



# Vision 2022

## Leaders driving growth

In association with



Grant Thornton



# Grant Thornton's private equity team provides a full range of services to assist private equity and portfolio firms maximise their growth potential

Our integrated approach brings together a team of professionals from advisory, taxation and assurance services who provide bespoke solutions from investment through the growth phase to exit. As well as acting for private equity houses, we advise private equity-backed companies, and management teams seeking private equity investment.

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# Foreword

*The BVCA has been championing exceptional management teams, backed by our members, for over a decade through the Management Team Awards initiative. The initiative has evolved to the Vision Series, reflecting the changing world that we live and work in.*

Vision 2022 is a celebration of great teams building businesses. The initiative demonstrates that our members invest in businesses of all shapes and sizes, across all parts of the economy and the nations & regions of the UK. The 15 companies recognised have performed exceptionally well against our **four recognition themes of competitiveness, growth, innovation and ESG commitments.**

We are further delighted to highlight numerous companies that stood out as 'Ones to watch', and to continue following their journey with the support of private capital.

We are proud to champion these businesses. They demonstrate the economic, the social and the public value that our members bring to the economy and the country.

We would like to express our gratitude to Grant Thornton, our long-term partner of the initiative and the judging advisory panel who were involved and assisted with the assessment of the submissions. Having been involved with the initiative since its inception in 2009, I was delighted to see such a strong entry of businesses this year. We would like to thank our members who took part in nominating their teams and sharing the success stories. We wish all those involved every success in the future.



**Leon de Bono**  
Assistant Director General and Director of  
Membership Services, BVCA



*Over the years Grant Thornton in association with BVCA has recognised and celebrated innovation through management teams awards of BVCA member organisations. This year "Vision 2022" - Leaders Driving Growth initiative gave us a chance to recognise businesses looking at key initiatives, new ways of working, and how business competitiveness, leadership thinking, innovation, growth and importantly progress with ESG has been at the forefront of leader's vision and strategy in 2022 and beyond.*

*We would like to thank the BVCA for involving us as their key long-term partner in assisting with the evolved Vision Series to recognise the best businesses.*



**Mo Merali**  
Head of Private Equity,  
Grant Thornton



# About Vision 2022

*The Vision Series, in association with Grant Thornton, recognises the best teams backed by private equity and venture capital, with judging criteria including growth, competitiveness, innovation and ESG.*

Throughout 2022 we have applauded extraordinary companies for their vision, and the lasting value that the investment and hands-on involvement of their investors brought in 2021.

In this booklet we further highlight four of the top 15 companies, representing each investment stage: early stage, scale-up, medium-sized, and large businesses. Find out more about them in the video below and this booklet.

Further information regarding Vision 2022 can be found on the [BVCA website](#).

Learn more about the companies receiving special accolades in our Vision 2022 video



## The judging panel

### Chair:

*David Menton*, Managing Partner, Synova

### Judges:

*Dr. Manjari Chandran-Ramesh*, Partner, Amadeus Capital Partners

*Rhian Elston*, Investment Director, Development Bank of Wales

*Beth Houghton*, Partner & Head of Impact Fund, Palatine

*Ewan Mackinnon*, Partner, Maven

*James Marshall*, Director, NorthEdge

*Mo Merali*, Partner, Head of Transaction Advisory Services, Grant Thornton

*Andrew Priest*, Partner, Inflexion

*Jan Rutherford*, Partner, Scottish Equity Partners

*Dan Smith*, Partner, Head of Yorkshire, LDC



# All recognised companies

## Special accolades

Early stage

HEALTH & HER

Scale-up

 faradion

Medium

**Chambers**  
AND PARTNERS

Large

**Sterling** 

## Recognition

 **AgilityEco**

 **Anthesis**

**bio:ascent**

**cts**

 **Delio**

 **iam property**

 partnering solutions

Reconomy  
Group 

Rosemont® 

**SPARTA**  
GLOBAL

 Veincentre



# Special accolades

Early stage

## Health & Her

(Supported by Development Bank of Wales)

Scale-up

## Faradion

(Previously supported by Mercia)

Medium

## Chambers and Partners

(Supported by Inflexion)

Large

## Sterling Pharma Solutions

(Supported by GHO Capital)



Special accolade

Early stage

## HEALTH & HER

- 📍 Cardiff
- £ Supported by Development Bank of Wales

Launched in 2019, Health & Her initially established a marketplace and e-commerce platform to provide products, information and professional advice to help women experiencing menopause. Development Bank of Wales (DBW) provided funding in 2019 and 2020 and went on to support the team to develop its branded range of tech-enabled products and services. Over the years, Health & Her has grown into a full ecosystem for menopause with insights from the website, app, and clinic fuelling pioneering innovation.

The Health & Her team partnered with data scientists and PhD students from local universities including the University of South Wales, Cardiff University and Swansea Universities to draw learnings from the data gathered by Health & Her. This informed several category firsts including the UK's Number 1 Perimenopause Supplement supported by the menopause app. Health & Her branded supplements are sold at leading retailers such as Superdrug, Sainsbury's, Tesco, Holland & Barrett and Amazon.

Learn more in our  
Vision 2022 video





Special accolade

Early stage

## HEALTH & HER

### **Kate Bache**

Co-Founder & Marketing Director, said:

*"The investment from DBW has allowed us to grow our products, services and brand. Working alongside DBW as an investor has enabled us to scale our business and help to spread the message of menopause health. Our focus is to improve the lives of millions of women around the world living with life-affecting symptoms of menopause - having a long-term partner has helped us make significant strides in this mission."*

### **Judges comments:**

*The judges recognised Health & Her as highly innovative and a creator of 'public value' in the region given the impact it makes on, and awareness it raises of menopausal health.*

Learn more in our  
Vision 2022 video

# Faradion

Yorkshire & North East

Special accolade



Learn more in our  
Vision 2022 video

- 📍 Sheffield
- £ Previously supported by Mercia

Scale-up



Based out of Sheffield and Oxford in the UK, Faradion is one of the leading global battery technology companies. Faradion's sodium-ion technology provides significant advantages compared to lithium-ion technology, including: greater sustainability, safe transport and storage capability, and exciting opportunity for scalability.

Mercia made its first direct investment in Faradion in January 2017 and held equity stakes on behalf of its managed funds from the company's beginnings in 2010. Reliance New Energy acquired Faradion in December 2021 and will incorporate Faradion's technology at its proposed fully integrated energy storage giga-factory in Jamnagar, western India.



