
Gender Pay Gap Report 2019



Trusted partner for your Digital Journey

Atos

Forewords

In our last Gender Pay Gap Report we revealed the strides Atos had made to increase the gender balance and diversity of our business. This included significantly increasing the number of female graduates recruited, at the same time as improving in the percentage of women progressing into senior roles within our business. Our progress to date has already won recognition from the 'Times' Top 50 Employers for Women list, which we were included in for the first time in 2019.

Over the last year we haven't allowed the pace of change at Atos to slow, instead we can point to further progress in increasing diversity and inclusion across our business. In 2019 41% of our graduate hires were women, up from 31% in 2017. Elsewhere, we continued our longer-term strategy of supporting women to progress into senior roles across the company, with 19% of our senior leaders now being women and we are aiming for this to be 30% by 2022. Our commitment to achieving this is demonstrated through mentoring opportunities, targeted learning programs, women's leadership development curriculums, and tech talks presented by inspiring women from inside and outside the business.

At Atos our progress over recent years has led us to become more ambitious about the type of business we want to be and we have in 2020 already achieved our ambition of 30% of the UK Board to be women. In support of our ambitions, we are aiming for gender parity in our recruitment applications and we are ensuring that all recruitment panels are gender diverse. We have continued to promote greater diversity through our diversity networks, including the AtosAspire gender network, which offers direct support to female employees across the business.

We recognise the challenges which our industry faces in becoming more reflective of the society in which we operate, as well as our responsibility to help drive changes in attitudes and beliefs more broadly. As a business we are 'giving back' and sharing our knowledge, skills and experiences externally, connecting our employees with local communities, schools, as well as our clients and suppliers.

Our focus remains on building a workforce that continues to excel and where everyone, regardless of gender, can fulfil their professional potential. The progress we have made over the last year shows how far we have come in making this ambition a reality.

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



Clay Van Doren
Chief Executive Officer,
UK & Ireland, Atos

A handwritten signature in black ink, appearing to be 'CVD' followed by a long horizontal stroke.



Nikki Kelly
SVP Public Sector & Defence
Northern Europe, Atos

A handwritten signature in black ink, appearing to be 'N Kelly'.

Here at Atos, we have a passion and determination to drive a culture whereby women can thrive and succeed.

We are immensely proud of our progress so far against our gender action plan, our success in driving up female representation into our graduate, apprentice and intern hiring, and the adoption of a long-term strategy that ensures we have a pipeline of future female leaders.

We still have much work to do, and for 2020 - 2022 we have a real dedicated focus on our senior workforce to ensure we deliver an improved gender balance there. We have revised our ambitions (25% to 30%) and developed a new, more aggressive action plan to challenge our culture and enable us to make change here. This is a plan which leaders across Atos are actively supporting through mentoring and wider collaboration.

With the support and commitment from the Executive Board, and the support from many of our employees, line managers and networks, I have every confidence we will continue to drive hard to achieve gender balance within Atos.



Cheryl Allen
HR Director - Transformation, Atos

Cheryl Allen

Overall summary

The gender pay gap calculation gives a snapshot of the gender balance within an organisation. It measures the difference between the average earnings of all male and female employees, regardless of their role or grade. This report covers binary genders and we are taking steps to capture data on trans and non-binary identities in order to support all of our employees regardless of gender identity.

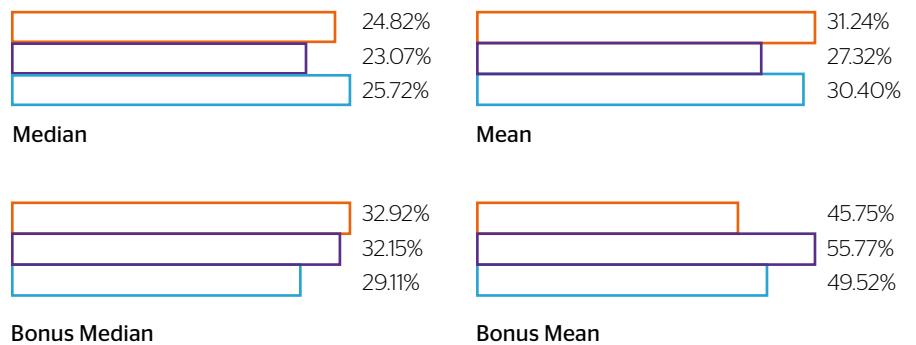
The gender pay gap is different to equal pay. Equal Pay focuses on ensuring men and women are paid the same for work of equal value, so does therefore account for role and grade. At Atos, we undertake analysis on equal pay and are satisfied that we meet our obligations here.

