

# Best Workplaces™

Celebrating  
**25** years of  
exceptional  
workplace cultures

Great  
Place  
To  
Work®



# Our purpose is people.

At UKG we help 80,000+ organisations, large and small, anticipate and adapt to their employees' needs beyond just work.

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Global Workforce Management

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Proud partners of  
**Great Place To Work®**



## Recognising exceptional UK workplaces for 25 years and counting.

*In 2001, our UK branch of Great Place To Work opened in London – 11 years after the global HQ was founded in the United States.*

*Over the years, we've had the pleasure of working closely with thousands of people leaders and executives, delivering on our shared mission to help every workplace become a truly great place to work for all.*

*Thank you to all our clients, large and small, working in every sector across the UK, for trusting us as your partners.*

*And to every colleague who has been part of our Great Place To Work family throughout our journey: thank you for your expertise, your commitment to excellence, and your genuine passion for people.*

*Here's to the next 25 years!*



*Ben*  
Benedict Gautrey, Managing Director  
Great Place To Work® UK

Great Place To Work®

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# 25 Years of Evolution

How **HR Trends** Have Transformed the Workplace – and What the Future Holds

## 2000s

The early 2000s saw an **increasing focus on anti-discrimination and equal treatment**, with measures like *Part Time Workers (Prevention of Less Favourable Treatment) Regulations 2000*; *Paternity and Adoption Leave Regulations 2002*; and *The Employment Equality (Sexual Orientation) Regulations 2003* outlining the protections for specific groups of employees.



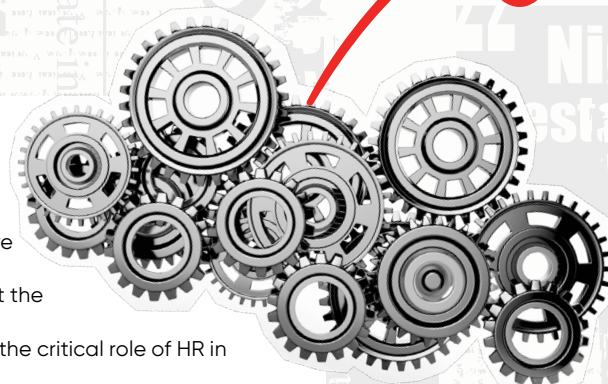
Research proving the **impact of an engaged workforce** on the bottom line meant employee engagement became a top business priority – and it remains one to this day. Companies aimed to foster a positive workplace culture by emphasising collaboration, innovation, and employee feedback.

This was achieved through initiatives like employee recognition programmes, open communication channels, and opportunities for employees to participate in decision-making.

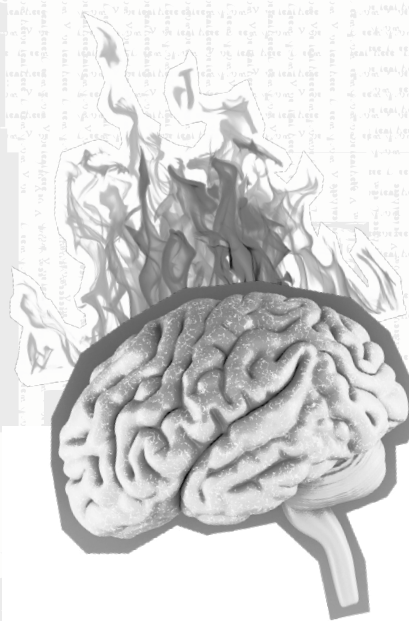
**BEST  
WORKPLACES  
UK  
2001**

In **2001**, the UK's Best Workplaces™ List launched

The recognition of **HR as a strategic function, rather than just operational**, gained traction in 2003, with the publication of the influential "Black Box" studies. These studies demonstrated a strong connection between effective HR practices, employee commitment, and organisational performance. Over a three-year period, the study found that the absence of effective HR practices could result in employee commitment levels being lowered by up to 90%, highlighting the critical role of HR in driving business outcomes.



The Workplace Employment Relations Study showed the number of **employers offering flexible work** arrangements almost doubled from 1998–2004, as attitudes to work-life balance evolved. In 1998, 84% of managers agreed it was up to the individual to balance their work and family responsibilities. By 2004, this had fallen to 65%. However, flexible work looked very different from what it does today. Although part time roles and job sharing became common practice, research by the Work Foundation found that only 2% of UK employees worked from home.



When the **Global Financial Crisis** struck, many organisations implemented measures such as hiring freezes, pay freezes, and redundancies to reduce costs. In fact, The Job Economist found that 1 in 7 UK employees were made redundant between 2008–2013.

This intensified pressure on HR teams to manage workforce reductions and a potential loss of trust in leadership, whilst maintaining employee morale and productivity.



The **gender pay gap** for full-time workers narrowed slightly over the decade.

However, by 2009, full-time female workers were still paid almost 20% less than their male counterparts, earning £426 a week compared to £531.

The stress and uncertainty of the financial crisis took a toll on **employee mental health and engagement**, alongside widespread burnout affecting the global workforce.



The **Equality Act 2010** brought together existing pieces of discrimination legislation under one Act, outlining protected characteristics and making the law around discrimination at work easier to follow for HR professionals in England, Wales and Scotland.



# 2020-2024

**63% of organisations** introduced skills-based assessments into their hiring processes during this time period, suggesting a shift towards skills-based hiring rather than traditional qualifications.

**Learning and development** became increasingly digital, with significant investment in L&D tech – as well as a focus on reskilling and upskilling existing employees to address digital transformation needs.

This period also saw increased emphasis on measurable DEI outcomes, a focus on inclusive recruitment practices, and the implementation of anti-bias training and initiatives.

In 2020, the global pandemic catalysed a **seismic shift to remote work**, and new concepts like **'furlough'** and **'lockdown'** being adopted at scale. HR had to play several roles: operational (in setting up employees for remote working), and strategic (in maintaining wellbeing, productivity, morale, and engagement) with, in many cases, a reduced workforce.

**Best Workplaces™**  
**Great Place To Work.™**  
**UK 2020**  
**In 2020, The UK's Best Workplaces™ celebrated 20 years of recognition**

The Covid pandemic profoundly affected **employee wellbeing**, as the anxiety and unpredictability of the crisis forced major changes to take place nearly overnight. Remote working – an unknown for many – was a welcome change for some employees, but also blurred the boundaries between work and personal life. Globally, the pandemic heightened the need for mental health support in several key sectors. In response, 75% of organisations adopted Employee Assistance Programs (EAPs), and 66% implemented mental health first aid training.



