



CONSULTING
EXCELLENCE

MCA Consulting Excellence Declaration 2023

© Atos

MCA
A POSITIVE FORCE FOR THE
ECONOMY AND SOCIETY

Atos

Consulting Excellence Declaration

Atos IT Services UK Ltd and Atos Digital Transformation Consulting are pleased to confirm their commitment to the twelve Consulting Excellence principles outlined by the Management Consultancy Association (MCA).

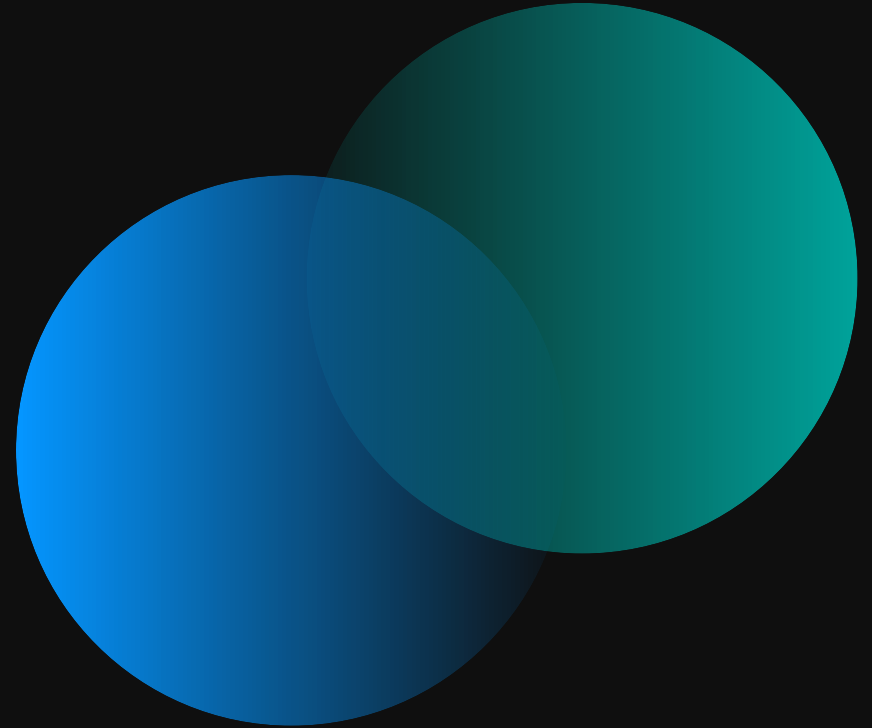
These principles set standards for the way we work with clients, partners, employees and other stakeholders and reflect our own corporate values which we believe are critical to doing business well. We expect all of our employees to live by our **corporate values**, acting as one Atos to our clients, customers, colleagues and shareholders.

At Atos, we recognise how important our people are and we acknowledge and support what is important to them. **We are Atos** focuses on the full life cycle of our employee experience through five key areas – Diversity & Inclusion, Social Value, Wellbeing, Life@Work and Customer Experience.

Eviden is an Atos business that brings together its digital, cloud and big data & security business lines. It will be a global leader in data-driven, trusted and sustainable digital transformation. A next-generation digital business, Eviden stems from worldwide leading positions in digital, cloud, data, advanced computing and security.

[Eviden | Expanding Possibilities across Data & Technology Solutions](#)

01 Ethical Behaviour



Ethical Behaviour

Atos contributes to enhanced trust in digital and security, protecting companies & society

Atos strives to be recognized as a trustworthy digital company for corporate governance, ethics, and data safety. We comply with best-in-class corporate governance standards and are part of various initiatives, dedicated to security, ethics, and equity within digital services. Our commitment to meeting and exceeding the standards outlined within Consulting Excellence is evident in our own **Code of Ethics** which underpins our compliance strategy towards all Atos stakeholders.

Ethics and Compliance are key priorities for Atos, from the very top of the company to the heart of our operations, fostering an ethical culture throughout. This goes beyond our zero-tolerance approach to corruption and our commitment to comply with applicable laws in all countries; we want to conduct our business in line with the highest ethical principles, and we have set out these principles in our **Code of Ethics**.

The code covers several areas including sustainability; compliance with local and international laws and policies; general business integrity; intolerance of any form of bribery, corruption or dishonest behaviour; fair competition; and protection of assets and confidential information.

