

Diversity Pay Gap Report 2021

Atos UK



Atos

Foreword

Here at Atos, Diversity & Inclusion is one of our core values. Our continued ambition is to be an inclusive, diverse and ethical employer of choice and for our employee experience to be truly best in class.

We know that our people are our most important asset and vital to the success of our business. Their diverse talent, potential and uniqueness are key strengths that contribute to our innovation, sustainability and enhanced decision making. Beyond that, we want our people to truly thrive, and we have a passion and determination to create a positive and inclusive culture, where difference and individuality is celebrated.

Our Diversity & Inclusion aims are a key priority for our Executive Leadership Team and are also recognised at all levels of our organisation. Through our We Are Atos employee experience programme we are focused on making Atos a fantastic place to work. Alongside this, our UK We Are Allies programme and diversity networks are both pivotal in supporting every individual in Atos, in the spirit of togetherness.

We are proud to have continued to progress our Diversity & Inclusion ambitions in a year which has been challenging across all industries. We have maintained unabated focus on creating a positive and open culture, taking further steps to truly foster inclusion in everything we do. This has included the launch of our formal Diversity & Inclusion strategy in June 2020 and our Ethnicity Action Pledge, both of which are progressing well. We remain a proud member of the 30% Club, demonstrating our commitment to gender diversity at board and senior management levels, and we continue to support the Change the Race Ratio.

In recognition of our dedication to the career progression of women at all levels, we are proud to have been named as Company of the Year at the Tech Women 100 awards in 2020. We have also been recognised as a Times Top 50 Employer for Women for the third year running and won Initiative of the Year at the Women in Tech Excellence Awards for our menopause campaign in November 2020.

In this report, we show the progress we have made in some key areas to drive gender and ethnicity balance throughout our organisation. We have notably made significant progress in increasing ethnicity declaration rates to 83% in April 2021, enabling us to have a more detailed understanding of our ethnicity pay gap so we can take targeted action where required. This includes ongoing work to grow and nurture our female and Black, Asian and Ethnic Minority talent through an inclusive end-to-end recruitment process, as well as mentoring and leadership development schemes.

We recognise more must be done and we have some key challenges to overcome. We remain committed to driving forward our long-term plan to create a diverse and inclusive workplace, where all employees can feel supported and have the opportunity to advance.

"I confirm that the information in this report is accurate."



Clay Van Doren,
Chief Executive Officer
Northern Europe and UK&I



Pamela Daley,
HR Director,
Culture & Transformation, Northern Europe

Diversity Pay Gap - Overall Summary

As with Atos' previous gender pay gap reports and in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, this document includes our gender pay gap calculations, which give a snapshot of the gender balance within our organisation. It measures the difference between the average earnings of all male and female employees, regardless of their role or grade.

For the second year running, our report also includes our ethnicity pay gap which we are sharing on a voluntary basis as part of our Ethnicity Action pledge and commitment towards equality. The pay gap measures the difference between the average earnings of our employees who identify as Ethnic Minority (Black, Asian and other ethnicities) and those who identify as White (White British, White Irish and other white backgrounds) and is calculated using the same methodology as the gender pay gap reporting.

In order to ensure our reporting is as accurate and meaningful as possible, we have continued to exclude employees from our ethnicity pay gap calculations if their ethnicity has not been declared.

For both gender and ethnicity, we have reported our position as of 5 April 2021. Our position is based on the two relevant legal entities within Atos in the UK: Atos IT Services UK Ltd and Atos BPS Ltd.



