

Diversity Pay Gap  
Report 2023 (UK)

# Atos UK: Diversity Pay Gap Report 2023



**Atos**

# Foreword

In the pursuit of transparency and our ongoing commitment to fostering an inclusive workplace, we present our Gender and Ethnicity Pay Gap report for 2023. As we navigate the landscape of a rapidly evolving IT Industry and our own significant organisational change through our divestiture programme, Atos embraces the responsibility to not only acknowledge our progress but also address the challenges that lie ahead.

Diversity, Equity, Inclusion and Belonging remains the cornerstone of Atos's business. Our steadfast commitment is to build a company that is celebrated for its inclusivity, diversity, and ethical practices, making us the preferred employer while offering our employees an empowering workplace experience.

In 2022, our organisation embarked on a journey of organisational change and potential separation. This strategic shift will have a lasting and notable effect on the dynamics of our workforce over the coming years. In the backdrop of this landmark transition for the organisation, our aim is to successfully mitigate the impact on gender and ethnic minority equity, through a conscientious effort to uphold balance and implement fair processes. We now find ourselves at a juncture where determination and reflection intersect.

Our Diversity, Equity & Inclusion ambitions are not just a part of our business; they are a priority for our Executive Leadership Team and a commitment at every level of our organisation. Through our employee experience program, we work towards making Atos a place where every colleague feels a sense of belonging. Our award-winning diversity networks, continue to be at the foundation of our efforts to support every individual at Atos, fostering unity amongst our team.

We are proud of our ongoing advancements toward achieving our Diversity, Equity & Inclusion goals, reflecting our commitment to adapt, and innovate. This has been evident since the successful launch of our Diversity, Equity & Inclusion strategy in June 2020 and the impactful progress made across our key pillars.

As part of our dedication to advancing women's careers at every level, we were thrilled to celebrate the recognition of several of our colleagues in the Tech Women 100 awards and Women in Tech Excellence awards. Further affirmation of this commitment was demonstrated in the achievement of prestigious accolades this year, including recognition from the Great Place to Work awards for being among the UK's Best Workplaces for Women and in Tech. Notably, we have maintained our position as a Times Top 50 Employer for Women for the fifth consecutive year, reinforcing our commitment to fostering a diverse and supportive professional environment.

When it comes more specifically to advancing gender diversity in leadership roles, our membership in the 30% Club serves as a testament to our ongoing efforts. We proudly hold accreditation as a Menopause Friendly employer; are long term signatories of the Tech Talent Charter, and participants in the Race at Work charter. Additionally, we continue to actively support initiatives like Change the Race Ratio with great progress on our Ethnicity Action Pledge, further solidifying our perseverance to drive positive change in the Diversity, Equity, Inclusion & Belonging domain.

This report highlights our efforts in crucial areas, with a specific emphasis on promoting gender and ethnicity balance across our organisation. Currently standing at **84%**, our ethnicity declaration rates offer valuable insights into the ethnicity pay gap, empowering us to implement targeted actions where needed. These efforts encompass continuous initiatives to foster and champion talent among females and individuals from Black, Asian, and Ethnic Minority backgrounds, evident in our inclusive end-to-end recruitment process and reinforced by mentoring and leadership development programs.

Yet, as we unveil the insights into our gender and ethnicity pay gaps, we acknowledge that our journey towards equality is a continuous evolution and the challenges we face today inspire the solutions we seek for tomorrow.



**Clay Van Doren**

Chief Executive Officer, Northern  
Europe & Asia Pacific

# Diversity Pay Gap - Overall Summary

As with our prior Gender Pay Gap reports and in adherence to the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, this document presents our gender pay gap calculations, offering a snapshot of the gender distribution within our organisation. The calculation involves assessing the difference between the average earnings of all male and female employees, irrespective of their roles or grades.

As part of our commitment to equity and our Ethnicity Action pledge, we voluntarily disclose our ethnicity pay gap for the fourth consecutive year in this report. The methodology employed mirrors that of gender pay gap reporting and signifies the variance in average earnings between employees identifying as ethnic minorities (Black, Asian, and other ethnicities) and their White colleagues (White British, White Irish, and other white backgrounds).

To ensure the accuracy and meaningfulness of our reporting, we continue to exclude employees from our calculations if they have not declared their ethnicity. For both gender and ethnicity, the data presented reflects our position as of April 5, 2023. This position is based on the two relevant legal entities within Atos in the UK: Atos IT Services Ltd and Atos BPS Ltd.

