



London
Stock Exchange Group

1000

COMPANIES TO INSPIRE

BRITAIN

2016

1000 COMPANIES TO INSPIRE BRITAIN



www.1000companies.com

2016

Our sponsors



1000

**COMPANIES TO INSPIRE
BRITAIN 2016**

London Stock Exchange Group Editorial Board

Tom Gilbert (Senior Press Officer); Ed Clark (Press Officer); Alexandra Ritterman (Junior Press Officer)

Wardour

Led by Claire Oldfield (Managing Director) and Ben Barrett (Creative Director)
The team included: Lynn Jones (Art Director); Joanna Lewin (Editor) and Wardour editorial;
Charlotte Tapp (Project Director);
John Faulkner and Jack Morgan (Production)
Wardour, Drury House, 34–43 Russell Street,
London WC2B 5HA, United Kingdom
+44 (0)20 7010 0999
www.wardour.co.uk

‘wardour’

Pictures: Getty Images, iStock, Gallerystock
All other pictures used by permission
Cover illustration: Adam Simpson
Printed by Graphius on FSC certified material



Company information powered by DueDil, February 2016

An official publication of London Stock Exchange Group



London
Stock Exchange Group

© London Stock Exchange Group 2016. All rights reserved
10 Paternoster Square, London EC4M 7LS

By making this communication, none of London Stock Exchange Group plc and/or its group undertakings (which shall be construed in accordance with section 1161 of the Companies Act 2006) (“LSEG”), Wardour Communications Limited (“Wardour”), or the individual authors intend to invite or induce you to engage in any investment activity for the purposes of the UK regulatory regime (other than, where relevant, in respect of the London Stock Exchange plc’s exempt activities of operating UK-regulated investment exchanges and providing clearing services in the UK). This publication does not constitute an offer to buy or sell, or a solicitation of an offer to sell, any securities, or the solicitation of a proxy, by any person in any jurisdiction in which such an offer or solicitation is not authorised, or in which the person making such an offer or solicitation is not qualified to do so, or to any person to whom it is unlawful to make such an offer or solicitation.

Information in this publication may or may not have been prepared by the LSEG, Wardour, or the individual authors, but is made without any responsibility on their part. All information in this publication is provided ‘as is’ and none of LSEG, Wardour, nor the individual authors make any representations and disclaim to the extent permitted by law all express, implied and statutory warranties of any kind in relation to this publication, including warranties as to accuracy, timeliness, completeness, performance or fitness for a particular purpose. No action should be taken or omitted to be taken in reliance upon information in this publication. None of the LSEG, Wardour or the individual authors accept any liability for the results of any action taken or omitted on the basis of the information in this communication. The information in this publication is not offered as advice on any particular matter and must not be treated as a substitute for specific advice. In particular, information in this publication does not constitute legal, tax, regulatory, professional, financial or investment advice. Advice from a suitably qualified professional should always be sought in relation to any particular matter or circumstances.

Third-party advertisements are clearly labelled as such. None of the LSEG, Wardour or the individual authors endorse or are responsible for the content of any third party advertisement in this publication or otherwise. AIM, London Stock Exchange, the London Stock Exchange coat of arms device are registered trademarks of London Stock Exchange plc. FTSE is a registered trade mark of subsidiaries of London Stock Exchange Group plc and is used by FTSE International Limited under licence. Other logos, organisations and company names referred to may be the trade marks of their respective owners. No part of these trademarks, or any other trademark owned by LSEG can be used, reproduced or transmitted in any form without express written consent by the owner of the trademark.

Contents

Forewords

- 5 Xavier Rolet**
CEO, London Stock Exchange Group
- 10 Ian Stuart**
UK and European Head of Commercial Banking, HSBC
- 12 Stephen Welton**
CEO, Business Growth Fund
- 14 Jim Durkin**
CEO, Cenkos
- 16 Allister Heath**
Deputy Editor and Deputy Director of Content, The Telegraph
- 17 Justin Fitzpatrick**
Co-founder and COO/CFO at DueDil

Research findings

- 18 Crunching the numbers**
- 20 1000 companies: UK snapshot**
- 122 Third time’s a charm**

Sponsored features

- 32 HSBC**
- 52 Business Growth Fund**
- 64 Cenkos**

Expert commentary

- 4 The Rt Hon George Osborne MP**
Chancellor of the Exchequer
- 8 Angela Eagle MP**
Shadow First Secretary of State and Shadow Secretary of State for Business, Innovation and Skills
- 9 John Swinney MSP**
Deputy First Minister and Cabinet Secretary for Finance, Constitution and the Economy
- 30 Simon Walker**
Director General, Institute of Directors
- 41 John Longworth**
Director General, British Chambers of Commerce
- 50 The Rt Hon Lord Maude of Horsham**
Minister of State for Trade and Investment
- 61 Anthony Browne**
Chief Executive, British Bankers’ Association
- 62 Tim Ward**
CEO, The Quoted Companies Alliance

- 72 Marcus Stuttard**
Head of UK Primary Markets and Head of AIM, London Stock Exchange Group
- 73 Sherry Coutu CBE**
Co-Founder, Scale-Up Institute
- 81 Terry Scuoler**
CEO, EEF The Manufacturers’ Organisation
- 90 Tim Hames**
Director General, British Private Equity & Venture Capital Association
- 102 Jenny Tooth OBE**
Chief Executive, UK Business Angels Association
- 113 Carolyn Fairbairn**
Director-General of the CBI
- 121 Mike Cherry**
Policy Director, Federation of Small Businesses

Sections

- 22 Creative Industries**
Why Amplify is going from strength to strength
- 34 Food & Drink**
Profiling the gastro genius of Japan Centre
- 42 Exports**
Shining the spotlight on CDE Global and Scottish whisky producers Ben Riach
- 54 Retail**
How Barker and Stonehouse is taking the UK by storm
- 66 ELITE**
Highlighting some of the UK’s most promising fast-growth companies
- 74 Manufacturing & Engineering**
Showcasing Pressure Technologies and Jestic
- 82 Scottish Firms**
Jim Wilmer & Sons represents Scotland along with ROVOP
- 92 Technology & Digital**
How Team 17 broke the UK games sector and thrived
- 104 Leisure**
How Go Ape climbed to success
- 114 Threeppeat**
The impressive companies that have made the list three times
- 125 Directory**
- 160 Contacts**

COMMENTARY

THE RT HON GEORGE OSBORNE MP
CHANCELLOR OF THE EXCHEQUER

ENTERPRISE IS AT THE CENTRE OF STRENGTHENING OUR ECONOMY



This year's list of *1,000 Companies to Inspire Britain* is truly remarkable. The businesses and entrepreneurs in the report are a fantastic illustration of the UK's pioneering, entrepreneurial spirit and our nation's capacity to produce world-class innovation.

It is my pleasure to congratulate all the companies featured and London Stock Exchange Group (LSEG) for all it does to support dynamic UK businesses up and down the country, as they grow and seek to achieve scale.

UK high-growth businesses are leading the charge in rebuilding our economy. These companies are the backbone of the British economy. They create high-quality, well paid jobs, innovate and drive economic growth. This government fully understands the need to support ambitious entrepreneurs and ensure they can access the finance they need to grow.

This report shows the ongoing pace and scale of growth across the UK. Average annual revenue growth from 2011 to 2015 for companies outside of London and the South East is 43% and growth in sectors such as engineering and construction and food and beverage demonstrate that this government's long-term economic plan is working across the length and breadth of the UK.

My priority has always been delivering security for working people. By taking difficult decisions to reduce the deficit, together with the hard work of the British people and UK businesses up and down the country, we are creating jobs and building a stronger

economy. Few would have imagined that there would be a record 5.4 million private sector businesses at the start of 2015 – an increase of over 900,000 since the beginning of 2010. Nor would they predict that we would have the highest rate of employment on record.

British enterprise is at the front and centre of strengthening our economy. We have held the steadfast belief that – alongside deficit reduction – nurturing entrepreneurs, creating jobs, supporting hard-working families and keeping taxes low would get the UK economy back on track.

Our measures to increase access to finance for business and encourage more investment have had a transformative effect on our economy. Take the Alternative Investment Market (AIM) which raises billions of pounds in capital for small businesses to grow and invest. We made shares on AIM exempt from stamp duty and allowed them to be included in ISAs for the first time. This had an effect of channelling another £5.3bn into high-growth companies.

We were resolute that the UK needed a globally competitive economy if businesses were to thrive. I cut corporation tax to historic levels in the last Parliament, making it the joint lowest level in the G20, and have announced that we will go further, cutting it to 19% in April 2017 and then again to 18% in 2020.

“THE ENTREPRENEURS IN THIS REPORT ILLUSTRATE OUR NATION'S CAPACITY TO PRODUCE WORLD-CLASS INNOVATION”

We have committed £13bn of investment into the Northern Powerhouse to improve infrastructure and transport – key for entrepreneurs to do business in this region. The West Midlands also received a revolutionary devolution deal last year to make the Midlands Britain's engine for growth. Our long-term economic plan is set to help businesses by adding as much as £34bn to the Midlands by 2030 and creating 300,000 extra jobs.

This is only the start of our work to transform our economy and support businesses at every stage of their growth. The past five years have been about delivering security for working people and creating the environment for small businesses to grow and create jobs. Over the next five years we will work through our long-term economic plan to secure our economic future. We look forward to continuing to support small and scale-up businesses and working with LSEG to make Britain the world's most prosperous and productive economy.

INSIDE THE REPORT



“We want to shine a light on what we know to be true: that these companies are the engine of the UK economy”

Xavier Rolet, CEO,
London Stock Exchange Group

Welcome to the third edition of London Stock Exchange Group's *1,000 Companies to Inspire Britain*: a landmark report identifying the UK's most exciting and dynamic small and medium-sized enterprises (SMEs).

When we first launched this project in late 2013, we said our desire was to shine a light on what we knew to be true: that these companies are the engine of the UK economy. Their effect too is to create, in the words of economist Nicolas Taleb, author of *The Black Swan*, an 'anti-fragile' SME economy: more robust, more flexible and less prone to boom and bust.

In this new report, we highlight 1,000 of the fastest-growing SMEs up and down the country. Our selection criteria (see p125 for full details) require companies to have shown not just growing revenue over the past four years, but also to have outperformed their sector peers.

Our unique methodology, devised by DueDil (itself a leading high-growth technology SME), reveals once again a community of UK businesses richer and more varied than we believe ever identified in any other exercise of this type.

We want particularly to shine a light on the companies variously identified as 'gazelles', 'the vital 6%' or 'scale-ups,' which have a remarkably disproportionate impact on UK national economic output. As the CBI recently confirmed, 3,000 scale-up medium-sized businesses contributed £59bn to the UK economy between 2010 and 2013, effectively making the crucial difference between recession and recovery. To put it another way, just a 1% increase in the number of high-growth businesses would create 230,000 new jobs and add £38bn or 2% to UK GDP.

50%

The annual growth of the 1,000 companies highlighted in this report

“The consequence of their growth is apparent nationwide”

Those figures impress for two reasons: firstly, successful small companies, properly supported, can grow both employment and revenue at exceptional organic rates. The 1,000 companies highlighted in our report are growing at an average of 50% a year. Secondly, because high growth companies' success tends to be based on innovation, rather than the strict cost control typical of large cap, the jobs they create are usually higher skilled and higher paid.

The consequence of their growth is apparent nationwide. Not just from more, higher quality jobs but in higher tax receipts, helping to fund public services and infrastructure spending. The success of our high growth businesses is tangibly and inextricably tied to the success of the country.

Over 600,000 new companies were created in the UK last year (a new record), demonstrating that the UK remains one of the best places in the world to launch a company. Thanks to determined initiatives like Tech City and Med City, programmes backed by local, regional and central government, the continuous work of industry associations and, most of all, the tireless efforts of hundreds of thousands of business owners up and down the country – we are in the grip of an entrepreneurial revolution.

Inside the report

In our third report, we see some interesting trends emerging. Our report shows more high-growth firms coming from outside London, with 8% fewer companies coming from London compared with last year. There are 25% more companies represented from Wales and Northern Ireland this year and in terms of revenue, Scottish companies are the fastest growing, enjoying over 80% annual revenue growth.

Sector diversity too is revealing and squashes any notion that the UK is a country that no longer has a manufacturing industry. Almost a quarter of the 1,000 companies operate in manufacturing, construction and engineering, and many

within that group are working at the very cutting edge of their industries. Continually strong UK sectors such as IT, telecommunications and the creative industries remain exceptionally well represented.

Naturally, the constraints of time and space have meant we have not been able to tell 1,000 stories. However, the full index is at the back of this book and a searchable database can be found online at www.1000companies.com.

The right finance for growth

Now we need to make sure these entrepreneurs have the tools they need to grow and create jobs. If 2015 was the year of the start-up, 2016 must be the year of the scale-up.

Historically, as a society, we have been obsessed with using debt to finance growth. Debt is a short-term fix that does not encourage long-term growth. It may be a suitable

“Debt is a short-term fix that does not encourage long-term growth”

funding tool for established blue chip multi-nationals, but it is not designed to help innovative companies who need capital to grow and invest.

Any small company in receipt of a bank loan must prioritise managing that debt, or risk default, instead of using all its financial and human capital to invest, innovate and expand.

And, as has been made painfully clear all too often, too much debt always ultimately leads to disastrous consequences for the wider economy – with people subsequently suffering from fewer jobs and lower wages.

Instead, we need to unleash the power of equity finance where people seek investment to grow their business – either through individual investors, on the public markets or through crowdfunding, peer-to-peer and other private platforms – in return for a stake in that business.

This type of long-term finance allows companies the time, space and freedom to innovate, invest, grow and create jobs

731,000

The number of jobs created in a year by companies that raised equity capital on AIM

and the economic benefits are clear: figures for the last year available show companies that raised equity capital on London Stock Exchange's growth stock market, AIM, to fund their growth, created 731,000 jobs, paid £2.3bn in tax and contributed £25bn to UK GDP.

And, the government deserves a lot of credit for recognising the need to back innovative, high-growth firms by recalibrating our tax system to give equity a fair chance. The effects of abolishing stamp duty on AIM shares in the last Parliament was immediate and resounding. Overnight, £4.4bn worth of investment moved into high-growth companies, helping them grow, invest and employ more.

We need to continue to build an ecosystem that provides the right type of funding for companies at each stage of their journey so that, together, we can drive our own prosperity. For example, our pioneering ELITE programme brings together ambitious, entrepreneurial businesses and their leaders with the best advice, support and education the UK has to offer. I'm delighted that many of our UK ELITE companies have made the 1,000 companies list and I urge you to find out more about how the programme is helping successful British businesses (see ELITE chapter, p66).

A healthy funding environment is a diverse one, with companies able to choose the right form of finance for each stage of their development.

Our supporters

I want to thank our sponsors: Business Growth Fund and Cenkos, whose continued support has made this publication possible. Both have a strong commitment to work with SMEs at key stages of their funding and development process.

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

Our thanks also goes to the 'who's who' of expert contributors: BBA, BCC, BVCA, CBI, the Engineering Employers Federation, FSB, the Institute of Mechanical

Engineers, IOD, QCA, the Scale-Up Institute, Tech City and UKTI for their insights and support of the SME community.

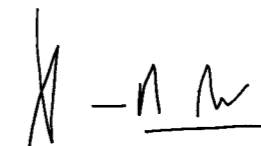
I'd like to extend my personal gratitude to the Cabinet Ministers and senior politicians who have given this report their support: Rt Hon George Osborne MP, Chancellor of the Exchequer and First Secretary of State, Angela Eagle MP, Shadow First Secretary of State and Shadow Secretary of

“We need to continue to build an ecosystem that provides the right type of funding for companies at each stage of their journey so that, together, we can drive our own prosperity”

State for Business, Innovation and Skills and John Swinney MSP, Deputy First Minister and Cabinet Secretary for Finance, Constitution and Economy.

Their contribution to this publication is testament to their deep understanding 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 at its best when ambitious entrepreneurs and companies are given the space and support to thrive. These 1,000 companies are the vanguard of a new, anti-fragile British economy. We hope you are inspired.



Xavier Rolet
CEO, London Stock Exchange Group

COMMENTARY

ANGELA EAGLE MP

SHADOW FIRST SECRETARY OF STATE AND SHADOW SECRETARY OF STATE FOR BUSINESS, INNOVATION AND SKILLS

SMES FORM THE CORNERSTONE OF OUR ECONOMY



and productivity. The productivity gap between us and other members of the G7 is at its largest since 1991, and in a recent report, the Office for Budget Responsibility downgraded its forecasts for productivity growth for the rest of the Parliament.

Our country needs a culture of long-termism both in government and business to foster a more productive economy, where businesses generate more of the high-skilled, better-paid jobs of the future.

The Labour Party has launched a consultation on how effective tax reliefs are in incentivising business to invest, because we are committed to ensuring that business incentives really do encourage investment and companies to deliver their intended outcomes.

We also need to see more women in industry, an increase in the number of women entrepreneurs and larger numbers of women going into science, technology and engineering. Boosting female entrepreneurship could add an extra £60bn to the UK economy.

“IT IS GOVERNMENT’S RESPONSIBILITY TO CREATE AN ENVIRONMENT WHERE SMES CAN FLOURISH. THIS MEANS BUILDING THE VITAL INFRASTRUCTURE WE NEED TO CONNECT BUSINESSES”

We simply have to make the most of women’s talent and abilities, if we are to reach our full potential.

I am here to work with businesses, to listen and engage; because I know that the needs of businesses are our country’s needs.

We are still a fairly new Parliament, with a new team in place. This affords us the opportunity to step back and survey the horizon and to develop policy that will help our country win in the race to the top and help businesses in the decades to come.

It is clear from this report that there is considerable strength and diversity across the spectrum in our small and medium-sized businesses. The companies in this publication represent 1,000 different success stories – and I hope that they act as inspirational examples to the entrepreneurs of the future.

The dynamism of small and medium-sized enterprises (SMEs) is critical to the success of the UK economy. Representing over 99% of UK businesses, they provide 60% of private sector jobs and account for almost 50% of all private sector turnover.

Our SMEs drive up growth and provide high-skilled jobs across the country, and together they form the cornerstone of a vibrant, twenty-first century economy.

The 1,000 companies featured in this book are a testament to the ambition and creativity of entrepreneurs in the UK. I would like to congratulate each and every one of them on their success, and I would also like to express my admiration for the invaluable work carried out by the London Stock Exchange Group in compiling the report.

It is government’s responsibility to create an environment where SMEs can flourish. This means building the vital infrastructure we need to connect businesses across the country. It means investing in research and development to equip the next generation with skills for the future. And it means devising a dynamic industrial strategy, which supports our world-leading industries to strengthen further still.

We have seen welcome progress in recent years. But the UK still lags behind when it comes to skills, infrastructure

COMMENTARY

JOHN SWINNEY MSP

DEPUTY FIRST MINISTER AND CABINET SECRETARY FOR FINANCE, CONSTITUTION AND THE ECONOMY

STRIVING TO MAKE SCOTLAND THE BEST PLACE TO DO BUSINESS



markets, innovation and access to finance. We established the Scottish Investment Bank (SIB), investing with private sector partners on a co-investment model, to provide early-stage equity to high-growth innovative companies. This joint public/private sector partnership has helped increase the number of active business angel syndicates as well as deal activity in Scotland, and as a consequence, we now have one of the most active business angel communities in the world.

And we are working to further widen our offer to small and medium-sized enterprises (SMEs), for example through our new SME holding fund, which provides microcredit finance up to £25,000, loans up to £100,000 and equity investment up to £2m.

Our network of eight Innovation Centres across eight sectors was designed with dynamic SMEs in mind. It aims to enhance collaboration between business and academia to better commercialise Scotland’s excellence in research.

“THE SCOTTISH GOVERNMENT IS COMMITTED TO ENSURING THAT FIRMS OF THIS ILK CAN THRIVE”

This publication champions some of the most dynamic and ambitious companies in the UK.

The Scottish Government is committed to ensuring that firms of this ilk – firms with aspirations to grow, innovate and create jobs – can thrive in Scotland.

Scotland’s economy has a diverse business base, with international successes in sectors including life sciences, food and drink, financial services and energy. Our aim is to build on these successes and to further broaden our business base, incentivise investment and encourage innovation – and we can see progress.

Registered businesses in Scotland are at an all-time high, and over recent years we have consolidated our position as the most successful part of the UK outside of London at attracting inward investment.

This progress reflects both the resilience and ingenuity of businesses in Scotland and the actions we have taken with our partners to support a thriving business environment.

We have a highly competitive rates regime, and our small business bonus scheme continues to deliver rates reductions to 100,000 business premises across the country. We have also retained our Enterprise Agencies, who work with thousands of companies each year to attract investment, create jobs and provide vital assistance to firms on export

In addition to ensuring that Scotland has a supportive business environment, maintaining a skilled workforce and high-quality infrastructure is vital. We have five universities in the world’s top 200 and one of the most highly educated workforces in Europe. We have protected free higher education access for all and have also significantly increased the number of modern apprenticeships available.

At the same time, huge investment has been undertaken in upgrading our transport infrastructure and to achieve a step change in fibre broadband.

We will use additional powers conferred to Scotland to boost our competitiveness. We have already set out our intention to cut Air Passenger Duty within the next Parliament’s term – a signal that we will continue to use our powers to promote a positive business environment.

We know that businesses play a fundamental role in driving improvements in our economy, and we will continue to do all we can to make Scotland the best place in the UK in which to do business. Scotland is already the most prosperous part of the UK outside of London and the South East, and we have the resources, the people, the infrastructure, the world-class universities and the commitment from government to do even better.



“UK Plc has got itself into a strong position – and that’s what gives me confidence”

Founded in Hong Kong in 1865, last year marked HSBC’s 150th anniversary. Initially offering trade finance and payment facilities, we have since developed our offering and adapted with the world to remain a key player in the dynamic global financial markets we see today. An anniversary such as this is a prompt for reflection and while we have evolved over the past 150 years, our fundamental objectives remain the same, to connect customers to opportunities, to serve their international needs and ultimately to enable businesses to flourish. It is always about the customer and we take real comfort that the first business to open a current account in 1865 remains a customer today.

Winston Churchill said: “Success is not final. Failure is not fatal. It is the courage to continue that counts.” Longevity and adaptability demand real courage and clarity of purpose.

Today, we all need courage to face headwinds including Moody’s recent downbeat report on the global economy, which forecasts ‘global shock waves in growth’, driven by government policies around rates and lower government spending/debt reductions.

Notwithstanding these challenges, I believe 2015 will prove to have been a strong year for UK-based companies as corporates across many sectors continue to thrive. Growth in Britain is up by over 6% from its pre-recession peak and HSBC Corporate Banking in the UK has grown its market share in the past two years from 13% to 20%. The bank continues to focus on investment in the territories that increasingly dominate the global trade corridors, UK, US, China and Hong Kong, now delivering over \$23bn of goods and services.

My personal view, however, is that UK Plc has got itself into a strong position through intelligent and prudent balance sheet management and cost control, innovation and improved productivity. And that’s what gives me confidence. Ease of access to capital has never been more straightforward, borrowing costs are at record lows, and prospects for early rate rises in 2016 are diminishing all the time. There has never been a better time to be confident and seek international growth. Our strategic aim is to capture those trade flows for our customers. This June, businesses from around the world are meeting in Liverpool as part of the International Festival for Business and HSBC will be there. We look forward to connecting businesses to new opportunities. Through our expert sector knowledge and global connectivity, HSBC is here to support you.

Ian Stuart
UK and European Head of Commercial Banking, HSBC

FOR SOME, THE NEED TO GROW JUST KEEPS GROWING.

Successful businesses aren’t satisfied by the here and now. They prefer to ask ‘Where next?’

With 150 years of global trade experience, HSBC has long believed in businesses willing to push the boundaries and cross borders. That’s why we offer access to international trade growth solutions and local expertise around the world.

As your business seeks growth opportunities, our global network can help make it possible.

We are proud to be a partner of the International Festival for Business 2016, the world’s largest business event taking place in Liverpool from 13 June to 1 July, 2016.

To register to attend, please visit www.ifb2016.com

PARTNER
for





“Building a business is never easy or straightforward, but it can be hugely rewarding”

London Stock Exchange Group's *1,000 Companies to Inspire Britain* features a host of different types of companies – manufacturers, hoteliers, retailers, technology firms, printers and more besides. The entrepreneurs behind these businesses will each have their own stories about how they are achieving growth: the challenges overcome, opportunities created, moments of luck and periods of uncertainty.

Because, building a business is never easy or straightforward, but it can be hugely rewarding.

BGF, a start-up itself in 2011, has had its own hurdles to manage since we set out to create a major new growth capital investor to back and build British companies. Some people said that our model of investing wouldn't work because Britain lacked true entrepreneurial talent and ambition; because UK business owners were averse to equity; and, more simply, there was no demand.

I'd like to address these points in turn. Firstly, the past five years have seen an unprecedented growth in the number of new, registered companies and we have now surpassed the rate at which even the US creates start-ups. Ambition most definitely does exist here in Britain and, if we are to create an environment in which the next generation feel even more empowered to follow their entrepreneurial aspirations, that is something we must keep celebrating.

Secondly, we knew we were taking a risk when BGF was founded but it was one we passionately believed in. We also knew that if we were determined and if we surrounded ourselves with people who believed, as passionately as we did, in championing British businesses, then we had a good chance of succeeding.

Finally, as we celebrate our fifth anniversary, BGF has grown to eight offices and a team of 120 people across the UK, with 70 investors and support staff in HR, marketing, Information Technology and more. We have invested nearly £70m in over 100 companies and last year, we saw our first five successful scale-up exits. There is no doubt today about the demand for growth capital.

And so, I could not be more proud to see BGF here in the *1,000 Companies* list alongside so many businesses that we have invested in, met with and admire.

Congratulations to every one of the *1,000 Companies to Inspire Britain*. Congratulations on everything you have achieved over the past 12 months and I wish you all the very best for the future, which I am confident should be exciting for us all.

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 £700m in businesses just like yours. Any more questions? 0345 266 8860 | www.bgf.co.uk





“Access to capital, together with entrepreneurial and managerial talent, has been, and will continue to be, a critical enabler of growth”

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

Looking ahead, we feel optimistic about the UK business environment and prospects. Domestic demand growth remains strong, business investment is at its highest level since 2007 and levels of unemployment have fallen consistently. In addition to this, we have seen a recent upward trend in productivity, which we expect to continue fuelled by investment and increased capacity utilisation. We recognise the challenges presented by the current weakness in emerging markets and the political uncertainty around the globe but feel confident that UK companies are well positioned to operate and create opportunities in this environment, and to prosper in the medium term and long term.

The local equity markets represent a competitive advantage for businesses in the UK, particularly in the case of smaller companies where London Stock Exchange’s AIM is unmatched. Equity finance has always been an ideal way to fund growth companies. It is permanent capital that takes a long view and which provides a continuous funding ladder to be used time and time again as companies mature. In 2015, £34.5bn was raised in the London equity markets. This compares with £32.3bn and £28.5bn in 2014 and 2013, respectively.

We continue to see investor support for promising businesses with ambitious managements. In 2015, Cenkos raised in excess of £3bn for its clients, reaching a total of around £15bn since inception in 2005. We are proud to have contributed to the success of some of the companies highlighted in the following pages from executing an initial IPO to raising the capital and providing the advisory support for ambitious corporate transactions. Our clients are representative of the sector and regional diversity of the 1,000 companies and our efforts are aligned to meet their needs. In 2015, we established an office in Liverpool to serve the North West, complementing our existing presence in Scotland.

For the past ten years, Cenkos has been committed to bringing together capital and enterprise and to play an ongoing role as a leading stock broker in fostering shareholder returns. This effort sits at the core of the virtuous cycle of investment and reinvestment in the leading businesses of the future.



Jim Durkin
CEO, Cenkos

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



“The fact that we have lived in unpredictable times for much of the past decade hasn’t prevented an entrepreneurial revolution. In fact, times of adversity are good for innovators”

How times change. For the past few years, the big economic story was the aftermath of the financial crisis and our slow but increasingly steady recovery. Today, it is how we respond to the slowdown in emerging markets and a variety of geopolitical shocks – while simultaneously working out how to normalise monetary policy.

All of this is posing fresh challenges for the business world: turbulence in the stock market and increased risk premia is making it costlier to raise funds, and many boardrooms are growing wary of committing capital in an uncertain world.

But one of the notable facets of small and medium-sized enterprises (SMEs) in particular is their resilience in times of trouble. The fact that we have lived in unpredictable times for much of the past decade hasn’t prevented an entrepreneurial revolution. In fact, times of adversity are good for innovators, especially those with a knack for creating or exploiting technology, and for producing better goods and services more efficiently. Britain’s high-growth Mittlestand isn’t just made up of new companies, of course: it includes many older firms that have either been rejuvenated or that have come into their own in recent years.

The companies featured in the 1000 are a testament to the resilience and inventiveness 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 small and growing business sector, a crop which we are rightly celebrating.

Among the many highlights this year are BrewDog, Everyman Cinemas, Framestore, Higgidy pies, Just Eat, Go Ape, Zoopla, Timpson (whose owner John Timpson is a Daily Telegraph columnist), Chapel Down wines and Pretty Green (Liam Gallagher’s fashion business).

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 in the SME world where the stories have been most memorable.

It is through reports such as this, and other events such as the annual *Telegraph* Festival of Business, held each November, that we celebrate fast-growing companies and the people who founded them.

I am sure you will join with me in congratulating all those who feature within the pages of this fascinating report and hope that you enjoy, as much as I have, reading about their success.

Allister Heath
Deputy Editor and Deputy Director of Content, *The Telegraph*



“Through the power of the tool we’ve built, you can know about the next generation of British business success now”

For the second year running, we at DueDil were delighted to help the London Stock Exchange Group find *1,000 Companies to Inspire Britain*. As a financial technology company in constant contact with the UK’s most exciting firms, we knew our data would shine a spotlight on some inspiring ideas and people. Importantly, it also shows that Britain is a great place to start and grow a company.

This year’s list contains a number of familiar names but it also includes a huge number of lesser-known businesses with turnover of between £6m and £50m and from the length of the country, not just London and the South East.

These fast-growing smaller companies are, and will increasingly become, vital to the nation’s economy as they scale-up domestically and abroad. The future is very bright.

As an American entrepreneur, people often ask me why DueDil is based in London, as opposed to New York or Silicon Valley. One in every 10 directors of the companies on this list is also non-British. Like DueDil, they benefit from the UK’s incredibly friendly environment for entrepreneurs from around the world, with tax incentives, proportionate and consistent regulation and visas for highly qualified migrants. Long may this continue.

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

Justin Fitzpatrick
Co-founder and COO/CFO at DueDil

CRUNCHING THE NUMBERS

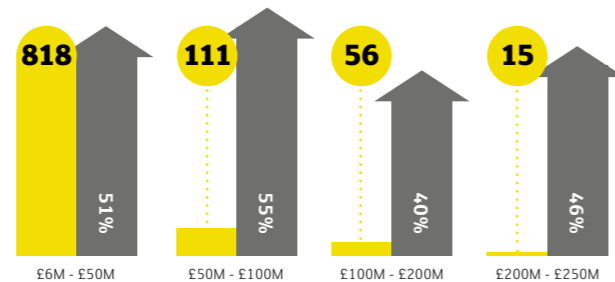
HERE IS A SNAPSHOT OF FINDINGS FROM THE RESEARCH WE CARRIED OUT TO IDENTIFY THE 1,000 COMPANIES THAT ARE INSPIRING BRITAIN AND DRIVING THE ECONOMY

240
COMPANIES MADE THE LIST AGAIN THIS YEAR

50%
AVERAGE ANNUAL GROWTH (2011-15)

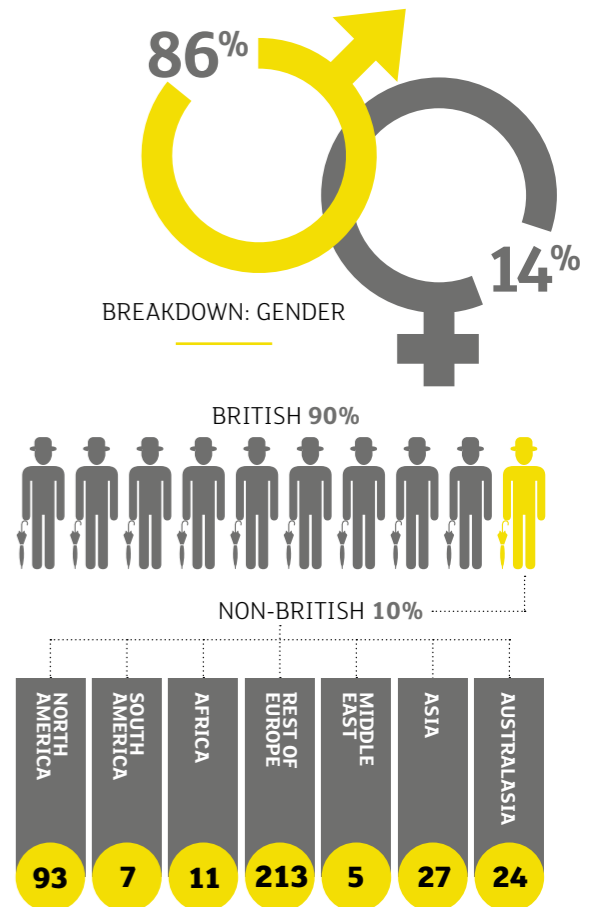
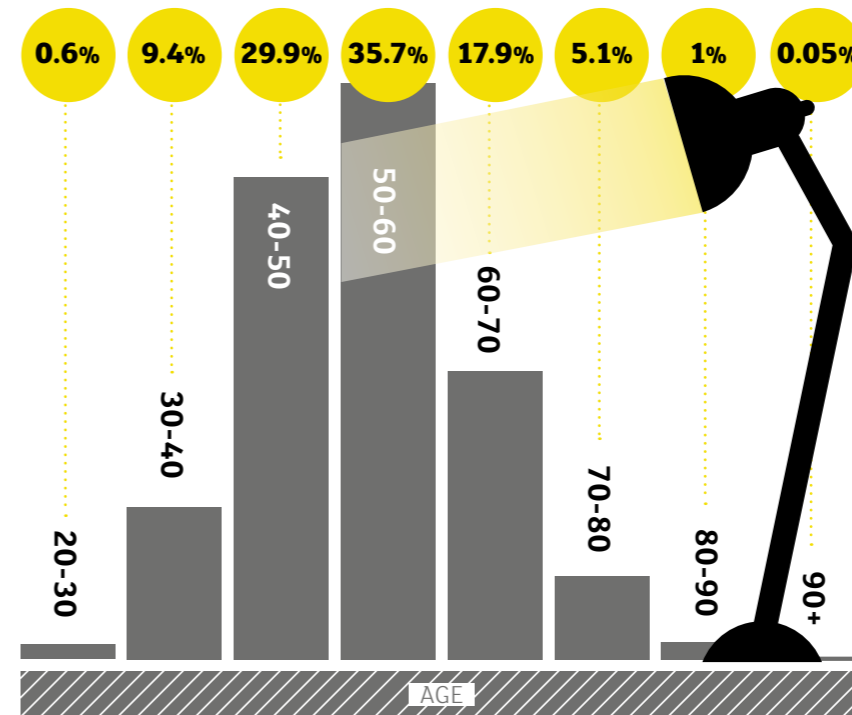
HOW MUCH HAVE THE 1,000 COMPANIES GROWN BY?

BY AVERAGE ANNUAL REVENUE SIZE 2011-15

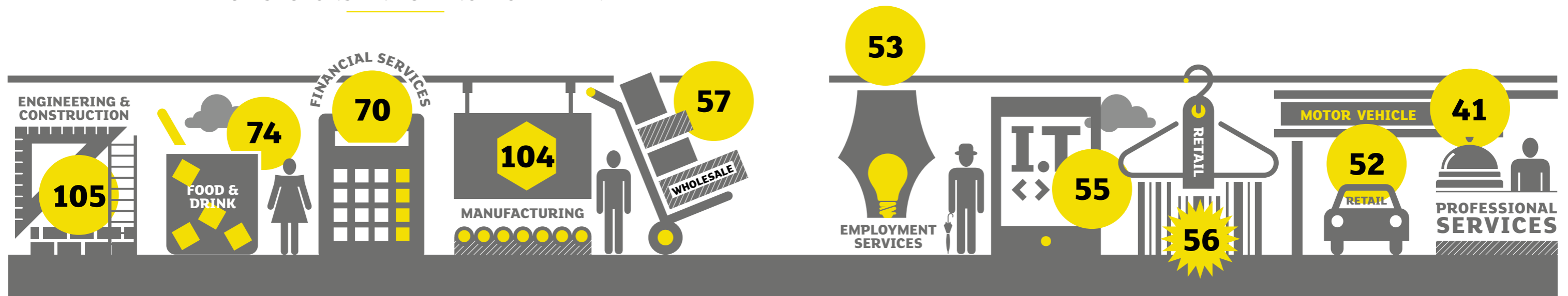


COMPANY DIRECTORS UNDER THE SPOTLIGHT

THE 1,000 COMPANIES HAVE A COMBINED TOTAL OF 4,135 DIRECTORS



WHICH SECTORS ARE CHARGING AHEAD?



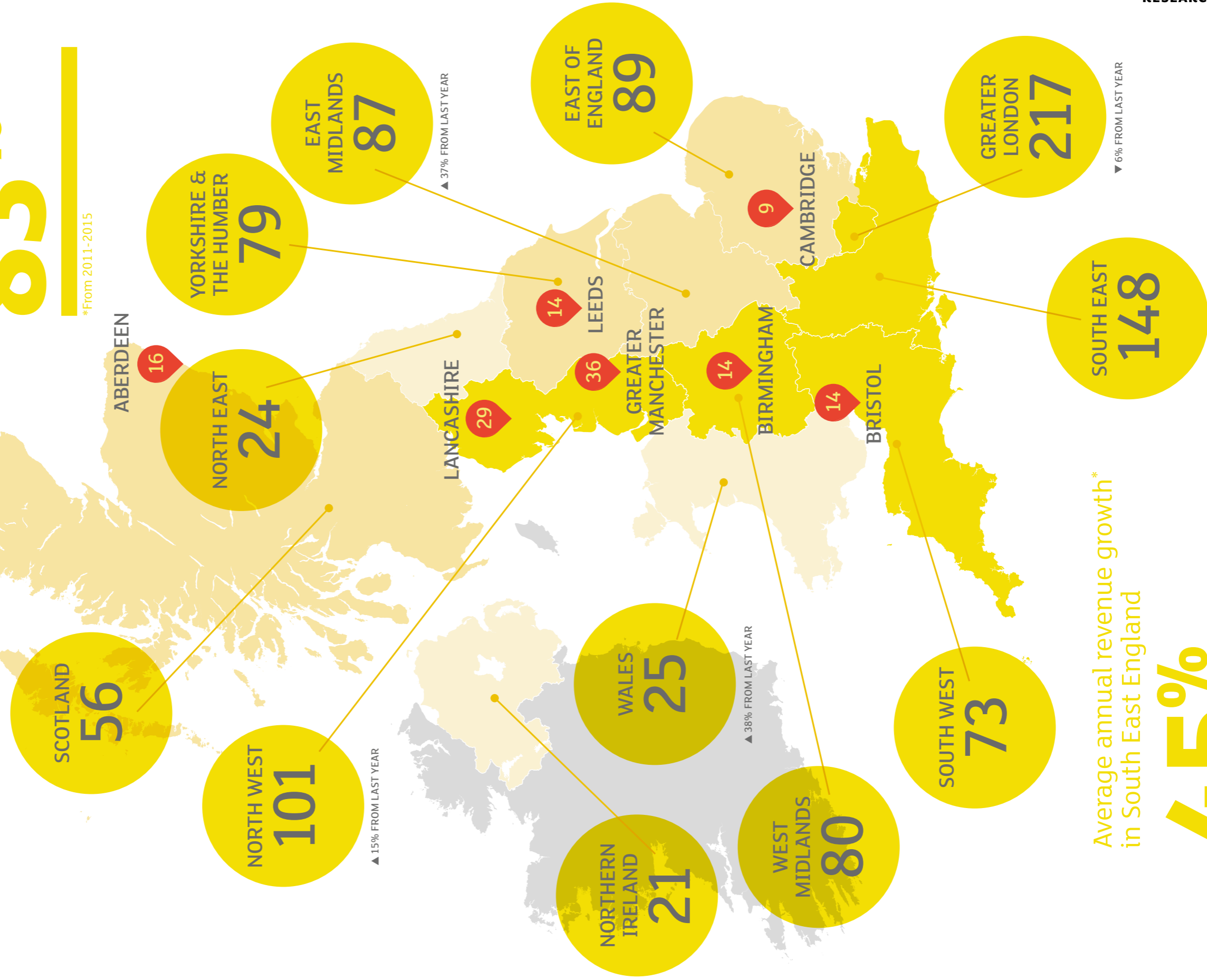
1,000 COMPANIES UK SNAPSHOT

THIS YEAR'S INSPIRING COMPANIES AGAIN COME FROM ALL CORNERS OF THE UK – OUR MAP SHOWS HOW THE REGIONS STACK UP

Average annual revenue growth* in Scotland

83%

*From 2011-2015



Average annual revenue growth* in South East England

45%

*From 2011-2015

CREATIVE INDUSTRIES »

WORLD-BEATING EXCELLENCE
IN DESIGN, FILM, MUSIC,
ADVERTISING AND MORE
MAKES THE UK A LEADING
GLOBAL HUB FOR THE
CREATIVE INDUSTRIES



SECTOR AT A GLANCE

£76.9 BILLION
THE SECTOR'S YEARLY
CONTRIBUTION TO
THE UK ECONOMY

ONE IN 11
UK JOBS ARE
PROVIDED BY THE
CREATIVE INDUSTRY

£49 MILLION
THE VALUE OF THE
CREATIVE SECTOR
SERVICES EXPORTED
FROM THE UK
EVERY DAY

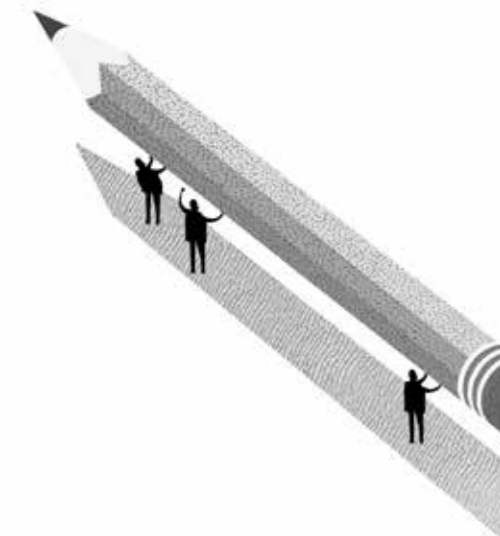
IN THIS SECTION »
Amplify's Jonathan
Emmins stresses the
importance of culture in
campaigns, while Simon
Walker, Director General of
the Institute of Directors,
calls for us to start
perceiving business in
more human terms

Sources: CBI, DCMS,
Creative Industries

PERSONAL TOUCH

BRITAIN PUNCHES ABOVE ITS WEIGHT IN THE CREATIVE SECTOR. IT HAS THE FASTEST-GROWING PROPORTION OF WORKERS IN THE INDUSTRY IN EUROPE*. A TOTAL OF 9.5% OF WORKERS IN THE UK ECONOMY ARE CLASSED AS CREATIVE, EVERYONE FROM DESIGNERS TO ARTISTS, MARKETERS TO ENTERTAINMENT SPECIALISTS. AS CREATIVE JOBS ARE MORE IMMUNE TO AUTOMATION THAN OTHER SECTORS, FOSTER A WEALTH OF EMERGING TALENT AND CAN HELP MEET THE RISING DEMAND FOR A MORE PERSONALISED EXPERIENCE, THE INDUSTRY IS FORECAST TO GROW STRONGLY

*Source: Nesta



OTHER COMPANIES THAT MADE OUR LIST

- Angela Flowers Gallery Ltd
- Design Bridge Ltd
- Impact Creative Partnership Ltd
- Rex Features (Holdings) Ltd
- Rightster Group Plc
- The Mill
- We Are Social Ltd

For the full directory turn to pages 125–158

JOINING THE DOTS

Amplify
www.weareamplify.com
Sector: Creative
Region: Greater London

Amplify's story is an excellent example of how great marketers personalise their messaging to create 'emotional experiences' that resonate between brands and consumers. Or, as founder Jonathan Emmins puts it: "Joining the dots between people, brands and culture."

Formed amid the rubble of the global financial crisis, Amplify was conceived in tough economic times but has thrived with its fresh approach to connecting clients and customers.

"Companies were asking more questions and looking for something new during the recession, so that worked for us," says Jonathan. "We put the audience at the heart of everything we do. We start with real people, not demographics. By engaging with culture that people identify with, we manage to bring brands and audiences together on a genuine and emotional level."

