

# Oxfordshire LTD.

2025



OXFORDSHIRE LTD.

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It is with great pride that we present the second edition of the Oxfordshire LTD 2025 report, a comprehensive analysis of the county's privately owned business landscape.

This report not only recognises the outstanding contribution these companies make to the local and national economy, but also provides valuable benchmarks for performance and growth across Oxfordshire's vibrant business landscape.

This year's report arrives at a time of considerable economic challenge, with a notable drop in average EBITDA by 11.8%—a trend mirrored across many of our other regional LTD reports. Despite these headwinds, Oxfordshire's business community has demonstrated remarkable resilience and adaptability.

Encouragingly, total turnover has increased by 5.8% to £9.5bn, underlining the region's capacity for growth even in uncertain times. The workforce has expanded by 6.6%, now totalling 49,262 employees, while average wages have risen by 6.8% to £36k, reflecting both the county's commitment to its people and its ability to attract and retain talent.

A closer look at sectoral performance reveals a diverse and dynamic business environment. The Consumer sector leads with a total turnover of £1.9bn, followed by Manufacturing & Industrial and Business Support Services (BSS), each contributing £1.6bn. These sectors not only drive economic output but also provide significant employment and opportunities for innovation.

These figures highlight both opportunities and challenges: while some sectors have seen robust wage and employment growth, others have faced margin pressures and volatility. The evolving landscape calls for continued agility and collaboration among Oxfordshire's business leaders.

International contributors remain a vital part of Oxfordshire's economic health. This year, the top 25 subsidiaries of internationally owned companies generated a combined turnover of £7.8bn. Ownership spans a truly global footprint, including Canada, Japan, Chile and Peru. Such diversity brings fresh perspectives, investment, and global connectivity to the county.

At the local level, Oxford continues to lead the way, with 20 companies featured in the Top 100, followed closely by Banbury and Bicester, each with 15. Oxford again stands out, with businesses in the Top 100 generating a total turnover of £2.6bn. This concentration of commercial activity underscores the county's role as a powerhouse of innovation and enterprise.

We would like to congratulate all the businesses featured in this year's report. Your achievements, resilience, and ambition are a testament to the strength of Oxfordshire's business community.



**Madeleine Malenczuk**  
Audit Partner



**Carolyn Guildford**  
Corporate Finance  
Associate Director

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# About

Now in its second year, Oxfordshire LTD forms part of an annual series of county-level analysis designed to showcase and celebrate some of the region's most successful, privately owned businesses. The initiative aims to give businesses the recognition they deserve for their contribution to both the local economy and the wider UK market.

This report introduces a new feature: an overview of Oxfordshire's 100 largest privately owned companies, ranked by turnover. This provides valuable insight into the scale and strength of the county's privately owned and PE backed business community.

As in our previous report, in analysing the region's financial performance, we have also looked at two core metrics over a three-year period:

- Turnover growth; and
- Average EBITDA (earnings before interest, depreciation and amortisation) margin.

We selected these two metrics because they provide an indication of scale of the businesses in the region as well as the contribution to the economy. The report showcases the top 25 performers in each category, creating a benchmark for the county to measure the economic progress and enabling businesses to compare their performance against peers.

Finally, the report highlights Oxfordshire's leading international contributors – organisations that make a significant impact on the local economy.

## Our methodology explained

Oxfordshire LTD 2025 is compiled using the most recent publicly available accounts (as of 30th September 2025) of the region's private businesses.

The report 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 prior year 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