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



**Clay Van Doren**  
Chief Executive Officer, Northern Europe & Asia Pacific



**Dawn Osbourne**  
Head of Diversity, Equity and Inclusion, Northern Europe & Asia Pacific



# Gender Pay Gap

2023 Aggregated		
Gender Pay Gap statistics aggregated across our two relevant legal entities: Atos IT Services UK Ltd and Atos BPS Ltd.		
Pay Median	26.22%	
Pay Mean	31.66%	
Bonus Median	58.90%	
Bonus Mean	58.36%	
Mean and Median Gender Pay Gap		
	Atos IT Services UK	Atos BPS
Median	28.83%	0.18%
Mean	32.02%	7.83%
Proportion of men and women in each quartile pay band		
	Men	Women
Top Quartile Atos IT	75.72%	24.28%
Top Quartile Atos BPS	46.50%	53.50%
Upper Middle Quartile Atos IT	57.28%	42.72%
Upper Middle Atos BPS	38.61%	61.39%
Lower Middle Atos IT	26.97%	73.03%
Lower Middle Atos BPS	36.31%	63.69%
Lower Quartile Atos IT	46.05%	53.95%
Lower Quartile Atos BPS	47.77%	52.23%

Mean and Median Gender Bonus Gap		
	Atos IT Services UK	Atos BPS
Median	55.84%	-35.26%
Mean	56.95%	7.88%
Percentage of men and women receiving a bonus payment		
	Atos IT Services UK	Atos BPS
Men	57.59%	96.34%
Women	40.75%	96.58%

## Understanding our gap

We have conducted a comprehensive analysis of our gender pay gap, leveraging data analytics to extract clear insights that inform our initiatives to foster gender balance. To gain a holistic understanding of our gap, it is crucial to represent the diversity within our Atos IT Services organisation. This entity consists of two markedly distinct business models and headcount structures: a technology enterprise and non-regulated business process outsourcing partnerships.

Our non-regulated Business Process Outsourcing arm incorporates a healthcare division with a substantial population of female mid-level practitioners operating under standardised pay scales. Consequently, it is imperative to assess each of these divisions independently.

In accordance with gender pay reporting rules, our pay gap calculations exclude employees who do not receive their full basic pay on the designated snapshot date.

## Technology enterprise within Atos IT Services UK

When we analyse the gender pay gap related to our technology arm of the Atos IT Services entity, the average mean reduces significantly to just under 13.7% in favour of men, and the median reduces to just under 11.95% in favour of men. Whilst this means there is still work to do, it puts the size of our challenge into context and is below the 2022 average for the tech industry.\*

## Atos IT Services UK

Despite a negligible change in both Mean and Median within our Atos IT Services organisation as a whole, our in-depth, internal analysis reveals a positive year-on-year improvement in the pay gap for entry-level roles. Our commitment as a real living wage employer and prioritising compensation structures that account for the cost of living reflects our dedication to fostering financial inclusivity. While this signifies a positive advancement, we recognise the imperative of continually raising our standards through ongoing action plans to propel further progress in this area.

## Atos BPS

We are delighted with the substantial progress in narrowing the gap within our Atos BPS regulated legal entity, this is reflected in a significant decrease in our mean by 8% in favour of our female colleagues. This transformative shift is a testament to our dedicated endeavours in fostering a harmonious blend of male and female leaders in our senior roles for this entity, a milestone that we are proud of, as we have successfully achieved a gender balance of 50/50 for this population and will be striving to maintain this equity.

### The gender pay gap within our overall organisation is influenced by several contributing variables:

- Our commitment to a long-term talent pipeline strategy involves consistent investment in hiring junior female talent. We pay to the real Living Wage, a voluntary rate exceeding the government minimum and expect the impact of this initiative to permeate through our business over time.
- Emphasising flexibility, we encourage and support our employees in adopting our family-friendly policies. These policies undergo regular reviews through an intersectional lens, with many women embracing the opportunities for a more flexible work arrangement.
- We offer a blend of home-grown and external development programmes, tailored for women in our middle management and our women in leadership and executive positions.
- We foster inclusivity, providing training for our colleagues to raise their awareness of the key challenges and systemic issues facing women in the workplace.
- We ensure our resourcing supply chain partners follow the same ambitions we do for gender equity.

\*<https://www.womenintech.co.uk/the-gender-pay-gap-in-tech-how-do-we-close-it>



# Ethnicity Pay Gap

## Aggregated

Our consolidated ethnicity pay gap figures encompass the combined data from our two legal entities, Atos IT Services Ltd and Atos BPS Ltd. We are pleased to note that as of April 2023, 84% of our colleagues within these entities have disclosed their ethnicity. This year's report benefits from enhanced transparency attributed to the stability of our declaration rate. Since initiating the reporting on the ethnicity pay gap in 2020, for the second consecutive year, we offer a more detailed breakdown of Mean and Median figures for Black, Asian, and Ethnic Minority (BAME) groups.

