

# Incipio Benefits

## All Team

Please see our Benefits Policy for how to access each Benefit or speak to your line manager for more information.



### The Inclusion Collective

Get involved with Incipio's Diversity, Equity & Inclusion initiative – be the positive impact you want to see!



### Incentives & Rewards

Get rewarded for going above and beyond for our guests and your team



### Unforgettable Experiences at every Career Stage

We offer experience led engagement opportunities to everyone on the Career Pathway



### 5 Year Club

Team members celebrating five years with Incipio will enjoy a special dinner, an experience-led voucher, and a personalised note from our CEO in recognition of their dedication



### Wagestream

Access your earned wages, create savings pot, access to discounts, and financial coaching



### Grow As We Go

70% of our management teams are people we have progressed internally. Climb the Career Pathway with us



### Mental Maintenance

Up to 6 Therapy sessions for free with our partner Self Space, with the option to extend



### Work With Your Bestie

Cash for referrals up to £500



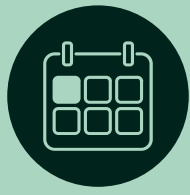
### Let Us Take You Somewhere Else

Like Portugal to drink wine, France to ski or Italy to enjoy incredible food. Open to everyone at Incipio.



### Bring Your Mate or a Date

50% off food and drinks in all our venues for you and up to 5 of your friends or family



### We Have Your Back

Get pregnant? Want to Adopt? Need time off because you are going through a hard time? We have got your back with enhanced leave



### Get Qualified

Get your Personal License, WSET Level 2 in Wine or Spirits, Mental Health First Aid, First Aid, Fire Marshal or complete an apprenticeship at Incipio



### On Your Bike

Shared Cycle to work scheme



### CitizenM Partner Discount

15% discount with Citizen M hotels in the UK



### A BIG Party!

An annual awards & party for all of our brilliant team mates at Incipio

# INCIPIO

# Incipio Benefits

## Salaried Team

Please see our Benefits Policy for how to access each Benefit or speak to your line manager for more information. Once you develop through the Career Pathway you will be able to unlock extra benefits.



### We're Here to Help

Health, Dental and Optical insurance with VITALITY; claim back your glasses or get a GP appointment quickly



### Incipio Impact Bonus Scheme

We offer a competitive bonus scheme that rewards performance, dedication, and contribution to Incipio's success.



### On Your Bike

Cycle to work scheme



### Go the Distance

Earn additional holiday days after 2 years continuous service, up to 5 additional days



### Have a Wine on us

Booze at cost price



### Meaningful Savings

Enhanced Pension Scheme

# Incipio Benefits

## Team Member

Please see our Benefits Policy for how to access each Benefit or speak to your line manager for more information.



### The Inclusion Collective

Get involved with Incipio's Diversity, Equity & Inclusion initiative – be the positive impact you want to see!



### Incentives & Rewards

Get rewarded for going above and beyond for our guests and your team



### Unforgettable Experiences at every Career Stage

We offer experience led engagement opportunities to everyone on the Career Pathway



### 5 Year Club

Team members celebrating five years with Incipio will enjoy a special dinner, an experience-led voucher, and a personalised note from our CEO in recognition of their dedication



### Wagestream

Access your earned wages, create savings pot, access to discounts, and financial coaching



### Grow As We Go

70% of our management teams are people we have progressed internally. Climb the Career Pathway with us



### Mental Maintenance

Up to 6 Therapy sessions for free with our partner Self Space, with the option to extend



### Work With Your Bestie

Cash for referrals up to £500



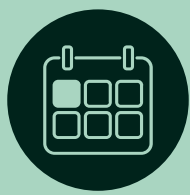
### Let Us Take You Somewhere Else

Like Portugal to drink wine, France to ski or Italy to enjoy incredible food. Open to everyone at Incipio.



### Bring Your Mate or a Date

50% off food and drinks in all our venues for you and up to 5 of your friends or family



### We Have Your Back

Get pregnant? Want to Adopt? Need time off because you are going through a hard time? We have got your back with enhanced leave



### Get Qualified

Get your Personal License, WSET Level 2 in Wine or Spirits, Mental Health First Aid, First Aid, Fire Marshal or complete an apprenticeship at Incipio



### On Your Bike

Shared Cycle to work scheme



### CitizenM Partner Discount

15% discount with Citizen M hotels in the UK



### A BIG Party!

An annual awards & party for all of our brilliant team mates at Incipio

# INCIPIO

# Incipio Benefits

## Team Leader

Please see our Benefits Policy for how to access each Benefit or speak to your line manager for more information.



