

Did you know?

Survey of LGBT+ people in multiple industries across 15 countries revealed:

41%

of 18-25 year olds went back into the closet when they started their first job*

3/4

of people who identify as LGBT+** have hidden their sexual orientation or gender identity at least once a week

More than 1/2

were not out before they feared discrimination

1 in 5

say that being open about their sexual orientation or gender identity is the hardest thing they have ever done

* Despite being out in their personal life, or at school, college or university.
** Lesbian, gay, bi, trans and other identities.

[External survey of 3,278 LGBT+ people in more than 15 countries commissioned by Vodafone from Out Now, June 2018]

The AtosPride network has over 900 members in 27 different countries around the world.

The key focus areas for the network are:

Policies and Monitoring	Attraction & Recruitment	Talent & Retention	Induction & Training
Events & Communication	Allies/Employee Engagement	Role Models	Senior Leadership
Procurement and Partners	Community Engagement	Clients	Global

AtosPride is there to support employees and managers across Atos.

We have a blueKiwi space:

AtosPride: LGBT and Friends Network

There are resources for staff and managers, a glossary of terms, profiles of LGBT Atos staff and Allies, monthly newsletters and quarterly webinars.

About Atos

Atos is a global leader in digital transformation with approximately 100,000 employees in 73 countries and annual revenue of around € 12 billion. European number one in Big Data, Cybersecurity, High Performance Computing and Digital Workplace, the Group provides Cloud services, Infrastructure & Data Management, Business & Platform solutions, as well as transactional services through Worldline, the European leader in the payment industry. With its cutting-edge technologies, digital expertise and industry knowledge, Atos supports the digital transformation of its clients across various business sectors: Defense, Financial Services, Health, Manufacturing, Media, Energy & Utilities, Public sector, Retail, Telecommunications and Transportation. The Group is the Worldwide Information Technology Partner for the Olympic & Paralympic Games and operates under the brands Atos, Atos Consulting, Atos Worldgrid, Bull, Canopy, Unify and Worldline. Atos SE (Societas Europaea) is listed on the CAC40 Paris stock index.

Find out more about us
atos.net
ascent.atos.net

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AtosPride The LGBT+ network

Empowering people to bring their whole selves to work.

The Atos Employee Network for LGBT+ people and their allies.

People perform better when they can be themselves.

Atos

Trusted partner for your Digital Journey

Here's how you can be an ally:

- When you have new starters, tell them about AtosPride and that it's open to anyone who believes the workplace should be diverse and inclusive regardless of sexual orientation or gender identity.
- Stand up to bullying, homophobic, transphobic or sexist language in the workplace.
- Be visible - include an AtosPride or Stonewall logo in your email signature, or find another way to show you are an ally.
- Mention AtosPride in a team meeting.
- Read and share our monthly newsletters.
- Join our quarterly AtosPride webinars.



AtosPride aims to help LGBT+ employees be confident to bring their whole selves to work

Some of the things we have done to support this are:

- Gender Transition policy - providing support to Trans employees, their line managers & HR.
- Communicating that our policies are inclusive of everyone, regardless of gender identity or sexual orientation.
- Ensuring our dress code is gender neutral.
- Having visible LGBT role models.
- Establishing our allies initiative.
- Working with clients and suppliers to share best practice and progress LGBT inclusion.
- Launching a LGBT+ International Working (A HR Guide).
- Delivering Unconscious Bias training.



AtosPride Executive Sponsor and SVP, Business Transformation Services (BTS), UK&I, David Haley said:

"As a business we are fully committed to sexual orientation and gender identity equality, actively promoting the AtosPride network to our people to get involved across the globe."

AtosPride Aims

Act as a source of advice for employees on LGBT policy or issues in the workplace

Support collaboration within Atos, and with partners and clients

Provide strategic advice to the organisation on the issues affecting LGBT employees

Promote Atos as an LGBT friendly and inclusive business

Helps us attract, develop and retain talent

And ultimately positively impact both business performance and individual performance