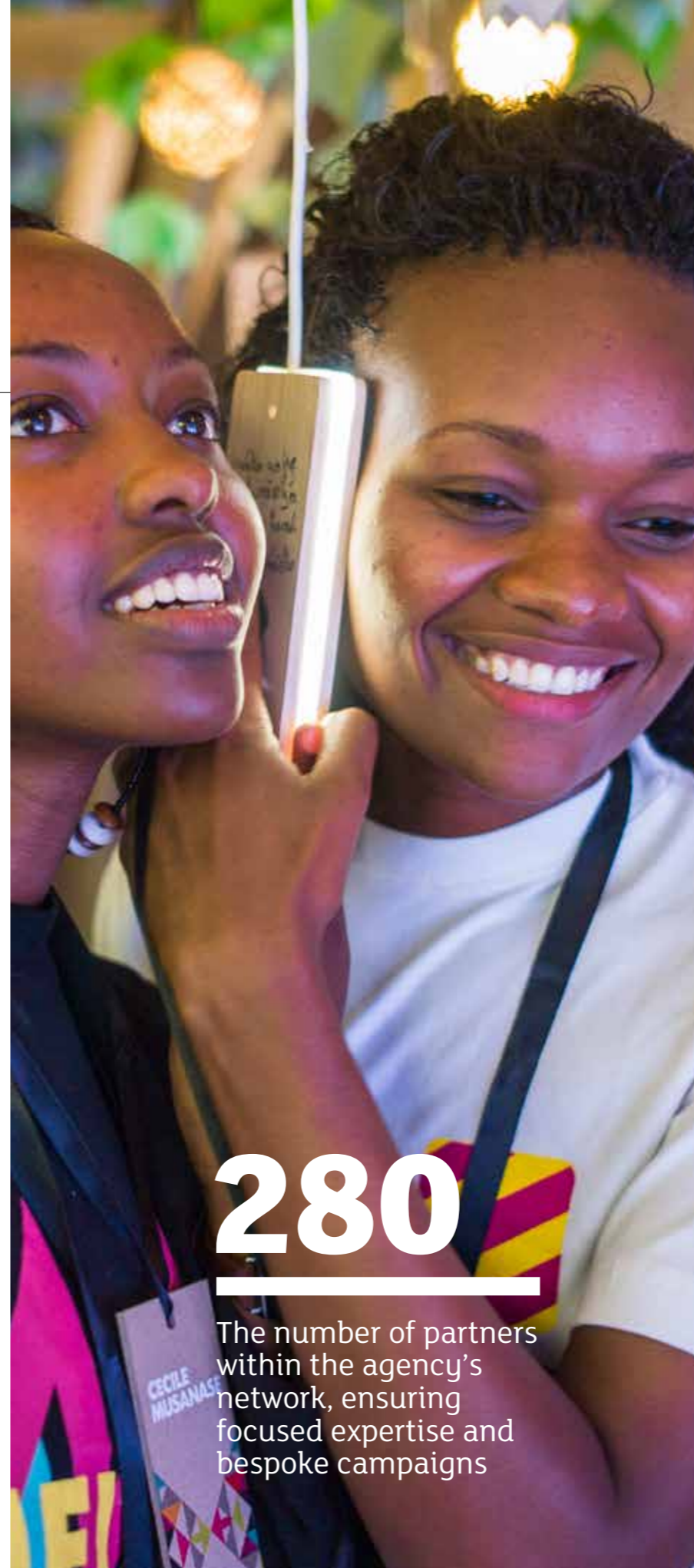
Its Lexus campaign featuring music icon will.i.am, is a good example, capitalising on the adoration of his fan base to help more potential consumers connect with Lexus in a surprisingly powerful way. Playstation, innocent and Converse are among its other key clients.

"We build authentic and meaningful connections. Consumers are searching for brands that share their beliefs and values, so when we tap into that we can create campaigns that make a real impact," says Jonathan.

He also puts the company's success down to a strong sense of collaboration. "We're focused on creating an environment where teams and brands do their best work together," he says. "An agency is only as good as the talented individuals that choose to call it home."

So what of the challenges facing the notoriously competitive advertising industry?

"Audiences are constantly changing," says Jonathan. "The challenges are in making sure we know what's authentic and rings true with customers – luckily, our teams love and consume as much culture as possible. We have a network of over 280 partners, which means we can always call on passionate experts."



280

The number of partners within the agency's network, ensuring focused expertise and bespoke campaigns

AMPLIFY

The agency swears by meticulous research. Its next insight report will focus on Millennials and Generation Z



"We put the audience at the heart of everything we do. We start with real people, not demographics"

Jonathan Emmins, CEO, Amplify

GOLDEN TICKET, SILVER SCREEN

Everyman launched into the premium cinema market in 2000 but rapidly expanded from ten to 16 sites around the UK in 2015. Its focus is on exceptional – even indulgent – customer service, providing a relaxed environment with smaller capacity venues and higher levels of comfort than traditional cinema operators.

“Our competition isn’t multiplexes but a night out in a restaurant or theatre,” says CEO Crispin Lilly. “Each venue has a fully licensed bar with pizzas, cocktails, snacks and even, in some venues, burgers served straight to your seat.”

“Most importantly”, he says, “we recognise the importance of our teams and their ownership of the customer experience, ensuring they are trained, equipped and empowered to deliver.”

EVERYMAN

www.everymancinema.com
Sector: Creative
Region: Various



“Our customers return to us more times than the typical UK cinema goer, and will often actively recommend us to their friends”



At Everyman Cinemas, ushers serve a variety of treats straight to your seat

A focus on comfort and smaller, more intimate venues is one of the group’s USPs



He says the secret to the company’s success is the unique customer experience, whether or not they actually like the film on show.

“We invest in the design and feel of new sites and the upkeep of our existing estate, so customers are always welcomed into a comfortable and atmospheric venue. We selectively choose the widest range of quality on-screen content and it’s paying dividends. Our customers return to us on average more times than the typical UK cinema goer, and will often actively recommend us to their friends.”

By ensuring that they are always providing the best possible experience, Crispin says they have maintained steady and sustainable growth – even in tough times.

“Having grown from ten venues to 16 in the past year, we have increased our overall workforce by as much as 50%, from 300 to 450. But our head office is relatively small and lean, and we intend for it to remain so. This allows us all to stay close to the business and to ensure that the unique Everyman experience is not compromised as we grow.”

60%

Everyman Group’s venue capacity growth in the past year

SHIFTING PERCEPTIONS

MCCGLC is an events and communications company that uses imaginative design, architecture, video and interactive technologies to create a powerful impact at events and exhibition stands.

Its clients include global brands such as Intel, for whom it creates communications and customer experience strategies to be displayed at international exhibitions, such as the Consumer Electronics Show in Las Vegas.

Managing Director Matteo Console Camprini attributes the company’s success to

“creativity, cultural diversity, youthful energy, commitment and passion for what we do”, but also says that differentiation is key.

“By differentiating what we do and expanding our client portfolio we are marking ourselves out as exceptional. By doing this we are also less exposed to tough economic conditions.”

When it comes to overcoming business challenges, Matteo says that being willing to evolve has been a key development for him.

“Accepting the change that is needed to grow – this is the most challenging aspect of



create the experience

www.mccglc.com
Sector: Creative
Region: Greater London



MCCGLC’s innovative booth designs have won the company several awards

The company has delivered brand events for clients such as Intel and Blue Coat

being the head of an organisation,” he says.

“You need to adapt to new environments and constantly shift your perception. It’s also crucial to accept that you need other people’s energy and skills to complement your own. This is often harder than we think it will be.”

Looking to the future, Matteo believes there are opportunities for big growth ahead.

“My ultimate goal is to grow to ten times bigger than we are now. I don’t know how long it will take, but I believe it is achievable.”

While he has great plans, Matteo believes small businesses should be given more help by the government.

“They should make it easier to deal with key markets like China and the US, and keep currency exchange rates under control to maintain strong export value for UK business.”



“You need other people’s energy and skills to complement your own”

2005

The year in which MCCGLC was established

THE GREAT OUTDOORS

Talon is the UK's only independent 'out-of-home' media specialist. It plans and purchases outdoor advertising, such as on digital screens at train stations or busy public spaces, at bus stops and even on prominent buildings – among other strategically researched sites.

CEO Eric Newnham says the secret of its success is its people and strong leadership. "Our agency and client annual surveys highlight the value of our people, their attitude and our senior level expertise," he says. "Crucially, we aim to be different and embrace technology at every turn."

Technology has certainly spurred growth: "30% of the industry is now digital screens and we deliver 40% of our revenues through this medium."

But technology aside, a strong focus on client relationships has helped steer the company through difficult economic times.

Talon

www.talonoutdoor.com

Sector: Creative
Region: London



A digital ad can reach thousands of passers-by at a humble bus stop

Waterloo's IMAX is the ideal place for showcasing one of Talon's huge screens



THE BIGGER PICTURE

The nation melted when Sainsbury's animated advert *Mog's Christmas Calamity* hit television screens up and down the country in December 2015.

London-based creative studio Framestore was responsible for igniting the 'CG magic' in the campaign. The business's CEO and Co-Founder, Sir William Sargent, cites the "extraordinary collective of artists, technologists and creative visionaries who apply technology to the creative process" as a large part of the company's success.

"Our teams work collaboratively and fluidly to pioneer new solutions," he says. "As formats and platforms continue to overlap and merge, it's necessary to pull together more unorthodox combinations of skills and people, to create the most innovative work possible."

The rise of social media, location-based screens and virtual reality filming has helped catapult Framestore into the stratosphere – the business's creation of films *The Martian* and *Gravity*, both set in dizzying outer space, helped secure Hollywood blockbuster success.

FRAMESTORE

www.framestore.com

Sector: Creative
Region: Greater London



For *The Martian*, Framestore employed CG effects to create photoreal spacecraft

Mog's Christmas Calamity is one of Framestore's more heartwarming campaigns



"It's necessary to pull together more unorthodox combinations of skills and people, to create the most innovative work possible"

"We focused on stronger dealings with our core client base (Omnicom's media agencies) and a more senior management influence in our clients and agencies," says Eric.

"We also had to convince our new clients we could deliver to a high standard and exceed expectations."

So what of the future? "The way advertising is seen, planned and bought will experience significant change in the next five years, from the use of data to programmatic buying," says Eric.

"We are well placed in both, having delivered the first truly programmatic campaign in our sector.

"We want to spread the influence and value of out-of-home advertising to more brands and sectors and that is where we see real growth coming from."

40%

The proportion of revenues Talon achieves through digital screens

The focus, says Sir William, is on inspiring storytelling through inventive and evolving forms of media.

"Our business grows and evolves with the times – our current portfolio of work includes the creation of outstanding content for virtual reality experiences, digital installations, television, online and the cinematic screen."

And what does Sir William believe the film industry will look like in the future, both in the UK and elsewhere?

"If the last year alone is any indication, we'll be seeing immense change in the industry. There is a need to work more nimbly to optimise our output for digital channels."

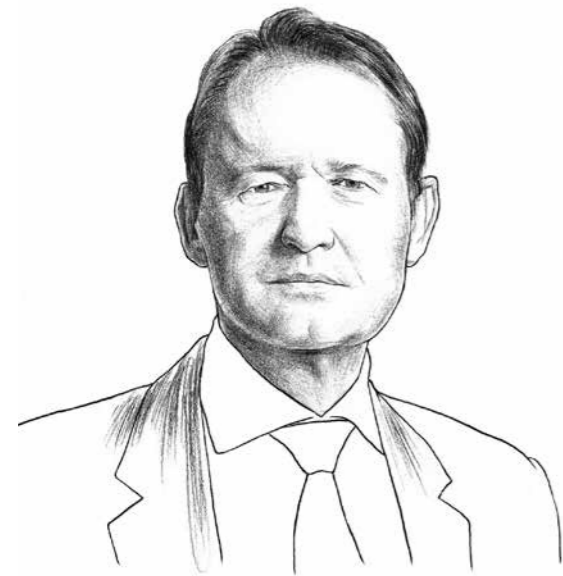
On the next generation, Sir William says, "we must ensure a proper partnership between the educational establishment and business."

13

The number of awards Framestore won in 2015

GETTING TO THE ROOT OF WHAT BUSINESS IS

SIMON WALKER
DIRECTOR GENERAL OF THE INSTITUTE OF DIRECTORS



“SMALL BUSINESSES COULD PROVIDE A YOUNG PERSON WITH THEIR FIRST JOB OR BE THE SOURCE OF A WORLD-CHANGING TECHNOLOGY”

WE MUST LOOK BEYOND THE COLD HARD FIGURES OF BUSINESS AND START TO SEE IT AS A COLLECTIVE OF INDIVIDUALS, EACH WITH THEIR OWN PRIORITIES AND STRENGTHS

What is business? It seems like a straightforward question, and certainly anyone on the street would be able to list the names of large companies they regularly interact with – but the answer may be harder to pin down than you would think.

Businesses have to make a profit. Otherwise, they cannot survive. But there are more reasons than just money to go into business. At the Institute of Directors (IoD) we recently ran our first survey of our new group for younger entrepreneurs, the IoD99. When we asked why they set up their company, the most popular reasons were the satisfaction of building a successful business and being their own boss. One in five said their motivation was to have a positive social impact.

I do not say this to denigrate the desire to be a financial success and secure a livelihood for yourself and your family.

But I argue that we cannot understand business if we just look at it in terms of cold hard figures. The business community is a collection of individual companies, individual directors and individual employees. The majority of people work for companies you have never heard of. This is because the business landscape is populated almost entirely by small and medium-sized enterprises (SMEs).

We should be proud of our big companies, and pleased that the UK's traditions of the rule of law and fair dealing have attracted companies from overseas to list on the stock exchange here. But we also have to recognise that they are the exception and not the rule. Across Europe, the EU commission estimates that 99.8% of all businesses outside finance are SMEs. The IoD, which is the UK's oldest organisation for business leaders, has a membership 70%

of which is composed of directors who run SMEs. Our members come from all sectors of the economy, and all parts of the country. Each of them has different priorities, strengths and weaknesses.

Yet there are some issues that are particularly acute for SMEs.

We know, for example, that SMEs are more likely to suffer from late payment of invoices. Smaller businesses also have more difficulty getting hold of finance, with only one in five of our members describing it as 'easy'. The majority of SMEs did not even apply for bank finance in 2014, because of difficulty, real or perceived, in getting approved. This pattern is repeated for entrepreneurs, with IoD99 members citing lack of access to finance among their top two concerns.

But small does not mean limited horizons. Half of IoD members' companies employ migrants to fill skills gaps, and two-thirds engage in some form of international trade. This means that political issues like the government's misguided net migration target, or the need to complete the ongoing trade deal, matter to SMEs as well as to large companies.

The IoD engages with policymakers in the UK and the EU on these issues and others, because the health of our SMEs is of central importance to the UK economy. But small businesses are not just units of economic activity. They are someone's ambition, livelihood and plans for the future. They could provide a young person with their first job, or be the source of a world-changing technology.

I will leave you with an optimistic thought. Over the past year, over half a million new businesses were started, with the highest birth rate and lowest death rate since the economic crash. Things are looking up for Britain's SMEs.

WHEN BREAKING NEW GROUND IT HELPS TO KNOW THE LAND.

With expert local knowledge you could confidently step into new markets.

Our experienced teams are on the ground in over 60 countries where 90% of the world's trade and capital flows originate. This means we can connect you to vast international banking experience and insights when doing business in today's most important markets.

See where our global network could take your business at globalconnections.hsbc.com



FOR MANY UK COMPANIES, moving into overseas territories can provide an excellent route to expansion, with each market offering its own opportunities and challenges.

We highlight some interesting statistics from the key markets of China, Germany and the United States.

Growth through new markets

17%

annual increase in global online sales presents significant opportunities for UK businesses
Source: UKTI

Re-orientating the UK's exports towards high-growth markets could be worth a boost of 1.5% or £20bn to GDP by 2020
Source: CBI

5bn

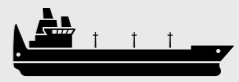
is the projected size of the global middle class by 2030
Source: UKTI

86%

of UKTI clients said that exporting led to a level of growth not otherwise possible
Source: UKTI

11%

A company is 11% more likely to survive if it does business overseas
Source: UKTI



Germany is the world's 3rd largest exporter of merchandise behind China and the US
Source: CIA World Factbook



GERMANY

Germany's Mittelstand, encompassing companies with up to 500 workers and up to €50 million in annual revenue, employs nearly 17 million people, or roughly a third of Germany's working-age population, and generates more than half of the country's economic output
Source: Wall Street Journal



The US remains the world's biggest importer, with the value of goods imported in 2014 estimated to be \$2.334trn
Source: CIA World Factbook



UNITED STATES



E-commerce sales in the US are set to reach nearly \$500bn by 2018
Source: eMarketer



Taken alone, manufacturing in the United States would be the ninth-largest economy in the world
Source: National Association of Manufacturers



CHINA



Chinese consumer spending will triple by 2020
Chinese consumer spending is projected to rise from \$2.03trn in 2010 to \$6.18trn annually in 2020
Source: Boston Consulting Group



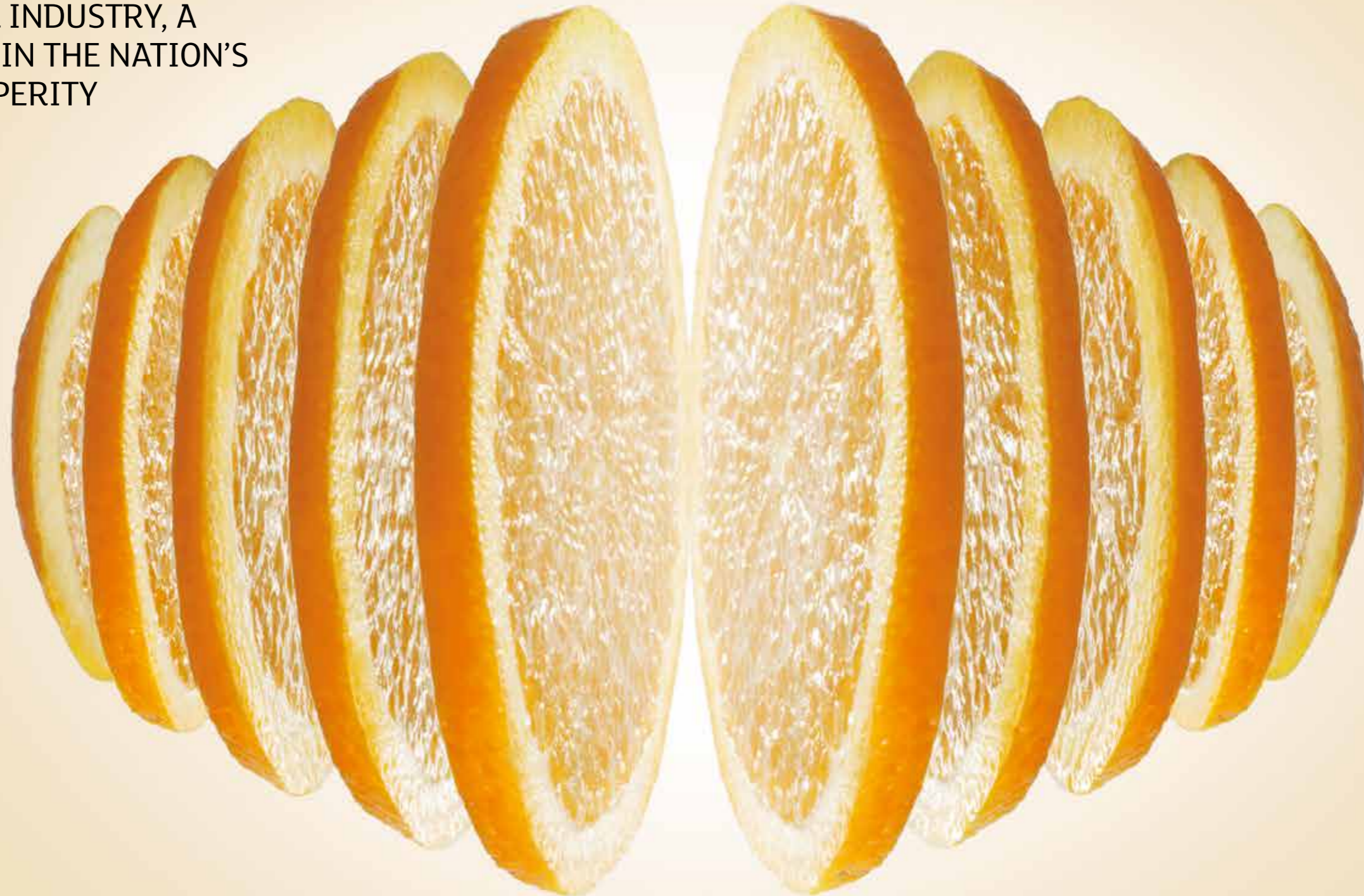
China's 20 richest people have a combined net worth of \$145.1bn, which is larger than Hungary's GDP
Source: Forbes



In two years, China produced more cement than the US did in the 20th century
China is the world's largest cement producer and it produces and consumes about 60% of global cement
Source: Financial Times



AN INSATIABLE APPETITE FOR THE ARTISAN, THE ALTERNATIVE AND THE ADVENTUROUS IS HELPING FEED THE SUCCESS OF THE UK'S FOOD AND DRINK INDUSTRY, A KEY INGREDIENT IN THE NATION'S ECONOMIC PROSPERITY



SECTOR AT A GLANCE

£21.5 BILLION
THE VALUE OF FOOD AND DRINK COMPANIES TO THE UK ECONOMY

6,360
THE NUMBER OF SMALL FOOD AND DRINK BUSINESSES IN BRITAIN

3-4%
THE PREDICTED YEARLY GROWTH OF THE FOOD MANUFACTURING AND PROCESSING INDUSTRY IN THE UK

IN THIS SECTION >>
Japan Centre's CEO, Tak Tokumine, shares his wisdom on how to remain attractive to customers, while John Longworth, Director of the British Chambers of Commerce, gives commentary on what SMEs need to grow

Sources: Food and Drink Federation, Research and Markets

GROWING APPETITES

THE UK'S FOOD AND DRINK SECTOR IS THE LARGEST SINGLE MANUFACTURING SECTOR IN THE UK, WITH A TURNOVER OF AROUND £100BN. WHISKY IS ITS SINGLE BIGGEST EXPORT BUT THE SECTOR HAS A HUGE DIVERSE NUMBER OF ENTERPRISES THAT ARE FINDING NICHEs AND SERVING NEW, EVOLVING CONSUMER TASTES AND DEMANDS. THE COMPANIES FEATURED HERE HAVE IDENTIFIED THESE TRENDS AND ARE EXCEEDING EXPECTATIONS WITH QUALITY, CUSTOMER CARE AND INNOVATIVE THINKING



OTHER COMPANIES THAT MADE OUR LIST

- C & D Wines Ltd
- Maldon Crystal Salt Company Ltd
- Natural Balance Foods Ltd
- Prezzo Ltd
- Princes Gate Water Ltd
- Ribble Farm Fare Ltd
- The Boston Tea Party Group Ltd

For the full directory turn to pages 125–158

EXTRA-UDON-ARY

Japan Centre
www.japancentre.com/en
 Sector: Food & Drink
 Region: Greater London

Founded in 1976, Japan Centre has evolved from a small basement shop to a veritable mecca for Japanese foodies everywhere. From its expanded premises in Central London it offers high-quality authentic Japanese food, drink and cooking ingredients to consumers in the UK and Europe.

It now offers a Japanese bakery, the largest selection of sake in Europe, ingredients for home cooking, fresh fruit and vegetables, as well as traditional sushi and hot souzai food.

In 2005 Japan Centre opened an online store, offering over 3,000 different products with delivery available across the UK and Europe. Then, in 2012, it expanded into separate restaurants – four in central London include Shoryu Ramen, which features in the Michelin Guide 2014-15.

Another restaurant, Ichiryu, will open in 2016 and specialise in hand-made udon – a type of noodle most often used in soup.

According to Tak Tokumine, Japan Centre's CEO, the company's success is down to its expert purchasing teams and in-store staff who have kept a close eye on developing trends.

"They pay careful attention to changing consumer behaviours. The purchasing teams are then able to plan in order to get enough stock to meet consumer demand. As a result, we have not only increased our range of bento, sake and matcha but have also imported exclusive products to the UK as part of our speciality food fair events in store."

The company has ambitious plans to expand further into Europe and the US, where interest in Japanese culture is still growing.

"We will capitalise with expanded ranges and look to host our website in French, German and Spanish. In the UK and the US, we will be rolling out and expanding the Shoryu and Ichiryu (restaurants) brands and we would look at growing our workforce by 20-30%," says Tak.

New businesses at the start of their journeys should not be afraid to emulate rivals, he adds. "Learn from others. Keep up to date with businesses in your sector and ensure you are offering, at the very least, the same level of service and quality to remain attractive to consumers."



1976

The year in which Japan Centre was established

JAPAN CENTRE

The company aims to capitalise on the growing interest in Japanese food and culture in the US



"Learn from others. Keep up to date with businesses in your sector and ensure you are offering, at the very least, the same level of service and quality"

Tak Tokumine, CEO, Japan Centre

EASY AS PIE

Higgidy has become a familiar brand in many supermarkets, known for its delicious home-made pies, quiches and sausage rolls.

"We make everything from scratch using ingredients you would use in your kitchen at home," says Founder Camilla Stephens.

The secret to the company's achievements is an "uncompromising commitment to quality," says Camilla, "as well as a bravery in trying out new ideas and flavours and bringing them to the market."

"People are looking for a bit more from their food and Higgidy's focus on putting 'heart into the food and soul into the business' means that we produce goods in a way that produces good in the world."

The company uses no hydrogenated fats and avoids many of the chemicals used by other manufacturers to increase shelf life.

higgidy

www.higgidy.co.uk
Sector: Food & Drink
Region: South East



Founder Camilla Stephens is committed to making honest, home-made food

Higgidy pies, quiches and sausage rolls are now firm favourites on British dining tables



Chapel Down offers tours of its vineyards, tutored tastings and gift experiences

The company's employees are devoted to bringing English still and sparkling wine to the masses

RECORD BREAKERS

Chapel Down blazed a trail in England's wine-making and craft beer market when, in 2014, it raised a record £3.95m in ten days through crowdfunding. CEO Frazer Thompson says Chapel Down offers a world-class range of sparkling and still wines, alongside an award-winning range of Curious beers and ciders.

The winery in Tenterden, Kent, is open to the public and sees 50,000 visitors a year pass through its vineyard, shop and cafe.

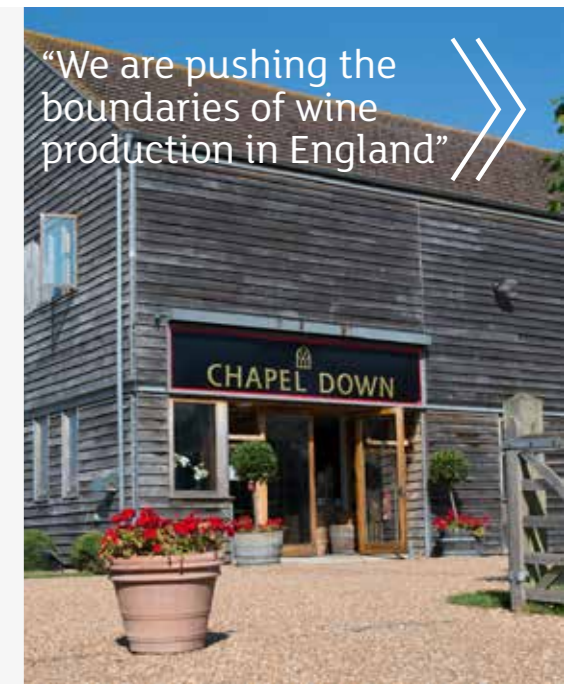
Frazer says he passionately believes, "there is no point in just trying to be the best,"

explaining, "we also want to be different, so we are pushing the boundaries of wine production in England. In the past year, we have launched England's first skin contact white wine and broken a world record for the largest and fastest crowdfund."

The latter created 1,470 new shareholders, who are now brand advocates. "Our wines are served in some of the world's best restaurants and we sit alongside Grand Marques of Champagne at premium prices in major supermarkets," says Frazer.



www.chapel-down.com
Sector: Food & Drink
Region: South East



"We are pushing the boundaries of wine production in England" >>

Camilla says there are relatively few very powerful customers in the grocery industry, so it is crucial to understand what makes them tick.

"In our case, it's about providing something to their categories that their own-label suppliers can't," she says. "And making sure that you turn that USP into incremental business for them."

As for the future, Higgidy has big plans.

"We are aiming to grow by almost 200%, extending the business in existing categories but also stretching to some adjacent categories where consumers are giving us permission to operate," says Camilla.

"To do that we need to strengthen the team, so we will be adding another 200 jobs over the next five years."

£12^m

Higgidy's annual turnover for 2015

HEALTH BENEFITS

Set up in 2002, Lexington Catering is an award-winning contract caterer that provides high-quality food for clients including top law firms and hedge funds across London.

"We've won numerous awards for our people and HR strategy," says CEO Mike Sunley. "As a result, we have a very low staff turnover, which has been incredibly positive for us."

Mike cites the massively growing healthy eating food scene, as a large part of the company's success. "We've been a step ahead of this with our award-winning Vitalicious Juice range and Let's Energise grab-and-go range – products designed to deliver sustained energy levels.

"Our customers demand the best food, made with the best ingredients, sourced sustainably – they want to understand the journey from farm to plate. If they don't like the story you're telling they will take their custom elsewhere."

The company recently launched an app which has helped with recruitment to tackle a shortage of skilled chefs.

Lexington
CATERING

www.lexingtoncatering.london
Sector: Food & Drink
Region: London

> 650

The number of staff currently employed by Lexington Catering



THE ECONOMIES OF SCALE

JOHN LONGWORTH
DIRECTOR GENERAL OF THE BRITISH CHAMBERS OF COMMERCE



“AS A NATION, WE MAY ONLY REPRESENT 3% OF GLOBAL GDP, BUT WE PUNCH WELL ABOVE OUR WEIGHT IN TERMS OF OUR ENTREPRENEURIAL TALENT AND CREATIVITY”

BRITISH BUSINESSES HELPED CURTAIL THE RECESSION AND KICK-START THE RECOVERY. IT’S NOW TIME TO REPAY THE FAVOUR AND HELP THEM TO GROW

Britain has a thriving private business sector – there are over four million active businesses in Britain, and over 99% of these are Small and Medium-Sized Enterprises (SMEs).

As a nation, we have seen substantial economic growth over the past few years. British businesses have been the driving force that kept us out of prolonged recession and into recovery ahead of most developed nations. It is time for us to repay the favour and help them through the next stage of their growth.

Every successful company naturally reaches a point where it needs to expand its operation, whether that’s to achieve the capacity to meet growing orders or to have the scale to compete for bigger contracts and break into new markets at home and overseas.

Key to growth is capital – new equipment is a costly investment for manufacturers, and boosting staff numbers or moving to new premises can require considerable extra working capital for services firms.

Access to funding is an issue that has plagued British businesses for years, particularly since the financial crisis. Whereas other countries like Canada and Germany have excellent national

the value that UK SMEs present. Helping UK firms to become confident and large enough to branch into new export markets is also essential to maintaining our national growth.

As a nation, we may only represent 3% of global GDP, but we punch well above our weight in terms of our entrepreneurial talent and creativity. Our historic and

99%

THE PROPORTION OF BUSINESSES THAT ARE SMALL OR MEDIUM SIZED

cultural connections also give us access to global markets with rapidly expanding economies, including the Americas, the old Commonwealth, Africa and South East and North East Asia. Tapping into fast-growing economies will become increasingly important in driving our own growth, as well as reversing our historic trade deficit.

This is something that we at the BCC are working to strengthen through our Global Business Network, placing UK businesses directly in contact with experts who are based in these overseas markets. British goods and services have an excellent international reputation, but getting into markets before our competitors is key if we are to secure our presence there.

We need a fundamental shift in our economic model if the UK is to remain relevant and prosperous in a changing world economy. We want to see the next Apple or Samsung emerge from our shores. Supporting the dynamic SMEs, like those showcased here, will help achieve that aim.

>4^m

THE NUMBER OF ACTIVE BUSINESSES IN BRITAIN

business investment banks, for decades our own offering has been starved of resources. The result is that countless excellent home-grown enterprises are unable to expand and become targets for acquisitive overseas firms that covet

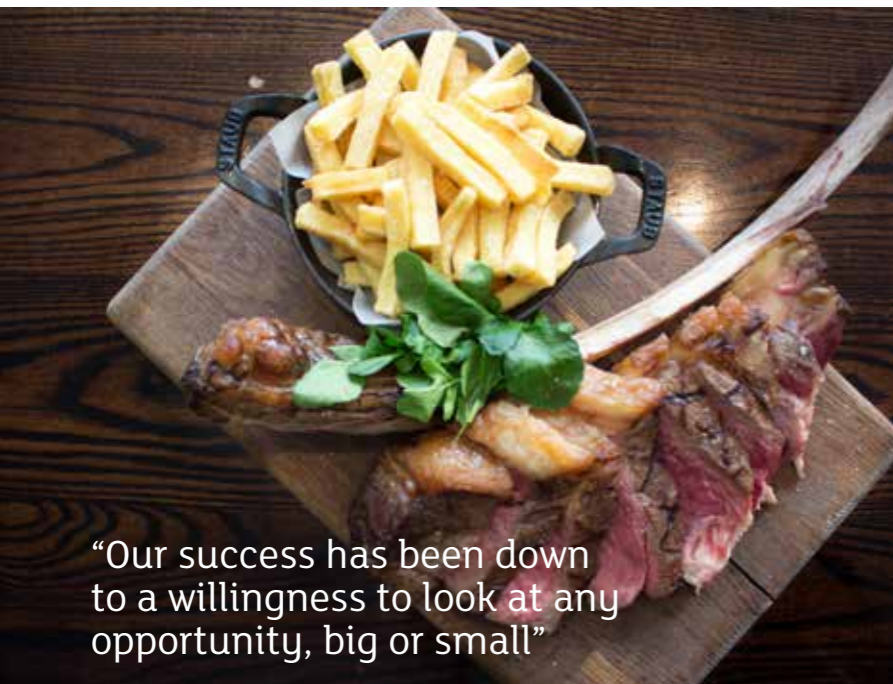
ATTENTION TO DETAIL

ETM Group is a leading independent London pub, bar and restaurant group. It runs ten large, busy central London venues, including The Botanist in Sloane Square and The Jugged Hare on Chiswell Street, as well as one outside of London, The Six Bells in Suffolk.

“Our success has really been down to attention to detail and a willingness to look at any opportunity, big or small,” say Founders and brothers Ed and Tom Martin.

But the capital’s expansion is certainly helping. “London’s growth continues to deliver massive construction projects and therefore new venues for retail, food and beverages,” says Tom.

“We are debt-funded and the low cost of money has also allowed us to grow steadily without requiring external investment.”



“Our success has been down to a willingness to look at any opportunity, big or small”



The airy dining space at The Botanist is a favourite among Chelsea residents

The Jugged Hare marries locally produced, reasonably priced food with Victorian charm in the heart of the City



The company faced a tough time during the recession in 2008 and HBoS pulled its funding, causing it to lose two major sites – the brothers say it put the company back at least two years.

“We overcame the problem by moving across to Lloyds, who have been very supportive and we have opened a new venue every year thanks to good cash flow and support from them,” says Ed.

The company is aiming high as London continues to prosper.

“We plan to treble our business over the next five years by investing in large prime central London sites,” says Tom. “Our pipeline is looking good and we are confident we will achieve this. We will also double our workforce in this time.”

However, the duo see issues lying ahead when it comes to staffing.

“The industry is becoming more competitive and there will be a shortage of property for good sites and staffing shortages will be a major problem in the near future, especially if immigration is reduced,” says Ed.

11 venues

ETM Group boasts ten central London locations and one in the Suffolk countryside

EXPORTS »

THERE IS HEALTHY DEMAND FOR BRITISH GOODS IN EUROPE – THE UK’S BIGGEST EXPORT MARKET – AND THE WORLD’S EMERGING MARKETS, WHERE A GROWING MIDDLE CLASS HANKERS AFTER BRAND BRITAIN

SECTOR AT A GLANCE

£42.7 BILLION

THE VALUE OF BRITISH TOTAL EXPORTS IN SEPTEMBER 2015, A 1.3% INCREASE FROM AUGUST

40%

THE PROPORTION OF UK EXPORTS MADE UP OF MACHINERY AND TRANSPORT EQUIPMENT

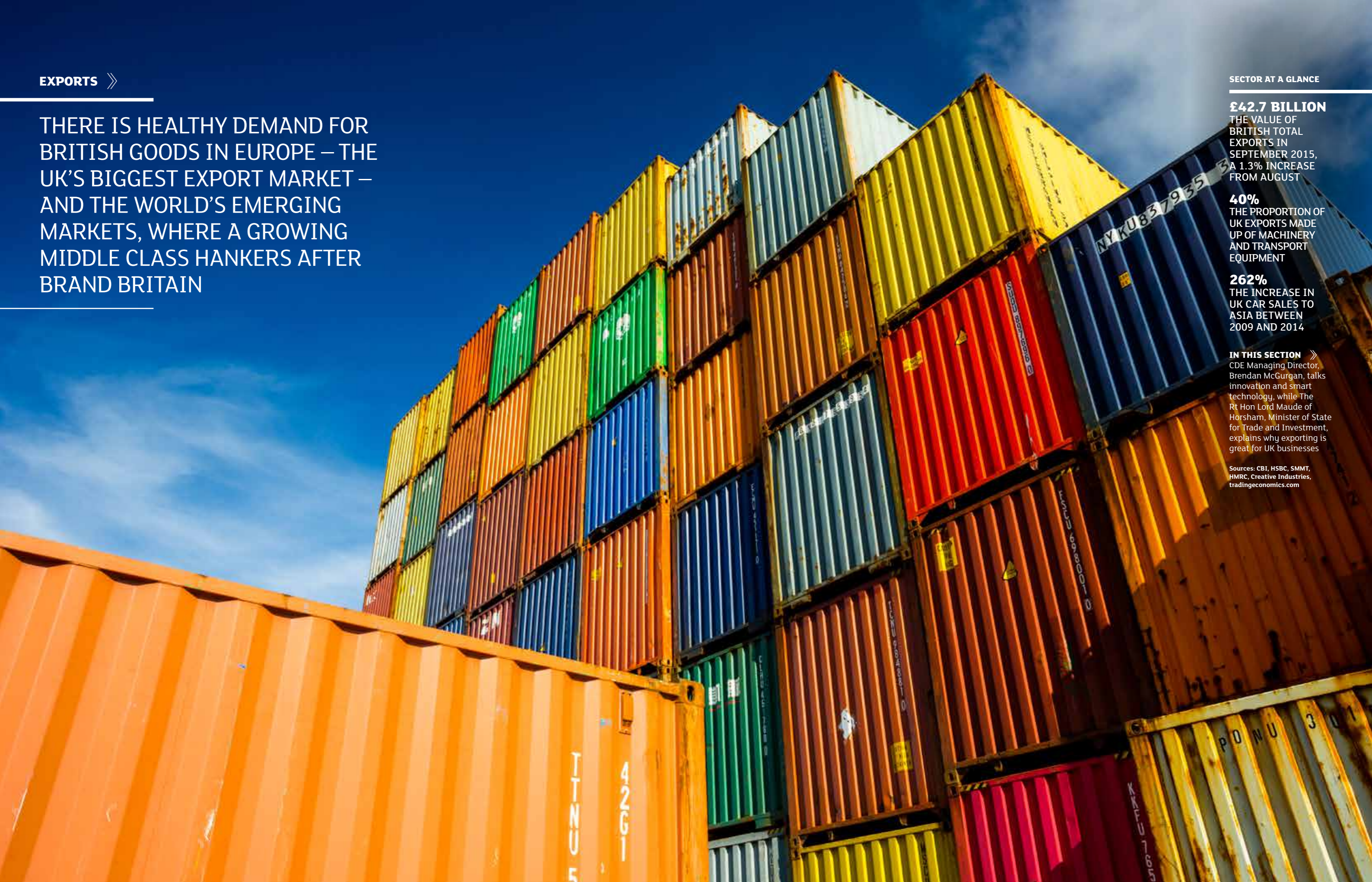
262%

THE INCREASE IN UK CAR SALES TO ASIA BETWEEN 2009 AND 2014

IN THIS SECTION »

CDE Managing Director, Brendan McGurgan, talks innovation and smart technology, while The Rt Hon Lord Maude of Horsham, Minister of State for Trade and Investment, explains why exporting is great for UK businesses

Sources: CBI, HSBC, SMMT, HMRC, Creative Industries, tradingeconomics.com



BUCKING THE TREND

BRITAIN'S SHARE OF THE WORLD EXPORT MARKET WAS TEMPERED DURING THE FINANCIAL CRISIS, BUT THERE ARE SIGNS THAT DEMAND FOR UK SERVICES IS ON THE UP. MOVING BRITAIN TO A MORE EXPORT-ORIENTED ECONOMY WILL BE A LONG PLAY, BUT THE REWARDS ARE PLENTIFUL. AND WHILE, GENERALLY SPEAKING, EXPORTS OF BRITAIN'S SERVICES HAVE PERFORMED BETTER THAN EXPORTS OF THE NATION'S GOODS, THERE ARE DYNAMIC COMPANIES SWIMMING UPSTREAM TO CHALLENGE THE WORLD LEADERS

IN THE WASH

CDE Global
 www.cdeglobal.com
 Sector: Construction & Mining
 Region: Northern Ireland

Industrial cleaning might not be the first thing you think of when you imagine the construction and mining sectors. But CDE Global has taken industrial cleaning to a new level, and is now among the world leaders in washing plant equipment, as well as mining and mineral processing.

Among other services, CDE Global designs and manufactures machinery to maximise value from natural resources and building materials. It does this by using state-of-the-art technology and innovation to clean and purify its materials to the highest quality, while ensuring minimal waste.

The equipment it makes is used for a vast number of specialised tasks, from producing sand and aggregates for the construction industry and specialist sands for glass making, to the processing of iron ore to improve the efficiency of mines. It also helps recycle a range of materials including demolition waste and even road sweepings.

It uses high-tech know-how to design machines that clean and separate out impurities from recycled waste or mined materials to ensure that as little valuable resource is wasted as possible.

Managing Director Brendan McGurgan says the company's success is down to constant innovation and smart technology.

"Our company culture fosters an innovative spirit and this is the foundation stone for all of the success we have enjoyed.

"We have always been committed to the development of new processing systems for our customers and also look to other sectors where our knowledge and expertise can enhance efficiencies."

For CDE, the global slowdown gave the company the opportunity for change.

"Our business was overly reliant on the construction sector and we subsequently changed our approach to look at new sectors," says Brendan.

The next five years is set to be an exciting period of further development through the growth of its regional support networks.

"We will be increasing staff both in our global headquarters in Northern Ireland and across the world in our regional offices," says Brendan.



The company plans to step up its efforts in the mining, industrial sands and environmental sectors in the next five years



"Our company culture fosters an innovative spirit and this is the foundation stone for all of the success we have enjoyed"

Brendan McGurgan, Managing Director, CDE Global



OTHER COMPANIES THAT MADE OUR LIST

- Astro Lighting Ltd
- Blue Skies Holdings Ltd
- County Milk Products Ltd
- Gettheworldmoving Ltd
- JG Distillers Ltd
- Racelogic Ltd
- White Stuff Group Ltd

For the full directory turn to pages 125-158

6m

The number of tonnes of construction and demolition waste CDE recycled in 2015

THE PERFECT BLEND

Whisky production is a fine art, with intense competition. BenRiach has managed to stand out in a very discerning crowd since it was taken over by three entrepreneurs in 2004.

Managing Director Billy Walker says the company now owns three single malt Scotch whisky distilleries: BenRiach, GlenDronach and Glenglassaugh. "We are whisky distillers and bottlers and we export our single malts and blends all over the world," explains Billy.

The rapid success after taking over the distillery from Chivas Brothers just over a decade ago is the result of "a great team here and great importers representing our brands across the globe," he says.

The job has been made a little easier as the whisky market has seen encouraging growth in recent years.



www.benriachdistillery.co.uk
Sector: Food & Drink
Region: Scotland



"Our rapid success is down to a great team here and great importers representing our brands across the globe"

"The single malt Scotch sector is quite vibrant and has been for some time," says Billy. "We have capitalised on this by expanding our portfolio of distillery brands through acquisitions.

"90% of our business is export, and the world is a more accessible market place than it has ever been," he adds.

So how has the distillery outperformed during the tough economic conditions in recent years that have seen discretionary spending on many luxury items decline?

"Hard graft," says Billy. "And investing in the acquisitions and our own bottling hall in 2010, so we are now fully integrated."

Cheers to that!



The original BenRiach distillery was built almost 120 years ago



The company now owns three single malt Scotch whisky distilleries

GENERATING GROWTH

Power Wholesale started life as a family business in 1964 in a Gateshead shop selling small electrical items.

Today, it is one of the UK's leading suppliers of electrical products to the oil, gas, petrochemical, power and renewable energy sectors in Britain and overseas.

The company's list of clients is impressive. It includes AMEC, Balfour Beatty, Shell, OGN, SBM and Technip, among many others.

Managing Director Neil Cornish says the biggest factor in its success has been

the dedication of employees and the management's willingness to adapt to a changing business environment.

"During the recession in 2009, for example, the company formed a specialist project division, which has thrived, and we have focused on targeting clients that are heavily involved with the construction and maintenance of these big projects," Neil says.

The strategy was clearly successful and turnover increased from £3.5m in 2008 to £12m in 2014. "One of the challenges was



www.powerwholesale.co.uk
Sector: Electricity Wholesale
Region: North East



Power Wholesale has adapted to gradually take on larger, more profitable projects

The company is involved in several offshore developments



"We formed strong ties with manufacturers to represent their products within major projects – it proved a great success"

90%

The proportion of the business that is comprised of exports

to overcome a perception that the company was just a small electrical wholesaler from Gateshead," says Neil.

"We formed strong ties with manufacturers to represent their products within major projects. In return, they received a motivated workforce who were promoting their products."

Neil believes the next five years will bring increased revenues and more staff.