### The Inclusion Collective

Get involved with Incipio's Diversity, Equity & Inclusion initiative – be the positive impact you want to see!



### Incentives & Rewards

Get rewarded for going above and beyond for our guests and your team



### Unforgettable Experiences at every Career Stage

We offer experience led engagement opportunities to everyone on the Career Pathway



### 5 Year Club

Team members celebrating five years with Incipio will enjoy a special dinner, an experience-led voucher, and a personalised note from our CEO in recognition of their dedication



### Wagestream

Access your earned wages, create savings pot, access to discounts, and financial coaching



### Grow As We Go

70% of our management teams are people we have progressed internally. Climb the Career Pathway with us



### Mental Maintenance

Up to 6 Therapy sessions for free with our partner Self Space, with the option to extend



### Work With Your Bestie

Cash for referrals up to £500



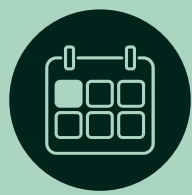
### Let Us Take You Somewhere Else

Like Portugal to drink wine, France to ski or Italy to enjoy incredible food. Open to everyone at Incipio.



### Bring Your Mate or a Date

50% off food and drinks in all our venues for you and up to 5 of your friends or family



### We Have Your Back

Get pregnant? Want to Adopt? Need time off because you are going through a hard time? We have got your back with enhanced leave



### Get Qualified

Get your Personal License, WSET Level 2 in Wine or Spirits, Mental Health First Aid, First Aid, Fire Marshal or complete an apprenticeship at Incipio



### On Your Bike

Shared Cycle to work scheme



### CitizenM Partner Discount

15% discount with Citizen M hotels in the UK



### A BIG Party!

An annual awards & party for all of our brilliant team mates at Incipio

# INCIPIO

# Incipio Benefits

## Supervisor

Please see our Benefits Policy for how to access each Benefit or speak to your line manager for more information.



### Coepto Development Program



### Incentives & Rewards

Get rewarded for going above and beyond for our guests and your team



### Unforgettable Experiences at every Career Stage

We offer experience led engagement opportunities to everyone on the Career Pathway



### 5 Year Club

Team members celebrating five years with Incipio will enjoy a special dinner, an experience-led voucher, and a personalised note from our CEO in recognition of their dedication



### Wagestream

Access your earned wages, create savings pot, access to discounts, and financial coaching



### Grow As We Go

70% of our management teams are people we have progressed internally. Climb the Career Pathway with us



### Mental Maintenance

Up to 6 Therapy sessions for free with our partner Self Space, with the option to extend



### Work With Your Bestie

Cash for referrals up to £500



### Let Us Take You Somewhere Else

Like Portugal to drink wine, France to ski or Italy to enjoy incredible food. Open to everyone at Incipio.



### Bring Your Mate or a Date

50% off food and drinks in all our venues for you and up to 5 of your friends or family



### We Have Your Back

Get pregnant? Want to Adopt? Need time off because you are going through a hard time? We have got your back with enhanced leave



### Get Qualified

Get your Personal License, WSET Level 2 in Wine or Spirits, Mental Health First Aid, First Aid, Fire Marshal or complete an apprenticeship at Incipio



### On Your Bike

Shared Cycle to work scheme



### CitizenM Partner Discount

15% discount with Citizen M hotels in the UK



### A BIG Party!

An annual awards & party for all of our brilliant team mates at Incipio



### The Inclusion Collective

Get involved with Incipio's Diversity, Equity & Inclusion initiative – be the positive impact you want to see!



### Hospitality Rewards

Enjoy exclusive perks, including gym discounts, discounted cinema tickets, and £5 pizzas, making your downtime even better

# INCIPIO

# Incipio Benefits

## Assistant Manager

Please see our Benefits Policy for how to access each Benefit or speak to your line manager for more information.



