Sustainable Accessibility

A systemic approach to workplace inclusion.
“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.

- **Direct**: Direct impact from owned or controlled resources products and services.
  - **Design & produce accessible**!

- **Indirect**: Indirect impact from purchased resources products and services.
  - **Buy accessible**!

- **Influence**: Indirect impacts that occur in the value chain including upstream & downstream.
  - **Foster accessible products**!
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%  25%

Employees with disabilities on company records

Report that they have a disability or long-term health condition.
Dark Mode – Recognized Disability vs Preference?

Disability at the workplace @ Atos

4-25% 80%

Employees with a disability Apple users use Dark Mode

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