

Wellbeing- The Atos Journey

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From We Are Atos to Culture & Employee Experience

The transformation

The We are Atos program, operational from 2019, has grown and become a *recognizable and constant part of Atos culture*

Culture & Employee Experience

make sure continuous improvement is made in our way of working all together



Building on the success of:

- Atos Wellbeing @ Work program (2010-2019)
- We are Atos program (2019-ongoing)
- Leap (2021-continuing)

The program is driven by a **network of people** with local leaders covering all parts of Atos
This network approach supports **local priorities**, local context and shares best practice from all parts of our company

We Are Atos

5 pillars

Social Value

To bring technology and innovation to society by educating and helping to better integrate all communities and groups into the digital world.



Wellbeing

To be a company/community where we take care of ourselves and our colleagues and continuously improve our collaboration and way of working all together



Employee Experience

To share employee experience knowledge, expertise and best practice to strengthen relationships and help improve the quality of our everyday work



Diversity & Inclusion

To be the most diverse company in our marketplace, leveraging our diversity to connect to society and our customers



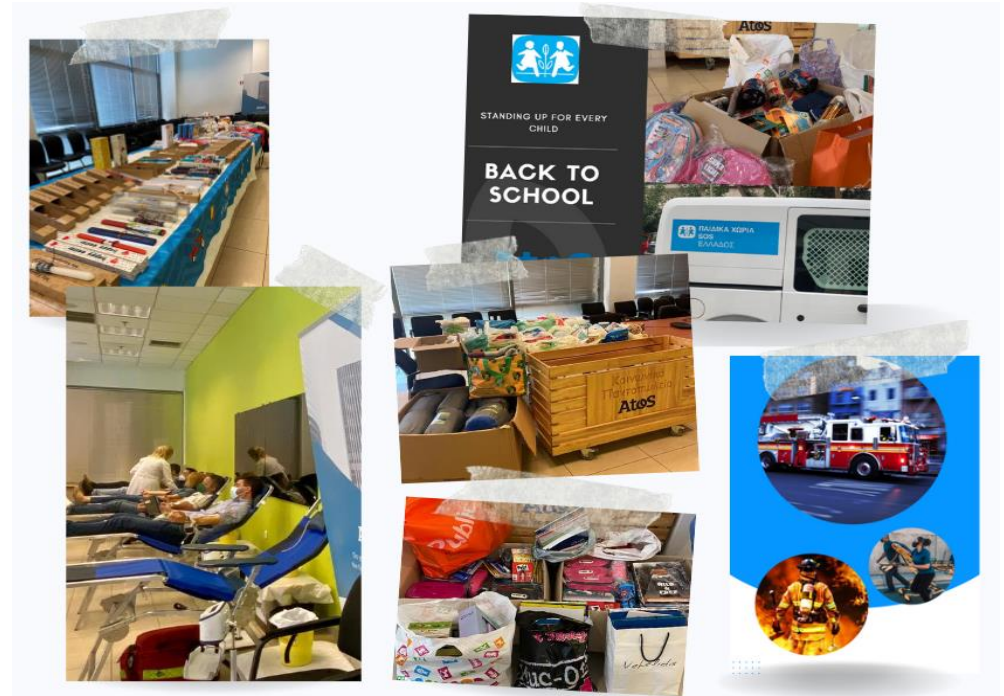
Life @ Work

To innovate on the way we work together in order to make our employees feel challenged and supported in their individual development, their career and their contribution to achievement of our business goals



Social Value

- Christmas and Easter Bazaar
- Blood donations
- School equipment donations to NGOs
- Donation of goods to municipality of Iraklio
- Provision of tech equipment to schools
- Christmas Theater
- Emergency calling services



Diversity & Inclusion



- **Zero Gender Pay Gap** in a highly competitive and men-dominated field.
- General population: 30% Females- 70% Males - Management representation: 30% Females- 70% Males
- **Gender Diversity Boards**- It is mandatory that female candidates are included
- **Support against harassment & discrimination**
- **D&I Initiatives**
 - **Welcome Back Mommy** (awarded prog.-training for women returning from maternity leave)
 - **InspirAtos**- mentoring program for talented women
 - **Hackathons**- tech event oriented to women junior professionals
- Educational programs about direct & indirect discrimination
- **Unbiased recruitment process & hiring** (ex. gender neutral ads)
- Flexible working hours based on needs
- Remote working
- Easily accessible facilities and equipment appropriate for all
- **Culture approach towards parents**
 - Additional days of paternity leave (+8 days)
 - Dependents' sickness care leave- paid +1 day
 - Fathers & mothers can use leaves equally and in the same way
 - Encouraging 3 months of leave to new parents
 - New dad's kit



Wellbeing



- Athens Authentic Marathon
- Work-out sessions
- Mental health sessions & benefits
- International days celebration
- Mindfulness & holistic coaching sessions
- Healthy breakfast on site
- Reforestation
- Gaming events
- Cycle Friendly Employer
- Minimum overtime
- Work life balance culture

Life @ Work

- Hackathons
- Innovation days
- Participation in meetups & conferences
- Business Day
- Ministry of Fun
- Atos music band
- Movie night
- Open day for children



Employee Experience

- Anniversaries celebration
- Birthday celebration
- Int. days celebrations
- Feedback sessions (1st-3rd-5th year)
- Your HR time
- Exit Interviews
- Great Place to Work survey
- GPTW Work groups proposals
- Manager Survey
- Peer review
- HR CSAT
- New manager coaching sessions



Atos values

Making our own values- A people's project



Inclusive

We respect each other and encourage difference.
We create a safe, diverse, equitable and open environment built on wellbeing.
We lead with care, understanding & humility.

Curious

We know that a passion to learn is the key to growth.
We look for new knowledge and experiences to help us create value for our clients.
We use new skills to grow ourselves, our client relationships, and our company.

Audacious

We look for innovative solutions to the problems we face.
We know that failure is an opportunity for success.
We are leaders creating change in the world around us.

Responsible

We create sustainable partnerships built on trust and ethics.
We transform our clients' businesses, society & the planet through technology.
We balance future needs with the needs of now.

United

We don't just cooperate or compete - we collaborate.
We enable accountable decision making at every level.
We know that we are better, and have more fun, together

Thank you!



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