Special accolade



Learn more in our  
Vision 2022 video

Scale-up



**James Quinn**  
CEO, said:

*"Faradion has been one of the first to champion sodium-ion battery technology. Mercia was an early investor in Faradion and held a position on the board since its inception and up until the acquisition by Reliance in December 2021. Becoming part of the Reliance group validates the incredible work our team has done in advancing sodium-ion technology. Sodium-ion batteries offer the UK an opportunity to take a global market-leading role. By building on current advantages, the UK can establish a large-scale domestic manufacturing capability, creating new jobs, as well as economic benefits across the wider supply chain."*

### **Judges comments:**

*The judges were very pleased to recognise the team's success at Faradion, from being a first mover in an area that will lead to cheaper, cleaner energy provision to their growth story and continuous innovation.*



# Chambers and Partners

London & South East

Special accolade

Medium

**Chambers**  
AND PARTNERS

- 📍 London
- £ Supported by Inflexion

Chambers and Partners is the world's leading legal ranking and insights intelligence company. For over 30 years, Chambers has differentiated the very best legal talent by identifying and ranking law firms and lawyers through an unrivalled research methodology, delivering rankings that truly reflect ability and talent. Chambers' in-depth research teams assess lawyers and law firms across more than 200 jurisdictions around the world, providing independent intelligence and market insight for when it really matters.

Inflexion acquired the organisation in March 2018 and immediately conducted a strategic audit and review; management was restructured, and significant investment was made in technology. The digital transformation from a physical to an online platform has reduced Chambers' carbon footprint and they remain committed to further reducing their carbon footprint and energy usage. ESG is a key focus in board meetings and forward plans.

Diversity and inclusion are a strong priority for Chambers, both internally and externally. Externally, diversity and inclusion are baked into the rankings with requirements to provide gender balance detail, references, and D&I statistics as part of the submission process.

International expansion has been important to Chambers and continued investment has driven product improvement and value creation, to support a shared ambition to scale and maintain independence and quality in their offering.

Learn more in our  
Vision 2022 video



# Chambers and Partners

London & South East

Special accolade

Medium

**Chambers**  
AND PARTNERS

**Tim Noble**  
CEO, said:

*"Inflexion are a very supportive partner and truly understand our growth ambitions. They have the tools to help us on our journey and their international presence and strong digital capabilities are particularly important to us."*

## **Judges comments:**

*Chambers and Partners has experienced significant growth since Inflexion's investment in the firm. Inflexion has driven the digital transformation and agenda and provided expertise in international expansion through its network and experience.*

Learn more in our  
Vision 2022 video



# Sterling Pharma Solutions

Midlands & East

Special accolade



Learn more in our  
Vision 2022 video

- 📍 Dudley
- £ Supported by GHO Capital

Large

**Sterling** 

Sterling Pharma Solutions was founded in 1969 and is a service provider to the pharmaceutical industry. It specialises in complex small molecule chemical synthesis, producing Active Pharmaceutical Ingredients (API) and High Potency (HPAPIs). Sterling supplies a diverse and international customer base from 5 sites, serving circa. 200 customers from the UK HQ in Dudley, with additional sites in Deeside (UK), Cork (Ireland), North Carolina and Wisconsin (US).

GHO Capital identified the opportunity to add scale, geography and capabilities through a well-defined transformational M&A strategy and, in 2019, invested to support the international expansion of Sterling. GHO was also able to support Sterling to invest in digital platforms to operate multiple sites in a uniform manner. Revenue grew by 61% in FY21 and by 58% in FY22 through new business wins, the expansion of the commercial team, the adoption of sophisticated commercial systems and by leveraging their solid reputation in the industry.

Post the GHO investment, Sterling focused on reducing its carbon footprint by investing in combined heat and power, purchasing gas to generate electricity, and by using wasted heat to generate steam. Sterling is ISO 14001 and 45001 credited and has also been awarded the gold Ecovadis rating.



# Sterling Pharma Solutions

Midlands & East

Special accolade



Learn more in our  
Vision 2022 video

Large

**Sterling**

## Kevin Cook

CEO, President and Board Member said:

*"2021 saw rapid growth of 20% at Sterling which is significant compared to the market growth rate. GHO's continued support drove significant progress including the acquisition of a service and science-focused antibody drug conjugation business. ESG initiatives remain high on the agenda, with the completion of a combined heat and power plant and the initiation of an anaerobic treatment facility, reducing the Sterling carbon footprint by 50%. The roll out of SAP across the network is driving the vision for uniformity across sites and business efficiencies. The partnership has delivered on our expectations and more."*

## Judges comments:

*Sterling has grown by more than 20% per annum over the last five years through organic growth alone. In comparison, the average market growth is around 7%. Sterling Pharma is a £billion+ valuation business with innovation being a strategic driver for growth.*