**£20.7m -  
£1.1bn**



Fixed assets  
**£5bn**

↑ **+15.2%**  
from PY



Employees  
**49,262**

↑ **+6.6%**  
from PY



Turnover  
**£9.5bn**

↑ **+5.8%**  
from PY



EBITDA  
**£937m**

↓ **-11.8%**  
from PY



Long-term debt  
**£4.1bn**

↑ **+11.1%**  
from PY



Shareholder funds  
**£2.7bn**

↑ **+3.9%**  
from PY



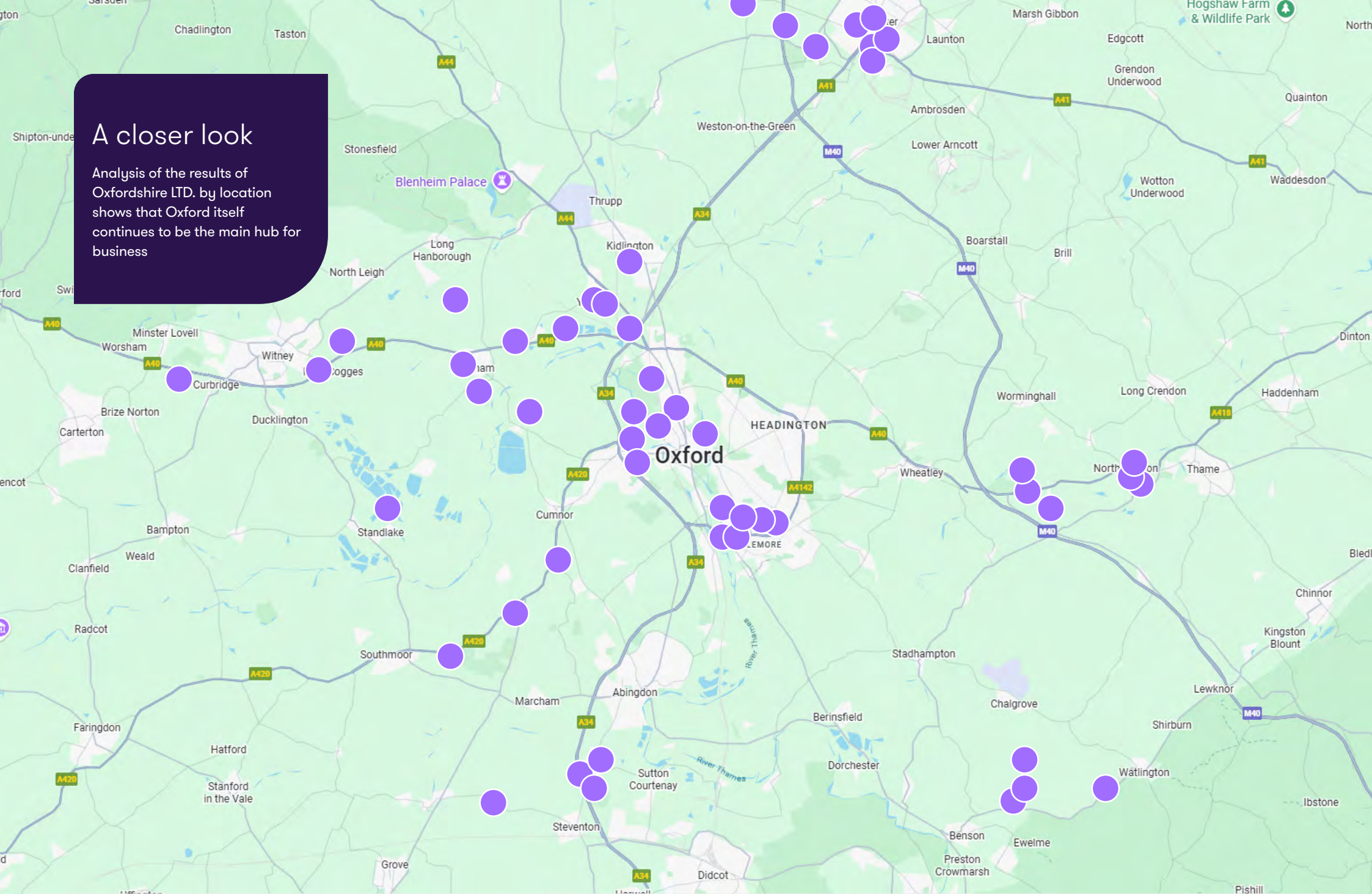
Average wages  
**£36k**

↑ **+6.8%**  
from PY



## A closer look

Analysis of the results of Oxfordshire LTD. by location shows that Oxford itself continues to be the main hub for business



# Top 100 companies

Our Top 100 list is compiled using the most recent publicly available accounts as at 30th September 2025 and is based on those businesses which are both owned and managed within the county.

