

# £20.1bn

Combined sales of Top 50 employee-owned companies

££££££££££

**UP 4.3%** ON LIKE-FOR-LIKE BASIS

# 178,000

COMBINED EMPLOYEES



**UP 1.0%** ON LIKE-FOR-LIKE BASIS

**UP 5.0%** Median increase in operating profit

**UP 6.9%** Mean change in productivity

**66%** MAY 2020

Percentage of companies with no net debt

**Note:**  
 1. "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.  
 2. Productivity is defined as value added per employee. Value added is defined as operating profit plus wages.

**Rm2** For further details and definition of terms, visit [www.rm2.co.uk/resources/eo-top-50-2020/](http://www.rm2.co.uk/resources/eo-top-50-2020/)

# THE EMPLOYEE OWNERSHIP TOP 50 2020

## 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	TYPE	EO%	REG NO.	ACCOUNTS	REVENUE EM	EMPLOYEES	WEBSITE
1	John Lewis Partnership plc	Retailer	Private	100	00238937	Jan-19	10,316.7	83,700	johnlewispartnership.co.uk
2	Mott MacDonald Group Ltd	Engineering and management consultancy	Private	100	01110949	Dec-19	1,784.0	15,297	mottmac.com
3	Arup Group Ltd	Design and engineering consultants	Private	100	01312454	Mar-19	1,714.8	14,840	arupgroup.com
4 (NEW)	Greenwich Leisure Ltd	Management of leisure facilities for local government	Co-op	100	IP27793R	Dec-18	298.9	10,593	gll.org
5	Unipart Group of Companies Ltd	Logistics	Private	52	01994997	Dec-18	715.3	5,429	unipart.co.uk
6	Hyperion Insurance Group Ltd	Insurance brokers	Private	45	02937398	Sep-19	696.4	4,996	rkhgroup.com
7	Shaw Healthcare (Group) Ltd	Care home and community care services	Private	51	05391089	Mar-19	99.6	3,217	shaw.co.uk
8	PA Consulting Group Ltd	Management consultants	Private	47	08249452	Dec-19	568.0	3,121	paconsultinggroup.com
9	Control Risks Group Holdings Ltd	Risk management consultancy	Private	100	01548306	Mar-19	237.5	2,965	controlrisks.com
10	City Health Care Partnership CIC	Community health and social care	CIC	100	06273905	Mar-19	122.8	2,571	chcpic.com
11	Childbase Partnership Ltd	Children's nurseries	Private	100	02418535	Oct-18	51.9	1,922	childbase.com
12	Central Surrey Health Ltd	Nursing and therapy services	Private	100	05700920	Mar-19	79.9	1,632	centralsurreyhealth.nhs.uk
13	Medway Community Healthcare CIC	Community health services	CIC	100	07275637	Mar-19	64.5	1,614	medwaycommunityhealthcare.nhs.uk
14	BMT Group Ltd	Design and engineering consultancy	Guarantee	100	01887373	Sep-19	181.3	1,577	bmt.org
15	Locala Community Partnerships CIC	Community health services	CIC	100	07584906	Mar-19	68.2	1,536	locala.org.uk
16 (NEW)	Seetec Business Technology Centre Ltd	Probation and state training services	Private	51	02291188	Mar-19	80.3	1,341	seetec.co.uk
17	Agilisys Holdings Ltd	IT software and services	Private	57	03789926	Mar-19	129.1	1,327	agilisys.co.uk
18	Provide CIC	Health and social care services	CIC	100	07320006	Mar-19	63.4	991	provide.org.uk
19	GLIDE Ltd	Group of specialist engineering businesses	Private	100	07570232	Dec-19	118.3	969	gripple.com
20	Fresca Group Ltd	Marketing & distribution of fresh fruit and vegetables	Private	37	05307204	Apr-19	364.4	950	frescagroup.co.uk
21	Anglian Community Enterprise CIC	Community healthcare services	CIC	100	07376913	Mar-19	54.6	881	acecic.co.uk
22	Bromley Healthcare CIC	Community health services	CIC	90	06815987	Mar-19	47.7	875	bromleyhealthcare.org.uk
