
Gender Pay Gap Report

Powering progress



Trusted partner for your Digital Journey

Atos



Foreword



“At Atos, we have always been committed to equality and diversity in all its forms and as a fast-evolving business, we constantly refresh and refocus our efforts in this domain. Publishing this report is just one part of an important journey for us, which started with the launch of our Group Diversity Programme. This was an opportunity to restate our ambitions, with policies and initiatives to create an environment in which all employees can fulfil their potential.

In Atos, our Gender Diversity Strategy builds on this and defines how we will work to maintain a pipeline of female talent, create a flexible and inclusive working environment, and enable women to progress to senior technology and leadership positions. This is personally important to me, not just because it is the right thing to do, but because I see how diversity leads to greater success. By employing people of all backgrounds and cultures, we enrich our workplace, strengthen our client relationships, add value to our solutions, and foster a culture in which everyone can succeed.

As this report shows, while we’ve made some progress, there’s still a long way to go and our wider industry faces particular challenges in gender diversity. The UK Digital Strategy highlights that just 17% of tech industry workers are women identifying a looming skills gap and we are determined to play our part to address it. We know we have much more to do, but we are excited about our gender diversity initiatives and taking the next step on this challenging and crucial journey.”



Adrian Gregory,
Chief Executive Officer UK & Ireland, Atos

Picture at a glance

Here are our Gender Pay Gap Statistics.

In line with the Regulations, these are reported for each of the four relevant legal entities within Atos: Atos IT Services UK Ltd, Atos Consulting Ltd, Atos BPS Ltd and Worldline IT Services UK Ltd.

These figures are a snapshot taken on 5 April 2017, with the bonus data taken from the 12 months preceding that date. We have taken a meticulous and rigorous approach to data-gathering and compilation to ensure that the data is accurate and we fully adhere to the reporting guidelines.

Mean and Median Gender Pay Gap

	Atos IT Services UK	Atos Consulting	Atos BPS
Mean Pay Gap	30.25%	18.59%	18.64%
Median Pay Gap	23.88%	13.16%	11.55%

Mean and Median Bonus Gap

	Atos IT Services UK	Atos Consulting	Atos BPS
Mean Bonus Gap	40.42%	38.31%	24.32%
Median Bonus Gap	23.75%	23.27%	16.57%

Proportion of men and women receiving a bonus payment

	Atos IT Services UK	Atos Consulting	Atos BPS
 Men	46%	74%	72%
 Women	25%	81%	81%

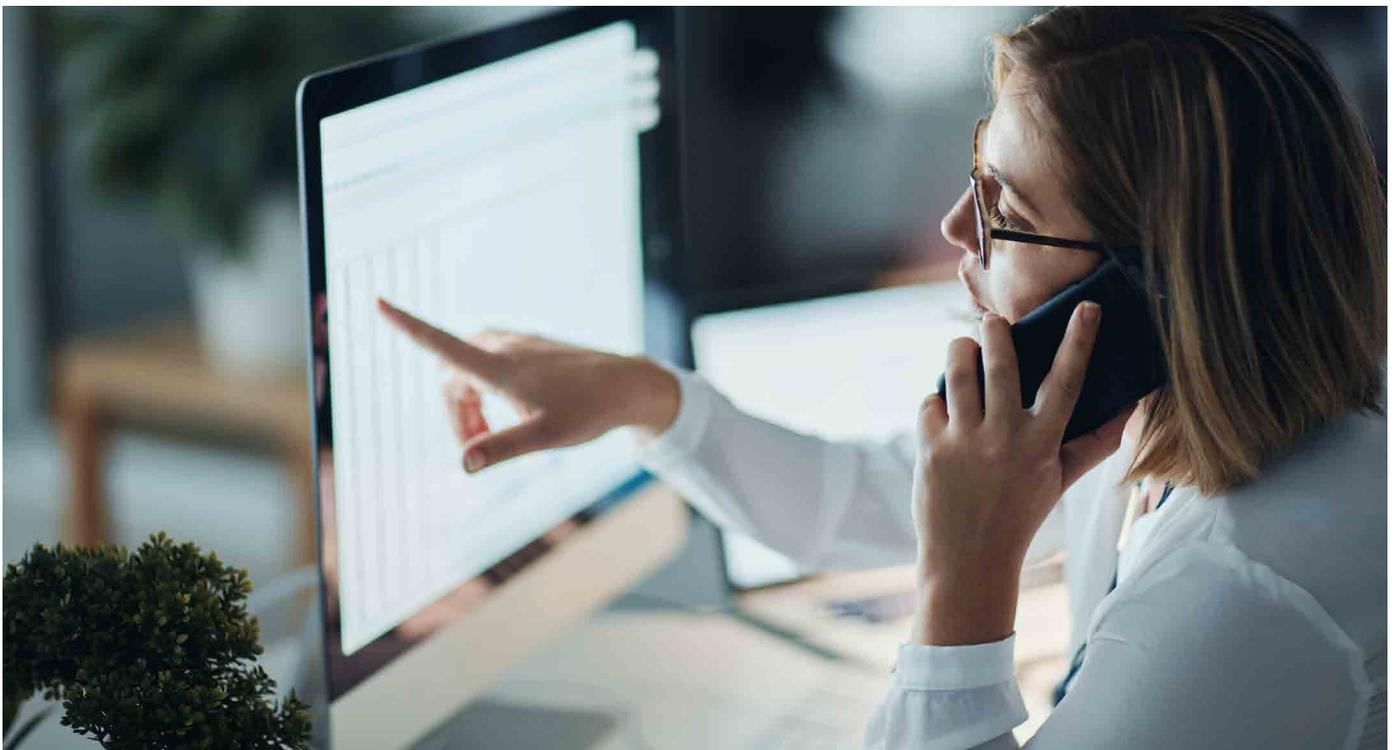
Pay Quartiles - Proportion of men and women in each quartile pay band