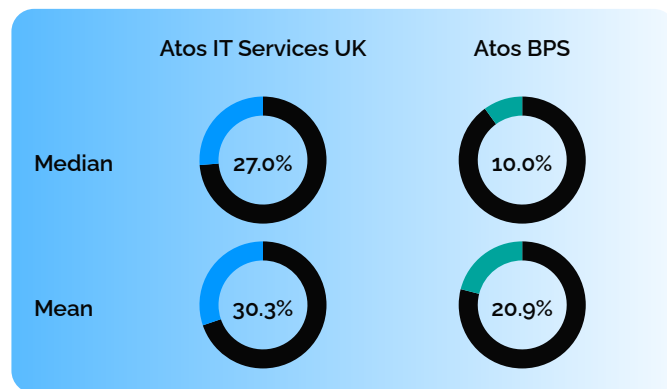
Gender Pay Gap

Aggregated



Gender Pay Gap statistics aggregated across our two relevant legal entities: Atos IT Services UK Ltd and Atos BPS Ltd.

Pay Median	24.1%	Bonus Median	42.2%
Pay Mean	30.8%	Bonus Mean	47.2%

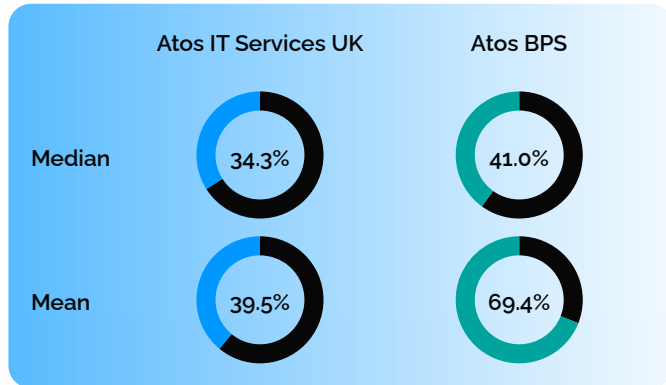
Mean and Median Gender Pay Gap



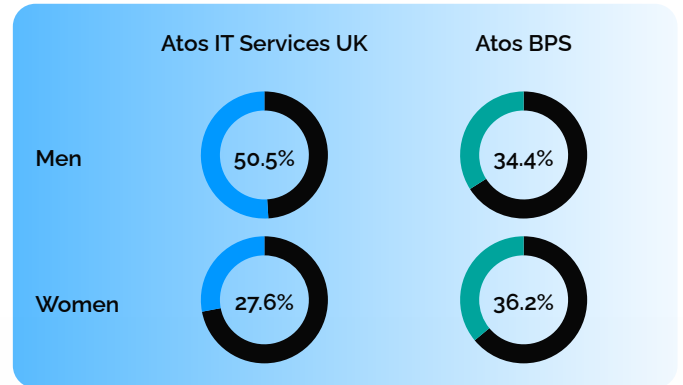
Proportion of men and women in each quartile pay band

		
Top Quartile	Atos IT Services: 79.2% Atos BPS: 54.3%	Atos IT Services: 20.8% Atos BPS: 45.7%
Upper Middle Quartile	Atos IT Services: 64.0% Atos BPS: 44.6%	Atos IT Services: 36.0% Atos BPS: 55.4%
Lower Middle Quartile	Atos IT Services: 38.5% Atos BPS: 35.7%	Atos IT Services: 61.5% Atos BPS: 64.3%
Lower Quartile	Atos IT Services: 50.2% Atos BPS: 39.8%	Atos IT Services: 49.8% Atos BPS: 60.2%

Mean and Median Gender Bonus Gap



Percentage of men and women receiving a bonus payment



Understanding our gap

We have used data analytics to conduct a detailed study of our gender pay position, ensuring we fully understand our gap and take appropriate action to drive gender balance.

We are pleased to report that our aggregated pay and bonus gaps have improved. Our mean and median pay gap and mean bonus gap for Atos IT Services have also reduced. This is a positive step in the right direction, but we recognise we have more to do. We continue to progress our action plans to drive this forward.

To truly understand our gap, it is important to also highlight the diverse nature of our **Atos IT Services** organisation with the combination of two very different businesses and headcount structures within this legal entity: a Technology business and a non-regulated Business Transformation business.

