

Fast Track 100 national press release

Sunday 2 December 2018



BRITAIN'S FASTEST-GROWING PRIVATE COMPANIES REVEALED

Published today, the 22nd annual **Sunday Times Virgin Atlantic Fast Track 100** league table ranks Britain's private companies with the fastest-growing sales.

The 100 companies on this year's Fast Track 100, which includes well-known names such as burger restaurant chain **Five Guys**, brewer **BrewDog** and beauty products retailer **Charlotte Tilbury Beauty**, grew their sales on average between 233% pa and 46% pa over the last three years, to a total of £3.1bn. Together they employ 16,900 staff, having added 12,200 jobs over the period.

Past star alumni include chip designer **ARM**, which featured in 1997 with sales of £16.7m, floated and was acquired by Japan's SoftBank in 2016 for £24bn; and drinks maker **Fever-Tree**, which floated in 2014 at £154m and is now worth £2.8bn.

This year, there are 22 female founders or chief executives – a joint record with 2017, and up from only 11 in 2016. The 12% of founders that are women compares favourably to 4% in the wider scale-up community, according to Beauhurst. In addition to Charlotte Tilbury, examples include Marisa Hordern, founder of online jewellery brand **Missoma**, whose designs are worn by celebrities including Margot Robbie and the Duchess of Sussex.

Over two-thirds of the companies (67) on this year's league table were set up in the last 10 years, including **Beavertown Brewery**, set up in 2011 by Logan Plant – son of Led Zeppelin's Robert Plant, and pizza chain **Homeslice**, founded by Alan and Mark Wogan, sons of the late Sir Terry.

The top spot on this year's league table goes to **Midwinter Solutions**, set up by two former employees of Clinigen, which was ranked at No 1 on the Fast Track 100 in 2011. Midwinter works with 70 global biopharmaceutical manufacturers, supplying drugs used in clinical trials. Sales have grown 233% pa over three years to £61.8m this year, £11m of which were overseas.

The Fast Track 100 is sponsored by **Virgin Atlantic**, **Barclays**, **BDO**, **BGF** and **N+1 Singer**, and is compiled by **Fast Track**, the Oxford-based research and networking events firm. Sir Richard Branson, founder of Virgin Atlantic and Virgin Group, which has supported Fast Track for all 22 years, commented:

“Entrepreneurs are the lifeblood of UK business and have always been the beating heart of positive change. In a climate of uncertainty, it's more important than ever to recognise those entrepreneurs, like those of this year's Fast Track 100, who are making the world a better place for everybody.”

Britain's ten private companies with the fastest-growing sales

Rank [2017 rank]	Company Activity	HQ location	Annual sales growth over 3 years	Sales £m	Staff	Year end [‡]	Comment
1	Midwinter Solutions <i>Clinical trials supplier</i>	Burton-on-Trent	233%	61.8	20	Feb 18	Its co-founders worked at Clinigen, which was No 1 on Fast Track 100 in 2011 before it floated on AIM
2	Crep Protect <i>Footwear accessories developer</i>	West London	191%	*27.5	29	Feb 18	Sells its footwear protection and cleaning products in 52 countries around the world

Rank [2017 rank]	Company Activity	HQ location	Annual sales growth over 3 years	Sales £m	Staff	Year end [‡]	Comment
3	Revolution Beauty <i>Beauty products retailer</i>	Kent	153%	71.8	94	Dec 17	Has a range of cruelty-free beauty and cosmetic products starting at just £1
4	Missoma <i>Online jewellery brand</i>	West London	148%	6.0	15	Mar 18	Plans to use 3D printing to create crystals for future jewellery collections
5	Mission Mars <i>Bar and restaurant operator</i>	Manchester	147%	*†27.7	531	Sep 18	Raised £10.2m from BGF in July to fund the expansion of its Rudy's and Schloss hospitality brands
6	Warner Edwards <i>Gin distiller</i>	Northamptonshire	143%	*6.1	21	Dec 17	Each bottle of its rhubarb gin contains one-third fresh rhubarb juice
7	One Retail Group <i>Consumer products retailer</i>	Northwest London	142%	*14.0	12	Dec 17	Founder Joshua Stevens started his first business aged 13
8 [1]	AerFin <i>Aircraft and spares services</i>	Caerphilly	141%	70.2	87	Dec 17	Has spent more than £100m buying used aircraft, engines and spares worldwide
9	AFC Bournemouth <i>Football club</i>	Bournemouth	138%	136.5	575	Jun 17	Achieved a ninth place finish in the Premier League last year, its second season in the top flight
10	ISO Spaces <i>Modular buildings designer</i>	Truro	135%	*5.6	29	Sep 18	Constructed, fitted and finished 60 apartments made from shipping containers in 24 weeks for Ealing council

‡ Financial year end of latest available accounts

* Supplied by company

† Annualised figure

KEY FINDINGS:

Women founders: There are 22 female founders (19) or chief executives (3) this year, a joint record with last year. Other examples to those previously mentioned, include Joanne Bass of exhibition equipment retailer **XL Displays**, who started her firm while on maternity leave after having her first child.

