www.stagetruck.com  
Sector: Transportation Services  
Region: Hampshire  
Revenue: £10M to £20M

**Spencer Coatings Group Ltd**

www.spencercoatings.co.uk  
Sector: Manufacturing  
Region: Aberdeenshire  
Revenue: £10M to £20M

**Spencer Ogden Ltd**

www.spencer-ogden.com  
Sector: Employment Services  
Region: Inner London  
Revenue: £50M to £75M

**SPF Private Clients Holdings Ltd**

www.spf.co.uk  
Sector: Financial Services  
Region: Inner London  
Revenue: £10M to £20M

**SSC Holdings (UK) Ltd**

www.student-support.co.uk  
Sector: Education  
Region: Kent  
Revenue: £10M to £20M

**St Matthews Holdings Ltd**

www.smhc.uk.com  
Sector: Healthcare  
Region: Northamptonshire  
Revenue: £10M to £20M

**Stackhouse Poland Holdings Ltd**

www.stackhouse.co.uk  
Sector: Insurance  
Region: Surrey  
Revenue: £10M to £20M

**Staffgroup Ltd**

www.staffgroup.com  
Sector: Employment Services  
Region: Inner London  
Revenue: £40M to £50M

**Stanford Industrial Concrete Flooring Ltd**

www.stanfordflooring.co.uk  
Sector: Specialist Construction  
Region: Sandwell  
Revenue: £10M to £20M

**Stanhope Capital Management Ltd**

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

**Staples Vegetables Ltd**

www.staplesvegetables.co.uk  
Sector: Farming & Fishery  
Region: Lincolnshire  
Revenue: £50M to £75M

**Staveley's Eggs Ltd**

www.staveleyseggs.co.uk  
Sector: Farming & Fishery  
Region: Lancashire  
Revenue: £10M to £20M

**Staysure.co.uk Ltd**

www.staysure.co.uk  
Sector: Insurance  
Region: Northamptonshire  
Revenue: £10M to £20M

**Steamship Mutual Underwriting Association Ltd**

www.steamshipmutual.com  
Sector: Insurance  
Region: Inner London  
Revenue: £30M to £40M

**Stephill Generators Ltd**

www.stephill-generators.co.uk  
Sector: Manufacturing  
Region: Northamptonshire  
Revenue: £6M to £10M

**Steve Hoskin Construction Ltd**

www.stevhoskin.co.uk  
Sector: Construction  
Region: Cornwall & Isles of Scilly  
Revenue: £20M to £30M

**Steven Eagell Ltd**

www.steveneagelltoyota.co.uk  
Sector: Motor Vehicle Retail  
Region: Buckinghamshire  
Revenue: £75M to £100M

**STM Security Group (UK) Ltd**

www.stmsecurity.com  
Sector: Security  
Region: Greater London  
Revenue: £10M to £20M

**Stoford Projects Ltd**

www.stoford.com  
Sector: Real Estate  
Region: Birmingham  
Revenue: £30M to £40M

**Stormking Plastics Ltd**

www.stormking.co.uk  
Sector: Plastic Manufacturing & Engineering  
Region: Staffordshire  
Revenue: £10M to £20M

**Stortford Interiors (UK) Ltd**

www.stortford-interiors.com  
Sector: Specialist Construction  
Region: Hertfordshire  
Revenue: £10M to £20M

**Streamline Shipping Group Ltd**

www.streamlineshippinggroup.com  
Sector: Transportation  
Region: Aberdeenshire  
Revenue: £30M to £40M

**Streeters Holdings Ltd**

www.streeters.com  
Sector: Arts  
Region: Inner London  
Revenue: £20M to £30M

**Stridage Holdings Ltd**

www.dowlis.co.uk  
Sector: Advertising & Marketing  
Region: Surrey  
Revenue: £10M to £20M

**Strongvox Ltd**

www.strongvox.co.uk  
Sector: Construction  
Region: Somerset  
Revenue: £10M to £20M