# Recognition

Yorkshire & North East

**iamproperty** (Supported by LDC)

**Rosemont Pharmaceuticals** (Supported by Inflexion)

Wales & South West

**Delio** (Supported by Development Bank of Wales)

North West

**Cloud Technology Solutions** (Supported by NorthEdge)

**Veincentre** (Supported by Palatine)

Midlands & East

**Reconomy Group** (Supported by EMK Capital)

Scotland

**BioAscent** (Supported by Maven Capital)

London & South East

**AgilityEco** (Supported by Bridges Fund Management)

**Anthesis** (Supported by Palatine)

**K2 Partnering Solutions** (Supported by Inflexion)

**Sparta Global** (Supported by Inflexion)





 Newcastle

 Supported by LDC

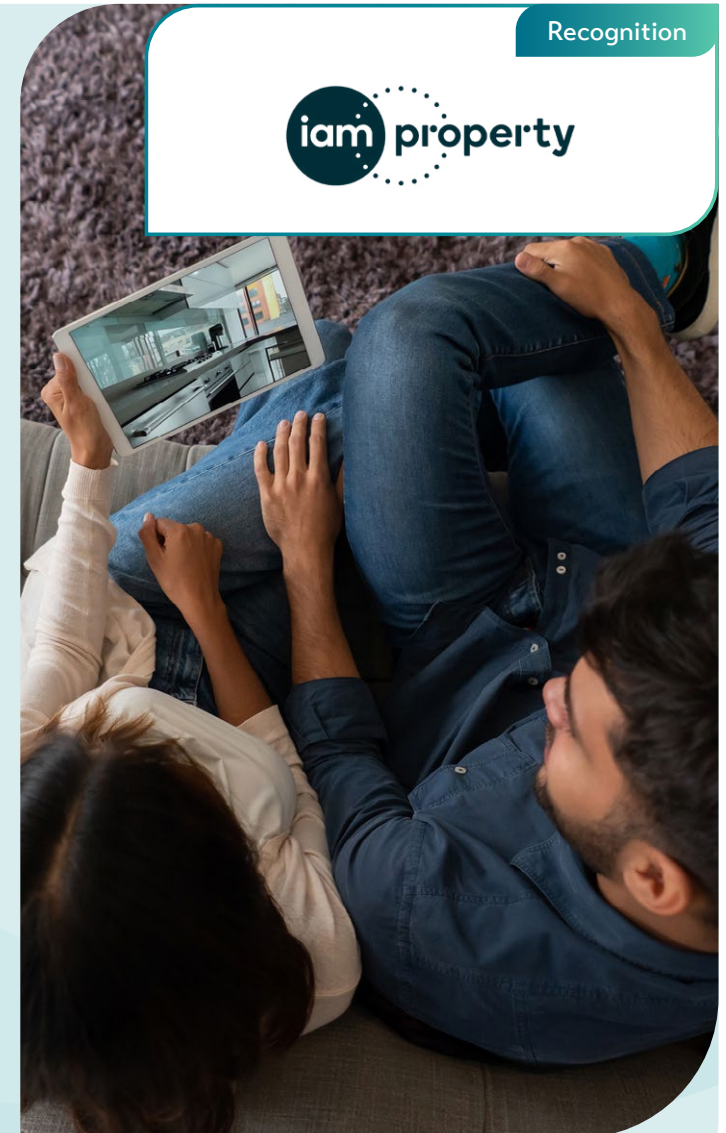
iamproperty Group is the UK's largest residential auction service and has been supported by private equity firm, LDC, since 2019. Its digital platform, which was expanded as a result of LDC's investment, allows a buyer to complete within 56 days with a less than 2% fall through rate – far in advance of the industry average of 125 days and 30% fall through rate.

The judges recognised iamproperty's strength as a great example of innovation, growth and adding value in a competitive and complex market.

**Michele Gettins**


CMO, said:

*"The investment has enabled us to grow at great scale and pace - one which we could never have imagined previously. Through this investment, we've been able to stay completely aligned to our corporate vision and values, working hard to modernise the UK property market, and continuing to add real value for our Partner Agents across the country."*



# Rosemont Pharmaceuticals


Yorkshire & North East

 Leeds

 Supported by Inflexion

Rosemont Pharmaceuticals is Europe's leading liquid pharmaceuticals business, producing medicines for patients suffering with swallowing difficulties, both in the UK and around the world. PE firm, Inflexion, purchased Rosemont from its parent company midway through 2020. With private equity funding and support, Rosemont has delivered rapid growth, opened a new state-of-the-art R&D facility at its site in Leeds, overhauled its IT systems and increased sales by 49%.

The judges praised Rosemont's success, which demonstrated what can be achieved across all areas of a business with new independence and new backing.

  
**Howard Taylor**  
CEO, said:

*"Bringing in Inflexion as an equity backer has given the management team at Rosemont, and the entire business, the resources, confidence, and freedom to stand on our own two feet and take the business to the next level."*

Recognition

Rosemont®  




# Delio

Wales & South West

📍 Cardiff

🏦 Supported by Development Bank of Wales

Delio is a high-growth SaaS business providing white-labelled private market technology solutions to financial institutions around the world. The company has been supported by the Development Bank of Wales since 2017 (and provided a second round of follow-on funding in 2020) and has further been backed by Maven Capital Partners and Octopus Ventures.

The judges recognised Delio as a great example of innovation and, specifically, employee growth. Headcount has doubled to 85 people in the last 3 years, creating fintech-focused jobs in the region and driving a start-up tech culture in Cardiff.

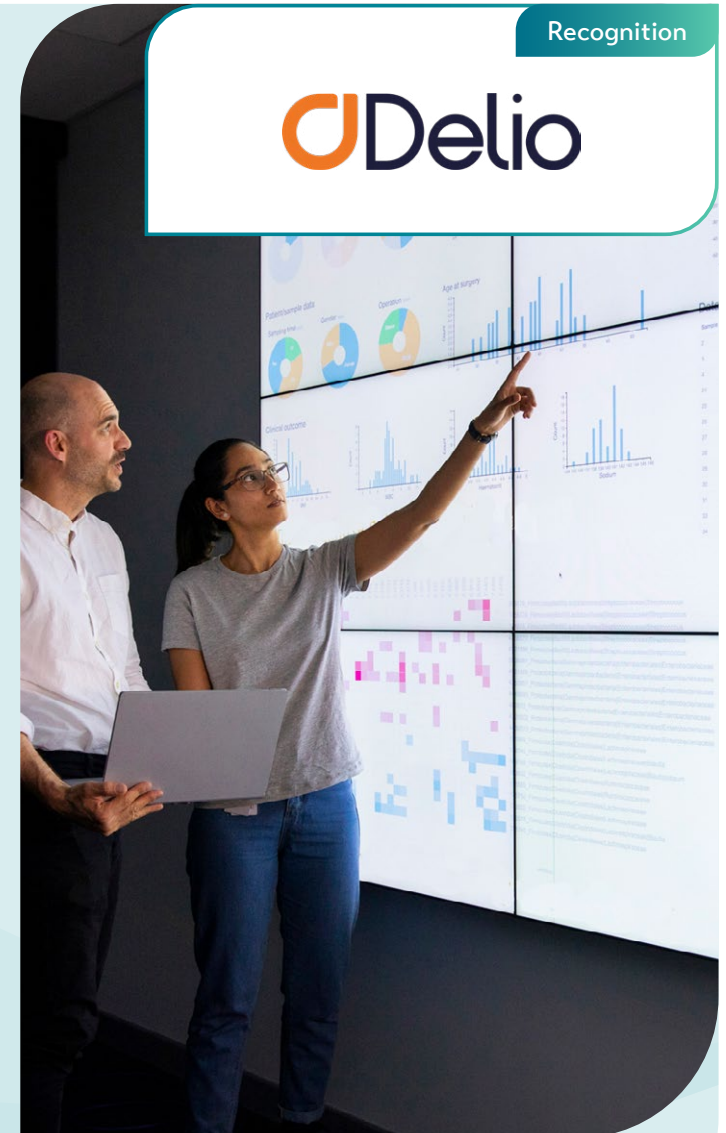
**Gareth Lewis**

Co-Founder and CEO, said:

