Diversity & Inclusion Strategy

Atos UK&I
2020 - 2021

AtoS

Contents

At Atos, we know that our people are our most important asset and that, in an environment where people are truly free to be themselves, they can thrive, achieve their personal goals and help Atos innovate without limitations.

At Atos, we understand the vital role Diversity & Inclusion plays in creating innovation and contributing to our success, progression, sustainability, and relevance. Diversity & Inclusion are key values for Atos, embedded in our We are Atos strategy, and strongly valued by our leaders and employees.

As a large organisation, operating across the whole of the UK and Ireland, we have a significant opportunity and duty to deliver positive social influence on our employees, clients, end users and the communities in which we operate. We have a strict no tolerance policy for discrimination in line with the Equality Act of 2010. However, our drive for an inclusive culture goes beyond this, with several programmes and initiatives created to support people across the business to achieve greatness regardless of their circumstances or characteristics. In 2019, we launched our We are Atos Employee Experience programme. This includes five pillars focusing on the full employee lifecycle; Social Value, Wellbeing, Life@Work, Employee Experience with our Customers and Diversity & Inclusion.

We are Atos

Social Value   Wellbeing   Diversity & Inclusion   Employee Experience with our customers   Life@work

The purpose of this strategy is to set out our goals for the coming period in relation to Diversity & Inclusion within our UK&I organisation.

It will serve as a declaration to the public, our clients, employees and potential employees about Atos values, its ambitions and how it will operate as a supplier and employer.

It covers the period through to the end of 2021; however, we will continuously review our approaches to incorporate and support any new priorities, changes in legislations, best practices and the needs of our people.

Our ambition is to be an inclusive, diverse and ethical employer of choice and for our employee experience to be truly best in class. We strive to create an environment in which difference and individuality is valued and celebrated in order to realise our employees' full potential. How we support every individual at Atos – in the spirit of togetherness – is what truly makes Atos a great and exciting place to work.

"I feel extremely privileged to work for an organisation like Atos where Diversity & Inclusion are key values. We have employees who have a diverse range of experiences and profiles. This gives us a real competitive edge and ensures we're innovative and excelling in providing the best solutions for our customers. Our employees drive our success and I am proud that our organisation fosters a culture of inclusion in everything we do."

Rachel Edwards
Lead for Employee Engagement, Diversity & Inclusion UK&I

Our achievements

We are hugely proud of the work undertaken throughout our organisation and the contributions of our employee networks in making Atos a more diverse and inclusive workplace. Since their inception in 2015, the number and membership of our employee networks has grown and grown.

Our consistent commitment to Diversity & Inclusion has led us to be recognised in several high-profile awards including;

1. UK Best Employer for Race – Business in the Community 2018.
2. Gold accredited for Armed Forces Covenant.
3. Times Top 50 Employer for Women 2020.
4. Shortlisted for HRD award in Diversity & Inclusion at HRD Summit 2019.
5. Ranked #40 in the Stonewall UK Top 100 Employers list for 2020.
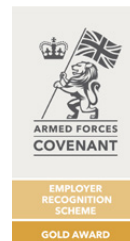
Clay Van Doren
Chief Executive Officer,
Atos UK & Ireland