**Stylewise (UK) Ltd**

www.stylewisedirect.com  
Sector: Wholesale  
Region: Greater Manchester  
Revenue: £10M to £20M

**Styrene Packaging & Insulation Ltd**

www.styrene.biz  
Sector: Manufacturing  
Region: Bradford  
Revenue: £10M to £20M

**Sunbeam Fostering Group Ltd**

www.sunbeamfostering.com  
Sector: Social Work  
Region: Gloucestershire  
Revenue: £10M to £20M

**Sunset (UK) Ltd**

www.sunset-europe.com  
Sector: Wholesale  
Region: Milton Keynes  
Revenue: £20M to £30M

**Supermicro Computer Ltd**

www.supermicro.co.uk  
Sector: Wholesale  
Region: Hertfordshire  
Revenue: £6M to £10M

**Supreme Imports Ltd**

www.supreme-imports.co.uk  
Sector: Wholesale  
Region: Greater Manchester  
Revenue: £40M to £50M



**Sureclean Ltd**  
www.sureclean.com  
Sector: Waste Management  
Region: Edinburgh  
Revenue: £20M to £30M

**Sutton Venture Group Ltd [RKW]**  
www.rkwtd.com  
Sector: Wholesale  
Region: Stoke-on-Trent  
Revenue: £50M to £75M

**Sykes Cottages Ltd**  
www.sykescottages.co.uk  
Sector: Travel  
Region: Cheshire West & Chester  
Revenue: £10M to £20M

**Syon Art Ltd**  
www.martinspeed.com  
Sector: Arts  
Region: Inner London  
Revenue: £10M to £20M



**T&E Ferris Ltd**  
www.swaguk.co.uk  
Sector: Retail  
Region: Surrey  
Revenue: £20M to £30M

**TCL Holdings Ltd p47**  
www.tclgrp.co.uk  
Sector: Building & Landscape Services  
Region: Northamptonshire  
Revenue: £10M to £20M

**TIA (GB) Ltd**  
www.treadsetters.co.uk  
Sector: Motor Vehicle Retail  
Region: Telford & Wrekin  
Revenue: £75M to £100M

**T J Transport Ltd**  
www.tj-transport.co.uk  
Sector: Transportation Services  
Region: Hampshire  
Revenue: £10M to £20M

**T.O.M. Vehicle Rental Ltd**  
www.tomvehiclerental.com  
Sector: Rental & Leasing  
Region: Lanarkshire  
Revenue: £75M to £100M

**Talacrest 2000 AD Ltd**  
www.talacrest.com  
Sector: Motor Vehicle Retail  
Region: Buckinghamshire  
Revenue: £100M to £150M

**Talk Direct (Leeds) Ltd**  
www.talk-direct.com  
Sector: Telecommunications  
Region: Calderdale & Kirklees  
Revenue: £10M to £20M

**Tallis Amos Group Ltd**  
www.tallisamosgroup.co.uk  
Sector: Wholesale  
Region: Worcestershire  
Revenue: £40M to £50M

**Tandom Metallurgical Group Ltd**  
www.tandom.co.uk  
Sector: Metal Manufacturing & Engineering  
Region: Cheshire East  
Revenue: £50M to £75M

**Tara Developments Ltd**  
www.cameronhomes.co.uk  
Sector: Construction  
Region: Staffordshire  
Revenue: £50M to £75M

**Tatsfield Holdings Ltd**  
www.wilmot-budgen.co.uk  
Sector: Advertising & Marketing  
Region: Inner London  
Revenue: £50M to £75M

**Tagvin 40 Ltd**  
www.comtecdirect.co.uk  
Sector: Telecommunications  
Region: Cambridgeshire  
Revenue: £30M to £40M

**Techelec (Brighton) Ltd**  
www.techelec.co.uk  
Sector: Specialist Construction  
Region: Brighton & Hove  
Revenue: £10M to £20M

