

India meets Britain Tracker 2023

The latest trends in Indian investment in the UK



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About our research

Our Tracker, developed in collaboration with the Confederation of Indian Industry, identifies the top fastest-growing Indian companies in the UK as measured by percentage revenue growth year-on-year.

The Tracker includes Indian-owned corporates with operations headquartered or with a significant base in the UK, with turnover of more than £5 million, year-on-year revenue growth of at least 10% and a minimum two-year track record in the UK, based on the latest published accounts filed as at 31 March 2023, where available. Turnover figures have been annualised where periods of less or more than 12 months have been reported.¹

Our report also highlights the top Indian employers – who through their UK subsidiaries employ more than 1,000 people in the UK.²

To compile the India meets Britain Tracker 2023, Grant Thornton analysed data from 954 UK-incorporated limited companies that are owned directly or indirectly, or controlled, by either an Indian-incorporated parent or an Indian citizen resident outside the UK.

¹ As our research relies on published and filed accounts, there is inevitably a time lag between the recording of the performance of the companies and the publication of this report.

² Employment numbers may include employees outside the UK in overseas subsidiaries of UK companies.

Introduction

This is the tenth edition of the Grant Thornton India meets Britain Tracker, developed in collaboration with the Confederation of Indian Industry (CII).



The Tracker identifies the fastest-growing Indian companies in the UK as well as the top Indian employers. It also provides insight into the evolving scale, business activities, locations and performance of the Indian-owned companies who are making the biggest impact in the UK.

Indian companies in the UK are flourishing

Our 2023 research identified a record 954 Indian companies operating in the UK, up from 900 in 2022, with combined revenues of £50.5 billion, slightly down from £52.3 billion in 2022. The increase in the total number of companies in our research is remarkable in the context of COVID-19 disruption, which only began to subside over the course of 2022.

Together, the 954 companies employed 105,931 people, down from 118,033 in 2022, and paid £944 million in corporation tax, a substantial rise compared with £298.1³ million in 2022.

This year's listing of fastest growing companies also delivers remarkable results. This year, 79 companies recorded growth of 10% or over – more than double the number in 2022. There was also a record-breaking 68 first-time entrants to the Tracker. The 2023 Tracker companies achieved an average growth rate of over 71.3%, compared to 38.3% in 2022.⁴ The three fastest-growing companies were LT Foods International Ltd (807%), St James Court Hotel Ltd (491%), and Reliance Big Entertainment Ltd (364%).

Tracking a decade of change

The past decade has witnessed ever deepening ties between India and the UK. Bilateral trade, for example, has more than doubled from £16.4 billion in 2013 to £35.9 billion in 2022.⁵ A dramatic shift in the relative economic power of the two countries has taken place too. India has moved up the world economic ranking – from tenth largest in 2014⁶ to fifth largest, ahead of the UK, today.⁷

These changes are reflected in ten years of the India meets Britain Tracker. Since we began our research, the number of Indian companies qualifying for inclusion has grown to almost 1,000. This year, their combined turnover reached more than £50.5 billion. Over the past decade, Indian companies in the UK have paid a minimum of £4 billion⁸ in corporation tax. And the largest Indian employers in the UK have employed 100,000 people or more every single year. Over this period a notable 277 companies have qualified to be on our Tracker.

The UK-India free trade agreement, currently being negotiated, is anticipated to be concluded this year, will be a platform for further growth in the Indian economic footprint in the UK. And with the Indian economy forecast to become the third largest in the world by 2030, we look forward to seeing this economic power reflected in future editions of the India meets Britain Tracker.

Our congratulations go to all the companies appearing in this year's Tracker and to those that have featured over the past ten years.



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³ 2022 combined revenues, total employees and combined corporation tax have been restated throughout this report to adjust for erroneous inclusion of one company that did not meet the criteria in our 2022 report.

⁴ For full qualifying criteria, see page 1, 'About our research'

⁵ Trade and Investment Factsheets, India. UK Department for Business & Trade, 3 May 2023

⁶ The 10 Richest Economies In The World In 2014, The Richest, 25 July 2014

⁷ Top 10 Largest Economies In The World 2023, infostl.com, 16 February 2023

⁸ This figure represents the corporation tax paid in the years that where this was researched.

Ten years of the India meets Britain Tracker

When we began our Tracker research in 2014, 700 Indian-owned businesses in the UK met the qualifying criteria. This year, the number reached 954 – the highest ever.



Ten year trends

While Indian investment has been present in the UK since the 1950s and there was anecdotal evidence of expansion over the decades, it has only been since 2014, through the Grant Thornton India meets Britain Tracker report, produced in collaboration with CII, that the Indian economic contribution has been quantified and tracked. Here we provide a snapshot of some of the critical trends from our reports in this ten-year period.