"Diversity & Inclusion is at the heart of what we do and who we are at Atos in UK&I. Our employees expect that we act as an ethical and responsible employer, putting their needs first and ensuring that we support them, and give them all a fair and equal opportunity to achieve their full potential. Diversity powers innovation, and this innovation is what makes Atos also stand out to our customers. It's imperative to me that we continuously strive to achieve a work environment in which all individuals are treated fairly and in which differences are recognised, valued and celebrated."
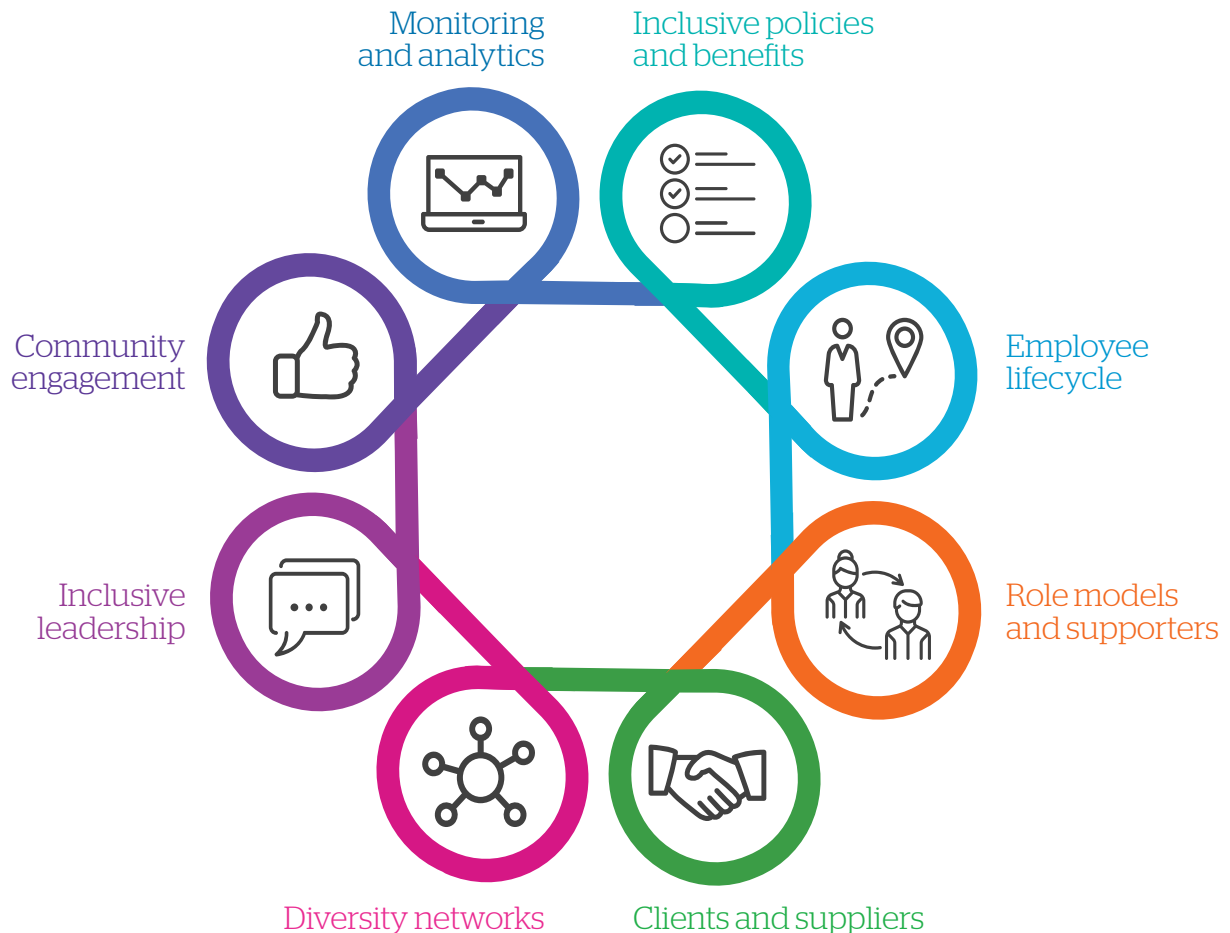
Global commitments

We appreciate the importance of Diversity & Inclusion to our employees, clients and investors and have embedded it as an element of ADVANCE 2021, our global three-year plan.

Part of this strategy includes our We are Atos – Employee Experience programme, launched at our investor's day in March 2019.

As part of our ongoing commitment to diversity, we provide regular updates to our UK&I board of directors so that they remain fully informed with the progress towards our objectives and are committed to driving the agenda through their own business plans.

From the global set of targets and ambitions, each business unit has a specific way of approaching Diversity & Inclusion, respecting local legislation, cultures, and practices.

The strategy within this document aligns with our global goals whilst being tailored to incorporate nuances and address the challenges faced at a local level. The UK&I approach includes eight focus areas:

Monitoring and analytics

Inclusive policies and benefits

Community engagement

Employee lifecycle

Inclusive leadership

Role models and supporters

Diversity networks

Clients and suppliers

Measurement

How will we know we're on track?

