EMPLOYEE BENEFITS HANDBOOK





STAFF DISCOUNTS

A fantastic benefit of working at Côte is the incredible food and drink discounts available. You can even enjoy these discounts when dining with your friends and family (subject to terms and conditions).

GENERAL MANAGER & HEAD CHEF

All General Managers and Head Chefs are entitled to 100% DISCOUNT of all food and drink at any Côte. Bookings must be made in advance and not at peak times (including Friday evening, Saturday all day and Sunday daytime) and a maximum of 4 people per booking. Please contact the restaurant to make your booking, and the booking must be made with the General Manager of the restaurant you are going to. You must also inform your Line Manager, Area Manager of your booking. This benefit is only to be used a maximum of once per month.

ASSISTANT GENERAL MANAGER, ASSISTANT MANAGERS, SOUS CHEF & JUNIOR SOUS CHEF

All Assistant General Managers, Assistant Managers, Sous Chefs and Junior Sous Chefs are entitled to 100% DISCOUNT on your food bill at any Côte. Bookings must be made in advance and not at peak times (including Friday evening, Saturday all day and Sunday daytime) and a maximum of 4 people per booking. Please contact the restaurant to make your booking, and the booking must be made with the General Manager of the restaurant you are going to. You must also inform your Area Manager of your booking. This benefit is only to be used a maximum of once per month.

TEAM MEMBER

All Team Members are entitled to 50% OFF your food bill at any Côte. Bookings must be made in advance and not at peak times (including Friday evening, Saturday all day and Sunday daytime) and a maximum of 4 people per booking. Please get your General Manager to make the booking for you. This benefit is only to be used a maximum of once per month.

BUPA HEALTHCARE

After one year's service, all General Managers, Head Chefs, Assistant General Managers, Assistant Managers, Sous Chefs, Junior Sous Chefs and Support Office team members are eligible to join the Bupa health cash plan scheme.

This is a great benefit through a private health care service, which offers a range of products and services that you can claim money back on.

The scheme costs a little bit per year in additional tax to you, and all other costs are covered by Côte. Once you've signed up, you can claim back the money you spend on everyday healthcare such as dentistry, opticians, appointments and prescriptions.

You also have access to the Bupa employee assistance programme, online health checks and Bupa AnyTime HealthLine

If you would like to sign up to this benefit, then contact people.support@cote.co.uk, you will need to email them your full name, address and date of birth to sign up to the scheme.

Treatment	Money Back
Dental	£60
Dental Injury	£200
Optical	£60
Consultations & Diagnostics	£200
Hospital (in-patient or day-surgery, a combination of 20 days/ nights	£20 per day/night
Treatments (physiotherapy, osteopathy, chiropractic, acupuncture)	£150
Prescriptions	£25
Health Assessment	£100
Positive Health	Access to online health assessment
Employee Assistance Programme	Telephone counselling (up to 6 face to face counselling sessions on referral)

24/7 GP ACCESS THROUGH GP24

GP24 is a virtual health service which is now available to all Côte employees and your immediate family.

WHAT IS AVAILABLE?

The service provides everbody with the opportunity to easily manage their health and wellbeing by providing unlimited, 24/7 access to everything you need to create long-term wellbeing. There are six services in total:

- A virtual GP available 24/7 - bookable on the app, you can get a 30 minute slot at a time that suits you - wherever you are in the world. Whether it's over the phone or via video call, the team are on hand for medical advice, prescriptions or further specialist referral.
- Expert case management for second medical opinions, provided by best doctors.
- Mental health support.

HOW TO ACCESS?

To access GP24, just follow these simple steps:

- Visit: https://metlife.gp-24.com
- Follow the on screen prompts to set up your account and enter this activation code: MetLifeGP24
- An email confirmation will be generated within 24hrs; please ensure you follow the instructions in this email.
- Log in to your account via https://metlife.gp-24.com
- Or Call to book an appointment: 0330 043 5198

PENSION SCHEME

You'll be automatically enrolled in the Nest pension scheme, unless you choose to opt out. You make a contribution from your salary and Côte also makes a contribution to your pension pot.

A workplace pension doesn't have to replace any of the other ways you might already use to manage your money. It can work seamlessly alongside different financial commitments, whether that's an ISA, a property investment or a savings account.

In fact, a workplace pension can be one of the most effective ways to save thanks to employer contributions, tax relief and from the long-term effect of having any investment returns on your savings reinvested. These help grow your pension pot over time and increase your retirement income beyond any State Pension that may be available.