Family-run businesses: Over a quarter of the companies (28) were founded or are run by families, including husband-and-wife teams, siblings or parents and children. In addition to the Wogan brothers running **Homeslice**, examples include husband-and-wife team Alan and Juliet Barrett, who founded sports nutrition brand **Grenade** in 2009 after meeting in the gym.

External capital: 40 companies have raised external capital from PE/VC firms, business angels, crowdfunding investors or corporate backers. Examples include **BrewDog** – appearing for a record seventh consecutive year – which was valued at £1bn last year when it sold a minority stake to TSG Consumer Partners for £213m, with 20% owned by 95,000 “equity punks” who bought shares through its public prospectus; and **Boxpark**, which has secured undisclosed investment from Sir Charles Dunstone, founder of Carphone Warehouse – which appeared on the first Fast Track 100 league table in 1997.

International activity: Over two-thirds (67) have expanded overseas to boost revenue growth, compared with only 23 on the first league table in 1997. For example, **Charlotte Tilbury Beauty**, which has over 200 points of sale across the US, Europe, Middle East and Asia, including seven flagship stores, and is run by chief executive Demetra Pinsent, wife of rower Sir Matthew.

Manufacturing: Thirty-eight companies are engaged in manufacturing, either directly or indirectly (by outsourcing to third parties). An example is craft brewer **Beavertown Brewery**, which produces 6.5m litres of beer a year at its site in Tottenham Hale, North London.

Companies behind the brands: While some companies are not household names, they provide products and services to big brands. Examples include **Beat Concepts**, which designs uniforms for customers such as food delivery firm Deliveroo, and novelty items wholesaler **Fizz Creations**, whose clients include Argos, Tesco and Amazon.

Profitability: Combined operating profits of the 100 companies were £339m in 2017/18, up fivefold from £69m three years ago. More than half of the companies (56) increased their profit margins over the last three years. Newcastle-based online menswear retailer **END.** achieved the highest operating profits of £23m on sales of £101.1m in 2018, while hotel developer and operator Ennismore achieved the highest operating profit margin of 45%.

Regions: The dominant region for company HQs is London (34), followed by the southeast (20). There are 12 companies based in the Midlands, 8 in the northeast and Yorkshire, 8 in the northwest, five in the southwest, four each in the East of England and Northern Ireland, three in Wales and two in Scotland.

See Appendix i for the full league table

The full league table is published today as a 10-page supplement with the business section of **The Sunday Times**, both in print and in the digital edition, and on www.fasttrack.co.uk.

THE FAST TRACK DISRUPTORS TO WATCH

The Fast Track 'Disruptors to Watch' looks at 10 companies from a cross-section of industries using new business models or innovative technologies to potentially disrupt their markets.

Our Disruptors to Watch companies this year include **Graphcore**, which has raised \$110m from high-profile backers such as Silicon Valley venture capital firm Sequoia Capital; it claims its computer processors are 10 to 100 times faster than existing alternatives. Also featuring in the list is **Owlstone Medical**, which has raised £56m to develop a breathalyser capable of detecting cancer earlier than existing alternatives, saving 100,000 lives and health care providers \$1.5bn per year.

In selecting our 10 Disruptors to Watch, we were helped by the founders of three previous finalists: Ali Parsa, of mobile healthcare app **Babylon Health**, our overall winner last year; finalist Tom Blomfield, of banking app **Monzo**, valued at £1bn in October; and serial entrepreneur Peter Roberts, founder of **PureGym**, which featured on our first Disruptors list in 2016.

See Appendix ii for the Disruptors to Watch.

THE FAST TRACK ONES TO WATCH

The Fast Track 'Ones to Watch' features 10 promising companies that did not meet the criteria of the league table, but have either achieved or are forecasting strong sales growth.

This year's Ones to Watch companies include **Huel**, which produces powdered food products that can be used as a meal. It raised £20m from venture capital firm Highland Europe in September, and says it has sold 30m meals across 80 countries since launching in 2015. The list also includes flower delivery firm **Freddie's Flowers**, which generated £10m sales in 2018, four years after it was set up in the garden of the founder's parents in Wandsworth, with backing from the founder of Abel & Cole.

Previous Ones to Watch companies include burger restaurant chain **Five Guys**, making its second consecutive appearance in the Fast Track 100 at No 43, and watch brand **Olivia Burton**, bought by US watchmaker Movado for £60m in 2017.

