

Diversity Pay Gap Report 2024 (UK)

# Atos UK: Diversity Pay Gap Report 2024



**Atos**

# Foreword

As part of our continued commitment to transparency and fostering an inclusive workplace, we are pleased to share the 2024 Gender and Ethnicity Pay Gap report. As we navigate the dynamic landscape of the IT industry and undergo significant organisational change, Atos Group UK acknowledges the responsibility to recognise our progress and address the work still to be done.

Against a backdrop of Global unrest around the topic, Diversity, Equity, Inclusion and Belonging remain central to our mission. We continue to be dedicated in creating a company known for its inclusive and ethical practices, making us a preferred employer, and offering our employees an empowering workplace experience.

In 2022, we embarked on a significant organisational transformation and potential separation, which has resulted in a change to the legal entity structure of the UK business. For the first time, we will be reporting on our Eviden Technology Services Ltd entity, which was created at the end of 2022. Amid this major transition, we stay focused on gender and ethnic minority equity by ensuring our Diversity, Equity and Inclusion goals are a key priority for the Executive Leadership Team and throughout our organisation, as well as implementing fair processes and striving to make our UK business, regardless of business segment, a place where our colleagues feel they belong.

We are proud of our ongoing progress toward achieving our Diversity, Equity and Inclusion objectives, which reflect our commitment to adapt and innovate. Fundamental to our successes are our diversity networks and communities, who continue to challenge thinking around policy and procedures and foster unity within our teams.

Looking back over the past 12 months, we celebrate the achievements of our colleagues recognised in the 2024 Tech Women 100 awards and Women in Tech Excellence awards. This commitment is further affirmed by prestigious accolades, including recognition as being a Top 10 Employer with Investing in Ethnicity and retaining our 'Leader' status for the Disability Confident Scheme. This recognition highlights our commitment to being a disability-inclusive employer and recognises intersectionality as a key component of our approach to driving an equitable work environment.

Our efforts to advance gender diversity in leadership roles are demonstrated by our membership in the 30% Club. We are accredited as a Menopause Friendly employer, a signatory of the Wellbeing for Women Menopause Workplace Pledge and long-term signatories of the Race at Work charter. Our support for initiatives like Change the Race Ratio and progress on our Ethnicity Action Pledge highlight our commitment to driving positive change in the DE&I domain.

This report highlights our strategy to promote gender and ethnicity balance across our organisation. With an ethnicity declaration rate of 85%, we gain valuable insights into the ethnicity pay gap, allowing us to implement targeted actions where needed. Our continuous initiatives foster and champion talent among females and individuals from Black, Asian, and Ethnic Minority backgrounds through an inclusive recruitment process, mentoring, and leadership development programmes.

As we present the insights into our gender and ethnicity pay gaps, we recognise that our journey toward equality is ongoing. The challenges we face today inspire the solutions we seek for tomorrow.

I confirm that the information in this report is accurate.



**Clay Van Doren**  
Chief Executive Officer,  
Northern Europe & Asia Pacific



**Kat Hopkins**  
Head of HR,  
UK&I

# Diversity Pay Gap - Overall Summary

As with previous Gender Pay Gap reports and the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, this document provides our gender pay gap calculations, offering a detailed snapshot of gender distribution within our organisation. The calculation assesses the difference in average earnings between all male and female employees, regardless of their roles or grades.

Based on our commitment to transparency and equity and part of our Ethnicity Action Pledge, we are also voluntarily disclosing our ethnicity pay gap for the fourth consecutive year. The methodology used mirrors that of gender pay gap reporting and highlights the variance in average earnings between employees identifying as ethnic minorities (Black, Asian, and other ethnicities) and their White colleagues (White British, White Irish, and other white backgrounds).

