

Atos Human Rights Policy Statement



Atos aims to be a responsible employer globally, acting fairly in its labor and employment activities, and to conduct business in an ethical and sustainable way, in all of its spheres of influence: employees, customers, partners, and across the supply chain.

In that respect, Atos acts to prevent from infringements on internationally recognized human rights as expressed in the International Bill of Human Rights, and on the principles set out in the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. The Group aligns its prevention with the United Nations' Guiding Principles on Business and Human Rights and refers to the United Nations Global Compact principles on human rights, labor, environment and anti-corruption.

Atos Human Rights commitments are set by Atos Code of Ethics, validated by the Group Executive Committee and the Board of Directors of Atos, and Atos Partners Commitment to Integrity charter. To ensure adequate level of prevention, both of the document are providing guidance regarding the right behaviors that are expected from Atos' managers, employees and any third parties conducting business activities with Atos.

When joining the company, all people in Atos are requested to agree with Atos Code of Ethics and to perform a mandatory training on this Code of Ethics. In addition, as the role of manager in prevention of human right risks is crucial, our Global Ethics & Compliance Policy requires them to lead by example and ensure that within their entities, a monitoring and alert system are set up to detect any violations of Human Rights principles, and to respond appropriately to anything that raises any reasonable suspicion on behaviors including Atos partners' ones.

Pursuant to this Policy, Atos managers must take all measures necessary to prevent discrimination, harassment, physical violence, psychological abuse within their entities. They are supported by several initiatives, at group and local levels, which form Atos Diversity Program, which gives special attention to gender, cultural backgrounds, age generations, persons with disabilities and LGBT+ dimension. They can also rely on the Atos Employee Experience aiming to offer all our employees a working environment in which they can enjoy working together, where they can develop themselves and can cooperate to achieve the best results. Atos is committed to respecting the freedom of expression of all its employees, subject to their duty of loyalty to Atos, the protection of the Group's reputation and interests (on the social media particularly), and provided that a respectful and inclusive work environment is absolutely maintained.

In addition, Atos screens partners, including customers and suppliers, before entering contract with them with a Due diligence tool which reviews their reputation, and business integrity, used as evaluation criteria within tender process. The screening covers important issues such as international sanctions, corruption and the identification of human rights abuses or labour law breaches. On top of that, Atos contractual compliance clauses inserted in every contract entitles it to terminate the business relationship immediately and without penalty if the partner or its subcontractors is engaging in non-compliance activity, which may be related to Human Rights.

To ensure the adequate responsibility regarding ethical principles, Atos Group Executive Committee is quarterly informed about internal initiatives strengthening the ethics and compliance program. Besides, as social dialogue is a key element of Atos Human Rights Policy, Atos decided in 2017 to appoint a member of the European Societas Europaea as a Board Director to represent employees.



Diane Galbe
Senior Executive Vice President



Paul Peterson
Chief HR Officer

About Atos

Atos is a global leader in digital transformation with 110,000 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), 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.

Learn more at: atos.net