%		
Top Quartile	Atos IT Services: 81% Atos Consulting: 89% Atos BPS: 51%	Atos IT Services: 19% Atos Consulting: 11% Atos BPS: 49%
Upper Middle Quartile	Atos IT Services: 71% Atos Consulting: 83% Atos BPS: 33%	Atos IT Services: 29% Atos Consulting: 17% Atos BPS: 67%
Lower Middle Quartile	Atos IT Services: 46% Atos Consulting: 79% Atos BPS: 18%	Atos IT Services: 54% Atos Consulting: 21% Atos BPS: 82%
Lower Quartile	Atos IT Services: 52% Atos Consulting: 70% Atos BPS: 35%	Atos IT Services: 48% Atos Consulting: 30% Atos BPS: 65%

Understanding our gap

A deeper understanding of our gap reveals challenges and opportunities for our industry as a whole and for Atos as a business. Every one of these insights is helping us focus our efforts to address the issues of gender diversity and inclusion.

- STEM companies face a large and important challenge when it comes to gender inclusivity. In response, organisations across the recruitment, tech and social enterprise fields established the Tech Talent Charter to share best practice and drive gender equality in our industry. We support the Charter and have signalled our intention to participate.
- We also know our gap is caused by fewer women than men holding senior positions in our business. Across all our legal entities, women are under-represented in our top quartile pay bands. This is a picture we are committed to changing.
- Just as importantly, we recognise that we need to attract and recruit more women into Atos at all levels.





Worldline

Worldline, our payment and transaction services business, is part of the Atos Group. Worldline reports separately for accounting and legal purposes.

Mean and Median Gender Pay Gap

Mean Pay Gap	Median Pay Gap
23.49%	21.16%

Mean and Median Bonus Gap

Mean Bonus Gap	Median Bonus Gap
32.58%	30.11%

Proportion of men and women receiving a bonus payment



Pay Quartiles - Proportion of men and women in each quartile pay band

%		
Top Quartile	83%	17%
Upper Middle Quartile	81%	19%
Lower Middle Quartile	75%	25%
Lower Quartile	55%	45%



“In Worldline, we are proud of our talents and we strongly believe that having an inclusive and diverse culture is not only an essential part of our values, it also enables us to deliver better value to our customers and to attract the very best talents - whoever and wherever they are.

We are committed to being transparent on our data and using that data to drive our improvement plans. This commitment starts at the very top of our organisation and that is why Worldline has made gender equity one of our key ambitions in our TRUST 2020 global Corporate Social Responsibility plan.”

Lisa Coleman
Chief Executive Officer UK & Ireland, Worldline

Case study: AtosAspire

Thanks to the energy, talent and dedication of our people, Atos is proud to have six very active, fast-growing diversity networks who continually work to challenge us to achieve our diversity ambitions.

In 2016, we welcomed the launch of AtosAspire, our gender diversity network. AtosAspire has grown rapidly, earning an Atos Community Champion Award in recognition of its value and with high levels of involvement and attendance at its events, including:

- **Inspirational talks and forums**, with input from Atos' global senior Group Executive team and from external leaders and well-known role models from all walks of life
- **Coaching and focus groups** to grow women's confidence, accelerate learning and development, and address any issues as they emerge
- **Blazing the trail** webinars, spanning topics such as tips for influencing and networking, coaching in the workplace, vision-setting and taking risks.