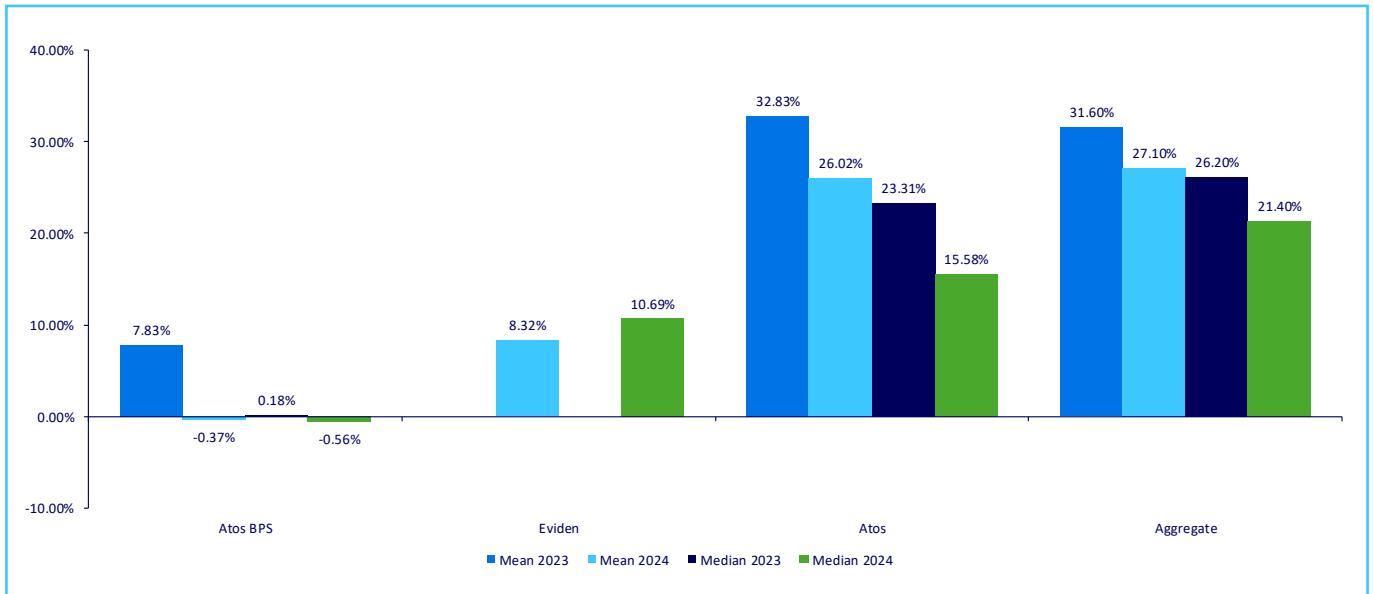
To ensure accurate and meaningful reporting, we exclude employees who have not declared their ethnicity from our calculations. For both gender and ethnicity, the data reflects our position as of April 5, 2024, based on the three relevant legal entities within Atos Group in the UK: Atos IT Services Ltd, Eviden Technology Services Ltd and Atos BPS Ltd.



# Gender Pay Gap

2024			
Aggregated			
Gender Pay Gap statistics aggregated across our three relevant legal entities: Atos IT Services UK Ltd, Eviden Technology Services Ltd and Atos BPS Ltd.			
Pay Median	21.41%		
Pay Mean	27.11%		
Bonus Median	48.81%		
Bonus Mean	50.08%		
Mean and Median Gender Pay Gap			
	Atos IT Services	Atos BPS	Eviden
Median	15.58%	-0.56%	10.69%
Mean	26.02%	0.37%	8.32%
Proportion of men and women in each quartile pay band			
	Men	Women	
Top Quartile Atos IT Services	66.93%	33.07%	
Top Quartile Atos BPS	43.31%	56.69%	
Top Quartile Eviden	79.00%	21.00%	
Upper Middle Quartile Atos IT Services	25.64%	74.36%	
Upper Middle Quartile Atos BPS	40.48%	59.52%	
Upper Middle Quartile Eviden	74.54%	25.46%	
Lower Middle Atos IT Services	21.99%	78.01%	
Lower Middle Atos BPS	43.65%	56.35%	
Lower Middle Atos Eviden	71.65%	28.35%	
Lower Quartile Atos IT Services	40.53%	59.47%	
Lower Quartile Atos BPS	41.73%	58.27%	
Lower Quartile Eviden	71.99%	28.01%	

