



Essex

LTD.

2026



ESSEX LTD.

Contents



We're delighted to share the Essex LTD 2026 report, celebrating another year of progress, resilience and ambition from the county's Top 100 privately owned businesses. Each year, these results tell the story of a community that continues to push forward - navigating cost pressures, adapting to new market realities and still finding ways to grow with discipline and purpose.

This year's performance reinforces that strength. Turnover grew 4.4% to £14.65bn, a solid rise that reflects the steady demand many of you have worked hard to sustain across your markets. Even more impressively, EBITDA increased 13.7% to £972m, lifting margins from 6.09% to 6.63%. Behind these numbers is the real work: tightening cost bases, improving operational efficiency and taking smart, confident pricing decisions at exactly the right time. Firms also continued to invest boldly, with total assets up 13.7% and shareholder funds rising 9%, demonstrating strong retained profitability and clear belief in future opportunity. Longterm debt grew only moderately, and gearing remained stable - a sign of healthy balance sheet discipline that positions the county well for what comes next.

We're equally encouraged by the commitment to people. Headcount rose 4.5% to 71,792, and average remuneration increased 5.3% - a meaningful signal that Essex businesses continue to value, support and invest in their teams, even amid tight labour conditions. The 10% uplift in total remuneration reflects businesses choosing to put people at the centre of growth.

Across sectors, Essex's diversity remains one of its greatest strengths. Real Estate & Construction delivered a strong rebound as projects accelerated and cost pressures eased, driving EBITDA growth of more than 50%. Private Healthcare recorded exceptional momentum with EBITDA up 85%, fuelled by rising demand and improved utilisation. The Consumer and TMT sectors both made healthy gains, with TMT's 17% turnover growth highlighting how vital digital capabilities have become for every industry. And while Manufacturing & Industrial faced continued pressure, sustained investment signals that businesses are firmly positioning themselves for recovery as conditions stabilise.

Looking ahead, the county's prospects are bright. Major investment from Freeport East and Thames Freeport continues to accelerate growth in logistics, clean energy and advanced manufacturing, supported by infrastructure upgrades that will unlock even more private investment and long-term economic capacity.

All told, this year's results reflect a business community that is not just performing well, but leading with intention - investing, innovating and laying the foundations for continued growth in 2027 and beyond. To every business featured in this report: congratulations. Your dedication, resilience and ambition are what drive Essex forward, and we're proud to recognise your achievements.



Doug Bentley
Partner
Grant Thornton



Adam Jones
Partner
Birketts

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Foreword

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About

Now in its 15th year, Essex LTD. is part of an annual series of business analysis by UK county which seeks to highlight and celebrate some of the region's most successful, privately owned businesses, and provide them with the recognition they deserve for their contribution to the region and wider UK economy.

We begin this report by reviewing the county's 100 largest privately owned companies, based upon turnover, providing an insight into the scale of Essex's privately owned business community. The report also showcases the most profitable companies in the county, the fastest growing and largest international contributors.

Our methodology explained

Essex LTD. 2026 is compiled using the most recent publicly available accounts (as of December 2025) of Essex's private businesses.

Our Top 100 league table excludes companies that are listed, owned by listed businesses, schools, trusts, charities, and businesses that are subsidiaries of overseas companies. We have also compared our data with previous Essex Ltd. results to provide an insight into economic trends across sectors.

Inevitably, there is an unavoidable time delay between the availability of data utilised and the ultimate presentation of this report, alongside differing year-ends to consider.