**Teneo Group Ltd**  
www.teneo.co.uk  
Sector: Information Technology  
Region: Berkshire  
Revenue: £20M to £30M

**TES (NI) Ltd**  
www.tes-ni.com  
Sector: Electronic Manufacturing  
Region: Northern Ireland  
Revenue: £10M to £20M

**TES 2000 Ltd**  
www.tes2000.co.uk  
Sector: Engineering & Construction  
Region: Essex  
Revenue: £10M to £20M

**Test Equipment Asset Management Ltd**  
www.microlease.co.uk  
Sector: Wholesale  
Region: Greater London  
Revenue: £75M to £100M

**Texcel (2011) Ltd**  
www.texceltechnology.com  
Sector: Electronic Manufacturing  
Region: Greater London  
Revenue: £6M to £10M

**Thames Materials Ltd**  
www.thamesmaterials.com  
Sector: Transportation Services  
Region: Oxfordshire  
Revenue: £20M to £30M

**Thamesview Estate Agents Ltd**  
www.thamesview.co.uk  
Sector: Real Estate  
Region: Greater London  
Revenue: £40M to £50M

**Thatchers Cider Company Ltd**  
www.thatcherscider.co.uk  
Sector: Food & Beverage  
Region: Bath & Avon  
Revenue: £50M to £75M

**The BenRiach Distillery Company Ltd p52**  
www.benriachdistillery.co.uk  
Sector: Food & Beverage  
Region: Edinburgh  
Revenue: £30M to £40M

**The Big Prawn Co. Ltd.**  
www.bigprawn.com  
Sector: Food & Beverage  
Region: Norfolk  
Revenue: £10M to £20M

**The Car Finance Company (2007) Ltd**  
www.thecarfinancecompany.co.uk  
Sector: Financial Services  
Region: Portsmouth  
Revenue: £10M to £20M

**The Colourful Company Group Ltd**  
www.gemporia.com  
Sector: Retail  
Region: Worcestershire  
Revenue: £75M to £100M

**The Contact Specialists Ltd**  
www.tcc.co.uk  
Sector: Professional Services  
Region: Wirral  
Revenue: £6M to £10M

**The Electricity Network Company Ltd**  
www.gtc-uk.co.uk  
Sector: Telecommunications  
Region: Suffolk  
Revenue: £6M to £10M

**The Foodfellas Ltd**  
www.thefoodfellas.co.uk  
Sector: Food & Beverage  
Region: Hertfordshire  
Revenue: £30M to £40M

**The Foundry Topco Ltd p62**  
www.thefoundry.co.uk  
Sector: Information Technology  
Region: Inner London  
Revenue: £20M to £30M

**The Hut Group Ltd**  
www.thehutgroup.com  
Sector: Retail  
Region: Cheshire West & Chester  
Revenue: £150M to £200M

**The Licensing Company Ltd**  
www.thelicensingcompany.com  
Sector: Advertising & Marketing  
Region: Inner London  
Revenue: £40M to £50M

**The Manufacturing Technology Centre Ltd**  
www.the-mtc.org  
Sector: Manufacturing  
Region: Warwickshire  
Revenue: £40M to £50M

**The Move Factory Holdings Ltd**  
www.myhomemove.com  
Sector: Legal & Accounting  
Region: Leicestershire & Rutland  
Revenue: £30M to £40M

**The Natural Wood Floor Company Ltd**  
www.naturalwoodfloor.co.uk  
Sector: Manufacturing  
Region: Essex  
Revenue: £10M to £20M

**The Nostrum Group Ltd**  
www.nostrumgroup.com  
Sector: Information Technology  
Region: North Yorkshire  
Revenue: £6M to £10M

**The Oxford Asset Management Company Ltd**  
www.oxam.com  
Sector: Financial Services  
Region: Oxfordshire  
Revenue: £100M to £150M

**The Pulse Umbrella Group Ltd**  
www.pulseumbrella.com  
Sector: Financial Services  
Region: Cheshire East  
Revenue: £50M to £75M