## Our Great Place To Work journey



**“** I've been at Great Place To Work for 14 years now, and it's fantastic to look back and think about how far we've come over that time.

When I'd first joined, we were less than 10 colleagues in the UK. All of us were doing tasks that went beyond our own roles (such as Nicola, our sales colleague, assisting with credit control while I acted as HR at times, carrying out duties like hiring, contracting and onboarding).

The project management team (now known as Customer Success) would graft their way through hundreds of surveys, involving a lot of manual work, getting busier and busier with every year as the company grew. Today, it's almost unbelievable how things have advanced and the

expertise and incredible technology we now have in place. We're just over 50 UK employees (some of whom had left and then returned to Great Place To Work years later), and thousands globally, growing faster and faster each year. Every department now has the most advanced systems and we are fortunate to have amazing proficiency through our brilliant people.

Sometimes I stand in a meeting while presenting figures, or waiting for my turn to speak, and I just look at faces in awe and think: My goodness! All these faces and all these people... It's remarkable! We're so many, coming together as one team, from all sorts of different age groups, backgrounds, nationalities and cultures, but all getting on so well; and collaborating to deliver for our remarkable clients, and supporting each other in our mission. It

was such an exciting time when I joined, but even now it is still so thrilling to be here. I guess it's just that sprinkle of Great Place To Work For All formula that we talk about. And it works!"

**Nick**  
Nick Honour, Chief Financial Officer,  
Great Place To Work UK



Nick



From humble beginnings...



... to a team of 50+ employees!



# 2025 and beyond

As organisations juggle employee expectations with business needs, many are opting for **hybrid working models**. But getting employees to the office isn't as easy as it once was – and for good reason. Costly commutes and the knowledge that many roles can be performed from home mean that 60% of employees say the cost of going to the office outweighs the benefits, according to Harvard Business Review.

To relieve the financial burden of being in the office, organisations can offer **creative benefits** such as housing subsidies, caregiver benefits, financial wellbeing programmes, and student loan repayments.

The shift to hybrid working is also prompting companies to **redesign office spaces** to facilitate collaboration and social interaction rather than individual workstations, as well as to incentivise employees to want to come in, rather than forcing them to do so.



The **four day work week** is expected to gain more traction as trials continue and prove their effectiveness for sectors able to offer this working model. Whilst not every organisation can put this into practice, its growing popularity reflects an increasing demand for more flexible working arrangements in general – and employers will need to keep up if they wish to attract and retain top talent.



Only 6% of employees globally agree their workplace is equipped for a multigenerational workforce

The **role of management** continues to evolve. Managers must now balance the complexities of ever-changing work dynamics whilst businesses are feeling the squeeze in a diminishing UK economy. Core responsibilities are expanded as managers need to act as change agents, mentors, and advocates for their team's wellbeing all whilst maintaining camaraderie and productivity. As a result, 75% of HR leaders say managers at their organisation are **overwhelmed by the expansion** of their responsibilities.

**Leadership development** is therefore a top priority for many HR leaders in the years ahead. However, traditional approaches, such as lectures and seminars, are increasingly seen as ineffective – and research suggests they may even hinder progress.

To drive meaningful growth, organisations should **prioritise customised development programmes** and strategically foster frequent peer interactions through networking and team-building initiatives.

**AI technology is enhancing efficiency** in development, onboarding, and employee management

**Automation in HR** is expected to grow, simplifying tasks and reducing administrative burdens, which allows HR professionals to focus on strategic initiatives.

HR will also be dealing with the **effects of AI on employees** – for example, fears that AI may replace them – and the need to equip employees with the skills needed to utilise new technologies. The rapid pace of technological advancements and changing market demands make skills development and continuous learning more crucial than ever. According to the World Economic Forum, **50% of all employees will need reskilling in 2025** due to the adoption of new technologies. In particular, data literacy and digital collaboration are anticipated to become essential in the coming years.

As more and more employees **continue working later in life**, businesses are now more multigenerational than ever – and navigating the multitude of priorities, expectations and experiences this brings to the workforce can be a challenge.

In fact, only 6% of employees globally agree that their workplace is **equipped to manage** a multigenerational workforce.

But, whilst much has been made of the **divide between Gen Z, Millennials, Gen X and Boomers**, and whilst some understanding of differences across generations will be helpful, there is no replacement for knowing employees as individuals and treating them as such.



The market for '**green skills**' that will play a pivotal role in developing a more sustainable society is growing. In fact, demand for green talent in the UK increased by 13% from 2021-2024.

The government predicts that **upskilling workers** will be necessary to address green skills shortages, as well as increasing the workforce in key sectors.



# The Culture Dividend



## How Great Culture Helped Admiral Group Become an £8 Billion Business

Admiral Group's commitment to being a Best Workplace for the last 25 years has gone hand in hand with its rise to the top tier of its sector.

For over two decades, the company has partnered with **Great Place To Work** to measure and invest in their workplace culture. In consistently prioritising colleagues with its people promise, Where You Can, Admiral has developed a truly great culture for all – and it's paid off!

### The Journey

Established in 1993, this market leader in financial services and insurance has grown to over 11,000 colleagues, currently serving 10.5 million customers globally, and proudly remains Wales' only FTSE 100 company. In 2025, Admiral has ranked 2nd on the Top 50 UK's Best Workplaces™ List (Super Large size category) – marking their 25th consecutive year of earning this prestigious national recognition (a milestone shared by only one other organisation, Gowing WLG (UK) LLP, rank 47, Super Large).

Admiral's incredible company culture has resulted in impressive global recognition, too, including being ranked among the Top 25 World's Best Workplaces™ in 2024, and achieving Best Workplaces™ national recognition in 6

countries in the same year: Canada, France, India, Italy, Spain, and the UK.

### Consistency

Admiral has been consistently committed to living out its people promise, Where You Can, nurturing an environment where, as an Admiral colleague, you can 'Be You', 'Grow & Progress', 'Make A Difference', and 'Share In Our Future'. Alongside its people promise, Admiral's core company values (Communication, Fun, Equality, and Reward) are deeply embedded in its culture. This is a hallmark of fellow Best Workplace organisations, where leaders ensure that updates to strategy never deviate too far from the great culture and principles they've worked hard to develop over time.