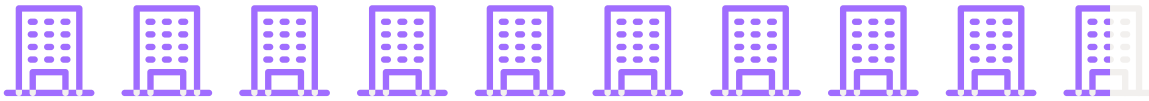
Overall research highlights

Total companies in research increases by almost one third

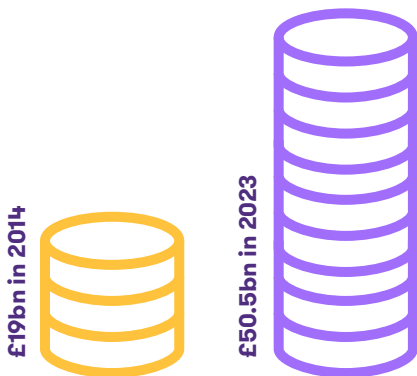
700 in 2014



954 in 2023



Combined turnover among companies in research has more than doubled



100,000+

Top Indian employers in the UK consistently employ 100,000+

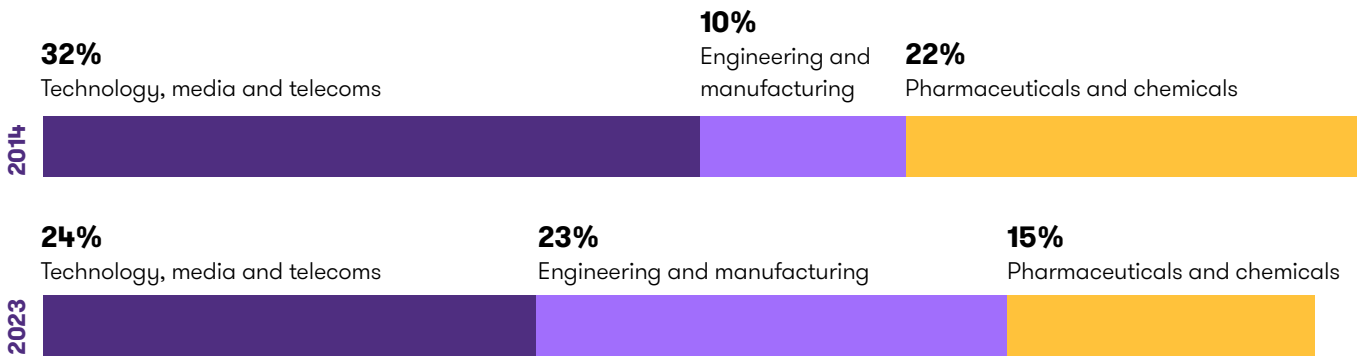
Tracker highlights



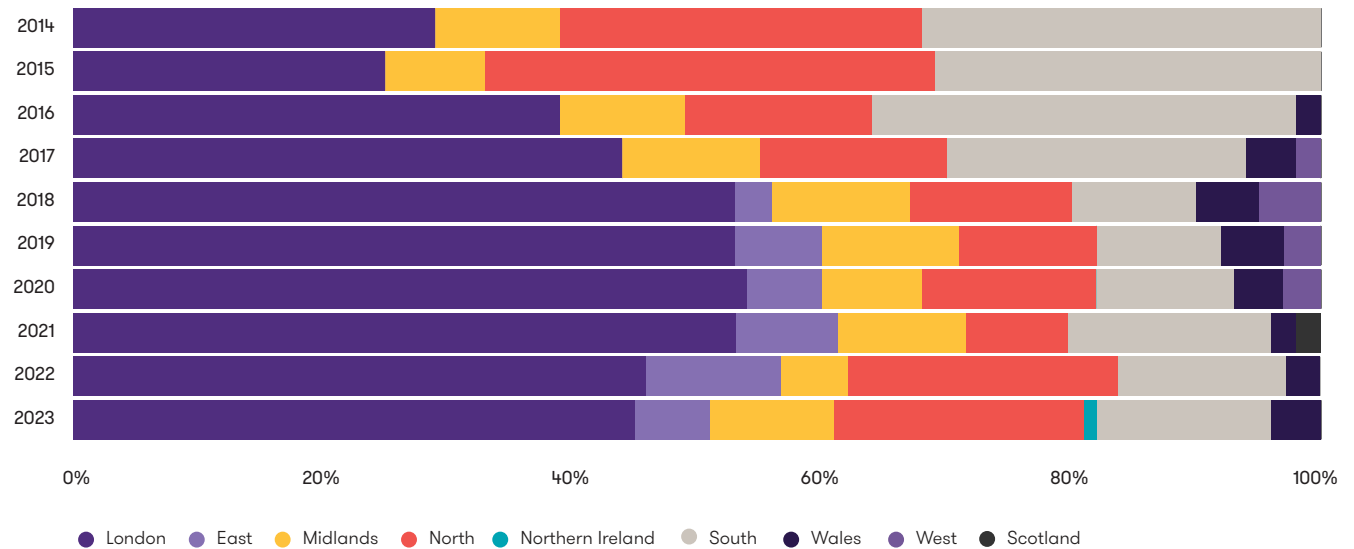
39%

Average annual growth rate over ten year period

Three sectors dominating the Tracker reflect strengths of India economy



More Tracker companies looking to relocate outside London in recent years



Composition of companies has been consistent over ten years



7%
large corporate



45%
mid corporate



48%
SMEs

2023: India and the UK plan ambitious expansion of bilateral trade and investment

Pandemic recovery helped boost two-way trade and investment between India and the UK during 2022. Now, an anticipated free trade deal seeks to realise the potential to double trade by 2030.



954 vs 900 in 2022

Number of Indian owned companies in the UK



£50.5 bn vs £52.3bn in 2022

Combined total turnover



£944m vs £298.1m in 2022

Corporation tax



105,931 vs 118,033 in 2022

Number employed



29.4% vs 26% in 2022

% of companies who have women on the board

Indian economy rebounds post-pandemic

The number of Indian-owned companies in the UK remained at its highest level ever over the past 12 months, despite businesses and economies worldwide still feeling the impact of the COVID-19 pandemic. India's recovery is now well underway. A successful vaccination programme enabled the country to minimise the impact of a new wave of COVID-19 early in 2022. Now, three years on from the start of the pandemic, almost 70% of India's 1.4 billion-strong population is fully vaccinated.⁹

India's GDP grew 8.7% in 2022.¹⁰ As a result, in January 2023, India's Ministry of Finance declared the economic recovery complete and anticipated a return to pre-pandemic levels of growth. GDP is forecast to grow by 6.5% in 2023/24.^{11 12}

Meanwhile, the UK's recovery from the pandemic is slower. GDP growth for 2022 was 4%.¹³ Figures released ahead of the Budget in March 2023 forecast a contraction of -0.2%.¹⁴ Despite these figures, the UK retains a strong pull for Indian investors.

For both countries, the war in Ukraine is making economic recovery harder, bringing substantial challenges in the form of higher prices for imports, disrupted supply chains and massive inflation.

India-UK trade jumps by over 50% in 2022

Recovery from the pandemic was also reflected in increased trade in goods and services between India and the UK during 2022. Figures from the UK's Department for Business and Trade show the value of total exports and imports in the year to the end of Q4 2022 stood at £35.9 billion. This is an increase of £11.6 billion on the previous year and makes India the UK's twelfth largest trading partner globally.¹⁵

M&A activity begins to revive

The impact of the pandemic and depreciation in the value of the rupee has resulted in a big fall in the volume and value of India-UK deals since 2021. Nevertheless, four deals took place during 2022.