### Pergo Development Program



### Incentives & Rewards

Get rewarded for going above and beyond for our guests and your team



### Unforgettable Experiences at every Career Stage

We offer experience led engagement opportunities to everyone on the Career Pathway



### 5 Year Club

Team members celebrating five years with Incipio will enjoy a special dinner, an experience-led voucher, and a personalised note from our CEO in recognition of their dedication



### Wagestream

Access your earned wages, create savings pot, access to discounts, and financial coaching



### Grow As We Go

70% of our management teams are people we have progressed internally. Climb the Career Pathway with us



### Mental Maintenance

Up to 6 Therapy sessions for free with our partner Self Space, with the option to extend



### Work With Your Bestie

Cash for referrals up to £500



### Let Us Take You Somewhere Else

Like Portugal to drink wine, France to ski or Italy to enjoy incredible food. Open to everyone at Incipio.



### Bring Your Mate or a Date

50% off food and drinks in all our venues for you and up to 5 of your friends or family



### We Have Your Back

Get pregnant? Want to Adopt? Need time off because you are going through a hard time? We have got your back with enhanced leave



### Get Qualified

Get your Personal License, WSET Level 2 in Wine or Spirits, Mental Health First Aid, First Aid, Fire Marshal or complete an apprenticeship at Incipio



### On Your Bike

Shared Cycle to work scheme



### CitizenM Partner Discount

15% discount with Citizen M hotels in the UK



### A BIG Party!

An annual awards & party for all of our brilliant team mates at Incipio



### The Inclusion Collective

Get involved with Incipio's Diversity, Equity & Inclusion initiative – be the positive impact you want to see!



### We're here to help

Health, Dental and Optical insurance with VITALITY; claim back your glasses or get a GP appointment quickly



### Incipio Impact Bonus Scheme

We offer a competitive bonus scheme that rewards performance, dedication, and contribution to Incipio's success.



### Go the Distance

Earn additional holiday days after 2 years continuous service, up to 5 additional days



### On Your Bike

Cycle to work scheme



### Have a Wine on us

Booze at cost price



### Meaningful Savings

Enhanced Pension Scheme

# Incipio Benefits

## Deputy General Manager

Please see our Benefits Policy for how to access each Benefit or speak to your line manager for more information.



### Vinco Development Program



### Incentives & Rewards

Get rewarded for going above and beyond for our guests and your team



### Unforgettable Experiences at every Career Stage

We offer experience led engagement opportunities to everyone on the Career Pathway



### 5 Year Club

Team members celebrating five years with Incipio will enjoy a special dinner, an experience-led voucher, and a personalised note from our CEO in recognition of their dedication



### Wagestream

Access your earned wages, create savings pot, access to discounts, and financial coaching



### Grow As We Go

70% of our management teams are people we have progressed internally. Climb the Career Pathway with us



### Mental Maintenance

Up to 6 Therapy sessions for free with our partner Self Space, with the option to extend



### Work With Your Bestie

Cash for referrals up to £500



### Let Us Take You Somewhere Else

Like Portugal to drink wine, France to ski or Italy to enjoy incredible food. Open to everyone at Incipio.



### Bring Your Mate or a Date

50% off food and drinks in all our venues for you and up to 5 of your friends or family



### We Have Your Back

Get pregnant? Want to Adopt? Need time off because you are going through a hard time? We have got your back with enhanced leave



### Get Qualified

Get your Personal License, WSET Level 2 in Wine or Spirits, Mental Health First Aid, First Aid, Fire Marshal or complete an apprenticeship at Incipio



### On Your Bike

Shared Cycle to work scheme



### CitizenM Partner Discount

15% discount with Citizen M hotels in the UK



### A BIG Party!

An annual awards & party for all of our brilliant team mates at Incipio



### The Inclusion Collective

Get involved with Incipio's Diversity, Equity & Inclusion initiative – be the positive impact you want to see!



### We're here to help

Health, Dental and Optical insurance with VITALITY; claim back your glasses or get a GP appointment quickly



### Incipio Impact Bonus Scheme

We offer a competitive bonus scheme that rewards performance, dedication, and contribution to Incipio's success.