Mean and Median Gender Bonus Gap			
	Atos IT Services	Atos BPS	Eviden
Median	57.72%	5.60%	14.90%
Mean	59.02%	18.68%	7.15%
Percentage of men and women receiving a bonus payment			
	Atos IT Services	Atos BPS	Eviden
Men	43.93%	92.66%	61.61%
Women	27.82%	92.97%	69.70%



## Understanding our gap

We have conducted an in-depth analysis of our gender pay gap to gain clear insights that drive our gender balance initiatives.

In line with gender pay reporting rules, our calculations exclude employees who did not receive their full basic pay on the designated snapshot date.

## Atos IT Services Ltd

To fully understand our gender pay gap, it is essential to represent the diversity within our Atos IT Services UK Ltd entity, which encompasses two distinct business models and headcount structures: a technology enterprise and non-regulated business process outsourcing partnerships.

Our non-regulated Business Process Outsourcing division includes a healthcare sector with a significant number of female mid-level practitioners operating under standardised pay scales. Therefore, it is necessary to evaluate each of these divisions separately.

## Technology enterprise within Atos IT Services

Our technology enterprise business has seen decreases in mean and median pay, continuing to make good progress in reducing the gender pay gap. We've also observed a year-on-year improvement in the pay gap at senior levels, thanks to our commitment to fair and balanced pay offers during recruitment. This is a positive step, but we recognise the need to continually enhance our action plans.

- Mean: 11.80% (down from 16.50% in 2023)
- Median: 12.80% (down from 13.29% in 2023)

This is especially significant given that the technology sector is traditionally male dominated.

## Atos BPS Ltd

We are pleased to report substantial progress in reducing the gender pay gap within our Atos BPS regulated legal entity. This is evidenced by an 7% decrease in the mean pay gap in favour of our female colleagues and for the first time we can report no gender pay gap for this entity. This significant shift highlights our efforts to ensure a good gender mix at each layer of the organisation. As this is a smaller entity in comparison to our other UK entities we have been able to influence effective change in a shorter timeframe.

## Eviden Technology Services Ltd

As a newly created entity, Eviden Technology Services does not currently have comparative data, however being a technology business, the mean and median reflect the technology enterprise of our Atos IT Services UK Ltd entity.

### The gender pay gap within our overall organisation is influenced by several contributing variables:

**Long-Term Talent Pipeline Strategy:** We are dedicated to consistently investing in hiring junior female talent as part of our long-term talent pipeline strategy. By paying the real Living Wage, which exceeds the government minimum, we expect this initiative to positively influence our business over time.

**Family-Friendly Policies:** We emphasise flexibility and support our employees in adopting family-friendly policies. These policies are regularly reviewed through an intersectional lens, enabling many women to benefit from more flexible work arrangements.

**Development Programs:** We provide a mix of internal and external development programs tailored for women in middle management as well as those in leadership and executive positions.

**Awareness Training:** We promote inclusivity by offering training to our colleagues to increase their awareness of the key challenges and systemic issues women face in the workplace.

**Gender Equity in Supply Chain:** We ensure that our resourcing supply chain partners share our commitment to gender equity.

# Ethnicity Pay Gap

## Aggregated

Our consolidated ethnicity pay gap figures include data from both Atos IT Services Ltd, Eviden Technology Services Ltd and Atos BPS Ltd. As of April 2024, we are pleased to report that 85% of our colleagues within these entities have disclosed their ethnicity. The stability of our declaration rate enhances the transparency of this year's report.

## Mean and Median Ethnicity Pay Gap by Entity

	Atos IT Services	Atos BPS	Eviden Tech Services
Median Pay Gap	-6.71%	5.31%	8.99%
Mean Pay Gap	-0.17%	-14.07%	11.13%

Ethnicity Pay Gap statistics aggregated across our three relevant legal entities, Atos IT Services UK, Eviden Technology Services Ltd. and Atos BPS Ltd. In April 2024, 85% of our people had declared their ethnicity across these entities.