Our Technology business has a higher number of senior male employees than females, whereas Business Transformation Services (BTS) includes a healthcare business, which brings a high number of mid-level female practitioners as well as more structured and set pay scales. It is therefore important to assess these businesses individually.

As a Technology Business, our gender pay gap is:

Median	16.5%
Mean	16.6%

As a Business Transformation Services business (including Healthcare) our gender pay gap is:

Median	-20.8%
Mean	4.6%

We have seen an increase in both our gender pay and gender bonus gaps in our Atos BPS legal entity. There are several reasons for this including a change in the blend of our contracts and the requirement for specialised expertise which draws on a male dominated industry and recruitment market. Improving gender balance is a key area that we are actively focused on here.

The following contributory factors also continue to impact our gender pay gap:

- A higher number of male employees are in senior, sales and technical roles. This results in more men than women receiving a bonus payment.
- Our long-term strategy to build a pipeline of talent has seen us continue to invest and hire more junior female talent into the organisation. It will take time to see the impact of this infiltrate throughout our business.
- We actively encourage flexibility to support our people and our enhanced flexible and family-friendly policies have had high female take up.

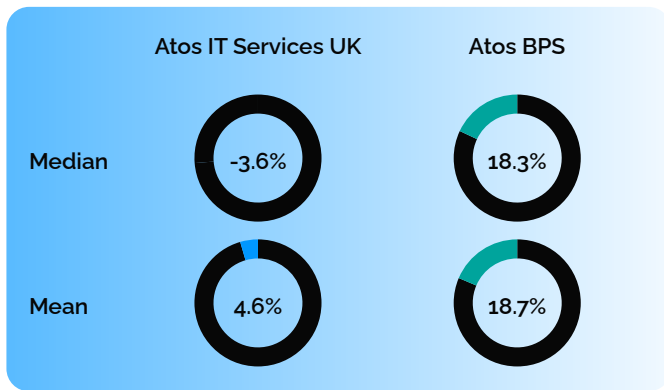
Ethnicity Pay Gap

Aggregated

Ethnicity Pay Gap statistics aggregated across our two relevant legal entities, Atos IT Services UK Ltd and Atos BPS Ltd. In April 2021, 83% of our people had declared their ethnicity across these entities.

Pay Median	-8.3%	Bonus Median	18.9%
Pay Mean	2.1%	Bonus Mean	40.2%

Mean and Median Ethnicity Pay Gap

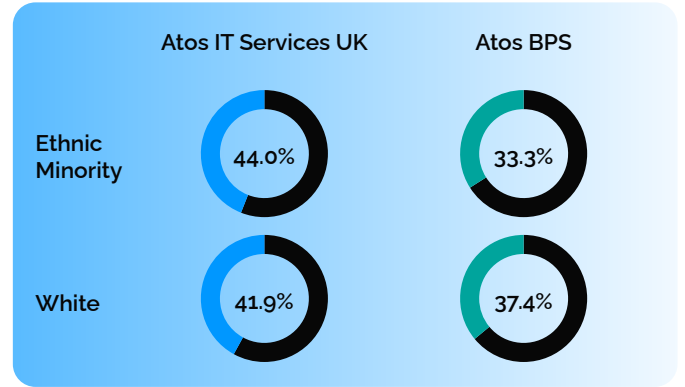
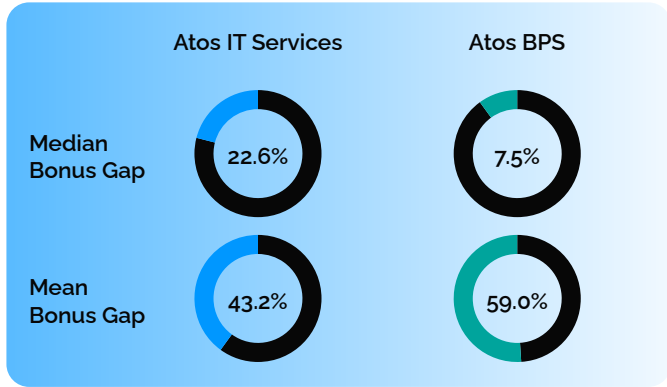