"We will focus on major projects within other sectors including biomass energy, wind farms and even nuclear power plants."

One of Neil's bugbears is the UK's policy of allowing North Sea platforms to be constructed overseas: "Countries like Brazil operate the policy that if you want to extract their oil 'you build it in Brazil'. Why can't we do the same?"

£12m

The amount of turnover Power Wholesale reported in 2014, up from £3.5m in 2008

SPOTTING THE DEMAND

Innovative Technology designs and manufactures cash handling solutions for the gaming, amusement, vending, retail and kiosk markets. Products range from product and ticket-dispensing machines to cash-changing devices for gaming, all requiring evermore sophisticated technology to recognise legitimate banknotes and spot forgeries within a robust and secure design.

The company is capitalising on increasing demand for automated cash handling solutions.

Aidan Towey, Managing Director of Innovative Technology, says investment in research and development (R&D) has been a key factor in the company's success: "We have made a sizeable investment into the company's R&D department, ensuring that we are at the forefront of



www.innovative-technology.com
Sector: Manufacturing
Region: North West



Innovative Technology is meeting the increasing demand for automated cash handling devices



The company's products require sophisticated anti-forgery technology

ADAPT AND INNOVATE

Ralawise's story is one of transition. From a kitchen-based T-shirt printing business in the family home in the 1980s, to a traditional wholesale clothing distributor, it is now Europe's fastest-growing online B2B clothing, homewares and accessories distributor.

Its website, Ralawise.com, boasts five million items in stock and now offers a portfolio of over 110 brands and 3,700 styles from sports and workwear to mainstream fashion. Jeff and Jon Batson, joint Managing Directors, say that with such an unrivalled

inventory, they can offer fast and flexible service to customers across the UK and the rest of Europe.

"One of the biggest opportunities for growth has been an increased demand for personalised or decorated products," says Jeff. "Our customers want a more varied and innovative range of products and the expectation for a quick turnaround is more prevalent than ever." But that means getting the right systems and partnerships in place. "Our success is partly due to excellent supply



www.ralawise.com
Sector: Retail
Region: North West



Sportswear is one area in which Ralawise is beating the competition



Customers are demanding an evermore varied range of products



"We've ensured that we are at the forefront of all technological advances – innovation is at the heart of what we do"



all technological advances – innovation is at the heart of what we do." Expansion in the UK and overseas extended the company's reach and its sales growth outside of the UK has been recognised with a number of awards, including the Queen's Award for Enterprise.

While many companies slowed down during the recession, Innovative Technologies invested in new products and established new offices in Australia, Italy and the US. And the decision has been rewarded with excellent sales results.

Such is the confidence within the firm that Aidan expects to double both turnover and employees in the next five years.

23

The years of experience Innovative Technology has racked up

chain relationships that have been forged with our leading international supply partners and global brands. But we've also had to be flexible enough to respond to change."

During the harsh economic times of the late 2010s, the company focused on technology to maximize efficiencies.

"We recognised the growth of customers trading online, so a particular emphasis has been on the Ralawise.com web platform allowing for more effective global customer acquisition," says Jeff.

Jon says he would advise any new business to listen to its customers above all else: "Be willing to change and adapt your business to suit your customer, not the other way round."

5m

The number of items of stock on Ralawise.com



SUPPORTING UK COMPANIES TO EXPORT

THE RT HON LORD MAUDE OF HORSHAM
MINISTER OF STATE FOR TRADE AND INVESTMENT



“EXPORTING IS THE FUTURE; WE ARE DETERMINED TO SUPPORT ALL COMPANIES TO SUCCEED IN GLOBAL MARKETS”

EXPORTING CAN SEEM DAUNTING TO SMALL AND MEDIUM-SIZED COMPANIES, BUT SUPPORT IS OUT THERE TO HELP UK BUSINESSES EXPORT AND EXCEL

The UK is known the world over for its enterprise and innovation, and this report perfectly illustrates the inventiveness and determination shared by the UK's Small and Medium-Sized Enterprises (SMEs).

We are global leaders in some of the world's fastest-growing sectors. Our expertise in areas such as agricultural technology, the financial sector and advanced engineering, to name just a few, is second to none.

Despite this, just over 11% of UK businesses export. This needs to change. International trade is vital in building a strong UK with a resilient economy.

Trade is good for companies. Research shows that exporters are more productive and resilient to economic downturns. They also achieve stronger bottom lines, and are more likely to stay in business than companies that don't export.

But exporting can seem an enormous step, especially for companies with no previous experience. Government is committed to working with businesses to break down the barriers to overseas trade.

One of the biggest barriers is the misperception among businesses – around 70%* – that their product or service is not suitable for export. This is not the case. Neither size nor specialism is a barrier to exporting. Two in five of the UK's smallest exporters, those with fewer than ten employees, are already doing business in at least one high-growth market.

To enable UK businesses to kick-start their export journey, we launched the 'Exporting is GREAT' programme last year. Its aim is to inspire and support 100,000 additional UK exporters to sell their goods and services abroad by 2020.

Our dedicated online platform, www.exportingisgreat.gov.uk, allows companies to register their interest in real-time global export opportunities and access expert advice, trade services, training and events.

We have over 1,000 export opportunities available, worth more than £300m, and will upload around 1,000 more every month. Whatever a company's specialism, they will find overseas demand to match.

Through UK Export Finance (UKEF), we help firms with the financial challenges of overseas trade. Issues such as accessing working capital to fulfil export orders and insuring against non-payment can be particularly daunting for SMEs and UKEF increasingly focuses its efforts on the needs of smaller companies. We want to ensure that the UK's world-class, innovative SMEs are aware of the trade credit insurance and finance support on offer and that it is easily accessible when needed, so that no viable export fails for want of private sector support.

We're making progress. The majority of firms that benefit from UKEF support are now SMEs. We offer free, independent guidance on the best finance solutions, and continue to review and refine our products and services so they fill market gaps.

We have established an Exports Implementation Taskforce, chaired by Business Secretary, Sajid Javid, to co-ordinate government's exporting effort. The Prime Minister, Chancellor, I and many other Ministers have recently taken part in high-profile trade delegations, and are working tirelessly to strengthen relationships in key markets, introducing British businesses to the world of export opportunities.

But we know government alone cannot increase exports: business is the real driver of growth. So we're building strong commercial partnerships in every sector, and working with organisations passionate about helping UK companies to export and excel.

Exporting is the future; we are determined to support all companies to succeed in global markets. We can and will improve our export performance and ensure a strong outlook for the UK.

Cheques and balances.

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



*According to research conducted by TNS on behalf of BIS and UKTI

DOES YOUR BUSINESS NEED GROWTH CAPITAL?

BGF AIMS TO CHAMPION BRITISH BUSINESSES BY PROVIDING LONG-TERM CAPITAL TO HELP THEM SCALE UP, WHETHER THAT BE THROUGH UPGRADED TECHNOLOGY, ACQUISITION ACTIVITY OR SECTOR DIVERSIFICATION

It is a question we ask business owners every day. Not everyone can answer it immediately. Let's face it (and there is nothing to be ashamed of here), not everyone knows what we mean when we talk about growth capital. And that highlights a failing of the investment industry. Unconsciously, and sometimes consciously, over the years, investors have created a language and process for raising money that ends up alienating and excluding the very people that they want to attract.

We want to break that mould. At its simplest, the growth capital we provide is long-term, patient (meaning no forced exit) equity funding that management teams use to execute their strategic plans. Businesses need to be adequately capitalised because not many lasting successes are built on debt alone. This is one of the most enduring lessons learned in recent years.

2011

The year BGF started investing

Part of BGF's role is to help companies find the optimal financial structure for their business, which sensibly weighs up risk, investment and timeframe against the strategic objectives laid out in a corporate plan.

And we have done this 100 times over since we began investing in 2011. We have backed manufacturing companies, house builders, retailers, hoteliers, telecoms businesses – and plenty more besides.

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

Growth capital

BGF makes initial investments usually between £2m and £10m and provides follow-on funding to support further

growth. The money is used for a myriad of applications from buying new machinery, making acquisitions to diversifying into new areas.

We offer companies a different type of funding option: long-term, patient capital in exchange for a minority stake.

BGF's funding provides an equity cushion, so that business owners can feel confident about taking the calculated risks. This might mean including an element of equity release in our investments, allowing business owners to derisk some of their personal financial commitments or concerns and focus on building their company.

Connections

The feedback that we get from entrepreneurs and business owners suggests that our partnership approach and the sharing of expertise, guidance and contacts is often just as valuable to them as the capital that we inject into their businesses. For this reason, we created BGF's Talent Network to develop relationships with a broad range of experienced board directors from across the corporate spectrum who can offer valued executive and non-executive support to the companies that we back.

Their common link is a commitment to encourage and help great smaller and medium-sized businesses with ambitions to grow. By cultivating these relationships, we can give our investee companies unique access to expert and inspirational business leaders, which is unlikely to have been available to them before.

To date, we have placed more than 80 highly experienced chairs and nonexecutives with investee companies and our Talent Network now constitutes one of the largest pools of non-executive capability in the UK.

Confidence

With capital and connections, comes confidence. There's a lot to admire in entrepreneurs: they are 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. And we're delivering on that not just through financial backing, but by creating a network of entrepreneurs that matter; who are building the businesses that matter and the relationships that count.

FOUR-WARD THINKING

Four Communications is the UK's sixth-largest independent communications agency with 200 staff working across its offices in London, Edinburgh, Abu Dhabi and Dubai. The business boasts a roster of 600 clients, which includes Etihad Airways, The Man Booker Prizes and Sotheby's International Realty.

Over the past four years, Four has acquired businesses that offer complementary services to the group. These include bgb, Colman Getty, Consolidated PR and MSA Media. In August 2015, BGF provided the business with a growth

capital investment of £10m to support and accelerate its expansion. Four quickly put the capital to work, acquiring financial and professional services firm Broadgate Mainland and one of Wales' leading agencies, FBA. The business also launched Four Consulting.

Through BGF's network of senior business leaders, it introduced Four's management to John Farrell, former President and CEO of Publicis Groupe Specialised Agencies and Marketing Services. The team subsequently appointed John as its new chairman.



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



Reflex's fleet of vans is used by businesses throughout the UK

Nan Williams is Group Chief Executive at Four



www.reflexvans.com
Sector: Transportation Services
Region: East Midlands

EXPANDING THE FLEET

From its base in Loughborough in the East Midlands, Reflex operates a modern fleet of light-commercial hire vans used by businesses up and down the UK.

The company provides its corporate customers – in sectors such as logistics, retail and security – with national, round-the-clock services and offers a range of duty of care products, marketed under the 'Flexi' brand. These include tracking systems, cameras and driver safety products.

Reflex was acquired in 2012 by the Waring Family and is led by Executive Chairman Oliver Waring who, with Managing Director Charles

Hart, has managed the business through a period of significant growth.

BGF invested £7.5m in the business in June 2015 to support the continued expansion of its fleet of light-commercial vehicles and fleet cars in conjunction with the provision of industry-leading customer service.

The company currently has 4,000 vehicles in its fleet and aims to grow this to 10,000 over the next five years.

Helping the business achieve its goal are non-Executive Directors Tony Trahar, former CEO of Anglo American, and Stewart Oades, former CEO of Christian Salvesen.

APP-TAPPING CONSUMERS ARE BECOMING INCREASINGLY POWERFUL IN THE RETAIL SECTOR. THE DIGITAL AND PHYSICAL ENVIRONMENTS ARE MERGING TO OFFER MORE PERSONALISED AND RELEVANT SHOPPING EXPERIENCES

62%
OF SHOPPERS SAY SOCIAL MEDIA INTERACTION WITH THEIR FAVOURITE BRANDS HAS DRIVEN THEM TO BUY MORE

£86.96 BILLION
THE PROJECTED VALUE OF ONLINE SALES IN THE UK IN 2019

58%
OF UK CONSUMERS SAY CLICK-AND-COLLECT ENCOURAGES THEM TO VISIT STORES MORE OFTEN

IN THIS SECTION »
Barker and Stonehouse Managing Director, James Barker, reveals how the burgeoning company beat the recession, and Anthony Browne, CEO of the British Bankers' Association, tells of the new ways banks can help small businesses

Sources: Mintel, Smart Insights, eMarketer, PwC



CLICKS AND MORTAR

WITH AROUND THREE MILLION EMPLOYEES AND SALES IN 2015 TOTALLING £333BN, THE RETAIL SECTOR IS A POWERHOUSE IN THE UK ECONOMY. LAST YEAR, A PERFECT COMBINATION OF LOW INTEREST RATES, FALLING PRICES IN FOOD AND PETROL AND RISING REAL WAGES SAW RETAIL SPENDING RISE AT ITS FASTEST RATE SINCE THE RECESSION. IT IS A SECTOR IN FLUX. PURCHASES ON THE INTERNET NOW ACCOUNT FOR AROUND 10% OF ALL RETAIL SPENDING, AND AS INTEREST-RATE RISES AND TOUGH CONDITIONS IN OVERSEAS MARKETS REAR THEIR HEADS, RETAILERS ARE HAVING TO ADAPT QUICKLY. MANY UK OPERATORS ARE CASHING IN WITH SMART STRATEGIES TO INSPIRE BUYERS AND EXPAND MARKET SHARE

A NEW LEAGUE

Barker and Stonehouse

www.barkerandstonehouse.co.uk

Sector: Retail

Region: North East England

Barker and Stonehouse is a great example of a Northern powerhouse company taking the UK by storm. Founded in 1946 in Stockton, it's not exactly been an overnight success but it is now the largest family-owned furniture retailer in the country, with some of the most cutting-edge showrooms in the industry.

"We had been looking to invest in a new head office and store on Teesside for a while and in late 2013 there was an opportunity to take on a site at Teesside Shopping Park. We invested £4.5m in the development of the 48,270 square foot store, and the design, which takes inspiration from stores in New York and Paris, has catapulted retail in the region into a completely new league," says Managing Director, James Barker.

In addition, in 2013, it opened a store in Battersea, South West London – its first foray south – investing £1m to refurbish the historic Price's Candle Factory.

"It proved to be a successful move and the store has continued to go from strength-to-strength over the past two and a half years," says James.

However, during the recession and financial crisis of 2008-09, James says the company felt the impact before most other businesses.

"The weekend of the Northern Rock queues – when thousands of people lined up to withdraw their savings – we felt the impact instantly, more so than the rest of the country did because of the immediate effect it had on everyone in the North East," says James.

He sees further challenges in digital technologies and says they are improving the company's online offering to make the user journey as seamless as possible.

However, James still places at least equal importance on physical stores.

"It's important that this investment doesn't impact on the in-store experience" he says.

"The 'wow' factor you get when shopping in one of our stores is impossible to replicate online, so we will continue to invest in bricks and mortar to keep inspiring our customers."



£4.5m

The amount invested in the Teesside Shopping Park site



While the company is dedicated to its physical stores, it's investing to ensure a seamless experience for online customers



"The 'wow' factor you get when shopping in one of our stores is impossible to replicate online, so we will continue to invest in bricks and mortar"

James Barker, Managing Director, Barker and Stonehouse

OTHER COMPANIES THAT MADE OUR LIST

High5 Sports Nutrition
James Hargreaves (PM) Ltd
Pretty Green Ltd
Red Letter Days Ltd
Secret Sales Ltd
Sweaty Betty Holdings Ltd
Timpson

For the full directory turn to pages 125–158

FACING FORWARD

REN creates innovative, clean skincare products that offer the best of both worlds – hi-tech, effective formulas that are free from skin-unfriendly chemicals.

“In the end, it’s all about product and people (and not necessarily in that order),” says Antony Buck, Co-Founder of REN Skincare and Rachel Harris, REN Skincare Interim CEO and Director of Unilever Ventures. Unilever acquired REN in 2015. “We have always aimed to create the best products we can, and have always believed in the value of treating our team and customers with decency, honesty and respect.”

To grow the business further the company has recently targeted key outlets such as Marks & Spencer in the UK and Nocibé in France to increase its distribution levels.

REN
CLEAN SKINCARE
www.renskincare.com
Sector: Retail
Region: London



REN products have become a regular in beauty editors' columns and blogs

The company's skincare goodies contain 100% plant and mineral extracts



ONE GIANT LEAP

Launched in 2001, Red5 (Menkind Group) is a company founded by men – selling gadgets, drinking games, football gifts, novelty items and homeware – for men.

It sells items through more than 30 shops, online and pop-up stores and to independent retailers around the country.

“We think gadgets are fun and we only sell the types of gifts we would love to receive ourselves,” says its CEO, Paul Kraftman.

“Our mission is to provide a wide choice of men’s gifts for the man who has everything.”

The company has been flourishing after cashing in on a growing trend of specialist men’s gadgets and last year acquired rival store RED5. “This will help both brands increase market share and accelerate our expansion,” says Paul.

“It will also enable us to expand through franchising the brand internationally.” Menkind has been canny in its strategy, and capitalised during the recession by taking up short-term space in shopping centres. “This enabled us to embark on a strategy of opening



www.red5retail.com
Sector: Retail
Region: Yorkshire and the Humber



Digital gadgets and wearable tech are big earners for Menkind

The company is quick to spot trends in popular culture and capitalise on them



“We think gadgets are fun and we only sell the types of gifts we would love to receive”

With products currently sold in 50 countries, REN’s acquisition by Unilever has allowed the company to look at expanding its portfolio even further in its next stage of global growth.

But the company’s sharp growth has been a steep learning curve. “We have learnt that as you grow, things don’t change steadily but tend to reach points of discontinuity when current systems and processes are no longer capable of scaling.”

“It is key to anticipate this and be prepared to make major changes rather than simply tinker with the details.”

This is echoed in the company’s advice to new businesses starting out. “Stay focused. Stay passionate. Learn from your mistakes and control your cash,” say Rachel and Antony. That seems like sound advice.

12

One of REN’s skin renewal masks is sold every 12 seconds

up pop-up stores at Christmas which are perfect for our gifting proposition,” he says.

“That way, we turned very difficult business conditions into an opportunity to expand.” Paul is now dealing with the challenges of acquisitions and mergers, particularly in getting the two brands to work together effectively and efficiently.

“Currently, the integration of the RED5 business – managing the cultural differences and the practical issues of systems and processes – while ensuring we don’t compromise day-to-day is a big challenge.”

Menkind has won awards recognising its growth and innovation, and Paul says he plans to expand the business substantially.

“In five years, we will be an international brand and our workforce will expand by 10%.”

10%

The amount Menkind aims to expand its workforce by in the next five years

SETTING THE RULES

Operating from a headquarters in Cheshire, The Hut Group is a global online retailer specialising in health and beauty. Launched in 2004, it focuses on selling own brand or leading third-party branded goods to customers directly through a portfolio of over 60 international websites.

“When we started, we developed a set of rules,” says CEO Matt Moulding. “What we sold needed to be small, so it would go global, we’d need to have very low returns – as a group we have less than 1% – and we wanted only one-man delivery. We also wanted certain profit margins. Health and beauty products met all the criteria, so we started with those. We now also own entertainment, fashion and lifestyle brands.”

Last year, it shipped 13 million orders to 190 countries and had a record-breaking year for revenue. Matt says 2016 is set to be even better.



“When we started, we developed a set of rules – what we sold needed to be small, so it would go global”

“Having become the leader in both the UK health and premium beauty markets, we prioritised a strategy for international growth,” he says. “In the past 12 months, we have launched 28 international websites (bringing the total number of group websites to 64) across 21 languages and 17 local payment gateways – all from our HQ in Cheshire. We’ve truly become a global operator.”

The pace of expansion looks set to continue with a big investment to improve future service. “We have invested £100m in a new world-class distribution and manufacturing centre of excellence. Details of the investment – which will create 2,000 new jobs in our North West heartland – were personally announced by Prime Minister David Cameron and Chancellor George Osborne in January 2015.”

Matt believes the UK government should do more to help businesses outside of London by providing better infrastructure.

“It may seem trivial, but achieving four flights from Manchester to Beijing matters quite a lot to us. China is one of our key growth areas, so as an organization, we need Manchester to flourish and get the infrastructure it needs.”

THE HUT GROUP®

www.thehutgroup.com

Sector: Retail

Region: North West England



^ The Hut Group shipped 13 million orders last year to 190 countries

> The group is leader in both the UK health and premium beauty markets



28

The number of international websites the company has launched in 12 months

bba

The voice of banking

BANKS HELP SMES GROW

ANTHONY BROWNE
CHIEF EXECUTIVE OF THE BBA



“IT IS VITAL THAT BUSINESSES ARE ABLE TO ACCESS THE RIGHT TYPE OF FINANCE AT THE RIGHT TIME”

BANK FINANCE MAY NOT BE THE BEST SOLUTION FOR EVERY COMPANY, BUT BANKS CAN HELP IN OTHER WAYS AND NOW IS A GREAT TIME TO EXPLORE HOW

Small and Medium-Sized Enterprises (SMEs) are the beating heart of the economy. They invest in local communities and create jobs across the country.

The success of these firms is integral to our future. Figures from the Department for Business, Innovation and Skills show that SMEs accounted for 60% of all private sector employment and 47% of all private sector turnover in 2015.

In order to thrive, it’s crucial that these businesses have access to appropriate forms of finance. Banks are committed to supporting SMEs so that they can continue to drive the economic recovery.

In 2016, interest rates remain at historic lows and lending to SMEs continues to rise. The economic outlook is positive but the most recent SME Finance Monitor shows that there is still a gap between perception and reality when it comes to bank-lending application success rates.

In the past 18 months, eight out of ten businesses that applied for finance got a green light. This is far higher than the proportion that felt confident their application or renewal would be successful.

Positively, the number of companies that consider access to finance as a major obstacle to running their business has fallen to just 6% – below issues relating to the economic climate (13%), legislation and regulation (13%), and cash flow/late payment (9%).

The Bank of England’s figures show that £14.1bn of new SME borrowing was approved from July to September 2015. This represented a 7% increase on the same quarter in 2014, in line with an upward trend in gross lending that started in early 2013.

In this light, the extension to the Funding for Lending scheme announced by the Chancellor in November 2015 was welcome. Lenders are using this scheme to lower borrowing costs for businesses and offering a wide range of competitive deals.

Banks are also offering businesses a range of support services, including the appeals process and free mentoring to help entrepreneurs grow their businesses. Britain’s first gateway for businesses looking for mentoring services, www.mentorsme.co.uk, has to date mentored more than 250,000 businesses, provided access to more than 27,000 mentors and has 1.4 million users. Meanwhile, the Better Business Finance initiative – run by major high-street banks – also provides information and support.

It is vital that businesses are able to access the right type of finance at the right time. Bank finance, however, is not always the most appropriate option for every business. In line with new legislation, designated banks will offer any SME that makes an unsuccessful application for finance the opportunity to have their details passed to alternative lending providers via government-designated online platforms. This is intended to help match other banks, alternative finance providers and challenger banks with SMEs seeking finance, helping to facilitate more lending to those that are looking to start and grow.

These regulations have the potential to boost competition for SME finance, not only in terms of the amount of finance available but also the cost and quality of services offered.

Banks are ready to help SMEs realise their full potential and there has never been a better time to apply for finance.

PUBLIC EQUITY – PERMANENT CAPITAL

TIM WARD
CEO, THE QUOTED COMPANIES ALLIANCE



“BEING A PUBLIC COMPANY INCREASES YOUR PROFILE AND VISIBILITY, WHICH, IN TURN, HELPS TO ATTRACT CUSTOMERS”

FOR THE RIGHT BUSINESS, AT THE RIGHT STAGE IN ITS LIFE, GOING PUBLIC CAN PROVIDE VALUABLE OPPORTUNITIES AND ACCELERATE GROWTH

As companies grow, they need capital and are faced with the task of weighing up various financing options. The fact of the matter is that most turn to some form of debt financing. The financial crisis demonstrated that this is not a sustainable option. During the crisis, banks called in their loans and, despite economic recovery, bank debt is still relatively hard to come by.

Going public is often discounted by growing companies as being ‘too difficult’. However, raising equity finance has many benefits that make it an ideal source of capital.

Equity is permanent capital – you do not have to pay it back. A quoted company has access to capital on a continual basis. Your company is able to go back to your long-term equity investors for subsequent fundraising rounds, as well as being able to complement this with other sources of finance. This provides the opportunity to develop a diverse shareholder base.

A listing also provides an objective and real-time valuation of a business. You can use this to attract and incentivise employees through share plans. Your employees and other investors can buy and sell your shares in the secondary market, participating in the company’s growth and success.

Investors have different time horizons, so the ability to sell provides a good opportunity for new investors with different objectives to come in.

Being a public company increases your profile and visibility, which, in turn, helps to attract customers and reinforces your relationship with suppliers.

A listing is essentially a kitemark that attests to the quality of your company.

Information about your company is readily and regularly available, providing a transparent and confident relationship with stakeholders.

A listing can also facilitate acquisitions of other companies that fit your company’s growth plans. You can use your shares to pay for the deal as an alternative to cash. It also provides a potential exit route for the original owners at the right time.

250
**THE NUMBER OF MEMBERS
SIGNED UP TO THE QUOTED
COMPANIES ALLIANCE**

However, there are challenges. Being a public company comes with significant costs. Your company’s share price and value will be affected by factors beyond your control, as the market reacts to economic conditions or sentiment. Share prices are not perfectly correlated with a company’s performance; there is often a hiatus between an announcement of good figures and a consequent rerating of the company’s value.

With a higher profile comes greater public scrutiny. Investors expect consistent results. The more you actively engage with investors and manage their expectations, the more there will be opportunities for growth. This should be seen as a legitimate cost of capital, not a mere side issue.

Public equity is not an option to be taken lightly but, for the right company at the right stage of development, it can accelerate growth and create sustainable long-term value for all shareholders.

Since foundation in 2005 we have raised

£ **15** 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.

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.

In our short history we have raised around £15bn for our clients through the public markets in order to fund and accelerate their growth. In 2015 alone we raised £3bn.

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

“THE UK EQUITY CAPITAL MARKETS PROVIDE AN EXCELLENT SOURCE OF FUNDING FOR UK BUSINESSES WITH AMBITIOUS PLANS”

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

These have recently included the AA, British Car Auctions, Benchmark Holdings and Restore. Across the page we share with you the story of Benchmark and Restore, businesses that have been identified as companies to inspire Britain.

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



SETTING A NEW BENCHMARK

Benchmark is a pioneering company in the aquaculture, agriculture and animal health sectors. It was founded in 2000, with the vision to build a profitable business based on the growing need to create a sustainable and ethical future for global food production.

With five divisions and bases in 27 countries, Benchmark engages with major industries 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.

Benchmark's success can be attributed to the early decision to participate in the aquaculture, sustainability and technical knowledge sectors. This, coupled with a high level of reinvestment and management's ability to move quickly to grab opportunities, has allowed Benchmark to position itself as a leader. It listed on AIM in 2013 with the objectives of accessing capital to fund its ambitious expansion plans, enhancing its profile with customers, partners and suppliers and attracting high calibre talent.



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

Today, Benchmark's market capitalization is c. £380m

Benchmark recently raised £186m to fund the acquisition of INVE Aquaculture in the speciality aquaculture nutrition market

£3^{bn}

The amount Cenkos raised for its clients in 2015

BUILDING A NATIONAL LEADER



Restore has grown rapidly over the last six years to become the UK's leading provider of office services. Its biggest business is records management – the storage of hard-copy documents – where it has actively consolidated its sector through acquisition to become the second-biggest operator behind Iron Mountain.

At the same time, Restore has broadened the range of services it provides to encompass secure document shredding, scanning, IT recycling and office relocations – its Harrow Green business is the UK industry leader. Restore's stock market value has shown tremendous growth, rising from £8m in 2010

to around £300m today. CEO Charles Skinner says: "One of our key aims has been to build a truly national network, so that we are able to offer customers with a national presence the opportunity to consolidate their supplier base. Moreover, our services are inter-related, with a similar channel to market – the IT and facilities managers responsible for keeping the workplace running smoothly."

"Not only do we benefit from very long-standing customer relationships, particularly in records management, but we are also increasingly seeing the opportunity to sell our clients our full service offering."

BRITAIN'S BEST AND
BRIGHTEST ENTREPRENEURS
ARE BUILDING WORLD-CLASS
BUSINESSES WITH THE HELP OF
LSEG'S TRANSFORMATIVE
ELITE PROGRAMME. IT OFFERS
MENTORING, ADVICE AND
ACCESS TO FINANCE

SECTOR AT A GLANCE

62
HIGH-GROWTH UK
BUSINESSES ARE
NOW AMONG THE 320
ELITE COMPANIES
ACROSS EUROPE

160+
EXPERT ADVISERS
AND INVESTORS
WORK IN THE
PROGRAMME

€105 MILLION
THE AVERAGE
TURNOVER OF ELITE
COMPANIES IN 2014

IN THIS SECTION »
BrewDog Co-Founder
James Watt talks about
the inspiration behind his
revolutionary franchise.
Head of AIM Marcus
Stuttard and Sherry Coutu
CBE provide commentary
on why we must scale up
and financially support
the UK's small and
medium-sized businesses

Source: LSEG



MOVERS AND SHAKERS

THE LONDON STOCK EXCHANGE GROUP'S ELITE BUSINESS SUPPORT PROGRAMME – LAUNCHED IN THE UK IN 2014, IN PARTNERSHIP WITH IMPERIAL COLLEGE BUSINESS SCHOOL – PROVIDES BRITAIN'S MOST DYNAMIC SMALL COMPANIES WITH ADVICE, ACCESS TO FINANCE AND MENTORING TO HELP THEM THROUGH THEIR NEXT STAGE OF GROWTH. THESE ARE THE COMPANIES TO WATCH – YOUNG FIRMS THAT ARE ON A STEEP TRAJECTORY TO SUCCESS AND HAVE TAKEN THEIR SECTORS BY STORM



HARD CRAFT

BrewDog

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

BrewDog is a craft beer brewery, which is at the vanguard of the brewery revival around the world. It also sells its craft beer in its own bars and bottle shops.

"We were bored of the industrially-brewed lagers and stuffy ales that dominated the UK market, so we decided to fix the predicament and brew our own, hard-core craft beers," says Co-Founder, James Watt.

It is a typically single-minded approach, which also dictated the way in which the company raised finance.

"We really made the most of the thirst (pun fully intended) for crowdfunding – the public wanting to come forward, stick it to the man and own a part of something they are passionate about. In 2010, we launched Equity for Punks and now, through four rounds, we have raised over £20m – that's more than any other company."

While the business is flourishing, James says he still keeps a close eye on the fine details.

"Finances are the lifeblood of any business. If you get it wrong, the team just become busy fools," he explains.

But that has been the least of his challenges, it seems: "It's a first world problem, but we were too popular," says James.

"We had to learn fast how to scale the business without relying on the suits. Equity for Punks was the answer: allowing the people who love our beer to finance the growth, and be rewarded in the process."

"In the past seven years, we have grown from two employees (James and Co-Founder Martin Dickie) and one dog, to a team of over 400 people worldwide, and we see no sign of that slowing down any time soon. We will be launching our US brewing operation in summer 2016, and then who knows where that will take us!"

As for advice for other start-ups, James says: "My advice, to those seeking advice, is don't bother and by default that covers this advice."



£20^m

The amount BrewDog has raised through crowdfunding since 2010



The crafty duo will be launching their brewing operation in the US this summer



"Finances are the lifeblood of any business. If you get it wrong, the team just become busy fools"

James Watt, Co-Founder, BrewDog (pictured right with Co-Founder, Martin Dickie)

WASTE NOT, WANT NOT

Established 40 years ago but, until recently, hidden within the complex food industry supply chain, Company Shop is the UK's largest redistributor of surplus food.

"We do the hard work to make redistribution simple for retailers, manufacturers and brands," says Chairman and Founder, John Marren.

"We redistribute more than 30,000 tonnes of surplus food a year through a national network of staff shops and four standalone stores, operated on a strict membership-only basis. Through our work, we are delivering economic, social and environmental value."

The company started out providing a way of selling food that would otherwise go to waste to staff within the food supply chain, through shops at factories and warehouses. But it has expanded to include a new chain



www.www.companysshop.ltd.uk

Sector: Retail

Region: North East



"Through Community Shop we are transforming lives for individuals and families"



Community Shop, the company's supermarket franchise, is now open in London

In 2015, the company won the prized Queen's Award for Enterprise



of community shops selling discounted food in underprivileged areas. John says a new commitment by retailers to deal with surpluses more responsibly has led to a recent surge in business.

"This means we have more stock coming to us, which we have been able to redistribute through our network of shops and prevent this food becoming waste," says John. "We have placed a real emphasis on broadening and deepening relationships with a growing number of the UK's major food companies."

The company has invested heavily and recently opened an 8,000 square foot store in Manchester.

Commercial Director Tom Rumboll adds, "Our business' success has given us the profile and network to continue to grow the UK's first social supermarket, Community Shop, with stores open in South Yorkshire and London. Through Community Shop we are transforming lives for individuals and families."

30,000

The number of tonnes of surplus food that Company Shop redistributes each year

SAFE AT SEA

Guidance Marine is an award-winning, international manufacturer of laser and radar sensors that measure distances between ships or other objects at sea. The technology ensures that vessels can operate safely within close proximity to each other.

As well as making and selling the devices, Guidance Marine offers support services and products to customers.

"Our key value is that we're driven by our customers' requirements," says CEO, Jan Grothusen. "We are committed to delivering

reliability, quality and durability in our products and services and our success is based on innovation – being a forward thinking and proactive organisation."

And an eagerness to branch out has strengthened the company's global presence. Guidance Marine has opened regional offices in the US, Singapore and Aberdeen and has local sales representation in Brazil.

These are challenging times with oil prices at historic lows, but the company has brought out a range of innovative new



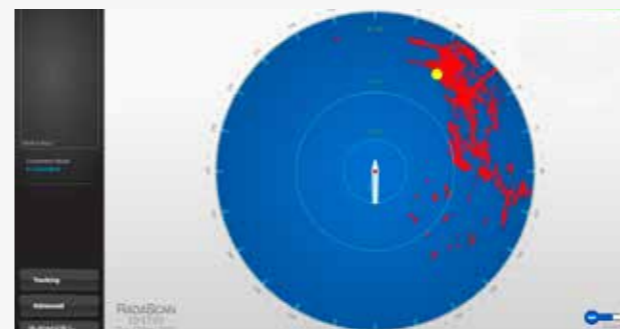
www.guidance.eu.com

Sector: Electronic Manufacturing

Region: East Midlands



"Our success is based on innovation – being forward thinking and proactive"



Guidance Marine relies on the knowledge and experience of its skilled engineers

The company's new product range includes a sensitive radar to detect nearby objects



products – Absolute Signature (a laser) and the RangeGuard system (a radar) – further enhancing its current portfolio.

"They can be used in both new and existing markets, such as wind farm construction and high-end leisure markets," says Jan.

While the company is enjoying growth in these areas, Jan explains how the sustained drop in oil prices has put pressure on the company's operations.

"The uncertainties arising from deterioration in global trading conditions have put a higher urgency on our current diversification strategy."

Nevertheless, Jan envisages healthy growth in the next five years as the company invests in new markets and more innovative products.

75

The number of staff the company employs

PREPARING FOR THE NEXT STEP

MARCUS STUTTARD

HEAD OF UK PRIMARY MARKETS AND HEAD OF AIM, LONDON STOCK EXCHANGE GROUP



“PARTICIPANTS HAVE THE CHANCE TO BUILD INVALUABLE BUSINESS RELATIONSHIPS WITH THEIR PEERS, ENABLING THEM TO CHALLENGE EACH OTHER AS WELL AS THEMSELVES”

ELITE OFFERS SOMETHING DIFFERENT – THE OPPORTUNITY TO BECOME PART OF A COMMUNITY OF VIBRANT, AMBITIOUS AND INNOVATIVE COMPANIES

1,000 Companies to Inspire Britain is a celebration of some of the UK’s most exciting and dynamic fast-growing businesses. And, among these, there are a number of firms that are also part of another exciting London Stock Exchange Group initiative, ELITE.

ELITE is our pioneering business support programme, which helps ambitious companies prepare and structure for the next stage of growth. Launched by our sister exchange, Borsa Italiana in 2012, it was rolled out across the UK in 2014 and across the rest of Europe in 2015. ELITE introduces the leaders of ambitious companies to business school resources and gives them access to a community of leading advisers and investors. Through the programme, ELITE company leaders gain access to knowledge and sources of funding – be that venture capital, private or public equity

Speaking to the ELITE company founders and CEOs, feedback on the programme has confirmed that being part of ELITE’s vibrant community has helped them attract talent, develop expertise, deepen and broaden their contacts and grow in confidence as leaders and as a business.

The ELITE community now totals over 320 companies, more than 150 partners and 90 long-term investors. There are 62 companies from the UK and five are included in this year’s *1,000 Companies to Inspire Britain* book.

This section highlights the impressive growth of three of these ELITE companies: BrewDog, the Scottish craft beer brewer; Company Shop, the Yorkshire-based redistributor of surplus food and Leicester-based high-tech navigation products manufacturer, Guidance Navigation.

What is evident from this publication is that the UK is home to hundreds of diverse and growing businesses from across numerous sectors. But we know that financing remains a hurdle for many who are looking to expand, alongside factors such as hiring, training and retaining talent.

The ELITE programme in the UK is delivered in partnership with Imperial College Business School (ICBS), who have helped shape the design and facilitate the delivery of the 18-month programme. Engagement with the companies has been carefully constructed to deliver tailored learning, advice and support to the CEOs and CFOs taking part.

The programme is mainly discussion led with ICBS, entrepreneurs, investors and advisers, all stimulating company review. Over the first 12 months, the companies take part in a series of modules and workshops designed to encourage and embed organisational change and acceleration. Participants have the chance to build invaluable business relationships with their peers, enabling them to challenge each other as well as themselves.

ELITE draws on its extensive partner and investor networks to provide practical and technical insight, aimed at helping companies connect with some of the UK’s leading professionals, to tackle specific issues within each business.

ELITE is not just a training programme or accelerator scheme, but the opportunity for companies to become part of a vibrant community, in which fast-growing firms can thrive long after the structured engagement is over.

We encourage more inspiring companies to benefit from the support ELITE provides. Visit www.elite-growth.com to find out more.

WHY IT’S VITAL TO HELP UK BUSINESSES SCALE UP

SHERRY COUTU CBE

ANGEL INVESTOR AND CO-FOUNDER OF THE SCALE-UP INSTITUTE



“AS BUSINESSES GROW AND MOVE TO THE NEXT STAGE OF BECOMING ‘LARGE’, THE SUPPORT NEEDED BECOMES MORE INTENSE”

STARTING UP AND SCALING UP ARE TWO DISTINCT ACTIONS. WE MUST SUPPORT THE UK’S BUDDING NEW COMPANIES IN REALISING THEIR POTENTIAL FOR GROWTH

Over the past five years, there has been unprecedented growth in the number of newly registered companies and we have now surpassed the rate at which even the US produces these promising start-up companies. Indeed, 100% of the net new jobs in the US and European economies derive from companies that are less than five years old.

This is terrific progress, but as these businesses grow and move to the next stage of becoming ‘large’ – be that by taking on more employees, opening in new locations or looking to export for the first time – the support needed becomes more intense and requires greater diversity and specialisation.

The Scale-Up Report puts forward that if we were to take action now to devote a greater proportion of our efforts to helping start-ups scale up, we would secure significant growth in jobs, taxes and wealth, and the competitive advantage of Britain for generations to come. It’s a big prize at stake. Research and analysis conducted by Deloitte and Nesta for the report found that up to 150,000 jobs could be created if start-ups reach their potential size by 2034, which would also contribute £225bn towards UK GDP. What’s more, the economic rewards would be spread equally throughout the country.

Recent independent research undertaken by Goldman Sachs, Octopus and the CBI corroborate the findings that scale-up companies have specific and different requirements for capital, management, skills and organisational processes than start-up companies.

Scale-up businesses face common issues as they grow from ten to 25 to 250 to 1,000 employees – it matters not whether the company is a Shoreditch-

based software supplier, a Scottish oil and gas service provider, a Midlands retailer or a Northern manufacturer.

They often have trouble finding and attracting new employees with the right skills and experience, they may have open positions for which they can’t find people to make job offers and they struggle to build their internal leadership capability. Scale-up businesses can also have a hard time finding big businesses to buy from them, at home and abroad. We recently surveyed CEOs from 163 businesses with teams growing at a rate of 20% a year. The vast majority (80%) see attracting larger businesses as clients as key to sustained success. Many also said that they would be able to grow their company faster if it were easier to find effective professional support schemes nearby.

Together, there is much that we can do to help these companies – not only those of us in the private sector, but also the leaders of local employment partnerships, city mayors, regional business organisations, universities and schools and the media.

Ambition is the vital ingredient for starting up a business, and no economy can grow without it. We are fortunate in the UK to have so many capable ambitious business leaders innovating to provide customers in all sectors with better services than ever before. Join us in ensuring the UK remains the very best environment in the world for these ambitious and committed business leaders.

We can all play our part in the process. The Scale-Up Institute, a newly established private sector led organisation, is here to help by working with business leaders to close the scale-up gap.

MANUFACTURING & ENGINEERING »

INVESTMENT IN NEW TECHNOLOGIES, FROM 3D PRINTING AND ROBOTICS TO NANO-TECHNOLOGY, IS ENHANCING THE MANUFACTURING SECTOR

SECTOR AT A GLANCE

£27.3 BILLION
THE AMOUNT OF BUSINESS INVESTMENT IN MANUFACTURING IN 2014

11TH
THE UK'S POSITION AMONG THE WORLD'S MANUFACTURING NATIONS

54%
THE PROPORTION OF UK EXPORTS ACCOUNTED FOR BY MANUFACTURING

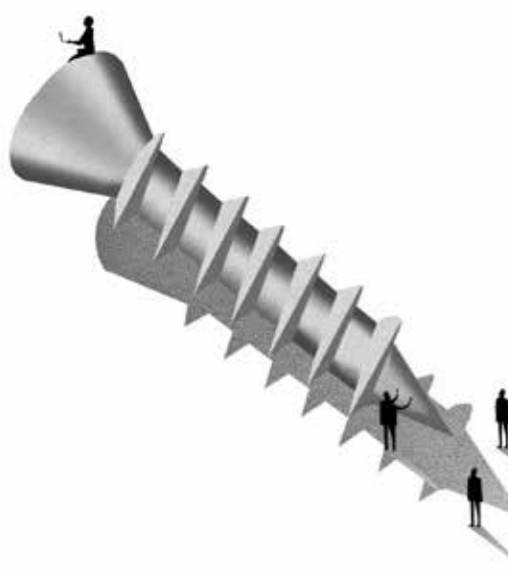
IN THIS SECTION »
Pressure Technologies CEO John Hayward explains how careful acquisitions have helped his business through the oil price slump, and Terry Scuoler of the EEF gives commentary on the critical need for the right skills and education

Sources: CBI, The Manufacturer, EEF, House of Commons briefing paper

MADE TO LAST

THE VALUE OF BRITAIN'S MANUFACTURING AND ENGINEERING SECTORS TO THE UK ECONOMY ARE OFTEN UNDERESTIMATED. WHILE MANY NEWS HEADLINES FOCUS ON HEADWINDS FACING THE INDUSTRY, THE FACTS MIGHT SURPRISE YOU. ENGINEERING BUSINESSES EMPLOY 5.4 MILLION WORKERS, OR 19.3% OF ALL PEOPLE EMPLOYED BY UK COMPANIES, AND PRODUCE A COLLECTIVE TURNOVER OF £1.17TRN*. THIS REPRESENTS A QUARTER OF THE TURNOVER OF ALL UK ENTERPRISES

*Source: EngineeringUK



OTHER COMPANIES THAT MADE OUR LIST

- Gilbert Gilkes & Gordon Ltd
- Greenbank Industries Ltd
- Kent Periscopes Ltd
- Moulded Foams Ltd
- Shepley
- Thompson Aero Seating Ltd
- Zenith Hygiene Group Plc

For the full directory turn to pages 125–158

ALL SYSTEMS GO

Pressure Technologies
 www.pressuretechnologies.co.uk
 Sector: Manufacturing & Engineering
 Region: Yorkshire and the Humber

Pressure Technologies is an AIM quoted designer and manufacturer of high-pressure systems serving the global energy, defence and industrial gases markets. As it has expanded, it has developed specialist engineering businesses and a global presence in the alternative energy sector. It makes high-pressure systems for the containment and control of liquids and gases.

John Hayward, CEO, says the opportunity to enter the alternative energy market back in 2008 proved a turning point.

“We entered an agreement with the world leading biogas upgrading company, Greenlane Biogas, which was significant because it gave us a foothold in a potentially very exciting market, albeit we were limited to the UK,” he says.

“This position gave us the opportunity to acquire Greenlane in 2014, making us a world leader in the field. Alternative energy is expected to account for 25% of our 2015 revenues.”

However, the energy and commodities industries are highly sensitive to economic cycles, so the company has had to contend with some shaky financial conditions.

“Our business operates in a highly cyclical market, and we originally brought the company to AIM in 2007 to provide access to funds, to help diversify earnings and help smooth out some of the profit bumps associated with the cyclical oil and gas market,” says John.

“Although the recent prolonged downturn in our main oil and gas market has been challenging, our business has been protected by the acquisitions we have made over the past five years.”

As for the next five years, John has plans to diversify the group further to safeguard its earnings.

“We expect this diversification to come through organic development of new products and services, in addition to some acquisitions,” he says. “The biggest challenge, and therefore opportunity, will be to provide a product with a low cost of ownership, as customers increasingly look for the best value and not the lowest price.”