The largest – in January 2022 – saw Reliance New Energy Solar Ltd acquire Faradion, a leading global battery technology company, in a deal worth USD 136 million. In October, in a deal worth USD 80.8 million, Safex Chemicals India Ltd acquired Briar Chemicals Limited, the UK's leading agrochemicals Contract Development and Manufacturing Organisation (CDMO).

Two smaller deals, each worth USD 5 million, also took place in 2022. Evenflow, which acquires and scales third-party brands, acquired Yogarise, a London-based yoga studio. Medi Assist Healthcare Services Ltd acquired Mayfair We Care UK Ltd, which designs health packages to meet clients' needs globally.

Two further deals in January 2023, also each worth USD 5 million, suggest M&A activity may be set to recover further over the coming year.¹⁶ Leadership Boulevard Private Ltd acquired Pearson India Education Service, while Mankind Pharma Ltd acquired a minority stake in Actimed Therapeutics Ltd.

India FDI creates more than 8,600 jobs in the UK

Indian Foreign Direct Investment continued to make an important contribution to the UK economy in 2021/22, with India among the top source markets for FDI projects into the UK. Total inward FDI from India was £9.3 billion during this period and created 8,664 new jobs. Only the US was involved in more FDI projects in the UK and no other country than India created more new jobs through FDI projects in the UK.¹⁷

Roadmap aims to double bilateral trade by 2030

The growth in bilateral trade between India and UK in 2022 highlights the huge potential of India-UK trade and commercial relationships. The 2030 Roadmap for India-UK future relations, launched by the two countries in 2021, aims to unlock the full potential and to at least double bilateral trade by 2030. The roadmap also highlights four other priority areas for collaboration: defence and security, climate and clean energy, health, and people and culture.

A joint statement from the two governments affirms:

"India and the UK are committed to a partnership that delivers for both countries. Our 2030 vision is for revitalised and dynamic connections between our people; re-energised trade, investment and technological collaboration that improves the lives and livelihoods of our citizens; enhanced defence and security cooperation that brings a more secure Indian Ocean Region and Indo-Pacific and India-UK leadership in climate, clean energy and health that acts as a global force for good."¹⁸

⁹ WHO Coronavirus (COVID-19 Dashboard), February 2023

¹⁰ India's GDP Grows 8.7% in FY 2022, India Briefing, 6 June 2022

¹¹ Department of Economic Affairs, Monthly Economic Review, March 2023

¹² Latest World Economic Outlook Growth Projections, World Economic Outlook Update, International Monetary Fund, January 2023

¹³ GDP – International Comparisons: Key Economic Indicators, UK Parliament, 10 February 2023

¹⁴ Economic and fiscal outlook, Office for Budget Responsibility, March 2023

¹⁵ Trade and Investment Factsheets, India. UK Department for Business & Trade, 3 May 2023

¹⁶ Grant Thornton research

¹⁷ Inward Investment Results 2021 to 2022, Department for International Trade, June 2022

¹⁸ UK-India joint statement, www.gov.uk, 22 April 2022



Is an announcement of a free trade deal imminent?

Negotiations on a free trade agreement launched in January 2022 in New Delhi and continued throughout the year. Visits by a number of UK government ministers to India underlined the importance of the talks. UK Minister for International Trade, Anne-Marie Trevelyan, visited India in January 2022, UK Foreign Secretary Liz Truss visited in March 2022 and UK prime minister, Boris Johnson, made an official visit in April 2022. In May 2022, Shri Piyush Goyal, India's Commerce and Industry Minister, led a delegation to London.¹⁹

Most recently, the UK Trade Secretary, Kemi Badenoch, visited Delhi in December 2022 as negotiations entered a sixth round. In February 2023 Indian officials were in London for further talks²⁰ and a further round of negotiations took place in Delhi in March 2023.²¹

In recent weeks, there have also been visits to India by UK Chancellor, Jeremy Hunt, and the UK Foreign Secretary, James Cleverly, and contact between UK Defence Secretary, Ben Wallace and his Indian counterpart – all focused on strengthening bilateral relations. The recent placing of large orders by Air India with Rolls Royce is testament to this connection.

With the eighth round of negotiations completed in March 2023, optimistic commentators anticipate a positive announcement on a free trade agreement before the end of the year.

Impact of Indian diaspora on India-UK partnership grows

2022 was the year when the growing importance of the diaspora in shaping the partnership between India and the UK came into sharp focus. In November, Rishi Sunak was appointed UK prime minister, the first politician from the diaspora to be appointed to the office. Evidence of the diaspora's growing impact is also highlighted in our report, *India in the UK: the diaspora effect*, published in February 2020. There, we identified Rishi Sunak, the then Chief Secretary to the Treasury, as one to watch.

Meanwhile, data from the UK's 2021 census shows that Indians are the largest ethnic minority group in England and Wales, with 3.1% of people identifying their ethnic group as Indian (up from 2.5% in 2011).²²

At UK universities, Indian students are now the largest group of students from overseas – with their number climbing dramatically in the past three years to reach 140,000 in 2022.²³ The Graduate Route post-study work scheme is proving particularly attractive. In July 2022, the UK and India signed an agreement officially recognising each other's higher education qualifications. This is likely to attract even more Indian students to the UK.²⁴

Meanwhile, a growing number of global Indians are making London their base, attracted by the long-standing advantages that the UK capital offers: good international travel links, a vibrant property market, excellent education and lifestyle opportunities and access to world-class legal and financial services. In addition, London is regarded as one of the best cities anywhere in the world to establish a start-up. Research from Startup Genome ranks the UK capital second only to Silicon Valley.²⁵

¹⁹ High Commission of India, *India-UK Relations*, accessed February 2023

²⁰ Seventh round of India-UK FTA talks underway in London, [deccanherald.com](https://www.deccanherald.com), 9 February 2023

²¹ UK-India FTA negotiations, contentious issues, potential solutions, DI, 1 March 2023

²² Ethnic group, England and Wales, Census 2021, Office for National Statistics, 29 November 2022

²³ 2022 UK student visa statistics, British Council, 1 March 2023

²⁴ UK universities boosted by 'landmark' agreement with India to recognise qualifications, www.gov.uk, 21 July 2022

²⁵ Key insights from #GSER2022, startupgenome.com



Entrepreneurs and innovators to benefit from new visa route

For entrepreneurs and innovators looking to set up in the UK, the closure of the Tier 1 Investor Visa route over security concerns in February 2022²⁶ makes it necessary to explore new visa routes to the UK. However, as the country looks to attract global talent and investment, changes to immigration rules are creating new opportunities.