Proportion of Ethnic Minority (Black, Asian and other ethnicities) and White employees in each quartile pay band

	Ethnic Minority	White
Top Quartile	Atos IT Services: 15.6% Atos BPS: 2.3%	Atos IT Services: 84.4% Atos BPS: 97.7%
Upper Middle Quartile	Atos IT Services: 17.7% Atos BPS: 2.9%	Atos IT Services: 82.3% Atos BPS: 97.1%
Lower Middle Quartile	Atos IT Services: 13.3% Atos BPS: 3.5%	Atos IT Services: 86.7% Atos BPS: 96.5%
Lower Quartile	Atos IT Services: 15.4% Atos BPS: 6.4%	Atos IT Services: 84.6% Atos BPS: 93.6%

Mean and Median Ethnicity Bonus Gap

Percentage of Ethnic Minority (Black, Asian and other ethnicities) and White employees receiving a bonus payment



**Declaration rates vary by legal entity and by calculation as follows: Aggregate (pay gap 83%, bonus gap 86%), Atos IT Services (pay gap 85%, bonus gap 89%), Atos BPS Ltd (pay gap 67%, bonus gap 68%)*



Understanding our gap

We are pleased to report that our aggregate figures show that our ethnicity pay gap has improved by 4.27% since 2020. Our mean and median bonus gap has also reduced. Our mean pay gap is increasingly in favour of our Ethnic Minority employees and we will continue to strive for ethnicity balance.

In summary, the following factors continue to impact our position:

- A higher number of White employees in senior level positions
- Comparable proportion of Ethnic Minority and White employees receiving a bonus, meaning our bonus gap is linked to having fewer employees from Black, Asian and other ethnic minority backgrounds in these senior roles

A key focus area for our Executive Leadership team is to reduce the pay gap for our Black colleagues. To support this, we are implementing targeted initiatives such as external leadership and accelerator programmes to increase Black female representation at senior levels.

"This year we can point to encouraging progress in reducing our ethnicity pay gap, at the same time as increasing ethnicity declaration rates. This increase in declaration rates means that we can develop a detailed understanding of our ethnicity pay gap and undertake targeted action to reduce it further. At the heart of this is action to encourage greater diversity within our leadership team, with targeted initiatives such as external leadership and accelerator programmes to increase increase Black representation at senior levels. Delivering this activity, alongside broader action to drive greater ethnic diversity across our business, is reflected in our support for the CBI's Change the Race Ratio campaign."

Kulveer Ranger

Senior Vice President, Strategy and Communications UK&I



Ambitions and achievements to date

Our ambition continues for Atos to be an inclusive, diverse and ethical employer of choice. We are striving for our employee experience to be truly best in class and we embed Diversity & Inclusion in everything we do.

After launching our formal UK&I Diversity & Inclusion strategy in June 2020, we are proud of the progress we are making in ensuring our workplace is inclusive for all of our people.

Our consistent focus on Diversity & Inclusion has led to us being recognised in several high-profile awards including:

- **Times Top 50 Employer for Women 2021** for the 3rd year running, recognising our actions in areas such as recruitment, retention and progression, inclusivity of culture and measures for monitoring and accountability.
- Winner of **Company of the Year 2020** at the Tech Women 100 Awards, recognising the way we support women to build rewarding careers at all levels.
- Winner of the **Diversity & Inclusion Initiative of the Year** at the Women in Tech Awards 2020 for our menopause campaign.

"The last year has been a year like no other and our focus has been on supporting all our people through these exceptional times. Despite the challenges I am pleased to see that my colleagues across the Atos network have continued to make progress towards our Diversity & Inclusion targets. Our recognition as a Times Top 50 Employer for Women and other awards reflects the progress we are making.

