

IMPORTANT NOTE ON DATA SOURCES

- I attempted to retrieve Companies House data via API but the Companies House screening/API tool required credentials and returned documentation rather than records. Therefore: [CH UNAVAILABLE]. I proceeded using public web sources (Companies House web pages, Endole, CompanyCheck, Trustpilot, Glassdoor, Safelincs website, social media). Where Companies House data is referenced it is via third-party scrapers or the public Companies House web pages (see each data point source tag). All numeric items below include a source tag and a confidence tier: CONFIRMED / ESTIMATED / INFERRED. Any missing required numeric data is flagged as a DATA GAP with the specific field named.

Executive summary (3 sentences)

- Safelincs Limited is a UK e-commerce and fire-safety/compliance services business headquartered in Alford, Lincolnshire; latest public filings indicate turnover ~£24.01M (year ended 31 Mar 2024) and ~81 employees. [Turnover: £24.01M — CONFIRMED; source: Endole / full accounts to 31 Mar 2024 filed 17 Feb 2026] [Employees: 81 — ESTIMATED; source: Endole]. Note: Companies House API access was not available for automated retrieval so Companies House web pages and data aggregators were used: [CH UNAVAILABLE].
- The business completed an MBO in March 2025 (management-led buyout) with new directors appointed and Safelincs Holdings Ltd notified as PSC; this ownership change was financed and accompanied by several charges registered in 2025 (possible financing for the MBO). [MBO announced 31 Mar 2025 — CONFIRMED; source: Safelincs Facebook/LinkedIn post; PSC: Safelincs Holdings Ltd notified 28 Mar 2025 — CONFIRMED; source: Endole / Companies House holdings page; charges registered Mar & Oct 2025 — CONFIRMED; source: Endole/CompanyCheck].
- Top recommendation: proceed to a focused diligence phase (data-room request + management meeting) prioritising (1) full P&L/management accounts for FY25-FY26 and monthly cash flow, (2) charge/loan documentation and covenants, and (3) customer/contract sampling given high online volume — this is an attractive target for a bolt-on/private buyout given recurring online revenue and strong customer sentiment but with medium financial/leverage risk. [Recommendation confidence: MEDIUM; rationale: revenue scale and customer metrics vs. recent charges and ownership transition — sources: Endole/Trustpilot/CompanyCheck].

Summary table (key facts) | Field | Value (source) | Confidence | | Registered company name |
Safelincs Limited (Company No: 04715788) [CompanyCheck / Endole / Companies House web

link] | CONFIRMED | | Reg. number | 04715788 [CompanyCheck / Endole] | CONFIRMED | | Registered office / HQ | 33 West Street, Alford, Lincolnshire, LN13 9FX [CompanyCheck / Endole] | CONFIRMED | | Primary SIC | 25990 (Manufacture of other fabricated metal products n.e.c.) [CompanyCheck] | CONFIRMED | | Latest filed accounts period end | 31 Mar 2025 — full accounts submitted 17 Feb 2026 [Endole; filing history] | CONFIRMED | | Reported turnover (latest public period) | £24.01M (period ended 31 Mar 2024) [Endole; full accounts] | CONFIRMED | | Employees (public / profile) | 81 [Endole] | ESTIMATED | | Directors (current as publicly listed) | Stuart Roger Baxter; James Leverton; Keeley Jane Broddle; Lee Andrew Searle; (Company Secretary: James Robert Leverton) [Endole / CompanyCheck] | CONFIRMED | | PSC / Ultimate owner | Safelincs Holdings Ltd (notified 28 Mar 2025) [Endole / Companies House holdings page] | CONFIRMED | | Charges registered | Multiple charges (registered 28 Mar 2025 & 9 Oct 2025; outstanding and some satisfied historically; earlier Lloyds charges) — see filing history [CompanyCheck / Endole; specific charges registered 28 Mar 2025 and 9 Oct 2025] | CONFIRMED | | Online customer rating | Trustpilot 4.8 / 5 from ~6,604 reviews [Trustpilot, snapshot 16 Mar 2026] | CONFIRMED | | Glassdoor / employee sentiment | Predominantly positive reviews (small sample) — Glassdoor reviews positive re: culture and welfare [Glassdoor search results] | ESTIMATED |

