

THE SUPER STARTUPS

TOP 100 STARTUPS TO WORK FOR IN 2023

From modern healthcare to smart FinTech and everything in between, these are the UK's top startups raising the tempo.

Each company has its own stand-out superpower and should be on every candidate's watchlist. The Tempo team has researched hundreds of companies and competition was fierce.

 **FOUNDERS**

100. 01FOUNDERS

01Founders gets you real-world-ready in coding and digital skills. Completing the fellowship programme allows people to graduate debt-free with access to the Tech industry as a mid-level full-stack developer.

SUPERPOWER: They unlock curious minds from all backgrounds to bring their creativity into coding.

 **JOOS**

99. JOOS

2% remaining battery We've all been there, but Joos is out here saving everyone's day. Any venue can have a Joos power bank station to provide free charging for those running low on battery juice.

SUPERPOWER: Keeping individuals charged across the UK.

 **APEX**

98. APEX RIDES

Spin, spin, spin. Apex Rides is making at-home spinning the new norm. They're ready to change how home exercise works by making smart bikes and creating an accessible fitness community.

SUPERPOWER: Democratising home spinning so more people can access the joys of studio-quality exercise at home.

Canda

97. CANDA

Gotta hire? Canda can help. They help visionary founders and people leaders bring their mission to life by providing experienced in-house talent experts via a monthly subscription.

SUPERPOWER: Scaling your company to tell your story.

lottie

96. LOTTIE

Finding the right care home is complex and stressful, but Lottie is bringing solutions to the care home conundrum. Their digital marketplace connects care seekers to the UK's best care homes at a fair rate.

SUPERPOWER: Helping families and retirees find the UK's best care homes and retirement living communities.

 **SKILLER WHALE**

95. SKILLER WHALE

Skinner Whale is creating company success through software success. Turning classical software learning upside down, Skiller Whale delivers deep coaching for tech teams at work because learning by doing gets much better results.

SUPERPOWER: Providing hands-on coaching in 1-hour slots.

 **REEF**

94. REEF

Your home away from home. Reef is combating the mental health and wellbeing impact of hybrid or remote working by giving companies and individuals access to hospitality venues to work from. A win-win for everyone involved.

SUPERPOWER: Combating employee mental health & wellbeing while helping the hospitality industry.

 **Flexcicon**

93. FLEXICITON

Scheduling is made simple with Flexcicon for manufacturers. How? Data analysis, optimisation and easy integration with MES and dispatch systems making your scheduling life easier.

SUPERPOWER: Seamless scheduling technology.

 **Convelio**

92. CONVELIO

Fine art needs fine transportation. *Queue Convelio* Creating seamless art logistics tailored to your needs. They combine innovative tech, dedicated experts and tailored services to get your invaluable art to you in one piece.

SUPERPOWER: Effortlessly delivering your fine art in one piece.

ST:NT

91. STINT

Say goodbye to staffing challenges. Stint gives your team flexibility by providing workers as needed, all while keeping your costs down.

SUPERPOWER: Solving your staffing challenges with their flexible workforce.



90. ACADEMY

Academy is driving diversity and representation within the Tech space, creating a new generation of Tech leaders through accelerated training.

SUPERPOWER: Solving the tech talent shortage with exceptional humans.



89. TREATWELL

Stop, it's pamper time! Treatwell has changed the search and booking system for treatments. You can find anything from massage parlours to hair salons all in one place with customer reviews.

SUPERPOWER: Bringing the ease of treatment search and booking all in one place.



88. ZEDIFY

Zoom zoom - Zedify here! Meet the company that's normalising sustainable and eco-friendly deliveries in cities with its hyperlocal minibuses and zero-emission vehicles.

SUPERPOWER: Making cargo bikes the it-transport for deliveries (again).



87. ZILCH

"BRB going to Zilch my purchase!" Zilch allows individuals to pay for their purchases in one of two ways with a ton of helpful features, such as rewards.

SUPERPOWER: Bringing flexible payment solutions to everyday people.



86. TRUST KEITH

Trust Keith is here to make data protection sexy again. They bring together the benefits of a data protection expert and a platform to work off all in one place.

SUPERPOWER: Helping you overcome data protection challenges.



85. ROBIN AI

Tired of sending contracts a million times? Robin AI is the Robin Hood of contract signing. They're helping companies with their most painful contracts using world-class machine learning technology and world-class legal professionals.

SUPERPOWER: Helping companies sign contracts at lightning speed.



84. LILLI

This super startup is changing the lives of people through technology with the end goal of empowering vulnerable people to live independently, safely and happily within their own homes.

SUPERPOWER: Impacting the lives of vulnerable people through the use of technology.



83. GOODLORD

Thank the Lord for Goodlord. This award-winning platform is making your property letting life easier, bringing all processes together in one place.

SUPERPOWER: Facilitating your tenancy journey all in one platform.



82. SHIELDPAY

Not all heroes wear capes. Shieldpay provides safe payment solutions to the legal and professional services industries, as well as marketplaces and e-commerce platforms.

SUPERPOWER: Keeping your high-value transactions safe.



81. FINIMIZE

Crypto? Shares? Where do I start!? Financial literacy can be a nightmare to get your head around, but Finimize is changing that by having everything you need to make informed decisions in one place.

SUPERPOWER: Creating a community for finance seekers who want a shoulder to *learn* from.



80. GRAVITY CO-LIVING

Changing the way you rent, that's Gravity Co.'s plan. They want to make your life easier by taking away the stress and hassle that comes with the world of renting but keeping the sense of community.

SUPERPOWER: Community-first mindset in the rent space.



79. OLIVA

Mental health access should be universal, especially in the workplace. Oliva is on a mission to make proper on-demand mental health support for employees a norm, not a luxury.

SUPERPOWER: Breaking down stigma around mental health with evidence-based healthcare.



78. REKKI

Forget about chasing suppliers for missing ingredients. REKKI combines easy payments, access to suppliers and more in just one app to make running a restaurant hassle-free (at least in one area).

