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# Building a great place to work with our employees



*wellbeing@work*

**Atos**

# My Wellbeing@Work

Started in 2010, Wellbeing@Work is Atos' key Group transformation program for the continuous improvement of our way of working all together, covering integration, communication, collaboration, digital support, development, engagement including social responsibility and ultimately employee satisfaction which leads also to better customer satisfaction.

Atos' Wellbeing@Work program contains 12 tracks.

## 1. My Working Environment

Improving the work environment with a flexible work place, through our smart campus concept and Health@work programs in all Atos countries.

## 2. Recognize & Reward

Setting up global framework to recognize and reward employees and encourage sharing best practices: Accolade, Success story awards, Sprint.

## 3. Communication & Collaboration

Improving awareness of the Wellbeing@Work initiatives, strengthening a sense of belonging. Encourage community building and social media engagement.

## 4. Employee Value Proposition

Why is Atos is unique? Leverage on Atos' proposition to develop people and boost their career.

## 5. Corporate Responsibility & Sustainability

Ensuring sustainability is at the heart of Atos' strategy. Acting as a good corporate citizen and making a difference through social engagements.

## 6. Great Place To Work

Collecting employees feedback to leverage on our strengths, setting-up actions aiming to build a Great Place to Work together.

## 7. Social Collaboration & Knowledge Sharing

Exploring new ways of working using innovative solutions to improve efficiency, ensure better knowledge sharing and encourage collaboration.

## 8. Diversity

Ensure Diversity within Atos to improve performance through gender equity, handicap, seniority and cultural differences.

## 9. Enhance Employees Digital Experience

Leverage on Atos' Digital strategy to fuel your digital usage, beneficiate on mobile app trainings, collaborative and digital workplace while keeping good work/life balance.

## 10. Smart Integration of People

Welcoming our new employees through Atos' values and company programs.

## 11. Wellbeing@Work for Clients

Developing our Wellbeing@Work initiatives for Atos employees working for a dedicated customer, and implementing the program for our Clients.

## 12. Talent Through Internship Development

Hiring talents through internship programs on innovative Atos initiatives, in relation with the best Universities worldwide.

### Some examples of our initiatives:

The Wellbeing@Work week which takes place in September each year aims to bring you up-to-date with some of the latest tools and initiatives to help all of us in our daily working lives.

Our ambition to become a Zero Email™ company via our vibrant social business network "blueKiwi".

The Buddy & Mentor blueKiwi community set up to create a network of people across the globe willing to build a buddy/mentor relationship particularly helpful for new joiners.

30 000+ employees in scope of the 58 Smart Campus sites designed.

20 000+ employees connected to the Atos revitalized app & website.

13 000+ Accolades awarded to employees for extraordinary performance.



# Why is Atos unique?

## Building a great place to work

Atos has created one of the most multicultural, responsive and collaborative work environments in the world. The Atos Wellbeing@work program continues to help develop, inspire and recognize employees and its forward thinking initiatives encourage healthy living and a greater work-life balance.

75% of Atos employees around the world participated in the Great Place to Work surveys in 2015, with good progress achieved in many geographies and 7 Atos entities achieving above 70% satisfaction from employees. 100% of Atos entities implement an action plan building on employee feedback and improving employees satisfaction.

## Employee highlights & testimonies

### Team spirit

It is the people at Atos that really differentiate us. People are approachable and friendly whether they are colleagues you work with every day or someone you are reaching out to for the first time. That applies at all levels across the organization.

### Diversity

We have people join Atos from a range of backgrounds whether that is cultural, religious or from different working environments such as health, public and private sectors. Our colleagues are as diverse as the markets and accounts we support.

### Autonomy

We are trusted to deliver for our customers and the business, empowered to work autonomously and to develop mutually trusted relationships with our managers.

### Flexibility

Flexibility comes in many forms at Atos, like a formal part-time working arrangements to an hour off for a personal appointment or working from different locations to suit our needs.

### Opportunity

We are focussing more on internal recruitment, providing us with more opportunities to progress our career. There are thousands of courses available through our Atos University and learning platforms to help us with our personal development plan.