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At a glance

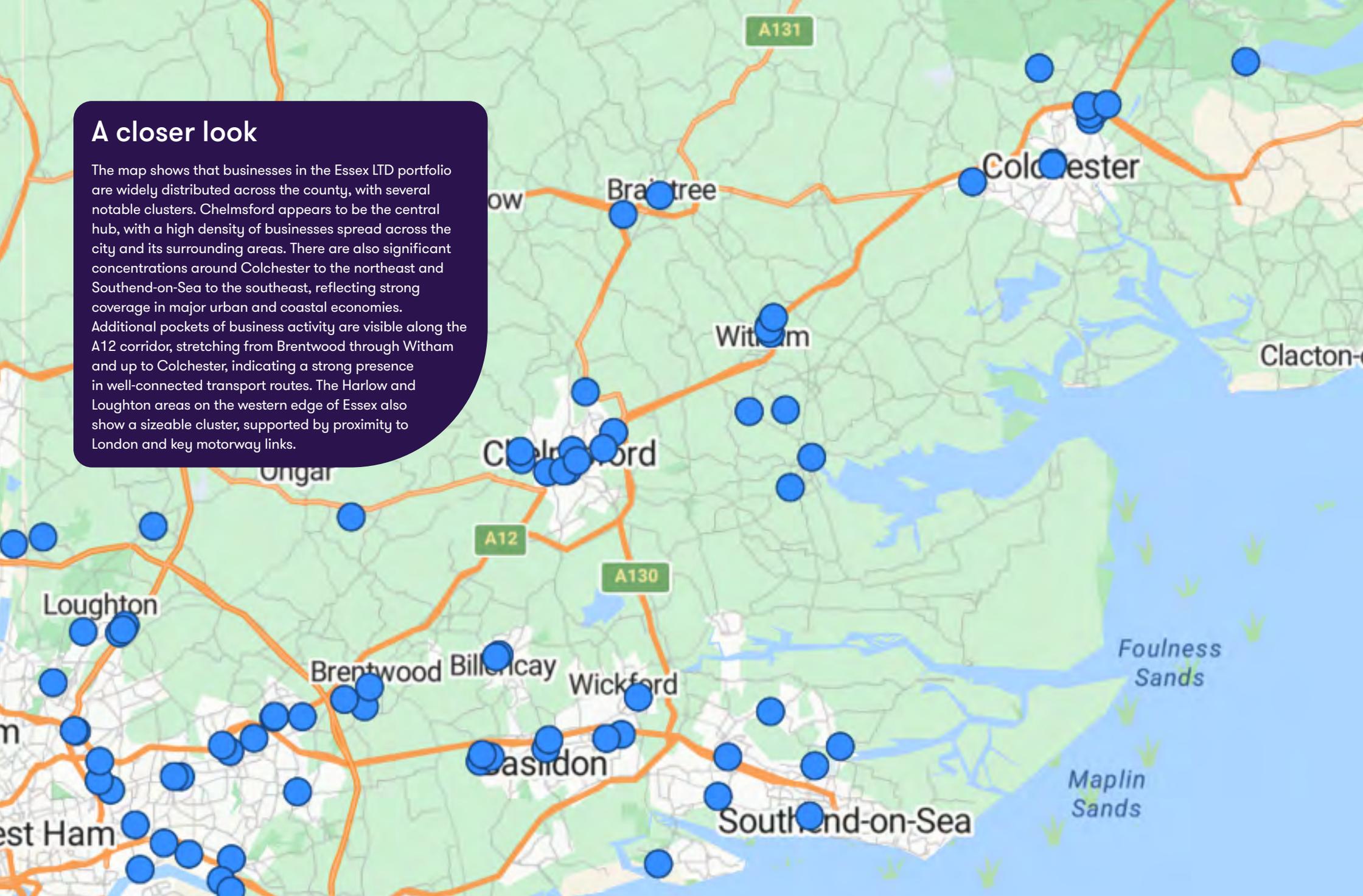
Turnover range

£58.5m - £1.4bn



A closer look

The map shows that businesses in the Essex LTD portfolio are widely distributed across the county, with several notable clusters. Chelmsford appears to be the central hub, with a high density of businesses spread across the city and its surrounding areas. There are also significant concentrations around Colchester to the northeast and Southend-on-Sea to the southeast, reflecting strong coverage in major urban and coastal economies. Additional pockets of business activity are visible along the A12 corridor, stretching from Brentwood through Witham and up to Colchester, indicating a strong presence in well-connected transport routes. The Harlow and Loughton areas on the western edge of Essex also show a sizeable cluster, supported by proximity to London and key motorway links.