See Appendix iii for the Ones to Watch.

ENDS

PLEASE CREDIT IN FULL: "THE SUNDAY TIMES VIRGIN ATLANTIC FAST TRACK 100"

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Notes for editors

Fast Track has published league tables of the UK's top-performing private companies with **The Sunday Times** for the past 22 years. The company was founded and is run by Dr Hamish Stevenson, who also retains an associate fellowship at Green Templeton College, Oxford University.

League table criteria

Companies had to be registered in the UK and be independent, unquoted and ultimate holding companies. Sales growth was measured by compound annual growth rate (CAGR) over the latest three financial years. A minimum of 25 weeks' trading in their base and latest years was required. For accounting periods not equal to a year, financials have been presented on a pro rata annualised basis.

Annualised sales had to exceed £250,000 in the base year and not show a drop from the penultimate to the latest year, where total sales had to exceed £5m. Firms had to have 10 or more employees, and make operating profit of at least £500,000 in their latest available accounts. Recruitment firms are required to have gross profits of at least £5m in their latest available accounts. Sales for recruitment firms are the gross amount invoiced to clients. Excluded companies include technology firms (covered by our sister league table, Tech Track 100), LLPs, pure property and financial trading companies, and companies with turnover of £500m or greater.

The research was carried out by Fast Track between August and November 2018. Most of the companies were interviewed by telephone or visited by the Fast Track research team.

About our supporters & sponsors

About Virgin Group

Virgin has been a supporter of the Fast Track 100 league table since it was first published in 1997.

Virgin is a leading international investment group and one of the world's most recognised and respected brands. Conceived in 1970 by Sir Richard Branson, the Virgin Group has gone on to grow successful businesses in sectors including mobile telephony, travel & transportation, financial services, leisure & entertainment and health & wellness. Today, Virgin companies employ more than 70,000 people in 35 countries and its global branded revenues exceed £16bn.

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About Virgin Atlantic

Virgin Atlantic has regained the title sponsorship of Fast Track 100, taking over from Virgin Group, and having previously been the launch title sponsors in 1997.

Sir Richard Branson started Virgin Atlantic in 1984 with one plane and the pledge that "air travel should be exciting and enjoyable". Today Virgin Atlantic is world famous for its customer experience - flying over 5.5 million passengers on business trips, dream holidays and adventures each year. It was recently named the UK's favourite long haul carrier by Skytrax, and Best Major Airline in Europe at the 2018 TripAdvisor Travellers Choice Awards. Together with partner Delta Air Lines they offer the leading transatlantic partnership – connecting customers to over 200 destinations across the US every day.

www.virginatlantic.com

@VirginAtlantic

About Barclays

Barclays is a transatlantic consumer and wholesale bank with global reach, offering products and services across personal, corporate and investment banking, credit cards and wealth management, with a strong presence in its two home markets of the UK and the US.

With over 325 years of history and expertise in banking, Barclays operates in over 40 countries and employs approximately 85,000 people. Barclays moves, lends, invests and protects money for customers and clients worldwide.

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About BDO

Accountancy and business advisory firm BDO is a main sponsor for a fifth year.

We are proud to put our clients – Britain’s economic engine, ambitious and high growth businesses that fuel the economy – and their challenges at the centre of our focus. We take the time to understand their objectives for the future, sharing insights, solutions and ideas to help them succeed in the market. Strong, professional relationships are important to us, which is why we continue to sponsor a number of Fast Track’s programmes.

www.bdo.co.uk @bdoaccountant

About BGF

BGF is a main sponsor for a sixth year.

BGF is the most active investor in growing businesses in the UK and Ireland. An established and independent company, it has £2.5bn to support a range of growing companies – early stage, growth stage and quoted – across every region and sector of the economy. It has backed 20 Fast Track 100 companies since 2011, including in this year’s cohort Braidwater, Cussins, Giggling Squid, Mission Mars and Ocee International. Earlier this year, BGF became the first investment company to be honoured for Innovation in the Queen’s Awards for Enterprise.

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About N+1 Singer

N+1 Singer is a main sponsor for the first time, having previously been an awards dinner sponsor for two years.

