

Diversity Pay Gap Report 2022 (UK)

Atos UK



Atos

Foreword

Diversity, Equity & Inclusion is the foundation of our business at Atos. Our ongoing aim is to be a welcoming, diverse, and moral employer of choice and to provide employees with the greatest possible working environment.

We know that our employees are our most valuable asset and key to the success of our company. Their individuality, broad expertise, and natural talent are unique assets that support our innovation, sustainability, and dynamic delivery. Beyond that, we sincerely want our employees to thrive, and we are passionate and committed to fostering an inclusive culture that values diversity and inspires authenticity.

Our Diversity, Equity & Inclusion goals are a key priority for our Executive Leadership Team and championed at all levels of our organisation. Through our employee experience programme, we are focused on making Atos a place where colleagues feel they belong. Alongside this, our UK 'We Are Allies' programme and award-winning diversity networks remain the cornerstone in supporting every individual in Atos, in the spirit of togetherness.

We are proud to have sustained progress with our Diversity, Equity & Inclusion ambitions in an increasingly challenging external socio-economic environment. We have maintained sharp 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 Diversity, Equity & 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 delighted to have colleagues recognised in the Tech Women 100 awards in 2022. We have also been recognised as a Times Top 50 Employer for Women for the fourth year running.

In this report, we demonstrate the progress we have made in some key areas to drive gender and ethnicity balance throughout our organisation. Our ethnicity declaration rates of 83%, help us to have a more detailed understanding of our ethnicity pay gap, enabling 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 understand more must be done and we have areas of improvement. We remain dedicated to advancing our long-term strategy to establish an inclusive and welcoming workplace where every person may feel encouraged and have the opportunity to flourish.

"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.

As part of our Ethnicity Action pledge and dedication to equity, we are voluntarily disclosing our ethnicity pay gap in our report for the third year in a row. The pay gap is calculated using the same methodology as the gender pay gap reporting and represents the difference in average earnings between our employees who identify as members of ethnic minorities (Black, Asian, and other ethnicities) and White colleagues (White British, White Irish, and other white backgrounds).

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

For both gender and ethnicity, we have reported our position as of 5th April 2022. Our position is based on the two relevant legal entities within Atos in the UK: Atos IT Services Ltd and Atos BPS Ltd.



Gender Pay Gap 2022

Aggregated

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

| | | |
|--------------|--------|--|
| Pay Median | 26.50% | |
| Pay Mean | 30.89% | |
| Bonus Median | 61.78% | |
| Bonus Mean | 57.68% | |

Mean and Median Gender Pay Gap

| | Atos IT Services Ltd | Atos BPS |
|--------|----------------------|----------|
| Median | 29.40% | 8.96% |
| Mean | 31.24% | 14.51% |

Proportion of men and women in each quartile pay band

| | Men | Women |
|-------------------------------|---------------|---------------|
| Top Quartile Atos IT | 77.84% | 22.16% |
| Top Quartile Atos BPS | 61.45% | 38.55% |
| Upper Middle Quartile Atos IT | 59.30% | 40.70% |
| Upper Middle Atos BPS | 52.05% | 47.95% |
| Lower Middle Atos IT | 32.61% | 67.39% |
| Lower Middle Atos BPS | 46.99% | 53.01% |
| Lower Quartile Atos IT | 47.58% | 52.42% |
| Lower Quartile Atos BPS | 39.74% | 60.26% |

Mean and Median Gender Bonus Gap

| | Atos IT Services Ltd | Atos BPS |
|--------|----------------------|----------|
| Median | 39.22% | 16.99% |
| Mean | 51.83% | 44.47% |

Percentage of men and women receiving a bonus payment

| | Atos IT Services Ltd | Atos BPS |
|-------|----------------------|----------|
| Men | 52.11% | 82.98% |
| Women | 32.13% | 88.85% |

Understanding our gap

We have thoroughly examined our gender pay gap using data analytics to provide a clear set of insights which guide our actions to promote gender balance.