For example, the new Innovator Founder route (which replaces the Innovator and Start-up routes) opened in April 2023. To apply for a visa, innovators must have their business or business idea assessed by an endorsing body.²⁷ From April 2023, the requirement to have at least £50,000 in investments funds will be removed.²⁸

The new Young Professionals Scheme, agreed in 2021²⁹, is also live. The scheme offers visas to enable Indian citizens aged 18–30 to live and work in the UK for up to two years. Visas for 2,400 people were available via the scheme's first ballot in February this year.³⁰

India-UK relationship continues to evolve in changing world

Two landmark events in the evolving relationship between the UK and India took place in 2022. On 15 August 2022, India celebrated 75 years of independence. The following month, on 8 September 2022, Queen Elizabeth II, who had reigned for 70 years, passed away. The world has changed beyond recognition through these decades, yet through it all India and the UK have continued to share values, culture and history, and enjoy the mutual understanding that this brings. It was back in 2015 that Prime Minister Narendra Modi first described this vibrant relationship as a “living bridge” between the two nations.³¹

In December 2022, India's presidency of the G20 began and the country will host the eighteenth Heads of State and Government Summit in New Delhi in September 2023.³² When Rishi Sunak met Prime Minister Modi in Bali at the seventeenth G20 Summit in November 2022, the leaders agreed on the enduring importance of the dynamic living bridge between the two countries.³³ As the world continues to develop, this living bridge will become more important than ever.

²⁶ Tier 1 Investor Visa route closes over security concerns, www.gov.uk, 17 February 2022

²⁷ Innovator visa, www.gov.uk

²⁸ New statement of changes to the Immigration Rules HC1160, Free movement, 9 March 2023 /

²⁹ UK-India agree partnership to boost work visas for Indian nationals, www.gov.uk, 4 May 2021

³⁰ India Young Professionals Scheme: ballot system, www.gov.uk, 21 February 2023

³¹ The Living Bridge effect on UK-India ties, India Global Business, archive.

³² New Delhi Summit, g20.org

³³ PM meeting with Indian Prime Minister Modi: 16 November 2022, www.gov.uk, 16 November 2022

The fastest-growing Indian companies in the UK

The India meets Britain Tracker this year shows that Indian companies in the UK have put the pandemic behind them. The Tracker features more companies growing at 10% or more than in any year since 2018.



10% growth

79 companies of 954 have revenue growth of a least 10%



71.3%

Average revenue growth



£25bn

Combined turnover



40,598

Employees in total



£449.5m

Corporation tax paid



£864m

Capital expenditure

India meets Britain Tracker 'hall of fame'

Over the past decade, 22 fast-growing companies have featured in the India meets Tracker at least five times. Accord Healthcare Ltd and Secure Meters (UK) Ltd have both featured eight times. Bharat Forge International Ltd and Milpharm Ltd have both featured seven times. Our congratulations not only to these companies who have demonstrated remarkable sustained growth, but to all those who have featured in our Tracker over the last ten years.

Fastest growing Indian companies' location in the UK³⁴

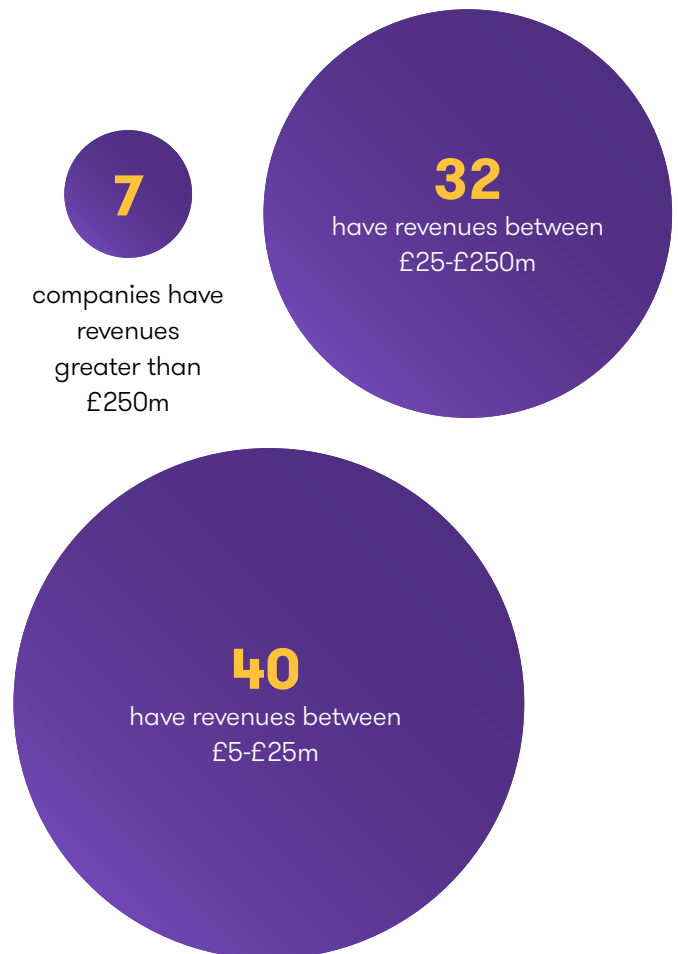


Top sectors



* With the increasing crossover of media with technology and telecoms we now classify the three as one sector

Market size



³⁴ Percentage calculations have been rounded up or down where necessary and there may be rounding differences in respect of the aggregate percentage.

