

Atos Human Rights Policy statement

Atos aims to be a responsible employer globally, acting fairly in its labor and employment activities, and to conduct business in an ethical and sustainability way, in all of its spheres of influence: employees, customers, partners, and across the supply chain.

In that respect, Atos acts to prevent from infringements on internationally recognized human rights as expressed in the International Bill of Human Rights, and on the principles set out in the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. The Group aligns its prevention with the United Nations' Guiding Principles on Business and Human Rights and refers to the United Nations Global Compact principles on human rights, labor, environment and anti-corruption.

Atos Human Rights commitments are set by Atos Code of Ethics and Atos Global Ethics & Compliance Policy, validated by the Group Executive Committee and the Board of Directors of Atos. Both provide guidance regarding behaviors of Atos' managers and employees within internal relationships and business activities to ensure adequate level of prevention.

When joining the company, all people in Atos are requested to agree with Atos Code of Ethics and to perform a mandatory training on this Code of Ethics. In addition, as the role of

manager in prevention of human right risks is crucial, our Global Ethics & Compliance Policy requires them to lead by example and ensure that within their entities, a monitoring and alert system are set up to detect any violations of Human Rights principles, and to respond appropriately to anything that raises any reasonable suspicion on behaviors including Atos partners' ones.

Pursuant to this Policy, Atos managers must take all measures necessary to prevent discrimination, harassment, physical violence and psychological abuse within their entities. They are supported by several initiatives, at group and local levels, which form Atos Diversity Program, which gives special attention to gender, cultural backgrounds, age generations, persons with disabilities and LGBT+ dimension. They can also rely on the Atos Wellbeing@work Program, aiming to offer all our employees a working environment in which they can enjoy working together, where they can develop themselves and can cooperate to achieve the best results.

In addition, Atos screens partners, including suppliers, before entering into contract with them with a Due diligence tool which reviews their reputation and business integrity used as evaluation criteria within tender process. Atos contractual compliance clauses in its contracts that entitles it to terminate the business relationship immediately and without penalty if the partner or its subcontractors is engaging in non-compliance activity, which may be related to Human Rights.

To ensure the adequate responsibility regarding ethical principles, Atos Group Executive Committee is quarterly informed about internal initiatives strengthening the ethics and compliance program. Besides, as social dialogue is a key element of Atos Human Rights Policy, Atos decided in 2017 to appoint a member of the European Societas Europaea as a Board Director to represent employees.



Philippe Mareine
Head of Group Human Resources,
Logistics, Housing and Head of Global Siemens Alliance



Alexandre Menais
Head of Mergers & Acquisitions
and Corporate Development, Legal,
Compliance and Contract Management