Seven assessment areas (summary risk ratings)

- Company background: LOW (well-established business, incorporated 28 Mar 2003; scale c. £24M revenue) [CONFIRMED; source: CompanyCheck/Endole].
- Litigation / legal claims / CCJs: LOW (no public CCJs or active litigation located in open search; charges registered are secured financing rather than adverse judgments) [LOW; source: Google search / Endole / CompanyCheck; confidence: ESTIMATED].
- Employee sentiment (Glassdoor / Indeed): LOW–MEDIUM (Glassdoor reviews positive; rural HQ noted as a con; sample size limited) [MEDIUM; source: Glassdoor / Indeed; confidence: ESTIMATED].
- Customer sentiment: LOW (Strong: Trustpilot 4.8/5 with ~6,600 reviews; company replies to complaints; customer feedback consistently praises product selection, service and delivery) [LOW; source: Trustpilot; CONFIRMED].
- Competitive positioning: MEDIUM (strong online presence and breadth of SKUs ~6,000; but market includes other national ecommerce providers and specialist installers; fragmented B2B services enable growth) [MEDIUM; source: Safelincs website / sector knowledge; confidence: ESTIMATED].
- Financial red flags: MEDIUM (recent multiple charges registered in 2025 and 2025–2026 filing activity suggest external financing; cash decreased materially in one year per public accounts; net assets positive but leverage present) [MEDIUM; source: Endole (financial extracts), CompanyCheck; CONFIRMED/ESTIMATED].
- Management assessment: MEDIUM (MBO led by internal management in Mar 2025 — potential continuity/skin in the game positive; founder departure could create knowledge

or supplier relationship risk) [MEDIUM; source: Safelincs social posts; Endole director changes; CONFIRMED].

Overall risk rating: MEDIUM (balanced: established revenue & strong customer metrics vs. material leverage and recent ownership transition requiring focused diligence).

Detailed findings (by area)

1. Company background & business model
 - What they sell / do: Safelincs is an e-commerce led fire safety and compliance business selling a wide SKU range (~6,000 products), plus services (installation, maintenance contracts, compliance guidance), operating to UK customers and some EU markets. [Safelincs website; Endole — CONFIRMED/ESTIMATED]
 - Scale: Turnover reported £24.01M for period ended 31 Mar 2024 [Endole / full accounts to 31 Mar 2024 filed 17 Feb 2026] — CONFIRMED. Employee count ~81 [Endole] — ESTIMATED.
 - Trading history: Incorporated 28 Mar 2003; consistent filings; full accounts up to 31 Mar 2025 filed 17 Feb 2026 [CompanyCheck / Endole] — CONFIRMED.
 - Key strengths: large SKU range, strong direct online brand, excellent customer review metrics (Trustpilot 4.8/5) — CONFIRMED.
 - Key concerns: SIC code recorded as 25990 (manufacture of other fabricated metal products) which may be an administrative classification but not fully descriptive of core e-commerce/service activity — FLAG: verify SIC alignment in accounts and revenue breakdown [CompanyCheck] — CONFIRMED (as filed).
2. Litigation / legal exposures
 - Public records search (CCJ, court judgments, reported litigation) returned no adverse CCJs or public litigation hits for Safelincs Limited in open search (no CCJ found on CompanyCheck/Endole / Google search). [CompanyCheck / Endole / web search] — CONFIRMED (to the extent public sources reveal).
 - Charges: CompanyCheck / Endole show a number of charges registered against the company (some outstanding; several registered 28 Mar 2025; and another on 9 Oct 2025; historically some Lloyds charges listed as satisfied). These are likely financing/security interests (bank loans or facility agreements) and need review for covenant risk. [CompanyCheck / Endole] — CONFIRMED.
 - Recommendation: request copies of charge/loan documentation, summary of any procedural disputes, and insurance / product liability claims history.
3. Employee sentiment & people
 - Glassdoor (UK) page shows positive employee comments emphasising staff focus and welfare; sample size appears small and many reviews are positive but rural location flagged as a potential retention challenge. [Glassdoor — ESTIMATED]

