
Diversity Pay Gap Report 2020



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Atos

Foreword

Here at Atos, 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 know that our people are our most important asset. In the UK and Ireland, as well as globally, we have a passion and determination to create an environment in which difference and individuality is valued and celebrated, and where all employees have the opportunity to realise their full potential.

We understand the vital role of Diversity & Inclusion in contributing to our business success, bringing innovation and enhanced decision making to both our clients and employees. However most importantly, we recognise the real people benefits of promoting equal opportunities and we welcome the diversity of thought our people bring. Diversity & Inclusion are core values we promote throughout our organisation through our We are Atos programme.

Diversity & Inclusion is also a key area of focus for our Executive Leadership Team. We monitor our progress against our ambitions and action plans closely to support not only our drive for gender and ethnicity balance, but to truly foster inclusion in everything we do.

In order to support our drive for meaningful change, our Diversity Pay Gap Report includes details of both our Gender and Ethnicity Pay Gap for the first time.

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. Our consistent commitment to Diversity & Inclusion has led us to be recognised in several high-profile awards including being named as a Times Top 50 Employer for Women 2020 for the second year running, Stonewall's UK Top 100 Employers list for 2020, and Business In the Community's UK Best Employers for Race in 2018. We are also a proud member of the 30% Club demonstrating our commitment to gender diversity at board and senior management levels, and we are an early signatory of the Race at Work Charter.

We are eager to build on our progress to date, with ongoing work to grow and nurture our female and BAME talent through mentoring schemes and taking steps to deliver greater balance within our candidate selection processes, such as through our Changing Face of Technology event. Earlier this year we launched our new Diversity & Inclusion strategy and our Ethnicity Action Pledge, as well as hosting the fourth Atos Diversity & Inclusion Expo in September 2020.

We recognise more must be done and we remain focused on driving forward our long-term plan to create a diverse and inclusive workplace, where all employees have the opportunity to advance.

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



Clay Van Doren
Chief Executive Officer UK&I

A handwritten signature in black ink, appearing to read 'Clay'.



Cheryl Allen
HR Director Culture & Transformation

A handwritten signature in black ink, appearing to read 'Cheryl'.



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 calculation, which gives 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. This report covers binary genders and we are committed to continuing to take steps to capture data on trans and non-binary identities in order to support all our employees regardless of gender identity.

In this report we are pleased to also provide details of our ethnicity pay gap for the first time ahead of any government or industry requirement to do so. This is an area we have been working on for some time in order to drive change in our industry as well as in the UK overall. The ethnicity pay gap measures the difference between the average earnings of Black, Asian and Minority Ethnic (BAME) and white employees and is calculated using the same methodology as for the gender pay gap reporting.

For both gender and ethnicity, we have reported our position as of April 2020. Our position is based on the two relevant legal entities within Atos in the UK: Atos IT Services UK Ltd and Atos BPS Ltd. This is a change from our previous report as Atos Consulting Ltd is now part of Atos IT Services UK Ltd and Worldline IT Services UK Ltd is a standalone company.



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	25.72%	Bonus Median	39.75%
Pay Mean	32.01%	Bonus Mean	59.20%

Mean and Median Gender Pay Gap

	Atos IT Services UK	Atos BPS
Median	28.08%	5.03%
Mean	31.53%	14.56%

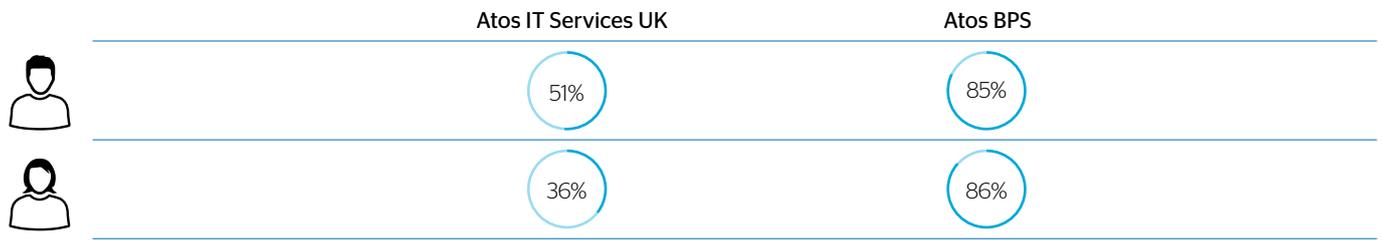
Pay Quartiles - Proportion of men and women in each quartile pay band