23	Be Caring Together Ltd	Group of home care service companies	Private	100	09137883	Dec-18	15.4	808	becaring.org.uk
24	East Coast Community Healthcare CIC	Community health services	CIC	100	07573080	Sep-18	35.7	806	eastcoasthealth.co.uk
25	Care Plus Group (North East Lincolnshire) Ltd	Community health and social care	Co-op	100	IP031272	Mar-18	24.6	711	careplusgroup.org
26	Scott Bader Co Ltd	Polymer manufacturer	Private	100	00189141	Dec-18	225.8	705	scottbader.com
27	Alfa Leisureplex Group Ltd	Coach travel and hotel operator	Private	75	09608912	Dec-18	42.2	700	alfatravel.co.uk
28	Riverford Organic Farmers Ltd	Organic food box delivery	Private	76	03731570	Apr-19	68.1	699	riverford.co.uk
29	Lindum Group Ltd	Construction	Private	30	01236338	Nov-19	170.6	689	lindumgroup.com
30	Erith Holdings Ltd	Demolition and earthworks	Private	100	02586308	Sep-19	190.3	651	erith.com
31	A.G. Parfett & Sons Ltd	Wholesale food distributor	Private	100	01472970	Jun-19	380.2	626	parfetts.co.uk
32	Wilkin & Sons Ltd	Preserves manufacturer	Private	57	00026233	Dec-18	47.9	603	tiptree.com
33	Spectrum Community Health CIC	Community health services	CIC	100	07300133	Mar-19	43.0	594	spectrumhealth.org.uk
34	Black & Veatch Ltd	Engineering consultancy	Overseas	100	03163649	Dec-18	138.5	589	bv.com
35	Rider Levett Bucknall UK Ltd	Construction consultants	Private	100	04653580	Apr-19	81.7	586	rlb.com
36	Leading Lives Ltd	Social care services	Co-op	100	IP031457	Mar-19	10.5	522	leadinglives.org.uk
37	MyCSP Ltd	Pensions administration	Private	25	07640786	Dec-18	40.1	520	mycsp.co.uk
38	Minova Insurance Holdings Ltd	Insurance broker	Private	37	01494399	Dec-18	128.9	510	bmsgroup.com
39	Richer Sounds Ltd	HiFi and TV retailer	Private	60	01402643	May-19	171.2	498	richersounds.com
40	Broadway Malyan Holdings Ltd	Urban designers	Private	100	05418411	Apr-19	47.1	496	broadwaymalyan.com
41	Highland Home Carers Ltd	Care services	Private	100	SC203954	Jun-19	8.4	470	highlandhomecarers.com
42	Tithegrove Holdings Ltd	Groundworks and civil engineering contractor	Private	31.5	09526497	Mar-19	72.5	455	tithegrove.co.uk
43	Steer Davies & Gleave Ltd (trading as Steer)	Transport consultancy	Private	90	01883830	Mar-19	53.9	439	steerdaviesgleave.com
44 (NEW)	Gemporia Partnership Ltd	TV and online retailer	Private	66	05914500	Mar-19	60.3	427	gemporia.com
45	W.R. Swann & Co Ltd	Surgical blade manufacturer	Private	50	00457231	Sep-19	34.2	425	swann-morton.com
46	Curtins Group Ltd	Civil/structural engineering consultancy	Private	25	03371580	Dec-18	32.5	420	curtins.com
47 (NEW)	Allford Hall Monaghan Morris Ltd	Architects	Private	60	07155322	Mar-19	44.2	412	ahmm.co.uk
48	Sunderland Home Care Associates (20-20) Ltd	Home care services	Private	100	03564689	Jul-19	7.0	399	sunderlandhomecare.co.uk
49 (NEW)	First Community Health & Care CIC	Health and social care services	CIC	100	0771859	Mar-19	25.3	387	firstcommunitysurrey.com
50	TTP Group plc	Technology development	Private	60	02170755	Mar-19	55.5	378	ttpgroup.com

**Acknowledgements:**

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**Ground-rules:**

During May 2020, 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 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 19th May 2020. EOA is the best available estimate of the % of issued ordinary share capital held by employees broadly, corroborated where possible from annual returns.