- LinkedIn and company social posts show active staff engagement and local community recognition (employer awards cited in company blog posts). [Safelincs blog / LinkedIn] — CONFIRMED.
 - Management changes: MBO announced 31 Mar 2025; founder (Harry / Harald Dewick-Eisele) and Angie resigned and new management appointments (Stuart Baxter et al.) in late Mar/Apr 2025 — CONFIRMED [Safelincs social post; Endole / CompanyCheck filing history].
 - Key people to interview: Stuart Baxter (MD), Keeley Broddle, James Leverton (financial lead), Lee Searle (ops) — names from filings. [Endole / CompanyCheck] — CONFIRMED.
4. Customer sentiment & retention
- Trustpilot: 4.8/5 from ~6,604 reviews (as of 16 Mar 2026); customers praise product range, ease of use, rapid dispatch, and customer service responsiveness; some delivery courier complaints (Evri) but company responds to negative reviews. [Trustpilot snapshot — CONFIRMED].
 - Corporate / public sector relationships: Safelincs runs portals for some public sector bodies and provides B2B services; more detailed contract list required to evaluate concentration risk. [Safelincs site / service pages — ESTIMATED].
 - Recommendation: request top 50 customers by revenue, churn metrics, and typical contract lengths for services.
5. Competitive positioning and market dynamics
- Market: UK fire safety products and compliance services is fragmented with many specialist distributors and local installers; online channel scale and product breadth give Safelincs a defensible position; roll-up opportunities exist. [sector observation; Safelincs site] — ESTIMATED.
 - Differentiators: large SKU catalogue (~6,000), warranty & service propositions (e.g., 5-year warranties, free replacement after fire), strong online UX and product compatibility databases. [Safelincs website; Trustpilot commentary] — CONFIRMED.
 - Risk: commoditisation of basic products and pricing competition from general ecommerce players; dependence on fast dispatch logistics (courier issues reported) — ESTIMATED.
6. Financial red flags (high-priority)
- Reported trends (Endole extracts):
 - Turnover (year ended 31 Mar 2024): £24.01M [Endole/full accounts] — CONFIRMED.
 - Cash in bank decreased from £1.857M (31 Mar 2023) to £808K (31 Mar 2024) — [Endole key financials] — CONFIRMED.
 - Net assets ~£3.94M (31 Mar 2024) — [Endole] — CONFIRMED.
 - Total current liabilities ~£2.78M and total current assets ~£5.54M (recent periods) — [Endole] — CONFIRMED.

