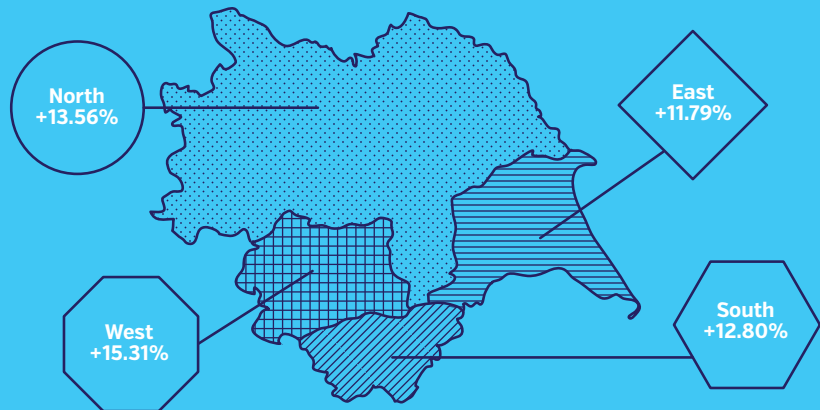


## TOP 10 INDUSTRIES BY PROFIT

## SUB-REGION BY TURNOVER

	2018 £'000	2017 £'000	Movement %
North	209,489	184,476	13.56%
South	530,834	470,616	12.80%
East	310,363	277,633	11.79%
West	1,061,189	920,324	15.31%



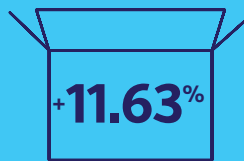
**Manufacturing**  
2017: 4,345  
2018: 4,676

**Services**  
2017: 3,207  
2018: 3,695

**Wholesale**  
2017: 817  
2018: 912

**Retail**  
2017: 878  
2018: 1,000

## PEOPLE EMPLOYED BY SECTOR



	2018 Count	2017 Count	Movement %
Manufacturing	4,676	4,345	7.62%
Retail	1,000	878	13.90%
Services	3,695	3,207	15.22%
Wholesale	912	817	11.63%

	2018 £'000	2017 £'000	Growth/ [Decline] %
<b>Total</b>			
Turnover	2,111,874	1,853,049	13.97%
Profit before tax	352,022	266,728	31.98%
Number of employees	10,699	9,639	11.00%

Net profit up by  
**31.98%**

Turnover up by  
**13.97%**

# An outstanding performance by yorkshire's top 100 SMEs

I am delighted to report yet another year of outstanding performance from the Top 100 SMEs in the region. As usual in this survey, there are significant changes in the makeup of the Top 100, so rather than a direct comparison between the years, it gives us more of a general indication of regional performance, and it's looking very positive.

With a total turnover increase of 14%, and more importantly a 32% increase in profit before tax, employment is also on the up with an 11% increase. In total, Yorkshire's Top 100 SMEs now employ 10.6k people.

What is also encouraging is that these figures cover a period that included the initial shock waves brought about by the Brexit vote in June 2016. The significant impact on exchange rates that followed the vote benefitted exporting businesses, but those with an import element were hit hard by the increase in raw material costs which were often difficult to immediately pass on to customers.

A large proportion of those businesses falling out of the table cited Brexit for hurting their performance. In the future it will be interesting to see whether it will reverse the impressive performance of those firms operating within the service industry for example, if the larger corporations consider a move into mainland Europe, but only time will tell.

The service industry actually experienced the highest levels of growth, with a £37m increase in profit before tax, and increase in employees of 488. This was followed by the wholesale, manufacturing and retail sectors respectively.

The survey shows there are plenty of new businesses qualifying for the Top 100, with half the companies making the list for the first time, 13 of which are due to the new size limit definition of an SME, so this year's table therefore captures larger companies in the region. Manufacturing firm Benjn R Vickers & Sons, which makes lubricants, falls into this category and takes the top spot this year.

All of the top 10 businesses from last year remain in the table, with one of those companies moving up the ranks – Silkstone Finance Limited. Businesses from the manufacturing sector dominate the top four slots and there are 31 manufacturing firms in total included in the Top 100. 44 services businesses feature, with the highest placed being Pure Retirement Ltd in seventh place, and there are 11 wholesale businesses, with A-Fax Limited being ranked the highest in its sector in fifth place. The retail sector has the smallest representation, with just nine businesses making it into the Top 100, but the fashion shop Joe Browns, which has recently opened in Meadowhall shopping centre in Sheffield, has secured a high level position in eleventh place.

The overall results generated by all of the Top 100 companies in this year's table combine to create a hugely impressive level of growth and employment, despite uncontrollable factors like Brexit, and we are confident that our region's SMEs will continue to adapt to any future challenges that lay ahead to keep on delivering such outstanding results.



**Lisa Leighton**  
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# Yorkshire is a land of opportunity for business

Our latest Top 100 table is made up of a vast range of SMEs, involved in all types of business activities, from cosmetic wholesalers to casino operators and holiday parks to professional service firms, which ultimately reinforces what a fantastic place Yorkshire is to do business in.