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Case Study - ITS

As part of producing our Essex LTD report, we spoke with Kevin Hubbard, Managing Director of ITS. With over 40 years of heritage behind the ITS brand, All The Tools has grown from a small local shop into one of the UK's most recognised destinations for trade-focused tools, equipment and expertise. Today, the business continues to build on this legacy of exceptional service, deep product knowledge, and hands-on customer support, an ethos that has shaped its journey since 1979.

Can you describe how your company's approach to innovation has played a role in its growth?

For us, innovation isn't about buzzwords it's about improving the real experience for tradespeople.

Yes, stock availability and fast dispatch matter. But one of the things that's really driven growth recently is our expansion into large format "destination" retail stores. We've invested heavily in creating spaces where tradespeople can actually come in, get hands on with tools, compare products side by side, and speak to knowledgeable staff who understand the job. There's something powerful about being able to pick up a tool, feel the weight of it, check out the features and ask questions before spending hard earned money. Online convenience is important, but it doesn't replace real world interaction. Growth has come from combining strong systems with real, old fashioned human engagement.

What technological advancements have been most significant in driving growth for your business?

Warehouse systems and stock control have made a huge difference. When you're managing thousands of product lines, discipline and data are everything.

Better systems mean we buy smarter, reduce waste, and scale without losing control. But technology for us is there to support service, not replace it. We'll use automation and AI where it genuinely improves efficiency, not because it's fashionable.

The goal is simple: make the business stronger so the customer experience stays consistent as we grow.

How has focusing on customer satisfaction and loyalty influenced your business success?

Customers today expect good pricing and quick delivery, those aren't special services anymore, they're the baseline. The bar has been raised. That means we have to offer more.

In store, we focus heavily on real conversations. Our teams are trained to engage properly with customers, understand what they're working on, and guide them to the right solution rather than just pushing product.

Online and on social media, we engage directly with tradespeople every day. We showcase new products, run demonstrations, answer questions and listen to feedback. It's not polished corporate content, it's practical, relevant and honest.

When customers feel understood and valued rather than just an interruption to someone's day, they come tend to back.

Could you share some of the strategies you've implemented for cost management and how they have affected your profit growth?

We run a disciplined operation. That means negotiating firmly with suppliers, managing stock carefully and reinvesting profit back into infrastructure and people rather than chasing short term gain.

Our recent profit growth reflects operational maturity more than anything else. We've built stronger foundations in warehousing, retail environments, systems and teams and that stability supports sustainable margins.

Looking ahead, how do you plan to adapt your business to market changes over the next five years?

We'll continue expanding our destination store model alongside building our online presence, because tradespeople still value the ability to see and try before they buy. We sell a physical product and we feel our customers enjoy walking into a store and having some real life interaction as much as they've learnt to value the speed and convenience of shopping online.

At the same time, we'll keep strengthening our digital platforms so customers can move seamlessly between online and in-store, depending on what suits their working day.

Our focus remains simple: put the customer first, listen to their needs, invest in the right infrastructure, and build something that both lasts and is different rather than something we've all seen before.



Top 100 companies

Our Top 100 list is compiled using the most recent publicly available accounts as at December 2025 and is based on those businesses which are both owned and managed within the county. This excludes companies that are listed or owned by listed or overseas businesses.

01 - 20

- 01 CLEARSPRINGS (MANAGEMENT) LIMITED
- 02 HILL HOLDINGS LIMITED
- 03 GLYN HOPKIN HOLDINGS LIMITED
- 04 SGN LIMITED*
- 05 WALSTEAD HOLDINGS LIMITED*
- 06 MJT SECURITIES LIMITED
- 07 WILSON JAMES CAPITAL LIMITED
- 08 CERA CARE LIMITED
- 09 GALLIARD GROUP LIMITED
- 10 WOODLAND GROUP HOLDINGS LIMITED
- 11 MATCHROOM HOLDINGS LIMITED
- 12 WERNICK GROUP (HOLDINGS) LIMITED
- 13 FLYING TRADE LIMITED
- 14 ESSEX GROUP HOLDINGS INTERNATIONAL LIMITED
- 15 ARCUS SOLUTIONS (HOLDINGS) LIMITED
- 16 RUNWOOD HOMES LIMITED
- 17 SAXTON GROUP LIMITED
- 18 GATES GROUP LIMITED
- 19 HIGGINS GROUP PLC
- 20 GDSK LIMITED