## 01 - 20

- 01 UNIPART GROUP OF COMPANIES LIMITED
- 02 AIRTANKER HOLDINGS LIMITED
- 03 FLETCHER BAY GROUP LIMITED
- 04 BOKETTO NEWCO LIMITED
- 05 W.L. SHAREHOLDING COMPANY LIMITED
- 06 DCS INC LIMITED
- 07 GEOS GROUP LIMITED
- 08 HYDRAB POWER LIMITED
- 09 THE MENU PARTNERS LIMITED
- 10 LINDSAY BLEE LIMITED
- 11 P. D. HOOK (GROUP) LIMITED
- 12 FAROL HOLDINGS LIMITED
- 13 NEWTON GROUP HOLDINGS LIMITED
- 14 GRUNDON WASTE MANAGEMENT LIMITED
- 15 WILLIAMS GRAND PRIX ENGINEERING LIMITED
- 16 RIDGE AND PARTNERS LLP
- 17 PALICO LIMITED
- 18 PRODRIVE TOPCO LIMITED
- 19 OXFORD ECONOMICS GROUP LIMITED
- 20 VALDA ENERGY GROUP LIMITED

## 21 - 40

- 21 LAWRENCE BAKER LIMITED
- 22 OXFORD UNIVERSITY FIXED ASSETS LIMITED
- 23 THOMAS FRANKS LIMITED
- 24 SILBURY MARKETING LIMITED
- 25 ASTRA TOPCO LIMITED
- 26 MATHEMATICAL MARKET RESEARCH LIMITED
- 27 CONRAD ENERGY GROUP LIMITED
- 28 SGP HOLDINGS (UK) LIMITED
- 29 E.P.BARRUS LIMITED
- 30 OWEN MUMFORD LIMITED
- 31 HARRISON SD HOLDINGS LIMITED
- 32 KINGERLEE HOLDINGS LIMITED
- 33 GROVES OF THAME (HOLDINGS) LIMITED
- 34 REBELLION GROUP LTD
- 35 STOCKCROFT LIMITED
- 36 ONE MOTION LOGISTICS LTD
- 37 OXFORD DIRECT SERVICES LIMITED
- 38 OXERA CONSULTING LLP
- 39 EMPEROR UK TOPCO LIMITED
- 40 BANSOLS BETA LIMITED

## 41 - 50

- 41 DONALDSON TIMBER SYSTEMS LIMITED
- 42 IGUAZU MIDCO 1 LIMITED
- 43 OXFORD PHARMAGENESIS HOLDINGS LIMITED
- 44 JOHN NICHOLLS MANAGEMENT LIMITED
- 45 PYE HOMES LIMITED
- 46 KL VENTURES LIMITED
- 47 SEVILLE DEVELOPMENTS LIMITED
- 48 OXFORD POLICY MANAGEMENT LIMITED
- 49 OXFORD BUSINESS COLLEGE UK LIMITED
- 50 CARMICHAEL SITE SERVICES LIMITED

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# Top 100 companies

## 51 - 80

- 51 EUROPEAN ELECTRONIQUE LIMITED
- 52 TIBBETTS HOLDINGS LIMITED
- 53 OXFORD PRODUCTS LIMITED
- 54 DAMIRA GROUP HOLDINGS LIMITED
- 55 IMAGO HOLDINGS LIMITED
- 56 M.A.T. DAVIES HOLDINGS LIMITED
- 57 ABSOLUTE TASTE LIMITED
- 58 DALCOUR MACLAREN LIMITED
- 59 DARKE & TAYLOR GROUP LIMITED
- 60 FIRST LINE LIMITED
- 61 DORCHESTER (HEYFORD PARK) LLP
- 62 OKA DIRECT LIMITED
- 63 INVOLVEMENT LIMITED
- 64 WILLIAMS MARINE GROUP LIMITED
- 65 JURNI CAPITAL LIMITED
- 66 VOLARE AVIATION LIMITED
- 67 GIGACLEAR TOPCO LIMITED
- 68 HR WALLINGFORD LIMITED
- 69 EVENLODE EMPLOYEE OWNERSHIP TRUSTEE LIMITED

