

Sustainable Accessibility

A systemic approach to workplace inclusion.

Atos



“Digital accessibility
is **no** longer a **choice**;
it’s a **requirement**.”

Gartner, February 2023

European Accessibility Act or Directive (EU)
2019/882: 1 year 8 month & 12 days until
application for all new services.

Atos accessibility commitment

Valuable 500 Commitment



“Our [Disability inclusion and accessibility] programs are aligned with our ESG approach for which we are recognised as a top 50 global leading organisation.

Whilst Disability inclusion is clearly a social topic for us, to move from disability confidence to disability competence we require strong business governance, so our program combines the S (Social) and the G (Governance) of ESG.”

Treating exclusion like pollution

A sustainable approach to Accessibility

“Inaccessibility is kinda like pollution”

Jim Tobias at Funka Accessibility Days, 2016

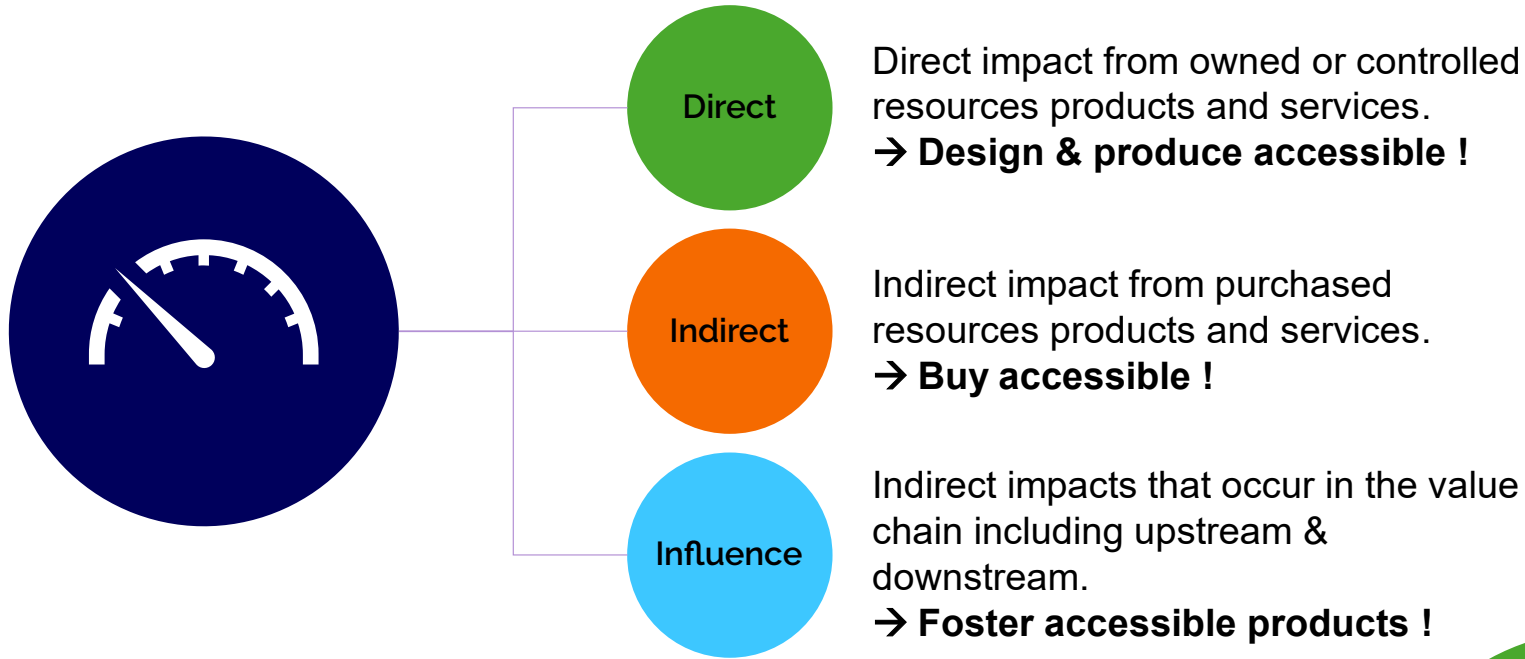
Poor accessibility is an externality of the production & planning process - a kind of unnecessary pollution.

Externalities are not all bad. Inclusive design creates many positive externalities: the Curb-cut effect.