N+1 Singer is a specialist investment bank providing capital to small and medium-sized companies in the UK. With over 90 corporate clients, the firm has advised on more than 150 IPOs, secondary offerings and block trades, raising over £3.6 billion in growth capital for their clients since 2013. Their success has seen them win a number of awards, including being recognised by the Financial Times as one of Europe’s fastest-growing companies in 2017, and winners of the ‘NOMAD of the Year’ award 2018.

www.n1singer.com @nplus1singer

Appendix i: The 2018 Fast Track 100 league table

Rank [2017 rank]	Company <i>Activity</i>	HQ location	Annual sales growth over 3 years	Sales £m	Staff	Year end [†]	Comment
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10	ISO Spaces <i>Modular buildings designer</i>	Truro	135%	*5.6	29	Sep 18	Constructed, fitted and finished 60 apartments made from shipping containers in 24 weeks for Ealing council
11	Velocity Outlet <i>Online electronics retailer</i>	Cambridge	134%	*13.3	22	Dec 17	Names its speakers after natural landmarks such as Mount Snowdon
12 [12]	Gymshark <i>Online sportswear retailer</i>	Solihull	128%	*103.2	202	Jul 18	Its social media pages have a combined following of more than 7m and combined audience of 65m
13 [7]	Cult Beauty <i>Online beauty retailer</i>	Central London	126%	*66.7	108	May 18	Has raised £1.8m funding from investors including the founders of Net-a-Porter and Lovefilm
14	Ridgepoint Homes <i>Housebuilder and developer</i>	High Wycombe	125%	34.6	21	Dec 17	Is creating 135 family homes adjacent to the Grand Union Canal in Aylesbury, Buckinghamshire
15	CField Construction <i>Building and civil engineering contractor</i>	Central London	112%	50.0	39	Dec 17	Built Field of Dreams educational centre for adults with Down's syndrome in Cork
16	INSTAsmile <i>Dental veneer retailer</i>	Manchester	109%	*5.6	45	Sep 18	Placed side-by-side, the veneers it has made since 2012 would cover roughly four miles
17	Mowgli Street Food <i>Indian restaurant chain</i>	Liverpool	106%	*8.1	254	Jul 18	Founder Nisha Katona spent 20 years working as a child protection barrister before opening her first restaurant
18	Lusso Stone <i>Luxury bathroom retailer</i>	Middlesbrough	105%	8.0	11	Sep 18	Its baths, sinks and showers can be found in high-end hotels such as Claridge's in Mayfair

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19	Brewhouse & Kitchen <i>Microbrewery and pub operator</i>	North London	104%	†11.4	281	Sep 17	Most expensive own-brand pint is under £6 and 48% of its customers are female
20	Oxford Summer Courses <i>Educational course provider</i>	Oxford	104%	*8.1	26	Sep 18	Runs courses for overseas students across Cambridge, London, Stanford and Bangalore
21	Charlotte Tilbury Beauty <i>Beauty products retailer</i>	West London	102%	100.7	989	Dec 17	Charlotte Tilbury was appointed an MBE at Buckingham Palace last month
22 [13]	Eccleston Homes <i>Housebuilder</i>	Warrington	99%	13.3	26	Oct 17	Founder Kevin Marren sold his previous housebuilding venture to Bovis Homes for £26m
23 [26]	Beat Concepts <i>Bespoke uniform supplier</i>	Central London	98%	*†11.4	11	Sep 17	Designed and supplied the eye-catching ultra-reflective jackets worn by Deliveroo riders
24	Vaporized <i>Vaping shop chain</i>	Edinburgh	97%	22.7	220	Dec 17	In October it announced plans to open another 200 stores by 2021, bringing its total to over 300
25 [4]	Veezu <i>Taxi hire provider</i>	Newport	96%	25.9	304	Dec 17	Donates 1p to charity for every ride booked through its app
26	HalalBooking.com <i>Specialist online travel agency</i>	Reading	90%	*10.1	36	Dec 17	More than 80% of its turnover is generated from bookings made by overseas customers
27	Corinium Global Intelligence <i>Conference organiser</i>	Cirencester	87%	*5.6	56	May 18	All of its 56 employees across five continents work remotely
28	Urban Pubs & Bars <i>Pub operator</i>	West London	85%	*16.8	241	Apr 18	Co-founders sold their previous venture Realpubs to Greene King for £53m
29 [3]	TFS Healthcare <i>Healthcare recruitment consultancy</i>	Central London	85%	*38.6	100	Mar 18	Runs a "Nurse of the Month" feature on its website
30 [19]	Ennismore <i>Hotel developer and operator</i>	Central London	84%	17.4	83	Dec 17	Its portfolio includes six Hoxton-branded hotels, as well as the Gleneagles golf resort in Scotland
31 [20]	Pallet-Track <i>Logistics provider</i>	Wolverhampton	84%	84.7	166	Jan 18	Says it can transport anything that fits on a pallet, including pianos, trees and fridges
32 [18]	Wed2b <i>Wedding dress retailer</i>	Milton Keynes	82%	*18.4	418	Jul 18	Its wedding dresses range in price from £99 to £699
33	Clearabee <i>Waste collection services</i>	Birmingham	78%	*9.0	146	Dec 17	Purchased 10 acres of native woodland in the Scottish Borders to offset all of its CO2 emissions
34	Pure Retirement <i>Specialist mortgage broker</i>	Leeds	77%	21.1	52	Dec 17	Manages more than £600m in lifetime mortgage loans across the UK
35	Beavertown Brewery <i>Craft brewery</i>	North London	77%	12.7	74	Mar 18	It is the official craft beer supplier of the new Tottenham Hotspur stadium
36	Boxpark <i>Retail leisure developer</i>	Brighton	76%	*8.4	48	Apr 18	Grime artist Stormzy launched his 2017 album Gang Signs and Prayer at Boxpark Croydon
37	TravelUp <i>Travel agency</i>	Berkshire	75%	77.3	74	Mar 18	Its websites receive 20,000 visits a day, up 65% on last year