21 - 40

- 21 JOHN F HUNT GROUP LTD
- 22 SHERRYGREEN LIMITED
- 23 INDUSTRIAL CHEMICALS GROUP LIMITED
- 24 SOP INTERNATIONAL LIMITED
- 25 ZAP AIR HOLDINGS LIMITED
- 26 DOE HOLDINGS LIMITED
- 27 GREENFAST LIMITED
- 28 HEALTHCARE HOMES (GENESIS) LIMITED
- 29 STONEBOND GROUP LIMITED
- 30 HARRIS HOLDINGS (GRAYS) LIMITED
- 31 SPICEHAART GROUP LIMITED
- 32 S.J.M. ALLOYS & METALS LIMITED
- 33 F. BRAZIL REINFORCEMENTS LIMITED
- 34 SPORTS SUPPLEMENTS LTD
- 35 HALLMARK CARE HOMES GROUP HOLDINGS LIMITED
- 36 DAY WEBSTER LIMITED
- 37 IPECO HOLDINGS LIMITED
- 38 TRANS CITY CAR CENTRE LIMITED
- 39 MASCA HOLDING LIMITED
- 40 MILLENNIUM CASH & CARRY LIMITED

41 - 60

- 41 SEETEC BUSINESS TECHNOLOGY CENTRE LIMITED
- 42 FJC TOPCO LIMITED
- 43 BABBLE CLOUD HOLDINGS LIMITED*
- 44 H. SMITH FOOD GROUP PLC
- 45 EA-RS FIRE ENGINEERING GROUP LIMITED*
- 46 STOURGARDEN LIMITED
- 47 24X7 GROUP HOLDINGS LIMITED
- 48 MDM TIMBER LIMITED
- 49 P.I.P. MECHANICAL AND ELECTRICAL HOLDINGS LTD
- 50 SIMARCO INTERNATIONAL LIMITED
- 51 MARLBOROUGH HIGHWAYS GROUP LIMITED
- 52 NL AND CJ BROWN LTD
- 53 MORTGAGE SUPPORT SERVICES LTD
- 54 G.R.WRIGHT & SONS LIMITED
- 55 CHELMER UK HOLDINGS LIMITED
- 56 TIME EQUITIES LIMITED
- 57 PFE EXPRESS HOLDINGS LIMITED
- 58 BREYER HOLDINGS LIMITED
- 59 ROSE GROUP LIMITED
- 60 60 HARD HAT CONSTRUCTION GROUP LIMITED

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Top 100 companies

61 - 80

- 61 SEWELLS CONSTRUCTION GROUP LIMITED
- 62 BEW ELECTRICAL DISTRIBUTORS (HOLDINGS) LIMITED
- 63 TUNNELCRAFT HOLDINGS LIMITED
- 64 CONSENSUS SUPPORT SERVICES LIMITED*
- 65 OCEAN HOLIDAYS LIMITED
- 66 LONDON CITY BOND LIMITED
- 67 RATESFORD STORE LIMITED
- 68 PGR ENTERPRISES LTD
- 69 MYRIAD GROUP LIMITED
- 70 HOO HING HOLDINGS LIMITED
- 71 TANGENT INTERNATIONAL GROUP LTD
- 72 CRAWFORDS GROUP HOLDINGS LTD
- 73 BETTING SHOP SERVICES LIMITED
- 74 GIMA (UK) LIMITED
- 75 HILLS GROUP ENTERPRISES LIMITED
- 76 INDUSTRIAL TOOL SUPPLIES (LONDON) LIMITED
- 77 WOOD INTERNATIONAL AGENCY LIMITED
- 78 GEORGE A. SHERRIFF LIMITED
- 79 DCK GROUP LIMITED
- 80 PRECISION PROCO GROUP LTD