*“The investment in Delio has reinforced the market opportunity we recognised, and it has been rewarding to receive external validation that the work we are doing is valuable. The combination of capital and expertise provided is crucial for the next stage of our growth journey.”*

Recognition


**Delio**



# Cloud Technology Solutions

North West

 Manchester

 Supported by NorthEdge

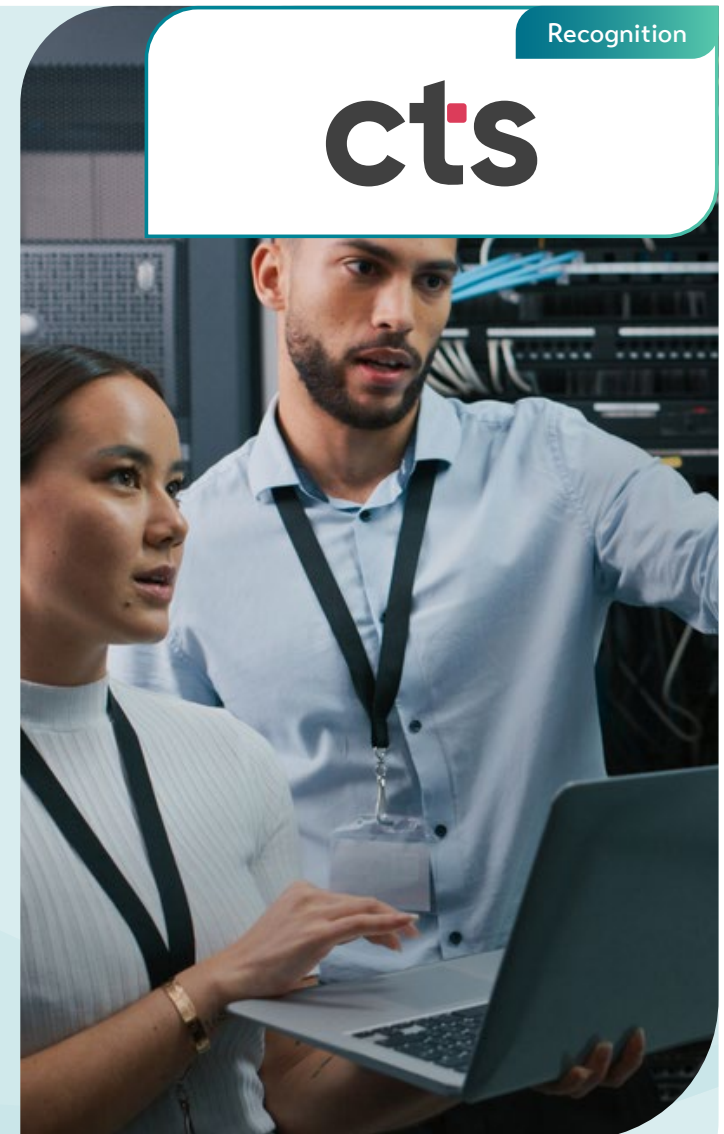
Cloud Technology Solutions, based in Manchester, is one of Google's largest dedicated cloud partners in Europe and along with its sister company, Cloud M, are global market leaders. The business has been supported by NorthEdge Capital since 2018.

The judges recognised CTS' remarkable growth in terms of turnover, EBITDA and employee head count. The company's robust and focused market positioning has helped CTS become both a European and global market leader with further significant potential for growth evident.

**James Daggart**

Co-Founder and Director, said:

*"Our close collaboration with NorthEdge has allowed us to focus on the business foundations along with being able to deliver our strategic growth initiatives. This is an exciting time to be in the cloud space and with support from NorthEdge, we are well placed to achieve further growth."*



📍 Stoke-on-Trent

🏦 Supported by Palatine

Veincentre, headquartered in Stoke-on-Trent, is the UK's largest specialist medical group focused on treating varicose veins and their causes. The company has been supported by Palatine's Impact Investment Fund since 2017 which has helped with the expansion of its physical footprint, taking the business from 6 to 22 clinics, whilst maintaining focus on affordable and high-quality care.

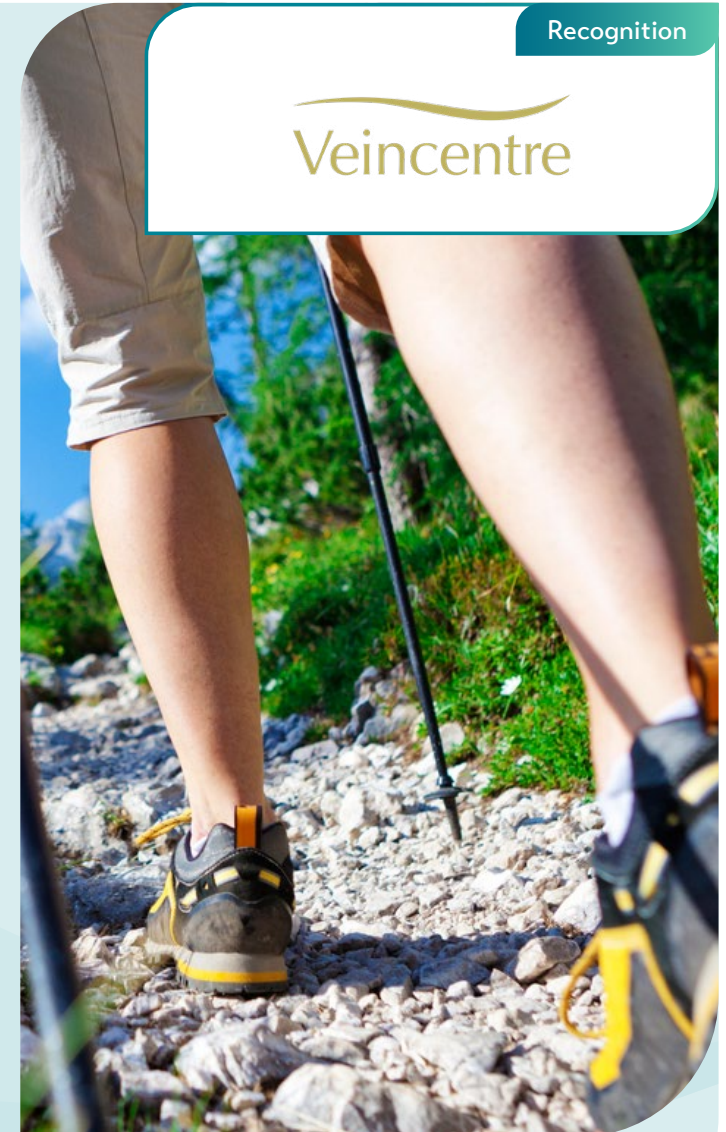
The judges recognised Veincentre for both incredible growth and a strong ESG agenda. The judges also noted Veincentre has an agreement in place with the NHS to provide services to NHS patients and, during Covid, was able to mobilise and provide flexible services for patients with long waiting times.