## 81 - 100

- 70 LEIA TOPCO LTD
- 71 ISIS FLUID HOLDINGS LIMITED
- 72 CALEX UK LTD
- 73 POLAR TECHNOLOGY HOLDINGS LIMITED
- 74 PAVESTONE UK LIMITED
- 75 CHAYTER HOLDINGS LIMITED
- 76 SMITH & SONS (BLETCHINGTON) LIMITED
- 77 DLD ENTERPRISES LTD
- 78 NEWLYN GROUP HOLDING LTD
- 79 KJ CHERRY HOLDINGS LIMITED
- 80 RR ALDEN GROUP LIMITED
- 81 STRONGBYTE SOLUTIONS LIMITED
- 82 OWEN GREENINGS & MUMFORD (HOLDINGS) LIMITED
- 83 NORTH SOUTH WINES LIMITED
- 84 PERBAK CAPITAL PARTNERS LLP
- 85 ALPHA WAVE INVESTMENTS LIMITED
- 86 PERSPECTUM GROUP LTD
- 87 GRAVEN HILL VILLAGE DEVELOPMENT COMPANY LIMITED
- 88 ATEC GROUP HOLDINGS LIMITED
- 89 LOWE HOLDINGS LIMITED
- 90 OLPHINE HOLDINGS LIMITED
- 91 P2I LTD
- 92 WARBURTON BUILDING SERVICES LIMITED
- 93 SITRYX THERAPEUTICS LIMITED
- 94 MOWLAND HOLDINGS LIMITED
- 95 SQW GROUP NEWCO 2018 LTD
- 96 THE MENU MAKERS SERVICES LIMITED
- 97 P.A.TURNEY LIMITED
- 98 DMG PARTNERSHIP LIMITED
- 99 OXFORD BIOTHERAPEUTICS LTD
- 100 KGB CLEANING SOUTH WEST LIMITED