With regards to gender pay, and in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we have reported our position, as of April 2019 below. This is based on 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.



2017 —
2018 —
2019 —



Median and Mean Gender Pay Gap

	Atos IT Services UK	Atos Consulting	Atos BPS
Median	25.76%	31.34%	15%
Mean	30.33%	21.03%	29.12%

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



%		
Top Quartile	Atos IT Services UK: 79% Atos Consulting: 86% Atos BPS: 55%	Atos IT Services UK: 21% Atos Consulting: 14% Atos BPS: 45%
Upper Middle Quartile	Atos IT Services UK: 66% Atos Consulting: 83% Atos BPS: 42%	Atos IT Services UK: 34% Atos Consulting: 17% Atos BPS: 58%
Lower Middle Quartile	Atos IT Services UK: 40% Atos Consulting: 70% Atos BPS: 21%	Atos IT Services UK: 60% Atos Consulting: 30% Atos BPS: 79%
Lower Quartile	Atos IT Services UK: 50% Atos Consulting: 73% Atos BPS: 38%	Atos IT Services UK: 50% Atos Consulting: 27% Atos BPS: 62%

¹These figures are a snapshot taken on 5 April 2019, with the bonus data taken from the 12 months preceding that date.

Median and Mean Gender Bonus Gap

	Atos IT Services UK	Atos Consulting	Atos BPS
Median	24.87%	0.24%	13.55%
Mean	47.69%	27.84%	27.8%

Proportion of men and women receiving a bonus payment

	Atos IT Services UK	Atos Consulting	Atos BPS
	52%	77%	83%
	31%	69%	93%

Understanding our gap

To help us really understand our gender pay position and the factors that impact it, both positively and negatively, we have used data analytics to investigate our workforce and the detail of the pay elements.

In summary we have found the following key factors that have negatively impacted our gender pay gap during this period:

- More men than women are employed at Atos
- More men are in senior, sales and technical roles than women
- Our strategy on hiring future female talent (increase of females into graduate, intern and apprentice roles)
- Timing of bonus payments
- Diverse nature of our entities including healthcare where large proportion of females are
- Retention of women in junior/mid-level positions
- Women at junior levels and a number of men at senior levels have tuned in
- More men in senior roles which receive bonus, therefore more men receiving bonus payments, than women



Ambitions and achievements to date

The widening of our 2019 gender pay gap relates in part to our focus on building our pipeline of future female leaders. In the short term this investment has had a detrimental impact on our gender pay gap but this is a longer term plan which aims to address the gap.

Despite this, Atos has made progress in this area as part of our gender action plan.





Attraction and Recruitment

Ambition:

50% of our graduate hires to be women by 2022.

Achievements:

In line with our longer-term strategy of supporting females to progress into senior roles across the company, we have increased the number of females recruited into entry level roles.

		
2017		
Graduates	69%	31%
Interns	79%	21%
Apprentices	83%	17%
2018		
Graduates	60%	40%
Interns	65%	35%
Apprentices	76%	24%

This increase in female recruitment has been the result of:

- Revamping the 2018 Graduate, Intern and Apprentice website and brochures.
- Launching a specific recruitment campaign targeting female graduates.
- Investing in bespoke research relating to attracting female applicants.

In November 2018, we launched The Changing Face of Technology event to attract applications from university students from Black, Asian and Minority Ethnic backgrounds. This annual event provides students with the opportunity to learn more about technical opportunities and provides support with preparation for recruitment processes.

These activities and the support provided help to fuel a more diverse pool of applicants into Atos and the technology industry at large.





Retention and Progression

Ambition:

25% of our senior leaders to be women by 2022.

Achievements:

In 2018, 19% of Atos' senior leaders were women (an increase of 0.75% from 2017). Our UK&I Leadership network was reviewed and updated in order to reflect the diversity of our employees and is now based on recognition of leadership attributes and traits. Following this review, 40% of our leadership network are now women.

Our gender dynamics strategy includes supporting the progression of women in senior roles. All promotions follow a standard, transparent and evidence-based process with assessment panels including at least one female. In support of this strategy, the female sponsorship programme continued to support 67 mid-career women over 2018 and throughout 2019, a pilot female talent programme was held to develop female leaders.

We commissioned a job advert review to ensure that adverts were used gender neutral language and layouts. In association, training was provided to hiring managers including unconscious bias and the importance of gender balance in recruitment.

It is recognised that this is an area of development and we have subsequently revised our ambitions and plan to drive stronger progress. Our new ambition is for 30% of the UK Board and senior leaders to be female by 2022. The supporting action plan includes proactively targeting mid-level females, developing clear progression plans for senior women and educating line managers.