**The Reedbut Group Ltd**  
www.reedbut.com  
Sector: Manufacturing  
Region: Oxfordshire  
Revenue: £10M to £20M

**The Rethink Group Plc**  
www.rethinkgroupplc.com  
Sector: Employment Services  
Region: Inner London  
Revenue: £100M to £150M

**The SAS Group of Companies Ltd**  
www.sas.co.uk  
Sector: Information Technology  
Region: West Sussex  
Revenue: £10M to £20M

**The7stars UK Ltd**  
www.the7stars.co.uk  
Sector: Advertising & Marketing  
Region: Inner London  
Revenue: £100M to £150M

**Thomas Franks Ltd**  
www.thomasfranks.co.uk  
Sector: Food & Beverage  
Region: Oxfordshire  
Revenue: £10M to £20M

**Thomas Holdings (North West) Ltd [Thomas Contracting Ltd/ Thomas Plant Hire Ltd]**  
www.thomasplanthire.co.uk  
Sector: Rental & Leasing  
Region: Flintshire & Wrexham  
Revenue: £10M to £20M

**Thompson Aero Seating Ltd**  
www.thompsonaeroseating.com  
Sector: Manufacturing  
Region: Northern Ireland  
Revenue: £20M to £30M

**TI Industrial Group Ltd**  
www.tazikerindustrialgroup.co.uk  
Sector: Engineering & Construction  
Region: Greater Manchester  
Revenue: £50M to £75M

**Tithegrove Ltd**  
www.tithegrove.com  
Sector: Specialist Construction  
Region: Swindon  
Revenue: £40M to £50M

**TLA Electrical Holdings Ltd**  
www.tlauk.net  
Sector: Wholesale  
Region: Nottinghamshire  
Revenue: £10M to £20M

**TLA Worldwide Plc**  
www.tlaww-plc.com  
Sector: Advertising & Marketing  
Region: Inner London  
Revenue: £10M to £20M

**TLC Marketing Group Ltd**  
www.tlcmarketing.com  
Sector: Advertising & Marketing  
Region: Inner London  
Revenue: £20M to £30M

**Tom Hartley Cars Ltd**  
www.tomhartley.com  
Sector: Motor Vehicle Retail  
Region: Solihull  
Revenue: £40M to £50M

**Tombola Ltd**  
www.tombola.co.uk  
Sector: Gambling & Betting  
Region: Sunderland  
Revenue: £30M to £40M

**Tompkins UK Ltd**  
www.modus-ltd.com  
Sector: Engineering & Construction  
Region: Darlington  
Revenue: £10M to £20M

**Tonbridge Coachworks Ltd**  
www.tcw-group.co.uk  
Sector: Motor Vehicle Retail  
Region: Kent  
Revenue: £10M to £20M

**Total Computer Networks Ltd**  
www.totalcomputers.co.uk  
Sector: Wholesale  
Region: Northamptonshire  
Revenue: £30M to £40M

**Total Motion Ltd**  
www.totalmotion.co.uk  
Sector: Rental & Leasing  
Region: Leicester  
Revenue: £10M to £20M

**Toucan Computing Ltd**  
www.toucancomputing.co.uk  
Sector: Information Technology  
Region: Greater London  
Revenue: £6M to £10M

**Touchstone Retail Ltd**  
www.touchstoneaccessories.com  
Sector: Retail  
Region: Inner London  
Revenue: £6M to £10M

**Town & County Leisure Ltd**  
www.townandcounty.co.uk  
Sector: Gambling & Betting  
Region: Birmingham  
Revenue: £6M to £10M