25%

The proportion of Pressure Technologies' revenues accounted for by alternative energy



The AIM quoted company hopes to diversify through a mix of new products and acquisition activity



“The prolonged downturn in oil and gas has been challenging, but our business has been protected by the acquisitions we have made over the past five years”

John Hayward, CEO, Pressure Technologies

TECH MEETS TEXTILES

Based in Norfolk's King's Lynn but with offices around the world, KKL Technologies is a group of manufacturing businesses servicing the textile and ceramics industries.

"Our technologies help produce a variety of consumer products," says CEO Mark Littlewood. "From the shoes and clothes we wear, to the water we drink, the fabric and carpets in our homes, the toilets and shower basins we use – we supply key components of the technology that helps produce all of these products and more."

As an export-focused company operating in fairly traditional markets, Mark says it has been critical to focus on niche business where it has a clear technical advantage. With Europe in a prolonged period of low growth, Mark says he looked elsewhere.



www.kltechnologies.co.uk
Sector: Manufacturing & Engineering
Region: East of England



"We focused on North America when growth was picking up after the downturn. Don't fight the trends, work with them"



CEO Mark Littlewood is proud of the company's green credentials

The company produces the components needed to create cloth for book covers



A FRYING SUCCESS

A leading purveyor of some of the world's finest and most innovative foodservice equipment products, Kent-based Jestic aims to be the UK's sole distributor of the equipment it manufactures.

"We currently source products from the US and Europe and are constantly seeking quality and inspiration from around the world," says Managing Director, Steve Loughton.

The company specialises in more than simply sales, however. "We have a 1,500 square foot demonstration and training

kitchen used for menu development, customer training and product familiarisation," says Steve. "We continually work to develop our field sales team, service engineers and colleagues in terms of their skill sets and attitude to customer care."

What's more, the company has become a specialist in fashionable open-plan food preparation equipment.

"These products allow the customer to be immersed in the theatre and essence of the cooking process," Steve explains. "With much



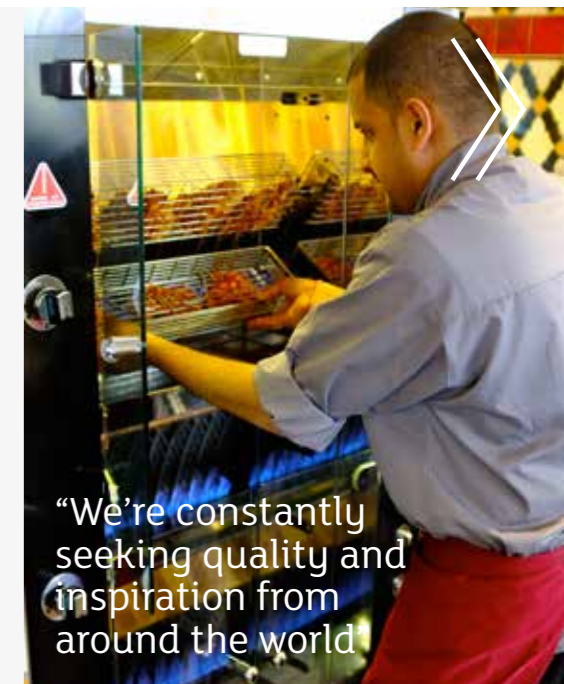
www.jestic.co.uk
Sector: Manufacturing & Engineering
Region: South East England



Jestic manufactures an array of cooking equipment from fryers to charcoal ovens



Open kitchens are a trend that Jestic has been able to capitalise on with ease



"We're constantly seeking quality and inspiration from around the world"

"We doubled the size of our sales teams in Asia to look not only in China but South Korea, Japan and others," he says. "We also focused more on North America where growth was picking up after the downturn. Don't fight the trends, work with them."

With funding for projects often hard to come by, KKL Technologies looked to renewable energy projects for which it was more likely to get financial backing. The company installed a 200 foot 1.5 megawatt wind turbine and 6,000 solar panels, so that it could power its own site.

"This has provided us with a stable energy price for the next 20 years, while adding to our low carbon and green credentials," says Mark.

Looking ahead, he expects business as usual: "We have tripled our workforce in the past five years to 330 and I expect we will do the same again in the next five years."

6,000

The number of solar panels at the company's King's Lynn site

of the equipment in our range being designed with customer visibility in mind, we've been in a position to work directly with kitchen designers and restaurateurs looking to install this equipment for many years."

Jestic's growth is certainly impressive and Steve says current trends look encouraging.

"A drive towards open plan kitchens and better quality equipment, and a growing desire to be more sustainable, use less energy and create less waste is a great opportunity for our future growth."

2005

The year Jestic was established

SAFE AND SOUND

Founded in 1985, Insafe is the UK's leading and biggest independent safe and safe engineering company. Its customers include over 100 high-street retailers, financial institutions and leisure operators.

"We deliver and install more than 500 safes every month throughout the UK with our own in-house resources and we have been the sole supplier of safes, safe locks and safe engineer services to the Post Office for 12 years," says Managing Director, Clare Easterling.

Founder and CEO Alan Bullock explains how when he started up in 1985, he was seeing established safe manufacturers losing touch with the retail explosion in the UK.

"I concentrated on contacting and getting to know potential customers, persuading them I understood their requirements and that I could



INSPIRED SECURITY

www.insafe.co.uk

Sector: Manufacturing & Engineering

Region: South East



"The only way to get through a recession is to work harder and smarter"



Insafe has supplied the Post Office for 12 years

As well as safes, the company delivers and installs safe locks and access control equipment



work with them to provide products and services to reduce the risks and challenges they were facing, such as robbery, internal theft and fraud – we continue to adhere to this principle," he says.

The company's biggest challenge, says Alan, came during the financial crisis. "The only way to get through a recession is to work harder and smarter for less money.

"There was a complete change in our bank's attitude towards us, our requests for short- and long-term loans were turned down. We overcame this by making tough decisions like cutting staff, cutting costs, and working harder and longer. We came through it as a stronger company."

Alan's advice for firms starting out? "Make sure you are ready to work 100 plus hours per week and to think of nothing else 24 hours a day. And do it to make your business successful and not for personal reward."

500

The number of safes the company delivers and installs each month

OPPORTUNITIES FOR GROWTH ARE THRIVING

TERRY SCUOLER
CEO, EEF THE MANUFACTURERS' ORGANISATION



"WHILE CHALLENGES ABOUND AND GLOBAL COMPETITION BECOMES FIERCER, OPPORTUNITIES STILL THRIVE IN THE STRONG UK CONSUMER GROWTH MARKET"

A TRADITIONAL PROPENSITY AMONG BRITS FOR TAKING RISKS HAS HELPED THE UK'S ECONOMY, BUT MORE NEEDS TO BE DONE TO ENCOURAGE SMES TO TAKE THEIR NEXT PLUNGE

Entrepreneurship and growing businesses are key to our country's prosperity. Together with the spirit of dynamism linked to a preparedness to take risks, referred to by Adam Smith in the 18th century as the 'invisible hand', the business leaders and their companies showcased in this book benefit enormously from the provision of accurate information on markets, sources of finance, investment opportunities and networking with business leaders who share a common enthusiasm and drive.

Therefore, the services of London Stock Exchange Group, one of the most professionally regulated main trading markets in the world, along with the more entrepreneurial and highly successful Alternative Investment Market (AIM) and, of course, the 1,000 inspiring companies in the book deserves praise.

The UK's future growth will be linked in large measure to our ability to reverse our decades-long relative decline in industrial performance, and in our export and balance of trade performance.

The link between productivity, innovation and export performance is clear and if we, as a nation, are to approach, let alone achieve, the £1trn per year export target and facilitate an additional 100,000 companies exporting by 2020, then the ongoing success of these 1,000 and indeed others among the circa four million small and medium-sized enterprises (SMEs) in the UK is critical.

Growth and success can be measured in a number of ways and the government has an important strategic role to play, especially in providing our business and physical infrastructure.

From supporting businesses through the so-called valley of death by helping to enable a competitive flow of loan

finance, as well as equity finance for larger companies, to export guarantee insurance, support for research and development and, even more crucially, applied research and product development are all key.

Government support and encouragement is essential. The establishment of the network of catapult centres covering seven industrial sectors is therefore welcome.

That said, more needs to be done to encourage SMEs to participate.

Another key dependency for the 1,000 inspiring companies highlighted here and indeed for all businesses, is the need to access the right skills to help growth.

The link between skills, technology and productivity is well documented,

120

THE NUMBER OF YEARS EEF HAS BEEN BACKING BRITAIN'S MANUFACTURERS

as is the compelling need to improve educational standards, produce more science, technology, engineering and mathematics graduates and deliver the government's promised three million apprenticeships at the appropriate level of attainment (NVQ level 3 and above).

While challenges abound and global competition if anything becomes even fiercer, opportunities still thrive in the strong UK consumer growth market, as well as overseas markets that are supported by global demographic trends.

As the 1,000 companies featuring in this book have demonstrated, we in the UK can claim our place as a leading global player.

SCOTTISH FIRMS »

SMALL AND MEDIUM-SIZED BUSINESSES ARE THE BACKBONE OF SCOTLAND'S ECONOMY. INVESTMENT IN INFRASTRUCTURE AND A COMPETITIVE ENVIRONMENT ARE UNLOCKING NEW OPPORTUNITIES

SECTOR AT A GLANCE

7.8%
THE PERCENTAGE INCREASE IN THE NUMBER OF ENTERPRISES IN SCOTLAND BETWEEN MARCH 2014 AND MARCH 2015

18.5%
THE ANNUAL GROWTH IN THE SCOTTISH CONSTRUCTION SECTOR FROM OCTOBER 2014 TO OCTOBER 2015

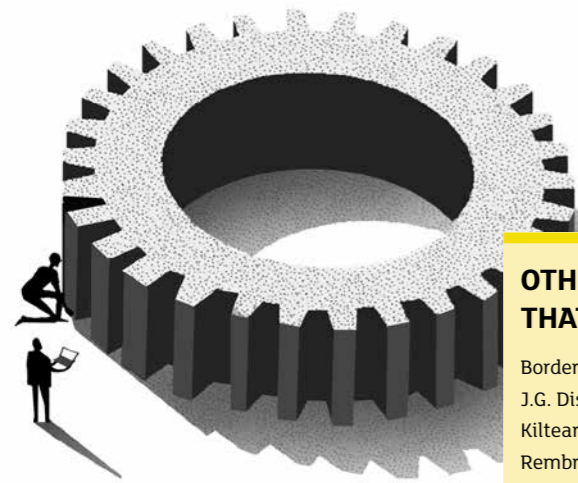
£41.8 BILLION
THE TARGET FOR SCOTTISH INTERNATIONAL EXPORTS BY 2017, A 50% INCREASE ON 2013

IN THIS SECTION »
David Wilmer of Jim Wilmer & Sons talks logging and the opportunities of biomass, while Tim Hames, Director General of the British Private Equity and Venture Capital Association says the UK ought to shout louder about its successes

Scottish Government,
CBI Scotland

RIDING HIGH

SCOTLAND HAS A LONG AND PROUD ENTREPRENEURIAL HISTORY AND THIS SPIRIT CONTINUES TO THRIVE, KEEPING BUSINESS CONFIDENCE STRONG. KEY TO LONG-TERM SUCCESS IS INCREASED PRODUCTIVITY, INNOVATION, INVESTMENT AND TRAINING, ALL AREAS IN WHICH MANY SCOTTISH FIRMS ARE ALREADY EXCELLING. SCOTLAND IS PRODUCING SOME WORLD-BEATING BUSINESSES WITH GLOWING PROSPECTS



OTHER COMPANIES THAT MADE OUR LIST

- Border Biscuits Ltd
- J.G. Distillers Ltd
- Kiltearn Partners Llp
- Rembrand Timber Ltd
- Signature Pubs Ltd
- Strathclyde Tyre Services Ltd
- The Scotch Whisky Heritage Centre Ltd

For the full directory turn to pages 125–158

MOVING WITH THE CYCLES

Jim Wilmer & Sons
 www.jimwilmerandsons.co.uk
 Sector: Forestry & Logging
 Region: Scotland

Jim Wilmer started felling trees and selling firewood around local towns 34 years ago, before diversifying into timber harvesting and contracting. Now, along with his sons, Jim runs one of the biggest timber-harvesting contractors in Europe.

Recently, an outbreak of a fungal disease in Larch trees resulted in an industry boom – masses of trees had to be felled to try and contain the epidemic. JW&S rapidly expanded its fleet of machines to cope with the extra demand.

On the other side of the coin, demand from overseas is proving to be a challenge.

“At present, the pound being so strong against the Euro and Swedish krona has resulted in a flood of imported timber coming into the UK,” says Director, David Wilmer. “We have had to cut our operating costs to ensure competitiveness in the market to keep bringing work and winning contracts into the company.”

While the larch tree disease provided a business boom, it was relatively short-lived.

“The disease has been and gone so we will probably reduce the company size a little to suit demand,” says Wilmer. “We have to move with the industry cycles.”

David predicts that most future demand will come from an increased need for wood burning for electricity production. But the company’s breadth of services will also ensure more business.

“We do a lot of clearances for wind farms and the way we clear forests is quite a science – we are often given targets for the amount of log, pulp, and other timber products the client wants from the forest – we have to be quite strategic in how we approach the project, targeting larger or smaller trees, as necessary.”

“We then cut the timber and stockpile it for picking up at the roadside,” he explains.

Looking ahead, David is optimistic. “There is increasing demand for biomass – any timber product that can be burned for electricity – and that comes as a by-product of all of our projects.”

34

years ago Jim Wilmer began felling trees and selling firewood



Biomass is becoming increasingly popular and, happily, it’s a by-product of all of JW&S’s projects



“The way we clear forests is quite a science. We have to be strategic in how we approach each project”

David Wilmer, Director, Jim Wilmer & Sons

UNRIVALLED PEACE OF MIND

Peak Scientific is a leading innovator in the design, manufacture and post-production support of high performance gas generators for analytical laboratories.

"Our forte is in providing our customers with unrivalled peace of mind and hassle-free, high-quality, dependable gas generation solutions on site and tailored to meet their specific laboratory demands," says its Managing Director, Robin MacGeachy.

Peak is selling to almost every country on the planet and into an impressive range of market sectors from education to food and beverages, forensics to medical and from pharmacology to oil and gas.

Robin says Peak also identified a gap in the market for providing a high-quality service. "Our competitors, in most cases, require their



www.peakscientific.com
Sector: Electronic Manufacturing
Region: Scotland



"Find something you enjoy not just for the money. The money will follow if you do it right"

generator to be uplifted and taken to a repair centre if a breakdown occurs. All the while, the customer's instrument is not operational," explains Robin.

"We realised that this was not convenient for customers and also, not necessary. Our solution was to send engineers to the customer's site.

"This has proved hugely successful with 95% of breakdowns repaired on the first site visit."

This service proposition has helped fight off fierce competition from major rivals, explains Robin.

In the next five years, Peak plans to invest heavily in research and development and new systems to meet the evolving needs of its clients.

"We are aiming for, and expect to have, turnover greater than £100m within five years," says Robin.

But for those starting out, Robin says passion and enjoyment are more important than cash.

"Find something you enjoy not just for the money. The money will follow if you do it right and play for the long term."



From its Scotland HQ, Peak Scientific sells to almost every country in the world

The company relies on meticulous analytical research to create high-performing gas generators



HIDDEN DEPTHS

With bases as geographically diverse as Fort William and Tasmania, the Underwater Centre trains commercial divers and remotely operated vehicle operators.

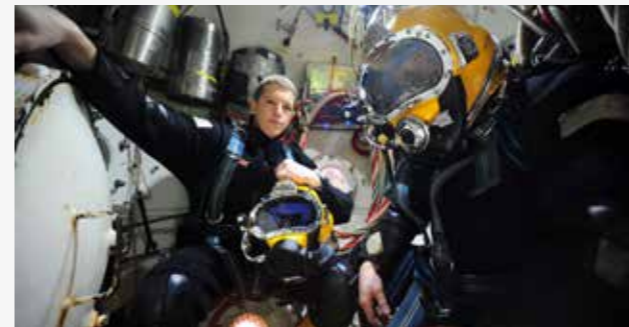
"We are based in these locations as they provide access to sheltered water 100m deep, which we require to train in saturation diving," says the company's Director, Chris Williams.

"In Fort William, we also provide a highly realistic and cost-effective testing environment for companies looking to develop and test new subsea equipment. Our aim is to

be the world's most highly regarded provider of subsea training and the UK's leading subsea trials and testing venue," says Chris.

The company's major strength, says Chris, is its people. "We have the right people with the necessary combination of attitude, experience and expertise to underpin our delivery of high-quality training and other services."

Such a variety of skills has enabled it to capitalise where others could not. "One of the most significant recent opportunities has been



The Underwater Centre is headquartered in Fort William, but also has a site in Tasmania

The company's bespoke training courses provide graduates with extensive practical experience



www.theunderwatercentre.com
Sector: Education
Region: Scotland

"We have the right people with the right attitude, experience and expertise"



95%

The proportion of breakdowns that Peak Scientific repair on a first site visit

to introduce training in Russian language to a market in which our level of training was not previously available," says Chris. "We built on that to win a further contract in Russia, our largest to date."

Chris says the company has also worked with the oil and gas industry to develop new Remotely Operated Vehicle (ROV) training that was previously unavailable and is unique worldwide.

"We have developed a new range of courses that address many of the industry's competency issues, helping to bring down operating costs for ROV companies and improve operator safety."

85%

The proportion of the company's graduates who now work in the subsea industry

LEADING THE WASTE REVOLUTION

As the fastest-growing national waste management broker in the UK for the past five years, SWR delivers bespoke solutions to the automotive, hospitality, retail, food manufacturing and facilities management sectors.

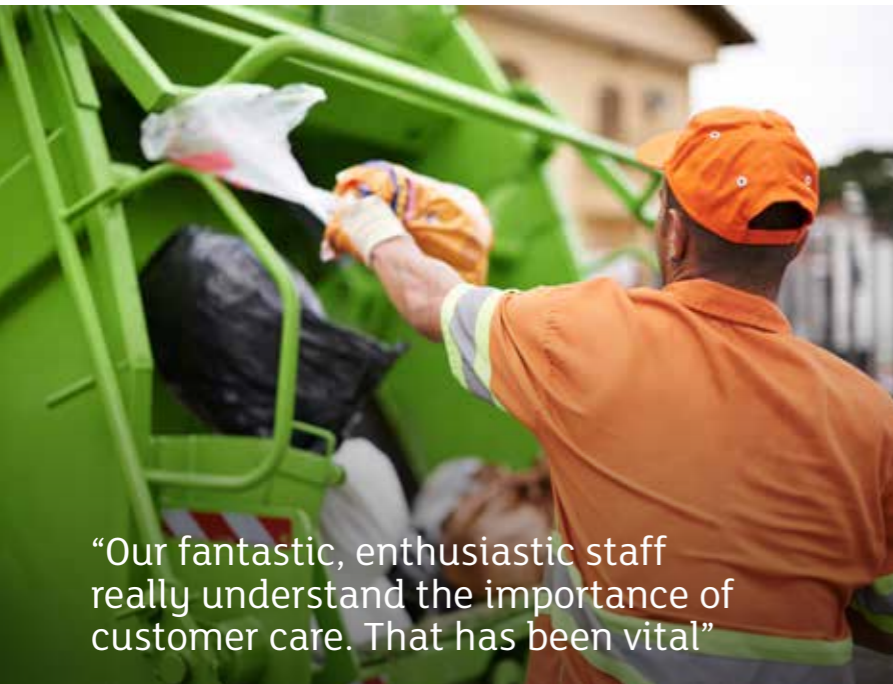
“Essentially we work with customers to manage their waste costs and increase recycling levels,” says Andy Butler, CEO.

The waste management industry has historically never had great customer service, according to Andy, and that is one of the unique drivers of SWR’s success.

“Our fantastic, enthusiastic staff really understand the importance of customer care and that has been vital,” says Andy. The waste management sector is evolving fast and SWR have been cashing in.



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



CEO, Andy Butler estimates his company will double in size within five years



One of SWR’s main aims is to increase its clients’ recycling levels

“Our fantastic, enthusiastic staff really understand the importance of customer care. That has been vital”

“One of the biggest issues in the industry currently is that of food waste segregation. Because of our presence in the hospitality sector, we have been able to deliver innovative solutions for the likes of Pizza Express, Spirit Pub Group and Carluccio’s,” says Andy.

However, making a profit is still hard work, and the industry is evolving so quickly, the whole model of waste management is changing.

“Costs have escalated quickly in recent years and I think they will rise rapidly in the next 12-24 months,” says Andy.

He predicts that collections will begin to be based on transport costs and the weight of waste.

“It will be a far more equitable approach – the end user will be paying for the waste they produce, not just the number of bins they happen to have! It will accelerate the separation of food waste from general waste.”

Looking to the future, Andy says SWR could easily be twice the size it is today in five years, both in turnover and staff numbers.

50,000

The number of scheduled container collections SWR makes in a typical month

MAKING WAVES

ROVOP is an independent subsea specialist, which provides underwater remotely operated vehicles (ROVs) to the oil, gas and offshore wind industry.

ROVs are typically used to complete intervention and survey, inspection, construction and repairs underwater.

ROVOP’s CEO, Steven Gray says superb staff and technology have resulted in the company being a leader in its field.

“We have invested to ensure we have the latest generation vehicles maintained by

personnel whose training and competence we manage within our own training facility, the ROVOP Academy,” says Steven.

The academy has successfully recruited and trained more than 100 new ROV service staff in three years. “All of these things combined result in better service, increased efficiency and decreased downtime and cost for our clients,” he says.

“The installed stock of subsea equipment in oil, wind farms and energy transmission continues to grow and ROVOP makes the



ROVOP provides a range of equipment from cable laying tools to drills and rigs

The company trains its staff on site at the ROVOP Academy

installation and maintenance of these assets more efficient,” he adds.

This area is advancing quickly with new technology and ambitious projects.

“The subsea industry in the future will be dealing with more challenging environments such as ultra-deep-water and high current areas,” says Steven. “ROVOP’s technological advantage allows us to safely and efficiently handle these conditions.”

The oil price slump is currently providing significant challenges to the sector, but Steven has a firm idea about what the company must do to tackle it. “We need to make customers more efficient by reducing their operating costs. This is an opportunity if we can do it successfully.”



www.rovop.com
Sector: Oil & Gas
Region: Scotland



100

The number of service staff fully trained in the past three years

INNOVATION NATION

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



**“THE SHEER DIVERSITY OF BRITISH
EXCELLENCE IS TRULY STAGGERING”**

THE UK IS HISTORICALLY SHY WHEN IT COMES TO TELLING THE WORLD ABOUT ITS EXCELLENCE, BUT WE HAVE A GREAT DEAL TO SHOUT ABOUT

A technology revolution is changing the way we live, work and communicate. The constant need to innovate to remain competitive is a fundamental challenge for the UK on the global stage. The nation already has a proud track record of enterprise and entrepreneurialism – what we need to do now is ensure that this not only continues, but accelerates.

In an ever-shrinking world, the need to promote and finance innovative businesses is vital. Transforming today's ideas into tomorrow's global companies requires a skilled workforce, a robust infrastructure and, crucially, a dynamic investment community. The UK's unique combination of these factors make it the leading European destination for entrepreneurs to launch and grow start-ups – foreign entrepreneurs set up one in seven new UK businesses.

Last year, the BVCA launched a new campaign designed to celebrate what makes Britain *The Innovation Nation*. We have a rich eco-system, which connects entrepreneurs and investors through a chain built on world-renowned scientific and academic institutions and a deep support infrastructure. Our legal, regulatory and tax environments are among the most competitive in the world and companies benefit from a historically open business approach.

As a result of such encouraging factors, 2014 figures show that the UK had the fastest growth rate in Europe, at 2.9%, and is set to overtake Germany as Europe's largest economy by 2030. But regardless of such positive feats, Britain is not traditionally very good at shouting about what makes us great. Initiatives like *The Innovation Nation* and this book are both robust efforts to change this.

We have a lot to shout about. The UK is the advocative gateway to a market

of 500 million European consumers and an organic bridge to the US. It is, quite simply, the natural place to start, grow and accelerate a business.

In 2014-15, a record 580,000 new businesses were created. Venture capital funds invested £2.5bn in 2014 in the UK – a greater amount than any other European nation. More than 780 companies successfully raised venture capital here – again, more than any other country in Europe. London is consistently ranked as being the best European city for start-ups, and the UK as a whole can lay claim to 17 'unicorn' companies (those valued at US\$1bn plus). That's as many as France, Germany, the Netherlands and Sweden combined.

The sheer diversity of British excellence is truly staggering. As the BVCA's report highlights, Britain has outstanding companies in a dazzling array of sectors throughout the country. Driven by proximity to universities or regions with a related industrial heritage, these communities help accelerate growth by providing a personalised network of businesses, mentors, angel investors, venture capitalists and talent.

From fintech and creative in London, F1 and automotive in the Midlands, oil and gas in Aberdeen, and business software in Newcastle, the UK has an innovation landscape that is the envy of the world. Ground-breaking technologies and services keep Britain at the forefront of the technological revolution.

These companies illustrate how crucial the right location and support network is to a company's success. The combination of ideas, business expertise and investment available here is a significant advantage to enterprise here. These components prove that the UK is truly *The Innovation Nation*.

London Stock Exchange – Order book for Retail Bonds

Welcome to ORB

Opening up a new world of capital through retail bonds

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

Welcome to ORB.

Download the practical guide to issue on ORB

[londonstockexchange.com/
ORBguide](http://londonstockexchange.com/ORBguide)



London
Stock Exchange

THE GROWTH OF BRITAIN'S TECHNOLOGY SECTOR CONTINUES TO OUTSTRIP GDP. IT IS HELPING TO SEAL THE UK'S REPUTATION AS A GLOBAL SPRINGBOARD FOR NEW ENTERPRISES

SECTOR AT A GLANCE

12.4%
THE PROPORTION OF THE UK ECONOMY ACCOUNTED FOR BY TECHNOLOGY AND DIGITAL BUSINESS, MORE THAN ANY OTHER G20 COUNTRY

1.46 MILLION
THE NUMBER OF PEOPLE EMPLOYED IN UK DIGITAL INDUSTRIES

15%
THE PROPORTION OF 2013-14 UK START-UPS THAT WERE DIGITAL COMPANIES

IN THIS SECTION »

Team 17's Paul Bray explains how a winning formula led his firm to become a bastion of the UK's video games industry. Jenny Tooth OBE, CEO of the UK Business Angels Association, shares her views on how angel investing is evolving

CBI, Barclays Fast Growth Tech survey, Tech City UK

ALL HANDS ON TECH

THE UK TECH SECTOR HAS BEEN GROWING FASTER THAN ANY OTHER PART OF THE ECONOMY FOR SEVERAL YEARS, WITH THE NUMBER OF TECH-RELATED COMPANIES RISING BY 31% SINCE 2010. THAT IS EQUIVALENT TO 45,000 NEW BUSINESSES, OR ONE NEW COMPANY EVERY HOUR OF EVERY DAY FOR THE PAST FIVE YEARS. CONFIDENCE IS HIGH AND TECH BOSSES PREDICT STEADY GROWTH WILL CONTINUE IN THE COMING YEAR

*Source: KPMG Tech Monitor

GENERATION GAME

Team 17
 www.team17.com
 Sector: Video Games Publishing
 Region: Yorkshire and The Humber

Team 17 might, in shorthand, be described as a video games company, but that does not begin to describe the breadth of its activities and the strategic way it has expanded over time to offer services to other computer games developers. It now describes itself as a video games 'publishing label' for third party studios around the world, in addition to creating original games for PC, console, mobile and handheld devices and other digital platforms.

Paul Bray, Finance and Operations Director, attributes the company's success to a "solid combination of strategic thinking, effective recruitment, planning and hard work".

It has been a phenomenal formula to capitalise on the ever-expanding video games industry and Team 17 has spotted opportunities to broaden its operations every step of the way.

"Emerging digital and mobile technologies have allowed access to a larger audience for video games and have therefore created a whole new generation of video gamers," says Paul.

"In addition to developing our own games, we now publish other independent developers' games too, leveraging the knowledge and experience we have gained publishing our own products over the past 25 years."

Paul says Team 17 has disrupted the traditional video game publishing model by adding its unique technical and developmental skills to assist other games companies.

"We help where our partners are technically (or, due to lack of resources) unable to make all parts of their games. We provide a support mechanism to assist our partners in all business aspects that are new to them. So, we are not a typical publisher, hence the title 'Games Label'."

Paul says that, over the next five years, the company is looking to quadruple its turnover and likely double its staff headcount.

And his advice for young companies starting out? "Network like a lunatic! Look for the risks in your business and then work them out of your business – plan to meet the challenges."



25
 The number of years' experience the company has publishing video games



Team 17 not only makes its own games but assists other developers that lack all the resources required



"Network like a lunatic! Look for the risks in your business and then work them out of your business"

Paul Bray, Finance and Operations Director, Team 17

OTHER COMPANIES THAT MADE OUR LIST

- 1Spatial Plc
- Acturis Group Ltd
- Focus 4 U Ltd
- Guestline Ltd
- Investis
- Reflex Gaming Ltd
- Skyscanner Holdings Ltd

For the full directory turn to pages 125–158



GETTING AHEAD OF THE CROWD

Accesso provides ticketing and queuing solutions to theme parks and leisure attractions in over 25 countries around the world. Some of its well-known customers include Merlin Entertainment Group, Six Flags and the Cedar Fair Entertainment Company, and cover a wide array of venue types, such as zoos, water parks and cultural attractions.

The company's innovations often enable customers to skip the queues for the most popular rides. 'Virtual Queuing', for example, allows visitors to make ride reservations throughout the day.

The company's CEO, Tom Burnet, says the business was a reaction to the opportunity to provide more efficient systems for a huge but fragmented global industry of leisure attractions, helping them boost profits and enhance customer enjoyment.



www.accesso.com
Sector: Technology
Region: South East

"The trick is in convincing people that investing ahead of a coming change is the best way to make the most of it"



Accesso also provides its clients with point-of-sale technology solutions

The company says its key differentiator is its focus on driving revenues through its patented technology



Accesso prides itself on innovative engineering and vision, and Tom says this has been a great strength in its sector. That is, once prospective clients understand how the company's technology will make them stand out from their competitors.

"Our perennial challenge has been to persuade clients that deploying leading-edge technology is a huge differentiator and will mark them out among their peers," says Tom.

"The trick is in convincing people that investing ahead of a coming change is the best way to make the most of it – in the leisure industry, our customers are big forward thinkers."

As a result, Tom says that in five years the company will have expanded enormously: "We will be a truly global, billion-dollar enterprise value business. We'll also have grown the workforce by several hundred percent."

25

The number of countries Accesso operates in

PAYING FAIR

Glide Utilities started as a pub-conversation idea and has now evolved into a multi-million pound utilities and services provider for shared households.

It was the first company in the UK to offer multi-tenant billing, which it says takes the headache and financial risk out of bills for students living in shared accommodation.

"Our mantra is 'bills made simple, life made simple'," says CEO, James Villarreal. "We exist to take the stress out of utility bills, giving our customers time to do the things they love."

James says the company has grown year on year since its 2006 inception to become a £17m turnover business with 69 employees and 50,000 customers in the UK.

"This year alone the business stands to grow by an estimated 30%," says James.

Glide has capitalised on the growing student market and increasing demand for shared accommodation.

"Our unique online portal gives tenants and property owners the ability to track and monitor all their household energy usage in



www.glide.co.uk
Sector: Utilities
Region: West Midlands



"We exist to take the stress out of bills, giving our customers time to do the things they love"

Glide's app allows customers to enter meter readings, pay bills and more

The company started life in Birmingham and now has customers across the nation



one place, at the click of a button," he says. Glide also offers a mobile app, which allows customers to access and track usage, view and pay bills and enter meter readings, without even stepping into their home.

James asserts that any smart entrepreneurs can emulate their success.

"Just work hard, do your research and surround yourself with good people. If we can do it, others can!"

50,000

The number of customers Glide Utilities serves in the UK



THAT'S ENTERTAINMENT

InternetQ provides mobile marketing and digital entertainment solutions for mobile networks, corporate brands and consumers with operations spanning Asia, Europe, Africa and the Americas.

The company's marketing offering consists of Minimob, a proprietary software that can be incorporated into marketing campaigns via smart devices and apps. It enables consumers to access the best offers in real time – and for advertisers to gain visibility about how their campaigns are performing in granular detail.

Its other division, Akazoo, is a proprietary music streaming service. "Akazoo is delivered to customers through our strong relationships with mobile operators, handset manufacturers and internet service providers, and the direct to consumer model is also progressing rapidly," says CEO



www.internetq.com
Sector: Digital Solutions
Region: Greater London

"Our industry knowledge and expertise means that we have anticipated changes in the industry"



InternetQ has capitalised on the move away from computers

The company's brainchild, Minimob, can be incorporated into campaigns accessible through app devices



and Founder Panos Dimitropoulos. In a competitive industry that is still evolving fast, Panos says the company has thrived through technical innovations, which have helped win big clients.

"We have always been in the vanguard of the dramatic shift towards performance-based marketing, allowing advertisers to make a range of offers to mobile users, which then deliver an immediate financial return."

"Our industry knowledge and expertise means that we have anticipated changes in the industry and our innovation has meant that we have been able to deliver consistent growth," he adds.

InternetQ plans to expand by taking advantage of the growth in smartphone use and adoption of smart devices, with brands increasingly able to reach consumers in a more targeted and more profitable way.

"To do this, we have developed a performance-based advertising model that we have successfully taken to market," says Panos.

£22.3^m

InternetQ's net earnings in 2014, an increase from £7.3m in 2011

TOP OF THE LINE

Maintel Holdings provides communication solutions to businesses, delivered either on premises or within the cloud. It offers contracted and managed services, the sale and installation of telecoms systems, and of fixed-line, mobile and data telecoms services.

Executive Director, Angus McCaffery says the key to the company's success has been having a clear plan and sticking to it – always with an eye to making a profit.

"It's often easy to get distracted, especially in the tech space, and then you start to

change your model and lose focus. Having a great team of people has obviously helped us deliver on this vision."

The company has grown largely by acquisition and has acquired one business every year for the past four years.

"The greatest was the acquisition of Datapoint, a UK and Ireland competitor, which had a good underlying business but wasn't delivering to its full potential," says Angus.

"We acquired it in 2013 for £3.7m and set about reducing the cost base, motivating the



www.maintel.co.uk
Sector: Telecommunications
Region: Greater London

"The businesses we acquire are those we feel we can mould, to add greater value for our customers"



Maintel prides itself on providing multi- and omni-channel strategies for clients

The company has acquired one business every year for the past four years



staff and re-engaging the customers. It's now one of the jewels in our crown."

"The businesses we have acquired are those we feel we can mould and complement the other units of our business to add greater value for our customers," says Angus.

"As a result, we have achieved more organic growth than many of our peers."

£3.7^m

The amount Maintel acquired Datapoint for in 2013



IN SEARCH OF SUCCESS

From its offices in Leeds, Search Laboratory has grown into a thriving global, digital marketing company. It has spent ten years managing local and international paid and organic search, social and display campaigns for clients, helping them increase their online presence on international search engines such as Google, Bing, Yandex and Baidu.

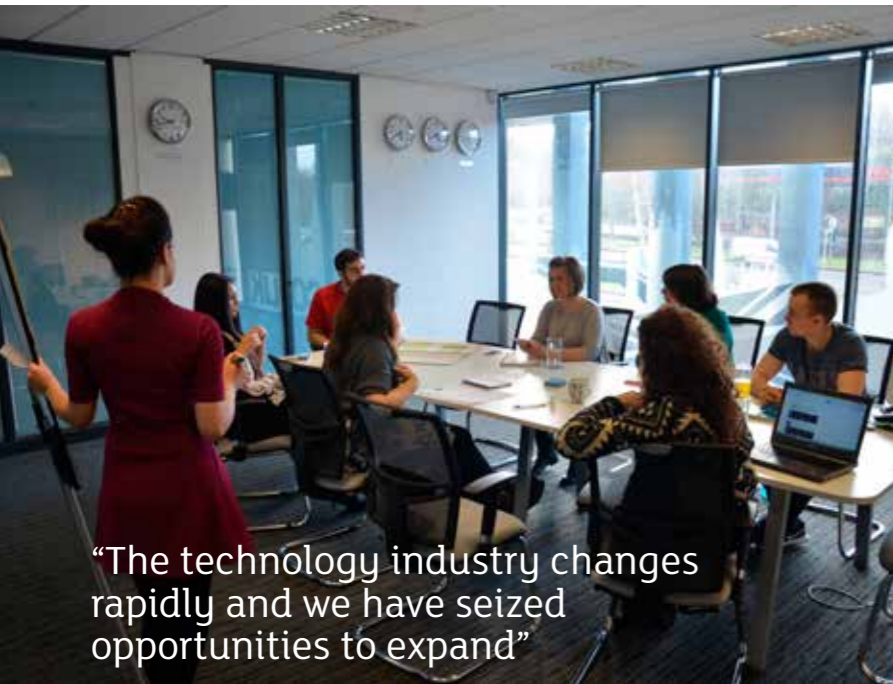
It employs over 120 in-house digital specialists and recently opened an office in New York after spotting a gap for its services in the US market.

Ian Harris, CEO and Founder, says the company originally focused on paid search engine marketing but that soon changed.

"We saw increased demand from clients for complementary services. Soon we diversified to offer search engine optimisation, which is almost essential for any organisation trading online competitively," he says.



www.searchlaboratory.com
Sector: Information Technology
Region: Yorkshire and the Humber



"The technology industry changes rapidly and we have seized opportunities to expand"

"The industry changes rapidly and we have seized opportunities to expand to offer programmatic, social, online PR, content marketing, conversion rate optimisation and analytics – all services that are tightly interlinked within any successful modern marketing mix."

Ian says the recession actually helped the business. "Tough times meant more businesses were forced to look further afield for new sources of revenue, and that resulted in an increasing demand for Search Laboratory's internationalisation services," says Ian.

Ian explains that there is considerable focus on treating staff well and the company has been voted among *The Sunday Times*' Top 100 places to work for three years running. "We believe that 'happy staff make for happy clients'," he says.



Ping-pong is one way to ensure happy staff, which CEO Ian says is key to happy clients

The company is headquartered in Leeds and has recently opened an office in New York



>120

The number of staff at Search Laboratory

AHEAD OF THE LENDING CURVE

Nostrum provides lending software to banks, finance companies and retail brands. The software powers systems that enable companies to deliver a fully digital experience to their customers. "Our mission is to make the lending process cheaper, faster and safer for our clients and their customers," says CEO, Richard Carter.

The company's success, according to Richard, is down to a dedicated and highly skilled workforce and thorough market research. "We champion innovation and look

for those who understand our consumer-focused values, but recruiting the type of people who can add value to our company is our biggest challenge. Our staff are at the core of our success."

Richard says the emergence of the digital consumer has presented the company with its most valuable opportunities.

"We have been ahead of the curve with our vision for digital lending. We have invested heavily into the user experience of our software while our competitors focused on

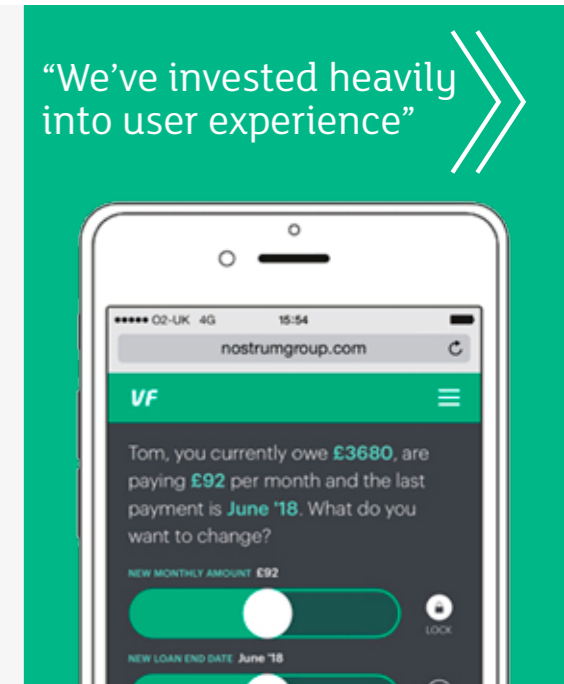
NOSTRUM GROUP

www.nostrumgroup.com
Sector: Information Technology
Region: Yorkshire and the Humber



Nostrum aims to make lending cheaper, faster and safer

Thorough market research means the company stays in tune with what its consumers want



"We've invested heavily into user experience"

other areas. This has enabled us to create a strong competitive advantage."

"We have also commissioned a piece of consumer research into attitudes towards digital finance, to help ensure our development work is aligned with what consumers want from loan providers today."

Such research has been invaluable in keeping a finger on the pulse of the industry. "By sharing our findings, we have become an established voice in the FinTech industry."

A stream of new entrants into the banking space is also providing plenty of opportunities. "The emergence of new innovators means every lender needs to review its business model," says Richard. "For us, that means expanding our product range and possibly making acquisitions."

40

The number of financial and retail clients Nostrum has served to date

ANGEL INVESTING FROM START-UP TO SCALE-UP

JENNY TOOTH OBE
CHIEF EXECUTIVE, UK BUSINESS ANGELS ASSOCIATION



“WE RECOGNISE THAT IT IS NOT SUFFICIENT TO ONLY MOBILISE ANGEL INVESTMENT, WE NEED TO ENSURE THAT ALL OF THE SOURCES OF FINANCE ARE CONNECTED”

ANGEL INVESTING IS ON THE UP, BUT REPRESENTATION OUTSIDE OF LONDON AND REPRESENTATION OF WOMEN BOTH NEED A BOOST

Angel Investors have backed many of the UK's successful entrepreneurs, bringing both finance and experience to support their growth. Yet the angel investment finance landscape in the UK has changed significantly over recent years. Many more investors have entered the market, driven through a range of developments, including policy initiatives such as the Seed Enterprise Investment Scheme, as well as the rise in equity crowdfunding and online platforms.

Another important trend is angel syndication, supported by initiatives such as the £100m Angel CoFund and new regional co-investment funds. Syndicates enable angels to pool their finance and skills to bring much larger investment sums to entrepreneurs, including leveraging further finance rounds.

Angels are also co-investing alongside many different sources of finance, including crowdfunding, venture capital funds, as well as debt instruments and innovation grants. This enables angels not just to be there at the start-up but to have the capacity to continue to support the business through its growth cycle, and in some cases through to acquisition, or to an IPO.

40%
THE PROPORTION OF ANGELS THAT ARE UNDER 45 YEARS OLD

A further change is in the face of angel investing here in the UK. Over 40% of angels are now under 45 years old, as revealed in our research 'Nation of Angels' (January 2015), which

UKBAA carried out with the Centre for Entrepreneurs and the Enterprise Research Centre.

The research also showed that there are still too few women angel investors – they represent only 14% of the overall angel population. Another

14%
THE PROPORTION OF ANGELS THAT ARE WOMEN

exciting development is an increase in the number of successful entrepreneurs who have gone on to become angel investors, bringing finance and experience into the next generation of growth entrepreneurs.

Yet, with all these opportunities and developments, there is a need to bring many more individuals into the angel

£100m
THE VALUE OF THE ANGELCO FUND

market, especially outside of London and the South East, where the market remains patchy. However, at UKBAA we recognise that it is not sufficient to only mobilise angel investment, we also need to ensure that all of the sources of finance are connected across the country.

We must all work together to ensure that there is an effective finance pathway to enable entrepreneurs across all the regions in the UK to achieve their full growth potential and become the global success stories of tomorrow!

TRANSFORM POTENTIAL INTO MOMENTUM.

However you plan to keep moving forward, at HSBC we have the Capital Financing solutions to help you see it through from beginning to end. We have experts around the world who could provide you with a strategic approach across the whole capital structure of your business, from innovation right through to implementation and execution.

