



# MCA

# Consulting Excellence

## Declaration 2025

April 2025

**Atos**

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# Consulting Excellence Declaration

The Atos Digital Transformation Consulting team are pleased to confirm their commitment to the fourteen 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 Employee Experience.

Atos is a global leader in digital transformation with c. 100,00 employees across 69 countries. European number one in cybersecurity, cloud and high-performance computing, the Group provides tailored end-to-end solutions for all industries. A pioneer in decarbonization services and products, Atos is committed to a secure and decarbonised digital future for its clients.

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.

[More information on Atos Technology Consulting can be found here.](#)

# 01 Ethical Behavior

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# Ethical Behaviour

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

Atos strives to be recognised 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

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's 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 & Value

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# Client Service and Value

## The Atos technology consulting team are a leader in data-driven, trusted and sustainable digital transformation

When businesses hit complex challenges, internal teams are often stretched beyond their limits. In these moments, businesses need **sharper insight, fresh thinking and a way to move forward with confidence.**

Atos technology consulting align IT strategy to business needs, providing strategy, architecture, operations and implementation advisory and planning. We drive organisations to confidently **embrace a digital future beyond technology**, delivering measurable value and efficiency that drives ROI.

By combining **business, technology, and industry expertise**, coupled with a **structured and pragmatic approach**, we accelerate organisation's **transformation journey, from strategy to implementation.**

We achieve this through our 3 core offerings:

1. Drive Business Transformation
2. Unlock the Value of Data and AI
3. Maximise the Potential of Platforms

We are a global team of over 800 consultants who play a vital role throughout the transformation lifecycle: from identification and shaping of challenges and opportunities through development of solutions to ensuring the achievement of benefits, we support organisations and powerfully utilise the full potential of our extensive network and expertise within Atos.

We work across all industry sectors, leveraging our functional competencies in:

- Strategy, Insight & Experience: Crafting strategic roadmaps and delivering exceptional customer experiences.
- Process Automation & Excellence: Streamlining processes to improve operational efficiency and effectiveness.
- Technology Strategy & Innovation: Innovating with cutting-edge technologies to stay ahead of the curve.
- Organisational Change Management: Guiding teams through change with a focus on people and culture.

Innovation is at the heart of everything we do, supported by a robust and consistent delivery approach. Partner with us to unlock your business's full potential.



# 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.

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.

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.

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, data and AI, customer satisfaction and maintaining trust are vital aspects of our business.

# 03 Professional Development

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# 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 global L&D efforts. It is comprised of several 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 maximising 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

## People are our most precious assets at Eviden

Digital certifications – We at Atos empower our employees to upskill and progress in their own professional endeavours according to the consulting pathways they want to uptake

**Examples of Digital Certifications:** Agile Mindset & Culture, Business Improvement, Championing Digital Transformation, Designing Digital Experiences, Digital Soft Skills, Social Media Marketing, Digital Transformation Strategy, Digital Intelligence, Digital Transformation Essentials, Leading Change, MS Teams etc...

**Role-based certifications include:**

- Completion of any qualifying component of an Internal Global Academy (where completion is granted after passing of an exit test);
- Completion of any external course linked to the learner's current job or profession where a certification of completion is awarded;
- Completion of any Harvard Manage Mentor program where the subject matter enables to learner to perform his or her role better;
- Completion of any Percipio program (or any other supplier's content) where the subject matter enables the learner to perform their role better;
- Completion of any substantial learning designed to up-skill or re-skill for a future role, and for which a certification of completion is awarded.

We also have access to learning academies such as Percipio and have an internal training matrix platform so that employees can track training progress and upskill.

# Professional Development

## People are our most precious assets at Eviden

We focus on progressing conversations about mental health and are continuously looking at how to help our employees further; hence, 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 <https://atos.net/en/join-us/shape-your-career>.