SUPERPOWER: Transforming how restaurants order ingredients.



77. TINEY

Big futures have tiney beginnings. Simply put, Tiney is reinventing childcare. They believe educating children should be fun for both children and adults.

SUPERPOWER: Affordable childcare with a high-quality education from superstar childminders.



76. GETHARLEY

Bye-bye dull skin, hello dewy healthy skin! GetHarley is revolutionising the skincare world with their personalised, medical-grade skin recommendations powered by knowledge, not hype.

SUPERPOWER: Connecting individuals to experienced clinicians for personalised products.



75. KITT

Kitt is the future of office space. This all-in-one office management platform helps businesses find, design and manage a space that ticks all the boxes.

SUPERPOWER: Helping teams thrive in offices worth leaving home for.



74. JIMINNY

Fine-tuning your Sales team can be hard sometimes, but Jiminny is here to simplify that process. They use rich customer knowledge and coaching tools to tailor your sales approach to maximise success.

SUPERPOWER: Empowering the customer at all costs.



73. SILVERBIRD

8 out of 10 SMEs looking to start exporting get rejected by banks. Silverbird to the rescue! This FinTech company offers a digital alternative to traditional banking, opening doors for SMEs. Now that's a startup worth banking on.

SUPERPOWER: Challenging traditional banks to make international trade easier for SMEs.



72. INCIDENT.IO

Incidents are unavoidable in every organisation - but thanks to incident.io, it's not the end of the world! Incident.io empowers teams to run incidents from start to finish, by getting the right people involved in real-time.

SUPERPOWER: Helping teams rapidly fix and learn from incidents.



71. EVOLVEYOU APP LIMITED

EvolveYou is a fitness app that doesn't just build strong women, it builds strong relationships, empowers people to embrace themselves authentically and show up for themselves at whatever level.

SUPERPOWER: Empowering women by building confidence and strength.





70. SHARESY

For playgroups, scout troops, coffee mornings, yoga nights and everything in between, Sharesy stands for community! This super startup makes under-utilised spaces vibrant centres of community and connection.

SUPERPOWER: Bringing people together, one community at a time.



69. LOGMYCARE

This is a superhero that really cares. Driven to transform care for society's most vulnerable people, its digital care management platform is game changing for care providers, helping them focus more on those in need.

SUPERPOWER: Delivering outstanding care to benefit everyone - now and in the future.



68. BRICKLANE

On a mission to make the property market work better for investors and tenants, Bricklane unlocks single family residential investment at scale.

SUPERPOWER: Bringing rental property into the 21st century.



67. FREDDIE'S FLOWERS

Unleash your inner florist with Freddie's Flowers! Just like the milkman, but with flowers, Freddie delivers weekly boxes bursting with seasonal fresh flowers to your doorstep.

SUPERPOWER: Delivering fresh flowers, always.



66. CRYPTIO

Trusted by hundreds of leading enterprises in crypto and beyond, Cryptio bridges the gap between blockchain and accounting systems with its enterprise-grade accounting and financial reporting platform.

SUPERPOWER: Bring certainty to counting crypto.



65. RUNWAY EAST

From relaxing in its cafe spaces to bouncing off the energy of other like-minded entrepreneurs, Runway East has the perfect flexible coworking spaces for ambitious founders, teams and freelancers.

SUPERPOWER: Providing spaces that make SMEs and startups happy.



64. ATOM LEARNING

Atom Learning puts the fun back into learning! It combines high quality teacher-produced content with adaptive technology for a personalised and impactful learning experience, making sure every class is worth attending!

SUPERPOWER: Providing world-class education for all children.



63. 11:FS

11:FS builds next generation digital propositions for some of the biggest banks in the world, with a purpose to drive the next wave of accessible banking for all. That's FS (financial services) without the BS.

SUPERPOWER: Building the next generation of financial services.



62. AIRTIME REWARDS

Airtime Rewards turns your bank cards into a loyalty card so your everyday shopping earns you money off your phone bill. Earn rewards with Boots, Greggs, Wilko, Papa Johns....the list goes on! How cool is that?

SUPERPOWER: Taking money off your phone bill.



61. BLOOM & WILD

Bloom & Wild are wildly passionate about helping people celebrate the little or big wins, and keeping them in touch with their loved ones through fresh letterbox bouquets. No wonder it's the UK's most-loved online florist.

SUPERPOWER: Boosting people's moods with beautiful letterbox bouquets.



60. FLATFAIR

Everyone hates paying that huge chunk of deposit money at the start of tenancy. Fear Fair not! Flatfair is the simple, safe and affordable alternative with its 'No Deposit' solution.

SUPERPOWER: Protecting tenants and landlords all over the UK.



59. GIVEPANEL

GivePanel is the gift that keeps on giving. Its power tool enables nonprofits to grow their fundraising on Facebook by engaging with fundraisers, capturing contact details, tracking results and more!

SUPERPOWER: Helping over 300 charities raise millions through Facebook Fundraising.



58. GUESTREADY

Sit back and relax. From helping hosts set up enticing listings and checking in guests, all the way to guided checkouts and housekeeping, GuestReady property management service takes the hassle out of hosting.

SUPERPOWER: Helping hosts deliver stays worth remembering.



57. ZINC WORK

Reference and background checking has always been painful. Well, not anymore thanks to Zinc and its speedy end-to-end automated checking solution, helping forward-thinking companies that really care about candidate experience.

SUPERPOWER: Saving time and elevating experiences through seamless checking.



56. CLEO

Here to disrupt the boring and broken banking market, Cleo's got your back. Using simplicity and humour, she's helped 4 million people improve their relationship with money.

SUPERPOWER: Fighting for the world's financial health.



55. TALLY MARKET

Whether it's a local co-working venue, cafe, or a library environment, Tally Market's pay-as-you-go platform allows teams to book the perfect workspace. Anywhere, anytime.

SUPERPOWER: Bringing hybrid teams together via flexible workspaces.