Ethical Behaviour

Atos contributes to enhanced trust in digital and security, protecting companies & society

In 2020, Atos revised its Code of Ethics based around the Atos Sense of Purpose and has extended the scope of the Group's ethical commitments, as business should be conducted not only profitably but also responsibly. Atos has launched, with other partners, the **ETAMI initiative** (Ethical and Trustworthy Artificial and Machine Intelligence) in Europe, which aims to design ethical frameworks for data management.

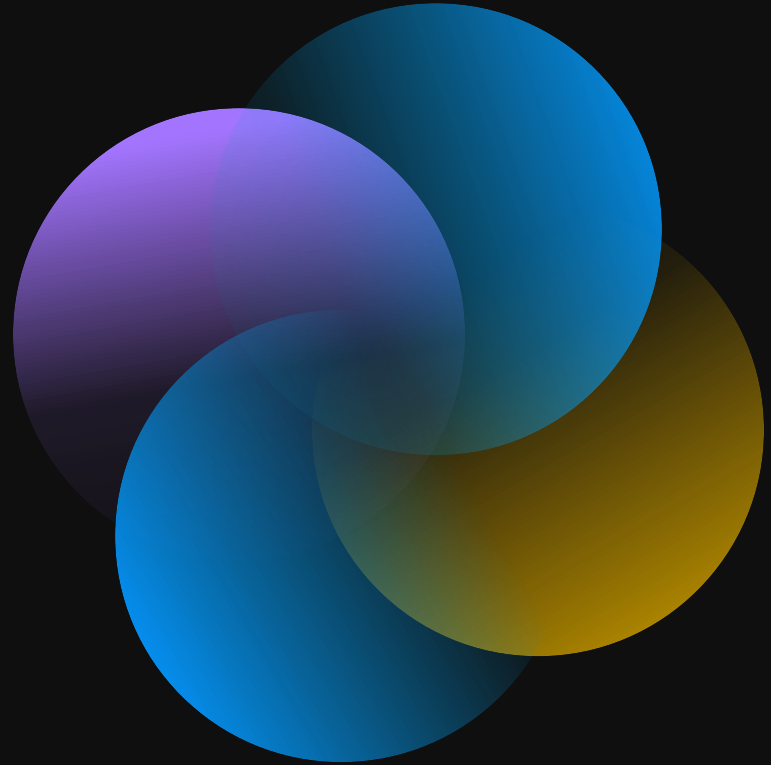
This demonstrates our continued efforts to exceed the standards outlined within Consulting Excellence, particularly in how we conduct our business.

Our **Code of Ethics** also demonstrates alignment with standards outlined within Consulting Excellence, with our consultants being responsible and good citizens. The Code enables our consultants to be guided by good practices that they must apply in difficult situations they may encounter in their relations within and outside the Group. The ethical behaviour of all our consultants is crucial to ensure safety and trust in digital. Atos' commitment to integrity and a strong foundation of ethics and compliance enables the confidence of the Group's employees, customers, and society at large, which is key to the digital space to which Atos contributes

This is accompanied by our thorough **wellbeing program** for our employees as part of WeAreAtos, with a growing focus of **mental health support**.

[More information and our Code of Ethics can be found here.](#)

02 Client Service and Value



Client Service and Value

Clients at the heart

Clients are at the heart of everything that we do at Atos, and we are extremely proud of the commitment and professionalism shown by our teams.

Atos aims to ensure the highest levels of customer satisfaction by providing targeted services to transform our clients' businesses and anticipate their needs. In this age of digital transformation and Big Data, data protection and IT security are vital aspects of customer satisfaction and in earning and maintaining trust.

We act as a long-term trusted partner to our clients and are able to provide value through the development of a range of services and solutions best suited to the market's and our clients' needs.

Atos is a recognized pioneer in rising to the sustainability challenges faced by the society and industry. From decarbonized digital services to compliance with data privacy regulations to supporting diversity and accessibility, Atos has always been in the vanguard of CSR innovation.

Further information on our corporate responsibility to our clients can be found at <https://atos.net/en/about-us/corporate-responsibility-and-sustainability/business>

Client Service and Value

Our ambition is to act as trusted partner for all stakeholders – now and for the long term. Atos started its corporate social responsibility journey over ten years ago and is a recognized leader in its industry across environment, social and governance criteria.