*"Although many things have changed, particularly over the last four years or so, those core values haven't," explains Matt Wintle, Head of Talent Acquisition and Development at Admiral Group. "You see them in the way that people act and behave and work with one another day-to-day here at Admiral... [The] workplace has changed a lot over the last few years. But in embracing our core values, we've been able to make sure that we can react to the way the workplace has changed, and make sure that we can look after our colleagues in the ways that we always have."*

While most companies face setbacks to their culture during periods of growth, Admiral's employer awards kept coming alongside its expansion year on year. *"While we were making decisions about how we push the business forward in the*

*new ways of working, a lot of it was based on what our colleagues were telling us and how they wanted to work," says Matt.*

*"Our managers and leaders around the business put value on the results of the [Trust Index] survey, so that's a really powerful starting point. The right conversations happen, and there's reaction to what we see in that data. I think that's the most important thing actually: because if you didn't have that sense of significance to the data, then perhaps you wouldn't get the actions and reactions that we do."*

### The ROI of Great Culture

Research by renowned Professor of Finance **Alex Edmans** recently proved that employee experience is a key predictor of financial success for UK organisations.

The 'Culture Dividend' study measured the performance of UK's Best Workplace organisations in comparison to other companies. To do this, Edmans created a hypothetical stock portfolio of UK-based, publicly traded companies from the Best Workplaces™ Lists; exploring the returns of this 'Best Workplaces portfolio' vs. FTSE All-Share Index, from 2001 to 2023. He acknowledges that while stock price is not the only measure of performance, conducting this type of study allows one to control for many other factors – such as controlling for risk.

The results show that if you had started a stock portfolio of the UK's Best

**"Our managers and leaders around the business put value on the results of the [Trust Index] survey, so that's a really powerful starting point. The right conversations happen, and there's reaction to what we see in that data."**

*- Matt Wintle, Head of Talent Acquisition and Development, Admiral Group*

### 23 Year Returns of UK's Best Workplaces™ Stock Portfolios (Value-Weighted and Equal-Weighted) vs FTSE All-Share





INSIGHTS - THE CULTURE DIVIDEND

Workplaces™ in 2001, with an investment of just £100, you would have seen more than 4-times the returns of a similar investment in the FTSE All-Share. In fact, a value-weighted (equal-weighted) portfolio of the publicly traded companies on the list generated returns of 1,047% and 894% respectively, compared to just 231% for the FTSE All-Share index. For example, if you started in 2001 and held the FTSE All-Share Index with £100, then over the 23-year period this would have grown to £330 reinvesting dividends. However, had you invested in all the UK's Best Workplaces equally (thus having an equal-weighted portfolio), and then every year when a new list was released you'd refresh that portfolio over the same period, then the result would be £993.51.

However, some may consider this to be disproportionately investing in some smaller companies and thus a tougher strategy to engage in. So instead, investors could opt to evaluate it where they invest more in the larger companies (i.e. value weighted portfolio). This would bring an even higher return of £1,146.87.

According to Edmans, these results (combined with his previous similar evaluation of top-performing companies in the US), "provide suggestive evidence that being a Great Place to Work is associated with higher firm value". And because this firm value is not immediately incorporated into the stock market, it may be a "particularly relevant investment criterion for shareholders."

There are therefore significant differences between investing in the Best Workplace portfolios and just holding the market. And this is strong evidence that treating your workers well absolutely pays off.

"If you do really care about financial performance, then you'd want to care about the biggest driver of financial performance – which is your human capital," says Edmans. The cumulative result: Companies with thriving, high-trust cultures, like Admiral Group, are more profitable and have higher stock market returns. They also generally enjoy higher talent retention rates, increased productivity and engagement, and faster innovation.

Business Resilience

Admiral's story demonstrates what the financial data proves: culture matters. Organisations which genuinely focus on building themselves around their people outperform those that do not.

Today, Admiral Group is an £8 billion business, and its 'Share In Our Future' commitment enables all colleagues to receive shares in the company twice a year.

"Looking ahead, we remain well-positioned for continued financial success," says Milena Mondini de Focatiis, Admiral Group Chief Executive Officer.

"This is the 25th consecutive year we've been recognised by Great Place to Work in the UK. This is testament to our colleagues and our very special culture. We believe that people who like what they do, do it better, and I'm so grateful to all my colleagues for their enthusiasm, their passion and empathy with customers which makes Admiral a fantastic place to work. Because of their hard work, they have been an instrumental part of our financial strength and our success so far."

"If you do really care about financial performance, then you'd want to care about the biggest driver of financial performance – which is your human capital."

- Alex Edmans, Professor of Finance, London Business School



Above: Alex Edmans presenting his research on How Employee Satisfaction Fuels Financial Performance at the Great Place To Work For All Community Conference, September 2024

Watch Alex Edmans' full keynote on How Employee Satisfaction Fuels Financial Performance



Everyone has a sense of purpose and is prideful in their work. There's a sense of responsibility that doesn't always exist in other companies.

Incredibly friendly and helpful community for such a large company. Everyone wants to help one another.

This company gives you the opportunity to grow and develop at the pace you are comfortable with which has always made me feel like there are no barriers to my progression.

Just a few reasons why AJ Bell is a 2025 UK's Best Workplace™.



SCAN FOR MORE About what makes AJ Bell a great place to work



Mercator truly feels like a family. Everyone looks out for each other.

I've never known a place that is so eager to make everyone feel cared for, understood, respected and rewarded.

The people at Mercator really do come first and this is felt throughout the company.

Just a few reasons why Mercator Digital is a 2025 UK's Best Workplace™.



SCAN FOR MORE about what makes Mercator Digital a great place to work





# Together we Thrive

**Fortitude Nicsa Global** ranks No. 1 in the highly competitive Small size category

Based in Derbyshire, **Fortitude Nicsa Global (FNG)** is an IT support and hardware maintenance firm supporting customers in over 160 countries. Their focus on employee development and camaraderie has stood out to employees as part of what makes this a truly 'great place to work' for all.

Like FNG, the UK's Best Workplaces recognise that employees want to feel fulfilled in their work, have a sense of purpose and to know what their next career move may be. As nonlinear career paths become increasingly common in organisations, it's those employers who equip all their people with the skills and support needed to align their job role with their personal and professional goals who will truly see the benefits.

