



Interview with Paul Peterson,  
Head of Human Resources, Atos

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**Paul Peterson**





# Putting people first

In the context of the global pandemic, the health and safety of our 105,000 employees around the world is our first priority and in 2020 we ensured that we constantly adapted to our people's shifting needs.

The COVID-19 pandemic required a massive, rapid response for the health, safety and welfare of our employees. In just three days in March 2020, we went from 80% of employees working in offices or customer sites to nearly 100% working from home. We immediately put in place different support layers for employees suddenly working at home, many with family members working or homeschooling in the same room. This has included anything from access to mental health services through our employee assistance program to regular social interaction events, globally and locally, to ensure employees

were connecting with each other and maintaining a healthy work/life balance. For example, we organized virtual yoga and cooking classes, coffee breaks and end-of-week toasts. We hosted a Wellbeing@Work week with various events for social and emotional support, which were attended by thousands of employees.

We also adapted our learning capabilities so that employees could increase their education while at home, according to each individual's needs. Our employees earned 85,000 digital certifications last year – 40% more than in the previous year!

As the pandemic continues to impact our people, we will continue to adjust how we support their needs, which are ever-changing.

## Decarbonization: a shared ambition

In response to employees challenging us to bring them programs that are not only carbon-neutral but carbon-positive, we are embedding decarbonization into many of our biggest employee benefits.

We launched a green car initiative in 2020 in support of our ambition for all Atos-owned vehicles to be electric by the end of 2024. This involves replacing 5,500 vehicles and supporting employees, country by country, with charging stations at homes and offices. We are already well on our way to having a completely green fleet.

In a revolutionary step, since 2020 management incentives are also based on internal carbon pricing. Each manager's achievement score is adjusted based on the amount of carbon their team uses in the bonus period. The carbon calculation measures things like travel, commuting costs, the costs of energy for a datacenter, laptop or cellphone – and working with carbon-neutral vendors. It's a way for Atos and its people to really consider the environmental impact of what we do each day, embracing decarbonization at every level of the company.