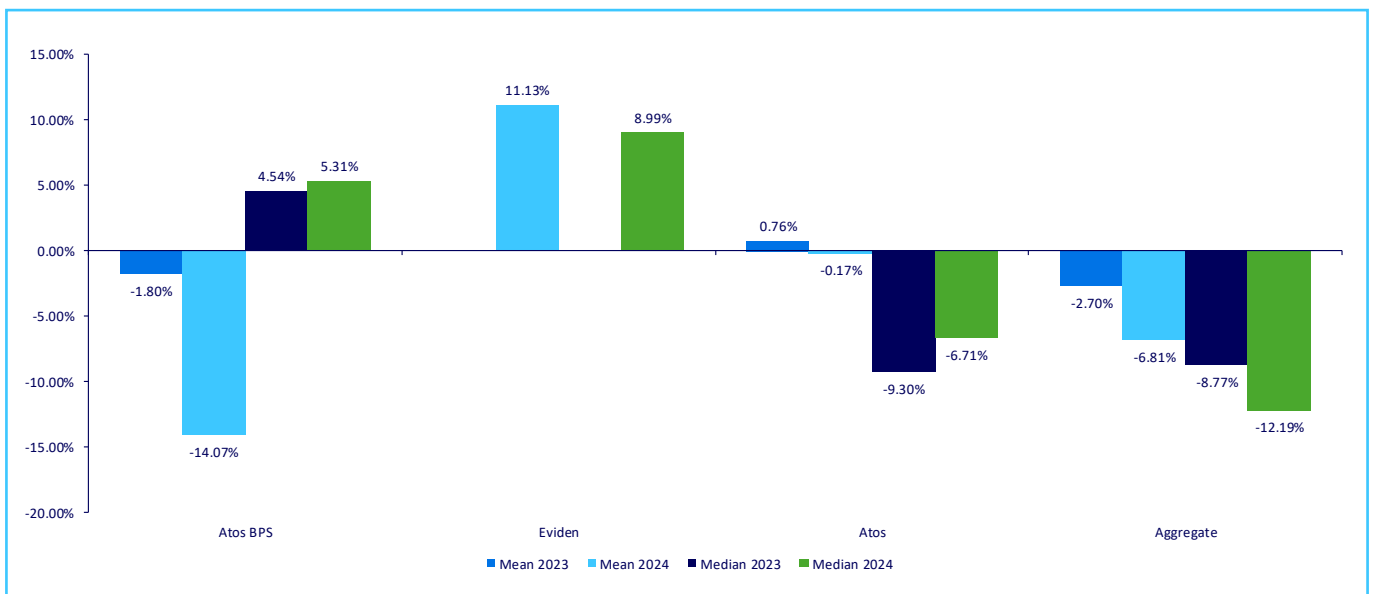
Pay Median	-12.19%		
Pay Mean	-6.81%		
Bonus Median	-7.04%		
Bonus Mean	15.77%		

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

## Mean and Median Ethnicity Pay Gap (Not Aggregated)

	Atos IT Services	Atos BPS	Eviden Tech Services
Asian Mean	-7.07%	-15.38%	7.00%
Asian Median	-9.88%	-0.17%	0.08%
Black Mean	7.83%	-58.57%	25.88%
Black Median	-5.67%	-119.61%	20.69%
Ethnic Minority Mean	10.99%	19.77%	10.90%
Ethnic Minority Median	-0.46%	7.05%	22.19%