The fastest growing companies in the UK

Rank	Domestic ultimate owner	Global ultimate owner (GUO)	Latest growth
1	LT Foods International Ltd	LT Foods Ltd	807%
2	St James Court Hotel Ltd	The Indian Hotels Company Ltd	491%
3	Reliance Big Entertainment (UK) Private Ltd	Reliance Innoventures Private Limited	364%
4	Norlake Hospitality Ltd	Bharti Overseas Private Ltd	310%
5	Royal Enfield UK Ltd	Eicher Motors Ltd	308%
6	Bird Overseas Holdings Ltd	Amadeus India Private Ltd	299%
7	GH Holdings 1 Ltd	Bharti Overseas Private Ltd	261%
8	Sudhir Power (UK) Ltd	Mr Rahul Seth	186%
9	KStrong Holding UK Ltd	Karam Holding Private Ltd	114%
10	Essar Energy Ltd	Ruia Family	90%
11	Bharat Forge International Ltd	Bharat Forge Ltd	80%
12	Hinduja Global Solutions UK Ltd	Hinduja Global Solutions Ltd	73%
13	Multi Trade Links (UK) Ltd	MTC Business Private Ltd	73%
14	Freight Systems (UK) Ltd	FSL Worldwide (Holding) Ltd	72%
15	OYO Technology and Hospitality (UK) Ltd	Mr Ritesh Agarwal	70%
16	Coforge UK Ltd	Coforge Ltd	70%
17	World of Stones UK Holdings Ltd	Shree Agencies P Ltd	68%
18	Novelis Europe Holdings Ltd	Hindalco Industries Ltd	64%
19	CP Pharmaceuticals Ltd	Wockhardt Foundation	63%
20	Prime Focus International Services UK Ltd	Prime Focus Ltd	54%
21	Tata Steel Europe Ltd	Tata Steel Ltd	54%
22	Apollo Tyres (UK) Sales Ltd	Apollo Tyres Ltd	53%
23	Birlasoft Solutions Ltd	Birlasoft Ltd	53%
24	Birlasoft (UK) Ltd	Birlasoft Ltd	51%
25	Prodapt (UK) Ltd	Prodapt Solutions Private Ltd	51%
26	JAMPP Ltd	Affle (India) Ltd	50%
27	Garware Hi-Tech Films International Ltd	Garware Hi-Tech Films Ltd	50%
28	Amagi Media Private Ltd	Amagi Media Labs Private Ltd	49%
29	Atul Europe Ltd	Atul Ltd	47%
30	Electrosteel Castings (UK) Ltd	Electrosteel Castings Ltd	46%
31	IPCA Laboratories UK Ltd	IPCA Laboratories Ltd	46%
32	Veedol UK Ltd	Tide Water Oil Co (India) Ltd	45%
33	TVS Europe Distribution Ltd	TVS Automotive Solutions Private Ltd	45%
34	Verigold Jewellery (UK) Ltd	Renaissance Global Ltd	41%
35	Pacific Shelf 1218 Ltd	Jain Irrigation Systems Ltd	40%
36	Pix Transmissions Europe Ltd	Pix Transmissions Ltd	39%
37	Penn Globe Ltd	Manali Petrochemicals Ltd	37%
38	Gusiute Holdings (UK) Ltd	Tata Chemicals Ltd	36%

Rank	Domestic ultimate owner	Global ultimate owner (GUO)	Latest growth
39	Greens Combustions Ltd	Airoil Flaregas Private Ltd	35%
40	Cipla (EU) Ltd	Cipla Ltd	35%
41	Venkys London Ltd	Venkatashwara Hatcheries PVT Ltd	35%
42	Punjab National Bank (International) Ltd	Government of India	35%
43	Dynamatic Ltd	Dynamatic Technologies Ltd	34%
44	Route Mobile (UK) Ltd	Route Mobile Ltd	33%
45	Greenlam Europe (UK) Ltd	Greenlam Industries Ltd	32%
46	Eternis UK Ltd	Eternis Fine Chemicals Ltd	28%
47	Jain International Foods Ltd	Jain Irrigation Systems Ltd	28%
48	Biocon Biologics UK Ltd	Biocon Ltd	27%
49	Airtel Africa plc	Bharti Airtel Ltd	27%
50	Apollo Tyres (UK) Holdings Ltd	Apollo Tyres Ltd	26%
51	New Way International Ltd	Mr Mandeep Singh	25%
52	Dhott Transmission (UK) Ltd	Mr Rahul Dhoot	24%
53	Tata Communications (UK) Ltd	Tata Family Trust	23%
54	Seal IT Services Ltd	Astral Ltd	23%
55	KPIT Technologies (UK) Ltd	Kajaria Ceramics Ltd	23%
56	Simpsons (UK) Ltd	Roha Dyechem Ltd	22%
57	Lambda Therapeutic Ltd	Lambda Therapeutic Research Ltd	22%
58	Coforge DPA UK Ltd	Corforge Ltd	21%
59	TTK British Holdings Ltd	T T Krishnamachari & Co	21%
60	MSSL (GB) Ltd	Samvardhana Motherson International Ltd	21%
61	Usha Martin International Ltd	Usha Martin Ltd	19%
62	IFGL Monocon Holdings Ltd	Bajoria Financial Services Private Ltd	19%
63	GMA Warehousing & Transport Holdings	Venus Express Corp	18%
64	Jain International Foods Ltd	Jain Irrigation Systems Ltd	18%
65	Mahindra Racing UK Ltd	Mahindra & Mahindra Ltd	18%
66	Saksoft Solutions Ltd	Saksoft Ltd	17%
67	SSP Pumps Ltd	Kirloskar Brothers Ltd	17%
68	Emcure Pharma UK Ltd	Emcure Pharmaceuticals Ltd	17%
69	Secure Meters (UK) Ltd	Secure Meters Ltd	16%
70	TVS Logistics Investment UK Ltd	TVS Supply Chain Solutions Ltd	15%
71	Allied Comline Ltd	Allied Nippon Private Ltd	15%
72	Uflex Europe Ltd	Uflex Ltd	15%
73	HCL Technologies UK Ltd	HCL Technologies Ltd	15%
74	Radicon Transmission UK Ltd	Elecon Engineering Company Ltd	14%
75	Sonata Europe Limited	Sonata Software Ltd	13%
76	DGP Logistics plc	Mr Jaspal Singh Dhese	11%
77	Welspun Home Textiles UK Ltd	Balkrishnan Goenka Welspn Group Master	11%
78	Zensar Technologies (UK) Ltd	Zensar Technologies Ltd	11%
79	Carbogen Amcis Ltd	Adimans Technologies Ltd	11%

Total turnover among Tracker companies hits a new high

This year's India meets Britain Tracker is the biggest by number of companies since 2018. Of the 954 Indian-owned companies covered by our research, 79 are growing at 10% or more. Between them, they report total revenues of £25 billion – the highest ever since the Tracker began in 2014.