For more information, go to www.hsbcnet.com/capitalfinancing



LEISURE »

AS CONSUMERS BEGIN TO LOOSEN THEIR PURSE STRINGS AND MILLENNIALS SEARCH FOR A MORE CUSTOMISED EXPERIENCE, LEISURE COMPANIES FROM THEME PARKS AND SPAS TO CRUISE LINERS ARE ENJOYING A BOOST

SECTOR AT A GLANCE

76%
THE ESTIMATED HOTEL OCCUPANCY RATE IN NON-LONDON REGIONS OF THE UK FOR 2015 AND 2016, A NEW RECORD

3.8 MILLION
THE ESTIMATED NUMBER OF JOBS THAT THE UK TOURISM SECTOR WILL SUPPORT BY 2025

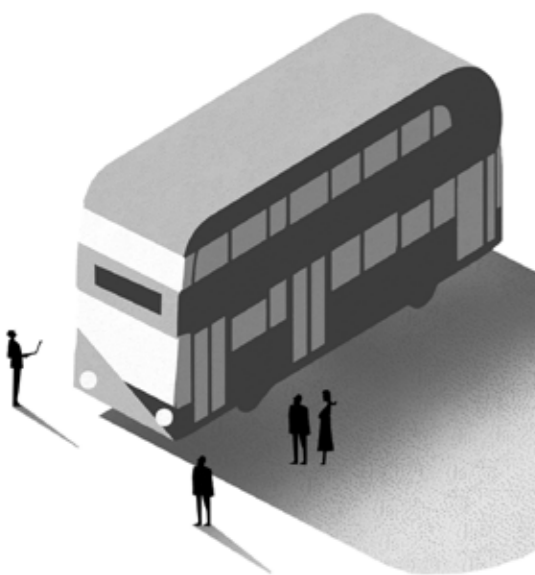
2.3%
THE PROPORTION OF ALL UK EMPLOYMENT ACCOUNTED FOR BY SPORT-RELATED JOBS

IN THIS SECTION »
Go Ape's Jerome Mayhew explains how the recession provided profitable opportunities, while Carolyn Fairbairn, Director General at the CBI, highlights the importance of the UK's medium-sized businesses and says access to long-term financing should be made easier

SportEngland, PwC, Deloitte

THE MEMORY MAKERS

THE UK LEISURE SECTOR HAS DOUBLED IN SIZE IN THE PAST FIVE YEARS AND CONTRIBUTED ABOUT £200BN TO THE UK ECONOMY IN 2015 – 66% OF COMPANIES IN THE SECTOR ARE SMALL AND MEDIUM-SIZED ENTERPRISES. INCREASING DISPOSABLE INCOMES AND A RECOVERING ECONOMY ARE EXPECTED TO UNDERPIN FURTHER GROWTH IN 2016 AND EVOLVING TECHNOLOGY CONTINUES TO SHAPE THE WAY IN WHICH THE LEISURE INDUSTRY OPERATES. MANY UK COMPANIES HAVE EMBRACED THESE CHANGES TO CAPTURE MORE MARKET SHARE AND EXHIBIT TERRIFIC GROWTH, DESPITE A CHALLENGING ECONOMY IN RECENT YEARS



OTHER COMPANIES THAT MADE OUR LIST

Far & Wide Ltd
Kimberley Caravan Centre Ltd
Longleat Enterprises Ltd
Snowcentres Ltd
Sykes Cottages Ltd
Viking River Cruises UK Ltd
Whitehouse Leisure International Ltd

For the full directory turn to pages 125–158

BACK TO NATURE

Go Ape

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

Thrill seekers, nature lovers and passionate staff have helped make Go Ape the UK's number one forest adventure company.

The company started life in 2002, using underused rope courses and bridges in tree canopies around the country that, until then, had been used only for occasional corporate team-building exercises and armed forces training.

It now operates in 29 locations around the UK, plus two in the US.

"Typically, you will arrive at a location and we'll teach you how everything works, fit you into a harness and hoist you up to the tree canopy. Then you make your way from tree to tree using rope bridges, and then a zip wire, which flies through the forest to the ground where you embark on another section," says Managing Director, Jerome Mayhew.

The company also has two huge indoor sites, which house giant trampoline courses allowing visitors to bounce around the entire building and "bounce off the walls."

"It's all about encouraging an adventurous attitude to life," says Jerome. "It's reflected most importantly in our staff, who love what they do and radiate passion and enthusiasm."

When the recession hit the company in 2010, rather than focus on costs, it expanded.

"We decided to replace lost revenue in the recession by diversifying into new activities and new geography," says Jerome.

"We started Treetop Junior, which expanded our age range, and also started our Forest Segway business, which takes all-terrain versions of the Segway electric vehicles and allows people to explore the forests that way."

"We have opened our first urban treetop adventure in London's Battersea Park – we want to open more in other cities here and in the US." Jerome plans to open five new courses a year and also expand the US operation.

"We had 900 staff in 2015 and we will rise to 1,300 this year, and more than double that figure in the next three years."



1,300

The number of staff Go Ape will employ by the end of 2016

Go Ape!
LIVE LIFE
ADVENTUROUSLY

The company already has two adventure sites in the US but plans to expand this further in the next few years



"It was a great recession for us in that sense because we learnt a lot and transformed the business – every year since then has been our best ever"

Tristram Mayhew, Founder, Go Ape

SPICE OF LIFE

Chillisauce is one of the UK's fastest-growing events agencies, organising and delivering activities and experiences for groups and companies in over 50 destinations worldwide.

"By delivering innovative, forward-thinking and often exclusive experiences and events, Chillisauce is now the market leader in the stag and hen party industry," says Founder and CEO, James Baddiley.

Each year, the company caters for over 140,000 consumers and their rapidly expanding corporate events department organises over 700 corporate events, parties and team-building days for major clients including Deloitte, Facebook and Barclays.

James says that staff and technology have been the keys to its recent success: "Technology has always been at the centre of our business,



www.chillisauce.co.uk
Sector: Leisure
Region: London

"The traditional few drinks has now catapulted into weekends and holidays, bustling with new experiences and unusual destinations"



Activities like 'gorge scrambling' may not be for the fainthearted

Group surfing is a popular choice for many of Chillisauce's customers



SHAKING THINGS UP

Inception Group owns and operates a group of highly original bar, restaurant and club concepts in South West and central London.

It launched its first bar, Barts, as a speakeasy style cocktail venue hidden within a Chelsea apartment block. Even though it was the middle of the recession, the concept took off. And, helped by word of mouth on social media sites like Twitter, Barts quickly developed a loyal following.

"Our venues stand out from the crowd and do things differently, while at the same

time provide exceptionally high standards of service, food and drinks," say Co-Founders Charlie Gilkes and Duncan Stirling.

At a time when many pubs are closing, Inception has its eyes on expansion in the coming years. "We are focusing on growing two of our brands: Mr Fogg's (named after Phileas) and Bunga Bunga," says Charlie.

"Initially, our expansion plans are focused on opening more sites in London and we anticipate that our workforce will double in the next three years."



www.inception-group.com
Sector: Leisure
Region: London



Inception Group also offers cocktail masterclasses led by its skilled mixologists

The group's palatial bars have attracted royal visitors like Prince William



and over the years, we have invested heavily in IT to help streamline our processes. By allowing our team managers the freedom to innovate and develop new ways of increasing their departmental efficiency, they feel confident in suggesting new ideas that are often implemented."

Creating this entrepreneurial culture, says James, means that staff across all levels and departments are continuously invested in improving how the business operates, in every aspect.

"Instilling a great social culture has also been fundamental to our success. We sell fun and we make sure our workplace reflects that. From a relaxed dress code and games in the office, to monthly parties and regular weekend trips to our European destinations, we make sure we have a great work/play balance."

Growth in the business has been spurred by an increasing trend of consumers wanting new ways to celebrate key moments in their lives.

"The traditional few drinks has now catapulted into weekends and holidays, bustling with new experiences and unusual destinations," says James. "As people also find themselves with less free time they have been looking for experts to take the hassle out of organising these events. That has been a real driver."

140,000

The number of consumers Chillisauce caters for each year

Duncan is clear about what the government should do to help small businesses – access to finance being one of them.

"A reduction in VAT and tax breaks for new businesses would help increase competitiveness, as would more readily accessible loans," he says.

For small businesses getting started, Charlie urges budding entrepreneurs to be brave. "Don't be afraid to do things differently and obsess about attention to detail. Motivate and incentivise your staff, and lead by example by putting in the hours."

7

The number of venues Inception Group now owns in London

HIGHLIGHTING HERITAGE

It is a refreshing change to hear about a booming tourism business in the UK. And Continuum Attractions is just that. It owns, develops and operates cultural and visitor attractions across the country, from The Canterbury Tales visitor experience in Kent, to the Emirates Air Line cable cars in Greenwich and the famous tour of Coronation Street in Manchester. CEO Juliana Delaney says the secret of the company's continued success and growth – apart from great attractions – is a unique 'staff first, customers second' philosophy.

"It makes our front-line team the most important people in the business," she says. "It's everyone else's job – especially mine – to make those roles as easy and effective as possible. This tactic means employees are empowered and can play a greater part in the business's success."



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



"We own a space in the marketplace between theme parks and museums that no one else owns – and we're doing it well"

"We also own a unique space in the marketplace between theme parks and museums that no one else owns – and we're doing it well."

Juliana says the 'staycation' has definitely helped push the business forward, and survive the 2008 financial crisis.

"The trend of staying in the UK for the holidays helped us see growth. But also, I restructured the group to be more tightly focused on owning and operating visitor attractions," says Juliana.

"Previously, we were also designing and building exhibitions, which wasn't proving profitable enough."

The biggest challenge now, she says, is attracting and retaining talent in the tourism and leisure sector.

"We are still striving to attract stable employees who are looking for a career in the tourism industry rather than transient employees looking for shorter term seasonal work."

"We're raising the profile of the industry, which provides one in ten of all jobs and is growing at twice the rate of the rest of the economy."



Continuum relies on great attractions and a motivated workforce



The Rovers Return Inn is one of the famous landmarks on the Coronation Street tour

TEEING OFF

GolfBreaks is a golf travel company founded in the back bedroom of CEO Andrew Stanley's home in 1998.

Summing up the business in one sentence Andrew says: "It is a one-stop shop that makes booking golf breaks as simple as possible."

In 2015, the company arranged golf days, breaks and holidays for more than 750,000 golfers, working with more than 2,000 venues in the UK and Ireland, Europe and further afield, with recent overseas expansion providing many new opportunities.

"We opened an office in South Carolina and in 2013, launched our US business as we look to bring American golfers over to the UK and Ireland," he says.

"This year, we also launched our Scandinavian operation, with an office in Copenhagen that enables us to service travelling Swedish and Danish golfers. We've also recognised the changes in customer habits in terms of technology, creating a new website that is optimised for mobiles and tablets and is capable of online bookings."



www.golfbreaks.com
Sector: Travel
Region: South East



"Ours is a one-stop shop that makes booking golf breaks as simple as possible"



GolfBreaks makes trips to golfing meccas like St Andrews easy and affordable

The company aims to attract more US golfers to the UK's blustery courses

1984

The year Continuum Attractions was born

"This year we sold our market-leading online tee-time booking service, Teeofftimes.co.uk, to American company GolfNow," explains Andrew. "The deal made great sense financially, but of equal importance was the strategic value of the resulting five-year partnership with GolfNow and its parent company, The Golf Channel, which gives us direct access to millions of American golfers."

Andrew says he wants to be the world's No.1 golf travel company.

"Our USA and Scandinavian operations will be huge, but we also want to become the largest inbound golf tour operator for golfers in China, Korea, Japan and India," he says.

"We expect to top 200 staff very soon, which is why we moved to a larger, state-of-the-art office... complete with a golf simulator room!"

750,000

The number of golfers who went on a GolfBreaks trip last year

A MODERN WONDER

As its name suggests, Red Sea Holidays is the UK and Ireland's leading independent tour operator to Egypt. Launched in the UK in 2009, the company is part of the Red Sea Group, an integrated leisure travel group that combines tour operations, ground handling, a fleet of Nile cruise ships and the largest privately owned hotel group in Egypt.

"Our properly trained sales and support team is able to describe the product from personal experience and we put a focus on providing customers with more and better brochure and web content than our competitors," says Managing Director, Andrew Grant.

The product is simple too, traditional flight-inclusive package holidays, no hidden extras, fixed-rate child prices, the reassurance of local, English-fluent representatives in resort and full ABTA/ATOL protection.



www.redseaholidays.co.uk

Sector: Travel

Region: London

"We put a focus on providing customers with more and better brochure and web content than our competitors"



The Palace Port Ghalib Resort is a favourite with holidaymakers

Red Sea Holidays offers tours of some of Egypt's wonders, like the Valley of the Kings



"Of the 350,000+ guests who have travelled with us over the past seven years, 95% rate us excellent or good, providing excellent word of mouth and very high repeat business," says Andrew.

"Effectively, we launched an old-fashioned travel agency-focused package holiday business in an era when others were focusing on online direct sales and dynamic packaging. We've also been good at building up strong relationships."

However, the turbulent politics of the Middle East has tested the company, says Andrew.

"It is a difficult backdrop, but our active travel trade familiarisation programme reassures front office travel staff, while regular consumer and travel media visits maintain the destination profile, as well as providing consumer assurances of a safe welcome," says Andrew.

Throughout 2016, the company intends to expand operations into resorts in both Greece and Turkey, with more countries to follow.

95%

The proportion of guests who rated the tour operator excellent or good over the past seven years

CBI
THE VOICE OF BUSINESS

LAYING THE FOUNDATIONS

CAROLYN FAIRBAIRN
DIRECTOR-GENERAL OF THE CBI



"TO HARNESS SMES' FULL POTENTIAL, WE NEED TO GO BEYOND THE BENEFIT OUR ECONOMY DERIVES FROM THEM TO CONSIDER WHAT THEY NEED FROM US"

MEDIUM-SIZED BUSINESSES OFTEN STRUGGLE TO FIND LONG-TERM FINANCING. REMOVING THE BARRIERS AND DIVERSIFYING FUNDING OPTIONS MUST BE PRIORITIES

The book in your hands proves what many of us have long known: Britain's Small and Medium-Sized Enterprises (SMEs) are unrivalled hubs of imagination and innovation. From fast-growing tech companies aspiring to be tomorrow's 'unicorns' to Britain's world-beating creative firms – today's growing companies are in the market creating tomorrow's growth and jobs.

In recent years, the CBI has been championing the work of medium-sized businesses (MSBs), in particular. While MSBs make up just 2% of firms, they are responsible for one in six jobs and generate nearly one quarter of private sector revenue.

Our recent *Life in the fast lane* report, produced in partnership with Experian and Lloyds Bank, showed that in the three years following 2010, MSBs tipped the balance from recession to recovery. Without their contribution, instead of growing by 2.7% over this period, our economy would have shrunk by 1.3%.

So – whether start-up or scale-up – SMEs are driving our economy. But to harness their full potential, we need to go beyond the benefit our economy derives from them to consider what they need from us. The London Stock Exchange Group's ELITE Programme is an outstanding example of support available, providing services such as business support and mentoring to the top-tier of growing firms.

But difficulties in access to funding still make the journey from 'small' to 'large' a rough ride. Any CEO knows that long-term planning is essential to a successful business.

Yet CBI members have complained about difficulties in accessing the long-term capital required to back up these plans. More than half of MSBs responding

to a recent CBI survey agreed that the lack of long-term finance is a barrier to growth. So, increasing the diversity of funding options for SMEs must remain a priority. Reducing the barriers to accessing equity finance and promoting the use of different types of debt will help improve the flow of finance to the businesses that need it most.

And we should not underplay the role of the financial services sector – itself responsible for 8% of GDP – in helping SMEs secure the funding they need to grow. We want to see the sector doing more of what it does best – providing growth capital, opening up trade

1 in 6
OF ALL JOBS ARE ACCOUNTED FOR BY MEDIUM-SIZED BUSINESSES

finance and insurance and boosting infrastructure investment.

The right regulatory environment will be crucial to achieving this. In a global marketplace, the combined impact of post-crisis regulatory reform, taxation changes and the UK's political environment will matter for all financial firms. It will be vital to ensure the UK remains an attractive place to invest. At the CBI, we believe the government must do all it can to protect the UK's position – and reputation – as the top global financial centre.

So, from recognising the immense contribution of smaller companies to making sure they get the support and funding they need, let's lay the foundations for the next generation of inspiring British businesses.

THREEPEAT »

WITH THE RIGHT TOOLS AND ABILITY TO INNOVATE, COMPANIES FROM ALL SECTORS AND REGIONS OF THE UK CAN THRIVE. THE COMPANIES IN THIS SECTION, REPRESENTING AN ARRAY OF INDUSTRIES, HAVE EACH APPEARED ON OUR LIST THREE TIMES. THAT'S QUITE A FEAT



SECTOR AT A GLANCE

40
THE NUMBER OF COMPANIES THAT HAVE MADE THE LIST THREE TIMES

225%
AVERAGE REVENUE GROWTH OF THREEPEAT COMPANIES FOR THE PERIOD 2010-14

75%
OF THREEPEAT COMPANIES ARE BASED OUTSIDE OF LONDON

IN THIS SECTION »
Childrensalon's Sorcha Harriman-Smith explains how word of mouth and customer loyalty have been invaluable to the company's success. Mike Cherry, Policy Director at the Federation of Small Businesses, provides commentary on the changing political landscape for the UK's smaller businesses

THREE IS THE MAGIC NUMBER

ALL THE COMPANIES IN THIS BOOK HAVE EXHIBITED IMPRESSIVE GROWTH IN A STILL RECOVERING ECONOMY. THE COMPANIES IN THIS SECTION PARTICULARLY STAND OUT, HOWEVER. THEY COVER A CROSS SECTION OF INDUSTRIES AND HAVE EACH DISPLAYED EXCEPTIONAL GROWTH FOR A NUMBER OF YEARS. ON TOP OF THAT, THEY HAVE CONSISTENTLY OUTPERFORMED THEIR SECTOR PEERS. THAT'S WHY THEY HAVE MADE THE LIST FOR THE THIRD YEAR IN A ROW



THREEPEAT COMPANIES

| | | | |
|--------------------------------------|------------------------------|---------------------------------|--------------------------------|
| 1spatial Plc | Cranbrook Basements Ltd | Motocaddy Holdings Ltd | Severn Glocon Group Plc |
| Adconnection Ltd | EKF Diagnostics Holdings Plc | Neptune (Europe) Ltd | Smart Metering Systems Plc |
| Advanced Medical Solutions Group Plc | Exponential-e Ltd | Nigel Fredericks Ltd | Snows Business Holdings Ltd |
| Alfred Cheyne Engineering Ltd | Flamstead Holdings Ltd | Norman Hay Plc | Specialist Waste Recycling Ltd |
| Amerisur Resources Plc | G&P Group Holdings Ltd | Nucleus Financial Group Ltd | T.O.M. Vehicle Rental Ltd |
| BrewDog Plc | Hosein Ltd | Peak Scientific Holdings Ltd | Thamesview Estate Agents Ltd |
| Cawingredients Ltd | Hydrodec Group Plc | Polyframe Holdings Ltd | The Hut Group Ltd |
| Centek Holdings Ltd | InternetQ Plc | Quanta Consultancy Services Ltd | Tom Hartley Cars Ltd |
| CHI & Partners Holdings Ltd | Jemmtec Ltd | RMS International Ltd | Williams Trade Supplies Ltd |
| Childrensalon Ltd | Liberty Leasing Plc | | |
| Conneely Drylining Ltd | Metro Bank Plc | | |

For the full directory turn to pages 125–158

FRILLS AND TILLS

Childrensalon

www.childrensalon.com
Sector: Retail
Region: South East

Childrensalon started life as a small boutique specialising in upmarket children's clothing in Royal Tunbridge Wells back in 1952. It started its now flourishing online operation in 1999.

Childrensalon sells clothing by nearly 300 of the world's top brands, including Burberry, Dolce & Gabbana and Kenzo to customers in over 130 countries.

But Sorcha Harriman-Smith, Digital and Brand Director at Childrensalon, says that remaining family-owned and independent means it is agile and can adapt to change quickly, without losing touch with its original founding values.

"Our commitment to excellent personal service creates word of mouth and loyalty that marketing cannot buy. Our love of technology enables us to always deliver an industry leading online experience," she says.

This online presence – particularly through mobile devices – has catapulted the business into new markets and expanded existing ones.

"We have upgraded our user experience with better design and responsive technology, ensuring customers have the same great experience regardless of device. This has more than doubled our conversion rate already, so this is an area we will continue to invest in," says Sorcha.

"The market is constantly changing, bringing technical, operational and cultural challenges," she says, "so to stay apace, we constantly develop our team and expand our skill sets."

The company now employs staff who speak over 25 languages, and who are available every day of the year by phone, email, live-chat and through social networks.

The company will continue to invest to capture a greater share of a growing market. "Luxury children's wear and e-commerce are both fast-growing industries," says Sorcha.

"Since 2013, we have averaged a 45% annual growth rate in revenue, and anticipate continued growth in new and existing markets. Our head office and warehouse space are currently being expanded and we hit 200 employees in November 2015."



45%

Childrensalon's annual revenue growth rate



The company will continue to invest in the fast-growing luxury childrenswear and e-commerce sectors



"We were not conceived as a business, but born from our passion, which has continued to grow with us over the years"

Michele Harriman-Smith, CEO, Childrensalon

FOOD REVOLUTION

Just Eat has changed the takeaway food game entirely, and has evolved into the world's leading digital marketplace for takeaway food delivery. It connects restaurants and consumers seamlessly with a secure platform on which to browse, choose and pay for food from local restaurants.

It now has 59,000 restaurant partners signed up and more than 11.5 million users, and is as firmly entrenched in British modern life as a trip to the local chippy on a Friday was ten years ago.

The company operates in 15 countries worldwide but the UK is its largest market and London is its home.

Launched in 2006, the company floated on the stock market in 2014. This, says Group CEO David Buttress, gave the company the financial strength to reinvest in the business and make selective acquisitions.

JUST EAT

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



From Thai to Turkish, Just Eat delivers diverse cuisine from 59,000 restaurants

The company looked to expand overseas when the recession hit



“You must have the right resources to handle the stresses that rapid growth inevitably brings. We have always met these head on”

“We’ve made bolt-on acquisitions to consolidate our leadership in several key markets, and made larger plays when opportunities to become immediate leaders in markets of scale have presented themselves,” says David.

Managing a fast-growing business brings big challenges as it scales up, and the company grew quickly even through the recession.

“You need to make sure you have the right resources to handle the stresses that rapid growth inevitably brings,” says David. “We have always met these head on. In 2009, we accelerated our international expansion and are now clear leaders in 12 of our 15 markets.”

And the future looks ripe for more growth as the sector begins to expand globally.

“The overall size of the takeaway delivery market in countries we operate in is over £22.9bn, and we intend to grow our leadership positions by continuing to invest in our technology and our people,” says David. “Our workforce will undoubtedly grow as this takes place.”

11.5^m

The number of Just Eat users globally

IN TOP GEAR

Tom Hartley operates at the very top end of the luxury car market. Founded 40 years ago, it specialises in performance and classic cars that are normally ‘unobtainable’ from anywhere else for direct delivery.

Founder and Director, Tom Hartley says, “We’re immediately flexible to the market’s demand for marques like Rolls-Royce, Ferrari and Bentley, 24 hours a day, 365 days a year.”

For Tom, customer service is paramount and central to the company’s success. “We are always willing and able to deal with all

our customers’ enquiries whatever the time of day, and we offer an instant response or advice that creates a great relationship with our customers. It’s about dedication as well as reputation,” he says.

The recession presented a great opportunity. “We don’t rely on borrowing to buy our stock and many struggled because of this. Our average priced car is £100,000. It can run into tens of millions to purchase orders. We had the ability to react immediately to orders and that allowed us to capitalise.”

TOM HARTLEY

www.tomhartley.com
Sector: Motor Vehicle Retail
Region: Solihull



“We help consumers make smarter decisions”

Alex Chesterton, Zoopla



Tom Hartley’s showroom has its own helipad for customers to literally drop in for their appointment

Zoopla’s simple advertising drives millions of property hunters to its website every month



33,001 countryside homes
48 with a tropical garden

Zoopla
Smarter property search

BRICKS AND CLICKS

Zoopla prides itself on being the UK’s most comprehensive online resource for property hunters, and a powerful marketing platform for related business partners. It owns and operates some of the biggest names in property like uSwitch and PrimeLocation.

Zoopla’s website has been one of the fastest growing since it was launched back in 2008. The site now attracts over 550 million visits each year.

CEO Alex Chesterton says: “We help consumers make smarter decisions. Each of our brands has a distinct market position attracting a unique audience and allowing us to deliver unrivalled exposure and leads for our partners.”

He puts the company’s success down to a simple formula: “Our innovative approach, our agility and a great team”. Alex advises new businesses to “test and measure everything. Understanding what you can afford to spend is key.”

Zoopla
Property
Group

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

4^m

The number of leads generated on Zoopla’s website for its business partners per month

CAPTURING IMAGINATIONS

Advertising and marketing companies can struggle to stand out to new clients, so CHI & Partners adopted a thoroughly modern, integrated approach encompassing multiple disciplines, from advertising to PR, content marketing and social media.

“We believe that the power of creativity can supercharge a business and transform it into an iconic brand,” says the company’s Founding Partner, Johnny Hornby.

“We make populist, 360 degree creative campaigns that capture the imagination of the nation, from cabbies down the pub to young professionals on their smartphones.”

However, Johnny says that the real opportunity of recent years has been the fragmentation of media.

CHI & PARTNERS

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



“The power of creativity can supercharge a business and transform it into an iconic brand”



CHI & Partners delivered Argos's 2015 Christmas campaign...

...as well as British Gas's animated 2015-16 winter campaign



“Since the birth of digital, one of the biggest challenges for marketing directors is splitting their time, energy and budgets across multiple agency partners,” says Johnny. “Our integrated offering, and our ability to navigate today’s complex media landscape, is one of the things that makes us so invaluable to our clients.”

However, recent tough economic conditions taught the company a valuable lesson about understanding costs.

“2008 was the scary one,” Johnny says. “We were admired by our bigger international competitors for having a domestic business that we controlled. Then we found that having such a domestic business in banking, cars and retail was dangerous.”

CHI & Partners overcame these hurdles and doubled in size between 2007-13. Johnny says it is on track to double again by next year.

“The pace of change is a challenge to established ad agencies. Those that don’t move – and move fast – will perish.”

2001

The year CHI & Partners was established

CONSISTENCY AND COHERENCY ARE KEY

MIKE CHERRY
POLICY DIRECTOR, FEDERATION OF SMALL BUSINESSES



“WE NEED TO HAVE A MUCH LONGER-TERM STRATEGY IN PLACE TO SUPPORT BUSINESS AND BOOST SKILLS”

FASTER BROADBAND AND SMALL BUSINESS RATE RELIEF HAVE HELPED SMALLER FIRMS, BUT SOME GOVERNMENT INITIATIVES MAY MAKE THINGS MORE CHALLENGING

It’s always heartening to see smaller businesses being recognised for their creativity and innovation. This latest edition of *1,000 Companies to Inspire Britain* provides a great opportunity to showcase some of the UK’s most exciting, fast-growing smaller companies. It’s these kinds of companies that are helping to drive economic growth, raise productivity and contribute to providing a skilled workforce. So, their ambitions to grow must be supported and nurtured by both government and organisations like the Federation of Small Businesses.

In 2015, we saw a change of government in the UK. Ministers have since worked closely with us on how to support smaller firms, not least by keeping the smallest companies out of the business rates system, and toughening up targets to get ultrafast broadband to business premises.

Like many smaller firms, digital transformation is a major focus for the government. We applaud efforts to give our members more opportunities to interact with government departments online to help them fulfil their company obligations. But we are deeply concerned

There are other challenges that smaller businesses are preparing to face. On 1 April 2016, the new National Living Wage and changes to tax on dividends both come into force. At the same time, there is great uncertainty around pensions auto-enrolment rules, which all employers need to comply with over the next two years.

In addition, small firms must be able to rely on customers – not least larger businesses, government departments and local councils – to all pay invoices on time, and yet poor payment practices remain a major problem. The new Small Business Commissioner will be charged with dealing with late payment and once the appointment is made, we look forward to working together to finally make some headway on this issue.

15.6^m
THE NUMBER OF PEOPLE SMALL AND MEDIUM-SIZED FIRMS EMPLOY IN THE UK

To create a truly entrepreneurial environment for smaller businesses to flourish, a consistent and coherent approach to business support must be in place. While government has started to address waste and duplication of schemes, we need to have a much longer-term strategy in place to support business and boost skills.

This remains a particular area of concern. Smaller businesses will be key to the government’s goal of making Britain the best place in the world to start and grow a business, not just for these 1,000 companies but all of their 5.4 million counterparts right across the UK.

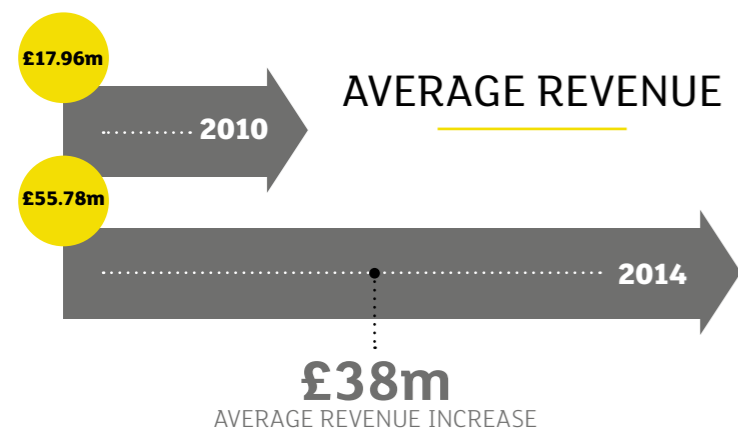
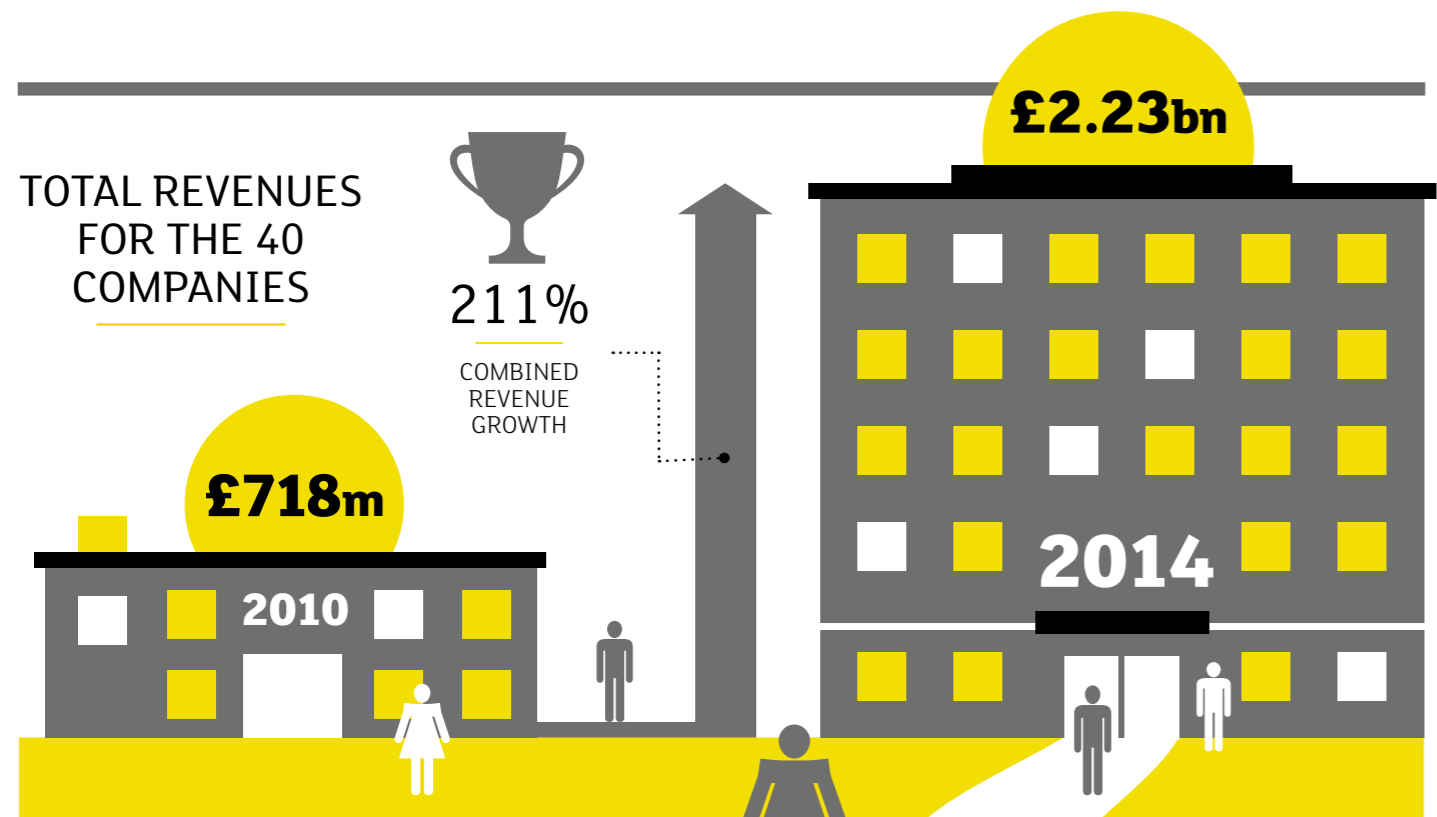
33
THE NUMBER OF UK REGIONS THE FSB COVERS

about the recently announced plans by HMRC to enforce mandatory online quarterly reporting of tax submissions. It is unclear how this fits in with government attempts to streamline and simplify tax arrangements, let alone their clear mission to reduce regulation on business by £10bn.

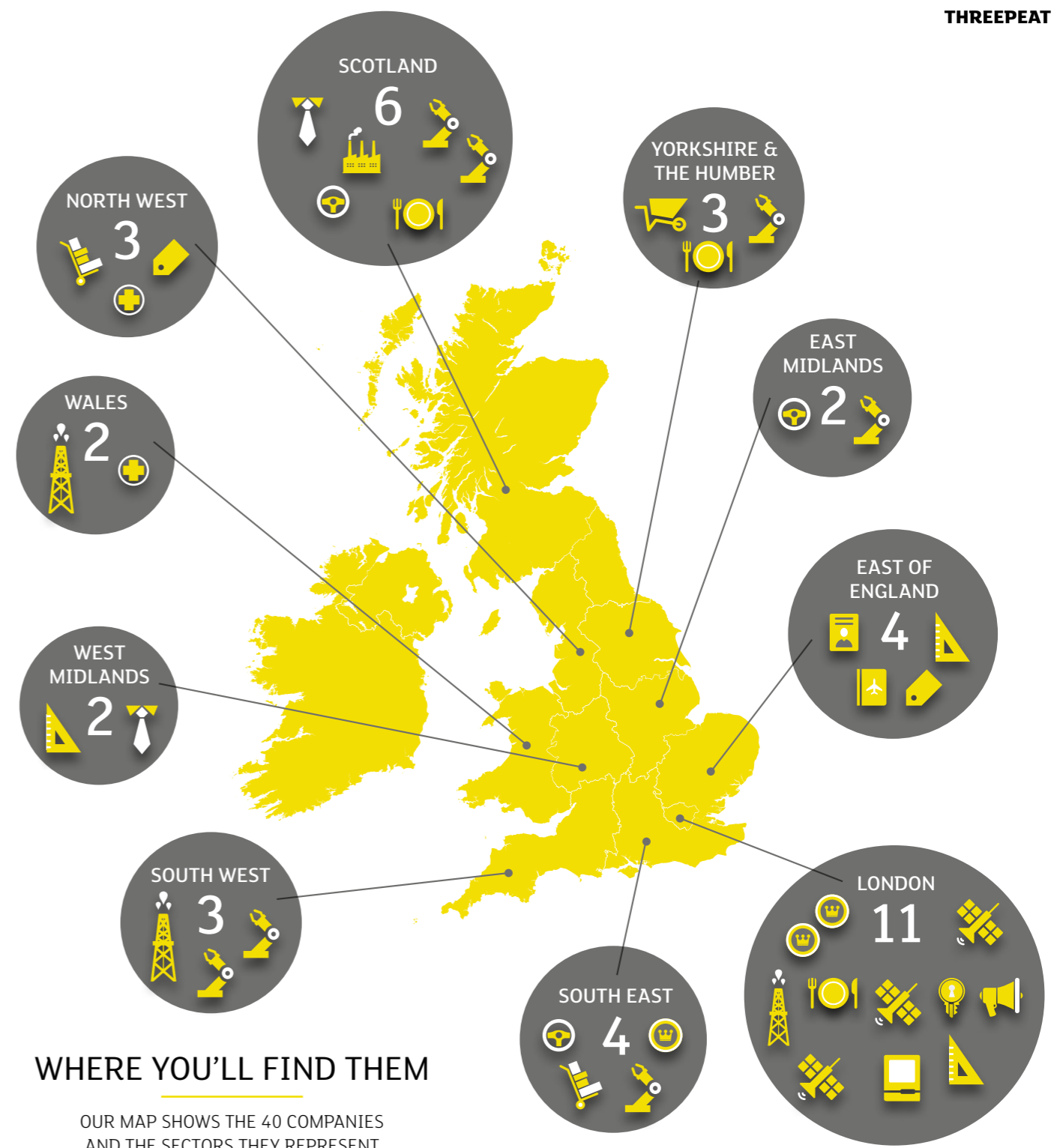
THIRD TIME'S A CHARM

MAKING THE LIST OF INSPIRING COMPANIES FOR THREE YEARS RUNNING IS QUITE A FEAT – SINCE 2010, 40 BUSINESSES HAVE MANAGED TO DO SO. HERE'S THEIR STORY

40
COMPANIES
HAVE MADE THE
LIST THREE
YEARS IN
A ROW



33%
Average compound annual growth rate



WHERE YOU'LL FIND THEM

OUR MAP SHOWS THE 40 COMPANIES AND THE SECTORS THEY REPRESENT

KEY

- OIL & GAS
- WASTE MANAGEMENT
- BUILDING & LANDSCAPE SERVICES
- EMPLOYMENT SERVICES
- ENGINEERING & CONSTRUCTION
- MANUFACTURING
- TRAVEL
- HEALTHCARE
- RETAIL
- WHOLESALE
- MOTOR RETAIL
- PROFESSIONAL SERVICES
- INFORMATION TECHNOLOGY
- REAL ESTATE
- TELECOMMUNICATIONS
- FOOD & DRINK
- ADVERTISING & MARKETING
- FINANCIAL SERVICES

Your next 1,000 customers are on DueDil.

With the most up-to-date, accurate data on every single company in the UK and Ireland, DueDil helps you find them before your competitors do.

Sector:
Retail

Turnover growth:
50-100%

Region:
**Northwest
England**

Find me customers

DueDil is an easy-to-use online tool that provides private company data and insights to sales, marketing, research and risk teams in organisations such as the Cabinet Office, Unilever, Transferwise, Trainline, Zipcar, Dell and KPMG.

Call 020 3137 6490 or visit www.duedil.com to find out more.



GETTING TO 1000 THE METHODOLOGY

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

Company status

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

Size and age

Independent company or consolidated group revenues must be between £6m-£250m, based on latest Companies House filings. Companies are excluded that have been incorporated within the past three years (ie, after 1 November 2012).

Financial performance

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

Sector benchmarking

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

1Spatial Plc
www.1spatial.com
Sector: Information Technology
Region: Cambridge
Revenue: £10M to £20M

3t's Leisure Ltd
www.surfbayleisure.co.uk
Sector: Leisure
Region: South West
Revenue: £10M to £20M

3V Natural Foods Ltd
www.3vnaturalfoods.com
Sector: Food & Drink
Region: South East
Revenue: £10M to £20M

4 BG Group Ltd
www.4bg-group.com
Sector: Manufacturing
Region: East of England
Revenue: £20M to £30M

A

A & B Engineering (Electrical Service Division) Ltd
www.abeng.co.uk
Sector: Engineering & Construction
Region: North West
Revenue: £10M to £20M

A & J Scott Ltd
www.ajscott.co.uk
Sector: Building & Landscape Services
Region: North East
Revenue: £20M to £30M

A Hammond & Sons Ltd
www.a-hammond.co.uk
Sector: Real Estate
Region: South West
Revenue: £10M to £20M

A McLay and Company Ltd
www.mclays.co.uk
Sector: Printing
Region: Wales
Revenue: £20M to £30M

A Proctor Group Ltd
www.proctorgroup.com
Sector: Construction
Region: Scotland
Revenue: £20M to £30M

A Shade Greener Ltd
www.ashadgreener.co.uk
Sector: Specialist Construction
Region: Yorkshire and the Humber
Revenue: £75M to £100M

A World of Buzz Ltd
www.worldofbooks.com
Sector: Retail
Region: South East
Revenue: £30M to £40M

Abacus Employment Services Ltd
www.abacus-employment.com
Sector: Employment Services
Region: South East
Revenue: £10M to £20M

Abbeyford Leisure Ltd
www.abbeyford.com
Sector: Travel
Region: Wales
Revenue: £6M to £10M

Ability Matters Group Ltd
www.abilitymattersgroup.com
Sector: Social Work
Region: South East
Revenue: £30M to £40M

Acceleration Emarketing Ltd
www.acceleration.biz
Sector: Advertising & Marketing
Region: London
Revenue: £6M to £10M

accesso Technology Group Plc pg 96
www.accesso.com
Sector: Information Technology
Region: South East
Revenue: £40M to £50M

ACE Europe Life Ltd
www.acegroup.com/eu-en
Sector: Insurance
Region: London
Revenue: £10M to £20M

Acis Group Ltd
www.acisgroup.co.uk
Sector: Rental & Leasing
Region: East Midlands
Revenue: £20M to £30M

ACP Freight
www.acpfreight.com
Sector: Transportation Services
Region: South East
Revenue: £10M to £20M

ACS Business Supplies Ltd
www.acsacs.co.uk
Sector: Wholesale
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Acturis Group Ltd
www.acturis.com
Sector: Information Technology
Region: London
Revenue: £30M to £40M

Adconnection Ltd
www.adconnection.co.uk
Sector: Telecommunications
Region: London
Revenue: £30M to £40M

Addis Group Ltd
www.addis.co.uk
Sector: Retail
Region: Wales
Revenue: £20M to £30M

Adept Care Homes Ltd
www.adeptcarehomes.co.uk
Sector: Residential Care
Region: East Midlands
Revenue: £6M to £10M

Adestra Ltd
www.adestra.co.uk
Sector: Advertising & Marketing
Region: South East
Revenue: £6M to £10M

Adil
www.assetdev.com
Sector: Oil & Gas
Region: Scotland
Revenue: £30M to £40M

Adler & Allan Holdings Ltd
www.adlerandallan.co.uk
Sector: Oil & Gas Support Services
Region: Yorkshire and the Humber
Revenue: £50M to £75M

ADM Pressings Ltd
www.admpressings.co.uk
Sector: Manufacturing
Region: North East
Revenue: £20M to £30M

Advanced Computer Software Group Ltd
www.advancedcomputersoftware.com
Sector: Information Technology
Region: South East
Revenue: £200M to £250M

Advance Forwarding Ltd
www.advanceforwarding.co.uk
Sector: Transportation Services
Region: East Midland
Revenue: £10M to £20M

Advanced Medical Solutions Group Plc
www.admedsol.com
Sector: Healthcare
Region: North West
Revenue: £50M to £75M

Advanced Tooling Systems (Holdings) Ltd
www.atsuk.com
Sector: Metal Manufacturing & Engineering
Region: South East
Revenue: £6M to £10M

Advantage Travel Centres Ltd
www.advantagetravelcentres.com
Sector: Travel
Region: London
Revenue: £10M to £20M

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

AgDevCo Ltd
www.agdevco.com
Sector: Financial Services
Region: London
Revenue: £6M to £10M

Age Partnership Ltd
www.agepartnership.co.uk
Sector: Financial Services
Region: Yorkshire and the Humber
Revenue: £10M to £20M

AGR Automation Ltd
www.agr-automation.com
Sector: Manufacturing
Region: Scotland
Revenue: £10M to £20M

akp Scotland Ltd
www.akpscotland.com
Sector: Retail
Region: Scotland
Revenue: £10M to £20M

AL Building Systems Ltd
www.ashandlacy.com
Sector: Manufacturing
Region: West Midlands
Revenue: £20M to £30M

Albavet Ltd
www.albavet.co.uk
Sector: Veterinary
Region: Scotland
Revenue: £6M to £10M

Alca Fasteners Ltd
www.alcafasteners.co.uk
Sector: Wholesale
Region: West Midlands
Revenue: £6M to £10M

Alfa Technical Industries Ltd
www.alfa-chemicals.co.uk
Sector: Wholesale
Region: South East
Revenue: £20M to £30M

Alfred Cheyne Engineering Ltd
www.ace-winch.es.co.uk
Sector: Manufacturing
Region: Scotland
Revenue: £30M to £40M

All Electric Garages Group Plc
www.allelectric.co.uk
Sector: Motor Vehicle Retail
Region: West Midlands
Revenue: £20M to £30M

Alltype Roofing Supplies Ltd
www.alltyperoofing.com
Sector: Construction
Region: London
Revenue: £10M to £20M

Almaren Ltd
www.almaren.co.uk
Sector: Real Estate
Region: East of England
Revenue: £50M to £75M

Alton Cars Leeds Ltd
www.altoncars.co.uk
Sector: Motor Vehicle Retail
Region: Yorkshire and the Humber
Revenue: £10M to £20M

AM 2 PM Recruitment Solutions Ltd
www.am2pm.uk.com
Sector: Employment Services
Region: West Midlands
Revenue: £30M to £40M

AMD Environmental Ltd
www.amdenvironmental.co.uk
Sector: Construction
Region: South East
Revenue: £10M to £20M

Amerisur Resources Plc
www.amerisurresources.com
Sector: Oil & Gas
Region: Wales
Revenue: £100M to £150M

Amicus Finance Plc
www.amicusplc.co.uk
Sector: Financial Services
Region: London
Revenue: £10M to £20M

Amoria Bond Ltd
www.amoriabond.com
Sector: Employment Services
Region: North West
Revenue: £20M to £30M

Amplify pg 24
www.weareamplify.com
Sector: Advertising & Marketing
Region: London
Revenue: £6M to £10M

Ancaster Group Ltd
www.ancaster.co.uk
Sector: Motor Vehicle Retail
Region: London
Revenue: £75M to £100M

Andes Energia Plc
www.andesenergiaplccom.ar
Sector: Oil & Gas Support Services
Region: London
Revenue: £30M to £40M

Anesco Ltd
www.anesco.co.uk
Sector: Professional Services
Region: South East
Revenue: £150M to £200M

Angela Flowers Gallery Ltd
www.flowersgalleries.com
Sector: Arts
Region: London
Revenue: £6M to £10M

Applerigg Ltd
www.applerigg.com
Sector: Financial Services
Region: London
Revenue: £10M to £20M