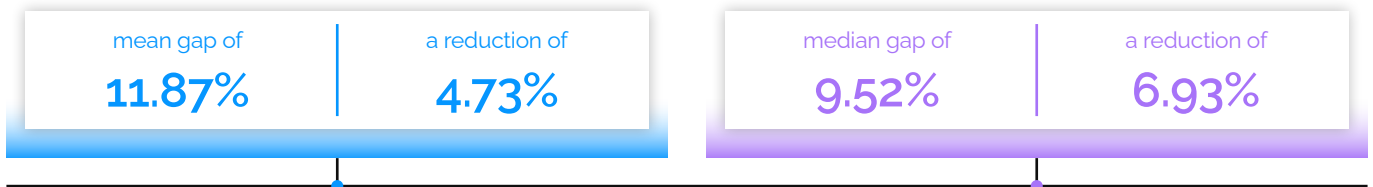
In order to fully comprehend our gap, it is also pertinent to emphasise the diversity of our Atos IT Services organisation, which combines two very distinct business models and headcount structures under this legal entity: **a technology enterprise and non-regulated business process outsourcing partnerships.**

Atos IT Services

Whilst our Atos IT services organisation as a whole has seen slight increases in Mean and Median, our analysis shows a year-on-year improvement in the pay gap at senior levels due to a commitment to fair and balanced pay offers at recruitment stage. This is a positive step in the right direction, but we recognise we need to continually raise the bar with our action plans to drive this forward.

Under the Technology enterprise area of our Atos IT services organisation, we were pleased to see good progress with a reduction in our gender pay gap.

Our Technology enterprise reported the below results:



This is positive considering Technology is a male-dominated industry.

In contrast, our non-regulated Business Process Outsourcing arm has a healthcare division that employs a large number of female mid-level practitioners and offers standardised pay scales. So, it's crucial to evaluate each of these companies separately. The pay gap in this area has been impacted this year due to an increased recruitment drive of female practitioners.

Atos BPS

We are happy to report our Atos BPS regulated legal entity shows a 6.38% reduction in gender pay gap, with our median improving by 1% due to more balanced pay between male and female colleagues in this area. These reductions demonstrate our commitment to equitable change.

The following contributing variables influence our gender pay gap:

- We saw a widening of the pay gap in junior levels due to attrition with an improvement in more senior levels due to a focus on increased senior female hiring.
- Attrition and the demand for specialised expertise that taps into a legacy male-dominated market for hiring. This is an important issue on which we are actively seeking to address over the long term by concentrating on growing and developing our internal female talent pipeline. It will take time to see the impact of this infiltrate throughout our business.

We promote flexibility to support our employees, and many women have embraced our more flexible and family-friendly policies which are reviewed regularly with an intersectional lens. We exclude any employees from our pay gap calculations who are not receiving their full basic pay on the snapshot date in accordance with gender pay reporting rules.

Ethnicity Pay Gap

Aggregated

Our aggregated ethnicity pay gap figures are based on the sum of our two legal entities, Atos IT Services Ltd and Atos BPS Ltd. We are happy to report that 83% of our colleagues in these entities have declared their ethnicity as of April 2022. In this year's report, we have a more transparent view due to the steadiness of our declaration rate. We began reporting on the ethnicity pay gap in 2020, for the first time we have provided more detail on Black, Asian, and Ethnic Minority (BAME) groups by Mean and Median.

Ethnicity Pay Gap

Black, Asian and Ethnic Minority Aggregated Atos IT & Atos BPS

| | | |
|--------------|---------|--|
| Pay Median | -10.47% | |
| Pay Mean | -5.13% | |
| Bonus Median | -2.10% | |
| Bonus Mean | 28.02% | |

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

Black, Asian and Ethnic Minority Mean and Median Pay Gap (Not Aggregated)

| | Atos IT | Atos BPS |
|--------|---------|----------|
| Mean | -2.53% | -4.35% |
| Median | -7.74% | 8.92% |

Black, Asian and Ethnic Minority Detailed Mean and Median Pay Gap

| | Atos IT | Atos BPS |
|------------------------|---------|----------|
| Asian Mean | -8.75% | -19.01% |
| Asian Median | -16.68% | 0.70% |
| Black Mean | 12.81% | 15.58% |
| Black Median | -2.89% | 8.92% |
| Ethnic Minority Mean | 4.48% | 27.16% |
| Ethnic Minority Median | 1.74% | 18.25% |