The comparison with the 2022 Tracker, when just 37 companies reported growth of 10% or more, and where combined total revenues were just £1.6 billion, underlines the severe impact of the COVID-19 pandemic and the clear post-pandemic recovery that is now underway

Average growth among Tracker companies has almost doubled

Average growth across the Tracker companies this year is 71.3%, up from 38.3% in 2022. The fastest growing company, LT Foods International, which sells rice and rice-based foods worldwide, recorded growth of 807%, reflecting the success of its long-term strategy to drive sustainable growth.

The second fastest growing is St James Court Hotel, with growth of 491%. The company is one of five hotels in this year's Tracker. Between them, these five companies recorded average growth of 286% reflecting the hospitality industry's bounce-back from COVID-19.

The third-fastest growing is Reliance Big Entertainment, with annual growth of 364%. The only technology, media, and telecoms company in the top ten this year. Reliance is involved in film, web series and TV, animation, digital, and gaming.

Tracker companies clock up almost £1 billion in capital expenditure

This year, for the first time, we have calculated combined capital expenditure for the Tracker companies. This amounted to a remarkable £864 million. Under changes announced in the most recent Budget, the UK is introducing a new world-leading capital allowances regime. From April 2023 until the end of March 2026, companies will be able to claim 100% capital allowances on qualifying plant and machinery investments.³⁵

Engineering and manufacturing companies make impressive jump to become second largest group in Tracker

Engineering and manufacturing companies account for 23% of the total number of companies (with average growth of 48%). This makes them the second largest group, following technology, media and telecoms companies, in this year's Tracker.

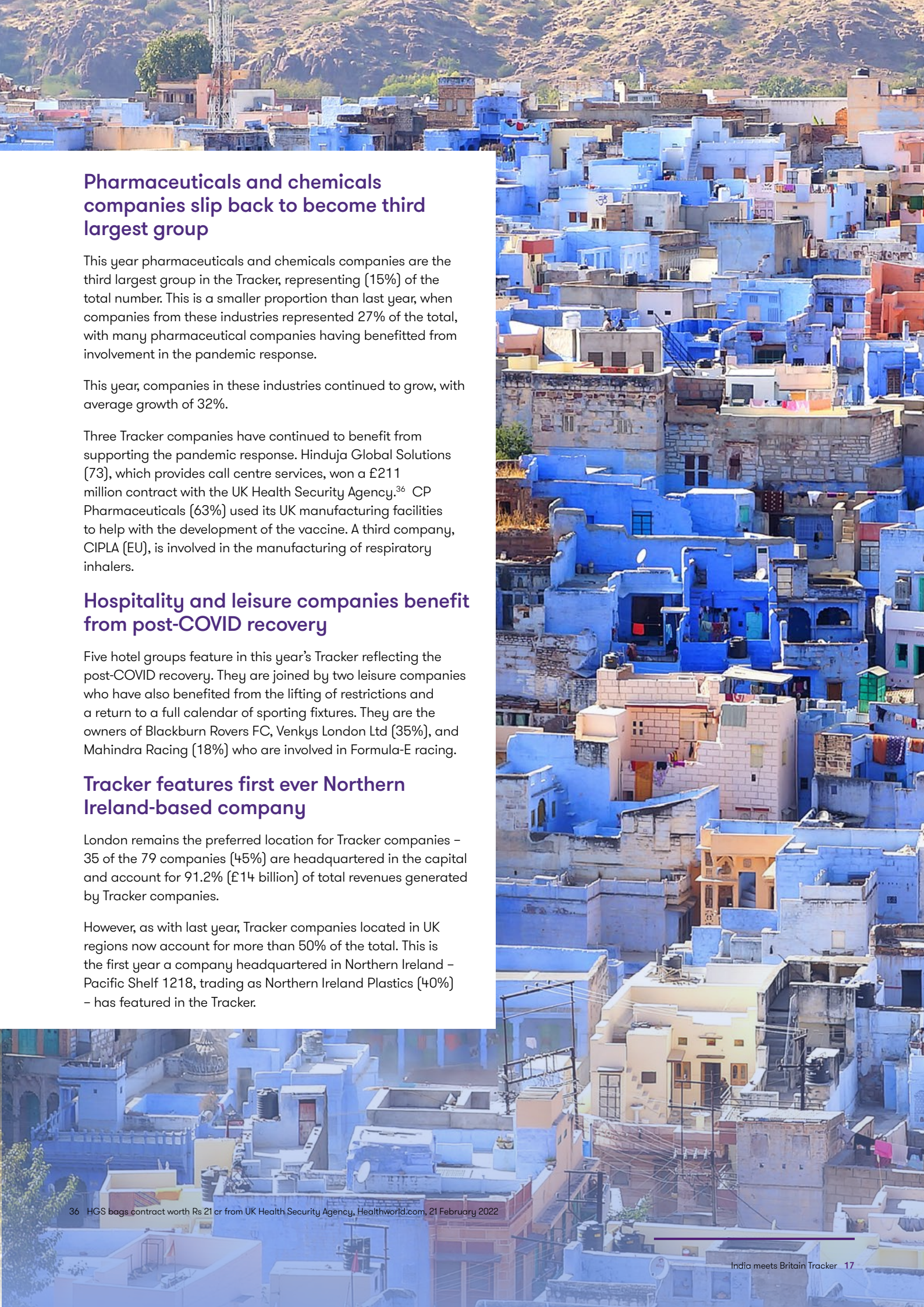
Over the past decade, companies from these industries have tended to be the third largest group in the Tracker. This unusual shift shows just how deep the impact of the pandemic has been. Manufacturing and industrial activity, suppressed by lockdowns and global supply chain disruption, is roaring back to life.