All employees are automatically enrolled to NEST, with the pension scheme provider we use (unless you opt out).
You can log in or sign up to access your account here:
https://www.nestpensions.org.uk/schemewebestweb/faces/public/mua/pages/loginpage.xhtml

If you wish to opt out of making contributions or have any questions on your pension, please contact our payroll team on payroll@cote.co.uk



EMPLOYEE HELPLINE

MetLife – *Need to talk?*

Everyone in Côte and your families has access to a 24/7 GP and support services from MetLife

You can speak with a virtual GP available 24 hours a day

There's also expert case management for second medical opinions and a range of other options, such as mental health support, nutrition, and tailored fitness programmes

To access, visit: https://metlife.gp-24.com

Access code to set up an account: MetLifeGP24



YOUR BENEFITS

As a valued employee at Côte you are entitled to a range of many benefits as part of your employment, these are listed below for you .

UNIFORM ALLOWANCE

FOH TEAM MEMBER

FOH teams are provided with some or part of their uniform(s) on their start day and it is your responsibility to maintain and look after these uniforms, ensuring that you follow the uniform/dress codes at all times. For any new employees starting with the company we will add a one-off payment of £30 to your first pay, as a contribution towards the other personal items needed.

BOH TEAM MEMBER

BOH Chef jackets are provided for you fully laundered. You will also be provided with 3 sets of chefs trousers for your time at Côte. Any missing uniform will be charged for a cost.

LONG SERVICE AWARDS

We like to recognise the hard work and longevity of our employees, for:

- 3 years service with Côte
- 6 years service with Côte
- 10 years service with Côte

AVANTAGE

RECOGNITION, REWARD AND BENEFITS

All team members have access to Avantage where they have the choice from over half a million products and gift cards from your favourite brands, as well as building cash back each time they shop! Avanatage brings together all the best high-street deals, discount codes, exclusive features and products in one place.

Avanatage is also our reward and recognition platform! Show appreciation for your team members hard work by sending them a fun Ecard with a personalised message. Use the feature to display the message publicly for everyone to read or keep it between you and your peers.

To access Avanatge follow this link here!



LIFE ASSURANCE SCHEME

We know this isn't something anyone wants to think about, however if anything should happen to you whilst you are employed with Côte, we offer life insurance coverage for all employees, which pays out a lump sum or a designated benefit to your beneficiaries in the event of their death.



WAGESTREAM

Wagestream gives you power over pay.

Power over pay means the ability to instantly access, track, save and manage earned wages.

Having power over your pay with Wagestream transforms your financial wellbeing and helps you to feel empowered to make the right decisions on where your pay should go.

Not only does Wagestream give you the ability to access any earned wages before our normal payday, there's also a host of opportunity to learn more about financial wellbeing and how to manage money better.



PERKS FOR HOSPITALITY EMPLOYEES

Get a free month of CODE membership through the link below:

https://members.codehospitality.co.uk/

- Up to 50% off in over 400 restaurants, bars and hotels
- Save £100s

• Member perks and prizes

- Membership is exclusively for hospitality professionals.
- Membership automatically renews to a monthly plan at £3.99/month after your free month.
- Cancel anytime

HUSSLE MULTI GYM PASS

AXA Health's discounted Hussle Monthly+ pass gives you access to multiple gym and fitness centres across the UK making it easier for you to get fit and healthy your way. Whether you want to mix up your visits and activities to stay motivated, or you're looking for flexibility to fit your lifestyle, just pop your location into the app or website and find venues near you.

- access to gyms from Hussle's combined network of over 2000 gyms, pools and spas chill out or work out – enjoy wellbeing your way
- no sign-up fee, no inductions, just turn up to find your feel good
- no feeling tied to one venue or routine
- access to popular online fitness classes including LES MILLS+ and Yogaia.

All team members can save 33% off a Hussle Monthly+ pass, and team members who are eligible for AXA Health private medical insurance cab save 40%.

- All team members are eligible
- 33% discount for all team members
- 40% discount for team members who are eligible for AXA Health private medical insurance
- Check all terms and conditions before signing up

We are always looking to improve our benefits offer for our teams so if you have any feedback, or would like to find out more about the benefits available to you, please contact the People team – people.support@cote.co.uk
Please note, benefits are not contractual and subject to change.