Atos IT Services, Eviden , Atos BPS			
	Ethnic Minority	White	
Top Quartile Atos IT Services	14.59%	85.41%	
Top Quartile Atos BPS	7.69%	92.31%	
Top Quartile Eviden	28.70%	71.30%	
Upper Middle Quartile Atos IT Services	16.86%	83.14%	
Upper Middle Atos BPS	3.33%	96.67%	
Upper Middle Eviden	33.84%	66.16%	
Lower Middle Atos IT Services	10.67%	89.33%	
Lower Middle Atos BPS	5.56%	94.44%	
Lower Middle Eviden	34.44%	65.56%	
Lower Quartile Atos IT Services	11.68%	88.32%	
Lower Quartile Atos BPS	8.79%	91.21%	
Lower Quartile Eviden	38.07%	61.93%	
Mean and Median Ethnicity Bonus Gap			
	Atos IT Services	Atos BPS	Eviden
Median Bonus Gap	33.50%	13.00%	9.53
Mean Bonus Gap	33.75%	-4.30%	28.01
Percentage of Ethnic Minority (Black, Asian, and other ethnicities) and White employees receiving a bonus payment			
	Atos IT Services	Atos BPS	Eviden
Ethnic Minority	29.60%	82.61%	59.78
White	35.27%	93.22%	70.08





## Understanding our Ethnicity Pay Gap

We are pleased to report that the consolidated data reveals a more equitable distribution of ethnicity pay, with a slight favour towards BAME colleagues for the fourth consecutive year.

### To summarise, the following factors contribute to our positive position:

- **Year-on-Year Improvement:** We observed a more balanced ethnicity pay gap within the Atos BPS legal entity, reflecting the rigor of our compensation and benefits reviews.
- **Increased Declarations:** Higher rates of ethnicity declaration compared to previous years provide a more balanced and accurate perspective.
- **Inclusive Training:** We offer comprehensive training for our line managers and the broader colleague population on creating an inclusive environment and raising bias awareness in key people processes, including recruitment, talent management, and performance management.

There is still a significant pay gap among our Black colleagues, mainly due to lower representation, especially at senior levels. However, within the Atos BPS legal entity, the mean and median pay are more favourable for our Black colleagues, showing year-on-year improvement. We recognise that more work needs to be done and remain committed to fostering a workplace where pay equity is a reality for everyone.

Our efforts are focused on initiatives to enhance diversity within our leadership team. This includes specific programs such as external leadership and accelerators designed to increase the participation of Black individuals, particularly Black women, at top organisational levels.

We fully support the CBI's Change the Race Ratio campaign, aligning it with our internal and external diversity goals. By endorsing this campaign, we aim to encourage ethnic diversity within our organization and attract a more diverse pool of applicants externally.

We have several business initiatives, many in partnership with our multicultural employee network.

- Cultivating a sense of belonging through strategic partnerships with our tech collaborators by organising cultural events, including Pride Month, Black History Month, and Diwali.
- Hosting flagship events like "Changing Face of Technology" to engage and inspire the next racially diverse generation to pursue careers in technology.
- Achieving our Diversity, Equity, and Inclusion ambition, with 12% of all colleagues and 12% of female colleagues from ethnic minority backgrounds.
- Our ongoing 'Empower' leadership program aims to provide support and sponsorship to colleagues as they progress through the organisation.



**In today's dynamic environment, it's heartening to see our colleagues at Atos making significant progress toward our diversity, equity, and inclusion goals. We deeply value the vital role our employee networks and communities play in shaping our culture. Achievements such as being recognised as 'Advanced' employers in the Investing in Ethnicity Matrix are a testament to our progress. Additionally, our partnerships with the 30% Club and Change the Race Ratio underscore our commitment to advancing inclusion. While we recognise that more work remains and we are prepared to face future challenges, we are determined to continue our long-term strategy to create a more equitable workplace for everyone.**

**Drew Thomas**  
UK&I Head of Finance



# Ambitions and Achievements



**Sue de Wit**  
UK&I Chief Operating Officer

**At Atos Group, we are committed to being an inclusive, diverse, and ethical employer. Our efforts in Diversity, Equity, and Inclusion are recognised by awards like the 2024 Tech Women 100 and Women in Tech Excellence. We've also been named a Top 10 Employer by Investing in Ethnicity and have recently retained Leadership Status in the Disability Confident Scheme. Additionally, we were honoured to be listed in The Times Top 50 Employer for Women for five consecutive years. Our initiatives are based on a comprehensive action plan that underscores the importance of structured and strategic efforts in championing diversity, equity, and inclusion. This plan is essential to ensure that our commitments translate into tangible, impactful outcomes for all our employees.**