"FNG is open to developing staff training and investing a lot of time in [helping] their employees to work to the best of their abilities," said one worker in their survey feedback. This was echoed by another employee sharing: "Through FNG, I have been fortunate enough to have job opportunities to

work for Bloomberg, Blackstone, Candriam, Stefanini, Iveco, Cegeka, NHS [...] and many more companies. This has given me and my colleagues opportunities to work with industry leaders, learn new technologies and services."

At FNG, 100% of individuals say that their work "has special meaning; this is not 'just a job'" and that they feel they "make a difference here" (compared to the UK average for these statements, sitting at 58% and 66% respectively). Across the 350 companies on this year's Best Workplaces List, 8 in 10 employees say they are offered training or development to further themselves professionally, versus only 6 in 10 UK workers.

When asked if there was anything they'd change to make FNG a better place to work, one employee responded: "There is not one thing I would change about FNG. I love working here, in a supportive and relaxed environment. We are able to complete our work in our time and given responsibility for our own workloads."

"At FNG, our people are our greatest strength, and this recognition reflects their passion, collaboration, and dedication. Being named No. 1 on the UK's Best Workplaces List for 2025 is an incredible honour, and we remain committed to fostering an environment where everyone can thrive."

- Katy Upton, CEO, Fortitude Nicsa Global












# Best Workplaces 2025

















## Small: 10-50 employees











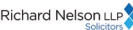


















1	<b>Fortitude Nicsa Global</b> fortitude-nicsa.com		16	<b>Point 6 Design</b> point6.co.uk	
NEW 2	<b>Business First Partnership</b> bfp.travel		17	<b>Addresscloud</b> addresscloud.com	
3	<b>Outrank Ltd</b> outrank.co.uk		NEW 18	<b>Elev-8 Performance</b> elev-8.co.uk	
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NEW 5	<b>Cross 8 Ltd</b> cross8.co.uk		NEW 20	<b>Munio</b> munio-it.co.uk	
NEW 6	<b>PRACYVA Ltd</b> pracyva.com		NEW 21	<b>Ynni Llŷn</b> ynnillyn.cymru	
7	<b>Good Humans</b> goodhumans.co.uk		NEW 22	<b>Look Good Do Good Ltd</b> lgdg.group	
NEW 8	<b>Clownfish Events Ltd</b> clownfishevents.com		NEW 23	<b>Globalstep</b> globalstep.com	
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10	<b>Wildfire</b> wildfirepr.com		25	<b>Signable</b> signable.co.uk	
NEW 11	<b>Beanstalk</b> beanstalkmarketing.co.uk		NEW 26	<b>myHappymind</b> myhappymind.org	
NEW 12	<b>Serviceware</b> serviceware-se.com		27	<b>AdviseInc</b> adviseinc.co.uk	
13	<b>Legacy Futures Group</b> legacyfutures.com		28	<b>Healthier Business Group</b> hbcompliance.co.uk	
NEW 14	<b>Flourish Education</b> flourisheducation.co.uk		29	<b>Walr</b> walr.com	
15	<b>Bind Media</b> bind.media		NEW 30	<b>Zero Gravity</b> zerogravity.co.uk	









NEW	31	Spa Communications spacomms.com	
	32	BBJ&K Ltd bbjandk.com	
	33	Happy happy.co.uk	
	34	BlakYaks blakyaks.com	
NEW	35	Talking Stick Digital talkingstickdigital.com	
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NEW	37	Connect Three connectthree.co.uk	
NEW	38	Belu belu.org	
NEW	39	Baker Street Quarter Partnership bakerstreetq.co.uk	
	40	Evo Agency evo.agency	
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	43	Reinvigoration Group reinvigoration.com	
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NEW	45	Prime Molasses Ltd primegrouponline.co.uk	
NEW	46	Firechief® Global firechiefglobal.com	

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NEW	53	UPP B2B Ltd uppb2b.co.uk	
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NEW	55	SEOMG! seomg.co.uk	
NEW	56	Studio Graphene studiographene.com	
	57	Sodexo Circles UK circles.com/gb	
	58	ET Works etworks.com	
NEW	59	Favola favola.co.uk	
NEW	60	Premier Education Group premier-education.com	
NEW	61	Heart Relocation Ltd heartrelocation.com	
	62	Component Sense componentsense.com	

NEW	63	Sandea Wholesale Ltd sandea.co.uk	
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NEW	68	Fishtank Agency fishtankagency.com	
NEW	69	Perkins Coie perkinscoie.com/locations	
	70	Language is Everything languageiseverything.com	
NEW	71	LD Collins ldcollins.com	
NEW	72	Dock & Bay uk.dockandbay.com	
NEW	73	Annapurna Recruitment annapurnarecruitment.com	
NEW	74	Latsco London Ltd latsco.com/en	
NEW	75	EVOLVE Advice Ltd evolveadvice.co.uk	
	76	Something Big somethingbig.co.uk	
	77	Richard Nelson LLP richardnelsonllp.co.uk	
NEW	78	BTTC Infrastructure Ltd bttcgroup.com	

	79	Consultant Connect consultantconnect.org.uk	
NEW	80	Purple Frog Systems Ltd purplefrogsystems.com	
NEW	81	Escentral www.escentral.com	
NEW	82	All The Best theprincearthure8.com	
	83	Infinity Systems Engineering Ltd infinity-systems.co.uk	
	84	Social social.co.uk	
NEW	85	HOLTs Textiles holtstextiles.co.uk	
NEW	86	Silverfort silverfort.com	
NEW	87	London Strategy londonstrategy.com	
	88	Covernet cover.net	
NEW	89	CLM Search clmsearch.com	
	90	The Marketing Pod marketingpod.com	
	91	Ascarii ascarii.com	
NEW	92	SEO Travel seotravel.co.uk	
NEW	93	John Mason International johnmason.com	
NEW	94	PRS IN VIVO prs-invivo-group.com/about-us	

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	<div>96</div> <div>TePe Oral Hygiene Products Ltd</div> <div>tepe.com/uk</div>	<div></div>	<div>NEW</div> <div>99</div> <div>Irving Knight</div> <div>workfor.irvingknight.com</div>	<div></div>
	<div>97</div> <div>UpGuard</div> <div>upguard.com</div>	<div></div>	<div>NEW</div> <div>100</div> <div>Chartered Institute of Ecology and Environmental Management (CIEEM)</div> <div>cieem.net</div>	<div></div>

Discover more about these listmakers  
at [www.greatplacetowork.co.uk](http://www.greatplacetowork.co.uk)



List Legends:

# Admiral Group



Admiral Group is a leading UK insurer offering motor, home, travel, and pet insurance, as well as loans, car finance, Insurtech, and legal services.