“**Maurice McLoughlin**  
CEO, said:

*“Palatine's investment in Veincentre allowed us to evolve from a family-run entrepreneurial business into the organisation we are today. They helped with our marketing approach by introducing us to external agencies, advised necessary changes to the management structure and encouraged continued investment in people.”*


Recognition


Veincentre



# Reconomy Group

Midlands & East

 Telford

 Supported by EMK Capital

Reconomy Group, based in Telford, is a provider of outsourced services such as waste and resource management, recycling, and environmental compliance. The Group have 26 global offices in over 80 countries and comprises three core divisions: recycle, comply and reuse. EMK Capital invested in 2017 to support the growth ambitions of Reconomy and recognised the immense opportunity to continue to digitise a conservative UK waste management industry.

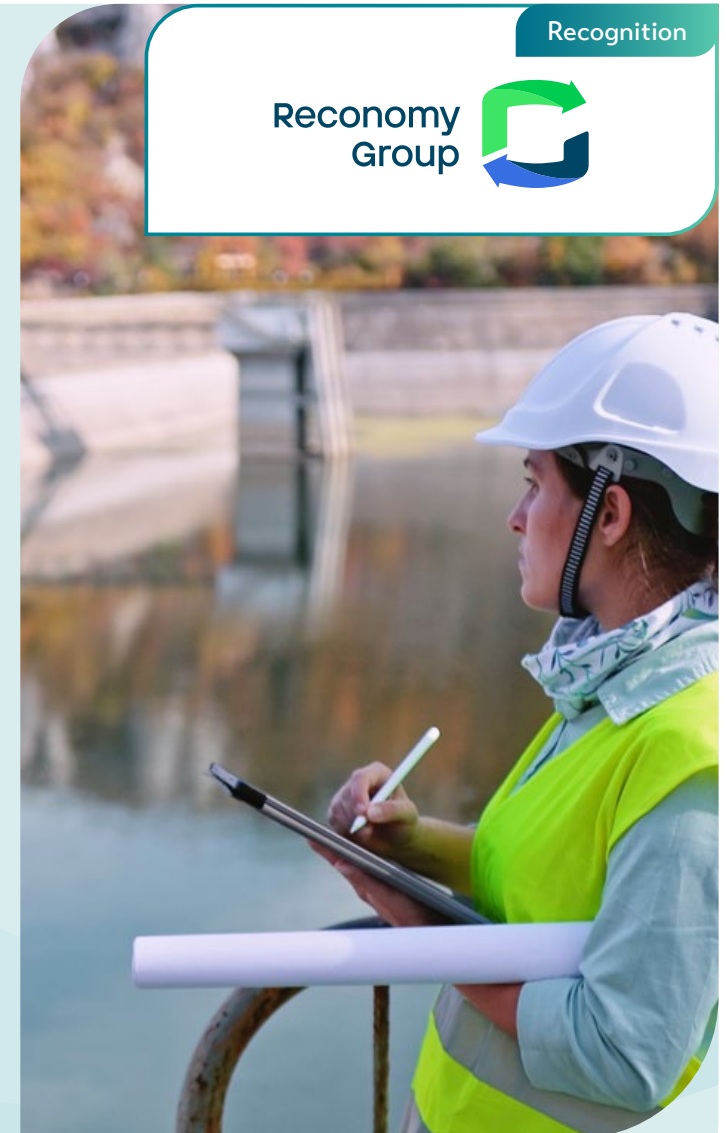
The judges recognised Reconomy as a significant disruptor in waste management and were impressed by the fact that it is rare to see a business of this scale in the regions. The creation of a unicorn in the waste management business, and Reconomy's obvious ESG credentials and commitments, were standout factors.

**Paul Cox**  
CEO, said:

*"We are all excited by the opportunity to work with EMK Capital as we embark on the next chapter of our growth story. We look forward to building upon our position as the undisputed UK market leader in outsourced waste management, and sustaining our high customer satisfaction & service levels, to even greater successes in the future."*

Recognition

Reconomy  
Group



📍 Motherwell

💰 Supported by Maven Capital

BioAscent, based in Motherwell, is a laboratory-based drug-discovery contract research organisation (CRO) supporting pharmaceutical companies, biotechs and academic groups across the globe. The company is a leading provider of integrated drug discovery services and expertise including medicinal and synthetic chemistry, computational chemistry and compound management.

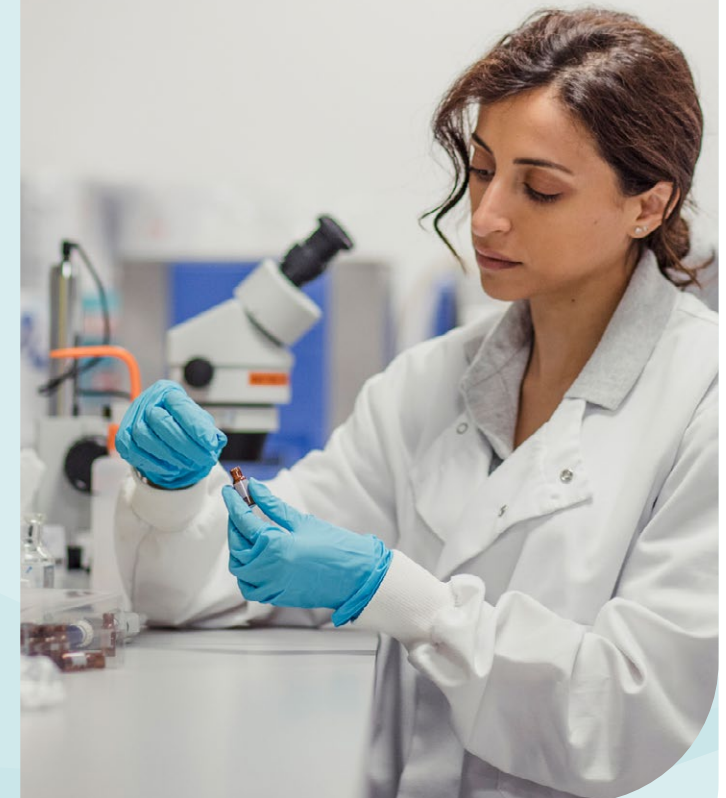
BioAscent was recognised for achieving incredible growth: the business doubled in revenue and tripled its headcount in the past couple of years. The judging panel noted that this was even more impressive given that they are competing against major global players in the contract research field. BioAscent's strong ESG agenda and its creation of high-quality jobs in Scotland was also a key factor in the judges' decision.