Culture and Inclusion

Ambition:

Atos to be a Times Top 50 Employer for Women by 2022.

Achievements:

Atos was named as a Times Top 50 Employer for Women in April 2019, three years ahead of our ambition which we are immensely proud of. In January 2019, the We are Atos programme was launched at the Atos Investor Day as part of our new global 3-year strategic plan. We are Atos is an employee experience programme in which Diversity and Inclusion is one of the five essentials streams.

We continue to promote diversity through our diversity networks which includes the AtosAspire gender network. The AtosAspire network exists to connect and support our employees on gender matters, whatever their background and wherever they are. It is also about driving, championing and enabling gender parity within Atos, celebrating diversity at work and the wider community – all part of our approach to support our people to be at their best and to have a great experience working here. In line with this, the AtosAspire network hosted our 2019 International Women's Day event to celebrate women's achievements and challenge bias. This included local events across various sites, guest speakers and a raffle to raise donations for a charity committed to gender equality.

Our AtosAspire network is co-led by an Executive woman (recognised in Computer Weekly's Most Influential Women in UK tech 2019) and currently has 1,186 members and 50 active champions. The network support and promote our commitment to delivering flexible working and advocates the progression of women at company-wide events e.g. senior leadership conference. Executive support facilitated our ambition to recognise talent and resulted in 14 women being shortlisted for Women in IT Excellence Awards, 3 for TechWomen100.



Accountability and Monitoring

Ambition:

Reduce gender pay gap year on year.

Achievements:

Within the UK business, we recognise the importance and growing need to focus on Diversity and Inclusion and in September 2018, we introduced a dedicated Diversity and Inclusion lead role. In addition to this, we recognise that our gender actions require a true step change in both culture and behaviours and therefore have also dedicated a programme manager with specific remit to drive our plans and progress in this space.

Our Gender Dynamics Programme has Executive level sponsorship, including a member of the board who is accountable for diversity. Six weekly Executive Steering Committees take place to monitor progression against our action plan.

We recognise the value of data analytics to inform our strategic direction. Annually we conduct a detailed analysis of gender equality to identify focus areas. Throughout the year, we monitor alignment against strategy during quarterly review meetings. Discussions focus on progress in our metrics including gender ratio, senior roles, hiring, promotion statistics.

Qualitative data also is important in providing insights and helps inform us of our priority focus areas. This data is captured through a variety of mechanisms including female focus groups, an annual engagement survey, sentiment analysis and we are currently piloting a 360-feedback tool for leaders.





Sharing Best Practice

Ambition:

Sharing learning and best practice with other organisations.

Achievements:

We work alongside several external organisations:



We are signatories of the charter and submit data for collation into their annual report



Investment in a campaign to target female graduates



Active role in mentoring and supporting ex-offenders to find employment



We attend networking/information events and also benefit from consulting services on internal policies and processes



Investment in bespoke research on attracting female student candidates



Partnerships to offer work experience placements

Within Atos, we invest in 'giving back' and sharing our knowledge, skills and experiences externally across a variety of stakeholders including the community, schools and higher education, clients and suppliers.

We hold events that connect our employees and external communities, to help drive change in attitudes and beliefs, some of which include:

- 2-day annual Diversity & Inclusion Expo – This annual event is for both internal and external attendees to promote diversity and share best practices. This is livestreamed across 25 countries and in 2019 generated over 16 million impressions on social media. Sessions over the two days included: diversity disruption in recruitment, driving inclusivity through supporting returners and Women in AI. This event brings together our people, clients and partners worldwide to learn and celebrate diversity.
- 200+ STEM Ambassadors support events at schools and universities such as recruitment fairs, teach interview skills and practical STEM activities such as coding clubs.
- Female colleagues lead cybersecurity workshops with 12-14-years old.



Worldline

Following the carve out of Worldline as a stand-alone company in payment services, a strategic Global Alliance between Atos and Worldline was formalised in May 2019. At the time of the relevant pay period of this report (April 2019), Worldline was still an entity within the Atos group and this is therefore a joint report. Worldline will produce their own report in 2021.



Overall Summary

Here are our Gender Pay Gap statistics. In line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 for Worldline IT Services UK Ltd.

Median and Mean Gender Pay Gap

	Worldline 2017	Worldline 2018	Worldline 2019
Median	21.16%	19.28%	19.68%
Mean	23.49%	20.83%	15.55%



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

%		
Top Quartile	80%	20%
Upper Middle Quartile	77%	23%
Lower Middle Quartile	73%	27%
Lower Quartile	62%	38%

Median and Mean Gender Bonus Gap

	Worldline 2017	Worldline 2018	Worldline 2019
Median	30.11%	29%	23.07%
Mean	32.58%	5.6%	44.8%

Proportion of men and women receiving a bonus payment

		
2017	61%	53%
2018	68%	55%
2019	66%	58%

¹These figures are a snapshot taken on 5 April 2019, with the bonus data taken from the 12 months preceding that date.