54. SCOUT

You need talent to scout for talent. Or you just need Scout. This startup is all about giving companies of all sizes equal access to the best talent out there - and saving £5 million on hiring costs whilst at it!

SUPERPOWER: Taking companies to new heights by sourcing the best talent teams.



53. RADICALLY DIGITAL

It's all about doing things radically different at Radically Digital. On a mission to reinvent the idea of consulting in the modern age, this startup is here to solve the world's digital challenges in a meaningful way.

SUPERPOWER: Empowering startups and scaleups with future-ready tech.



52. COLLECTIVE BENEFITS

Collective Benefits are proud of making independent work, work for everyone. This social impact startup has protected millions of flexible workers with the insurance and benefits they deserve.

SUPERPOWER: Providing game-changing benefits and protections for the gig economy.

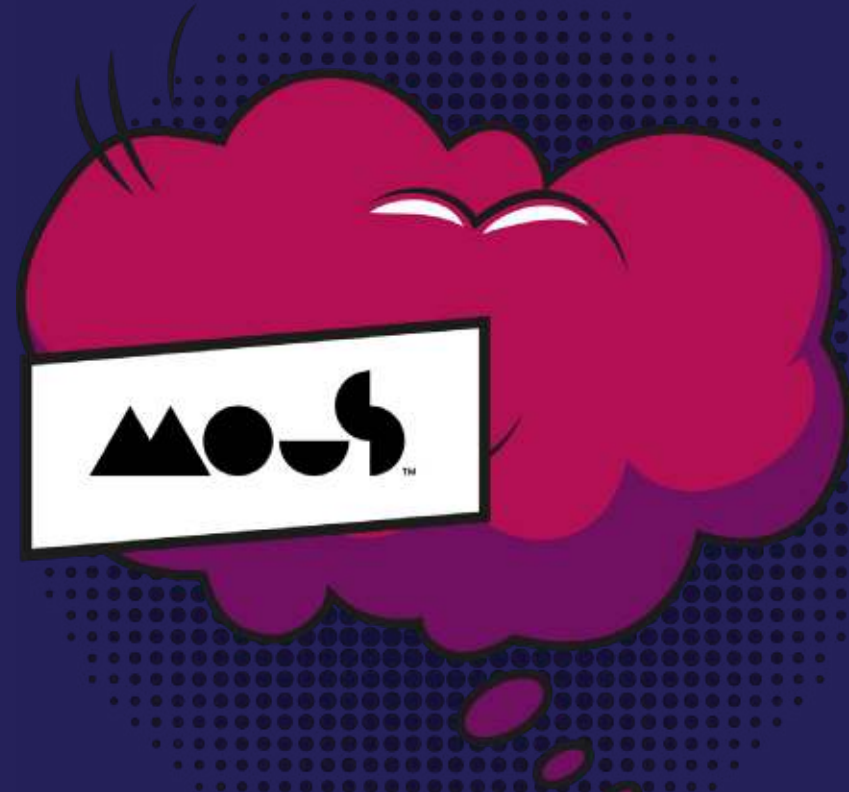


51. VECTOR AI

Say goodbye to time-wasting, energy-sapping processes. Vector AI removes the roadblocks to amazing operations, helping companies save time, reduce costs, and scale effortlessly!

SUPERPOWER: Using artificial intelligence to save millions of £££ in shipping.





50. MOUS PRODUCTS LTD

Say hello to Mous. No more choosing between a chunky protective case or a more 'sexy' one. Mouse combines the two so you don't have to compromise either one.

SUPERPOWER: Creating high-performance tech accessories with an elevated aesthetic.



49. HURR

HURR is making clothing rentals hot again. Rent something cute for your upcoming party or be a lender and give your clothes the freedom to make their own memories.

SUPERPOWER: Giving fashion a GREEN-over for a sustainable future.



48. CITY RELAY LTD

Renting just got easier. City Relay helps you find homes as flexible as your lifestyle. With access to vibrant locations, aesthetic home designs and quick and easy moves, you'll never want to use another renting platform.

SUPERPOWER: Providing a seamless rental process and a quality living experience.



47. LEGATICS

Managing your team's legal transactions has never been easier. Legatics is putting the legal in logistics by helping lawyers manage transactions all in one place at the click of a button.

SUPERPOWER: The only lawyer-centric transaction management platform.



46. NUMAN

Men deserve feeling at one with their bodies too, which is why feeling good shouldn't be a taboo. That's why Numan is helping men's health wherever they can, whether it be hair loss, beard growth or even internal biology.

SUPERPOWER: Helping men's health wherever they can with everything all in one place.



45. HERTILITY HEALTH

Ladies, grab your pitchfork. Hertility Health is starting a revolution in women's healthcare and making it their mission to change the landscape because your body shouldn't be a mystery.

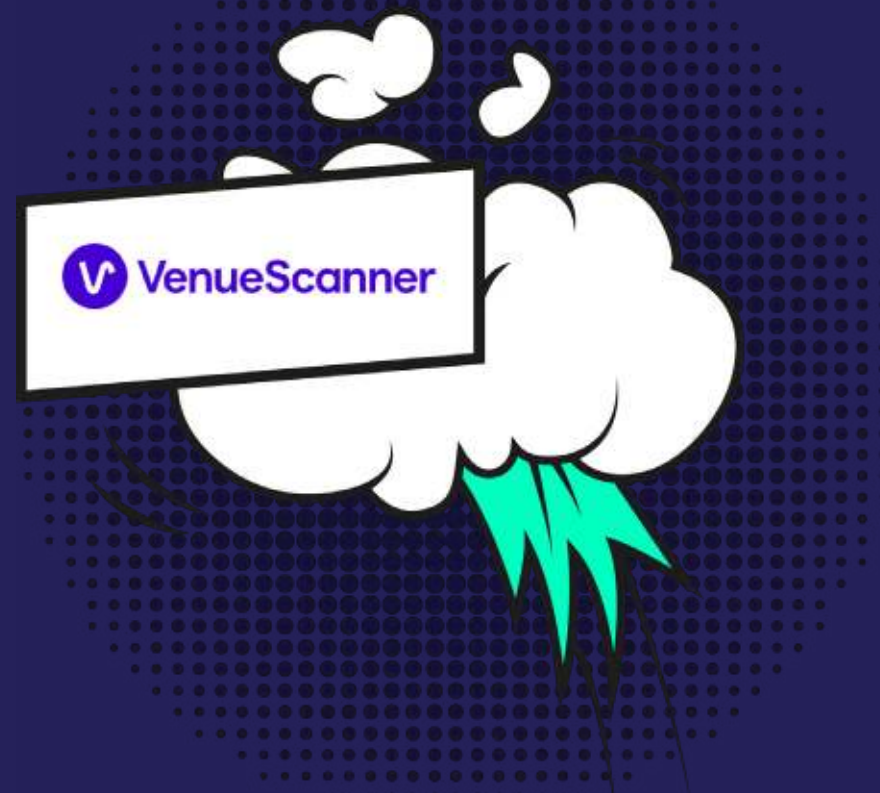
SUPERPOWER: Empowering women to take control of their bodies through at-home hormone testing.