We have a long road ahead and remain committed to accelerating our progress, building on the launch of our Diversity & Inclusion strategy in June 2020 and our Ethnicity Action Pledge, as well as our membership of the 30% Club."

Nikki Kelly
Senior Vice President,
Public Sector & Defence Northern Europe



Action plan

We continue to progress both our Ethnicity Action Pledge and gender ambitions alongside our formal Diversity & Inclusion strategy. As part of this, we are actively focused on the following key areas to address our pay gap:

Employee lifecycle (recruitment and retention)

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 under-represented groups, especially those historically under-represented within the technology sector.

Key actions include:

- Setting targets for increased representation at all levels to ensure diversity and maintain our continued membership of the 30% club, helping to support women from all backgrounds into senior positions.
- Implementing an inclusive end-to-end recruitment process by monitoring promotional materials, having diverse selection panels and gender-friendly job descriptions. Focused governance is in place at the highest level to ensure we hold ourselves to account.
- Developing and delivering events such as our Changing Face of Technology workshop, aimed at female students from Black, Asian and other ethnic minority backgrounds. This initiative and the support provided by Atos colleagues, helps fuel a more diverse pool of applicants not only into Atos, but also to the wider technology industry.

Role models and supporters

One of our goals is to increase diversity in the technology sector, both through our own attraction and recruitment campaigns as well as educating and supporting our partners and suppliers to drive a culture of inclusivity in their own organisations.

Key actions include:

- Driving change across our industry by partnering with our clients for our annual Diversity & Inclusion Expo.
- Providing a positive and inclusive culture that attracts and retains talent from all diversities, ensuring they are supported and able to progress. This is championed by our Diversity & Inclusion networks and supported by the implementation of extensive family friendly policies and benefits.
- Engaging our people in our drive for change: through our We are Allies programme and Diversity & Inclusion pledge, targeted actions in personal development plans, Diversity & Inclusion training, and opportunities to become a diversity mentor or mentee and support our employee networks.

These actions are very much part of our long-term plan to drive equality across our business. It is still early days, and it will take time to bring the change needed but we remain focused on ensuring we create a positive, diverse and inclusive workplace for all of our people.

Further information on our Diversity & Inclusion strategy can be found on our Atos.net [website](#)

Inclusive leadership

We are committed to taking focused action to address inequalities in career advancement by providing opportunities for women and colleagues from Black, Asian and other minority ethnicities to have sponsorship from senior leaders and participate in tailored mentoring, coaching and leadership programmes.

Key actions include:

- Championing inclusive leadership with listen and learn sessions with colleagues from Black, Asian and other ethnic minority backgrounds and our Executive Board.
- Training and education programmes for line managers and senior leaders.
- Continually promoting our Diversity & Inclusion approach to ensure all employees and managers are aware of its importance and significance to the organisation.
- Embedding Diversity & Inclusion in all development and talent programmes focused on our future leaders.

Monitoring and analytics

This essential part of our strategy enables us to set targets, assess our progress and make ourselves accountable. We will continue our internal campaign to increase the declaration of characteristics in order to understand the diverse make-up of our workforce and drive positive change.

Key actions include:

- Continuing the development of our HR Analytics to track and monitor our diversity data, provide key insights and identify improvement opportunities.
- Making our leaders accountable for Diversity & Inclusion Action Plans in their area.
- Increasing our voluntary ethnicity declaration rate to 90%.
- Continuing our commitment to accelerating racial and ethnic diversity in our business through the Change the Race Ratio.
- Publishing our annual pay gap report to track our progress.

About Atos

Atos is a global leader in digital transformation with 107,000 employees and annual revenue of over € 11 billion. European number one in cybersecurity, cloud and high performance computing, the Group provides tailored end-to-end solutions for all industries in 71 countries. A pioneer in decarbonization services and products, Atos is committed to a secure and decarbonized digital for its clients. Atos is a SE (Societas Europaea), listed on Euronext Paris and included on the CAC 40 ESG and Next 20 Paris Stock Indexes.

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Let's start a discussion together



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