

Ethics & governance

Leading the way in ethics and compliance

“Our objective is to minimize risk within the supply chain through robust management of our key global strategic suppliers, including compliance with our corporate social responsibility criteria.”

Aurélia Tremblaye

Chief Procurement Officer, Atos



“From the way we manage contracts and monitor corporate social responsibility in the supply chain, to the way we develop new products and solutions, ethics is at the heart of the Atos business model.”

Alexandre Menais

General Secretary, Atos

As a major global provider of digital transformation solutions, Atos complies with increasingly stringent regulations governing fields such as anti-corruption, trade regulations and export controls, competition, human rights and anti-money laundering.

For Atos, navigating these complex and constantly evolving laws is not only a challenge. It is also an opportunity for us to demonstrate our leadership as an ethical, responsible and dynamic business, with compliance integrated at all levels of our operations.

A dedicated compliance program built on continuous improvement and robust preventative measures tackles compliance risks across the organization. All Atos employees are required to comply with the Code of Ethics. Training and awareness programs ensure understanding of compliance issues throughout the company.

In 2019, 95% of employees completed the e-learning module on the Code of Ethics, up from 92% in 2018 and moving toward the 100% target for 2021.

Across Atos, a Group Alert System Procedure enables our employees and third parties

to raise concerns of possible compliance breaches. In 2019, between 100 and 120 alerts were raised, of which 85% were admissible, illustrating the effectiveness of the system.

As a global player, we extend our ethical approach into our ecosystem. We embed sustainability deep into our supply chain, in compliance with legislation and the expectations of our clients. Atos suppliers must accept the “Atos Business Partners’ Commitment to Integrity” or apply their own policy which is expected to have the same levels of ethics principles.

Through the management of our global strategic suppliers we aim to minimize both financial and extra-financial risks. Working with expert consultancy EcoVadis, Atos assesses strategic suppliers for their corporate social responsibility performance. In 2019, suppliers representing 56% of our spend were assessed by EcoVadis. In 2019,

we examined in detail how our procurement processes could better embed sustainability at every stage.

As we move into the future, new technologies are raising a series of ethical and social challenges. As our *raison d’être* makes clear, at Atos we are committed to integrating ethical considerations into the innovations that we develop and deploy.

We are rolling out a policy of “ethics by design” that will incorporate these concerns into our research and development, ensuring that new technologies will help humanity respond ethically and effectively to the great challenges of our time.



TO KNOW MORE
2019 Universal Registration Document
> Section D - Corporate responsibility

Ambitions for the future

100% of employees to complete e-learning on the **Code of Ethics** by 2021

70% of total spend assessed by EcoVadis by 2021