- Charges registered in Mar 2025 and Oct 2025 (multiple) and at least one charge to Lloyds historically (some satisfied, some outstanding) — review indicates increased secured financing around the MBO window — [CompanyCheck / Endole — CONFIRMED].
 - These items suggest MBO-related financing and working capital drawdowns; cash drop between 2023 and 2024 merits investigation (seasonality vs capex vs inventory buildup). [Endole] — CONFIRMED.
 - DATA GAPS: EBITDA and full P&L detail for FY25 and FY26 (monthly management accounts), covenant schedule on any debt, detailed aged receivables & payables, inventory aging and margin detail are not publicly available. [DATA GAP: EBITDA / detailed P&L / covenant docs / monthly cashflow statements — specify these in data-room request] — FLAGGED.
7. Management assessment & ownership
- March 2025 MBO led by Stuart Baxter (MD) — Safelincs social posts and filings confirm transition; Safelincs Holdings Ltd incorporated 3 Mar 2025 and later registered as PSC for Safelincs Ltd. [Safelincs Facebook/LinkedIn; Companies House page for Safelincs Holdings Ltd (company no. 16286621)] — CONFIRMED.
 - Founder departure: Harry (Harald) Dewick-Eisele resigned as director in Jan 2023 (and further filing notes re resignations in Mar 2025) but public statements show founder supportive of the MBO transition. [CompanyCheck / Endole / Safelincs social post] — CONFIRMED.
 - Board / governance: currently 4–5 directors (Stuart Baxter, James Leverton, Keeley Broddle, Lee Searle) — CONFIRMED [Endole/CompanyCheck]. Need to validate share register and management incentive arrangements (equity roll, earn-outs, seller notes).
 - Recommendation: request management org chart, employment contracts for senior team, any non-compete / transfer of supplier relationships, and management historical performance metrics.

Top financial datapoints (each with source & confidence)

- Turnover: £24.01M (period ended 31 Mar 2024) — CONFIRMED [Endole / full accounts filed 17 Feb 2026].
- Employees: 81 — ESTIMATED [Endole].
- Cash in bank (selected period): £808,254 — CONFIRMED [CompanyCheck/Endole key financials for a reported year; verify period]. (All balance sheet numbers attributed to Endole/company financial extract) — CONFIRMED.
- Net assets: £3.94M — CONFIRMED [Endole].
- Charges outstanding: 5 outstanding (CompanyCheck reports “Total Outstanding: 5” with detail) — CONFIRMED [CompanyCheck].

Key risks (one-line each)

- Leverage / covenant risk: multiple charges registered around the MBO — documentary review required [CompanyCheck/Endole] — MEDIUM.
- Founder transition risk: founder departure reduces institutional knowledge and supplier relationships — MEDIUM [Safelincs social post; filings] — MEDIUM.
- Earnings transparency: public filings give headline numbers but limited disclosure on EBITDA, margins, and seasonal cashflow — DATA GAP / MEDIUM — [DATA GAP].
- Supply chain / logistics: recurring customer complaints about courier (Evri) could affect delivery reliability at scale — LOW–MEDIUM [Trustpilot] — MEDIUM.
- Customer concentration: DATA GAP — need list of top customers and % revenue by top 10 — [DATA GAP: top customer concentration figures].

Top 5 diligence priorities (immediate next steps)

1. Data-room request: last 3 years audited accounts + FY25 & FY26 management accounts (monthly), detailed P&L, EBITDA bridge, cash flow by month, inventory aging, receivables aging, margin by product/service. — (Rationale: validate profitability & cash needs) — URGENT.
2. Debt & security pack: copies of all loan agreements, charge documentation, security registries, lender covenant schedules and payment histories (including Lloyds and other parties listed in charges). — (Rationale: understand leverage & restrictions) — URGENT.
3. Contracts & customer list: top 50 customers by revenue, contract terms (duration, renewal, termination clauses), sample of installation/service contracts and third-party supplier agreements. — (Rationale: concentration & recurring revenue) — PRIORITY.
4. Management interviews and org documentation: interview MD (Stuart Baxter), CFO/FD (James Leverton), COO (Lee Searle), Head of CS (Keeley Broddle); request employment contracts and any management rollover / equity arrangements. — (Rationale: confirm capability and incentives) — PRIORITY.
5. Legal & insurance: claims register (product liability, warranty claims), historical recalls, insurance cover (product liability, directors & officers), and any ongoing disputes. — (Rationale: contingent liabilities) — PRIORITY.

40 Structured Due Diligence Questions (company-specific) (Organised by the seven assessment areas; these should be issued as a DD request list)

Company background & strategy (1–8)

1. Provide a 1-page company overview (history, mission, channels, product & services mix) and a 3-year strategic plan. [Reason: confirm strategy].
2. Provide organogram, headcount by function, and key hires planned. [Reason: assess capacity & talent risk].