**Paul Smith**  
CEO, said:

*"The 2018 investment from Maven Capital was invaluable to our rapid growth: from access to personnel with industry expertise to their network. The investment allowed us to add additional biosciences and chemistry services to the existing compound management offering."*

Recognition

**bio:ascent**



📍 Sutton

🏠 Supported by Bridges Fund Management

AgilityEco's mission is to play a major role in eliminating fuel poverty, to deliver better outcomes for low income and vulnerable families and households, and to prepare Britain's homes for Net Zero. The company plans, manages and delivers innovative services to provide practical support with energy efficiency, utility bills, household finances and vulnerability, and has been supported by Bridges Evergreen since 2019.

The judges recognised AgilityEco's drive to deliver better outcomes for low income and vulnerable families and households, as well as its impressive ESG credentials and inspirational growth story. The company's aim, from a social point of view, was described as timely and that AgilityEco can only grow in value for society.

**Sharon Johnson**  
CEO, said:

*"As an active expert and strategic investor, Bridges has helped us to foster long-term growth and deliver our objectives around energy efficiency and fuel poverty services for people in need. This has already led to a significant increase in our social impact, and we aim to achieve more to support British households."*

Recognition

AgilityEco





# Anthesis

London & South East

📍 London

🏷️ Supported by Palatine

Founded in 2013, Anthesis has grown to become the world's largest group of dedicated sustainability experts with over 1,100 experts, operating across 40 countries, and covering the full scope of sustainability topics, from circular economy, energy, ESG, Net Zero, plastics & recycling science-based targets, to supplier engagement, climate risk, and transactions & finance.

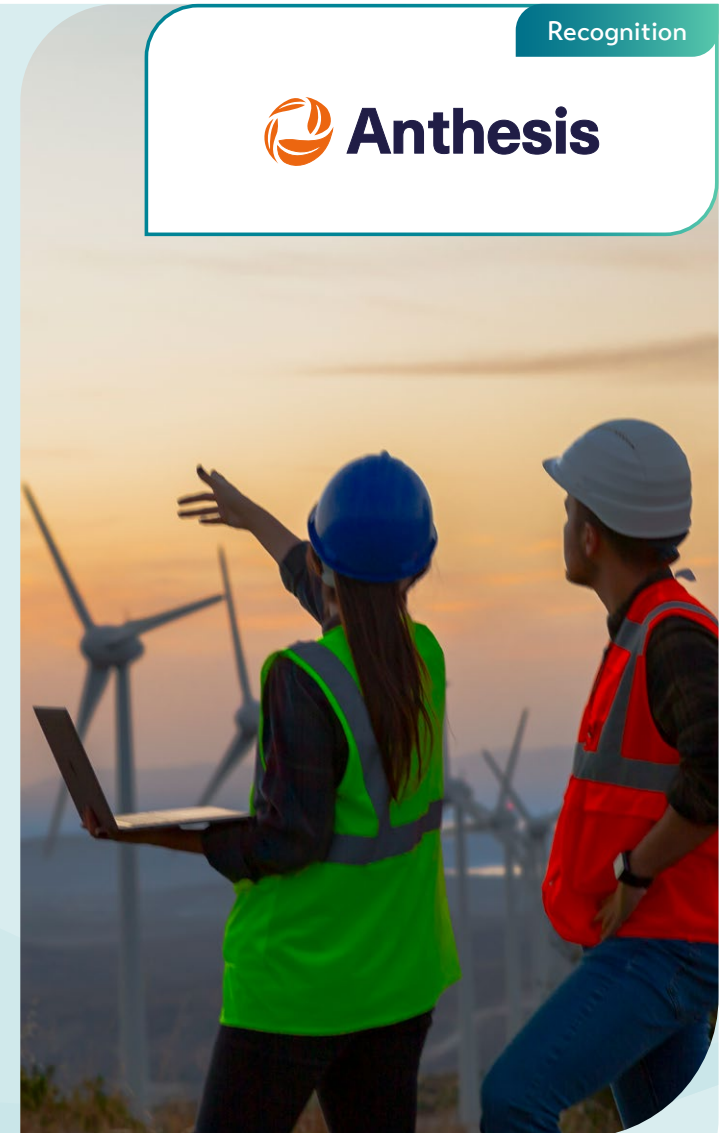
The judges recognised that Anthesis has grown to become the world's largest and premier specialist sustainability consultancy and how much of an achievement that is given the competitive sector the business represents. The company was also praised for its incredible growth and flagged as one with a bright future.

**Stuart McLachlan**

CEO and Co-Founder, said:

*"We are constantly looking at how we can scale our impact by helping our clients navigate through constraints, risks, and opportunities. Palatine understands that the way business repositions their brands and operations to become a force for good will determine future performance, or more relevantly, sustainable performance. People join Anthesis because they want to make an impact, and we all feel a part of this mission."*

Recognition



# K2 Partnering Solutions

London & South East

📍 London

💰 Supported by Inflexion

K2 Partnering Solutions was formed in 1997 to provide enterprise software consultants for projects around the world. K2's offering includes a wide range of services across three core pillars: consultative IT solutions, training and certifications and human cloud enablement. Inflexion originally invested in K2 in 2017 and has since supported the business to, among other things, expand regionally, establish a team dedicated to ESG and transition from a traditional talent and recruitment provider into a provider of full end-to-end human capital solutions.

The judges recognised K2 as a great growth story holding strong ESG credentials and its ambition to expand further internationally. It was said that the investment and support from Inflexion has supported K2's digital transformation and helped to capitalise on changing market dynamics.

**Antonio Gulino**

CEO, said:

*"The management support and capital investment from Inflexion has helped K2 to remain focussed on operational metrics and efficiencies. Inflexion's involvement has significantly driven our ability to scale internationally and realise our ambitions".*

Recognition



# Sparta Global

London & South East

📍 London

💷 Supported by Inflexion

Sparta Global addresses the acute shortage of technology workers by training graduates from across the UK and placing them in roles within businesses, as well as providing a 'retrain' service for candidates who are looking to move into technology as a profession. Inflexion invested in Sparta in 2020 and has since helped the business to create a formal board for robust financial reporting, achieve global expansion with the opening of additional offices, and focus heavily on D&I and ESG.