Our Approach: Delivering Full Ecosystem Accessibility

Following the decarbonization approach to measure impact on business ecosystems.



Atos Accessibility Program At A Glance

Delivery For Ourselves & Our Clients Via A Structured Program

- Our Mission -

Be the recognized leader in our industry for accessible and disability inclusive experiences & services

- Our Approach -

Delivering Full Ecosystem Accessibility

Applying the same structured approach to digital inclusion as we do for decarbonization

- 3 Scopes -

1. Direct impact from owned or controlled resources products and services
2. Indirect impact from purchased resources products and services
3. Indirect impacts that occur in the value chain including upstream & downstream

- 3 Key Program Themes with Diverse Workstreams -

Business: Products & Services

1. Portfolio
2. Client Experience
3. Product & Service Development
4. Alliances & Business Partners
5. Sales
6. Presales
7. Innovation



Operational Excellence & Compliance

1. Atos Quality Management
 - Internal Controls
 - QMS
2. Atos IT
3. Procurement
4. Logistics & Housing
5. Internal Comms
6. Branding, Web, Media & Events
7. Compliance & Legal watch
8. HR
 - Recruitment, Retention & Progression
 - Performance & Talent Management
 - L&D
 - Benefits & Payroll
 - Workplace Adjustments
 - Career End
 - DEI



Ecosystem: Advancing what matters

1. URD reporting: CSR contributions
2. Market Positioning
 - Brand Identity "Tech for people, for good, and for the planet."
 - Web
 - Events
3. Social Partners
4. Business associations
5. Expert conferences & networking
6. Business Alliances