**\*Declaration rates vary by legal entity and calculation as follows: Aggregated (pay gap 84%), Atos IT Services (pay gap 85%) Atos BPS Ltd (pay gap 69%)**

Ethnicity Pay Gap Aggregated		
Ethnicity Pay Gap statistics aggregated across our two relevant legal entities, Atos IT Services UK Ltd and Atos BPS Ltd.		
Pay Median		-10.88%
Pay Mean		-5.04%
Bonus Median		-8.06%
Bonus Mean		16.79%
Mean and Median Ethnicity Pay Gap (Not Aggregated)		
	Atos IT Services UK	Atos BPS
Asian Mean	-10.13%	-9.52%
Asian Median	-19.89%	-4.12%
Black Mean	16.81%	-17.33%
Black Median	-3.83%	-11.99%
Ethnic Minority Mean	4.74%	26.15%
Ethnic Minority Median	1.52%	10.98%

BAME - Proportion of Ethnic Minority (Black, Asian, and other ethnicities) and White employees in each quartile pay band		
Atos IT Services UK & Atos BPS		
	Ethnic Minority	White
Top Quartile Atos IT	18.91%	81.09%
Top Quartile Atos BPS	2.78%	97.22%
Upper Middle Quartile Atos IT	19.67%	80.33%
Upper Middle Atos BPS	4.55%	95.45%
Lower Middle Atos IT	13.07%	86.93%
Lower Middle Atos BPS	3.70%	96.30%
Lower Quartile Atos IT	14.65%	85.35%
Lower Quartile Atos BPS	7.41%	92.59%

Mean and Median Ethnicity Pay Gap (Not Aggregated)		
	Atos IT Services UK	Atos BPS
Median Bonus Gap	0.54%	12.90%
Mean Bonus Gap	13.99%	16.77%
Percentage of Ethnic Minority (Black, Asian and other ethnicities) and White employees receiving a bonus payment		
	Atos IT Services UK	Atos BPS
Ethnic Minority	46.58%	91.30%
White	49.44%	95.80%



## Understanding our gap

- We are pleased to share that the consolidated data reveals a more equitable distribution of ethnicity pay, which for the second consecutive year is slightly in favour of BAME colleagues.

### **To provide a summary, the following factors contribute to our positive position:**

- A year-on-year improvement of 1.8% in our Asian ethnicity pay gap within the Atos BPS legal entity reflecting the stringency of our compensation and benefits reviews.
- Increased declarations, compared to previous years, now offer a more balanced perspective.
- Comprehensive training for our line manager and wider colleague population on creating an inclusive environment and bias awareness for our key people processes including recruitment, talent and performance management.

There remains a notable pay gap among our black colleagues, largely attributed to lower representation, especially at senior levels. Nevertheless, within the Atos BPS legal entity, our BAME colleagues exhibit a more balanced pay distribution at senior levels. We openly acknowledge that more needs to be done, and we are resolute in our commitment to fostering a workplace where pay equity is a reality for every individual.

Central to our efforts are initiatives aimed at fostering diversity within our leadership team. This includes specific programs such as external leadership and accelerators designed to enhance the participation of Black individuals, with a particular focus on Black women, at top organisational levels.

**We celebrate the efforts we've made in achieving a more balanced representation across all levels of our workforce. The transition towards more equitable pay gap reflects our commitment to recognising and valuing the exceptional contributions of every employee. As we analyse the data presented in this report, we acknowledge that more progress can be made and remain steadfast in our dedication to fostering an inclusive environment.**



**Ibrahim Mahmood**  
Commercial Director, Northern  
Europe & Asia Pacific



# Ambitions and achievements

Our ambition continues for Atos to be an inclusive, diverse, and ethical employer of choice. Our commitment to Diversity, Equity & Inclusion has resulted in notable recognition through prestigious awards, including Great Place to Work UK's Best Place to Work in Tech and UK's Best Workplaces for Women. The strong endorsement from our employees within these awards serves as a testament to our inclusive culture and dedication to our colleagues.

Our internal initiatives below are designed to champion equality and equity among our colleagues:

- Conducting appraisal analyses to identify any discernible patterns in lower appraisal grades, specifically focusing on women and Black, Asian, and minority ethnic employees.
- Ensuring that pay awards accompanying promotions elevate employees to at least the lower quartile of the new level, thereby minimizing any disparities in pay.
- Maintaining menopause-friendly accreditation in 2023 and providing complementary sanitary products in our flagship office.