81 - 100

- 81 KEN BROWN MOTOR GROUP LIMITED
- 82 ABBEY VIEW PRODUCE LIMITED
- 83 TEXO GROUP LIMITED
- 84 THOMAS SINDEN (HOLDINGS) LIMITED
- 85 WHITEHALL RESOURCES LIMITED
- 86 NICHOLLS & CLARKE LIMITED
- 87 F & S ENERGY ASSET HOLDINGS LIMITED
- 88 DIOMED DEVELOPMENTS LIMITED
- 89 ROL CRUISE HOLDINGS LIMITED
- 90 M W BEER HOLDINGS LIMITED
- 91 TOTAL WASTE MANAGEMENT LIMITED
- 92 W.& H.MARRIAGE & SONS LIMITED
- 93 PSSG GROUP LIMITED
- 94 SHOWCASE INTERIORS LIMITED
- 95 LDD CONSTRUCTION LIMITED
- 96 A1 PHARMACEUTICALS HOLDINGS LIMITED
- 97 SWIFT UK HOLDINGS LIMITED
- 98 OPENVIEW SECURITY SOLUTIONS LIMITED
- 99 SOCIAL WORK PARTNERS LIMITED
- 100 SCOTLINE LIMITED

*Private equity backed businesses

Sector breakdown

Business support services

Turnover range

£58.5m - £1.4bn

23

Total companies

			Change from PY
£	Turnover	£4.1bn	-3.1%
£	EBITDA	£197m	-19.9%
👥	Employees	28,636	+11.8%
👤	Average wages	£31k	-0.2%

Consumer

Turnover range

£60.2m - £0.2bn

20

Total companies

			Change from PY
£	Turnover	£2bn	+6.2%
£	EBITDA	£141m	+22%
👥	Employees	5,260	+5.2%
👤	Average wages	£33k	+8.7%

Sector breakdown

Technology, media and telecomms

Turnover range
£71.6m - £0.2bn

3

Total companies

			Change from PY
 Turnover	£395.3m	+17.2%	
 EBITDA	£55,693	+2.3%	
 Employees	1,231	+130.1%	
 Average wages	£34k	+16.6%	

Manufacturing and industrial

Turnover range
£61.3m - £0.5bn

24

Total companies

			Change from PY
 Turnover	£3.5bn	-0.7%	
 EBITDA	£190m	-2.3%	
 Employees	5,770	+2.3%	
 Average wages	£43k	+2.0%	

Sector breakdown

Private healthcare

Turnover range
£60.1m - £0.3bn

			Change from PY
Turnover	£3bn	+4.2%	
EBITDA	£91k	+85.4%	
Employees	24,039	-4.8%	
Average wages	£19m	+10.1%	

8
Total companies

Real estate and construction

Turnover range
£59.2m - £1.1bn

			Change from PY
Turnover	£3.5bn	+18.5%	
EBITDA	£295k	+ 52.7%	
Employees	6,856	+2.7%	
Average wages	£65k	+7%	

22
Total companies

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Most profitable businesses

This year alongside turnover, we have also looked at the 25 most profitable businesses in the county, based upon 3 year CAGR EBITDA.

01 - 20

- 01 LACTOSAN HOLDINGS LIMITED
- 02 HEMNALL LIMITED
- 03 TUNNELCRAFT HOLDINGS LIMITED
- 04 JUNIPER EDUCATION GROUP LIMITED
- 05 CED LIMITED
- 06 PUSH INVESTMENT GROUP LIMITED
- 07 F & S ENERGY ASSET HOLDINGS LIMITED
- 08 IPECO HOLDINGS LIMITED
- 09 WHITEHOUSE LEISURE INTERNATIONAL HOLDINGS LIMITED
- 10 ZAP AIR HOLDINGS LIMITED
- 11 GRANGWOOD LIMITED
- 12 TOP OF TOP TRADING LIMITED
- 13 SES GROUP LIMITED
- 14 ROL CRUISE HOLDINGS LIMITED
- 15 CHURCHGATE ESTATES LIMITED
- 16 MOLECULAR PRODUCTS GROUP LIMITED
- 17 COUNTRYSIDE CLARION (EASTERN QUARRY) LLP
- 18 CPP CIVIL ENGINEERING LIMITED
- 19 BEW ELECTRICAL DISTRIBUTORS LIMITED
- 20 SHIELDS ENVIRONMENTAL GROUP LTD

21 - 25

- 21 MAKE ONE LONDON LTD
- 22 JOHNSON CARE LIMITED
- 23 HOLMWOOD HOUSE HOLDINGS LIMITED
- 24 STATOM PLANT LIMITED
- 25 CHALLENGER SOLUTIONS HOLDINGS LIMITED

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Ones to Watch – fastest growing businesses

Our 'Ones to Watch' are businesses with the highest year-on-year turnover percentage growth as per their latest accounts.