%		
Top Quartile	Atos IT Services: 80% Atos BPS: 49%	Atos IT Services: 20% Atos BPS: 51%
Upper Middle Quartile	Atos IT Services: 67% Atos BPS: 45%	Atos IT Services: 33% Atos BPS: 55%
Lower Middle Quartile	Atos IT Services: 39% Atos BPS: 35%	Atos IT Services: 61% Atos BPS: 65%
Lower Quartile	Atos IT Services: 48% Atos BPS: 44%	Atos IT Services: 52% Atos BPS: 56%

Mean and Median Gender Bonus Gap

	Atos IT Services UK	Atos BPS
Median	34.04%	17.15%
Mean	54.09%	35.49%

Proportion of men and women receiving a bonus payment



Understanding our gap

We have conducted a detailed review of our gender pay position to ensure we fully understand our gap and take appropriate action to drive gender balance.

Our aggregated statistics show that our mean gender pay gap has increased. Our median pay gap has stayed the same. Our mean and median bonus gaps have also increased since our last report.

In order to truly understand our gap, it is important to highlight the diverse nature of our organisation with **the combination of two very different businesses** within the Atos IT Services legal entity: a Technology business and a Business Transformation Services (BTS) business.

Our Technology business has a higher number of senior males, whereas Business Transformation Services (BTS) includes a healthcare business, which naturally 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.

Both have made continued year on year improvements towards gender balance.

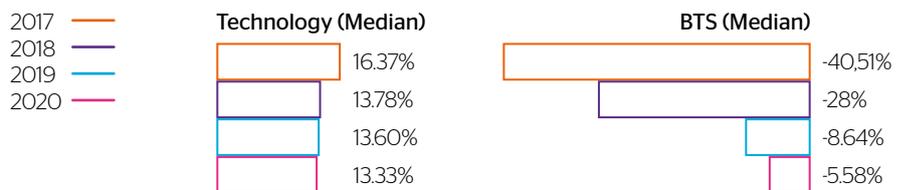
As a **Technology Business**, our gender pay gap is:

Median	13.33%
Mean	14.91%

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

Median	-5.58%
Mean	6.82%

The graphs below illustrate the progress we are making in driving gender balance:



The following contributory factors have also impacted this year's gap:

- Our long-term strategy to build a pipeline of talent which has seen us further invest and hire more junior female talent into the organisation. It will take time to see the impact of this infiltrate through the levels of our business
- A higher number of men are in senior, sales and technical roles than women, resulting in more men also receiving a bonus payment
- Recent organisational changes including the consolidation of Atos Consulting into Atos IT Services which led to an increase in males in senior roles, and TUPE transitions which resulted in 204 males in junior-to-mid level roles leaving the business
- Our enhanced flexible and family friendly policies have had high female take up
- The timing of bonus payments



Ethnicity Pay Gap

The ethnicity statistics provide an aggregated view for all Atos UK entities and are based on a 70.66% ethnicity disclosure rate. On this basis and in order to ensure our reporting is as accurate and meaningful as possible, we have not included employees whose ethnicity has not been declared. We have also not provided a specific breakdown of our pay gap for the Atos IT Services and Atos BPS Ltd legal entities. Increasing our declaration rate is a key focus area we are working hard to address.

Aggregated

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

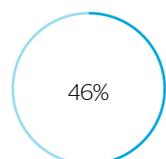
White refers to White British, White Irish and Other White Background.

Pay Median	-5.82%	Bonus Median	27.97%
Pay Mean	6.41%	Bonus Mean	51.49%

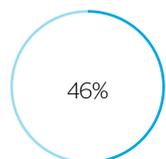
Pay Quartiles - Proportion of BAME and White employees in each quartile pay band

%	BAME	White
Top Quartile	14%	86%
Upper Middle Quartile	17%	83%
Lower Middle Quartile	13%	87%
Lower Quartile	14%	86%

Proportion of BAME and White Employees receiving a bonus payment



BAME



White

Ethnicity Pay Gap - Understanding our gap

Our ethnicity disclosure rate limits our ability to provide a complete analysis of our ethnicity pay and bonus gaps however based on the data available, the following factors impact our position:

- A higher number of White employees in senior level positions
- Comparable proportion of BAME and White employees receiving a bonus, meaning our bonus gap is linked to having fewer BAME employees in these senior roles

“This year we have placed a huge focus on increasing our ethnicity declaration. We’ve run targeted communication campaigns explaining the reasons employees should declare their own ethnicity. We’ve used mixed media ranging from videos, live management calls, emails communications and articles in newsletters to reach all our employees and have seen a 10% increase in declaration from this time last year.”



