

£19.8bn

Combined sales of Top 50 employee-owned companies

££££££££££

UP 6.5% ON LIKE-FOR-LIKE BASIS

171,000

COMBINED EMPLOYEES



1% DOWN ON LIKE-FOR-LIKE BASIS

UP 9.2% Median increase in operating profits

UP 7.3% Increase in productivity year-on-year

54% FOR 2018

Percentage of companies with no net debt

Note: "Like-for-like" means that we compare each of the 50 companies on this year's list against its own prior year results.

Rm2 For further details and definition of terms, visit www.rm2.co.uk/resources/eo-top-50-2018/

THE EMPLOYEE OWNERSHIP TOP 50 2018

The UK's fifty largest employee-owned companies



BETTER BUSINESS TOGETHER

In association with The RM2 Partnership Ltd. Employee Ownership Specialists since 1998.

RANK	COMPANY	ACTIVITY	EO%	YEAR END	REVENUE £M	EMPLOYEES	WEBSITE
1	John Lewis Partnership plc	Retailer	100	Jan-18	10,204.0	84,500	johnlewispartnership.co.uk
2	Mott MacDonald Group Ltd	Engineering and management consultancy	100	Dec-17	1,548.9	14,730	mottmac.com
3	Arup Group Ltd	Design and engineering consultants	100	Mar-17	1,509.5	13,346	arupgroup.com
4	Unipart Group of Companies Ltd	Logistics	52	Dec-17	757.6	6,049	unipart.co.uk
5	Hyperion Insurance Group Ltd	Insurance brokers	70	Sep-17	532.3	3,794	rkhgroup.com
6	CH2M Europe Ltd	Engineering consultancy	100	Dec-16	366.9	3,739	ch2m.com
7	A.T. Kearney Holdings Ltd	Management consultancy	100	Dec-16	869.6	3,644	atkearney.com
8	Shaw Healthcare (Group) Ltd	Care home and community care services	43	Mar-17	93.0	3,460	shaw.co.uk
9	PA Consulting Group Ltd	Management consultants	49	Dec-17	400.0	2,600	paconsultinggroup.com
10	Control Risks Group Holdings Ltd	Risk management consultancy	100	Mar-17	207.8	2,436	controlrisks.com
11	Childbase Partnership Ltd	Children's nurseries	50	Oct-17	48.5	1,691	childbase.com
12	Bristol Community Health CIC	Community health and social care	67	Mar-18	116.1	1,673	briscomhealth.org.uk
13	Agilisys Holdings Ltd	IT software and services	57	Mar-17	144.3	1,648	agilisys.co.uk
14	Medway Community Healthcare CIC	Community health services	100	Mar-17	61.0	1,648	medwaycommunityhealthcare.nhs.uk
15	Locala Community Partnerships CIC	Community health services	100	Mar-17	61.4	1,458	locala.org.uk
16	BMT Group Ltd	Design and engineering consultancy	100	Sep-17	172.4	1,450	bmt.org
17	City Health Care Partnership CIC	Community health and social care	100	Mar-17	85.5	1,429	chcpic.com
18	Provide CIC	Health and social care services	100	Mar-17	67.1	1,261	provide.org.uk
19	SLR Management Ltd	Environmental consultants	54	Nov-17	129.6	1,184	slrconsulting.com
20	Anglian Community Enterprise CIC	Community healthcare services	100	Mar-17	61.6	1,099	acecic.co.uk
21	Care & Share Associates One (2014) Ltd	Group of home care service companies	100	Dec-17	17.2	1,049	casaltd.com
22	Oldrid & Co Ltd	Non-food retailer and garden centre	25	Jan-17	42.5	903	oldrids.co.uk
23	Fresca Group Ltd	Marketing & distribution of fresh fruit and vegetables	37	Apr-17	380.2	902	frescagroup.co.uk
24	East Coast Community Healthcare CIC	Community health services	100	Sep-17	37.3	848	eastcoastch.co.uk
25	Central Surrey Health Ltd	Nursing and therapy services	100	Mar-17	32.5	818	centralsurreyhealth.nhs.uk
26	Care Plus Group (North East Lincolnshire) Ltd	Community health and social care	100	Mar-17	22.5	696	careplusgroup.org