# Sector breakdown

## Consumer

Turnover range

**£24.4m - £410m**



Turnover

**£1.9bn**

Change  
from PY

**+8.6%**



EBITDA

**£107m**

**-17%**



Employees

**13,851**

**-5.5%**



Average  
wages

**£22k**

**+9.1%**

**21**

**Total  
companies**

10

Food and  
beverage

5

Other

4

Retail

2

Leisure

## Manufacturing and industrial

Turnover range

**£21.3m - £291m**



Turnover

**£1.6bn**

Change  
from PY

**+5.0%**



EBITDA

**-£13m**

**-107.3%**



Employees

**6,028**

**+13.8%**



Average  
wages

**£47k**

**+6.7%**

**21**

**Total  
companies**

7

Manufacturing

6

Automotive

5

Energy and  
environment

1

Other

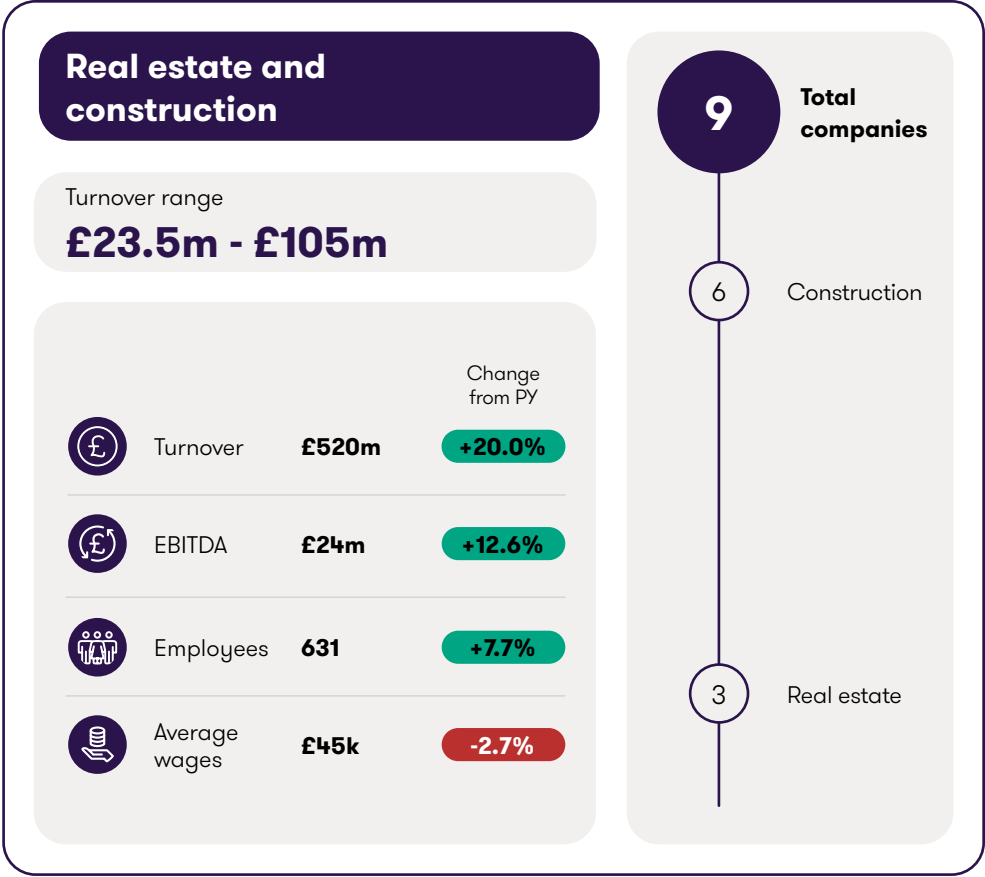
1

Mining

1

Oil and gas





# Sector breakdown



# Sector breakdown

## Business support services

Turnover range  
**£20.7m - £570m**

	Turnover	<b>£1.6bn</b>	Change from PY <b>+6.0%</b>
	EBITDA	<b>£475m</b>	<b>+0.4%</b>
	Employees	<b>8,124</b>	<b>+8.3%</b>
	Average wages	<b>£41k</b>	<b>+4.4%</b>

**18** Total companies





8 Other

8 Professional practices

2 Facilities

## Technology, media and telecomms

Turnover range  
**£20.9m - £ 93m**

	Turnover	<b>£331m</b>	Change from PY <b>+29.5%</b>
	EBITDA	<b>£9m</b>	<b>-65.8%</b>
	Employees	<b>2,660</b>	<b>+59.3%</b>
	Average wages	<b>£44k</b>	<b>+8.9%</b>

**7** Total companies

4 Media

2 Technology

1 Telecomms

# Sector breakdown

## Private healthcare

Turnover range

**£20.7m - £72m**



Turnover

**£214m**

Change  
from PY

**+7.5%**



EBITDA

**£21m**

**+139.5%**



Employees

**1,589**

**+17.8%**



Average  
wages

**£48k**

**-15.6%**

**5**

Total  
companies

**4**

Pharma  
and biotech

**1**

Healthcare  
services

## Financial services

Turnover range

**£25.7m - £55m**



Turnover

**£114m**

Change  
from PY

**+8.1%**



EBITDA

**£30m**

**-3.5%**



Employees

**248**

**+3.3%**



Average  
wages

**£113k**

**+6.5%**

**4**

Total  
companies

**2**

Asset  
management

**1**

Banks

**1**

Insurance



# Fastest growing businesses by turnover growth

We review the top 25 businesses in the region based on turnover growth over a 3-year period.

## 01 - 15

- 01 EMPEROR UK TOPCO LIMITED
- 02 BOKETTO NEWCO LIMITED
- 03 THE MENU PARTNERS LIMITED
- 04 DAMIRA GROUP HOLDINGS LIMITED
- 05 THE MENU MAKERS SERVICES LIMITED
- 06 PYE HOMES LIMITED
- 07 UMBRA CAPITAL PARTNERS LLP
- 08 RR ALDEN GROUP LIMITED
- 09 OXFORD BIOTHERAPEUTICS LTD
- 10 MOGFORD LIMITED
- 11 THOMAS FRANKS LIMITED
- 12 ALPHA WAVE INVESTMENTS LIMITED
- 13 GRESHAM HOUSE SOLAR DISTRIBUTION LLP
- 14 BICESTER MOTION LIMITED
- 15 ATEC GROUP HOLDINGS LIMITED

## 16 - 25

- 16 OXFORD UNIVERSITY FIXED ASSETS LIMITED
- 17 LAWRENCE BAKER LIMITED
- 18 GRE CAPITAL LTD
- 19 RIDGE AND PARTNERS LLP
- 20 STRONGBYTE SOLUTIONS LIMITED
- 21 HARRISON SD HOLDINGS LIMITED
- 22 INTER RESTED LIMITED
- 23 POLAR TECHNOLOGY HOLDINGS LIMITED
- 24 GROVES OF THAME (HOLDINGS) LIMITED
- 25 TAYLOR AND TAYLOR CARE LIMITED

# Fastest growing by average EBITDA margin

We also look at the 25 fastest growing businesses with the highest EBITDA (earnings before interest, tax, depreciation and amortization) CAGR growth percentage as per their latest accounts (over a 3-year period), whereby the latest year EBITDA is greater than £1m.