All these SMEs clearly take pride in what they do and deliver quality products and services, as well as innovating when it comes to product Research and Development (R&D), which is an area where forward thinking companies, that arm themselves with good advice, continue to benefit from generous tax breaks. Similarly, businesses investing in new plant and machinery can take advantage of further tax relief in the form of Annual Investment Allowance (AIA). BHP has secured more than £13million in R&D tax relief for businesses in the last 5 years. However, it's estimated that approximately half of SMEs that are eligible for these tax breaks fail to take advantage of them.

One part of Yorkshire that is certainly seeing its fair share of technology investment is the Advanced Manufacturing Park near Rotherham,

which is flying high after work recently got underway on Boeing's new production facility, as well as a £50 million factory for McLaren. The supercar firm estimate that the factory, which will produce carbon fibre chassis for its cars, will create 200 jobs once it's fully operational in 2019 and will generate approximately £100 million for the regional economy and its supply chain over the next decade.

Equally Leeds is also creating its own specialist area of expertise, quickly establishing a reputation as a key digital hub both in Yorkshire and beyond. The city is now widely recognised as one of the best places in the UK to carve out a digital career and already employs more than 23,000 people within the sector.

This push to continually make improvements, find better ways of doing things and establish areas of expertise can be characterised by the grit and determination commonly associated with Yorkshire folk. Plus, when this is combined with the opportunities that the county continually presents and nurtures, it's undoubtedly a wonderful place for businesses to thrive and prosper.

One such opportunity could be a historic devolution deal for Yorkshire. We're now in a position where 18 of Yorkshire's local councils are committed to a 'One Yorkshire' plan, whilst Sheffield and Rotherham have already reached their own agreement, although it's yet to be implemented.

Looking at other key UK cities that have successfully elected mayors and devolved both power and funding, including Birmingham and Manchester, it's clear there could be major benefits for Yorkshire. The county's economy is currently worth an estimated £110billion and supporters of such an agreement say this could climb to £200billion in 30 years, if a deal can be agreed, which makes it difficult to ignore.



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## Alternative exit options

A strategy to realise the capital value built up in a business is essential for all owners, no matter the size of the company.

There are a breadth of options available to realise capital value - the most recognised being a trade sale or a sale to a management buy-out team. But there are other choices too - a middle ground which doesn't necessarily involve a full exit and therefore may appeal to owners at different stages of the business lifecycle.

One such option might be for a business owner whose company is on a strong growth path to de-risk their personal position. They could realise, in cash, some of the value they have built up in the company whilst at the same time retaining a significant shareholding to allow them to benefit from any uplift in future value.

Another scenario could involve the retirement of a business partner or

family member. This could be achieved by sourcing an investor who is keen to support the transaction, as well as the future direction of the business with both finance and expertise. This might also afford an opportunity to incentivise members of the second tier management team, by bringing them into the equity.

There is a significant amount of private capital available looking for a 'good home'. Thus, for SMEs like those in the Top 100, there are plenty of opportunities. The capital available comes in many different forms and can be used to support an ever-growing range of possible transactions, now more so than ever before. It's therefore a good time to explore the routes available by working with corporate finance and tax advisors to help put in place structures which provide a successful outcome for the shareholders.

Some business owners may be reluctant to engage with providers of capital as it means bringing in a third party, but in our experience, many such providers are patient, intelligent investors who work hard to support the investee company. They generally provide oversight and strategic assistance as well as opening up their network to the business owner to support growth and business development. This route isn't right for everyone, but there is often a suitable solution out there, and finding the right individuals to be involved with your business is as important as finding the right capital solution.