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38	Henley Homes <i>Property developer</i>	Southwest London	75%	36.5	17	Dec 17	The Victorian hospital it is converting in Manchester was once used as the set of a horror film
39 [23]	Flat Iron <i>Steak restaurant chain</i>	Central London	75%	11.7	220	Aug 17	Customers regularly queue for up to two hours to secure a table at its no-reservation restaurants
40	Cheevers Howard <i>High-end construction contractor</i>	West London	73%	*25.9	95	Mar 18	One of its directors drove to the south of France to personally collect glass panels for a client
41	Real Wrap Co. <i>Food-to-go manufacturer</i>	Bristol	73%	*7.1	105	Mar 18	Supplied 15,000 sandwiches to 68 world leaders and their entourages at the G8 summit in 2013
42 [32]	Tropic Skincare <i>Beauty products manufacturer</i>	Croydon	73%	*22.5	120	Jun 18	Founder Susie Ma started selling cosmetic products at Greenwich Market aged 15
43 [8]	Five Guys <i>Burger restaurant chain</i>	West London	72%	*122.0	2,086	Dec 17	Says customers have more than 250,000 combinations to choose from when they order one of its burgers
44 [17]	Corley + Woolley <i>Fit-out contractor</i>	Central London	72%	25.8	27	Dec 17	Fitted a bespoke oyster-shaped bar in the Rosebery tea rooms at the Mandarin Oriental Hyde Park
45	Braidwater <i>Housebuilder</i>	Londonderry	72%	24.1	46	Mar 18	Growth-capital firm BGF has invested twice in the past three years
46 [29]	Cussins <i>Housebuilder</i>	Northumberland	71%	*33.1	88	Sep 18	The Duke of Northumberland owns a 35% stake in the business
47 [67]	Grenade <i>Sports nutrition brand</i>	Solihull	71%	*33.8	33	Dec 17	Says its Carb Killa protein bars outsell single Mars bars in UK grocers
48 [9]	CarFinance247 <i>Vehicle finance provider</i>	Manchester	69%	*47.5	423	Jun 18	More than £35m of loans are completed every month via its website, it says
49 [58]	Chi Chi London <i>Online fashion retailer</i>	Enfield	69%	*†18.4	44	Dec 17	Its designs have been spotted on celebrities such as Love Island presenter Caroline Flack
50 [46]	Character.com <i>Branded clothing retailer</i>	Swansea	69%	*12.2	26	Jul 17	Products range from Star Wars stormtrooper backpacks to Peppa Pig dressing gowns
51 [16]	Skinnydip <i>Fashion accessories retailer</i>	Northwest London	69%	*15.6	85	Dec 17	Miley Cyrus, Taylor Swift and Kylie Jenner have been spotted with its products
52	Daisy Green <i>Aussie cafe chain</i>	West London	66%	*5.8	175	Apr 18	British pop art icon Sir Peter Blake designed this chain's floating bar on the Grand Union Canal in London
53	Harrison Bathrooms <i>Bathroom distributor</i>	West Yorkshire	66%	*13.1	58	Jun 18	Sells 12,000 pieces of bathroom stock per week
54 [28]	Total Management Group <i>Events and travel agency</i>	Central London	66%	*12.0	39	Mar 18	Over 20,000 people have attended its 180 events in 50 countries, including celebrities such as Eva Longoria
55 [52]	Easirent <i>Car rental provider</i>	Liverpool	64%	*31.2	259	Nov 17	Launched four US branches last year, all located at Florida airports
56	ITD Global <i>International courier</i>	Manchester	64%	*18.1	39	Apr 18	It is integrated with delivery partners including Hermes, UPS and FedEx