## 01 - 15

- 01 OXFORD UNIVERSITY FIXED ASSETS LIMITED
- 02 INTER RESTED LIMITED
- 03 MCARDLE SPORT-TEC HOLDINGS LIMITED
- 04 FLETCHER BAY GROUP LIMITED
- 05 SILBURY MARKETING LIMITED
- 06 ATEC GROUP HOLDINGS LIMITED
- 07 STOCKCROFT LIMITED
- 08 ALPHA WAVE INVESTMENTS LIMITED
- 09 OXFORD ECONOMICS GROUP LIMITED
- 10 THOMAS FRANKS LIMITED
- 11 THE OXFORD SCIENCE PARK LIMITED
- 12 ISIS FLUID HOLDINGS LIMITED
- 13 2MORROW GROUP LIMITED
- 14 INSIDE OUT DEVELOPMENTS LIMITED
- 15 GRESHAM HOUSE SOLAR DISTRIBUTION LLP

## 16 - 25

- 16 BICESTER MOTION LIMITED
- 17 REBELLION GROUP LTD
- 18 UNIFORM EXPRESS LIMITED
- 19 UNIPART GROUP OF COMPANIES LIMITED
- 20 DATA PLASTICS LIMITED
- 21 HR WALLINGFORD LIMITED
- 22 TAYLOR AND TAYLOR CARE LIMITED
- 23 FAWLEY FARMS LIMITED
- 24 W.L. SHAREHOLDING COMPANY LIMITED
- 25 DORCHESTER (HEYFORD PARK) LLP

# International contributors

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

## 01 - 15

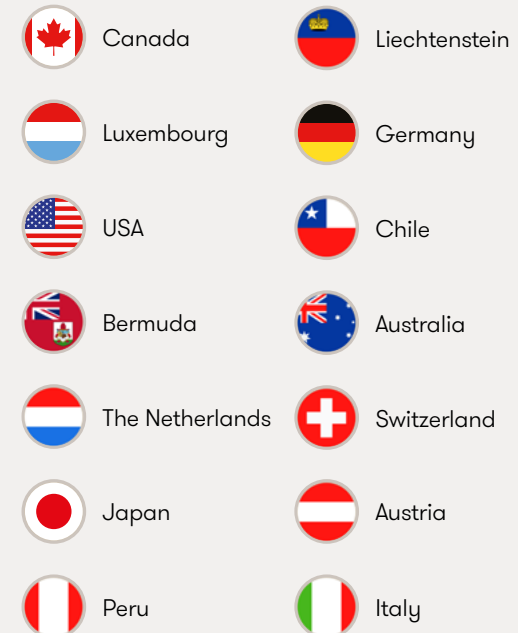
- 01 TI FLUID SYSTEMS LIMITED
- 02 THAME AND LONDON LIMITED
- 03 HARLEY-DAVIDSON EUROPE LIMITED
- 04 INVESCO UK LIMITED
- 05 INFINEUM UK LTD.
- 06 KUBOTA (U.K.) LIMITED
- 07 OAKHILL GROUP LIMITED
- 08 FUGRO GB LIMITED
- 09 DEMATIC LIMITED
- 10 CONCHA Y TORO UK LIMITED
- 11 MIELE COMPANY LIMITED
- 12 KARCHER (U.K.) LIMITED
- 13 GLOBALIZATION PARTNERS LTD.
- 14 HAAS FORMULA UK LTD
- 15 FORTESCUE ZERO LIMITED
- 16 OQEMA LIMITED

## 16 - 25

- 17 TETRA TECH CONSULTING LIMITED
- 18 RESMED EPN LTD
- 19 BRITISH BAKELS LIMITED
- 20 KNAPP U.K. LIMITED
- 21 PACIFIC PRODUCE LIMITED
- 22 ELLA'S KITCHEN (BRANDS) LIMITED
- 23 BRITA WATER FILTER SYSTEMS LIMITED
- 24 HUBER + SUHNER (UK) LIMITED
- 25 SMEG (UK) LIMITED

## Total turnover

**£7.8 billion**



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UK partners

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OXFORDSHIRE LTD.

# Meet our team



**Lee Coles**

Transaction Advisory Services  
Senior Manager

**T** +44 (0)186 579 9834

**E** lee.w.coles@uk.gt.com



**Carolyn Guildford**

Corporate Finance Associate  
Director

**T** +44 (0)186 579 9850

**E** carolyn.f.guildford@uk.gt.com



**Madeleine Malenczuk**

Audit Partner

**T** +44 (0)186 579 9873

**E** madeleine.malenczuk@uk.gt.com



**Katherine Reid**

Tax Director

**T** +44 (0)186 579 9965

**E** katherine.reid@uk.gt.com

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