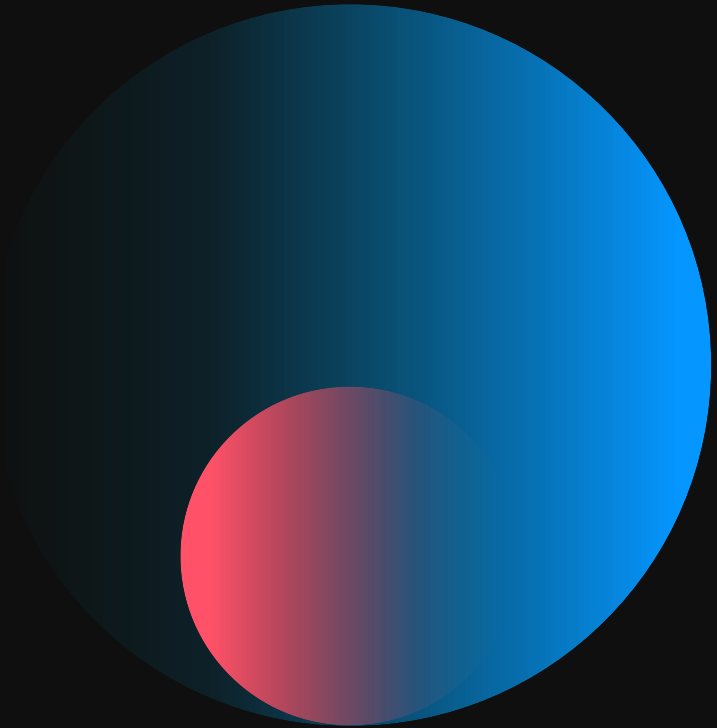
Atos is fully aware of its mission and responsibility towards society and is convinced that digital can make an important contribution towards sustainable and social development, in particular to the fight against climate change, digital inclusion and trust in data management.

We take pride in our **fresh and innovative approach** to consulting and the positive relationships we develop with our clients. Due to a new and more connected digital world, we can work even more closely with our clients to inspire new ideas and drive practical innovation.

Our consultants contribute to unique solutions that make a real impact on our clients' businesses at the highest level. What sets our consultants apart is the flexibility and empathy they bring to client relationships.

By gaining in-depth knowledge and understanding of each client's business, markets and challenges, our consultants have established an excellent track record in the delivery of credible and logical solutions.

03 Professional Development



Professional Development

People are our most precious assets at Atos.

Their expertise and skills provide our customers with first-class services. Expert service helps further the image of excellence and adds to the company's competitiveness, customer satisfaction, and profitability. It is therefore crucial that we offer our staff every opportunity to keep their competencies at the highest possible levels. We have a very strong focus on learning & development (L&D) at Atos to help our people keep their skills honed to achieve great results.

Atos University, the company's corporate university, plays a central role in Atos's global Learning & Development (L&D) efforts. It is comprised of a number of global training academies that offer programs targeting specific communities within Atos. It also offers many more training programs on specific skills and competencies, as well as a comprehensive eLearning portfolio of offerings on specific topics that employees can access at any time. Atos has a comprehensive **eLearning program** that has succeeded in maximizing the accessibility of training for employees, giving everyone the opportunity to excel within our community. Every employee has free access, with no management approval required, to a range of courses, as well as business and management skills training. Courses are supported by qualified mentors and reference materials available 24/7.

These facilities provide us with the ability to tailor **consulting specific training courses** to meet the needs of each individual along with market sector, industry or professional specialism (such as Lean or Six Sigma approaches). This means our consultants are able to develop strong core consulting capabilities as well as maintain and extend their specific specialisms and market knowledge in terms of professional development.

Professional Development

We make an effort to keep the conversations about mental health going, and are continuously looking at how to help our employees further hence why Atos in the UK have signed up for the Mind Workplace Wellbeing Index.

We actively support the **MCA and Young MCA** and we proactively promote the MCA both internally throughout our organisation, as well as contributing to MCA Council Meetings. Since the introduction of the ChMC Award, Atos has supported and encouraged consultants to pursue chartership through the Experience Professional route.

More information on the way we support career development for our consultants can be found at <http://uk.atos.net/en-uk/home/careers.html>

04 Diversity and Inclusion



Commitment to Diversity & Inclusion

At Atos, we know that our people are our most important asset and that, in an environment where people are truly free to be themselves, they can thrive, achieve their personal goals and help us innovate without limitations. We understand the vital role Diversity, Equity & Inclusion plays in creating innovation and contributing to our success, progression, sustainability, and relevance.

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 strive to create an environment in which difference and individuality is valued and celebrated, in order to realise our full potential.