This people-first organisation remains Wales' only FTSE100 company and has been recognised as a UK's Best Workplace™ for 25 consecutive years for its exceptional workplace culture.

As one colleague notes:

*"Management care and treat me as an individual rather than a number. I know that if I need support, whether this be work related or home life, I would be made a priority."*



87% of Admiral Group Employees agree that 'this is a great place to work'

Discover what makes Admiral Group a great place to work



# Leading from the top

## Hatmill rises to the top of the ranks in the Medium size category

Within a few seconds of scanning **Hatmill's** employee survey results, it's easy to see why employees are thrilled to be working for this Yorkshire-based leader in supply chain and logistics consulting.

Like many Best Workplace organisations, Hatmill stands out for its great leadership and trusting individuals to deliver high quality work without the need for micro-management or rigid working models. This trait is shared by their fellow listmakers, and is partly why 86% of employees across the 350 listed Best Workplaces agree that "Management's actions match its words" (vs the UK average of just 55%).

Considering that over a third of UK employees no longer feel confident in their senior leaders, it's truly remarkable to see 100% of Hatmill colleagues agree that their "executives embody the best characteristics of our company".

As one respondent explained in their survey: "The company's 'Teal structure' and culture make it unique. In particular, the level of trust and individual responsibility that everyone is given is excellent, and although it's odd at first adapting to having no line manager, the peer-to-peer feedback

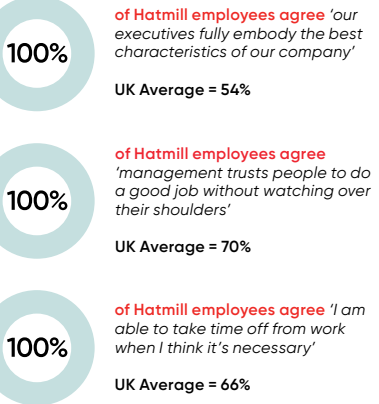
process and monthly coaching work well to replace that without all of the internal politics you often get. The employee-owned nature of the business is also a unique element, this gives you a feeling of actually being key to the business decisions and also being rewarded for the business's success, which you don't typically see unless at an executive/ownership level in other businesses."

Another respondent's personal account of their experience echoes a strong sense of ownership and 'one team' extended across the entire workforce. They write:

"...with around 70 employees that's very different to most companies – especially in a consultancy environment. Our biggest success in recent years is maintaining that culture and our core principles as we've grown. That's the main reason it's so great being part of the team. I've seen over the last 7 years how easy it would have been to introduce structure and controls, but it's to the testament of everyone in the team for challenging and supporting each other. With a mindset that everyone is responsible, it breaks down the barriers normally in place in a business and there isn't a feeling that without a promotion it's time to start looking elsewhere".

**"I'm proud Hatmill has been recognised as THE Best Workplace. Our self-managing culture is the key reason people love working at Hatmill. A team that enjoys work always produce the best results, particularly for our clients. Creating a great place to work is central to leading a business and to be ranked in first place is an honour and credit to our amazing team."**

- Simon Dixon,  
Founder and CEO, Hatmill





# Best Workplaces™ 2025

Medium: 51-200 employees




















1	<b>Hatmill</b> hatmill.com	
2	<b>Keon Homes</b> keonhomes.co.uk	
3	<b>Mercator Digital</b> mercatordigital.com	
NEW	4 <b>AlumierMD</b> alumiermd.co.uk	
NEW	5 <b>GLP Training</b> glptraining.co.uk	
6	<b>G Touring</b> travelsphere.co.uk	
7	<b>Tomorrow</b> tomorrowgroup.co	
NEW	8 <b>Forensic Analytics</b> forensicanalytics.co.uk	
9	<b>Moasure</b> moasure.com	
10	<b>Nomios UK&amp;I</b> nomios.co.uk	
NEW	11 <b>Organix Brands Ltd</b> organix.com	
NEW	12 <b>ITVET</b> itvet.co.uk	
13	<b>Xpedition</b> xpedition.co.uk	
14	<b>UP3 Services Ltd</b> up3.co.uk	

15	<b>Aspire Scientific</b> aspire-scientific.com	
16	<b>Citipost Mail</b> citipostmail.co.uk	
17	<b>Talos360</b> talos360.co.uk	
18	<b>Technology Management Ltd</b> tecman.co.uk	
19	<b>Incentive Games Ltd</b> incentivegames.com	
20	<b>Lavazza UK&amp;I</b> lavazza.co.uk/en	
NEW	21 <b>Marama Care PVT Ltd</b> maramacare.co.uk	
NEW	22 <b>Arctic Wolf, UK</b> arcticwolf.com/uk	
NEW	23 <b>Burnetts Solicitors</b> burnetts.co.uk	
24	<b>SquaredUp</b> squaredup.com	
25	<b>IMP Software</b> impsoftware.co.uk	
26	<b>CyberArk UK</b> cyberark.com	
27	<b>K2 Corporate Mobility</b> k2corporatemobility.com/gb	
NEW	28 <b>NRL</b> nrlgroup.co.uk	

29	<b>Leighton</b> leighton.com	
30	<b>WisdomTree</b> wisdomtree.com	
31	<b>Al-Dabbagh Group</b> aldabbagh.com	
32	<b>Zest</b> zest.uk.com	
NEW	33 <b>Dolphin Solutions Ltd</b> dolphinsolutions.co.uk	
34	<b>Ryan LLC</b> ryan.com/europe	
NEW	35 <b>Bright Network</b> brightnetwork.co.uk	
36	<b>Elucidat</b> elucidat.com	
NEW	37 <b>4PS</b> 4ps.co.uk	
38	<b>CPS</b> cps.co.uk	
NEW	39 <b>HURST</b> hurst.co.uk	
40	<b>AccessPay</b> accesspay.com/careers	
41	<b>Muse Places</b> museplaces.com	
NEW	42 <b>Love Finance</b> lovefinance.co.uk	
43	<b>Consilient Health</b> consilienthealth.com	
NEW	44 <b>The DPO Centre</b> dpocentre.com	
45	<b>Impression</b> impressiondigital.com	