44. BY MILES

Going the extra mile shouldn't be the 'right' or 'nice' thing to do. By Miles is making it a norm for the world of car insurance by providing fairer insurance for lower mileage drivers.

SUPERPOWER: Making driving fairer with affordable car insurance.



43. VENUESCANNER

Need a cool event space? VenueScanner has got you covered. This goto website has every possible venue you've ever wished for your meetings, conferences or parties.

SUPERPOWER: Providing the perfect venue space that meets people's needs.



42. ANKORSTORE

Ankorstore is here for the little guy. This global marketplace is dedicated exclusively to small businesses and independent brands for retailers who want to give their customers a different shopping experience.

SUPERPOWER: Changing the way independent wholesalers do business.



41. JETSTACK

Sometimes speed is everything. Pair that with security, integrity and efficiency and you've got a winning potion. Jetstack does just that to help businesses build their platform infrastructure using Kubernetes.

SUPERPOWER: Helping developers be both fast and secure with cloud native technology.





40. CHATTERMILL

Word on the street is that sifting through feedback manually is oldschool and time consuming. Chattermill unifies, measures and analyses all your customer feedback in real time.

SUPERPOWER: Redefining the customer experience process for your company.



39. INDEED FLEX

Work where you want, when you want. Indeed Flex matches top-quality candidates to employers, making your liberal lifestyle easy and accessible.

SUPERPOWER: Helping people get access to flexible jobs as soon as tomorrow.



38. HUCKLETREE

Tired of staring at the same white wall whilst WFH? Huckletree will change that. Its curated work spaces across the UK and Ireland are vibrant and innovative hubs for the bravest minds and ideas.

SUPERPOWER: Creating the space for innovation to grow and succeed.



37. ZEELO

We're all aboard with this bus-sharing platform! Zeelo provides transportation services for commuting and school runs. It's safe, smart and results-driven routing loved by thousands.

SUPERPOWER: Using technology to design transport services around the rider.



36. RESI DESIGN LTD.

Home is where the heart is! Resi Design helps customers build a home they love, without the stress and most importantly - without breaking the bank.

SUPERPOWER: Helping customers build their dream home quickly and affordably.



35. HOFY

Never fear, Hofy is here. It is one platform that allows companies to equip new hires anywhere in the world in a few clicks. Now that's effortless.

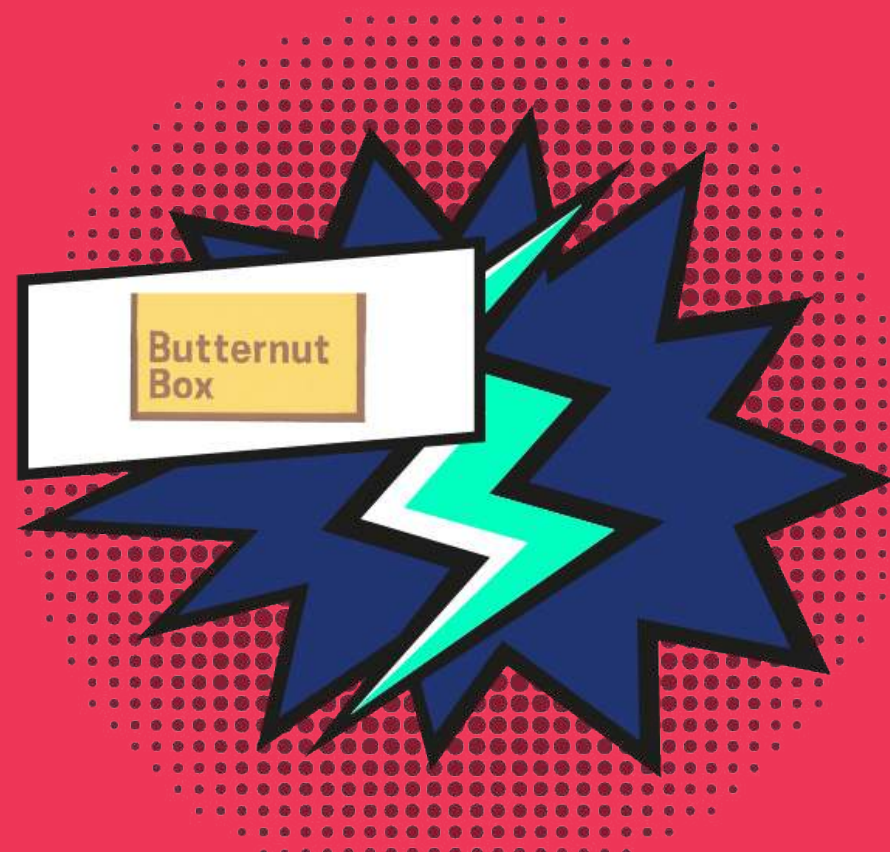
SUPERPOWER: Making it easy peasy to equip new hires anywhere on the planet.