The ambitions and objectives found throughout the document are monitored and the Diversity & Inclusion lead will provided an update twice a year for employees who are interested in hearing about our progress against the actions.

As part of our ongoing commitment to diversity, we provide regular updates to our UK&I Executive Leadership team so that they remain fully informed with the progress towards our objectives and are committed to driving the agenda through their own business plans.

Quick overview of the pillars of our strategy

Only got 5 minutes? Read the table below for a high-level overview of the pillars of the strategy, or read on for more detailed information.

Inclusive leadership	• Increase diverse thought • Drive inclusive leadership behaviours • Recognise and reward diverse thought
Employee lifecycle	• Attract diverse candidates • Recruit diverse employees • Retain diverse talent
D&I networks	• Further awareness raising activities • Further internal and external collaboration • Continual best practice reviews
Role models & supporters	• Enable greater visibility of allies • Further practical support and guidance for allies • Actions set in personal development plans
Monitoring & analytics	• Increase declarations of characteristics • Further analysis of data and intersectionality • Action created on trends
Inclusive policies & benefits	• Inclusive consideration made in review process • Implement D&I policy content development process
Clients & suppliers	• Expand engagement with client, suppliers and tech sector • Encourage greater discussion with client on D&I initiatives
Community engagement	• Promote best practice in Diversity & Inclusion • Be an industry leader to drive change • Work to support the UK and ROI economy by driving a culture for Diversity & Inclusion

If you've got some more time to digest the strategy, in this document you will find further details on our ambitions and the actions we will take to help us reach our goals.

Inclusive leadership

Our leaders are fundamental to our employee experience. A key part of inclusive leadership within Atos is the inclusion of the concepts of '2D Diversity' and 'Diversity of Thought' which looks at the idea of individuals having inherited characteristics as well as individual experience acquired throughout their lives.

Inherent diversity involves traits you are born with, such as gender, ethnicity, and sexual orientation whereas acquired diversity is gained via experience and learning, such as living in a different country or having a particular skill set. Both aspects are an essential part of who we are and together form ones '2D Diversity'. Here at Atos we understand that greater diversity of thought within our organisation supports an environment in which innovation can thrive. We therefore aim to create an inclusive culture in which everyone is encouraged to be different, brave and challenge the status quo.

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    Inherent                          Acquired
    Diversity                         Diversity
                         2D
                      Diversity
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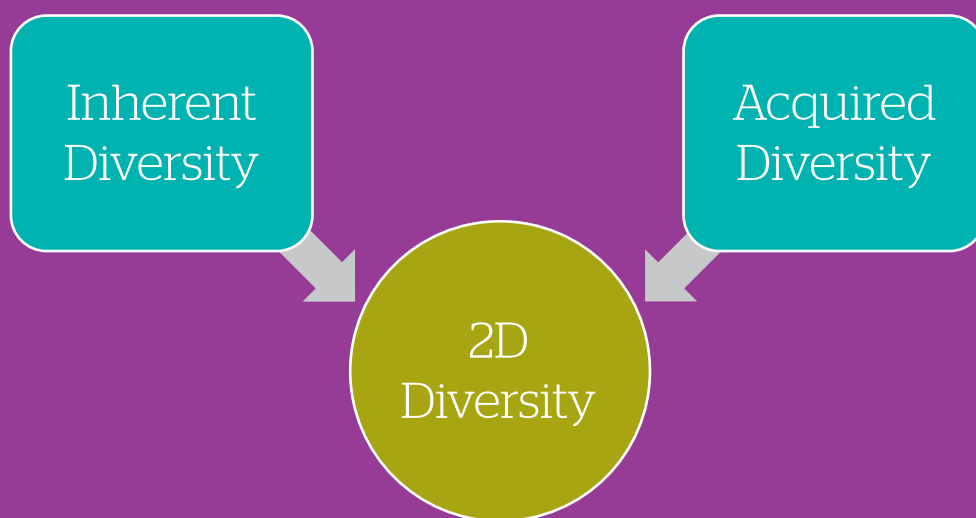
We therefore want to:

1. Encourage people managers to take actions to support 2D Diversity.

2. Continue to embed Diversity & Inclusion in our employee programmes.

3. Use We are Atos, our employee experience programme, to appreciate that every individual adds 2-D Diversity.

4. Use our Allies programme [see role models to understand more about the allies programme] to build awareness of 2D diversity and support its practice.