The judges recognised Sparta's very strong ESG angle and how it empowers underrepresented groups from less privileged backgrounds to train and find employment within the business and the wider Sparta Global client network. Its focus on D&I was also highly commended, as was its excellent growth in general.

**David Rai**

CEO and Co-Founder, said:

*"Inflexion has played a pivotal role in value creation within Sparta Global. The Inflexion team have assisted in the short-term with more robust structure and leadership guidance and they have helped to introduce us to new contacts and organisations that provide industry and sector specialism, to drive future planning and growth."*

Recognition

**SPARTA**  
GLOBAL



# Ones to watch

Yorkshire & North East

**Bloom** (Supported by BGF)

**Nova Pangaea** (Supported by Mercia and Par Equity)

**Realise** (Supported by Endless)

Wales & South West

**Character.com** (Supported by BGF)

**Hybrid** (Supported by LDC)

North West

**Wireless CCTV** (Supported by LDC)

Scotland

**Murgitroyd** (Supported by Sovereign Capital)

**The Lomond Group** (Supported by LDC)

London & South East

**Bright Network** (Supported by Maven Capital)

We will follow their journey supported by private capital.



# Bloom / Nova Pangaea

Yorkshire & North East

One to watch

**Bloom\***  
\*Opening up procurement®

📍 Gateshead

£ Supported by BGF

Bloom Procurement was founded in 2011 by Adam Jacobs and has a unique proposition as the only independent marketplace for the public sector to buy and manage contracts for various professional services. Bloom compliantly awards public sector contracts to its dynamic supplier base across a wide range of professional service categories and manages the process from start to finish. Bloom's fully compliant open access marketplace is outcomes-based, meaning the public sector only pays for what is delivered.

Bloom positions itself as a disruptor and innovator in the public sector supply chain and aims to create social value through empowering SME's, enabling them to bid for public sector work. Around 85% of its suppliers are SME's. Bloom has grown impressively in recent years, and has increased its revenue over six-fold between 2017 and 2021.

One to watch

  
**NOVAPANGAEA**  
TECHNOLOGIES

📍 Redcar

£ Supported by Mercia  
and Par Equity

Nova Pangaea Technologies (NPT) is a cleantech company based at Wilton International, Redcar, that has developed a proprietary patented process technology called REFNOVA. REFNOVA converts non-food derived biomass such as woody and agricultural residues into two high value sustainable products, NOVASUGAR and NOVACHAR. NOVASUGAR is fermented to bioethanol and is used as a drop in for advanced fuels such as sustainable aviation fuel (SAF).

NOVACHAR is a sustainable alternative to coke within the steel industry to create green steel and delivers a negative carbon process when used as a soil enhancer. This part of the process is considered carbon neutral. REFNOVA reduces the dependency on fossil-based products and delivers sustainable alternatives to enable Net Zero and global decarbonisation.



One to watch

Realise

📍 Sheffield

£ Supported by Endless

Realise is a longstanding training provider of apprenticeships and adult education training courses for large corporates, SMEs and public sector bodies. The business has been inspiring and progressing learners for 35 years and recently became an independent training provider, following a management buyout supported by the Enact Fund in October 2020. The buyout was a complex carve out from a larger corporate (Interserve).

Realise continue to make a positive contribution to communities and to the UK economy by delivering training to over 7,000 learners per annum. In 2022, Realise received 'Great Place to Work-Certified™ Company' status and was recognised as 'The apprenticeship provider of the year' at the FE Week & AELP AAC Apprenticeship Awards.



One to watch



📍 Swansea

£ Supported by BGF

Character.com is Europe's leading pure play online retailer of licenced apparel and accessories, focused on children. The business formed when founders Steve and Karen Hewitt began selling children's clothes online from their kitchen table and noticed items with characters on them were the best sellers. From fulfilling orders in their garage, Character.com has grown to a multi-award-winning company with an international customer base.

Character.com sells items via Amazon and its own website, with its products and 'Harry Bear' brand being successfully sold online by Next. Recently the business has begun trading with Walmart, with other listings in the pipeline with additional international retailers as the brand continues to grow.

One to watch

# Hybrid

📍 Bristol

£ Supported by LDC

Hybrid is a full-service media and creative agency specialising in Higher Education and Technology. Their 12 years' experience has helped the business build a global understanding of these sectors and how they are evolving. This is more important than ever following disruption caused by the pandemic.

Hybrid employs over 100 people, from research specialists to creatives, digital experts and editorial writers. The company is proud of the service they provide clients, and even more so of the inclusive, collaborative and inspiring culture across their three offices in Sydney, Bristol and Kuala Lumpur. With the recent investment, Hybrid can offer greater reach and expertise whilst maintaining a personal 'small' agency feel, with client needs at the forefront of their service.