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.

In 2020 we launched our UK&I Diversity & Inclusion strategy, which has supported our work for over a year. We are also proud to have launched our Ethnicity Action Pledge from our Executive Leadership to support our BAME colleagues and drive the change we need. Further information on our Diversity & Inclusion strategy can be found on our [website](#).

We have a Gender Balance action plan as well as our newly launched Ethnicity pledge and we track and monitor progress against these closely. We are proud of the positive steps we are making in both of these plans.



Attraction & Recruitment

Targeted action has resulted in a sustained increase in the number of females into both entry level and senior roles and we continue to drive balance into our selection processes.

Our annual Changing Face of Technology event attracts applications from university students from BAME backgrounds, fuelling a more diverse pool of applicants into Atos and the wider technology industry.



Progression and Promotion

Building on our long-term strategy to attract diverse talent into entry level roles, we ensure we take a holistic approach in creating a culture where our female and BAME employees can thrive and be supported in their career progression into senior level roles. This includes increasing diversity in our talent pools, targeted succession planning, diverse and inclusive talent programmes, and career coaching.

We have increased the number of women in senior roles and are proud to have become a member of the 30% Club in 2020, demonstrating our commitment to increasing gender diversity at board and senior management levels.

“As a global leader in our industry, it is essential that Atos employs a workforce that reflects society and our customers. Tremendous effort across our business has been put in to ensuring we become a fully diverse and inclusive workplace where employees feel included and they can perform at their best and add value.

A crucial part of this is our long-term strategy of supporting women to progress into senior roles across the company, with 30% of our Executive Board and 20% of our senior leaders now being women. Going forward we intend to build on this progress through mentoring and wider collaboration, aiming for women to make up 30% of our senior leaders by 2022.”



Nikki Kelly

Senior Vice President, Public Sector & Defence Northern Europe





Culture and Inclusion

We ensure our workplace is inclusive for all employees. Differences are celebrated through our We are Atos employee experience programme and with the support of our Diversity Networks. Our consistent focus on Diversity & Inclusion has led to us being recognised in several high-profile awards including:

- Times Top 50 Employer for Women in 2020 again
- Ranked #40 in the Stonewall UK Top 100 Employers list for 2020 again
- UK Best Employers for Race - Business in the Community 2018
- Early signatory of Race at Work Charter
- Gold accredited for Armed Forces Covenant
- Disability Confident Employer

“At Atos we recognise the value of a multicultural workforce and we appreciate and welcome the diverse skills, talents and experiences it brings. As the Executive Sponsor of the Atos multi-cultural Together Network, I’m proud of the work we have done to ensure that every single employee, regardless of their cultural background or beliefs, can thrive. Going forward our challenge is to build on the progress we have already made and continue to cultivate a community that enables everyone to be themselves and empowers them to perform with confidence.”



Kulveer Ranger
Senior Vice President, Strategy and Communications UK&I



Accountability and Monitoring

As shown throughout this report, we remain dedicated to delivering on our diversity action plans and Ethnicity Action Pledge to reduce our gender and ethnicity pay gaps and ensure our workplace is inclusive at every level of the organisation. We use data analytics to shape our strategy and take targeted action to drive positive change. We carefully monitor our progress and have a dedicated Diversity & Inclusion Lead who works closely with our Executive Sponsors, senior leaders and diversity networks, including our multicultural Together network, to ensure Diversity & Inclusion is embedded across all areas of the organisation and all areas of the employee lifecycle.



Sharing Best Practice

Our global Diversity & Inclusion strategy and UK Gender programmes are not just internal facing. We focus on community engagement and support driving a diverse skills pipeline in the technology industry. As a STEM organisation, we work alongside schools and higher education establishments to promote careers in technology, and we also work closely with industry bodies, such as Tech UK and CBI to share best practice and identify new ideas and innovation in this area. We are passionate about promoting the value of Diversity & Inclusion through events such as our annual Diversity & Inclusion Expo which brings together our people, clients and partners worldwide to learn from each other and celebrate diversity.



About Atos

Atos is a global leader in digital transformation with 110,000 employees and annual revenue of € 12 billion.

European number one in cybersecurity, cloud and high performance computing, the group provides tailored end-to-end solutions for all industries in 73 countries. A pioneer in decarbonization services and products, Atos is committed to a secure and decarbonized digital for its clients. Atos operates under the brands Atos and Atos|Syntel. 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/careers

Let's start a discussion together



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