Aqua Fabrications Ltd
www.aquafab.co.uk
Sector: Plastic Manufacturing & Engineering
Region: North West
Revenue: £10M to £20M

Arbuthnot Banking Group Plc
www.arbuthnotgroup.com
Sector: Financial Services
Region: London
Revenue: £100M to £150M

Arden Maidstone Ltd
www.ardenmaidstonebmw.co.uk
Sector: Motor Vehicle Retail
Region: South East
Revenue: £50M to £75M

Arena Holdings Ltd
www.arena-tv.com
Sector: Media
Region: South East
Revenue: £20M to £30M

Argonon Ltd
www.argonon.com
Sector: Media
Region: London
Revenue: £40M to £50M

Arleigh Group Ltd
www.arleigh.co.uk
Sector: Wholesale
Region: West Midlands
Revenue: £20M to £30M

Arthur David (Food with Service) Ltd
www.adavid.co.uk
Sector: Food & Drink
Region: South West
Revenue: £20M to £30M

Arun Estate Agencies Ltd
www.arunestates.co.uk
Sector: Real Estate
Region: South East
Revenue: £50M to £75M

Ascot Lloyd Holdings Ltd
www.ascotlloyd.co.uk
Sector: Financial Services
Region: South East
Revenue: £6M to £10M

Ascott Cab Co Ltd
www.ascottcab.com
Sector: Motor Vehicle Retail
Region: London
Revenue: £6M to £10M

ASK4 Ltd
www.ask4.com
Sector: Telecommunications
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Assura
www.assurapl.com
Sector: Healthcare
Region: North West
Revenue: £10M to £20M

Assured Group Holdings Ltd
www.assuredgroup.org
Sector: Motor Vehicle Retail
Region: West Midlands
Revenue: £50M to £75M

Astro Lighting Ltd
www.astrolighting.co.uk
Sector: Electronic Manufacturing
Region: East of England
Revenue: £10M to £20M

Atkinson Northern Ltd
www.jtatkinson.co.uk
Sector: Construction
Region: North East
Revenue: £30M to £40M

ATR Offshore Holdings Ltd
www.atrgroup.co.uk
Sector: Oil & Gas
Region: Scotland
Revenue: £50M to £75M

Attenda
www.attenda.com
Sector: Information Technology
Region: South East
Revenue: £40M to £50M

Aubrey Allen Ltd
www.aubreyallen.co.uk
Sector: Food & Drink
Region: West Midlands
Revenue: £20M to £30M

Augean North Sea Services Ltd
www.augeanplc.com
Sector: Waste Management
Region: Scotland
Revenue: £10M to £20M

Autoclenz Group Ltd
www.autoclenz.co.uk
Sector: Motor Vehicle Retail
Region: East Midlands
Revenue: £30M to £40M

Automotive Group (Newcastle Upon Tyne) Ltd
www.automotivegroup.co.uk
Sector: Manufacturing
Region: North East
Revenue: £10M to £20M

Autoscan
www.autoscan.co.uk
Sector: Professional Services
Region: West Midlands
Revenue: £10M to £20M

AVS Fencing Supplies Ltd
www.avsfencing.co.uk
Sector: Retail
Region: South East
Revenue: £10M to £20M

Awilco Drilling Plc
www.awilcodrilling.com
Sector: Oil & Gas Support Services
Region: London
Revenue: £150M to £200M

Axis Holdco Ltd
www.axiselevators.co.uk
Sector: Engineering & Construction
Region: South East
Revenue: £10M to £20M

B

B M Samuels Finance Group Plc

www.bmsamuels.com
Sector: Financial Services
Region: London
Revenue: £6M to £10M

BS Motors Ltd

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

Bako Northern and Scotland

www.bakonorthern.co.uk
Sector: Food & Drink
Region: North West
Revenue: £30M to £40M

Ballygarvey Eggs Ltd

www.ballygarvey.com
Sector: Food & Drink
Region: Northern Ireland
Revenue: £10M to £20M

Bancon Developments Holdings Ltd

www.bancon.co.uk
Sector: Construction
Region: Scotland
Revenue: £75M to £100M

Banner Contracts (Halnaby) Ltd

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

Banor Capital Ltd

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

Barber of Sheffield (Holdings) Ltd

www.barberofsheffield.co.uk
Sector: Healthcare
Region: Yorkshire and the Humber
Revenue: £6M to £10M

Bardsley Construction Holdings Ltd

www.bardsleyconstruction.com
Sector: Construction
Region: North West
Revenue: £50M to £75M

Barker & Stonehouse Ltd pg 56

www.barkerandstonehouse.co.uk
Sector: Retail
Region: North East
Revenue: £50M to £75M

Barlow Motors Ltd

www.bestseatdeals.com
Sector: Motor Vehicle Retail
Region: West Midlands
Revenue: £30M to £40M

Barnack Estates UK Ltd

www.barnack.com
Sector: Wholesale
Region: East of England
Revenue: £6M to £10M

Barnfield Group Ltd

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

Barron Wood Distribution Ltd

www.barronwooddistribution.co.uk
Sector: Transportation Services
Region: North West
Revenue: £40M to £50M

Bassett Property Holdings Ltd

www.bassettsgroup.co.uk
Sector: Real Estate
Region: Wales
Revenue: £75M to £100M

Bateman Groundworks Ltd

www.batemangroundworks.co.uk
Sector: Engineering & Construction
Region: East of England
Revenue: £10M to £20M

Bayram Timber Ltd

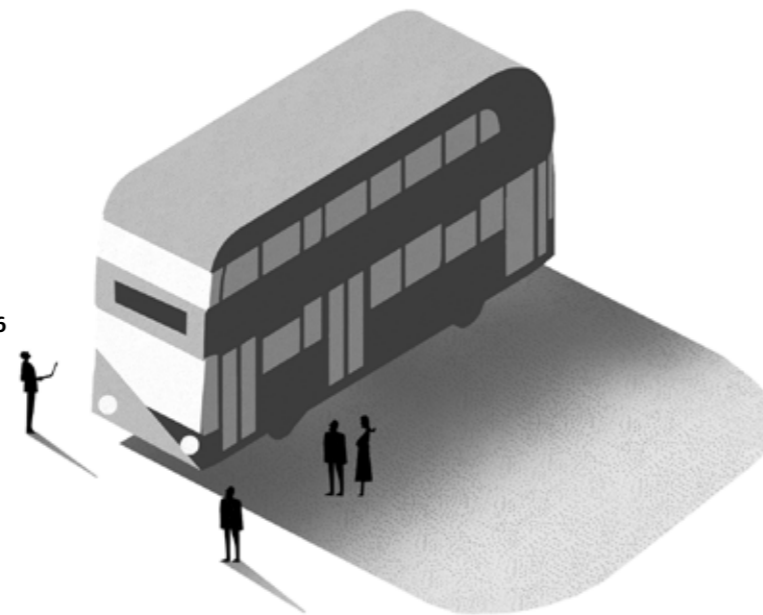
www.bayramtimber.co.uk
Sector: Manufacturing
Region: Yorkshire and the Humber
Revenue: £20M to £30M

Be Wiser Insurance Services Ltd

www.bewisser.co.uk
Sector: Insurance
Region: South East
Revenue: £20M to £30M

Beal Securities Ltd

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



Bells Motor Group Ltd

www.bellsmotorgroup.co.uk
Sector: Motor Vehicle Retail
Region: East Midlands
Revenue: £30M to £40M

Bells of Lazonby (Holdings) Ltd

www.belloflazonby.co.uk
Sector: Food & Drink
Region: North West
Revenue: £10M to £20M

Belvoir Lettings Plc

www.belvoir.co.uk
Sector: Real Estate
Region: East Midlands
Revenue: £6M to £10M

Benchmark Holdings Plc pg 65

www.benchmarkplc.com
Sector: Science & Technology
Region: Yorkshire and the Humber
Revenue: £30M to £40M

Bennett Plc

www.bennett-homes.co.uk
Sector: Construction
Region: East of England
Revenue: £10M to £20M

Berkeley Leisure Group Ltd (The)

www.berkeleyparks.co.uk
Sector: Building & Landscape Services
Region: South West
Revenue: £20M to £30M

Berthon Boat Company Ltd (The)

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

Best Foods Ltd

www.bestfoods.ltd.uk
Sector: Food & Drink
Region: London
Revenue: £30M to £40M

BI Electrical Services (NI) Ltd

www.bielectrical.com
Sector: Electronic Engineering
Region: Northern Ireland
Revenue: £10M to £20M

Big Cars Ltd

www.big-cars.co.uk
Sector: Motor Vehicle Retail
Region: East of England
Revenue: £10M to £20M

Bilton & Johnson (Building) Co Ltd

www.b-j-b.com
Sector: Construction
Region: London
Revenue: £10M to £20M

Birchwood Garages Ltd

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

Birlea

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

Bishops Holdings Ltd

www.bishopssport.co.uk
Sector: Retail
Region: South East
Revenue: £6M to £10M



**YOU NEVER KNOW
HOW FAR A
CONVERSATION
WILL TAKE YOU.**

Speaking to the right people could turn your ambitions into real opportunities.

Over the last 150 years, we've been creating a far-reaching network by building lasting relationships. Our Relationship Managers could connect you to specialists in over 60 markets, to help you towards the next step for your company.

Discover growth opportunities through our global network at gbm.hsbc.com

HSBC 

Blue Cedar Homes Ltd
www.bluecedarhomes.co.uk
Sector: Construction
Region: South West
Revenue: £10M to £20M

Blue Skies Holdings Ltd
www.blueskies.com
Sector: Food & Drink
Region: East Midlands
Revenue: £50M to £75M

Bluefin Solutions Ltd
www.bluefinsolutions.com
Sector: Professional Services
Region: London
Revenue: £20M to £30M

Bluesource Information Ltd
www.bluesource.co.uk
Sector: Professional Services
Region: London
Revenue: £10M to £20M

BOFA International Ltd
www.bofa.co.uk
Sector: Manufacturing
Region: South West
Revenue: £10M to £20M

Bonnington Plastics Ltd
www.bonningtonplastics.com
Sector: Wholesale
Region: East Midlands
Revenue: £20M to £30M

Boon Building Services Ltd
www.boonbuildingservices.co.uk
Sector: Engineering & Construction
Region: South East
Revenue: £20M to £30M

Border Biscuits Ltd
www.borderbiscuits.co.uk
Sector: Food & Drink
Region: Scotland
Revenue: £10M to £20M

Bordier & Cie (UK) Plc
www.bordieruk.com
Sector: Financial Services
Region: London
Revenue: £6M to £10M

Brandmile Ltd
www.brandmile.com
Sector: Food & Drink
Region: North East
Revenue: £20M to £30M

Brayleys Cars Ltd
www.brayley-honda.co.uk
Sector: Motor Vehicle Retail
Region: East of England
Revenue: £50M to £75M

Breezmount UK Ltd
www.breezmount.com
Sector: Transportation Services
Region: East Midlands
Revenue: £20M to £30M

Bremesen Technik (UK) Ltd
www.bremesentechnik.co.uk
Sector: Manufacturing
Region: Yorkshire and the Humber
Revenue: £10M to £20M

BrewDog Plc pg 68
www.brewdog.com
Sector: Food & Drink
Region: Scotland
Revenue: £20M to £30M

Bridgebank Ltd
www.bridgebankltd.co.uk
Sector: Financial Services
Region: East Midlands
Revenue: £30M to £40M

Bridgemere Land Plc
www.bridgemere-group.co.uk
Sector: Real Estate
Region: North West
Revenue: £10M to £20M

Bridges (Electrical Engineers) Ltd
www.bridgesltd.co.uk
Sector: Electronic Manufacturing
Region: South West
Revenue: £10M to £20M

Bridgeway Consulting Ltd
www.bridgeway-consulting.co.uk
Sector: Engineering & Construction
Region: East Midlands
Revenue: £30M to £40M

Brightsun Travel (UK) Ltd
www.brightsun.co.uk
Sector: Travel
Region: London
Revenue: £100M to £150M

Broadway Travel Service
www.broadwaytravel.com
Sector: Travel
Region: East of England
Revenue: £10M to £20M

Brookson Group Ltd
www.brookson.co.uk
Sector: Legal & Accounting
Region: North West
Revenue: £50M to £75M

Browns Builders Merchants Ltd
www.brownsbm.co.uk
Sector: Textile Manufacturing
Region: East Midlands
Revenue: £10M to £20M

Building Lifepans Ltd
www.blpinsurance.com
Sector: Insurance
Region: London
Revenue: £6M to £10M

Burles Group Plc
www.burlesgroupplc.com
Sector: Building & Landscape Services
Region: Wales
Revenue: £30M to £40M

Burrows Motor Company Ltd
www.burrowsmotorcompany.co.uk
Sector: Motor Vehicle Retail
Region: Yorkshire and the Humber
Revenue: £75M to £100M

Business Control Solutions Group Ltd
www.bcsplc.com
Sector: Information Technology
Region: East of England
Revenue: £20M to £30M

Business Growth Fund Plc
www.businessgrowthfund.co.uk
Sector: Financial Services
Region: London
Revenue: £10M to £20M

Buttle Plc
www.buttles.com
Sector: Building & Landscape Services
Region: East of England
Revenue: £10M to £20M

Byrom Plc
www.byrom.plcuk
Sector: Professional Services
Region: North West
Revenue: £200M to £250M



C3 Construction Ltd
www.c3construction.co.uk
Sector: Construction
Region: East Midlands
Revenue: £20M to £30M

C & D Wines Ltd
www.canddwines.co.uk
Sector: Food & Drink
Region: London
Revenue: £6M to £10M

CJL Construction Ltd
www.cjlconstruction.com
Sector: Construction
Region: South West
Revenue: £40M to £50M

CK Associates Ltd
www.ckagroup.co.uk
Sector: Employment Services
Region: East Midlands
Revenue: £20M to £30M

CWBG Ltd
www.cwberry.com
Sector: Building & Landscape Services
Region: North West
Revenue: £30M to £40M

Calder Ltd
www.calder.co.uk
Sector: Oil & Gas Support Services
Region: West Midlands
Revenue: £20M to £30M

Caledonia Investments Plc
www.caledonia.com
Sector: Financial Services
Region: London
Revenue: £40M to £50M

Cambridge Commodities Ltd
www.c-c-l.com
Sector: Wholesale
Region: East of England
Revenue: £20M to £30M

Cambridge Maintenance Services Ltd
www.cambridgemaintenance.co.uk
Sector: Professional Services
Region: East of England
Revenue: £10M to £20M

Camfaud Concrete Pumps Ltd
www.camfaud.co.uk
Sector: Construction
Region: East of England
Revenue: £10M to £20M

Capital Support Group Ltd
www.capitalsupport.com
Sector: Information Technology
Region: London
Revenue: £10M to £20M

Car Benefit Holdings Ltd
www.carbenefitsolutions.co.uk
Sector: Financial Services
Region: North West
Revenue: £10M to £20M

Care and Support Partnership Community Interest Company
www.seqol.org
Sector: Healthcare
Region: South West
Revenue: £30M to £40M

Care Visions Ltd
www.carevisions.co.uk
Sector: Healthcare
Region: Scotland
Revenue: £20M to £30M

Carmel Clothing Ltd
www.carmelclothinguk.com
Sector: Textile Manufacturing
Region: East Midlands
Revenue: £40M to £50M

Carnell Innovations Ltd
www.carnellgroup.co.uk
Sector: Construction
Region: West Midlands
Revenue: £20M to £30M

Carpenter & Paterson (Holdings) Ltd
www.cp-ltd.co.uk
Sector: Metal Manufacturing & Engineering
Region: Wales
Revenue: £10M to £20M

Cars 2 Ltd
www.cars2.co.uk
Sector: Motor Vehicle Retail
Region: Yorkshire and the Humber
Revenue: £40M to £50M

Castelan Ltd
www.castelanguroup.com
Sector: Professional Services
Region: South West
Revenue: £10M to £20M

Cawingredients Ltd
Sector: Food & Drink
Region: Yorkshire and the Humber
Revenue: £40M to £50M

CCS McLays Ltd
www.ccsmlays.co.uk
Sector: Retail
Region: Wales
Revenue: £10M to £20M

CCS Media Holdings Ltd
www.ccsmedia.com
Sector: Information Technology
Region: East Midlands
Revenue: £100M to £150M

CDE Global Ltd pg 44
www.cdeglobal.com
Sector: Manufacturing
Region: Northern Ireland
Revenue: £30M to £40M

Cecil & Larter Ltd
www.cecilandlarter.co.uk
Sector: Motor Vehicle Retail
Region: East of England
Revenue: £10M to £20M

CED Fabrications Ltd
www.cedfabsltd.co.uk
Sector: Manufacturing
Region: North West
Revenue: £10M to £20M

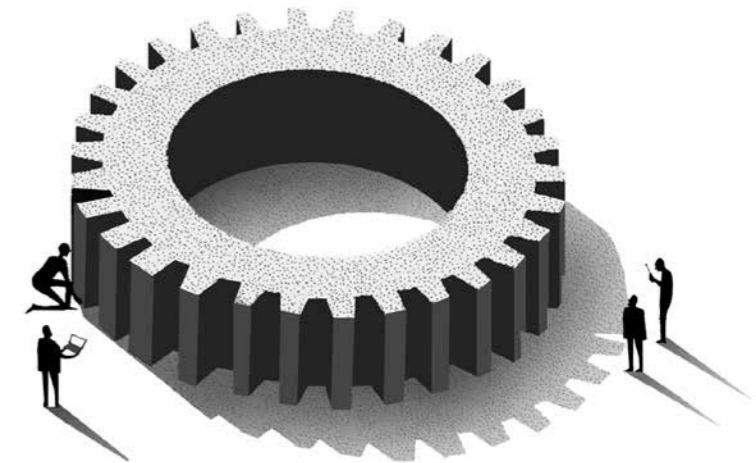
Cedar Rock Capital Ltd
www.cedarrockcapital.com
Sector: Financial Services
Region: London
Revenue: £50M to £75M

Cenkos Securities Plc
www.cenkos.com
Sector: Financial Services
Region: London
Revenue: £75M to £100M

Centek Holdings Ltd
www.centekgroup.com
Sector: Manufacturing
Region: South West
Revenue: £40M to £50M

Central Asia Metals Plc
www.centralasiametals.com
Sector: Mining
Region: London
Revenue: £40M to £50M

Central Group
www.gocentral.co.uk
Sector: Professional Services
Region: North West
Revenue: £10M to £20M



Central Group Ltd
www.central.uk.net
Sector: Building Materials
Region: East Midlands
Revenue: £10M to £20M

Central Pharma
www.central-pharma.com
Sector: Pharmaceuticals & Biotechnology
Region: East of England
Revenue: £6M to £10M

Central Supplies (Brierley Hill) Ltd
www.centalsupplies.co.uk
Sector: Transportation Services
Region: West Midlands
Revenue: £20M to £30M

Cestrian Imaging Ltd
www.cestrian.co.uk
Sector: Printing
Region: North West
Revenue: £10M to £20M

CFC Capital Ltd
www.cfccapitalco.com
Sector: Financial Services
Region: London
Revenue: £10M to £20M

CFH Docmail Ltd
www.cfhdocmail.com
Sector: Information Technology
Region: South West
Revenue: £40M to £50M

CGS World Group Ltd
www.cgsworldgroup.com
Sector: Mining
Region: London
Revenue: £6M to £10M

Chainbridge Steel Group Ltd
www.chainbridgesteel.com
Sector: Metal Manufacturing & Engineering
Region: North East
Revenue: £10M to £20M

Chancellors Group Holdings Ltd
www.chancellors.co.uk
Sector: Real Estate
Region: South East
Revenue: £20M to £30M

Chapel Down Group Plc pg 35
www.chapeldown.com
Sector: Food & Drink
Region: South East
Revenue: £6M to £10M

Chapman Bathurst Holdings Ltd
www.chapmanbathurst.com
Sector: Construction
Region: London
Revenue: £10M to £20M

Chargemaster Plc
www.chargemasterplc.com
Sector: Electronic Manufacturing
Region: East of England
Revenue: £10M to £20M

Charles Saunders Holdings Ltd
www.charles-saunders.com
Sector: Food & Drink
Region: South West
Revenue: £10M to £20M

Charter Construction Public Ltd Company
www.charterconstruction.plc.uk
Sector: Construction
Region: London
Revenue: £10M to £20M

CHI & Partners Holdings Ltd pg 120
www.chiandpartners.com
Sector: Advertising & Marketing
Region: London
Revenue: £200M to £250M

Childrensalon Ltd pg 116
www.childrensalon.com
Sector: Retail
Region: South East
Revenue: £20M to £30M

Chillisaucе Ltd pg 108

www.chillisaucе.co.uk
Sector: Leisure
Region: London
Revenue: £10M to £20M

Cinnamon Club

www.cinnamonclub.com
Sector: Food & Drink
Region: London
Revenue: £6M to £10M

City Digital Ltd

www.citydigitalonline.net
Sector: Advertising & Marketing
Region: South East
Revenue: £10M to £20M

City Lifting Ltd

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

Clarke & Clarke

www.globaltex.co.uk
Sector: Textile Manufacturing
Region: North West
Revenue: £10M to £20M

Clark Holdings Ltd

www.clark-holdings.co.uk
Sector: Real Estate
Region: East Midlands
Revenue: £10M to £20M

Clayton Glass Ltd

www.morethanjustglass.co.uk
Sector: Manufacturing
Region: North East
Revenue: £10M to £20M

Clogau Gold of Wales Ltd

www.clogau.co.uk
Sector: Retail
Region: Wales
Revenue: £10M to £20M

Clugston Group Ltd

www.clugston.co.uk
Sector: Engineering & Construction
Region: Yorkshire And The Humber
Revenue: £150M to £200M

CMD

www.cmd-ltd.com
Sector: Financial Services
Region: Yorkshire and the Humber
Revenue: £10M to £20M

CMS Enviro Systems Ltd

www.cms-es.co.uk
Sector: Manufacturing
Region: Scotland
Revenue: £20M to £30M

Codestone Group Ltd

www.codestone.net
Sector: Information Technology
Region: South West
Revenue: £6M to £10M

Colchester Global Investors Ltd

www.colchesterglobal.com
Sector: Financial Services
Region: London
Revenue: £50M to £75M

Collins (Contractors) Ltd

www.collins-contractors.co.uk
Sector: Construction
Region: London
Revenue: £6M to £10M

Collotype Labels Ltd

www.multilabels.com
Sector: Printing
Region: East Midlands
Revenue: £6M to £10M

Comfort Care Services (UK) Ltd

www.comfortcareservices.com
Sector: Healthcare
Region: South East
Revenue: £6M to £10M

Community Windpower (Holdings) Ltd

www.communitywindpower.co.uk
Sector: Specialist Construction
Region: Scotland
Revenue: £30M to £40M

Company Shop Ltd pg 70

www.companyshop.ltd.uk
Sector: Food & Drink
Region: Yorkshire and the Humber
Revenue: £30M to £40M

Computer Systems Integration Group Ltd

www.csilt.co.uk
Sector: Information Technology
Region: London
Revenue: £40M to £50M

Computerworld Holdings Ltd

www.computerworld.co.uk
Sector: Information Technology
Region: South West
Revenue: £10M to £20M

Concept Data Display Ltd

www.concept-data.com
Sector: Plastic Manufacturing & Engineering
Region: East of England
Revenue: £6M to £10M

Conneely Drylining Ltd

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

Conneely Facades Ltd

www.cdl-ltd.co.uk
Sector: Building & Landscape Services
Region: London
Revenue: £6M to £10M

Construction Marine Ltd

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

Continuum Attractions Ltd pg 110

www.continuumattractions.com
Sector: Leisure
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Corinthian Brands (CBL) Ltd

www.corinthianbrands.com
Sector: Food & Drink
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Cornelius Group Plc

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

CorpAcq Ltd

www.corpacplc.com
Sector: Financial Services
Region: North West
Revenue: £100M to £150M

Corrugated Box Supplies Ltd

www.cbspackaging.co.uk
Sector: Postal Services
Region: West Midlands
Revenue: £10M to £20M

Countrywide Legal Indemnities Ltd

www.countrywidelegalindemnities.com
Sector: Insurance
Region: East of England
Revenue: £10M to £20M

Countrywide Waste Management Ltd

www.reconomy.com
Sector: Waste Management
Region: West Midlands
Revenue: £10M to £20M

County Milk Products Ltd

www.countymilk.co.uk
Sector: Food & Drink
Region: North West
Revenue: £200M to £250M

Courtiers Investment Services Ltd

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

CPC Civils Group Ltd

www.cpccivils.net
Sector: Construction
Region: West Midlands
Revenue: £20M to £30M

Cranbrook Basements Ltd

www.cranbrookbasements.co.uk
Sector: Construction
Region: London
Revenue: £10M to £20M

Crawford Healthcare Holdings Ltd

www.crawfordhealthcare.com
Sector: Healthcare
Region: North West
Revenue: £10M to £20M

Crealy

www.crealymeadows.com
Sector: Travel
Region: South West
Revenue: £6M to £10M

Crown Domestic Appliances Ltd

www.crowndomesticappliances.com
Sector: Wholesale
Region: West Midlands
Revenue: £6M to £10M

CTruk Group Ltd

www.ctruk.com
Sector: Manufacturing
Region: East of England
Revenue: £30M to £40M

Curtins Group Ltd

www.curtins.com
Sector: Specialist Construction
Region: North West
Revenue: £10M to £20M

Curtis Banks Ltd

www.curtisbanks.co.uk
Sector: Financial Services
Region: South West
Revenue: £6M to £10M

FUNNY HOW MANY NIGHTS IT TAKES TO BE AN OVERNIGHT SUCCESS.

Time is the biggest investment in any growing business.

At HSBC, our Relationship Managers believe in building long-lasting partnerships with our customers, providing the expertise and support they need to help them succeed.

To find out how we could help your business, call 08000 320690* or visit www.business.hsbc.uk

IT'S NEVER JUST BUSINESS

HSBC 

CWG Choices Ltd
www.cwgchoices.com
Sector: Manufacturing
Region: East Midlands
Revenue: £20M to £30M

Cygnnet Health Care
www.cygnnethealth.co.uk
Sector: Healthcare
Region: South East
Revenue: £100M to £150M

David Lock Associates Ltd
www.davidlockassociates.com
Sector: Architecture & Engineering
Region: South East
Revenue: £6M to £10M

Day Group Ltd
www.daygroup.co.uk
Sector: Construction
Region: London
Revenue: £100M to £150M

Decora Blind Systems Ltd
www.decora.co.uk
Sector: Retail
Region: Northern Ireland
Revenue: £30M to £40M

Dekko Window Systems Ltd
www.dekkotradeframes.co.uk
Sector: Manufacturing
Region: North West
Revenue: £10M to £20M

Delta Global Source Holdings Ltd
www.deltaglobalsource.com
Sector: Transportation Services
Region: East Midlands
Revenue: £10M to £20M

Derbyshire Aggregates Ltd
www.derbyshireaggregates.com
Sector: Building & Landscape Services
Region: Wales
Revenue: £10M to £20M

Design Bridge Ltd
www.designbridge.com
Sector: Advertising & Marketing
Region: South West
Revenue: £30M to £40M

Designer Contracts Ltd
www.designercontracts.com
Sector: Wholesale
Region: East Midlands
Revenue: £20M to £30M

Dialight Plc
www.dialight.com
Sector: Electronic Manufacturing
Region: East Of England
Revenue: £150M to £200M

Diamond Shortbreak Holidays Ltd
www.rivercruiseline.co.uk
Sector: Travel
Region: East Midlands
Revenue: £10M to £20M

DR Jones Yeovil Ltd
www.drjones.uk.com
Sector: Building & Landscape Services
Region: South West
Revenue: £20M to £30M

Daish's Group Ltd
www.daishs.com
Sector: Travel
Region: South West
Revenue: £10M to £20M

Dams Furniture Ltd
www.dams.com
Sector: Wholesale
Region: North West
Revenue: £30M to £40M

Dancourt Plant Hire Ltd
www.dancourt.co.uk
Sector: Rental & Leasing
Region: South West
Revenue: £10M to £20M

Dane Architectural Systems
www.danearchitectural.co.uk
Sector: Architecture & Engineering
Region: North East
Revenue: £20M to £30M

Daniel Robinson & Sons Ltd
www.drobinson.co.uk
Sector: Professional Services
Region: East of England
Revenue: £6M to £10M

Datapath Group Ltd
www.datapath.co.uk
Sector: Information Technology
Region: East Midlands
Revenue: £20M to £30M

Dillistone Group Plc
www.dillistone.com
Sector: Employment Services
Region: London
Revenue: £6M to £10M

Dingles Motor Group Ltd
www.dingles.co.uk
Sector: Motor Vehicle Retail
Region: East of England
Revenue: £30M to £40M

Direct Corporate Clothing Plc
www.directcorporateclothing.co.uk
Sector: Retail
Region: West Midlands
Revenue: £20M to £30M

Discover the World Ltd
www.discover-the-world.co.uk
Sector: Travel
Region: South East
Revenue: £10M to £20M

DNA (Holdings) Ltd
www.atl.eu.com
Sector: Transportation Services
Region: East Midlands
Revenue: £10M to £20M

Donaldson Associates Ltd
www.donaldsonassociates.com
Sector: Engineering & Construction
Region: West Midlands
Revenue: £10M to £20M

Dr Organic Group Ltd
www.drorganic.co.uk
Sector: Retail
Region: Wales
Revenue: £10M to £20M

Driver Group Plc
www.driver-group.com
Sector: Professional Services
Region: North West
Revenue: £30M to £40M

Dufton Plumbing & Heating Supplies Ltd
www.duftons-online.co.uk
Sector: Wholesale
Region: Yorkshire and the Humber
Revenue: £6M to £10M

DWS Automotive Repair Solutions Ltd
www.dws-bodyworks.co.uk
Sector: Motor Vehicle Retail
Region: London
Revenue: £50M to £75M

DXI Ltd
www.dxi.eu
Sector: Telecommunications
Region: London
Revenue: £6M to £10M

Dyer & Butler Holdings Ltd
www.dyerandbutler.co.uk
Sector: Building & Landscape Services
Region: South East
Revenue: £100M to £150M

East Midlands Pharma Ltd
www.empharma.com
Sector: Healthcare
Region: East Midlands
Revenue: £10M to £20M

Ecebs Ltd
www.ecebs.com
Sector: Information Technology
Region: South East
Revenue: £10M to £20M

Eclipse Web Ltd
www.eclipsecolour.com
Sector: Printing
Region: East Midlands
Revenue: £30M to £40M

Eco Animal Health Group Plc
www.ecoanimalhealthgroupplc.com
Sector: Veterinary
Region: London
Revenue: £30M to £40M

Eden Motor Retail Ltd
www.edenmotorgroup.com
Sector: Motor Vehicle Retail
Region: South East
Revenue: £20M to £30M

Edenhouse ERP Holdings Ltd
www.edenhousesolutions.co.uk
Sector: Information Technology
Region: West Midlands
Revenue: £20M to £30M

Edbaston Investment Partners Ltd
www.edbastonip.com
Sector: Financial Services
Region: London
Revenue: £10M to £20M

Edif Group Ltd
www.edifgroup.com
Sector: Oil & Gas Support Services
Region: South East
Revenue: £50M to £75M

Edmo Group Holdings Ltd
www.edmold.co.uk
Sector: Metal Manufacturing & Engineering
Region: West Midlands
Revenue: £20M to £30M

Edwards and Blake Ltd
www.edwardsandblake.co.uk
Sector: Food & Drink
Region: East of England
Revenue: £10M to £20M

EFB Group Ltd
www.eurofoodbrands.co.uk
Sector: Wholesale
Region: East Midlands
Revenue: £50M to £75M

EKF Diagnostics Holdings Plc
www.ekfdiagnostics.com
Sector: Healthcare
Region: Wales
Revenue: £40M to £50M

EMIS Group Plc
www.emis-online.com
Sector: Information Technology
Region: Yorkshire and the Humber
Revenue: £100M to £150M

Ena Shaw Ltd
www.enashaw.co.uk
Sector: Textile Manufacturing
Region: North West
Revenue: £10M to £20M

Encore Personnel Services Ltd
www.encorepersonnel.co.uk
Sector: Employment Services
Region: East Midlands
Revenue: £40M to £50M

Endurance Worldwide Holdings Ltd
www.endurance.bm
Sector: Real Estate
Region: London
Revenue: £30M to £40M

Energy Assets Group Plc
www.energyassets.co.uk
Sector: Oil & Gas Support Services
Region: North West
Revenue: £30M to £40M

Ensen Ltd
www.hillsteels.com
Sector: Engineering & Construction
Region: West Midlands
Revenue: £10M to £20M

Enterprise Finance Ltd
www.enterprisefinance.co.uk
Sector: Financial Services
Region: East of England
Revenue: £10M to £20M

ENTIER Ltd
www.entier-services.com
Sector: Food & Drink
Region: Scotland
Revenue: £40M to £50M

EOTH Ltd
www.equipuk.com
Sector: Manufacturing
Region: East Midlands
Revenue: £30M to £40M

Equi-Trek Ltd
www.equi-trek.co.uk
Sector: Transportation Services
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Equine and Livestock Insurance Company Ltd (The)
www.equine-and-livestock.co.uk
Sector: Insurance
Region: Yorkshire and the Humber
Revenue: £20M to £30M

Ergomed Plc
www.ergomed-cro.com
Sector: Pharmaceuticals & Biotechnology
Region: South East
Revenue: £20M to £30M

Erlson Precision Holdings Ltd
www.erlson.com
Sector: Metal Manufacturing & Engineering
Region: West Midlands
Revenue: £10M to £20M

ERSG Ltd
www.ersg.co.uk
Sector: Employment Services
Region: South East
Revenue: £20M to £30M

Essex Auto Group Ltd
www.essexautogroup.com
Sector: Motor Vehicle Retail
Region: East of England
Revenue: £100M to £150M

ETM Group Ltd pg 40
www.etmgroup.co.uk
Sector: Food & Drink
Region: London
Revenue: £10M to £20M

EuNetworks Fiber UK Ltd
www.eunetworks.com
Sector: Telecommunications
Region: London
Revenue: £10M to £20M

Euravia Engineering & Supply Co Ltd
www.euravia.aero
Sector: Transportation
Region: North West
Revenue: £10M to £20M

Evalueserve UK Ltd
www.evalueserve.com
Sector: Research
Region: East of England
Revenue: £10M to £20M

Everest Advisors (UK) Ltd
www.everestregroup.com
Sector: Insurance
Region: London
Revenue: £10M to £20M

Everyman Media Group Plc pg 26
www.everymancinema.com
Sector: Media
Region: London
Revenue: £10M to £20M

Evolution Funding Ltd
www.evolutionfunding.com
Sector: Financial Services
Region: East Midlands
Revenue: £20M to £30M

Evolve Telecom Ltd
www.evolvecoms.com
Sector: Telecommunications
Region: East of England
Revenue: £20M to £30M

EW Beard (Holdings) Ltd
www.ewbeard.co.uk
Sector: Engineering & Construction
Region: South West
Revenue: £75M to £100M

Exponential-E Ltd
www.exponential-e.com
Sector: Telecommunications
Region: London
Revenue: £50M to £75M

FGD Ltd
www.fgdLtd.co.uk
Sector: Wholesale
Region: West Midlands
Revenue: £10M to £20M

F M Conway Ltd
www.fmconway.co.uk
Sector: Construction
Region: London
Revenue: £200M to £250M

F P Smith (Holdings) Ltd
www.smithsmotorgroup.co.uk
Sector: Motor Vehicle Retail
Region: East of England
Revenue: £40M to £50M

FP (Tools) Ltd
www.fptools.co.uk
Sector: Professional Services
Region: West Midlands
Revenue: £10M to £20M

Failte (Holdings) Ltd
www.failtefoods.com
Sector: Wholesale
Region: Scotland
Revenue: £20M to £30M

Falcon Green Personnel
www.falcongreen.co.uk
Sector: Employment Services
Region: London
Revenue: £10M to £20M

Far & Wide Ltd
www.simpsontravel.com
Sector: Leisure
Region: Yorkshire and the Humber
Revenue: £10M to £20M

D

E



Fastaward Ltd
Sector: Engineering & Construction
Region: South East
Revenue: £10M to £20M

Faster Payments
www.fasterpayments.org.uk
Sector: Financial Services
Region: London
Revenue: £30M to £40M

Fastlane Paint and Body Ltd
www.fastlanepab.co.uk
Sector: Motor Vehicle Retail
Region: East of England
Revenue: £6M to £10M

Fence Stores Ltd
www.fencestores.co.uk
Sector: Wholesale
Region: South West
Revenue: £10M to £20M

Ferguson Engineering (Holdings) Ltd
www.f-e-n.com
Sector: Architecture & Engineering
Region: North West
Revenue: £10M to £20M

FinnCap Ltd
www.finncap.com
Sector: Financial Services
Region: London
Revenue: £10M to £20M

Firefish Ltd
www.firefish.ltd.uk
Sector: Professional Services
Region: London
Revenue: £10M to £20M

Firmdale Hotels
www.firmdalehotels.com
Sector: Accommodation
Region: London
Revenue: £75M to £100M

Firoka (Heythrop Park) Ltd
www.heythropark.co.uk
Sector: Accommodation
Region: South East
Revenue: £10M to £20M

First Choice Selection Services Ltd
www.first-choice-rec.com
Sector: Employment Services
Region: Northern Ireland
Revenue: £6M to £10M

First Mile Ltd
www.thefirstmile.co.uk
Sector: Waste Management
Region: London
Revenue: £6M to £10M

First Protocol Group Ltd
www.firstprotocol.com
Sector: Professional Services
Region: London
Revenue: £20M to £30M

Fish Brothers (Holdings) Ltd
www.fish-bros.co.uk
Sector: Motor Vehicle Retail
Region: South West
Revenue: £100M to £150M

Flamstead Holdings Ltd
www.hlplastics.co.uk
Sector: Plastic Manufacturing & Engineering
Region: East Midlands
Revenue: £50M to £75M

Flatfish Ltd
www.flatfish-ltd.co.uk
Sector: Farming & Fishery
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Fleet Europe
www.fleeteurope.co.uk
Sector: Motor Vehicle Retail
Region: South East
Revenue: £6M to £10M

Fleming Buildings Ltd
www.fleming-buildings.co.uk
Sector: Construction
Region: Scotland
Revenue: £10M to £20M

Flixmedia Ltd
www.flixmedia.tv
Sector: Media
Region: London
Revenue: £6M to £10M

Flowrite Refrigeration Holdings Ltd
www.flowriteservices.co.uk
Sector: Professional Services
Region: South East
Revenue: £10M to £20M

Focus 4 U Ltd
www.focus-grp.co.uk
Sector: Information Technology
Region: South East
Revenue: £20M to £30M

Fogarty Group Ltd
www.forestcare.co.uk
Sector: Residential Care
Region: South East
Revenue: £10M to £20M

Foster Environmental Ltd
www.fosterac.co.uk
Sector: Professional Services
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Foundation Developments Ltd
www.foundation-dev.com
Sector: Construction
Region: London
Revenue: £100M to £150M

Four Communications Group Ltd pg 53
www.fourcommunications.com
Sector: Advertising & Marketing
Region: London
Revenue: £30M to £40M

FP McCann Ltd
www.fpmccann.co.uk
Sector: Engineering & Construction
Region: Northern Ireland
Revenue: £100M to £150M

Framestore pg 29
www.framestore.com
Sector: Advertising & Marketing
Region: London
Revenue: £75M to £100M

Frank Key Group Ltd
www.frank-key.co.uk
Sector: Construction
Region: East Midlands
Revenue: £10M to £20M

Fresh Start Recruitment (UK) Ltd
www.fsr.uk.com
Sector: Employment Services
Region: East Midlands
Revenue: £10M to £20M

FSI Global Plc
www.fsi.co.uk
Sector: Information Technology
Region: London
Revenue: £6M to £10M

Fundamental Media Ltd
www.fundamentalmedia.net
Sector: Media
Region: London
Revenue: £30M to £40M

Funding Circle Holdings Ltd
www.fundingcircle.com
Sector: Financial Services
Region: London
Revenue: £10M to £20M

Futureheads Recruitment Ltd
www.wearefutureheads.co.uk
Sector: Employment Services
Region: London
Revenue: £6M to £10M

G

G Forces Web Management Ltd
www.gforces.co.uk
Sector: Information Technology
Region: South East
Revenue: £20M to £30M

GH Brooks & Co (Harrogate) Ltd
www.ghbrooks.co.uk
Sector: Building & Landscape Services
Region: Yorkshire and the Humber
Revenue: £10M to £20M

GT Group Ltd
www.gtgroup.co.uk
Sector: Oil & Gas Support Services
Region: North East
Revenue: £30M to £40M

G&P Group Holdings Ltd
www.gpqm.com
Sector: Professional Services
Region: West Midlands
Revenue: £20M to £30M

Gainford Care Homes Ltd
www.gainfordcarehomes.com
Sector: Residential Care
Region: North East
Revenue: £20M to £30M

Galaxy Insulation and Dry Lining (Holdings) Ltd
www.galaxyinsulation.co.uk
Sector: Transportation Services
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Galtec Solutions Ltd
www.galtec.com
Sector: Information Technology
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Gaming Realms Plc
www.gamingrealms.com
Sector: Gambling & Betting
Region: London
Revenue: £10M to £20M

Gas World Ltd
www.gasworldltd.co.uk
Sector: Construction
Region: South West
Revenue: £10M to £20M

Keep on. Don't stop 'til you get enough.

