Just the job for a swift recovery

Entrepreneurs are on the hunt for talent as they build for the future, writes Richard Tyrer

It is harvest time once – Britain’s fastest-growing private companies reveal their fastest-growing companies.

The Fast Track 100 league table reveals the who’s who of Britain’s private companies for the fourth year in a row. The Fast Track 100 is the UK’s leading league table of fast-growing companies by turnover, and is the business community’s must-read guide to the hot spots of business growth.

The list is compiled by Fast Track, the Oxford-based company that produces the annual Fast Track 100 league table, and tracks the fastest-growing companies in the UK. The league table is produced in association with The Sunday Times, and is compiled by the Financial Times.

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Smart companies responding to the pandemic are looking to hire the future sustainable jobs

The past year will be remembered as a year of unprecedented change. The pandemic has had a huge impact on the way we work and the way we think about the future. But it has also provided opportunities for growth and innovation. We have seen companies responding to the pandemic by hiring talent from the future sustainable jobs.

The pandemic has also created a new generation of entrepreneurs. They are the entrepreneurs of the future sustainable jobs. They are the entrepreneurs who are building the businesses of the future sustainable jobs. They are the entrepreneurs who are creating the jobs of the future sustainable jobs.

James Watt and Martin Deeks of BrewDog (No 60) are planting one million trees in the UK as part of their sustainable business strategy. They are the entrepreneurs of the future sustainable jobs. They are the entrepreneurs who are building the businesses of the future sustainable jobs. They are the entrepreneurs who are creating the jobs of the future sustainable jobs.

A crisis must be matched by bold, creative thinking

The winter is over, but the pandemic has left a lasting impact on the economy. The crisis must be matched by bold, creative thinking.

The crisis is a chance to re-evaluate the way we do things. It is a chance to think about the future sustainable jobs. It is a chance to think about the future sustainable business. It is a chance to think about the future sustainable economy.

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BRITAIN'S FASTEST-GROWING PRIVATE COMPANIES

<table>
<thead>
<tr>
<th>Rank</th>
<th>Company</th>
<th>Activity</th>
<th>Region</th>
<th>Year of registration</th>
<th>Annual sales growth (%)</th>
<th>Turnover (£)</th>
<th>Staff</th>
<th>Forecast</th>
<th>Interesting fact</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Ooni</td>
<td>Brewery</td>
<td>Aberdeenshire</td>
<td>Dec 19</td>
<td>123.27</td>
<td>214,896</td>
<td>1,767</td>
<td>160</td>
<td>Became carbon-negative in August, and is planting a million trees in the Scottish Highlands.</td>
</tr>
<tr>
<td>2</td>
<td>Sykes Holiday Cottages</td>
<td>Holiday cottage rental agency</td>
<td>Chester</td>
<td>Sep 19</td>
<td>40.73</td>
<td>76,021</td>
<td>596</td>
<td>1991</td>
<td>Has helped house 275 key workers under the NHS Homes scheme.</td>
</tr>
<tr>
<td>3</td>
<td>South Cliff Dental Group</td>
<td>Dental practice operator</td>
<td>Crawley</td>
<td>Mar 20</td>
<td>71.69</td>
<td>7,096</td>
<td>150</td>
<td>2015</td>
<td>Four of its practices became urgent care hubs treating emergency dental patients during the spring.</td>
</tr>
<tr>
<td>4</td>
<td>Lounge Underwear</td>
<td>Online lingerie retailer</td>
<td>Solihull</td>
<td>Mar 20</td>
<td>162.20</td>
<td>13,833</td>
<td>44</td>
<td>2016</td>
<td>Says it has recruited 30 new employees since April as sales have tripled.</td>
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<td>Recruitment consultancy</td>
<td>Central London</td>
<td>Dec 19</td>
<td>86.56</td>
<td>24,514</td>
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<td>East London</td>
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<td>Stiltz</td>
<td>Sports equipment supplier</td>
<td>West Yorkshire</td>
<td>Dec 19</td>
<td>101.63</td>
<td>13,608</td>
<td>10</td>
<td>2013</td>
<td>Sales have spiked during the pandemic and it has doubled its headcount to 21.</td>
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<td>Brighton</td>
<td>Apr 20</td>
<td>57.68</td>
<td>15,900</td>
<td>165</td>
<td>2010</td>
<td>Closed its three sites during the national lockdowns, but was open between July and October.</td>
</tr>
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<td>11</td>
<td>Airline Component Services</td>
<td>Logistics services provider</td>
<td>Warrington</td>
<td>Mar 20</td>
<td>56.49</td>
<td>80,525</td>
<td>27</td>
<td>2015</td>
<td>Shipping from China and Vietnam posed challenges during their lockdowns earlier this year.</td>
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It’s time to rethink strategy to realise your ambitions

Tough events such as the pandemic and Brexit might need firms to take a new approach

The necessity about the virus, coupled with the consequences of Britain’s departure from the European Union, is posing a challenge to companies right across the board. Some in the highest tier of the Britain’s Fastest-Growing Companies list have been hit hard, while others are in a better place. Many of these companies are using the summer to plan their response and rethink their commercial strategies, operations, routes to market and cash flow. As a result, many are changing their model into putting their best foot forward, deploying new ways of working and doing business that make them more resilient.