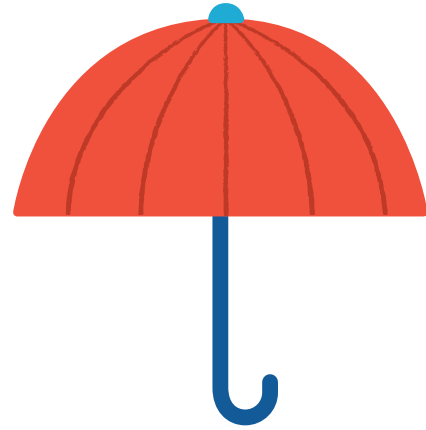
**Tracsis Plc**  
www.tracsis.com  
Sector: Information Technology  
Region: Leeds  
Revenue: £10M to £20M

**Trad Hire & Sales Ltd**  
www.trad.co.uk  
Sector: Specialist Construction  
Region: Inner London  
Revenue: £30M to £40M

**Tramlink Nottingham (Holdings) Ltd**  
www.tramlinknottingham.co.uk  
Sector: Transportation  
Region: Nottinghamshire  
Revenue: £20M to £30M

**Transun Travel Ltd**  
www.transuntravel.org  
Sector: Travel  
Region: Oxfordshire  
Revenue: £6M to £10M





**Transwaste Recycling & Aggregates Ltd**  
www.transwasteltd.co.uk  
Sector: Waste Management  
Region: East Yorkshire  
Revenue: £30M to £40M

**Triangle Aviation (UK) Holdings Ltd**  
www.falko.com  
Sector: Rental & Leasing  
Region: Hertfordshire  
Revenue: £20M to £30M

**Trilanco Ltd**  
www.trilanco.com  
Sector: Wholesale  
Region: Lancashire  
Revenue: £50M to £75M

**Trinity Exploration & Production Plc**  
www.trinityexploration.com  
Sector: Oil & Gas  
Region: Inner London  
Revenue: £50M to £75M

**Trinity Reinsurance Brokers Ltd**  
www.trinityinsurance.co.in  
Sector: Insurance  
Region: Inner London  
Revenue: £10M to £20M

**Tristan Equity Partners (GP) Ltd**  
www.tristancap.com  
Sector: Financial Services  
Region: Inner London  
Revenue: £6M to £10M

**Trochilics Ltd**  
www.coborn.com  
Sector: Manufacturing  
Region: Essex  
Revenue: £10M to £20M

**Troy Asset Management Ltd**  
www.taml.co.uk  
Sector: Financial Services  
Region: Inner London  
Revenue: £30M to £40M

**TTC Group (UK) Plc**  
www.ttc-uk.com  
Sector: Education  
Region: Telford & Wrekin  
Revenue: £10M to £20M

**TTT Moneycorp Ltd**  
www.tttmoneycorp.com  
Sector: Financial Services  
Region: Inner London  
Revenue: £75M to £100M

**Tulloch Developments Ltd**  
www.tullochdev.co.uk  
Sector: Construction  
Region: Shetland Islands  
Revenue: £10M to £20M

**Tulloch Recruitment (Aberdeen) Ltd**  
www.tullochrecruitment.co.uk  
Sector: Employment Services  
Region: Aberdeenshire  
Revenue: £30M to £40M

**Tuscor Lloyds (UK) Ltd**  
www.tuscorlloyds.com  
Sector: Transportation Services  
Region: Greater Manchester  
Revenue: £10M to £20M

**TXO Systems Ltd**  
www.txo-systems.com  
Sector: Telecommunications  
Region: Monmouthshire & Newport  
Revenue: £10M to £20M



**U F C Fund Management Plc**  
www.marlbroughfunds.com  
Sector: Financial Services  
Region: Greater Manchester  
Revenue: £30M to £40M

**UK Land Ltd**  
Sector: Real Estate  
Region: Inner London  
Revenue: £20M to £30M

**U-POL Holdings Ltd**  
www.u-pol.com  
Sector: Manufacturing  
Region: Greater London  
Revenue: £50M to £75M

**UK Salads Ltd**  
www.uksalads.com  
Sector: Farming & Fishery  
Region: Essex  
Revenue: £20M to £30M

**UKCG Group Ltd**  
www.uk-cg.com  
Sector: Metal Manufacturing & Engineering  
Region: Derbyshire  
Revenue: £20M to £30M