34. SYNTHESIA

Shy in front of the camera? Lights, camera, action no more! Synthesia empowers people to make video content using AI driven systems, making video easy for anyone.

SUPERPOWER: Unleashing human creativity for good by changing content creation.



33. BUTTERNUT BOX

Butternut Box gives dogs something to bark about with their fresh home delivered dog food! Bad quality food? Paw-get about it! It's all about pooches before profit here.

SUPERPOWER: Changing dog food for good with human-quality ingredients



32. ACCURX

Accurx uses software to integrate communication across the healthcare system. 2.5 million messages are sent every week via its software. Now that's pretty life-changing!

SUPERPOWER: Transforming the way healthcare communicates with technology.



31. LAKA

It's time to say "on your bike" to overpriced insurance as Laka offers collective cover that is made especially for cyclists. Life is a smooth ride with Laka.

SUPERPOWER: Rewriting the rules of insurance by helping people back on their bikes.

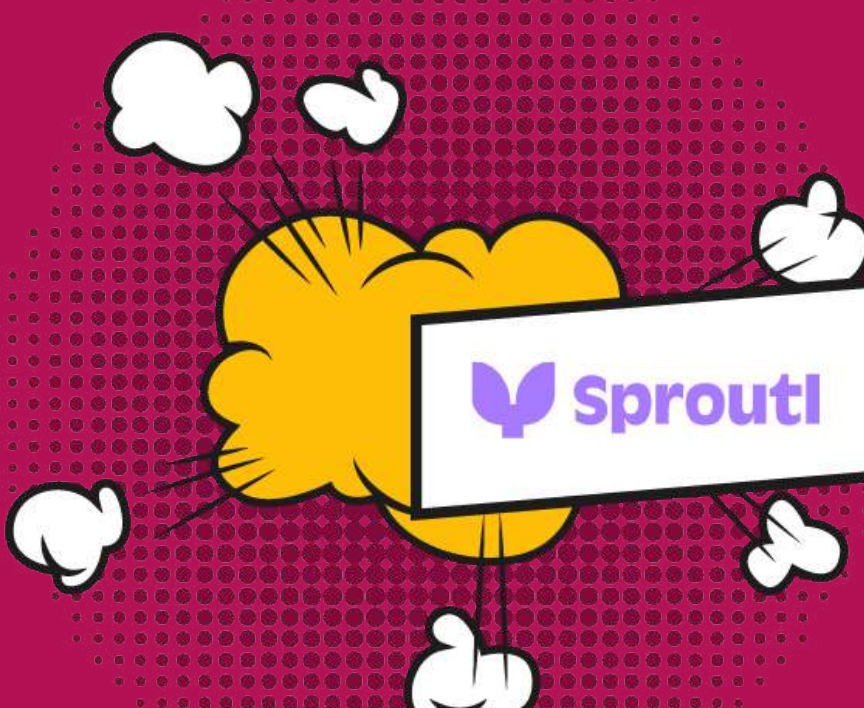




30. SELINA FINANCE

You work for your home, why can't it work for you? Selina Finance finally provides a product where customers can unlock the equity in their homes.

SUPERPOWER: Giving people access to the wealth they have in their homes.



29. SPROUTL

Gardens will never be dull with Sproutl. Customers can spring their curated gardens to life from phone to door. This is the modern way to garden, and we're all here for it.

SUPERPOWER: Transforming gardening to make it accessible and fun for all.



28. FITXR

Since discovering this VR fitness app lets you enjoy immersive studio-quality workouts at home, we've been making heart eyes (and punches and lunges) at it ever since. For on-demand exercise escapism...on your marks...get headset...go.

SUPERPOWER: Creating the future of home workouts: Virtual classes. Real results.



27. PADDLE

Meet the complete payments, tax, and subscriptions solution for SaaS companies. It's faster, safer, simpler, and above all, way better.

SUPERPOWER: Removing the invisible barriers that get in the way of selling software.



26. MYTUTOR

MyTutor is changing the face of education by bringing life-changing tuition to pupils across the UK - without increasing workload. Yay to stress-free tuition.

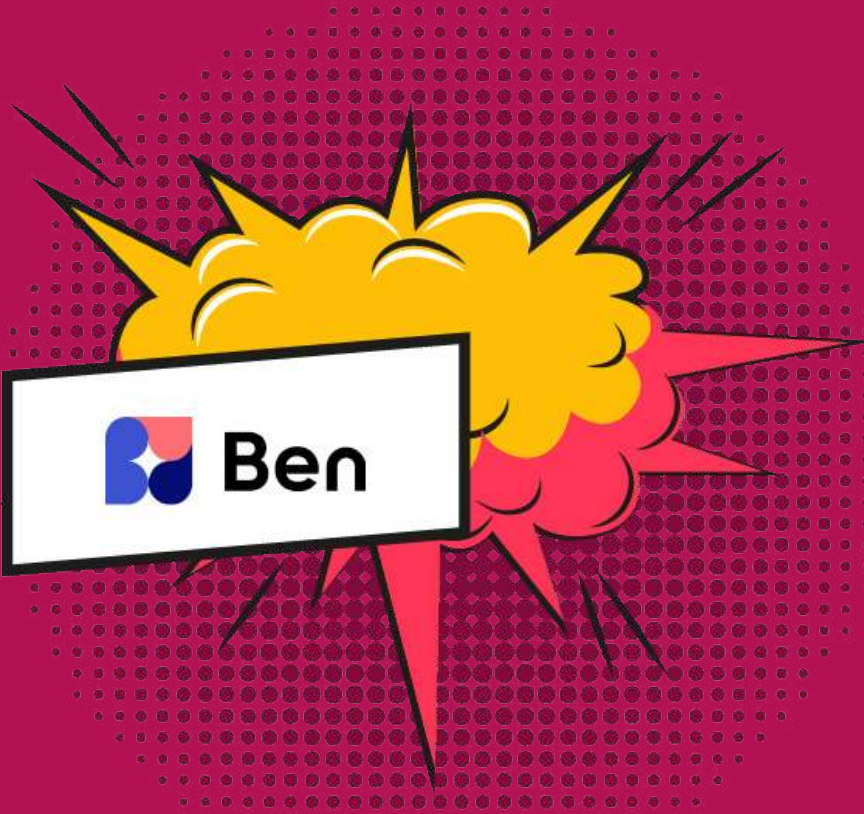
SUPERPOWER: Using technology to make learning accessible and stress-free.