### Go the Distance

Earn additional holiday days after 2 years continuous service, up to 5 additional days



### On Your Bike

Cycle to work scheme



### Have a Wine on us

Booze at cost price



### Meaningful Savings

Enhanced Pension Scheme

# Incipio Benefits

## General Manager

Please see our Benefits Policy for how to access each Benefit or speak to your line manager for more information.



### The Inclusion Collective

Get involved with Incipio's Diversity, Equity & Inclusion initiative – be the positive impact you want to see!



### Incentives & Rewards

Get rewarded for going above and beyond for our guests and your team



### Unforgettable Experiences at every Career Stage

We offer experience led engagement opportunities to everyone on the Career Pathway



### 5 Year Club

Team members celebrating five years with Incipio will enjoy a special dinner, an experience-led voucher, and a personalised note from our CEO in recognition of their dedication



### Wagestream

Access your earned wages, create savings pot, access to discounts, and financial coaching



### Grow As We Go

70% of our management teams are people we have progressed internally. Climb the Career Pathway with us



### Mental Maintenance

Up to 6 Therapy sessions for free with our partner Self Space, with the option to extend



### Work With Your Bestie

Cash for referrals up to £500



### Let Us Take You Somewhere Else

Like Portugal to drink wine, France to ski or Italy to enjoy incredible food. Open to everyone at Incipio.



### Bring Your Mate or a Date

50% off food and drinks in all our venues for you and up to 5 of your friends or family



### We Have Your Back

Get pregnant? Want to Adopt? Need time off because you are going through a hard time? We have got your back with enhanced leave



### Get Qualified

Get your Personal License, WSET Level 2 in Wine or Spirits, Mental Health First Aid, First Aid, Fire Marshal or complete an apprenticeship at Incipio



### On Your Bike

Shared Cycle to work scheme



### CitizenM Partner Discount

15% discount with Citizen M hotels in the UK



### A BIG Party!

An annual awards & party for all of our brilliant team mates at Incipio



### Have a Wine on us

Booze at cost price



### We're here to help

Health, Dental and Optical insurance with VITALITY; claim back your glasses or get a GP appointment quickly



### Incipio Impact Bonus Scheme

We offer a competitive bonus scheme that rewards performance, dedication, and contribution to Incipio's success.



### Go the Distance

Earn additional holiday days after 2 years continuous service, up to 5 additional days



### On Your Bike

Cycle to work scheme



### Meaningful Savings

Enhanced Pension Scheme

# INCIPIO

# Incipio Benefits

## Kitchen Porter

Please see our Benefits Policy for how to access each Benefit or speak to your line manager for more information.



### The Inclusion Collective

Get involved with Incipio's Diversity, Equity & Inclusion initiative – be the positive impact you want to see!



### Incentives & Rewards

Get rewarded for going above and beyond for our guests and your team



### Unforgettable Experiences at every Career Stage

We offer experience led engagement opportunities to everyone on the Career Pathway



### 5 Year Club

Team members celebrating five years with Incipio will enjoy a special dinner, an experience-led voucher, and a personalised note from our CEO in recognition of their dedication



### Wagestream

Access your earned wages, create savings pot, access to discounts, and financial coaching



### Grow As We Go

70% of our management teams are people we have progressed internally. Climb the Career Pathway with us



### Mental Maintenance

Up to 6 Therapy sessions for free with our partner Self Space, with the option to extend



### Work With Your Bestie

Cash for referrals up to £500



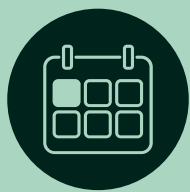
### Let Us Take You Somewhere Else

Like Portugal to drink wine, France to ski or Italy to enjoy incredible food. Open to everyone at Incipio.



### Bring Your Mate or a Date

50% off food and drinks in all our venues for you and up to 5 of your friends or family



### We Have Your Back

Get pregnant? Want to Adopt? Need time off because you are going through a hard time? We have got your back with enhanced leave



### Get Qualified

Get your Personal License, WSET Level 2 in Wine or Spirits, Mental Health First Aid, First Aid, Fire Marshal or complete an apprenticeship at Incipio



### On Your Bike

Shared Cycle to work scheme



### CitizenM Partner Discount

15% discount with Citizen M hotels in the UK



### A BIG Party!

An annual awards & party for all of our brilliant team mates at Incipio

# INCIPIO

# Incipio Benefits

## Commis Chef

Please see our Benefits Policy for how to access each Benefit or speak to your line manager for more information.