**ULS Technology Plc**  
www.econveyancer.com  
Sector: Legal & Accounting  
Region: Oxfordshire  
Revenue: £10M to £20M

**Unique Forwarding Ltd**  
www.uniqueforwarding.com  
Sector: Transportation Services  
Region: Essex  
Revenue: £10M to £20M

**United Construction Materials Ltd**  
www.unitedasphalt.biz  
Sector: Manufacturing  
Region: Berkshire  
Revenue: £20M to £30M

**Unity Automotive Group Ltd**  
www.unityautomotive.co.uk  
Sector: Motor Vehicle Retail  
Region: Warwickshire  
Revenue: £20M to £30M

**Universal Meats (UK) Ltd**  
www.universalmcats.com  
Sector: Wholesale  
Region: Kent  
Revenue: £100M to £150M

**Unruly Holdings Ltd p114**  
www.unrulymedia.com  
Sector: Advertising & Marketing  
Region: Inner London  
Revenue: £10M to £20M

**Upper Street Events Ltd**  
www.upperstreetevents.net  
Sector: Advertising & Marketing  
Region: Inner London  
Revenue: £10M to £20M

**Us Two Studio Ltd**  
www.ustwo.com  
Sector: Advertising & Marketing  
Region: Inner London  
Revenue: £10M to £20M

**UTEC International Ltd**  
www.utecsurvey.com  
Sector: Oil & Gas Support Services  
Region: Aberdeenshire  
Revenue: £40M to £50M

**Utilitywise Plc**  
www.utilitywise.com  
Sector: Utilities  
Region: Tyneside  
Revenue: £40M to £50M



**V.N. & Britannic Warehouses Ltd**  
www.britannicwarehouse.co.uk  
Sector: Retail  
Region: Birmingham  
Revenue: £10M to £20M

**Vapormatt Ltd**  
www.vapormatt.com  
Sector: Metal Manufacturing & Engineering  
Region: Somerset  
Revenue: £6M to £10M

**Venesky-Brown Recruitment Ltd**  
www.venesky-brown.co.uk  
Sector: Employment Services  
Region: Edinburgh  
Revenue: £10M to £20M

**Venntro p30**  
www.venntro.com  
Sector: Information Technology  
Region: Berkshire  
Revenue: £40M to £50M

**Vetasi Ltd**  
www.vetasi.com  
Sector: Financial Services  
Region: Bristol  
Revenue: £6M to £10M

**Vibrant Energy Matters Ltd**  
www.vibrantenergymatters.co.uk  
Sector: Science & Technology  
Region: Wales  
Revenue: £6M to £10M

**Victoria Plumb Ltd**  
www.victoriaplumb.com  
Sector: Retail  
Region: Kingston upon Hull  
Revenue: £20M to £30M

**Victorian House (Sales) Ltd**  
www.victoriansliders.co.uk  
Sector: Manufacturing  
Region: Wales  
Revenue: £6M to £10M



**Vidafresh Ltd**  
www.tinopolis.com  
Sector: Wholesale  
Region: Kent  
Revenue: £20M to £30M

**Viking River Cruises UK Ltd**  
www.vikingrivercruises.co.uk  
Sector: Travel  
Region: Inner London  
Revenue: £50M to £75M

**Vision Direct p115**  
www.visiondirect.co.uk  
Sector: Retail  
Region: Inner London  
Revenue: £10M to £20M

**Virtual Instruments Ltd**  
www.virtualinstruments.com  
Sector: Information Technology  
Region: Berkshire  
Revenue: £6M to £10M



**W.H. Smith & Sons Holdings Ltd**  
www.whs-plastics.com  
Sector: Plastic Manufacturing & Engineering  
Region: Warwickshire  
Revenue: £30M to £40M

**W.L. Shareholding Company Ltd**  
www.lucygroup.com  
Sector: Electronic Manufacturing  
Region: Oxfordshire  
Revenue: £150M to £200M