What will we do to achieve our goal?

• Continually promote our Diversity & Inclusion approach to ensure all employees and managers are aware of its importance and significance to the organisation.

• Embed Diversity & Inclusion in all development and talent programmes focused on our future leaders.

• Set an expectation that diverse groups must be consulted as part of the decision-making process. Where representation does not exist within a team, we will seek support from elsewhere in the organisation or externally.

• Be 'brave' and encourage feedback through 360 reviews, debate and creative thinking.

• Set an expectation for all employees to engage with our We are Atos programme as part of their continuous development.

• Provide further unconscious bias training and education to prevent employees making assumptions.

Employee lifecycle

As identified in our We are Atos model, Diversity & Inclusion is a key part of an employee's experience. Our aim is to attract, recruit and retain the best talent from varied backgrounds to create a diverse and dynamic workplace.

We seek to encourage representation in our workplace from underrepresented groups, especially those historically underrepresented within the technology sector. Ensuring that we represent the communities and customers we serve.

We will do this by making each stage of our employee lifecycle as accessible as possible to people of all characteristics and endeavour to achieve fair representation of diverse groups across all levels of the organisation.

What will we do to achieve our goal?

Recruitment

- Ensure hiring managers undertake Diversity & Inclusion training.
- Review job descriptions to ensure that they are as inclusive as possible.
- Ensure recruitment materials are inclusive and diverse.
- Encourage diversity in the applicant pool including mix gendered, ethnicities, disabilities, ages etc and work with recruitment partners to ensure they are expected to reflect our ambitions.
- Ensure interview panels include diverse members and include a 50/50 ratio of men and women.
- Reference our Diversity & Inclusion ambitions to candidates during interviews and ask questions related to Diversity & Inclusion when recruiting for managerial positions.
- Ensure new starters are made aware of our Diversity & Inclusion networks and initiatives.
- Explore the implementation of a Returnship scheme for those returning to work.

Retention

- Acknowledge and reward efforts on Diversity & Inclusion activity during appraisals.
- Promote flexible working options both in recruitment and during employee lifecycle.
- Review diversity data throughout the employee life cycle to highlight blockers and trends.

Promotion

- Encourage greater diversity in succession planning.
- Promote progression opportunities, careers support and talent programmes to all employees.
- Extend sponsorship, networking and talent development programmes.
- Ensure developmental opportunities include a diverse mix of invitees.
- Promoting our Inclusive Leaders learning series.

Atos UK&I has seven Diversity & Inclusion employee networks.

The purpose of these employee networks is to drive an inclusive culture by raising awareness of the issues faced by people with different characteristics and providing a forum to network and build connections across Atos. They are open to everyone and provide great support and learning opportunities via shared content, newsletters, webinars, and events.

As our networks develop further, they aim to;

Deliver a continuous programme of activities

This will promote understanding and awareness around the challenges faced and ensure consistent support throughout the organisation. Activities include mentoring, reverse mentoring and regular events such as educational webinars and our annual Diversity & Inclusion Expo. Where possible, we make events accessible online to ensure inclusivity of our UK&I wide employee base.

Best practice

The networks will share best practice and research to support all employees throughout their time within Atos. They will be responsible for understanding and researching the latest Diversity & Inclusion innovations and make recommendations for improvements.

Promote intersectionality and collaboration

Characteristics do not exist in isolation. Intersectionality refers to the ways that multiple identities can overlap and intersect. For example, the experiences of a black woman will differ from that of a black man. All our networks will consider how they can promote intersectionality within their areas and support all individuals in their network, regardless of characteristic combinations. They will also explore additional characteristics such as socioeconomic status.

What will we do to achieve our goal?

- Our employee networks will be tasked with increasing the levels of collaboration on events and working together as a cross-functional team.

- Where appropriate, we will increase the number of opportunities for clients and partners to collaborate with our networks and employees on Diversity & Inclusion initiatives.

- Continue to promote our networks and increase the number of employee members.