Lisa Coleman
Group Operational
Performance Director

In Worldline we are absolutely committed to supporting all of our people to have the opportunity to develop and meet their individual goals. This commitment starts at the very top of our organisation and that is why Worldline has made gender equity one of our key ambitions in our global Corporate Social Responsibility Plan.

We recognise we have more work to do, we are continuously reviewing our approach and are committed to being transparent on our data, using that data and the feedback of our people to drive our improvement plans.

Understanding our gap

Further analysis of our gap reveals the following considerations.

- Since 2017 we have reduced our mean pay gap by 79% and our median pay gap by 15%. We have successfully increased the number of women in senior positions and this has contributed to improvements. Whilst we have made progress, we acknowledge there is more to do.
- Analytics indicate that a challenge is to reduce the gap at mid-levels. Our long-term strategy includes hiring more women into entry level roles and supporting them to progress into mid and senior roles. In December 2019 we appointed a Head of Diversity and Inclusion as a member of our leadership team and we are putting plans in place to address this from 2020.
- Our mean bonus has increased by 39.2% since our last report. Small numbers and large outliers can affect the overall gap, and, in this case, they have.
- The median bonus gap has reduced by 5.93%. Median is less affected by outliers and is more aligned to numbers of people paid. 3% more women received a bonus, 2% less men and this has contributed towards the reduction.
- The bonus payment was paid in April 2018 and therefore it fell inside of the relevant pay period and was calculated within the 2018 statistics and report. Bonus payments were made in April 2019 and have therefore been factored into the relevant pay period for this report.

Addressing our gap

Worldline's global TRUST 2020 Corporate Social Responsibility (CSR) program in which the management team is strongly involved, presents a CSR roadmap and measurable commitments to sustainable development. Trust and sustainability are at the heart of everything we do, and we are proud that our business model is mapped to the United Nations Sustainable Development Goals (SDGs).

Goal 5: Achieve gender equality and empower all women and girls matters deeply to us, as does our internal Gender Equity Program. Goal 5 and all the SDGs cause us to push ourselves further toward our ambition: to be a great business that does good.

TRUST 2020 Gender Equity Program

Although the fields of IT and engineering have traditionally been dominated by men, 30.30% of Worldline's employees worldwide are women; in the UK, this is 27%. We constantly strive to improve this proportion. 45% of Worldline's Board Members are women and the percentage of women in Worldline's most senior positions worldwide is 18.52%.

Convinced that the right balance of men and women enables innovation, creativity and collaboration in each team, Worldline is committed to reducing the gap between the percentage of women in management positions and the percentage of women in the overall workforce. A dedicated Diversity Steering Committee is responsible for developing the actions necessary to achieve this objective. Our Gender Equity Program actions are structured around the following pillars:

- The "Women attraction" pillar provides specific levers to better recruit women into the payments services industry. Guidelines include ensuring that women and men are equally represented in all IT school partnerships, external events and corporate communications.
- The "Women development and promotion" pillars seek to promote, develop and retain women. Action includes ensuring that the CVs of both women and men are systematically considered for internal management positions, training to foster leadership by women and men, ensuring women are nominated for Talent programs and guaranteeing equal treatment with respect to people and salary reviews.
- The "Women retention" pillar focuses on improving retention of women through actions such as ensuring equal treatment.

Specific KPIs have been identified to measure the representation of women in management positions, retention, attraction and evolution as part of the Gender Equity Program. The evolution of these KPIs is monitored monthly by the Gender Diversity Steering Committee and shared quarterly with the Worldline Management Committee.

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 technology 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/careers

Let's start a discussion together



For more information, please contact:

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About Worldline

Worldline [Euronext: WLN] is the European leader in the payment and transactional services industry.

With innovation at the core of its DNA, Worldline's core offerings include pan-European and domestic Commercial Acquiring for physical or online businesses, secured payment transaction processing for banks and financial institutions, as well as transactional services in e-Ticketing and for local and central public agencies. Thanks to a presence in 30+ countries, Worldline is the payment partner of choice for merchants, banks, public transport operators, government agencies and industrial companies, delivering cutting-edge digital services.

Worldline's activities are organized around three axes: Merchant Services, Financial Services including equensWorldline and Mobility & e-Transactional Services.

Worldline employs circa 11,000 people worldwide, with 2018 pro forma revenue of 2.2 billion euros.

worldline.com