#### Amanda Yam

Learning Activities and Organization Development, Atos Apac

*"Flexibility: Knowing that I have the flexibility to work from home or even take time out at work when the need arise, gives me a sense of employee well-being. It is important that Atos trusts the integrity of her employees and provide the autonomy to carry out our work as mature and accountable individuals."*



#### Mario J. Ramalhos

Global Delivery Manager, Atos Spain

*"I joined Atos in 2009 as a desktop technician and I have been shortly after given the opportunity of being a Team Manager which allowed me to acquire experience in leading teams and working with different customers from different countries and culture which undoubtedly has strengthen my professional capabilities, I am now working as a Service Manager and I have been selected to be participant of the Juniors Group which is without a doubt one of the most amazing opportunities to date to develop and progress my career!"*



#### Neelima Yadav

Vice President, IIMEA TOP Leader & Head - Digital Transformation, Atos India

*"Effective women leaders develop a sense of purpose at Atos by pursuing goals that align with their personal values and advance the collective good. Such leaders are seen as authentic and trustworthy because they are willing to take risks in the service of shared goals. By connecting others to a larger purpose, they inspire commitment, boost resolve, and help colleagues find deeper meaning in their work."*



#### Amy Loo

Apac CIO, Atos Singapore

*"Atos has always encouraged Trust and Autonomy via a company culture comprising of interconnected people working together towards a common purpose, rather than islands of individuals. Also, having a strong focus in Social Collaboration, it make us more human, transparent and accessible, which in turn helps build Trust."*



#### Eric Seidel

HR Support, Atos Germany

*"As employee you got the many opportunities to be part in different project teams and to share and expand your knowledge. This opens up the chance to build up his own network and to think outside the box."*

# Our company values

As a global company, our history combined with our strategy underpins where we are today and our values distinguish us from the rest.

Everything we do is built around our seven values; they are at the heart of what makes our business a best place to work – both for new recruits and existing employees alike.

By living by our values, we can also act as one to our customers and shareholders.

## Our shared values - from words to ways of working

### The values at the heart of our trust

#### Accountability

We are accountable for our actions and the impact they will have on the people and the environment around us.

#### Trust

We believe in trust. It is a precious commodity in the world today and we value it highly. This means we always act with transparency and integrity, demonstrating mutual respect in all relationships. We encourage open and honest feedback. And we also expect it in return from our colleagues and our clients.

#### Operational competitiveness

We are pro-active, adding value everyday to clients and ourselves.

#### Service to clients

We effectively respond to and anticipate client needs and expectations.

#### Innovation

We believe in innovation. It keeps us sharp. By always being positive, creative and enthusiastic we can remain a cut above the rest. We welcome fresh ideas, out of the box thinking and inventive solutions. It keeps us evolving, seeking to improve and meeting new challenges.

#### Social Wellbeing

We believe in social wellbeing, in taking responsibility to sustainably improve life conditions for the wider community. We respect and support each other as individuals, always aware of the impact of our actions on others and we want to create an environment that allows all of us to reach our full potential and objectives.

#### Excellence

We strive to be best-in-class, achieving external recognition and attracting and retaining the best people.

## About Atos

Atos SE (Societas Europaea) is a leader in digital services with pro forma annual revenue of circa € 12 billion and circa 100,000 employees in 72 countries. Serving a global client base, the Group provides Consulting & Systems Integration services, Managed Services & BPO, Cloud operations, Big Data & Cyber-security solutions, as well as transactional services through Worldline, the European leader in the payments and transactional services industry. With its deep technology expertise and industry knowledge, the Group works with clients across different business sectors: Defense, Financial Services, Health, Manufacturing, Media, Utilities, Public sector, Retail, Telecommunications, and Transportation.

Atos is focused on business technology that powers progress and helps organizations to create their firm of the future. The Group is the Worldwide Information Technology Partner for the Olympic & Paralympic Games and is listed on the Euronext Paris market. Atos operates under the brands Atos, Atos Consulting, Atos Worldgrid, Bull, Canopy, Unify and Worldline.

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