For some managers, black swan events such as the pandemic can be particularly challenging. But for others, the latest iteration of the virus has been a boost for business. For example, the 75% discount on online clothing sales offered by Boohoo during the first lockdown has been a welcome boost to its sales. As a result, the company has been able to focus on developing its e-commerce platform, and has seen a surge in new customers. The company has also been able to reduce its carbon emissions by 25%, and has set a target of being carbon-neutral by 2025.

Aspens Services

Logan Plant of Beavertown (No 65) at the brewery's new site in north London

LOCKED FACT 100

Logan Plant of Beavertown (No 65) at the brewery's new site in north London

Management had to focus on employee wellbeing, customer retention, supply chain operations and protecting their infrastructure. Finance teams quickly assessed liquidity and cashflow, and it became clear that Beavertown’s 10 hospitally owned and managed businesses did not run out of cash as long as lockdown restrictions and national lockdowns were in place. Beavertown’s financial resilience allowed the company to pivot quickly to provide its ambassadors with the tools to start selling to customers online, while other businesses learned to pivot into new markets and services. "We sold fast-moving consumer goods, and then we moved to essentials," said the company’s chief executive, Logan Plant.

"Our business is about to become personal, and when it becomes personal, thinking strategically can be more difficult. That’s when you need to have a plan. That’s when you need to have a model that works. And that’s when management teams need to come up with a practical response," says Beavertown’s Logan Plant.

June 6, 2020
Chi-ky's Bottles 108.3% Bounce bottle brand
Chi-ky’s Bouteilles has introduced to the world of drinks the spring-time passion for a healthy, responsible, 325/650ml bottled water, both for the home and for the planet. Just James Rushton, 31, co-founded the London-based firm, along with his wife Rachel, 32, in 2016. The brand, which is named after his home country, makes its carbon footprint a priority. The bottles, made from 100% recycled materials and sold as a two-bottle bundle with a reusable screw-top cap, are manufactured in the UK and are designed to be recyclable, with a working range including reusable coffee cups and straws.

7 Hool 109.4% Nutrition brand
Founded by Julian Hatherall and former MI6 technician James Callen, Hool, liked – short for “homemade”, “local” and “up – is a nutrition brand that produces products that can be consumed as a meal. The plant-based protein powder was aimed at the start of the Hoolie brand in 2015, and secured a £2m investment from Drift, a £2.2bn company in the US, in September 2018. It has sold over 300,000 bottles in the UK and abroad, reaching 100 countries, with about half its 15m sales in the US. It has exceeded expectations for an infant fitness company, with more than 120,000 sales in the UK and abroad.

8 Keep: The new 12.5% Energy supplier
Keep is a London-based energy supplier that began installing solar panels and charging points in customers’ homes to help them reduce their carbon footprint. It was founded in 2018 by school friends Simon Taylor and Charlie Doles. Today, they run on more than 150 homes and have a fleet of 50 vehicles and CFP Energy, an energy innovator. The company’s goal is to reduce the electrical energy usage and sold to its 60,000 customers, creating 240,000 new jobs in the years to March. The sector expect to grow to 400,000.

9 Artic 6 112.37% Sports and leisure
Focused on Pippa Middleton and Carlos Moore, the Artic 6 112.37% company offers a range of services including, online sales, direct to consumers in 180 countries via the e-commerce platform, and has succeeded in opening offices in China, Hong Kong, and China.

10 Coolminded 104.03% Fashion retailer
This sustainable clothing retailer based in London's West End is known for its commitment to environmental sustainability. It offers a range of sustainable fashion options and has been praised for its ethical manufacturing practices. The company has also worked to reduce its carbon footprint, particularly in its logistics and production processes. Coolminded aims to be a leader in sustainable fashion by offering customers a range of ethical and environmentally friendly clothing options.

11 Halkin 120.72% Business services
Halkin is a leading business services company that provides a range of services to its clients. The company is known for its commitment to ethics and sustainability, and has been praised for its efforts to reduce its carbon footprint. Halkin offers a range of services including business solutions, recruitment, and technology solutions. The company aims to be a leader in sustainable business services by offering clients a range of ethical and environmentally friendly options.

12 Bluefin Trading 101.63% Sports equipment supplier
Bluefin Trading is a leading sports equipment supplier that has established itself as a market leader in the industry. The company is known for its commitment to sustainability, and has been praised for its efforts to reduce its carbon footprint. Bluefin Trading offers a range of sustainable sports equipment options and has succeeded in opening offices in China, Hong Kong, and China.

13 PIB Group 107.04% Security guarding services
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18 One Retail Group 85.98% Online fashion retailer
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Life has become more digital — and so will business.