We are aiming to achieve this by following our Atos UK&I Diversity & Inclusion strategy, launched in 2020. Diversity & Inclusion is embedded as one of the key elements of our We are Atos strategy, helping to create the best employee experience and make Atos a fantastic place to work.

We believe that individuality is our strength – for our people and our clients

At Atos, our employees wellbeing is of paramount importance. In addition to the usual EAP services for employees, we have an expanding team of trained Mental Health First Aiders across the UK, access to private medical cover, which gives access to counselling, where needed, an informative employee created mental wellbeing toolkit with science based hints and tips for how to support mental wellbeing, regular online meditation sessions as well as a dedicated intranet area for sharing all things mental wellbeing related.

[Visit the Atos UK&I Diversity and Inclusion site](#)

[Visit the Atos UK&I Diversity & Inclusion Strategy 2020 - 2021](#)

05 Sustainability



Commitment to Sustainability

Atos maintains its industry leading position on all material Environmental, Social and Governance (ESG) aspects in recognition of its CSR commitment.

At the end of 2021, Atos's Net-Zero commitments have been realigned to meet the new criteria of the SBTi Net-Zero Standard. Atos's near- term target to halve its global GHG emissions by 2025 (2019 baseline) has been reconfirmed and the long-term and net-zero targets have been strengthened to reach -90% reduction at the latest by 2039 (Scopes 1, 2, and 3, 2019 baseline), and to neutralize the residual 10% emissions via carbon sequestration projects. Atos is perfectly realigned with the new criteria of the SBTi Standard.

Atos commits to Net-Zero greenhouse gases emissions by 2039 at latest. A date which is 11 years ahead of the ambitious aim of the UN Paris Agreement on Climate Change to limit the global warming of the planet to 1.5°C compared to pre-industrial levels.

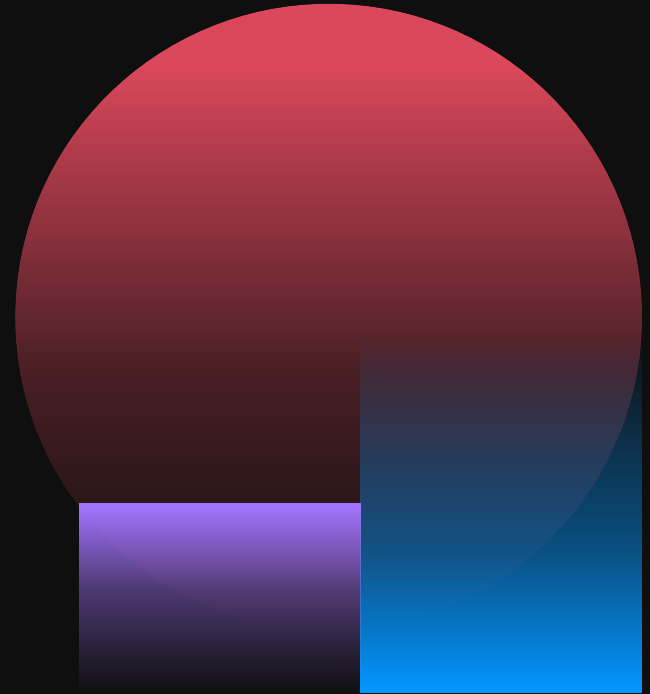
[Atos CSR](#).

[Atos Environment](#)

[Atos Environmental Policy Principles](#)

Atos strives to help businesses and organisations succeed in their climate ambitions through delivering sustainable business solutions such as Net-Zero Strategy, Climate Risk Assessment, Digital Climate Solutions, Climate Mitigation and Net-Zero Targets & Sustainability Reporting. For more information in how we are solving our clients' sustainability challenges, visit [Eco-Act](#).

About Atos



About Atos

Atos is a global leader in digital transformation with over 111,000 employees in 71 countries and annual revenue of over € 11 billion. A net-zero pioneer in decarbonization services and products, our commitment to the future extends to carbon-neutrality for our organisation as well as our clients and partners. Together, we're a force pushing the boundaries of scientific and technological excellence to ensure that everyone can live, work and thrive sustainably in a secure information space. The group is the Worldwide Information Technology Partner for the Olympic & Paralympic Games.

Our purpose is to design the future of the digital space.

Our 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, Atos enables its customers and employees, and members of societies at large to live, work and develop sustainably, in a safe and secure digital space.

Atos' raison d'être deeply connects our business lines with the public interest, reflects our unique responsibility as a technology leader and embodies our ambition to contribute over the short-, medium- and long-term to the civic construction of the digital future.