25. MONEYBOX

Moneybox is the go-to for all things saving - from everyday purchase round-ups to helping you reach your house deposit goal.

SUPERPOWER: Helping people achieve more with their money.



24. BEN

This is the first of its kind! Ben is an all-in-one automated benefits solution that aims to assist companies in providing flexible benefits for employees.

SUPERPOWER: Providing 100% flexible employee benefits anywhere to everyone.



23. BIRDIE

This company is radically transforming the lives of older adults! It is a healthcare platform helping care providers deliver outstanding care for their clients.

SUPERPOWER: Using technology to fundamentally transform ageing.



22. ODDBOX DELIVERY LTD

A subscription-based fruit and veg delivery company we're really rooting for! This company is striving to lower the rate of waste across the UK.

SUPERPOWER: Fighting food waste one curvy vegetable at a time.



21. CONNECTED KERB

An electric vehicle charging contractor that really knows watt's up! Connected Kerb provides reliable, affordable and accessible EV charging solutions for everyone.

SUPERPOWER: Powering the future of sustainable mobility for everyone.





20. MARSHMALLOW

This is more than your standard insurance company! Marshmallow is building what car insurance should be and is here to revolutionise an industry that has traditionally favoured the provider.

SUPERPOWER: Increasing access to affordable insurance products.



19. UNIFROG

Known as the "complete destinations platform", Unifrog helps students compare every opportunity, then apply successfully.

SUPERPOWER: Helping young people reach their best next step.



18. YARDLINK

Construction procurement made easy! YardLink is supercharging construction by providing a one stop shop for all your supply chain needs.

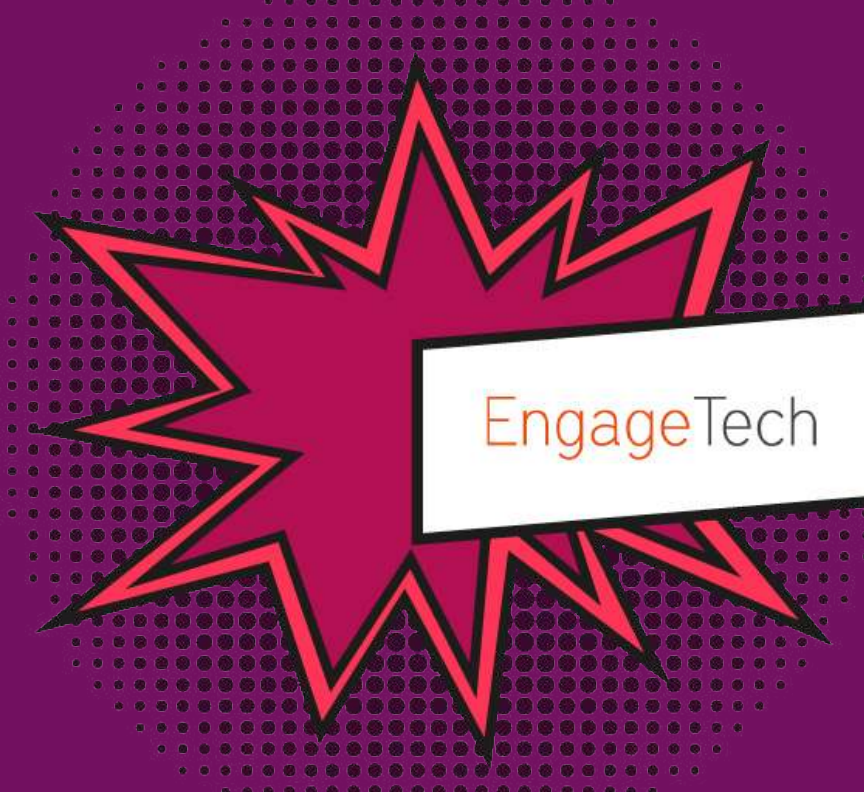
SUPERPOWER: Digitalising supply chains by bringing sites and suppliers together in one place.



17. EDUME

This remote training provider is accessible to millions! As a business success tool, eduMe provides workforces with the skills and knowledge they need.

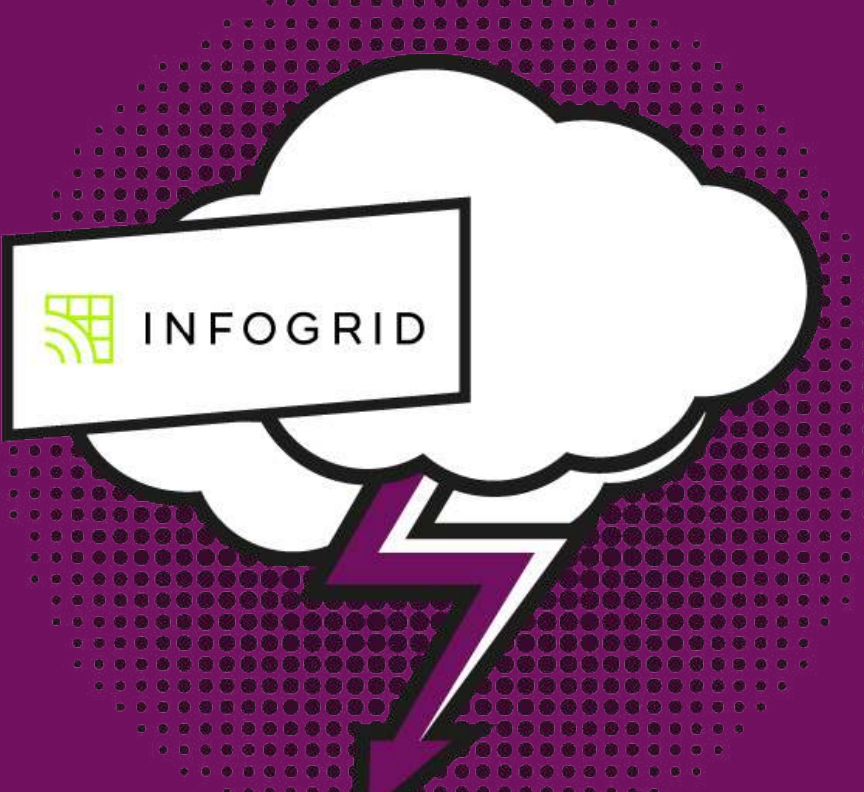
SUPERPOWER: Giving everyone the opportunity to be successful at work.