46	<b>National Gas Metering</b> metering.nationalgas.com	
NEW	47 <b>Route 101 Ltd</b> route101.com	
NEW	48 <b>Anthesis</b> anthesis.co.uk	
NEW	49 <b>Clays</b> clays.bar	
50	<b>SLC Rail</b> slcrail.com	
NEW	51 <b>6Sense</b> 6sense.com	
52	<b>Puma Capital Group</b> pumacapitalgroup.co.uk	
NEW	53 <b>Freudenberg Home and Cleaning Solutions Ltd</b> freudenberg.com	
54	<b>Oaklin</b> oaklin.com	
55	<b>Crescent Purchasing Consortium</b> thecpc.ac.uk	
56	<b>Absolute Collagen</b> absolutecollagen.com	
NEW	57 <b>Leeds Mind</b> leedsmind.org.uk	
NEW	58 <b>Laminar Projects</b> laminarprojects.com	
59	<b>2i Ltd</b> 2itesting.com	
60	<b>Xledger</b> xledger.com/uk	
61	<b>CSA Environmental</b> csaenvironmental.co.uk	
62	<b>Catsurveys Ltd</b> catsurveys.com	

NEW	63	<b>Xiatech</b> xiatech.io	
NEW	64	<b>Ridgeview Wine Estate</b> ridgeview.co.uk	
	65	<b>LACE Partners</b> lacepartners.co.uk	
NEW	66	<b>Workplace Interiors Company Cheltenham</b> workplaceco.co.uk	
	67	<b>Advancing Analytics</b> advancinganalytics.co.uk	
	68	<b>Simpson Associates</b> simpson-associates.co.uk	
	69	<b>Alnylam UK Ltd</b> alnylam.com/alnylam-uk	
	70	<b>Workiva</b> workiva.com	
	71	<b>Intersoft</b> intersoft.co.uk	
NEW	72	<b>Shared Access</b> sharedaccess.com	
NEW	73	<b>Tyk</b> tyk.io	
	74	<b>Agria Pet Insurance</b> agriapet.co.uk	
	75	<b>Glassmoon Services</b> glassmoonservices.co.uk	
NEW	76	<b>15Below</b> 15below.com	
NEW	77	<b>Osprey Charging Network</b> ospreycharging.co.uk	
NEW	78	<b>The Marketing Lounge Partnership Ltd</b> mlp.agency	
	79	<b>360insights</b> 360insights.com	

NEW	80	<b>EquiLend Europe Ltd</b> equilend.com	
NEW	81	<b>Bolton Lads and Girls Club</b> blgc.co.uk	
NEW	82	<b>ITRS Group</b> itrsgroup.com	
	83	<b>Catalyst Care Group</b> catalystgrp.co.uk	
NEW	84	<b>Frequentis</b> frequentis.com	
	85	<b>Mental Health First Aid England</b> mhfaengland.org	
NEW	86	<b>N-Compass</b> n-compass.org.uk	
	87	<b>Moose Toys</b> moosetoys.com	
	88	<b>Accuracy</b> accuracy.com	
	89	<b>Box.Com (UK) Ltd</b> box.com	
NEW	90	<b>Viessmann Ltd</b> viessmann.co.uk	
NEW	91	<b>Optimizely</b> optimizely.com/company	
	92	<b>Justteachers Ltd</b> justteachers.co.uk	
NEW	93	<b>Conferma</b> conferma.com	
	94	<b>Western Global</b> western-global.com	
NEW	95	<b>Altavia UK</b> altavia-uk.com	
	96	<b>Airwalk Reply</b> airwalkreply.com	

	97	<b>Insulet</b> insulet.com	
NEW	98	<b>Panasonic Heating and Cooling UK Ltd</b> aircon.panasonic.eu/GB_en	

	99	<b>Tanium</b> tanium.com	
	100	<b>Homeprotect</b> homeprotect.co.uk	

Discover more about these listmakers  
at [www.greatplacetowork.co.uk](http://www.greatplacetowork.co.uk)



List Legends:

Bright Horizons Family Solutions



For the 20th year, Bright Horizons has been recognised as a UK's Best Workplace™ – a testament to its excellence in early years care, education and family support.

With nearly 300 nurseries across the UK, Bright Horizons



has supported families for over 30 years. They also collaborates with 400 UK clients, providing essential Work + Family services for employees to thrive.

Their HEART values – Honesty, Excellence, Accountability, Respect, and Teamwork – enable a culture where employees feel empowered to make a difference every day.



82% of Bright Horizons Family Solutions employees agree that 'this is a great place to work'

Discover what makes Bright Horizons Family Solutions a great place to work





# Mission Accomplished

Employees commend a collaborative culture at **NVIDIA**, No. 1 Large

In addition to valuing their flexibility and feeling a strong sense of camaraderie across the workplace, colleagues at **NVIDIA** say they greatly appreciate that the company's "mission is what guides decisions, not hierarchy".

As one employee explains: "I am trusted to do my job and make decisions. Policies are in place to ensure that there is clarity, but open communication and one-on-one judgements are often used to resolve queries or conflict. This flexible environment fosters a spirit of being listened to as an individual and not just a number following a process."

It's a trend that's becoming increasingly common among Best Workplaces, like **NVIDIA**, who are cultivating a culture characterised by high-trust leadership, autonomy, and psychological safety. No matter what their role or tenure, employees at these top-performing organisations feel empowered to take risks, share ideas, and admit mistakes freely without fear of negative consequences.

Across the 350 Best Workplaces on this year's List, 86% of employees agree

that in their company "Management genuinely seeks and responds to suggestions and ideas". And at **NVIDIA**, this climbs to 92% – a stark contrast to the UK average of just 57%.

"It's never boring; there are always new challenges, I'm given enormous independence to run my team as I see fit, according to my own judgement," said one **NVIDIA** manager.

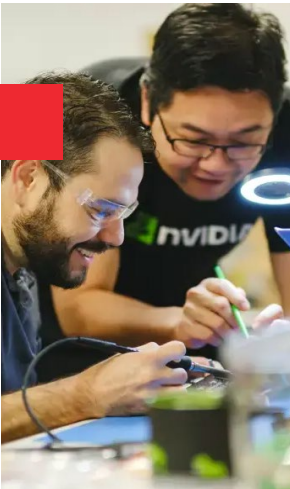
Another employee shared: "There's a collaborative culture that goes across the whole company that I haven't seen anywhere else. I have the pleasure of working with many people in different teams for the greater benefit of our customers and users, and the company as a whole, and I can do this with the encouragement of management."

Conversely, my work has received the great benefit of others reaching out to me and working together on things where they're best placed to help. There are very few barriers to getting things done, and I think that helps us work as one large team incredibly quickly and efficiently compared to companies with more traditional management structures."