- Extend the annual Diversity & Inclusion Expo to be more accessible to our employees, clients, partners and stakeholders. This will include greater online interactions and multiple events across UK&I and Global sites or partnerships with other organisations.

- Implement centralised network governance to ensure our networks have consistency and accountability.

- Regularly update local events and celebration calendar to give opportunities for collaboration and interaction.

- Ensure all networks consider and provide support to individuals who may not have a protected characteristic but have a friend, colleague or family members who are affected.

- Look for opportunities for network collaboration and intersectionality exploration.

Aspire Network UK&I

AtosAspire is a group of Atos employees – of all genders – who are striving to get "gender on the agenda" on a global scale.

Pride Network

The Pride Network exists to bring together and support all lesbian, gay, bi-sexual and transgender (LGBT+) employees in the workplace. The network is open to everyone, whether they identify as LGBT+ or not and supports all employees who may need support and advice.

Together Network UK&I

The Together Network exists to ensure that every single employee, regardless of their cultural background or beliefs, can thrive and reach their full potential.

Adapt Network

Atos Adapt is committed to enabling employees with a long-term illness, impairment or disability to reach their full potential in the workplace.

Armed Forces Network

The Atos Armed Forces Network is a non-exclusive group which is open to all employees who wish to show support for our armed forces community, not just reservists or veterans.

Aeon Network UK&I

The Atos multi-generational network, Aeon, aims to ensure that all Atos colleagues are given the same chance to grow and succeed, regardless of their age.

Return to Work Network UK&I

The Return to Work Network is a community which supports employees returning from an extended career break by offering them a network of helpful employees who have experienced a similar situation, providing resources and conducting initiatives to facilitate an easier return to work.

Role models and supporters

Our Diversity & Inclusion networks are open to everyone and we encourage involvement from allies.

A Diversity & Inclusion ally is an advocate of equality and looks to take action in their workplace or community to support underrepresented groups. They play an important role in embedding an inclusive culture throughout our organisation.

We encourage setting actions via personal development plans, signing our Diversity & Inclusion pledge, attending Diversity & Inclusion training, becoming a diversity mentor / mentee and supporting our employee networks.

Our aim is for all employees to identify themselves as allies and encourage them to take an active role in our Diversity & Inclusion ambitions.

In 2020 we will be launching our Diversity & Inclusion Allies programme. This will provide allies with practical support, guidance & information and allow them to visibly signify their commitment to inclusion. This will drive inclusion throughout our business and give our employees and leaders a framework through which they can show their support and contributions to an inclusive culture.

We are Allies

What will we do to achieve our goal?

- Launch the Diversity & Inclusion Allies programme.

- Continually provide advice on how to be an active ally to your team, colleagues, friends, family and in wider society.

- Encourage contributions and involvement from allies in network events and initiatives.

- Encourage employees to capture the contributions they make to Diversity & Inclusion via their personal development plans.

- Empower our line managers to acknowledge and reward contributions their employees make to Diversity & Inclusion.

- Encourage all staff to undertake available Diversity & Inclusion training modules.

- Seek out and engage diversity and inclusion ally role model.

Monitoring and analytics

Atos UK&I is committed to be a diverse and inclusive employer. It is therefore important that we monitor our approaches to make sure there is no unconscious bias, and that everyone has equal opportunities to succeed. In order to properly monitor and track our progress we must understand the diverse make-up of our workforce and how they are engaged. As such, we strive to build trust and increase the number of employees who declare their characteristics in our systems. We can then use analytics to provide key insights, spot trends, help identify improvement opportunities, create actions and make positive change.

What we will do to achieve our goals?

- Explore ways to make it easier for employees to record data on characteristics.

- Provide ongoing communication to build trust and encourage employees to self-declare details of their characteristics and explain what the data is used for, with 'prefer not to declare' options to create a more inclusive workplace.

- Constantly review data protection and ensure all data is secure, and confidential.

- Undertake regular reviews of captured data across all characteristics to understand trends within attraction, recruitment, selection, performance management, progression, attendance and retention. Action plans will then be created as necessary.

- Explore intersectionality within trends. For example, where a trend is spotted, investigating whether it is consistent across those with a specific characteristic or if it limited to an age group, region or length of service or differs across departments.