# 04 Diversity & Inclusion

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# Commitment to Diversity & Inclusion

## Atos - 'The Power of We'

Diversity, Equity and Inclusion (DE&I) remains the cornerstone of Atos (1). We value our people and support what matters to them, focusing on Diversity and inclusion, Social Value, Well-Being, Life at Work, and Customer Experience. Our steadfast commitment is to build a company that is celebrated for its inclusivity, diversity and ethical practices, making us the preferred employer while offering our employees an empowering workplace experience.

Our DE&I ambitions are not just a part of our business; they are a priority for our Executive Leadership Team and a commitment at every level of our organisation reflecting our core values. Through our employee experience program, we work towards making Atos a place where every colleague feels a sense of belonging. Our award-winning diversity networks continue to be at the foundation of our efforts to support every individual at Atos, fostering unity amongst our team and creating more understanding and allyship across all the protected characteristics.

We are proud of our ongoing advancements toward achieving our DE&I ambitions, reflecting our commitment to adapt, and innovate. Our case study, featured in MCA Retain and Thrive D&I Toolkit Part 1, describes positive action taken on one of our ambitions to support the progression of underrepresented groups. In addition, as part of our dedication to advancing women's careers at every level, we are thrilled to celebrate the recognition of several of our colleagues in the Women in Tech Excellence awards. Further affirmation of our commitment was also demonstrated in the achievement of a prestigious MCA Individual Inclusion Award in 2023: <https://www.mca.org.uk/awards/finalists-2023/individuals-2023/anna-nation-atos-consulting>.

Atos UK&I have attained 'Advanced Employer' status in the Investing in Ethnicity Maturity Matrix Top 25 for the second consecutive year. The matrix is a voluntary initiative led by a Governance and Inclusive Leadership All Party Parliamentary Group, reflecting our commitment to becoming a more inclusive employer. We have also been awarded Disability Confident Leader with other accreditations including Menopause Friendly Employer.

In the pursuit of transparency and our ongoing commitment to fostering an inclusive workplace, Atos Group continues to publish Gender and Ethnicity Pay Gap reporting (2). As we navigate the landscape of a rapidly evolving IT Industry and our own organisational changes, Atos embraces the responsibility to not only acknowledge our progress but also address the challenges that lie ahead.

At Atos, employee wellbeing is paramount. In addition to the usual Employee Assistance Programme (EAP) services for employees, we have an expanding team of trained Mental Health First Aiders across the UK and a new Safe Haven Employee Resource Group specifically for colleagues impacted by domestic abuse.

We have access to private medical cover, including counselling services where needed. An informative employee led mental wellbeing hub has been created with toolkits and resources for maintaining mental wellbeing, regular online meditation sessions as well as a dedicated intranet area for sharing all things mental wellbeing related.

(1) <https://atos.net/en/about-us/corporate-responsibility-and-sustainability/people-and-talents>

(2) <https://atos.net/wp-content/uploads/2024/02/atos-report-diversity-pay-gap-2023-uk.pdf>

# 05 Sustainability

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# Commitment to Sustainability

## Commitment to achieving Net Zero

Atos is fully aware of its responsibility to the planet and strives to be an environmental leader in the digital sector

Conscious of the role we can play, Atos initiated an ambitious environmental program 12 years ago. Based on policies (notably the environmental policy), processes, guidelines and action plans underpinned by the Environmental Management System (EMS), Atos is organised to achieve the emission reductions and energy efficiency needed to fight climate change.

- Atos is committed to achieving Net Zero emissions by 2039.
- Atos is committed to reduce its absolute Greenhouse gas emissions by 50%, by 2025 (All GHG Protocol Scopes 1, 2, 3 ; in CO<sub>2</sub>e ; 2019 base year). An ambitious near-term target validated by the Science-Based Target initiative (SBTi) in 2020.

Atos is a recognised pioneer in rising to the sustainability challenges faced by the society and industry. From decarbonised 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:

[Corporate Social Responsibility – Atos](#)

[Atos CSR Report 2023](#)

# Thank you

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The Atos logo is displayed in white on a dark blue background. It features the word "Atos" in a bold, sans-serif font, with a stylized circular graphic element integrated into the letter 'o'.

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