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

 Growth Capital Investors



Gascoigne Halman (Holdings) Ltd
www.gascoignealman.co.uk
Sector: Real Estate
Region: North West
Revenue: £6M to £10M

GatenbySanderson Ltd
www.gatenbysanderson.com
Sector: Employment Services
Region: Yorkshire and the Humber
Revenue: £30M to £40M

GEM Partnership Ltd
www.gempartnership.com
Sector: Employment Services
Region: North East
Revenue: £10M to £20M

Gemserv Ltd
www.gemserv.com
Sector: Information Technology
Region: London
Revenue: £10M to £20M

Genesis Crafty
www.genescrafty.com
Sector: Food & Drink
Region: Northern Ireland
Revenue: £10M to £20M

Geoff Neal Litho Ltd
www.geoffneallitho.co.uk
Sector: Printing
Region: London
Revenue: £10M to £20M

George Roberts (North West) Ltd
www.scaffoldingsales.co.uk
Sector: Building & Landscape Services
Region: North West
Revenue: £30M to £40M

Gettheworldmoving Ltd
www.gettheworldmoving.com
Sector: Healthcare
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Gilbert Gilkes & Gordon Ltd
www.gilkes.com
Sector: Mechanical or Industrial Engineering
Region: North West
Revenue: £30M to £40M

Gilbertson & Page Ltd
www.gilpa.co.uk
Sector: Food & Drink
Region: East of England
Revenue: £20M to £30M

Gill Aggregates Ltd
www.gillaggregates.com
Sector: Construction
Region: South East
Revenue: £10M to £20M

Gleeds Energy Ltd
www.gleeds.co.uk
Sector: Oil & Gas
Region: London
Revenue: £6M to £10M

Glide 2 Ltd pg 97
www.glide.co.uk
Sector: Utilities
Region: West Midlands
Revenue: £10M to £20M

Global AutoCare Ltd
www.global-autocare.co.uk
Sector: Motor Vehicle Retail
Region: Yorkshire and the Humber
Revenue: £10M to £20M

GM Coachwork Ltd
www.gmcoachwork.co.uk
Sector: Automotive
Region: South West
Revenue: £20M to £30M

Go Ape pg 106
www.goape.co.uk
Sector: Leisure
Region: East of England
Revenue: £10M to £20M

Goldmore Asset Management Ltd
www.goldmore.co.uk
Sector: Financial Services
Region: South East
Revenue: £50M to £75M

Golfbreaks Ltd pg 111
www.golfbreaks.com
Sector: Travel
Region: South East
Revenue: £40M to £50M

Good Energy Group Plc
www.goodenergygroup.co.uk
Sector: Oil & Gas Support Services
Region: South West
Revenue: £50M to £75M

GP Bullhound Holdings Ltd
www.gpbullhound.com
Sector: Financial Services
Region: London
Revenue: £10M to £20M

GPF Lewis Plc
www.gpf-lewis.co.uk
Sector: Construction
Region: East of England
Revenue: £10M to £20M

Graham Care Ltd
www.hailshamhouse.co.uk
Sector: Healthcare
Region: South East
Revenue: £20M to £30M

Graphene Nanochem Plc
www.graphenenanochem.com
Sector: Oil & Gas
Region: South East
Revenue: £40M to £50M

Gravitas Recruitment Group Ltd
www.gravitasrecruitmentgroup.com
Sector: Employment Services
Region: London
Revenue: £10M to £20M

Graypen Group Ltd
www.graypen.com
Sector: Transportation
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Grayrentals Ltd
www.grayrentals.co.uk
Sector: Transportation
Region: Yorkshire and the Humber
Revenue: £20M to £30M

Great & Small
www.greatandsmall.co.uk
Sector: Retail
Region: South East
Revenue: £20M to £30M

Great Portland Estates Plc
www.gpe.co.uk
Sector: Real Estate
Region: South East
Revenue: £75M to £100M

Greenbank Industries Ltd
www.greenbankgroup.com
Sector: Manufacturing
Region: East Midlands
Revenue: £6M to £10M

Greenray Energy Solutions Ltd
www.greenray.com
Sector: Oil & Gas
Region: East Midlands
Revenue: £20M to £30M

Grey Technology Ltd
www.greytechnology.co.uk
Sector: Electronic Manufacturing
Region: West Midlands
Revenue: £40M to £50M

Grosvenor Consumer Products Ltd
www.grosvenor.eu.com
Sector: Retail
Region: South East
Revenue: £10M to £20M

Grosvenor Garden Centre
www.grosvenorgardencentre.co.uk
Sector: Retail
Region: South East
Revenue: £6M to £10M

GT Recycling Initiatives
www.gt-recycle.com
Sector: Waste Management
Region: South East
Revenue: £40M to £50M

Guestline Ltd
www.guestline.com
Sector: Information Technology
Region: West Midlands
Revenue: £6M to £10M

Guidance Navigation Holdings Ltd pg 67
www.guidance.eu.com
Sector: Electronic Manufacturing
Region: East Midlands
Revenue: £20M to £30M

Gulliver's Truck Hire Ltd
www.gullivers.co.uk
Sector: Transportation Services
Region: South West
Revenue: £75M to £100M



H B Projects Ltd
www.hbprojects.co.uk
Sector: Engineering & Construction
Region: Yorkshire and the Humber
Revenue: £30M to £40M

Hales Group Ltd
www.halesgroup.co.uk
Sector: Employment Services
Region: East of England
Revenue: £20M to £30M

Hambleside Group
www.hambleside-international.co.uk
Sector: Printing
Region: South East
Revenue: £10M to £20M

Hanson Plywood (Holdings) Ltd
www.hanson-plywood.co.uk
Sector: Wholesale
Region: Yorkshire and the Humber
Revenue: £20M to £30M

Hardyman Group Ltd
www.hardyman-group.co.uk
Sector: Construction
Region: West Midlands
Revenue: £10M to £20M

Hargreave Hale Ltd
www.hargreave-hale.co.uk
Sector: Financial Services
Region: North West
Revenue: £30M to £40M

Harlech Foodservice Ltd
www.harlech.co.uk
Sector: Food & Drink
Region: Wales
Revenue: £20M to £30M

Harper Group Management Ltd
www.harpergroup.co.uk
Sector: Construction
Region: West Midlands
Revenue: £10M to £20M

Harpers Environmental Ltd
www.harpersenvironmental.co.uk
Sector: Waste Management
Region: Yorkshire and the Humber
Revenue: £6M to £10M

Harron Group Ltd
www.harronhomes.com
Sector: Construction
Region: Yorkshire and the Humber
Revenue: £75M to £100M

Havwoods Ltd
www.havwoods.co.uk
Sector: Retail
Region: North West
Revenue: £20M to £30M

Hawco & Sons Ltd
www.hawcogroup.co.uk
Sector: Motor Vehicle Retail
Region: Scotland
Revenue: £75M to £100M

Hawk Hire Ltd
www.hawk-plant-hire.co.uk
Sector: Construction
Region: West Midlands
Revenue: £20M to £30M

Hazell and Jefferies (Tarmac) Ltd
www.hazellj.co.uk
Sector: Engineering & Construction
Region: South East
Revenue: £20M to £30M

Hazlemere Holdings Ltd
www.hazlemere.co.uk
Sector: Wholesale
Region: London
Revenue: £10M to £20M

HBS Foods Ltd
www.hbsfoods.co.uk
Sector: Wholesale
Region: West Midlands
Revenue: £10M to £20M

Heads Recruitment Ltd
www.heads-uk.com
Sector: Employment Services
Region: North West
Revenue: £50M to £75M

Heat Recovery Solutions Ltd
www.hrs.energy
Sector: Oil & Gas Support Services
Region: London
Revenue: £6M to £10M

Heating Plumbing Supplies Group Ltd
www.hpsmerchant.co.uk
Sector: Metal Manufacturing & Engineering
Region: South East
Revenue: £40M to £50M

Helical Bar Plc
www.helical.co.uk
Sector: Real Estate
Region: London
Revenue: £100M to £150M

Helios Underwriting Plc
www.huwplc.com
Sector: Professional Services
Region: London
Revenue: £10M to £20M

Hereford Contract Canning (HCC) Ltd
www.hccanning.com
Sector: Food & Drink
Region: West Midlands
Revenue: £10M to £20M

Heritage Somerfield Group UK Ltd
www.heritagetradeframes.co.uk
Sector: Plastic Manufacturing & Engineering
Region: North West
Revenue: £6M to £10M

Hevey Building Supplies Ltd
www.hevey.co.uk
Sector: Construction
Region: East Midlands
Revenue: £10M to £20M



HgCapital Trust Plc
www.hgcapitaltrust.com
Sector: Financial Services
Region: London
Revenue: £20M to £30M

HGV Direct Ltd
www.hgvdirect.co.uk
Sector: Wholesale
Region: East Midlands
Revenue: £10M to £20M

Higgidy Ltd pg 38
www.higgidy.co.uk
Sector: Food & Drink
Region: South East
Revenue: £10M to £20M

High Grove Beds Ltd
www.highgrovebeds.co.uk
Sector: Retail
Region: Yorkshire and the Humber
Revenue: £10M to £20M

High5 Sports Nutrition
www.highfiveonline.co.uk
Sector: Retail
Region: East Midlands
Revenue: £6M to £10M

Highway Stops Retail Ltd
www.highwaystops.co.uk
Sector: Retail
Region: London
Revenue: £20M to £30M

Hill Biscuits Ltd
www.hillbiscuits.com
Sector: Food & Drink
Region: North West
Revenue: £10M to £20M

Historic Sussex Hotels Ltd

www.hshotels.co.uk
Sector: Accommodation
Region: South East
Revenue: £10M to £20M

HK Foods Ltd

www.hkfoods.co.uk
Sector: Food & Drink
Region: West Midlands
Revenue: £6M to £10M

HML Holdings Plc

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

Hodgson Sayers Ltd

www.hodgson-sayers.co.uk
Sector: Construction
Region: North East
Revenue: £10M to £20M

Hogan (Holdings) Ltd

www.hogan-group.com
Sector: Professional Services
Region: Wales
Revenue: £10M to £20M

HPD Software Ltd

www.hpdssoftware.com
Sector: Information Technology
Region: London
Revenue: £6M to £10M

HPS Marketing Communications Ltd

www.hpsgroup.co.uk
Sector: Advertising & Marketing
Region: London
Revenue: £10M to £20M

HR Essentials Ltd

www.essential-rec.co.uk
Sector: Professional Services
Region: East Midlands
Revenue: £10M to £20M

HSB Holdings Ltd

www.hutcheon-services.ltd.uk
Sector: Professional Services
Region: Scotland
Revenue: £10M to £20M

HSL Chairs

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

hub North Scotland Ltd

www.hubnorthscotland.co.uk
Sector: Construction
Region: Scotland
Revenue: £50M to £75M

Hughes Forrest Ltd

www.hughesforrest.com
Sector: Building & Landscape Services
Region: Wales
Revenue: £6M to £10M

Huntson Holdings Plc

www.autoworld.co.uk
Sector: Motor Vehicle Retail
Region: East Midlands
Revenue: £75M to £100M

Hydrodec Group Plc

www.hydrodec.com
Sector: Oil & Gas Support Services
Region: London
Revenue: £30M to £40M

Hyperion Insurance Group Ltd

www.hyperioninsurancegroup.com
Sector: Insurance
Region: London
Revenue: £150M to £200M

**Ian Williams (Holdings) Ltd**

www.ianwilliams.co.uk
Sector: Building & Landscape Services
Region: South West
Revenue: £75M to £100M

IB Construction Ltd

www.ibconstruction.co.uk
Sector: Construction
Region: West Midlands
Revenue: £10M to £20M

IBA Group Ltd

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

IFE Global Logistics (UK) Ltd

www.ifeuk.com
Sector: Transportation Services
Region: East of England
Revenue: £20M to £30M

Imagesound

www.imagesound.com
Sector: Media
Region: East Midlands
Revenue: £10M to £20M

IMEX Group

www.imexexhibitions.com
Sector: Travel
Region: South East
Revenue: £20M to £30M

Impact Creative Partnership Ltd

www.impact-creative.co.uk
Sector: Arts
Region: East Midlands
Revenue: £10M to £20M

Import Services Ltd

www.importservices.co.uk
Sector: Transportation Services
Region: South East
Revenue: £10M to £20M

Imprint Creative Print Solutions Ltd

www.imprintgroup.co.uk
Sector: Printing
Region: South East
Revenue: £10M to £20M

Inception Ventures Group Ltd pg 109

www.inception-group.com
Sector: Leisure
Region: London
Revenue: £6M to £10M

IndigoVision Group Plc

www.indigovision.com
Sector: Information Technology
Region: Scotland
Revenue: £50M to £75M

**Industria Personnel Services Ltd**

www.industria-jobs.co.uk
Sector: Employment Services
Region: East Midlands
Revenue: £20M to £30M

Infinity Motorcycles

www.infinitymotorcycles.com
Sector: Retail
Region: South East
Revenue: £10M to £20M

Innovative Technology pg 48

www.innovative-technology.com
Sector: Manufacturing
Region: North West
Revenue: £20M to £30M

Insafe International Ltd pg 80

www.insafe.co.uk
Sector: Manufacturing & Engineering
Region: South East
Revenue: £10M to £20M

Insite Contracts Ltd

www.insitecontracts.co.uk
Sector: Construction
Region: Scotland
Revenue: £6M to £10M

Inspired Energy Plc

www.inspiredenergy.co.uk
Sector: Professional Services
Region: North West
Revenue: £10M to £20M

Intec Microsystems Ltd

www.intecmicros.co.uk
Sector: Information Technology
Region: West Midlands
Revenue: £50M to £75M

Nominated adviser, corporate broker
or financial adviser to

120 
companies

We are trusted advisors due to the quality of advice we provide. Our stable teams are motivated, committed and dedicated to addressing our clients' needs.

Integrated Results Ltd
www.integrated-results.com
Sector: Employment Services
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Interact Medical Ltd
www.interactmedical.co.uk
Sector: Employment Services
Region: South East
Revenue: £40M to £50M

InternetQ Plc pg 98
www.internetq.com
Sector: Telecommunications
Region: London
Revenue: £75M to £100M

Investacast Ilfracombe Ltd
www.investacast.com
Sector: Metal Manufacturing & Engineering
Region: South West
Revenue: £10M to £20M

Investis
www.investis.co.uk
Sector: Information Technology
Region: London
Revenue: £10M to £20M

J

J & B Hopkins Ltd
www.jbhopkins.co.uk
Sector: Construction
Region: South East
Revenue: £20M to £30M

JG Distillers Ltd
www.jgdistillers.com
Sector: Food & Drink
Region: Scotland
Revenue: £10M to £20M

JM Finn & Co Ltd
www.jmfinn.com
Sector: Financial Services
Region: London
Revenue: £50M to £75M

JS Bailey Ltd
www.jsbaileycheese.co.uk
Sector: Food & Drink
Region: North West
Revenue: £30M to £40M

JAC Group (Holdings) Ltd
www.jactravel.co.uk
Sector: Architecture & Engineering
Region: London
Revenue: £150M to £200M

James Hargreaves PM Ltd
www.jameshargreaves.com
Sector: Retail
Region: North West
Revenue: £40M to £50M

James Jamieson Construction Ltd
www.jj-c.co.uk
Sector: Construction
Region: Scotland
Revenue: £10M to £20M

Japan Centre Group Ltd pg 32
www.japancentre.com
Sector: Food & Drink
Region: London
Revenue: £10M to £20M

JBA Group Ltd
www.jbagroup.co.uk
Sector: Professional Services
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Jemmtec Ltd
www.magmaceramics.com
Sector: Manufacturing
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Jestic Ltd pg 79
www.jestic.co.uk
Sector: Manufacturing
Region: South East
Revenue: £10M to £20M

Jim Wilmer & Sons Timber Harvesting Ltd pg 84
www.jimwilmerandsons.co.uk
Sector: Forestry & Logging
Region: Scotland
Revenue: £6M to £10M

JMW Farms Ltd
www.jmwfarms.com
Sector: Farming & Fishery
Region: Northern Ireland
Revenue: £20M to £30M

Joe Davies (Manchester) Ltd
www.joedavies.co.uk
Sector: Retail
Region: North West
Revenue: £10M to £20M

Joedan Holdings Ltd
www.joedan.co.uk
Sector: Metal Manufacturing & Engineering
Region: South East
Revenue: £10M to £20M

John Brash & Co Ltd
www.johnbrash.co.uk
Sector: Wholesale
Region: East Midlands
Revenue: £30M to £40M

John F Hunt Power Ltd
www.johnfhunt.co.uk
Sector: Construction
Region: East of England
Revenue: £10M to £20M

Jonathan Lee Contracts Ltd
www.jonlee.co.uk
Sector: Employment Services
Region: West Midlands
Revenue: £50M to £75M

JTG Holdings Ltd
www.gravells.com
Sector: Motor Vehicle Retail
Region: Wales
Revenue: £50M to £75M

Just Eat Plc pg 118
www.justeat.com
Sector: Food & Drink
Region: London
Revenue: £150M to £200M

K

K2 IT Ltd
www.k2-it.com
Sector: Wholesale
Region: North West
Revenue: £50M to £75M

KL Technologies Ltd pg 78
www.kltechnologies.co.uk
Sector: Manufacturing
Region: East of England
Revenue: £40M to £50M



Kalsi Plastics (UK) Ltd
www.kalsiplastics.co.uk
Sector: Plastic Manufacturing & Engineering
Region: West Midlands
Revenue: £30M to £40M

Kavli UK Ltd
www.kavli.com
Sector: Food & Drink
Region: North East
Revenue: £40M to £50M

KBC Advanced Technologies Plc
www.kbcat.com
Sector: Oil & Gas
Region: South East
Revenue: £75M to £100M

Keith Walton Construction Company Ltd
www.kwbl.co.uk
Sector: Construction
Region: North West
Revenue: £10M to £20M

Keltbray Group (Holdings) Ltd
www.keltbray.com
Sector: Engineering & Construction
Region: South East
Revenue: £200M to £250M

Kelvin Kbb Ltd
www.kelvinkbb.com
Sector: Building & Landscape Services
Region: Scotland
Revenue: £10M to £20M

Kennet Equipment Leasing Ltd
www.kennet-leasing.co.uk
Sector: Rental & Leasing
Region: West Midlands
Revenue: £6M to £10M

Kent Periscopes Ltd
www.kentperiscopes.co.uk
Sector: Manufacturing
Region: Wales
Revenue: £6M to £10M

Kenwood Damp-Proofing Plc
www.northlondondampproofing.co.uk
Sector: Building & Landscape Services
Region: East of England
Revenue: £6M to £10M

Kenwood Travel Ltd
www.kenwoodtravel.com
Sector: Travel
Region: London
Revenue: £50M to £75M

Kids Allowed Holdings Ltd
www.kidsallowed.com
Sector: Education
Region: North West
Revenue: £6M to £10M

Kiltearn Partners Llp
www.kiltearnpartners.com
Sector: Financial Services
Region: Scotland
Revenue: £20M to £30M

Kimberley Caravan Centre Ltd
www.kimberleycaravans.co.uk
Sector: Leisure
Region: East Midlands
Revenue: £10M to £20M

Kimpton Ltd
www.kimpton.ltd.uk
Sector: Construction
Region: North West
Revenue: £10M to £20M

Kinapse Ltd
www.kinapse.com
Sector: Professional Services
Region: London
Revenue: £20M to £30M

Kinaxia Ltd
www.kinaxia.co.uk
Sector: Transportation
Region: North West
Revenue: £10M to £20M

King Lifting Ltd
www.kinglifting.com
Sector: Engineering & Construction
Region: South West
Revenue: £10M to £20M

KMP Taste Ltd
www.kmpgroup.co.uk
Sector: Food & Drink
Region: London
Revenue: £10M to £20M

Kondor Ltd
www.kondor.co.uk
Sector: Wholesale
Region: South West
Revenue: £100M to £150M

KPG Holdings Ltd
www.kitepackaging.co.uk
Sector: Wholesale
Region: West Midlands
Revenue: £40M to £50M

KSW Engineering Ltd
www.kswengineering.com
Sector: Metal Manufacturing & Engineering
Region: Scotland
Revenue: £6M to £10M

L

L & J Holdings Ltd
www.mjevansconstruction.co.uk
Sector: Transportation Services
Region: West Midlands
Revenue: £40M to £50M

L & S Engineers Ltd
www.lsendeers.co.uk
Sector: Engineering & Construction
Region: West Midlands
Revenue: £6M to £10M

LJ Fairburn and Son Ltd
www.ljfairburnpoultry.co.uk
Sector: Farming & Fishery
Region: East Midlands
Revenue: £40M to £50M

Laguna Motorcycles Ltd
www.laguna.co.uk
Sector: Motor Vehicle Retail
Region: South East
Revenue: £10M to £20M

Lakesmere Group Ltd
www.lakesmere.com
Sector: Construction
Region: South East
Revenue: £75M to £100M

Lancer Scott Ltd
www.lancerscott.co.uk
Sector: Construction
Region: South West
Revenue: £20M to £30M

Lark Ltd
www.larkinsurance.co.uk
Sector: Insurance
Region: London
Revenue: £20M to £30M

Laser Electrical Services Ltd
www.laserelectrical.com
Sector: Professional Services
Region: East of England
Revenue: £10M to £20M

Lawcris Panel Products Ltd
www.lawcris.co.uk
Sector: Manufacturing
Region: Yorkshire and the Humber
Revenue: £50M to £75M

Lee Baron Group Ltd
www.leebaron.com
Sector: Real Estate
Region: London
Revenue: £6M to £10M

Leeson Chemicals Ltd
www.lpultd.com
Sector: Pharmaceuticals & Biotechnology
Region: West Midlands
Revenue: £10M to £20M

Lexington Catering Ltd pg 39
www.lexingtoncatering.com
Sector: Food & Drink
Region: London
Revenue: £30M to £40M

Liberty Leasing Plc
www.libertyleasing.co.uk
Sector: Financial Services
Region: South East
Revenue: £10M to £20M

Licensed Wholesale Company Ltd
www.lwc-drinks.co.uk
Sector: Wholesale
Region: North West
Revenue: £150M to £200M

Linbrooke Total Network Solutions
www.linbrooke.co.uk
Sector: Telecommunications
Region: Yorkshire and the Humber
Revenue: £50M to £75M

Lincoln & York
www.lincolnandnyork.com
Sector: Food & Drink
Region: Yorkshire and the Humber
Revenue: £20M to £30M

Lindsell Train Ltd
www.lindselltrain.com
Sector: Financial Services
Region: London
Revenue: £10M to £20M

London & Devonshire Trust Ltd
www.londonanddevonshire.com
Sector: Real Estate
Region: South West
Revenue: £20M to £30M

Linear Recruitment Ltd
www.linearrecruitment.co.uk
Sector: Employment Services
Region: Yorkshire and the Humber
Revenue: £30M to £40M

Linkspan Interiors Ltd
www.linkspaninteriors.co.uk
Sector: Construction
Region: South East
Revenue: £20M to £30M

Lioncourt Homes Ltd
www.lioncourthomes.com
Sector: Real Estate
Region: West Midlands
Revenue: £40M to £50M

Liontrust Asset Management Plc
www.liontrustassetmanagement.co.uk
Sector: Financial Services
Region: London
Revenue: £30M to £40M

Liquid Personnel Ltd
www.liquidpersonnel.com
Sector: Employment Services
Region: North West
Revenue: £50M to £75M

Litter Boss
www.litterboss.com
Sector: Waste Management
Region: North East
Revenue: £10M to £20M

Local Car and Van Rental Ltd
www.lcvr.co.uk
Sector: Rental & Leasing
Region: South East
Revenue: £50M to £75M

Logistex Europe Ltd
www.logistex.com
Sector: Transportation Services
Region: East Midlands
Revenue: £20M to £30M

Lombard Risk Management Plc
www.lombardriskmanagement.com
Sector: Financial Services
Region: London
Revenue: £20M to £30M

Lomond Plant
www.lomondplant.co.uk
Sector: Construction
Region: Scotland
Revenue: £6M to £10M

London & Devonshire Trust Ltd
www.londonanddevonshire.com
Sector: Real Estate
Region: South West
Revenue: £20M to £30M

London Chemicals & Resources Ltd

www.lcrl.net
Sector: Wholesale
Region: South East
Revenue: £10M to £20M

Long Harbour Ltd

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

Longleat Enterprises Ltd

www.longleat.co.uk
Sector: Travel
Region: South West
Revenue: £20M to £30M

Lothbury Investment Management Group Ltd

www.lothburyim.com
Sector: Financial Services
Region: London
Revenue: £6M to £10M

Loughton 2011 Ltd

www.loughtoncontracts.com
Sector: Building & Landscape Services
Region: London
Revenue: £20M to £30M

Lovania Nurseries Ltd

www.lovania.co.uk
Sector: Wholesale
Region: North West
Revenue: £10M to £20M

LSE Retail Group Ltd

www.lseretailgroup.co.uk
Sector: Retail
Region: North West
Revenue: £10M to £20M

Luce Bay Plant Hire Ltd

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

Lucent Lighting Ltd

www.lucent-lighting.com
Sector: Electronic Manufacturing
Region: London
Revenue: £6M to £10M

M

M-Integrated Solutions Plc

www.m-is.com
Sector: Advertising & Marketing
Region: East Midlands
Revenue: £20M to £30M

M & J Group (Construction & Roofing) Ltd

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

M J Church (Plant) Ltd

www.mjchurch.com
Sector: Engineering & Construction
Region: South West
Revenue: £30M to £40M

M L Accessories Ltd

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

M P Evans Group Plc

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

M3 Consulting Ltd

www.m3c.co.uk
Sector: Real Estate
Region: London
Revenue: £6M to £10M

Mac Roofing

www.macroofing.com
Sector: Construction
Region: North West
Revenue: £10M to £20M

Mackle Petfoods

www.macklepetfoods.com
Sector: Wholesale
Region: Northern Ireland
Revenue: £20M to £30M

Madigan Gill Group Holdings Ltd

www.madigangill.co.uk
Sector: Construction
Region: London
Revenue: £20M to £30M

Magdalene Holdings Ltd

www.magdalene.co.uk
Sector: Telecommunications
Region: London
Revenue: £30M to £40M

Maindec Computer Solutions Ltd

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

Maintel Holdings Plc pg 99

www.maintel.co.uk
Sector: Telecommunications
Region: London
Revenue: £40M to £50M

Maldon Crystal Salt Company Ltd

www.maldonsalt.co.uk
Sector: Food & Drink
Region: East of England
Revenue: £10M to £20M

Mama Bear's Day Nursery

www.mamabear.co.uk
Sector: Retail
Region: South West
Revenue: £6M to £10M

Marson Garages (Wolstanton) Ltd

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

Masteroast Holdings Ltd

www.masteroast.co.uk
Sector: Food & Drink
Region: East of England
Revenue: £10M to £20M

Maviga Plc

www.maviga.com
Sector: Architecture & Engineering
Region: South East
Revenue: £150M to £200M

Mayday Healthcare Plc

www.maydayhealthcareplc.co.uk
Sector: Healthcare
Region: London
Revenue: £50M to £75M

Maylim Ltd

www.maylim.co.uk
Sector: Construction
Region: London
Revenue: £10M to £20M

McArdle Holdings Ltd

www.mcardle-astroturf.co.uk
Sector: Specialist Construction
Region: South East
Revenue: £10M to £20M

MCCGLC Ltd pg 27

www.mccglc.com
Sector: Advertising & Marketing
Region: London
Revenue: £6M to £10M

McGavigan

www.mcgavigan.com
Sector: Manufacturing
Region: Scotland
Revenue: £10M to £20M

Mclean & Appleton (Holdings) Ltd

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

Mech-Tool Holdings Ltd

www.mechtool.co.uk
Sector: Manufacturing
Region: North East
Revenue: £30M to £40M

Meech International Ltd

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

Melba Swintex

www.melbaswintex.co.uk
Sector: Manufacturing
Region: North West
Revenue: £10M to £20M

Melrob Group Holdings Ltd

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

Mervyn Lambert Plant Ltd

www.mervynlambert.co.uk
Sector: Rental & Leasing
Region: East of England
Revenue: £20M to £30M

Met Media Ltd

www.metfilm.co.uk
Sector: Media
Region: London
Revenue: £6M to £10M

AIM 20

Growing good ideas for 20 years.

AIM has been rewarding innovation since 1995. Now the world's most successful international growth market, companies admitted to AIM have raised over £90bn in the past two decades.

AIM supports small and medium-sized businesses from across the globe, giving entrepreneurs the opportunity to break through, go further and dream bigger. These ambitious companies drive economic growth and AIM has been their home for 20 years.

Find out more about how AIM can help grow your business at www.lseg.com/aim



London
Stock Exchange Group

Metamark (UK) Ltd

www.metamark.co.uk
Sector: Manufacturing
Region: North West
Revenue: £20M to £30M

Metro Bank Plc

www.metrobankonline.co.uk
Sector: Financial Services
Region: London
Revenue: £75M to £100M

MFS International (UK) Ltd

www.mfs.com
Sector: Financial Services
Region: London
Revenue: £150M to £200M

Middleton Food Products Ltd

www.middletonfoods.com
Sector: Food & Drink
Region: West Midlands
Revenue: £10M to £20M

Midshires Care Holdings Ltd

www.helpinghandshomecare.co.uk
Sector: Residential Care
Region: West Midlands
Revenue: £30M to £40M

Millennium Business Systems Ltd

www.mbsavit.co.uk
Sector: Information Technology
Region: South East
Revenue: £6M to £10M

Milton Homes Ltd

www.miltonhomes.co.uk
Sector: Residential Care
Region: London
Revenue: £10M to £20M

MJL Cornwall Ltd

www.mjl-ltd.com
Sector: Construction
Region: South West
Revenue: £20M to £30M

M-Netics Holdings Ltd

www.mnetics.co.uk
Sector: Telecommunications
Region: South East
Revenue: £10M to £20M

Mobus Fabrics Ltd

www.mobus.co.uk
Sector: Textile Manufacturing
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Modern Tyres

www.moderntyres.com
Sector: Retail
Region: Northern Ireland
Revenue: £10M to £20M

Molson Group Ltd

www.molsongroup.co.uk
Sector: Construction
Region: South West
Revenue: £40M to £50M

Monarch Chemicals (Holdings) Ltd

www.monarchchemicals.co.uk
Sector: Manufacturing
Region: South East
Revenue: £10M to £20M

Money

www.money.co.uk
Sector: Financial Services
Region: South West
Revenue: £20M to £30M

Monoworld Ltd

www.monoworldrecycling.co.uk
Sector: Waste Management
Region: East Midlands
Revenue: £10M to £20M

Moran Logistics Ltd

www.moranlogistics.co.uk
Sector: Transportation Services
Region: East Midlands
Revenue: £30M to £40M

Morgan Transport & Distribution Ltd

www.morganmclernon.com
Sector: Transportation Services
Region: Northern Ireland
Revenue: £20M to £30M

Morris & Co (Handlers) Ltd

www.morrismet.com
Sector: Waste Management
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Mortgage Advice Bureau (Holdings) Plc

www.mab.org.uk
Sector: Financial Services
Region: East Midlands
Revenue: £50M to £75M

Motocaddy Holdings Ltd

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

Motofix

www.motofix-arc.co.uk
Sector: Professional Services
Region: South East
Revenue: £10M to £20M

Moulded Foams

www.mouldedfoams.com
Sector: Manufacturing
Region: Scotland
Revenue: £10M to £20M

Mount Charles Group

www.mountcharles.com
Sector: Food & Drink
Region: Northern Ireland
Revenue: £20M to £30M

MPM Products Ltd

www.mppmproducts.co.uk
Sector: Food & Drink
Region: North West
Revenue: £20M to £30M

MSI Group Ltd

www.msigroupltd.com
Sector: Employment Services
Region: London
Revenue: £30M to £40M

MTR Bailey Trading Ltd

www.thetradedecentrewales.co.uk
Sector: Motor Vehicle Retail
Region: Wales
Revenue: £50M to £75M

MTS Group Ltd

www.mtsgrouppltd.co.uk
Sector: Rental & Leasing
Region: Yorkshire and the Humber
Revenue: £6M to £10M

Muir Group Plc

www.muirgroup.co.uk
Sector: Real Estate
Region: Scotland
Revenue: £100M to £150M

Multitech Site Services Ltd

www.multitechrecruitment.com
Sector: Employment Services
Region: East of England
Revenue: £6M to £10M

MyPay Ltd

www.mypay.uk.com
Sector: Financial Services
Region: North West
Revenue: £10M to £20M

N

N+1 Singer Ltd

www.n1singer.com
Sector: Professional Services
Region: London
Revenue: £30M to £40M

NRL Group Ltd

www.nrl.co.uk
Sector: Employment Services
Region: North West
Revenue: £150M to £200M

NT International Plc

www.ntinternational.com
Sector: Wholesale
Region: West Midlands
Revenue: £20M to £30M

Nakama Group Plc

www.nakamagroupplc.com
Sector: Employment Services
Region: South East
Revenue: £20M to £30M

Nasa Umbrella Ltd

www.nasaumbrella.com
Sector: Financial Services
Region: South West
Revenue: £50M to £75M

Nasstar Plc

www.nasstar.com
Sector: Information Technology
Region: West Midlands
Revenue: £10M to £20M

Nationwide Hygiene Supplies Ltd

www.nationwide-hygiene.com
Sector: Manufacturing
Region: East Midlands
Revenue: £20M to £30M

Natural Balance Foods Ltd

www.naturalbalancefoods.co.uk
Sector: Food & Drink
Region: South East
Revenue: £20M to £30M

Natural Paving Products (UK) Ltd

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

Naturetrek Ltd

www.naturetrek.co.uk
Sector: Travel
Region: South East
Revenue: £10M to £20M

Needlers Holdings Ltd

www.needlers.biz
Sector: Wholesale
Region: Yorkshire and the Humber
Revenue: £20M to £30M

Neptune (Europe) Ltd

www.neptune.com
Sector: Manufacturing
Region: South West
Revenue: £20M to £30M

Neville UK Trading Holdings Ltd

www.nevilleuk.com
Sector: Food & Drink
Region: London
Revenue: £10M to £20M

Nevis Marketing Ltd

www.nevis.uk.com
Sector: Retail
Region: South West
Revenue: £10M to £20M

New World Developments Ltd

www.nwd.uk.com
Sector: Real Estate
Region: Northern Ireland
Revenue: £10M to £20M

Newson Gale Ltd

www.newson-gale.co.uk
Sector: Manufacturing
Region: East Midlands
Revenue: £6M to £10M

NewVoiceMedia Ltd

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

Nigel Fredericks Ltd

www.nigelfredericks.co.uk
Sector: Food & Drink
Region: London
Revenue: £40M to £50M

NightHawk Energy Plc

www.nighthawkenergy.com
Sector: Oil & Gas Support Services
Region: London
Revenue: £30M to £40M

Nisbets Plc

www.nisbets.co.uk
Sector: Retail
Region: South West
Revenue: £200M to £250M

Norco Group Ltd

www.norcoenergy.com
Sector: Electronic Manufacturing
Region: Scotland
Revenue: £6M to £10M

Norman Hay Plc

www.normanhay.com
Sector: Engineering & Construction
Region: West Midlands
Revenue: £40M to £50M

North Down Grain Ltd

www.northdowngrain.com
Sector: Farming & Fishery
Region: Northern Ireland
Revenue: £20M to £30M

North East Convenience Stores Ltd

www.northeastconvenience.com
Sector: Retail
Region: North East
Revenue: £20M to £30M

Northbridge Industrial Services Plc

www.northbridgegroup.co.uk
Sector: Oil & Gas
Region: West Midlands
Revenue: £40M to £50M

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: North West
Revenue: £50M to £75M

NSC Group Plc

www.nscglobal.com
Sector: Information Technology
Region: London
Revenue: £100M to £150M

Nuclear Engineering Group Ltd

www.ansaldo-nes.com
Sector: Professional Services
Region: West Midlands
Revenue: £40M to £50M

Nucleus Financial Group Ltd

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

Nurture Landscapes Holdings Ltd

www.nurturelandscapes.com
Sector: Building & Landscape Services
Region: South East
Revenue: £10M to £20M

Nviron Ltd

www.nviron.com
Sector: Information Technology
Region: North West
Revenue: £6M to £10M

O

O'Neill and Brennan Construction Ltd

www.oneillandbrennan.com
Sector: Employment Services
Region: South West
Revenue: £50M to £75M

OAASIS Group Ltd

www.oaasisgroup.com
Sector: Oil & Gas Support Services
Region: East of England
Revenue: £10M to £20M

Oakland International Ltd

www.oakland-international.com
Sector: Transportation Services
Region: West Midlands
Revenue: £10M to £20M

Oakleaf Care (Hartwell) Ltd

www.oakleafcare.com
Sector: Healthcare
Region: East Midlands
Revenue: £6M to £10M

Ocean Automotive Ltd

www.oceanautomotive.co.uk
Sector: Motor Vehicle Retail
Region: South West
Revenue: £75M to £100M

Odgers (Group) Ltd

www.odgers.com
Sector: Employment Services
Region: London
Revenue: £100M to £150M

Offsite Solutions (RT) Ltd

www.offsitesolutions.com
Sector: Manufacturing
Region: South West
Revenue: £20M to £30M

Olive Catering Services Ltd

www.olive-catering.com
Sector: Food & Drink
Region: East Midlands
Revenue: £20M to £30M

Oliver Valves Ltd

www.valves.co.uk
Sector: Oil & Gas Support Services
Region: Scotland
Revenue: £30M to £40M

Oliver Valvetek Ltd

www.valves.co.uk
Sector: Metal Manufacturing & Engineering
Region: North West
Revenue: £30M to £40M

Omar Group Ltd

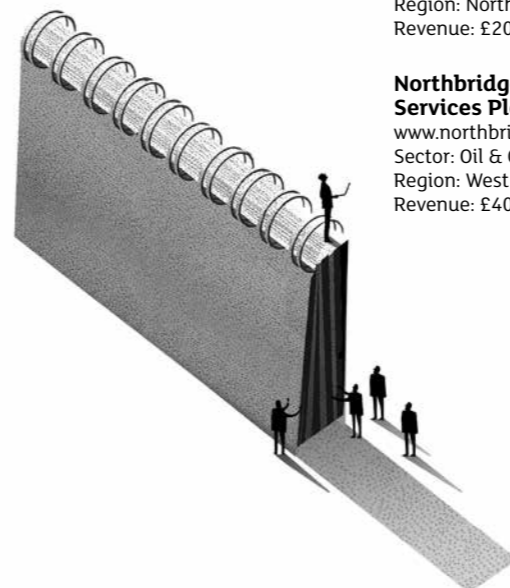
www.omar.co.uk
Sector: Manufacturing
Region: East of England
Revenue: £20M to £30M

Opito Strategic Ltd

www.opito.net
Sector: Oil & Gas
Region: Scotland
Revenue: £10M to £20M

Opus Trust Group Ltd

www.otmltd.com
Sector: Printing
Region: London
Revenue: £20M to £30M



Orangebox Group Ltd
www.orangebox.com
Sector: Manufacturing
Region: Wales
Revenue: £40M to £50M

Orbis Investment Advisory Ltd
www.orbisfunds.com
Sector: Financial Services
Region: London
Revenue: £40M to £50M

Orchard Valley Foods Ltd
www.orchard-valley.co.uk
Sector: Food & Drink
Region: West Midlands
Revenue: £20M to £30M

Osprey Foods International Ltd
www.ospreyfoods.com
Sector: Food & Drink
Region: East of England
Revenue: £10M to £20M

Outsourcing Plc
www.outsourcing.co.uk
Sector: Information Technology
Region: London
Revenue: £6M to £10M

Overbrook Farm Ltd
Sector: Farming & Fishery
Region: East Midlands
Revenue: £10M to £20M

Oxford Immunotec Global Plc
www.oxfordimmunotec.com
Sector: Pharmaceuticals
& Biotechnology
Region: South East
Revenue: £30M to £40M

Oxford Policy Management Ltd
www.opml.co.uk
Sector: Professional Services
Region: South East
Revenue: £30M to £40M

PJ Towey Construction Ltd
www.pjtowey.co.uk
Sector: Construction
Region: East Midlands
Revenue: £6M to £10M

PP O'Connor Ltd
www.ppoconnor.co.uk
Sector: Engineering & Construction
Region: North West
Revenue: £20M to £30M

P D Hook (Group) Ltd
www.pdhook.co.uk
Sector: Farming & Fishery
Region: South East
Revenue: £100M to £150M

PH Properties Ltd
www.phph.co.uk
Sector: Oil & Gas Support Services
Region: West Midlands
Revenue: £6M to £10M

PF Cusack (Tools Supplies) Ltd
www.cusack.co.uk
Sector: Retail
Region: North West
Revenue: £20M to £30M

Pacific Produce Ltd
www.pacificproduce.co.uk
Sector: Food & Drink
Region: South East
Revenue: £30M to £40M

Paine Manwaring Ltd
www.painemanwaring.com
Sector: Professional Services
Region: South East
Revenue: £10M to £20M

Palace Capital Plc
www.palacecapitalplc.com
Sector: Real Estate
Region: London
Revenue: £6M to £10M

Paladon Systems Ltd
www.paladonsystems.com
Sector: Manufacturing
Region: East Midlands
Revenue: £10M to £20M

Pallet Track
www.pallet-track.co.uk
Sector: Transportation Services
Region: West Midlands
Revenue: £10M to £20M

Paneltex Ltd
www.paneltex.co.uk
Sector: Transportation
Region: Yorkshire and the Humber
Revenue: £40M to £50M

Panmure Gordon & Co Plc
www.panmure.com
Sector: Financial Services
Region: London
Revenue: £30M to £40M

Panther Warehousing Plc
www.panthergroup.co.uk
Sector: Transportation Services
Region: East Midlands
Revenue: £20M to £30M

Paragon Interiors Group Plc
www.paragonplc.com
Sector: Construction
Region: East Midlands
Revenue: £40M to £50M

Parallel Consulting Ltd
www.parallelconsulting.com
Sector: Employment Services
Region: London
Revenue: £20M to £30M

Pario Group Ltd
www.pariogroup.co.uk
Sector: Employment Services
Region: London
Revenue: £10M to £20M

Parker Building Supplies Ltd
www.parkerbuildingsupplies.co.uk
Sector: Building & Landscape Services
Region: South East
Revenue: £50M to £75M

Parkside (Barnstaple) Ltd
www.countyvauhallbarnstaple.co.uk
Sector: Motor Vehicle Retail
Region: South West
Revenue: £10M to £20M

Partnership Media Group Ltd
www.insidegovernment.co.uk
Sector: Publishing
Region: London
Revenue: £10M to £20M

Paul John Group
www.pauljohnngroup.co.uk
Sector: Construction
Region: East Midlands
Revenue: £30M to £40M

Paxton Access Group Ltd
www.paxton.co.uk
Sector: Electronic Manufacturing
Region: South East
Revenue: £20M to £30M

Peak Scientific Holdings Ltd pg 86
www.peakscientific.com
Sector: Electronic Manufacturing
Region: Scotland
Revenue: £30M to £40M

Pearmain Pubs Ltd
www.onslowarmsclandon.co.uk
Sector: Food & Drink
Region: South East
Revenue: £10M to £20M

PEI Media Group Ltd
www.peimedia.com
Sector: Publishing
Region: London
Revenue: £10M to £20M

People Source Consulting Ltd
www.peoplesource.co.uk
Sector: Employment Services
Region: South West
Revenue: £20M to £30M

Perfect Home Holdings Ltd
www.perfecthome.co.uk
Sector: Retail
Region: West Midlands
Revenue: £75M to £100M

Perform Group Ltd
www.performgroup.co.uk
Sector: Media
Region: London
Revenue: £200M to £250M

Pertwee & Back Ltd
www.pertwee-and-back.co.uk
Sector: Motor Vehicle Retail
Region: East of England
Revenue: £50M to £75M

PetroLatina Energy Ltd
www.petrolatinaenergy.com
Sector: Oil & Gas
Region: London
Revenue: £50M to £75M

Phaidon Holdings Ltd
www.phaidoninternational.com
Sector: Employment Services
Region: London
Revenue: £20M to £30M

Plan B Healthcare Plc
www.planbhealth.co.uk
Sector: Employment Services
Region: London
Revenue: £10M to £20M

Plantain (UK) Ltd
www.plantain.co.uk
Sector: Wholesale
Region: South West
Revenue: £10M to £20M

Plantforce Rentals Ltd
www.plantforce.com
Sector: Construction
Region: South West
Revenue: £6M to £10M

Please Hold (UK) Ltd
www.phmg.com
Sector: Media
Region: North West
Revenue: £10M to £20M

Plumbstop Ltd
www.plumbstop.co.uk
Sector: Retail
Region: South West
Revenue: £10M to £20M

PM Web Print Ltd
www.pmwebprint.com
Sector: Printing
Region: North West
Revenue: £10M to £20M

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

Polar Capital Holdings Plc
www.polarcapital.co.uk
Sector: Financial Services
Region: London
Revenue: £75M to £100M

Polyframe Holdings Ltd
www.polyframetrade.co.uk
Sector: Building & Landscape Services
Region: Yorkshire and the Humber
Revenue: £20M to £30M

Porthaven Care Homes
www.porthaven.co.uk
Sector: Residential Care
Region: South East
Revenue: £10M to £20M

Port-P
www.port-p.com
Sector: Information Technology
Region: West Midlands
Revenue: £10M to £20M

Portman Healthcare Ltd
www.portmanhealthcare.co.uk
Sector: Healthcare
Region: London
Revenue: £10M to £20M

Porvair Plc
www.porvair.com
Sector: Professional Services
Region: East of England
Revenue: £100M to £150M

PowaKaddy International Ltd
www.powakaddy.com
Sector: Retail
Region: South East
Revenue: £6M to £10M

Power Wholesale Ltd pg 47
www.powerwholesale.co.uk
Sector: Wholesale
Region: North East
Revenue: £10M to £20M

Practicus Ltd
www.practicus.com
Sector: Financial Services
Region: South East
Revenue: £40M to £50M

Premier Cables Holdings Ltd
www.premiercables.com
Sector: Electronic Manufacturing
Region: South West
Revenue: £30M to £40M

Premier INA Holdings Ltd
www.premier-engineering.com
Sector: Manufacturing
Region: North East
Revenue: £6M to £10M

Premier Logistics (UK) Ltd
www.premier-logistics.co.uk
Sector: Transportation Services
Region: East Midlands
Revenue: £10M to £20M

Premier Steel Stockholding Ltd
www.premiersteel.co.uk
Sector: Wholesale
Region: North West
Revenue: £10M to £20M

Premier Work Support Holdings Ltd
www.premierworksupport.co.uk
Sector: Employment Services
Region: London
Revenue: £20M to £30M

Pressure Technologies Plc pg 76
www.pressuretechnologies.co.uk
Sector: Manufacturing
Region: Yorkshire and the Humber
Revenue: £50M to £75M

Prestige Recruitment Specialists Ltd
www.prestige-recruitment.com
Sector: Employment Services
Region: Yorkshire and the Humber
Revenue: £20M to £30M

Pretty Green Ltd
www.prettygreen.com
Sector: Retail
Region: South East
Revenue: £10M to £20M

Prezzo Ltd
www.prezzorestaurants.co.uk
Sector: Food & Drink
Region: London
Revenue: £150M to £200M

Primary Health Properties Plc
www.phpgroup.co.uk
Sector: Real Estate
Region: South East
Revenue: £50M to £75M

Prime Education and Training Ltd
www.primeeducation.co.uk
Sector: Education
Region: South East
Revenue: £30M to £40M

Primrose
www.primrose.co.uk
Sector: Retail
Region: South East
Revenue: £30M to £40M

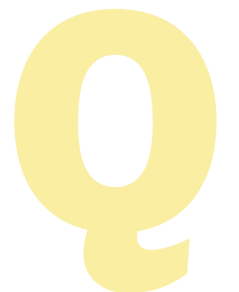
Princes Gate Water Ltd
www.princesgate.com
Sector: Food & Drink
Region: Wales
Revenue: £6M to £10M

Print Data Solutions Paper Sales Ltd
www.printdatasolutions.co.uk
Sector: Printing
Region: East Midlands
Revenue: £6M to £10M

Promold International
www.promold-int.co.uk
Sector: Manufacturing
Region: West Midlands
Revenue: £6M to £10M

Proximo Holdings Ltd
www.proximo.co.uk
Sector: Insurance
Region: North West
Revenue: £20M to £30M

PWP Building Services Ltd
www.pwp-ltd.co.uk
Sector: Building & Landscape Services
Region: East Midlands
Revenue: £20M to £30M



Q-Mass Ltd
www.q-mass.co.uk
Sector: Metal Manufacturing
& Engineering
Region: Scotland
Revenue: £10M to £20M

Qdos Holdings Ltd
www.qdosconsulting.com
Sector: Insurance
Region: East Midlands
Revenue: £6M to £10M

Quanta Consultancy Services Ltd
www.quanta-cs.com
Sector: Employment Services
Region: East of England
Revenue: £30M to £40M

Quartix Holdings Plc
www.quartix.net
Sector: Information Technology
Region: East of England
Revenue: £10M to £20M



P & R Installation Co. Ltd
www.pandr.com
Sector: Residential Care
Region: London
Revenue: £10M to £20M

Quixant Plc
www.quixant.com
Sector: Information Technology
Region: East of England
Revenue: £20M to £30M

Rahim Brothers Ltd
www.rahims.net
Sector: Retail
Region: London
Revenue: £20M to £30M

Redington Ltd
www.redington.co.uk
Sector: Professional Services
Region: London
Revenue: £6M to £10M

Renown Consultants Ltd
www.renownrecruitment.co.uk
Sector: Employment Services
Region: Scotland
Revenue: £6M to £10M

Ralawise Ltd pg 49
www.ralawise.com
Sector: Wholesale
Region: Wales
Revenue: £75M to £100M

Redstor Holdings Ltd
www.redstor.com
Sector: Information Technology
Region: South East
Revenue: £6M to £10M

Republic of Media Ltd
www.republicofmedia.co.uk
Sector: Advertising & Marketing
Region: North West
Revenue: £30M to £40M

Raphael Medical Centre Ltd (The)
www.raphaelmedicalcentre.co.uk
Sector: Healthcare
Region: South East
Revenue: £10M to £20M

Redvers and Denzil Rice Farms Ltd
www.stowford.co.uk
Sector: Motor Vehicle Retail
Region: South West
Revenue: £10M to £20M

Resilient (Holdings) Plc
www.resilientplc.com
Sector: Telecommunications
Region: London
Revenue: £10M to £20M

Rathbone Brothers Public Ltd
Company www.rathbones.com
Sector: Financial Services
Region: London
Revenue: £200M to £250M

Reflex Gaming Ltd
www.reflex-gaming.co.uk
Sector: Gambling & Betting
Region: East Midlands
Revenue: £10M to £20M

Restore Plc pg 65
www.restoreplc.com
Sector: Professional Services
Region: South East
Revenue: £50M to £75M

Read Motor Group Ltd
www.read-hyundai.co.uk
Sector: Motor Vehicle Retail
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Reflex Vans Ltd pg 53
www.reflexvans.com
Sector: Transportation Services
Region: East Midlands
Revenue: £10M to £20M

Revcap Advisors Ltd
www.revcap.co.uk
Sector: Financial Services
Region: London
Revenue: £6M to £10M

Red5 (Retail) Ltd pg 59
www.red5retail.com
Sector: Retail
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Regulatory Finance Solutions Ltd
www.rfsgroup.net
Sector: Financial Services
Region: South West
Revenue: £10M to £20M

Rex Features (Holdings) Ltd
www.rexfeatures.com
Sector: Media
Region: London
Revenue: £10M to £20M

Red Arrow Trading Ltd
www.redarrowtrading.com
Sector: Retail
Region: Yorkshire and the Humber
Revenue: £10M to £20M

Reisser Ltd
www.reisser.co.uk
Sector: Wholesale
Region: North West
Revenue: £6M to £10M

Rhonda Meats Ltd
Sector: Wholesale
Region: London
Revenue: £10M to £20M

Red Letter Days Ltd
www.redletterdays.co.uk
Sector: Retail
Region: London
Revenue: £10M to £20M

Rembrand Timber
www.rembrand.co
Sector: Retail
Region: Scotland
Revenue: £30M to £40M

Ribble Farm Fare Ltd
www.ribblefarmfare.co.uk
Sector: Food & Drink
Region: North West
Revenue: £10M to £20M

Red Sea Holidays UK Ltd pg 112
www.redseaholidays.co.uk
Sector: Travel
Region: London
Revenue: £30M to £40M

REN Ltd pg 58
www.renskin.com
Sector: Retail
Region: London
Revenue: £10M to £20M

Richoux Group Plc
www.richouxgroup.co.uk
Sector: Food & Drink
Region: London
Revenue: £10M to £20M

Redburn (Europe) Ltd
www.redburn.com
Sector: Financial Services
Region: London
Revenue: £75M to £100M

Renaker Build Ltd
www.renakerbuild.com
Sector: Construction
Region: North West
Revenue: £30M to £40M

Right Choice Insurance Brokers Ltd
www.right-choice-insurance-brokers.com
Sector: Insurance
Region: London
Revenue: £10M to £20M

Redcorn Ltd
www.redcorn.co.uk
Sector: Waste Management
Region: London
Revenue: £6M to £10M

Rightster Group Plc
www.rightster.com
Sector: Media
Region: London
Revenue: £6M to £10M



R&D Construction Ltd
www.randdconstruction.co.uk
Sector: Construction
Region: East of England
Revenue: £10M to £20M

RSVP Call Centres Ltd
www.rsvp.co.uk
Sector: Professional Services
Region: London
Revenue: £10M to £20M

RBA Moody Bros (Contractors) Ltd
www.moody-construction.co.uk
Sector: Construction
Region: Yorkshire and the Humber
Revenue: £6M to £10M

R E Dawson Ltd
www.redawson.co.uk
Sector: Retail
Region: North West
Revenue: £10M to £20M

RJ McLeod (Contractors) Ltd
www.rjmcLeod.co.uk
Sector: Engineering & Construction
Region: Scotland
Revenue: £75M to £100M

RS Clare & Co Ltd
www.rsclare.com
Sector: Manufacturing
Region: North West
Revenue: £30M to £40M

Racelogic Ltd
www.racelogic.co.uk
Sector: Electronic Manufacturing
Region: South East
Revenue: £10M to £20M

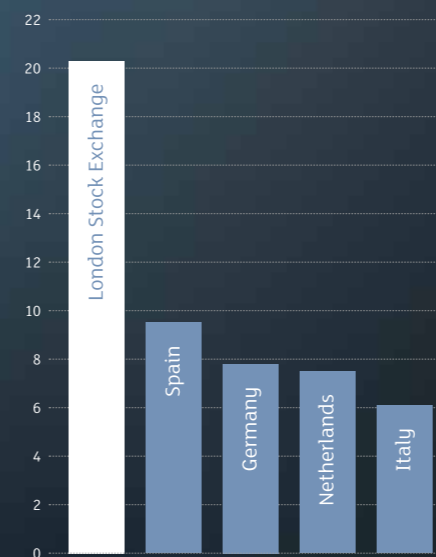
Rack Systems (Engineering) Ltd
www.racksystems.co.uk
Sector: Metal Manufacturing & Engineering
Region: Yorkshire and the Humber
Revenue: £6M to £10M

Europe's leading IPO market

In 2015, London Stock Exchange was the top ranking exchange in Europe by both money raised at IPO and number of IPOs.