The fastest growing engineering and manufacturing company in the Tracker is Royal Enfield UK, with annual growth of 308%. The company manufactures its classic motorcycles in India and has a research and development centre near Leicester in the UK. Other engineering and manufacturing companies in the top ten are Sudhir Power (UK) (186%) and Bharat Forge International (80%).

Technology, media and telecoms companies continue to perform strongly

This year, technology, media and telecommunications companies (treated as one sector due to increasing crossover) comprise 24% of the companies listed in the Tracker. This sector once again represents the largest group in the Tracker, as it has in previous years. Among these companies, Reliance Big Entertainment (364%), Coforge UK Limited (70%) and Prime Focus International (54%) have emerged as the top three performers, each achieving phenomenal growth rates. It is noteworthy that the London region stands out as the dominant player in this sector, likely attributable to its highly skilled workforce and favourable business environment. Average growth for technology and telecoms companies in this year's Tracker is 51%.

³⁵ Spring Budget 2023 – Full expensing, www.uk.gov, 15 March 2023



Pharmaceuticals and chemicals companies slip back to become third largest group

This year pharmaceuticals and chemicals companies are the third largest group in the Tracker, representing (15%) of the total number. This is a smaller proportion than last year, when companies from these industries represented 27% of the total, with many pharmaceutical companies having benefitted from involvement in the pandemic response.

This year, companies in these industries continued to grow, with average growth of 32%.

Three Tracker companies have continued to benefit from supporting the pandemic response. Hinduja Global Solutions (73), which provides call centre services, won a £211 million contract with the UK Health Security Agency.³⁶ CP Pharmaceuticals (63%) used its UK manufacturing facilities to help with the development of the vaccine. A third company, CIPLA (EU), is involved in the manufacturing of respiratory inhalers.

Hospitality and leisure companies benefit from post-COVID recovery

Five hotel groups feature in this year's Tracker reflecting the post-COVID recovery. They are joined by two leisure companies who have also benefited from the lifting of restrictions and a return to a full calendar of sporting fixtures. They are the owners of Blackburn Rovers FC, Venkys London Ltd (35%), and Mahindra Racing (18%) who are involved in Formula-E racing.

Tracker features first ever Northern Ireland-based company

London remains the preferred location for Tracker companies – 35 of the 79 companies (45%) are headquartered in the capital and account for 91.2% (£14 billion) of total revenues generated by Tracker companies.

However, as with last year, Tracker companies located in UK regions now account for more than 50% of the total. This is the first year a company headquartered in Northern Ireland – Pacific Shelf 1218, trading as Northern Ireland Plastics (40%) – has featured in the Tracker.

³⁶ HGS bags contract worth Rs 21 or from UK Health Security Agency, Healthworld.com, 21 February 2022

Top Indian employers in the UK



15:15 On time
Cambridge
Calling at:
Cambridge only. Page 4 of 4
New-Stop to Cambridge
First Cap Connect 15:08:29

15:08:29

6

Major Indian employers in the UK

UK companies	Global ultimate owner	Latest employee number ³⁷
Jaguar Land Rover Automotive plc	Tata Motors Ltd	36,031
Tata Steel Europe Ltd	Tata Steel Ltd	20,100
Firstsource Solutions UK Ltd	RPSG Ventures Ltd	5,420
Diligenta Ltd	Tata Family Trust	5,000
Airtel Africa plc	Bharti Airtel Ltd	3,663
HCL UK Technologies Ltd	HCL Technologies Ltd	2,600
TVS Logistics Investment UK Ltd	TVS Supply Chain Solutions Ltd	2,512
Hinduja Global Solutions UK Ltd	Hinduja Global Solutions Ltd	1,999
Essar Energy Ltd	Ruia family	1,454
Target Group Ltd	Tech Mahindra Ltd	1,129
GH Holdings 1 Ltd	Bharti Overseas Private Ltd	1,125

Between them, the 11 largest Indian employers in the UK employ over 80,000 people.

Our research this year identifies 11 companies with over 1,000 employees. Between them, they employ 81,061 people and account for 76% of the total employee footprint of Indian companies in the UK.

Like last year, the picture among these top employers is mixed. Six of the 11 increased their number of employees, and one company saw no change. The remaining four companies recorded a decrease in employee numbers.

The company with the highest employee growth over the past 12 months was Hinduja Global Solutions Ltd. Employee numbers were up 26.4% on the back of the company's large contract win to support the pandemic response.

³⁷ The total employee number excludes employees of UK branches of Indian companies. If these were included, the employment numbers would be substantially higher.

New opportunities in a changing world

In the coming decades, India is set to become a global superpower. What does this mean for individual businesses and for the India-UK partnership?



According to long-term forecasts, India's economy is set to be the third largest in the world by 2030.³⁸ By 2060, it will be the second largest – second only to China and larger than that of the US.³⁹ This growing economic power will enable the country to forge new partnerships across continents.

It's already possible, for example, to see a vibrant India/Africa/UK axis emerging. According to a joint report from the CII and the African Trade Policy Centre, Africa and India are increasingly becoming key trade and investment partners.⁴⁰ And in 2022, the UK government announced a new UK programme to enable implementation of the African Continental Free Trade Area (AfCFTA) trading bloc.⁴¹

Shared ties, evidenced today by the diverse membership of the Commonwealth, support this growing affiliation. Over 20 African countries are members of the Commonwealth⁴² while India is the largest member, with nearly 60% of the population of the association.⁴³

Economic growth will go hand in hand with the AI revolution

In the decades ahead, economic trends will be accompanied by an accelerating technology revolution. Broadband, mobile and social media have already reshaped the world. Now a new wave of AI-driven transformation is impacting the way people live and work.

AI has huge implications for India's growing and young population. With over 40% of its population currently under 25, India benefits from a 'youth demographic dividend' – lots of young workers, many highly educated, ready to be part of the country's rapid economic growth.⁴⁴ On the flip side, the profile of the population means the Indian government faces a huge challenge in terms of creating enough jobs. How many jobs will AI eliminate and what new opportunities will emerge from this powerful technology?

Clean-energy transition creates new opportunities for India and the UK

AI-driven transformation will take place against the backdrop of another epoch-defining trend – the transition to a low-carbon economy. The shift to clean energy will be as significant globally as the original industrial revolution. Together, India and the UK aim to play a leading role, drawing on deep expertise in science, technology and innovation and research.