### Kitchen Collabs

Engagement days with our suppliers, learning about new products and taking part in interactive tastings, workshops, and masterclasses



### Incentives & Rewards

Get rewarded for going above and beyond for our guests and your team



### Unforgettable Experiences at every Career Stage

We offer experience led engagement opportunities to everyone on the Career Pathway



### 5 Year Club

Team members celebrating five years with Incipio will enjoy a special dinner, an experience-led voucher, and a personalised note from our CEO in recognition of their dedication



### Wagestream

Access your earned wages, create savings pot, access to discounts, and financial coaching



### Grow As We Go

70% of our management teams are people we have progressed internally. Climb the Career Pathway with us



### Mental Maintenance

Up to 6 Therapy sessions for free with our partner Self Space, with the option to extend



### Work With Your Bestie

Cash for referrals up to £500



### Let Us Take You Somewhere Else

Like Portugal to drink wine, France to ski or Italy to enjoy incredible food. Open to everyone at Incipio.



### Bring Your Mate or a Date

50% off food and drinks in all our venues for you and up to 5 of your friends or family



### We Have Your Back

Get pregnant? Want to Adopt? Need time off because you are going through a hard time? We have got your back with enhanced leave



### Get Qualified

Get your Personal License, WSET Level 2 in Wine or Spirits, Mental Health First Aid, First Aid, Fire Marshal or complete an apprenticeship at Incipio



### On Your Bike

Shared Cycle to work scheme



### CitizenM Partner Discount

15% discount with Citizen M hotels in the UK



### A BIG Party!

An annual awards & party for all of our brilliant team mates at Incipio



### The Inclusion Collective

Get involved with Incipio's Diversity, Equity & Inclusion initiative – be the positive impact you want to see!

# Incipio Benefits

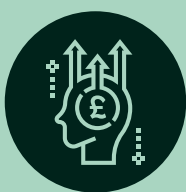
## Chef de Partie

Please see our Benefits Policy for how to access each Benefit or speak to your line manager for more information.



### Kitchen Collabs

Engagement days with our suppliers, learning about new products and taking part in interactive tastings, workshops, and masterclasses



### Incentives & Rewards

Get rewarded for going above and beyond for our guests and your team



### Unforgettable Experiences at every Career Stage

We offer experience led engagement opportunities to everyone on the Career Pathway



### 5 Year Club

Team members celebrating five years with Incipio will enjoy a special dinner, an experience-led voucher, and a personalised note from our CEO in recognition of their dedication



### Wagestream

Access your earned wages, create savings pot, access to discounts, and financial coaching



### Grow As We Go

70% of our management teams are people we have progressed internally. Climb the Career Pathway with us



### Mental Maintenance

Up to 6 Therapy sessions for free with our partner Self Space, with the option to extend



### Work With Your Bestie

Cash for referrals up to £500



### Let Us Take You Somewhere Else

Like Portugal to drink wine, France to ski or Italy to enjoy incredible food. Open to everyone at Incipio.



### Bring Your Mate or a Date

50% off food and drinks in all our venues for you and up to 5 of your friends or family



### We Have Your Back

Get pregnant? Want to Adopt? Need time off because you are going through a hard time? We have got your back with enhanced leave



### Get Qualified

Get your Personal License, WSET Level 2 in Wine or Spirits, Mental Health First Aid, First Aid, Fire Marshal or complete an apprenticeship at Incipio



### On Your Bike

Shared Cycle to work scheme



### CitizenM Partner Discount

15% discount with Citizen M hotels in the UK



### A BIG Party!

An annual awards & party for all of our brilliant team mates at Incipio



### The Inclusion Collective

Get involved with Incipio's Diversity, Equity & Inclusion initiative – be the positive impact you want to see!

# Incipio Benefits

## Junior Sous

Please see our Benefits Policy for how to access each Benefit or speak to your line manager for more information.



