

# £21.7bn

Combined sales of Top 50 employee-owned companies



**UP 1.3%**  
**ON LIKE-FOR-LIKE BASIS**

# 181, 213

COMBINED EMPLOYEES



**.02%**  
**DOWN ON LIKE-FOR-LIKE BASIS**

**60%** of Top 50 increased sales  
**5.2%** LIKE FOR LIKE 9.4% increase in productivity median

**7.8%** LIKE FOR LIKE 5% wage increase, year on year

Note: "Like-for-like" means that we compare each of the 50 companies on this year's list against its own prior year results only if it appeared on last year's list. This is to avoid new entrants distorting the comparisons.

**Rm2** For further details and definition of terms, visit [www.rm2.co.uk/resources/ea-top-50-2022/](http://www.rm2.co.uk/resources/ea-top-50-2022/)

# THE EMPLOYEE OWNERSHIP TOP 50 2022

## The UK's fifty largest employee-owned companies



BETTER BUSINESS TOGETHER

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

RANK	RISE/FALL	COMPANY	ACTIVITY	TYPE	EO%	REG NO.	ACCOUNTS	REVENUE EM	EMPLOYEES	WEBSITE
1	-	John Lewis Partnership plc	Retailer	CLS	100	02238937	Jan-22	10,837,500	79,500	johnlewispartnership.co.uk
2	▲	Mott MacDonald Group Ltd	Engineering and management consultancy	CLS	100	01110949	Dec-20	1,805,503	15,107	mottmac.com
3	▼	Arup Group Ltd	Design and engineering consultants	CLS	100	01312454	Mar-21	1,717,100	14,922	www.arup.com
4	-	Greenwich Leisure Ltd	Management of leisure facilities for local government	Society	100	IP27793R	Dec-20	218,729	10,167	gl.org
5	▲	Howden Group Holdings	Insurance Group	CLS	45	02937398	Sep-20	746,600	7,494	howdengroupholdings.com
6	▼	Unipart Group of Companies Ltd	Logistics	CLS	52	01994997	Dec-20	786,700	6,876	unipart.com
7	-	Shaw Healthcare (Group) Ltd	Care home and community care services	CLS*	51	05391089	Mar-21	119,327	3,497	shaw.co.uk
8	-	PA Consulting Group Ltd	Management consultants	CLS	47	09761378	Dec-20	649,900	3,338	paconsulting.com
9	▲	City Health Care Partnership CIC	Community health and social care	CLS	100	06273905	Mar-21	134,493	2,670	chcpic.org.uk
10	▼	Control Risks Group Holdings Ltd	Risk management consultancy	CLS*	100	01548306	Mar-21	143,940	2,544	controlrisks.com
11	-	Seetec Business Technology Centre Ltd	Probation and state training services	CLS*	51	02291188	Mar-21	129,445	2,367	seetec.co.uk
12	-	Childbase Partnership Ltd	Children's nurseries	CLS*	100	02418535	Oct-20	44,417	2,159	childbasepartnership.com
13	-	Medway Community Healthcare CIC	Community health services	CLS	100	07275637	Mar-21	72,962	1,670	medwaycommunityhealthcare.nhs.uk
14	-	Central Surrey Health Ltd	Community health services	CLS	100	05700920	Mar-21	82,299	1,643	chsurrey.co.uk
15	▼	BMT Group Ltd	Design and engineering consultancy	Guarantee	100	01887373	Sep-20	169,758	1,581	bmt.org
16	▲	Cleantec Services Ltd	Cleaning services	CLS*	60	04155336	May-21	16,014	1,379	cleantecservices.co.uk
17	▼	Locala Community Partnerships CIC	Community health services	CLS	100	07584906	Mar-21	70,526	1,358	locala.org.uk
18	NEW	Foster + Partners Group Ltd	Architects and designers	CLS	27.59	05976343	Apr-21	199,940	1,195	fosterandpartners.com
19	▼	Provide CIC	Health and social care services	CLS	100	07320006	Mar-21	65,560	1,144	provide.org.uk
20	▼	Glide Ltd	Group of specialist engineering business	CLS	100	07570232	Dec-21	115,400	1,116	gripple.com
21	▼	Fresca Group Ltd	Marketing & distribution of fresh fruit and vegetables	CLS	37	05307204	Apr-21	324,456	967	frescagroup.co.uk
22	▲	Spectrum Community Health CIC	Community health services	CLS	100	07300133	Mar-21	65,968	930	spectrumhealth.org.uk
23	▼	Bromley Healthcare CIC	Community health services	CLS	90	06815987	Mar-21	57,040	924	bromleyhealthcare.org.uk
24	▼	Briggs & Forrester (UK) Ltd	Building services design and installation	CLS*	100	01018002	Apr-21	234,154	897	briggsandforrester.co.uk