## Action Plan

Aligned with our Diversity, Equity, and Inclusion (DE&I) strategy, we are dedicated to advancing our gender and ethnicity objectives. Our approach to addressing the pay gap focuses on several key areas. The Executive Steering Committee, which includes employee networks and dedicated Executive sponsors, recognises intersectionality, and leads initiatives that support women and colleagues from ethnic minority backgrounds. Our community of Allies further enriches our DE&I efforts by fostering education across all employee groups.

## Monitoring and Analytics

We are enhancing our data collection efforts to gain a comprehensive understanding of our workforce's diversity and drive meaningful change. Key initiatives include:

- **Enhancing HR Analytics:** We are improving our capabilities to systematically track and analyse diversity data, extracting insights to identify areas for improvement.
- **Increasing Declaration Rates:** Our goal is to achieve a voluntary ethnicity declaration rate of 90% and a disability declaration rate of 70% to enhance the accuracy of our diversity data.
- **Employee Lifecycle:** Attraction, Recruitment, Development & Retention

Our goal is to build a diverse and dynamic workplace by attracting, hiring, developing, and retaining individuals from varied backgrounds, particularly those historically underrepresented in the technology industry. We emphasize the importance of role models to inspire and guide our workforce. Key initiatives include:

- **Setting Diversity Targets:** Establishing specific targets for increasing representation at all levels, in alignment with our membership in the 30% Club and Tech Talent Charter, will support the advancement of women from diverse backgrounds into leadership roles.
- **Inclusive Recruitment Practices:** Implementing a comprehensive recruitment process that prioritises inclusivity, including diverse selection panels and gender-neutral job descriptions, will help ensure equitable opportunities for all candidates. Launching Inclusive Hiring Manager training.
- **“Changing Face of Technology” Event:** Hosting our annual flagship event (In collaboration with other large tech employers) aimed at students from Black, Asian, and other ethnic minority backgrounds helps build a diverse recruitment pipeline and showcases role models from within Atos to inspire future talent.

## Inclusive Leadership and Role Models

We are committed to addressing career advancement disparities by providing tailored opportunities for women and colleagues from Black, Asian, and minority ethnic backgrounds. We recognize the importance of role models in this journey, and our initiatives include:

- **Promoting Inclusive Leadership:** Through the ‘Empower Program,’ we conduct listening sessions with diverse colleagues and our Executive team, fostering an environment where role models can share experiences and guide others. Our Learning and Development teams offer Inclusive Leadership programs with DE&I modules to advocate for inclusive behaviours and values.
- **Training and Development:** We implement training programs for line managers and senior leaders focused on DEI and unconscious bias awareness, equipping them to be effective role models. Our new Line Manager community disseminates training opportunities, increasing knowledge and education. Programs like STRIDE and Leading In A Digital Age support women's advancement to senior roles through education, mentoring, and creating an alumni network within the business.
- **Executive Communication:** Our leaders consistently advocate for DEI and well-being, reinforcing the importance of inclusive leadership and the impact of role models in shaping our culture.

These initiatives are integral to our long-term strategy for achieving company-wide equity. We remain unwavering in our commitment to fostering a welcoming, diverse, and inclusive environment for all 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 circa 82,000 employees and annual revenue of circa €10 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) and listed on Euronext Paris.

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](https://atos.net)  
[atos.net/career](https://atos.net/career)

## Let's start a discussion together



## About Tech Foundations

Tech Foundations is the Atos Group business line leading in managed services, focusing on hybrid cloud infrastructure, employee experience and technology services, through decarbonized, automated and AI-enabled solutions. Its 48,000 employees advance what matters to the world's businesses, institutions and communities. It is present in 69 countries, with an annual revenue of € 6 billion.

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