
Gender Pay Gap Report 2018



Trusted partner for your Digital Journey

Atos



Foreword

We are proud of the building blocks we are putting in place to achieve a better gender balance within Atos, and I am pleased that this is reflected in the progress demonstrated in our 2018 figures.

Atos is globally committed to sponsoring increased diversity and inclusion in the workplace, and gender balance is one of the key priorities in this area. Our focus is on attracting, recruiting, and developing a high performing workforce, where those of all genders are able to fulfil their career aspirations.

Since our last report, the number of female graduates recruited has already increased to 38%, an increase of 7%. In addition to this, our Gender Programme will help us achieve our 2022 Ambitions, by putting in place opportunities to widen the net and increase the number of women progressing into senior roles. It is clear that there has also already been significant progress in the percentage of women identified as successors to key positions. This identification has seen the number of females promoted from mid to senior levels, increase from 29% in 2017 to 33% in 2018.

“Gender balance will take time to get right, but I am confident we have an effective programme in place to support women to succeed within Atos and our industry”



Adrian Gregory
Global Senior Executive Vice President
and Chief Executive Officer
UK & Ireland, Atos

“I confirm that the information in this report is accurate.”

A handwritten signature in blue ink that reads "Adrian Gregory".

Overall summary

Here are our Gender Pay Gap statistics¹. In line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, these are reported for each of the four relevant legal entities within Atos in the UK: Atos IT Services UK Ltd, Atos Consulting Ltd, Atos BPS Ltd and Worldline IT Services UK Ltd.

Aggregated



Gender Pay Gap statistics aggregated across our four relevant legal entities:
Atos IT Services UK Ltd, Atos Consulting Ltd, Atos BPS Ltd and Worldline IT Services UK Ltd.

Category	2017	2018	Progression
Mean	31.24%	27.32%	-3.92%
Median	24.82%	23.07%	-1.75%
Bonus mean	45.75%	55.77%	10.02%
Bonus median	32.92%	32.15%	-0.77%

Mean and Median Gender Pay Gap

	Atos IT Services UK	Atos Consulting	Atos BPS	Worldline
Mean	26.28%	18.38%	13.42%	20.83%
Median	22.60%	17.60%	12.88%	19.28%

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

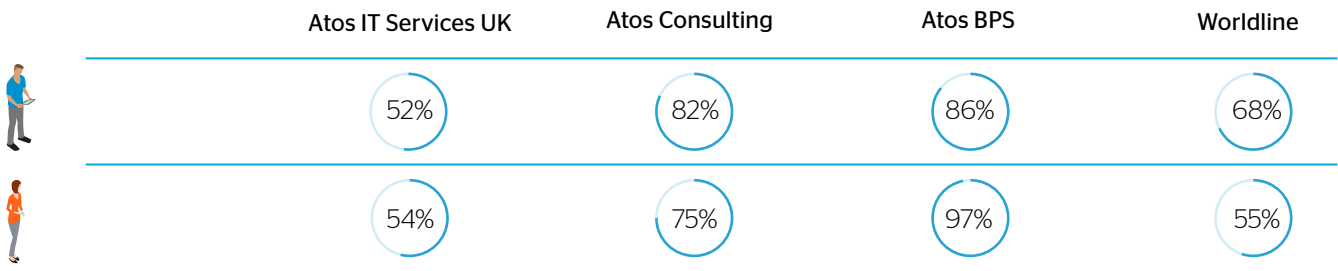
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	Atos IT Services UK	Atos Consulting	Atos BPS	Worldline
Top Quartile	Atos IT Services UK: 82% Atos Consulting: 87%	Atos BPS: 54% Worldline: 80%	Atos IT Services UK: 18% Atos Consulting: 13%	Atos BPS: 46% Worldline: 20%
Upper Middle Quartile	Atos IT Services UK: 65% Atos Consulting: 84%	Atos BPS: 30% Worldline: 78%	Atos IT Services UK: 35% Atos Consulting: 16%	Atos BPS: 70% Worldline: 22%
Lower Middle Quartile	Atos IT Services UK: 44% Atos Consulting: 73%	Atos BPS: 25% Worldline: 72%	Atos IT Services UK: 56% Atos Consulting: 27%	Atos BPS: 75% Worldline: 28%
Lower Quartile	Atos IT Services UK: 51% Atos Consulting: 67%	Atos BPS: 33% Worldline: 62%	Atos IT Services UK: 49% Atos Consulting: 33%	Atos BPS: 67% Worldline: 38%

¹These figures are a snapshot taken on 5 April 2018, with the bonus data taken from the 12 months preceding that date.