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2018 Rank	2017 Rank	Company name	Latest accounts	Location	Region	Activity	2018 Profit/ (loss) £ '000	2017 Profit/ (loss) £ '000	2018 Turnover £ '000	2017 Turnover £ '000	2018 No. of staff	2017 No. of staff
1		Benjn.R.Vickers & Sons	31/10/16	Leeds	West Yorkshire	Development and manufacture of technical lubricants for use in textile and marine industries	7,999	8,747	27,136	31,738	61	60
2	10	Silkstone Finance	31/05/16	Barnsley	South Yorkshire	Manufacture of furniture systems	7,470	4,377	41,659	25,194	216	184
3	1	Sewtec	28/02/17	Dewsbury	West Yorkshire	Design and build of special purpose machinery to blue chip companies	6,795	11,361	15,997	21,888	71	72
4		The Abbey Group UK	31/10/16	Sheffield	South Yorkshire	Production, treatment and forging of steel	6,221	8,512	22,274	29,683	178	209
5	76	A-Fax	31/12/16	Elland	West Yorkshire	The sale of building protection and safety products	5,867	2,280	29,292	19,670	223	160
6	2	EOF	31/01/17	Goole	Humberside	Manufacturing of office furniture	5,855	7,603	18,782	20,487	134	130
7	33	Pure Retirement	31/12/16	Leeds	West Yorkshire	Lender, administrator & servicer of home loan mortgage contracts	5,736	3,057	15,874	8,735	42	27
8	6	Haywood And Padgett	31/10/16	Barnsley	South Yorkshire	Production of wholesale bakery products	5,527	4,531	25,122	23,241	149	138
9	39	S Harrison Group	31/12/16	York	North Yorkshire	Land and property development and construction	5,266	2,823	31,747	17,658	10	11
10	7	Cardale Asset Management	30/09/17	Harrogate	North Yorkshire	Provision of investment management services	5,248	4,472	10,626	9,295	54	51
11		JOE Browns	30/06/16	Leeds	West Yorkshire	Fashion and related goods	4,835	3,825	28,072	25,988	97	97
12	3	Construction Marine	30/09/16	Leeds	West Yorkshire	Infrastructure civil engineering contractors and asset managers involved in the design and construction of rail, water, environmental and coastal structures	4,824	4,974	31,388	22,673	189	160
13	44	Altia	30/09/17	Goole	Humberside	Supply of decorative aggregates paving and associated garden products	4,654	4,185	23,605	19,027	93	77
14	12	Glass Recycling (UK)	30/09/16	Barnsley	South Yorkshire	Recovery and treatment of waste products	4,577	4,149	13,139	14,586	59	58
15	5	Econ Engineering	31/03/17	Ripon	North Yorkshire	Manufacture of commercial vehicles for highway maintenance	4,564	4,635	26,471	25,341	204	188
16		Skipton Properties	30/06/16	Keighley	West Yorkshire	Property developers	4,547	1,084	20,178	21,233	57	55
17		Moorhen Holdings	30/06/16	Chesterfield	Derbyshire	Roofing and cladding material manufacturers and distributors	4,508	1,894	28,550	24,054	64	50
18		Woodlands Homecare (Group)	30/11/16	Leeds	West Yorkshire	Sale of timber buildings	4,435	3,337	18,179	16,469	99	98
19		Collett Holdings	31/03/17	Halifax	West Yorkshire	Haulage company	4,431		24,590		128	
20	24	Penmoor U K	31/01/17	Huddersfield	West Yorkshire	Supply of soft drinks and plastic bottles	4,392	3,261	21,766	16,471	65	63
21		Morley Waste Traders	31/01/17	Leeds	West Yorkshire	Wholesale of metallic waste materials	4,322	-355	35,871	31,539	110	108
22		J & R Naylor	31/07/16	Leeds	West Yorkshire	Money lending services	4,294	2,335	12,930	12,587	56	56
23	49	Global Autocare	28/02/17	Leeds	West Yorkshire	Vehicle repairs and contract hire	4,161	2,668	21,377	16,272	82	76