93 IPOs
raising
\$20.3bn

Money raised (\$bn)



Source: Dealogic



London
Stock Exchange Group

RMS International Ltd
www.rmsint.com
Sector: Wholesale
Region: North West
Revenue: £40M to £50M

Roadform Civil Engineering Company Ltd
www.roadform.co.uk
Sector: Construction
Region: South West
Revenue: £10M to £20M

Robert Woodhead Holdings Ltd
www.robert-woodhead.co.uk
Sector: Construction
Region: East Midlands
Revenue: £20M to £30M

Roc Technologies
www.roctechnologies.com
Sector: Information Technology
Region: South East
Revenue: £6M to £10M

Rock Civil Engineering Ltd
www.rockcivils.com
Sector: Engineering & Construction
Region: East Midlands
Revenue: £6M to £10M

Roe Ltd
www.roeltd.co.uk
Sector: Information Technology
Region: South East
Revenue: £10M to £20M

Rolling Components Ltd
www.rollingcomponents.com
Sector: Motor Vehicle Retail
Region: East of England
Revenue: £6M to £10M

Roman Ltd
www.romanhome.co.uk
Sector: Construction
Region: North East
Revenue: £10M to £20M

Roman Originals Plc
www.romanoriginals.co.uk
Sector: Retail
Region: West Midlands
Revenue: £40M to £50M

Ron Skinner & Sons Ltd
www.ronskinnerandsons.co.uk
Sector: Motor Vehicle Retail
Region: Wales
Revenue: £30M to £40M

ROVOP Ltd pg 89
www.rovop.com
Sector: Oil & Gas
Region: Scotland
Revenue: £10M to £20M

RSD Marine Ltd
www.marinefabricators.co.uk
Sector: Manufacturing
Region: Hartlepool and Stockton-on-Tees
Revenue: £10M to £20M

RTC Group Plc
www.rtcgroupplc.co.uk
Sector: Employment Services
Region: East Midlands
Revenue: £50M to £75M

Rubberatkins Ltd
www.rubberatkins.com
Sector: Oil & Gas
Region: Scotland
Revenue: £10M to £20M

Runwood Homes Ltd
www.runwoodhomes.co.uk
Sector: Healthcare
Region: East of England
Revenue: £100M to £150M

Russells Ltd
www.russells-construction.co.uk
Sector: Building Materials
Region: North West
Revenue: £40M to £50M

RWS Holdings Plc
www.rws.com
Sector: Legal & Accounting
Region: South East
Revenue: £75M to £100M

S

S&U Plc
www.suplc.co.uk
Sector: Financial Services
Region: West Midlands
Revenue: £50M to £75M

SAH Ltd
www.samanderson.co.uk
Sector: Transportation Services
Region: Scotland
Revenue: £200M to £250M

SHB Hire Ltd
www.shb.co.uk
Sector: Rental & Leasing
Region: South East
Revenue: £75M to £100M

Sabio Ltd
www.sabio.co.uk
Sector: Telecommunications
Region: London
Revenue: £30M to £40M

Safehands Corporation Ltd
www.safehandscare.com
Sector: Healthcare
Region: North West
Revenue: £6M to £10M

Sale Service and Maintenance Ltd
www.salegroup.co.uk
Sector: Building & Landscape Services
Region: South East
Revenue: £10M to £20M

Saltash Enterprises Holdings Ltd
www.saltashconstruction.co.uk
Sector: Construction
Region: London
Revenue: £10M to £20M

Sanctuary Personnel Ltd
www.sanctuarypersonnel.com
Sector: Employment Services
Region: East of England
Revenue: £75M to £100M

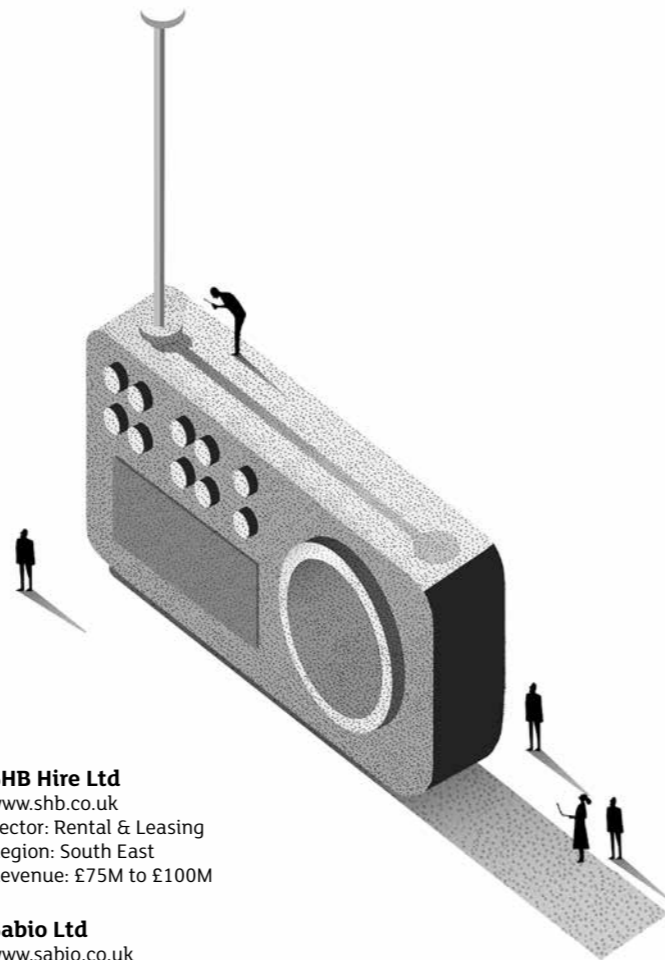
Sarginsons Industries Ltd
www.sarginsons.com
Sector: Metal Manufacturing & Engineering
Region: West Midlands
Revenue: £6M to £10M

Savage & Whitten Holdings Ltd
www.savageandwhitten.co.uk
Sector: Wholesale
Region: Northern Ireland
Revenue: £50M to £75M

Savoy Holdings Ltd
www.savoytimber.com
Sector: Legal & Accounting
Region: North West
Revenue: £6M to £10M

Sawyers Transport Ltd
www.sawyerstransport.com
Sector: Transportation Services
Region: Northern Ireland
Revenue: £50M to £75M

Search Laboratory Ltd pg 100
www.searchlaboratory.com
Sector: Information Technology
Region: Yorkshire and the Humber
Revenue: £6M to £10M



Secret Sales Ltd
www.secretsales.com
Sector: Retail
Region: London
Revenue: £20M to £30M

Sellick Partnership Group Ltd
www.sellickpartnership.co.uk
Sector: Employment Services
Region: North West
Revenue: £30M to £40M

Sertec Group Ltd
www.sertec.co.uk
Sector: Metal Manufacturing & Engineering
Region: West Midlands
Revenue: £150M to £200M

Seven Capital Plc
www.sevencapital.co.uk
Sector: Real Estate
Region: London
Revenue: £10M to £20M

Severn Glocon Group Plc
www.severnglocongroup.com
Sector: Oil & Gas
Region: South West
Revenue: £100M to £150M

Shawbrook Group Plc
www.shawbrook.co.uk
Sector: Financial Services
Region: East of England
Revenue: £150M to £200M

Shepley
www.shepley.com
Sector: Manufacturing
Region: North West
Revenue: £10M to £20M

Sheringhams Fine Foods Ltd
www.sheringhams.com
Sector: Wholesale
Region: East of England
Revenue: £10M to £20M

Sherwood Stainless Steel (Service Centre) Ltd
www.sherwoodstainless.co.uk
Sector: Metal Manufacturing & Engineering
Region: West Midlands
Revenue: £10M to £20M

Shield Foods (UK) Ltd
www.shieldfoods.com
Sector: Food & Drink
Region: London
Revenue: £10M to £20M

Shilton Sharpe Quarry Ltd
www.ssq.com
Sector: Employment Services
Region: London
Revenue: £10M to £20M

Shopfittings Direct Ltd
www.shopfittingsdirect.co.uk
Sector: Retail
Region: London
Revenue: £20M to £30M

Sifcon International Plc
www.silplc.com
Sector: Wholesale
Region: East of England
Revenue: £20M to £30M

Signature Pubs Ltd
www.signature-care-homes.co.uk
Sector: Residential Care
Region: South East
Revenue: £6M to £10M

Signature Pubs Ltd
www.therutlandhotel.com
Sector: Food & Drink
Region: Scotland
Revenue: £6M to £10M

Signum Technology Ltd
www.signumtechnology.com
Sector: Manufacturing
Region: South West
Revenue: £20M to £30M

Silk Healthcare
www.silkhealthcare.co.uk
Sector: Healthcare
Region: Yorkshire and the Humber
Revenue: £6M to £10M

Simon Bailes Ltd
www.simonbailes.co.uk
Sector: Motor Vehicle Retail
Region: Yorkshire and the Humber
Revenue: £50M to £75M

Simply Waste Solutions
www.simplywastesolutions.co.uk
Sector: Waste Management
Region: South East
Revenue: £10M to £20M

Skyscanner Holdings Ltd
www.skyscanner.net
Sector: Information Technology
Region: Scotland
Revenue: £75M to £100M

Sliders (UK) Ltd
www.sliders-uk.com
Sector: Manufacturing
Region: North West
Revenue: £6M to £10M

SMA Vehicle Remarketing Ltd
www.sma-group.co.uk
Sector: Motor Vehicle Retail
Region: South East
Revenue: £30M to £40M

Smart Metering Systems Plc
www.sms-plc.com
Sector: Professional Services
Region: Scotland
Revenue: £40M to £50M

Smartpay Ltd
www.smartpaylimited.com
Sector: Financial Services
Region: North West
Revenue: £75M to £100M

Smith Brothers (Leicester) Ltd
www.sbs.co.uk
Sector: Wholesale
Region: South West
Revenue: £50M to £75M

Snowcentres Ltd
www.thesnowcentre.com
Sector: Leisure
Region: East of England
Revenue: £6M to £10M

Snows Business Holdings Ltd
www.snowsgroup.co.uk
Sector: Motor Vehicle Retail
Region: South East
Revenue: £150M to £200M

Solar Century Holdings Ltd
www.solarcentury.com
Sector: Manufacturing
Region: South East
Revenue: £200M to £250M

Solar Communications Group Ltd
www.solarcommunicationsgroup.com
Sector: Telecommunications
Region: South West
Revenue: £10M to £20M

Solventis Ltd
www.solventis.net
Sector: Wholesale
Region: South East
Revenue: £100M to £150M

Source BioScience Plc
www.sourcebioscience.com
Sector: Pharmaceuticals & Biotechnology
Region: East Midlands
Revenue: £20M to £30M

Source Personnel Holdings Ltd
www.sourcepersonnel.co.uk
Sector: Employment Services
Region: South West
Revenue: £10M to £20M

South Coast Nursing Homes Ltd
www.scnh.co.uk
Sector: Healthcare
Region: South East
Revenue: £10M to £20M

Sovereign Partners Ltd
www.e-2go.net
Sector: Food & Drink
Region: London
Revenue: £10M to £20M

Sovex Ltd
www.sovexsystems.com
Sector: Manufacturing
Region: East Midlands
Revenue: £20M to £30M

Sparshatts of Botley Ltd
www.sparshattsgroup.co.uk
Sector: Motor Vehicle Retail
Region: South East
Revenue: £30M to £40M

Specialist Waste Recycling Ltd pg 88
www.swr-wastemanagement.co.uk
Sector: Waste Management
Region: Scotland
Revenue: £10M to £20M

SPF Private Clients Holdings Ltd
www.spf.co.uk
Sector: Financial Services
Region: London
Revenue: £10M to £20M

Spreadex Ltd
www.spreadex.com
Sector: Financial Services
Region: East of England
Revenue: £40M to £50M

Spree Aegis Plc
www.spreeaegis.co.uk
Sector: Wholesale
Region: London
Revenue: £50M to £75M

SSE Audio Group Holdings Ltd
www.sseaudiogroup.com
Sector: Media
Region: West Midlands
Revenue: £20M to £30M

Stackhouse Poland Holdings Ltd
www.stackhouse.co.uk
Sector: Insurance
Region: South East
Revenue: £10M to £20M

Stackright
www.stackright.com
Sector: Construction
Region: North West
Revenue: £10M to £20M

Staffgroup Ltd
www.staffgroup.com
Sector: Employment Services
Region: London
Revenue: £50M to £75M

Stamford Renewable Fuels Ltd
www.stamfordrenewables.com
Sector: Waste Management
Region: North West
Revenue: £20M to £30M

Star Medical Ltd
www.starmedical.co.uk
Sector: Employment Services
Region: South West
Revenue: £10M to £20M

Star Tissue UK Ltd
www.startissueuk.co.uk
Sector: Manufacturing
Region: North West
Revenue: £10M to £20M

STATS (UK) Ltd
www.statsgroup.org
Sector: Oil & Gas
Region: Scotland
Revenue: £30M to £40M

Steamship Mutual Underwriting Association Ltd
www.steamshipmutual.com
Sector: Insurance
Region: London
Revenue: £50M to £75M

Steve Hoskin Construction Ltd
www.shc-ltd.co.uk
Sector: Construction
Region: South West
Revenue: £20M to £30M

Stevenswood Ltd
www.stevenswood.co.uk
Sector: Manufacturing
Region: Scotland
Revenue: £10M to £20M

Stewart-Buchanan Gauges Ltd
www.stewartsgauges.com
Sector: Metal Manufacturing & Engineering
Region: Scotland
Revenue: £10M to £20M

Stirland Paterson (Holdings) Ltd
www.stirlandpaterson.co.uk
Sector: Printing
Region: East Midlands
Revenue: £6M to £10M

Stockcroft Ltd
www.stockcroft.co.uk
Sector: Farming & Fishery
Region: South East
Revenue: £30M to £40M

Stocks Hall Care Homes Ltd
www.stockshall-care.co.uk
Sector: Healthcare
Region: North West
Revenue: £10M to £20M

Stokers Holdings Ltd
www.stokers.co.uk
Sector: Retail
Region: North West
Revenue: £30M to £40M

Stormfront
www.stormfront.co.uk
Sector: Information Technology
Region: South West
Revenue: £50M to £75M

Stormking Plastics Ltd
www.stormking.co.uk
Sector: Construction
Region: West Midlands
Revenue: £20M to £30M

Strategic Investment Board Ltd
www.sibni.org
Sector: Financial Services
Region: Northern Ireland
Revenue: £50M to £75M

Strathclyde Tyre Services Ltd
www.strathclydetyres.co.uk
Sector: Retail
Region: Scotland
Revenue: £6M to £10M

Stridage Holdings Ltd
www.dowlis.co.uk
Sector: Advertising & Marketing
Region: South East
Revenue: £10M to £20M

Stride Treglown Group Plc
www.stridetreglown.com
Sector: Architecture & Engineering
Region: South West
Revenue: £10M to £20M

Sunseeker Poole Ltd
www.sunseekerpoole.com
Sector: Retail
Region: South East
Revenue: £20M to £30M

Sunspot Tours Ltd
www.sunspottours.com
Sector: Travel
Region: South East
Revenue: £50M to £75M

Supertouch
www.supertouchonline.co.uk
Sector: Textile Manufacturing
Region: East of England
Revenue: £10M to £20M

Swanstaff Recruitment Ltd
www.swanstaffrecruitment.co.uk
Sector: Employment Services
Region: South East
Revenue: £10M to £20M

Sweaty Betty Holdings Ltd
www.sweatybetty.com
Sector: Retail
Region: London
Revenue: £30M to £40M

Switchshop Ltd
www.switchshop.co.uk
Sector: Telecommunications
Region: East of England
Revenue: £6M to £10M

Sykes Cottages Ltd
www.sykescottages.co.uk
Sector: Travel
Region: North West
Revenue: £10M to £20M

Sykes Seafoods Ltd
www.sykesseafoods.co.uk
Sector: Food & Drink
Region: North West
Revenue: £75M to £100M



T&R Precision Engineering Ltd
www.trprecision.co.uk
Sector: Architecture & Engineering
Region: North West
Revenue: £6M to £10M

T Brewer & Co Ltd
www.tbrewer.co.uk
Sector: Construction
Region: London
Revenue: £10M to £20M

T H White Holdings Ltd
www.thwhite.co.uk
Sector: Engineering & Construction
Region: South West
Revenue: £100M to £150M

T.O.M. Vehicle Rental Ltd
www.tomvehiclerental.com
Sector: Motor Vehicle Retail
Region: Scotland
Revenue: £100M to £150M

TSS Group Plc
www.thamesmotorgroup.co.uk
Sector: Motor Vehicle Retail
Region: London
Revenue: £40M to £50M

T-T Pumps Ltd
www.ttpumps.com
Sector: Metal Manufacturing & Engineering
Region: West Midlands
Revenue: £10M to £20M

TW Engineering Company Ltd
www.twtools.co.uk
Sector: Metal Manufacturing & Engineering
Region: East Midlands
Revenue: £10M to £20M

Talley Group Ltd
www.talleygroup.com
Sector: Manufacturing
Region: South East
Revenue: £10M to £20M

Talon Outdoor Ltd pg 28
www.talonoutdoor.com
Sector: Advertising & Marketing
Region: London
Revenue: £100M to £150M

Tasty Plc
www.dimt.co.uk
Sector: Food & Drink
Region: London
Revenue: £20M to £30M

Tavira Securities Ltd
www.tavirauk.com
Sector: Professional Services
Region: London
Revenue: £10M to £20M

TeacherActive Ltd
www.teacheractive.com
Sector: Employment Services
Region: West Midlands
Revenue: £10M to £20M

Team 17 Software Ltd pg 94
www.team17.com
Sector: Information Technology
Region: Yorkshire and the Humber
Revenue: £6M to £10M

Technicon Design Ltd
www.technicondesign.com
Sector: Professional Services
Region: East of England
Revenue: £30M to £40M

Telit Communications Plc
www.telit.com
Sector: Telecommunications
Region: London
Revenue: £150M to £200M

Temple Legal Protection Ltd
www.templelegalprotection.net
Sector: Insurance
Region: South East
Revenue: £10M to £20M

Templine
www.templinerecruitment.co.uk
Sector: Employment Services
Region: West Midlands
Revenue: £40M to £50M

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: Wholesale
Region: East of England
Revenue: £20M to £30M

Texcel Technology
www.texceltechnology.com
Sector: Electronic Manufacturing
Region: London
Revenue: £6M to £10M

Thamesview Estate Agents Ltd
www.thamesview.co.uk
Sector: Real Estate
Region: London
Revenue: £50M to £75M

The 1st Stop Group Ltd
www.1ststop.co.uk
Sector: Financial Services
Region: North West
Revenue: £6M to £10M

The Banks Group Ltd
www.banksgroup.co.uk
Sector: Specialist Construction
Region: North East
Revenue: £100M to £150M

The BenRiach Distillery Company Ltd pg 46
www.benriachdistillery.co.uk
Sector: Food & Drink
Region: Scotland
Revenue: £40M to £50M

The Boston Tea Party Group Ltd
www.bostonteaparty.co.uk
Sector: Food & Drink
Region: South West
Revenue: £6M to £10M

The CDA Group Ltd
www.cda.eu
Sector: Manufacturing
Region: East Midlands
Revenue: £40M to £50M

The Company of Animals Ltd
www.companyofanimals.co.uk
Sector: Veterinary
Region: South East
Revenue: £10M to £20M

The Country Range Group Ltd
www.countryrange.co.uk
Sector: Food & Drink
Region: North West
Revenue: £6M to £10M

The Crannog Concept Ltd
www.crannog.net
Sector: Travel
Region: Scotland
Revenue: £6M to £10M

The DMW Group Ltd
www.dmwgroup.com
Sector: Information Technology
Region: London
Revenue: £10M to £20M

The Engineering Technology Group Companies Ltd
www.engtechgroup.com
Sector: Engineering & Construction
Region: West Midlands
Revenue: £30M to £40M

The Foodfellas Ltd
www.thefoodfellas.co.uk
Sector: Food & Drink
Region: East of England
Revenue: £30M to £40M

The Good Agency Group Holdings Ltd
www.thegoodagency.co.uk
Sector: Advertising & Marketing
Region: London
Revenue: £6M to £10M

The Hut Group Ltd pg 60
www.thehutgroup.com
Sector: Retail
Region: North West
Revenue: £200M to £250M

The Leisure Pass Group Holdings Ltd
www.leisurepassgroup.com
Sector: Travel
Region: London
Revenue: £50M to £75M

The Mill
www.themill.com
Sector: Media
Region: London
Revenue: £100M to £150M

The Nostrum Group Ltd pg 101
www.nostrumgroup.com
Sector: Information Technology
Region: Yorkshire and the Humber
Revenue: £6M to £10M

The Packshot Company Ltd
www.packshot.com
Sector: Advertising & Marketing
Region: London
Revenue: £6M to £10M

The Red Eagle Group Ltd
www.redeagle.jobs
Sector: Employment Services
Region: South East
Revenue: £10M to £20M

The Scotch Whisky Heritage Centre Ltd
www.whisky-heritage.co.uk
Sector: Food & Drink
Region: Scotland
Revenue: £6M to £10M

The Tonsate Group
www.tonstate.com
Sector: Financial Services
Region: London
Revenue: £150M to £200M

The Underwater Centre (Fort William) Ltd pg 87
www.theunderwatercentre.com
Sector: Education
Region: Scotland
Revenue: £6M to £10M

the7stars UK Ltd
www.the7stars.co.uk
Sector: Media
Region: London
Revenue: £100M to £150M

Thomas Bow Ltd
www.thomasbow.com
Sector: Construction
Region: East Midlands
Revenue: £10M to £20M

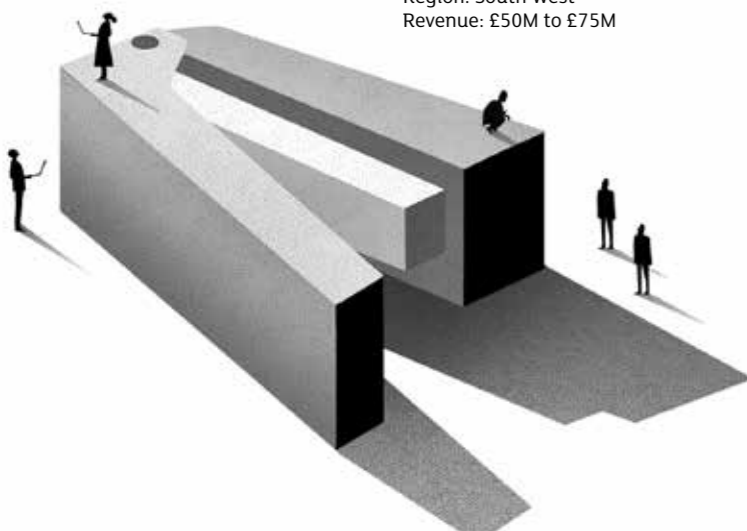
Thomas Franks Ltd
www.thomasfranks.co.uk
Sector: Food & Drink
Region: South East
Revenue: £10M to £20M

Thompson Aero Seating Ltd
www.thompsonaeroseating.com
Sector: Manufacturing
Region: Northern Ireland
Revenue: £50M to £75M

Thompson McDougall Steel Holdings Ltd
www.tomrods.co.uk
Sector: Metal Manufacturing & Engineering
Region: Yorkshire and the Humber
Revenue: £50M to £75M

Thorncliffe Building Supplies Ltd
www.thorncliffebs.co.uk
Sector: Wholesale
Region: Wales
Revenue: £20M to £30M

Thorogood Associates Ltd
www.thorogood.com
Sector: Information Technology
Region: London
Revenue: £10M to £20M



Timpson
www.timpson.co.uk
Sector: Retail
Region: North West
Revenue: £150M to £200M

Tinopolis Group
www.tinopolis.com
Sector: Media
Region: Wales
Revenue: £200M to £250M

TLA Worldwide Plc
www.tlaworldwide.com
Sector: Financial Services
Region: London
Revenue: £10M to £20M

Tom Hartley Cars Ltd pg 119
www.tomhartley.com
Sector: Motor Vehicle Retail
Region: East Midlands
Revenue: £40M to £50M

Tonic Construction Ltd
www.tonicconstruction.co.uk
Sector: Construction
Region: South West
Revenue: £10M to £20M

Total Assist Holdings Ltd
www.totalassist.com
Sector: Employment Services
Region: London
Revenue: £20M to £30M

Total Computer Networks Ltd
www.totalcomputers.co.uk
Sector: Information Technology
Region: East Midlands
Revenue: £40M to £50M

Total Construction Ltd
www.totalconstruction.co.uk
Sector: Construction
Region: London
Revenue: £6M to £10M

Total Recycling Services Ltd
www.totalrecyclingservices.co.uk
Sector: Waste Management
Region: North East
Revenue: £10M to £20M

Touch Associates Ltd
www.touchassociates.com
Sector: Advertising & Marketing
Region: London
Revenue: £10M to £20M

Tower Crane Asset Management Holdings Ltd
www.falconcranes.co.uk
Sector: Rental & Leasing
Region: East of England
Revenue: £20M to £30M

Town and Country Petfoods Ltd
www.hilifepet.co.uk
Sector: Retail
Region: East Midlands
Revenue: £20M to £30M

Toy Brokers Holdings Ltd
www.toybrokers.com
Sector: Wholesale
Region: East of England
Revenue: £20M to £30M

TP Group Plc
www.tpgroup.uk.com
Sector: Science & Technology
Region: South East
Revenue: £20M to £30M

Trade Van Sales Ltd
www.tradevansales.com
Sector: Motor Vehicle Retail
Region: East of England
Revenue: £6M to £10M

Trans Global Ltd
www.transglobalgroup.com
Sector: Transportation
Region: South East
Revenue: £150M to £200M

Trans-Siberian Gold Plc
www.trans-siberiangold.com
Sector: Mining
Region: East of England
Revenue: £30M to £40M

Transflex Vehicle Rental Ltd
www.transflexvehiclerental.co.uk
Sector: Transportation
Region: North East
Revenue: £6M to £10M

Travel Counsellors Group Ltd
www.travelcounsellors.com
Sector: Travel
Region: North West
Revenue: £100M to £150M

Travel Nation Ltd
www.travelnation.co.uk
Sector: Travel
Region: South East
Revenue: £10M to £20M

Treasure Transport Services Ltd
www.treasuregroup.co.uk
Sector: Transportation Services
Region: East Midlands
Revenue: £6M to £10M

Trilanco Ltd
www.trilanco.com
Sector: Wholesale
Region: North West
Revenue: £50M to £75M

Trust Group UK Ltd
www.trustgroupuk.com
Sector: Motor Vehicle Retail
Region: West Midlands
Revenue: £50M to £75M

TTC Group (UK) Plc
www.ttc-uk.com
Sector: Education
Region: West Midlands
Revenue: £20M to £30M
Tunnelcraft Ltd
www.tunnelcraftltd.co.uk
Sector: Engineering & Construction
Region: London
Revenue: £30M to £40M

Turbine Efficiency Group Ltd
www.turbine-efficiency.com
Sector: Oil & Gas Support Services
Region: Yorkshire and the Humber
Revenue: £10M to £20M

U

UFC Fund Management Plc
www.marlbroughfunds.com
Sector: Financial Services
Region: North West
Revenue: £50M to £75M



UK Power Solutions Ltd
www.ukpowersolutions.co.uk
Sector: Engineering & Construction
Region: South West
Revenue: £20M to £30M

UK Specialist Ambulance Services Ltd
www.uksas.org
Sector: Healthcare
Region: London
Revenue: £10M to £20M

UK Salads Ltd
www.uksalads.com
Sector: Food & Drink
Region: East of England
Revenue: £30M to £40M

Ubisense Group Plc
www.ubisense.net
Sector: Professional Services
Region: East of England
Revenue: £30M to £40M

Unifruit Group Ltd
www.unifruit.co.uk
Sector: Food & Drink
Region: East of England
Revenue: £10M to £20M

Unimush Ireland Ltd
www.unimushireland.com
Sector: Food & Drink
Region: Northern Ireland
Revenue: £10M to £20M

Union Square Software Ltd
www.unionsquaresoftware.com
Sector: Information Technology
Region: East Midlands
Revenue: £6M to £10M

Unique Forwarding Ltd
www.uniqueforwarding.com
Sector: Wholesale
Region: East of England
Revenue: £10M to £20M

Unisurge International Ltd
www.unisurge.com
Sector: Healthcare
Region: East of England
Revenue: £20M to £30M

United Asphalt
www.unitedasphalt.biz
Sector: Construction
Region: South East
Revenue: £20M to £30M

Universal Meats (UK) Ltd
www.universalmeats.com
Sector: Food & Drink
Region: South East
Revenue: £100M to £150M

Universe Group Plc
www.universe-group.co.uk
Sector: Financial Services
Region: South East
Revenue: £20M to £30M

Upgrade Bikes Ltd
www.upgradebikes.co.uk
Sector: Wholesale
Region: South East
Revenue: £10M to £20M

V

VN & Britannic Warehouses Ltd
Sector: Retail
Region: West Midlands
Revenue: £10M to £20M

Valbury Capital Ltd
www.valburycapital.com
Sector: Financial Services
Region: London
Revenue: £6M to £10M

Vantage Motor Group Ltd
www.vantagemotorgroup.co.uk
Sector: Motor Vehicle Retail
Region: Yorkshire and the Humber
Revenue: £150M to £200M

Venture Life Group Plc
www.venture-life.com
Sector: Healthcare
Region: South East
Revenue: £6M to £10M

VGC Group Ltd
www.vgcgroup.co.uk
Sector: Employment Services
Region: London
Revenue: £50M to £75M

Vibrant Energy Matters Ltd
www.greenenergymatters.co.uk
Sector: Environmental Services
Region: Wales
Revenue: £6M to £10M

Viking River Cruises UK Ltd
www.vikingrivercruises.co.uk
Sector: Travel
Region: London
Revenue: £75M to £100M

Villa Plus Ltd
www.villaplus.com
Sector: Travel
Region: East of England
Revenue: £50M to £75M

VincentStokes (Holdings) Ltd
www.vincentstokes.com
Sector: Employment Services
Region: East Midlands
Revenue: £10M to £20M

Virtua UK Ltd
www.virtua.uk.com
Sector: Telecommunications
Region: South West
Revenue: £6M to £10M

Virtual College Group Plc
www.virtual-college.co.uk
Sector: Education
Region: Yorkshire and the Humber
Revenue: £6M to £10M

Vision Group (Holdings) Plc
www.visionplc.co.uk
Sector: Information Technology
Region: East of England
Revenue: £10M to £20M

Vitabiotics Ltd
www.vitabiotics.com
Sector: Healthcare
Region: London
Revenue: £75M to £100M

Vitalograph (UK) Ltd
www.vitalograph.co.uk
Sector: Manufacturing
Region: South East
Revenue: £10M to £20M

Vivio Group Holdings Ltd
www.vivio.co.uk
Sector: Telecommunications
Region: North West
Revenue: £10M to £20M

Voicevale Ltd
www.voicevale.com
Sector: Food & Drink
Region: London
Revenue: £200M to £250M

W

W McClure Ltd
www.wmclure.co.uk
Sector: Food & Drink
Region: North West
Revenue: £10M to £20M

WJ (Group) Ltd
www.wjlinklinegroup.com
Sector: Construction
Region: West Midlands
Revenue: £40M to £50M

WL Shareholding Company Ltd
www.lucygroup.com
Sector: Electronic Engineering
Region: South East
Revenue: £150M to £200M

WPI Group Ltd
www.wpigroup.co.uk
Sector: Construction
Region: North West
Revenue: £20M to £30M

WR Davies (Motors) Ltd
www.wrdavies.co.uk
Sector: Motor Vehicle Retail
Region: Wales
Revenue: £75M to £100M

Walter E Sturgess & Sons Ltd
www.sturgessgroup.co.uk
Sector: Motor Vehicle Retail
Region: East Midlands
Revenue: £100M to £150M

Ward Security Holdings Ltd
www.ward-security.co.uk
Sector: Security
Region: London
Revenue: £10M to £20M

Warings Furniture Ltd
www.waringsfurniture.com
Sector: Manufacturing
Region: East of England
Revenue: £6M to £10M

Warwick Ward (Machinery) Ltd
www.warwick-ward.com
Sector: Food & Drink
Region: Yorkshire and the Humber
Revenue: £20M to £30M

Watch It Come Down Ltd
www.sydbishop.co.uk
Sector: Construction
Region: London
Revenue: £10M to £20M

Waterside Holiday Group Ltd
www.watersideholidays.co.uk
Sector: Travel
Region: South West
Revenue: £10M to £20M

We Are Social Ltd
www.wearesocial.net
Sector: Advertising & Marketing
Region: London
Revenue: £50M to £75M

Wealth at Work Holdings Ltd
www.wealthatwork.co.uk
Sector: Financial Services
Region: North West
Revenue: £6M to £10M

Welch and Tidy Ltd
www.welchandtidyltd.co.uk
Sector: Wholesale
Region: London
Revenue: £20M to £30M

Welcomm Communications Ltd
www.welcomm.co.uk
Sector: Telecommunications
Region: East Midlands
Revenue: £6M to £10M





Weldfast (UK) Ltd
www.weldfastuk.co.uk
Sector: Wholesale
Region: West Midlands
Revenue: £10M to £20M

Wellington Motors Ltd
www.wellingtonmotors.co.uk
Sector: Motor Vehicle Retail
Region: South West
Revenue: £30M to £40M

Wernick Group (Holdings) Ltd
www.wernick.co.uk
Sector: Construction
Region: East of England
Revenue: £75M to £100M

Wessex Garages Holdings Ltd
www.wessexgarages.com
Sector: Motor Vehicle Retail
Region: South West
Revenue: £100M to £150M

West & Coe Ltd
www.westcoe.co.uk
Sector: Professional Services
Region: London
Revenue: £6M to £10M

Westbourne Leisure Ltd
www.westbourne-leisure.co.uk
Sector: Food & Drink
Region: West Midlands
Revenue: £10M to £20M

Westgate Motors Ltd
www.westgatemotors.co.uk
Sector: Motor Vehicle Retail
Region: Yorkshire and the Humber
Revenue: £20M to £30M

Westland Nurseries (Offenham) Ltd
www.westlandswow.co.uk
Sector: Food & Drink
Region: West Midlands
Revenue: £6M to £10M

Westover Holdings Ltd
www.westovergroup.co.uk
Sector: Motor Vehicle Retail
Region: South West
Revenue: £200M to £250M

Wheelbase Holdings Ltd
www.wheelbase.net
Sector: Transportation Services
Region: North West
Revenue: £6M to £10M

White Stuff Group Ltd
www.whitestuff.com
Sector: Wholesale
Region: London
Revenue: £100M to £150M

Whitehouse Leisure International Ltd
www.whitehouseleisure.co.uk
Sector: Leisure
Region: East of England
Revenue: £40M to £50M

Wick Hill Group Ltd
www.wickhill.co.uk
Sector: Information Technology
Region: South East
Revenue: £50M to £75M

Widget Investments Ltd
www.widget.com
Sector: Wholesale
Region: East of England
Revenue: £50M to £75M

Williams Trade Supplies Ltd
www.williams.uk.com
Sector: Wholesale
Region: South East
Revenue: £40M to £50M

WorldRemit Ltd
www.worldremit.com
Sector: Financial Services
Region: London
Revenue: £10M to £20M

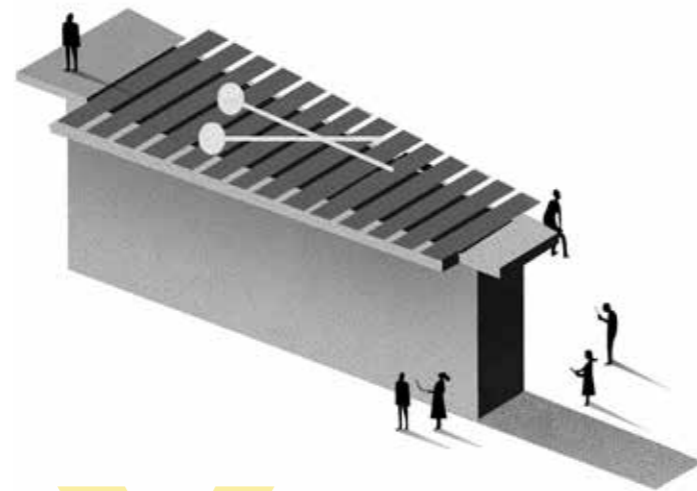
Worldwide Recruitment Solutions Ltd
www.worldwide-rs.com
Sector: Employment Services
Region: North West
Revenue: £30M to £40M

Wrekin Holdings Ltd
www.wrekinproducts.com
Sector: Wholesale
Region: West Midlands
Revenue: £10M to £20M

X

X-Cel Supertum (GB) Ltd
www.x-cel.com
Sector: Metal Manufacturing & Engineering
Region: Yorkshire and the Humber
Revenue: £20M to £30M

Xconnect Trading Ltd
www.xconnecttrading.com
Sector: Financial Services
Region: London
Revenue: £10M to £20M



Y

York House Foods Ltd
www.yorkhousefoods.com
Sector: Food & Drink
Region: East of England
Revenue: £30M to £40M

Your World Recruitment Group Ltd
www.yourworldrecruitment.com
Sector: Employment Services
Region: London
Revenue: £50M to £75M

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

Z

Zenith Hygiene Group Plc
www.zhgplc.com
Sector: Manufacturing
Region: East of England
Revenue: £40M to £50M

Zoopla Plc pg 119
www.zoopla.co.uk
Sector: Real Estate
Region: London
Revenue: £75M to £100M



Scale up your business faster.

ELITE prepares today's most exciting companies for the next stage of growth. If you have big ideas for your business, ELITE's academics, investors and entrepreneurs offer everything you need to flourish.

Your bespoke programme is made up of training modules, workshops, mentoring and events. You'll also become part of the ELITE community, sharing advice and insights with other high-growth businesses from around the world.

To fast-track your growth, visit elite-growth.com or email us at eliteuk@lseg.com and find out if you qualify.



London
Stock Exchange Group



London Stock Exchange Group

About London Stock Exchange Group

London Stock Exchange Group (LSE.L) is a diversified international market infrastructure and capital markets business sitting at the heart of the world's financial community. The Group can trace its history back to 1698.

The Group operates a broad range of international equity, bond and derivatives markets, including London Stock Exchange; Borsa Italiana; MTS, Europe's leading fixed income market; and Turquoise, a pan-European equities MTF. It is also home to one of the world's leading growth markets for SMEs, AIM. Through its platforms, the Group offers international business and investors unrivalled access to Europe's capital markets.

Post trade and risk management services are a significant part of the Group's business operations. In addition to majority ownership of multi-asset global CCP operator, LCH.Clearnet Group, LSEG operates CC&G, the Italian clearing house; Monte Titoli, the T2S-ready European settlement business; and globeSettle, the Group's newly established CSD based in Luxembourg.

The Group is a global leader in indexing and analytic solutions. FTSE Russell offers thousands of indexes that measure and benchmark markets around the world. The Group also provides customers with an extensive range of real time and reference data products, including SEDOL, UnaVista and RNS.

London Stock Exchange Group is a leading developer of high-performance trading platforms and capital markets software for customers around the world. Currently, over 40 organisations and exchanges use the Group's MillenniumIT trading, surveillance and post trade technology, including the Group's own markets.

Headquartered in London, with significant operations in North America, Italy, France and Sri Lanka, the Group employs approximately 4,700 people.

Further information on London Stock Exchange Group can be found at www.lseg.com

Contact details

Primary markets – UK companies

Tel: +44 (0) 20 7797 3429

Email: equityprimarymarkets@lseg.com

Media enquiries

Tel: +44 (0) 20 7797 1222

Email: newsroom@lseg.com