As a result, climate and clean energy are highlighted as a priority area for the India-UK Roadmap 2030. A range of programmes is underway to support India-UK collaboration in areas such as offshore wind, solar power, biofuels and carbon capture.⁴⁵

ESG challenges will come to the fore for every business

Concern about climate change, which is driving the shift to clean energy, has very real relevance for individual businesses – as evidenced by evolving ESG regulation in both India and the UK. Last year, the UK became the first G20 country to make it mandatory for the largest businesses to disclose their climate-related risks and opportunities. This was mirrored in the new requirement issued by the Securities and Exchange Board of India (SEBI), which mandates Business Responsibility and Sustainability Reporting (BRSR) disclosures for 1,000 companies from financial year 2023.

While only the very largest companies will feel the impact of these new requirements immediately, the direction of travel is clear. Businesses that develop effective ESG policies will be better placed to withstand the challenges created by climate change and to realise the opportunities from the transition to a low-carbon economy.

³⁸ A prediction: The world's most powerful economies in 2030, World Economic Forum, 9 February 2017

³⁹ GDP long-term forecast, data.oecd.org, accessed February 2022

⁴⁰ Deepening Africa-India Trade and Investment Partnership, United National Economic Commission for Africa, March 2018

⁴¹ UK backs Africa's ambitious continental free trade initiative, www.gov.uk, 29 March 2022

⁴² The Commonwealth, www.thecommonwealth.org

⁴³ India and the Commonwealth, mea.gov.in

⁴⁴ India's population growth will come to an end, Our world in data, 15 January 2019

⁴⁵ 2030 Roadmap for India-UK future relations, www.gov.uk, 4 May 2021



Indian-owned businesses are among ESG trailblazers

Across the ESG space, there are numerous examples of good practice among Indian companies. We provide just two examples of Indian-owned subsidiary companies that are demonstrating how seriously they take their ESG responsibilities.

State Bank of India (SBI) UK is especially proud of its commitment to the 'social' component of its ESG activities. Every year, employees take part in SBI's annual fundraising event and over the years have donated funds to a range of local and international charities. These include:

- Akshaya Patra UK, an India-based charity that helps provide meals for low-income families during the school holidays
- Pratham, an international charity developing innovative interventions to address gaps in the education system
- Sukoon through Cancer UK, a UK-based charity to support women suffering from breast cancer
- Save the Children UK, supporting the charity's work in 118 countries to ensure no child dies before their fifth birthday.

Employees also get involved in tree planting with the local council, supporting Kew Gardens and The Zoological Society of London, and taking part in the Lord Mayor's Show in London.

Milpharm Limited, a pharmaceutical company, provides another example of how Indian owned companies are taking the ESG agenda seriously. It has been engaging with local universities to offer internships to selected candidates who can benefit from industry experience and mentoring by senior professionals at the company. Some of these interns have even transitioned into becoming part of the regular workforce. In the most recent financial year, Milpharm offered employment to two academic interns.

Moreover, Milpharm also actively engages with the local community by participating in fundraising events coordinated by local councils and charities.

About Grant Thornton and CII



Grant Thornton

We're a business adviser that helps organisations navigate today's volatile markets, has a strong focus on quality and delivers insights to succeed. We help businesses to achieve their objectives. We work with the public sector to build thriving communities. And we work with regulators and financial institutions to build trust and integrity in markets. We understand what you need today and what you'll need tomorrow. And we tailor our service to get you there.

Our South Asia Business Group works closely with businesses in the India-UK corridor, and has done so for over three decades. We work with clients to create, protect, and transform value by helping them to:

- identify growth opportunities in the UK and South Asia, whether they are an Indian organisation or a UK business looking to expand internationally
- manage potential risks to protect their organisation and assets while ensuring the complexities of international regulatory requirements are always met
- achieve lasting success by helping them reach their true potential in each market.

Our deep understanding of South Asian culture means we empathise with customs and attitudes in business and social contexts. We are widely recognised as one of the leading international firms advising on India-related matters. Over the years we have helped companies such as Pizza Express to enter the Indian market and have undertaken more than 400 transactions, with Tata Motors' acquisition of Jaguar Land Rover being one of the largest.

For further information about this report, contact:



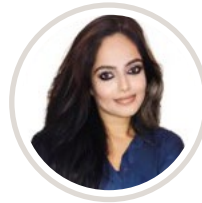
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Confederation of Indian Industry

The Confederation of Indian Industry (CII) works to create and sustain an environment conducive to the development of India, partnering industry, government and civil society, through advisory and consultative processes.

CII is a non-government, not-for-profit, industry-led and industry-managed organisation, with over 9000 members from the private as well as public sectors, including SMEs and MNCs, and an indirect membership of over 300,000 enterprises from 286 national and regional sectoral industry bodies.

For more than 125 years, CII has been engaged in shaping India's development journey and works proactively on transforming Indian Industry's engagement in national development. CII charts change by working closely with government on policy issues, interfacing with thought leaders, and enhancing efficiency, competitiveness and business opportunities for industry through a range of specialized services and strategic global linkages. It also provides a platform for consensus-building and networking on key issues.

Extending its agenda beyond business, CII assists industry to identify and execute corporate citizenship programmes. Partnerships with civil society organizations carry forward corporate initiatives for integrated and inclusive development across diverse domains including affirmative action, livelihoods, diversity management, skill development, empowerment of women, and sustainable development, to name a few.

As India completes 75 years of Independence in 2022, it must position itself for global leadership with a long-term vision for India@100 in 2047. The role played by Indian industry will be central to the country's progress and success as a nation. CII, with the theme for 2022-23 as Beyond India@75: Competitiveness, Growth, Sustainability, Internationalisation has prioritised seven action points under these four sub-themes that will catalyse the journey of the country towards the vision of India@100.

With 62 offices, including 10 Centres of Excellence, in India, and eight overseas offices in Australia, Egypt, Germany, Indonesia, Singapore, UAE, UK, and USA, as well as institutional partnerships with 350 counterpart organisations in 133 countries, CII serves as a reference point for Indian industry and the international business community.

CII UK office is the oldest functioning international office of the CII and has been active for the last 42 years.

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