Black, Asian and Ethnic Minority Atos IT & Atos BPS Quartile detail

| | BAME | White |
|-------------------------------|--------|--------|
| Top Quartile Atos IT | 18.27% | 81.73% |
| Top Quartile Atos BPS | 11.94% | 88.06% |
| Upper Middle Quartile Atos IT | 19.18% | 80.82% |
| Upper Middle Atos BPS | 2.63% | 97.37% |
| Lower Middle Atos IT | 12.46% | 87.54% |
| Lower Middle Atos BPS | 1.96% | 98.04% |
| Lower Quartile Atos IT | 15.87% | 84.13% |
| Lower Quartile Atos BPS | 6.84% | 93.16% |

Black, Asian and Ethnic Minority Mean and Median Bonus Gap

| | Atos IT Services | Atos BPS |
|------------------|-------------------------|-----------------|
| Median Bonus Gap | 7.15% | 26.06% |
| Mean Bonus Gap | 36.24% | 24.09% |

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

| | Atos IT Services UK | Atos BPS |
|-----------------|----------------------------|-----------------|
| Ethnic Minority | 41.27% | 62.16% |
| White | 44.46% | 85.42% |

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



Understanding our gap

We are pleased to share that the aggregated data indicates an improvement in the ethnicity pay for the second year in a row. Our median and mean bonus gap are both reduced. We will keep striving for parity in this area. In summary, the following factors continue to contribute to our position:

- A 9% year on year improvement of our Asian ethnicity pay gap
- Aggregated Black pay median gap has improved by 1% year on year
- Increased declaration compared to previous years now shows a more balanced view
- Both mean and median now shows in favour of BAME colleagues.

We are still seeing a significant difference in pay gap for our black colleagues due to lower volumes of incumbents especially at senior levels. The incremental reduction of the pay gap for our Black colleagues is a central area of focus for our executive leadership team. Our disclosure rates provide us with a better understanding of the racial pay gap and enable us to take targeted action to ultimately eliminate it. At its core are initiatives to encourage more diversity in our leadership team, including targeted programmes like external leadership and accelerators to increase Black participation at top levels, in particular for Black women.

We endorse the CBI's Change the Race Ratio campaign because it supports our efforts to encourage more ethnic diversity inside our organisation and externally by attracting a more diverse applicant pool.

We have several Business initiatives, many supported by our multicultural employee network – the 'Together network': -

- Strategic partnerships with our tech partners on cultural events that bring a sense of belonging. E.g., Windrush, Black History Month and Diwali
- Flagship events such as Changing Face of Technology that attract the next racially diverse generation into the world of technology
- Achieved the 'Investing in Ethnicity' Advance employer status of their Maturity Matrix celebrating and showcasing our colleagues from Ethnic Minority backgrounds
- Achieved our latest business Diversity, Equity, and Inclusion ambition - 12% of colleagues from ethnic minority backgrounds
- The 'Empower' leadership programme to providing support and sponsorship for colleagues advancing through the organisation

We have seen positive movement within our pay gap report. We continue to develop HR Analytics to monitor our data and maintain transparency. Since the Atos Diversity and Inclusion strategy was launched in June 2020, we have been taking positive action by setting ambitions and driving tangible initiatives to impact real change. Our Atos leadership team are fully committed to our internal programmes and supporting initiatives such as Change the Race Ratio, as well as advocating Industry awards. Although, progress has been made in some areas, we recognise there is more to be done and remain dedicated to advancing Diversity, Equity, and Inclusion at Atos

Dawn Osbourne

Head of Diversity, Equity and Inclusion, Northern Europe



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, Equity & Inclusion in everything we do.

We are pleased with the strides we have made towards making our workplace inclusive for all our employees since announcing our UK&I Diversity, Equity & Inclusion strategy in June 2020. Our consistent focus on the agenda has led to us being recognised in high-profile awards including:

-Times Top 50 Employer for Women 2022 for the 4th year running, recognising our actions in areas such as recruitment, retention and progression, inclusivity of culture and measures for monitoring and accountability.

Our below internal initiatives support equality and equity for our colleagues:

- Global award-winning future women executives' programme has increased participation from UK females in the last 12 months, including mentoring and learning opportunities
- Annual pay awards are based on individual performance ratings (moderated by Leadership teams & HR to prevent gender bias)
- Appraisal analysis to pinpoint any patterns in lower appraisal grades for women and Black, Asian and minority ethnic employees
- Pay awards for promotions take employees to the lower quartile of the new level as a minimum, reducing any gaps in pay
- Menopause friendly accreditation in 2022 and complementary sanitary products in our flagship office

A portrait of Sue De Wit, Chief Operating Officer of Atos Northern Europe. She has blonde hair and is wearing a dark jacket. The background is a light blue gradient with a large blue circular graphic element behind her.