“**NVIDIA's** first priority is creating an environment where our employees can do world-changing work. We do this by supporting them with benefits that suit every stage of life, the best tools for their job, and a workplace where ideas are heard and encouraged.”

- Sonia Mediavilla-Talamelli, VP HR (EMEA), **NVIDIA**





















# Best Workplaces 2025

















Large: 201-1000 employees













1	<b>NVIDIA</b> nvidia.com		17	<b>Assurant</b> assurant.co.uk	
2	<b>CrowdStrike</b> crowdstrike.co.uk		NEW 18	<b>CoreLogic</b> corelogic.uk	
NEW 3	<b>Unum</b> unum.co.uk		19	<b>Charlie Bigham's</b> charliebighams.com	
4	<b>Samsara</b> samsara.com/uk		20	<b>PKF Francis Clark</b> pkf-francisclark.co.uk	
5	<b>Powerforce Field Marketing</b> powerforcegb.com		21	<b>Natilik</b> natilik.com	
6	<b>World Wide Technology</b> wwt.com		22	<b>Ellisons Solicitors</b> ellisonssolicitors.com	
7	<b>Kerv</b> kerv.com		23	<b>Verisk</b> verisk.com	
8	<b>Braze</b> braze.com		24	<b>Coloplast</b> coloplast.co.uk	
9	<b>Phoenix Software</b> phoenixs.co.uk		NEW 25	<b>Shake Shack</b> shakeshack.co.uk	
10	<b>CSL Group</b> csl-group.com		NEW 26	<b>Centrica Energy</b> centricaenergy.com	
11	<b>Aventum Group Ltd</b> aventumgroup.com		NEW 27	<b>Development Bank of Wales</b> developmentbank.wales	
NEW 12	<b>Dalcour Maclaren</b> dalcourmaclaren.com		NEW 28	<b>Arthrex</b> arthrex.com	
13	<b>Citadel &amp; Citadel Securities</b> citadel.com/london		29	<b>CreateFuture</b> createfuture.com	
NEW 14	<b>HiBob</b> hibob.com		30	<b>Discover Financial Services</b> discover.com	
NEW 15	<b>MetLife</b> metlife.co.uk		31	<b>Robert Half</b> roberthalf.com/gb/en	
16	<b>Lindt &amp; Sprüngli UK Ltd</b> lindt.co.uk		NEW 32	<b>Blackstone</b> blackstone.com	

NEW	33	<b>TSG Ltd</b> tsg.com	
NEW	34	<b>Quantexa</b> quantexa.com	
	35	<b>Active Prospects</b> activeprospects.org.uk	
	36	<b>Intuit</b> intuit.com	
	37	<b>Cadence</b> cadence.com	
	38	<b>Verint Systems</b> verint.com	
	39	<b>Zscaler UK Ltd</b> zscaler.com	
NEW	40	<b>NRG Riverside</b> nrg-riverside.com	
	41	<b>Liberty IT</b> liberty-it.co.uk	
	42	<b>Klaviyo</b> klaviyo.com	
NEW	43	<b>Tapestry</b> tapestry.com	
	44	<b>Stryker UK</b> stryker.com/gb/en	
NEW	45	<b>Newmedica</b> newmedica.co.uk	
	46	<b>Agilent Technologies</b> agilent.com	
	47	<b>Goodlord</b> goodlord.co	
	48	<b>REL Field Marketing</b> relfm.com	
NEW	49	<b>Oxford International Education Group</b> oxfordinternationaleducationgroup.com	
	50	<b>Statkraft UK</b> statkraft.co.uk	

	51	<b>Kia UK Ltd</b> kia.com/uk	
NEW	52	<b>Benefit Cosmetics</b> benefitcosmetics.com/en-gb	
	53	<b>De Lage Landen Leasing Ltd</b> dllgroup.com	
	54	<b>Wavestone</b> wavestone.com	
NEW	55	<b>nGAGE Talent Group</b> ngagetalent.com	
	56	<b>Genesys</b> genesys.com	
	57	<b>General Mills UK</b> generalmills.com	
	58	<b>Laithwaites</b> laithwaites.co.uk	
	59	<b>BHP LLP</b> bhp.co.uk	
	60	<b>The Doyle Collection</b> doylecollection.com	
	61	<b>ProCook</b> procook.co.uk	
	62	<b>AlphaSights</b> alphasights.com	
NEW	63	<b>Findel</b> findel.co.uk	
	64	<b>Chiesi Ltd</b> chiesi.uk.com	
	65	<b>Citizens Advice Gateshead</b> citizensadvicegateshead.org.uk	
	66	<b>Sysmex UK Ltd</b> sysmex.co.uk	
NEW	67	<b>Liquidline</b> liquidline.co.uk	
	68	<b>Fisher Investments UK</b> fisherinvestments.com/en-gb	

NEW	69	<b>Simon Community</b> simoncommunity.org	
	70	<b>The Havebury Housing Partnership</b> havebury.com	
NEW	71	<b>Cornerstone</b> cornerstone.network	
	72	<b>Vegner Group</b> vegnergroup.com	
NEW	73	<b>Datasite</b> datasite.com	
	74	<b>Biogen</b> biogen-uk-ie.com	
	75	<b>Gambling Commission</b> gamblingcommission.gov.uk	
NEW	76	<b>Sixt Rent A Car</b> sixt.co.uk	
	77	<b>Mobilize Financial Services</b> mobilize-fs.co.uk	
NEW	78	<b>Roper Rhodes</b> roperrhodes.co.uk	
	79	<b>Mimecast</b> mimecast.com	
	80	<b>Brayleys Cars Ltd</b> brayleys.co.uk	
	81	<b>Park Place Technologies</b> parkplacetechnologies.com	
	82	<b>The All England Lawn Tennis Club</b> wimbledon.com	
NEW	83	<b>Bloomsbury Publishing Plc</b> bloomsbury.com	
NEW	84	<b>PayStream Accounting Services Ltd</b> paystream.co.uk	