**Despite the dynamic environment, it is gratifying that colleagues throughout Atos have continued progressing towards our diversity, equity, and inclusion goals. The pivotal role played by our employee networks in shaping our culture is deeply appreciated. Our progress is externally validated through awards such as The Times Top 50 Employer for Women, which we have proudly achieved for the fifth consecutive year.**



**Sue De-Wit**  
UK&I Chief Operating Officer,  
Atos

**Additionally, our continued affiliations with the 30% Club and Tech Talent Charter serve as ongoing benchmarks for our commitment to progress. Recognising that there is more work to be done and anticipating forthcoming challenges, we are excited to advance our long-term plan for cultivating a more equitable workplace for everyone.**

## Action plan

Aligned with our Diversity, Equity & Inclusion strategy, we persist in propelling forward our objectives concerning gender and ethnicity. In tackling our pay gap, our commitment extends to pivotal areas. The Diversity steering committee, comprising employee networks with dedicated Executive sponsors, operates collaboratively, acknowledging intersectionality and spearheading joint initiatives to support all women and ethnic minority colleagues throughout the organisation. Augmenting these efforts, our Allies programme plays a crucial role in fostering DEI learning across all employee groups.

## Monitoring and Analytics

This integral aspect of our strategy empowers us to establish objectives, assess our performance, and maintain a high level of accountability. Our ongoing internal efforts to enhance persist as we strive for a more comprehensive understanding of our colleagues' diversity and actively pursue advancements. Key initiatives include:

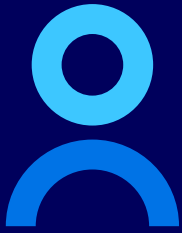
- Enhancing our HR Analytics capabilities to systematically track and analyse diversity data, extracting valuable insights to identify and address areas for improvement.
- Aiming to achieve a voluntary ethnicity declaration rate of 90% to bolster the accuracy and depth of our diversity data.
- Upholding our commitment to fostering racial and ethnic diversity within our organisation through active participation in the 'Change the Race Ratio' initiative.

## Employee Lifecycle: Attraction, Recruitment, Development & Retention

Our aspiration is to cultivate a diverse and vibrant workplace by attracting, hiring, developing, and retaining individuals with unique backgrounds. We are committed to supporting underrepresented groups, particularly those historically marginalized in the technology industry. Key initiatives include:

- Representation: Establishing targets for increased diversity at all levels to ensure inclusivity. This commitment aligns with our membership in the 30% Club and Tech Talent Charter, aiding in the advancement of women from diverse backgrounds into senior positions.
- Inclusive Recruitment Practices: Implementing an end-to-end recruitment process that prioritizes inclusivity. This involves monitoring promotional materials, forming diverse selection panels, utilizing gender-friendly job descriptions, and ensuring governance at the highest level with a focused diversity lens.
- «Changing Face of Technology» Event: Hosting our flagship event tailored for students from Black, Asian, and other ethnic minority backgrounds. Through collaboration with Atos colleagues, this program contributes to a more diversified recruitment pipeline, benefiting both Atos and the broader technology sector.





## Inclusive Leadership

We are committed to proactively addressing disparities in career advancement by providing opportunities for women and colleagues identifying as Black, Asian, or from other minority ethnic groups. This includes sponsorship from senior leaders and participation in specialised mentoring, coaching, and leadership programs. Key initiatives involve:

- **Championing Inclusive Leadership:** Conducting listening sessions with colleagues from Black, Asian, and other ethnic minority backgrounds alongside our Executive team as part of our 'Empower programme'.
- **Training and Education:** Implementing programs for line managers and senior leaders, focusing on Diversity, Equity & Inclusion, and unconscious bias awareness.
- **Executive-led Communication:** Consistently promoting our Diversity, Equity & Inclusion, and wellbeing to emphasize its importance throughout our organisation.



## Role Models and Advocates

One of our key objectives is to enhance diversity within the technology industry. This goal will be achieved not only through our internal attraction and recruitment initiatives but also by collaborating with our partners and suppliers to cultivate an inclusive culture within their organisations. Key initiatives include:

- **Collaborative Leadership:** Partnering with clients to host our annual Diversity, Equity & Inclusion summit, fostering thought leadership to drive transformative change within our industry.
- **Inclusive Culture:** Establishing a positive and inclusive work environment that attracts and retains talent from diverse backgrounds. Partnering with our Employee Networks to foster a sense of belonging.
- **Empowering Our People:** Programs such as 'We Are Allies', Diversity, Equity & Inclusion pledges and training, opportunities for mentorship, and support for employee networks to empower our workforce in contributing to the change we seek.

These initiatives are integral to our long-term strategy for company-wide equality. We are unwavering in our commitment to fostering a welcoming, diverse, and inclusive environment for all employees.

Further information on our Diversity, Equity & Inclusion strategy can be found on our [Atos.net](https://atos.net) website.



# About Atos

Atos is a global leader in digital transformation with 105,000 employees and annual revenue of c. € 11 billion. European number one in cybersecurity, cloud and high-performance computing, the Group provides tailored end-to-end solutions for all industries in 69 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) and listed on Euronext Paris.

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](https://atos.net)

[atos.net/career](https://atos.net/career)

## Let's start a discussion together



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