

Annual declaration to the MCA



Atos Consulting

Consulting Excellence Declaration

February 2018

Trusted partner for your **Digital Journey**

Atos
Consulting

Consulting Excellence Declaration

Atos IT Services UK Ltd and Atos Consulting are pleased to confirm their commitment to the nine 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. Our corporate values are described in detail at <http://uk.atos.net/en-uk/home/we-are/company-profile/corporate-values.html>.

Our commitment to meeting and exceeding the standards outlined within Consulting Excellence is further restated in our own **Code of Ethics** which underpins our compliance strategy towards all Atos stakeholders. The code covers a number of 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. Further detail can be found at <http://uk.atos.net/en-uk/home/we-are/company-profile/corporate-values/code-of-ethics.html>.

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

We take pride in our **fresh and innovative approach** to consulting and the positive relationships we develop with our clients. 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.

People are our most precious assets at Atos. Their expertise skills provide our customers with first-class services. Expert service helps further the image of excellence of the Group 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. All offerings are fully linked to human resources (HR) and aligned with the corporate strategy.

Our Academies - Consulting Academy, Deal Solution Management, Human Resources Academy, LEAN Academy, Leadership for Excellence, Project Management Academy, Sales Academy, and Quality Management Academy and programs like Global Delivery Program, Software Metrics Office and Transversal Programs - support strategic initiatives in each area and underpin the company's business strategy. They also exist to ensure the same standard of training, based on the same content and processes, across the entire Group for each function to which they are dedicated. The academies provide a clear link between organizational roles and help create related career paths for each specific community. And Atos University is continually expanding its portfolio of strategic training programs to remain in step with the business and anticipate future needs.

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 technical and IT courses, as well as business and management skills training. Courses can be taken online or downloaded. Courses are supported by qualified mentors and reference materials available 24/7.

In respect to Consulting, 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) inputs. 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.

We actively support our employees' career progression, ensuring they have access and support to take advantage of every opportunity. This is accompanied by our **Wellbeing@Work** programme. Started in 2010, Wellbeing@Work is Atos' key Group transformation program for the continuous improvement of our way of working all together, covering integration, communication, collaboration, digital support, development, engagement including social responsibility and ultimately employee satisfaction which leads also to better customer satisfaction. We respect and reward achievement. Our compensation and benefits packages include a competitive base salary along with Performance related pay and access to a competitive range of benefits including share schemes. We also operate a range of flexible working approaches.

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.

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>.

About Atos

Atos is a global leader in digital transformation with approximately 100,000 employees in 72 countries and annual revenue of around € 12 billion. The 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

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Let's start a discussion together



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