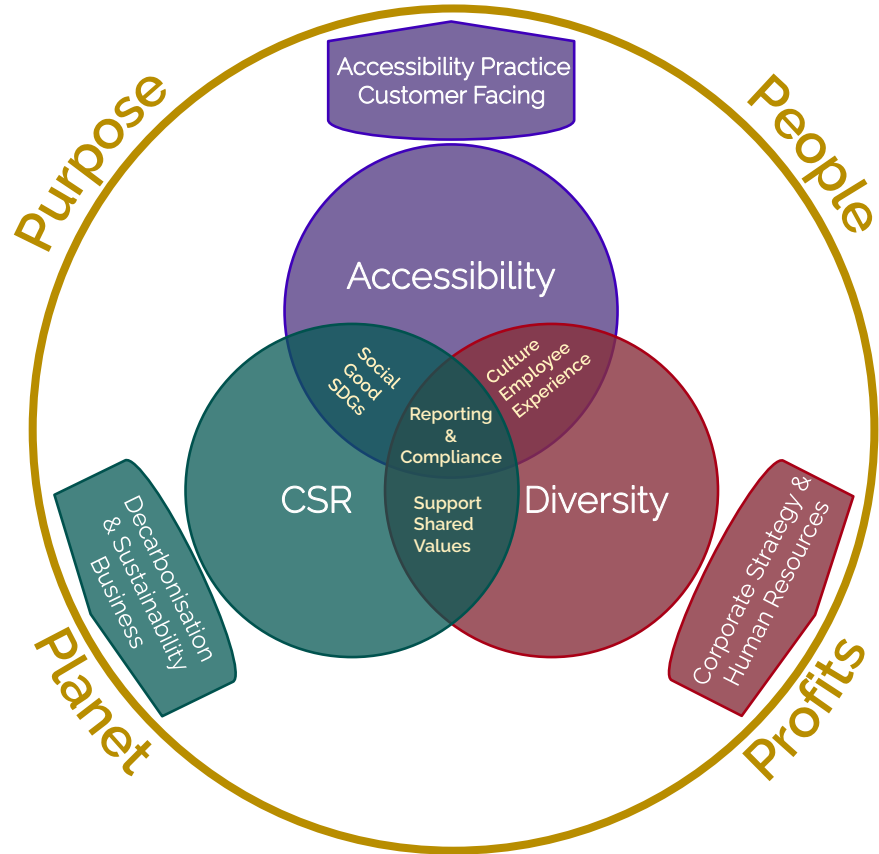


Accessibility at the intersection

Alignment with culture and corporate programmes

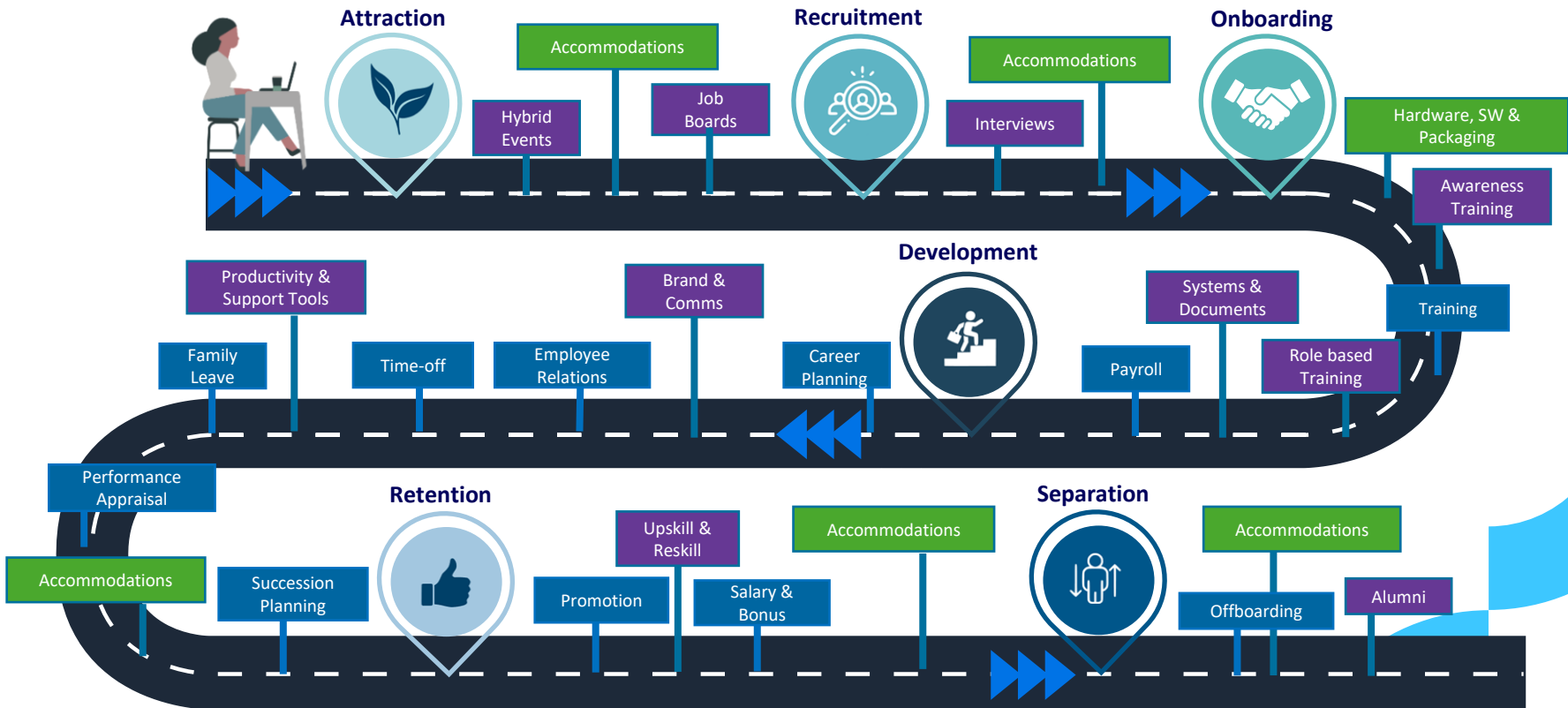
Accessibility, CSR / ESG and Diversity are distinct programmes and offerings at Atos with a shared purpose:

- Social Good and SDGs
- Reporting and Compliance
- Culture
- Employee experience



Inclusive & Accessible Engaged Employee Journey

Personalized, Interactive and co-created for the lifetime of the individual



Boston Consulting Group study on disability at the Workplace

Disability at the workplace @ Atos

4-7%

Employees with disabilities on
company records

25%

Report that they have a disability
or long-term health condition.

Dark Mode – Recognized Disability vs Preference?

Disability at the workplace @ Atos

4-25%

Employees with a disability

80%

Apple users use Dark Mode

Neurodiversity, Astigmatism, cataracts,
aesthetic preference (e.g., coding, energy savings...)