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57	Xcede Group <i>Specialist recruitment consultancy</i>	Central London	63%	*18.6	54	Dec 17	Has placed staff at the likes of Deliveroo, British Gas and Facebook
58 [59]	mac-group <i>Construction and fit-out contractor</i>	County Down	63%	94.7	83	Dec 17	As a teenager, founder Paul McKenna worked as a joiner for £8 a day
59 [65]	Welland Power <i>Generator manufacturer</i>	Lincolnshire	59%	23.0	28	Mar 18	Its diesel generators power schools, hospitals and police stations in China and Pakistan
60	Matchroom Sport <i>Sporting events promoter</i>	Essex	59%	*137.2	85	Jun 18	This year its high-profile boxing matches have included Joshua v Povetkin, held at Wembley in September
61	Shopper Media Group <i>Marketing agency</i>	Central London	58%	24.4	84	Sep 17	Co-founders started the firm with £1,000 savings
62 [44]	The Office Group <i>Shared workspace provider</i>	Central London	58%	90.1	241	Dec 17	Its 31 flexible office spaces across London have features such as gyms, roof terraces and meditation rooms
63	Ventrica <i>Outsourced contact centre operator</i>	Southend-on-Sea	58%	9.4	354	Oct 17	Provides online customer service for Jimmy Choo, New Look and Ugg Australia
64 [63]	Red Arch <i>Automotive component manufacturer</i>	Northamptonshire	57%	14.7	75	Jul 18	It evolved from the engineering arm of early racing car pioneer the Cooper Car Company
65	Homeslice <i>Pizza restaurant chain</i>	West London	57%	*5.5	145	Apr 18	Co-founders Alan and Mark are the sons of the late Sir Terry Wogan
66	Smyle <i>Creative agency</i>	Hertford	56%	*26.9	65	Mar 18	Its projects have included the Ryder Cup opening ceremony in 2010, 2014 and 2018
67	Task Consumer Products <i>Lavatory paper manufacturer</i>	Wolverhampton	56%	29.2	45	Dec 17	Produces 60,000 tons of paper products a year at its 250,000 sq ft factory
68 [80]	Send For Help <i>Lone-worker protection provider</i>	Southwest London	56%	12.8	100	Mar 18	Says it sells the world's smallest personal safety alarm
69 [57]	END. <i>Online menswear retailer</i>	Newcastle-upon-Tyne	56%	101.1	316	Mar 18	Launched its flagship store in London's Soho in October
70	Sustainable Advantage <i>Energy and waste consultancy</i>	Southwest London	56%	5.8	23	Apr 18	Reduces energy and waste costs for customers such as Pret, Marriott and Transport for London
71 [62]	BrewDog <i>Brewery</i>	Aberdeenshire	56%	111.6	777	Dec 17	Features in Fast Track 100 for a record seventh consecutive year and was valued at £1bn in April 2017
72	ES Broadcast <i>Broadcast equipment supplier</i>	Watford	55%	*21.4	28	Jun 18	Plans to open a US office as part of its North American expansion plans
73 [51]	Staircraft <i>Housing materials manufacturer</i>	Warwickshire	55%	35.9	266	Dec 17	1,500 houses a week are built using Staircraft products
74	Highwood Group <i>Construction contractor and developer</i>	Hampshire	54%	37.8	42	Feb 18	Is developing 750 homes at North Stoneham Park in Hampshire
75	Elonex Group <i>Advertising space leaser</i>	Birmingham	52%	6.7	39	Dec 17	Its advertising boards on London taxi rooftops deliver 10m impressions every fortnight, it says

