

**£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](http://www.rm2.co.uk/eo-top-50)

# THE EMPLOYEE OWNERSHIP TOP 50 2016

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

**EOA** EMPLOYEE OWNERSHIP ASSOCIATION

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

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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.