24	9	Keigar Homes	31/03/17	Barton	Humberside	Residential housing developers	4,113	4,381	15,352	17,593	56	53
25		TGW (Holdings)	31/03/17	Sheffield	South Yorkshire	Machine knife manufacturers and factors	4,101	-130	17,360	15,593	165	174
26	22	Clee Hill Plant	31/12/16	Chesterfield	Derbyshire	Plant for hire to the civil engineering industry	4,079	3,402	17,971	17,046	187	175
27		Thos. Bentley & Son	01/10/16	Leeds	West Yorkshire	Property holding and the provision of management services	3,973	1,033	18,725	18,184	82	78
28	8	The Harris Group	31/07/16	Wakefield	West Yorkshire	Architectural consultants	3,969	4,452	11,168	10,532	137	117
29		Evolution Power Tools	31/12/16	Sheffield	South Yorkshire	Design and distribution of power tools	3,942	2,069	30,453	28,065	81	81
30	61	Peaspring	31/12/16	Keighley	West Yorkshire	Manufacture and wholesale of clothing & fabric, together with worsted spinning	3,929	2,556	26,252	25,038	113	104
31		Wild Life Group	30/11/16	Doncaster	South Yorkshire	General commercial activities	3,820	3,448	11,978	10,316	213	160
32	31	Cyden Homes	31/10/16	Grimsby	Humberside	Property and land development and management	3,665	3,087	18,844	13,948	33	32
33	15	Bramall Properties	31/12/16	Harrogate	North Yorkshire	Property investment and arable farming	3,639	3,749	5,801	9,735	8	8
34		Sweet Squared	31/03/17	Leeds	West Yorkshire	Beauty and cosmetic wholesalers	3,630	4,354	16,064	16,000	57	50
35	91	John Horsfall & Sons(Greetland)	31/12/16	Huddersfield	West Yorkshire	Blanket and textile manufacturers and blade and wire for the carpet industry	3,424	2,039	19,044	15,236	44	45
36		Leeds Commercial	30/09/16	Leeds	West Yorkshire	Vehicle hire	3,422	2,753	30,892	30,615	152	152
37	41	Wooltex U.K.	31/12/16	Huddersfield	West Yorkshire	Textile weaving	3,387	2,803	22,658	20,221	103	81
38	50	Flower of May Holiday Parks	31/10/16	Bridlington	Humberside	Caravan and camping holiday parks	3,369	2,663	12,323	10,295	89	87
39	37	Morco Products	31/03/17	Beverly	Humberside	Import and distribution of gas water heating and central heating equipment	3,365	2,879	14,837	13,676	18	18
40		Atlas Leisure Homes	30/09/16	Hull	Humberside	Manufacture and sale of caravans	3,319	1,750	33,088	26,156	256	191
41		J.S.R. Farms	30/06/17	Driffield	Humberside	Arable and pig farming	3,292	-402	32,131	27,029	161	155
42	88	High Grove Beds	31/12/16	Liversedge	West Yorkshire	Bed manufacture	3,288	2,126	21,559	20,641	273	216
43		Mosaic Print Management	31/07/16	Leeds	West Yorkshire	Print management and design	3,256	2,450	30,953	41,252	52	67
44		Woolley Bros	31/12/16	Sheffield	South Yorkshire	Slaughter of cattle and supply of beef	3,244	1,634	41,619	41,778	96	92
45	19	G.R. Electrical Services	30/04/17	Leeds	West Yorkshire	Manufacture of electrical switchgear and control panels	3,217	3,587	10,738	11,154	49	49
46	40	Emsley Brothers	31/12/16	Harrogate	North Yorkshire	Provision of craneage services	3,215	2,805	10,120	10,160	68	69
47		Sigma GRP	31/12/16	Castleford	West Yorkshire	Supply chain solution	3,214	1,883	39,682	21,643	206	159
48	27	East Coast Construction [N.E.]	30/04/16	Hull	Humberside	Construction, civil engineering and groundwork contracting	3,169	1,686	18,574	15,048	9	7
49	46	Paw	30/09/16	Skipton	North Yorkshire	Structural engineers	3,161	2,695	22,449	15,881	104	73
50		Saul Construction	31/03/17	Barnsley	South Yorkshire	Building and civil engineering contractors	3,160	1,986	11,275	9,215	64	73