# Wireless CCTV

North West

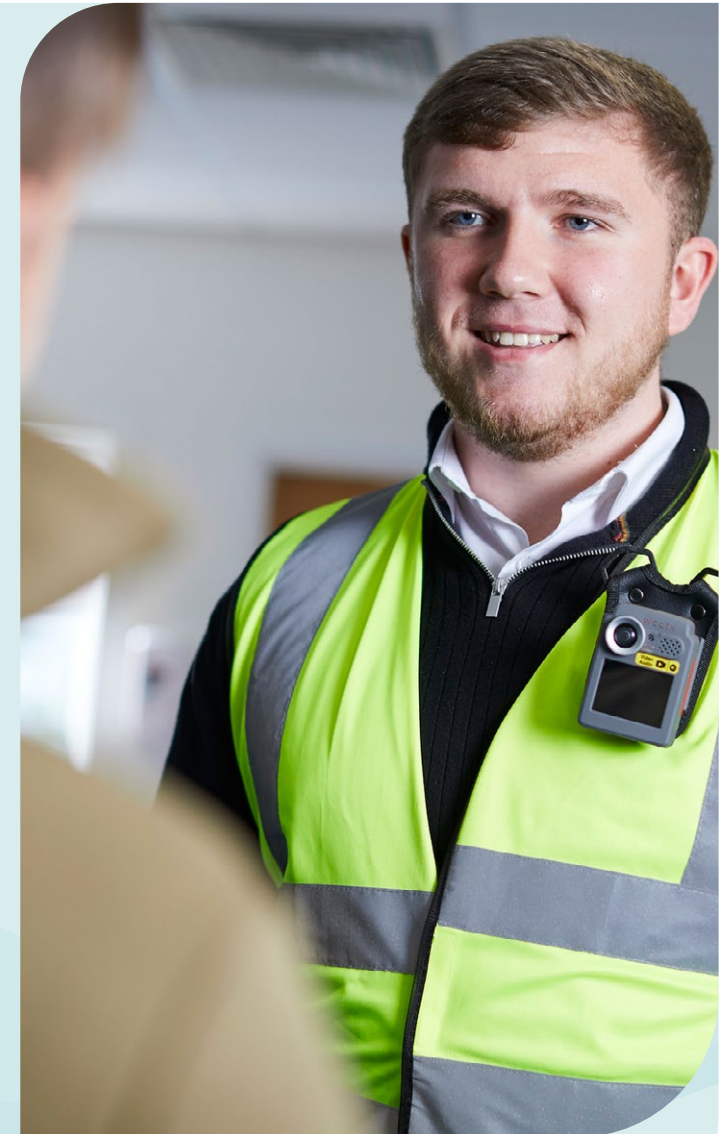
One to watch



-  Rochdale
-  Supported by LDC

WCCTV is the UK's leading Equipment as a Service provider of wireless surveillance products including redeployable CCTV, site security solutions and body worn cameras, all transmitting live and recorded images over 4 and 5G networks, satellite, Wi-Fi and broadband. WCCTV's products are utilised by the infrastructure, utilities, retail, transport and construction sectors, along with local authorities and housing associations across the UK and the US. This includes a revolutionary new SOS system – found across Nottingham to support their Safer Streets initiative which allows a person to instantly connect with a local police control room.

WCCTV operate B2B only and manufacture all their equipment either internally or using local supply chain manufacturers utilising WCCTV's intellectual property.






# Murgitroyd / The Lomond Group

Scotland

One to watch

 MURGITROYD



-  Aberdeen
-  Supported by Sovereign Capital

Murgitroyd is a leading provider of IP services, delivering patent and trade mark legal advice with a breadth of IP support services. The business employs circa. 450 staff and is one of the largest groups of patent and trade mark attorneys in Europe with a network of 23 offices in countries including UK, US, Germany, France, Italy, Ireland, Finland, China and Central America.

Murgitroyd provides an integrated attorney led offering and has been developing its global presence, service offering and tech enabled capabilities against a backdrop of increasing complexity of multi-jurisdictional IP generation and protection. The company has expanded both organically and through a series of bolt on acquisitions. The business was started with the vision of creating a commercially focussed IP services firm providing excellent client service, positioned as a trusted advisor to its clients.

One to watch

 THE LOMOND GROUP

-  Edinburgh
-  Supported by LDC

The Lomond Group was formed in early 2021, after the merger of two powerhouses in the property sector, Lomond Capital and Linley & Simpson, to create a network of market-leading lettings and estate agents.

The Lomond Group currently operates in Aberdeen, Birmingham, Brighton, Edinburgh, Hull, Leeds, Manchester, Sheffield and York. The firm has grand ambitions for immediate and sustained growth in both existing and new regions across the UK. The business brings together some of the UK's strongest high street lettings and estate agency brands and is centred around making the property journey as seamless and profitable as possible for their clients.



# Bright Network

London & South East

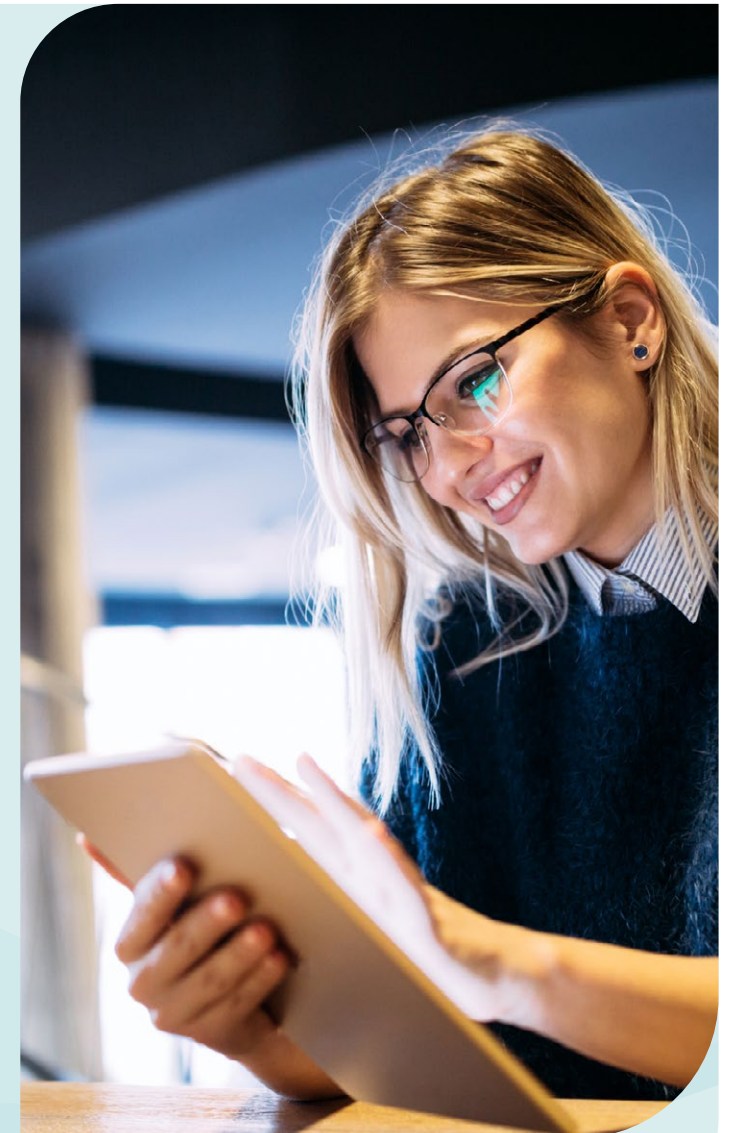
One to watch

**BRIGHT**  
NETWORK

- 📍 London
- 💷 Supported by Maven Capital

Bright Network is an “HR Tech” platform designed to enable leading employers to reach, identify and recruit high quality graduates and young professionals. The platform currently supports a network of 600,000+ high calibre candidates and has 300+ leading employers within its customer base. The firm’s clients include many blue-chip clients, who utilise Bright’s services to fill annual intern and graduate recruitment scheme places, as well as deliver more bespoke recruitment requirements.

Proprietary data analytics and machine learning is utilised to continuously improve identification of the best-suited talent to each employer, with platform analysis of over 100 million pieces of data on a new generation of young professionals.





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