- Continue to drive the reduction of the gender pay gap with formal targets set to ensure diversity in senior positions including maintaining 30% gender balance on our executive leadership team.

- Drive the reduction of the ethnic pay gap by reporting this for the first time in 2020 and committing to a target of 12% BAME employees in senior leadership positions by 2022.

Inclusive policies and benefits

Our policies and processes are regularly reviewed to ensure they support all our employees regardless of their characteristics and enable everyone to make the most out of opportunities available in Atos. We want to ensure that our policy content and communications are fully inclusive of all diverse groups.

What we will do to achieve our goals?

- Provide guidance on inclusive considerations for our employees so that they consider everyone in process, policy, product, benefit and programme development.

- Educate our organisation on how to ensure diverse groups are considered during policy and process review including:
  - removal of non-essential gendered language.
  - considering whether the policy and its content are inclusive and accessible to all.
  - journey mapping of policy users.
  - incorporating relevant legislation changes or additions.
  - incorporating any culture change or shifts in best practice and leading in best practice at an industry level.
  - engaging impacted or affected groups.
  - engaging with subject matter experts.

- Create a mechanism for Diversity & Inclusion networks to suggest changes to policy content for immediate implementation or for inclusion on a change road map.

Clients and suppliers

Under our We are Atos employee experience programme we have a pillar called 'Employee Experience with Customers'. From a Diversity & Inclusion perspective this includes knowledge, expertise and best practice sharing with our clients and helping to improve customer experience as part of new or ongoing relationships. This includes identifying joint social value initiatives with our client.

In addition, we aim to hold our suppliers to account and ensure they are aligned with our approaches and standards.

We also seek to share and gain best practice insight from our competitors and third-party experts.

What we will do to achieve our goals?

- Manage third party expert relationship closely to gain maximum insight and benefit.

- Continue to develop competitor HR Director forum to include clients.

- Develop relationships with competitors and Diversity & Inclusion leaders in the technology sector.

- Expand the involvement of our clients in internal Atos initiatives including our Diversity & Inclusion Expo, webinars and charity events.

- Encourage client facing staff to regularly update clients on the Diversity & Inclusion activity happening within Atos.

Employee Experience with our customers

Community engagement

Atos is committed to ensuring we have a positive impact on our communities. As such we are regularly reviewing our social value. One of our goals is to increase the diversity in the tech sector in general both through encouraging young people to take a career in technology and through educating and supporting our partners and suppliers to drive a culture of inclusivity in their own organisations.

What we will do to achieve our goals?

- Relaunch the STEM [Science, Tech, Engineering, Maths] community, engaging schools and young people in careers in technology.

- Promote and share best practice by speaking externally and talking to clients.

- Run the Diversity & Inclusion expo publicly and creating a forum for sharing.

- Diversify recruitment strategy so we attract a diverse pool of talent by approaching different communities.

- Work on award submissions to promote the work we are doing and share it with external organisations.

Useful links

- Atos UK&I We Are Atos webpage

- Atos UK&I Diversity & Inclusion webpage

- Atos UK&I Social Value webpage

- Atos Diversity & Inclusion Expo recordings:
    - 2019
    - 2018
    - 2017

- Atos RAD (Recruitment and Diversity) Podcasts

For more information
or to get in touch to talk further
about our Diversity & Inclusion
work please contact

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About Atos

Atos is a global leader in digital transformation with 110,000 employees in 73 countries and annual revenue of € 12 billion. European number one in Cloud, Cybersecurity and High-Performance Computing, the Group provides end-to-end Orchestrated Hybrid Cloud, Big Data, Business Applications and Digital Workplace solutions. The Group is the Worldwide Information Technology Partner for the Olympic & Paralympic Games and operates under the brands Atos, Atos|Syntel, and Unify. Atos is a SE (Societas Europaea), listed on the CAC40 Paris stock index.

The purpose of Atos is to help design the future of the information space. Its expertise and services support the development of knowledge, education and research in a multicultural approach and contribute to the development of scientific and technological excellence. Across the world, the Group enables its customers and employees, and members of societies at large to live, work and develop sustainably, in a safe and secure information space.
Find out more about us
atos.net
atos.net/career

Let's start a discussion together