



For further details and definition of terms,
www.rm2.co.uk/resources/eo-top-50/
employee-ownership-top-50-2021/

£21.1bn

Combined sales of Top 50 employee-owned companies

££££££££££

UP 6.7%
ON LIKE-FOR-LIKE BASIS

180,405

COMBINED EMPLOYEES



UP 2.8%
ON LIKE-FOR-LIKE BASIS

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.

THE EMPLOYEE OWNERSHIP TOP 50 2021

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 £M	EMPLOYEES	WEBSITE
1	-	John Lewis Partnership plc	Retailer	Private	100	00238937	Jan-21	10,772.0	80,900	johnlewispartnership.co.uk
2	▲	Arup Group Ltd	Design and engineering consultants	Private	100	01312454	Mar-20	1,809.3	15,608	arup.com
3	▼	Mott MacDonald Group Ltd	Engineering and management consultancy	Private	100	01110949	Dec-19	1,784.0	15,297	mottmac.com
4	-	Greenwich Leisure Ltd	Management of leisure facilities for local government	Co-op	100	IP27793R	Dec-19	302.6	10,762	gl.org
5	-	Unipart Group of Companies Ltd	Logistics	Private	52	01994997	Dec-19	799.2	6,733	unipart.com
6	-	Howden Group Holdings	Insurance Group	Private	45	02937398	Sep-20	747.0	5,734	howdengroupholdings.com
7	-	Shaw Healthcare (Group) Ltd	Care home and community care services	Private	51	05391089	Mar-20	112.3	3,609	shaw.co.uk
8	-	PA Consulting Group Ltd	Management consultants	Private	47	09761378	Dec-19	568.0	3,121	paconsulting.com
9	-	Control Risks Group Holdings Ltd	Risk management consultancy	Private	100	01548306	Mar-20	335.0	3,066	controlrisks.com
10	-	City Health Care Partnership CIC	Community health and social care	CIC	100	06273905	Mar-20	126.6	2,571	chcpic.org.uk
11	▲	Seetec Business Technology Centre Ltd	Probation and state training services	Private	51	02291188	Mar-20	139.2	2,433	seetec.co.uk
12	▼	Childbase Partnership Ltd	Children's nurseries	Private	100	02418535	Oct-19	56.2	2,065	childbasepartnership.com
13	-	Medway Community Healthcare CIC	Community health services	CIC	100	07275637	Mar-20	64.8	1,605	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-20	69.3	1,484	locala.org.uk
16	▲	Agilisys Holdings Ltd	IT software and services	Private	57	03789926	Mar-20	145.5	1,376	agilisys.co.uk
17	NEW	Cleantec Services Ltd	Cleaning services	Private	60	04155336	May-20	13.2	1,167	cleantecservices.co.uk
18	-	Provide CIC	Health and social care services	CIC	100	07320006	Mar-20	61.2	1,125	provide.org.uk
19	-	GLIDE Ltd	Group of specialist engineering businesses	Private	100	07570232	Dec-20	115.4	1,002	grippl.com
20	-	Fresca Group Ltd	Marketing & distribution of fresh fruit and vegetables	Private	37	05307204	Apr-20	382.6	971	frescagroup.co.uk
21	NEW	Briggs & Forrester (UK) Ltd	Building services design and installation	Private	100	10108002	Oct-20	223.2	935	briggsandforrester.co.uk
22	-	Bromley Healthcare CIC	Community health services	CIC	90	06815987	Mar-20	50.4	885	bromleyhealthcare.org.uk
23	▲	East Coast Community Healthcare CIC	Community health services	CIC	100	07573080	Sep-19	34.7	791	eastcoatch.co.uk
24	▼	Anglian Community Enterprise CIC	Community healthcare services	CIC	100	07376913	Mar-20	55.7	775	acecic.co.uk
