

Gender Pay Gap Report



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Introduction

The UK Government Equalities Office's Gender Pay Gap reporting regulations came into force in April 2017, and employers in the UK with 250 or more relevant employees are now required to publish mandatory information concerning gender pay.

The regulations require employers to publish their overall mean (average) and median gender pay gaps, gender bonus gaps, gender distribution within salary quartiles and bonus received proportion.

The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation irrespective of their role or seniority, and is expressed as a percentage of men's earnings. An organisation that has more men in senior roles and more women in junior roles is likely to have a gender pay gap.

It is important to note that gender pay is different than equal pay. Equal pay is defined under the Equal Pay Act as work of equal value, or 'like' work which is the same or broadly similar and extends to the full terms and conditions of employment (i.e. basic pay, overtime rates, performance related benefits, hours of work, access to pension schemes, non-monetary terms, and annual leave entitlements).

This report provides data on Atos Syntel's gender pay gap and describes how the Company is actively taking steps to address the gender pay gap identified.

About Atos Syntel

Atos Syntel is a trusted partner for many of the world’s biggest brands in the banking and financial services, healthcare, insurance, manufacturing, retail, media and telecom, transportation and logistics industries.

Atos Syntel helps clients accelerate their digital journeys, improve enterprise agility and business performance, evolve to “Digital native” standards, and deliver the scale and flexibility required for the Digital Age.

What sets us apart?

Improved agility and business performance: Our automation-driven solutions and strong industry focus enables us to deliver unmatched end-to-end transformation capabilities to accelerate our clients’ digital journey.

Evolve to “Digital native” standards: We employ next-generation digital technologies to modernize apps and infrastructure, get meaningful insights from data, and improve security, reliability and efficiency across the enterprise.

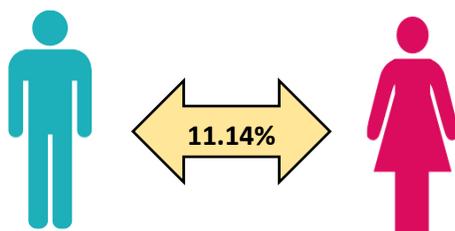
Delivering excellence at scale: We are focused on execution, with a digital-ready workforce that delivers global scale with a strong local focus that ensures we not only understand client needs, but are ready to deliver — wherever and whenever their businesses require.

What do we have to report?

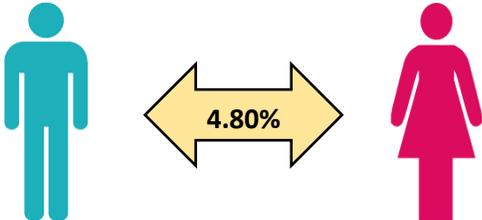
The regulations require employers to publish the following information:

- The mean gender pay gap
- The median gender pay gap
- The mean bonus pay gap
- The median bonus pay gap
- The proportion of men and women who received bonus pay
- The relative proportions of male and female employees in each quartile pay band

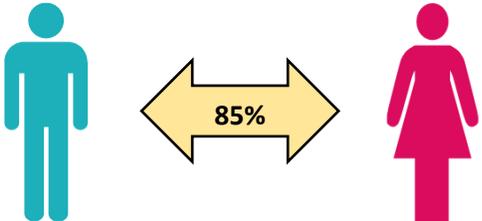
Mean Gender Pay Gap



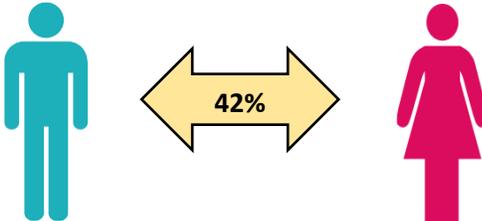
Median Gender Pay Gap



Mean Bonus Pay Gap



Median Bonus Pay Gap



Proportion of men and women receiving a bonus payment

The proportion of males and females receiving a bonus is comparable.



Female 40 %

Male 38%

Quartile Pay Bands Summary

Top Pay Quartile



72% 28%

Upper Middle Pay Quartile



85% 15%

Lower Middle Pay Quartile



87% 13%

Lower Quartile Pay



90% 10%

Understanding our Gap

- This gap is largely driven by the gender distribution of employees, with more female staff in support roles and more males in senior consulting roles, including at Partner level.
- A deeper understanding of our gap reveals challenges and opportunities for our industry as a whole, and for Atos Syntel as a business. Every one of these insights is helping us focus our efforts to address the issues of gender diversity and inclusion.
- Just as importantly, we recognize that we need to attract and recruit more women into Atos Syntel at all levels.

Closing the gap

We are committed to closing our gender pay gap and working actively to improve gender diversity within our industry. Furthermore, there is a need to bridge the gap in terms of variance in the pay gap for all the quartiles. Our organisation is committed to addressing

the gender pay gap and will do so through its broader global commitment to diversity and inclusion.

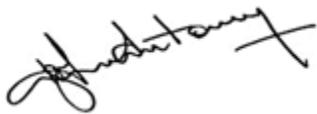
We will continue to invest in and foster an environment in which women can thrive. We will take steps to ensure that we have a pipeline of female talent and that women in Atos Syntel are provided with opportunities and support to progress and pursue a successful career with us.

We pride ourselves on our flexible and remote working policies that nurture a culture of inclusion, work-life balance and trust.

Diversity and inclusion are in our DNA

Atos Syntel is an inclusive employer. We do not discriminate on the basis of race, religion, colour, gender, age, disability or sexual orientation.

I confirm that our data is accurate and has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read 'Andrew...', is positioned on the page.