Mean and Median Gender Bonus Gap

	Atos IT Services UK	Atos Consulting	Atos BPS	Worldline
Mean	56.80%	34.09%	21.23%	5.60%
Median	26.37%	15.16%	34.85%	29.00%

Proportion of men and women receiving a bonus payment



Pay gap v equal pay

The gender pay gap is not the same as equal pay. Equal pay refers to a legal requirement to provide equal pay to male and female employees conducting similar work or work of equal value and has been a legal requirement since the Equal Pay Act was introduced in 1970. The gender pay gap is a broader measure of the difference in the average earnings of men and women—regardless of the nature of their work—across an organization. It is expressed as a percentage of men’s earnings. There are a number of reasons that can cause a gender pay gap, one of which is having more men in senior positions.



Our 2022 Ambitions and Achievements

Remaining focused on our programme is helping us strive towards our 2022 ambitions, seeking to continuously improve gender equity through a virtuous circle of attracting, recruiting, developing and investing in female talent, driven by the commitment of our leadership team.

50% of our graduate hires to be women
 25% of our senior leaders to be women
 Increased number of women in senior client facing sales roles
 To become one of The Times newspaper
 "Top 50 Employers for Women"

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

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



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

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

Action plan 2018 - 2022

Our gender balance programme is targeted on action areas which we believe will have the biggest impact on driving gender equality and reducing the gender pay gap in our business and industry.

Shaping and adjusting our gender strategy and direction through data analytics and working with a gender advisory board comprising executive sponsors, influential women from our tech partners and other thought leaders.

Succession planning, promotion representation, mentoring, sponsorship and a dedicated female development programme to retain and promote female talent.



Fostering a culture of inclusion through Inclusive Leadership and applying a gender lens to everything we do, increasing focus and visibility of flexible working, supporting returning to work.

Working with our partners to review our messaging and female representation to attract and recruit more women into roles across Atos.

Achievements to date

Through the introduction of our Gender balance programme, we are delighted to see progress in closing our gap since last year:

- Became a signatory and supporter of Tech Talent Charter.
- Became a member of Business in the Community to support our diversity programme.
- Continued to increase the number of women within senior positions.
- Increased the number of females promoted from mid to senior levels from 29% in 2017 to 33% in 2018.
- Strengthened the level of support provided to females looking to progress by refreshing and relaunching our Sponsor Programme.
- Whilst overall, women only represent 30% of our total headcount, 37% of our highest performers are women.
- Introduced a suite of diversity training available to all employees.
- Launched 'We Are Atos' website with the objective of providing a home to showcase and celebrate our people who are involved in a whole range of initiatives
- Increased the number of female graduates recruited. Currently 38%, increase of 7% from 2017.
- Conducted job advert reviews to ensure our adverts are gender neutral.
- Running a global pilot to introduce a tool to continually monitor our job adverts to maintain gender neutrality.
- Working with Bright Network to attract more female graduates.
- Introduced a scheme with Next Tech Girls, offering work placements to young female students
- Supporting Code First Girls by encouraging our employee volunteers to help women to develop their technical skills.



Awards and AtosAspire

As well as progressing towards our gender ambitions, we are being recognised for our great work externally.

Awards won to demonstrate our success

- Women in IT Excellence Awards: Worldline Team Leader of the Year - Enterprise
- Financial Times OUTstanding 2018 Role model list: 50 LGBT+ Future Leaders

Recognising success internally:

- Female Atos UK Apprentice of the Year
- Female Atos UK Graduate of the Year
- Female Atos Star- our annual employee of the year award

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).



AtosPride



TogetherNetwork



AtosAspire



AeonNetwork



AtosAdapt

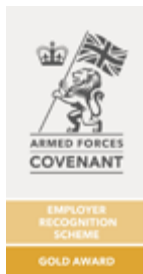


Armed Forces Network

AtosAspire Gender Network

- Our active network is comprised of men and women of all levels, influencing and supporting everything we do through a gender lens, with over 1,000 members.
- We are members of Gender Networks, an external organisation enabling us to collaborate, share best practice and connect with other network Chairs.

We are working with many organisations to share and learn from Best Practice.



About Atos

Atos is a global leader in digital transformation with 120,000 employees in 73 countries and annual revenue of over € 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 through its Digital Transformation Factory, as well as transactional services through Worldline, the European leader in the payment industry. With its cutting-edge technologies and industry knowledge, Atos supports the digital transformation of its clients across all business sectors. The Group is the Worldwide Information Technology Partner for the Olympic & Paralympic Games and operates under the brands Atos, Atos Syntel, Unify and Worldline. Atos is listed on the CAC40 Paris stock index.

Find out more about us

atos.net

atos.net/career

Let's start a discussion together



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