01 - 20

- 01 HEMNALL LIMITED
- 02 CONCIERGE U LIMITED
- 03 ORCHARD WHARF DEVELOPMENTS LIMITED
- 04 P.I.P. BUILDING SERVICES LIMITED
- 05 REGENCY SECURITY GROUP LIMITED
- 06 INNTEL GROUP LIMITED
- 07 FLIGHTWORX AVIATION LIMITED
- 08 LOCKSVILLE TECHNOLOGY LIMITED
- 09 CRANES 2000 HOLDINGS LTD
- 10 BETTING SHOP SERVICES LIMITED
- 11 FPI LIMITED
- 12 COUNTRYSIDE CLARION (EASTERN QUARRY) LLP
- 13 SEVEN ARCHES INVESTMENTS LIMITED
- 14 TUNNELCRAFT HOLDINGS LIMITED
- 15 CPP CIVIL ENGINEERING LIMITED
- 16 CLEARSPRINGS (MANAGEMENT) LIMITED
- 17 TROY HOMES LIMITED
- 18 S.J.M. ALLOYS & METALS LIMITED
- 19 THE WASTEPACK GROUP LIMITED
- 20 CASA JULIA LIMITED

21 - 25

- 21 THE CLACTON PIER COMPANY LIMITED
- 22 BLUE GLOBAL LIMITED
- 23 EA-RS FIRE ENGINEERING GROUP LIMITED
- 24 24X7 GROUP HOLDINGS LIMITED
- 25 CHURCHGATE ESTATES LIMITED

International contributors

International companies are significant contributors to the overall health of the Essex economy. This year we're shining a spotlight on the 25 largest subsidiaries of internationally owned companies by turnover in the county.

01 - 15

- 01 LLOYDS CLINICAL LIMITED
- 02 FCE BANK PLC
- 03 RAYTHEON SYSTEMS LIMITED
- 04 DSV AIR & SEA LIMITED
- 05 IVECO LIMITED
- 06 PHARMANOVIA HOLDCO LIMITED
- 07 SHURE EUROPE HOLDINGS LIMITED
- 08 KEYMED (MEDICAL & INDUSTRIAL EQUIPMENT) LIMITED
- 09 RYANAIR UK LIMITED
- 10 SBM SCOTGRAIN LIMITED
- 11 ARROW ELECTRONICS (UK) LIMITED
- 12 PHEY BIDCO LIMITED
- 13 SS&C FINANCIAL SERVICES INTERNATIONAL LIMITED
- 14 TILDA LIMITED
- 15 NEW HOLLAND LIMITED

16 - 25

- 16 PPC REGIONAL HOSPITALITY GROUP COMPANY LIMITED
- 17 KONICA MINOLTA BUSINESS SOLUTIONS (UK) LIMITED
- 18 FOXWAY CIRCULAR UK LTD
- 19 CHARLES RIVER DISCOVERY RESEARCH SERVICES UK LIMITED
- 20 ANZCO FOODS UK LIMITED
- 21 VIDA WOOD UK LIMITED
- 22 MIBAU STEMA UK LTD
- 23 COMMUNITY FOODS (HOLDINGS) LIMITED
- 24 TRANSAX NETWORKS LTD
- 25 INSUREVO GROUP LIMITED

Total turnover

£7.6 billion



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5,000+

UK employees

200+

UK partners

23

UK offices

56%

FTSE 100 are
non-audit clients

£690m

Turnover

73,000

People worldwide

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7
UK offices

1,100+
Colleagues

39
Top Tier Legal 500 rankings

140+
UK partners

£120m
Turnover 2024 - 25

42%
Female Partners

700+
lawyers

#51
in The Lawyer UK 200

#42
UK Law

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