**Walsall Pressings Company Ltd**  
www.walpres.co.uk  
Sector: Manufacturing  
Region: Walsall  
Revenue: £30M to £40M

**Waltet Ltd**  
www.waltet.co.uk  
Sector: Construction  
Region: Hampshire  
Revenue: £6M to £10M

**Ward Hadaway Employee Services Ltd**  
www.wardhadaway.com  
Sector: Legal & Accounting  
Region: Tyneside  
Revenue: £10M to £20M

**Warmer Energy Services Ltd**  
www.warmerenergyservices.com  
Sector: Building & Landscape Services  
Region: Merseyside  
Revenue: £10M to £20M

**Warwick Holdco Ltd**  
www.meetingzone.com  
Sector: Information Technology  
Region: Oxfordshire  
Revenue: £10M to £20M

**Watch Shop Ltd**  
www.watchshop.com  
Sector: Retail  
Region: Leicester  
Revenue: £30M to £40M

**We Are Friday Ltd p28**  
www.wearefriday.com  
Sector: Information Technology  
Region: Inner London  
Revenue: £6M to £10M

**We Are Social Ltd p63**  
www.wearesocial.net  
Sector: Advertising & Marketing  
Region: Inner London  
Revenue: £20M to £30M

**Wear Inns Ltd**  
www.wearinns.co.uk  
Sector: Food & Beverage  
Region: Durham  
Revenue: £10M to £20M

**Welch & Tidy Ltd**  
www.welchandtidy.co.uk  
Sector: Wholesale  
Region: Greater London  
Revenue: £10M to £20M

**Wellington Management International Ltd**  
www.wellington.com  
Sector: Financial Services  
Region: Inner London  
Revenue: £150M to £200M

**Westminster Homecare Ltd**  
www.westminsterhomecare.co.uk  
Sector: Healthcare  
Region: Greater London  
Revenue: £30M to £40M

**Wheatcroft Motor Holdings Ltd**  
www.walkersmotorgroup.co.uk  
Sector: Motor Vehicle Retail  
Region: Nottinghamshire  
Revenue: £20M to £30M

**Wheelbase Holdings Ltd**  
www.wheelbase.net  
Sector: Manufacturing  
Region: Blackburn  
Revenue: £6M to £10M

**White Oak Underwriting Agency Ltd**  
www.whiteoakw.com  
Sector: Insurance  
Region: Inner London  
Revenue: £6M to £10M

**Whitemeadow Group Holdings Ltd**  
www.whitemeadow.com  
Sector: Manufacturing  
Region: Nottinghamshire  
Revenue: £20M to £30M

**Whites Engineering Ltd**  
www.whitesrecycling.co.uk  
Sector: Waste Management  
Region: Lincolnshire  
Revenue: £10M to £20M

**Wick Hill Group Ltd**

www.wickhill.co.uk  
Sector: Wholesale  
Region: Surrey  
Revenue: £50M to £75M

**Widget Investments Ltd**

www.widget.com  
Sector: Wholesale  
Region: Hertfordshire  
Revenue: £20M to £30M

**William Anelay Ltd**

www.williamanelay.co.uk  
Sector: Specialist Construction  
Region: York  
Revenue: £20M to £30M

**William Cook Holdings Ltd**

www.william-cook.co.uk  
Sector: Financial Services  
Region: Sheffield  
Revenue: £75M to £100M

**William Morgan Group Ltd**

www.wollaston.co.uk  
Sector: Motor Vehicle Retail  
Region: Northamptonshire  
Revenue: £100M to £150M

**Williams Trade Supplies Ltd**

www.williamstradesupplies.com  
Sector: Wholesale  
Region: Hampshire  
Revenue: £30M to £40M

**Willington Ltd**

www.intbl.co.uk  
Sector: Transportation Services  
Region: Liverpool  
Revenue: £50M to £75M