Atos networks

We are proud of our six diversity networks: the gender network (AtosAspire), LGBT network (AtosPride), Cultural network (Together Network), Generational diversity network (Aeon Network), Armed Forces Network & Ability network (AtosAdapt).



AtosAspire



AtosPride



TogetherNetwork



AeonNetwork



Armed Forces
Network



AtosAdapt

"AtosAspire came into being because team performance is higher when the team is gender-balanced. We have grown to a network of 750 men and women, now with a committee of volunteers to steer communication, research and planning. We also collaborate with our STEM ambassador colleagues to extend out into families and communities to help attract more women. For me, it's simple. There's a desire at all levels for Atos to be the best we can be. We want our business and our industry to succeed."



Barbara Archbold

Co-Chair of Atos Aspire UK&I Gender Network,
Global Workforce Manager



Anita Gray

Co-Chair of Atos Aspire UK&I Gender Network,
Programme Manager, People Transformation

"Atos fully supports the move for companies to publish their gender pay gap; it's an opportunity to drive transparency and the continued focus that we, and our industry, need to maintain. We're taking actions to build on the improvements we have made, including the work of AtosAspire, to accelerate our progress. We will play an active role in the UK and globally to ensure that Atos' workforce grows to be even more diverse in its people, thoughts and ways of working."



Toby Goldblatt

Senior Vice President Business & Platform Solutions
and Executive Sponsor of AtosAspire

AtosAspire sponsorship programme

One particularly successful initiative is helping to raise the profile of women and increase the numbers of women progressing within Atos. Through this, women are actively sponsored and mentored by men and women in senior positions.

"The relationship with my sponsor has been key to enabling me to develop, which resulted in my successful secondment to Atos' largest service centre in Germany. Following this, and with the support of my sponsor, I secured a promotion into my current role at Atos UK&I's largest Data Centre service."

Jenni Hirst
Service Director

"My sponsor has instilled a sense that while as a mother I work part-time, it doesn't define my abilities. That was a lightbulb moment. It's a much better and healthier focus on what I offer and how to make things happen. I've now applied for a new role which I hope will mean new and bigger opportunities."

Nicky Watts
Business Service Manager

"My sponsor has given me valuable insights into the skills, behaviours and attributes needed by senior staff at Atos. It's about how I can deliver what I need to, but with a better understanding of my own style and how I contribute. I value this regular contact to challenge me on what I want to achieve."

Claire Unwin
Senior Analyst





Empowering
our women.
Powering progress.

We are proud of our female leaders from different backgrounds and at different stages of their careers. They provide inspiration for women across our business and we continue to champion these and other women, both within Atos and externally.



“I’ve spent my whole career in consultancy, working my way from Junior Consultant to Account Partner and now recently Head of Public Sector Consulting.

My career enables me to work in many different organisations and I’ve enjoyed the learning and challenge that brings. Having four children and family commitments as well is hard, but I decided early on to make it work. I work four days a week, so I have a work-life balance, but different things take priority at different times. When the work is needed, you get it done. When the family need you, you’re there. My children understand that and seem none the worse for having a sometimes-absent mother. In fact, my daughter is now in consulting and loving it!

My advice would be: focus on what you want to achieve in both your professional and family life and stay flexible. Believe you can do it and you probably will.”

Kate Spalding

Partner, Public Sector Consulting



“I studied Mechanical Engineering at university and became increasingly fascinated by technology. So, I joined Atos in 2016 through the graduate recruitment programme. I have been actively involved in junior talent development and led the peer shadow scheme for graduates, interns and apprentices (GIA). A sub-set of this team started a pilot for Graduate Mentoring supported by a pool of volunteers from our Accelerate talent programme.

My greatest achievement at Atos to date is winning Atos X (our internal thought leadership competition) for my talk on Africa’s Digital Opportunity. I am passionate about education and development and have had the opportunity to work with a charity and travel to Kenya, which is where I was inspired for my talk. Diversity is important to me because I believe in focusing on individual strength. Individuals bring different perspectives to solving problems and this is true collaboration. My advice? Ask questions if unsure. Grab opportunities. Network!”

Temitope Dawodu
Graduate Solutions Architect

A number of women in Atos have been shortlisted for external awards, including the Women in IT Awards for both Computing and Information Age in 2017 and 2018. They include ‘Business Leader of the Year’ (Lisa Coleman), ‘Hero of the Year’ (Nicoleta Raportaru, Samantha Allanson), ‘Rising Star’ (Louise Lawrey) and ‘Outstanding Transformation’ (Rachel Nolan). The awards celebrate inspirational women in technology working in the STEM industry.