2018 Rank	2017 Rank	Company name	Latest accounts	Location	Region	Activity	2018 Profit/ (loss) £ '000	2017 Profit/ (loss) £ '000	2018 Turnover £ '000	2017 Turnover £ '000	2018 No. of staff	2017 No. of staff
51	63	P V H	31/05/16	Goole	Humberside	Property letting and the management	3,035	2,436	18,817	23,689	26	22
52		Lord & Midgley	31/01/17	Hull	Humberside	Metallic waste materials	3,028	84	24,871	22,081	49	48
53		J. W. Sivil	31/08/16	Dronfield	Derbyshire	Construction of commercial buildings	2,998	1,855	18,934	14,057	11	12
54		Clarion Solicitors	31/05/16	Leeds	West Yorkshire	Professional legal services	2,997	1,404	10,354	8,287	119	112
55	17	Hague Print Media Supplies	31/12/16	Normanton	West Yorkshire	General commercial activity	2,976	3,690	18,024	16,168	73	47
56		Ingenuity Digital	31/12/16	Harrogate	North Yorkshire	Website development & digital marketing	2,967	967	10,506	4,658	127	120
57	34	K And C Love	31/03/16	Selby	North Yorkshire	Plant hire	2,954	3,018	10,291	8,749	44	37
58		Clear Line	31/03/17	Sheffield	South Yorkshire	Installation and maintenance of curtain wall facades	2,949	730	20,138	10,542	44	31
59	57	Platinum Rails	31/03/17	Huddersfield	West Yorkshire	Manufacture distribution and service of stairlifts	2,929	2,668	16,528	14,488	132	115
60		Cassellie	31/12/16	Leeds	West Yorkshire	Sale of bathroom products	2,920	1,888	26,415	18,615	77	44
61		Bakhold UK	31/12/16	Pudsey	West Yorkshire	Operation franchised o2 mobile phone store	2,915	2,365	25,221	23,656	160	150
62		Advanced Alloy Services	31/12/16	York	North Yorkshire	Purchase, sale and processing of metals and alloys	2,902	1,796	27,606	27,312	27	26
63		Napoleons Leisure	30/09/16	Sheffield	South Yorkshire	Casino	2,888	936	14,158	10,046	176	172
64	85	Strawson Group Investments	28/02/17	Retford	Nottinghamshire	Property investment	2,883	5,611	3,625	3,163	3	5
65		Solina UK Trading	25/06/16	Elland	West Yorkshire	Manufacture of premium, short shelf life sauces	2,882	663	20,639	21,249	143	160
66		Prestigious Textiles	31/08/16	Bradford	West Yorkshire	Conversion of furnishing fabrics	2,878	3,090	29,600	30,194	112	106
67		Capital Refractories	30/11/16	Chesterfield	Derbyshire	Manufacture and sale of refractory materials and related products	2,815	1,815	28,011	24,630	246	237
68		Techbuyer	30/09/16	Harrogate	North Yorkshire	Buying refurbishing and selling of data centre equipment operating	2,809	1,734	17,241	14,127	39	27
69	35	Cidon Group (UK)	28/02/17	Barnsley	South Yorkshire	Management activities of holding companies	2,797	2,921	15,512	17,701	41	43
70	38	Timothy Taylor & Co.	30/09/16	Keighley	West Yorkshire	Brewing and pub management	2,783	2,830	21,637	21,334	120	109
71	99	Zenith International Freight	31/03/17	Bradford	West Yorkshire	Freight forwarding	2,780	1,928	35,017	33,574	23	25
72		Status International (UK)	31/07/16	Cleckheaton	West Yorkshire	Sale of electrical products	2,778	2,024	31,855	25,255	71	64
73	68	Sargent Electrical Services	30/11/16	Beverley	Humberside	Design, supply and manufacture of electrical and electronic assemblies	2,778	2,360	15,372	13,065	141	127
74	4	Melett	31/05/16	Barnsley	South Yorkshire	Development, manufacture and supply of turbocharger repair parts	2,759	4,638	23,352	23,181	182	127
75		Beverley Funerals	31/07/16	Beverley	Humberside	Funerals and related services	2,749	1,681	17,457	13,773	107	78
76		Smith Brothers (Contracting)	31/07/16	Elland	West Yorkshire	Installation of heavy duty electrical cabling and transformers switchgear	2,737	537	26,846	9,986	57	38
77		Ronald Hull Jnr.	31/01/17	Rotherham	South Yorkshire	Property investment, metal merchants, demolition and excavation contractors	2,737	1,927	24,482	19,106	147	130
78	51	Astonish	31/05/17	Bradford	West Yorkshire	Manufacture of cleaning chemicals and materials	2,736	2,646	16,917	16,353	72	73
79		Family Connect	30/11/16	Skipton	North Yorkshire	Retail sale	2,718	2,061	13,650	10,692	81	65
80	32	Arena Group	30/09/16	Wakefield	West Yorkshire	Electronic document management and IT solutions for business	2,718	3,068	19,620	19,030	161	160
81	92	Dearnside Fabrications	31/03/17	Sheffield	South Yorkshire	Metal fabricators	2,714	2,030	14,231	13,604	103	102
82	55	Diagmed Healthcare	30/11/16	Thirsk	North Yorkshire	Supply of pharmaceuticals principally to local health authorities	2,693	2,620	15,199	14,002	40	38
83	74	Robinson Healthcare Group	30/06/17	Worksop	Nottinghamshire	Manufacture of personal hygiene, healthcare and veterinary products and medical devices	2,680	2,737	23,029	22,038	171	174
84	77	Yorkwold Pigpro	28/02/17	Driffild	Humberside	Pig farming	2,663	2,277	19,320	20,371	73	71
85		H. B. Projects	28/02/17	Bradford	West Yorkshire	Provision of project and construction management	2,660	366	67,320	41,812	184	157
86		Caravan Guard	31/03/17	Halifax	West Yorkshire	Sale of caravan and general insurance	2,585	1,892	8,583	7,791	111	111
87		Adgm	28/12/16	Holmfirth	West Yorkshire	Leading providers of specialist drilling services in west Africa	2,571	956	16,545	11,150	298	276
88	58	Abraham Moon	31/12/16	Leeds	West Yorkshire	Woollen manufacture	2,561	2,605	20,948	21,184	242	220
89		Excel Parking Services	30/04/16	Sheffield	South Yorkshire	Management of car parking facilities	2,560	1,111	15,220	13,699	334	319
90		UK Thermos	31/12/16	Leeds	West Yorkshire	Distribution of housewares	2,531	1,469	16,857	15,039	26	28
91		Haughton Textiles	31/12/16	Barnsley	South Yorkshire	Manufacturing, processing and distribution of textile products	2,500	2,000	23,900	21,700	235	229
92		i'anson Bros.	30/06/16	Ripon	North Yorkshire	Manufacture of animal feed stuffs	2,480	1,618	30,231	32,746	73	72
93		lukh	31/07/16	Huddersfield	West Yorkshire	Leisure contractors	2,433	1,551	29,510	25,645	79	66
94	70	Phoenox Textiles	31/12/16	Huddersfield	West Yorkshire	Manufacture and sale of floor coverings and home furnishings	2,425	2,346	9,608	8,936	80	70
95	84	Go Green	31/12/16	Doncaster	South Yorkshire	Waste management brokers	2,412	2,174	22,907	19,206	85	71
96		Eshton	31/03/17	Leeds	West Yorkshire	Property development	2,409	3,600	13,806	27,094	4	3
97	79	Nationwide Retail Systems	31/12/16	Barnsley	South Yorkshire	Sale of cashless catering management systems	2,385	2,257	6,563	6,108		
98	47	Holmfirth Dyers	30/09/16	Holmfirth	West Yorkshire	Textile fabric dyers and finishers	2,375	2,693	7,370	7,560	72	72
99		B.W. Industries	31/01/17	Bridlington	Humberside	Supply of pressed and rolled metal sections	2,366	1,750	19,914	18,578	133	125
100		Reliance RG	31/03/17	Huddersfield	West Yorkshire	Manufacture and distribution of high performance electro mechanical sub systems and specialist mechatronic components	2,338	1,812	21,584	20,146	228	231