25	▲	Riverford Organic Farmers Ltd	Organic food box delivery	CLS*	76	03731570	May-21	109,641	867	riverford.co.uk
26	▼	Be Caring Together Ltd	Group of home care service companies	CLS*	100	09137883	Mar-21	17,883	859	becaring.org.uk
27	NEW	Independence Matters CIC	Community health services	CLS	51	08530621	Mar-21	17,654	812	independencematters.org.uk
28	▼	East Coast Community Healthcare CIC	Community health services	CLS	100	07573080	Sep-20	37,039	788	ech.org
29	▲	A.G. Parfett & Sons Ltd	Wholesale food distributor	CLS	100	01472970	Jun-21	569,937	778	parfetts.co.uk
30	▼	Care Plus Group (North East Lincolnshire) Ltd	Community health and social care	Society	100	IP031272	Mar-21	25,515	743	careplusgroup.org
31	▼	Rider Levett Bucknall UK Ltd	Construction consultants	CLS	100	04653580	Apr-21	73,447	716	rlb.com
32	▼	Scott Bader Commonwealth Ltd	Polymer manufacturer	CLS	100	01018914	Dec-20	196,496	694	scottbader.com
33	▼	Alfa Leisurplex Group Ltd	Coach travel and hotel operator	CLS*	75	09608912	Dec-20	11,842	685	alfatravel.co.uk
34	NEW	Adventure Forest Group Limited	Outdoor amusement and recreation	CLS*	90	05750923	Dec-20	19,825	645	goape.co.uk
35	▼	Erith Holdings Ltd	Demolition and earthworks	CLS*	100	02586308	Sep-20	214,506	631	erithinductions.com
36	NEW	Buckingham Group Contracting Limited	Railway Construction	CLS*	60	02181671	Dec-20	584,462	623	buckinghamgroup.co.uk
37	▼	Lindum Group Ltd	Construction	CLS	30	01236338	Nov-21	169,489	602	lindumgroup.com
38	▼	Activate Solutions Group Ltd	Field Marketing and Sales Activation	CLS*	100	08039617	Dec-20	23,178	567	fieldsalesolutions.com
39	▼	Black & Veatch Ltd	Engineering consultancy	Overseas	100	03163649	Mar-21	136,163	540	bv.com
40	▲	Gemporia Partnership Ltd	TV and online retailer	CLS*	66	05914500	Mar-21	89,961	525	gemporia.com
41	▼	Punter Southall Group Ltd	Pensions and investments	CLS	53	04096788	Dec-20	71,852	522	puntersouthallgroup.com
42	▼	Richer Sounds Ltd	HiFi and TV retailer	CLS*	60	01402643	May-20	176,012	505	richersounds.com
43	▼	Wilkin & Sons Ltd	Preserves manufacturer	CLS	52	00026233	Dec-21	43,707	498	tiptree.com
44	▼	Allford Hall Monaghan Morris Ltd	Architects	CLS*	60	07155322	Mar-21	43,327	486	ahmm.co.uk
45	▲	Oxford Policy Management Ltd	Economic Development Consultancy	CLS	29	03122495	Mar-21	135,939	477	opml.co.uk
46	▲	W.R. Swann & Co Ltd	Surgical blade manufacturer	CLS	50	00457231	Sep-21	34,777	449	swann-morton.com
47	▼	MyCSP Ltd	Pensions administration	CLS	25	07640786	Dec-20	31,722	448	mycsp.co.uk
48	▼	Leading Lives Ltd	Social care services	Society	100	IP031457	Mar-21	9,712	440	leadinglives.org.uk
49	▲	First Community Health & Care CIC	Health and social care services	CLS	100	07711859	Mar-21	29,880	435	firstcommunityhealthcare.co.uk
50	▼	William Gibbons Group Ltd	Printers	CLS	100	06287023	Mar-21	27,913	433	williamgibbons.co.uk

Key CLS Company Limited by Shares CLS\* Employee Ownership Trust EOT

### Acknowledgements:

The Employee Ownership Top 50 was established by RM2 founder Nigel Mason, a leading light in the EO sector, who sadly passed in 2021.

We are grateful to Fieldfisher LLP, Baxendale and the White Rose Employee Ownership Centre for their help in identifying employee-owned companies. All errors and omissions are the responsibility of The RM2 Partnership Ltd. Please email nominations and corrections to [operations@rm2.co.uk](mailto:operations@rm2.co.uk)

### Ground-rules:

During April 2022, 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 over 25% owned by employees on a broad basis.

The list also covers UK subsidiaries (with the required employee numbers) of non-UK companies which are 75% or more 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 sometimes 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 21st April.

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