27	Alfa Leisureplex Group Ltd	Coach travel and hotel operator	75	Dec-16	38.8	687	alfatravel.co.uk
28	Scott Bader Co Ltd	Polymer manufacturer	100	Dec-17	202.0	685	scottbader.com
29	Gripple Ltd	Wire joiner and tensioner manufacturer	35	Dec-17	66.9	637	gripple.com
30	Lindum Group Ltd	Construction	30	Nov-17	149.9	629	lindumgroup.com
31	Black & Veatch Ltd	Engineering consultancy	100	Dec-17	163.1	597	bv.com
32	Wilkin & Sons Ltd	Preserves manufacturer	57	Dec-17	44.6	590	tiptree.com
33	Erith Holdings Ltd	Demolition and earthworks	100	Sep-17	152.9	582	erith.com
34	Riverford Organic Farmers Ltd	Organic food box delivery	76	Apr-17	56.7	565	riverford.co.uk
35	North Somerset Community Partnership CIC	Community health services	100	Mar-17	29.6	559	nscphealth.co.uk
36	A.G. Parfett & Sons Ltd	Wholesale food distributor	100	Jun-17	324.0	558	parfetts.co.uk
37	Leading Lives Ltd	Social care services	100	Mar-17	11.1	551	leadinglives.org.uk
38	The Nuttall Group Ltd	Shopfitters	57	Dec-17	59.5	546	nuttalls.co.uk
39	MyCSP Ltd	Pensions administration	25	Dec-17	40.6	525	mycsp.co.uk
40	Spectrum Community Health CIC	Community health services	100	Mar-18	28.4	503	spectrumhealth.org.uk
41	Broadway Malyan Holdings Ltd	Urban designers	100	Apr-17	50.6	494	broadwaymalyan.com
42	Highland Home Carers Ltd	Care services	100	Jun-16	7.0	490	highlandhomecarers.com
43	Tithgrove Holdings Ltd	Groundworks and civil engineering contractor	32	Mar-17	83.6	433	tithgrove.co.uk
44	Rider Levett Bucknall UK Ltd	Construction consultants	100	Apr-17	50.1	415	rlb.com
45	W.R. Swann & Co Ltd	Surgical blade manufacturer	50	Sep-17	33.6	413	swann-morton.com
46	TTP Group plc	Technology development	60	Mar-17	68.4	413	ttpgroup.com
47	Minova Insurance Holdings Ltd	Insurance broker	37	Dec-16	102.8	412	bmsgroup.com
48	Sunderland Home Care Associates (20-20) Ltd	Home care services	100	Jul-17	7.0	403	sunderlandhomecare.co.uk
49	Steer Davies & Gleave Ltd	Transport consultancy	90	Mar-17	44.4	400	steerdaviesgleave.com
50	Curtins Group Ltd	Civil/structural engineering consultancy	25	Dec-17	30.5	389	curtins.com

Acknowledgements:

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Ground-rules:

During September 2018, we identified UK employee-owned companies from multiple sources: EOA members, internet searches, professional advisers active in the sector and searches of Companies House records.

The list covers independent UK-registered unquoted companies that are at least 25% owned by employees on a broad basis.

The list also covers UK subsidiaries of non-UK companies which are more than 75% employee-owned. The list does not cover quoted companies or partnerships. In businesses constituted as industrial and provident societies, companies limited by guarantee and community interest companies, employee ownership can be hard to ascertain from published sources so, in such cases, we have relied on a business's membership of EOA as evidence of employee ownership.

The list is ranked by employee numbers. Figures are from companies' latest annual accounts filed at Companies House as at 14th September 2018.

EO% is the best available estimate of the % of issued ordinary share capital held by employees broadly, corroborated where possible from annual returns.