

£20.5bn

Combined sales of top 50 employee-owned companies



151,000

TOTAL EMPLOYEES



4.6%

Increase in sales year-on-year

25.5%

Increase in operating profit (EBITDA) year-on-year

3.3% INCREASE IN EMPLOYEES YEAR-ON-YEAR



4.5%

Increase in productivity year-on-year

38 / 50

Number of companies with no net debt

THE EMPLOYEE OWNERSHIP TOP 50

The UK's fifty largest employee-owned companies



In association with CAPITAL STRATEGIES

RANK	COMPANY	ACTIVITY	EO%	YEAR END	REVENUE £M	EMPLOYEES	WEBSITE
1	John Lewis Partnership plc	Retailer	100	Jan-13	8465.5	81,900	www.johnlewispartnership.co.uk
2	Mott MacDonald Group Ltd	Engineering and management consultancy	100	Dec-13	1214.5	14,051	www.mottmac.com
3	Arup Group Ltd	Design and engineering consultants	100	Mar-13	1030.6	10,828	www.arupgroup.com
4	Unipart Group of Companies Ltd	Logistics	52	Dec-12	905.9	7,521	www.unipart.co.uk
5	CH2M Hill Europe Ltd	Engineering consultancy	100	Dec-12	350.1	4,750	www.ch2m.com
6	A.T. Kearney Holdings Ltd	Management consultancy	100	Dec-12	627.8	3,141	www.atkearney.com
7	Palmer & Harvey McLane Ltd	Wholesale distributor	100	Apr-13	4170.7	2,834	www.palmerharvey.co.uk
8	Control Risks Group Holdings Ltd	Risk management consultancy	70	Mar-13	211.7	2,367	www.crg.com
9	PA Consulting Group Ltd	Management consultants	100	Dec-12	365.9	2,258	www.paconsultinggroup.com
10	Childbase Partnership Ltd	Children's nurseries	50	Oct-13	36.1	1,500	www.childbase.com
11	Prospects Services Ltd	Education and training services	55	Mar-13	68.4	1,216	www.prospects.co.uk
12	Provide CIC	Health and social care services	100	Mar-13	54.1	1,194	www.provide.org.uk
13	City Health Care Partnership CIC	Community health and social care	100	Mar-13	59.3	1,158	www.chcphull.nhs.uk
14	Anglian Community Enterprise CIC	Community healthcare services	100	Mar-13	51.9	1,116	www.acecic.co.uk
15	Bristol Community Health CIC	Community health and social care	67	Sep-13	45.4	1,102	www.briscomhealth.org.uk
16	Black & Veatch Ltd	Engineering consultancy	100	Dec-12	267.6	1,075	www.bv.com
17	Fresca Group Ltd	Marketing & distribution of fresh fruit and vegetables	37	Apr-13	309.6	827	www.frescagroup.co.uk
18	Central Surrey Health Ltd	Nursing and therapy services	100	Sep-12	29.5	818	www.centralsurreyhealth.nhs.uk
19	Huawei Technologies (UK) Co., Ltd	Telecommunications	100	Dec-12	409.3	768	www.huawei.com
20	Tullis Russell Group Ltd	Paper and board manufacturer	73	Mar-13	159.5	738	www.tullisrussellgroup.com
21	Building Design Partnership Ltd	Architects, engineers and cost consultants	40	Dec-13	60.0	732	www.bdp.com
22	Oldrid & Co Ltd	Non-food retailer and garden centre	25	Jan-13	37.7	630	www.oldrids.co.uk
23	Care & Share Associates Group	Group of home care service companies	100	Jul-13	9.0	630	www.casaltd.com
24	Scott Bader Co Ltd	Polymer manufacturer	100	Dec-12	188.3	615	www.scottbader.com
25	A.G. Parfett & Sons Ltd	Wholesale food distributor	64	Jun-13	299.0	537	www.parfetts.co.uk
26	Navigo Health and Social Care CIC	Health and social care services	100	Mar-13	22.9	500	www.navigocare.co.uk
27	MyCSP Ltd	Pensions administration	25	Mar-13	32.1	500	www.mycsp.co.uk
28	Lindum Group Ltd	Construction	30	Nov-13	93.7	489	www.lindumgroup.com
29	Sunderland Home Care Associates (20-20) Ltd	Home care services	100	Jul-13	6.8	465	www.sunderlandhomecare.co.uk
30	Wilkin & Sons Ltd	Preserves manufacturer	57	Dec-12	34.9	439	www.tiptree.com
31	Your Healthcare CIC	Community health and social care	100	Mar-13	26.0	427	www.yourhealthcare.org
32	W L Gore & Associates (UK) Ltd	Gore-tex manufacturer	90	Mar-13	112.2	424	www.gore.com
33	W.R. Swann & Co Ltd	Surgical blade manufacturer	50	Oct-13	25.7	388	www.swann-morton.com
34	Rider Levett Bucknall UK Ltd	Construction consultants	100	Apr-13	49.2	342	www.rlb.com
35	Gripple Ltd	Wire joiner and tensioner manufacturer	35	Dec-12	36.0	337	www.gripple.com
36	Minova Insurance Holdings Ltd	Insurance broker	37	Dec-12	64.0	325	www.bmsgroup.com
37	Steer Davies & Gleave Ltd	Transport consultancy	90	Mar-13	31.6	313	www.steerdaviesgleave.com
38	TTP Group plc	Technological development	60	Mar-13	38.9	312	www.ttpgroup.com
39	WCF Ltd	Retail sale of clothing	63	Jun-13	148.9	297	www.wcf.co.uk
40	Design Bridge Ltd	Brand design agency	70	Dec-12	27.9	267	www.designbridge.com
41	Xtrac Transmissions Ltd	Design and manufacture of gearboxes	49	Sep-12	40.2	266	www.xtrac.com
42	Golder Associates (UK) Ltd	Environmental consultants	100	Dec-12	30.8	236	www.golder.com
43	Fragrance Oils plc	Manufacturer of fragrances and flavours	25	Feb-13	37.9	228	www.fragrance-oils.com
44	GL Hearn Ltd	Property consulting	80	May-13	23.0	207	www.glhearn.com
45	Martin Currie Ltd	Investment management	75	Dec-13	49.6	203	www.martincurrie.com
46	Cambridge Nutritional Foods Ltd	Weight management products	51	Mar-13	35.6	183	www.cambridgeweightplan.com
47	Turley Associates Ltd	Planning and urban design	100	May-13	16.3	174	www.turleyassociates.co.uk
48	Stewart-Buchanan Gauges Ltd	Pressure gauge manufacturers	100	Dec-12	8.7	152	www.stewarts-group.com
49	Cubiks Group Ltd	HR consultancy	100	Dec-13	18.3	150	www.cubiks.com
50	Scottish Woodlands Ltd	Forestry and estate services	80	Sep-13	63.9	143	www.scottishwoodlands.co.uk

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Ground-rules:

During May 2014, 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 more than 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, industrial and provident societies, companies limited by guarantee or partnerships.

The list is ranked by employee numbers, a more representative measure of company size than turnover. Figures are from companies' latest annual accounts filed at Companies House as at 20 June 2014. EO% is the best available estimate of the % of issued ordinary share capital held by employees broadly, corroborated where possible from annual returns.

For further details and definition of terms, visit www.capitalstrategies.co.uk/eo50