	85	<b>Bytes Software Services</b> bytes.co.uk	
	86	<b>Slalom</b> slalom.com/gb/en/who-we-are/locations	
NEW	87	<b>YMCA St Paul's Group</b> ymcastpaulsgroup.org	
	88	<b>Fittleworth Medical Ltd</b> fittleworth.com	
	89	<b>Microlise Ltd</b> microlise.com	
	90	<b>Secure Trust Bank Group</b> securetrustbank.com	
NEW	91	<b>Synechron Ltd</b> synechron.com	
NEW	92	<b>Suntory Global Spirits UK</b> suntoryglobalspirits.com	
	93	<b>The Farnborough Airport Company</b> farnboroughairport.com	
NEW	94	<b>TradeChoice Carpet and Flooring</b> tradechoice.com	
NEW	95	<b>Fraikin</b> fraikin.co.uk	
	96	<b>Broadridge Financial Solutions</b> broadridge.com	
NEW	97	<b>REHAU Ltd</b> rehau.com/uk-en/company-careers	
	98	<b>Norton Way Motors Ltd</b> nortonway.com	
	99	<b>Connexin</b> connexin.co.uk	
	100	<b>Offshore Renewable Energy Catapult</b> ore.catapult.org.uk	

Discover more about these listmakers  
at [www.greatplacetowork.co.uk](https://www.greatplacetowork.co.uk)







# Top of their game

## Hilton takes the No. 1 spot on the 2025 UK's Best Workplaces List (Super Large)

Employees working for the global leader in hospitality frequently noted fun, trust, and colleagues being supportive and welcoming as key reasons why they believe Hilton is such an outstanding place to work.

This goes beyond offering industry-leading benefits and creating environments where people feel comfortable with speaking up and being their authentic selves. Employees at Hilton often mentioned their appreciation for “the collective sense of pride and respect for each other”, and value having “the ability to grow one’s career internally without having to change companies.”

Employees also commended Hilton’s leaders and managers for being a transparent leadership team who have built trust by openly sharing important information, and being honest about challenges and about the company’s plans and goals.

As one person shared in their survey:

“[Hilton is] an incredibly family friendly organisation which really makes a difference to women workers and their

ability to grow their career like male peers. I’m a working mum with young kids and the flexibility and support I get, allowing me to work in a way that works for me is irreplaceable. There is a trust that you will get the job done even if not doing it in the traditional working way in terms of hours and location.”

“Hilton places a high value on culture. They invest in it heavily – financially and in time,” said another employee. “It shows, I’ve never experienced a culture like it, and it takes effort from everyone.”



“More and more people see hospitality as a dynamic and rewarding career. At Hilton, our 18,000+ UK Team Members bring Conrad Hilton’s vision to life, filling the earth with the light and warmth of hospitality. Their dedication creates opportunities, shapes careers, and delivers exceptional service earning us the prestigious UK’s #1 Great Place to Work accolade once again”

– Simon Vincent, CBE EVP & President EMEA, Hilton























# Best Workplaces 2025

## Super Large: 1001+ employees

1	Hilton hilton.com/en/corporate	Hilton	16	Consensus Support Services Ltd consensusupport.com	consensus
2	Admiral Group admiralgroup.co.uk	Admiral Group PLC	17	Sopra Steria Ltd soprasteria.co.uk	sopra steria
3	Aviva aviva.com	AVIVA	18	IRIS Software Group iris.co.uk	IRIS
4	Baringa baringa.com/en	Baringa	19	Bright Horizons Family Solutions brighthouse.co.uk	Bright Horizons
NEW 5	Kids Planet Day Nurseries kidsplanetdaynurseries.co.uk	Kids Planet	20	BUUK Infrastructure bu-uk.co.uk	BUUK infrastructure
6	ServiceNow servicenow.com	servicenow	NEW 21	Marriott International marriott.com	Marriott INTERNATIONAL
7	Booking.com careers.booking.com	Booking.com	22	Version 1 version1.com	VERSION 1
8	AbbVie abbvie.co.uk	abbvie	23	Capgemini UK capgemini.com/gb-en	Capgemini
9	Home Group Ltd homegroup.org.uk	home group	24	Softcat plc softcat.com	SOFTCAT
NEW 10	AJ Bell ajbell.co.uk/group	AJBell	25	Siemens Healthineers AG siemens-healthineers.co.uk	SIEMENS Healthineers
11	Adobe adobe.com	Adobe	26	Specsavers specsavers.co.uk	Specsavers
12	DHL Express dhl.com/gb-en/home/express	DHL	27	Dimensions dimensions-uk.org	dimensions
13	Coventry Building Society coventrybuildingsociety.co.uk	COVENTRY Building Society	28	NHS Shared Business Services sbs.nhs.uk	NHS Shared Business Services
14	Salesforce salesforce.com	salesforce	29	Savers Health and Beauty savers.co.uk	savers HEALTH HOME BEAUTY
15	Capital One capitalone.co.uk	Capital One	NEW 30	N Family Club nfamilyclub.com	n family club



NEW	31	Experian Ltd experian.com/careers	
	32	Cisco cisco.com	
	33	Insight Direct (UK) Ltd uk.insight.com/en_GB/home.html	
	34	TD SYNnex UK Ltd eu.tdsynnex.com	
NEW	35	Allianz UK allianz.co.uk/about-allianz.html	
	36	Northumbrian Water Group nwl.co.uk	
NEW	37	Colosseum Dental UK Ltd colosseumdental.co.uk	
	38	COMPUTACENTER computacenter.com/en-gb	
NEW	39	Centrica PLC centrica.com	
	40	Gleeds LLP gb.gleeds.com/en	
NEW	41	Nottingham Community Housing Association ncha.org.uk	
NEW	42	Encore Capital cabotcreditmanagement.com	
	43	HomeServe Membership Ltd homeserve.com	
	44	TP tp.com	
NEW	45	Alternative Futures Group afgroup.org.uk	
	46	Clermont Hotel Group clermonthotel.group	
	47	Gowling WLG (UK) LLP gowlingwlg.com	
	48	Abbott Laboratories Ltd abbott.com	
NEW	49	Domestic & General domesticandgeneral.com	
	50	Outcomes First Group outcomesfirstgroup.co.uk	

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### Think you could be a Best Workplace?

If your company culture is a cut above the rest, then we invite you to begin your Great Place To Work journey. It all starts with Certification™ – the globally recognised mark of an exceptional employee experience.

# Outshine the competition as a Best Workplace™ in your sector

A magnetic employer brand attracts exceptional talent. Enhance your recruitment and retention efforts by prominently showcasing your status as a UK's Best Workplace™ in your sector.

Survey your workforce and become Great Place To Work® Certified™ by July 18th to ensure your organisation is eligible for all 2025 UK's Best Workplaces sector lists.



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Award Winner 2025



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