
Business partner's commitment to integrity



Atos

Trusted partner for your **Digital Journey**

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As a global IT company present in over 70 countries, providing worldwide services, Atos strives to conduct business responsibly. Atos has formalized its challenges, priorities and commitments into a Corporate Responsibility Policy and has achieved concrete results in its 4 top challenges: Sustainable Business, Ethics, Environment and People. In line with good ethical principles and practices, our commitment is illustrated in Atos Code of Ethics and in the principles of the United Nations Global Compact where Atos has been a participant since 2010. Compliance with the above principles is one of the business partner's evaluation criteria.

Scope of Atos Business Partner's Commitment to Integrity

Atos Business Partner's Commitment to Integrity is applicable to all individuals or organizations with which Atos has commercial relations.

They are Atos suppliers, subcontractors and partners (business finder, intermediary, reseller, consultant...), and referred to as "Business partners".

Content of Atos Business Partner's Commitment to Integrity

Business partners are part of Atos ecosystem, and participate to delivering services in line with highest ethical and corporate responsibility standards. In that respect, this Business Partner's Commitment to Integrity sets forth the principles and rules Atos expects its Business partners to respect, in order to support a responsible, trustful and sustainable long term business relationship. Thus, the respect of this charter is a key requirement for ensuring the continuity of the relationship between Atos and its Business partners.

All Business partners hereby acknowledge that:

- They have read and understood the terms and conditions as provided in the Atos Business partner's Integrity Commitment as provided by Atos and must comply with them.
- They adhere and commit themselves to respecting its principles, and that their non-compliance can be a breach of their contractual obligations, such as to entail, according to its gravity, the termination of the contract;
- They will ensure that their own suppliers and subcontractors comply with the same requirements.

Atos encourages our business partners to be assessed by EcoVadis at least every second year. If a business partner's score is below our internally set benchmark score, Atos will initiate a corrective action plan that the business partner should implement to improve their results.

The Business partner agrees to abide by the principles set out in this commitment, put in place adequate internal procedures to ensure that their officers, employees, and subcontractors are trained and comply notably with the following rules impacting its relationship with Atos:

Humans Rights

Atos Business partners must support and respect the protection of internationally proclaimed human rights in dealing with all their stakeholders; and take appropriate measures to ensure they are not complicit in human rights abuses. Business partners must comply with the principles of the universal declaration of human rights of 1948 and with the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. The supplier undertakes to refuse degrading practices in the enterprise, such as corporal punishment, moral and sexual harassment, labor under constrain or threat.

Discrimination

Atos Business partners must treat all their employees fairly, and actively seek to prevent all forms of harassment and discrimination in their employment practices. This includes, but is not limited to, discrimination regarding sex, gender, race, age, sexual orientation, disability, political or religious conviction. The existence of a formalized and active policy on diversity and inclusion will be a positive element in the selection process of business partners.

Child labor

Atos business partners must not use child labor. The strictest standards applicable shall be respected, depending on the local, national and international laws and regulations. Business partners may participate in legitimate workplace apprenticeship programs that

comply with applicable laws and regulations. They must comply with the minimum age defined in the legislation of each country.

Prevent forced or compulsory labor

Business partners must ensure that they do not use forced, bonded or compulsory labor in their operations. Employees must have the right and the ability to leave employment when they choose. Employees must not be required to lodge deposits, money or papers with their employer, unless required by law.

Respect working hours and wage laws

Atos Business partners must comply with all applicable wage and working hours laws and regulations. Employees must not be required to work more than the legally permitted maximum number of hours a week, except in extraordinary business circumstances that must be clearly defined and communicated, and with the consent of the employee. Atos business partners must provide fair remuneration and guarantee the applicable national statutory minimum wage.

Provide a safe and healthy work environment

Atos Business partners must provide a safe and healthy work environment, abiding by local laws and regulations, and respecting the health and well-being of its workforce. Business partners must strive to implement management systems to meet these requirements.

Content of Atos Business Partner's Commitment to Integrity

Business Integrity

Atos Business partners must ensure they comply with the highest standards related to integrity in the way to conduct business both profitably and responsibly.

Prohibition of corruption and bribery

Atos Business partners shall not practice any form of corruption or bribery, i.e. providing something of value to influence someone in the business partner's favor or accept something for acting for or against Atos interest, including but not limited to: refrain itself from unethical conduct, such as extortion and bribery, or refrain itself from providing directly or indirectly Atos employee with any form of compensation, reward, gift or other benefit, which may influence Atos' objective decision making.