### Kitchen Collabs

Engagement days with our suppliers, learning about new products and taking part in interactive tastings, workshops, and masterclasses



### Incentives & Rewards

Get rewarded for going above and beyond for our guests and your team



### Unforgettable Experiences at every Career Stage

We offer experience led engagement opportunities to everyone on the Career Pathway



### 5 Year Club

Team members celebrating five years with Incipio will enjoy a special dinner, an experience-led voucher, and a personalised note from our CEO in recognition of their dedication



### Wagestream

Access your earned wages, create savings pot, access to discounts, and financial coaching



### Grow As We Go

70% of our management teams are people we have progressed internally. Climb the Career Pathway with us



### Mental Maintenance

Up to 6 Therapy sessions for free with our partner Self Space, with the option to extend



### Work With Your Bestie

Cash for referrals up to £500



### Let Us Take You Somewhere Else

Like Portugal to drink wine, France to ski or Italy to enjoy incredible food. Open to everyone at Incipio.



### Bring Your Mate or a Date

50% off food and drinks in all our venues for you and up to 5 of your friends or family



### We Have Your Back

Get pregnant? Want to Adopt? Need time off because you are going through a hard time? We have got your back with enhanced leave



### Get Qualified

Get your Personal License, WSET Level 2 in Wine or Spirits, Mental Health First Aid, First Aid, Fire Marshal or complete an apprenticeship at Incipio



### On Your Bike

Shared Cycle to work scheme



### CitizenM Partner Discount

15% discount with Citizen M hotels in the UK



### A BIG Party!

An annual awards & party for all of our brilliant team mates at Incipio



### The Inclusion Collective

Get involved with Incipio's Diversity, Equity & Inclusion initiative – be the positive impact you want to see!

# Incipio Benefits

## Sous Chef

Please see our Benefits Policy for how to access each Benefit or speak to your line manager for more information.



### Kitchen Collabs

Engagement days with our suppliers, learning about new products and taking part in interactive tastings, workshops, and masterclasses



### Incentives & Rewards

Get rewarded for going above and beyond for our guests and your team



### Unforgettable Experiences at every Career Stage

We offer experience led engagement opportunities to everyone on the Career Pathway



### 5 Year Club

Team members celebrating five years with Incipio will enjoy a special dinner, an experience-led voucher, and a personalised note from our CEO in recognition of their dedication



### Wagestream

Access your earned wages, create savings pot, access to discounts, and financial coaching



### Grow As We Go

70% of our management teams are people we have progressed internally. Climb the Career Pathway with us



### Mental Maintenance

Up to 6 Therapy sessions for free with our partner Self Space, with the option to extend



### Work With Your Bestie

Cash for referrals up to £500



### Let Us Take You Somewhere Else

Like Portugal to drink wine, France to ski or Italy to enjoy incredible food. Open to everyone at Incipio.



### Bring Your Mate or a Date

50% off food and drinks in all our venues for you and up to 5 of your friends or family



### We Have Your Back

Get pregnant? Want to Adopt? Need time off because you are going through a hard time? We have got your back with enhanced leave



### Get Qualified

Get your Personal License, WSET Level 2 in Wine or Spirits, Mental Health First Aid, First Aid, Fire Marshal or complete an apprenticeship at Incipio



### On Your Bike

Shared Cycle to work scheme



### CitizenM Partner Discount

15% discount with Citizen M hotels in the UK



### A BIG Party!

An annual awards & party for all of our brilliant team mates at Incipio



### The Inclusion Collective

Get involved with Incipio's Diversity, Equity & Inclusion initiative – be the positive impact you want to see!



### We're here to help

Health, Dental and Optical insurance with VITALITY; claim back your glasses or get a GP appointment quickly



### Incipio Impact Bonus Scheme

We offer a competitive bonus scheme that rewards performance, dedication, and contribution to Incipio's success.



### Go the Distance

Earn additional holiday days after 2 years continuous service, up to 5 additional days



### Have a Wine on us

Booze at cost price



### Meaningful Savings

Enhanced Pension Scheme



### On Your Bike

Cycle to work scheme

# Incipio Benefits

## Head Chef

Please see our Benefits Policy for how to access each Benefit or speak to your line manager for more information.



### The Inclusion Collective

Get involved with Incipio's Diversity, Equity & Inclusion initiative – be the positive impact you want to see!



