



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.



Keeping our people safe

To find out more visit the 2020 Universal Registration Document section 5.3 Social

In response to the COVID-19 pandemic, we swiftly deployed our digital workplace solutions and enabled 96% of our people to work from home. Employees who responded to the Great Place to Work survey said that:

98%
felt 'safe'

Over **90%**
felt 'supported'

86%
answered that
'my company adapted
well to the lockdown'

95% key people retention

85,000 new digital certifications

65% Atos Trust Index informed by Great Place to Work (GPTW) in 2020

84% of positions filled internally

10 locations certified by Great Place to Work

A recognized leader in diversity



Stonewall Global Diversity Champion
and committed to promoting and
supporting diversity in the workplace



Times Top 50 Employer
for Women in UK and Ireland
for the second year



L'Autre Cercle's charter, pledging
support to our LGBTI employees



2 awards from Springboard's 2020
Disability Matters Europe organization



Creating value through Corporate Social Responsibility





Creating value through Corporate Social Responsibility

Developing the skills of our diverse and entrepreneurial workforce

Atos creates a welcoming environment for its talented people to develop their careers. Education, diversity, digital inclusion and entrepreneurship continue to be key priorities for Atos.

Supporting education through university partnerships

Atos has developed a new University Technology Partnerships framework to recognize the value of academic activities such as joint Research & Development, PhD students working within Atos teams, applying research topics in practice, University Chairs with joint customer funding and teaching and other curricula-related activities.

With over 100 academic engagements worldwide and an increasing geographical footprint, the program was launched in 2020 to further Atos's technology and research ambitions, while also delivering on our commitment to support the development of knowledge, education and science.

New Atos employer brand – The future is our choice

Atos aims to be a global digital employer of choice. The future of our business depends on retaining our talented people while also recruiting new colleagues. In September 2020 we launched a new employer brand, established on a solid Employer Value Proposition, which gives people an insight into what it is really like to work at Atos and the career development and mobility opportunities available both for prospective employees as well as existing employees who want to make an internal move.

The new employer brand tagline, At Atos, the future is our choice, relates both to our current employees and the talents willing

to join us to shape the future of digital impacting society as a whole, the future of our company and their own future.

Key digital and industry skills

As our people and their digital skills development are a key strategic priority for Atos, we expanded the "Be Digital" program in 2020 to further increase digital skills in three key areas: Industry Expertise, Digital Ways of Working and Digital Technologies. In 2020, the total number of digital certifications increased by more than 40% to more than 85,000. Employees also have access to a broad range of Atos University Academy programs which cover topics from SAP to HR, learning new languages and leadership.

Employees first

In 2020, 84% of positions at Atos were filled internally. This is thanks to the Atos Internal First program which aims to ensure career mobility for our employees inside the organization. The program offers internal careers fairs, job cafés, video testimonials from employees, and much more.

We are Atos 

We are Atos is an Atos-wide Employee Experience program. It covers wellbeing and the activities that are important to our employees connected to charity work and playing a role in our communities. It has five main tracks: diversity and inclusion, social value, wellbeing, life@work and employee experience.

To find out more visit the 2020 Universal Registration Document section 5.3 Social



Strategic research partnerships with academia



Training our future leaders

LAUNCH for talented employees who are early in their careers.

FUEL in cooperation with Cambridge University (UK), ECS-Institute for Manufacturing and the HEC business school (France).

GOLD for Business Leaders in cooperation with HEC Paris.

GOLD for Technology Leaders in cooperation with Cambridge University /and Paderborn University.

VALUE for Executive Leaders developed in partnership with INSEAD



Denise Reed-Lamoreaux,
Head of Diversity and Inclusion,
Atos

"I can't imagine an organization functioning correctly, ethically and progressively without having diversity and inclusion activities in place. You need your people to be aligned to a common culture of inclusivity and equal opportunity. This is a key element of an organization's success."

Promoting gender

Our Women Who Succeed program grew out of a need to identify women as successors for all key roles, and to prepare them for these positions. Support comes from the Group Management Committee, with mentoring opportunities, targeted learning programs, women's leadership development curricula, and tech talks presented by women in Atos's Expert and Scientific communities.

The launch of the Global Women's Executive Mentoring Program in 2020 partnered our talented women with members of our Group Executive Management Team to help prepare them to take on senior level roles in the company.

Our aim is for recruitment to reach 50% for women, an ambitious target for our industry that we are committed to attain.





The power of digital technologies to support inclusion

The COVID-19 pandemic highlighted the vital need to increase our focus on digital inclusion and accessibility to address the new situation of distributed, remote or home working for the majority of our people. Our accessibility specialists work across multiple countries and contribute to various disability inclusion initiatives, such as the International Labor Organization's global business disability network, the Business Disability Forum's

Technology Taskforce, the Valuable 500 and the W3C Web Accessibility Initiative.

In 2020, we became the first company to be recognized for our excellence in disability inclusion in two categories by Springboard Consulting, an expert in facilitating the active participation of disabled people in the global workforce, workplace and marketplace. Atos received awards for both our internal accessibility policy and for the comprehensiveness of our offering to help companies incorporate accessibility.

“Atos is deeply engaged in accessibility on multiple levels. We want to share the potential of technology to deliver inclusion for disabled customers and colleagues. Our offerings range from Accessibility-as-a-Service, accessibility testing and audits, to organizational consultancy of inclusive practices and policies. Technology empowers inclusion.”



Neil Milliken,
Global Head of Inclusion, Atos