Protection of data and privacy

Atos Business partners must comply with all data protection laws and regulations and take the appropriate measures to protect personal data and privacy of individuals, including when processing Atos employees' data.

Unfair business practices

Atos Business partners must comply with applicable antitrust and competition laws wherever they do business. They engage to not participate in any anti-competitive practices, including but not limited to price fixing, bid rigging, market allocation.

Sanctions and export control

Atos Business partners should comply with all applicable sanction programs and export control laws and regulations, including agreement to communicate any product, software or services classification number to Atos.

Respect of clients

Atos Business partners do their best efforts to meet clients' needs and ensure to act appropriately towards clients. Business partners shall not disparage Atos nor other clients. They have to refrain themselves from writing or saying anything on Atos, its employees or Atos partners/clients and their employees, which is malicious, obscene, or contains ethnic, religious, gender or other derogatory statements. Atos does not tolerate disrespectful or unprofessional usage of social media.

Usage of minerals from conflict regions

Atos Business partners must not use minerals (tantalum, tin, gold, and tungsten) from conflict regions (e.g. Democratic Republic of Congo, Rwanda, Tanzania, Uganda, Zambia). Business partners must take steps to determine if their products contain conflict minerals, and if so, develop compliance due diligence processes to ensure that all products are responsibly manufactured.

Environmental Impacts

Atos is committed to minimizing the environmental impact of its activities worldwide, and expects its Business partners to apply the same standards. Atos Business partners must identify and comply with all regulations and other legal requirements relating to the environmental impacts of our activities. Atos business partners should prevent pollution and climate change through the adoption of appropriate procedures and controls, and address the challenges such as energy, carbon emissions, waste, freight and travelling both locally and globally.

Atos Business partners should continuously develop and improve an environmental management system which minimizes their environmental impacts. They should identify, implement and monitor the necessary initiatives and action plans within their entities to steadily make progress with environmental challenges and reduce

their impacts. For instance, commitments to improve energy efficiency, eco-design and renewable energy supply of the business partners can be asked by Atos.

Regarding these requirements, Atos could ask its business partners to have an environmental certification such as ISO 14001 and to display their environmental policy.

Atos Business partners shall lead their suppliers to meet strict environmental standards and to continually work to evaluate and minimize their environmental impacts.

Atos Business partners should ensure that the products and services they propose to Atos contribute to reduce its environmental impacts.

— Communication & reporting

Atos Business partner undertakes to notify Atos in a timely manner of any suspected violation of the Atos Business Partner Integrity Commitment that might impact its relationship with Atos, whether it is allegedly committed by Atos employees or partners, or the business partner's employees. Atos also expects its business partner to use the Atos Alert System in case it is unable to perform its duties as set forth in this document pages 3 to 5.

Atos' Alert System is available to Business partners at globalcompliance@atos.net. All information remains confidential and if acting in good faith, no retaliation will be tolerated against the whistleblower. However, anonymous reports may be taken into account if allegations are serious with detailed factual elements which justify the need of examination and further investigations.



Audit & termination rights

Atos Business partner shall allow Atos Ethics & Compliance Team to perform an on-site audit to ensure that it has put adequate internal procedures to fulfil its integrity commitment.

Atos reserves the right to cease business with the business partner without any remedies, in the case that the Business partner fails to comply with Atos' requests for information in relation to the Business Partner's Integrity Commitment or the Business partner does not meet Atos requirements set out in this commitment.



About Atos

Atos is a global leader in digital transformation with approximately 100,000 employees in 73 countries and annual revenue of around € 13 billion. The European number one in Big Data, Cybersecurity, High Performance Computing and Digital Workplace. The Group provides Cloud services, Infrastructure & Data Management, Business & Platform solutions, as well as transactional services through Worldline, the European leader in the payment industry. With its cutting-edge technologies, digital expertise and industry knowledge, Atos supports the digital transformation of its clients across various business sectors: Defense, Financial Services, Health, Manufacturing, Media, Energy & Utilities, Public sector, Retail, Telecommunications and Transportation. The Group is the Worldwide Information Technology Partner for the Olympic & Paralympic Games and operates under the brands Atos, Atos Consulting, Atos Worldgrid, Bull, Canopy, Unify and Worldline. Atos SE (Societas Europaea) is listed on the CAC40 Paris stock index.

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atos.net

Let's start a discussion together



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