16. ENGAGETECH

Generating new opportunities has never been easier! EngageTech assists companies in gaining new business, breaking into new markets and driving pipeline.

SUPERPOWER: Facilitating business growth.



15. INFOGRID

Saving the planet one building at a time! This AI-powered platform gathers and analyses data to ensure every building is healthy, efficient and sustainable.

SUPERPOWER: Preserving the earth through technology, passion and purpose.



14. IMPALA

Travel the way you imagined! Impala is revolutionising travel for good by making sure booking is as easy as it can be for both hotels and room sellers.

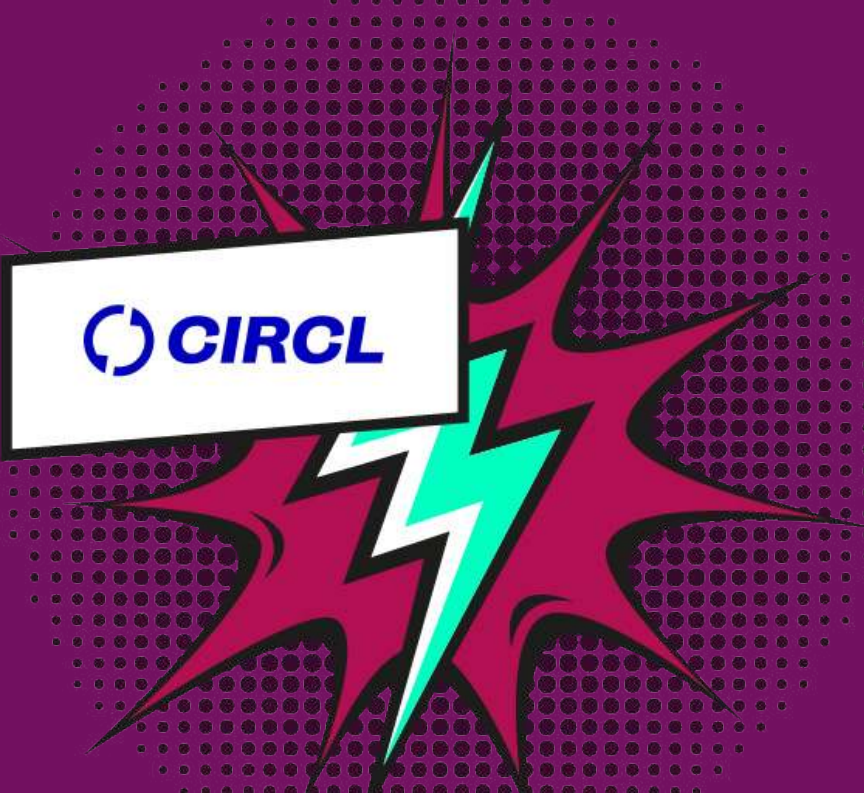
SUPERPOWER: Reimagining the travel industry.



13. MENTION ME

This marketing solutions business treats referrals as a science! Mention Me aims to help businesses gain new customers through refer-a-friend and customer engagement programs.

SUPERPOWER: Empowering marketers with referral and retention marketing solutions.



12. CIRCL

Check out this innovative approach for inclusive leadership! Circl equips future leaders from underrepresented backgrounds with new skills and teaches them how to coach, as equals.

SUPERPOWER: Building a world where anyone, regardless of background, can learn to lead.



11. PAPIER

This stationery business is truly one to highlight. Discover their emporium of stationery products that you can personalise to make your own!

SUPERPOWER: Providing beautifully designed products.

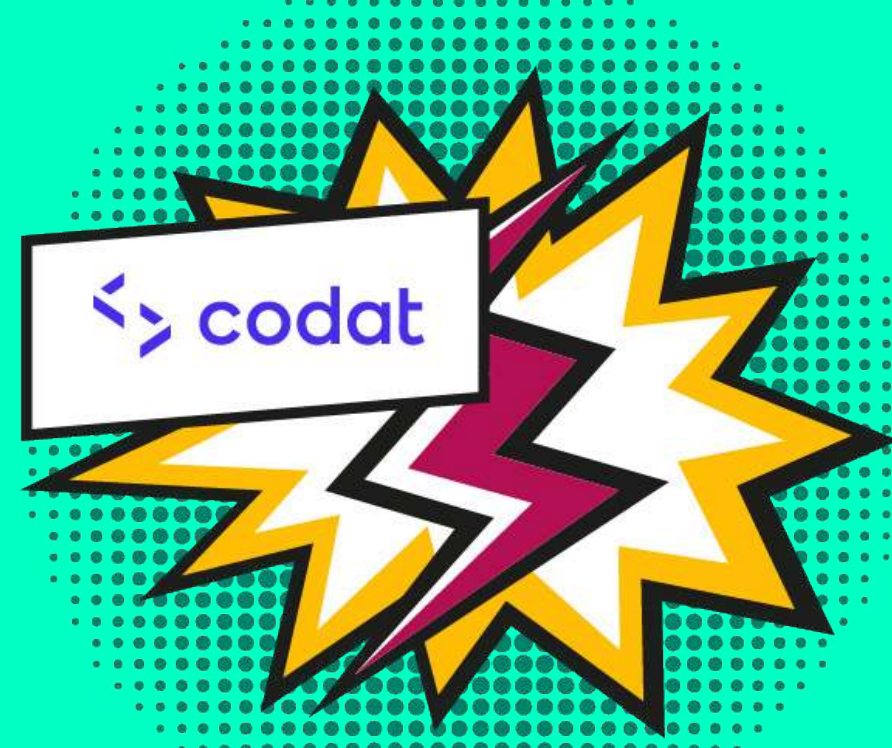




10. HIBOB

The HR platform that gives your team everything they need! Hibob enables businesses to create better employee experiences by improving productivity, engagement, and retention.