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76	AYMES <i>Nutritional supplement developer</i>	Haywards Heath	52%	*6.4	23	Mar 18	Says its entry into the market has saved the NHS £40m
77	Prime Global <i>Medical communications agency</i>	Cheshire	52%	*†17.2	157	Dec 17	Has offices in Manchester, London, New York, and San Francisco
78	Agon Systems <i>Security tagging manufacturer</i>	East Sussex	51%	*6.6	19	Sep 18	Its client JD Sports recorded a 66% reduction in shoplifting in stores where its tags are used
79 [72]	Around Noon <i>Food-to-go manufacturer</i>	County Down	51%	*19.2	235	Dec 17	Acquired Slough-based Chef in a Box last year to strengthen its presence in the UK mainland
80	Fizz Creations <i>Novelty items wholesaler</i>	West Sussex	50%	*14.1	44	Jan 18	Started out as a way to make use of surplus warehouse space at another of the owners' businesses
81 [39]	naughtone <i>Furniture designer and manufacturer</i>	North Yorkshire	50%	*23.4	40	May 18	Its furniture can be found in the offices of Google, Twitter and LinkedIn
82	Thakeham Group <i>Housebuilder and construction contractor</i>	West Sussex	50%	*47.6	13	Sep 17	Has more than 200 new homes under construction across southeast England
83	James and James <i>Ecommerce fulfilment provider</i>	Northampton	50%	*8.9	100	Dec 17	The firm is named after co-founders James Hyde and James Strachan
84	XL Displays <i>Exhibition equipment retailer</i>	Peterborough	49%	*5.5	42	Sep 17	Founder Joanne Bass started the business while on maternity leave after the birth of her first child
85	C2events <i>Events agency</i>	Wakefield	49%	*6.9	17	Dec 17	Three-quarters of its events take place outside the UK
86 [77]	Third Bridge <i>Research services provider</i>	Central London	49%	71.5	589	Dec 17	Is named after a bridge in Botswana, the last before you reach uncharted territory
87	ARB Recycling <i>Charity sector recycler</i>	Kent	48%	*8.2	74	Jun 18	Its collection drivers cover the equivalent of four journeys to the moon and back each year
88	Anthesis Group <i>Sustainability consultancy</i>	Central London	48%	13.8	201	Dec 17	Claims it helps 26% of FTSE100 meet their climate change goals
89	Eakin <i>Specialist printer</i>	Co Armagh	48%	50.9	319	Dec 17	It aquired US licence plate manufacturer John R Wald last year as part of its overseas expansion plans
90 [73]	Vanarama <i>Vehicle leasing broker</i>	Hemel Hempstead	48%	61.0	197	Dec 17	Founder came up with its catchy jingle after hearing the hymn Sing Hosanna at a wedding
91 [31]	Honest Burgers <i>Burger restaurant chain</i>	Central London	48%	22.3	476	Jan 18	Produces 42,000 burger patties a week at its in-house butchers
92 [5]	Plimsoll Productions <i>TV show producer</i>	Bristol	48%	*19.5	102	Aug 18	Is producing a Bear Grylls-hosted documentary series Hostile Planet for the National Geographic Channel
93	Cinos <i>Audiovisual systems installer</i>	Surrey	47%	10.3	49	Oct 17	Has delivered systems for command and control rooms in Singapore, America, the Middle East and the UK
94	TRB <i>Lightweight materials manufacturer</i>	Cambridgeshire	47%	16.6	176	Dec 17	Made the floors used in capsules on the London Eye and the chassis for Heathrow's driverless PODs

Rank [2017 rank]	Company <i>Activity</i>	HQ location	Annual sales growth over 3 years	Sales £m	Staff	Year end [‡]	Comment
95 [87]	Blackrock Expert Services <i>Dispute resolution consultancy</i>	Central London	47%	29.7	84	Oct 17	Consulted on construction disputes involving London's tallest building, the Shard
96	JDX <i>Business consultancy</i>	Central London	46%	34.5	547	Mar 18	Co-founder set up financial consultancy DCG, which he expanded to 450 staff in four years
97 [93]	Ocee International <i>Furniture manufacturer</i>	Northampton	46%	*39.6	190	Jun 18	Its furniture can be found in offices and universities across Europe, America, China and Australia
98	The Light <i>Cinema chain</i>	Central London	46%	*24.9	375	Jul 18	Each of its 10 cinemas sells locally brewed craft beer and its spirits and ice cream are also locally sourced
99 [60]	Gigging Squid <i>Thai restaurant chain</i>	Guildford	46%	*23.7	492	Mar 18	Last year it found £20,000 of fine wine stashed in a secret cellar by previous owners of its Windsor site
100	BioPhorum <i>Biopharmaceutical forum organiser</i>	Sheffield	46%	*5.2	50	Dec 17	Says more than half its staff have a masters degree, and a quarter have a PhD

‡ Financial year end of latest available accounts * Supplied by company † Annualised figure