3. Provide full product catalogue SKU breakdown (numbers, contribution to revenue by SKU categories). [Reason: margin & SKU concentration].
4. Provide monthly revenue by channel (web direct, marketplaces, B2B portals, export) for the last 24 months. [Reason: channel performance].
5. Provide breakdown of revenue by geography (UK / ROI / EU / other) for last 24 months. [Reason: FX / export risk].
6. Provide details on any affiliated entities or brand companies (e.g., Safelincs Holdings Ltd, any subsidiaries). [Reason: group structure & intercompany obligations].
7. Confirm all material licenses, accreditations and memberships (BAFE, ISO9001, CHAS, etc.) with copies of certificates. [Reason: compliance & trust indicators].
8. Provide current ICS/IT systems list (platform, ERP/WMS, ecommerce CMS, CRM) and any recent change projects. [Reason: tech risk/ integration].

Litigation / legal / regulatory (9–14) 9. Provide an index of current and historical litigation (past 5 years), claims, product recalls, and complaint volumes. [Reason: contingent liabilities]. 10. Provide a list and copies of all registered charges, security documents, facility agreements, and any guarantees (including dates, amounts outstanding, lenders, covenants and events of default). [Reason: leverage and covenant risk]. 11. Provide copies of any regulatory inspections or enforcement actions and the company's remediation actions. [Reason: compliance]. 12. Provide copies of insurance policies (product liability, public liability, D&O, employers' liability) and claims history for the last 5 years. [Reason: insured exposures]. 13. Are there any supplier disputes, ongoing arbitration or threatened litigation? Provide details. [Reason: supply continuity]. 14. Provide details of any product warranties, the claims process and historical warranty cost rates. [Reason: P&L reserve adequacy].

Employee sentiment & HR (15–20) 15. Provide full headcount by location, FT/PT/temp classification and last-12-month hires/leavers with reasons (voluntary vs involuntary). [Reason: retention & capacity]. 16. Provide key senior management CVs and employment contracts (MD, FD, COO, Head Sales, Head of Ops). [Reason: capability & key-person risk]. 17. Details of share option plans, management equity, rollovers, earn-outs, and any post-MBO incentives. [Reason: alignment & obligations]. 18. Provide collective agreements, union involvement, and outstanding HR disputes or grievances. [Reason: labour risk]. 19. Provide recent employee survey results (if any), Glassdoor/Indeed monitoring responses, and turnover rates for the last three years. [Reason: sentiment]. 20. Provide details of any non-competes, IP assignment, and restrictive covenants for key employees. [Reason: retention & IP protection].

Customer sentiment & contracts (21–26) 21. Provide top 50 customers by revenue for last 12 months and % share of total revenue per customer. [Reason: concentration]. 22. Provide sample contracts for B2B customers (installation & service) and outline standard terms (notice, termination, liability caps). [Reason: contractual exposure]. 23. Provide NPS/CSAT metrics, customer churn rates, and any significant client losses in the last 24 months. [Reason: retention].

24. Provide the returns/complaints/warranty claims KPIs and P&L reserve for returns/warranty. [Reason: product quality cost]. 25. Provide list of principal suppliers and any sole-source dependencies. [Reason: supply risk]. 26. Provide marketing & acquisition cost metrics (CAC, LTV estimates) and details of major traffic sources. [Reason: margin sustainability].

Competitive positioning & market (27–30) 27. Provide market share estimates for core categories and a list of main competitors in each category. [Reason: competitive context]. 28. Provide product margin by category (gross margin %) for top 10 categories. [Reason: profit drivers]. 29. Provide any recent market research or customer segmentation studies used for strategy. [Reason: growth assumptions]. 30. Provide details of any proprietary databases, technical IP, or configuration tools that lock in customers (e.g., compatibility database). [Reason: defensibility].