“I joined Atos through the graduate scheme in 2011. Throughout my career I’ve had formal and informal mentors and I’ve benefited from them all. My biggest achievement to date is winning the Atos Star award in 2015. Flexible working in Atos isn’t just limited to people with childcare responsibilities. I work from home three days a week, with one day in our Leeds office and one from my parents’ home. I needed extra flexibility to take study leave when I completed a Diploma alongside my job.

Gender diversity is important because it’s essential to our future growth as an organisation. As a gay woman, having inclusive line managers, mentors and an inclusive environment has helped me. Since 2016, I’ve co-chaired the AtosPride LGBT network, which is about empowering people to bring their whole selves to work. It’s proven that people perform better when they can be themselves and Atos 100% enables me to do that.”

Julia Atwater

Head of Service Delivery Management

Atos Star is our annual award to a single outstanding employee.

It is designed to publicly recognise and reward individual achievement, recognising positive behaviour and attitudes that reflect our business goals and values. As a reflection of the talent of the women in our business and the value they deliver, four out of the last five Atos Stars have been women.

Closing the gap

Our Gender Diversity Ambitions

Atos is committed to closing our gender pay gap and working actively to improve gender diversity within our industry.

We will continue to invest in and foster an environment in which **women can thrive**. We will take steps to ensure that we have **a pipeline of female talent** and that women in Atos are provided with **opportunities and support to progress and pursue a successful career** with us.

We pride ourselves on our **flexible and remote working** policies **that nurture a culture of inclusion, work-life balance and trust**.

Our global Group Diversity Programme

In 2016, our Group Diversity Programme re-established Atos' global targets and action plans to address diversity and inclusion issues on four fronts: gender diversity, generational diversity, accessibility diversity and cultural diversity. Through co-ordinated policy development, community engagement, affinity groups, leadership programmes, role models and supporters, client and supplier engagement, together with ongoing monitoring and data analytics, each of these programmes is powering progress within our business.

We actively participate in Atos' Group Diversity Programme. This delivers training, initiatives and events to ensure the voices of Atos women are clearly heard and to address the gender balance across all Atos levels and geographies. Among the many regular events and programmes this year are:

- **Women who Succeed, for succession planning with support and mentoring to grow the proportion of women in senior positions**
- **A Seat at the Table for women all over the globe to share experience, inspire, support and advise their colleagues on their career journey**
- **Invest in Yourself learning programmes, senior and junior talent programmes, book clubs, women's mentoring, women-centric recruitment, and our annual essay collection by women for women.**

Our Gender Diversity Strategy

In Atos UK and Ireland, our Gender Diversity Strategy is designed to continuously improve gender equality through a virtuous circle of attracting, recruiting, developing and investing in female talent, driven by the commitment of our leadership to ensure progress against our ambitions.

Our Gender Diversity Strategy is underpinned by employment policies and practices that support the recruitment, development and retention of an inclusive and diverse workforce.



Commitment from our leadership to champion, monitor and continually review our strategy to ensure we foster a culture in which female talent can thrive

Attracting enough women to maintain a pipeline of female talent
Maintaining inclusive recruitment processes

Promoting a flexible, family-friendly workplace
Ensuring equal opportunity and reward for all

Investing in and supporting our female talent to ensure they progress and increase their representation at senior levels

Action plans

Based on the insights in this report, here are the actions we are taking to help close our pay gap:

1. Invest in attracting a large and diverse female candidate pool to recruit more female talent
2. Continue to support and invest through mentoring, sponsorship and a dedicated female development programme to retain and promote our existing talent
3. Foster a culture of diversity and inclusion by tackling unconscious bias, improving flexible working options, and enhancing our return to work programme and our diversity programmes to drive retention and increase applications
4. Improve accountability and monitoring using data analytics. Working with our senior diversity and inclusion leadership and a gender advisory board which comprises of executive sponsors, influential women from our tech partners and other thought leaders we will continually monitor our progress and shape our gender diversity strategy and direction
5. Participate in the Tech Talent UK Charter to share best practice across our industry.

Diversity and inclusion are in our DNA

Atos is an inclusive employer. We do not discriminate on the basis of race, religion, colour, gender, age, disability or sexual orientation.

I confirm that our data is accurate and has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Adrian Gregory



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. 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.

Find out more about us
atos.net

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