"Last year we have focused on supporting all of our employees to get through these extraordinary times. Notwithstanding the difficulties, I'm happy to see that colleagues across the Atos network have kept moving towards our Diversity, Equity, and Inclusion goals. We externally benchmark our progress through awards such as The Times Top 50 Employer for Women which we achieved for the fourth year in a row, and our ongoing memberships with the 30% club and [Tech Talent Charter](#). We know that more work needs to be done and that there are challenges ahead. We remain committed to moving on with our long-term plan to create a more equitable workplace for all."

Sue De Wit

Chief Operating Officer, Atos Northern Europe

Action plan

Under the banner of our Diversity, Equity & Inclusion strategy, we continue to advance our gender and ethnicity goals. To address our pay gap, we are committed to the following critical areas. Our employee networks, with Executive sponsors, form our Diversity steering committee, who work collaboratively in recognition of intersectionality and joint initiatives to support all women and ethnic minority colleagues across the business. Our Allies programme facilitates DEI learning across all groups.

Employee lifecycle (Attraction, Recruitment, Development & Retention)

Our ambition is to establish a diverse and dynamic workplace, our goal is to attract, hire, develop and retain unique individuals from various backgrounds. We support underrepresented groups in our workplace, especially those that have historically been marginalised in the technology industry.

Key actions include:

- Setting targets for increased representation at all levels to ensure diversity and maintain our continued membership of the 30% club and Tech Talent Charter, 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, and governance at most senior level to have focused diversity lens. Inclusive hiring practices at the highest level and ensure we hold ourselves accountable.
- Our flagship event called "Changing Face of Technology," is geared towards female students from Black, Asian, and other ethnic minority backgrounds. This programme, together with the collaboration of Atos colleagues, contributes to a more diversified recruitment pipeline for both Atos and the larger technology sector.

Inclusive Leadership

We are dedicated to taking positive action to address disparities in career advancement by giving women and colleagues who identify as Black, Asian, or from another minority ethnic group the chance to receive sponsorship from senior leaders and take part in specialised mentoring, coaching, and leadership programmes.

Key actions include:

- Championing inclusive leadership through 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. Specifically in the areas of Diversity, Equity & Inclusion, and unconscious bias.
- Continually promoting our Diversity, Equity & Inclusion approach and tone from the top on our executive led all employee briefings to ensure all colleagues and managers are aware of its importance and significance to the organisation.
- Embedding Diversity, Equity & Inclusion participation targets in all development and talent programmes focused on our future leaders.

Role models and supporters

One of our objectives is to expand diversity in the technology industry. We will accomplish this through our own attraction and recruitment efforts as well as by assisting and training our partners and suppliers in fostering an inclusive culture within their own businesses.

Key actions include:

- Collaborating with our clients to host our annual Diversity, Equity & Inclusion summit, which brings thought leadership to transform our industry.
- Providing a positive and inclusive culture that attracts and retains talent from all backgrounds, ensuring they are supported and able to progress. This is championed by our Diversity, Equity & Inclusion networks, social value team and supported by the implementation of extensive family friendly policies and benefits.
- Through the We Are Allies programme, the Diversity, Equity & Inclusion pledge and training, opportunities to become a diversity mentor or mentee, and support for our employee networks, we are able to ignite our people in our effort to bring about change.

Monitoring and Analytics

This crucial component of our plan enables us to set goals, evaluate our performance, and hold ourselves accountable. Our internal push to raise the disclosure of attributes will continue as we seek to better understand the diversity of our staff and promote improvement.

Key actions include:

- Developing our HR Analytics to track and analyse our diversity data, provide important insights, and pinpoint areas for improvement.
- Making business leaders accountable for Diversity, Equity & 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 ensure we have a clear measure of success.

These initiatives are an important component of our long-term strategy to promote equality throughout our company. Although it is still early and the necessary change will take time to implement, we are committed to ensuring that we provide a welcoming, diverse, and inclusive environment for all of our employees.

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



About Atos

Atos is a global leader in digital transformation with 111,000 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), listed on Euronext Paris.

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Let's start a discussion together



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