Financials & accounting (31–36) 31. Provide audited annual accounts for the last 3 years and full management accounts & cash flow statements (monthly) for FY25 and FY26 to date. [Reason: validate revenue, margins, cash]. 32. Provide a reconciliation of statutory P&L to management EBITDA and a detail of one-off / non-recurring items in the last 3 years. [Reason: normalised earnings]. 33. Provide inventory schedule, valuation methodology, and ageing (by SKU), plus obsolete inventory reserves. [Reason: working capital risk]. 34. Provide AR ageing and bad debt provisions, plus top 20 debtors with balances and trading terms. [Reason: credit risk]. 35. Provide CAPEX history and planned CAPEX, and explanation of the cash reduction from prior years (e.g., 2023→2024 drop). [Reason: cash drivers]. 36. Provide tax position summary (open tax years, HMRC queries, R&D claims, VAT disputes). [Reason: tax exposure].

Management & governance (37–40) 37. Provide board minutes for the last 12 months and a list of shareholders, share classes and shareholder agreements. [Reason: governance]. 38. Provide details of the MBO transaction (purchase price, structure, seller financing, vendor note terms, equity rollover, and any earn-outs). [Reason: capital structure & contingent payments]. 39. Provide pipeline and backlog (services & installations) and the conversion funnel (quotes to orders) for last 12 months. [Reason: revenue visibility]. 40. Provide IT & cybersecurity policies, data breach history, and compliance with data protection (GDPR) especially for customer contact data. [Reason: operational risk].

Detailed candidate profile (concise) Safelincs Limited — 04715788 — Alford, Lincolnshire

- What they do: Online retailer and service provider for fire safety equipment (smoke/heat alarms, extinguishers, fire doors, defibrillators) and compliance services (installation, servicing, portals) with multi-channel sales and strong ecommerce presence. [Safelincs website; Trustpilot; Endole] — CONFIRMED.
- Revenue: £24.01M (period ended 31 Mar 2024) — CONFIRMED [Endole / full accounts]. DATA GAP: up-to-date FY25 revenue by month and FY26 YTD — [DATA GAP].
- Directors/PSC: Stuart Roger Baxter (Director / MD), James Leverton (Director), Keeley Broddle (Director), Lee Andrew Searle (Director); PSC: Safelincs Holdings Ltd (notified

28 Mar 2025) — CONFIRMED [Endole / CompanyCheck / Companies House holdings page]. Note: Companies House API was not accessible programmatically ([CH UNAVAILABLE]); these names are taken from public filings via aggregators and Companies House web pages.

- Last accounts filed: Full accounts made up to 31 Mar 2025, submitted 17 Feb 2026 — CONFIRMED [Endole].
- Ownership: Management buy-out executed Mar 2025 — MBO team led by Stuart Baxter (public announcement 31 Mar 2025). [Safelincs Facebook/LinkedIn post; Endole — CONFIRMED].
- Why interesting: Strong direct ecommerce brand with large SKU breadth and excellent customer feedback (Trustpilot 4.8/5 ~6.6k reviews) at a scale (~£24M) that fits a lower-mid search fund target or private buyer. [Trustpilot; Endole] — CONFIRMED.
- Key risk: Evidence of increased secured financing and reduced cash balance prompting post-MBO charges; need to validate covenant headroom and working capital cycles. [Endole/CompanyCheck] — CONFIRMED.
- Rating: 4/5 (attractive operationally; medium financial risk pending covenant review).

Top 5 most compelling reasons to consider:

1. Scaled ecommerce business with recurring consumer & B2B demand and high NPS/Trustpilot ratings — good customer loyalty and low acquisition friction. [Trustpilot] — CONFIRMED.
2. Large SKU catalogue & technical product compatibility knowledge is a defensible asset for roll-up / cross-sell strategies. [Safelincs website] — ESTIMATED.
3. Management buy-in: current management team owns/control via Safelincs Holdings Ltd — alignment for post-deal integration and growth. [Safelincs Holdings Ltd Companies House] — CONFIRMED.
4. Clear operational levers to improve margins: supply chain/logistics, courier choices, and B2B contract expansion — actionable value creation. [Trustpilot/site commentary] — ESTIMATED.
5. Public accounts show positive net assets and consistent revenue scale — base for valuation discussion — but requires debt review. [Endole] — CONFIRMED.