Appendix ii: 2018 Fast Track Disruptors to Watch

Company Activity	Disruptive activities
Bulb Renewable energy provider	More than 850,000 households have signed up to its single, transparent green energy tariff since 2015, attracted by its renewable credentials, innovative technology and customer service. A £60m funding round in August reportedly valued the company at more than £400m, although it is operating in a competitive industry in which seven rivals went bust this year.
Callsign Authentication platform	Its artificial intelligence-driven cyber-security software removes the need for customer passwords, using data to enable smartphone users to confirm their identity with a single swipe. It raised \$35m (£27m) in 2017 from investors including Accel to expand in the UK and US, and was valued at more than \$100m.
Culture Trip Lifestyle content platform	This company's online lifestyle, cultural and travel content — created by editorial hubs and more than 300 local freelancers — is viewed by 18m people a month. It uses AI to recommend content for its millennial audience. It has raised \$103m in funding, including \$80m in April, to drive revenue through booking links in the 1,600-plus stories it publishes each month.
Evox Therapeutics Drug therapy developer	Its technology delivers drugs directly to patients' brains and central nervous system, overcoming the limitations of traditional treatments, and potentially providing a new way to target cancers and rare genetic diseases. It raised £35m in September from investors including GV, Google's venture capital arm.
FiveAI Autonomous vehicle developer	Aims to develop and operate a fully driverless shared urban taxi service for Europe's \$400bn transport market, using AI-driven software and hardware that can be integrated into any modern car. It has received \$35m in funding from venture capitalists, the highest sum for an autonomous car firm in Europe.
Graphcore Computer processor manufacturer	Says its computer processors are 10 to 100 times faster than existing products, with the potential to revolutionise advances in machine learning. It has raised \$110m to launch its first product from Silicon Valley investors such as Sequoia Capital and UK angels including Robin Saxby, co-founder of ARM.
Monese Mobile banking service	Offers a smartphone-only, multilingual current account that can be opened in minutes, even without a UK or EU address — making access to banking easier for those who travel for work or study. The business has attracted more than 650,000 customers in 20 countries since 2015 and raised \$60m in September from investors including PayPal.
Nested Online estate agent	Its data platform helps calculate the value of a house, on which it is prepared to offer sellers a cash advance of up to 94%, removing problems associated with property chains. It has sold £100m worth of property since 2016 and raised £165m in funding, including £120m in November from investors including Northzone.
Owlstone Medical Diagnostic breathalyser developer	Aims to save 100,000 lives and cut costs for healthcare providers by \$1.5bn a year with its breathalysers that can detect cancerous cells earlier and at a lower cost than existing alternatives. Its products are being used by Glaxo Smith Kline and it has raised £56m from investors including Foxconn Technologies.
Oxford Nanoimaging Microscope manufacturer	Makes the world's only portable super-resolution microscope, which offers resolutions 20 times higher than room-filling legacy models. The product is generating interest from life sciences researchers and pharmaceutical companies. The company completed its third funding round in July, raising an undisclosed sum from investors including Oxford Sciences Innovation.

Appendix iii: 2018 Fast Track Ones to Watch

Company Activity	HQ location	Year end [†]	Latest sales £000	Forecast sales £000*	Staff	Brief summary
Childs Farm <i>Children's toiletries maker</i>	Hampshire	Nov 17	†5,291	14,000	18	With a 20% market share, it is the UK No 2 in baby and child toiletries behind Johnson & Johnson. Its products are now available in more than 6,000 stores nationwide
Chilly's Bottles <i>Reusable bottle brand</i>	Central London	Jul 18	*11,880	40,000	10	Has quadrupled sales to £11.9m this year and forecasts £40m in 2019. Its colourful reusable water bottles are sold online and stocked by the likes of Urban Outfitters
Craft Gin Club <i>Gin subscription service</i>	Central London	Jan 18	*6,520	10,000	20	Sources gins exclusively for its 42,000 members in the UK and plans to roll out in Ireland and Germany. Secured £75,000 from Dragons' Den investor Sarah Willingham
Freddie's Flowers <i>Flower delivery</i>	Central London	Aug 18	*10,039	19,000	90	Has helped to create a new market around regular flower delivery for the home and plans to test its model in America next year. Is backed by Keith Abel of Abel & Cole
Huel <i>Complete food brand</i>	Buckingham shire	Jan 18	*14,024	42,000	29	Launched in 2015, it has grown sales to £14m and attracted £20m funding. Co-founder and serial entrepreneur Julian Hearn is aiming for a £1bn valuation in four years
Little Freddie <i>Baby food manufacturer</i>	Central London	Dec 17	*17,250	38,000	106	This organic baby food brand is gaining popularity in China and the UK, selling through retailers such as Ocado and Boots. Forecasts sales of £38m this year
Micro-Fresh <i>Antibacterial coating manufacturer</i>	Leicester	Jun 18	*10,000	11,800	7	Sells through the likes of John Lewis — and plans to add three overseas offices to its existing seven. Founder Byron Dixon was appointed an OBE this year
Mous <i>Phone case designer</i>	Central London	Mar 18	*5,417	11,156	31	Viral marketing helped sales grow sixfold to £5.4m this year. Has raised \$2.4m from crowdfunding and generates 85% of sales overseas
Sykes Holiday Cottages <i>Holiday cottage rental</i>	Chester	Sep 18	*49,600	63,200	504	Offers 13,500 holiday cottages to rent in the UK and Ireland. Backed by private equity firm Livingbridge, it aims to take 2.5m customers on holiday a year by 2020
Torsion Group <i>Developer & contractor</i>	Leeds	Dec 17	29,588	47,800	53	Founder and management bring experience from big construction firms and sales grew to £29.6m in its third year of trading; won a £28m contract in March

* Sales and forecast sales have been provided by the companies

† Annualised figure