**Winchester Motor Company Ltd**

www.winchestermotorgroup.co.uk  
Sector: Motor Vehicle Retail  
Region: Hampshire  
Revenue: £20M to £30M

**Woodford Holdings Ltd**

www.volac.com  
Sector: Farming & Fishery  
Region: Cambridgeshire  
Revenue: £100M to £150M

**Woodway Packaging Ltd**

www.woodwayuk.com  
Sector: Postal Services  
Region: Northamptonshire  
Revenue: £10M to £20M

**Woolovers Ltd**

www.woolovers.co.uk  
Sector: Retail  
Region: West Sussex  
Revenue: £10M to £20M

**Wooltex UK Ltd p42**

www.wooltexuk.com  
Sector: Textile Manufacturing  
Region: Calderdale & Kirklees  
Revenue: £10M to £20M

**World Cargo Logistics Ltd**

www.worldcargologistics.co.uk  
Sector: Transportation  
Region: Inner London  
Revenue: £10M to £20M

**World Wise Foods Ltd**

Sector: Food & Beverage  
Region: Greater London  
Revenue: £30M to £40M

**X****X-Cel Supertum (GB) Ltd**

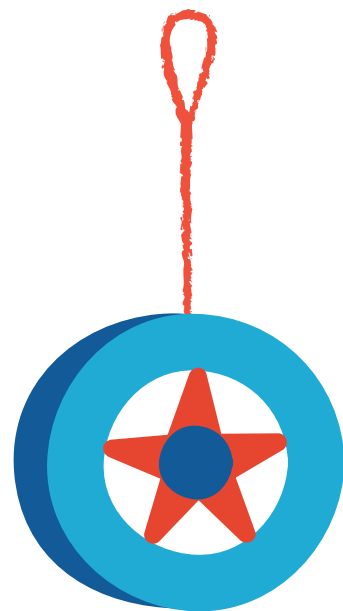
www.x-cel.com  
Sector: Metal Manufacturing & Engineering  
Region: Sheffield  
Revenue: £20M to £30M

**Xaar Plc**

www.xaar.com  
Sector: Electronic Manufacturing  
Region: Cambridgeshire  
Revenue: £100M to £150M

**Xeretec Group Holdings Ltd**

www.xeretec.co.uk  
Sector: Printing  
Region: Berkshire  
Revenue: £30M to £40M

**Z****Zeus Capital Ltd**

www.zeuscapital.co.uk  
Sector: Financial Services  
Region: Greater Manchester  
Revenue: £20M to £30M

**Zoopla Property Group Plc [Zoopla]**

www.zpg.co.uk  
Sector: Information Technology  
Region: Inner London  
Revenue: £50M to £75M

**XLR8 Sports Ltd**

www.click2buybikes.co.uk  
Sector: Retail  
Region: Northamptonshire  
Revenue: £10M to £20M

**Y****Yate Disposables Ltd**

www.yatedisposables.com  
Sector: Wholesale  
Region: Bath & Avon  
Revenue: £10M to £20M

**YouView TV Ltd**

www.youview.com  
Sector: Media  
Region: Inner London  
Revenue: £40M to £50M

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**London**  
Stock Exchange





## **London** Stock Exchange Group

### **About London Stock Exchange Group**

London Stock Exchange Group (LSE.L) is a diversified international exchange group that sits at the heart of the world's financial community. The Group can trace its history back to 1801.

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Headquartered in London, United Kingdom with significant operations in Italy, France, North America and Sri Lanka, the Group employs approximately 2,800 people.

Further information on London Stock Exchange Group can be found at [www.lseg.com](http://www.lseg.com)

### **Contact details**

#### **Primary markets – UK companies**

Tel: +44 (0) 20 7797 3429

Email: [equityprimarymarkets@lseg.com](mailto:equityprimarymarkets@lseg.com)

#### **Media enquiries**

Tel: +44 (0) 20 7797 1222

Email: [newsroom@lseg.com](mailto:newsroom@lseg.com)