E-commerce normally peaks in the summer for retailers. But the pandemic has moved sales to the digital channel. "At its peak, e-commerce made up 39% of all retail sales in May, up from 18% in February, and a massive 24% in October," according to the yearbook. The pandemic has also affected the way businesses operate. "Many businesses are now offering "click-and-collect" services to customers, who have a choice of buying online or in-store. Meanwhile, the website of the largest online retailer, Amazon, has a direct line to customers' homes. The ease of access to e-commerce services has made it easier for consumers to shop during the pandemic. In addition, many businesses have started using social media to market their products. This has allowed businesses to reach a wider audience and increase their sales. The pandemic has also forced many businesses to adapt to new business models. Some have shifted their focus to online sales, while others have developed new products and services. In summary, the pandemic has accelerated the adoption of e-commerce by businesses of all sizes and has made it a permanent part of the business world."
The Sunday Times
December 6, 2020

by husband-and-wife team distancing measures. Founded in

Online merchandise retailer reached £65.1m in the year to January,

families in the UK. Reassured was for customers, and has brokered

This Basingstoke-based

46

national and local

Sales tripled between April and June for

Founders Stephen and

Tattu 61.07%

Total Tiles 61.48%

53 Tile Mountain 57.66%

56 Lusso Stone 56.84%

58 Candour Logistics 56.49%

59 Business Waste 55.37%

60 Revolution Beauty 54.59%

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Entrepreneurs are stepping up in challenging times

Skilfully-run firms are grounds for growing tough decisions and attracting investors

This year has brought extraordinary changes for small businesses and entrepreneurs, and for some it has brought new opportunities within existing markets. For others the pandemic has made it very difficult to start a new business. Fast Track 100, the annual list of the UK's fastest-growing private businesses, gives a snapshot of the companies that have thrived beyond all expectations this year.

Take Freddie’s Flowers in Scotland. The Edinburgh-based company delivers flowers weekly and has seen online sales shoot through the roof. Meanwhile, Big Bucket Company, based in Southend, manufactures home audio products and has expanded its range of childcare products and religious materials such as wood pulp and sugar. It uses plant-based materials such as printers and other equipment; popular

Another takeaway from the list is the number of companies that have diversified their offerings. Cult Beauty was founded in 2008 by 20% to £58m in 2019. In 2018, AIMCo last year for an undisclosed amount.

The Colchester-based company now manufactures home audio products and has expanded its range of childcare products and religious materials such as wood pulp and sugar. It uses plant-based materials such as printers and other equipment; popular

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FAST TRACK 100

**LARGEST COMPANIES BY SALES**

<table>
<thead>
<tr>
<th>Rank</th>
<th>Company</th>
<th>Sector</th>
<th>Sales (£m)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Nurture Landscapes</td>
<td>Horticulture</td>
<td>1,087.9</td>
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<tr>
<td>2</td>
<td>Maxine Vicky</td>
<td>Retail</td>
<td>775.9</td>
</tr>
<tr>
<td>3</td>
<td>Online fashion retailer</td>
<td>Fashion</td>
<td>764.5</td>
</tr>
<tr>
<td>4</td>
<td>Matchroom Sport</td>
<td>Sports</td>
<td>763.0</td>
</tr>
<tr>
<td>5</td>
<td>Nurture Landscapes</td>
<td>Horticulture</td>
<td>726.4</td>
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</tr>
</tbody>
</table>

We’ve raised £1 billion for our clients this year.

Promisingly supporting & funding ambitious UK companies.

**NEED TO KNOW?**

- £349m* Supplied by company
- 82 Nurture Landscapes 60.25%
- 83 Matchroom Sport 60.25%
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* Supplied by company
**Future stars shining in turbulent conditions**

Joe Kempton and Lindsay Uppadine look at 10 firms that are set for growth

Despite the coughing pace of the past is a difficult at best of times. Attempting to do so during a pandemic is even more challenging. Our annual Fast Track 100 to Watch identifies the firms that could be the stars of the future.

This year’s list features three food delivery services that have benefited from increased demand during lockdown. Brothers JP and Max Delves, 35 and 30 respectively, set up vegan speciality supermarket Loop in 2018 and have signed up 80,000 customers since. They are currently hiring 200 staff to plug the hole in their workforce. Loop has also created infection-controlled areas in supermarkets and online, and around 90% of their products are delivered in biodegradable packaging.

The pizza-delivery service from chef Prue Leith, Pasta Evangelists, was co-founded by Alessandro Savelli. Sales at the pasta kit delivery and subscription service quadrupled in 2020 to £4.1m. It was co-founded in 2017 by chief executive Lorenzo Angelucci, aged 52. This year, it raised £10m in funding, led by IW Capital, and expects sales of £10m in 2023. The company has adapted to produce 15 million recyclable face visors for the NHS.

Parsley Box, which delivers its ready meals, which can be cupboard-stored for six months, to the elderly, was founded in 2017 by husband-and-wife team Gordon and MacAulay, aged 53 and 52 respectively, set up vegan speciality supermarket Loop in 2018 and have signed up 80,000 customers since. They are currently hiring 200 staff to plug the hole in their workforce. Loop has also created infection-controlled areas in supermarkets and online, and around 90% of their products are delivered in biodegradable packaging.

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