### Incentives & Rewards

Get rewarded for going above and beyond for our guests and your team



### Unforgettable Experiences at every Career Stage

We offer experience led engagement opportunities to everyone on the Career Pathway



### 5 Year Club

Team members celebrating five years with Incipio will enjoy a special dinner, an experience-led voucher, and a personalised note from our CEO in recognition of their dedication



### Wagestream

Access your earned wages, create savings pot, access to discounts, and financial coaching



### Grow As We Go

70% of our management teams are people we have progressed internally. Climb the Career Pathway with us



### Mental Maintenance

Up to 6 Therapy sessions for free with our partner Self Space, with the option to extend



### Work With Your Bestie

Cash for referrals up to £500



### Let Us Take You Somewhere Else

Like Portugal to drink wine, France to ski or Italy to enjoy incredible food. Open to everyone at Incipio.



### Bring Your Mate or a Date

50% off food and drinks in all our venues for you and up to 5 of your friends or family



### We Have Your Back

Get pregnant? Want to Adopt? Need time off because you are going through a hard time? We have got your back with enhanced leave



### Get Qualified

Get your Personal License, WSET Level 2 in Wine or Spirits, Mental Health First Aid, First Aid, Fire Marshal or complete an apprenticeship at Incipio



### On Your Bike

Shared Cycle to work scheme



### CitizenM Partner Discount

15% discount with Citizen M hotels in the UK



### A BIG Party!

An annual awards & party for all of our brilliant team mates at Incipio



### Meaningful Savings

Enhanced Pension Scheme



### We're here to help

Health, Dental and Optical insurance with VITALITY; claim back your glasses or get a GP appointment quickly



### Incipio Impact Bonus Scheme

We offer a competitive bonus scheme that rewards performance, dedication, and contribution to Incipio's success.



### Go the Distance

Earn additional holiday days after 2 years continuous service, up to 5 additional days



### Have a Wine on us

Booze at cost price

INCIPIO



### On Your Bike

Cycle to work scheme

# Incipio Benefits

## HQ Team

Please see our Benefits Policy for how to access each Benefit or speak to your line manager for more information.



### The Inclusion Collective

Get involved with Incipio's Diversity, Equity & Inclusion initiative – be the positive impact you want to see!



### Incentives & Rewards

Get rewarded for going above and beyond for our guests and your team



### Unforgettable Experiences at every Career Stage

We offer experience led engagement opportunities to everyone on the Career Pathway



### 5 Year Club

Team members celebrating five years with Incipio will enjoy a special dinner, an experience-led voucher, and a personalised note from our CEO in recognition of their dedication



### Wagestream

Access your earned wages, create savings pot, access to discounts, and financial coaching



### Grow As We Go

70% of our management teams are people we have progressed internally. Climb the Career Pathway with us



### Mental Maintenance

Up to 6 Therapy sessions for free with our partner Self Space, with the option to extend



### Work With Your Bestie

Cash for referrals up to £500



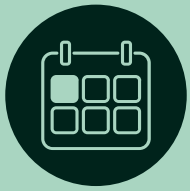
### Let Us Take You Somewhere Else

Like Portugal to drink wine, France to ski or Italy to enjoy incredible food. Open to everyone at Incipio.



### Bring Your Mate or a Date

50% off food and drinks in all our venues for you and up to 5 of your friends or family



### We Have Your Back

Get pregnant? Want to Adopt? Need time off because you are going through a hard time? We have got your back with enhanced leave



### Get Qualified

Get your Personal License, WSET Level 2 in Wine or Spirits, Mental Health First Aid, First Aid, Fire Marshal or complete an apprenticeship at Incipio



### On Your Bike

Shared Cycle to work scheme



### CitizenM Partner Discount

15% discount with Citizen M hotels in the UK



### A BIG Party!

An annual awards & party for all of our brilliant team mates at Incipio



### Meaningful Savings

Enhanced Pension Scheme



### We're here to help

Health, Dental and Optical insurance with VITALITY; claim back your glasses or get a GP appointment quickly



### Incipio Impact Bonus Scheme

We offer a competitive bonus scheme that rewards performance, dedication, and contribution to Incipio's success.



### Go the Distance

Earn additional holiday days after 2 years continuous service, up to 5 additional days



### Have a Wine on us

Booze at cost price

INCIPIO



### On Your Bike

Cycle to work scheme