25	▼	Be Caring Together Ltd	Group of home care service companies	Private	100	09137883	Mar-20	19.3	752	becaring.org.uk
26	▼	Care Plus Group (North East Lincolnshire) Ltd	Community health and social care	Co-op	100	IP031272	Mar-20	25.3	740	careplusgroup.org
27	▲	Rider Levett Bucknall UK Ltd	Construction consultants	Private	100	04653580	Apr-20	81.0	726	rlb.com
28	▼	Alfa Leisureplex Group Ltd	Coach travel and hotel operator	Private	75	09608912	Dec-19	43.3	723	alfatravel.co.uk
29	▼	Riverford Organic Farmers Ltd	Organic food box delivery	Private	76	03731570	Apr-19	68.1	699	riverford.co.uk
30	▼	Scott Bader Co Ltd	Polymer manufacturer	Private	100	00189141	Dec-20	196.0	694	scottbader.com
31	▲	Spectrum Community Health CIC	Community health services	CIC	100	07300133	Mar-20	44.3	665	spectrumhealth.org.uk
32	-	Wilkin & Sons Ltd	Preserves manufacturer	Private	25	00026233	Dec-19	49.2	644	tiprtree.com
33	▼	Lindum Group Ltd	Construction	Private	30	01236338	Nov-20	150.2	642	lindumgroup.com
34	▼	Erith Holdings Ltd	Demolition and earthworks	Private	100	02586308	Sep-20	214.5	631	erith.com
35	▼	A.G. Parfett & Sons Ltd	Wholesale food distributor	Private	100	01472970	Jun-20	478.0	683	parfett.co.uk
36	▼	Black & Veatch Ltd	Engineering consultancy	Overseas	100	03163649	Dec-19	145.3	574	bv.com
37	NEW	Activate Solutions Group Ltd	Accident Management Services	Private	100	08039617	Dec-20	23.2	567	activate-group.com
38	NEW	Punter Southall Group Ltd	Pensions and investments	Private	53	04096788	Dec-19	64.7	545	puntersouthallgroup.com
39	NEW	William Gibbons Group Ltd	Printers	Private	100	06287023	Mar-20	40.4	509	williamgibbons.co.uk
40	▼	Richer Sounds Ltd	HiFi and TV retailer	Private	60	01402643	May-20	176.0	505	richersounds.com
41	▼	Leading Lives Ltd	Social care services	Co-op	100	IP031457	Mar-20	10.4	497	leadinglives.org.uk
42	▲	Allford Hall Monaghan Morris Ltd	Architects	Private	60	07155322	Mar-20	55.3	488	ahmm.co.uk
43	▼	MyCSP Ltd	Pensions administration	Private	25	07640786	Dec-19	34.6	482	mycsp.co.uk
44	▼	Broadway Malyan Holdings Ltd	Urban designers	Private	100	05418411	Apr-20	0.0	466	broadwaymalyan.com
45	▼	Steer Davies & Gleave Ltd (trading as Steer)	Transport consultancy	Private	90	01883830	Mar-20	54.8	457	steergroup.com
46	NEW	Oxford Policy Management Ltd	Economic Development Consultancy	Private	29	03122495	Sep-19	87.4	448	opml.co.uk
47	▼	Gemport Partnership Ltd	TV and online retailer	Private	66	05914500	Mar-20	62.9	430	gemport.com
48	▼	W.R. Swann & Co Ltd	Surgical blade manufacturer	Private	50	00457231	Sep-19	34.2	425	swann-morton.com
49	▼	Highland Home Carers Ltd	Care services	Private	100	SC203954	Jun-20	7.5	418	highland-home-carers.co.uk/
50	▼	First Community Health & Care CIC	Health and social care services	CIC	100	07711859	Mar-20	27.5	403	firstcommunityhealthcare.co.uk

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Ground-rules:

During June 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 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 4th May 2021. EO% is the best available estimate of the % of issued ordinary share capital held by employees broadly, corroborated where possible from annual returns.