#### Notes on Top 100 SMEs Yorkshire

Results finalised 16/1/18  
 Figures compiled by BHP Chartered Accountants using latest published financial information at the time of carrying out this survey filed at Companies House and financial data provided by Bureau van Dijk's Fame. To qualify for inclusion, businesses must: • be an independent company OR the ultimate holding company of a UK group • be an SME, i.e. meets two of the following measures – less than 250 employees – less than £36m turnover – less than £18m gross assets • not be a charity, academy, Limited Liability Partnership or listed Public Limited Company • be up-to-date filing accounts at Companies House • have a registered or primary trading address in Yorkshire and Humberside. NOTE: Due to the way in which regions are allocated in Fame, some neighbouring towns to the region have also been included in this survey. For financial periods of more than or fewer than 52 weeks, the figures have been annualised on a pro-rata basis. Private company information can be incomplete: in preparing this table every reasonable effort has been made to ensure that no qualifying companies have been omitted. In certain circumstances the compilers of the table have made exceptions to the qualification criteria and their decision is final.

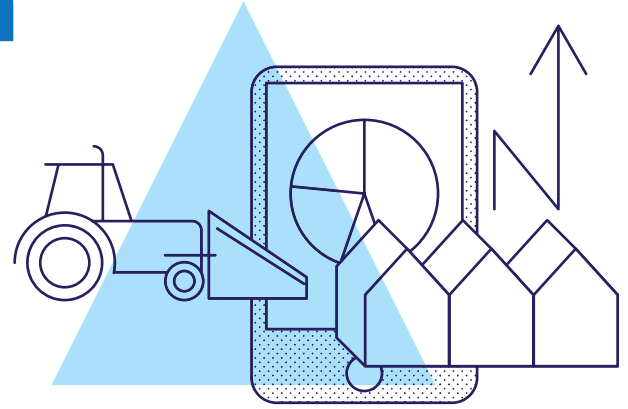
# Review by Region

## The Yorkshire Post

### North

North Yorkshire companies continued to expand their presence in the overall ranking, this time claiming 13 of the 100 places. Property developer S Harrison Group came out top, increasing turnover by 80% and profits by a whopping 87% (to £5.3m). The York-based company has recently expanded its area of operations and managing director Ann Scott said the results represented a return on the development of relationships outside its Yorkshire heartland. She added, "We keep overheads low but the quality of our salaried staff is exceptionally high. Most of our small but very skilled team of 10 have worked together for many years and we complement this with a large number of consultants and construction resources. Ultimately, every one of these attributes plays a significant role in our financial results."

Engineering features strongly in the list. Ripon based snowplough-maker Econ Engineering claimed third place after profits slipped slightly to £4.6m, and Emsley Crane Hire rose up the North Yorkshire table from eighth to fifth place after increasing profits by 14% to £3.2m. In between them, came Bramall Properties, which is led by none other than Tony Bramall, the Lookers car dealership entrepreneur who routinely crops up in motoring industry rich lists.



The fastest riser in the subregion was Ingenuity Digital Holdings, otherwise known as IDHL Group, which is a newcomer to the Top 100 and claimed 56th place. It incorporates digital marketing companies, such as Harrogate's WMG (one of the biggest names in SEO) and London-based Ingenuity Digital, plus Leeds-based web designers NetConstruct and Pinpoint Designs. Interestingly, the group is based at BeckwithKnowle in Harrogate – just a stone's throw from Cardale Asset Management and Bramall Properties. Another debutant was Harrogate-based Techbuyer, which buys, refurbishes and sells business IT equipment. Set up in 2005, it now employs over 100 people and has offices and warehouses in the UK, Germany and the USA. Funnily enough, founder and MD Kevin Towers cut his IT teeth at InTechnology, a tech company founded by Freeserve pioneer Peter Wilkinson – and also based at BeckwithKnowle.

### South

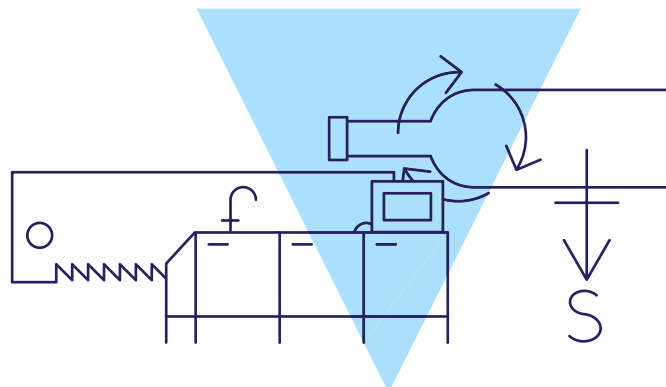
Leading the way is Silkstone Finance, the holding company for Ultima Kitchens. The Barnsley company was founded in 1982 by Alf and Clare Ellis, who had failed to find a kitchen they liked and so made their own. The company, which now employs over 200 people, has shot up the listing in recent years, reaching 10th place in the overall ranking last year. This time around, its profits are truly stellar, having risen by 71% (turnover jumped by 65%) to reach £7.5m – making it the second-most profitable SME in Yorkshire.