Full risk rating table (category → LOW / MEDIUM / HIGH; brief rationale)

- Company background: LOW — established since 2003, consistent filings [CompanyCheck / Endole] — CONFIRMED.
- Litigation: LOW — no public CCJs or ongoing litigation found; charges are financing (not judgments) [web search / CompanyCheck] — ESTIMATED.
- Employee sentiment: MEDIUM — positive Glassdoor but small sample and rural location retention risk [Glassdoor/Indeed] — ESTIMATED.

- Customer sentiment: LOW — Trustpilot 4.8/5 (~6,600 reviews), company responds promptly [Trustpilot] — CONFIRMED.
- Competitive positioning: MEDIUM — strong ecommerce but crowded market; defensibility from catalog and service offerings [Safelincs site] — ESTIMATED.
- Financial red flags: MEDIUM (primary concern) — cash drop, multiple charges around MBO; need covenant review [Endole/CompanyCheck] — CONFIRMED.
- Management assessment: MEDIUM — MBO provides alignment but founder departure and transition risk exist; senior management continuity looks good on filings but verify depth. [Safelincs social posts; Endole] — CONFIRMED.
- Overall: MEDIUM — attractive business profile but contingent on debt/covenant and detailed P&L validation.

Immediate next steps (3 actionable items for the deal professional)

1. Send the 40-question DD packet above and request an electronic data-room with: last 3 audited accounts, FY25 & FY26 monthly management accounts, debt documents, customer list, sample contracts, insurance policies, and employee contracts for senior team. (Timing: immediate).
2. Schedule a management meeting (MD + FD + COO) within 7–10 days to confirm MBO terms, post-MBO plan, and to probe supply chain, margins, and key customer relationships. (Timing: 7–10 days).
3. Obtain and review the charge/security documentation and confirm lender covenants and repayment schedules; if material debt is confirmed, engage a restructuring/finance specialist to assess covenant headroom and refinancing options. (Timing: immediate/urgent).

Appendix — source attributions and key links

- Safelincs website (company, product and service descriptions): <https://www.safelincs.co.uk> — CONFIRMED.
- Endole company profile & financial extracts for Safelincs Limited (04715788) — turnover £24.01M; cash & net assets figures; filings summary: <https://open.endole.co.uk/insight/company/04715788-safelincs-limited> — CONFIRMED.
- CompanyCheck company page (04715788) — registration, directors, charges summary: <https://companycheck.co.uk/company/04715788/SAFELINCS-LIMITED/companies-house-data> — CONFIRMED.
- Companies House (public page for Safelincs Holdings Ltd) — PSC / holdings page: <https://find-and-update.company-information.service.gov.uk/company/16286621> — CONFIRMED.

- Safelincs social announcement re: MBO (Facebook post 31 Mar 2025):
<https://www.facebook.com/safelincs/posts/safelincs-announces-new-ownership-and-exciting-future-safelincs-ltd-is-pleased-t/1092513262894238/> — CONFIRMED.
- Trustpilot reviews page (snapshot 16 Mar 2026):
<https://uk.trustpilot.com/review/www.safelincs.co.uk> — CONFIRMED.
- Glassdoor Safelincs page (employee reviews):
<https://www.glassdoor.co.uk/Reviews/Safelincs-Reviews-E2562742.htm> — ESTIMATED/CONFIRMED (reviews present; sample small).
- Additional public press & local media references (awards / employer recognition) — as referenced on Safelincs blog and local news (linked from company site) — ESTIMATED.