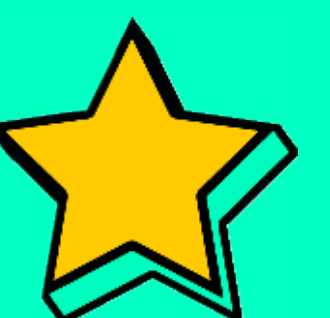
SUPERPOWER: Providing modern HR for modern business.



9. CODAT

We know data integration can be tedious. That's why Codat is here to connect your business with all the systems that hold financial data.

SUPERPOWER: Making life easier for small businesses.



8. YOUNGONES

With YoungOnes, you're in control! An online marketplace that enables your business and freelancers to find last-minute gigs in just 5 minutes.

SUPERPOWER: Empowering people to be their own boss and choose when, where and how to work.



7. PEPPIY

Whatever your people are facing, Peppy is here to help! This digital health app is connecting your employees to real, human health experts.

SUPERPOWER: Helping clients support their employees during life's most challenging moments.



6. THRIVA

This blood testing service is A+. Now you can track your health with a flexible blood test subscription and GP-reviewed results.

SUPERPOWER: Helping people live longer, healthier lives.



5. URBAN JUNGLE

Cover what matters! This tech platform makes it much clearer, easier and cheaper to insure the things you love the most.

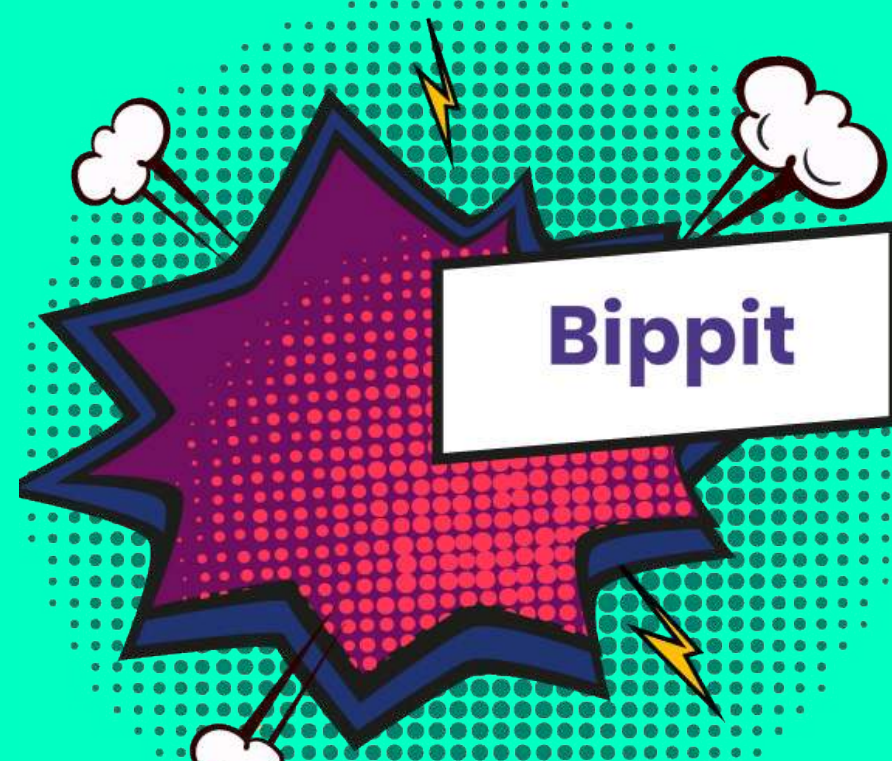
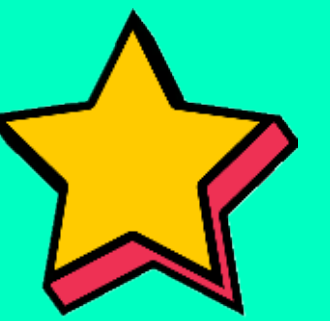
SUPERPOWER: Using technology to build an insurance provider for a new generation of customers.



4. HUMANFOREST

Here's something wheelie impressive! With a mission to reforest our environment, this micro-mobility startup is reducing CO2 one e-bike at a time.

SUPERPOWER: Reducing the amount of CO2 in the air, one pedal at a time.



3. BIPPIT

Professional finance coaching that just makes cents! Bippit gives every employee in your organisation a qualified financial expert to talk to.

SUPERPOWER: Tackling the cost of living crisis by giving employees free access to 1:1 finance coaching.



2. MOSS

Here's a finance solution you can bank on! Get full visibility across all aspects of your corporate spend with this all-in-one platform.

SUPERPOWER: Empowering finance teams with the one-stop-platform for all expenses.



1. VITA MOJO

Restaurant technology, made easy! With this SaaS-y company, you can now manage all your orders and data, across all your channels, centrally.

SUPERPOWER: Improving the way the world eats and drinks through transformational technology.



ABOUT THE SUPER STARTUPS

This list was published in September 2022. The Tempo team has conducted extensive research into hundreds of amazing startups and picking just 50 was a challenge on its own. The companies on the list are selected based on their company mission, employee reviews, careers pages, upfront information for potential new hires and general buzz.