

£22.6bn
Combined sales of Top 50 employee-owned companies
££££££££££££££££

175,000
TOTAL EMPLOYEES



6.3% Increase in sales year-on-year
10.9% Increase in operating profit (EBITDA) year-on-year

5.3% INCREASE IN EMPLOYEES YEAR-ON-YEAR



1.5% Increase in productivity year-on-year
69% Percentage of companies with no net debt

RM2 For further details and definition of terms, visit www.rm2.co.uk/eo-top-50

THE EMPLOYEE OWNERSHIP TOP 50 2016

The UK's fifty largest employee-owned companies



BETTER BUSINESS TOGETHER

In association with The RM2 Partnership Ltd.
Employee share scheme specialists since 1998.

RANK	COMPANY	ACTIVITY	EO%	YEAR END	REVENUE £M	EMPLOYEES	WEBSITE
1	John Lewis Partnership plc	Retailer	100	Jan-15	9,701.0	92,100	www.johnlewispartnership.co.uk
2	Mott MacDonald Group Ltd	Engineering and management consultancy	100	Dec-15	1,401.4	15,531	www.mottmac.com
3	Arup Group Ltd	Design and engineering consultants	100	Mar-15	1,125.5	12,143	www.arupgroup.com
4	Unipart Group of Companies Ltd	Logistics	52	Dec-15	722.5	6,416	www.unipart.co.uk
5	CH2M Europe Ltd (trading as CH2M)	Engineering consultancy	100	Dec-14	343.7	4,029	www.ch2m.com
6	Palmer & Harvey McLane Ltd	Wholesale distributor	100	Apr-15	4,430.4	3,422	www.palmerharvey.co.uk
7	A.T. Kearney Holdings Ltd	Management consultancy	100	Dec-14	725.4	3,294	www.atkearney.com
8	Hyperion Insurance Group Ltd	Insurance brokers	70	Sep-15	288.8	2,994	www.rkhgroup.com
9	PA Consulting Group Ltd	Management consultants	49	Dec-15	431.7	2,773	www.paconsultinggroup.com
10	Control Risks Group Holdings Ltd	Risk management consultancy	70	Mar-15	184.0	2,439	www.controlrisks.com
11	Agilisys Holdings Ltd	IT software and services	57	Mar-15	146.3	1,812	www.agilisys.co.uk
12	Childbase Partnership Ltd	Children's nurseries	50	Oct-15	45.3	1,553	www.childbase.com
13	Bristol Community Health CIC	Community health and social care	67	Sep-15	48.1	1,399	www.briscomhealth.org.uk
14	Locala Community Partnerships CIC	Community health services	100	Mar-15	48.9	1,273	www.locala.org.uk
15	Prospects Group 2011 Ltd	Education, employment and training services	100	Mar-15	80.0	1,266	www.prospects.co.uk
16	Provide CIC	Health and social care services	100	Mar-15	54.5	1,194	www.provide.org.uk
17	City Health Care Partnership CIC	Community health and social care	100	Mar-15	70.4	1,163	www.chcpic.org.uk
18	SLR Management Ltd	Environmental consultants	54	Oct-15	108.8	1,151	www.slrconsulting.com
19	Anglian Community Enterprise CIC	Community healthcare services	100	Mar-15	59.3	1,139	www.acecic.co.uk
20	Remploy Ltd	Disability employment services	30	Mar-15	65.1	1,038	www.remploy.co.uk
21	Huawei Technologies (UK) Co., Ltd	Telecommunications	100	Dec-14	502.8	959	www.huawei.com
22	East Coast Community Healthcare CIC	Community health services	100	Sep-14	37.7	910	www.eastcoastch.co.uk
23	Care Plus Group (North East Lincolnshire) Ltd	Community health and social care	100	Mar-14	25.4	793	www.careplusgroup.org
24	Central Surrey Health Ltd (trading as CSH Surrey)	Nursing and therapy services	100	Mar-15	31.5	792	www.centralsurreyhealth.nhs.uk
25	Black & Veatch Ltd	Engineering consultancy	100	Dec-14	190.1	780	www.bv.com
26	Oldrid & Co Ltd	Non-food retailer and garden centre	25	Jan-15	44.0	772	www.oldrids.co.uk
27	Building Design Partnership Ltd	Architects, engineers and cost consultants	40	Dec-14	65.2	758	www.bdp.com
28	Care & Share Associates Unlimited	Group of home care service companies	100	Dec-15	11.3	755	www.casalt.com
29	Fresca Group Ltd	Marketing & distribution of fresh fruit and vegetables	37	Apr-15	278.1	750	www.frescagroup.co.uk
30	MyCSP Ltd	Pensions administration	25	Dec-15	55.9	688	www.mycsp.co.uk
31	Care & Support Partnership CIC (trading as SEQOL)	Community health services	100	Mar-15	35.7	677	www.seqol.org
32	Scott Bader Co Ltd	Polymer manufacturer	100	Dec-14	190.0	649	www.scottbader.com
33	Lindum Group Ltd	Construction	30	Nov-15	110.3	560	www.lindumgroup.com
34	Alfa Leisureplex Group Ltd	Coach travel and hotel operator	75	Dec-15	48.8	551	www.alfatravel.co.uk
35	A.G. Parfett & Sons Ltd	Wholesale food distributor	100	Jun-15	310.4	549	www.parfetts.co.uk
36	Wilkin & Sons Ltd	Preserves manufacturer	57	Dec-15	40.6	548	www.tiptree.com
37	North Somerset Community Partnership CIC	Community health services	100	Mar-15	26.5	540	www.nscphhealth.co.uk
38	Broadway Malyan Holdings Ltd	Urban designers	25	Apr-15	49.9	530	www.broadwaymalyan.com
39	The Nuttall Group Ltd	Shopfitters	57	May-15	58.0	509	www.nuttalls.co.uk
40	Leading Lives Ltd	Social care services	100	Mar-14	11.2	458	www.leadinglives.org.uk
41	Sunderland Home Care Associates (20-20) Ltd	Home care services	100	Jul-15	7.2	440	www.sunderlandhomecare.co.uk
42	W.R. Swann & Co Ltd	Surgical blade manufacturer	50	Sep-15	27.4	406	www.swann-morton.com
43	Gripple Ltd	Wire joiner and tensioner manufacturer	35	Dec-14	41.7	403	www.gripple.com
44	Highland Home Carers Ltd	Care services	100	Jun-15	6.3	400	www.highlandhomecarers.com
45	W L Gore & Associates (UK) Ltd	Gore-tex manufacturer	90	Mar-15	114.6	395	www.gore.com
46	Steer Davies & Gleave Ltd	Transport consultancy	90	Mar-15	37.9	370	www.steerdaviesgleave.com
47	Rider Levett Bucknall UK Ltd	Construction consultants	100	Apr-15	52.2	363	www.rlb.com
48	Anton Group Ltd	Print and direct marketing services	95	Dec-14	41.2	354	www.antongroup.co.uk
49	First Community Health & Care CIC	Health and social care services	100	Mar-15	21.7	341	www.firstcommunitysurrey.com
50	TTP Group plc	Technology development	60	Mar-15	55.6	340	www.ttpgroup.com

Acknowledgements:

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Ground-rules:

During May 2016, 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, companies limited by guarantee or partnerships. In businesses constituted as industrial and provident societies 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 19 May 2016.

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