No South Yorkshire ranking would feel complete without some steel in it, and second placed Abbey Group fits the bill nicely, with profits of £6.2m. Machine knife manufacturer TGW is also doing the Steel City's heritage proud, turning last year's loss into this year's £4.1m profit, to take 25th place in the overall ranking and seventh in South Yorkshire. Haywood & Padgett raced up the ranking last year from 53rd to sixth place and this year comes a very creditable eighth – or third in the sub-region – with a 22% jump in profits to £5.5m. Not bad for a 30-year-old company whose product range is made up entirely of scones.

Glass Recycling has become a fixture in this ranking, and this year claims 14th place regionally and fourth in South Yorkshire, with profits up 10% to £4.6m. Industrial roofing company Moorhen Holdings and equipment hire firm Clee Hill Plant – both based in Chesterfield – pulled in £4.5m and £4m in profits respectively.

If you're puzzled by the presence of Derbyshire-based companies in the ranking, don't be – the north of the county is included within Sheffield City Region, so businesses based there qualify.

Daniel Sowden, partner at BHP, which produced the rankings contained in this year's Top 100 supplement, astutely points out that the high levels of investment in technology seen at the cutting edge Advanced Manufacturing Park in the region, are reaping significant dividends following the arrival in the region of the likes of Boeing and McLaren. The knock-on effect of this activity could prove to be a hugely exciting and prosperous boon to a region which created – and continues to create – some of the most innovative products in the world.

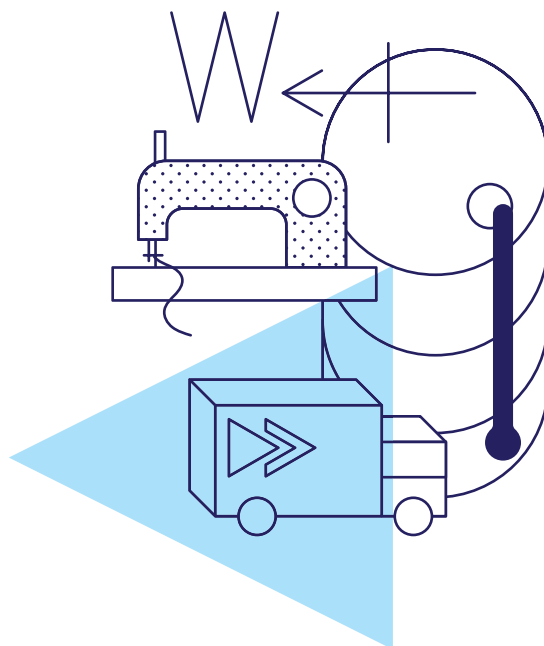
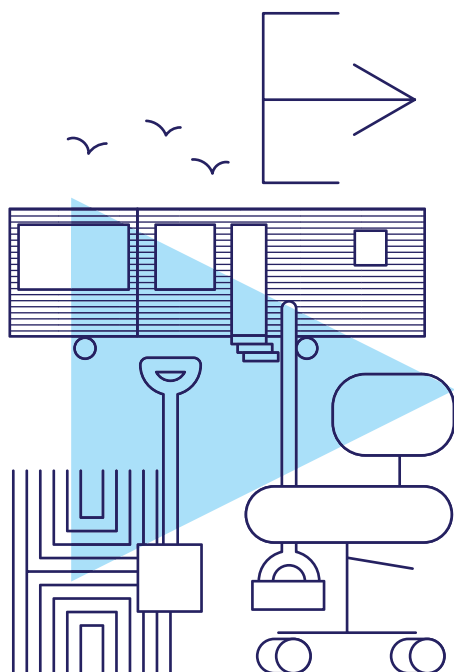


## East

Hull's year as City of Culture 2017 appears to have given East Yorkshire an economic shot in the arm. Turnover among the East Yorkshire companies included in the top 100 increased over the year by almost 12%, while employee numbers rose by nearly 15%. More impressive still, profits across the sub-region leapt by 34%. What's more, this was in spite of a downturn from last year's stellar performance by its leading player.

