

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



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



UNFORGETTABLE EXPERIENCES AT EVERY CAREER STAGE

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



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



WORK WITH YOUR BESTIE

Cash for referrals up to £500



MENTAL MAINTENANCE

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



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.

50%

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



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



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



ON YOUR BIKE

Shared Cycle to work scheme



A BIG PARTY!

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

■ 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 - 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