Goole-based EOF Holdings made £7.6m in profits last year, but couldn't sustain such brilliance. This year it made £5.9m in profits – a 23% decrease – and the company, better known as Elite Office Furniture, fell three places in the overall ranking. Altia Holdings, which trades as Kelkay, supplies garden landscaping products such as paving and aggregates. Like EOF, it's based at Goole, but it also has a manufacturing and distribution site near Snaith. It increased turnover and headcount, and grew profits by 11% to £4.7m. As a result, it rose up the regional table, from 45th to 13th place. Its healthy performance in recent years has not gone unnoticed, and last week it announced that it had been bought for a cool £40m by Griffon Corporation. The £2bn US public company is part of The AMES Companies, the largest supplier of non-powered lawn and garden tools in the US, Canada and Australasia. Managing director Antony Harker said: "This is a very exciting time for Kelkay and it represents a major step forward for the business, the whole team and our customers. AMES has a major focus on developing their business in the UK. It is flattering that they have chosen to make Kelkay a key partner and investment opportunity to help them achieve their goals."

As usual, the leisure industry was well represented in the sub-region's top 10 – by Flower of May Holiday Parks in Bridlington and Atlas Leisure Homes in Hull, which made £3.4m and £3.3m in profits respectively. But perhaps the most eye-catching performance came from Driffeld-based JSR Farms. The family-run arable and pig farming business turned a £402,000 loss last year into a £3.3m profit – one of only three companies among the region's top 100 to have pulled off such a feat, and the only one in East Yorkshire.



## West

Yorkshire's economic powerhouse produced four of the region's top 10 SMEs, including its best performer.

Benjn R Vickers & Sons specialises in marine and textile lubricants and is more widely known as Vickers Oils. It saw profits dip just below the £8m mark, but still came in over half a million pounds more profitable than its closest contender in the region. Incredibly, it is only 10 years away from its 200th anniversary, and is run by the fifth generation of the Vickers family. Sewtec started life 1897 as the Singer sewing machine company's design and development team and last year was Yorkshire's most profitable SME. It comes in third place this time, having turned in profits of £6.8m. This was a 40% decrease on last year's stellar performance.

Elland-based A-Fax harnessed the strength of its A-Safe brand to increase turnover by 49%, mainly through continued development of its overseas markets in Europe, the USA and elsewhere. A pioneer in its niche, it makes the kind of strong but flexible barriers that prevent accident and injury in car parks, airports and warehouses (think reversing forklifts) and has an impressive roster of high-profile clients, including BMW, Jaguar Land Rover, DHL, Amazon and Heathrow and Singapore airports. Helped along by the weakened pound, A-Fax grew its profits to £5.9m – a very healthy looking increase of 157%.

The increasing popularity of equity release products is evidenced by the ongoing success of Leeds provider Pure Retirement. More than £3bn was borrowed in the UK using equity release plans last year – a new record, according to the Equity Release Council – and Pure Retirement was one of the beneficiaries. The company, which just last week had three of its financial products awarded five stars in the Moneyfacts Equity Release Star Ratings 2018, rose up the ranking from 34th to seventh place, having increased turnover by 82% and boosted profits by 88%, to £5.7m. There were several newcomers to the top 10, including Skipton Properties, Woodlands Homecare and Collett Holdings – a property developer, timber building retailer and haulage contractor respectively.

# A tax efficient way to share and share alike

With the UK preparing for Brexit, many business owners and SMEs are naturally considering how they will be affected by the challenges and opportunities that lie ahead.

One certainty during such periods of uncertainty, is that it's vital to tie top talent into a business because so often, it's ultimately people that make the difference, helping to set a company apart from its competitors.

One of the best ways of locking the best people in, and indeed attracting new talent, is by dangling the carrot of shares in the business, or offering a share option incentive, which enables an employee to buy a certain number of shares at a fixed price, at a future date.

There are various tax efficient ways of doing this, with one of the most popular share option incentives being the Enterprise Management Incentive (EMI) scheme. This is a tax favoured HMRC arrangement, specifically for smaller trading companies with growth potential and it can offer significant tax and National Insurance Contributions (NIC) savings for both employers and employees. As part of the scheme, key people can be granted EMI options, over shares worth up to £250,000 at any time. Companies can grant EMI options up to a total value of £3million.

The fact Income Tax and NIC is not usually payable on EMI options is a key tax advantage and a corporation tax deduction, equivalent to the amount of gains realised by employees, may be available subject to meeting the necessary conditions. However, 10% Capital Gains Tax is payable on disposal of the shares if Entrepreneurs' Relief applies.

It's important to note EMI schemes relate to ordinary shares that are non-redeemable and fully paid up. The company must also operate mainly within the UK, not be a subsidiary of another company, have fewer than 250 full time employees and gross assets of £30 million or less, when the EMI options are granted. EMI options also cannot be granted to employees who already control 30% or more of the company's ordinary share capital.

Qualifying companies can grant EMI options to any number of employees, as long as they work at least 25 hours per week, or for at least 75% of their total working time. The option must be exercised within a 10 year period and can commonly be subject to performance conditions being met, during an exit of the company, or at another agreed point.

For both employers and employees that meet the criteria and seek expert advice in executing EMI schemes, they offer plenty of flexibility and are a tried and tested way of incentivising, rewarding and retaining top talent.



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